



2022 AMS Compensation Study Southern Baptist Conference of Associational Leaders

Overview:

In 2017, SBCAL conducted a compensation study for associational leaders. For the past five years, the information from the study has been a tremendous resource for AMS search teams, associational Personnel Committees, and Finance Committees as they seek to properly compensate and provide benefits to their associational leaders.

However, things have changed greatly during the past five years, including AMS salaries, benefits, and budgets. That's why SBCAL has sponsored another AMS Compensation Study. The information that follows includes the results of the new study, conducted in February-March 2022.

There were 232 total associational leaders who participated in the study, which accounts for approximately one-fourth of all associational leaders. The number of associational leaders who participated in the study also increased by 33% when compared to the 2017 study. The margin of error for the study was +/- 6%.

The results are broken down into three sections. Section 1 includes General Demographics of all participants. The associational leader's work status, current age, education, size of association, budget, and more are included in this section.

Section 2 includes the actual compensation statistics, including (1)Annual Gross Salary, (2)Benefits Provided by the Association, and (3)Total Compensation Package (Gross Salary + Benefits).

For comparison purposes, these statistics are categorized by three variables:

- Associational leader's work status (Full-time vs. Part-time)
- Number of churches in the association
- Annual associational budget

Please note that each of the compensation comparisons include three values: average, 25th percentile, and 75th percentile. The percentiles provide a suggested range.

Finally, Section 3 provides other financial information that may be helpful for associations as they plan for the future.

Section 1: General Demographics

Table 1.1
Associational Leader's Work Status

Work Status	% of Responses	# of Responses
Full-time	78.9%	183
Bi-vocational/Part-time	16.4%	38
Semi-retired	2.2%	5
Unpaid	2.6%	6

Note: The percentage of full-time associational leaders in 2017 was 82.9% and is 78.9% in 2022.

Table 1.2
Additional Income Source for Associational Leaders who are not Full-time

Income Source	% of Responses	# of Responses
Other source of income	39.6%	19
Senior Pastor position	31.3%	15
Another ministry vocation	20.8%	10
Secular vocation	8.3%	4

Note: Those who answered "Other source of income" did not specify further details about that income.

Table 1.3
Current Age of Associational Leader

Age Range	% of Responses	# of Responses
18-29	0.5%	1
30-39	2.8%	6
40-49	10.4%	22
50-59	28.3%	60
60-69	49.1%	104
70+	9.0%	19

Note: These results are similar to those of the 2017 study.

Table 1.4
Highest Level of Completed Education

Education	% of Responses	# of Responses
High school diploma/GED	0.9%	2
Associate degree	3.8%	8
Bachelor's degree	10.9%	23
Master's degree	42.0%	89
Doctoral degree	42.0%	89

Note: These results are also similar to those of the 2017 study.

Table 1.5
Total Churches/Congregations in Association

# of Churches	% of Responses	# of Responses
Less than 20	7.6%	16
20-39	33.0%	70
40-69	38.2%	81
70-99	8.5%	18
100+	12.7%	27

Table 1.6
Current Annual Associational Budget

Annual Budget	% of Responses	# of Responses
\$0 - \$49,999	8.0%	17
\$50,000 - \$99,999	11.8%	25
\$100,000 - \$199,999	42.0%	89
\$200,000 - \$299,999	21.7%	46
\$300,000+	16.5%	35

Table 1.7
% of Annual Associational Budget Earmarked for Personnel Expenses

% for Personnel Expenses	% of Responses	# of Responses
Less than 40% of budget	6.0%	10
40-49% of budget	17.4%	29
50-59% of budget	24.6%	41
60-69% of budget	31.7%	53
70-79% of budget	16.2%	27
80%+ of budget	4.2%	7

Table 1.8
% of Total Household Income Provided by Association

% of Total Household Income	% of Responses	# of Responses
Less than 25%	11.9%	25
25-49%	13.8%	29
50-74%	30.5%	64
75-100%	43.8%	92

Section 2: Compensation Comparisons

Table 2.1
Compensation Summary Statistics
All Participants Receiving Compensation

