



Manitoba/Northwestern Ontario Synod

2009 & 2010 COMPENSATION GUIDELINES FOR ROSTERED MINISTERS

The following salary guidelines will assist congregations in planning the salary for full-time rostered ministers.

These are guidelines only and may be exceeded depending upon the individual circumstances, experience and workload of the rostered minister. Where a congregation finds it impossible to pay up to the salary scale, the synodical bishop shall be consulted to consider other options, such as additional free time, study leave, or leave for part-time employment outside the parish. It is recommended that benefits be paid according to guidelines, unless the call is reduced to less than 50% of full-time.

A. SALARY SCALE

Tables 1 and 2 below allow for 3 options for paying salaries for 2009-2010:

1. Using the 3 year phased-in scale for 2009 **and** 2010;
2. Using the 6-step scale in 2009 **and** 2010; or
3. Using the 3 year phased-in scale for 2009 and the 6-step scale for 2010.

TABLE 1

2009 AND 2010: 3 YEAR PHASED-IN SCALE								
(includes 2% cost of living increases)								
*Levels based on Education – 2.5% differential between levels								
Years of Experience	2009				2010			
	Level 1	Level 2	Level 3	Level 4	Level 1	Level 2	Level 3	Level 4
0	29,291	30,023	30,773	31,543	29,876	30,623	31,389	32,174
1	30,115	30,868	31,639	32,430	30,959	31,733	32,526	33,339
2	30,959	31,732	32,526	33,339	32,081	32,883	33,705	34,547
3	31,829	32,625	33,440	34,276	33,247	34,078	34,930	35,803
4	32,708	33,526	34,364	35,223	34,449	35,311	36,193	37,098
5	33,615	34,456	35,317	36,200	35,700	36,592	37,507	38,445
6	34,552	35,416	36,302	37,209	37,001	37,926	38,874	39,846
7	34,941	35,814	36,710	37,627	37,203	38,133	39,086	40,063
8	35,336	36,219	37,124	38,053	37,408	38,343	39,302	40,284
9	35,717	36,610	37,526	38,464	37,606	38,547	39,510	40,498
10	36,112	37,015	37,940	38,889	37,812	38,757	39,726	40,719
11	36,507	37,420	38,355	39,314	38,017	38,967	39,942	40,940
12	36,895	37,818	38,763	39,732	38,219	39,174	40,154	41,158
13	37,284	38,216	39,171	40,151	38,421	39,381	40,366	41,375
14	37,679	38,621	39,586	40,576	38,626	39,592	40,582	41,596
15	38,067	39,019	39,994	40,994	38,828	39,799	40,794	41,814

Rostered ministers having over 15 years of service should receive a 2% cost of living increase and an increment for each additional year of experience.

TABLE 2

2009 AND 2010: 6 STEP SCALE (includes 2% cost of living increases) *Levels based on Education – 2.5% differential between levels								
Years of Experience	2009				2010			
	Level 1	Level 2	Level 3	Level 4	Level 1	Level 2	Level 3	Level 4
0	29,291	30,023	30,773	31,543	29,876	30,623	31,389	32,174
Step 1	30,598	31,363	32,147	32,951	31,210	31,991	32,790	33,610
Step 2	31,964	32,764	33,583	34,422	32,604	33,419	34,254	35,111
Step 3	33,392	34,226	35,082	35,959	34,059	34,911	35,784	36,678
Step 4	34,882	35,754	36,648	37,564	35,580	36,470	37,381	38,316
Step 5	36,440	37,351	38,285	39,242	37,169	38,098	39,050	40,026
Step 6	38,067	39,018	39,994	40,994	38,828	39,799	40,794	41,814

Rostered ministers having over 6 years of service should receive a 2% cost of living increase and an increment for each additional year of experience.

* “Levels” refer to the following education degrees or their equivalents:

- Level 1** Basic Theological Training or diplomas
- Level 2** Bachelor degrees
- Level 3** Masters of Divinity degrees
- Level 4** Doctor of Ministry, Masters in Sacred Theology degree, PhD

NOTE:

On the anniversary date of a rostered minister’s service under call (anniversary of ordination minus any time “on leave from call”) the minister shall move up one step, thereby receiving a step increment for each full year of service under call. Each subsequent step is to be applied as each additional 12-month period of full-time service under call is completed.

