



YOUTH PASTOR

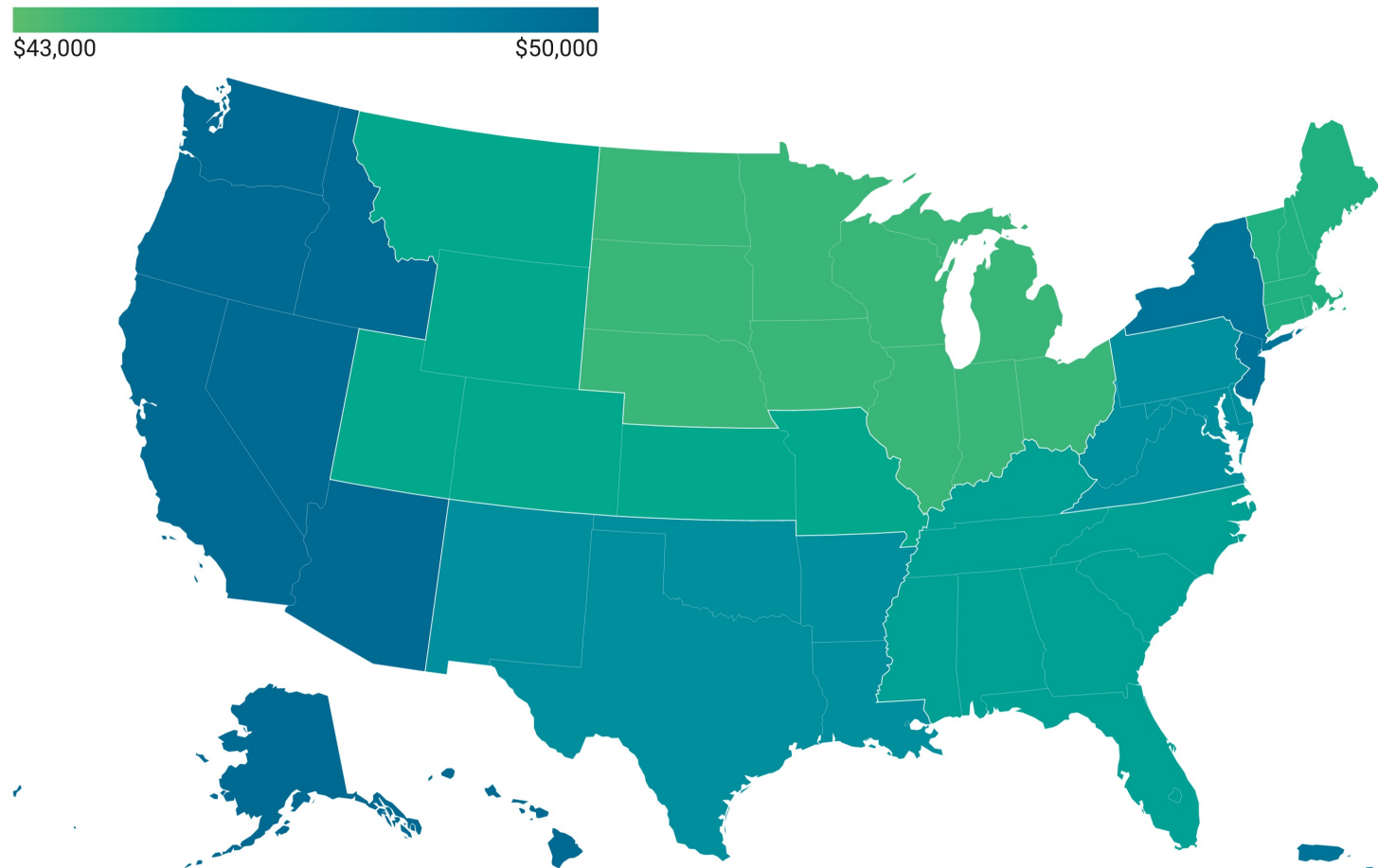
SALARY
SUMMIT

on your screen / july 15, 2021

Youth Pastor Salary

Region

Pay is highest on the “coasts,”
but so too is the cost of housing.



