Pensions and Benefits USA is pleased to present this report on compensation statistics for ministers of the church’s USA educational regions for the 2019 assembly year.

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.

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 possible financial care for their servant leaders.
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ABOUT THIS REPORT
This report was compiled by Nazarene Research Services from information collected in the 2019 Annual Pastor’s Report and the USA/Canada Region Supplement. 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 = The amount above and below the mean that produces a range equal to 68% of the churches.

Please note that data for “Average Total Pastoral Compensation” come from the USA/Canada Region Supplement, while those of the “Average Percent of Church Income Used for All Staff” are drawn from the Annual Pastor’s Report (APR). Because the information is taken from separate reports, the numbers of churches vary.

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

**Pensions and Benefits USA**

### Single Vocation Pastors

- **277** Total churches in the ENC region with single vocation pastors
- **$55K** Average compensation value in this region
- **$32.9K** Standard deviation for the region

#### Average Total Pastoral Compensation

<table>
<thead>
<tr>
<th>Church Income Category</th>
<th>No. of churches per church income category</th>
</tr>
</thead>
<tbody>
<tr>
<td>$0 to $24,999</td>
<td>9</td>
</tr>
<tr>
<td>$25K to $49,999</td>
<td>28</td>
</tr>
<tr>
<td>$50K to $74,999</td>
<td>32</td>
</tr>
<tr>
<td>$75K to $149,999</td>
<td>82</td>
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<tr>
<td>$150K to $249,999</td>
<td>60</td>
</tr>
<tr>
<td>$250K to $399,999</td>
<td>28</td>
</tr>
<tr>
<td>$400K to $699,999</td>
<td>21</td>
</tr>
<tr>
<td>$700K or More</td>
<td>17</td>
</tr>
</tbody>
</table>

### Bivocational Pastors

- **243** Total churches in the ENC region with bivocational pastors
- **$21K** Average compensation value in this region
- **$16.5K** Standard deviation for the region

#### Average Total Pastoral Compensation

<table>
<thead>
<tr>
<th>Church Income Category</th>
<th>No. of churches per church income category</th>
</tr>
</thead>
<tbody>
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<tr>
<td>$25K to $49,999</td>
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<tr>
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<tr>
<td>$75K to $149,999</td>
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</tr>
<tr>
<td>$150K to $249,999</td>
<td>9</td>
</tr>
<tr>
<td>$250K to $399,999</td>
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<tr>
<td>$400K to $699,999</td>
<td>0</td>
</tr>
<tr>
<td>$700K or More</td>
<td>1</td>
</tr>
</tbody>
</table>

Data suppressed because of too few records.
**ENC PERCENT OF INCOME**

**AVERAGE % OF CHURCH INCOME USED FOR ALL STAFF**

- Church Income Category:
  - $0 to $24,999: 37%
  - $25K to $49,999: 41%
  - $50K to $74,999: 43%
  - $75K to $149,999: 41%
  - $150K to $249,999: 39%
  - $250K to $399,999: 41%
  - $400K to $699,999: 41%
  - $700K or More: 42%

- No. of churches per church income category:
  - $0 to $24,999: 61
  - $25K to $49,999: 111
  - $50K to $74,999: 80
  - $75K to $149,999: 132
  - $150K to $249,999: 69
  - $250K to $399,999: 32
  - $400K to $699,999: 21
  - $700K or More: 18

**NATIONAL AVERAGE PERCENT of Church Income Used for All Staff**

- Church Income Category:
  - $0 to $24,999: 39%
  - $25K to $49,999: 41%
  - $50K to $74,999: 43%
  - $75K to $149,999: 41%
  - $150K to $249,999: 40%
  - $250K to $399,999: 42%
  - $400K to $699,999: 41%
  - $700K or More: 45%

- No. of churches per church income category:
  - $0 to $24,999: 429
  - $25K to $49,999: 718
  - $50K to $74,999: 601
  - $75K to $149,999: 1025
  - $150K to $249,999: 522
  - $250K to $399,999: 324
  - $400K to $699,999: 208
  - $700K or More: 164

**Total churches in the ENC region:** 524

**Average % of church income used for staff:** 41%

**Standard deviation in % of church income used for staff:** 20.1%
Average Total Pastoral Compensation

**Single Vocation Pastors**

- Total churches in the MNU region with single vocation pastors: 213
- Average compensation value in this region: $55K
- Standard deviation for the region: $27.2K

**Average Total Pastoral Compensation**

- Church Income Category: $0 to $24,999
- No. of churches per church income category:
  - $0 to $24,999: 6
  - $25K to $49,999: 13
  - $50K to $74,999: 26
  - $75K to $149,999: 60
  - $150K to $249,999: 49
  - $250K to $399,999: 28
  - $400K to $699,999: 20
  - $700K or More: 11

