



The Pension Boards  
United Church of Christ

475 Riverside Drive  
Room 1020  
New York, NY 10115-1097

p 800.642.6543  
f 212.729.2701

www.pbucc.org  
info@pbucc.org

October 2009

To: Conference Executives of the United Church of Christ

Dear Friends:

Enclosed is our salary study for 2009 for ordained ministers whose salary was reported to the Pension Boards.

This report reflects cash salary plus cash parsonage allowance, if such an allowance is furnished, or the percent of cash salary specified by the church for the value of a parsonage (usually 30%) if the free use of a parsonage is provided. It does not include a utilities allowance or car allowance.

Following are the summary results for 2009 and the two prior years:

	2007	2008	2009
<b>Number of Ministers</b>	3,411	3,299	3,267
<b>Average Salary</b>	\$50,067	\$52,202	\$52,953
<b>Male Ministers</b>			
<b>Number of Male Ministers</b>	2,131	2,039	1,993
<b>Average Salary</b>	\$53,366	\$55,484	\$56,066
<b>Female Ministers</b>			
<b>Number of Female Ministers</b>	1,280	1,260	1,274
<b>Average Salary</b>	\$44,573	\$46,890	\$48,083

**Reports by Conference.** Page 3 lists each Conference's average salary alphabetically along with their rank among conferences and the percentage of ministers in that conference for whom the employer contributed pension dues at the 14% level recommended by The General Synod. Page 4 lists the same data in order of conference ranking.

**Reports by Gender.** Pages 5 and 6 show the number of male and female ministers within various salary ranges and the percentage for whom the employer contributed pension dues at the 14% level. Page 7 shows the number and average salary of male and female ministers by age groupings for whom the employer contributed pension dues at the 14% level.

I hope this data will help you in efforts to improve ministers' salaries and the level of pension dues contributed to the Annuity Plan.

Cordially,

A handwritten signature in black ink that reads "Michael C. Deems". The signature is written in a cursive, flowing style.

President & Chief Executive Officer  
Pension Boards - United Church of Christ

**The Pension Boards - United Church of Christ  
Salary Groupings - 2009**

*Ministers by Conference*

<b>Conference</b>	<b>Average Salary</b>	<b>2007 Rank</b>	<b>Average Salary</b>	<b>2008 Rank</b>	<b>Average Salary</b>	<b>2009 Rank</b>	<b>Employer Dues Paid at 14%*</b>
California Nevada Northern	\$51,462	9	\$54,850	8	\$56,546	8	86%
California Nevada Southern	\$60,192	1	\$61,805	3	\$60,019	4	85%
Calvin Synod	\$29,994	38	\$26,649	38	\$34,198	38	100%
Central Atlantic	\$55,969	4	\$57,727	6	\$61,894	2	83%
Central Pacific	\$43,928	29	\$46,897	28	\$48,235	27	91%
Connecticut	\$59,064	3	\$62,093	2	\$62,521	1	85%
Florida	\$55,840	5	\$57,843	5	\$60,808	3	82%
Hawaii	\$50,151	13	\$50,816	18	\$52,991	13	92%
Illinois	\$54,685	6	\$57,967	4	\$57,333	7	86%
Illinois South	\$43,637	30	\$44,297	30	\$46,568	30	86%
Indiana-Kentucky	\$45,398	28	\$46,641	29	\$48,153	28	91%
Iowa	\$43,314	31	\$44,293	31	\$45,059	31	97%
Kansas-Oklahoma	\$47,025	24	\$49,134	23	\$49,481	24	84%
Maine	\$46,031	27	\$47,692	27	\$47,781	29	86%
Massachusetts	\$53,953	8	\$56,193	7	\$57,763	6	86%
Michigan	\$47,171	22	\$50,297	19	\$49,473	25	88%
Minnesota	\$47,762	21	\$51,005	16	\$52,599	15	83%
Missouri Mid South	\$48,427	17	\$50,252	20	\$51,235	18	92%
Montana-North Wyoming	\$37,268	35	\$37,314	36	\$37,510	36	86%
Nebraska	\$39,456	33	\$42,455	33	\$44,371	32	89%
New Hampshire	\$46,253	26	\$49,354	22	\$49,676	23	88%
New York	\$49,960	14	\$51,419	13	\$49,722	21	86%
Northern Plains	\$34,403	37	\$34,052	37	\$36,173	37	86%
Ohio	\$49,893	15	\$52,534	10	\$54,300	11	92%
Pacific Northwest	\$48,970	16	\$51,265	15	\$51,926	16	91%
Penn Central	\$47,013	25	\$48,259	26	\$48,335	26	84%
Penn Northeast	\$50,210	12	\$51,397	14	\$50,298	19	87%
Penn Southeast	\$50,883	11	\$52,214	12	\$52,807	14	91%
Penn West	\$38,330	34	\$38,477	35	\$39,304	34	82%
Rhode Island	\$59,179	2	\$62,190	1	\$59,659	5	92%
Rocky Mountain	\$51,356	10	\$52,514	11	\$51,491	17	86%
South Central	\$47,989	18	\$48,715	25	\$49,736	20	82%
South Dakota	\$36,798	36	\$40,576	34	\$39,032	35	89%
Southeast	\$47,806	20	\$49,644	21	\$54,202	12	55%
Southern	\$47,970	19	\$50,986	17	\$55,097	9	76%
Southwest	\$54,642	7	\$54,335	9	\$54,691	10	93%
Vermont	\$40,671	32	\$43,070	32	\$41,637	33	97%
Wisconsin	\$47,086	23	\$49,132	24	\$49,687	22	85%

