

# 2023 Regional Campus Compensation Report

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| <b>Pastoral and Ministry Positions</b> |  |    |
| 1300                                   | Campus Pastor                                      | 1  |
| 1200                                   | Campus Associate Pastor                            | 2  |
| 0780                                   | Ministry Director/Pastor                           | 3  |
| 0780-1                                 | Hospitality/Assimilation Director/Pastor           | 4  |
| 0780-3                                 | Children's Director/Pastor                         | 5  |
| 0780-17                                | Small Groups Director/Pastor                       | 6  |
| 0780-20                                | Student/Youth Director/Pastor                      | 7  |
| 0785                                   | Ministry Associate Director/Pastor                 | 8  |
| 0785-1                                 | Hospitality/Assimilation Associate Director/Pastor | 9  |
| 0785-3                                 | Children's Associate Director/Pastor               | 10 |
| 0785-17                                | Small Groups Associate Director/Pastor             | 11 |
| 0785-20                                | Student/Youth Associate Director/Pastor            | 12 |

## **Pastoral and Ministry Positions (Cont.)**

|         |  |    |
|---------|--|----|
| 0790    | Ministry Coordinator/Assistant                 | 13 |
| 0790-1  | Hospitality/Assimilation Coordinator/Assistant | 14 |
| 0790-3  | Children's Coordinator/Assistant               | 15 |
| 0790-17 | Small Groups Coordinator/Assistant             | 16 |
| 0790-20 | Student/Youth Coordinator/Assistant            | 17 |
| 1060    | Child Care Worker                              | 18 |

## **Worship, Creative Arts and Production Positions**

|      |                                       |    |
|------|---------------------------------------|----|
| 0270 | Creative Arts Director                | 19 |
| 0280 | Worship Pastor/Leader                 | 20 |
| 0290 | Music Director                        | 21 |
| 0300 | Musician                              | 22 |
| 1235 | Technical/Production Director         | 23 |
| 1425 | Technical Equipment Engineer/Operator | 24 |

## **Administration and Operations Positions**

|      |                                 |    |
|------|---------------------------------|----|
| 0020 | Administrative Manager          | 25 |
| 0050 | Senior Administrative Assistant | 26 |
| 0060 | Administrative Assistant        | 27 |
| 0350 | Facilities Director             | 28 |
| 0360 | Facilities Manager/Supervisor   | 29 |
| 0380 | Maintenance Mechanic/Technician | 30 |
| 0440 | Custodian/Janitor               | 31 |

# Overview

## About this Report

The Church Compensation Services *2023 Regional Campus Compensation Survey* is the fifth annual survey of regional pastoral and staff compensation. This year's report includes data for 31 positions at 270 regional campuses from 54 churches representing 2,038 employees. Data is grouped by weekly church attendance, operating budget and region. See organizational chart on the next page for hierarchy of positions.

It is no surprise that regional campuses are as unique as the churches with which they are affiliated. Sixty-five percent (65%) of regional campuses reported using live-streamed or recorded sermons from the main campus. With forty-four percent (44%) having on-site teaching pastors. All 54 churches reported their administrative functions (i.e., human resources, information technology, communications, finance) are centralized at the main campus rather than having on-site support staff at each campus. Depending on the philosophical model of the church, they may also centralize ministry functions for curriculum development and/or program design, while regional campuses at other churches may have autonomy to create programs relevant to the specific community they serve. For example, an inner-city campus may have a homeless ministry and special services that other campuses at the same church do not have or need. Lastly, most regional campuses have their own on-site facilities staff. However, based on the lack of data reported for groundskeepers, it appears many regional campus buildings may be rented and/or landscape and grounds services outsourced or maintained by volunteers.

