



SIBURT
INSTITUTE
for Church Ministry

2023 MINISTERS' SALARY SURVEY

An annual nationwide survey
reporting minister compensation
among Churches of Christ

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Siburt Institute for Church Ministry
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Table of Contents

Click any aqua text below to navigate to that section.

INTRODUCTION AND OVERALL SUMMARY

2023 Survey Introduction	3
Overall Survey Demographics and Summary	4

REPORTS BY MINISTRY ROLE

Administrative/Executive Ministers	11
Associate Ministers	13
Campus/College/University Ministers	15
Children’s Ministers	17
Lead/Preaching/Senior Ministers	19
Solo Ministers (Only Minister on Staff)	21
Worship Ministers	23
Youth Ministers	25
Other Ministers	27

ADDITIONAL MATERIAL

Additional Resources From the Siburt Institute for Church Ministry	28
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2023 Survey Introduction

Guide to Interpretation of the Report and Terms

The next few pages provide overall data about ministers' demographics, salaries, benefits, and allowances. 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, cell phone, travel, conferences, and continuing education.
- *Benefit* is the annual dollar amount the church pays for medical insurance, dental, vision, life insurance, and disability insurance.
- *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 23-March 20, 2023, and reports 2023 salaries, benefits, allowances, and other data for ministers in Churches of Christ. Due to an oversight, retirement benefits and church size were not reported.

The final survey size of 287 resulted in a margin of error $\pm 6.0\%$, which means any one percentage could be higher or lower by this margin related to probability rules of randomness among survey respondents.

Some responses were removed from the survey if their geographic location was outside of the United States, they were not paid, or their role was not within a congregational setting. Additionally, if salaries reported were unusually low, such as retired/volunteer pay, expenses only, or approaching zero, and the like, those cases were removed to avoid skewed, misrepresented results.

Special note on part-time versus full-time: When the number of part-time ministers is relatively low, only full-time ministers are reported.

Overall Survey Demographics and Summary

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

Total Survey Size = 287

Ministry Role	
Administrative/executive	6.3%
Associate	4.2%
Campus/college/university	3.5%
Children's	8.4%
Communication	0.7%
Community outreach	0.7%
Connections/discipleship/involvement	0.7%
Education/spiritual formation	1.4%
Family	1.0%
Lead/preaching/senior	38.0%
Missionary	0.3%
Solo (only minister on staff)	21.6%
Worship	2.8%
Youth	10.5%
Employment Status	
Part-time (29 hours or fewer)	13.6%
Full-time (30 hours or more)	86.4%
Source of Employment	
Ministry role is the only source of employment	79.4%
Have more than one source of employment	20.6%
Experience (Total Years in Current Ministry Role)	
1-5 years	38.0%
6-10 years	20.2%
11-15 years	12.5%
16-20 years	8.0%
21-25 years	8.0%
26+ years	13.2%
Social Security	
Participating in Social Security	67.9%
Opted out of Social Security	32.1%

Age	
18-24	3.5%
25-34	16.7%
35-44	21.6%
45-54	21.3%
55-64	22.6%
65+	14.3%
Gender	
Female	10.5%
Male	89.5%
Marital Status	
Married	93.7%
Previously married	1.7%
Single, never married	4.2%
Prefer not to say	0.3%
Education (Highest Level of Education Completed)	
High school diploma or equivalent	2.8%
School of preaching	4.5%
Associate's	3.5%
Bachelor's	33.1%
Master's (other than MDiv)	31.4%
MDiv (Master of Divinity)	11.8%
DMin (Doctor of Ministry)	5.9%
Doctorate (other than DMin)	7.0%
Region of the United States	
Northeast (CT, MA, ME, NH, NJ, NY, PA, RI, VT)	4.5%
Midwest (IA, IL, IN, KS, MI, MN, MO, ND, NE, OH, SD, WI)	11.1%
South (AL, AR, DC, DE, FL, GA, KY, LA, MD, MS, NC, OK, SC, TN, TX, VA, WV)	73.9%
West (AK, AZ, CA, CO, HI, ID, MT, NM, NV, OR, UT, WA, WY)	10.5%
Experience (Total Years in Ministry)	
1-5 years	13.2%
6-10 years	14.3%
11-15 years	13.9%
16-20 years	10.5%
21-25 years	12.2%
26+ years	35.9%

Overall 2023 Salary Compared to 2022 (Part-Time and Full-Time)

	Percent
Salary decreased	2.1%
Salary stayed the same	41.1%
Salary increased	54.0%
Not applicable (n/a)	2.8%

