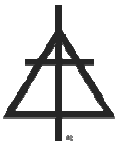


MINISTERS' COMPENSATION SURVEY



CHRISTIAN
REFORMED
CHURCH

July 2011

2011 MINISTERS' COMPENSATION SURVEY

Ministers of the Christian Reformed Church Summary

Summary

The survey information presented in this report was compiled from responses to a request sent to the churches in January 2011 for purposes of obtaining information regarding compensation practices generally followed by Canadian and U.S. churches. Information was requested for ordained ministers serving a congregation full-time.

All reported amounts are stated in the currencies of the respective countries. Please note that the survey was not designed to form a basis for definitive conclusions regarding compensation practices for individual classes and its usefulness in that context may be limited.

Averages of reported compensation and related benefits are summarized as follows:

	Canada	U.S.
Cash salary	\$51,890	46,946
Social security tax paid for U.S. ministers	N/A	4,950
Housing allowance or value of church owned housing	18,432	17,987
Auto allowance and reimbursement	4,294	2,373
Amount spent for medical and life insurance	3,411	12,162
Amount contributed to health saving accounts (HSA)	N/A	3,617

Please refer to the full report for additional financial information and summary descriptions of the line items appearing above.

2011 MINISTERS' COMPENSATION SURVEY

Ministers of the Christian Reformed Church

Descriptions

The annual Ministers' Compensation Survey is intended to obtain information regarding the compensation practices generally followed by churches in Canada and the United States for pastors serving a congregation full-time. The survey report is shared broadly with the churches and classes in the hope that it will be useful to church councils and others as reference material when matters involving compensation and benefits for ordained ministers are considered.

Salary and other information reported in each of the columns of the survey report is described as follows:

- General** **Cash Salary** 2011 amounts shown in columns 3, 4, 5, and 6 includes child/family allowances, tuition allowances, years of service allowances, etc. The cash salaries also include amounts paid by approximately 24 percent of reporting U.S. churches into a tax deferred annuity type of account for the pastor. Note that the data is detailed by classis (Column One); an explanation by column follows.
- Column 2** **Cash Salary Mean (Average)** We simply took the total of cash salaries reported, divided by the number responding and reported the result as the mean for the classis.
- Column 3** **Cash Salary - First Quartile** Twenty-five percent of the cash salaries paid within the classis are lower than the amount shown in column three. Seventy-five percent are higher.
- Column 4** **Cash Salary - Median** Fifty percent of the cash salaries paid within the classis are lower and fifty are higher than the amount shown in column four.
- Column 5** **Cash Salary - Third Quartile** Seventy-five percent of the cash salaries paid within the classis are lower and twenty-five are higher than the amount shown in column five.
- Column 6** **Social Security Reimbursement** Most churches reimburse their pastors for a portion of their self-employment tax. Of those reporting such reimbursement, the amount shown in column six is the mean amount paid within the classis. ***This does not apply to Canadian pastors.***
- Column 7** **Housing** This amount is the mean dollar housing cost whether paid as a housing allowance or determined by parsonage valuation or reported as the clergy reduction amount. In the United States, 50 percent of the pastors reporting receive a housing allowance in lieu of a parsonage. In Canada, 76 percent of pastors provide for their own housing rather than living in a parsonage.
- Column 8** **Housing Costs** This is expressed as a percentage of average cash salary.
- Column 9** **Automobile Allowance** The dollar amounts shown in this column are the mean amounts paid either by mileage reimbursement or flat allowance.
- Column 10** **Health/Life Insurance** Amounts shown in this column represent premium costs for health and life insurance.
- Column 11** **Health Saving Accounts (HSA)** Amounts shown in this column represent church contributions to health saving accounts.

