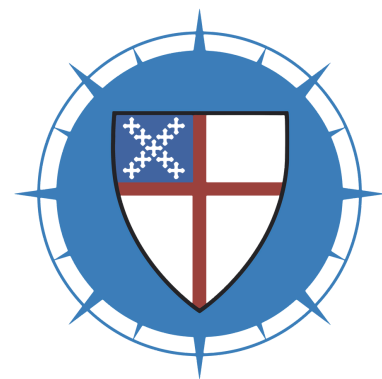


2025



Episcopal Musician Compensation Survey Report



Prepared by
Erica Dollhopf, Ph.D.
for the
Association of Anglican Musicians

TABLE OF CONTENTS

Notes on the Study	<u>2</u>
Pay Overview	<u>3</u>
Benefits Overview	<u>4</u>
Gender Identity	<u>5</u>
Race and Ethnicity	<u>6</u>
Age	<u>7</u>
Education	<u>8</u>
Experience	<u>9</u>
Education + Experience	<u>10</u>
Church Budget	<u>11</u>
Average Sunday Attendance	<u>13</u>
Region	<u>15</u>
U.S. States	<u>16</u>
About AAM	<u>18</u>

Notes on the Study



- Members of AAM were sent the salary survey link via email in January 2025
 - Survey link was also made available to non-AAM members through various online platforms
- Responses were collected through the end of March 2025
- Participation was anonymous and completely voluntary
- A total of 512 responses were used in analysis
 - This year, the survey was open to all Episcopal musicians, regardless of AAM membership
 - Among survey respondents, 62.7% reported being AAM members, representing 29.7% of current AAM membership
 - Analysis was limited to respondents currently working primarily as a musician in a U.S. Episcopal Church
 - Limited to make answers as directly comparable as possible
 - Respondents who considered themselves retired but were still employed in a U.S. Episcopal Church were included in analyses
- Respondents asked only to report on their primary employment if employed in multiple settings
- 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 and not all 512 respondents included in analysis answered every question

Note on Comparing Salaries by Geographic Area

- 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 2025 update of the AAM Compensation Survey included a question about the state where one is employed, which allows for some regional comparisons.
 - A general comparison of U.S. regions is included in the report (Midwest, Northeast, South, and West)
 - When sufficient data was available, state-level data is included in this report, though given the limited number of respondents per state by weekly hours category, most states only have data available on one or two categories
- Members of AAM may wish to compare job offers in different cities through a cost a living adjustment tool
 - Cost of living adjustment tools are freely and widely available online; two examples are as follows:

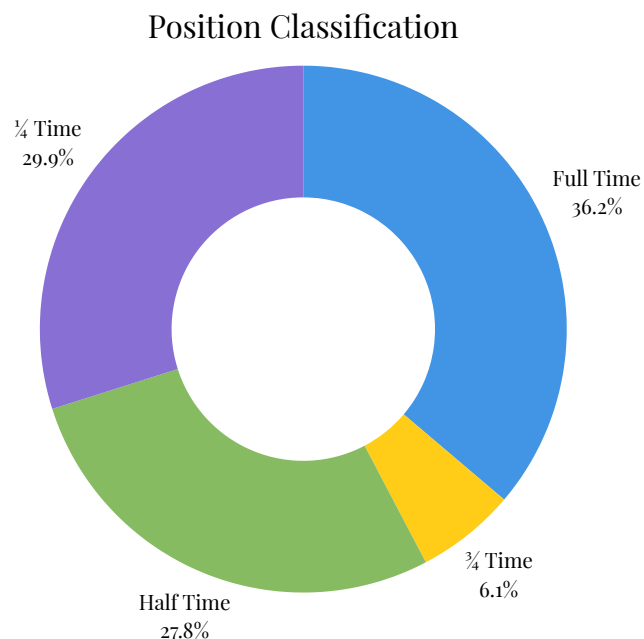
<https://www.forbes.com/advisor/mortgages/real-estate/cost-of-living-calculator/>

<https://www.nerdwallet.com/cost-of-living-calculator>

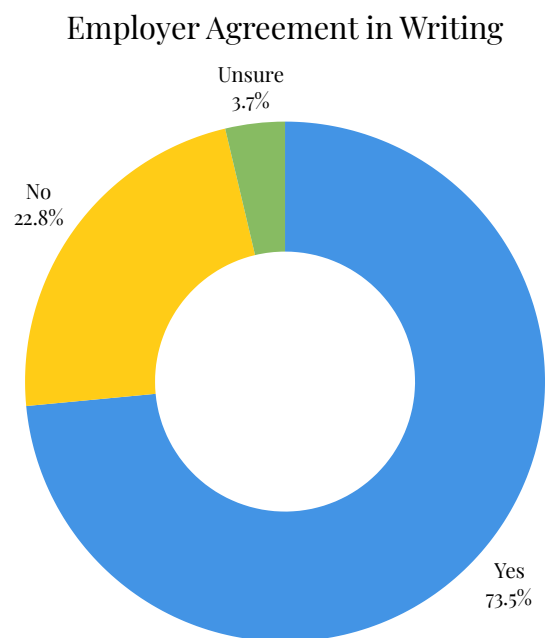
Pay Overview



Position Time	25 th Percentile	Median	75 th Percentile
Full Time	\$71,000	\$85,000	\$100,000
¾ Time	\$44,500	\$51,500	\$68,000
Half Time	\$26,000	\$33,000	\$45,000
¼ Time	\$11,000	\$15,800	\$25,000

