

# 2015 WOCIM PAY SCALE FOR WOMEN OF COLOR IN MINISTRY (for Preaching, Workshops, and Lectures in Churches)

## **I. Introduction**

In 2013, Reverend Martha Simmons, president of The African American Pulpit Inc. (TAAP), (a 501 c3 located in Atlanta), and creator of the Women of Color in Ministry Project, began gathering information concerning what women were being paid to preach, do workshops, and lecture in churches. Information was obtained from individuals who worked for denominations, African American clergy, pastors, and through phone calls and emails to individuals.

In 2014, TAAP staff began intermittently collecting the same information for Latina and Asian American women in ministry through the same means after the four pillars for the WOCIM Project—economic assistance, educational assistance, national and local advocacy, and mentorship—were determined. In 2014, at the close of the Women of Color in Ministry Launch event, held in New York, attendees requested a pay scale report.

The figures provided below are the result of conversations (by phone or email) since 2013 with 524 persons (320 African Americans, 140 Latinos, and 64 Asian Americans).

Pay scale information for Native American women clergy has not been provided, as we were only able to ascertain information from a small sample size of five respondents. If you have pay scale information that is relevant to this group of women clergy, please send us your information via email to [WomenofColorinMinistry@gmail.com](mailto:WomenofColorinMinistry@gmail.com).

## **II. General Findings**

Preachers generally pay persons for preaching, workshops, and church lectures similarly as other preachers in their faith communities pay them. This is truer in hierarchical faith communities, (Presbyterian, United Methodist, Lutheran, etc.) than in non- hierarchical faith communities (historic African American Baptists, Southern Baptists, Evangelical Covenant Church, etc.).

The higher the education level of a Senior Pastor and his or her leadership team (elders, deacons, steward board, etc.) the higher the preaching pay scale in his or her church. Understandably, larger churches can afford to pay more to those who come to their churches to preach, do workshops, and or lectures. However, women are typically paid less than are men, for preaching, doing workshops, and lecturing.

While many major religious denominations in the United States now allow women to pastor churches and synagogues, only 11% of American congregations were led by women in 2012, according to the report of an upcoming National Congregations Study survey.

### **III. Church Structures and Pay for Women of Color in Ministry**

#### *Hierarchical Churches*

Numerous Asian (Korean, Chinese, Filipino, Japanese, or Vietnamese) or Latina (Mexican, Puerto Rican, Salvadoran, Central American or South American) women are members of hierarchical denominations. However, the Asian and Latino churches within these denominations can establish their own pay scales for preaching, workshops, and lectures even when suggested denominational pay averages exist.

#### *Denominational Churches*

As indicated above, denominational churches tend to pay according to size and what others in their denominations pay. However, they are freer to pay whatever they wish, as they do not have a list of denominational pay averages nor denominational officials to which anyone could complain or obtain information concerning what is the norm in these churches.

#### *Independent Churches/Non-Denominational Churches*

Independent and non-denominational churches establish their own pay scales but are likely to be most in line with those of their ethnic group and the denominational churches with which they are most closely aligned. For example, an African American independent church whose pastor has an affinity for or a family history with the National Baptist USA, Inc., is more likely to pay preachers the same amounts that National Baptist USA, Inc. churches pay, especially those located in his or her community.

### **IV. 2015 Pay Scale Graph for Preaching, Lecturing, and Workshops given by WOCIM in Historically African American Churches (National Baptist USA Inc., AME, CME, etc.)**

Where information is not provided, it could not be obtained

\* Indicates the amount paid for preaching one sermon

\*\*Indicates the amount paid for preaching two sermons on the same day for the same church

\*\*\*Indicates the amount paid for preaching a sermon and leading a workshop

IIAB = Insufficient information available to determine what a woman is paid for bundled work

**PAY SCALE for African American women clergy in Historically African American Churches**

**Church Membership (#seen each Sunday)    Age of Church    Pastor's Educational Level    Amount Paid for Preaching, Workshops, or Lectures**

