



Jonathan Smith's Salary Report

Full-Time Pastoral Position

Date report run on

05/18/2021



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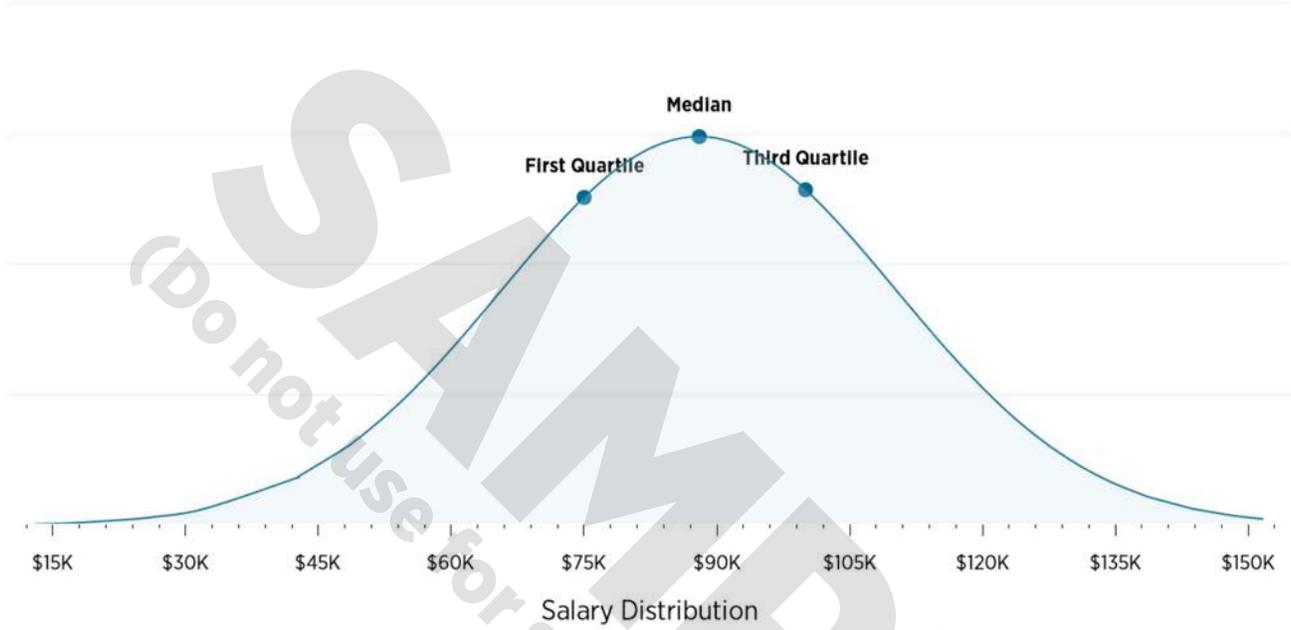
Overview (Your Entries)

The information you selected for your Personal Salary Report from ChurchSalary.com.

Position	Senior Pastor
Location	Allentown, PA
Employment Status	Full-time
Salary/Pay	-
Years of Experience	6-10 years
Education Level	Master's
Ordination Status	Ordained
Church Budget	\$750,001-\$1,000,000
Church Size	—
Church Setting	Suburb of a larger city

For a Senior Pastor at a church with a budget of \$750,001-\$1,000,000. Senior Pastors are the lead pastor in a church where there are multiple paid ministry positions.

Nationwide Salary Summary (Annual pay for this position nationwide, including housing [if applicable])



Median Salary* **\$86,750**

Salary Range† **\$73,200-\$101,350**

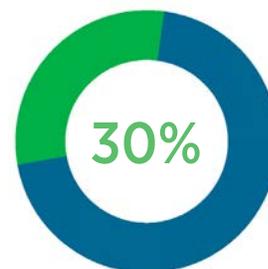
* The median is the middle value. It divides the top half of the data from the bottom: 50% of values are higher than the median and 50% are lower.

† 1st quartile to 3rd quartile or 25th percentile to 75th percentile

Average Nationwide Housing Allowance Ratio

Many ministers qualify for a housing allowance. Based on our survey responses, on average, housing allowance accounts for 30% of a [Senior Pastor]'s total compensation.

