

1. **A Resolution to Adopt the 2023 Compensation Guidelines**

2. **Author: Synod Council**

3. **Recommended Action: Do Pass**

4. **Whereas**, the Synod Compensation Guidelines are a resource for use by congregational
5. councils, parishes, other ministry agencies, and church workers, and

6. **Whereas**, these guidelines offer guidance regarding the minimum levels of compensation that
7. are appropriate for rostered ministers, Synod Authorized Ministers and non-rostered
8. employees of congregations/parishes in the Synod, and

9. **Whereas**, The Compensation Guidelines Task Force, comprised of lay members, pastors
10. and deacons of the Northwestern Minnesota Synod, has met to review the current guidelines
11. and has recommended changes to the synod council for approval by the Northwestern
12. Minnesota Synod 2022 Assembly, and

13. **Whereas**, these recommendations may be found in the pre-assembly reports as exhibits

14. **Therefore, Be it Resolved**, that the Northwestern Minnesota Synod in assembly adopt the
15. following five Compensation Guidelines:

16. 2023 Compensation Guidelines for Ministers of Word and Sacrament Called to

17. Congregations/Parishes Without Parsonages

18. 2023 Compensation Guidelines for Ministers of Word and Sacrament Called to

19. Congregations/Parishes With Parsonages

20. 2023 Compensation Guidelines for Ministers of Word and Service

21. 2023 Compensation Guidelines for Synod Authorized Ministers (SAMs)

22. 2023 Compensation Guidelines for Lay Church Workers