

2006 SBC Compensation Study - Summary Report for All State Conventions

2004 --- Based on useable Survey Responses from 20,288 Employees in 8,602 SBC Churches in all 41 SBC State Conventions

2006 --- Based on useable Survey Responses from 17,350 Employees in 7,095 SBC Churches in all 41 SBC State Conventions

State Convention	Total # Churches Represented in Study	PASTORS						STAFF MINISTERS						OFFICE PERSONNEL						CUSTODIANS					
		Full Time			Bivocational			Full Time			Bivocational			Full Time			Part Time			Full Time			Part Time		
		# in Study	Average Salary & Housing	Average Total Pay Package	# in Study	Average Salary & Housing	Average Total Pay Package	# in Study	Average Salary & Housing	Average Total Pay Package	# in Study	Average Salary & Housing	Average Total Pay Package	# in Study	Average Salary	Average Total Pay Package	# in Study	Average Salary	Average Total Pay Package	# in Study	Average Salary	Average Total Pay Package	# in Study	Average Salary	Average Total Pay Package
Alabama 2004	576	330	49,088	58,156	199	14,451	15,517	328	44,169	52,255	383	9,993	10,727	245	21,636	25,273	193	9,701	10,557	81	20,544	24,773	165	7,507	8,125
Alabama 2006	388	235	53,563	62,892	131	15,818	17,012	272	44,873	52,044	244	11,277	11,939	225	23,443	27,534	146	11,217	12,236	82	22,771	26,990	119	7,095	7,681
Alaska 2004	30	19	48,950	58,251	8	16,492	16,971	7	34,471	38,862	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Alaska 2006	24	16	56,474	67,341	3	19,567	22,260	6	42,523	51,170	2	26,000	28,127	1	35,028	49,822	3	15,960	17,581	-	-	-	-	-	
Arkansas 2004	416	219	47,851	56,590	100	13,025	14,062	151	45,308	54,059	56	10,306	11,624	102	21,812	26,351	80	11,150	12,504	28	21,679	27,129	41	8,792	9,512
Arkansas 2006	368	190	47,809	56,395	78	13,686	14,814	149	44,430	53,620	49	11,723	12,575	84	23,457	28,458	77	11,075	12,315	30	22,007	26,422	23	7,398	8,102
Arizona 2004	67	53	48,300	56,424	11	14,421	15,028	13	42,379	50,321	17	10,755	11,198	10	24,724	30,224	6	12,379	13,214	1	19,500	20,992	5	8,480	9,128
Arizona 2006	45	36	47,087	55,169	11	22,374	23,766	12	42,703	48,103	9	15,633	16,649	2	23,261	31,170	8	12,777	14,638	2	28,225	35,470	2	11,200	12,057
California 2004	268	173	47,158	54,972	92	15,963	17,660	35	45,227	52,738	32	12,611	13,634	21	26,101	31,336	34	10,884	12,805	2	21,925	23,603	16	6,564	7,087
California 2006	213	141	49,206	57,029	62	16,910	18,722	76	48,326	56,984	56	13,636	14,693	24	28,612	32,622	54	11,016	12,381	6	29,880	34,437	31	7,876	8,616
Colorado 2004	113	71	47,984	55,244	33	14,485	15,700	35	48,203	56,154	34	9,323	9,790	20	26,588	30,639	31	9,458	10,307	2	27,816	31,975	9	6,567	7,069
Colorado 2006	85	61	51,584	59,049	21	14,298	14,800	31	48,605	56,891	40	13,340	14,129	16	26,640	31,292	40	13,404	14,817	5	27,873	33,885	13	6,363	6,888
Dakotas 2004	36	8	35,899	44,714	24	11,957	13,513	2	35,226	40,526	2	4,118	6,353	-	-	-	-	-	-	-	-	-	1	7,280	7,837
Dakotas 2006	23	8	33,956	41,278	15	11,036	12,387																		
DC 2004	8	8	62,818	80,218	-	-	-	3	41,717	52,904	7	14,407	15,226	3	27,884	36,370	2	15,374	16,550	-	-	-	2	17,046	18,350
