

MINISTERIAL COMPENSATION REPORT

MAY 2023

Prepared by the Center for Analytics,
Research & Development, and Data





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- Records by Congregation Size

Total Benefits, Compensation, and Costs

Compensation Areas

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- Insurance
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- Business Expense Allowances

Senior/Solo Pastor Costs Across Categories





DATA OVERVIEW


Data current as of 12/31/2021

- **Corresponds to Yearbook 2022**

Focuses on 3 positions:

- **Full-time Senior and Solo Pastors**
- **Full-time Associate/Assistant Pastors**
- **Full-time Interim Pastors**

In total, covers 1,290 positions from 1,144 congregations

- **Records reflect annualized costs associated with *roles* rather than payments associated with any one individual**
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DATA OVERVIEW

Regions Represented

Region	Total Count	Senior/Solo Pastor Count	Records Used in Analysis	UCC Average*
Great Lakes	371	315	28.8%	23.6%
Middle Atlantic	232	206	18.0%	20.2%
New England	271	216	21.0%	20.9%
Southern	76	63	5.9%	8.0%
West Central	153	137	11.9%	13.9%
Western	187	161	14.5%	13.0%

*Based on 2022 Statistical Profile (Data Collected in 2021)



DATA OVERVIEW

Congregation Sizes Represented

Size	Total Count	Senior/Solo Pastor Count	Records Used in Analysis	UCC Average*
0-50	49	48	3.8%	5.5%
51-100	146	139	11.3%	13.8%
101-200	406	367	31.5%	21.4%
201-400	407	354	31.6%	29.7%
401-600	150	112	11.6%	15.9%
601-1000	91	60	7.1%	9.7%
1001+	40	18	3.1%	4.1%

*Based on 2022 Statistical Profile (Data Collected in 2021)



DATA OVERVIEW

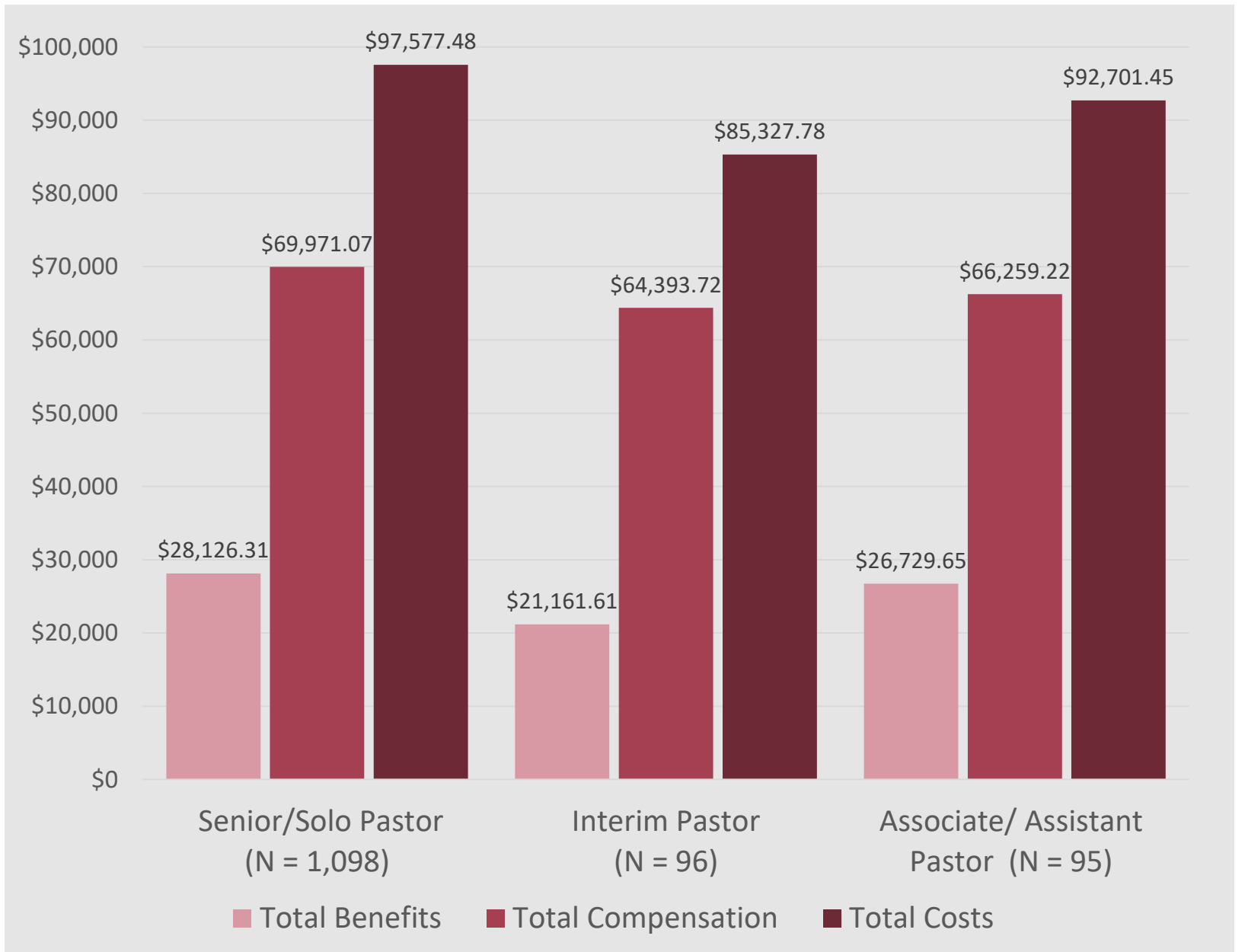
Congregation Size by Region

Size	Great Lakes	Middle Atlantic	New England	Southern	West Central	Western
0-50	1.3%	5.6%	1.5%	3.9%	3.3%	10.2%
51-100	7.8%	11.7%	8.9%	18.4%	11.8%	18.2%
101-200	29.1%	25.1%	32.5%	38.2%	32.7%	39.0%
201-400	34.2%	34.6%	35.1%	21.1%	33.3%	20.3%
401-600	16.4%	13.0%	11.1%	2.6%	9.8%	6.4%
601-1000	7.3%	7.8%	8.1%	6.6%	7.8%	3.7%
1001+	3.8%	2.2%	3.0%	9.2%	1.3%	2.1%

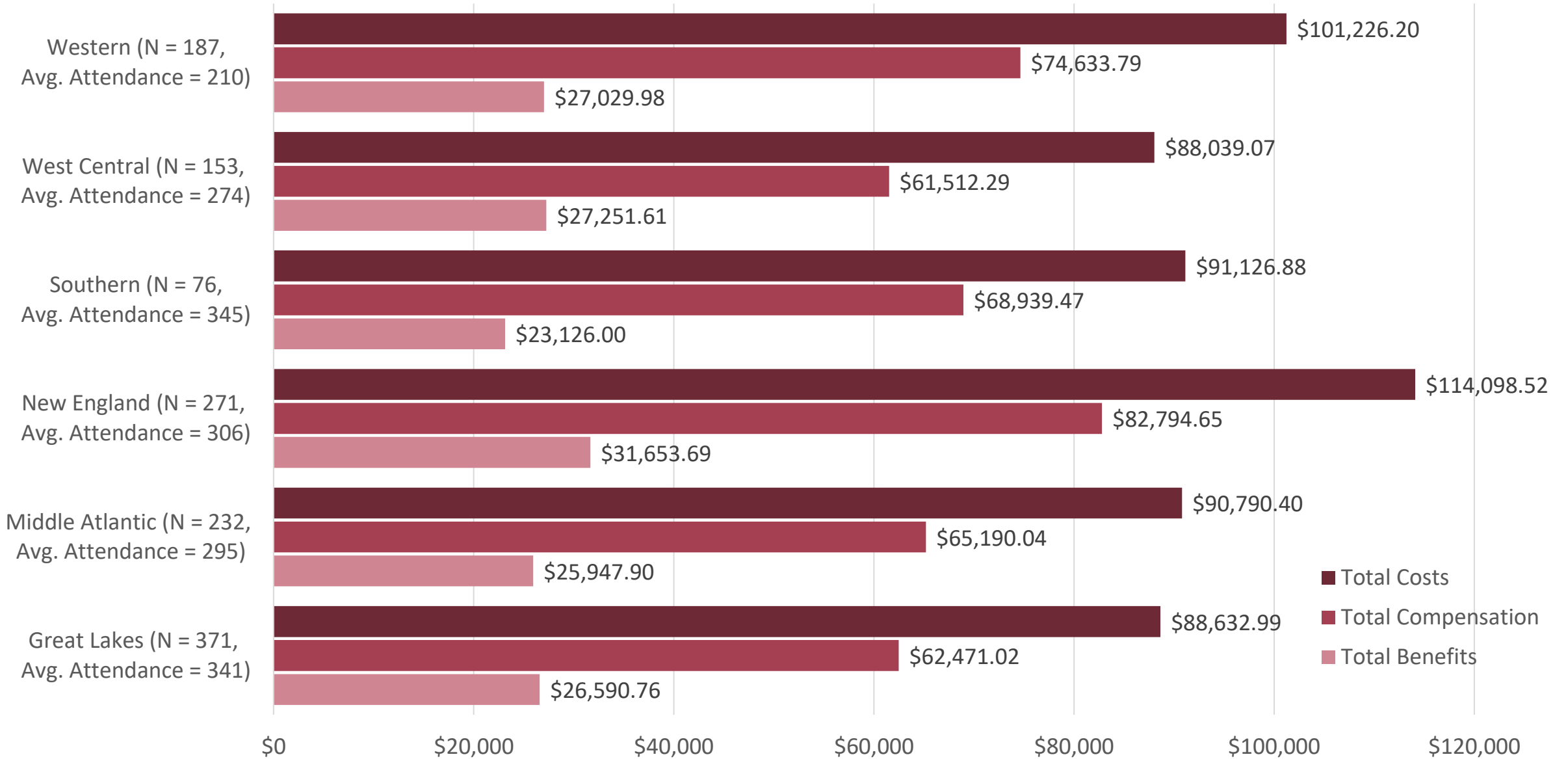
	Great Lakes	Middle Atlantic	New England	Southern	West Central	Western
Average Membership	340.6	295.3	306.1	344.9	273.9	210.1



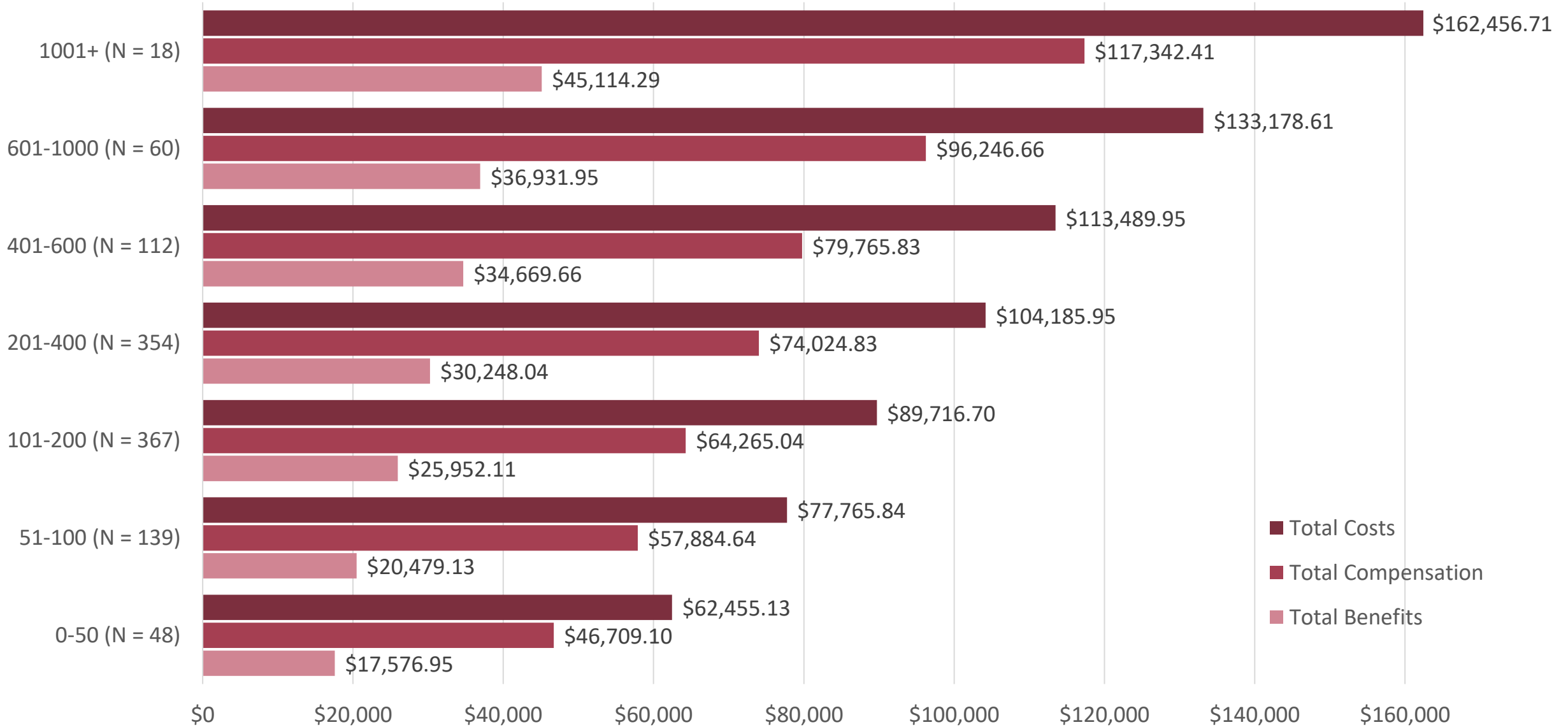
AVERAGE BENEFITS, COMPENSATION, AND COSTS