Compensation	Average	25th Percentile	75th Percentile
Annual Gross Salary (Including Housing, Before Taxes)	\$59,714	\$40,490	\$74,044
Cash Value of Benefits Provided By the Association	\$20,698	\$9,857	\$28,000
Total Compensation Package (Salary + Benefits)	\$75,327	\$48,966	\$96,648

Table 2.2
Benefits Provided by Association
All Participants

Benefits	% of Responses	# of Responses
Health Insurance	57.8%	122
Life Insurance	39.8%	84
Disability Insurance	31.8%	67
Retirement	72.5%	153
Paid Vacation	82.9%	175
Paid Sick Leave	69.2%	146
Social Security Equivalent	22.3%	48
None of the Above	14.2%	30

Note to Search Teams & Finance Teams:

Tables 2.3-2.11 break down the compensation statistics by three variables: (1) associational leader’s work status, (2) number of churches in the association, and (3) annual associational budget. To develop the most accurate comparisons for your association’s context, it is recommended that you use all three variables in your calculations.

For example, if your association employs a full-time AMS, includes 60 churches, and your annual budget is \$160,000 per year, you would use the tables to locate the following statistics:

Compensation Statistic	Full-Time AMS	60 Churches	\$160K Budget	Comparison (Average of all 3 Values)
Salary: Average	\$66,493	\$62,158	\$52,597	\$60,416
Salary: 25 th Percentile	\$50,000	\$48,917	\$43,183	\$47,367
Salary: 75 th Percentile	\$76,750	\$72,513	\$61,658	\$70,307
Total Package: Average	\$84,922	\$79,413	\$63,887	\$76,074
Total Package: 25 th Percentile	\$64,449	\$64,775	\$55,715	\$61,646
Total Package: 75 th Percentile	\$99,576	\$97,768	\$79,507	\$92,283

When factoring in all three variables in this example, a comparable average salary for this associational leader is \$60,416. The salaries of most associational leaders in a similar context range from \$47,367-\$70,307.

A comparable average total compensation package for this associational leader would be \$76,074. The total compensation package of most associational leaders in a similar context range from \$61,646-\$92,283.

Additionally, Tables 2.12-2.14 break down the compensation statistics by educational level of the associational leader. While this variable is outside of the control of the association, it can be helpful information for AMS Search Committees to know.

Table 2.3
Annual Gross Salary (Including Housing, Before Taxes)
Full-time vs. Part-time (Bivocational, Part-Time, & Semi-Retired)

Budget	# of Responses	Average	25th Percentile	75th Percentile
Full-time	163	\$66,493	\$50,000	\$76,750
Part-time	33	\$28,143	\$22,650	\$35,086

Table 2.4
Total Compensation Package (Gross Salary + Benefits)
Full-time vs. Part-time (Bivocational, Part-Time, & Semi-Retired)

Budget	# of Responses	Average	25th Percentile	75th Percentile
Full-time	163	\$84,922	\$64,449	\$99,576
Part-time	33	\$30,368	\$23,400	\$36,750

Table 2.5
Benefits Provided by Association
Full-time vs. Part-time (Bivocational, Part-Time, & Semi-Retired)

Benefits	% of Full-time AMS	% of Part-time AMS
Health Insurance	70.1%	11.4%
Life Insurance	49.1%	4.6%
Disability Insurance	40.1%	0.0%
Retirement	85.6%	22.7%
Paid Vacation	94.0%	40.9%
Paid Sick Leave	80.8%	25.0%
Social Security Equivalent	28.1%	2.3%
None of the Above	4.2%	52.3%

Table 2.6
Annual Gross Salary (Including Housing, Before Taxes)
By Number of Churches in the Association

# of Churches	# of Responses	Average	25th Percentile	75th Percentile
Less than 20	10	\$22,936	\$16,913	\$28,900
20-39	63	\$46,013	\$30,000	\$60,000
40-69	80	\$62,158	\$48,917	\$72,513
70-99	18	\$67,257	\$55,250	\$80,707
100+	25	\$96,800	\$71,125	\$105,000

Table 2.7
Total Compensation Package (Gross Salary + Benefits)
By Number of Churches in the Association