**Average Total Pastoral Compensation**

- Church Income Category: $0 to $24,999
- No. of churches per church income category:
  - $0 to $24,999: 30
  - $25K to $49,999: 46
  - $50K to $74,999: 39
  - $75K to $149,999: 31
  - $150K to $249,999: 8
  - $250K to $399,999: 4
  - $400K to $699,999: 0
  - $700K or More: 0

**Bivocational Pastors**

- Total churches in the MNU region with bivocational pastors: 158
- Average compensation value in this region: $23K
- Standard deviation for the region: $16.9K

**Average Total Pastoral Compensation**

- Church Income Category: $0 to $24,999
- No. of churches per church income category:
  - $0 to $24,999: 103
  - $25K to $49,999: 23
  - $50K to $74,999: 31
  - $75K to $149,999: 8
  - $150K to $249,999: 4
  - $250K to $399,999: 0
  - $400K to $699,999: 0
  - Data suppressed because of too few records: 9

**Pensions and Benefits USA**

- 6
- Data suppressed because of too few records: 4
MVNU Pastoral Compensation

**Average Total Pastoral Compensation**

**Single Vocation Pastors**

- **Total churches in the MVNU region with single vocation pastors:** 243
- **Average compensation value in this region:** $54K
- **Standard deviation for the region:** $30.5K

**Income Categories and Church Counts:**

- **$0 to $24,999:** 10 churches
- **$25K to $49,999:** 19 churches
- **$50K to $74,999:** 26 churches
- **$75K to $149,999:** 72 churches
- **$150K to $249,999:** 43 churches
- **$250K to $399,999:** 26 churches
- **$400K to $699,999:** 26 churches
- **$700K or More:** 21 churches

**Average compensation value:**

- **$0 to $24,999:** $7,413
- **$25K to $49,999:** $17,760
- **$50K to $74,999:** $24,023
- **$75K to $149,999:** $45,312
- **$150K to $249,999:** $57,562
- **$250K to $399,999:** $73,566
- **$400K to $699,999:** $85,540
- **$700K or More:** $110,458

**Total churches in the MVNU region with single vocation pastors:** 243

**Average compensation value in this region:** $54K

**Standard deviation for the region:** $30.5K

**Average Total Pastoral Compensation**

**Bivocational Pastors**

- **Total churches in the MVNU region with bivocational pastors:** 169
- **Average compensation value in this region:** $23K
- **Standard deviation for the region:** $15.5K

**Income Categories and Church Counts:**

- **$0 to $24,999:** 22 churches
- **$25K to $49,999:** 46 churches
- **$50K to $74,999:** 34 churches
- **$75K to $149,999:** 51 churches
- **$150K to $249,999:** 14 churches
- **$250K to $399,999:** 2 churches
- **$400K to $699,999:** 0 churches
- **$700K or More:** 0 churches

**Average compensation value:**

- **$0 to $24,999:** $7,847
- **$25K to $49,999:** $13,015
- **$50K to $74,999:** $22,672
- **$75K to $149,999:** $31,157
- **$150K to $249,999:** $42,267

**Data suppressed because of too few records**
MVNU PERCENT OF INCOME

AVERAGE % OF CHURCH INCOME USED FOR ALL STAFF

Church Income Category:

- $0 to $24,999: 44%
- $25K to $49,999: 34%
- $50K to $74,999: 36%
- $75K to $149,999: 39%
- $150K to $249,999: 37%
- $250K to $399,999: 42%
- $400K to $699,999: 39%
- $700K or More: 44%

No. of churches per church income category:

- $0 to $24,999: 33
- $25K to $49,999: 66
- $50K to $74,999: 62
- $75K to $149,999: 127
- $150K to $249,999: 59
- $250K to $399,999: 29
- $400K to $699,999: 28
- $700K or More: 23

427 Total churches in the MVNU region
38% Average % of church income used for staff
16.2% Standard deviation in % of church income used for staff

NATIONAL AVERAGE PERCENT of Church Income Used for All Staff

Church Income Category:

- $0 to $24,999: 39%
- $25K to $49,999: 41%
- $50K to $74,999: 43%
- $75K to $149,999: 41%
- $150K to $249,999: 40%
- $250K to $399,999: 42%
- $400K to $699,999: 41%
- $700K or More: 45%

No. of churches per church income category:

- $0 to $24,999: 429
- $25K to $49,999: 718
- $50K to $74,999: 601
- $75K to $149,999: 1025
- $150K to $249,999: 522
- $250K to $399,999: 324
- $400K to $699,999: 208
- $700K or More: 164
NNU PASTORAL COMPENSATION

**Average Total Pastoral Compensation**

- **Single Vocation Pastors**
  - Total churches in the NNU region with single vocation pastors: 245
  - Average compensation value: $66K
  - Standard deviation: $29.4K

