

MINISTERIAL COMPENSATION REPORT

MAY 2023

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





CONTENTS

Data Overview

- Records by Region
- Records by Congregation Size

Total Benefits, Compensation, and Costs

Compensation Areas

- Salary
- Parsonages
- Rent Allowance
- Utility Allowance
- Social Security
- Annuity
- Insurance
- Other Costs
- 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**
- 

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

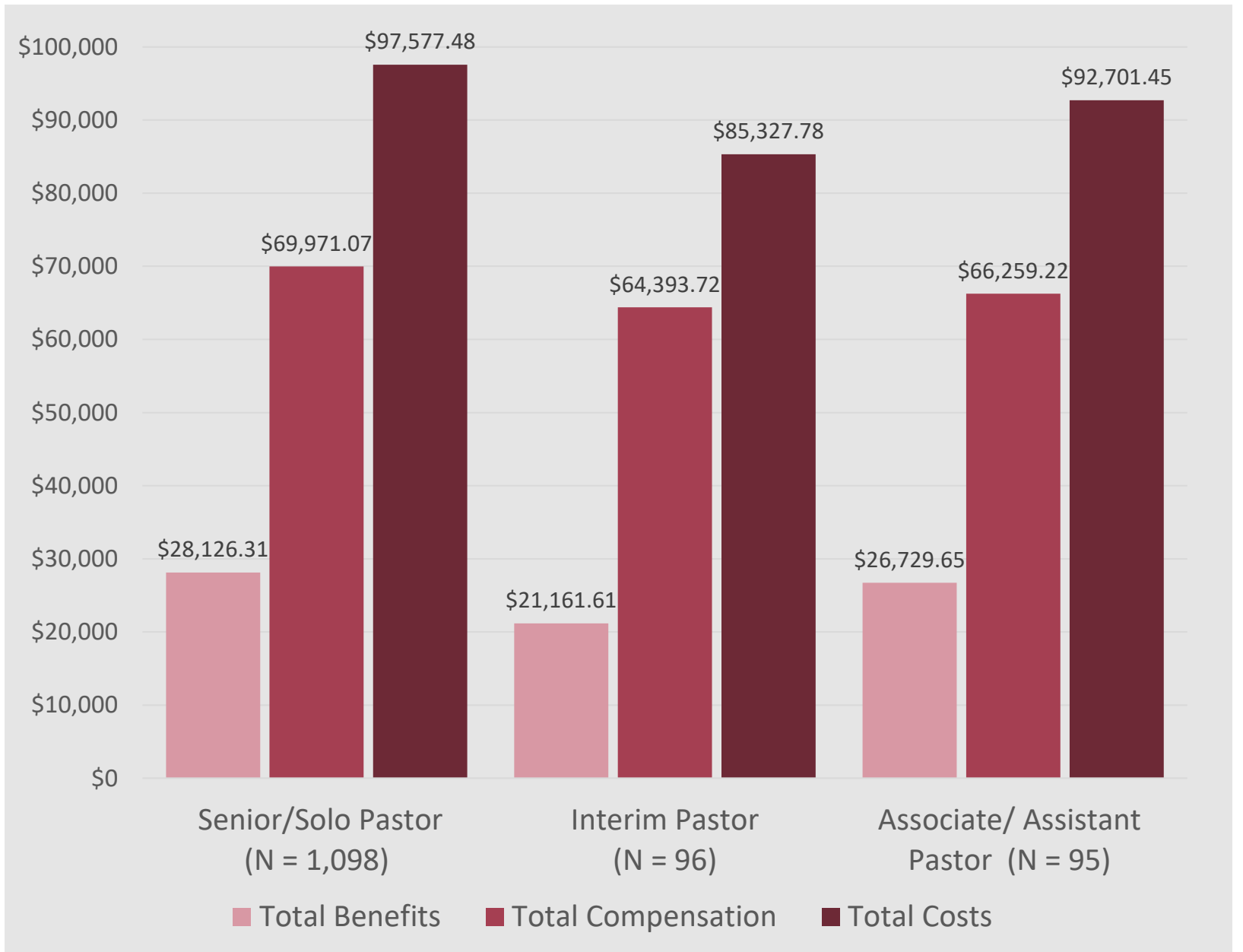
Congregation Size by Region

| 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% |

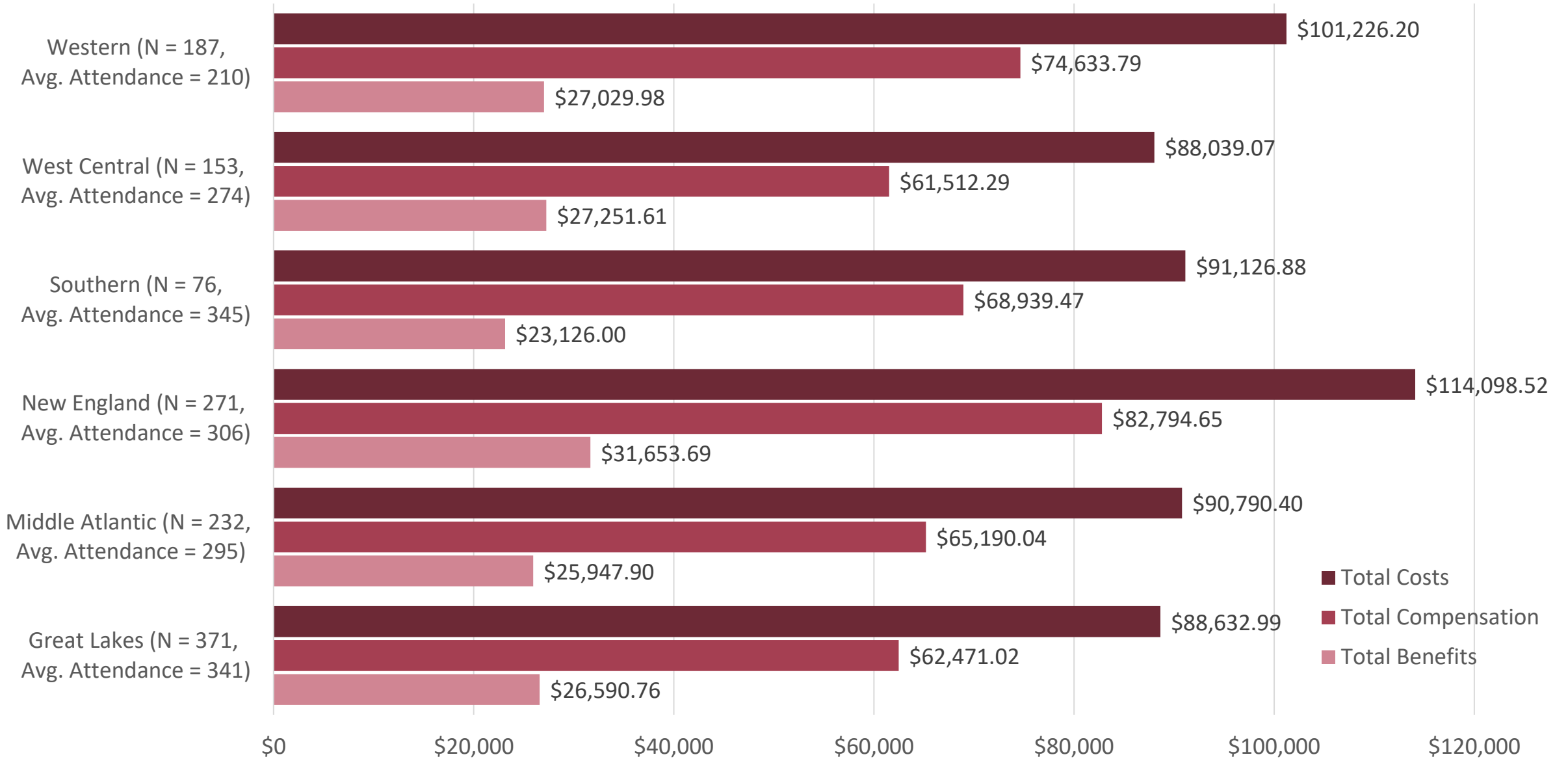
| | Great Lakes | Middle Atlantic | New England | Southern | West Central | Western |
|--------------------|-------------|-----------------|-------------|----------|--------------|---------|
| Average Membership | 340.6 | 295.3 | 306.1 | 344.9 | 273.9 | 210.1 |



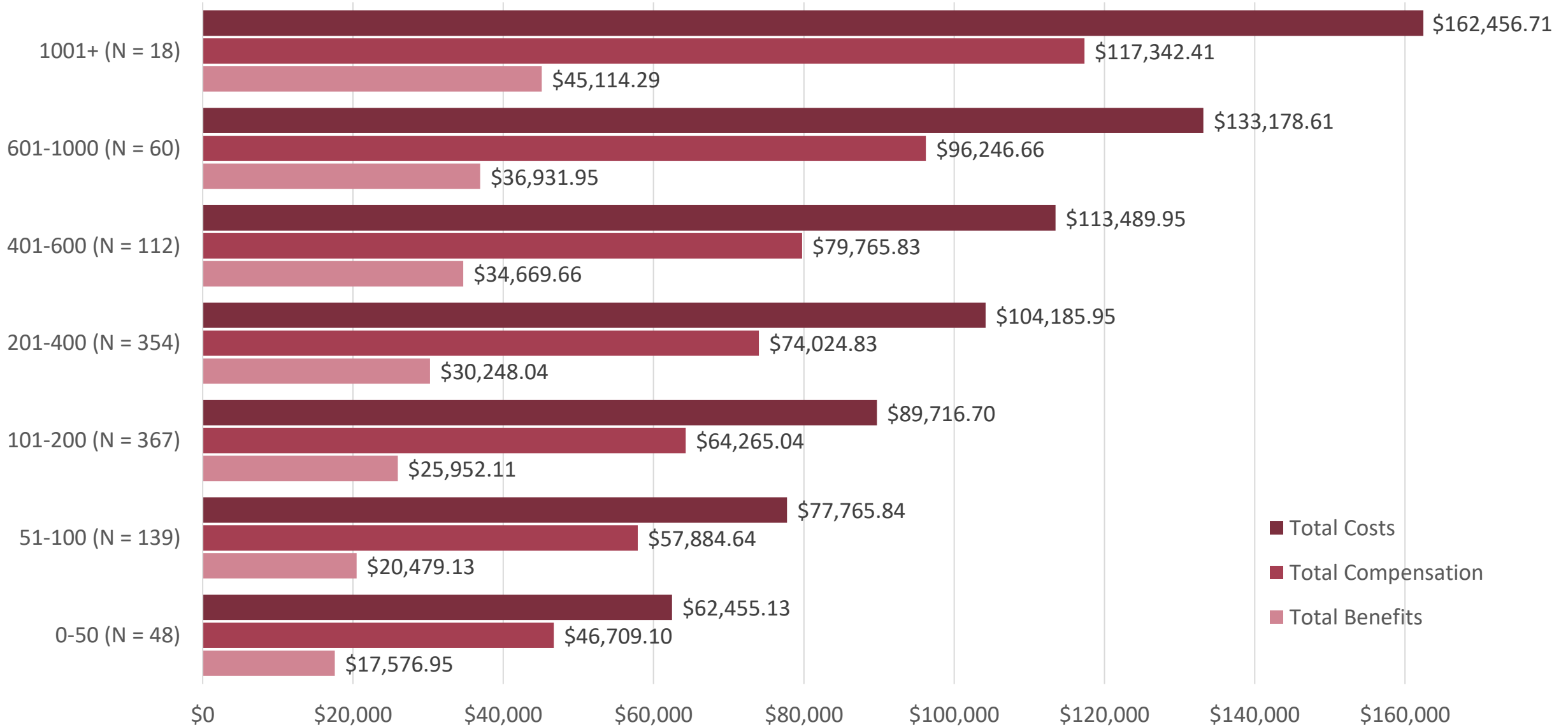
AVERAGE BENEFITS, COMPENSATION, AND COSTS

