



Evangelical Lutheran Church in Canada

Memorandum of Compensation, Professional Expenses, and Benefits For 2009

related to the Call of _____

by _____

Compensation

- a) Base Salary \$ _____
- b) Housing (If No Parsonage Delete Equity) Equity Allowance \$ _____
- c) Other \$ _____
- Total Compensation \$ _____

Professional Expenses

- a) Car Allowance OR \$ _____
- b) 49¢ per km _____
- c) Continuing Education (plus two (2) weeks) \$ 600
- d) Books, journals, publications \$ 500
- e) Other \$ _____
- f) Expenses related to a one-time participation in a synod sponsored Transitions Retreat Yes

Benefits (Employer's Share)

- a) ELCIC Pension and Benefits Plan Yes
- b) Government Pension Plan (CPP/QPP) Yes
- c) Employment Insurance Yes
- d) Other – Manulife – Group Benefits % _____
- e) Other – Dental % _____
- f) Vacation of four (4) weeks per year, including four (4) Sundays and provide for pulpit supply during your absence.
- g) Parental leave provided in accordance with Provincial regulations.
- h) 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 _____
Chairperson

Office _____
Secretary or Treasurer