

# Setting Salaries at Multisite Churches



# Salary Structure | Simple

● Min ● Mid ● Max

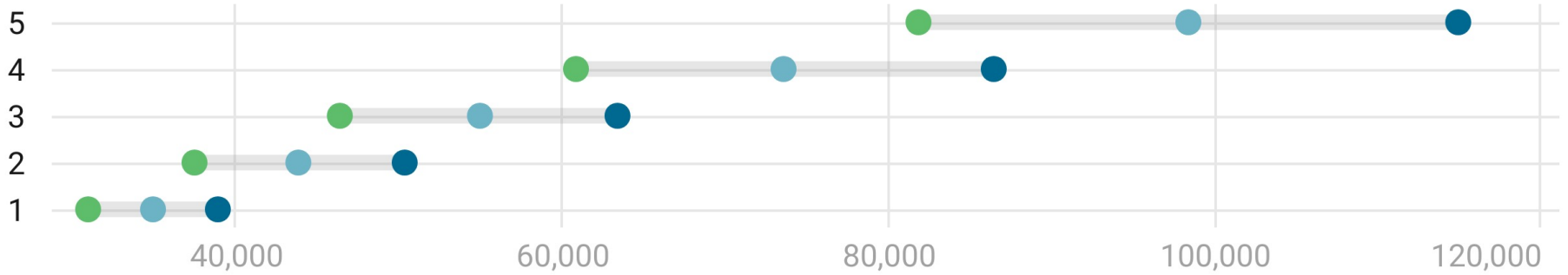


Chart: Aaron M. Hill • Source: ChurchSalary • Created with Datawrapper

# Salary Structure | Applied to Multiple Campuses

Position	Campus A	Campus B	Campus C	Campus D	Campus E
Campus Pastor	11	9	10	8	7
Associate Campus Pastor	8	6	7	5	4
Groups Pastor	8	6	7	5	4
Associate Groups Pastor	6	4	5	3	2
Student Pastor	8	6	7	5	4
Associate Student Pastor	6	4	5	3	2
Kids Pastor	8	6	7	5	4
Associate Kids Pastor	6	4	5	3	2
Campus Producer	8	6	7	5	4
Associate Campus Producer	6	4	5	3	2
Ministry Assistant	5	3	4	2	1

# [THE ECCLESIA] SALARY STRUCTURE

2	[THE ECCLESIA] SALARY STRUCTURE					
3						
4	Position	Campus A	Campus B	Campus C	Campus D	Campus E
5	Campus Pastor	11	9	10	8	7
6	Associate Campus Pastor	8	6	7	5	4
7	Groups Pastor	8	6	7	5	4
8	Associate Groups Pastor	6	4	5	3	2
9	Student Pastor	8	6	7	5	4
10	Associate Student Pastor	6	4	5	3	2
11	Kids Pastor	8	6	7	5	4
12	Associate Kids Pastor	6	4	5	3	2
13	Campus Producer	8	6	7	5	4
14	Associate Campus Producer	6	4	5	3	2
15	Ministry Assistant	5	3	4	2	1

17	Grade	Max	Mid	Min		
18		3rd Qtr	Median	1st Qtr		
19	1	\$ 35,000	\$ 30,000	\$ 25,000		
20	2	\$ 39,000	\$ 35,000	\$ 31,000		
21	3	\$ 50,500	\$ 45,000	\$ 39,500		
22	4	\$ 57,000	\$ 50,000	\$ 43,000		
23	5	\$ 63,500	\$ 55,000	\$ 46,500		
24	6	\$ 75,000	\$ 65,000	\$ 55,000		
25	7	\$ 86,500	\$ 75,000	\$ 63,500		
26	8	\$ 98,000	\$ 85,000	\$ 72,000		
27	9	\$ 109,500	\$ 95,000	\$ 80,500		
28	10	\$ 131,000	\$ 115,000	\$ 99,000		
29	11	\$ 142,500	\$ 125,000	\$ 107,500		
30	12	\$ 164,000	\$ 145,000	\$ 126,000		

