

2023

# Church Salary & Sabbatical Report

**One of the hardest things for church leadership to determine is compensation: what to pay various staff members.**

From your pastor and youth pastor to your marketing and communications staff, what should their salaries be? Churches must find the right balance between stewarding offerings and taking care of their staff.

Plus, paying staff fairly is vital to keeping outstanding talent for the long haul.

If you don't have a clue where to start or you're re-evaluating your church compensation, learn more with our Salary & Sabbatical Report.

To compile this report, we surveyed **over 2,500 full-time church staff on:**

**SALARY COMPENSATION  
SABBATICALS  
MEDICAL & DENTAL  
VACATION  
HOUSING ALLOWANCE\***

\*Since many pastors receive a housing allowance in addition to their salaries, we used total income (salary + housing allowance) to create the salary ranges for church roles and size. (Note: Salary ranges are based on a 95% confidence interval of the true population mean income for each church role and size.)

We also captured information on church size because that significantly impacts levels of compensation. We grouped the data by:

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**SMALL CHURCH**

1-199 weekly attendance



**MEDIUM CHURCH**

200-999 weekly attendance



**LARGE CHURCH**

1000+ weekly attendance

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We hope this report provides useful insights and acts as a template while you make critical compensation decisions for your church team!

5	<b>Executive Pastor</b>
7	<b>Senior Pastor</b>
9	<b>Lead Pastor</b>
11	<b>Campus Pastor</b>
13	<b>Associate Pastor</b>
15	<b>Children’s Pastor &amp; Director</b>
17	<b>Small Group Pastors</b>
19	<b>Worship</b>
21	<b>Youth Pastor</b>
23	<b>Administrative Assistant</b>
25	<b>Finance Director</b>
27	<b>Marketing/Communications</b>
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# EXECUTIVE PASTOR

## TOTAL INCOME (SALARY + HOUSING ALLOWANCE)



**SMALL  
CHURCH**

**\$46,133 - \$62,822**



**MEDIUM  
CHURCH**

**\$73,593 - \$83,945**

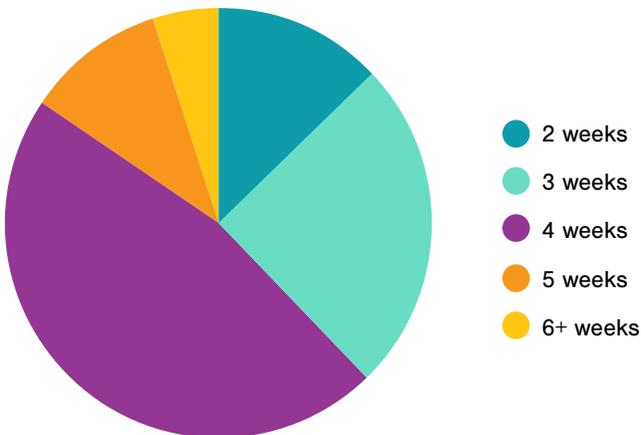


**LARGE  
CHURCH**

**\$90,511 - \$112,775**

The salary ranges are based on a 95% confidence interval with the following parameters:  
Small Church: mean = \$54,478, SE = \$8,344, n = 33 Medium Church: mean = \$78,769,  
SE = \$5,176, n = 90 Large Church: mean = \$101,643 SE = \$11,132, n = 48

## WEEKS OF PAID VACATION FOR EXECUTIVE PASTORS PER YEAR



✦ **47%** of executive pastors receive 4 weeks of vacation

# EXECUTIVE PASTOR EMPLOYMENT BENEFITS

**HOUSING  
ALLOWANCE**

67%

of executive pastors receive a housing allowance

**MEDICAL  
INSURANCE**

66%

of executive pastors receive medical insurance

**PAID  
VACATION**

92%

of executive pastors receive paid vacation

**PAID SICK  
TIME**

80%

of executive pastors receive paid sick time

**401K  
ASSISTANCE**

60%

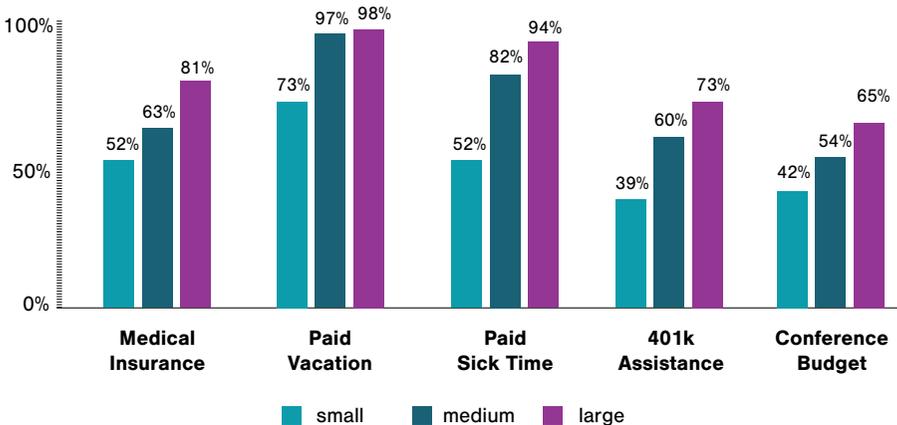
of executive pastors receive 401k assistance

**CONFERENCE  
BUDGET**

55%

of executive pastors receive a conference budget

## EXECUTIVE PASTOR EMPLOYMENT BENEFITS BY CHURCH SIZE



Executive pastors at large churches were 4x more likely to receive 401k assistance than executive pastors at small churches.

# SENIOR PASTOR

## TOTAL INCOME (SALARY + HOUSING ALLOWANCE)



**SMALL  
CHURCH**

**\$60,497 - \$65,263**



**MEDIUM  
CHURCH**

**\$89,521 - \$99,769**

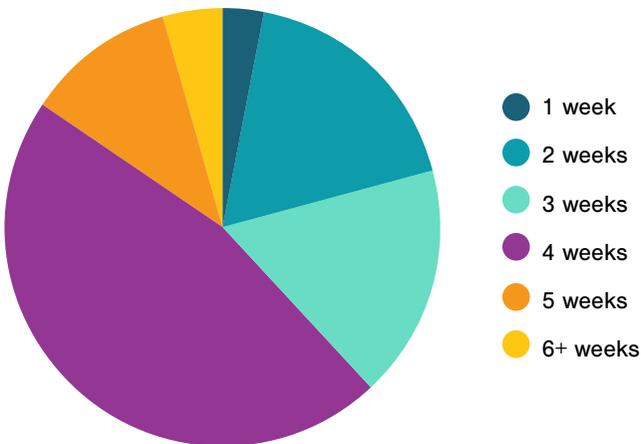


**LARGE  
CHURCH**

**\$117,350 - \$164,182**

The salary ranges are based on a 95% confidence interval with the following parameters:  
Small Church: mean = \$62,880, SE = \$2,383, n = 829 Medium Church: mean = \$94,645,  
SE = \$5,123, n = 314 Large Church: mean = \$140,766 SE = \$23,416, n = 38

