



Employment Agreement

Rostered Deacon

THIS AGREEMENT MADE BETWEEN:

(Name of the Congregation)
(herein called "Congregation")

OF THE FIRST PART,
-and-

(Name of the Rostered Deacon)
(herein called "Deacon")

OF THE SECOND PART,

WHEREAS the Congregation is a member congregation of the Evangelical Lutheran Church in Canada ("ELCIC") and is a member of the _____ ("Synod");

AND WHEREAS the Congregation requires a Deacon on the Roster or eligible to be received on the Roster of the Synod to advance and nourish the faith of the Congregation through a ministry of Word and Service;

AND WHEREAS the Deacon is ordained on the Roster of the Synod and the Deacon is eligible to be called by the Congregation ("Call");

AND WHEREAS the employment of the Deacon is conditional upon the Congregation's Call of the Deacon being certified by the Bishop of the Synod;

IN CONSIDERATION of the above and in further consideration of the mutual promises and covenants set forth, this Employment agreement ("Agreement") witnesses that the parties agree as follows:

PREREQUISITES TO EMPLOYMENT

1. This employment contract and the employment of the Deacon are conditional upon:
 - a. the Congregation's Call being certified by the Bishop of the Synod prior to the commencement of the Deacon's employment by the Congregation;
 - b. the Deacon being eligible for and remaining on the Roster of the Synod;
 - c. the Deacon shall provide to the Congregation a current and satisfactory to the Congregation criminal record check (in Ontario a Criminal record and judicial matters check); and because this Call will require interacting with vulnerable persons meaning a person who, because of their age, a disability or other circumstances, whether temporary or permanent, (a) is in a position of dependency on others, or (b) is otherwise at a greater risk than the general population of being harmed by a person in a position of trust or authority towards them, the Deacon must also provide to the Congregation:
 - i. a Child Abuse Registry Check (if available in the province(s) in which the Deacon has resided in the past three (3) years); and
 - ii. a Vulnerable Sector or Child Intervention Check;
 - d. the Deacon, after being provided the ELCIC Sexual Abuse or Harassment Policy ("Policy"), agreeing to review and abide by the Policy, and signing the Acknowledgement Form that is part of the Policy and returning such to the Synod office.

ONGOING OBLIGATIONS OF THE DEACON & THE CONGREGATION

2. a. During and continuing throughout the employment, the Deacon accepts that the following ongoing obligations are required to maintain the employment:
 - i. the Deacon must remain in good standing on the Roster of the Synod;
 - ii. the Deacon must conduct the Deacon's affairs in accordance with the Constitution and Bylaws of the ELCIC and the Synod;
 - iii. the Deacon must immediately notify the Congregation if the Deacon is removed from the Roster of the Synod or if the privileges of the Deacon on the Roster of the Synod are suspended or terminated;
 - iv. the Congregation shall be entitled to require the Deacon to provide current Checks satisfactory to the Congregation (including fingerprint-based Checks) once every three years at the Congregation's expense, and the Deacon shall comply with such requirement;
 - v. the Deacon must provide the employer with certification of participation in 'Healthy Boundaries' training every five years; and
 - vi. the Deacon agrees that the onus is on the Deacon to advise the Congregation immediately if there is any charge or conviction under the Criminal Code of Canada.
- b. Throughout the employment the Congregation accepts the following ongoing obligations to the Deacon:
 - i. to ensure that the compensation benefits agreed to, including vacation and paid holidays are provided to the Deacon;
 - ii. to provide the Deacon a place to work to make sure the Deacon has access to the workplace;
 - iii. to provide the Deacon the tools and equipment needed to perform the Deacon's functions;
 - iv. to make sure the Deacon's working conditions are safe; and
 - v. to treat the Deacon with respect and make sure the Deacon is not harassed or discriminated against.

REMUNERATION AND BENEFITS

3. a. The Congregation shall compensate the Deacon with a salary which includes, if applicable, housing allowance hereinafter "Salary" and benefits which include:
- i. an initial Salary (determined after consideration of the synodical salary guidelines) of \$ _____ per annum paid in instalments. The Deacon agrees and recognizes that this Salary shall be inclusive of all aspects of the work performed to benefit of the Congregation. The Salary shall be reviewed annually;
 - ii. membership, when eligible, in the ELCIC Pension Plan sponsored by ELCIC Group Services Inc. "GSI" as it may be introduced and modified from time to time thereafter, at the sole discretion of GSI;
 - iii. membership, when eligible, ELCIC Group Benefits Plans administered by GSI as it may be introduced and modified from time to time thereafter, at the sole discretion of GSI;
 - iv. participation in ELCIC Programs including the Continuing Education Plan;
 - v. vacation in accordance with the approved policies;
 - vi. professional expenses paid by the Congregation in accordance with the approved policies;
 - vii. moving expenses, when applicable, including travel paid by the Congregation; specific details are as follows:
 - viii. reasonable expense reimbursement, not otherwise provided for, incurred in attending conventions and other official meetings at which the Deacon's attendance is required. The expenses shall be reimbursed upon presentation of an itemized expense report together with the appropriate supporting receipts, within a maximum period of 60 days following the date on which the expense has been incurred, prepared in accordance with the applicable policies and procedures of the Congregation.
- b. The Deacon acknowledges and agrees that the ELCIC Pension Plan, ELCIC Group Benefit Plans, and any ELCIC Programs can be changed from time to time and any such change shall not constitute a fundamental change to the terms of the employment when the Deacon is provided with thirty (30) days' advance notice of the change.
- c. If the Congregation is providing the Deacon with a residence for the personal use of the Deacon and members of the Deacon's immediate family during the term of the Deacon's employment, the terms shall be as set out in a Residence Agreement and shall be attached to this agreement as Schedule "A".
- d. The remuneration provided under this Agreement shall be subject to such deductions as the Congregation is from time to time required to make pursuant to law, government regulation, for benefits or by consent of the Deacon.