Youth Pastor Salary **Region**

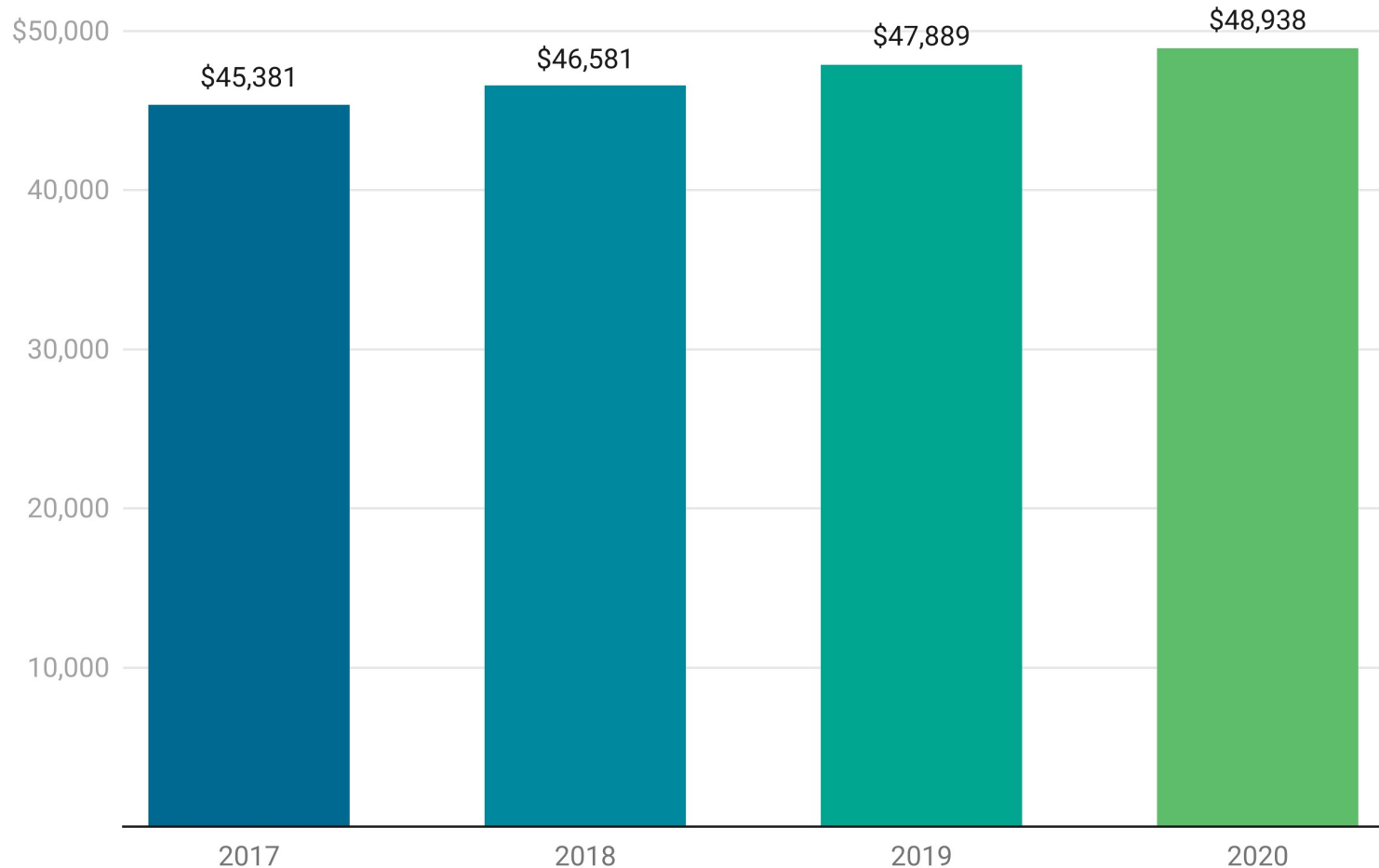
The salary of the avg. YP in TX stretches the furthest (lower COLI & higher avg. \$).



Youth Pastor Salary

Wage Growth

Wages are growing, but not by much and not across all regions.

