



**SIBURT
INSTITUTE**
for Church Ministry

2021 MINISTERS' SALARY SURVEY

An annual nationwide survey
reporting minister compensation
among Churches of Christ

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Siburt Institute for Church Ministry
Abilene Christian University
siburtinstitute.org

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2021 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 roles, 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 was reported but had insufficient data.
- *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).
- *Doctorate* indicates all doctoral degrees other than the Doctor of Ministry (DMin).

Details About the Survey and Data

This national survey was conducted January 10-March 19, 2021, and reports 2021 salaries, benefits, allowances, and other data for ministers in Churches of Christ.

The final survey size of 371 resulted in a margin of error $\pm 4.9\%$, which means any one percentage could be higher or lower by this margin related to probability rules of randomness among survey respondents.

Throughout the report, if a category is omitted from a table, chart, or other section, it is because no survey respondents were in that category.

Overall Survey Demographics and Summary

Church Region and Demographics

Region (Part-Time and Full-Time)	
Northeast (CT, MA, ME, NH, NJ, NY, PA, RI, VT)	4.0%
Midwest (IA, IL, IN, KS, MI, MN, MO, ND, NE, OH, SD, WI)	12.9%
South (AL, AR, DC, DE, FL, GA, KY, LA, MD, MS, NC, OK, SC, TN, TX, VA, WV)	70.1%
West (AK, AZ, CA, CO, HI, ID, MT, NM, NV, OR, UT, WA, WY)	11.9%
Outside U.S. or Other	1.1%
Church Size (Average Sunday Attendance; Full-Time)	
Average Sunday attendance	290
<110	38.0%
110-299	31.6%
300-599	13.8%
600+	12.3%
Missing (no response)	1.0%
Church Financials (Full-Time)	
Average weekly contribution	\$12,733
Average annual budget	\$609,968

Ministers in the Sample (Part-Time and Full-Time)

Total Survey Size = 371

Employment Status	
Part-time (34 hours or fewer)	11.1%
Full-time (35 hours or more)	88.9%
Ministry Role	
Administrative/executive	5.4%
Associate	3.5%
Children's	5.7%
College/university/campus	5.1%
Education/spiritual formation	1.3%
Family	1.3%
Involvement	2.2%
Local outreach/evangelism	1.1%
Missions	0.8%
Preaching	27.2%

Senior/lead	10.5%
Solo (only minister on staff)	19.4%
Worship	3.5%
Youth	10.8%
Other	0.3%
Experience (Total Years in Ministry)	
1-5 years	13.2%
6-10 years	12.7%
11-15 years	15.9%
16-20 years	11.6%
21-25 years	11.1%
26+ years	35.6%
Age	
<25	3.5%
25-34	17.3%
35-44	21.8%
45-54	17.8%
55-64	23.7%
65+	15.9%
Gender	
Female	8.4%
Male	91.6%
Relationship Status	
Divorced	1.9%
Married	93.0%
Single, never married	4.3%
Widowed	0.8%
Education (Highest Level of Education Completed)	
High school/GED	4.3%
School of preaching	4.6%
Bachelor's	36.1%
Master's (other than MDiv)	29.9%
MDiv (Master of Divinity)	11.3%
DMin (Doctor of Ministry)	7.8%
Doctorate (other than DMin)	5.9%

Social Security	
Participating in Social Security	61.2%
Have opted out of Social Security	38.8%

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

Church Size	Average Weekly Contribution	Average Annual Budget	Average Salary*
<110	\$2,467	\$117,077	\$48,180
110-299	\$14,998	\$364,745	\$65,094
300-599	\$23,171	\$884,211	\$62,017
600+	\$37,865	\$2,231,392	\$66,855

*Excluding allowances and benefits.

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

Ministry Role	Average Salary*	Minimum Salary*	Maximum Salary*	Most Frequent Education	Average Church Size	Average Experience
Administrative/executive	\$58,573	\$8,710	\$93,500	Master's	480	22
Associate	\$54,945	\$4,545	\$90,000	Master's	385	23
Children's	\$48,711	\$25,500	\$65,000	Bachelor's	508	6
College/university/campus	\$54,485	\$29,150	\$73,000	Master's	286	15
Education/spiritual formation	\$61,413	\$42,650	\$81,000	Bachelor's	550	20
Family	\$65,600	\$48,000	\$85,000	Master's	375	22
Involvement	\$67,628	\$50,760	\$84,115	Master's	508	18
Local outreach/evangelism	\$59,000	\$5,000	\$140,000	Master's	784	27
Missions	n/a	n/a	n/a	n/a	n/a	n/a
Preaching	\$61,847	\$3,200	\$121,000	Master's	167	21
Senior/lead	\$76,927	\$32,400	\$182,000	Master's	286	23
Solo (only minister on staff)	\$49,949	\$15,600	\$92,300	Master's	75	21
Worship	\$55,679	\$24,000	\$87,000	Bachelor's	732	17
Youth	\$50,391	\$27,000	\$75,000	Bachelor's	389	7
Average	\$58,858				425	19

*Excluding allowances and benefits.

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

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 Experience
Northeast	\$44,950	\$5,000	\$91,000	Master's	76	20
Midwest	\$53,983	\$32,000	\$107,500	Bachelor's	169	23
South	\$59,849	\$4,545	\$182,000	Bachelor's	349	18
West	\$61,495	\$23,874	\$121,000	Master's	146	18
Outside U.S./Other	\$45,000	\$30,000	\$60,000	MDiv	425	23
Average	\$53,055**				233	20

*Excluding allowances and benefits.

**Due to missing data, this average differs from the average in the "Overall Ministry Role by Salary, Education, Church Size, and Ministry Experience" table immediately above.

Overall 2021 Salary Compared to 2020 (Full-Time)

Salary decreased 3% or more	5.2%
Salary decreased 2% or more	2.1%
Salary decreased 1% or more	0.6%
Salary stayed the same	52.4%
Salary increased 1%	7.9%
Salary increased 2%	10.3%
Salary increased 3% or more	21.5%

Overall Perception of 2021 Total Package* Compared to Other Ministers in Similar Role (Full-Time)

My total package is significantly lower	9.7%
My total package is slightly lower	20.9%
My total package is about the same	30.3%
My total package is slightly higher	33.0%
My total package is significantly higher	6.1%

*Including annual base salary, allowances, and benefits.

Overall Allowances, Benefits, and Leave Information (Full-Time)

2021 Allowances and Benefits

This section reports 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; the study includes a corresponding percentage who did not answer the question or responded “none” to indicate they do not receive the benefit.

Allowances and Benefits	Average of Those With This Allowance or Benefit	Percentage Without This Allowance or Benefit
Allowance: Books	\$1,653	54%
Allowance: Housing	\$20,286	65%
Allowance: Mileage	\$1,707	78%
Allowance: Conference travel	\$1,541	42%
Allowance: Cell phone	\$772	63%
Health insurance from church	\$6,966	66%
Dental/vision insurance from church	\$1,275	95%
Retirement benefit from church	\$3,651	63%

Annual Days of Formal Leave Allowed in 2021 (Full-Time)

Category of Leave as Days	None	As Needed	1-5	6-10	11-15	16-20	21-25	26+
Vacation	0.6%	8%	2%	14%	39%	17%	12%	7%
Attend conferences	8%	21%	39%	24%	8%	0.6%	0.3%	0%
Speaking at other churches, conf.	18%	31%	32%	10%	5%	2%	1.5%	1.2%
Extra study, retreat	47%	30%	16%	4%	2%	0.3%	0.3%	0.6%
Personal or family illness	10%	49%	19%	15%	5%	1%	0.3%	0.3%
Maternity/paternity	50%	39%	3%	3%	2%	0%	0.6%	1.8%

Special Note on Part-Time vs. Full-Time

Because the number of part-time ministers is relatively low, only full-time ministers are reported in the following reports by ministry role (pages 9-37).

