

## **2020 Compensation and Benefits Guidelines**

### **Summary updates**

- Added a guideline for Relocation expense reimbursement
- Added additional salary notes for Ministers of Word and Sacrament to support equal pay
- Added additional salary notes for Ministers of Word and Service. Also added guidelines for Deacons who may be on Synod staff.
- Clarified Housing allowance. Added an FAQ with regards to Housing allowances
- Updated compensation minimums for 3% cost of living increases