

# 2023 Large Church Compensation Report

August 2023

**Church Compensation Services, LLC**

PO Box 801806

Dallas, Texas 75380

214-998-3340

[www.churchcompensationservices.com](http://www.churchcompensationservices.com)

**Copyright © 2023 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	v
Overview	vi
Participants	vii
Participant Demographics	viii
Definitions	ix
Scope Cuts	xi
Pay Practices	xiii
Employee Benefits	xiv
Compensation Data	1 - 44



## Pastoral and Ministry Positions

		Page #
1170	Senior/Lead Pastor	1
1180	Executive Pastor	2
1200	Associate Pastor	3
0780	Director/Pastor of Ministry	4
0780-1	Director/Pastor of Ministry – Hospitality/Assimilation	5
0780-3	Director/Pastor of Ministry – Children’s	6
0780-10	Director/Pastor of Ministry – Missions	7
0780-17	Director/Pastor of Ministry – Small Groups	8
0780-20	Director/Pastor of Ministry – Student/Youth	9
0780-24	Director/Pastor of Ministry – Pastoral Care	10
0790	Ministry Coordinator	11
0790-1	Ministry Coordinator – Hospitality/Assimilation	12
0790-3	Ministry Coordinator – Children’s	13
0790-10	Ministry Coordinator – Missions	14
0790-17	Ministry Coordinator – Small Groups	15
0790-20	Ministry Coordinator – Student/Youth	16
0790-24	Ministry Coordinator – Pastoral Care	17
1060	Child Care Worker	18

## Worship, Creative Arts and Production Positions

0270	Creative Arts Director	19
0280	Worship Leader	20
0290	Music Director	21
0300	Musician	22
1235	Technical/Production Director	23
1320	Audio Engineer/Technician	24
1400	Video Engineer/Technician	25
1425	Technical Equipment Operator	26

## Administration and Operations Positions

0010	Director of Administration or Chief Administrative Officer	27
0030	Administrative Assistant to Senior Pastor	28
0060	Administrative Assistant	29
0090	Receptionist/Switchboard Operator	30
0120	Communications/Community/Public Relations Director	31
0160	Graphic Artist/Designer	32
0350	Facilities Director	33
0360	Facilities/Operations Manager	34
0370	Facilities Supervisor	35

## Administration and Operations Positions (Cont.)

0380	Maintenance Mechanic/Technician	36
0440	Custodian/Janitor	37
0450	Director of Finance or Chief Financial Officer	38
0460	Controller	39
0490	Accountant	40
0515	Accounting Clerk	41
0630	Human Resources Director	42
0690	Director of Technology or Chief Information Officer	43
0700	Database Administrator	44

## Ministry Descriptions

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

3 – Children’s: Ministry for children including Kindergarten through 5th grade, Sunday School and Vacation Bible School. May include preschool/nursery.

10 – Missions: All international and Local: Includes all church missions including global and local.

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

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

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

# Overview

## About this Report

The Church Compensation Services *2023 Large Church Compensation Survey* is the second annual survey of large church pastoral and staff compensation. By definition, a Large Church is a church with an average weekly attendance between 1,000 and 2,000 members. This year's report includes data for 32 positions in 6 ministries from 23 churches representing 1,075 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 *2024 Large Church Compensation Survey* go to [www.churchcompensationservices.com](http://www.churchcompensationservices.com).

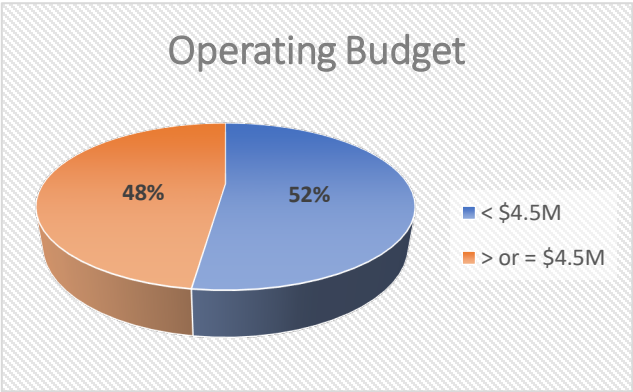
# Participants

The following 23 churches participated in the *2023 Large Church Compensation Survey*

