

2022 Minimum Salary Recommendations (not including housing)
Northern Great Lakes Synod - ELCA

	<u>BASE</u>	<u>SOCIAL SECURITY *</u>	<u>TOTAL</u>
Seminary Graduate	\$38,800	\$3,859	\$42,659
After year 1	\$39,100	\$3,888	\$42,988
After year 2	\$39,400	\$3,918	\$43,318
After year 3	\$39,900	\$3,968	\$43,868
After year 4	\$41,000	\$4,077	\$45,077
After year 5	\$41,400	\$4,117	\$45,517
After year 6	\$42,100	\$4,187	\$46,287
After year 7	\$42,800	\$4,256	\$47,056
After year 8	\$43,500	\$4,326	\$47,826
After year 9	\$44,400	\$4,416	\$48,816
After year 10	\$45,600	\$4,535	\$50,135
After year 11	\$46,600	\$4,634	\$51,234
After year 12	\$47,700	\$4,744	\$52,444
Years 13-15	\$51,200	\$5,092	\$56,292
Years 16-20	\$53,500	\$5,321	\$58,821
After 20 years	\$58,000	\$5,768	\$63,768
After 25 years	\$61,200	\$6,086	\$67,286

** 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>
