

2017 Minimum Salary Recommendations (not including housing)  
Northern Great Lakes Synod - ELCA

|                   | <u>BASE</u> | <u>SOCIAL<br/>SECURITY *</u> | <u>TOTAL</u> |
|-------------------|-------------|------------------------------|--------------|
| Seminary Graduate | \$36,500    | \$3,630                      | \$40,130     |
| After year 1      | \$36,800    | \$3,660                      | \$40,460     |
| After year 2      | \$37,100    | \$3,690                      | \$40,790     |
| After year 3      | \$37,600    | \$3,739                      | \$41,339     |
| After year 4      | \$38,600    | \$3,839                      | \$42,439     |
| After year 5      | \$39,000    | \$3,879                      | \$42,879     |
| After year 6      | \$39,700    | \$3,948                      | \$43,648     |
| After year 7      | \$40,400    | \$4,018                      | \$44,418     |
| After year 8      | \$41,100    | \$4,087                      | \$45,187     |
| After year 9      | \$42,000    | \$4,177                      | \$46,177     |
| After year 10     | \$43,000    | \$4,276                      | \$47,276     |
| After year 11     | \$43,900    | \$4,366                      | \$48,266     |
| After year 12     | \$45,000    | \$4,475                      | \$49,475     |
| Years 13-15       | \$48,200    | \$4,793                      | \$52,993     |
| Years 16-20       | \$50,300    | \$5,002                      | \$55,302     |
| After 20 years    | \$54,500    | \$5,420                      | \$59,920     |
| After 25 years    | \$57,700    | \$5,738                      | \$63,438     |

*\* Assumes 30% included for use of parsonage*

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| When a parsonage is not provided, a housing allowance<br>of \$12,000 to \$15,000 should be provided |
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