



**SIBURT
INSTITUTE**
for Church Ministry

2020 MINISTERS' SALARY SURVEY

An annual nationwide survey
reporting minister compensation
among Churches of Christ

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2020 Ministers' Salary Survey Introduction

Guide to Interpretation of the Report and Terms

The next few pages provide overall data about ministers' demographics, salaries, benefits, and allowances, as well as information about the churches represented in the survey. Following the summary, the report includes details on specific ministry types, illuminating overall trends and relevant granular details.

Key Terms

- As a guide, this report presents **averages** and **percentages**.
- The designation **n/a** is used when a category had insufficient data or no information.
- **N** indicates number of people.
- **Allowance** means the annual dollar amount of church-paid items such as housing, books, travel to meetings, local mileage, and cell phone.
- **Benefit** is the annual dollar amount the church pays for health, dental/vision, and retirement.
- **Master's** indicates all master's degrees other than the Master of Divinity (MDiv).
- **Doctoral** indicates all doctoral degrees other than the Doctor of Ministry (DMin).
- **Other/International Ministers** appear to be either non-titled or international leaders.

Details About the Survey and Data

This national survey was conducted January 10-March 12, 2020, and reports 2020 salaries, benefits, allowances, and other data for ministers in Churches of Christ. The final survey size of 459 resulted in a margin of error $\pm 4.0\%$, which means any one percentage could be higher or lower by this margin related to mathematical rules of randomness among survey respondents.

In compiling the data for each allowance and benefit, the study includes only the respondents who stated they receive that allowance or benefit; it does not include those who indicated "0" or did not answer the question. Also, since a small number of part-time ministers responded, the data presented under each ministry type represent *only* full-time ministers.

Throughout the report, some categories show **n/a** where responses are missing or are too low to be statistically valid.

Finally, when ministry types are crossed-tabulated by variables of church size, ministry experience, and education, some ministry categories have only one or no respondents in a sub-category; in these instances, **n/a** is used to indicate insufficient data.

Overall Survey Summary

Survey Demographics: Overview of Groupings and Categories

Location and Church

- **Location**
 - Northeast (CT, MA, ME, NH, NJ, NY, PA, RI, VT) = 4.4%
 - Midwest (IA, IL, IN, KS, MI, MN, MO, ND, NE, OH, SD, WI) = 14.2%
 - South (AL, AR, DC, DE, FL, GA, KY, LA, MD, MS, NC, OK, SC, TN, TX, VA, WV) = 67.8%
 - West (AK, AZ, CA, CO, HI, ID, MT, NM, NV, OR, UT, WA, WY) = 12.4%
 - Other (out of country) = 1.3%
- **Sunday Worship Attendance** (full-time ministers)
Average weekly attendance = 290
 - <110 = 38.0%
 - 110-299 = 31.6%
 - 300-599 = 13.8%
 - 600+ = 12.3%
 - Missing = 1.0%
- **Church Financials** (full-time ministers)
 - Average weekly contribution = \$12,733
 - Average annual budget = \$609,968

Ministers in the Sample

- **Employment Status**
 - Full-time, 35 hours or more = 85.8%
 - Part-time, ≤34 hours = 14.2%
- **Ministry Roles** (full-time ministers)
 - Administrative/Executive = 4.9%
 - Associate = 3.1%
 - Campus/University = 2.6%
 - Children's = 2.8%
 - Education/Spiritual Formation = 1.8%
 - Family = 1.3%
 - Involvement = 3.3%
 - Outreach/Evangelism = 1.3%
 - Preaching = 64.5%
 - Worship = 3.9%
 - Youth = 8.7%
 - Other/International = 2.8%

- **Experience (Total Years in Ministry; full-time ministers)**
 - 1-5 years = 9.4%
 - 6-10 years = 12.9%
 - 11-15 years = 15.7%
 - 16-20 years = 13.2%
 - 21-25 years = 10.9%
 - 26+ years = 37.3%
- **Age (full-time ministers)**
 - < 25 = 1.8%
 - 25-34 = 19.8%
 - 35-44 = 22.8%
 - 45-54 = 16.5%
 - 55-64 = 24.1%
 - 65+ = 15.0%
- **Gender (full-time ministers)**
 - Female = 5.8%
 - Male = 94.2%
- **Marital Status (full-time ministers)**
 - Married = 92.1%
 - Not married = 7.9%
- **Education (Highest Level of Education Completed; full-time ministers)**
 - High school/GED = 5.3%
 - Preaching school = 5.4%
 - Bachelor's = 35.8%
 - Master's (other than MDiv) = 30.2%
 - MDiv (Master of Divinity) = 11.7%
 - DMin (Doctor of Ministry) = 7.6%
 - Doctoral (other than DMin) = 4.1%
- **Social Security (full-time ministers)**
 - Participating in Social Security = 64.6%
 - Have opted out of Social Security = 35.5%

Overall Church Size by Weekly Contribution and Annual Budget (Full-Time)

Church Size	Average Weekly Contribution	Average Annual Budget	Average Salary*
<110	\$4,215	\$213,180	\$47,999
110-299	\$8,225	\$347,088	\$60,807
300-599	\$16,155	\$805,743	\$68,275
600+	\$37,504	\$1,816,560	\$67,158

*Excluding allowances and benefits.

Overall Ministry Position by Salary, Education, Church Size, and Ministry Experience (Full-Time)

Ministry Type	Average Salary*	Minimum Salary*	Maximum Salary*	Most Frequent Education	Average Church Size	Average Total Years in Ministry
Administrative/Executive	\$60,886	\$27,000	\$130,000	Bachelor's	529	13
Associate	\$52,752	\$25,000	\$73,000	Bachelor's	344	12
Campus/University	\$51,288	\$33,000	\$68,000	Master's	352	10
Children's	\$44,972	\$18,200	\$82,000	Bachelor's	664	8
Education/Spiritual Formation	\$61,204	\$41,000	\$80,000	Bachelor's, Master's	463	16
Family	\$51,860	\$28,000	\$70,000	Master's	286	13
Involvement	\$66,765	\$27,300	\$90,000	Bachelor's	586	14
Outreach/Evangelism	\$59,000	\$40,000	\$68,000	DMin	307	13
Preaching	\$59,632	\$3,000	\$150,000	Master's	176	19
Worship	\$64,912	\$36,348	\$103,000	Bachelor's	690	12
Youth	\$51,605	\$27,000	\$73,000	Bachelor's	449	7
Other/International	\$65,152	\$20,839	\$70,148	Master's	564	16
Average of All	\$59,554				463	16

*Excluding allowances and benefits.

Overall Region by Salary, Education, Church Size, and Experience (Full-Time)

Region	Average Salary*	Minimum Salary*	Maximum Salary*	Most Frequent Education	Average Church Size	Average Total Years in Ministry
Northeast	\$49,958	\$3,000	\$91,000	Master's	86	15
Midwest	\$51,311	\$8,000	\$120,000	Master's	175	17
South	\$61,811	\$14,400	\$375,000	Master's	374	16
West	\$60,503	\$16,800	\$107,000	Master's	161	15
Other/Interntl.	\$52,048	\$37,670	\$70,000	Bachelor's	76	17
Average of All	\$57,776				174	16

*Excluding allowances and benefits.

Overall 2020 Salary Compared with 2019 (Full-Time)

- Salary decreased = 4.3%
- Salary stayed the same = 47.7%
- Salary increased = 48.0%

Overall Allowances and Benefits Information (Full-Time)

2020 Allowances and Benefits

Refers to the annual amounts that churches pay for specific allowances and benefits. A significant percentage of respondents *do not* receive these benefits and allowances. In compiling the data, the study includes only the respondents who stated they receive that allowance or benefit; it does not include those who indicated “0” or did not answer the question.

Allowances and Benefits	Average of Those With This Allowance or Benefit	Percentage Without This Allowance or Benefit
Allowance: Books	\$907	54%
Allowance: Housing	\$19,823	56%
Allowance: Mileage	\$1,998	72%
Allowance: Conference travel	\$1,541	34%
Allowance: Cell phone	\$967	66%
Health insurance from church	\$7,724	65%
Dental/vision insurance from church	\$1,266	93%
Retirement benefit from church	\$2,955	60%

Formal Leave Allowed in 2020 (Full-Time)

Average days allowed per year among those who report a leave allowance.

