

2023 MegaChurch Compensation Report

August 2023

Church Compensation Services, LLC

PO Box 801806

Dallas, Texas 75380

214-998-3340

www.churchcompensationservices.com

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Ministry Descriptions

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

1-Assimilation/Hospitality: 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

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.)

25-Online Connections: Responsible for online ministries designed to connect and engage with people who are attending online services, groups and/or social media.

Overview

About this Report

The Church Compensation Services *2023 MegaChurch Compensation Survey* is the seventeenth annual survey of megachurch pastoral and staff compensation. This year's report includes data for 87 positions in 24 ministries from 134 churches representing 17,513 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 MegaChurch Compensation Survey* go to www.churchcompensationservices.com

Participants

The following churches participated in the *2023 MegaChurch Compensation Survey*

12Stone Church	Compass Christian Church	High Desert Church
242 Community Church	Connection Pointe Christian Church	Highlands Fellowship
Abundant Life Baptist Church	Cottonwood Creek Church	Hope Community Church
Athens Church	Cross Point Church	Hope Presbyterian Church
Athey Creek Christian Fellowship	Crossroads Church (Corona, CA)	Hosanna Church
Awaken Las Vegas	Crossroads Church (Woodbury, MN)	Idlewild Baptist Church
BattleCreek Church	Cypress Church	James River Church
Bayou City Fellowship	Denton Bible Church	Johnson Ferry Baptist Church
Bent Tree Bible Fellowship	Desperation Church	LakePointe Church
Bethany Church	Discovery Church	Lakes Church
Bethlehem Church	Dwell Community Church	LCBC Church
Big Valley Grace Community Church	Eagle Brook Church	Life Center Foursquare Church
Blackhawk Evangelical Free Church	East Coast Christian Center	Life Center (Tacoma, WA)
Briarwood Presbyterian Church	Eastside Christian Church	Lincoln Berean Church
Brookwood Church	Eastview Christian Church	Living Hope Baptist Church
Calvary Baptist Church of Winston Salem	Emmanuel Church	Lone Star Cowboy Church
Calvary Chapel (Newport News, VA)	Englewood Baptist Church	Manna Church
Calvary Chapel (Oceanside, CA)	Evangel	Mariners Church
Calvary Church (Grand Rapids, MI)	Fairhaven Church	Menlo Church
Calvary Church (Lancaster, PA)	Faith Chapel	Mission Hills Church
Calvary Church (Naperville, IL)	Faith Promise Church	Mountain Christian Church
CenterPoint Church	Fellowship Bible Church (Brentwood, TN)	New Hope Church
Cherry Hills Community Church	Fellowship Evangelical Free Church	NewSpring Church
Christ Church of Oak Brook, IL	Friends Church	North Coast Calvary Chapel
Christ Community Church	Gateway Church	North Way Christian Community
Christ Covenant Church	Grace Chapel	Northeast Christian Church
Christ Fellowship (Miami, FL)	Grace Community Church	Northside Christian Church
Church of the Highlands	Granger Community Church	Northview Church
Church on the Move	Harvest Bible Chapel	Oak Hills Church
Citizen Church	Healing Place Church	One&All

Participants (Cont.)

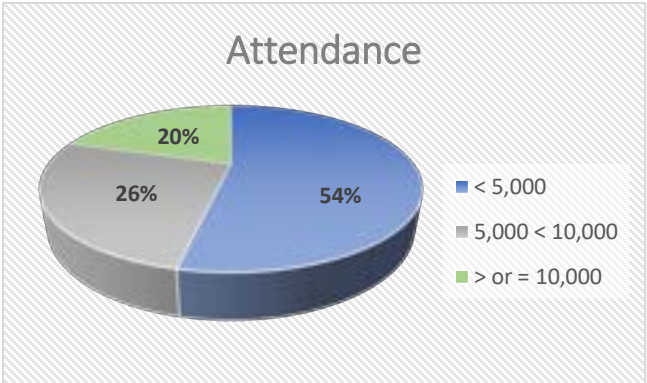
Park Cities Presbyterian Church
Parkview Christian Church
Perimeter Church
Radiant Church
River Oak Church
River Valley Church
Rolling Hills Community Church
Sagemont Church
San Diego Rock Church
Scottsdale Bible Church
Seacoast Church
Shepherd Church
Southland Christian Church
Stonebriar Community Church
Stonegate Church

Temple Baptist Church
The Assembly at Broken Arrow
The Belonging Co
The Bridge Church
The Bridge Community Church
The Chapel
The Church of Eleven22
The Cross Church
The Crossing (Chesterfield, MO)
The Crossing (Las Vegas, NV)
The Father's House
The Hills Church
The Orchard Evangelical Free Church
The Summit Church (Durham, NC)
The Village Church

