

Summary of Proposed Changes to the 2022 NWOS Compensation Guidelines

The compensation guidelines have been updated to include an expanded introduction intended to aid ministers and congregations in preparing and negotiating compensation packages. The introduction lifts up flexibility and creativity in compensation work, to empower minister and congregation to arrive at compensation packages that are mutually beneficial and contextual.

Minor updates include updated language that better aligns the guidelines with Churchwide changes in roster language - for example, the previous guidelines listed "lay deacon"; this has been updated to "deacon". References to "Rostered Minister of Word and Service" and "Rostered Minister of Word and Sacrament" have been clarified and added as needed.

Additionally, some language has been updated to be in line with the spirit of "guidelines" instead of "requirements" - examples include changing "shall" to "may" or "will ordinarily".

More substantial updates are present to the Separation Guidelines section. These updates are proposed to bring clarity and provide further guidance to ministers and congregations considering separation. Separation can be a difficult and stressful time, the the updated language seeks to provide greater assistance.

Most updates/changes have been highlighted for reference.

****On September 13, an update has been posted to the Compensation Guidelines -** Synod Council has recommended the Assembly approve the Compensation Guidelines with a 3% increase to base salary to bring our guidelines into line with neighboring synods and cost of living adjustments (previously was 1.5%). The council will also put together a taskforce to conduct a comprehensive review and update of the guidelines for consideration at the 2022 Assembly (last comprehensive review/ update was in 2018).