



# ASSOCIATION OF ANGLICAN MUSICIANS

*Serving the Episcopal Church*

FOUNDED 1966

## 2023 AAM Compensation Survey Report

September 2023

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### Study Overview

Developed as a successor to the AAM Salary Guidelines, which were last updated in 2020, the AAM Board contracted Dr. Erica Dollhopf, who completed our 2020 Vision Survey, to conduct the AAM Compensation Survey which resulted in the 2023 AAM Compensation Survey Report below. Please note that AAM will never be involved in salary discussions between members and hiring institutions and, as simply factual data, the survey results will not bind or restrict any member or employer in reaching an agreement.

#### *Notes on the Study*

- Members of AAM were sent the salary survey link via email in January 2023
- Responses were collected through the end of February 2023
- Participation was anonymous and completely voluntary
- A total of 314 usable responses were received
  - 32.0% of current AAM membership
  - Respondents asked to only report on their primary employment if employed in multiple settings
- 258 responses were used in analysis
  - Regular or Retired AAM members currently working primarily as a musician in a U.S. Episcopal Church
  - Limited to make answers as directly comparable as possible
- To protect the privacy of respondents, only median values are reported and only for categories including 5 or more respondents
  - Categories with fewer than 5 respondents are listed as NR (not reported)
  - 25th and 75th percentiles reported for categories with 15 or more respondents (median represents the 50th percentile)
  - Salary medians and percentiles reported by time category of work (quarter, half, three quarters, and full time) and are rounded to the nearest hundred dollars
  - Note: Some percentages do not add to 100% due to rounding

#### *Notes on Comparing Salaries by City*

- Members of AAM may wish to compare job offers in different cities through a cost-of-living adjustment tool
- While the data in this study is not directly comparable through a cost-of-living tool since there is insufficient data to compare salary results by city, the medians and interquartile ranges provided can give a sense of where an offer may fall given specific job characteristics
- Cost-of-living adjustment tools are freely and widely available online; two examples are as follows:
  - <https://www.forbes.com/advisor/mortgages/real-estate/cost-of-living-calculator/>
  - <https://www.nerdwallet.com/cost-of-living-calculator>

# Pay and Benefits Summary

## *Pay Overview*

Category	Respondents
<b>Salary</b> (all categories of work and time levels worked)	25 <sup>th</sup> percentile = \$32,000 Median = \$60,000 75 <sup>th</sup> percentile = \$80,700
<b>Special Services</b> Annual Special Services Compensation	25 <sup>th</sup> percentile = \$900 Median = \$1,500 75 <sup>th</sup> percentile = \$2,500
<b>Payment Type for Special Services</b> W-2 1099	38.0% 51.2%
<b>Employer Agreement in Writing</b> Yes No Unsure	76.1% 19.2% 4.7%

## *Benefits Overview*

Category	Respondents
<b>Benefits Received (could choose all that apply)</b>	
Medical	51.9%
Dental	45.3%
Retirement	64.0%
Housing	1.9%
Housing allowance	0.0%
Continuing Education Time	64.7%
Continuing Education Money	62.4%
Money to Attend AAM Conferences	35.7%
Money to Attend non-AAM Conferences	27.9%
Periodic Sabbaticals	31.0%
Vacation Time	84.5%
Weeks	25 <sup>th</sup> percentile = 4 Median = 4 75 <sup>th</sup> percentile = 4
Sundays	25 <sup>th</sup> percentile = 4 Median = 4 75 <sup>th</sup> percentile = 5



## Salary by Respondent Demographics

### Gender

#### *Responses by Gender*

Category	Respondents
<b>Gender Identity</b>	
Female	18.7%
Male	79.8%
Non-binary or gender non-conforming	0.4%
Other	0.0%
Prefer not to answer	1.2%
Cisgender	96.3%
Transgender	0.8%
Prefer not to answer	2.9%

#### *Salary by Gender*

Gender	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	Respondents
<b>Female</b>				
Full Time	\$64,000	\$70,000	\$80,000	17
Three Quarters Time	NR	NR	NR	3
Half Time	NR	\$45,000	NR	7
One Quarter Time	NR	\$15,600	NR	11
<b>Male</b>				
Full Time	\$70,000	\$81,800	\$93,000	100
Three Quarters Time	\$42,000	\$59,500	\$65,500	18
Half Time	\$29,000	\$35,700	\$42,500	36
One Quarter Time	\$15,000	\$22,000	\$27,500	33

