

Memorandum of Compensation, Professional Expenses, and Benefits for 2007

Related to the Call of the Rev _____

by _____

Compensation

a) Base Salary

\$ _____

b) Housing Allowance (if no parsonage)

\$ _____

c) Other (Housing Equity)

\$ _____

Total Compensation:

\$ _____

Professional Expenses

a) Car Allowance: 50 cents per km for the first 5,000 km and 44 cents for all remainder or:

\$ _____

b) Continuing Education

\$ _____

c) Books, journals, publications

\$ _____

d) Other

\$ _____

Benefits (Employer's Share)

a) ELCIC Pension and Benefits Plan 14% of "salary" Pension Base

\$ _____

b) ELCIC Health and Dental Plan (minimum of 50% of premiums)

\$ _____

c) Government Pension Plan (CPP/QPP)

\$ _____

d) Unemployment Insurance

\$ _____

e) Other

\$ _____

f) Other

\$ _____

g) Vacation of _____ per year, including _____ Sundays and provide for pulpit supply during your absence. Every fifth year of ordination – five weeks, then reverting back to four. After 20 years of ordination – five weeks.

h) Maternity leave, for clergywomen, provided in accordance with the Unemployment Insurance Commission.

Two Weeks Study Leave including two Sundays.

i) Sick leave up to nine weeks with full salary, housing and benefits. Beginning with the 10th week and continuing through the 26th week, disability benefits provided in accordance with the Unemployment Insurance Commission; after the 26th week, disability benefits provided by and in accordance with the Pension and Benefits Plan of the Evangelical Lutheran Church in Canada.

Office _____

Office _____