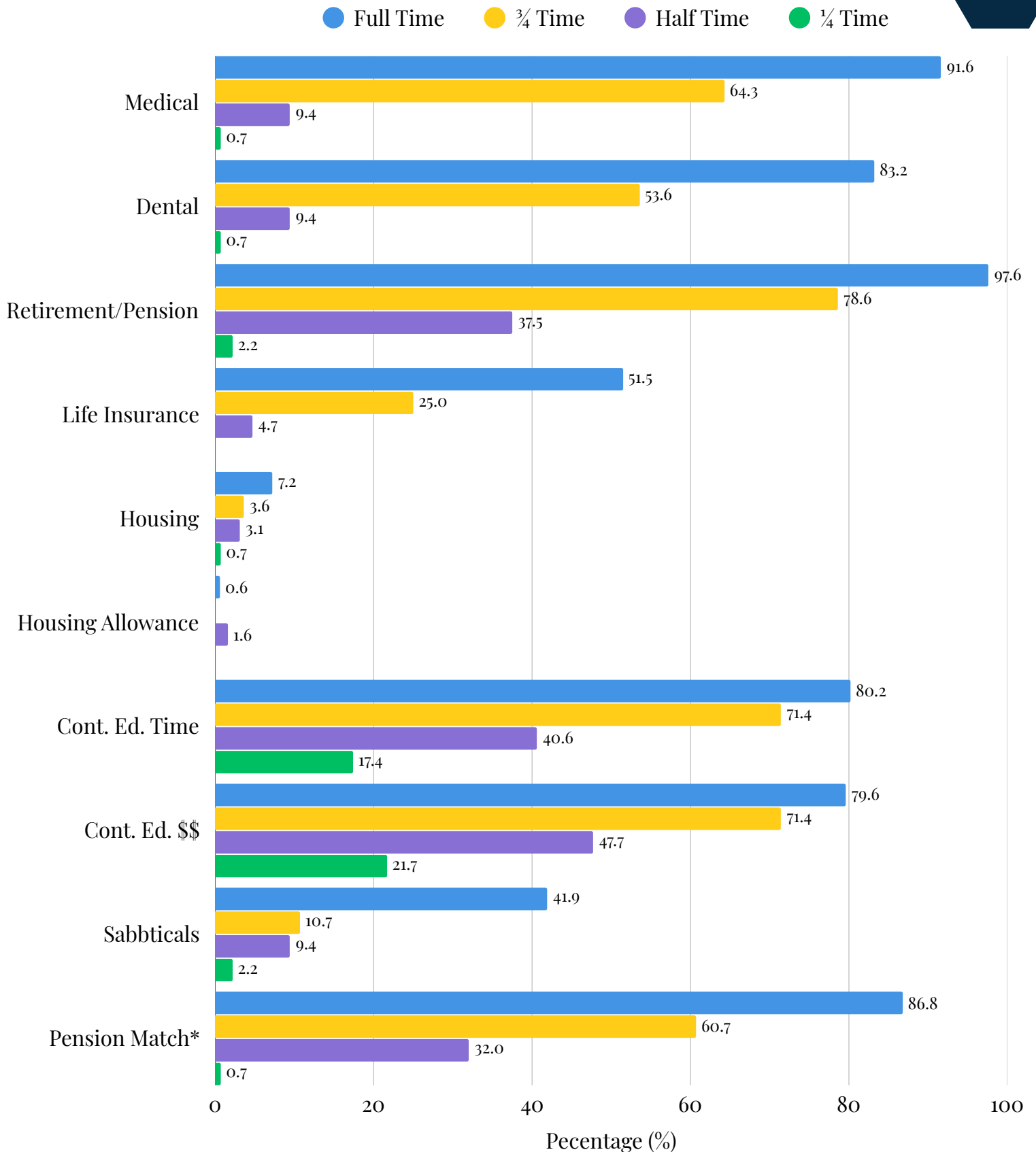


Special Services	25 th Percentile	Median	75 th Percentile
Wedding	\$250	\$300	\$350
Funeral	\$200	\$250	\$300
Substitute Musician	\$200	\$250	\$300



Vacation Time	25 th Percentile	Median	75 th Percentile
Weeks	4	4	5
Sundays	4	4	5

Benefits Overview



*Average Pension Match: 8.5%
Median Pension Match: 5.0%

Gender Identity

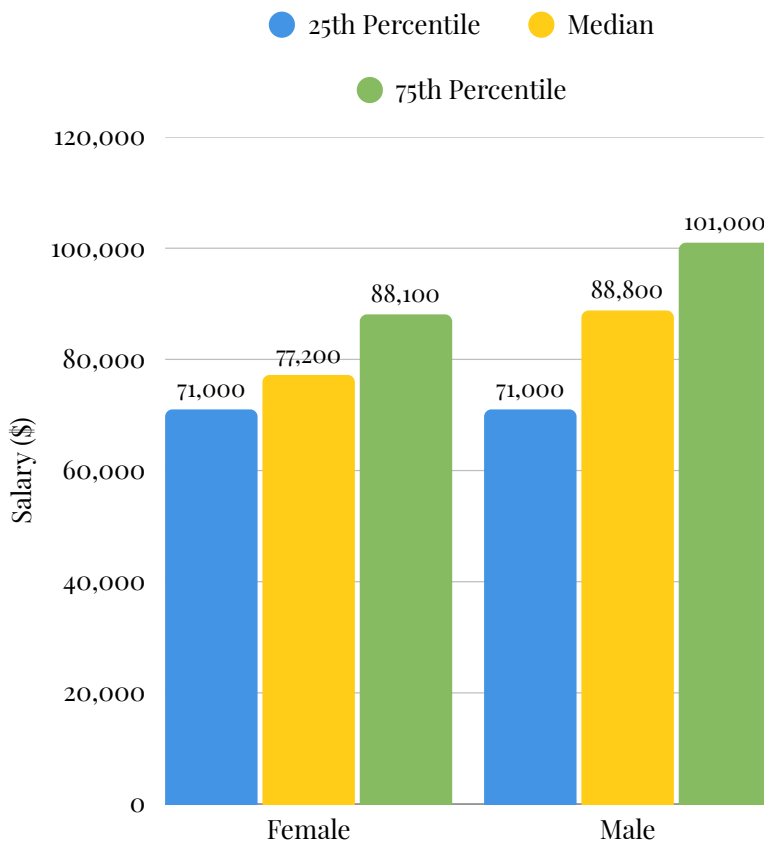


5

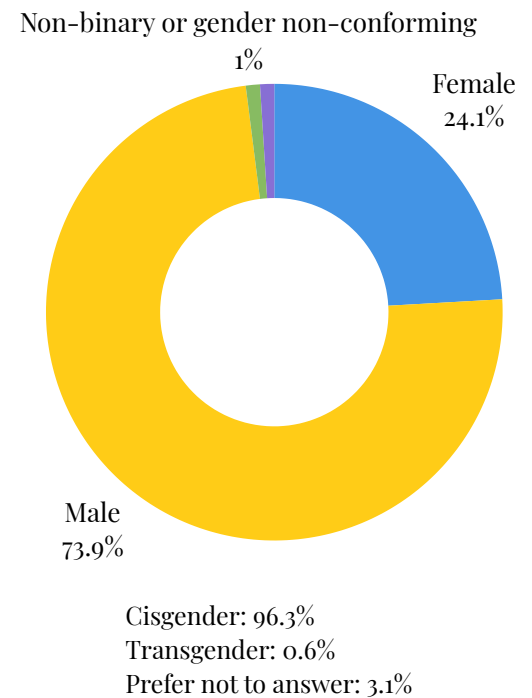
Gender	25 th Percentile	Median	75 th Percentile	Respondents
<u>Female</u>				
Full Time	\$71,000	\$77,200	\$88,100	27
¾ Time	NR	NR	NR	4
Half Time	\$22,000	\$30,000	\$44,000	29
¼ Time	\$8,000	\$14,400	\$19,000	39
<u>Male</u>				
Full Time	\$71,000	\$88,800	\$101,000	138
¾ Time	\$48,700	\$60,000	\$70,000	22
Half Time	\$27,000	\$33,000	\$44,000	94
¼ Time	\$12,000	\$18,000	\$26,000	89