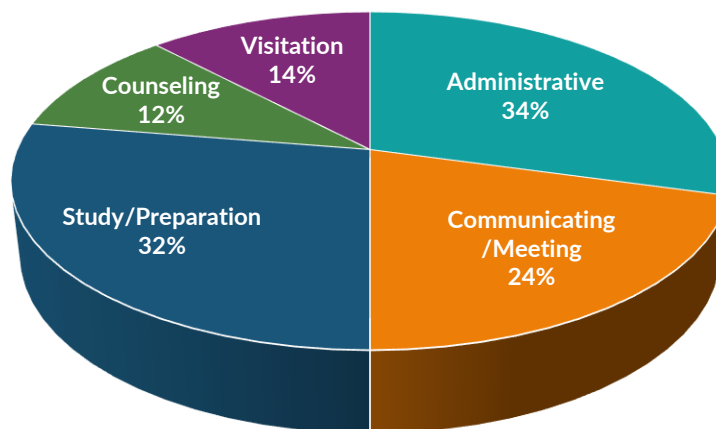
Administrative/Executive Ministers

N = 19 Full-Time Ministers

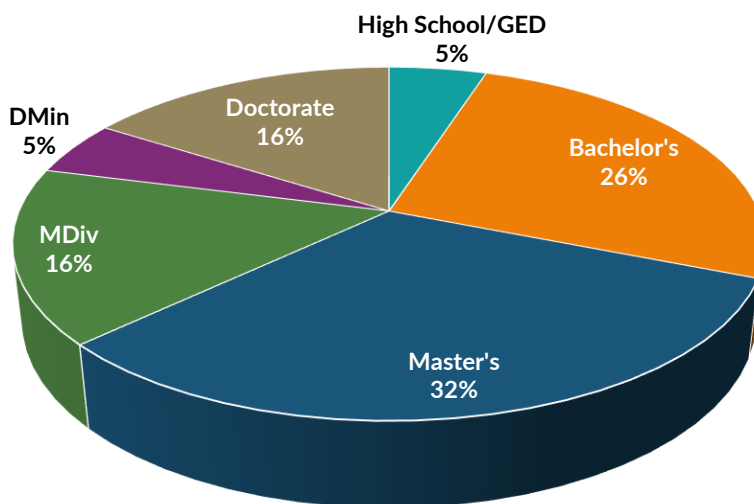
Salary, Allowances, Benefits	Average*	Percentage Without This Item
Salary	\$58,573	
Allowance: Books	\$1,233	58%
Allowance: Housing	\$19,156	53%
Allowance: Mileage	\$1,820	74%
Allowance: Travel	\$1,829	37%
Allowance: Cell phone	\$773	47%
Health insurance from church	\$8,056	58%
Dental/vision insurance from church	\$1,817	84%
Retirement benefit from church	\$4,399	58%
Percentage in Social Security	84%	
Percentage whose salary increased in 2021	26%	

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

Weekly Time Usage: Administrative/Executive Ministers



Education: Administrative/Executive Ministers



Education by Salary: Administrative/Executive Ministers

Highest Level of Education Completed	Average Salary
High school/GED	n/a
Bachelor's	\$63,200
Master's	\$40,952
MDiv	\$75,367
DMin	n/a
Doctorate	\$59,500

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

Ministry Experience by Salary: Administrative/Executive Ministers

Total Years in Ministry	Average Salary
1-5 years	\$75,000
6-10 years	\$67,000
11-15 years	\$38,667
16-20 years	\$89,250
21-25 years	\$25,000
26+ years	\$60,830

Church Size by Salary: Administrative/Executive Ministers

Average Sunday Attendance	Average Salary
<110	\$23,282
110-299	\$68,017
300-599	\$68,267
600+	\$81,125

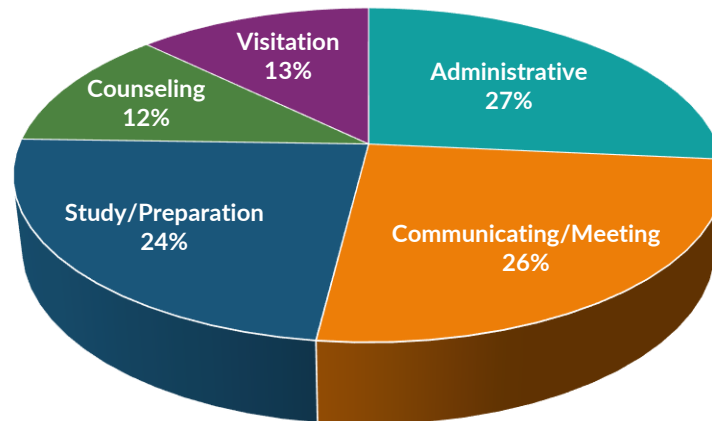
Associate Ministers

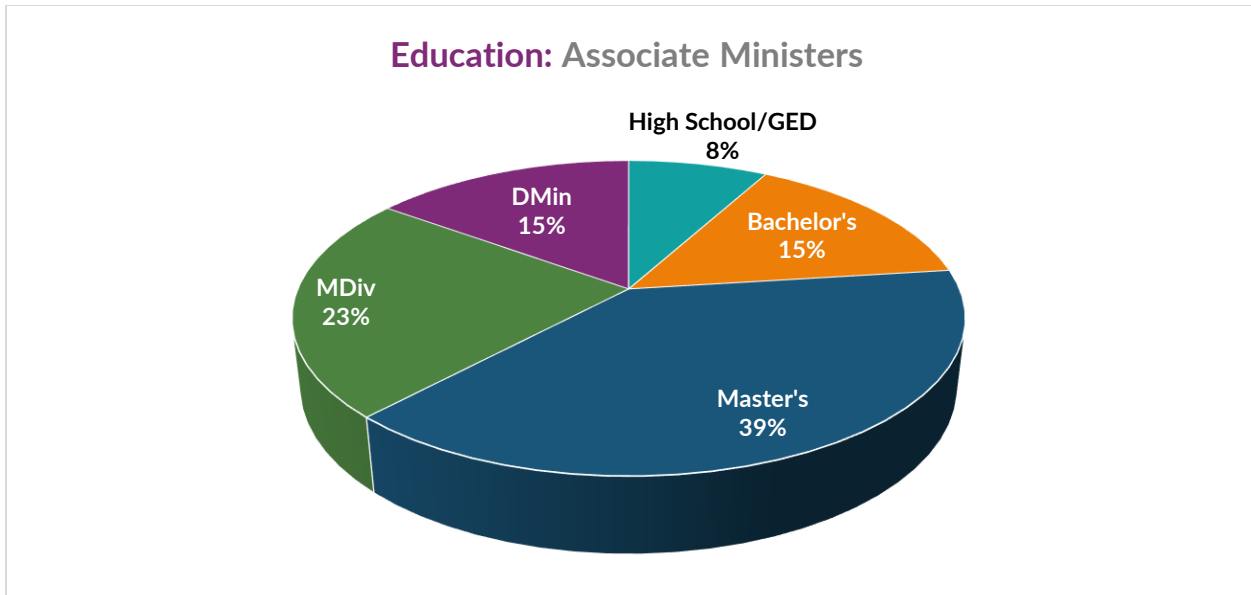
N = 13 Full-Time Ministers

Salary, Allowances, Benefits	Average*	Percentage Without This Item
Salary	\$54,945	
Allowance: Books	\$824	54%
Allowance: Housing	\$26,320	62%
Allowance: Mileage	\$867	77%
Allowance: Travel	\$1,144	31%
Allowance: Cell phone	\$536	62%
Health insurance from church	\$3,476	62%
Dental/vision insurance from church	\$0	100%
Retirement benefit from church	\$2,381	39%
Percentage in Social Security	77%	
Percentage whose salary increased in 2021	15%	

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

Weekly Time Usage: Associate Ministers





Education by Salary: Associate Ministers

Highest Level of Education Completed	Average Salary
High school/GED	n/a
Bachelor's	\$42,500
Master's	\$39,129
MDiv	\$73,212
DMin	\$70,000

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

Ministry Experience by Salary: Associate Ministers

Total Years in Ministry	Average Salary
1-5 years	\$48,500
11-15 years	\$25,023
16-20 years	\$57,000
26+ years	\$66,039

Church Size by Salary: Associate Ministers

Average Sunday Attendance	Average Salary
110-299	\$60,500
300-599	\$73,650
600+	\$45,545

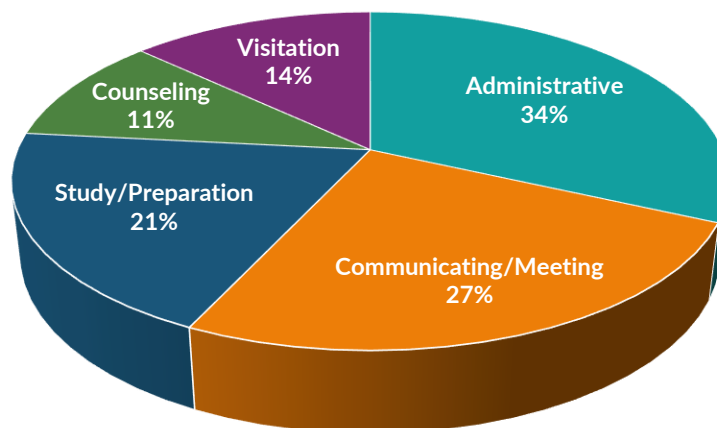
Children's Ministers

N = 19 Full-Time Ministers

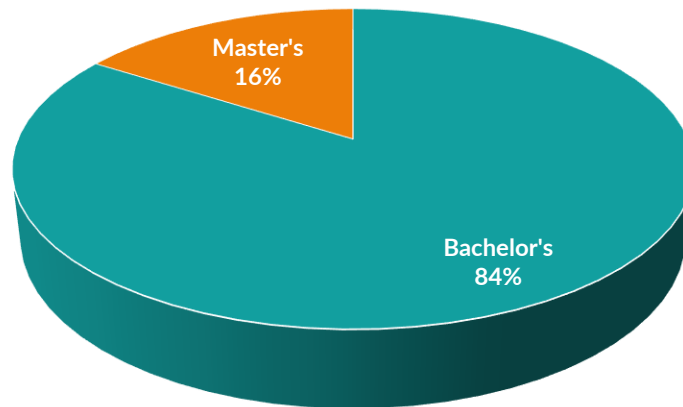
Salary, Allowances, Benefits	Average*	Percentage Without This Item
Salary	\$48,4711	
Allowance: Books	\$1,038	58%
Allowance: Housing	\$18,000	95%
Allowance: Mileage	\$120	95%
Allowance: Travel	\$1,393	21%
Allowance: Cell phone	\$915	53%
Health insurance from church	\$5,436	53%
Dental/vision insurance from church	\$964	84%
Retirement benefit from church	\$1,387	68%
Percentage in Social Security	74%	
Percentage whose salary increased in 2021	32%	

