Summary of SD Synod Compensation

& Guideline Changes for 2025

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| **Change/update** | **Rostered Ministers** | **Lay Staff** |
| **Glossary of terms** | New, used by permission from Eastern ND Synod | New, from Eastern ND Synod |
| **Salary Tables** | 5% increase in base  From $41,212 to $43,272  (+$2,060)  Honor commitment made last year to strive for base of $47-48,000 by 2027  Updated examples for calculation of housing allowance to new salary table | salaried staff 5% increase - matches Rostered Ministers  \*Hourly staff - $14.00 (+6.6% from $13.13) starting wage  \*removed the table – didn’t believe congregations were using this with hourly staff  \*added note about “prevailing wage” for local communities  Added section for SAMs – hybrid between rostered ministers & lay staff |
| **Prior Experience** | Later-in-life ministers – there should be some credit for prior experience  \* Recommendation is ½ year up to 10 years max  \*intended for start of new call | Matches Rostered Minister Guidelines  Later-in-life ministers – there should be some credit for prior experience  \* Recommendation is ½ year up to 10 years max  \*intended for start of new position |

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| **Change/update** | **Rostered Ministers** | **Lay Staff** |
| **Housing Equity Allowance** | Updated language to include Portico as option – check with tax advisor!!! | NA |
| **E. Professional Expenses –** | added separate item for Synod Assembly  \*Reminder to include in the budget  \*Required & not part of Continuing Ed | NA |
| **F. Sabbath & Time Off** | Holidays  \* increase from 8 to minimum of 10  \*Updated list of possible holidays (15) – allow flexibility for congregations to choose the best paid holidays (may be different from lay staff)  Compensation worksheets  V. Other Agreements  \*added Sabbath Day line – What day is the minister using as alternate to Sunday?  Holiday list – choose a minimum of 10 days | Holidays  \*increase from 8 to minimum of 10  \*Updated list of possible holidays (15) – allow flexibility for congregations to choose the best paid holidays (may be different from rostered minister)  4. Other Time Off Benefits  Encouraged to offer similar benefits  \*expanded to include personal days, parental leave, bereavement leave, military leave |
| **Appendix F**  **Temporary & Supply Ministries** | Added paragraph about SAMs – again to call out hybrid role |  |
| **Minister vs Pastor vs Clergy** | Cleaned up the words used to be appropriate for each section |  |

Understanding the Pastor’s Compensation Package

SD Synod 2025

This is a new document to provide information to pastors and congregations. It is educational and supports the Guidelines.

Page 1 - Components of Pastor’s Compensation Package

1. Defined Compensation
   1. Base Salary
   2. Housing
   3. Social Security Allowance
2. Benefits – Portico Benefit Services
   1. Heath Insurance
   2. Pension
   3. Disability & Group Life Insurance

Page 2 - Understanding Parsonage & Housing Allowance

1. Parsonage History
2. Housing Allowance
   1. Actual Cost
   2. Max 50% of Base Salary

Page 3 - Housing Allowance as Excludable Income from Pastor’s Gross Income

for Income Tax Purposes

The “shifting” of base salary to housing allowance has tax benefit to the pastor but does not affect the “bottom line” of the congregation’s budget.

Interim Ministry Wants & Needs