## Privacy and Confidentiality

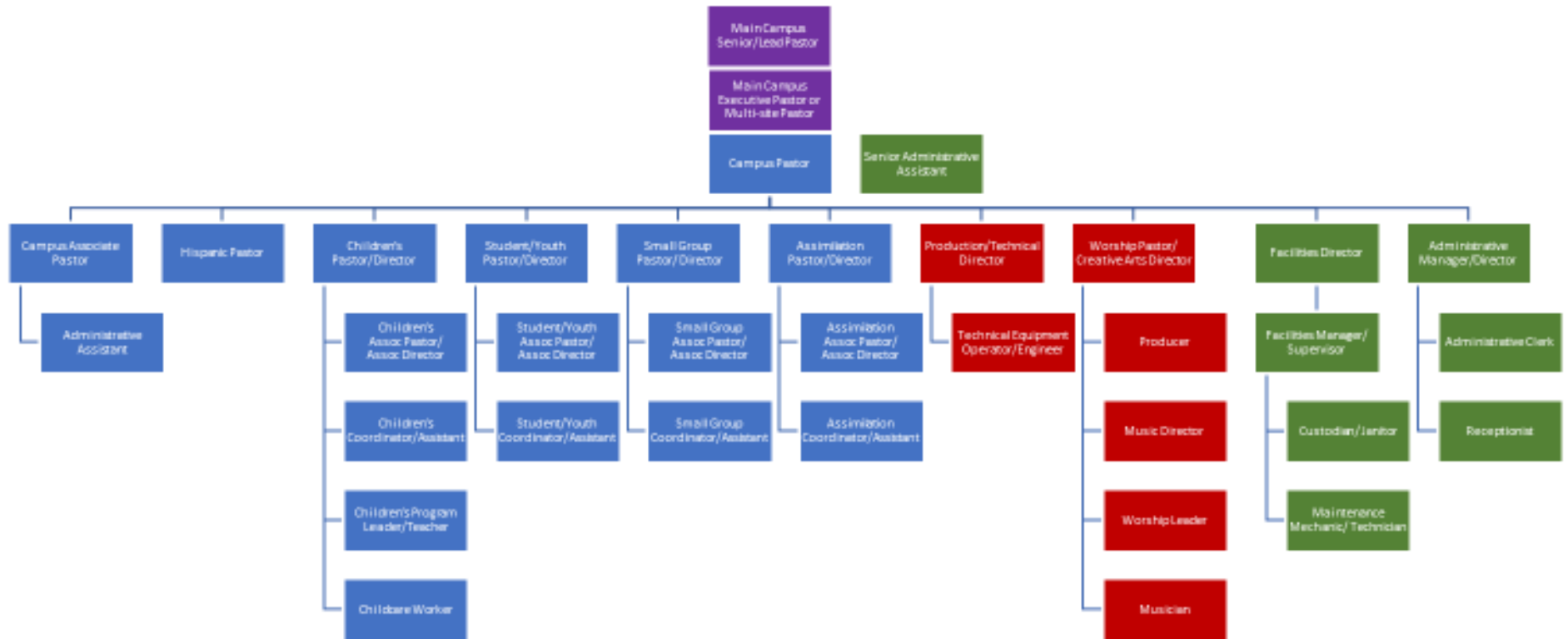
All data is kept strictly confidential. It is our policy to comply with all U.S. Department of Justice Safe Harbor Guidelines and antitrust laws as they relate to compensation data. Data is reported in aggregate only when a minimum of 5 organizations are available. The privacy of each church's positional 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](http://www.churchcompensationservices.com).

# CCS Regional Campus Survey Organization Chart



## Main Campus Shared Services Functions (Human Resources, Information Technology, Finance, Communications, etc.)

- Purple** – Main Campus Positions
- Blue** – Campus Pastoral and Ministry Positions
- Red** – Campus Worship/Creative Arts & Production Positions
- Green** – Campus Administration & Operations Positions

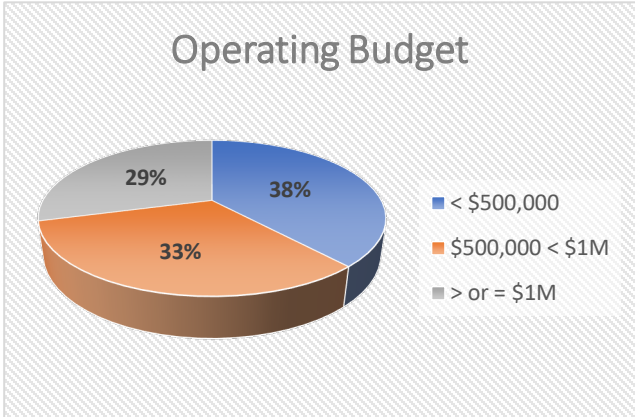
# Participants

The following churches participated in the *2023 Regional Campus Compensation Survey*

