

While the Board of Directors of the Indiana District approved the use of the Concordia Plan Services (CPS) Compensation Decision Support Tool as the Indiana District Salary Guidelines beginning in January of 2021, there is still a continual effort to evaluate other guidelines where a more specific recommendation is appropriate.

At their December 2021 meeting, the Board of Directors of the Indiana District – LCMS approved the following recommendation for Pulpit Supply and Vacancy situations:

Pulpit Supply

Below is the recommendation for guest pulpit supply:

Presiding – No Sermon	\$ 50
Preaching – One Service	\$125
Presiding and Preaching	\$175
Additional Services	\$ 75
Bible Study/Presentation	\$ 75/hr.
Mileage	IRS Rate
Lodging & Meals	Paid if overnight stay is deemed necessary

Vacancies

The recommendation for a vacancy pastor is to receive compensation based on the Concordia Plan Services Decision Support Tool, prorated based upon the specific role, hours, services requested, etc., and agreed upon by the pastor and the congregation. Reimbursement for mileage should fall in line with the recommendation above.