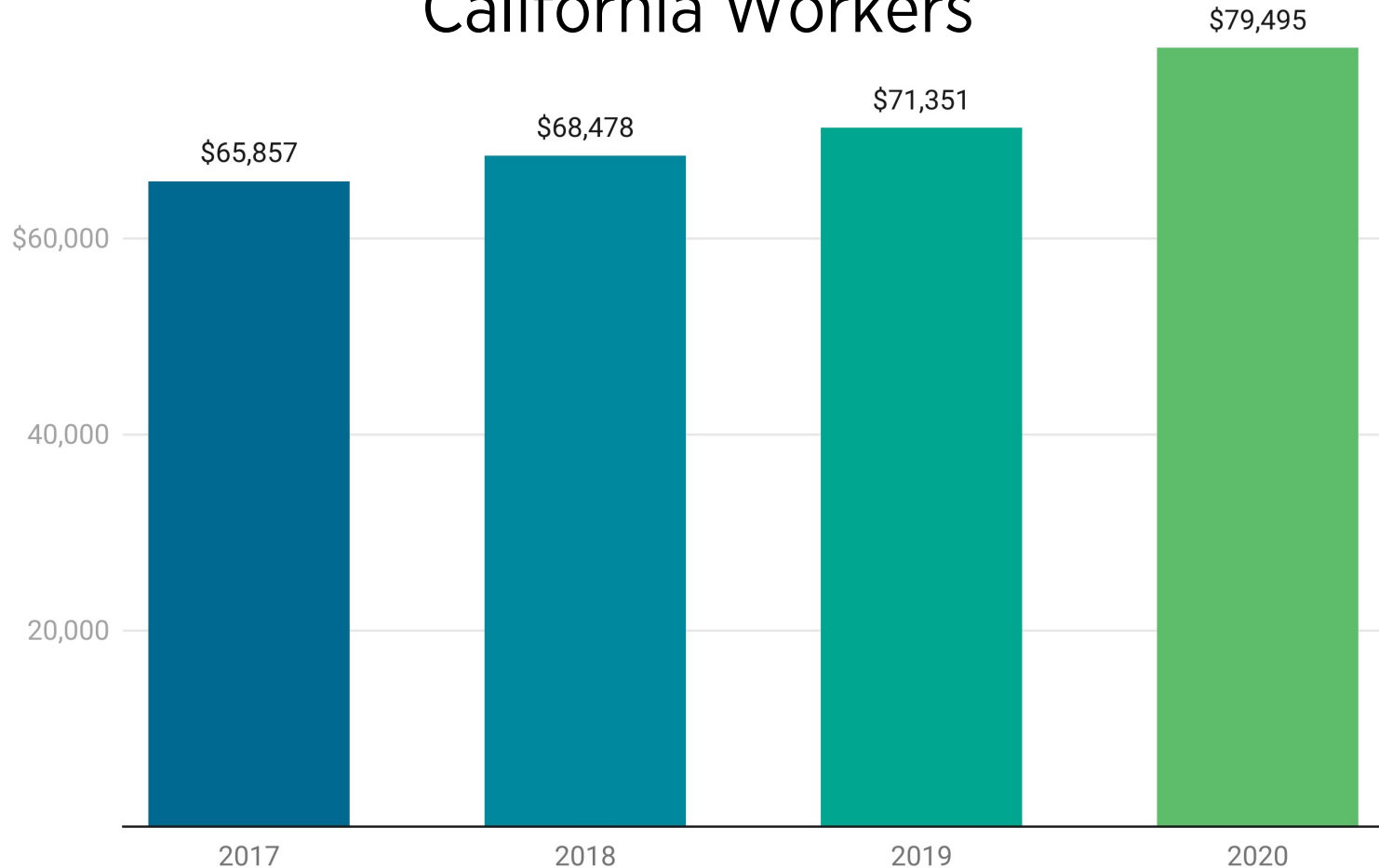


Youth Pastor Salary

Wage Growth

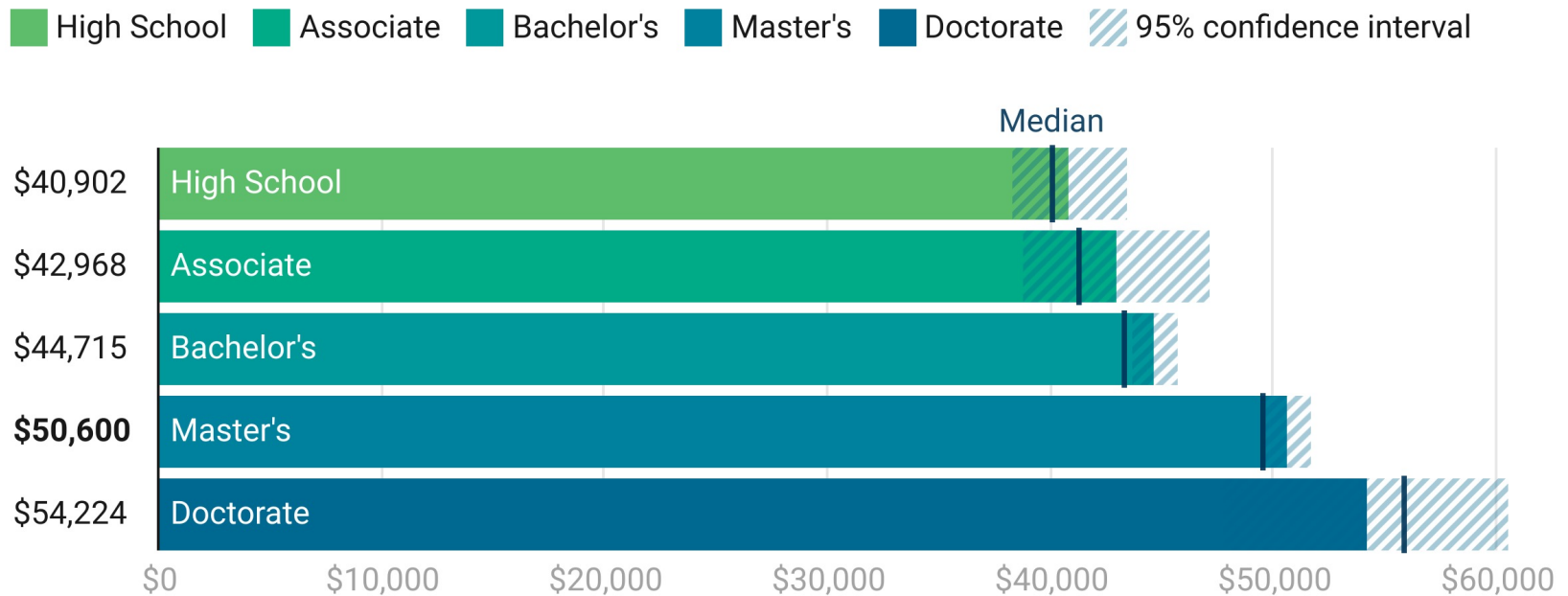
California is behind a lot of the