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

Weekly Time Usage: Children's Ministers



Education: Children's Ministers



Education by Salary: Children's Ministers

Highest Level of Education Completed	Average Salary
Bachelor's	\$48,439
Master's	\$50,167

Church Size by Salary: Children's Ministers

Average Sunday Attendance	Average Salary
110-299	\$42,000
300-599	\$50,850
600+	\$48,803

Ministry Experience by Salary: Children's Ministers

Total Years in Ministry	Average Salary
1-5 years	\$47,543
6-10 years	\$46,000
11-15 years	\$57,667
16-20 years	n/a

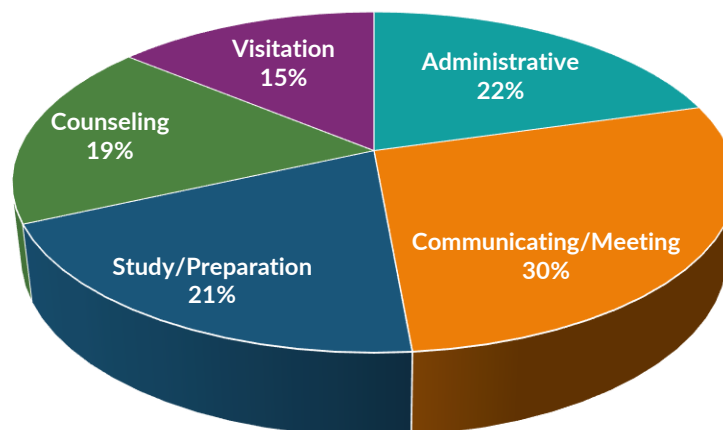
College/University/Campus Ministers

N = 19 Full-Time Ministers

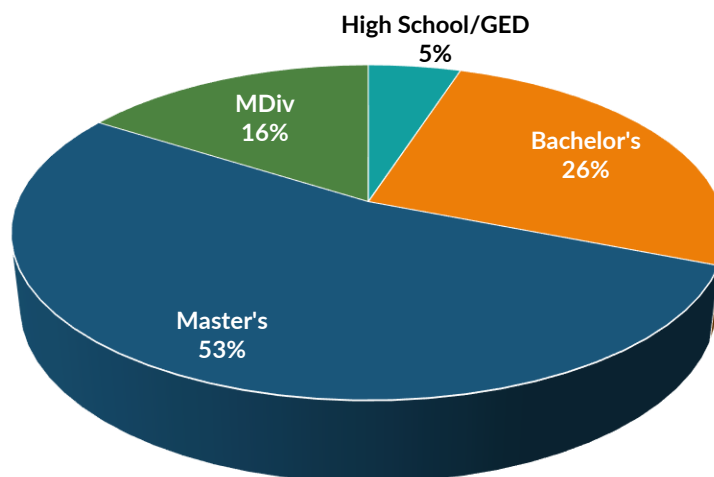
Salary, Allowances, Benefits	Average*	Percentage Without This Item
Salary	\$54,485	
Allowance: Books	\$609	42%
Allowance: Housing	\$34,088	79%
Allowance: Mileage	\$470	74%
Allowance: Travel	\$1,227	32%
Allowance: Cell phone	\$886	84%
Health insurance from church	\$7,731	58%
Dental/vision insurance from church	\$1,400	90%
Retirement benefit from church	\$2,863	53%
Percentage in Social Security	74%	
Percentage whose salary increased in 2021	47%	

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

Weekly Time Usage: College/University/Campus Ministers



Education: College/University/Campus Ministers



Education by Salary: College/Univ./Campus Ministers

Highest Level of Education Completed	Average Salary
High school/GED	n/a
Bachelor's	\$58,600
Master's	\$55,680
MDiv	\$43,000

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

Ministry Experience by Salary: College/Univ./Campus Ministers

Total Years in Ministry	Average Salary
1-5 years	\$54,000
6-10 years	\$48,667
11-15 years	\$60,429
16-20 years	\$57,549
21-25 years	\$43,050
26+ years	n/a

Church Size by Salary: College/Univ./Campus Ministers

Average Sunday Attendance	Average Salary
<110	\$54,250
110-299	\$57,929
300-599	\$51,428
600+	\$63,000

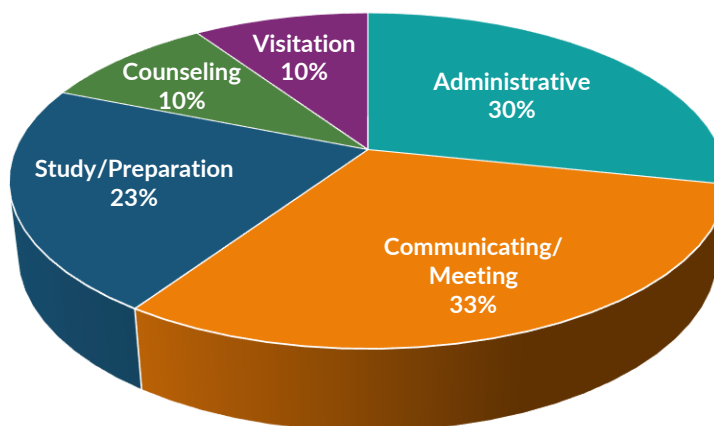
Education/Spiritual Formation Ministers

N = 4 Full-Time Ministers

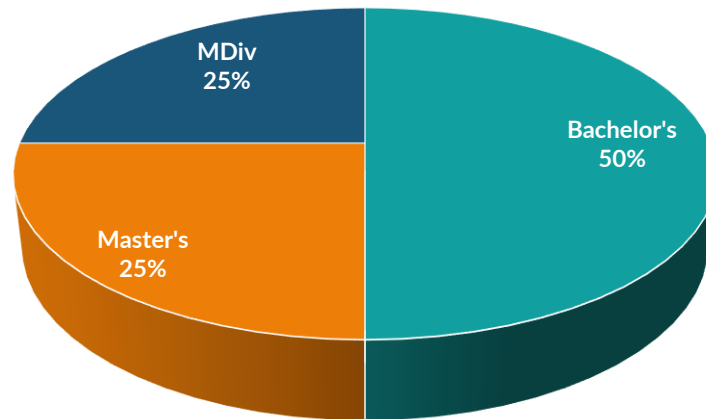
Salary, Allowances, Benefits	Average*	Percentage Without This Item
Salary	\$61,413	
Allowance: Books	\$4,680	50%
Allowance: Housing	\$35,000	0%
Allowance: Mileage	\$0	100%
Allowance: Travel	\$1,375	50%
Allowance: Cell phone	\$780	75%
Health insurance from church	\$5,400	50%
Dental/vision insurance from church	\$0	100%
Retirement benefit from church	\$1,465	50%
Percentage in Social Security	50%	
Percentage whose salary increased in 2021	67%	

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

Weekly Time Usage: Education/Spiritual Formation Ministers



Education: Education/Spiritual Formation Ministers



Education by Salary: Education/Spiritual Form. Ministers

Highest Level of Education Completed	Average Salary
Bachelor's	\$48,825
Master's	n/a
MDiv	n/a

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

Ministry Experience by Salary: Education/Spiritual Form. Ministers

Total Years in Ministry	Average Salary
6-10 years	n/a
16-20 years	\$48,825
26+ years	n/a

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

Church Size by Salary: Education/Spiritual Form. Ministers

Average Sunday Attendance	Average Salary
300-599	\$48,825
600+	\$74,000

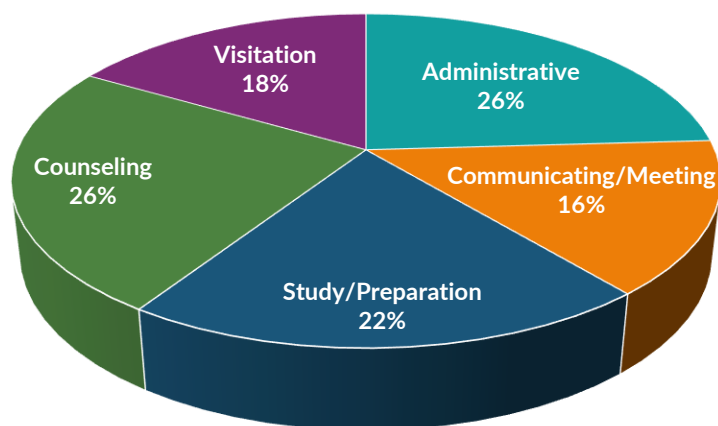
Family Ministers

N = 5 Full-Time Ministers

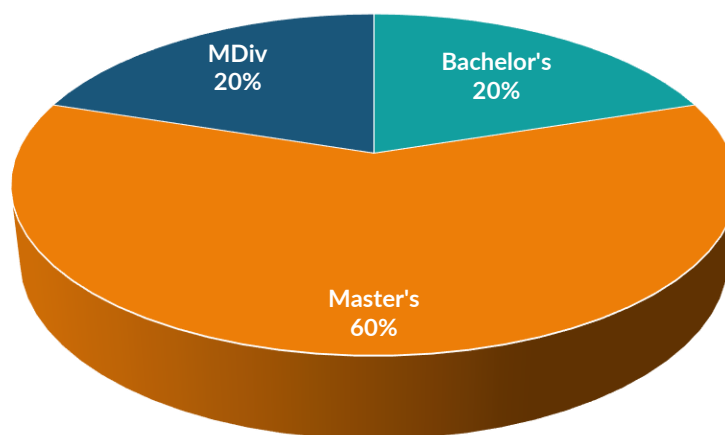
Salary, Allowances, Benefits	Average*	Percentage Without This Item
Salary	\$65,600	
Allowance: Books	\$1,500	40%
Allowance: Housing	\$0	100%
Allowance: Mileage	\$0	100%
Allowance: Travel	\$1,500	60%
Allowance: Cell phone	\$780	40%
Health insurance from church	\$6,000	80%
Dental/vision insurance from church	\$0	100%
Retirement benefit from church	\$3,400	80%
Percentage in Social Security	40%	
Percentage whose salary increased in 2021	60%	

