

Church Leader, do you feel ill-equipped in the same areas as other pastor's? See how you compare...

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Leadership  Network *Advance*



Survey Results Are In - What Churches Need Most to be Equipped

By Ron Edmondson, CEO

In a recent LN Advance we conducted a survey of our readers. Prompted by my friend Thom Rainer with Lifeway's blog post exploring where pastors wished they were better equipped. We wondered if his findings resonated with our churches, so we asked for your help. You responded well! Thank you.

Here's what you told us: [Download the Survey Results PDF](#)

So, what did we learn? Well, it was actually confirming of some things we already suspected. The needs of the church seem to change with the size of the church. Whether or not a church feels the need for more effort in leadership development, for example, depends on the size of the church.

Also interesting to me was some of the things the largest churches feel Leadership Network should address; with the need of addiction ministry at the top of the list. Where I was pastoring in Kentucky this was a huge need for our church. I worked a lot with our police and local government in this area and I suspect it's a greater need than most of our churches have realized; regardless of church size.

What do you see?

Thank you to those who took time to fill out the survey. Your feedback helps us continue to do what we do best - helping churches see around the corner; better prepared for what's next. Certainly the needs of churches are changing as our culture changes. As our heart is to encourage healthy churches and church leaders we will be doing more of these in the future so we may know best how to serve the church.

If you have ideas or suggestions, or ways Leadership Network can serve you, please let me hear from you. I am currently recruiting for a Next Level Leader Group I would love to start even this year. It's a quick deadline, but if you think this is something for you I would love to share more with you. I personally experienced immeasurable help for our church when I went through one of these groups. I hear from pastors everyday with a similar experience. It's not for everyone, but for those of you who it is we will address many of the issues in this survey and I can testify this will be an incredible journey we will take together.

One thing I have been able to say to the dozens of pastors I have met with or spoken to in the last 90 days is I understand your world and I can be a safe place for you. Please let me know how we may best serve you. We are in this together.

PS. In honor of Pastor Appreciation Month, please let me say thank you for your Kingdom service.

God bless you,
Ron Edmondson
CEO



What percent of a church budget goes to staffing costs?

By Dave Travis, Senior Consultant

In our most recent FREE report “**Seven Vital Benchmarks in Church Compensation**” ([available at this link](#)), the second finding deals with the percentage of church budget that goes to staffing.

In this post I want to elaborate on several Frequently Asked Questions I get in this regard.

First, the overall average was 52% across the 1000 plus churches that responded to the survey. BUT ALWAYS BEWARE OF AVERAGES!

The figure is the total percentage of all dollars expended divided by the total income of the church. Note below for the challenge that creates for some churches.

Previous readers of my posts know that averages generally deceive you because causal readers assign them to be normative. Averages are only one guide when looking at these types of issues. We also provide percentiles for these percentages by church size in the free report. But even those can be deceptive.

Second, notice that across all the church sizes the figure is remarkable consistent at around that number. A few size ranges are higher, and a few are lower. So, for example, the 50th percentile at a church 3000-3999 in attendance is 53%, while the 50th percentile for churches 500-1000 is also right 52% for US churches. There are slight adjustments at churches that are very large, but very little.

Third, the challenge for many churches is they look at total staffing costs = salaries (and perhaps housing), and don't include other compensation costs such as insurances and other benefits. We attempted in the way we specifically asked questions this time around to get the TOTAL of all dollars that go to supporting staff in the church.

Fourth, the report asked for staff members: "What do you pay them all in?" (or we computed with benefit ratios for those that did not.) We then asked the previous year's actual 12 month income to compute the figure.

In my experience, some churches look at this in a different way. They look at what they set as a congregationally approved BUDGET of income and expenses instead of actual. For example, the church may have a stated goal BUDGET income of \$4,000,000 for the coming year. They then add up all the staffing costs and compare that to the total. For instance, let's say they set all compensation at \$2,000,000 making their staffing percentage 50%.

But then reality hits and that year their income was closer to \$3,600,000 instead of the goal of \$ 4M. Their actual percentage which makes their actual percentage closer to the 56% range.

To make matters more interesting the church leadership continues to believe and proclaim that they spend no more than 50%. Churches are funny about that sometimes.

In my next post I will state why I think focuses on these figures is a little misleading on the whole anyway. But we get asked this question a lot and did want to provide some insight to your questions.

You can get the FREE overarching report "**Seven Vital Benchmarks in Church Compensation**" at www.leadnet.org/salary. Also on that page you can learn about our other reports to help your church set compensation at appropriate levels for your team.

If I can help address your questions, feel free to drop me a line at dave.travis@leadnet.org.

Things You Want to Know About

Opportunities and resources for you and your team



Your church building is one of the most powerful billboards you have for communicating your presence and purpose in your neighborhood. Are you leveraging this asset fully for the good of your community? Our friends at Aspen Group are hosting their annual [Alignment Conference](#) on **Tuesday, October 16, 2018**, at Community Christian Church-Plainfield. They've created a fantastic line-up of thought-leaders and pastors who will help leaders like you evaluate whether or not you're maximizing your built space for the good of your community, and show you ways to create ministry space for community impact.

This year's main stage will feature some of the church's most trusted voices on culture, leadership, ministry, and facilities, including:

- **David Kinnaman**, President, Barna Group
- **Dave Ferguson**, Lead and Founding Pastor, Community Christian Church
- **Julie Bullock**, Senior Generosity Strategist, Generis
- **Evan McBroom**, Founder, Fishhook
- **Mark Jobe**, Lead and Founding Pastor, New Life Community Church
- **And more!**

Register now for Aspen's [2018 Alignment Conference](#).



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