



2018 Network Salary Survey Results

The results of the 2018 ELCA Youth Ministry Network Salary Survey are taken from data collected in an online survey from August 21-September 20, 2018. 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. Thanks!

Yearly Comparison 20015-2018		
	2015	2018
Non Rostered FT	\$38,413	\$41,025
Non Rostered PT	\$19,616	\$19,975
Other Rostered	\$32,418	
AIM	\$38,496	
Diaconal Minister	\$36,000	
Deacon		\$44,488
Clergy	\$49,498	\$59,277

Respondents by Category		
Non Rostered	FT	212
	PT	92
Deacon	FT	30
	PT	8
Clergy	FT	49
	PT	2
Volunteers		22
Total Respondents		415

Salary Ranges by Category				
		Salary Range		Average
Non Rostered	FT	\$21,820	\$74,985	\$41,025
	PT	\$900	\$51,000	\$19,975
Deacon	FT	\$32,000	\$68,00	\$48,148
	PT	\$10,000	\$53,124	\$28,803
Clergy	FT	\$27,000	\$96,000	\$60,432
	PT	\$24,000	\$38,000	\$31,000

Longevity in Youth Ministry							
	Non Rostered		Deacon		Clergy		Volunteers
	FT	PT	FT	PT	FT	PT	
Years Served	10.6	10.3	16.9	28.6	11.2	9.5	13.6

Salary Average by Gender				
		Gender	Salary	# of Respondents
Non Rostered	FT	Female	\$39,447	51
		Male	\$44,931	60
	PT	Female	\$20,602	80
		Male	\$15,789	12
Deacon	FT	Female	\$46,549	21
		Male	\$51,879	9
	PT	Female	\$31,937	6
		Male	\$10,000	1
Clergy	FT	Female	\$58,877	24
		Male	\$61,924	25
	PT	Female	\$31,000	2
		Male		0

Salary Comparison by Average Weekly Worship Attendance (AWWA)												
AWWA	Non Rostered				Deacon				Clergy			
	#	FT	#	PT	#	FT	#	PT	#	FT	#	PT
<100	8	\$30,228	18	\$15,842	2	\$52,689	0		11	\$49,317	0	
100-200	68	\$38,335	40	\$21,093	6	\$42,503	5	\$24,100	17	\$61,482	0	
200-300	35	\$42,664	22	\$21,202	9	\$47,790	2	\$40,562	8	\$58,813	1	\$38,000
300-1000	33	\$43,161	11	\$19,757	11	\$48,450	0		12	\$69,247	0	
1000+	10	\$44,367	1	\$25,000	2	\$60,500	0		1	\$72,000	1	\$24,000

Salary Comparison by Congregational Size												
Size	Non Rostered				Deacon				Clergy			
	#	FT	#	PT	#	FT	#	PT	#	FT	#	PT
<200	9	\$38,980	12	\$18,108	1	\$50,000	1	\$14,500	4	\$54,750	1	\$24,000
200-500	53	\$39,006	34	\$18,188	7	\$44,682	4	\$34,531	16	\$56,938	0	
500-750	37	\$39,601	16	\$19,037	3	\$49,904	0		9	\$55,263	0	
750-1000	34	\$41,591	13	\$21,739	5	\$56,200	1	\$28,000	5	\$59,660	0	
1000-2500	56	\$44,112	10	\$26,390	7	\$43,895	1	\$21,000	8	\$65,991	1	\$38,000
2500+	20	\$41,554	3	\$27,667	6	\$49,167	0		6	\$71,090	0	

Salary Comparison by Region												
Region	Non Rostered				Deacon				Clergy			
	#	FT	#	PT	#	FT	#	PT	#	FT	#	PT
1	22	\$44,762	8	\$23,721	2	\$57,500	0		2	\$67,500	0	
2	14	\$37,576	9	\$20,398	2	\$48,000	0		6	\$63,750	0	
3	66	\$40,138	19	\$22,067	9	\$42,973	1	\$28,000	16	\$58,553	1	\$38,000
4	17	\$39,494	3	\$15,667	3	\$50,300	1	\$10,000	1	\$71,000	0	
5	48	\$41,445	16	\$18,407	3	\$52,667	2	\$23,500	7	\$59,696	0	
6	13	\$39,129	8	\$20,373	1	\$36,000	0		4	\$47,666	0	
7	7	\$44,886	12	\$19,811	1	\$55,377	2	\$31,750	7	\$63,153	1	\$24,000
8	7	\$40,385	10	\$20,069	2	\$41,000	0		3	\$67,000	0	
9	18	\$42,835	7	\$14,589	7	\$52,059	1	\$53,124	3	\$61,400	0	

