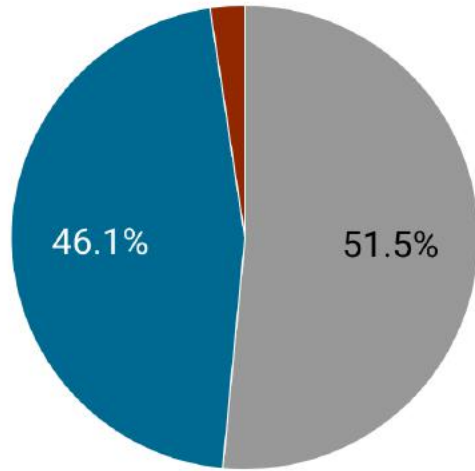


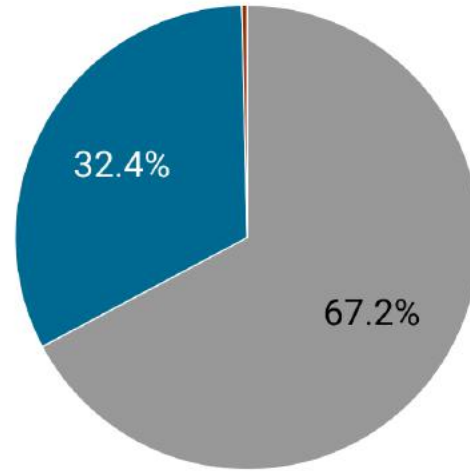
Who Received A Raise or Pay Cut in 2021-2022?

Pastors were ~1.5 times more likely to report receiving a raise than non-pastors or staff in 2021-2022. Conversely, pastors were 6 times more likely to report a decrease in pay than staff (2.4% and 0.4% respectively). Ultimately, 54 percent of church employees reported experiencing no change in pay (either positive or negative).