- Extra study/retreat = 3 days
- Speak at other churches = 6 days
- Personal, family sick = 7 days
- Conferences/lectureships = 8 days
- Vacation = 16 days

Special Note on Full-Time vs. Part-Time

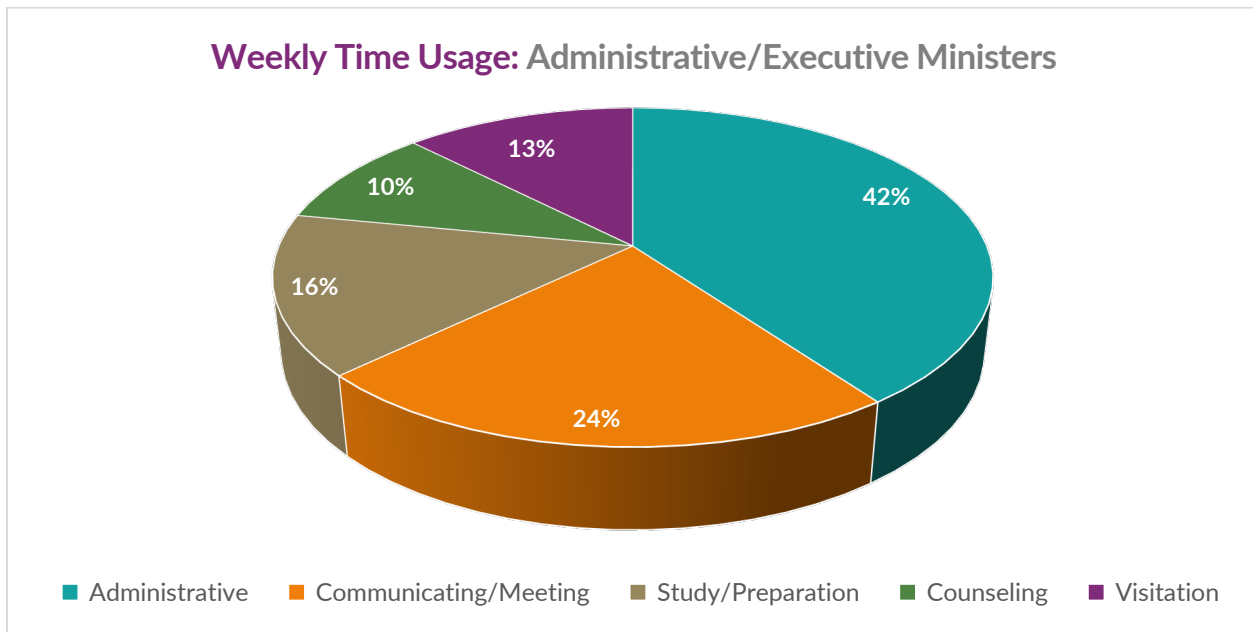
Because the number of part-time ministers in each category is relatively low, and because they range significantly low or high among the part-time ministers in each category, only full-time ministers are reported below.

Administrative/Executive Ministers

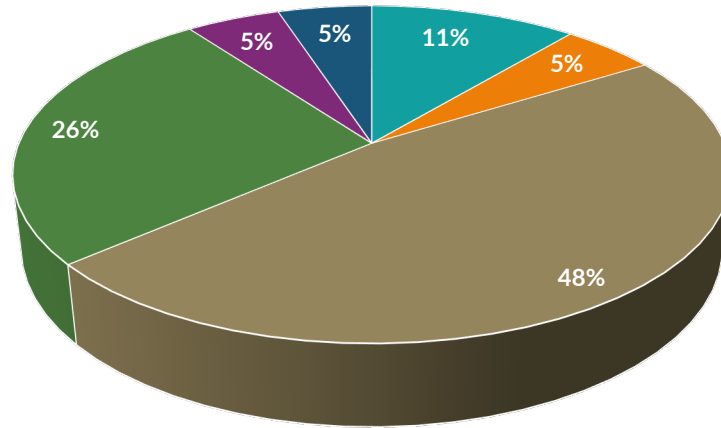
N = 19 Full-Time Ministers

Salary, Allowances, Benefits	Average*	Percentage Without This Item
Salary	\$60,886	
Allowance: Books	\$711	53%
Allowance: Housing	\$17,114	63%
Allowance: Mileage	\$1,002	74%
Allowance: Travel	\$1,919	32%
Allowance: Cell phone	\$682	58%
Health insurance from church	\$6,589	53%
Dental/vision insurance from church	\$1,448	90%
Retirement benefit from church	\$3,001	58%
Percentage in Social Security	74%	
Percentage whose salary increased in 2020 vs. 2019	53%	
Percentage employed full-time	83%	

*Note: Averages exclude those who do not receive that particular allowance or benefit.



Education: Administrative/Executive Ministers



■ High School ■ Preaching School ■ Bachelor's ■ Master's ■ MDiv ■ Doctoral

Education by Salary: Administrative/Executive Ministers

Education	Average Salary
High school	\$51,501
Preaching school	\$50,010
Bachelor's	\$66,915
Master's	\$54,120
MDiv	\$75,020
Doctoral	\$56,002

Church Size by Salary: Administrative/Executive Ministers

Church Size	Average Salary
<110	\$51,000
110-299	\$36,010
300-599	\$46,814
600+	\$76,792

Ministry Experience by Salary: Administrative/Executive Ministers

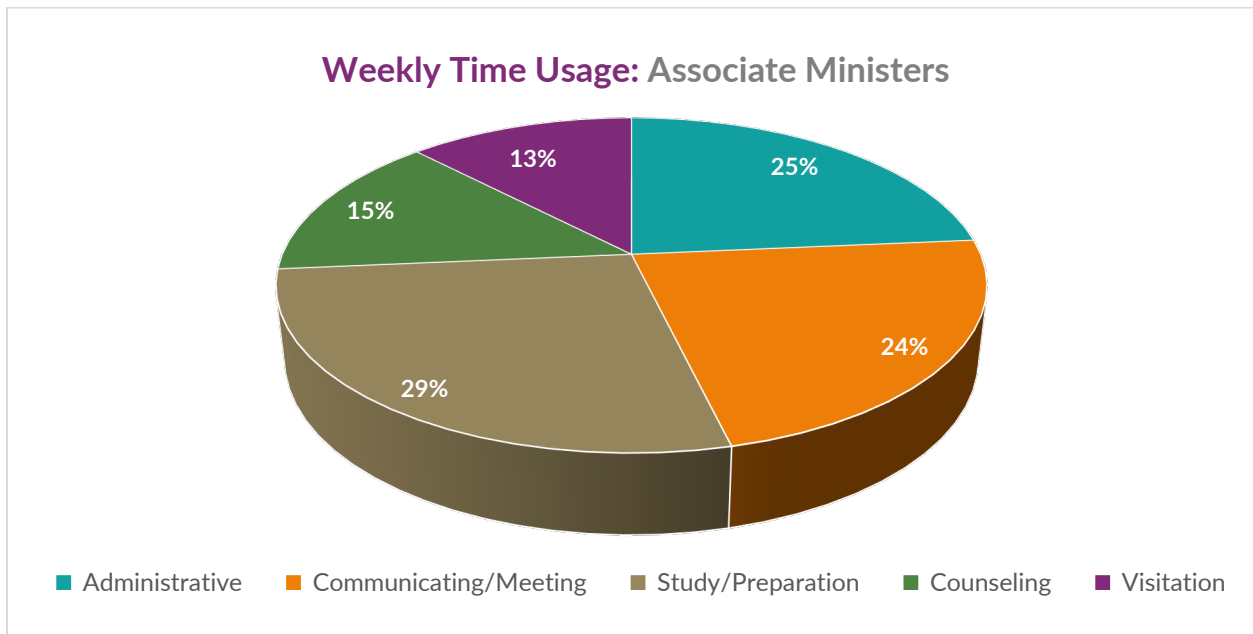
Total Years in Ministry	Average Salary
1-5 years	\$50,457
6-10 years	\$39,500
11-15 years	\$86,167
16-20 years	\$46,900
21-25 years	\$76,707
26+ years	\$66,683

Associate Ministers

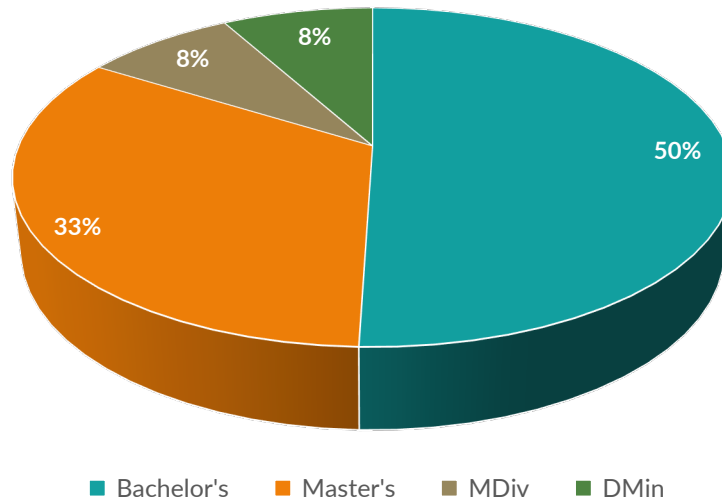
N = 11 Full-Time Ministers

Salary, Allowances, Benefits	Average*	Percentage Without This Item
Salary	\$52,757	
Allowance: Books	\$875	50%
Allowance: Housing	\$14,182	42%
Allowance: Mileage	\$800	67%
Allowance: Travel	\$838	33%
Allowance: Cell phone	\$1,113	75%
Health insurance from church	\$13,422	58%
Dental/vision insurance from church	\$907	75%
Retirement benefit from church	\$1,811	50%
Percentage in Social Security	67%	
Percentage whose salary increased in 2020 vs. 2019	50%	
Percentage employed full-time	75%	

*Note: Averages exclude those who do not receive that particular allowance or benefit.



