

**Eastern Washington – Idaho Synod Assembly 2018**  
**Resolution 1**  
**Compensation Guidelines for Word and Service Roster**

1   **WHEREAS** the Evangelical Lutheran Church in America (ELCA) recognizes two types of  
2 Rostered leaders: Ministers of Word and Sacrament and Ministers of Word and Service, and

3   **WHEREAS** “This church affirms the universal priesthood of all its baptized members. In its  
4 function and its structure this church commits itself to the equipping and supporting of all its  
5 members for their ministries in the world and in this church. It is within this context of ministry  
6 that this church calls some of its baptized members for specific ministries in this church.” (ELCA  
7 Constitution 7.11). The church continues to encourage congregations to consider calling  
8 ministers of Word and Service who may be uniquely qualified for specific ministries. *The gifts*  
9 *he gave were that some would be . . . evangelists, some pastors, some teachers, to equip the*  
10 *saints for the work of ministry, for building up the body of Christ.* (Ephesians 4:11-12), and

11   **WHEREAS** the Eastern Washington-Idaho Synod *Compensation Guidelines for Rostered*  
12 *Clergy* states: “Clergy compensation is an important subject for our church and especially for  
13 your pastor and family. How a church compensates a pastor has implications for our future as a  
14 Lutheran church and for your own congregation's future and mission. Clergy morale, happiness  
15 in their family, the stress or lack of it over finances, their good will and a congregation's  
16 Christian hospitality all are a direct reflection of how compensation and stewardship issues are  
17 handled in a church. Often a pastor is put in a very awkward situation of having to work with a  
18 congregation on their own compensation package, being both counselor and advocate.”  
19 Synodical guidelines can assist this most necessary conversation for Ministers of Word and  
20 Service as well, and

21   **WHEREAS** sixty of the sixty-five synods of the ELCA have guidelines available to their  
22 congregations to help facilitate their compensation discussion for both their pastors and their  
23 deacons;

24   **NOW THEREFORE BE IT RESOLVED** that the Eastern Washington-Idaho Synod, in  
25 Assembly, direct the Synod Council to develop and subsequently publish a Compensation  
26 Guideline for Ministers of Word and Service to be available alongside the 2020 Compensation  
27 Guideline for Ministers of Word and Sacrament.

Submitted by:

Heidi Cryer, Deacon

David Hellerich, Deacon