

**Salaries in the Parish Ministry
2016 Salary Study**

The Board of Pensions of the Presbyterian Church (U.S.A.) annually tabulates the median and average annual effective salary information reported to it for teaching elder members of the Benefits Plan who are serving U.S. congregations. The median salary is generally considered more representative than the average salary because it is less influenced by very high and very low salaries.

The most recent study, as of May 1, 2016, shows that the median annual effective salary of all Presbyterian Church (U.S.A.) teaching elder members of the Benefits Plan serving U.S. congregations is \$57,300 an increase of 2% when compared to \$56,200 one year earlier. The average annual effective salary of these teaching elders is now \$63,116, a 1.6% increase from last year's average \$62,103.

The table below shows a five-year comparison of average annual effective salaries received by the teaching elder members of the Benefits Plan of the Presbyterian Church (U.S.A.) serving local congregations as of the date shown. These averages exclude salaries paid to chaplains, foreign missionaries, pensioners serving churches, and personnel at the Board and other church agencies. The averages are based on the annual effective salaries on which benefits dues are calculated and include cash salary, manse or housing allowances, and deferred compensation as reported by the churches.

<u>Synod</u>	Average Annual Effective Salaries					% Chg. Avg. Sal.
	<u>5/1/2012</u>	<u>5/1/2013</u>	<u>5/1/2014</u>	<u>5/1/2015</u>	<u>5/1/2016</u>	<u>2016 vs. 2012</u>
Alaska-Northwest	\$61,713	\$62,910	\$64,735	\$65,419	\$65,599	6.30%
Boriquen (Puerto Rico)	\$25,497	\$25,738	\$26,929	\$28,859	\$28,396	11.37%
The Covenant	\$55,625	\$56,447	\$57,497	\$58,330	\$59,498	6.96%
Lakes & Prairies	\$53,516	\$54,745	\$56,116	\$56,825	\$57,816	8.03%
Lincoln Trails	\$54,955	\$56,263	\$57,494	\$58,316	\$59,396	8.08%
Living Waters	\$55,269	\$56,700	\$58,623	\$59,642	\$60,636	9.71%
Mid-America	\$55,321	\$56,634	\$56,667	\$56,286	\$56,222	1.63%
Mid-Atlantic	\$60,504	\$61,644	\$63,057	\$64,220	\$64,903	7.27%
The Northeast	\$63,173	\$64,220	\$65,494	\$66,271	\$67,473	6.81%
The Pacific	\$63,420	\$64,357	\$64,925	\$64,667	\$64,797	2.17%
The Rocky Mountains	\$57,348	\$57,053	\$58,949	\$58,821	\$58,880	2.67%
South Atlantic	\$62,769	\$63,113	\$63,985	\$66,089	\$66,715	6.29%
Southern CA & Hawaii	\$71,940	\$72,075	\$73,027	\$72,569	\$74,254	3.22%
The Southwest	\$62,448	\$60,310	\$61,898	\$63,239	\$63,964	2.43%
The Sun	\$58,674	\$59,098	\$60,308	\$59,848	\$62,178	5.97%
The Trinity	\$56,239	\$56,823	\$58,254	\$58,925	\$60,354	7.32%
Total Church	\$59,374	\$60,166	\$61,347	\$62,103	\$63,116	6.30%