

The Pension Boards
United Church of Christ, Inc.

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October 2015

To: Conference Ministers of the United Church of Christ

Dear Friends:

Enclosed is our salary study for 2015 for ordained ministers whose salary was reported to the Pension Boards. This report reflects cash salary plus housing allowance.

Following are the summary results for 2015 and the two prior years:


	2013	2014	2015
Number of Ministers	2,895	2,870	2,758
Average Salary	\$56,286	\$56,423	\$56,311
Male Ministers			
Number of Male Ministers	1,670	1,640	1,547
Average Salary	\$59,246	\$59,489	\$59,501
Female Ministers			
Number of Female Ministers	1,225	1,230	1,211
Average Salary	\$52,249	\$52,336	\$52,235

Reports by Conference. Page 3 lists each Conference's average salary alphabetically along with their rank among Conferences and the percentage of ministers in that Conference for whom the employer contributed pension dues at the 14% level recommended by the General Synod. Page 4 lists the same data in order of Conference ranking.

Reports by Gender. Pages 5 and 6 show the number of male and female ministers within various salary ranges and the percentage for whom the employer contributed pension dues at the 14% level. Page 7 shows the number and average salary of male and female ministers by age groupings for whom the employer contributed pension dues at the 14% level.

I hope this data will help you in efforts to improve ministers' salaries and the level of pension dues contributed to the Annuity Plan.

Faithfully,

A handwritten signature in black ink, reading "Brian R. Bodager". The signature is fluid and cursive, with the first name being the most prominent.

Brian R. Bodager
President and Chief Executive Officer
The Pension Boards-United Church of Christ, Inc.

**The Pension Boards–United Church of Christ, Inc.
Salary Groupings–2015**

Ministers by Conference

Conference	Average Salary	2013 Rank	Average Salary	2014 Rank	Average Salary	2015 Rank	Employer Dues Paid at 14%*
California Nevada Northern	\$60,546	7	\$59,641	9	\$59,879	8	80%
California Nevada Southern	\$62,379	4	\$64,214	3	\$57,868	10	78%
Calvin Synod	\$33,827	38	\$33,827	38	\$33,827	38	100%
Central Atlantic	\$61,864	6	\$62,362	4	\$62,832	4	80%
Central Pacific	\$51,350	25	\$47,236	34	\$48,636	32	88%
Connecticut	\$66,557	1	\$68,683	1	\$69,166	2	77%
Florida	\$64,736	2	\$67,348	2	\$70,136	1	75%
Hawaii	\$57,059	13	\$61,850	6	\$55,136	18	83%
Illinois	\$58,051	11	\$57,176	12	\$58,831	9	81%
Illinois South	\$50,407	30	\$51,198	28	\$54,219	21	80%
Indiana-Kentucky	\$52,224	21	\$51,238	27	\$52,052	26	87%
Iowa	\$48,009	32	\$47,543	33	\$45,827	34	89%
Kansas-Oklahoma	\$54,990	19	\$56,360	14	\$55,851	15	85%
Maine	\$49,376	31	\$53,173	22	\$50,779	29	80%
Massachusetts	\$61,922	5	\$61,667	7	\$62,063	5	78%
Michigan	\$50,921	28	\$53,700	21	\$54,638	19	79%
Minnesota	\$55,324	17	\$57,296	11	\$56,716	11	76%
Missouri Mid-South	\$50,670	29	\$52,517	25	\$52,668	24	85%
Montana-Northern Wyoming	\$40,762	35	\$49,447	31	\$53,278	23	87%
Nebraska	\$51,130	27	\$53,927	20	\$55,472	17	78%
New Hampshire	\$52,162	23	\$52,097	26	\$52,306	25	89%
New York	\$55,808	16	\$57,138	13	\$56,357	13	81%
Northern Plains	\$39,954	37	\$42,657	36	\$43,137	35	78%
Ohio	\$58,769	9	\$55,271	19	\$54,383	20	84%
Pacific Northwest	\$57,833	12	\$59,183	10	\$61,480	6	88%
Penn Central	\$52,175	22	\$50,320	30	\$50,136	30	77%
Penn Northeast	\$51,823	24	\$52,662	24	\$52,049	27	80%
Penn Southeast	\$55,272	18	\$56,129	16	\$56,290	14	92%
Penn West	\$41,342	34	\$44,108	35	\$42,661	36	76%
Rhode Island	\$64,458	3	\$62,250	5	\$64,658	3	92%
Rocky Mountain	\$55,821	15	\$55,944	17	\$53,582	22	76%
South Central	\$56,797	14	\$50,409	29	\$47,964	33	81%
South Dakota	\$40,094	36	\$40,330	37	\$37,401	37	88%
Southeast	\$58,756	10	\$56,172	15	\$56,529	12	63%
Southern	\$53,429	20	\$55,906	18	\$55,732	16	71%
Southwest	\$60,220	8	\$60,761	8	\$60,689	7	75%
Vermont	\$46,790	33	\$48,776	32	\$49,045	31	90%
Wisconsin	\$51,336	26	\$53,134	23	\$51,563	28	83%

