

# Compensation and Insurance

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## SBC Compensation Study 2018

# Methodology

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- ❑ 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](http://www.lifeway.com/compensationsurvey)
- ❑ Responses from 6,894 full-time senior pastors, staff ministers, and office personnel were used in this report
- ❑ Responses for senior pastors were weighted by average attendance to more accurately reflect the population

# What is included in Compensation?

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- ❑ **Office and Custodial Personnel:** Salary (Part-time salary is calibrated to reflect 50 weeks per year at median number of hours: 16)
- ❑ **Non-Ordained Ministers:** Salary (Part-time salary is calibrated to reflect 50 weeks per year at median number of hours: 14)
- ❑ **Ordained Ministers:** Salary + Housing Allowance + Fair Rental Value of Church-owned Housing + Utilities for Church-owned Housing (Part-time salary is calibrated to reflect 50 weeks per year at median number of hours: 20)

# What is included in Pay Package?

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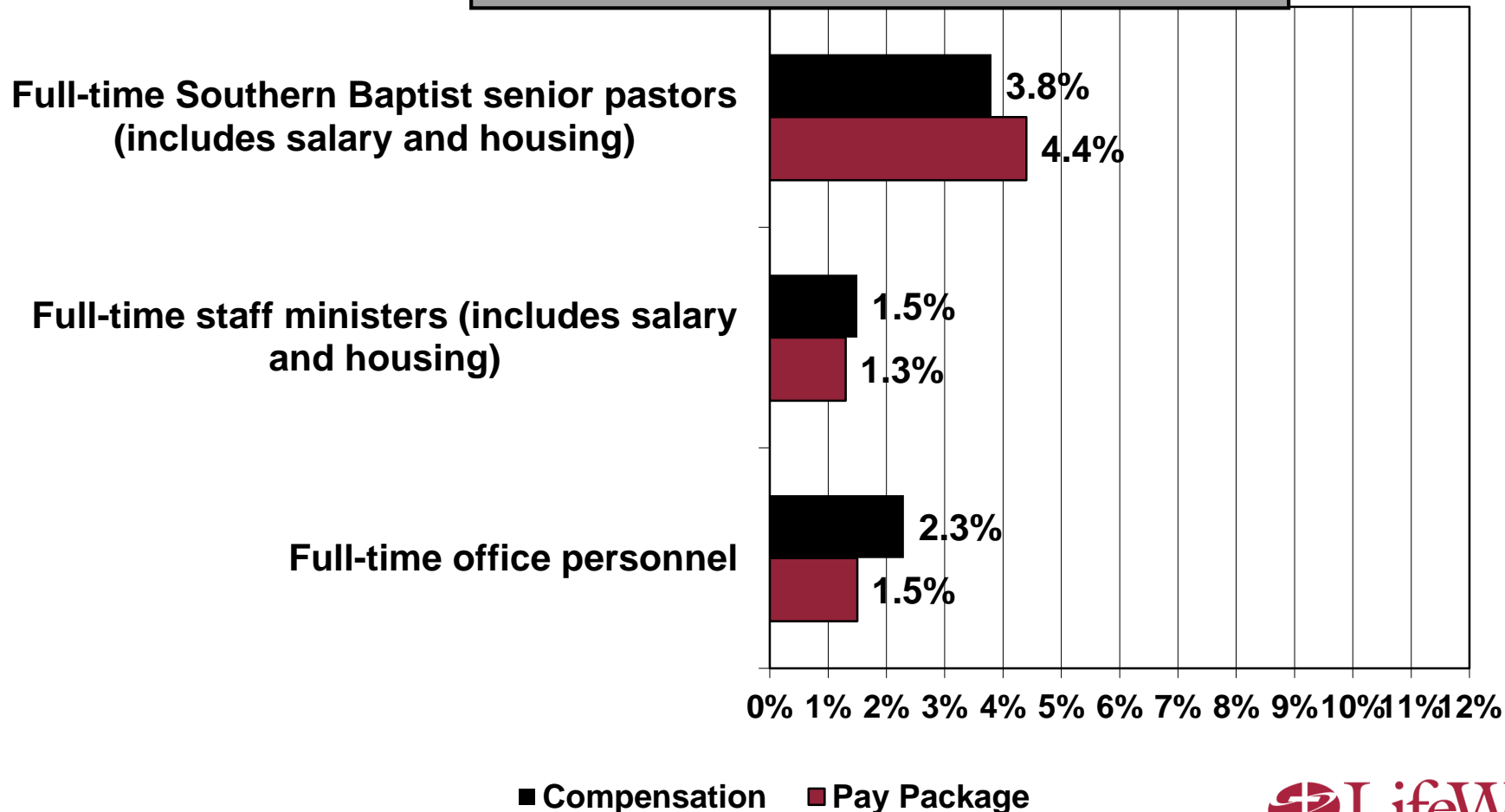
- ❑ **Office and Custodial Personnel\***: Salary + Retirement Benefits Paid by the Church + Insurance Paid by the Church
- ❑ **Non-Ordained Ministers\***: Salary + Retirement Benefits Paid by the Church + Insurance Paid by the Church
- ❑ **Ordained Ministers**: Salary + Housing Allowance + Fair Rental Value of Church-owned Housing + Utilities on Church-owned Housing + Social Security Equivalent\*\* + Retirement Benefits Paid by the Church + Insurance Paid by the Church