Education: Associate Ministers



Education by Salary: Associate Ministers

Highest Level of Education Completed	Average Salary
Bachelor's	\$50,800
Master's	\$50,069
MDiv	\$25,010
DMin	\$65,020

Church Size by Salary: Associate Ministers

Church Size	Average Salary
<110	\$54,000
110-299	\$46,250
300-599	\$65,092
600+	\$46,000

Ministry Experience by Salary: Associate Ministers

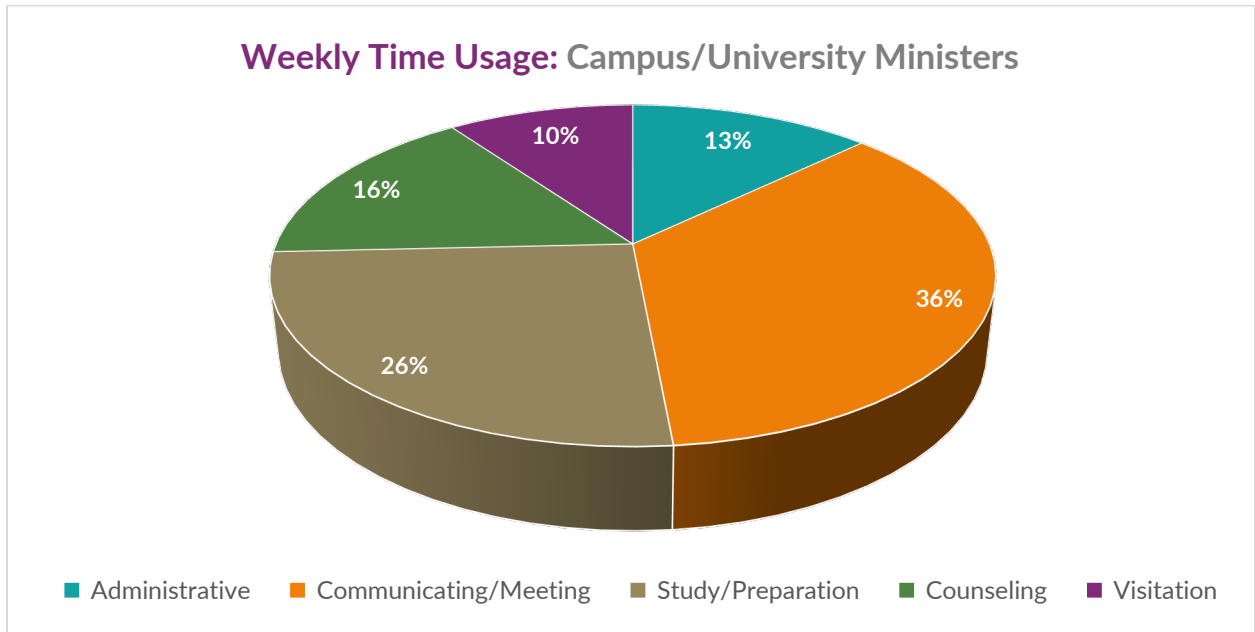
Total Years in Ministry	Average Salary
1-5 years	\$25,010
6-10 years	\$43,250
11-15 years	\$73,011
16-20 years	\$67,021
21-25 years	\$60,000
26+ years	\$61,138

Campus/University Ministers

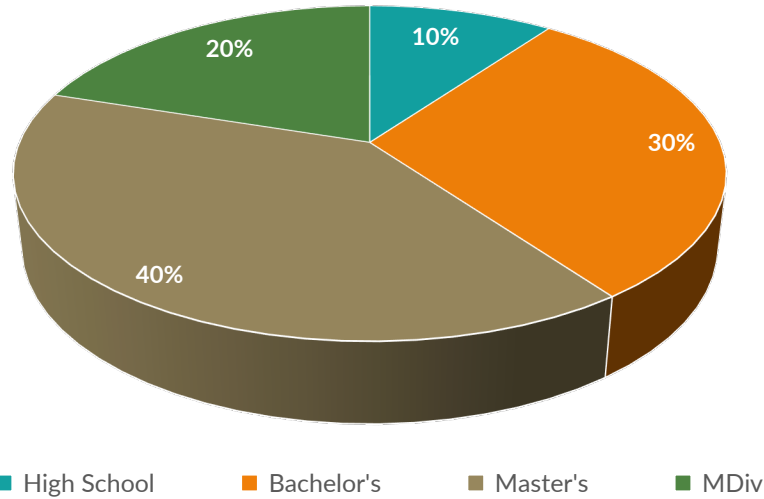
N = 10 Full-Time Ministers

Salary, Allowances, Benefits	Average*	Percentage Without This Item
Salary	\$51,288	
Allowance: Books	\$342	40%
Allowance: Housing	18,580	60%
Allowance: Mileage	\$725	60%
Allowance: Travel	\$962	20%
Allowance: Cell phone	\$1,201	50%
Health insurance from church	\$8,864	30%
Dental/vision insurance from church	n/a	100%
Retirement benefit from church	\$2,969	50%
Percentage in Social Security	80%	
Percentage whose salary increased in 2020 vs. 2019	50%	
Percentage employed full-time	91%	

*Note: Averages exclude those who do not receive that particular allowance or benefit.



Education: Campus/University Ministers



Education by Salary: Campus/University Ministers

Highest Level of Education Completed	Average Salary
High school	\$60,010
Bachelor's	\$51,167
Master's	\$51,346
MDiv	\$47,020

Church Size by Salary: Campus/University Ministers

Church Size	Average Salary
<110	\$50,667
110-299	\$40,630
300-599	\$54,781
600+	\$60,510

Ministry Experience by Salary: Campus/University Ministers

Total Years in Ministry	Average Salary
1-5 years	\$59,011
6-10 years	\$49,282
11-15 years	\$47,253
16-20 years	\$68,022
21-25 years	\$47,031
26+ years	n/a

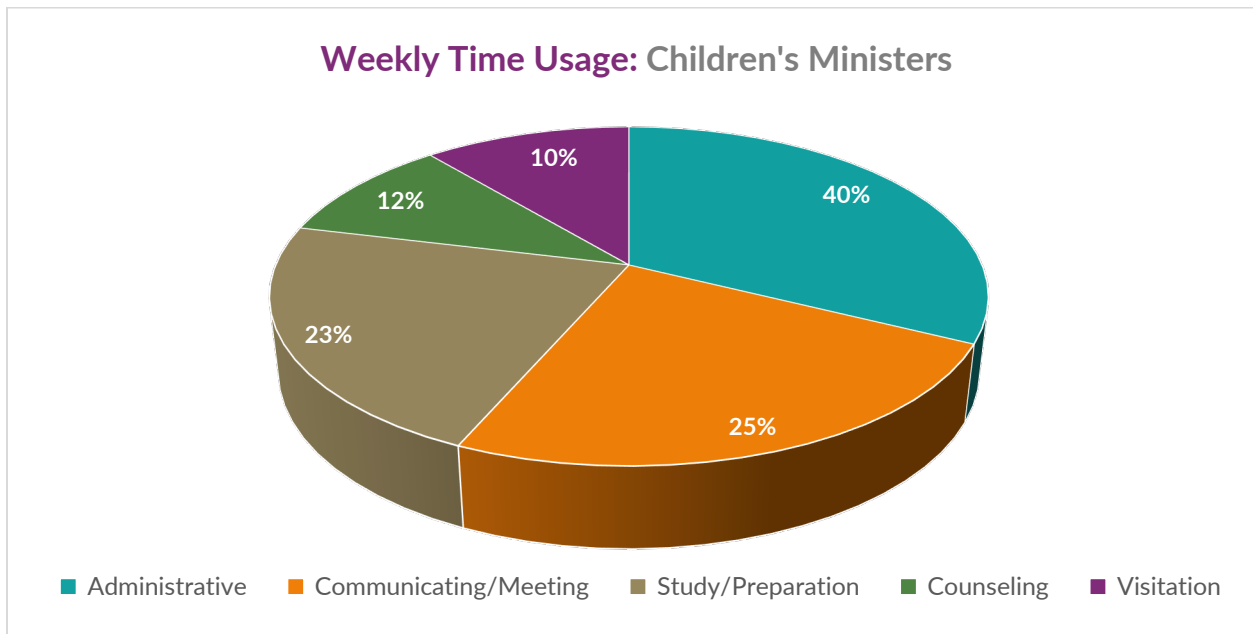
Note: The designation n/a indicates a category was reported but had insufficient data.

