



MC CANADA PASTORS' ANNUAL SALARY WORKSHEET, 2017

(Worksheet also available in Excel format on our website www.mennonitechurch.ca in the Resource Centre)

Congregation: _____ **Pastor:** _____

1. Basic Compensation

- a) *Base Salary:* 65 units @ \$411.34 each = \$26,737.10
 - b) *Local Cost of Living:* = \$ _____
 - c) *Experience Increments:* _____ Units @ \$411.34 each = \$ _____
 - d) *Educational Increments:* _____ Units @ \$411.34 each = \$ _____
 - e) *Responsibility Increments:* _____ Units @ \$411.34 each = \$ _____
- Total Basic Compensation:** \$ _____

2. Benefits: MC Canada Benefit Plans (estimates, subject to Plan requirements)

- a) Pension Plan: (congregation pays 4% ____ or 5% ____ of salary) = \$ _____
 - b) Long-Term Disability * (Tier 1): (congregation pays ____ %) = \$ _____
 - c) Life Insurance & AD&D (Tier 1): (congregation pays ____ %) = \$ _____
 - d) Medical, Vision and Dental (Tier 2): (congregation pays ____ %) = \$ _____
- 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):

- a) Car and travel expenses (@ ____ ¢ per kilometre) = \$ _____
 - b) Workshops, courses, etc. = \$ _____
 - c) Books and periodicals = \$ _____
 - d) Conference attendance = \$ _____
 - e) Other expenses = \$ _____
- Total Expenses:** \$ _____

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

- a) Health Tax (as mandated by provincial plan) = \$ _____
 - b) Canada/Quebec Pension Plan = \$ _____
 - c) Employment Insurance = \$ _____
- 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: _____

