

MINISTERS COMPENSATION REPORT 2020

PREPARED BY PENSIONS AND BENEFITS USA

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PURPOSE

2020 COMPENSATION REPORT

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.



A Century of Serving Those Who Serve

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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.

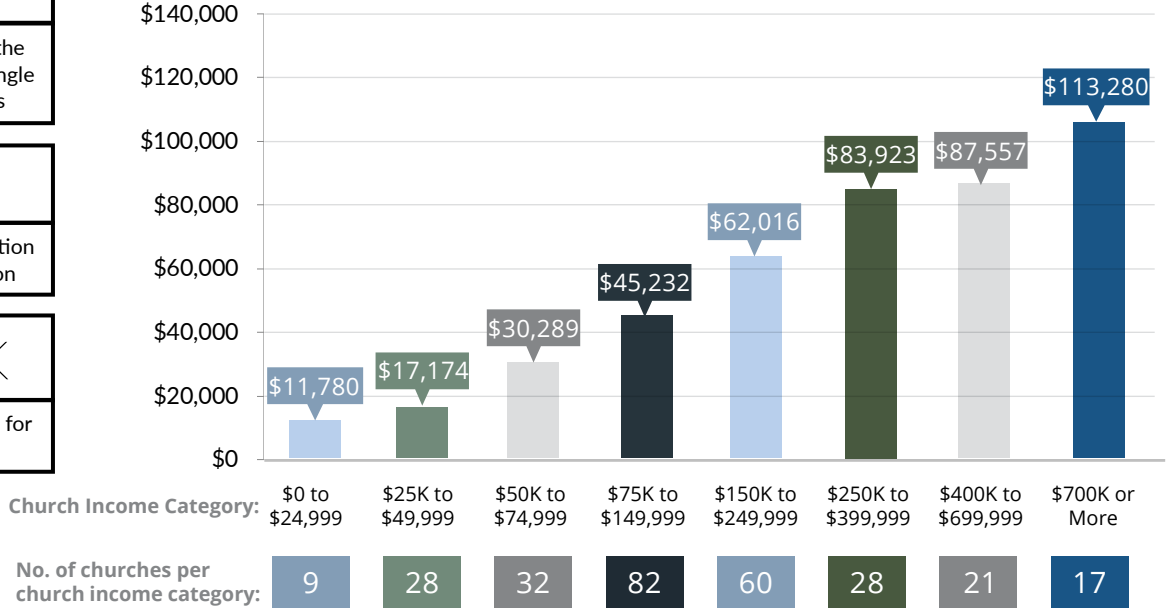
Please note that data for “Average Total Pastoral Compensation” come from the USA/Canada Region Supplement, while those of the “Average Percent of Church Income Used for All Staff” are drawn from the Annual Pastor’s Report (APR). Because the information is taken from separate reports, the numbers of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

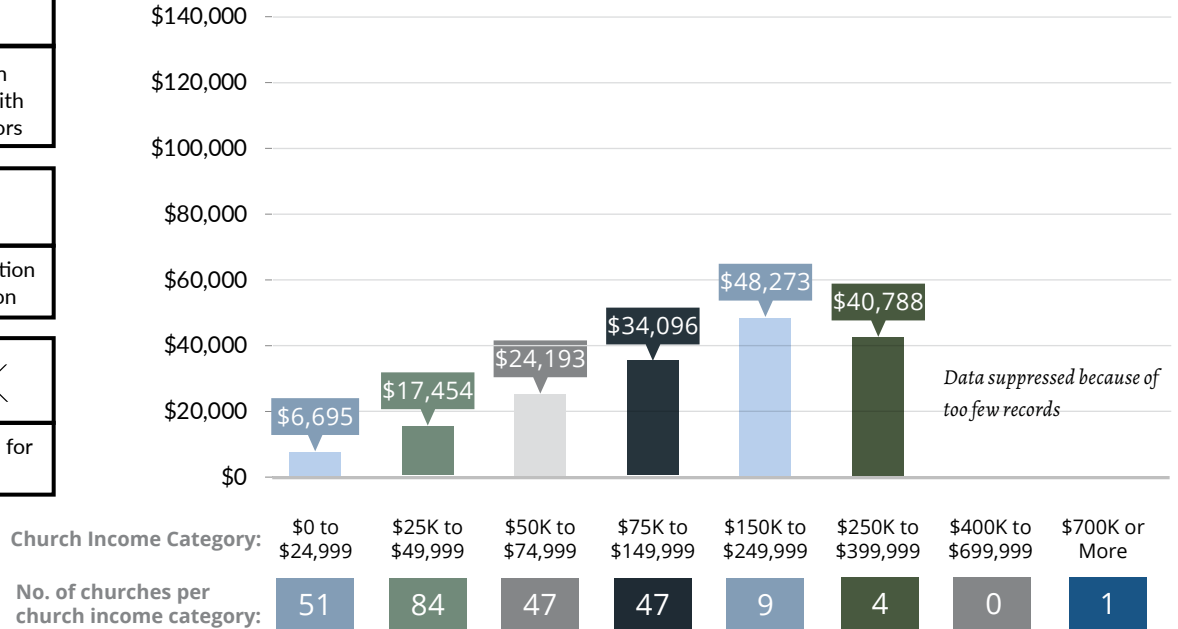
277
Total churches in the ENC region with single vocation pastors
\$55K
Average compensation value in this region
\$32.9K
Standard deviation for the region

AVERAGE TOTAL PASTORAL COMPENSATION SINGLE VOCATION PASTORS



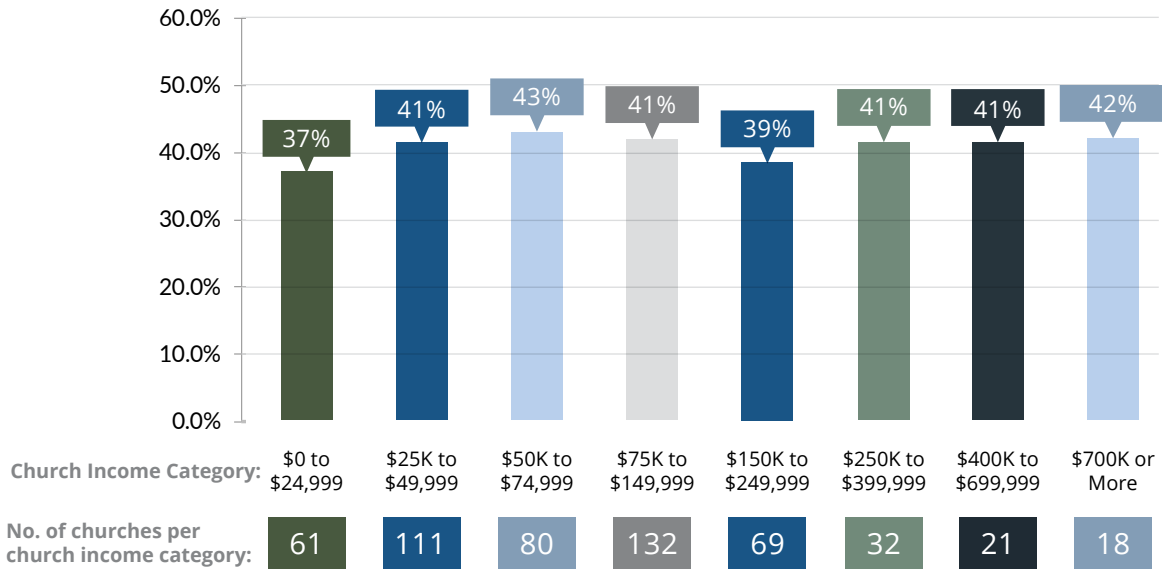
243
Total churches in the ENC region with bivocational pastors
\$21K
Average compensation value in this region
\$16.5K
Standard deviation for the region