\*Percentage of Ministers for whom employer dues have been paid at 14% of salary basis or greater.

**The Pension Boards - United Church of Christ  
Salary Groupings - 2009**

*Ministers by Conference Ranking*

<b>Conference</b>	<b>Average Salary</b>	<b>2007 Rank</b>	<b>Average Salary</b>	<b>2008 Rank</b>	<b>Average Salary</b>	<b>2009 Rank</b>	<b>Employer Dues Paid at 14%*</b>
Connecticut	\$59,064	3	\$62,093	2	\$62,521	1	85%
Central Atlantic	\$55,969	4	\$57,727	6	\$61,894	2	83%
Florida	\$55,840	5	\$57,843	5	\$60,808	3	82%
California Nevada Southern	\$60,192	1	\$61,805	3	\$60,019	4	85%
Rhode Island	\$59,179	2	\$62,190	1	\$59,659	5	92%
Massachusetts	\$53,953	8	\$56,193	7	\$57,763	6	86%
Illinois	\$54,685	6	\$57,967	4	\$57,333	7	86%
California Nevada Northern	\$51,462	9	\$54,850	8	\$56,546	8	86%
Southern	\$47,970	19	\$50,986	17	\$55,097	9	76%
Southwest	\$54,642	7	\$54,335	9	\$54,691	10	93%
Ohio	\$49,893	15	\$52,534	10	\$54,300	11	92%
Southeast	\$47,806	20	\$49,644	21	\$54,202	12	55%
Hawaii	\$50,151	13	\$50,816	18	\$52,991	13	92%
Penn Southeast	\$50,883	11	\$52,214	12	\$52,807	14	91%
Minnesota	\$47,762	21	\$51,005	16	\$52,599	15	83%
Pacific Northwest	\$48,970	16	\$51,265	15	\$51,926	16	91%
Rocky Mountain	\$51,356	10	\$52,514	11	\$51,491	17	86%
Missouri Mid South	\$48,427	17	\$50,252	20	\$51,235	18	92%
Penn Northeast	\$50,210	12	\$51,397	14	\$50,298	19	87%
South Central	\$47,989	18	\$48,715	25	\$49,736	20	82%
New York	\$49,960	14	\$51,419	13	\$49,722	21	86%
Wisconsin	\$47,086	23	\$49,132	24	\$49,687	22	85%
New Hampshire	\$46,253	26	\$49,354	22	\$49,676	23	88%
Kansas-Oklahoma	\$47,025	24	\$49,134	23	\$49,481	24	84%
Michigan	\$47,171	22	\$50,297	19	\$49,473	25	88%
Penn Central	\$47,013	25	\$48,259	26	\$48,335	26	84%
Central Pacific	\$43,928	29	\$46,897	28	\$48,235	27	91%
Indiana-Kentucky	\$45,398	28	\$46,641	29	\$48,153	28	91%
Maine	\$46,031	27	\$47,692	27	\$47,781	29	86%
Illinois South	\$43,637	30	\$44,297	30	\$46,568	30	86%
Iowa	\$43,314	31	\$44,293	31	\$45,059	31	97%
Nebraska	\$39,456	33	\$42,455	33	\$44,371	32	89%
Vermont	\$40,671	32	\$43,070	32	\$41,637	33	97%
Penn West	\$38,330	34	\$38,477	35	\$39,304	34	82%
South Dakota	\$36,798	36	\$40,576	34	\$39,032	35	89%
Montana-North Wyoming	\$37,268	35	\$37,314	36	\$37,510	36	86%
Northern Plains	\$34,403	37	\$34,052	37	\$36,173	37	86%
Calvin Synod	\$29,994	38	\$26,649	38	\$34,198	38	100%

\*Percentage of Ministers for whom employer dues have been paid at 14% of salary basis or greater.