\* The Employer portion of Social Security is not included in the figure for Pay Package. The study assumes that the church pays the employer portion of Social Security for these employees.

\*\*While the Social Security Equivalent could be included with compensation since it is taxable, the Compensation Study has chosen for a number of years to treat the Social Security Equivalent as a benefit so as to be consistent with the general treatment of social security for non-ministers.

# Changes to church staff compensation and complete pay package over the last two years (2016 – 2018)

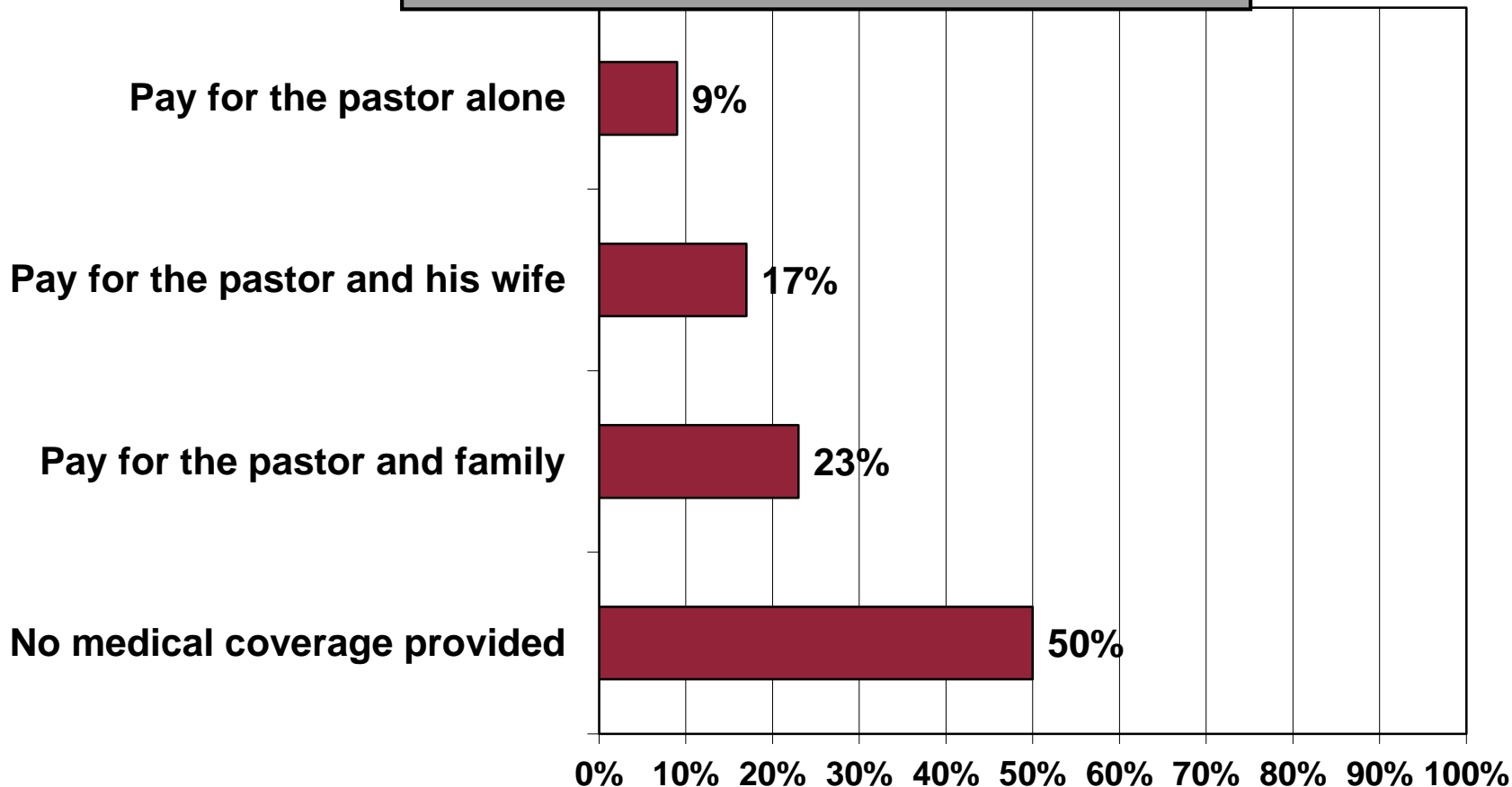
Among Southern Baptist Churches



Note: The Consumer Price Index (CPI-U) for this two-year period is +4.6%

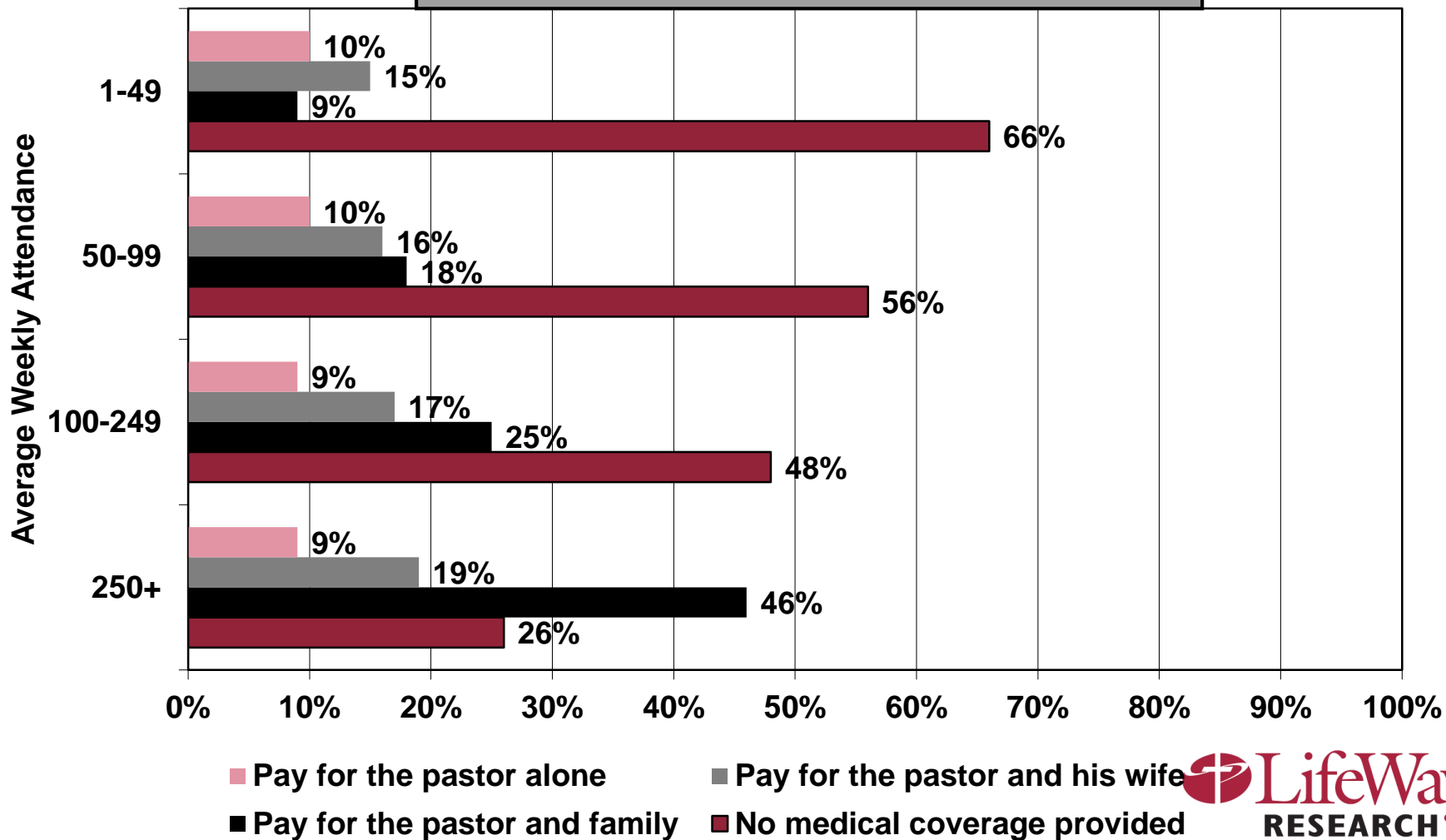
# Percentage of churches paying some or all of the full-time senior pastor's medical insurance