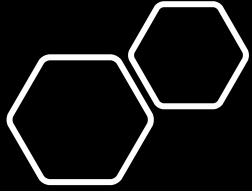


SENIOR/SOLO PASTOR TOTALS BY REGION



SENIOR/SOLO PASTOR TOTALS BY CONGREGATION SIZE

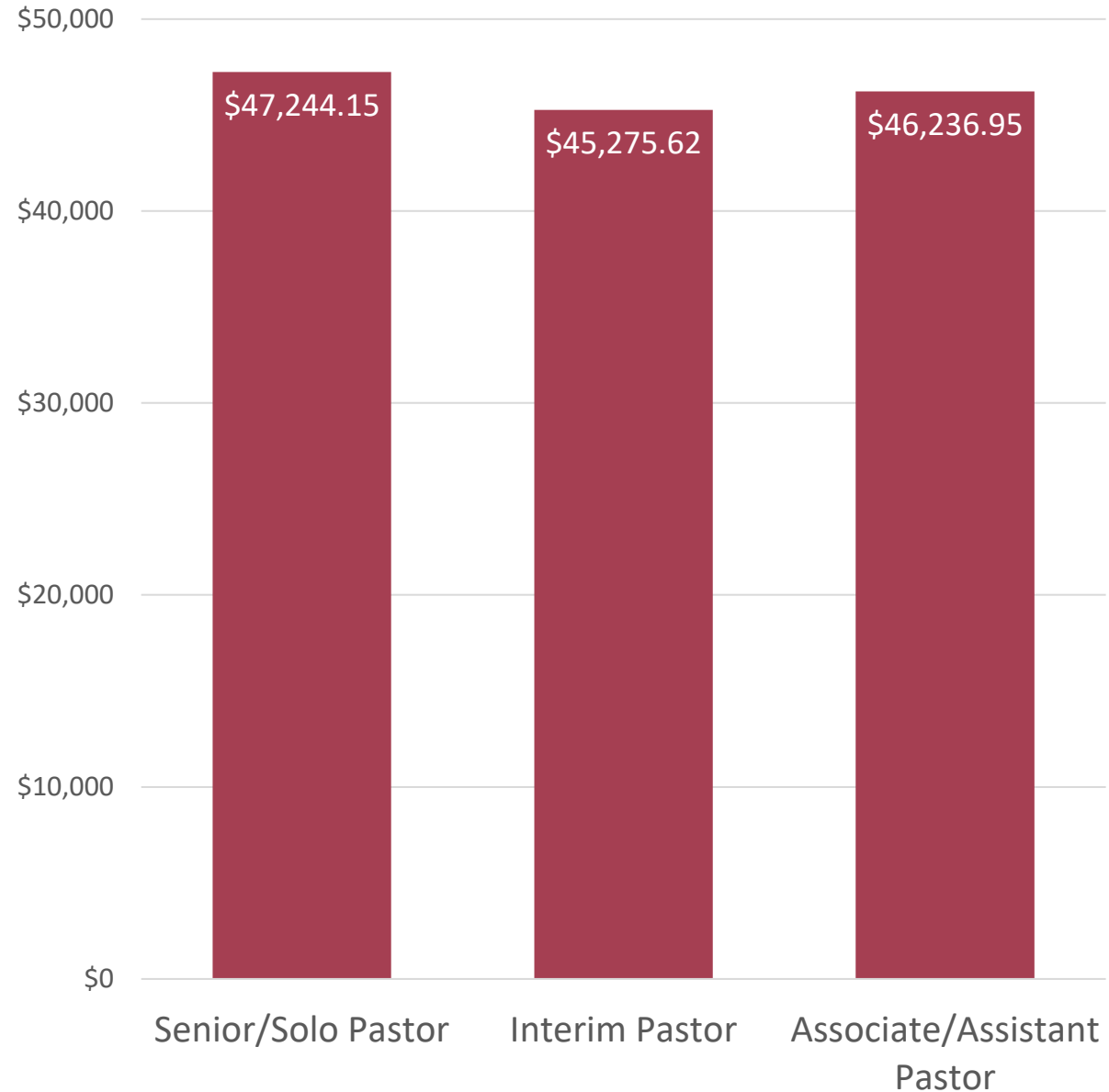




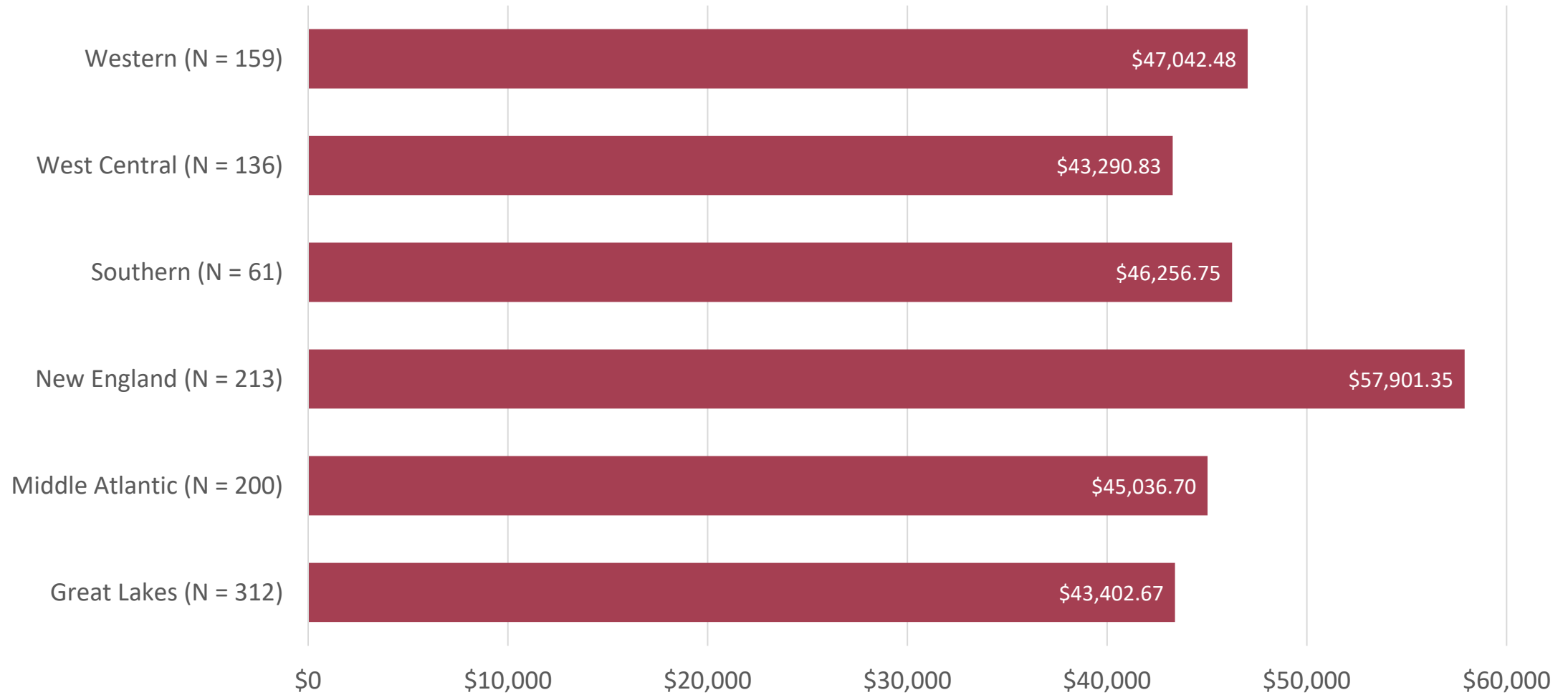
SALARY

- Salaries were reported for 1,266 pastors, including:
 - 1,081 Senior/Solo Pastors
 - 93 Interim Pastors
 - 92 Associate/Assistant Pastors