SCOPE OF POSITION & COOPERATION WITH SYNOD

4. a. Neither the ELCIC nor the Synod is the Deacon's employer, but the nature of this ministry and the Deacon's employment requires that the Deacon work and cooperate with the Synod and the Bishop of the Synod for the greater good of the ELCIC, the Synod, and Congregation.
- b. The Deacon shall at all times faithfully, diligently, and to the best of the Deacon's skill, ability, experience and talents, perform the Deacon's duties.
- c. During the term of this Agreement the Deacon shall not participate in any other business, occupation, or become an employee or agent of any corporation, firm or individual, except with the consent, which shall not be unreasonably withheld, of the Congregation and after the Deacon has consulted with the Bishop of the Synod.
- d. The Deacon shall not participate in any activity, be it professional or personal, that is in conflict with the Deacon's duties to the Congregation.

CONFIDENTIALITY

5. The Deacon acknowledges and agrees that the Deacon has a duty of confidentiality to the Congregation and that the duty includes maintaining the confidentiality of confidential information. "Confidential Information" is defined to include but it is not limited to: information with respect to the financial, business and human resources management of the Congregation. Accordingly, the Deacon undertakes and agrees not to disclose Confidential Information to any person not authorized to receive the Confidential Information without the express written permission of the Congregation, and that the Deacon shall use the Deacon's best efforts to maintain the secrecy of all of the Confidential Information.

The Deacon agrees that this duty of confidentiality survives the termination of this Agreement and the Deacon's employment.

TERM

6. The employment of the Deacon by the Congregation shall commence on the ____ day of _____, 20 ____ and shall continue until terminated in accordance with this Agreement.

NOTICE OF TERMINATION NOT FOR CAUSE

7. a. Notwithstanding any termination of employment provisions set out in the Constitution and Bylaws of the Congregation, the Synod, or the ELCIC, in the event of a not for cause termination, the respective rights of the Congregation and the Deacon shall be those set out in this article seven.
- b. The employment of the Deacon may be terminated by the Congregation at any time without cause upon the Congregation providing to the Deacon written notice or pay in lieu of notice (the "Notice Period") as follows:
- i. prior to the third anniversary of the date of commencement of employment, the Notice Period shall be three (3) months' notice;
 - ii. on or after the third anniversary of the date of commencement of employment, the Notice Period shall be four (4) months plus one (1) month for every additional year of completed employment up to a total maximum Notice Period of twelve (12) months (for purposes of illustration, if the Deacon has 6.5 years of completed employment, the Notice Period under this paragraph shall be seven (7) months);
 - iii. the Notice Period may, at the discretion of the Congregation, be provided by way of working notice or payment of the equivalent Salary in lieu of notice or a combination thereof;
 - iv. where the Notice Period is in whole or in part provided by way of pay in lieu of notice, the Congregation may, in its sole discretion, provide such pay in lieu of notice in a lump sum or through continuation of payment of the Deacon's Salary through payroll;
 - v. to the extent permitted by applicable employment standards legislation, any notice or pay in lieu of notice provided by the Congregation to the Deacon shall be deemed to count towards any notice or pay in lieu of notice required by such employment standards legislation. Further, any pay in lieu of notice provided by the Congregation in excess of the pay in lieu of notice required by such employment standards legislation shall, to the extent permitted by such employment standards legislation, be deemed to count towards any severance pay owing to the Deacon under applicable employment standards legislation;
 - vi. if and to the extent required by the applicable employment standards legislation, the Congregation shall continue to make whatever benefit plan contributions are required to maintain the Deacon's benefit plans for the statutory notice period in the applicable employment standards legislation; and
 - vii. the Congregation shall also provide any other minimum rights, benefits and entitlements (if any) required by the applicable employment standards legislation to the extent that such rights, benefits and entitlements have not already been provided.
- c. The Deacon can terminate the employment upon reasonable notice. The parties to this Agreement have determined that in this case reasonable notice is thirty (30) days (the "Reasonable Notice"). The Reasonable Notice however may be waived in whole or in part by the Congregation with payment to the Deacon of the remaining Reasonable Notice.

