

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

SBC Compensation Study 2022:
Analysis of full-time senior pastor
compensation and vacation

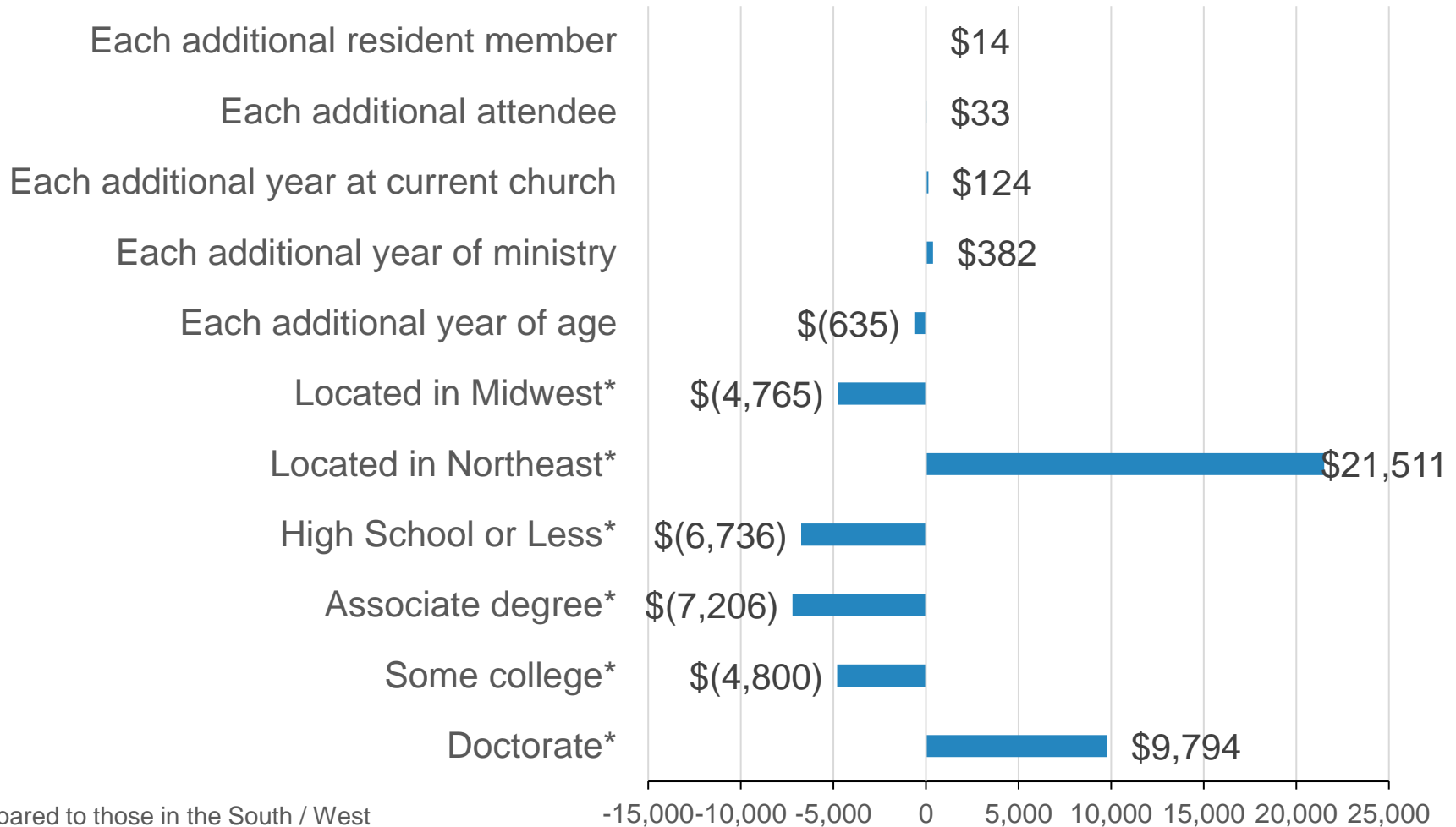
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Methodology

- The SBC Compensation Study was conducted by Baptist state conventions along with GuideStone Financial Resources and Lifeway Research
- The study was conducted between April 1 and June 30, 2022
- Data acquired by the study can be accessed at www.lifeway.com/compensationsurvey
- Responses from 3,102 full-time senior pastors were used for the analysis shown in this report

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

Among full-time senior pastors



**Compared to those in the South / West

*Compared to those with Bachelor's or Master's degree

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Results of regression analysis. Dependent variable: Total compensation

