

Western North Dakota Synod

Synod Authorized Minister Compensation Guidelines Individual Services

Pulpit Supply	\$200 – first service \$50 each additional service
Teaching	\$140 – per session (\$35 an hour, four hours minimum) \$35 an hour beyond the four hour minimum
Blocks of Time	3 hours per block, up to 5 blocks \$60–90 per block based on experience.

IRS Mileage is expected for all of these services

Full Time Synod Authorized Minister

A full-time **SAM** is anyone who works 30 or more hours a week for the congregation/parish, which includes worship, teaching, and other items agreed upon.

When calling a **SAM** full-time, it is expected that the congregation will pay a salary as well as offer 10% retirement benefits with Portico. Vacation of three weeks, two weeks of sick leave and time allotted for continuing education should also be given. No other benefits are expected but are welcome to be offered.

The salary should be based off of Western North Dakota Synod Guidelines, which can be found on the website or requested from the Synod Office. The expectation is the salary will be in-line with that of a first call pastor at 80%.

EXAMPLE: \$45,000 base salary would be \$36,000 for a SAM. If the congregation/parish would like to offer more, that is also acceptable.

A **Synod Authorized Minister** should not be seen as an alternative to a Pastor. The congregation/parish is expected to be active in the call process and the **SAM** is expected to participate in continuing education, and participate in the candidacy process. This includes the SAM submitting a yearly report and the congregation/parish yearly requesting a renewal of their SAM authorization. The yearly renewal comes at the discretion of the candidacy committee, the bishop and the synod council.