



2020 Salary and Benefits Survey Analysis

AR, MS, & TX Comparatives - BMA vs. SBC

ARKANSAS						
Attendance Range	Employment Status	Staff Position	Salary + Housing		Difference	Percentage Difference
			BMA	SBC*		
0-25	Full-time	Sr. Pastor	\$ 20,000	\$ 15,375	\$ 4,625	30%
26-50	Full-time	Sr. Pastor	28,608	34,646	(6,038)	-17%
51-75	Full-time	Sr. Pastor	40,922	42,968	(2,046)	-5%
76-125	Full-time	Sr. Pastor	43,688	54,572	(10,884)	-20%
126-250	Full-time	Sr. Pastor	62,277	65,008	(2,731)	-4%
251+	Full-time	Sr. Pastor	68,633	84,453	(15,820)	-19%

MISSISSIPPI						
Attendance Range	Employment Status	Staff Position	Salary + Housing		Difference	Percentage Difference
			BMA	SBC*		
0-25	Full-time	Sr. Pastor	\$ 38,600	n/a	n/a	n/a
26-50	Full-time	Sr. Pastor	43,600	42,663	937	2%
51-75	Full-time	Sr. Pastor	50,000	50,388	(388)	-1%
76-125	Full-time	Sr. Pastor	47,000	57,676	(10,676)	-19%
126-250	Full-time	Sr. Pastor	62,333	67,764	(5,431)	-8%
251+	Full-time	Sr. Pastor	77,726	81,162	(3,436)	-4%

TEXAS						
Attendance Range	Employment Status	Staff Position	Salary + Housing		Difference	Percentage Difference
			BMA	SBC*		
0-25	Full-time	Sr. Pastor	\$ 20,000	\$ -	\$ 20,000	#DIV/0!
26-50	Full-time	Sr. Pastor	43,302	35,083	8,219	23%
51-75	Full-time	Sr. Pastor	47,935	45,717	2,218	5%
76-125	Full-time	Sr. Pastor	54,636	56,958	(2,322)	-4%
126-250	Full-time	Sr. Pastor	60,775	72,795	(12,020)	-17%
251+	Full-time	Sr. Pastor	88,844	89,852	(1,008)	-1%

* Based on the 2018 compensation study performed by LifeWay Research.