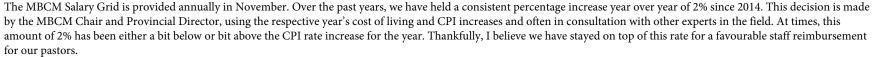
# **Church Salary Grid** 2022



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		

- 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 (\$2,772)

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)

#### b. Other pastors and program staff

Membership is less than 100 Base Salary

Membership is from 100 to 199 + 3% of step 1 / base (\$1,539)

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)

## 4. 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

