

ILLUSTRATIVE OUTPUT - CHURCHES BY SIZE

Survey Job: Senior Pastor
Annualized Base Salary

| | Very Large | | | Large | | | Medium | | | Small | | | Very Small | | |
|---------------------------------|--------------|-------------------|-----------------------|--------------|-------------------|-----------------------|--------------|-------------------|-----------------------|--------------|-------------------|-----------------------|--------------|-------------------|-----------------------|
| | CRD-Eligible | Non CRD-Eligible | All | CRD-Eligible | Non CRD-Eligible | All | CRD-Eligible | Non CRD-Eligible | All | CRD-Eligible | Non CRD-Eligible | All | CRD-Eligible | Non CRD-Eligible | |
| | All | CRD-Eligible | Non CRD-Eligible | All | CRD-Eligible | Non CRD-Eligible | All | CRD-Eligible | Non CRD-Eligible | All | CRD-Eligible | Non CRD-Eligible | All | CRD-Eligible | Non CRD-Eligible |
| P90 | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx |
| P75 | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx |
| P50 | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx |
| P25 | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx |
| P10 | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx |
| AVG | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx |
| N | x | x | x | x | x | x | x | x | x | x | x | x | x | x | x |
| | Very Large | | | Large | | | Medium | | | Small | | | Very Small | | |
| | All | Raise Own Support | Not Raise Own Support | All | Raise Own Support | Not Raise Own Support | All | Raise Own Support | Not Raise Own Support | All | Raise Own Support | Not Raise Own Support | All | Raise Own Support | Not Raise Own Support |
| | All | Raise Own Support | Not Raise Own Support | All | Raise Own Support | Not Raise Own Support | All | Raise Own Support | Not Raise Own Support | All | Raise Own Support | Not Raise Own Support | All | Raise Own Support | Not Raise Own Support |
| P90 | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx |
| P75 | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx |
| P50 | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx |
| P25 | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx |
| P10 | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx |
| AVG | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx |
| N | x | x | x | x | x | x | x | x | x | x | x | x | x | x | x |
| Employment Status | | | | | | | | | | | | | | | |
| Full Time | | xx% | | | xx% | | | xx% | | | xx% | | | xx% | |
| Part Time | | xx% | | | xx% | | | xx% | | | xx% | | | xx% | |
| Eligibility for Overtime | | | | | | | | | | | | | | | |
| Yes | | xx% | | | xx% | | | xx% | | | xx% | | | xx% | |
| No | | xx% | | | xx% | | | xx% | | | xx% | | | xx% | |
| Retirement Benefits | | | | | | | | | | | | | | | |
| Provided | | xx% | | | xx% | | | xx% | | | xx% | | | xx% | |
| Not provided | | xx% | | | xx% | | | xx% | | | xx% | | | xx% | |
| Car Benefits | | | | | | | | | | | | | | | |
| Car | | xx% | | | xx% | | | xx% | | | xx% | | | xx% | |
| Car Allowance | | xx% | | | xx% | | | xx% | | | xx% | | | xx% | |
| Not Provided | | xx% | | | xx% | | | xx% | | | xx% | | | xx% | |

ILLUSTRATIVE OUTPUT - CHURCHES BY GEOGRAPHY

Survey Job: Senior Pastor
Annualized Base Salary

| | Toronto | | | Vancouver | | | Alberta | | | Quebec | | | Atlantic Canada | | |
|---------------------------------|---------|-------------------|-----------------------|-----------|-------------------|-----------------------|---------|-------------------|-----------------------|--------|-------------------|-----------------------|-----------------|-------------------|-----------------------|
| | All | CRD-Eligible | Non CRD-Eligible | All | CRD-Eligible | Non CRD-Eligible | All | CRD-Eligible | Non CRD-Eligible | All | CRD-Eligible | Non CRD-Eligible | All | CRD-Eligible | Non CRD-Eligible |
| | P90 | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx |
| P75 | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx |
| P50 | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx |
| P25 | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx |
| P10 | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx |
| AVG | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx |
| N | x | x | x | x | x | x | x | x | x | x | x | x | x | x | x |
| | Toronto | | | Vancouver | | | Alberta | | | Quebec | | | Atlantic Canada | | |
| | All | Raise Own Support | Not Raise Own Support | All | Raise Own Support | Not Raise Own Support | All | Raise Own Support | Not Raise Own Support | All | Raise Own Support | Not Raise Own Support | All | Raise Own Support | Not Raise Own Support |
| | P90 | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx |
| P75 | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx |
| P50 | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx |
| P25 | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx |
| P10 | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx |
| AVG | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx | xx,xxx |
| N | x | x | x | x | x | x | x | x | x | x | x | x | x | x | x |
| Employment Status | | | | | | | | | | | | | | | |
| Full Time | | xx% | | | xx% | | | xx% | | | xx% | | | xx% | |
| Part Time | | xx% | | | xx% | | | xx% | | | xx% | | | xx% | |
| Eligibility for Overtime | | | | | | | | | | | | | | | |
| Yes | | xx% | | | xx% | | | xx% | | | xx% | | | xx% | |
| No | | xx% | | | xx% | | | xx% | | | xx% | | | xx% | |
| Retirement Benefits | | | | | | | | | | | | | | | |
| Provided | | xx% | | | xx% | | | xx% | | | xx% | | | xx% | |
| Not provided | | xx% | | | xx% | | | xx% | | | xx% | | | xx% | |
| Car Benefits | | | | | | | | | | | | | | | |
| Car | | xx% | | | xx% | | | xx% | | | xx% | | | xx% | |
| Car Allowance | | xx% | | | xx% | | | xx% | | | xx% | | | xx% | |
| Not Provided | | xx% | | | xx% | | | xx% | | | xx% | | | xx% | |