

THE HARDY GROUP
32 Responses to How Churches Handle Moving Expenses

Question: Can you tell me what percentage of moving expenses you cover if and when you move in an associate pastor?

We paid all moving expenses ... we ask for 3 bids.

100%.

If they are moving "themselves" as in rental of a truck and driving themselves then we cover all the expenses of rental, gas, lodging and meals on the road for them and their immediate family. If they have "volunteers/friends" helping we don't cover those expenses. Just bringing their personal cars in from outside California is enough "sticker shock" when they go to get them licensed here.

For a company to move them -- we've had a member of the church who owns a national moving franchise - who has given us discounts. (Blessing!) Only had two staff members through the years in this situation. One from Colorado (with grand piano) and one from Florida.

Over the years most of the support staff has been younger and just starting out or early in ministry so they usually have so little they are able to come with the first situation I mentioned.

We do all but we control the process to keep things reasonable.

We will pay for a U Haul if it is practical. A moving van if not we pay 100 percent but will not pay for packing etc. Usually a Moving van would be for more experienced hires than not.

Sure we pay up to \$7k depending on the level of pastor. AP would get that.

We cover up to \$2000.

Sure. We have paid for it all. However, we have asked for three competitive bids and stipulated what we will pay for and what we won't. Once we hear the bids, we make the choice. It also depends on how far we are moving them....we also may help unload to reduce expenses. We have paid for their food or provided it for several days till they get their feet on the ground. We try to keep moving expenses around \$10K as a general rule.

We don't pay for a moving company but we do cover the rental of a truck and gas for them to move to Cincinnati.

Our church policy is to pay 100% of the moving costs, but to control the move on our end so we can get competitive bids.

Costs that are covered are: commercial moving van or rental van, fuel (if rental van), lodging, meals, move in deposits (if needed) for utilities. In my case, WCAG covered hotel lodging for a few days while our moving van arrived and we were able to move in.

All of it. Depends whether it's U-Haul or a moving company in regards to the position and salary.

All within reason. Not a professional mover but rental truck and all other expenses.

100% coming in. 0% moving out. 😊

We've always asked them to get 3 estimates of full pack and move. We chose the lowest bid. They could keep all the money - pack and move themselves or we would pay for the least expensive pack-and-move. We also paid for their travel expense and any hotel etc. expenses to get them here.

We believe if they are worthy of hiring - they are worthy of moving. We want them to feel honored from the moment we make the agreement. When they arrive they feel loved and valued. Moving is enough of a challenge without putting additional stress on an employees finances.

100% up to \$7,500.

We pay all moving expenses and also give some financial help for temporary living expense.

Yes. Traditionally we have paid for it up to 3000k.

We typically cover it all.

We pay 100% of the moving costs for our pastors.

I am doing 100% with my latest hire.

We cover 100% up to a certain amount. If they are doing the move with like U-Haul we cover it all. If they are using movers we cover 50%.

We have always paid for the entire move; however, there is a growing trend at least around here that pays for a percentage. However, I'm not sure of the exact amount. Speaking with business people around, their companies also pay only a percentage. I would think it would be determined upon many different influences (i.e. College student, financial position of the church, etc.).

We cover all moving expenses...for a "self move"...like, rent a U-Haul, and so on...for all our leadership staff...for our directors (highest level on the org chart) we will tend to pay all for a mover to move them...but they do their own packing and so on. Let me know. I'll be curious to see.

Depending on how sky-high it is, we'd probably pick up most of the moving expense, if the new Staffer is doing his best to come up with the best price possible and the price seems reasonable.

Whenever I hire an associate pastor, I cover 100% of the expenses associated with moving them to the area. This typically includes their rental truck, meals and lodging while in transit to Atlanta.

We have always covered all of the moving truck expenses for our staff pastors. I think it is good to have the staff pastor get at least 3 bids to look for the best price.

Hope all is well with you! With regards to moving expenses, I ask them if they would be willing to rent a moving van(s) (U-Haul, etc.) and move themselves. If they do I will pay for all the expenses, rental, gas, food, hotel, whatever for them to move. I then give them a moving bonus of \$1,000. That is negotiable... To have a moving company move them usually costs 5K to 10K depending on the distance. All of the staff that I have hired were more than willing to drive the moving vans and get extra cash in their pockets. Might sound a little red-neck, but it has worked for me.

Dick, I would not hire someone who was not worth the moving expenses. 😊

Our church has been very generous in the past. We have given them the cost to have a moving company move them and if they want to move themselves they can keep the

difference (taxable of course) - which many use for a down payment on a house. I would be surprised if we are that generous in the future.

We cover 100% of moving expenses, including temporary lodging if necessary and meals while traveling.

However, we do not use moving services such as Mayflower, etc. We use Rental Trucks and ask the staff person to pack and load. If necessary, we will send a person or two to help load and drive vehicles back. We always provide a load-in team from the church at this end.

It is always up to the Church Council to make the final decision and to modify as they deem necessary. But what they currently do is the church pays for the move to the church - we ask that the staff pastor obtain three bids for comparison and they decide and amount to send. Also from the first day of the move (in route) the staff pastor is put on the payroll. That is it.

I don't know if I ever responded back to you about your question. We pay for all expenses when we bring in a staff pastor. We usually ask them to choose something they can load (or get friends to help load) and then drive it themselves. We don't pay for people to come in and pack their house, put it on a truck, and drive it to Kenosha for them. We pay food and hotel expenses for the time necessary to get from where they are to Kenosha.