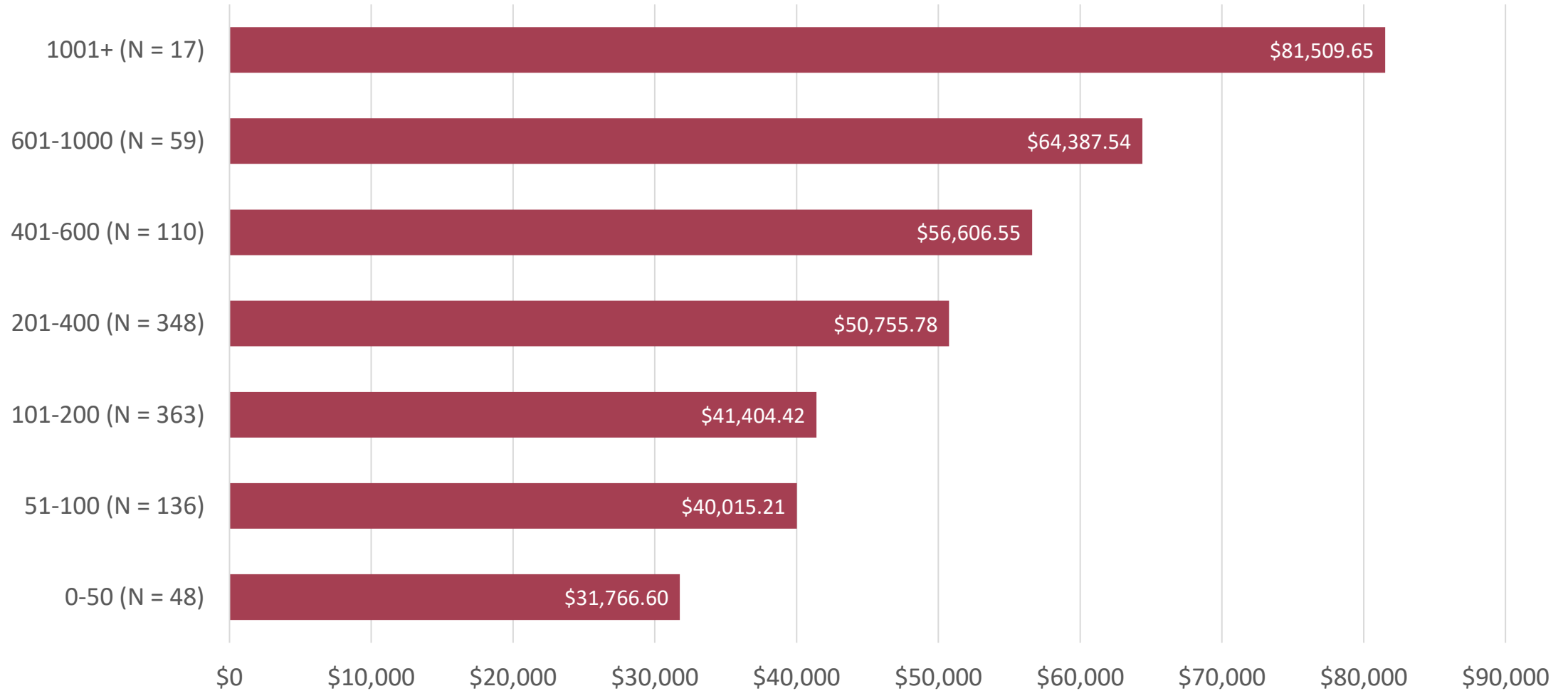
Average Salary by Position

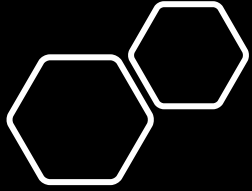


SENIOR/SOLO PASTOR SALARY BY REGION



SENIOR/SOLO PASTOR SALARY BY CONGREGATION SIZE

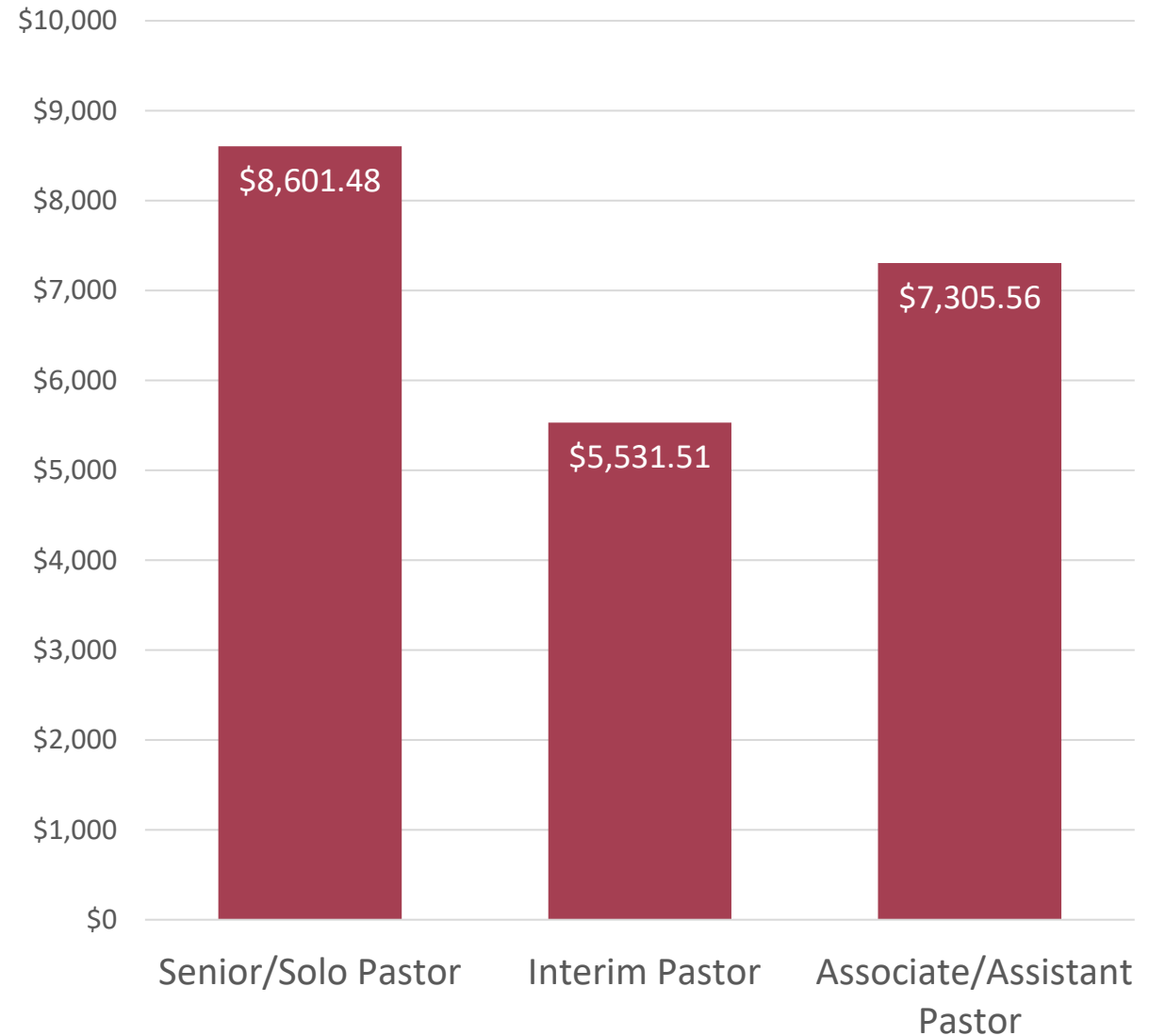




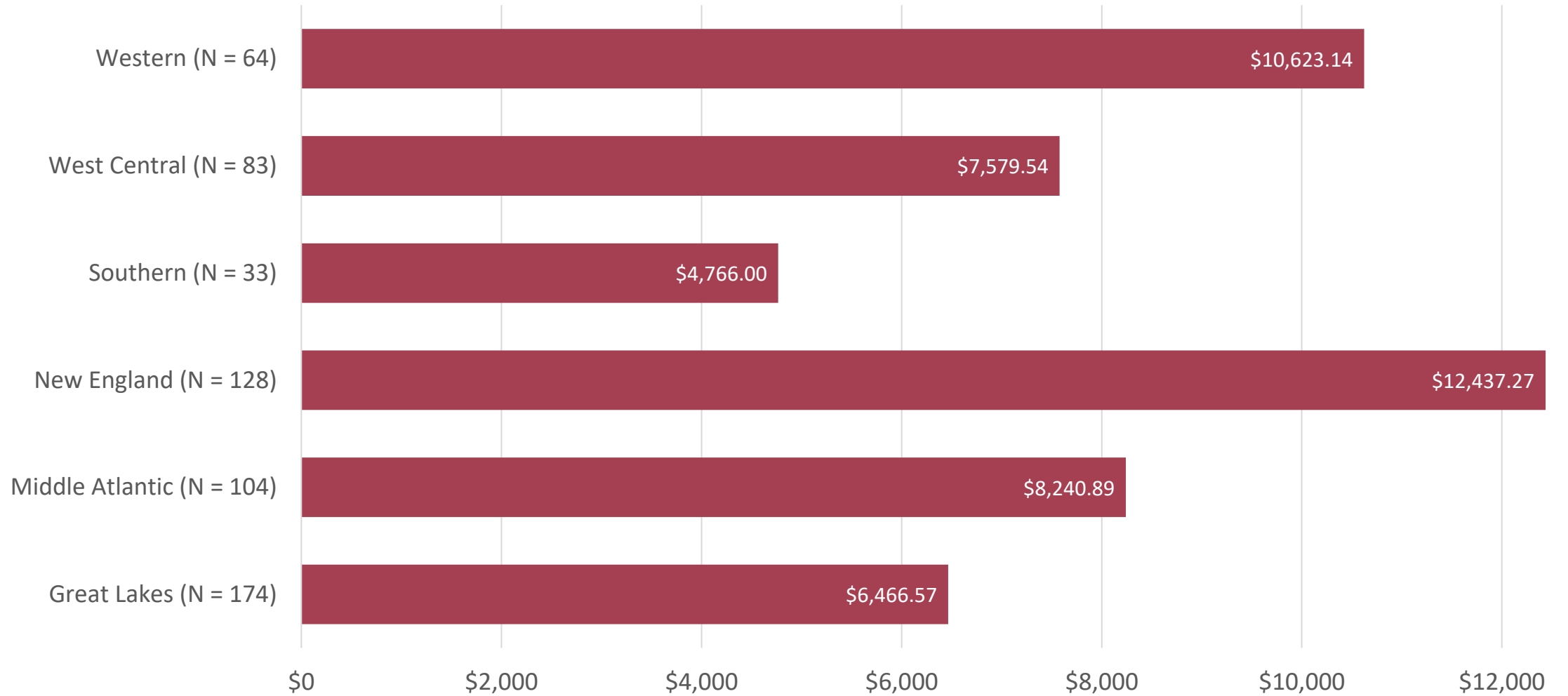
PARSONAGES

- Parsonage rental values were reported for 665 pastors, including:
 - 586 Senior/Solo Pastors
 - 47 Interim Pastors
 - 32 Associate/Assistant Pastors

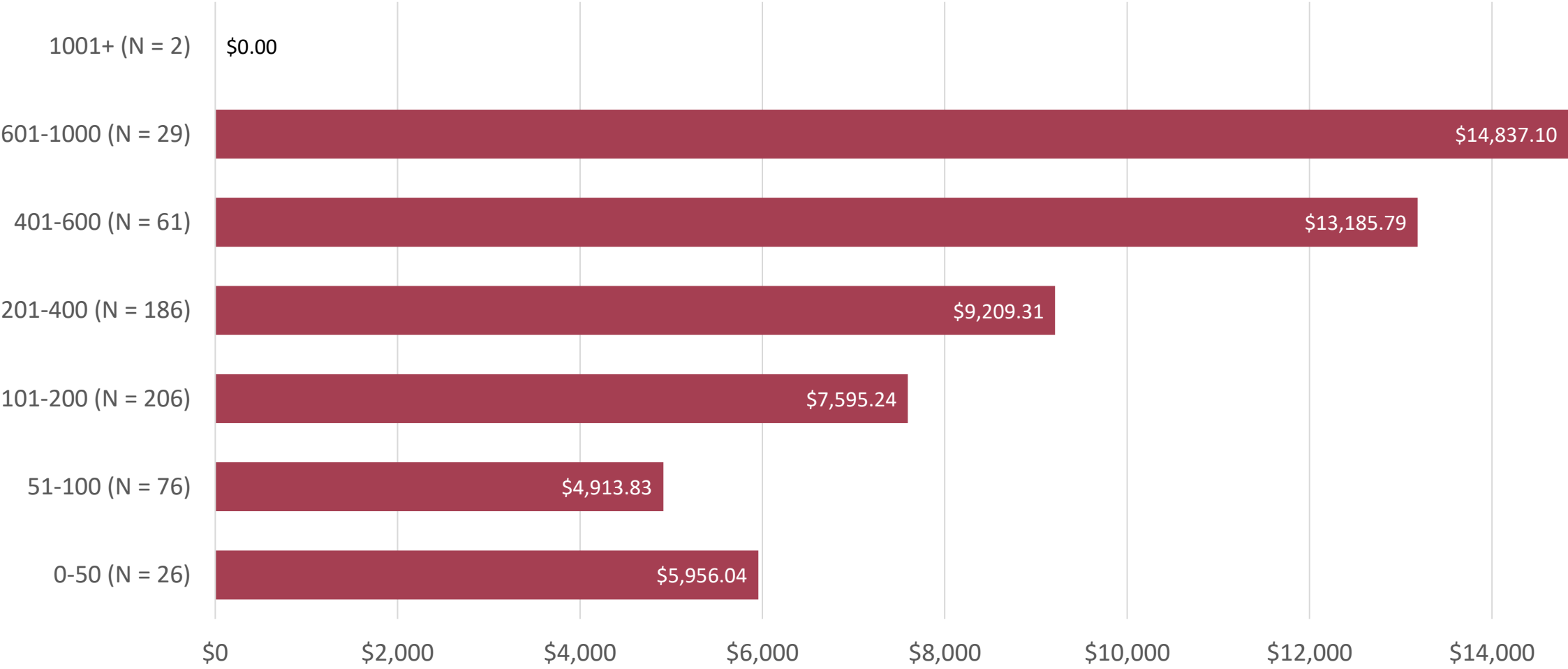
Parsonage Rental Values by Position

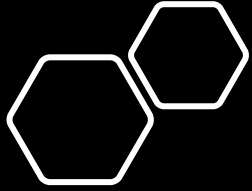


SENIOR/SOLO PASTOR PARSONAGE RENTAL VALUES BY REGION



SENIOR/SOLO PASTOR PARSONAGE RENTAL VALUES BY CONGREGATION SIZE

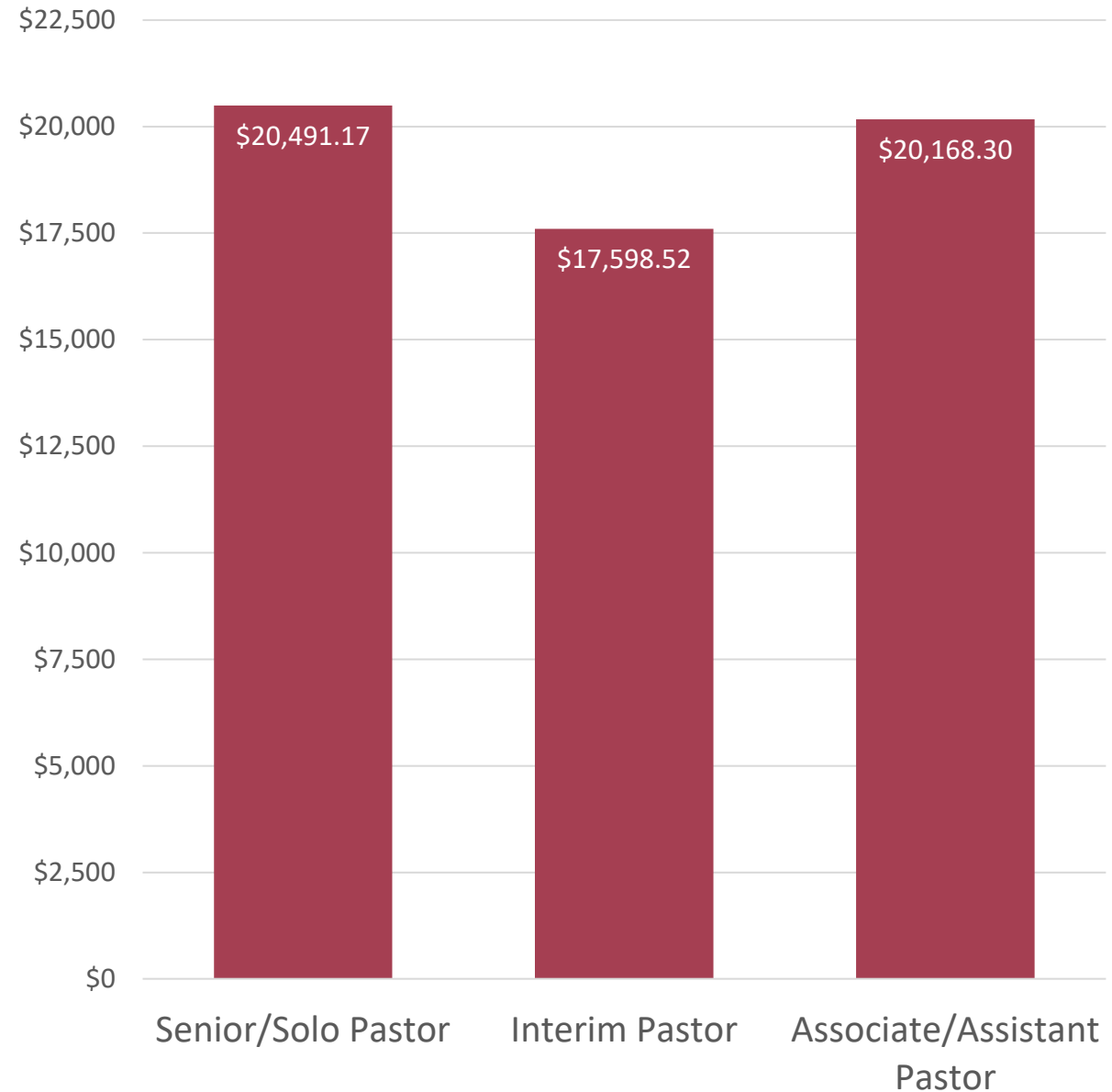




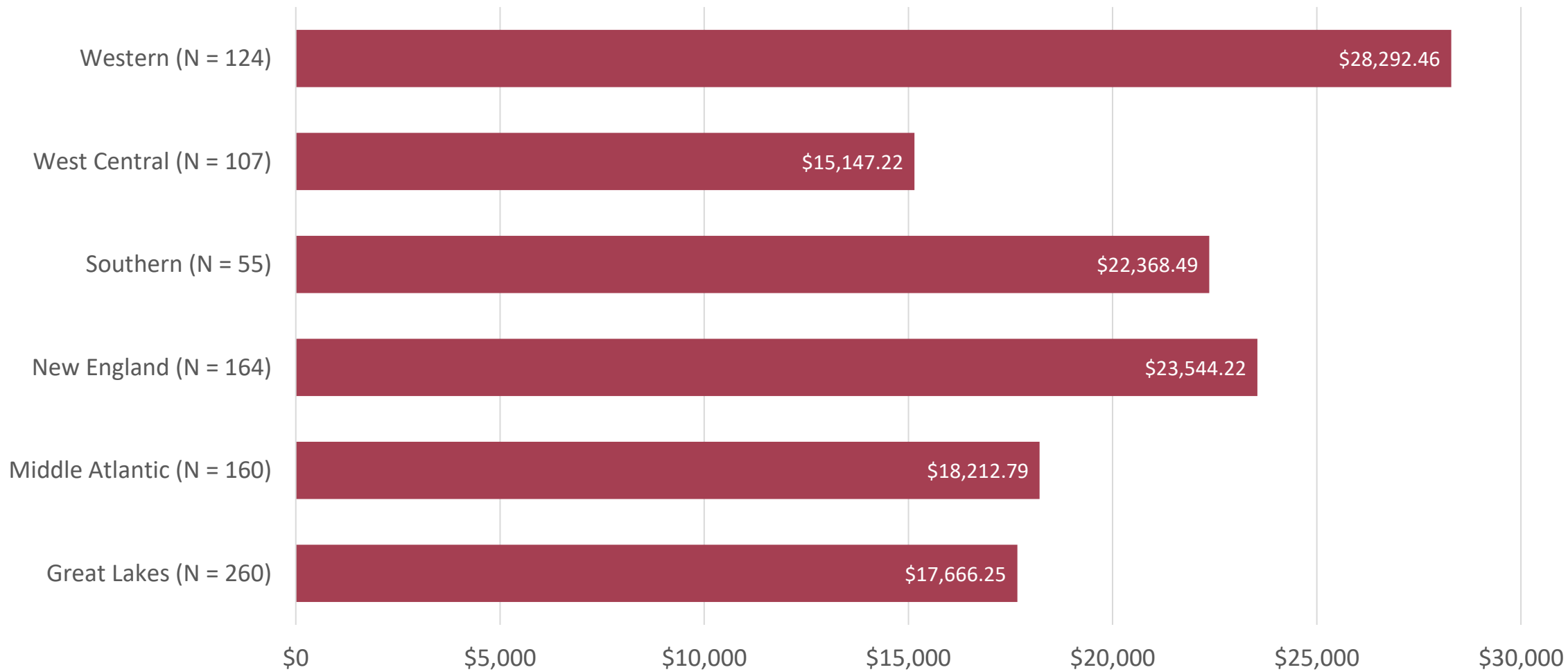
RENT ALLOWANCES

- Rent Allowances were reported for 1,031 pastors, including:
 - 871 Senior/Solo Pastors
 - 83 Interim Pastors
 - 77 Associate/Assistant Pastors