*Note: Only enough responses to analyze by female and male*

### Race and Ethnicity

#### *Responses by Race and Ethnicity*

Category	Respondents
<b>Racial Background</b> (could select more than one category)	
White or Caucasian	93.8%
Black or African American	2.7%
Asian or Asian American	2.3%
American Indian or Alaska Native	1.2%
Native Hawaiian or other Pacific Islander	0.0%
Other	1.2%
Prefer not to answer	1.2%
<b>Ethnicity</b>	
Hispanic or Latino	1.2%

*Note: Not enough responses to analyze salary by race and ethnicity*

## Age

### *Responses by Age Category*

Category	Respondents
<b>Age</b>	25th percentile = 41.0 Median = 57.5 75th percentile = 66.0
Under 40	19.0%
40-59	33.7%
60+	47.3%

### *Salary by Age Category*

Age Category	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	Respondents
<b>Under 40</b>				
Full Time	\$65,000	\$72,000	\$84,000	29
Three Quarters Time	NR	NR	NR	3
Half Time	NR	\$32,400	NR	6
One Quarter Time	NR	\$24,000	NR	7
<b>40-59</b>				
Full Time	\$75,000	\$83,000	\$95,000	49
Three Quarters Time	NR	\$60,000	NR	11
Half Time	NR	\$42,000	NR	9
One Quarter Time	NR	\$23,750	NR	12
<b>60+</b>				
Full Time	\$60,000	\$78,000	\$89,000	42
Three Quarters Time	NR	\$42,000	NR	7
Half Time	\$28,000	\$34,000	\$43,000	30
One Quarter Time	\$11,000	\$16,000	\$21,000	25

## Education

### *Responses by Education*

Category	Respondents
<b>Highest Level of Education</b>	
Bachelor's degree	9.8%
Master's degree	58.6%
Doctoral degree	31.6%
<b>Completed Leadership Program for Musicians Courses (LPM)</b>	5.0%
<b>Years of Private Study</b>	25th percentile = 4.5 Median = 10.5 75th percentile = 18.0

*Salary by Highest Level of Education*

<b>Highest Level of Education</b>	<b>25<sup>th</sup> Percentile</b>	<b>Median</b>	<b>75<sup>th</sup> Percentile</b>	<b>Respondents</b>
<b>Bachelor's Degree</b>				
Full Time	NR	\$69,000	NR	9
Three Quarters Time	NR	NR	NR	2
Half Time	NR	NR	NR	3
One Quarter Time	NR	\$23,500	NR	6
<b>Master's Degree</b>				
Full Time	\$67,000	\$80,000	\$92,000	67
Three Quarters Time	\$42,000	\$52,000	\$60,000	14
Half Time	\$28,000	\$37,000	\$45,000	24
One Quarter Time	\$12,700	\$20,000	\$24,500	20
<b>Doctoral Degree</b>				
Full Time	\$70,500	\$80,000	\$90,000	42
Three Quarters Time	NR	NR	NR	4
Half Time	\$32,400	\$40,000	\$44,500	16
One Quarter Time	NR	\$16,000	NR	12



## Salary by Job Characteristics

### Position Time

*Responses by Position Time*

Category	Respondents
<b>Average weekly hours worked as of January 1, 2023</b>	25 <sup>th</sup> Percentile = 20 Median = 37 75 <sup>th</sup> Percentile = 40
<b>Position Classification</b>	
Full Time	51.9%
Three Quarters Time	9.0%
Half Time	19.7%
One Quarter Time or Less	19.3%

*Salary by Position Time*

Position Time	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	Respondents
Full Time	\$68,500	\$80,000	\$89,875	120
Three Quarters Time	\$42,000	\$55,000	\$65,000	21
Half Time	\$30,000	\$36,500	\$44,000	45
One Quarter Time	\$14,470	\$20,500	\$25,500	44

### Position Type

*Responses by Position Type*

Category	Respondents
<b>Position Type</b> (could select more than one category)	
Director of Music	88.0%
Assistant Director of Music	4.7%
Organist	53.9%
Pianist	7.8%
Accompanist	5.8%
Adult Choral Conductor	31.8%
Children's/Youth Choral Conductor	16.3%

