

## 2024 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.

For years we have tied the cost of living to the Ontario Teacher's Pension Plan yearly report. The adjustment is based on 100% of the adjustment in the Consumer Price Index (CPI), a weighted basket of goods and services typically purchased by Canadian households each month.

The method used to calculate the adjustment is prescribed by the terms of the plan and is the same method used by most other major Ontario pension plans, as well as the Canada Pension Plan.

<https://www.otpp.com/members/cms/en/life-career-events/retirement-life/inflation-protection/your-inflation-increase.html>

### 1. Minimum Salaries

Service	2017	2018	2019	2020	2021	2022	2023	2024
Less than 4 years	40,417	40,492	41,597	42,512	43,362	43,796	44,847	47,672
More than 4 years, Less than 7 years	43,449	44,014	44,718	45,702	46,616	47,082	48,212	51,249
More than 7 years, Less than 10 years	44,331	44,907	45,626	46,630	47,563	48,039	49,192	52,291
10 years and over	46,951	47,561	48,322	49,385	50,373	50,877	52,098	55,380

### 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)

- \$2,500 per year, plus 23 cents per kilometer, OR
- Actual mileage as follows: 59 cents for the first 5000 kilometers, 53 cents for each additional kilometer

**The mileage allowance is now online with the Government Allowance.**

[https://www.canada.ca/en/revenue-agency/services/forms-publications/publications/t4130/employers-guide-taxable-benefits-allowances.html#reasonable\\_ar](https://www.canada.ca/en/revenue-agency/services/forms-publications/publications/t4130/employers-guide-taxable-benefits-allowances.html#reasonable_ar)

OR

c) \$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, plus minimum one week compassionate/mental health leave as mutually agreed upon.

## **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.