## WEEKS OF PAID VACATION FOR SENIOR PASTORS PER YEAR



**62%** of senior pastors receive  
4+ weeks of vacation per year

# SENIOR PASTOR EMPLOYMENT BENEFITS

**HOUSING  
ALLOWANCE**

69%

of senior pastors receive a housing allowance

**MEDICAL  
INSURANCE**

58%

of senior pastors receive medical insurance

**PAID  
VACATION**

84%

of senior pastors receive paid vacation

**PAID SICK  
TIME**

61%

of senior pastors receive paid sick time

**401K  
ASSISTANCE**

53%

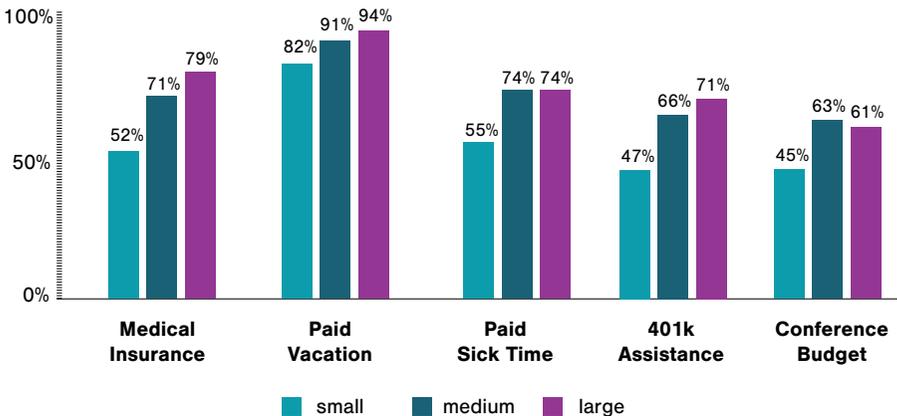
of senior pastors receive 401k assistance

**CONFERENCE  
BUDGET**

50%

of senior pastors receive a conference budget

## SENIOR PASTOR EMPLOYMENT BENEFITS BY CHURCH SIZE



Senior pastors at large churches were 3.5x more likely to receive medical insurance and 2.5x more likely to receive 401k assistance than senior pastors at small churches.

# LEAD PASTOR

## TOTAL INCOME (SALARY + HOUSING ALLOWANCE)



**SMALL  
CHURCH**

**\$60,325 - \$66,946**



**MEDIUM  
CHURCH**

**\$80,889 - \$95,643**

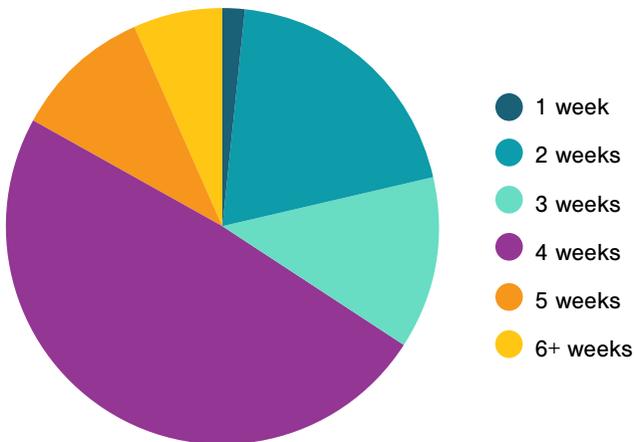


**LARGE  
CHURCH**

**\$77,463 - \$129,870**

The salary ranges are based on a 95% confidence interval with the following parameters:  
Small Church: mean = \$63,636, SE = \$3,311, n = 153 Medium Church: mean = \$88,266,  
SE = \$7,377, n = 61 Large Church: mean = \$103,667 SE = \$26,204, n = 9

## WEEKS OF PAID VACATION FOR LEAD PASTORS PER YEAR



**Nearly 50% of all Lead Pastors receive  
4 weeks of vacation per year.**

# LEAD PASTOR EMPLOYMENT BENEFITS

**HOUSING ALLOWANCE**

69%

of lead pastors receive a housing allowance

**MEDICAL INSURANCE**

64%

of lead pastors receive medical insurance

**PAID VACATION**

88%

of lead pastors receive paid vacation

**PAID SICK TIME**

67%

of lead pastors receive paid sick time

**401K ASSISTANCE**

58%

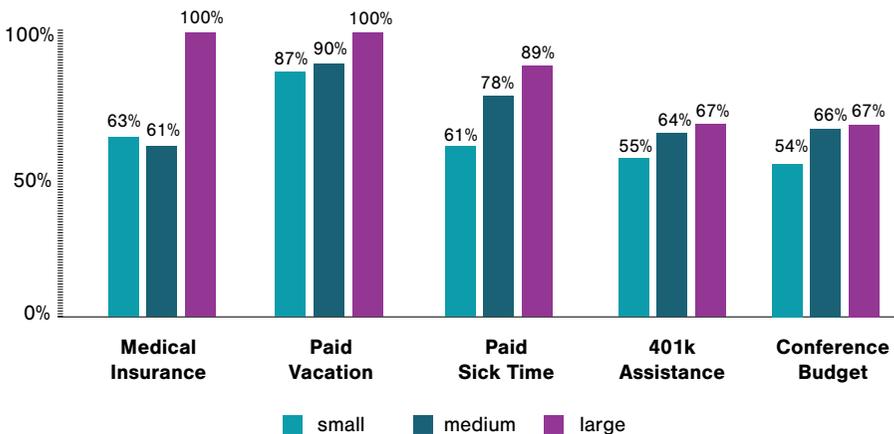
of lead pastors receive 401k assistance

**CONFERENCE BUDGET**

58%

of lead pastors receive a conference budget

## LEAD PASTOR EMPLOYMENT BENEFITS BY CHURCH SIZE



Lead pastors at medium churches were 15% more likely to receive 401k assistance than lead pastors at small churches.

