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Position:

Zip Code:

Pastor-Sole 

Introducing the Compensation Decision Support Tool

One of the top needs of districts and congregations is a method for determining fair and equitable compensation for their employees. Annual salary guidelines are helpful, but they can be a challenge to use, especially if you're not a human resources professional.

In response to this need, Concordia Plan Services has just introduced another resource for determining salary: The Compensation Decision Support Tool. This tool provides a systematic, uniform method for determining salaries and calculating compensation estimates for various professional church work positions in the LCMS.

This year, districts and congregations are being asked to give the tool a try, using it alongside the traditional salary guidelines as a resource for informing compensation decisions. Phase one, now underway, includes the pastor position. Phase two, which will begin later this fall, will include commissioned ministers and other professional positions.

Salaries generated by the Compensation Tool are only suggestions; congregations are under no obligation to use the figures generated by the tool. The tool is simply another resource to help you determine fair and appropriate compensation for your workers.

For questions or clarifications regarding the new tool or compensation issues, please contact Debbie Crites in the District office.

For access:

URL: <https://tc.cbiz.com/CompToolCPS/Login.aspx>

User name and password are available on the first screen.