

CROSS Connection



The Cross Connection is a monthly publication of the Eastern Washington-Idaho Synod published for its clergy, associates in ministry, lay leadership and ecumenical partners.

October 2016

God's beloved people,

We've just finished a very productive and faithful Synod Council meeting. With a significant agenda before us, Vice President Gary Gemar, Secretary Paula Kenney, and Treasurer Tami McHugh, led us through a packed agenda toward leadership positions in a number of important areas.

Since The Way Forward strategic planning process four years ago we've had two priorities before us: To support congregations with new intensity through the work of Net-Workers, agents of connection and support located physically closer to congregations; and, if trend lines toward financial viability continue to slip, to adopt new organizational forms in order to maintain that congregational support.

At this meeting we posed the question, "What happens on February 1, 2018 when budgeted support for Net-Workers comes to an end and at this point we don't know how to continue that support?" A robust conversation followed and we identified a few things that seem certain: There is great eagerness for the Net-Worker strategy to work and we're committed to it, with regular evaluation. In addition we confirmed we're going to have to live with deeper ambiguity in planning the future and live into this chaotic time anchored in trust in God. Out of this conversation we identified a desire that the new bishop devote primary attention in the first two years to strategic thinking and consultation with local, regional and Churchwide partners. We all prayed for a kind of adventuresome and fearless faithfulness as the key to the future.

Gary Gemar then led us through the year ahead and the sequence of events that will result in our May 2017 election of a new bishop. Crucial work begins right now, and through October, as clusters meet in the first of two meetings to learn the election process and contribute to the list of attributes needed in the next bishop. Please watch for the invitation to participate!

In the second of these cluster meetings congregations will be invited to bring three members and make nominations for bishop, up to three, in the course of that meeting. As you see the list of desirable attributes for bishop develop, I hope you'll seek out capable candidates, seek their candidacy and personal information, and then pray, pray, pray for this process.

Brothers and sisters, we were very well led by this capable synod council! Thank you for electing these people to positions of leadership. Please join them in praying for clarity about the choices before us and for our faithfulness together as we move into God's future. As we face uncertainty we remember God's certainty: "For surely I know the plans I have for you, says the Lord, plans for your welfare and not for harm, to give you a future with hope." Jeremiah 29:11.



Bp Martin Wells

Connections Multiply Miracles

by Pastor Helga Jansons Director for Evangelical Mission

Connections Multiply Miracles is a Guiding Principle of the Eastern-Washington Idaho Synod.

Can we be more intentional about making connections and equipping God's people for ministry?

With stewardship there are certain congregations where household giving is up but Mission Support to the synod is poor. Other congregations are proportionately generous to the synod but the giving within the congregation is low; household giving is less than their income would allow.

In other words, some churches need to feel more connected to the synod while others need more resources. Some generous and talented people need to know where their talents could be put to good use, while others need to be equipped or trained so they can be more skilled in leadership.

Working with ELCA Research and Evaluation data leads to this information about our synod:

- Giving per confirmed member has increased in each of the last three years - \$788, \$829, \$852. These levels of giving are above the ELCA national average.
- Congregational mission support percentage from congregations has been stable between 5.63% and 5.84% from 2011 to 2015. These values are very close to the national average of 5.6% for 2015.
- In 40 of the 90 congregations in the synod, mission support dollars for 2015 were above the 2014 value, and the average value for the previous three years.
- The percent of household income that congregation members in the synod contribute to their congregation has been consist at 2.64% for 2013 thru 2015. The value compares favorably to the ELCA national average of 1.8%.
- The value of All Other Benevolences sent by congregations directly to specific ministries has more than doubled from the \$150,000 level in 2011. This indicates people are giving generously to special, designated or specific causes.
- While revenues for the synod increased in 2015, expenses increased a greater amount. This led to a deficit of \$44,228 in 2015 compared with a deficit of \$25,562 in 2014.
- There are 11 congregations that have not given any Mission Support this year

As a synod we can pay attention to who feels disconnected and who needs help and be more intentional in our response. The Net-Working model is right on target. For some congregations where connections are needed we can find out do they have good communication with other churches in the synod? Do they have a Mission Interpreter? Does the pastor feel connected to the synod and could the congregation invite someone from the synod staff or Synod Council or even a cluster Dean to visit them?

