

New Jersey District LCMS
Suggested 2016-17 Salary Schedule for NJD Pastors

Congregation Communicant Membership	Upon Ordination	1 to 5	6 to 15	16 to 25	25 and over
up to 100	36,000 -- 39,000	38,500 -- 41,000	42,000 -- 48,000	48,000 -- 60,000	60,000 -- 70,000
101 - 200	36,000 -- 39,000	39,500 -- 42,000	43,500 -- 50,000	50,000 -- 62,000	62,000 -- 72,000
201 - 300	36,000 -- 39,000	40,500 -- 43,000	45,000 -- 52,000	52,000 -- 64,000	64,000 -- 74,000
> 300	36,000 -- 39,000	41,500 -- 44,000	46,500 -- 54,000	54,000 -- 66,000	66,000 -- 76,000

The salaries listed in the above chart are base salary¹ suggestions only and DO NOT INCLUDE housing allowance (or an house equity allowance if a parsonage is provided), car allowance, health and retirement benefit plans or other professional expenses funded or reimbursed in the course of a pastor's ministry. It is anticipated that these additional benefits would be provided by the congregation (in consideration of these suggested annual amounts):

car allowance:	\$3,600 -- \$6,000	annual equity allowance (if residing in a parsonage):	\$4,000 -- \$6,000
utility allowance:	\$3,000 -- \$4,200	continuing education allowance/library:	\$1,000 -- \$2,000

Concordia Plan Services has conducted a survey and has determined that the average, full time pastor's base salary in 2016 for New Jersey District pastors was \$50,925, with either a parsonage or a housing allowance provided; the average housing allowance for those pastors who own their own home was \$21,777.

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)

¹ base salary is based upon an average work week of between 44 -- 52 hours