

MINISTERIAL SURVEY

This study is a joint project of Baptist state conventions, GuideStone Financial Resources® and Lifeway Christian Resources. Compensation and employer data is collected anonymously from ministers and church employees, tabulated and then made available in online reports. The free reports can be used by individuals, committees or churches to evaluate and compare on a national or statewide basis the compensation provided by churches of similar size and budget.

All ministers and office/custodial personnel of Southern Baptist churches are encouraged to return the survey by June 15, 2022. This form is designed for ministerial employees only. To obtain a non-ministerial employee survey form, please contact GuideStone or your state convention. Study results will be released by fall of 2022 on the websites of Baptist state conventions, GuideStone and Lifeway Christian Resources. **You may complete the online version of this survey until June 30, 2022. Visit [GuideStone.org/CompensationSurvey](https://www.guidestone.org/CompensationSurvey).**

HELP

If you have questions concerning the content or actual questions of the survey, call GuideStone at **1-888-98-GUIDE** (1-888-984-8433). This survey may also be completed online at [GuideStone.org/CompensationSurvey](https://www.guidestone.org/CompensationSurvey).

SURVEY INSTRUCTIONS

Instructions for completing the survey:

1. In the questionnaire, the term “church” refers to both churches and church-type missions.
2. Please supply an appropriate answer for each item presented.
3. Enter dollar amounts as whole numbers.
4. Enter dollar amounts rather than answering “Yes” or “Provided.”
5. Enter “0” rather than answering “None” or “Not provided.”
6. Since data is anonymous, data from incomplete surveys will not be used in survey results.
7. Currently this survey is for Southern Baptist churches and missions. We are unable to use responses from non-SBC churches.

FREQUENTLY ASKED QUESTIONS

Who should complete the survey?

Full- or part-time pastors, staff ministers, office personnel and custodians of Southern Baptist churches. This form is designed for ministerial employees only. To obtain a non-ministerial survey form, please contact GuideStone or your state convention.

Will my privacy be guarded?

Yes. Data from the study will only be reported in aggregate or average formats. Specific data from individual respondents or from multiple respondents at a single church will not be reported.

How long will the survey take?

Approximately 8–10 minutes

What information is needed before I start?

Church information for 2022:

- Average weekly primary attendance (Bible study or worship attendance)
- Resident membership
- Annual church budget

Individual minister information for 2022:

- Annual salary
- Annual retirement plan contributions by the church
- Annual insurance premiums paid by the church
- Level of education completed
- Vacation and paid time off allowed for revivals or similar events
- Amount of housing or parsonage allowance
- Rental value and utilities of church-provided parsonage
- Amount of Social Security assistance if provided by church

Continued on other side



A. PERSONAL AND POSITION INFORMATION

1. Please enter the title of your position: _____
2. Please choose the staff position in which you are employed.
 - Senior Pastor (if you check Senior Pastor, please skip to question #4)
 - Ministerial Staff (other than Senior Pastor, please move to question #3)
3. Please check **ALL** of the areas that are closest to those for which you are responsible in your **paid** position..
 - Executive Pastor
 - Associate/Assistant Pastor
 - Music/Worship
 - Mission Pastor/Language Minister
 - Education
 - Children/Preschoolers
 - Youth/Students
 - Senior Adults
 - Women's Ministry
 - Activities/Recreation/Sports
 - Media
 - Business Manager/Administration
 - Other Non-pastoral Ministries
4. Please select the **ONE** choice which **BEST** describes your church employment.
 - Full time** (fully funded ministerial position; paid by the church to work 35+ hours per week)
 - Bi-vocational** (partially funded ministerial position; employed by church in addition to secular job)
 - Interim** (employed for short time while church seeks someone to fill position on a regular basis)
 - Part time** (employed to work fewer than 35 hours per week)
5. Are you a student? Yes No
6. Are you retired or semi-retired from another employer? Yes No
7. What is your current age? _____
8. What is your highest level of education thus far? (**Choose only one.**)
 - High school graduate or less
 - Associate degree (two-year school)
 - Some college (no degree)
 - College graduate (bachelor's degree)
 - Graduate degree (master's degree)
 - Graduate degree (doctorate)
9. Are you a seminary graduate? Yes No
10. Are you ordained, licensed or commissioned as a minister? Yes No
11. How many years have you been employed in a church vocation (either full time or part time)?
Round to nearest whole year. _____
12. How many years have you been employed at your current church (either full time or part time)?
Round to nearest whole year. _____
13. How many weeks of vacation do you currently receive each year from your church?
Round to nearest whole week. _____