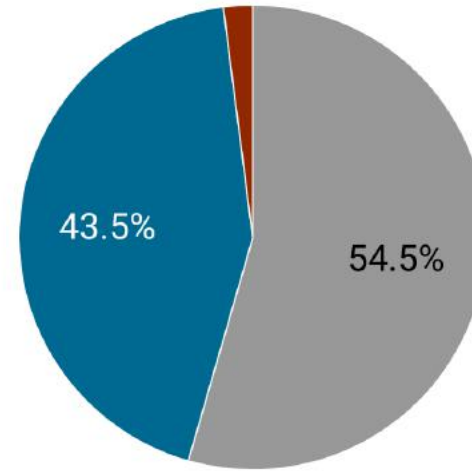
■ No Raise ■ Raise ■ Pay Cut



Pastors



Staff



All Employees

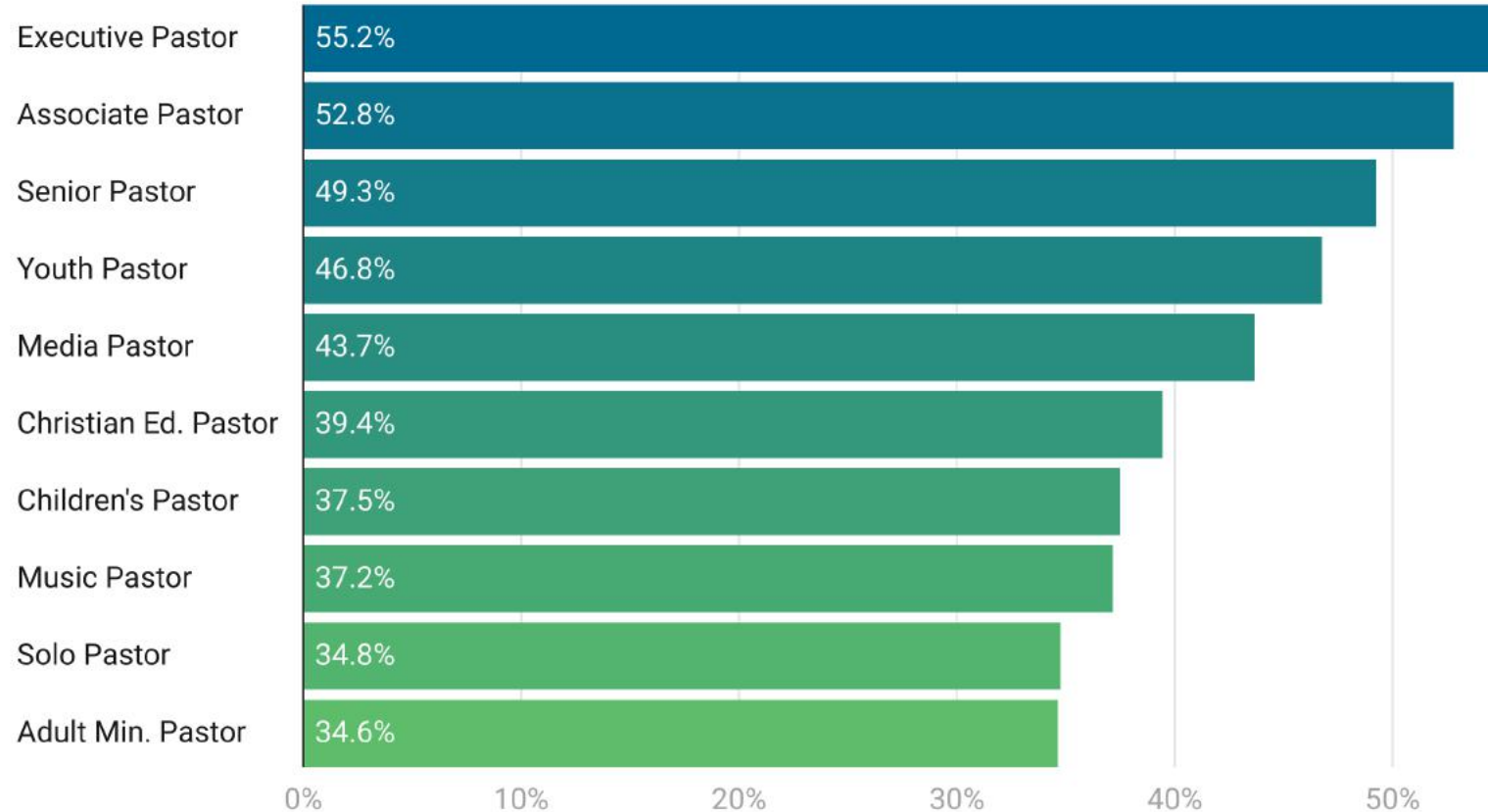
Based on self-reported salary changes for 6,797 church employees grouped into pastoral type roles and staff or non-pastoral roles such as custodian, administrative assistant, musicians, accountants, etc.

Chart: Aaron M. Hill • Source: ChurchSalary • Created with Datawrapper

How Many Pastors Received a Raise in 2021-2022?

Among all pastors, 46.1 percent reported receiving a raise in 2021-2022. While salary changes varied based on church size, differences were visible between positions regardless of size.

Notably, **executive pastors** were the most likely to receive a raise (**55.2%**), while **solo pastors** were among the least likely (**34.8%**).



