

2020 MegaChurch Compensation Report

August 2020

Church Compensation Services, LLC

PO Box 801806

Dallas, Texas 75380

214-998-3340

www.churchcompensationservices.com

Copyright © 2020 Church Compensation Services, LLC

All rights reserved. No part of this material may be reproduced or shared in any form or by any means, electronic or mechanical, including photocopying, scanning, recording or by an information storage or retrieval system, without the permission of Church Compensation Services LLC. This does not apply to organizations who purchased the survey and intend to use the information strictly for their own internal organizational use.

Table of Contents

Page Number

Job List	iv
Ministry Descriptions	vii
Overview	viii
Participants	ix
Participant Demographics	x
Definitions	xi
Scope Cuts	xiii
Pay Practices	xv
COVID-19 and The Church	xvi
Employee Benefits	xix
Salary Structure Ranges	xxi
Compensation Data	1-88



Pastoral and Ministry Positions

		Page #
1170	Senior/Lead Pastor	1
1180	Executive Pastor	2
1190	Executive Leadership Team Member	3
1200	Associate Pastor	4
1210	Community/Neighborhood Pastor	5
1220	Teaching Pastor	6
1225	Hispanic Pastor	7
1300	Multi-site Pastor	8
0265	Licensed Counselor	9
0780	Director/Pastor of Ministry	10.a
	Ministry Breakout (Average)	10.b
	Ministry Breakout (Percentiles)	10.c
	Ministry Breakout (Budget)	10.d
	Ministry Breakout (Attendance)	10.e
0785	Associate Director/Manager	11.a
	Ministry Breakout (Average)	11.b
	Ministry Breakout (Percentiles)	11.c
0790	Ministry Coordinator	12.a
	Ministry Breakout (Average)	12.b
	Ministry Breakout (Percentiles)	12.c
	Ministry Breakout (Budget)	12.d
	Ministry Breakout (Attendance)	12.e
0795	Program Leader/Teacher	13.a
	Ministry Breakout (Average)	13.b
0797	Group Life Director	14.a
	Ministry Breakout (Average)	14.b
1030	Curriculum Director	15
1060	Child Care Worker	16
1065	Children/Students with Disabilities Coordinator	17
1433	School Headmaster/Principal	18
1435	School Teacher	19
1439	School Secretary/Office Assistant	20

Worship, Creative Arts and Production Positions

		Page #
0270	Creative Arts Director	21
0280	Worship Leader	22.a
	Ministry Breakout (Average)	22.b
	Ministry Breakout (Percentiles)	22.c
0290	Music Director	23
0300	Musician	24
0310	Vocalist/Worship Team Member	25
0330	Producer	26
0345	Music Librarian	27
1235	Technical/Production Director	28
1310	Audio Director	29
1320	Audio Engineer/Technician	30
1340	Lighting Director	31
1355	Lighting Engineer/Technician	32
1370	Video Director	33
1400	Video Engineer/Technician Technical	34
1425	Equipment Operator	35

Administration and Operations Positions

0010	Director of Administration or Chief Administrative Officer	36
0020	Administrative Manager	37
0030	Administrative Assistant to Senior Pastor	38
0040	Administrative Assistant to Senior Leadership Team Member	39
0050	Senior Administrative Assistant	40
0060	Administrative Assistant	41
0070	Administrative Clerk	42
0080	Mailroom/Printing Services/Imaging Clerk	43
0090	Receptionist/Switchboard Operator	44
0120	Director of Communications	45
0125	Community/Public Relations Director	46
0130	Communications Manager	47
0135	Communications Coordinator	48
0140	Writer	49
0150	Arts Director	50
0160	Graphic Artist/Designer	51
0165	Social Media Director	52
0167	Social Media Coordinator	53

