

MINISTERS COMPENSATION REPORT 2018

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. It was compiled by Nazarene Research Services in the summer of 2018.

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 2017 Annual Pastor’s Report as submitted to the General Secretary. It makes the following assumptions:

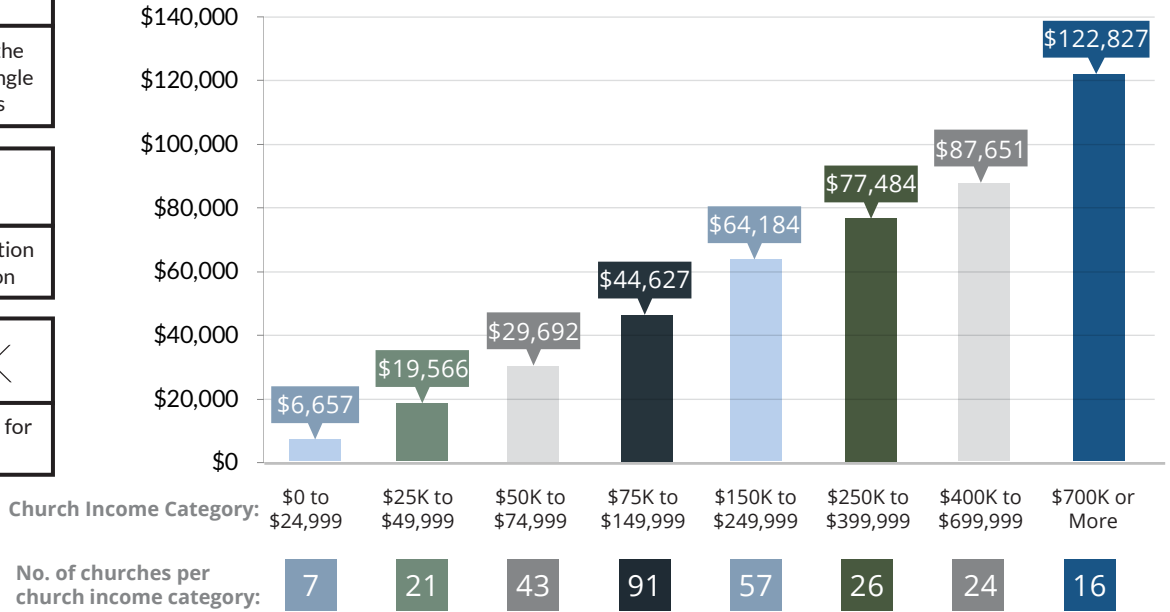
- Total Compensation = salary and benefits (housing or parsonage fair rental, insurance, Social Security reimbursement, retirement contributions, etc.)
- All Staff Compensation = pastor, associate, and support staff salaries and benefits.
- Standard Deviation (Std. Dev.) = the amount above and below 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

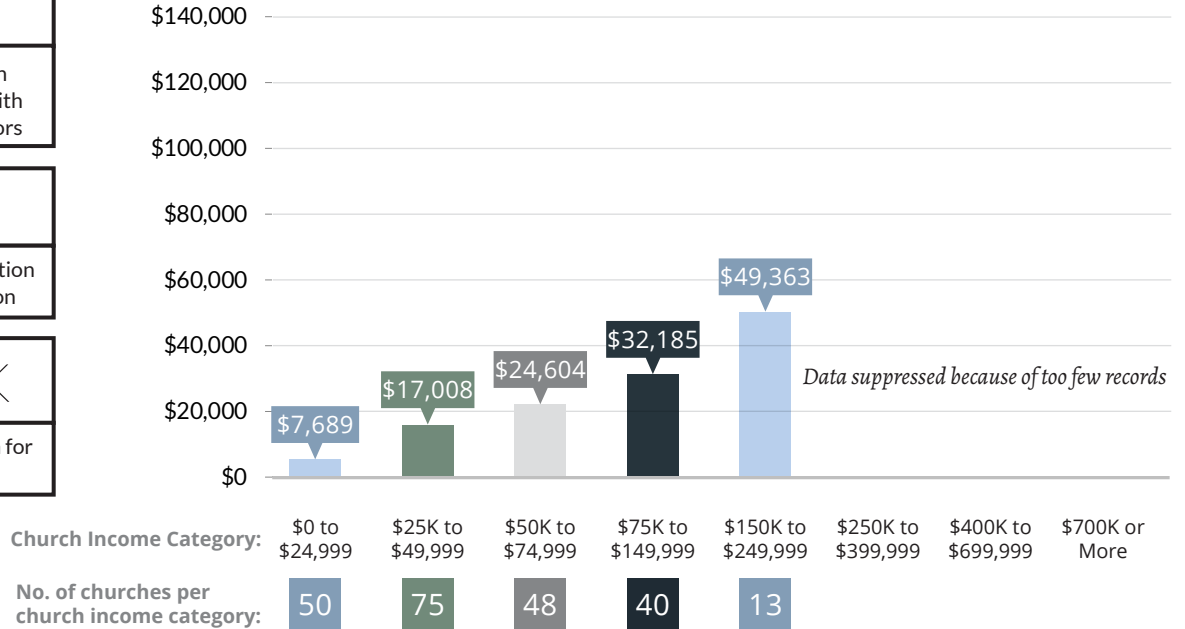
285
Total churches in the ENC region with single vocation pastors
\$57K
Average compensation value in this region
\$30.8K
Standard deviation for the region

AVERAGE TOTAL PASTORAL COMPENSATION SINGLE VOCATION PASTORS



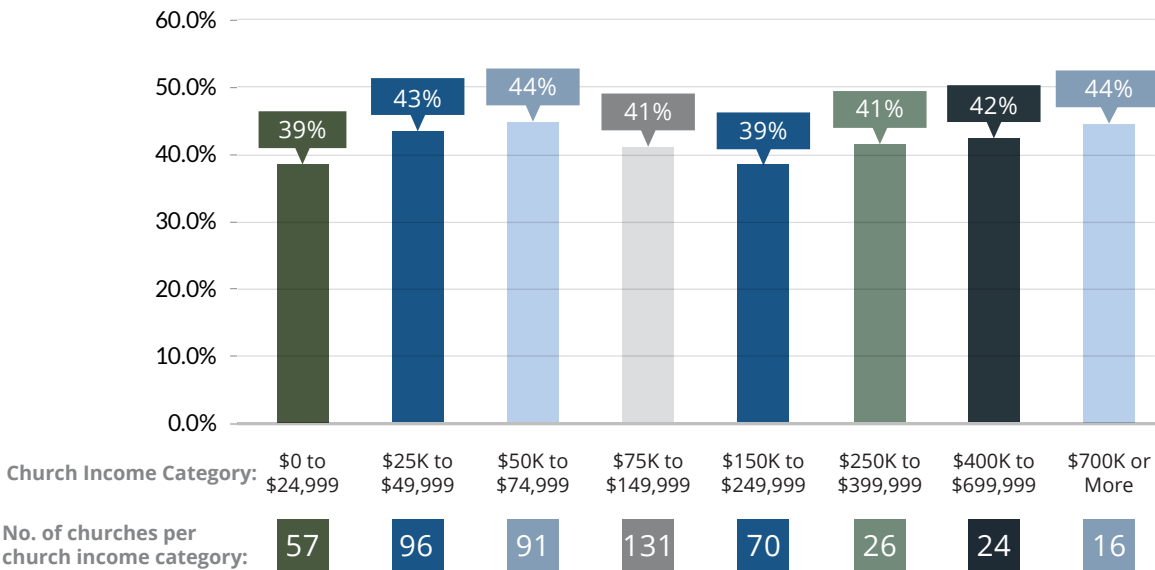
226
Total churches in the ENC region with bivocational pastors
\$26K
Average compensation value in this region
\$16.8K
Standard deviation for the region

