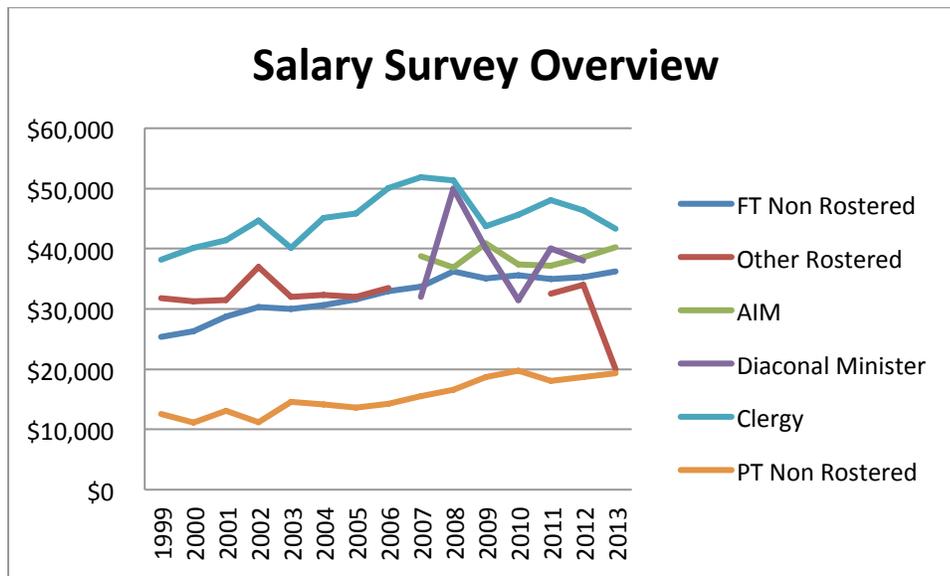




The results of the 2013 ELCA Youth Ministry Network Salary Survey are taken from data collected in a survey at the Extravaganza, January 24-28, 2013. It is not intended to be comprehensive. The data is not intended to serve as guidelines. Rather, the survey data forms a statistical snapshot of how people in the field of youth and family ministry are compensated. New this year is the comparisons of benefits for volunteers. 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!

2013 Salary Survey Results

Yearly Comparison 2001 – 2013													
	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
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	\$36,722
Other Rostered	\$31,528	\$37,010	\$31,956	\$32,274	\$31,983	\$33,500					\$32,500	\$34,000	\$20,000
AIM							\$38,760	\$36,882	\$40,860	\$37,353	\$37,166	\$38,584	\$40,243
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	\$43,318
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	\$19,318



2013 Respondents by Category	
Full Time Non Rostered	120
AIM	15
Diaconal Minister	0
Deaconess	1
Clergy	24
Part Time Non Rostered	60
Volunteers	6
Total Respondents	226

2013 Salary Ranges by Category			
	Salary Range		Average
Full Time Non Rostered	\$18,500	\$64,800	\$36,722
AIM*	\$32,000	\$54,000	\$40,243
Diaconal Minister			
Clergy*	\$31,000	\$66,000	\$43,318
Deaconess	\$20,000	\$20,000	\$20,000
Part Time Non Rostered	\$4,800	\$45,000	\$19,318

*Includes part time.

2013 Longevity in Youth Ministry							
Years in:	FT Non Rostered	AIM*	Diaconal Minister	Clergy*	Deaconess	PT Non Rostered	Volunteers
Current Call	4.5	7.7		3.9	0.5	4.0	4.3
Paid Position	8.5	10.6		10.8	1.5	5.3	14.0
Life Time, Paid & Volunteers	10.0	15.5		12.0	13.5	9.9	7.5

*Includes part time.

2013 Salary Ranges by Gender			
Position	Gender	Salary	# of Respondents
Full Time Non Rostered	Female	\$35,926	77
	Male	\$38,255	40
AIM*	Female	\$40,715	12
	Male	\$34,570	1
Diaconal Minister	Female		
	Male		
Clergy*	Female	\$38,485	12
	Male	\$48,591	11
Deaconess	Female	\$20,000	1
	Male		0
Part Time Non Rostered	Female	\$19,202	36
	Male	\$19,642	13

*Includes part time.

2013 Salary Comparison by Average Weekly Worship Attendance (AWWA)												
AWWA	#	FT Non Rostered	#	AIM*	#	Diaconal Minister	#	Clergy*	#	Deaconess	#	Part Time
N/A	8	\$29,826	0		0		1	\$32,000	0		2	\$32,000
<100	0		0		0		2	\$34,510	0		1	\$9,500
100-200	24	\$35,186	1	\$50,000	0		3	\$50,333	0		22	\$18,086
200-300	31	\$36,637	5	\$37,314	0		3	\$48,000	1	\$20,000	12	\$21,145
300-1000	51	\$38,710	6	\$45,083	0		10	\$50,050	0		12	\$22,750
1000+	3	\$34,485	0		0		0		0		0	

*Does not include part time.



2013 Salary Comparison by Congregational Size												
Size**	#	FT Non Rostered	#	AIM*	#	Diaconal Minister	#	Clergy*	#	Deaconess	#	Part Time
N/A	9	\$29,196	0		0		1	\$32,000	0		2	\$32,000
<200	0		0		0		0		0		1	\$9,500
200-500	20	\$35,742	0		0		1	\$52,000	1	\$20,000	17	\$17,981
500-750	18	\$40,000	3	\$44,333	0		5	\$46,504	0		8	\$19,188
750-1000	19	\$36,763	5	\$41,600	0		3	\$51,333	0		9	\$23,400
1000-2500	38	\$37,460	3	\$40,690	0		5	\$47,400	0		9	\$23,400
2500+	12	\$36,621	1	\$44,000	0		2	\$57,750	0		3	\$23,532

*Does not include part time.

