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Compensation Areas
- Salary
- Parsonages
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- 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

<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>
</tr>
</thead>
<tbody>
<tr>
<td>Great Lakes</td>
<td>371</td>
<td>315</td>
<td>28.8%</td>
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</tr>
<tr>
<td>Middle Atlantic</td>
<td>232</td>
<td>206</td>
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<td>20.2%</td>
</tr>
<tr>
<td>New England</td>
<td>271</td>
<td>216</td>
<td>21.0%</td>
<td>20.9%</td>
</tr>
<tr>
<td>Southern</td>
<td>76</td>
<td>63</td>
<td>5.9%</td>
<td>8.0%</td>
</tr>
<tr>
<td>West Central</td>
<td>153</td>
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<td>13.9%</td>
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<tr>
<td>Western</td>
<td>187</td>
<td>161</td>
<td>14.5%</td>
<td>13.0%</td>
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*Based on 2022 Statistical Profile (Data Collected in 2021)
# DATA OVERVIEW

### Congregation Sizes Represented

<table>
<thead>
<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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</thead>
<tbody>
<tr>
<td>0-50</td>
<td>49</td>
<td>48</td>
<td>3.8%</td>
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</tr>
<tr>
<td>51-100</td>
<td>146</td>
<td>139</td>
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<td>101-200</td>
<td>406</td>
<td>367</td>
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<td>201-400</td>
<td>407</td>
<td>354</td>
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<td>401-600</td>
<td>150</td>
<td>112</td>
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<tr>
<td>1001+</td>
<td>40</td>
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*Based on 2022 Statistical Profile (Data Collected in 2021)
## DATA OVERVIEW

### Congregation Size by Region

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<thead>
<tr>
<th>Size</th>
<th>Great Lakes</th>
<th>Middle Atlantic</th>
<th>New England</th>
<th>Southern</th>
<th>West Central</th>
<th>Western</th>
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<td>1.5%</td>
<td>3.9%</td>
<td>3.3%</td>
<td>10.2%</td>
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<td>51-100</td>
<td>7.8%</td>
<td>11.7%</td>
<td>8.9%</td>
<td>18.4%</td>
<td>11.8%</td>
<td>18.2%</td>
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<td>101-200</td>
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<tr>
<td>401-600</td>
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<td>13.0%</td>
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<td>6.4%</td>
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<td>7.8%</td>
<td>3.7%</td>
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<tr>
<td>1001+</td>
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<td>3.0%</td>
<td>9.2%</td>
<td>1.3%</td>
<td>2.1%</td>
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### Average Membership

<table>
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<tr>
<th>Region</th>
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<th>New England</th>
<th>Southern</th>
<th>West Central</th>
<th>Western</th>
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<tr>
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<td>306.1</td>
<td>344.9</td>
<td>273.9</td>
<td>210.1</td>
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AVERAGE BENEFITS, COMPENSATION, AND COSTS

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<th>Role</th>
<th>Total Benefits</th>
<th>Total Compensation</th>
<th>Total Costs</th>
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</thead>
<tbody>
<tr>
<td>Senior/Solo Pastor (N = 1,098)</td>
<td>$28,126.31</td>
<td>$69,971.07</td>
<td>$66,259.22</td>
</tr>
<tr>
<td>Interim Pastor (N = 96)</td>
<td>$21,161.61</td>
<td>$85,327.78</td>
<td>$85,327.78</td>
</tr>
<tr>
<td>Associate/Assistant Pastor (N = 95)</td>
<td>$26,729.65</td>
<td>$92,701.45</td>
<td>$92,701.45</td>
</tr>
</tbody>
</table>
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: $47,244.15
- Interim Pastor: $45,275.62
- Associate/Assistant Pastor: $46,236.95
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
### Senior/Solo Pastor Salary by Congregation Size

<table>
<thead>
<tr>
<th>Congregation Size</th>
<th>Number of Respondents (N)</th>
<th>Average Salary</th>
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</thead>
<tbody>
<tr>
<td>1001+ (N = 17)</td>
<td></td>
<td>$81,509.65</td>
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<tr>
<td>601-1000 (N = 59)</td>
<td></td>
<td>$64,387.54</td>
</tr>
<tr>
<td>401-600 (N = 110)</td>
<td></td>
<td>$56,606.55</td>
</tr>
<tr>
<td>201-400 (N = 348)</td>
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<td>$50,755.78</td>
</tr>
<tr>
<td>101-200 (N = 363)</td>
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<td>$41,404.42</td>
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<tr>
<td>51-100 (N = 136)</td>
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<td>$40,015.21</td>
</tr>
<tr>
<td>0-50 (N = 48)</td>
<td></td>
<td>$31,766.60</td>
</tr>
</tbody>
</table>
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: $8,601.48
- Interim Pastor: $5,531.51
- Associate/Assistant Pastor: $7,305.56
SENIOR/SOLO PASTOR PARSONAGE RENTAL VALUES BY REGION