AVERAGE TOTAL PASTORAL COMPENSATION BIVOCATIONAL PASTORS



ENC PERCENT OF INCOME

AVERAGE % OF CHURCH INCOME USED FOR ALL STAFF



511

Total churches in the ENC region

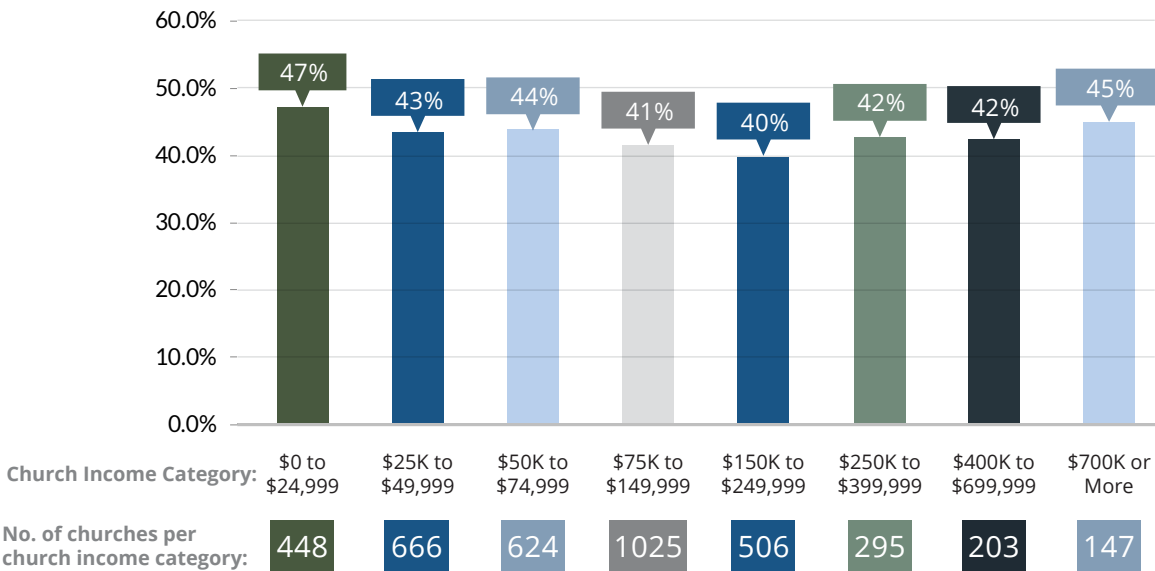
42%

Average % of church income used for staff

19.8%

Standard deviation in % of church income used for staff

NATIONAL AVERAGE % OF CHURCH INCOME USED FOR ALL STAFF



MNU PASTORAL COMPENSATION

229

Total churches in the MNU region with single vocation pastors

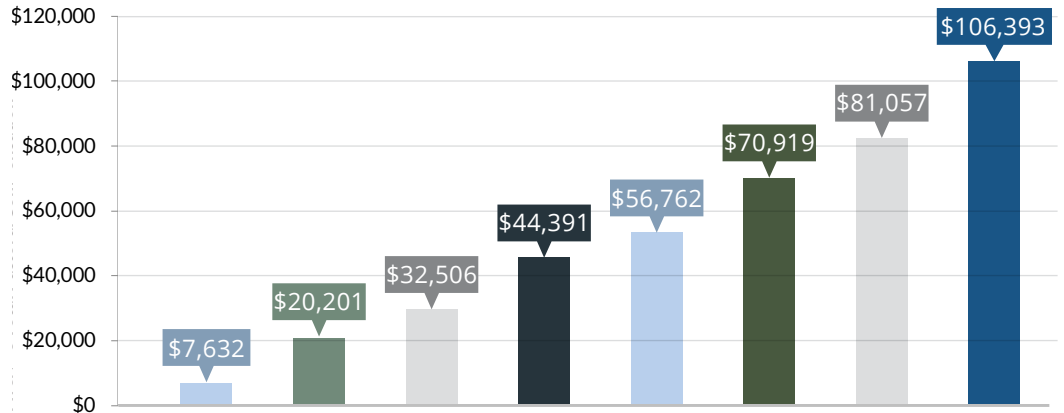
\$52K

Average compensation value in this region

\$27.8K

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:	7	15	34	62	49	28	21	13

148

Total churches in the MNU region with bivocational pastors

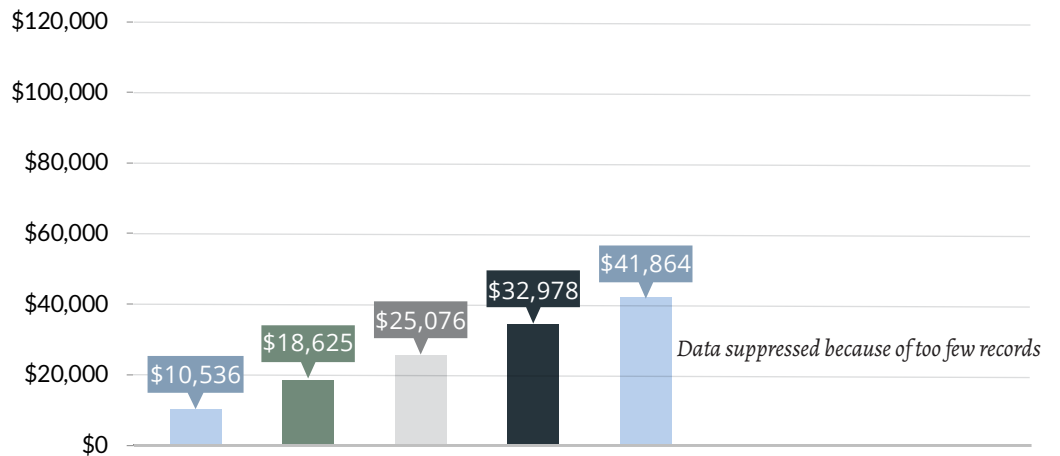
\$26K

Average compensation value in this region

\$15.7K

Standard deviation for the region

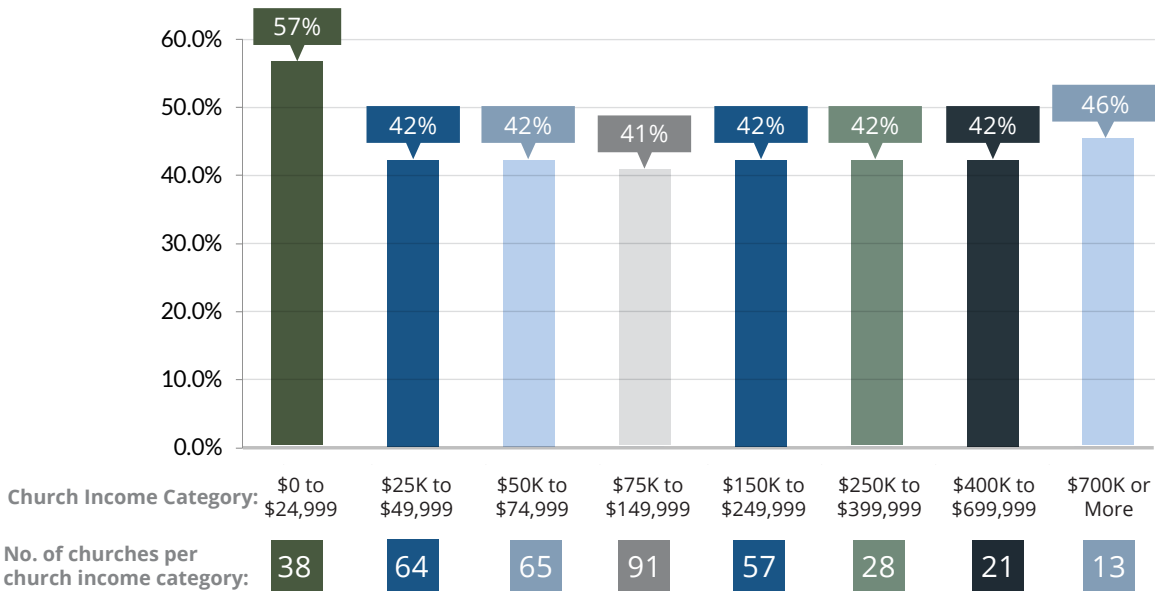
**AVERAGE TOTAL PASTORAL COMPENSATION
BIVOCATIONAL PASTORS**



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:	31	49	31	29	8			

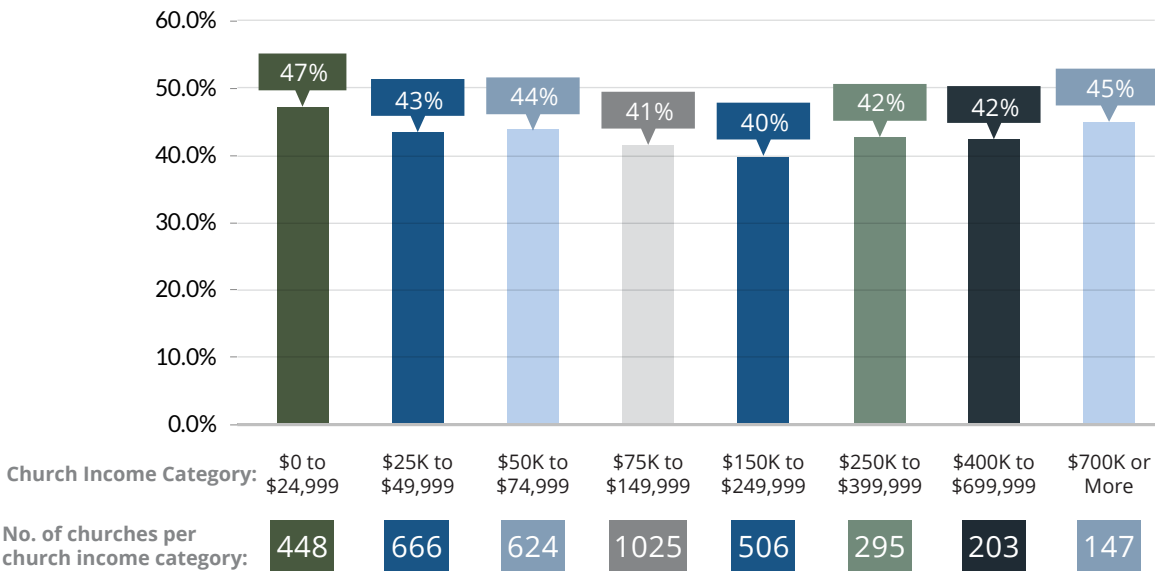
MNU PERCENT OF INCOME

AVERAGE % OF CHURCH INCOME USED FOR ALL STAFF



377
Total churches in the MNU region
44%
Average % of church income used for staff
21.3%
Standard deviation in % of church income used for staff

