

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, 2015.

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 2015 Salary Study Available](#) and the [Salaries in the Parish Ministry 2015 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	\$36,012.50	\$43,557.80	\$44,940.59	\$48,540.10
6-10	\$33,970.00	\$45,213.00	\$44,021.17	\$50,475.00
11-15	\$29,770.58	\$42,612.26	\$41,018.13	\$49,552.25
16-20	\$28,000.00	\$41,623.00	\$41,253.57	\$53,471.00
More than 20	\$39,226.25	\$46,068.00	\$44,779.47	\$50,953.00

**FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS
WITH 50 OR FEWER MEMBERS (No Data)**

YEARS OF SERVICE	25 th PERCENTILE	50 th PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 th PERCENTILE
Less than 6				
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	\$42,570.00	\$45,800.00	\$47,019.21	\$50,204.95
6-10	\$42,224.00	\$48,043.65	\$49,037.86	\$54,560.00
11-15	\$41,693.75	\$47,163.17	\$48,280.95	\$52,806.57
16-20	\$43,203.52	\$49,111.00	\$50,643.20	\$56,252.23
More than 20	\$44,321.00	\$50,557.75	\$52,196.27	\$57,010.24

**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	\$54,332.50	\$54,332.50	\$54,332.50	\$54,332.50
6-10	\$52,910.00	\$52,910.00	\$52,910.00	\$52,910.00
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	\$45,000.00	\$49,655.28	\$51,003.81	\$55,000.00
6-10	\$48,355.88	\$54,163.60	\$55,455.63	\$61,001.80
11-15	\$48,755.00	\$56,000.00	\$58,280.12	\$64,717.00
16-20	\$50,683.75	\$57,529.00	\$59,654.44	\$67,828.95
More than 20	\$50,251.25	\$57,802.50	\$58,865.75	\$66,105.25

**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	\$48,212.50	\$50,000.00	\$54,082.41	\$55,556.00
6-10	\$48,146.50	\$54,800.00	\$52,908.67	\$58,616.50
11-15				
16-20				
More than 20	\$55,000.00	\$55,000.00	\$55,000.00	\$55,000.00

**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	\$51,628.45	\$58,000.00	\$60,131.75	\$66,480.13
6-10	\$58,215.00	\$65,445.00	\$67,128.69	\$74,000.00
11-15	\$59,900.00	\$66,253.00	\$69,358.69	\$77,720.00
16-20	\$61,805.00	\$69,450.00	\$71,464.89	\$77,487.00
More than 20	\$63,726.00	\$72,254.40	\$74,030.19	\$82,931.00

**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	\$44,444.50	\$50,150.00	\$52,783.59	\$59,562.69
6-10	\$48,050.29	\$54,500.00	\$55,244.07	\$58,824.34
11-15	\$52,907.50	\$57,271.50	\$56,372.68	\$63,521.50
16-20	\$66,896.50	\$71,089.48	\$71,430.50	\$77,189.66
More than 20	\$60,701.00	\$66,842.52	\$68,930.78	\$73,241.94

**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	\$67,843.93	\$74,638.38	\$77,924.80	\$80,690.25
6-10	\$77,600.00	\$86,100.00	\$89,071.68	\$96,356.00
11-15	\$79,180.00	\$87,720.00	\$88,999.23	\$97,161.44
16-20	\$79,516.00	\$89,548.00	\$92,192.54	\$103,617.00
More than 20	\$82,925.19	\$93,618.00	\$95,671.89	\$104,009.00

**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	\$46,362.89	\$51,956.50	\$53,708.73	\$59,035.75
6-10	\$50,511.50	\$55,887.80	\$59,211.46	\$69,750.00
11-15	\$55,968.00	\$63,370.00	\$65,013.65	\$70,255.00
16-20	\$61,076.40	\$66,597.50	\$69,384.18	\$75,619.08
More than 20	\$61,490.63	\$71,103.16	\$70,563.19	\$75,610.25

**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	\$108,150.00	\$108,150.00	\$108,150.00	\$108,150.00
6-10	\$120,360.00	\$121,800.16	\$124,641.83	\$130,190.00
11-15	\$112,750.00	\$125,181.84	\$123,574.94	\$139,870.00
16-20	\$110,416.00	\$119,499.56	\$115,169.95	\$125,376.00
More than 20	\$98,930.75	\$111,591.92	\$116,241.38	\$123,261.03

**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	\$49,915.50	\$56,253.50	\$61,358.41	\$68,376.75
6-10	\$58,050.25	\$66,310.00	\$67,350.84	\$74,244.80
11-15	\$61,359.00	\$68,285.00	\$67,699.01	\$73,498.07
16-20	\$61,411.00	\$70,714.00	\$73,423.55	\$79,910.12
More than 20	\$69,680.00	\$73,140.00	\$76,824.34	\$84,495.50

**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	\$110,000.00	\$112,386.00	\$123,749.45	\$133,926.00
16-20	\$150,229.27	\$155,525.18	\$155,525.18	\$160,821.09
More than 20	\$117,865.80	\$130,229.00	\$145,492.98	\$164,007.50

**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	\$54,960.00	\$60,000.00	\$65,718.12	\$67,000.00
6-10	\$64,000.00	\$65,427.50	\$76,276.58	\$72,250.00
11-15	\$70,031.22	\$75,410.00	\$75,650.74	\$77,024.63
16-20	\$66,024.00	\$91,457.00	\$98,185.06	\$105,062.50
More than 20	\$79,947.00	\$89,168.00	\$87,623.07	\$92,731.50

**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	\$132,810.00	\$132,810.00	\$132,810.00	\$132,810.00
11-15	\$102,082.50	\$159,165.00	\$169,555.00	\$231,832.50
16-20	\$143,350.00	\$143,350.00	\$143,350.00	\$143,350.00
More than 20	\$129,014.00	\$145,942.00	\$145,278.22	\$156,456.96

**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	\$57,177.00	\$66,000.00	\$67,914.38	\$73,780.00
6-10	\$57,275.75	\$67,000.00	\$70,486.30	\$77,614.50
11-15	\$70,209.50	\$75,000.00	\$75,429.00	\$80,434.00
16-20	\$83,557.10	\$88,850.00	\$92,763.67	\$93,428.77
More than 20	\$77,922.64	\$83,657.00	\$92,589.25	\$87,124.00

**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	\$85,594.25	\$119,229.50	\$119,229.50	\$152,864.75
6-10				
11-15	\$169,329.00	\$177,400.00	\$174,552.67	\$181,200.00
16-20	\$189,080.58	\$198,161.17	\$198,161.17	\$207,241.75
More than 20	\$151,624.00	\$175,100.00	\$176,566.83	\$190,456.50

**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	\$57,284.50	\$61,974.00	\$63,267.20	\$72,119.50
6-10	\$70,149.50	\$77,164.00	\$78,734.16	\$84,935.00
11-15	\$71,079.00	\$76,074.00	\$78,378.08	\$92,800.00
16-20	\$79,910.50	\$87,768.50	\$99,351.93	\$119,912.50
More than 20	\$82,317.50	\$94,651.50	\$94,040.85	\$100,026.50