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

Weekly Time Usage: Family Ministers



Education: Family Ministers



Education by Salary: Family Ministers

Highest Level of Education Completed	Average Salary
Bachelor's	n/a
Master's	\$69,333
MDiv	n/a

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

Ministry Experience by Salary: Family Ministers

Total Years in Ministry	Average Salary
11-15 years	n/a
16-20 years	\$71,500
21-25 years	\$50,000

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

Church Size by Salary: Family Ministers

Average Sunday Attendance	Average Salary
110-299	\$58,000
300-599	\$63,500
600+	n/a

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

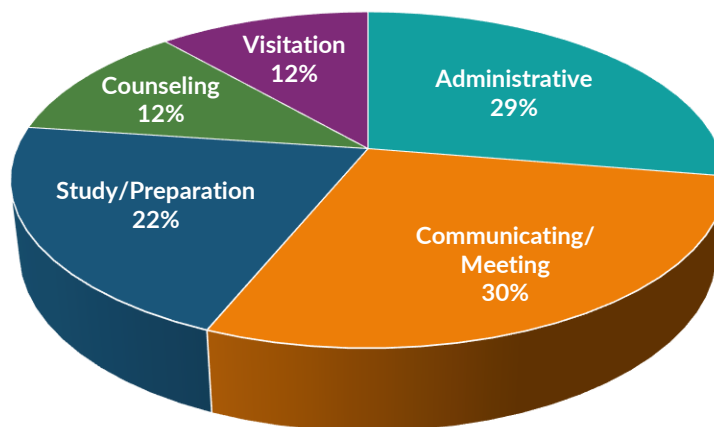
Involvement Ministers

N = 9 Full-Time Ministers

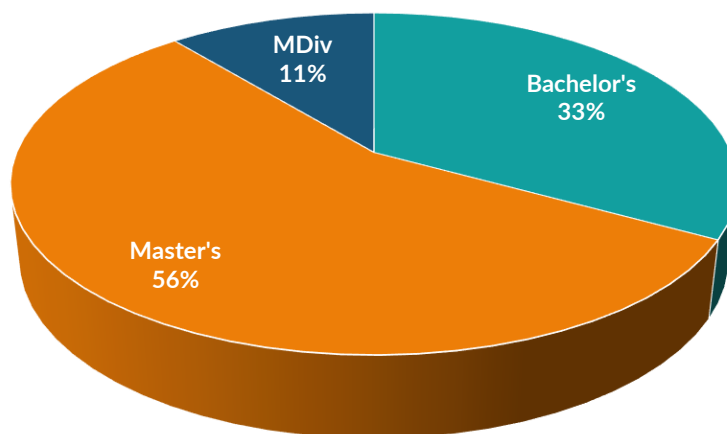
Salary, Allowances, Benefits	Average*	Percentage Without This Item
Salary	\$67,628	
Allowance: Books	\$790	44%
Allowance: Housing	\$20,000	89%
Allowance: Mileage	\$584	67%
Allowance: Travel	\$1,971	22%
Allowance: Cell phone	\$305	56%
Health insurance from church	\$6,017	56%
Dental/vision insurance from church	\$700	89%
Retirement benefit from church	\$3,395	44%
Percentage in Social Security	89%	
Percentage whose salary increased in 2021	56%	

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

Weekly Time Usage: Involvement Ministers



Education: Involvement Ministers



Education by Salary: Involvement Ministers

Highest Level of Education Completed	Average Salary
Bachelor's	\$63,920
Master's	\$69,478
MDiv	n/a

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

Church Size by Salary: Involvement Ministers

Average Sunday Attendance	Average Salary
110-299	\$50,760
300-599	\$70,848
600+	\$68,625

Ministry Experience by Salary: Involvement Ministers

Total Years in Ministry	Average Salary
1-5 years	\$66,000
6-10 years	n/a
16-20 years	\$70,500
21-25 years	n/a
26+ years	\$69,291

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

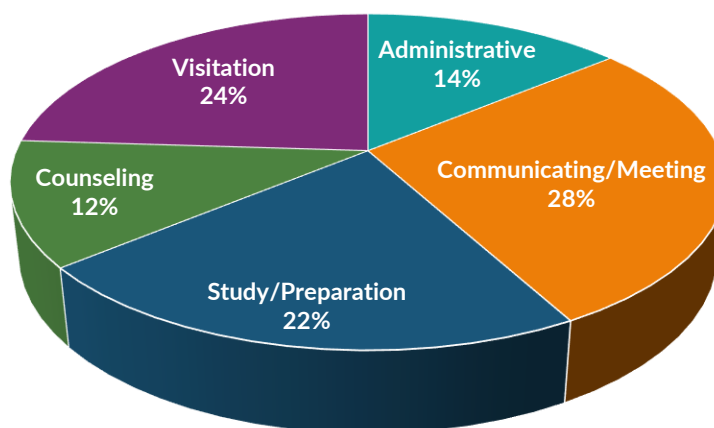
Local Outreach/Evangelism Ministers

N = 5 Full-Time Ministers

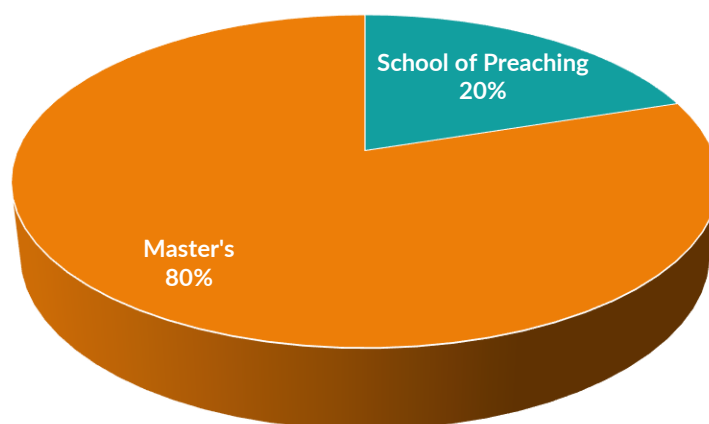
Salary, Allowances, Benefits	Average*	Percentage Without This Item
Salary	\$59,000	
Allowance: Books	\$15,420	0%
Allowance: Housing	\$30,000	60%
Allowance: Mileage	\$7,467	40%
Allowance: Travel	\$7,375	20%
Allowance: Cell phone	\$1,000	40%
Health insurance from church	\$10,000	40%
Dental/vision insurance from church	\$1,500	60%
Retirement benefit from church	\$4,100	20%
Percentage in Social Security	40%	
Percentage whose salary increased in 2021	0%	

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

Weekly Time Usage: Local Outreach/Evangelism Ministers



Education: Local Outreach/Evangelism Ministers



Education by Salary:

Local Outreach/Evang. Ministers

Highest Level of Education Completed	Average Salary
School of preaching	n/a
Master's	\$66,750

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

Church Size by Salary:

Local Outreach/Evang. Ministers

Average Sunday Attendance	Average Salary
<110	n/a
110-299	n/a
300-599	n/a
600+	n/a

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

Ministry Experience by Salary:

Local Outreach/Evang. Ministers

Total Years in Ministry	Average Salary
16-20 years	n/a
21-25 years	n/a
26+ years	\$50,000