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

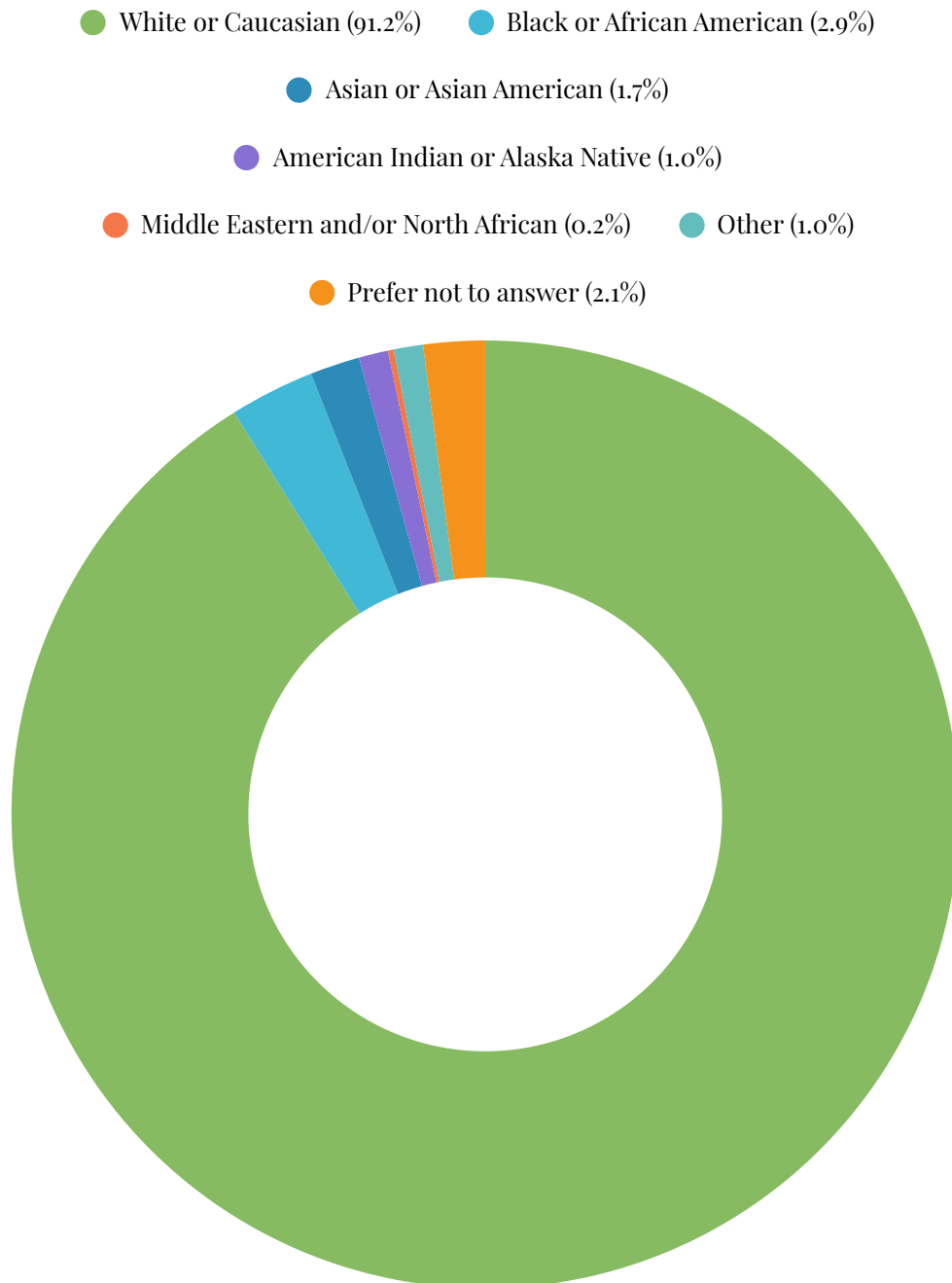
Full Time Salary by Gender



Respondents by Gender Identity



Respondents by Race



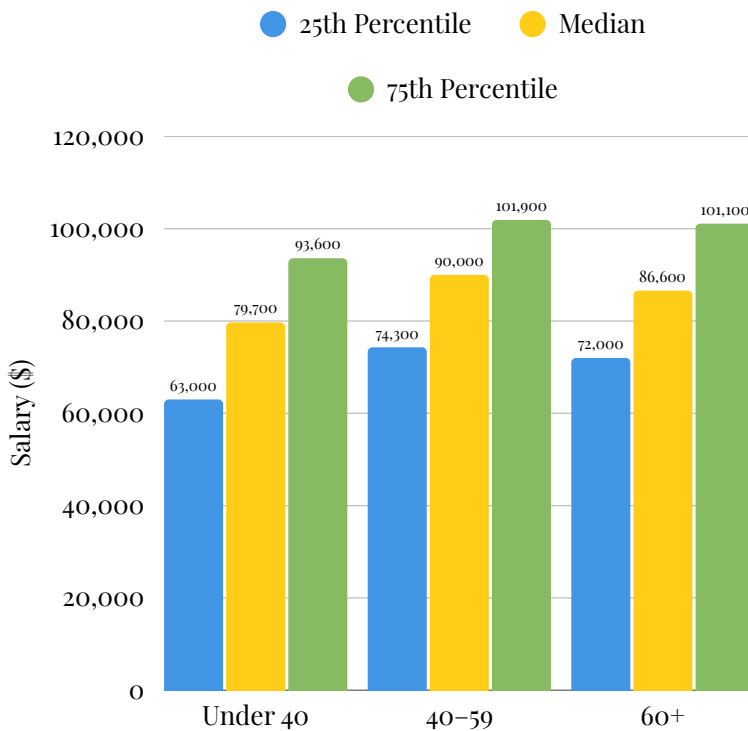
Hispanic or Latino: 2.0%

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

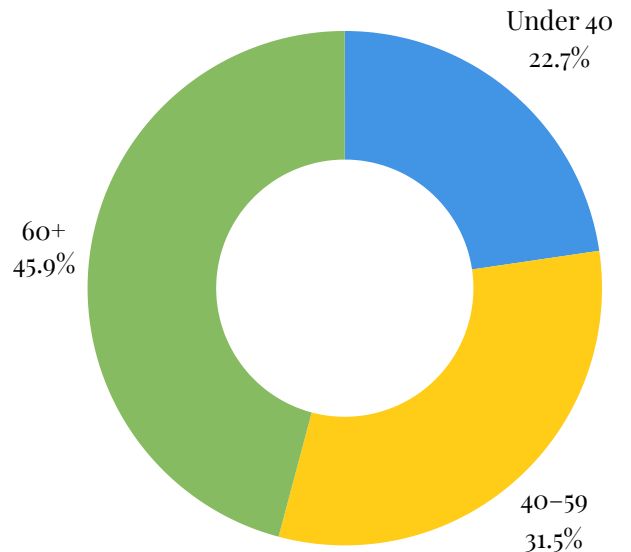


Age	25 th Percentile	Median	75 th Percentile	Respondents
<u>Under 40</u>				
Full Time	\$63,000	\$79,700	\$93,600	50
¾ Time	NR	\$55,500	NR	6
Half Time	\$27,200	\$32,500	\$39,500	24
¼ Time	\$10,200	\$15,500	\$26,500	24
<u>40–59</u>				
Full Time	\$74,300	\$90,000	\$101,900	68
¾ Time	NR	\$65,000	NR	8
Half Time	\$26,300	\$35,000	\$45,000	36
¼ Time	\$12,500	\$19,000	\$30,000	34
<u>60+</u>				
Full Time	\$72,000	\$86,600	\$101,100	48
¾ Time	NR	\$48,800	NR	14
Half Time	\$25,000	\$33,000	\$44,000	67
