

Spiritual Care Collaborative 2011 Salary and Benefits Survey

Introduction

The [Association of Professional Chaplains](#) (APC) and the [National Association of Catholic Chaplains](#) (NACC) partnered this year to offer the salary survey, originally issued in 2008. Minor edits were made to the survey tool, using feedback from the 2008 trial. However, all questions remained intact between the two testing periods.

The salary and benefits survey gathered confidential data from association members to offer valuable information to professional chaplains and their employers. Employees and human resource representatives alike may use findings from this initiative to compare salary and benefit levels for different roles, geographical locations, and professional expertise.

During the spring of 2011, partners extended personal invitations to all board certified chaplain members who are employed full-time. Collectively, this represented a total of 4,000 potential respondents. Participants were given two options for survey completion: 1) via an online, web-based survey tool; or 2) a hard-copy survey to be completed and mailed back to the inviting organization. In total, 1,230 chose to complete the confidential survey (majority online), which represents a 30 percent response rate. Again this year, we note a very positive response to the tool and the process, indicating strong relationships between the partnering organizations and their members.

After cleaning and crosschecking data, researchers eliminated 11 surveys due to respondents' part-time status. This left a valid sample of 1,219 respondents. This is a highly favorable sample size which lends statistical validity to the findings reported herein. The sample is representative of professional board certified¹ chaplains working full-time in the United States. As was true in 2008, we can infer a 95% confidence interval, with a five percent error ratio. Therefore, if the study were repeated again, researchers would find similar results 95 times out of 100.

This report is presented in a summary format. It includes descriptive statistics such as cross tabulations including percentiles. Throughout the report, percentages refer to the proportion of respondents within each category, based on their responses. Measures of central tendency, including average, median and range statistics are also provided to describe general sample characteristics.

While individual cases may vary widely, a baseline description of the survey sample is a helpful start to understanding the "average survey respondent." The profile below has been compiled using mean and modal responses.

The average respondent:

- Has a Masters degree;
- Is recognized as a leader within their faith tradition (such as ordained);
- Works in a non-profit, General/Community/Regional Hospital care as a Staff Chaplain;
- Has an average daily patient census of 101-500;
- Works within urban areas of the Midwest (IL, IN, IA, KS, MI, MN, MO, NE, ND, OK, SD, WI, OH) or the South (AL, AR, FL, GA, KY, LA, MS, NC, SC, TN, TX, VA, WV);

¹ For information on professional board certification please visit the Spiritual Care Collaborative website <http://www.spiritualcarecollaborative.org/>

- Reports a total 2010 pre-tax salary (including housing allowance) ranging between \$40,000 and \$59,000;
- Has been in professional specialized pastoral/spiritual care ministry between 10-20 years and employed by their current employer for nine years (both of which are statistically significant predictors of pre-tax income);
- Reports a package of benefits, including health insurance (*employee pays 27%*), a retirement plan, including 403b and 401k (employee pays 75%), and social security benefits; and
- Is certified and dues paying members of the Association of Professional Chaplains.

This report contains summary results from this survey. Please note that the total number of respondents in some tables may not add up to 1,219 because some did not or could not provide information in the selected categories. There are also instances where percentages do add up to 100% as selected questions allowed for multiple responses (e.g., question one asked respondents to choose all types of roles they play in their position). Therefore, percentages displayed for these types of questions are based upon the total number of responses.

For questions or inquiries regarding this report please contact one of the supporting organizations:

- National Association of Catholic Chaplains -- David Lichter, dlichter@nacc.org / (414) 483-4898
- Association of Professional Chaplains -- Pat Appelhans, pat@professionalchaplains.org / (847) 240-1014

Survey Results

The first table provides a comparison of median and range salaries by job title. Since most respondents reported only one job title, researchers converted multiple responses to single categories.