It is also helpful to know which congregations would like to receive help and support because they are struggling and unsure what to do or try. The Net-Workers and I are listening to congregational leaders.

The meaning of the word Synod is to walk alongside one another. Connections bring people together and God can do miraculous things through us and between us. The support congregations give to each other matters. It is a joy to be in ministry together; we are better together. Thank you for your partnership!!



Presiding bishop

How will people know?

By Elizabeth A. Eaton



On Wednesday, Aug. 10, the voting members of the 2016 ELCA Churchwide Assembly received the document “Declaration on the Way.” More than 99 percent of us affirmed this significant ecumenical statement in which Lutherans and Roman Catholics have

achieved agreement on 32 issues regarding communion, ministry and the church, declaring that these are no longer church dividing (page 16). Fifty years of ecumenical dialogue in the United States and around the world led to this point.

When asked if declaration was a step closer to eucharistic sharing between Lutherans and Roman Catholics, Bishop Denis Madden, Catholic co-chair of the dialogue task force, answered, “Yes.” There were tears of joy. The assembly responded with a standing ovation.

Later that day this question was asked during the press conference about the assembly’s action on the declaration: “How would this historic agreement be made known and affect the lives of the ordinary person in the pew?” How does the work of theologians and the decision of a churchwide assembly become part of the lived experience of Lutheran and Roman Catholic parishioners? What is to prevent this significant action from becoming just one of several feel-good moments shared by voting members in August 2016?

And what about all of the other important decisions that were taken? What about the AMMPARO initiative and the creation of a unified word and service roster? What about memorials calling the ELCA to deepen relationships with the Historic Black Churches, to repudiate the doctrine of discovery, to work toward a responsible energy future, peace with justice in the Holy Land, to welcome refugees, to support military personnel, veterans and their families, to welcome the gifts of African-American ELCA members and to look at those structures within this church that erect barriers to full inclusion?


And what about all of the other wonderful non-legislative events at the assembly—a call for the

ELCA to read Martin Luther’s Small Catechism together from now until Oct. 31, 2017, the call to action by Nobel laureate and Lutheran Leymah Gbowee, the reports of ELCA World Hunger and Lutheran Disaster Response, the lives we are reaching and changing through Always Being Made New: The Campaign for the ELCA? The churchwide conversation we are having about priorities in the Called Forward Together in Christ process?

The assembly wasn’t a national political convention, rather it was the people of God gathered daily around word and sacraments, engaged in prayer, and open to the movement and guidance of the Spirit.

But I return to the questions asked during the press conference—how will people know about what happened during this assembly and how will these actions and experiences become a part of our life together?

This isn’t the first time I’ve heard this question or others like it. It’s as if people want or need or expect some kind of directive or program or even permission from someone (the presiding bishop?) or somewhere (the churchwide organization?) to bring all of these things to light and life in their congregations. It doesn’t have to be that way. About 960 voting members and almost 500 Grace Gathering participants along with visitors, presenters and staff attended the assembly. Close to 2,000 people, the majority of whom are members of ELCA congregations, saw and heard what happened in New Orleans. Thousands of you are reading about the assembly in this issue of *Living Lutheran*. Get mobilized.

If exploring Declaration on the Way with the local Roman Catholic parish is your passion, get a couple other members of your congregation and offer this to your pastor, “Pastor, we think this is important and we want to work with you. We’ll organize the event, logistics, invitations, publicity, speakers, format, even refreshments!” You can do the same in your conference or synod. The point is we are all the ELCA. The work belongs to all of us. Let’s get busy! 