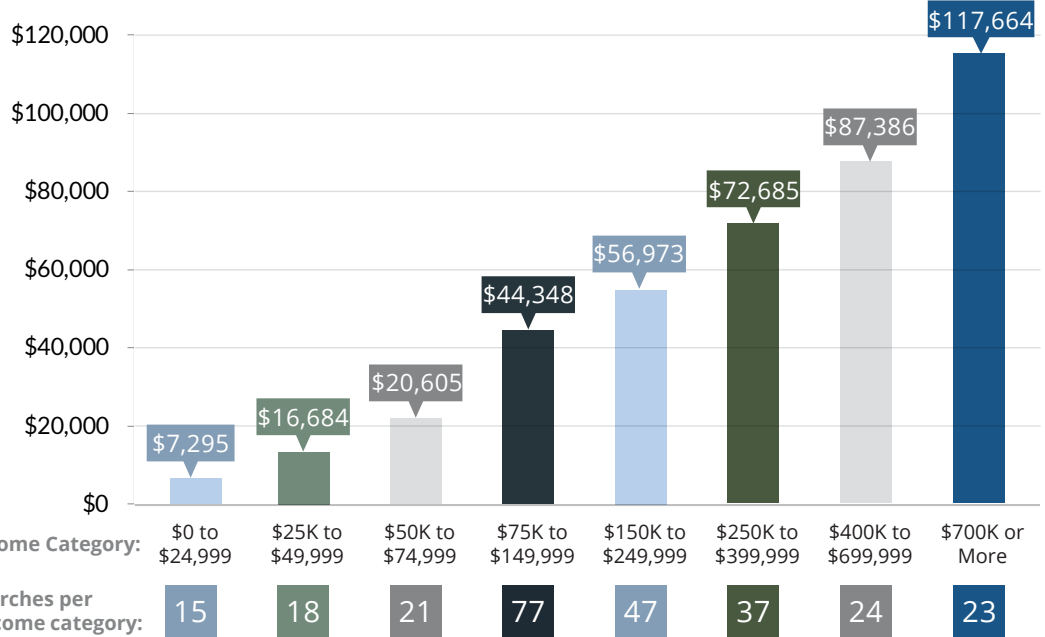
NATIONAL AVERAGE % OF CHURCH INCOME USED FOR ALL STAFF



MVNU PASTORAL COMPENSATION

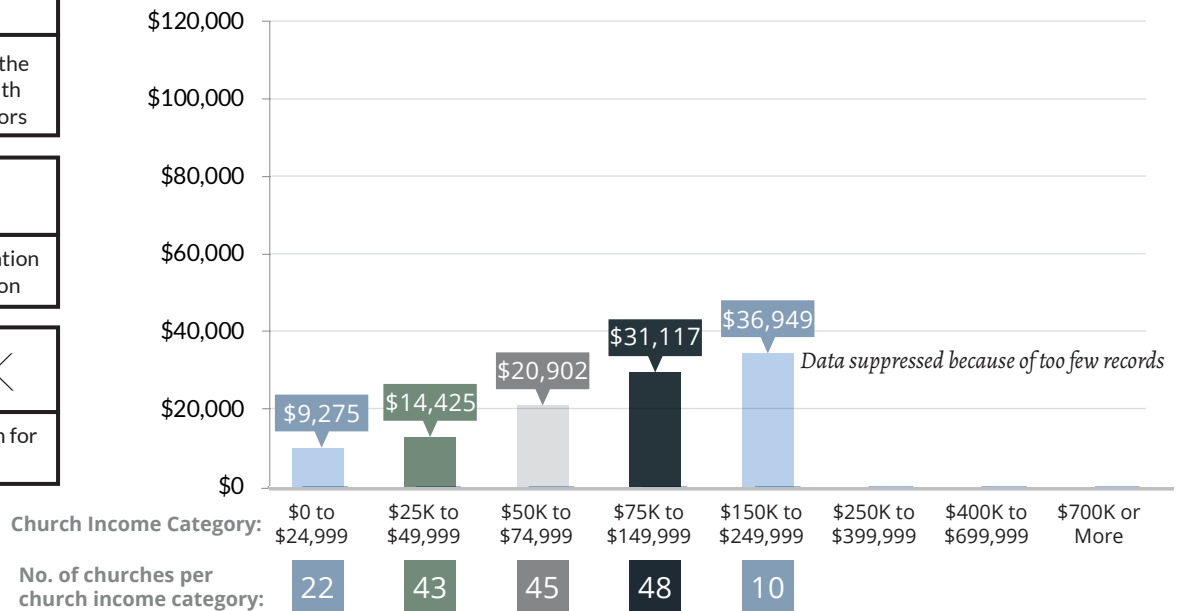
AVERAGE TOTAL PASTORAL COMPENSATION SINGLE VOCATION PASTORS

262
Total churches in the MVNU region with single vocation pastors
\$53K
Average compensation value in this region
\$33.5K
Standard deviation for the region



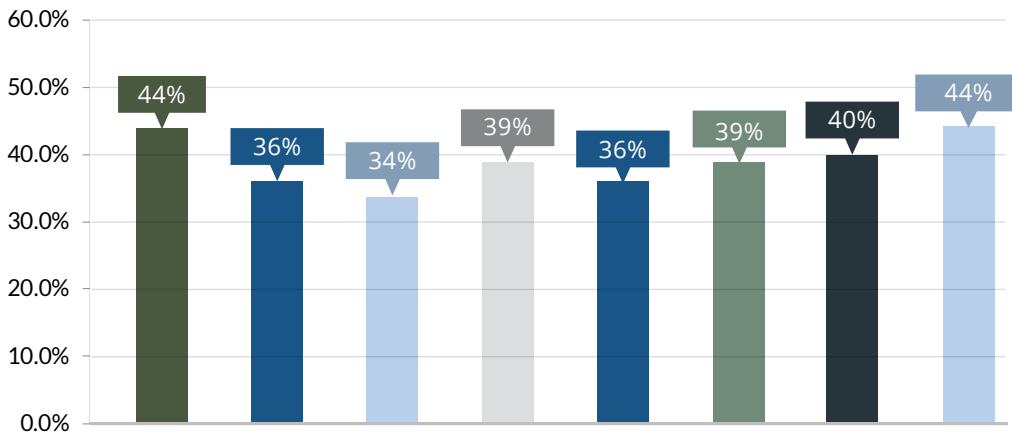
AVERAGE TOTAL PASTORAL COMPENSATION BIVOCATIONAL PASTORS

168
Total churches in the MVNU region with bivocational pastors
\$23K
Average compensation value in this region
\$13.3K
Standard deviation for the region



MVNU PERCENT OF INCOME

AVERAGE % OF CHURCH INCOME USED FOR ALL STAFF



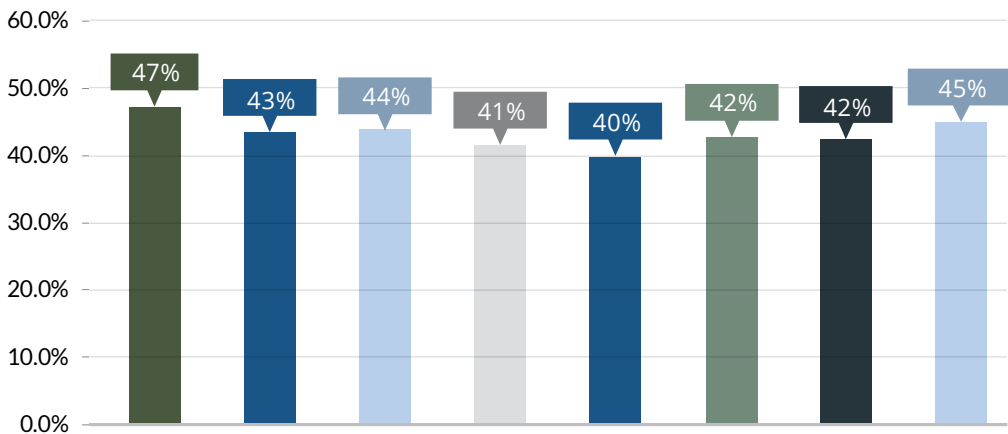
430
Total churches in the MVNU region

39%
Average % of church income used for staff

15.7%
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:	37	61	66	125	57	37	24	23

NATIONAL AVERAGE % OF CHURCH INCOME USED FOR ALL STAFF

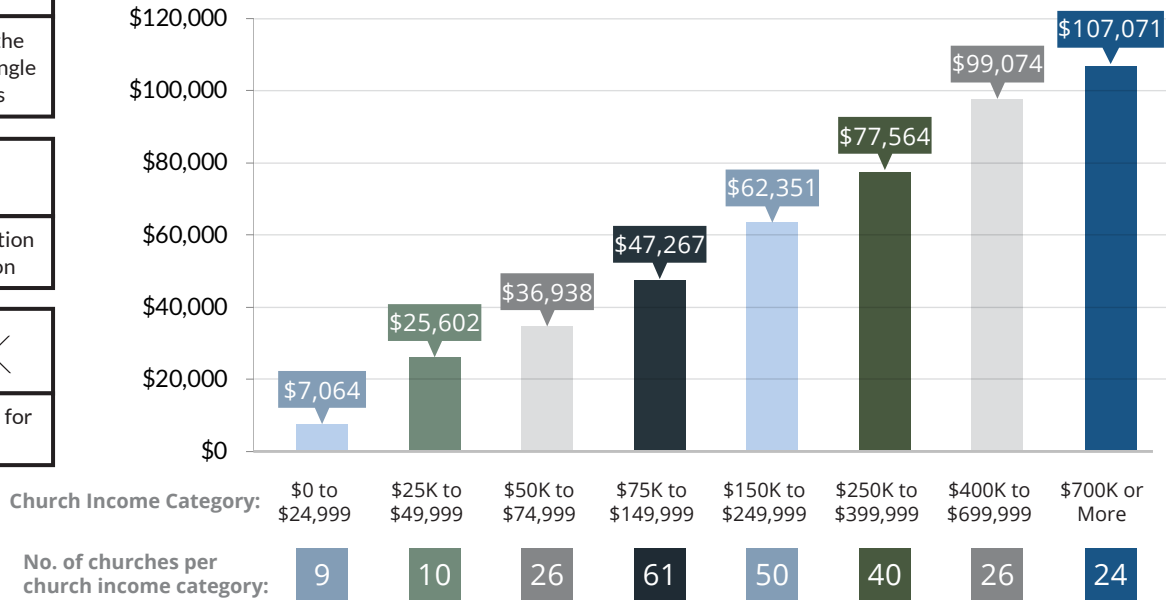


Church Income Category:	\$0 to \$24,999	\$25K to \$49,999	\$50K to \$74,999	\$75K to \$149,999	\$150K to \$249,999	\$250K to \$399,999	\$400K to \$699,999	\$700K or More
No. of churches per church income category:	448	666	624	1025	506	295	203	147

