PURPOSE

2021 COMPENSATION REPORT

Pensions and Benefits USA is pleased to present this report on compensation statistics for ministers of the church’s USA educational regions for the 2020 assembly year.

Along with providing general education and transparency, our hope in distributing these results is that local churches will consider the compensation packages of other pastors in their regions when working to offer equitable benefits to members of their staff.

You’ll find more resources on compensation in our Memos series, as well as a compensation calculator under the “Resources” tab at pbusa.org.

We appreciate the work and support of our churches and pray that this information will serve as a stimulus to help congregations provide the best possible financial care for their servant leaders.

Kevin P. Gilmore
Director - Pensions and Benefits USA

PENSIONS AND BENEFITS USA
CHURCH OF THE NAZARENE

More than a Century of Serving Those Who Serve
ABOUT THIS REPORT
This report was compiled by Nazarene Research Services from information collected in the 2020 Annual Pastor’s Report and the USA/Canada Region Supplement. It makes the following assumptions:

- Total Compensation = Salary and benefits (housing or parsonage fair rental, insurance, Social Security reimbursement, retirement contributions, etc.)
- All Staff Compensation = Pastor, associate, and support staff salaries and benefits.
- Standard Deviation = The amount above and below the mean that produces a range equal to 68% of the churches.

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

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

AVERAGE TOTAL PASTORAL COMPENSATION
SINGLE VOCATION PASTORS

265
Total churches in the ENC region with single vocation pastors

$56K
Average compensation value in this region

$32.5K
Standard deviation for the region

AVERAGE TOTAL PASTORAL COMPENSATION
BIVOCATIONAL PASTORS

231
Total churches in the ENC region with bivocational pastors

$22K
Average compensation value in this region

$18K
Standard deviation for the region

Data suppressed because of too few records
ENC PERCENT OF INCOME

AVERAGE % OF CHURCH INCOME USED FOR ALL STAFF

Church Income Category: $0 to $24,999 $25K to $49,999 $50K to $74,999 $75K to $149,999 $150K to $249,999 $250K to $399,999 $400K to $699,999 $700K or More
No. of churches per church income category: 61 102 78 126 72 30 24 14

NATIONAL AVERAGE PERCENT of Church Income Used for All Staff

Church Income Category: $0 to $24,999 $25K to $49,999 $50K to $74,999 $75K to $149,999 $150K to $249,999 $250K to $399,999 $400K to $699,999 $700K or More
No. of churches per church income category: 445 683 597 1,017 525 286 206 162

Total churches in the ENC region: 507
Average % of church income used for staff: 43%
Standard deviation in % of church income used for staff: 36.1%
MNU PERCENT OF INCOME

Average % of Church Income Used for All Staff

<table>
<thead>
<tr>
<th>Church Income Category</th>
<th>No. of churches per church income category</th>
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</thead>
<tbody>
<tr>
<td>$0 to $24,999</td>
<td>37</td>
</tr>
<tr>
<td>$25K to $49,999</td>
<td>72</td>
</tr>
<tr>
<td>$50K to $74,999</td>
<td>68</td>
</tr>
<tr>
<td>$75K to $149,999</td>
<td>96</td>
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<tr>
<td>$150K to $249,999</td>
<td>54</td>
</tr>
<tr>
<td>$250K to $399,999</td>
<td>32</td>
</tr>
<tr>
<td>$400K to $699,999</td>
<td>20</td>
</tr>
<tr>
<td>$700K or More</td>
<td>12</td>
</tr>
</tbody>
</table>

Average % of church income used for staff: 43%
Standard deviation in % of church income used for staff: 22.9%
Total churches in the MNU region: 391

NATIONAL AVERAGE PERCENT of Church Income Used for All Staff

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</tr>
<tr>
<td>$400K to $699,999</td>
<td>206</td>
</tr>
<tr>
<td>$700K or More</td>
<td>162</td>
</tr>
</tbody>
</table>

Average % of church income used: 43% 44% 43% 41% 43% 42% 43% 46%
**MVNU Pastoral Compensation**

### Single Vocation Pastors

- **Total churches in the MVNU region:** 252
- **Average compensation:** $54K
- **Standard deviation:** $32.2K

Average total pastoral compensation for single vocation pastors is $105,901.