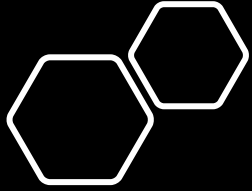


SENIOR/SOLO PASTOR TOTALS BY REGION



SENIOR/SOLO PASTOR TOTALS BY CONGREGATION SIZE

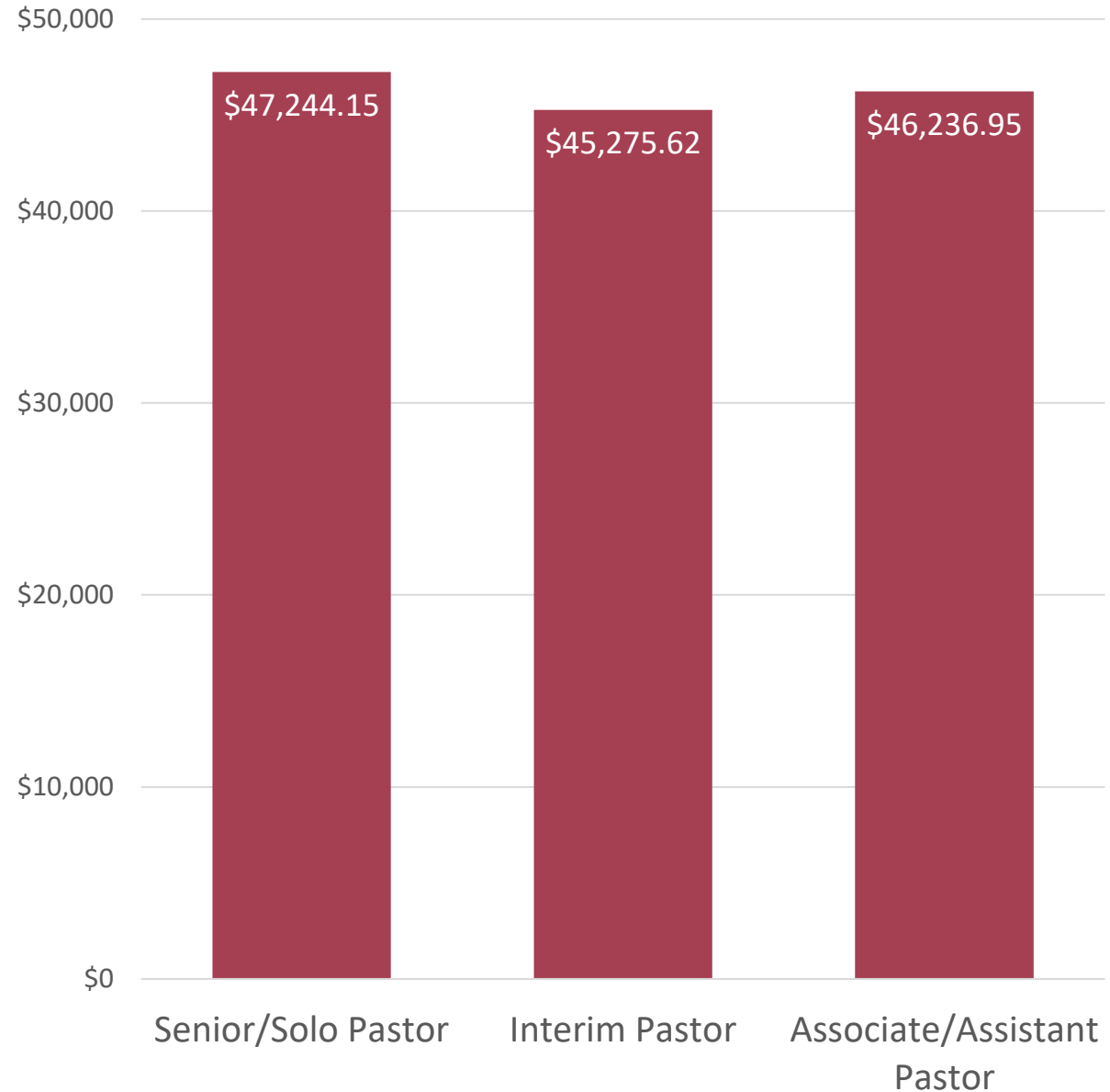




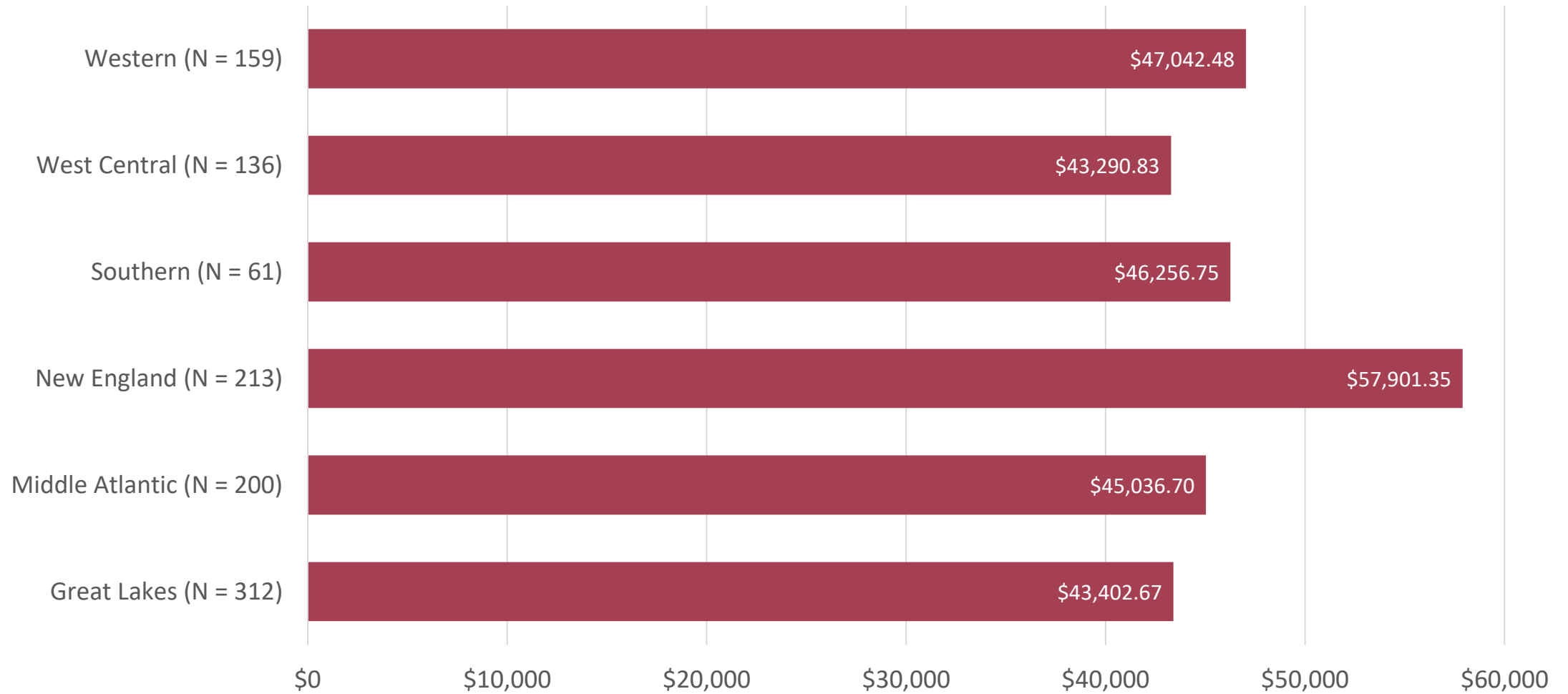
SALARY

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

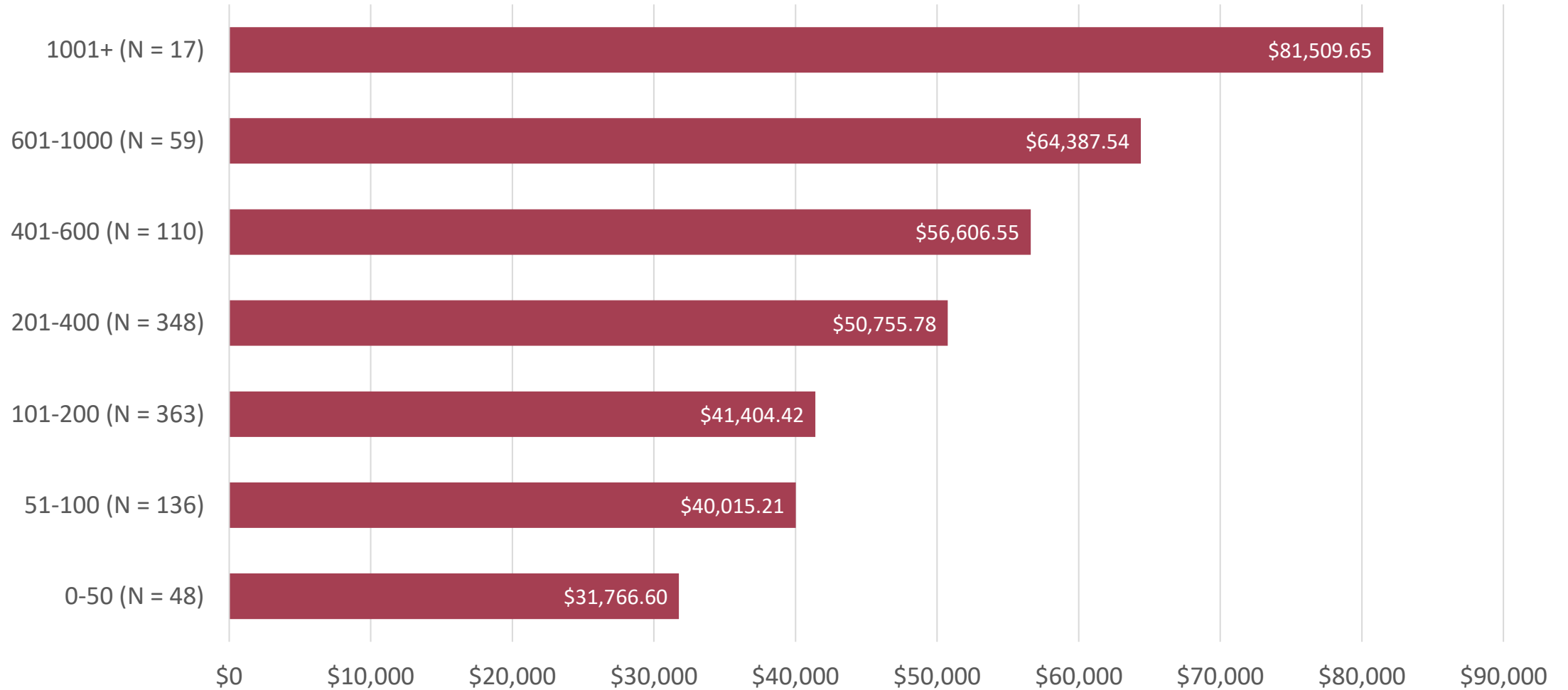
Average Salary by Position

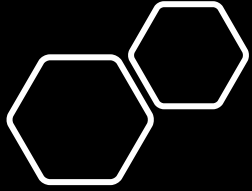


SENIOR/SOLO PASTOR SALARY BY REGION



SENIOR/SOLO PASTOR SALARY BY CONGREGATION SIZE

