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**EDITED RESOLUTION TO
THE LOWER SUSQUEHANNA SYNOD
REGARDING
COMPENSATION FOR CLERGY, ASSOCIATES IN MINISTRY,
DEACONESSES AND DIACONAL MINISTERS
FROM
THE COMMITTEE OF REFERENCE AND COUNSEL**

10 **WHEREAS**, the current economic strife has taken its toll on congregations, laity, staff and rostered leaders; and

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12 **WHEREAS**, the congregations of our synod are striving to be good stewards of the gifts that God has given
13 them; and

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15 **WHEREAS**, each new call is required to commence with the individual being compensated at the
16 recommended minimum guidelines established each year in this assembly but commensurate years are
17 negotiated solely between the rostered leaders and their respective congregations; and

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19 **WHEREAS**, the current guidelines cause much stress and hardship for congregations that are unable to meet
20 them and/or rostered leaders who may feel that they are not being compensated in relation to their years of
21 experience; and

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23 **WHEREAS**, there is no current method to assess whether this system is best serving congregations, pastors,
24 associates in ministry, deaconesses and diaconal ministers; therefore be it

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26 **RESOLVED**, that the 2009 Annual Confidential Report to the Bishop (for rostered leaders to submit in early
27 2010) include a box to be checked yes/no with the question: "Are you being compensated at synodical
28 guidelines relative to your years of experience?"; and be it further

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30 **RESOLVED**, that the Committee on Compensation and Benefits process this information anonymously so that
31 it may be determined what percentage of rostered leaders are receiving the recommended remuneration and if
32 the current rates accurately reflect the majority of compensation packages; and be it further

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34 **RESOLVED**, that the results of this inquiry be shared at the 2010 Synod Assembly and possibly used to inform
35 future discussions with regard to compensation and benefits of pastors, associates in ministry, deaconesses and
36 diaconal ministers.

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38 *Edited from a resolution adopted by the Perry Conference. This resolution follows as documentation.*

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40 **RECOMMENDATION ON RESOLUTION 3:**

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42 **The Committee of Reference and Counsel presents RESOLUTION 3 to the Synod Assembly without**
43 **recommendation.**

44
45 Marcus Thomsen, chair

46 Thomas McKee, scribe

47 May 4, 2009