

# MINISTERS COMPENSATION REPORT 2021

PREPARED BY PENSIONS AND BENEFITS USA

17001 Prairie Star Pkwy - Lenexa, KS 66220 - 888.888.4656 - [pensions@nazarene.org](mailto:pensions@nazarene.org)



## 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](https://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*

# CONTENTS

Purpose . . . . . 2

Eastern Nazarene College Region . . . . . 4

MidAmerica Nazarene University Region . . . . . 6

Mount Vernon Nazarene University Region . . . . . 8

Northwest Nazarene University Region . . . . . 10

Olivet Nazarene University Region . . . . . 12

Point Loma Nazarene University Region . . . . . 14

Southern Nazarene University Region . . . . . 16

Trevecca Nazarene University Region . . . . . 18

## 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](http://pbusa.org), or contact us at [pensions@nazarene.org](mailto:pensions@nazarene.org) or 888-888-4656.

# ENC PASTORAL COMPENSATION

265

Total churches in the ENC region with single vocation pastors

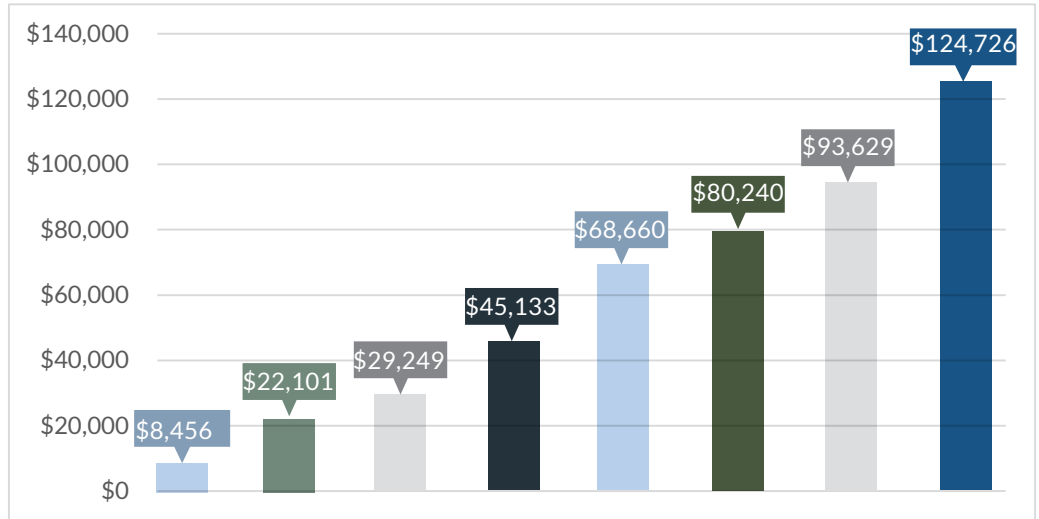
\$56K

Average compensation value in this region

\$32.5K

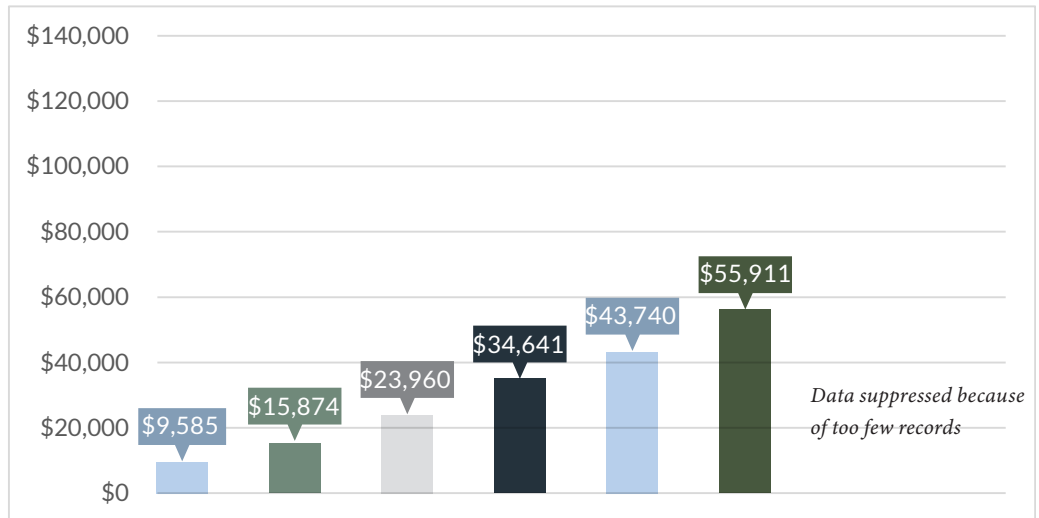
Standard deviation for the region

AVERAGE TOTAL PASTORAL COMPENSATION  
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:	9	31	28	76	60	25	23	13

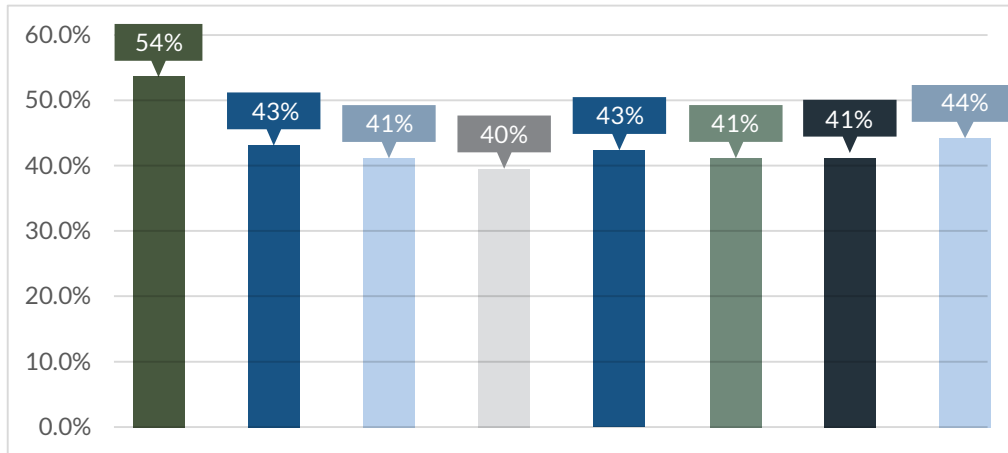
AVERAGE TOTAL PASTORAL COMPENSATION  
BIVOCATIONAL PASTORS



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:	50	70	49	46	11	4	0	1

## ENC PERCENT OF INCOME

AVERAGE % OF CHURCH INCOME USED FOR ALL STAFF



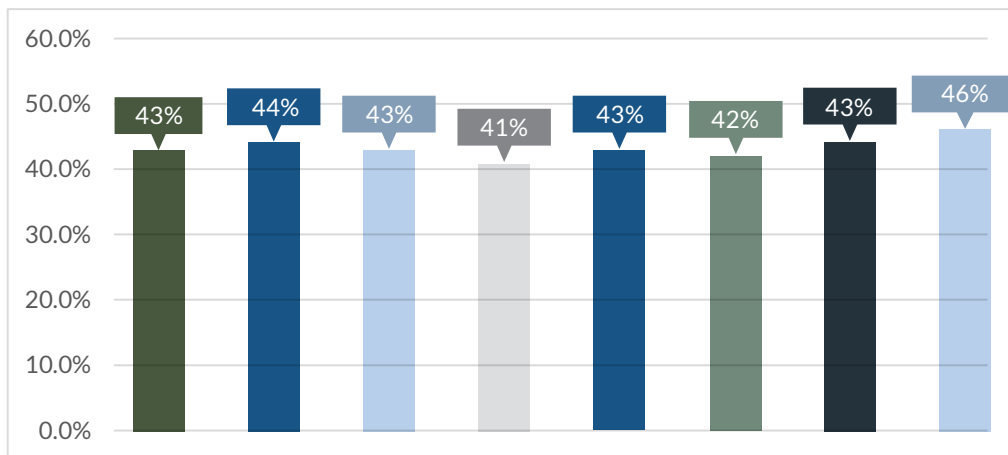
Church Income Category:	\$0 to \$24,999	\$25K to \$49,999	\$50K to \$74,999	\$75K to \$149,999	\$150K to \$249,999	\$250K to \$399,999	\$400K to \$699,999	\$700K or More
No. of churches per church income category:	61	102	78	126	72	30	24	14

