



Canadian
Association
of
Lutheran
Congregations

Guidelines for Roster Pastor Emeritus/Emerita

CALC
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PASTOR EMERITUS/EMERITA

“Emeritus” is an honorary title bestowed upon one who has retired from the position of pastor, professor, or other professional position, as a way of honoring the individual’s service. Emeritus comes from the Latin word emereri, which means to earn one’s discharge by service. Bestowing the title “Pastor Emeritus” upon a retiring pastor is a way for the church leadership to honor his/her service to the church.

CALC, acting through the Board of Elders, may call and designate a pastor a “Pastor Emeritus” (male) or “Pastor Emerita” (female), provided that, he/she is:

1. at least sixty-two (62) years old;
2. a pastor in good standing with CALC;
3. retired from active ordained ministry; and
4. has submitted an application requesting the designation to the Board of Elders.

MINISTRY

The title has ministerial duties attached, which may include, without limitation:

- ❖ serving in an advisory role to a congregation’s current pastor and/or congregational leadership;
- ❖ supply preaching;
- ❖ teaching, which include Confirmation and adult Christian Education classes;
- ❖ pastoral visitation and pastoral care;
- ❖ officiating at baptisms, (including meeting with the family/candidate prior to the baptism);
- ❖ officiating at weddings (including premarital classes with the couple);
- ❖ officiating at funerals (including planning for the service);
- ❖ intentional interim ministry; and
- ❖ other pastoral duties as may be requested.

STANDARDS OF CONDUCT

Pastors Emeriti are required to conduct their ministry in accordance with the standards and expectation of any CALC pastor and may be disciplined for breach of those expectations and duties.

BENEFITS AND HONORARIA

Benefits for the position, at least as far as monetary compensation, are up to the congregation requesting the pastor emeritus to provide pastoral services. The following information is provided as a guideline.

- ❖ If the pastor emeritus provides supply preaching, he/she should receive an honorarium based on the congregation’s custom for compensating supply pastors. If a congregation has no custom for compensating supply preachers, the honorarium could be calculated as follows: (1) one worship service: \$150.00 plus mileage; (2) two worship services: \$200.00 plus mileage. Mileage is calculated at the rate set by the Canada Revenue Agency. Rate for 2019 is 58¢ per kilometre for the first 5,000 kilometres driven and 52¢ per kilometre driven after that. Consult CRA website for applicable mileage.
- ❖ If a pastor emeritus provides pastoral visitation/care or meets with a family or individual prior to a baptism, the congregation should consider compensating him/her at the rate of between \$25.00-\$35.00 per hour. The hourly rate would commence from the time they leave their home.
- ❖ If the congregation has a set rate and developed a program for pre-marital classes, the pastor emeritus should follow the program and receive the set rate as compensation. If the congregation has no set rate, the compensation for pre-marital counseling and classes should be determined by the couple and the pastor emeritus and paid directly by the couple to the pastor emeritus.
- ❖ If a pastor emeritus provides Christian education, congregation should consider compensating him/her at the rate of between \$25.00-\$35.00 per hour. Compensation for providing Christian Education should include 1.0 hour of preparation time for each hour of teaching.

- ❖ If the congregation has a set rate for their pastor's officiation at wedding services and/or funeral services, the pastor emeritus should receive that rate plus mileage (as set forth above). If the congregation does not have a rate set for their pastor's officiation at wedding services and/or funeral services, the rate for supply preaching, single service should be used.

APPLICATION

A link to an online application for designation as a Pastor Emeritus/Emerita is found on the CLERGY page under the paragraph titled "Pastor Emeritus" and on the RESOURCES page under the heading "APPLICATIONS CALC CLERGY."

If an applicant meets the age requirements, but is not rostered with CALC in good standing at the time of the application, please contact the office of CALC's Pastoral Personnel Director: ppd@calc.ca