¼ Time	\$10,500	\$15,200	\$22,300	72

Full Time Salary by Age



Respondents by Age



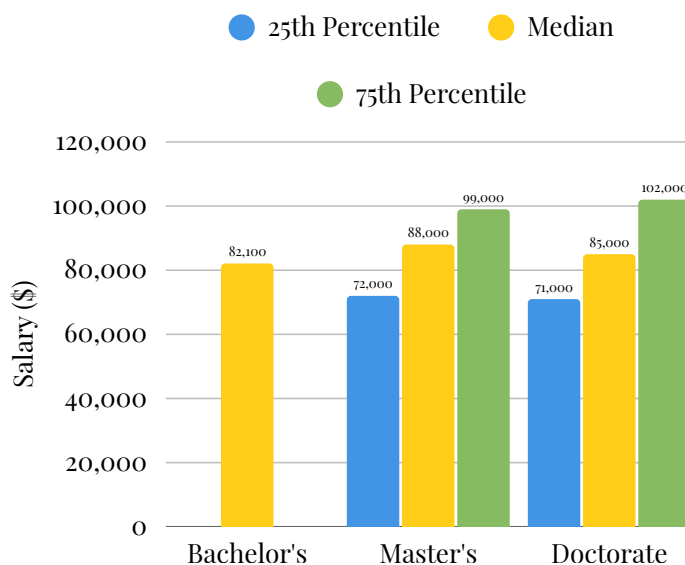
Education



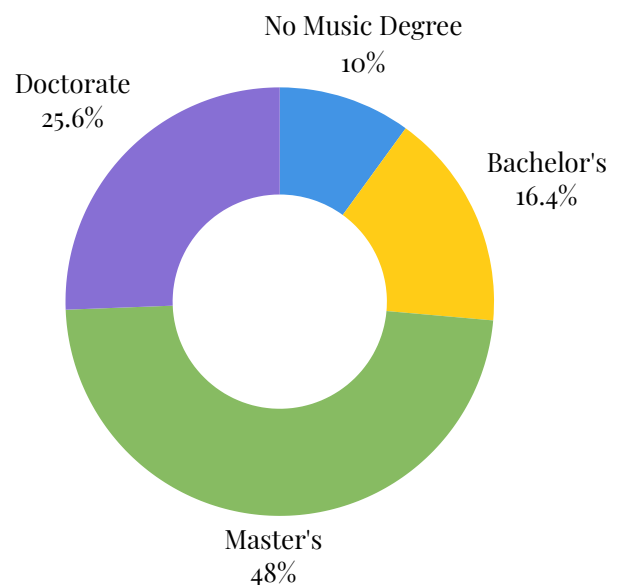
8

Education (Music)	25 th Percentile	Median	75 th Percentile	Respondents
<u>No Music Degree</u>				
Full Time	NR	NR	NR	3
¾ Time	NR	NR	NR	0
Half Time	NR	\$28,500	NR	6
¼ Time	\$7,500	\$14,000	\$17,500	24
<u>Bachelor's Degree</u>				
Full Time	NR	\$82,100	NR	14
¾ Time	NR	NR	NR	4
Half Time	\$22,000	\$27,300	\$33,000	22
¼ Time	\$11,500	\$18,000	\$25,600	37
<u>Master's Degree</u>				
Full Time	\$72,000	\$88,000	\$99,000	98
¾ Time	NR	\$46,500	NR	12
Half Time	\$28,400	\$35,000	\$45,100	67
¼ Time	\$12,000	\$17,500	\$27,000	48
<u>Doctorate Degree</u>				
Full Time	\$71,000	\$85,000	\$102,000	51
¾ Time	NR	\$68,000	NR	12
Half Time	\$30,000	\$35,000	\$44,500	32
¼ Time	\$11,000	\$14,000	\$20,300	21

