



2022-2024 Employers Compensation Guidelines for Rostered Ministers

A. SALARY SCALE

2022-2024 MINIMUM SALARY SCALE												
(there is a 2.5% differential between Levels 1, 2, 3, 4)												
	2022				2023				2024			
Years of Service	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	38636	39602	40592	41607	39409	40394	41404	42439	40197	41202	42232	43288
1	40362	41371	42405	43465	41169	42198	43253	44334	41992	43042	44118	45221
2	42165	43219	44299	45407	43008	44083	45185	46315	43868	44965	46089	47241
3	44046	45148	46276	47433	44927	46051	47202	48382	45826	46972	48146	49350
4	46013	47163	48342	49551	46933	48106	49309	50542	47872	49068	50295	51553
5	48068	49270	50501	51764	49029	50255	51511	52799	50010	51260	52542	53885
6+	50213	51469	52755	54074	51218	52498	53810	55156	52242	53548	54887	56259

1. "Level" refers to the following education degrees or their equivalents:
 - Level 1 – Basic Theological Training or diploma
 - Level 2 – Bachelor degree or Master of Divinity w/o prior undergraduate 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.)

2022: \$215.00

2023: \$215.00

2024: \$220.00

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