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  • Other Costs
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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
# DATA OVERVIEW

## Regions Represented

<table>
<thead>
<tr>
<th>Region</th>
<th>Total Count</th>
<th>Senior/Solo Pastor Count</th>
<th>Records Used in Analysis</th>
<th>UCC Average*</th>
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</thead>
<tbody>
<tr>
<td>Great Lakes</td>
<td>371</td>
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<tr>
<td>Middle Atlantic</td>
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<td>14.5%</td>
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*Based on 2022 Statistical Profile (Data Collected in 2021)
## DATA OVERVIEW

### Congregation Sizes Represented

<table>
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<tr>
<th>Size</th>
<th>Total Count</th>
<th>Senior/Solo Pastor Count</th>
<th>Records Used in Analysis</th>
<th>UCC Average*</th>
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<td>4.1%</td>
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*Based on 2022 Statistical Profile (Data Collected in 2021)
# DATA OVERVIEW

## Congregation Size by Region

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<th>Size</th>
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<th>Middle Atlantic</th>
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<th>Southern</th>
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<th>Western</th>
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<tr>
<td>51-100</td>
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<td>11.8%</td>
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<td>101-200</td>
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<td>201-400</td>
<td>34.2%</td>
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</tr>
<tr>
<td>401-600</td>
<td>16.4%</td>
<td>13.0%</td>
<td>11.1%</td>
<td>2.6%</td>
<td>9.8%</td>
<td>6.4%</td>
</tr>
<tr>
<td>601-1000</td>
<td>7.3%</td>
<td>7.8%</td>
<td>8.1%</td>
<td>6.6%</td>
<td>7.8%</td>
<td>3.7%</td>
</tr>
<tr>
<td>1001+</td>
<td>3.8%</td>
<td>2.2%</td>
<td>3.0%</td>
<td>9.2%</td>
<td>1.3%</td>
<td>2.1%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>Great Lakes</th>
<th>Middle Atlantic</th>
<th>New England</th>
<th>Southern</th>
<th>West Central</th>
<th>Western</th>
</tr>
</thead>
<tbody>
<tr>
<td>Average Membership</td>
<td>340.6</td>
<td>295.3</td>
<td>306.1</td>
<td>344.9</td>
<td>273.9</td>
<td>210.1</td>
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</tbody>
</table>
AVERAGE BENEFITS, COMPENSATION, AND COSTS

- Senior/Solo Pastor (N = 1,098)
  - Total Benefits: $28,126.31
  - Total Compensation: $97,577.48
  - Total Costs: $69,971.07

- Interim Pastor (N = 96)
  - Total Benefits: $21,161.61
  - Total Compensation: $85,327.78
  - Total Costs: $64,393.72

- Associate/Assistant Pastor (N = 95)
  - Total Benefits: $26,729.65
  - Total Compensation: $92,701.45
  - Total Costs: $66,259.22
SENIOR/SOLO PASTOR TOTALS BY REGION

Western (N = 187, Avg. Attendance = 210)
- Total Costs: $74,633.79
- Total Compensation: $47,336.50
- Total Benefits: $27,297.29

West Central (N = 153, Avg. Attendance = 274)
- Total Costs: $61,512.29
- Total Compensation: $38,820.00
- Total Benefits: $22,692.29

Southern (N = 76, Avg. Attendance = 345)
- Total Costs: $68,939.47
- Total Compensation: $43,365.98
- Total Benefits: $25,573.49

New England (N = 271, Avg. Attendance = 306)
- Total Costs: $82,794.65
- Total Compensation: $52,424.10
- Total Benefits: $30,370.55

Middle Atlantic (N = 232, Avg. Attendance = 295)
- Total Costs: $65,190.04
- Total Compensation: $42,380.70
- Total Benefits: $22,809.34

Great Lakes (N = 371, Avg. Attendance = 341)
- Total Costs: $88,632.99
- Total Compensation: $62,471.20
- Total Benefits: $26,161.79

Chart showing total costs, total compensation, and total benefits for each region.
Salaries were reported for 1,266 pastors, including:
- 1,081 Senior/Solo Pastors
- 93 Interim Pastors
- 92 Associate/Assistant Pastors

<table>
<thead>
<tr>
<th>Position</th>
<th>Average Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Senior/Solo Pastor</td>
<td>$47,244.15</td>
</tr>
<tr>
<td>Interim Pastor</td>
<td>$45,275.62</td>
</tr>
<tr>
<td>Associate/Assistant Pastor</td>
<td>$46,236.95</td>
</tr>
</tbody>
</table>
SENIOR/SOLO PASTOR SALARY BY REGION

Western (N = 159) - $47,042.48
West Central (N = 136) - $43,290.83
Southern (N = 61) - $46,256.75
New England (N = 213) - $57,901.35
Middle Atlantic (N = 200) - $45,036.70
Great Lakes (N = 312) - $43,402.67
Parsonage rental values were reported for 665 pastors, including:

