

# MENNONITE BRETHERN CHURCH OF MANITOBA

## Church Salary Grid Guidelines – 2012

**1. 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.

**2. Base Salary Grid:** [Base = \$41,262; this is an increase of 2.33% over the 2011 base salary.]

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
A)			44,766	46,518	48,269	50,021	51,773	53,525	55,276	57,028	58,780
B)	41,262	43,014	44,766	46,518	48,269	50,021	51,773	53,525	55,276	-	-

*Line A = Lead Pastors    Line B = Other Pastoral and Program Staff*

- 2.1 Move up one step after each year of experience.
- 2.2 A Lead Pastor beginning in a church should begin at not less than Step 3 unless the Church Board decides otherwise.
- 2.3 Other Pastors beginning in a church should begin at not less than Step 1 unless the Church Board decides otherwise.
- 2.4 Consideration should be given to the years of pastoral experience.

**3. Membership Size Supplement:** Lead Pastor

Base Salary	- when membership is less than 100
+ 5% of base (\$2,063)	- when membership is from 100 to 199
+ 10% of base (\$4,126)	- when membership is from 200 to 299
+ 15% of base (\$6,189)	- when membership is 300 and over

**Membership Size Supplement:** Other Pastors and Program Staff

Base Salary	- when membership is less than 100
+ 3% of base (\$1,238)	- when membership is from 100 to 199
+ 6% of base (\$2,476)	- when membership is from 200 to 299
+ 9% of base (\$3,714)	- when membership is 300 and over

**4. Education Supplement:**

- Bachelor's degree or equivalent: (2) plus (3) only
- Master's degree or equivalent: (2) plus (3) plus 8% of base: (\$3,301)
- Doctorate: (2) plus (3) plus 11% of base: (\$4,539)

### Administrative Support Salary Grid

	Entry	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Secretary/Receptionist	27,886	<b>28,552</b>	29,764	30,976	32,188	33,400	34,613	35,825	37,037
Office Administration		30,265	31,550	32,835	34,120	35,404	36,689	37,974	39,259
Administration/Accounting		31,978	33,336	34,693	36,051	37,409	38,786	40,124	41,481

Each step represents one year full-time employment or equivalent.  
**Base = S/R Step 1 = \$28,552.** This is an increase of 2.33% over the 2011 base.