

Church Salary Grid 2021

The 2021 salary grid reflects both MBCM's pattern of increase over several years as well as the rise in the cost of living within Canada. We understand that 2020 was an exceptional year given the pandemic and restrictions. We expect our churches to make decisions based on their budget while considering these provided grids.

- 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: \$49,576.
This is an increase of 2% over the 2020 base salary

	Lead Pastors	Other pastoral & program staff
Step 1		49,576
Step 2		51,573
Step 3	53,573	53,573
Step 4	55,570	55,570
Step 5	57,571	57,571
Step 6	59,569	59,569
Step 7	61,567	61,567
Step 8	63,564	63,564
Step 9	65,564	65,564
Step 10	67,573	
Step 11	69,562	

- 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 (\$2,678)
Membership is from 199 to 299	+ 10% of step 3 / base (\$5,357)
Membership is 300 and over	+ 15% of step 3 / base (\$8,035)

b. Other pastors and program staff

Membership is less than 100	Base Salary
Membership is from 100 to 199	+ 3% of step 1 / base (\$1,487)
Membership is from 199 to 299	+ 6% of step 1 / base (\$2,974)
Membership is 300 and over	+ 9% of step 1 / base (\$4,461)

4. Education Supplement:

Bachelor's degree or equivalent	No additional supplement
Master's degree or equivalent	+ 8% of step 1 / base (\$3,966)
Doctorate	+ 11% of step 1 / base (\$5,453)

Administrative Support salary grid

	Secretary/ Receptionist	Office Administration	Administration/ Accounting
Entry	36,677		
Step 1	34,305	36,766	38,421
Step 2	35,683	37,826	39,966
Step 3	37,056	39,279	41,504
Step 4	38,424	40,731	43,034
Step 5	39,784	42,171	44,560
Step 6	41,139	43,607	46,076
Step 7	42,488	45,036	47,586
Step 8	43,828	46,459	49,089