

## **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.<sup>1</sup>

The compensation information is based on our records as of May 1, 2017.

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 in this report 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.

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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 salary data. That study determines the criteria for various calculations under the Benefits Plan. For more information, see [Parish Ministry Salary Study, 2018 Median Effective Salaries Available](#) and the [Salaries in the Parish Ministry 2017 Salary Study](#). 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.

<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	25TH PERCENTILE	50TH PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75TH PERCENTILE
Less than 6	\$40,000.00	\$45,600.00	\$45,326.68	\$49,238.38
6-10	\$36,055.00	\$43,719.50	\$43,943.02	\$49,708.43
11-15	\$35,492.50	\$43,938.50	\$45,608.79	\$51,125.00
16-20	\$24,600.00	\$35,089.00	\$37,881.57	\$44,426.50
More than 20	\$38,344.25	\$47,073.50	\$45,691.34	\$52,590.25

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

YEARS OF SERVICE	25TH PERCENTILE	50TH PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75TH PERCENTILE
Less than 6	\$25,000.00	\$25,000.00	\$25,000.00	\$25,000.00
6-10				
11-15				
16-20				
More than 20				

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

YEARS OF SERVICE	25TH PERCENTILE	50TH PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75TH PERCENTILE
Less than 6	\$42,900.00	\$46,176.00	\$48,531.97	\$53,179.10
6-10	\$45,000.00	\$51,810.00	\$52,959.95	\$59,173.50
11-15	\$43,265.75	\$48,704.00	\$50,613.28	\$57,980.25
16-20	\$44,013.50	\$49,508.00	\$51,457.34	\$57,466.50
More than 20	\$46,015.00	\$53,479.72	\$54,583.38	\$60,721.53

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

YEARS OF SERVICE	25TH PERCENTILE	50TH PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75TH PERCENTILE
Less than 6	\$43,583.13	\$47,166.25	\$47,166.25	\$50,749.38
6-10	\$45,700.00	\$45,700.00	\$45,700.00	\$45,700.00
11-15	\$56,677.00	\$56,677.00	\$56,677.00	\$56,677.00
16-20				
More than 20				

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

YEARS OF SERVICE	25TH PERCENTILE	50TH PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75TH PERCENTILE
Less than 6	\$46,379.45	\$51,580.50	\$53,955.08	\$58,249.63
6-10	\$48,792.57	\$54,036.75	\$55,512.64	\$60,780.00
11-15	\$51,235.00	\$57,900.00	\$60,518.90	\$68,285.10
16-20	\$51,000.00	\$60,000.00	\$61,193.76	\$67,950.00
More than 20	\$52,247.00	\$59,864.28	\$61,262.73	\$68,808.10

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

YEARS OF SERVICE	25TH PERCENTILE	50TH PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75TH PERCENTILE
Less than 6	\$44,000.00	\$46,750.00	\$46,515.89	\$51,271.00
6-10	\$53,640.59	\$54,800.00	\$57,427.06	\$59,900.00
11-15				
16-20	\$42,292.00	\$42,292.00	\$42,292.00	\$42,292.00
More than 20	\$40,781.00	\$50,362.00	\$44,278.00	\$50,817.00

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

YEARS OF SERVICE	25TH PERCENTILE	50TH PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75TH PERCENTILE
Less than 6	\$55,625.00	\$61,046.24	\$64,581.20	\$72,168.61
6-10	\$58,070.00	\$66,000.00	\$67,396.84	\$75,000.00
11-15	\$63,122.50	\$69,233.00	\$72,327.01	\$79,831.75
16-20	\$64,162.00	\$71,468.00	\$74,849.51	\$82,443.51
More than 20	\$66,051.30	\$75,190.00	\$77,633.52	\$86,384.00

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

YEARS OF SERVICE	25TH PERCENTILE	50TH PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75TH PERCENTILE
Less than 6	\$45,375.00	\$50,682.50	\$52,303.69	\$56,000.00
6-10	\$48,938.00	\$55,000.00	\$56,160.05	\$64,972.00
11-15	\$53,643.75	\$57,315.29	\$59,652.72	\$65,195.75
16-20	\$53,648.32	\$74,940.00	\$69,267.13	\$78,346.72
More than 20	\$62,761.50	\$66,857.19	\$69,535.27	\$71,663.77

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

YEARS OF SERVICE	25TH PERCENTILE	50TH PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75TH PERCENTILE
Less than 6	\$62,882.00	\$74,061.00	\$76,236.98	\$87,265.00
6-10	\$77,473.07	\$89,859.50	\$98,292.86	\$109,647.40
11-15	\$80,000.00	\$89,327.63	\$90,401.69	\$100,136.16
16-20	\$85,069.50	\$92,107.44	\$96,955.20	\$106,092.04
More than 20	\$87,856.39	\$97,438.00	\$100,647.29	\$111,142.14