Salary in Relation to Position

Position	Median	Range
Department Head/Manager/Director/CPE Supervisor (n=94)	\$81,000	\$40,000-\$230,000
Department Head/ Manager/ Director (n=266)	\$69,000	\$26,000-\$170,000
CPE Supervisor (n=44)	\$71,250	\$44,000-\$105,000
Corporate/Administrator/ Leadership (n=30)	\$100,000	\$52,000-\$210,000
Coordinator (n=70)	\$59,000	\$19,000-\$126,000
Staff Chaplain (n=614)	\$52,000	\$18,000-\$127,000
One Person Pastoral Care Department (n=101)	\$51,169	\$23,275-\$126,700
Community Chaplain (n=10)	\$43,000	\$26,000-\$125,000

The next table offers a snapshot of benefits offered and accepted to all respondents in the sample, regardless of their position.

Benefits	Offered	Enrolled
Health Insurance (n=1,212)	96%	85%
Retirement Plans* (n=1,196)	83%	79%
Pension Plans (n=1,199)	69%	65%
Social Security (n=1,188)	70%	61%
Housing Allowance (n=1,189)	50%	43%

*Retirement plan examples include 401k or 403b packages

The table below looks at the relationship between position and the proportion of respondents that identify benefits being offered to them and the proportion who take advantage of those offerings. Benefits include health insurance, pension, retirement plans, social security, and housing allowances.

Position	Health Insurance		Pension		Retirement Plan		Social Security		Housing Allowance	
	<i>Offered</i>	<i>Enrolled</i>	<i>Offered</i>	<i>Enrolled</i>	<i>Offered</i>	<i>Enrolled</i>	<i>Offered</i>	<i>Enrolled</i>	<i>Offered</i>	<i>Enrolled</i>
Department Head/Manager/Director/CPE Supervisor (n=94)	97%	90%	75%	79%	81%	87%	80%	72%	69%	65%
Department Head/ Manager/ Director (n=266)	97%	86%	71%	65%	85%	83%	66%	58%	49%	43%
CPE Supervisor (n=44)	93%	82%	75%	69%	71%	71%	64%	51%	67%	53%
Corporate/Administrator/ Leadership (n=30)	100%	87%	66%	65%	89%	92%	77%	73%	40%	37%
Coordinator (n=72)	99%	83%	79%	69%	81%	78%	78%	71%	50%	44%
Staff Chaplain (n=613)	96%	86%	71%	64%	83%	78%	69%	62%	47%	39%
One Person Pastoral Care Department (n=101)	92%	80%	58%	61%	79%	82%	60%	57%	44%	44%
Community Chaplain (n=11)	82%	70%	45%	57%	64%	71%	64%	55%	18%	18%

Note: Role identity was a multiple response question, allowing respondents to choose more than one category. Therefore, segment counts will not add up to the overall sample total.

The next table provides a comparative look at employee and employer health insurance coverage by reported 2010 pre-tax salary ranges.

Health Insurance Payment in Relation to Salary

Salary Range	Employee Portion 0-25% Employer Portion 75-100%	Employee Portion 26-50% Employer Portion 50-74%	Employee Portion 51-75% Employer Portion 25-49%	Employee Portion 76-100% Employer Portion 0-24%
\$20,000 or less* (n =2)	100%	0%	0%	0%
\$20,001-\$29,999 (n=10)	80%	10%	0%	10%
\$30,000-\$39,999 (n=42)	52%	38%	5%	5%
\$40,000-\$49,999 (n=146)	61%	29%	4%	6%
\$50,000-\$59,999 (n=181)	61%	25%	5%	9%
\$60,000-\$69,999 (n=120)	70%	25%	2%	3%
\$70,000-\$79,999 (n=86)	61%	22%	5%	12%
\$80,000-\$89,999 (n=58)	69%	17%	5%	9%
\$90,000-\$99,999 (n=42)	74%	19%	5%	2%
\$100,000 or greater (n=39)	67%	28%	0%	5%

*Note: As with all of the benefit breakout questions, there are a large number of missing cases. Percentages are based on total responses within each category; Pre-tax salary includes housing allowance

The table below compares pension plan payments (both employee and employer contributions) by reported 2010 pre-tax salary ranges.