Housing Allowance: 30%
Base Salary: 70%



Criteria used to generate this section: staff position, employment status, annual salary, church budget, church size

Localized Salary Recommendation for Allentown, PA (18102)

5

Analysis of salaries based on a combination of similar churches as well as four variables unique to your location (similar region, population density, median household income, and cost of living index):

Churches Nationwide (Similar Budget & Size)			
\$750k-\$1M	Base Salary	Housing	Total†
—	\$62,659	\$30,322	\$92,981

Region†			
Mid-Atlantic	Base Salary	Housing	Total
	\$61,982	\$32,473	\$94,455

Cost of Living Index			
101.61%–104.88%	Base Salary	Housing	Total
	\$59,840	\$29,333	\$88,173

Population Density (people/sq. mile)			
>3,400.8	Base Salary	Housing	Total
	\$61,201	\$31,732	\$92,933

Median Household Income			
< \$36,124	Base Salary	Housing	Total
	\$67,667	\$27,030	\$94,697

Localized Salary (Average)

\$92,423

Localized Housing Ratio (Average)

32.3%

Localized Salary Range*					Salary Spread (65%)
Minimum	1st Qtr	Localized Midpoint	3rd Qtr	Maximum	
\$69,760	\$81,096	\$92,432	\$103,768	\$115,104	

* Using the localized midpoint (adjusted average salary) a new range is calculated based on a salary spread of 65% for executive/leadership positions. Recommended salary range spans from first to third quartile not minimum to maximum values.

† All base salary and housing allowance numbers are averages. Both averages are added together to produce a total for each variable.

Criteria used to generate this section: staff position, employment status, budget, size, region, cost of living, pop. density, and median household income

Salary Comparison (Key factors that influence compensation for this position)

Average salary for the Senior Pastor position serving at similar churches nationwide [budget: \$750k–\$1M], when the following criteria are also included:

Experience		Education	
0–2 years	—	High school diploma or less	\$72,172
3–5 years	—	Associate’s degree	\$82,330
6–10 years *	\$85,123	Bachelor’s degree	\$85,257
11–15 years	\$89,429	Master’s degree *	\$87,142
16–20 years	\$90,375	Doctorate	\$93,178
21–25 years	\$92,193		
26+ years	\$88,457		

Setting		Ordination	
Metropolitan city	\$93,753	Yes *	\$89,258
Suburb of a larger city *	\$90,117	No	—
Small town	\$85,359		
Rural area	\$77,815		

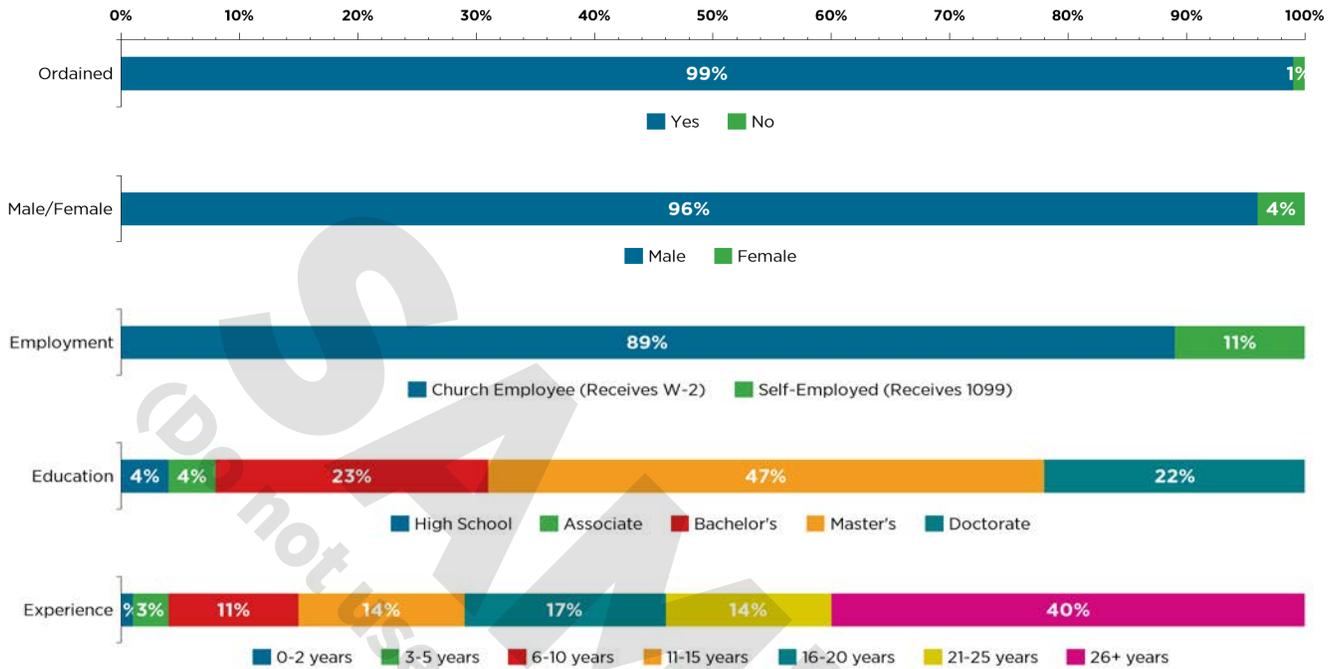
* Your selected criteria
 — Sufficient data not available