A monthly message from the presiding bishop of the Evangelical Lutheran Church in America. Her email address: bishop@elca.org. This article first appeared in the September issue of *Living Lutheran*. Reprinted with permission.



Oktoberfest 2016

Benefitting Lutheran Campus Ministry at the University of Idaho

October 22, 2016 4-6 pm

1912 Center Great Room

412 East Third Street, Moscow, ID

*Bratwurst, sauerkraut, other sides and desserts
German beer and wine for purchase*

Live music, dancing and other fun!

Adults - \$15, Child (12 & under) - \$7, Child (0-3) - free



Photos by: Guy Hand

***Uprooting* Hunger. *Cultivating* Communities. *Sowing* Change.**

SAVE THE DATE:

Friday, October 28, 2016

8am—4pm

The Riverside Hotel

2900 W. Chinden Blvd. Boise ID

***For more info email: info@idahohunger.org or visit www.idahohunger.org/2016-information-1/**

Call Process Status

| | | |
|--|-------------------------|--|
| A Process beginning/congregational study | I Interim | AP Associate/Assistant Pastor |
| B Names received or on-site visits in process | P Pastor | VP Visitation Pastor |
| C Call in process/issued | CP Co-Pastor | AIM Associate in Ministry |
| NV New Vacancy | LP Lead Pastor | L Lay Position |
| TC Term call | SP Supply Pastor | TM Transition Minister (available for the open-ended call) |
| VP Visitation Pastor | | |

| POS | LOCATION/CONGREGATION | STATUS | PASTORAL CARE |
|-----|------------------------------------|--------|--------------------------|
| P | Boise, ID – King of Glory | A | John Hergert I |
| P | Cheney, WA – Emmanuel Lutheran | B | Shelley Wee I |
| P | Chewelah, WA – St. Paul Lutheran | NV | Betty Krafft SP |
| P | Firth, ID – Bethel Lutheran | A | Paul Malek TEEM |
| P | Genesee, ID – Genesee/St. John | A | Dean Stewart I |
| P | Lind, WA – Good Hope Lutheran | NV | Supply Pastors |
| P | Mattawa, WA – Grace Lutheran | NV | Ginny Kreckling I |
| P | Otis Orchards, WA – Peace Lutheran | A | David Olson I |
| P | Pasco, WA – First Lutheran | A | Phylis Stromme I |
| P | Spokane, WA – Bethlehem Lutheran | NV | Steve Wee SP |
| P | Spokane, WA – Messiah Lutheran | NV | Cathy Harrison SP |
| P | Spokane, WA – Prince of Peace | NV | Bob Chenault I |
| AP | Spokane, WA – St. Luke Lutheran | B | Jim Johnson LP |
| P | Spokane, WA – St. Mark's Lutheran | NV | Eric Dull Kate LePard CP |
| P | Wilbur, WA – Wilbur Lutheran | C | |

Resignations

Rev. David Deckard has resigned his call at Genesee Lutheran and St. John Lutheran – Genesee, ID.

Rev. Kent Narum Fullness of God/Holden Village has accepted a call to serve as a mission developer in Seattle, WA

Calls Accepted

Rev. Adam Barnhart Anchorage, AK has accepted the call to Fullness of God/Holden Village in Chelan. He started September 1, 2016, and will be installed Thursday, Sept 22..

Rev. David Deckard has accepted the call to serve Shepherd of the Valley in Boise, ID. He began September 11.

Rev. Carolyn Hellerich has accepted the call to serve Central in Yakima, WA. She began August 21, 2016

Rev. Kristen Sauvey Hofmann has accepted the call to serve Lord of Life – Kennewick, WA. She will be installed October 23, 2016

Rural Ministry Resources Retreat

for all leaders, lay and ordained, of mainline rural congregations exploring how to do faithful ministry.

