

COMPENSATION SUGGESTIONS – INTENTIONAL INTERIM PASTORS **Michigan District, LCMS**

1. A full-time interim pastor should receive a full-time salary and benefit package based on the congregation's current budget and the compensation of the previous pastor. An interim pastor is a "real" pastor doing "real" ministry and should be compensated as an installed pastor would be.
2. If the interim pastor is part-time, one can figure out what half of a full-time salary would be. Special circumstances may apply and be worked out with retired pastors who serve as interim pastors. Benefits need to be negotiated as well. If there are medical costs which need to be covered, these should be included.
3. Travel expenses should be reimbursed in accordance with IRS guidelines and rates. The interim pastor should submit a monthly voucher of the date, miles traveled and general purpose. Because interim pastors often commute a long distance, this should be included since they are independent agent operating out of their home.
4. All professional and incidental expenses, such as phone calls, are to be included in the monthly voucher and reimbursed.
5. Vacation earned should be on the basis of one week for three month's service and be actually taken or be paid at the end of the interim at the regular rate. Vacations are taken as agreed upon between the interim pastor and the elders or council.
6. Time should be allowed for educational conferences and meetings.
7. Whether housing is provided is an option on which the church and interim pastor need to agree. Most interim pastors have their own housing, but there are exceptions. The interim pastor needs to have an agreement with the congregation as to how much of his salary should be declared by the council as a housing allowance and how it should be dispersed.

These are guidelines for determining a compensation package. Each congregation and interim will need to work out a package to their mutual satisfaction.

Michigan District salary guidelines for part-time vacancy pastors suggest "one-half to two-thirds of the pastor's salary excluding the housing allowance might be adequate for preaching services, confirmation and adult instruction, sick and shut-in calling, church council and voter's meetings. Also, any professional or travel expenses should be assumed by the vacancy congregation. Consultation with the Circuit Counselor will be helpful in determining an appropriate, adequate amount."

(Note: Guidelines are reviewed each year in the fall. Please refer to the Michigan District's compensation guide located at www.michigandistrict.org/congregations/info/adminresources for further information)