

## 2022 Network Salary Survey Results

The results of the 2022 ELCA Youth Ministry Network Salary Survey are taken from data collected in an online survey. The data is not intended to serve as guidelines. Rather, the survey data forms a statistical snapshot of how people in the field of children, youth and family ministry are compensated. Network members are free to print this data to use in local congregational settings. If information from the survey is quoted, please credit "ELCA Youth Ministry Network Annual Salary Survey" and give the source as [www.elcaymnet.org](http://www.elcaymnet.org). Thanks!

Respondents by Category		
Non Rostered	FT	156
	PT	62
Deacon	FT	22
	PT	6
Clergy/Pastor	FT	33
	PT	10
Volunteers		12
Total Respondents		301

Yearly Comparison 2015 - 2022				
	2015	2018	2021	2022
Non Rostered FT	\$ 38,413	\$ 41,025	\$ 44,092	\$ 45,634
Non Rostered PT	\$ 19,616	\$ 19,975	\$ 20,499	\$ 23,535
Other Rostered	\$ 32,418			
AIM	\$ 38,496			
Diaconal Minister	\$ 38,000			
Deacon		\$ 44,488	\$ 50,573	\$ 51,654
Clergy/Pastor	\$ 49,498	\$ 59,277	\$ 54,534	\$ 59,865

Longevity in Youth Ministry							
	Non Rostered		Deacon		Clergy/Pastor		Volunteers
	FT	PT	FT	PT	FT	PT	
	Years Served	11.68	12.08	17.45	19.5	15.1	

Salary Ranges by Category				
		Salary Range		Average
		Non Rostered	FT	\$ 8,880
	PT	\$ 1,200	\$ 50,000	\$ 23,535
Deacon	FT	\$ 36,780	\$ 86,000	\$ 57,041
	PT	\$ 14,000	\$ 55,400	\$ 31,900
Clergy/Pastor	FT	\$ 40,916	\$ 105,000	\$ 65,974
	PT	\$ 3,000	\$ 75,000	\$ 39,705

Salary Average by Gender				
		Gender	Avg Salary	# of Respondents
Non Rostered	FT	Female	\$ 44,126	123
		Male	\$ 51,615	31
		Non-Binary	\$ 36,300	1
		No Answer	\$ 55,000	1
	PT	Female	\$ 22,940	45
		Male	\$ 24,802	16
Non-Binary		\$ 30,000	1	
Deacon	FT	Female	\$ 53,289	17
		Male	\$ 77,000	4
		Non-Binary	\$ 41,000	1
	PT	Female	\$ 37,850	4
		Male	\$ 20,000	2
Clergy/Pastor	FT	Female	\$ 66,248	18
		Male	\$ 65,620	14
		No Answer	\$ 66,000	1
	PT	Female	\$ 45,251	7
		Male	\$ 26,764	3

Salary Comparison by Average Weekly Worship Attendance (AWWA)												
AWWA	Non Rostered				Deacon				Clergy/Pastor			
	#	FT	#	PT	#	FT	#	PT	#	FT	#	PT
<100	24	\$ 41,704	23	\$ 18,547	2	\$ 42,232	3	\$ 40,800	12	\$ 64,682	7	\$ 45,965
100-200	62	\$ 46,312	28	\$ 25,666	7	\$ 53,706	1	\$ 30,000	12	\$ 66,087	2	\$ 36,146
200-300	35	\$ 44,720	8	\$ 31,868	7	\$ 54,786	2	\$ 19,500	5	\$ 59,583	1	\$ 3,000
300-1,000	32	\$ 47,764	3	\$ 19,667	6	\$ 68,500			4	\$ 77,500		
1000+	3	\$ 51,000										

Salary Comparison by Congregational Size												
Size	Non Rostered				Deacon				Clergy/Pastor			
	#	FT	#	PT	#	FT	#	PT	#	FT	#	PT
<200	9	\$ 44,475	8	\$ 19,073	1	\$ 40,000	2	\$ 33,500	9	\$ 63,271	7	\$ 40,679
200-500	44	\$ 47,988	22	\$ 20,559	3	\$ 47,081	1	\$ 55,400	9	\$ 67,744	2	\$ 43,500
500-750	20	\$ 44,842	11	\$ 22,386	5	\$ 52,828			6	\$ 62,546		
750-1,000	25	\$ 43,593	8	\$ 26,356	7	\$ 68,457	1	\$ 14,000	2	\$ 65,900	1	\$ 25,292
1,000-2,500	36	\$ 44,957	8	\$ 35,334	5	\$ 57,864	2	\$ 27,500	4	\$ 66,482		
>2,500	15	\$ 44,791	1	\$ 6,000	1	\$ 41,000			3	\$ 75,000		

Salary Comparison by Region												
Region	Non Rostered				Deacon				Clergy/Pastor			
	#	FT	#	PT	#	FT	#	PT	#	FT	#	PT
1	13	\$ 54,174	2	\$ 25,480	3	\$ 59,291			2	\$ 82,500		
2	13	\$ 54,976	5	\$ 20,482					3	\$ 77,667	2	\$ 39,000
3	55	\$ 44,700	14	\$ 20,943	3	\$ 44,333	1	\$ 30,000	13	\$ 61,246	1	\$ 65,000
4	13	\$ 46,391	7	\$ 30,929	4	\$ 57,487	2	\$ 27,500	2	\$ 69,715	2	\$ 41,500
5	40	\$ 41,751	14	\$ 18,511	1	\$ 43,447	2	\$ 25,500	6	\$ 65,226	1	\$ 25,292
6	7	\$ 39,896	9	\$ 23,639	3	\$ 54,828			2	\$ 50,458		
7	7	\$ 45,571	5	\$ 34,961	1	\$ 57,232	1	\$ 55,400	3	\$ 71,078	2	\$ 31,000
8	5	\$ 41,600	2	\$ 30,250	2	\$ 86,000			1	\$ 63,000		
9	3	\$ 54,000	4	\$ 22,220	5	\$ 55,384			1	\$ 75,000	2	\$ 41,878

