**Clergy Compensation Survey 2022**

All state side Cumberland Presbyterian churches were sent a questionnaire form from the Board of Stewardship in 2022 for this clergy compensation study. Data was received from 157 churches, an increase of 21 from the 136 who responded for the 2021 survey. The responses are as follows: Arkansas 11, Choctaw 0, Columbia 12, Covenant 9, Cumberland 15, Del Cristo 4, East Tennessee 12, Grace 6, Hope 4, Korean SE 1, Missouri 7, Murfreesboro 16, Nashville 10, North Central 7, Red River 11, Robert Donnell 3, Tennessee/Georgia 6, Trinity 6, West Tennessee 18.

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 2023.

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.

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| **By Church Income** |
| Income | Average | Average | Clergy Compensation | Percent of |
| Ranges | Members | Income | Minimum | Maximummmmmmmmm |  Average | Income |
|  $10 000 or Less | 8 | $7,908 | $2,100 | $23,300 | $7,701 | 97.4% |
| $10,001 - $20,000 | 10 | $15,866 | $3,000 | $20,000 | $8,288 | 52.2% |
| $20,001 - $30,000 | 18 | $24,337 | $5,000 | $24,250 | $12,348 | 50.7% |
| $30,001 - $40,000 | 20 | $34,868 | $6,075 | $20,800 | $14,092 | 40.4% |
| $40,001 - $50,000 | 22 | $44,351 | $7,800 | $25,000 | $16,278 | 36.7% |
| $50,001 - $75,000 | 32 | $62,053 | $11,000 | $62,104 | $28,183 | 45.4% |
| $75,001 - $100,000 | 47 | $89,881 | $24,000 | $61,462 | $46,100 | 51.3% |
| $100,001 - $150,000 | 59 | $120,200 | $18,200 | $104,747 | $48,704 | 40.5% |
| $150,001 - $200,000 | 87 | $182,024 | $36,400 | $82,800 | $58,708 | 32.2% |
| $200,001 - $300,000 | 107 | $236,050 | $30,000 | $118,109 | $68,485 | 29% |
|  $300,001 or More | 290 | $664,433 | $67,485 | $160,087 | $92,663 | 13.9% |
| All Ranges Combined | 64 | $134,724 | $2,100 | $160,087 | $36,504 | 27% |
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| **By Church Members** |
| Member | Average | Average | Clergy Compensation | Percent of |
| Ranges | Members | Income | Minimum | Maximum | Average | Income |
| 25 or less | 13 | $27,509 | $2,100 | $29,300 | $11,865 | 43.1% |
| 26 through 50 | 30 | $64,891 | $11,000 | $70,260 | $27,704 | 42% |
| 51 through 100 | 73 | $174,623 | $16,900 | $122,500 | $57,537 | 32.9% |
| 101 through 200 | 131 | $261,622 | $40,000 | $118,109 | $77,225 | 29.5% |
| 201 through 300 | 247 | $421,281 | $71,774 | $101,500 | $87,177 | 20.7% |
| 301 or More | 837 | $1,758,315 | $77,484 | $160,087 | $108,133 | 6.1% |
| All Ranges Combined | 222 | $451,373 | $2,100 | $160,087 | $61,606 | 13.6% |
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