### Bivocational Pastors

- **Total churches in the MVNU region:** 156
- **Average compensation:** $24K
- **Standard deviation:** $19.1K

Average total pastoral compensation for bivocational pastors is $24,076.

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

AVERAGE % OF CHURCH INCOME USED FOR ALL STAFF

No. of churches per church income category:
- $0 to $24,999: 39
- $25K to $49,999: 59
- $50K to $74,999: 69
- $75K to $149,999: 119
- $150K to $249,999: 59
- $250K to $399,999: 32
- $400K to $699,999: 23
- $700K or More: 23

Total churches in the MVNU region: 423
Average % of church income used for staff: 39%
Standard deviation in % of church income used for staff: 17.1%

NATIONAL AVERAGE PERCENT of Church Income Used for All Staff

No. of churches per church income category:
- $0 to $24,999: 445
- $25K to $49,999: 683
- $50K to $74,999: 597
- $75K to $149,999: 1,017
- $150K to $249,999: 525
- $250K to $399,999: 286
- $400K to $699,999: 206
- $700K or More: 162
NNU PASTORAL COMPENSATION

AVERAGE TOTAL PASTORAL COMPENSATION
SINGLE VOCATION PASTORS

Total churches in the NNU region with single vocation pastors: 230
Average compensation value in this region: $67K
Standard deviation for the region: $29.4K

Church Income Category:
- $0 to $24,999: 5 churches
- $25K to $49,999: 15 churches
- $50K to $74,999: 15 churches
- $75K to $149,999: 58 churches
- $150K to $249,999: 47 churches
- $250K to $399,999: 34 churches
- $400K to $699,999: 28 churches
- $700K or More: 28 churches

Average total pastoral compensation: $112,584

AVERAGE TOTAL PASTORAL COMPENSATION
BIVOCATIONAL PASTORS

Total churches in the NNU region with bivocational pastors: 130
Average compensation value in this region: $28K
Standard deviation for the region: $19.6K

Data suppressed because of too few records

Church Income Category:
- $0 to $24,999: 15 churches
- $25K to $49,999: 36 churches
- $50K to $74,999: 34 churches
- $75K to $149,999: 37 churches
- $150K to $249,999: 5 churches
- $250K to $399,999: 2 churches
- $400K to $699,999: 0 churches
- $700K or More: 1 church

Average total pastoral compensation: $28,231
### NNU Percent of Income

#### Average % of Church Income Used for All Staff

- **Total churches in the NNU region:** 369
- **Average % of church income used for staff:** 47%
- **Standard deviation in % of church income used for staff:** 44%

#### National Average Percent of Church Income Used for All Staff

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</table>

- **Average National % of church income used for staff:** 44%
ONU PASTORAL COMPENSATION

AVERAGE TOTAL PASTORAL COMPENSATION
SINGLE VOCATION PASTORS

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

No. of churches per church income category:
- 10
- 23
- 32
- 94
- 52
- 38
- 29
- 24

AVERAGE TOTAL PASTORAL COMPENSATION
BIVOCATIONAL PASTORS

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

No. of churches per church income category:
- 46
- 84
- 58
- 59
- 14
- 2
- 1
- 2

Data suppressed because of too few records
ONU PERCENT OF INCOME

AVERAGE % OF CHURCH INCOME USED FOR ALL STAFF

![Graph showing average percentage of church income used for all staff by income category.]

- **Total churches in the ONU region:** 582
- **Average % of church income used for staff:** 39%
- **Standard deviation in % of church income used for staff:** 17.6%

NATIONAL AVERAGE PERCENT of Church Income Used for All Staff

![Graph showing national average percentage of church income used for all staff by income category.]