1,000 Plus	50-75 (Older churches tend to pay less)	M-Div. or More	<p>5 yrs. or less preaching experience (exp.) *\$400 or unspecified offering/Love Offering ** \$500-\$600 ***\$500-\$600</p> <p>6 yrs. or more exp. *\$600-\$700 **\$800-\$1,000 ***\$800-\$1,000</p> <p>Female Pastor *\$800-\$1,000 **\$1,200 ***\$1,500</p> <p>Female Pastor &amp; Annual Day *\$1,000 **\$1,200 ***\$1,500</p> <p>Preachers with National Reputations *\$1,100 and up **2,000 *** \$2,500 and up</p>
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7-800	75-100	M-Div. or More	<p>5 yrs. or less preaching exp. *\$350-\$400 or love offering ** IIAB ***IIAB</p> <p>6 yrs. or more exp. *\$500 ** \$800 ***\$800</p> <p>Female Pastor - *\$700-\$750 **\$1,000 and up ***\$1,000 and up</p>
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			Female Pastor & Annual Day - *\$700-\$800 **\$1,200 ***1,200
			Preachers with National Reputations – *\$800 and up **\$1,200 ***\$1,200 and up
4-500	50-75	M-Div. or More	5 yrs. or less preaching exp. - *\$250 or love offering **IIAB ***IIAB
			6 yrs. or more exp. - *\$400 and up **\$600 and up ***\$600 and up
			Female Pastor Annual Day - *\$500 **\$800 ***\$800
			Preachers with National Reputations – *\$700 and up **\$800-\$900 ***\$800-\$900
2-300	95-100	M-Div. or More	5 yrs. or less preaching exp. *\$150 or love offering **\$300 ***\$300
			6 yrs. or more exp. *\$300 ** \$400-\$500 ***\$400-\$500
			Female Pastor – *\$400 **\$600 ***\$600

Female Pastor Annual Day -  
\*\$500  
\*\*\$600  
\*\*\*\$600

Preachers with National  
Reputations –  
\*\$500 and up  
\*\*\$800  
\*\*\*\$800

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100-150

50-75

M-Div. or More

5 yrs. or less preaching exp.  
\* \$100-\$150 or love offering  
\*\*\$200-\$250  
\*\*\*\$200-\$250

6 yrs. or more exp.  
\*\$200  
\*\*\$350-\$400  
\*\*\*\$350-\$400

Female Pastor –  
\*\$300  
\*\*\$400  
\*\*\*\$400

Female Pastor Annual Day -  
\*\$350  
\*\*\$400  
\*\*\*\$400

Preachers with National  
Reputations –  
\*\$500 and up  
\*\*\$600 and up  
\*\*\*\$600 and up

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50-100

75-100

M-Div. or More

5 yrs. or less preaching exp.  
\* \$100 or love offering  
\*\*\$200  
\*\*\*\$200

6 yrs. or more exp.  
\*\$200  
\*\*\$300 and up  
\*\*\*\$300 and up

Female Pastor Annual Day -  
 \*\$300  
 \*\*\$400  
 \*\*\*IIAB

Preachers with National  
 Reputations –  
 \*\$500 and up  
 \*\* \$600  
 \*\*IIAB

**VI. 2015 Pay scale for Preaching, Lecturing, and Workshops given by Asian American Women in Denominational and Hierarchical Churches**

Asian American (Korean, Chinese, Filipino, Japanese, or Vietnamese) denominational churches include faith communities such as Disciples of Christ, United Church of Christ, Evangelical Covenant Church, etc., and hierarchical churches include faith communities such as the Presbyterian Churches USA, United Methodist, and Lutheran churches.

<b>Church Membership (#seen each Sunday)</b>	<b>Age of Church</b>	<b>Pastor’s Educational Level</b>	<b>Amount Paid for Preaching, Workshops, or Lectures</b>
1,000	50-75 years	M-Div. or More	5 yrs. or less preaching exp. IIAB all categories
			6 yrs. or more exp. and M.Div. & Ordained – *\$400 **\$600 ***\$600
			Female Pastor - *\$500-\$600 **IIAB ***IIAB
			Preachers with National Reputations – *\$700 and up **\$800-\$1,000 ***\$800-\$1,000 Many of these preachers also are professors and not pastors.

<b>Church Membership (#seen each Sunday)</b>	<b>Age of Church</b>	<b>Pastor's Educational Level</b>	<b>Amount Paid for Preaching, Workshops, or Lectures</b>
7-800	95-100	M-Div. or More	<p>5 yrs or less preaching exp. IIAB for all categories</p> <p>6 yrs. or more exp. and ordained *\$300 **\$500 ***\$500</p> <p>Female Pastor – *\$500 **\$800 ***IIAB</p> <p>Preachers with National Reputations – *\$700 and up **\$900 and up ***\$900 and up</p>

<b>Church Membership (#seen each Sunday)</b>	<b>Age of Church</b>	<b>Pastor's Educational Level</b>	<b>Amount Paid for Preaching, Workshops, or Lectures</b>
4-500	95-100	M-Div. or More	<p>5 yrs. or less preaching exp. IIAB all categories</p> <p>6 yrs. or more exp. and ordained *\$200 **400 ***\$400</p> <p>Female Pastor – *\$300 **\$500 ***\$500 and up</p> <p>Preachers with National Reputations – *\$500 and up **\$700 ***\$700 and up</p> <p>Many of these preachers also are professors and not pastors.</p>

