

# Salary Survey – Senior Positions in Very Large Churches

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## Salary Survey – Senior Positions in Very Large Churches

Page 1 - Heading

Welcome!

Description

Page 1 - Heading

About this survey

Leadership Network is compiling a report on salaries, budgets, and related issues for churches with attendances of 1,000 and higher. We will release it for free download (minus all specific-church identifiers), just as we have done with previous editions -- see [leadnet.org/salary](http://leadnet.org/salary). We will combine everyone's responses to create an anonymous, illustrated report, clustered by church size, church economics, and other relevant dynamics (which is why we ask those questions below). At the end of this survey, you will have opportunity to have it emailed to you the day it is released. Thank you for your trust, and for your time which will help not only your own church, but many of your peers. - Warren Bird, Ph.D., Research Director ([research@leadnet.org](mailto:research@leadnet.org))

Page 1 - Heading

Who should take this survey?

It's typically filled out by someone in the office of executive pastor, business manager, or church administrator – someone privy to salary and budget information.

Page 1 - Heading

Confidentiality

Your responses are highly confidential. Your privacy is of utmost concern to us both for the integrity of Leadership Network ongoing relationship with you and for the success of this report. Only select individuals in our research department can access the data.

Page 1 - Heading

Before you begin...

You will want to gather the following information: - Church budget for current and past year - Worship attendance for past three years - Senior pastor's age, year became senior pastor - Year church was founded - Salaries of those on the senior leadership team

Page 1 - Heading

If you are ready to begin

Click "Submit" to start the survey

Page 2 - Question 1 - Choice - One Answer (Bullets)

[Mandatory]

Is your church's primary campus located in the U.S. or Canada?

- Yes
- No

Page 2 - Question 2 - Choice - One Answer (Bullets)

[Mandatory]

Is your church's average weekly worship attendance (not membership) including adults and children, all physical campuses, at least 1,000?

- Yes
- No

NOTE: If you can answer "NO" to either of the above questions, this survey won't be a good match for you. Instead of completing the survey, please visit [www.leadnet.org/papers](http://www.leadnet.org/papers) for other available resources for churches of any size.

For an excellent publication covering salaries of 13 positions at nearly 5,000 U.S. churches (including a few in the 1,000-plus range), see *The 2010-2011 Compensation Handbook for Church Staff*, published by Christianity Today International.

Page 2 - Question 3 - Choice - One Answer (Bullets)

[Mandatory]

Which historic church family is your congregation closest to?

- Protestant/Other
- Roman Catholic
- Eastern Orthodox

Page 3 - Heading

Senior Pastor's Compensation

- Include cash paid toward the pastor's housing, often called a housing allowance. - Include any compensation amounts funded by love offerings. - Please use specific numbers such as \$50,000 or \$152,347 (thus avoid "\$80-\$90 thousand" or "\$65K+housing") - Do not include the value of benefits (hospitalization, book allowance, etc.)

Page 3 - Question 4 - Open Ended - Comments Box

Senior Pastor's total cash compensation per year:

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Page 3 - Question 5 - Choice - One Answer (Bullets)

Separate from the cash compensation, does the church provide a house or apartment for the senior pastor?

- YES
- NO

Page 3 - Question 6 - Open Ended - Comments Box

Comments? (Such as if there are multiple senior pastors, and their salaries differ.)

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Page 3 - Heading

Senior Leadership Team's Compensation

If you know the salary of others on your church's senior leadership team, please indicate them here, using the same criteria as in the previous question. Important: This question is limited to your top-tier leadership only, so if you have more than one, say, "teaching pastor" or "associate pastor," describe the one who is closest to a direct report to the senior pastor.

Page 3 - Question 7 - Open Ended - Comments Box

Role #1 (State title/role plus annual cash salary.)

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Page 3 - Question 8 - Open Ended - Comments Box

Role #2 (State title/role plus annual cash salary.)

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Page 3 - Question 9 - Open Ended - Comments Box

Role #3 (State title/role plus annual cash salary.)

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Page 3 - Question 10 - Open Ended - Comments Box

Role #4 (State title/role plus annual cash salary.)

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Page 3 - Question 11 - Open Ended - Comments Box

Role #5 (State title/role plus annual cash salary.)

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Role #6 (State title/role plus annual cash salary.)

Additional Roles: Use one line per person. On each line state title/role plus annual cash salary. (Remember: this question is limited to your top-tier leadership only.)

Not everyone filling out this form will be based in the U.S., so please indicate the appropriate currency for your church.

- U.S. Dollar
- Canadian Dollar
- Other, please specify

You're about 40% done. Thanks!

Description

Church Attendance

Description

Average weekend worship attendance (adults and children, all physical campuses combined). This is attendance, not membership. Please give a round number, not a range.

- 2012 year to date: \_\_\_\_\_
- 2011: \_\_\_\_\_
- 2010: \_\_\_\_\_

Church Budget

Description

What is your church budget for 2012 or current fiscal year? (If you sponsor a school, exclude the school's budget.) The two amounts below, when combined, should represent your entire budget except a school if you sponsor one.

- General Budget \_\_\_\_\_
- Total of restricted/special funds (such as a building fund, \_\_\_\_\_

missions fund, benevolence fund, etc.)