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

Missions Ministers

N = 1 Full-Time Minister

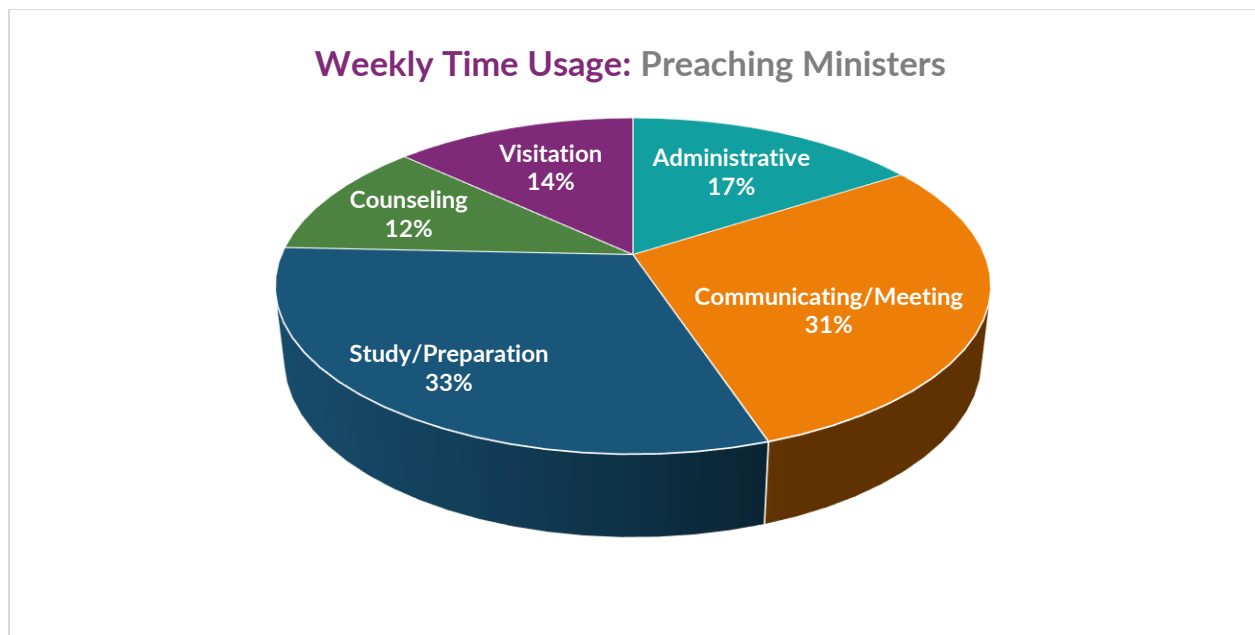
This ministry role cannot be reported without violating the respondent's privacy or presenting data that are statistically invalid.

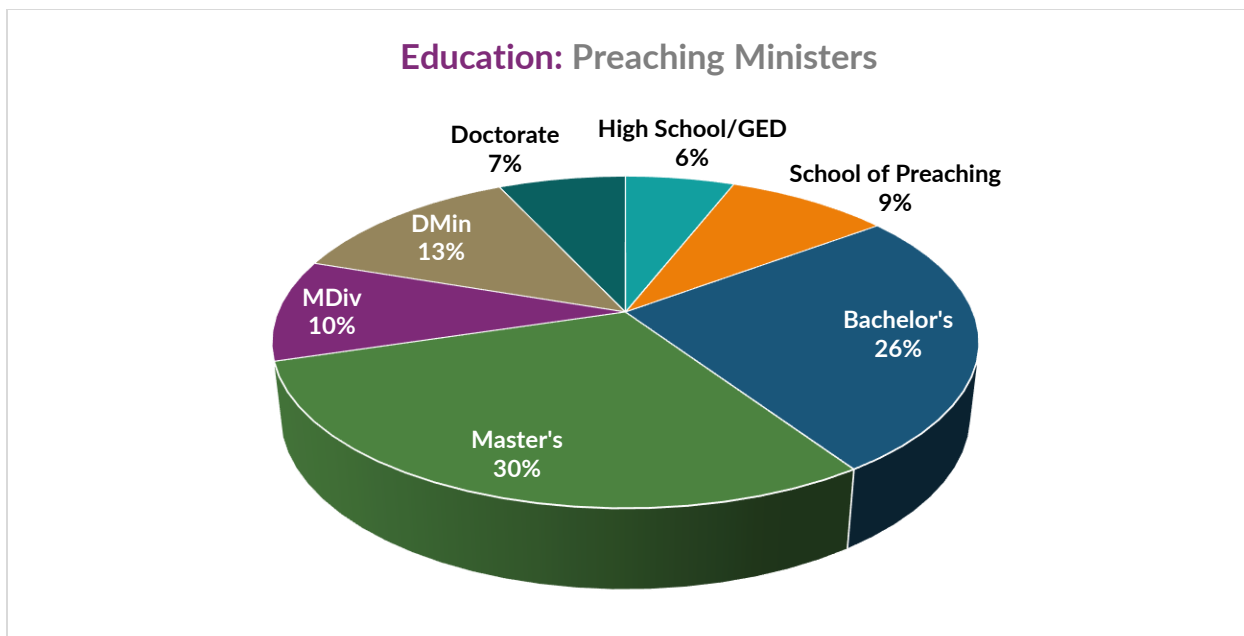
Preaching Ministers

N = 91 Full-Time Ministers

Salary, Allowances, Benefits	Average*	Percentage Without This Item
Salary	\$61,847	
Allowance: Books	\$1,245	53%
Allowance: Housing	\$20,232	58%
Allowance: Mileage	\$2,460	77%
Allowance: Travel	\$1,669	43%
Allowance: Cell phone	\$969	71%
Health insurance from church	\$7,835	75%
Dental/vision insurance from church	\$1,200	99%
Retirement benefit from church	\$6,129	76%
Percentage in Social Security	51%	
Percentage whose salary increased in 2021	43%	

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





Education by Salary: Preaching Ministers

Highest Level of Education Completed	Average Salary
High school/GED	\$72,364
School of preaching	\$53,295
Bachelor's	\$57,646
Master's	\$64,092
MDiv	\$63,580
DMin	\$69,100
Doctorate	\$54,083

Ministry Experience by Salary: Preaching Ministers

Total Years in Ministry	Average Salary
1-5 years	\$56,211
6-10 years	\$66,300
11-15 years	\$59,603
16-20 years	\$71,778
21-25 years	\$58,948
26+ years	\$60,202

Church Size by Salary: Preaching Ministers

Average Sunday Attendance	Average Salary
<110	\$54,169
110-299	\$65,303
300-599	\$72,017
600+	\$89,500

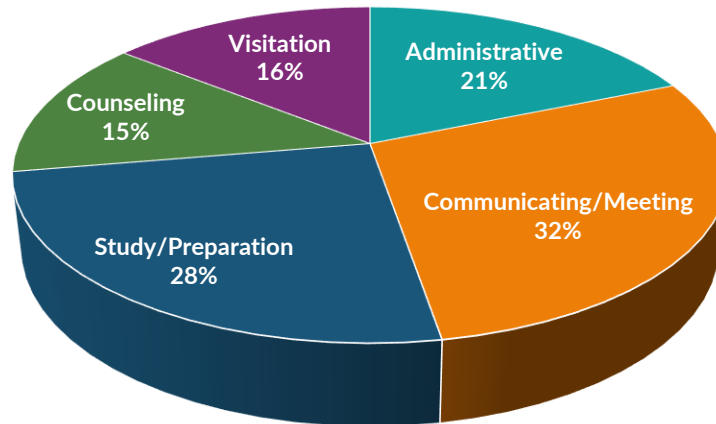
Senior/Lead Ministers

N = 39 Full-Time Ministers

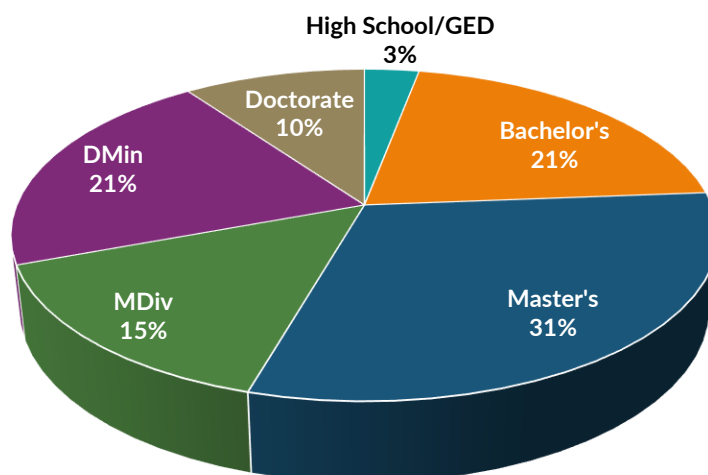
Salary, Allowances, Benefits	Average*	Percentage Without This Item
Salary	\$76,927	
Allowance: Books	\$1,735	46%
Allowance: Housing	\$20,689	73%
Allowance: Mileage	\$2,015	74%
Allowance: Travel	2,154	39%
Allowance: Cell phone	\$918	49%
Health insurance from church	\$7,321	54%
Dental/vision insurance from church	\$1,320	90%
Retirement benefit from church	\$3,987	39%
Percentage in Social Security	54%	
Percentage whose salary increased in 2021	38%	

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

Weekly Time Usage: Senior/Lead Ministers



Education: Senior/Lead Ministers



Education by Salary: Senior/Lead Ministers

Highest Level of Education Completed	Average Salary
High school/GED	n/a
Bachelor's	\$53,114
MDiv	\$82,245
Master's	\$90,673
DMin	\$77,215
Doctorate	\$73,995

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

Ministry Experience by Salary: Senior/Lead Ministers

Total Years in Ministry	Average Salary
1-5 years	\$59,500
6-10 years	\$83,148
11-15 years	\$73,647
16-20 years	\$79,782
21-25 years	\$72,672
26+ years	\$80,409

