WORKSHEET FOR YEAR 2011 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 website (elcabop.org) for more information.

Section A - Compensation

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]

Section B – Board of Pensions Benefits

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 2010 rates.
   a. Pension Contributions
   b. Health, Death Benefit, Disability, Administration
   c. Total Board of Pensions benefits (line 6a+6b)

Section C – Expenses of Ministry

7. Allowances
   a. Continuing Education and Books
   b. Car Allowance or Mileage Reimbursement
   c. Medical Reimbursement
   d. Sabbatical Reserve Fund
   e. Other

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