

2020 Leadership Compensation Report for Christian Organizations



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COMPENSATION RESOURCES

EA Compensation Resources LLC, an EisnerAmper Group Company (CR), provides compensation and human resource consulting services to small- and mid-cap public companies, private, family-owned, and closely-held firms, as well as not-for-profit organizations. **CR** specializes in executive compensation, sales compensation, pay-for-performance and incentive compensation, performance management programs, and expert witness services.

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Christian Leadership Alliance (CLA) unites, trains, and equips Christian leaders to think higher for greater kingdom gain. **CLA** moves beyond good Christian management to empower Christian leadership that's catalytic in its transformation of people, their organizations, and ultimately the world. **CLA** is an alliance of mission focused Christians who lead in today's high-impact Christian nonprofit ministries, churches, educational institutes, and businesses.

CLA creates platforms to leverage and exchange expertise, knowledge, and innovative thinking. To do that, **CLA** maximizes multiple distribution channels, formats, and learning experiences so leaders get what they need, when they need it. Extensive collaboration and a shared vision for God's plan enables **CLA** to deliver higher thinking and the best practices for organizational effectiveness.

CLA offers the premier lifelong learning resources for today's Christian Leaders. Members actively engage in a variety of learning experiences: Annual Outcomes Conference; quarterly *Outcomes* Magazine and Online Academy courses; monthly **CLA** Webcasts, *OutcomesOnline* enewsletter, and Leader2Leader peer advisory groups; Outcomes365 a yearlong training intensive; CLATV: Internet TV & Radio and daily social media network links, blog, and the Christian Leadership Alliance digital paper. **CLA's** knowledge resources and learning experiences focus on eight core categories: Executive Leadership, Resource Development, Financial Management, People Management and Care, Communications and Marketing, Board Governance, Internet and Technology, and Legal and Tax.

For more information about becoming a member, please contact **CLA** at (949) 487-0900 or visit us at www.ChristianLeadershipAlliance.org.



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Dear Ministry Partner,

Christian Leadership Alliance and **CR** are pleased to present the results of the *2020 Leadership Compensation Report for Christian Organizations*. We thank each of the participating organizations for sharing their data.

Competitive market data provides organizations with an understanding of their total rewards and can be used to build programs that support retention, motivate performance, and encourage job growth. There continues to be a fine balance between providing total rewards that are competitive, motivational, and aid in retention, while remaining within the organization's financial capabilities.

This study serves as a solid resource to Christian organizations by providing data on leadership compensation and related pay practices within the faith-based industry. **CR's** survey team led the efforts to compile the data and ensure that participants and purchasers of these results receive accurate, useful, and up-to-date compensation information. Please feel free to reach out to Sean Gimpel at (201) 710-6483 to address any questions or for additional support.

We would like to thank each of the participating organizations for their time and efforts in providing their input. Your continued support throughout the process has been greatly appreciated. If you have not participated in this survey, we hope that you will see this survey as a valuable tool and consider participating in the future.

If you have any comments or suggestions for future surveys or improvements to our current study, please let us know.

Sincerely,



Sean Gimpel
Office Senior Manager
Compensation Resources

How the Study Was Conducted

The study is a collaborative effort between **Christian Leadership Alliance** and **CR**. The purpose of this study is to provide compensation data on benchmark leadership positions specific to Christian organizations, along with information on practices related to bonuses, healthcare, and benefits. In addition, the questionnaire was designed in an electronic form for ease of submission and analysis. Member Christian organizations were invited to participate in the 2020 Leadership Compensation Report for Christian Organizations through **CLA** electronic mailings, conference marketing, and phone calls.

All participant responses were collected, verified, and tabulated by **CR**.

The findings in this report are based on the responses of 73 organizations. All responses have been handled in the strictest of confidence by **CR**. As with any survey source, the data should be viewed as one source of information to use along with other forms of input.

Data Accuracy and Integrity

- ✓ Consistent effective date – April 1, 2020
- ✓ Full-time equivalents were checked
- ✓ Outliers were identified and excluded
- ✓ Data verified with participants when necessary
- ✓ Insufficient data reported with an asterisk (*)

Definitions and Reporting

Data effective date: April 1, 2020.

Base Salary Reporting

- # Orgs: Number of organizations reporting data for the position.
- Average Base Salary: The sum of all base salaries reported divided by the number of reported inputs.
- 25th: The point below which 25% of the data falls.
- Median (50th): The middle number in the data array.
- 75th: The point below which 75% of the data falls.
- Range Minimum: The lowest reported data point.
- Range Maximum: The highest reported data point.