2	CAMPUSES					
3						
4	Metrics	Campus A	Campus B	Campus C	Campus D	Campus E
5	Attendance	1,000	275	300	150	175
6	Budget	\$2,272,000	\$624,800	\$681,600	\$340,800	\$397,600
7	Per Person Giving	\$2,272	\$2,272	\$2,272	\$2,272	\$2,272
8						
9	Location (ZIP)	12345	13478	12346	13456	14567
10	Cost of Living Index	112	100	109	85	107
11	Median Household Income	\$53,969	\$51,138	\$72,484	\$48,842	\$68,567
12	Population Density	3,236	373	1,667	129	1,550
13	Geographic Setting	Metropolitan City	Small Town	Suburb	Rural	Suburb
14						
15	Employees	12	3	5	4	3
16	Pastors	5	1	3	2	2
17	Staff	7	2	2	2	1
18						
19	Overall Rank	1	3	2	5	4
20						
21	EMPLOYEES					
22		Employee A	Employee B	Employee C		
23		Todd	Stephanie	Trevor		
24	Degree	Master's	Bachelor's	High School		
25	Total Experience	10	5	3		
26	Tenure	8	3	3		
27	Ordained	Y	Y	N		
28						
29	Job Performance	Average	Excellent	Below Expectations		

**SAN DIEGO UNIFIED SCHOOL DISTRICT**

**SDEA BARGAINING UNIT  
SALARY PLAN 0160  
Effective July 1, 2020**

**ANNUAL SALARY RATES  
184-DAY CONTRACT YEAR**

<b>SALARY GRADES</b>						
	<b>010</b>	<b>011</b>	<b>012</b>	<b>013</b>	<b>014</b>	
	<b>BA</b>	<b>BA + 36</b>	<b>BA + 60</b>	<b>BA + 72</b>	<b>BA + 90</b>	
		<b>or MA</b>	<b>or BA + 54</b>	<b>or</b>	<b>or</b>	
<b>Steps</b>			<b>With MA</b>	<b>MA + 66</b>	<b>MA + 84</b>	<b>Steps</b>
<b>01</b>	\$48,791.97	\$51,768.79	\$54,747.49	\$57,724.34	\$60,703.08	<b>01</b>
<b>02</b>	50,623.34	53,602.09	56,578.95	59,557.64	62,534.48	<b>02</b>
<b>03</b>	52,529.64	55,506.45	58,485.19	61,462.02	64,440.76	<b>03</b>
<b>04</b>	54,513.03	57,491.74	60,468.56	63,447.29	66,424.08	<b>04</b>
<b>05</b>	56,574.98	59,551.76	62,530.50	65,507.30	68,486.07	<b>05</b>
<b>74</b>	77,109.47	82,855.82	88,713.67	94,683.07	100,771.80	<b>74</b>
<b>75</b>	77,109.47	82,855.82	88,713.67	94,683.07	100,771.80	<b>75</b>
<b>76</b>	79,609.47	85,355.82	91,213.67	97,183.07	103,271.80	<b>76</b>

- \* Step 71 completed year 1 at step 17
- Step 72 completed year 2 at step 17
- Step 73 completed year 3 at step 17
- Step 74 completed year 4 at step 17
- Step 75 completed year 5 at step 17
- Step 76 completed 6 or more years at step 17

# Sample Pay Grade Chart

	Step 1	Step 2	Step 3	Step 4
Pay Grade 1	\$30k	\$32k	\$34k	\$36k
Pay Grade 2	\$34k	\$36k	\$38k	\$40k
Pay Grade 3	\$40k	\$44k	\$48k	\$52k
Pay Grade 4	\$50k	\$54k	\$58k	\$62k



The steps inside the pay grade are often related to experience and performance.

