

**ABMB Conference Pastoral Base Salary for 2018**  
**Unit Value for Salary Adjustment = \$1,105.00**

**\$44,825.00**

Experience Units:

- One unit for each year of experience to maximum of 15 years
- Plus: One unit for every three additional years.
- OR: For related experience use one unit for every 2 years

Education Units:

- One unit of partial Bible School or College – diploma or no degree
- OR: For units for Bible College of University BA degree
- OR: Six units for graduate studies – MA
- OR: Ten units for MDiv and MTh
- OR: Twelve units for PhD, ThD and DMin

Responsibility Units:

Add one unit according to the following chart. The categories are suggestions and can be changed to meet your specific needs.

Average Attendance	Up to 150	151-299	300-499	500-699	700 and up
Solo Pastor	1	2	3	4	5
Lead Pastor of Team (multiple staff)	2	3	4	5	6
Associate Pastor (any ministry)	1	1	2	3	4

Extra Responsibility Units:

For things such as supervising more than 4 staff, overseeing more than two areas of ministry, merit or incentives is discretionary.

Cost of Living Units:

- Northern Alberta:
  - Fort McMurray – Six units
  - Grande Prairie – Five units
- Calgary - Six units
- Edmonton – Six units
- Lethbridge/Coaldale/Medicine Hat/Red Deer – Four units
- Central Alberta (Linden/Gem) – Three units
- Southern Alberta – Three units

**Calculation:**

	<b>Base Salary</b>	<b>\$44,825.00</b>
A. Experience Units	_____ x 1,105 =	_____
B. Education Units	_____ x 1,105 =	_____
C. Responsibility Units	_____ x 1,105 =	_____
D. Extra Responsibility Units	_____ x 1,105 =	_____
E. Cost of Living Units	_____ x 1,105 =	_____
	<b>TOTAL Salary for 2018</b>	_____