

## MINISTER'S SALARY RECOMMENDATIONS

January 1, 2012

The following are minimum salary guidelines, intended to assist a church in setting the salary package of a Minister who is the sole employee of one or more congregations. Additional compensation should be considered for a multi-staff church and a church located in a high cost of living area. For multi-point charges, the total church budgets should be used.

**Step 1** **Base Salary** **\$31,500**

Step 2	Budget	% Added to Base Salary	\$
	\$0 - \$59,999	0%	0
	\$60,000 - \$99,999	5%	1,575
	\$100,000 - \$149,999	7.50%	2,362
	\$150,000 - \$249,999	10%	3,150
	\$250,000 - \$299,999	15%	4,725
	\$300,000 - \$349,999	20%	6,300
	\$350,000 and above	25%	7,875

Step 3	# of Years Ordained	% Added to Base Salary	\$
	0 - 4	0%	0
	5 - 9	10%	3,150
	10 - 14	15%	4,725
	15 - 19	20%	6,300
	20 - 24	25%	7,875
	25 +	30%	9,450

**Sub-Total**

**Add Value of housing And utilities**

**TOTAL MINIMUM** \_\_\_\_\_

**SALARY PACKAGE**                     

Associate pastors, youth pastors, etc. should be compensated in relation to the salary package of the senior Minister.

Churches may be paying less than the amount indicated by the table. Attempts should be made to increase the Minister's compensation package as the church is able to do so.

In some cases churches may be paying a salary package which exceeds the minimum recommended by the table. In each situation there can be a number of circumstances which will justify paying the Minister a higher figure.

When a pulpit committee is prayerfully considering the calling of a new Minister, its task must be to first determine if a candidate possesses the gifts needed to do the ministry. The negotiation of a salary package should always be secondary.

## **CANADIAN BAPTIST PENSION PLAN**

Under current pension plan legislation, churches are required to offer the Canadian Baptist Pension Plan to all Ministers and other staff. Please refer to the Handbook For Church Treasurers for eligibility details. <http://www.baptist-atlantic.ca/documents/2011%20Treasurer's%20Handbook%20Rev%2004082011.pdf>

Under this plan, the church contributes 6% of the Minister's total salary package, with the Minister paying 6% by payroll deduction. Included in the total salary package is the fair rental value of the parsonage plus utilities, or the amount of the housing allowance.

## **INSURANCES**

Basic & Dependent Life, Accidental Death and Dismemberment, Long-Term Disability Insurances, Employee Assistance Plan and the Medical/Dental Plan are provided through the Pension and Insurance Board to each pension plan member who is employed for a minimum of 20 hours per week, the cost of which is invoiced to churches. It is recommended the church pay at least 50% of the Medical/Dental Plan as a benefit for the member. The church is required to pay 100% of the LTD and EAP premiums.

## **HOME OWNERSHIP SAVINGS PLAN**

Where the Minister is provided with a parsonage it is recommended that, in addition to the above-mentioned salary package, a minimum of 2% of his\her salary package be contributed into an RRSP in his\her name. The intention would be that these funds would eventually be used to pay the down payment toward the purchase of a home.

## **VACATION**

The church should provide a minimum of four weeks vacation per year, provided the Minister has been employed there for a minimum of one year. **Vacation Pay Year** means the period from the first of July to the last day of June then following.

## **CONTINUING EDUCATION**

The church make available for continuing education annually:

1. up to 10 days, in addition to annual vacation;
2. \$500 tuition and\or books;
3. Both a) and b) could be accumulated.

## **CONVENTION ASSEMBLY ALLOWANCE (OASIS)**

The church should undertake to pay all reasonable expenses for the Minister to attend this very important annual event.

## **COMPUTER ALLOWANCE**

Due to the increasing use of the internet as a research and communication tool, we recommend the church pay for the cost of internet access for the Minister.

## **TRAVEL**

We recommend the church reimburse the Minister at the minimum rate of \$0.38 per kilometre.