

Minimum Salary for Full-Time Ministry (Sample 7-11-2008)
with Cost of Living Comparisons for other Communities

<u>State, City</u>	<u>Base Salary</u>
AK, Anchorage	\$ 49,679
AK, Palmer	\$ 43,614
AK, Kodiak	\$ 48,316
AL, Mobile	\$ 36,607
AL, Montgomery	\$ 37,837
AZ, Phoenix	\$ 39,662
AZ, Tucson	\$ 39,336
CA, Fresno	\$ 47,562
CA, Los Angeles	\$ 78,647
CA, Oakland	\$ 48,489
CA, Sacramento	\$ 38,138
CA, San Diego	\$ 55,588
CA, San Francisco	\$ 67,652
CO, Boulder	\$ 54,787
CO, Deer Trail	\$ 35,254
CO, Denver	\$ 40,980
CO, Victor	\$ 33,778
CT, Essex	\$ 65,363
CT, Hartford	\$ 47,714
CT, New Haven	\$ 47,731
CT, New London	\$ 46,074
CT, Norwich	\$ 45,572
DC, Washington	\$ 54,444
DE, Bear	\$ 48,532
DE, Wilmington	\$ 41,896
FL, Lakeland	\$ 44,508
FL, Miami	\$ 45,847
FL, Orlando	\$ 40,509
GA, Atlanta	\$ 37,887
GA, Augusta	\$ 35,880
GA, Savannah	\$ 37,217
HI, Honolulu	\$ 65,050
IA, Cedar Rapids	\$ 35,617
IA, Des Moines	\$ 35,712
IA, Waterloo	\$ 37,916
ID, Arco	\$ 32,328

Minimum Salary Base (Full-time 40 hours)	\$40,000	(Housing, Salary, and SS Offset)
5+ Years of Service	add 32% to Base	
200+ Church Attendance	add 52% to Base	
Doctorate	add 64% to Base	

Low or Mimimum	\$40,000
Average	\$53,000
High	\$68,000

*Minimum base salary was developed in Rochester/Genesee Region comparing entry salaries of comparable professions. The other communities listed here were developed using two web tools: www.payscale.com and www.bestplaces.net. The **payscale** site was used for major cities as it compares Senior Pastor salaries as they have been reported. The base salary used in each case was the \$40,000 Rochester/Genesee figure. The **bestplaces** site was used for specific communities once the region base community was established.*

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ID, Black Foot	\$	33,313
ID, Boise	\$	37,939
IL, Alto Pass	\$	37,453
IL, Carbondale	\$	38,185
IL, Chicago	\$	43,656
IL, East St. Louis	\$	33,801
IL, Springfield	\$	36,254
IN, Anderson	\$	29,684
IN, Bloomington	\$	37,776
IN, Indianapolis	\$	37,336
IN, Reelsville	\$	32,480
KS, Kansas City	\$	31,654
KS, Lawrence	\$	36,335
KS, Newton	\$	31,727
KS, Ottawa	\$	32,785
KS, Overland Park	\$	39,252
KS, Wichita	\$	35,337
KY, Bloomfield	\$	39,358
KY, Louisville	\$	37,849
LA, Baton Rouge	\$	35,681
LA, New Orleans	\$	36,283
MA, Boston	\$	52,993
MA, Lowell	\$	42,607
MA, Pittsfield	\$	41,205
MA, Springfield	\$	36,597
MD, Baltimore	\$	46,946
ME, Buxton	\$	44,426
ME, Clifton	\$	41,183
ME, Portland	\$	45,171
MI, Battle Creek	\$	38,452
MI, Detroit	\$	38,580
MI, Flint	\$	35,117
MI, Grosse Pointe	\$	54,729
MN, Duluth	\$	38,554
MN, Minneapoilis	\$	43,325
MN, Winona	\$	36,152
MO, Florrisant	\$	34,948

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MO, Columbia	\$	35,919
MO, Kansas City	\$	37,637
MO, St. Louis	\$	35,693
MS, Marks	\$	31,627
MT, Billings	\$	35,808
MT, Butte	\$	32,614
MT, Helena	\$	38,334
NC, Chapel Hill	\$	40,329
NC, Charlotte	\$	35,706
NC, Durham	\$	35,414
ND, Balfour	\$	29,985
ND, Bismark	\$	36,611
ND, Fargo	\$	37,350
ND, Grand Forks	\$	35,729
NE, Broken Bow	\$	30,704
NE, Grand Island	\$	31,689
NE, Lincoln	\$	37,725
NE, Omaha	\$	34,628
NH, Concord	\$	50,838
NH, Danbury	\$	44,809
NH, Exeter	\$	56,056
NH, Nashua	\$	47,919
NJ, Baptistown	\$	58,289
NJ, Jersey City	\$	55,658
NJ, Newark	\$	50,239
NM, Albuquerque	\$	38,491
NV, Las Vegas	\$	43,479
NV, Reno	\$	42,837
NY, Albany	\$	49,477
NY, Binghamton	\$	36,557
NY, Brockport	\$	43,745
NY, Buffalo	\$	39,229
NY, New York	\$	85,630
NY, Penfield	\$	48,698
<i>NY, Rochester</i>		\$40,000
NY, Utica	\$	41,514
NY, White Plains	\$	74,523

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OH, Cincinnati	\$	35,671
OH, Cleveland	\$	38,463
OH, Columbus	\$	38,434
OH, Dayton	\$	36,951
OH, Granville	\$	45,874
OH, Oberlin	\$	39,709
OH, Youngstown	\$	31,183
OK, Anadarko	\$	33,395
OK, Oklahoma City	\$	34,927
OK, Tulsa	\$	35,634
OR, Medford	\$	43,446
OR, Portland	\$	47,499
OR, Salem	\$	41,537
PA, Erie	\$	38,221
PA, Exton	\$	57,695
PA, Philadelphia	\$	48,550
PA, Pittsburgh	\$	38,119
PA, Scranton	\$	39,768
PA, Williamsport	\$	36,524
RI, Exeter	\$	54,239
RI, Newport	\$	63,529
RI, Providence	\$	47,637
RI, Westerly	\$	60,914
RI, Woonsocket	\$	47,397
SC, Columbia	\$	35,503
SD, Aberdeen	\$	37,748
SD, Pierre	\$	37,563
SD, Sioux Falls	\$	37,085
TN, Knoxville	\$	34,283
TN, Memphis	\$	34,997
TN, Nashville	\$	34,578
TX, Arlington	\$	34,991
TX, Dallas	\$	35,741
TX, Houston	\$	34,687
TX, San Antonio	\$	36,696
UT, Ogden	\$	35,127
UT, Salt Lake City	\$	39,307

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VA, Alexandria	\$	54,552
VA, Hampton	\$	46,947
VA, Richmond	\$	41,999
VT, Barre	\$	39,468
VT, Burlington	\$	46,249
VT, Rutland	\$	40,285
WA, Kent	\$	40,370
WA, Seattle	\$	47,932
WA, Spokane	\$	33,083
WA, Yakima	\$	30,898
WI, Eau Claire	\$	37,609
WI, Green Bay	\$	36,584
WI, Madison	\$	44,252
WI, Milwaukee	\$	39,531
WI, Racine	\$	40,260
WI, Waukesha	\$	39,451
WV, Charleston	\$	35,883
WV, Clarksburg	\$	35,180
WV, Kingwood	\$	40,201
WV, Parkersburg	\$	38,820
WV, Wheeling	\$	37,662
WY, Casper	\$	41,604
WY, Cheyenne	\$	39,217
WY, Laramie	\$	40,705