NNU PASTORAL COMPENSATION

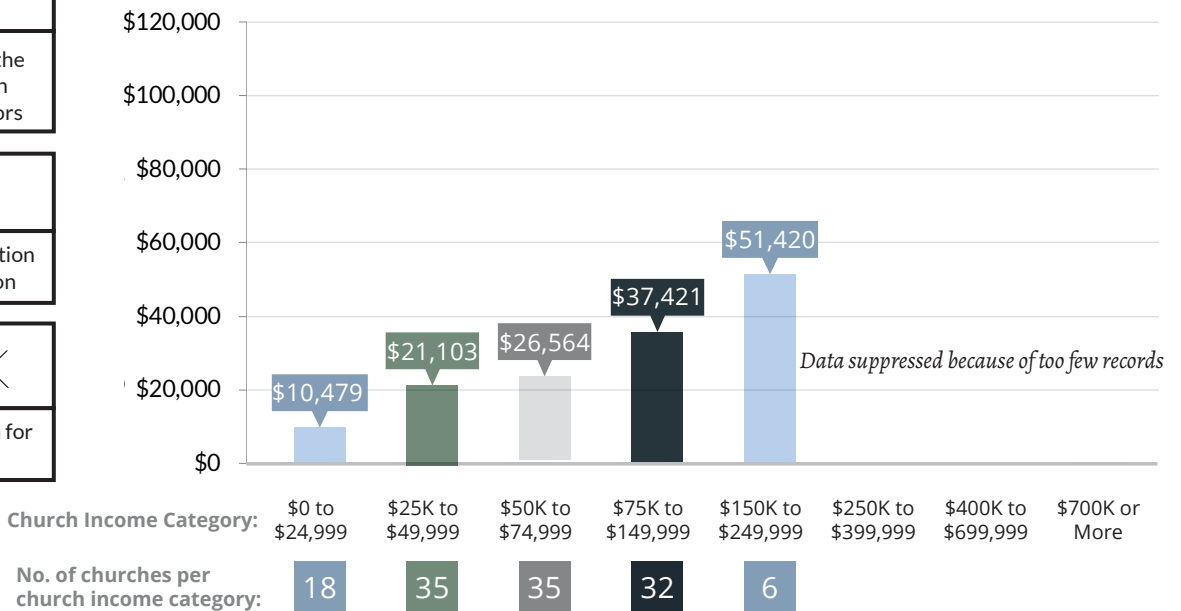
246
Total churches in the NNU region with single vocation pastors
\$58K
Average compensation value in this region
\$33.4K
Standard deviation for the region

**AVERAGE TOTAL PASTORAL COMPENSATION
SINGLE VOCATION PASTORS**



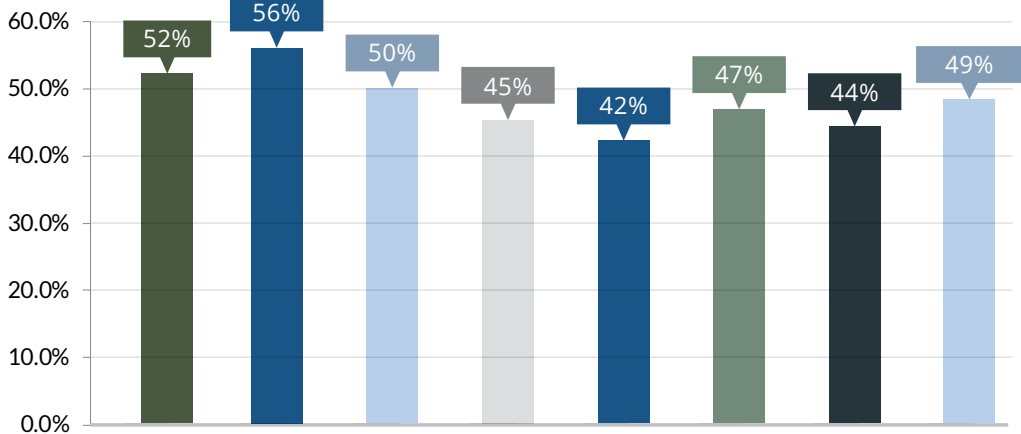
126
Total churches in the NNU region with bivocational pastors
\$29K
Average compensation value in this region
\$18.4K
Standard deviation for the region

**AVERAGE TOTAL PASTORAL COMPENSATION
BIVOCATIONAL PASTORS**



NNU PERCENT OF INCOME

AVERAGE % OF CHURCH INCOME USED FOR ALL STAFF



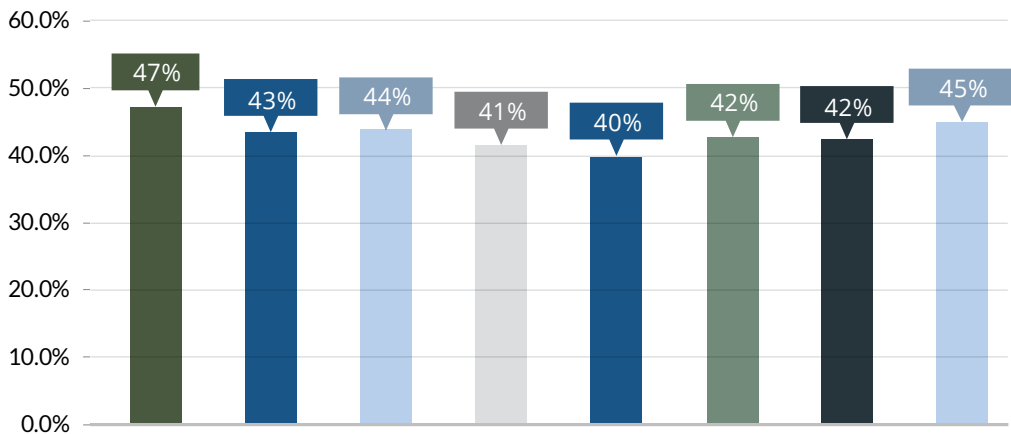
372
Total churches in the NNU region

48%
Average % of church income used for staff

22.6%
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:	27	45	61	93	56	40	26	24

