COMPENSATION COMPARISON

7/1/2023 to 7/1/2024

ORDAINED/LAY ABC MEMBERS OF MMBB’S RETIREMENT PLAN

***\*Empty rows indicate that there was not enough sample data.***

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| --- | --- | --- | --- | --- | --- | --- | --- |
| **STATE** | **MINISTER  STATUS** | **SALARIES [2023]** | | **SALARIES [2024]** | | **% CHANGE [2023-2024]** | |
| **AVERAGE** | **MEDIAN** | **AVERAGE** | **MEDIAN** | **AVERAGE** | **MEDIAN** |
| Alabama | Lay | $48,656 | $48,277 | $49,501 | $48,277 | 1.7% | 0.0% |
| Alabama | Ordained | $57,006 | $49,400 | $57,563 | $49,400 | 1.0% | 0.0% |
| Alaska | Lay\* | $42,950 | $42,950 | $42,950 | $42,950 | 0.0% | 0.0% |
| Alaska | Ordained\* | $67,191 | $66,332 | $67,191 | $66,332 | 0.0% | 0.0% |
| Arizona | Lay | $15,884 | $14,063 | $16,393 | $14,513 | 3.2% | 3.2% |
| Arizona | Ordained | $78,217 | $72,403 | $79,847 | $74,205 | 2.1% | 2.5% |
| Arkansas | Lay | $33,313 | $25,000 | $33,313 | $25,000 | 0.0% | 0.0% |
| Arkansas | Ordained | $53,950 | $49,950 | $54,147 | $49,950 | 0.4% | 0.0% |
| California | Lay | $64,855 | $61,800 | $67,018 | $63,329 | 3.3% | 2.5% |
| California | Ordained | $78,196 | $75,281 | $79,433 | $76,975 | 1.6% | 2.3% |
| Colorado | Lay\* | $66,200 | $66,200 | $66,200 | $66,200 | 0.0% | 0.0% |
| Colorado | Ordained | $65,259 | $63,104 | $66,807 | $63,104 | 2.4% | 0.0% |
| Connecticut | Lay\* | $60,000 | $60,000 | $60,000 | $60,000 | 0.0% | 0.0% |
| Connecticut | Ordained | $68,229 | $70,000 | $69,331 | $70,000 | 1.6% | 0.0% |
| Delaware | Lay\* | $62,410 | $57,682 | $63,285 | $59,528 | 1.4% | 3.2% |
| Delaware | Ordained | $71,298 | $65,867 | $72,643 | $66,191 | 1.9% | 0.5% |
| District of Columbia | Lay | $71,285 | $55,362 | $73,069 | $60,068 | 2.5% | 8.5% |
| District of Columbia | Ordained | $94,573 | $83,276 | $96,176 | $87,294 | 1.7% | 4.8% |
| Florida | Lay | $44,055 | $41,080 | $44,055 | $41,080 | 0.0% | 0.0% |
| Florida | Ordained | $69,053 | $65,771 | $69,236 | $65,771 | 0.3% | 0.0% |
| Georgia | Lay | $42,609 | $31,767 | $43,837 | $32,612 | 2.9% | 2.7% |
| Georgia | Ordained | $68,457 | $58,016 | $69,128 | $58,385 | 1.0% | 0.6% |
| Hawaii | Lay\* | $24,000 | $24,000 | $24,000 | $24,000 | 0.0% | 0.0% |
| Hawaii | Ordained\* | $24,930 | $24,930 | $24,930 | $24,930 | 0.0% | 0.0% |
| Idaho | Lay\* | $38,401 | $38,401 | $39,680 | $39,680 | 3.3% | 3.3% |
| Idaho | Ordained | $59,155 | $56,217 | $59,351 | $56,217 | 0.3% | 0.0% |
| Illinois | Lay | $42,617 | $37,708 | $43,594 | $39,217 | 2.3% | 4.0% |
| Illinois | Ordained | $61,357 | $57,660 | $62,007 | $58,083 | 1.1% | 0.7% |

