

## MENNONITE BRETHREN CHURCH OF MANITOBA

### Church Salary Grid Guidelines – 2011

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 = \$40,322; this is an increase of 3.83% over the 2010 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)			44,193	46,128	48,063	50,000	51,934	53,870	55,805	57,741	n/a
B)	40,322	42,257	44,193	46,128	48,063	50,000	51,934	53,870	n/a		

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

2.1 Each step after one year's 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 years of pastoral experience.

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

Base Salary	- when membership less than 100
+ 5% of base (\$2,016)	- when membership from 100 to 199
+ 10% of base (\$4,032)	- when membership from 200 to 299
+ 15% of base (\$6,048)	- when membership from 300 and up

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

Base Salary	- when membership less than 100
+ 3% of base (\$1,210)	- when membership from 100 to 199
+ 6% of base (\$2,419)	- when membership from 200 to 299
+ 9% of base (\$3,629)	- when membership from 300 and up

4. **Education Supplement:**

Bachelor's degree or equivalent: (2) plus (3) only

Master's degree or equivalent: (2) plus (3) plus 8% of base: (\$3,226)

Doctorate: (2) plus (3) plus 11% of base: (\$4,435)

#### Administrative Support Salary Grid

	Entry	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Secretary/Receptionist	26,833	<b>27,901</b>	29,240	30,579	31,919	33,258	34,597	35,936	n/a
Office Administration		29,575	30,995	32,414	33,834	35,253	36,673	38,093	n/a
Administration/Accounting		31,250	32,750	34,250	35,750	37,250	38,750	40,250	n/a

Each step represents one year full-time employment or equivalent.

**Base = S/R Step 1 = \$27,901.** This is an increase of 3.83% over the 2010 base.