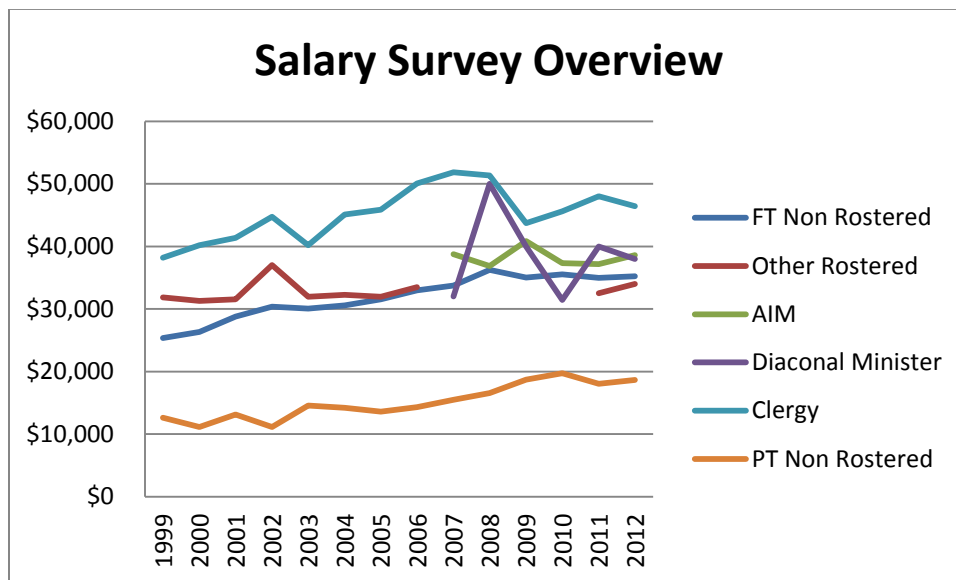




The results of the 2012 ELCA Youth Ministry Network Salary Survey are taken from data collected in a survey at the Extravaganza, February 9-12, 2012. It is not intended to be comprehensive. The data is not intended to serve as guidelines. Rather, the survey data forms a statistical snapshot of how people in the field of youth and family ministry are compensated. There are also sections outlining how congregations support their volunteer youth ministry leaders. 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!

2012 Salary Survey Results

Yearly Comparison 2001 – 2012												
	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012
FT Non Rostered	\$28,765	\$30,350	\$30,048	\$30,601	\$31,536	\$32,965	\$33,727	\$36,242	\$35,025	\$35,558	\$34,963	\$35,238
Other Rostered	\$31,528	\$37,010	\$31,956	\$32,274	\$31,983	\$33,500					\$32,500	\$34,000
AIM							\$38,760	\$36,882	\$40,860	\$37,353	\$37,166	\$38,584
Diaconal Minister							\$32,000	\$50,000		\$31,427	\$40,000	\$38,000
Clergy	\$41,382	\$44,726	\$40,187	\$45,083	\$45,854	\$50,074	\$51,826	\$51,363	\$43,727	\$45,630	\$48,017	\$46,411
PT Non Rostered	\$13,142	\$11,167	\$14,554	\$14,192	\$13,578	\$14,312	\$15,505	\$16,566	\$18,718	\$19,746	\$18,038	\$18,665



2012 Respondents by Category	
Full Time Non Rostered	97
AIM	16
Diaconal Minister	1
Deaconess	1
Clergy	16
Part Time Non Rostered	39
Volunteers	14
Total Respondents	187

2012 Salary Ranges by Category			
	Salary Range		Average
Full Time Non Rostered	\$12,000	\$54,900	\$35,238
AIM*	\$9,000	\$51,204	\$38,584
Diaconal Minister	\$38,000	\$38,000	\$38,000
Clergy*	\$31,000	\$68,829	\$46,411
Deaconess	\$34,000	\$34,000	\$34,000
Part Time Non Rostered	\$2,00	\$44,000	\$18,665

*Includes part time.

