



YOUTH PASTOR COMPENSATION SURVEY REPORT 2019



THE YOUTH CARTEL

The 2019 Youth Pastor Compensation Survey Report

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Preface

Why This Is Vital For Our Tribe And What We're Doing About It

Nearly two years ago, I began what I thought was a small experiment, with the hopes of showing my boss I was worthy of a raise. What began as a mission to find out what a few Youth Pastor's like me were earning turned into a national survey of well over 1,000 youth workers. There are tons of companies out there that can help you be a better Youth Pastor, but there just isn't much out there on the practical how-do-I-not-go-broke side of things that help you turn your calling into a sustainable career. The desire for our tribe to understand compensation better and to help each other promote fair wages was overwhelming for me. So The Youth Cartel published the 2017 report and had over 20,000 views. The success of the report convinced me that this needed to be repeated every year so every YP has the hard data they need to make the decisions that are best for them, their families, and their futures within the context of their calling. Thus, the second annual (and quite improved!) Youth Pastor Compensation Survey for 2018 was born. If you're not in to reading a ton, [CLICK THIS LINK](#) to join my FREE follow up webinar to the YP Compensation Survey for 2018, taking place February 11 at 12 noon PST. It will be a deeper dive into the data I've collected, and a chance for you to ask questions unique to your situation. We'll also email those of you who sign up for the webinar a link to download an infographic of the survey results.

I'm For Us

A Note About Me.

I'm a Youth Pastor who cares about other Youth Pastors. I care so much that this year, I've started my own side hustle dedicated to helping Youth Pastors win in the world of compensation, resumes, interviewing, and landing their dream job at their dream church (or keeping their job at their current church with a sustainable and livable wage!). The YP Compensation Survey and results are free, and always will be. But, if what you read makes you want more support and practical training in this area, visit [YPCompPros.com](#) to explore some things I think can help you. I've learned a lot in my 15 years of ministry about compensation and the hiring process for churches in our unique niche of vocational ministry, and I learned most of it the hard way. My great hope is that you can avoid some of the mistakes I made as I grew up in ministry, and ultimately thrive; not just survive. On my own resume, I've got a degree from Cal State East Bay in Philosophy with a Religious Emphasis as well as a MDiv from Fuller Theological Seminary. My wife, Amy, is licensed as a benefits counselor and insurance agent, in addition to owning her own business and #mommingsohard with our three boys. I also want to mention how grateful I am for Adam McLane from The Youth Cartel for his friendship, support, and encouragement over the past two years in pursuing this project, helping to edit, and promoting it.

The 2018 Survey

More Detail Makes For Stronger Data

There were 2,152 respondents this year for #YPSurvey18 via my simple Google Form with 53 questions. This number represents an increase of 818 more respondents than we had in 2017. A heartfelt thanks to all of you who shared, tweeted, commented, or brought this to your networks and friends. I'm humbled by how much you all care about this; and it serves as fuel in my own personal fire to deliver a quality survey and analyzed results. The more data we have, the stronger our tribe becomes! Of the 2,152 respondents we had to not count data from around 100 responses (or, less than 5%!) who either took the survey twice, were from outside of America, or did something else funky that made us not include your response. Only 24% of respondents are female; but this represents a 14% healthier number than 2017. 92% are white; followed by 3% Latino or Hispanic. 81% are married, and 60% of YP's have their own kids in addition to loving everyone else's too. Thirty-five of you have five or more of your kids, so way to go on padding those youth group attendance numbers!

Of you who participated in the survey, about 7% of you are paid for 20 hours per week or less as the Youth Pastor at your church, and a grand total of just over 1,500 respondents indicated that they are full-time exempt (40+ hours per week, while being exempt from overtime compensation). While most of the survey results published here will be dedicated to the full-time exempt sector of the survey (because it is the largest category of YP), we plan to do a follow up report on part-time YP's in the coming month or so on the Youth Cartel Blog and at YPCompPros.com. Stay tuned.

