

Church Salary Grid 2018

- 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: \$46,717.
This is an increase of 2% over the 2017 base salary

	Lead Pastors	Other pastoral & program staff
Step 1		46,717
Step 2		48,599
Step 3	50,483	50,483
Step 4	52,365	52,365
Step 5	54,250	54,250
Step 6	56,132	56,132
Step 7	58,016	58,016
Step 8	59,898	59,898
Step 9	61,782	61,782
Step 10	63,675	
Step 11	65,549	

- 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 (\$2,524)
Membership is from 199 to 299	+ 10% of step 3 / base (\$5,048)
Membership is 300 and over	+ 15% of step 3 / base (\$7,572)

b. Other pastors and program staff

Membership is less than 100	Base Salary
Membership is from 100 to 199	+ 3% of step 1 / base (\$1,402)
Membership is from 199 to 299	+ 6% of step 1 / base (\$2,803)
Membership is 300 and over	+ 9% of step 1 / base (\$4,205)

4. Education Supplement:

Bachelor's degree or equivalent	No additional supplement
Master's degree or equivalent	+ 8% of step 1 / base (\$3,737)
Doctorate	+ 11% of step 1 / base (\$5,139)

Administrative Support salary grid

	Secretary/ Receptionist	Office Administration	Administration/ Accounting
Entry	31,678		
Step 1	32,326	34,646	36,205
Step 2	33,625	35,644	37,661
Step 3	34,919	37,014	39,110
Step 4	36,208	38,381	40,552
Step 5	37,489	39,738	41,989
Step 6	38,766	41,092	43,419
Step 7	40,037	42,438	44,841
Step 8	41,300	43,779	46,257

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.