

The 2025 PAM Salary Survey Report was open from November 2024 through March 2025. Below are some of the results.



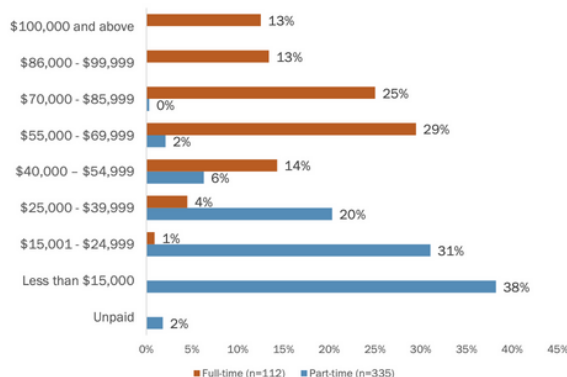
467 Responses



**28% Full-time
72% Part-time**

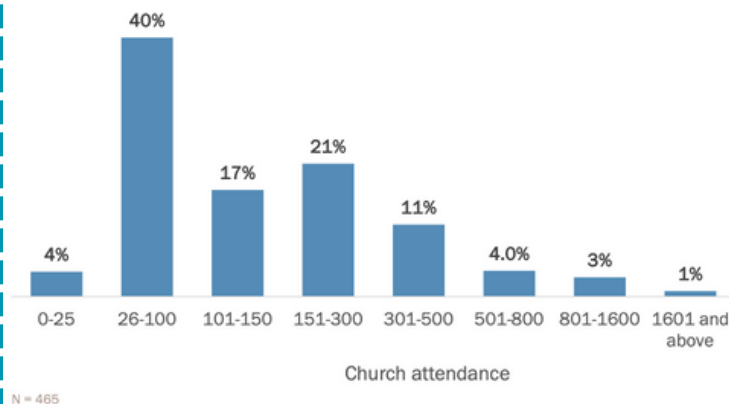
ANNUAL EARNINGS

Most common annual Salary Range
Full-time positions \$55,000 - \$70,000
Part-time positions less than \$15,000



SIZE OF CHURCH

What is the average weekly attendance of services at your church?



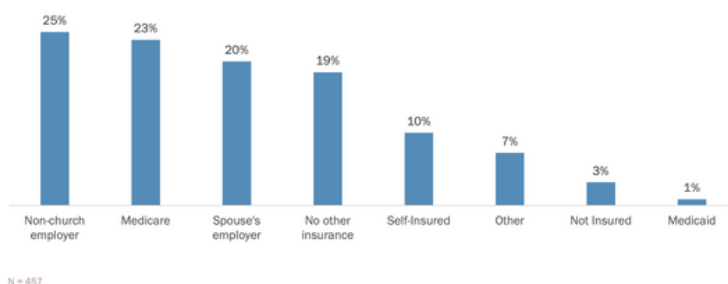
HOW MANY ENSEMBLES?

- 2 ensembles on average per week
- Adult Choir was most common, followed by Adult Handbells

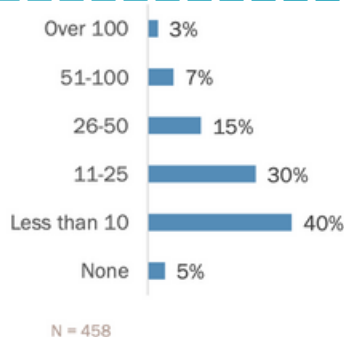
HEALTH INSURANCE

97% have some form of medical insurance

Do you have health insurance through any source other than your church position?



HOW MANY CHILDREN IN WEEKLY WORSHIP/NURSERY/ CHILDREN'S CHURCH/SIMILAR OFFERING?



OTHER EMPLOYMENT BENEFITS

- **Average Vacation Days**
 - Full-time : 20 days
 - Part-time: 9 days
- **Average Sick Days**
 - Full-time: 11 days
 - Part-time: 6 days
- **7 Paid Holidays Average, Most Common 10**
- **39% Study Leave; Average \$1500 funding**

EDUCATION AND CALL

- **52% Have Master's Degree**
- **14% Have Doctorates Degree**
- **26% Have Bachelor's Degree**
- **17% are in their First Call**

ADDITIONAL EMPLOYMENT?

- **41% Full-time Yes**
- **68% Part-time Yes**