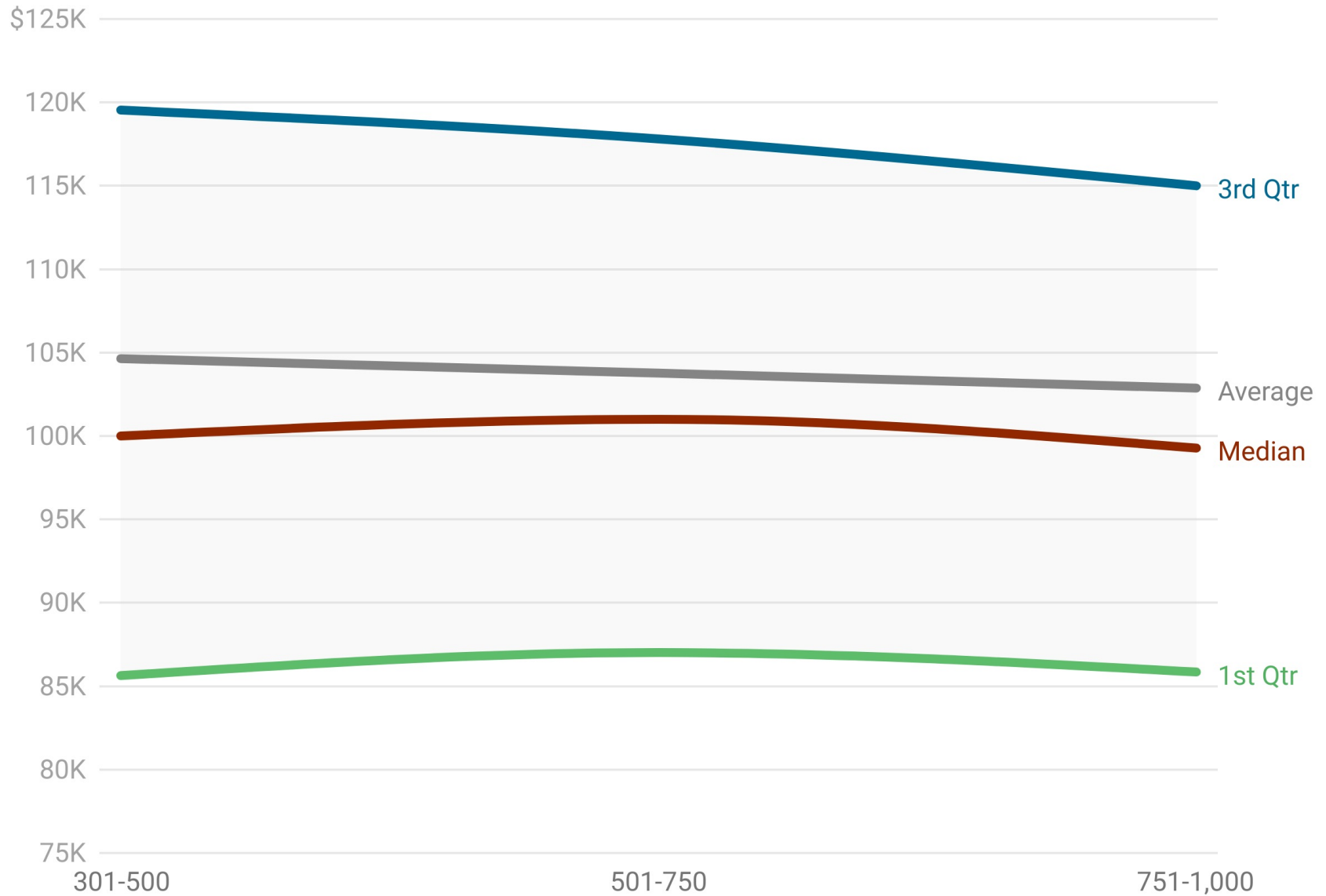


The pay grade is often related to the level of job responsibility and authority.