Synod 2001 adopted the following recommendation from the BOT (developed in consultation with Home Missions):

That synod approve the following proposed formula and the accompanying regulations for the setting of minimum compensation by smaller churches receiving denominational financial assistance:

- a. That the average salary amount being paid in all classes in Canada, and the separately calculated average for the churches in the United States, as determined by the annual survey of ministers' compensation, be used for benchmarking the minimum-salary levels recommended by synod.
- b. That classes be divided between Canada and the United States, as they are currently in the compensation report.
- c. That cash compensation amounts and housing allowance (if any) be determined by reference to the annually updated ministers' compensation survey as follows:
 - 1) Cash compensation will be not less than 90 percent of the average of salary paid in Canada for Canadian recipient churches, and not less than 90 percent of the average salary paid in the United States for United States recipient churches. However, when a church is located in a major metropolitan area where costs are usually higher than in rural areas, special attention should be paid to additional cost-of-living realities.
 - 2) When a housing allowance is paid in cash, it is recommended that such a housing allowance be not less than 25 percent of the cash salary amount depending on local real estate costs.
 - 3) That all recipient churches in the United States provide medical insurance for the minister and family through the CRC Consolidated Group Insurance Plan, and that the churches in Canada, besides the provincial insurance coverage provided for all residents, also provide the CRC Consolidated Health Insurance Supplement.
 - 4) That all recipient churches in the United States reimburse the pastor one-half (50 percent) of the minister's FICA obligation. (*Note: Canadian congregations already pay the employer's share of the taxes as well as employer Canada Pension obligations.*)
 - 5) That auto expense be reimbursed by the church at the applicable statutory rate per mile or kilometer, as determined by federal taxation offices.

(Acts of Synod 2001, pp. 519-20)

The Director of Finance and Administration, Mr. John H. Bolt, is available to assist any of our pastors or churches in matters relating to ministers' compensation. He may be reached at 2850 Kalamazoo Avenue SE, Grand Rapids, MI 49560, by phone at (616)224-5889, or by email at jbolt@crcna.org.

CHRISTIAN REFORMED CHURCH IN NORTH AMERICA
MINISTRY STAFF COMPENSATION SURVEY - UNITED STATES - 2011

	#	Cash Salary		Cash Salary	Cash Salary	----- \$ Average-----		Housing %	----- \$ Average -----		
		Average	1st Quartile	Median	3rd Quartile	Social Security	Housing	of Cash Salary	Auto Allow & Reimb	Insurance Health/Life	Insurance Health HSA
		# = numbers of responses									
Classes - United States											
Arizona	4	48,340	42,750	48,380	53,970		17,000	35.2%	1,750	13,579	
Atlantic Northeast	9	50,317	35,736	53,300	56,000	4,139	17,758	35.3%	2,340	14,021	2,233
California South	8	41,538	30,150	39,500	46,750	4,619	26,960	64.9%	3,350	10,680	342
Central California	21	46,371	32,200	49,000	58,000	5,201	26,754	57.7%	2,349	13,669	3,799
Central Plains	11	42,585	38,832	45,077	48,759	4,813	13,093	30.7%	2,041	12,320	3,340
Chicago South	13	58,081	48,800	55,000	64,979	5,429	18,106	31.2%	4,180	13,554	4,292
Columbia	10	45,741	40,925	43,027	50,486	3,844	15,311	33.5%	2,610	12,686	3,000
Georgetown	18	50,809	44,179	50,762	53,850	5,512	18,625	36.7%	1,938	12,110	3,750
Grand Rapids East	16	49,981	45,503	54,237	56,204	5,977	19,058	38.1%	1,690	12,534	3,600
Grand Rapids North	12	43,603	35,045	41,118	55,431	5,825	17,655	40.5%	2,486	10,791	4,667
Grand Rapids South	19	47,296	40,423	47,133	54,456	5,107	19,014	40.2%	2,731	10,604	2,963
Grandville	15	53,465	46,241	54,288	62,743	5,917	14,912	27.9%	2,453	13,694	3,528
Greater Los Angeles	9	49,002	37,500	50,000	61,800	5,677	25,710	52.5%	2,075	14,434	3,250
Hackensack	10	43,211	36,720	43,054	51,000	4,568	25,527	59.1%	2,201	14,662	3,067
Heartland	13	47,876	44,450	50,600	53,045	3,677	11,742	24.5%	2,309	10,300	4,302
Holland	25	47,536	40,000	45,648	55,372	4,779	18,556	39.0%	2,430	11,224	2,767
Hudson	7	48,643	46,125	48,000	52,125	4,836	18,529	38.1%	2,125	11,950	2,850
Iakota	12	51,177	44,638	49,595	54,677	4,638	12,622	24.7%	2,897	12,276	5,205
Illiana	17	50,677	44,500	50,720	55,700	5,809	18,670	36.8%	2,700	12,217	4,564
Kalamazoo	11	51,591	45,655	48,733	54,750	5,231	14,519	28.1%	2,238	12,441	3,388
Lake Erie	13	41,096	29,643	40,766	45,000	3,874	22,438	54.6%	1,724	11,551	3,760
Lake Superior	6	35,656	27,397	32,351	40,791	5,488	22,579	63.3%	1,545	12,664	5,200
Minnkota	7	43,530	40,186	44,338	49,000	3,891	8,650	19.9%	2,792	10,874	4,175
Muskegon	9	47,503	43,669	44,758	54,712	5,605	19,801	41.7%	1,900	12,683	4,500
Northcentral Iowa	6	44,008	40,158	41,470	47,768	3,313	9,633	21.9%	1,750	12,848	6,458
Northern Illinois	16	44,500	37,538	47,000	53,300	6,446	22,984	51.6%	1,903	14,648	3,700
Northern Michigan	13	43,622	38,282	43,200	48,000	3,692	10,016	23.0%	3,338	8,917	827
Pacific Hanmi	5	29,640	24,000	28,800	29,400	1,836	21,000	70.9%	3,600	4,920	
Pacific Northwest	22	43,794	37,750	43,975	53,914	4,462	19,652	44.9%	1,898	9,862	4,056
Red Mesa	6	42,459	33,768	44,978	50,442	3,653	10,619	25.0%	800	15,220	
Rocky Mountain	12	51,972	44,475	49,486	56,422	4,266	21,747	41.8%	1,803	11,420	2,846
Southeast US	3	32,942	30,412	35,700	36,850	2,938	16,500	50.1%	2,000		
Thornapple Valley	10	48,517	39,625	46,438	57,303	5,597	19,782	40.8%	1,975	11,905	5,250
Wisconsin	9	47,162	40,000	45,430	57,145	4,844	13,907	29.5%	2,551	12,173	3,357
Yellowstone	5	42,474	38,800	42,500	45,605	7,869	15,630	36.8%	2,790	12,076	3,000
Zeeland	13	48,490	46,500	50,300	51,913	4,557	13,828	28.5%	2,858	12,520	4,277
All U.S. Classes	415	46,946	39,974	47,000	54,529	4,950	17,987	38.3%	2,373	12,162	3,617

