

# Church Salary Grid 2024

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, and with recommendation from Jason Krueger (Legacy CEO).

This year (2023) the CPI indicates an increase of 3%.

- 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: \$56,022.  
This is an increase of 3% over the 2024 base salary

	Lead Pastors	Other pastoral & program staff
Step 1		56,022
Step 2		58,278
Step 3	60,539	60,539
Step 4	62,794	62,794
Step 5	65,056	65,056
Step 6	67,314	67,314
Step 7	69,572	69,572
Step 8	71,829	71,829
Step 9	74,088	74,088
Step 10	76,358	
Step 11	78,606	

- 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 (\$3,027)  
 Membership is from 199 to 299      + 10% of step 3 / base (\$6,054)  
 Membership is 300 and over      + 15% of step 3 / base (\$9,081)

#### b. Other pastors and program staff

Membership is less than 100      Base Salary  
 Membership is from 100 to 199      + 3% of step 1 / base (\$1,681)  
 Membership is from 199 to 299      + 6% of step 1 / base (\$3,361)  
 Membership is 300 and over      + 9% of step 1 / base (\$5,042)

### 4. Education Supplement:

Bachelor's degree or equivalent      No additional supplement  
 Master's degree or equivalent      + 8% of step 1 / base (\$4,843)  
 Doctorate      + 11% of step 1 / base (\$6,659)

## Administrative Support salary grid

	Secretary/ Receptionist	Office Administration	Administration/ Accounting
Entry	37,988		
Step 1	38,765	41,546	43,416
Step 2	40,322	42,744	45,162
Step 3	41,874	44,386	46,900
Step 4	43,420	46,027	48,629
Step 5	44,956	47,654	50,353
Step 6	46,488	49,276	52,066
Step 7	48,012	50,891	53,773
Step 8	49,526	52,499	55,471