Bonus Pay Reporting

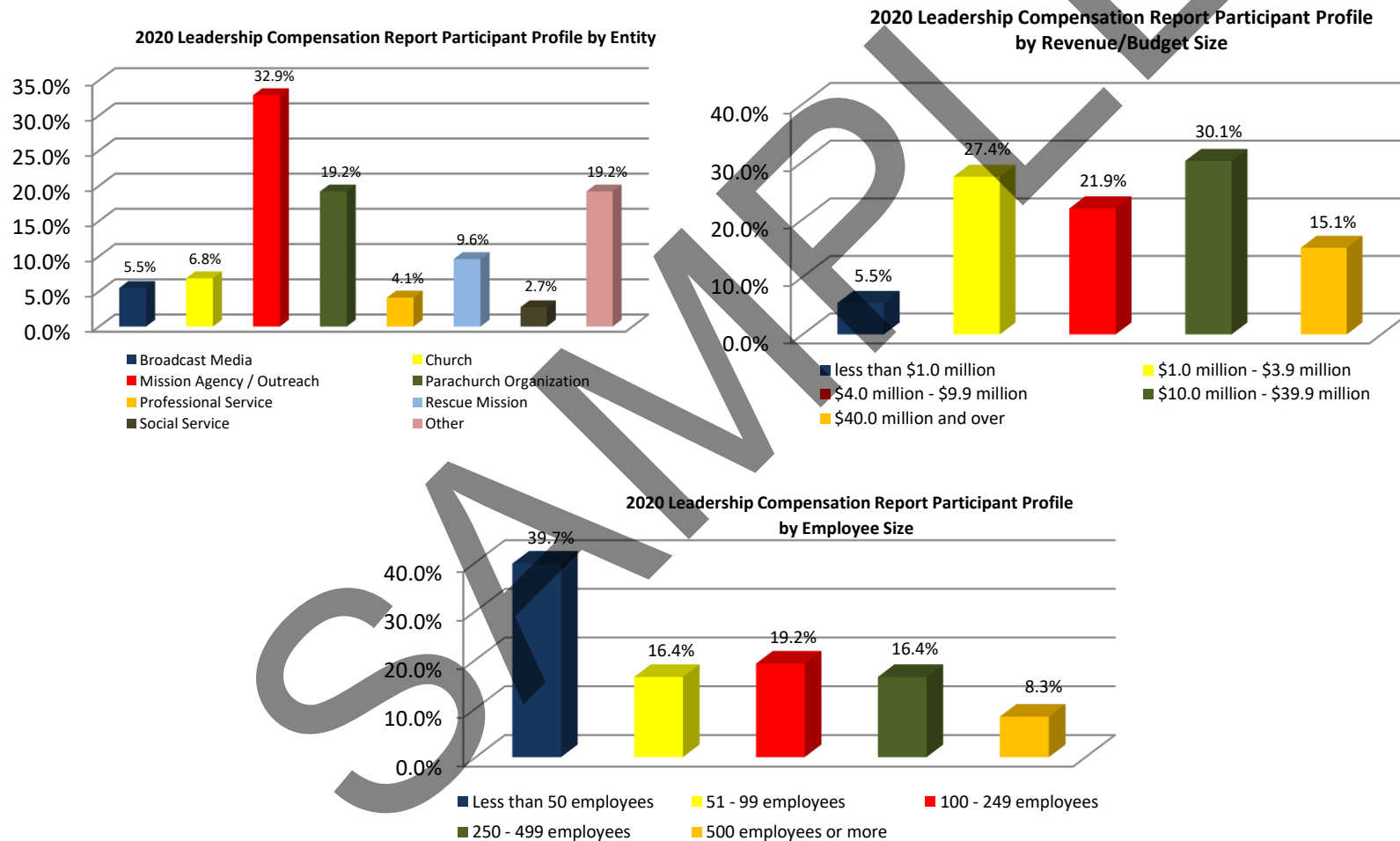
- % Eligible: Percentage of reporting organizations indicating the position is eligible for bonus pay.
- Average %: Average bonus paid last fiscal year as a percent of Base Salary.
- Range Minimum: The lowest reported percentage.
- Range Maximum: The highest reported percentage.

