**Clergy Compensation Survey 2020**

All state side Cumberland Presbyterian churches were sent a questionnaire form from the Board of Stewardship in 2021 for this clergy compensation study. Data was received from 136 churches, an increase of 21 from the 115 who responded for the 2020 survey. The responses for the 2020 survey given in parentheses came from the following presbyteries: Arkansas 10 (8), Choctaw 0 (0), Columbia 10 (9), Covenant 10 (6), Cumberland 8 (10), Del Cristo 5 (4), East Tennessee 10 (9), Grace 6 (3), Hope 2 (2), Missouri 6 (4), Murfreesboro 15 (13), Nashville 8 (6), North Central 5 (8), Red River 8 (6), Robert Donnell 5 (4), Tennessee/Georgia 6 (4), Trinity 3 (2), West Tennessee 19 (17).

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 in 2022.

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.

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| **By Church Income** |
| Income | Average | Average | Clergy Compensation | Percent of |
| Ranges | Members | Income | Minimum | Maximummmmmmmmm | Average | Income |
|  $10 000 or Less | 6 | $7,072 | $2,064 | $4,250 | $3,517 | 49.7% |
| $10,001 - $20,000 | 10 | $14,437 | $3,600 | $15,600 | $8,429 | 58.4% |
| $20,001 - $30,000 | 18 | $23,545 | $3,375 | $16,500 | $10,473 | 44.5% |
| $30,001 - $40,000 | 24 | $35,552 | $12,000 | $20,800 | $15,881 | 44.7% |
| $40,001 - $50,000 | 22 | $45,049 | $8,050 | $27,000 | $16,324 | 36.2% |
| $50,001 - $75,000 | 33 | $58,963 | $16,445 | $41,182 | $26,623 | 45.2% |
|  $75,001 - $100,000 | 53 | $86,513 | $19,000 | $60,000 | $41,353 | 47.8% |
| $100,001 - $150,000 | 77 | $118,240 | $12,000 | $67,966 | $44,960 | 38% |
| $150,001 - $200,000 | 102 | $184,438 | $30,000 | $81,290 | $59,174 | 32.1% |
| $200,001 - $300,000 | 111 | $242,972 | $40,000 | $91,644 | $69,900 | 28.7% |
|  $300,001 or More | 299 | $703,455 | $65,520 | $158,728 | $102,636 | 14.6% |
| All Ranges Combined | 69 | $121,436 | $2,064 | $158,728 | $36,297 | 29.9% |
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| **By Church Members** |
| Member | Average | Average | Clergy Compensation | Percent of |
| Ranges | Members | Income | Minimumm | Maximum | Average | Income |
| 25 or less | 15 | $31,670 | $2,064 | $61,704 | $13,980 | 44.1% |
| 26 through 50 | 38 | $64,593 | $11,700 | $60,000 | $29,359 | 45.5% |
| 51 through 100 | 71 | $156,218 | $12,000 | $124,555 | $53,163 | 34% |
| 101 through 200 | 125 | $260,073 | $37,906 | $132,777 | $72,708 | 27.9% |
| 201 through 300 | 241 | $392,164 | $70,000 | $101,500 | $86,298 | 22% |
| 301 or More | 664 | $1,456,930 | $78,680 | $158,728 | $111,044 | 7.6% |
| All Ranges Combined | 192 | $393,608 | $2,064 | $158,728 | $61,092 |  15.5% |
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