Full Time Salary by Education



Respondents by Education



Leadership Program for Musicians (LPM): 4.7%

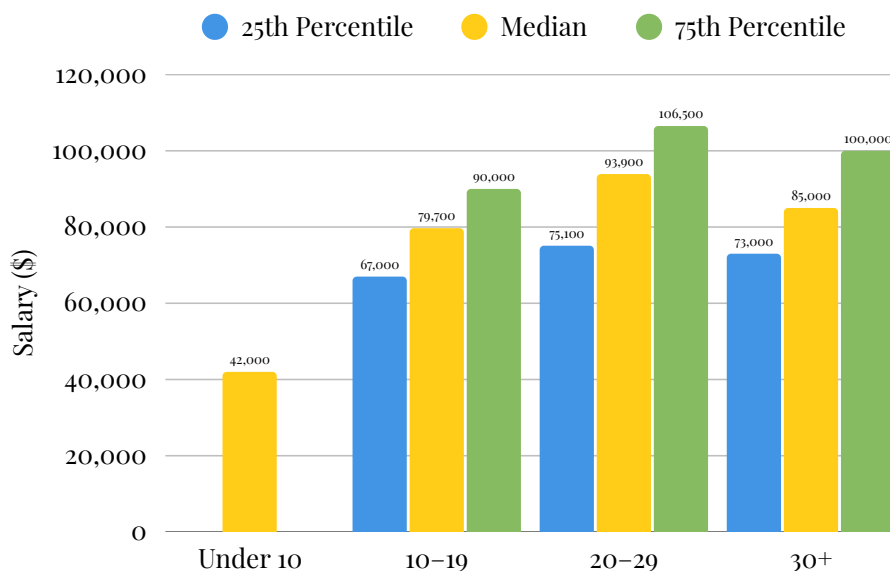
Experience



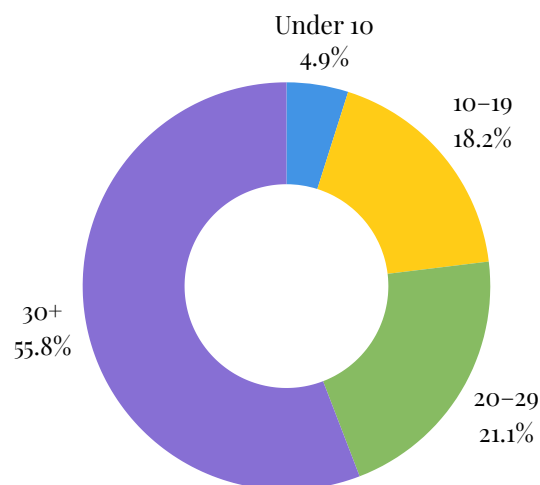
9

Experience	25 th Percentile	Median	75 th Percentile	Respondents
<u>Under 10 Years</u>				
Full Time	NR	\$42,000	NR	5
¾ Time	NR	NR	NR	0
Half Time	NR	\$26,700	NR	6
¼ Time	NR	\$17,900	NR	10
<u>10–19 Years</u>				
Full Time	\$67,000	\$79,700	\$90,000	34
¾ Time	NR	NR	NR	4
Half Time	\$27,500	\$32,000	\$37,000	25
¼ Time	\$11,700	\$15,800	\$23,600	24
<u>20–29 Years</u>				
Full Time	\$75,100	\$93,900	\$106,500	48
¾ Time	NR	\$58,000	NR	6
Half Time	\$25,000	\$32,000	\$47,000	21
¼ Time	\$12,600	\$21,500	\$31,000	20
<u>30+ Years</u>				
Full Time	\$73,000	\$85,000	\$100,000	79
¾ Time	\$45,000	\$50,500	\$63,000	18
Half Time	\$27,000	\$35,000	\$45,000	75
¼ Time	\$11,000	\$15,200	\$22,800	76

Full Time Salary by Experience (Years)



Respondents by Experience (Years)



Education + Experience



This chart imitates the one-page “Salary Guidelines” from previous years. While AAM can no longer provide salary guidelines after the 2017 FTC Order, this real data is presented in a similar format. Single figures represent median values and range values represent the 25th and 75th percentiles. As throughout the report, categories with insufficient responses to generate a value are represented with “NR” (no response).

Position Time	Experience (Years)	No Music Degree	Bachelor’s Degree in Music	Master’s Degree in Music	Doctoral Degree in Music
Full Time	Under 10	NR	NR	NR	NR
	10–19	NR	NR	\$65,000–\$90,000	\$85,000
	20–29	NR	NR	\$80,00–\$105,000	\$76,200–\$108,000
	30+	NR	\$93,600	\$75,200–\$105,000	\$70,000–\$91,900
Three Quarters Time	Under 10	NR	NR	NR	NR
	10–19	NR	NR	NR	NR
	20–29	NR	NR	NR	NR
	30+	NR	NR	\$33,000	\$60,000
Half Time	Under 10	NR	NR	NR	NR
	10–19	NR	NR	\$33,000	\$33,500
	20–29	NR	NR	\$45,100	\$32,000
	30+	NR	\$31,500	\$29,400–\$45,000	\$39,000
Quarter Time	Under 10	NR	\$25,600	NR	NR
	10–19	\$9,500	\$15,400	\$24,100	NR
	20–29	NR	\$30,000	\$17,500	NR
	30+	\$14,700	\$10,500–\$19,000	\$12,000–\$25,000	\$14,000