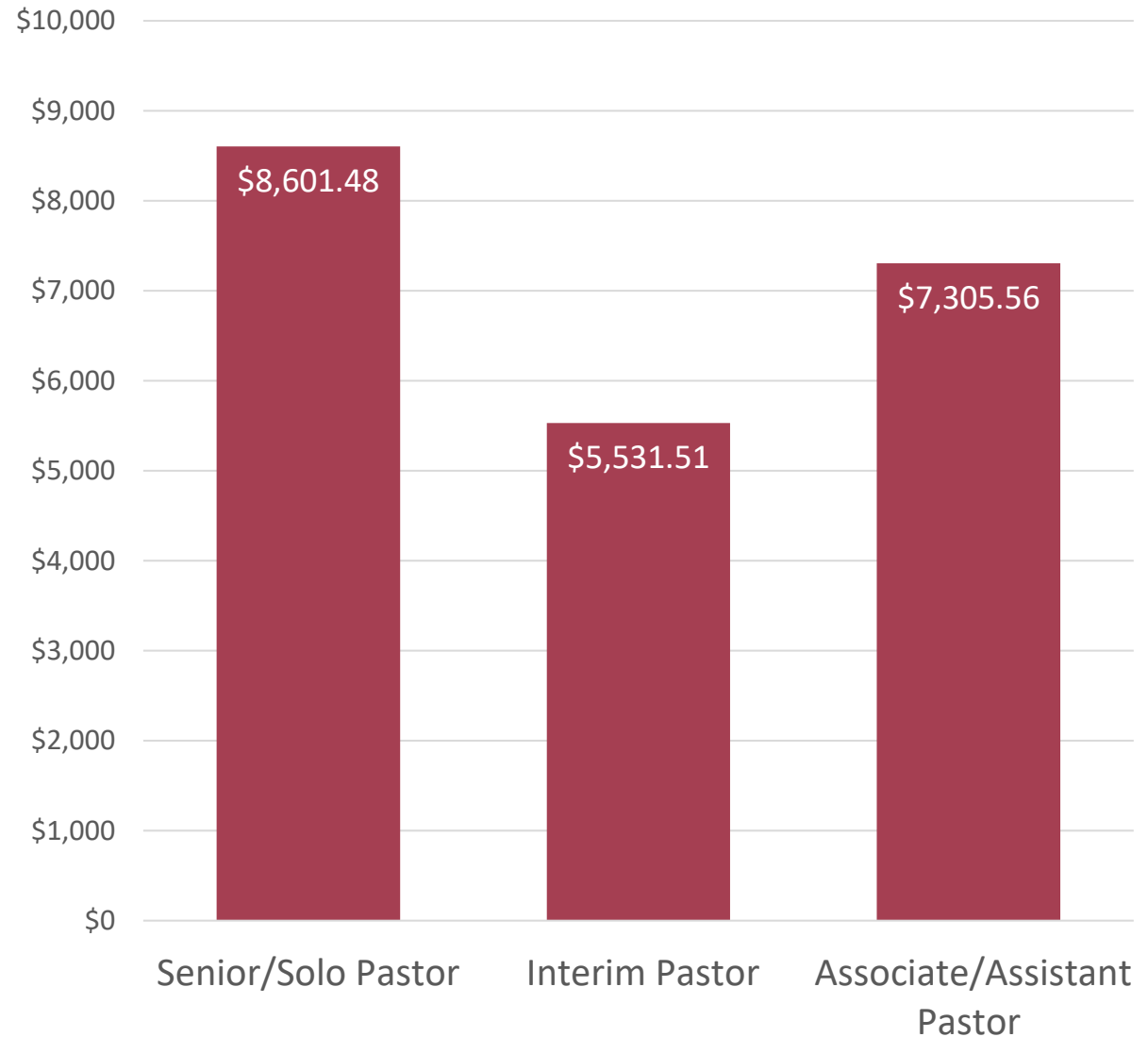




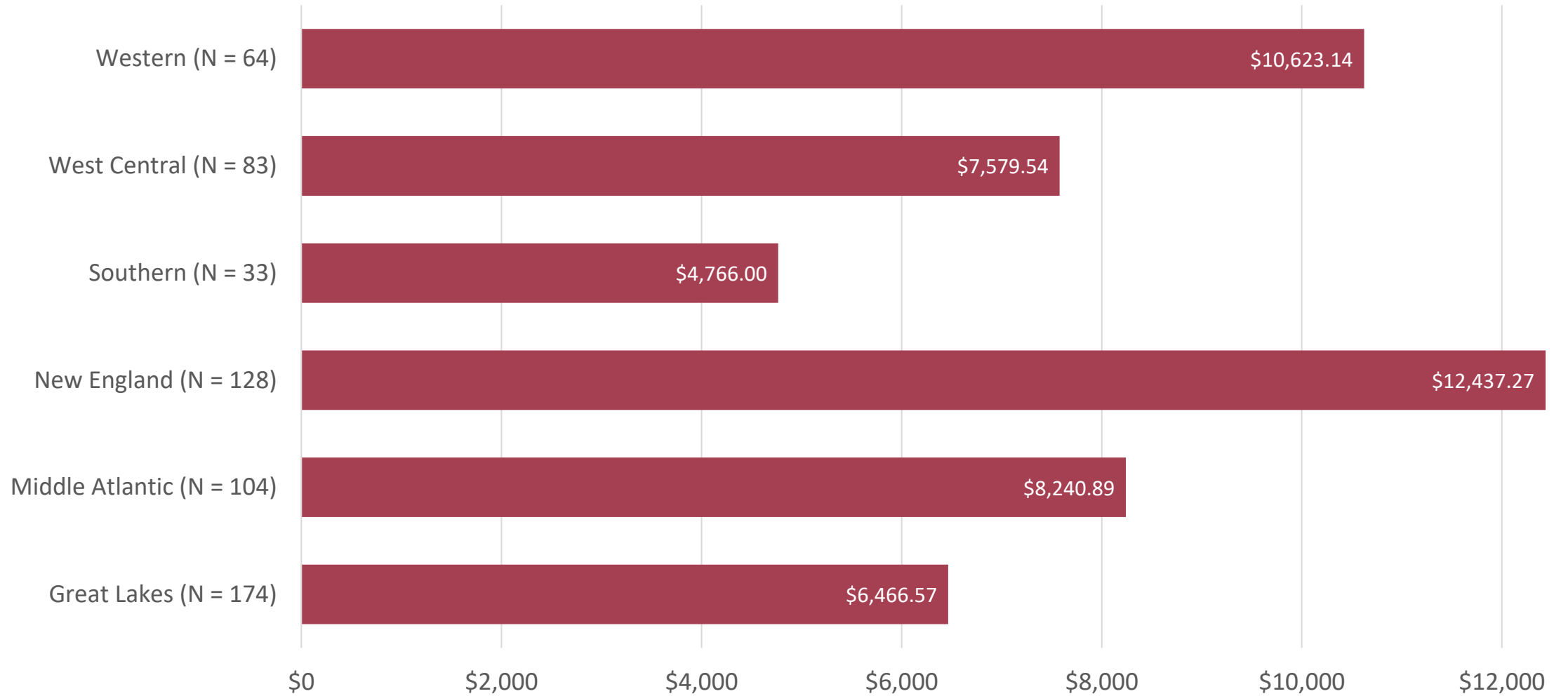
PARSONAGES

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

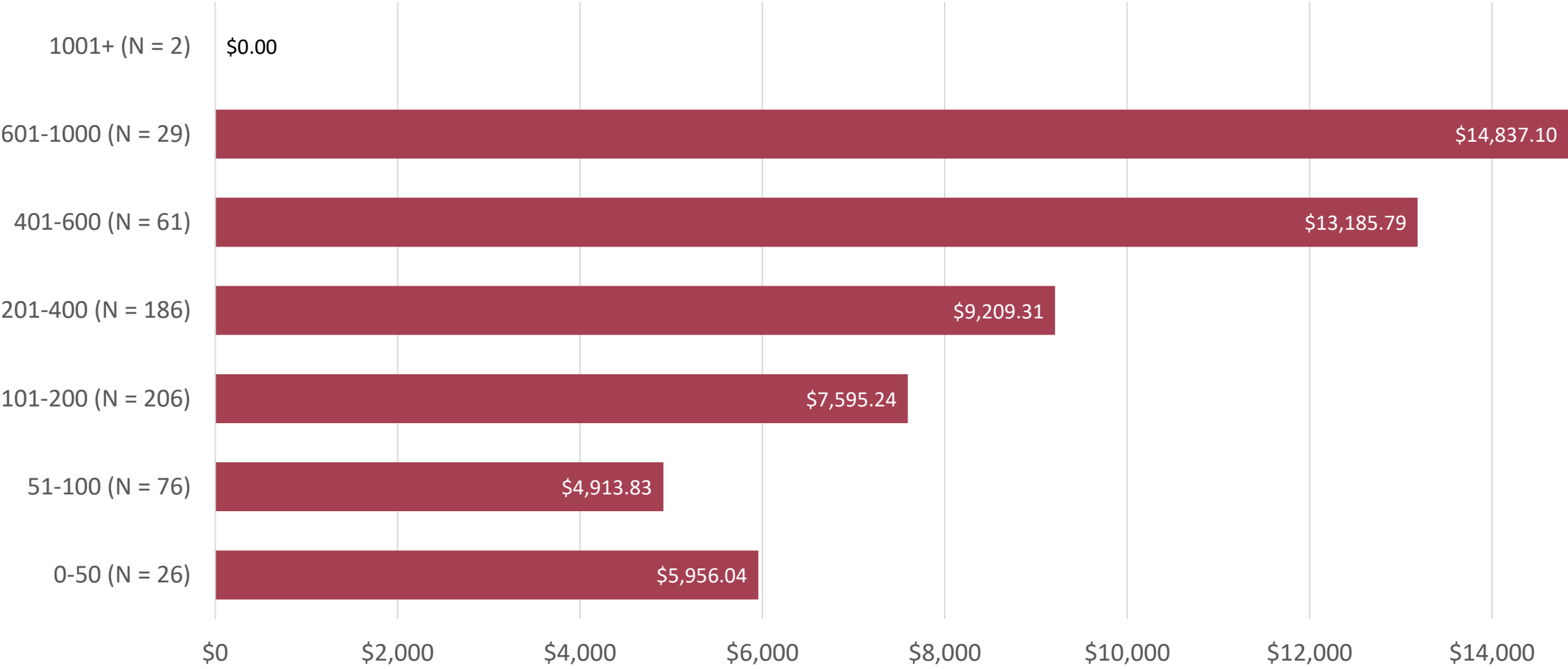
Parsonage Rental Values by Position

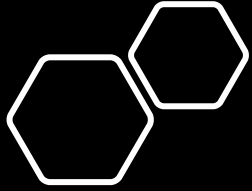


SENIOR/SOLO PASTOR PARSONAGE RENTAL VALUES BY REGION



SENIOR/SOLO PASTOR PARSONAGE RENTAL VALUES BY CONGREGATION SIZE

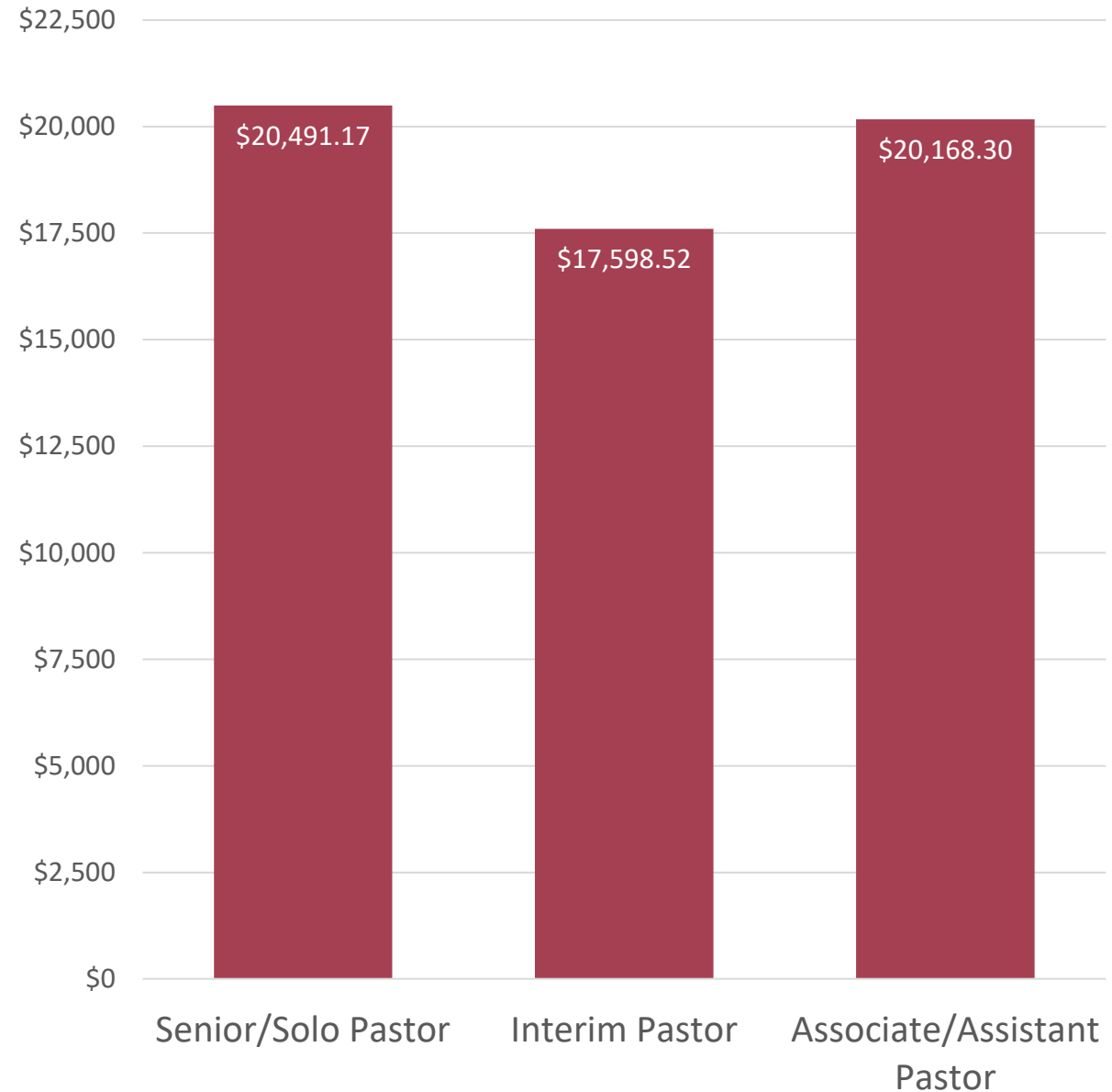




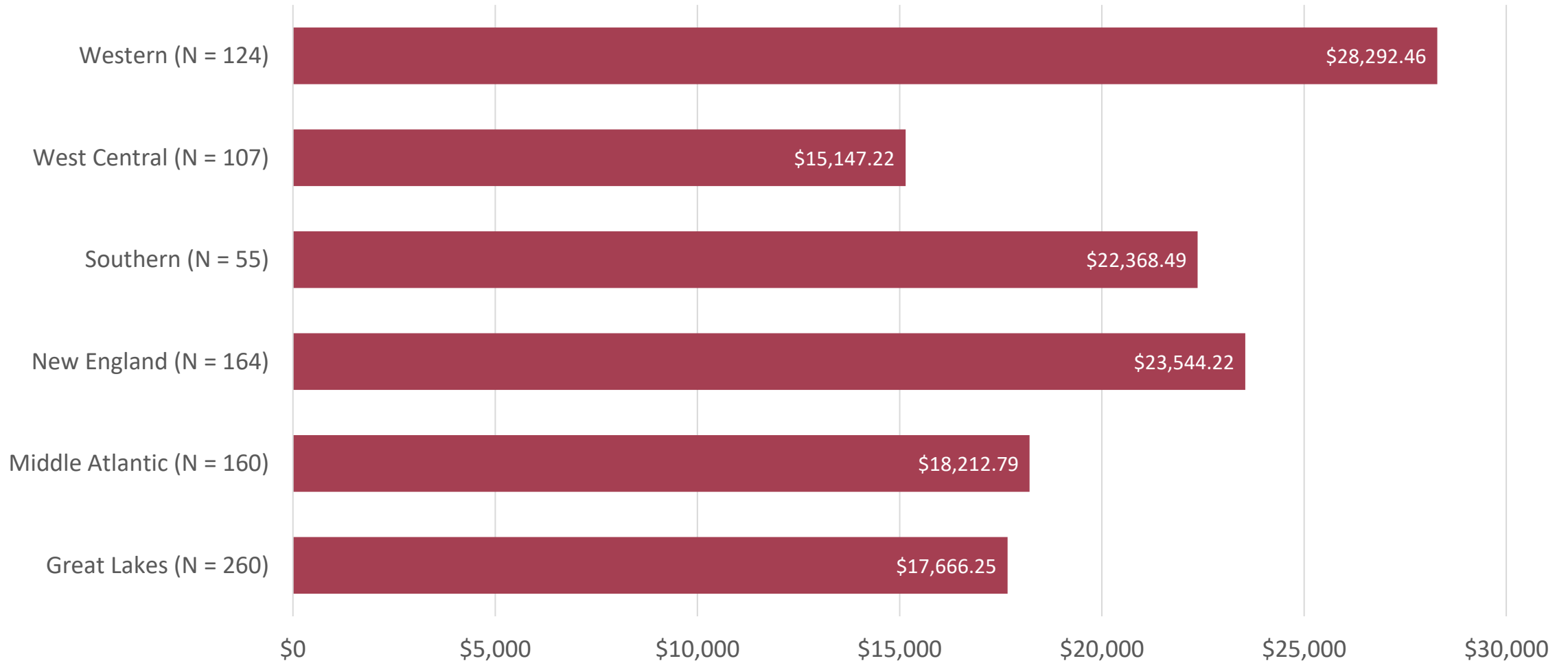
RENT ALLOWANCES

