

CBWC 2022 Salary Guide September 2021

We suggest that a pastor's salary should be comprised of base salary plus point adjustments. Point adjustments include modifications for education, experience, responsibility and cost of living (COL).

It is mandatory for churches to offer enrolment in the CBWC Group Insurance and Canadian Baptist Pension Plan to eligible pastors (permanent employee working a minimum of 20 hours/week). These additional payroll expenses are not included in this Salary Guide.

The base salary and the value of each point will be reviewed and adjusted each year. The suggested base salary for 2022 is \$42,230 (added 3% inflation on top of 2021 \$41,000). The value of every point of the adjustment is \$1,100.

Pastor's Salary = base salary + (education points + experience points + responsibility points + COL points)
X point value

1. Education Points

- Points are given for a pastor's highest educational background according to the following table:

| Points | Descriptions |
|--------|------------------------------|
| 1 | Diploma/no degree |
| 4 | Bible College/BA |
| 5 | Five years of post-secondary |
| 6 | MA |
| 7 | MDiv, MTh |
| 9 | PhD, Th.D, and DMin |

2. Experience Points

- Points may be given if the pastor has non-pastoral work experience that is directly related to their pastoral role
- Churches may choose from one of the following options based on its affordability:
 - Option 1:** One point for each year of experience working as a pastor
 - Option 2:**
 - One point for each year of experience working as a pastor to maximum of 15 years
 - Plus one point for every two additional years after 15 years

3. Responsibility Points

- Responsibility points are given according to the size of the church and the pastor's supervisory role

| Responsibility Points | Church Size | | | |
|--------------------------------------|-------------|---------|---------|------|
| Average Attendance | <100 | 101-250 | 251-350 | 350+ |
| Solo Pastor | 1 | 2 | 3 | 4 |
| Lead Pastor of Team (multiple staff) | 2 | 3 | 4 | 5 |
| Associate Pastor (any ministry) | 0.9 | 1.5 | 2 | 3 |

4. Cost of Living (COL) Points

- MLS®-HPI (Home Price Index)¹ is used to evaluate the Cost of Living in various cities. Points are calculated based on seasonally adjusted composite benchmark house prices in corresponding cities/areas.
- For cities/areas not listed in the following table, please choose one city/area from the table nearest your location that best reflects the local real estate market.

| Cost of Living | Points |
|-------------------|--------|
| VANCOUVER ISLAND | 5.46 |
| VICTORIA | 6.77 |
| LOWER MAINLAND | 9.33 |
| GREATER VANCOUVER | 9.57 |
| FRASER VALLEY | 8.53 |
| OKANAGAN VALLEY | 5.52 |
| CALGARY | 3.65 |
| EDMONTON | 2.82 |
| REGINA | 2.16 |
| SASKATOON | 2.71 |
| WINNIPEG | 2.65 |

5. Calculation

| | | |
|-----------------------|-------------|-----------------|
| Base Salary | | \$42,230 |
| Education Points | X \$1,100 = | |
| Experience Points | X \$1,100 = | |
| Responsibility Points | X \$1,100 = | |
| COL Points | X \$1,100 = | |
| Total Salary | = | |

¹ MLS®-HPI (Home Price Index) is a tool developed by the Canadian Real Estate Association (CREA) and the real estate boards of Calgary, Fraser Valley, Greater Montreal, Greater Vancouver, and Greater Toronto. Now it includes data from Regina, Saskatoon, Ottawa, Vancouver Island, Victoria, Greater Moncton, Guelph, Oakville-Milton, Edmonton, Barrie & District, Hamilton-Burlington, Niagara Region, Okanagan Valley, and Winnipeg. The 19 real estate boards participating in the MLS® HPI represent more than two thirds of all Canadian resale housing activities, based on the 10-year average of annual sales from 2010-2019.

Example: Pastor A joins church A in Calgary. The church has around 90 people. Pastor A has an MDiv and previously worked as an associate pastor for 5 years in another city before becoming the solo pastor of church A.

| | |
|----------------------|-------------------------------------|
| Education point | = 7 |
| Experience point | = 5 |
| Responsibility point | = 1 |
| COL point | = 3.65 |
| Total Salary | = \$42,230 + \$1,100 X (7+5+1+3.65) |
| | = \$60,545 |

Note: This is the guided salary and does not include Clergy Residence Deduction.