	25 th Percentile	Median	75 th Percentile
Years of Private Study	7	10	17

Church Budget



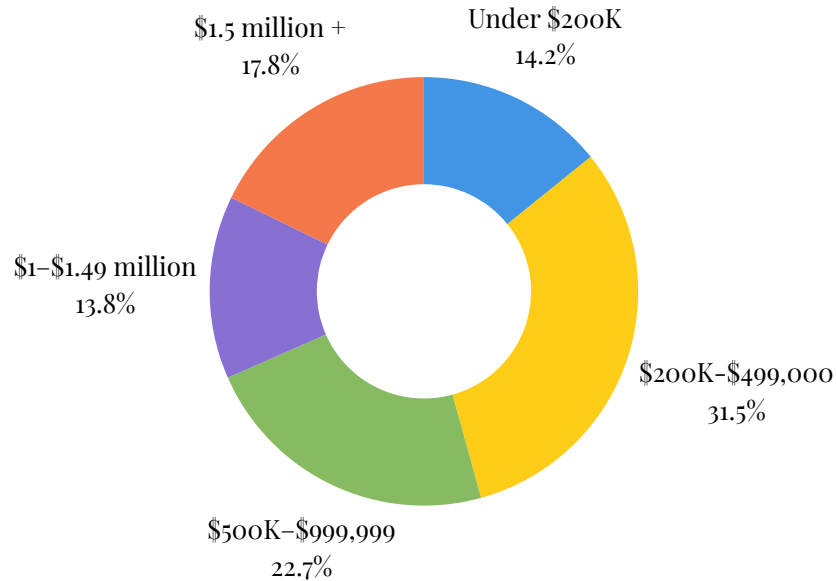
Church Budget	25 th Percentile	Median	75 th Percentile	Respondents
<u>Under \$200K</u>				
Full Time	NR	NR	NR	1
¾ Time	NR	NR	NR	1
Half Time	NR	\$24,000	NR	12
¼ Time	\$7,800	\$12,000	\$15,300	41
<u>\$200K-\$499,999</u>				
Full Time	NR	\$59,000	NR	10
¾ Time	NR	\$44,000	NR	9
Half Time	\$27,000	\$33,000	\$40,000	65
¼ Time	\$12,300	\$17,000	\$22,500	60
<u>\$500K-\$999,999</u>				
Full Time	\$63,000	\$73,000	\$80,000	39
¾ Time	NR	\$60,000	NR	11
Half Time	\$30,000	\$41,200	\$45,000	38
¼ Time	\$28,000	\$30,000	\$35,000	18
<u>\$1-1.49 million</u>				
Full Time	\$82,000	\$89,500	\$96,000	45
¾ Time	NR	NR	NR	4
Half Time	NR	\$44,000	NR	7
¼ Time	NR	\$24,200	NR	5
<u>\$1.5 million +</u>				
Full Time	\$80,000	\$100,000	\$117,000	71
¾ Time	NR	NR	NR	3
Half Time	NR	NR	NR	3
¼ Time	NR	NR	NR	4

Note: 2025 budget categories slightly differ from 2023 to better reflect the distribution of responses in the survey

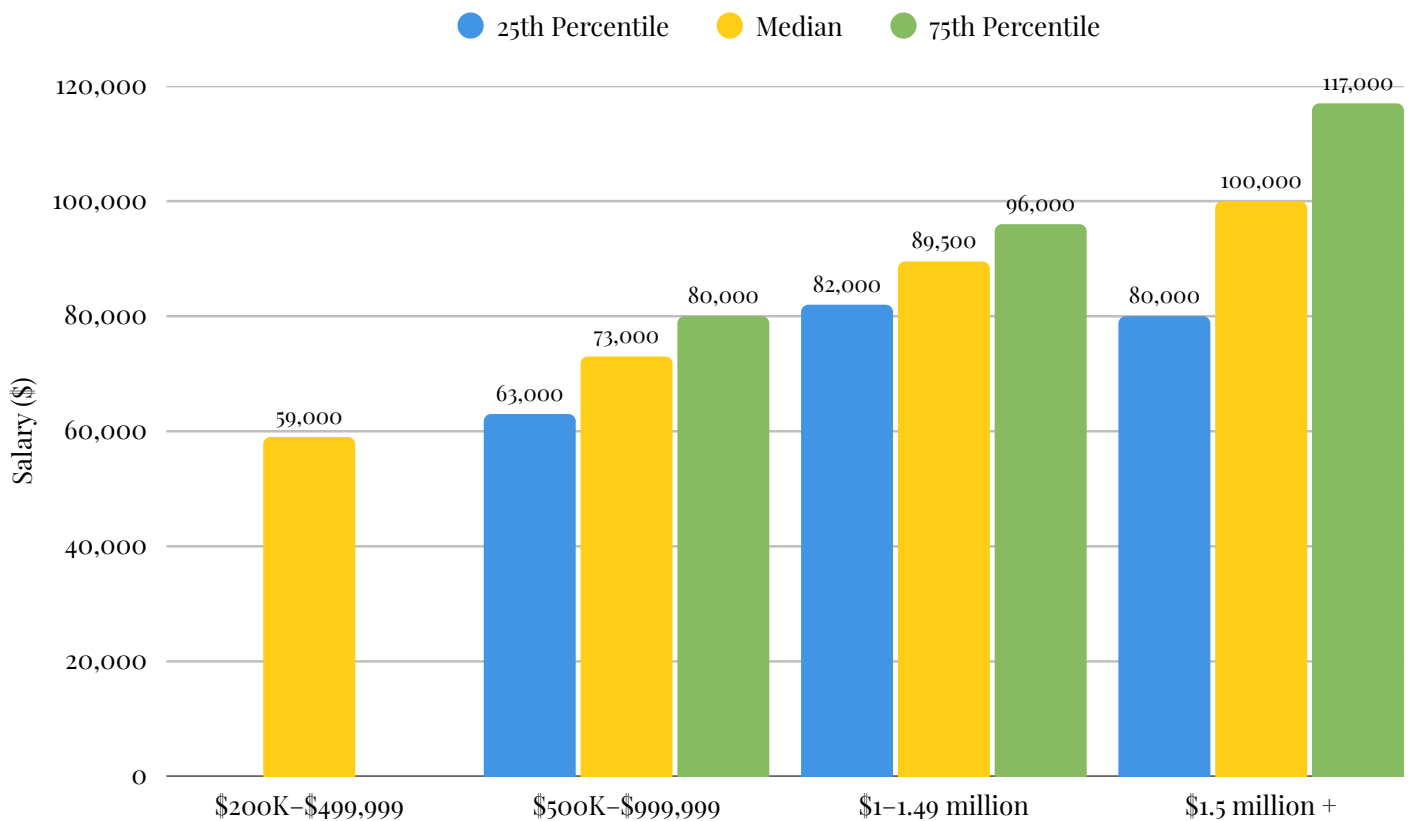
Church Budget (cont'd.)



Respondents by Church Budget



Full Time Salary by Church Budget



Average Sunday Attendance

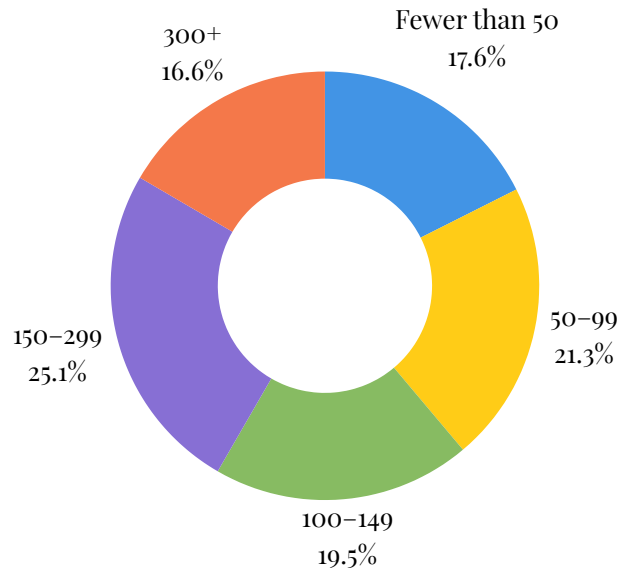
Survey participants were asked to use data from the 2023 Parochial Report to answer this question.