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

Ministry Role	Average Salary*	Minimum Salary*	Maximum Salary*	Most Frequent Education	Most Frequent Experience (Total Years in Ministry)
Administrative/executive	\$74,457	\$29,900	\$156,000	Bachelor's, Master's, MDiv	26+
Associate	\$68,742	\$40,780	\$96,500	MDiv	26+
Campus/college/university	\$53,200	\$30,900	\$71,500	Bachelor's	6-10
Children's	\$56,284	\$37,000	\$91,600	Bachelor's	1-5
Communication	\$51,500	\$40,000	\$63,000	n/a	n/a
Community outreach	n/a	n/a	n/a	n/a	n/a
Connections/discipleship/involvement	\$59,750	\$46,000	\$73,500	n/a	n/a
Education/spiritual formation	\$66,000	\$52,000	\$80,000	n/a	n/a
Family	\$61,667	\$55,000	\$70,000	n/a	11-15
Lead/preaching/senior	\$75,961	\$39,650	\$135,000	Master's	26+
Missionary	n/a	n/a	n/a	n/a	n/a
Solo (only minister on staff)	\$59,674	\$20,000	\$105,700	Bachelor's	26+
Worship	\$65,548	\$35,000	\$94,800	Bachelor's	6-10
Youth	\$62,871	\$35,000	\$100,000	Bachelor's	6-10
Average*	\$67,443	\$20,000	\$156,000	Bachelor's	26+

*Excluding allowances and benefits.

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

Overall Ministry Role by Salary, Education, and Ministry Experience (Part-Time)

Ministry Role	Average Salary*	Minimum Salary*	Maximum Salary*	Most Frequent Education	Most Frequent Experience (Total Years in Ministry)
Administrative/executive	n/a	n/a	n/a	n/a	n/a
Associate	\$40,333	\$24,000	\$55,000	n/a	n/a
Children's	\$22,410	\$16,900	\$29,500	Bachelor's	1-5
Community outreach	n/a	n/a	n/a	n/a	n/a
Education/spiritual formation	\$36,500	\$26,000	\$47,000	n/a	n/a
Lead/preaching/senior	\$26,790	\$2,600	\$60,000	Master's, Doctorate	26+
Solo (only minister on staff)	\$19,407	\$4,800	\$36,000	Master's	26+
Worship	n/a	n/a	n/a	n/a	n/a
Average*	\$24,248	\$2,600	\$60,000	Bachelor's	26+

*Excluding allowances and benefits.

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

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

Region	Average Salary*	Minimum Salary*	Maximum Salary*	Most Frequent Education	Most Frequent Experience (Total Years in Ministry)
Northeast	\$73,598	\$58,066	\$100,000	Bachelor's, Master's	26+
Midwest	\$62,842	\$29,900	\$118,161	Master's	26+
South	\$67,873	\$20,000	\$156,000	Bachelor's	26+
West	\$66,755	\$46,800	\$94,000	Master's	26+
Average*	\$67,443	\$20,000	\$156,000	Bachelor's	26+

*Excluding allowances and benefits.

Overall Region by Salary, Education, and Ministry Experience (Part-Time)

Region	Average Salary*	Minimum Salary*	Maximum Salary*	Most Frequent Education	Most Frequent Experience (Total Years in Ministry)
Northeast	n/a	n/a	n/a	n/a	n/a
Midwest	\$35,533	\$28,600	\$42,000	School of Preaching	26+
South	\$20,400	\$2,600	\$47,000	Bachelor's	26+
West	\$44,250	\$12,000	\$60,000	Doctorate	26+
Average*	\$24,248	\$2,600	\$60,000	Bachelor's	26+

*Excluding allowances and benefits.

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

Overall Allowances, Benefits, and Leave Information

This section reports annual amounts that churches pay for specific allowances and benefits along with percentages with or without an allowance or benefit. A significant percentage of respondents *do not* receive these benefits and allowances.

2023 Allowances and Benefits (Full-Time)

Allowances and Benefits	Average of Those With This Allowance or Benefit	Percentage With This Allowance or Benefit	Percentage Without This Allowance or Benefit
Books	\$750	43.1%	56.9%
Cell phone	\$694	31.9%	68.1%
Travel	\$2,021	33.9%	66.1%
Conferences	\$1,272	56.0%	44.0%
Continuing education	\$2,389	26.2%	73.8%
Other allowances*	n/a	14.9%	85.1%
Medical insurance	\$9,514	31.0%	69.0%
Dental insurance	\$967	6.5%	93.5%
Vision insurance	\$850	5.2%	94.8%
Life insurance	\$13,175	7.3%	92.7%
Disability insurance	\$3,002	7.3%	92.7%
Other benefits**	n/a	10.9%	89.1%

*Other allowances included a yearly sermon planning retreat; professional, personal, or out of pocket expenses; camp; supplies; connection with guests/members (e.g., coffee, food); a lump sum for all allowances.

