



The Pension Boards
United Church of Christ

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October, 2007

To: Conference Executives of the United Church of Christ

Dear Friends:

Enclosed is our salary study for 2007 for ordained ministers whose salary was reported to the Pension Boards.

This report reflects cash salary plus cash parsonage allowance, if such an allowance is furnished, or the percent of cash salary specified by the church for the value of a parsonage (usually 30%) if the free use of a parsonage is provided. It does not include a utilities allowance or car allowance.

Following are the summary results for 2007 and the two prior years:

	2005	2006	2007
Number of Ministers	3,381	3,452	3,411
Average Salary	\$47,673	\$48,948	\$50,067
Male Ministers			
Number of Male Ministers	2,190	2,173	2,131
Average Salary	\$50,749	\$52,276	\$53,366
Female Ministers			
Number of Female Ministers	1,191	1,279	1,280
Average Salary	\$42,017	\$43,294	\$44,573

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 Fund.

Cordially,

A handwritten signature in cursive script that reads "Michael A. Deems".

President & Chief Executive Officer
Pension Boards - United Church of Christ

**The Pension Boards - United Church of Christ
Salary Groupings - 2007**

Ministers by Conference

Conference	Average Salary	2005 Rank	Average Salary	2006 Rank	Average Salary	2007 Rank	*Employer Dues Paid at 14%
California Nevada Northern	\$49,293	10	\$50,558	11	\$51,462	9	85%
California Nevada Southern	\$50,597	8	\$56,920	2	\$60,192	1	89%
Calvin Synod	\$27,588	38	\$30,180	38	\$29,994	38	100%
Central Atlantic	\$50,258	6	\$54,122	4	\$55,969	4	85%
Central Pacific	\$41,957	28	\$42,114	30	\$43,928	29	97%
Connecticut	\$54,495	2	\$56,378	3	\$59,064	3	85%
Florida	\$54,262	3	\$53,466	5	\$55,840	5	82%
Hawaii	\$42,099	25	\$45,138	27	\$50,151	13	90%
Illinois	\$49,290	7	\$52,072	8	\$54,685	6	85%
Illinois South	\$41,076	27	\$43,582	29	\$43,637	30	92%
Indiana-Kentucky	\$45,169	17	\$45,698	26	\$45,398	28	92%
Iowa	\$40,712	30	\$41,582	31	\$43,314	31	91%
Kansas-Oklahoma	\$42,578	31	\$48,872	13	\$47,025	24	89%
Maine	\$46,588	14	\$45,931	23	\$46,031	27	92%
Massachusetts	\$51,037	5	\$52,443	7	\$53,953	8	88%
Michigan	\$43,222	20	\$45,736	25	\$47,171	22	88%
Minnesota	\$44,817	21	\$46,114	21	\$47,762	21	84%
Missouri Mid South	\$43,727	19	\$47,135	18	\$48,427	17	90%
Montana-North Wyoming	\$34,354	36	\$37,937	35	\$37,268	35	95%
Nebraska	\$36,728	33	\$40,033	32	\$39,456	33	90%
New Hampshire	\$43,740	26	\$44,999	28	\$46,253	26	92%
New York	\$43,397	24	\$47,421	16	\$49,960	14	84%
Northern Plains	\$34,375	47	\$33,467	37	\$34,403	37	94%
Ohio	\$45,222	15	\$51,358	9	\$49,893	15	94%
Penn Central	\$43,651	22	\$47,231	17	\$47,013	25	88%
Penn Northeast	\$47,342	12	\$49,193	12	\$50,210	12	90%
Penn Southeast	\$48,500	9	\$50,686	10	\$50,883	11	91%
Penn West	\$35,336	34	\$39,670	33	\$38,330	34	79%
Rhode Island	\$62,677	1	\$59,270	1	\$59,179	2	96%
Rocky Mountain	\$47,869	13	\$48,329	15	\$51,356	10	89%
South Central	\$46,004	11	\$45,802	24	\$47,989	18	83%
South Dakota	\$35,989	35	\$36,140	36	\$36,798	36	92%
Southeast	\$43,491	18	\$46,421	20	\$47,806	20	85%
Southern	\$42,050	29	\$45,987	22	\$47,970	19	73%
Southwest	\$54,161	4	\$52,649	6	\$54,642	7	94%
Vermont	\$38,882	32	\$39,556	34	\$40,671	32	98%
Washington-N. Idaho	\$44,229	23	\$48,468	14	\$48,970	16	93%
Wisconsin	\$45,306	16	\$46,924	19	\$47,086	23	87%

