

Resolution 2023-01

Regarding Sierra Pacific Synod Compensation Guidelines

WHEREAS in 2011 the Sierra Pacific Synod in assembly adopted a process for determination of appropriate compensation for its Rostered Ministers; and

WHEREAS the process presumes that the Sierra Pacific Synod in assembly will annually modify the "baseline compensation" as appropriate to reflect current economic realities; and

WHEREAS for the period July 1, 2022 to June 30, 2023 the appropriate "baseline compensation" figure for full-time Rostered Ministers of the Sierra Pacific Synod was set at a level of \$63,484; and

WHEREAS the US Bureau of Labor Statistics, California and Nevada Consumer Price Index for the year 2022 acknowledged a cost-of-living increase of 5.29%; therefore be it

RESOLVED that the Sierra Pacific Synod's 2023-2024 Compensation Guidelines set appropriate baseline compensation for full-time Rostered Ministers at a level of \$66,842.00; and be it further

RESOLVED that Sierra Pacific Synod's 2023-2024 Pulpit Supply Guidelines remain at:

One Service \$300,

One Service and Adult Class \$375,

Two Services \$375,

Two Services and Adult Class \$425;

and be it further

RESOLVED that Sierra Pacific Synod's 2023-2024 Pulpit Supply Guidelines stipulate that the travel mileage reimbursement rate be set at the current IRS standard mileage reimbursement rate at time of service; and be it further

RESOLVED that the Sierra Pacific Synod in assembly encourages all congregations to calculate compensation for their rostered ministers based on the compensation guidelines of the Sierra Pacific Synod.

Offered by the Leadership Discipling Team

Vetted by the Resolutions Committee on July 27, 2023

Resource-Impact Note: The Resolutions Committee does not anticipate that adoption of this resolution would substantially impact staff or property resources at either a congregational or synodical level. It would have significant fiscal impact on both congregational and synodical budgets, as compensation packages for all Sierra Pacific Synod Rostered Ministers would be expected to rise by roughly 5.3% during the period July 1, 2023 – June 30, 2024.