Salary Comparison by Years in Ministry												
Years	Non Rostered				Deacon				Clergy/Pastor			
	#	FT	#	PT	#	FT	#	PT	#	FT	#	PT
<2	16	\$ 40,899	7	\$ 17,276					4	\$ 62,220		
2-5	36	\$ 41,102	17	\$ 23,432	2	\$ 42,224	1	\$ 26,000	4	\$ 60,090	1	\$ 75,000
6-10	35	\$ 42,543	8	\$ 20,059	3	\$ 53,162			5	\$ 58,160	2	\$ 34,500
11-15	24	\$ 48,052	5	\$ 25,588	6	\$ 61,669			7	\$ 68,059	2	\$ 38,378
16-20	18	\$ 46,552	11	\$ 22,268	4	\$ 56,121	2	\$ 27,500	4	\$ 74,750	3	\$ 19,764
>20	27	\$ 55,726	14	\$ 29,038	7	\$ 59,497	3	\$ 36,800	9	\$ 69,076	2	\$ 58,500

Salary Comparison by Education Level												
Education	Non Rostered				Deacon				Clergy/Pastor			
	#	FT	#	PT	#	FT	#	PT	#	FT	#	PT
<BA	19	\$ 41,948	2	\$ 19,471								
BA	80	\$ 45,841	39	\$ 21,767	2	\$ 53,937	2	\$ 27,500				
MA	42	\$ 48,042	10	\$ 24,059	18	\$ 57,977	4	\$ 34,100	1	\$ 70,000	2	\$ 49,500
M Div	3	\$ 53,149	2	\$ 22,480	2	\$ 51,724			29	\$ 66,787	7	\$ 36,864
D Min	1	\$ 55,000							3	\$ 56,767	1	\$ 40,000
PhD												
Other	11	\$ 38,397	9	\$ 31,752								

<b>ELCA Medical &amp; Pension Benefits</b>													
		<b>Non Rostered</b>				<b>Deacon</b>				<b>Clergy/Pastor</b>			
		<b>#</b>	<b>FT</b>	<b>#</b>	<b>PT</b>	<b>#</b>	<b>FT</b>	<b>#</b>	<b>PT</b>	<b>#</b>	<b>FT</b>	<b>#</b>	<b>PT</b>
<b>ELCA Medical</b>	<b>Yes</b>	83	53%	3	5%	19	86%	5	83%	25	76%	3	30%
	<b>No</b>	73	47%	59	95%	3	14%	1	17%	8	24%	7	70%
<b>ELCA Pension</b>	<b>Yes</b>	80	51%	3	5%	21	95%	4	67%	33	100%	5	50%
	<b>No</b>	76	49%	59	95%	1	5%	2	33%	0	0%	5	50%
<b>Other Medical</b>		33	21%	4	6%	2	6%		0%	5	21%	2	20%
<b>Other Pension</b>		23	15%		0%								0%
<b>None</b>		32	20%	55	85%		0%	1	14%		0%	4	40%

<b>Vacation Time</b>													
		<b>Non Rostered</b>				<b>Deacon</b>				<b>Clergy/Pastor</b>			
		<b>#</b>	<b>FT</b>	<b>#</b>	<b>PT</b>	<b>#</b>	<b>FT</b>	<b>#</b>	<b>PT</b>	<b>#</b>	<b>FT</b>	<b>#</b>	<b>PT</b>
<b>Yes</b>		154	99%	37	60%	22	100%	5	83%	33	100%	10	100%
<b>No</b>		2	1%	25	40%	0	0%	1	17%	0	0%	0	0%
<b>Average Weeks</b>		3.02		2.89		3.86		3.8		4.28		3.89	

Continuing Education												
	Non Rostered				Deacon				Clergy/Pastor			
	#	FT	#	PT	#	FT	#	PT	#	FT	#	PT
<b>Yes</b>	132	85%	26	42%	18	82%	6	100%	31	94%	7	70%
<b>No</b>	24	15%	36	58%	4	18%	0	0%	2	6%	3	30%
<b>Average Amount</b>	\$1,126		\$1,153		\$944		\$750		\$1,333		\$1,008	
<b>Average Weeks</b>	1.20		1.29		1.94		1.67		2.03		2.33	

Mileage Reimbursement												
	Non Rostered				Deacon				Clergy/Pastor			
	#	FT	#	PT	#	FT	#	PT	#	FT	#	PT
<b>Yes</b>	106	68%	31	50%	17	77%	6	100%	28	85%	8	80%
<b>No</b>	50	32%	31	50%	5	23%	0	0%	5	15%	2	20%

Sabbatical												
	Non Rostered				Deacon				Clergy/Pastor			
	#	FT	#	PT	#	FT	#	PT	#	FT	#	PT
<b>Yes</b>	27	17%	0	0%	8	36%	1	17%	16	48%	1	10%
<b>No</b>	129	83%	62	100%	14	64%	5	83%	17	52%	9	90%

Volunteer Survey												
	Mileage Reimbursement				Continuing Education							
	#	FT	#	PT	#	FT	#	PT				
<b>Yes</b>	0		2	17%	0		3	25%				
<b>No</b>	0		10	83%	0		9	75%				