

What are Attendance, Experience, Education, and Location Worth?

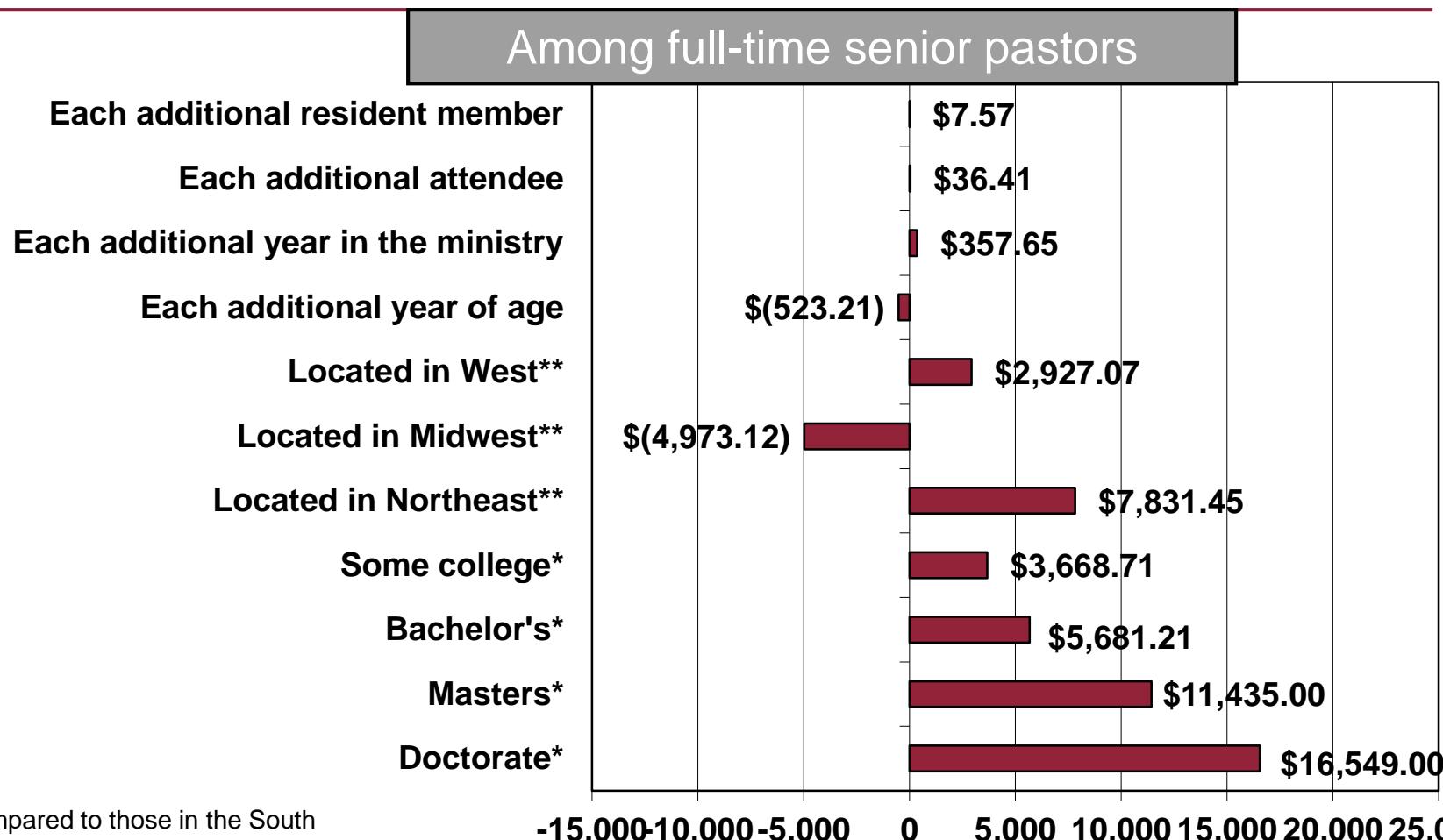
**SBC Compensation Study 2018:
Analysis of full-time senior pastor
compensation and vacation**



Methodology

- The SBC Compensation Study was conducted by Baptist state conventions along with GuideStone Financial Resources and LifeWay Research
- The study was conducted between February 1 and July 6, 2018
- Data acquired by the study can be accessed at www.lifeway.com/compensationsurvey
- Responses from 3,490 full-time senior pastors were used for the analysis shown in this report

What are attendance, experience, and location worth in compensation?