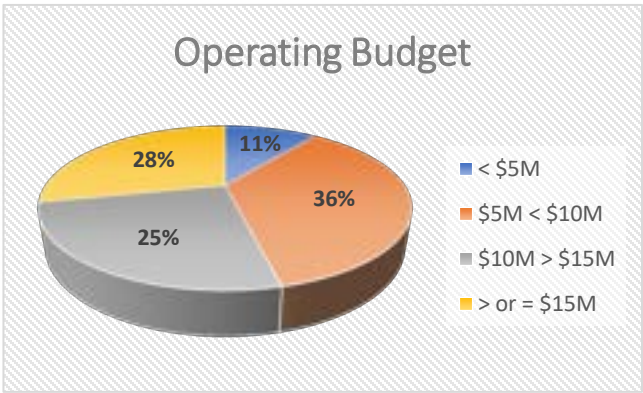
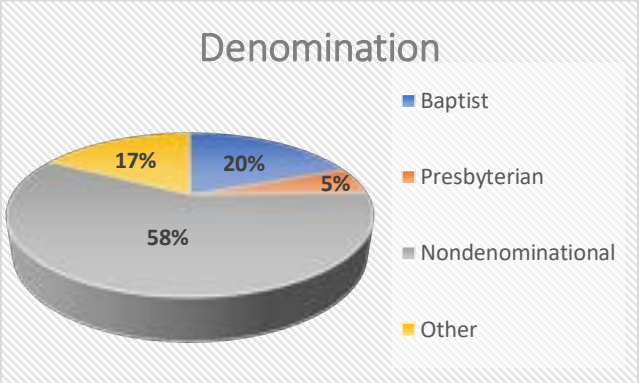
The Woodlands Methodist Church
Valley Real Life Church
Venture Church
Victory Church
Victory Family Church
Walnut Hill Community Church
Water of Life Community Church
Watermark Community Church
Wheaton Bible Church
Willow Creek Community Church
Winter Haven Worship Center
Wooddale Church
Woodmen Valley Chapel
Woodside Bible Church

Participant Demographics

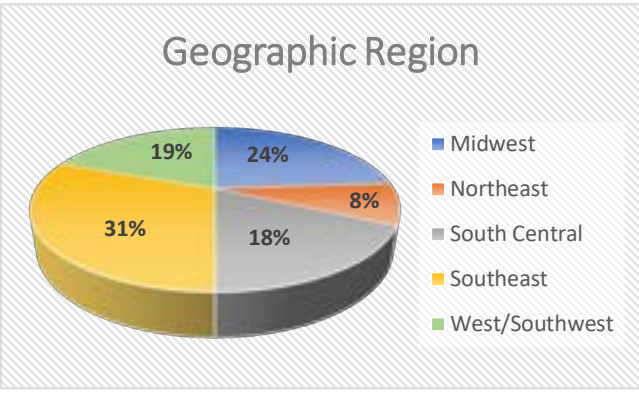
The following charts depict the percentage of survey participants in each scope category. The percentile breakdown is also shown for Annual Operating Budget and Weekly Attendance.



Attendance	
10th percentile	2,256
25th percentile	3,000
50th percentile	4,700
75th percentile	8,256
90th percentile	15,604




Operating Budget	
10th percentile	\$ 4,770,975
25th percentile	\$ 7,189,491
50th percentile	\$ 10,440,000
75th percentile	\$ 16,171,244
90th percentile	\$ 28,834,795



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

Full-Time: 100% ⁴ 

12
13
14
15
16
17

Scope	# Churches ⁵	# Incs ⁶	Budget ⁷	Attendance ⁸	Employees ⁹	Base Salary ¹⁰	Total Cash ¹¹
All Reported (Avg)	34	42	\$17,413,280	8,743	184	\$120,644	\$121,980
10th Percentile			\$7,158,155	2,386	79	\$89,232	\$89,952
25th Percentile			\$8,391,946	3,382	102	\$98,618	\$98,703
50th Percentile			\$13,792,994	5,210	145	\$112,600	\$112,600
75th Percentile			\$19,800,000	8,916	255	\$133,500	\$134,900
90th Percentile			\$27,080,720	17,517	338	\$159,473	\$163,073
Weekly Attendance (Avg)							
Weekly Attendance < 5,000	17	24	\$9,627,350	3,318	115	\$105,388	\$105,474
Weekly Attendance 5,000 < 10,000	11	11	\$17,024,008	7,023	207	\$123,916	\$127,635
Weekly Attendance > or = 10,000	6	7	\$36,933,681	24,622	316	\$152,552	\$153,181
Operating Budget (Avg)							
Operating Budget < \$5M	1	1	\$4,370,750	2,310	52	-	-
Operating Budget \$5M < \$10M	11	11	\$7,937,085	4,150	113	\$105,348	\$106,438
Operating Budget \$10M < \$15M	9	16	\$12,311,195	4,536	147	\$104,318	\$104,737
Operating Budget > or = \$15M	13	14	\$29,070,383	15,517	274	\$144,575	\$146,790
Denomination (Avg)							
Baptist	2	2	\$17,891,387	5,902	140	-	-
Presbyterian	2	2	\$15,250,000	2,250	150	-	-
Nondenominational	20	27	\$19,056,533	9,453	189	\$121,742	\$123,253
Other	8	9	\$14,255,546	8,696	193	\$118,446	\$120,138
Region (Avg)							
Midwest	13	14	\$13,459,764	8,715	168	\$110,782	\$111,071
Northeast	4	10	\$8,755,367	2,781	108	-	-
Southeast	5	6	\$36,219,856	16,321	239	\$146,111	\$147,094
South Central	7	7	\$17,904,120	5,950	236	\$125,480	\$129,176
West/Southwest	5	5	\$11,363,686	8,405	147	\$128,160	\$130,269

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. **10th Percentile** - Ninety percent (or nine-tenths) of reported amounts are greater than this value
14. **25th Percentile** - Seventy-five percent (or three-fourths) of reported amounts are greater than this value
15. **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
16. **75th Percentile** - Twenty-five percent (or one-quarter) of reported amounts are greater than this value
17. **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

Presbyterian

Nondenominational (includes Interdenominational and Independent)

Other – Alliance, Assemblies of God, Church of Christ, Converge Worldwide, Evangelical Free, Foursquare, Friends, Lutheran, Methodist 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 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

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