

## Compensation Study Form Overview

Due by May 15 — Help benchmark executive compensation across mission agencies by sharing data on senior leader pay, benefits, and agency context (size, income, region). Best completed by Finance or HR staff, the CEO, or the COO. Open to members and non-members; all participating organizations receive the 2026 Senior Leader Compensation Report free.

Non-participating members may purchase it for \$150; non-members for \$450.

### General Information

- **Date:** [ mm/dd/yyyy ]
- **Name (Required):**
  - **First:** \_\_\_\_\_ **Last:** \_\_\_\_\_
- **Email (Required):** \_\_\_\_\_
- **Title:** \_\_\_\_\_
- **Role:** [ Please choose from list ]
- **Ministry Name:** \_\_\_\_\_
- **Website (Required):** \_\_\_\_\_

### Address

- **Street Address:** \_\_\_\_\_
  - **Address Line 2:** \_\_\_\_\_
  - **City:** \_\_\_\_\_ **State / Province / Region:** \_\_\_\_\_
  - **ZIP / Postal Code:** \_\_\_\_\_ **Country:** [ Select from list ]
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## Agency Profile

- **Agency Type (Required):**
  - Sending (Primary function is to send workers cross-culturally)
  - Service (Primary function is to provide a service to global churches or agencies)
  - Support (Primary function is to supply financial or material assistance)
  - Specialized (Primary function is to provide a special resource to the missions community)
- **TOTAL Income (Required):** \_\_\_\_\_ *(List total income for all ministries based on last completed fiscal year; do not use abbreviations)*
- **Total Home Office Staff:** \_\_\_\_\_ *(Full/Part-Time W2/1099/T4 staff; not volunteers)*
- **Total Field Staff:** \_\_\_\_\_ *(Full/Part-Time W2/1099/T4 staff in field-focused ministry; not volunteers)*
- **Total Full and Part-Time Staff:** \_\_\_\_\_ *(Auto-calculated)*

**CEO Compensation** - Please use annualized amounts based on January 2026's compensation level.

- **Line 1: Annual Salary (Including housing allowance):** \_\_\_\_\_
  - **Line 2: Annual Bonus:** \_\_\_\_\_
  - **Line 3: Life Insurance (Annual Employer Premium):** \_\_\_\_\_
  - **Line 4: Education:** \_\_\_\_\_
  - **Line 5: 401K or 403b Retirement Plan (Employer portion only):** \_\_\_\_\_
  - **Line 6: Cell phone and/or internet (Employer portion only):** \_\_\_\_\_
  - **Line 7: Vehicle or vehicle allowance (Employer portion only):** \_\_\_\_\_
  - **Line 8: Benefits (Health, Dental, and Vision - Employer portion):** \_\_\_\_\_
  - **Line 9: Other Income:** \_\_\_\_\_
    - *If "Other" is listed above, please specify what it is for:* \_\_\_\_\_
  - **Line 10: Total Compensation Package:** \_\_\_\_\_ *(Auto-calculated from Lines 1-9)*
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### **CEO Status & Funding**

- **CEO Gender:** ( ) Female ( ) Male
- **How is the CEO position funded?**
  - [ ] Fully by personal support raising
  - [ ] Partially by personal support raising and partially by budget
  - [ ] Fully by the budget (No personal support raising required)
  - [ ] CEO volunteers (No compensation)
  - [ ] Other
- **Does the CEO take a housing allowance?** [ ] Yes [ ] No
- **Does your organization provide life insurance for the CEO?**
  - [ ] Yes (At the cost of the organization)
  - [ ] Yes (But charged to the CEO)

- Yes (Split between organization and CEO)
  - No
- **Tenure:**
  - **How long has your CEO served in their role?** [ Select Range ]
  - **How long has your CEO served with your organization in any role?** [ Select Range ]
- **Spouse:**
  - **Does the organization provide a role and salary for the CEO's spouse to travel and conduct ministry?**
    - Yes (Reduces CEO salary)
    - Yes (Separate salary from CEO)
    - No salary, but travel money is allotted
    - No role, salary, or travel funds
    - Not applicable
- **Determination:**
  - **What does your board use to determine CEO compensation?** *(Select all that apply)*
    - Written policy for executive responsibilities
    - Performance metrics review
    - Comparative peer organization data
    - Industry experts and analysts
    - CEO family size and needs
    - Location of where the CEO lives if different than the Home Office (different city and/or state)

## Senior Leadership Team Compensation

Please list names/titles for the following roles:

- **Executive Director/President (if different than CEO):** \_\_\_\_\_
- **Senior or Executive Vice President:** \_\_\_\_\_
- **Vice President:** \_\_\_\_\_
- **International Director:** \_\_\_\_\_
- **Field Director:** \_\_\_\_\_
- **Operations (COO):** \_\_\_\_\_
- **Finances (CFO):** \_\_\_\_\_
- **Fundraising:** \_\_\_\_\_
- **HR/Personnel:** \_\_\_\_\_
- **Communication and Marketing:** \_\_\_\_\_
- **Information Technology:** \_\_\_\_\_
- **Member Care/Development:** \_\_\_\_\_
- **Mobilization:** \_\_\_\_\_

## Senior Staff Demographics:

- **Male:** \_\_\_\_\_ **Female:** \_\_\_\_\_ **Total Sr. Staff:** \_\_\_\_\_
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## Leadership Funding & Salary Policies

- **How are leadership positions other than CEO funded?**
  - Fully by personal support raising
  - Partially by personal support raising
  - Directly from the budget (No personal support raising required)
  - Other

- **How do you set salaries for the senior leadership team?**
    - Family size and need
    - Responsibility/job description
    - Comparative market level
    - Based on support received| Other
  
  - **How do you determine salary increases for senior leaders?**
    - Evaluation and performance (Merit Based)
    - Length of service with the organization
    - Cost of living
    - Flat percentage for all the staff
    - Based on support raised| Other
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## **Benefits & Reporting**

- **What other benefits do you offer staff outside of financial compensation?**

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- **Do you offer staff any of the following?**
  - HSA
  - FSA
  - Life Insurance
  - Retirement Match
  - 401K/403b options
  - Donor advised fund participation
  - Educational incentives
  - A housing allowance option
  - Performance incentives

- Does your organization file a 990 (USA) or T3010 (Canada)?  Yes  No
- Is your organization a member of Missio Nexus?  Yes  No
- Other tools/resources used for compensation levels:

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- Comments or Questions:

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### Internal Missio Nexus Usage

- Financial Lead Name (CFO, COO, etc.): \_\_\_\_\_
- Financial Lead Email: \_\_\_\_\_
- HR/Personnel Lead Name: \_\_\_\_\_
- HR/Personnel Lead Email: \_\_\_\_\_