		Page #
0170	Webmaster	54
0175	Web Content Designer	55
0350	Facilities Director	56
0360	Facilities/Operations Manager	57
0370	Facilities Supervisor	58
0380	Maintenance Mechanic/Technician	59
0420	Groundskeeper	60
0440	Custodian/Janitor	61
0450	Director of Finance or Chief Financial Officer	62
0458	Director of Stewardship/ Development	63
0460	Controller	64
0470	Accounting Manager	65
0480	Senior Accountant	66
0490	Accountant	67
0515	Accounting Clerk	68
0560	Payroll Administrator	69
0570	Director of Food Services	70
0580	Food Services Manager	71
0590	Shift Manager	72
0610	Cook	73
0620	Food Service Worker	74
0625	Barista	75
0630	Director of Human Resources	76
0640	Human Resources Generalist	77
0670	Benefits Administrator	78
0680	Human Resources Assistant	79
0690	Director of Technology or Chief Information Officer	80
0700	Database Administrator	81
0720	Programmer	82
0735	Network/Systems Administrator	83
0760	Computer Support Specialist	84
0765	Database Coordinator	85
1440	Director of Security	86
1460	Security Guard	87
1470	Security Coordinator	88

Ministry Descriptions

0-Main Worship Service: Main weekend and/or mid-week services

1-Assimilation: The overall experience of church attenders, including welcoming visitors, new attender classes, first impressions, ushers, décor, bookstore and/or café.

2-Bookstore: Church bookstore and/or retail operations including scheduling, training staff and volunteers, cash management, inventory and store appearance.

3-Children's: Ministry for children including Kindergarten through 5th Grade, Sunday school and vacation bible school. May include preschool/nursery.

4-College: Ministry for college-aged students (including single and married young adults)

5-Family Life: Ministry for families with children

6-Hospitality: Ministry of church hospitality may include food preparation, decoration and set up of "green room", weddings, special events, etc.

7-Junior High: Ministry for junior high school students grades 6-8. May be held during regular weekend service times or throughout the week

8-Married Adults: Ministry for married adults may include Sunday school, Bible studies, small groups, social events, etc.

9-Men's: Ministry for adult men of all ages (both married and single). May include Sunday school, Bible studies, small groups, social events, etc.

10-Missions-All International and Local: Includes all church missions including global and local

11-Missions-Global/International: Missions outside the US

12-Missions-Local/Urban: Missions inside the US

13-Preschool/Nursery: Ministry and childcare for children up to pre-kindergarten age.

14-Senior High: Ministry for senior high school students grades 9-12. May be held during regular weekend service times or throughout the week

15-Senior's: Ministry for senior adults. May include Sunday school, Bible studies, small groups, social events, etc.

16-Single Adults: Ministry for single adults. May include Sunday school, Bible studies, small groups, social events, etc.

17-Small Groups: Ministry of small group gatherings held outside of normal church service times including connecting people to small groups, developing group leaders and launching new groups

18-Special Events/Programs: Church special events and functions including conferences, retreats, concerts, weddings, etc.

19-Sports: Ministry of sports and athletic programs used as an outreach to individuals both within and outside the church, including leagues, tournaments, etc.

20-Student/Youth: Ministry for both Junior High School and Senior High School students combined.

21-Volunteer: Ministry of recruiting, organizing, training and coaching church volunteers

22-Women's: Ministry for adult women of all ages (both married and single). May include Sunday school, Bible studies, small groups, social events, etc.

23-Other: Any other ministry not specifically defined

24-Pastoral Care: Pastoral care ministry including all outreach/evangelism and various care programs (e.g., hospital, nursing home, and home visitations, hardship assistance, funeral preparation, etc.)

Overview

About this Report

The Church Compensation Services *2020 MegaChurch Compensation Survey* is the fourteenth annual survey of megachurch pastoral and staff compensation. This year's report includes data for 88 positions in 24 ministries from 86 churches representing 12,611 employees. Data is grouped by weekly church attendance, operating budget, denomination and region.

Privacy and Confidentiality

All data is kept strictly confidential. It is our policy to comply with all U.S. Department of Justice Safe Harbor Guidelines and antitrust laws as they relate to compensation data. Data is reported in aggregate only when a minimum of 5 organizations are available. The privacy of each church's positional data is critical. Individual church salaries will not be shown in the report under any circumstance. Additionally, data specific to an employee's identity (i.e., name, social security number) is never collected as a part of this survey.

Participation

The availability of data reported for any given position or scope is dependent upon the number of churches participating in this survey. Please encourage comparable size churches in your region and denomination to participate in next year's survey. This will increase sample sizes and availability of data relevant to your church.

