

Church Salary Grid 2019

- 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: \$47,651.
This is an increase of 2% over the 2018 base salary

	Lead Pastors	Other pastoral & program staff
Step 1		47,651
Step 2		49,571
Step 3	51,493	51,493
Step 4	53,412	53,412
Step 5	55,335	55,335
Step 6	57,255	57,255
Step 7	59,176	59,176
Step 8	61,096	61,096
Step 9	63,018	63,018
Step 10	64,949	
Step 11	66,860	

- 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 (\$2,575)
Membership is from 199 to 299	+ 10% of step 3 / base (\$5,149)
Membership is 300 and over	+ 15% of step 3 / base (\$7,724)

b. Other pastors and program staff

Membership is less than 100	Base Salary
Membership is from 100 to 199	+ 3% of step 1 / base (\$1,430)
Membership is from 199 to 299	+ 6% of step 1 / base (\$2,859)
Membership is 300 and over	+ 9% of step 1 / base (\$4,289)

4. Education Supplement:

Bachelor's degree or equivalent	No additional supplement
Master's degree or equivalent	+ 8% of step 1 / base (\$3,812)
Doctorate	+ 11% of step 1 / base (\$5,242)

Administrative Support salary grid

	Secretary/ Receptionist	Office Administration	Administration/ Accounting
Entry	32,312		
Step 1	32,973	35,339	36,929
Step 2	34,298	36,357	38,414
Step 3	35,617	37,754	39,892
Step 4	36,932	39,149	41,363
Step 5	38,239	40,533	42,829
Step 6	39,541	41,914	44,287
Step 7	40,838	43,287	45,738
Step 8	42,126	44,655	47,182

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.