2012 Longevity in Youth Ministry							
Years in:	FT Non Rostered	AIM*	Diaconal Minister	Clergy*	Deaconess	PT Non Rostered	Volunteers
Current Call	4.8	7.9	0.25	4.4	1.5	4.5	7.5
Paid Position	8	12.2	1.0	7.9	24.0	6.3	
Life Time, Paid & Volunteers	11.8	15.8	3.0	12.9	25.5	11.3	7.5

*Includes part time.

2012 Salary Ranges by Gender			
Position	Gender	Salary	# of Respondents
Full Time Non Rostered	Female	\$34,867	66
	Male	\$36,028	31
AIM*	Female	\$37,740	12
	Male	\$41,115	4
Diaconal Minister	Female	\$38,000	1
	Male		0
Clergy*	Female	\$44,826	13
	Male	\$49,900	5
Deaconess	Female	\$34,000	1
	Male		0
Part Time Non Rostered	Female	\$19,108	30
	Male	\$17,191	9

*Includes part time.

2012 Salary Comparison by Average Weekly Worship Attendance (AWWA)												
AWWA	#	FT Non Rostered	#	AIM*	#	Diaconal Minister	#	Clergy*	#	Deaconess	#	Part Time
N/A	6	\$42,117	0		0		1	\$60,000	0		1	\$29,000
<100	1	\$30,000	0		0		0		0		0	
100-200	21	\$31,822	1	\$42,000	0		3	\$54,000	0		17	\$16,702
200-300	21	\$33,081	4	\$41,365	1	\$38,000	2	\$63,415	1	\$34,000	9	\$18,324
300-1000	42	\$36,620	7	\$43,601	0		6	\$41,959	0		8	\$22,838
1000+	5	\$37,484	0		0		0		0		1	\$12,000

*Does not include part time.



2012 Salary Comparison by Congregational Size												
Size**	#	FT Non Rostered	#	AIM*	#	Diaconal Minister	#	Clergy*	#	Deaconess	#	Part Time
N/A	6	\$42,117	0		0		1	\$60,000	0		1	\$29,000
<200	0		0		0		0		0		0	
200-500	18	\$32,312	1	\$43,000	0		5	\$51,000	1	\$34,000	16	\$16,958
500-750	16	\$33,874	2	\$44,500	1	\$38,000	2	\$63,415	0		5	\$14,563
750-1000	17	\$36,792	3	\$46,068	0		0		0		6	\$16,918
1000-2500	29	\$34,722	6	\$40,577	0		2	\$41,627	0		9	\$23,522
2500+	8	\$36,303	0		0		3	\$36,833	0		0	

*Does not include part time.

2012 Salary Comparison by Region												
Region	#	FT Non Rostered	#	AIM*	#	Diaconal Minister	#	Clergy*	#	Deaconess	#	Part Time
1	10	\$36,492	3	\$44,667	0		0		0		3	\$31,667
2	7	\$36,248	1	\$42,000	0		2	\$58,000	0		2	\$21,900
3	28	\$33,793	1	\$33,460	0		4	\$36,125	0		8	\$17,650
4	10	\$36,610	1	\$44,000	0		0		0		1	\$20,280
5	16	\$33,619	1	\$42,000	0		0		0		10	\$16,880
6	5	\$37,870	2	\$45,602	0		2	\$55,000	0		2	\$16,000
7	8	\$36,763	1	\$43,000	0		0		0		4	\$15,900
8	8	\$35,388	0		0		4	\$53,271	0		4	\$16,354
9	5	\$36,450	2	\$42,000	1	\$38,000	0		1	\$34,000	4	\$16,464

*Does not include part time.