Children's Ministers

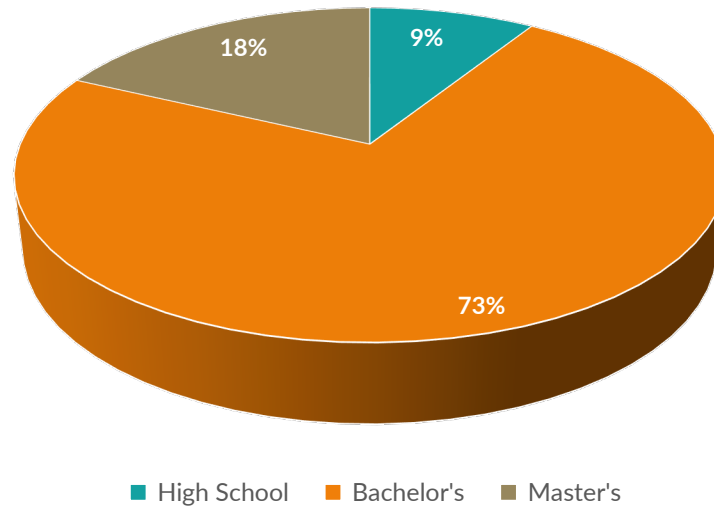
N = 11 Full-Time Ministers

Salary, Allowances, Benefits	Average*	Percentage Without This Item
Salary	\$44,972	
Allowance: Books	\$531	27%
Allowance: Housing	\$22,733	46%
Allowance: Mileage	\$650	82%
Allowance: Travel	\$1,345	0%
Allowance: Cell phone	\$907	36%
Health insurance from church	\$6,767	46%
Dental/vision insurance from church	\$200	82%
Retirement benefit from church	\$1,224	55%
Percentage in Social Security	91%	
Percentage whose salary increased in 2020 vs. 2019	36%	
Percentage employed full-time	79%	

*Note: Averages exclude those who do not receive that particular allowance or benefit.



Education: Children's Ministers



Education by Salary: Children's Ministers

Highest Level of Education Completed	Average Salary
High school	\$45,010
Bachelor's	\$49,436
Master's	\$27,100

Church Size by Salary: Children's Ministers

Church Size	Average Salary
<110	\$26,010
110-299	n/a
300-599	\$48,998
600+	\$44,740

Note: The designation n/a indicates a category was reported but had insufficient data.

Experience by Salary: Children's Ministers

Total Years in Ministry	Average Salary
1-5 years	\$45,498
6-10 years	\$33,000
11-15 years	\$65,011
16-20 years	n/a
21-25 years	\$45,400
26+ years	n/a

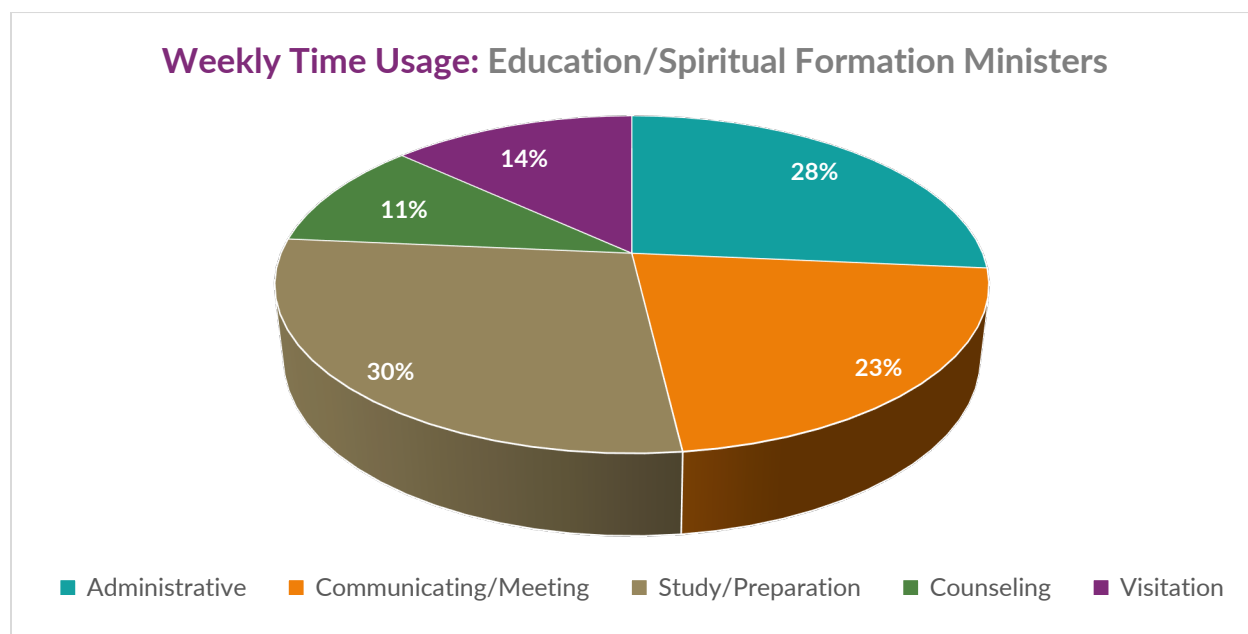
Note: The designation n/a indicates a category was reported but had insufficient data.

Education/Spiritual Formation Ministers

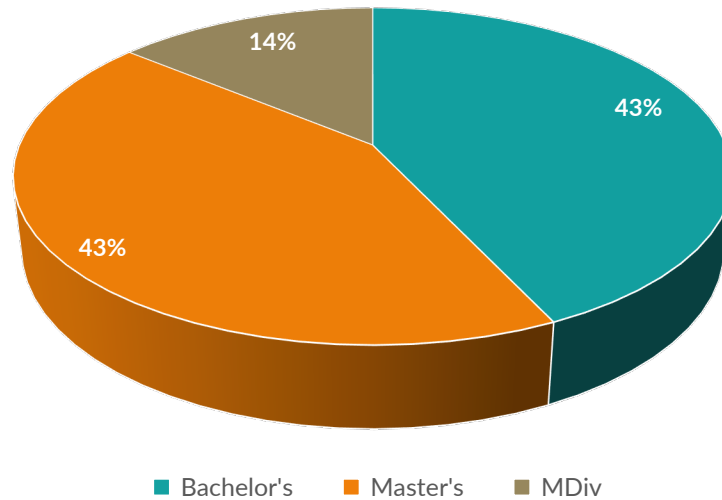
N = 7 Full-Time Ministers

Salary, Allowances, Benefits	Average*	Percentage Without This Item
Salary	\$61,204	
Allowance: Books	\$1,375	43%
Allowance: Housing	\$22,600	57%
Allowance: Mileage	\$500	86%
Allowance: Travel	\$1,450	14%
Allowance: Cell phone	\$750	71%
Health insurance from church	\$6,444	43%
Dental/vision insurance from church	n/a	100%
Retirement benefit from church	\$2,300	57%
Percentage in Social Security	86%	
Percentage whose salary increased in 2020 vs. 2019	43%	
Percentage employed full-time	100%	

*Note: Averages exclude those who do not receive that particular allowance or benefit.



Education: Education/Spiritual Formation Ministers



Education by Salary: Education/Spiritual Form. Ministers

Highest Level of Education Completed	Average Salary
Bachelor's	\$57,550
Master's	\$63,258
MDiv	\$66,011

Church Size by Salary: Education/Spiritual Form. Ministers

Church Size	Average Salary
<110	\$41,011
110-299	\$60,021
300-599	\$72,500
600+	\$60,803

Ministry Experience by Salary: Education/Spiritual Form. Ministers

Total Years in Ministry	Average Salary
1-5 years	n/a
6-10 years	\$66,011
11-15 years	\$65,020
16-20 years	\$49,551
21-25 years	\$80,101
26+ years	\$68,776

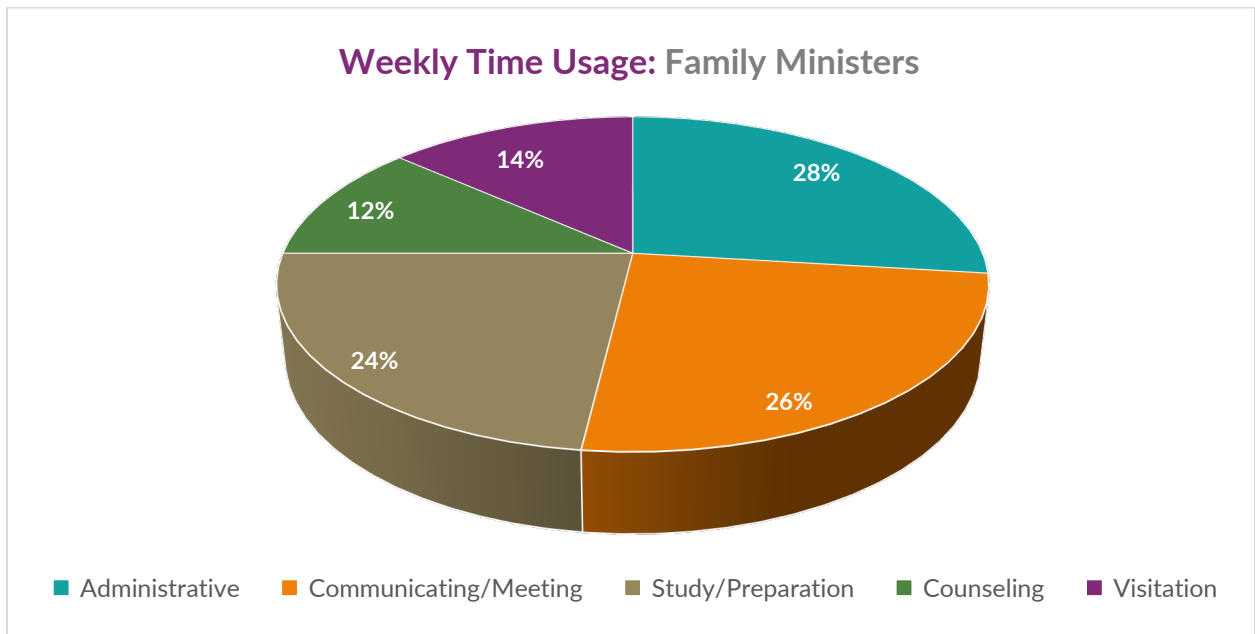
Note: The designation n/a indicates a category was reported but had insufficient data.

