



2024 Proposed Compensation Guidelines Changes

- 1) COLA: Recommending 7% plus step increase for years of service.
- 2) Affirmed: Housing statement for Clergy couples moving into the body of the document, not footnote.
- 3) Our compensation chart ends at 35 years of experience. Verbiage for guidelines: “For each year of experience beyond 35 years, use the COLA guidelines provided by the synod for yearly increases.”
- 4) Affirmed: Recommending increasing Pulpit Supply: \$175 for the first worship service, with \$50 for each additional worship service on the same day.

Based on congregations having a hard time recruiting pulpit supply, based on number of hours of preparation and worship leadership, based on looking at synods surrounding us, based on considering similar local rates for officiating at a funeral.

- 5) Continued initial conversations on Parsonage addendums, including what is covered by the congregation, do we provide an agreement to be signed by pastor and congregation of what is covered financially or not and condition of parsonage.

We are keeping our appendix about parsonage guidelines; we are also proposing a letter of agreement between congregation and pastor to clarify expectations for both parties.

- 6) Added link to Portico calculator.
- 7) Postponing action on changing lay guidelines: Looking at Eastern North Dakota and considering what to make our own