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| **AVERAGE** | **MEDIAN** | **AVERAGE** | **MEDIAN** | **AVERAGE** | **MEDIAN** |
| Indiana | Lay | $38,194 | $36,600 | $38,484 | $37,200 | 0.8% | 1.6% |
| Indiana | Ordained | $53,309 | $49,615 | $54,092 | $50,400 | 1.5% | 1.6% |
| Iowa | Lay\* | $20,800 | $20,800 | $20,800 | $20,800 | 0.0% | 0.0% |
| Iowa | Ordained | $51,812 | $51,830 | $52,498 | $52,400 | 1.3% | 1.1% |
| Kansas | Lay\* | $49,171 | $36,000 | $50,274 | $36,000 | 2.2% | 0.0% |
| Kansas | Ordained | $48,228 | $45,250 | $49,057 | $46,233 | 1.7% | 2.2% |
| Kentucky | Lay\* | $43,380 | $44,900 | $44,848 | $46,749 | 3.4% | 4.1% |
| Kentucky | Ordained | $55,451 | $55,978 | $55,942 | $56,000 | 0.9% | 0.0% |
| Louisiana | Lay | $49,121 | $50,286 | $49,121 | $50,286 | 0.0% | 0.0% |
| Louisiana | Ordained | $57,681 | $42,000 | $57,681 | $42,000 | 0.0% | 0.0% |
| Maine | Lay\* | $42,399 | $42,399 | $43,968 | $43,968 | 3.7% | 3.7% |
| Maine | Ordained | $46,207 | $42,807 | $47,145 | $42,807 | 2.0% | 0.0% |
| Maryland | Lay\* | $69,749 | $69,749 | $72,334 | $72,334 | 3.7% | 3.7% |
| Maryland | Ordained | $79,200 | $58,050 | $79,912 | $58,050 | 0.9% | 0.0% |
| Massachusetts | Lay | $51,293 | $51,491 | $53,324 | $51,491 | 4.0% | 0.0% |
| Massachusetts | Ordained | $73,666 | $72,459 | $74,970 | $74,274 | 1.8% | 2.5% |
| Michigan | Lay | $36,180 | $31,021 | $36,679 | $31,021 | 1.4% | 0.0% |
| Michigan | Ordained | $55,081 | $43,871 | $55,541 | $44,203 | 0.8% | 0.8% |
| Minnesota | Lay\* | $24,823 | $24,823 | $24,823 | $24,823 | 0.0% | 0.0% |
| Minnesota | Ordained | $65,436 | $54,000 | $66,191 | $54,000 | 1.2% | 0.0% |
| Mississippi | Lay | $33,060 | $26,890 | $33,060 | $26,890 | 0.0% | 0.0% |
| Mississippi | Ordained | $49,749 | $37,473 | $49,749 | $37,473 | 0.0% | 0.0% |
| Missouri | Lay\* | $31,000 | $31,000 | $31,000 | $31,000 | 0.0% | 0.0% |
| Missouri | Ordained | $78,014 | $54,820 | $78,547 | $57,320 | 0.7% | 4.6% |
| Montana | Lay\* |  |  |  |  |  |  |
| Montana | Ordained\* | $36,485 | $33,250 | $36,882 | $33,250 | 1.1% | 0.0% |
| Nebraska | Lay | $51,517 | $52,094 | $52,454 | $54,239 | 1.8% | 4.1% |
| Nebraska | Ordained | $58,780 | $59,233 | $60,518 | $61,983 | 3.0% | 4.6% |
| Nevada | Lay\* | $51,220 | $51,220 | $51,220 | $51,220 | 0.0% | 0.0% |
| Nevada | Ordained\* | $58,935 | $36,000 | $58,935 | $36,000 | 0.0% | 0.0% |
| New Hampshire | Lay\* | $47,618 | $48,750 | $47,618 | $48,750 | 0.0% | 0.0% |
| New Hampshire | Ordained | $56,375 | $55,183 | $57,155 | $55,183 | 1.4% | 0.0% |
| New Jersey | Lay | $54,859 | $41,433 | $56,529 | $43,269 | 3.0% | 4.4% |
| New Jersey | Ordained | $78,610 | $62,183 | $79,505 | $63,483 | 1.1% | 2.1% |
| New Mexico | Lay\* |  |  |  |  |  |  |
| New Mexico | Ordained\* | $33,119 | $33,119 | $33,119 | $33,119 | 0.0% | 0.0% |
| New York | Lay | $39,032 | $37,080 | $39,567 | $37,080 | 1.4% | 0.0% |
| New York | Ordained | $72,890 | $60,103 | $73,521 | $60,413 | 0.9% | 0.5% |
| North Carolina | Lay | $51,337 | $47,835 | $52,244 | $49,062 | 1.8% | 2.6% |
| North Carolina | Ordained | $76,486 | $61,240 | $77,505 | $61,392 | 1.3% | 0.2% |

