

2015 Minimum Salary Recommendations (not including housing)
Northern Great Lakes Synod - ELCA

	<u>BASE</u>	<u>SOCIAL SECURITY *</u>	<u>TOTAL</u>
Seminary Graduate	\$34,400	\$3,421	\$37,821
After year 1	\$34,700	\$3,451	\$38,151
After year 2	\$35,000	\$3,481	\$38,481
After year 3	\$35,500	\$3,530	\$39,030
After year 4	\$36,400	\$3,620	\$40,020
After year 5	\$36,700	\$3,650	\$40,350
After year 6	\$37,400	\$3,719	\$41,119
After year 7	\$38,100	\$3,789	\$41,889
After year 8	\$38,700	\$3,849	\$42,549
After year 9	\$39,600	\$3,938	\$43,538
After year 10	\$40,600	\$4,038	\$44,638
After year 11	\$41,400	\$4,117	\$45,517
After year 12	\$42,400	\$4,217	\$46,617
Years 13-15	\$45,400	\$4,515	\$49,915
Years 16-20	\$48,600	\$4,833	\$53,433
After 20 years	\$52,700	\$5,241	\$57,941
After 25 years	\$55,700	\$5,539	\$61,239

** Assumes 30% included for use of parsonage*

<p>When a parsonage is not provided, a housing allowance of \$10,000 to \$12,000 should be provided</p>
