



Manitoba/Northwestern
Ontario Synod

2011 & 2012 COMPENSATION GUIDELINES FOR ROSTERED MINISTERS

The following 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

2011 AND 2012 SALARY SCALE (includes 2% cost of living increase over previous year) (there is a 2.5% differential between Levels)								
Years of Experience	2011				2012			
	* Level 1	* Level 2	* Level 3	* Level 4	* Level 1	* Level 2	* Level 3	* Level 4
0	30,474	31,236	32,017	32,817	31,083	31,860	32,657	33,473
1	31,834	32,630	33,446	34,282	32,471	33,283	34,115	34,968
2	33,256	34,087	34,940	35,813	33,921	34,769	35,638	36,529
3	34,740	35,609	36,499	37,411	35,435	36,321	37,229	38,160
4	36,292	37,199	38,129	39,083	37,017	37,942	38,891	39,863
5	37,912	38,860	39,831	40,827	38,671	39,638	40,629	41,644
6	39,605	40,595	41,610	42,650	40,397	41,407	42,442	43,503

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.

* "Level" refers 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: *\$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. PENSION & BENEFITS

1. Pension & Group Benefits

Contributing to the pension and group benefits plan administered through ELCIC Group Services Inc. is a mandatory part of the compensation package. Please see ELCIC Group Services Inc. website for details on requirements and eligibility, contributions and premium payments. www.elcic.gsi.ca

2. Extended Health & Dental

See ELCIC Group Services Inc. website for premium rates 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 with prior consent of congregational council
- The congregational council should ensure that vacation time is used each 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 – to be used each calendar year, but may be accumulated to 6 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.

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

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. INTERIM MINISTRY & PULPIT SUPPLY

1. For 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. If the interim minister is over 65 years of age, contact ELCIC Group Services Inc. as pension and benefits contributions may be payable, otherwise an expectation of 3% to 5% of salary should be paid by the congregation as an RRSP contribution.

2. For limited interim & supply ministry:

Pulpit Supply:	\$130 first service; \$60 for second service
Meetings:	\$ 40 per hour
Confirmation classes, teaching events:	\$ 40 per hour
Wedding/Funeral Services:	\$150 per service
** Other pastoral duties:	\$ 25 per hour
Travel Expenses:	(see D.3. above)
EI & CPP:	(as required by CRA)
Pension & Benefits:	(contact ELCIC Group Services Inc. for required contributions on all compensation, including pulpit supply)
Pension for Rostered Ministers over 65 years of age:	(contribution to ELCIC Group Services Inc. or 3% to 5% of wages for RRSP)

(** may include administrative responsibilities; home, hospital or personal care home visitations; home or hospital communion; crisis calls; counselling, i.e. grief, premarital, personal crisis)