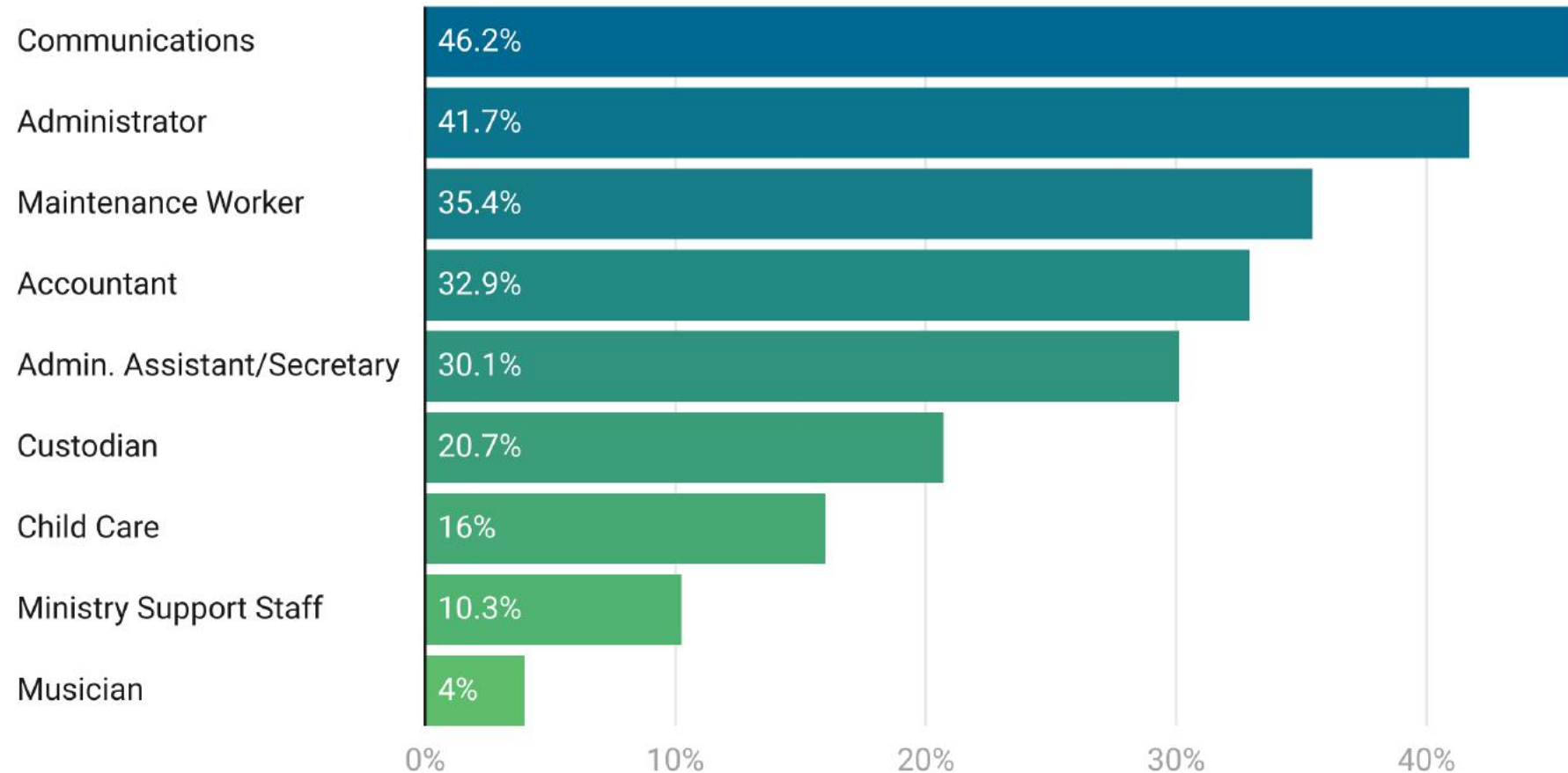
Based on 5,520 surveyed employees serving in full-time pastoral types of positions.

Chart: Aaron M. Hill • Source: ChurchSalary • Created with Datawrapper

What Percentage of Staff Received a Raise in 2021-2022?

Among all full-time staff, roughly a third (32.4%) received a raise in 2021-2022.

Communications staff were the most likely to receive a raise (**46.2%**), compared with **musicians** who were the least likely (**4%**).



Based on 1,266 full-time non-pastoral employees.

Chart: Aaron M. Hill • Source: ChurchSalary • Created with Datawrapper

Make Informed Decisions