Average Sunday Attendance	25 th Percentile	Median	75 th Percentile	Respondents
<u>Fewer than 50</u>				
Full Time	NR	NR	NR	1
¾ Time	NR	NR	NR	3
Half Time	\$19,100	\$26,500	\$34,200	20
¼ Time	\$8,000	\$12,800	\$15,800	44
<u>50-99</u>				
Full Time	NR	\$67,000	NR	9
¾ Time	NR	NR	NR	4
Half Time	\$25,000	\$30,000	\$44,000	43
¼ Time	\$11,500	\$15,500	\$25,000	43
<u>100-149</u>				
Full Time	\$60,500	\$71,000	\$81,100	24
¾ Time	NR	\$65,000	NR	13
Half Time	\$27,500	\$33,800	\$45,000	30
¼ Time	\$16,900	\$21,400	\$28,000	26
<u>150-299</u>				
Full Time	\$73,000	\$83,000	\$93,600	65
¾ Time	NR	\$60,000	NR	6
Half Time	\$30,000	\$38,400	\$45,000	32
¼ Time	NR	\$30,000	NR	13
<u>300+</u>				
Full Time	\$80,000	\$98,000	\$112,500	67
¾ Time	NR	NR	NR	2
Half Time	NR	NR	NR	2
¼ Time	NR	NR	NR	3

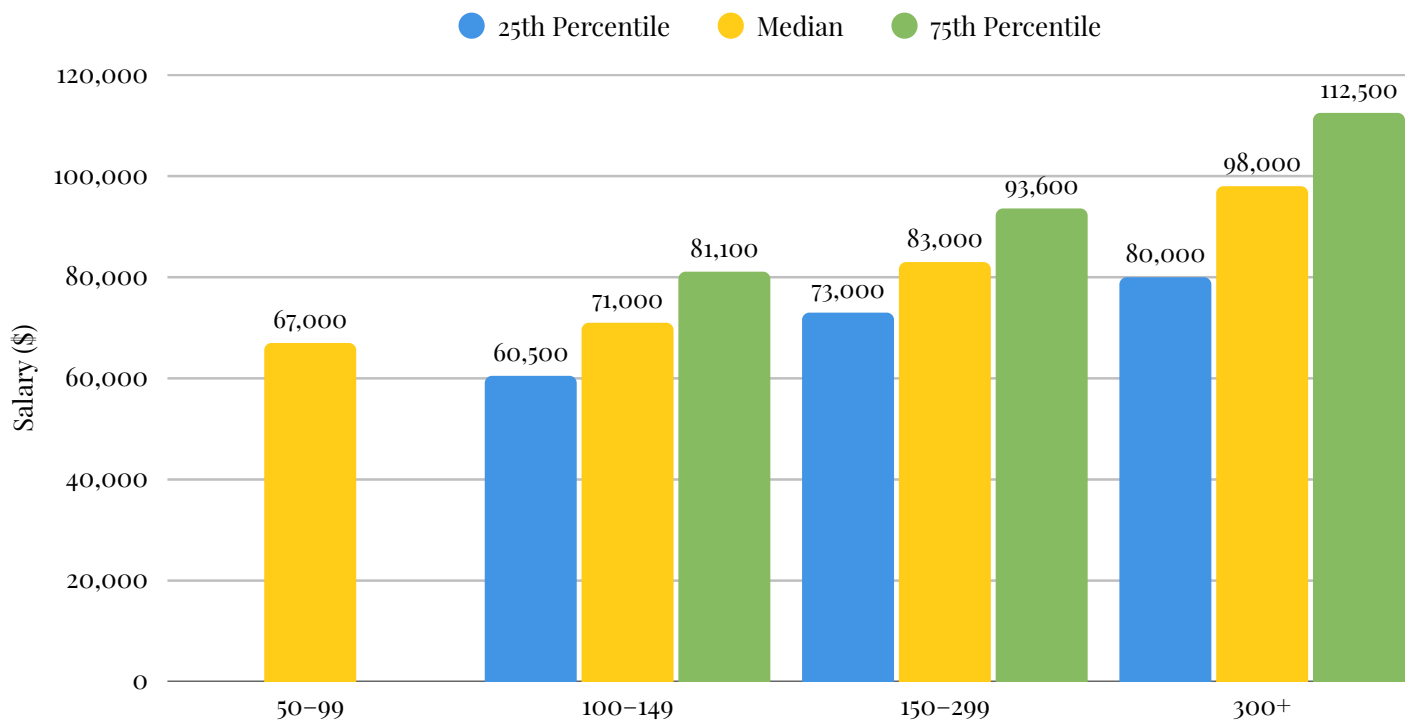
Note: 2025 attendance categories slightly differ from 2023 to better reflect the distribution of responses in the survey

Average Sunday Attendance (cont'd.)

