

## Definitions of Staff Positions

**Senior Pastor** - Lead pastor in a church where there are multiple paid ministry positions.

**Solo Pastor** - Only ministry staff position. No other paid pastors or ministers in the church.

**Executive/Administrative Pastor/Minister** - Pastor who handles ministry staff supervision, management, and development.

**Associate Pastor/Minister** - Associate or Assistant Pastor. Any paid pastor who assists the senior pastor in general or for specific ministries other than those specifically listed in survey. May include such positions as Assimilation Pastor, Care Pastor, Church Life Pastor, Congregational Care Pastor, Connecting Pastor, Counseling Pastor, Disabilities Ministry Pastor (any), Ethnic Ministries Pastor (any), Evangelism Pastor, Family Life Pastor, Lay Pastor, Membership Pastor, Missions Pastor, Outreach Pastor, Pastoral Care Pastor, Pastoral Counselor, Prayer Pastor, Teaching/Preaching Pastor, Visitation Pastor, Multisite Pastor, and so on.

**Youth Pastor/Minister/Director** - Includes paid pastors and directors to junior high, senior high, or college students. May include such positions as Campus Pastor, College Minister, Junior High Pastor/Director, Senior High Pastor/Director, Youth Center Director, Youth Pastor/Minister/Director, and so on.

**Adult Ministry Pastor/Minister/Director** - Includes paid pastors and directors for adults, married couples, men, singles, seniors, women, and young adults. May include such positions as Outreach Pastor, Pastoral Care Pastor/Director, Small Group Pastor/Director, Director of Faith Formation, Community Director, Membership Director, and so on.

**Children's/Preschool Pastor/Minister/Director** - Church staff (not school staff) that includes paid pastors and directors for children from nursery through elementary school. May include such positions as Early Childhood Pastor, Elementary School Pastor, Preschool Pastor/Director, Childcare Director, Daycare Director, and so on.

**Christian Education Pastor/Minister/Director** - Includes paid pastors and directors of broad educational ministries, such as Bible studies, small groups, Christian education, catechism, discipleship, equipping, cell groups, spiritual formation, and so on.

**Music/Choir/Worship Pastor/Minister/Director** - Includes paid pastors and directors of band, bell/chimes choir, music ministry, orchestra, praise and worship team, vocal choir, and more. May include such positions as Music Pastor/Director, Worship Pastor/Director/Leader, Multimedia Pastor/Director, and so on.

**Media/Production/Arts/Communications/Design** - Includes paid pastors and directors who oversee drama, technical ministries, video, sound production, and more. May include positions such as Technical Director, Media Director, Drama Director, Production Director, Video Producer, Minister of Arts, and so on.

**Administrator** - Includes paid, usually not ordained, staff who supervise the business aspect of running the church, such as business or financial management. May include such positions as Business Administrator, Business Manager, Chief Financial Officer, Chief Operating Officer, IT Director, etc.

**Accountant/Bookkeeper** - Accountants/Bookkeepers include paid personnel who assist with the day-to-day financial matters in the church. This category may include such positions as Accountant, Controller, Financial Administrative Assistant, Financial Secretary, Payroll Secretary, Treasurer, etc.

**Child-Care Provider** - Includes paid personnel who provide regular or occasional childcare and are on the church's payroll (not school staff). May include such positions as Babysitter, Child Care Assistant, Child Care Provider, Daycare Staff, Nursery Attendant, Nursery Director, Nursery Helper, Nursery Worker, and so on.

**Custodian** - Includes paid personnel who provide care and cleaning of physical facilities, buildings, grounds and security. May include such positions as Custodian, Grounds Keeper, Housekeeper, Lawn Maintenance Assistant, Maid, Maintenance Assistant, Security Assistant, Sexton, Traffic Coordinator, and more.

**Maintenance Personnel** - Includes paid personnel who provide maintenance, repair, and oversight of physical facilities. May include such positions as Building and Grounds Manager, Building Supervisor, Facilities Manager, Plant Manager, Property Manager, Security Manager, and so on.

**Musician/Accompanist/Vocalist** - Includes paid personnel who provide vocal or instrumental music or accompaniment. May include such positions as Accompanist, instrumentalist of any kind, Organist, Pianist, Soloist, Vocalist, and so on.

**Secretary/Administrative Assistant** - Includes paid personnel who provide clerical or administrative support. May include such positions as Administrative Assistant, Clerical Assistant, Executive Secretary, Lead Secretary, Office Assistant, Office Clerk, Office Manager, Publications Secretary/Coordinator, Receptionist, Secretary, secretary to any pastor or ministry, Secretary's Assistant, and so on.

**Communications/Design Publications** - Includes paid personnel who provide design services, create publications, or otherwise oversee church communications. May include such positions as Designer, Communications Coordinator, Publicist, Writer, Editor, and more.