**507**  
Total churches in the ENC region

**43%**  
Average % of church income used for staff

**36.1%**  
Standard deviation in % of church income used for staff

## NATIONAL AVERAGE PERCENT of Church Income Used for All Staff

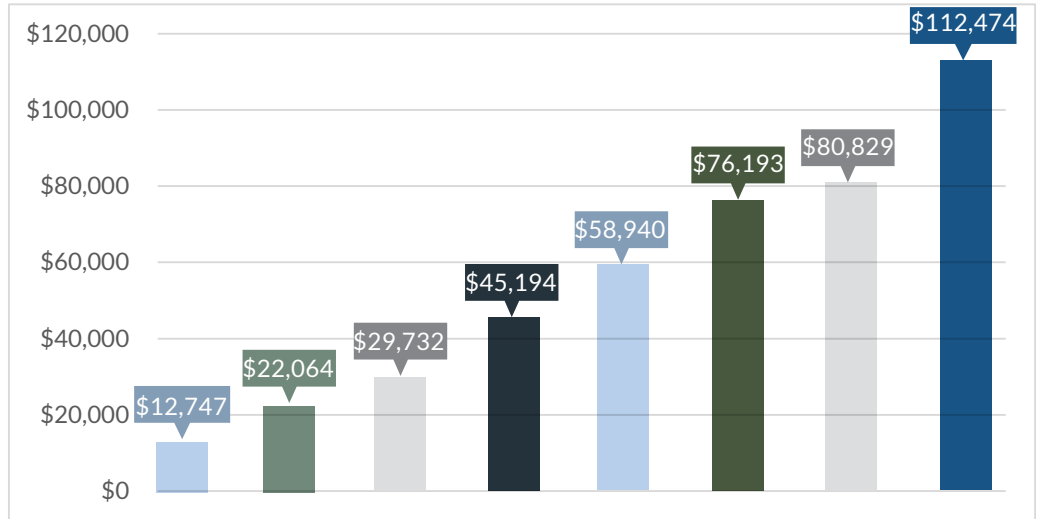


Church Income Category:	\$0 to \$24,999	\$25K to \$49,999	\$50K to \$74,999	\$75K to \$149,999	\$150K to \$249,999	\$250K to \$399,999	\$400K to \$699,999	\$700K or More
No. of churches per church income category:	445	683	597	1,017	525	286	206	162

# MNU PASTORAL COMPENSATION

AVERAGE TOTAL PASTORAL COMPENSATION  
SINGLE VOCATION PASTORS

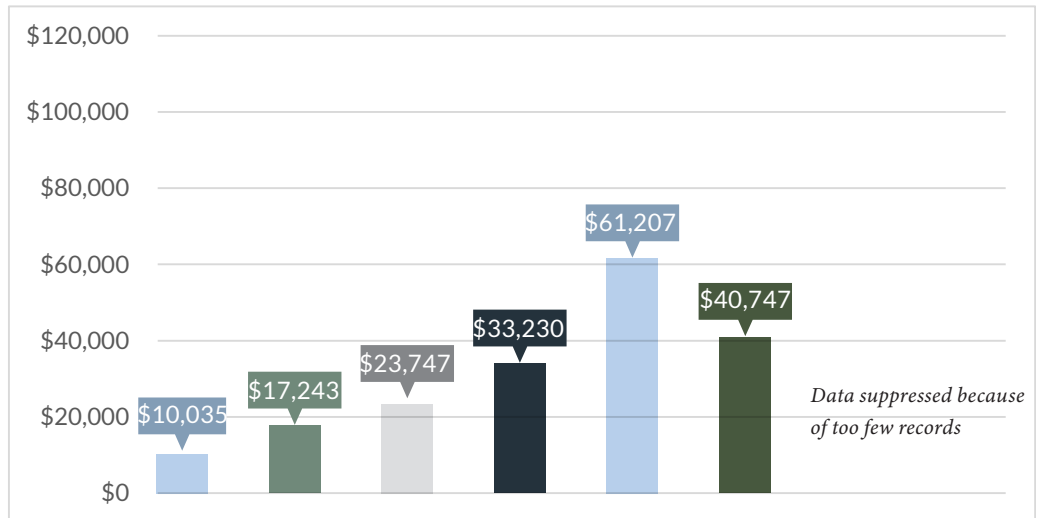
<b>215</b>
Total churches in the MNU region with single vocation pastors
<b>\$54K</b>
Average compensation value in this region
<b>\$29.1K</b>
Standard deviation for the region



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:	11	11	28	67	39	28	20	11

AVERAGE TOTAL PASTORAL COMPENSATION  
BIVOCATIONAL PASTORS

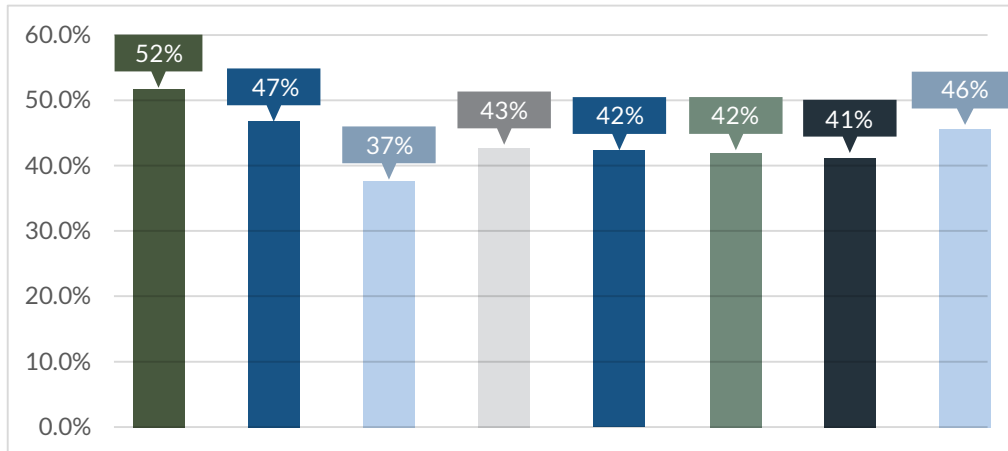
<b>168</b>
Total churches in the MNU region with bivocational pastors
<b>\$24K</b>
Average compensation value in this region
<b>\$18.7K</b>
Standard deviation for the region



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:	26	61	38	27	12	3	0	1

## MNU PERCENT OF INCOME

AVERAGE % OF CHURCH INCOME USED FOR ALL STAFF



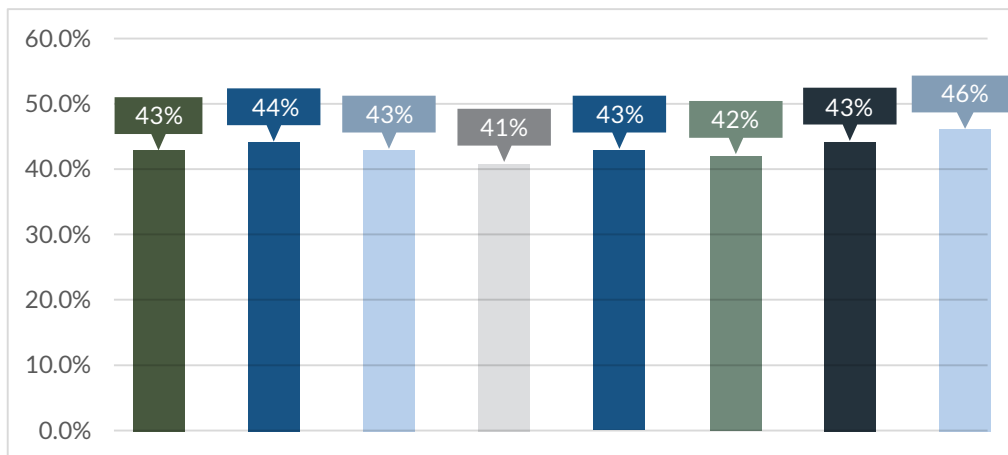
**391**  
Total churches in the MNU region

