

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**

YEARS OF SERVICE	25 th PERCENTILE	50 th PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 th PERCENTILE
Less than 6	\$36,082.50	\$44,986.00	\$45,976.90	\$51,000.00
6-10	\$38,038.73	\$46,060.56	\$46,996.89	\$57,050.00
11-15	\$29,541.15	\$39,715.00	\$39,691.35	\$49,720.00
16-20	\$30,000.00	\$43,800.00	\$43,075.48	\$54,912.00
More than 20	\$39,247.14	\$46,280.00	\$44,629.76	\$51,715.00

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

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

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

YEARS OF SERVICE	25 th PERCENTILE	50 th PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 th PERCENTILE
Less than 6	\$43,005.00	\$46,129.20	\$47,863.16	\$51,029.25
6-10	\$43,334.50	\$48,762.00	\$49,708.38	\$54,784.00
11-15	\$42,975.00	\$48,408.00	\$49,913.29	\$56,530.00
16-20	\$42,006.00	\$48,320.50	\$50,548.97	\$56,562.50
More than 20	\$44,439.00	\$52,108.50	\$53,128.20	\$57,994.13

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

YEARS OF SERVICE	25 th PERCENTILE	50 th PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 th PERCENTILE
Less than 6	\$56,447.50	\$58,562.50	\$58,562.50	\$60,677.50
6-10	\$54,497.00	\$54,497.00	\$54,497.00	\$54,497.00
11-15				
16-20				
More than 20				

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

YEARS OF SERVICE	25 th PERCENTILE	50 th PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 th PERCENTILE
Less than 6	\$45,704.44	\$50,232.00	\$51,950.71	\$55,766.67
6-10	\$48,950.25	\$55,190.74	\$56,301.61	\$62,625.57
11-15	\$49,395.01	\$56,837.50	\$58,787.67	\$64,164.00
16-20	\$50,468.00	\$58,000.00	\$59,741.73	\$66,700.00
More than 20	\$50,669.00	\$58,813.00	\$59,692.38	\$67,246.00

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

YEARS OF SERVICE	25 th PERCENTILE	50 th PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 th PERCENTILE
Less than 6	\$46,600.00	\$50,535.00	\$51,035.33	\$53,979.00
6-10	\$48,146.50	\$54,800.00	\$50,993.33	\$55,743.50
11-15				
16-20				
More than 20	\$50,206.00	\$50,206.00	\$50,206.00	\$50,206.00

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

YEARS OF SERVICE	25 th PERCENTILE	50 th PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 th PERCENTILE
Less than 6	\$53,045.00	\$57,117.50	\$59,759.11	\$66,053.00
6-10	\$57,549.50	\$65,000.00	\$66,668.61	\$74,080.00
11-15	\$60,380.50	\$67,749.00	\$70,556.38	\$79,220.14
16-20	\$63,299.25	\$71,468.00	\$72,577.56	\$79,738.00
More than 20	\$64,430.00	\$73,163.04	\$75,068.58	\$84,120.50

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

YEARS OF SERVICE	25 th PERCENTILE	50 th PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 th PERCENTILE
Less than 6	\$45,260.00	\$50,300.00	\$52,087.13	\$56,000.00
6-10	\$49,289.50	\$55,023.00	\$56,093.01	\$60,253.78
11-15	\$55,215.00	\$58,840.93	\$61,912.97	\$65,841.63
16-20	\$43,598.25	\$60,787.56	\$57,027.57	\$70,726.77
More than 20	\$65,000.00	\$65,236.00	\$68,617.45	\$68,596.00

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

YEARS OF SERVICE	25 th PERCENTILE	50 th PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 th PERCENTILE
Less than 6	\$61,219.58	\$72,000.00	\$70,777.21	\$81,191.09
6-10	\$78,540.00	\$90,000.00	\$93,446.37	\$106,115.00
11-15	\$79,808.00	\$85,128.00	\$86,154.98	\$96,356.00
16-20	\$80,000.00	\$89,760.00	\$90,782.39	\$101,356.34
More than 20	\$84,000.00	\$94,998.86	\$97,453.62	\$106,573.50

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

YEARS OF SERVICE	25 th PERCENTILE	50 th PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 th PERCENTILE
Less than 6	\$46,562.75	\$52,000.00	\$54,388.36	\$59,678.85
6-10	\$51,000.00	\$56,936.00	\$60,211.51	\$71,520.00
11-15	\$58,660.00	\$64,337.00	\$66,524.33	\$73,676.74
16-20	\$61,541.91	\$68,247.00	\$71,165.79	\$77,512.32
More than 20	\$65,382.50	\$71,338.36	\$71,406.69	\$76,612.50