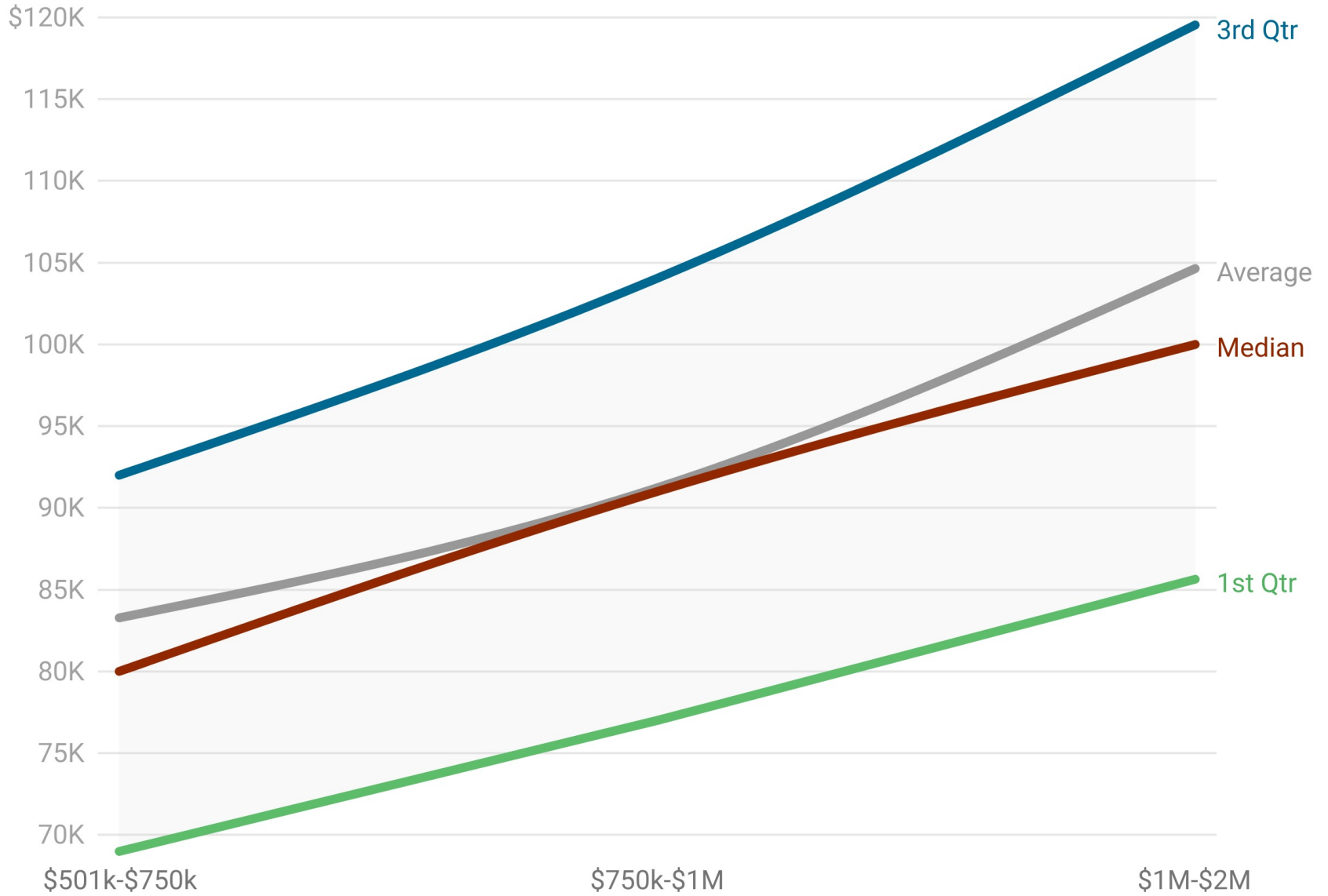
**#1 - Multisite churches should use budget to generate salary reports, whenever possible.**



