



MEMORANDUM

To: Members of the North American Lutheran Church
From: Ryan Schwarz, NALC Treasurer
Date: 7/12/2019
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 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 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 reside. Pension, health and other employee benefits are provided through *Lutheran Benefits*.

The following table details budgeted compensation information for the current year (2019):

NORTH AMERICAN LUTHERAN CHURCH 2019 Staff Compensation

Executive Staff - Salary and Housing Allowance

Bishop	161,759	
General Secretary	127,558	
Assistant to Bishop for Missions	103,173	
Assistant to Bishop for Ministry	100,471	
Communications Director (3/4 time position)	63,672	
Subtotal	\$ 556,633	
<u>Executive Staff - Benefits</u>	<u>176,139</u>	
Total - Executive Staff		\$ 732,772
<u>Administrative Staff - Salaries</u>	\$ 337,318	
<u>Administrative Staff - Benefits</u>	<u>119,596</u>	
Total - Administrative Staff		\$ 456,914
Grand Total		<u>\$ 1,189,686</u>

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