

# ***EXHIBIT H***

## **Synod Council Recommendation 12**

### **Minimum Compensation Requirement for ~~the Placement of Pastors~~ Providing Candidates for Call**

The Bishop of the Southwestern Pennsylvania Synod is precluded from ~~placing pastors~~ providing candidates for call in congregations where minimum compensation cannot be met. [Minimum compensation shall consist of that year's cash salary, housing, Social Security allowance, required pension and health benefits, mileage, continuing education allowance, four weeks vacation, and two weeks of continuing education time.]

Adopted by the 1997 Synod Assembly