

**2006 Associate in Ministry Compensation Worksheet  
Northern Illinois Synod, ELCA**

**ANNUAL CASH SALARY**

<b>Salary Level with Experience</b>	It is recommended that a length of service amount, 2-4% of the base salary, be added. Multiply the chosen % by the # of years of service (up to 20 years).	\$ _____
<b>Annual Merit Increase</b>	Merit Pay for excellence in task performance should be awarded in the range of 1-10% of the base salary.	\$ _____
<b>Entry Level Base Salary</b>	The suggested entry level base salary is: Bachelor's degree \$23,740; Master's degree \$27,809. For a part-time AIM pro rate the appropriate figure.	\$ _____
<b>Previous Career Experience</b>	Experience credit of 1 year for every 2 years previously worked in another field is recommended.	\$ _____
<b>TOTAL CASH SALARY</b>		<b>\$ _____ (1)</b>

**SOCIAL SECURITY ALLOWANCE**

Congregations are required to pay at least half of the Tax – 7.65%. Enter amount paid by congregation. \$ \_\_\_\_\_ (2)

**PENSION AND OTHER BENEFITS**

<b>Defined Compensation</b>	ELCA Board of Pensions uses <i>Defined Compensation</i> to determine the amount of the required pension contribution (see page 2).	
<b>ELCA Pension Plan</b>	The required pensions amount is found by multiplying <i>Defined Compensation</i> by the appropriate % found in the table on page 2. 12% is the <b>recommended</b> minimum contribution. (Any additional money paid into the pension plan should be reflected here).	\$ _____
<b>ELCA Medical &amp; Benefits</b>	Multiply the appropriate % from the table found on page 2 by <i>Defined Compensation</i> .	\$ _____
<b>Disability &amp; Survivor Benefits and Support</b>	Contributions are set by the Board of Pensions at 3.6% of <i>Defined Compensation</i> .	\$ _____

**Additional Benefits**

Congregations may provide:

**Additional insurance** \$ \_\_\_\_\_

**Tax Sheltered Annuity** \$ \_\_\_\_\_

**Equity Allowance** (if already paid To BOP – Board of Pensions) \$ \_\_\_\_\_

Other: \_\_\_\_\_

**Total Benefits** \$ \_\_\_\_\_ (3)

**REIMBURSABLE EXPENSES**

**Automobile**

Possible auto expenses:

**Reimburse miles driven** \$ \_\_\_\_\_

**Lump sum payment** \$ \_\_\_\_\_

**Purchase or lease by cong.** \$ \_\_\_\_\_

**Continuing Education**

Congregations should budget \$1,000 (or 2/3 of AIM's \$1,500 anticipated expenses). \$ \_\_\_\_\_

**Resources**

Up to \$700 is encouraged for books and resource material. \$ \_\_\_\_\_

**Conference Expenses**

Official meeting expenses incurred should be reimbursed. \$ \_\_\_\_\_

**Other Expenses**

Other expenses incurred by the AIM and related to the ministry of the congregation. \$ \_\_\_\_\_

**Total Reimbursable Expenses** \$ \_\_\_\_\_ (4)

**COMPENSATION PACKAGE** (Add 1-4)

**Total** \$ \_\_\_\_\_

04/17/02

01/14/03

3/27/04

4/9/05