

2012 Minimum Salary Recommendations (not including housing)  
Northern Great Lakes Synod - ELCA

	<u>BASE</u>	<u>SOCIAL SECURITY *</u>	<u>TOTAL</u>
Seminary Graduate	\$31,300	\$3,110	\$34,410
After year 1	\$31,600	\$3,140	\$34,740
After year 2	\$31,900	\$3,170	\$35,070
After year 3	\$32,400	\$3,220	\$35,620
After year 4	\$33,100	\$3,290	\$36,390
After year 5	\$33,400	\$3,320	\$36,720
After year 6	\$34,000	\$3,380	\$37,380
After year 7	\$34,700	\$3,450	\$38,150
After year 8	\$35,300	\$3,510	\$38,810
After year 9	\$36,100	\$3,590	\$39,690
After year 10	\$36,900	\$3,670	\$40,570
After year 11	\$37,700	\$3,750	\$41,450
After year 12	\$38,600	\$3,840	\$42,440
Years 13-15	\$41,400	\$4,120	\$45,520
Years 16-20	\$45,300	\$4,510	\$49,810
After 20 years	\$49,200	\$4,890	\$54,090
After 25 years	\$52,000	\$5,170	\$57,170

\* Assumes 30% included for use of parsonage

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