YoY increase.

California Workers



Youth Pastor Salary Education

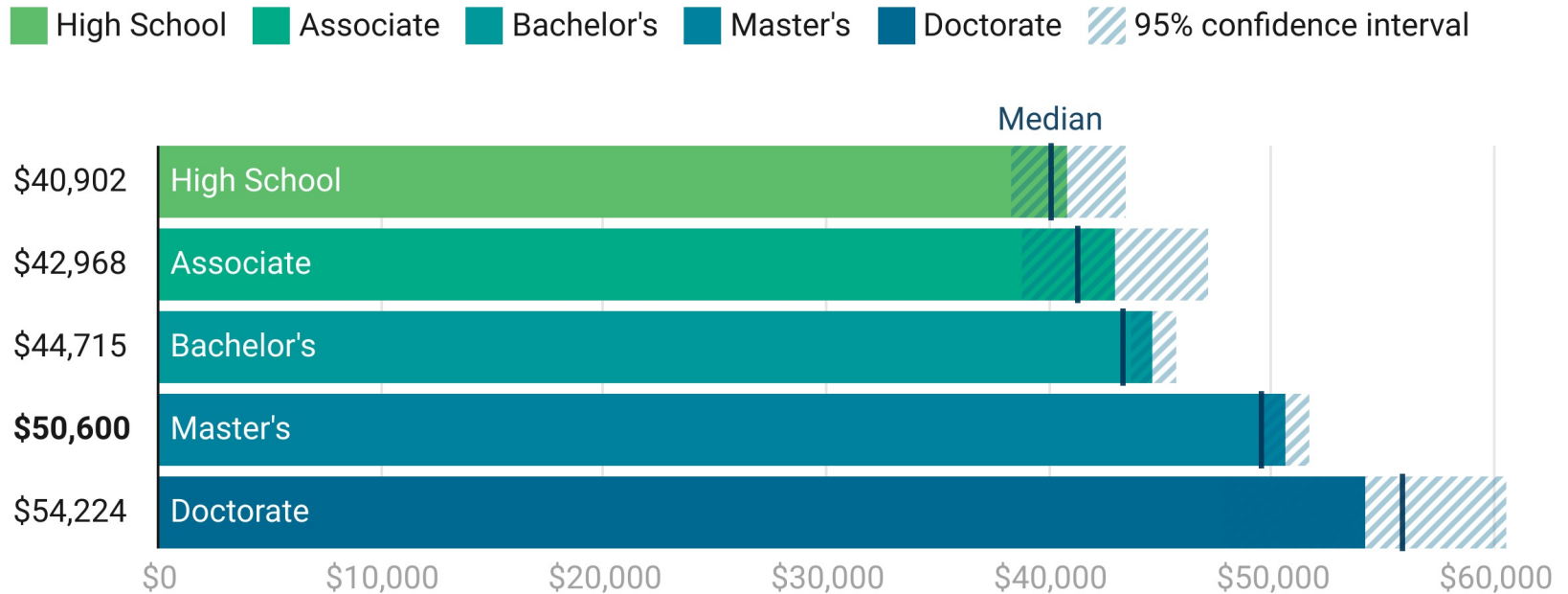
YPs: It pays to stay in school!