# CAMPUS PASTOR

## TOTAL INCOME (SALARY + HOUSING ALLOWANCE)



**SMALL CHURCH** \$46,208 - \$70,076



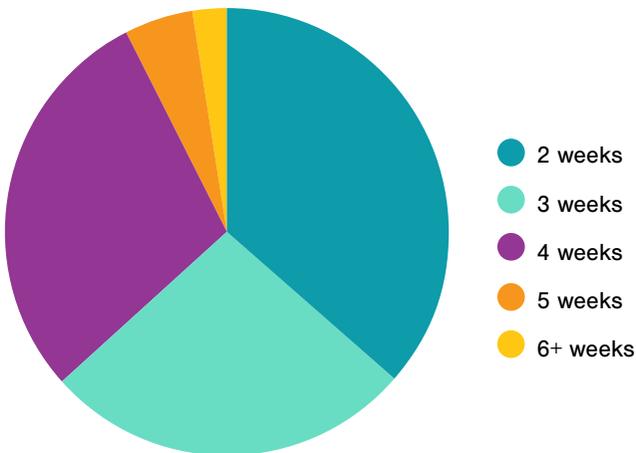
**MEDIUM CHURCH** \$63,637 - \$91,090



**LARGE CHURCH** \$65,279 - \$92,394

The salary ranges are based on a 95% confidence interval with the following parameters:  
Small Church: mean = \$58,142, SE = \$11,934, n = 12 Medium Church: mean = \$77,363,  
SE = \$13,726, n = 19 Large Church: mean = \$78,836 SE = \$13,558, n = 11

## WEEKS OF PAID VACATION FOR CAMPUS PASTORS PER YEAR



**36%** of campus pastors  
receive 2 weeks of vacation

# CAMPUS PASTOR EMPLOYMENT BENEFITS

**HOUSING  
ALLOWANCE**

55%

of campus pastors receive a housing allowance

**MEDICAL  
INSURANCE**

79%

of campus pastors receive medical insurance

**PAID  
VACATION**

98%

of campus pastors receive paid vacation

**PAID SICK  
TIME**

76%

of campus pastors receive paid sick time

**401K  
ASSISTANCE**

74%

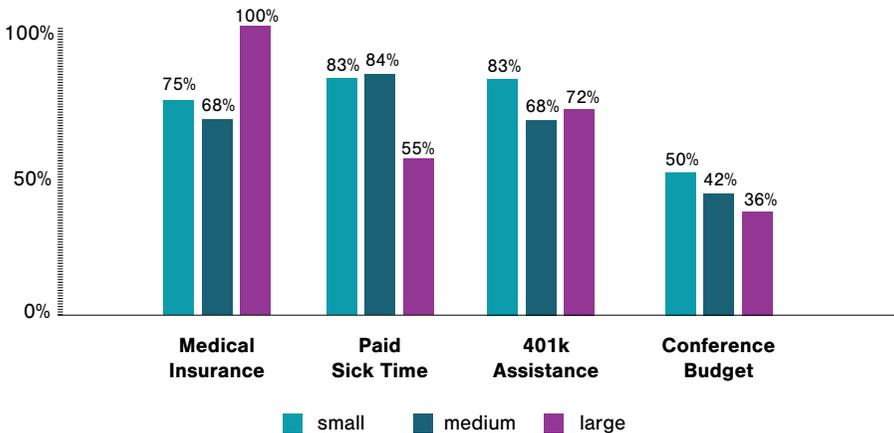
of campus pastors receive 401k assistance

**CONFERENCE  
BUDGET**

43%

of campus pastors receive a conference budget

## CAMPUS PASTOR EMPLOYMENT BENEFITS BY CHURCH SIZE



# ASSOCIATE PASTOR

## TOTAL INCOME (SALARY + HOUSING ALLOWANCE)



**SMALL  
CHURCH**

**\$51,990 - \$62,071**



**MEDIUM  
CHURCH**

**\$61,780 - \$71,417**

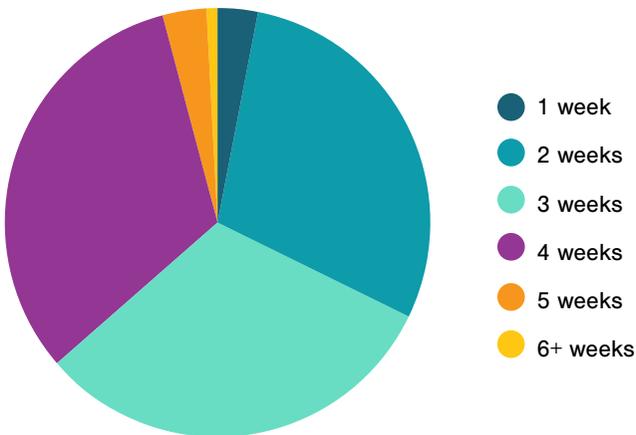


**LARGE  
CHURCH**

**\$66,553 - \$87,322**

The salary ranges are based on a 95% confidence interval with the following parameters:  
Small Church: mean = \$57,030, SE = \$5,041, n = 43 Medium Church: mean = \$66,599,  
SE = \$4,818, n = 92 Large Church: mean = \$76,937 SE = \$10,384, n = 24

## WEEKS OF PAID VACATION FOR ASSOCIATE PASTORS PER YEAR



**61%** of associate pastors receive 3-4 weeks of vacation

# ASSOCIATE PASTOR EMPLOYMENT BENEFITS

**HOUSING  
ALLOWANCE**

71%

of associate pastors receive a housing allowance

**MEDICAL  
INSURANCE**

66%

of associate pastors receive medical insurance

**PAID  
VACATION**

90%

of associate pastors receive paid vacation

**PAID SICK  
TIME**

72%

of associate pastors receive paid sick time

**401K  
ASSISTANCE**

58%

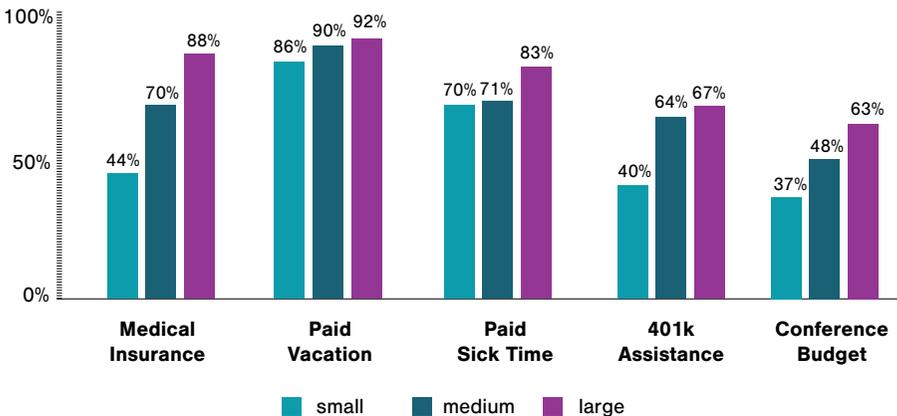
of associate pastors receive 401k assistance

**CONFERENCE  
BUDGET**

47%

of associate pastors receive a conference budget

## ASSOCIATE PASTOR EMPLOYMENT BENEFITS BY CHURCH SIZE



Associate pastors at large churches were 9x more likely to receive medical insurance and 3x more likely to receive 401k assistance than associate pastors at small churches.

