

1 SIERRA PACIFIC SYNOD RESOLUTION 2018-1  
2 REGARDING SIERRA PACIFIC SYNOD COMPENSATION GUIDELINES

3  
4 WHEREAS in 2011, the Sierra Pacific Synod in Assembly adopted a process for the  
5 determination of appropriate compensation for its rostered Ministers, and

6 WHEREAS that process presumes that — annually in Assembly — the Sierra Pacific  
7 Synod will modify the “baseline compensation” as appropriate to reflect current  
8 economic realities, and

9 WHEREAS for the period July 1, 2017 to June 30, 2018 the appropriate “baseline  
10 compensation” figure for full time rostered Ministers in the Sierra Pacific Synod was  
11 at a level of \$53,200, and

12 WHEREAS the U. S. Bureau of Labor Statistics, California Consumer Price Index for  
13 the period December 2016 to December 2017 acknowledged a cost of living increase  
14 of 3%, therefore be it

15 RESOLVED that Sierra Pacific Synod’s 2018-2019 Compensation Guidelines reflect  
16 as appropriate baseline compensation for full time Rostered Ministers of \$54,800<sup>1</sup> for  
17 the period, July 1, 2018 to June 30, 2019; and be it further

18 RESOLVED that a pastor with a minimum of 25 years of rostered service may  
19 negotiate an appropriate salary compensation package for a call or interim contract;  
20 and be it further

21 RESOLVED that Sierra Pacific Synod’s Sunday Pulpit Supply Guidelines for the  
22 period January 1, 2019 to December 31, 2019 be:

- 23 • One Service \$275
- 24 • One Service and Adult Class \$350
- 25 • Two Services \$350
- 26 • Two Services and Adult Class \$400

27 In addition, for the period starting July 1, 2018 the congregation will provide travel  
28 reimbursement in the amount of \$0.545 per mile (based on current IRS mileage  
29 reimbursement rates) and full payment for other expenses incurred by the supply  
30 pastor.

31  
32 *Submitted by the Leadership Discipling Team of the Sierra Pacific Synod*  
33 *Vetted by the Resolutions Committee on May 2, 2018*

---

<sup>1</sup> This change from \$53,200 to \$54,800 represents an increases of 3%