2013 Salary Comparison by Region												
Region	#	FT Non Rostered	#	AIM*	#	Diaconal Minister	#	Clergy*	#	Deaconess	#	Part Time
1	8	\$39,713	2	\$47,500	0		0		0		2	\$36,000
2	6	\$37,800	3	\$46,500	0		4	\$56,000	0		4	\$11,300
3	41	\$34,857	1	\$34,570	0		7	\$47,463	0		8	\$17,232
4	11	\$38,773	0		0		2	\$42,260	0		4	\$23,500
5	17	\$37,100	3	\$36,000	0		2	\$44,500	1	\$20,000	10	\$19,284
6	4	\$37,100	1	\$43,000	0		2	\$48,500	0		5	\$27,260
7	8	\$38,428	0		0		2	\$34,250	0		5	\$14,322
8	10	\$38,673	0		0		0		0		6	\$22,317
9	6	\$37,022	2	\$43,500	0		0		0		1	\$11,700

*Does not include part time.

2013 Salary Comparison by Years in Ministry												
Years	#	FT Non Rostered	#	AIM*	#	Diaconal Minister	#	Clergy*	#	Deaconess	#	Part Time
<2	10	\$31,819	1	\$40,000	0		0		1	\$20,000	14	\$14,724
2 - 5	29	\$34,900	1	\$42,000	0		5	\$42,000	0		12	\$15,909
6 - 10	36	\$37,347	3	\$39,333	0		3	\$54,669	0		16	\$20,660
11 - 15	15	\$39,283	2	\$43,500	0		4	\$49,500	0		5	\$30,600
16 - 20	7	\$38,466	4	\$43,643	0		1	\$49,500	0		0	
<20	6	\$50,633	1	\$45,500	0		2	\$50,000	0		0	

*Does not include part time

2013 Salary Comparison by Education Level												
Education	#	FT Non Rostered	#	AIM*	#	Diaconal Minister	#	Clergy*	#	Deaconess	#	Part Time
<BA	15	\$34,176	0		0		0		0		16	\$18,044
BA	81	\$36,090	6	\$40,500	0		0		1	\$20,000	23	\$19,011
MA	14	\$40,803	5	\$43,714	0		0		0		7	\$24,487
MDiv	7	\$41,329	0		0		18	\$46,140	0		1	\$15,000
DMin	0		0		0		1	\$66,000	0		0	
PhD	0		0		0		0		0		1	\$28,000

*Does not include part time.

2013 ELCA Medical & Pension Benefits

		#	FT Non Rostered	#	AIM*	#	Diaconal Minister	#	Clergy*	#	Deaconess	#	Part Time
ELCA Medical	YES	52	45%	11	73%	0		18	75%	0		6	12%
	NO	64	55%	4	27%	0		6	25%	1	100%	43	88%
ELCA Pension	YES	63	64%	13	87%	0		21	88%	0		8	16%
	NO	53	46%	2	13%	0		3	13%	1	100%	41	84%
Other Medical		39	37%	3	21%	0		4	19%	0		5	10%
Other Pension		29	27%	1	7%	0		3	14%	1	100%	4	8%

*Includes part time.

2013 Vacation

	FT Non Rostered		AIM*		Diaconal Minister		Clergy*		Deaconess		PT Non Rostered	
YES	116	99%	13	87%	0		24	100%	1	100%	27	45%
NO	1	1%	2	13%	0		0		0		33	55%
Average Weeks	2.7 Weeks		3.5 Weeks				3.9 Weeks		2.0 Weeks		2.3 Weeks	

*Includes part time.

2013 Continuing Education

	FT Non Rostered		AIM*		Diaconal Minister		Clergy*		Deaconess		PT Non Rostered	
YES	102	88%	13	100%	0		19	100%	1	100%	35	63%
NO	14	12%	0	0%	0		0		0		21	38%
Average Amount	\$880		\$1,071				\$1,076		\$1,000		\$557	
Average Weeks	1.4 Weeks		1.6 Weeks				2.9 Weeks				1.3 Week	

*Includes part time.

2013 Mileage Reimbursement

	FT Non Rostered		AIM*		Diaconal Minister		Clergy*		Deaconess		PT Non Rostered	
YES	89	77%	13	87%	0		23	92%	1	100%	25	42%
NO	26	23%	2	13%	0		2	8%	0		34	58%

*Includes part time.

2013 Sabbatical

	FT Non Rostered		AIM*		Clergy*		Deaconess		PT Non Rostered	
YES	9	8%	5	33%	10	45%	0		0	
NO	104	92%	10	67%	12	55%	1	100%	55	100%

*Includes part time.

2013 Responsible for Christian Education

	FT Non Rostered		AIM*		Diaconal Minister		Clergy*		Deaconess		PT Non Rostered	
YES	68	62%	11	79%	0		14	61%	1	100%	23	40%
NO	42	38%	3	21%	0		9	39%	0		34	60%

*Includes part time.

2013 Responsible for Children's Ministry												
	FT Non Rostered		AIM*		Diaconal Minister		Clergy		Deaconess		PT Non Rostered	
YES	71	63%	11	73%	0		12	57%	0		26	48%
NO	41	37%	2	21%	0		9	43%	0		28	52%

*Includes part time.

2012 Volunteer Survey										
	Mileage Reimbursement		Continuing Education		CE Amount		Responsible for Christian Education		Responsible for Children's Ministry	
YES	0	0%	0	0%	\$0		3	60%	2	100%
NO	6	100%	0	0%			2	40%	0	0%

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