

## 2009 SEPA Synod Salary Survey

We received information back from 30 youth workers/congregations. Some surveys were incomplete or open positions and thus not every category will equal 30 responses.

Conferences where participating congregations are located included: 7 from Chester, 3 from Delaware, 4 from Lower Bucks, 7 from Lower Montgomery, 2 from Philadelphia, 3 from Lower Bucks, and 4 from Upper Montgomery.

Responders were 20 female and 7 male.

### **Age:**

3.7% (1)-Age 22-25	14.8 % (4)-Age 41-45
11.1% (3)-Age 25-30	14.8 % (4)-Age 46-50
14.8 % (4)-Age 31-35	7.4 % (2)-Age 51-55
14.8 % (4)-Age 36-40	18.5% (5)-Age 56-60

### **Rostered Status:**

70.4% (19)-Not rostered/lay person	3.7% (1)-Deaconess
11.1% (3)-Associate in Ministry	11.1% (3)-Other
3.7% (1)-Pastor	

### **Breakdown of people's total years in youth ministry:**

11.1 % (3)-0-1 year	22.2% (6)-9-12 years
18.5% (5)-2-4 years	7.4% (2)-13-20 years
25.9% (7)-5-8 years	14.8% (4)-20+ years

### **Breakdown of people's years in current youth ministry position:**

40.7% (11)-0-2 years	7.4% (2)-10-15 years
29.6% (8)-3-5 years	7.4% (2)-15+ years
14.8% (4)-6-10 years	

### **Breakdown of educational background:**

18.5% (5)-High School Diploma/GED
44.4% (12) people-College/Bachelor's Degree
37% (10) people-Master's Degree

### **Position's Status:**

23.3% (7)-Full Time Staff Members
76.7% (20)-Part Time Staff Members

### **Breakdown in Part Time Hours:**

27.8% (5)-10 hours  
27.8% (5)-15 hours  
27.8% (5)-20 hours

20% (3)-30 hours  
6.7% (1)-35 hours

**Worship Attendance:**

6.7% (2)-20-50 people  
3.3% (1)-50-100 people  
16.7% (5)-100-150 people  
23.3% (7)-150-200 people

26.7% (7)-250-300 people  
13.3% (4)-300-350 people  
6.7% (2)-350-500 people  
3.3% (1)-500+ people

**Responsible for:**

40% (12)-Children's Ministry  
100% (30)-Junior High Youth Ministry  
93.3% (28)-Senior High Youth Ministry  
53.3% (16)-Confirmation

33.3% (10)-Sunday School  
26.7% (8)-Christian Education  
20% (6)-Young Adult Ministry  
36.7% (11)-Family Ministry

**Yearly Salaries:**

-Part Time (Non Rostered): 70%

13.3% (4)-\$0.00-\$4,999/year  
16.7% (5)-\$5,000-\$9,999/year  
13.3% (4)-\$10,000-\$14,999/year

13.3% (4)-\$15,000-\$19,999/year  
6.7% (2)-\$25,000-\$29,999/year  
6.7% (2)-\$30,000-\$34,999/year

**Average salary for Part-Time (non-rostered): \$10,000-\$14,999/year**  
**Salaries ranging from \$0 - \$34,999**

-Part Time (Rostered): 6.7%

3.3% (1)-\$15,000-\$19,999/year  
3.3% (1)-\$25,000-\$29,999/year

**Average salary for Part-Time (rostered): \$20,000-\$24,999/year**  
**Salaries ranging from \$15,000 - \$29,999**

-Full Time (Non Rostered): 13.3%

3.3% (1)-\$25,000-\$29,999/year  
6.7% (2)-\$35,000-\$39,999/year  
3.3% (1)-\$40,000-\$44,999/year

**Average salary for Full-Time, non-rostered: \$35,000-\$39,999/year**  
**Salaries ranging from \$25,000-\$44,999**

-Full Time (Rostered): 10%

3.3% (1)-\$40,000-\$44,999  
3.3% (1)-\$45,000-\$49,999  
3.3% (1)-\$50,000+

**Average salary for Full-Time, rostered: \$45-\$49,999/year**

Salaries ranging from \$40,000-\$50,000+

## **Benefits:**

### **Health Insurance:**

Full time – Yes: 23.3% (7)

Full time – No: 0%

Part Time – Yes: 6.7% (2)

Part Time – No: 70% (21)

### **Pension:**

Full time – Yes: 16.7% (5)

Full time – No: 6.7% (2)

Part time – Yes: 3.3% (1)

Part time – No: 73.3% (22)

### **Vacation Time:**

Full time – Yes: 23.3% (7)

Full time – No: 0%

Part time – Yes: 30% (9)

Part time – No: 46.7% (14)

### **Continuing Education Time:**

Full time – Yes: 23.3% (7)

Full time – No: 0%

Part time – Yes: 23.3% (7)

Part time – No: 53.3% (16)

Average number of days for Full Time – 12.8

Average number of days for Part Time – 9.3

### **Comments concerning Continuing Education time -**

Full Time:

- I don't have a set time for continuing ed - it's pretty much however long the conference I'm attending runs for.

### **Continuing Education Allowance:**

Full time – Yes: 23.3% (7)

Full time – No: 0%

Part time – Yes: 36.7% (11)

Part time – No: 40% (12)

### **Dollar Amount Allotted:**

Full time-\$100-\$250: 14.3% (2)

Full time-more than \$250: 35.7% (5)

Part time-less than \$100: 21.4% (3)

Part time-\$100-\$250: 7.1% (1)

Part time-more than \$250: 21.4% (3)

### **Comments concerning Continuing Education dollars:**

Part Time:

- No specific amount. It is decided on an as requested basis.
- Continuing education is not determined by hours or money amounts. It is based upon the needs of myself, the Pastor and the congregation and is determined on a individual class/seminar basis.
- There isn't a set amount of continuing education time or money. I have gone to one day workshops and the Extravaganza with the congregation paying part or all. When I want to do continuing ed I talk to our pastor or council.

**Mileage Reimbursement:**

Full time – Yes: 13.3% (4)

Full time – No: 10% (3)

Part time – Yes: 16.7% (5)

Part time – No: 60% (18)

**Sabbatical:**

Full time – Yes: 6.7% (2)

Full time – No: 16.7% (5)

Part time – Yes: 0%

Part time – No: 76.6% (23)

**Other Benefits:****Part Time:**

- They do match SS.
- The satisfaction of the smiles on the kids faces and the happy greetings when I see them.
- VERY Flexible schedule
- Flexibility in timing of when I'm in the office. If I have an overnight on a weekend, I can take time off during the week.
- I do receive great joy from working with our youth.
- I basically have 3 Sundays off per year. Plus I have time off for the annual Deaconess Assembly and random Sundays during the year that count as continuing education and working outside the church walls.

**Full Time:**

- 1 Week Sabbatical, cell phone reimbursement, and business expenses reimbursement
- Comp. Time