AVERAGE TOTAL PASTORAL COMPENSATION BIVOCATIONAL PASTORS



ENC PERCENT OF INCOME

AVERAGE % OF CHURCH INCOME USED FOR ALL STAFF

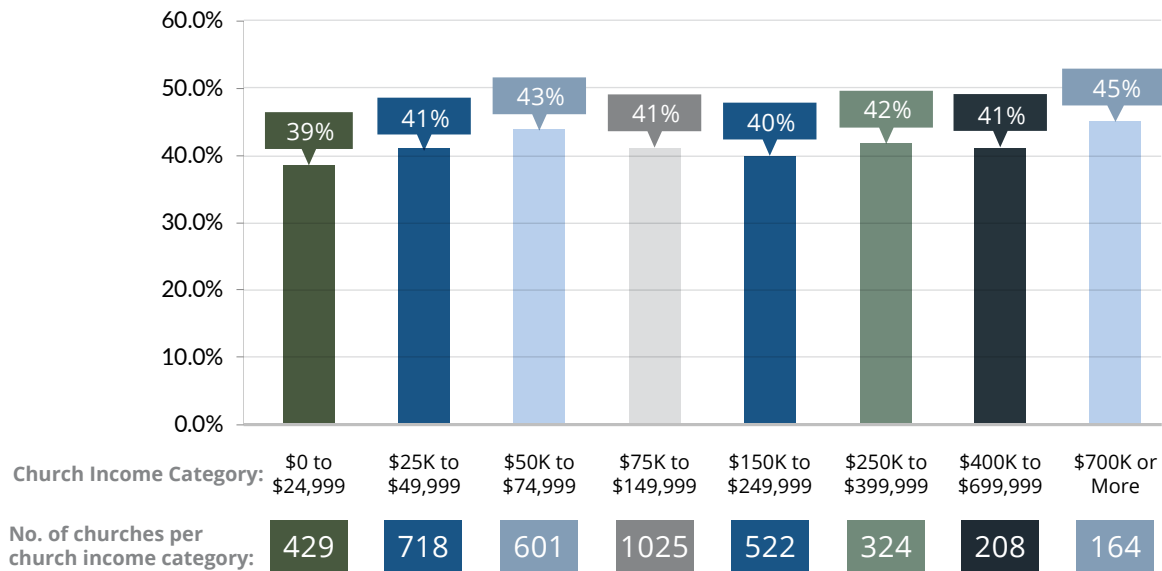


524
Total churches in the ENC region

41%
Average % of church income used for staff

20.1%
Standard deviation in % of church income used for staff

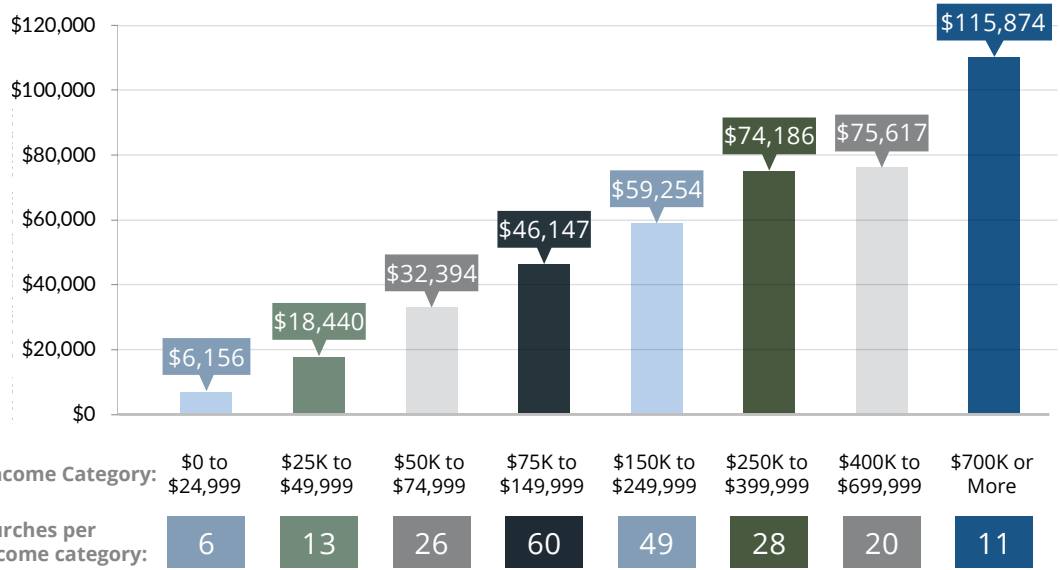
NATIONAL AVERAGE PERCENT of Church Income Used for All Staff



MNU PASTORAL COMPENSATION

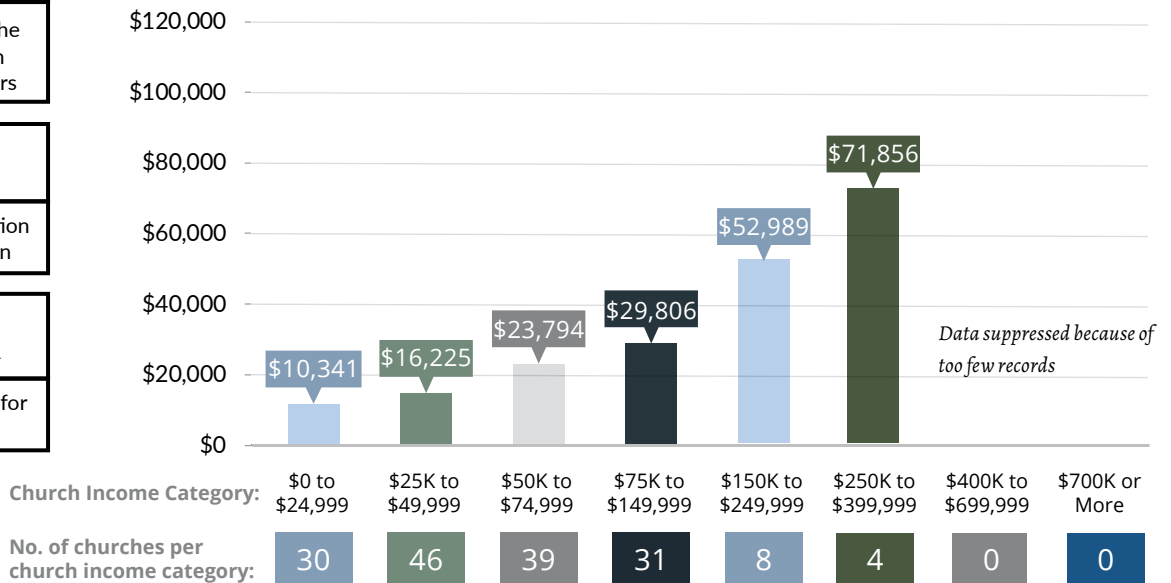
213
Total churches in the MNU region with single vocation pastors
\$55K
Average compensation value in this region
\$27.2K
Standard deviation for the region

AVERAGE TOTAL PASTORAL COMPENSATION SINGLE VOCATION PASTORS



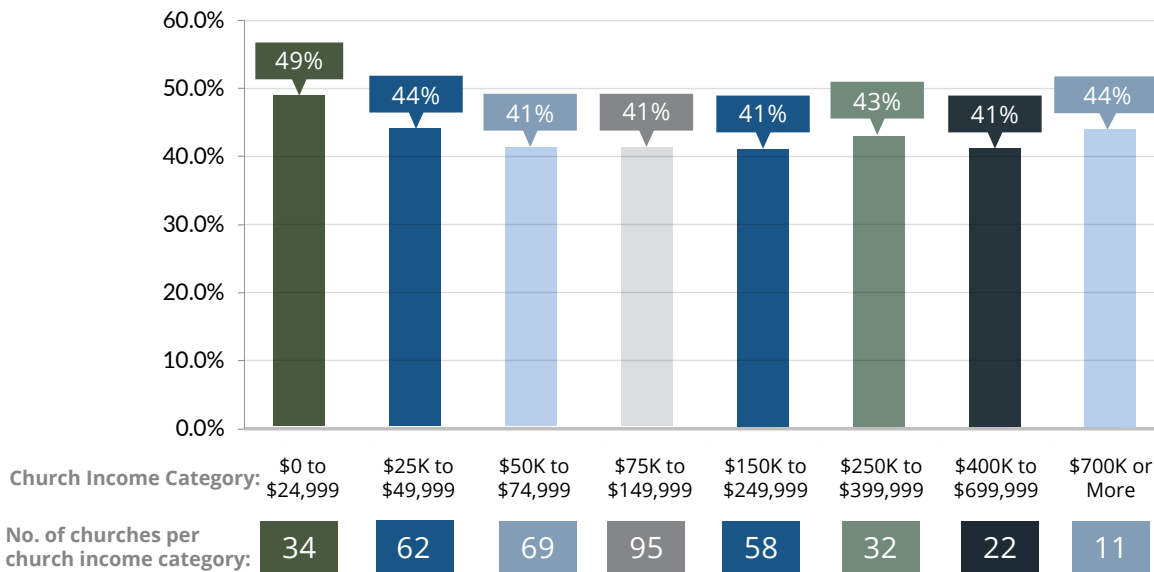
158
Total churches in the MNU region with bivocational pastors
\$23K
Average compensation value in this region
\$16.9K
Standard deviation for the region

