

# Church Salary Grid 2020

- Pastoral and program staff salaries are composed of a base salary as outlined in #2 plus supplements as outlined in #3 and #4. Congregations determine where incoming pastors and program staff are placed on the grid.
- Base Salary: \$48,604.  
This is an increase of 2% over the 2019 base salary

	Lead Pastors	Other pastoral & program staff
Step 1		48,604
Step 2		50,562
Step 3	52,523	52,523
Step 4	54,480	54,480
Step 5	56,442	56,442
Step 6	58,401	58,401
Step 7	60,360	60,360
Step 8	62,318	62,318
Step 9	64,278	64,278
Step 10	66,248	
Step 11	68,198	

- Each step represents a year of service
- It is recommended that lead pastors should begin no lower than step 3
- Other pastors should begin at step 1
- Consideration should be given to years of pastoral experience and education

### 3. Membership Size Supplement

#### a. Lead Pastor

Membership is less than 100	Lead Pastor Starting Salary (Step 3)
Membership is from 100 to 199	+ 5% of step 3 / base ((\$2,626)
Membership is from 199 to 299	+ 10% of step 3 / base (\$5,252)
Membership is 300 and over	+ 15% of step 3 / base (\$7,878)

#### b. Other pastors and program staff

Membership is less than 100	Base Salary
Membership is from 100 to 199	+ 3% of step 1 / base (\$1,458)
Membership is from 199 to 299	+ 6% of step 1 / base (\$2,916)
Membership is 300 and over	+ 9% of step 1 / base (\$4,374)

### 4. Education Supplement:

Bachelor's degree or equivalent	No additional supplement
Master's degree or equivalent	+ 8% of step 1 / base (\$3,888)
Doctorate	+ 11% of step 1 / base (\$5,346)

## Administrative Support salary grid

	Secretary/ Receptionist	Office Administration	Administration/ Accounting
Entry	35,958		
Step 1	33,632	36,045	37,668
Step 2	34,983	37,084	39,182
Step 3	36,329	38,509	40,690
Step 4	37,671	39,932	42,190
Step 5	39,004	41,344	43,686
Step 6	40,332	42,752	45,173
Step 7	41,655	44,153	46,653
Step 8	42,969	45,548	48,126

### How long is a vacation?

Employees must receive at least two weeks of vacation after each of the first four years of employment. After completing 5 years of work with the same employer, employees must receive a minimum of 3 weeks of vacation

Vacations and vacation pay fact sheet:

[www.gov.mb.ca/labour/standards/doc,vacations,factsheet.html#q133](http://www.gov.mb.ca/labour/standards/doc,vacations,factsheet.html#q133).