

WORKSHEET FOR YEAR 2012 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.

<u>Section A - Compensation</u>	<u>2011</u>	<u>2012</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 2012 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. Sabbatical Reserve Fund	_____	_____
e. Other	_____	_____