|                                   |                               |                                |
|-----------------------------------|-------------------------------|--------------------------------|
| 12Stone Church                    | Harvest Bible Chapel          | RiverTree                      |
| BattleCreek Church                | Healing Place Church          | San Diego Rock Church          |
| Blackhawk Evangelical Free Church | High Desert Church            | Scottsdale Bible Church        |
| CenterPoint Church                | Highlands Fellowship          | Seacoast Church                |
| Christ Community Church           | Hosanna Church                | Southland Christian Church     |
| Church on the Move                | LakePointe Church             | The Bridge Church              |
| Compass Christian Church          | LCBC Church                   | The Hills Church               |
| Cross Point Church                | Life Center Tacoma WA         | The Summit Church              |
| Cypress Church                    | Mariners Church               | The Woodlands Methodist Church |
| Eastside Christian Church         | Mission Hills Church          | Venture Church                 |
| Emmanuel Church                   | Mountain Christian Church     | Victory Church                 |
| Englewood Baptist Church          | New Hope Church               | Water of Life Community Church |
| Fairhaven Church                  | NewSpring Church              | Willow Creek Community Church  |
| Faith Chapel                      | North Way Christian Community | Wooddale Church                |
| Faith Promise Church              | Northeast Christian Church    | Woodmen Valley Chapel          |
| First West Church                 | Northview Church              | Woodside Bible Church          |
| Freedom House Church              | One&All                       |                                |
| Gateway Church Austin             | Radiant Church                |                                |
| Grace Chapel                      | River Valley Church           |                                |

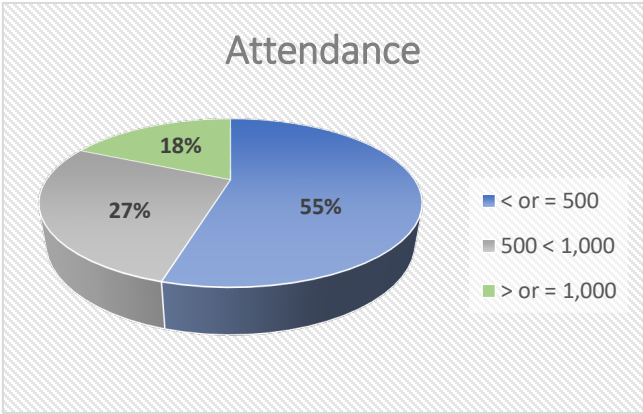
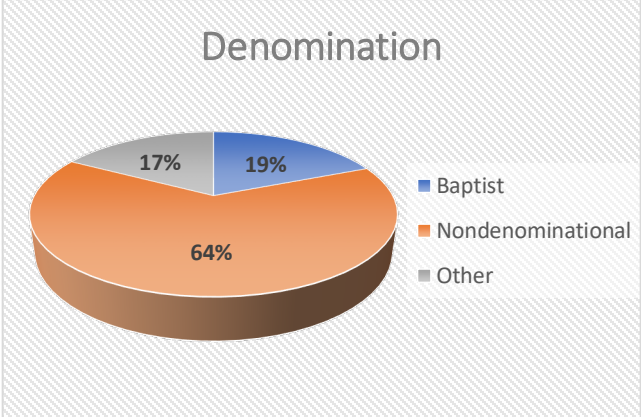
# Participant Demographics

The following charts depict the percent of regional campuses in each scope category. The percentile breakdown is also shown for Annual Operating Budget and Weekly Attendance.