CHRISTIAN REFORMED CHURCH IN NORTH AMERICA
MINISTRY STAFF COMPENSATION SURVEY - CANADA - 2011

	#	Cash Salary	Cash Salary	Cash Salary	Cash Salary	----- \$ Average-----		Housing %	----- \$ Average -----	
		Average	1st Quartile	Median	3rd Quartile	Social Security	Housing	of Cash Salary	Auto Allow & Reimb	Insurance Health/Life
Classes - Canada										
= numbers of responses										
Alberta North	27	51,919	45,735	53,000	56,000	N/A	17,914	34.5%	4,729	3,152
Alberta South	16	51,114	49,560	50,165	52,196	N/A	16,937	33.1%	3,634	2,981
B.C. North-West	11	45,967	45,849	49,048	53,860	N/A	20,487	44.6%	2,831	3,842
B.C. South-East	17	49,427	45,000	48,020	52,292	N/A	19,618	39.7%	4,050	3,472
Chatham	22	53,981	51,325	52,873	57,068	N/A	16,717	31.0%	4,394	3,499
Eastern Canada	14	54,080	50,206	52,135	56,798	N/A	17,783	32.9%	3,759	3,588
Hamilton	16	54,694	47,577	52,630	59,589	N/A	19,613	35.9%	4,421	3,675
Huron	19	52,750	47,414	53,556	54,594	N/A	19,507	37.0%	4,600	3,445
Lake Superior	5	47,082	44,000	48,500	49,500	N/A	14,586	31.0%	3,250	2,607
Niagara	12	49,884	45,750	50,973	54,250	N/A	17,754	35.6%	4,417	3,425
Quinte	16	54,309	51,701	53,154	57,208	N/A	19,236	35.4%	4,311	3,675
Toronto	16	51,281	49,113	51,495	53,625	N/A	19,439	37.9%	5,410	3,165
All Canadian Classes	191	51,890	47,790	51,765	55,462	N/A	18,432	35.5%	4,294	3,411