# Different Size, Same Budget | Senior Pastors | \$1M–\$2M

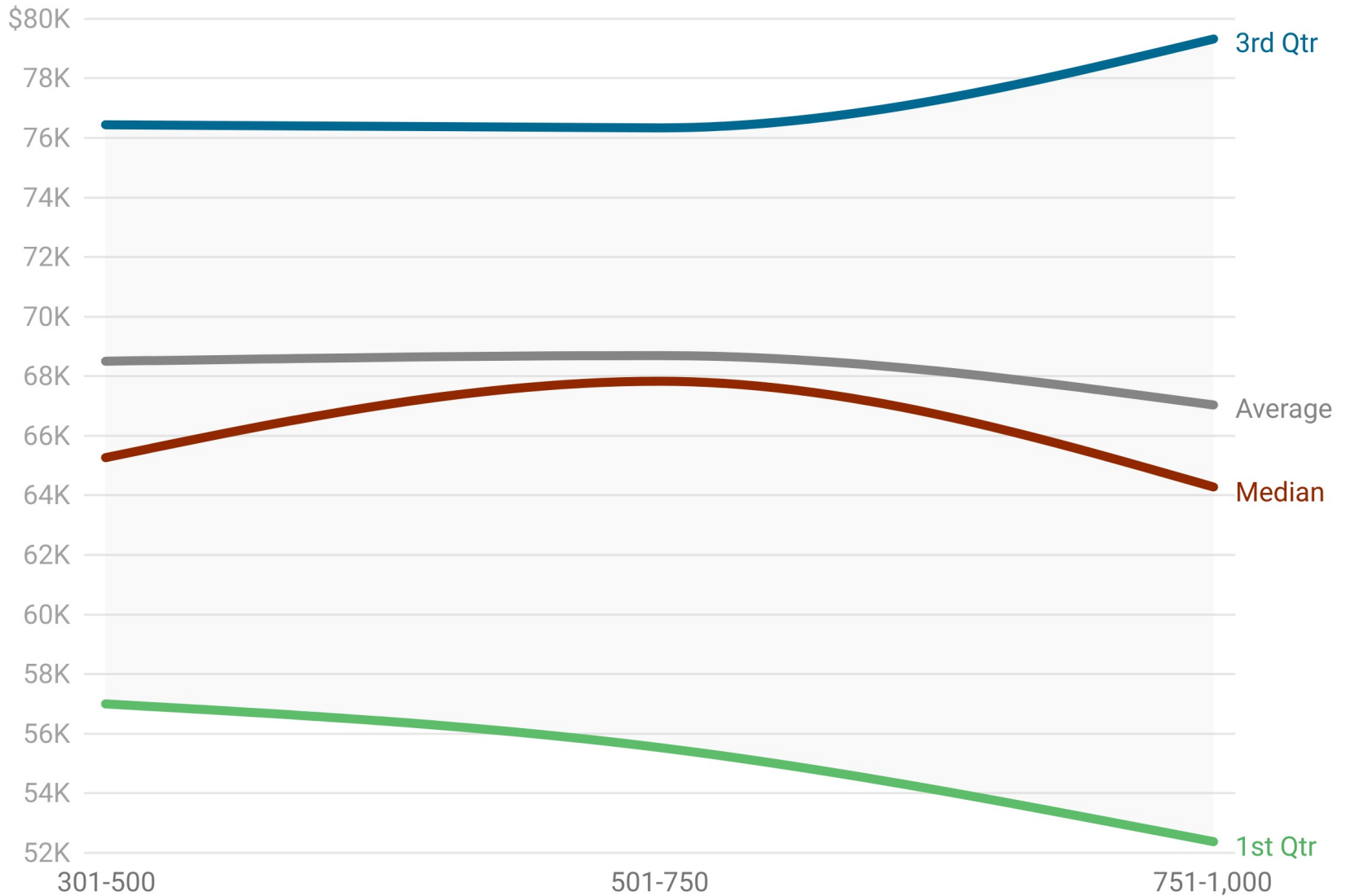


# Different Budget, Same Size | 301–500 | Senior Pastors

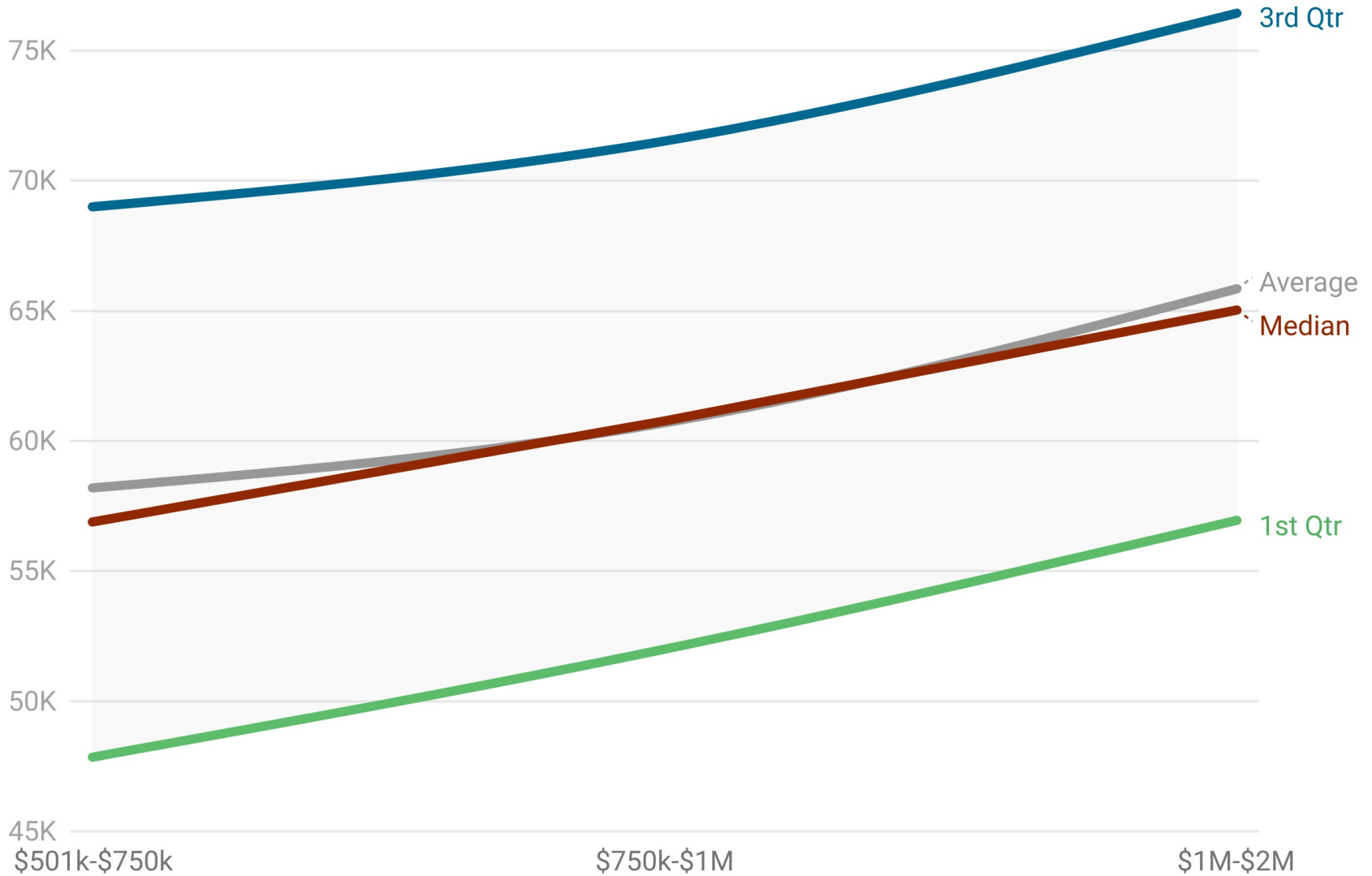


**If attendance increases  
but budget remains flat,  
salaries will slightly decrease.**

# Different Size, Same Budget | \$1M-\$2M | Associate Pastors



# Different Budget, Same Size | 301–500 | Associate Pastors



**#2 – Translate your multisite church needs to get the data you need from ChurchSalary.**

**Strategy A: For key leadership positions use total budget.**

**Strategy B: Treat each campus as its own church for campus-specific positions.