**Other benefits included retirement, HRA, medical reimbursement, and workers' compensation.

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

2018-2022 Retirement Benefits (Full-Time)

Retirement Benefits	Average of Those <u>With</u> This Benefit	Percentage <u>Without</u> This Benefit
2018 retirement benefit from church	\$3,676	57.0%
2019 retirement benefit from church	\$3,202	68.0%
2020 retirement benefit from church	\$2,955	60.0%
2021 retirement benefit from church	\$3,651	63.0%
2022 retirement benefit from church	\$2,919	63.0%
Average	\$3,281	62.0%

Note: Due to an oversight, we were not able to obtain retirement benefit information for 2023. Therefore, this table reports the averages from the past five years with an overall five-year average.

2023 Allowances and Benefits (Part-Time)

Allowances and Benefits	Percentage <u>With</u> This Allowance or Benefit	Percentage <u>Without</u> This Allowance or Benefit
Books	15.4%	84.6%
Cell phone	7.7%	92.3%
Travel	20.5%	79.5%
Conferences	28.2%	71.8%
Continuing education	15.4%	84.6%
Other allowances*	7.7%	92.3%
Medical insurance	5.1%	94.9%

**Other allowances included a sabbatical and spiritual direction.*

2023 Housing Allowance (Full-Time)

Housing Allowance	Average	Percent
Church provides the house where the minister lives	\$21,892	10.9%
Church provides a monetary housing supplement	\$29,176	14.1%
Church does not provide housing		72.2%
Other*	n/a	2.8%

**Other included a housing allowance embedded into salary.*

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

2023 Housing Allowance (Part-Time)

Housing Allowance	Percent
Church provides the house where the minister lives	5.1%
Church provides a monetary housing supplement	2.6%
Church does not provide housing	87.2%
Other*	5.1%

*Other included a housing allowance embedded into salary.

Annual Days of Formal Leave Allowed in 2023 (Full-Time)

Category of Leave as Days	Average of Those <u>With</u> This Benefit	Percentage <u>With</u> This Benefit	Percentage <u>Without</u> This Benefit
Vacation	17	94.0%	6.0%
Personal	15	41.9%	58.1%
Illness	12	56.0%	44.0%
Maternity/paternity	23	16.5%	83.5%
Attend conferences	9	61.3%	38.7%
Other*	n/a	7.7%	92.3%

*Other included a preacher retreat, an annual personal planning retreat, a sermon planning sabbatical, education, church camp, consulting, lectures/Gospel meetings, missions, a sabbatical, speaking engagements, occasional Sunday's off, and a specific number of days for all categories of leave.

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

Annual Days of Formal Leave Allowed in 2023 (Part-Time)

Category of Leave as Days	Average of Those <u>With</u> This Benefit	Percentage <u>With</u> This Benefit	Percentage <u>Without</u> This Benefit
Vacation	13	87.8%	12.2%
Personal	6	28.2%	71.8%
Illness	5	30.8%	69.2%
Maternity/paternity	n/a	10.3%	89.7%
Attend conferences	6	23.1%	76.9%
Other*	n/a	20.5%	79.5%

*Other included a sabbatical, other work travel, and as needed.

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

Administrative/Executive Ministers

N = 17 Full-Time Ministers

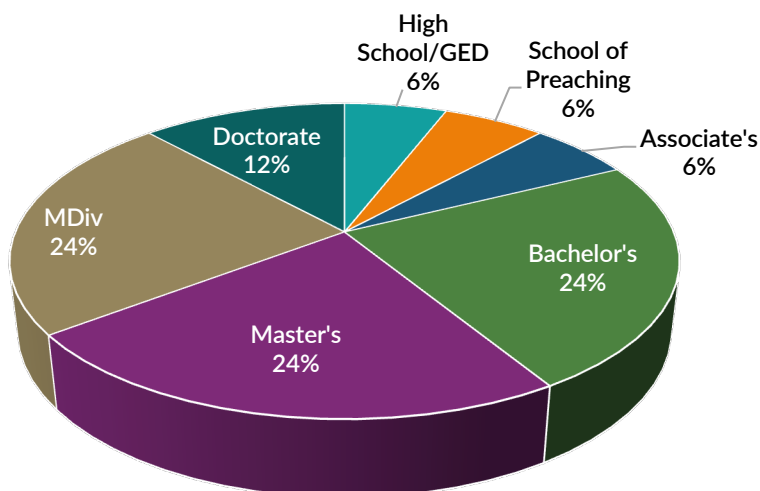
	Average	Minimum	Maximum
Salary	\$74,457	\$29,900	\$156,000

