ACPE

The Standard for Spiritual Care & Education

SALARY AND COMPENSATION SURVEY 2024

National survey of salaries and key compensation trends for Chaplaincy and Pastoral Education Professionals

Salary and Compensation Survey 2024

As conducted by the ACPE Advocacy Committee

Table of Contents

Survey Summary and Key Insights	3
Salary Insights & Trends by Role	5
Salary Insights & Trends by Education	6
Base Salary by Role	7
Base Salary by Education	8
Salary Range by Regions	9
Benefits & Workplace Trends	12
Survey Demographics	13

Salary and Compensation Survey 2024

Overview

In early 2024, the ACPE Advocacy Committee conducted a national survey to analyze salary trends, benefits, and employment structures within chaplaincy and pastoral education. **This report provides a data-driven snapshot of salaries across roles, regions, and education levels while highlighting key compensation trends.** The goal is to promote transparency, support negotiations, and guide career planning.

2024 Advocacy Committee:

- K'Lynne McKinley, Chair
- Amanda Alexander
- Jeannie Chapman
- Shelia Crabb
- Sean Doll O'Mahoney
- Sharon Henry
- Abina Johnson
- Bryan Jones
- Gerald Jones
- Carlos Sanchez
- Lerrill White
- Rachel Van Thyn
- Mercedes Young

Advocacy Committee Charge

Engage appropriate parties and inform members regarding national and local legislation affecting ACPE centers including Medicare Pass-through, FLSA, corporate mergers, etc.

Equip members for professional presentation to hospital administration, legislators, and other public figures.

Develop marketing and education, including continuity with ACPE branding.

Continue to advocate for ACPE with strategic partners and collaborate on shared issues.

Salary and Compensation Survey 2024

Key Insights & Trends

➢Compensation

- **Highest Paid Role**: System Directors lead with a median salary of **$139,584**, peaking above **$150,000** in select regions.
- **Chaplain & Educator Salaries**: Median salaries remain notably lower—Full-Time Chaplains (**$68,057**) and CECs (**$65,018**).
- **Regional Variations**: Leadership salaries trend higher in the **Midwest and West**, while chaplaincy positions stay within **$60,000–$70,000** across all regions.
- **Education Impact**: Professionals with **Master's degrees earn the highest median salary ($109,823)**, surpassing those with Doctorates.

➢Benefits & Workplace Structures

- **Most Common Benefit**: **86% of respondents receive full medical insurance coverage**, making it the most widely supported compensation element.
- **Limited Flexibility**: Only **23%** of chaplains and educators report having flexible work arrangements including remote work days.
- **Paid Time Off (PTO)**: The average PTO is **24 days**, with **30 days** being the most frequently reported.
- **Varying Support**: Tuition assistance, housing allowances, and pension plans differ significantly across employers.

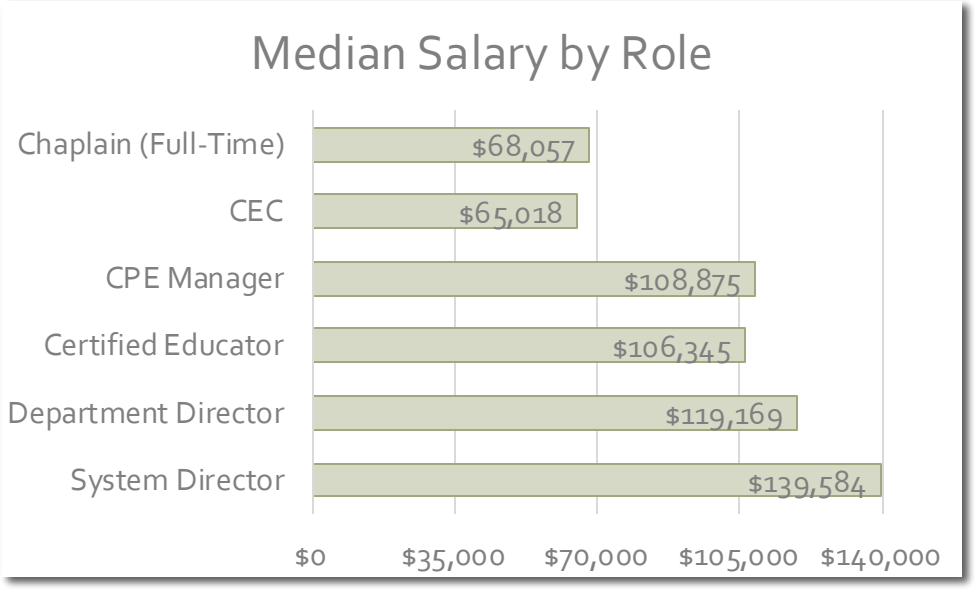
➢Implications & Career Considerations

- Leadership salaries are growing, while chaplaincy salaries remain stable.
- Master's degrees continue to provide strong financial returns in pastoral care careers.
- Remote work is rare, despite increasing demand for flexibility.
- Benefits are inconsistent, presenting opportunities for institutions to improve competitive offerings

Salary Insights & Trends

Key Insight: The highest earners are **System Directors**, while Chaplains and Certified Educator Candidates (CECs) receive lower median salaries.