Family Ministers

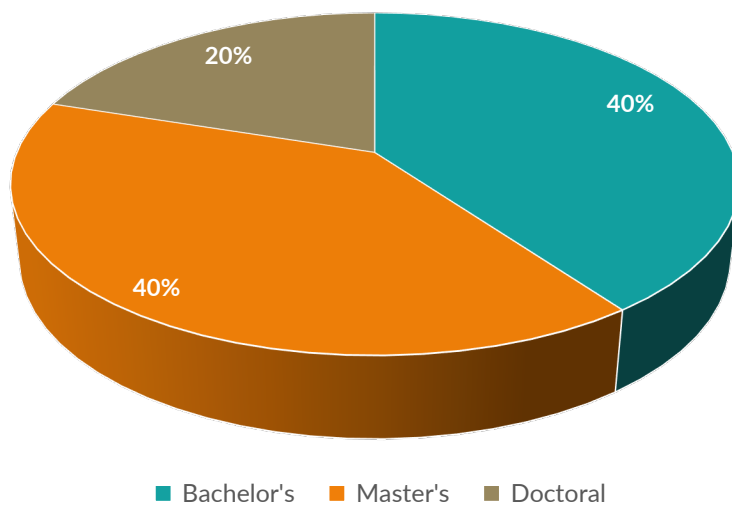
N = 5 Full-Time Ministers

Salary, Allowances, Benefits	Average*	Percentage Without This Item
Salary	\$51,860	
Allowance: Books	\$2,400	80%
Allowance: Housing	\$27,000	80%
Allowance: Mileage	\$250	79%
Allowance: Travel	\$1,200	0%
Allowance: Cell phone	\$450	40%
Health insurance from church	\$12,063	60%
Dental/vision insurance from church	n/a	100%
Retirement benefit from church	\$1,350	60%
Percentage in Social Security	20%	
Percentage whose salary increased in 2020 vs. 2019	40%	
Percentage employed full-time	100%	

*Note: Averages exclude those who do not receive that particular allowance or benefit.



Education: Family Ministers



Education by Salary: Family Ministers

Highest Level of Education Completed	Average Salary
Bachelor's	\$48,900
Master's	\$45,750
Doctoral	\$70,011

Church Size by Salary: Family Ministers

Church Size	Average Salary
<110	\$63,501
110-299	\$48,900
300-599	\$49,000

Ministry Experience by Salary: Family Ministers

Total Years in Ministry	Average Salary
1-5 years	\$65,011
6-10 years	\$28,021
11-15 years	\$63,501
16-20 years	n/a
21-25 years	n/a
26+ years	\$51,400

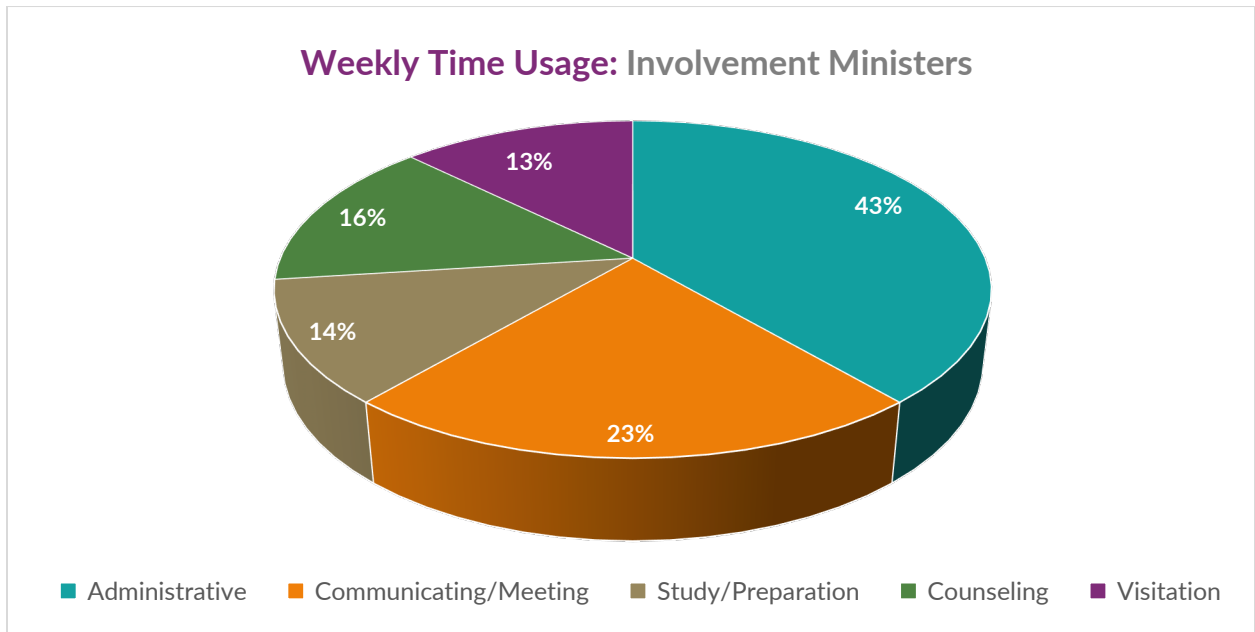
Note: The designation n/a indicates a category was reported but had insufficient data.

Involvement Ministers

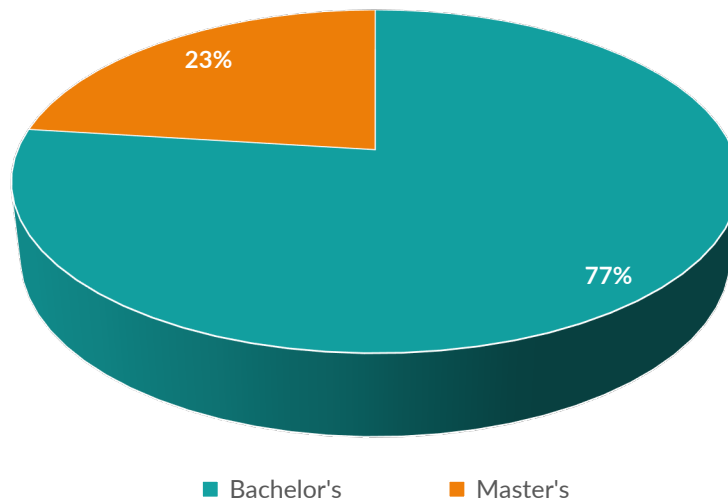
N = 13 Full-Time Ministers

Salary, Allowances, Benefits	Average*	Percentage Without This Item
Salary	\$66,765	
Allowance: Books	\$605	31%
Allowance: Housing	\$9,000	92%
Allowance: Mileage	\$571	46%
Allowance: Travel	\$1,767	8%
Allowance: Cell phone	\$1,150	54%
Health insurance from church	\$5,716	31%
Dental/vision insurance from church	\$1,193	77%
Retirement benefit from church	\$3,068	23%
Percentage in Social Security	69%	
Percentage whose salary increased in 2020 vs. 2019	62%	
Percentage employed full-time	93%	

*Note: Averages exclude those who do not receive that particular allowance or benefit.



Education: Involvement Ministers



Education by Salary: Involvement Ministers

Highest Level of Education Completed	Average Salary
Bachelor's	\$65,266
Master's	\$71,762

Church Size by Salary: Involvement Ministers

Church Size	Average Salary
<110	\$27,011
110-299	\$40,021
300-599	\$60,883
600+	\$77,250

Ministry Experience by Salary: Involvement Ministers

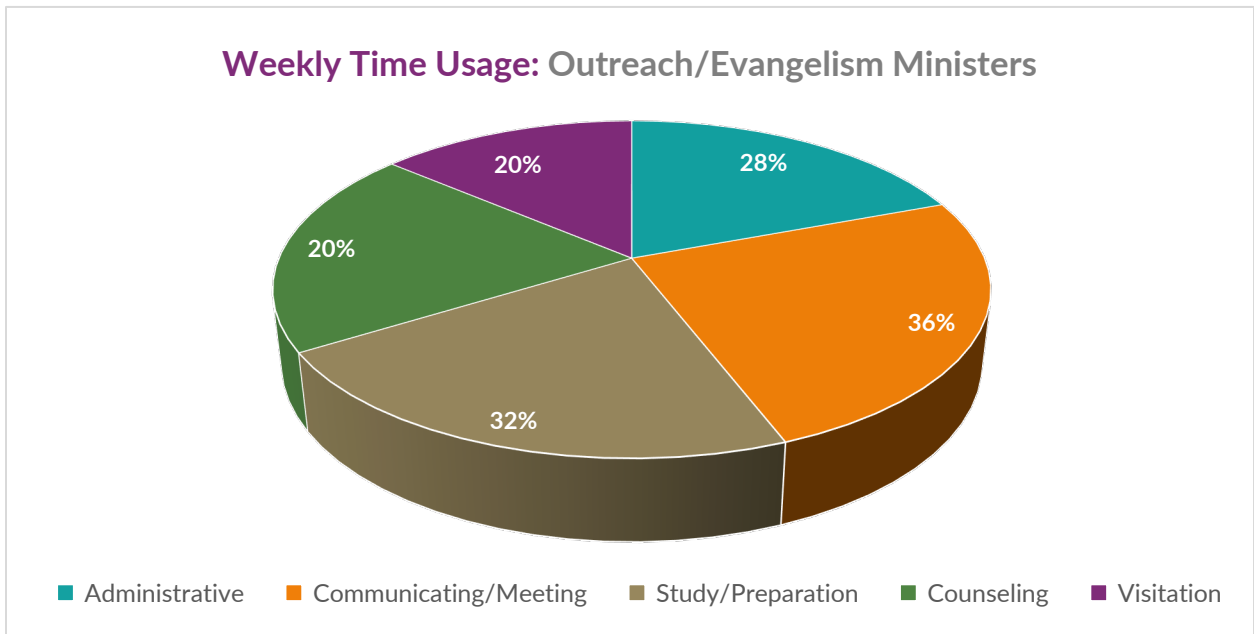
Total Years in Ministry	Average Salary
1-5 years	\$40,011
6-10 years	\$46,150
11-15 years	\$66,180
16-20 years	\$74,333
21-25 years	\$78,072
26+ years	\$68,021