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| **AVERAGE** | **MEDIAN** | **AVERAGE** | **MEDIAN** | **AVERAGE** | **MEDIAN** |
| Ohio | Lay | $35,241 | $35,256 | $35,765 | $35,256 | 1.5% | 0.0% |
| Ohio | Ordained | $63,780 | $60,000 | $64,742 | $60,000 | 1.5% | 0.0% |
| Oklahoma | Lay\* | $27,734 | $32,534 | $27,734 | $32,534 | 0.0% | 0.0% |
| Oklahoma | Ordained\* | $50,023 | $52,245 | $50,023 | $52,245 | 0.0% | 0.0% |
| Oregon | Lay\* |  |  |  |  |  |  |
| Oregon | Ordained | $60,092 | $55,550 | $61,563 | $56,853 | 2.4% | 2.3% |
| Pennsylvania | Lay | $54,989 | $44,375 | $56,164 | $44,375 | 2.1% | 0.0% |
| Pennsylvania | Ordained | $70,228 | $62,630 | $71,015 | $62,800 | 1.1% | 0.3% |
| Rhode Island | Lay\* |  |  |  |  |  |  |
| Rhode Island | Ordained | $69,567 | $73,740 | $71,225 | $77,427 | 2.4% | 5.0% |
| South Carolina | Lay | $37,561 | $32,760 | $37,561 | $32,760 | 0.0% | 0.0% |
| South Carolina | Ordained | $58,758 | $48,000 | $59,044 | $48,000 | 0.5% | 0.0% |
| South Dakota | Lay\* | $49,529 | $49,529 | $50,519 | $50,519 | 2.0% | 2.0% |
| South Dakota | Ordained | $52,601 | $47,543 | $54,517 | $48,644 | 3.6% | 2.3% |
| Tennessee | Lay | $40,959 | $45,400 | $41,157 | $45,806 | 0.5% | 0.9% |
| Tennessee | Ordained | $59,022 | $50,625 | $59,761 | $50,625 | 1.3% | 0.0% |
| Texas | Lay | $55,750 | $53,318 | $59,157 | $54,189 | 6.1% | 1.6% |
| Texas | Ordained | $61,987 | $50,000 | $63,378 | $50,000 | 2.2% | 0.0% |
| Utah | Lay\* | $57,500 | $57,500 | $57,500 | $57,500 | 0.0% | 0.0% |
| Utah | Ordained\* | $92,701 | $92,701 | $92,701 | $92,701 | 0.0% | 0.0% |
| Vermont | Lay\* | $53,190 | $53,190 | $53,190 | $53,190 | 0.0% | 0.0% |
| Vermont | Ordained | $45,481 | $39,541 | $46,143 | $39,541 | 1.5% | 0.0% |
| Virginia | Lay | $53,994 | $50,164 | $54,872 | $51,919 | 1.6% | 3.5% |
| Virginia | Ordained | $69,936 | $55,645 | $70,430 | $56,635 | 0.7% | 1.8% |
| Washington | Lay\* | $49,030 | $42,652 | $51,603 | $44,358 | 5.2% | 4.0% |
| Washington | Ordained | $68,048 | $63,685 | $68,904 | $63,685 | 1.3% | 0.0% |
| West Virginia | Lay | $36,381 | $35,453 | $37,274 | $36,517 | 2.5% | 3.0% |
| West Virginia | Ordained | $62,663 | $60,466 | $63,741 | $60,466 | 1.7% | 0.0% |
| Wisconsin | Lay\* | $41,706 | $41,706 | $43,368 | $43,368 | 4.0% | 4.0% |
| Wisconsin | Ordained | $57,314 | $54,600 | $58,314 | $54,600 | 1.7% | 0.0% |
| Wyoming | Lay\* |  |  |  |  |  |  |
| Wyoming | Ordained\* | $27,913 | $27,913 | $28,693 | $28,693 | 2.8% | 2.8% |
| **National** | **Lay** | **$48,166** | **$43,941** | **$49,342** | **$44,958** | **2.4%** | **2.3%** |
| **National** | **Ordained** | **$66,471** | **$59,357** | **$67,304** | **$60,000** | **1.3%** | **1.1%** |