**43%**  
Average % of church income used for staff

**22.9%**  
Standard deviation in % of church income used for 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:	37	72	68	96	54	32	20	12

## 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

# MVNU PASTORAL COMPENSATION

AVERAGE TOTAL PASTORAL COMPENSATION  
SINGLE VOCATION PASTORS

**252**

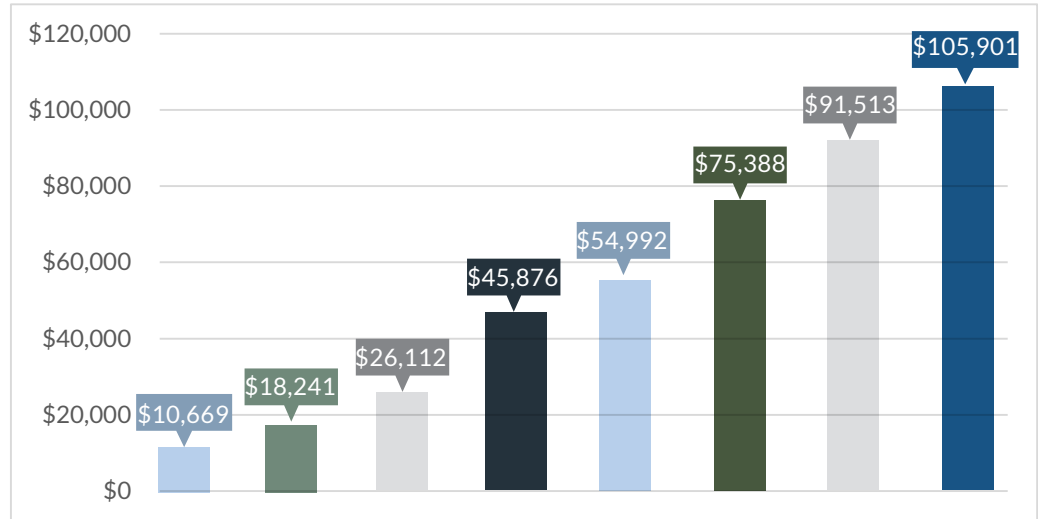
Total churches in the MVNU region with single vocation pastors

**\$54K**

Average compensation value in this region

**\$32.2K**

Standard deviation for the region



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:	8	22	27	77	44	31	22	21

AVERAGE TOTAL PASTORAL COMPENSATION  
BIVOCATIONAL PASTORS

**156**

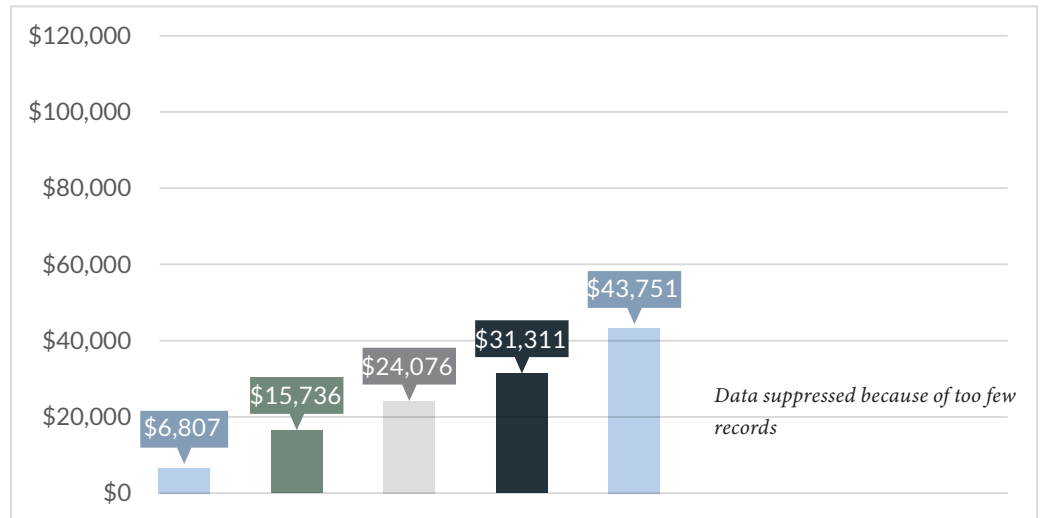
Total churches in the MVNU region with bivocational pastors

**\$24K**

Average compensation value in this region

**\$19.1K**

Standard deviation for the region

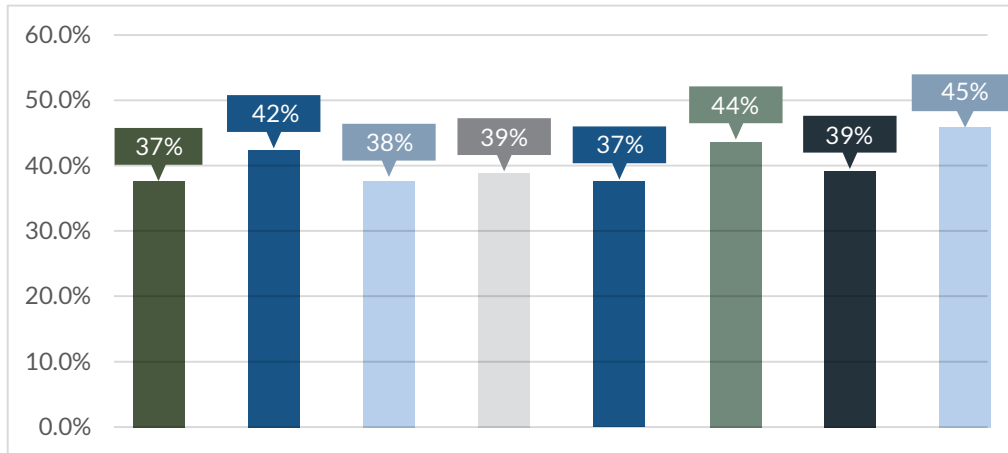


Church Income Category:	\$0 to \$24,999	\$25K to \$49,999	\$50K to \$74,999	\$75K to \$149,999	\$150K to \$249,999	\$250K to \$399,999	\$400K to \$699,999	\$700K or More
No. of churches per church income category:	29	36	37	39	13	0	1	1



## MVNU PERCENT OF INCOME

AVERAGE % OF CHURCH INCOME USED FOR ALL STAFF



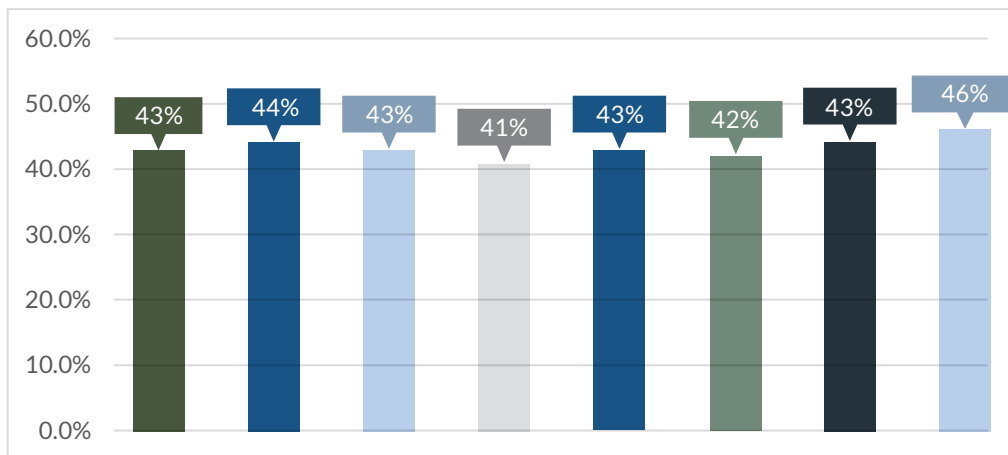
**423**  
Total churches in the MVNU region

