SALARY SURVEY
ORDAINED MINISTERS SERVING IN CONGREGATIONS
As Of June 17, 1999

SYNOD	NUMBER OF PASTORS	AVERAGE SALARY*	MEDIAN SALARY*
Region 1			
Alaska	26	$45,365	$42,784
Northwest Washington	134	45,303	45,806
Southwestern Washington	99	44,985	45,118
Eastern Washington-Idaho	93	39,188	39,140
Oregon	121	42,270	41,651
Montana	104	38,323	38,472
Region 2			
Sierra Pacific	190	$44,944	$45,000
Southern California (West)	133	46,527	46,514
Pacifica	136	49,338	47,599
Grand Canyon	113	48,709	47,352
Rocky Mountain	184	44,523	43,260
Region 3			
Western North Dakota	99	$35,372	$35,206
Eastern North Dakota	148	36,748	35,600
South Dakota	193	38,243	37,700
Northwestern Minnesota	169	38,007	38,591
Northeastern Minnesota	124	39,117	38,904
Southwestern Minnesota	223	40,034	40,745
Minneapolis Area	259	49,572	48,220
St. Paul Area	167	47,238	46,466
Southeastern Minnesota	185	41,532	40,495
Region 4			
Nebraska	229	$41,333	$40,021
Central States	156	39,926	39,454
Arkansas-Oklahoma	47	39,828	39,300
Northern Texas/Louisiana	101	43,635	42,537
Southwestern Texas	161	41,078	40,734
Texas-Louisiana Gulf Coast	113	43,743	44,200
Region 5			
Metropolitan Chicago	239	$46,474	$44,598
Northern Illinois	146	44,191	44,211
Central/Southern Illinois	113	41,095	40,232
Southeastern Iowa	148	44,818	43,944
Western Iowa	136	39,163	38,571
Northeastern Iowa	152	40,217	39,936
Northern Great Lakes	78	37,133	38,754
Northwest Wisconsin	162	40,805	41,488
East-Central Synod of Wisconsin	152	43,189	42,900
Greater Milwaukee	170	46,401	45,619
South-Central Synod of Wisconsin	162	43,088	42,478
LaCrosse Area	64	40,064	39,000

SYNOD	NUMBER OF PASTORS	AVERAGE SALARY*	MEDIAN SALARY*
Region 6			
Southeast Michigan	132	$50,112	$48,418
North/West Lower Michigan	114	42,959	42,250
Indiana-Kentucky	190	43,346	41,660
Northwestern Ohio	172	41,609	43,119
Northeastern Ohio	179	43,189	41,951
Southern Ohio	195	45,413	45,460
Region 7			
New Jersey	166	$48,225	$47,016
New England	168	46,287	45,690
Metropolitan New York	175	44,706	45,156
Upstate New York	136	40,417	40,430
Northeastern Pennsylvania	220	42,840	42,671
Southeastern Pennsylvania	159	45,376	46,208
Slovak Zion	21	35,868	32,167
Region 8			
Northwestern Pennsylvania	58	$36,066	$35,530
Southwestern Pennsylvania	142	39,130	38,630
Allegheny	65	39,194	39,292
Lower Susquehanna	202	43,128	42,300
Upper Susquehanna	64	38,351	38,861
Delaware-Maryland	168	45,292	45,925
Metropolitan Washington DC	78	53,788	53,765
West Virginia-Western Maryland	33	37,418	38,058
Region 9			
Virginia	115	$43,501	$42,362
North Carolina	195	46,350	45,859
South Carolina	118	45,562	45,275
Southeastern	140	46,101	45,000
Florida/Bahamas	180	46,538	45,998
Caribbean	26	23,795	21,422
Total Clergy	**9,040**		
Average Salary		**$43,261**	
Median Salary			**$42,460**
Previous Totals			
1999	9,040	$43,261	$42,460
1998	9,127	$41,826	$41,000
1997	9,106	$40,440	$39,786
1996	9,129	$39,127	$38,436
1995	9,161	$37,970	$37,270
1994	9,194	$36,735	$36,108
1992	9,532	$34,301	$33,587
1991+	10,652	$33,723	$32,680
1990+	10,695	$32,399	$31,386
1989+	10,727	$30,965	$29,930
1988+	10,721	$29,745	$28,825

* For clergy in a parsonage 30% has been added to the cash salary as compensation.
+ These figures also include Churchwide, synod and seminary personnel.