# of Churches	# of Responses	Average	25th Percentile	75th Percentile
Less than 20	10	\$23,446	\$16,913	\$29,350
20-39	65	\$56,244	\$36,000	\$75,000
40-69	80	\$79,413	\$64,775	\$97,768
70-99	18	\$91,127	\$67,850	\$113,217
100+	25	\$124,192	\$91,499	\$141,500

Table 2.8
Benefits Provided by Association
By Number of Churches in the Association

Benefit	# of Churches in Association				
	<20	20-39	40-69	70-99	100+
Health Insurance	12.5%	40.0%	66.3%	83.3%	88.9%
Life Insurance	0.0%	30.0%	42.5%	55.6%	70.4%
Disability Insurance	0.0%	17.1%	38.8%	33.3%	66.7%
Retirement	12.5%	64.3%	80.0%	88.9%	96.3%
Paid Vacation	31.3%	74.3%	91.3%	100.0%	100.0%
Paid Sick Leave	25.0%	51.4%	77.5%	100.0%	96.3%
Social Security Equivalent	0.0%	10.0%	26.3%	33.3%	51.9%
None of the Above	62.5%	22.9%	5.0%	0.0%	0.0%

Table 2.9
Annual Gross Salary (Including Housing, Before Taxes)
By Annual Associational Budget

Budget	# of Responses	Average	25th Percentile	75th Percentile
\$0 - \$49,999	12	\$23,029	\$19,539	\$28,050
\$50,000 - \$99,999	21	\$29,547	\$24,000	\$36,000
\$100,000 - \$199,999	86	\$52,597	\$43,183	\$61,658
\$200,000 - \$299,999	46	\$68,489	\$63,590	\$81,361
\$300,000+	33	\$96,492	\$74,205	\$104,000

Table 2.10
Total Compensation Package (Gross Salary + Benefits)
By Annual Associational Budget

Budget	# of Responses	Average	25th Percentile	75th Percentile
\$0 - \$49,999	12	\$23,629	\$19,539	\$28,050
\$50,000 - \$99,999	21	\$34,136	\$25,000	\$40,320
\$100,000 - \$199,999	86	\$63,887	\$55,715	\$79,507
\$200,000 - \$299,999	46	\$88,642	\$77,855	\$102,000
\$300,000+	33	\$129,254	\$103,000	\$134,000

Table 2.11
Benefits Provided by Association
By Annual Associational Budget

Benefit	Annual Associational Budget				
	<50k	50-99k	100-199k	200-299k	300k+
Health Insurance	0.0%	24.0%	53.4%	76.1%	97.1%
Life Insurance	0.0%	16.0%	39.8%	45.7%	68.6%
Disability Insurance	0.0%	4.0%	26.1%	45.7%	62.9%
Retirement	11.8%	40.0%	76.1%	87.0%	97.1%
Paid Vacation	23.5%	44.0%	90.9%	97.8%	100.0%
Paid Sick Leave	17.7%	36.0%	65.9%	93.5%	94.3%
Social Security Equivalent	0.0%	4.0%	18.2%	32.6%	45.7%
None of the Above	76.5%	44.0%	5.7%	2.2%	0.0%

Tables 2.12-2.14 break down the compensation statistics by educational level of the associational leader. While this variable is outside of the control of the association, it can be helpful information for the association to know.

Table 2.12
Annual Gross Salary (Including Housing, Before Taxes)
By Highest Educational Level Attained by AMS

Education Level	# of Responses	Average	25 th Percentile	75 th Percentile
High School diploma/GED	2	No data	No data	No Data
Associate's degree	6	\$37,817	\$25,000	\$45,100
Bachelor's degree	23	\$53,722	\$48,000	\$67,500
Master's degree	82	\$59,965	\$47,000	\$77,419
Doctoral degree	85	\$63,212	\$36,000	\$75,000

Table 2.13
Total Compensation Package (Gross Salary + Benefits)
By Highest Educational Level Attained by AMS

Education Level	# of Responses	Average	25 th Percentile	75 th Percentile
High School diploma/GED	2	No data	No data	No data
Associate's degree	6	\$47,267	\$30,025	\$58,775
Bachelor's degree	23	\$64,780	\$50,000	\$77,900
Master's degree	83	\$76,859	\$59,827	\$97,736
Doctoral degree	85	\$79,874	\$48,865	\$100,555