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

YEARS OF SERVICE	25 th PERCENTILE	50 th PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 th PERCENTILE
Less than 6	\$70,000.00	\$70,000.00	\$70,000.00	\$70,000.00
6-10	\$109,075.00	\$122,767.00	\$118,816.57	\$128,695.00
11-15	\$102,786.75	\$109,641.31	\$119,800.63	\$143,140.55
16-20	\$113,120.00	\$124,284.00	\$117,202.11	\$127,000.00
More than 20	\$100,297.28	\$114,051.26	\$117,950.36	\$125,366.25

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

YEARS OF SERVICE	25 th PERCENTILE	50 th PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 th PERCENTILE
Less than 6	\$50,124.50	\$57,829.16	\$59,584.51	\$65,162.50
6-10	\$59,236.00	\$66,345.00	\$69,913.79	\$76,956.77
11-15	\$65,971.75	\$67,458.50	\$69,362.25	\$69,302.00
16-20	\$64,848.00	\$73,909.50	\$75,050.08	\$84,595.00
More than 20	\$68,404.38	\$73,426.50	\$75,897.21	\$83,473.25

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

YEARS OF SERVICE	25 th PERCENTILE	50 th PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 th PERCENTILE
Less than 6				
6-10				
11-15	\$124,495.50	\$136,605.00	\$139,980.33	\$153,777.50
16-20	\$118,209.30	\$144,933.36	\$136,796.17	\$159,451.63
More than 20	\$116,765.42	\$133,067.00	\$150,300.88	\$160,318.00

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

YEARS OF SERVICE	25 th PERCENTILE	50 th PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 th PERCENTILE
Less than 6	\$56,500.00	\$61,200.00	\$70,949.10	\$76,514.00
6-10	\$61,017.75	\$65,674.00	\$74,405.14	\$79,750.00
11-15	\$68,146.11	\$70,747.38	\$71,062.50	\$74,834.78
16-20	\$73,377.79	\$85,145.00	\$88,167.90	\$101,483.25
More than 20	\$79,869.00	\$89,577.00	\$98,943.74	\$100,350.00

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

YEARS OF SERVICE	25 th PERCENTILE	50 th PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 th PERCENTILE
Less than 6				
6-10	\$136,794.00	\$136,794.00	\$136,794.00	\$136,794.00
11-15	\$196,998.75	\$234,832.50	\$234,832.50	\$272,666.25
16-20	\$45,000.00	\$45,000.00	\$45,000.00	\$45,000.00
More than 20	\$138,021.50	\$153,879.98	\$156,566.49	\$159,538.25

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

YEARS OF SERVICE	25 th PERCENTILE	50 th PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 th PERCENTILE
Less than 6	\$59,869.25	\$61,747.50	\$69,113.88	\$69,671.50
6-10	\$61,456.00	\$71,080.00	\$73,315.45	\$82,509.50
11-15	\$74,832.00	\$80,013.00	\$78,510.67	\$82,940.50
16-20	\$85,393.99	\$90,506.66	\$87,531.83	\$92,644.50
More than 20	\$78,578.32	\$86,120.00	\$95,715.51	\$95,292.50

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

YEARS OF SERVICE	25 th PERCENTILE	50 th PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 th PERCENTILE
Less than 6	\$97,242.00	\$133,849.50	\$126,791.75	\$163,399.25
6-10				
11-15	\$177,400.00	\$177,400.00	\$177,400.00	\$177,400.00
16-20	\$186,378.43	\$194,704.12	\$196,090.31	\$204,416.00
More than 20	\$148,035.50	\$183,217.50	\$179,118.88	\$193,180.25

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

YEARS OF SERVICE	25 th PERCENTILE	50 th PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 th PERCENTILE
Less than 6	\$52,000.00	\$61,800.00	\$62,897.41	\$71,969.50
6-10	\$68,733.00	\$77,950.22	\$81,708.64	\$92,700.00
11-15	\$65,994.00	\$85,033.50	\$82,882.40	\$93,743.75
16-20	\$72,755.75	\$80,309.75	\$88,972.63	\$96,526.63
More than 20	\$84,797.21	\$95,271.50	\$97,396.62	\$102,699.25