Pension Plan Payments in Relation to Salary

Salary Range	Employee Portion 0-25% Employer Portion 75-100%	Employee Portion 26-50% Employer Portion 50-74%	Employee Portion 51-75% Employer Portion 25-49%	Employee Portion 76-100% Employer Portion 0-24%
\$20,000 or less (n=3)	33%	34%	0%	33%
\$20,001-\$29,999 (n=5)	20%	0%	0%	80%
\$30,000-\$39,999 (n=18)	33%	23%	0%	44%
\$40,000-\$49,999 (n=74)	54%	12%	3%	31%
\$50,000-\$59,999 (n=98)	47%	11%	1%	41%
\$60,000-\$69,999 (n=81)	54%	15%	4%	27%
\$70,000-\$79,999 (n=42)	45%	5%	7%	43%
\$80,000-\$89,999 (n=33)	61%	18%	3%	18%
\$90,000-\$99,999(n=55)	100%	0%	0%	0%
\$100,000 or greater (n=61)	61%	6%	0%	33%

*Note: As with all of the benefit breakout questions, there are a large number of missing cases. Percentages are based on total responses within each category; Pre-tax salary includes housing allowance.

This table compares retirement plan payments (apportioned contributions from employer and employees) by reported 2010 pre-tax salary ranges.

Retirement Plan Contributions in Relation to Salary

Salary Range	Employee Portion 0-25% Employer Portion 75-100%	Employee Portion 26-50% Employer Portion 50-74%	Employee Portion 51-75% Employer Portion 25-49%	Employee Portion 76-100% Employer Portion 0-24%
\$20,000 or less (n=6)	0%	100%	0%	0%
\$20,001-\$29,999 (n=8)	12%	50%	0%	38%
\$30,000-\$39,999 (n=17)	6%	12%	29%	53%
\$40,000-\$49,999 (n=108)	11%	26%	13%	50%
\$50,000-\$59,999 (n=133)	6%	14%	9%	71%
\$60,000-\$69,999 (n=92)	14%	17%	11%	58%
\$70,000-\$79,999 (n=73)	8%	14%	10%	68%
\$80,000-\$89,999 (n=42)	10%	15%	3%	72%
\$90,000-\$99,999 (n=33)	6%	18%	3%	73%
100,000 or greater (n=36)	22%	6%	14%	58%

Note: While many respondents reported they do participate in a retirement plan, most reportedly lack the information to provide employee/employer contributions on the survey; pre-tax salary includes housing allowance.

The next table provides a snapshot of the percentage of salary respondents' reportedly claimed as a housing allowance to the Internal Revenue Service in 2010.

Percentage of Salary Claimed as Housing Allowance

Percent of Salary	Number of Respondents	Percent of Sample
0%	423	35%
1-10%	73	6%
11-20%	135	11%
21-30%	180	15%
31-40%	84	7%
41-50%	59	5%
51% or greater	35	3%
Uncertain/not sure	89	7%
Unreported	141	13%

The following table provides a comparison of the percentage of 2010 pre-tax salary claimed as a housing allowance by respondents' job title.

Percentage of Salary Claimed in Relation to Position

Position	0%	1-10%	11-20%	21-30%	31-40%	41-50%	50% or greater	Unsure
Department Head/Manager/CPE Supervisor (n= 96)	18%	15%	18%	34%	5%	3%	2%	5%
Department Head/Manager/Director (n=271)	35%	4%	19%	16%	10%	4%	4%	8%
CPE Supervisor (n=45)	36%	9%	16%	24%	7%	4%	4%	0%
Corporate/Administrator/Leadership (n=30)	40%	10%	17%	27%	3%	0%	0%	3%
Coordinator (n=72)	32%	15%	8%	18%	11%	6%	0%	10%
Staff Chaplain (n=637)	37%	6%	13%	11%	7%	16%	3%	7%
One Person Pastoral Care Department (n=108)	39%	16%	11%	7%	10%	4%	4%	9%
Community Chaplain (n=11)	54%	14%	9%	9%	9%	0%	0%	5%

The next table presents a comparison of median and range salary by work setting, reported by survey respondents. For ease of reporting, researchers converted this multiple response question into a single response.

