



MEMORANDUM

To: Members of the North American Lutheran Church
From: Ryan Schwarz, NALC Treasurer
Date: 7/23/2018
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 compensation information for the current year (2018):

NORTH AMERICAN LUTHERAN CHURCH 2018 Staff Compensation

Executive Staff - Salary and Housing Allowance

Bishop	162,346
General Secretary	127,558
Asst to Bishop for Missions	100,471
Asst to Bishop for Ministry	103,173
Subtotal	<u>\$ 493,547</u>

Executive Staff - Benefits

Total - Executive Staff \$ 635,902

Administrative Staff - Salaries

Administrative Staff - Benefits

Total - Administrative Staff \$ 462,135

Grand Total \$ 1,098,037

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