

MINISTERS COMPENSATION REPORT 2019

PREPARED BY PENSIONS AND BENEFITS USA

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PURPOSE



COMPENSATION REPORT

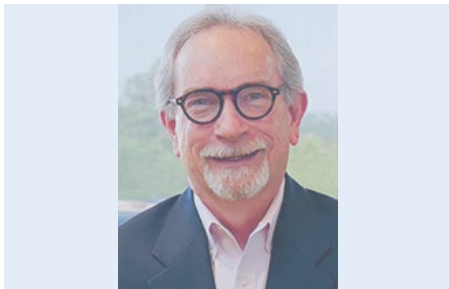
Pensions and Benefits USA is pleased to present this report on ministers compensation statistics for the church's USA educational regions.

Along with providing general education and transparency, our hope in distributing these results is that local churches will consider the compensation packages of other pastors in their regions when working to offer equitable benefits to members of their staff.



Please keep in mind that salaries are affected by variations in the cost of living—depending on location, as well as ranges in church size, budget, and personnel. You'll find more resources on compensation in our Memos series, as well as a compensation calculator under the Resources tab at **pbusa.org**.

We appreciate the work and support of our churches and pray that this information will serve as a stimulus to help congregations provide the best financial care possible for their servant leaders.



Don Walter, Director
Pensions and Benefits USA
Church of the Nazarene



Serving Those Who Serve

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ABOUT THIS REPORT

This report was compiled by Nazarene Research Services from information collected in the 2018 Annual Pastor’s Report as submitted to the General Secretary. It makes the following assumptions:

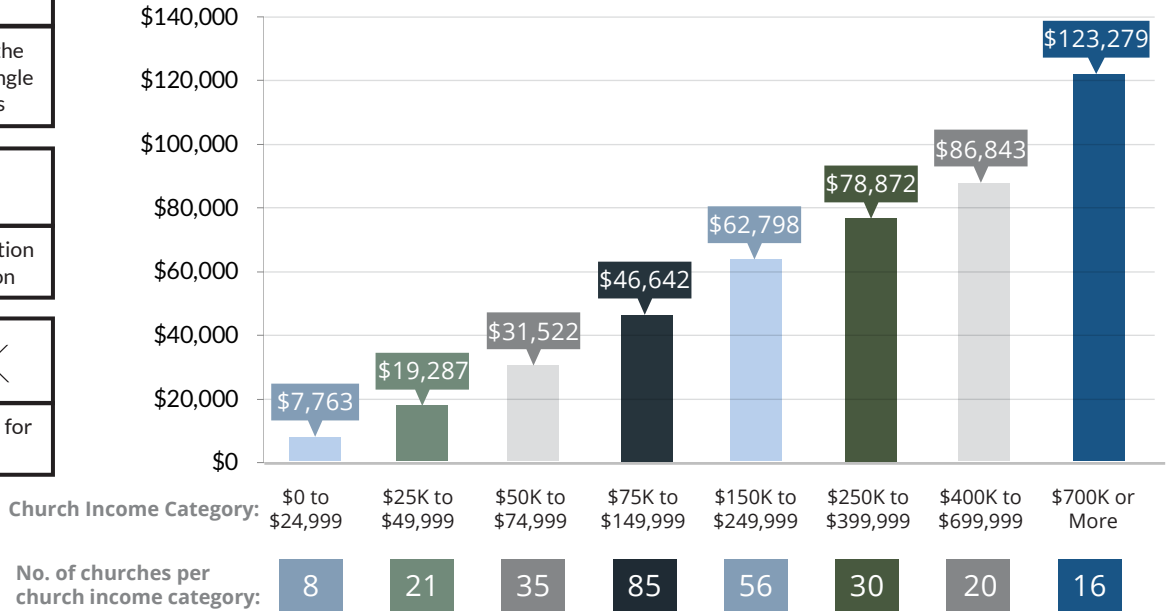
- Total Compensation = salary and benefits (housing or parsonage fair rental, insurance, Social Security reimbursement, retirement contributions, etc.)
- All Staff Compensation = pastor, associate, and support staff salaries and benefits.
- Standard Deviation (Std. Dev.) = the amount above and below the mean that produces a range equal to 68% of the churches.

If you have questions about ministerial compensation, visit **pbusa.org**, or contact us at **pensions@nazarene.org** or **888-888-4656**.

ENC PASTORAL COMPENSATION

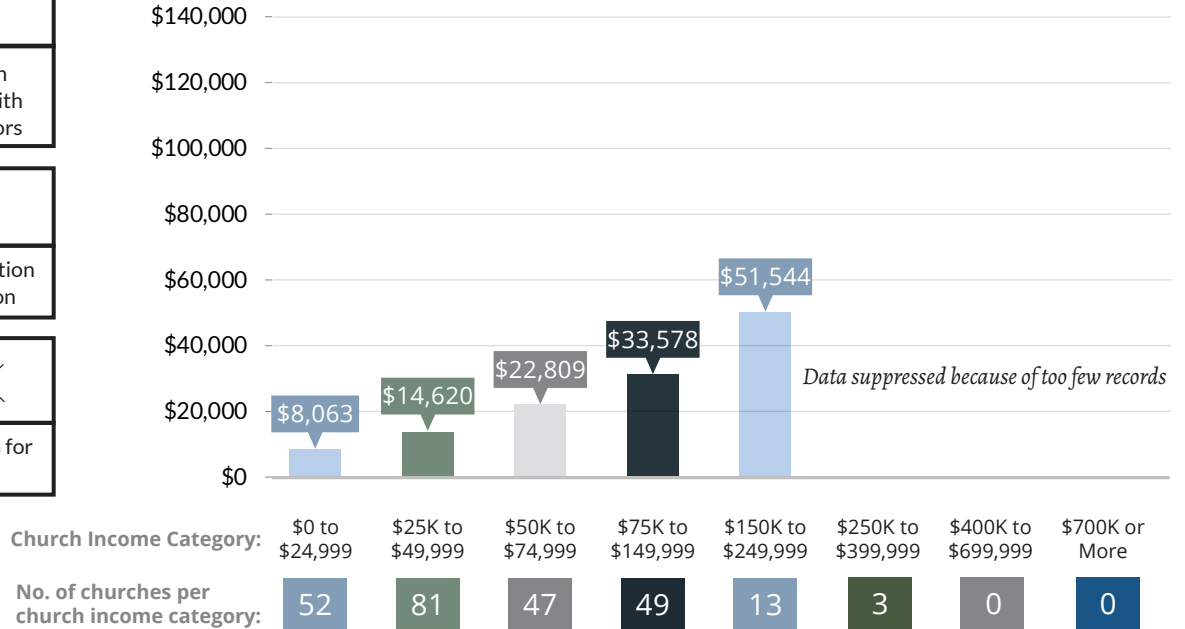
| |
|---|
| 271 |
| Total churches in the ENC region with single vocation pastors |
| \$56K |
| Average compensation value in this region |
| \$31.2K |
| Standard deviation for the region |

**AVERAGE TOTAL PASTORAL COMPENSATION
SINGLE VOCATION PASTORS**



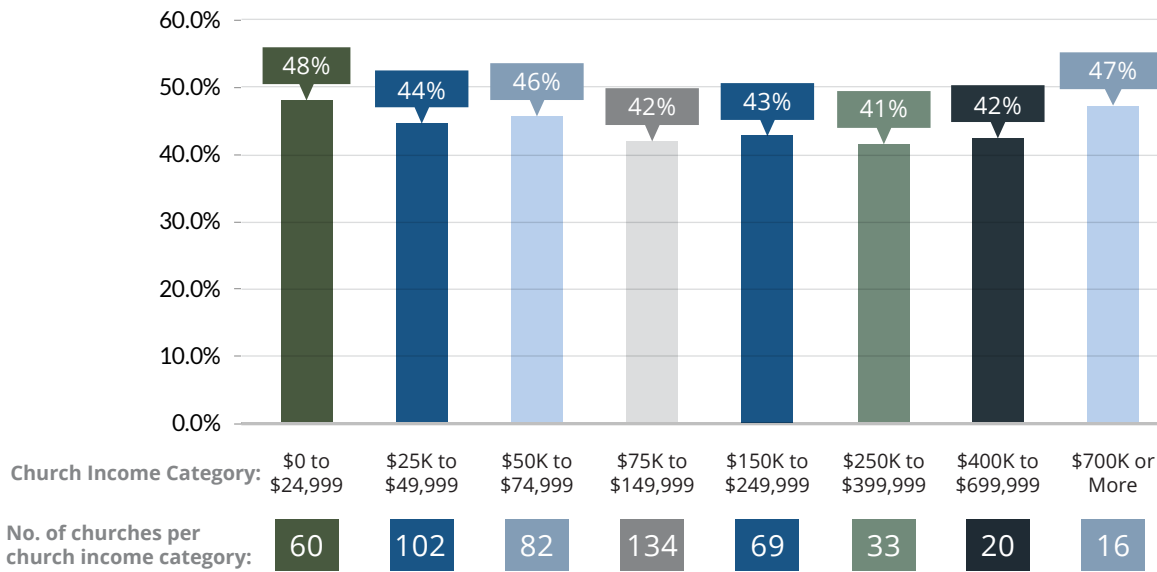
| |
|--|
| 245 |
| Total churches in the ENC region with bivocational pastors |
| \$21K |
| Average compensation value in this region |
| \$17.2K |
| Standard deviation for the region |

