

## **Preparation Process 2012 Compensation Guidelines**

- The SC Synod Ministry Team for Rostered Leaders appointed Mrs. Lexanne Graves, The Rev. Jason Antley and The Rev. Ginny Aebischer to the Leadership Support Team to review the SC Synod Compensation Guidelines and to prepare a recommendation for 2012.

### The Leadership Support Team:

- Gathered current compensation data from Rostered Leaders at 2010 South Carolina Synod Assembly,
- Gathered current compensation data from the annual rostered leaders reports to the Bishop,
- Consulted with a SC Parish financial officer and Interim Pastor who recently designed a compensation package for a new pastor,
- Reviewed compensation guidelines from 9 ELCA Synods and 2 other denominations,
- Reviewed compensation for South Carolina Principals/Educators,
- Reviewed data from the Bureau of Labor Statistics, including Mean & Average Salaries for those in Community & Social Services Occupations and the Consumer Price Index for inflation rates.
- Presented Preliminary Draft to the Office of the Bishop, Ministry Team for Rostered Leaders, and several church council treasurers that are CPA's for feedback and editorial comments,
- Presented a Second Draft to Cabinet of Deans on February 22, 2011 and SC Synod Council on February 28, 2011,
- Reviewed editorial comments & feedback received from all parties above,
- Presented final draft to Synod Council on April 11, 2011 to be approved for Synod Assembly 2011.
- Will host an informational forum at the Synod Assembly, and
- Will set up regional workshops following the adoption of these guidelines to assist our Rostered Leaders and Congregations/Institutions in understanding how to use them, in particular the Excel worksheets.

**Compensation minimums from other ELCA Synods & UCC for Ordained Rostered Leaders:**

<b>Synod/Other Denomination</b>	<b>Base Salary</b>
Florida/Bahamas	\$32,759.00
Indiana/Kentucky	\$34,600.00
New England	\$43,000.00
North Carolina	\$39,949.00
Northeast Iowa	\$34,122.00
Pacifica	\$37,656.00
Southeastern	\$34,149.00
Southeastern Penn	\$32,012.00
Southwestern Penn	\$32,074.00
Southwestern Texas	Did not include matrixes or a min. salary number (based upon equivalent of Middle School Principal)
United Church of Christ, Central Atlantic	\$34,744.00
United Church of Christ, Ohio Conference	\$29,472.00
Virginia	\$38,660.00
Western Iowa	\$31,668.00
Average	\$34,989.62

Compensation minimums from other ELCA Synods for Lay Rostered Leaders:

<b>Synod</b>	<b>Base Salary</b>
Florida/Bahamas	\$32,328.00 for Bachelors Degree \$34,868.00 for Masters Degree
Indiana-Kentucky	\$34,500.00 for Bachelors Degree \$38,200.00 for Masters Degree
New England	\$40,000.00
North Carolina	\$36,077.00
Northeastern Iowa	\$34,122.00
Pacifica	\$40,384.00 with Bachelors degree or equivalent \$48,080.00 with Masters Degree or equivalent
Southeastern	\$35,707.00 for Bachelors Degree \$40,176.00 for Masters Degree
Southeastern Penn	\$29,633.00 no Bachelors degree \$33,017.00 with Bachelors Degree \$34,716.00 with Masters Degree
Southwestern Penn	\$28,095.00
Southwestern Texas	Did not include matrixes or a min. salary number (based upon equivalent Elem or Middle Asst Principals)
Virginia	\$35,320.00 for Bachelors Degree \$37,780.00 for Masters Degree
Western Iowa	\$30,084.00

No Average Compensation was determined due to differing levels of compensation based upon Education.

## **Comparative Data from Department of Education**

We understand that educational levels and responsibilities of High School principals is somewhat equivalent to that of ordained pastors and educational levels and responsibilities of Assistant Principals is somewhat equivalent to that of our full-time lay rostered leaders. For those reasons, we are providing the most recent South Carolina Department of Education averages for the year 2008-2009.