Participants receive this report at a substantial discount. Please do not share this report with non-participants. It is proprietary information and not to be shared without written permission from Church Compensation Services, LLC. Non-participants may purchase the survey at the non-participant cost with hopes it will increase future participation. For more information about participating in the *2021 MegaChurch Compensation Survey* go to www.churchcompensationservices.com

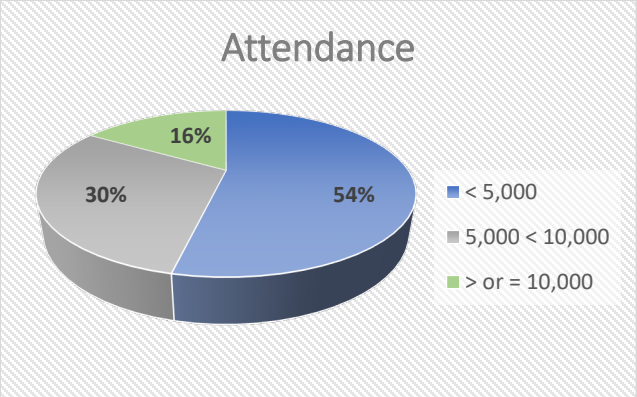
Participants

The following churches participated in the *2020 MegaChurch Compensation Survey*

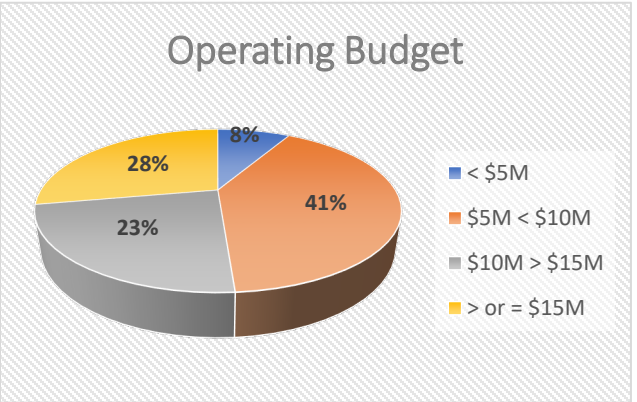
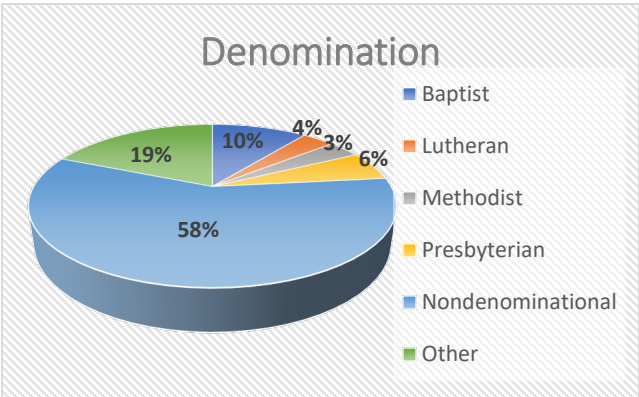
Abundant Life	Englewood Baptist Church	Northview Church
Beaverton Foursquare Church	Fairhaven Church	One&All
Bent Tree Bible Fellowship	Faith Chapel	Perimeter Church
Bethany Church	Faith Promise Church	River Valley Church
Blackhawk Evangelical Free Church	First West Church	Rock Bridge Community Church
Brentwood Baptist Church	Flatirons Community Church	Rock City Church
Briarwood Presbyterian Church	Forest Hill Church	Sagemont Church
Bridgeway Christian Church	Freedom Church	Salem Baptist Church of Chicago
Calvary Chapel Newport News, VA	Friends Church	Seacoast Church
Calvary Church Grand Rapids, MI	Grace Chapel	Southeast Christian Church
Calvary Church Lancaster, PA	Grace Community Church Fulton, MD	Southland Christian Church
Cherry Hills Community Church	Grace Community Church Washingtonville, NY	Stonebriar Community Church
Christ Church of Oak Brook, IL	Graceway	The Belonging Co
Christ's Church of the Valley Peoria, AZ	Granger Community Church	The Crossing Chesterfield, MO
Christ Community Church	Harvest Bible Chapel	The Crossing Las Vegas, NV
Christ Covenant Presbyterian Church	Healing Place Church	The Father's House
Christ Fellowship Church Miami, FL	Hillsong	The Hills Church
Christ the King Presbyterian Church	Hope Community Church	The Orchard Evangelical Free Church
Community Bible Church	Hosanna	The Woodlands UMC
Compass Christian Church	Johnson Ferry Baptist Church	UMC of the Resurrection
Connection Pointe Christian Church	King of Kings Lutheran Church	Venture Church
Cornerstone Fellowship of Livermore, CA	LCBC Church	Victory Family Church
Crossroads Christian Church	Life Center Foursquare Church	Water of Life Community Church
Crossroads Church Woodbury, MN	Lone Star Cowboy Church	Watermark Community Church
Denton Bible Church	Lutheran Church of Hope	Westwood Community Church
Discovery Church	Mariners Church	Willow Creek Community Church
Eastview Christian Church	Mission Hills Church	Wooddale Church
Elevate Life	New Hope Church	Woodmen Valley Chapel
Emmanuel Christian Center	North Way Christian Community Church	