DC 2006	8	4	78,558	97,082	2	15,350	15,350	3	56,612	68,465	7	26,150	27,320	4	39,266	43,180	1	6,500	6,997	1	31,200	33,587	1	10,000	10,765
Florida 2004	406	300	49,769	59,444	89	13,834	15,099	268	48,957	61,001	140	11,004	11,937	177	23,933	29,428	164	9,972	11,179	64	21,987	26,684	39	6,740	7,476
Florida 2006	275	203	53,232	63,364	58	18,322	21,051	199	48,327	58,773	84	13,782	14,678	114	26,366	31,401	110	12,009	13,180	35	26,864	33,422	42	8,396	9,386
Georgia 2004	639	414	49,280	57,810	188	16,187	17,387	451	46,209	55,083	477	10,074	10,637	239	25,500	30,631	195	10,597	11,634	97	23,510	29,030	143	7,710	8,309
Georgia 2006	537	341	53,358	62,192	157	16,916	17,891	373	47,939	56,864	265	13,733	14,756	289	25,741	30,893	247	11,343	12,713	108	25,046	30,116	155	8,804	9,585
Hawaii 2004	24	14	49,045	59,157	6	17,830	19,219	9	42,812	53,717	8	7,914	8,581	8	23,169	28,025	5	8,963	10,442	1	28,992	34,109	4	12,773	14,919
Hawaii 2006	33	20	51,785	63,670	12	21,323	23,250	11	46,137	56,267	5	9,264	9,991	8	28,004	33,307	8	9,397	10,131	1	26,868	28,923	4	16,874	18,197
Illinois 2004	134	64	42,045	52,301	38	12,542	14,427	26	44,507	57,126	9	11,065	12,109	20	20,754	24,435	25	9,063	9,831	9	21,454	25,663	16	10,637	11,502
Illinois 2006	151	91	46,203	55,360	34	12,500	13,989	20	34,438	44,929	11	17,561	19,766	14	23,460	27,461	18	13,238	14,521	3	16,709	17,987	4	11,008	11,850
Indiana 2004	75	50	42,947	53,125	23	13,725	17,440	-	-	-	4	16,535	16,883	-	-	-	3	6,311	6,794	-	-	-	1	10,400	11,196
Indiana 2006	8	4	47,365	56,231	3	15,041	20,605	-	-	-	2	23,230	23,230	-	-	-	1	10,165	10,943	-	-	-	-	-	
Iowa 2004	28	20	35,850	43,330	7	11,406	12,134	4	31,850	37,050	1	19,800	21,060	-	-	-	4	10,238	11,021	-	-	-	1	12,670	13,639
Iowa 2006	35	14	39,772	45,931	17	12,718	14,466	2	41,618	48,736	2	25,057	29,420	1	28,000	30,142	-	-	-	-	-	-	-	-	
Kentucky 2004	575	304	44,511	54,853	143	14,383	16,537	228	41,023	50,504	174	11,297	12,306	143	22,056	26,810	110	10,253	11,438	49	21,609	27,572	102	8,633	9,661
Kentucky 2006	506	262	47,377	58,303	144	15,594	17,537	210	41,517	54,636	168	11,529	12,567	111	23,470	28,811	110	11,542	12,857	43	23,210	29,153	69	8,881	9,683
KS/NE 2004	61	39	47,227	55,862	21	13,637	16,295	31	49,984	60,405	20	10,889	11,769	13	22,697	27,885	22	10,159	10,981	7	26,495	33,472	12	6,206	6,662
KS/NE 2006	60	41	50,929	58,651	14	10,576	12,242	32	42,289	49,816	29	11,533	11,937	15	24,706	28,893	22	9,992	10,790	5	28,632	36,206	14	7,667	8,253
Louisiana 2004	354	154	44,191	51,923	73	15,144	16,241	98	45,619	54,068	63	10,953	11,482	50	21,532	25,706	36	10,219	11,234	2	20,920	22,521	2	8,952	9,637
Louisiana 2006	305	131	48,984	56,511	63	18,054	19,381	88	48,152	56,005	51	11,521	12,086	37	21,752	25,480	33	10,980	12,003	-	-	-	3	9,832	10,585
MD/DE 2004	106	88	52,828	64,141	12	9,611	11,965	16	43,082	52,505	10	15,409	16,285	7	24,565	28,346	6	14,540	15,812	-	-	-	-	-	
MD/DE 2006	73	64	55,123	68,259	8	18,623	22,087	9	39,093	52,427	5	15,917	16,876	4	27,709	30,441	6	13,125	15,431	-	-	-	4	10,293	11,080