Church Size by Salary: Senior/Lead Ministers

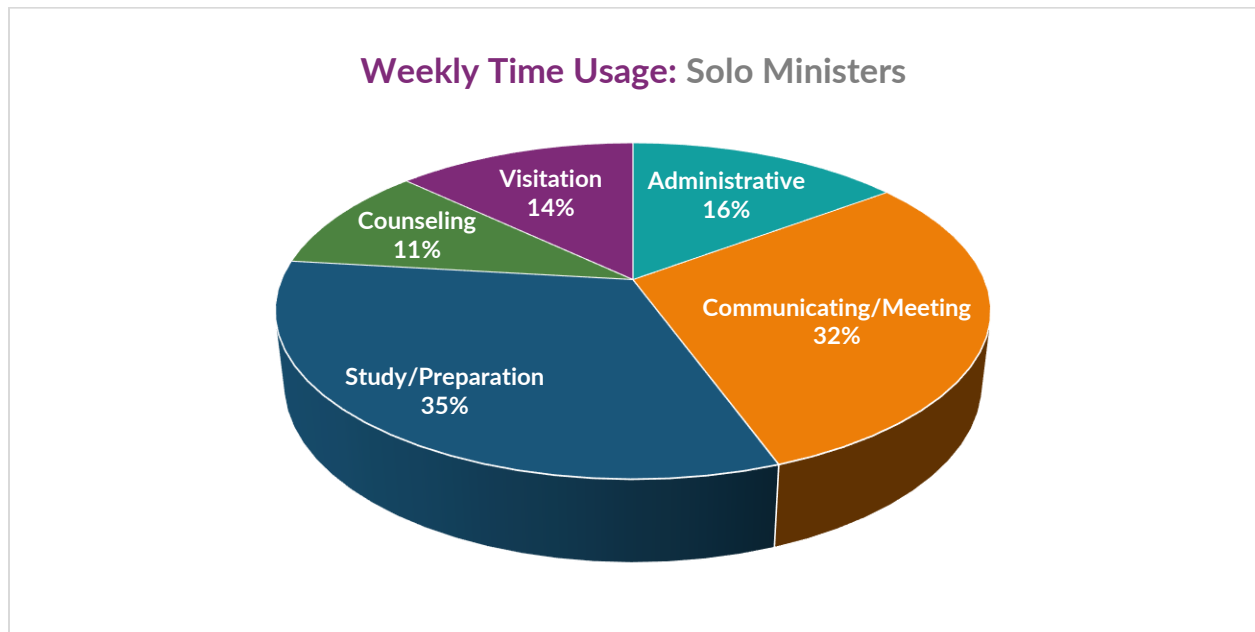
Average Sunday Attendance	Average Salary
<110	\$42,360
110-299	\$81,615
300-599	\$84,343
600+	\$109,648

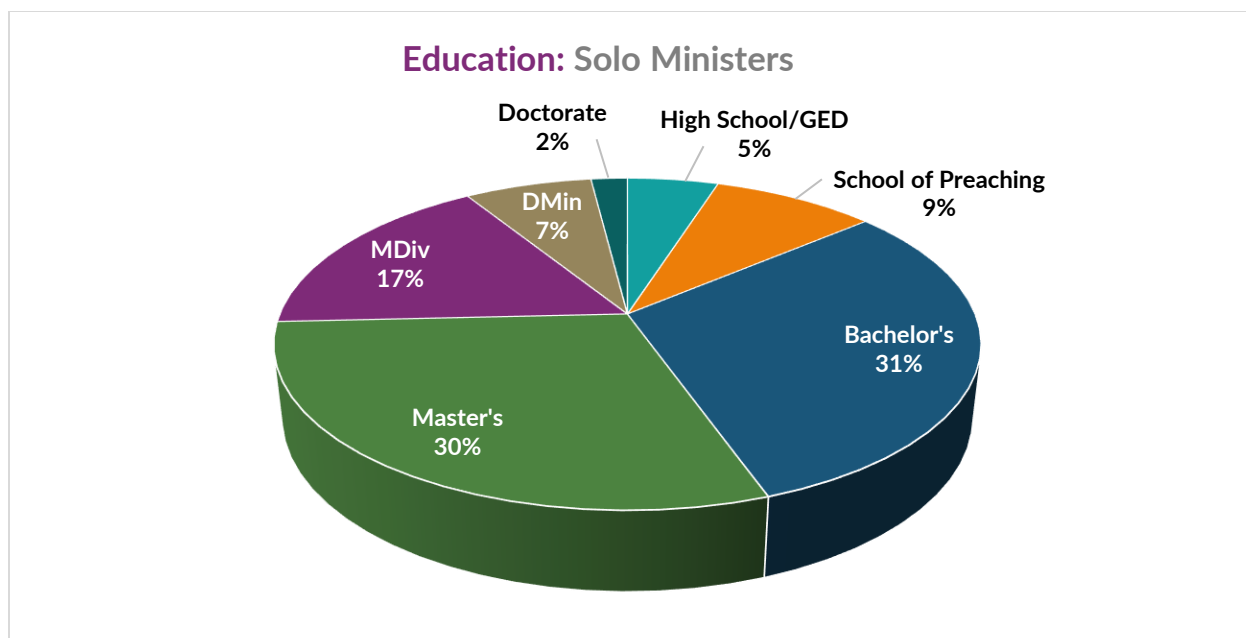
Solo Ministers (Only Minister on Staff)

N = 58 Full-Time Ministers

Salary, Allowances, Benefits	Average*	Percentage Without This Item
Salary	\$49,949	
Allowance: Books	\$804	68%
Allowance: Housing	\$18,909	59%
Allowance: Mileage	\$1,337	83%
Allowance: Travel	\$948	66%
Allowance: Cell phone	\$685	81%
Health insurance from church	\$6,941	75%
Dental/vision insurance from church	\$0	100%
Retirement benefit from church	\$3,012	83%
Percentage in Social Security	64%	
Percentage whose salary increased in 2021	33%	

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





Education by Salary: Solo Ministers

Highest Level of Education Completed	Average Salary
High school/GED	\$46,400
School of preaching	\$49,160
Bachelor's	\$50,818
Master's	\$52,559
MDiv	\$45,707
DMin	\$45,000
Doctorate	n/a

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

Ministry Experience by Salary: Solo Ministers

Total Years in Ministry	Average Salary
1-5 years	\$39,589
6-10 years	\$53,870
11-15 years	\$47,906
16-20 years	\$62,333
21-25 years	\$53,107
26+ years	\$50,828

Church Size by Salary: Solo Ministers

Average Sunday Attendance	Average Salary
<110	\$48,274
110-299	\$59,041

Additional Analysis on Preaching Roles

Church Size by Education by Salary Range: Preaching, Senior/Lead, Solo Ministers

The three preaching minister categories (Preaching, Senior/Lead, and Solo) were further sorted by church size, education, and salary range.

For church size, the median (or midpoint of this survey's distribution of church size) is 180, which served as a comparison cut point. Thus, the data are sorted according to church sizes less than 180 compared to church sizes greater than or equal to 180.

For salary, the data was further sorted into percentiles in order to view a more granular (or more detailed) salary range. The values represent the highest salary in each of the four percentiles. For instance, within the overall Solo Ministers 25th percentile (or the lowest 25%, or the bottom one-fourth of salaries), the highest salary is \$41,350.

Preaching Categories by Church Size	Average Salary	25th Percentile*	50th Percentile*	75th Percentile*	100th Percentile*
Overall, Preaching	\$61,847	\$50,000	\$61,500	\$72,000	\$121,000
Overall, Senior/Lead	\$76,727	\$53,830	\$79,590	\$94,640	\$182,000
Overall, Solo	\$49,949	\$41,350	\$50,500	\$60,000	\$92,300

Preaching Ministers by Church Size <180 by Education	Average Salary	25th Percentile*	50th Percentile*	75th Percentile*	100th Percentile*
High school/GED	\$67,955	\$49,200	\$56,911	\$97,755	\$110,00
School of preaching	\$52,467	\$31,100	\$38,250	\$76,125	\$90,000
Bachelor's	\$51,724	\$42,750	\$56,500	\$62,125	\$70,000
Master's	\$58,601	\$45,000	\$65,000	\$70,000	\$100,000
MDiv	\$58,073	\$49,457	\$51,700	\$72,825	\$78,000
DMin	\$58,828	\$52,000	\$64,000	\$64,000	\$85,000
Doctorate	\$54,082	\$38,300	\$60,650	\$72,500	\$80,000
Preaching Ministers by Church Size ≥180 by Education	Average Salary	25th Percentile*	50th Percentile*	75th Percentile*	100th Percentile*
High school/GED	n/a	n/a	n/a	n/a	n/a
School of preaching	\$55,781	\$52,000	\$55,782	n/a	\$59,564
Bachelor's	\$65,935	\$46,000	\$64,000	\$82,287	\$109,200
Master's	\$77,135	\$63,750	\$79,500	\$93,250	\$118,000
MDiv	\$74,592	\$55,776	\$63,000	n/a	\$105,000
DMin	\$83,480	\$52,202	\$82,000	\$115,500	\$121,000