Salary Overview in Relation to Setting

Type of Setting	Median	Range
Academic Medical Center (Teaching Hospital) (n=329)	\$60,000	\$20,000-\$160,000
General/Community/Regional Hospital (n=595)	\$57,500	\$19,000-\$160,000
System Level(n=79)	\$79,000	\$38,000-\$230,000
Long-term Care* (n=125)	\$53,000	\$22,000-\$135,000
Out Patient Clinic(n=48)	\$58,500	\$23,500-\$112,000
Hospice/Palliative Care(n=248)	\$53,000	\$22,000-\$177,000
Mental Health (n=83)	\$58,000	\$20,000-\$160,000
Corrections(n=8)	\$56,000	\$42,000-\$89,000
Business/Industrial (n=3)	\$81,000	\$40,000-\$123,000
Federal/State/County Government (n=22)	\$79,000	\$45,000-\$130,000
Military (n=8)	\$66,500	\$18,000-\$145,000
Police (n=3)	\$56,500	\$52,000-\$100,000
Congregation/Parish Setting (n=18)	\$50,000	\$21,500-\$126,742

*Including: Retirement, Assisted Living, Dementia Units, Independent Living for Seniors, and Nursing Homes

Note: Higher salary ranges were commonly reported by individuals with multiple roles within a health system, hospital or community setting.

The following table compares the percentage of respondents in each salary range by the work setting described on the survey.

Salary in Relation to Setting

Type of Setting	\$20,000 or less	\$20,001-\$29,999	\$30,000-\$39,999	\$40,000-\$49,999	\$50,000-\$59,999	\$60,000-\$69,999	\$70,000-\$79,999	\$80,000-\$89,999	\$90,000-\$99,999	\$100,000 or greater
Academic Medical Center (n=330)	1%	2%	4%	13%	28%	18%	12%	9%	6%	7%
General/Community/Regional Hospital (n=596)	0%	1%	5%	21%	26%	19%	13%	7%	3%	5%
System-level (n=80)	1%	4%	0%	5%	6%	22%	14%	10%	16%	22%
Long-Term Care*(n=125)	1%	3%	10%	24%	27%	20%	2%	3%	5%	5%
Outpatient Clinic (n=49)	0%	4%	6%	16%	29%	26%	7%	4%	2%	6%
Hospice/Palliative Care (n=249)	0%	3%	7%	29%	27%	18%	8%	3%	2%	3%
Mental Health (n=84)	0%	4%	6%	14%	27%	19%	10%	10%	4%	6%
Corrections (n=8)	0%	0%	0%	37%	13%	25%	0%	25%	0%	0%
Business/Industrial (n=5)	20%	0%	0%	20%	0%	0%	0%	20%	0%	40%
Federal/State/County Government (n=22)	0%	0%	0%	14%	9%	0%	27%	18%	14%	18%
Military (n=8)	11%	0%	0%	25%	0%	13%	13%	25%	0%	13%
Police (n=3)	0%	0%	0%	0%	67%	0%	0%	0%	0%	33%
Congregation/Parish Setting (n=19)	16%	5%	11%	16%	21%	26%	0%	0%	0%	5%

*Including: Retirement, Assisted Living, Dementia Units, Independent Living for Seniors, and Nursing Homes

Note: Higher salary ranges were commonly reported by individuals with multiple roles (and sometimes positions) within a health system, hospital or community setting.

The next table below provides a breakout of the description of respondents' work places by institutional type and status.

Institution Type in Relation to Setting

Type of Setting	For-Profit	Not-for-Profit**	Faith-Based	Community-Based	Public Institution
Academic Medical Center (n=330)	7%	79%	27%	10%	12%
General/Community/Regional Hospital (n=571)	7%	83%	46%	19%	4%
System-level (n=80)	5%	83%	55%	15%	5%
Long Term Care*(n=134)	9%	79%	63%	10%	5%
Out Patient Care (n=51)	0%	94%	57%	26%	8%
Hospice/Palliative Care (n=257)	20%	75%	31%	16%	7%
Mental Health (n=85)	6%	78%	37%	26%	17%
Corrections (n=9)	0%	33%	11%	11%	78%
Business/Industrial (n=5)	40%	40%	0%	20%	20%
Federal/State/County Government (n=23)	0%	17%	4%	4%	83%
Military (n=9)	11%	22%	22%	11%	56%
Police (n=3)	33%	33%	68%	33%	33%
Congregation/Parish Setting (n=21)	5%	76%	62%	29%	19%

