



## MEMORANDUM

To: Members of the North American Lutheran Church  
From: Ryan Schwarz, NALC Treasurer  
Date: 8/8/2020  
Re: NALC Staff Compensation Information

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As stewards of resources which ultimately belong to God and which have been entrusted to us by dedicated donors, the NALC has a strong commitment to financial transparency. To that end, this memorandum provides information to members and donors of the NALC about the compensation provided to our church's staff members.

The NALC establishes staff compensation by benchmarking against similar positions in congregational and church body leadership, while also considering scope of experience, education and prevailing compensation levels in the geographical areas in which our staff reside. Pension, health and other employee benefits are provided through *Lutheran Benefits*.

The following table details budgeted compensation information for the current year (2020):

### **NORTH AMERICAN LUTHERAN CHURCH 2020 Staff Compensation**

#### Executive Staff - Salary and Housing Allowance

Bishop	162,500
General Secretary	130,109
Asst to Bishop for Missions	105,236
Asst to Bishop for Ministry	102,480
Asst to Bishop for Domestic Missions (1)	65,313
Director of Communications	63,672
Subtotal	\$ 629,311

#### Executive Staff - Benefits

Total - Executive Staff \$ 784,171

#### Administrative Staff - Salaries

#### Administrative Staff - Benefits

Total - Administrative Staff \$ 445,504

Grand Total \$ 1,229,675

Note: (1) The Assistant to the Bishop for Domestic Missions is employed by the NALC – Canada Section.

Please feel free to direct any questions or comments to me at [treasurer@thenalc.org](mailto:treasurer@thenalc.org).