

WORKSHEET FOR YEAR 2012 CLERGY COMPENSATION, BENEFITS AND EXPENSES_

This sheet is designed to give approximate values for compensation packages. A pastor's circumstances may affect the actual compensation amounts for Social Security Allowance and Board of Pensions contributions. Consult with the Board of Pensions at their web site (elcabop.org) for more information.

<u>Section A - Compensation</u>	<u>2011</u>	<u>2012</u>
1. Cash Salary		
2. Housing		
a. Allowance (\$9,000 - \$12,000)		
OR		
b. Parsonage Value (line 1 x 0.3)		
Furnishings Allowance		
Housing Equity Allowance		
3. Subtotal (line 1 + line 2)		
4. Social Security Allowance		
If you choose to pay half Social Security [line 3 x 0.0765]		
If you choose to pay full Social Security [line 3 x 0.153]		
 <u>Section B – Board of Pensions Benefits</u>		
5. Determine Defined Compensation.		
Parsonage - add lines 1 and 4, multiply result by 1.3		
Housing allowance - add lines 1,2, and 4		
6. Calculate benefits based on Defined Compensation (line 5)		
Consult the ELCA Board of Pensions for 2012 rates.		
a. Pension Contributions		
b. Health, Death Benefit, Disability, Administration		
c. Total Board of Pensions benefits (line 6a+6b)		
 <u>Section C – Expenses of Ministry</u>		
7. Allowances		
a. Continuing Education and Books		
b. Car Allowance or Mileage Reimbursement		
c. Medical Reimbursement		
d. Sabbatical Reserve Fund		
e. Other		