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

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# 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.

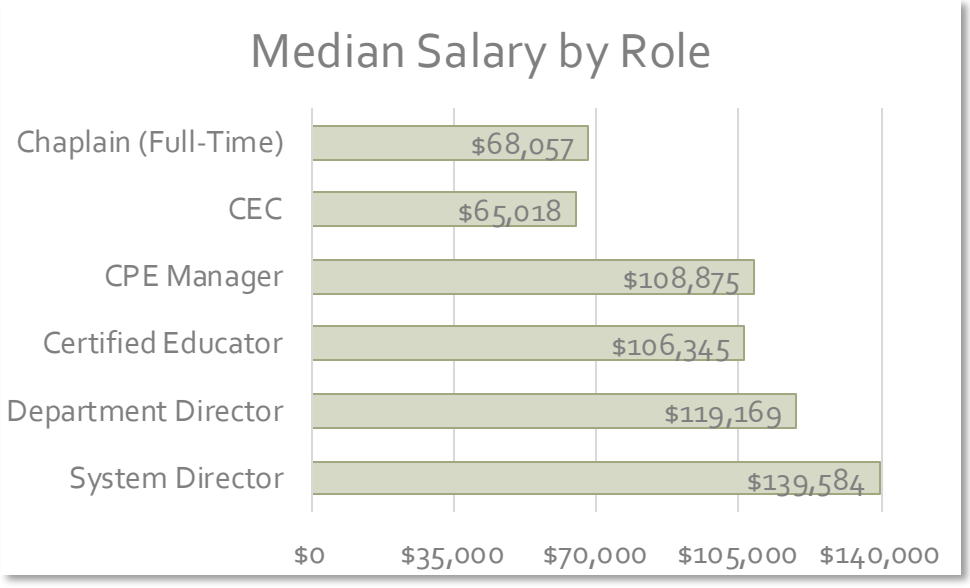
### ➢Implications & Career Considerations

- 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



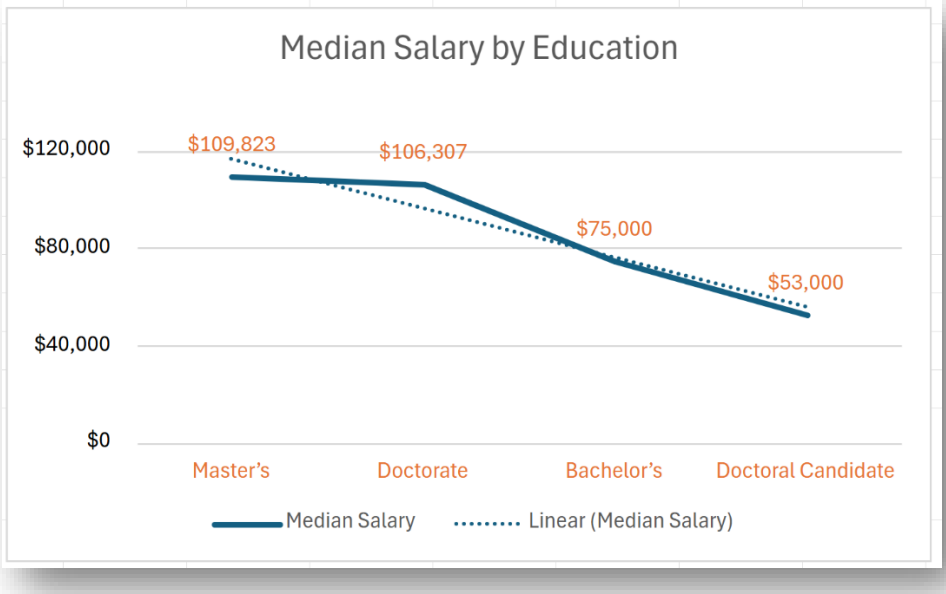

## Regional Salary Trends

- **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.