**39%**  
Average % of church income used for staff

**17.1%**  
Standard deviation in % of church income used for 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:	39	59	69	119	59	32	23	23

## 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

# NNU PASTORAL COMPENSATION

230

Total churches in the NNU region with single vocation pastors

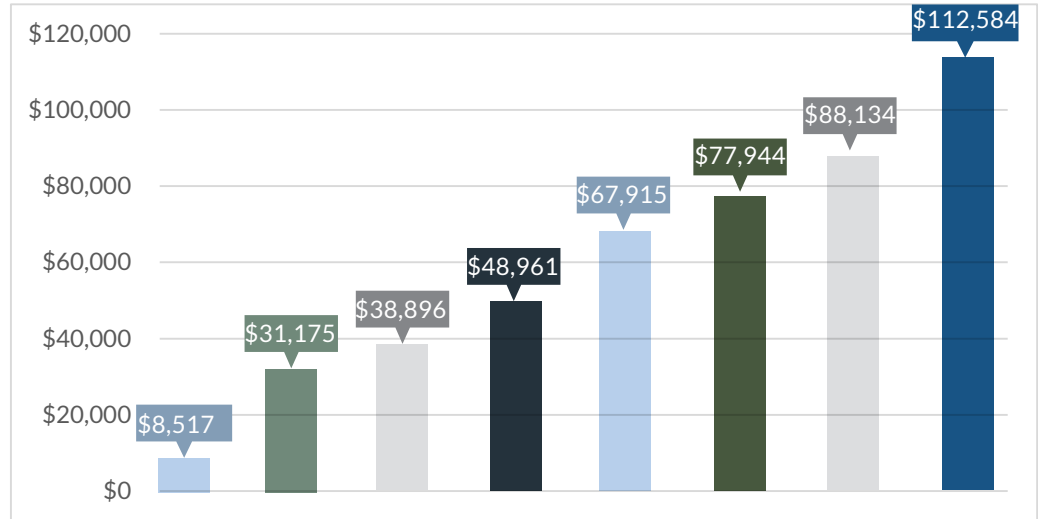
\$67K

Average compensation value in this region

\$29.4K

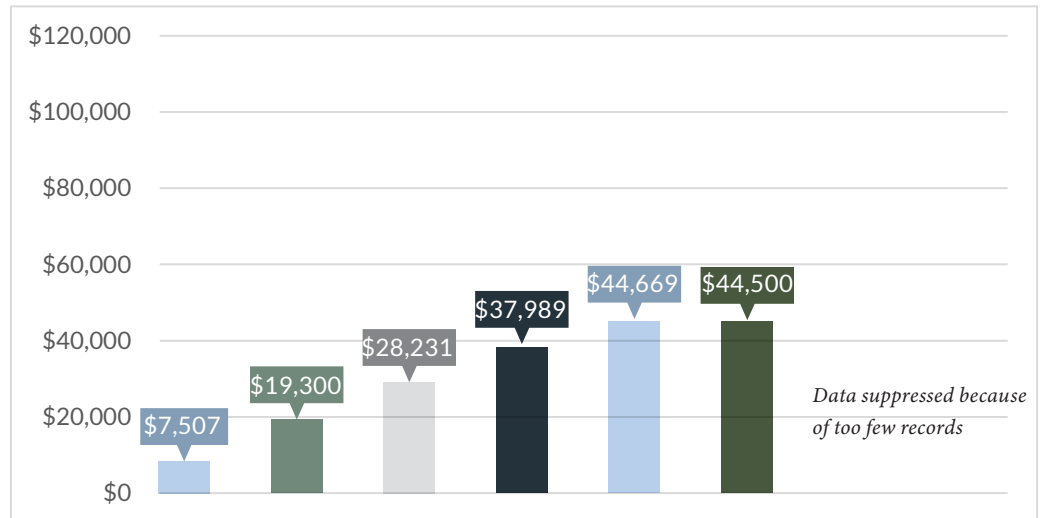
Standard deviation for the region

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:	5	15	15	58	47	34	28	28

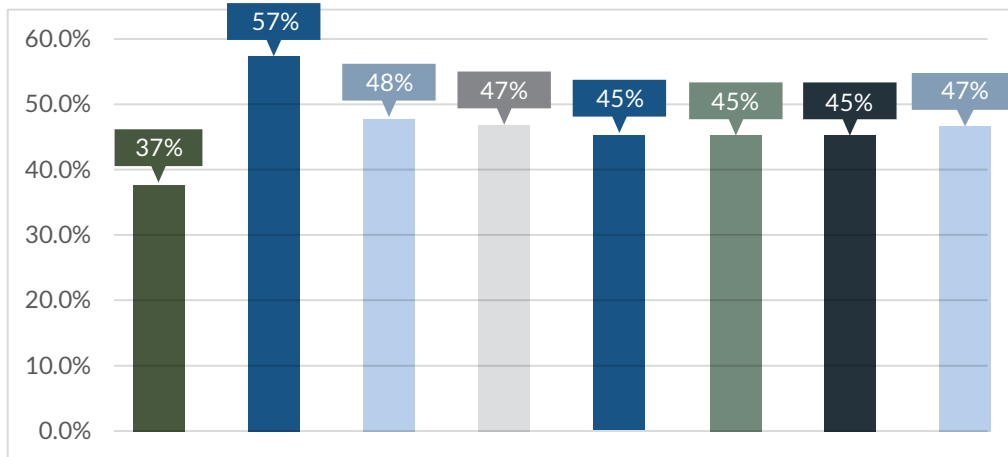
AVERAGE TOTAL PASTORAL COMPENSATION  
BIVOCATIONAL PASTORS



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:	15	36	34	37	5	2	0	1

## NNU PERCENT OF INCOME

AVERAGE % OF CHURCH INCOME USED FOR ALL STAFF



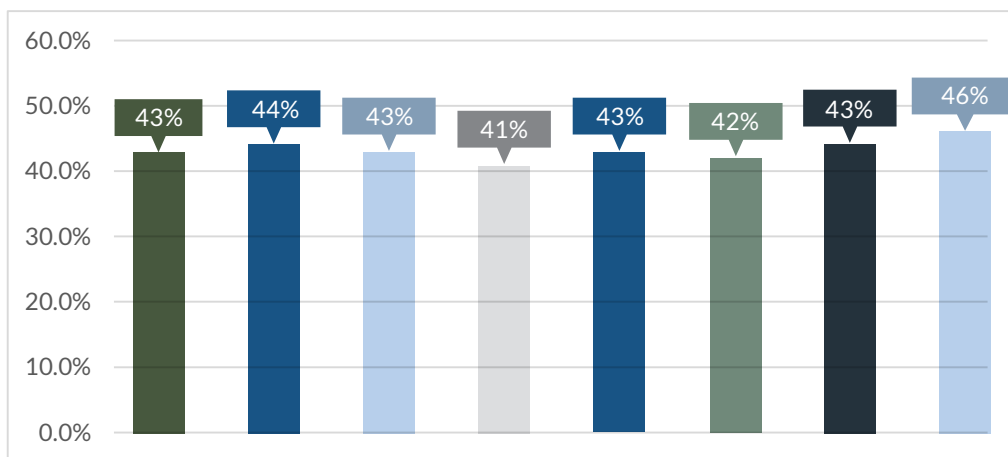
Church Income Category:	\$0 to \$24,999	\$25K to \$49,999	\$50K to \$74,999	\$75K to \$149,999	\$150K to \$249,999	\$250K to \$399,999	\$400K to \$699,999	\$700K or More
No. of churches per church income category:	21	51	50	98	54	37	28	30