# CHILDREN'S PASTOR & DIRECTOR

## TOTAL INCOME (SALARY + HOUSING ALLOWANCE)



**SMALL CHURCH**     **\$36,939 - \$44,718**



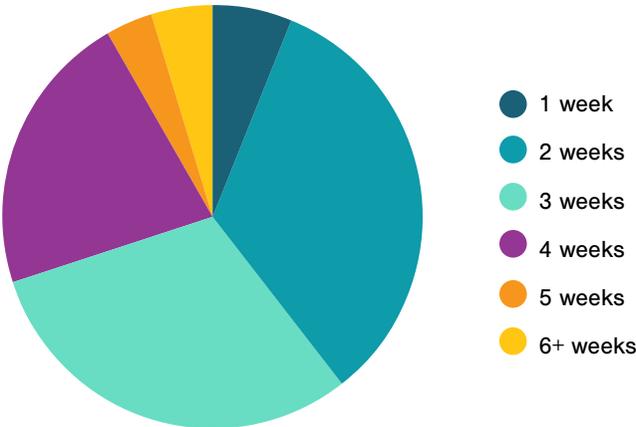
**MEDIUM CHURCH**     **\$46,082 - \$55,032**



**LARGE CHURCH**     **\$56,906 - \$70,651**

The salary ranges are based on a 95% confidence interval with the following parameters:  
Small Church: mean = \$40,829, SE = \$3,889, n = 14    Medium Church: mean = \$50,557,  
SE = \$4,475, n = 63    Large Church: mean = \$63,778    SE = \$6,873, n = 35

## WEEKS OF PAID VACATION FOR CHILDREN'S PASTORS & DIRECTORS PER YEAR



**33%** of children's pastors receive 2 weeks of vacation

# CHILDREN'S PASTORS & DIRECTORS EMPLOYMENT BENEFITS

**HOUSING ALLOWANCE**

28%

of children's pastors receive a housing allowance

**MEDICAL INSURANCE**

71%

of children's pastors receive medical insurance

**PAID VACATION**

99%

of children's pastors receive paid vacation

**PAID SICK TIME**

86%

of children's pastors receive paid sick time

**401K ASSISTANCE**

63%

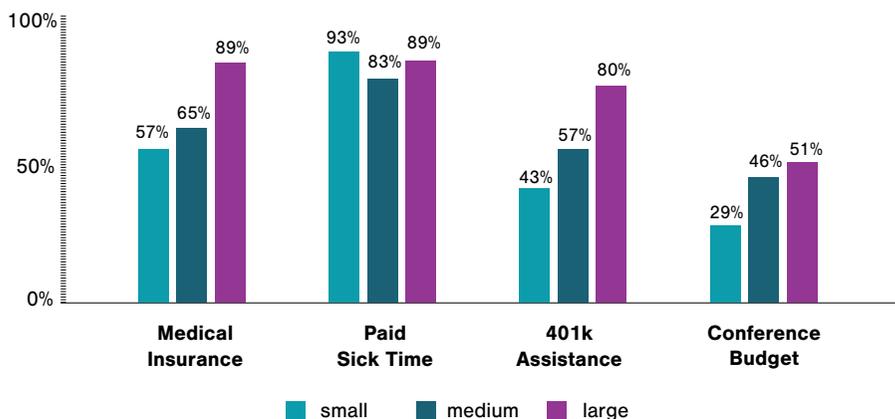
of children's pastors receive 401k assistance

**CONFERENCE BUDGET**

46%

of children's pastors receive a conference budget

## CHILDREN'S PASTORS & DIRECTORS EMPLOYMENT BENEFITS BY CHURCH SIZE



Children's pastors at large churches were 6x more likely to receive medical insurance and 5x more likely to receive 401k assistance than children's pastors at small churches.

# SMALL GROUPS PASTORS

(INCLUDING FAMILY, MISSIONS,  
DISCIPLESHIP, AND COLLEGE PASTORS)

Small Groups, Family, Missions, College and Discipleship pastors in our survey reported similar salaries, housing allowances, and benefits. For this reason, we grouped these roles into one.

## TOTAL INCOME (SALARY + HOUSING ALLOWANCE)



**SMALL CHURCH** \$44,791 - \$61,642



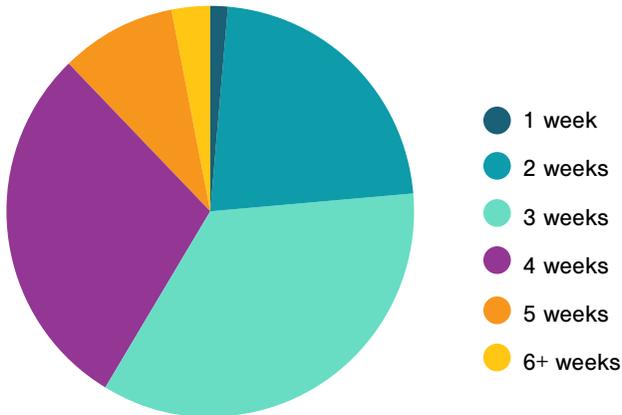
**MEDIUM CHURCH** \$59,456 - \$69,111



**LARGE CHURCH** \$70,224 - \$90,556

The salary ranges are based on a 95% confidence interval with the following parameters:  
Small Church: mean = \$53,216, SE = \$8,426, n = 22 Medium Church: mean = \$64,283,  
SE = \$4,827, n = 69 Large Church: mean = \$80,390 SE = \$10,166, n = 45

## WEEKS OF PAID VACATION FOR SMALL GROUPS PASTORS PER YEAR



**57%** of small groups pastors receive  
2-3 weeks of vacation per year

# SMALL GROUPS PASTOR EMPLOYMENT BENEFITS

**HOUSING ALLOWANCE**

53%

of small groups pastors receive a housing allowance

**MEDICAL INSURANCE**

72%

of small groups pastors receive medical insurance

**PAID VACATION**

94%

of small groups pastors receive paid vacation

**PAID SICK TIME**

85%

of small groups pastors receive paid sick time

**401K ASSISTANCE**

75%

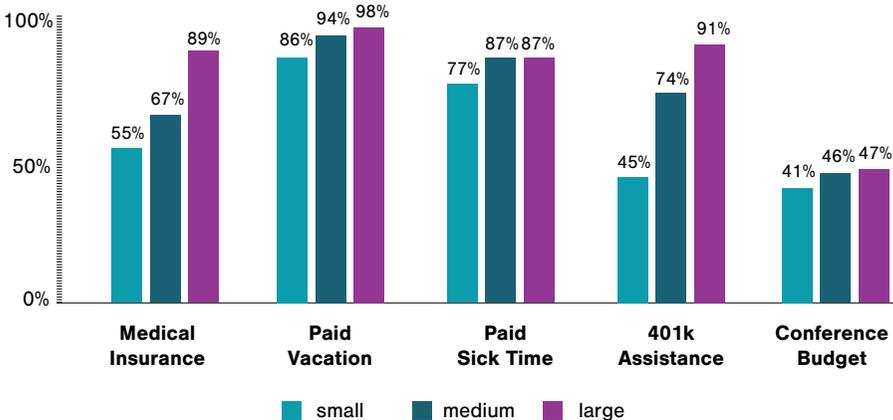
of small groups pastors receive 401k assistance