In The Beginning

First-Year YP Data Helps Us All Know The Market

There are 56 full-time YP's who indicated they are in their first year of ministry. Understanding the market's entry level compensation in 2018 is helpful for those of us with more tenure so we can best understand what our tenure means. But, more on that later. First year YP entry level salary is an average of \$37,885 (median \$37,000). Of those first-year folks, those with their Masters earned \$45,556 (median is \$47,000). Those with a college degree are earning an average of \$36,372, and those with a high school diploma only are earning \$32,267. Basically, a first-time YP who has their degree can expect to earn between \$36-38,000, to start; not taking location adjustments into consideration. In light of this, my advice is to always find a way to get some paid ministry experience while completing some education. If you're able to intern for a few years and finish that accredited degree, you'll be set to enter the YP job market closer to \$40,000, rather than the lower \$36,372. I also recognize in some states, \$40,000 wouldn't even qualify as salary exempt from overtime; so all of this is relative. Do your research, or ask your question during our upcoming free live webinar.

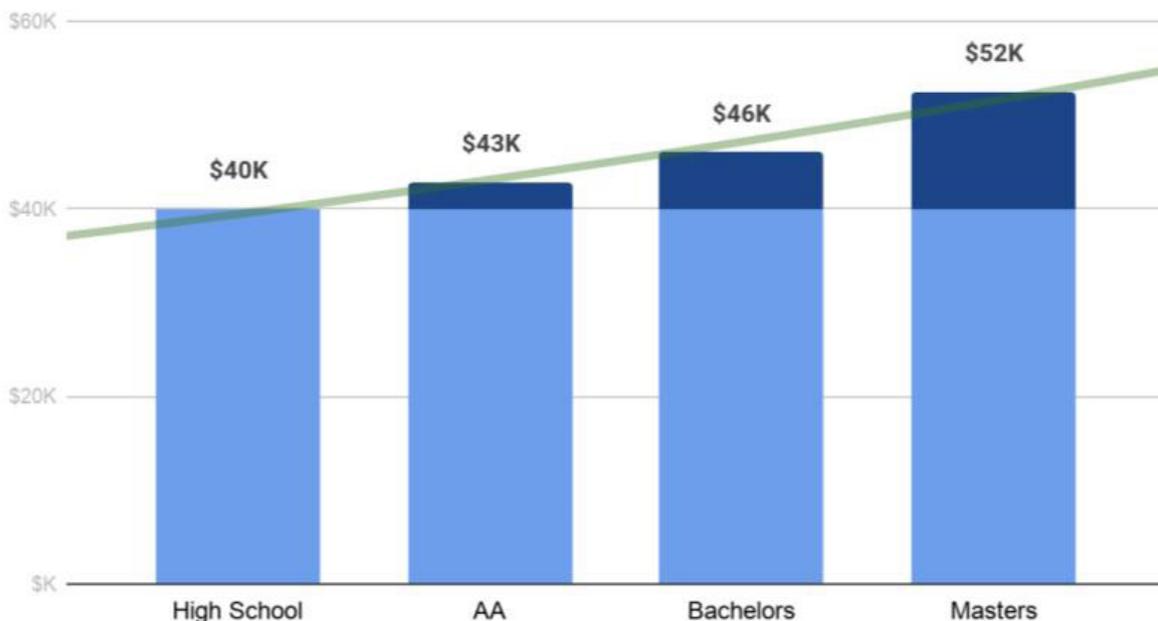
Pay Attention Class

How Education Affects YP Compensation

In general, Youth Pastor Compensation is linked to completed education. I am happy to report that over 85% of YP's have at least a college degree, with about 30% of all YP's having completed a Masters or Seminary degree.