- **Bivocational Pastors**
  - Total churches in the NNU region with bivocational pastors: 132
  - Average compensation value: $30K
  - Standard deviation: $22.1K

**Average Total Pastoral Compensation**

- **Single Vocation Pastors**
  - No. of churches per church income category:
    - $0 to $24,999: 5
    - $25K to $49,999: 18
    - $50K to $74,999: 18
    - $75K to $149,999: 56
    - $150K to $249,999: 54
    - $250K to $399,999: 46
    - $400K to $699,999: 22
    - $700K or More: 26

- **Bivocational Pastors**
  - No. of churches per church income category:
    - $0 to $24,999: 17
    - $25K to $49,999: 34
    - $50K to $74,999: 37
    - $75K to $149,999: 36
    - $150K to $249,999: 6
    - $250K to $399,999: 0
    - $400K to $699,999: 0
    - $700K or More: 2

Data suppressed because of too few records.
NNU PERCENT OF INCOME

AVERAGE % OF CHURCH INCOME USED FOR ALL STAFF

Church Income Category: $0 to $24,999
No. of churches per church income category: 22

Church Income Category: $25K to $49,999
No. of churches per church income category: 52

Church Income Category: $50K to $74,999
No. of churches per church income category: 55

Church Income Category: $75K to $149,999
No. of churches per church income category: 94

Church Income Category: $150K to $249,999
No. of churches per church income category: 61

Church Income Category: $250K to $399,999
No. of churches per church income category: 46

Church Income Category: $400K to $699,999
No. of churches per church income category: 22

Church Income Category: $700K or More
No. of churches per church income category: 28

NATIONAL AVERAGE PERCENT of Church Income Used for All Staff

Church Income Category: $0 to $24,999
No. of churches per church income category: 429

Church Income Category: $25K to $49,999
No. of churches per church income category: 718

Church Income Category: $50K to $74,999
No. of churches per church income category: 601

Church Income Category: $75K to $149,999
No. of churches per church income category: 1025

Church Income Category: $150K to $249,999
No. of churches per church income category: 522

Church Income Category: $250K to $399,999
No. of churches per church income category: 324

Church Income Category: $400K to $699,999
No. of churches per church income category: 208

Church Income Category: $700K or More
No. of churches per church income category: 164

Total churches in the NNU region: 380
Average % of church income used for staff: 48%
Standard deviation in % of church income used for staff: 21.2%
**Average Total Pastoral Compensation**

**Single Vocation Pastors**

- **Total churches in the ONU region with single vocation pastors**: 320
- **Average compensation value in this region**: $53K
- **Standard deviation for the region**: $29.9K

**Church Income Category**

- $0 to $24,999: 15 churches
- $25K to $49,999: 24 churches
- $50K to $74,999: 41 churches
- $75K to $149,999: 89 churches
- $150K to $249,999: 60 churches
- $250K to $399,999: 38 churches
- $400K to $699,999: 30 churches
- $700K or More: 23 churches

**Average Total Pastoral Compensation**

**Bivocational Pastors**

- **Total churches in the ONU region with bivocational pastors**: 262
- **Average compensation value in this region**: $22K
- **Standard deviation for the region**: $17.7K

**Church Income Category**

- $0 to $24,999: 47 churches
- $25K to $49,999: 86 churches
- $50K to $74,999: 52 churches
- $75K to $149,999: 54 churches
- $150K to $249,999: 15 churches
- $250K to $399,999: 4 churches
- $400K to $699,999: 1 church
- $700K or More: 3 churches

**Data suppressed because of too few records**
ONU PERCENT OF INCOME

AVERAGE % OF CHURCH INCOME USED FOR ALL STAFF

<table>
<thead>
<tr>
<th>Church Income Category</th>
<th>No. of churches per church income category</th>
</tr>
</thead>
<tbody>
<tr>
<td>$0 to $24,999</td>
<td>62</td>
</tr>
<tr>
<td>$25K to $49,999</td>
<td>111</td>
</tr>
<tr>
<td>$50K to $74,999</td>
<td>97</td>
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<tr>
<td>$150K to $249,999</td>
<td>78</td>
</tr>
<tr>
<td>$250K to $399,999</td>
<td>42</td>
</tr>
<tr>
<td>$400K to $699,999</td>
<td>31</td>
</tr>
<tr>
<td>$700K or More</td>
<td>26</td>
</tr>
</tbody>
</table>

NATIONAL AVERAGE PERCENT of Church Income Used for All Staff

<table>
<thead>
<tr>
<th>Church Income Category</th>
<th>No. of churches per church income category</th>
</tr>
</thead>
<tbody>
<tr>
<td>$0 to $24,999</td>
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</tr>
<tr>
<td>$50K to $74,999</td>
<td>601</td>
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<tr>
<td>$75K to $149,999</td>
<td>1025</td>
</tr>
<tr>
<td>$150K to $249,999</td>
<td>522</td>
</tr>
<tr>
<td>$250K to $399,999</td>
<td>324</td>
</tr>
<tr>
<td>$400K to $699,999</td>
<td>208</td>
</tr>
<tr>
<td>$700K or More</td>
<td>164</td>
</tr>
</tbody>
</table>