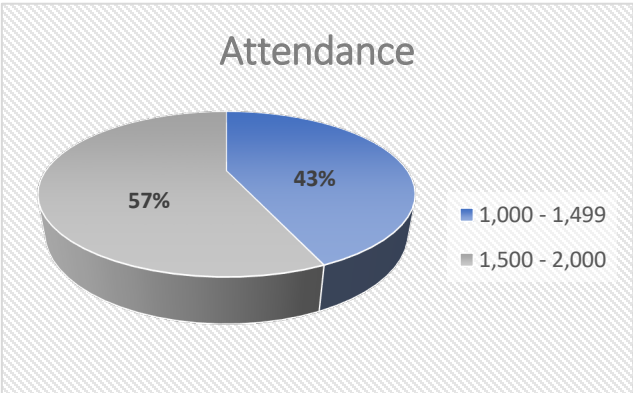
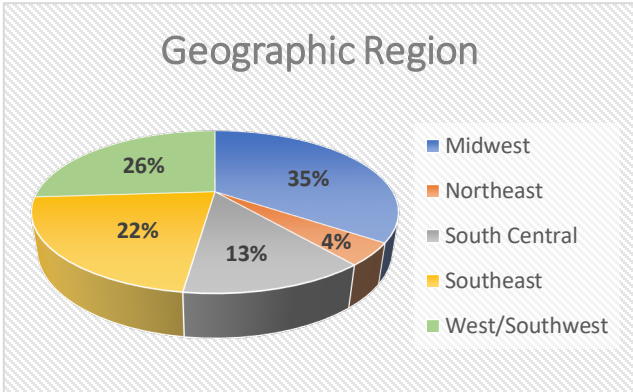
- |                                |                                      |
|--------------------------------|--------------------------------------|
| All Saints Presbyterian Church | Graceway                             |
| Christ Community Church        | Grow Church                          |
| Church of the Front Range      | King of Kings                        |
| Community Church               | Northshore Community Church          |
| Cross Timbers Community Church | River Church                         |
| Evergreen Christian Community  | RiverTree Church                     |
| Fervent                        | Storyline Church                     |
| First West Church              | The Bridge Church                    |
| Freedom House Church           | United Church                        |
| Good Shepherd Community Church | Ward Evangelical Presbyterian Church |
| Good Shepherd Lutheran Church  | Woodland Hills Church                |
| Grace Bible Church of VA Beach |                                      |

# Participant Demographics

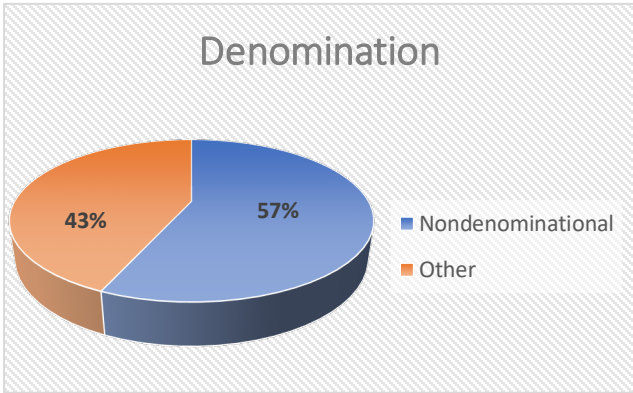
The following charts depict the percentage of survey participants in each scope category. The percentile breakdown is also shown for Annual Operating Budget and Weekly Attendance.



Operating Budget	
10th percentile	\$ 2,331,891
25th percentile	\$ 3,139,114
50th percentile	\$ 4,404,919
75th percentile	\$ 5,200,000
90th percentile	\$ 6,320,000



Attendance	
10th percentile	1,000
25th percentile	1,076
50th percentile	1,500
75th percentile	1,692
90th percentile	1,800



# Definitions

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

## Administration <sup>1</sup>

### Administrative Assistant (0060) <sup>2</sup>

Provides administrative support to area, department or individual. May match and assign volunteers to department needs. Typically requires less than five years experience.