Salary by Role



Regional Salary Trends

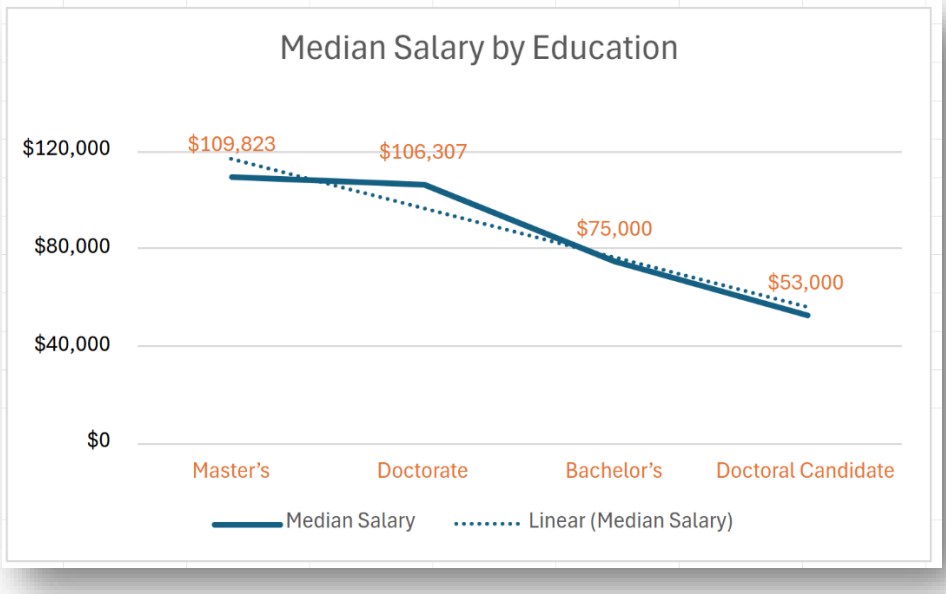
- **System Directors** are indicated to earn the highest salaries in the **Midwest ($153,750 avg.)** and **South ($130,000–$139,999)**.
- **CPE Managers** are indicated to earn the **h**ighest salaries in the **West ($120,000–$129,999)**.
- **Chaplaincy Roles** are indicated to **c**onsistently range **$60,000–$70,000** across all regions.

ACPE
The Standard for Spiritual Care & Education

Salary Insights & Trends

Key Insight: The highest earners are **System Directors,** while Chaplains and Certified Educator Candidates (CECs) receive lower median salaries.

Salary by Education Level



Salary by Education Trends

- **Master's degrees** appear to provide the highest earning potential, outperforming doctoral-level salaries.
- Bachelor's and doctoral candidates earn significantly **less than Master's holders**.

2024 Base Salary by Role

Role	System Director	Department Director	CE	CPE Manager	CEC	Chaplain Full Time
Total						
MODE	>= $150,000	$100,000 - $109,999	$90,000 - $99,999	$100,000 - $109,999	$50,000 - $59,999	$70,000 - $79,999
MEDIAN	$139,584	$119,169	$106,345	$108,875	$65,018	$68,057
Mid West						
MODE	>=$150,000	$100,000 - $109,999	$90,000 - $99,999	$100,000 - $109,999	< $50,000	N/R
MEDIAN	$153,750	$110,000 - $119,999	$80,000 - $89,999	$90,000 - $99,999	$60,000 - $69,999	N/R
North						
MODE	N/R	$110,000 - $119,999	$90,000 - $99,999	$100,000 - $109,999	$80,000 - $89,999	N/R
MEDIAN	N/R	$100,000 - $109,999	$100,000 - $109,999	$110,000 - $119,999	$80,000 - $89,999	$60,000 - $69,999
Other						
MODE	N/R	N/R	N/R	$110,000 - 119,999	N/R	N/R
MEDIAN	N/R	N/R	N/R	$100,000 - $109,999	N/R	N/R
South						
MODE	$140,000 - $149,999	$100,000 - $109,999	$100,000 - $109,999	$110,000 - $119,999	<=$50,000	$70,000 - $79,999
MEDIAN	$130,000 - $139,999	$100,000 - $109,999	$100,000 - $109,999	$100,000 - $109,999	< $50,000	$60,000 - $69,999
West						
MODE	N/R	>= $150,000	$110,000 - $119,999	$120,000 - $129,999	>=$60,000	N/R
MEDIAN	N/R	$140,000 - $149,999	$120,000 - $129,999	$100,000 - $109,999	$60,000 - $69,999	N/R

N/R = No respondent data received.

