

Determining a Pastoral Salary

- Step 1: From the "Pastoral Staff Salaries" chart below, compare your church to the various categories to find the average salary (last column) that comes the closest to your church's situation. (all salaries are based on a 40 hour week as of December 31, 2016)
- Step 2: Multiply that salary by the % from the "Average Salary vs Years in Ministry" chart, based on the number of years experience the pastor has in ministry.
- Step 3: Determine if the resulting salary is reasonable. You may want to increase or decrease the result depending on how close your church's attendance and budget was to the range in the chart.
- Step 4: Take other factors into consideration. This is not an exact science. Cost of Living plus a 2% experience (until 12 years of experience reached) should be added each year.

Pastoral Staff Salaries

Region	Position	Location	Membership Category	Average Membership	Average Sunday AM Service	Average Total Budget	# of churches in Category	Survey Average Salary
FEBCENTRAL	Senior Pastor	Rural	All	62	112	\$ 203,500	25	\$ 47,584
		City	< 100	63	104	\$ 189,632	25	\$ 57,606
			100-200	146	250	\$ 470,468	22	\$ 69,980
			200-300	247	362	\$ 767,719	10	\$ 79,884
			>300	451	750	\$ 1,365,096	7	\$ 90,700
		Toronto	< 100	67	85	\$ 180,846	10	\$ 60,642
			> 100	481	516	\$ 931,583	6	\$ 85,457
	Associate Pastor	All	< 100	76	172	\$ 278,411	12	\$ 46,004
			100 - 200	151	245	\$ 483,681	16	\$ 54,976
			> 200	393	620	\$ 1,130,459	18	\$ 63,661
	Youth Pastor	All	< 100	73	113	\$ 240,945	6	\$ 43,770
			100-200	126	238	\$ 435,481	12	\$ 49,718
			200-300	232	378	\$ 820,164	5	\$ 51,307
			>300	467	814	\$ 1,409,738	9	\$ 57,167
	Worship Pastor	All	< 250	127	250	\$ 513,309	10	\$ 43,843
			> 250	426	681	\$ 1,357,477	10	\$ 57,765
	Children's Pastor	All	< 250	124	269	\$ 506,992	14	\$ 44,297
			> 250	382	739	\$ 1,322,956	11	\$ 57,438
	Executive Pastor	All	< 200	85	144	\$ 296,600	5	\$ 51,838
			> 200	473	679	\$ 1,436,754	5	\$ 67,142
	Administrative Assistant	All	< 100	73	110	\$ 210,931	18	\$ 32,368
			100 - 300	175	276	\$ 534,942	25	\$ 37,496
			> 300	475	793	\$ 1,337,314	10	\$ 41,908

Average Salary versus Years in Ministry

(Increases are averaged to provide a linear progression of Salary at the rate of 2% P/A compounded)

Years in Ministry	% of Average Salary	Years in Ministry	% of Average Salary	Years in Ministry	% of Average Salary	Years in Ministry	% of Average Salary
0	80	5	88.3	10	97.5	15	107.7
1	81.6	6	90.1	11	99.5	16	109.8
2	83.2	7	91.9	12	101.5	17	112
3	84.9	8	93.7	13	103.5	For the balance of the Pastor's career the salary stabilizes at about 112% of the average salary.	
4	86.6	9	95.6	14	105.6		