THEME: "WHO AM I CALLED TO BE IN CHRIST?"

LEADER: Dr. Shannon Jung

DATE: Mon., Oct. 10 to Tues., Oct. 11, 2:30 p.m.

VENUE: Immaculate Heart Retreat Center, Spokane

REGISTRATION: Karen at (509) 466-1768

Pray with us

We ask that you keep the ministry of the church, our synod, and the whole world in your prayers, as well as the people listed below . . .



For the friends and family of Theodore Laughary, affectionately called Teddo by his parents, Casey and Bonny Laughary, died unexpectedly last weekend. His death occurred overnight and the cause is not yet known. To those of you who don't recognize the family name, Casey faithfully served as the manager of the Book Parlor for many years. Please pray for Casey and Bonny, Teddo's parents, for his little brother Elias and for the whole family. The family and friends of Rev. Tammy Heimgartner at the recent death of her father, Clarence (Toad) Heimgartner, on September 6. He celebrated his 101st birthday in August. He celebrated his 101st birthday last month!

Prayer Requests . . . to be included or removed from the Synod Prayer Request list, please send your request to the synod office@ewaidsynod.org, or call 509-838-9871.

Lutheran World Relief Quilt Kits

Drop off will be at St. Luke Lutheran Church for Spokane, WA

October 21 & 22

Friday 9:00 - 3:00 Saturday 9:00 until noon

May 5 & 6, 2017

Central Lutheran's (Almost) Annual Oktoberfest!

512 S. Bernard - Spokane, WA

October 8, 2016 at 2:00 pm

Sample and judge the beer and bratwurst creations of Central Lutheran Church
Proceeds benefit the Food and Clothing Ministries at Central Lutheran

Mission Interpreter Training

with Sharon Browder

October 1, 2016 10:00 until noon

Immanuel Lutheran Church - Moses Lake

Call 509-293-9534 before September 27 to Reserve your Spot

Freed & RENEWED in Christ 500 YEARS OF GOD'S GRACE IN ACTION

A Reformation 500th Anniversary
Celebration Concert
Featuring the Choirs of
Central Lutheran Church, Spokane
And
St. Mary Magdalene Parish ("The
Madeleine"), Portland

Jesus proclaims that the church is one, united around the globe in the grace and mercy of God.

Come hear the message proclaimed in song as Lutherans and Catholics come together to worship and rejoice in our common bond in Jesus!

When: October 29, 7PM


Where: Central Lutheran Church,
512 S Bernard St, Spokane

Free off-street parking.

Staffed nursery available.

Free-will offerings accepted.





THEOPROBE 2017

February 12-17 in Winter Park, CO

"Reformation and Relationships: *Godly Matters for Today's Church*"

Featuring professors Terrence Fretheim
and Timothy Wengert

For more information and to register
visit theoprobe.com

Friday and Saturday November 18-19

The “Estate Planning for the Heart” curriculum we’ve been hearing so much about at our last two Synod Assemblies will be making its public debut at Central Lutheran Church in Spokane for the EWALK (Eastern Washington) Network area. With module topics that include “Good, Better, Best: Funeral Decisions Made Simpler”, “A Good Document Is A Done Document”, and “Playing Cards And Talking Straight”, the series of modules helps us address the issues related to end-of-life circumstances. It teaches us how to best prepare and then handle the various ways in which we might end up facing these difficult situations and the decisions they demand. Schedule will be a Friday noon through Saturday dinner. Registration will be available through Central’s website. Watch the EWALK FB page, Central Lutheran’s website (www.clspokane.org), and Synod email communication for more details as they become available.