70% of YP's received some sort of funding from a church or denomination towards their education; so if you're in the minority 30%, consider this a place to get some help with your overall financial picture moving forward. Don't underestimate the power of the ask. Almost 30% of YP's received \$30,000 or more towards their education! That's awesome! A YP with only a High School Diploma averages a salary of about \$39,000; and then we see increases from there with every level of education completed.

Education's Effect On Compensation



If you do some sort of Certificate Program that is non-accredited, the numbers are a touch higher than the high school diploma number, but it's less than \$500 a year. You probably paid more than that for the certificate program, so fiscally speaking it makes more sense to spend the time and money on accredited schooling. Even though a Youth Ministry certificate of some sort may actually really help you be better at your job when compared to taking some community college GE courses, it doesn't seem to actually lead to higher compensation.

If you complete your AA, you can expect to be paid about 7% higher than someone with only their high school diploma. A college degree represents a 15% pay boost, and a YP with a Masters is worth an additional 16% beyond that. Obviously tenure is also affecting these numbers,

since most YP's are in ministry before they complete their educational journey. But you get the idea.

So let me help make some sense out of this. Imagine you and Jerry are both applying for the same job. You have the same amount of experience, but Jerry only has a high school diploma while you have completed more schooling. If the church makes Jerry a \$40,000 offer, and makes you an offer as well, you can reasonably expect your offer to be \$52,400 if you have a Masters (a 31% total increase over Jerry's offer), or \$46,000 if you have completed your college degree (a 15% increase).

A note about this: if you're racking up tons of debt in private school or seminary right now, you may take a hard look at the investment you're making to earn \$5-10 grand more per year. 42% of YP's reported accumulating more than \$20,000 in debt for their education.

A Twist on Tenure

Every YP Should Want To Stay in One Place for a Long Time, But at What Cost?

We all know tenure affects compensation. But how? Our career is centered on establishing long-term trusting relationships with teenagers; so *longevity is critical* to completing our mission of loving students well. One would think that YP's who stay in the same spot for a long time would be very successful, and compensated well because of it. But the numbers paint a different story.

As already stated, first year YP's can expect to earn a nationwide average salary of \$37,475. There's a small increase in that number for those who have less than 3 years of experience, totalling less than \$1,300; meaning a few YP's are getting raises in their first three years of ministry, but not many, and not very much. And this is typical of our market; and should be expected. Churches want to see success before they pay us for it. However, once you cross the three year mark, salary average for the 3-5 years of total tenure range jump up by slightly more than 10%. The salary jumps by another 10% in the 5-10 year bracket, and then once you break the 10 year mark, salary jumps by an additional 16% (or a 35% total increase over the starting salary). Veterans in the 15-20 year total tenure group receive another 10% increase, and finally our 20+ year veterans tack on an additional 8% increase to come in with an average salary of \$58,387.

Salary Average Organized by Total Tenure in Ministry

Values	Total Tenure						
	< 1 Year	1-3 Yrs	3-5 Yrs	5-10 Yrs	10-15 Yrs	15-20 Yrs	20+ Yrs
Avg Salary	\$37,885	\$38,367	\$41,838	\$45,240	51,361	\$55,372	\$58,387
Median Salary	\$37,000	\$38,000	41,750	\$44,000	51,000	\$56,000	\$57,000
# Respondents	56	221	256	409	270	143	131

Now, here's where it gets funky. My calculated guess is that many of you are reading this and making less than the number your experience indicates you should be making on average; and my bet is that many of you have been in the same position for an extended period of time. Check this next part out.

The average salary of a person with 5-10 years of overall experience is \$45,240. But, those who stay at their job for the same duration of 5-10 years only earn an average salary of \$43,946. Those who have 5-10 years of experience, but have been in their current position 3-5 years are earning \$44,243.

But here's the kicker: For those veterans with 5-10 years of ministry experience, but have been at their current position less than three years, they earn an average salary of \$45,959. What this tells us is simple: *People who hang around their church longer don't usually get paid more for their loyalty.* The numbers tell me your experience is worth more to someone else.

