

2019 Recommended Clergy Compensation

Annual Supplement to Clergy Compensation Booklet

Guidelines for Compensation of Full-Time Pastors

Fair compensation for full-time, ordained clergypersons is not an easy subject to navigate. The American Baptist Churches of Massachusetts, by virtue of their polity that all churches are self-governing, can only make recommendations. Appropriate church committees and boards that deal with pastoral compensation are encouraged to review materials provided by the national *Ministers and Missionaries Benefit Board* (MMBB) for meaningful guidance.

In addition, the following information may be helpful. Pastors are paid like any other professional with two major differences: first, their “salary” is divided into two parts: cash salary & housing (this is done for tax purposes). The total of those two should equal a fair salary. The second major difference is that clergy are considered “self-employed” in terms of social security, meaning that they are responsible for paying the full amount of social security taxes rather than half the amount that most other employees are responsible for. Therefore, it is customary for most churches to add to the pastor’s compensation an amount equal to the employer’s contribution as a matter of fairness.

Below are some suggested cash salary ranges for full-time pastors. Housing allowances or parsonage value plus a “social security allowance” would be added to these figures to reflect a full-time salary. Please note that these figures are discussion starters and should be used to help keep pastors fairly compensated for the important work they do.

Cash Salary Ranges for Full-Time Pastors

Remember: Cash Salary does not include housing, retirement and medical benefits, or professional expenses. Refer to the TABCOM’s **Clergy Compensation Booklet** for definitions of *Total Compensation* and other terms.

Recommended Full-Time Cash Salary Ranges for 2019

**These suggested ranges are based on a full-time position
and may be pro-rated for part-time positions.**

Years of Experience

1 to 4 years	5 to 9 years	10+ Years
\$36,348 to \$47,005	\$39,564 to \$52,194	\$42,652 to \$56,134

It is important to recognize that these are ranges, not exact dollar requirements, and will vary among clergy to show individual differences in training and education, years of experience, tenure and special skills.

ADDITIONAL RESOURCES AT THE MINISTERS AND MISSIONARIES BENEFITS BOARD www.mmbb.org/managing-church-finances/compensation/