



Southern California Nevada Conference United Church of Christ

Clergy Compensation Guidelines

2010 Guidelines for
FULL TIME CLERGY COMPENSATION
(Includes Only Cash Salary and Housing Allowance)
MEMBERS

YEARS OF SERVICE	Up to 100	101- 200	201- 300	301- 500	Over 500
1	44,816	46,160	47,545	48,971	50,440
2	46,160	47,545	48,971	50,440	51,953
3	47,545	48,971	50,440	51,954	53,512
4	48,971	50,440	51,953	53,512	55,117
5	50,440	51,953	53,512	55,117	56,771
6	51,953	53,512	55,117	56,770	58,474
7	53,512	55,117	56,771	58,474	60,228
8	55,117	56,771	58,474	60,228	62,035
9	56,771	58,474	60,228	62,035	63,896
10	58,474	60,228	62,035	63,896	65,813
11	60,228	62,035	63,896	65,813	67,787
12	62,035	63,896	65,813	67,787	69,821
13	63,896	65,813	67,787	69,821	71,916
14	65,813	67,787	69,821	71,916	74,073
15	67,787	69,821	71,915	74,073	76,295

Notes for 2010 Guidelines for Full-time Senior Pastor or Solo Pastor

1. For Clergy With More Than 15 Years Experience: Consider 3.00% per year increase, which reflects the pattern established in the chart.
2. Second Career Clergy: Prior experience from other careers and other graduate education should be considered as years of service.
3. Additional Education: Clergy should receive additional compensation for education beyond the Bachelor's Degree and Master of Divinity. Educational equivalencies should be negotiated between the pastor and the church.
4. Full-Time Interim Ministry: Compensation for specialists in interim ministry should be at least at the same level stretch the congregation toward more adequate compensation for a newly called Pastor.

5. Compensation for less than full time ministry should be calculated proportionately to these guidelines.
6. Recommended benefits include: 14% salary+ housing total for retirement annuity; 1% s+h Life Insurance and Disability ; Health and Medical, Dental and Vision insurance; group life insurance; social security allowance, continuing education time and funding; sabbatical leave; book and meeting expenses. Reimbursement for ministry mileage is not a benefit but expected cost to the congregation for carrying out the ministry.