

SIERRA PACIFIC SYNOD: RESOLUTION 2017-1
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 that process presumes that—annually in Assembly—the Sierra Pacific Synod will modify the “baseline compensation” figure as appropriate to reflect current economic realities; and

WHEREAS—for the period July 1, 2016 - June 30, 2017—the appropriate “baseline compensation” figure for full-time Rostered Ministers in the Sierra Pacific Synod was at a level of \$51,900; and

WHEREAS the U.S. Bureau of Labor Statistics’ California Consumer Price Index for the period January 2016 to January 2017 acknowledged cost of living increases of 2.5%; therefore be it

RESOLVED that Sierra Pacific Synod’s 2017-2018 Compensation Guidelines reflect an appropriate baseline compensation for full-time Rostered Ministers of \$53,200¹ for the period July 1, 2017 - June 30, 2018;

RESOLVED that Sierra Pacific Synod’s 2017-2018 Sunday Pulpit Supply Guidelines be:

- One Service \$250
- One Service and Adult Class \$300
- Two Services \$300
- Two Services and Adult Class \$350

In addition, the congregation provides travel reimbursement in the amount of \$0.535 per mile (based on current IRS mileage reimbursement rates) and full payment for other expenses incurred in connection with the service of the supply pastor for the period of July 1, 2017 - June 30, 2018;

And be it further RESOLVED that the Sierra Pacific Synod Council—in conjunction with the Leadership Discipling Team—will present to the 2018 Synod Assembly a comprehensive review of Synod Compensation

¹ This change from \$51,900 to \$53,200 represents an increase of 2.50%

Guidelines, with particular consideration given to how those guidelines might:

- A) be used to facilitate less than 'full-time' calls and contracts for service,
- B) offer clarification about equitable remuneration for pulpit supply,
and
- C) facilitate greater flexibility in compensation negotiations between congregations and rostered leaders.

Approved by the 2017 Sierra Pacific Synod Assembly, Friday, May 5, 2017