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2-300	95-100	M-Div. or More	5 yrs. or less preaching exp. IIAB for all categories
			6 yrs. or more exp. and ordained *\$200 **\$400 ***\$400
			Female Pastor – *\$300 **\$500 ***\$500 and up
			Preachers with National Reputations – *\$300 and up **\$600 ***\$600 and up

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100-150	95-100	M-Div. or More	5 yrs. or less preaching exp. IIAB for all categories
			6 yrs. or more exp. and ordained *\$150.00 **\$200 ***\$200
			Female Pastor – *\$300 **\$400 ***\$400
			Preachers with National Reputations – *\$400 **\$500 ***IIAB

**Church Membership (#seen each Sunday)    Age of Church    Pastor's Educational Level    Amount Paid for Preaching, Workshops, or Lectures**

50-100	95-100	M-Div. or More	5 yrs. or less preaching exp. IIAB for all categories
			6 yrs. or more exp. and ordained *\$200



\*\*\$250  
\*\*\*\$250

Female Pastor –  
\*\$200  
\*\*\$300  
\*\*\*\$300

Preachers with National  
Reputations –  
\*\$300 and up  
\*\*\$400 and up  
\*\*\*400 and up

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**VI. 2015 Pay scale for Preaching, Lecturing, and Workshops given by Latina WOCIM in  
Denominational and Hierarchical Churches**

Latina/o (Mexican, Puerto Rican, Salvadoran, Central American, or South American) denominational churches include faith communities such as Disciples of Christ, United Church of Christ, and American Baptist Churches, etc., and hierarchical churches include faith communities such as the Presbyterian Churches USA, United Methodist, and Lutheran churches.

<b>Church Membership (#seen each Sunday)</b>	<b>Age of Church</b>	<b>Pastor's Educational Level</b>	<b>Amount Paid for Preaching, Workshops, or Lectures</b>
1,000	95-100 year	M-Div. or More	5 yrs. or less preaching exp. * \$200 or love offering **IIAB ***IIAB
			6 yrs. or more exp. *\$500 **\$700 ***\$700
			Female Pastor – *\$600 **\$700 ***\$700 and up
			Preachers with National Reputations – *\$700 **\$800 ***\$800 and up

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7-800	95-100	M-Div. or More	5 yrs. or less preaching exp. * \$250 or love offering **IIAB ***IIAB  6 yrs. or more exp. *\$4-500 **\$600 ***\$600  Female Pastor - *\$500 **\$700 ***\$700  Preachers with National Reputations – *\$700 and up **\$800 *** IIAB
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<b>Church Membership (#seen each Sunday)</b>	<b>Age of Church</b>	<b>Pastor’s Educational Level</b>	<b>Amount Paid for Preaching, Workshops, or Lectures</b>
4-500	95-100	M-Div. or less	5 yrs. or less preaching exp.- *\$150 or love offering **IIAB ***IIAB  6 yrs. or more exp. *\$200 **\$400 ***\$400  Female Pastor – *\$300 *\$400 ***400  Preachers with National Reputations – *\$400 and up **\$600 ***\$600

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<b>Church Membership (#seen each Sunday)</b>	<b>Age of Church</b>	<b>Pastor's Educational Level</b>	<b>Amount Paid for Preaching, Workshops, or Lectures</b>
2-300	95-100	M-Div. or Less	5 yrs. or less preaching exp. – *\$100 or love offering **\$200 ***\$200  6 yrs. or more exp. – *\$200 **\$300 ***\$300  Female Pastor – *\$300 **\$300 ***\$300  Preachers with National Reputations – *\$400 and up **\$500 ***\$500

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<b>Church Membership (#seen each Sunday)</b>	<b>Age of Church</b>	<b>Pastor's Educational Level</b>	<b>Amount Paid for Preaching, Workshops, or Lectures</b>
100-150	95-100	M-Div. or More	5 yrs. or less preaching exp. – *\$100 or love offering **IIAB ***IIAB  6 yrs. or more exp. – *\$200 **\$300 and up ***\$300 and up  Female Pastor – *\$300 **\$400 ***\$400  Preachers with national reputations –

\*\$400  
\*\*IIAB  
\*\*\*\$IIAB

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50-100

95-100

M-Div. or More

5 yrs. or less preaching exp.  
IIAB all categories

6 yrs. or more exp. and ordained  
\*\$150 or love offering  
\*\*\$200  
\*\*\* \$200

Female Pastor –  
\*\$250  
\*\*\$300  
\*\*\*\$300

Preachers with National  
Reputations –  
\*\$400 and up  
\*\*IIAB  
\*\*\*IIAB