

Resolution 2023-2: Compensation Guidelines

WHEREAS, the Delaware-Maryland Synod's Compensation Guidelines for Rostered Ministers are intended to help congregations/organizations "in determining adequate and fair compensation for those among them who labor for the Gospel," with the vision that "rostered ministers will have their basic needs cared for so they can focus their attention on the ministry to which they are called", and

WHEREAS, the current compensation guidelines were adopted at the 2015 Synod Assembly, at which time the minimum unadjusted salary was set at \$56,235, and

WHEREAS, according to the Bureau of Labor Statistics CPI Inflation Calculator,¹ in January 2023, \$56,235 had the same buying power that \$44,533.11 had in January 2016, and

WHEREAS, not updating compensation guidelines to account for inflation will eventually render them useless in supporting the vision that rostered ministers' basic needs are cared for;

THEREFORE, BE IT RESOLVED, that the Delaware-Maryland Synod Council take all appropriate actions, including the possible formation of an ad hoc committee, in order to assess what constitutes "adequate and fair compensation" in 2023, and to present updated compensation guidelines for review by the 2024 Delaware-Maryland Synod Assembly.

Submitted by:

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¹ https://www.bls.gov/data/inflation_calculator.htm