*Including: Retirement, Assisted Living, Dementia Units, Independent Living for Seniors, and Nursing Homes

** Also referred to as Non Profit or IRS designation 501(c) 3

Note: Workplace descriptions are not mutually exclusive; therefore rows do not add up to 100%

The following section looks at salary levels in relation to varying demographics, including variables such as educational attainment, geographic location, and gender. We also examine salary levels among the different faith traditions included in our sample.

The first table in this section provides a comparison of median and range salaries by educational attainment as reported by survey respondents.

Salary Overview in Relation to Education

Education Level	Median	Range
Associate's Degree (n=6)	\$51,500	\$40,000 - \$62,000
Bachelor's Degree (n=23)	\$57,000	\$22,500 - \$94,000
Master's Degree (n=930)	\$56,000	\$23,000-\$210,000
Doctorate Degree (n=205)	\$69,000	\$15,000 - \$230,000
Other (n=7)	\$57,000	\$45,000 - \$86,000

Note: "Other" education level include a mix of certifications, licenses, JD degrees, and M.Div. Equivalents

The following table expands on the previous one by providing a full breakout of salary ranges by respondents' educational attainment level.

Salary Ranges in Relation to Education

Education Level	\$20,000 or less	\$20,001-\$29,999	\$30,000-\$39,999	\$40,000-\$49,999	\$50,000-\$59,999	\$60,000-\$69,999	\$70,000-\$79,999	\$80,000-\$89,999	\$90,000-\$99,999	\$100,000 or greater
Associate's Degree (n=6)	0%	0%	0%	50%	33%	17%	0%	0%	0%	0%
Bachelor's Degree (n=23)	0%	9%	13%	18%	22%	17%	13%	4%	4%	0%
Master's Degree (n=930)	0%	2%	6%	23%	28%	18%	9%	7%	4%	3%
Doctorate Degree (n=206)	2%	1%	3%	10%	18%	17%	18%	11%	6%	14%
Other (n=7)	0%	0%	0%	14%	43%	29%	0%	14%	0%	0%

Note: "Other" education level include a mix of certifications, licenses, JD degrees, and M.Div. Equivalents

The table below provides a comparison of median and range salaries by religious identity as reported by survey respondents.

Salary Overview in Relation to Identity

Identity	Median	Range
Ordained (n=868)	\$58,000	\$14,000-\$230,000
Commissioned (n=118)	\$55,000	\$18,000-\$210,000
Roman Catholic Religious (n=94)	\$53,000	\$19,000-\$170,000
Layperson (n=181)	\$57,000	\$25,000-\$210,000
Other (n=27)	\$53,000	\$31,000-\$92,250

Other includes: Consecrated Counselor, Conference Commissioner, Deaconess, Ordained Church Elder, and Endorsed individuals

The next table expands on the previous one by providing a full overview of salary ranges by respondents' religious identity.

Salary Ranges in Relation to Identity

Identity	\$20,000 or less	\$20,001-\$29,999	\$30,000-\$39,999	\$40,000-\$49,999	\$50,000-\$59,999	\$60,000-\$69,999	\$70,000-\$79,999	\$80,000-\$89,999	\$90,000-\$99,999	\$100,000 or greater
Ordained (n=869)	0%	1%	3%	20%	26%	19%	11%	8%	5%	7%
Commissioned (n=118)	2%	3%	7%	25%	25%	18%	11%	3%	2%	4%
Roman Catholic Religious (n=94)	2%	6%	12%	21%	21%	17%	7%	4%	2%	6%
Layperson (n=181)	0%	2%	6%	21%	25%	16%	8%	8%	6%	8%
Other (n=27)	0%	0%	4%	40%	22%	15%	11%	4%	4%	0%

Other includes: Consecrated Counselor, Conference Commissioner, Deaconess, Ordained Church Elder, and Endorsed individuals

The following table below provides a comparison of median and range salaries by faith tradition as reported by survey respondents.

