

**Ascension Lutheran Church - Proposed Pastoral Compensation Package
October 11, 2020**

Pastor Debra Jimenez

Annual Salary Compensation	
Salary and Housing.....	\$ <u>58,000</u>
Social Security Supplement	\$ <u>4437</u>
Total Income	\$ <u>62,437</u>

Protection Coverage	
Retirement:	
Church Contribution	\$ <u>6243</u>
ELCA Retiree Support.....	\$ <u>0</u>
Insurance:	
ELCA Health Benefits	\$ <u>8004</u>
Disability.....	\$ <u>936</u>
Total Protection Coverage	\$ <u>15,183</u>

Church Ministry-Related Expenses	
Automobile Reimbursement	\$ <u>600</u>
Cell Phone Reimbursement	\$ <u>800</u>
Continuing Education Reimbursement	\$ <u>800</u>
Professional Expense Reimbursement	\$ <u>400</u>
Total Ministry-Related Expense Reimbursement...	\$ <u>2600</u>

Yearly Pastoral Compensation, Protection Coverage & Expenses \$ 80,220

Recommended Total Compensation
to be distributed according to the
wishes of Pastor Jimenez \$ 79,000

Includes 28 days of vacation and 14 days of continuing education per year.
This is recommended by the ELCA & RMS Compensation Guidelines and
does not change nor affect the compensation figures above.