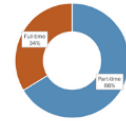


PAM SALARY SURVEY REPORT

THE PAM SALARY SURVEY REPORT WAS OPEN FOR TWELVE WEEKS EARLIER THIS YEAR. WE THOUGHT YOU MIGHT WANT TO SEE SOME OF THE RESULTS.



527 RESPONSES



**34% FULL-TIME
66% PART-TIME**

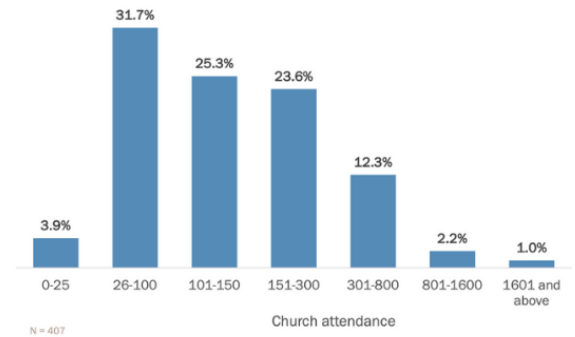
MEDIAN ANNUAL EARNINGS

**\$64,500 FOR FULL-TIME
\$16,500 FOR PART-TIME**



SIZE OF CHURCH

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

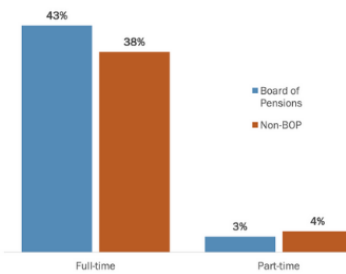


HOW MANY ENSEMBLES?

- 2.2 ON AVERAGE PER WEEK
- MAJORITY CONDUCT ONE OR TWO PER WEEK

HEALTH INSURANCE

Type of church employer provided insurance

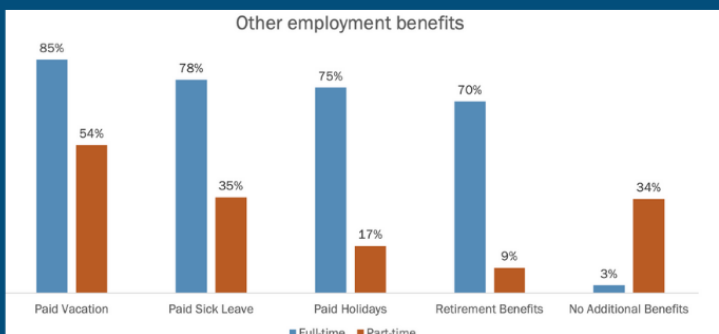


- 95.6% HAVE SOME FORM OF MEDICAL INSURANCE
- 20% OTHER EMPLOYER
- 18% SPOUSE'S EMPLOYER
- 17% MEDICARE
- 8% SELF-INSURED

OUTSIDE ADDITIONAL EMPLOYMENT?

- 35.6% FULL-TIME YES
- 72% PART-TIME YES

OTHER EMPLOYMENT BENEFITS



- 15 PAID VACATION DAYS AVERAGE
- 7 PAID SICK DAYS AVERAGE
- 6 PAID HOLIDAYS AVERAGE, MOST COMMON 10 DAYS
- 44% STUDY LEAVE; AVERAGE \$1400 IN FUNDING

Education and Call

- 51.4% HAVE MASTER'S DEGREE
- 13.3% HAVE DOCTORATES
- 28% HAVE BACHELORS
- 15% ARE IN THEIR FIRST CALL