

**2015 Canadian Ministers' Minimum
Salary and Benefits Guidelines**

The responsibility for setting these minimums belongs to the Classes. The guidelines presented by the Regional Synod need not be followed but can be used by the Classes as a resource.

1. Minimum Salaries

Service	2008	2009	2010	2011	2012	2013	2014	2015
Less than 4 years	35,045	35,675	36,567	36,750	37,265	38,308	39,035	39,386.31
More than 3 years, Less than 7 years	37,674	38,352	39,311	39,507	40,060	41,182	41,964	42,341.68
More than 6 years, Less than 10 years	38,440	39,132	40,110	40,310	40,874	42,018	42,816	43,201.34
10 years and over	41,068	41,907	42,955	43,170	43,774	44,500	45,346	45,754.11

2. Annuities

Full annuity as required by the denominational program.

3. Insurance

Full payment of Regional Synod of Canada insurance plan premiums, including life, dental, extended health care and LTD. Full payment of Provincial Health Care premiums as stipulated in the BCO. (page 130)

4. Car Allowance(Choice to be made from the following)

- a) \$2,500 per year, plus 23 cents per kilometer, OR
- b) Actual mileage as follows: 55 cents for the first 5000 kilometers, 46 cents for each additional kilometer

The mileage allowance is now inline with the Government Allowance.

<http://www.cra-arc.gc.ca/tx/ndvdl/tpcs/nem-tx/rtrn/cmpltng/ddctns/lms248-260/255/rts-eng.html>

- c) OR
- d) \$4,800 per year

5. Housing Allowance

Provide free, reasonable living accommodation for the pastor as follows:

- a) Whenever possible that the local church own its own parsonage within reasonable close vicinity of the place of worship.
- b) Rental accommodation provided in lieu of church owned parsonage to be paid for by the local congregation shall be based on the lowest estimate obtained from three local real estate

agents from within the vicinity of the church. Such accommodation should be comparable to a church owned parsonage and be of middle class standards. Should the pastor prefer upgraded accommodations, the additional expense shall be paid by the pastor. The congregation to be responsible for utilities, insurance and other normal costs as determined in the lease or rental agreement. In the case of upgraded housing, additional operating costs to be the responsibility of the pastor.

c) When the pastor owns his/her own home, he shall receive a housing allowance as determined in b) above.

d) Where the church owns a parsonage and the pastor does not wish to live in that parsonage, he/she may receive a housing allowance as agreed upon by the pastor and the church.

e) In all cases, the pastor will be responsible for insuring the contents of the parsonage.

f) Church pays for utilities, maintenance and property taxes for church owned parsonage.

6. Vacations

4 weeks including 4 Sundays

7. Professional Development(Study Leave and Stipend)

Totaling one full week to be provided with actual costs of said continuing education to be reimbursed up to an amount of 1/52 of the pastor's minimum base salary.

8. Responsibility of the Pastor and Local Church

It is the responsibility of the Pastor and Local Church that Taxation Forms: T1223 and T777 be properly completed.