# COMPENSATION GUIDELINES for 2026
# British Columbia Synod - ELCIC

## PART A: I. PASTORS' SALARY GUIDELINES FOR BC

*The Compensation Schedule for 2026 reflects cost-of-living adjustments that are based upon the Consumer Price Index for BC. using* ***July 2024 to July 2025*** *CPI = 1.7%*

### A. Minimum base salary

The beginning number is the salary set by the British Columbia Synod of the Evangelical Lutheran Church In Canada as the minimum base salary figure. When computing a pastor's compensation, begin by selecting a figure in the table below.

| Years of Service | 2026 |
|---|---|
| Newly Ordained | 50,621 |
| 1 | 51,330 |
| 2 | 52,042 |
| 3 | 52,758 |
| 4 | 53,471 |
| 5 | 54,183 |
| 6 | 54,895 |
| 7 | 55,608 |
| 8 | 56,320 |
| 9 | 57,036 |
| 10 | 57,749 |
| 11 | 58,461 |
| 12 | 59,150 |
| 13 | 59,886 |
| 14 | 60,599 |
| 15 | 61,314 |

Beyond the 15$^{th}$ year of service the increment is **$150 for each year added** to the amount of year 15 **OR 1 paid day of vacation for each year** beyond year 15 added to the weeks of regular vacation (e.g. 16 years of service (using 2025 figures): $61,314 + $150 or 1 day vacation.)

The pastor and congregation/employer are to consider each other's needs in making their decision.

### B. Salary Beyond Base

To the *base salary* figure should be added a figure determined by the council/employer that reflects additional training, skills or special congregational requirements (e.g. STM, DMin, Th.D., Ph.D., certified counselor, extra language, isolation, etc.). When the *salary-beyond* figure is added to the *base salary*, the council has the *total base salary* figure.

### C. Partial Year

All salary and benefits are pro-rated based on a pastor's call with a given congregation or employer. Should the pastor accept a call to another congregation or employer, the calling congregation or employer will reimburse any expenses paid in full to the congregation that the pastor formerly served.

### D. Housing

1. Adequate housing is provided in the compensation package either in the form of congregation-owned housing or a housing allowance.

Synod policy is that this housing allowance should be equal to the cost of renting accommodations in that area. When the congregation or employer provides a housing allowance, the actual amount the pastor may claim as a tax free benefit is determined by Canada Revenue Agency (CRA). Please see CRA guidelines – Clergy Housing Deduction (Form T1223).

If a pastor wishes to file a "Request to Reduce Tax Deductions at Source" (Form T1213) for an upcoming year, this should be submitted to CRA by November. The calculations from "Clergy Residence Deduction" (Form T1223, part C) are used to determine the amount eligible for tax reduction. A letter of authorization from CRA is required before reductions can be made.

**2**. An equity allowance should be provided if the pastor lives in an employer-owned house. Each year a housing equity allowance reflecting the increase in property values should be offered. The amount should not be below $2,100.00 per annum. This amount makes up part of the *total base salary* figure (I. B.) for pension calculation.

## II. GUIDELINES FOR PASTORAL SUPPLY

Pastoral supply follows the following schedule:

1 service - $285 plus mileage @ $.72 per km.

2 services (same day) in the same congregation - $335 plus mileage @ $.72 per km.

A second service in a different language calls for a 50% addition to the first service.

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**WorkSafeBC:**

WorkSafeBC (worker's compensation) is mandatory for all employees of the congregation/employer.

**Employment Standards Act:**

We urge all employers to avail themselves of the free Guide to the Employment Standards Act which defines: the Act, who is covered, hiring, payment of wages, keeping records, hours of work, overtime, flexible work schedules, statutory holidays, leaves and jury duty, annual vacation, clothing, termination, variances, complaints, enforcement measures and penalties, term, questions and addresses. It is the law of which ignorance is no excuse during disputes or in court.

Call 1-800-663-3316 (province-wide) or Vancouver area 604-660-4946 for your free copy. Or go to the website: http://www.labour.gov.bc.ca/esb/.

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### PART B: HARMONIZED COMPENSATION GUIDELINES

The Harmonized Compensation Guidelines were approved at National Church Council in 2016. The harmonized sections of the compensation guideline include:

- Vacation
- Leave of absence
- ELCIC Pension
- Group Benefits
- Continuing Education Plans
- Book and travel allowance/reimbursement

The harmonized compensation guidelines also include the sick leave policy and parental leave policy. For further information, please contact ELCIC Group Services Inc.