

Proposed 2021 Compensation and Benefits Guidelines

Presentation to Synod Council
September 11, 2020



Southeastern Synod
Evangelical Lutheran Church in America
God's work. Our hands.



Members of the Synod's Compensation Committee

1. **Sabra Black** (Committee Chair), Holy Trinity Lutheran Church (Marietta, GA)
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3. **Pastor Carolyn Hayford**, Shepherd of the Hills Lutheran Church (Birmingham, AL)*
4. **Tim Setterlund**, Faith Evangelical Lutheran Church (Lebanon, TN)
5. **Richard Bates**, Advent Lutheran Church (Murfreesboro, TN)
6. **Pastor Michelle Kuhlman**, Grace Lutheran Church (Carrollton, GA)**
7. **Mark Ritter**, Holy Trinity Lutheran Church (Marietta, GA)

* Incoming member

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What are the Guidelines?

How are they used?

- ▶ Synod's best-practice guidance on compensation for rostered ministers
- ▶ Tool to facilitate consideration of relevant compensation factors



Why Were These Changes Made?

Feedback from rostered ministers and congregation leaders about current guidelines:

- ▶ Sometimes difficult to understand and apply
- ▶ Limited consideration of unique aspects of calls and relevant experiences of rostered ministers
- ▶ Format did not foster open discussions between rostered ministers and congregations



How were they developed?

- ▶ **Review of best practices in other ELCA Synods**
 - ▶ Focused regionally with some information outside region
- ▶ **Listening process and feedback from SES rostered ministers and congregation lay leaders**
 - ▶ What has been working well
 - ▶ What could be improved



How Were They Developed?

- ▶ **Proposed 2021 Guidelines presented at January meeting**
 - ▶ Received much useful feedback and discussion.
 - ▶ Key changes and clarifications incorporated into draft Guidelines.
- ▶ **Two follow-up ZOOM meetings with congregation leaders, rostered ministers and other stakeholders**



Approval Process

- ▶ Guidelines normally approved at Synod Assembly
- ▶ Because 2020 Synod Assembly was cancelled, proposed guidelines should be approved by Synod Council



Changes from the 2020 Guidelines

- ▶ **Enhanced ability for rostered ministers and congregation leaders to have open and honest discussions about compensation**
 - ▶ In the Initial call process
 - ▶ During annual compensation reviews



Changes from the 2020 Guidelines

- ▶ Created an Excel worksheet tool to guide thinking and consideration of many compensation factors



Changes from the 2020 Guidelines

- ▶ Reduced the size of the main document by moving peripheral information into a separate resources document
- ▶ Less “page flipping” is now needed to find what the reader wants



Changes from the 2020 Guidelines

- ▶ Created a “catch up” process for annual adjustments to compensation to true up to Guidelines



Changes from the 2020 Guidelines

- ▶ **Changed the definition of Base Compensation to consider more relevant factors**
- ▶ **Proposed new approach considers many additional factors**
 - ▶ Performance, complexity of call, supervisory responsibilities, travel demands cost of living changes, etc.

Resolution

“Resolved, that the 2021 Compensation Guidelines recommended by the Compensation Committee be adopted.”

Questions?