

# Church Salary Grid 2017

- 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: \$45,801.  
This is an increase of 2% over the 2016 base salary

	Lead Pastors	Other pastoral & program staff
Step 1		45,801
Step 2		47,646
Step 3	49,493	49,493
Step 4	51,338	51,338
Step 5	53,186	53,186
Step 6	55,031	55,031
Step 7	56,878	56,878
Step 8	58,724	58,724
Step 9	60,571	60,571
Step 10	62,416	
Step 11	64,264	

- 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 base (\$2,474)
Membership is from 199 to 299	+ 10% of base (\$4,949)
Membership is 300 and over	+ 15% of base (\$7,423)

#### b. Other pastors and program staff

Membership is less than 100	Base Salary
Membership is from 100 to 199	+ 3% of base (\$1,374)
Membership is from 199 to 299	+ 6% of base(\$2,748)
Membership is 300 and over	+ 9% of base(\$4,122)

### 4. Education Supplement:

Bachelor's degree or equivalent	No additional supplement
Master's degree or equivalent	+ 8% of base (\$3,664)
Doctorate	+ 11% of base (\$5,038)

## Administrative Support salary grid

	Secretary/ Receptionist	Office Administration	Administration/ Accounting
Entry	31,057		
Step 1	31,692	33,967	35,495
Step 2	32,966	34,945	36,923
Step 3	34,234	36,288	38,343
Step 4	35,498	37,628	39,757
Step 5	36,754	38,959	41,166
Step 6	38,006	40,286	42,568
Step 7	39,252	41,606	43,962
Step 8	40,490	42,921	45,350