Synod Assembly 2017 Planning Meeting

All are Welcome

and Encouraged to Attend

Bishop Martin Wells and Kathy Gemar, 2017 Assembly Chair, cordially invite you to attend an informational meeting about becoming a part of the Eastern Washington-Idaho Synod 2016 Assembly planning team. Join us Monday, September 26, 2016 at 7 pm at Advent Lutheran Church, 13009 E Broadway Ave, Spokane, WA 99216. Contact Julia Bennett, Assembly Manager at assembly@ewaidsynod.org or 208-867-1217 if you have questions or would like to volunteer but are unable to attend the meeting. All hands and your gifts are welcome!

We Have a New Young Adult in Global Mission

The Eastern Washington-Idaho Synod is pleased to report that Savannah is our YAGM for this program year. She is in Sammeakki Maen Chey, Cambodia. She’s a talented writer, and we’re following her blog, <https://savannahyagm.wordpress.com/author/savannahyagm/> and suggest you do too. If you’d like to help with her fundraising for this position, visit http://support.elca.org/site/TR?px=1037565&fr_id=1181&pg=personal.

Boundaries Training / Creating Safe Churches

A Workshop for Congregational Staff and Volunteers

Our Savior's Everett, WA

Saturday October 1, 2016 from 9:00 AM to 3:00 PM

This event is intended for staff and volunteers who work with children, youth, and/or vulnerable adults. Please share this information with folks in your ministry settings!

Rostered Leaders are welcome - however, please note that this training is not intended to meet the boundaries training requirements of ELCA Rostered Leaders.

"Boundaries Training" provides information on sexual misconduct prevention for anyone in a position of power, including staff and volunteers. "Creating Safe Churches" will help you re-examine your congregation's plan for keeping people safe-or help you create a plan if you do not yet have one.

If it's been a while since your congregation addressed these topics, join us for this practical, hands-on workshop. This training is being coordinated by a team, led by Rev. Julie Blum, NWWA Synod Boundary Trainer.

Cost is \$20 per person, includes materials and lunch.

For more information, contact the Synod Office at 509-838-9871

Byberg Preaching Workshop at Cannon Beach, Oregon!

January 16-18, 2017, Cannon Beach Conference Center

\$200 all-inclusive registration fee, registration deadline is December 31, 2016

Go to www.bybergpreaching.org for more information and to download the registration form to fill out and mail in (with your check)

Keynote speaker this year is Rev. Dr. David Lose, president of the Lutheran School of Theology at Philadelphia who will be offering four sessions about Preaching in a Postmodern, Post-Christian World. Pr. Lose writes, "We all know something has changed. Church - and preaching - seems somehow harder. Or maybe it's that we're not as sure the way we were taught to preaching works as well as it once did and wonder how we can change (or maybe even if we can change). Join us as we discuss the shifting cultural landscape and the challenges and opportunities of preaching in a culture that no longer assumes the Christian story and explore a variety of possibilities for preaching sermons that are as fitting to the world in which we live as they are faithful to the Gospel."

Additionally, we'll have Bishop Dave Brauer-Rieke (Oregon Synod) and Rev. Linda Nou (member of ELCA Church Council) offering an open discussion on Monday evening about the current state and vision for ministry of the ELCA.

Our chaplains this year will be the Revs. Laurie and Paul Stummie-Diers of Bainbridge Island, Washington.

For more information, please visit the website or contact Rev. Kimmy Meinecke at 509-466-3100 or 828-361-2505.

**EASTERN
WASHINGTON
IDAHO SYNOD**

of the
Evangelical Lutheran Church in America

314 S. Spruce St., Suite A
Spokane, WA 99201-5823
509-838-9871



**October 2016
Newsletter**

Let Down the Nets
Lifting Our Vision
Jesus First, Last, Always
God's Grace, Our Gratitude
The Spirit Powers Us
No Fear! Transformation
Connections Multiply Miracles
Go, Tell & Serve



Please reproduce any and all articles for publication in congregational newsletters or bulletins.
The **Cross Connection** is also available on the synod website at
<http://www.ewaidsynod.org/synodpublications.html>.
Deadline for articles is the 5th of each month.

