

2024 Salary Guidelines for Rostered Leaders

2024 Salary Guidelines for Pastors		2024 Salary Guidelines for Deacons	
Starting	\$42,000	Starting	\$40,000
After 1 year	42,600	After 1 year	40,600
2 years	43,200	2 years	41,200
3 years	43,800	3 years	41,800
4 years	44,400	4 years	42,400
5 years	45,000	5 years	43,000
6 years	45,600	6 years	43,600
7 years	46,200	7 years	44,200
8 years	46,800	8 years	44,800
9 years	47,400	9 years	45,400
10 years	48,000	10 years	46,000
11 years	48,700	11 years	46,700
12 years	49,400	12 years	47,400
13 years	50,100	13 years	48,100
14 years	50,800	14 years	48,800
15 years	51,500	15 years	49,500
16 years	52,200	16 years	50,200
17 years	52,900	17 years	50,900
18 years	53,600	18 years	51,600
19 years	54,300	19 years	52,300
20 years	55,000	20 years	53,000
21 years	55,700	21 years	53,700
22 years	56,400	22 years	54,400
23 years	57,100	23 years	55,100
24 years	57,800	24 years	55,800
25 years	58,500	25 years	56,500

A note about the guidelines:

Factoring in cost-of-living differences between the La Crosse area and other more urban or metropolitan synods, our synod still has the problem of being behind most of our neighboring region 5 synods. Our compensation has lagged by about \$800-\$1,000 annually for beginning pastors, with the gap widening for more years of experience. With these recommendations, we are making informed projections that we hope will begin to incrementally narrow those gaps. We have rounded off our annual guidelines to the nearest hundred and eliminated the quirky fluctuations noted in the amounts we recommended last year.

As for deacon salaries, we have simply sought to maintain their compensation within the range of \$2,000 to those of our pastors. We did not revise the rates for ‘pulpit supply,’ feeling those had been adequately increased in the 2023 budget.