

Church Salary Grid 2026



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 Legacy CEO (Jason Krueger).

This year (2026) COLA* increase - 2.9% (Based on Sept 25 annual adjusted CPI*)

Base Salary: **\$58,799**

	Lead Pastor	Other Pastoral Staff/ Ministry Director	Ministry Coordinator/ Program Staff**
Entry			
Step 1		58,799	44,099
Step 2		61,168	45,876
Step 3	63,540	63,540	47,655
Step 4	65,908	65,908	49,430
Step 5	68,281	68,281	51,211
Step 6	70,651	70,651	52,988
Step 7	73,021	73,021	54,766
Step 8	75,390	75,390	56,543
Step 9	77,761	77,761	58,321
Step 10	80,144		
Step 11	82,503		

Secretary/ Receptionist	Hourly Rate	Office Administrator***	Hourly Rate	Administrator/ Accounting***	Hourly Rate
39,871	19.17				
40,687	19.56	43,991	21.15	45,971	22.10
42,321	20.35	45,259	21.76	47,819	22.99
43,950	21.13	46,997	22.59	49,660	23.88
45,572	21.91	48,735	23.43	51,490	24.75
47,185	22.69	50,458	24.26	53,316	25.63
48,792	23.46	52,176	25.08	55,130	26.50
50,392	24.23	53,886	25.91	56,937	27.37
51,982	24.99	55,588	26.73	58,735	28.24

1. Pastoral and program staff salaries are composed of a base salary as outlined in base salary with the adjustment from Membership Size Supplements and Educational Supplement
2. The local church determine where incoming staff are placed on the grid
3. Each step represents a year of service
4. It is recommended that lead pastors should begin no lower than step 3
5. Other pastors/directors should begin at step 1 (Consideration should be given to years of pastoral experience and education)

*CPI- Consumer Price Index; COLA- Cost-of-Living Adjustment

**New Category - Ministry Coordinator/Program Staff

***When the Administrative lead is responsible for supervision of other staff we suggest that a church size supplement be added to the base salary

Membership Size Supplement	Lead Pastor	Associate Pastor	Admin Lead***
<100			
100-199	3,177	1,747	1,747
200-299	6,354	3,494	3,494
>300	9,531	5,241	5,241
Educational Supplement	Lead Pastor	Associate Pastor	
Bach or Equal			
Masters or Equiv	5,084	5,033	
Doctorate	6,989	6,989	