

**SALARY SURVEY
ORDAINED MINISTERS SERVING IN CONGREGATIONS
as of July 2, 2003**

SYNOD	NUMBER OF PASTORS	AVERAGE SALARY*	MEDIAN SALARY*
Region 1			
Alaska	30	\$47,400	\$46,022
Northwest Washington	124	53,896	54,901
Southwestern Washington	110	49,653	50,000
Eastern Washington-Idaho	94	43,358	42,848
Oregon	125	47,117	46,680
Montana	97	42,828	44,729
Region 2			
Sierra Pacific	188	\$52,783	\$52,000
Southwest California	130	51,150	52,561
Pacifica	129	57,533	56,000
Grand Canyon	112	56,520	54,600
Rocky Mountain	179	52,628	52,634
Region 3			
Western North Dakota	99	\$40,582	\$39,650
Eastern North Dakota	124	42,980	42,522
South Dakota	171	45,503	45,044
Northwestern Minnesota	179	43,594	43,100
Northeastern Minnesota	115	44,334	45,116
Southwestern Minnesota	212	46,492	46,901
Minneapolis Area	251	58,079	56,300
Saint Paul Area	171	54,422	54,138
Southeastern Minnesota	194	47,318	46,992
Region 4			
Nebraska	201	\$46,345	\$44,658
Central States	136	45,258	45,643
Arkansas-Oklahoma	38	47,201	45,000
Northern Texas/Louisiana	89	50,964	53,320
Southwestern Texas	140	48,768	48,103
Texas-Louisiana Gulf Coast	103	51,046	50,312
Region 5			
Metropolitan Chicago	221	\$53,358	\$51,628
Northern Illinois	155	52,114	50,352
Central/Southern Illinois	119	46,833	46,652
Southeastern Iowa	147	50,889	49,602
Western Iowa	124	44,388	44,696
Northeastern Iowa	146	45,723	45,943
Northern Great Lakes	66	43,796	42,803
Northwest Wisconsin	167	46,530	47,167
East-Central Synod of Wisconsin	148	48,286	47,458
Greater Milwaukee	157	51,480	51,528
South-Central Synod of Wisconsin	155	50,402	50,449
LaCrosse Area	64	46,573	46,075

SYNOD	NUMBER OF PASTORS	AVERAGE SALARY*	MEDIAN SALARY*
Region 6			
Southeast Michigan	129	\$57,644	\$56,427
North/West Lower Michigan	102	49,751	49,000
Indiana-Kentucky	178	48,974	48,625
Northwestern Ohio	172	48,195	49,808
Northeastern Ohio	171	48,778	48,320
Southern Ohio	188	51,920	50,956
Region 7			
New Jersey	171	\$53,548	\$52,652
New England	172	52,152	51,316
Metropolitan New York	168	51,816	50,780
Upstate New York	138	44,483	44,567
Northeastern Pennsylvania	215	46,210	44,348
Southeastern Pennsylvania	165	51,234	51,134
Slovak Zion	12	46,233	45,500
Region 8			
Northwestern Pennsylvania	53	\$41,638	\$39,185
Southwestern Pennsylvania	136	46,725	45,500
Allegheny	70	41,822	41,233
Lower Susquehanna	196	47,992	47,425
Upper Susquehanna	63	43,254	43,925
Delaware-Maryland	162	51,290	51,200
Metropolitan Washington DC	81	58,408	56,556
West Virginia-Western Maryland	35	42,648	40,043
Region 9			
Virginia	116	\$48,815	\$47,174
North Carolina	195	49,755	48,800
South Carolina	129	52,783	52,366
Southeastern	133	54,030	53,825
Florida/Bahamas	174	53,026	52,721
Caribbean	25	27,281	23,614
Total Clergy	8,759		
Average Salary		\$49,436	
Median Salary			\$48,595
Previous Totals			
2003	8,759	\$49,436	\$48,595
2002	8,753	\$48,162	\$47,242
2001	8,802	\$46,519	\$45,175
2000	8,921	\$44,910	\$44,045
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.