

Compensation Guidelines 2023

Annually our Northwestern Pennsylvania Synod gathers in assembly to set a base line for compensation (base salary) of our synod's rostered leaders. The 2023 guidelines are as follows:

The minimum base salary of a full-time newly rostered leader of Word and Sacrament with a masters' degree will be \$37,507.00. The minimum base salary of a full-time newly rostered leader of Word and Sacrament with a bachelors' degree will be \$34,936.00. The minimum base salary of a full-time newly rostered leader of Word and Sacrament with a certificate will be \$32,685.00.

The minimum base salary of a full-time newly rostered leader of Word and Service with a masters' degree will be \$46,830.00. The minimum base salary of a full-time newly rostered leader of Word and Service with a bachelors' degree will be \$44,258.00. The minimum base salary of a full-time newly rostered leader of Word and Service with a certificate will be \$40,294.00.

The base salaries reflect a 2.1% COLA over the 2022 base salary table.