

**Lay Staff Survey Questionnaire 2010 Results**  
**Leadership Support Committee of the East Central Synod of**  
**Wisconsin, ELCA**

The following gives an overview of the results received from the **40** responding congregations of the **65** surveyed. If you have specific questions regarding the results, please contact Ken Schlueter at the telephone number on the cover letter.

***Question 1: Do you have lay people employed in your congregation?***

**23** had full time lay employees ranging from 1 to 5 full time employees  
**38** had part time lay employees ranging up to 14+ part-time employees  
**4.6** was the median number of part-time lay employees

***Question 2: Of the full-time lay people employed in your congregation, how many have benefits paid by the congregation (in whole or in part) for***

Health benefits **19 of 23**  
Retirement benefits **18**  
Paid vacation **23**  
Paid Sick leave **21**  
Other types of life or disability insurances **6**  
Continuing education allowance **17**  
Other (such as medical allowance, flex time, mileage)

***Question 3: Of the part-time lay people employed in your congregation, how many have benefits paid by the congregation (in whole or in part) for***

Health benefits **3**  
Retirement benefits **5**  
Paid vacation **all**  
Paid sick leave **11**  
Other types of life or disability insurances **1**  
Continuing education allowance **15**  
Other (personal leave days, pay for classes, retreats, training, supplies)

***Question 4: How often do you formally review the work of the fulltime lay people employed in your congregation?***

Once a year in a formal setting **15**  
Twice a year in a formal setting **1**  
Less than once a year in a formal setting **1**  
Once a year in an informal setting **5**  
More than once a year in an informal setting **6** (ranging from 2 to 12 times/year)  
Less than once a year in an informal setting **3**

**Question 5: How often do you formally review the work of the part-time lay people employed in your congregation?**

Once a year in a formal setting 22

More than once a year in a formal setting 3 (ranging up to 4 times/year)

More than once a year in an informal setting 5 (ranging from bi-weekly to 'as needed' to 12 times/year)

Less than once a year, either formally or informally 18

**Question 6: Do you use any type of established format in reviews of the lay people employed (full time or part time) in your congregation?**

Yes 25

No 2

**Would you be willing to share the format with others in the ECSW?**

Yes 19

No 13

**Question 7: Who is involved or conducts reviews for lay people employed by the congregation?**

Senior Pastor 27

Associate Pastor 5

AIM 1

Parish Administrator 1

Office Manager 1

Church Council 6

Executive Committee 4

Congregation President 8

Congregation Vice President 1

Supervisor /Committee 6

Committee representatives 3

Supporting Ministries 1

Mutual Ministry Committee 1

Personnel Committee 13

**Do the reviews include a review of compensation?**

Yes 19

No 9

**Question 8: To what other organizations do you compare the salary/wage ranges which you set for your lay people employed by the congregation?**

- Other congregations 14
- Local businesses 10
- Schools 3
- ECSW Guidelines 5
- Area wage rates surveys 1
- Public and Private sector 1
- “Your Church” by Christianity Today 1
- Equitability among staff 1
- Annual 3% benchmark Acrosos-the-Board Raise 1
- None 3

**Question 9: What are the salary ranges for your lay people employed by the congregation (exclusive of the cost of benefits)?**

***Full time Secretary, Administrative assistant, office workers***

*Yearly Range* \$15000 - \$40000/year

*Average* \$28671

*Median* \$29840

*Hourly Range* \$11.35 - \$15.00/hour

*Average* \$13.28

*Median* \$12.78

***Custodial Full time***

*Yearly Range* \$22908 - \$40000/year

*Average* \$29123

*Median* \$30000

*Hourly Range* \$10.00 - \$15.35/hour

*Average* \$13.25

*Median* \$13.58

***Some congregations also pay for other full time positions:***

***Youth Workers***

*Yearly Range* \$27404 - \$45000/year

*Average* \$31064

*Median* \$30000

***Lay Workers***

*Yearly range* \$20000 - \$30000/year

*Average* \$26750

*Median* \$28500

***Part time Secretary, Administrative Assistant, Office workers***

*Salary Range* \$3535 - \$22152/year

*Average* \$13153

*Median* \$13156

*Hourly range* \$8.20 - \$15.00/hour

*Average* \$11.50

*Median* \$11.50

***Custodial Part Time***

*Salary Range* \$2898 - \$13824/year

*Average* \$8823

*Median* \$9552

*Hourly range* \$9.00 - \$13.00/hour

*Average* \$10.60

*Median* \$10.25

***Workers Part Time (with youth, family, seniors, etc.)***

*Salary range* \$1200 - \$35000/year

*Average* \$16035

*Median* \$18000

*Hourly range* \$10.00 - \$23.40/hour

*Average* \$14.37

*Median* \$14.50

Congregations reported paying for many other part time positions such as Musicians, Organists, Choir Directors, Treasurers, Nursery Attendants, Volunteer Coordinators, Security, Parish Nurses, etc.

***Question 10: The ECSW is considering holding a sharing/teaching session about review and care for full and part-time lay people employed in congregations.***

**25** congregations would be interested in attending

**5** congregations would not be interested

**4** would help plan such an event

**18** would prefer Fall for the event

Other times cover almost every month