



October 28, 2022

Dear congregations and rostered ministers of the MNO Synod,

Grace and peace to you in the name of Christ our Saviour.

We continue to feel the after-effects of a global pandemic. These days, rising costs and inflation are at top of mind. From gas to groceries, to everything in between, we feel financial pressure with an approximate 9% inflation in Manitoba. Housing costs have significantly increased as well. I know that this pressure has impacted congregational giving and expenses already. However, MNO Synod Council is asking that congregations and ministries consider how this has affected your staff and to make some adjustments.

We have passed a motion proposing an additional increase over the 2023-2024 compensation guidelines. Please see the attached document for specifics as they apply to clergy. Compensation is typically voted on at Synod Convention, so these remain recommendations. Our proposal is:

- A 5% salary increase for all staff – lay and rostered
- A 5% increase in housing allowance, where applicable
- Additional paid vacation time in lieu of salary where it is impossible to provide financial compensation. The equivalent would be an additional 2 ½ weeks per year, including Sundays.

All of our church staff have worked diligently and carried more stress over the last years. Do not also leave them with financial stress. Please also consider that we have a very limited number of pastoral/diaconal candidates within the Synod. If we are unable to maintain compensation levels that are competitive with other Synods, we could find ourselves with a significant leadership debt. Minimum compensation will be adjusted to reflect these changes at Synod Convention in 2025, so smaller changes now could avoid shock in the near future.

If you have questions or would like to discuss the matter, please contact the synod office. Blessings to you in your leadership roles, and in your continued service in the Gospel.

Yours in Christ's Service,

Rev. Jason Zinko
Bishop
Manitoba Northwestern Ontario Synod
Evangelical Lutheran Church in Canada

Encl: 2023-2024 Proposed Compensation Guideline



2023-2024 **PROPOSED** EMPLOYERS COMPENSATION GUIDELINES FOR ROSTERED MINISTERS

A. Salary Scale

The salary scale below incorporates a 5% increase over the approved compensation guidelines to mitigate high inflation rates.

2023-2024 PROPOSED MINIMUM SALARY SCALE (there is a 2.5% differential between Levels 1, 2, 3, 4)								
	2023				2024			
Years of Service	Level 1	Level 2	Level 3	Level 4	Level 1	Level 2	Level 3	Level 4
0	41379	42414	43474	44561	42207	43262	44344	45452
1	43227	44308	45416	46551	44092	45194	46324	47482
2	45158	46287	47444	48631	46061	47213	48393	49603
3	47173	48354	49562	50801	48117	49321	50553	51818
4	49280	50511	51774	53069	50266	51521	52810	54131
5	51480	52768	54087	55439	52511	53823	55169	56579
6+	53779	55123	56501	57914	54854	56225	57631	59072

- “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
- A period of time “On Leave from Call” does not qualify to calculate “years of service”.
- If salary scale is exceeded, a 2% increase should be paid annually.
- Rostered ministers on parental or medical leave without resignation from call continue to accumulate years of service while on leave.
- Synod Bishop must be consulted if salary scale cannot be paid.
- 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~~ **\$1680** 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~~ \$225.00

2024: ~~\$220.00~~ \$230.00

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