*Percentage of Ministers for whom employer dues have been paid at 14% of salary basis or greater.

**The Pension Boards–United Church of Christ, Inc.
Salary Groupings–2015**

Ministers by Conference Ranking

Conference	Average Salary	2013 Rank	Average Salary	2014 Rank	Average Salary	2015 Rank	Employer Dues Paid at 14%*
Florida	\$64,736	2	\$67,348	2	\$70,136	1	75%
Connecticut	\$66,557	1	\$68,683	1	\$69,166	2	77%
Rhode Island	\$64,458	3	\$62,250	5	\$64,658	3	92%
Central Atlantic	\$61,864	6	\$62,362	4	\$62,832	4	80%
Massachusetts	\$61,922	5	\$61,667	7	\$62,063	5	78%
Pacific Northwest	\$57,833	12	\$59,183	10	\$61,480	6	88%
Southwest	\$60,220	8	\$60,761	8	\$60,689	7	75%
California Nevada Northern	\$60,546	7	\$59,641	9	\$59,879	8	80%
Illinois	\$58,051	11	\$57,176	12	\$58,831	9	81%
California Nevada Southern	\$62,379	4	\$64,214	3	\$57,868	10	78%
Minnesota	\$55,324	17	\$57,296	11	\$56,716	11	76%
Southeast	\$58,756	10	\$56,172	15	\$56,529	12	63%
New York	\$55,808	16	\$57,138	13	\$56,357	13	81%
Penn Southeast	\$55,272	18	\$56,129	16	\$56,290	14	92%
Kansas-Oklahoma	\$54,990	19	\$56,360	14	\$55,851	15	85%
Southern	\$53,429	20	\$55,906	18	\$55,732	16	71%
Nebraska	\$51,130	27	\$53,927	20	\$55,472	17	78%
Hawaii	\$57,059	13	\$61,850	6	\$55,136	18	83%
Michigan	\$50,921	28	\$53,700	21	\$54,638	19	79%
Ohio	\$58,769	9	\$55,271	19	\$54,383	20	84%
Illinois South	\$50,407	30	\$51,198	28	\$54,219	21	80%
Rocky Mountain	\$55,821	15	\$55,944	17	\$53,582	22	76%
Montana-Northern Wyoming	\$40,762	35	\$49,447	31	\$53,278	23	87%
Missouri Mid-South	\$50,670	29	\$52,517	25	\$52,668	24	85%
New Hampshire	\$52,162	23	\$52,097	26	\$52,306	25	89%
Indiana-Kentucky	\$52,224	21	\$51,238	27	\$52,052	26	87%
Penn Northeast	\$51,823	24	\$52,662	24	\$52,049	27	80%
Wisconsin	\$51,336	26	\$53,134	23	\$51,563	28	83%
Maine	\$49,376	31	\$53,173	22	\$50,779	29	80%
Penn Central	\$52,175	22	\$50,320	30	\$50,136	30	77%
Vermont	\$46,790	33	\$48,776	32	\$49,045	31	90%
Central Pacific	\$51,350	25	\$47,236	34	\$48,636	32	88%
South Central	\$56,797	14	\$50,409	29	\$47,964	33	81%
Iowa	\$48,009	32	\$47,543	33	\$45,827	34	89%
Northern Plains	\$39,954	37	\$42,657	36	\$43,137	35	78%
Penn West	\$41,342	34	\$44,108	35	\$42,661	36	76%
South Dakota	\$40,094	36	\$40,330	37	\$37,401	37	88%
Calvin Synod	\$33,827	38	\$33,827	38	\$33,827	38	100%

*Percentage of Ministers for whom employer dues have been paid at 14% of salary basis or greater.

