

Resolution Regarding Sierra Pacific Synod Compensation Guidelines

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

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

5 WHEREAS for the period October 1, 2023, to June 30, 2024, the appropriate "baseline
6 compensation" figure for full-time Rostered Ministers of the Sierra Pacific Synod was set at a
7 level of \$66,842, and

8 WHEREAS the Social Security Cost of Living Adjustment for 2024 was an increase of 3.2%, and

9 RESOLVED that the Sierra Pacific Synod's 2025 Compensation Guidelines appropriate baseline
10 compensation for full-time Rostered Ministers in the amount of \$68,980.00, and be it further

11 RESOLVED that Sierra Pacific Synod's Pulpit Supply Guidelines for 2025 remain at:

12 One Service \$300

13 One Service and Adult Class \$375

14 Two Services \$375

15 Two Services and Adult Class \$425

16 until December 31, 2025, and be it further

17 RESOLVED that Sierra Pacific Synod's Pulpit Supply Guidelines stipulate that the travel mileage
18 reimbursement rate be set at the current IRS standard mileage reimbursement rate at the time
19 of service until December 31, 2025, and be it further

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

Offered by the Leadership Discipling Team

Vetted by the Resolutions Committee on April 30, 2024