SALARY SURVEY
ORDAINED MINISTERS SERVING IN CONGREGATIONS
As Of July 15, 2004

SYNOD	NUMBER OF PASTORS	AVERAGE SALARY*	MEDIAN SALARY*
Region 1			
Alaska	29	$49,013	$49,950
Northwest Washington	124	55,592	56,000
Southwestern Washington	108	51,516	51,540
Eastern Washington-Idaho	84	44,855	43,889
Oregon	120	47,557	45,997
Montana	94	43,878	45,316
Region 2			
Sierra Pacific	179	$53,228	$51,900
Southwest California	127	53,182	54,164
Pacifica	126	60,190	58,945
Grand Canyon	116	57,984	57,000
Rocky Mountain	170	54,392	54,030
Region 3			
Western North Dakota	95	$41,911	$41,591
Eastern North Dakota	121	44,715	43,120
South Dakota	178	46,427	45,880
Northwestern Minnesota	184	43,964	43,383
Northeastern Minnesota	110	45,684	45,847
Southwestern Minnesota	210	48,622	49,410
Minneapolis Area	247	58,913	57,146
Saint Paul Area	174	54,819	53,338
Southeastern Minnesota	182	47,975	48,100
Region 4			
Nebraska	202	$47,177	$45,380
Central States	135	46,501	47,000
Arkansas-Oklahoma	38	48,869	46,935
Northern Texas/Louisiana	86	54,035	55,192
Southwestern Texas	141	49,686	49,544
Texas-Louisiana Gulf Coast	98	53,102	54,587
Region 5			
Metropolitan Chicago	222	$53,849	$51,960
Northern Illinois	157	52,691	51,724
Central/Southern Illinois	123	47,471	47,880
Southeastern Iowa	145	51,883	50,814
Western Iowa	119	46,121	46,248
Northeastern Iowa	138	47,467	47,474
Northern Great Lakes	66	44,926	44,137
Northwest Synod of Wisconsin	167	48,189	48,734
East-Central Synod of Wisconsin	151	48,671	48,213
Greater Milwaukee	158	52,241	51,464
South-Central Synod of Wisconsin	157	51,915	51,515
La Crosse Area	60	48,469	47,659

SYNOD	NUMBER OF PASTORS	AVERAGE SALARY*	MEDIAN SALARY*
Region 6			
Southeast Michigan	122	$60,236	$58,798
North/West Lower Michigan	104	50,576	48,596
Indiana-Kentucky	171	50,458	50,631
Northwestern Ohio	172	50,082	51,535
Northeastern Ohio	163	50,201	50,427
Southern Ohio	187	53,562	52,441
Region 7			
New Jersey	172	$54,038	$54,087
New England	167	52,338	50,616
Metropolitan New York	167	52,930	51,841
Upstate New York	143	44,902	45,760
Northeastern Pennsylvania	213	47,406	46,754
Southeastern Pennsylvania	157	52,493	52,668
Slovak Zion	12	44,856	46,937
Region 8			
Northwestern Pennsylvania	51	$41,737	$39,195
Southwestern Pennsylvania	135	47,464	46,641
Allegheny	71	42,886	42,949
Lower Susquehanna	197	48,714	48,588
Upper Susquehanna	67	44,049	45,426
Delaware-Maryland	164	52,549	52,200
Metropolitan Washington DC	83	57,740	56,500
West Virginia-Western Maryland	32	43,365	40,293
Region 9			
Virginia	115	$50,593	$48,987
North Carolina	196	50,783	50,050
South Carolina	125	54,080	53,341
Southeastern	135	56,760	56,760
Florida/Bahamas	178	55,009	53,325
Caribbean	25	27,983	24,084
Total Clergy	**8,665**		
Average Salary		**$50,638**	
Median Salary			**$49,788**
Previous Totals			
2004	8,665	$50,638	$49,788
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

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