

**Definition of Compensation and Benefits Worksheet**  
**HOUSING ALLOWANCE (NO PARSONAGE)**

**A. Compensation**

- |    |  |                 |
|----|--|-----------------|
| 1. | Base Salary (See page 2)   | \$ _____        |
| 2. | Housing Allowance (no parsonage, see page 3,A)   | \$ _____        |
|    | Self-employed Social Security payment allowance<br>(Add base salary and housing then<br>multiply by .0765) | \$ _____        |
|    | <b>Total defined compensation</b>  | <b>\$ _____</b> |

**B. Pension and other Benefits**

- |    |  |          |
|----|--|----------|
| 1. | ELCA pension at _____% of defined<br>compensation (see page 5,D)   | \$ _____ |
| 2. | ELCA medical and dental insurance at<br>_____ % of defined compensation<br>(See page 5, A)                   | \$ _____ |
| 3. | Disability, survivor, retiree and administration at<br>_____ % of defined compensation<br>(See page 5, B, C) | \$ _____ |
|    | <b>Total Pension and Benefits</b>  |          |

**C. Expenses**

- |    |  |          |
|----|--|----------|
| 1. | Automobile and travel allowance<br>(see page 6,A)                    | \$ _____ |
| 2. | Other professional expenses (see page 6,B-2)                         | \$ _____ |
| 3. | Expenses for official meetings (see page 6,B-2)                      | \$ _____ |
| 4. | Continuing education (\$750 minimum<br>recommended. (See page 6,B-1) | \$ _____ |