Synod Calendar

September 2016

- 26 2017 Synod Assembly (First) Planning Meeting
Advent Lutheran - Spokane Valley, WA
- 29 Conference of Bishops

October 2016

- 1 Boundaries Training - Everett, WA
- 10-11 Rural Ministry Retreat - Immaculate Heart Re-
treat Center - Spokane, WA
- 14-17 First Call Theological Education
- 21-22 Global Mission Consultation
- 27-27 Bishop's Convocation - Walla Walla, WA
- 28-29 Candidacy Committee Meeting - Spokane, WA
- 30 Reformation Sunday

November 2016

- 6 Lutheran Community Services Northwest
Annual Banquet Luncheon - Mukogawa



Eastern Washington-Idaho Synod
Evangelical Lutheran Church in America
God's work. Our Hands

Staff

- Bishop The Rev. Martin Wells
- Director for Evangelical Missions .. The Rev. Helga Jansons
- Program Administrator Cathy Steiner
- Assembly Manager Julia Bennett
- Communication Director Gib Dominguez
- Net-Worker
- Net-Worker The Rev. David Kappus
- Net-Worker Kristin Koskella
- Net-Worker

THE PARISH PAPER

IDEAS AND INSIGHTS FOR ACTIVE CONGREGATIONS

EDITOR: CYNTHIA WOOLEVER—WWW.THEPARISHPAPER.COM

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KEEPING UP WITH THE PASTOR'S PAY: TRENDS BEHIND CLERGY WAGES

Forces large and small affect how best to answer the question: "What should we pay the pastor?" Failure to keep track of inflation and replacement costs associated with current staff could make a church's clergy compensation package uncompetitive. Sadly, the pastor feels no choice but to seek to move.

What Makes up a Pastor's Pay?

Governing boards and personnel committee members must think about the pastor's *total compensation*, not just salary.

Manse or housing allowance. Many churches provide housing in the form of a parsonage, or what some denominations call a manse. The pastor's total compensation includes that house's fair market rental value. In churches that do not own a parsonage, many offer instead a monthly housing allowance so that the pastor can own or rent a home of his or her choosing.

Employee or self-employed. The Internal Revenue Service considers clergy *employees* for Federal Income Tax calculations but treats clergy as *self-employed* for Social Security Tax purposes. Thus, church boards must designate how many compensation dollars are for salary and how many dollars are for housing expenses. Each church determines when and how often it sets or changes these amounts. The law requires that they do so in writing and in advance, with documentation in official church minutes. Tax laws prohibit churches from retroactively determining the salary-housing proportional split.

Some churches believe that designating a larger percentage of the pastor's salary for housing allowance will let the pastor avoid paying Federal Income Taxes on those housing dollars. In order for this strategy to work, the pastor has to use *all* of that housing allowance to pay for expenses like rent, mortgage payments, property taxes, utilities, repairs, renovations, furnishings, etc. If any funds are left over, those dollars must be added back, in full, to the pastor's taxable compensation. And, for Social Security Taxes, all the salary dol-

lars *and* the full amount of the housing allowance are used in computing the amount due.

Self-employed workers pay about double the amount of Social Security Taxes paid by other workers who are classified as employees. Some churches give their clergy person additional pay to cover this self-employment expense.

Non-taxable compensation. Most full-time (and some part-time) pastors receive health insurance, which is often purchased through the denomination. A second form of compensation comes in the form of retirement benefits, which again is typically offered through the denomination. Both types of benefits essentially extend a clergy's monthly paycheck, without adding taxable income.

Another clergy financial benefit comes in the form of reimbursements. For example, most churches include a budget item for pastoral transportation expenses. This is a per-mile figure established by the IRS that covers only ministry-related travel, but not travel between the pastor's



WE NEED TO REVISIT MY "HOUSING ALLOWANCE."

home and the church. The majority of churches establish line items in their budgets for other work-related expenses such as continuing education, book purchases or magazine subscriptions, and the costs associated with workshops or conferences. These types of reimbursements are not treated as personal income for tax purposes.

