



A Financial Services Ministry™

The Ministers and
Missionaries Benefit Board

475 Riverside Drive
Suite 1700
New York, NY 10115-0049

800.986.6222
service@mmbb.org
mmbb.org

COMPENSATION COMPARISON

November 2020

Compensation Comparison. As of July 1, 2020, the national average compensation of ordained American Baptist Comprehensive Plan members working at ABC employers is **\$62,391**. This represents a **1.5%** decrease over the July 1, 2019 average of **\$63,328**. The attached chart details the compensation comparison from 2019 to 2020 by region. The decrease in the average compensation was due, in part, to decreased compensations as a result of the COVID-19 pandemic and its impact upon the budgets of churches and church-related employers. We also include the median comparison of compensation by region to assist you in further analysis. The median comparison shows a slight increase of 1.2%.

Compensation Analysis. Many regions use a comparison 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 pastors grouped together to one of three categories: (1) church membership; (2) average attendance in worship, or (3) annual church budget.

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.

Please direct your inquiries and comments about clergy compensation to a Senior Benefits Specialist in New York toll-free at 800.986.6222 or via email at service@mmbb.org.



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COMPENSATION COMPARISON 2019-2020

ORDAINED ABC MEMBERS OF MMBB'S RETIREMENT PLAN

Region Name	2019 Average	2020 Average	% Change	2019 Median	2020 Median	% Change
ABCFLASH	\$71,602	\$74,496	4.0%	\$68,337	\$71,836	5.1%
ABCOSH and Former Pacific Southwest	\$71,921	\$67,774	-5.8%	\$65,776	\$66,000	0.3%
Alaska	\$63,938	\$63,938	0.0%	\$68,000	\$68,000	0.0%
Central Region	\$55,749	\$54,912	-1.5%	\$53,123	\$52,681	-0.8%
Chicago	\$89,790	\$69,525	-22.6%	\$67,100	\$68,390	1.9%
Cleveland	\$74,432	\$76,571	2.9%	\$69,050	\$69,272	0.3%
Connecticut	\$67,423	\$66,838	-0.9%	\$61,603	\$60,151	-2.4%
Dakotas	\$47,691	\$49,739	4.3%	\$43,860	\$43,460	-0.9%
District Of Columbia	\$76,233	\$80,527	5.6%	\$70,418	\$75,010	6.5%
Evergreen Baptist Association	\$65,625	\$72,892	11.1%	\$61,677	\$64,590	4.7%
Great Rivers Region	\$59,980	\$59,055	-1.5%	\$54,232	\$55,311	2.0%
Greater Indianapolis	\$50,896	\$52,321	2.8%	\$48,549	\$52,376	7.9%
Growing Healthy Churches	\$77,513	\$72,191	-6.9%	\$73,169	\$70,000	-4.3%
Indiana/Kentucky	\$52,917	\$53,924	1.9%	\$50,286	\$50,454	0.3%
Maine	\$42,171	\$42,266	0.2%	\$40,725	\$40,725	0.0%
Massachusetts	\$59,998	\$58,748	-2.1%	\$56,556	\$55,574	-1.7%
Metropolitan New York	\$83,163	\$82,678	-0.6%	\$66,434	\$67,238	1.2%
Michigan	\$58,721	\$58,832	0.2%	\$52,993	\$53,825	1.6%
Mid-American	\$51,579	\$52,516	1.8%	\$52,100	\$52,052	-0.1%
Nebraska	\$56,126	\$55,195	-1.7%	\$55,000	\$53,685	-2.4%
New Jersey	\$63,887	\$64,721	1.3%	\$56,280	\$56,974	1.2%
New York State	\$54,854	\$55,123	0.5%	\$49,610	\$50,668	2.1%
Northwest	\$56,231	\$58,322	3.7%	\$54,585	\$56,637	3.8%
Ohio	\$63,354	\$59,918	-5.4%	\$51,875	\$52,964	2.1%
Oregon (Pacific Coast Region)	\$61,393	\$64,633	5.3%	\$58,615	\$58,808	0.3%
Pennsylvania/Delaware	\$58,264	\$58,820	1.0%	\$52,344	\$54,000	3.2%
Philadelphia Baptist Association	\$81,576	\$84,288	3.3%	\$70,850	\$67,980	-4.1%
Region of the South	\$83,230	\$82,806	-0.5%	\$71,075	\$72,447	1.9%
Rhode Island	\$56,153	\$58,149	3.6%	\$57,811	\$58,821	1.7%
Rochester/Genesee Region	\$51,160	\$52,346	2.3%	\$52,310	\$51,100	-2.3%
Rocky Mountain Region	\$59,470	\$61,544	3.5%	\$58,933	\$61,436	4.2%
Vermont/New Hampshire	\$50,889	\$51,514	1.2%	\$50,113	\$50,597	1.0%
West Virginia	\$50,988	\$51,144	0.3%	\$52,000	\$52,000	0.0%
Wisconsin	\$52,462	\$53,101	1.2%	\$57,744	\$54,600	-5.4%
National Average and National Median	\$63,328	\$62,391	-1.5%	\$55,713	\$56,400	1.2%



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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 **Gladys Ward, The Ministers and Missionaries Benefit Board, 475 Riverside Drive, Suite 1700, New York, NY 10115-0049**, email gladys.ward@mmbb.org, or fax toll-free to 800.986.6782.



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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.		