Among Southern Baptist Churches



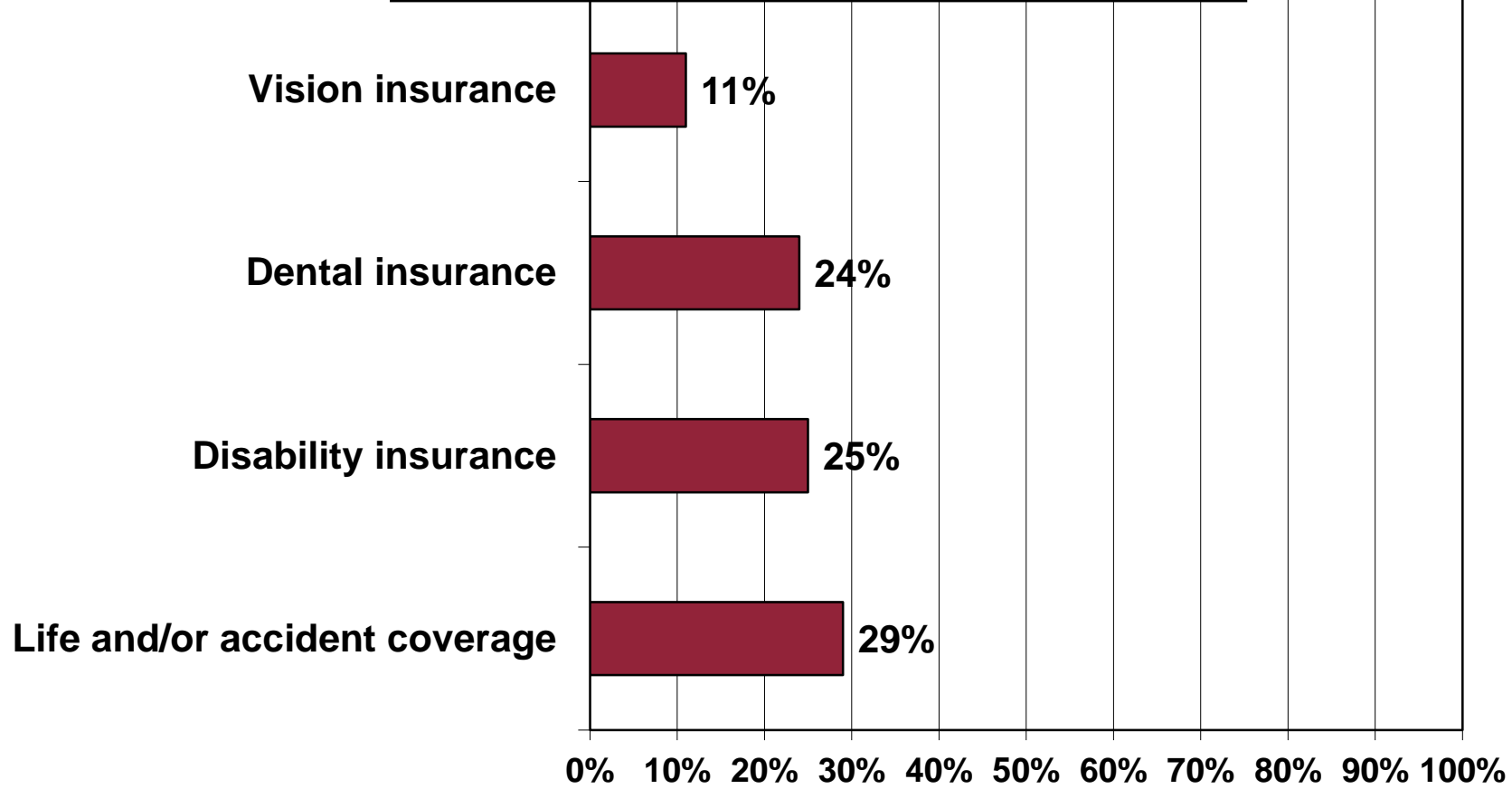
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