

2023 Synod Minimum Compensation/ Benefits Guidelines Taskforce Report

The Synod Council has discerned a new process for approving the SEMN Synod Minimum Compensation and Benefit Guidelines.

The previous process required the bulk of the work of the task force to be done more than a year before the guidelines were to be in effect. The Synod Council realized this timeline required the task force to complete their work without a key piece of information: The Social Security Administrations determined Cost of Living Adjustment for the year the guideline would be in effect. This adjustment is determined in the third quarter of each year for the following year.

In order to put forth a Minimum Compensation and Benefit Guideline that better reflects the economic reality in which the guidelines are in effect, the synod council has discerned a process that makes space for that.

January of each year: the task force is named. The 2023 Task Force is:

One rostered minister member–

Reverend Jay Dahlvang

One lay member–

Ron Peterson

One synod council member, either rostered or lay–

Reverend Kris Ferkin

One synod staff liaison–

Reverend Barb Streed

February through September: the task force will review the current guidelines and update as needed while awaiting the announcement of the next year's COLA.

October: after the COLA for the following year is announced, the task force will develop the proposed base salary portion of the guidelines.

The proposed guidelines will be made available to rostered leaders and congregation leadership for public comment

for a duration of 2 weeks. In this comment period folks may review the guidelines and are invited to direct concerns, questions, or affirmations to a task force member. Synod membership will be made aware of this comment period through our website and targeted emails.

The proposed compensation guidelines will then be presented to the Synod Council for approval after which time they will be made public on the SEMN Synod Website as congregations work on their budget proposals for upcoming annual meetings.

Our hope and vision for this new process is two-fold:

1. To present and approve a more economically accurate Minimum Compensation and Benefit Guideline.
2. To offer opportunity for both rostered ministers and congregations to engage thoroughly and wisely with the Minimum Compensation and Benefit Guideline.