Ryan Hamilton, my partner at YP Comp Pros was not surprised by this. He is a former Apple Employee that worked in R&D and still works in the tech space of Silicon Valley for his day job. He commented, "It's common practice in the secular world to get your raise by leaving for a competitor who is willing to pay more. Work there for a while, and then go get hired back at an even higher rate by the company you were with in the first place or even a third competitor. Unfortunately, everyone knows the quickest route to a raise is to leave for a greener pasture, or to at least strongly suggest you'd be willing to leave."

Our numbers back that up, too. First year hires who have 5-10 years of total ministry experience can expect to earn an average salary of \$48,655. Meaning, if you get into the 5-10 year total tenure range, our data says you theoretically are earning an average salary of \$43,946, and if you were to leave for a new church you could expect to get hired at an average of \$48,655. That's over a 10% pay bump if you're willing to leave your church for a new one.

Essentially, one could conclude that it is rare for churches to pay their long-term people at a competitive rate, and that when a church has to go out and hire a new YP, and wants somebody with experience, they are paying around 10% more than the average salary of the person they are theoretically replacing. This speaks loudly to a practical piece of leverage YP's have when they go and ask for a raise: rarely could a church replace their current YP with a candidate who has the same qualifications as the incumbent without paying more than they are currently paying that incumbent YP. **We hold significant power in our ask, and in our (even reluctant) willingness to leave if our employers respond with a no.** And while recognizing that advantage feels very counter to the "it's a ministry, not a business" mindset pastors have to balance, turning a calling into a sustainable career that provides for you, your family, and your future is also a real part of ministry and simply "growing up."

Churches that are not willing to give a pay raise either need to hire a lesser candidate when you, their incumbent, leave for higher pay because the budget needs to stay static; or they need to in-

crease their compensation to match what a competitor would pay and retain you. Our tribe will know that churches truly value our tenure accurately when there is minimal difference in average annual salary between somebody who is at their third job in their tenth year of ministry, and somebody who has had 10 years in the same spot. Because right now, the numbers say that the person with multiple jobs in their decade of experience is earning more money than the person who has seen an 8th grader move through their program, graduate college, and come back as a volunteer.

Breaking the 15-year barrier in ministry puts you in an *entirely different category*, and your tenure at any one location doesn't seem to affect your salary that much. New hires (less than a year with their current church) with 15-20 years overall experience come in earning about \$56,700, while a person with 15-20 years overall experience in mostly the same long term position comes in at \$55,865. This less than-a-thousand-dollar gap is very healthy, and shows that some churches give the necessary resources to retain their YP long-term by paying fair market value. These people are the exceptions to my observation stated earlier; meaning there is a path to long obedience in the same direction at the same church. It's just rare. Very rare. There were only 33 YP's who took this survey who have at least 15 years of total tenure in Youth Ministry and at least 15 years in their current location. But the numbers say, those 33 are being compensated in alignment with their fair market value. The highest paid quadrant on my big board of compensation are YPs with 20+ years of ministry, and 20+ years in their current location, with an average annual salary of \$66,774.

Well done, good and faithful servants; and your churches deserve an attaboy too, for giving you a sustainable wage.

Don't Be A Bad Stat

Turnover in Youth Ministry Hurts Students But Helps Youth Pastors

According to our data, half of all YP's have been in their current position three or less years!

Half.

15% of all full-time YP's were hired in the last year by their churches. It's no secret there is tremendous turnover in youth ministry. The stigma of burnout and a lack of longevity doesn't exactly incentivize churches to compensate our profession with an eye on the long haul. But each of us have a chance to change this stigma from within the industry by finding ways to not only survive, but thrive. And there are many of you who took this survey that have a chance to form long-term trusting relationships with students if you are willing to stay at your church in spite of the data from the last section.