Rental Allowance by Position

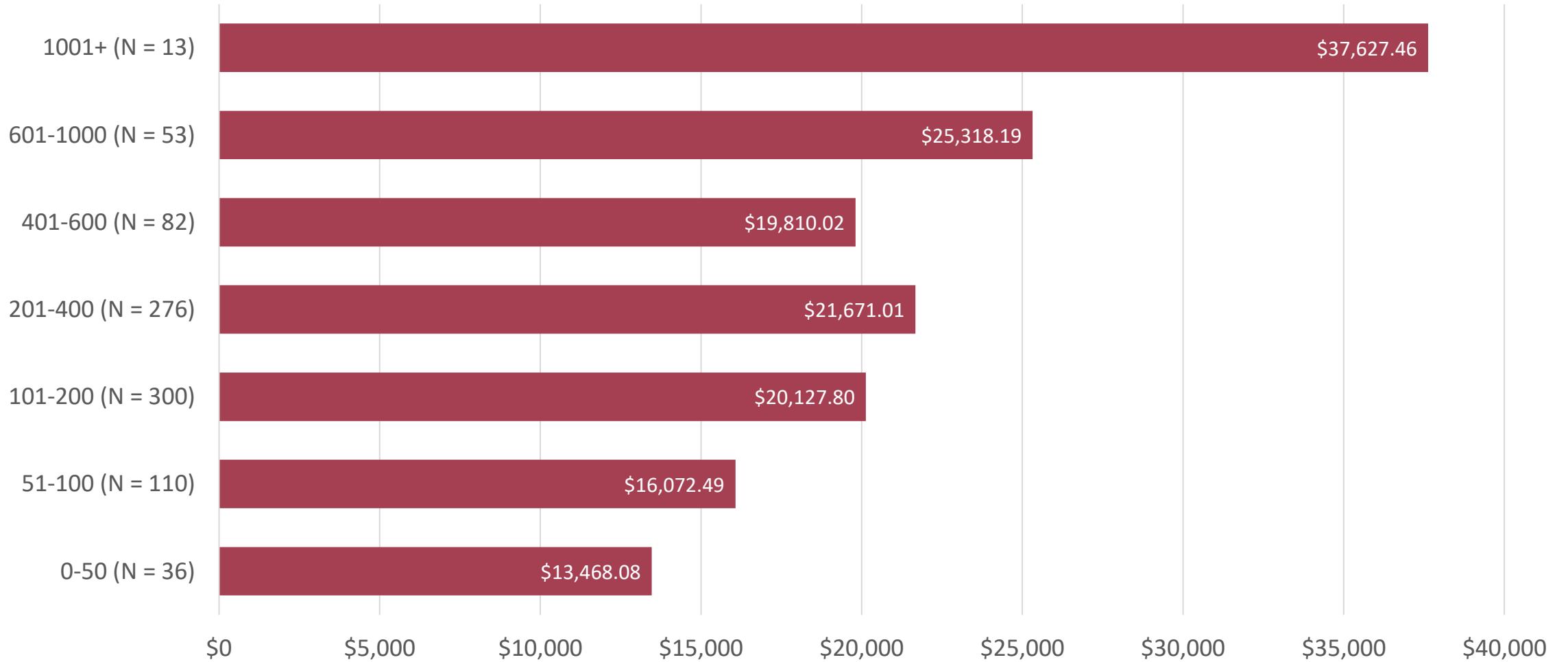


SENIOR/SOLO PASTOR RENT ALLOWANCE BY REGION*

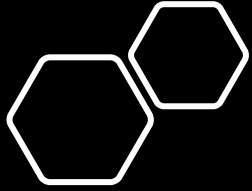


* Excluding one outlier

SENIOR/SOLO PASTOR RENT ALLOWANCE BY CONGREGATION SIZE*



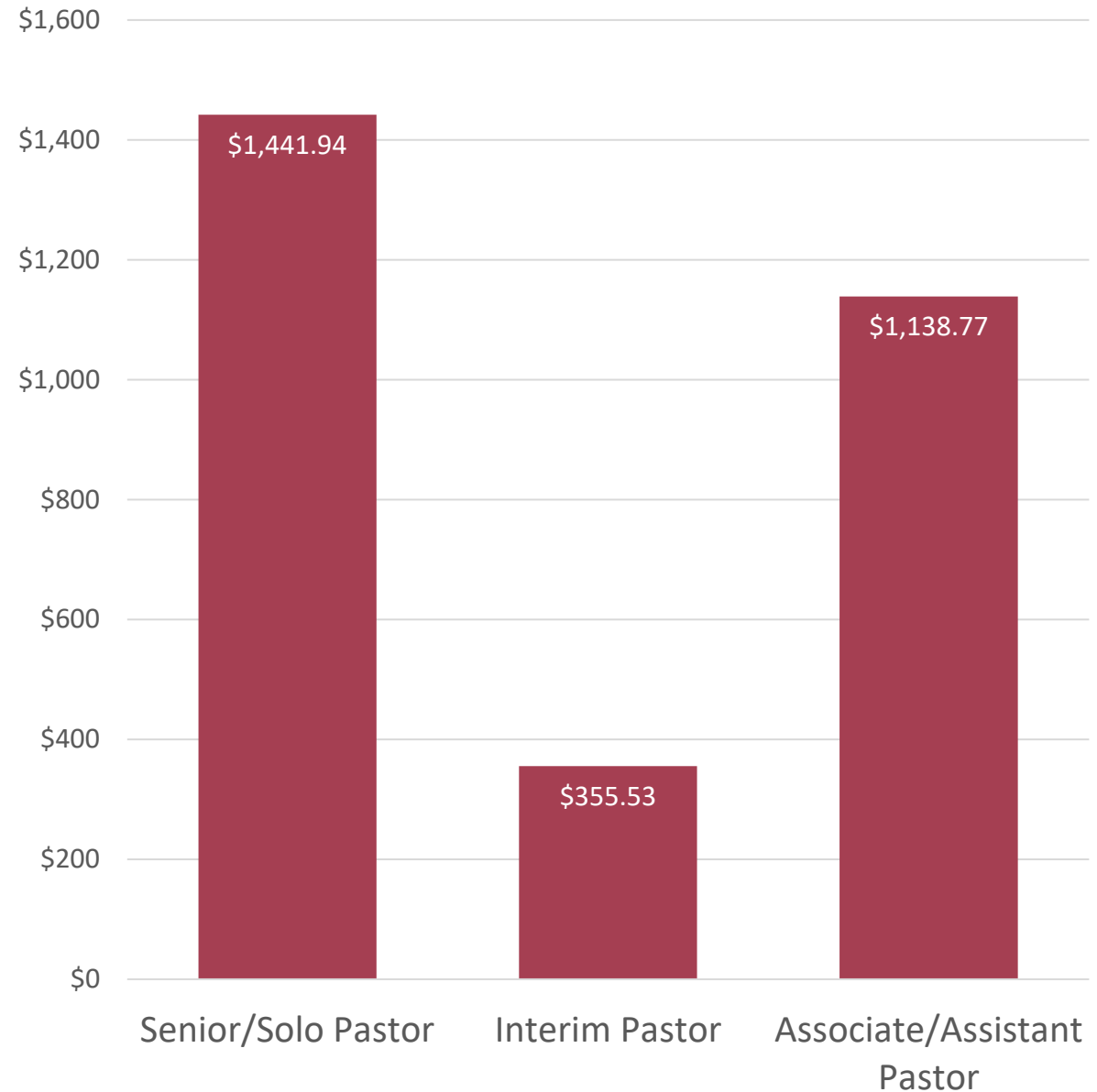
* Excluding one outlier



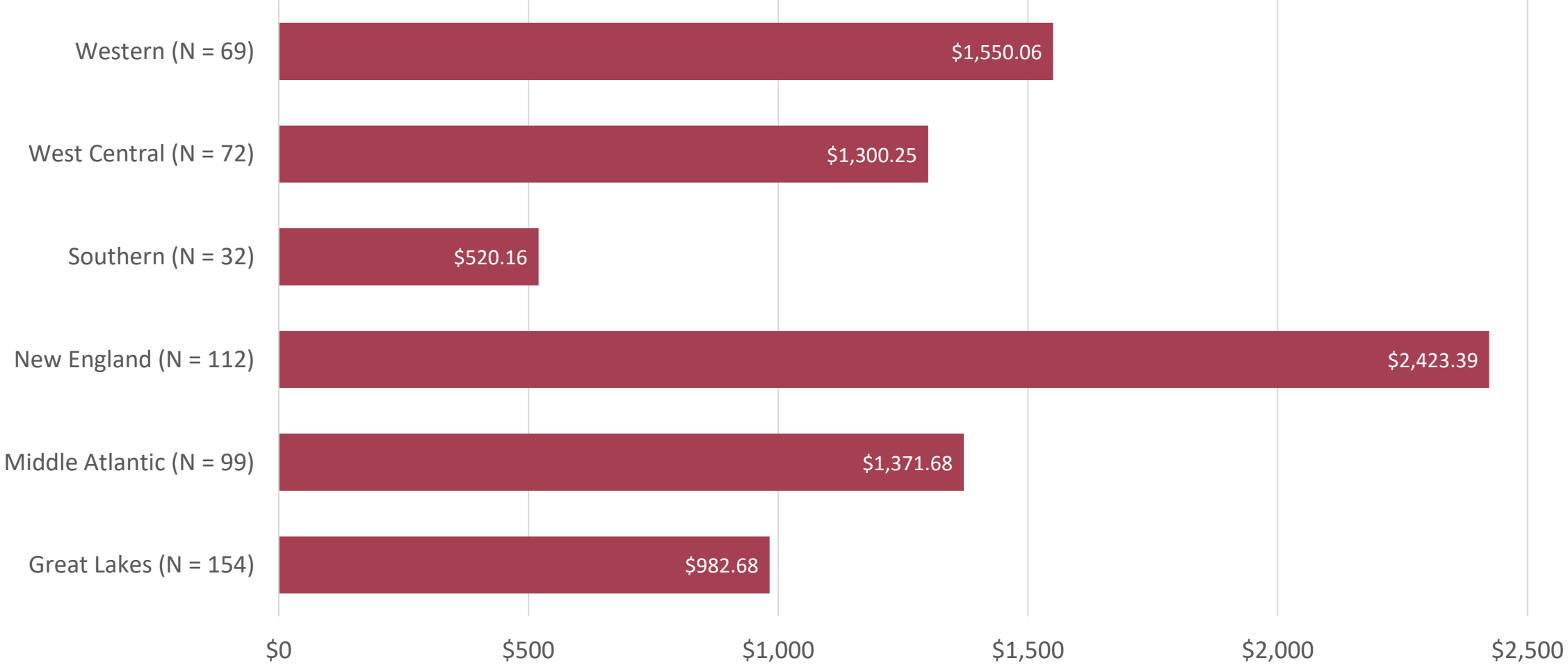
UTILITY ALLOWANCES

- Utility Allowances were reported for 613 pastors, including:
 - 538 Senior/Solo Pastors
 - 45 Interim Pastors
 - 30 Associate/Assistant Pastors