How to View Differences in Total Compensation

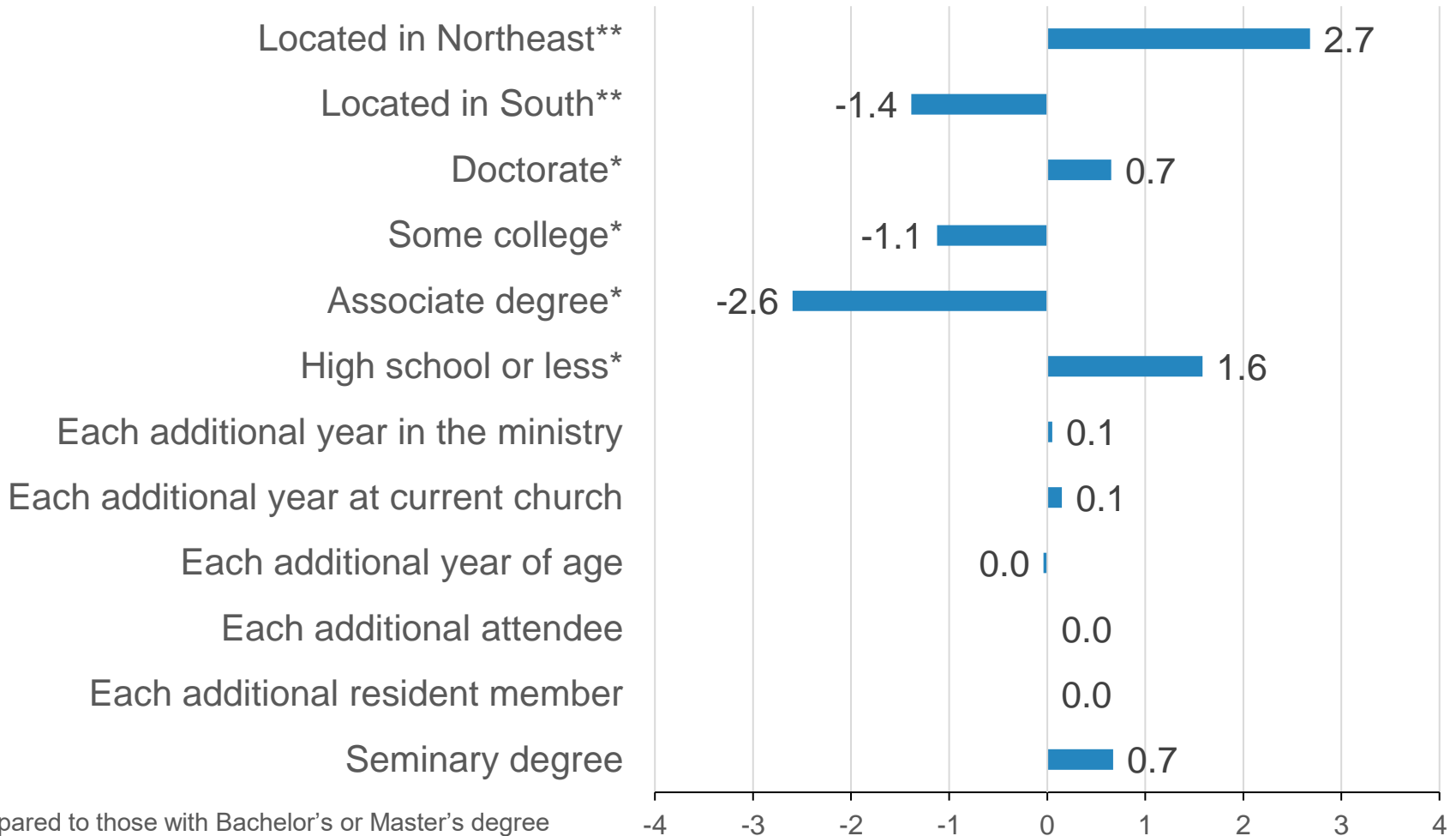
- Independent variables tested (region, years at current church, education, years in ministry, resident membership, seminary, age, average weekly attendance) account for 21% of the variance in total compensation (R square of the model), so other factors that were not measured or not measurable also can impact pastor compensation.
- There is insufficient evidence to suggest that otherwise similar individuals with a Bachelor's degree differ in compensation from those with a Master's 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 \$14 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: $-\$253$ ($-\$635 + \382).
 - Interestingly, if the pastor remains at current church there is a $\$124$ increase in salary
- **Larger churches** tend to pay their pastors more. For every additional 100 attendees, pastors' compensation is on average $\$3,335$ higher. (Having a higher resident membership **for a fixed number of attendees** is also predictive of slightly greater compensation: $\$1,428$ for every additional 100 members)
- While there is no significant difference in compensation between those with a Bachelor's or Master's degree, there are significant differences with higher and lower **levels of education**. Those with high school degree or less average $-\$6,736$ in annual compensation. Those with an associate degree ($-\$7,206$) and some college ($-\$4,800$) also have lower average pay. Obtaining a Doctoral degree increases salary by $\$9,794$.

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

Among full-time senior pastors



*Compared to those with Bachelor's or Master's degree

**Compared to those in the South / West

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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 10% 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 13.9 days of vacation; the impact of each independent variable moves this up or down.
- Pastors in the South tend to receive less vacation (1.4 days less on average than otherwise comparable pastors in the Midwest and West)
- Pastors in the Northeast tend to receive more vacation (2.7 days more on average than otherwise comparable pastors in the Midwest and 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 +0.16 (-0.04 + 0.15 + 0.05). This means it takes around 6 years to add a day of vacation on average.
- **Larger churches** tend to give their pastors slightly more vacation. For every 309 attendees pastors get 1 more vacation day on average. For every 825 additional resident members (holding attendance fixed), pastors get 1 more vacation day on average.
- Vacation varies by **education**. Compared to those with a Bachelor's or Master's degree individuals with a High school degree or less, Associate's degree, Some college, or Doctorate receive on average 1.6, -2.6, -1.1, and 0.7 days of vacation, respectively.

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