AVERAGE TOTAL PASTORAL COMPENSATION BIVOCATIONAL PASTORS



MNU PERCENT OF INCOME

AVERAGE % OF CHURCH INCOME USED FOR ALL STAFF

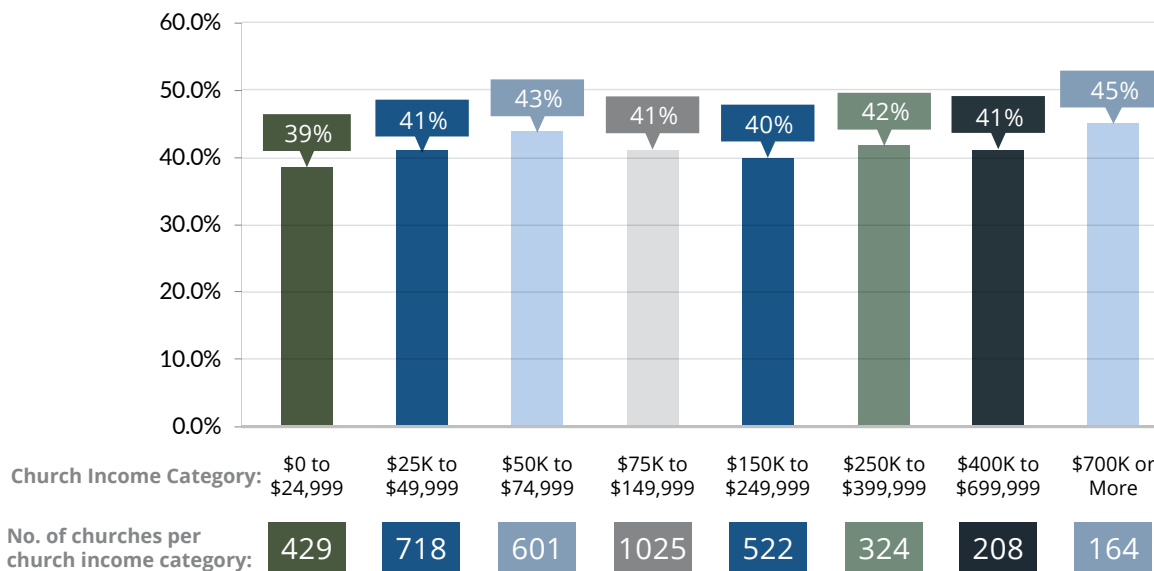


383
Total churches in the MNU region

43%
Average % of church income used for staff

16.2%
Standard deviation in % of church income used for staff

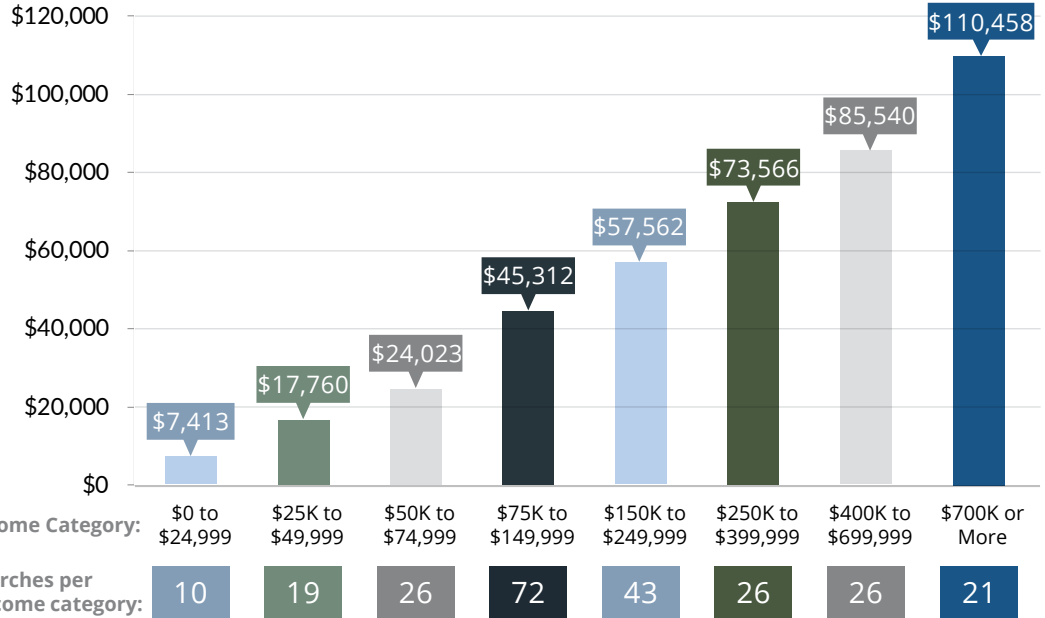
NATIONAL AVERAGE PERCENT of Church Income Used for All Staff



