

**2007 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 \$27,889 | \$ _____ |
| 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 <i>Defined Compensation</i> to determine the amount of the required pension contribution (see page 2). | |
| ELCA Pension Plan | 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 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 3 by <i>Defined Compensation</i> . | \$ _____ |
| Disability & Survivor Benefits and Support | Contributions are set by the Board of Pensions at 2.7% 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 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. \$ _____

Moving Expenses (when applicable) \$ _____

Total Reimbursable Expenses \$ _____ (4)

COMPENSATION PACKAGE (Add 1-4)

Total \$ _____

- 01/14/03
- 3/22/04
- 4/9/05
- 4/1/06
- 5/4/06