

**“How much Pastor can we afford?”**  
**Summary of Pastoral Compensation – Five Scenarios**  
2017 Synod Compensation Guidelines

Years of Experience	Pastor A Graduate	Pastor B 5 Years	Pastor C 15 Years	Pastor D 25 Years	Pastor E 35 Years
1. Base Salary	\$36,404.00	\$39,941.00	\$45,972.00	\$50,851.00	\$55,419.00
2. Housing Allowance (30%)	\$10,921.20	\$11,982.30	\$13,791.60	\$15,255.30	\$16,625.70
Total of 1 + 2	\$47,325.20	\$51,923.30	\$59,763.60	\$66,106.30	\$72,044.70
3. FICA offset (7.65%)	\$3,620.38	\$3,972.13	\$4,571.92	\$5,057.13	\$5,511.42
<b>Defined Compensation</b>	<b>\$50,945.58</b>	<b>\$55,895.43</b>	<b>\$64,335.52</b>	<b>\$71,163.43</b>	<b>\$77,556.12</b>
Total of 1 + 2 + 3					

\* The following scenarios assume the Portico Gold+ Medical option and Portico health coverage for different scenarios of solo, spouse and/or children households; Disability coverage for 2017 = 3%

\* Other benefits not included, e.g. Mileage, Cell phone reimbursement, Continuing Ed.

**Scenario # 1 - Pastor Anderson**

[Seminary Graduate / 30 years old / Married / without children]

	Annual	Monthly
Defined Compensation	\$50,945.58	\$4,245.46
Health	\$9,272.04	\$772.67
Retirement	\$5,094.48	\$424.54
Disability	\$1,528.32	\$127.36
Basic Group Life Ins.	\$152.88	\$12.74
Retiree Support	\$356.64	\$29.72
Total Benefit Contribution	<u>\$16,404.36</u>	<u>\$1,367.03</u>
<b>Defined Compensation</b>	<b>\$67,349.94</b>	<b>\$5,612.49</b>

**Scenario # 2 - Pastor Becker**

[5 Years Experience / 35 years old / Married / with children]

	Annual	Monthly
Defined Compensation	\$55,895.43	\$4,657.95
Health	\$16,656.72	\$1,388.06
Retirement	\$5,589.48	\$465.79
Disability	\$1,676.88	\$139.74
Basic Group Life Ins.	\$167.64	\$13.97
Retiree Support	\$391.32	\$32.61
Total Benefit Contribution	<u>\$24,482.04</u>	<u>\$2,040.17</u>
<b>Defined Compensation</b>	<b>\$80,377.47</b>	<b>\$6,698.12</b>

### Scenario # 3 - Pastor Carlos

[15 Years Experience / 45 years old / Married / with children]

	Annual	Monthly
Defined Compensation	\$64,335.52	\$5,361.29
Health	\$24,061.32	\$2,005.11
Retirement	\$6,433.56	\$536.13
Disability	\$1,930.08	\$160.84
Basic Group Life Ins.	\$192.96	\$16.08
Retiree Support	\$450.36	\$37.53
Total Benefit Contribution	<u>\$33,068.28</u>	<u>\$2,755.69</u>
<b>Defined Compensation</b>	<b>\$97,403.80</b>	<b>\$8,116.98</b>

### Scenario # 4 - Pastor Davidson

[25 Years Experience / 55 years old / Married / without dependent children]

	Annual	Monthly
Defined Compensation	\$71,163.43	\$5,930.29
Health	\$21,096.00	\$1,758.00
Retirement	\$7,116.36	\$593.03
Disability	\$2,134.92	\$177.91
Basic Group Life Ins.	\$213.48	\$17.79
Retiree Support	\$498.12	\$41.51
Total Benefit Contribution	<u>\$31,058.88</u>	<u>\$2,588.24</u>
<b>Defined Compensation</b>	<b>\$102,222.31</b>	<b>\$8,518.53</b>

### Scenario # 5 - Pastor Edelweiss

[35 Years Experience / 65 years old Medicare / Spouse w/ Primary health coverage / without dependent children]

	Annual	Monthly
Defined Compensation	\$77,556.12	\$6,463.01
Health	\$18,708.00	\$1,559.00
Retirement	\$7,755.60	\$646.30
Disability	\$2,326.68	\$193.89
Basic Group Life Ins.	\$232.68	\$19.39
Retiree Support	\$542.88	\$45.24
Total Benefit Contribution	<u>\$29,565.84</u>	<u>\$2,463.82</u>
<b>Defined Compensation</b>	<b>\$107,121.96</b>	<b>\$8,926.83</b>