

Pastors, Workers and Teachers Salary Calculations

Congregation: _____

Date Prepared: _____ Prepared by: _____

Workers Name: _____

Pastor Lay Worker Teacher

Base Rate As Determined By Years of Service A.

Responsibility Factors for Pastor

<u>Lutheran School</u>	<u># of Students</u>	<u>Base Rate</u>			
	99 or Less	\$34,000.00	X	0.05%	<input type="text"/> B.
	100 or More	\$34,000.00	X	0.10%	<input type="text"/> C.

<u>Multiple Staff</u>	<u># of Staff</u>	<u>Base Rate</u>			
	1 or More	\$34,000.00	X	0.02%	<input type="text"/> D.

<u>Multiple Parish</u>	<u># or Parishes</u>	<u>Base Rate</u>			
	2 or More	\$34,000.00	X	0.05%	<input type="text"/> E.

<u>Congregation Size</u>	<u># of Members</u>	<u>Base Rate</u>			
	300 or More Communicant	\$34,000.00	X	0.05%	<input type="text"/> F.

<u>Education</u>	<u>Degrees</u>	<u>Base Rate</u>			
	Additional Masters	\$34,000.00	X	0.05%	<input type="text"/> G.
	Doctoral Degree	\$34,000.00	X	0.02%	<input type="text"/> H.

Responsibility Factors For Teachers

Principles	<u># of Students</u>	<u>Base Rate</u>			
	99 or Less	\$26,000.00	X	0.10%	<input type="text"/> I.
	100 or More	\$26,000.00	X	0.15%	<input type="text"/> J.
	Classroom Time	\$26,000.00	X		<input type="text"/> K.

Deacons: Teachers, DPS and DCE

	For Rostered Worker add \$2000				<input type="text"/> L.
- # of Colloquy Courses completed	<input type="text"/>		X	\$250	<input type="text"/> M.
	(Maximum of \$2000)	<u>Base Rate</u>			
	Post BA Education Degree	\$26,000.00	X	0.02%	<input type="text"/> N.
- Master Degree Appropriate to Vocation		\$26,000.00	X	0.05%	<input type="text"/> O.

TOTAL P.

Housing Allowance Worksheet

Example Accommodation = 3 bedroom bungalow of 1 story home. Approximately 1200 sq. f

Cost of example home within congregation's community	
Mortgage will equal 85% of example home cost	
Monthly Mortgage Payment @ ____ % interest rate and ____ Yr amortization	1
<i>Mortgage Calculator can be found at www. moneychimp .com</i>	
Taxes monthly at .125% of monthly payment	2
Utilities set Monthly at \$300	3
Suggested Monthly Housing Allowance A + B + C = D.	4
Suggested Annual Housing Allowance = D X 12	5

Worker's Annual Salary

Total From Worker's Salary Calculation Worksheet	P.
Total From Housing Allowance Worksheet	5

Total Annual Salary

heet

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