Salary, Allowances, Benefits	Average of Those <u>With</u> This Item	Percentage <u>With</u> This Item
Percentage whose salary increased in 2023		64.7%
Percentage with more than one source of employment		17.6%
Books	\$767	41.2%
Cell phone	\$709	41.2%
Travel	\$1,700	35.3%
Conference	\$1,800	58.8%
Continuing education	\$4,000	29.4%
Medical insurance	\$15,431	52.9%
Percentage participating in Social Security		70.6%

Housing Allowance	Average	Percent
Church provides the house where the minister lives	\$54,750	23.5%
Church provides a monetary housing supplement	n/a	11.8%
Church does not provide housing		64.7%

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

Education: Administrative/Executive Ministers



Education by Salary: Administrative/Executive Ministers

Highest Level of Education Completed	Average Salary
High school or equivalent	n/a
School of preaching	n/a
Associate's	n/a
Bachelor's	\$65,225
Master's	\$79,447
MDiv	\$96,000
Doctorate	\$58,500

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

Ministry Experience by Salary: Administrative/Executive Ministers

Total Years in Current Ministry Role	%	Average Salary
1-5 years	29.4%	\$58,379
6-10 years	17.6%	\$76,803
21-25 years	17.6%	\$68,000
26+	35.3%	\$93,000

Ministry Experience by Salary: Administrative/Executive Ministers

Total Years in Ministry	%	Average Salary
1-5 years	11.8%	\$57,450
6-10 years	17.6%	\$64,008
11-15 years	5.9%	n/a
16-20 years	5.9%	n/a
21-25 years	5.9%	n/a
26+ years	52.9%	\$86,298

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

Associate Ministers

N = 9 Full-Time Ministers

Salary	Average	Minimum	Maximum
Salary	\$68,742	\$40,780	\$96,500

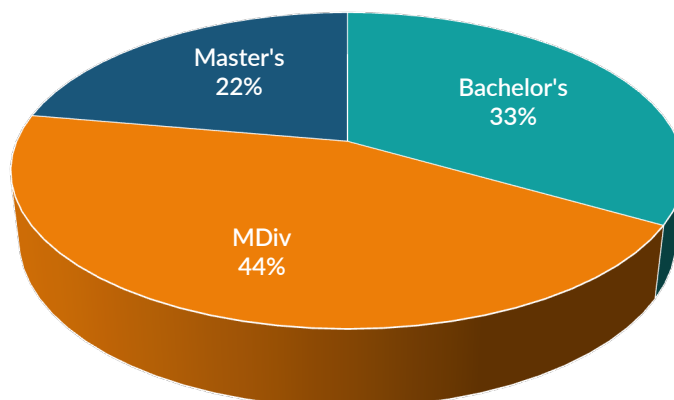
Salary, Allowances, Benefits	Average of Those <u>With</u> This Item	Percentage <u>With</u> This Item
Percentage whose salary increased in 2023		77.8%
Percentage with more than one source of employment		11.1%
Books	\$175	33.3%
Cell phone	\$397	55.6%
Travel	n/a	11.1%
Conference	\$890	66.7%
Continuing education	n/a	22.2%
Medical insurance	n/a	11.1%
Percentage in Social Security		66.7%

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

Housing Allowance	Average	Percent
Church provides a monetary housing supplement	n/a	22.2%
Church does not provide housing		77.8%

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

Education: Associate Ministers



Education by Salary: Associate Ministers

Highest Level of Education Completed	Average Salary
Bachelor's	\$60,333
Master's	\$73,500
MDiv	\$72,670

Ministry Experience by Salary: Associate Ministers

Total Years in Current Ministry Role	%	Average Salary
1-5 years	66.7%	\$65,547
6-10 years	11.1%	n/a
11-15 years	11.1%	n/a
26+ years	11.1%	n/a

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	22.2%	\$42,890
6-10 years	11.1%	n/a
11-15 years	11.1%	n/a
16-20 years	11.1%	n/a
21-25 years	11.1%	n/a
26+	33.3%	\$80,967

