

## **Candidate Ready for Ministry (CRM)**

The candidates ready for ministry are placed to different Gospel centers once the list of CRMs is received from Concordia Theological Seminary. They are expected to work under the technical supervision of a Grade I Pastors.

The period of their services would be for 3 years or till Ordination whichever is earlier. The period of these years of services will not be a qualifying service.

During this period, they will be placed in 1 Gospel center or church.

They may be transferred to different places as found suitable by IELC Central Office or Synod Offices.

They can occupy the parsonages wherever available or the churches may find out a suitable residence for them.

They will not be eligible for any special allowances.

During this period, they should improve their soundness in faith and learn to mingle with members of the church in an unbiased manner.

They will be paid a Consolidated salary of Rs. 12000/- per month.

They are eligible for Hill allowances as per norms if they are placed in hills.

### **Scale of pay for other Managerial & Ministerial categories, Staff and Sub-staff**

**Office Managers** will receive salary in the scale of pay of Pastors Grade I. They are not eligible for WA, FTA.

**Office Clerks** will receive salary in the scale of pay of Pastors Grade II. They are not eligible for WA, FTA.

**Office Assistant cum Driver** will be paid a consolidated pay of Rs. 12000/- per month with an annual increment of Rs. 1000/-. They are not eligible for WA, FTA.

**Office Worker cum Attendant** will receive a consolidated salary of Rs.7000/- per month. They are not eligible for WA, FTA.

## **Special increments**

For Every Theological Higher Studies like MTh, STM and PhD. from recognized universities, they will be paid one special increment, provided the certification is endorsed by Concordia Theological Seminary, Nagercoil. This increment will be equal to the amount of increment he is paid at the time of completion of the PG course or Doctorate.

## **Allowances paid to Pastors, Deconesses and Catechist**

**RSIA is Rural Service Incentive Allowances.** This allowance is paid to support their services in rural areas, where the foresaid employees may face difficulties. However, they are supposed to stay in their headquarters. They need to give a certificate to the effect that they are really staying in their working places. Failing which they become not eligible for the allowance (RSIA).

**CCA is City Compensatory Allowances.** This allowance is paid for staying in urban areas where they may come across additional expenses arising on their stay. However, they are supposed to stay in their headquarters. They need to give a certificate to the effect that they are really staying in their working places. Failing which they become not eligible for the allowance (CCA).

**WA is Washing Allowances.** This allowance is paid to the eligible employees to maintain their Cassock, Surplice, Stoles and for Deconesses their uniform wears.

**FTA is Fixed Travel Allowances.** This allowance is paid to Pastors, Deconesses and Catechist to meet out the travel expenses on village visits or house visits related to Gospel work.

**MA is Medical Allowance.** This allowance is paid to meet out the expenses on minor day to day aids.

**Hill Allowances.** This allowance is paid to Pastors, Deconesses, CRMs and Catechist for the expenses to overcome the weather conditions. On humanitarian grounds this payment may be given equally to all those who work in Hills. However,

they are supposed to stay in their headquarters. They need to give a certificate to the effect that they are really staying in their working places. Failing which they become not eligible for the Hill Allowance.

**CPF is Contributory Provident Fund.** This is a contribution by the organization (IELC) to the employee. This amount will be equal to the amount paid by the employees.

All Special Allowances should be claimed by the individuals.

**Corpus Fund.** This is a Fund raised by the organization by collecting a monthly minimum amount from the employee for payment as a lumpsum during retirement.

**Qualifying Service.** The number of years of service from date of joining or date of ordination till date of retirement or getting relieved on other grounds (BDI) both days inclusive, for which full salary is paid. Services on half salary, discontinuation of work or compulsory wait will not be taken into account as qualifying service.

Grade I pastors can work anywhere, preferably at cities, towns, municipal areas and taluk headquarters.

Grade II pastors may be placed to rural and village areas.

CRMs may be posted to Gospel centers in rural areas under the technical supervision of Grade I pastors.

### **Insurance**

All the Pastors, their families and dependents will be enrolled in Health insurance schemes for an amount approximately up to Rs. 3 Lakhs per year. For this they have to get admitted and treated in the hospitals specified by the insurance company in its Network. They are eligible to spend approximately up to Rs. 3 Lakhs at one time or multiple split up times in a year, for them or their dependents, but the limit is 3 Lakhs only. For entering in to Insurance schemes the beneficiary should give his willingness in writing.

## **Retirement**

All the Pastors, Deaconesses and Catechist will retire at the age of 65 years. To be eligible for pension, one should have a minimum of 10 years of Qualifying Service. To receive full pension, one should complete 30 years of Qualifying Service. For 20 years of service half pension could be given. A Proportionate pension will be fixed from 10 to 30 years of Qualifying service depending on the service period of the pensioner. Family pension of the pensioner will be 50% of the service pension of the pensioner. The death of the pensioner or family pensioner should be promptly informed to the IELC Central Office and concerned Synod Office. Pastors of the area of the pensioner should also inform the above offices promptly making entries on relevant records of the church.

For the other employees the retirement is at the age of 60 years. Other conditions are same as above.

### **Benefits on retirement**

1. The Employee will be eligible for the amount accumulated in his provident fund account along with the monthly contribution from IELC. Such Accumulated amount will be paid back on retirement with a cumulative interest of 7% per annum.

2. From the date of implementation of this salary revision, the employee will be entitled for a lumpsum as Corpus fund.

On completion of

1 year - Rs. 50,000	4 years	2,00,000
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2 years - Rs. 1,00,000	5 years	2,50,000
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3 years - Rs. 1,50,000	6 years	3,00,000
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This strategy of Payment of Rs. 3,00,000 as Corpus fund on retirement will continue from 6<sup>th</sup> year onwards.

3. The Employee will be entitled to receive a monthly pension as per the pension slab given separately.

## **Pension Slabs**

Pastors, office Managers and Deconesses are eligible for a pension of 20% of (Pay + DA) last drawn or Rs.10000/- Per Month whichever is higher.

Slab I	1 to 5 years
Slab II	6 to 10 years – 10% increase will be given on completion of 5 years
Slab III	11 to 15 years – 10% increase will be given on completion of 10 years
Slab IV	16 to 25 years – 20% increase will be given on completion of 15 years

Catechist and Office Assistants (Clerks) are eligible for a pension of 20% of (Pay + DA) last drawn or Rs.8000/- Per Month whichever is higher.

Slab I	1 to 5 years
Slab II	6 to 10 years – 10% increase will be given on completion of 5 years
Slab III	11 to 15 years – 10% increase will be given on completion of 10 years
Slab IV	16 to 25 years – 20% increase will be given on completion of 15 years

Office Workers, Drivers and Attendants are not eligible for pension.