### **STAFF SALARIES 2008-09**

#### **Average**

**Teachers** \$ 47,421

**Assistant Principals** \$ 68,691

**Principals** \$ 86,985

**District Superintendents** \$134,939

There is no indication if these are base salaries alone, or if these include benefits.

# United States Department of Labor: Bureau of Labor Statistics

## Consumer Price Index Inflation Calculator

### About the CPI Inflation Calculator

The CPI inflation calculator uses the average Consumer Price Index for a given calendar year. This data represents changes in prices of all goods and services purchased for consumption by urban households. This index value has been calculated every year since 1913. For the current year, the latest monthly index value is used.

*\* This information was calculated using the Consumer Price Index (CPI) Inflation Calculator found on the United States Department of Labor: Bureau of Labor Statistics website found at [http://www.bls.gov/data/inflation\\_calculator.htm](http://www.bls.gov/data/inflation_calculator.htm). The different calculated equivalents (i.e., “buying power”) give reference to what today’s salary figures would have equaled in past decades based upon the CPI Indexes, which takes into account the inflation of the dollar.*

### Based upon the Suggested Base Salary Guidelines For Clergy Matrix:

Matrix Entry Level Base Salary in 2012	\$35,000.00
Calculated Equivalent in 2000	\$27,367.71
Calculated Equivalent in 1990	\$20,772.13
Calculated Equivalent in 1980	\$13,095.82
Calculated Equivalent in 1970	\$6,166.48
Calculated Equivalent in 1960	\$4,704.32
Calculated Equivalent in 1950	\$3,830.21

Matrix Average Salary in 2012	\$51,614.50
Calculated Equivalent in 2000	\$40,359.17
Calculated Equivalent in 1990	\$30,632.65
Calculated Equivalent in 1980	\$19,312.40
Calculated Equivalent in 1970	\$9,093.70
Calculated Equivalent in 1960	\$6,937.46
Calculated Equivalent in 1950	\$5,648.41

Matrix Highest Salary in 2012	\$68,229.00
Calculated Equivalent in 2000	\$53,350.62
Calculated Equivalent in 1990	\$40,493.18
Calculated Equivalent in 1980	\$25,528.98
Calculated Equivalent in 1970	\$12,020.93
Calculated Equivalent in 1960	\$9,170.61
Calculated Equivalent in 1950	\$7,466.61

**United States Department of Labor: Bureau of Labor Statistics**  
**Occupational Employment Statistics**

**May 2009 National Occupational Employment and Wage Estimates**

These estimates are calculated with data collected from employers in all industry sectors in metropolitan and nonmetropolitan areas in every State and the District of Columbia.

<b>Community and Social Service Occupations</b>	<b>Mean Hourly</b>	<b>Mean Annual</b>
Community and Social Services Occupations	\$18.74	\$42,750
Substance Abuse and Behavioral Disorder Counselors	\$18.13	\$40,420
Educational, Vocational, and School Counselors	\$25.27	\$55,030
Marriage and Family Therapists	\$22.56	\$49,020
Mental Health Counselors	\$18.28	\$41,710
Rehabilitation Counselors	\$15.01	\$34,710
Counselors, All Other	\$19.86	\$44,400
Child, Family, and School Social Workers	\$19.21	\$43,540
Medical and Public Health Social Workers	\$22.26	\$48,340
Mental Health and Substance Abuse Social Workers	\$18.37	\$41,350
Social Workers, All Other	\$23.76	\$50,470
Health Educators	\$21.32	\$49,060
Probation Officers and Correctional Treatment Specialists	\$22.37	\$50,500
Social and Human Service Assistants	\$13.44	\$29,880
Community and Social Service Specialists, All Other	\$18.07	\$40,530
Clergy	\$20.65	\$46,960
Directors, Religious Activities and Education	\$17.40	\$40,770
Religious Workers, All Other	\$14.14	\$33,160