Michigan 2004	71	42	41,484	51,235	25	12,383	14,727	15	37,879	49,141	1	16,710	18,060	1	20,800	29,858	1	8,105	8,725	-	-	-	1	6,259	6,738
Michigan 2006	58	33	43,654	54,782	22	13,244	13,892	9	47,857	59,815	2	10,732	10,732	-	-	-	1	6,500	7,081	-	-	-	-	-	
MN/WI 2004	25	12	39,858	49,406	13	11,755	14,847	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Mn/Wi 2006	21	12	48,726	57,286	9	13,054	15,108																		
Mississippi 2004	385	247	45,487	55,507	80	16,857	18,705	152	44,976	54,790	67	13,716	14,672	90	22,320	27,100	77	11,305	12,777	25	19,391	24,505	27	8,505	9,176
Mississippi 06	311	184	50,298	60,791	76	18,450	19,851	123	50,223</																

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Missouri 2004	342	192	41,314	51,314	129	13,490	14,917	121	41,485	51,574	92	10,591	11,372	85	20,697	24,882	101	9,617	10,518	18	20,809	25,156	70	6,831	7,397
Missouri 2006	245	150	44,994	55,375	80	13,072	14,304	110	42,318	52,208	109	11,103	11,790	56	22,580	26,924	107	10,953	12,064	24	24,173	27,826	59	7,362	8,082
Montana 2004	42	27	34,397	39,113	15	10,539	11,742	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Montana 2006	42	21	35,338	42,018	16	12,640	13,049	3	40,463	46,308	1	8,050	8,050	3	19,757	22,129	1	9,734	10,479	-	-	-	-	-	-
Nevada 2004	41	26	42,306	51,661	13	11,823	12,312	7	50,708	63,595	5	11,232	12,560	5	24,784	27,556	3	8,137	8,733	1	20,800	22,391	3	9,132	9,830
Nevada 2006	38	17	47,008	55,208	18	11,447	11,992	8	48,933	55,700	6	18,107	19,533	5	22,853	24,601	7	14,338	18,374	1	37,800	40,692	3	8,181	8,807
New Eng. 2004	40	25	46,619	57,871	11	11,505	13,030	-	-	-	6	14,969	15,920	2	25,264	28,297	7	7,209	7,906	-	-	-	1	5,200	5,598
New Eng. 2006	32	11	47,342	62,255	18	19,298	20,607	1	37,392	43,512	4	11,125	11,508	1	25,286	29,245	4	4,613	4,966	-	-	-	4	3,988	4,294
New Mexico 2004	80	56	42,747	50,052	21	17,192	19,249	30	46,751	55,594	4	11,672	12,788	4	28,159	33,773	4	10,849	12,236	2	15,820	17,031	2	5,900	7,419
N Mexico 2006	86	51	45,042	54,269	34	13,934	15,654	32	50,898	61,029	7	12,567	13,899	12	23,997	30,169	8	9,173	9,950	5	25,673	34,114	5	13,076	14,076
New York 2004	44	30	39,812	46,343	14	13,646	15,828	2	34,538	38,788	1	22,575	29,918	-	-	-	-	-	-	-	-	-	1	8,006	8,618
New York 2006	52	24	45,071	53,041	28	15,524	17,193	2	43,591	54,189	1	26,820	34,471	-	-	-	-	-	-	1	22,726	27,878	-	-	-
NC 2004	691	520	45,394	57,009	111	16,758	19,145	466	43,026	52,520	460	11,064	12,004	315	25,556	31,598	358	10,367	11,602	83	22,912	29,198	214	7,439	8,062
NC 2006	651	484	48,165	59,912	108	18,039	20,514	425	46,228	57,046	398	12,892	13,909	293	26,934	34,307	349	11,790	13,297	95	25,022	31,666	198	7,695	8,467
Northwest 2004	150	94	39,912	47,903	56	14,163	15,438	17	39,973	48,659	16	11,586	12,501	7	21,449	23,675	22	8,812	9,882	2	22,098	26,327	11	4,933	5,315
Northwest 2006	102	61	42,730	50,475	40	16,571	17,854	16	41,279	56,042	13	11,208	11,632	5	28,759	34,364	12	12,377	13,683	-	-	-	6	9,355	10,196
Ohio 2004	110	67	41,148	50,293	37	11,819	13,539	10	41,165	52,546	12	8,603	8,871	9	29,705	37,072	19	9,960	11,080	2	24,375	31,290	11	7,218	7,927
