



2021 Network Salary Survey Results

The results of the 2021 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. Thanks!

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

Respondents by Category		
Non Rostered	FT	158
	PT	65
Deacon	FT	31
	PT	7
Clergy/Pastor	FT	24
	PT	10
Volunteers		12
Total Respondents		307

Salary Ranges by Category				
		Salary Range		Average
Non Rostered	FT	\$ 21,615	\$ 77,000	\$ 44,092
	PT	\$ 15	\$ 46,800	\$ 20,499
Deacon	FT	\$ 35,500	\$ 85,000	\$ 56,278
	PT	\$ 6,427	\$ 51,000	\$ 25,311
Clergy/Pastor	FT	\$ 35,000	\$ 84,000	\$ 60,962
	PT	\$ 10,400	\$ 64,000	\$ 39,105

Longevity in Youth Ministry							
	Non Rostered		Deacon		Clergy/Pastor		Volunteers
	FT	PT	FT	PT	FT	PT	
Years Served	11.9	10.4	19.4	18.3	14	17.3	14.6

Salary Average by Gender				
		Gender	Avg Salary	# of Respondents
Non Rostered	FT	Female	\$ 42,966	118
		Male	\$ 47,708	39
		Non-Binary	\$ 36,000	1
	PT	Female	\$ 20,715	55
		Male	\$ 22,749	6
		Non-Binary	\$ 7,200	1
No Answer		\$ 16,468	3	
Deacon	FT	Female	\$ 55,212	26
		Male	\$ 61,820	5
	PT	Female	\$ 26,635	5
		Male	\$ 22,000	2
Clergy/Pastor	FT	Female	\$ 61,429	13
		Male	\$ 62,251	10
		No Answer	\$ 42,000	1
	PT	Female	\$ 39,608	6
		Male	\$ 29,800	3
		No Answer	\$ 64,000	1

Salary Comparison by Average Weekly Worship Attendance (AWWA)												
AWWA	Non Rostered				Deacon				Clergy/Pastor			
	#	FT	#	PT	#	FT	#	PT	#	FT	#	PT
<100	18	\$ 35,680	17	\$ 16,004	3	\$ 51,445	2	\$ 15,875				
100-200	52	\$ 43,264	28	\$ 22,693	5	\$ 55,809	3	\$ 33,476	8	\$ 67,596	4	\$ 42,163
200-300	43	\$ 45,712	12	\$ 21,255	9	\$ 56,787	2	\$ 22,500	4	\$ 70,236		
300-1,000	35	\$ 46,363	8	\$ 21,237	12	\$ 55,679			5	\$ 63,260		
1000+	10	\$ 48,631			2	\$ 66,000			7	\$ 46,441	6	\$ 37,067

Salary Comparison by Congregational Size												
Size	Non Rostered				Deacon				Clergy/Pastor			
	#	FT	#	PT	#	FT	#	PT	#	FT	#	PT
<200	5	\$ 39,523	12	\$ 16,964	1	\$ 40,000	2	\$ 15,875	1	\$ 40,000	4	\$ 37,100
200-500	39	\$ 42,489	26	\$ 20,398	7	\$ 53,558	3	\$ 38,000	14	\$ 62,628	3	\$ 36,217
500-750	29	\$ 46,031	13	\$ 21,653	7	\$ 57,382	1	\$ 6,427	3	\$ 55,000	1	\$ 50,000
750-1,000	23	\$ 43,286	5	\$ 29,800	5	\$ 59,964			1	\$ 65,000	2	\$ 42,000
1,000-2,500	33	\$ 44,288	9	\$ 18,667	5	\$ 57,147	1	\$ 25,000	4	\$ 61,575		
>2,500	17	\$ 48,474			4	\$ 56,181			1	\$ 70,000		

Salary Comparison by Region												
Region	Non Rostered				Deacon				Clergy/Pastor			
	#	FT	#	PT	#	FT	#	PT	#	FT	#	PT
1	15	\$ 49,999	4	\$ 16,819	3	\$ 57,393			1	\$ 42,000	1	\$ 64,000
2	14	\$ 52,552	4	\$ 13,722	3	\$ 55,579	1	\$ 43,000	2	\$ 74,972		
3	45	\$ 43,380	7	\$ 22,757	6	\$ 46,421	1	\$ 25,000	6	\$ 68,328		
4	16	\$ 44,377	8	\$ 25,500	4	\$ 62,421					3	\$ 46,667
5	26	\$ 40,461	11	\$ 14,904	3	\$ 54,911	1	\$ 24,000	3	\$ 57,733	3	\$ 40,000
6	13	\$ 37,279	7	\$ 23,228	1	\$ 65,000	1	\$ 20,000	1	\$ 40,000	1	\$ 10,400
7	9	\$ 39,819	10	\$ 24,602	2	\$ 63,502	2	\$ 29,375	6	\$ 63,152	1	\$ 22,000
8	6	\$ 48,292	5	\$ 21,000	3	\$ 67,667	1	\$ 6,427	1	\$ 35,000		
9	14	\$ 45,286	9	\$ 18,822	6	\$ 52,958			4	\$ 58,516	1	\$ 34,650