594 Total churches in the ONU region
38% Average % of church income used for staff
16.2% Standard deviation in % of church income used for staff
**PLNU Pastoral Compensation**

### Average Total Pastoral Compensation

#### Single Vocation Pastors

- **Total churches in the PLNU region with single vocation pastors**: 287
- **Average compensation value in this region**: $56K
- **Standard deviation for the region**: $36.5K

The graph shows the distribution of compensation across different church income categories for single vocation pastors. The compensation ranges from $0 to $249,999, with a peak at $700K or More.

#### Bivocational Pastors

- **Total churches in the PLNU region with bivocational pastors**: 176
- **Average compensation value in this region**: $24K
- **Standard deviation for the region**: $21.7K

The graph for bivocational pastors also shows the distribution across various income categories, with a peak at $700K or More.

Data suppressed because of too few records for certain income categories.
PLNU PERCENT OF INCOME

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:
  - 63
  - 79
  - 53
  - 125
  - 50
  - 48
  - 28
  - 25

- Average % of church income used for staff: 46%
- Standard deviation in % of church income used for staff: 27.3%

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:
  - 429
  - 718
  - 601
  - 1025
  - 522
  - 324
  - 208
  - 164

- Total churches in the PLNU region: 471
- Average % of church income used for staff: 46%
- Standard deviation in % of church income used for staff: 27.3%
SNU PASTORAL COMPENSATION

AVERAGE TOTAL PASTORAL COMPENSATION
SINGLE VOCATION PASTORS

- Total churches in the SNU region with single vocation pastors: 282
- Average compensation value in this region: $52K
- Standard deviation for the region: $31.7K

AVERAGE TOTAL PASTORAL COMPENSATION
BIVOCATIONAL PASTORS

- Total churches in the SNU region with bivocational pastors: 224
- Average compensation value in this region: $22K
- Standard deviation for the region: $15.4K

No. of churches per church income category:

<table>
<thead>
<tr>
<th>Church Income Category</th>
<th>Single Vocation Pastors</th>
<th>Bivocational Pastors</th>
</tr>
</thead>
<tbody>
<tr>
<td>$0 to $24,999</td>
<td>23</td>
<td>47</td>
</tr>
<tr>
<td>$25K to $49,999</td>
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</tr>
<tr>
<td>$700K or More</td>
<td>13</td>
<td>0</td>
</tr>
</tbody>
</table>

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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

**Average Total Pastoral Compensation**

**Single Vocation Pastors**

Total churches in the TNU region with single vocation pastors: 375

Average compensation value in this region: $51K

Standard deviation for the region: $28K

**Average Total Pastoral Compensation**

**Bivocational Pastors**

Total churches in the TNU region with bivocational pastors: 306

Average compensation value in this region: $21K

Standard deviation for the region: $17.5K

Data suppressed because of too few records.
2020 Ministers Compensation Report

TNU PERCENT OF INCOME

AVERAGE % OF CHURCH INCOME USED FOR ALL STAFF

No. of churches per church income category:

NATIONAL AVERAGE PERCENT of Church Income Used for All Staff

No. of churches per church income category:
IF YOU CAN AFFORD A COFFEE...

Many persons think nothing of grabbing a specialty coffee daily. But if you ask whether they’re investing for retirement, you might hear, “I can’t afford it right now.”

In reality, most people, regardless of income, can afford to invest; and even small amounts can make a difference in your future. For instance, investing just $10 a week over 30 years could result in a fund of $50,852.72*. That’s what you’d have for the cost of a few specialty coffees a week, depending on how fancy you take yours.

Nazarene ministers and church employees are eligible to invest through the 403(b) Retirement Savings Plan. There are no minimum contributions, which means you may invest as little as you’d like. And since contributions are made by salary deferral, they also reduce your income taxes, making the impact of investing relatively painless. Beyond this, you have the added comfort of knowing you’re investing through Fidelity Investments—a proven leader in the financial industry with outstanding resources to assist you along the way.

Contributions are pre-tax and earnings are tax-deferred. Most importantly for ministers, withdrawals in retirement may be received as tax-free housing allowance, within IRS limits.

It’s never too late, and no amount is too small to invest. Learn more by contacting us at pensions@nazarene.org or 888-888-4656. We’ll be happy to help you get started on the road to a better retirement.

*Assumes a 7% average annual return, which is lower than the historical average of the S&P 500 stock index.

Note: investing involves risk, including the risk of loss.