

2024 New Jersey District Salary Guidelines

We believe it should be the goal of every New Jersey District congregation that the living needs of the pastor, and his family, should be met so that he can carry on his ministry with minimal financial concerns. "The pastors who rule well are to be considered worthy of double honor, especially those who work hard at preaching and teaching. For the Scripture says, 'You shall not muzzle the ox while he is threshing,' and 'the laborer is worthy of his wages.'" (1 Timothy 5:17--18)

BASE SALARY

| Average Worship | At Ordination | 1 to 5 | 6 to 10 | 11 to 20 | 20 + |
|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| up to 50 | 39,465 - 42,540 | 42,540– 45,615 | 45,615– 52,275 | 52,275 – 64,575 | 64,575 – 75,340 |
| 50 - 100 | 39,465 - 42,540 | 43,050 – 47,665 | 47,665 – 54,325 | 54,325 – 66,625 | 66,625 – 77,390 |
| 100 + | 39,465 - 42,540 | 44,335 – 48,945 | 48,945 – 56,375 | 56,375 – 69,190 | 69,190 – 79,440 |

The salaries listed in the above chart are base salary suggestions for a full-time position only and DO NOT INCLUDE housing allowance, car allowance, health and retirement benefit plans or other professional expenses funded or reimbursed in the course of a pastor's ministry. If the congregation is unable to provide a reasonably close base salary to the suggested scale, we recommend prorating the provided base salary according to this scale based on an expected work week of 44 hours and freeing the pastor to seek a bi-vocational employment to meet these basic economic needs (or entering into a dual parish ministry partnership with a sister New Jersey District congregation that is experiencing a pastoral vacancy).

The New Jersey District also expects that these **additional annual benefits** would be provided by the congregation

| | |
|--|--|
| Car allowance: | \$4,400 -- \$6,600 |
| Utility allowance: | \$4,700 |
| Housing Equity (if parsonage provided) | \$6,800 |
| Housing Allowance (if no parsonage provided) | average housing costs in a 5 mile radius of the congregation should be used as the guide for determining the housing allowance *MIT has reported that the average housing costs for a family of five in NJ is \$28,168 livingwage.mit.edu |
| Continuing education | \$2,300 |
| Health care | Full coverage for worker, spouse, and children |
| Bonus for advanced degrees | Masters beyond M.Div \$1,350 PhD beyond M.Div \$2,675 |
| Senior Pastor with an associate pastor | \$2,675 |
| Vacation Days | 0-5 years 3 Sundays (21 days) |
| | 6-10 years 4 Sundays (28 days) |
| | 11-20 years 5 Sundays (35 days) |
| | 20 + years negotiable |

Concordia Plan Services conducted a survey and determined that the average, full time pastor's compensation in 2019 for New Jersey District pastors: The average base salary was \$49,844

The average housing allowance was \$22,321

The average cash utilities \$5,166 (with or without parsonage)

Concordia Plan Services has an online tool that can assist with compensation calculations. Here is the web address for it :<https://www.concordiaplans.org/employers/resources/compensation-decision-support-tool>

We also make the following compensation recommendations

Guest Preacher \$300 per Sunday plus mileage

Interim/Vacancy Pastor 70% of previous pastor's base salary