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.¹

The compensation information is based on our records as of May 1, 2016.

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.²

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.

¹This 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 Salaries in the Parish Ministry 2016 Salary Study Available and the Salaries in the Parish Ministry 2016 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.

²For 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

<table>
<thead>
<tr>
<th>YEARS OF SERVICE</th>
<th>25&lt;sup&gt;th&lt;/sup&gt; PERCENTILE</th>
<th>50&lt;sup&gt;th&lt;/sup&gt; PERCENTILE OR MEDIAN</th>
<th>AVERAGE EFFECTIVE SALARY</th>
<th>75&lt;sup&gt;th&lt;/sup&gt; PERCENTILE</th>
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### FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS WITH 50 OR FEWER MEMBERS

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

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Clergy Effective Salaries 2
### FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS
WITH 51 TO 100 MEMBERS

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

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

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### Full-Time Pastors Serving Congregations with 201 to 500 Members

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<th>50&lt;sup&gt;th&lt;/sup&gt; Percentile or Median</th>
<th>Average Effective Salary</th>
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### Full-Time Associate Pastors Serving Congregations with 201 to 500 Members

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### Full-Time Pastors Serving Congregations with 501 to 1000 Members

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<th>75&lt;sup&gt;th&lt;/sup&gt; Percentile</th>
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### FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS WITH 501 TO 1000 MEMBERS

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

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

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

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

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

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

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<th>75&lt;sup&gt;th&lt;/sup&gt; PERCENTILE</th>
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<tr>
<td>Less than 6</td>
<td>$59,869.25</td>
<td>$61,747.50</td>
<td>$69,113.88</td>
<td>$69,671.50</td>
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<tr>
<td>6-10</td>
<td>$61,456.00</td>
<td>$71,080.00</td>
<td>$73,315.45</td>
<td>$82,509.50</td>
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<tr>
<td>11-15</td>
<td>$74,832.00</td>
<td>$80,013.00</td>
<td>$78,510.67</td>
<td>$82,940.50</td>
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<tr>
<td>16-20</td>
<td>$85,393.99</td>
<td>$90,506.66</td>
<td>$87,531.83</td>
<td>$92,644.50</td>
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<tr>
<td>More than 20</td>
<td>$78,578.32</td>
<td>$86,120.00</td>
<td>$95,715.51</td>
<td>$95,292.50</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>YEARS OF SERVICE</th>
<th>25&lt;sup&gt;th&lt;/sup&gt; PERCENTILE</th>
<th>50&lt;sup&gt;th&lt;/sup&gt; PERCENTILE OR MEDIAN</th>
<th>AVERAGE EFFECTIVE SALARY</th>
<th>75&lt;sup&gt;th&lt;/sup&gt; PERCENTILE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than 6</td>
<td>$97,242.00</td>
<td>$133,849.50</td>
<td>$126,791.75</td>
<td>$163,399.25</td>
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<tr>
<td>6-10</td>
<td>$177,400.00</td>
<td>$177,400.00</td>
<td>$177,400.00</td>
<td>$177,400.00</td>
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<tr>
<td>11-15</td>
<td>$186,378.43</td>
<td>$194,704.12</td>
<td>$196,090.31</td>
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<td>$148,035.50</td>
<td>$183,217.50</td>
<td>$179,118.88</td>
<td>$193,180.25</td>
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</table>

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

<table>
<thead>
<tr>
<th>YEARS OF SERVICE</th>
<th>25&lt;sup&gt;th&lt;/sup&gt; PERCENTILE</th>
<th>50&lt;sup&gt;th&lt;/sup&gt; PERCENTILE OR MEDIAN</th>
<th>AVERAGE EFFECTIVE SALARY</th>
<th>75&lt;sup&gt;th&lt;/sup&gt; PERCENTILE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than 6</td>
<td>$52,000.00</td>
<td>$61,800.00</td>
<td>$62,897.41</td>
<td>$71,969.50</td>
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<tr>
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<td>$68,733.00</td>
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<td>$92,700.00</td>
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<td>$93,743.75</td>
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<td>$80,309.75</td>
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<td>$96,526.63</td>
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<td>$84,797.21</td>
<td>$95,271.50</td>
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<td>$102,699.25</td>
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