- **Total churches:**
  - $0 to $24,999: 445
  - $25K to $49,999: 683
  - $50K to $74,999: 597
  - $75K to $149,999: 1,017
  - $150K to $249,999: 525
  - $250K to $399,999: 286
  - $400K to $699,999: 206
  - $700K or More: 162

- **Average % of church income used for all staff:**
  - $0 to $24,999: 44%
  - $25K to $49,999: 43%
  - $50K to $74,999: 43%
  - $75K to $149,999: 41%
  - $150K to $249,999: 43%
  - $250K to $399,999: 42%
  - $400K to $699,999: 43%
  - $700K or More: 46%
PLNU PASTORAL COMPENSATION

AVERAGE TOTAL PASTORAL COMPENSATION
SINGLE VOCATION PASTORS

Total churches in the PLNU region with single vocation pastors: 268
Average compensation value in this region: $61K
Standard deviation for the region: $36.4K

Church Income Category:
- No. of churches per church income category:
  - $0 to $24,999: 20
  - $25K to $49,999: 21
  - $50K to $74,999: 23
  - $75K to $149,999: 67
  - $150K to $249,999: 53
  - $250K to $399,999: 38
  - $400K to $699,999: 23
  - $700K or More: 23

AVERAGE TOTAL PASTORAL COMPENSATION
BIVOCATIONAL PASTORS

Total churches in the PLNU region with bivocational pastors: 182
Average compensation value in this region: $25K
Standard deviation for the region: $23.6K

Church Income Category:
- No. of churches per church income category:
  - $0 to $24,999: 41
  - $25K to $49,999: 50
  - $50K to $74,999: 28
  - $75K to $149,999: 50
  - $150K to $249,999: 5
  - $250K to $399,999: 5
  - $400K to $699,999: 3
  - $700K or More: 0
PLNU PERCENT OF INCOME

AVERAGE % OF CHURCH INCOME USED FOR ALL STAFF

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<tr>
<td>$25K to $49,999</td>
<td>71</td>
</tr>
<tr>
<td>$50K to $74,999</td>
<td>52</td>
</tr>
<tr>
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NATIONAL AVERAGE PERCENT of Church Income Used for All Staff

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<td>162</td>
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## SNU Pastoral Compensation

### Average Total Pastoral Compensation

#### Single Vocation Pastors

- **Total churches in the SNU region with single vocation pastors:** 264
- **Average compensation value in this region:** $52K
- **Standard deviation for the region:** $31.8K

- **No. of churches per church income category:**
  - $0 to $24,999: 23
  - $25K to $49,999: 24
  - $50K to $74,999: 33
  - $75K to $149,999: 64
  - $150K to $249,999: 53
  - $250K to $399,999: 25
  - $400K to $699,999: 30
  - $700K or More: 12

#### Bivocational Pastors

- **Total churches in the SNU region with bivocational pastors:** 246
- **Average compensation value in this region:** $22K
- **Standard deviation for the region:** $16.4K

- **No. of churches per church income category:**
  - $0 to $24,999: 59
  - $25K to $49,999: 68
  - $50K to $74,999: 51
  - $75K to $149,999: 52
  - $150K to $249,999: 11
  - $250K to $399,999: 4
  - $400K to $699,999: 0
  - $700K or More: 1
## SNU PERCENT OF INCOME

### Average % of Church Income Used for All Staff

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</tr>
<tr>
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<td>88</td>
</tr>
<tr>
<td>$75K to $149,999</td>
<td>117</td>
</tr>
<tr>
<td>$150K to $249,999</td>
<td>65</td>
</tr>
<tr>
<td>$250K to $399,999</td>
<td>29</td>
</tr>
<tr>
<td>$400K to $699,999</td>
<td>31</td>
</tr>
<tr>
<td>$700K or More</td>
<td>13</td>
</tr>
</tbody>
</table>

- **Total churches in the SNU region**: 519
- **Average % of church income used for staff**: 42%
- **Standard deviation in % of church income used for staff**: 28.4%

## National Average Percent of Church Income Used for All Staff

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<td>162</td>
</tr>
</tbody>
</table>

- **National average percent of church income used for all staff**: $43\%$ to $46\%$
TNU Pastoral Compensation

