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(Senate Finance Committee) Staff reviewed a compensation study prepared for one of the six churches by a leading compensation consulting firm that also does studies for for-profit organizations. The consulting company used data from the 2004 Southern Baptist Convention Compensation Study to justify high salaries for the minister. The Baptist Study reported the \$236,000 as “high” compensation for a full-time pastor of a church with 1,000 or more members and an annual budget of \$800,000. Thus, the consulting company argued that, since a minister reached between 5 million and 15 million people, and since the church’s annual budget is over \$100 million, the minister should be compensated ten times \$236,000. Taking into consideration the compensation of for-profit CEOs and media personalities like Oprah Winfrey, Britney Spears, Madonna, Rosie O’Donnell, and David Letterman, and mindful that the minister also receives income from book royalties and consulting fees, the consulting company recommended that the minister’s total compensation be set at \$2 million. Note, however, that minister is only able to “reach” millions of people through the media, i.e., they are not physically present in the church. Thus, we questioned whether television and radio audiences should have been compared to the number of attendees as the Baptist study did.