Hopefully our data can raise awareness among our bosses and church boards that helps incentivize them towards motion that eventually eliminates compensation as one of the myriad of rea-

sons YP's move on to new locations or leave ministry altogether. Churches need to understand that compensation and attrition are tied together. A YP that leaves for the right reasons is one thing; but part of the reason you don't see such high turnover in executive level pastoral positions is because often times those folks are payed a third more to even double that of many Youth Pastors. It's no coincidence that their career is more sustainable economically, and that means they can focus on ministry in one place longer.

Let's Talk About Sex, Baby

The Gender Wage Gap Is Real *And We Must Do Better*

Full-time women make an average salary of \$42,244. Full-time men earn an average of \$47,650. **A 12.8% pay gap.**

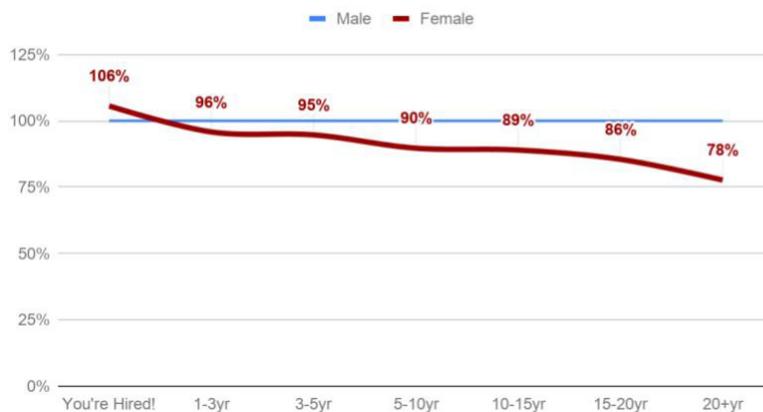
Nationwide, [recent research suggests the gap](#) is between 18-20% across all occupations. So while the Church is doing better by comparison *it's simply not good enough.*

But there is a glimmer of hope that we may see these numbers improve in the coming years of this survey results. First-year female YP's are actually earning *more* than their male counterparts in 2018. Women are being hired at an average annual salary of \$39,564, while men are being hired at \$37,475; good for a 5.5% gap favoring women.

However, from there, the data gets ugly. It appears that raises happen quicker and at a greater rate of increase for men. After women earn 105.6% of what men earn the year they are hired, they then earn 95.8% percent in years 1-3, 94.7% from years 3-5, 89.7% from years 5-10, it drops to 89% from 10-15 years, 85.5% from 15-20 years, and then the few 20+ women out there are earning 77.7% of what men are earning.

Obviously, there are other factors that contribute to compensation, besides tenure; but this doesn't look good. No matter where your personal theology may lay, women in ministry is a topic that is slowly moving in a more egalitarian direction for many veins of Christ followers. That said, it will take years for us to see the results of these surveys tweaked by these slow Titanic-turns.

Gender Wage Gap vs. Tenure



Women who feel called to vocational pastoral ministry need to be incentivized to pursue careers in pastoral ministry by knowing that their compensation can be equal to (or greater than) that

of a man. Women need to also be incentivized to pursue education and ordination the same way men are encouraged or else Christianity will continue to have the same stats on gender pay gap that the rest of the world does.

36% of female YPs have their Masters, while only 33% of men do; and yet they still have lower wage averages. It's admittedly a small sample size; but out of the whole survey, the two female YP's who reported having earned a Doctorate average a \$44,000 salary, while twelve men who have reported earning their Doctorate earn \$62,250. We'll have more data on the gender wage gap, also looking at other qualifications in a sub report we hope to have available in the next month.

The Big Number

What Do Youth Pastors Make?

The full-time Youth Pastor Salary for 2018 is \$46,581. This represents 2.65% increase from the 2017 number we published of \$45,381.