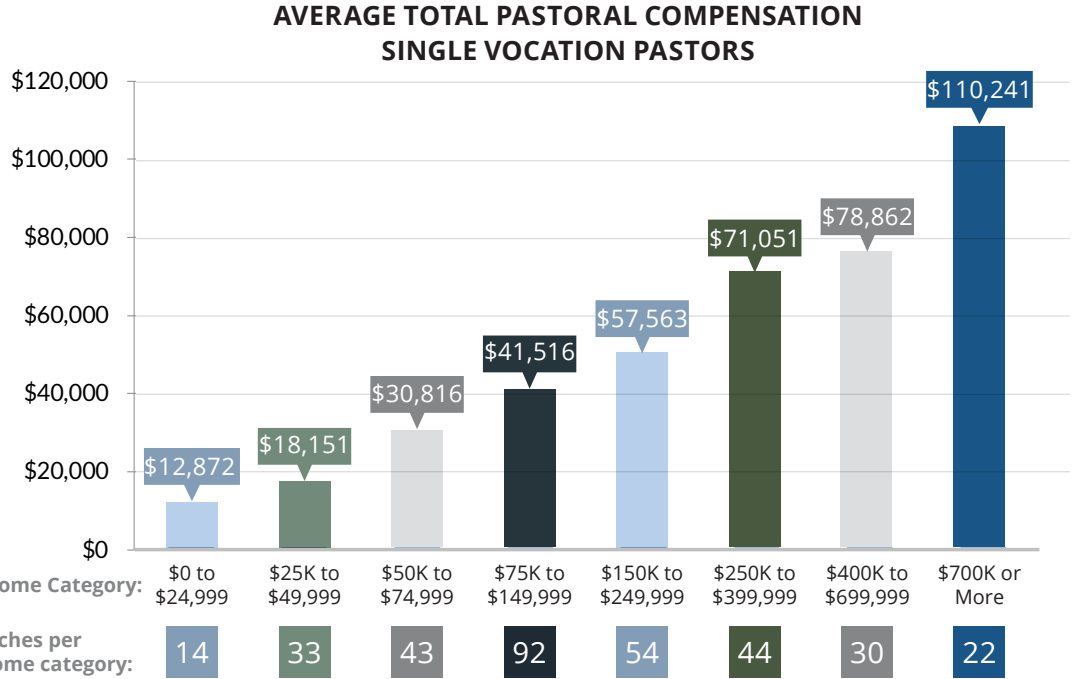
NATIONAL AVERAGE % OF CHURCH INCOME USED FOR ALL STAFF



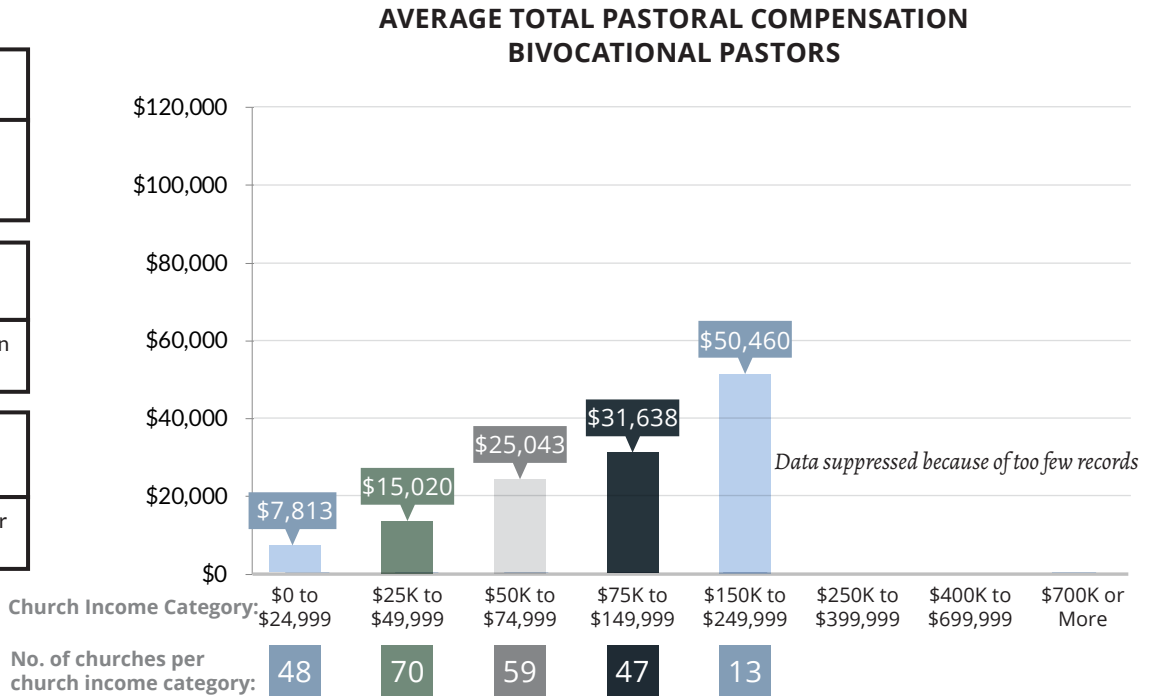
Church Income Category:	\$0 to \$24,999	\$25K to \$49,999	\$50K to \$74,999	\$75K to \$149,999	\$150K to \$249,999	\$250K to \$399,999	\$400K to \$699,999	\$700K or More
No. of churches per church income category:	448	666	624	1025	506	295	203	147

ONU PASTORAL COMPENSATION

332
Total churches in the ONU region with single vocation pastors
\$53K
Average compensation value in this region
\$29.2K
Standard deviation for the region

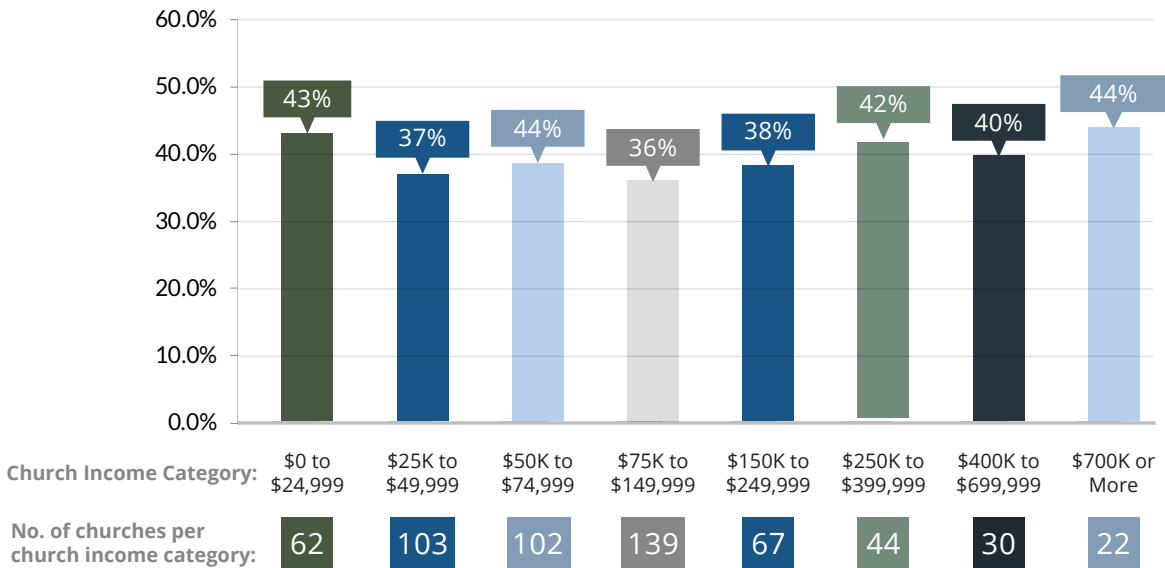


237
Total churches in the ONU region with bivocational pastors
\$26K
Average compensation value in this region
\$15.3K
Standard deviation for the region



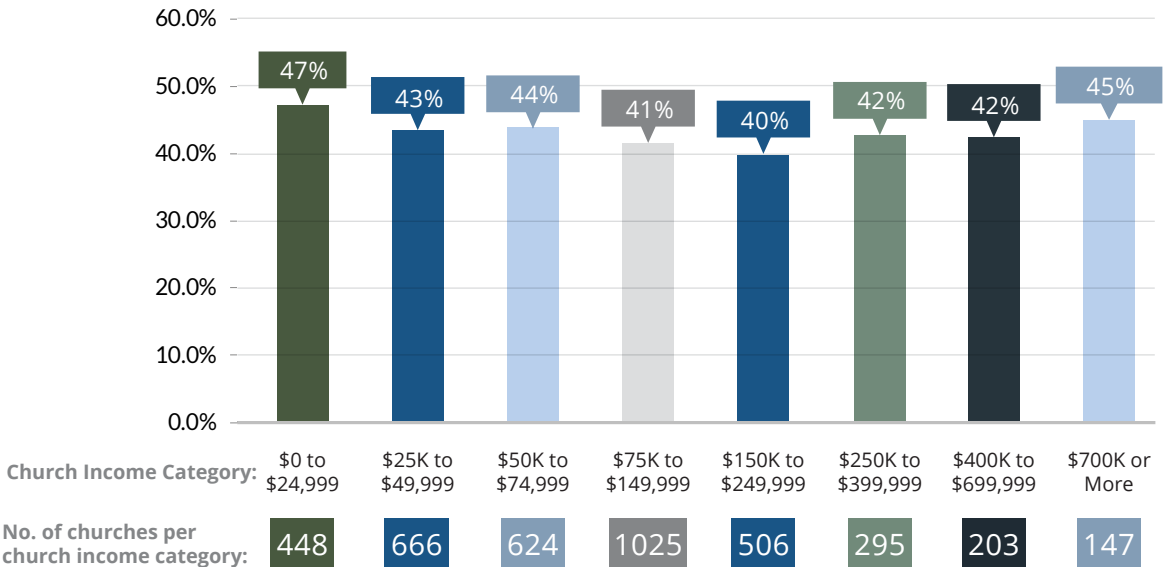
ONU PERCENT OF INCOME

AVERAGE % OF CHURCH INCOME USED FOR ALL STAFF



569
Total churches in the ONU region
41%
Average % of church income used for staff
21.4%
Standard deviation in % of church income used for staff

