

## 2023 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:	\$4,200 -- \$6,300
Utility allowance:	\$4,400
Housing Equity (if parsonage provided)	\$6,300
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 \$26,888 <a href="http://livingwage.mit.edu">livingwage.mit.edu</a> . This does not include utility costs.
Continuing education	\$2,200
Health care	Full coverage for worker, spouse, and children
Bonus for advanced degrees	Masters beyond M.Div \$1,300 PhD beyond M.Div \$2,650
Senior Pastor with an associate pastor	\$2,650
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 has conducted a survey and has 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)

We also make the following compensation recommendations

Guest Preacher \$350 per Sunday plus mileage

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