**AVERAGE TOTAL PASTORAL COMPENSATION
BIVOCATIONAL PASTORS**



ENC PERCENT OF INCOME

AVERAGE % OF CHURCH INCOME USED FOR ALL STAFF

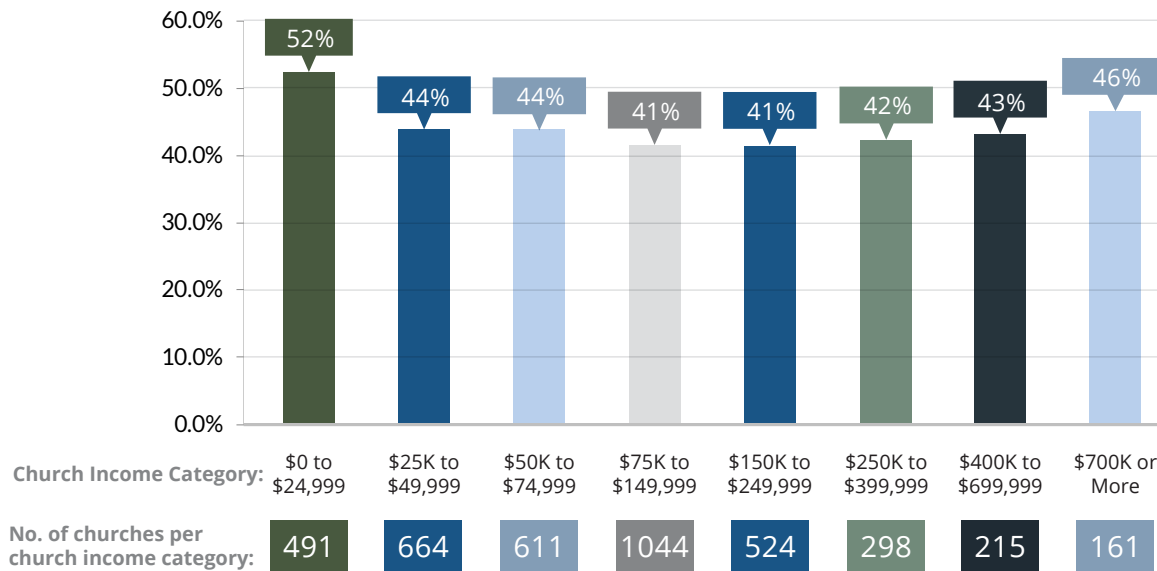


516
Total churches in the ENC region

44%
Average % of church income used for staff

21.8%
Standard deviation in % of church income used for staff

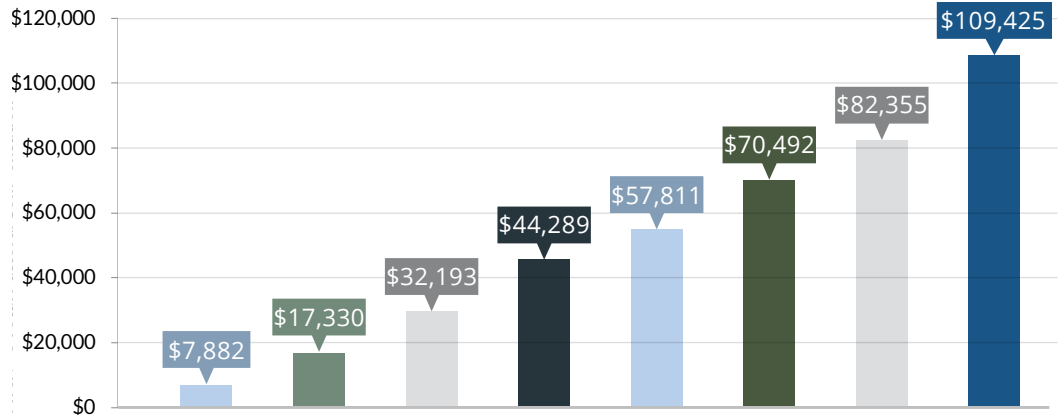
NATIONAL AVERAGE PERCENT of Church Income Used for All Staff



MNU PASTORAL COMPENSATION

| |
|---|
| 231 |
| Total churches in the MNU region with single vocation pastors |
| \$53K |
| Average compensation value in this region |
| \$27.2K |
| Standard deviation for the region |

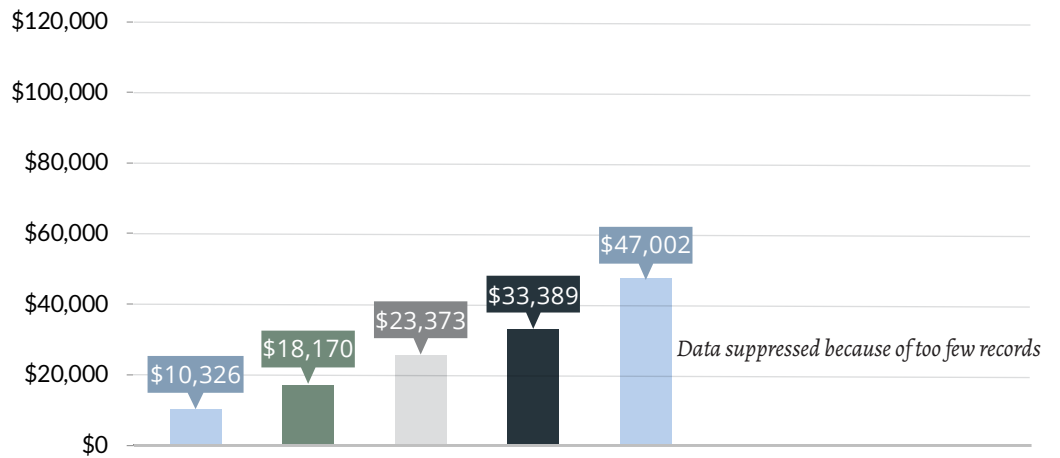
AVERAGE TOTAL PASTORAL COMPENSATION SINGLE VOCATION PASTORS



| Church Income Category: | \$0 to \$24,999 | \$25K to \$49,999 | \$50K to \$74,999 | \$75K to \$149,999 | \$150K to \$249,999 | \$250K to \$399,999 | \$400K to \$699,999 | \$700K or More |
|---|-----------------|-------------------|-------------------|--------------------|---------------------|---------------------|---------------------|----------------|
| No. of churches per church income category: | 9 | 11 | 33 | 67 | 48 | 27 | 23 | 13 |

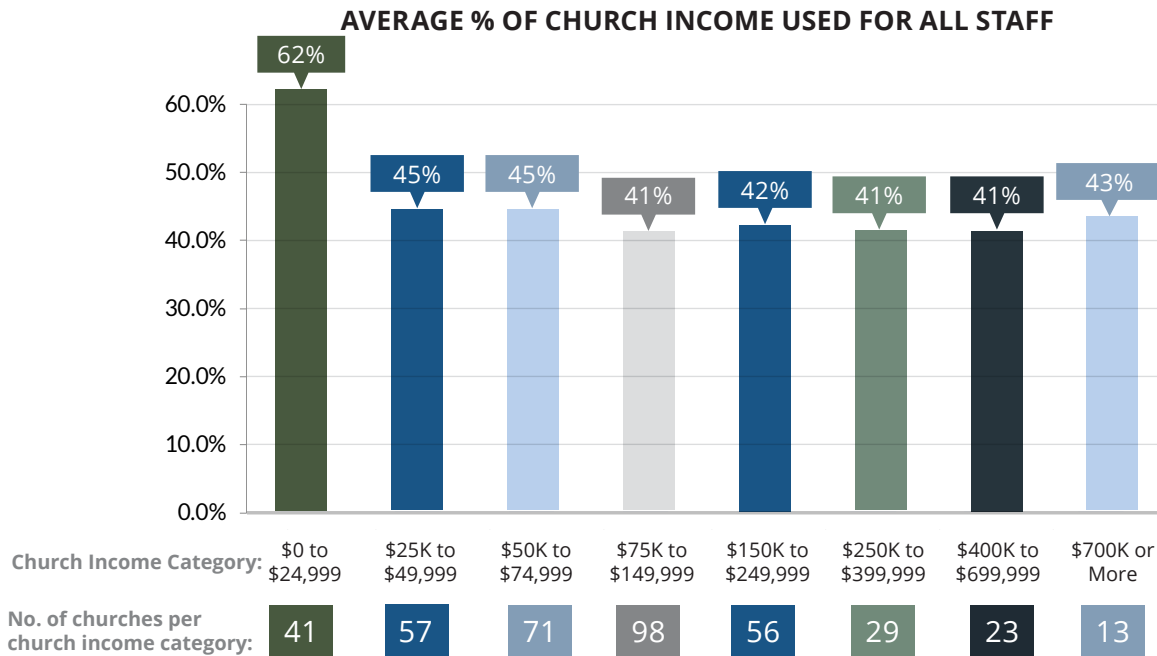
| |
|--|
| 157 |
| Total churches in the MNU region with bivocational pastors |
| \$23K |
| Average compensation value in this region |
| \$19.2K |
| Standard deviation for the region |

AVERAGE TOTAL PASTORAL COMPENSATION BIVOCATIONAL PASTORS



| Church Income Category: | \$0 to \$24,999 | \$25K to \$49,999 | \$50K to \$74,999 | \$75K to \$149,999 | \$150K to \$249,999 | \$250K to \$399,999 | \$400K to \$699,999 | \$700K or More |
|---|-----------------|-------------------|-------------------|--------------------|---------------------|---------------------|---------------------|----------------|
| No. of churches per church income category: | 32 | 46 | 38 | 31 | 8 | 2 | 0 | 0 |