- Rostered ministers in part-time service will take longer than 12 calendar months to attain the 12-month full-time equivalency
- Rostered ministers who experience a period “on leave from call” should subtract that time from total years of service under call.
- Parental or medical leave without resignation from call accumulates as months or years of service under call.

B. HOUSING ALLOWANCES

For congregations that do not provide a parsonage:

Housing allowance for 2009 and 2010:

* \$11,000 per year

* If in your community the above housing allowance is inadequate to cover proper housing facilities, a fair amount should be negotiated.)

For congregations that provide a parsonage:

Housing Equity:

\$1,500 per year

C. BENEFITS

1. Pension & Benefits

Please see ELCIC Group Services Inc. website for details on the pension and benefits plan: www.elcicgsi.ca.

The following formulae are to be used to determine the pension base when calculating pension and benefits premiums:

For rostered ministers where accommodations are provided

$$\begin{aligned} & \text{Salary} \\ + & \text{30\% of Salary} \\ + & \text{Housing Equity} \\ = & \text{Pension Base} \end{aligned}$$

For rostered ministers where no accommodations are provided

$$\begin{aligned} & \text{Salary} \\ + & \text{Housing Allowance} \\ = & \text{Pension Base} \end{aligned}$$

Member Contribution to Pension:	5% of "Pension Base"
Employer Contributions:	
Matching contribution on behalf of member:	5% of "Pension Base"
Supplemental payment to pension fund:	6% of "Pension Base"
Life & disability premium:	3% of "Pension Base"

2. Extended Health & Dental

See ELCIC Group Services Inc. website for details on the pension and benefits plan: www.elcicgsi.ca. The recommended split of the premium is as follows:

Employer pays 75% of premium
Member pays 25% of premium

3. Government Pension Plan (CPP): as specified by Canada Revenue Agency

4. Employment Insurance (EI): as specified by Canada Revenue Agency

5. Vacation Leave:

- 4 weeks per year, (including 4 Sundays).
- Every fifth anniversary of ordination: 5 weeks (including 5 Sundays), then reverting to 4 weeks.
- After 20 years service from year of ordination, five weeks, including five Sundays each year following. One week of vacation may be carried over to the following year.

6. Parental Leave: In accordance with the Employment Standards of the Province of Manitoba or Ontario.

7. Sabbatical Leave: in accordance with Guidelines for Congregation Considering Sabbatical Leave for Rostered Ministers Under Call which is available on the MNO Synod website: www.mnosynod.org

8. Compassionate Leave: in accordance with the Employment Standards of the Province of Manitoba or Ontario.

9. Study Leave:

2 weeks including 2 Sundays. Study leave can be accumulated to 12 weeks if there is prior congregational council approval.

10. Sick Leave

For details on sick leave, see Short Term Disability Policy which can be found on the ELCIC website at www.elcic.ca. In summary, full salary, housing and benefits must be paid by the congregation for up to 9 weeks of sick leave. Beginning with the 10th week and continuing through the 26th week, disability benefits are provided in accordance with the Canada Employment Insurance Commission; after the 26th week, disability benefits are provided by and in accordance with the Pension and Benefits Plan of the Evangelical Lutheran Church in Canada. .

D. PROFESSIONAL EXPENSES

1. Book Allowance (for personal or professional use): \$475 per year

2. ELCIC Continuing Education Plan:

Please ELCIC website www.elcic.ca for details on this plan

2009:	Congregation Yearly Contribution:	\$500
	Rostered Minister's Yearly Contribution	\$250

2010	Congregation Yearly Contribution:	\$600
	Rostered Minister's Yearly Contribution	\$300

3. Travel Expenses

Reimbursement for personal automobile shall be the rate recommended by Department of Finance Canada www.fin.gc.ca

E. PULPIT SUPPLY:

To be paid by congregation: \$130 for first service, \$60 for second