**COMPENSATION COMPARISON**

**2022 vs 2023**

**ORDAINED/LAY ABC MEMBERS OF MMBB’S RETIRMENT PLAN**

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| **STATE** | **MINISTER STATUS** | **AVG BEGIN SALARY**  | **AVG END SALARY**  | **AVG CHANGE** | **AVG PCT CHANGE** | **MEDIAN BEGIN SALARY**  | **MEDIAN END SALARY**  | **MEDIAN CHANGE**  | **MEDIAN PCT CHANGE**  |
| Alabama | Lay | $61,934 | $63,349 | $1,416  | 2.29% | $63,686 | $65,231 | $1,545  | 2.43% |
| Alabama | Ordained | $80,316 | $77,972 | ($2,344) | -2.92% | $75,065 | $72,575 | ($2,490) | -3.32% |
| Alaska | Lay | $39,877 | $36,655 | ($3,222) | -8.08% | $36,000 | $31,200 | ($4,800) | -13.33% |
| Alaska | Ordained | $55,351 | $56,159 | $808  | 1.46% | $60,000 | $60,000 | $0  | 0.00% |
| Arizona | Lay | $21,602 | $19,844 | ($1,758) | -8.14% | $18,751 | $15,625 | ($3,126) | -16.67% |
| Arizona | Ordained | $57,799 | $68,575 | $10,775  | 18.64% | $42,800 | $43,300 | $500  | 1.17% |
| California | Lay | $51,689 | $54,852 | $3,163  | 6.12% | $48,845 | $50,400 | $1,555  | 3.18% |
| California | Ordained | $64,195 | $66,310 | $2,115  | 3.29% | $60,514 | $63,597 | $3,084  | 5.10% |
| Colorado | Lay | $32,813 | $32,813 | $0  | 0.00% | $32,813 | $32,813 | $0  | 0.00% |
| Colorado | Ordained | $60,216 | $61,254 | $1,037  | 1.72% | $61,042 | $61,042 | $0  | 0.00% |
| Connecticut | Lay | $46,068 | $46,068 | $0  | 0.00% | $46,068 | $46,068 | $0  | 0.00% |
| Connecticut | Ordained | $58,910 | $61,045 | $2,135  | 3.62% | $55,441 | $58,108 | $2,667  | 4.81% |
| Delaware | Lay | $33,646 | $39,254 | $5,608  | 16.67% | $33,646 | $39,254 | $5,608  | 16.67% |
| Delaware | Ordained | $61,775 | $67,089 | $5,313  | 8.60% | $65,867 | $65,867 | $0  | 0.00% |
| District of Columbia | Lay | $71,581 | $79,165 | $7,584  | 10.59% | $50,000 | $55,362 | $5,362  | 10.72% |
| District of Columbia | Ordained | $75,630 | $78,236 | $2,606  | 3.45% | $72,500 | $75,250 | $2,750  | 3.79% |
| Florida | Lay | $42,268 | $43,832 | $1,564  | 3.70% | $37,290 | $38,040 | $750  | 2.01% |
| Florida | Ordained | $72,363 | $70,110 | ($2,253) | -3.11% | $61,051 | $62,341 | $1,290  | 2.11% |
| Georgia | Lay | $63,866 | $60,649 | ($3,217) | -5.04% | $57,750 | $54,136 | ($3,614) | -6.26% |
| Georgia | Ordained | $96,138 | $91,381 | ($4,757) | -4.95% | $73,500 | $73,500 | $0  | 0.00% |
| Hawaii | Ordained | $50,039 | $51,915 | $1,876  | 3.75% | $25,860 | $25,860 | $0  | 0.00% |
| Idaho | Lay | $36,923 | $38,401 | $1,478  | 4.00% | $36,923 | $38,401 | $1,478  | 4.00% |
| Idaho | Ordained | $51,111 | $52,508 | $1,397  | 2.73% | $53,600 | $52,330 | ($1,270) | -2.37% |
| Illinois | Lay | $39,327 | $41,309 | $1,982  | 5.04% | $37,296 | $40,452 | $3,156  | 8.46% |
| Illinois | Ordained | $51,510 | $53,351 | $1,841  | 3.57% | $46,218 | $48,305 | $2,087  | 4.52% |
| Indiana | Lay | $38,025 | $38,537 | $513  | 1.35% | $36,000 | $37,728 | $1,728  | 4.80% |
| Indiana | Ordained | $46,851 | $47,861 | $1,010  | 2.16% | $44,604 | $45,600 | $996  | 2.23% |
| Iowa | Lay | $22,722 | $22,722 | $0  | 0.00% | $22,722 | $22,722 | $0  | 0.00% |
| Iowa | Ordained | $42,122 | $42,777 | $655  | 1.56% | $40,332 | $38,400 | ($1,932) | -4.79% |

