

Resolution 2025-1

Regarding Sierra Pacific Synod Compensation Guidelines

WHEREAS in 2011 the Sierra Pacific Synod in assembly adopted a process for the 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, 2024, to December 31, 2025, the appropriate "baseline compensation" figure for full-time Rostered Ministers of the Sierra Pacific Synod was set at a level of \$68,980.00, and

WHEREAS the Social Security Cost of Living Adjustment for 2025 was an increase of 2.5%; therefore be it

RESOLVED that the Sierra Pacific Synod's 2026 Compensation Guidelines appropriate baseline compensation for full-time Rostered Ministers be set at the amount of \$70,704.00; and be it further

RESOLVED that Sierra Pacific Synod's Pulpit Supply Guidelines for 2026 remain at:

One Service \$300

One Service and Adult Class \$375

Two Services \$375

Two Services and Adult Class \$425

until December 31, 2026; and be it further

RESOLVED that Sierra Pacific Synod's Pulpit Supply Guidelines stipulate that the travel mileage reimbursement rate be set at the current IRS standard mileage reimbursement rate at the time of service until December 31, 2026; and be it further

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