



MIDWEST NETWORK

ALLIANCE OF REFORMED CHURCHES

Dear Clerks and Consistories:

The Midwest Network Admin Team is providing the following guide to assist your team to make appropriate adjustments to compensation. There are several factors to consider:

1. **Performance** - We strongly encourage a conversation between the Pastor(s), other staff and selected leaders to discuss performance based on a clearly defined job description and mission. If you need assistance with this, please contact us.
2. **Cost of Living (COL)** - A cost-of-living increase is intended to maintain or increase the buying power of the base salary. (See explanation below)
3. **Generosity** - Performance and COL are related to "fairness." As Christians we must also ask if we're being generous. Does your Pastor feel fairly treated or blessed? (2 Corinthians 9:6-8)
4. **Other** - It is also appropriate to consider increased or decreased responsibilities, church growth or special circumstances.

Our process for evaluation of compensation includes study of the Consumer Price Index (CPI) using figures from the Bureau of Labor Statistics for July 2023 (https://www.bls.gov/data/inflation_calculator.htm), and discussion with compensation specialists in our area. We then collectively make our **best evaluation on the probable values** at the end of the year. The overall rate recognizes all factors, including housing and utilities. Based on the data analyzed, a cost-of-living increase of 3% would be appropriate for 2024.

Year	July 12-month CPI	Dec 12-month CPI	Proposed Increase for following year
2023	3%	?	3%
2022	8.5%	6.5%	6-8.5%
2021	5.4%	7%	3%
2020	1.0%	1.4%	
2019	1.8%	2.3%	

This proposed increase is the same as the current CPI/rate of inflation. However, if a church was unable to provide adjustments at the higher rate of inflation that we experienced in 2022, they are *strongly* encouraged to consider a larger increase this year.

We believe our only true hope is in Jesus and our real treasure is in His Kingdom. We encourage you to engage in a prayer-filled conversation with your church staff concerning compensation. We will continue to study and refine our system by checking comparison data as it becomes available from the Alliance and from other survey data.

In Him,

Midwest Network Admin Team: Dennis Olsen, Brenda Van Beek, Seth Sundstrom, Cody Raak, Marc deWaard, Jacob Van Der Linden, Jared Lee, Gary Hegstad, Rick Van Ravenswaay, Jeremy Wiersema, Kevin Van Wyk, Larry Sailer, Ron Fischer, Jeff Patzlaff, Tim Vink