*Salary by Position Type*

<b>Position Type</b>	<b>25<sup>th</sup> Percentile</b>	<b>Median</b>	<b>75<sup>th</sup> Percentile</b>	<b>Respondents</b>
<b>Director of Music</b>				
Full Time	\$70,000	\$80,000	\$90,000	113
Three Quarters Time	\$41,000	\$54,500	\$65,300	20
Half Time	\$28,000	\$36,950	\$45,000	42
One Quarter Time	\$15,300	\$21,000	\$26,800	32
<b>Assistant Director of Music</b>				
Full Time	NR	\$66,000	NR	8
Three Quarters Time	NR	NR	NR	1
Half Time	NR	NR	NR	2
One Quarter Time	NR	NR	NR	0
<b>Organist</b>				
Full Time	\$67,000	\$77,000	\$90,000	70
Three Quarters Time	NR	\$42,000	NR	9
Half Time	\$28,000	\$33,000	\$40,000	23
One Quarter Time	\$14,500	\$21,920	\$27,500	24
<b>Pianist</b>				
Full Time	NR	\$84,000	NR	11
Three Quarters Time	NR	NR	NR	1
Half Time	NR	NR	NR	4
One Quarter Time	NR	NR	NR	1
<b>Accompanist</b>				
Full Time	NR	\$83,000	NR	11
Three Quarters Time	NR	NR	NR	0
Half Time	NR	NR	NR	0
One Quarter Time	NR	NR	NR	1
<b>Adult Choir Conductor</b>				
Full Time	\$69,500	\$80,300	\$90,700	40
Three Quarters Time	NR	\$42,200	NR	8
Half Time	\$21,300	\$31,400	\$38,900	16
One Quarter Time	NR	\$24,000	NR	12
<b>Children's/Youth Choir Conductor</b>				
Full Time	\$65,000	\$77,950	\$90,700	28
Three Quarters Time	NR	\$41,000	NR	6
Half Time	NR	NR	NR	2
One Quarter Time	NR	NR	NR	2

*Note: Salary median includes all respondents who reported this position type was included in their job; respondents' positions may include multiple categories listed above*

## Church Budget Category

### Responses by Church Budget Category

Category	Respondents
<b>Church Budget</b>	
Under \$200,000	8.2%
\$200,000-\$499,999	22.8%
\$500,000-\$749,999	16.1%
\$750,000-\$999,999	11.8%
\$1 million or higher	41.2%

### Salary by Church Budget Category

Church Budget Level	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	Respondents
<b>Under \$200,000</b>				
Full Time	NR	NR	NR	2
Three Quarters Time	NR	NR	NR	1
Half Time	NR	NR	NR	3
One Quarter Time	NR	\$15,700	NR	12
<b>\$200,000-\$499,999</b>				
Full Time	NR	\$55,000	NR	6
Three Quarters Time	NR	NR	NR	4
Half Time	\$25,000	\$31,000	\$35,700	20
One Quarter Time	\$15,400	\$20,000	\$24,000	21
<b>\$500,000-\$749,999</b>				
Full Time	NR	\$75,000	NR	13
Three Quarters Time	NR	\$51,000	NR	6
Half Time	NR	\$41,000	NR	14
One Quarter Time	NR	\$22,920	NR	6
<b>\$750,000-\$999,999</b>				
Full Time	\$60,000	\$69,000	\$74,400	20
Three Quarters Time	NR	NR	NR	3
Half Time	NR	NR	NR	2
One Quarter Time	NR	NR	NR	1
<b>\$1 million or higher</b>				
Full Time	\$75,000	\$85,000	\$95,000	79
Three Quarters Time	NR	\$65,000	NR	7
Half Time	NR	\$45,000	NR	5
One Quarter Time	NR	NR	NR	4



## Average Sunday In-Person Attendance

*Responses by Average Sunday In-Person Attendance*

Category	Respondents
<b>Average Sunday Attendance</b>	
Under 99	22.6%
100-199	38.9%
200-299	17.9%
300+	20.6%

