

**2006 Diaconal Minister's Compensation Worksheet  
Northern Illinois Synod, ELCA**

**ANNUAL CASH SALARY**

**Salary Level with Experience**                      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).                      \$ \_\_\_\_\_

**Annual Merit Increase**                      Merit Pay for excellence in task performance should be awarded in the range of 1-10% of the base salary.                      \$ \_\_\_\_\_

**Entry Level Base Salary**                      The suggested entry level base salary is \$27,809                      \$ \_\_\_\_\_

**Previous Career Experience**                      Experience credit of 1 year for every 2 years previously worked in another field is recommended.                      \$ \_\_\_\_\_

**TOTAL CASH SALARY**                      \$ \_\_\_\_\_ (1)

**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**

**Defined Compensation**                      ELCA Board of Pensions uses *Defined Compensation* to determine the amount of the required pension contribution (see page 2).

**ELCA Pension Plan**                      The required pensions amount is found by multiplying *Defined Compensation* by the appropriate % found in the table on page 2. 12% is the **recommended** minimum contribution. (Any additional money paid into the pension plan should be reflected here).                      \$ \_\_\_\_\_

**ELCA Medical & Benefits**                      Multiply the appropriate % from the table found on page 2 by *Defined Compensation*.                      \$ \_\_\_\_\_

**Disability & Survivor Benefits and Support**                      Contributions are set by the Board of Pensions at 3.6% of *Defined Compensation*.                      \$ \_\_\_\_\_

**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 Diaconal Minister'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 Diaconal Minister and related to the ministry of the congregation. \$ \_\_\_\_\_

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

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

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

04/17/02  
01/14/03  
3/22/04  
4/9/05