

Resolved, the synod council recommends to the 2025 Upper Susquehanna Synod Assembly the Salary and Housing Allowance Guidelines for Ministers of Word and Sacrament in 2026 as follows.

2026 CLERGY SALARY GUIDELINES			
FOR THE UPPER SUSQUEHANNA SYNOD, ELCA			
<i>Recommended February 8, 2025 - Synod Council</i>			
Years Ordained	Year Of Ordination	2025 Minimum Salary Guidelines	2026 Minimum Salary Guidelines
0	2026	N/A	\$42,563
1	2025	\$41,525	\$42,988
2	2024	\$41,950	\$43,413
3	2023	\$42,375	\$43,838
4	2022	\$42,800	\$44,263
5	2021	\$43,225	\$44,688
6	2020	\$43,650	\$45,113
7	2019	\$44,075	\$45,538
8	2018	\$44,500	\$45,963
9	2017	\$44,925	\$46,388
10	2016	\$45,350	\$46,813
11	2015	\$45,775	\$47,238
12	2014	\$46,200	\$47,663
13	2013	\$46,625	\$48,088
14	2012	\$47,050	\$48,513
15	2011	\$47,475	\$48,938
16	2010	\$47,900	\$49,363
17	2009	\$48,325	\$49,788
18	2008	\$48,750	\$50,213
19	2007	\$49,175	\$50,638
20	2006	\$49,600	\$51,063
21	2005	\$50,025	\$51,488
22	2004	\$50,450	\$51,913
23	2003	\$50,875	\$52,338
24	2002	\$51,300	\$52,763
25	2001	\$51,725	\$53,188
26	2000	\$52,150	\$53,613
27	1999	\$52,575	\$54,038
28	1998	\$53,000	\$54,463
29	1997	\$53,425	\$54,888
30	1996	\$53,850	\$55,313
31	1995	\$54,275	\$55,738
32	1994	\$54,700	\$56,163
33	1993	\$55,125	\$56,588
34	1992	\$55,550	\$57,013
35	1991	\$55,975	\$57,438

36	1990	\$56,400	\$57,863
37	1989	\$56,825	\$58,288
38	1988	\$57,250	\$58,713
39	1987	\$57,675	\$59,138
40	1986	\$58,100	\$59,563
41	1985	\$58,525	\$59,988
42	1984	\$58,950	\$60,413
43	1983	\$59,375	\$60,838
44	1982	\$59,800	\$61,263
45	1981	\$60,225	\$61,688
46	1980	\$60,650	\$62,113
47	1979	\$61,075	\$62,538
48	1978	\$61,500	\$62,963
49	1977	\$61,925	\$63,388
50	1976	\$62,350	\$63,813

Recommended Minimum Housing Allowance

2026

\$17,937 - \$21,437

Resolved, the synod council recommends to the 2025 Upper Susquehanna Synod Assembly the minimum salary guidelines for Ministers of Word and Service in 2026 as follows.

Ministers of Word and Service minimum salary recommendations for 2026* for those with masters degrees or equivalent experience.

<u>Years of Experience</u>	<u>2026 Recommended Salaries</u>
0	\$47,124 - \$49,249
5	\$49,249 - \$51,374
10	\$51,374 - \$53,499
15	\$53,499

Increase for each year of service approximately \$425

* Based on not receiving a housing allowance.