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| Kansas | Lay | $30,000 | $30,000 | $0  | 0.00% | $30,000 | $30,000 | $0  | 0.00% |
| Kansas | Ordained | $45,610 | $46,727 | $1,117  | 2.45% | $42,800 | $43,350 | $550  | 1.29% |
| Kentucky | Ordained | $31,200 | $31,200 | $0  | 0.00% | $31,200 | $31,200 | $0  | 0.00% |
| Louisiana | Lay | $44,686 | $55,075 | $10,390  | 23.25% | $44,640 | $52,724 | $8,084  | 18.11% |
| Louisiana | Ordained | $51,541 | $50,204 | ($1,337) | -2.59% | $44,623 | $42,312 | ($2,312) | -5.18% |
| Maine | Lay | $35,330 | $36,146 | $816  | 2.31% | $35,330 | $36,146 | $816  | 2.31% |
| Maine | Ordained | $40,316 | $40,833 | $518  | 1.28% | $35,532 | $36,226 | $694  | 1.95% |
| Maryland | Lay | $68,404 | $74,094 | $5,691  | 8.32% | $68,404 | $74,094 | $5,691  | 8.32% |
| Maryland | Ordained | $79,040 | $78,759 | ($281) | -0.35% | $62,400 | $57,081 | ($5,319) | -8.52% |
| Massachusetts | Lay | $40,055 | $42,181 | $2,126  | 5.31% | $43,295 | $47,521 | $4,227  | 9.76% |
| Massachusetts | Ordained | $57,852 | $59,477 | $1,625  | 2.81% | $51,791 | $51,824 | $33  | 0.06% |
| Michigan | Lay | $43,163 | $44,610 | $1,447  | 3.35% | $34,984 | $35,540 | $556  | 1.59% |
| Michigan | Ordained | $50,309 | $50,942 | $633  | 1.26% | $43,000 | $44,275 | $1,275  | 2.97% |
| Minnesota | Lay | $28,005 | $28,005 | $0  | 0.00% | $28,005 | $28,005 | $0  | 0.00% |
| Minnesota | Ordained | $66,862 | $67,623 | $761  | 1.14% | $68,824 | $68,824 | $0  | 0.00% |
| Missouri | Ordained | $65,279 | $65,849 | $571  | 0.87% | $55,508 | $55,508 | $0  | 0.00% |
| Montana | Lay | $23,800 | $23,800 | $0  | 0.00% | $23,800 | $23,800 | $0  | 0.00% |
| Montana | Ordained | $38,528 | $39,874 | $1,346  | 3.49% | $33,250 | $33,250 | $0  | 0.00% |
| Nebraska | Lay | $41,193 | $40,185 | ($1,009) | -2.45% | $36,783 | $36,400 | ($383) | -1.04% |
| Nebraska | Ordained | $46,770 | $47,758 | $988  | 2.11% | $47,400 | $48,855 | $1,455  | 3.07% |
| Nevada | Lay | $51,220 | $51,220 | $0  | 0.00% | $51,220 | $51,220 | $0  | 0.00% |
| Nevada | Ordained | $74,544 | $74,544 | $0  | 0.00% | $72,346 | $72,346 | $0  | 0.00% |
| New Hampshire | Lay | $41,743 | $41,743 | $0  | 0.00% | $42,900 | $42,900 | $0  | 0.00% |
| New Hampshire | Ordained | $47,321 | $49,244 | $1,923  | 4.06% | $43,176 | $44,998 | $1,823  | 4.22% |
| New Jersey | Lay | $56,664 | $58,417 | $1,753  | 3.09% | $48,026 | $47,028 | ($998) | -2.08% |
| New Jersey | Ordained | $70,095 | $70,748 | $653  | 0.93% | $50,000 | $51,690 | $1,690  | 3.38% |
| New York | Lay | $45,660 | $45,292 | ($368) | -0.81% | $37,822 | $39,368 | $1,546  | 4.09% |
| New York | Ordained | $64,091 | $64,886 | $796  | 1.24% | $51,028 | $52,310 | $1,282  | 2.51% |
| North Carolina | Lay | $57,094 | $55,855 | ($1,239) | -2.17% | $57,750 | $56,000 | ($1,750) | -3.03% |
| North Carolina | Ordained | $76,397 | $78,659 | $2,262  | 2.96% | $64,795 | $65,000 | $205  | 0.32% |
| North Dakota | Ordained | $44,634 | $46,565 | $1,931  | 4.33% | $45,188 | $45,188 | $0  | 0.00% |
| Ohio | Lay | $36,585 | $40,178 | $3,593  | 9.82% | $36,680 | $35,360 | ($1,320) | -3.60% |
| Ohio | Ordained | $60,307 | $62,107 | $1,801  | 2.99% | $51,993 | $52,064 | $71  | 0.14% |
| Oklahoma | Ordained | $52,245 | $52,245 | $0  | 0.00% | $52,245 | $52,245 | $0  | 0.00% |
| Oregon | Ordained | $51,077 | $53,560 | $2,483  | 4.86% | $46,000 | $48,766 | $2,766  | 6.01% |
| Pennsylvania | Lay | $52,129 | $52,197 | $69  | 0.13% | $45,427 | $43,945 | ($1,483) | -3.26% |
| Pennsylvania | Ordained | $62,855 | $64,015 | $1,160  | 1.85% | $50,000 | $52,685 | $2,685  | 5.37% |
| Puerto Rico | Ordained | $22,250 | $22,250 | $0  | 0.00% | $22,250 | $22,250 | $0  | 0.00% |
| Rhode Island | Ordained | $54,430 | $56,277 | $1,847  | 3.39% | $56,104 | $57,552 | $1,448  | 2.58% |