# 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.

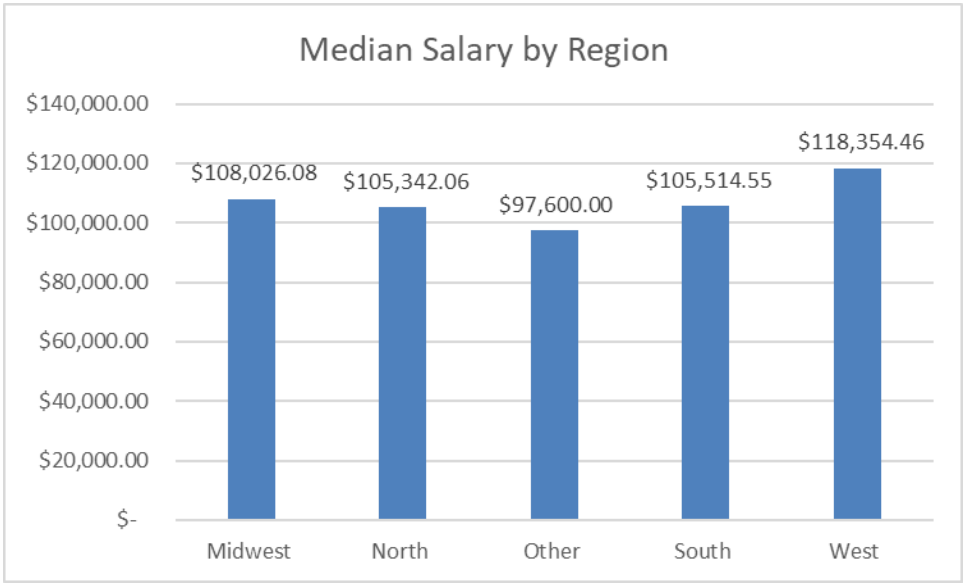
# 2024 Base Salary by Education Level

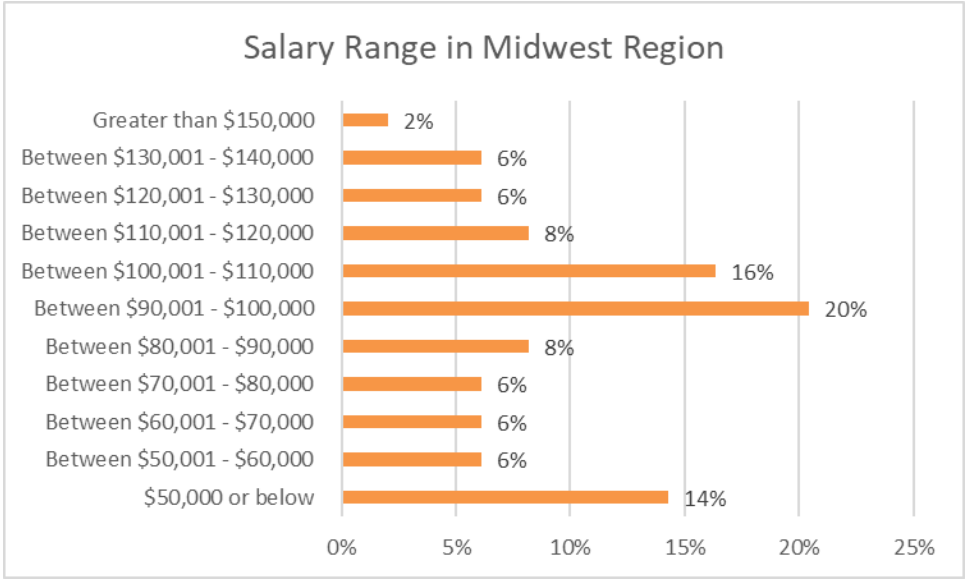
| | Midwest | North | South | West | Other | Total |
|---|---|---|---|---|---|---|
| **Doctorate** | | | | | | |
| Mode | $100,000 - $109,999 | $120,000 - $129,999 | $70,000 - $79,999 | $110,000 - $119,999 | $110,000 - $119,999 | $100,000 - $109,999 |
| Median | $85,318 | $119,211 | $100,000 | $125,000 | $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



