

2012 Associate in Ministry Salary Worksheet

Salary

I.A.1 Base Salary	(find years service in Appendix A)	1	<input style="width: 90%;" type="text"/>
I.A.2 Merit Increase	(0-15% of line 1)	2	<input style="width: 90%;" type="text"/>
New Base Salary		3	<input style="width: 90%;" type="text"/>

Social Security

II.A Social Security - Congregation Portion	(multiply box 3 by .0765)	4	<input style="width: 90%;" type="text"/>
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Defined Compensation

II.B.1 New Base Salary (bx 3) + Social Security (bx 4)		5	<input style="width: 90%;" type="text"/>
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Benefits

II.B.2 Retirement/Pension (12% of box 5)		6	<input style="width: 90%;" type="text"/>
II.B.3 Health and Other Benefits (% of box 5)			
<i>Remember</i>	Health (13.0 -- 32.7% in 2012)	7	<input style="width: 90%;" type="text"/>
<i>yearly</i>	Disability (1.6% in 2012)	8	<input style="width: 90%;" type="text"/>
<i>health</i>	Survivor (1.0% in 2012)	9	<input style="width: 90%;" type="text"/>
<i>min/max!</i>	Retiree Support (0.7% in 2012)	10	<input style="width: 90%;" type="text"/>
	total to ELCA Board of Pensions	11	<input style="width: 90%;" type="text"/>

Expenses

Automobile (choose one; est. yearly exp.)			
III.A.1.	Standard mileage rate reimbursement	12	<input style="width: 90%;" type="text"/>
III.A.2.	lump sum expense	13	<input style="width: 90%;" type="text"/>
III.A.3.	Expense for purchase/lease of car	14	<input style="width: 90%;" type="text"/>
Continuing Education			
III.B.1 or 2	Congregation pays 2/3 of \$1500 allowance	15	<input style="width: 90%;" type="text"/>
Resources			
III.B.4.	\$700 for books and other resources	16	<input style="width: 90%;" type="text"/>
Sabbatical			
III.B.5.	early funding enables a better program	17	<input style="width: 90%;" type="text"/>
Other expenses			
III.C.-E.	as is traditional or additional in congregation	18	<input style="width: 90%;" type="text"/>
	Total expenses	19	<input style="width: 90%;" type="text"/>

Totals

Total compensation paid by congregation	(sum of boxes 3, 4, 11 & 19)	20	<input style="width: 90%;" type="text"/>
Total compensation paid to AIM	(sum of boxes 3 & 19)	21	<input style="width: 90%;" type="text"/>