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

Senior/Lead Ministers by Church Size <180 by Education	Average Salary	25th Percentile*	50th Percentile*	75th Percentile*	100th Percentile*
Bachelor's	\$51,045	\$38,976	\$40,000	\$70,000	\$94,640
Master's	\$73,275	\$52,687	\$85,000	\$88,000	\$91,000
MDiv	\$65,234	\$45,500	\$65,234	n/a	\$84,968
DMin	\$47,000	\$39,000	\$47,000	n/a	\$55,000
Doctorate	n/a	n/a	n/a	n/a	n/a
Senior/Lead Ministers by Church Size ≥180 by Education	Average Salary	25th Percentile*	50th Percentile*	75th Percentile*	100th Percentile*
High school/GED	n/a	n/a	n/a	n/a	n/a
Bachelor's	n/a	n/a	n/a	n/a	n/a
Master's	\$103,099	\$76,697	\$103,000	\$110,000	\$182,000
MDiv	\$90,750	\$71,500	\$95,000	\$105,750	\$106,000
DMin	\$87,287	\$52,373	\$92,196	\$113,125	\$130,000
Doctorate	\$80,327	\$77,800	\$79,590	n/a	\$83,591

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

Solo Ministers by Church Size <180 by Education	Average Salary	25th Percentile*	50th Percentile*	75th Percentile*	100th Percentile*
High school/GED	\$46,400	\$20,000	\$49,200	n/a	\$70,000
School of preaching	\$49,160	\$39,000	\$52,000	\$57,900	\$59,900
Bachelor's	\$52,307	\$46,088	\$50,000	\$56,275	\$75,000
Master's	\$51,239	\$39,600	\$52,000	\$62,500	\$92,300
MDiv	\$45,707	\$30,000	\$45,700	\$60,250	\$62,400
DMin	\$45,000	\$33,750	\$47,500	\$53,750	\$55,000
Doctorate	n/a	n/a	n/a	n/a	n/a
Solo Ministers by Church Size ≥180 by Education	Average Salary	25th Percentile*	50th Percentile*	75th Percentile*	100th Percentile*
All education levels	n/a	n/a	n/a	n/a	n/a

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

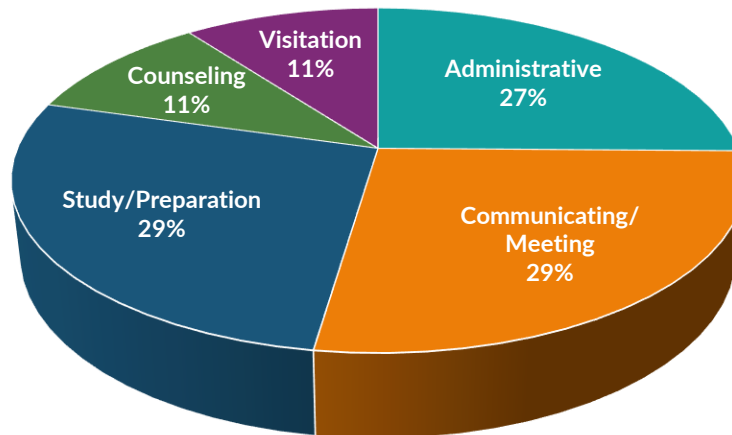
Worship Ministers

N = 11 Full-Time Ministers

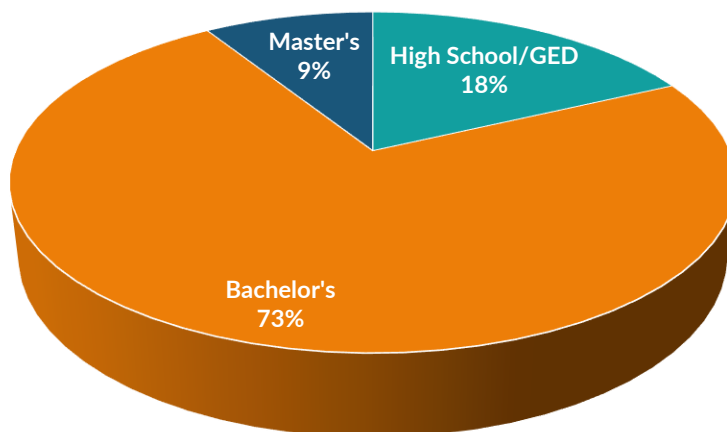
Salary, Allowances, Benefits	Average*	Percentage Without This Item
Salary	\$55,679	
Allowance: Books	\$530	55%
Allowance: Housing	\$20,166	73%
Allowance: Mileage	\$1,100	64%
Allowance: Travel	\$2,756	27%
Allowance: Cell phone	\$530	36%
Health insurance from church	\$5,568	55%
Dental/vision insurance from church	\$350	91%
Retirement benefit from church	\$2,139	27%
Percentage in Social Security	46%	
Percentage whose salary increased in 2021	55%	

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

Weekly Time Usage: Worship Ministers



Education: Worship Ministers



Education by Salary: Worship Ministers

Highest Level of Education Completed	Average Salary
High school/GED	\$47,500
Bachelor's	\$60,934
Master's	n/a

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

Church Size by Salary: Worship Ministers

Average Sunday Attendance	Average Salary
300-599	\$43,750
600+	\$69,994

Ministry Experience by Salary: Worship Ministers

Total Years in Ministry	Average Salary
1-5 years	n/a
6-10 years	\$27,500
11-15 years	\$68,824
16-20 years	n/a
21-25 years	\$79,000
26+ years	\$42,500

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

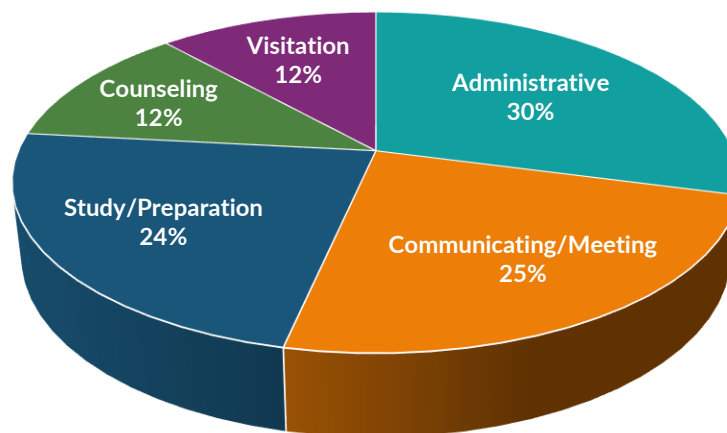
Youth Ministers

N = 36 Full-Time Ministers

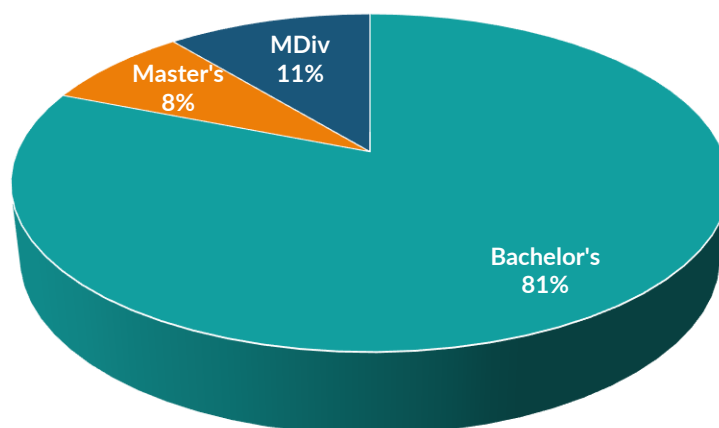
Salary, Allowances, Benefits	Average*	Percentage Without This Item
Salary	\$50,391	
Allowance: Books	\$671	58%
Allowance: Housing	\$13,542	75%
Allowance: Mileage	\$959	78%
Allowance: Travel	\$1,259	36%
Allowance: Cell phone	\$552	42%
Health insurance from church	\$6,977	72%
Dental/vision insurance from church	\$0	100%
Retirement benefit from church	\$2,573	61%
Percentage in Social Security	69%	
Percentage whose salary increased in 2021	50%	

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

Weekly Time Usage: Youth Ministers



Education: Youth Ministers



Education by Salary: Youth Ministers

Highest Level of Education Completed	Average Salary
Bachelor's	\$48,870
Master's	\$47,033
MDiv	\$63,932

Church Size by Salary: Youth Ministers

Average Sunday Attendance	Average Salary
<110	\$30,000
110-299	\$47,479
300-599	\$56,575
600+	\$47,887

Ministry Experience by Salary: Youth Ministers

Total Years in Ministry	Average Salary
1-5 years	\$46,773
6-10 years	\$49,626
11-15 years	\$46,894
16-20 years	\$55,667
21-25 years	\$57,719
26+ years	n/a

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

Impacts of COVID-19

Respondents submitted a total of 737 open-ended comments in response to the question, “In a few key phrases, how has COVID-19 impacted your church’s attendance, activity, giving, or your ministry?”

These responses are grouped into three headings with samples of typical responses, which have been edited only minimally for clarity. Due to space limitations, not all responses are included. As readers can see, many comments are topically intertwined.

Attendance and Giving (33% of Total Comments)

These integrated observations reveal common trends (with some interesting and notable exceptions): a decrease in face-to-face attendance from 10%-70% (with several 100% currently), increase in online attendance, holding relatively steady in giving (with some variance), and looking for new pathways.