MNU PERCENT OF INCOME



388

Total churches in the MNU region

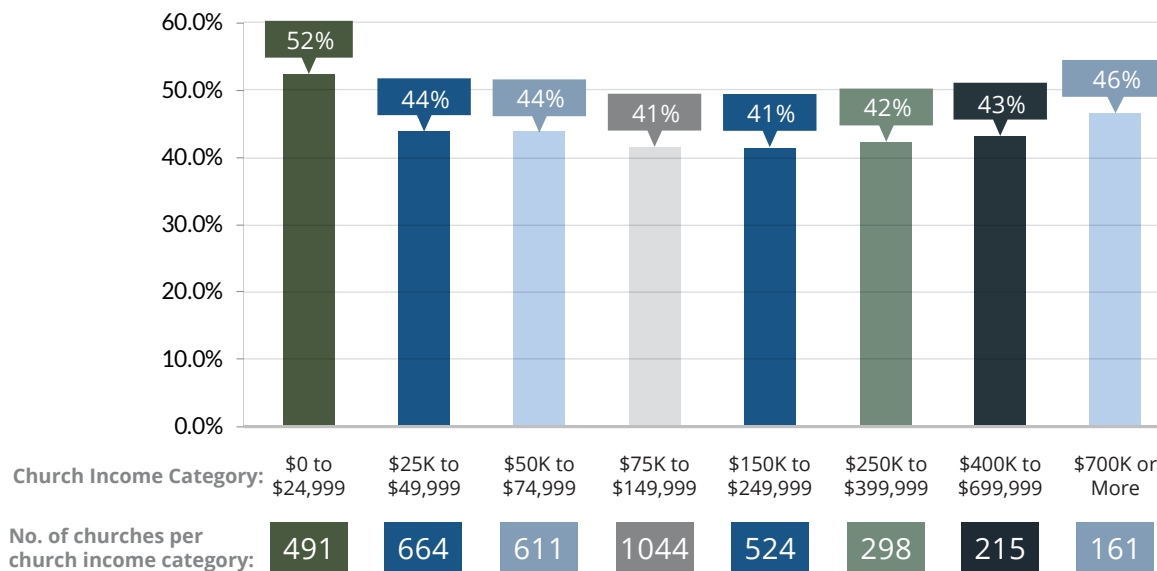
45%

Average % of church income used for staff

28.5%

Standard deviation in % of church income used for staff

NATIONAL AVERAGE PERCENT of Church Income Used for All Staff



MVNU PASTORAL COMPENSATION

258

Total churches in the MVNU region with single vocation pastors

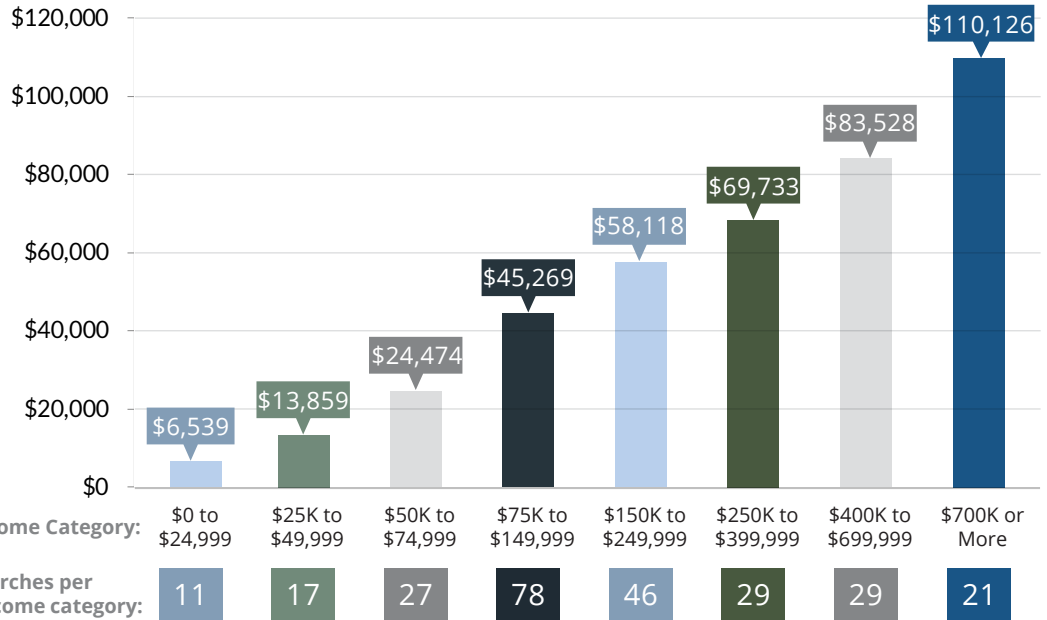
\$54K

Average compensation value in this region

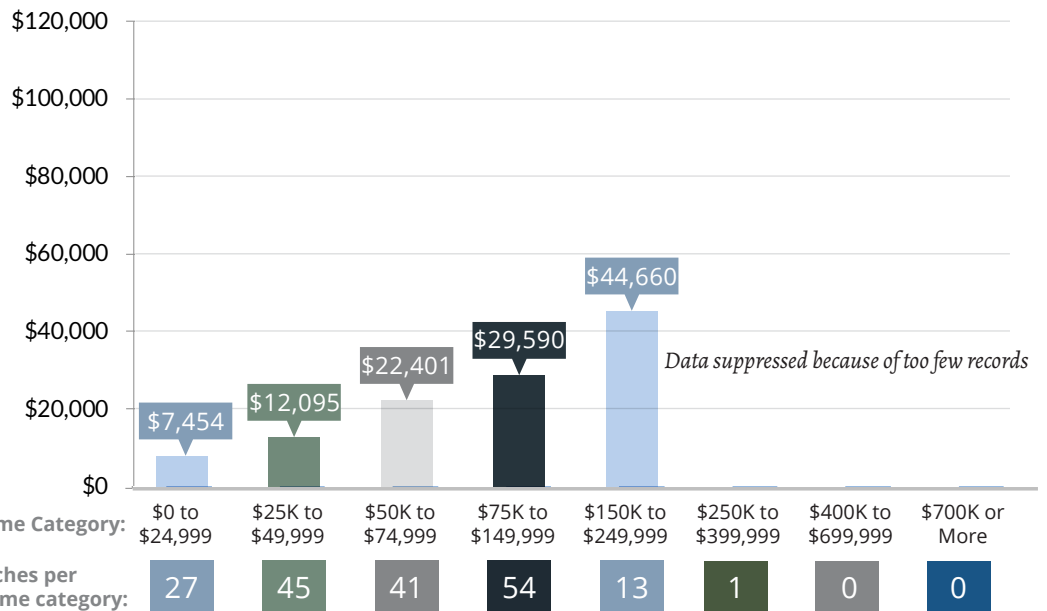
\$30.6K

Standard deviation for the region

AVERAGE TOTAL PASTORAL COMPENSATION SINGLE VOCATION PASTORS

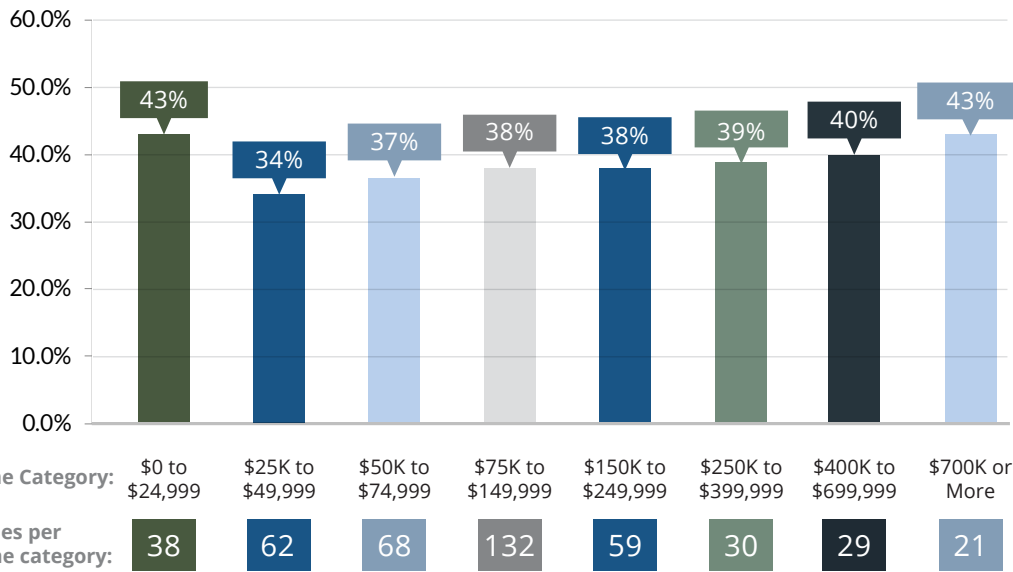


AVERAGE TOTAL PASTORAL COMPENSATION BIVOCATIONAL PASTORS



MVNU PERCENT OF INCOME

AVERAGE % OF CHURCH INCOME USED FOR ALL STAFF

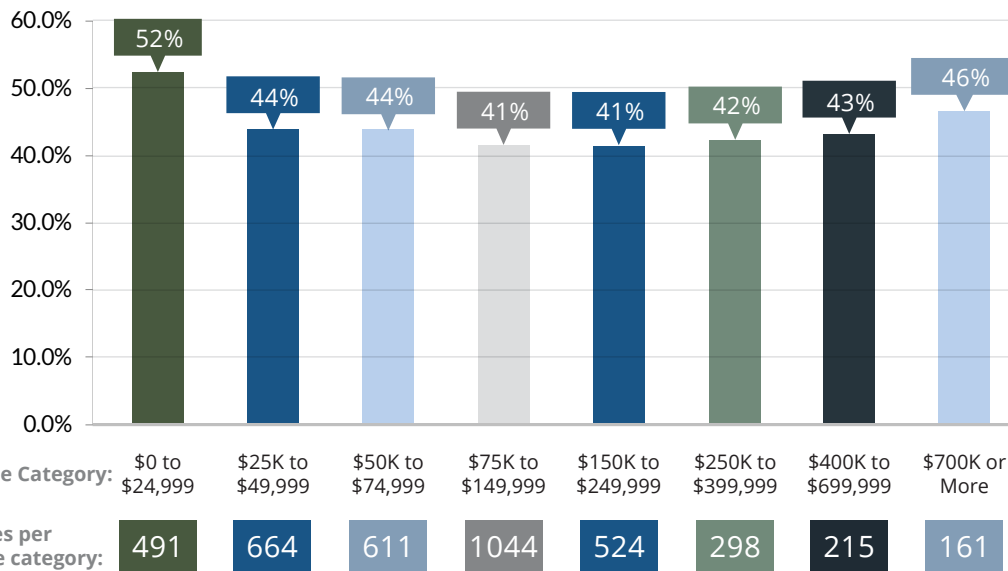


439
Total churches in the MVNU region

38%
Average % of church income used for staff

15.4%
Standard deviation in % of church income used for staff

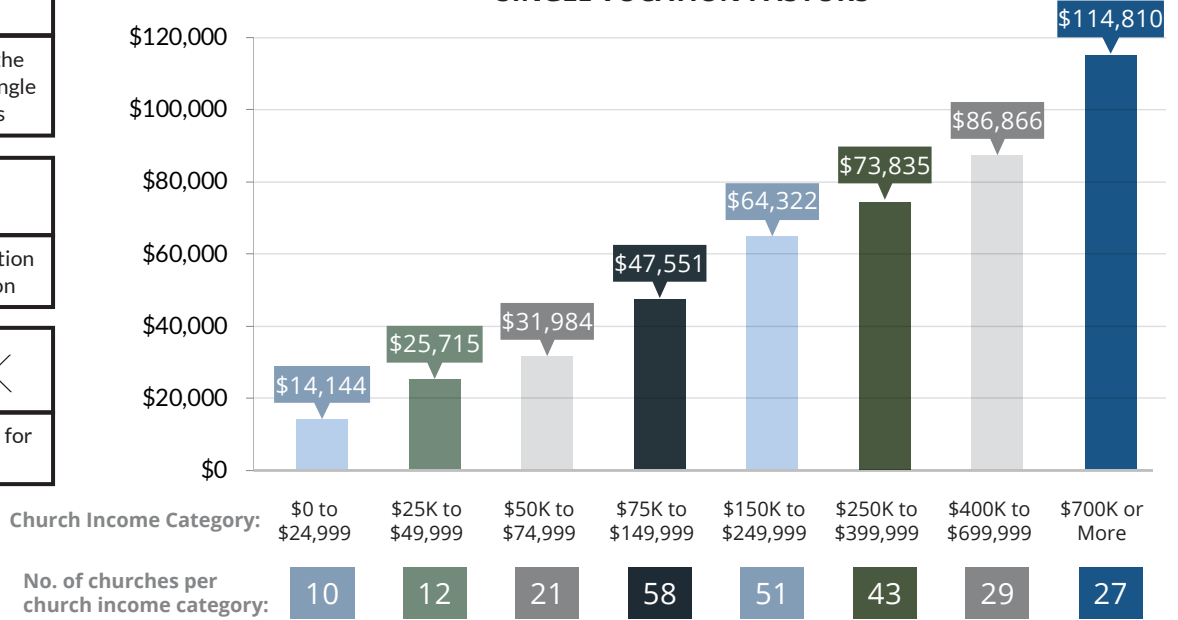
NATIONAL AVERAGE PERCENT of Church Income Used for All Staff



NNU PASTORAL COMPENSATION

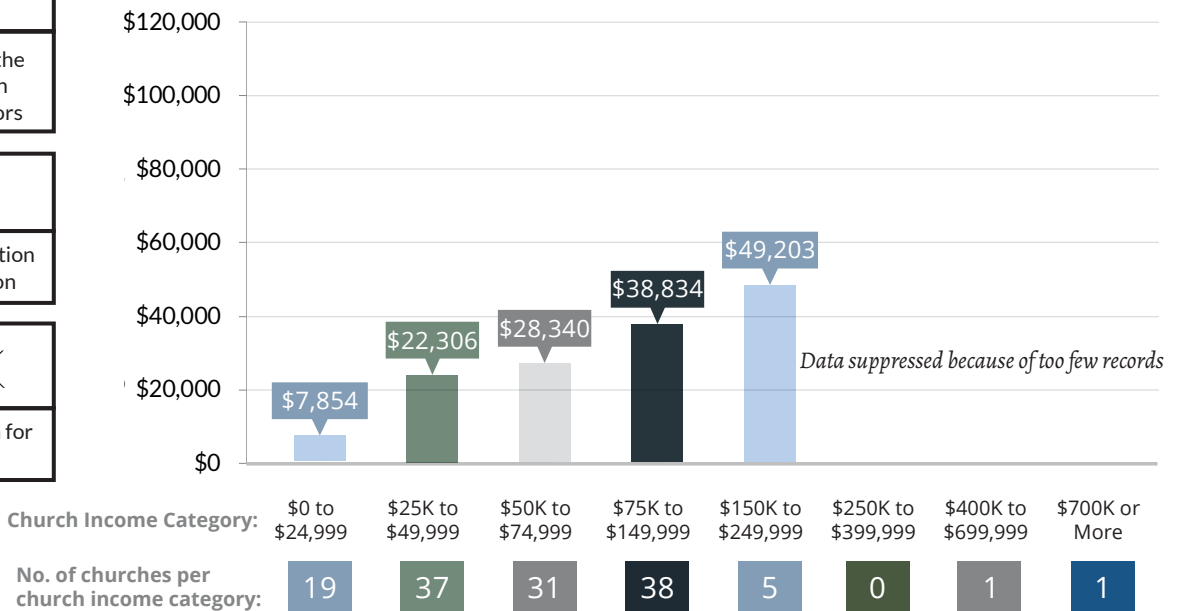
| |
|---|
| 251 |
| Total churches in the NNU region with single vocation pastors |
