

2021 Minimum Salary Recommendations (not including housing)
Northern Great Lakes Synod - ELCA

	<u>BASE</u>	<u>SOCIAL SECURITY *</u>	<u>TOTAL</u>
Seminary Graduate	\$38,400	\$3,819	\$42,219
After year 1	\$38,700	\$3,849	\$42,549
After year 2	\$39,000	\$3,879	\$42,879
After year 3	\$39,500	\$3,928	\$43,428
After year 4	\$40,600	\$4,038	\$44,638
After year 5	\$41,000	\$4,077	\$45,077
After year 6	\$41,700	\$4,147	\$45,847
After year 7	\$42,400	\$4,217	\$46,617
After year 8	\$43,100	\$4,286	\$47,386
After year 9	\$44,000	\$4,376	\$48,376
After year 10	\$45,100	\$4,485	\$49,585
After year 11	\$46,100	\$4,585	\$50,685
After year 12	\$47,200	\$4,694	\$51,894
Years 13-15	\$50,700	\$5,042	\$55,742
Years 16-20	\$53,000	\$5,271	\$58,271
After 20 years	\$57,400	\$5,708	\$63,108
After 25 years	\$60,600	\$6,027	\$66,627

** 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>