**CONFERENCE BUDGET**

46%

of small groups pastors receive a conference budget

## SMALL GROUPS PASTOR EMPLOYMENT BENEFITS BY CHURCH SIZE



*Small groups pastors at large churches were 6x more likely to receive medical insurance and 12x more likely to receive 401k assistance than other pastors at small churches.*

# WORSHIP PASTOR

## TOTAL INCOME (SALARY + HOUSING ALLOWANCE)



**SMALL  
CHURCH**

**\$41,756 - \$52,305**



**MEDIUM  
CHURCH**

**\$60,926 - \$72,318**

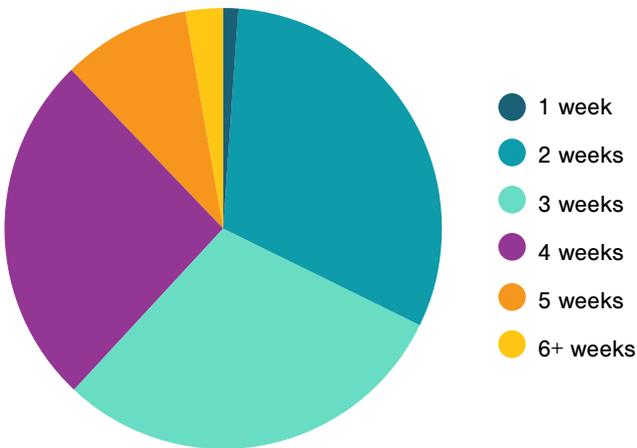


**LARGE  
CHURCH**

**\$76,011 - \$93,795**

The salary ranges are based on a 95% confidence interval with the following parameters:  
Small Church: mean = \$47,031, SE = \$5,274, n = 29 Medium Church: mean = \$66,622,  
SE = \$5,696, n = 90 Large Church: mean = \$84,903, SE = \$8,892, n = 39

## WEEKS OF PAID VACATION FOR WORSHIP PASTORS PER YEAR



**81%** of worship pastors receive 2-4 weeks of vacation

# WORSHIP PASTOR EMPLOYMENT BENEFITS

**HOUSING  
ALLOWANCE**

49%

of worship pastors receive a housing allowance

**MEDICAL  
INSURANCE**

65%

of worship pastors receive medical insurance

**PAID  
VACATION**

92%

of worship pastors receive paid vacation

**PAID SICK  
TIME**

77%

of worship pastors receive paid sick time

**401K  
ASSISTANCE**

58%

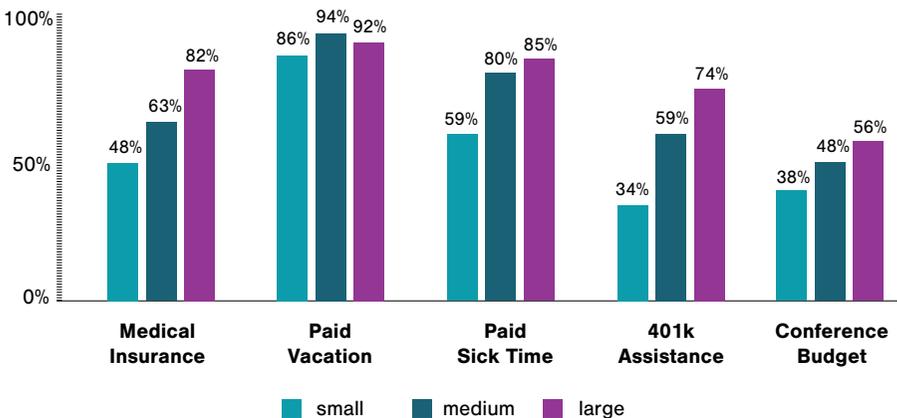
of worship pastors receive 401k assistance

**CONFERENCE  
BUDGET**

48%

of worship pastors receive a conference budget

## WORSHIP PASTOR EMPLOYMENT BENEFITS BY CHURCH SIZE



*Worship pastors at large churches were 5x more likely to receive medical insurance and 5.5x more likely to receive 401k assistance than worship pastors at small churches.*

# YOUTH PASTOR

## TOTAL INCOME (SALARY + HOUSING ALLOWANCE)



**SMALL  
CHURCH**

**\$42,557 - \$53,488**



**MEDIUM  
CHURCH**

**\$51,915 - \$60,330**

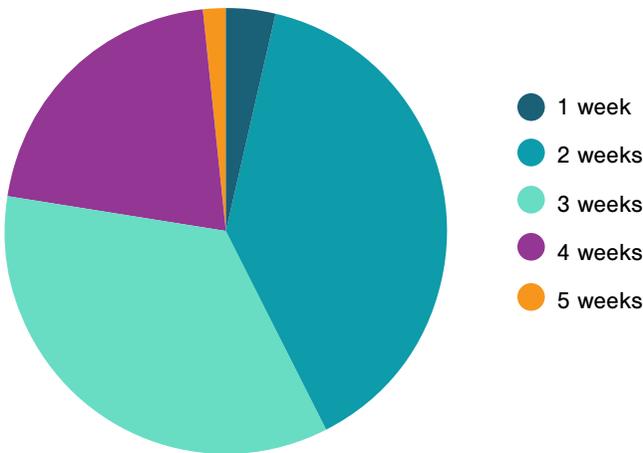


**LARGE  
CHURCH**

**\$52,004 - \$64,892**

The salary ranges are based on a 95% confidence interval with the following parameters:  
Small Church: mean = \$48,022, SE = \$5,465, n = 28 Medium Church: mean = \$56,123,  
SE = \$4,207, n = 75 Large Church: mean = \$58,488 SE = \$6,444, n = 30

## WEEKS OF PAID VACATION FOR YOUTH PASTORS PER YEAR



**72%** of youth pastors receive 2-3 weeks of vacation

# YOUTH PASTOR EMPLOYMENT BENEFITS

**HOUSING  
ALLOWANCE**

50%

of youth pastors receive a housing allowance

**MEDICAL  
INSURANCE**

66%

of youth pastors receive medical insurance

**PAID  
VACATION**

90%

of youth pastors receive paid vacation

**PAID SICK  
TIME**

73%

of youth pastors receive paid sick time

**401K  
ASSISTANCE**

64%

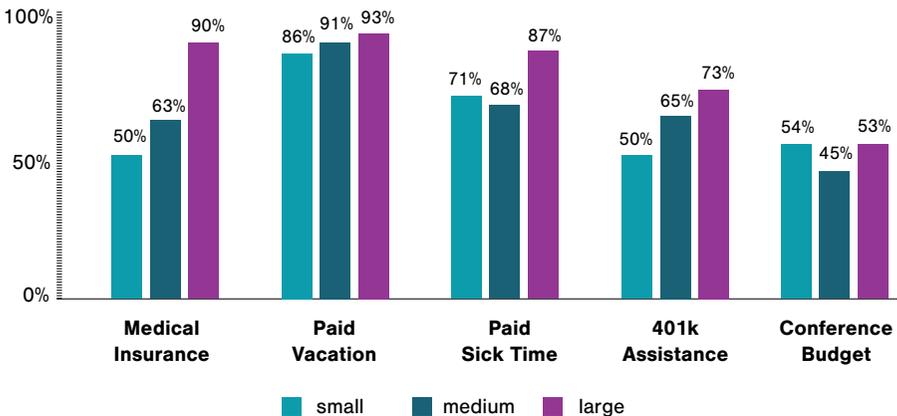
of youth pastors receive 401k assistance

**CONFERENCE  
BUDGET**

49%

of youth pastors receive a conference budget

## YOUTH PASTOR EMPLOYMENT BENEFITS BY CHURCH SIZE



✦ *Youth pastors at large churches were 9x more likely to receive medical insurance than youth pastors at small churches.*

# ADMINISTRATIVE ASSISTANT

(INCLUDING CHURCH OFFICE STAFF,  
SECRETARIES, RECEPTIONISTS, ETC.)