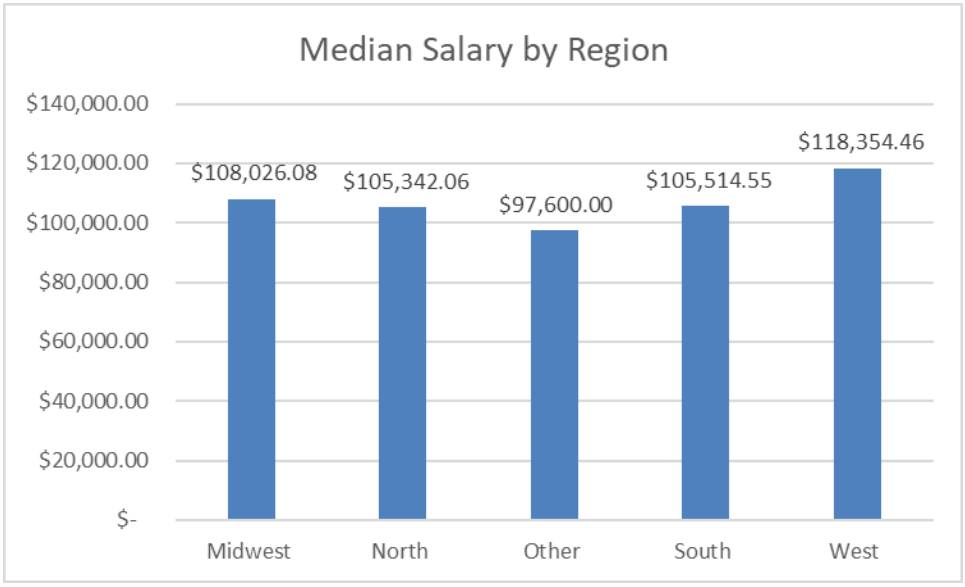
2024 Base Salary by Education Level

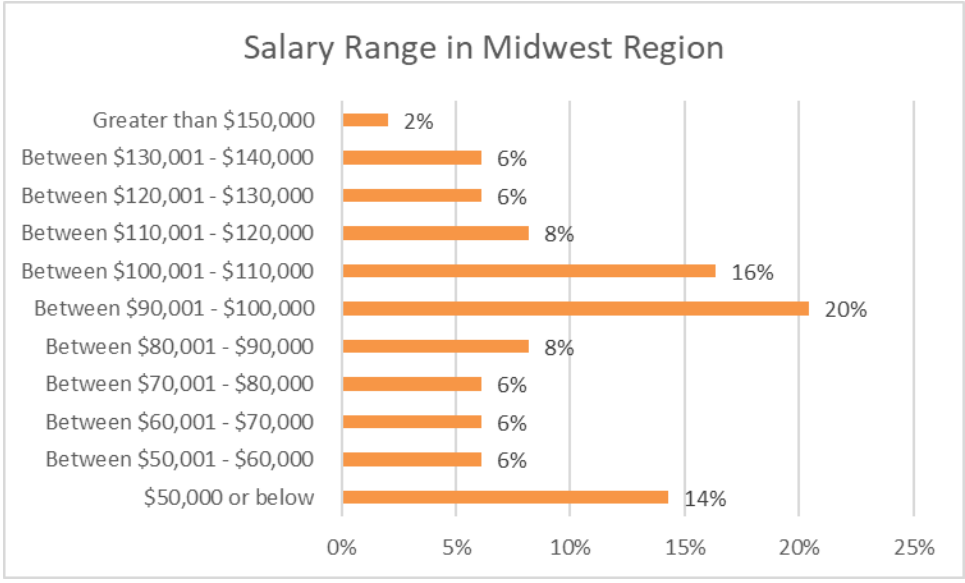
	Midwest	North	South	West	Other	Total
Doctorate						
Mode	$100,000 - $109,999	$120,000 - $129,999	$70,000 - $79,999	$110,000 - $119,999	$110,000 - $119,999	$100,000 - $109,999
Median	$85,318	$119,211	$100,000	$125,000	$110,000	$106,307
Did Not Answer	3	2	1	1	N/A	7
Masters						
Mode	$90,000 - $99,999	$110,000 - $119,999	$100,000 - $109,999	$100,000 - $109,999	$110,000 - $119,999	$100,000 - $109,999
Median	$96,000	$117,847	$105,500	$120,000	$94,500	$109,823
Did Not Answer	2	3	3	N/A	N/A	9
Bachelors						
Mode	N/A	$70,000 - $79,999	N/A	N/A	N/A	$70,000 - $79,999
Median	N/A	$75,000	N/A	N/A	N/A	$75,000
Did Not Answer	N/A	N/A	N/A	N/A	N/A	N/A
Doctoral Candidate						
Mode	N/A	$50,000 - $59,999	N/A	N/A	N/A	$50,000 - $59,999
Median	N/A	$53,000	N/A	N/A	N/A	$53,000
Did Not Answer	N/A	N/A	N/A	N/A	N/A	N/A

