

**ELCA - GRAND CANYON SYNOD
SUMMARY OF 2011 COMPENSATION
FINANCE MANAGER**

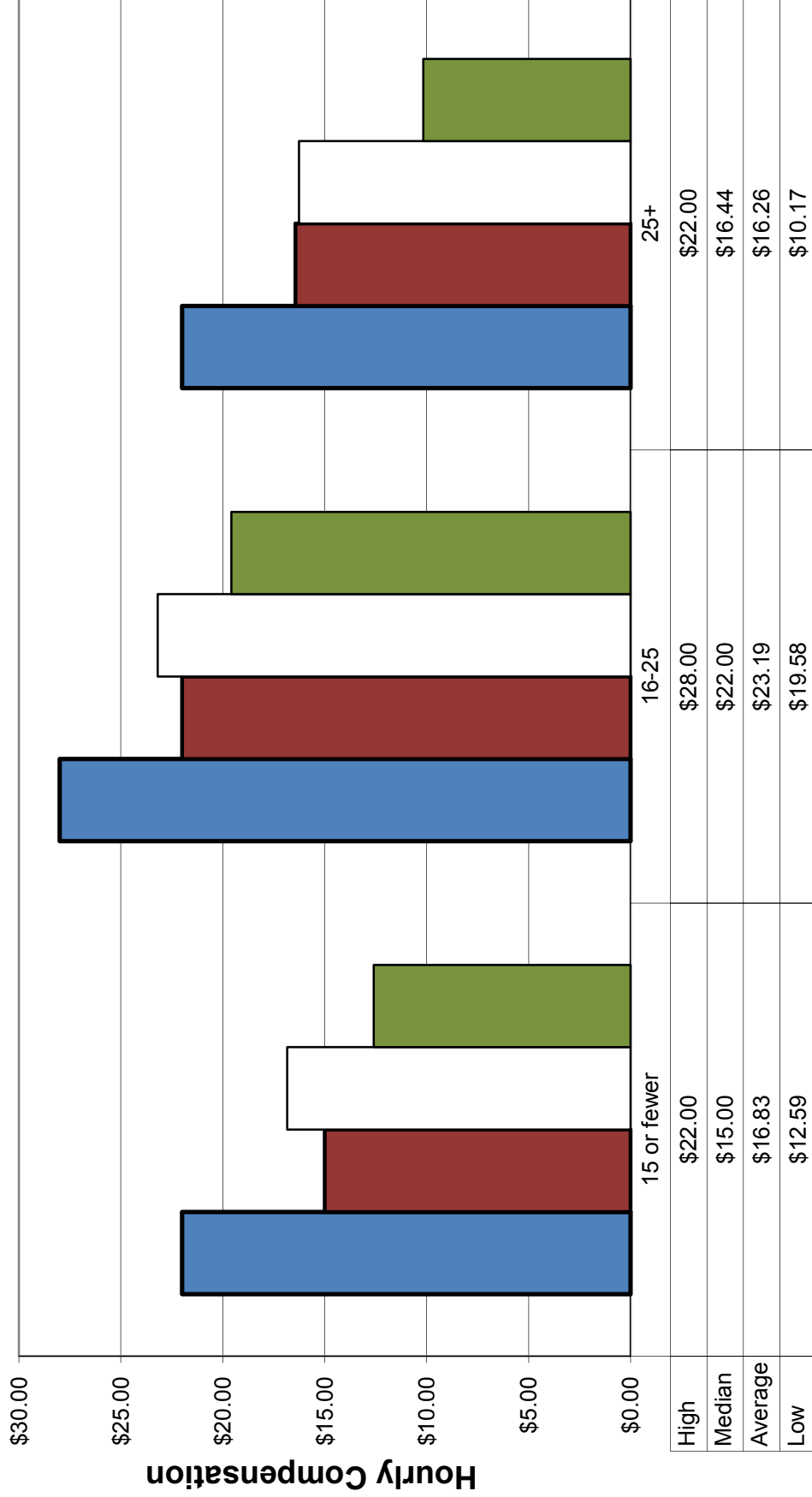
Years Experience	High	Median	Average	Low	Number Reporting
15 or fewer	\$22.00	\$15.00	\$16.83	\$12.59	5
16-25	\$28.00	\$22.00	\$23.19	\$19.58	3
25+	\$22.00	\$16.44	\$16.26	\$10.17	4
Baptized Membership (taken from the 2010 Congregation Report)					
0-499	\$22.00	\$17.29	\$16.69	\$10.17	4
500-999	\$28.00	\$20.90	\$20.72	\$13.08	4
1,000+	\$22.00	\$17.29	\$17.29	\$12.59	4
*Receipts (in thousands) (taken from the 2010 Congregation Report)					
\$0-\$499	\$19.58	\$14.04	\$14.46	\$10.17	4
\$500-\$999	\$22.00	\$19.80	\$18.13	\$12.59	3
\$1,000+	\$28.00	\$22.00	\$21.32	\$14.58	5
Education					
<4-yr degree	\$22.00	\$19.58	\$16.93	\$10.17	5
4-yr degree	\$28.00	\$20.00	\$19.17	\$12.59	7

