

WORKSHEET FOR YEAR 2008 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.

| Section A - Compensation | <u>2007</u> | <u>2008</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 2008 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. Other | _____ | _____ |