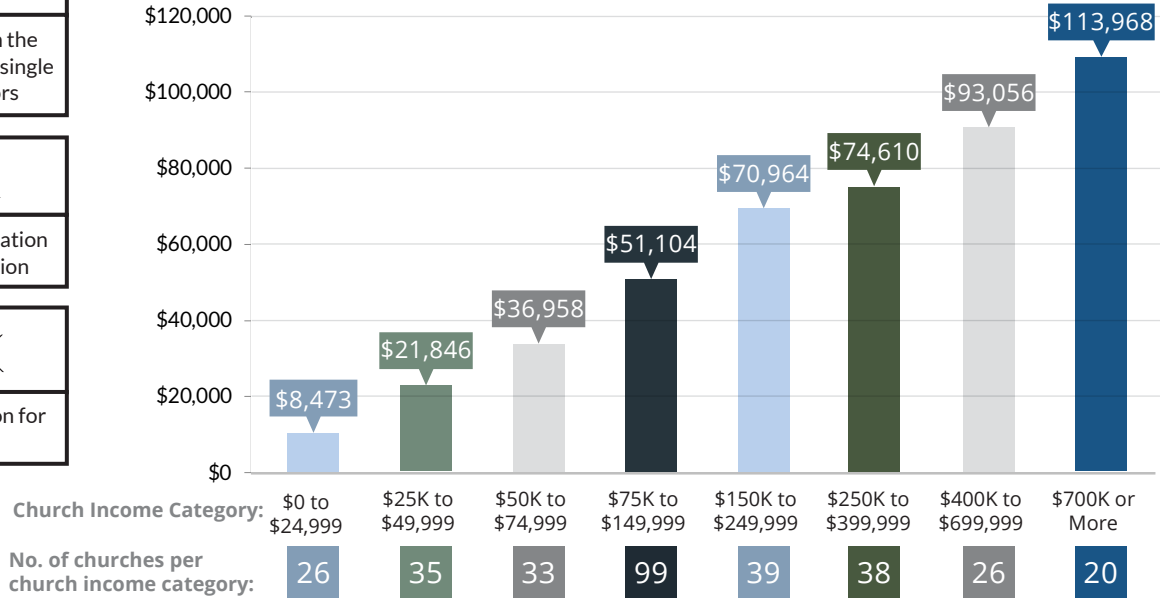
NATIONAL AVERAGE % OF CHURCH INCOME USED FOR ALL STAFF



PLNU PASTORAL COMPENSATION

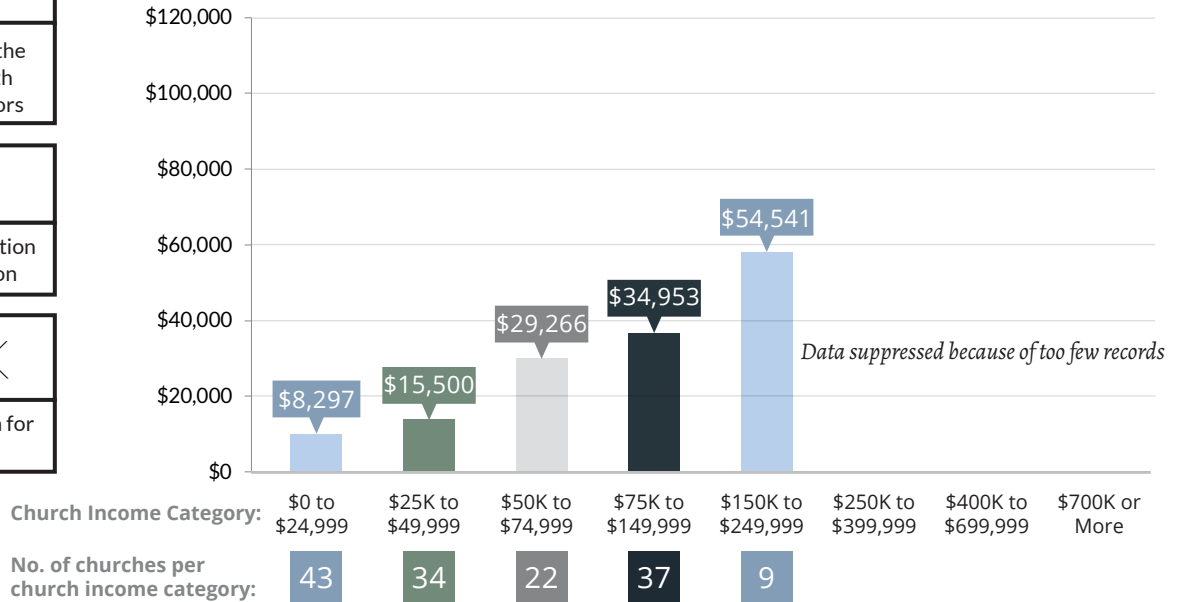
316
Total churches in the PLNU region with single vocation pastors
\$59K
Average compensation value in this region
\$34K
Standard deviation for the region

AVERAGE TOTAL PASTORAL COMPENSATION SINGLE VOCATION PASTORS



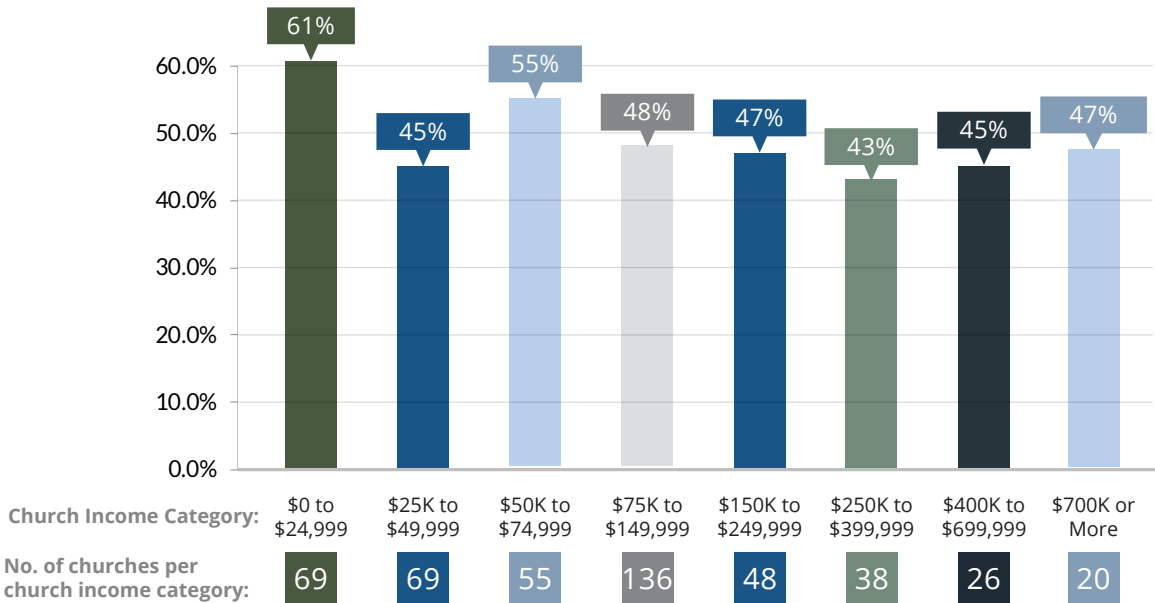
145
Total churches in the PLNU region with bivocational pastors
\$28K
Average compensation value in this region
\$21.1K
Standard deviation for the region

AVERAGE TOTAL PASTORAL COMPENSATION BIVOCATIONAL PASTORS



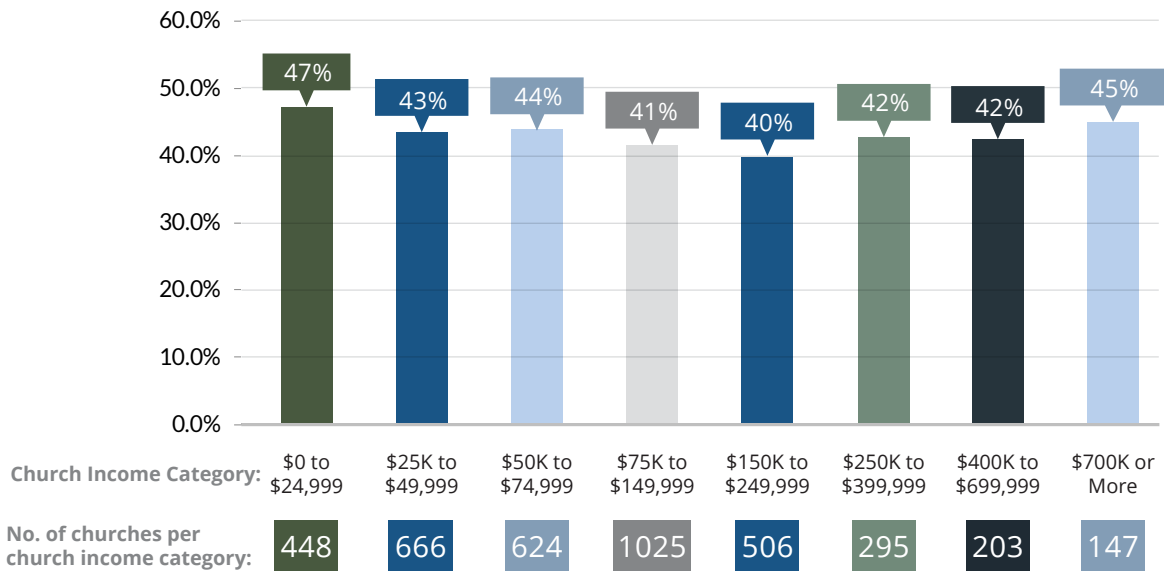
PLNU PERCENT OF INCOME

AVERAGE % OF CHURCH INCOME USED FOR ALL STAFF



461
Total churches in the PLNU region
49%
Average % of church income used for staff
47%
Standard deviation in % of church income used for staff

