



Evangelical Lutheran Church in Canada

Eglise Evangélique Luthérienne au Canada

*Memorandum of
Compensation, Professional Expenses, and Benefits
For 2_____*

Related to the Call of the Reverend _____

By _____

Compensation

- a) Base Salary \$ _____
- b) Housing allowance (if no parsonage) \$ _____
- c) Other \$ _____
- Total Compensation \$ _____

Professional Expenses

- a) Car Allowance **OR** \$ _____
_____ per km
- b) Continuing Education \$ _____
- c) Books, journals, publications \$ _____
- d) First Call Program (\$1,500.00 annually for a rostered minister's first three years after ordination or consecration.) \$ _____
- e) Other \$ _____

Benefits (Employer's Share) [as required]

- a) ELCIC Pension and Benefits Plan \$ _____
- b) ELCIC Health and Dental Plan \$ _____
- c) Government Pension Plan (CPP/QPP) \$ _____
- d) Employment Insurance \$ _____
- e) Other \$ _____
- f) Other \$ _____
- g) Vacation of _____ per year, including _____ Sundays and provide for pulpit supply during your absence.
- h) Maternal and parental leave, provided as governed by provincial labour standards.
- i) Sick leave up to nine weeks with full salary, housing and benefits. Beginning with the 10th week and continuing through the 26th week, disability benefits provided in accordance with the Employment Insurance Commission; after the 26th week, disability benefits provided by and in accordance with the Pension and Benefits Plan of the Evangelical Lutheran Church in Canada.

Office _____

Office _____