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

**The Pension Boards - United Church of Christ
Salary Groupings - 2007**

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Penn West	\$35,336	34	\$39,670	33	\$38,330	34	79%
Montana-North Wyoming	\$34,354	36	\$37,937	35	\$37,268	35	95%
South Dakota	\$35,989	35	\$36,140	36	\$36,798	36	92%
Northern Plains	\$34,375	37	\$33,467	37	\$34,403	37	94%
Calvin Synod	\$27,588	38	\$30,180	38	\$29,994	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
Salary Groupings – 2007**

Number of Male Ministers

Salary Group	2005	2006	2007	*Employer Dues Paid at 14%
\$ up to - 4,999	5	9	7	71%
5,000 - 9,999	12	6	8	62%
10,000 - 11,999	8	11	10	70%
12,000 - 13,999	14	15	8	62%
14,000 - 15,999	13	11	15	73%
16,000 - 17,999	14	17	16	87%
18,000 - 19,999	9	9	11	54%
20,000 - 21,999	20	19	20	70%
22,000 - 23,999	14	18	21	85%
24,000 - 25,999	16	30	32	62%
26,000 - 27,999	35	35	31	67%
28,000 - 29,999	45	24	27	77%
30,000 - 31,999	43	43	45	88%
32,000 - 33,999	78	46	37	78%
34,000 - 35,999	24	54	44	81%
36,000 - 37,999	95	77	59	88%
38,000 - 39,999	94	83	79	88%
40,000 - 41,999	115	117	115	92%
42,000 - 43,999	106	115	91	92%
44,000 - 45,999	129	112	108	90%
46,000 - 47,999	100	112	97	93%
48,000 - 49,999	105	111	107	94%
50,000 - 54,999	257	293	281	93%
55,000 - 59,999	202	211	224	90%
60,000 - and over	432	595	638	87%

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

**The Pension Boards - United Church of Christ
Salary Groupings – 2007**

Number of Female Ministers

Salary Group	2005	2006	2007	*Employer Dues Paid at 14%
\$ up to - 4,999	0	4	4	75%
5,000 – 9,999	4	11	10	70%
10,000 - 11,999	6	9	8	50%
12,000 - 13,999	8	8	6	66%
14,000 - 15,999	11	12	10	80%
16,000 - 17,999	14	13	11	90%
18,000 - 19,999	17	14	15	73%
20,000 - 21,999	33	38	33	78%
22,000 - 23,999	29	24	26	80%
24,000 - 25,999	29	22	22	86%
26,000 - 27,999	30	44	40	80%
28,000 - 29,999	41	41	36	80%
30,000 - 31,999	41	48	38	86%
32,000 - 33,999	59	56	52	88%
34,000 - 35,999	54	61	51	92%
36,000 - 37,999	67	72	72	86%
38,000 - 39,999	69	76	75	96%
40,000 - 41,999	**	85	75	93%
42,000 - 43,999	**	72	83	89%
44,000 - 45,999	**	72	77	88%
46,000 - 47,999	**	51	56	92%
48,000 - 49,999	**	55	53	92%
50,000 - 54,999	**	139	158	91%
55,000 - 59,999	**	77	89	88%
60,000 - and over	**	175	180	91%

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

**Prior Data not available for these salary groups.

**The Pension Boards - United Church of Christ
Salary Groupings – 2007**

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

Age Group	2006				2007			
	Males	Average Salary	Females	Average Salary	Males	Average Salary	Females	Average Salary
34 and under	51	\$55,360	65	\$40,211	51	\$47,992	66	\$42,082
35 through 39	89	\$46,508	61	\$45,138	82	\$49,348	55	\$43,789
40 through 44	133	\$50,352	94	\$43,200	113	\$50,753	95	\$43,369
45 through 49	260	\$50,929	183	\$43,256	241	\$52,386	173	\$44,992
50 through 54	417	\$52,308	281	\$43,911	369	\$53,392	249	\$46,493
55 through 59	492	\$54,834	233	\$48,199	493	\$55,863	251	\$47,812
60 through 64	352	\$53,146	160	\$42,013	384	\$54,380	188	\$45,005
65 and over	138	\$48,631	48	\$38,098	148	\$51,947	58	\$38,756