Salary Overview in Relation to Faith Tradition

Faith Tradition	Median	Range
Protestant (n=788)	\$58,000	\$14,400-\$230,000
Catholic (n=301)	\$55,000	\$19,000-\$210,000
Jewish (n=14)	\$72,500	\$32,000-\$135,000
Muslim (n=2)	\$53,000	\$48,000-\$58,000
Hindu (n=1)	\$50,000	\$50,000
Buddhist (n=1)	\$56,000	\$56,000
Other (n=66)	\$58,125	\$15,000-\$230,000

Note: "Other" faith traditions reported include Baptist, "Interfaith", Mennonite, Ethical Culture, Apostolic, Quaker, Sufi, "All Faith", etc.

The next table expands on the previous one by providing a full overview of salary ranges by respondents' reported faith tradition.

Salary Ranges in Relation to Faith Tradition

Faith Tradition	\$20,000 or less	\$20,001-\$29,999	\$30,000-\$39,999	\$40,000-\$49,999	\$50,000-\$59,999	\$60,000-\$69,999	\$70,000-\$79,999	\$80,000-\$89,999	\$90,000-\$99,999	\$100,000 or greater
Protestant (n=789)	0%	2%	5%	19%	27%	18%	12%	7%	5%	5%
Catholic (n=301)	1%	3%	7%	23%	25%	17%	8%	6%	4%	6%
Jewish (n=14)	0%	2%	14%	14%	7%	14%	0%	21%	7%	21%
Muslim (n=2)	0%	0%	0%	50%	50%	0%	0%	0%	0%	0%
Hindu (n=1)	0%	0%	0%	0%	100%	0%	0%	0%	0%	0%
Buddhist (n=1)	0%	0%	0%	0%	100%	0%	0%	0%	0%	0%
Other (n=66)	1%	0%	5%	30%	26%	15%	8%	9%	3%	3%

Note: "Other" faith traditions reported include Baptist, "Interfaith", Mennonite, Ethical Culture, Apostolic, Quaker, Sufi, "All Faith", etc.

The following tables represent salary median, ranges, and categories by respondents' gender.

Salary in Relation to Gender Identity

Gender Identity	Median	Range
Female (n=552)	\$55,200	\$18,000 - \$205,000
Male (n=618)	\$60,000	\$14,000 - \$230,000

Gender Identity	\$20,000 or less	\$20,001-\$29,999	\$30,000-\$39,999	\$40,000-\$49,999	\$50,000-\$59,999	\$60,000-\$69,999	\$70,000-\$79,999	\$80,000-\$89,999	\$90,000-\$99,000	\$100,000 or greater
Female (n=552)	1%	3%	7%	23%	28%	17%	8%	5%	4%	4%
Male (n=618)	0%	1%	4%	18%	25%	19%	13%	9%	5%	6%

The following tables provide median, range, and categorical salary levels by respondents' reported ethnicity.

Salary in Relation to Ethnicity

Ethnicity	Median	Range
African American (n=66)	\$50,000	\$33,300 - \$105,000
Asian (n=39)	\$58,000	\$15,000 - \$82,000
Caucasian/White (n=1,018)	\$58,000	\$18,000 - \$230,000
Hispanic/Latin (n=30)	\$59,000	\$18,000 - \$101,000
Native American (n=2)	\$67,500	\$60,000-\$75,000
Bi-racial (n=7)	\$78,000	\$55,000 - \$150,000
Other (n=1)	\$60,320	\$60,320