Participant Demographics

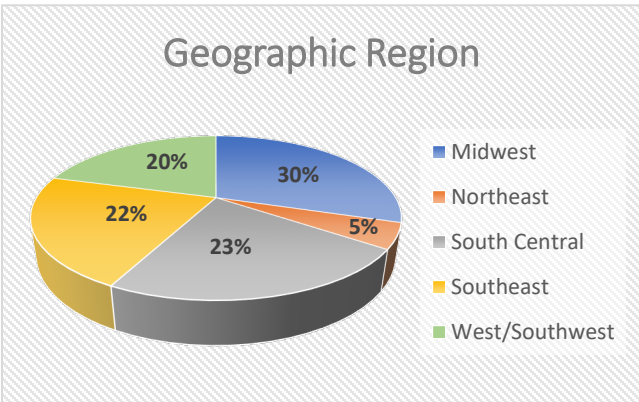
The following charts depict the percentage of survey participants in each scope category. The percentile breakdown is also shown for Annual Operating Budget and Weekly Attendance.



Attendance	
10th percentile	2,300
25th percentile	3,019
50th percentile	4,750
75th percentile	7,084
90th percentile	12,685



Operating Budget	
10th percentile	\$ 5,367,359
25th percentile	\$ 7,400,000
50th percentile	\$ 10,000,000
75th percentile	\$ 16,000,000
90th percentile	\$ 22,343,693



Definitions


The sample positional data page shown below includes circled numbers that correspond to definitions on the following pages.

Administration ¹

Director of Administration or Chief Administrative Officer (0010) ²

Directs and leads two or more administrative functions (i.e., Finance, Human Resources, Information Technology, Operations) ³

FLSA Exemption: 85% ⁴
 Full-Time: 98% ⁵



¹³ Scope	⁶ # Churches	⁷ # Incs	⁸ Budget	⁹ Attendance	¹⁰ Employees	¹¹ Base Salary	¹² Total Cash
¹⁴ All Reported (Avg)	41	46	\$16,066,843	6,469	193	\$116,163	\$116,939
¹⁵ 10th Percentile			\$5,000,000	2,000	45	\$89,604	\$89,904
¹⁶ 25th Percentile			\$7,520,000	3,100	102	\$95,181	\$95,181
¹⁷ 50th Percentile			\$12,600,000	4,200	160	\$108,366	\$108,366
¹⁷ 75th Percentile			\$17,250,000	7,817	285	\$135,000	\$136,500
¹⁸ 90th Percentile			\$25,000,000	12,000	362	\$157,750	\$157,750
Weekly Attendance (Avg)							
Weekly Attendance < 5,000	24	24	\$9,460,291	3,142	125	\$116,144	\$117,087
Weekly Attendance 5,000 < 10,000	10	11	\$14,682,206	7,004	249	\$107,758	\$108,172
Weekly Attendance > or = 10,000	7	11	\$40,695,932	17,108	348	\$128,239	\$128,953
Operating Budget (Avg)							
Operating Budget < \$5M	2	2	\$2,723,888	1,751	41	–	–
Operating Budget \$5M < \$10M	13	13	\$6,932,703	3,172	95	\$106,416	\$107,797
Operating Budget \$10M > \$15M	10	11	\$12,042,274	4,957	182	\$110,632	\$111,002
Operating Budget > or = \$15M	16	20	\$27,671,558	10,681	300	\$128,210	\$128,781
Denomination (Avg)							
Baptist	5	5	\$17,929,215	5,378	190	\$140,979	\$142,561
Lutheran	2	2	\$7,158,000	2,851	95	–	–
Methodist	3	3	\$10,778,720	3,133	260	–	–
Presbyterian	4	5	\$15,142,283	3,919	162	–	–
Nondenominational	22	26	\$18,311,346	8,098	199	\$109,248	\$110,018
Other	5	5	\$11,804,719	5,878	199	\$101,143	\$102,511
Region (Avg)							
Midwest	8	8	\$9,004,467	4,256	119	\$112,944	\$112,944
Northeast	1	1	\$32,357,200	12,000	320	–	–
Southeast	15	20	\$19,560,429	7,201	188	\$120,496	\$121,272
South Central	10	10	\$13,479,376	4,535	240	\$117,833	\$118,695
West/Southwest	7	7	\$18,021,063	9,398	207	\$103,767	\$105,416

