

Revision History — Compensation Guidelines

Item	Changes and Basis
2012	
Salary	2.0% increase for all levels based on approximate Consumer Price Index.
Travel	Increase from \$0.45 to \$0.48 per km.
Vacation	Was 1 - 3 years service = 2 weeks; 4 - 9 years service = 3 weeks, 10 - 15 years services = 4 weeks. Changed to 0 - 7 years service = 3 weeks; 8 - 15 years service = 4 weeks.
Education	On page 3 added “after 5 years service, pastors be allotted up to 2 weeks per year for professional development at accredited Lutheran theological learning institutions or synod-approved training.”
2013	
Salary & Pension	2.5% increase for all levels based on approximate 1.1% Consumer Price Index and 1.4% to compensate for ½ of the cost of new defined contribution pension. Note that a pension contribution is now paid by church workers at the rate of 4% of salary which is tax-deductible creating a net effect of approximately 2.8%. Added this explanation to page 3.
Salary	On page 4 added “It is recommended that Pastors receive a salary increase of \$400.00 for every year after 15 years in the ministry.” This aligns closer to the LCC Alberta-British Columbia District compensation guidelines.
Education	On page 3 changed “up to 2 weeks per year” to “up to 2 weeks per 3 year period” for professional development. Added this statement to page 4.
Vacancy Pastor	On page 4, clarified the statement by adding “Vacancy” before the words “Pastor’s base salary”.
2014	
Salary	1.5% increase based on Statistics Canada Consumer Price Index for Ontario covering 12 month period ending in July 2013.
Supply Pastor	Was \$75 - \$125 per service plus travel allowance. Changed to: One Service - \$115 Two Services - \$135 One Service & Bible Study - \$135 Two Services & Bible Study - \$160 plus travel allowance in all cases. This follows a similar model used by ABC District.
Housing	On page 3 added “Reminder – Where housing allowance is paid, the housing allowance should increase where the salary increases.”
Pension	Removed Pension section which was added for 2013 on page 3 since the 1.4% added to the salary scale was a one time event.
2015	
Salary	2.0% increase based on Statistics Canada Consumer Price Index for Ontario covering 12 month period ending in August 2014. This represents the effect with transportation removed since that is cover by the travel allowance.
Travel	Increased from \$0.48/km to \$0.49/km. This is based on the Statistics Canada Consumer Price Index for transportation which increased 1.2% for 12 months and gas prices around \$1.30 / litre.
All Sections	Replaced the term “Pastors” with “Workers” where appropriate. This is defined to mean “Rostered Church Workers” within the Purpose section on page 2.
2016	
Salary for Pastors	The compensation guidelines chart was extended to 20 years. Added an across the board cost of living increase of 1.2% over 2015 based on Statistics Canada Consumer Price Index for Ontario covering the 12 month period ending in August 2015.

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	Wording under the compensation chart was added to say: "Total compensation includes base salary plus housing allowance." Wording in italics under the compensation chart was changed to regular font and reads "After 20 years, there should be a salary increase of \$400 each year."
Salary for Deacons	The chart for deacons was removed and section 1.b) added that says: "Deacons: 80% of pastors' salary range."
Housing	Paragraph 2 on page 4 was amended to read "While local conditions vary and should be considered, housing allowance should be based on the actual cost of housing up to 40% of the worker's BASE SALARY." Page 2 under Housing was amended by deleting the word "utilities" from the 3rd sentence and adding it to the 2nd sentence so that those two sentences now read: "This should be an amount sufficient to cover mortgage payments (assuming a minimum down payment) and municipal taxes on a home that reasonably reflects the local home market, and utilities. Cost of insurance, maintenance, etc., should be the direct responsibility of the worker."
Technology Allowance	A section for Technology Allowance was added. This is related to the use of personal electronic devices for church work.
2017	
Salary	1.5% increase (for years 0 – 20) based on Statistics Canada Consumer Price Index for Ontario covering 12 month period ending in July 2016.
Travel	Information was added regarding the alternative of renting a vehicle as opposed to using a personal vehicle and claiming mileage during a trip exceeding 200 kms. This included other considerations so that a decision could be made regarding the best alternative for the situation.
2018	
Salary Page 2	In order to make sure expectations are realistic, added two sentences starting with "Before assessing the worker's performance...". Removed a sentence regarding phasing a significant increase in salary over a period of multiple years. Added a paragraph about the benefits of being generous. Added a sentence at the end of this section "And always mindful that failure to pay adequate compensation and housing/equity will have a negative effect on the worker's pension, which is based on salary plus housing allowance".
After The Age of 70	Added a new section to deal with the increased number of Pastors who are working after the age of 70 when pension and CPP can no longer be paid by an employer.
Salary Scale	1.2% increase (for years 0 – 20) based on Statistics Canada Consumer Price Index for Ontario covering 12 month period ending in July 2017.
1. Housing Allowance	Added the sentence, "However, the housing allowance may exceed 40%, especially in the early years of ministry, when the base salary is low." This is in recognition of the high cost of housing in some urban areas.
3. Rental Vehicle	Removed reference to donating all or a portion of travel expenses associated with renting a vehicle for a tax receipt. The word "mileage" was replaced with other terms such as "travel allowance" or "per kilometer rates".