

Compensation Worksheet

For Deacons

This worksheet is designed to help congregations build a compensation package for deacons, using the synod's salary and compensation guidelines.

Name: _____

	Current year	Guidelines	Proposed
SALARY			
Salary	\$	\$	\$
TOTAL SALARY	\$	\$	\$

BENEFITS			
ELCA Pension and Medical/Dental Plan (Portico)	\$	\$	\$
Social Security	\$	\$	\$
Other (e.g., medical expense reimbursement, additional retirement contribution)	\$	\$	\$
Other	\$	\$	\$
TOTAL BENEFITS	\$	\$	\$

REIMBURSED PROFESSIONAL EXPENSES			
Automobile	\$	\$	\$
Sabbatical			
Bishop's Theological Conference (Rostered only)	\$	\$	\$
Continuing education	\$	\$	\$
Professional ministry expenses	\$	\$	\$
Other	\$	\$	\$
TOTAL REIMBURSED PROFESSIONAL EXPENSES	\$	\$	\$

NON-FINANCIAL COMPENSATION			
Vacation (number of weeks)			
Continuing education (number of weeks)			
Other			