Page 4 - Heading

Enter a question

The two above amounts combined should represent your entire budget except a school if you sponsor one.

Page 4 - Question 17 - Open Ended - Comments Box

What was the actual giving from the congregation for 2011 or previous budget year? (If you sponsor a school, exclude the school's income.) Total "income" from of all funds including general, building fund, missions fund, benevolence fund, etc. Exclude auxiliary income from facility rental, endowment, bank interest, etc.

Page 4 - Heading

Ethnicity of Attenders

Description

Page 4 - Question 18 - Choice - One Answer (Bullets)

Of your regularly participating adults (all campuses combined) would you estimate that 80% or more are:

- White or Anglo
- Black or African American
- Hispanic or Latino/a
- Asian
- No Majority Group

Page 4 - Question 19 - Open Ended - Comments Box

If you said "no majority group" for the previous question, please estimate the percentages of your two largest racial groups (example: 40% Hispanic, 40% African American):

Page 4 - Heading

Church History

Description

Page 4 - Question 20 - Open Ended - Comments Box

Year church started/founded (approximate year is fine):

The Senior Pastor

Description

The senior/lead pastor is:

- Male
- Female
- Husband and wife co-pastor team
- Other, please specify

Year current senior pastor became the senior pastor (approximate year is fine):

Senior pastor's current age (guesses okay!):

Is the senior pastor a founding pastor of your church?

- YES
- NO

Church Staff

Description

How many FTE (full-time equivalent), paid staff positions does your church have? Include everyone from janitor to senior pastor, if paid. If you sponsor a school, do NOT include school staff in your count. The FTE is the ratio of the total number of paid hours during a period (part time + full time + contracted) divided by the number of working hours in that same period.

Church Geography

Description

Number of campuses (geographically separate locations) for your church:

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Zip/postal code of church's biggest-attendance campus

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What is the average estimated travel distance to your church for the majority (75%) of your attenders? If you have more than one campus, estimate this distance for the biggest-attendance campus.

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Enter a question

Please answer in miles (or, if kilometers, please indicate).

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Any other comments or suggestions about this survey so far?

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You're over 75% done!

Thanks for staying with it.

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Additional Questions

This section is designed to help us make some additional comparisons in our report to you.

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Number of weekend worship services (if multi-site, total all campuses)

- 1
- 2
- 3
- 4
- 5
- 6
- 7
- 8
- 9
- 10
- 11
- 12
- 13
- 14
- 15
- 16
- 17
- 18
- 19
- 20
- 21
- 22
- 23
- 24
- 25
- 26
- 27
- 28
- 29
- 30
- more than 30

What percentage of salary, if any, does the church contribute to a retirement plan for the senior pastor?

- No contribution
- 1%
- 2%
- 3%
- 4%
- 5%
- 6%
- 7%
- 8% or more

Estimate of staff costs (salaries plus benefits) as percentage of your total current church budget (all funds combined).  
Exception: if you sponsor a school, omit those staff and that portion of your budget.

- 25% or less



- 30%
- 35%
- 40%
- 45%
- 50%
- 55%
- 60%
- 65%
- 70% or higher

Page 5 - Question 33 - Open Ended - Comments Box

What is your church's current amount of debt beyond payables due in the next 60 days? (Specific number preferred, even if rounded or estimated.)

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Page 5 - Question 34 - Open Ended - Comments Box

If your church carries a line of credit with a local bank, what is that amount?

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Page 5 - Question 35 - Choice - One Answer (Bullets)

In terms of cash flow for your general fund budget, how much cash did you generally have available (in reserve) to spend during the most recent fiscal year?

- one month or less
- 2 months
- 3 months
- 4 to 6 months
- 7-12 months
- more than one year

Page 5 - Question 36 - Choice - One Answer (Bullets)

Estimate of the percent of your total current church budget used for ministry beyond your own congregation -- from local soup kitchens to world missions

- 0%
- 5%
- 10%
- 15%
- 20%
- 25%
- 30%
- above 30%

Does your church offer ways for people to make electronic donations? (online, bank transfer, credit/debit card, lobby kiosk, etc.)

- YES
- NO
- Not yet, but likely will in the near future

If your church's primary place of worship is located in or near a large city, is it in:

- A downtown or central area of the city
- An older residential area in the city
- An older suburb around the city
- A newer suburb around the city

Of the total number of regularly participating adults, what percent would you estimate are:

	None	Few (1-20%)	Some (21-40%)	Many (41-60%)	Most (61-80%)	Nearly All (81-100%)
New to your congregation in the last 5 years	<input type="radio"/> 0	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5
New converts	<input type="radio"/> 0	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5
Participating in small groups	<input type="radio"/> 0	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5

Any additional comments about the survey, or suggestions for future salary, staffing and economic surveys we conduct?

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Your email (to send you a copy of the illustrated but anonymous tally)

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Thank you. Because you participated we will:

- Email you the illustrated report with the survey findings as soon as they are available - Provide you with all church's actual data (names and other identifiers removed) in case you want to analyze it further - Invite your church to a free, private webinar (open only to survey participants) Our ongoing pledge: Your responses will be accessed only by the research department staff within Leadership Network. Any reports we make public or send to participating churches will have all identifying data removed. Your privacy and trust are of vital importance to us.