

## **Clergy Effective Salaries Compared by Congregation Size and Years of Service**

The Board of Pensions has tabulated a range of Effective Salary data to assist decision-makers in reviewing clergy compensation. The charts compare the Effective Salaries of full-time pastors and full-time associate pastors serving churches. The data is broken down both by congregation size and years since ordination in order to provide apt comparisons.<sup>1</sup>

The compensation information is based on our records as of May 1, 2009.

Effective salary is a member's compensation from a church or employing organization, including a housing allowance. Full-time is 35 hours a week or more.<sup>2</sup>

Actual clergy Effective Salaries range from presbytery minimums, to amounts in excess of \$200,000. There are many variables. The data presented below groups salaries into percentiles in order to divide the data into manageable ranges.

A percentile is a value on a scale of one hundred that indicates a percent of distribution that is equal to or below it. For example, the effective salary shown in the 75th percentile indicates that 75 percent of salaries fall below this number; 25 percent are higher. A number listed as 50th percentile indicates that 50 percent of salaries are higher and 50 percent are lower.

When fewer than ten incumbents are in a congregation size group, the salary information is not shown separately in order to protect individual privacy.

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<sup>1</sup>This is not the Salary Study in which the Board tabulates median and average Effective Salary information reported by minister members serving U.S. congregations, which includes both full-time and part-time data. That study is for purposes of various calculations under the Benefits Plan. The data presented here is in the nature of a "salary survey" for use by sessions and personnel committees of churches, as well as other decision-makers. For more information, see the [Median Salaries and Dues Minimums and Maximums for 2010](#) and the [Salaries in the Parish Ministry 2009 Salary Study](#).

<sup>2</sup>For more detailed information on the components of Effective Salary, please see the Board publication, [Understanding Effective Salary](#).

**FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 50 OR FEWER MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$31,963.50	\$37,200.00	\$38,779.04	\$45,811.50
6-10	\$27,885.00	\$39,000.00	\$37,040.26	\$44,918.14
11-15	\$26,073.50	\$35,398.00	\$35,318.96	\$44,709.25
16-20	\$34,941.50	\$43,053.50	\$43,323.71	\$49,571.25
More than 20	\$33,941.50	\$40,500.00	\$41,610.51	\$48,582.00

**FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 50 OR FEWER MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$48,055.95	\$48,055.95	\$48,055.95	\$48,055.95
6-10				
11-15				
16-20				
More than 20				

**FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 51 TO 100 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$37,148.15	\$41,910.00	\$42,005.90	\$46,016.50
6-10	\$37,550.00	\$43,000.00	\$44,572.72	\$48,000.00
11-15	\$37,804.25	\$42,422.50	\$44,217.91	\$48,992.50
16-20	\$39,942.55	\$45,955.00	\$44,650.42	\$48,989.52
More than 20	\$39,600.00	\$45,292.00	\$45,952.58	\$52,210.00

**FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 51 TO 100 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$14,050.00	\$22,200.00	\$23,350.00	\$31,500.00
6-10				
11-15	\$25,590.74	\$25,590.74	\$25,590.74	\$25,590.74
16-20	\$39,026.63	\$39,026.63	\$39,026.63	\$39,026.63
More than 20				

**FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 101 TO 200 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$42,000.00	\$46,200.00	\$47,619.84	\$52,087.50
6-10	\$42,058.50	\$48,170.44	\$48,911.97	\$54,292.25
11-15	\$43,680.00	\$50,274.00	\$52,062.81	\$58,915.50
16-20	\$44,347.38	\$50,012.00	\$51,627.88	\$56,923.16
More than 20	\$45,000.00	\$52,000.00	\$53,286.65	\$61,070.00

**FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 101 TO 200 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$39,518.00	\$45,739.00	\$44,465.22	\$51,400.00
6-10	\$55,321.50	\$55,321.50	\$55,321.50	\$55,321.50
11-15	\$36,340.65	\$36,340.65	\$36,340.65	\$36,340.65
16-20	\$57,200.00	\$57,200.00	\$57,200.00	\$57,200.00
More than 20	\$41,050.00	\$41,050.00	\$41,050.00	\$41,050.00

**FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 201 TO 500 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$47,544.01	\$53,520.00	\$55,928.96	\$62,668.25
6-10	\$51,887.50	\$58,920.00	\$60,475.65	\$67,984.25
11-15	\$54,762.25	\$61,575.50	\$62,774.70	\$69,377.05
16-20	\$55,040.00	\$62,700.00	\$63,873.86	\$70,931.00
More than 20	\$55,730.00	\$63,869.00	\$64,912.96	\$73,218.00

**FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 201 TO 500 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$41,200.00	\$45,114.00	\$46,336.27	\$50,000.00
6-10	\$44,300.00	\$48,600.00	\$49,994.29	\$55,424.00
11-15	\$45,328.00	\$48,390.00	\$51,362.89	\$56,850.00
16-20	\$46,717.49	\$51,791.00	\$54,054.83	\$58,783.75
More than 20	\$49,661.00	\$58,962.00	\$58,019.70	\$65,000.00

**FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 501 TO 1000 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$64,535.75	\$75,800.00	\$74,917.23	\$83,937.50
6-10	\$65,499.25	\$73,958.50	\$76,583.66	\$89,475.25
11-15	\$69,900.53	\$79,228.00	\$81,320.16	\$90,472.75
16-20	\$70,973.70	\$80,278.00	\$80,300.72	\$88,038.00
More than 20	\$73,399.37	\$81,978.50	\$84,571.95	\$92,805.00

**FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 501 TO 1000 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$43,000.00	\$47,500.00	\$48,727.71	\$52,530.00
6-10	\$48,720.59	\$55,046.72	\$56,643.50	\$62,405.25
11-15	\$52,748.00	\$58,960.00	\$62,458.10	\$68,153.00
16-20	\$52,658.00	\$56,644.00	\$59,823.19	\$65,520.00
More than 20	\$54,751.50	\$62,652.50	\$63,420.82	\$69,034.00

**FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 1001 TO 1500 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$59,626.75	\$74,650.00	\$71,621.75	\$80,909.00
6-10	\$94,370.00	\$98,000.00	\$104,182.59	\$111,569.50
11-15	\$98,197.81	\$107,259.72	\$107,036.38	\$113,439.00
16-20	\$87,547.91	\$96,786.62	\$94,901.74	\$101,260.00
More than 20	\$91,862.00	\$102,000.00	\$106,138.04	\$113,374.70

**FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 1001 TO 1500 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$46,687.50	\$52,081.50	\$54,334.20	\$60,267.00
6-10	\$51,641.24	\$54,342.78	\$58,026.59	\$61,760.25
11-15	\$54,948.00	\$64,274.00	\$65,978.01	\$71,708.11
16-20	\$57,852.00	\$64,011.00	\$63,970.60	\$69,212.00
More than 20	\$61,252.83	\$65,076.00	\$69,942.27	\$71,738.24

**FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 1501 TO 2000 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$80,822.50	\$97,000.00	\$89,381.72	\$101,750.08
6-10	\$67,564.88	\$90,129.76	\$96,860.92	\$122,791.38
11-15	\$120,535.50	\$127,261.00	\$127,261.00	\$133,986.50
16-20	\$101,360.48	\$117,370.00	\$119,122.53	\$134,817.75
More than 20	\$107,535.00	\$121,746.00	\$125,038.05	\$137,411.75

**FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 1501 TO 2000 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$51,906.00	\$59,100.00	\$61,527.22	\$69,198.00
6-10	\$64,677.46	\$68,571.50	\$68,705.99	\$71,475.50
11-15	\$65,611.75	\$75,943.50	\$82,533.33	\$94,011.87
16-20	\$68,857.00	\$74,863.00	\$76,066.15	\$82,000.00
More than 20	\$71,408.50	\$75,890.00	\$79,024.59	\$81,391.50

**FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 2001 TO 2500 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$56,650.00	\$56,650.00	\$56,650.00	\$56,650.00
6-10				
11-15	\$129,038.57	\$129,038.57	\$129,038.57	\$129,038.57
16-20	\$95,945.00	\$103,235.26	\$100,437.63	\$107,727.88
More than 20	\$113,450.00	\$121,677.00	\$128,264.75	\$152,978.75

**FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 2001 TO 2500 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$52,560.47	\$58,000.00	\$57,372.92	\$62,475.00
6-10	\$62,400.00	\$69,000.00	\$73,760.32	\$95,524.87
11-15	\$63,649.98	\$68,289.00	\$71,874.14	\$77,083.50
16-20	\$74,798.75	\$78,165.00	\$75,342.50	\$78,708.75
More than 20	\$70,792.50	\$78,987.00	\$77,346.86	\$84,343.00

**FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 2501 OR MORE MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$96,753.50	\$152,600.00	\$123,635.67	\$165,000.00
6-10	\$147,813.70	\$154,766.35	\$181,992.72	\$209,430.18
11-15	\$172,717.00	\$172,717.00	\$172,717.00	\$172,717.00
16-20	\$109,082.50	\$115,025.00	\$123,354.33	\$133,461.50
More than 20	\$149,000.00	\$169,921.00	\$168,472.94	\$190,978.34

**FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 2501 OR MORE MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$53,316.50	\$59,962.97	\$63,415.46	\$70,202.50
6-10	\$70,055.25	\$79,900.00	\$80,296.30	\$90,112.50
11-15	\$71,256.00	\$80,505.50	\$90,375.21	\$112,104.25
16-20	\$75,407.68	\$90,514.66	\$87,574.02	\$95,605.11
More than 20	\$76,547.50	\$83,723.30	\$93,221.58	\$97,973.75