

**2012 Compensation Guidelines for
SUPPLY AND SHARED TIME PASTORAL SERVICES
La Crosse Area Synod – ELCA**

A. One Worship Service	\$100.00 - \$120.00
B. Each Additional Service	\$50.00 - \$70.00
C. Confirmation Class	\$75.00 - \$125.00
D. Weddings and Funerals	\$100.00 - \$135.00
E. Hourly Rate for Pastoral Service	\$25.00 - \$30.00

Notes for Supply Pastoral Services:

1. Reimbursement for actual business miles at the current IRS rate.
2. When time between services (for supply pastor) exceeds 45 minutes between those services, additional compensation at the hourly rate for pastoral services should be added.
3. Pastors are expected to prepare adequately when supplying a parish with pastoral services, just as congregations are expected to honor the time a pastor invests in preparing to provide pastoral services.
4. Suggested:

SUPPLY PASTOR PAY FORM
Date: _____
Number of services lead: _____
First service lead: \$ _____
Additional services lead \$ _____
Total \$ _____
Mileage: _____
_____ X .555/mile = \$ _____
Worship + mileage check amount: \$ _____
Pastor's name: _____
Address: _____

Please make sure this form gets turned into the church secretary