

Where there is a wide disparity in compensation all parties must openly discuss the situation and reduce the unjust differences in the rewards offered to the various team members.

It is interesting to note the difference in this regard between stateside ministerial teams and overseas teams (missionary teams). In a study of churches that range in size from 700 to 2,000 members that have multiple staffs, Marvin Judy found the following results:

1. These churches spent between 28% and 33% of their total budgets on staff salaries. Budgets ranged from \$60,000 to \$200,000 per year.

2. The associate ministers were compensated at a much lower rate than the senior ministers. For example, if the senior minister's salary was represented by 100%, the first associate's salary would be 66.3% of that and the next associate would be paid 45.9% of that which the senior minister was paid. The Director of Christian Education would be paid 59.1% of the senior minister's salary.<sup>26</sup>

If we give the senior minister's salary at \$20,000, this would break down in real figures as follows:

Senior Minister - \$20,000

First Associate - \$13,260

Second Associate - \$9,180

Director of Christian  
Education - \$11,820

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<sup>26</sup>Marvin T. Judy, The Multiple Staff Ministry, (Nashville: Abingdon, 1969), p. 53.