

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 in order to provide apt comparisons.¹

The compensation information is based on our records as of May 1, 2008. Congregation size data is from the records of The Office of the General Assembly as of July 2008.

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 below 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.

When fewer than ten incumbents are in a congregation size group, the salary information is not shown separately in order to protect individual privacy.

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 data. That study is for purposes of various calculations under the Benefits Plan. 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. For more information, see the [*Median Salaries, Minimums and Maximums for 2009*](#) and the [*Salaries in the Parish Ministry 2008 Salary Study*](#).

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 | \$32,240.00 | \$37,200.00 | \$38,554.49 | \$44,364.00 |
| 6-10 | \$30,273.50 | \$39,017.50 | \$37,120.05 | \$44,263.07 |
| 11-15 | \$23,953.50 | \$34,675.00 | \$34,903.94 | \$43,909.25 |
| 16-20 | \$34,177.50 | \$42,250.00 | \$40,642.59 | \$47,754.25 |
| More than 20 | \$30,302.00 | \$37,877.00 | \$39,513.53 | \$46,899.50 |

**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 | \$35,816.30 | \$39,971.72 | \$40,482.30 | \$45,000.00 |
| 6-10 | \$35,945.00 | \$40,170.00 | \$41,510.07 | \$45,000.00 |
| 11-15 | \$35,855.00 | \$40,800.00 | \$41,400.61 | \$46,204.96 |
| 16-20 | \$38,250.00 | \$42,840.00 | \$42,902.44 | \$47,900.00 |
| More than 20 | \$38,152.00 | \$43,996.00 | \$44,906.30 | \$50,346.00 |

**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 | \$18,300.00 | \$22,200.00 | \$22,200.00 | \$26,100.00 |
| 6-10 | | | | |
| 11-15 | | | | |
| 16-20 | \$28,177.73 | \$30,764.72 | \$30,764.72 | \$33,351.71 |
| 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 | \$40,000.00 | \$44,000.00 | \$45,381.71 | \$49,340.00 |
| 6-10 | \$40,465.00 | \$45,820.75 | \$47,541.93 | \$53,720.00 |
| 11-15 | \$42,156.00 | \$49,200.00 | \$50,261.30 | \$55,861.00 |
| 16-20 | \$43,169.75 | \$48,014.00 | \$49,281.65 | \$54,397.20 |
| More than 20 | \$43,353.40 | \$49,828.00 | \$51,122.91 | \$58,404.50 |

**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 | \$35,820.00 | \$38,282.50 | \$42,804.46 | \$45,871.00 |
| 6-10 | \$50,617.00 | \$50,617.00 | \$50,617.00 | \$50,617.00 |
| 11-15 | | | | |
| 16-20 | \$55,360.00 | \$55,360.00 | \$55,360.00 | \$55,360.00 |
| More than 20 | \$41,050.00 | \$41,050.00 | \$41,050.00 | \$41,050.00 |

**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 | \$45,200.00 | \$51,500.00 | \$53,239.50 | \$59,711.00 |
| 6-10 | \$50,062.00 | \$56,691.03 | \$58,163.97 | \$65,000.00 |
| 11-15 | \$52,799.50 | \$60,766.00 | \$60,915.60 | \$68,476.08 |
| 16-20 | \$51,963.68 | \$59,990.50 | \$60,373.35 | \$68,004.25 |
| More than 20 | \$54,136.00 | \$62,062.00 | \$63,451.69 | \$70,780.00 |

**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 | \$40,175.25 | \$45,323.00 | \$47,063.30 | \$52,150.62 |
| 6-10 | \$42,792.00 | \$45,864.00 | \$48,061.45 | \$52,693.68 |
| 11-15 | \$43,684.50 | \$50,202.72 | \$52,631.10 | \$55,733.63 |
| 16-20 | \$41,797.25 | \$48,142.00 | \$50,806.12 | \$58,026.50 |
| More than 20 | \$42,898.00 | \$52,275.00 | \$50,485.69 | \$60,063.00 |

**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 | \$63,074.50 | \$72,029.50 | \$73,674.73 | \$85,188.14 |
| 6-10 | \$63,037.00 | \$72,000.00 | \$72,613.62 | \$83,085.00 |
| 11-15 | \$68,045.50 | \$78,346.00 | \$79,310.12 | \$88,392.50 |
| 16-20 | \$71,153.09 | \$79,010.00 | \$80,019.48 | \$87,287.50 |
| More than 20 | \$70,392.78 | \$80,013.00 | \$82,120.92 | \$90,664.29 |

