Leadership Support Team – 2021

Special thanks to the members of this team: Rev. Craig Miller, Ray Huff (co-Chair), Brenda Sterner, Kim Crissinger, and Rev. Chad Hebrink. We also want to share our gratitude to Rev. Cinda Brucker for her leadership as Co-Chair during 2019-2020 and wish her our blessings on her retirement.

The team met on January 27, 2021 to discuss compensation guidelines for the new year. We had previously made the decision, supported by the synod council, to freeze compensation guidelines for 2020, due to the uncertainty of the pandemic. Below you will find our recommendations that we approved by Synod council in Feb 2021.

We look forward in 2021 to reviewing the Synod sabbatical policy, continuing education covenant and the personnel policy/handbook.

Respectfully submitted,
Rev. Stina Schaeffer, co-chair

2022 Compensation Guidelines – Proposed

Base salary – Pastors (Word and sacrament)

36,150 -base (2.5% increase)
$425/ year of service
Housing Allowance (2.5% increase)
15,580-18,860

Base Salary Deacons - Word and Service

0 $40,035 - $42,158
5 $42,158 - $44,280
10 $44,280 - $46,401
15 $46,401

Portico Health insurance -

The ELCA Church Council has approved a balance of cost-sharing between congregations and plan members. Portico offers a choice of ELCA-Primary health benefit options that fit this approved balance: Gold+, and Silver+ with either Level A or B employer HSA contribution. Each fall, congregations should engage in conversation with their sponsored plan members to determine the option that best fits their needs, and then make their selection during annual enrollment. Current contribution rates are available on at EmployerLink.PorticoBenefits.org or by calling Portico at 800.352.2876.

The ELCA Medical and Dental Benefits Plan provides for necessary health benefits coverage for rostered leaders, lay employees, and their families and discourages unnecessary duplicate coverage. Sponsored members and/or their spouses and children who are eligible for medical benefits coverage through a spouse's employer or through a former employer may waive ELCA plan coverage, while continuing to participate in the ELCA disability, survivor, and pension plans. The option of waiving coverage is particularly attractive for members who can obtain medical coverage at subsidized rates through a spouse’s employer plan. Nevertheless, congregations should budget for the full cost of health benefits for the rostered leader (spouse and family) in the event the alternate coverage is cancelled.
Rostered leaders and congregations may share in conversation on waiving health coverage if coverage can be obtained in another way (spouse employer, military service etc.). Financial incentives may be offered in these cases.

Unless the rostered leader’s spouse and/or children are covered under some other group insurance plan, the congregation/ministry is expected to provide their coverage.

**Commentary**

In discussing the increase for both base salaries and the housing allowance, we took into consideration the freeze of pay in 2021 due to the pandemic. We feel that 2.5 % demonstrates a commitment to close this gap, at the same time, recognizing that many congregation continue to struggle in this time of pandemic.