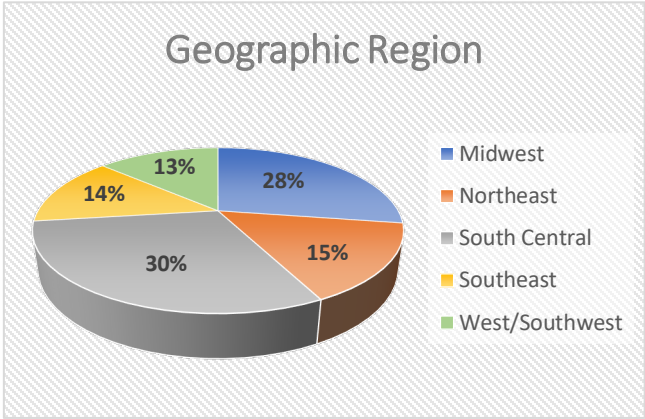
### Campus Operating Budget

|                 |              |
|-----------------|--------------|
| 10th percentile | \$ 149,876   |
| 25th percentile | \$ 302,908   |
| 50th percentile | \$ 634,400   |
| 75th percentile | \$ 1,120,293 |
| 90th percentile | \$ 1,914,931 |



### Campus Attendance

|                 |       |
|-----------------|-------|
| 10th percentile | 133   |
| 25th percentile | 250   |
| 50th percentile | 450   |
| 75th percentile | 814   |
| 90th percentile | 1,275 |



# Definitions

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

**Ministries** <sup>1</sup>  
**Ministry Coordinator (0790)** <sup>2</sup>  
 Coordinates activities of an individual ministry or program at a Regional Campus. May assign and mentor ministry or program volunteers. <sup>3</sup>



| Scope                                 | <sup>4</sup> # Churches | <sup>5</sup> # Campuses | <sup>6</sup> # Incs | <sup>7</sup> Church Size <sup>8</sup> |            |             | <sup>10</sup> Regional Campus Size <sup>11</sup> |            |             | <sup>13</sup> Base Salary | <sup>14</sup> Total Cash |
|---------------------------------------|-------------------------|-------------------------|---------------------|---------------------------------------|------------|-------------|--|------------|-------------|---------------------------|--------------------------|
|                                       |                         |                         |                     | Budget                                | Attendance | # Employees | Budget   | Attendance | # Employees |                           |                          |
| <b>All Reported (Avg)</b>             | 44                      | 120                     | 326                 | \$23,388,695                          | 12,319     | 222         | \$1,600,863                                      | 1,406      | 17          | \$38,345                  | \$38,422                 |
| 10th Percentile                       |                         |                         |                     | \$6,100,000                           | 3,386      | 99          | \$365,178  | 202        | 5           | \$25,634                  | \$25,634                 |
| 25th Percentile                       |                         |                         |                     | \$10,000,000                          | 6,153      | 128         | \$699,722  | 500        | 8           | \$30,933                  | \$30,933                 |
| 50th Percentile                       |                         |                         |                     | \$18,650,000                          | 10,000     | 174         | \$1,272,000                                      | 1,050      | 13          | \$36,244                  | \$36,350                 |
| 75th Percentile                       |                         |                         |                     | \$31,995,984                          | 16,644     | 270         | \$2,256,625                                      | 1,659      | 22          | \$42,024                  | \$42,024                 |
| 90th Percentile                       |                         |                         |                     | \$42,000,000                          | 21,407     | 381         | \$3,500,000                                      | 3,961      | 33          | \$47,590                  | \$47,590                 |
| <b>Campus Weekly Attendance (Avg)</b> |                         |                         |                     |                                       |            |             |  |            |             |                           |                          |
| Weekly Attendance < or = 500          | 11                      | 20                      | 60                  | \$12,376,432                          | 6,248      | 157         | \$520,361  | 218        | 8           | \$37,029                  | \$37,051                 |
| Weekly Attendance 500 < 1,000         | 12                      | 31                      | 53                  | \$19,572,571                          | 9,823      | 211         | \$1,287,421                                      | 731        | 15          | \$36,383                  | \$36,491                 |
| Weekly Attendance > or = 1,000        | 13                      | 39                      | 102                 | \$22,787,025                          | 13,305     | 237         | \$1,589,894                                      | 1,304      | 17          | \$39,958                  | \$40,009                 |
| <b>Campus Operating Budget (Avg)</b>  |                         |                         |                     |                                       |            |             |  |            |             |                           |                          |
| Operating Budget < \$500,000          | 7                       | 27                      | 29                  | \$18,203,136                          | 10,136     | 173         | \$319,157  | 264        | 4           | \$39,023                  | \$39,094                 |
| Operating Budget \$500,000 < \$1M     | 5                       | 6                       | 31                  | \$17,240,978                          | 9,326      | 187         | \$698,270  | 640        | 9           | \$38,909                  | \$38,926                 |
| Operating Budget > or = \$1M          | 17                      | 44                      | 137                 | \$23,757,611                          | 13,170     | 233         | \$2,169,333                                      | 1,888      | 21          | \$40,208                  | \$40,290                 |
| <b># Campus Employees (Avg)</b>       |                         |                         |                     |                                       |            |             |  |            |             |                           |                          |
| # of Church Employees < = 10          | 10                      | 32                      | 32                  | \$18,224,306                          | 9,661      | 165         | \$594,170  | 255        | 4           | \$38,274                  | \$38,353                 |
| # of Church Employees 10 < 20         | 12                      | 27                      | 81                  | \$18,890,328                          | 10,212     | 180         | \$1,188,294                                      | 801        | 8           | \$36,909                  | \$36,974                 |
| # of Church Employees > or = 20       | 5                       | 6                       | 56                  | \$20,505,428                          | 12,190     | 211         | \$2,107,551                                      | 1,696      | 13          | \$35,273                  | \$35,377                 |
| <b>Geographic Region (Avg)</b>        |                         |                         |                     |                                       |            |             |  |            |             |                           |                          |
| Midwest                               | 11                      | 31                      | 91                  | \$21,535,196                          | 11,481     | 244         | \$1,443,640                                      | 1,506      | 19          | \$44,051                  | \$44,067                 |
| Northeast                             | 1                       | 9                       | 16                  | \$25,752,200                          | 16,644     | 244         | \$1,745,307                                      | 1,193      | 10          | -                         | -                        |
| Southeast                             | 18                      | 52                      | 147                 | \$27,609,662                          | 14,045     | 216         | \$1,595,479                                      | 1,605      | 15          | \$36,031                  | \$36,136                 |
| South Central                         | 7                       | 14                      | 41                  | \$20,242,947                          | 9,850      | 246         | \$1,509,652                                      | 917        | 21          | \$30,344                  | \$30,446                 |
| West/Southwest                        | 7                       | 14                      | 31                  | \$14,220,473                          | 8,178      | 143         | \$2,174,346                                      | 780        | 17          | \$40,694                  | \$40,859                 |