TERMINATION OTHER

8. Other than in the event of a not for cause termination, the employment of the Deacon may be terminated for any of the reasons listed and processes provided for in the Constitution and Bylaws of the Congregation, the Synod and the ELCIC.

DISCIPLINE

9. The grounds for discipline and the disciplinary procedures set out in the Constitution and Bylaws of the ELCIC and the Manual Re Discipline for Rostered Ministers shall apply to the Deacon, including but not limited to disciplinary penalties such as suspension from employment and/or removal from the Roster as well as any right of appeal available to the Deacon with respect to such.

ENTIRE AGREEMENT

10. This Agreement contains the entire agreement between the parties hereto as it relates to the matters set out herein and this Agreement supersedes all previous negotiations, understandings and agreements whether verbal or written with respect to any matters herein referred to. To be effective, any changes or modifications to this Agreement shall be made in writing and signed by both parties.

SEVERABILITY

11. The parties agree that in the event that any provision, clause, article, attachment herein, or part thereof, which forms part of this Agreement, is deemed void, invalid or unenforceable by a court of competent jurisdiction, the remaining provisions, clauses, articles, attachments or parts thereof, shall be and remain in full force and effect.

GOVERNING LAW

12. This Agreement shall be construed in accordance with the laws of the Province [territory] of _____ and the laws of Canada as applicable. Should any dispute or litigation arise with respect to this Agreement, the parties agree that the Courts of the Province of Quebec, judicial district of Montreal, shall have exclusive jurisdiction.

NOTICES

13. Where by this Agreement any notice is to be or may be given by one party to the other, such notice may be personally delivered or may be given by registered mail and shall be deemed to have been effectively given if sent by registered mail, postage prepaid, correctly addressed to the party to whom such notice is to be given, and any such notice when so mailed shall be deemed to have been received four (4) days after it was mailed.

RETURN OF MATERIALS

14. All files, forms, books, materials, written correspondence, memoranda, documents, manuals, computer disks and software products in any form or media whatsoever pertaining to the affairs and interests of the Congregation that may come into the possession or control of the Deacon shall at all times remain the property of the Congregation. On termination of the Deacon's employment for any reason, the Deacon agrees to deliver promptly to the Congregation all such property of the Congregation in the possession of the Deacon or directly or indirectly under the control of the Deacon. The Deacon agrees not to make for personal or business use, reproductions or copies of any such property or other property of the Congregation.

Notwithstanding anything in this Agreement or at common law the parties agree that the Deacon as original author of any sermon or other work used to minister to the Congregation shall remain the owner of the copyright and intellectual property with respect to such.

PRIVACY

15. The Congregation collects personal information about the Deacon:
 - a. the Deacon's personal information is collected, used and disclosed for the following purposes: payroll; employee benefits; statutory deductions and remittances such as income tax; general employment purposes such as calculating length of service and for information relating to the initiation, management and termination of the employment relationship;

- b. the Congregation only discloses personal information with third parties as required and for the purposes noted above or as required or permitted by applicable law. For example, the Congregation must disclose certain personal information with the Income Tax authorities, and, with third party providers of employee benefits;
- c. the Deacon is entitled to review and correct personal information the Congregation has collected about the Deacon by communicating with the Chair of the Congregational Council; and
- d. by signing this Agreement the Deacon consents to the Congregation collecting, using and disclosing the Deacon's personal information as detailed above.

AGREEMENT SIGNED IN COUNTERPARTS

- 16. This Agreement may be executed and delivered (by original, facsimile or electronic transmission) in multiple counterparts each of which shall be deemed to be an original and all of which together shall constitute one and the same agreement.

TIMING FOR ACCEPTANCE OF THE AGREEMENT

- 17. For this Agreement to be binding both parties are required to sign the Agreement on or before the _____ day of the month of _____, 20 ____ .

LEGAL ADVICE

- 18. The Deacon acknowledges that the Deacon has obtained, or has had an opportunity to seek, independent legal advice in connection with the negotiation and execution of this Agreement, and further acknowledges that the Deacon has read, understands, and agrees to be bound by all of the terms and conditions contained herein.

SPECIFIC LANGUAGE

- 19. The parties acknowledge that the present Agreement has been drafted in English at their request. *Les parties reconnaissent qu'elles ont demandé à ce que cette entente soit rédigée en Anglais.*

IN WITNESS WHEREOF, the parties hereto have duly executed this Agreement.

Chair of Congregational Council

Vice Chair of Congregational Council
or other designate

(print name)

(print name)

(signature)

(signature)

(date)

(date)

Deacon:

Witness:

(print name)

(print name)

(signature)

(signature)

(date)

(date)