

## 2021 Compensation Guidelines

Greetings Congregational and Rostered Leaders:

RE: 2021 Rostered Leaders Compensation Guidelines

The Compensation Guidelines for 2021 have been approved by Synod Council. The overall changes to be aware of for 2021:

### 1. Salary:

Synod council has approved an increase of 2.0% across the grid.

### 2. Benefits:

GSI (Group Services Inc.), the ELCIC’s Benefits provider, and NCC (National Church Council) continue to set national harmonized standards for: Vacation, Leave of Absence, ELCIC Pension, ELCIC Group Benefits Plan, ELCIC Continuing Education Plan and Book Allowance

Should there be any questions related to compensation guidelines, please do not hesitate to contact Monica Johnson, Synod Finance Manager at the Synod Office [finance@sasksynod.ca](mailto:finance@sasksynod.ca) or phone 306-244-2474.

## Contents

2021 Compensation Guidelines .....	1
2021 Salary for Rostered Ministers .....	2
Minimum Salary Grid for Rostered Ministers .....	2
Notes on the Salary Guidelines .....	2
2021 Benefits for Rostered Ministers.....	4
Guidelines for Pulpit Supply and other Services .....	5



## 2021 Salary for Rostered Ministers

### Minimum Salary Grid for Rostered Ministers

2021		B. Th.	M. Div.	S.T.M.	Ph.D.
	Level 1	Level 2	Level 3	Level 4	Level 5
<b>Start</b>	51,936	53,235	54,564	55,929	57,327
<b>Step 1</b>	54,013	55,364	56,748	58,169	59,621
<b>Step 2</b>	56,177	57,581	59,020	60,495	62,008
<b>Step 3</b>	58,422	59,881	61,380	62,914	64,486
<b>Step 4</b>	60,757	62,729	63,834	65,429	67,065
<b>Step 5</b>	63,189	64,769	66,388	68,047	69,748
<b>Step 6</b>	65,718	67,360	69,045	70,770	72,540

**Columns:** Level 1 - 5 recognizes educational level

Level 1 Basic Theological Education

Level 2 Bachelor of Theology (B.Th.)

Level 3 Master of Divinity (M.Div.)

Level 4 Master of Sacred Theology (S.T.M.) or Doctor of Ministry (D. Min)

Level 5 Doctor of Theology (Th.D.) or Doctor of Philosophy (Ph.D.)

**Rows:** Start to Step 6 recognizes experience

### Notes on the Salary Guidelines

#### 1. The purpose of the guidelines

These salary guidelines approved by Synod Council are provided to assist congregations, parishes, and ministries in planning the remuneration for rostered ministers. Note that these guidelines are considered minimum salary and may be exceeded, depending on the individual circumstances, experience and workload of the rostered minister. Where a congregation or ministry finds it impossible to pay up to the salary scale, the bishop shall be consulted in order that other options for compensation by the parish may be considered, such as additional free time, study leave, or leave for part-time employment outside the parish.

#### 2. Overall change to the 2021 salary grid

A 2% increase has been applied to the 2021 grid.

### 3. Salary and housing combined on the grid

These guidelines, as they have for a number of years in Sask Synod, combine the former salary and housing allowance numbers into one salary number.

### 4. Housing:

- Increasingly, across the ELCIC, rostered ministers are choosing to secure their own housing. Purchasing a house, understandably, enables rostered ministers to potentially build up equity. Purchasing or renting also allows the rostered minister to match their dwelling space to the particular needs of their own family.
- When a congregation owns a parsonage, it is to be treated by the congregation as a rental property. The rostered leader would have first option to rent it from the congregation/parish for an agreed upon fair market rental for that community. (If a parsonage is rented by the rostered leader, the negotiated price should include utilities.) The rostered minister would issue a monthly cheque for rent to have a clear paper trail for auditing purposes. If the minister chooses not to live in the parsonage this has no impact on the salary/benefit package as the parsonage can normally be rented to other members of the community to generate revenue for the congregation.
- A “housing allowance” deduction continues to provide rostered leaders with a significant benefit through the rostered leader’s tax return with CRA.
- For clergy couples: Rostered ministers who share the same accommodation are each entitled to all components of the Salary Package. (Only one member of the couple may claim the residence tax deduction with CRA.)

### 5. Salary Grid

On the anniversary date of a rostered minister’s service under call the minister will move up one step (unless he/she is already at the top step), thereby receiving a step increment for the additional full year of service under call. (Some parishes have chosen to make the step adjustment on January 1 to avoid having to calculate salary twice in a year.)

- a. Rostered ministers in part-time service will take longer than 12 calendar months to attain the 12-month full-time experience equivalency.
- b. Rostered ministers who experience a period “on leave from call” exclude that time when calculating their total years of experience.
- c. Parental or medical leave without resignation from call is included when calculating a minister’s years of service under call.



d. Examples

Pastor X was at Step 4, Level 3 in 2020 so that salary is calculated based on annual earnings of \$62,582. On January 1, 2020 Pastor X remains at Step 4, Level 3 for 2020 for annual earnings of \$63,834 for the first part of the year. Then, on the anniversary date of Pastor X's service under call (ordinarily the date of beginning the first call unless extended absences from call occurred), Pastor X moves to Step 5, Level 3 (\$66,388) to receive the increment that acknowledges another year of experience in ministry.

For another example, Pastor Y with 10 years of ministry experience, was at Step 6, Level 3 in 2020 (\$67,691). In January 2021 Pastor Y remains at Step 6, Level 3 on 2021 grid and receives only one adjustment to minimum salary for the year-- entitling Pastor Y to \$69,045 annual compensation.

## 2021 Benefits for Rostered Ministers

GSI (Group Services Inc – The ELCIC Benefits provider) and NCC (National Church Council) set national harmonized standards for: Vacation, Leave of Absence, ELCIC Pension, ELCIC Group Benefits Plan, ELCIC Continuing Education Plan and Book Allowance, Sick Leave Policy, and Maternity Leave Policy

For information on all the above check the link on the GSI website

[www.elcicgsi.ca/?page\\_id=1912](http://www.elcicgsi.ca/?page_id=1912) or go to [www.elcicgsi.ca](http://www.elcicgsi.ca) and hover the cursor over the word 'Employers' on the top line and then select what you need from the drop-down menu.

## Guidelines for Pulpit Supply and other Services

The following guidelines apply for pulpit supply, vice-pastor services, and other occasions when a rostered minister not serving under call to a congregation is requested by a congregation to provide pastoral services. The guidelines below apply to the remuneration of rostered ministers. (Congregations may find these guidelines helpful in determining appropriate remuneration for work performed by the laity or by clergy not on the Sask synod roster).

### Pulpit Supply:

- One service \$200.00
- Two same day/same parish services \$250.00
- More than two services: by mutual agreement.

Confirmation: \$75.00/class

Funeral service: \$200.00

Graveside service/delayed interment: \$100.00

Crisis ministry pastoral visitation or family prayer service: \$ 75.00

### Weddings:

- Rehearsal, service & document prep \$200.00
- Marriage Preparation \$200.00

Vice Pastor Monthly Stipend: \$200.00

Visitation at request of parish/council meetings: \$ 75.00

### Travel:

- Travel reimbursement: Synod km rate \$.52/km
- Travel Time: \$ 25.00/hr. to a max of 4 hrs.

Statutory deductions are as per the ELCIC Treasurer's booklet. Ordinarily the congregation is responsible to pay the fees for services and travel reimbursement, although for funerals and weddings the family may arrange payment through the congregation or the funeral home.