

Compensation Summary for Non-Pastor Ministerial Staff

Data Set: 2008 Compensation Study Position: Ministerial Staff Full-Time
 State conventions: Arkansas, Kansas-Nebraska, Oklahoma, Texas-Bapt Gen Conv, Texas-Sou Bapt of Texas

Number of Respondents: 1068

Average Attendance: 0 - 0

Church Budget: 0 - 0

Positions	Number of Responses	Average Compensation	Average Pay Package
Executive Pastor only	14	\$82,487	\$98,720
Associate/Assistant Pastor only	30	\$53,443	\$68,466
Music/Worship only	86	\$63,737	\$78,872
Mission Pastor/Language Minister only	12	\$64,659	\$76,117
Education only	27	\$68,046	\$82,101
Children/Preschoolers only	86	\$45,415	\$53,773
Youth/Students only	139	\$44,936	\$53,071
Senior Adults only	4	\$47,625	\$58,733
Women's Ministry only	0	\$0	\$0
Activities/Recreation/Sports only	6	\$41,934	\$50,678
Media only	10	\$43,939	\$53,252
Business Mgr/Administration only	27	\$66,922	\$85,334
Other Non-Pastoral Ministries	8	\$40,439	\$47,274
Music/Worship and Youth/Students	6	\$48,774	\$53,486
Music/Worship and Education	14	\$46,182	\$60,740
Youth/Students and Education	8	\$40,588	\$44,870
Education and Business Mgr/Administration	4	\$53,028	\$63,862
Music/Worship + Any Combination*	223	\$51,730	\$61,895
Youth/Students + Any Combination*	203	\$43,505	\$49,673
Education + Any Combination*	268	\$55,187	\$65,503
Business Mgr/Admin. + Any Combination*	135	\$61,159	\$72,500
Activities/Recreation/Sports + Any Combination*	98	\$45,729	\$54,369
Associate/Assistant Pastor + Any Combination*	337	\$54,255	\$64,074
Children/Preschool + Any Combination*	127	\$45,428	\$53,107

*These combinations include those above with dual responsibilities.

Office and Custodial Personnel:

Compensation = Salary

Pay Package* = Salary + Retirement Benefits Paid by the Church + Insurance Paid by the Church

*The Employer portion of Social Security is not included in the figure for Pay Package. The study assumes that the church pays the employer portion of Social Security for these employees.

Ministerial Personnel (Non-Ordained Ministers):

Compensation = Salary

Pay Package** = Salary + Retirement Benefits Paid by the Church + Insurance Paid by the Church

**The Employer portion of Social Security is not included in the figure for Pay Package. The study assumes that the church pays the employer portion of Social Security for these employees.

Ministerial Personnel (Ordained Ministers):

Compensation = Salary + Housing Allowance + Fair Rental Value of Church-owned Housing + Utilities for Church-owned Housing

Pay Package*** = Salary + Housing Allowance + Fair Rental Value of Church-owned Housing + Utilities on Church-owned Housing + Social Security Equivalent + Retirement

Benefits Paid by the Church + Insurance Paid by the Church

***While the Social Security Equivalent could be included with compensation since it is taxable, the Compensation Study has chosen for a number of years to treat the Social Security Equivalent as a benefit so as to be consistent with the general treatment of social security for non-ministers. It is suggested the church pay the same percentage for social security for the minister that they would pay for a non-minister. Thus it should be budgeted and classified the same way as the regular FICA employer social security for non-ministers. The only difference for ministers is that it does become taxable.

This study assumes all ministry-related expenses are paid by the church using an accountable reimbursement plan and are **NOT INCLUDED** in the "Pay Package". These include travel expense; expenses for conventions and continuing education; expenses for ministry-related book, tapes, and periodicals and ministry-related hospitality expenses. Amounts paid to cover these ministry-related expenses are **IN ADDITION TO** the above amounts.

Report Date: Wednesday, February 11, 2009