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

Rental Allowance by Position

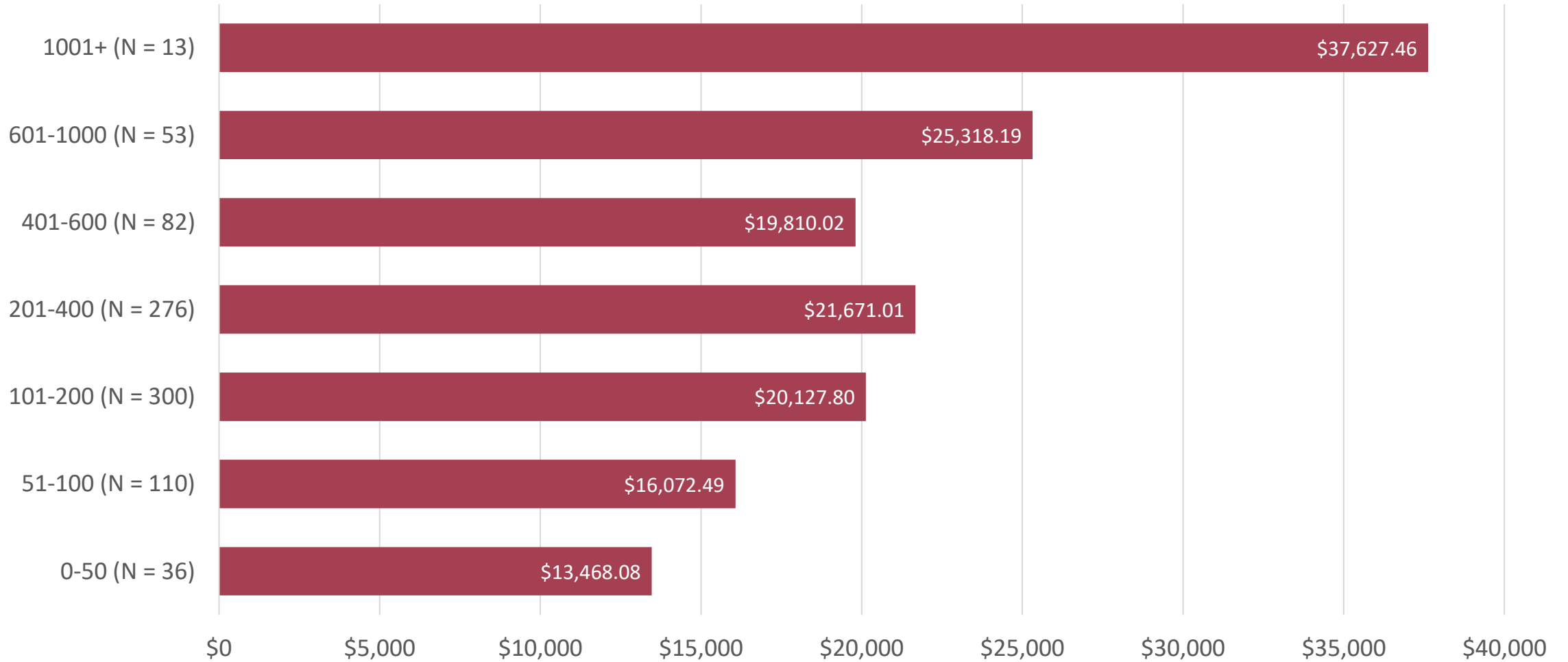


SENIOR/SOLO PASTOR RENT ALLOWANCE BY REGION*

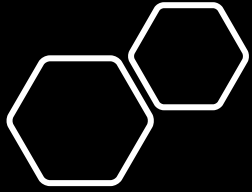


* Excluding one outlier

SENIOR/SOLO PASTOR RENT ALLOWANCE BY CONGREGATION SIZE*



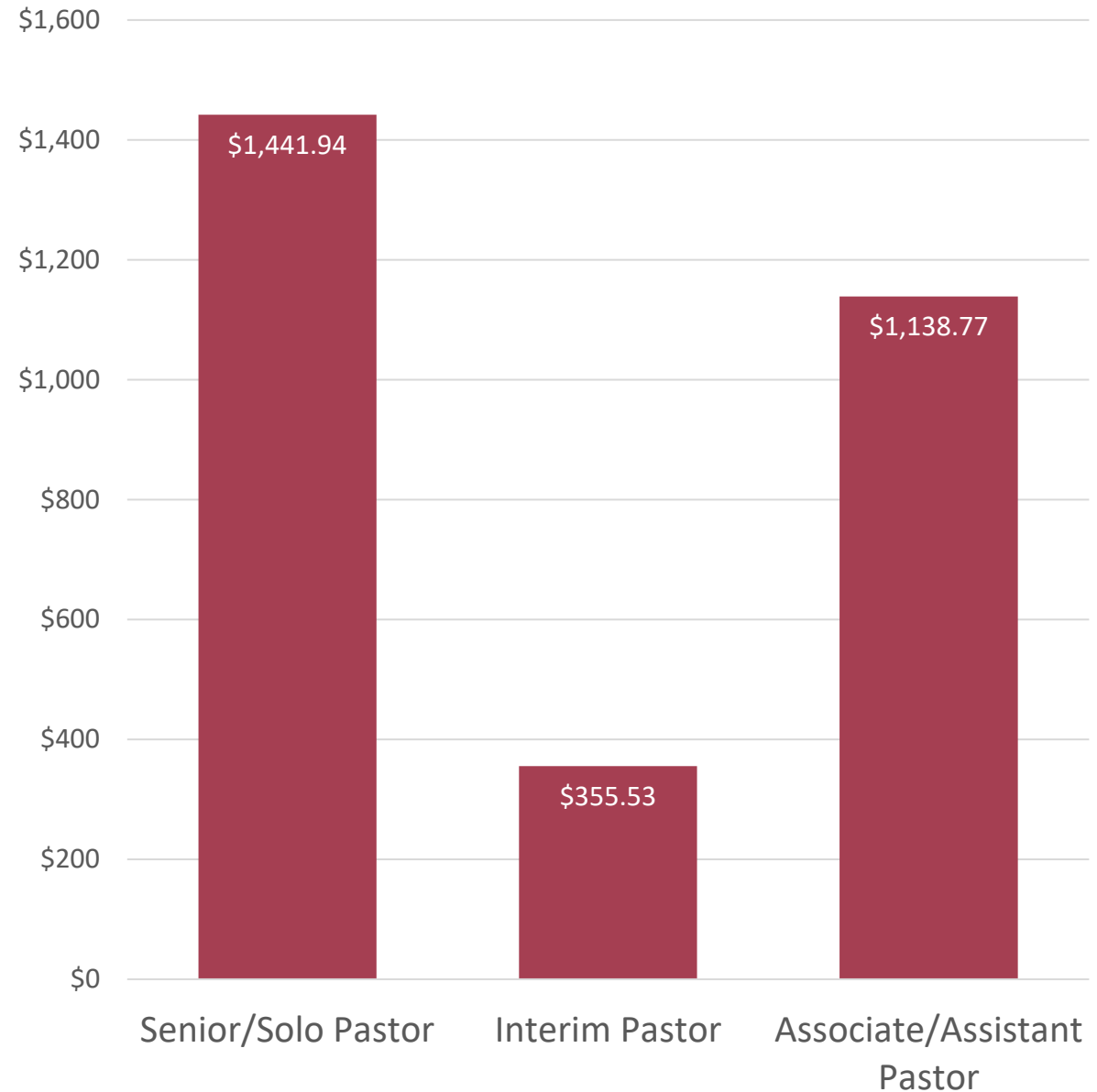
* Excluding one outlier



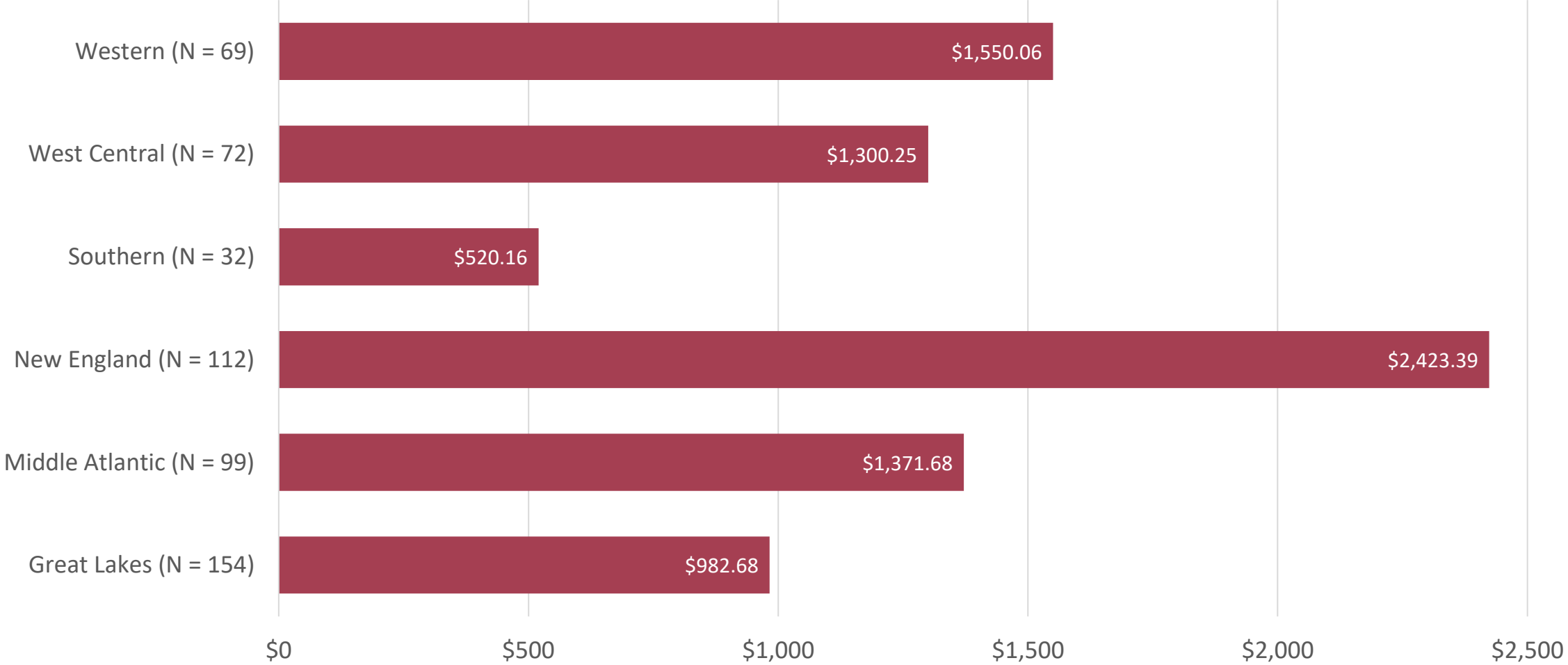
UTILITY ALLOWANCES

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