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

Campus/College/University Ministers

N = 10 Full-Time Ministers

Salary	Average	Minimum	Maximum
Salary	\$53,200	\$30,900	\$71,500

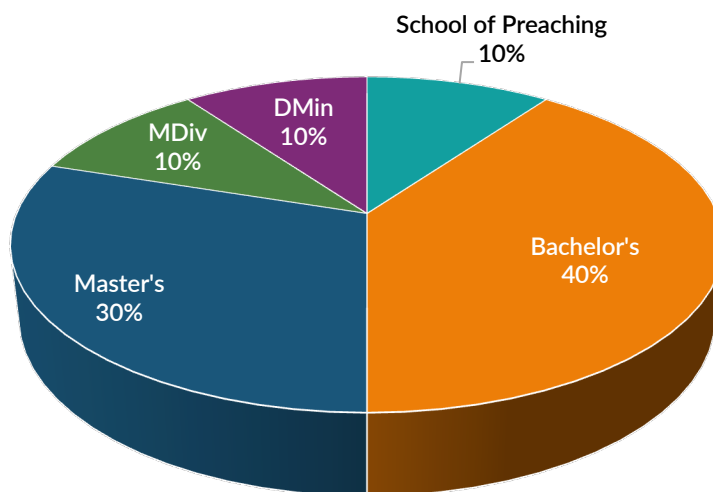
Salary, Allowances, Benefits	Average of Those <u>With</u> This Item	Percentage <u>With</u> This Item
Percentage whose salary increased in 2023		60.0%
Percentage with more than one source of employment		20.0%
Books	n/a	40.0%
Cell phone	n/a	20.0%
Travel	n/a	40.0%
Conference	\$625	60.0%
Continuing education	\$4,000	30.0%
Medical insurance	\$9,600	40.0%
Percentage in Social Security		60.0%

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

Housing Allowance	Average	Percent
Church provides a monetary housing supplement	n/a	20.0%
Church does not provide housing		80.0%

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

Education: Campus/College/University Ministers



Education by Salary: Campus/College/Univ. Ministers

Highest Level of Education Completed	Average Salary
School of preaching	n/a
Bachelor's	\$41,475
Master's	\$62,433
MDiv	n/a
DMin	n/a

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

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

Total Years in Current Ministry Role	%	Average Salary
1-5 years	80.0%	\$50,963
6-10 years	20.0%	\$62,150

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

Total Years in Ministry	%	Average Salary
1-5 years	30.0%	\$48,967
6-10 years	40.0%	\$53,125
11-15 years	20.0%	\$51,300
16-20 years	10.0%	n/a

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

Children's Ministers

N = 18 Full-Time Ministers

Salary	Average	Minimum	Maximum
Salary	\$56,284	\$37,000	\$91,600

Salary, Allowances, Benefits	Average of Those <u>With</u> This Item	Percentage <u>With</u> This Item
Percentage whose salary increased in 2023		61.1%
Percentage with more than one source of employment		11.1%
Books	\$1,125	33.3%
Cell phone	\$474	38.9%
Travel	n/a	33.3%
Conference	\$1,325	61.1%
Continuing education	n/a	38.9%
Medical insurance	\$4,120	33.3%
Percentage in Social Security		94.4%

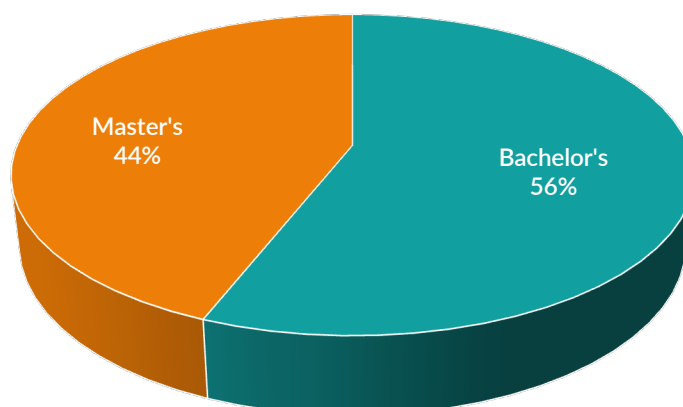
Note: The designation n/a indicates a category was reported but had insufficient data.