MVNU PASTORAL COMPENSATION

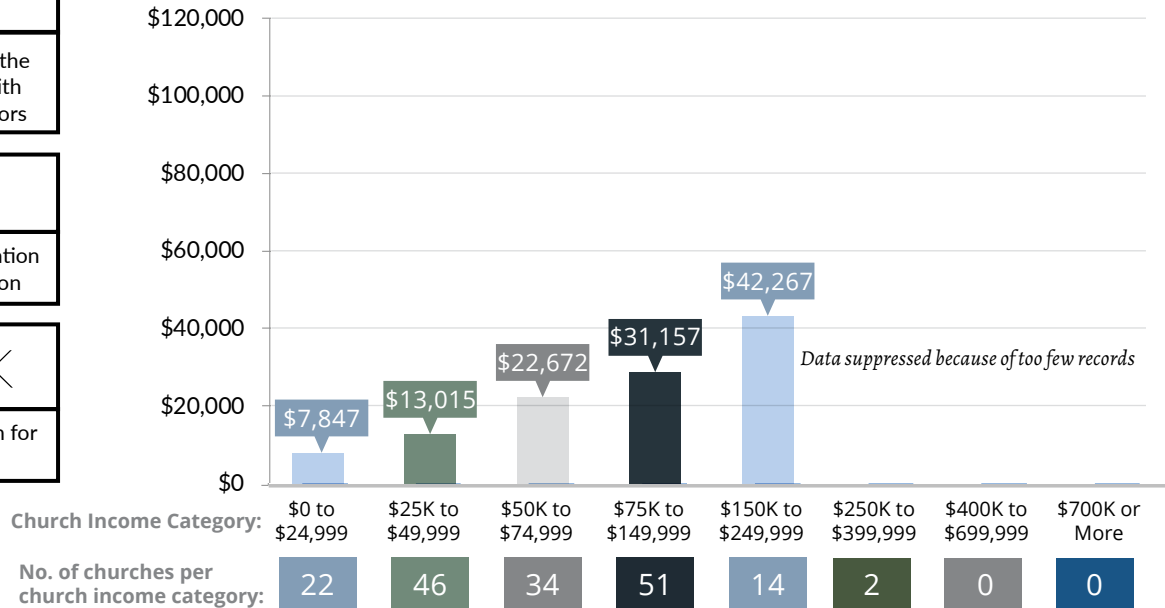
AVERAGE TOTAL PASTORAL COMPENSATION SINGLE VOCATION PASTORS

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



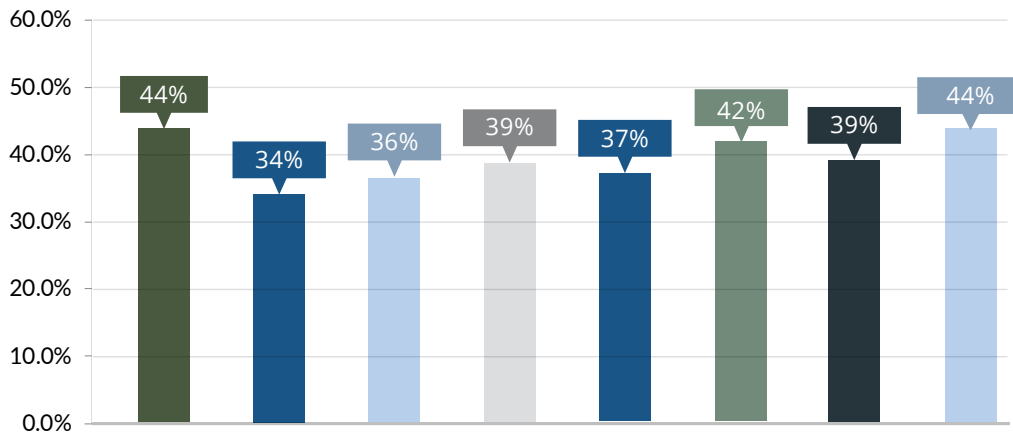
AVERAGE TOTAL PASTORAL COMPENSATION BIVOCATIONAL PASTORS

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



MVNU PERCENT OF INCOME

AVERAGE % OF CHURCH INCOME USED FOR ALL STAFF



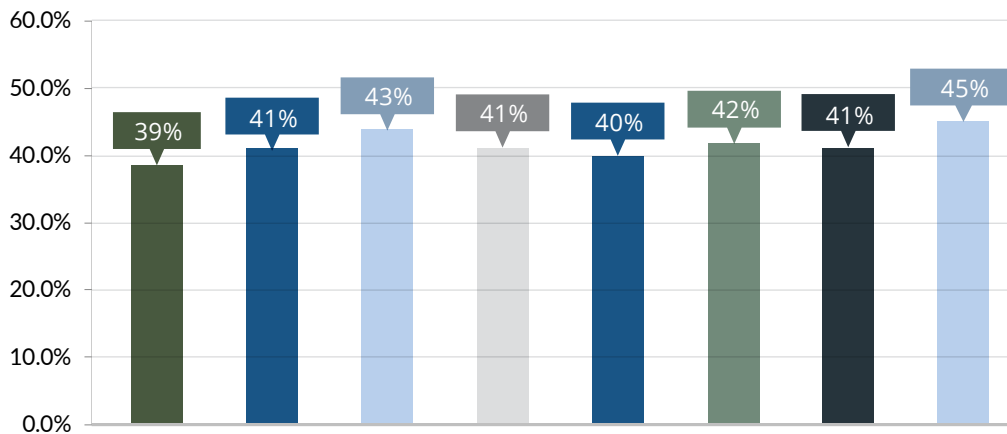
427
Total churches in the MVNU region

38%
Average % of church income used for staff

16.2%
Standard deviation in % of church income used for staff

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:	33	66	62	127	59	29	28	23

NATIONAL AVERAGE PERCENT of Church Income Used for All Staff

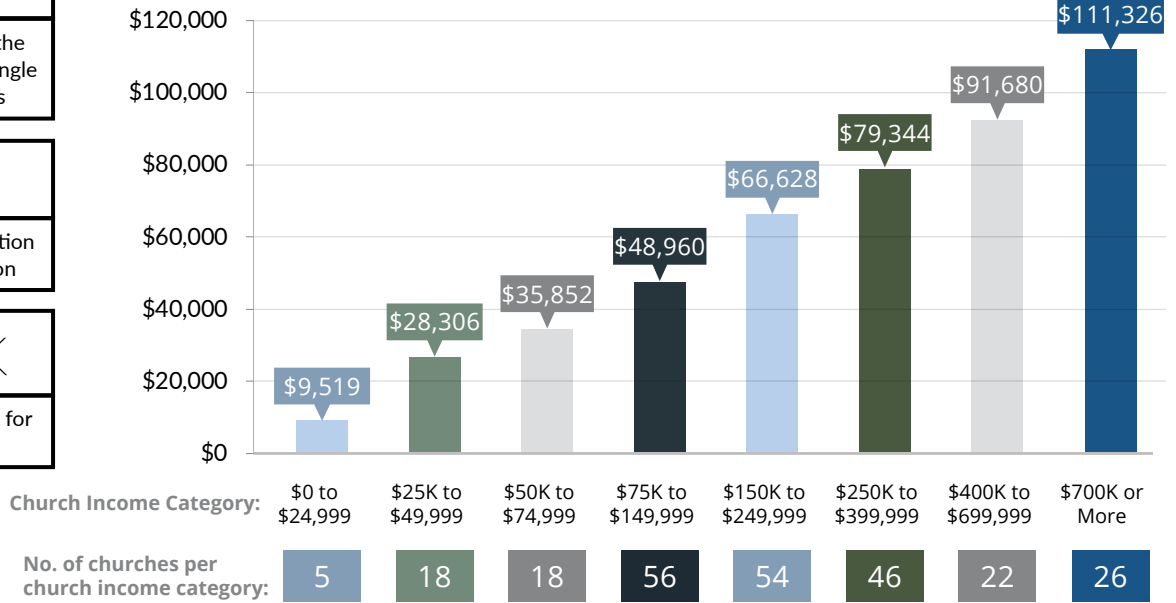


Church Income Category:	\$0 to \$24,999	\$25K to \$49,999	\$50K to \$74,999	\$75K to \$149,999	\$150K to \$249,999	\$250K to \$399,999	\$400K to \$699,999	\$700K or More
No. of churches per church income category:	429	718	601	1025	522	324	208	164

NNU PASTORAL COMPENSATION

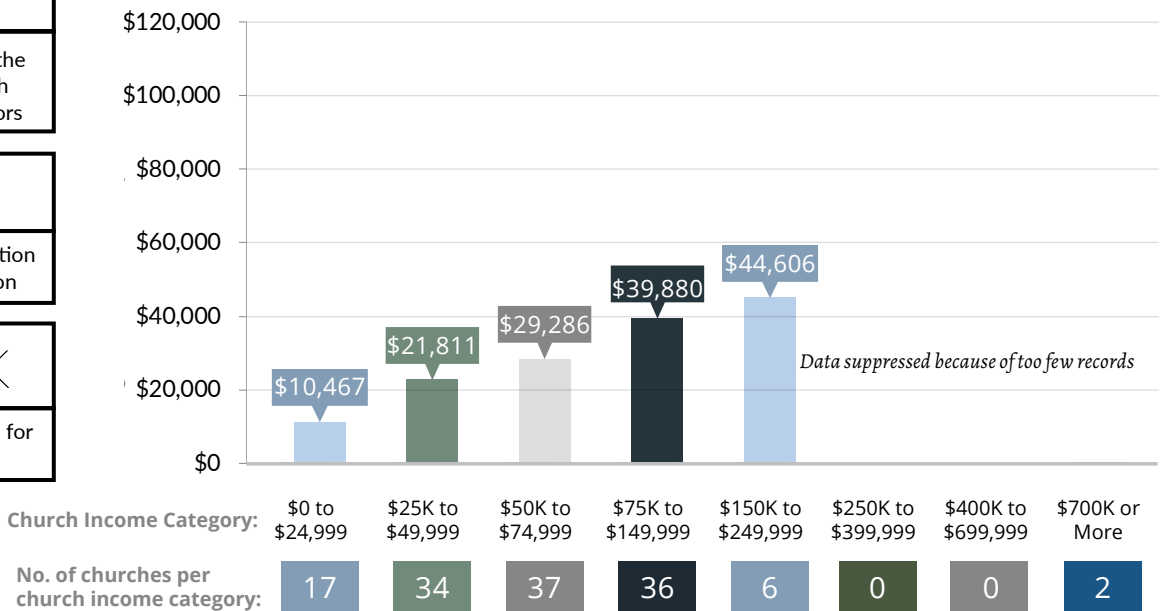
245
Total churches in the NNU region with single vocation pastors
\$66K
Average compensation value in this region
\$29.4K
Standard deviation for the region

AVERAGE TOTAL PASTORAL COMPENSATION SINGLE VOCATION PASTORS



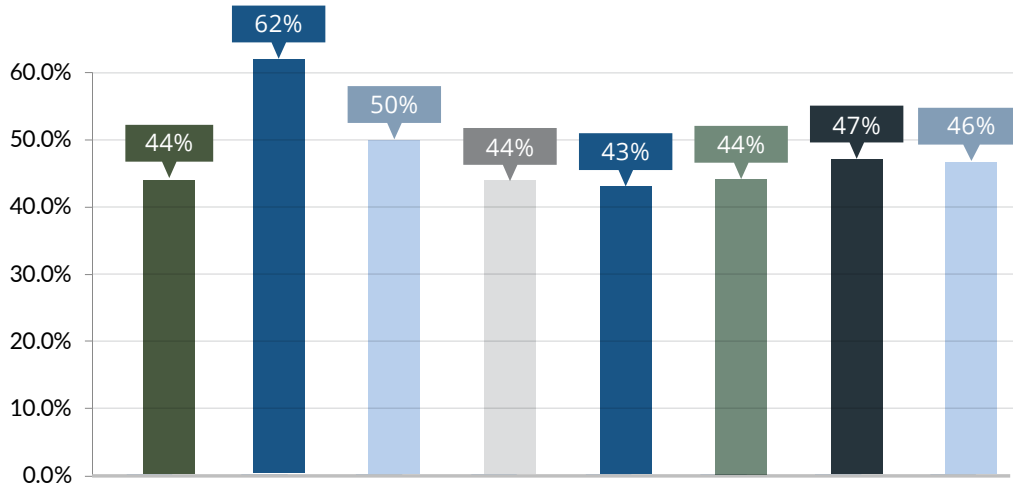
132
Total churches in the NNU region with bivocational pastors
\$30K
Average compensation value in this region
\$22.1K
Standard deviation for the region

AVERAGE TOTAL PASTORAL COMPENSATION BIVOCATIONAL PASTORS



NNU PERCENT OF INCOME

AVERAGE % OF CHURCH INCOME USED FOR ALL STAFF



380
Total churches in the NNU region

48%
Average % of church income used for staff

21.2%
Standard deviation in % of church income used for staff

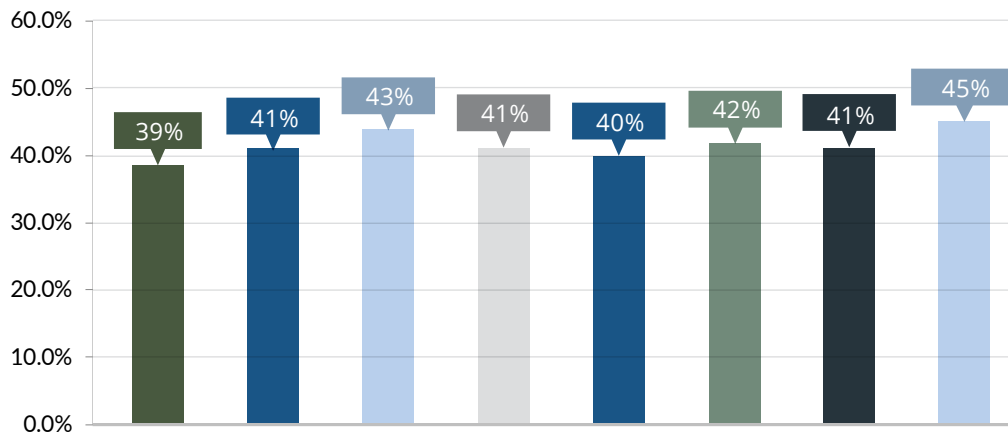
Church Income Category:

\$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:

22 52 55 94 61 46 22 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

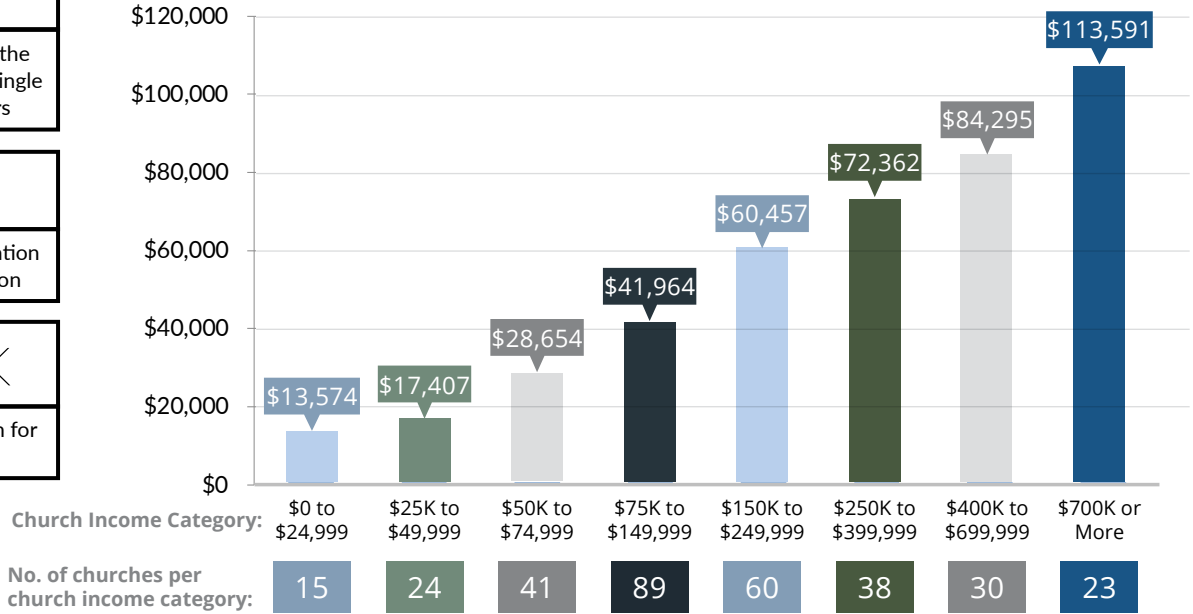
No. of churches per church income category:

429 718 601 1025 522 324 208 164

ONU PASTORAL COMPENSATION

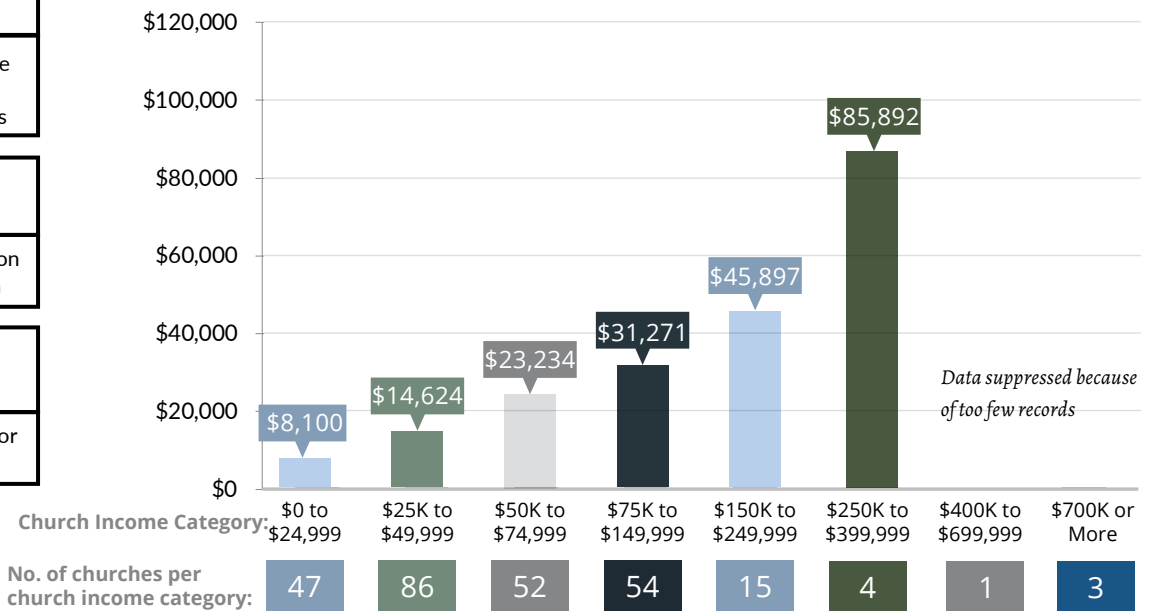
320
Total churches in the ONU region with single vocation pastors
\$53K
Average compensation value in this region
\$29.9K
Standard deviation for the region

**AVERAGE TOTAL PASTORAL COMPENSATION
SINGLE VOCATION PASTORS**



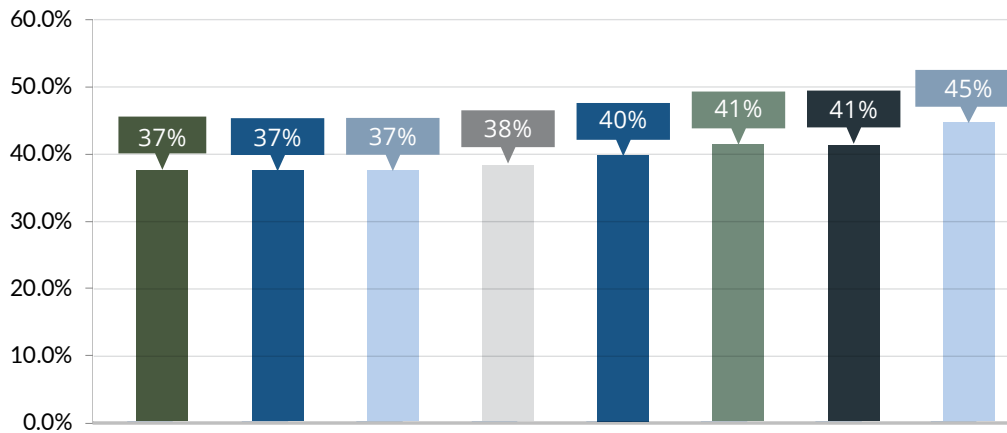
262
Total churches in the ONU region with bivocational pastors
\$22K
Average compensation value in this region
\$17.7K
Standard deviation for the region