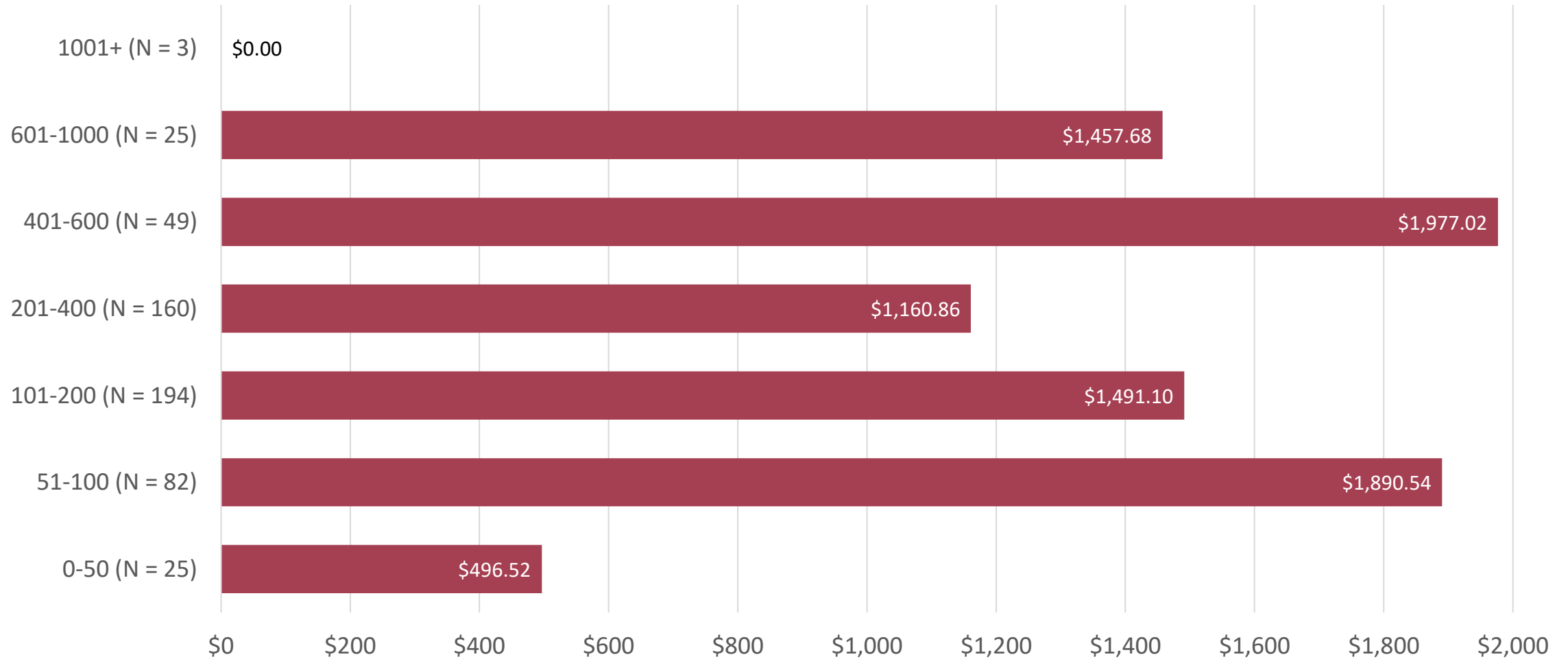
Allowance by Position

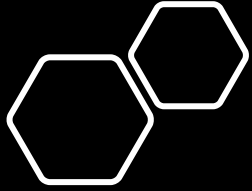


SENIOR/SOLO PASTOR UTILITY ALLOWANCE BY REGION



SENIOR/SOLO PASTOR UTILITY ALLOWANCE BY CONGREGATION SIZE

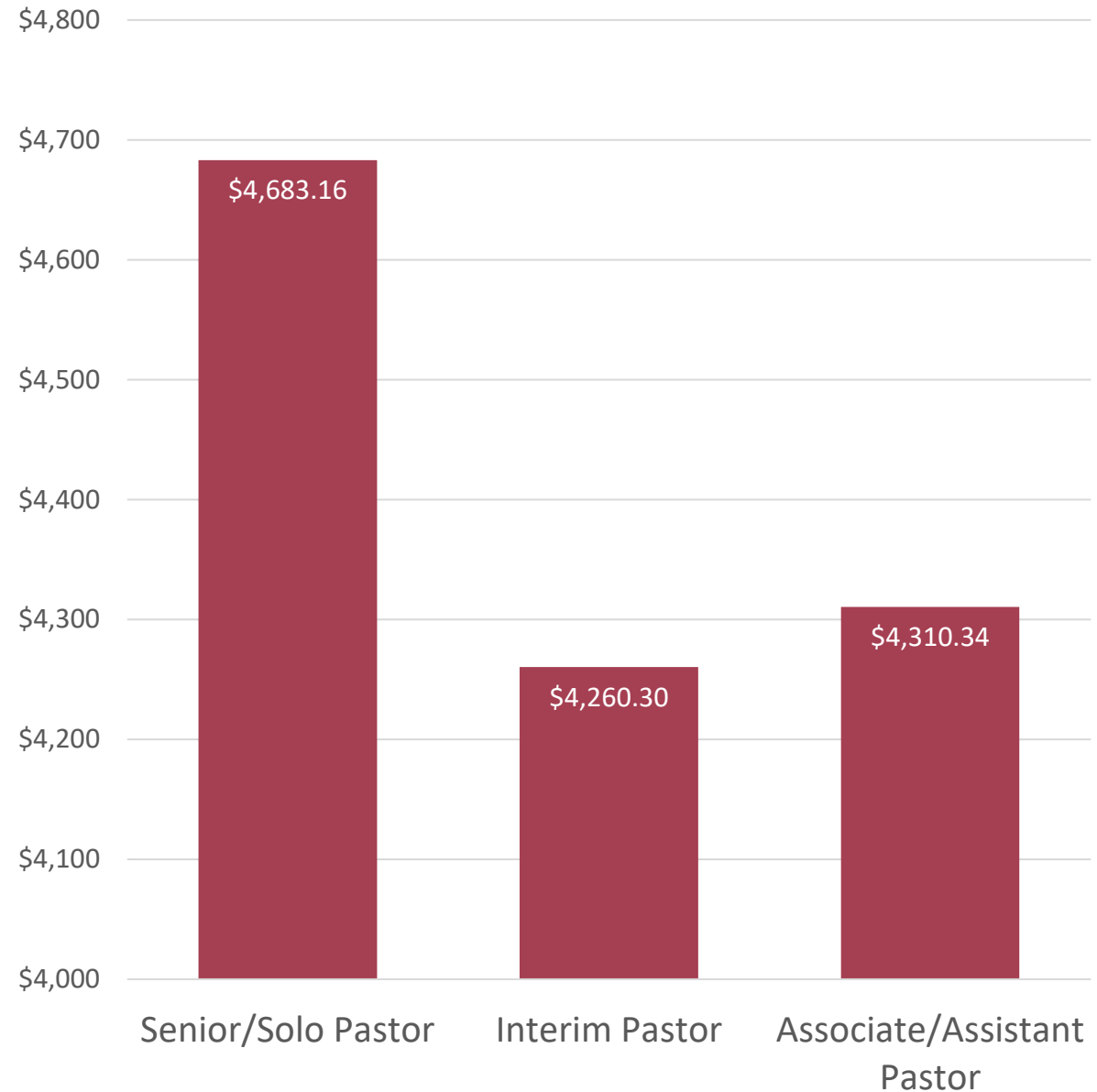




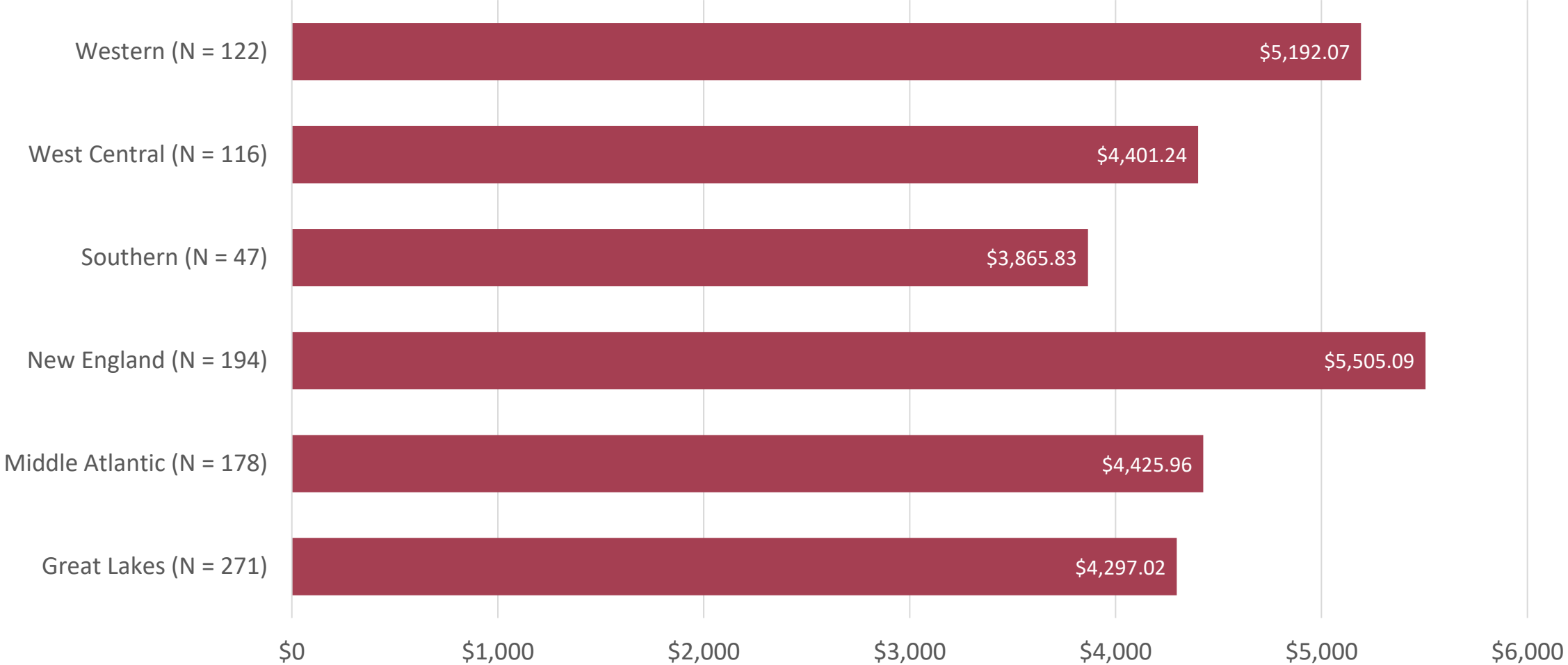
SOCIAL SECURITY

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

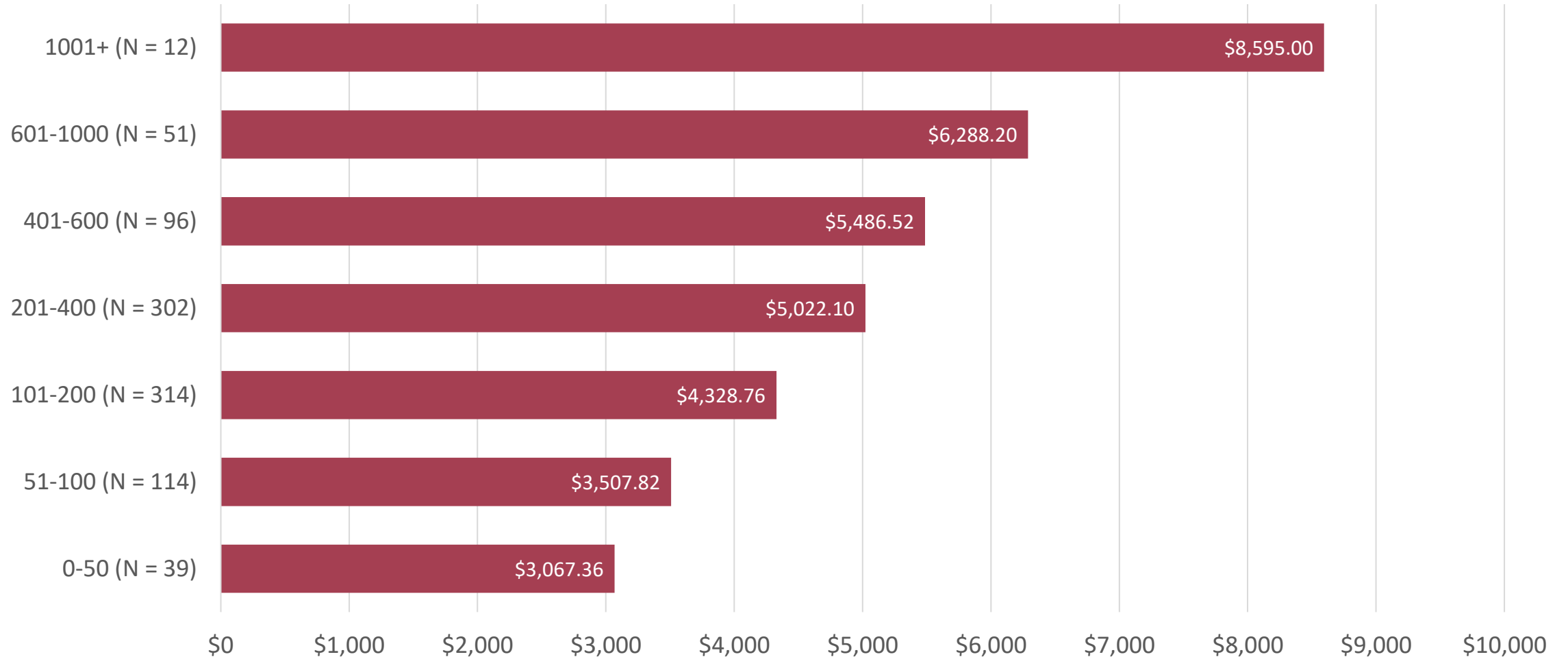
Social Security by Position

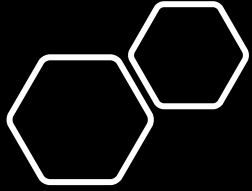