Ohio 2006	87	51	45,952	56,499	29	12,222	15,077	21	43,496	52,096	9	12,149	12,697	9	25,033	27,619	11	12,324	13,480	4	23,994	26,633	5	8,573	9,224
Oklahoma 2004	386	263	42,687	50,694	90	15,260	17,047	247	40,517	49,034	154	10,224	11,253	151	20,468	25,018	142	9,793	10,741	67	20,991	25,329	105	7,983	8,610
Oklahoma 2006	316	202	46,521	55,110	95	16,502	17,787	175	43,924	53,903	172	10,090	10,795	116	20,837	25,141	122	10,121	11,014	54	22,961	27,872	105	7,413	7,994
PA/SJ 2004	65	49	40,794	48,322	14	11,314	12,525	5	32,426	39,115	1	22,200	27,000	1	21,110	24,836	4	6,557	7,036	1	12,122	13,049	-	-	-
PA/SJ 2006	50	32	42,404	50,509	15	11,082	11,679	5	47,079	56,686	-	-	-	1	45,000	50,943	6	11,430	12,304	-	-	-	1	2,704	2,911
So Carolina 2004	748	397	46,465	58,198	104	15,720	17,028	204	44,832	53,670	108	11,485	12,406	142	24,409	30,069	109	10,461	11,600	4	21,475	28,448	4	8,671	9,334
So Carolina 2006	602	285	49,435	61,114	64	16,786	18,251	157	47,682	56,244	109	11,541	12,358	95	26,711	33,073	82	12,280	13,791	3	25,521	36,414	3	9,333	10,048
Tennessee 2004	406	255	48,292	58,846	121	15,806	17,165	257	46,204	56,030	317	9,377	10,234	169	23,080	27,951	216	10,102	11,105	69	23,909	30,337	197	7,153	7,714
Tennessee 2006	290	175	50,003	60,332	91	15,564	16,592	193	48,631	58,293	198	12,497	13,401	133	24,985	30,308	144	10,564	11,613	47	25,464	31,396	155	7,061	7,691
TX-BGCT 2004	264	211	56,581	67,774	39	15,645	16,482	245	47,655	58,214	64	14,027	15,106	103	25,108	31,170	40	10,786	11,850	40	24,157	32,453	29	8,763	9,715
TX-BGCT 2006	210	169	64,441	77,166	27	15,186	16,360	329	50,631	62,533	66	18,318	20,231	101	25,109	30,476	44	12,979	14,610	38	26,316	34,335	20	9,794	10,734
TX-SBCT 2004	210	158	48,725	57,341	42	15,731	17,126	44	49,010	60,399	8	12,074	15,296	28	21,852	27,742	8	11,698	13,291	9	24,685	29,785	2	13,618	14,660
TX-SBCT 2006	263	190	51,008	59,298	58	15,626	17,032	17	44,384	51,107	14	11,594	12,200	12	23,491	28,492	4	10,030	10,873	4	28,064	33,305	7	7,454	8,024
Utah/Idaho 2004	34	15	39,717	47,712	18	13,084	15,951	-	-	-	-	-	-	2	24,736	30,728	-	-	-	-	-	-	-	-	-
Utah/Idaho 2006	34	15	40,758	50,401	19	8,343	8,993	3	39,311	44,835	1	13,000	14,260	-	-	-	2	16,386	20,365	-	-	-	-	-	-
VA-SBCV 2004	84	69	48,126	59,953	9	18,459	22,304	39	41,841	49,918	22	12,338	13,327	25	24,716	28,906	24	8,870	9,699	9	20,787	25,532	11	5,736	6,157
VA-SBCV 2006	93	79	54,136	65,826	12	20,171	22,952	59	46,085	59,642	32	16,478	17,186	25	26,277	31,644	28	12,133	13,520	13	28,459	38,408	11	8,905	9,618
VA-VBMB 2004	398	242	46,579	57,966	72	16,495	18,174	91	46,960	57,380	77	12,579	13,797	52	23,885	28,491	40	12,111	13,720	11	20,561	24,616	7	10,693	11,511
VA-VBMB 2006	317	184	51,167	63,437	63	17,888	19,999	101	47,156	57,086	61	13,371	14,143	61	25,638	30,798	53	13,476	15,057	10	23,213	28,521	12	11,985	13,125
West Va 2004	33	16	38,406	45,394	17	14,557	16,357	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
West Va 2006	39	12	41,542	49,175	24	15,983	<																		