**AVERAGE TOTAL PASTORAL COMPENSATION
BIVOCATIONAL PASTORS**



ONU PERCENT OF INCOME

AVERAGE % OF CHURCH INCOME USED FOR ALL STAFF



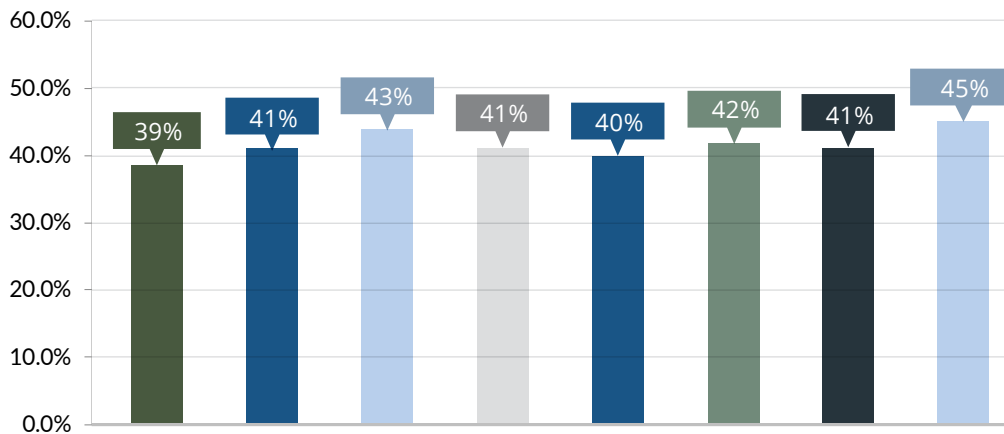
594
Total churches in the ONU region

38%
Average % of church income used for staff

16.2%
Standard deviation in % of church income used for staff

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:	62	111	97	147	78	42	31	26

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

PLNU PASTORAL COMPENSATION

287

Total churches in the PLNU region with single vocation pastors

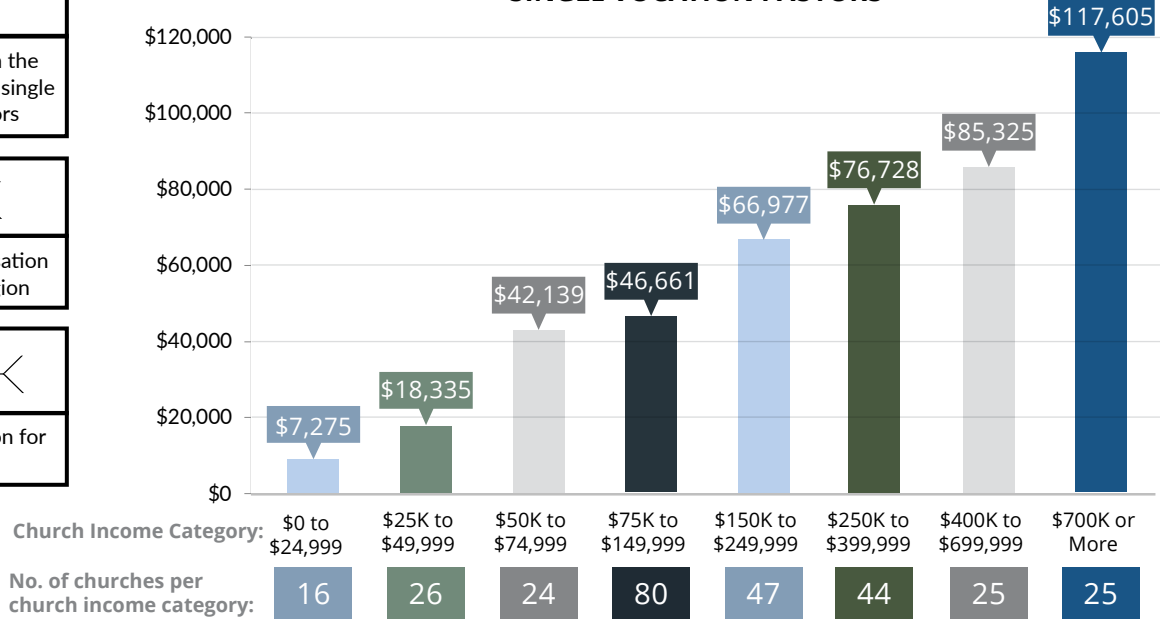
\$56K

Average compensation value in this region

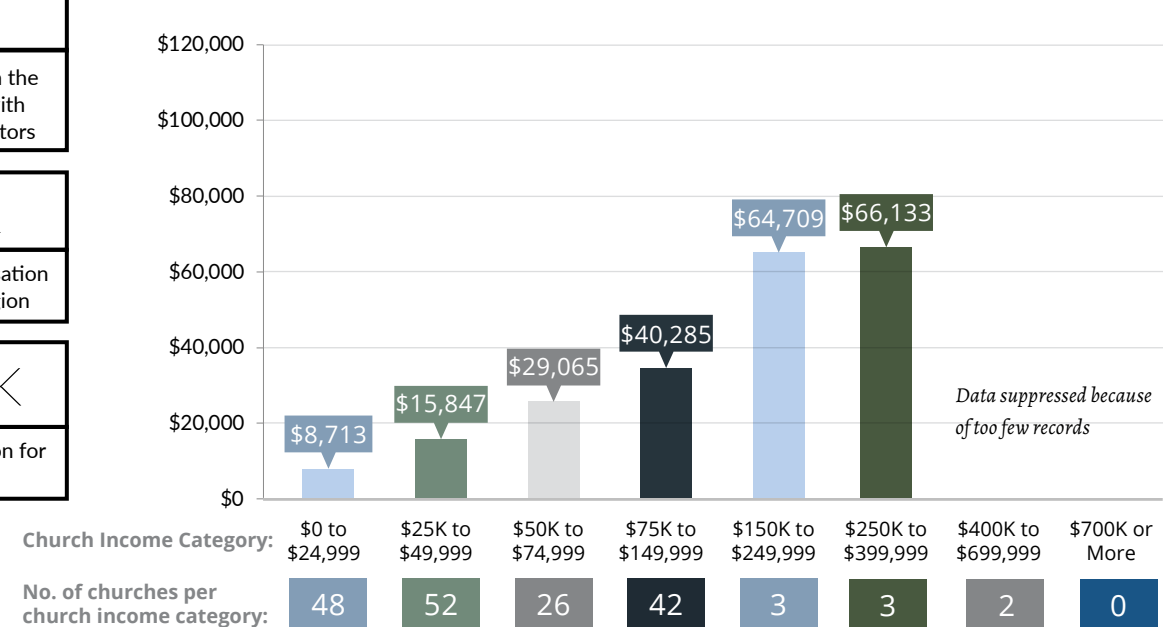
\$36.5K

Standard deviation for the region

AVERAGE TOTAL PASTORAL COMPENSATION SINGLE VOCATION PASTORS

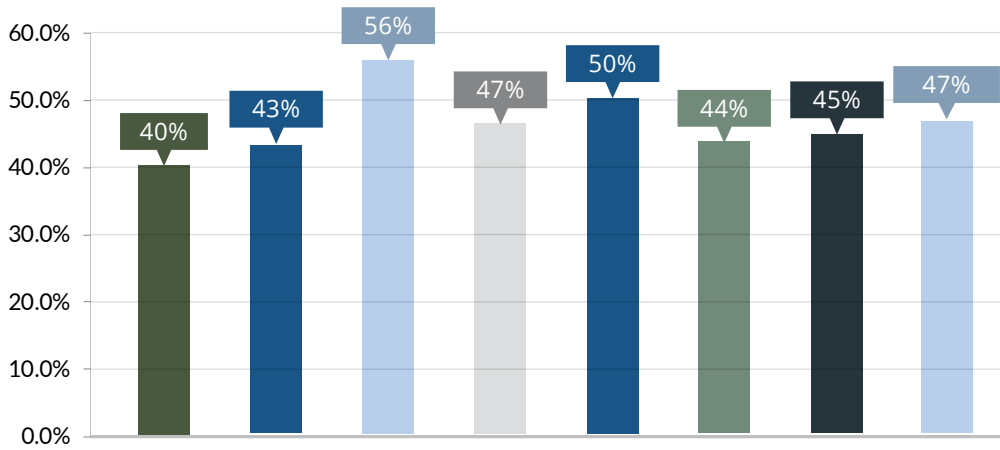


AVERAGE TOTAL PASTORAL COMPENSATION BIVOCATIONAL PASTORS



PLNU PERCENT OF INCOME

AVERAGE % OF CHURCH INCOME USED FOR ALL STAFF



471

Total churches in the PLNU region

46%

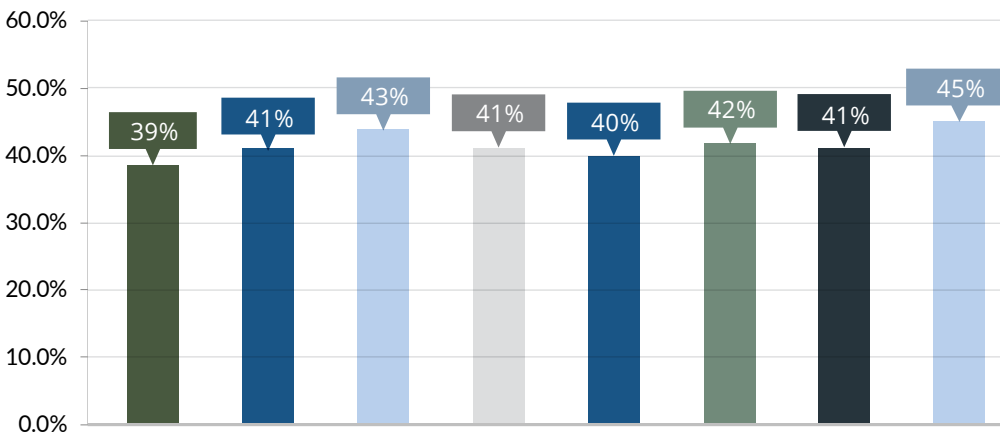
Average % of church income used for staff

27.3%

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:	63	79	53	125	50	48	28	25

NATIONAL AVERAGE PERCENT of Church Income Used for All Staff

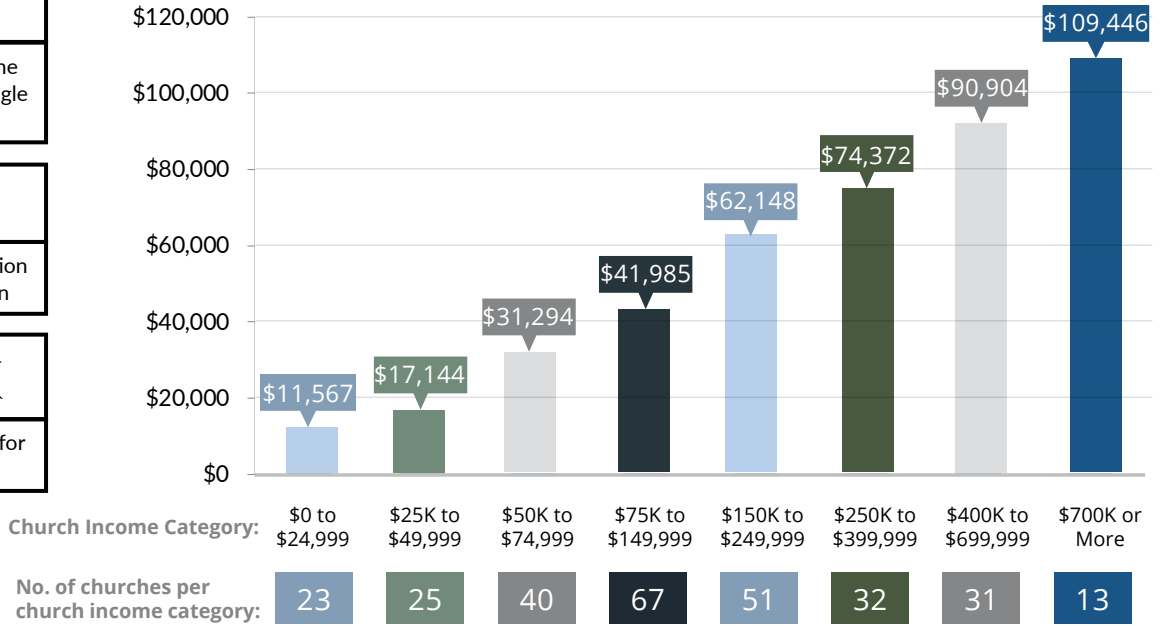


Church Income Category:	\$0 to \$24,999	\$25K to \$49,999	\$50K to \$74,999	\$75K to \$149,999	\$150K to \$249,999	\$250K to \$399,999	\$400K to \$699,999	\$700K or More
No. of churches per church income category:	429	718	601	1025	522	324	208	164