SENIOR/SOLO PASTOR SOCIAL SECURITY BY REGION



SENIOR/SOLO PASTOR SOCIAL SECURITY BY CONGREGATION SIZE

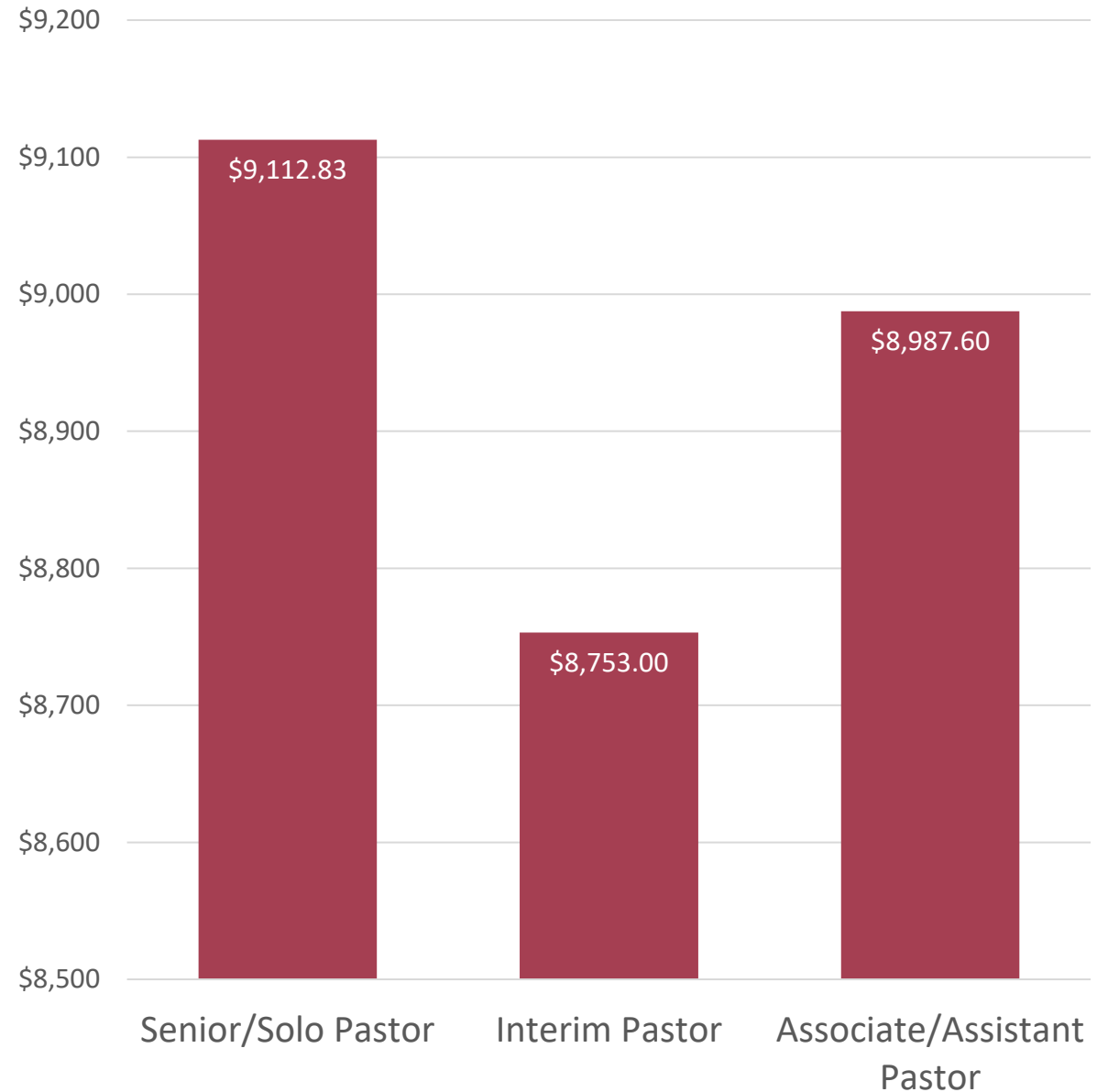




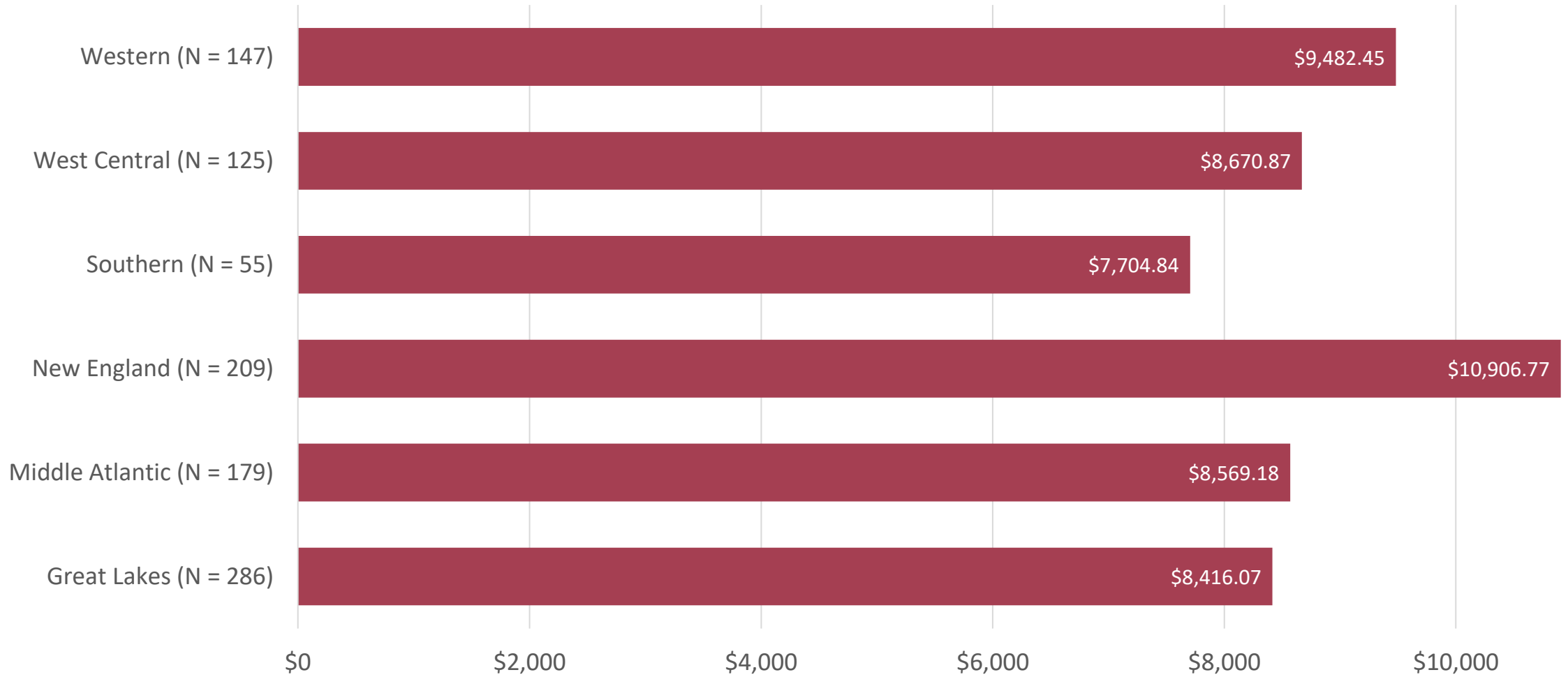
ANNUITIES

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

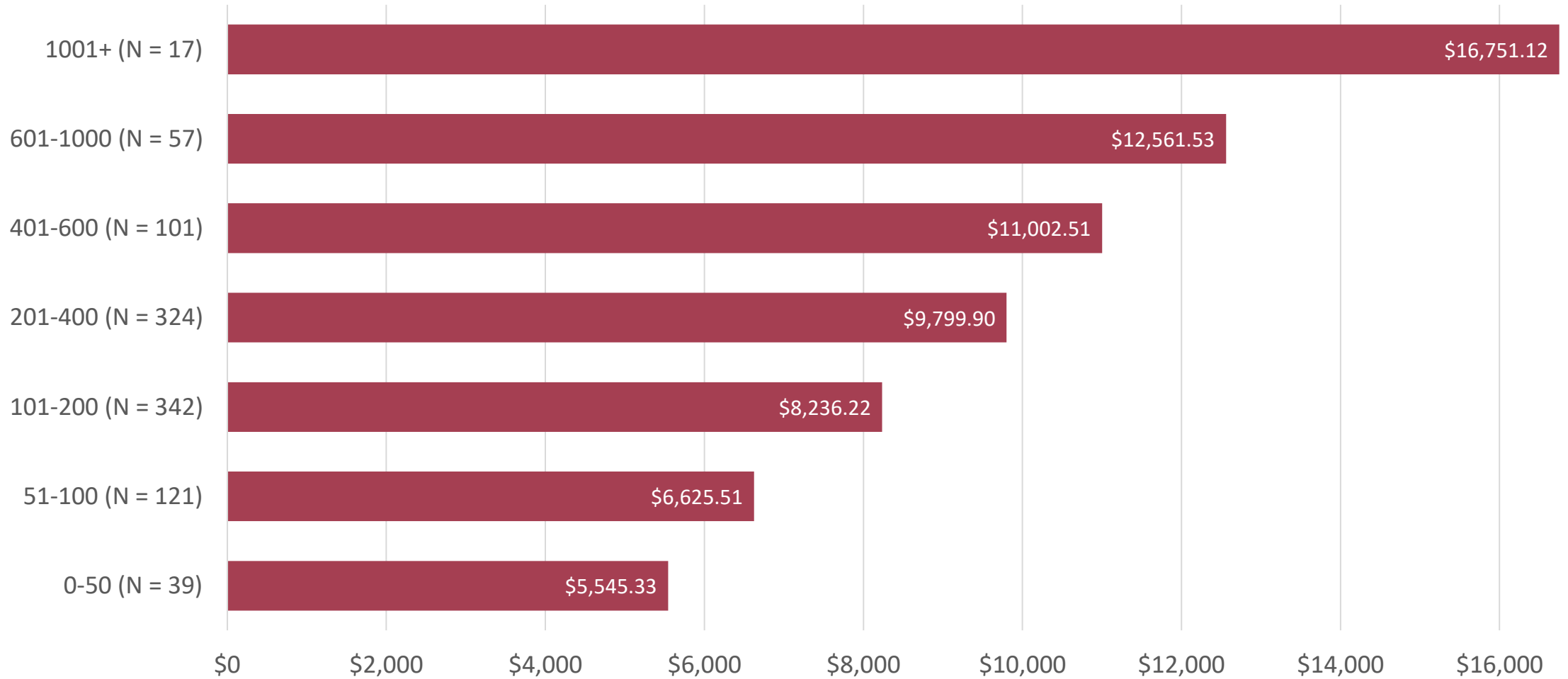
Annuities by Position

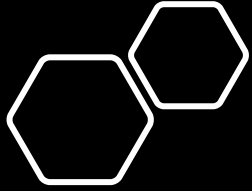


SENIOR/SOLO PASTOR ANNUITIES BY REGION



SENIOR/SOLO PASTOR ANNUITIES BY CONGREGATION SIZE

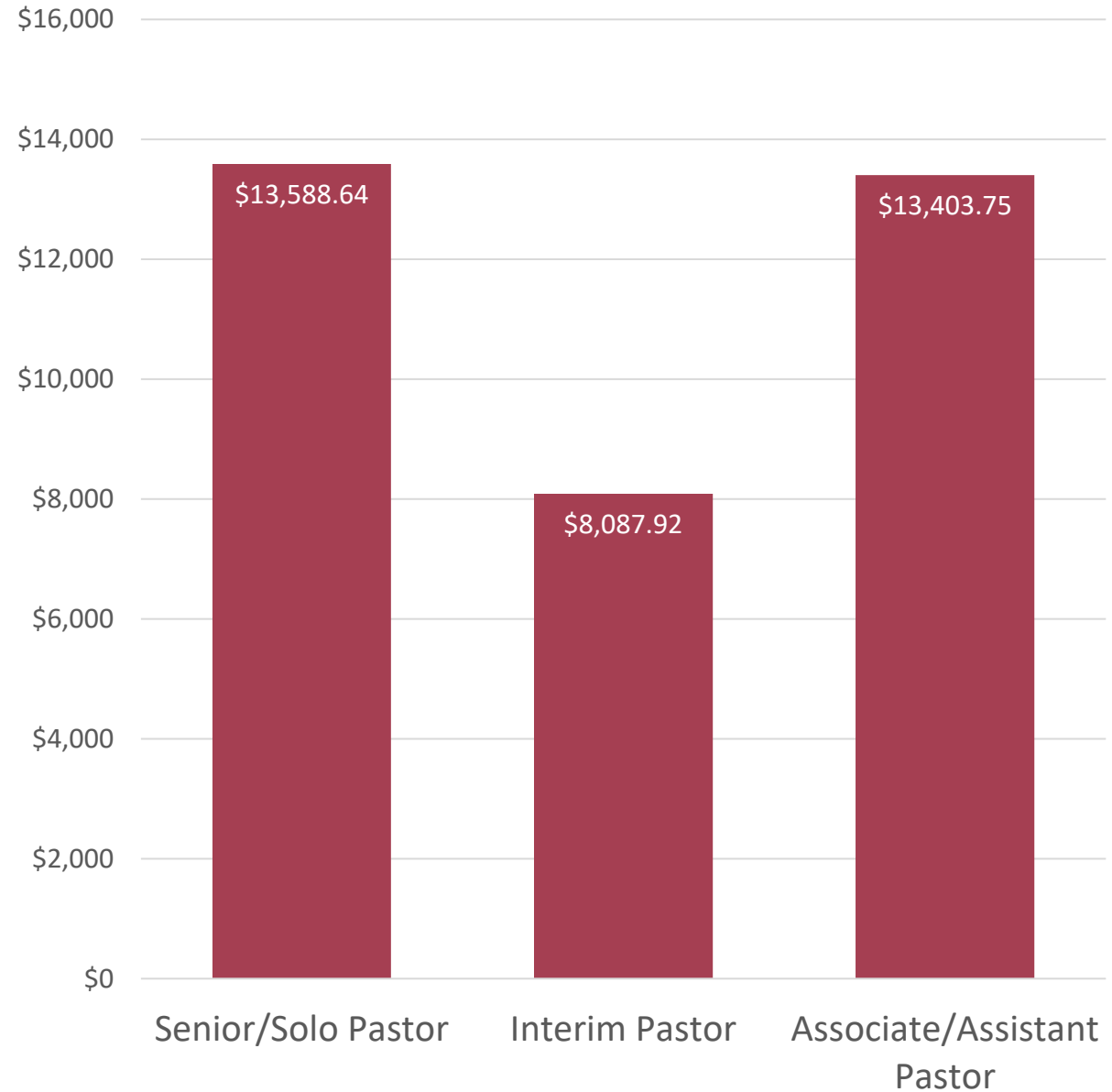