Outreach/Evangelism Ministers

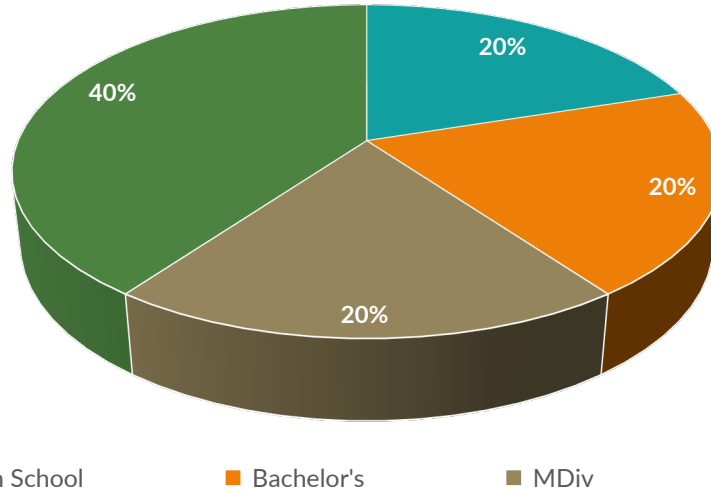
N = 5 Full-Time Ministers

Salary, Allowances, Benefits	Average*	Percentage Without This Item
Salary	\$59,000	
Allowance: Books	\$517	40%
Allowance: Housing	n/a	100%
Allowance: Mileage	n/a	100%
Allowance: Travel	\$1,083	40%
Allowance: Cell phone	\$360	80%
Health insurance from church	\$16,001	80%
Dental/vision insurance from church	n/a	100%
Retirement benefit from church	\$3,763	40%
Percentage in Social Security	80%	
Percentage whose salary increased in 2020 vs. 2019	60%	
Percentage employed full-time	100%	

*Note: Averages exclude those who do not receive that particular allowance or benefit.



Education: Outreach/Evangelism Ministers



Education by Salary: Outreach/Evangelism Ministers

Highest Level of Education Completed	Average Salary
Bachelor's	\$40,011
MDiv	\$68,020
DMin	\$64,000

Church Size by Salary: Outreach/Evangelism Ministers

Church Size	Average Salary
<110	\$40,001
110-299	\$64,000
300-599	n/a
600+	\$68,011

Note: The designation n/a indicates a category was reported but had insufficient data.

Ministry Experience by Salary: Outreach/Evangelism Ministers

Total Years in Ministry	Average Salary
1-5 years	n/a
6-10 years	n/a
11-15 years	n/a
16-20 years	\$68,011
21-25 years	\$64,022
26+ years	\$40,030

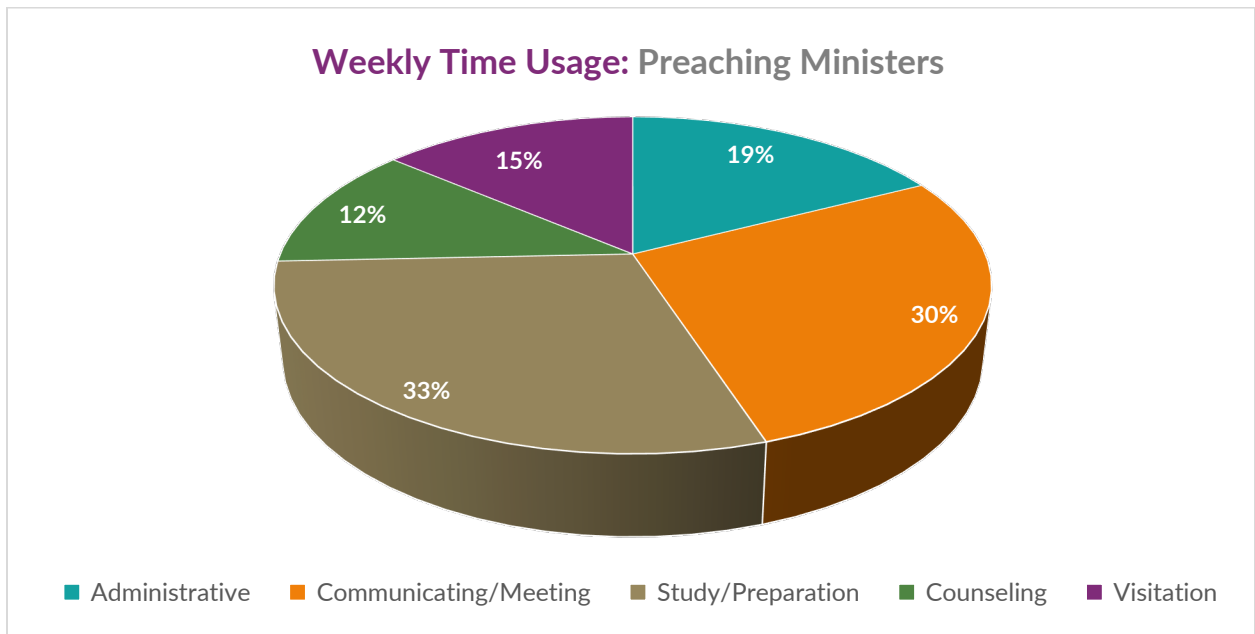
Note: The designation n/a indicates a category was reported but had insufficient data.

Preaching Ministers

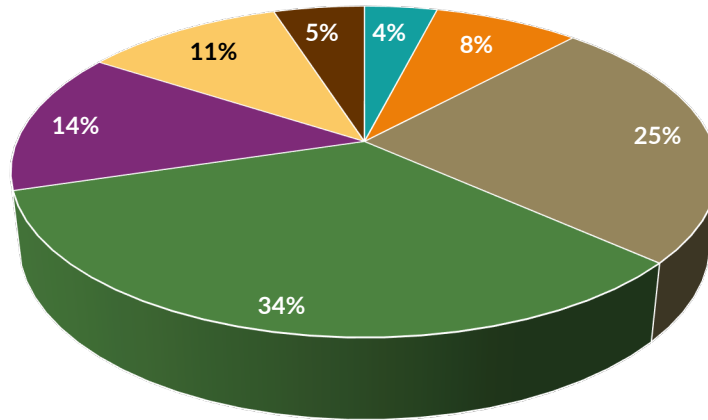
N = 251 Full-Time Ministers

Salary, Allowances, Benefits	Average*	Percentage Without This Item
Salary	\$59,632	
Allowance: Books	\$984	56%
Allowance: Housing	\$20,421	49%
Allowance: Mileage	\$2,632	70%
Allowance: Travel	\$1,629	41%
Allowance: Cell phone	\$959	71%
Health insurance from church	\$7,931	73%
Dental/vision insurance from church	\$1,320	95%
Retirement benefit from church	\$3,430	66%
Percentage in Social Security	62%	
Percentage whose salary increased in 2020 vs. 2019	43%	
Percentage employed full-time	84%	

*Note: Averages exclude those who do not receive that particular allowance or benefit.



Education: Preaching Ministers



■ High school
 ■ Preaching School
 ■ Bachelor's
 ■ Master's
 ■ MDiv
 ■ DMin
 ■ Doctoral

Education by Salary: Preaching Ministers

Highest Level of Education Completed	Average Salary
High school	\$43,030
Preaching school	\$51,989
Bachelor's	\$57,045
Master's	\$61,332
MDiv	\$57,518
DMin	\$90,529
Doctoral	\$52,398

Church Size by Salary: Preaching Ministers

Church Size	Average Salary
<110	\$50,742
110-299	\$63,726
300-599	\$85,326
600+	\$85,222

Ministry Experience by Salary: Preaching Ministers

Total Years in Ministry	Average Salary
1-5 years	\$47,736
6-10 years	\$49,484
11-15 years	\$58,664
16-20 years	\$69,576
21-25 years	\$73,649
26+ years	\$59,515

Additional Analysis: Church Size by Education by Salary Range: Preaching Ministers

Since the number (N) of full-time preaching ministers who responded to the survey was significantly higher than other ministry types, we were able to sort the data further. Church size used here is the average church size in this survey: under 290 is compared with 290 or greater.

