

Does your church pay it's musicians? Why or why not? 1-21-18

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Maybe I should have asked, should churches pay their musicians?

We pay our musicians and here's why... It's hard to find folks who are highly skilled to volunteer. We desire to offer excellent, high quality music in our services and ultimately give God our best. Atmosphere is important and musicians play a crucial role in creating it. Most who volunteer do not give their best and they usually are not highly skilled. On another note: Did you all know that most black churches pay their musicians and most white churches don't?

Usually the only people that get a salary are Lead Pastors unless the church is large  
We don't...I feel like we should pay all of the other dedicated Serve Team if we pay the band...

So "if" you pay the band "then" you would pay the Serve Team? What is a serve team? To me it's all about what you value. You will invest in the parts of the church you think will bring the most souls to Christ.

Serve Team is all of our volunteers:kids, guest services, etc.

Exactly [Robert W. Johnson](#) it is extremely rare to find a African American church that doesn't pay their music staff whomever that may be, and quite well I might add.

I am noticing this as well. I would say that even if I found musicians that would volunteer we give to them. They are employed. I love how the Old Testament reminds us in Nehemiah that when we don't pay the musicians what could happen. I always think of that story. It is an honor to bless the musicians who serve.

No. Reason...we have incredible musicians without having to pay anyone.

Yes. They take heart the scripture about a worker being worthy of his/her hire.

Just our piano player. They had been doing that for years before I came on board in 2013.

Why is it the piano players always are the ones to get paid lol

Not sure how it works other places, but often the pianist has a larger role. In my case I lead worship, play for weddings and funerals (and don't usually receive extra compensation if it is for church members), and am there every service while our other musicians may or may not always be present.

I volunteered at a 2600 member church as one of many pianists for their services, but I was hired to play piano for a small church for their choir and services. It's based on the need of the individual church and its ability to obtain and retain it. We pay our drummer, but the other positions are volunteer. We have someone who might play on a volunteer basis, but he isn't terribly reliable and doesn't keep a steady beat as well. Anyway, there is no one answer.

To previous comments, pianists usually were the only instrument (or that and organ). Singers do get paid at several more traditional churches.

Should they? Yes if economically feasible.

Not currently in our budget though.

That being said I would never be in it for the money anyway. I've always viewed being paid by a church as a blessing not as compensation.

I think that if your church truly values worship, they should certainly hire a leader or leaders to do the job of recruiting, training, deploying and re-producing servant leaders in the worship arts ministry. Not all who serve should necessarily be paid because we need to give people an opportunity to serve for purely service sake. We also need to be good stewards about how we spend God's money. I think funding provided, the overseer who is responsible to pastor that flock of gifted worship arts servants should be recognized, appreciated and compensated by the congregation as one of their professional ministers. He or she can only do a

thorough job if they don't have to work a full time job in addition to all that needs to be done to adequately lead a worship arts ministry community. If your church doesn't value worship that much or doesn't have the funds, then they get whatever they get, and it may not be as thorough or complete service as you really want for your church.

Nope. Except usually anyone on staff that can play an instrument ends up playing - so I'm keys, youth pastor is guitar, media director is electric/drums/bass, youth associate drums/acoustic. 🤔

I've thought about this before, too. Something to keep musicians innovating and excelling at their craft. I have known many church musicians who wanted to improve, but didn't have the resources, connections, or discipline to improve. If music ministries could help with this, it could fundamentally change the musical playing field of the church.

If it were in our budget I would consider a gift of ~\$50 a week as a thank you to those that played. I think it's a small incentive to take their craft and the responsibility of being a part of leading more seriously, and there's nothing wrong with it IMO. I know most churches don't have the money for that, I've only ever served at one that did.

Let's say you have 5 people in the band, one running slides, and another running sound. That's \$350/week, or about \$18,000/year.

and \$50 per week would be a mere pittance against the 5-10 hours that most musicians/technicians put into practice/rehearsal/services. (Not to mention personal practice, equipment, etc.)

I don't necessarily think there's a "should" or "should not" in this situation. Depends totally on the context, the time commitment and the budget available. I would LOVE to pay each and every musician that serves on our teams. I can't do that though. So, whatever they need like instrument repair, training, sticks, strings, picks, etc, I try to take care of for them.

The way I see it is this... if a church has a budget for it and want to then sure! But a small church that struggles to keep the lights on shouldn't be hearing it from the musicians wanting to get paid. If you can create a way to thank you team in a non monetary way then you're winning.

We pay an honorarium for guest musicians on special occasions (Brass, string players that we can't fill from within, usually \$100 ea for both rehearsal and service, about half of union wage) and I pay mileage for young (needy) adults who are committed but have a long drive to make. Also give annual gift cards for pianists who serve over and above (prayer meeting and special occasions.) "Normal weekly service" by members, nope... serving is part of the deal! Hope that is helpful?

The accompanist for choir and traditional service is paid, along with the choir director and me (\$87.50/week). That's it! But it's a small church and money is needed more in other areas.

We pay some, we only have budget for some. While we have a few Uber financial secure people who choose to volunteer. I think if it's in the budget, everyone should be compensated. A worker is worth their worth.

Also, musicians are one the most undervalued creatives. We live in a time where the majority thinks they deserve everyone's music for free because "waaa, I want it. I don't care if it took time and someone's soul to create." every chance I get to let musicians, or any creatives for that matter, feel appreciated, I want to.

I find people that will play for free and pay them well.