

Northwest Washington Synod 2021 Compensation Guidelines

September 21, 2020

Consumer Price Index. Even in a year of pandemic and economic crisis, the cost of living is rising, and in Northwest Washington, the cost of housing is increasing faster than anywhere else in the country. The Consumer Price Index (CPI) for the Western Region of the United States increased 1.7 percent from July 2019 to July 2020. As is our usual Synod policy, the 2021 Compensation Guidelines have been increased by 1.7 percent, following the most recent CPI data.

Creative Compensation. Inflation measures aside, our church members and congregations are experiencing the pandemic and associated economic crisis in many different ways. Some congregations will not be able to offer their rostered leaders compensation at the recommended guidelines. The Synod Personnel committee is researching creative ways to compensate pastors and deacons. Keep watching the NWWA web page for ideas under Resources/Synod Personnel.

Check a local salary schedule. Congregational leaders may consult the websites of their local school districts to compare Synod Compensation Guidelines with the 2020-2021 certificated salary schedules of public school teachers with similar education levels.

- The MA+45 Credits schedule for a teacher is an appropriate comparison for a Deacon or Pastor with a four-year, M.Div. degree, or for a Deacon with two M.A. degrees. Consider also the salaries for extra days—church leaders work more days in a year than do school district employees, even considering those teachers' extra days.
- For rostered leaders with a D.Min or Ph.D., the MA+90 is listed by many school districts.

Compensation Worksheet. Also on the Synod web page, under Resources, we offer a compensation worksheet. Working through this worksheet will allow personnel teams to understand the experience and expertise that their individual rostered leaders have worked to acquire, and for which they should be compensated.

A congregation that looks at 3-5 resources—the Synod Compensation table, the Compensation Worksheet, and 1-3 local school districts' 2020-2021 compensation guidelines, should be able to come to an understanding of a just and equitable salary for their rostered leader.

Full time salary out of reach? If a part time call is negotiated with a continuing rostered leader, this is still *a change in call*, and the change in call must be reported to the Synod Office.

Portico Benefits. For part time rostered leaders under call, full medical and retirement benefits must be paid by the congregation unless the call is *less than .5* (half time).

Changes in compensation must be by mutual agreement between congregational leaders and rostered leaders and should be communicated to the Synod Office using the [Definition of Compensation, Benefits and Responsibilities Forms for Rostered Ministers](#).

Northwest Washington Synod Personnel Committee:

Pam Russell, Chair; Debbie Boyce, Ivar Hillesland, David Johnson, Fred Row, Carol Stolz, and Cathy Woods

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To be used in conjunction with a Compensation Worksheet and a Local Salary Schedule

Deacon

Pastor

	Deacon B.A. Base	Deacon M.A. Base	Deacon with 2 MA/MDiv Base Salary	Pastor's Recommended Base Salary*	Pastor's Recommended Defined Compensation*
	Column 1	Column 2	Column 3	Column 4	Column 5
years					
0	\$45,189	\$51,968	\$58,647	\$58,647	\$63,133
1	\$47,451	\$54,569	\$60,995	\$60,995	\$65,661
2	\$49,708	\$57,164	\$63,433	\$63,433	\$68,286
3	\$51,968	\$59,764	\$65,967	\$65,967	\$71,014
4	\$54,230	\$62,364	\$68,610	\$68,610	\$73,858
5	\$56,488	\$64,961	\$71,355	\$71,355	\$76,813
6	\$58,751	\$67,564	\$74,207	\$74,207	\$79,884
7	\$61,010	\$70,162	\$77,174	\$77,174	\$83,077
8	\$63,268	\$72,759	\$80,262	\$80,262	\$86,402
9	\$64,399	\$74,058	\$81,867	\$81,867	\$88,130
10	\$65,529	\$75,358	\$83,473	\$83,473	\$89,858
11	\$66,395	\$76,354	\$84,805	\$84,805	\$91,292
12	\$67,262	\$77,351	\$86,136	\$86,136	\$92,726
13	\$68,382	\$78,640	\$87,859	\$87,859	\$94,581
14	\$69,503	\$79,929	\$89,582	\$89,582	\$96,436
15	\$70,624	\$81,218	\$91,375	\$91,375	\$98,365
16	\$71,745	\$82,507	\$93,167	\$93,167	\$100,295
17	\$72,865	\$83,794	\$95,030	\$95,030	\$102,300
18	\$73,984	\$85,082	\$96,892	\$96,892	\$104,304
19	\$75,107	\$86,373	\$98,831	\$98,831	\$106,391
20	\$76,230	\$87,664	\$100,769	\$100,769	\$108,478
22	\$77,349	\$88,952	\$104,801	\$104,801	\$112,818
24	\$78,469	\$90,239	\$108,990	\$108,990	\$117,328
26	\$79,591	\$91,530	\$113,351	\$113,351	\$122,023
28	\$80,712	\$92,819	\$117,885	\$117,885	\$126,904
30	\$81,834	\$94,109	\$122,600	\$122,600	\$131,979

*The 2021 Guidelines incorporate a 1.7 percent cost of living increase based on the Consumer Price Index increase for the Western Region of the US. The Pastor's Recommended Base salary includes housing allowance. The Pastor's Recommended Defined Compensation column also includes church payment of 7.65 percent SSTA.