This is not terrible news for our tribe. In fact, basically half of all YP's received some sort of compensation increase in 2018--*congrats, fam!* However, the U.S. national cost of living adjustment (COLA) this year is 2.8%.

This practically means that if you didn't receive at least a 2.8% raise this year, that you are--*indirectly*--taking a pay cut because our government determined that the cost of living in the US increased by 2.8% this year, and gave that increase to those collecting Social Security right now in retirement. **Only about 12% of all YP's reported receiving a raise of 4% or more this past year.** 37% of YP's receive between 1-3% raise. 44% of YP's received no adjustment to their salary; while about 4% took some sort of loss in 2018 when compared to their 2017 salary.

I think I have an insight that may be helpful for our tribe to offer in the way of advice. 84% of YP's reported not asking for a raise in 2018. We've already made a compelling case for why many YP's deserve a raise based on their tenure and education. So a simple way to improve where you find yourself aligning with our survey results is to simply ask for a raise. I'd recommend asking for a raise every single year; at a minimum 1-2% cited for a COLA, especially if you live in an area where the cost of living is rising. Some of you may be balking at the idea of asking for a raise every single year because of a fear of being perceived as greedy; and Jesus was a humble dude. However, the data from this survey would argue otherwise (about the greedy part). It's not greedy for a YP to want to be compensated fairly and sustainably; thus being incentivized to maintain those long-term trusting relationships with their students. It's also not greedy to do your research and find out what the cost of living adjustment in your area should be to the numbers we provide here. If you want a specialized report specific to your area, position, church size, tenure, and other determining factors, we have partnered with ChurchSalary.com to offer Youth Pastors a .PDF tailored to them for only \$14.95 with our \$10 off coupon code, good through March. Use "YouthCartel10".

What is perhaps even more alarming than 84% of YP's not asking for a raise is that over 60% of YP's did not receive any sort of annual review or performance evaluation where they would have a viable avenue available to them to ask for the raise in the first place.

Let me be a bullhorn for a moment and plead with you on behalf of YP's everywhere: don't let your boss NOT give you a review every year. Even if your performance has not been outstanding; *you need to have a review every year*. And I recommend this happening on paper so your evaluation is recorded in a way that lets you revisit it year over year.

Having this annual conversation will create rapport, and will put you in the room you need to be in that allows you to justify why you believe you should be being compensated more fairly; if that is in fact true of you. It also moves your desire for higher compensation from the back burner (or maybe not even on the stove...) to the front burner for your boss or board if money becomes available in the budget.

Oh, and if you're a boss reading this; when was the last time you sat down with your YP and talked about their performance in an official capacity? Do they have an opportunity to communicate any issues they have with their compensation or role on the team? The best bosses don't wait for their YP to crash and burn (or flat out quit!) due to under-compensation; they are proactive in asking their staff if there are any issues they see with their compensation. So, be a good boss.

Do it for the kids.

Literally.

Location, Location, Location

How Cost of Living Changes The Game

You asked and we listened. Last year you wanted to get some information on salary by location, so we took zip code and state data this year to sharpen our pencils. Buckle up: here we go! For this broad space, the way I want to do this is by percentage over or under, when compared to the average salary of a Youth Pastor, which we have already said is \$46,581 in 2018. It's a pretty simple formula for you to go determine what the salary number would be, once you have the percentage under or over for your state. Look for a follow up post specifically about this, and including each state's ratio in the coming month.

The formula is [Your State's Salary Adjustment = (1 + % in decimal form) x \$46,581].

Let me show you. So for California, our data says the average salary increase is +19.76% over the national average. Texas is +5.16%, and so on, and so on.

So, if you take 1, add it to .1976, and then multiply it by \$46,581, you'll get \$55,785; which is

apples-to-apples the average salary in California of a YP for 2018.

