

2013 Minimum Salary Recommendations (not including housing)  
Northern Great Lakes Synod - ELCA

	<u>BASE</u>	<u>SOCIAL SECURITY *</u>	<u>TOTAL</u>
Seminary Graduate	\$32,400	\$3,222	\$35,622
After year 1	\$32,700	\$3,252	\$35,952
After year 2	\$33,000	\$3,282	\$36,282
After year 3	\$33,500	\$3,332	\$36,832
After year 4	\$34,300	\$3,411	\$37,711
After year 5	\$34,600	\$3,441	\$38,041
After year 6	\$35,200	\$3,501	\$38,701
After year 7	\$35,900	\$3,570	\$39,470
After year 8	\$36,500	\$3,630	\$40,130
After year 9	\$37,400	\$3,719	\$41,119
After year 10	\$38,200	\$3,799	\$41,999
After year 11	\$39,000	\$3,879	\$42,879
After year 12	\$40,000	\$3,978	\$43,978
Years 13-15	\$42,800	\$4,256	\$47,056
Years 16-20	\$46,900	\$4,664	\$51,564
After 20 years	\$50,900	\$5,062	\$55,962
After 25 years	\$53,800	\$5,350	\$59,150

\* Assumes 30% included for use of parsonage

When a parsonage is not provided, a housing allowance  
of \$10,000 to \$12,000 should be provided