

Ministers Compensation Survey 2020

In the past we have relied on a detailed survey mailed to the churches and pastors requesting information on base salary, housing, benefits, and a number of other factors to complete our Ministers Compensation Survey. However, the validity of the information has deteriorated over time as the number of returned surveys has continued to drop.

Rather than publishing information that has become of questionable value, we have turned to another source that we believe will provide more reliable information and better serve the Churches.

Beginning in 2019, we are using information received from the ministers of the Word serving our churches in all classes who are participants in the Ministers' Pension Plans in both the United States and Canada. This group represents a majority of all active ministers of the Word in the CRCNA.

Under the terms of the pension program, the participants are required to report annually their total base salary and housing or parsonage allowance. We have used this data to create the information contained in this year's document.

Why is this better than the information we received before? The primary reason is that the response group is larger. However, the secondary reason has to do with the usefulness of averages of components compared to the simple summation of compensation. The level of housing allowance for each minister is dependent on personal circumstances and local economic factors. This becomes more problematic in classes that cover a significant geographic area. In certain situations, a minister may be serving in a small rural setting while in the same classis other ministers may be serving in an urban environment.

What have we included? There are two charts for each country of service. One chart shows the average total salary for the ministers in each classis. This is the combined base and housing factor. The other chart shows the range of salaries paid in relation to percentiles marked at 10% intervals for all ministers in the particular country.

For example, minister salaries at the 10th percentile are equal to or greater than the salaries of 10% of ministers in that country, and they are less than the salaries of 90% of ministers in that country. Salaries at the 20th percentile are the same or more than those of 20% of ministers and less than those of 80% of ministers in that country . . . and so on.

For more detailed pay data in your classis, we would suggest contacting the other churches in your area. For a broader salary report for a particular position at your church, you may want to visit www.churchlawandtax.com/salary.

Average Total Base Salary plus Housing by Classis - 2020

United States (in U.S. Dollars)

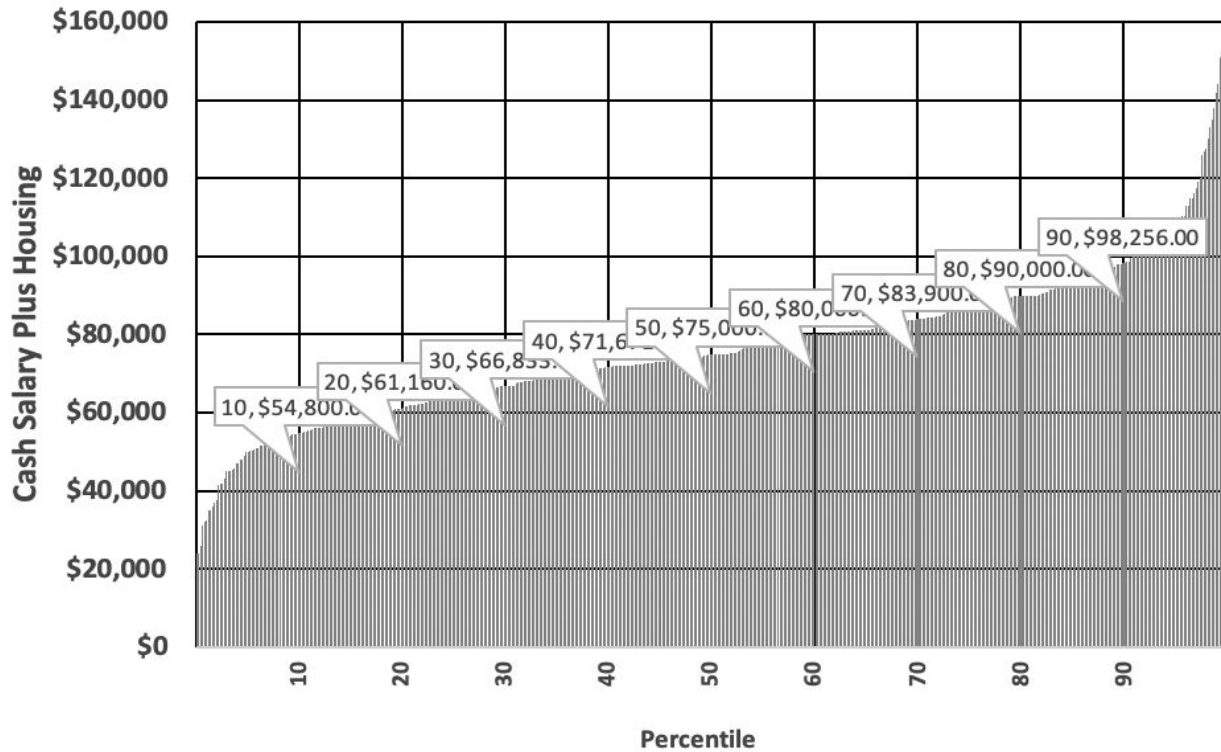
1	Arizona	\$ 90,000	20	Illiana	\$ 87,382
2	Atlantic Northeast	\$ 72,343	21	Kalamazoo	\$ 74,230
3	California South	\$ 64,787	22	Ko-Am	\$ 64,000
4	Central California	\$ 85,145	23	Lake Erie	\$ 73,257
5	Central Plains	\$ 69,005	24	Lake Superior (U.S.)	\$ 71,775
6	Chicago South	\$ 83,083	25	Minnkota	\$ 66,744
7	Columbia	\$ 73,689	26	Muskegon	\$ 77,929
8	Georgetown	\$ 81,599	27	Northcentral Iowa	\$ 69,077
9	Grand Rapids East	\$ 80,554	28	Northern Illinois	\$ 52,876
10	Grand Rapids North	\$ 65,553	29	Northern Michigan	\$ 83,745
11	Grand Rapids South	\$ 74,783	30	Pacific Northwest	\$ 68,227
12	Grandville	\$ 74,284	31	Red Mesa	\$ 75,532
13	Greater Los Angeles	\$ 70,112	32	Rocky Mountain	\$ 65,440
14	Hackensack	\$ 88,947	33	Southeast U.S.	\$ 72,563
15	Hanmi	\$ 67,343	34	Thornapple Valley	\$ 79,394
16	Heartland	\$ 71,712	35	Wisconsin	\$ 87,114
17	Holland	\$ 77,479	36	Yellowstone	\$ 75,803
18	Hudson	\$ 73,159	37	Zeeland	\$ 73,793
19	Iakota	\$ 74,440			

Canada (in Canadian Dollars)

1	Alberta North	\$ 82,273
2	Alberta South/ Saskatchewan	\$ 82,470
3	B.C. North-West	\$ 80,792
4	B.C. South-East	\$ 88,301
5	Chatham	\$ 86,032
6	Eastern Canada	\$ 77,608
7	Hamilton	\$ 82,788
8	Huron	\$ 77,984
9	Lake Superior (Can.)	\$ 71,783
10	Niagara	\$ 77,689
11	Quinte	\$ 78,805
12	Toronto	\$ 86,269

Total Cash Salary 2020

United States (in U.S. Dollars)



Canada (in Canadian Dollars)