## TOTAL INCOME (SALARY + HOUSING ALLOWANCE)



**SMALL CHURCH** **\$32,300 - \$42,837**



**MEDIUM CHURCH** **\$35,926 - \$40,989**



**LARGE CHURCH** **\$33,679 - \$50,643**

The salary ranges are based on a 95% confidence interval with the following parameters:

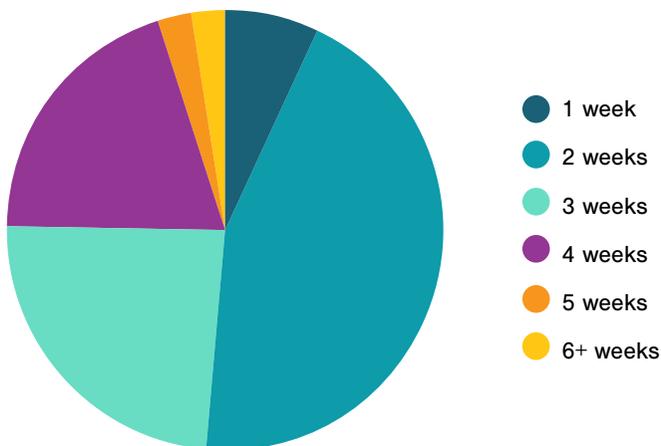
Small Church: mean = \$37,568, SE = \$5,269, n = 40 Medium Church: mean = \$38,457,

SE = \$2,532, n = 64 Large Church: mean = \$42,161 SE = \$8,482, n = 27

The intervals above show total income for administrative assistants who work full-time.

Note that 62% of the administrative assistants who responded to the survey work part-time.

## WEEKS OF PAID VACATION FOR ADMINISTRATIVE ASSISTANTS PER YEAR



**66%** of administrative assistants receive 2-3 weeks of vacation

# ADMINISTRATIVE ASSISTANTS EMPLOYMENT BENEFITS

**HOUSING  
ALLOWANCE**

2%

of administrative assistants  
receive a housing allowance

**MEDICAL  
INSURANCE**

59%

of administrative assistants  
receive medical insurance

**PAID  
VACATION**

95%

of administrative assistants  
receive paid vacation

**PAID SICK  
TIME**

78%

of administrative assistants  
receive paid sick time

**401K  
ASSISTANCE**

56%

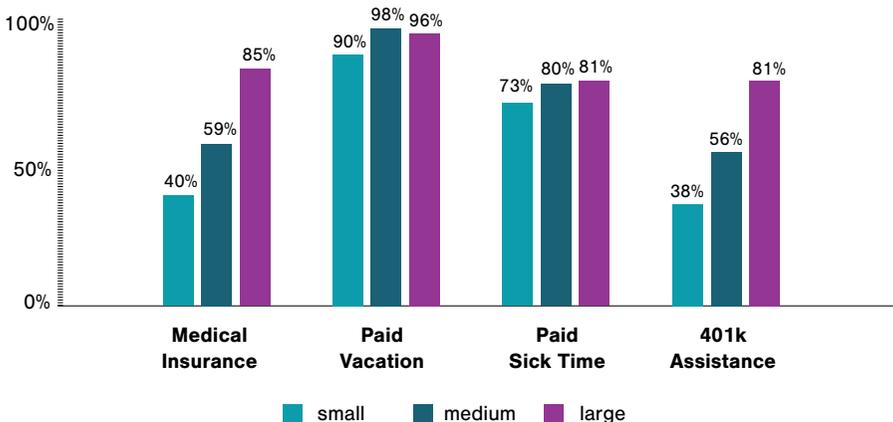
of administrative assistants  
receive 401k assistance

**CONFERENCE  
BUDGET**

9%

of administrative assistants  
receive a conference budget

## ADMINISTRATIVE ASSISTANTS EMPLOYMENT BENEFITS BY CHURCH SIZE



Admin assistants at large churches were 8x more likely to receive medical insurance and 7x more likely to receive 401k assistance than admin assistants at small churches.

# FINANCE DIRECTOR

## TOTAL INCOME (SALARY + HOUSING ALLOWANCE)



**SMALL  
CHURCH**

**\$30,793 - \$50,323**



**MEDIUM  
CHURCH**

**\$47,550 - \$58,183**

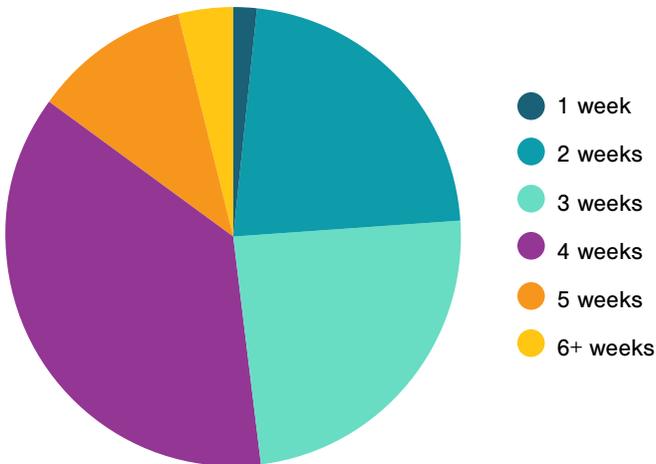


**LARGE  
CHURCH**

**\$72,505 - \$99,127**

The salary ranges are based on a 95% confidence interval with the following parameters:  
Small Church: mean = \$40,558, SE = \$9,765, n = 13 Medium Church: mean = \$52,866,  
SE = \$5,316, n = 25 Large Church: mean = \$85,816, SE = \$13,311, n = 16