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| South Carolina | Ordained | $71,700 | $66,857 | ($4,843) | -6.75% | $71,700 | $71,400 | ($300) | -0.42% |
| South Dakota | Lay | $45,565 | $43,674 | ($1,891) | -4.15% | $46,675 | $42,338 | ($4,338) | -9.29% |
| South Dakota | Ordained | $52,838 | $54,238 | $1,400  | 2.65% | $49,379 | $50,476 | $1,097  | 2.22% |
| Tennessee | Ordained | $33,057 | $33,057 | $0  | 0.00% | $37,872 | $37,872 | $0  | 0.00% |
| Texas | Lay | $53,957 | $56,322 | $2,365  | 4.38% | $51,500 | $54,636 | $3,136  | 6.09% |
| Texas | Ordained | $83,606 | $87,751 | $4,145  | 4.96% | $61,391 | $71,000 | $9,609  | 15.65% |
| Utah | Lay | $51,121 | $52,414 | $1,293  | 2.53% | $51,121 | $55,000 | $3,879  | 7.59% |
| Utah | Ordained | $75,325 | $75,325 | $0  | 0.00% | $90,277 | $90,277 | $0  | 0.00% |
| Vermont | Lay | $53,190 | $53,190 | $0  | 0.00% | $53,190 | $53,190 | $0  | 0.00% |
| Vermont | Ordained | $41,576 | $41,521 | ($54) | -0.13% | $39,620 | $39,462 | ($158) | -0.40% |
| Virginia | Lay | $57,150 | $51,635 | ($5,515) | -9.65% | $52,846 | $50,115 | ($2,731) | -5.17% |
| Virginia | Ordained | $70,222 | $70,982 | $760  | 1.08% | $63,662 | $62,785 | ($878) | -1.38% |
| Washington | Lay | $39,843 | $34,101 | ($5,742) | -14.41% | $16,320 | $13,796 | ($2,524) | -15.47% |
| Washington | Ordained | $55,758 | $57,521 | $1,763  | 3.16% | $52,928 | $55,926 | $2,998  | 5.66% |
| West Virginia | Lay | $31,446 | $32,084 | $639  | 2.03% | $31,810 | $33,701 | $1,892  | 5.95% |
| West Virginia | Ordained | $48,124 | $49,119 | $995  | 2.07% | $46,409 | $46,925 | $516  | 1.11% |
| Wisconsin | Ordained | $51,894 | $51,614 | ($280) | -0.54% | $46,788 | $47,450 | $663  | 1.42% |
| Wyoming | Ordained | $39,757 | $40,162 | $405  | 1.02% | $34,239 | $37,075 | $2,836  | 8.28% |
| **NATIONAL** | **LAY** | **$48,774** | **$49,827** | **$1,053**  | **2.16%** | **$44,884** | **$44,496** | **($388)** | **-0.86%** |
| **NATIONAL** | **ORDAINED** | **$58,540** | **$59,911** | **$1,371**  | **2.34%** | **$50,000** | **$51,278** | **$1,278**  | **2.56%** |