

# ANSWERS TO YOUR PRESSING COMPENSATION QUESTIONS

## Q ARE OUR CHURCH'S SALARY AND BENEFITS COMPETITIVE?

**A:** Find out by comparing your current church staff pay to the national averages in the chart to the right, then look in *The Compensation Handbook for Church Staff* for the results of a national survey for each complete position.

Compensation profiles are broken down by category so you can easily determine base salary, housing allowance & parsonage, health insurance, retirement, life insurance, and continuing education benefits. A variety of personal factors are also taken into account, including years employed, denomination, region, gender, and educational training.

ANNUAL COMPENSATION FOR CHURCH STAFF	
POSITION	AVERAGE COMPENSATION
SOLO PASTOR	\$56,959
SENIOR PASTOR	\$81,067
EXECUTIVE/ADMINISTRATIVE PASTOR	\$81,279
ASSOCIATE PASTOR	\$64,842
YOUTH PASTOR	\$50,824
ADULT MINISTRY DIRECTOR	\$59,791
CHILDREN'S/PRE-SCHOOL DIRECTOR	\$52,434
MUSIC/CHOIR DIRECTOR	\$65,133
ADMINISTRATOR	\$57,639
BOOKKEEPER/ACCOUNTANT	\$38,185
SECRETARY	\$30,840
CUSTODIAN	\$33,893

From The 2008 Compensation Handbook for Church Staff

## Q HOW DO I DETERMINE WAGES FOR A NEW STAFF POSITION?

**A:** Start by looking at what other churches of your size and demographics are compensating personnel for similar positions, accounting for candidate's education and experience.

**EXAMPLE:** Churches with worship attendance between 301 and 500, and average church income of \$737,331, have Youth Pastors, who on average have 5 years of experience, and receive compensation and benefits of \$49,422.

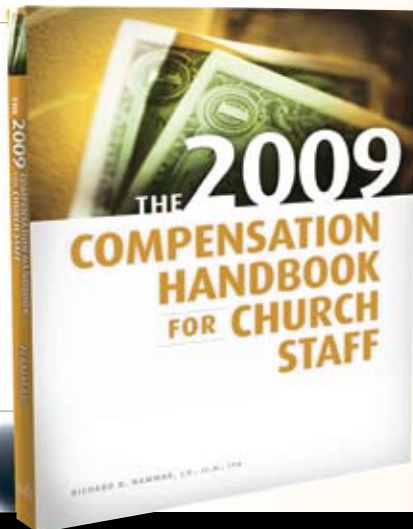
### The Compensation Handbook for Church Staff

Available October 2008.  
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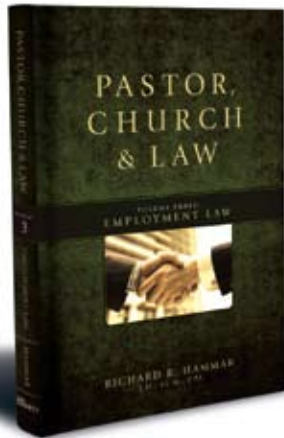
## Q HOW MUCH OF OUR CHURCH BUDGET SHOULD WE ATTRIBUTE TO EMPLOYEE SALARIES AND BENEFITS?

**A:** If you are like most churches, a significant part of your church budget is designated to salaries. *The Compensation Handbook for Church Staff* gives you confidence and knowledge to determine how much your church should designate toward compensated church staff positions given its size, geographical location, setting, and income, making it easy for you to compare and properly plan the compensation portion of your church budget.

### EXAMPLE:

Based on the 2008 book, 3.0% of the church budget in suburban churches is attributed to compensation for the Worship Director.

# STRENGTHEN YOUR CHURCH'S EMPLOYMENT PRACTICES



## LEGAL ANSWERS TO YOUR EMPLOYMENT AND STAFFING QUESTIONS

Tackle and navigate non-profit employment legal issues with Richard Hammar's new *Pastor, Church & Law Volume 3: Employment Law*. You'll find practical information and realistic examples on human resource topics including:

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### PAYROLL TAX PENALTIES

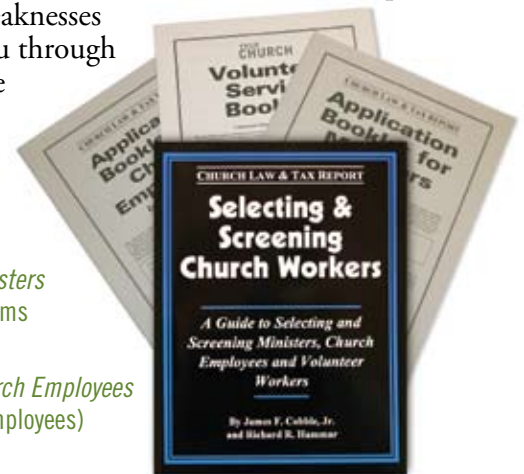
This special report summarizes two cases where the IRS has assessed a penalty against a church officer for willfully withholding payroll taxes. Also addressed are three important developments that make it more difficult for the IRS to be able to assert these penalties in some situations. **Item #L802 • \$9.95**

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**Richard Hammar** is an attorney, CPA, and best-selling author specializing in legal and tax issues for churches and clergy. A graduate of Harvard Law School, he is the author of more than 100 books, including *Pastor, Church & Law* and the annual *Church and Clergy Tax Guide*. He also is a frequent conference speaker.

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