**

**If necessary: convert average weekend worship attendance, including kids, using Per Person Giving (PPG).**

## **ChurchSalary**

*~14,300 churches*

**Low Avg.**

**\$2,132/yr.**

**~\$41/wk.**

**Average**

**\$2,272/yr.**

**~44/wk.**

**High Avg.**

**\$2,496/yr.**

**~\$48/wk.**

For example,  
if average attendance = 250 people

**Low Avg.**  
\$533,000

**Average**  
\$568,000

**High Avg.**  
\$624,000

## ChurchSalary

Size = 201 - 300

Budget = \$501k - \$750k



If average attendance = 201 people

**Low Avg.**  
\$428,532

**Average**  
\$456,672

**High Avg.**  
\$501,696

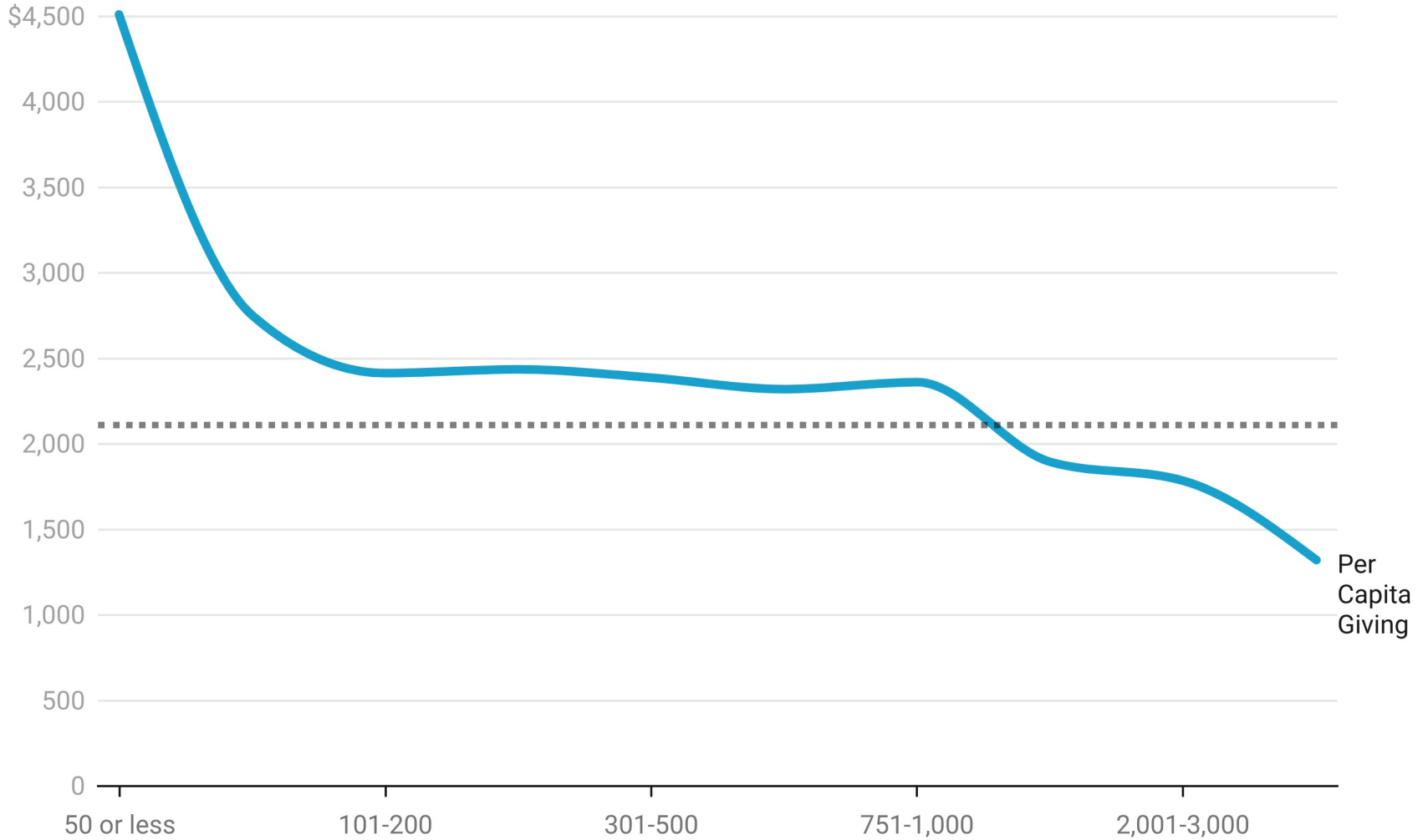
## **ChurchSalary**

Size = 201 - 300

Budget = \$251k - \$500k

*or* \$501k-\$750k

