



NORTH POINT MINISTRIES

Staffing Model

North Point Ministries has a system in place to help us sustain a healthy ratio of salaries and benefits expense to overall income. By using a staffing model, our salaries and benefits expenses have been able to stay around 40-45% of our overall income. Organization-wide, this translates to be about one full-time equivalent per 80 attendees.

Before developing a staffing model, it is important to set a goal of what your organization feels is a healthy ratio of salaries and benefits expense to overall income. It is equally important to make sure that you are fairly compensating the people you already have on your staff.

Once these two things are in place, you can then develop a staffing model to help you sustain the healthy ratio of salaries and benefits expense to overall income you hope to maintain. To begin, you should determine the core group of people you have to have in order to open your doors. Depending on your income, some positions in your core group may be filled by full-time or part-time staff or volunteers.

Examples of Core Groups:

1. Senior Pastor
Service Programming Director
Family Ministry Director
Groups Director
2. Four positions above plus...
Student Director
Technical Director
3. Six positions above plus...
Waumba Land Director
UpStreet Director
Administrative Assistant for everyone
Ministry Services Director
Adult Ministry Environment Director

Next you should have an idea of how many adults and children you can service with that core group of people. When you enter growth mode, you then need to determine a healthy ratio of the number of children/adults you need before you add an employee for your particular church model. For North Point Ministries, we have one full-time equivalent for each 155 adults or 200 children. Bear in mind that this is the ratio at the campus level and that the campus also receives support from NPM in the areas of technology, accounting, human resources, etc. Your ratio may be smaller to account for this type of support staff. If we were to combine all of the staff at NPM and our campuses, our ratio would be closer to one full-time equivalent per 90 attendees.