



Evangelical Lutheran Church in America
Northern Great Lakes Synod

1029 N. Third Street, Suite A - Marquette, MI 49855
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September 15, 2011

Rev. Thomas A. Skrenes
Bishop
tskrenes@nglsynod.org

Dear Congregational Presidents and Members of the Congregational Council:

Rev. Jennifer E. Johnson Wrege
Assistant to the Bishop
jenjohn@nglsynod.org

Over the next weeks, most of our congregations will make decisions concerning the financial compensation of your pastors. As bishop of the Synod, it is my responsibility and privilege to encourage you and your congregation councils to discuss this matter openly and honestly with those who have been called to this work.

Roger A. Knuth
Planned Giving Coordinator
Knuthr1@newnorth.net

The 2012 Compensation Guidelines, the salary grid and worksheet can be downloaded from the synod website at www.nglsynod.org under "Resources/Downloads." Permission is granted for your congregation to make as many copies as needed. Review these guidelines with your pastor(s) and the Council. Take some time in one of your meetings to discuss common understandings about compensation. Here are a few questions that may be asked of each other: Is the pastor taking her or his day off each week? Is an extra week of vacation needed or desired by the pastor? Are the dollars allocated for continuing education adequate? Does the pastor receive a salary commensurate with her or his pastoral experience as reflected by the salary guidelines? Is the housing allowance (parsonage) adequate for the pastor and her or his family? Are there non financial ways that the congregation can affirm the ministry of the pastor?

Rev. Dale R. Skgoman
Bishop Emeritus
1991-1999

Think about the possibility of a sabbatical for your pastor. Congregations that encourage this find that the parish, as well as the pastor, benefits from this time away. If you would like any further information on sabbaticals, please call me.

Rev. Harry S. Andersen
Bishop Emeritus
1987-1991

The Compensation Guidelines have been adopted by the 2011 Synod Assembly and are recommended to you. A committee of lay and clergy have developed them to assist you. Pastor Bill Jacobson of All Saints, Wakefield, is chairing this committee and welcomes your thoughts. If you have any information or guidance for them, please call him at 906/ 224-8421.

Email: ngls@nglsynod.org

God is at work in our congregations. Budgets and issues of personnel are difficult work. Please do everything you can to compensate your pastor(s) fairly. I am available to you for consultation on any of these issues. Let me know how I can help you!

Sincerely,

Thomas A. Skrenes

Thomas A. Skrenes, Bishop

