



November 1, 2018

Dear Pastor or Treasurer:

I am writing to inform you of the recommendations from Canadian Baptists of Atlantic Canada regarding salary increases for 2019 and also the changes to the costs of benefits which need to be reflected on your employees' payroll.

For 2019, we are recommending a cost of living adjustment of 2.5%. We have attached a worksheet, per the Treasurer's Handbook, that can be used to help determine your pastor's salary, taking into account the church budget, the experience of the pastors, and the value of housing in your area.

The following are the rate changes for benefits:

	2019 Rates	2018 Rates
Basic Life Insurance	13.05	14.50
Spousal & Dependent Life Insurance	2.44	2.44
Accidental Death & Dismemberment Insurance	0.43	0.43
Employee & Family Assistance Program	4.76	4.76
Medical/Dental – Individual	138.00	135.00
Medical/Dental – Family	326.00	320.00
Long Term Disability	2.23 per \$100	2.23 per \$100
Administration Fee	6.00	6.00

The following is an example of how to determine what the Long-Term Disability would be:

Pastor's total salary, including housing = \$60,000
LTD benefit would be 67% of total salary = \$40,200
Annual premium = $0.0223 \times \$40,200 = \896.46
Monthly premium = $\$896.46/12 = \74.71

Clergy Residence Deduction – Pastors who own their homes are reminded to complete the CRA form T1213 this fall if they do not wish to have taxes taken on the Fair Market Value of their home, commencing in January 2019. Written authorization from CRA to reduce deductions at source must be received by the treasurer, otherwise the treasurer is required by law to withhold taxes according to the Tax Tables.

Respectfully,

Heather Burke, CPA, CA
Interim Director of Finance and Treasurer

MINISTER'S SALARY RECOMMENDATIONS

January 1, 2019

Base Salary		36,595
Annual Church Budget	% Added to Base Salary	\$
\$0 - \$59,999	0.00%	-
60,000 - 99,999	5.00%	1,830
100,000 - 149,999	7.50%	2,745
150,000 - 249,999	10.00%	3,660
250,000 - 299,999	15.00%	5,489
300,000 - 349,999	20.00%	7,319
350,000 and above	25.00%	9,149
# of Years Ordained	% Added to Base Salary	\$
0 - 4	0.00%	-
5 - 9	10.00%	3,660
10 - 14	15.00%	5,489
15 - 19	20.00%	7,319
20 - 24	25.00%	9,149
25+	30.00%	10,979
Sub-total		36,595
Add value of housing & utilities		
Total Minimum Salary Package		36,595

In addition to the above a minimum of 2.5% should be added to the Minister's total salary package upon the completion of a major educational program, such as a Doctor of Ministry Degree

Associate Ministers, Youth Ministers, etc. should be compensated appropriately, taking into consideration the salary package of the Senior Minister.

Churches may be paying less than the amount indicated by the table. Attempts should be made to increase the Minister's compensation package as the church is able to do so.

In some cases, churches may be paying a salary package which exceeds the minimum recommended by the table. In each situation there can be a number of circumstances which will justify paying the Minister a higher figure.

**Please support the goals of the CBAC to plant new churches
and help existing churches become more missional
by giving to our Denominational Fund. Thank you!**