## WEEKS OF PAID VACATION FOR FINANCE DIRECTORS PER YEAR



**37%** of finance directors receive 4 weeks of vacation

# FINANCE DIRECTORS EMPLOYMENT BENEFITS

**HOUSING  
ALLOWANCE**

13%

of finance directors  
receive a housing allowance

**MEDICAL  
INSURANCE**

70%

of finance directors  
receive medical insurance

**PAID  
VACATION**

93%

of finance directors  
receive paid vacation

**PAID SICK  
TIME**

83%

of finance directors  
receive paid sick time

**401K  
ASSISTANCE**

74%

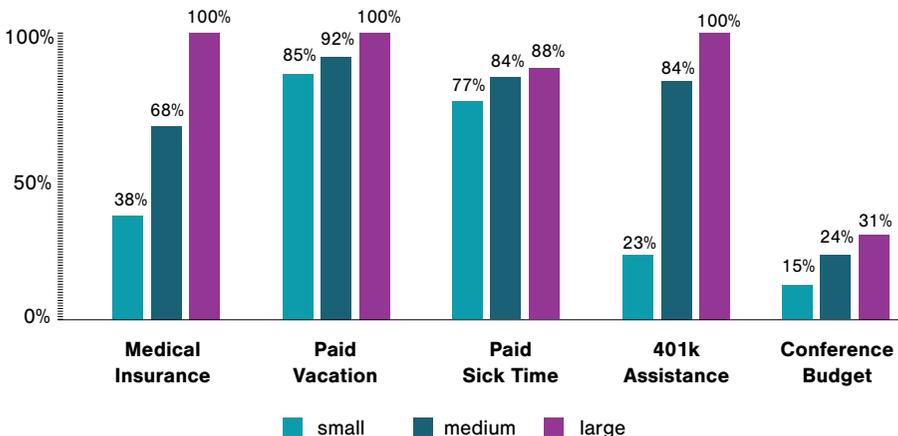
of finance directors  
receive 401k assistance

**CONFERENCE  
BUDGET**

24%

of finance directors  
receive a conference budget

## FINANCE DIRECTORS EMPLOYMENT BENEFITS BY CHURCH SIZE



# MARKETING/COMMUNICATIONS

## TOTAL INCOME (SALARY + HOUSING ALLOWANCE)



**SMALL  
CHURCH**

**\$33,188 - \$42,938**



**MEDIUM  
CHURCH**

**\$42,566 - \$51,760**



**LARGE  
CHURCH**

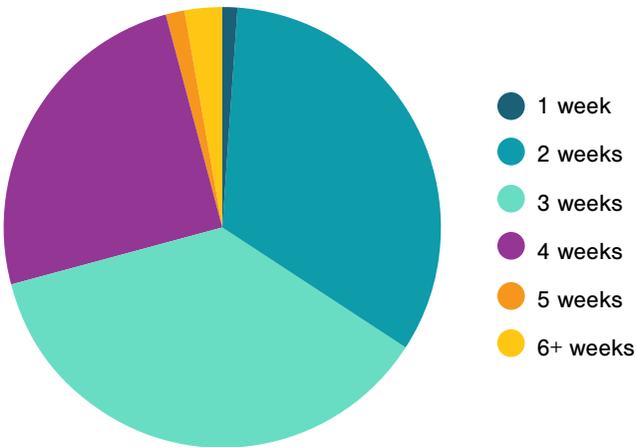
**\$53,257 - \$68,571**

The salary ranges are based on a 95% confidence interval with the following parameters:

Small Church: mean = \$38,063, SE = \$4,875, n = 9 Medium Church: mean = \$47,163,

SE = \$4,597, n = 32 Large Church: mean = \$60,914, SE = \$7,657, n = 36

## WEEKS OF PAID VACATION FOR MARKETING/COMMUNICATIONS PER YEAR



**69%** of Marketing/Communications employees receive 2-3 weeks of vacation per year.

# MARKETING/COMMUNICATIONS EMPLOYMENT BENEFITS

**HOUSING  
ALLOWANCE**

16%

marketing/communications employees receive a housing allowance

**MEDICAL  
INSURANCE**

75%

marketing/communications employees receive medical insurance

**PAID  
VACATION**

95%

marketing/communications employees receive paid vacation

**PAID SICK  
TIME**

82%

marketing/communications employees receive paid sick time

**401K  
ASSISTANCE**

75%

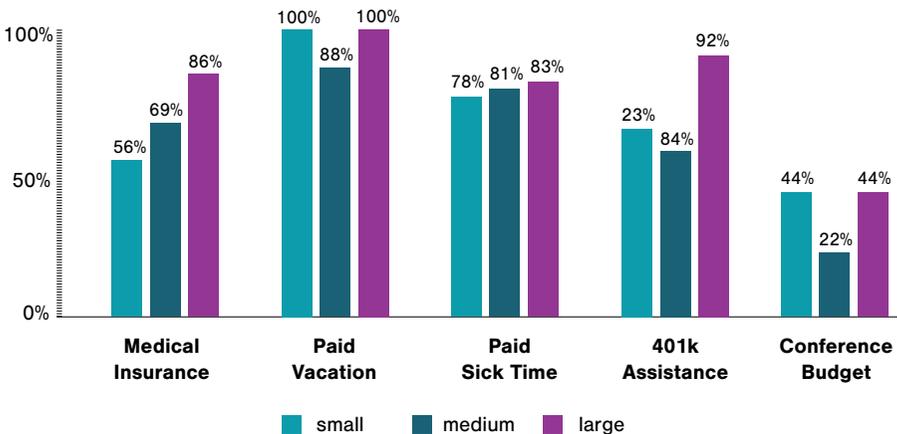
marketing/communications employees receive 401k assistance

