

2014 Minimum Salary Recommendations (not including housing)
Northern Great Lakes Synod - ELCA

	<u>BASE</u>	<u>SOCIAL SECURITY *</u>	<u>TOTAL</u>
Seminary Graduate	\$33,200	\$3,302	\$36,502
After year 1	\$33,500	\$3,332	\$36,832
After year 2	\$33,800	\$3,361	\$37,161
After year 3	\$34,300	\$3,411	\$37,711
After year 4	\$35,200	\$3,501	\$38,701
After year 5	\$35,500	\$3,530	\$39,030
After year 6	\$36,100	\$3,590	\$39,690
After year 7	\$36,800	\$3,660	\$40,460
After year 8	\$37,400	\$3,719	\$41,119
After year 9	\$38,300	\$3,809	\$42,109
After year 10	\$39,200	\$3,898	\$43,098
After year 11	\$40,000	\$3,978	\$43,978
After year 12	\$41,000	\$4,077	\$45,077
Years 13-15	\$43,900	\$4,366	\$48,266
Years 16-20	\$48,100	\$4,784	\$52,884
After 20 years	\$52,200	\$5,191	\$57,391
After 25 years	\$55,100	\$5,480	\$60,580

** Assumes 30% included for use of parsonage*

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