Housing	Average	Percent
Church provides a monetary housing supplement	n/a	5.6%
Church does not provide housing		83.3%
Other*	n/a	11.1%

**Other included a housing allowance embedded into salary.*

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

Education: Children's Ministers



Education by Salary: Children's Ministers

Highest Level of Education Completed	Average Salary
Bachelor's	\$55,927
Master's	\$56,730

Ministry Experience by Salary: Children's Ministers

Total Years in Current Ministry Role	%	Average Salary
1-5 years	44.4%	\$54,605
6-10 years	27.8%	\$54,934
11-15 years	22.2%	\$52,500
21-25 years	5.6%	n/a

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

Ministry Experience by Salary: Children's Ministers

Total Years in Ministry	%	Average Salary
1-5 years	38.9%	\$54,754
6-10 years	22.2%	\$57,140
11-15 years	22.2%	\$52,668
16-20 years	5.6%	n/a
21-25 years	5.6%	n/a
26+ years	5.6%	n/a

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

Lead/Preaching/Senior Ministers

N = 99 Full-Time Ministers

Salary	Average	Minimum	Maximum
Salary	\$75,961	\$39,650	\$135,000

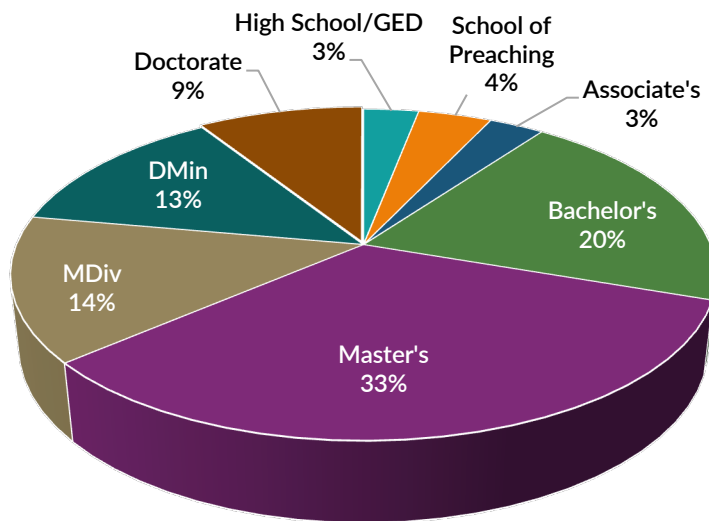
Salary, Allowances, Benefits	Average of Those <u>With</u> Item	Percentage <u>With</u> This Item
Percentage whose salary increased in 2023		57.6%
Percentage with more than one source of employment		8.1%
Books	\$596	44.4%
Cell phone	\$849	34.3%
Travel	\$2,265	35.4%
Conference	\$1,346	53.5%
Continuing education	\$1,372	23.2%
Medical insurance	\$9,568	30.3%
Percentage in Social Security		60.6%

Housing Allowance	Average	Percent
Church provides the house where the minister lives	\$14,369	13.1%
Church provides a monetary housing supplement	\$31,973	16.2%
Church does not provide housing		69.7%
Other*	n/a	1.0%

*Other included a housing allowance embedded into salary.

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

Education: Lead/Preaching/Senior Ministers



Education by Salary: Lead/Preaching/Senior Ministers

Highest Level of Education Completed	Average Salary
High school or equivalent	\$63,000
School of preaching	\$66,500
Associate's	\$74,135
Bachelor's	\$66,649
Master's	\$80,042
MDiv	\$74,817
DMin	\$81,585
Doctorate	\$84,486

Ministry Experience by Salary: Lead/Preaching/Senior Ministers

Total Years in Current Ministry Role	%	Average Salary
1-5 years	30.3%	\$77,310
6-10 years	20.2%	\$69,947
11-15 years	17.2%	\$78,784
16-20 years	9.1%	\$77,668
21-25 years	6.1%	\$83,790
26+ years	17.2%	\$74,169

Ministry Experience by Salary: Lead/Preaching/Senior Ministers

Total Years in Ministry	%	Average Salary
1-5 years	4.0%	\$56,833
6-10 years	7.1%	\$71,500
11-15 years	14.1%	\$76,165
16-20 years	16.2%	\$74,530
21-25 years	16.2%	\$82,370
26+ years	42.4%	\$76,563

Solo Ministers (Only Minister on Staff)

