



Compensation Market Analysis

Senior/Lead Pastor – Dallas, Texas

September 2023

Market Pricing Methodology

The Church of the Living God requested that Church Compensation Services LLC (CCS) evaluate the compensation of a senior/lead pastor at an \$10M church in Dallas, Texas with average physical weekly attendance of 3,000.

CCS utilized tabular data, regression analysis and a custom peer cut of select churches from the 2023 MegaChurch Compensation Report conducted by CCS. The strongest correlation between size and pay is based on church operating budget, therefore, the data was scoped exclusively using operating budget.

The survey data is effective February 1, 2023, and aged to September 1, 2023, at an annualized rate of 4.1%. Additionally, a geographic differential was applied to reflect 104% of the national average for the metropolitan Dallas, Texas area.

Lastly, a 50% range spread was applied to the estimated geographic market value to determine the proposed salary range for the position.



\$10M Senior/Lead Pastor Market Evaluation

Scope	Average Scope	# Churches	# Incumbents	Base Salary
CCS Tabular Data Operating Budget \$7.5M > \$12.5M	\$9M	26	27	\$XXX,XXX
CCS Regression Analysis Operating Budget \$3.5M > \$35M	\$10M	110	110	\$XXX,XXX
CCS Custom Peer Cut Operating Budget \$5M > \$15M	\$11M	14	14	\$XXX,XXX
Estimated Market Value (National)				\$XXX,XXX
Estimated Market Value (Dallas, Texas)				\$XXX,XXX
Proposed Salary Range \$XXX,XXX - \$XXX,XXX				

