

Church Salary Grid 2023

The MBCM Salary Grid is provided annually in November. This decision is made by the MBCM Treasurer, Moderator, and Provincial Director, using the respective year's cost of living and CPI increases. From 2014 to 2020 we have held a consistent percentage increase year over year of 2%. Thankfully, we believe we have stayed on top of this rate during that duration of time for a favourable staff reimbursement. In 2021, we increased the amount by 3.5%.

This year (2022) the CPI indicates a significant increase. In consultation with Jason Krueger (Legacy CEO) we recommend a 6% increase. We recognize that this may be difficult for our churches to hold this year, but we will carefully review it again next year.

- 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: \$54,390.
This is an increase of 6% over the 2022 base salary

	Lead Pastors	Other pastoral & program staff
Step 1		54,390
Step 2		56,581
Step 3	58,775	58,775
Step 4	60,965	60,965
Step 5	63,161	63,161
Step 6	65,353	65,353
Step 7	67,545	67,545
Step 8	69,736	69,736
Step 9	71,930	71,930
Step 10	74,134	
Step 11	76,316	

- 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 (\$2,939)
Membership is from 199 to 299	+ 10% of step 3 / base (\$5,878)
Membership is 300 and over	+ 15% of step 3 / base (\$8,816)

b. Other pastors and program staff

Membership is less than 100	Base Salary
Membership is from 100 to 199	+ 3% of step 1 / base (\$1,632)
Membership is from 199 to 299	+ 6% of step 1 / base (\$3,263)
Membership is 300 and over	+ 9% of step 1 / base (\$4,895)

4. Education Supplement:

Bachelor's degree or equivalent	No additional supplement
Master's degree or equivalent	+ 8% of step 1 / base (\$4,351)
Doctorate	+ 11% of step 1 / base (\$5,983)

Administrative Support salary grid

	Secretary/ Receptionist	Office Administration	Administration/ Accounting
Entry	36,881		
Step 1	37,363	40,336	42,152
Step 2	39,148	41,499	43,847
Step 3	40,654	43,093	45,534
Step 4	42,155	44,686	47,213
Step 5	43,647	46,266	48,887
Step 6	45,134	47,841	50,550
Step 7	46,614	49,409	52,207
Step 8	48,084	50,970	53,856