Ethnicity	\$20,000 or less	\$20,001-\$29,999	\$30,000-\$39,999	\$40,000-\$49,999	\$50,000-\$59,999	\$60,000-\$69,999	\$70,000-\$79,999	\$80,000-\$89,999	\$90,000-\$99,999	\$100,000 or greater
African American (n=66)	0%	0%	6%	42%	23%	4%	18%	5%	0%	2%
Asian (n=39)	1%	5%	3%	23%	22%	26%	15%	5%	0%	0%
Caucasian/White (n=1,018)	0%	1%	6%	20%	27%	18%	10%	7%	5%	6%
Hispanic/Latin (n=30)	3%	3%	3%	3%	37%	17%	13%	7%	7%	7%
Native American (n=2)	0%	0%	0%	0%	0%	50%	50%	0%	0%	0%
Bi-racial (n=7)	0%	0%	0%	0%	29%	0%	29%	14%	0%	28%
Other (n=1)	0%	0%	0%	0%	100%	0%	0%	0%	0%	0%

Note: "Other" ethnicities reported include native African, Filipinos, etc.

The following tables provide median, range, and categorical salary levels by respondents' geographical location.

Salary in Relation to Geographical Location

Geographical Location	Median	Range
Urban(n=714)	\$57,500	\$15,000 - \$230,000
Suburban(n=427)	\$57,000	\$19,000 - \$210,000
Rural(n=194)	\$54,000	\$22,500 - \$122,000

Salary in Relation to Region

Geography	Median	Range
Midwest (n=388)	\$56,000	\$22,500 - \$230,000
Southern (n=362)	\$56,400	\$14,400 - \$160,000
Western (n=222)	\$60,000	\$18,000 - \$210,000
Eastern (n=199)	\$57,000	\$19,000 - \$145,000
Canada (n=1)	\$129,000	\$129,000

Geography	\$20,000 or less	\$20,001-\$29,999	\$30,000-\$39,999	\$40,000-\$49,999	\$50,000-\$59,999	\$60,000-\$69,999	\$70,000-\$79,999	\$80,000-\$89,999	\$90,000-\$99,999	\$100,000 or greater
Midwest (n=389)	0%	3%	5%	22%	30%	18%	8%	7%	4%	3%
Southern (n=363)	1%	1%	4%	24%	24%	16%	12%	7%	6%	5%
Western (n=222)	1%	1%	5%	14%	24%	22%	13%	9%	3%	8%
Eastern (n=199)	.0%	2%	8%	20%	25%	16%	10%	6%	7%	6%
Canada (n=1)	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%

Note: The US geographical regions reported contain the following states:

- Midwest (IL, IN, IA, KS, MI, MN, MO, NE, ND, OK, SD, WI, OH)
- Southern (AL, AR, FL, GA, KY, LA, MS, NC, SC, TN, TX, VA, WV)
- Western (AK, AZ, CA, CO, HI, ID, MT, NV, NM, OR, UT, WA, WY)
- Eastern (CT, DE, DC, ME, MD, MA, NH, NJ, NY, PA, RI, VT)
- Canada (All Provinces)

The following two tables describe the depth of experience as a chaplain and years in current position as reported by respondents.

Years of Chaplaincy Experience

Length of Time	Number	Percent
Under 1 year	3	2%
1-5 years	132	11%
6-10 years	267	20%
11-15 years	254	21%
16-20 years	207	17%
21-25 years	151	12%
26 years or more	201	17%

Years in Current Position

Length of Time	Number	Percent
Under 1 year	14	2%
1-5 years	498	41%
6-10 years	308	25%
11-15 years	205	17%
16-20 years	99	8%
21-25 years	80	7%
26 years or more	0	0%

The table below provides a breakout of respondents' organizational certification, membership, and status as a dues paying member.

Relationships with SCC and Other Organizations

Organization	Certified		Dues Paying Member	
	Number	Percent	Number	Percent
APC	910	75%	905	74%
NACC	309	25%	307	25%
ACPE	143	12%	150	12%
CASC	3	.2%	3	.2%
AAPC	13	1%	13	1%
CPSP	17	1.4%	15	1%
NAVAC	15	1.2%	13	1%
NAJC	3	.2%	2	.2%
Other	61	5%	68	6%

Note: Multiple response option questions – respondents were asked to choose all types of settings that applied. Therefore percentages will not add up to 100%

Note: "Other Organizations" include AAMFT, ADEC, APA, APC, FFC, NASW, IACC, PCN, UUMA, NCLPC, and other un-named organizations.

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