**369**  
Total churches in the NNU region

**47%**  
Average % of church income used for staff

**23%**  
Standard deviation in % of church income used for staff

## 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

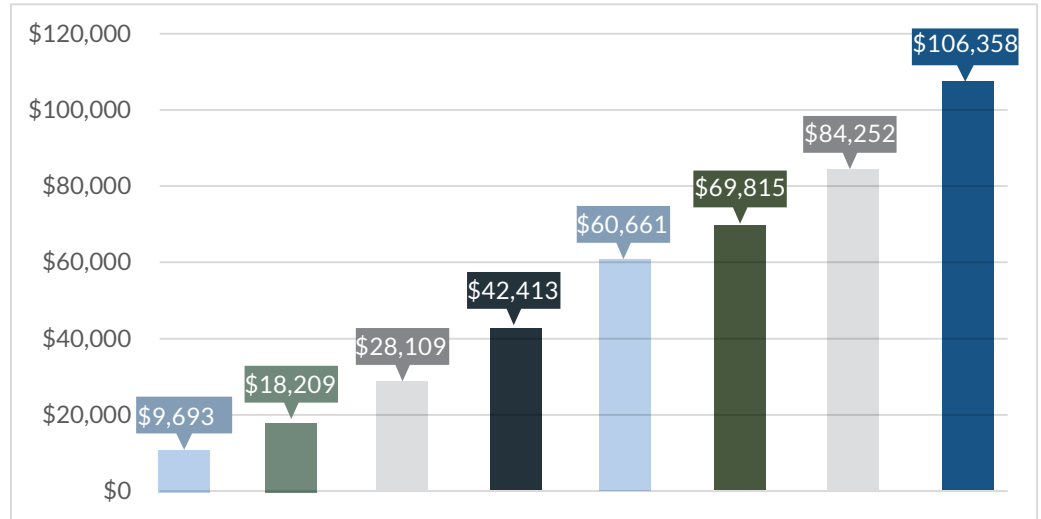
# ONU PASTORAL COMPENSATION

**302**  
Total churches in the ONU region with single vocation pastors

**\$54K**  
Average compensation value in this region

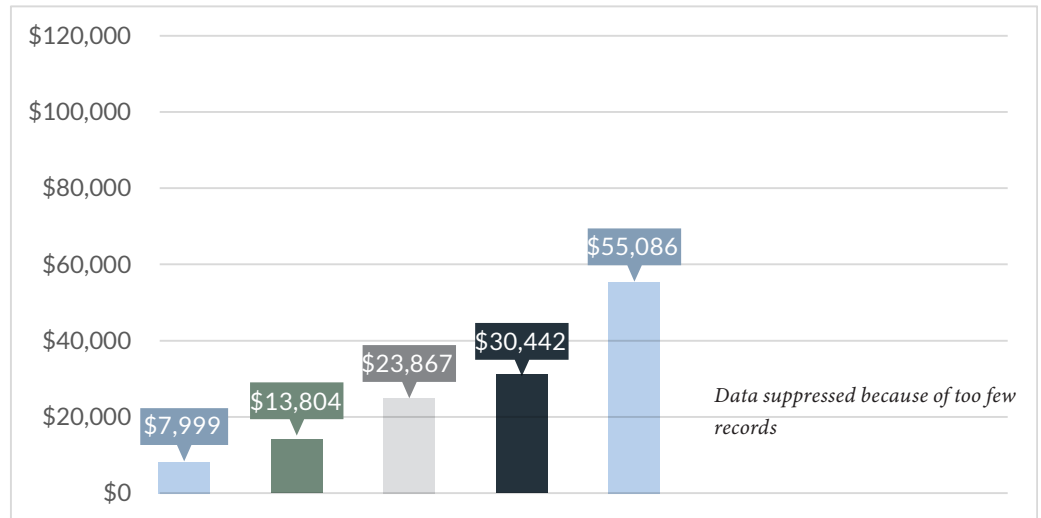
**\$29K**  
Standard deviation for the region

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

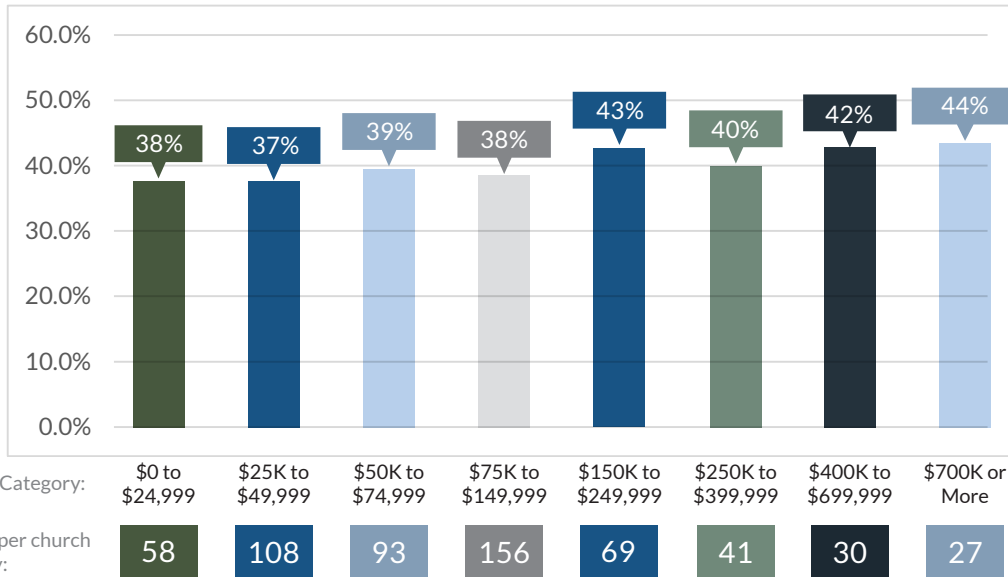
AVERAGE TOTAL PASTORAL COMPENSATION  
BIVOCATIONAL PASTORS



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

## ONU PERCENT OF INCOME

AVERAGE % OF CHURCH INCOME USED FOR ALL STAFF



Church Income Category:  
No. of churches per church income category:

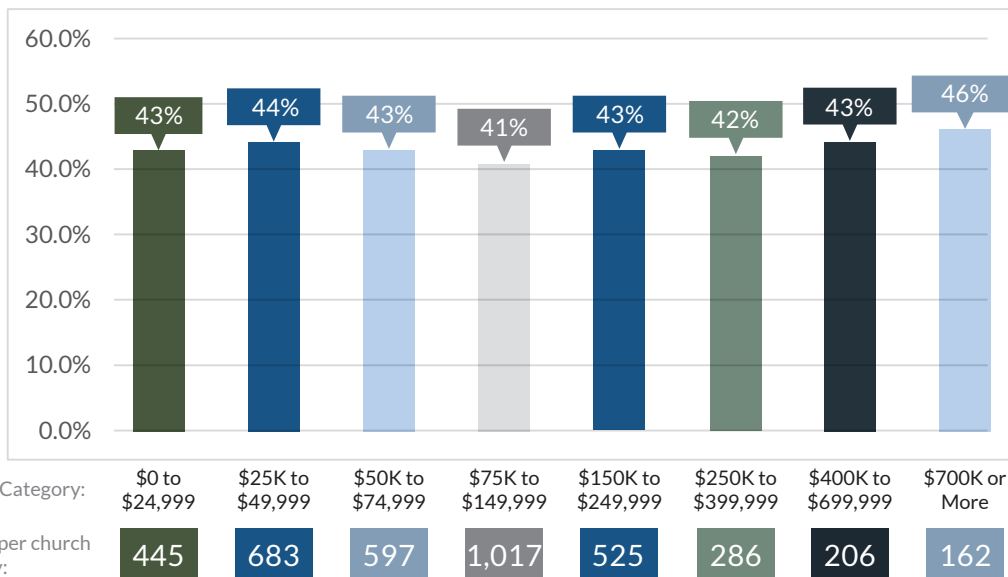
\$0 to \$24,999	\$25K to \$49,999	\$50K to \$74,999	\$75K to \$149,999	\$150K to \$249,999	\$250K to \$399,999	\$400K to \$699,999	\$700K or More
58	108	93	156	69	41	30	27