Salary Comparison by Years in Ministry												
Years	Non Rostered				Deacon				Clergy			
	#	FT	#	PT	#	FT	#	PT	#	FT	#	PT
<2	17	\$38,443	15	\$15,809	0		0		6	\$58,700	0	
2 - 5	60	\$38,149	23	\$20,454	0		0		8	\$58,178	0	
6 - 10	49	\$38,836	22	\$21,332	10	\$42,526	0		17	\$56,019	2	\$31,000
11 - 15	37	\$41,580	16	\$18,432	5	\$51,380	0		8	\$57,941	0	
16 - 20	21	\$44,281	5	\$26,952	4	\$49,000	3	\$25,000	4	\$79,000	0	
>20	18	\$49,413	11	\$21,008	11	\$51,481	4	\$31,656	7	\$66,954	0	

Salary Comparison by Education Level												
Education	Non Rostered				Deacon				Clergy			
	#	FT	#	PT	#	FT	#	PT	#	FT	#	PT
<BA	23	\$37,654	18	\$16,324	0		0		0		0	
BA	135	\$40,026	45	\$18,588	4	\$50,415	4	\$32,031	0		0	
MA	39	\$45,823	19	\$22,849	22	\$47,317	3	\$24,500	1	\$65,000	0	
MDiv	4	\$48,250	1	\$22,000	1	\$47,900	0		45	\$59,426	1	\$38,000
DMin			1	\$45,000	1	\$49,500	0		2	\$76,000	1	\$24,000
Other	11	\$40,699	8	\$25,781	1	\$54,000	0		1	\$70,000	0	

ELCA Medical & Pension Benefits													
		Non Rostered				Deacon				Clergy			
		#	FT	#	PT	#	FT	#	PT	#	FT	#	PT
ELCA Medical	YES	96	45%	7	8%	26	87%	3	38%	38	78%	0	0%
	NO	11	54%	85	92%	4	13%	5	62%	11	22%	2	100%
ELCA Pension	YES	10	50%	10	11%	27	90%	4	50%	47	96%	1	50%
	NO	6	50%	82	89%	3	10%	4	50%	2	4%	1	50%
Other Medical		48	23%	3	3%	4	13%	0	0%	5	10%	1	50%
Other Pension		35	17%	5	5%	2	7%	0	0%	2	4%	0	0%

Vacation Time													
		Non Rostered				Deacon				Clergy			
		FT		PT		FT		PT		FT		PT	
YES		207	98%	52	57%	30	100%	4	50%	49	100%	2	100%
NO		5	2%	40	43%	0	0	4	50%	0	0%	0	0%
Average Weeks		3.3		2.25		4.3		3.5		3.5		4.5	

Continuing Education												
	Non Rostered				Deacon				Clergy			
	FT		PT		FT		PT		FT		PT	
YES	188	89%	54	59%	29	97%	7	88%	48	98%	2	100%
NO	24	11%	38	41%	1	3%	1	12%	1	%	0	0%
Average Amount	\$930		\$480		\$970		\$593		\$1,105		\$750	
Average Weeks	1.4		0.5		1.7		1.4		1.9		2	

Mileage Reimbursement												
	Non Rostered				Deacon				Clergy			
	FT		PT		FT		PT		FT		PT	
YES	154	73%	44	48%	23	77%	6	75%	44	90%	2	100%
NO	58	27%	48	52%	7	23%	2	25%	5	10%	0	0%

Sabbatical												
	Non Rostered				Deacon				Clergy			
	FT		PT		FT		PT		FT		PT	
YES	25	12%	0	0%	13	43%	1	13%	28	57%	0	0%
NO	187	88%	92	100%	17	57%	7	87%	21	43%	2	100%

Volunteer Survey					
	Mileage Reimbursement		Continuing Education		CE Time
YES	3	14%	4	18%	
NO	19	86%	18	82%	

*Only 2 volunteers indicated that they get CE time.

2018 Salary Survey © ELCA Youth Ministry Network; 2018. If information from the survey is quoted, please credit "ELCA Youth Ministry Network Annual Salary Survey" and give the source as www.elcaymnet.org. Thanks!