2024 Salary Range by Region*

Total Respondents=231 of 247

*Median Salary not including Benefits

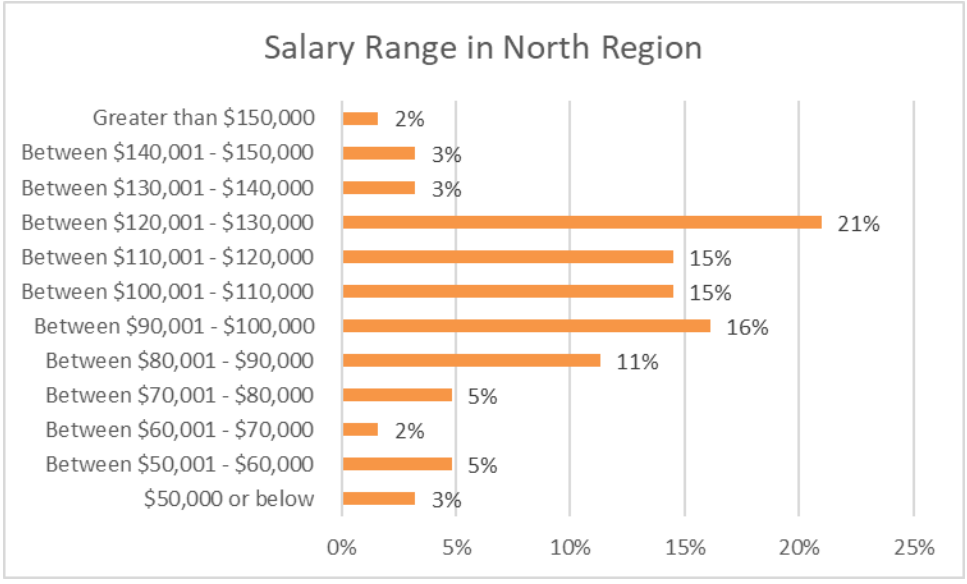


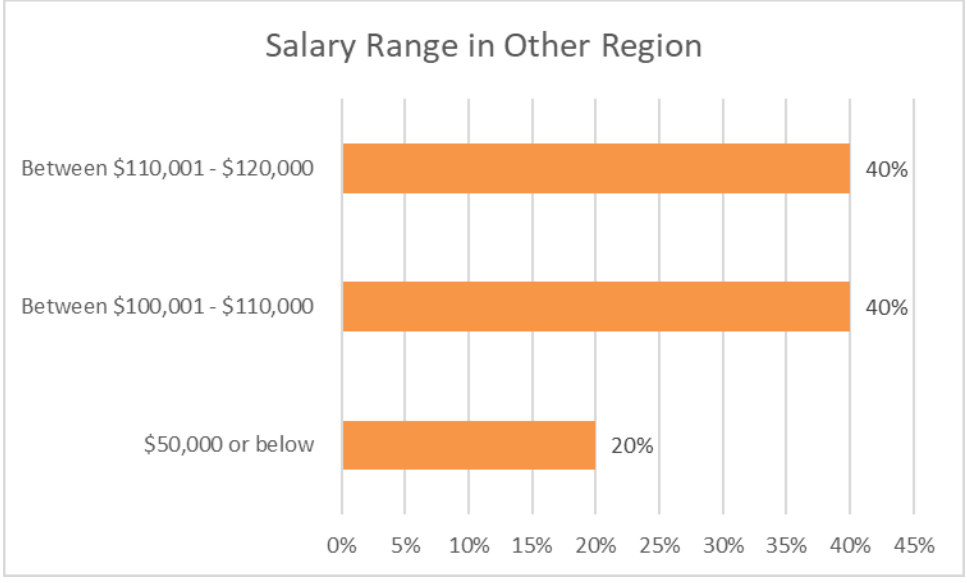


2024 Salary Range by Region*

Total Respondents=231 of 247

*Median Salary not including Benefits

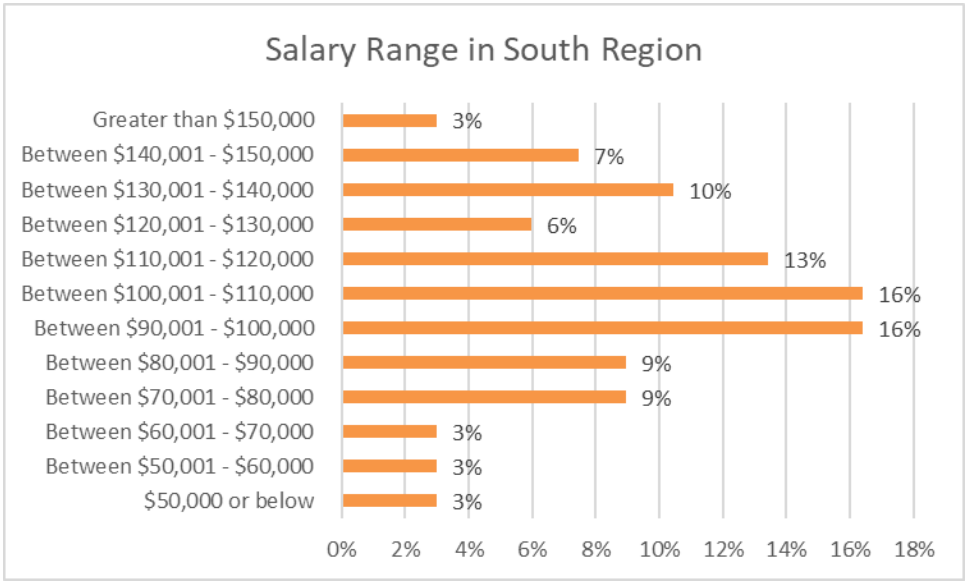


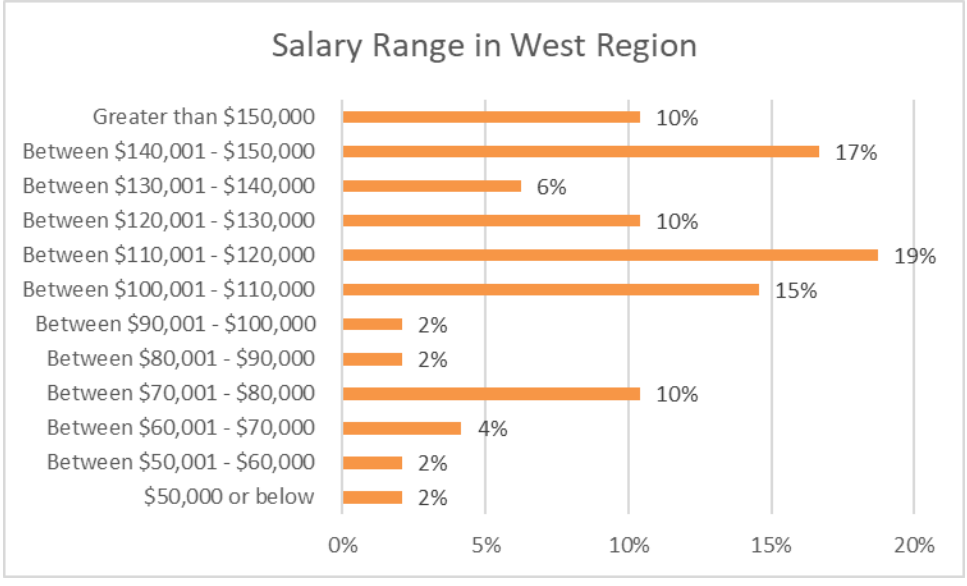


2024 Salary Range by Region*

Total Respondents=231 of 247

*Median Salary not including Benefits





ACPE
The Standard for Spiritual Care & Education

Benefit & Workplace Trends

2024 Most Common Employee Benefits