| \$64K |
| Average compensation value in this region |
| \$30.3K |
| Standard deviation for the region |

**AVERAGE TOTAL PASTORAL COMPENSATION
SINGLE VOCATION PASTORS**



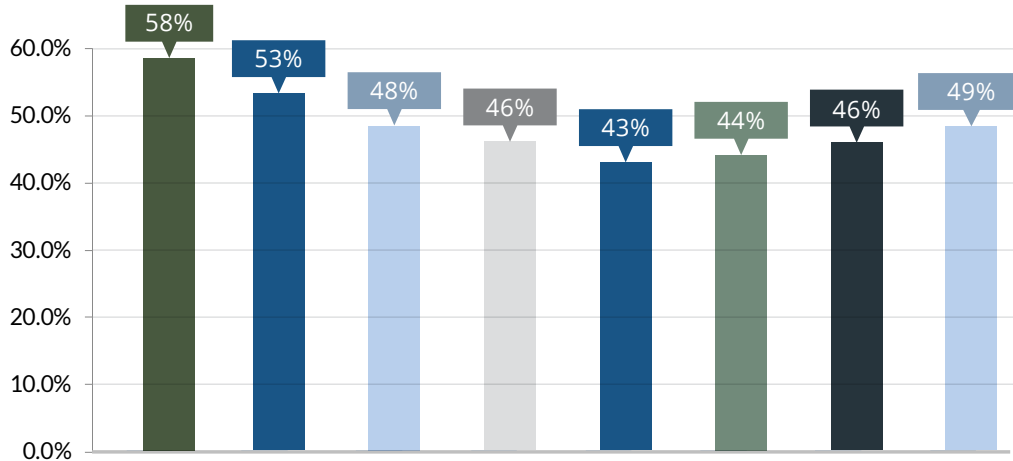
| |
|--|
| 132 |
| Total churches in the NNU region with bivocational pastors |
| \$28K |
| Average compensation value in this region |
| \$19.7K |
| Standard deviation for the region |

**AVERAGE TOTAL PASTORAL COMPENSATION
BIVOCATIONAL PASTORS**



NNU PERCENT OF INCOME

AVERAGE % OF CHURCH INCOME USED FOR ALL STAFF



383

Total churches in the NNU region

47%

Average % of church income used for staff

18.8%

Standard deviation in % of church income used for staff

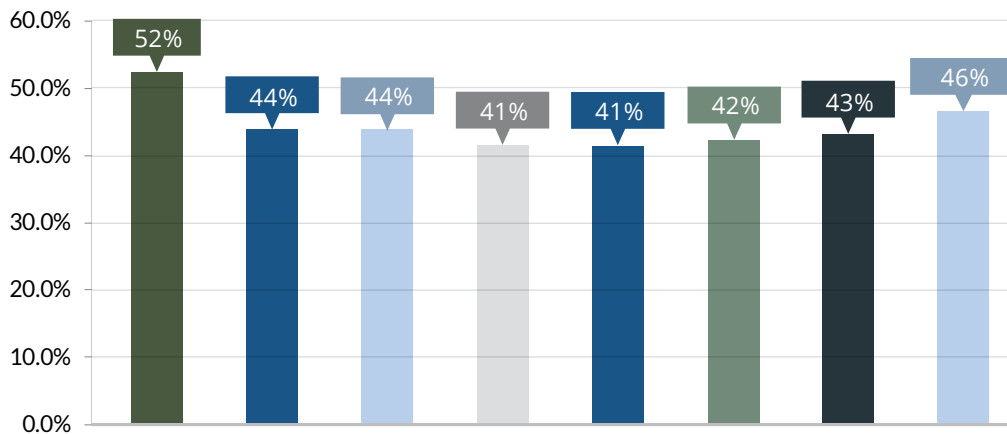
Church Income Category:

\$0 to \$24,999 \$25K to \$49,999 \$50K to \$74,999 \$75K to \$149,999 \$150K to \$249,999 \$250K to \$399,999 \$400K to \$699,999 \$700K or More

No. of churches per church income category:

29 49 52 96 56 43 30 28

NATIONAL AVERAGE PERCENT of Church Income Used for All Staff



Church Income Category:

\$0 to \$24,999 \$25K to \$49,999 \$50K to \$74,999 \$75K to \$149,999 \$150K to \$249,999 \$250K to \$399,999 \$400K to \$699,999 \$700K or More

