

EPISCOPAL COMMUNICATORS

COMPENSATION SURVEY (2019)

DRAFT

EPIDEMIOLOGICAL COMMUNITARIANS
COMPENSATION SURVEY (2019)

ABOUT THE SURVEY & RESPONDENTS

- **81 RESPONSES (26.8% OF CURRENT MEMBERS)**
- **80% OF RESPONDENTS WORK FULL-TIME.**
- **37% OF RESPONDENTS WORK FOR A DIOCESE; 35.8% FOR A PARISH (PLUS 14.8% AT A CATHEDRAL)**
 - 8% FOR A CHURCH-RELATED ORGANIZATION; 3.7% FOR A PUBLISHER/PUBLICATION
 - NO FREELANCE RESPONSES
- **35.8% OF RESPONDENTS HAVE BEEN AT THEIR CURRENT EMPLOYER FOR 4-7 YEARS.**
 - **LESS THAN 1 YEAR:** 12.35%
 - **1-3 YEARS:** 29.63%
 - **8-10 YEARS:** 7.41%
 - **OVER 10 YEARS:** 14.8%

ABOUT THE RESPONDENTS

- DEMOGRAPHICALLY, WELL... (*LOOK AROUND, LOOK AROUND*)

High school diploma or equivalent	0.00%
Some college	0.00%
College degree	64.62%
Master's degree	30.77%
PhD or other terminal degree	3.08%

ACROSS THE ORGANIZATION

HOW MANY OF EACH OF THESE TYPE OF EMPLOYEES ARE THERE AT YOUR ORGANIZATION?

	0	1-4	5-10	11-20	21-40	41+
Part-time lay employees	9.68% 6	58.06% 36	25.81% 16	4.84% 3	0.00% 0	1.61% 1
Full-time lay employees	1.64% 1	24.59% 15	42.62% 26	18.03% 11	9.84% 6	3.28% 2
Part-time ordained/clergy	29.79% 14	63.83% 30	2.13% 1	2.13% 1	0.00% 0	2.13% 1
Full-time ordained/clergy	3.23% 2	83.87% 52	6.45% 4	3.23% 2	1.61% 1	1.61% 1

- **98%** OF FULL-TIME EMPLOYERS OFFER A RETIREMENT BENEFIT
- **89%** OF RESPONDENTS **TELECOMMUTE AT LEAST** PART OF THE TIME.
- **76.6%** OF EMPLOYERS PROVIDE **CONTINUING EDUCATION**.
- **68%** OF COMMUNICATION POSITIONS REQUIRE A **BACHELORS DEGREE**; **9%** REQUIRE A MASTERS. (18% OF RESPONDENTS INDICATED NO CLEAR REQUIREMENT)
- **67%** OF FULL-TIME EMPLOYERS OFFER **PAID PARENTAL LEAVE**
- **49%** OF RESPONDENTS HAVE A **LETTER OF AGREEMENT**.
- **48%** OF RESPONDENTS ARE ELIGIBLE FOR A **SABBATICAL**.
- **23%** OF RESPONDENTS REPORT TO SOMEONE WITH **PROFESSIONAL COMMUNICATIONS EXPERIENCE**
 - **40%** OF RESPONDENTS REPORT DIRECTLY TO THE **RECTOR/DEAN/EXECUTIVE DIRECTOR**
 - **13%** OF RESPONDENTS REPORT TO **THE BISHOP**; **14%** REPORT TO AN **ADMINISTRATOR**; **30%** REPORT TO A DIFFERENT ROLE.

WHICH OF THESE BENEFIT DOES YOUR EMPLOYER OFFER?

	EMPLOYER PAYS	EMPLOYEE PAYS	COMBINATION OF EMPLOYER/EMPLOYEE	NOT OFFERED
Individual Health insurance	55.56% 35	0.00% 0	36.51% 23	7.94% 5
Family Health insurance	30.16% 19	15.87% 10	46.03% 29	7.94% 5
Individual Dental insurance	45.90% 28	11.48% 7	34.43% 21	8.20% 5
Family Dental insurance	21.31% 13	24.59% 15	47.54% 29	6.56% 4
Disability insurance	58.33% 35	8.33% 5	13.33% 8	20.00% 12
Life insurance	63.49% 40	7.94% 5	11.11% 7	17.46% 11
Retirement fund	38.46% 25	1.54% 1	56.92% 37	3.08% 2

DO YOUR RESEARCH

- Use payscale.com for local non-profit compensation comparisons.
- Use numbeo.com for location comparisons on cost-of-living:
 - IE: Based on cost-of-living, a salary of \$45,000 in Des Moines, Iowa is comparable to a salary of \$61,271 in Nashville, Tennessee for a person of the same level of experience, degree received, same position, etc.