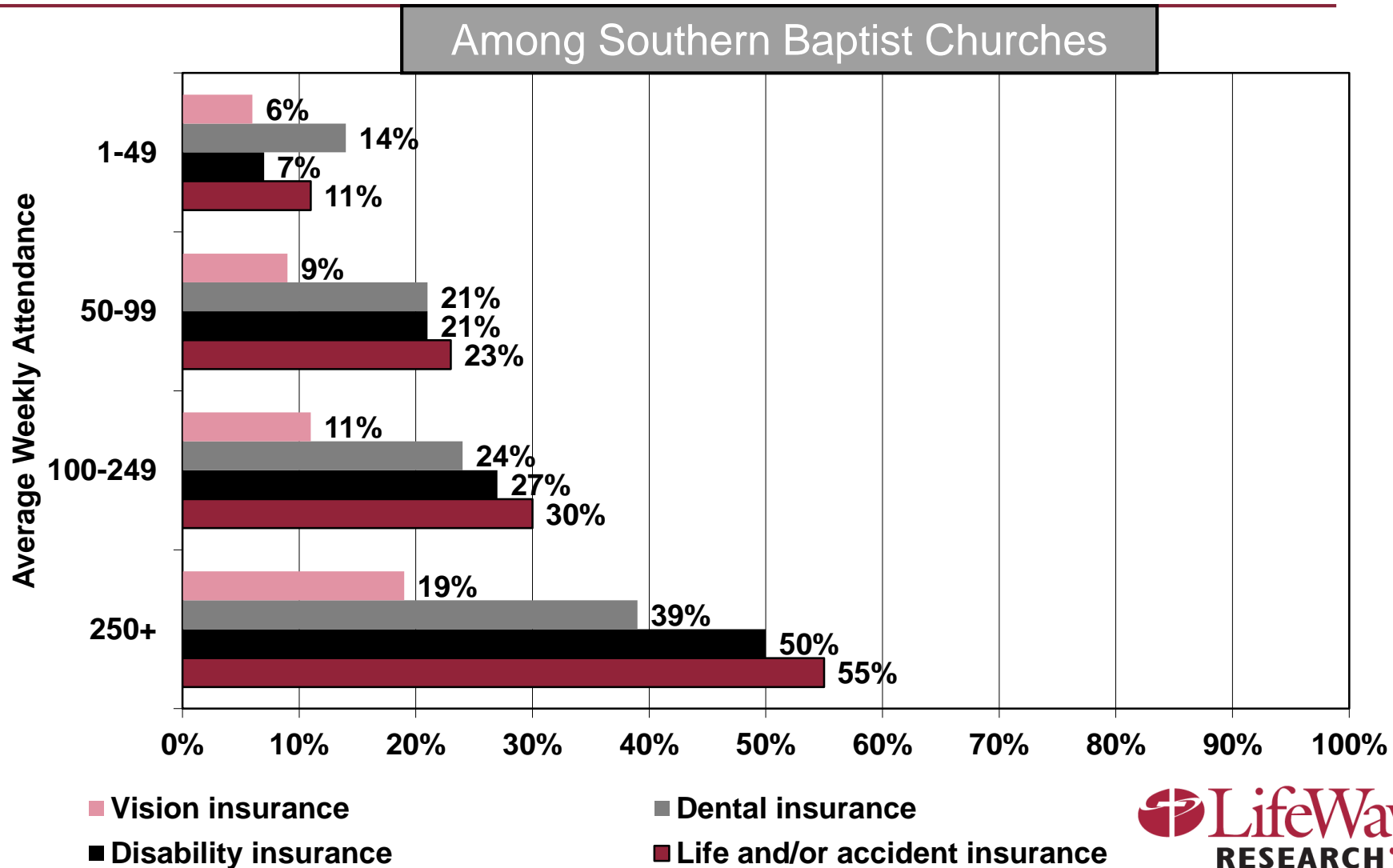
# Churches fully or partially pay for the following benefits for full-time senior pastors