**CONFERENCE  
BUDGET**

34%

marketing/communications employees receive a conference budget

## MARKETING/COMMUNICATIONS EMPLOYMENT BENEFITS BY CHURCH SIZE



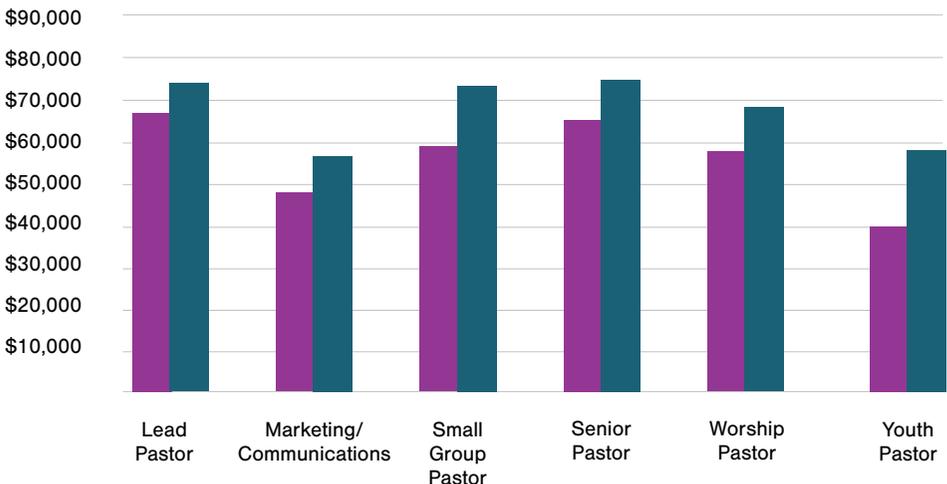
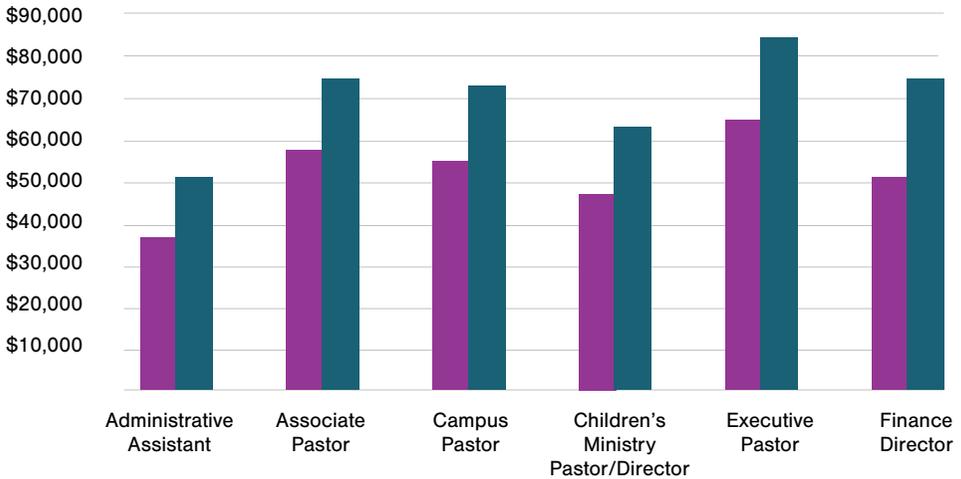
Marketing/Communications employees at large churches were over 4x more likely to receive to receive medical insurance than Marketing/Communications employees at small churches.

# HOW DO CHURCH SALARIES COMPARE BETWEEN MEN AND WOMEN?



## AVERAGE TOTAL INCOME FOR FULL-TIME EMPLOYEES BY CHURCH ROLE AND GENDER

Male Female





**Across all church roles, women in the survey were paid an average of**

**24% less than men.**

**Church roles where this difference is most significant are Admin (30% difference), Finance Director (39% difference), and Youth Pastor (35% difference).**

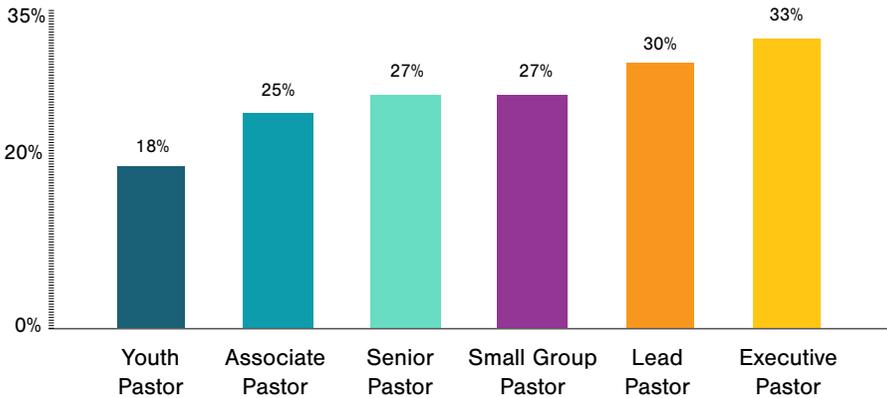


***Female Lead pastors in the survey were paid an average of 10% less than their male counterparts.***



# **SABBATICAL REPORT**

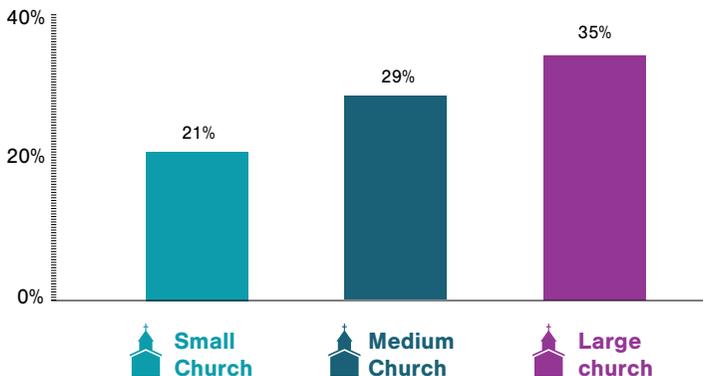
## PERCENTAGE OF PASTORS WHO RECEIVE SABBATICAL, BY CHURCH ROLE



◆ *Executive pastors and lead pastors are the most likely to receive sabbatical.*

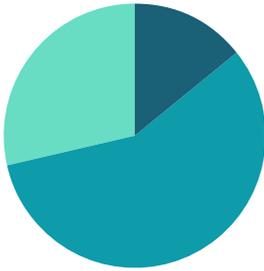
◆ *Pastors work an average of 6.58 years before receiving sabbatical.*

## PERCENTAGE OF PASTORS WHO RECEIVE SABBATICAL, BY CHURCH SIZE



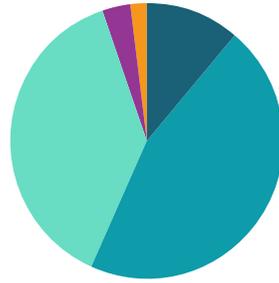
◆ *Pastors at large churches were 2x more likely to receive sabbatical than pastors at small churches.*

## LENGTH OF SABBATICAL FOR EXECUTIVE PASTORS



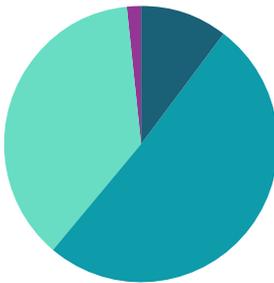
- Less than 1 month
- 1-2 months
- 3-5 months

## LENGTH OF SABBATICAL FOR SENIOR PASTORS



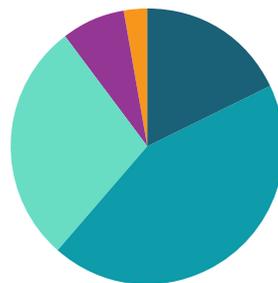
- Less than 1 month
- 1-2 months
- 3-5 months
- 6-8 months
- 9-12 months

## LENGTH OF SABBATICAL FOR LEAD PASTORS



- Less than 1 month
- 1-2 months
- 3-5 months
- 6-8 months

## LENGTH OF SABBATICAL FOR ASSOCIATE PASTORS



- Less than 1 month
- 1-2 months
- 3-5 months
- 6-8 months
- 9-12 months



**Lead pastors at large churches were 5x more likely to receive sabbatical than lead pastors at medium churches and 8x more likely than lead pastors at small churches.**



Survey and data analysis performed by  
The Parable Group. Sponsored by Tithe.ly,  
the leader in church management tools.