SNU PASTORAL COMPENSATION

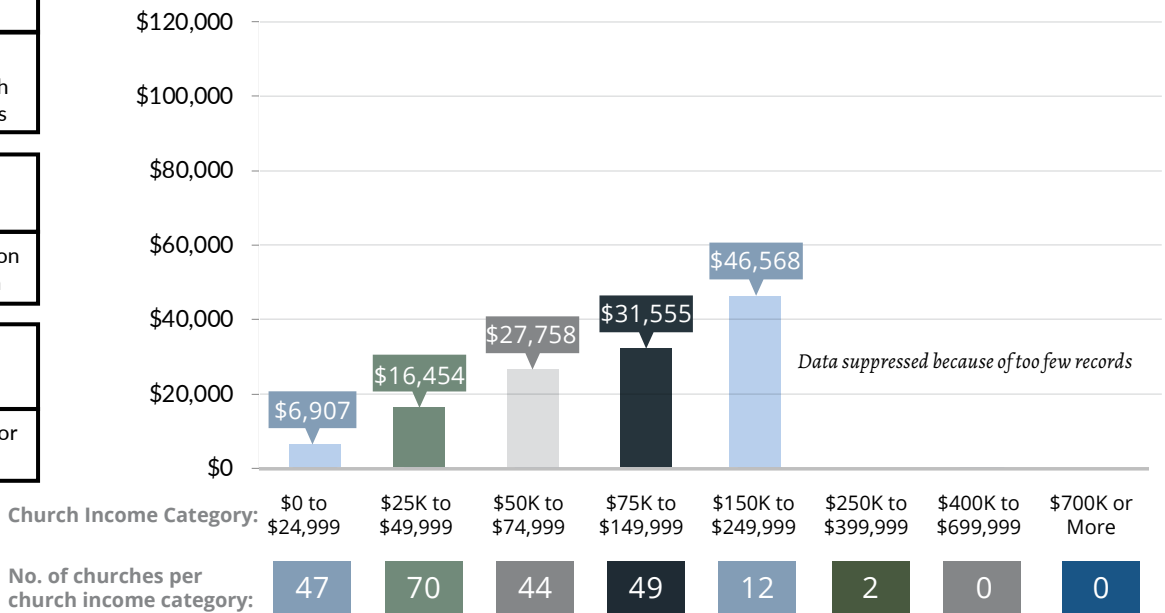
282
Total churches in the SNU region with single vocation pastors
\$52K
Average compensation value in this region
\$31.7K
Standard deviation for the region

**AVERAGE TOTAL PASTORAL COMPENSATION
SINGLE VOCATION PASTORS**



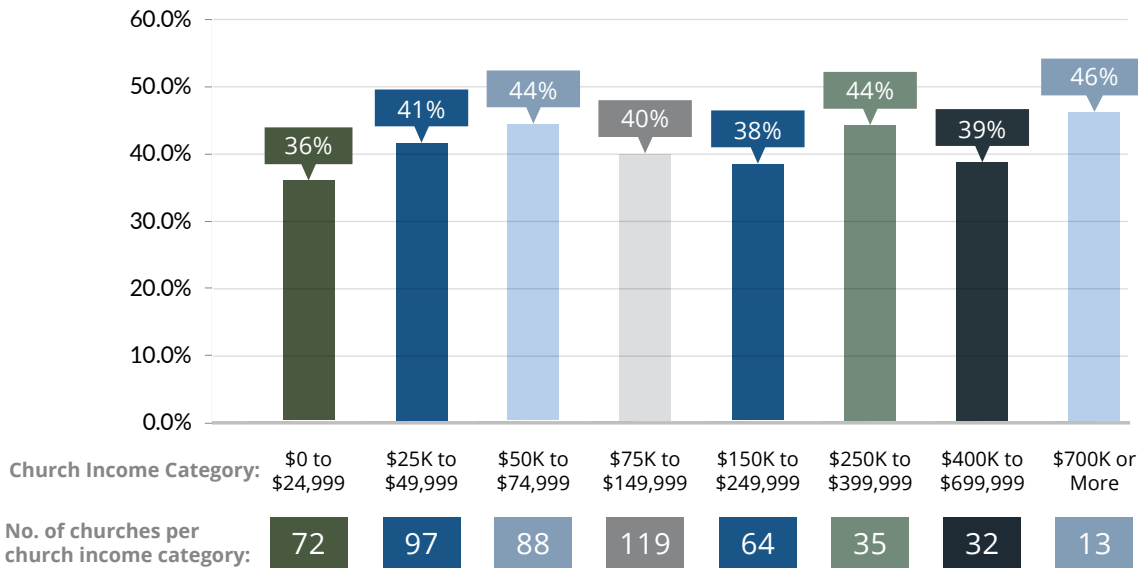
224
Total churches in the SNU region with bivocational pastors
\$22K
Average compensation value in this region
\$15.4K
Standard deviation for the region