Youth Pastor Salary

Education

Bachelor's → +9.3%-10%
Master's → +13.2%-16%
Doctorate → +7.2%

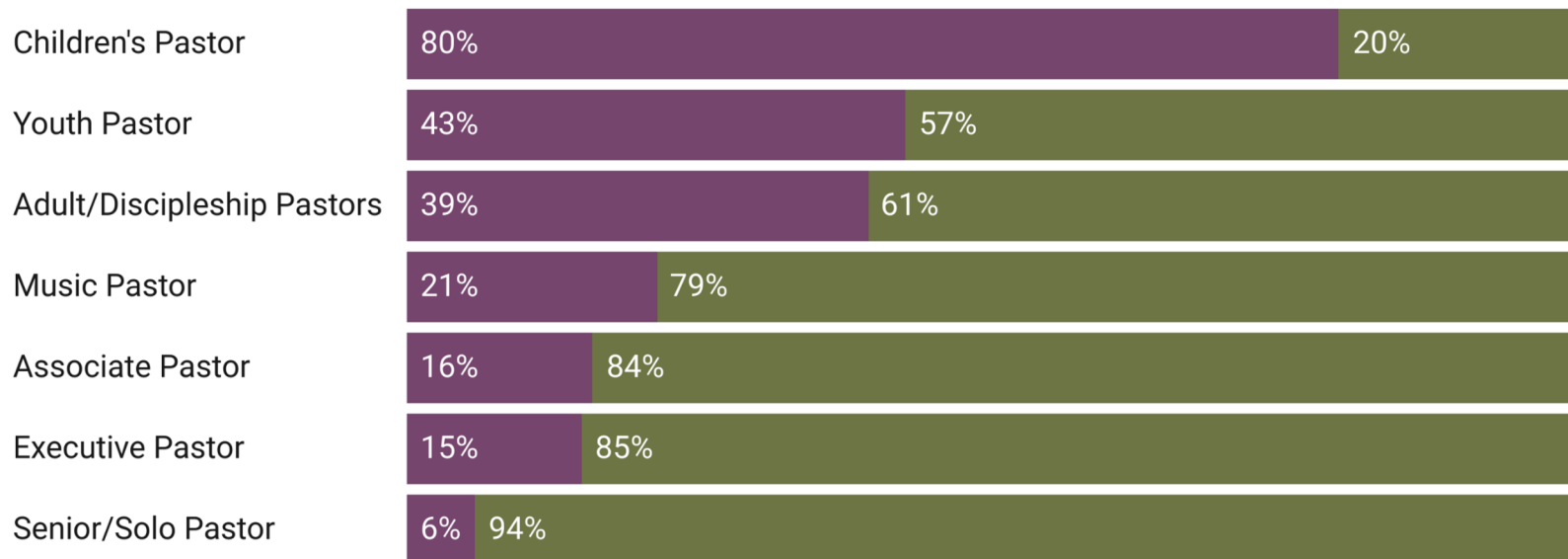


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Gender

YPs are approaching a 50/50 gender mix.