- 586 Senior/Solo Pastors
- 47 Interim Pastors
- 32 Associate/Assistant Pastors
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**: $20,491.17
- **Interim Pastor**: $17,598.52
- **Associate/Assistant Pastor**: $20,168.30
 SENIOR/SOLO PASTOR RENT ALLOWANCE BY REGION*

- Western (N = 124) $28,292.46
- West Central (N = 107) $15,147.22
- Southern (N = 55) $22,368.49
- New England (N = 164) $23,544.22
- Middle Atlantic (N = 160) $18,212.79
- Great Lakes (N = 260) $17,666.25

* Excluding one outlier
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**: $1,441.94
- **Interim Pastor**: $355.53
- **Associate/Assistant Pastor**: $1,138.77
SENIOR/SOLO PASTOR UTILITY ALLOWANCE BY REGION

- Great Lakes (N = 154): $982.68
- Middle Atlantic (N = 99): $1,371.68
- West Central (N = 72): $1,300.25
- Southern (N = 32): $520.16
- New England (N = 112): $2,423.39
- Western (N = 69): $1,550.06

The chart shows the utility allowance by region, with Great Lakes having the lowest allowance at $982.68 and New England having the highest at $2,423.39.
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**: $4,683.16
- **Interim Pastor**: $4,260.30
- **Associate/Assistant Pastor**: $4,310.34
SENIOR/SOLO PASTOR SOCIAL SECURITY BY REGION

- **Great Lakes (N = 271)**: $4,297.02
- **West Central (N = 116)**: $4,401.24
- **Southern (N = 47)**: $3,865.83
- **New England (N = 194)**: $5,505.09
- **Western (N = 122)**: $5,192.07
- **Middle Atlantic (N = 178)**: $4,425.96
SENIOR/SOLO PASTOR SOCIAL SECURITY BY CONGREGATION SIZE

- 1001+ (N = 12): $8,595.00
- 601-1000 (N = 51): $6,288.20
- 401-600 (N = 96): $5,486.52
- 201-400 (N = 302): $5,022.10
- 101-200 (N = 314): $4,328.76
- 51-100 (N = 114): $3,507.82
- 0-50 (N = 39): $3,067.36
ANNUITIES

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

![Annuities by Position](chart.png)
SENIOR/SOLO PASTOR ANNUITIES BY REGION

- Western (N = 147): $9,482.45
- West Central (N = 125): $8,670.87
- Southern (N = 55): $7,704.84
- New England (N = 209): $10,906.77
- Middle Atlantic (N = 179): $8,569.18
- Great Lakes (N = 286): $8,416.07
Senior/Solo Pastor Annuities by Congregation Size

- 1001+ (N = 17): $16,751.12
- 601-1000 (N = 57): $12,561.53
- 401-600 (N = 101): $11,002.51
- 201-400 (N = 324): $9,799.90
- 101-200 (N = 342): $8,236.22
- 51-100 (N = 121): $6,625.51
- 0-50 (N = 39): $5,545.33
• Insurance Payments were reported for 1,185 pastors, including:
  • 1,012 Senior/Solo Pastors
  • 84 Interim Pastors
  • 89 Associate/Assistant Pastors
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: $1,664.18
- Interim Pastor: $1,820.76
- Associate/Assistant Pastor: $1,503.12
Business expense allowances were reported for 930 pastors, including:

- 809 Senior/Solo Pastors
- 62 Interim Pastors
- 59 Associate/Assistant Pastors
SENIOR/SOLO PASTOR BUSINESS ALLOWANCES BY REGION

<table>
<thead>
<tr>
<th>Region</th>
<th>Allowance</th>
</tr>
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<tbody>
<tr>
<td>Great Lakes (N = 241)</td>
<td>$1,501.56</td>
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<tr>
<td>Southern (N = 45)</td>
<td>$1,568.56</td>
</tr>
<tr>
<td>New England (N = 165)</td>
<td>$1,952.16</td>
</tr>
<tr>
<td>West Central (N = 96)</td>
<td>$1,297.79</td>
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<tr>
<td>Western (N = 110)</td>
<td>$1,807.51</td>
</tr>
<tr>
<td>Middle Atlantic (N = 152)</td>
<td>$1,422.63</td>
</tr>
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SENIOR/SOLO PASTOR BUSINESS ALLOWANCES BY CONGREGATION SIZE

- 1001+ (N = 13) $3,589.08
- 601-1000 (N = 41) $2,642.20
- 401-600 (N = 79) $1,781.11
- 201-400 (N = 271) $1,680.52
- 101-200 (N = 276) $1,405.17
- 51-100 (N = 99) $1,286.75
- 0-50 (N = 30) $929.60

<table>
<thead>
<tr>
<th>Congregation Size</th>
<th>Average Allowance</th>
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<tbody>
<tr>
<td>0-50</td>
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