



Greater Milwaukee Synod
Evangelical Lutheran Church in America

God's Work. Our Hands.

September 22, 2020

Greater Milwaukee Synod Congregations and Leaders,

As we work together for the sake of the gospel, we want to say **thank you** for your care of and work alongside our rostered ministers. This year has been extremely stressful on congregations, congregational leaders, and especially on our pastors, deacons and staff due to COVID-19 and its ongoing impact on how we do ministry. Thank you for any and all expressions of gratitude you have shared or might share with them as we move toward the end of 2020 and into 2021.

As we enter the traditional times for congregational budgeting processes, please receive and review the 2021 compensation guidelines for clergy and deacons which were approved by your Synod Council at its meeting on Thursday, September 17th. We invite you to review and consult these documents as you plan the salary and compensation of your rostered ministers for the coming year. Here are a few notes to consider:

-We recommend a 1% cost of living increase for 2021, which is reflected in Appendix B;

-We encourage congregations to monitor the salary of their rostered minister relative to years of experience in addition to the cost of living increase to recognize the years of service and learning that comes with it;

-We especially encourage you to note that on page 4 of both documents you will find a list of other important factors you may consider in determining salary and salary increases.

While compensation is one part of stewardship of rostered ministers, we also encourage you to consider other ways of supporting your pastors and deacons. If you can consider any additional time away for rest and renewal, if you can offer extra resources for their physical, spiritual, and emotional health, it will bless them and the church. Please encourage them to take their days off and help them to take their full vacation time as well. This is a marathon and we want healthy pastors and deacons to accompany us through it.

Thank you for your consideration and for your partnership in the Gospel,

The Rev. Jennifer Arnold, Assistant to the Bishop for Missional Leadership

The Rev. Matthew Schlake Kruse, Synod Secretary