



British Columbia Synod

Evangelical Lutheran Church in Canada

Memorandum of Compensation, Professional Expenses, and Benefits

Related to the Call of _____
(name of person being called)

To Ministry / Congregation of _____

Figures based on a (circle one)

	Full time	FT or ____ % call
Compensation		
a) Base Salary	\$ _____/yr	\$ _____/yr
a) Housing Allowance (if no parsonage)	\$ _____/yr	\$ _____/yr
b) Other (second language, specialized education, etc.)	\$ _____	\$ _____
Total Compensation		\$ _____

Professional Expenses

- a) Car Allowance: Monthly allowance (taxable) OR \$ _____/yr
By mileage rate reimbursement, calculated each year
using the CRA rate
\$ _____ per km for the first 5000km, reimbursement ____ (initial)
\$ _____ for every km after
- b) Book Allowance (minimum \$500/yr)
• Monthly allowance (taxable) OR \$ _____
• By Receipt (not taxable) reimbursement ____ (initial)
- c) First Call Program
\$1,500 annually for the first three years after ordination \$ _____
- d) Cell Phone Allowance \$ _____
- e) Other _____ \$ _____
- f) Other _____ \$ _____

Benefits (Employer's Share- required)

- a) ELCIC Pension and Benefits Plan \$ _____
- b) ELCIC Health and Dental Plan Tier _____ \$ _____
- c) Government Pension Plan (CPP/QPP) as per government regulations
- d) Employment Insurance as per government regulations
- e) Other _____ \$ _____
- f) Other _____ \$ _____
- g) Vacation of _____ weeks per year, including _____ Sundays and provide for pulpit supply during your absence.
- h) Study Leave of _____ per year, including _____ Sundays and provide for pulpit supply during your absence.
- i) Sick time of 2 full weeks, including Sundays. Sick time beyond 2 weeks, maternal and paternal leave, bereavement leave, and disability guidelines can be found on the GSI website.

Elected Congregational Representatives

1. _____
(signature)

(print name)

(elected position)

2. _____
(signature)

(print name)

(elected position)

Date _____