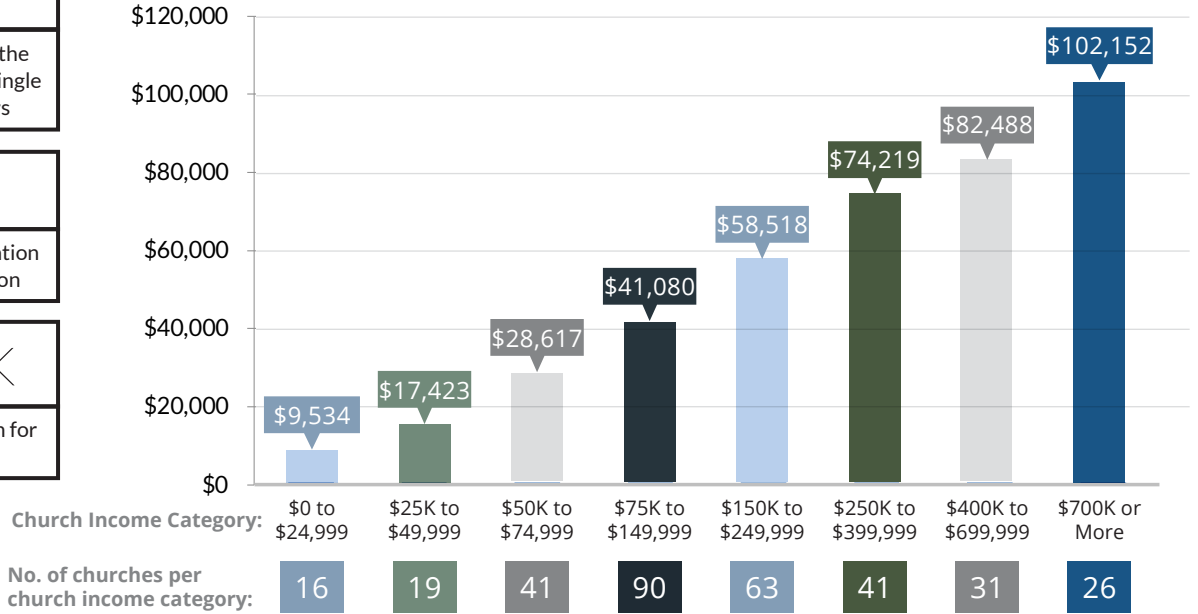
No. of churches per church income category:

491 664 611 1044 524 298 215 161

ONU PASTORAL COMPENSATION

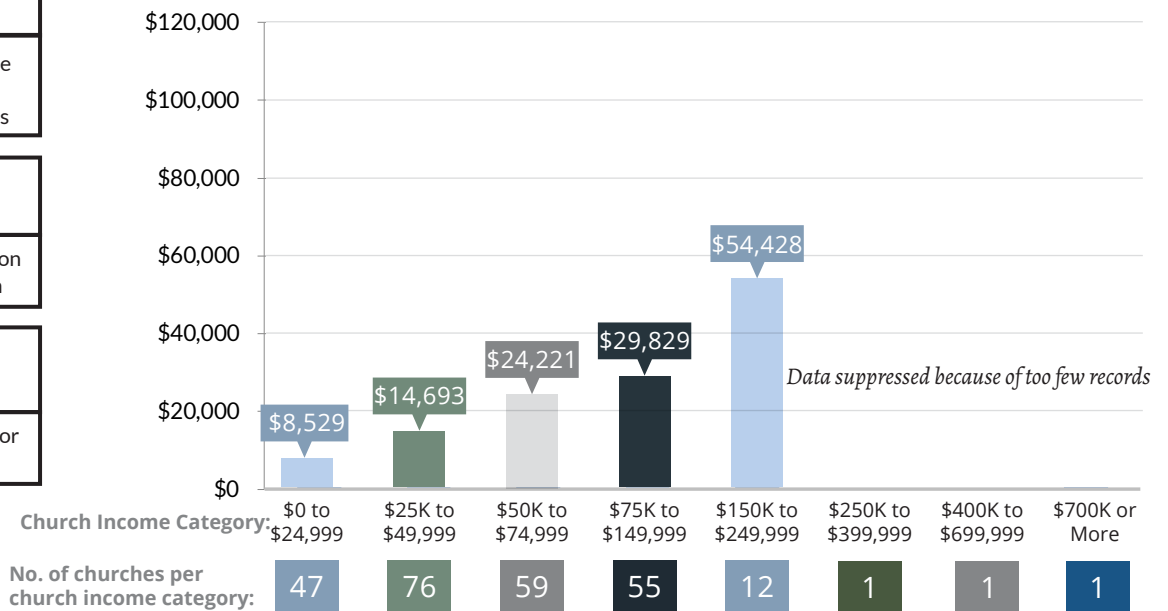
| |
|---|
| 327 |
| Total churches in the ONU region with single vocation pastors |
| \$53K |
| Average compensation value in this region |
| \$28.2K |
| Standard deviation for the region |

AVERAGE TOTAL PASTORAL COMPENSATION SINGLE VOCATION PASTORS



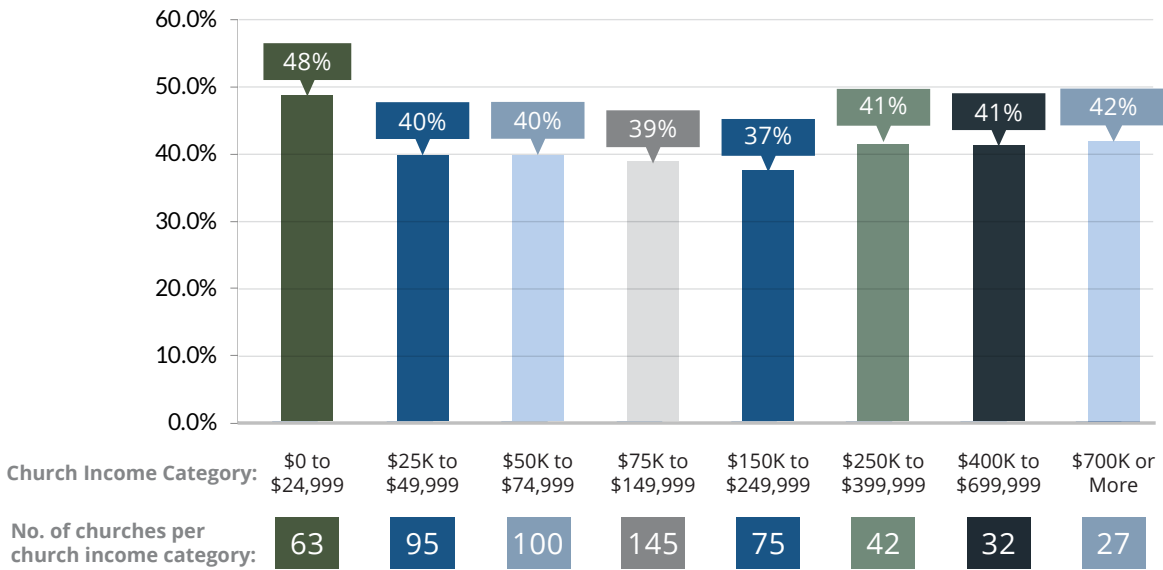
| |
|--|
| 252 |
| Total churches in the ONU region with bivocational pastors |
| \$22K |
| Average compensation value in this region |
| \$15.6K |
| Standard deviation for the region |