Church Size and Denomination Still Matter

As in other occupations and work settings, clergy compensation is not equal among all those called to ministry. For clergy in parish ministry, the size of the congregation determines, in part, the size of the compensation package. Denominational affiliation plays a role too. For mainline Protestant pastors, those serving in small churches (with fewer than 100 in worship) receive about 75% of the total compensation of what pastors serving in large churches receive (churches with more than 300 in worship).

This clergy pay discrepancy grows larger for conservative Protestant pastors. Clergy in small conservative Protestant congregations (those with fewer than 100 in worship) receive a total compensation package about 58% of what pastors in large Conservative Protestant churches receive (those with more than 300 in worship).¹

Significant Trends in Clergy Compensation

A new study takes into account housing provisions among Protestant clergy to look more closely at compensation over time. Their five findings pose important considerations for congregations.²

A shift away from church-owned housing. Analysis of this national data set confirmed what many denominational leaders and others already knew. In 1976, about six in ten pastors lived in free housing—that is a manse or parsonage—and did not own or rent their home. By 2013, the percentage of pastors living in church-owned property dropped to only fourteen percent. Does this shift contribute to a real overall rise in clergy compensation? How do these changing housing provisions relate to clergy satisfaction with compensation?

A narrowing income gap between clergy and their professional peers. Because earlier studies omitted housing provisions or allowances, those comparisons probably overestimated the gap between clergy pay and that of other professionals.³ However, this new positive finding of a smaller pay gap still comes with a cautionary note. Clergy income seems to be keeping pace only when the thirty-five highest income occupations are excluded. Growing income inequality affects all work-

ers, including the clergy. And while the income gap between clergy and like professionals is closing, they are still earning 26 percent less than others at a similar education level.⁴ What compensation comparisons make sense for our church—the salaries provided by other congregations like ours, our denomination, the cost-of-living in our area, or other factors?

Working fewer hours a week contributes to rise in hourly wages. Clergy report working fewer hours, on average, in recent years compared to three decades ago. Those clergy who report working fewer hours per week also experience better physical and emotional health.⁵ Therefore, although the total compensation may not change, the shorter workweek of many clergy has enhanced their quality of life. Does our congregation rely on clergy's nonmonetary values—such as having a job that helps people, believing one is fulfilling a vocation, and self-supervision—to fill in the wage gap?⁶ Does our church use salary compensation as an unfair way to communicate dissatisfaction with a clergy-person's job performance?

Higher pay for nonparish clergy. Clergy serving in non-church ministry positions (such as military or hospital chaplain, director of a nonprofit agency) earn more, on average, than clergy serving in churches. Further, when clergy leave churches to serve in a nonchurch setting, their compensation increases. Both trends decrease the attractiveness of serving in a local church.

Becoming a pastor decreases wages. Individuals who enter pastoral ministry, on average, see an immediate drop in wages. This pattern poses problems for new pastors struggling with seminary student debt.

The Bottom Line

Every church needs a periodic reality check around salary and benefits to show respect and act with fairness toward their pastor. Clergy compensation issues warrant a frank, annual discussion with the pastor.

1. Total compensation calculations include housing and salary. Cynthia Woolever and Deborah Bruce, *Leadership That Fits Your Church: What Kind of Pastor for What Kind of Congregation* (St. Louis, MO: Chalice Press, 2012), 17.

2. Cyrus Schleifer and Mark Chaves, "The Price of the Calling: Exploring Clergy Compensation Using Current Population Survey Data," *Journal for the Scientific Study of Religion*, 2016 (55:130-52).

3. Schleifer and Chaves, 131.

4. Note: All analyses by Schleifer and Chaves include the housing provisions in total compensation calculations.

5. Woolever and Bruce, 43.

6. Schleifer and Chaves, 150.