Manitoba/Northwestern **Ontario Synod**

2017-2018
Employers Compensation Guidelines for Rostered Ministers

PART 1

A. SALARY SCALE

2017 AND 2018 **MINIMUM** SALARY SCALE (there is a 2.5% differential between Levels 1, 2, 3, 4)										
		2017					2018			
Years of Experience		*** Level 1**	*** Level 2**	*** Level 3**	*** Level 4**		*** Level 1**	*** Level 2**	*** Level 3**	*** Level 4**
0		34,994	35,968	36,766	37,685		35,694	36,586	37,501	38,439
1		36,557	37,471	38,407	39,368		37,288	38,220	39,176	40,155
2		38,190	39,145	40,123	41,126		38,954	39,927	40,926	41,949
3		39,894	40,892	41,914	42,962		40,692	41,709	42,752	43,821
4		41,675	42,717	43,785	44,880		42,509	43,571	44,661	45,777
5		43,537	44,625	45,741	46,884		44,407	45,518	46,656	47,822
6 & over		45,480	46,617	47,782	48,997		46,389	47,549	48,738	49,956

1. Level" refers to the following education degrees or their equivalents:
   - Level 1 – Basic Theological Training or diploma
   - Level 2 – Bachelor degree
   - Level 3 – Masters of Divinity degree
   - Level 4 – Doctor of Ministry, Master in Sacred Theology degree, PhD
1. If salary scale is exceeded, a 2% increase should be paid annually.
2. Rostered ministers who experience a period of "on leave from call" should subtract that time from total "years of experience".
3. Rostered ministers on parental or medical leave without resignation from call should continue to accumulate years of experience while on leave.
4. Synod Bishop must be consulted if salary scale cannot be paid.
5. Salary increases are to be effective on January 1 each year.

B. HOUSING:

No Parsonage: Fair Rental Value in the area with a minimum $12,000 per year

Parsonage Provision: Consideration should be given to paying a competitive salary and collecting rent from the pastor as the parsonage will no longer be insurable in 2017, according to CRA guidelines. A housing equity of $1,600 per year should also be provided

C. INTERIM MINISTRY & PULPIT SUPPLY

1. Full-time or regular part-time interim ministry:
   The above compensation guidelines, or a percentage thereof, are used to determine the appropriate compensation depending on the situation and expectations for either full-time or part-time service. If the interim minister is over 65 years of age, contact GSI as pension and benefits contributions may be payable, otherwise an expectation of 3% to 5% of salary should be paid by the congregation to the rostered minister as an RRSP contribution.

2. For limited interim & supply ministry:

Worship services (Sundays, weddings, funerals, etc.)	$200; $75 for second service on same Sunday
Other pastoral duties (confirmation classes, visitations, teaching events, pastoral care, meetings, etc.)	$40 per hour

Travel Expenses:

Car allowance	See Part 2.11 below
*EI & *CPP	As required by CRA
*Pension & Benefits:	Contact GSI for required contributions
Pension for Rostered Ministers over 65 years of age:	Contribution to GSI or 3% to 5% of wages for RRSP

* See GSI website for requirements on income, including pulpit supply, etc.

PART 2

PENSION & BENEFITS

GSI website: www.elcicgsi.ca

1. Pension & Group Benefits
   Contributing to the pension and group benefits plan administered through GSI is a mandatory part of the compensation package. Please see GSI website for details on requirements and eligibility, contributions and premium payments.

2. Extended Health & Dental : Employer pays 100% of premium. See GSI website for premium rates

3. Canada Pension Plan (CPP) & Employment Insurance (EI): as specified by Canada Revenue Agency

4. Vacation:

up to 10 years of service	4 weeks per year, including 4 Sundays
11 to 20 years of service	5 weeks per year, including 5 Sundays
21 + years of service	6 weeks per year, including 6 Sundays

   The congregational council should ensure that vacation time is used each year and have a policy about vacation carry-over days into the next year.

5. Study Leave:
   The time required to undertake professional development shall be provided with pay up to two weeks annually and can be accumulated to a maximum of six weeks. If time is not used for professional development, it cannot be paid out in lieu of time taken. All rostered ministers are required to be a member of the ELCIC Continuing Education Plan. See GSI website for details about use of those funds.

Congregation Yearly Contribution:	$600 per year
Rostered Minister's Yearly Contribution	$300 per year

6. Days off:
   Rostered employees are entitled to two days off per week, plus days in lieu of Statutory Holidays taken within a reasonable time of the actual holiday as mutually agreed with congregational councils.

7. Sabbatical Leave:
   In accordance with Guidelines for Congregation Considering Sabbatical Leave for Rostered Ministers Under Call which is available on the MNO Synod website: www.mnosynod.org

8. Sick Leave
   For current details on sick leave, see Short Term Disability Policy on the GSI website. The sick leave policy will be updated in 2017 and details will be posted on the GSI website.

9. Parental Leave (on birth or adoption of a child):
   A supplemental income benefit for eligible plan members in the ELCIC has been approved for 2017. This includes a supplemental income of 30% of pre-leave salary basis and during the two week waiting period the salary replacement will be 85% of pre-leave salary. See the Parental Leave Policy on the GSI website in 2017 for further details about the policy

10. Other leaves including Compassionate Care Leave, Family Leave, Bereavement Leave are in accordance with the Employment Standards of the Province of Manitoba or Ontario, at a minimum.

11. Travel Expenses
    Reimbursement for personal automobile shall be the rate recommended by Canada Revenue Agency - www.cra-arc.gc.ca/tx/bsnss/tpcs/pyrll/bnfts/tmbl/llwnc/rts-eng.html

12. Book Allowance: $500 per year