Church Size by Education	Average Salary	25th Percentile*	50th Percentile*	75th Percentile*	100th Percentile*
All full-time preachers	\$59,632	\$41,750	\$56,700	\$72,000	\$150,000
Church size under 290:					
High school	\$43,030	\$22,000	\$42,000	\$68,633	\$86,400
Preaching school	\$48,964	\$35,900	\$43,300	\$59,800	\$105,600
Bachelor's	\$54,412	\$41,493	\$52,250	\$64,610	\$144,000
Master's	\$56,982	\$40,000	\$51,350	\$70,500	\$120,000
MDiv	\$53,849	\$42,000	\$51,400	\$63,263	\$101,000
DMin	\$83,372	\$52,795	\$65,500	\$86,070	\$150,000
Doctoral	\$50,525	\$31,625	\$53,000	\$64,750	\$80,000
Church size 290 or greater:					
High school	n/a	n/a	n/a	n/a	n/a
Preaching school	\$79,216	\$63,432	\$79,216	n/a	\$95,000
Bachelor's	\$74,813	\$55,000	\$79,000	\$85,000	\$127,500
Master's	\$83,086	\$66,950	\$89,000	\$97,150	\$120,000
MDiv	\$78,800	\$71,500	\$75,500	\$88,000	\$93,000
DMin	\$102,695	\$77,750	\$104,475	\$121,250	\$150,000
Doctoral	\$74,880	n/a	n/a	n/a	n/a

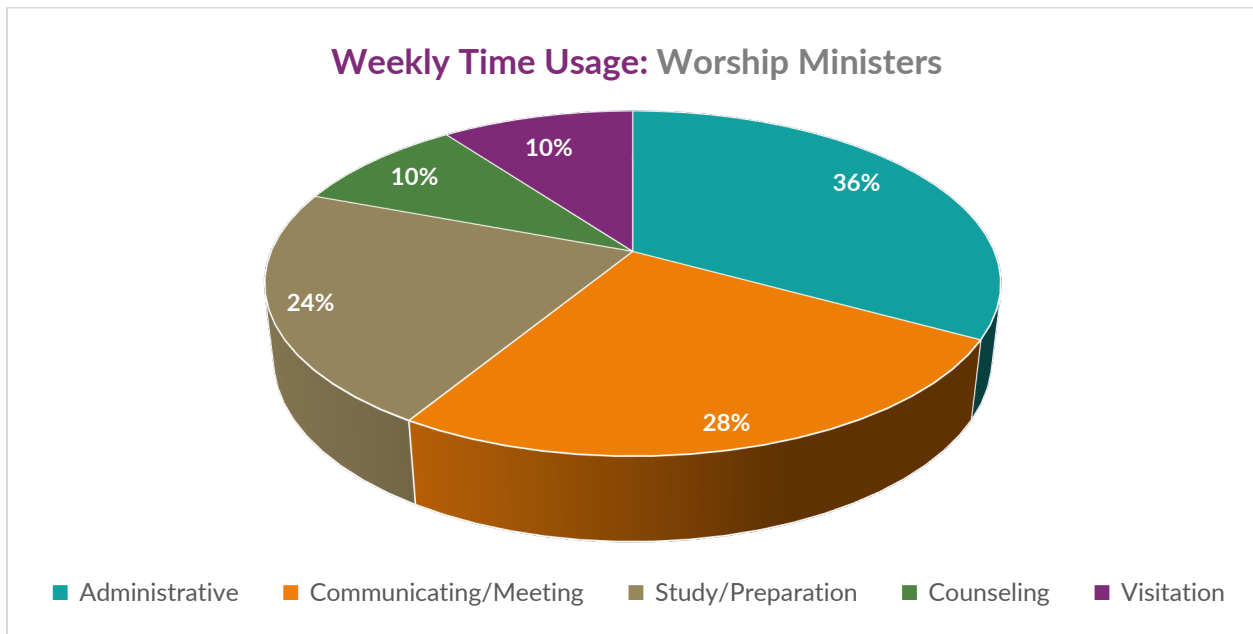
*Note: The values represent the highest salary in each of the four percentiles. For instance, within the 25th percentile (the lowest 25% or the bottom one-fourth of salaries) of all full-time preachers' salaries, the salary in that range is \$41,750.

Worship Ministers

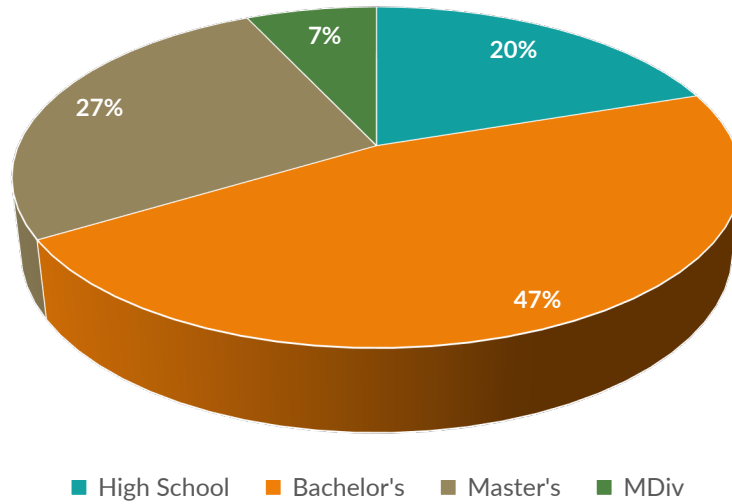
N = 15 Full-Time Ministers

Salary, Allowances, Benefits	Average*	Percentage Without This Item
Salary	\$64,911	
Allowance: Books	\$1,099	60%
Allowance: Housing	\$24,055	67%
Allowance: Mileage	\$350	86%
Allowance: Travel	\$1,532	13%
Allowance: Cell phone	\$674	53%
Health insurance from church	\$7,527	40%
Dental/vision insurance from church	\$400	87%
Retirement benefit from church	\$2,720	53%
Percentage in Social Security	67%	
Percentage whose salary increased in 2020 vs. 2019	73%	
Percentage employed full-time	79%	

*Note: Averages exclude those who do not receive that particular allowance or benefit.



Education: Worship Ministers



Education by Salary: Worship Ministers

Highest Level of Education Completed	Average Salary
High school	\$57,667
Bachelor's	\$65,717
Master's	\$63,663
MDiv	\$86,010

Church Size by Salary: Worship Ministers

Church Size	Average Salary
<110	\$60,010
110-299	\$72,171
300-599	\$61,230
600+	\$66,169

Ministry Experience by Salary: Worship Ministers

Total Years in Ministry	Average Salary
1-5 years	n/a
6-10 years	\$48,172
11-15 years	\$64,569
16-20 years	\$65,011
21-25 years	\$86,022
26+ years	\$89,000

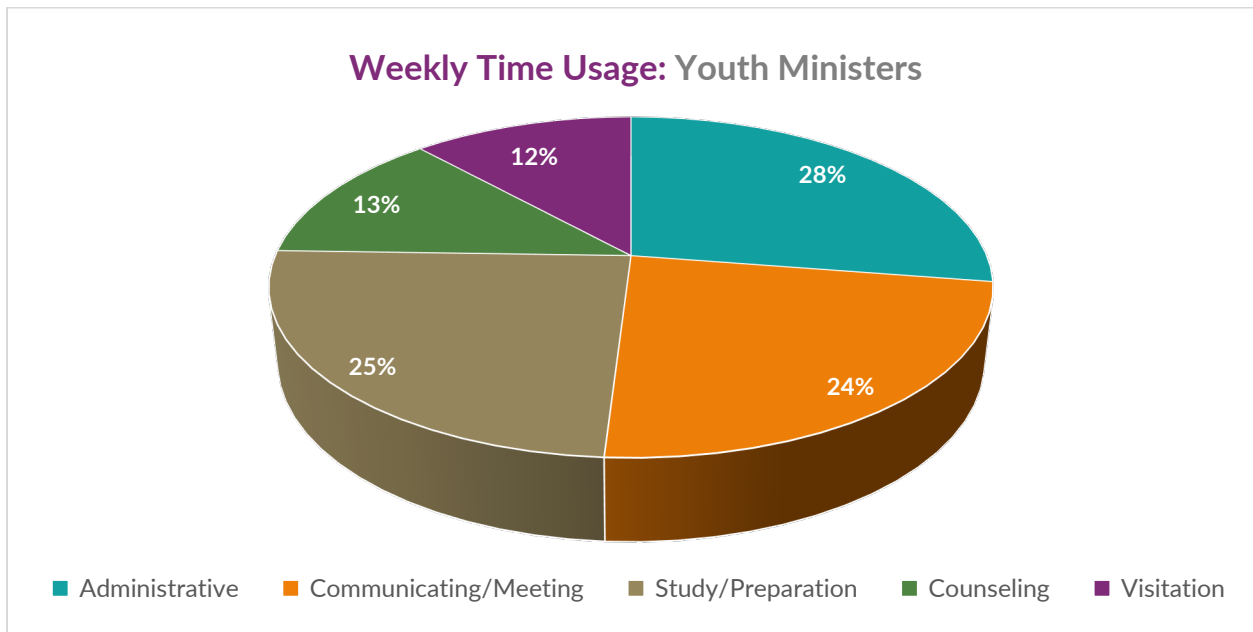
Note: The designation n/a indicates a category was reported but had insufficient data.