Medical Insurance
86%



ACPE Fees
76%



Conference Fees
51%



Pension Plan
42%



Housing Allowance
37%



Remote Work
Option 23%

Additional Benefits & Workplace Insights

- **Paid Time Off (PTO)**: The average PTO is **24 days**, with **30 days** being the most common response.
- **Limited Remote Work**: Only **23%** of respondents report having flexible work arrangements.
- Tuition assistance, retirement contributions, and housing allowances vary widely by employer

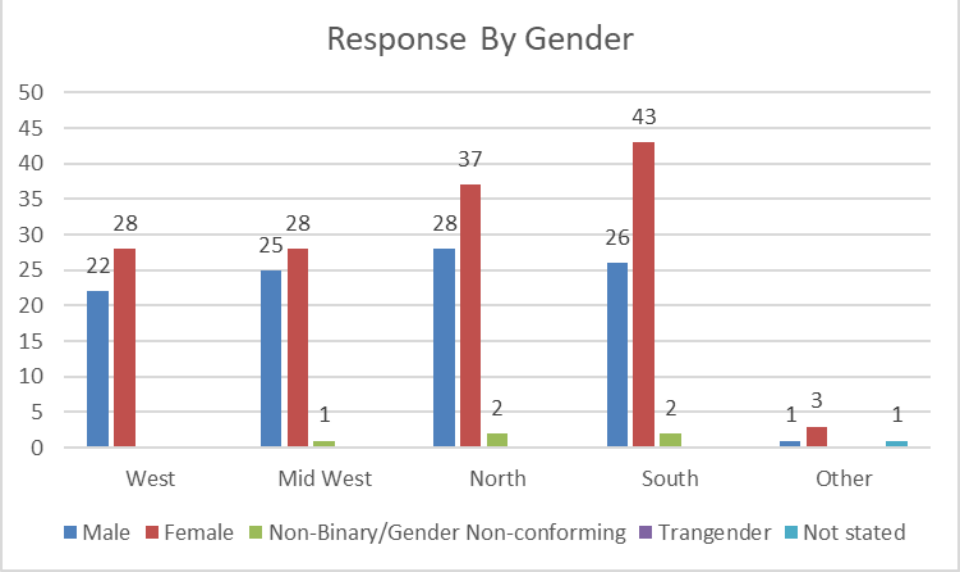
ACPE
The Standard for Spiritual Care & Education