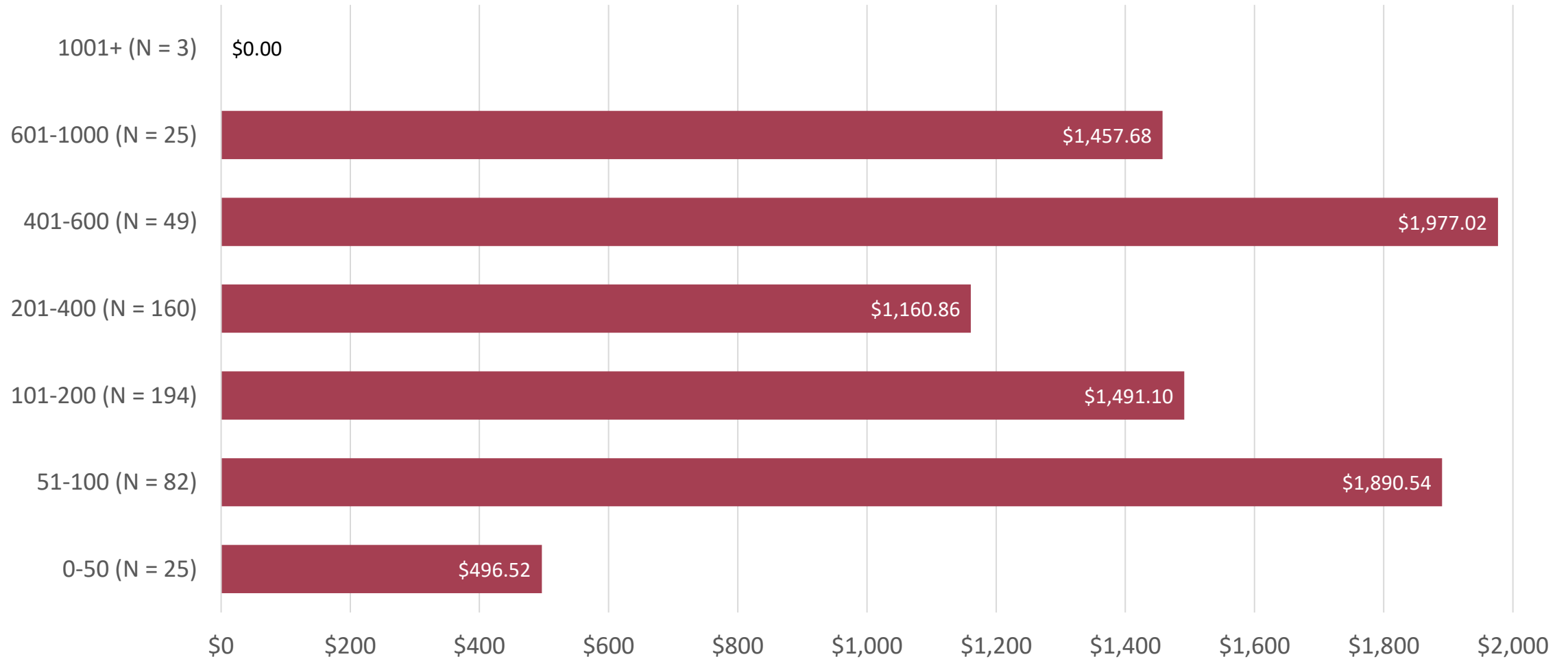
Allowance by Position

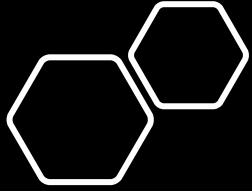


SENIOR/SOLO PASTOR UTILITY ALLOWANCE BY REGION



SENIOR/SOLO PASTOR UTILITY ALLOWANCE BY CONGREGATION SIZE

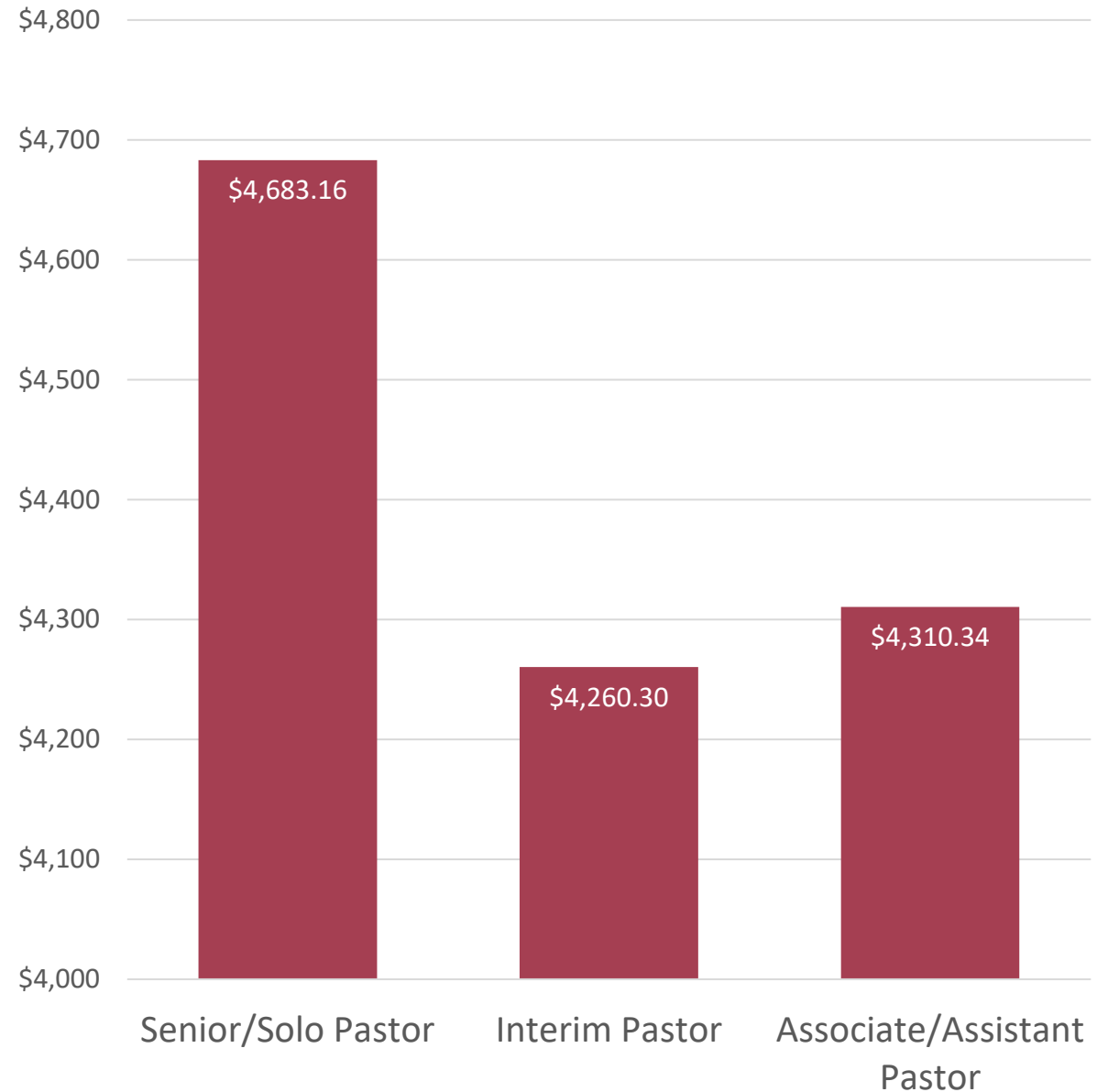




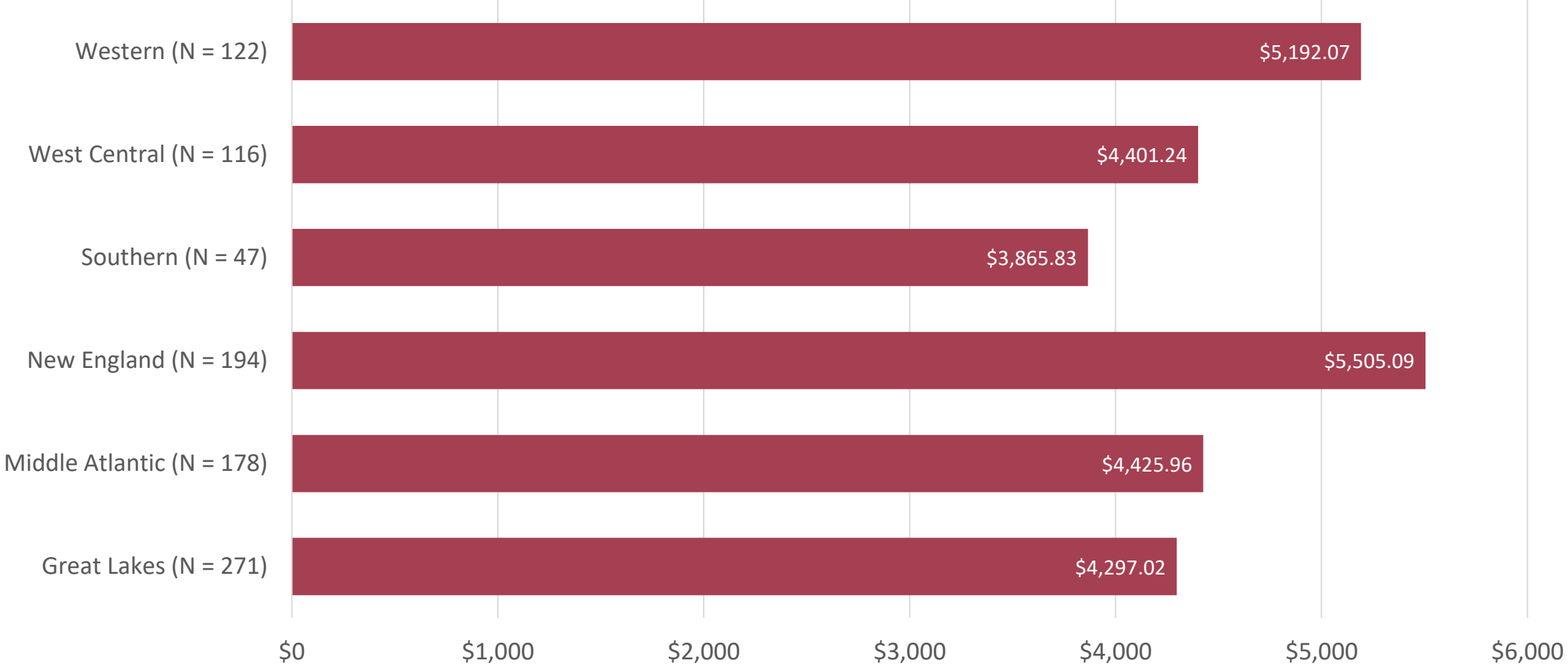
SOCIAL SECURITY

- Social Security was reported for 1,076 pastors, including:
 - 928 Senior/Solo Pastors
 - 77 Interim Pastors
 - 71 Associate/Assistant Pastors

