



# NCP PASTORS SALARY RANGE REPORT | 2020

# NCP Pastors Salary Range Report for 2020

## National Capital Presbytery

Based on data received as of June 1, 2019

See general notes below

2019 Effective Salaries for Senior Pastors/Head of Staff including Designated Pastors and Interim Pastors								Total Number of pastors
Active Members	Effective Salaries for Church Size Ranges							
	0-100	100-200	200-300	300-400	400-600	600-900	900+	
Minimum	\$ 71,963	\$ 65,554	\$ 68,085	\$ 80,200	\$ 77,700	\$ 71,983		68
1st Quartile	\$ 75,969	\$ 72,844	\$ 81,660	\$ 102,037	\$ 105,335	\$ 86,525		
Median	\$ 82,787	\$ 86,835	\$ 89,776	\$ 104,759	\$ 111,140	\$ 109,981	Average \$167,000	
3rd Quartile	\$ 90,163	\$ 97,877	\$ 97,910	\$ 107,326	\$ 129,393	\$ 119,912		
Maximum	\$ 99,365	\$ 121,313	\$ 131,586	\$ 108,427	\$ 146,642	\$ 139,516		
Number of pastors reported in each size range:	10	19	11	8	10	7	3	

2019 Effective Salaries for Assoc. Pastors; Designated Assoc. Pastors, Interim Assoc. Pastors, Stated Supply Pastors and Assoc. Stated Supply Pastors								Total Number of pastors
Active Members	Effective Salaries for Church Size Ranges							
	0-100	100-200	200-300	300-400	400-600	600-900	900+	
Minimum	NA	-	NA	-	\$ 60,015	\$ 69,591		20
1st Quartile	NA	-	NA	-	\$ 80,566	\$ 76,110		
Median	NA	-	NA	-	\$ 85,355	\$ 79,600	Average \$104,000	
3rd Quartile	NA	-	NA	-	\$ 92,880	\$ 82,752		
Maximum	NA	-	NA	-	\$ 113,533	\$ 88,260		
Number of pastors reported in each size range:	1	0	2	0	10	4	3	

### 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 2020 is **1%**. See Compensation Policies on the NPC website for further information on how the 2020 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. Data for ranges with three individuals are presented only as an average.
6. 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