

Clergy Compensation Survey 2025

All state side Cumberland Presbyterian churches were sent a questionnaire form from the Board of Stewardship in 2024 for this clergy compensation study. Data was received from 141 churches, an increase of 1 from the 141 who responded for the 2024 survey. The responses are as follows: Arkansas 8, Choctaw 0, Columbia 8, Cornerstone 13, Covenant 19, Cumberland 0, Del Cristo 3, East Tennessee 11, Grace 5, Hope 3, Korean SE 0, Mid-South Presbytery 4, Missouri 5, Murfreesboro 8, Nashville 7, North Central 11, Red River 17, Robert Donnell 7, Tennessee/Georgia 5, Trinity 7.

The Board of Stewardship wishes to express appreciation for all those churches that responded while encouraging those churches who did not respond to please do so at the next opportunity. The better and more complete response, the more accurate the data that we can provide to the congregations. Personnel committees of churches are finding the information useful when considering the compensation of their ministerial staff. The survey will be mailed to all churches again in 2026.

The annual compensation listed in the tables below includes: (a) cash salary; (b) other forms of cash compensation such as allowances for housing/furniture/utilities, car/travel expense, retirement plan contributions, additional salary to help pay self-employment taxes, medical/life/disability/malpractice insurance, professional expenses for continuing education/books/clothing/etc., and (c) fair rental value of a manse plus any utility costs of a manse which are paid by the church.

By Church Income

Income Ranges	Average Members	Average Income	Clergy Compensation			Percent Income
			Minimum	Maximum	Average	
\$10 000 or Less	5	\$8,193	\$1,425	\$8,750	\$5,825	71.4%
\$10,001 - \$20,000	13	\$17,013	\$4,800	11,100	\$8,850	52.0%
\$20,001 - \$30,000	14	\$24,977	\$6,000	\$10,400	\$9,372	37.5%
\$30,001 - \$40,000	17	\$34,271	\$10,650	\$15,600	\$13,950	40.7%
\$40,001 - \$50,000	17	\$46,180	\$5,200	\$25,600	\$16,234	35.2%
\$50,001 - \$75,000	41	\$56,971	\$12,000	\$52,008	\$15,673	27.5%
\$75,001 - \$100,000	79	\$86,461	\$10,455	\$54,707	\$28,600	33.1%
\$100,001 - \$150,000	47	\$120,019	\$20,000	\$78,292	\$47,312	39.4%
\$150,001 - \$200,000	72	\$167,295	\$38,000	\$79,216	\$63,314	37.9%
\$200,001 - \$300,000	85	\$248,850	\$30,000	\$98,016	\$66,357	26.7%
\$300,001 or More	581	\$1,347,780	\$65,000	\$169,244	\$97,746	7.3%
All Ranges Averaged	88	\$195,546	\$16,048	\$54,812	\$33,930	37.2%

By Church Members

Member Ranges	Average Members	Average Income	Clergy Compensation			Percent Income
			Minimum	Maximum	Average	
25 or less	14	\$36,017	\$1,425	\$33,600	\$13,688	38.0%
26 through 50	38	\$148,481	\$5,200	\$139,771	\$47,230	31.8%
51 through 100	70	\$17,7690	\$12,000	\$122,605	\$57,174	32.2%
101 through 200	130	\$395,027	\$31,000	\$131,399	\$88,309	22.4%
201 through 300	251	\$434,745	\$65,000	\$118,125	\$85,256	19.6%
301 or More	1,494	\$3,231,611	\$66,326	\$169,244	\$104,549	3.2%
All Ranges Averaged	333	\$737,262	\$30,159	\$119,170	\$66,026	24.5%