**AVERAGE TOTAL PASTORAL COMPENSATION
BIVOCATIONAL PASTORS**



SNU PERCENT OF INCOME

AVERAGE % OF CHURCH INCOME USED FOR ALL STAFF

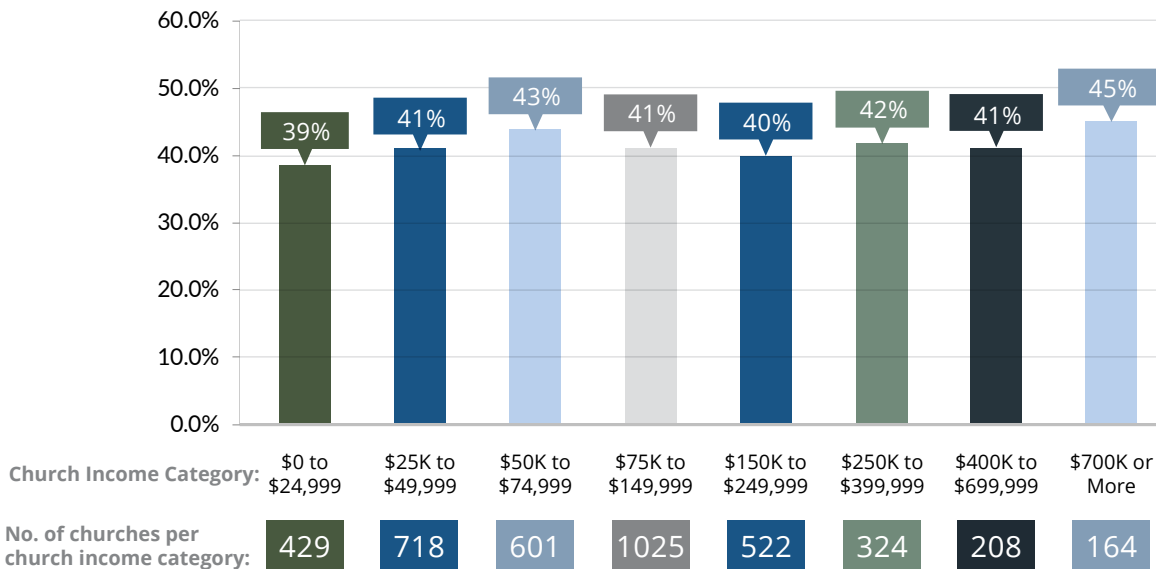


520
Total churches in the SNU region

40%
Average % of church income used for staff

19.8%
Standard deviation in % of church income used for staff

NATIONAL AVERAGE PERCENT of Church Income Used for All Staff



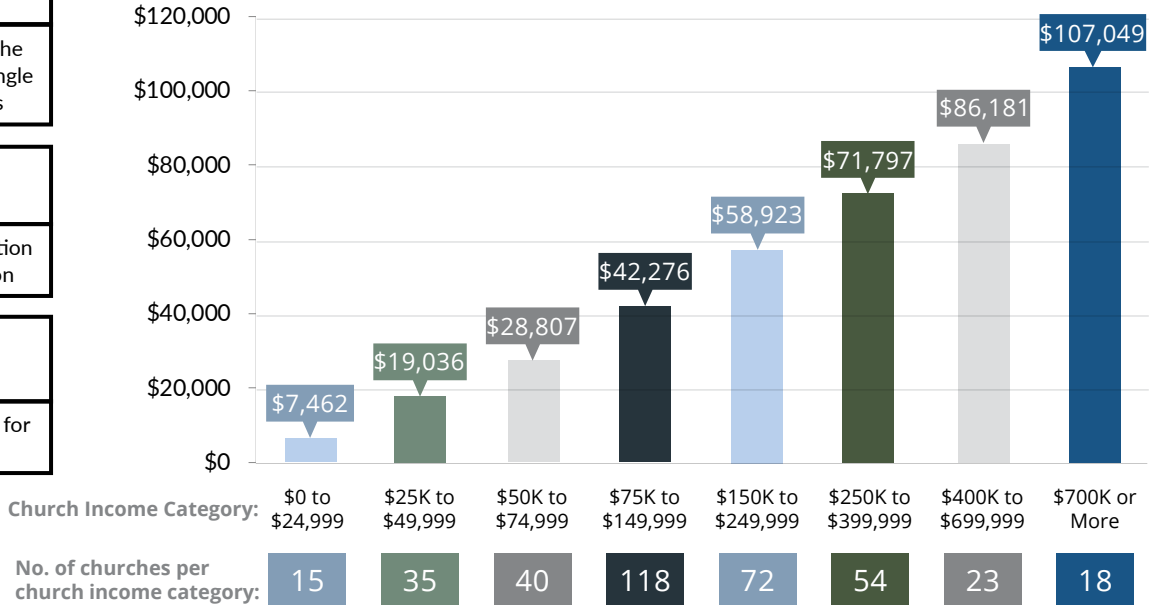
TNU PASTORAL COMPENSATION

375
Total churches in the TNU region with single vocation pastors

\$51K
Average compensation value in this region

\$28K
Standard deviation for the region

AVERAGE TOTAL PASTORAL COMPENSATION SINGLE VOCATION PASTORS

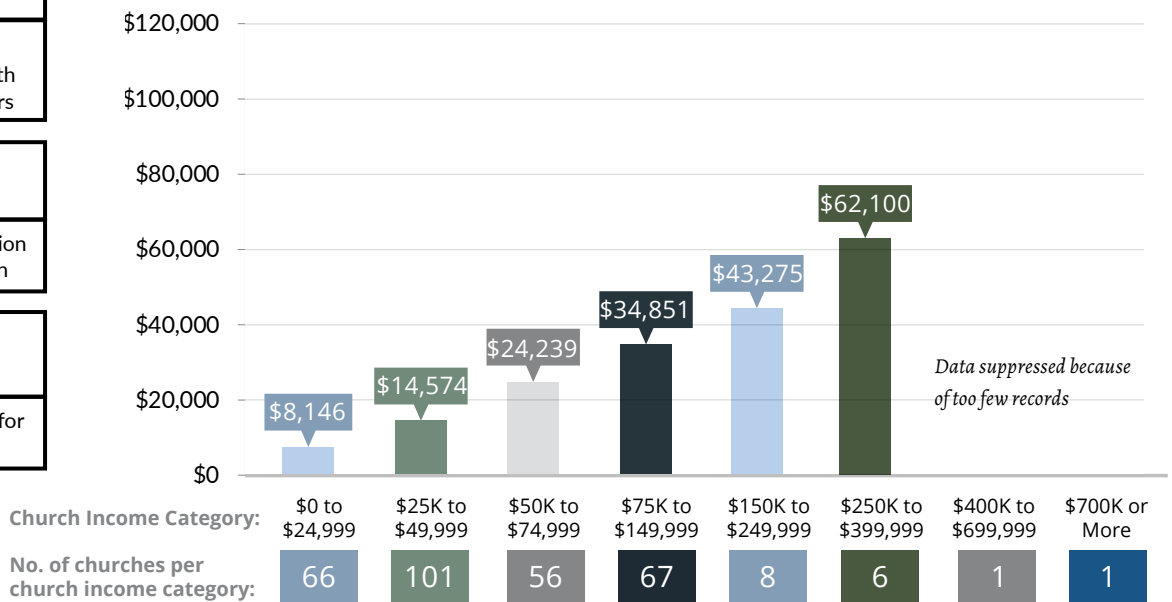


306
Total churches in the TNU region with bivocational pastors

\$21K
Average compensation value in this region

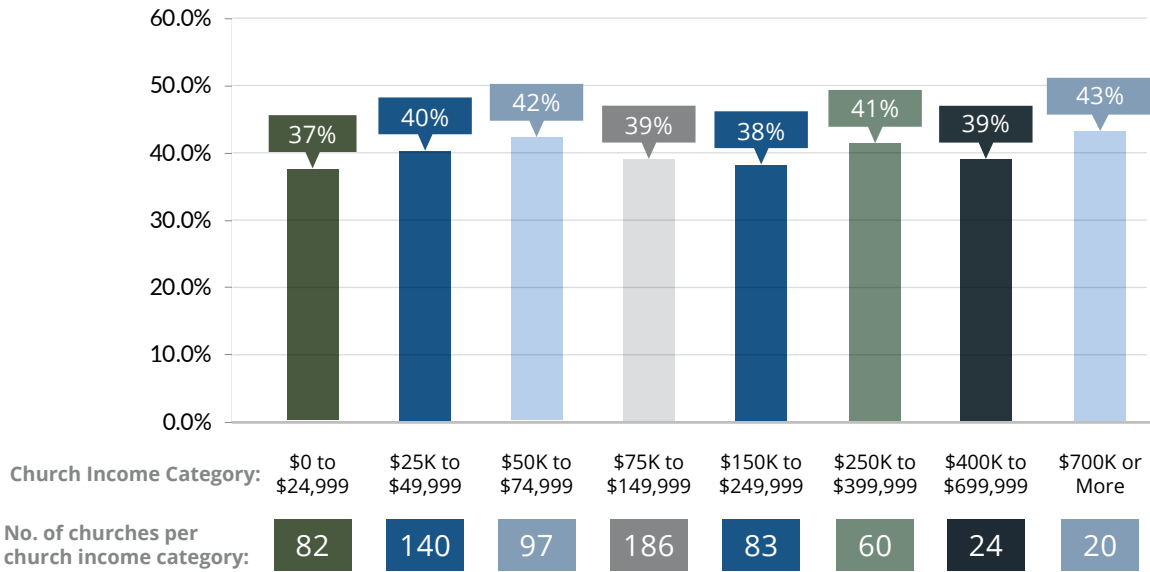
\$17.5K
Standard deviation for the region

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

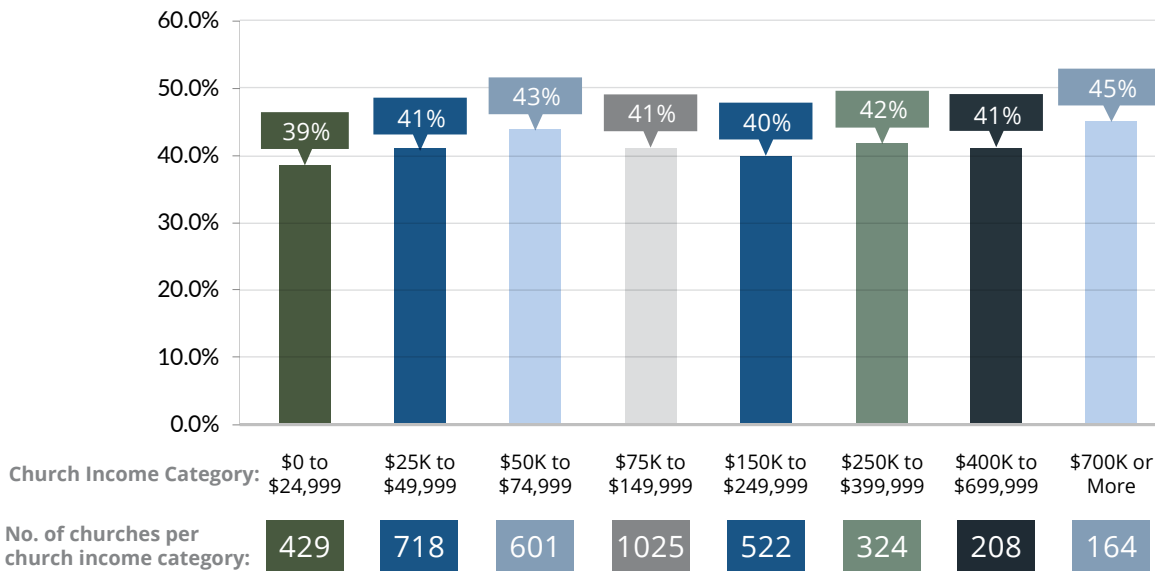
40%

Average % of church income used for staff

18.7%

Standard deviation in % of church income used for staff

NATIONAL AVERAGE PERCENT of Church Income Used for All Staff





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.



Pensions and Benefits USA
Church of the Nazarene

A Century of Serving Those Who Serve
1919 - 2019