British Columbia Synod - ELCIC

2027 Salary Guidelines

British Columbia Synod of the Evangelical Lutheran Church in Canada

Effective: January 1, 2027

These guidelines apply to rostered ministers, including pastors and deacons, and help congregations and other employers prepare fair and clear compensation agreements. Read them together with the applicable ELCIC national compensation guidelines and current pension and benefit plan requirements.

1 Salary

The 2027 salary schedule applies a 2.9% cost-of-living adjustment to the 2026 schedule. The proposed 2027 rates use the BC Consumer Price Index change from July 2025 to July 2026.

Years since Ordination	2027
Newly ordained	52,089
1	52,819
2	53,551
3	54,288
4	55,022
5	55,754
6	56,487
7	57,221
8	57,953
9	58,690
10	59,424
11	60,156
12	60,865
13	61,623
14	62,356
15	63,092

These figures are the full-time minimum base salary, before housing and other applicable compensation components.

1 Salary continued

Service beyond 15 years

For each year of service beyond 15, add $150 to the applicable current year-15 salary OR one paid vacation day to the regular vacation entitlement. For 16 years of service in 2027, this is $63,092 plus $150, or $63,092 plus one additional paid vacation day. The rostered minister and congregation or employer to consider each other's needs in making their decision.

Salary above the minimum

The council or employer should add an amount reflecting additional training, relevant skills or special ministry requirements, such as advanced theological education, counselling qualifications, additional languages or isolation. The minimum salary plus this additional amount forms the total base salary.

2 Housing

Housing provision and allowance

Adequate housing forms part of the compensation package through employer-owned housing or a housing allowance. BC Synod policy bases the allowance on local rental costs. Recommend providing a cost-of-living increase on housing each year to keep it current and a review of local rental costs at least every two years.

Housing equity allowance

When a rostered minister lives in an employer-owned home, an annual housing equity allowance reflecting increases in property values should be offered. For 2027, it should be no less than $2,161. The BC guidelines include this allowance in the salary figure used for pension calculations; confirm payroll treatment with ELCIC Group Services Inc. (GSI).

Clergy residence deduction

A housing allowance is not automatically tax-free. Eligibility for the clergy residence deduction and the deductible amount are determined under CRA rules. Use Form T1223; the rostered minister completes Parts A and C, and the employer certifies Part B.

A rostered minister requesting reduced income tax withholding should consult the current CRA instructions for Form T1213 and allow time for processing before the new year. The required CRA authorization must be provided to the employer before a reduction is applied.

3 Ministry arrangements

Employment agreements

Record employment terms in an ELCIC Employment Agreement and review it when compensation or duties change significantly.

Part time ministry

Part-time agreements should address salary, housing, pension, eligible benefits, expenses, continuing education and vacation. Confirm plan eligibility and contributions with GSI.

Interim ministry

Use the salary and housing guidelines and applicable benefits for full-time interim ministry. For other interim arrangements, record the agreed duties, time commitment, compensation and expenses in writing, with guidance from the Office of the Bishop as needed.

Partial year service

Prorate salary and applicable benefits for the portion of the year served, subject to pension and benefit plan rules. When a rostered minister moves to another call, the employers should reconcile the applicable unused portion of eligible expenses paid in advance. Confirm the expenses and calculation in writing.

4 Pastoral supply and additional services

Proposed payments distinguish preaching, presiding at Holy Communion and leading a service without Holy Communion. This is helpful for communities where 2 people are leading. The final column will be the number used most often for pulpit supply.

Worship assignment	Preaching only	Presiding at Holy Communion	Leading	Total
One Sunday service	$190	$95		$285
Two Sunday services in the same congregation	$220	$115		$335
One weekday or evening service	$120	$65		$185
Leading a mid-week non-Eucharistic Service			$50	$50

Preaching includes sermon preparation and delivery. The Holy Communion column covers service leadership without preaching; a non-Eucharistic service is a service without Holy Communion, such as Evening Prayer. Select the applicable service-leadership column, not both. If the same person also preaches, add the preaching payment. If roles are shared, pay each person for their role.

For example, a weekday service with preaching and Holy Communion pays $185 ($120 + $65); a weekday non-Eucharistic service with preaching pays $170 ($120 + $50). Leading a weekday non-Eucharistic service without preaching pays $50.

Agree on responsibilities and payment before the service. These rates include deacons for the roles they are authorized to undertake. Deacons generally do not preside at Holy Communion. Confirm any authorization to preside with the Office of the Bishop before making an assignment.

The existing BC provision for a second service in a different language is an additional 50% of the first-service payment.

Additional pastoral services

Recommended payment: **$50.00 per hour**.

The $50 hourly recommendation applies to pastoral work, visitation, meetings and other additional services for congregations without a regularly called rostered minister.

Agree in advance on the work, anticipated hours and reimbursable expenses. The $50 hourly rate may include preparation time, as agreed beforehand. Under these guidelines, travel time is compensated through the mileage payment and is not billed separately at the hourly rate.

Mileage is paid at the applicable current CRA per-kilometre rate published online. Consult the CRA's current automobile allowance rates; for 2026 that amount is 73 cents per km for the first 5000 then 67 cents per km after that. View current CRA rates.

Contact the BC Synod Office for the current pulpit supply list. This list is updated regularly. The Office of the Bishop appoints participants and oversees the applicable screening and boundaries training requirements.

5 Benefits and employer responsibilities

National compensation guidelines

Consult the current ELCIC national compensation guidelines and GSI requirements for vacation, leaves of absence, pension, group benefits, continuing education, book and travel allowances or reimbursement, sick leave and parental leave. Confirm eligibility, contributions and payroll treatment with GSI for the particular employment arrangement.

Convention and moving expenses

Employers should cover synod convention attendance expenses. Agree on moving arrangements and employer-paid costs for a new call in writing before a move.

WorkSafeBC

Congregations and other employers must meet WorkSafeBC registration and coverage requirements. Employers hiring workers in BC are generally required to register unless exempt. Confirm coverage and the status of any supply or contract arrangement directly with WorkSafeBC.

Employment standards and payroll

Employers should consult current BC Employment Standards Branch guidance and determine the requirements applicable to each position. Maintain employment and payroll records and comply with applicable wage, leave, vacation, termination and remittance obligations. Seek clarification where an exemption or a worker's employment status is uncertain.

Confirm applicable deductions and reporting with CRA and GSI. A supply or hourly payment arrangement does not, by itself, determine whether a worker is an employee or self-employed.

Questions and support

BC Synod Office
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bcsynod.org

ELCIC Group Services Inc.
elcicgsi.ca

Official resources

BC Synod pastoral supply information: bcsynod.org/resources/pulpit-supply
CRA forms: canada.ca — search T1223 and T1213
BC Employment Standards: gov.bc.ca — search Employment Standards
WorkSafeBC coverage: worksafebc.com/en/insurance/need-coverage
GSI payroll information: elcicgsi.ca/?page_id=89