

2005 Salary Survey

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This is the 12th annual salary survey published in a *River Crossings* issue. The survey is prepared as a resource for pastors and lay people to set appropriate compensation for pastoral leadership. Pastors and lay people are also encouraged to use the *2005 Minimum Compensation and Benefits Guidelines*, available for download from the synod web site (if you do not have access to the web site, call the synod office and the staff will mail you a copy).

The many different ways to list compensation make it difficult to compile data that gives fair comparison. Therefore, it is important to know the system of calculation used to determine “salary” as it is used in the summary chart that follows:

For those living in parsonages, “salary” was determined by adding amounts listed as salary, furnishings allowance, housing equity, annuity, additional pension, and social security allowance.

For those receiving housing allowance, all items listed above plus housing allowance were added. Using

the ratio $1/1.3 = \text{salary}/\text{salary and housing}$, the total was divided by 1.3 to find “salary.”

This salary survey does not include book allowance, business and professional allowance, mileage, or medical reimbursement amounts.

Social Security allowance was specifically listed for 75% of the entries. This allowance may have also been included in other entries which did not show the breakdown.

Part-time calls were figured by ratio in full-time amounts for survey comparison. The summary is listed in groupings of 5 years of experience, with the number of calls and the number in parsonage housing noted for each group. The chart on the right shows the range of salaries for each 5-year group with a bar. The average salary in each 5-year group is denoted with a line in the middle of each bar.

120 out of 177 parish clergy in the synod reported their salary information.

Years of Experience	# of Clergy	Range	Average	Median	Parsonage Supplied
0-5	21	\$26,828-\$43,566	\$31,985	\$30,420	6 (29%)
6-11	21	\$28,092-\$62,154	\$39,388	\$37,615	9 (43%)
11-15	13	\$30,140-\$45,953	\$40,370	\$41,115	3 (23%)
16-20	15	\$29,623-\$64,769	\$44,116	\$41,738	6 (40%)
21-25	12	\$37,254-\$51,793	\$45,605	\$45,683	4 (33%)
26-30	20	\$36,825-\$66,846	\$48,503	\$49,981	2 (10%)
31+	18	\$22,900-\$53,436	\$43,078	\$44,775	9 (50%)