Respondents by
Average Sunday
Attendance



Full Time Salary by Average Sunday Attendance

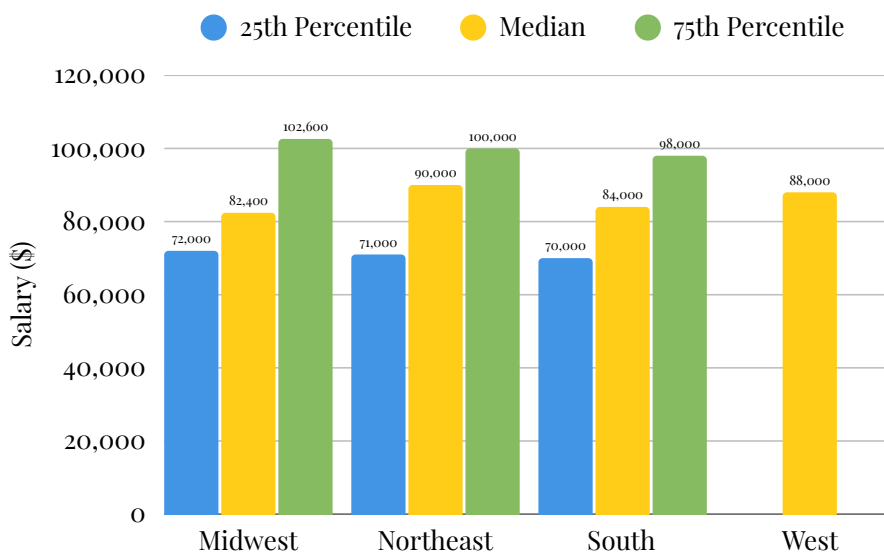




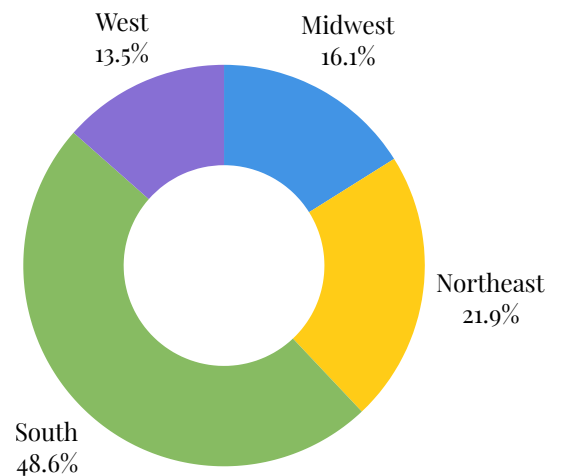
Region	25 th Percentile	Median	75 th Percentile	Respondents
Midwest				
Full Time	\$72,000	\$82,400	\$102,600	21
¾ Time	NR	NR	NR	4
Half Time	\$25,000	\$30,000	\$45,000	19
¼ Time	\$8,900	\$14,000	\$16,300	28
Northeast				
Full Time	\$71,000	\$90,000	\$100,000	29
¾ Time	NR	\$49,600	NR	8
Half Time	\$25,500	\$34,000	\$44,000	32
¼ Time	\$10,000	\$14,400	\$22,000	26
South				
Full Time	\$70,000	\$84,000	\$98,000	102
¾ Time	NR	\$60,000	NR	11
Half Time	\$25,000	\$30,000	\$43,500	52
¼ Time	\$12,000	\$19,400	\$29,900	55
West				
Full Time	NR	\$88,000	NR	13
¾ Time	NR	NR	NR	4
Half Time	\$30,000	\$36,000	\$52,000	23
¼ Time	\$12,000	\$16,100	\$25,000	19

Note: Regions derived from Pew's U.S. Religious Landscape Study.

Full Time Salary by Region



Respondents by Region



U.S. States

Salary by States with at Least 5 Respondents in Any Salary Category



16

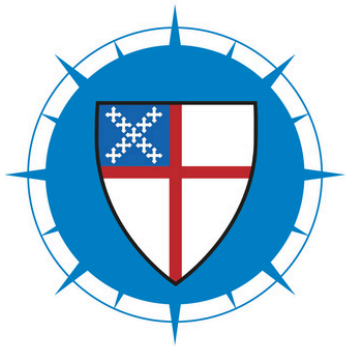
State	25 th Percentile	Median	75 th Percentile	Respondents
<u>Alabama</u> Full Time	NR	\$76,000	NR	5
<u>California</u> Half Time ¼ Time	NR NR	\$51,400 \$25,000	NR NR	6 9
<u>Connecticut</u> Full Time	NR	\$90,000	NR	5
<u>Washington D.C.</u> Full Time	NR	\$90,000	NR	5
<u>Florida</u> Full Time ¼ Time	NR NR	\$86,500 \$20,300	NR NR	12 6
<u>Georgia</u> Full Time Half Time ¼ Time	NR NR NR	\$99,000 \$26,200 \$19,400	NR NR NR	9 8 5
<u>Illinois</u> Full Time ¼ Time	NR NR	\$74,500 \$16,500	NR NR	5 7
<u>Maryland</u> Full Time Half Time ¼ Time	NR NR NR	\$71,000 \$36,500 \$19,000	NR NR NR	7 6 9
<u>Massachusetts</u> Full Time	NR	\$94,300	NR	6
<u>Missouri</u> ¼ Time	NR	\$14,000	NR	5

U.S. States (cont'd.)



17

State	25 th Percentile	Median	75 th Percentile	Respondents
<u>New Hampshire</u> ¼ Time	NR	\$14,000	NR	5
<u>New Jersey</u> ¼ Time	NR	\$12,000	NR	5
<u>New York</u> Full Time Half Time ¼ Time	NR NR NR	\$132,500 \$35,000 \$13,700	NR NR NR	6 8 8
<u>North Carolina</u> Full Time Half Time ¼ Time	NR NR NR	\$78,000 \$30,000 \$16,100	NR NR NR	8 7 8
<u>Ohio</u> Full Time ¼ Time	NR NR	\$81,300 \$12,000	NR NR	5 6
<u>Pennsylvania</u> Full Time Half Time	NR NR	\$80,000 \$33,000	NR NR	5 7
<u>Tennessee</u> Full Time	NR	\$72,000	NR	12
<u>Texas</u> Full Time	NR	\$94,500	NR	14
<u>Virginia</u> Full Time Half Time	\$68,500 NR	\$81,000 \$39,500	\$90,500 NR	16 8
<u>Washington</u> Half Time	NR	\$34,000	NR	9



ASSOCIATION OF
**ANGLICAN
MUSICIANS**

Serving the Episcopal Church

FOUNDED 1966



203-807-5208



office@anglicanmusicians.org



www.anglicanmusicians.org

The 2025 Episcopal Musician Compensation Survey Report was prepared by Erica Dollhopf, Ph.D. The data contained in this report is for informational purposes only. While AAM always hopes that its members will be fairly and adequately compensated for their work, AAM makes no specific recommendations to any hiring institution regarding compensation and the results of the survey in no way bind or commit AAM members or their employers in reaching agreements regarding compensation and benefits.

Founded in 1966, the Association of Anglican Musicians is a member-led nonprofit of musicians and clergy serving in the Episcopal Church and internationally within the Anglican Communion. Recognizing that the music of the church finds its primary expression within the framework of the liturgy, this Association takes as its purpose the elevation, stimulation, and support of music and the allied arts in all their aspects in the Episcopal Church and the larger Anglican tradition, and especially in their relationship to liturgy.

If you aren't already a member of AAM, please consider joining us in our work or supporting our mission by becoming a Friend of AAM.