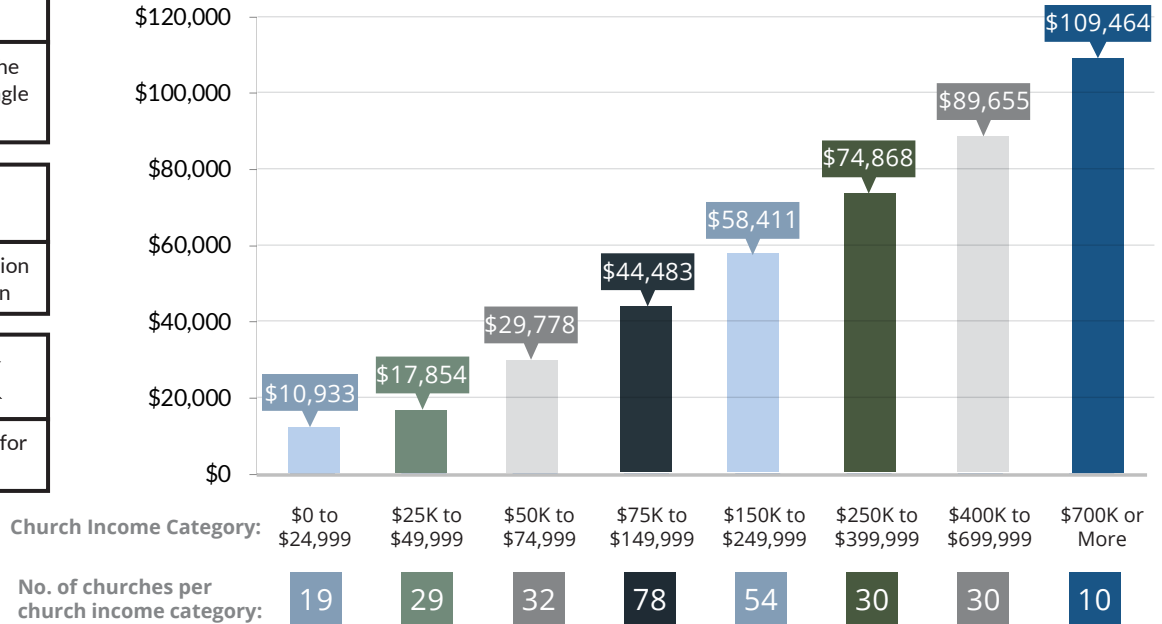
NATIONAL AVERAGE % OF CHURCH INCOME USED FOR ALL STAFF



SNU PASTORAL COMPENSATION

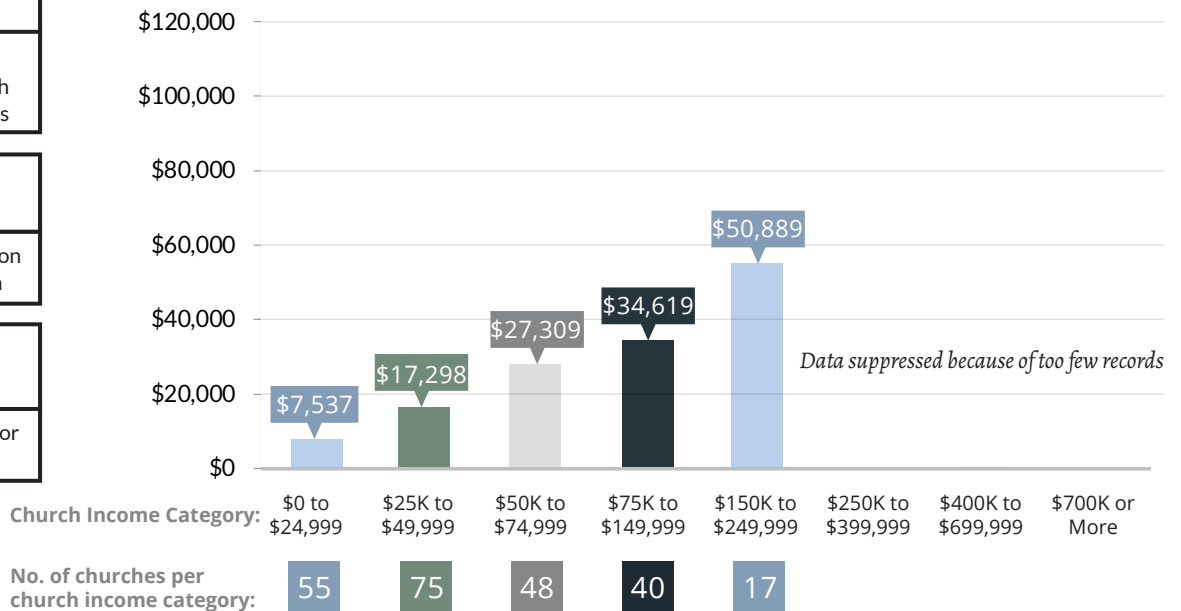
282
Total churches in the SNU region with single vocation pastors
\$54K
Average compensation value in this region
\$29.7K
Standard deviation for the region

AVERAGE TOTAL PASTORAL COMPENSATION SINGLE VOCATION PASTORS



235
Total churches in the SNU region with bivocational pastors
\$28K
Average compensation value in this region
\$17K
Standard deviation for the region

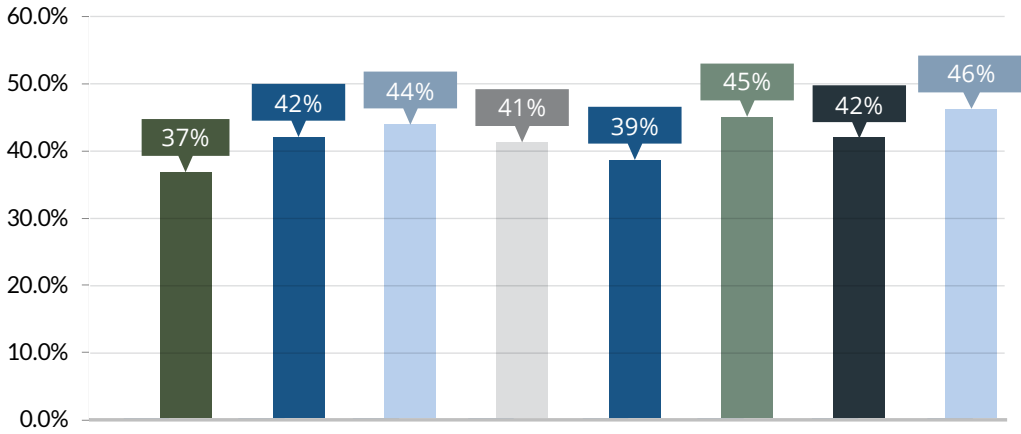
AVERAGE TOTAL PASTORAL COMPENSATION BIVOCATIONAL PASTORS



SNU PERCENT OF INCOME

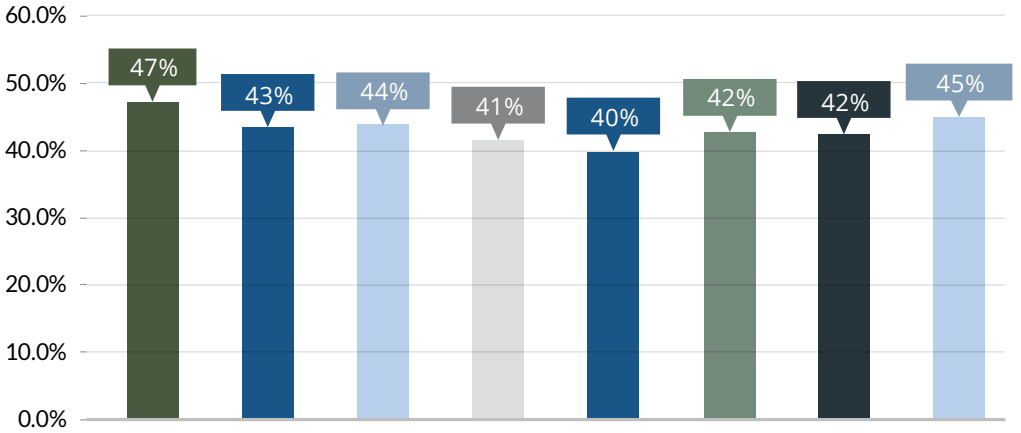
AVERAGE % OF CHURCH INCOME USED FOR ALL STAFF

517
Total churches in the SNU region
42%
Average % of church income used for staff
17.6%
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:	74	104	80	118	71	30	30	10

NATIONAL AVERAGE % 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:	448	666	624	1025	506	295	203	147

