

Compensation Guidelines Task Force Report – Synod Assembly 2024

From the Synod Assembly Resolution to Establish a Compensation Guidelines Committee or Taskforce 2023-4:

RESOLVED, That the Greater Milwaukee Synod Council shall establish a committee or task force to recommend to the Council proposed compensation guidelines; and

RESOLVED, That the composition of the committee or task force, along with a report on its work, shall be provided annually to the Greater Milwaukee Synod Assembly.

Members:

Karie Clement (St. Matthew, Wauwatosa)
Pr. Daniel Flucke (Christ the King, Pt Wash/Living Hope, Saukville)
Larry Gnatzig (Resurrection, New Berlin)
Linda Grosser (St. John's, Jackson)
Pr. Joshua Gyson (St. Luke, Slinger)
Pr. Kristie Jaramillo (Norway, Wind Lake)
Pr. Casey Sugden (Intentional Interim)

The group met via Zoom on March 4, 2024 and in person on April 15, 2024.

Decisions and recommendations to the synod council so far are:

- Pastor Kristie Jaramillo was elected chair. Taking minutes will be rotated among members.
- We confirmed Synod Council's request to raise Pulpit Supply Rate from \$175 to \$200. (Council action item SC 24.01.03) to take effect with the 2025 Compensation Guidelines
- We confirmed Synod Council's 2024 guidelines increase for continuing education from \$700 to \$1,000 minimum with \$1,400 recommended (This is already in 2024 guidelines.)
- We began discussion around how to evaluate the usefulness of the current salary guidelines for rostered leaders. Synod staff reported that many rostered leaders do not submit the financial information requested in the Annual Report to the Bishop so there is very little data to quantify who is at, below, or above guidelines and why that is.
- The team will therefore ask rostered leaders to complete a survey that would ask for this information and also collect some demographic information that could make the numbers more useful in different contexts.
- Simultaneously, guidelines from surrounding synods are being gathered to see how our numbers compare.
- We plan to meet again after the data is in and see what we can learn from it.
- If pastors don't send in the survey, we will be reaching out to collect the data.
- We will next meet June 3, 2024.

Respectfully submitted,
Pastor Kristie A. Jaramillo, chair