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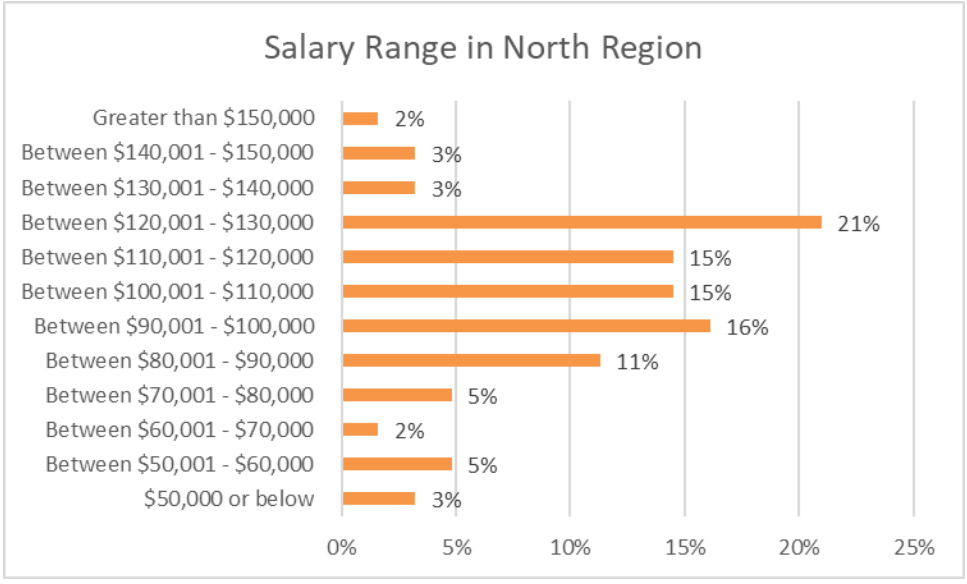
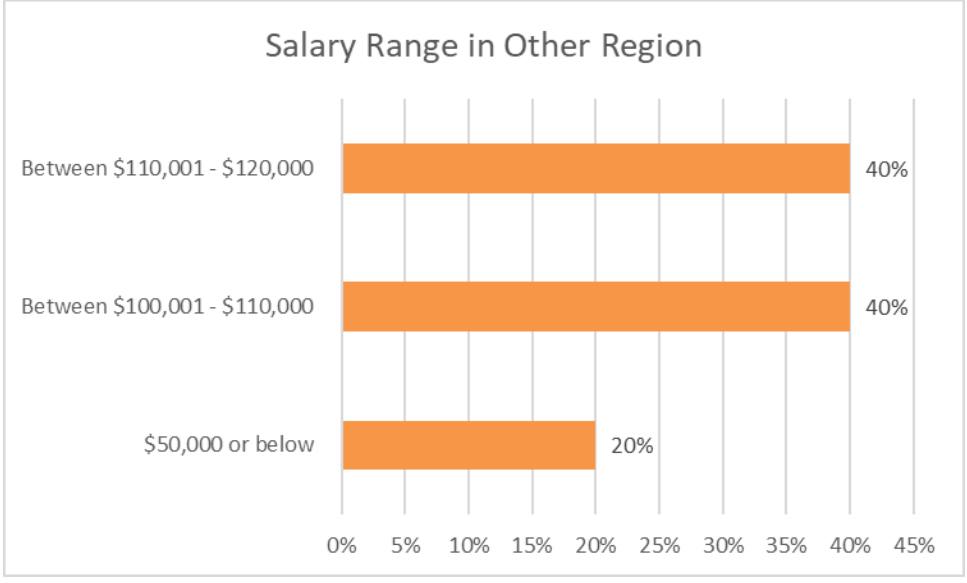
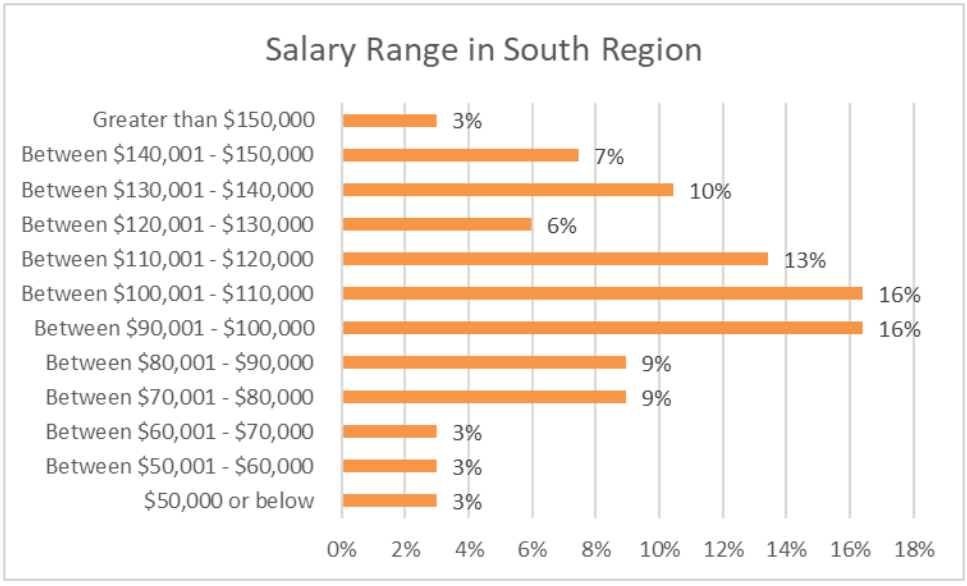