Criteria used to generate this section: staff position, employment status, church budget, education level, church setting, experience

PERSONAL NOTES

Employment Profile (General information about this position)

Demographic analysis of the Senior Pastor position based on our survey data:

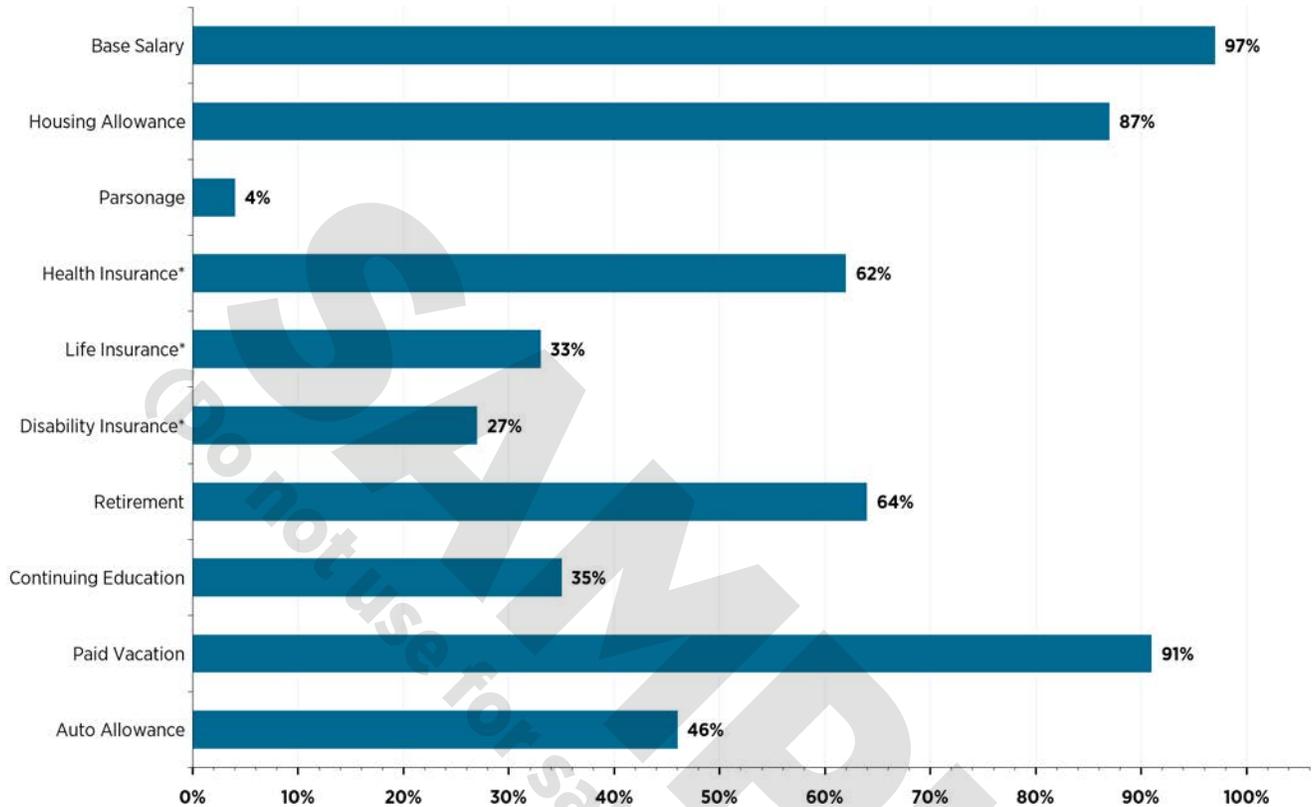


These are some of the key characteristics of other employees who hold this position, according to our survey data. It can give you an idea of the profile and experiences of others who hold this role. It may also help you understand the types of traits, experiences, and credentials possessed by others who serve in similar positions.

