

Church Salary Grid 2016

- 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: \$44,903.
This is an increase of 1.2% over the 2015 base salary

	<i>Lead Pastors</i>	<i>Other pastoral & program staff</i>
<i>Step 1</i>		44,903
<i>Step 2</i>		46,712
<i>Step 3</i>	48,523	48,523
<i>Step 4</i>	50,332	50,332
<i>Step 5</i>	52,143	52,143
<i>Step 6</i>	53,952	53,952
<i>Step 7</i>	55,763	55,763
<i>Step 8</i>	57,573	57,573
<i>Step 9</i>	59,384	59,384
<i>Step 10</i>	61,193	
<i>Step 11</i>	63,004	

- 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	Base Salary
Membership is from 100 to 199	+ 5% of base (\$2,426)
Membership is from 199 to 299	+ 10% of base (\$4,852)
Membership is 300 and over	+ 15% of base (\$7,278)

b. Other pastors and program staff

Membership is less than 100	Base Salary
Membership is from 100 to 199	+ 3% of base (\$1,347)
Membership is from 199 to 299	+ 6% of base(\$2,694)
Membership is 300 and over	+ 9% of base(\$4,041)

4. Education Supplement:

Bachelor's degree or equivalent	No additional supplement
Master's degree or equivalent	+ 8% of base (\$3,882)
Doctorate	+ 11% of base (\$5,338)

Administrative Support salary grid

	<i>Secretary/ Receptionist</i>	<i>Office Administration</i>	<i>Administration/ Accounting</i>
<i>Entry</i>	30,449		
<i>Step 1</i>	31,071	33,301	34,799
<i>Step 2</i>	32,320	34,260	36,199
<i>Step 3</i>	33,563	35,577	37,591
<i>Step 4</i>	34,802	36,890	38,978
<i>Step 5</i>	36,034	38,196	40,359
<i>Step 6</i>	37,261	39,497	41,733
<i>Step 7</i>	38,483	40,791	43,100
<i>Step 8</i>	39,697	42,079	44,461