

Definition of Compensation and Benefits Worksheet
(PARSONAGE PROVIDED)

A. Compensation

1. Base salary (Page 2) \$ _____
2. Self-employment Social Security Payment Allowance (Page 4, B) \$ _____
3. Housing equivalency (add base salary and self-employment Social Security tax then multiply by .30)

Base salary \$ _____

+ Self-employment Allowance + \$ _____

Total \$ _____

Multiply by x.30 _____

Housing equivalency \$ _____
4. Total defined compensation \$ _____

B. Pension and other benefits

1. ELCA pension at _____% of defined compensation (Page 5, D) \$ _____
 2. ELCA medical and dental insurance at _____% of defined compensation (Page 5, A) \$ _____
 3. ELCA disability, survivor and administration at _____% of defined compensation (Page 5, B, C) \$ _____
- Total pension and other benefits \$ _____

C. Expenses

1. Automobile and travel allowance (Page 6, A) \$ _____
2. Other professional expenses (Page 6, B-2) \$ _____
3. Expenses for official meetings (Page 6, B-2) \$ _____
4. Continuing education (\$750 minimum recommended (Page 6, B-1) \$ _____