

MINISTERS COMPENSATION REPORT 2025

PREPARED BY NAZARENE BENEFITS USA

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NBUSA

PURPOSE

2025 COMPENSATION REPORT

Nazarene Benefits USA is pleased to present this report of summary compensation statistics for ministers serving the US church. Our goal in sharing these results, which were taken from the reports of the districts for the 2024 assembly year, is to provide a resource of general information, in a transparent format, which local churches may use to evaluate the compensation and benefits structures for their pastors.

You can find more resources on compensation in our *Memos* series and a compensation calculator under the “Quick Links” tab at nbusa.org.

We appreciate the ministries and support of our churches and hope this information will help congregations provide the best possible financial care for their servant leaders.

Kevin P. Gilmore
Executive Director - Nazarene Benefits USA



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ABOUT THIS REPORT

This report was compiled from information collected in the 2024 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.

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 nbusa.org, or contact us at benefits@nazarene.org or 888-888-4656.

ENC PASTORAL COMPENSATION

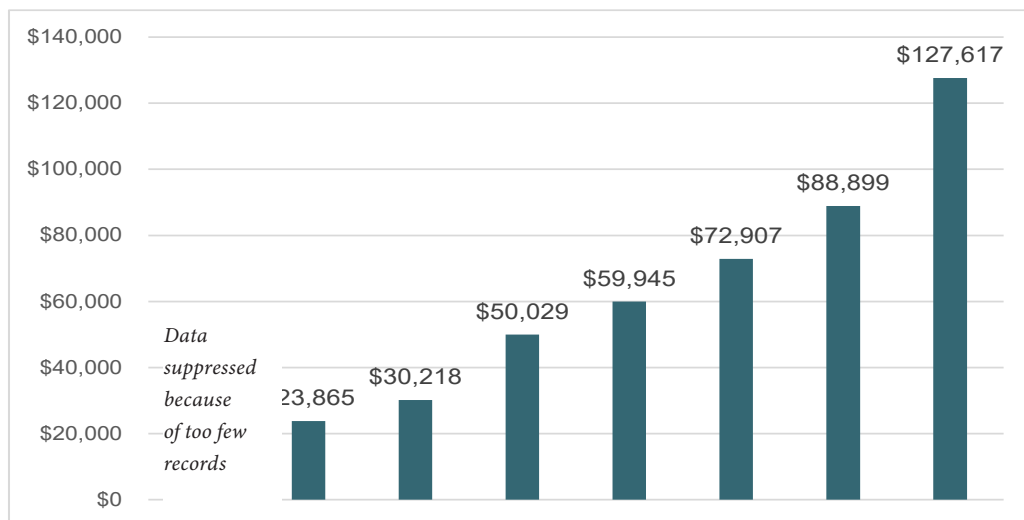
219

Total churches reported within the ENC region with single vocation pastors

\$63K

Average compensation value in this region

AVERAGE TOTAL PASTORAL COMPENSATION SINGLE VOCATION PASTORS



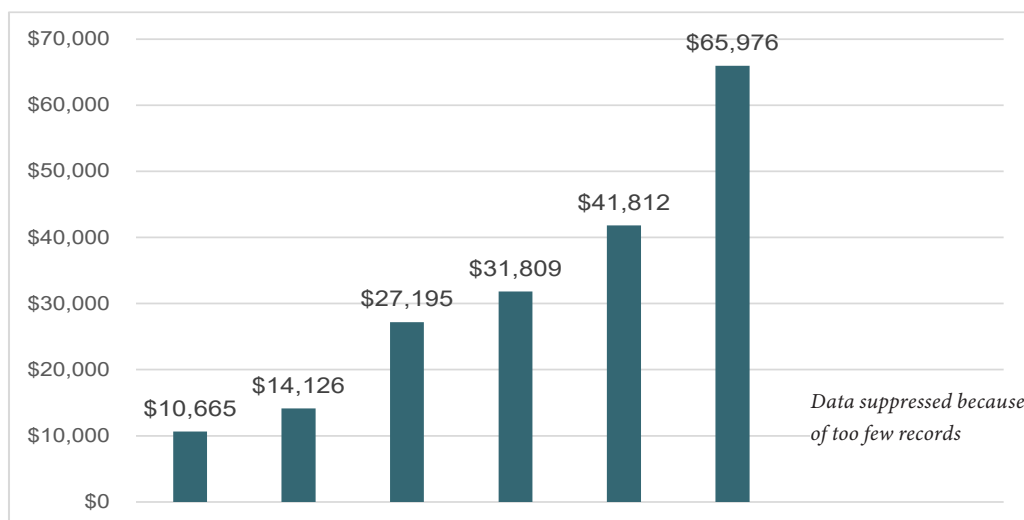
Church Income Category:

\$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:

1 18 20 59 48 26 26 21

AVERAGE TOTAL PASTORAL COMPENSATION BIVOCATIONAL PASTORS



Church Income Category:

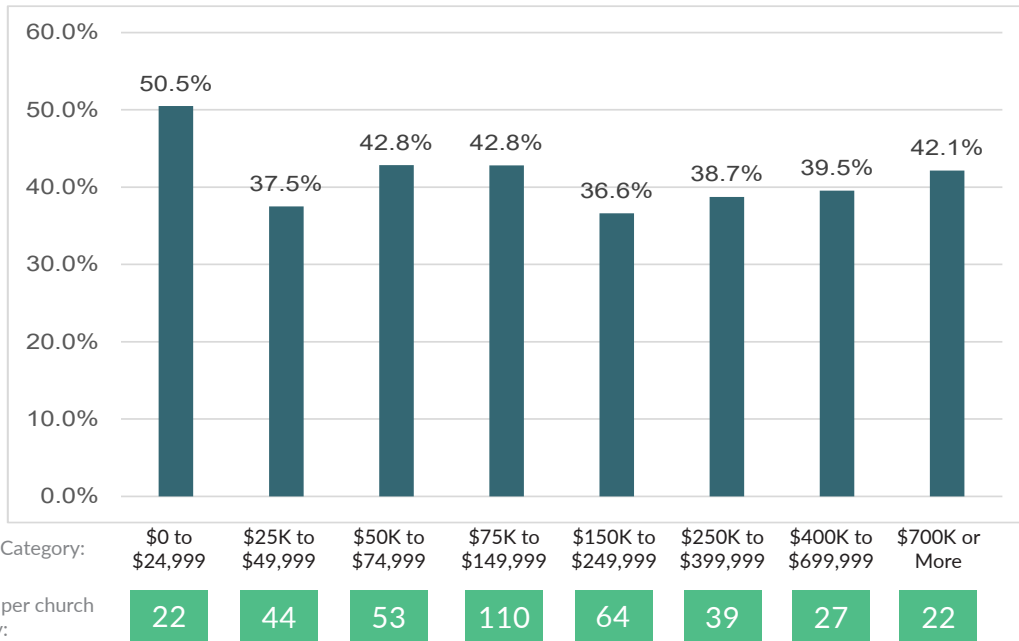
\$0 to \$24,999 \$25K to \$49,999 \$50K to \$74,999 \$75K to \$149,999 \$150K to \$249,999 \$250K to \$399,999 \$400K to \$699,999 \$700K or More

No. of churches per church income category:

21 26 33 51 16 13 1 1

ENC PERCENT OF INCOME

AVERAGE % OF CHURCH INCOME USED FOR ALL STAFF



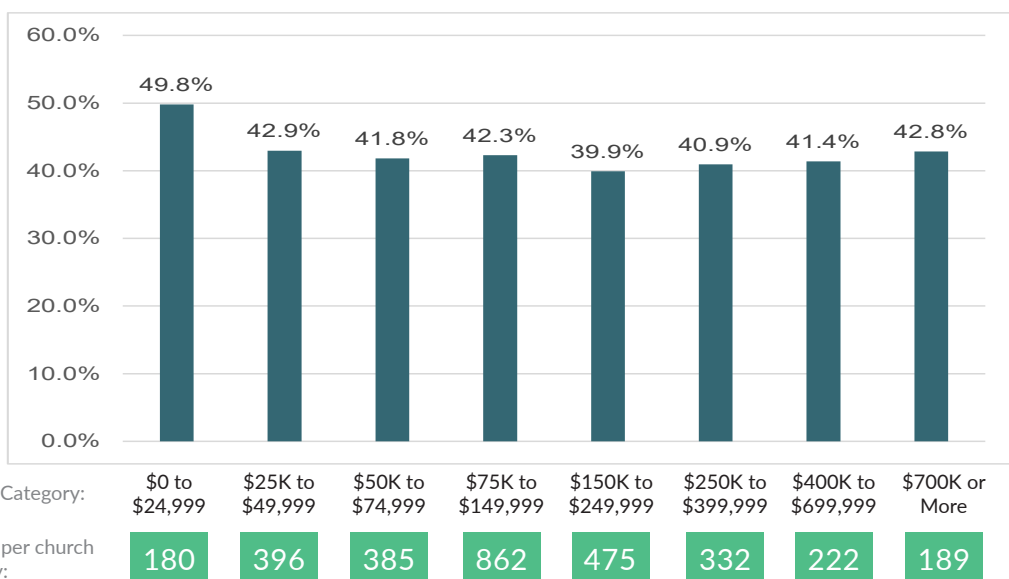
381

Total churches reported within the ENC region

41%

Average % of church income used for staff

NATIONAL AVERAGE PERCENT of Church Income Used for All Staff



3,041

Total churches reported nationally

42%

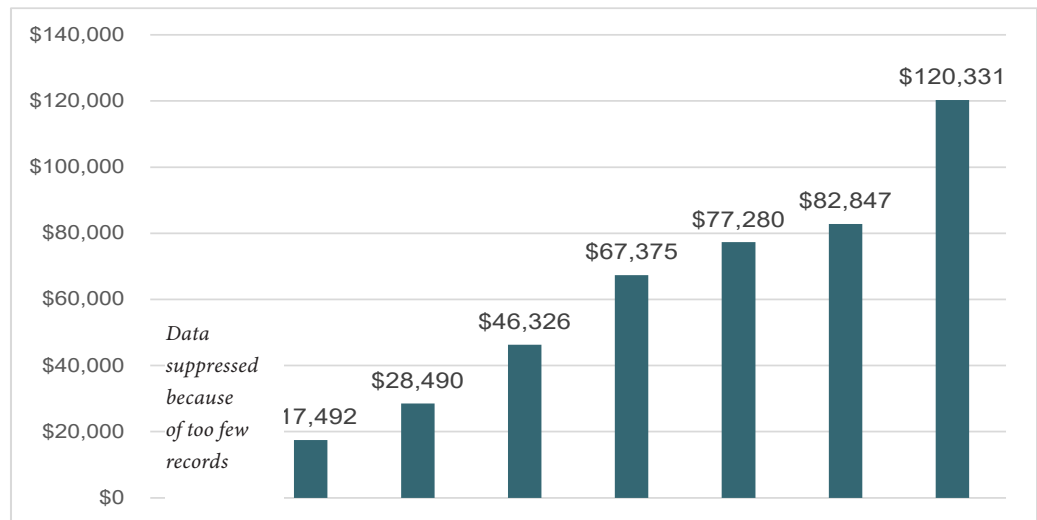
Average % of church income used for staff

MNU PASTORAL COMPENSATION

AVERAGE TOTAL PASTORAL COMPENSATION SINGLE VOCATION PASTORS

163
Total churches reported
within the MNU region
with single vocation
pastors

\$64K
Average compensation
value in this 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

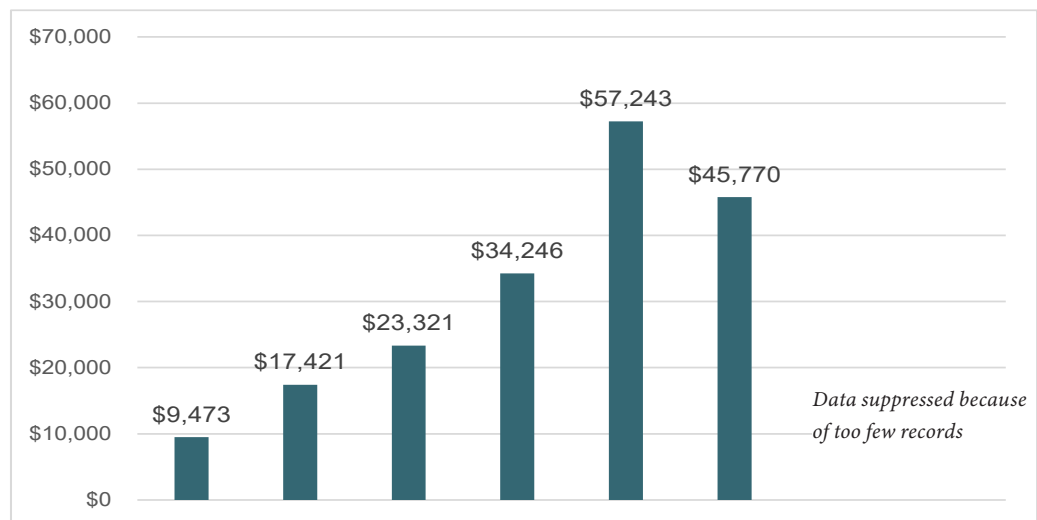
No. of churches per church
income category:

2 9 5 51 37 30 16 13

AVERAGE TOTAL PASTORAL COMPENSATION BIVOCATIONAL PASTORS

146
Total churches reported
within the MNU region
with bivocational
pastors

\$28K
Average compensation
value in this region



Church Income Category:

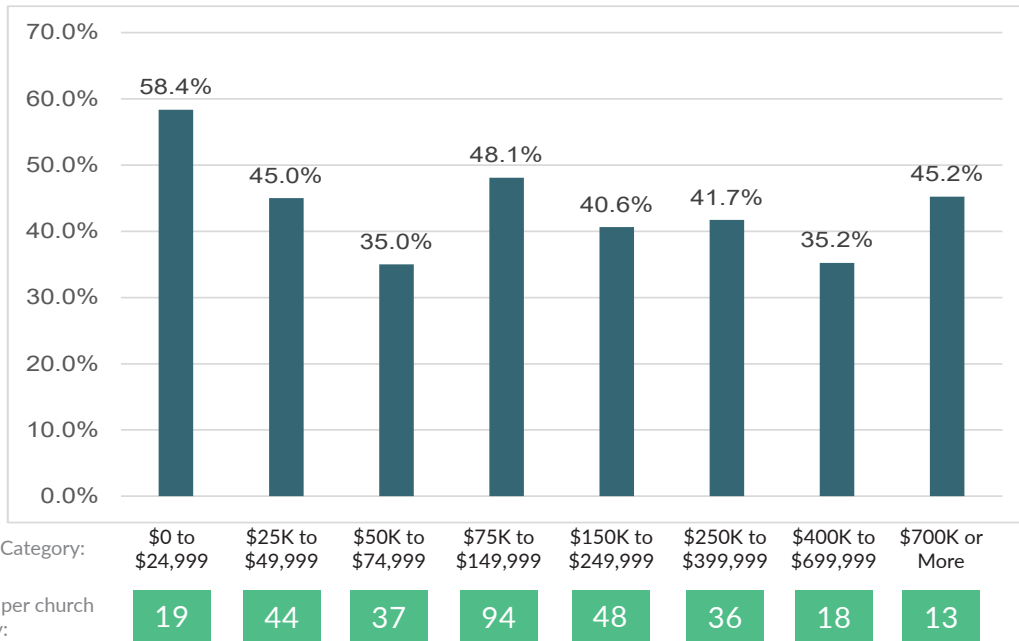
\$0 to \$24,999 \$25K to \$49,999 \$50K to \$74,999 \$75K to \$149,999 \$150K to \$249,999 \$250K to \$399,999 \$400K to \$699,999 \$700K or More

No. of churches per church
income category:

17 35 32 43 11 6 2 0

MNU PERCENT OF INCOME

AVERAGE % OF CHURCH INCOME USED FOR ALL STAFF



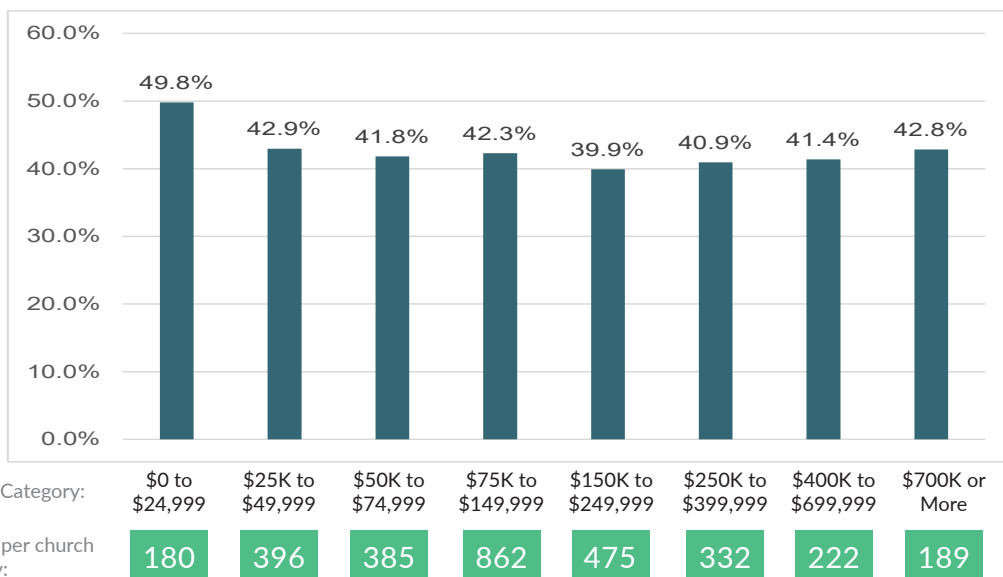
309

Total churches reported within the MNU region

44%

Average % of church income used for staff

NATIONAL AVERAGE PERCENT of Church Income Used for All Staff



3,041

Total churches reported nationally

42%

Average % of church income used for staff

MVNU PASTORAL COMPENSATION

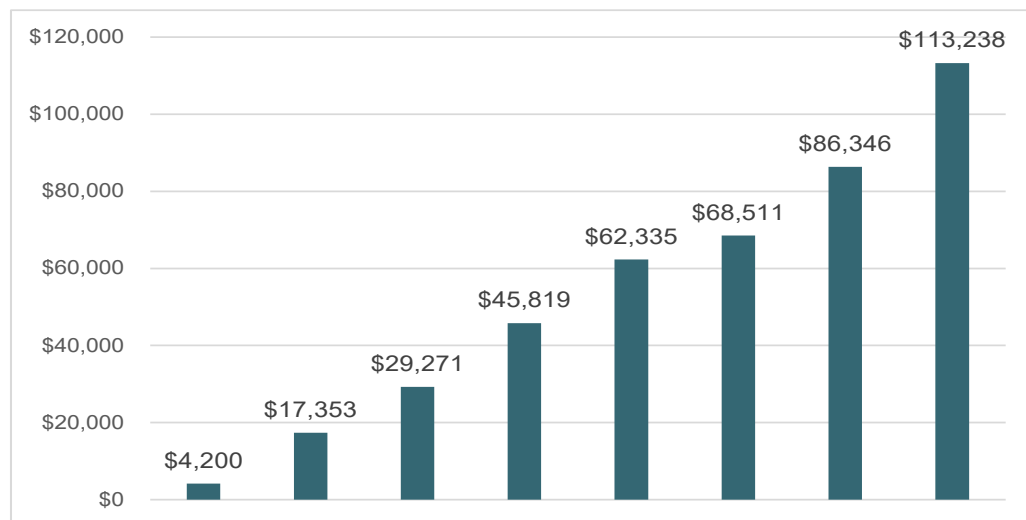
195

Total churches reported
within the MVNU region
with single vocation
pastors

\$62K

Average compensation
value in this 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:

4

10

18

49

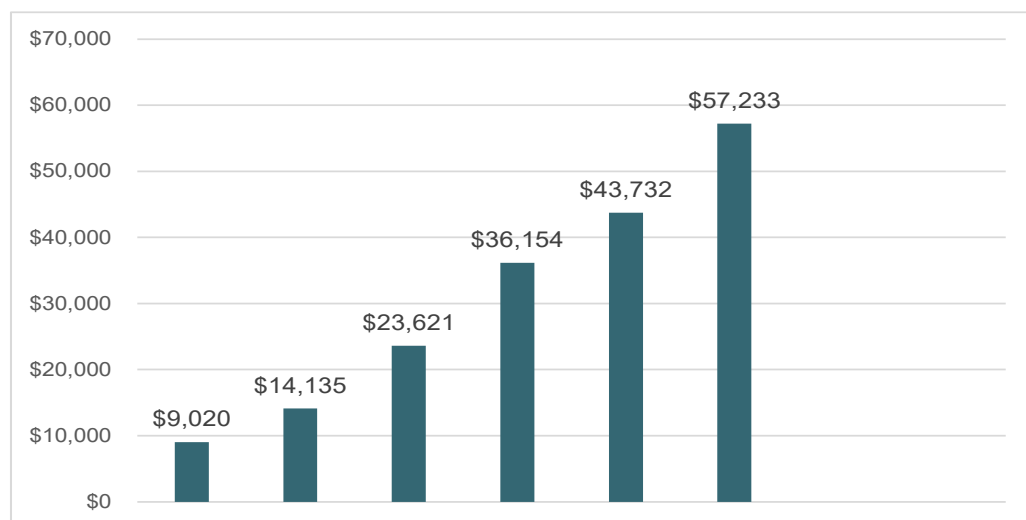
35

30

25

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:

5

25

25

43

18

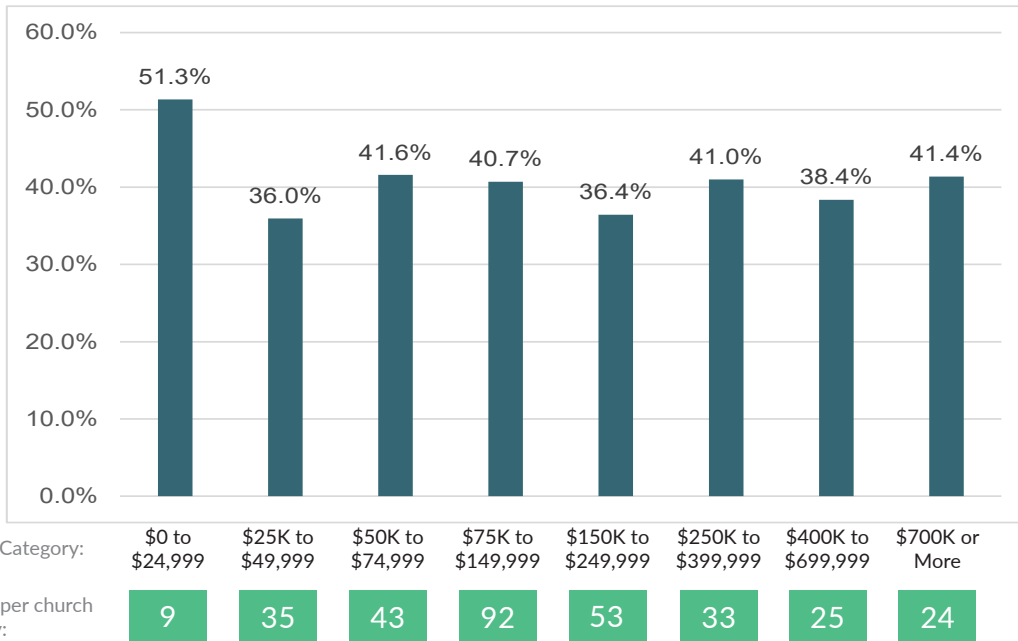
3

0

0

MVNU PERCENT OF INCOME

AVERAGE % OF CHURCH INCOME USED FOR ALL STAFF



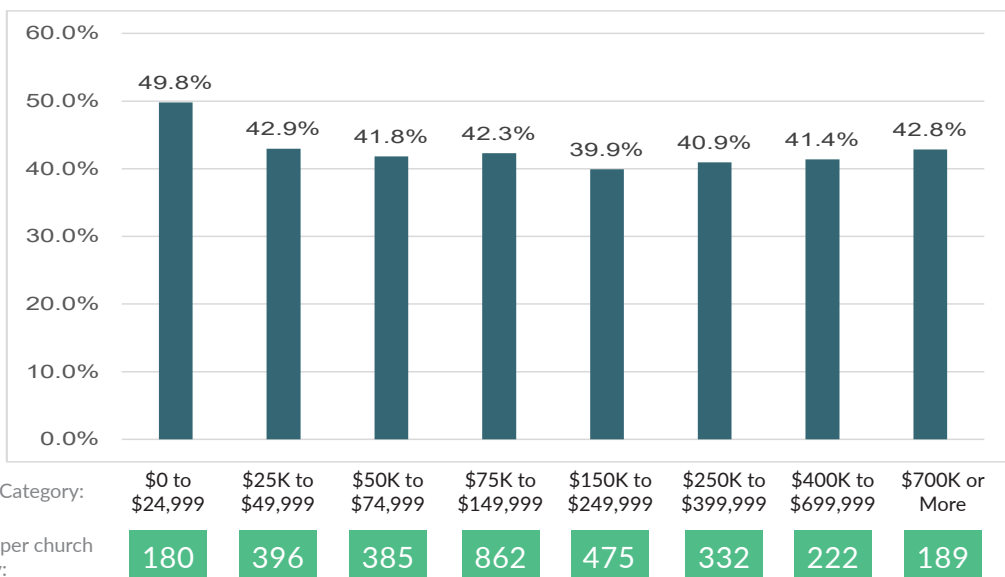
314

Total churches reported within the MVNU region

41%

Average % of church income used for staff

NATIONAL AVERAGE PERCENT of Church Income Used for All Staff



3,041

Total churches reported nationally

42%

Average % of church income used for staff

NNU PASTORAL COMPENSATION

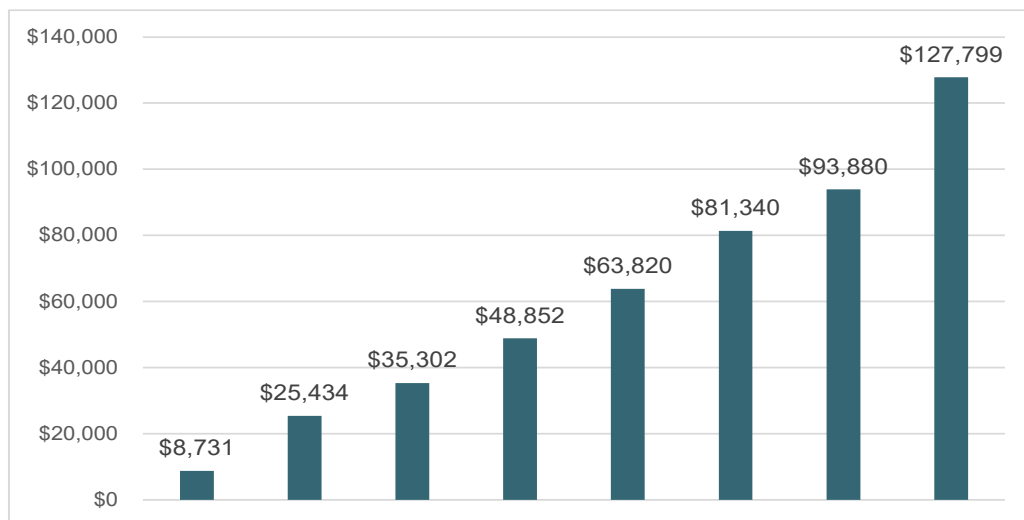
AVERAGE TOTAL PASTORAL COMPENSATION SINGLE VOCATION PASTORS

197

Total churches reported
within the NNU region
with single vocation
pastors

\$74K

Average compensation
value in this 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:

5 8 10 45 29 40 31 29

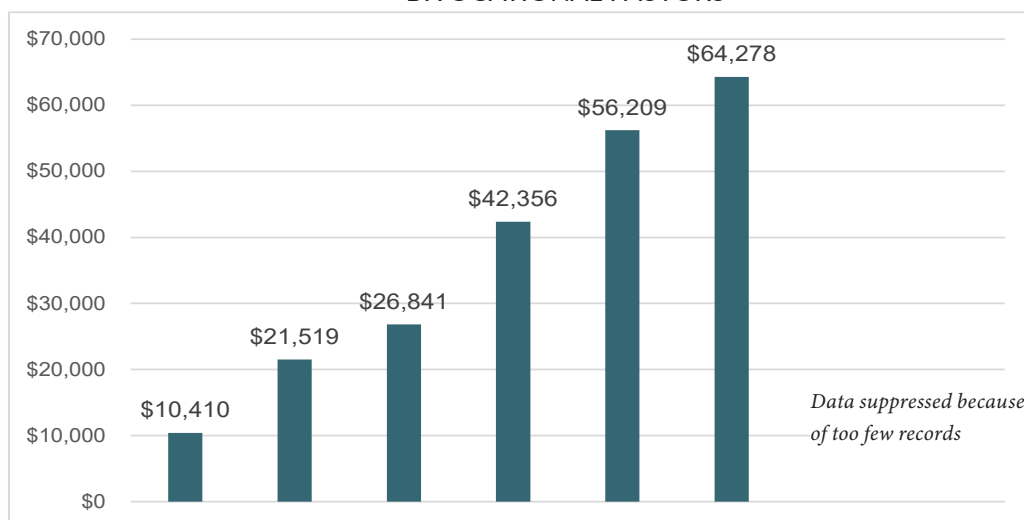
AVERAGE TOTAL PASTORAL COMPENSATION BIVOCATIONAL PASTORS

91

Total churches reported
within the NNU region
with bivocational
pastors

\$39K

Average compensation
value in this region



Church Income Category:

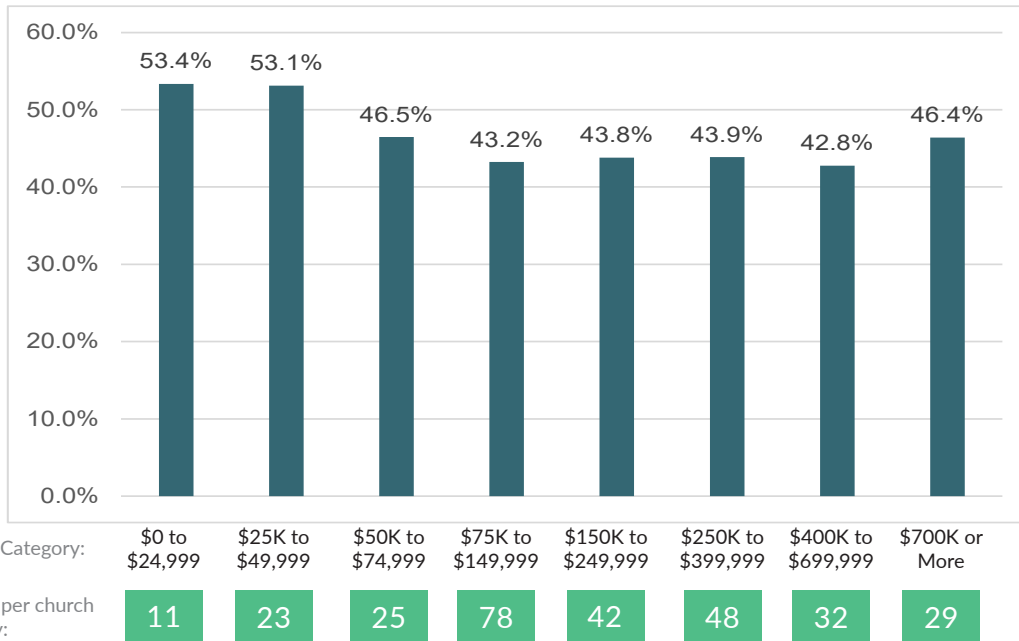
\$0 to \$24,999 \$25K to \$49,999 \$50K to \$74,999 \$75K to \$149,999 \$150K to \$249,999 \$250K to \$399,999 \$400K to \$699,999 \$700K or More

No. of churches per church
income category:

6 15 15 33 13 8 1 0

NNU PERCENT OF INCOME

AVERAGE % OF CHURCH INCOME USED FOR ALL STAFF



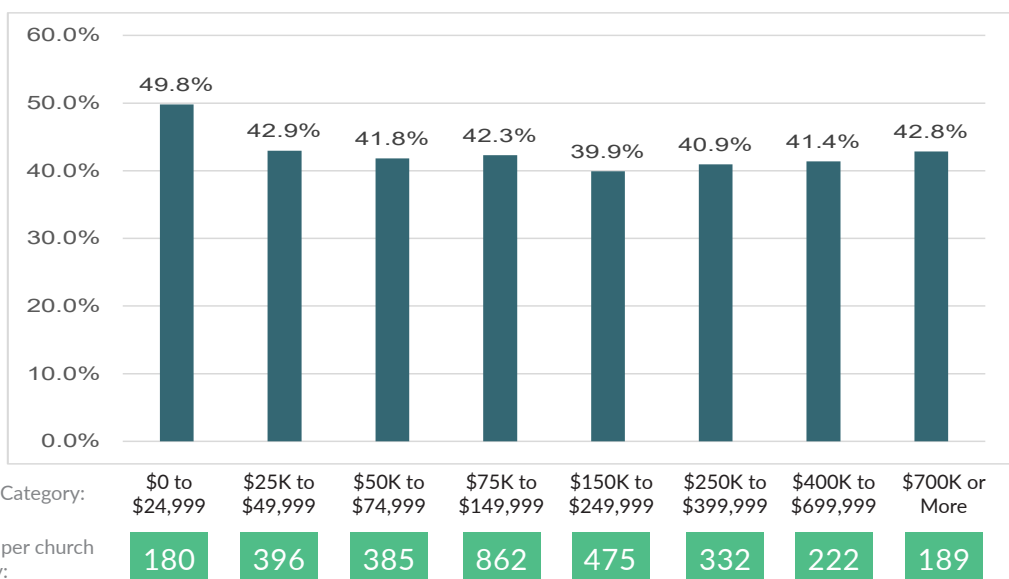
288

Total churches reported within the NNU region

47%

Average % of church income used for staff

NATIONAL AVERAGE PERCENT of Church Income Used for All Staff



3,041

Total churches reported nationally

42%

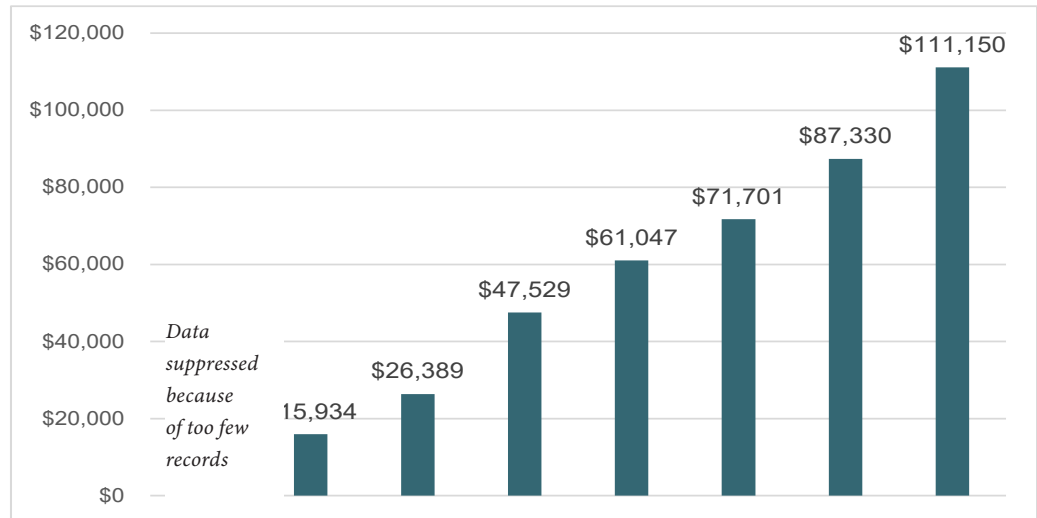
Average % of church income used for staff

ONU PASTORAL COMPENSATION

AVERAGE TOTAL PASTORAL COMPENSATION SINGLE VOCATION PASTORS

270
Total churches reported
within the ONU region
with single vocation
pastors

\$59K
Average compensation
value in this 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

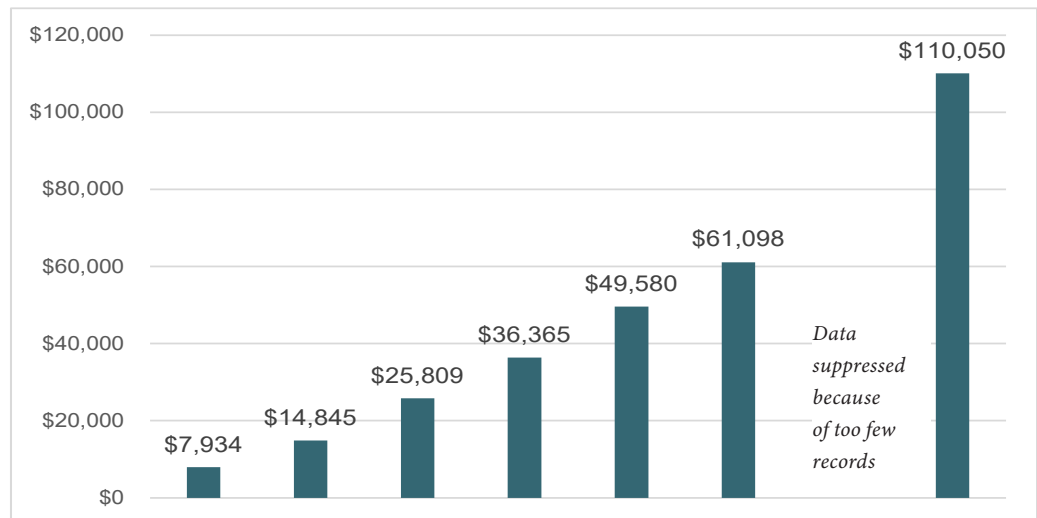
No. of churches per church
income category:

2 22 26 75 53 37 25 30

AVERAGE TOTAL PASTORAL COMPENSATION BIVOCATIONAL PASTORS

200
Total churches reported
within the ONU region
with bivocational
pastors

\$29K
Average compensation
value in this region



Church Income Category:

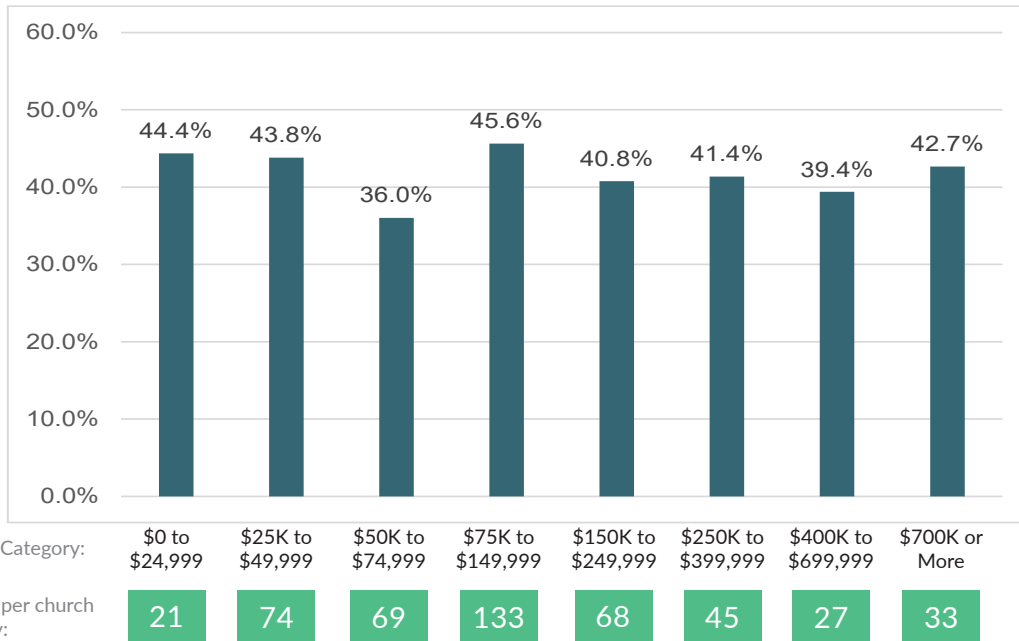
\$0 to \$24,999 \$25K to \$49,999 \$50K to \$74,999 \$75K to \$149,999 \$150K to \$249,999 \$250K to \$399,999 \$400K to \$699,999 \$700K or More

No. of churches per church
income category:

19 52 43 58 15 8 2 3

ONU PERCENT OF INCOME

AVERAGE % OF CHURCH INCOME USED FOR ALL STAFF



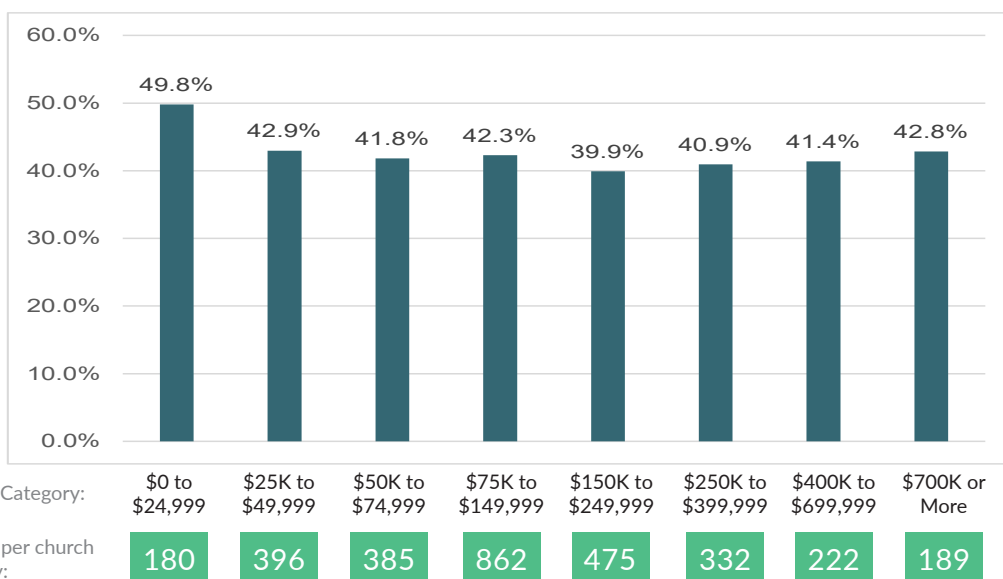
470

Total churches reported within the ONU region

42%

Average % of church income used for staff

NATIONAL AVERAGE PERCENT of Church Income Used for All Staff



3,041

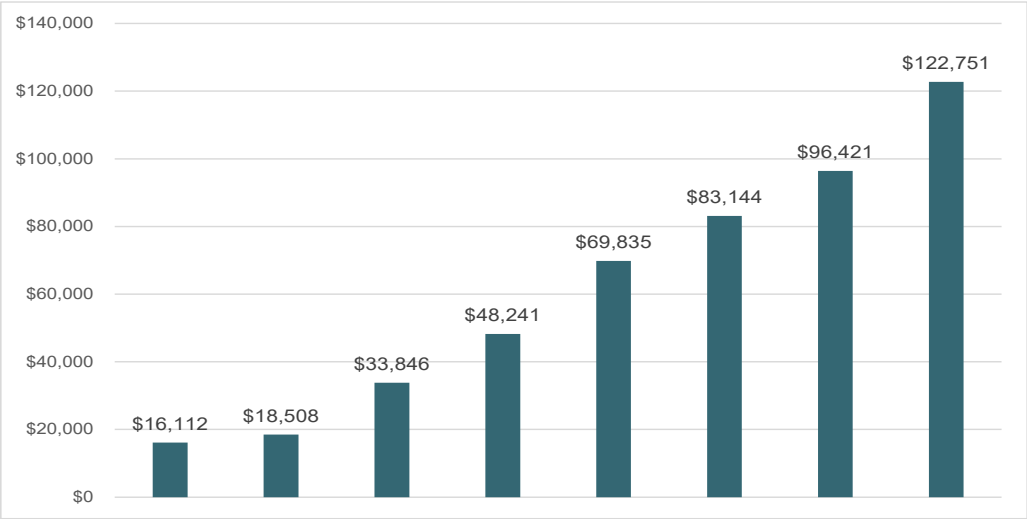
Total churches reported nationally

42%

Average % of church income used for staff

PLNU 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:

14 15 13 46 44 32 32 25

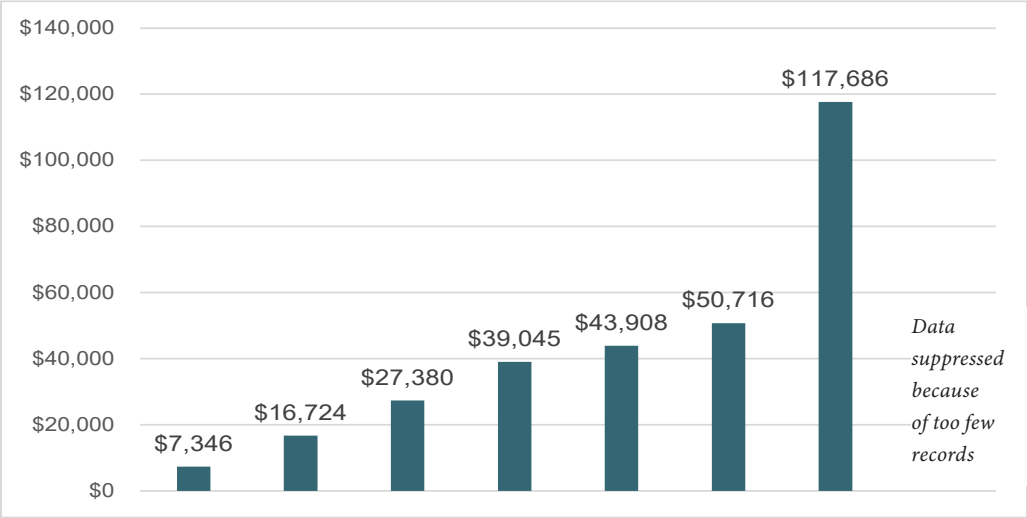
221

Total churches reported within the PLNU region with single vocation pastors

\$68K

Average compensation value in this region

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:

24 27 17 46 11 13 3 1

142

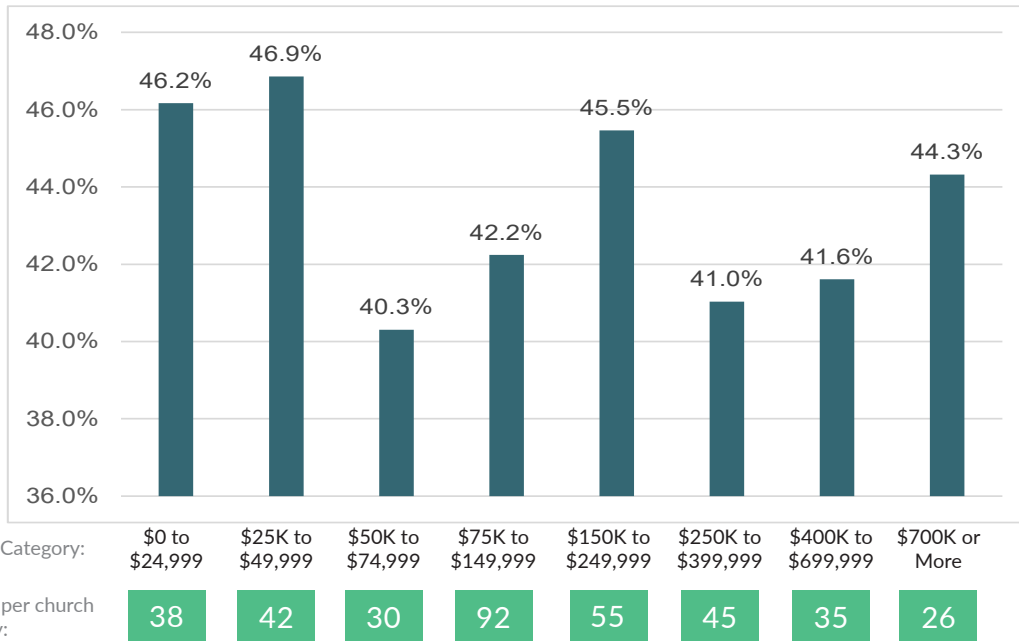
Total churches reported within the PLNU region with bivocational pastors