Female Male

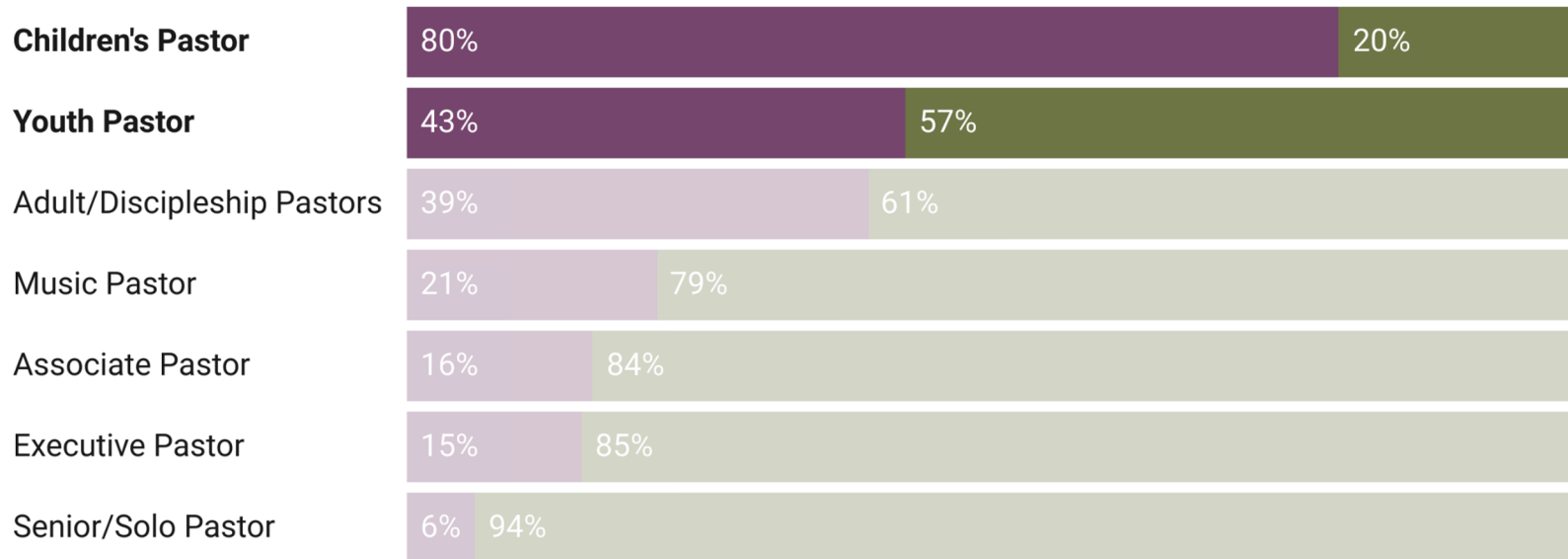


Youth Pastor Salary

Gender

Female youth and children's pastors are often given the title of "director" and they are not ordained.

