

“How much Pastor can we afford?”
Summary of Pastoral Compensation – Five Scenarios
2020 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	\$ 38,501.00	\$ 42,163.00	\$ 48,409.00	\$ 53,456.00	\$ 58,186.00
2. Housing Allowance (30%)	\$ 11,550.30	\$ 12,648.90	\$ 14,522.70	\$ 16,036.80	\$ 17,455.80
Total of 1 + 2	\$ 50,051.30	\$ 54,811.90	\$ 62,931.70	\$ 69,492.80	\$ 75,641.80
3. FICA offset (7.65%)	\$ 3,828.92	\$ 4,193.11	\$ 4,814.28	\$ 5,316.20	\$ 5,786.60
Defined Compensation	\$ 53,880.22	\$ 59,005.01	\$ 67,745.97	\$ 74,809.00	\$ 81,428.40
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 2020 = 1.5%

* 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	\$ 53,880.22	\$ 4,490.00
Health	\$ 11,368.68	\$ 947.39
Retirement	\$ 5,388.00	\$ 449.00
Disability	\$ 808.20	\$ 67.35
Basic Group Life Ins.	\$ 377.16	\$ 31.43
Retiree Support	\$ 377.16	\$ 31.43
Total Benefit Contribution	\$ 18,319.20	\$ 1,526.60
+ Defined Compensation =	\$ 72,199.20	\$ 6016.60

Scenario # 2 – Pastor Becker

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

	Annual	Monthly
Defined Compensation	\$ <u>59,005.00</u>	\$ 4,917.08
Health	\$ 19,884.72	\$ 1,657.06
Retirement	\$ 5,900.52	\$ 491.71
Disability	\$ 885.12	\$ 73.76
Basic Group Life Ins.	\$ 413.04	\$ 34.42
Retiree Support	\$ 413.04	\$ 34.42
Total Benefit Contribution	\$ 27,929.04	\$ 2,237.42
+ Defined Compensation =	\$ 86,934.04	\$ 7,154.50

Scenario # 3 – Pastor Carlos

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

	Annual	Monthly
Defined Compensation	\$ <u>67,745.00</u>	\$ 5,645.42
Health	\$ 28,308.00	\$ 2,359.00
Retirement	\$ 6,774.48	\$ 564.54
Disability	\$ 1,016.16	\$ 84.68
Basic Group Life Ins.	\$ 474.24	\$ 39.52
Retiree Support	\$ 474.24	\$ 39.52
Total Benefit Contribution	\$ <u>37,047.12</u>	\$ <u>3,087.26</u>
+ Defined Compensation =	\$104,792.12	\$ 8,732.68

Scenario # 4 – Pastor Davidson

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

	Annual	Monthly
Defined Compensation	\$ 74809.00	\$ 6,234.08
Health	\$ 24,096.00	\$ 2,008.00
Retirement	\$ 7,480.92	\$ 623.41
Disability	\$ 1,122.12	\$ 93.51
Basic Group Life Ins.	\$ 523.68	\$ 43.64
Retiree Support	\$ 523.68	\$ 43.64
Total Benefit Contribution	\$ <u>33,746.40</u>	\$ <u>2,812.20</u>
+ Defined Compensation =	\$ 108,555.40	\$ 9,046.28

Scenario # 5 – Pastor Edelweiss

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

	Annual	Monthly
Defined Compensation	\$ 81,428.00	\$ 6,785.67
Health	\$ 19,320.00	\$ 1,610.00
Retirement	\$ 8,142.84	\$ 678.57
Disability	\$ 1,221.36	\$ 101.78
Basic Group Life Ins.	\$ 570.00	\$ 47.50
Retiree Support	\$ 570.00	\$ 47.50
Total Benefit Contribution	\$ <u>29,824.20</u>	\$ <u>2,485.35</u>
+ Defined Compensation =	\$ 111,252.20	\$ 9,271.02