

# YOUR CHURCH RESOURCES

## ANSWERS TO YOUR PRESSING COMPENSATION QUESTIONS

### ARE OUR CHURCH'S SALARY AND BENEFITS COMPETITIVE? OR EVEN FAIR?

Find out by comparing your current church staff pay to the national averages in the chart below. The *Compensation Handbook for Church Staff* shows details of the results of a national survey for each church employee position. This resource's reliable analysis, including breakdowns for part-time, full-time, church size, income budget, and geographical setting, will help you determine fair and competitive wages for your church staff. Compensation profiles are broken down by category so you can easily determine base salary, housing allowance & parsonage, health insurance, retirement, life insurance, and continuing education benefits. A variety of personal factors are also taken into account, including years employed, denomination, region, gender, and educational training.

Annual Compensation for Church Staff	
POSITION	AVERAGE COMPENSATION
SOLO PASTOR	\$59,852
SENIOR PASTOR	\$87,284
ASSOCIATE PASTOR	\$66,310
YOUTH PASTOR	\$51,640
ADULT MINISTRY DIRECTOR	\$67,711
CHILDREN'S/PRE-SCHOOL DIRECTOR	\$46,361
MUSIC/CHOIR DIRECTOR	\$64,075
ADMINISTRATOR	\$52,036
BOOKKEEPER	\$36,122
SECRETARY	\$29,551
CUSTODIAN	\$32,884

### HOW DO I DETERMINE PERCENTAGES FOR STAFF RAISES?

Over the last 3 years the annual percentage raise for church staff positions has continued to increase.

#### Average Annual Raise % for Church Staff

YEAR	PERCENTAGE RAISE
2004	= 3.0% annual raise
2005	= 3.4% annual raise
2006	= 4.5% annual raise

### HOW MUCH OF OUR CHURCH BUDGET SHOULD BE ATTRIBUTED TO EMPLOYEE SALARIES AND BENEFITS?

If you are like most churches, a significant part of your church budget is designated to salaries. *The Compensation Handbook for Church Staff* gives you confidence and knowledge to determine how much your church should designate toward compensated church staff positions given its size and income, making it easy for you to compare and properly plan the compensation portion of your church budget.

#### The Compensation Handbook for Church Staff.

Available NOW! *The 2007 Compensation Handbook for Church Staff*  
Book Item #L4077 \$29.95

Available October 2007, Pre-orders now taken! *The 2008 Compensation Handbook for Church Staff*

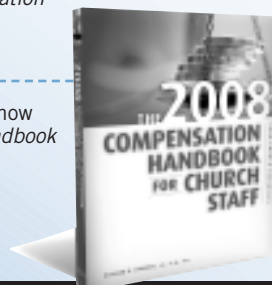
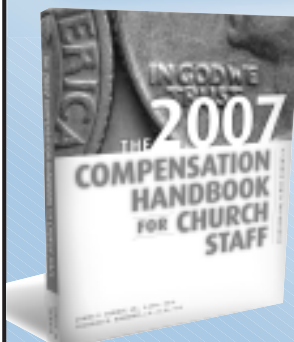
Book Item #L4078 \$29.95

CD Item #L4078C \$29.95

Book & CD Item #L4078S \$54.95

#### For Example: Based on

the 2007 survey, 3.2% of the church budget in churches with attendance between 501 and 750 is attributed to compensation for the Children's Director.

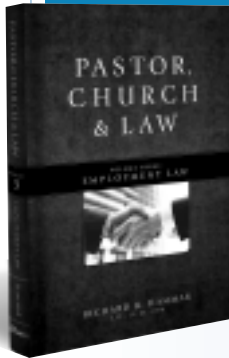


Order online [YourChurchCatalog.com](http://YourChurchCatalog.com)

Order by phone 1-800-222-1840

Source code

# STRENGTHEN YOUR CHURCH'S EMPLOYMENT PRACTICES



## Reliable Answers to all of your Employment Law Questions!

Navigating employment legal issues can be burdensome to the church. Use this "encyclopedia of employment law" to answer all of your questions about how the law differs for non-profits. This comprehensive book provides practical advice and realistic examples on human resource topics including:

- Hiring & Firing
- Discrimination law
- Workers compensation
- Immigration laws
- Sexual harassment
- Fair labor standards
- Medical leave
- And more!

Pre-orders now taken! Expected ship date is August 2007.  
*Employment Law: Volume 3 of Pastor, Church & Law*  
4th Edition  
Item #L415 \$24.95

## Special Reports

### *Payroll Tax Penalties*

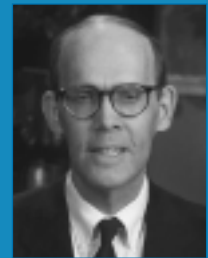
This special report summarizes two cases where the IRS has assessed a penalty against a church officer for willfully withholding payroll taxes. Also addressed are three important developments that make it more difficult for the IRS to be able to assert these penalties in some situations.

Item #L802 \$9.95

### *Is Your Church Violating the Fair Labor Standards Act?*

This special report familiarizes you with the requirements, issued by the Department of Labor re-defining "exempt" vs. "non-exempt" employees, and how they apply specifically to churches.

Item #L809 \$9.95



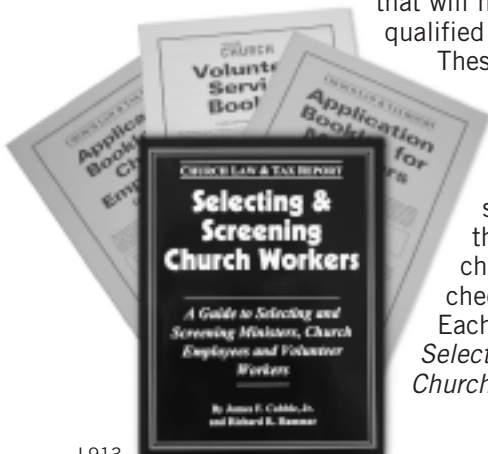
## About Richard Hammar

Richard Hammar is an attorney, CPA, and best-selling author specializing in legal and tax issues for churches and clergy. A graduate of Harvard Law School, he is the author of more than 100 books, including *Pastor, Church & Law* and the annual *Church & Clergy Tax Guide*. He also is a frequent conference speaker.

## Selecting and Screening Your Ministers, Employees, and Volunteers

Selecting a new pastor, church employee, or volunteer is a challenging and important task for any ministry. Select your staff with care through an application and interview process that will help you select qualified and safe workers.

These kits will help you identify the strengths and weaknesses of candidates by stepping you through background checks, reference checks, and interviews. Each kit includes the *Selecting and Screening Church Workers Guide*.



L913

*Selection and Screening Kit for Ministers* (10 application and 10 interview forms for Ministers)  
Item #L910 \$49.95

*Selection and Screening Kit for Church Employees* (10 application forms for Church Employees)  
Item #L911 \$29.95

*Selection and Screening Kit for Church Volunteers* (10 application forms for Volunteers)  
Item #L912 \$29.95

*The Employment Application Sampler* (One each of the application forms for Ministers, Church Employees, and Volunteers)  
Item #L913 \$18.95

**YOUR  
CHURCH  
RESOURCES**

CAT0707

Order online **YourChurchCatalog.com** Order by phone **1-800-222-1840** Source code