

Church Salary Grid 2022

The MBCM Salary Grid is provided annually in November. Over the past years, we have held a consistent percentage increase year over year of 2% since 2014. This decision is made by the MBCM Chair and Provincial Director, using the respective year's cost of living and CPI increases and often in consultation with other experts in the field. At times, this amount of 2% has been either a bit below or bit above the CPI rate increase for the year. Thankfully, I believe we have stayed on top of this rate for a favourable staff reimbursement for our pastors.

We continue to value and respect the education, training, levels of responsibility and workload placed on our pastoral staff and honour that as best we can. This year, in consultation with Jason Kreuger (Legacy President) and in referring to our provincial counterparts, we have chosen to adjust to an increase of 3.5% to 2022.

- 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: \$51,311.24.
This is an increase of 3.5% over the 2021 base salary

	Lead Pastors	Other pastoral & program staff
Step 1		51,311
Step 2		53,378
Step 3	55,449	55,449
Step 4	57,515	57,515
Step 5	59,586	59,586
Step 6	61,654	61,654
Step 7	63,722	63,722
Step 8	65,789	65,789
Step 9	67,858	67,858
Step 10	69,938	
Step 11	71,997	

- Membership Size Supplement**
 - Lead Pastor**
 Membership is less than 100 Lead Pastor Starting Salary (Step 3)
 Membership is from 100 to 199 + 5% of step 3 / base (\$2,772)
 Membership is from 199 to 299 + 10% of step 3 / base (\$5,545)
 Membership is 300 and over + 15% of step 3 / base (\$8,317)
 - Other pastors and program staff**
 Membership is less than 100 Base Salary
 Membership is from 100 to 199 + 3% of step 1 / base (\$1,539)
 Membership is from 199 to 299 + 6% of step 1 / base (\$3,079)
 Membership is 300 and over + 9% of step 1 / base (\$4,618)
- Education Supplement:**
 Bachelor's degree or equivalent No additional supplement
 Master's degree or equivalent + 8% of step 1 / base (\$4,105)
 Doctorate + 11% of step 1 / base (\$5,644)

Administrative Support salary grid

	Secretary/ Receptionist	Office Administration	Administration/ Accounting
Entry	34,794		
Step 1	35,506	38,053	39,766
Step 2	36,932	39,150	41,365
Step 3	38,353	40,654	42,957
Step 4	39,769	42,157	44,540
Step 5	41,176	43,647	46,120
Step 6	42,579	45,133	47,689
Step 7	43,975	46,612	49,252
Step 8	45,362	48,085	50,807

- 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