Insufficient data is reported with an asterisk (*).

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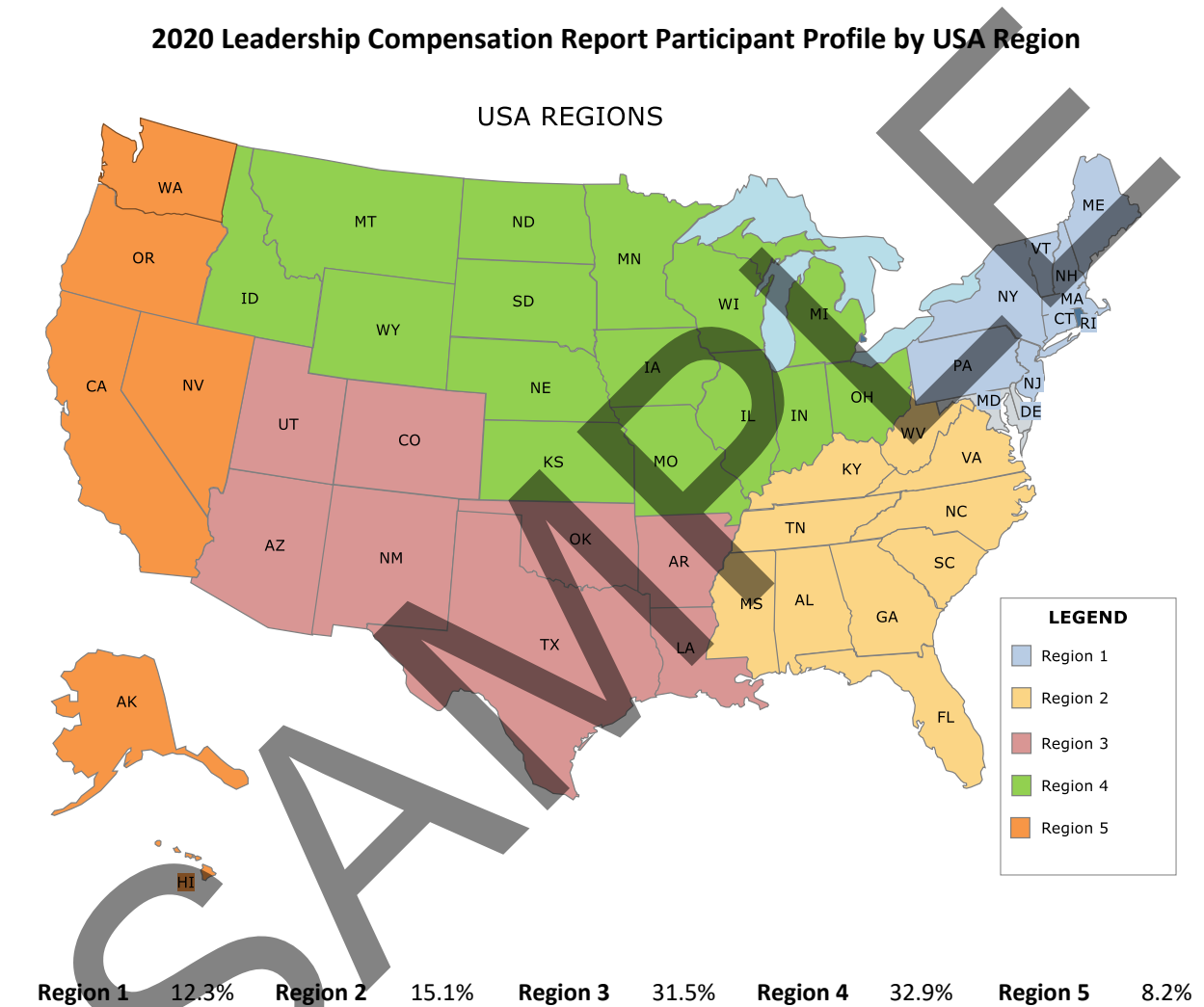
Participant Demographics

The *2020 Leadership Compensation Report for Christian Organizations* represents data from 73 Christian faith-based organizations. The data has been scoped in four ways to provide you with meaningful results – by organization type, revenue, employee size, and region. Please refer to Part Four for a full list of participating organizations.