N = 49 Full-Time Ministers

Salary	Average	Minimum	Maximum
Salary	\$59,674	\$20,000	\$105,700

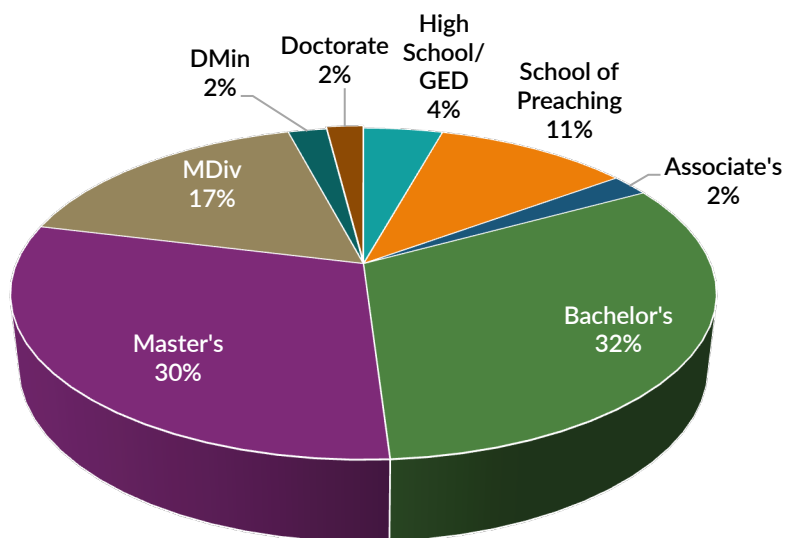
Salary, Allowances, Benefits	Average of Those <u>With</u> This Item	Percentage <u>With</u> This Item
Percentage whose salary increased in 2023		48.9%
Percentage with more than one source of employment		23.4%
Books	\$940	21.3%
Cell phone	\$593	12.8%
Travel	\$2,283	27.7%
Conference	\$956	34.0%
Continuing education	\$2,833	19.1%
Medical insurance	\$6,950	14.9%
Percentage in Social Security		61.7%

Housing Allowance	Average	Percent
Church provides the house where the minister lives	\$17,688	19.1%
Church provides a monetary housing supplement	\$16,979	14.9%
Church does not provide housing		61.7%
Other*	n/a	4.3%

*Other included a housing allowance embedded into salary.

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

Education: Solo Ministers



Education by Salary: Solo Ministers

Highest Level of Education Completed	Average Salary
High school or equivalent	\$80,350
School of preaching	\$56,332
Associate's	n/a
Bachelor's	\$58,100
Master's	\$56,379
MDiv	\$58,350
DMin	n/a
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 Current Ministry Role	%	Average Salary
1-5 years	27.7%	\$61,078
6-10 years	12.8%	\$62,267
11-15 years	14.9%	\$73,734
16-20 years	12.8%	\$51,450
21-25 years	14.9%	\$53,371
26+ years	17.0%	\$54,827

Ministry Experience by Salary: Solo Ministers

Total Years in Ministry	%	Average Salary
1-5 years	16.4%	\$54,520
6-10 years	8.5%	\$53,500
11-15 years	17.0%	\$74,804
16-20 years	10.6%	\$66,188
21-25 years	10.6%	\$60,504
26+ years	46.8%	\$54,328

Worship Ministers

N = 7 Full-Time Ministers

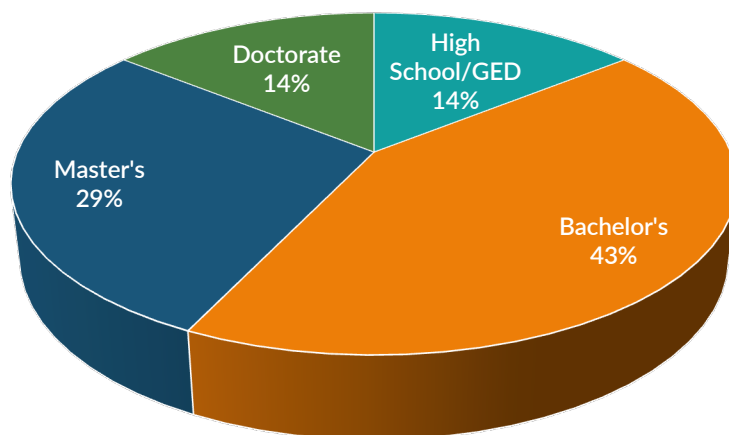
Salary	Average	Minimum	Maximum
Salary	\$65,548	\$35,000	\$94,800

Salary, Allowances, Benefits	Average of Those <u>With</u> This Item	Percentage <u>With</u> This Item
Percentage whose salary increased in 2023		100%
Percentage with more than one source of employment		0%
Books	\$1,325	57.1%
Cell phone	n/a	14.3%
Travel	n/a	28.6%
Conference	\$1,033	71.4%
Continuing education	\$625	28.6%
Medical insurance	n/a	28.6%
Percentage in Social Security		71.4%

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

Housing Allowance	Average	Percent
Church does not provide housing		100%

Education: Worship Ministers



Education by Salary: Worship Ministers

Highest Level of Education Completed	Average Salary
High school or equivalent	n/a
Bachelor's	\$55,512
Master's	\$81,150
Doctorate	n/a

