



MEMORANDUM

To: Members of the North American Lutheran Church
From: Ryan Schwarz, NALC Treasurer
Date: 8/15/2012
Re: NALC Staff Compensation Information

As stewards of resources which ultimately belong to God and which have been entrusted to us by dedicated donors, the NALC has a stated 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 packages by benchmarking against compensation for similar positions in congregational and church body leadership, while also taking into consideration scope of experience, education and prevailing compensation levels in the geographical areas in which our staff work. Pension, health and other employee benefits are provided through *Lutheran Benefits*.

The following table details compensation information for the current year (2012):

NORTH AMERICAN LUTHERAN CHURCH 2012 Staff Compensation

<u>Executive Staff - Salary and Housing Allowance</u>		
Bishop	\$	144,200
General Secretary		113,300
Asst to Bishop for Missions		82,400
Asst to Bishop for Ministry		80,000
Subtotal	\$	<u>419,900</u>
<u>Executive Staff - Benefits</u>		
		<u>111,162</u>
Total - Executive Staff	\$	531,063
<u>Administrative Staff - Salaries</u>		
	\$	152,426
<u>Administrative Staff - Benefits</u>		
		<u>9,537</u>
Total - Administrative Staff	\$	161,963
Less: Shared with Lutheran CORE		<u>(51,884)</u>
Grand Total	\$	<u><u>641,142</u></u>

Please feel free to direct any questions or comments to me at treasurer@thenalc.org.