

## 2011 Minimum Salary Recommendations (not including housing) Northern Great Lakes Synod - ELCA

	<u>BASE</u>		<u>SOCIAL SECURITY *</u>		<u>TOTAL</u>
Seminary Graduate	\$30,400.00	+	\$3,023.28	=	\$33,423.28
After year 1	\$30,700.00	+	\$3,053.12	=	\$33,753.12
After year 2	\$31,000.00	+	\$3,082.95	=	\$34,082.95
After year 3	\$31,500.00	+	\$3,132.68	=	\$34,632.68
After year 4	\$32,100.00	+	\$3,192.35	=	\$35,292.35
After year 5	\$32,400.00	+	\$3,222.18	=	\$35,622.18
After year 6	\$33,000.00	+	\$3,281.85	=	\$36,281.85
After year 7	\$33,700.00	+	\$3,351.47	=	\$37,051.47
After year 8	\$34,300.00	+	\$3,411.14	=	\$37,711.14
After year 9	\$35,000.00	+	\$3,480.75	=	\$38,480.75
After year 10	\$35,800.00	+	\$3,560.31	=	\$39,360.31
After year 11	\$36,600.00	+	\$3,639.87	=	\$40,239.87
After year 12	\$37,500.00	+	\$3,729.38	=	\$40,789.60
Years 13-15	\$40,200.00	+	\$3,997.89	=	\$44,197.89
Years 16-20	\$44,000.00	+	\$4,375.80	=	\$48,375.80
After 20 years	\$47,800.00	+	\$4,753.71	=	\$52,553.71
After 25 years	\$50,500.00	+	\$5,022.23	=	\$55,522.23

*\* Assumes 30% included for use of parsonage*

<p>When a parsonage is not provided, a housing allowance of \$9,000 to \$12,000 should be provided</p>
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