AVERAGE TOTAL PASTORAL COMPENSATION BIVOCATIONAL PASTORS



ONU PERCENT OF INCOME

AVERAGE % OF CHURCH INCOME USED FOR ALL STAFF

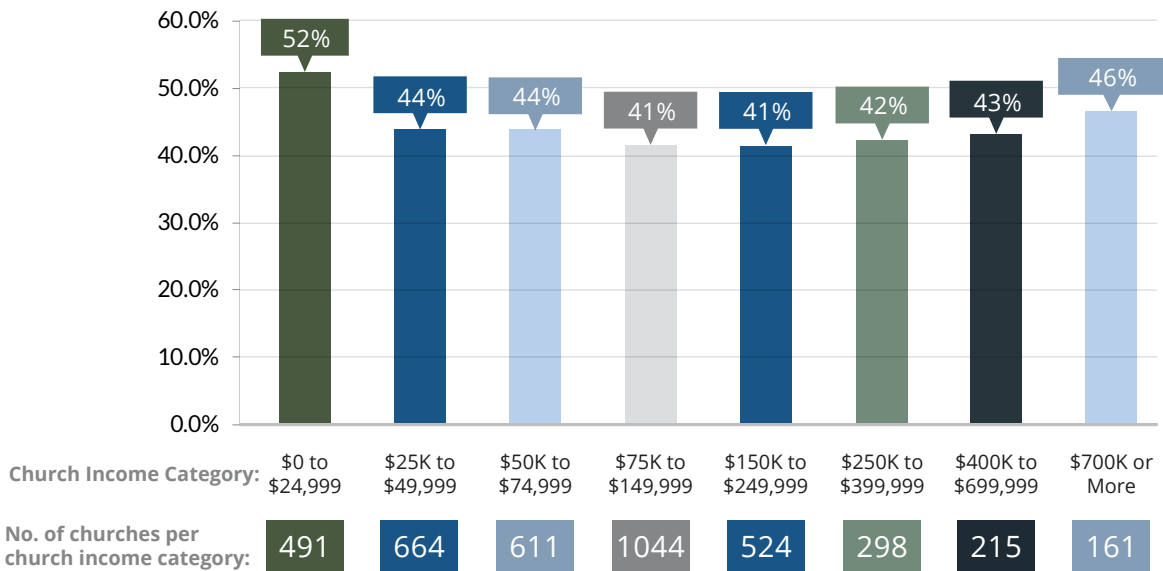


579
Total churches in the ONU region

40%
Average % of church income used for staff

16.7%
Standard deviation in % of church income used for staff

NATIONAL AVERAGE PERCENT of Church Income Used for All Staff



PLNU PASTORAL COMPENSATION

307

Total churches in the PLNU region with single vocation pastors

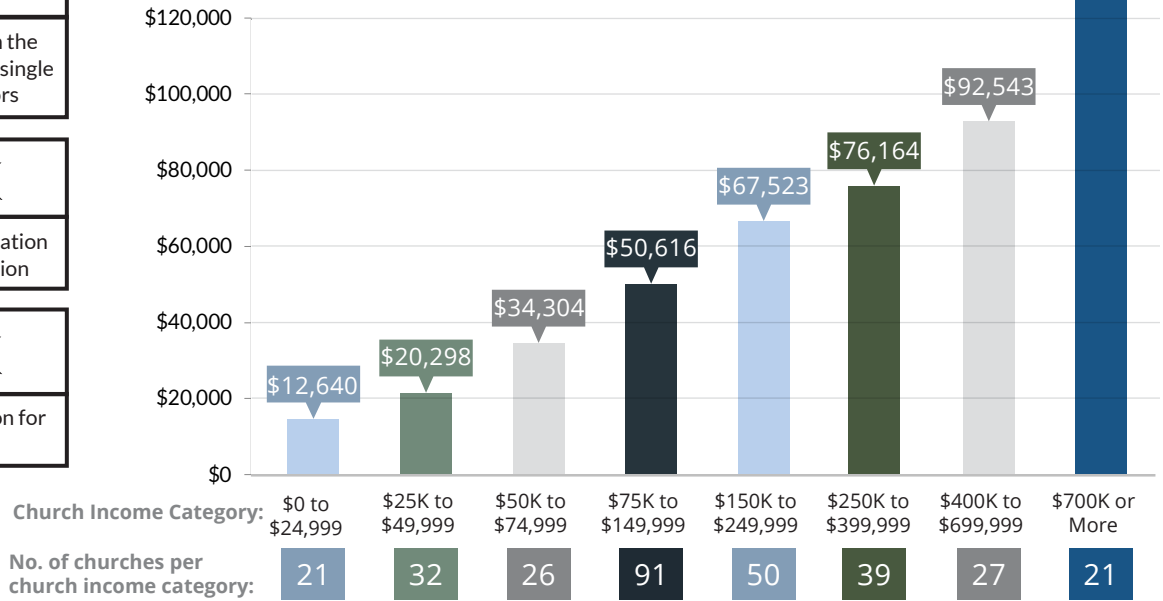
\$58K

Average compensation value in this region

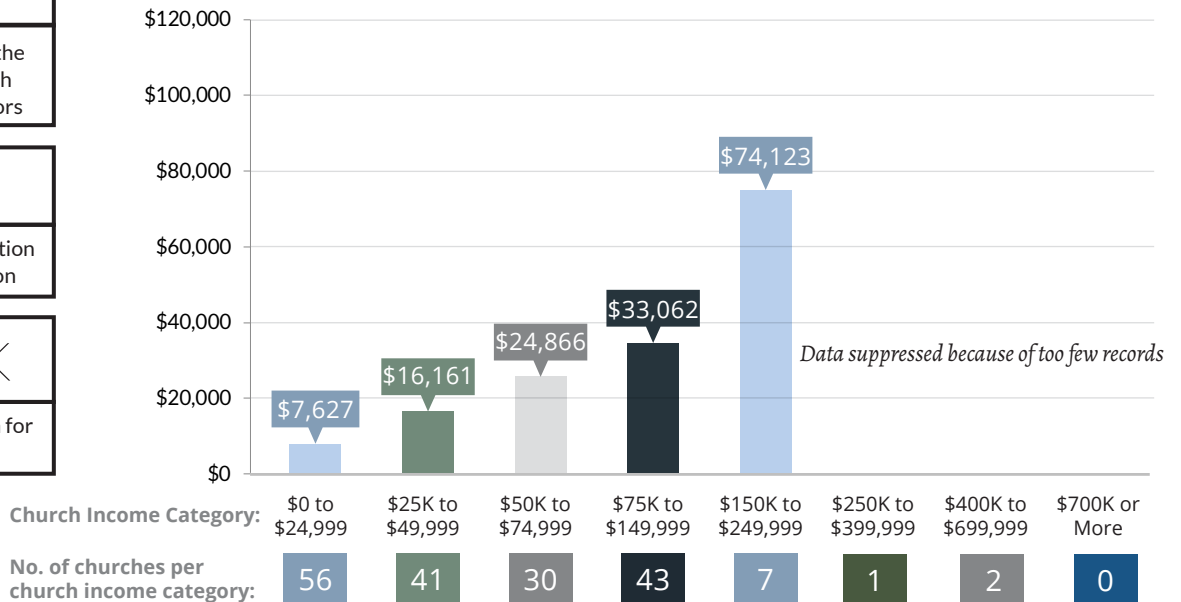
\$37K

Standard deviation for the region

AVERAGE TOTAL PASTORAL COMPENSATION SINGLE VOCATION PASTORS

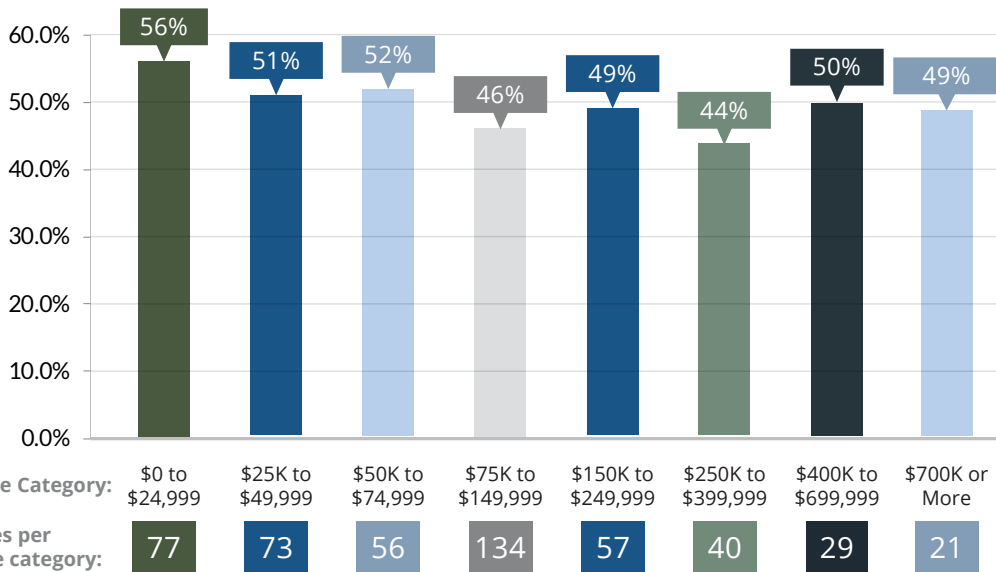


AVERAGE TOTAL PASTORAL COMPENSATION BIVOCATIONAL PASTORS



PLNU PERCENT OF INCOME

AVERAGE % OF CHURCH INCOME USED FOR ALL STAFF

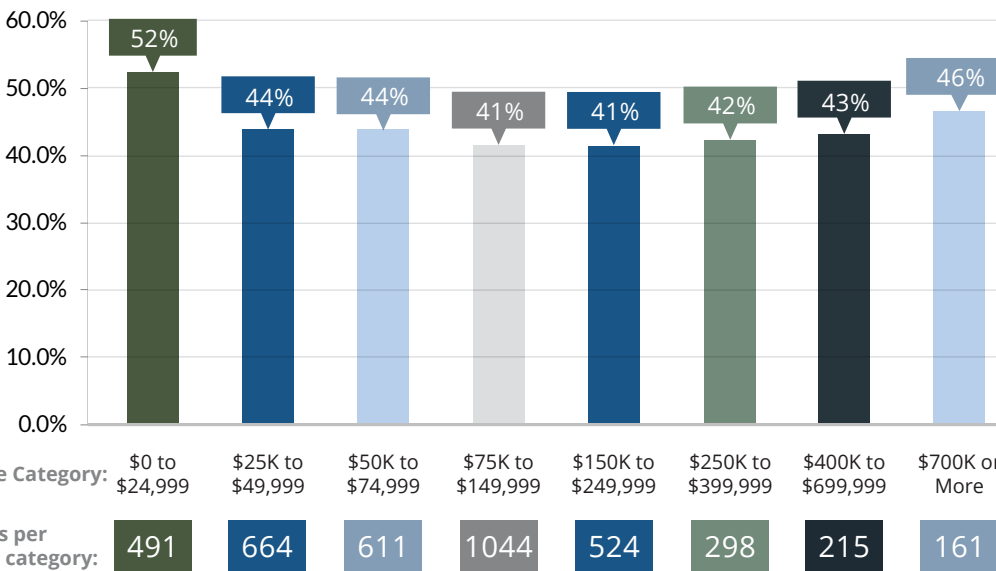


487
Total churches in the PLNU region

49%
Average % of church income used for staff

42.1%
Standard deviation in % of church income used for staff

NATIONAL AVERAGE PERCENT of Church Income Used for All Staff



SNU PASTORAL COMPENSATION

284

Total churches in the SNU region with single vocation pastors

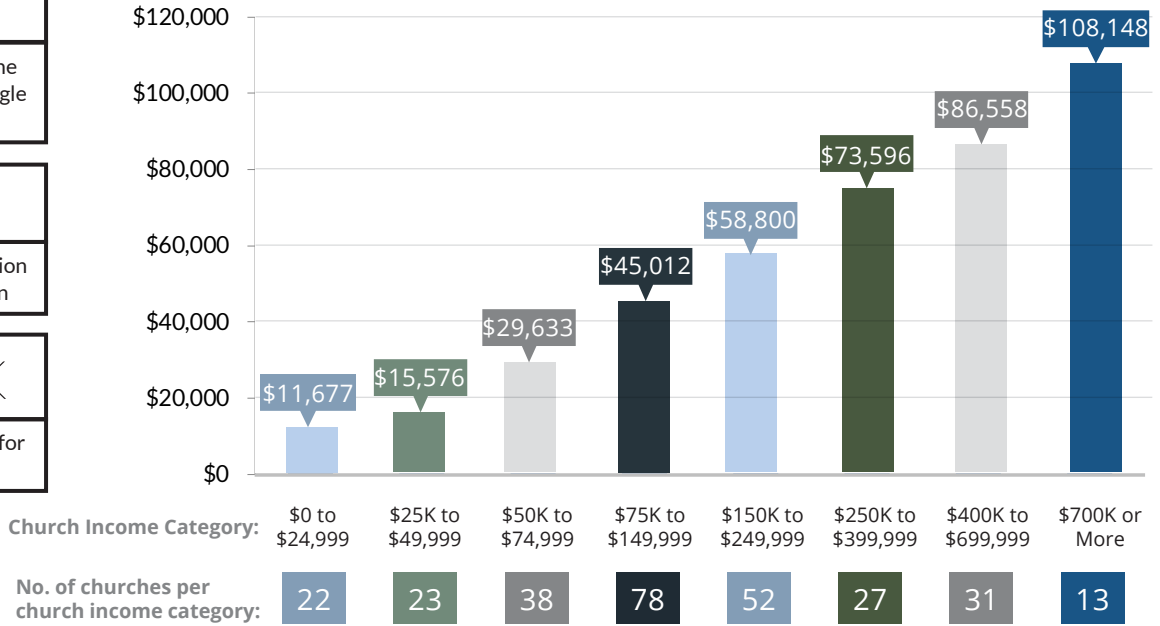
\$50K

Average compensation value in this region

\$30.3K

Standard deviation for the region

AVERAGE TOTAL PASTORAL COMPENSATION SINGLE VOCATION PASTORS



AVERAGE TOTAL PASTORAL COMPENSATION BIVOCATIONAL PASTORS

240

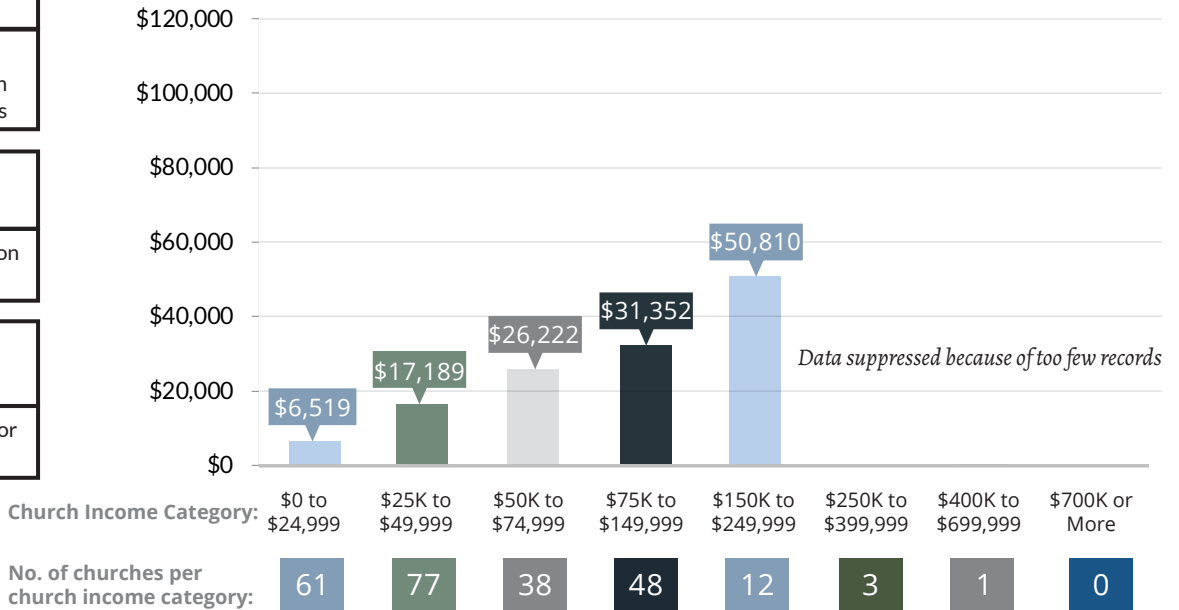
Total churches in the SNU region with bivocational pastors

