



## NACBA Salary Survey

**Filters:**

**Operating Budget:** \$5.0M to \$6.0M, \$6.0M to \$7.0M, \$7.0M to \$8.0M, \$8.0M to \$9.0M, \$9.0M to \$10.0M, Greater than \$10.0M

## Senior Pastor/Priest/Minister (Pastor/Director/Administration Leadership)

<u>Your Data</u>	Responses	Avg.	10%	25%	Median	75%	90%
<b>RESPONDENT PROFILE</b>							
Operating Budget	75	\$7,256,767	\$5,178,674	\$5,499,700	\$6,500,000	\$7,900,000	\$10,043,200
Church Membership	75	4,860	1,480	3,107	4,966	6,239	8,487
Weekly Attendance	75	3,666	1,609	2,200	2,800	4,500	6,840
Church Building Sq Ft	70	193,817	72,600	126,375	160,500	230,000	302,500
Staff Size (1 PT counted as .5 FT)	75	60	31	45	61	72	91
<b>PAY INFORMATION</b>							
Number of Employees at Church	75	1.0	1.0	1.0	1.0	1.0	1.0
Years in Position	75	16.0	4.0	7.0	16.0	22.0	30.0
Salary (with housing/utilities)	75	\$173,330	\$126,355	\$145,884	\$164,876	\$201,849	\$222,720
Retirement	75	\$13,736	\$1,735	\$5,975	\$14,300	\$19,805	\$23,964
Insurance	71	\$13,736	\$3,500	\$10,225	\$13,544	\$18,301	\$25,000
Self-Employment (ordained only)	75	\$5,089	\$0	\$0	\$0	\$9,531	\$12,295
Total Compensation	75	\$205,158	\$152,816	\$172,198	\$195,218	\$238,679	\$267,172
Reimbursed Expenses	75	\$5,350	\$0	\$0	\$2,300	\$9,850	\$13,900
<b>OTHER INFORMATION</b>							
<b>Degree of Match</b>							
Low	75	1.3%					
Equal		68.0%					
High		30.7%					
<b>Gender (if only 1 employee)</b>							
Male	74	100.0%					
Female		0.0%					
<b>Ordained Minister (if only 1 employee)</b>							
Yes	74	98.6%					
No		1.4%					

## Executive Pastor/Director/COO (Pastor/Director/Administration Leadership)

	<u>Your Data</u>	<u>Responses</u>	<u>Avg.</u>	<u>10%</u>	<u>25%</u>	<u>Median</u>	<u>75%</u>	<u>90%</u>
<b>RESPONDENT PROFILE</b>								
Operating Budget	66		\$7,318,168	\$5,182,229	\$5,715,000	\$6,607,500	\$7,950,000	\$10,036,000
Church Membership	66		5,014	1,278	3,508	5,000	6,391	8,484
Weekly Attendance	66		3,742	1,793	2,200	3,055	4,875	7,150
Church Building Sq Ft	62		203,878	91,150	131,250	180,000	236,000	322,500
Staff Size (1 PT counted as .5 FT)	66		63	33	46	63	74	96
<b>PAY INFORMATION</b>								
Number of Employees at Church	66		1.0	1.0	1.0	1.0	1.0	1.0
Years in Position	66		8.0	2.0	4.0	7.0	10.0	16.0
Salary (with housing/utilities)	66		\$114,135	\$89,755	\$97,450	\$109,587	\$129,118	\$143,725
Retirement	66		\$7,430	\$0	\$3,061	\$6,534	\$11,773	\$14,059
Insurance	65		\$11,594	\$2,234	\$5,368	\$12,000	\$16,207	\$19,698
Self-Employment (ordained only)	66		\$2,771	\$0	\$0	\$0	\$6,536	\$8,720
Total Compensation	66		\$135,755	\$95,939	\$109,926	\$132,282	\$159,103	\$178,976
Reimbursed Expenses	66		\$2,859	\$0	\$0	\$876	\$3,713	\$8,750
<b>OTHER INFORMATION</b>								
<b>Degree of Match</b>								
Low	66		4.5%					
Equal			68.2%					
High			27.3%					
<b>Gender (if only 1 employee)</b>								
Male	59		94.9%					
Female			5.1%					
<b>Ordained Minister (if only 1 employee)</b>								
Yes	59		81.4%					
No			18.6%					

## Church Business (Parish) Administrator/Minister/Pastor of Administration (Pastor/Director/Administration Leadership)

	Your Data	Responses	Avg.	10%	25%	Median	75%	90%
<b>RESPONDENT PROFILE</b>								
Operating Budget		58	\$7,307,080	\$5,200,000	\$5,563,797	\$6,670,000	\$7,781,739	\$9,881,600
Church Membership		58	4,741	1,357	2,641	4,983	6,023	7,583
Weekly Attendance		58	3,570	1,677	2,274	2,932	4,457	6,208
Church Building Sq Ft		56	209,731	82,000	140,000	180,250	238,500	325,000
Staff Size (1 PT counted as .5 FT)		58	62	34	46	61	74	95
<b>PAY INFORMATION</b>								
Number of Employees at Church		58	1.0	1.0	1.0	1.0	1.0	1.0
Years in Position		58	10.0	3.0	5.0	10.0	13.0	18.0
Salary (with housing/utilities)		58	\$95,788	\$68,900	\$79,766	\$94,101	\$110,310	\$120,338
Retirement		58	\$6,192	\$0	\$3,092	\$5,295	\$9,531	\$11,860
Insurance		58	\$11,123	\$2,204	\$6,498	\$10,733	\$15,021	\$18,763
Self-Employment (ordained only)		58	\$1,417	\$0	\$0	\$0	\$0	\$7,646
Total Compensation		58	\$114,521	\$80,269	\$94,905	\$113,357	\$130,397	\$149,130
Reimbursed Expenses		58	\$1,179	\$0	\$0	\$380	\$2,188	\$3,550
<b>OTHER INFORMATION</b>								
<b>Degree of Match</b>								
Low		58	3.4%					
Equal			60.3%					
High			36.2%					
<b>Gender (if only 1 employee)</b>								
Male		56	80.4%					
Female			19.6%					
<b>Ordained Minister (if only 1 employee)</b>								
Yes		56	37.5%					
No			62.5%					