

2004 SEPA Synod Salary Survey

We received information back from 25 people. Some surveys were incomplete and thus not every category will equal 25 responses.

Congregations included: 1 from Upper Bucks, 6 from Chester, 1 from Delaware, 3 from Philadelphia, 8 from Lower Montgomery, 2 from Upper Montgomery and 1 from Lower Bucks.

Responders were 16 female and 9 male with an average age of 38.

12 were considered part-time, 6 were full time non-rostered and 7 full time rostered (pastors or AIMS). Part-time hours paid for ranged from 10/week – 30/week.

Average salary for Part-Time: \$11,636/year

Salaries ranging from \$6,000 - \$20,000

Average salary for Full-Time, non-rostered: \$32,807/year

Salaries ranging from \$27,147-\$40,000

Average salary for Full-Time, rostered: \$36,902

Salaries ranging from \$32,000-\$48,000

The following is a breakdown of people's years in youth ministry:

3 people, <1 year

7 people, 2-2.9 years

7 people, 3-4.9 years

3 people, 5-9.9 years

1 person, 10-14.9 years

Breakdown of educational background

6 people, <BA

8 people, BA

1 person, BS

4 people, MA

4 people, Mdiv

Answering the question, "Do you receive ELCA Medical Insurance?"

Full time - 9 yes

Full time - 4 no

Part Time - 11 no

Part Time – 0 yes

Answering the question, "Do you receive ELCA Pension?"

Full time - 8 yes

Full time - 5 no

Part time - 11 no

Part time – 0 yes

Answering the question, "Do you receive vacation time?"

Full time - 13 yes

Full time - 0 no

Part time - 3 yes

Part time - 8 no

Average number of days for Full Time - 20.6

Average number of days for Part Time - 12

Answering the question, "Do you have a continuing education allowance?"

Full time - 13 yes

Full time - 0 no

Part time - 10 yes

Part time - 2 no

If so, what dollar amount are you allotted?

Full time average - \$662

Part time average - \$440

Answering the question, "Are you reimbursed for mileage?"

Full time - 10 yes

Full time - 2 no

Part time - 4 yes

Part time - 8 no