Youth Ministers

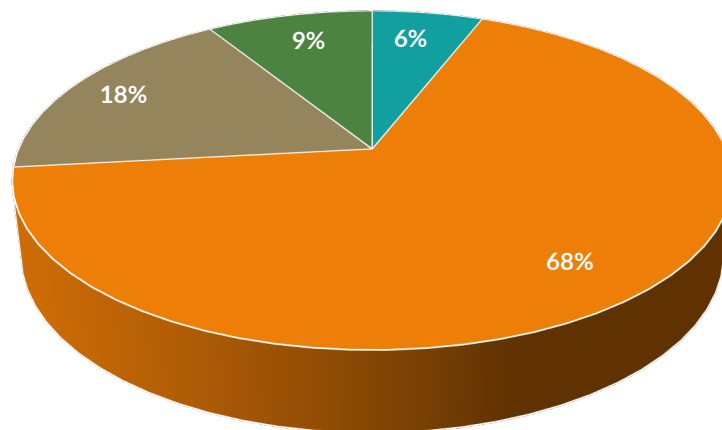
N = 34 Full-Time Ministers

Salary, Allowances, Benefits	Average*	Percentage Without This Item
Salary	\$51,605	
Allowance: Books	\$940	56%
Allowance: Housing	\$17,856	74%
Allowance: Mileage	\$367	82%
Allowance: Travel	\$1,436	21%
Allowance: Cell phone	\$489	68%
Health insurance from church	\$6,911	56%
Dental/vision insurance from church	\$4,150	94%
Retirement benefit from church	\$1,802	56%
Percentage in Social Security	62%	
Percentage whose salary increased in 2020 vs. 2019	61%	
Percentage employed full-time	100%	

*Note: Averages exclude those who do not receive that particular allowance or benefit.



Education: Youth Ministers



■ High school ■ Bachelor's ■ Master's ■ MDiv

Education by Salary: Youth Ministers

Highest Level of Education Completed	Average Salary
High school	\$65,500
Bachelor's	\$48,237
Master's	\$55,785
MDiv	\$59,801

Church Size by Salary: Youth Ministers

Church Size	Average Salary
<110	\$40,975
110-299	\$49,048
300-599	\$54,545
600+	\$56,188

Ministry Experience by Salary: Youth Ministers

Total Years in Ministry	Average Salary
1-5 years	\$49,627
6-10 years	\$49,106
11-15 years	\$54,690
16-20 years	\$58,549
21-25 years	\$60,101
26+ years	n/a

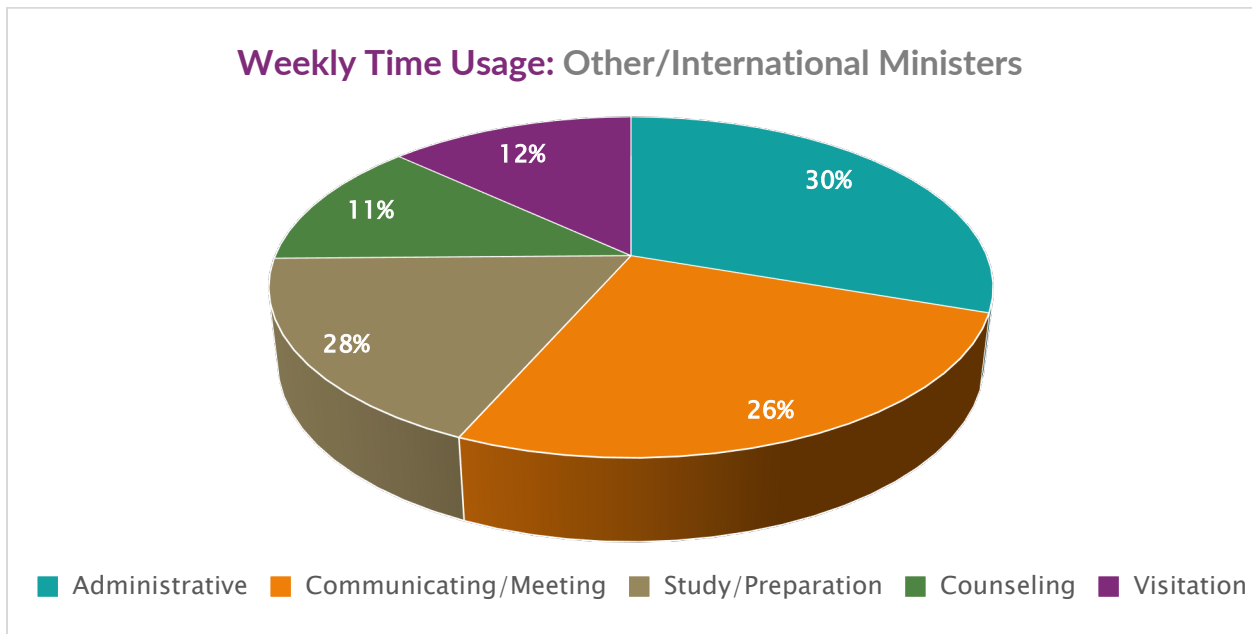
Note: The designation n/a indicates a category was reported but had insufficient data.

Other/International Ministers

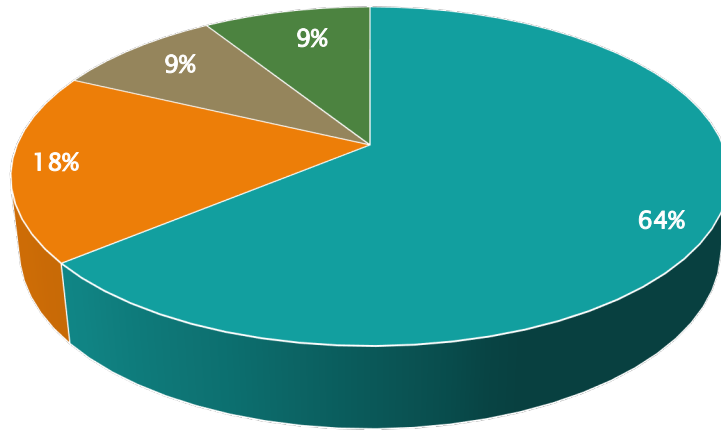
N = 11 Full-Time Ministers

Salary, Allowances, Benefits	Average*	Percentage Without This Item
Salary	\$65,153	
Allowance: Books	\$433	73%
Allowance: Housing	\$10,150	64%
Allowance: Mileage	\$600	73%
Allowance: Travel	\$1,200	55%
Allowance: Cell phone	\$485	54%
Health insurance from church	\$2,913	73%
Dental/vision insurance from church	\$875	82%
Retirement benefit from church	\$2,160	55%
Percentage in Social Security	73%	
Percentage whose salary increased in 2020 vs. 2019	55%	
Percentage employed full-time	92%	

*Note: Averages exclude those who do not receive that particular allowance or benefit.



Education: Other/International Ministers



■ Bachelor's ■ Master's ■ MDiv ■ Doctoral

Education by Salary: Other/International Ministers

Highest Level of Education Completed	Average Salary
Bachelor's	\$60,455
Master's	\$73,500
MDiv	\$70,010
Doctoral	\$71,820

Church Size by Salary: Other/International Ministers

Church Size	Average Salary
<110	\$61,601
110-299	\$61,137
300-599	\$88,500
600+	\$58,131

Ministry Experience by Salary: Other/International Ministers

Total Years in Ministry	Average Salary
1-5 years	\$44,011
6-10 years	\$62,327
11-15 years	\$61,510
16-20 years	\$86,000
21-25 years	n/a
26+ years	\$62,319

Note: The designation n/a indicates a category was reported but had insufficient data.

Additional Resources From the Siburt Institute for Church Ministry

Equipping and serving church leaders and other Christ-followers
for God's mission in the world

CHURCH HEALTH ASSESSMENT

This robust and statistically reliable instrument helps church leaders by gathering and reporting congregational members' perceptions on nine different areas such as ministry and activity effectiveness, spiritual formation and discipleship, family life stages, finance and facilities, and church relationships.

siburtinstitute.org/cha

MINISTER TRANSITION GUIDANCE AND RESOURCES

The Looking Team is an active group that helps churches find candidates for open ministry positions. MinistryLink is a web-based service connecting ministers and churches to help fill ministry positions. We also offer resource packets to assist churches and ministers with navigating ministerial transitions in constructive and healthy ways.

siburtinstitute.org/transition

CONSULTING

Leaders often find it helpful to work with a consultant when their church is going through a period of transition, wishes to review its health and direction, or needs help in difficult times. An experienced consultant can offer a fresh perspective and new insights to help leaders find a way forward.

siburtinstitute.org/consulting

MOSAIC BLOG

Our blog curates reflections on Christian leadership, spiritual vitality, and cultural engagement. *Mosaic* seeks to engage Christian leaders, congregational ministers, and others who care deeply about the church and her mission, matters of faith, and what God is doing in the world.

mosaicite.org

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