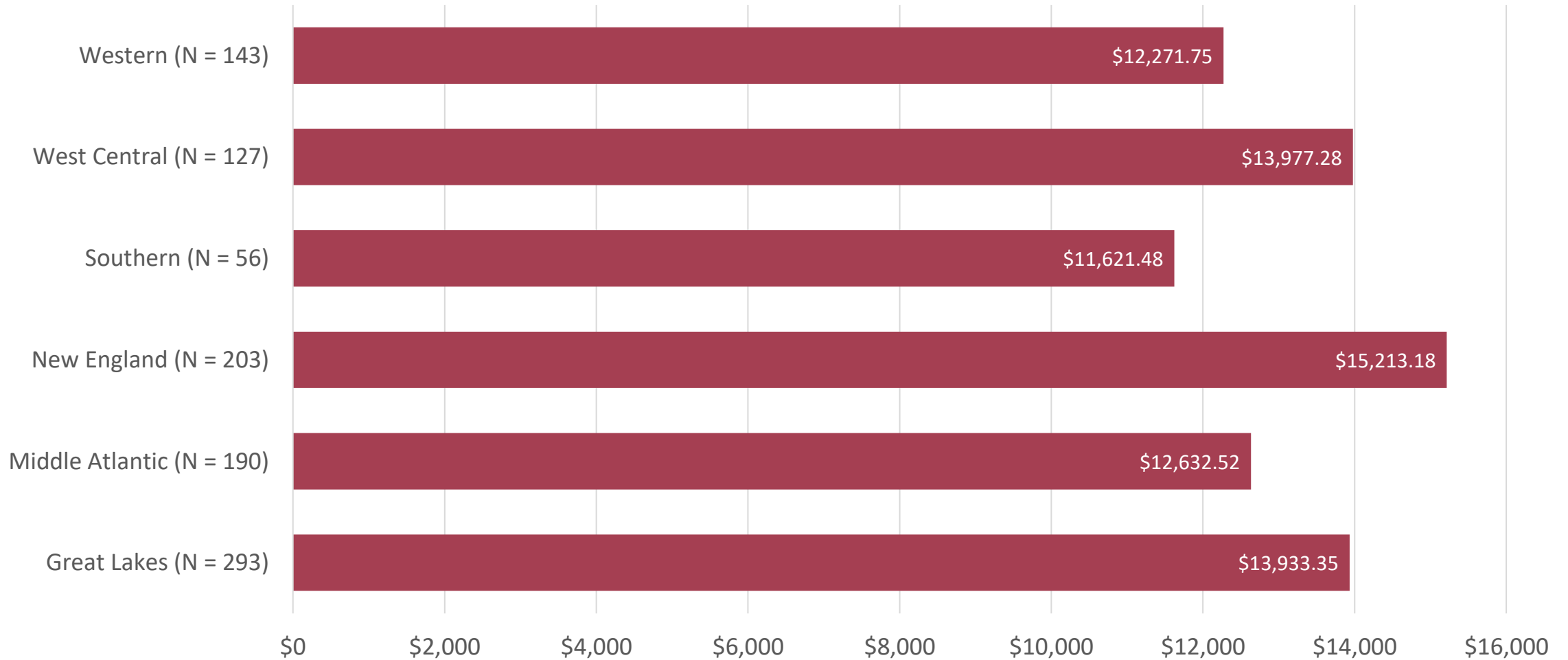
INSURANCE

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

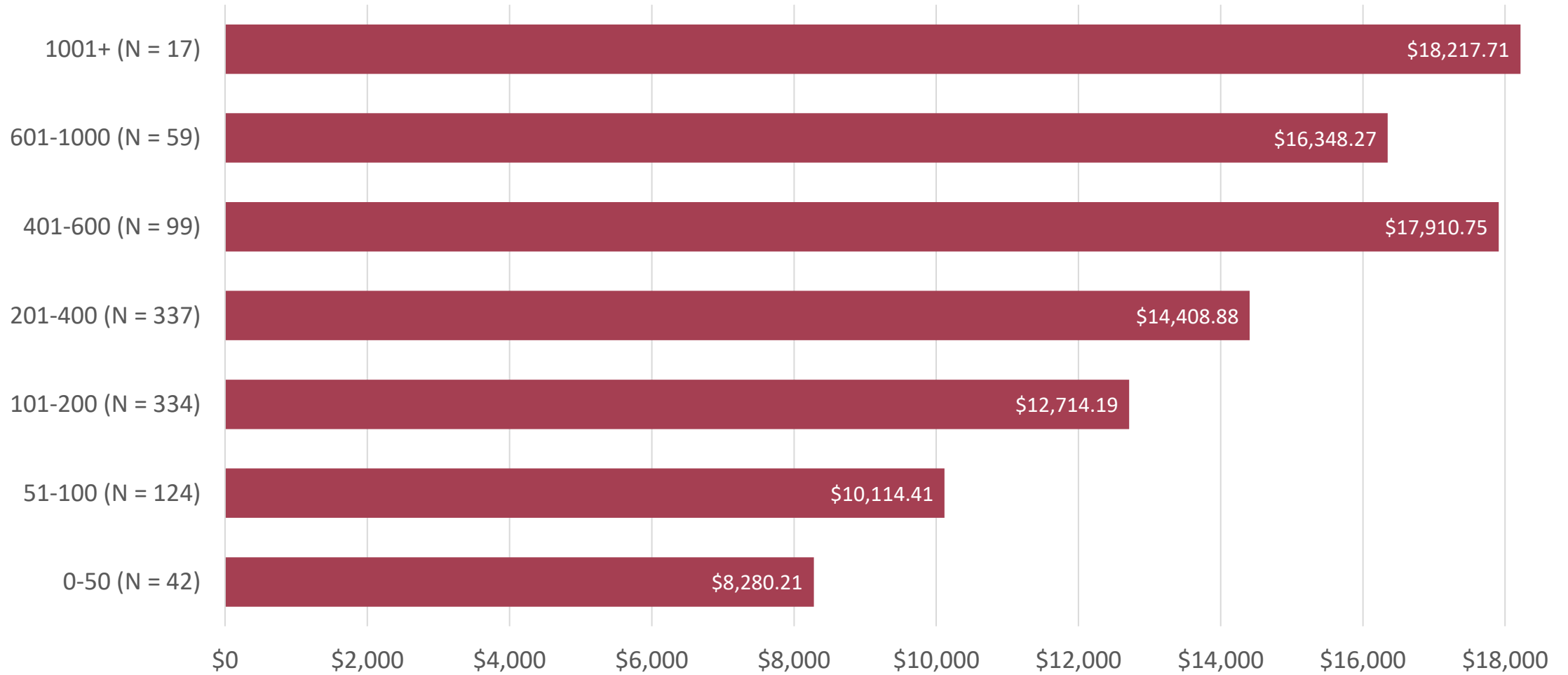
Insurance by Position

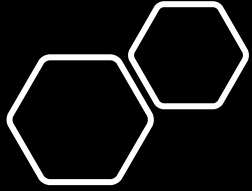


SENIOR/SOLO PASTOR INSURANCE BY REGION



SENIOR/SOLO PASTOR INSURANCE BY CONGREGATION SIZE

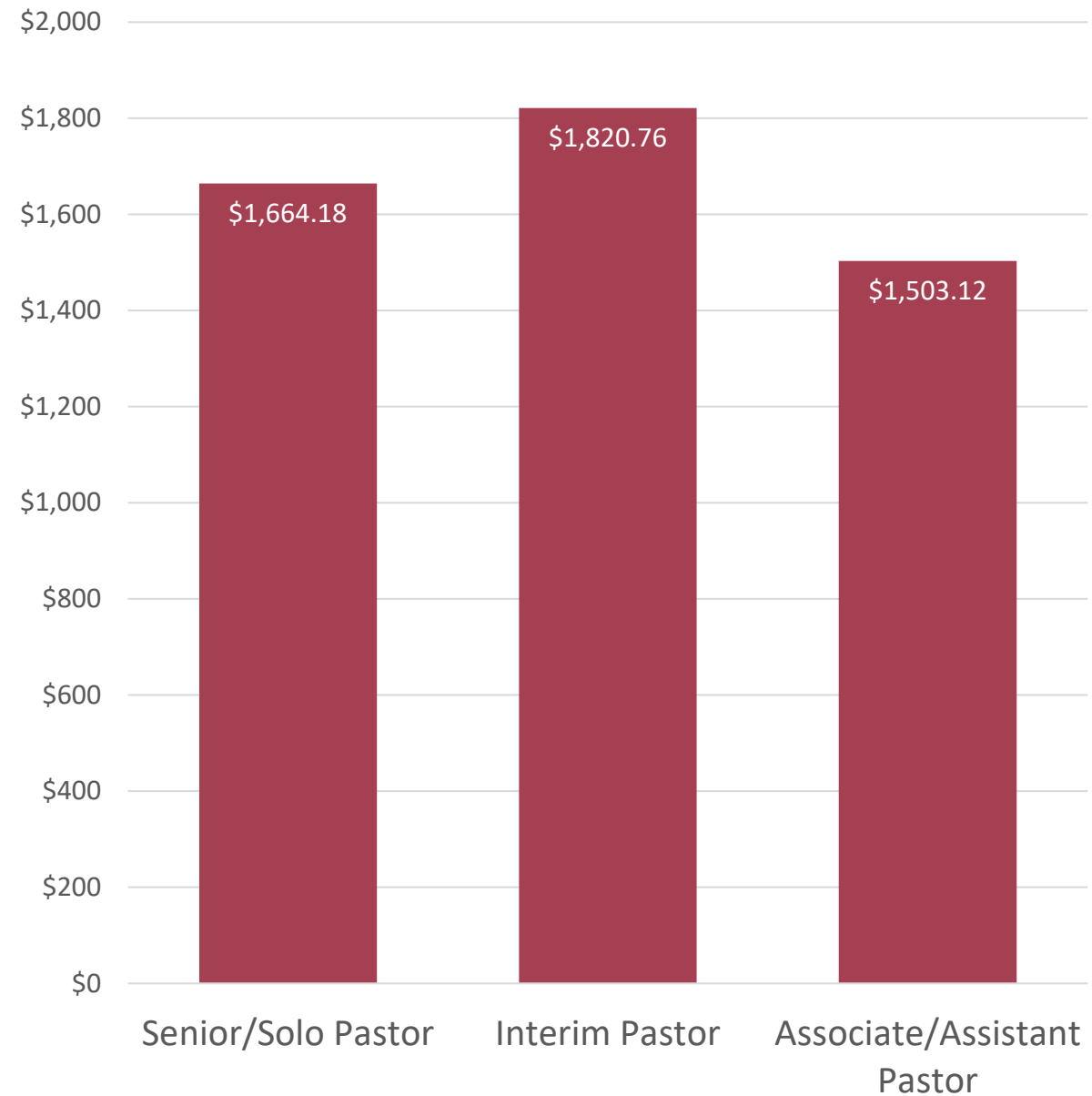




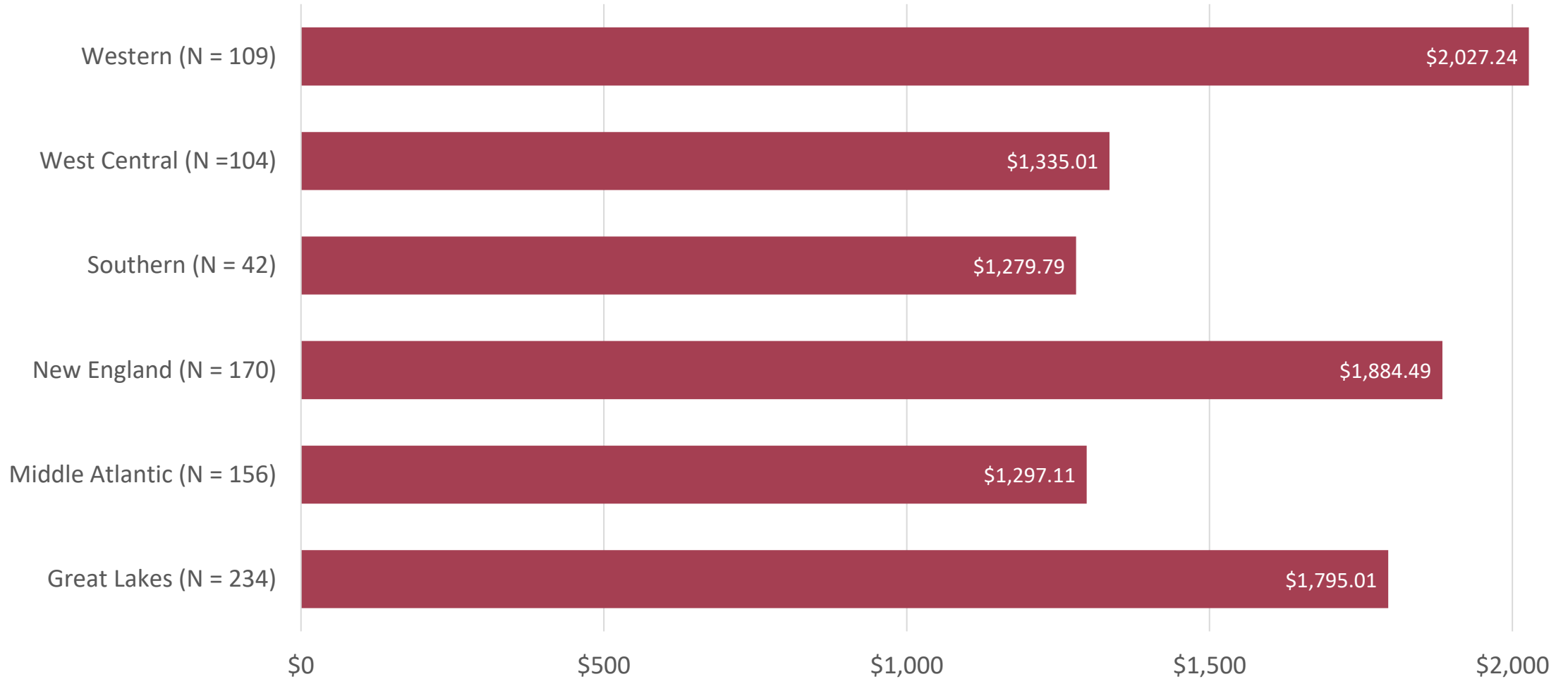
OTHER COSTS

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

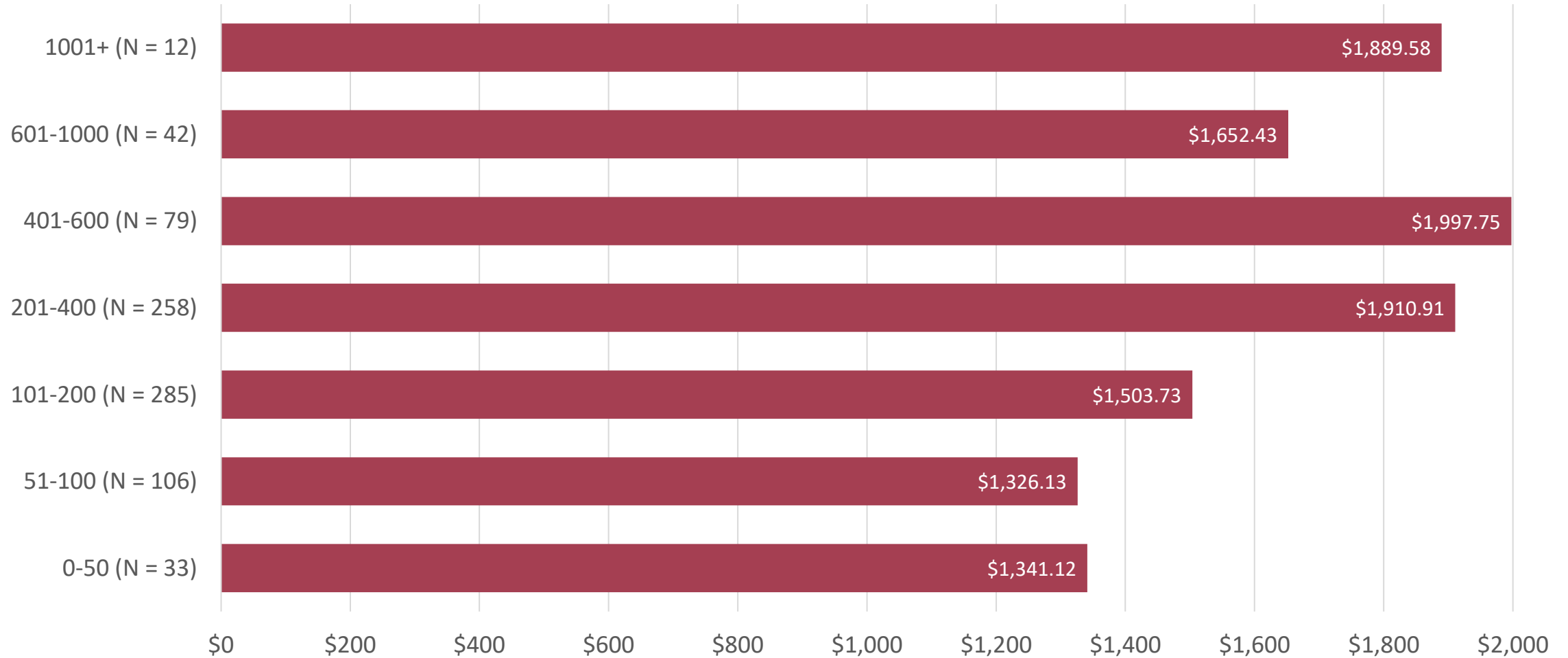
