

**2008 Associate in Ministry 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: Bachelor's degree \$24,576; Master's degree \$28,762. For a part-time AIM pro rate the appropriate figure.	\$ _____
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 2 and 3 by <i>Defined Compensation</i> .	\$ _____
Disability 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 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 \$ _____

01/14/03
3/27/04
4/9/05
4/1/06
4/1/07