Full-Time: 40% <sup>4</sup>



	<sup>5</sup> # Churches	<sup>6</sup> # Incs	<sup>7</sup> Budget	<sup>8</sup> Attendance	<sup>9</sup> Employees	<sup>10</sup> Base Salary	<sup>11</sup> Total Cash
<sup>12</sup> <b>All Reported (Avg)</b>	17	52	\$5,015,880	1,475	44	\$37,106	\$37,204
<sup>13</sup> 10th Percentile			\$3,087,016	1,133	29	\$29,047	\$29,047
<sup>14</sup> 25th Percentile			\$4,000,000	1,352	35	\$33,888	\$33,888
<sup>15</sup> 50th Percentile			\$4,700,000	1,500	46	\$36,327	\$36,327
<sup>16</sup> 75th Percentile			\$5,500,000	1,616	50	\$41,652	\$41,652
<sup>17</sup> 90th Percentile			\$8,499,800	1,704	53	\$43,682	\$43,743
<b>Weekly Attendance (Avg)</b>							
Weekly Attendance 1,000 < 1,499	8	19	\$5,469,796	1,260	39	\$37,685	\$37,897
Weekly Attendance 1,500 < 2,000	9	33	\$4,680,376	1,633	48	\$36,679	\$36,692
<b>Operating Budget (Avg)</b>							
Operating Budget < \$4.5M	10	26	\$3,431,060	1,423	35	\$36,166	\$36,411
Operating Budget > or = \$4.5M	7	26	\$6,072,426	1,509	51	\$37,733	\$37,733
<b>Denomination (Avg)</b>							
Nondenominational	9	25	\$3,660,961	1,481	41	\$35,586	\$35,698
Other	8	27	\$5,828,830	1,471	46	\$38,019	\$38,108
<b>Region (Avg)</b>							
Midwest	5	17	\$4,618,115	1,480	45	\$36,335	\$36,386
Northeast	2	4	\$3,333,105	1,500	38	-	-
Southeast	6	18	\$4,437,026	1,570	46	\$36,466	\$36,782
South Central	1	7	\$8,499,800	1,352	46	-	-
West/Southwest	3	6	\$3,450,000	1,450	41	-	-



# 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. Full-Time** - Percent of full-time incumbents matched to the survey position
- 5. # Churches**- Number of churches reporting data for the position. For confidentiality, a minimum of five churches must be represented to report compensation.
- 6. # Incs**- Number of reported church incumbents occupying the position
- 7. Budget** - Aggregate annual operating budget of churches reporting data for the position. Number shown in millions of dollars
- 8. Attendance** - Aggregate weekly attendance of churches reporting data for the position
- 9. Employees** - Aggregate number of church employees reporting data for the position
- 10. Base Salary** - Annualized aggregate of salaries reported for the position (housing allowance included for eligible pastoral positions)
- 11. 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
- 12. All Reported (Avg)** - The average or mean of reported values
- 13. 10<sup>th</sup> Percentile** - Ninety percent (or nine-tenths) of reported amounts are greater than this value
- 14. 25<sup>th</sup> Percentile** - Seventy-five percent (or three-fourths) of reported amounts are greater than this value
- 15. 50<sup>th</sup> 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
- 16. 75<sup>th</sup> Percentile** - Twenty-five percent (or one-quarter) of reported amounts are greater than this value
- 17. 90<sup>th</sup> 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 1,000 – 1,499

Weekly Attendance 1,500 – 2,000

## Operating Budget

Operating Budget < \$4.5M

Operating Budget > or = \$4.5M

## Denomination

Nondenominational (includes Interdenominational and Independent)

Other – Alliance, Baptist/Southern Baptist, Disciples of Christ, Lutheran and Presbyterian

## 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 2023 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

### South Central

Arkansas  
Louisiana  
Oklahoma  
Texas

### Southeast

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

### Northeast

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

### West/Southwest

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