

Regional Pastor Compensation (interim placement)¹

The Regional Pastor will receive an annual salary commensurate with his tenure (years of experience) as a rostered pastor based on his salary from his last Call/position held and in accord with the 2019 salary guidelines of his current District (hereafter referred to as 'the 2019 salary'). The 2019 salary will be adjusted to reflect the increased pastoral leadership responsibility borne by the Regional Pastor². Specifically, the 2019 salary will be adjusted by adding 8 % of 'the 2019 salary'.

Subject to rules of the Canada Revenue Authority (CRA), the Regional Pastor will receive:

- A monthly housing allowance (per current District Guidelines);
- Financial compensation/recognition for office space maintained in his residence (if applicable);
- Car allowance (for travel incurred on Regional business in his own vehicle, subject to CRA rules and per current District Guidelines);
- Cell/smart phone allowance (per LCC Guidelines)³;
- Continuing Education allowance (per current District Guidelines);
- A monthly housing allowance (per current District Guidelines);
- Vacation (per current District Guidelines);
- Worker Benefits including health, dental and Synodical pension in addition to Employment Insurance, Canada Pension Plan contributions paid by the employer (Synod).

¹ This is an interim compensation proposal for Regional Pastors until a national salary and compensation system is established for all professional church workers in Lutheran Church Canada, expected to be in effect by January 1, 2020.

² It is proposed that Pastors who are currently compensated above the Guidelines of their District and are elected as Regional Pastor would earn their current salary or will have their 2019 salary adjusted by adding 8 % in accord with the 2019 salary guidelines of their current District, whichever is the greater of the two. Salaries for elected Regional Pastors coming from positions other than a Pastor currently serving in a District will be determined on a case-by-case basis through the LCC Personnel Committee.

³ Currently under development