



2019-2021 Employers Compensation Guidelines for Rostered Ministers

A. SALARY SCALE

2019-2021 MINIMUM SALARY SCALE												
(there is a 2.5% differential between Levels 1, 2, 3, 4)												
Years of Service	2019				2020				2021			
	Level 1	Level 2	Level 3	Level 4	Level 1	Level 2	Level 3	Level 4	Level 1	Level 2	Level 3	Level 4
0	36,408	37,318	38,251	39,207	37,136	38,064	39,016	39,991	37,879	38,826	39,796	40,791
1	38,034	38,985	39,959	40,958	38,794	39,764	40,758	41,777	39,570	40,560	41,574	42,613
2	39,733	40,726	41,744	42,788	40,527	41,541	42,579	43,644	41,338	42,371	43,431	44,516
3	41,506	42,544	43,607	44,697	42,336	43,394	44,479	45,591	43,183	44,262	45,369	46,503
4	43,359	44,443	45,554	46,693	44,226	45,332	46,465	47,627	45,111	46,238	47,394	48,579
5	45,296	46,428	47,589	48,778	46,201	47,356	48,540	49,754	47,125	48,304	49,511	50,749
6+	47,317	48,500	49,713	50,955	48,263	49,470	50,707	51,974	49,229	50,459	51,721	53,014

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
2. A period of time "On Leave From Call" does not qualify to calculate "years of service".
3. If salary scale is exceeded, a 2% increase should be paid annually.
4. Rostered ministers on parental or medical leave without resignation from call continue to accumulate years of service while on leave.
5. Synod Bishop must be consulted if salary scale cannot be paid.
6. Salary increases are effective on January 1 each year.

B. HOUSING

No Parsonage: Add a housing allowance to the base salary at Fair Rental Value in the area. Fair Rental Value includes rent and basic utilities (heat, electricity, water and sewer).

Parsonage: The congregation or calling agency may provide adequate housing in good repair, including basic utilities (heat, electricity, water and sewer).
Add a housing equity allowance of \$1,600 per year.
Consideration should be given to paying a housing allowance and collecting rent in lieu of a free rent with no allowance arrangement. This is suggested in order for the full value of the compensation to be covered under the life and disability benefits.

C. INTERIM MINISTRY

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.

Contact GSI regarding pension and benefits requirements which may still apply to interim ministry. If GSI confirms there are no requirements under the group plans, it is expected that the congregation pay an additional 3% to 5% of salary in lieu in order for the minister to cover such items personally.

2. For limited interim & supply ministry:

Worship services: (Sundays, weddings, funerals, etc.)

2019: \$205.00

2020: \$210.00

2021: \$215.00

Add \$75 for second worship service on same Sunday

Other pastoral duties: (confirmation classes, visitations, teaching events, pastoral care, meetings, etc.)

\$40 per hour

D. PULPIT SUPPLY

Pulpit Supply is the provision of worship leadership, preaching, and presiding at Holy Communion (when the minister is on the roster of this Synod). Compensation follows the rates specified for limited interim ministry. Travel reimbursement is made on a per km rate according to the National Compensation Guidelines (on the GSI website).

In most cases, Pulpit Supply fees are not subject to statutory (Income tax, EI, CPP) or pension and benefit deductions. If the same person is paid more than \$500 per calendar year from one congregation or ministry, a T4A must be provided.

E. OTHER COMPENSATION NOTES

This section applies to all rostered ministers including interim and supply.

Refer to the Employment Agreement where applicable.

1. Travel and other professional expenses – see the National Compensation Guidelines (on the GSI website)
2. Continuing Education Plan – see the National Policy (on the GSI website)
3. Pension & Benefits – contact ELCIC Group Services
4. Statutory deductions such as EI & CPP – as per CRA requirements