

COMPENSATION INFORMATION

For ABC Executive Ministers and Area Ministers

January 2015

Compensation Comparison. As of July 1, 2015 the national average compensation of ordained American Baptist Comprehensive Plan members working in ABC employers was \$55,906. This represents a 2.30% increase over the July 1, 2014 average of \$54,622. The enclosed chart details the compensation comparison from 2014 to 2015 by region. This year, at your request, we have included the median comparison of compensation by region to assist you further in your analysis.

Compensation Analysis. Many regions use a compensation analysis to help churches determine fair compensation for their pastoral leaders. Upon request, MMBB will produce an analysis comparing churches of similar size in your region. Please provide the names of the churches and their pastor, grouped according to one of three categories: (1) church membership, (2) average attendance in worship, or (3) annual budget. Enclosed is a form to use and instructions for requesting the compensation analysis. MMBB welcomes your inquires and comments about clergy compensation.

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Sincerely,



Perry J. Hopper
Associate Executive Director

**COMPENSATION COMPARISON
2014-2015**

ORDAINED ABC MEMBERS OF MMBB'S RETIREMENT PLAN

<u>REGION NAME</u>	<u>2014 AVERAGE</u>	<u>2015 AVERAGE</u>	<u>% CHANGE</u>	<u>2014 MEDIAN</u>	<u>2015 MEDIAN</u>	<u>% CHANGE</u>
ABCOSH and Former Pacific Southwest	\$62,215	\$62,353	0.22%	\$55,000	\$55,844	1.51%
Alaska	\$49,173	\$52,052	5.53%	\$50,700	\$54,685	7.29%
Central Region	\$45,520	\$47,438	4.04%	\$41,600	\$44,401	6.31%
Chicago	\$60,313	\$61,020	1.16%	\$51,706	\$53,725	3.76%
Cleveland	\$56,764	\$56,531	-0.41%	\$54,695	\$54,965	0.49%
Connecticut	\$62,617	\$62,528	-0.14%	\$56,140	\$56,075	-0.12%
Dakotas	\$42,586	\$44,475	4.25%	\$44,000	\$44,880	1.96%
District of Columbia	\$71,326	\$76,126	6.31%	\$63,253	\$72,203	12.40%
Evergreen Baptist Association	\$55,195	\$55,008	-0.34%	\$50,086	\$52,629	4.83%
Great Rivers Region	\$51,604	\$51,168	-0.85%	\$49,850	\$49,700	-0.30%
Growing Healthy Churches	\$64,310	\$64,845	0.83%	\$64,144	\$64,143	0.00%
Indiana/Kentucky	\$46,737	\$48,086	2.81%	\$46,516	\$48,212	3.52%
Greater Indianapolis	\$48,040	\$48,814	1.59%	\$45,159	\$46,370	2.61%
Los Angeles Baptist City Mission Society	\$61,819	\$62,507	1.10%	\$57,044	\$56,932	-0.20%
Maine	\$41,453	\$42,264	1.92%	\$40,953	\$40,643	-0.76%
Massachusetts	\$52,520	\$54,369	3.40%	\$50,728	\$51,400	1.31%
Michigan	\$52,972	\$53,457	0.91%	\$49,272	\$49,883	1.22%
Mid-American	\$49,386	\$51,443	4.00%	\$48,605	\$51,075	4.84%
Nebraska	\$50,434	\$52,402	3.76%	\$48,000	\$49,650	3.32%
New Jersey	\$62,013	\$62,777	1.22%	\$54,842	\$56,319	2.62%
New York State	\$43,767	\$46,203	5.27%	\$43,959	\$46,350	5.16%
Northwest	\$48,233	\$50,285	4.08%	\$48,068	\$50,883	5.53%
Metropolitan New York	\$78,262	\$80,242	2.47%	\$60,133	\$60,245	0.19%
Ohio	\$53,773	\$54,347	1.06%	\$49,029	\$48,319	-1.47%
Oregon (Pacific Coast Region)	\$59,924	\$61,428	2.45%	\$59,948	\$58,477	-2.52%
Pennsylvania/Delaware	\$54,059	\$54,639	1.06%	\$48,745	\$48,974	0.47%
Philadelphia Baptist Association	\$75,197	\$76,737	2.01%	\$61,457	\$65,949	6.81%
Rhode Island	\$45,930	\$46,806	1.87%	\$46,786	\$44,645	-4.80%
Rochester/Genessee Region	\$50,672	\$53,327	4.98%	\$48,195	\$51,158	5.79%
Rocky Mountain Region	\$50,209	\$51,618	2.73%	\$49,000	\$48,000	-2.08%
South	\$73,693	\$74,647	1.28%	\$65,000	\$66,313	1.98%
Vermont/New Hampshire	\$41,986	\$43,344	3.13%	\$41,641	\$43,125	3.44%
West Virginia	\$46,491	\$49,807	6.66%	\$44,832	\$48,290	7.16%
Wisconsin	\$47,968	\$47,739	-0.48%	\$48,872	\$47,401	-3.10%
<u>National Average and National Median 2015</u>	\$54,622	\$55,906	2.30%	\$49,150	\$50,979	3.59%

COMPENSATION ANALYSIS

Upon request, MMBB can produce compensation analyses comparing the compensation of pastors of similar-sized churches, usually within the same region. These analyses are prepared to assist regional staff members and church leaders in determining fair compensation.

The key to setting up the analysis is grouping pastors according to the size of the churches they serve, based on resident membership, average worship attendance or annual church income. When the groupings are submitted to MMBB, the compensation of each pastor who is a member of the MMBB Comprehensive Plan is entered onto a spreadsheet. A report is then produced listing the high, low, median, and average compensation of each grouping. See the attached sample.

Compensation refers to cash salary and housing allowance or parsonage rental value plus utilities. If Social Security/Medicare tax offset is included for determining the MMBB Comprehensive Plan Premium, that figure is included.

Instructions:

1. Make as many photocopies of the attached blank form as needed for your data. Save a blank copy for future use.
2. Fill in the name of the region at the top of each copy of the form submitted.
3. Check the category to be used for the analysis: (1) resident membership, (2) average attendance in worship, or (3) annual church income.
4. Fill in the range for that page. For example, a starting range for Resident Membership might be 1 to 150; a starting range for Annual Church Income might be \$50,000 to \$75,000. Use ranges of numbers or dollar amounts that are useful to you.
5. List on each page the church name, city, and pastor for each church that falls within the range. Church names can be abbreviated (e.g., First or FBC, Jacksonville, Calvary, Smithville). Use additional forms for as many ranges as needed.
6. To maintain confidentiality, at least seven of the MMBB Comprehensive Plan members are required in each grouping. MMBB may combine groupings to reach the necessary minimum.
7. Start a new form when changing the range of numbers or dollar amounts.
8. Fill in the page number and total number of pages being submitted at the lower right corner of each page.
9. Return the completed forms to: **Melissa Buffington, The Ministers and Missionaries Benefit Board, 475 Riverside Drive, Suite 1700, New York, NY 10115-0049**, or fax toll-free to 800.986.6782.

REGION COMPENSATION FORM

Name of Region: _____

Category (Check one):

Resident Membership

Average Attendance in Worship

Annual Church Income

Range: _____ to _____

Church and City	Pastor	MMBB Use Only
1.		
2.		
3.		
4.		
5.		
6.		
7.		
8.		
9.		
10.		