

## What Percentage of a Church Budget Should Be Used for Staff Compensation & Benefits?

Are we spending too much of our budget for staff compensation and benefits? When this question surfaces, the follow up question is often, "How much do other churches our size spend on their staff compensation and benefits. The 2006 SBC compensation study posed that question. Below is the statistical data that provides the answer.

The first chart provides data based on church budget size. The second chart provides similar data based on the state conventions.

For each group, the lowest, highest, median and average percentages are provided. Generally, when the percentage for staff compensation is unusually high or low there are unique circumstances that create an exception to the norms. Therefore, this report provides another item of statistical data that filters out those churches with uniquely high and low percentages. The bottom and top 15% for each group is eliminated and a range of percentages for the remaining 70% is listed as the range for the "middle majority".

**Thus, for the Southern Baptist Convention, there were 5,840 churches that reported useable data about the percentage of their church budget that is used to provide staff compensation and benefits. The lowest reported percentage was 6% --- the median reported percentage was 48% --- and the highest reported percentage was 90%. For the 5,840 reporting SBC churches, the average percentage of their budget used for staff compensation and benefits was 47.1%. Using the middle majority, 70% of those reporting use from 36% to 58% of their budget for staff compensation and benefits.**

### Report Based on Church Budget

Annual Church Budget	Churches	Lowest	Median	Highest	Average	Middle Majority Range
\$ 25,000 or less	216	6%	46%	90%	<b>46.9%</b>	<b>29% to 64%</b>
\$ 25,001 -- \$ 50,000	466	15%	47%	89%	<b>47.5%</b>	<b>32% to 64%</b>
\$ 50,001 -- \$ 75,000	537	13%	48%	84%	<b>48.0%</b>	<b>32% to 61%</b>
\$ 75,001 -- \$ 100,000	487	12%	48%	87%	<b>47.4%</b>	<b>35% to 60%</b>
\$ 100,001 -- \$ 125,000	380	20%	47%	79%	<b>47.7%</b>	<b>38% to 59%</b>
\$ 125,001 -- \$ 150,000	357	15%	49%	83%	<b>48.1%</b>	<b>38% to 60%</b>
\$ 150,001 -- \$ 175,000	318	20%	48%	78%	<b>47.6%</b>	<b>37% to 57%</b>
\$ 175,001 -- \$ 200,000	275	20%	46%	83%	<b>45.7%</b>	<b>35% to 56%</b>
\$ 200,001 -- \$ 250,000	463	20%	48%	75%	<b>47.1%</b>	<b>37% to 57%</b>
\$ 250,001 -- \$ 300,000	360	20%	47%	70%	<b>46.2%</b>	<b>36% to 56%</b>
\$ 300,001 -- \$ 400,000	459	19%	47%	75%	<b>46.8%</b>	<b>35% to 57%</b>
\$ 400,001 -- \$ 500,000	326	25%	48%	73%	<b>47.2%</b>	<b>38% to 55%</b>
\$ 500,001 -- \$ 700,000	399	17%	47%	70%	<b>46.1%</b>	<b>37% to 55%</b>
\$ 700,001 -- \$ 1,000,000	297	25%	47%	68%	<b>46.0%</b>	<b>38% to 53%</b>
\$ 1,000,001 -- \$ 1,500,000	239	26%	47%	68%	<b>46.6%</b>	<b>39% to 55%</b>
\$ 1,500,001 and up	261	28%	48%	75%	<b>46.9%</b>	<b>39% to 54%</b>
<b>All Reporting SBC Churches in the Study</b>	<b>5,840</b>	<b>6%</b>	<b>48%</b>	<b>90%</b>	<b>47.1%</b>	<b>36% to 58%</b>