Definitions

1. **Job Family** - The family (or function) of survey positions
2. **Survey Job Title and Job Code** - The MegaChurch Compensation Survey job title and job code
3. **Job Description** - The survey position description by definition
4. **FLSA Exemption** - Percent of incumbents matched to the survey position classified as exempt from overtime requirements of the U.S. Fair Labor Standards Act (FLSA)
5. **Full-Time** - Percent of full-time incumbents matched to the survey position
6. **# Churches**- Number of churches reporting data for the position. For confidentiality, a minimum of five churches must be represented to report compensation.
7. **# Incs**- Number of reported church incumbents occupying the position
8. **Budget** - Aggregate annual operating budget of churches reporting data for the position. Number shown in millions of dollars
9. **Attendance** - Aggregate weekly attendance of churches reporting data for the position
10. **Employees** - Aggregate number of church employees reporting data for the position
11. **Base Salary** - Annualized aggregate of salaries reported for the position (housing allowance included for eligible pastoral positions)
12. **Total Cash** - Aggregate sum of base salary (including housing allowance), bonus, and auto allowance paid to incumbents reported for the position in the most recent 12-month period
13. **All Reported (Avg)** - The average or mean of reported values
14. **10th Percentile** - Ninety percent (or nine-tenths) of reported amounts are greater than this value
15. **25th Percentile** - Seventy-five percent (or three-fourths) of reported amounts are greater than this value
16. **50th Percentile** - The middle-point or median where fifty percent (or one-half) of reported amounts are less than and fifty-percent (or one-half) of reported amounts are greater than this value
17. **75th Percentile** - Twenty-five percent (or one-quarter) of reported amounts are greater than this value
18. **90th Percentile** - Ten percent (or one-tenth) of reported amounts are greater than this value

Scope Cuts

Participant data is grouped into the following categories in the Compensation Data by Position section of this survey. Data is reported for each category where sufficient sample sizes exist.

Weekly Attendance (Avg)

Weekly Attendance < 5,000

Weekly Attendance 5,000 < 10,000

Weekly Attendance > or = 10,000

Operating Budget

Operating Budget < \$5M

Operating Budget \$5M < \$10M

Operating Budget \$10M < \$15M

Operating Budget > or = \$15M

Denomination

Baptist/Southern Baptist

Lutheran

Methodist

Presbyterian

Nondenominational (includes Interdenominational and Independent)

Other - Assemblies of God, Christian & Missionary Alliance, Church of Christ, Converge Worldwide, Covenant, Evangelical Free, Foursquare and Wesleyan

Geographic Region

States included in each geographic region are shown on the next page. For more detailed and accurate reflection of your local metropolitan geographic differential compared to the national average, order the 2020 Customized Salary Structure which is adjusted for the size and location of your church.

Midwest

Northeast

Southeast

South Central

West/Southwest

Scope Cuts

U.S. Geographic Regions



Midwest

Illinois
Iowa
Indiana
Kansas
Michigan
Minnesota
Missouri
Nebraska
North Dakota
Ohio
South Dakota
Wisconsin

Northeast

Connecticut
Delaware
District of Columbia
Maine
Massachusetts
Maryland
New Jersey
New Hampshire
New York
Pennsylvania
Rhode Island
Vermont

South Central

Arkansas
Louisiana
Oklahoma
Texas

Southeast

Alabama
Florida
Georgia
Kentucky
Mississippi
North Carolina
South Carolina
Tennessee
Virginia
West Virginia

West/Southwest

Arizona
California
Colorado
Idaho
Montana
Nevada
New Mexico
Oregon
Utah
Washington
Wyoming