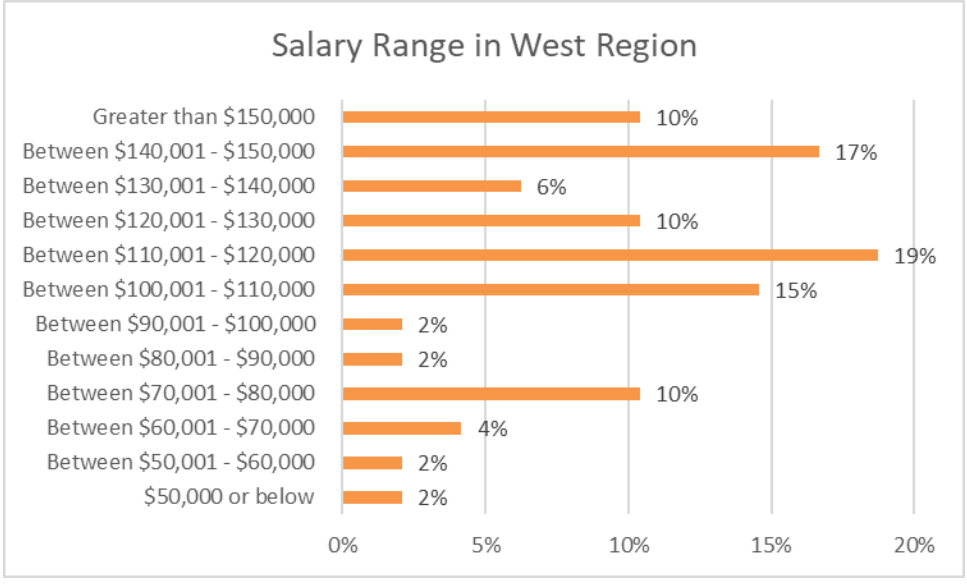



# 2024 Salary Range by Region*

## Total Respondents=231 of 247

*Median Salary not including Benefits

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# 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

