

# CBWC 2024 Salary Guide

## September 2023

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 2024 is \$44,539 (added 2.0% inflation on top of 2023 \$43,666). The point value is \$1,160 (added 2.0% inflation on top of 2023 \$1,137).**

**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			
	<100	101-250	251-350	350+
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)<sup>1</sup> 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 to your location that best reflects the local real estate market.

Cost of Living	Points
VANCOUVER ISLAND	5.24
VICTORIA	6.89
LOWER MAINLAND	8.89
GREATER VANCOUVER	9.46
FRASER VALLEY	7.92
CHILLIWACK AND DISTRICT	6.11
INTERIOR BC	5.30
CALGARY	3.97
EDMONTON	3.20
REGINA	2.71
SASKATOON	3.08
WINNIPEG	2.88

#### 5. Calculation

<b>Base Salary</b>		<b>\$44,539</b>
Education Points	X \$1,160 =	
Experience Points	X \$1,160 =	
Responsibility Points	X \$1,160 =	
COL Points	X \$1,160 =	
<b>Total Salary</b>	=	

<sup>1</sup> The MLS® HPI was pioneered by six founding partners: the real estate boards of Calgary, Fraser Valley, Greater Montreal, Greater Vancouver, and Greater Toronto and the Canadian Real Estate Association (CREA). In 2009, the partners contracted with Altus Group to develop the MLS® HPI, which subsequently launched in February 2012.

**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	= 3.97
<b>Total Salary</b>	= \$44,539 + \$1,160 X (7+5+1+3.97)
	= \$64,224.2

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