### Average Total Pastoral Compensation

**Single Vocation Pastors**
- Total churches in the TNU region with single vocation pastors: 351
- Average compensation value in this region: $52K
- Standard deviation for the region: $28.5K

**Average Total Pastoral Compensation**
- Church Income Category: $0 to $24,999
  - No. of churches: 19
  - Compensation: $5,123
- Church Income Category: $25K to $49,999
  - No. of churches: 25
  - Compensation: $17,957
- Church Income Category: $50K to $74,999
  - No. of churches: 37
  - Compensation: $31,483
- Church Income Category: $75K to $149,999
  - No. of churches: 111
  - Compensation: $44,082
- Church Income Category: $150K to $249,999
  - No. of churches: 81
  - Compensation: $59,996
- Church Income Category: $250K to $399,999
  - No. of churches: 36
  - Compensation: $75,666
- Church Income Category: $400K to $699,999
  - No. of churches: 23
  - Compensation: $87,751
- Church Income Category: $700K or More
  - No. of churches: 19
  - Compensation: $104,526

**Bivocational Pastors**
- Total churches in the TNU region with bivocational pastors: 306
- Average compensation value in this region: $21K
- Standard deviation for the region: $16.1K

**Average Total Pastoral Compensation**
- Church Income Category: $0 to $24,999
  - No. of churches: 62
  - Compensation: $7,320
- Church Income Category: $25K to $49,999
  - No. of churches: 97
  - Compensation: $14,984
- Church Income Category: $50K to $74,999
  - No. of churches: 59
  - Compensation: $22,612
- Church Income Category: $75K to $149,999
  - No. of churches: 71
  - Compensation: $32,387
- Church Income Category: $150K to $249,999
  - No. of churches: 11
  - Compensation: $36,446
- Church Income Category: $250K to $399,999
  - No. of churches: 5
  - Compensation: $60,173
- Church Income Category: $400K to $699,999
  - No. of churches: 1
  - Compensation: Data suppressed because of too few records
- Church Income Category: $700K or More
  - No. of churches: 0
  - Compensation: Data suppressed because of too few records
**2021 Ministers Compensation Report**

### TNU Percent of Income

#### Average % of Church Income Used for All Staff

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<td>84</td>
<td>127</td>
<td>99</td>
<td>186</td>
<td>94</td>
<td>42</td>
<td>24</td>
<td>20</td>
</tr>
</tbody>
</table>

- **Average % of church income used for staff:** 40%
- **Total churches in the TNU region:** 676
- **Standard deviation in % of church income used for staff:** 20%

### National Average Percent of Church Income Used for All Staff

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- **NATIONAL AVERAGE PERCENT of Church Income Used for All Staff:**
  - $0 to $24,999: 43%
  - $25K to $49,999: 44%
  - $50K to $74,999: 43%
  - $75K to $149,999: 41%
  - $150K to $249,999: 43%
  - $250K to $399,999: 42%
  - $400K to $699,999: 43%
  - $700K or More: 46%
A minister’s life is a busy life. With caring for a congregation, preparing sermons, attending meetings, spending time with family, and sometimes working a second job, pastors have no time to waste. So, we won’t waste yours.

Over the years, Pensions and Benefits has identified five basic financial situations for which every pastor should be prepared. They are:

- What happens when I get paid?
- What happens when I get sick?
- What happens if I become disabled?
- What happens if I die too soon?
- What happens if I live too long?

It’s important that pastors understand how to be compensated properly to accommodate their unique tax status, that they prepare for emergencies with health, life, and disability insurance, and that they save for retirement. Our website (pbusa.org) is filled with resources offering guidance in matters such as these.

Also, Pensions and Benefits provides eligible ministers with complimentary life and disability insurance, as well as a 403(b) retirement plan with tax advantages now and in retirement. We even add supplemental payments (APS) to the accounts of ministers whose churches contribute to the P&B Fund.*

But most importantly, P&B is here for pastors—all the way from first assignment through retirement.

Got questions? Email pensions@nazarene.org or phone us at 888-888-4656. We’ll help with what you need to know.

*Certain conditions apply. See the P&B-Provided Benefits Guide for details.