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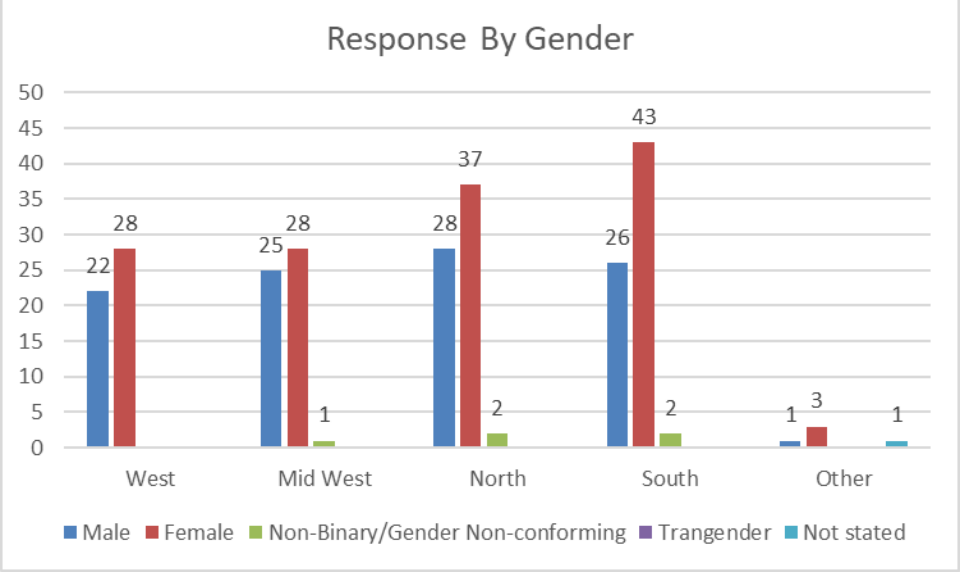
# Survey Demographics

