



Oregon Synod
Evangelical Lutheran Church in America

God's Work. Our Hands

Worksheet for Rostered Minister Compensation

Minister name _____

Congregation name _____

Location _____

For Year 20 _____

		This Year (\$)	Next Year (\$)
Defined Compensation			
Base salary	Adjusted for experience, merit, congregation size, responsibility and education. See chart on pg. 8 of the Guide for recommended salary. The amount shown here should subtract the amount allocated to Housing allowance.		
Housing Allowance or Furnishings & Equity Allowances			
Social Security allowance	For pastors only: Social Security allowance is generally 7.65% of base salary plus housing, offered because they must pay their own Social Security being legally self employed		
Total Defined Compensation			

(Turn page over for side two)

Benefits			
Pension	The Oregon Synod recommends 12% of Defined Compensation		
Medical	Medical amount varies by age, defined compensation, and people being covered. Amount is determined by consultation with Portico		
Disability and Survivor Benefits	All enrollees in Portico pay into Disability and Survivor Benefits (not optional). The percent of defined compensation is the amount being charged for the current year. Portico reviews this amount yearly.		
Other Benefits	See pg. 10 of the Guidelines for a description of possible other benefits		
Total Benefits			
Professional Expenses			
Mileage Reimbursement	Cost per mile based on IRS guidelines for employees. Rates are adjusted annually and can be found at https://www.irs.gov/tax-professionals/standard-mileage-rates		
Continuing Education Allowance	The Oregon Synod recommends \$700.00 by the congregation		
Books, Periodicals and Registration Fees	See page 8 of the Compensation Guidelines for more information		
Other Expenses	See page 8 of the Compensation Guidelines for more information		
Total Professional Expenses			
Total for Minister's Ministry (Total Defined Compensation + Total Benefits + Total Professional Expenses)			

Time Given for Continuing Education	The Oregon Synod recommends two weeks	weeks	weeks
Vacation	The recommended amount is four weeks	weeks	weeks