**582**  
Total churches in the ONU region

**39%**  
Average % of church income used for staff

**17.6%**  
Standard deviation in % of church income used for staff

## NATIONAL AVERAGE PERCENT of Church Income Used for All Staff



Church Income Category:  
No. of churches per 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
445	683	597	1,017	525	286	206	162

## PLNU PASTORAL COMPENSATION

**268**

Total churches in the PLNU region with single vocation pastors

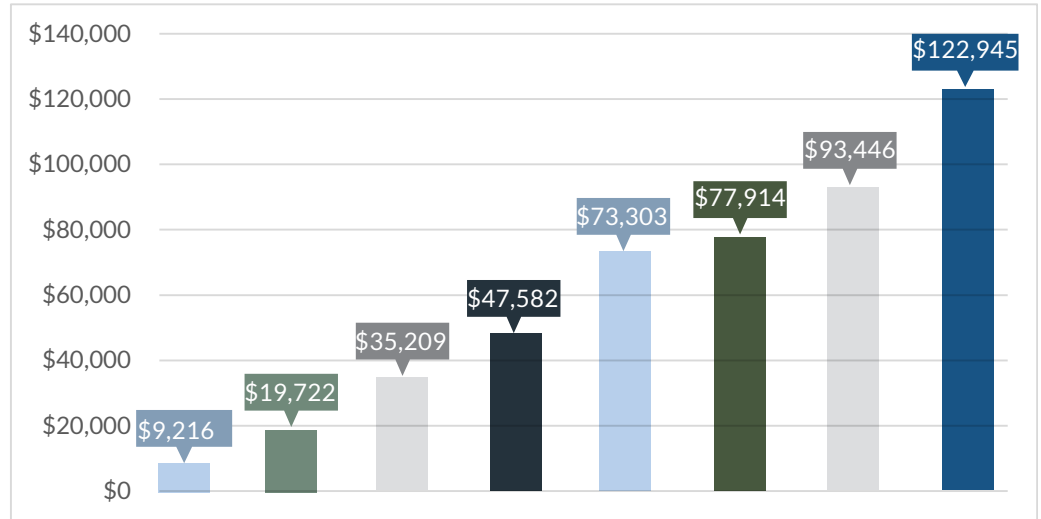
**\$61K**

Average compensation value in this region

**\$36.4K**

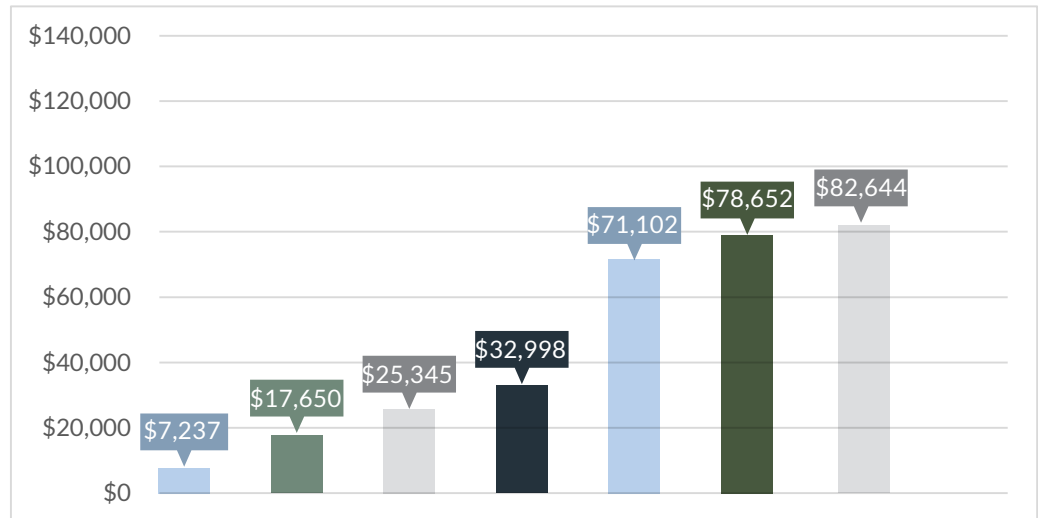
Standard deviation for the region

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:	20	21	23	67	53	38	23	23

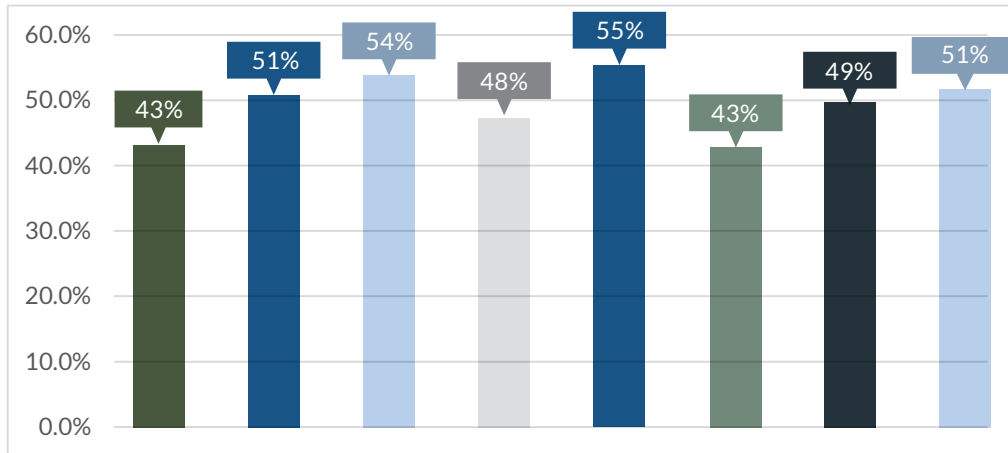
AVERAGE TOTAL PASTORAL COMPENSATION  
BIVOCATIONAL PASTORS



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:	41	50	28	50	5	5	3	0

## PLNU PERCENT OF INCOME

AVERAGE % OF CHURCH INCOME USED FOR ALL STAFF



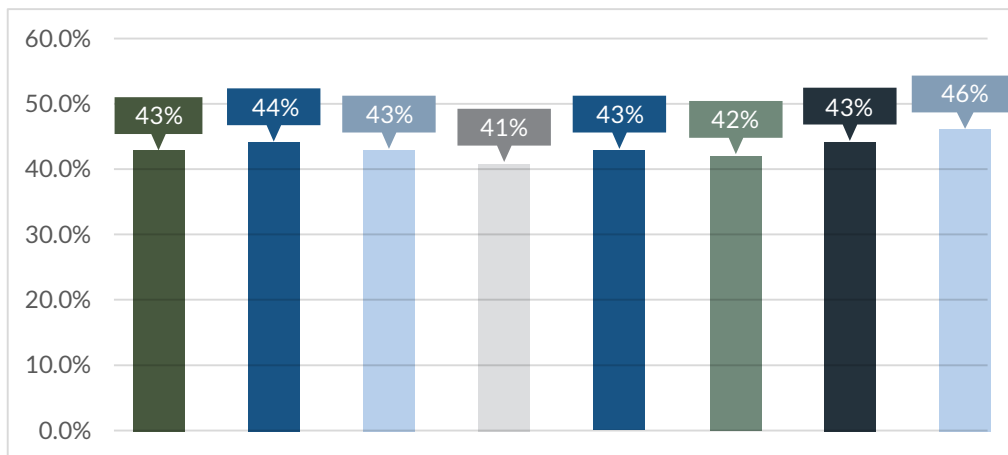
Church Income Category:	\$0 to \$24,999	\$25K to \$49,999	\$50K to \$74,999	\$75K to \$149,999	\$150K to \$249,999	\$250K to \$399,999	\$400K to \$699,999	\$700K or More
No. of churches per church income category:	62	71	52	119	58	43	26	23