# Demographics – Race/Ethnicity & Gender

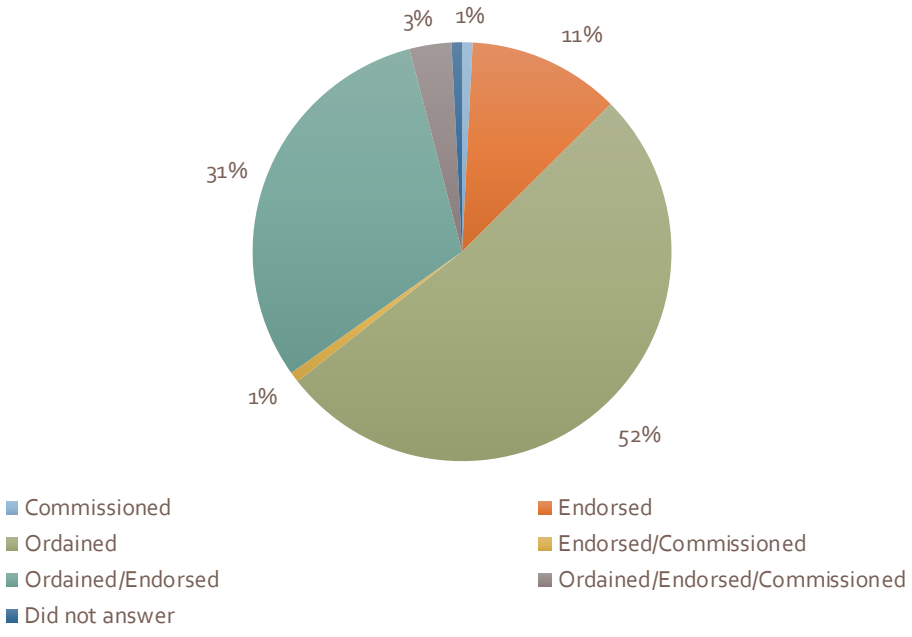
## Total Respondents: 247

| 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 |

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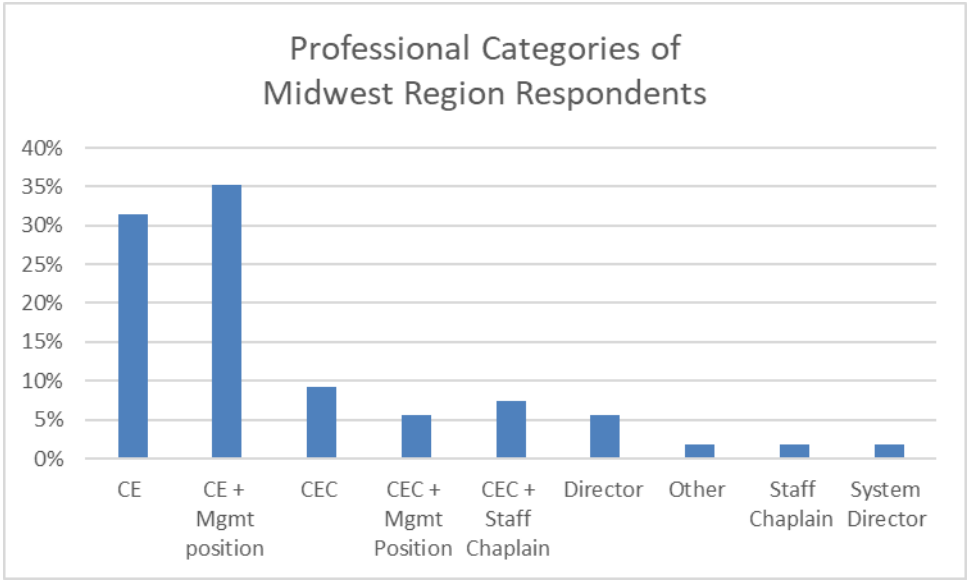
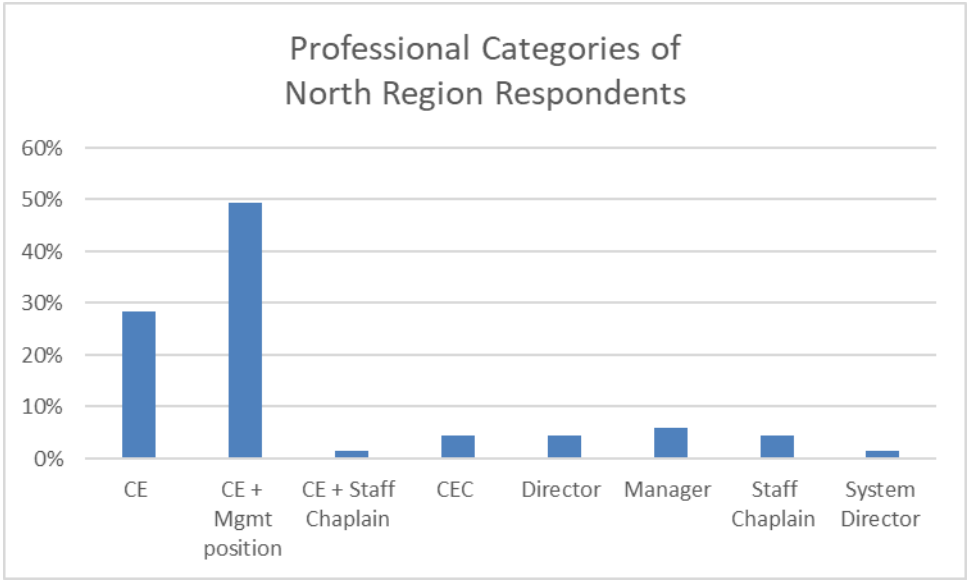
# Demographics – By Region & Profession