*Salary by Average Sunday In-Person Attendance*

Average Sunday Attendance	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	Respondents
<b>Under 99</b>				
Full Time	NR	NR	NR	3
Three Quarters Time	NR	\$50,700	NR	6
Half Time	\$25,000	\$32,800	\$49,600	15
One Quarter Time	\$12,000	\$17,000	\$24,000	25
<b>100-199</b>				
Full Time	\$66,000	\$75,500	\$82,000	40
Three Quarters Time	NR	\$60,000	NR	11
Half Time	\$30,000	\$33,000	\$40,000	25
One Quarter Time	\$20,000	\$22,000	\$33,000	15
<b>200-299</b>				
Full Time	\$70,000	\$79,200	\$90,000	34
Three Quarters Time	NR	NR	NR	3
Half Time	NR	\$42,000	NR	5
One Quarter Time	NR	NR	NR	2
<b>300+</b>				
Full Time	\$73,000	\$85,000	\$95,000	43
Three Quarters Time	NR	NR	NR	1
Half Time	NR	NR	NR	0
One Quarter Time	NR	NR	NR	2

## Location Type

### Responses by Location Type

Category	Respondents
<b>Location Type</b>	
Rural Area or Small Town (population under 10,000)	9.2%
Small City or Large Town (population 10,000-50,000)	19.3%
Large City, Downtown (population over 50,000)	36.1%
Large City, Suburb (population over 50,000)	35.3%

### Salary by Location Type

Location Type	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	Respondents
<b>Rural Area or Small Town</b> (population under 10,000)				
Full Time	NR	NR	NR	4
Three Quarters Time	NR	NR	NR	4
Half Time	NR	\$38,750	NR	7
One Quarter Time	NR	\$20,000	NR	6
<b>Small City or Large Town</b> (population 10,000-50,000)				
Full Time	NR	\$69,000	NR	13
Three Quarters Time	NR	NR	NR	3
Half Time	NR	\$29,000	NR	12
One Quarter Time	NR	\$16,500	NR	14
<b>Downtown, Large City</b> (population over 50,000)				
Full Time	\$68,000	\$80,000	\$93,000	57
Three Quarters Time	NR	\$55,000	NR	7
Half Time	NR	\$38,700	NR	12
One Quarter Time	NR	\$23,000	NR	9
<b>Suburb, Large City</b> (population over 50,000)				
Full Time	\$70,000	\$80,000	\$90,000	46
Three Quarters Time	NR	\$50,000	NR	7
Half Time	NR	\$35,711	NR	14
One Quarter Time	\$12,500	\$21,000	\$29,600	15

## Region

### *Responses by Region*

<b>Category</b>	<b>Respondents</b>
<b>Episcopal Church Province</b>	
Province I	11.9%
Province II	6.4%
Province III	23.0%
Province IV	25.1%
Province V	11.5%
Province VI	3.4%
Province VII	8.9%
Province VIII	9.8%
Province IX	0.0%

Salary by Region

Episcopal Church Province	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	Respondents
<b>Province I</b>				
Full Time	NR	\$75,000	NR	9
Three Quarters Time	NR	\$55,000	NR	7
Half Time	NR	\$43,000	NR	5
One Quarter Time	NR	NR	NR	4
<b>Province II</b>				
Full Time	NR	NR	NR	4
Three Quarters Time	NR	NR	NR	2
Half Time	NR	\$25,000	NR	5
One Quarter Time	NR	NR	NR	3
<b>Province III</b>				
Full Time	\$71,900	\$80,000	\$90,000	24
Three Quarters Time	NR	NR	NR	4
Half Time	NR	\$37,150	NR	14
One Quarter Time	NR	\$24,000	NR	11
<b>Province IV</b>				
Full Time	\$67,000	\$76,500	\$85,000	38
Three Quarters Time	NR	NR	NR	2
Half Time	NR	\$34,922	NR	9
One Quarter Time	NR	\$18,500	NR	10
<b>Province V</b>				
Full Time	\$65,000	\$78,000	\$95,000	17
Three Quarters Time	NR	NR	NR	0
Half Time	NR	\$30,000	NR	5
One Quarter Time	NR	NR	NR	4
<b>Province VI</b>				
Full Time	NR	NR	NR	2
Three Quarters Time	NR	NR	NR	2
Half Time	NR	NR	NR	3
One Quarter Time	NR	NR	NR	1
<b>Province VII</b>				
Full Time	\$64,500	\$82,500	\$93,300	16
Three Quarters Time	NR	NR	NR	0
Half Time	NR	NR	NR	1
One Quarter Time	NR	NR	NR	4
<b>Province VIII</b>				
Full Time	NR	\$78,520	NR	10
Three Quarters Time	NR	NR	NR	4
Half Time	NR	NR	NR	3
One Quarter Time	NR	\$19,500	NR	6

Note: Not enough responses to analyze Province IX