Female Male



Youth Pastor Salary

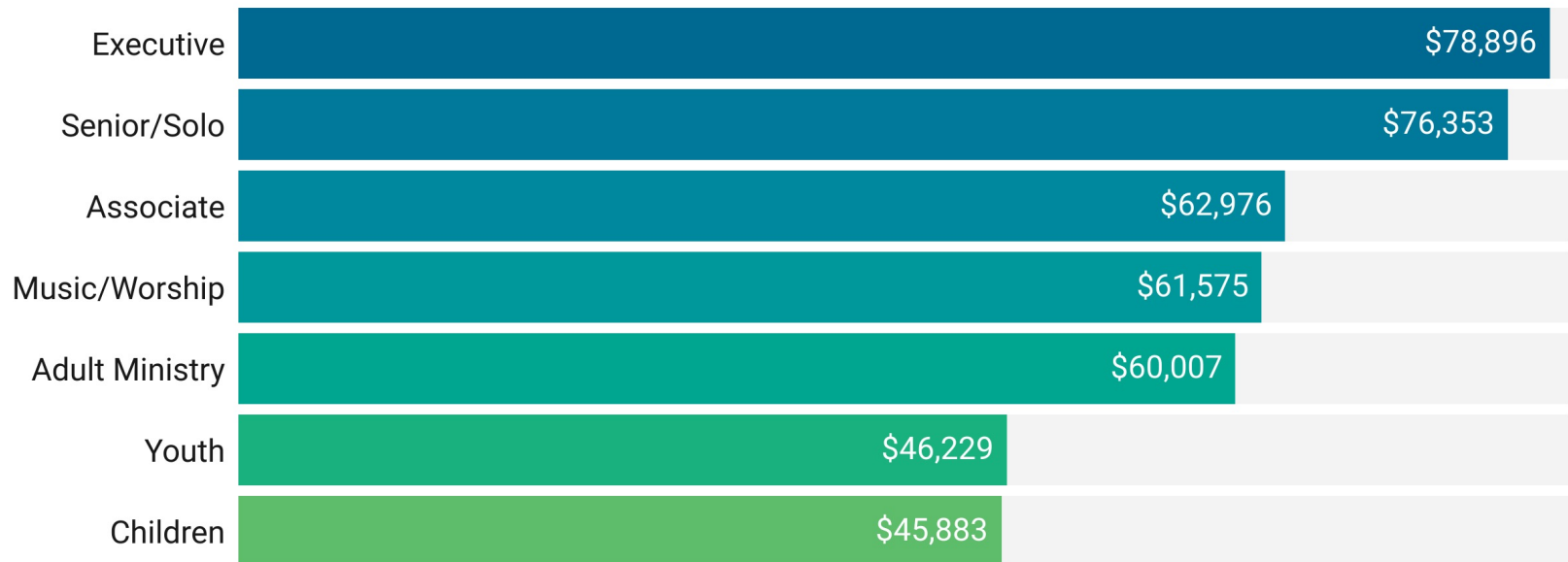
Education & Gender

Female YPs earn \$87 for every \$100 earned by male YPs (-13%).



Youth Pastor Salary Salary Structure

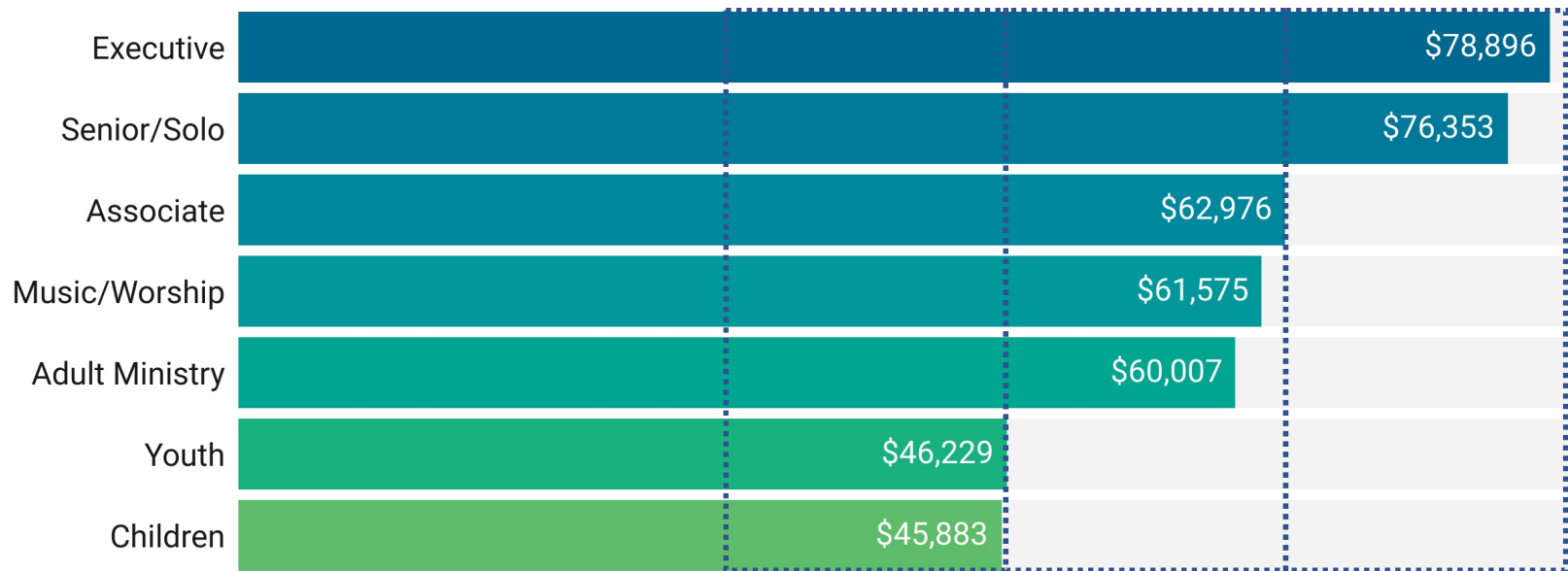
Lowest tier or band
of pastoral positions are
youth and children's pastors.



Youth Pastor Salary

Salary Structure

The “easiest way” to earn more is to move up the ladder.