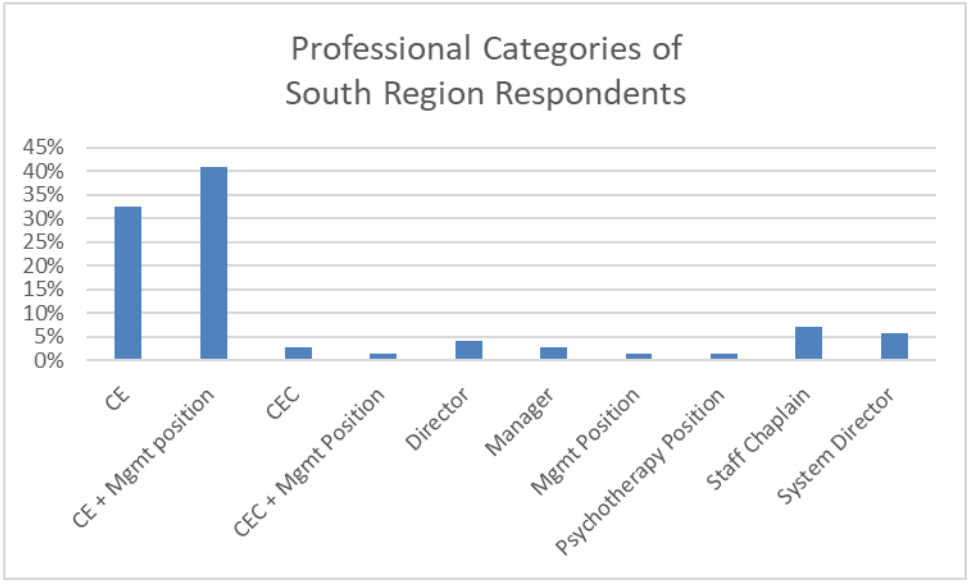
**Total Respondents: 247**

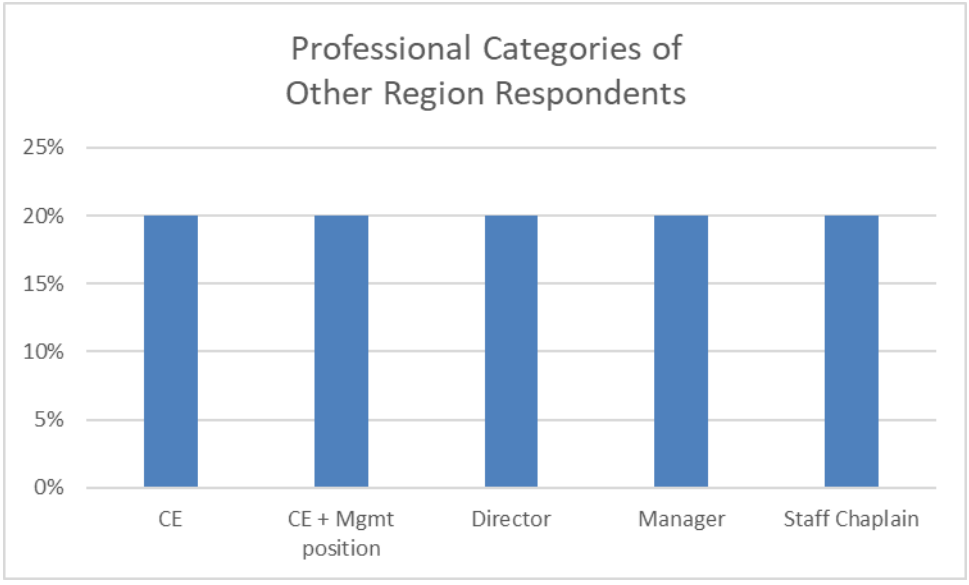


# Demographics – By Region & Profession

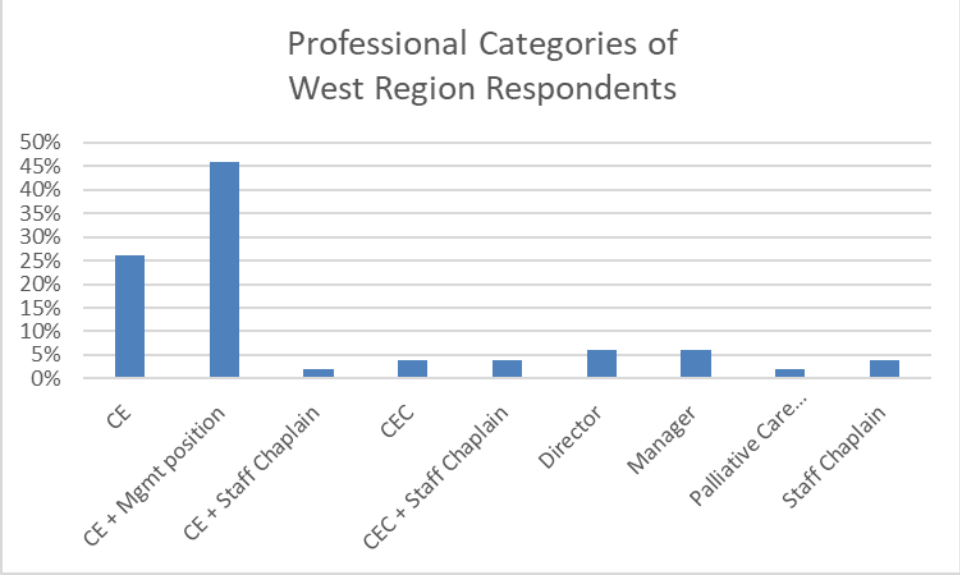
**Total Respondents: 247**



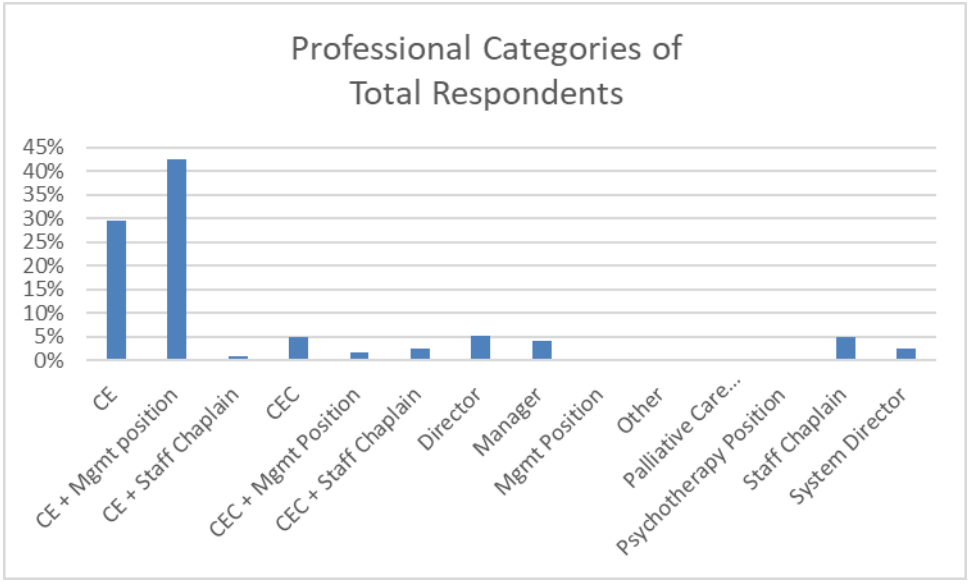