**454**  
Total churches in the PLNU region

**49%**  
Average % of church income used for staff

**34.4%**  
Standard deviation in % of church income used for staff

## 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

# SNU PASTORAL COMPENSATION

AVERAGE TOTAL PASTORAL COMPENSATION  
SINGLE VOCATION PASTORS

## 264

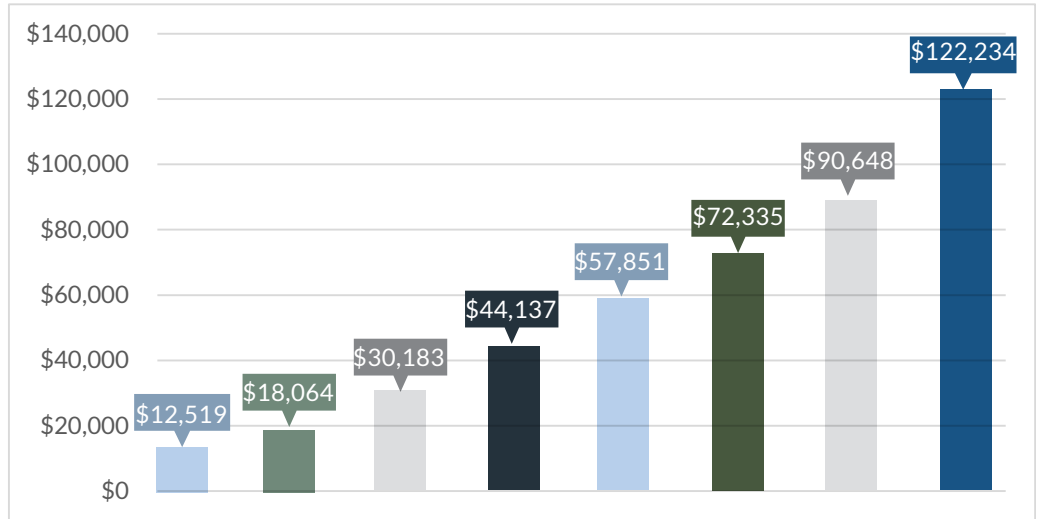
Total churches in the SNU region with single vocation pastors

## \$52K

Average compensation value in this region

## \$31.8K

Standard deviation for the region



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:	23	24	33	64	53	25	30	12

AVERAGE TOTAL PASTORAL COMPENSATION  
BIVOCATIONAL PASTORS

## 246

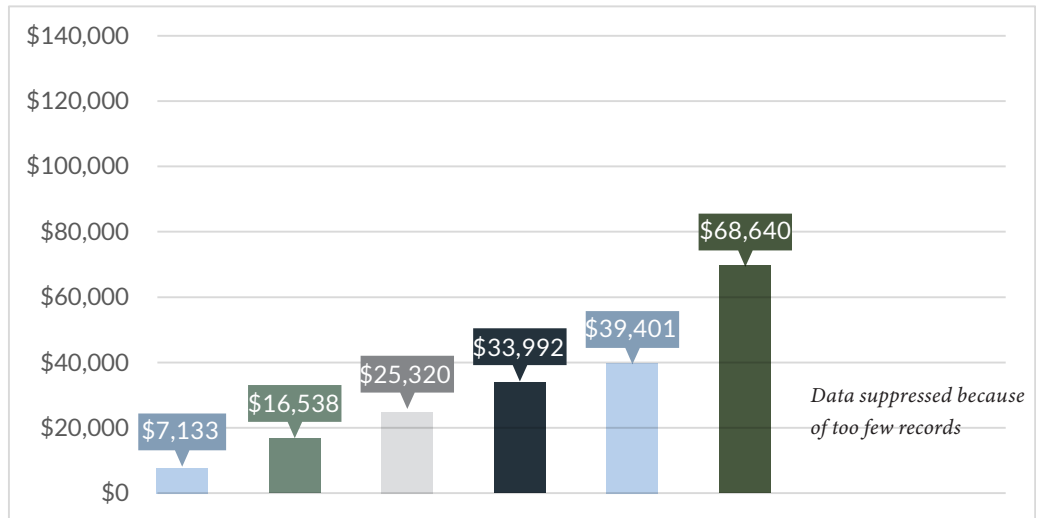
Total churches in the SNU region with bivocational pastors

## \$22K

Average compensation value in this region

## \$16.4K

Standard deviation for the region

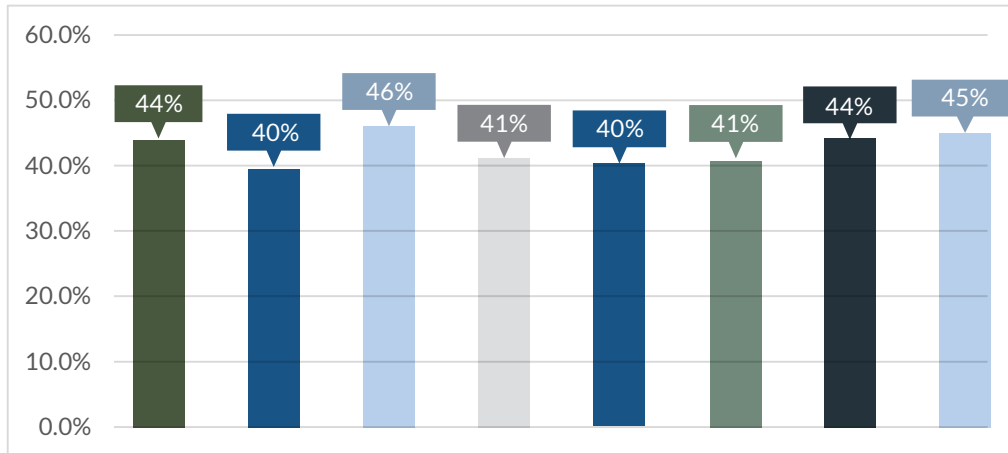


Church Income Category:	\$0 to \$24,999	\$25K to \$49,999	\$50K to \$74,999	\$75K to \$149,999	\$150K to \$249,999	\$250K to \$399,999	\$400K to \$699,999	\$700K or More
No. of churches per church income category:	59	68	51	52	11	4	0	1



## SNU PERCENT OF INCOME

AVERAGE % OF CHURCH INCOME USED FOR ALL STAFF



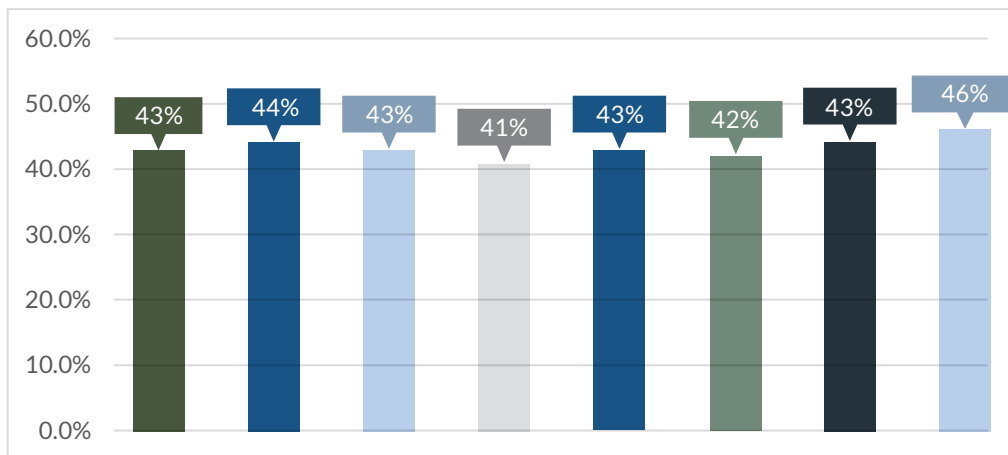
Church Income Category:	\$0 to \$24,999	\$25K to \$49,999	\$50K to \$74,999	\$75K to \$149,999	\$150K to \$249,999	\$250K to \$399,999	\$400K to \$699,999	\$700K or More
No. of churches per church income category:	83	93	88	117	65	29	31	13