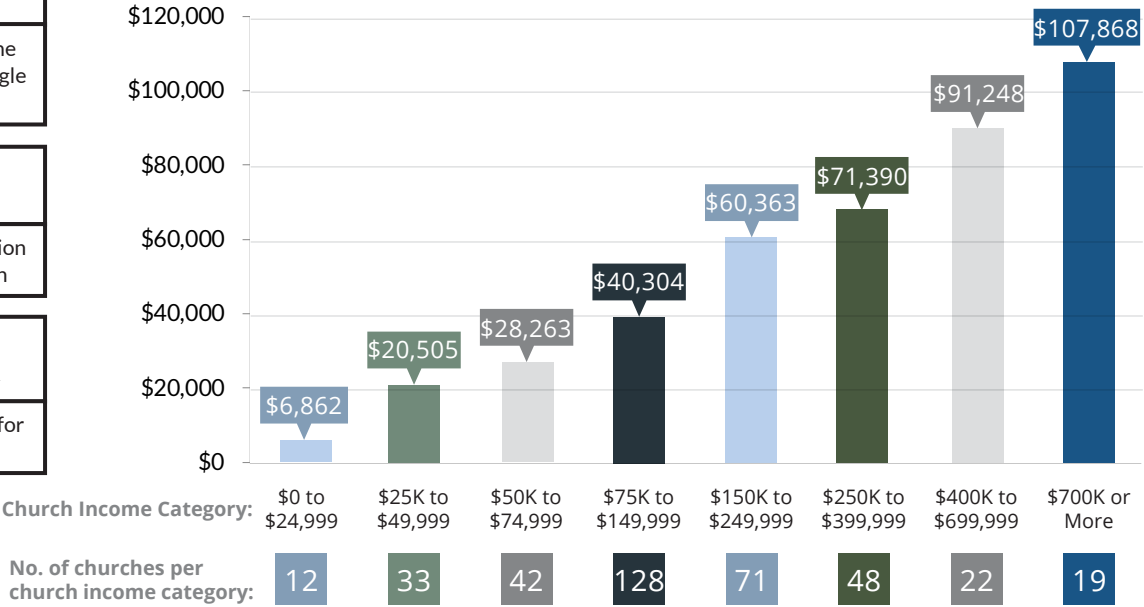
TNU PASTORAL COMPENSATION

375
Total churches in the TNU region with single vocation pastors

\$53K
Average compensation value in this region

\$28.5K
Standard deviation for the region

AVERAGE TOTAL PASTORAL COMPENSATION SINGLE VOCATION PASTORS

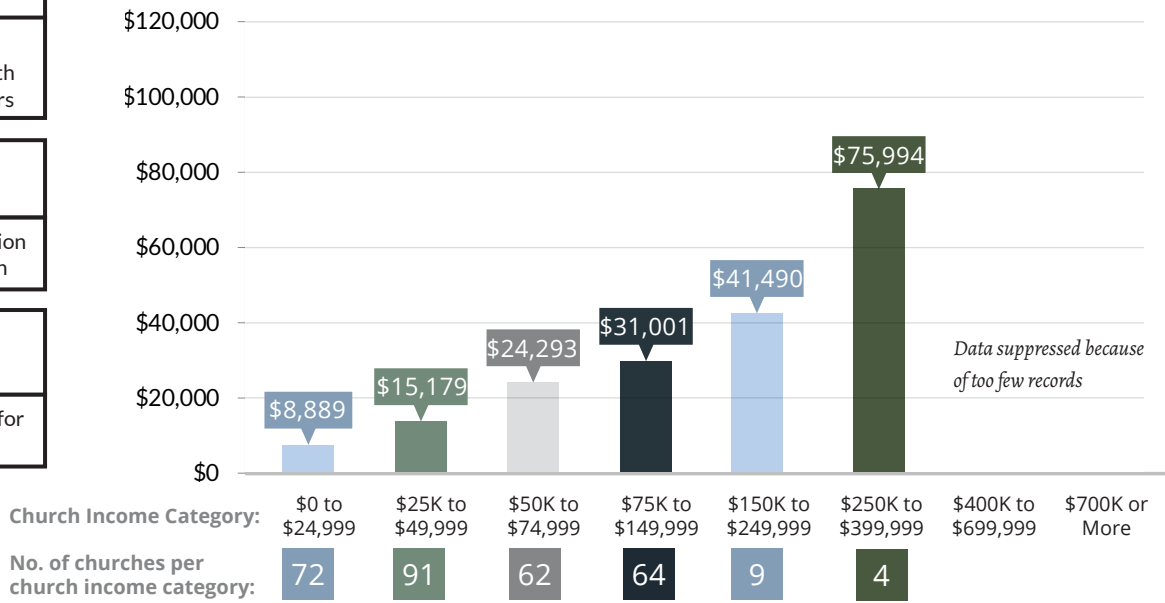


302
Total churches in the TNU region with bivocational pastors

\$33K
Average compensation value in this region

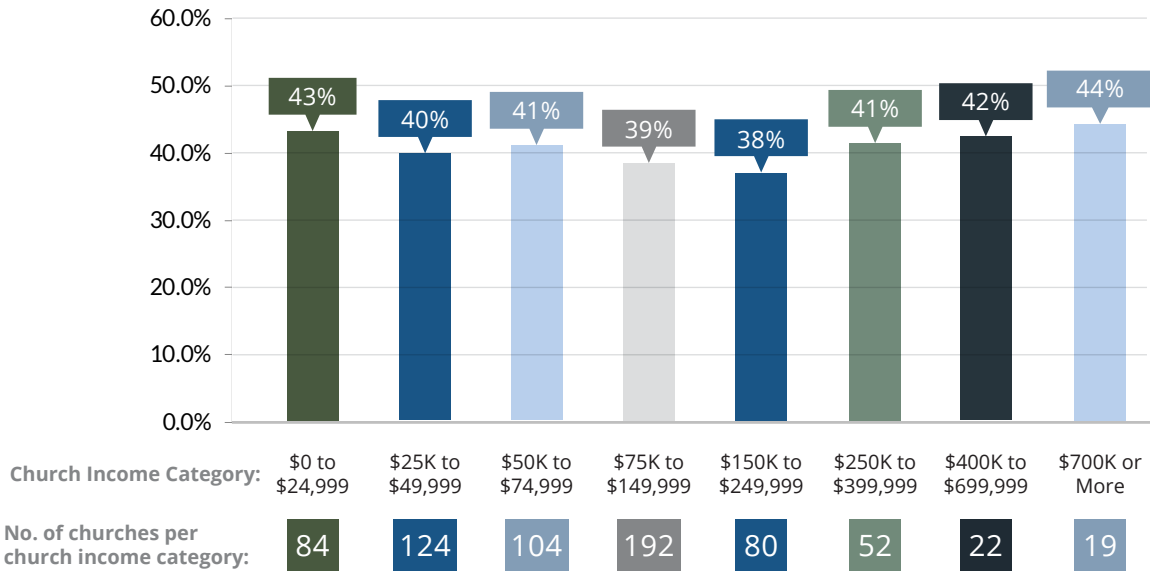
\$16K
Standard deviation for the region

AVERAGE TOTAL PASTORAL COMPENSATION BIVOCATIONAL PASTORS



TNU PERCENT OF INCOME

AVERAGE % OF CHURCH INCOME USED FOR ALL STAFF



677

Total churches in the TNU region

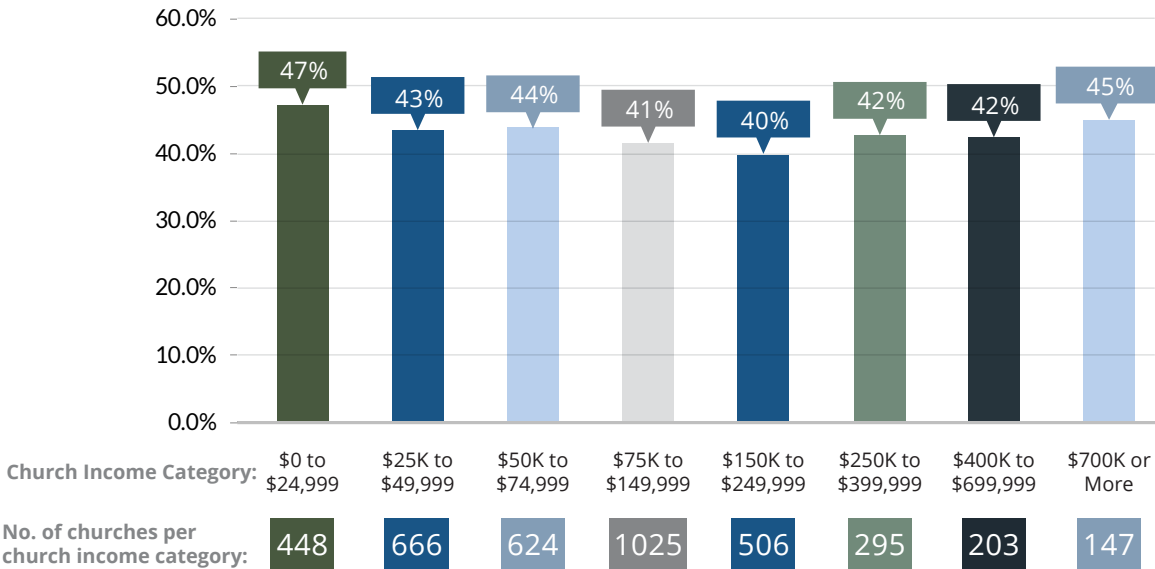
41%

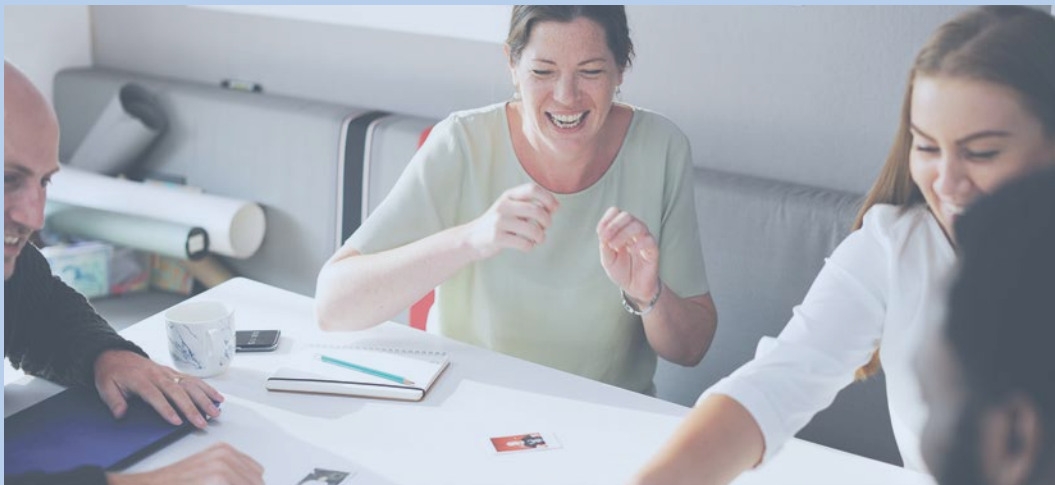
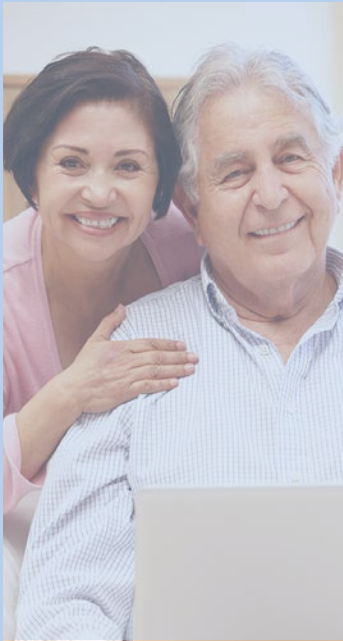
Average % of church income used for staff

17.7%

Standard deviation in % of church income used for staff

NATIONAL AVERAGE % OF CHURCH INCOME USED FOR ALL STAFF





001RP/MW/110518/X



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