

September 11th, 2019

Dear Church Treasurer / Moderator,

In consideration that it is reasonable to review the current inflation rates at this time of the year, the Bank of Canada has been tracking inflation rates between 1.40% - 2.00% in the last seven months of this year. The annualized inflation rate is currently at 1.89% as compared to last year's, which stood at 2.30% for the first seven months of 2018. The forecasted inflation rate for the year, based on the most recent Bank of Canada's Monetary Policy Report estimates released in July 2019, placed Canada's inflation rate at 2.00% by year's end.

As such, the CBWC would recommend that an adjustment, based on the Cost of Living Adjustment increase (COLA) of 1.90% for 2020 for your consideration, towards the remunerations of the pastoral and non-pastoral staff within the constituencies.

Together with this letter is a suggested salary grid for churches of various sizes in your province. I hope you will find this information helpful as you prepare for your 2020 budget. Please note that this grid is a suggestion only and is design based on the Senior Pastor's salary grid. The job descriptions of other church staff varies greatly from church to church, and currently we do not have a grid available for other church staff positions. However, you may wish to use the attached grid as the higher baseline, when considering the salary of your other church staff. I have also attached a copy of the Treasurer's Corner on the Budgeting Process, written by Dave Holten for your review, which I find informative and refreshing to read through for some guidance.

Thank you for the work that you do in your church and within the CBWC. Your ministry is definitely a blessing to others and it does make an eternal difference.

With blessings,



Victor Ku

Director of Administration and Finance

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