



Complete Remuneration

BC Conference Treasury – Pastors Meetings

January 20, 2025

Complete Remuneration

01

BASIC SALARY

02

COST OF
HOUSING

03

BENEFITS

Basic Salary

- ◇ Basic Salary set by SDACC, approved by NAD and ratified by BC Conference BOD – “BASE”
 - ◇ Increase in Cost-of-Living – August 1
 - ◇ SDACC sets the COL increase based on the prior years July 1 CPI
 - ◇ 4% increase on August 1, 2025
 - ◇ Base is \$6003 and will be increasing to \$6243
 - ◇ Increase in Percentage – January 1
 - ◇ New pastors directly out of Burman University start at 83% of base and incrementally increase each year by 2% until they reach 95%. When you are ordained, you max out at 102%
- ◇ Assumption is that 30% of this is used for housing (mortgage or rental)

Cost-of-Housing

- ◇ BC Conference is divided into 5 housing categories – A through E
- ◇ ERI (Economic Research Institute) is used to position each geographical area into one of these housing categories
- ◇ Assumption is that 100% of this is used for housing (mortgage or rental)
- ◇ A (base) \$6003
 - ◇ Port Hardy, Bella Coola, Grand Forks, Williams Lake, Smithers, Chetwynd, Prince George, Creston, Merritt, Terrace
- ◇ B +\$432
 - ◇ Campbell River, Dawson Creek, Armstrong, Oliver, Salmon Arm, Kamloops, Vernon, Whitehorse
- ◇ C +\$903
 - ◇ Penticton, Chilliwack, Nanaimo, Kelowna
- ◇ D +\$1,422
 - ◇ Abbotsford, Squamish, Mission, Victoria
- ◇ E +\$2,003
 - ◇ New Westminster, Coquitlam, Surrey, Burnaby, Richmond, Vancouver

Benefits

- ◇ Defined Benefit Pension Plan - SDACC
- ◇ Defined Contribution Pension Plan - Industrial Alliance
 - ◇ Up to 3% matching RRSP
 - ◇ Rate of Return = 100%+
- ◇ Extended Medical Benefits

Travel Reimbursement - \$0.62/km

Assumption: Two Church Travel Budget - 1500km/month = \$930

Fuel = \$1.8/L	8L/100km City	\$216
Tires	\$1000/80,000km's	\$18.75
Oil Change	\$100/5,000km's	\$33.33
Insurance	\$1,500/year	\$125
Capital Cost/Maintenance	Remainder	\$536.92

Car life of 250,000km / 1500km/month = 166.67 x \$551.92 = \$92K for capital/maintenance

Personal Budget

◇ Personal Budget

- ◇ Retirement Savings – RRSP/TFSA
- ◇ Children's Future Education – RESP
- ◇ Major Future Purchases (Down Payment for a house – FHSA)
- ◇ Emergency Fund – High Interest Savings Account/Credit Union

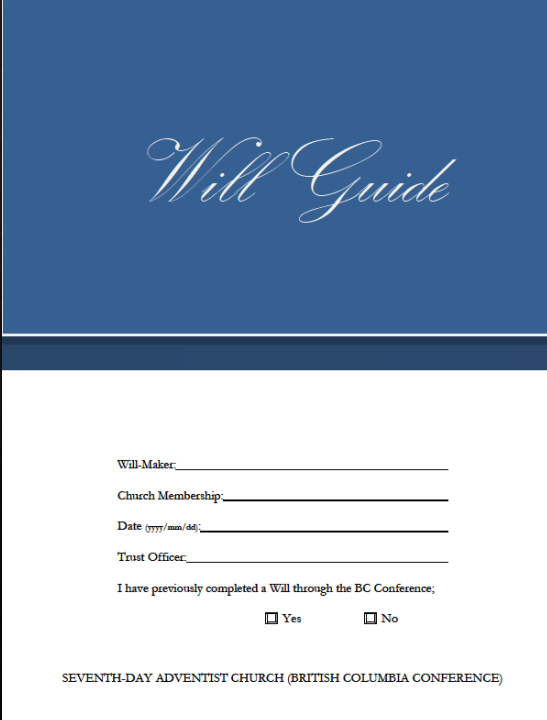
◇ Budget Tools

- ◇ Mint.com
- ◇ CashMapApp
- ◇ RBC Budget Tool
- ◇ Excel



I am happy to come to your church

- ◇ 5 Part Personal Finance Series
- ◇ Wills Symposium



Will Guide

Will-Maker: _____

Church Membership: _____

Date (yyyy/mm/dd): _____

Trust Officer: _____

I have previously completed a Will through the BC Conference;

Yes No

SEVENTH-DAY ADVENTIST CHURCH (BRITISH COLUMBIA CONFERENCE)