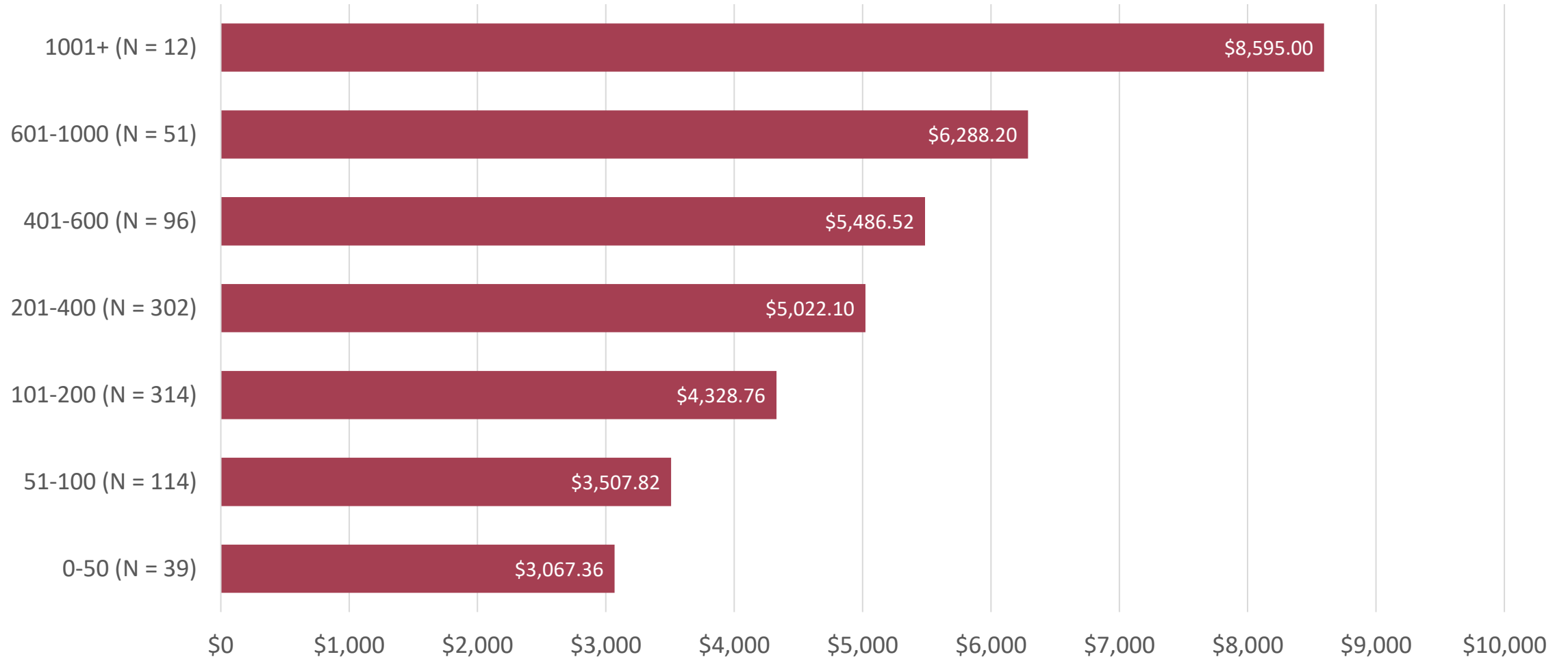
Social Security by Position

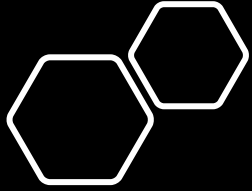


SENIOR/SOLO PASTOR SOCIAL SECURITY BY REGION



SENIOR/SOLO PASTOR SOCIAL SECURITY BY CONGREGATION SIZE

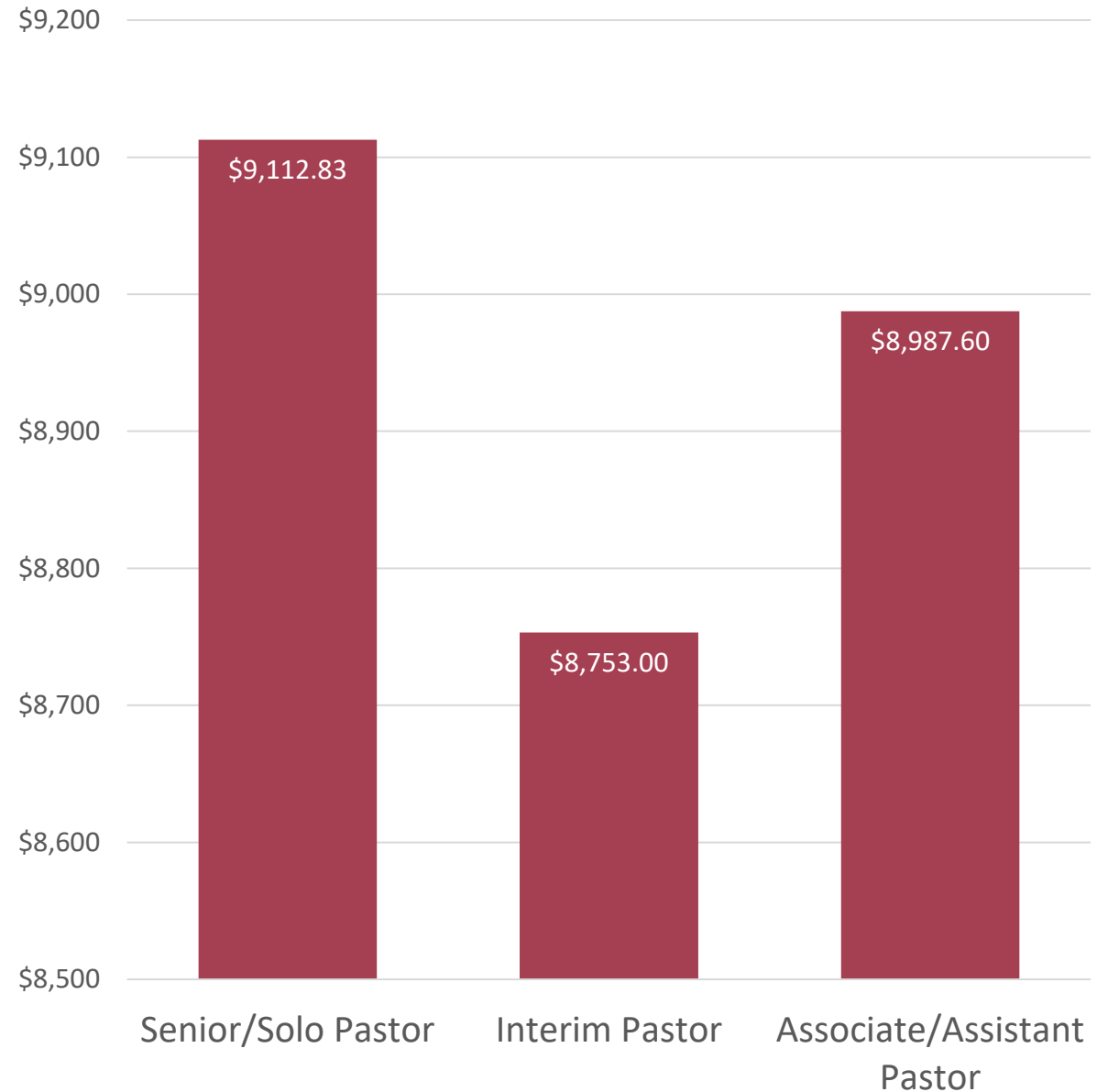




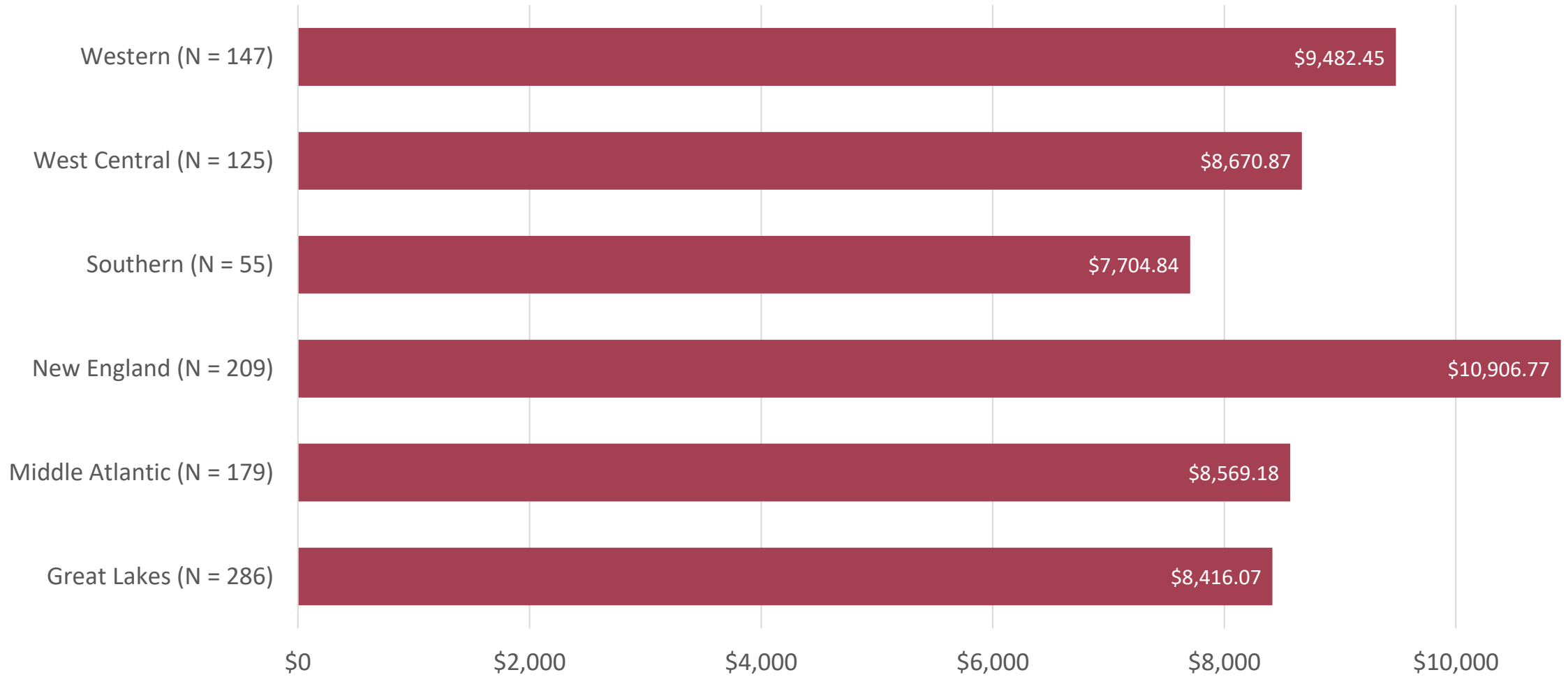
ANNUITIES

- Annuities were reported for 1,170 pastors, including:
 - 1,001 Senior/Solo Pastors
 - 83 Interim Pastors
 - 86 Associate/Assistant Pastors

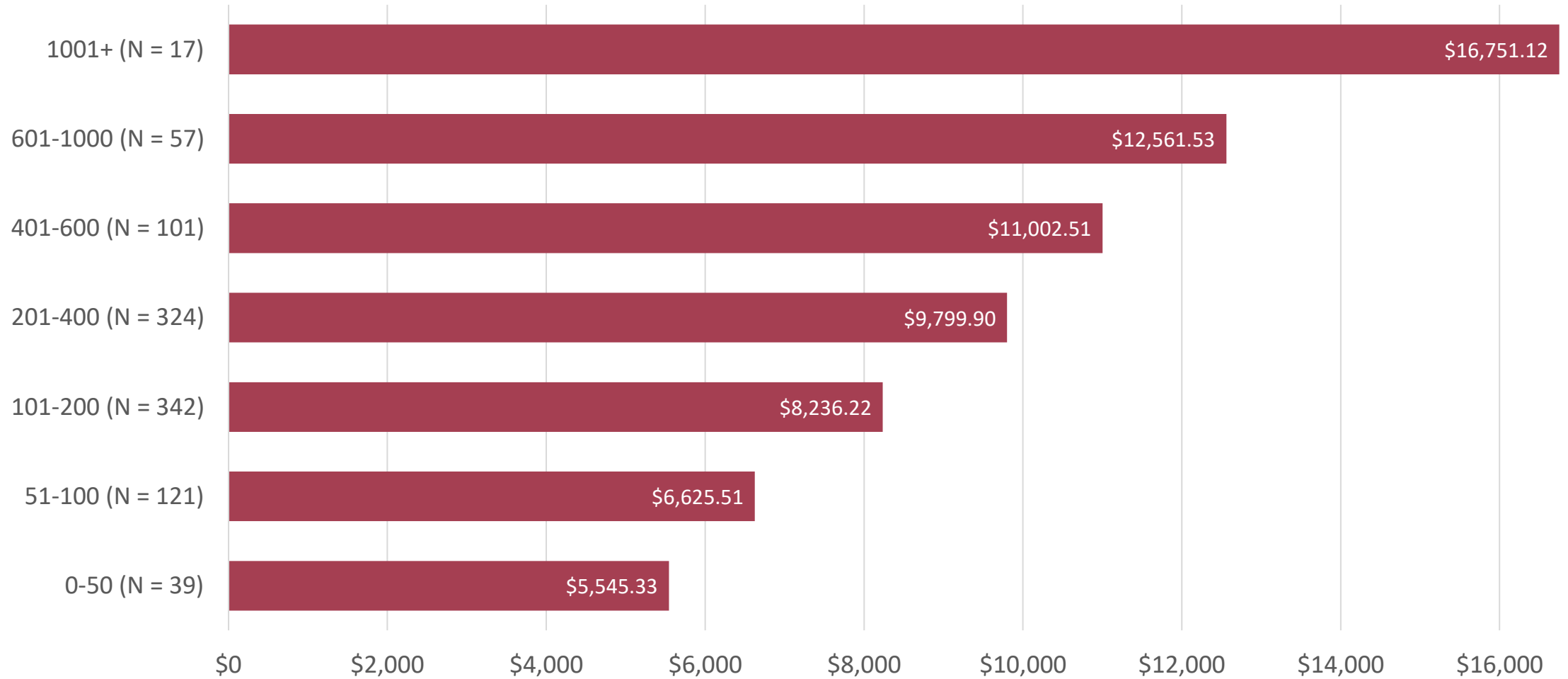
Annuities by Position

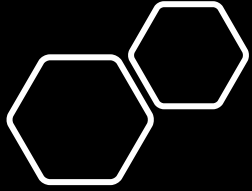


SENIOR/SOLO PASTOR ANNUITIES BY REGION



SENIOR/SOLO PASTOR ANNUITIES BY CONGREGATION SIZE

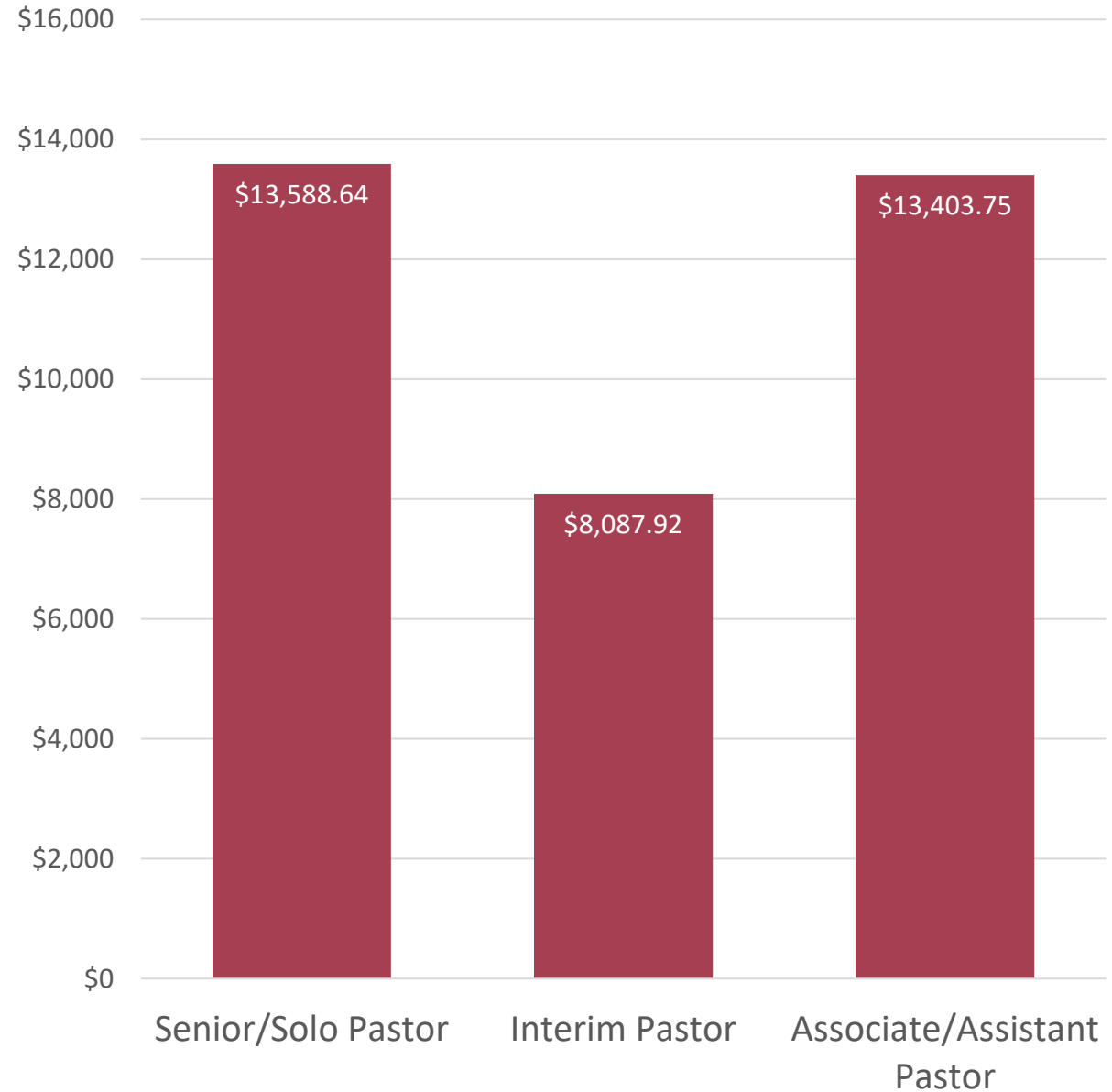




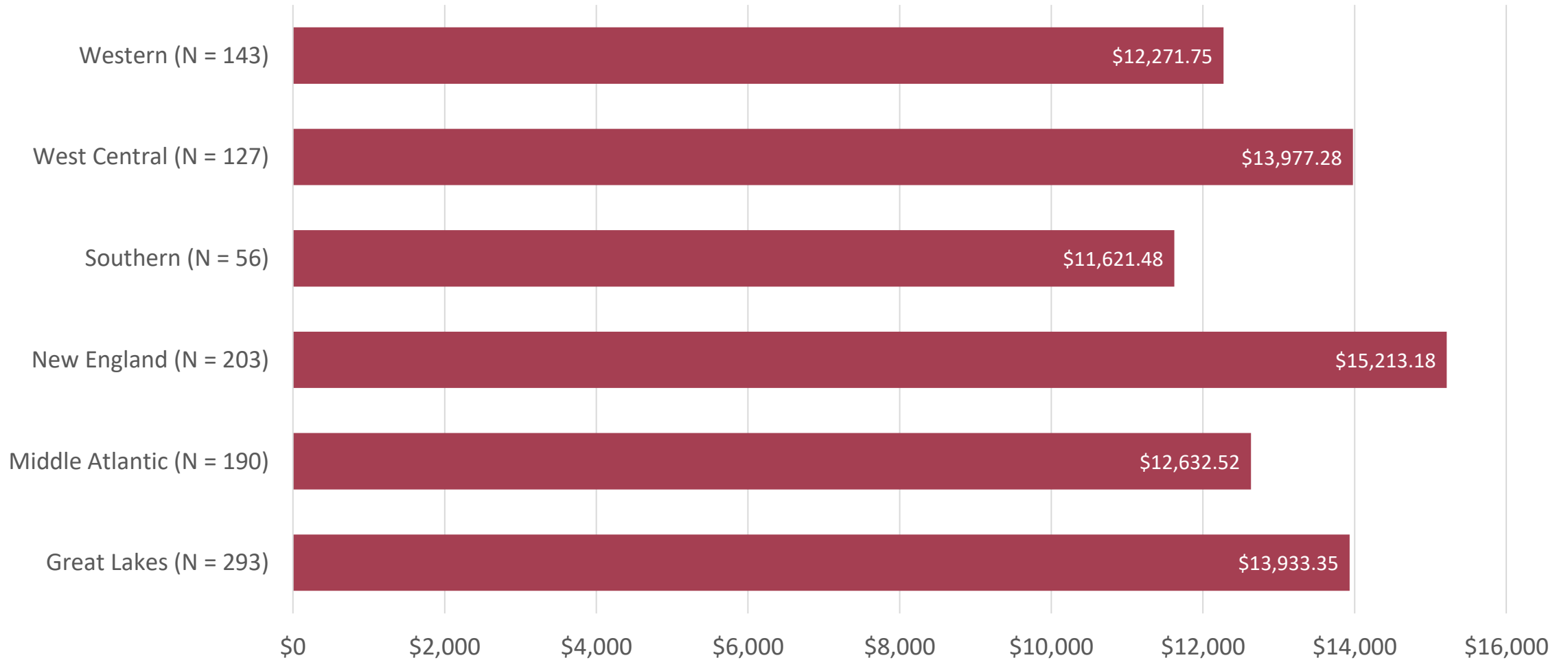
INSURANCE

- Insurance Payments were reported for 1,185 pastors, including:
 - 1,012 Senior/Solo Pastors
 - 84 Interim Pastors
 - 89 Associate/Assistant Pastors