Associate/Worship (+\$15k/year) →

Senior/Executive (+\$30k/year) →

Structural & Ideological Obstacles

- How churches value and view YPs (and staff)
- How churches approach compensation
 - Budget-shoppers / Coupon-cutters
 - What do we think they need as a _____?
- Job competition is almost non-existent
 - New job = leaving town/moving
 - “Calling” is tied up with people, place, and mission

Youth Pastor Salary

Bottom Line: *Education Pays*



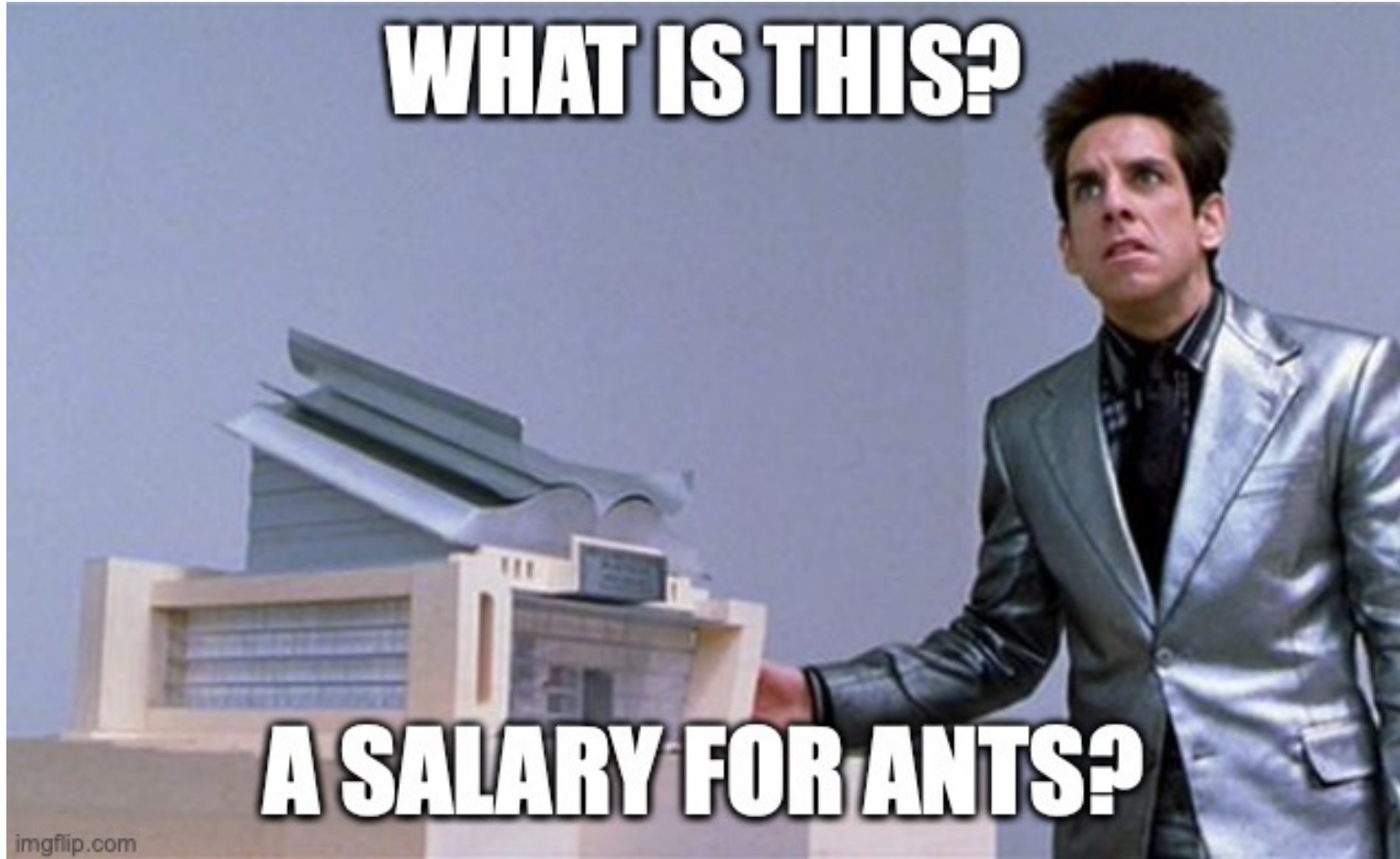
Youth Pastor Salary

Bottom Line: *Ask for a Raise*



Youth Pastor Salary

Bottom Line: ... Wisely



Youth Pastor Salary

Bottom Line: *Using a Salary Report*

