

MENNONITE BRETHREN CHURCH OF MANITOBA

Church Salary Grid Guidelines – 2010

1. 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.

2. Base Salary Grid: [Base = \$38,835; this is an increase of 2.99% over the 2009 base salary]

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
A)			43,306	45,542	47,778	50,014	52,249	54,485	56,721	n/a	n/a
B)	38,835	41,071	43,306	45,542	47,778	50,014	52,249	n/a	n/a		

Line A = Lead Pastors Line B = Other Pastoral and Program Staff

2.1 Each step after one year's experience.

2.2 A Lead Pastor beginning in a church should begin at not less than Step 3 unless the Church Board decides otherwise.

2.3 Other Pastors beginning in a church should begin at not less than Step 1 unless the Church Board decides otherwise.

2.4 Consideration should be given to years of pastoral experience.

3. Membership Size Supplement: Lead Pastor

Base Salary	- when membership less than 100
+ 5% of base (\$1,942)	- when membership from 100 to 199
+ 10% of base (\$3,884)	- when membership from 200 to 299
+ 15% of base (\$5,825)	- when membership from 300 and up

Membership Size Supplement: Other Pastors and Program Staff

Base Salary	- when membership less than 100
+ 3% of base (\$1,165)	- when membership from 100 to 199
+ 6% of base (\$2,330)	- when membership from 200 to 299
+ 9% of base (\$3,495)	- when membership from 300 and up

4. Education Supplement:

Bachelor's degree or equivalent: (2) plus (3) only

Master's degree or equivalent: (2) plus (3) plus 8% of base: (\$3,107)

Doctorate: (2) plus (3) plus 11% of base: (\$4,272)

Administrative Support Salary Grid

	Entry	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Secretary/Receptionist	26,068	26,872	28,419	29,966	31,513	33,060	34,607	n/a	n/a
Office Administration		28,485	30,027	31,572	33,115	34,660	36,204	n/a	n/a
Administration/Accounting		30,097	31,636	33,178	34,717	36,260	37,802	n/a	n/a

Each step represents one year full-time employment or equivalent.

Base = S/R Step 1 = \$26,872. This is an increase of 2.99% over the 2009 base..