

Salaries in the Parish Ministry 2008 Salary Study

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

The most recent study, as of May 1, 2008, shows the median salary of all Presbyterian Church (U.S.A.) minister members of the Benefits Plan serving U.S. congregations is \$50,800, as compared with \$49,000 one year earlier: an increase of 3.67%. The average salary of these ministers is now \$55,652, an increase of 3.71% from last year's average of \$53,662.

The table below shows a five-year comparison of average salaries received by the ordained minister 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 "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>	<u>Average Salaries</u>					<u>% Chg. Avg. Sal.</u>
	<u>5/1/2004</u>	<u>5/1/2005</u>	<u>5/1/2006</u>	<u>5/1/2007</u>	<u>5/1/2008</u>	<u>2008 vs. 2004</u>
Alaska-Northwest	\$51,086	\$52,166	\$54,097	\$58,540	\$59,575	16.62%
Boriquen (Puerto Rico)	\$21,243	\$21,542	\$22,335	\$22,879	\$23,755	11.83%
The Covenant	\$48,352	\$48,755	\$50,111	\$51,553	\$53,159	9.94%
Lakes & Prairies	\$44,312	\$45,393	\$46,587	\$47,842	\$49,943	12.71%
Lincoln Trails	\$47,667	\$48,636	\$49,850	\$50,562	\$52,403	9.94%
Living Waters	\$46,988	\$48,323	\$50,064	\$50,469	\$51,564	9.74%
Mid-America	\$46,634	\$47,840	\$49,300	\$50,796	\$52,428	12.42%
Mid-Atlantic	\$49,046	\$50,595	\$52,178	\$54,199	\$56,539	15.28%
The Northeast	\$51,163	\$52,249	\$54,278	\$55,974	\$58,048	13.46%
The Pacific	\$53,499	\$53,963	\$54,963	\$57,055	\$60,435	12.96%
The Rocky Mountains	\$47,722	\$48,922	\$50,555	\$51,841	\$54,015	13.19%
South Atlantic	\$51,573	\$53,462	\$55,058	\$56,952	\$58,577	13.58%
Southern CA & Hawaii	\$58,156	\$59,416	\$61,779	\$63,971	\$67,385	15.87%
The Southwest	\$49,943	\$51,678	\$52,975	\$55,019	\$57,023	14.18%
The Sun	\$49,283	\$50,864	\$51,499	\$52,955	\$55,166	11.94%
The Trinity	\$48,057	\$48,736	\$49,769	\$51,378	\$52,522	9.29%
Total Church	\$49,361	\$50,534	\$51,974	\$53,662	\$55,652	12.74%