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

YEARS OF SERVICE	25TH PERCENTILE	50TH PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75TH PERCENTILE
Less than 6	\$48,068.00	\$53,705.00	\$54,756.40	\$60,705.75
6-10	\$51,476.00	\$60,188.40	\$61,729.16	\$71,500.00
11-15	\$57,757.50	\$67,066.67	\$66,656.96	\$74,205.75
16-20	\$63,830.50	\$68,913.00	\$72,595.92	\$77,578.65
More than 20	\$64,337.00	\$72,130.00	\$71,307.14	\$77,551.00

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

YEARS OF SERVICE	25TH PERCENTILE	50TH PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75TH PERCENTILE
Less than 6	\$70,500.00	\$78,000.00	\$74,983.33	\$80,975.00
6-10	\$110,150.00	\$118,250.00	\$118,927.80	\$125,223.00
11-15	\$108,340.00	\$122,595.00	\$125,098.78	\$142,223.51
16-20	\$107,045.00	\$127,930.00	\$121,665.71	\$138,050.00
More than 20	\$100,324.58	\$115,914.02	\$120,641.98	\$133,146.00

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

YEARS OF SERVICE	25TH PERCENTILE	50TH PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75TH PERCENTILE
Less than 6	\$50,000.00	\$54,391.28	\$55,778.27	\$61,364.03
6-10	\$58,670.75	\$71,298.95	\$70,626.79	\$77,539.12
11-15	\$66,222.75	\$68,839.00	\$71,709.59	\$75,488.75
16-20	\$67,233.88	\$77,202.00	\$79,064.85	\$89,564.50
More than 20	\$68,018.25	\$73,239.00	\$75,984.54	\$85,600.75

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

YEARS OF SERVICE	25TH PERCENTILE	50TH PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75TH PERCENTILE
Less than 6				
6-10	\$148,772.30	\$148,772.30	\$148,772.30	\$148,772.30
11-15	\$144,117.00	\$148,897.00	\$154,771.00	\$162,488.00
16-20	\$106,317.92	\$126,716.07	\$130,374.21	\$150,772.37
More than 20	\$123,405.12	\$137,059.00	\$151,215.68	\$163,455.00

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

YEARS OF SERVICE	25TH PERCENTILE	50TH PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75TH PERCENTILE
Less than 6	\$55,000.00	\$60,000.00	\$72,152.54	\$72,100.00
6-10	\$61,800.00	\$66,023.04	\$75,678.06	\$83,600.00
11-15	\$68,113.38	\$72,483.00	\$71,959.61	\$76,521.16
16-20	\$72,162.50	\$79,825.00	\$85,691.43	\$99,050.50
More than 20	\$74,625.00	\$87,721.71	\$99,237.51	\$101,293.50

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

YEARS OF SERVICE	25TH PERCENTILE	50TH PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75TH PERCENTILE
Less than 6				
6-10	\$105,625.00	\$118,750.00	\$118,750.00	\$131,875.00
11-15	\$142,386.75	\$147,979.50	\$147,979.50	\$153,572.25
16-20	\$112,875.00	\$180,750.00	\$180,750.00	\$248,625.00
More than 20	\$144,198.50	\$160,939.68	\$165,541.86	\$174,193.00

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

YEARS OF SERVICE	25TH PERCENTILE	50TH PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75TH PERCENTILE
Less than 6	\$62,287.25	\$64,797.50	\$73,199.00	\$71,255.75
6-10	\$62,758.50	\$70,000.00	\$74,184.66	\$80,334.05
11-15	\$69,977.25	\$75,402.50	\$77,986.41	\$82,784.00
16-20	\$73,144.00	\$76,970.57	\$80,757.31	\$91,536.00
More than 20	\$84,381.50	\$91,532.00	\$105,024.71	\$107,038.00

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

YEARS OF SERVICE	25TH PERCENTILE	50TH PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75TH PERCENTILE
Less than 6	\$55,023.00	\$105,000.00	\$107,776.40	\$155,699.00
6-10	\$114,820.00	\$114,820.00	\$114,820.00	\$114,820.00
11-15	\$177,400.00	\$177,400.00	\$177,400.00	\$177,400.00
16-20	\$196,000.00	\$199,210.00	\$218,030.60	\$202,174.00
More than 20	\$143,907.50	\$168,905.50	\$168,142.50	\$191,506.00

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

YEARS OF SERVICE	25TH PERCENTILE	50TH PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75TH PERCENTILE
Less than 6	\$54,361.50	\$61,250.00	\$65,259.11	\$64,442.25
6-10	\$68,680.00	\$71,113.00	\$73,794.48	\$79,640.00
11-15	\$74,750.00	\$79,233.00	\$85,398.75	\$98,178.25
16-20	\$74,068.00	\$95,066.36	\$92,554.07	\$95,436.00
More than 20	\$88,595.50	\$95,876.00	\$97,832.68	\$106,350.50