Table 2.14
Benefits Provided by Association
By Highest Educational Level Attained by AMS

Benefit	Highest Education Level				
	H.S. Diploma	Associate	Bachelors	Masters	Doctoral
Health Insurance	N/A	25.0%	34.8%	61.8%	64.0%
Life Insurance	N/A	12.5%	17.4%	48.3%	40.4%
Disability Insurance	N/A	0.0%	30.4%	34.8%	32.6%
Retirement	N/A	37.5%	69.6%	79.8%	69.7%
Paid Vacation	N/A	50.0%	78.3%	88.8%	82.0%
Paid Sick Leave	N/A	37.5%	73.9%	69.7%	70.8%
Social Security Equivalent	N/A	0.0%	13.0%	27.0%	23.6%
None of the Above	N/A	50.0%	13.0%	10.1%	13.5%

Section 3: Other Information

Table 3.1
Total Annual Associational Budget
Full-time vs. Part-time (Bivocational, Part-Time, & Semi-Retired)

Annual Budget	% of Full-time AMS	% of Part-time AMS
\$0-\$49,999	0.6%	36.4%
\$50,000-\$99,999	4.2%	40.9%
\$100,000-\$199,999	47.6%	20.5%
\$200,000-\$299,999	26.8%	2.3%
\$300,000+	20.8%	0.0%

Table 3.2
of Weeks of Paid Vacation Provided by Association
Full-time vs. Part-time (Bivocational, Part-Time, & Semi-Retired)

# of Weeks of Paid Vacation	% of Full-time AMS	% of Part-time AMS
0 weeks per year	0.0%	36.4%
1 week per year	0.0%	4.6%
2 weeks per year	11.9%	25.0%
3 weeks per year	22.0%	25.0%
4 weeks per year	47.0%	4.6%
More than 4 weeks per year	19.1%	4.6%

Table 3.3
Percentage of Annual Budget Earmarked for Personnel Expenses
Full-time vs. Part-time (Bivocational, Part-Time, & Semi-Retired)

% for Personnel Expenses	% of Full-time AMS	% of Part-time AMS
Less than 40% of budget	6.0%	45.5%
40-49% of budget	17.4%	25.0%
50-59% of budget	24.6%	4.6%
60-69% of budget	31.7%	11.4%
70-79% of budget	16.2%	11.4%
80%+ of budget	4.2%	2.3%

Table 3.4
Percentage of Total Household Income Provided by Work with Association
Full-time vs. Part-time (Bivocational, Part-Time, & Semi-Retired)

% of Total Income	% of Full-time AMS	% of Part-time AMS
Less than 25% of income	2.4%	47.7%
25-49% of income	8.4%	34.1%
50-74% of income	34.3%	15.9%
75-100% of income	54.8%	2.3%

Table 3.5
Total Annual Associational Budget
By Number of Churches in the Association

Total Annual Associational Budget	# of Churches in Association				
	<20	20-39	40-69	70-99	100+
\$0-\$49,999	56.3%	8.6%	2.5%	0.0%	0.0%
\$50,000-\$99,999	37.5%	22.9%	3.7%	0.0%	0.0%
\$100,000-\$199,999	6.3%	60.0%	50.6%	22.2%	3.7%
\$200,000-\$299,999	0.0%	8.6%	32.1%	44.4%	22.2%
\$300,000+	0.0%	0.0%	11.1%	33.3%	74.1%

Table 3.6
of Weeks of Paid Vacation Provided by Association
By Number of Churches in the Association

# of Weeks of Paid Vacation	# of Churches in Association				
	<20	20-39	40-69	70-99	100+
0 weeks per year	50.0%	10.0%	1.2%	0.0%	0.0%
1 week per year	6.3%	0.0%	0.0%	0.0%	3.7%
2 weeks per year	25.0%	20.0%	16.1%	0.0%	0.0%
3 weeks per year	12.5%	31.4%	22.2%	11.1%	14.8%
4 weeks per year	0.0%	30.0%	40.7%	50.0%	66.7%
More than 4 weeks per year	6.3%	8.6%	19.8%	38.9%	14.8%