Criteria used to generate this section: staff position, employment status

PERSONAL NOTES

Analysis of the percentage of respondents who received any amount of the following compensation elements and/or benefits:



This infographic shows the percentage of individuals in this role who receive the individual benefits described above in any amount. The greater the percentage who receive the benefit, the more common it is for someone in this role to have that benefit as part of their employment package with their church, according to our survey data.

* Only those reporting individual premiums for Health, Life, or Disability Insurance (not total insurance premiums) are included.

Criteria used to generate this section: staff position, employment status

PERSONAL NOTES

+12%

COMPARED WITH HATTIESBURG, MS



The cost of living in Allentown, PA, is 12% higher than the cost of living in Hattiesburg, MS.* Cost of living is based on an index from the Council for Community and Economic Research. The index uses average costs of over 60 goods and services collected at the local level from over 300 independent researchers and is the only local level cost of living index available for the US.

Cost of Living Index ©2020 by the Council for Community and Economic Research (coli.org)

* This is an expense calculation, not an income calculation

Criteria used to generate this section: zip code

Median Household Income *(A look at the midpoint household income in this location)*

Hattiesburg, MS (39401)	Allentown, PA (18102)	United States
\$32,691	\$33,659	\$68,703

These figures are from an index measuring household income by location. The median household income in a given area measures the 50th percentile. In other words, half of all household incomes in the area fall either above or below this figure. This median does not reveal whether household income in a given area is skewed or evenly distributed.

Median household income data ©2019 courtesy the US Census Bureau (census.gov) and Cubit Planning Inc.

Criteria used to generate this section: zip code

PERSONAL NOTES

Comparable Jobs *(Salary ranges for similar positions in this location)*



* Your Role

These jobs were selected because they shared similar traits, which may, but do not necessarily, require similar job skills, training, education level, duties, level of oversight, and more. Data courtesy of the 2020 US Bureau of Labor Statistics Occupational Employment and Wage Statistics program.

Criteria used to generate this section: staff position, zip code

PERSONAL NOTES



Church Compensation - Second Edition: From Strategic Plan to Compliance

Elaine Sommerville’s Second Edition of Church Compensation is your how-to-guide as you design a clear and compliant compensation plan for your church.



12-Step Guide to Setting Fair Church Compensation Packages (Free eBook)

Developing a total compensation strategy and plan for your church does not have to be an overwhelming process, but it is a multifaceted one.



The Future of Work in the Church

Everything about work is changing—even in the church. Are you prepared? Our panel of experts discuss how shifts in the secular marketplace may impact the church.



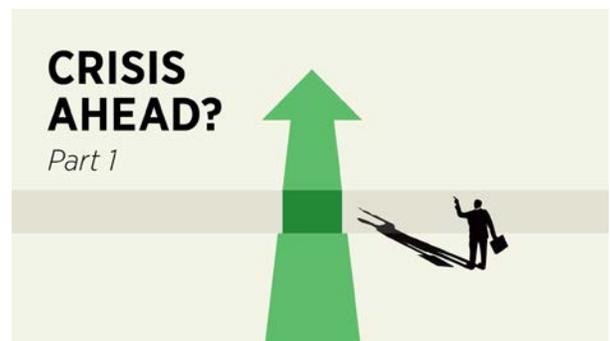
The Basics | Salary Ranges

Gain a better understanding of salary ranges, how they are measured and quantified, as well as how you can adjust a salary range based on a percentage of “spread.”



Unpacking the Cost of Living Index

Every ChurchSalary report includes a zip-code level cost of living index (COLI). How should COLI affect salaries at your church (or not) and what does it measure?



Crisis Ahead? The Potential Impact of Min. Wage Increases on Church Salaries

Is your church prepared for future minimum wage and overtime exemption requirement increases? In 2020, half of all US states made changes to their min. wage.