**Compared to those in the South

*Compared to those with an Associate's degree or no college education

Results of regression analysis. Dependent variable: Total compensation

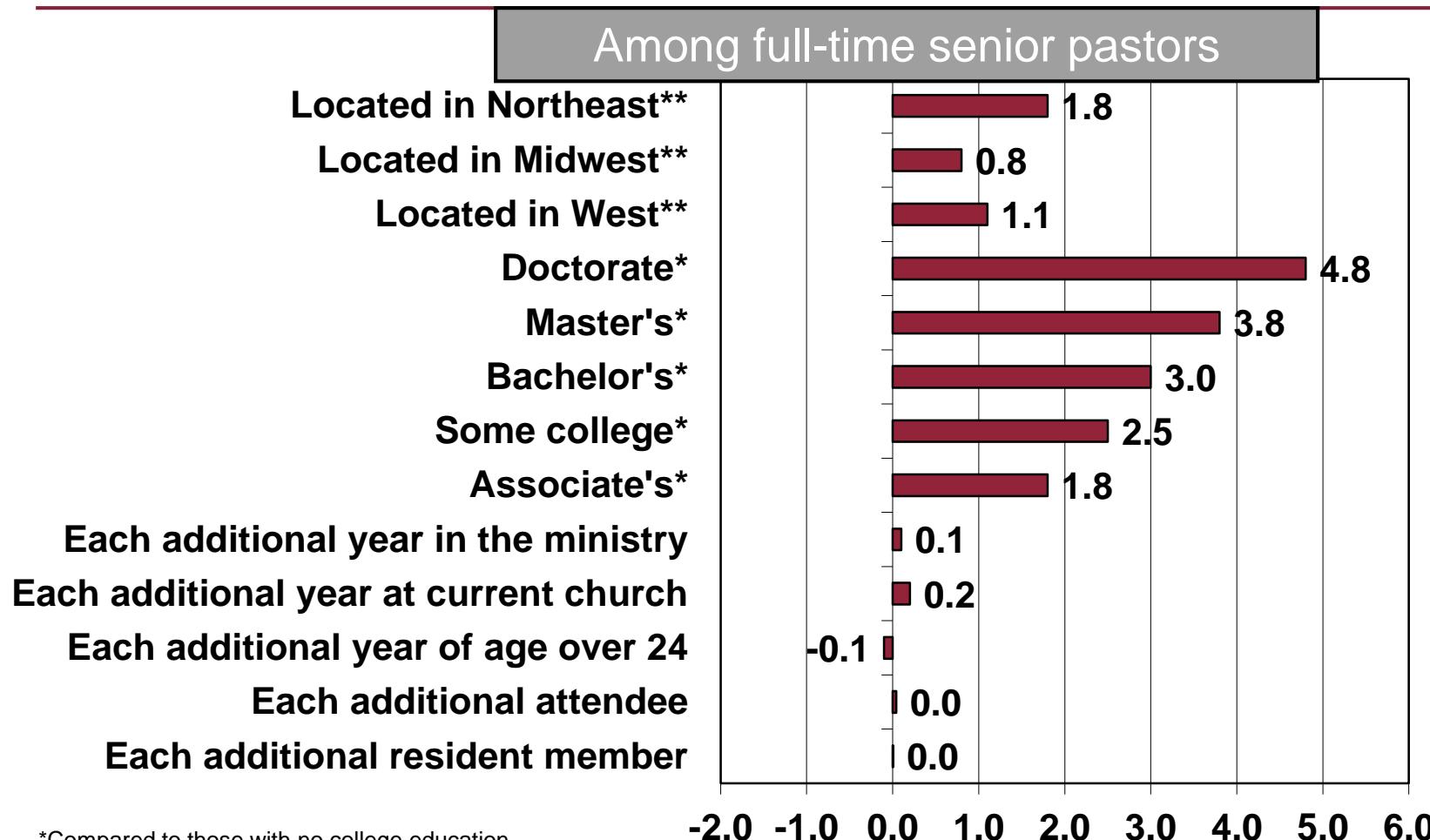
How to View Differences in Total Compensation

- Independent variables tested (region, years at current church, education, years in ministry, resident membership, seminary, age, average weekly attendance) account for 49% of the variance in total compensation (R square of the model), so other factors that were not measured or not measurable also can impact pastor compensation.
- There is insufficient evidence to suggest that otherwise similar individuals with a high school diploma or less differ in compensation from those with an Associate degree.
- The variables considered are related and cannot always be straightforwardly interpreted in isolation. It may appear that an increase of one in resident membership corresponds with \$7.57 in greater compensation, but those with greater resident membership tend to have greater attendance that further corresponds with increased earnings.

What's It Worth in Total Compensation?

- Each additional **year** of pastor age and experience compared to an otherwise similar individual is actually predictive of slightly less compensation: -\$165.56 (-\$523.21 + \$357.65)
- **Larger churches** tend to pay their pastors more. For every additional 100 attendees pastors compensation is on average \$3641 higher. (Having a higher resident membership **for a fixed number of attendees** is also predictive of slightly greater compensation: \$757 for every additional 100 members)
- Compensation is higher at higher **levels of education**. An average difference of \$5681.21 is seen in obtaining a Bachelor's compared to otherwise similar pastors with an Associate's or no college, an additional \$5753.79 for a college graduate obtaining a Master's, and an additional \$5114.00 in going from a Master's to a Doctoral degree.

Change in days of vacation for location, attendance, education, & experience



*Compared to those with no college education

**Compared to those in the South

Results of regression analysis. Dependent variable: Number of days of vacation

How to View Differences in Total Vacation

- Independent variables tested (region, years at current church, education, years in ministry, resident membership, seminary, age, average weekly attendance) account for 26% of the variance in days of vacation (R square of the model), so other factors that were not measured or not measurable also can impact pastor vacation time.
- The model begins with a constant of 10.6 days of vacation; the impact of each independent variable moves this up or down.
- Pastors in the South tend to receive less vacation (1.8 days less on average than otherwise comparable pastors in the Northeast, 0.8 days less than those in the Midwest, and 1.1 days less than those in the West)

What's It Worth in Vacation Time?

- Each **year** the pastor ages, gains more experience, and adds a year at the current church, the total expected vacation impact is +0.2 (-0.1 + 0.1 + 0.2). This means it takes around 5 years to add a day of vacation on average.
- **Larger churches** tend to give their pastors slightly more vacation. For every 271 attendees pastors get 1 more vacation day on average. For every 2155 additional resident members (holding attendance fixed), pastors get 1 more vacation day on average.
- Vacation varies by **education**. Compared to those with a high school diploma or less, otherwise similarly qualified individuals with an Associate's, Some college, Bachelor's, Master's, or Doctorate add an average of 1.8, 2.5, 3.0, 3.8, and 4.8 days of vacation, respectively.

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