**The Pension Boards - United Church of Christ  
Salary Groupings - 2009**

*Number of Male Ministers*

Salary Group	2007	2008	2009	Employer Dues Paid at 14%*
\$ up to - 4,999	7	4	3	66%
5,000 - 9,999	8	8	10	50%
10,000 - 11,999	10	11	5	60%
12,000 - 13,999	8	6	9	66%
14,000 - 15,999	15	9	12	66%
16,000 - 17,999	16	14	12	83%
18,000 - 19,999	11	14	17	70%
20,000 - 21,999	20	23	20	80%
22,000 - 23,999	21	16	18	94%
24,000 - 25,999	32	29	34	58%
26,000 - 27,999	31	22	22	68%
28,000 - 29,999	27	30	30	76%
30,000 - 31,999	45	33	33	90%
32,000 - 33,999	37	46	43	76%
34,000 - 35,999	44	40	41	80%
36,000 - 37,999	59	51	50	86%
38,000 - 39,999	79	62	53	84%
40,000 - 41,999	115	73	59	88%
42,000 - 43,999	91	92	68	91%
44,000 - 45,999	108	99	95	86%
46,000 - 47,999	97	89	105	88%
48,000 - 49,999	107	94	85	90%
50,000 - 54,999	281	254	224	90%
55,000 - 59,999	224	230	240	90%
60,000 - 64,999	638 <sup>†</sup>	690 <sup>†</sup>	177	90%
65,000 - 69,999	NA	NA	133	91%
70,000 - 74,999	NA	NA	106	87%
75,000 - 79,999	NA	NA	73	93%
80,000 - 84,999	NA	NA	48	85%
85,000 - 89,999	NA	NA	25	84%
90,000 - and over	NA	NA	143	79%

<sup>†</sup> Represents \$60,000 and over

\*Percentage of Ministers for whom employer dues have been paid at 14% of salary basis or greater.

**The Pension Boards - United Church of Christ  
Salary Groupings - 2009**

*Number of Female Ministers*

Salary Group	2007	2008	2009	Employer Dues Paid at 14%*
\$ up to - 4,999	4	3	1	100%
5,000 - 9,999	10	6	4	100%
10,000 - 11,999	8	7	7	57%
12,000 - 13,999	6	3	9	66%
14,000 - 15,999	10	9	8	75%
16,000 - 17,999	11	7	11	90%
18,000 - 19,999	15	14	17	82%
20,000 - 21,999	33	26	25	64%
22,000 - 23,999	26	30	26	92%
24,000 - 25,999	22	26	28	64%
26,000 - 27,999	40	32	22	81%
28,000 - 29,999	36	34	29	82%
30,000 - 31,999	38	33	34	94%
32,000 - 33,999	52	46	39	89%
34,000 - 35,999	51	39	32	78%
36,000 - 37,999	72	61	56	96%
38,000 - 39,999	75	75	66	87%
40,000 - 41,999	75	74	71	87%
42,000 - 43,999	83	72	64	89%
44,000 - 45,999	77	71	65	81%
46,000 - 47,999	56	57	64	92%
48,000 - 49,999	53	47	54	87%
50,000 - 54,999	158	138	148	91%
55,000 - 59,999	89	107	118	91%
60,000 - 64,999	175 <sup>†</sup>	180 <sup>†</sup>	94	94%
65,000 - 69,999	NA	NA	61	90%
70,000 - 74,999	NA	NA	29	89%
75,000 - 79,999	NA	NA	29	96%
80,000 - 84,999	NA	NA	16	68%
85,000 - 89,999	NA	NA	10	90%
90,000 - and over	NA	NA	37	89%

<sup>†</sup> Represents \$60,000 and over

\*Percentage of Ministers for whom employer dues have been paid at 14% of salary basis or greater.

**The Pension Boards - United Church of Christ  
Salary Groupings - 2009**

*Number of Male and Female Ministers with  
Employer Dues paid at 14% by Age Grouping*

Age Group	2008				2009			
	Males	Average Salary	Females	Average Salary	Males	Average Salary	Females	Average Salary
34 and under	56	\$47,794	56	\$44,726	60	\$47,995	56	\$46,667
35 through 39	66	\$52,462	56	\$46,935	64	\$53,802	61	\$47,633
40 through 44	106	\$55,955	76	\$47,568	99	\$55,108	67	\$51,813
45 through 49	224	\$55,866	158	\$46,155	196	\$56,046	140	\$46,987
50 through 54	313	\$54,002	251	\$47,577	282	\$56,862	243	\$48,080
55 through 59	452	\$56,814	255	\$49,710	445	\$57,073	271	\$51,036
60 through 64	415	\$57,769	196	\$48,756	406	\$58,848	213	\$49,125
65 and over	155	\$53,374	65	\$42,375	173	\$50,922	70	\$43,259