***Receipts:**

Receipts are pulled from the annual congregation report, lines 20a and 20b.

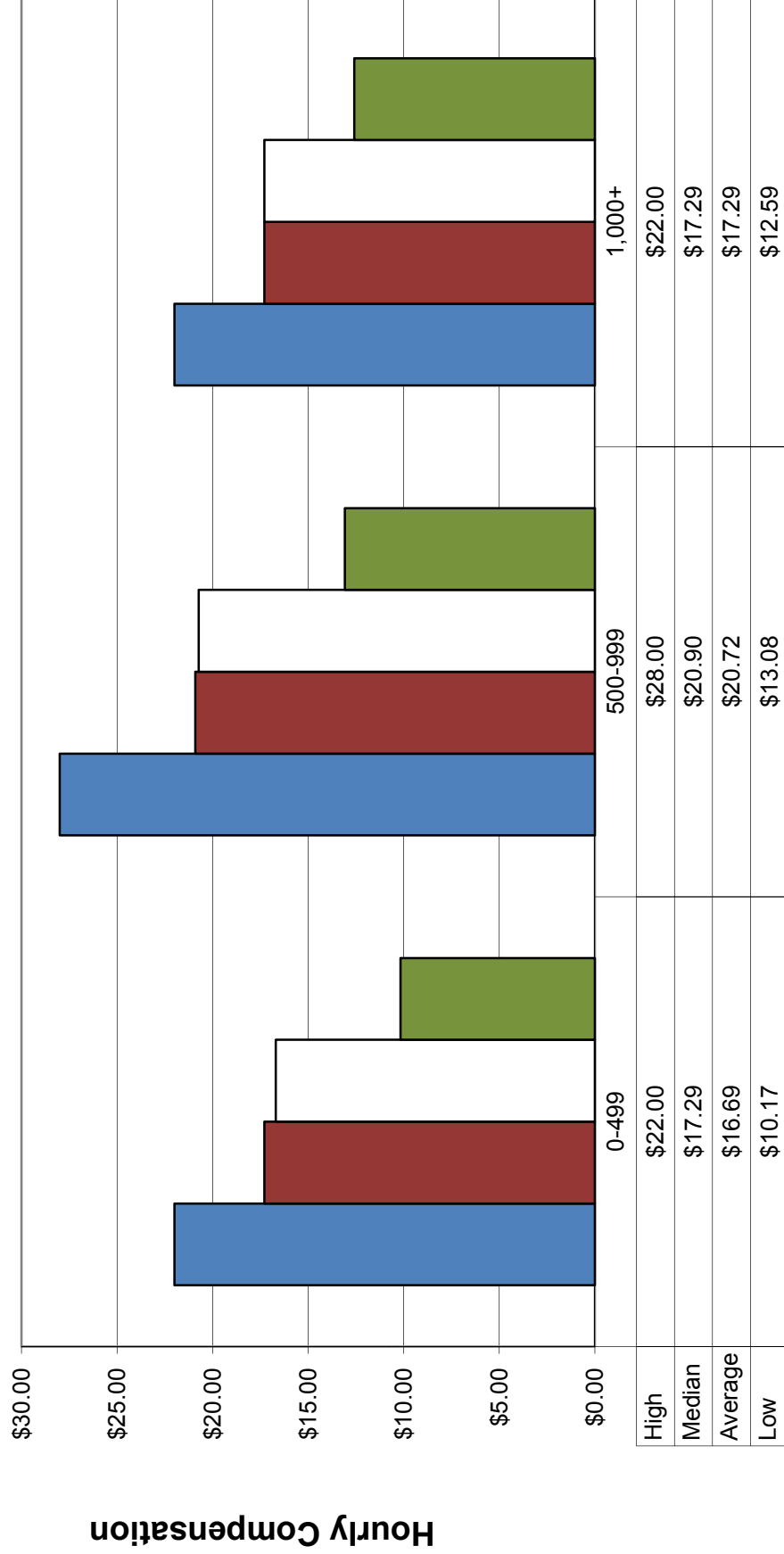
ELCA - GRAND CANYON SYNOD 2011

Finance Manager - Years of Experience



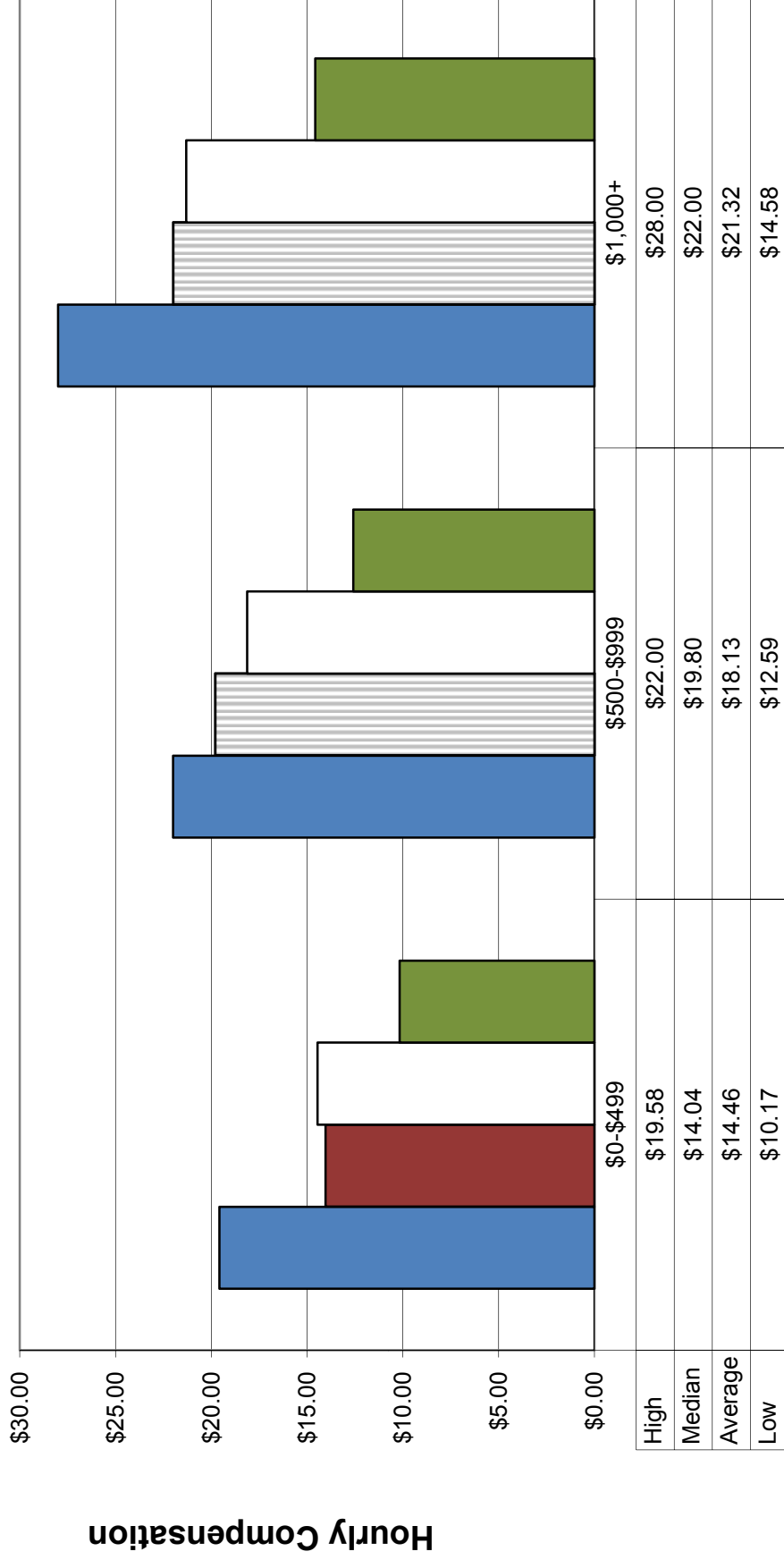
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Finance Manager - Baptized Membership



ELCA - GRAND CANYON SYNOD 2011

Finance Manager - Receipts (in thousands)



ELCA - GRAND CANYON SYNOD 2011

Finance Manager - Education