15  
16  
17  
18  
19  
20



# 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. # Churches**- Number of churches reporting data for the position. For confidentiality, a minimum of five churches must be represented to report compensation.
- 5. # Campuses** – Number of regional campuses reporting data for the position.
- 6. # Incs**- Number of reported church incumbents occupying the position
- 7. Church Budget** - Aggregate annual operating budget of churches reporting data for the position. Number shown in millions of dollars
- 8. Church Attendance** - Aggregate weekly attendance of churches reporting data for the position
- 9. Church Employees** - Aggregate number of church employees reporting data for the position
- 10. Regional Campus Budget** - Aggregate annual operating budget of regional campuses reporting data for the position
- 11. Regional Campus Attendance** - Aggregate weekly attendance of regional campuses reporting data for the position
- 12. Regional Campus Employees** - Aggregate number of regional campuses employees reporting data for the position
- 13. Base Salary** - Annualized aggregate of salaries reported for the position (housing allowance included for eligible pastoral positions)
- 14. Total Cash** - Aggregate sum of base salary (including housing allowance), and other cash paid to incumbents reported for the position in the most recent 12-month period
- 15. All Reported (Avg)** - The average or mean of reported values
- 16. 10<sup>th</sup> Percentile** - Ninety percent (or nine-tenths) of reported amounts are greater than this value
- 17. 25<sup>th</sup> Percentile** - Seventy-five percent (or three-fourths) of reported amounts are greater than this value
- 18. 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
- 19. 75<sup>th</sup> Percentile** - Twenty-five percent (or one-quarter) of reported amounts are greater than this value
- 20. 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 < or = 500

Weekly Attendance 500 < 1,000

Weekly Attendance > or = 1,000

## **Operating Budget**

Operating Budget < \$500,000

Operating Budget \$500,000 < \$1M

Operating Budget > or = \$1M

## **# Campus Employees (Avg)**

# of Church Employees < = 10

# of Church Employees 10 < 20

# of Church Employees > or = 20

## **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