

### Pastor Compensation Structure

Presbytery of North Central Iowa

Effective January 1, 2006

Includes SECA benefit\*

50% Time

level	average worship attendance		2006		
			min**	mid	max
1	0-60	Base	17,171	21,465	25,757
		50% SECA	1,314	1,642	1,970
		<b>Total</b>	<b>18,485</b>	<b>23,107</b>	<b>27,728</b>
2	61-90	Base	19,077	23,847	28,616
		50% SECA	1,459	1,824	2,189
		<b>Total</b>	<b>20,537</b>	<b>25,671</b>	<b>30,805</b>
3	91-135	Base	21,195	26,493	31,792
		50% SECA	1,621	2,027	2,432
		<b>Total</b>	<b>22,816</b>	<b>28,520</b>	<b>34,224</b>
4	136-200	Base	23,547	29,434	35,321
		50% SECA	1,801	2,252	2,702
		<b>Total</b>	<b>25,349</b>	<b>31,686</b>	<b>38,023</b>
5	201-300	Base	26,161	32,701	39,241
		50% SECA	2,001	2,502	3,002
		<b>Total</b>	<b>28,162</b>	<b>35,202</b>	<b>42,243</b>
6	301-450	Base	29,064	36,330	43,597
		50% SECA	2,223	2,779	3,335
		<b>Total</b>	<b>31,288</b>	<b>39,110</b>	<b>46,932</b>

COLA	3.0%
competitive adjustment	1.0%
total adjustment	4.0%

\* 50% SECA = 7.65% of base salary

\*\* 2006 min = 2005 min + 4%

For each level of worship attendance, the minimum, mid-range and maximum salaries are printed in bold and highlighted on the line marked Total.

If a salary package falls somewhere between the minimum, mid and maximum points on the range within your level, use the following formula to calculate 50% SECA:

**Total salary package divided by 1.0765 = base**  
**Total salary package minus base = 50% SECA**

Example: Level 1 total salary package of \$20,000 (it falls between the min and mid points)

\$20,000 divided by 1.0765 = \$18,578.73

\$20,000 minus \$18,578.73 = \$1,421.27

50% Time