



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)									
		2019				2020			
Years of Experience		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
1		38,034	38,985	39,959	40,958	38,794	39,764	40,758	41,777
2		39,733	40,726	41,744	42,788	40,527	41,541	42,579	43,644
3		41,506	42,544	43,607	44,697	42,336	43,394	44,479	45,591
4		43,359	44,443	45,554	46,693	44,226	45,332	46,465	47,627
5		45,296	46,428	47,589	48,778	46,201	47,356	48,540	49,754
6 & over		47,317	48,500	49,713	50,955	48,263	49,470	50,707	51,974

		2021			
Years of Experience		Level 1	Level 2	Level 3	Level 4
0		37,879	38,826	39,796	40,791
1		39,570	40,560	41,574	42,613
2		41,338	42,371	43,431	44,516
3		43,183	44,262	45,369	46,503
4		45,111	46,238	47,394	48,579
5		47,125	48,304	49,511	50,749
6 & over		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) Rostered ministers who experience a period of "on leave from call" should subtract that time from total "years of experience".
- 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 should continue to accumulate years of experience while on leave.
- 5) Synod Bishop must be consulted if salary scale cannot be paid.
- 6) Salary increases are to be effective on January 1 each year.

B. HOUSING

No Parsonage: Add a housing allowance to the base salary at a Fair Rental Value in the area, with a minimum \$12,000 per year.

Parsonage Provision: 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.
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.

Please contact GSI regarding pension and benefits requirements which may still apply to interim ministry or pulpit supply. 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

\$75 for second service on same Sunday

Other pastoral duties: \$40 per hour (confirmation classes, visitations, teaching events, pastoral care, meetings, etc.)

D. 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
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 rostered minister to cover such items personally.
4. Statutory deductions such as EI & CPP – as per CRA requirements