\$32K

Average compensation value in this region

PLNU PERCENT OF INCOME

AVERAGE % OF CHURCH INCOME USED FOR ALL STAFF



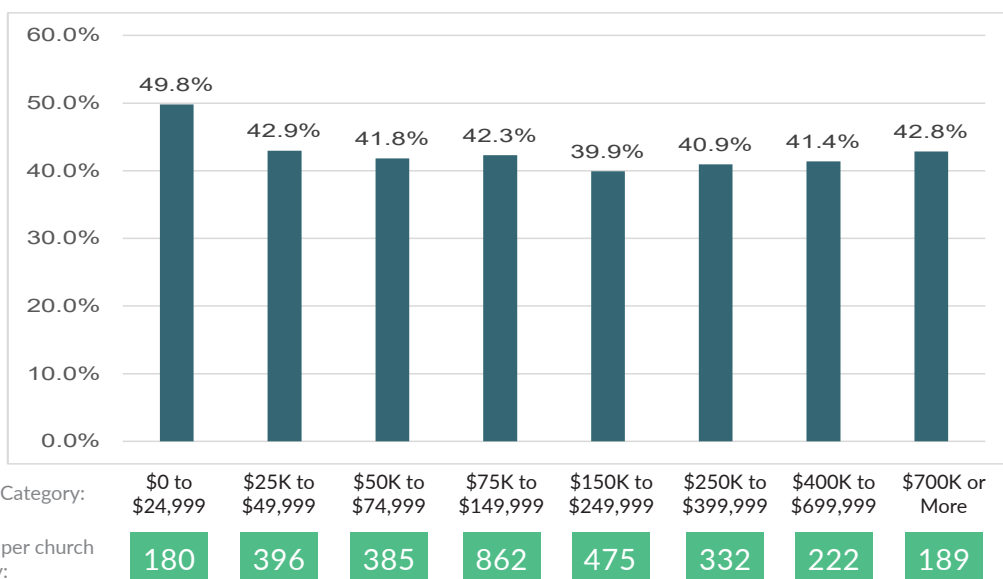
363

Total churches reported within the PLNU region

44%

Average % of church income used for staff

NATIONAL AVERAGE PERCENT of Church Income Used for All Staff



3,041

Total churches reported nationally

42%

Average % of church income used for staff

SNU PASTORAL COMPENSATION

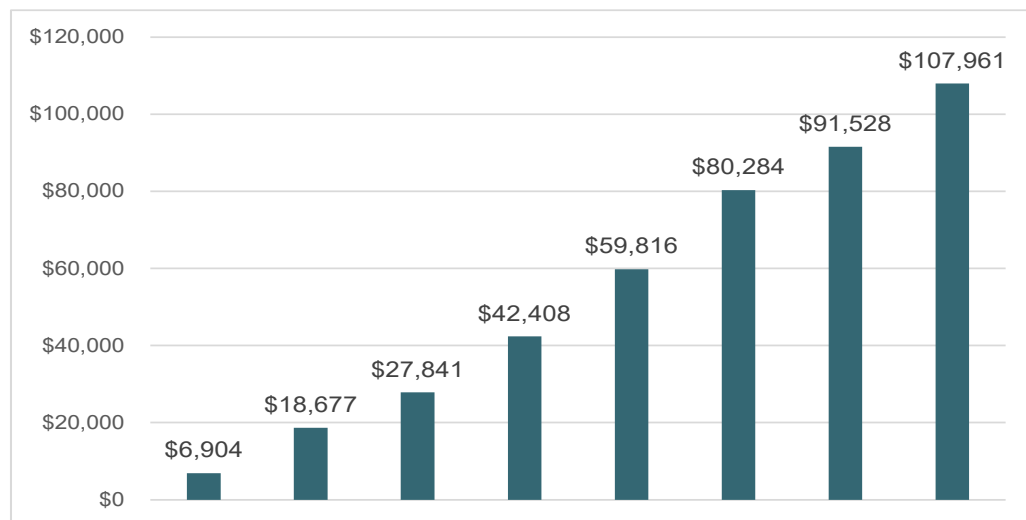
210

Total churches reported within the SNU region with single vocation pastors

\$58K

Average compensation value in this region

AVERAGE TOTAL PASTORAL COMPENSATION SINGLE VOCATION PASTORS



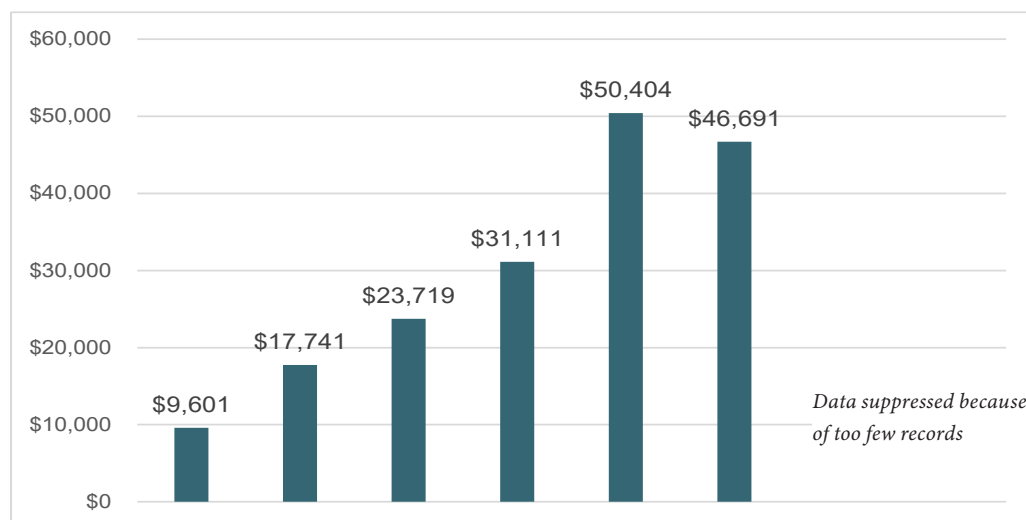
Church Income Category:

\$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:

7 16 17 59 38 31 23 19

AVERAGE TOTAL PASTORAL COMPENSATION BIVOCATIONAL PASTORS



Church Income Category:

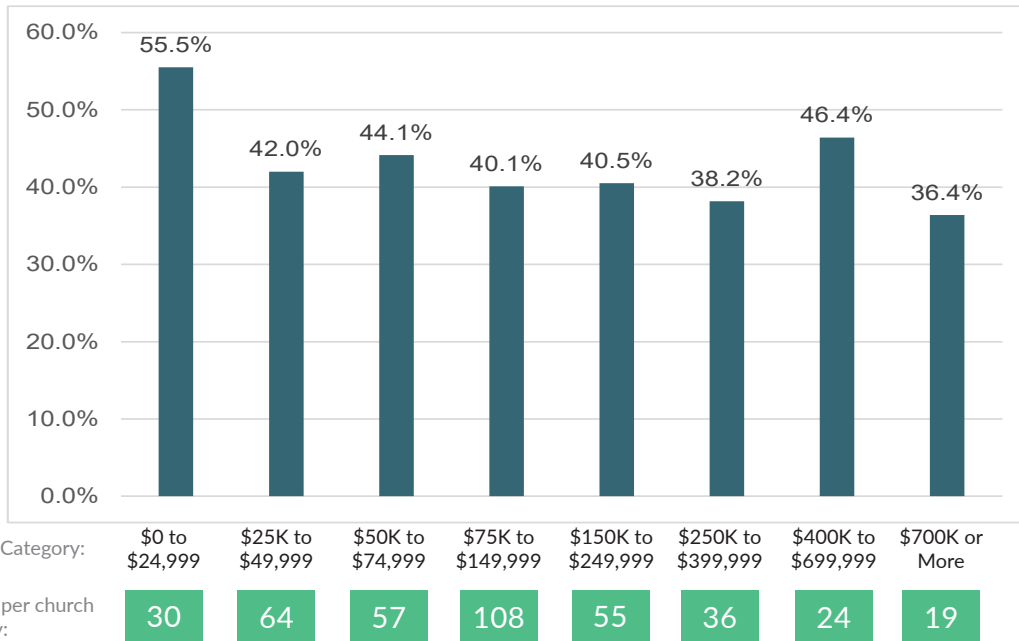
\$0 to \$24,999 \$25K to \$49,999 \$50K to \$74,999 \$75K to \$149,999 \$150K to \$249,999 \$250K to \$399,999 \$400K to \$699,999 \$700K or More

No. of churches per church income category:

23 48 40 49 17 5 1 0

SNU PERCENT OF INCOME

AVERAGE % OF CHURCH INCOME USED FOR ALL STAFF



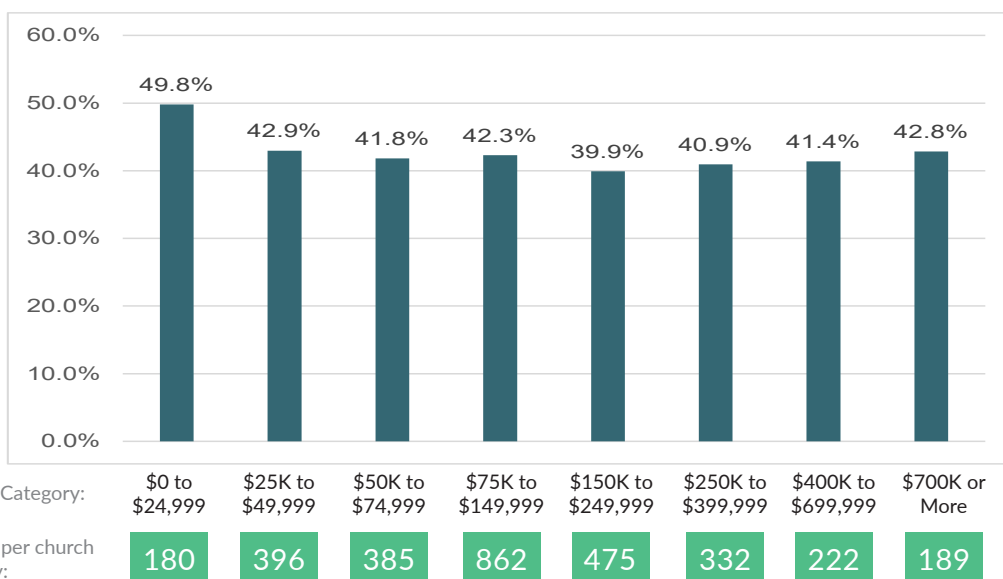
393

Total churches reported within the SNU region

42%

Average % of church income used for staff

NATIONAL AVERAGE PERCENT of Church Income Used for All Staff



3,041

Total churches reported nationally

42%

Average % of church income used for staff

TNU PASTORAL COMPENSATION

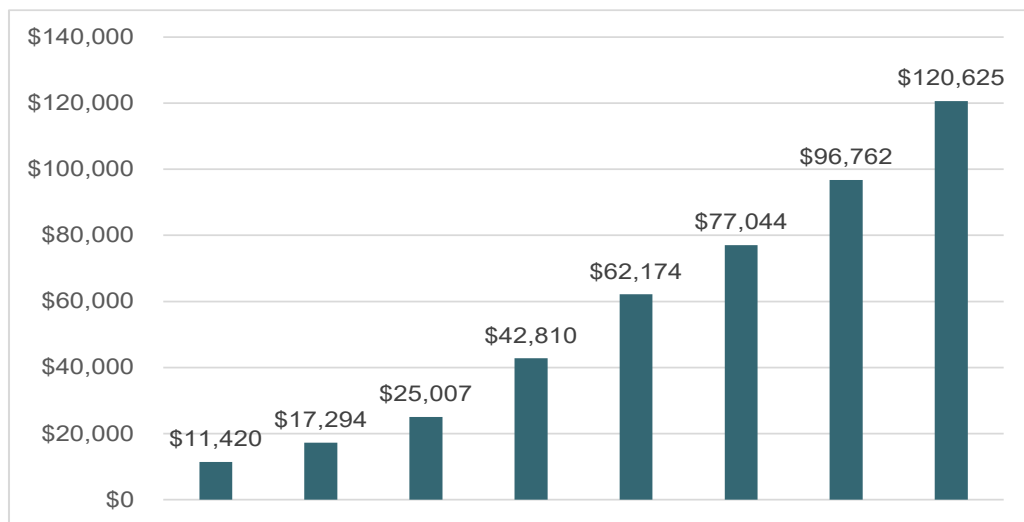
AVERAGE TOTAL PASTORAL COMPENSATION SINGLE VOCATION PASTORS

294

Total churches reported
within the TNU region
with single vocation
pastors

\$60K

Average compensation
value in this 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:

5 22 19 85 64 45 32 22

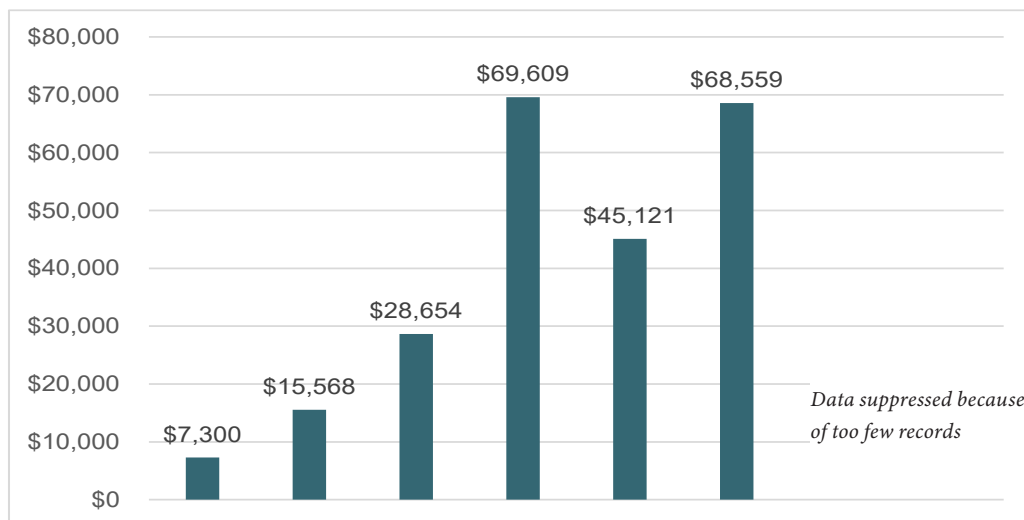
AVERAGE TOTAL PASTORAL COMPENSATION BIVOCATIONAL PASTORS

229

Total churches reported
within the TNU region
with bivocational
pastors

\$39K

Average compensation
value in this region



Church Income Category:

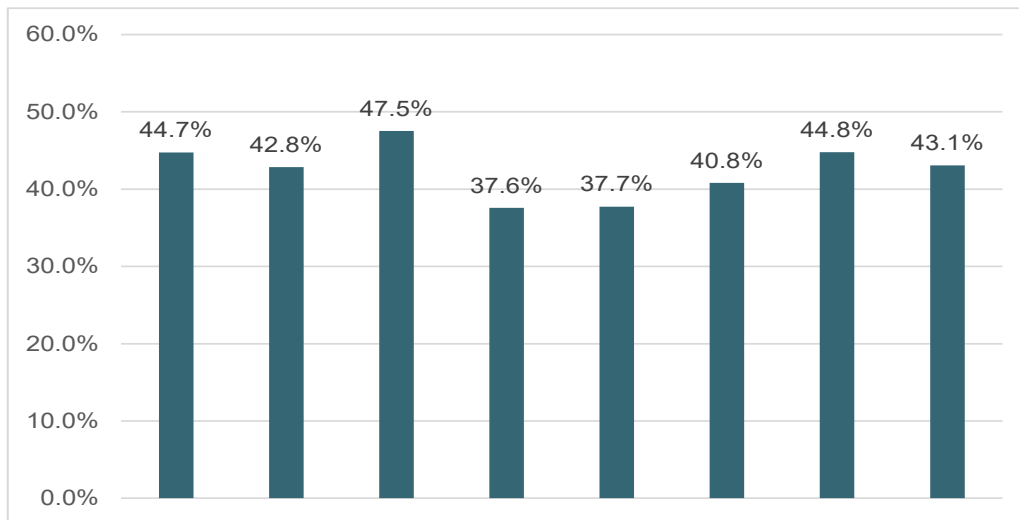
\$0 to \$24,999 \$25K to \$49,999 \$50K to \$74,999 \$75K to \$149,999 \$150K to \$249,999 \$250K to \$399,999 \$400K to \$699,999 \$700K or More

No. of churches per church
income category:

25 48 52 70 26 5 2 1

TNU PERCENT OF INCOME

AVERAGE % OF CHURCH INCOME USED FOR ALL STAFF



523

Total churches reported within the TNU region

42%

Average % 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:

30

70

71

155

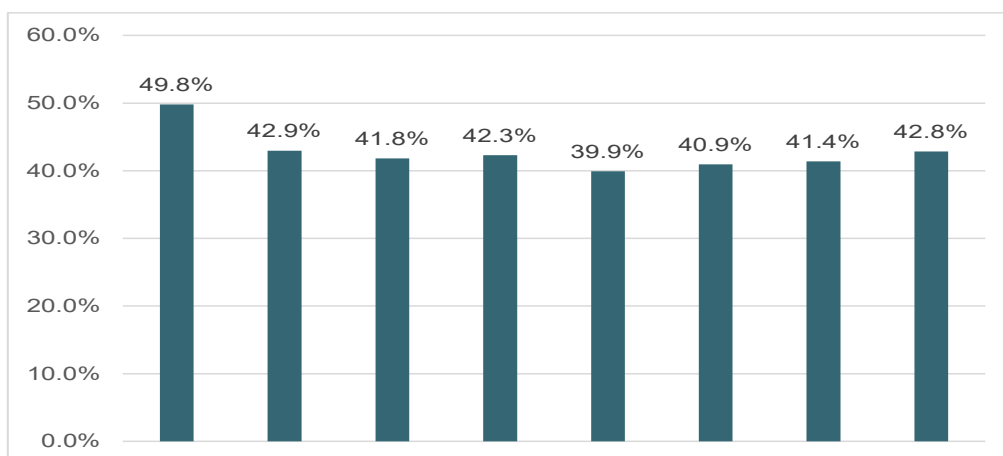
90

50

34

23

NATIONAL AVERAGE PERCENT of Church Income Used for All Staff



3,041

Total churches reported nationally

42%

Average % 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:

180

396

385

862

475

332

222

189



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