Just for fun, let's do a few profiles of some Youth Pastors so you can get a feel for how this intertwines with some other data. I'll use the most common profile of a Youth Pastor based on overall tenure, current tenure, and education to take a sample size in the three states with the most respondents: Texas, North Carolina, and California. For our purposes, gender will not be a criteria, so female data is joined with male data.

Meet Our Good Friends

Jim, Jack, & Jose

Jim has been in ministry for 5-10 years, and has been in his current role for 1-3 years as Youth Pastor at his church in Texas (+5.16 COLA over the national average). Jim has a college degree. Jim earns an average salary of \$49,857. The market indicates that Jim could add about 11% to his salary if he were to complete his Masters and jump his average earning up to \$55,341.

Jack has been in ministry for 1-3 years, with all of it in his current role as Youth Pastor at his church in North Carolina, where our data suggests there is a -3.37% location COLA on salary. And no, he doesn't work at Elevation even though he is always wearing skinny jeans and doing crossfit. Jack has a college degree. Jack earns an average salary of \$42,246. The market indicates that once Jack gets to 5 years of experience, he could leave to a new church for a job that pays \$47,067 on average, but a Masters wouldn't really affect his wage a whole lot in this state. Experience is highly valued, according to the numbers.

Jose has been in ministry for 5-10 years, has been in his current role for 3-5 years as Youth Pastor at his church in California. Jose has a college degree. Jose earns \$52,847. If Jose was willing to stay at his church and break the 10-year mark of total experience, and 5 year mark in current tenure, while also finishing his Masters, Jose could earn a salary of \$70,500. In California, his degree alone only qualifies him for about a \$3-4,000 raise (or around 5%). But when paired with more substantial experience, the market out west for Jose's combination of experience and education could earn a significant pay raise.

The Housing Allowance

If You Don't Know Much About It, You're Not Alone

The [housing allowance is a hot issue](#) right now in the church. If you don't know what it is, and pastoral ministry is your career choice, you need to learn the benefits of this when it comes to taxable income. This coincides with your possible entitlement and personal stance on opting out of Social Security; because Pastors who take a housing allowance are no longer considered W-2 employees in the traditional sense. They are considered "self-employed W-2 employees," which sounds like an oxymoron but is quite the real thing. These self-employed ministers must pay their own self-employment tax like a Realtor or general contractor who owns their own business

(about 15% of your taxable salary) and their churches no longer are obligated to pay half like everyone else in the country with W-2 employees.

This is why many pastors take a housing allowance, and then take advantage of their ministerial right to opt out of Social Security, thus relieving them from the 15% tax. 84% of YP's have not opted out of Social Security, and what I have learned over the years is that many of you don't know you can, especially if you serve at a non-denominational church. This is not always advantageous for every single pastor; as it depends on your age at the time of deciding to opt out, individual financial situation, compensation, and your unique needs for you and your family, both presently, and in retirement. This is especially true if you're one of the 70% of YP's whose spouse is also working (almost 50% are working full-time!). We always recommend meeting with an accountant who specializes in ministerial compensation to determine your best course of action. If you need guidance on what questions to ask of your boss or board, and how to figure out what options you have in front of you; or how to walk through this process, reach out and we'll get you pointed in the right direction with a network of support to help along the way. This content literally could pay for itself with your first paycheck after some tweaks.

Housing allowance ratios can help YP's understand the real cost of living in an area, and can allow for justifiable raises based on your area's unique COLA. YPCompPros.com has a tool that will help you calculate your housing allowance for FREE by [clicking here](#). This calculation could lead to a large adjustment to your household income, and let you take home money that you may be unnecessarily giving to Uncle Sam right now instead.

There were 712 full-time Youth Pastors who reported having a housing allowance. We think one of the ways to understand cost of living adjustment is to look at the percentage of salary that is designated for housing, per state. We used the Median numbers instead of averages because there are some folks who have huge housing allowances that really skew the percentages; probably as a result of being a two-income family, and using (in some cases) well over 80% of the YP's salary for housing. Because sample size obviously plays a role in this, we'll only list states that have 15 or more YP's reporting a housing allowance, and we'll list the average salary of each state so you know what number you're taking a percentage of. Remember, these are the average salaries ONLY of people who are taking a housing allowance.

