



Compensation Philosophy

The call to serve the Lord through any staff position with Evangelism Explosion is a great privilege and a tremendous responsibility. Each team member is to take this call seriously. Our desire is that all of our staff members serve with Evangelism Explosion because they are committed to our Gospel ministry and our core values. Because of the realization of eternal rewards, individuals called by God are cognizant that their financial compensation might not be comparable with a position they could otherwise hold in business or industry. There are intangible benefits to being part of a Gospel ministry organization like ours. Two of the main intangibles are serving in a manner that glorifies God and making an eternal difference in the lives of people.

Yet, we do need and want to recruit and keep top-quality staff members so we can be most effective in working toward the goal of “every nation equipping every people group and every age group to witness to every person.” Appropriate compensation is an important part of attracting and retaining these called and gifted people. As we set staff salaries, we try hard to balance the need to attract and retain quality staff with our commitment to careful stewardship of the generous gifts of donors and the expectation they have for the use of those funds.

We regularly review the compensation levels of our staff to ensure they are internally fair and externally equitable based on competitive market-based practices. The market-based analysis takes into account the skill, knowledge and experience required for a particular position and compares it to similarly defined positions within other organizations (both for-profit and not-for-profit) that are of similar size based on revenue, budget, number of full-time employees and geographic location. We develop and update these levels with the assistance of sources such as the Evangelical Conference on Fiscal Accountability (ECFA), GuideStar, and Western Carolina Industries, (WCI), Inc. Based on our review and these additional resources, Evangelism Explosion establishes and maintains compensation classifications with corresponding salary caps. We strive to provide base compensation that meets the market at the 50th percentile when employees are fully proficient and meeting expectations of the position. This compensation process and policy is overseen by our volunteer Board of Directors, none of whom are members of management.

Alongside the above considerations, we maintain comprehensive job descriptions and engage in annual performance appraisals. The job descriptions clarify the knowledge and experience required, as well as the expectations and responsibilities inherent in each position. The annual appraisals assess the quality of the performance and the growth of the staff member in understanding and fulfilling their responsibilities. All of these factors are considered in establishing salary levels and adjustments.

Evangelism Explosion will continue its diligence in keeping abreast of compensation levels in business and industry and our relationship to those standards. We will also remain diligent in always establishing with the EE staff that the call of the Lord to the various positions within this ministry is not regulated by the cultural priorities; rather, this call to serve is regulated by the Lord’s Kingdom as set forth in the Bible. As a ministry relying upon the Holy Spirit moving in the lives of His people to support this worldwide endeavor, we remain committed to being good and faithful stewards of the funds entrusted to us. Matthew 6:33 will always remain part of our compensation philosophy and practices: “But seek first the Kingdom of God and His righteousness, and all these things will be added to you.”