

2008 Minimum Salary Recommendations (not including housing)
Northern Great Lakes Synod - ELCA

	<u>BASE</u>		<u>SOCIAL SECURITY*</u>		<u>TOTAL</u>
Seminary Graduate	\$29,300.00	+	\$2,913.89	=	\$32,213.89
After Year 1	\$29,500.00	+	\$2,933.78	=	\$32,433.78
After Year 2	\$30,000.00	+	\$2,983.50	=	\$32,983.50
After Year 3	\$30,500.00	+	\$3,033.23	=	\$33,533.23
After Year 4	\$31,100.00	+	\$3,092.90	=	\$34,192.90
After Year 5	\$31,700.00	+	\$3,152.57	=	\$34,852.57
After Year 6	\$32,300.00	+	\$3,212.24	=	\$35,512.24
After Year 7	\$32,900.00	+	\$3,271.91	=	\$36,171.91
After Year 8	\$33,600.00	+	\$3,341.52	=	\$36,941.52
After Year 9	\$34,300.00	+	\$3,411.14	=	\$37,711.14
After Year 10	\$35,100.00	+	\$3,490.70	=	\$38,590.70
After Year 11	\$35,900.00	+	\$3,570.26	=	\$39,470.26
After Year 12	\$36,650.00	+	\$3,644.84	=	\$40,294.84
Years 13-15	\$39,400.00	+	\$3,918.33	=	\$43,318.33
Years 16-20	\$43,000.00	+	\$4,276.35	=	\$47,276.35
After 20 Years	\$46,750.00	+	\$4,649.29	=	\$51,399.29
After 25 Years	\$49,500.00	+	\$4,922.78	=	\$54,422.78

* Assumes 30% included for use of parsonage

When a parsonage is not provided, a housing allowance of \$9,000 to \$12,000 should be added.
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