

Summary of SD Synod Compensation & Guideline Proposed Changes for 2027

Change/update	Rostered Ministers
<p>How This Document Adapts and Grows – NEW (p. 3)</p>	<p>NEW – explanation of process & alternatives if congregation is unable to compensate their pastor at Guidelines</p> <ol style="list-style-type: none"> 1. Providing the rostered leader with additional Sundays (& weeks) off beyond the minimum vacation guidelines 2. Adjusting the nature of the call (for example, from full time to ¾ time) 3. Allowing the rostered leader to seek additional employment 4. Entering a shared ministry partnership with another ELCA or ecumenical partner congregation.
<p>Salary Tables (p. 7, 11-12)</p>	<p>2.5% increase in base (+\$1,136 for newly ordained minister) From \$45,437 to \$46,573</p> <p>NEW: tables for Defined Compensation used by Portico (p. 11-12) <i>**for information only, not official Guideline</i></p>
<p>Pension Contribution (p. 13)</p>	<p>If the pastor is below Guidelines for Defined Compensation, the congregation should consider making the pension contribution based on the Guideline Defined Compensation for years of ministry or increasing the contribution to 12-15% of actual Defined Comp</p>
<p>Health Insurance (p. 13-14)</p>	<p>Based on Portico’s new health plans, the recommendation is wither the Select Copay2000 or the Select HDHP2000 with a \$500/\$1,000 HSA contribution.</p> <p>ELCA Health Plan benefits should be provided for the pastor/deacon/SAM, spouse and eligible children unless such coverage is waived because family members are covered by the spouse’s health insurance.</p> <p><i>FYI: Pastors, deacons or SAMs eligible for Medicare Health Coverage (Age 65 an older) may use Portico’s Medicare Part B Supplemental Insurance. Congregations should treat the Medicare Supplement premium (Portico or other provider) like any other health insurance premium.</i></p>
<p>Group Life Insurance (p. 14)</p>	<p><i>FYI: The Survivor Benefit decreases when the plan member reaches age 70, and every 5 years thereafter.</i></p>
<p>Annual Vacation Time</p>	<p>Additional vacation time may be given, especially if the pastor’s (SAM’s) Defined Compensation is below Guidelines.</p>

Change/update	Lay Staff
Salary Tables (p. 4-5)	<p>Hourly staff - \$16 per hour (+ 6.7% from \$15.00) starting wage *note about “prevailing wage” for local communities Salaried staff 2.5% increase from \$39,505 to \$ 40,493. matches Rostered Ministers increase</p>
SAMs (Synod Authorized Minister) or Lay Ministers (p. 6-8)	<p>Expanded the information in Section 4 and throughout the Lay Guidelines to list Benefit Considerations for SAMs serving as the pastor for 1 or more congregations</p> <ul style="list-style-type: none"> Housing Social Security (FICA) Pension Health Insurance Disability & Life Insurance Continuing Education Vacation Time and Holidays
Section G: Overnight Chaperones (p. 11)	<p>NEW Section for 2027 – ahead of the Nat’l Youth Gathering</p> <p>FLSA rules apply to church staff (ministers or lay) that chaperone/supervise overnight or extended trips.</p> <p>Hourly employees need to keep a time log when “on-duty”. Overtime rate is applied after 40 hours per week.</p> <p>Salaried, <u>non-exempt</u>, employees – also need to keep a time log and overtime applies if “on-duty” for more than 40 hours per week.</p> <p>The extra payroll & other costs associated with extended hours of service should be calculated into the total cost for the event.</p> <p>Other expenses: Staff or volunteers should not be expected to pay for any registration, travel, or housing expenses. A per diem food allowance should be included in the total budget for each chaperone.</p> <p>Clear communication and expectations are crucial to the success of any extended youth event and the well-being of church staff and volunteers.</p>
Appendix C – FLSA Salary Thresholds	<p>The current annual threshold for exempt employees is \$35,568.</p> <p><i>Congregations should monitor the FLSA salary exemption threshold themselves.</i></p>