Survey Demographics

Demographics – Race/Ethnicity & Gender

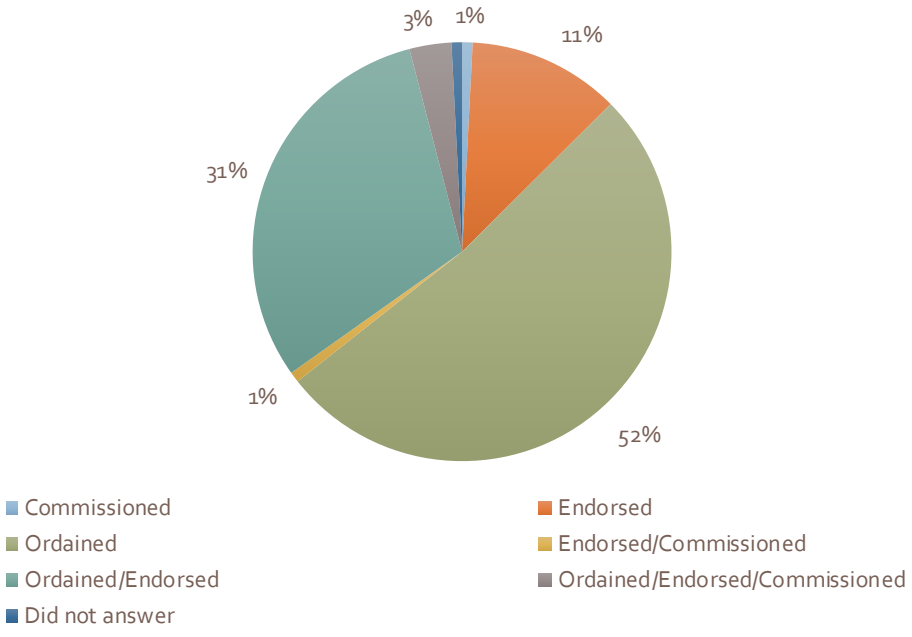
Total Respondents: 247

Race and Ethnicity		
Asian	8	3%
Black or African American	28	11%
Hispanic or Latino	5	2%
Jewish	2	1%
Multiracial or Biracial	8	3%
Native American or Alaskan Native	1	0.4%
Semitic	1	0.4%
White or Caucasian	191	77%
Did not answer	3	1%
Total	**247**	**100%**



Demographics – Spiritual Orienting System

Total Respondents: 247

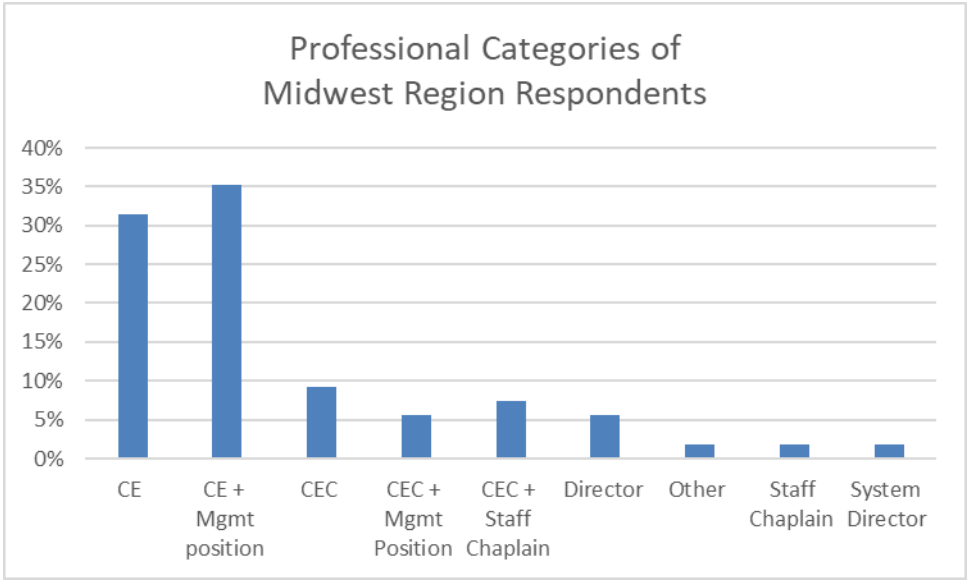


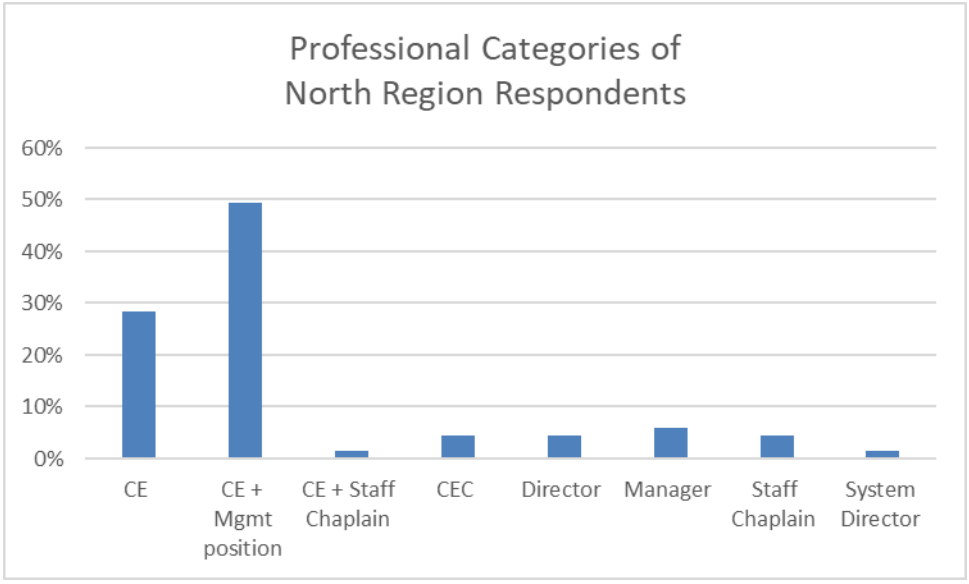
Commissioned	2
Endorsed	29
Ordained	128
Endorsed/Commissioned	2
Ordained/Endorsed	76
Ordained/Endorsed/Commissioned	8
Did Not Answer	2

