

Sample Pastoral Salary Policy

1. Purpose of the Policy

Converge MidAmerica vision statement states, "We desire to glorify God through the planting and growing of healthy churches". In order to fulfill our vision, we must insure that the relationship between the new churches and the pastor are healthy. This policy is designed to assist pastors and the church leadership in developing a fair, equitable salary package that benefits the pastor, his family and the local church.

2. Philosophical Issues

"The elders who direct the affairs of the church well are worthy of double honor, especially those whose work is preaching and teaching. For the Scripture says, 'Do not muzzle the ox while it is treading out the grain,' and 'The worker deserves his wages.'" 1 Timothy 5:19

We affirm that "the worker deserves his wages" and that there is no amount of money that can compensate for the work a faithful servant of God accomplishes.

In an age where pastoral esteem has slipped to an all time low, we as Converge MidAmerica board members, affirm our pastor's worth by recommending the highest possible salary package that promotes both the honor of the office and the health of the local church.

3. Practical Matters

The Converge MidAmerica is uniquely challenged by the economic diversity that exists within our churches and our communities.

In developing a Pastor's Salary Package many factors will be considered in making this complex decision:

- The average household income of the potential church members.
- The local school districts salary structure for teachers.
- The Pastors actual pastoral experience and education.
- The churches budget: a general rule of thumb is that staff salaries and benefits should not exceed 50% of the annual giving.

3. Salary Agreement shall contain the following:

- Base Salary
- Housing Allowance
- Pension: 10% of Base Salary and Housing allowance

- Health, Life & Disability Insurance
- Annual cost of living increase
- A Vacation Agreement
- A Sabbatical Agreement (See MidAmerica Sabbatical Policy as a sample)