**The Pension Boards-United Church of Christ, Inc.
Salary Groupings-2015**

Number of Male Ministers

Salary Group	2013	2014	2015	Employer Dues Paid at 14%*
\$ up to - 9,999	7	7	15	47%
10,000 - 11,999	6	8	7	57%
12,000 - 13,999	10	7	8	50%
14,000 - 15,999	7	9	8	88%
16,000 - 17,999	7	11	11	73%
18,000 - 19,999	15	14	15	47%
20,000 - 21,999	14	15	18	50%
22,000 - 23,999	11	12	8	63%
24,000 - 25,999	26	23	27	67%
26,000 - 27,999	18	17	17	71%
28,000 - 29,999	19	23	21	57%
30,000 - 31,999	22	20	20	55%
32,000 - 33,999	29	29	26	77%
34,000 - 35,999	36	33	26	81%
36,000 - 37,999	32	28	35	69%
38,000 - 39,999	31	29	22	82%
40,000 - 41,999	44	44	42	76%
42,000 - 43,999	36	42	41	78%
44,000 - 45,999	59	46	47	81%
46,000 - 47,999	68	65	49	76%
48,000 - 49,999	50	58	47	81%
50,000 - 54,999	213	181	163	82%
55,000 - 59,999	180	177	153	84%
60,000 - 64,999	180	180	171	85%
65,000 - 69,999	154	156	153	88%
70,000 - 74,999	102	98	95	93%
75,000 - 79,999	67	76	70	84%
80,000 - 84,999	52	46	41	80%
85,000 - 89,999	28	42	47	81%
90,000 - and over	147	144	144	79%

*Percentage of Ministers for whom employer dues have been paid at 14% of salary basis or greater.

**The Pension Boards-United Church of Christ, Inc.
Salary Groupings-2015**

Number of Female Ministers

Salary Group	2013	2014	2015	Employer Dues Paid at 14%*
\$ up to - 9,999	9	6	15	73%
10,000 - 11,999	7	5	6	50%
12,000 - 13,999	9	8	7	71%
14,000 - 15,999	6	13	7	57%
16,000 - 17,999	9	8	12	67%
18,000 - 19,999	16	17	16	81%
20,000 - 21,999	22	18	18	72%
22,000 - 23,999	12	21	22	77%
24,000 - 25,999	22	20	20	90%
26,000 - 27,999	27	35	33	82%
28,000 - 29,999	25	19	21	71%
30,000 - 31,999	25	29	25	68%
32,000 - 33,999	20	24	29	79%
34,000 - 35,999	32	24	30	83%
36,000 - 37,999	37	31	26	88%
38,000 - 39,999	46	36	25	76%
40,000 - 41,999	60	60	54	83%
42,000 - 43,999	62	59	44	84%
44,000 - 45,999	53	41	52	85%
46,000 - 47,999	47	50	50	86%
48,000 - 49,999	60	68	63	81%
50,000 - 54,999	118	140	132	83%
55,000 - 59,999	124	113	106	85%
60,000 - 64,999	105	93	90	89%
65,000 - 69,999	78	85	84	87%
70,000 - 74,999	53	66	73	85%
75,000 - 79,999	35	42	44	82%
80,000 - 84,999	26	27	31	81%
85,000 - 89,999	20	24	29	86%
90,000 - and over	60	48	47	81%

*Percentage of Ministers for whom employer dues have been paid at 14% of salary basis or greater.

**The Pension Boards-United Church of Christ, Inc.
Salary Groupings-2015**

*Number of Male and Female Ministers with
Employer Dues paid at 14% by Age Grouping*

Age Group	2014				2015			
	Males	Average Salary	Females	Average Salary	Males	Average Salary	Females	Average Salary
34 and under	54	\$50,177	65	\$48,030	44	\$52,846	57	\$48,484
35 through 39	56	\$57,911	60	\$54,433	58	\$57,216	71	\$54,516
40 through 44	76	\$61,693	60	\$54,260	67	\$60,731	51	\$54,838
45 through 49	94	\$60,652	70	\$54,417	107	\$63,707	76	\$53,643
50 through 54	183	\$60,977	158	\$53,325	166	\$60,502	147	\$56,245
55 through 59	276	\$62,090	232	\$52,972	251	\$63,471	227	\$53,505
60 through 64	365	\$60,569	232	\$53,591	344	\$61,959	242	\$53,260
65 and over	201	\$56,767	135	\$50,436	202	\$57,590	129	\$47,704