PARISH & CATHEDRAL COMMUNICATORS

PARISH

- **55%** OF **PARISH** RESPONDENTS INDICATE **301+ AVERAGE ASA**
- MOST COMMON **OVERALL BUDGET: \$1.1-2M (36.3% OF RESPONDENTS)**
 - ONE RESPONSE OF BELOW \$200K; ONE OF OVER \$3.1M
- AVERAGE **STAFFING BUDGET: \$694,134**
- AVERAGE **COMMUNICATIONS BUDGET:**
 - **OVERALL:** \$15,063
 - **UNDER \$500,000:** \$1,567
 - **\$501,000-1M:** \$4,625
 - **\$1-2M:** \$11,136
 - **\$2-3M:** \$47,210

CATHEDRAL

- **58%** OF **CATHEDRAL** RESPONDENTS INDICATE **301+ AVERAGE ASA**
 - 16.67%: 101-200 (NOTHING BELOW)
 - 25%: 201-300
- MOST COMMON **OVERALL BUDGET: BOTH \$1.1-2 AND \$2.1-3**
 - NO CATHEDRAL REPORTED AN OVERALL BUDGET OF LESS THAN \$751,000
- AVERAGE **STAFFING BUDGET: \$504,660**
- AVERAGE **COMMUNICATIONS BUDGET: \$31,319**

PARISH COMMUNICATORS

- AVERAGE **OVERALL FULL-TIME** SALARY: \$61,845
 - AVERAGE SALARY WITH **1-3 YEARS** SERVICE: \$59,292
 - AVERAGE SALARY WITH **10+ YEARS** SERVICE: \$68,793
 - AVERAGE SUNDAY ATTENDANCE, PARISH BUDGET, SIZE OF STAFF – NONE OF THESE CLEARLY CORRELATE WITH VARIATIONS TO THESE AVERAGES.
- AVERAGE **OVERALL PART-TIME** SALARY: \$31,131

CATHEDRAL COMMUNICATORS

- **AVERAGE OVERALL SALARY: \$57,325**
 - AVERAGE SALARY WITH **1-3 YEARS** SERVICE: \$59,292
 - AVERAGE SALARY WITH **4-7 YEARS** SERVICE: \$55,357
- AVERAGE SALARY GOES UP **INCREMENTALLY BY OVERALL BUDGET.**

DIOCESAN COMMUNICATORS

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- **AVERAGE # OF CONGREGATIONS: 85**
 - **RANGE OF 43-153**
 - SERVING **695,781** BAPTIZED MEMBERS (**AVERAGE PER DIOCESE: 27,831**)
- MOST COMMON **OVERALL BUDGET: \$1.1-2M (36.3% OF RESPONDENTS)**
 - ONE RESPONSE OF BELOW \$200K; ONE OF OVER \$3.1M
- AVERAGE **STAFFING BUDGET: \$694,134**
- AVERAGE **COMMUNICATIONS BUDGET:**
 - **OVERALL:** \$15,063
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DIOCESAN COMMUNICATORS

- **AVERAGE OVERALL FULL-TIME SALARY: \$61,246**
 - SALARIES RANGE FROM **\$38K TO \$90K**
 - *3 HIGHEST SALARIES ARE IN THE COUNTRY'S MOST EXPENSIVE COST-OF-LIVING AREAS. DISREGARDING THESE OUTLIERS, THE AVERAGE SALARY IS \$55,253.*
 - AVERAGE FULL-TIME SALARY WITH **<1-3 YEARS** SERVICE: **\$67,845**
 - AVERAGE FULL-TIME SALARY WITH **4-7 YEARS** SERVICE: **\$58,976** ****BIGGEST RANGE**
 - AVERAGE FULL-TIME FULL-TIME SALARY WITH **8-10 YEARS** SERVICE: **\$65,032** ****SMALLER DATA SET**
 - AVERAGE SALARY WITH **10+ YEARS** SERVICE: **\$57,687**
 - WHEN COMPARING SALARY AND COMPENSATION PACKAGES, THERE ARE NO STATISTICAL DIFFERENCES BETWEEN ORGANIZATION'S TOTAL ANNUAL BUDGET SIZE.
- **AVERAGE OVERALL PART-TIME SALARY: \$31,131**

ARE YOU EXPECTED TO PROVIDE ANY OF THE FOLLOWING AT YOUR OWN EXPENSE?

- TRAVEL: 3%
- EMAIL: 4.6%
- SOFTWARE: 7.7%
- COMPUTER/LAPTOP/TABLET: 12.3%
- CAMERA: 15.38%
- OTHER: 38.5%
- DATA PLAN FOR SMART PHONE: 44.62%
- SMART PHONE: 56.92%

OTHER DUTIES AS ASSIGNED

- **33.9%** OF FULL-TIME EMPLOYEES SPLIT COMMUNICATION RESPONSIBILITIES WITH OTHER NON-RELATED DUTIES IN THE SAME WORKPLACE.
 - MOST COMMON: ADMINISTRATIVE/RECEPTIONIST SUPPORT, IT SUPPORT, YOUTH FORMATION, EVENT PLANNING, FUNDRAISING

WHAT'S NEXT

- WE'RE DIVING DEEPER.
 - OTHER EPISCOPAL ORGANIZATION COMMUNICATORS
- SUMMARY TO SHARE WITH YOUR LEADERSHIP
- LETTER OF AGREEMENT TEMPLATES
- HOW WOULD YOU LIKE THIS INFORMATION?
- WHAT DATA SHOULD WE TRY TO GATHER NEXT, OR DIFFERENTLY NEXT TIME?