# Per Person Giving | Weighted Average



# How Is Size Distributed Within Each Budget Category? (Q3 2021)

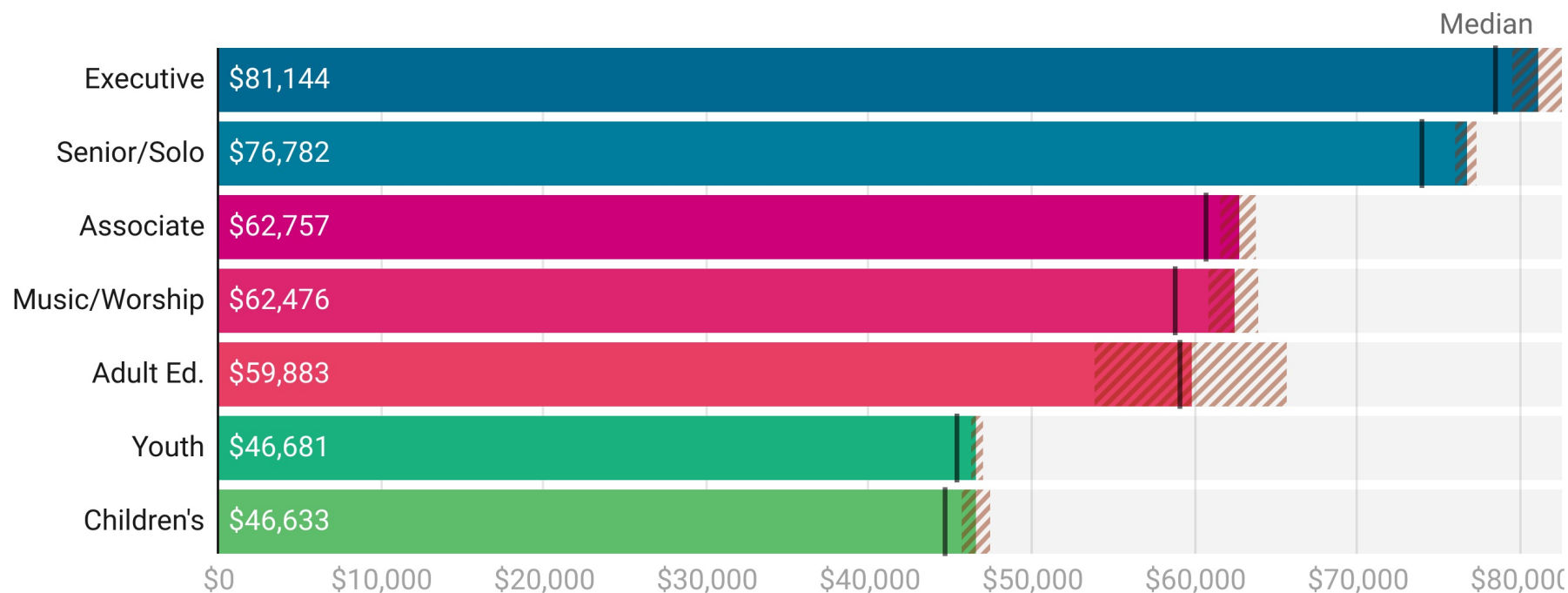
Budget Range	≤50	51–100	101–200	201–300	301–500	501–750	751–1k	1k–2k	2k–3k	3k+
\$50k or less	75%	18%	5%	1%	0%	0%	0%	0%	0%	0%
\$51k–\$100k	46%	41%	10%	3%	0%	0%	0%	0%	0%	0%
\$101k–\$250k	10%	50%	32%	5%	2%	1%	0%	0%	0%	0%
\$251k–\$500k	2%	9%	53%	22%	13%	1%	0%	0%	0%	0%
\$501k–\$750k	0%	2%	18%	37%	35%	7%	1%	1%	0%	0%
\$751k–\$1m	0%	2%	7%	19%	45%	17%	6%	3%	0%	0%
\$1m–\$2m	0%	1%	2%	5%	28%	29%	19%	14%	1%	1%
\$2m–\$3m	0%	1%	2%	1%	6%	11%	23%	46%	8%	2%
\$3m–\$5m	0%	1%	1%	2%	4%	6%	13%	40%	21%	12%
\$5m+	0%	0%	1%	0%	1%	2%	2%	16%	18%	60%

