

Summary of SD Synod Compensation & Guideline Changes for 2026

Change/update	Rostered Ministers
Glossary of terms (p. 3)	Added Part-time Ministry definition
Additional Considerations (p. 4)	Separate Large Congregation and Senior Ministers with staff supervision into separate considerations
Salary Tables (p. 5)	<p>5% increase in base (+\$2,163 for newly ordained minister)</p> <p>From \$43,272 to \$45,437</p> <p>Honor commitment made in 2022 to strive for base of \$47-48,000 by 2027</p>
Continuing Education –	Increased recommended annual budget from \$600 to \$1,000
Health Insurance	<p><i>The guides use the current Portico plans as the basis for their considerations. We would like to propose these plans since they are currently available to those serving in leadership positions within the ELCA.</i></p> <p>However, please know that Portico will roll out new plans in 2026, which will not become available to the public before fall 2025.</p> <p><i>Therefore, we have not included these new offerings in the guidelines presented here, but we will consider them as we begin working on the 2027 guidelines, which will be presented before the 2026 assembly. Thank you for your patience and understanding. Please direct any questions to Portico directly, as neither the synod office nor the guidelines task force is authorized to speak for Portico.</i></p>
NEW topic Appendix I – Part-Time Ministry	<p>3 Basic Models</p> <ol style="list-style-type: none"> 1. Less Days Per Week 2. Less Sundays per Month 3. Less Months per Year <p>Comp & Benefit Basics</p> <ul style="list-style-type: none"> *No rent charge for use of a parsonage *Pension 12-15% *Same expense reimbursements as full-time call *Same Continuing Ed funds as full-time call *Sabbath time & Vacation time comparable to full-time call

Change/update	Lay Staff
Glossary of terms (p. 3)	Added Part-time Ministry definition
Salary Tables (p. 4-5)	Hourly staff - \$15.00 (+7.1% from \$14.00) starting wage *note about “prevailing wage” for local communities Salaried staff 5% increase to \$39,505 - matches Rostered Ministers increase
Appendix C – FLSA Salary Thresholds	The current annual threshold for exempt employees is \$35,568. <i>Congregations should monitor the FLSA salary exemption threshold themselves.</i>