14. How many weeks each year are you allowed for **revivals** or similar events that involve being away from your regular church field? Please give a number. "As needed" or "Unlimited" are not usable responses in the calculations and will not be accepted as a valid response. If necessary, estimate the number of weeks per year. _____

B. CHURCH INFORMATION

1. Please provide the name of your church as well as the city and state in which it is located. _____

2. Is your church affiliated with a Baptist state convention and/or the Southern Baptist Convention? Yes No*
***Currently this survey is for Southern Baptist churches and missions. We are unable to use responses from non-SBC churches.**
3. With which Baptist state convention(s) is your church affiliated? **If you are dually aligned, please name both conventions:** *

4. What is your church's average weekly primary attendance? (Use whichever figure is highest — Sunday school average attendance or average attendance at primary worship service(s).) _____
5. What is your church's **resident** membership? _____
6. What is your 2022 annual church budget? (If no church budget, please enter the total annual receipts for the past year. Estimate if necessary.): _____
7. What is the annual **total** of compensation and benefits provided to **all** church employees? _____

C. SALARY INFORMATION

1. What is your **annual** salary for 2022? **Do not** include housing and benefits here. **Do** include any personal retirement contributions which otherwise would reduce your salary. **Round to nearest whole dollar.** _____
2. In addition to your salary, what is the **annual** HOUSING ALLOWANCE paid to YOU as a minister? (Be sure to give the annual amount.) **Round to nearest whole dollar.** _____
3. Are you living in church-owned housing (parsonage) as part of your compensation?
 Yes No (If no, please move to Section D.)
4. What is the **annual** fair rental value for the church-owned house in which you are living? (Be sure to give the annual figure.) **Round to the nearest whole dollar. Annual fair rental value:** _____
5. What is the annual amount the church pays for **utilities** on the church-owned house in which you are living? (Be sure to give the annual amount.) **Round to the nearest whole dollar. Annual amount for utilities:** _____

D. BENEFITS FOR 2022

1. Retirement plan contribution: Please enter the ANNUAL amount **paid by your church as an employee benefit. Round to the nearest whole dollar.** Retirement contributions paid by the church by means of salary reduction should be included in the annual salary amount in Section C. **Annual retirement contribution paid by church as an employee benefit:** _____
2. Please enter the annual amount of any Social Security "equivalent" paid to you as a minister. **Round to the nearest whole dollar. Annual Social Security equivalent:** _____
3. Please give the **TOTAL annual amount paid by the church for all insurance coverage for you (including family if paid for by the church).** (This includes medical, dental, vision, life and accident, and disability insurance.) Be sure to give the annual amount. **Round to the nearest whole dollar. Total annual amount paid by the church:** _____
4. Check the type of **medical** insurance coverage fully or partially paid for by your church.
 Self only
 Self and spouse
 Family
 No medical insurance provided
4. Does the church pay (fully or partially) for **dental** insurance coverage for you? Yes No
5. Does the church pay (fully or partially) for **vision** insurance coverage for you? Yes No
6. Does the church pay (fully or partially) for **life and/or accident** insurance for you? Yes No
7. Does the church pay (fully or partially) for **disability** insurance for you? Yes No

This concludes the survey items. Thank you for participating in the 2022 SBC Church Compensation Survey. Please return the completed survey to your state convention office by June 15, 2022. You can complete the online version of this survey until June 30, 2022. Visit [GuideStone.org/CompensationSurvey](https://www.guidestone.org/CompensationSurvey) to take the survey.

Please return this survey to:

State Convention name: _____

Address: _____

City: _____ State: _____ ZIP: _____