Salary Comparison by Years in Ministry												
Years	Non Rostered				Deacon				Clergy/Pastor			
	#	FT	#	PT	#	FT	#	PT	#	FT	#	PT
<2	10	\$ 37,679	4	\$ 15,865	1	\$ 66,485			2	\$ 52,185		
2-5	32	\$ 40,618	21	\$ 21,473			1	\$ 24,000	4	\$ 54,377	1	\$ 57,000
6-10	37	\$ 42,713	15	\$ 16,125	4	\$ 47,390	1	\$ 20,000	7	\$ 63,269	3	\$ 47,217
11-15	31	\$ 44,225	9	\$ 23,334	9	\$ 54,193	1	\$ 43,000	3	\$ 67,200		
16-20	27	\$ 46,631	11	\$ 22,496	5	\$ 58,709	1	\$ 25,000	2	\$ 60,500	3	\$ 22,800
>20	21	\$ 51,410	5	\$ 23,736	12	\$ 58,941	3	\$ 21,726	6	\$ 62,622	3	\$ 41,333

Salary Comparison by Education Level												
Education	Non Rostered				Deacon				Clergy/Pastor			
	#	FT	#	PT	#	FT	#	PT	#	FT	#	PT
<BA	21	\$ 40,880	5	\$ 11,971								
BA	95	\$ 43,861	35	\$ 19,904	9	\$ 56,705	1	\$ 43,000	1	\$ 36,000		
MA	31	\$ 47,270	14	\$ 25,317	21	\$ 56,013	3	\$ 27,583			1	\$ 52,000
M Div	2	\$ 43,500	2	\$ 28,000			1	\$ 20,000	22	\$ 63,050	9	\$ 37,672
D Min			1	\$ 33,200	1	\$ 58,000			1	\$ 40,000		
PhD			1	\$ 22,000								
Other	9	\$ 43,219	7	\$ 15,752			2	\$ 15,714				

ELCA Medical & Pension Benefits													
		Non Rostered				Deacon				Clergy/Pastor			
		#	FT	#	PT	#	FT	#	PT	#	FT	#	PT
ELCA Medical	Yes	76	48%	4	6%	23	74%	2	29%	20	83%	4	40%
	No	82	52%	61	94%	8	26%	5	71%	4	17%	6	60%
ELCA Pension	Yes	70	44%	3	5%	30	97%	3	43%	23	96%	6	60%
	No	88	56%	62	95%	1	3%	4	57%	1	4%	4	40%
Other Medical		39	25%	3	5%	3	10%	1	14%	1	4%	3	30%
Other Pension		31	20%	2	3%							3	30%
None		31	20%	58	89%	1	3%	3	43%	0	0%	3	30%

Vacation Time												
	Non Rostered				Deacon				Clergy/Pastor			
	#	FT	#	PT	#	FT	#	PT	#	FT	#	PT
Yes	153	97%	30	46%	31	100%	6	86%	24	100%	8	80%
No	5	3%	35	54%		0%	1	14%		0%	2	20%
Average Weeks	3		2.24		4.19		2.83		4		3.625	

Continuing Education												
	Non Rostered				Deacon				Clergy/Pastor			
	#	FT	#	PT	#	FT	#	PT	#	FT	#	PT
Yes	130	82%	31	48%	30	97%	6	86%	22	92%	6	60%
No	28	18%	34	52%	1	3%	1	14%	2	8%	4	40%
Average Amount	\$1,087		\$783		\$919		\$508		\$1,307		\$800	
Average Weeks	1.32		0.54		1.78		1.20		2.10		2.00	

Mileage Reimbursement												
	Non Rostered				Deacon				Clergy/Pastor			
	#	FT	#	PT	#	FT	#	PT	#	FT	#	PT
Yes	120	76%	27	42%	28	90%	4	57%	22	92%	7	70%
No	38	24%	38	58%	3	10%	3	43%	2	8%	3	30%

Sabbatical												
	Non Rostered				Deacon				Clergy/Pastor			
	#	FT	#	PT	#	FT	#	PT	#	FT	#	PT
Yes	31	20%	2	3%	15	48%	1	14%	10	42%	3	30%
No	127	80%	63	97%	16	52%	6	86%	14	58%	7	70%

Volunteer Survey								
	Mileage Reimbursement				Continuing Education			
	#	FT	#	PT	#	FT	#	PT
Yes	0	0%	1	9%	0	0%	1	9%
No	1	100%	10	91%	1	100%	10	91%