

Floor Committee 05: Synodical Council

Subject: Memorial 2019-06 Compensation Review Committee

Reference: *Book of Reports and Memorials*, p. 158

Resolution No. 02

WHEREAS 1) the Compensation Review Committee has provided a great service to the WELS in establishing guidelines and an online calculator for called worker compensation; and

WHEREAS 2) our brothers in the Arizona-California District request additional clarification on how Fair Market Value pertains to the Salary Matrix; and

WHEREAS 3) our brothers in the Arizona-California District request clarification on how to implement Cost of Living Adjustments [COLAs] after the first year of ministry; therefore be it

Resolved a) that the Synodical Council clarify the Fair Market Value pertaining to the salary matrix; and be it further

Resolved b) that the Synodical Council clarify how to implement Cost of Living Adjustments [COLAs] after the first year of ministry; and be it finally

Resolved c) that we thank the Synodical Council's Compensation Review Committee for its ongoing work assisting congregations in this matter.

Pastor David Bivens, chairman

Pastor John Backus, secretary

ADOPTED