\$22K

Average compensation value in this region

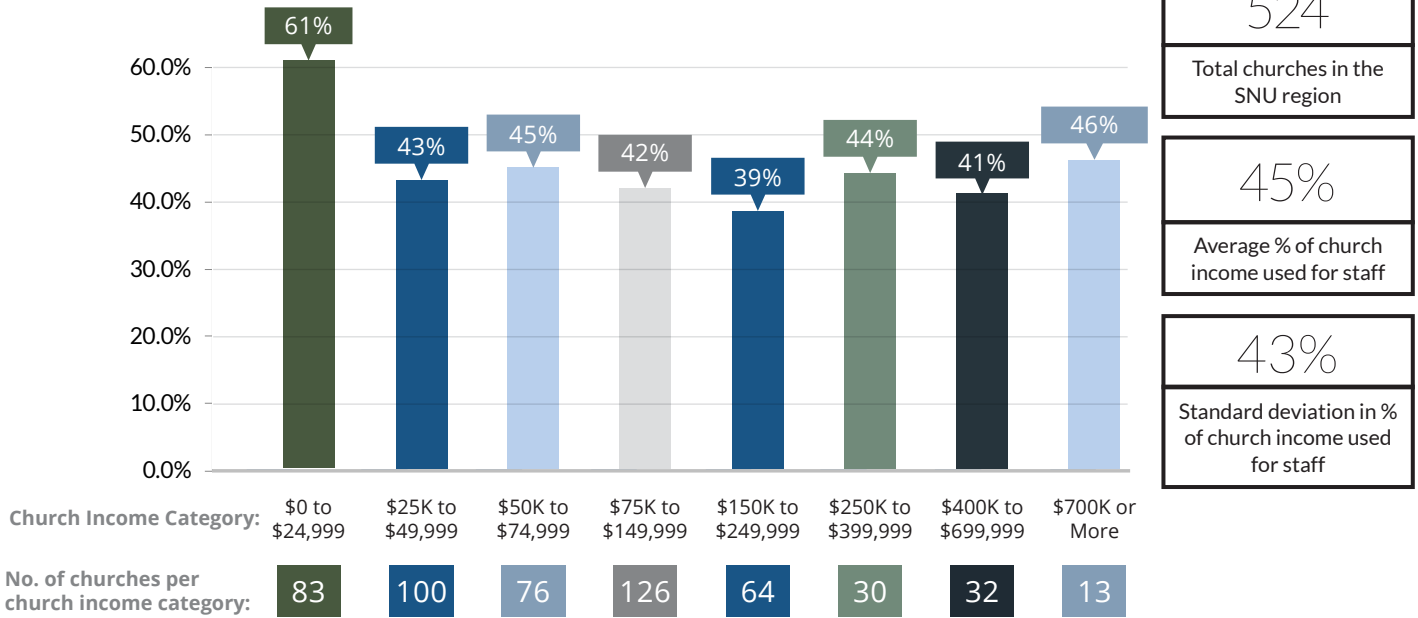
\$17.6K

Standard deviation for the region

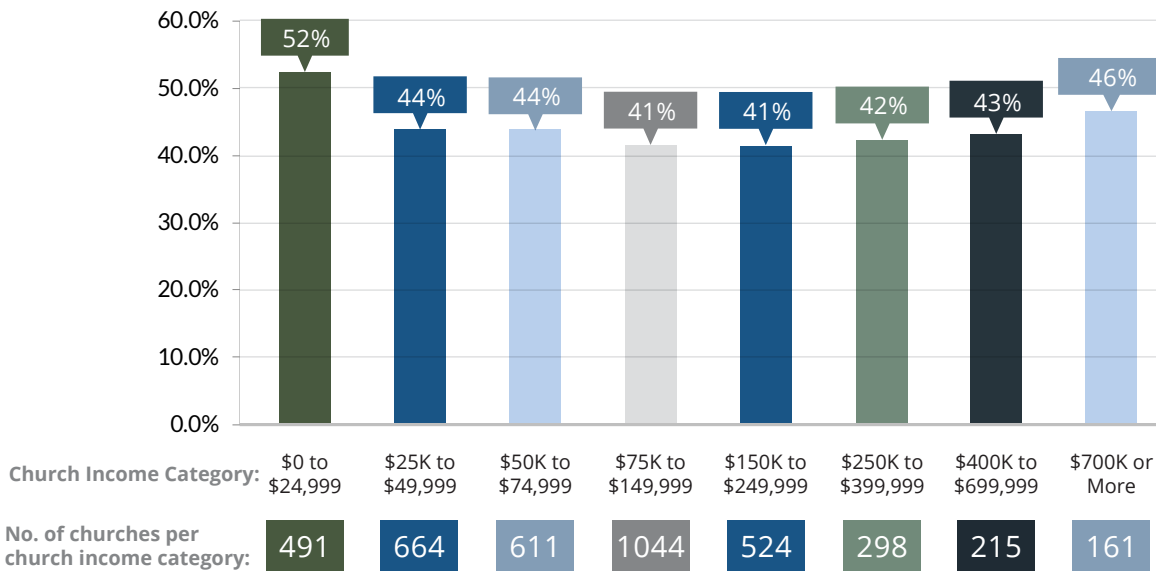


SNU PERCENT OF INCOME

AVERAGE % OF CHURCH INCOME USED FOR ALL STAFF



NATIONAL AVERAGE PERCENT of Church Income Used for All Staff



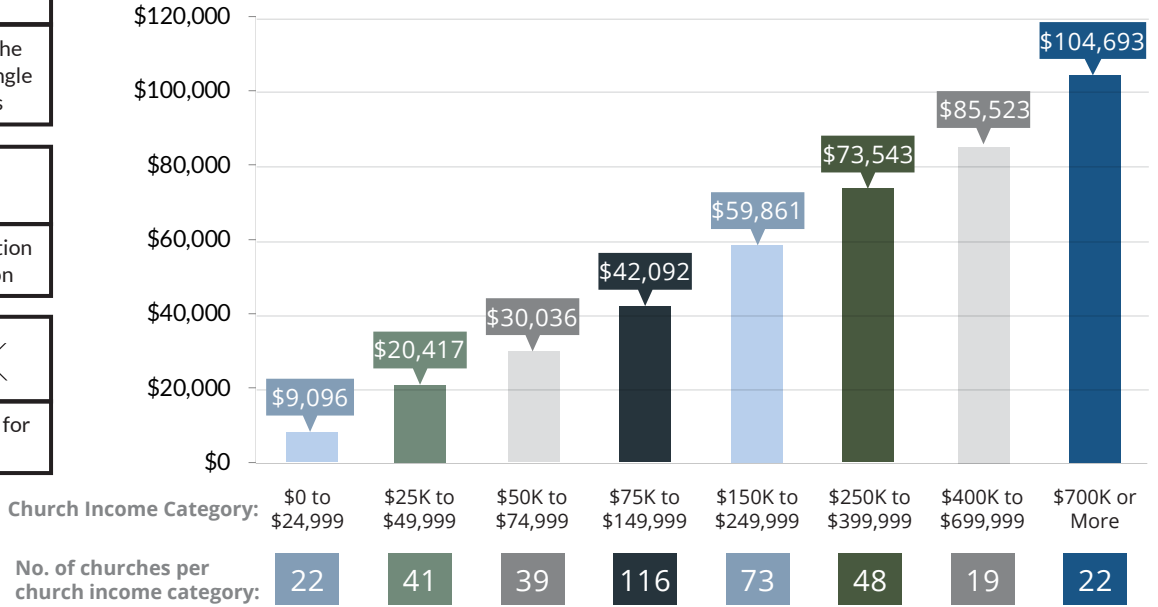
TNU PASTORAL COMPENSATION

380
Total churches in the TNU region with single vocation pastors

\$50K
Average compensation value in this region

\$28.8K
Standard deviation for the region

**AVERAGE TOTAL PASTORAL COMPENSATION
SINGLE VOCATION PASTORS**

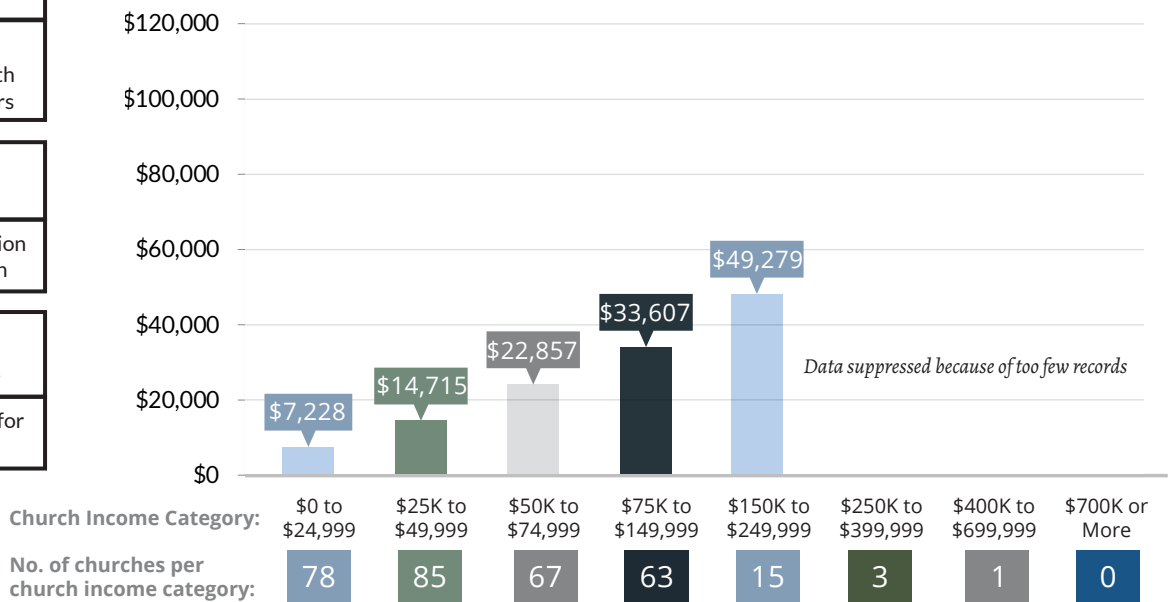


312
Total churches in the TNU region with bivocational pastors