- Western (N = 64): $10,623.14
- West Central (N = 83): $7,579.54
- Southern (N = 33): $4,766.00
- New England (N = 128): $12,437.27
- Middle Atlantic (N = 104): $8,240.89
- Great Lakes (N = 174): $6,466.57
SENIOR/SOLO PASTOR PARSONAGE RENTAL VALUES BY CONGREGATION SIZE

- 1001+ (N = 2): $0.00
- 601-1000 (N = 29): $14,837.10
- 401-600 (N = 61): $13,185.79
- 201-400 (N = 186): $9,209.31
- 101-200 (N = 206): $7,595.24
- 51-100 (N = 76): $4,913.83
- 0-50 (N = 26): $5,956.04
Rent Allowances were reported for 1,031 pastors, including:

- 871 Senior/Solo Pastors
- 83 Interim Pastors
- 77 Associate/Assistant Pastors

<table>
<thead>
<tr>
<th>Position</th>
<th>Rental Allowance</th>
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</thead>
<tbody>
<tr>
<td>Senior/Solo Pastor</td>
<td>$20,491.17</td>
</tr>
<tr>
<td>Interim Pastor</td>
<td>$17,598.52</td>
</tr>
<tr>
<td>Associate/Assistant Pastor</td>
<td>$20,168.30</td>
</tr>
</tbody>
</table>
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
SENIOR/SOLO PASTOR RENT ALLOWANCE BY CONGREGATION SIZE*

- 1001+ (N = 13) $37,627.46
- 601-1000 (N = 53) $25,318.19
- 401-600 (N = 82) $19,810.02
- 201-400 (N = 276) $21,671.01
- 101-200 (N = 300) $20,127.80
- 51-100 (N = 110) $16,072.49
- 0-50 (N = 36) $13,468.08

* Excluding one outlier
Utility Allowances were reported for 613 pastors, including:

- 538 Senior/Solo Pastors
- 45 Interim Pastors
- 30 Associate/Assistant Pastors
SENIOR/SOLO PASTOR UTILITY ALLOWANCE BY REGION

- **Great Lakes (N = 154)**: $982.68
- **Middle Atlantic (N = 99)**: $1,371.68
- **Southern (N = 32)**: $520.16
- **West Central (N = 72)**: $1,300.25
- **Western (N = 69)**: $1,550.06
- **New England (N = 112)**: $2,423.39
<table>
<thead>
<tr>
<th>Congregation Size</th>
<th>Utility Allowance</th>
</tr>
</thead>
<tbody>
<tr>
<td>0-50 (N = 25)</td>
<td>$496.52</td>
</tr>
<tr>
<td>51-100 (N = 82)</td>
<td>$1,890.54</td>
</tr>
<tr>
<td>101-200 (N = 194)</td>
<td>$1,491.10</td>
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<tr>
<td>201-400 (N = 160)</td>
<td>$1,160.86</td>
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<td>401-600 (N = 49)</td>
<td>$1,977.02</td>
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<tr>
<td>601-1000 (N = 25)</td>
<td>$1,457.68</td>
</tr>
<tr>
<td>1001+ (N = 3)</td>
<td>$0.00</td>
</tr>
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</table>
Social Security was reported for 1,076 pastors, including:

- 928 Senior/Solo Pastors
- 77 Interim Pastors
- 71 Associate/Assistant Pastors

### Social Security by Position

<table>
<thead>
<tr>
<th>Position</th>
<th>Social Security</th>
</tr>
</thead>
<tbody>
<tr>
<td>Senior/Solo Pastor</td>
<td>$4,683.16</td>
</tr>
<tr>
<td>Interim Pastor</td>
<td>$4,260.30</td>
</tr>
<tr>
<td>Associate/Assistant Pastor</td>
<td>$4,310.34</td>
</tr>
</tbody>
</table>
SENIOR/SOLO PASTOR SOCIAL SECURITY BY REGION

- Western (N = 122): $5,192.07
- West Central (N = 116): $4,401.24
- Southern (N = 47): $3,865.83
- New England (N = 194): $5,505.09
- Middle Atlantic (N = 178): $4,425.96
- Great Lakes (N = 271): $4,297.02
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 were reported for 1,170 pastors, including:

- 1,001 Senior/Solo Pastors
- 83 Interim Pastors
- 86 Associate/Assistant Pastors

The annuities by position are as follows:

- Senior/Solo Pastor: $9,112.83
- Interim Pastor: $8,753.00
- Associate/Assistant Pastor: $8,987.60
Insurance Payments were reported for 1,185 pastors, including:

- 1,012 Senior/Solo Pastors
- 84 Interim Pastors
- 89 Associate/Assistant Pastors

