

ARCHDIOCESE OF INDIANAPOLIS
BIANNUAL EMPLOYMENT SURVEY
FOR SALARIED PASTORAL MUSICIANS
December, 2008

Summary of Results

38 people completed the survey

The average hourly pay for all directors of music ministry working at least 10 hours per week is \$17.81, equivalent to \$37,044 for a full-time salary (40 hours per week.)

Annual salary ranges for three groups of full-time and regular part-time directors earning at least \$10 per hour (does not include all respondents):

- 40 hours per week - \$30,000 to \$51,000 (10 reporting)
- 30 hours per week - \$30,000 to \$32,000 (3 reporting)
- 20 hours per week - \$10,000 to \$20,000 (10 reporting)

As updated in January, 2009, the *Archdiocesan Pay Guidelines for Lay Employees* recommends the following full-time salary ranges:

- Music Director with Master's Degree
or Music Director/Liturgy Coordinator....\$40,203 to \$60,305 (midpoint, \$50,254)
- Music Director with Bachelor's Degree...\$34,498 to \$54,822 (midpoint, \$44,571)
- Music Coordinator.....\$30,206 to \$45,308 (midpoint, \$37,757)

The exact salary will depend on the particular music minister's qualifications and experience, the scope of the musical, liturgical, and pastoral responsibilities, parish size and setting, and average hours per week.

The *Pay Guidelines for Lay Employees* are available at:

http://archindy.org/intranet/files/shared/hr/pdfs/pay_guidelines_lay_employees.pdf