



National Capital
PRESBYTERY
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NCP PASTORS SALARY RANGE REPORT -2019

National Capital Presbytery

Strengthening & Transforming Our Congregations

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www.thepresbytery.org

NCP Pastors Salary Range Report for 2019

National Capital Presbytery

Based on data received as of June 30, 2018

See general notes below

2018 Effective Salaries for Senior Pastors/Head of Staff including Designated Pastors, Interim Pastors and Stated Supply Pastors								
Active Members	Effective Salaries for Church Size Ranges							Membership All Churches
	0-100	100-200	200-300	300-400	400-600	600-900	900+	
Minimum	\$40,000	\$66,745	\$68,168	\$78,728	\$93,452	\$90,179	\$155,120	23
1st Quartile	\$69,681	\$70,843	\$81,753	\$94,192	\$110,741	\$100,065	\$155,994	107
Median	\$79,801	\$81,000	\$100,469	\$96,844	\$115,843	\$111,151	\$159,870	190
3rd Quartile	\$93,462	\$88,492	\$112,242	\$103,885	\$118,574	\$121,500	\$164,314	368
Maximum	\$127,993	\$127,569	\$129,460	\$108,989	\$133,900	\$128,000	\$166,892	2,275
Number of churches reporting in each size range:								
	15	21	8	9	5	6	4	68

2018 Effective Salaries for Associate Pastors including Interim Associate Pastors and Stated Supply Associate Pastors								
Active Members	Effective Salaries for Church Size Ranges							Membership All Churches
	0-100	100-200	200-300	300-400	400-600	600-900	900+	
Minimum	\$0	\$87,563	\$74,109	\$68,815	\$70,040	\$68,000	\$76,000	170
1st Quartile	N/A	\$87,563	N/A	\$73,772	\$74,225	\$68,686	\$90,205	469
Median	N/A	\$87,563	N/A	\$78,728	\$75,278	\$69,041	\$97,787	573
3rd Quartile	N/A	\$87,563	N/A	\$83,765	\$77,800	\$77,800	\$103,299	1,288
Maximum	\$0	\$87,563	N/A	\$88,801	\$95,843	\$86,558	\$107,164	2,275
Number of churches reporting in each size range:								
	-	1	1	3	3	3	3	14

General Notes:

1. Effective Salaries are defined by the Board of Pensions to include: cash salary; housing allowance; employer contributions to 403b, annuity, or equity; bonuses, overtime, unvouchered professional expenses, etc.; gifts, and SECA; other allowances; and manse amounts.
2. The recommended Cost of Living Adjustment (COLA) for NCP pastors in **2019** is **2.5%**. See Compensation Policies on the NPC website for further information on how the 2019 COLA was calculated.
3. Part time salaries are adjusted to reflect the full-time equivalent salary.
4. Data is not presented for ranges that have fewer than three individuals, to avoid identifying individual pastors. These ranges are indicated "NA".
5. Not all churches report pastor salaries each year, which means that some figures in this report may be somewhat understated.

Questions? Call Colette Ramm, COM Administrator, at 240-514-5351