Table 3.7
Percentage of Annual Budget Earmarked for Personnel Expenses
By Number of Churches in the Association

% of Budget Earmarked for Personnel Expenses	# of Churches in Association				
	<20	20-39	40-69	70-99	100+
Less than 40% of budget	37.5%	17.1%	10.0%	11.1%	7.4%
40-49% of budget	18.8%	27.1%	16.3%	11.1%	11.1%
50-59% of budget	6.3%	18.6%	17.5%	44.4%	25.9%
60-69% of budget	12.5%	20.0%	35.0%	16.7%	40.7%
70-79% of budget	12.5%	14.3%	17.5%	11.1%	14.8%
80%+ of budget	12.5%	2.9%	3.8%	5.6%	0.0%

Table 3.8
Percentage of Total Household Income Provided by Work with Association
By Number of Churches in the Association

% of Household Income Provided by Association	% of Each				
	<20	20-39	40-69	70-99	100+
Less than 25% of income	50.0%	18.6%	3.8%	0.0%	3.7%
25-49% of income	31.3%	17.1%	11.3%	11.8%	3.7%
50-74% of income	18.8%	30.0%	33.8%	29.4%	29.6%
75-100% of income	0.0%	34.3%	51.3%	58.8%	63.0%

Table 3.9
Total Number of Churches
By Annual Associational Budget

# of Churches	Annual Associational Budget				
	<50k	50-99k	100-199k	200-299k	300k+
Less than 20	52.9%	24.0%	1.1%	0.0%	0.0%
20-39	35.3%	64.0%	47.2%	13.0%	0.0%
40-69	11.8%	12.0%	46.1%	56.5%	25.7%
70-99	0.0%	0.0%	4.5%	17.4%	17.1%
100+	0.0%	0.0%	1.1%	13.0%	57.1%

Note: The percentages do not match those found in Table 3.5 because the grouping variable is not the same. Table 3.5 breaks down the percentages by the Annual Budget categories. Table 3.9 breaks down the percentages by the # of Churches categories. The sample sizes of these categories are not the same, resulting in different percentages. (Each column in both tables adds up to 100%.)

Table 3.10
of Weeks of Paid Vacation Provided by Association
By Annual Associational Budget

# of Weeks of Paid Vacation	Annual Associational Budget				
	<50k	50-99k	100-199k	200-299k	300k+
0 weeks per year	41.2%	36.0%	0.0%	0.0%	0.0%
1 week per year	5.9%	0.0%	1.1%	0.0%	0.0%
2 weeks per year	29.4%	28.0%	18.0%	6.5%	0.0%
3 weeks per year	17.7%	20.0%	30.3%	13.0%	20.0%
4 weeks per year	0.0%	12.0%	34.8%	58.7%	57.1%
More than 4 weeks per year	5.9%	4.0%	15.7%	21.7%	22.9%

Table 3.11
Percentage of Annual Budget Earmarked for Personnel Expenses
By Annual Associational Budget

% of Budget Earmarked for Personnel Expenses	Annual Associational Budget				
	<50k	50-99k	100-199k	200-299k	300k+
Less than 40% of budget	41.2%	36.0%	11.4%	4.4%	5.7%
40-49% of budget	23.5%	24.0%	18.2%	19.6%	14.3%
50-59% of budget	0.0%	12.0%	19.3%	26.1%	31.4%
60-69% of budget	11.8%	16.0%	28.4%	30.4%	37.1%
70-79% of budget	11.8%	12.0%	18.2%	15.2%	11.4%
80%+ of budget	11.8%	0.0%	4.6%	4.4%	0.0%

Table 3.12
Percentage of Total Household Income Provided by Work with Association
By Annual Associational Budget

% of Household Income Provided by Association	Annual Associational Budget				
	<50k	50-99k	100-199k	200-299k	300k+
Less than 25% of income	47.1%	44.0%	5.6%	0.0%	2.9%
25-49% of income	41.2%	32.0%	11.2%	6.7%	2.9%
50-74% of income	11.8%	16.0%	36.0%	31.1%	35.3%
75-100% of income	0.0%	8.0%	47.2%	62.2%	58.8%