## Report by State Conventions of Percentage of Budget Used for Compensation & Benefits

<b>State Convention</b>	<b>Churches</b>	<b>Lowest</b>	<b>Median</b>	<b>Highest</b>	<b>Average</b>	<b>Middle Majority Range</b>
Alabama	343	15%	44%	76%	<b>44.0%</b>	<b>32% to 54%</b>
Alaska	21	15%	51%	83%	<b>50.6%</b>	<b>43% to 60%</b>
Arizona	40	16%	48%	78%	<b>46.9%</b>	<b>33% to 62%</b>
Arkansas	313	10%	47%	75%	<b>46.2%</b>	<b>35% to 56%</b>
California	175	10%	50%	89%	<b>50.8%</b>	<b>36% to 65%</b>
Colorado	82	25%	53%	80%	<b>54.2%</b>	<b>40% to 64%</b>
Dakotas	23	22%	45%	62%	<b>43.8%</b>	<b>32% to 56%</b>
District of Columbia	7	24%	35%	75%	<b>52.5%</b>	<b>30% to 61%</b>
Florida	252	15%	47%	80%	<b>46.3%</b>	<b>35% to 57%</b>
Georgia	408	25%	47%	83%	<b>46.2%</b>	<b>36% to 58%</b>
Hawaii	33	22%	50%	78%	<b>51.7%</b>	<b>38% to 63%</b>
Illinois	127	23%	48%	79%	<b>48.0%</b>	<b>37% to 60%</b>
Indiana	8	45%	52%	75%	<b>54.7%</b>	<b>46% to 62%</b>
Iowa	29	19%	50%	83%	<b>48.0%</b>	<b>25% to 64%</b>
Kansas/Nebraska	44	23%	47%	77%	<b>47.6%</b>	<b>35% to 55%</b>
Kentucky	379	18%	48%	81%	<b>47.4%</b>	<b>38% to 56%</b>
Louisiana	244	18%	45%	80%	<b>45.7%</b>	<b>35% to 55%</b>
Maryland	61	19%	47%	81%	<b>47.7%</b>	<b>33% to 64%</b>
Michigan	53	20%	44%	79%	<b>45.1%</b>	<b>30% to 60%</b>
Minnesota/Wisconsin	18	26%	53%	72%	<b>51.8%</b>	<b>37% to 65%</b>
Mississippi	286	20%	46%	79%	<b>45.8%</b>	<b>35% to 55%</b>
Missouri	206	20%	48%	75%	<b>46.9%</b>	<b>35% to 57%</b>
Montana	25	29%	50%	79%	<b>51.6%</b>	<b>40% to 66%</b>
Nevada	35	20%	50%	77%	<b>51.4%</b>	<b>40% to 69%</b>
New England	28	30%	50%	87%	<b>52.5%</b>	<b>39% to 69%</b>
New Mexico	66	30%	50%	65%	<b>49.2%</b>	<b>40% to 56%</b>
New York	39	6%	51%	80%	<b>51.2%</b>	<b>38% to 62%</b>
North Carolina	537	15%	48%	83%	<b>47.0%</b>	<b>37% to 57%</b>
Northwest	89	16%	47%	84%	<b>48.0%</b>	<b>32% to 60%</b>
Ohio	72	19%	48%	84%	<b>47.0%</b>	<b>32% to 59%</b>
Oklahoma	270	16%	46%	85%	<b>45.2%</b>	<b>35% to 55%</b>
Penn/So Jersey	37	21%	50%	72%	<b>50.0%</b>	<b>21% to 72%</b>
South Carolina	457	25%	48%	75%	<b>47.2%</b>	<b>37% to 56%</b>
Tennessee	224	22%	45%	75%	<b>45.2%</b>	<b>36% to 55%</b>
Texas - BGCT	194	21%	58%	72%	<b>47.1%</b>	<b>38% to 57%</b>
Texas - SBCT	191	30%	49%	83%	<b>48.7%</b>	<b>38% to 60%</b>
Utah/Idaho	25	26%	44%	68%	<b>45.4%</b>	<b>35% to 59%</b>
Virginia - SBCV	79	24%	49%	84%	<b>49.2%</b>	<b>38% to 58%</b>
Virginia - VBMB	276	20%	50%	89%	<b>50.5%</b>	<b>39% to 61%</b>
West Virginia	25	13%	39%	65%	<b>39.0%</b>	<b>28% to 53%</b>
Wyoming	19	12%	39%	58%	<b>39.3%</b>	<b>29% to 51%</b>
<b>SBC</b>	<b>5,840</b>	<b>6%</b>	<b>48%</b>	<b>90%</b>	<b>47.1%</b>	<b>36% TO 58%</b>