**MC CANADA PASTORS’ ANNUAL SALARY WORKSHEET,** **2025 for MCBC**

***(Worksheet also available in Excel format on our website*** [***www.mennonitechurch.ca***](http://www.mennonitechurch.ca) ***in the Resource Centre)***

**Congregation: Mennonite Church BC Pastor: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**1. Basic Compensation**

a) *Base Salary*: 65 units @ $514.90 each = $ 33,468.50

b) *Local Cost of Living:* = $\_\_\_\_\_\_\_\_\_\_

c) *Experience Increments:* \_\_\_\_\_\_ Units @ $514.90 each = $\_\_\_\_\_\_\_\_\_\_

d) *Educational Increments:* \_\_\_\_\_\_ Units @ $514.90 each = $\_\_\_\_\_\_\_\_\_\_

e) *Responsibility Increments:* \_\_\_\_\_\_ Units @ $514.90 each = $\_\_\_\_\_\_\_\_\_\_

**Total Basic Compensation:** $\_\_\_\_\_\_\_\_\_\_

**2. Benefits:** MCCanada Benefit Plans (estimates, subject to Plan requirements)

1. MC Canada Pension Plan: (congregation pays 4% \_ or 5% \_ of salary) = $\_\_\_\_\_\_\_\_\_\_
2. MCBC Benefits Plan (employer portion) $\_\_\_\_\_\_\_\_\_\_ **Total Benefits:** $\_\_\_\_\_\_\_\_\_

\*Employees must pay the premiums for Long-Term Disability. Churches may choose to increase an employee’s payroll to offset the costs of this deduction. Please see the annual Church Treasurer T4 memo for further information.

**3. *Business* Expenses *(paid by church)*:**

1. Car and travel expenses (@ \_\_\_\_ ¢ per kilometre) = $\_\_\_\_\_\_\_\_\_\_
2. Workshops, courses, etc. = $\_\_\_\_\_\_\_\_\_\_
3. Books and periodicals = $\_\_\_\_\_\_\_\_\_\_
4. Conference attendance = $\_\_\_\_\_\_\_\_\_\_

e) Other expenses = $\_\_\_\_\_\_\_\_\_\_

**Total Expenses:**  $\_\_\_\_\_\_\_\_\_\_

**4. Statutory Benefits:** Employer Costs(estimates, subject to government mandates)

a) Canada/Quebec Pension Plan 5.95% of pensionable earnings = $\_\_\_\_\_\_\_\_\_ (’23max $3754.45)

b) WCB (each church use their rate) $.\_\_ per $100 assessable payroll = $\_\_\_\_\_\_\_\_\_

c) Employment Insurance 1.66 per $100 of insurable earn x1.4 = $\_\_\_\_\_\_\_\_\_ (‘24max $1468.77)

**Total Statutory Benefits:**  $\_\_\_\_\_\_\_\_\_\_

**5. Total Salary and Benefits:** Cost to Congregation $\_\_\_\_\_\_\_\_\_\_

**6. Vacation Allowance:** \_\_\_\_\_ weeks vacation, plus \_\_\_\_\_ statutory holidays

**7. Study/Service Leave Provisions:**

**Signatures** (indicate agreement with figures in items 1, 3, 6, 7, and the principles of items 2 and 4):

Pastor \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Congregational Officer \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_