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

Ministry Experience by Salary: Worship Ministers

Total Years in Current Ministry Role	%	Average Salary
1-5 years	42.9%	\$59,933
6-10 years	28.6%	\$58,750
16-20 years	14.3%	n/a
21-25 years	14.3%	n/a

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

Ministry Experience by Salary: Worship Ministers

Total Years in Ministry	%	Average Salary
1-5 years	14.3%	n/a
6-10 years	42.9%	\$55,833
16-20 years	14.3%	n/a
21-25 years	14.3%	n/a
26+ years	14.3%	n/a

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

Youth Ministers

N = 30 Full-Time Ministers

Salary	Average	Minimum	Maximum
Salary	\$62,871	\$35,000	\$100,000

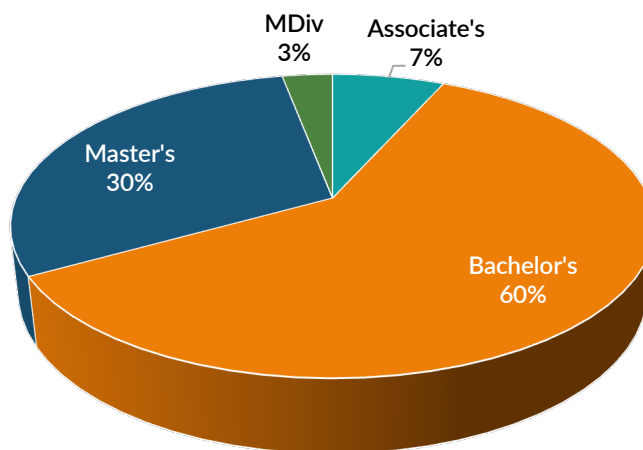
Salary, Allowances, Benefits	Average of Those <u>With</u> This Item	Percentage <u>With</u> This Item
Percentage whose salary increased in 2023		50.0%
Percentage with more than one source of employment		13.3%
Books	\$863	70.0%
Cell phone	\$436	43.3%
Travel	\$738	46.7%
Conference	\$1,495	80.0%
Continuing education	\$4,660	36.7%
Medical insurance	\$12,333	43.3%
Percentage in Social Security		70.0%

Housing Allowance	Average	Percent
Church provides the house where the minister lives	n/a	3.3%
Church provides a monetary housing supplement	n/a	13.3%
Church does not provide housing		80.0%
Other*	n/a	3.3%

*Other included a housing allowance embedded into salary.

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

Education: Youth Ministers



Education by Salary: Youth Ministers

Highest Level of Education Completed	Average Salary
Associate's	\$59,050
Bachelor's	\$59,708
Master's	\$70,576
MDiv	n/a

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

Ministry Experience by Salary: Youth Ministers

Total Years in Current Ministry Role	%	Average Salary
1-5 years	53.3%	\$57,172
6-10 years	16.7%	\$66,916
11-15 years	10.0%	\$52,700
16-20 years	10.0%	\$80,200
21-25 years	6.7%	\$83,800
26+ years	3.3%	n/a

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

Ministry Experience by Salary: Youth Ministers

Total Years in Ministry	%	Average Salary
1-5 years	23.3%	\$53,459
6-10 years	33.3%	\$60,324
11-15 years	13.3%	\$57,495
16-20 years	6.7%	\$88,500
21-25 years	20.0%	\$71,867
26+ years	3.3%	n/a

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

Other Ministers

N = 11 Full-Time Ministers

The following ministry roles cannot be reported without violating the respondent's privacy or presenting data that are inaccurate or statistically invalid.

Ministry Role	Frequency
Communication	2
Community outreach	1
Connections/discipleship/involvement	2
Education/spiritual formation	2
Family	3
Missionary	1

Additional Resources From the Siburt Institute for Church Ministry

Equipping Leaders, Helping Churches Thrive

MINISTRY TRANSITION RESOURCES

For ministers and congregations alike, navigating a change in ministerial leadership is a critical and complex process. MinistryLink, our online ministry job board, provides a platform for churches to post publicly accessible job openings for ministers to browse freely. 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.

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.

Our experienced consultants can offer a fresh perspective and new insights to help leaders find a way forward.

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CHURCH HEALTH ASSESSMENT

This newly revised, robust, and statistically reliable instrument helps church leaders by gathering and reporting on several dimensions of congregational life such as worship, programs and ministries, spiritual formation and discipleship, and mission and values.

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Throughout the year we offer various webinars and gatherings across the country. Examples include ACU Summit, ElderLink, Equipping for Ministry, and Intersection.

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