# Demographics – By Region & Profession

**Total Respondents: 247**



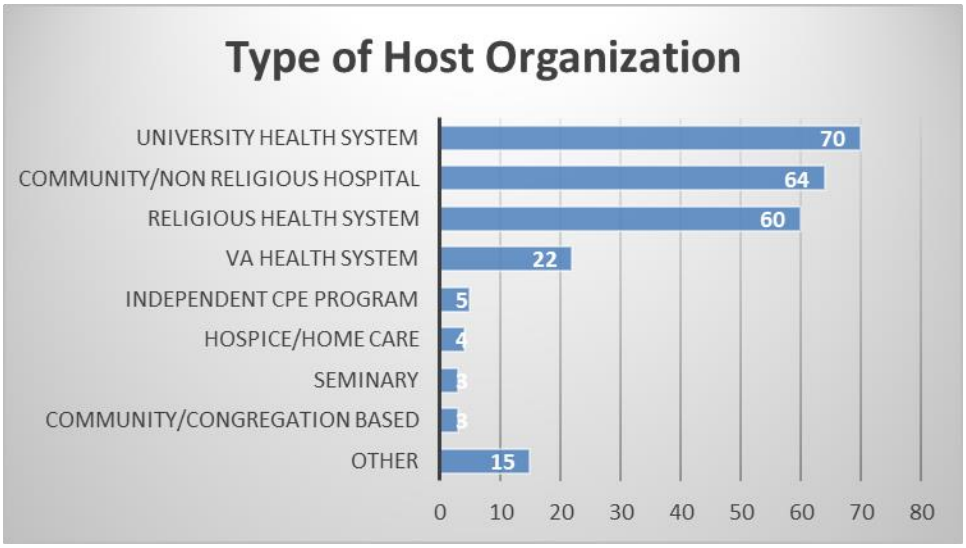
# Demographics – By Region & Profession

**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 | | |

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