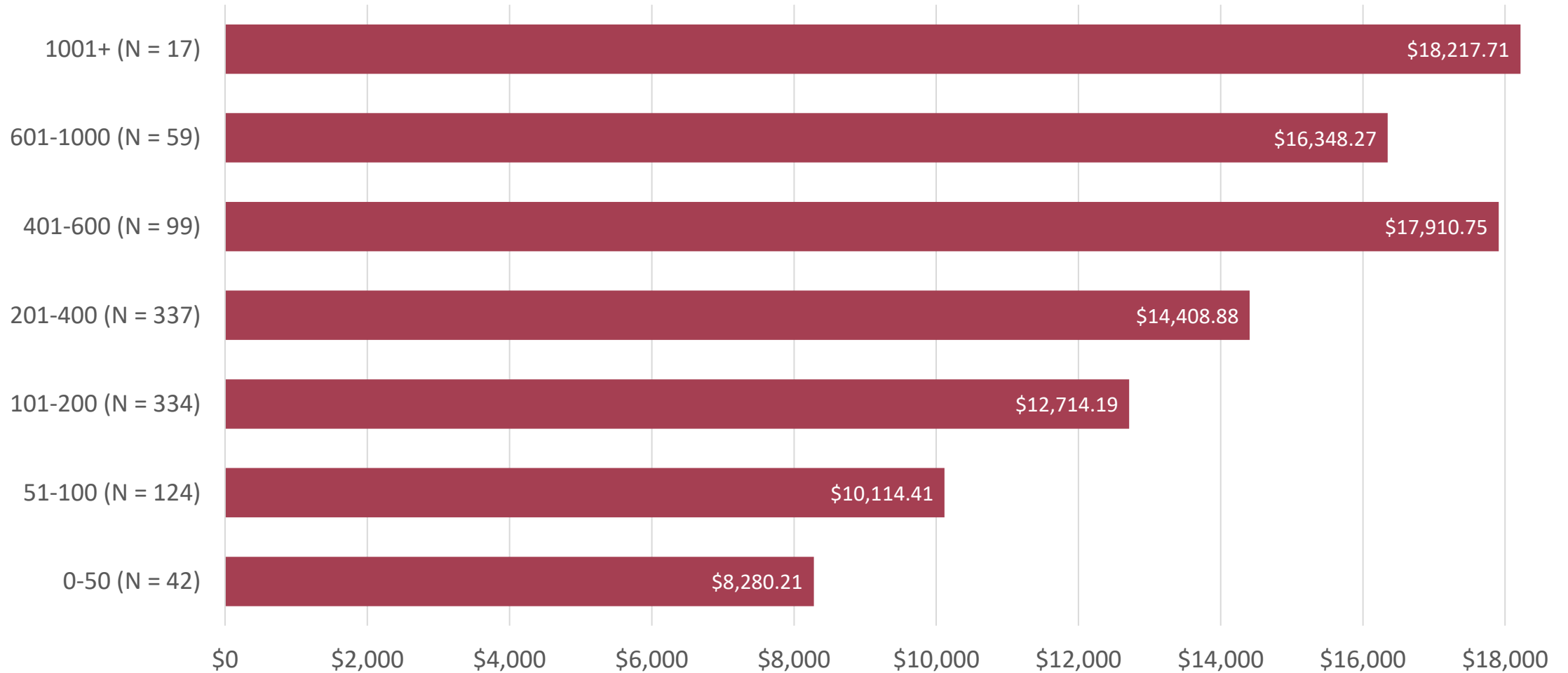
Insurance by Position

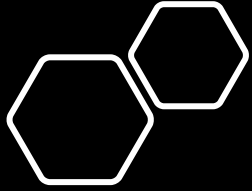


SENIOR/SOLO PASTOR INSURANCE BY REGION



SENIOR/SOLO PASTOR INSURANCE BY CONGREGATION SIZE

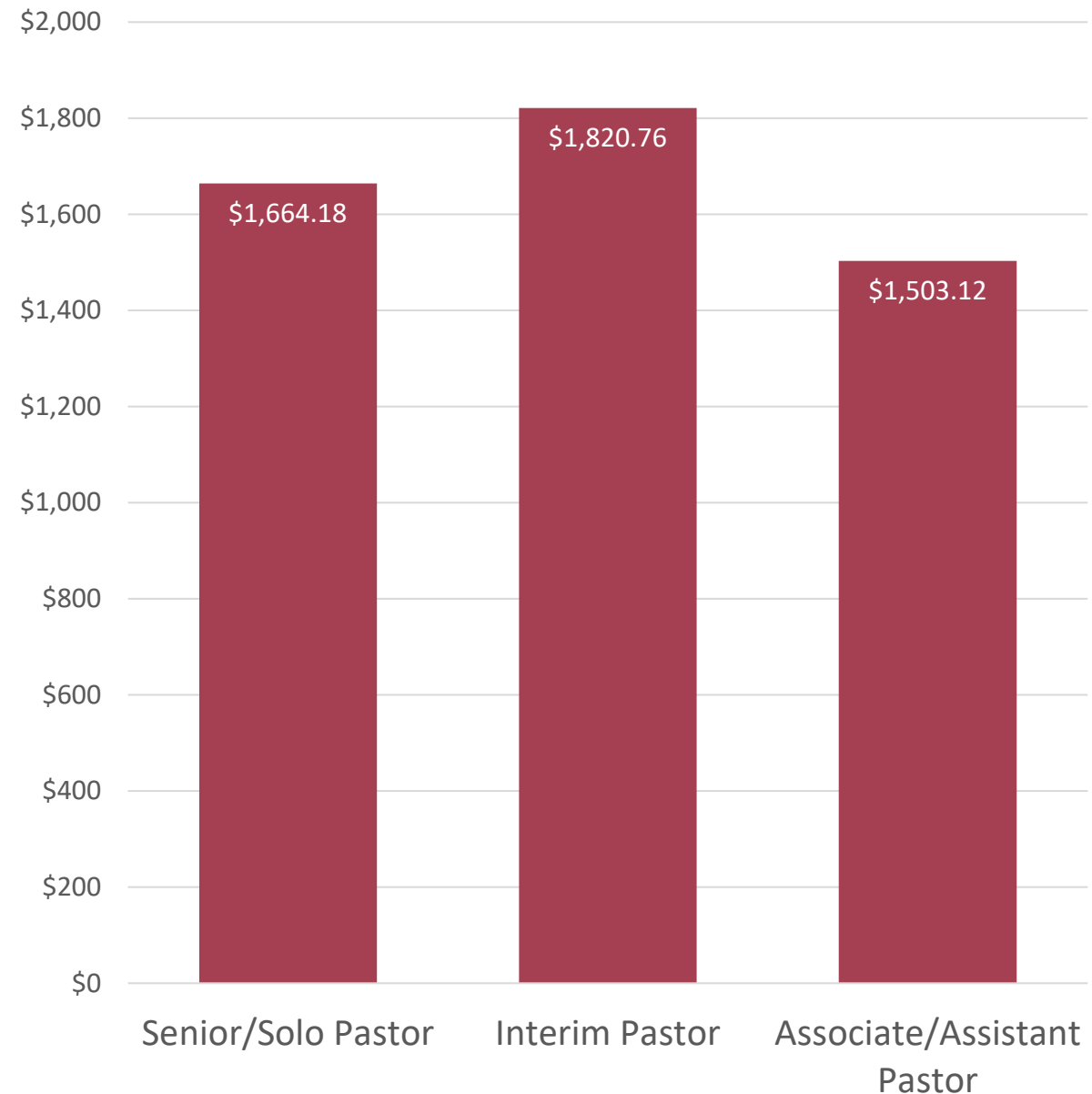




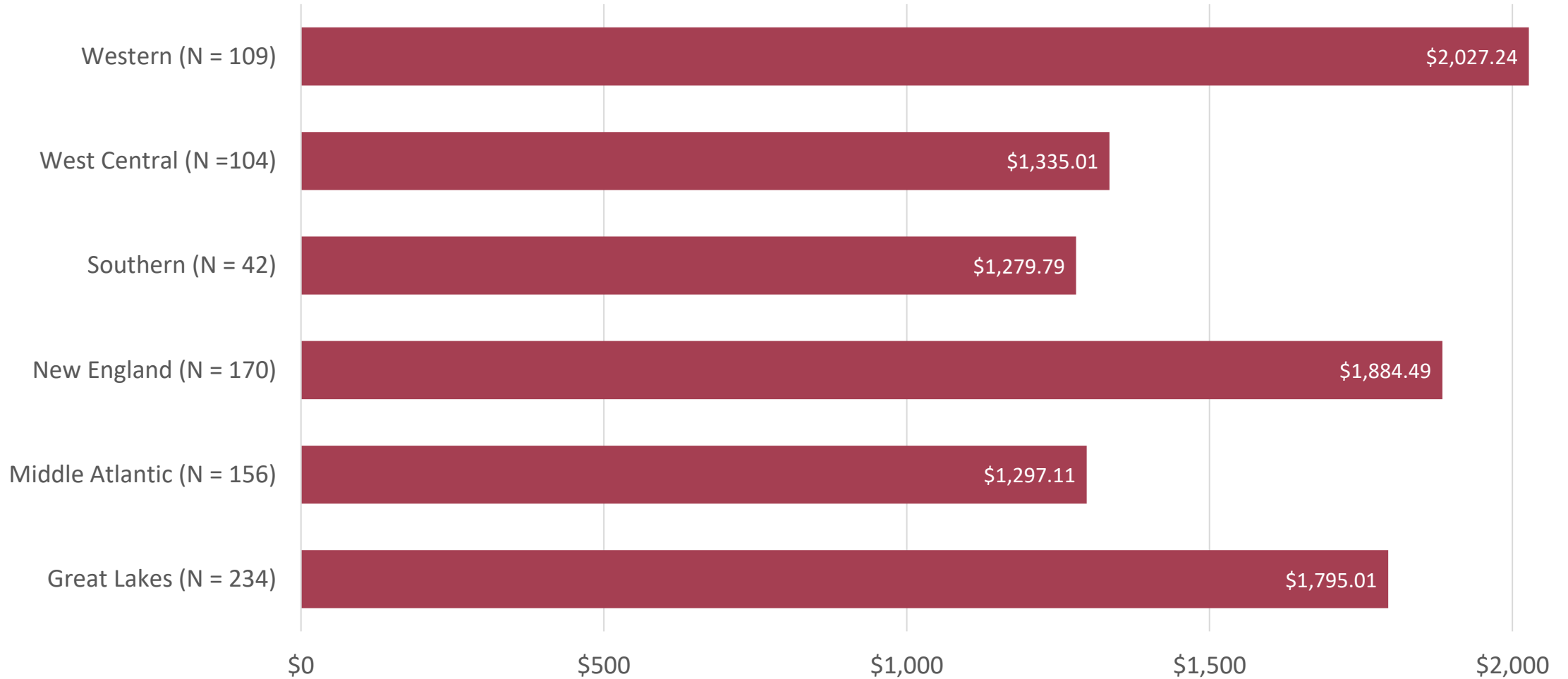
OTHER COSTS

- Other costs were reported for 940 pastors, including:
 - 815 Senior/Solo Pastors
 - 67 Interim Pastors
 - 58 Associate/Assistant Pastors