\$20K
Average compensation value in this region

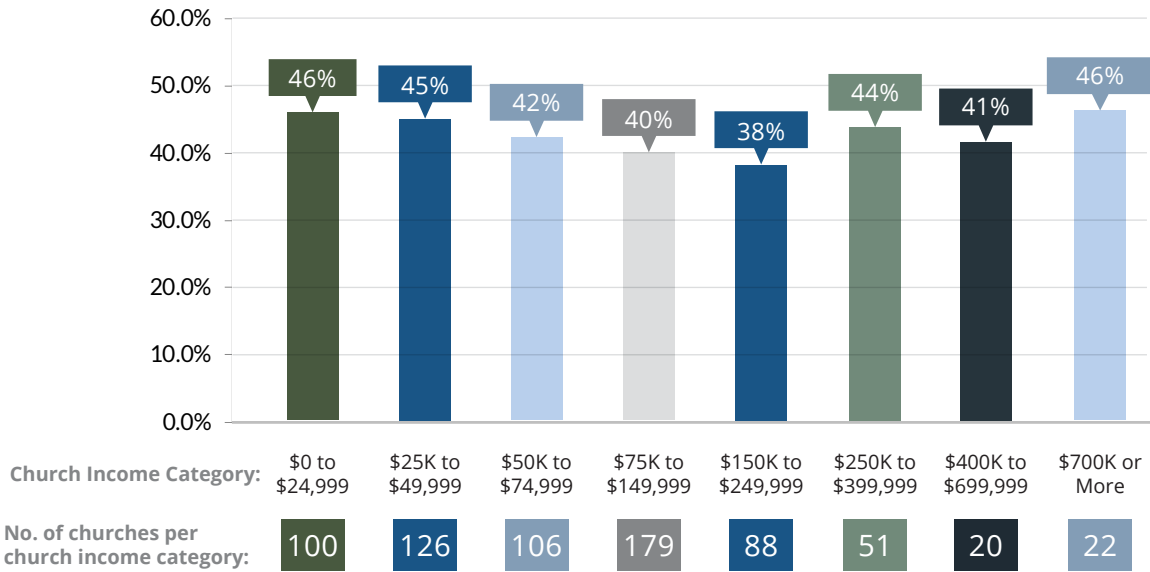
\$16.3K
Standard deviation for the region

**AVERAGE TOTAL PASTORAL COMPENSATION
BIVOCATIONAL PASTORS**



TNU PERCENT OF INCOME

AVERAGE % OF CHURCH INCOME USED FOR ALL STAFF



692

Total churches in the TNU region

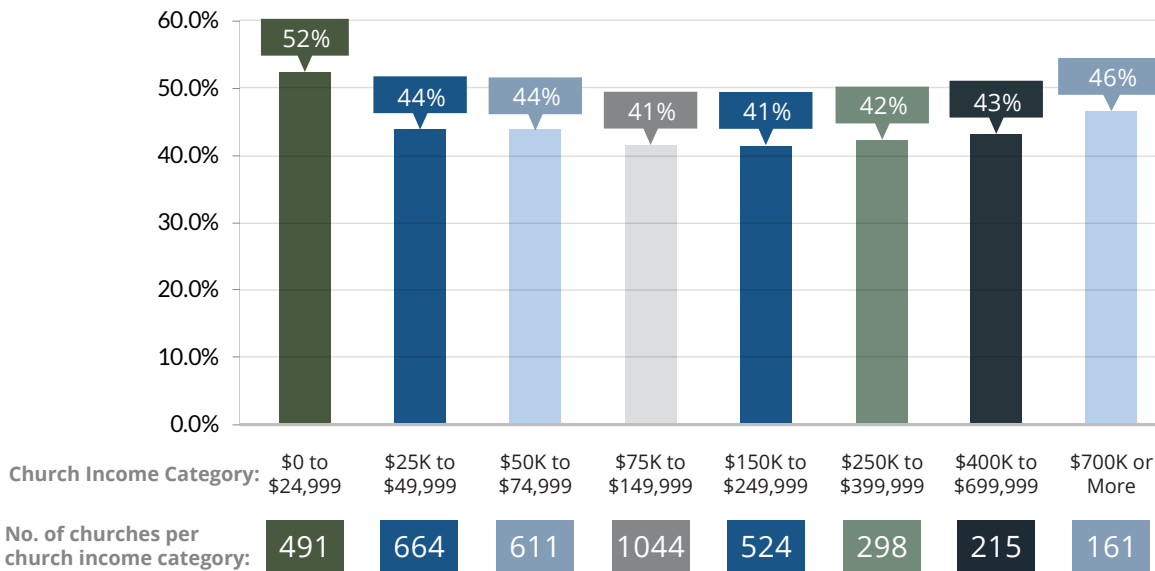
42%

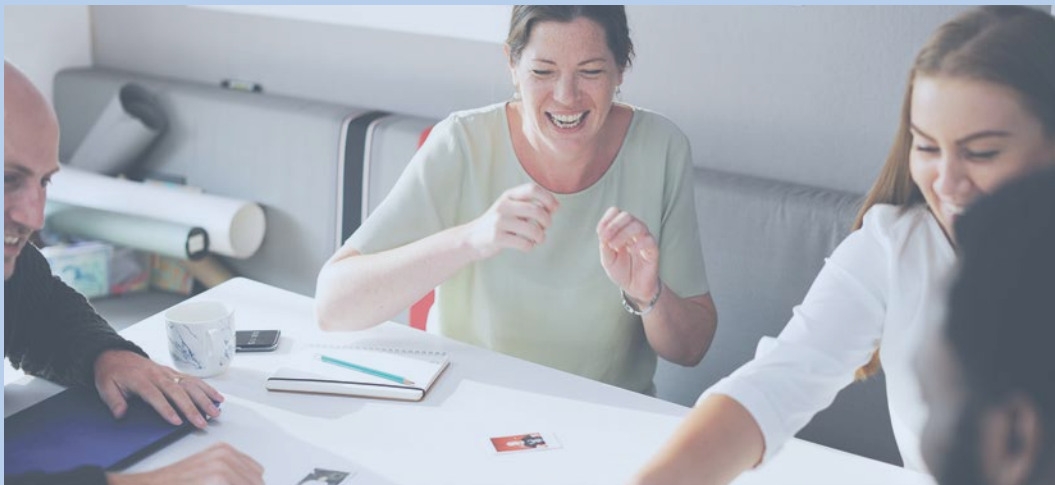
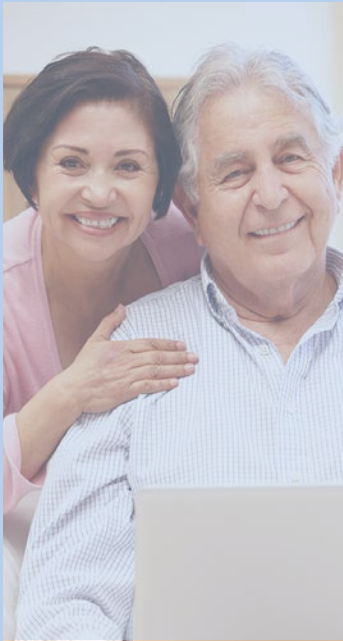
Average % of church income used for staff

17.8%

Standard deviation in % of church income used for staff

NATIONAL AVERAGE PERCENT of Church Income Used for All Staff





001RP/MW/031419/X



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