

Clergy Compensation Survey 2020

All state side Cumberland Presbyterian churches were sent a questionnaire form from the Board of Stewardship in 2021 for this clergy compensation study. Data was received from 136 churches, an increase of 21 from the 115 who responded for the 2019 survey. The responses for the 2019 survey given in parentheses came from the following presbyteries: Arkansas 10 (8), Choctaw 0 (0), Columbia 10 (9), Covenant 10 (6), Cumberland 8 (10), Del Cristo 5 (4), East Tennessee 10 (9), Grace 6 (3), Hope 2 (2), Missouri 6 (4), Murfreesboro 15 (13), Nashville 8 (6), North Central 5 (8), Red River 8 (6), Robert Donnell 5 (4), Tennessee/Georgia 6 (4), Trinity 3 (2), West Tennessee 19 (17).

The Board of Stewardship wishes to express appreciation for all those churches that responded while encouraging those churches who did not respond to please do so at the next opportunity. The better and more complete response, the more accurate the data that we can provide to the congregations. Personnel committees of churches are finding the information useful when considering the compensation of their ministerial staff. The survey will be mailed to all churches in 2022.

The annual compensation listed in the tables below includes: (a) cash salary; (b) other forms of cash compensation such as allowances for housing/furniture/utilities, car/travel expense, retirement plan contributions, additional salary to help pay self-employment taxes, medical/life/disability/malpractice insurance, professional expenses for continuing education/books/clothing/etc., and (c) fair rental value of a manse plus any utility costs of a manse which are paid by the church.

By Church Income

Income Ranges	Average Members	Average Income	Clergy Compensation			Percent Income
			Minimum	Maximum	Average	
\$10 000 or Less	6	\$7,072	\$2,064	\$4,250	\$3,517	49.7%
\$10,001 - \$20,000	10	\$14,437	\$3,600	\$15,600	\$8,429	58.4%
\$20,001 - \$30,000	18	\$23,545	\$3,375	\$16,500	\$10,473	44.5%
\$30,001 - \$40,000	24	\$35,552	\$12,000	\$20,800	\$15,881	44.7%
\$40,001 - \$50,000	22	\$45,049	\$8,050	\$27,000	\$16,324	36.2%
\$50,001 - \$75,000	33	\$58,963	\$16,445	\$41,182	\$26,623	45.2%
\$75,001 - \$100,000	53	\$86,513	\$19,000	\$60,000	\$41,353	47.8%
\$100,001 - \$150,000	77	\$118,240	\$12,000	\$67,966	\$44,960	38%
\$150,001 - \$200,000	102	\$184,438	\$30,000	\$81,290	\$59,174	32.1%
\$200,001 - \$300,000	111	\$242,972	\$40,000	\$91,644	\$69,900	28.7%
\$300,001 or More	299	\$703,455	\$65,520	\$158,728	\$102,636	14.6%
All Ranges Combined	69	\$121,436	\$2,064	\$158,728	\$36,297	29.9%

By Church Members

Member Ranges	Average Members	Average Income	Clergy Compensation			Percent Income
			Minimum	Maximum	Average	
25 or less	15	\$31,670	\$2,064	\$61,704	\$13,980	44.1%
26 through 50	38	\$64,593	\$11,700	\$60,000	\$29,359	45.5%
51 through 100	71	\$156,218	\$12,000	\$124,555	\$53,163	34%
101 through 200	125	\$260,073	\$37,906	\$132,777	\$72,708	27.9%
201 through 300	241	\$392,164	\$70,000	\$101,500	\$86,298	22%
301 or More	664	\$1,456,930	\$78,680	\$158,728	\$111,044	7.6%
All Ranges Combined	192	\$393,608	\$2,064	\$158,728	\$61,092	15.5%