2012 Salary Comparison by Years in Ministry												
Years	#	FT Non Rostered	#	AIM*	#	Diaconal Minister	#	Clergy*	#	Deaconess	#	Part Time
<2	8	\$29,615	0		1	\$38,000	1	\$34,000	1	\$34,000	4	\$15,625
2 - 5	32	\$32,807	4	\$39,615	0		5	\$57,216	0		19	\$18,755
6 - 10	32	\$37,187	1	\$45,000	0		2	\$59,000	0		6	\$19,350
11 - 15	10	\$36,185	1	\$42,000	0		2	\$40,250	0		6	\$21,833
16 - 20	7	\$39,571	4	\$43,500	0		0	\$66,000	0		2	\$10,000
<20	5	\$39,849	2	\$47,102	0		0	\$55,137	0		1	\$28,000

*Does not include part time

2012 Salary Comparison by Education Level												
Education	#	FT Non Rostered	#	AIM*	#	Diaconal Minister	#	Clergy*	#	Deaconess	#	Part Time
<BA	15	\$33,135	0		0		0		0		16	\$14,923
BA	72	\$35,467	5	\$43,600	0		0		0		16	\$20,511
MA	6	\$39,250	7	\$42,238	1	\$38,000	0		1	\$34,000	5	\$23,400
MDiv	3	\$32,667	0		0		12	\$48,861	0		1	\$32,000
DMin	0		0		0		1	\$49,253	0		0	
PhD	0		0		0		0		0		1	

*Does not include part time.

2012 ELCA Medical & Pension Benefits													
		#	FT Non Rostered	#	AIM*	#	Diaconal Minister	#	Clergy*	#	Deaconess	#	Part Time
ELCA Medical	YES	51	53%	13	81%	1	100%	11	61%	1	100%	3	8%
	NO	45	47%	3	19%	0		7	39%			36	92%
ELCA Pension	YES	57	59%	14	88%	1	100%	17	94%	1	100%	6	15%
	NO	40	41%	2	13%	0		1	6%			33	85%
Other Medical		37	45%	1	8%	0		8	53%			7	18%
Other Pension		18	22%	0	0%	0		2	13%			1	3%

*Includes part time.

2012 Vacation												
	FT Non Rostered		AIM*		Diaconal Minister		Clergy*		Deaconess		PT Non Rostered	
YES	95	98%	15	94%	1	100%	18	100%	1	100%	23	59%
NO	2	2%	1	7%	0		0		0		16	41%
Average Weeks	2.7 Weeks		3.9 Weeks		4.0 Weeks		4.0 Weeks		4.0 Weeks		3.5 Weeks	

*Includes part time.

2012 Continuing Education												
	FT Non Rostered		AIM*		Diaconal Minister		Clergy*		Deaconess		PT Non Rostered	
YES	85	89%	15	94%	1	100%	17	100%	1	100%	23	59%
NO	10	11%	1	7%	0		0		0		16	41%
Average Amount	\$757		\$879		\$500		\$803		\$1,000		\$444	
Average Weeks	1.1 Weeks		1.9 Weeks		2 Weeks		1.8 Weeks				1.2 Week	

*Includes part time.

2012 Mileage Reimbursement												
	FT Non Rostered		AIM*		Diaconal Minister		Clergy*		Deaconess		PT Non Rostered	
YES	68	72%	14	93%	1	100%	18	100%	1	100%	21	55%
NO	26	28%	1	7%	0		0		0		17	45%

*Includes part time.

2012 Sabbatical												
	FT Non Rostered		AIM*		Clergy*		Deaconess		PT Non Rostered			
YES	12	13%	6	40%	6	35%	0		1	3%		
NO	82	87%	9	60%	11	65%	1	100%	35	97%		

*Includes part time.

2012 Responsible for Christian Education												
	FT Non Rostered		AIM*		Diaconal Minister		Clergy*		Deaconess		PT Non Rostered	
YES	58	64%	11	73%	1	100%	9	56%	1	100%	21	57%
NO	33	36%	4	27%	0		7	44%	0		16	43%

*Includes part time.

2012 Responsible for Children's Ministry

	FT Non Rostered		AIM*		Diaconal Minister		Clergy		Deaconess		PT Non Rostered	
YES	66	72%	12	80%	1	100%	10	63%	1	100%	20	59%
NO	26	28%	3	20%	0		6	38%	0	0%	14	41%

*Includes part time.

2012 Volunteer Survey

	Mileage Reimbursement		Continuing Education		CE Amount	Responsible for Christian Education		Responsible for Children's Ministry	
YES	3	27%	3	25%	\$400	4	33%	3	30%
NO	8	73%	9	75%		8	67%	7	70%

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