\*Based on the 14,000+ churches in ChurchSalary's database as of August 2021.

# Average Salary | Nationwide (Normalized by Budget)

Nationally, ChurchSalary's survey data indicates that there are three salary bands or pay grades for pastors: **(3) senior and executive**; **(2) associate, worship, adult ed.**; and **(1) youth and children**.

■ Senior ■ Executive ■ Associate ■ Music ■ Adult Ed. ■ Children ■ Youth ■ 95% Confidence Interval

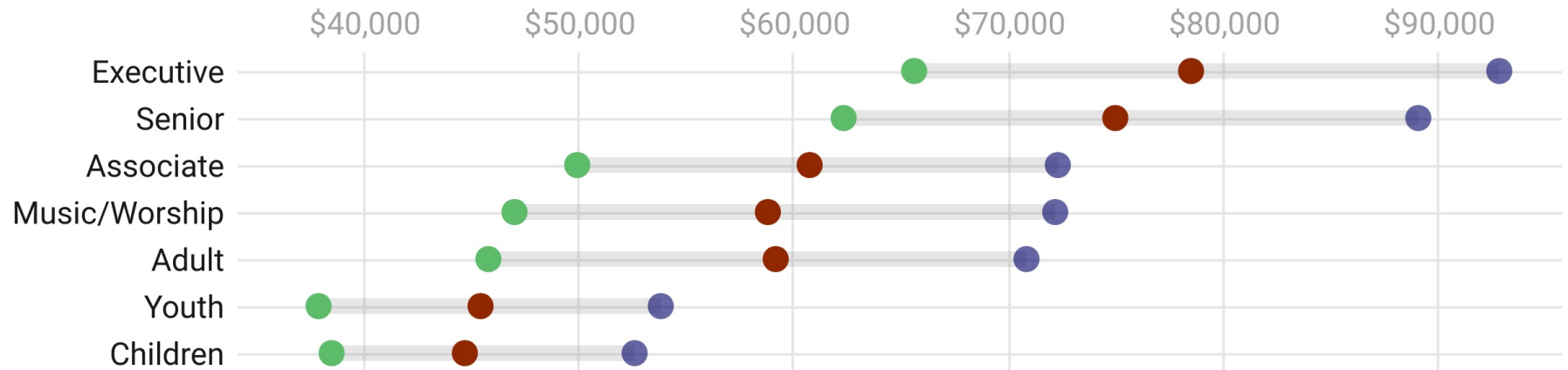


**Do not use these averages as a benchmark for salary reviews.** The salary data used to generate these averages is adjusted to compare salaries of pastors serving churches whose budgets span a wide range (from \$25k to \$10m). Graph includes survey data for 17,391 pastors captured through July 2021.

Chart: Aaron M. Hill • Source: ChurchSalary • Created with Datawrapper

# Illustration | Nationwide Pay Grades for Pastors

● 1st Qtr ● Median ● 3rd Qtr



*Do not use these pay grades or figures as a benchmark for salary reviews. All salary data has been normalized by budget in order to compare all United States pastors. These figures reflect pastors serving at churches whose budget span a wide range (from \$50k to \$5M).*

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