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2020 Leadership Compensation Report Participant Profile by USA Region



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Leadership Team	
CEO/Executive Director	10
President/Chief Operating Officer	12
Chief Financial Officer	14
Top Fundraising Executive	16
Top Human Resources Executive	18
Top Marketing Executive	20
Top Programs Executive	22
Top Information Executive	24
Top Development Officer	26
Controller	28
Human Resources Manager	30
Information Systems Manager	32
Office Manager	34

SAMPLE

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CEO/Executive Director

Serves as presiding officer of the Board of Directors guiding the deliberations and activities of the Board. As Chief Executive Officer of the organization is responsible for directing the business with the objective of providing maximum profit and return on invested capital; establishing current and long-range objectives, plans and policies subject to the approval of the Board of Directors; and representing the organization with its major customers, the financial community and the public.

		Base Salary					
	# Orgs	Average	25th Percentile	Median (50th)	75th Percentile	Range Minimum	Range Maximum
All Organizations							
Organization Type							
Broadcast / Media							
Church							
Mission Agency / Outreach							
Parachurch Organization							
Professional Service							
Rescue Mission							
Social Service							
Other							
Revenue							
Less Than \$1 Million							
\$1.0 - \$3.9 Million							
\$4.0 - \$9.9 Million							
\$10.0 - \$39.9 Million							
More Than \$40 Million							

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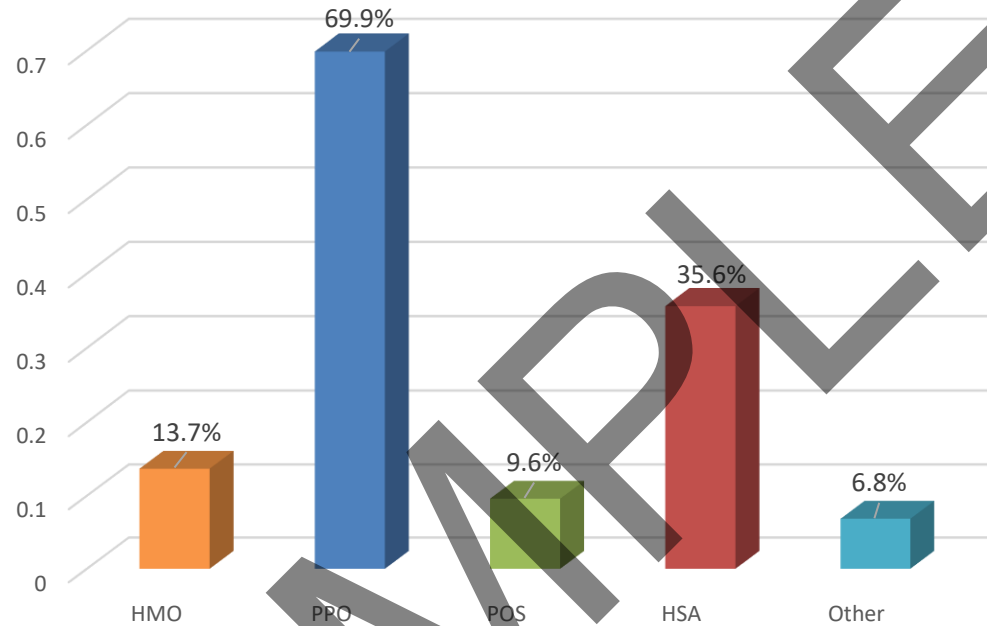
	# Orgs	Base Salary			75th Percentile	Range Minimum	Range Maximum
		Average	25th Percentile	Median (50th)			
Employee Size							
Less Than 50 Employees							
51 - 99 Employees							
100 - 249 Employees							
250 - 500 Employees							
More Than 500 Employees							
Region							
Region 1							
Region 2							
Region 3							
Region 4							
Region 5							

Bonus Pay

% Eligible :	Bonus Amount Paid Last Fiscal Year (as a % of Base Salary)
	%
	Average
	Range Minimum
	Range Maximum

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Types of basic health insurance provided:

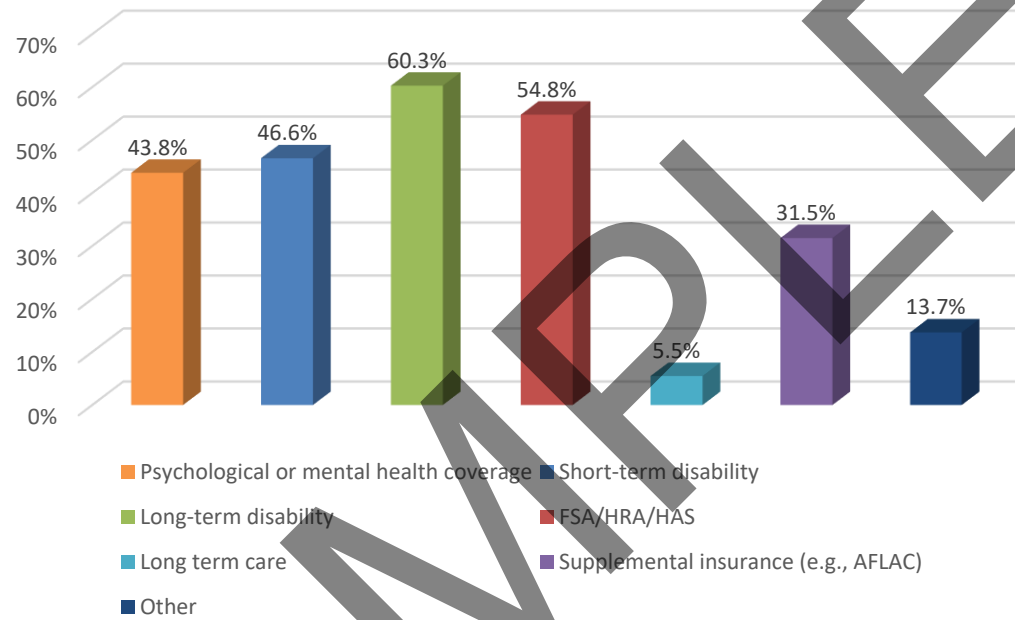


Percentage of premiums paid by the organization for the employee and family:

Provided Benefit	% of Organizations Providing Benefit	Employee	Spouse	Dependents
Basic medical coverage	90.4%	85.4%	59.3%	56.6%
Prescription drug coverage	83.6%	76.0%	58.7%	56.5%
Dental insurance	71.2%	63.3%	51.9%	49.7%
Vision insurance	54.8%	41.2%	35.4%	32.6%

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Other benefits provided by organizations:



*** Other includes: Group Life Insurance, EAP, Chaplains, Voluntary Life Insurance, AD&D, Telemedicine Program and Adoption Assistance

Survey Participants

ABWE International
 AnGel Ministries
 Asian Access Life Ministries
 Avant Ministries
 Barnabas Foundation
 Bible League International
 Bright Hope
 Care Net Pregnancy Center--Houston
 Casa Viva
 Cho-Yeh Camp and Conference Center
 Christ Church of Oakbrook
 Christian and Missionary Alliance, The
 Christian Care Ministry
 Christian Children's Home of Ohio
 Christian Community Action
 Churches of God, General Conference
 Citygate Network
 Crosspoint Community Church of Modesto
 Crossworld
 Denver Rescue Mission
 Dr. James Dobson's Family Talk
 East-West Ministries International
 Echoing Hills
 Evangelical Alliance Mission, The
 Evangelical Presbyterian Church
 Every Home for Christ
 Faith Church

FAME
 Family Life Broadcasting Systems
 First Baptist Church Of Glenarden
 First Chinese Baptist Church Los Angeles
 Free Methodist Church-USA
 Friends of Israel Gospel Ministry Inc, The
 Gateway Woods Family Services
 Heartbeat International
 Hosanna Faith Comes by Hearing
 International Fellowship of Evangelical
 Students/USA
 International Students, Inc.
 James Dobson Family Institute
 Joy El Ministries
 KSBJ Educational Foundation, Inc.
 LCBC Church
 Leadership Development International
 Mercy House Global
 Miracle Hill Ministries
 Mission Aviation Fellowship
 Mission Increase Foundation
 MoringStar Mission
 Multiplication Network Ministries
 North American Baptist Conference
 OC International, Inc
 OMF (U.S.)
 Our Daily Bread Ministries

Peoria Rescue Ministries
 Project MedSend
 Reaching Souls International, Inc.
 Reliant Mission
 Rescue Mission Alliance
 Rockford Rescue Mission
 Sacred Portion Children's Outreach, The
 Seed Company
 SIM
 SLM
 Society of Anglican Missionaries & Senders
 Solus Christus
 Stillwater Life Services
 Stonecroft Ministries
 TWR
 VisionTrust International
 Water Street Mission
 WAY Media, dba WayFM
 Word of Life Fellowship, Inc.
 World Team USA Inc.