Other Costs by Position

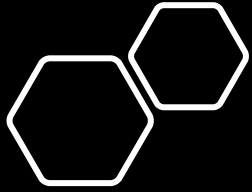


SENIOR/SOLO PASTOR OTHER COSTS BY REGION



SENIOR/SOLO PASTOR OTHER COSTS BY CONGREGATION SIZE

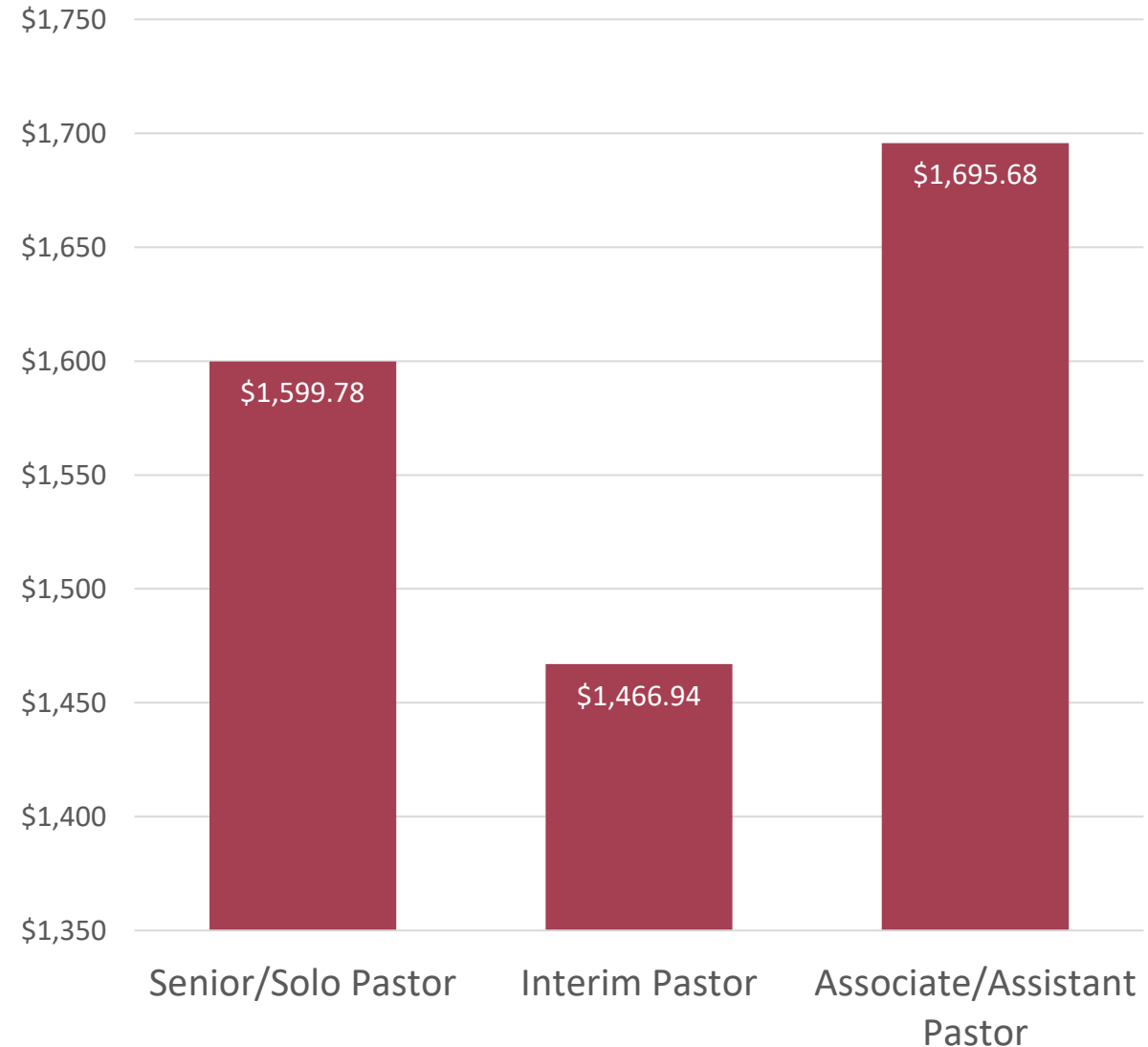




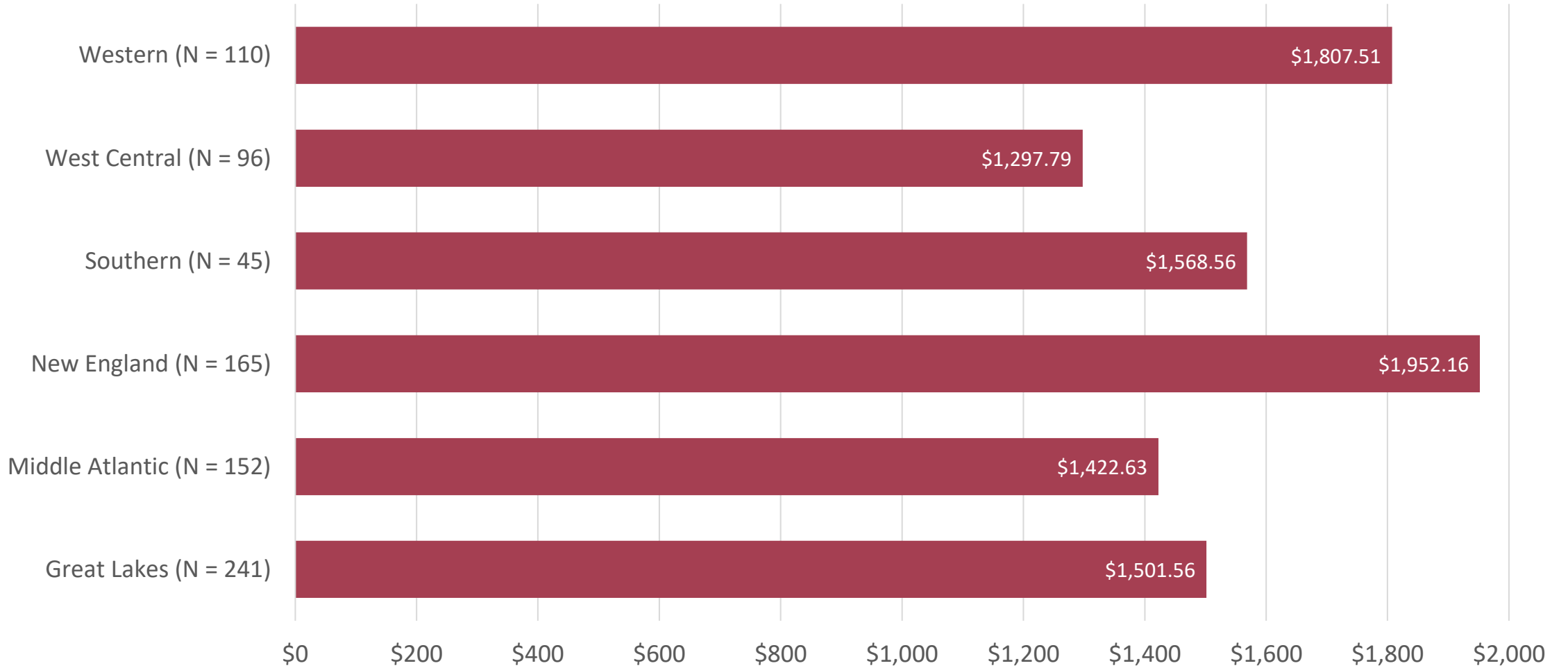
BUSINESS EXPENSE ALLOWANCES

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

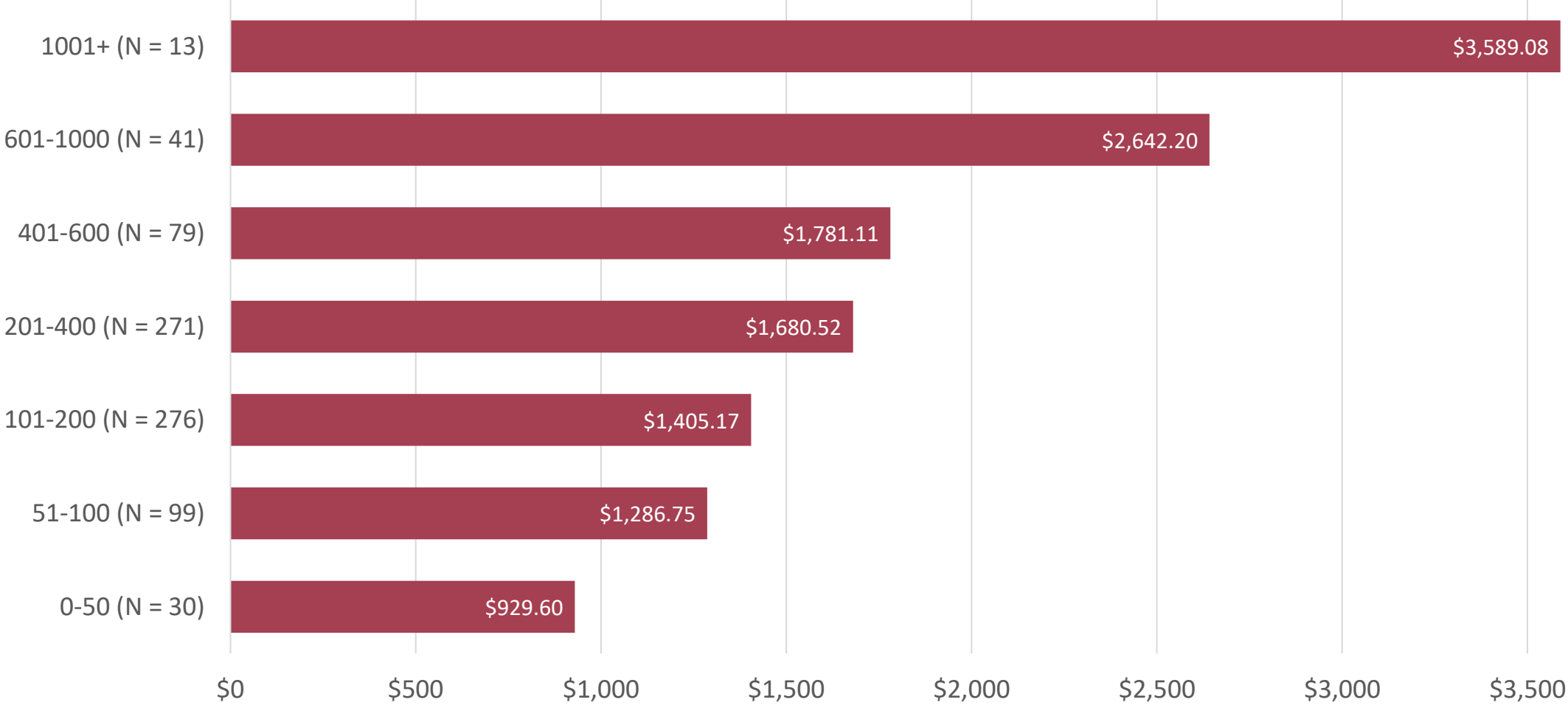
Business Expense Allowances by Position



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 |