**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 | \$42,107.50 | \$47,190.00 | \$48,278.78 | \$52,000.00 |
| 6-10 | \$48,440.00 | \$54,000.00 | \$56,519.08 | \$62,445.00 |
| 11-15 | \$52,060.85 | \$56,853.00 | \$61,634.74 | \$66,826.75 |
| 16-20 | \$52,122.25 | \$56,522.00 | \$58,672.35 | \$64,322.51 |
| More than 20 | \$55,391.50 | \$60,120.00 | \$61,940.40 | \$67,354.90 |

**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 | \$53,677.00 | \$77,100.00 | \$75,602.44 | \$89,740.00 |
| 6-10 | \$89,400.00 | \$94,000.00 | \$90,100.34 | \$103,176.52 |
| 11-15 | \$89,575.00 | \$101,732.73 | \$98,386.37 | \$113,515.74 |
| 16-20 | \$85,005.59 | \$88,400.00 | \$94,580.83 | \$101,929.54 |
| More than 20 | \$89,502.00 | \$100,264.00 | \$103,808.40 | \$108,590.33 |

**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 | \$44,859.00 | \$52,196.00 | \$53,577.44 | \$57,671.50 |
| 6-10 | \$52,561.76 | \$54,033.50 | \$58,425.16 | \$63,570.75 |
| 11-15 | \$54,717.75 | \$61,979.59 | \$63,046.78 | \$67,899.75 |
| 16-20 | \$57,590.00 | \$65,808.60 | \$65,940.28 | \$70,176.00 |
| More than 20 | \$60,508.33 | \$65,000.00 | \$69,229.77 | \$74,347.00 |

**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 | \$79,276.00 | \$97,000.00 | \$88,350.72 | \$101,750.08 |
| 6-10 | \$93,266.97 | \$119,332.50 | \$118,218.47 | \$144,284.00 |
| 11-15 | \$101,935.50 | \$109,217.00 | \$105,797.00 | \$111,368.50 |
| 16-20 | \$104,476.63 | \$117,351.00 | \$118,240.83 | \$133,613.00 |
| More than 20 | \$102,536.25 | \$115,877.00 | \$120,397.43 | \$130,000.00 |

**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 | \$49,042.50 | \$53,426.18 | \$57,070.29 | \$61,842.04 |
| 6-10 | \$61,486.36 | \$68,500.00 | \$65,478.35 | \$73,261.00 |
| 11-15 | \$66,194.00 | \$74,863.00 | \$79,763.84 | \$82,500.00 |
| 16-20 | \$68,814.00 | \$68,857.00 | \$73,279.22 | \$76,643.00 |
| More than 20 | \$68,701.00 | \$75,093.00 | \$76,193.69 | \$84,336.72 |

**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 | \$55,552.50 | \$56,105.00 | \$56,105.00 | \$56,657.50 |
| 6-10 | \$145,000.00 | \$145,000.00 | \$145,000.00 | \$145,000.00 |
| 11-15 | \$129,038.57 | \$129,038.57 | \$129,038.57 | \$129,038.57 |
| 16-20 | \$99,250.00 | \$113,617.00 | \$111,558.50 | \$125,925.50 |
| More than 20 | \$108,950.00 | \$118,150.00 | \$124,678.00 | \$130,581.00 |

**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 | \$53,502.00 | \$60,000.00 | \$61,481.93 | \$66,061.00 |
| 6-10 | \$62,274.75 | \$67,370.00 | \$70,808.50 | \$73,840.25 |
| 11-15 | \$61,879.50 | \$77,000.00 | \$74,393.88 | \$84,000.00 |
| 16-20 | \$75,309.50 | \$79,977.00 | \$81,069.25 | \$82,925.00 |
| More than 20 | \$68,351.25 | \$78,355.00 | \$75,760.44 | \$81,719.50 |

**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 | \$94,709.50 | \$148,512.00 | \$116,629.90 | \$154,491.35 |
| 6-10 | \$133,378.38 | \$142,408.25 | \$152,175.63 | \$161,205.50 |
| 11-15 | \$169,179.25 | \$170,358.50 | \$170,358.50 | \$171,537.75 |
| 16-20 | \$112,032.84 | \$127,325.00 | \$126,127.09 | \$141,419.25 |
| More than 20 | \$144,128.00 | \$160,650.00 | \$168,158.60 | \$192,544.00 |

**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 | \$53,894.00 | \$63,652.50 | \$64,436.44 | \$79,500.00 |
| 6-10 | \$61,480.75 | \$71,990.95 | \$77,980.34 | \$88,716.25 |
| 11-15 | \$68,865.75 | \$77,973.50 | \$86,885.02 | \$104,936.00 |
| 16-20 | \$68,763.00 | \$91,864.00 | \$90,508.76 | \$98,657.00 |
| More than 20 | \$81,531.00 | \$85,000.00 | \$91,998.25 | \$94,227.00 |