ACPE
The Standard for Spiritual Care & Education

Demographics – By Region & Profession

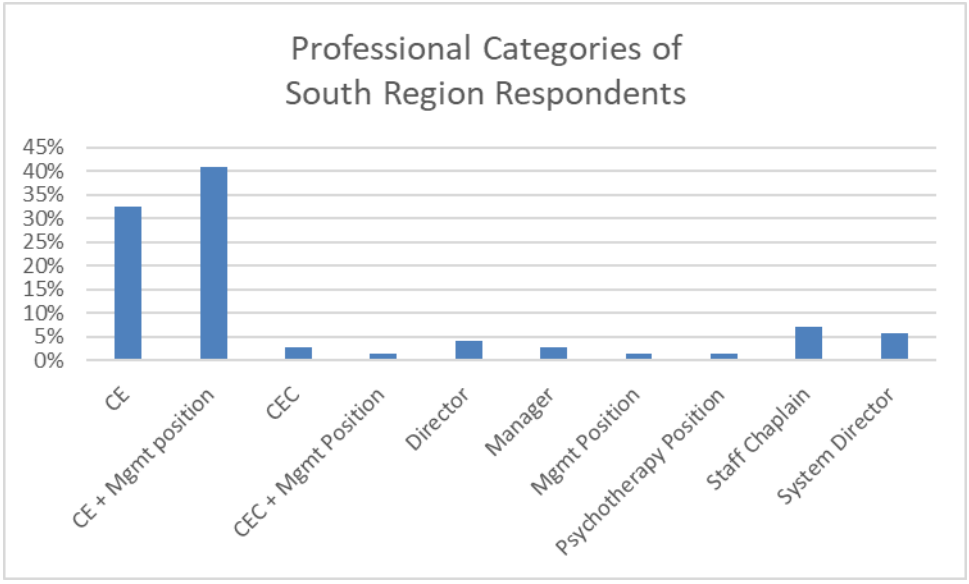
Total Respondents: 247

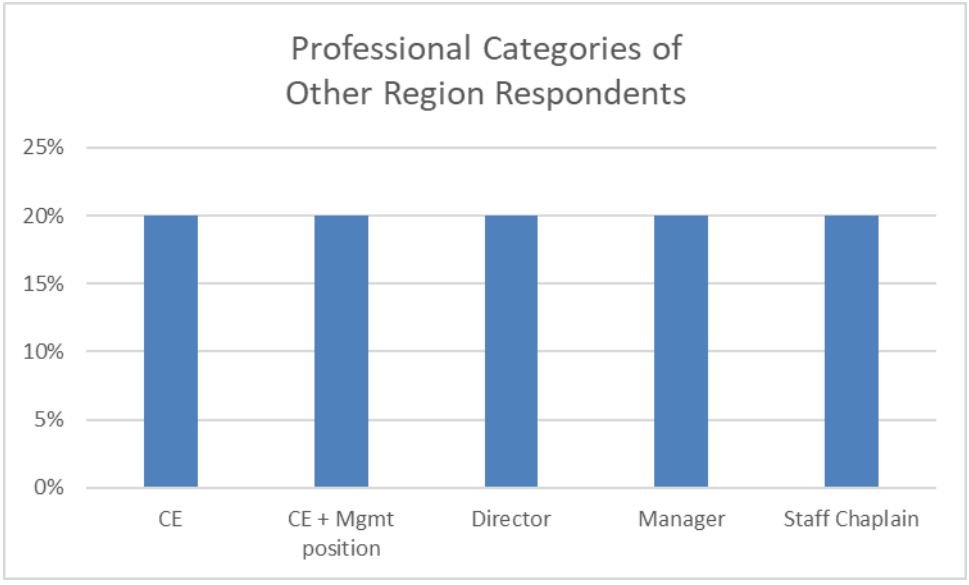




Demographics – By Region & Profession

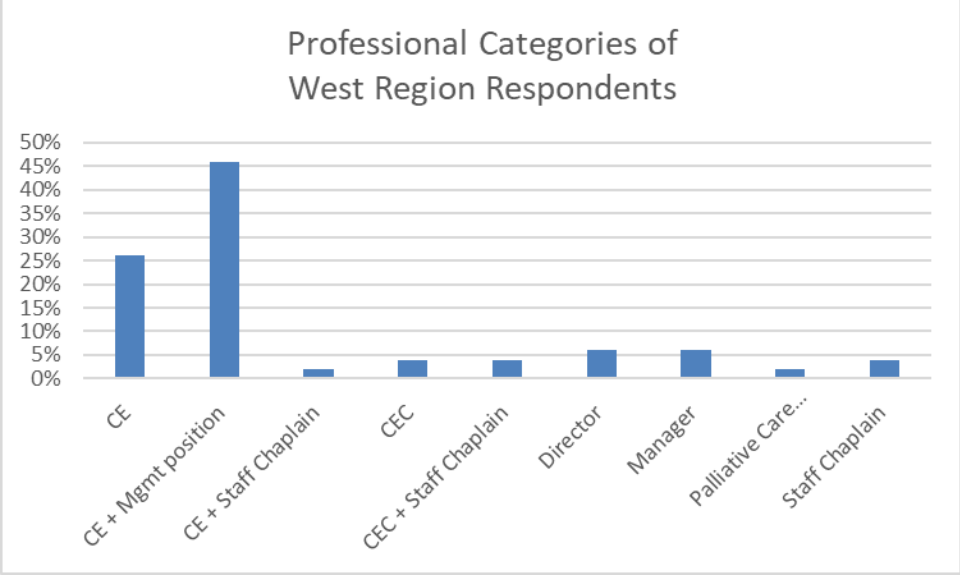
Total Respondents: 247





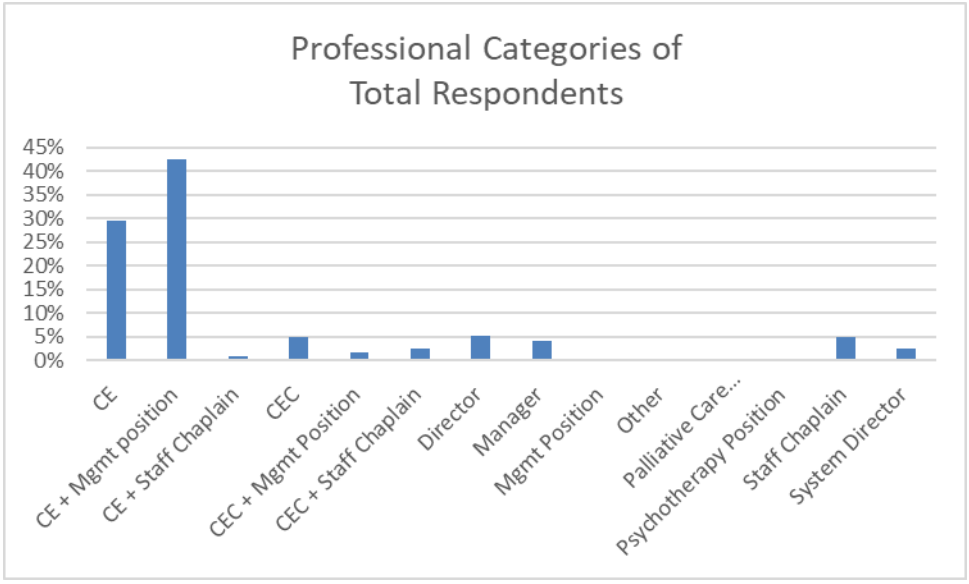
Demographics – By Region & Profession

Total Respondents: 247



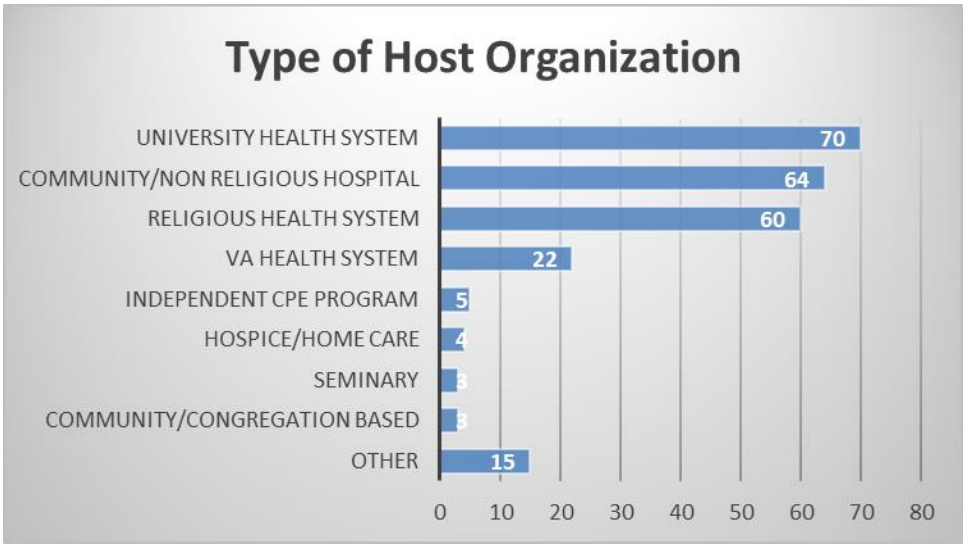
Demographics – By Region & Profession

Total Respondents: 247



Demographics – By Organization Type

Total Respondents: 247



*Other (1 respondent each) includes: *A Life Plan Community; Academic Medical Center; Children's Hospital; Community/Non Religious hospital with continuing historic ties to the ELCA; Congregation; Denominational Headquarters; I'm a contractor but all of my work has been done for a community hospital with roots from a Catholic Hospital; Independent Nonprofit Organization; Level I Trauma Center/Academic Medicine; Local Church; Long term care/geriatric non-profit system; Privately owned Senior Care Organization; Psychiatric Hospital; rehabilitation hospital; Senior Living*

Demographics – Locale

Total Respondents: 247

Regions

Midwest	North	South	West	Other
Illinois	Connecticut	Alabama	Alaska	Bogotá, Colombia - South America
Indiana	Delaware	Arkansas	Arizona	Puerto Rico
Iowa	Maine	Florida	California	Left Blank
Kansas	Massachusetts	Georgia	Colorado	
Michigan	New Hampshire	Kentucky	Hawaii	
Minnesota	New Jersey	Louisianna	Idaho	
Missouri	New York	Maryland	Montana	
Nebraska	Pennsylvania	Mississippi	Nevada	
North Dakota	Rhode Island	North Carolina	New Mexico	
Ohio	Vermont	Oklahoma	Oregon	
South Dakota		South Carolina	Utah	
Wisconsin		Tennessee	Washington	
		Texas	Wyoming	
		Virginia		
		West Virginia		

Left Blank



1 Concourse Parkway, Ste 800
Atlanta, GA 30328
www.acpe.edu