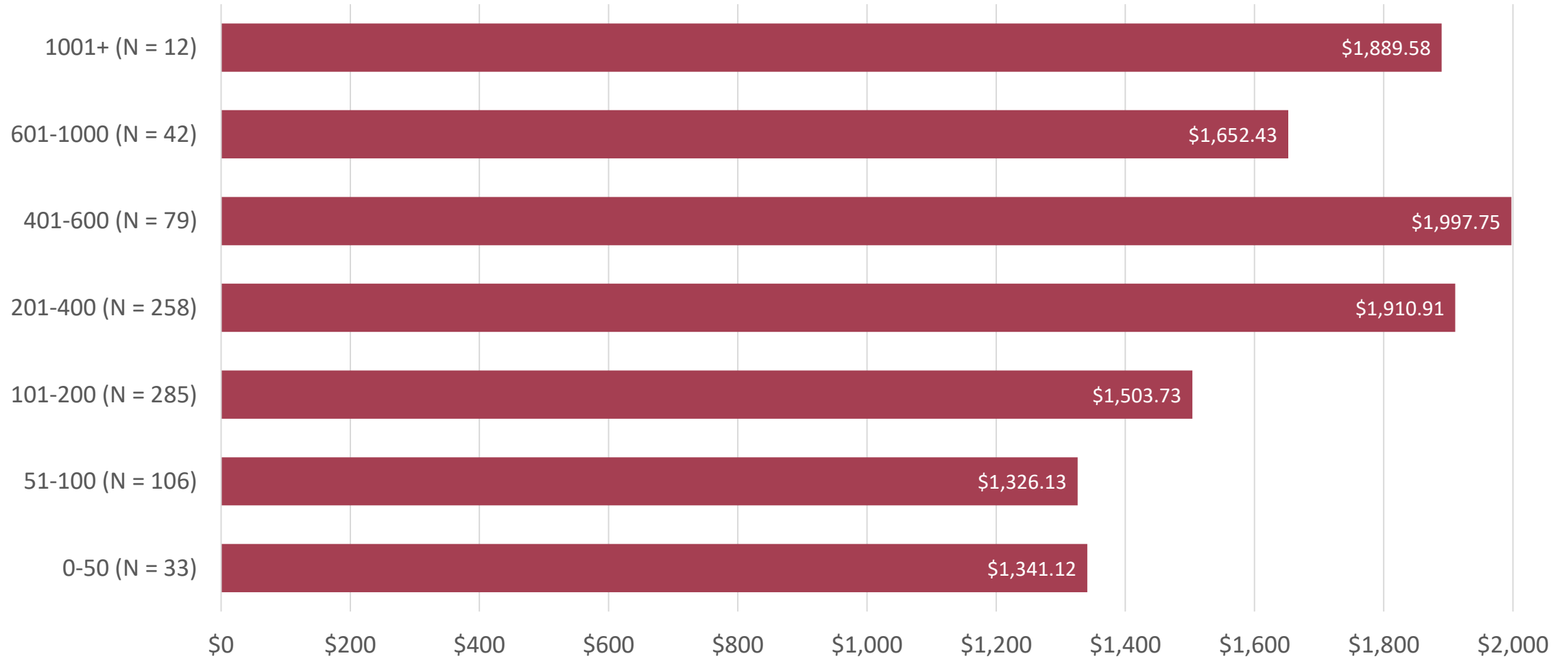
Other Costs by Position

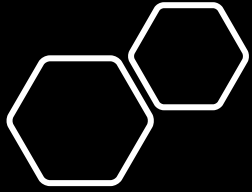


SENIOR/SOLO PASTOR OTHER COSTS BY REGION



SENIOR/SOLO PASTOR OTHER COSTS BY CONGREGATION SIZE

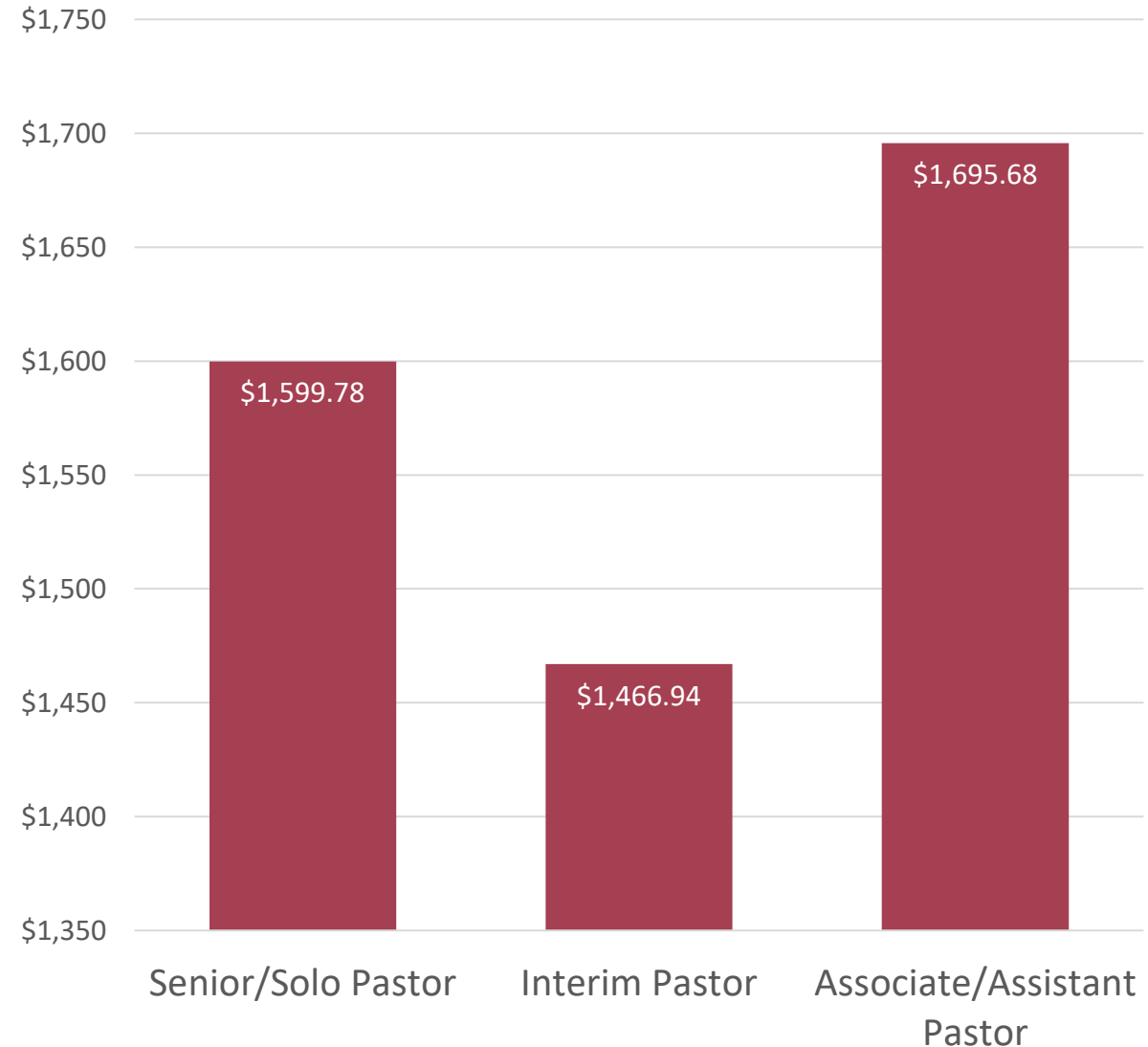




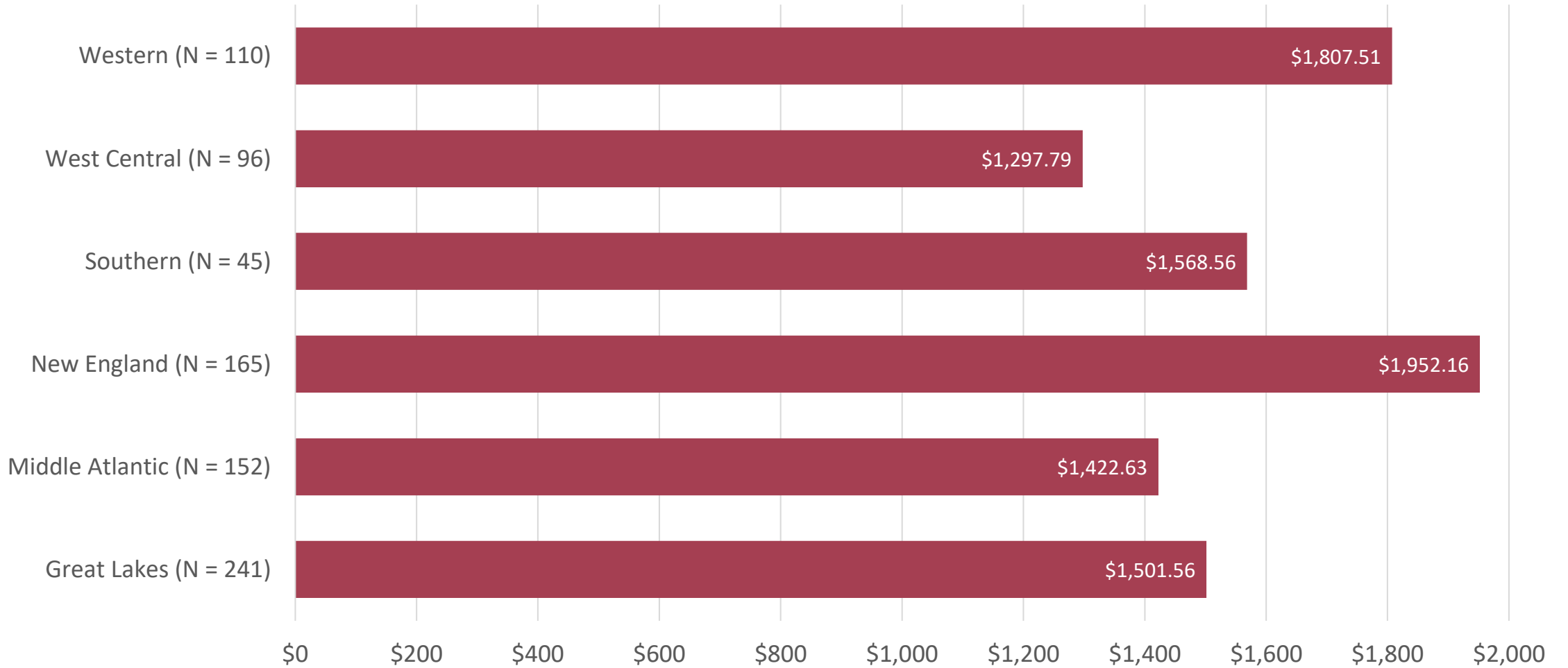
BUSINESS EXPENSE ALLOWANCES

- Business expense allowances were reported for 930 pastors, including:
 - 809 Senior/Solo Pastors
 - 62 Interim Pastors
 - 59 Associate/Assistant Pastors

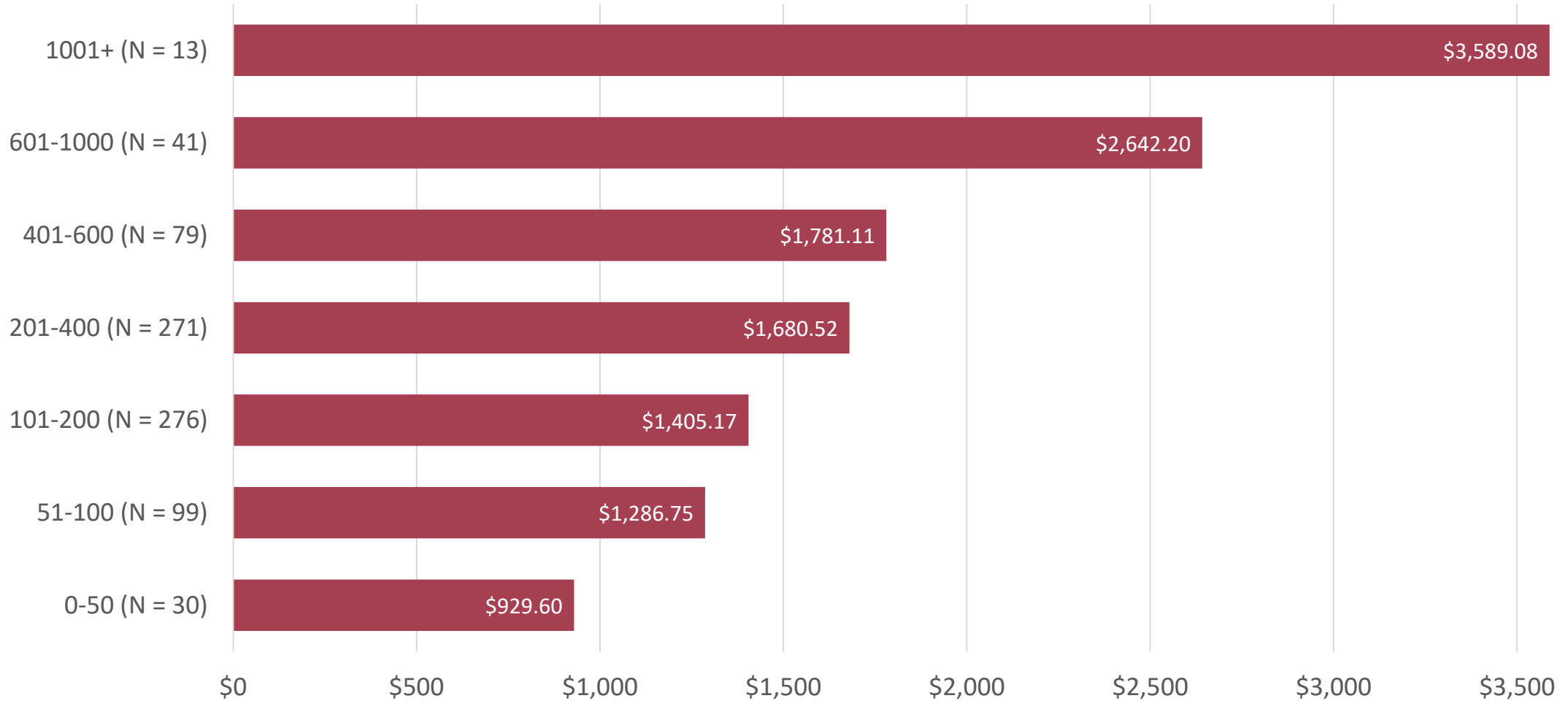
Business Expense Allowances by Position



SENIOR/SOLO PASTOR BUSINESS ALLOWANCES BY REGION



SENIOR/SOLO PASTOR BUSINESS ALLOWANCES BY CONGREGATION SIZE



SENIOR/SOLO PASTOR COSTS BY CATEGORY AND REGION

Region	Average Salary	Average Parsonage Rental Values	Average Rent Allowance	Average Utility Allowance	Average Social Security	Average Annuity	Average Insurance	Average Business Expenses	Average Other Costs
Western	\$47,042.48	\$10,623.14	\$28,292.46	\$1,550.06	\$5,192.07	\$9,482.45	\$12,271.75	\$1,807.51	\$2,027.24
West Central	\$43,290.83	\$7,579.54	\$15,147.22	\$1,300.25	\$4,401.24	\$8,670.87	\$13,977.28	\$1,297.79	\$1,335.01
Southern	\$46,256.75	\$4,766.00	\$22,368.49	\$520.16	\$3,865.83	\$7,704.84	\$11,621.48	\$1,568.56	\$1,279.79
New England	\$57,901.35	\$12,437.27	\$23,544.22	\$2,423.39	\$5,505.09	\$10,906.77	\$15,213.18	\$1,952.16	\$1,884.49
Middle Atlantic	\$45,036.70	\$8,240.89	\$18,212.79	\$1,371.68	\$4,425.96	\$8,569.18	\$12,632.52	\$1,422.63	\$1,297.11
Great Lakes	\$43,402.67	\$6,466.57	\$17,666.25	\$982.68	\$4,297.02	\$8,416.07	\$13,933.35	\$1,501.56	\$1,795.01

SENIOR/SOLO PASTOR COSTS BY CATEGORY AND CONGREGATION SIZE

Congregation Size	Average Salary	Average Parsonage Rental Values	Average Rent Allowance	Average Utility Allowance	Average Social Security	Average Annuity	Average Insurance	Average Business Expenses	Average Other Costs
0-50	\$31,766.60	\$5,956.04	\$13,468.08	\$496.52	\$3,067.36	\$5,545.33	\$8,280.21	\$929.60	\$1,341.12
51-100	\$40,015.21	\$4,913.83	\$16,072.49	\$1,890.54	\$3,507.82	\$6,625.51	\$10,114.41	\$1,286.75	\$1,326.13
101-200	\$41,404.42	\$7,595.24	\$20,127.80	\$1,491.10	\$4,328.76	\$8,236.22	\$12,714.19	\$1,405.17	\$1,503.73
201-400	\$50,755.78	\$9,209.31	\$21,671.01	\$1,160.86	\$5,022.10	\$9,799.90	\$14,408.88	\$1,680.52	\$1,910.91
401-600	\$56,606.55	\$13,185.79	\$19,810.02	\$1,977.02	\$5,486.52	\$11,002.51	\$17,910.75	\$1,781.11	\$1,997.75
601-1000	\$64,387.54	\$14,837.10	\$25,318.19	\$1,457.68	\$6,288.20	\$12,561.53	\$16,348.27	\$2,642.20	\$1,652.43
1001+	\$81,509.65	\$0.00	\$37,627.46	\$0.00	\$8,595.00	\$16,751.12	\$18,217.71	\$3,589.08	\$1,889.58

COSTS BY CATEGORY AND POSITION

Position	Average Salary	Average Parsonage Rental Values	Average Rent Allowance	Average Utility Allowance	Average Social Security	Average Annuity	Average Insurance	Average Business Expenses	Average Other Costs
Senior/Solo Pastor	\$47,244.15	\$8,601.48	\$20,376.79	\$1,441.94	\$4,683.16	\$9,112.83	\$13,588.64	\$1,599.78	\$1,664.18
Interim Pastor	\$45,275.62	\$5,531.51	\$17,598.52	\$355.53	\$4,260.30	\$8,753.00	\$8,087.92	\$1,466.94	\$1,820.76
Associate/Assistant Pastor	\$46,236.95	\$7,305.56	\$20,168.30	\$1,138.77	\$4,310.34	\$8,987.60	\$13,403.75	\$1,695.68	\$1,503.12