**519**  
Total churches in the SNU region

**42%**  
Average % of church income used for staff

**28.4%**  
Standard deviation in % of church income used for staff

## 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

# TNU PASTORAL COMPENSATION

AVERAGE TOTAL PASTORAL COMPENSATION  
SINGLE VOCATION PASTORS

## 351

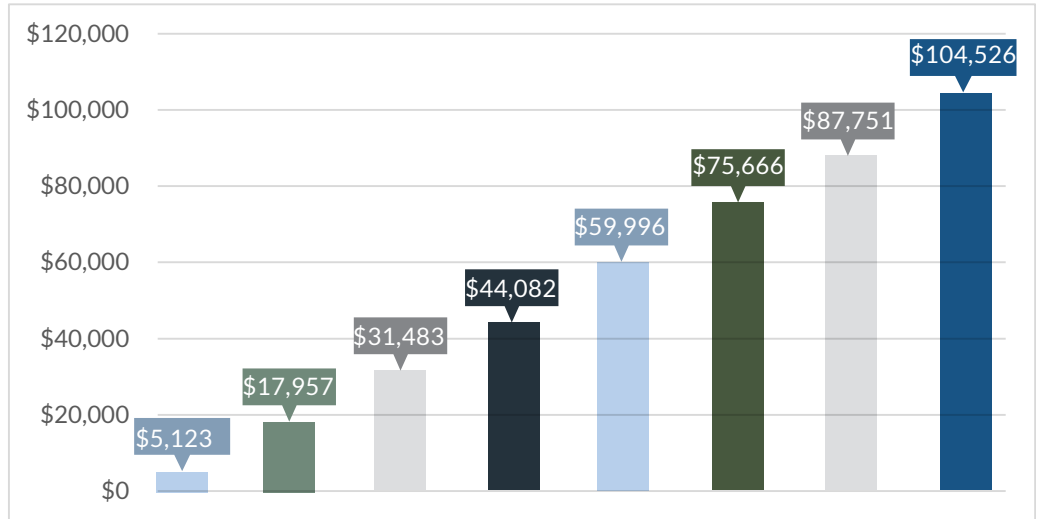
Total churches in the TNU region with single vocation pastors

## \$52K

Average compensation value in this region

## \$28.5K

Standard deviation for the region



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:	19	25	37	111	81	36	23	19

AVERAGE TOTAL PASTORAL COMPENSATION  
BIVOCATIONAL PASTORS

## 306

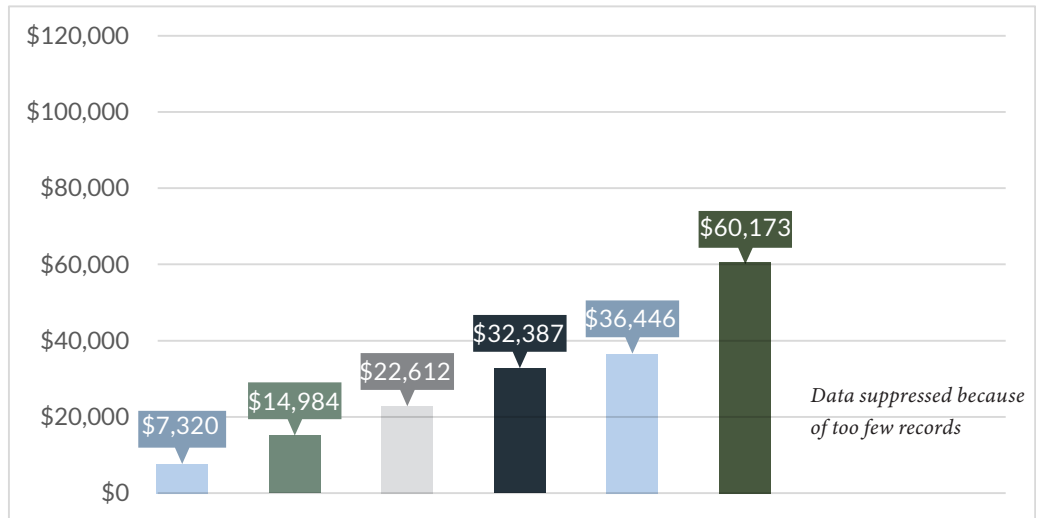
Total churches in the TNU region with bivocational pastors

## \$21K

Average compensation value in this region

## \$16.1K

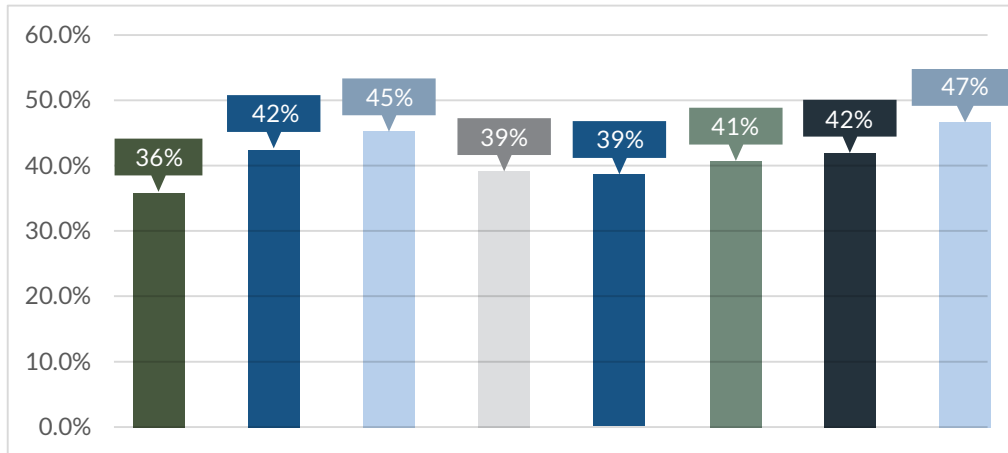
Standard deviation for the region



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:	62	97	59	71	11	5	1	0

## TNU PERCENT OF INCOME

AVERAGE % OF CHURCH INCOME USED FOR ALL STAFF



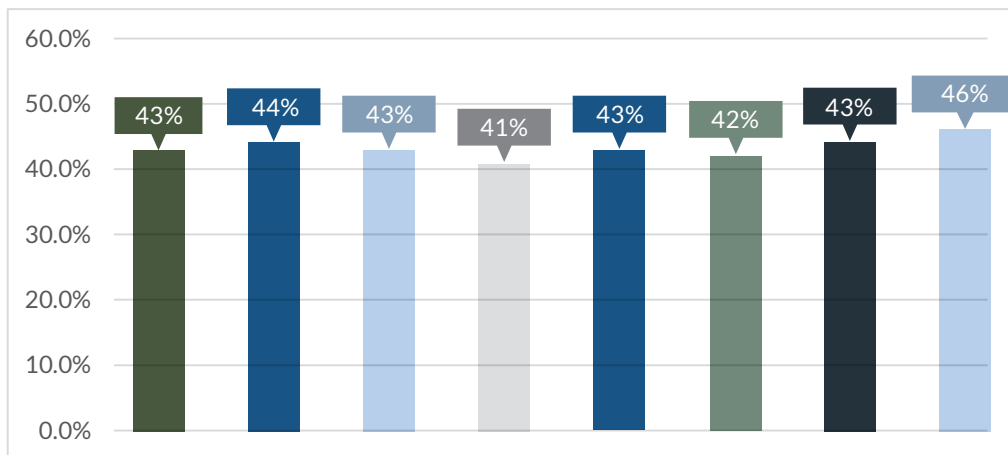
Church Income Category:	\$0 to \$24,999	\$25K to \$49,999	\$50K to \$74,999	\$75K to \$149,999	\$150K to \$249,999	\$250K to \$399,999	\$400K to \$699,999	\$700K or More
No. of churches per church income category:	84	127	99	186	94	42	24	20

**676**  
Total churches in the TNU region

**40%**  
Average % of church income used for staff

**20%**  
Standard deviation in % of church income used for staff

## 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

# The Least You Need to Know



Pensions and Benefits USA  
Church of the Nazarene

*A Century of Serving Those Who Serve*  
1919-2019

17001 PRAIRIE STAR PARKWAY • LENEXA, KS 66220-7900  
PBUSA.ORG • PENSIONS@NAZARENE.ORG • 888-888-4656

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](http://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](mailto: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.