Among Southern Baptist Churches



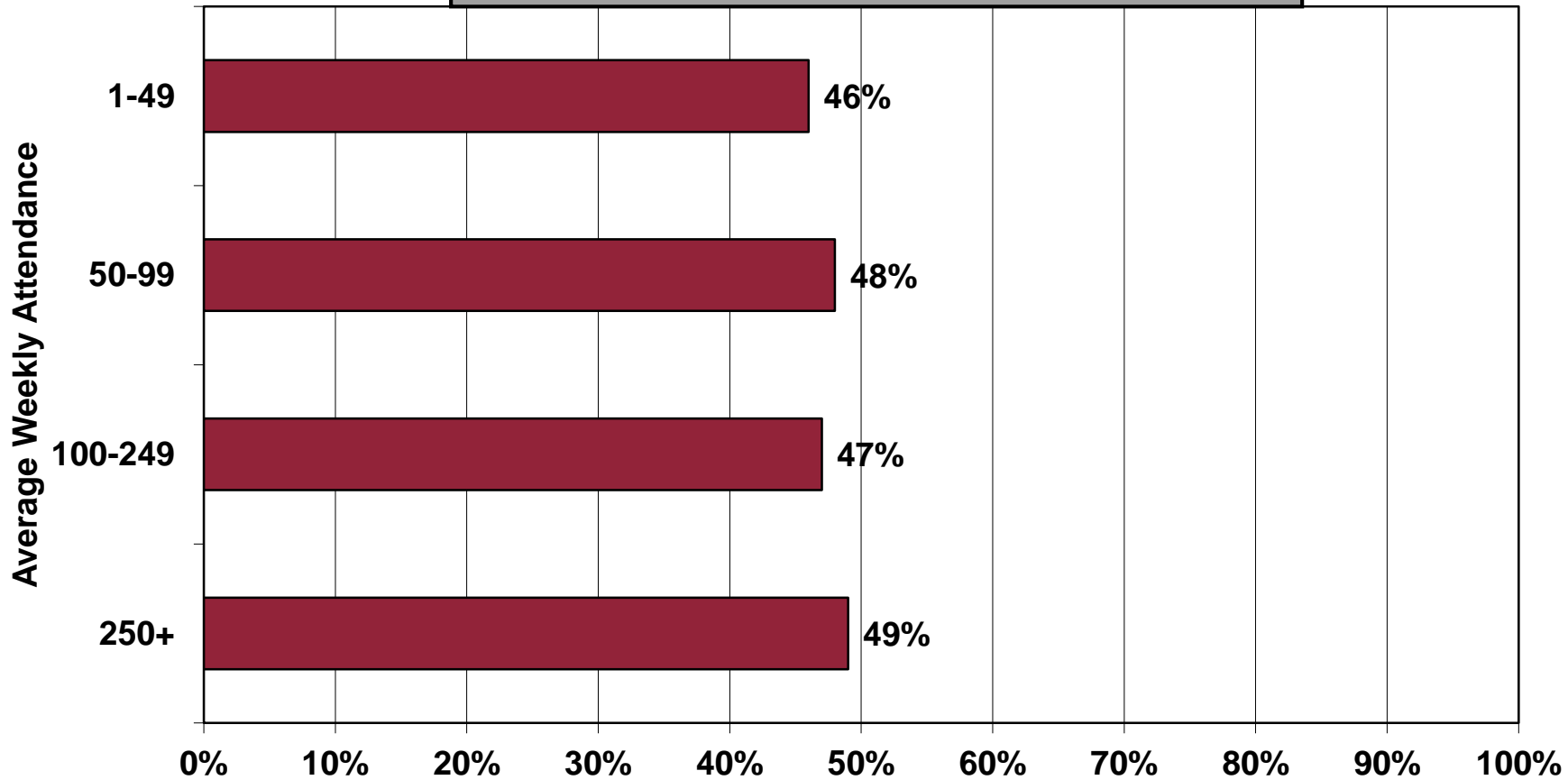


# Churches fully or partially pay for the following benefits for full-time senior pastors



# SBC churches spend an average of 51% (and a median of 47%) of their budget on employee compensation and benefits

Among Southern Baptist Churches



■ Median Percent of Budget Spent on Personnel

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