Washington (\$54,723)- 45%, or \$24,625 going towards housing annually

California (\$60,424) - 44%, or \$26,586

Virginia (\$46,539) - 43%

Missouri (\$41,075) - 41%

Oklahoma (51,750) - 41%

Tennessee (50,499) - 39%

Florida (\$52,432) - 39%

Georgia (\$54,882) - 39%

Illinois (\$42,137)- 38%

Kansas (\$49,582) - 37%

Ohio (\$44,076) - 36%
Indiana (\$46,580) - 35%
South Carolina (\$48,105) - 35%
Pennsylvania (\$49,975) - 35%
Michigan (\$46,449) - 33%
Texas (\$54,683) - 33%
North Carolina (\$45,990) - 33%
Arkansas (\$44,503) - 32%
Alabama (\$51,766) - 31%

A few observations. First of all, California is expensive. It's the highest salary on the board by about \$5,000 more than the second highest earning state, and it's the second highest percentage of housing allowance, meaning it's far and away the most expensive to live in. California YP's are left with \$33,837 to live off of. On the other hand, YP's in Texas are paid fairly well, and their housing costs are significantly lower. They get \$36,637 to live off. If you take a peek at a place like Kansas, their YP's only get \$31,236 to live off of. Alabama is a close second to Texas in highest paying with lowest housing allowance percentage, coming in at \$35,718. These numbers may not sound like much of a difference, but it essentially means a few hundred more bucks each month. That's a nice raise, right there!

Why are these numbers significant? First of all, in almost every state, Youth Pastors who take a housing allowance are paid more than those who don't; and most of the time, their housing allowance actually is making their income more valuable because they pay less taxes because of it. This is creating a wage gap. While there are 772 full-time YP's who do not take a housing allowance, there are 708 that do. And those 708 have an average salary that is about \$7,000 more than those without housing. The numbers say that one of the things you can look for in a position you pursue is how your position is classified. A position that allows for a housing allowance seems to be valued significantly more by churches. And those churches are also doing everything they can to retain their staff.

So What

Where Do We Go From Here?

First of all, I recognize that any time we make compensation in the church more transparent and less taboo, we run the risk of turning up the shame-meter for folks who make too little, or make too much, or don't provide the way they think they ought to, etc. Fight that temptation. We all know comparison is the killer of joy. And to be an effective long-term YP, joy is pretty essential. My advice is to tread carefully as you show this to people from your church. Humility is a virtue we all should aspire to master more fully. And yet, humility doesn't mean you ought to be a doormat for your boss or board to walk all over when it comes to your compensation. Invisibility breeds bitterness. A friend once told me true humility is having an accurate view of yourself: not thinking too highly, and not thinking too low. Applying that to your compensation situation may help you handle the tough conversations in a Christ-honoring way; especially if you don't

get the results you're hoping for.

And lastly, I want to encourage you to sign up for the [FREE WEBINAR](#), happening on February 11. Jump in, get some more insight, ask a question, introduce yourself and get to know me. I'm pretty easy to track down on social media, and I want to help. I want to answer your questions and help you have what you need. And then, you can always check out YPCompPros.com for some free resources and tools, plus to pre-register for any of our masterclasses that can give you a life-changing edge in the interview and resume process if you're considering a new position. I really believe that when the barrier of compensation is addressed among our tribe, we'll see more longevity; and more students knowing Jesus!

To close, I leave you with the Halverson Benediction: You go nowhere by accident. Wherever you go, God is sending you. Wherever you are, God has put you there. God has a purpose in your being there. Christ lives in you and has something he wants to do through you where you are. Believe this and go in the grace and love and power of Jesus Christ.