![Insurance by Position](chart.png)
Senior/Solo Pastor Insurance by Region

- Great Lakes (N = 293): $13,933.35
- Middle Atlantic (N = 190): $12,632.52
- Southern (N = 56): $11,621.48
- New England (N = 203): $15,213.18
- West Central (N = 127): $13,977.28
- Western (N = 143): $12,271.75

(N = number of observations)
**Senior/Solo Pastor Insurance by Congregation Size**

<table>
<thead>
<tr>
<th>Congregation Size</th>
<th>N</th>
<th>Average Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>1001+ (N = 17)</td>
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<td>$18,217.71</td>
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<td>601-1000 (N = 59)</td>
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<td>$16,348.27</td>
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<td>401-600 (N = 99)</td>
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<td>$17,910.75</td>
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<td>201-400 (N = 337)</td>
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<td>$12,714.19</td>
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<tr>
<td>51-100 (N = 124)</td>
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<td>$10,114.41</td>
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<tr>
<td>0-50 (N = 42)</td>
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<td>$8,280.21</td>
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0-50 (N = 42)

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<th>$8,000</th>
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<th>$12,000</th>
<th>$14,000</th>
<th>$16,000</th>
<th>$18,000</th>
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</thead>
<tbody>
<tr>
<td>0</td>
<td>2,000</td>
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<td>6,000</td>
<td>8,000</td>
<td>10,000</td>
<td>12,000</td>
<td>14,000</td>
<td>16,000</td>
<td>18,000</td>
</tr>
</tbody>
</table>
• Other costs were reported for 940 pastors, including:
  • 815 Senior/Solo Pastors
  • 67 Interim Pastors
  • 58 Associate/Assistant Pastors
Senior/Solo Pastor Other Costs by Region

- **Great Lakes (N = 234)**: $1,795.01
- **West Central (N = 104)**: $1,335.01
- **Southern (N = 42)**: $1,279.79
- **New England (N = 170)**: $1,884.49
- **Middle Atlantic (N = 156)**: $1,297.11
- **Western (N = 109)**: $2,027.24
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

- **Great Lakes (N = 241)**: $1,501.56
- **West Central (N = 96)**: $1,297.79
- **Southern (N = 45)**: $1,568.56
- **New England (N = 165)**: $1,952.16
- **Middle Atlantic (N = 152)**: $1,422.63
- **Western (N = 110)**: $1,807.51
<table>
<thead>
<tr>
<th>Region</th>
<th>Average Salary</th>
<th>Average Parsonage Rental Values</th>
<th>Average Rent Allowance</th>
<th>Average Utility Allowance</th>
<th>Average Social Security</th>
<th>Average Annuity</th>
<th>Average Insurance</th>
<th>Average Business Expenses</th>
<th>Average Other Costs</th>
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<tbody>
<tr>
<td>Western</td>
<td>$47,042.48</td>
<td>$10,623.14</td>
<td>$28,292.46</td>
<td>$1,550.06</td>
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<td>$9,482.45</td>
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<td>$1,807.51</td>
<td>$2,027.24</td>
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<td>West Central</td>
<td>$43,290.83</td>
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<td>$4,401.24</td>
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<td>$1,335.01</td>
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<td>Southern</td>
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<td>New England</td>
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<td>$1,371.68</td>
<td>$4,425.96</td>
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<td>Great Lakes</td>
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<tr>
<td>Congregation Size</td>
<td>Average Salary</td>
<td>Average Parsonage Rental Values</td>
<td>Average Rent Allowance</td>
<td>Average Utility Allowance</td>
<td>Average Social Security</td>
<td>Average Annuity</td>
<td>Average Insurance</td>
<td>Average Business Expenses</td>
<td>Average Other Costs</td>
</tr>
<tr>
<td>-------------------</td>
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<td>-------------------</td>
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<tr>
<td>0-50</td>
<td>$31,766.60</td>
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<td>$4,328.76</td>
<td>$8,236.22</td>
<td>$12,714.19</td>
<td>$1,405.17</td>
<td>$1,503.73</td>
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<tr>
<td>201-400</td>
<td>$50,755.78</td>
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<td>$21,671.01</td>
<td>$1,160.86</td>
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<td>$1,977.02</td>
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<tr>
<td>601-1000</td>
<td>$64,387.54</td>
<td>$14,837.10</td>
<td>$25,318.19</td>
<td>$1,457.68</td>
<td>$6,288.20</td>
<td>$12,561.53</td>
<td>$16,348.27</td>
<td>$2,642.20</td>
<td>$1,652.43</td>
</tr>
<tr>
<td>1001+</td>
<td>$81,509.65</td>
<td>$0.00</td>
<td>$37,627.46</td>
<td>$0.00</td>
<td>$8,595.00</td>
<td>$16,751.12</td>
<td>$18,217.71</td>
<td>$3,589.08</td>
<td>$1,889.58</td>
</tr>
</tbody>
</table>
## COSTS BY CATEGORY AND POSITION

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