

MB Church of Manitoba church Salary Grid – 2015

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 = \$44,371 – This is an increase of 2% over the 2014 base Salary
 - All step-to-step increments are 2%

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
A.			47,948	49,736	51,525	53,313	55,102	56,891	58,680	60,468	62,257
B.	44,371	46,159	47,948	49,736	51,525	53,313	55,102	56,891	58,680	-	-

Line A= Lead pastors Line B= Other pastoral and program staff

- Move up one step after each year of service
- A lead Pastor should begin at not less than step 3 (unless determined by Church leadership)
- Other Pastors should begin at not less than step 1 (unless determined by Church Leadership)
- Considerati0n should be given to years of pastoral experience and education

3. Membership Size Supplement

a. Lead Pastor

Membership is less than 100	Base Salary
Membership is from 100 to 199	+ 5% of base (\$2,397)
Membership is from 199 to 299	+ 10% of base (\$4,795)
Membership is 300 and over	+ 15% of base (\$7,192)

b. Other pastors and program staff

Membership is less than 100	Base Salary
Membership is from 100 to 199	+ 3% of base (\$1,331)
Membership is from 199 to 299	+ 6% of base (\$2,662)
Membership is 300 and over	+ 9% of base (\$3,993)

4. Education Supplement:

Bachelor's degree or equivalent	No additional supplement
Master's degree or equivalent	+8% of base (\$3,836)
Doctorate	+11% of base (\$5,274)

Administrative Support salary Grid

	Entry	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Secretary/ Receptionist	30,088	30,703	31,937	33,166	34,390	35,607	36,820	38,027	39,227
Office Administration		32,907	33,854	35,156	36,453	37,744	39,029	40,308	41,581
Administration/Accounting		34,387	35,770	37,146	38,516	39,881	41,239	42,589	43,934