- We are down about 20% in attendance with suspension of most extra activities and ministries. We still meet for Sunday morning class/worship, Sunday/Wednesday evening, and Tuesday class devotional.
- Attendance is up slightly with online viewers, but down 50% in person. Giving is up about 5%, less ministry volunteers and more load on staff.
- In person attendance is 20-30%, overall attendance down even with generously evaluated online numbers, but giving is almost the same as pre-Covid.
- Attendance down, Sunday morning worship only, classes online for Sunday and Wednesday evenings.
- It did not significantly affect our attendance and contribution.
- Fewer attending. More outside (Parking Lot via FM Transmitter) than inside. Members left permanently. Contribution Down. Less contact. No visiting.
- Attendance declined slightly, giving down 10%, but we have new visitors. My ministry roughly the same.
- In person attendance down by half, families with children aged 0-11 isolating, families w/ teens not isolating, giving has held close to normal.
- We’re still largely in a shut-down mode as it relates to in-person activity. Our people are engaged online, and we have “added” many from beyond Gallup to our virtual audience. Giving has kept up with expenses, which have become minimal (beyond salary).
- Attendance down; had to limit classes to outdoor or online. People have lost energy and some have left (we were closed when others were open).
- Attendance is down when only online is offered. We have more midweek small group type settings (online) now than before, but total attendance is down. Food bank ministry has continued with significant procedural changes to accommodate virus precautions. Outreach ministries mostly stalled.
- Our attendance in person dropped significantly as things have ebbed and flowed. My area of ministry took on a lot of extra duties due to the technology and broadcast needs. Our giving has remained strong and we averaged more in giving than our 2020 Budget called for.

- Attendance is down 40% but is steadily increasing. Support groups suffered. Giving has remained strong.
- Cut salary because of the COVID impact.
- Worried about money rather than people even though we exceeded our budget significantly!
- We met our yearly budget, so we have more money because many ministries are stagnant as they wait for activities to begin again. In person is at about 40% which is causing some angst about the future.
- Giving is up, expenses are down. Attendance at 55% of normal. Communications Ministry more active.
- Our giving has remained; however, our attendance has significantly decreased in the adult worship, teens, and nursery to toddler areas. Most adults are worshipping online or not at all right now. Giving has not dropped. Attendance is half. Ministry was curtailed, lots of safety precautions.

Changes in Activities (40% of Total Comments)

Activities were significantly altered, including visitation, reaching out, Sunday evening and Wednesday services, and related weekly activities, with several notable frustrations and hopes.

- About a third have been attending, a third we know are probably staying online for now, and a third are hard to track. We met our budget last year. Most events have been cancelled. We're hopeful for 2021.
- More members online than in person still. More time on my part connecting with members, finding alternative forms of teaching/mentoring/ministry. Young adults more difficult due to restrictions.
- We have become very flexible with programming and thinking through safety and logistics, but continue to provide opportunities for people to gather and connect as well as children to bond. We are strategizing new ideas for small groups since most are not meeting in person.
- Much less activity. Giving has been pretty steady. Attendance is down, but largely as a function of membership. Many moved through the year as COVID shook up their life, opened possibilities.
- Did not meet for 6 months. Now only Sunday AM worship. Attendance at that service is down with no out of town visitors. Giving has dropped but not as much as would have expected. Mostly older congregation who are retired so income not affected as much by COVID as true of younger members.
- Giving the same, attendance dropped dramatically. My ministry is now completely remote, as is our whole church for now. We expect at least a 20-30% attendance drop when things return to normal.
- Attendance is 28% of normal, no events/fellowships/retreats, giving steady. We fear we'll lose people.
- In-person attendance is 50%, but online presence has increased; some ministries cut back or stopped, others have changed; offering has only decreased slightly; my in-person ministry has decreased significantly, but still teaching, preaching to smaller groups and online.

- Giving has slightly increased. Attendance has declined. Fellowship activities greatly reduced. My ministry has become much more focused on a few specific opportunities as well as more directed to individuals.
- 60% still watch from home, no church activities, fellowship meals, parties, Wednesday night class, nor small groups. Giving is the same. My youth ministry has been turned upside down (no activities, only a 20 minute class once a week on Sundays).
- We meet live, but 2/3 of church members only attend online. Giving is constant. Activity is directed by COVID. My ministry role has morphed into a Tech Support role, since we never before had online.
- Giving is up, attendance/activities down. Growth: new people attending, lots members/visitors online.
- At least a 90% increase in online attendance and about a 66% decrease in house attendance; contribution shows a 15-20% increase; Overall ministry activities down about 50%.
- 70% now online, 30% in person. But of 70%, we don't know if we have lost several???
- Families are no longer participating online or in person. The only kids attending in-person worship are staff kids. Feeling very unnecessary.
- Our church is continuing to meet predominantly online. We are offering in person services with a 25% capacity, but see only 10-12% worship in person with us. We have a strong online presence because of our membership worshipping online. Our giving has slowed but is close to pre-pandemic levels.
- Killed it. Attendance decreased. Activity decreased. Giving decreased. Tough to do visitations with COVID, so study time has increased but visitations have decreased.
- 90% shift to digital attendance, limited extra-worship activity. I've had to become a videographer and streaming professional.

Effects on Ministry (27% of Total Comments)

The following sampling of comments reflects attitudes, morale, ministers' outlooks, despair and uncertainty, as well as reimagining and hope for the church's future.

- I'm too exhausted to even type it all out.
- In person attendance cut in half. Not a lot of self-starting ministry within the congregation --- all minister led. Giving is down by 1/4 but the "need" for online giving will benefit the church in the future.
- With so many devices, my ministry has turned into parent pastoral support in equipping more than anything else and a whole lot of porch visits to the families that represent 13 cities.
- Attendance is hard to assess. Activity has disappeared except for online and some limited visitation. My ministry is more stressful because I've had to learn new skills and radically adjust to a new schedule.
- Much less attendance, slightly less giving, forced (for the better) us to reshape and rethink our ministry.
- My ministry is shut down; decreased, challenging, flexibility needed.
- We closed in-person for months. More attending online than in person. Forced leadership to consider the future of what "church" can look like.

- More creative, flexible in doing ministry, worship; pastoral care using new technology; stronger now.
- It has significantly impacted us, but the polarization has impacted us more, having to choose a side on mask wearing or not, on political affiliation (unfortunately), on racial and social justice issues, etc.
- Virtually shut it down and divided between masks and no masks.
- Learned many new technologies, upgraded streaming, giving remained steady as expense went down. We lost some folks but have gained more. Our church has been resilient and I'd easily say we have thrived considering the horrible circumstances. Worst thing has been not being able to grieve the deaths together of some long time members. For my job personally, 2020 was (and it's not even close) the busiest year I've ever had working. Most of the online presence fell to me and kept me hopping. At the end of the year, my elders recognized that and actually gave me a \$1000 bonus for all the hard work. It could have been a buck. Seeing that they recognized it was priceless and felt incredibly affirming.
- Smaller core group still attending all worship services and events, short on older volunteers, giving has been sporadic lower averages but then they make up for it normally at the end of the month).
- Eviscerated, killed morale, clouded judgment.
- Absent members, service fatigue.
- We're online, giving down a little, personal study & connection is more meaningful. People seem disconnected. Online has given us a wider reach; more spiritually focused events versus socially focused.
- Still worshipping on-line (attendance hard to know); giving steady; ministry "reimagined" in many ways.
- Ministry had to pivot; I feel disconnected from congregation regardless of FaceTime or meet with masks.
- Very little change. We have a drive up service using a transmitter to broadcast to vehicles. Everyone is safe and can see and fellowship from their vehicles.
- Some have chosen not to come back for now; limited activity.
- Lower attendance (85 combined in-person + online rather than 125), greatly reduced activity, giving has held steady. My ministry focused much more on administration & COVID response than before (with less time/opportunity now for counseling & Bible studies with individuals).
- Attendance down 50-70%; activity with far fewer fellowship opportunities; Giving stayed the same. Ministry in trying to keep in-touch with members who are not coming has proven to be overwhelming.
- 1/3 down, 1/3, up, frustrating and depressing; greatly damaged our sense of action and vision.
- It has been a roller coaster, attendance, levels of activity, and ministry up and down, but giving steady.
- Difficult, Prayerful, Resourceful, Triumphant, Blessed.
- Attendance down, less event participation, giving stabilized, people are more vocal in their criticism.

- Attendance is difficult to track. Giving has been steady or increased. My ministry has changed drastically, but we've engaged with families who are ready in the ways they are able to engage.
- 17% decrease in 2020 giving; frustrating in that no one wanted to do online classes, prayer, etc.; shows how we have way too much focus on Sunday mornings. I hate election years and this one was the worst.
- Strengths have become stronger and weaknesses have been exposed.
- Attendance cut 50%, activity has been cut significantly. Giving is close to the same. My ministry has been greatly impacted - hardly any visiting or fellowship, a lot of work online (filming, editing, uploading, etc.).
- Presently there is no assembly. Contribution is up. Little personal contact, but daily email & Facebook. Weekly sermon video. No hospital chaplaincy.

Additional Resources From the Siburt Institute for Church Ministry

Equipping leaders, helping churches thrive

MINISTER TRANSITION GUIDANCE AND RESOURCES

With a personalized touch and an extensive network, our Looking Team facilitates connections between churches seeking a new minister, and ministers seeking a new position. MinistryLink, our online ministry job board, offers the freedom for churches and ministers to manage their own searches: churches can post publicly accessible job openings for ministers to browse freely.

We also offer resource packets to assist churches and ministers with navigating ministerial transitions in constructive and healthy ways.

siburtinstitute.org/transition

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

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.

Our experienced consultants 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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