

Pacifica Synod Compensation Guidelines for Word and Service
Approved by Synod Assembly 2019

Years of Experience (With Bachelor's Degree)	
0-5 Years	\$45,000 - \$54,100
6-10 Years	\$45,000 - \$61,700
11-15 Years	\$55,000 - \$65,600
16-20 Years	\$55,000 - \$72,200
21-25 Years	\$59,200 - \$83,600
26-30 Years	\$64,600 - \$95,200
31+ Years	\$68,400 - \$109,400+

Years of Experience (With Master's Degree)	
1-5 Years	\$59,000 – \$64,300
6-10 Years	\$61,000 – \$73,200
11-15 Years	\$65,300 – \$79,600
16-20 Years	\$73,000 – \$87,500
21-25 Years	\$77,200 – \$98,900
26-30 Years	\$83,300 – \$111,900
31-35 Years	\$93,400 – \$127,300 +

Congregations are reminded to include and outline in their compensation package for Word and Service ministers the following benefits:

- ELCA Pension and Medical/Dental Plan
- Social Security
- Mileage reimbursement
- Continuing Educational Allowance and number of weeks
- Professional Ministry Expenses
- Vacation time (number of weeks)