

2020 Minimum Salary Recommendations (not including housing)
Northern Great Lakes Synod - ELCA

	<u>BASE</u>	<u>SOCIAL SECURITY *</u>	<u>TOTAL</u>
Seminary Graduate	\$38,200	\$3,799	\$41,999
After year 1	\$38,500	\$3,829	\$42,329
After year 2	\$38,800	\$3,859	\$42,659
After year 3	\$39,300	\$3,908	\$43,208
After year 4	\$40,400	\$4,018	\$44,418
After year 5	\$40,800	\$4,058	\$44,858
After year 6	\$41,500	\$4,127	\$45,627
After year 7	\$42,200	\$4,197	\$46,397
After year 8	\$42,900	\$4,266	\$47,166
After year 9	\$43,800	\$4,356	\$48,156
After year 10	\$44,900	\$4,465	\$49,365
After year 11	\$46,000	\$4,575	\$50,575
After year 12	\$47,100	\$4,684	\$51,784
Years 13-15	\$50,400	\$5,012	\$55,412
Years 16-20	\$52,600	\$5,231	\$57,831
After 20 years	\$57,100	\$5,679	\$62,779
After 25 years	\$60,300	\$5,997	\$66,297

** Assumes 30% included for use of parsonage*

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