


Catechetical Leaders Survey

Salaries 2006

*7 & R Research©
Santa Claus, MN 47579
February, 2006*

Catechetical Leaders

“The single most critical factor in an effective parish catechetical program is the leadership of a professionally trained parish catechetical leader. Depending on the size and scope of the parish catechetical program, parishes should allocate their resources so that they are able to acquire the services of a competent and qualified catechetical leader (or someone in the process of becoming qualified and competent) or to share those services with another parish.”

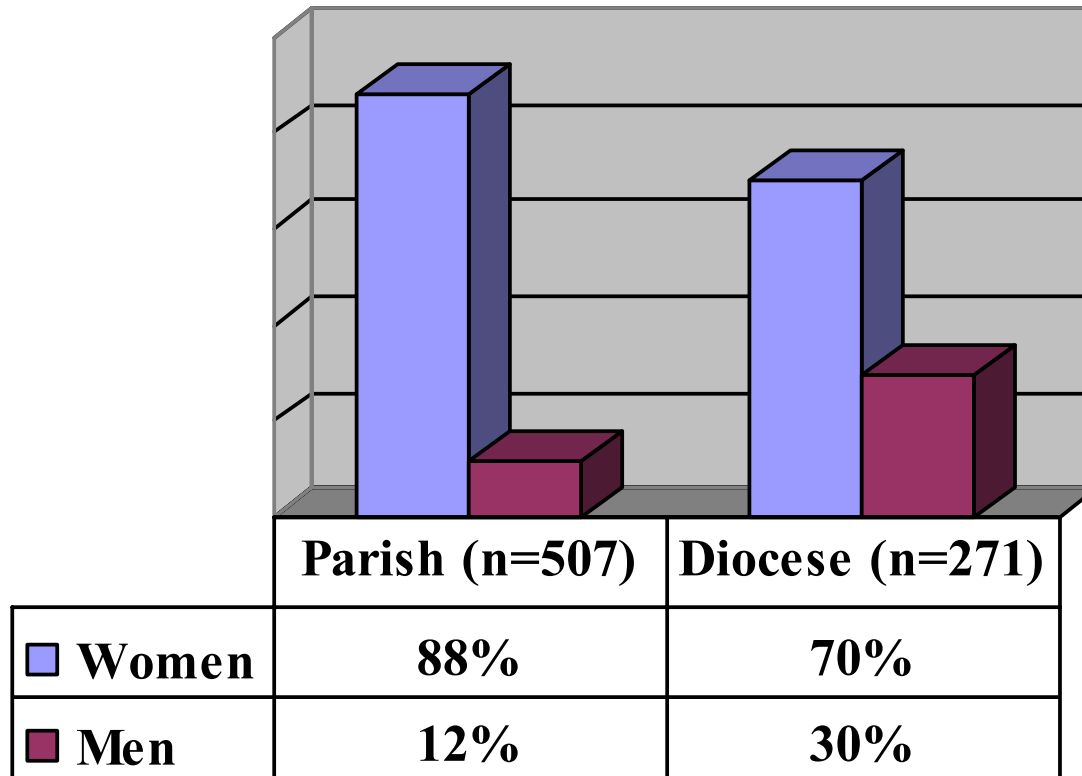
National Directory for Catechesis p. 224.



The Survey

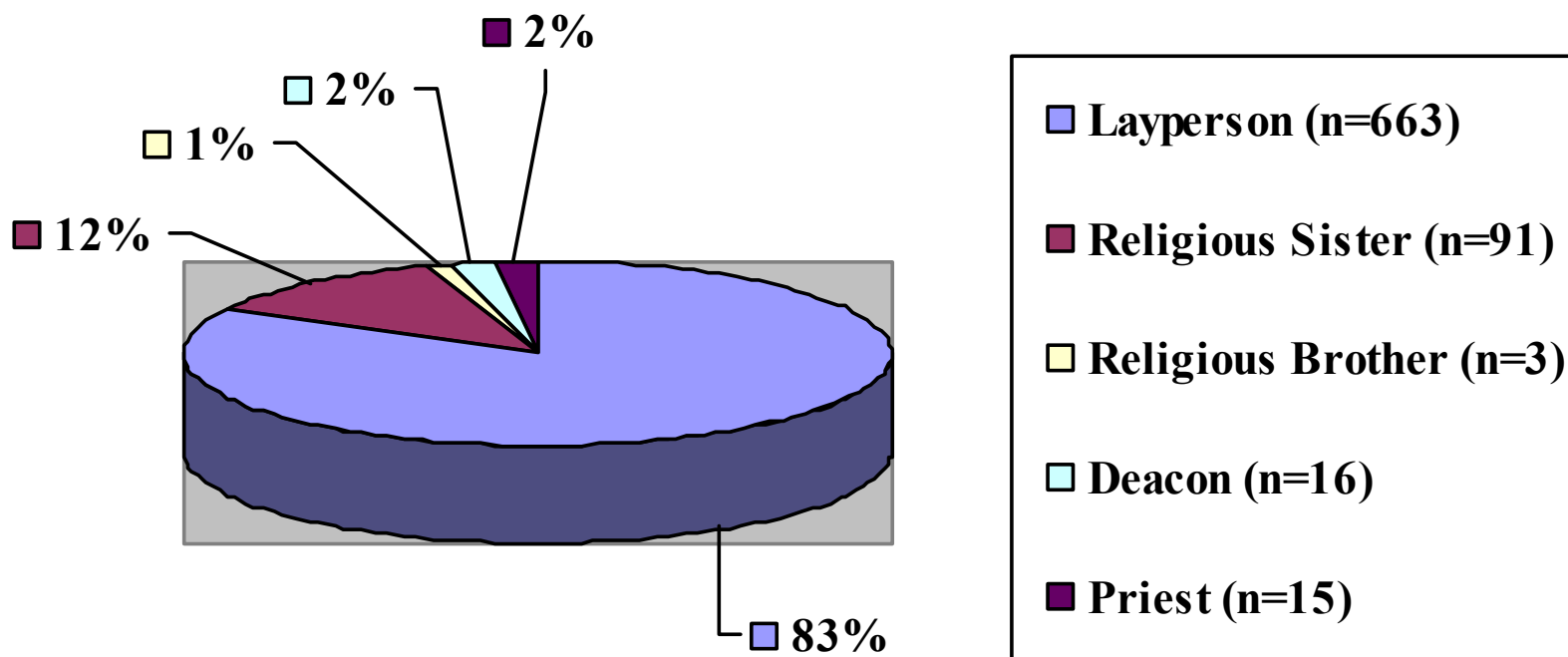
- This was not a scientific survey. The results are simply a snapshot of catechetical leaders' responses to a questionnaire regarding a topic of current interest to them and others involved in the catechetical ministry.
- In February 2006 an e-mail with a link to an online survey regarding current salaries was sent to all members of the *National Conference for Catechetical Leadership* (NCCL) and the *National Association of Parish Catechetical Directors* (NPCD).
- Nine hundred seventy-one (971) surveys were completed by parish (639) and diocesan (293) catechetical leaders, as well as by college/university professionals (11) and others (28).
- Eighty-two percent of the respondents are full-time parish (54%) and full-time diocesan leaders (28%). In light of this fact, this report focuses on the results for these full-time catechetical leaders.

Men and Women Employed Full-time in Parishes and Diocesan Offices

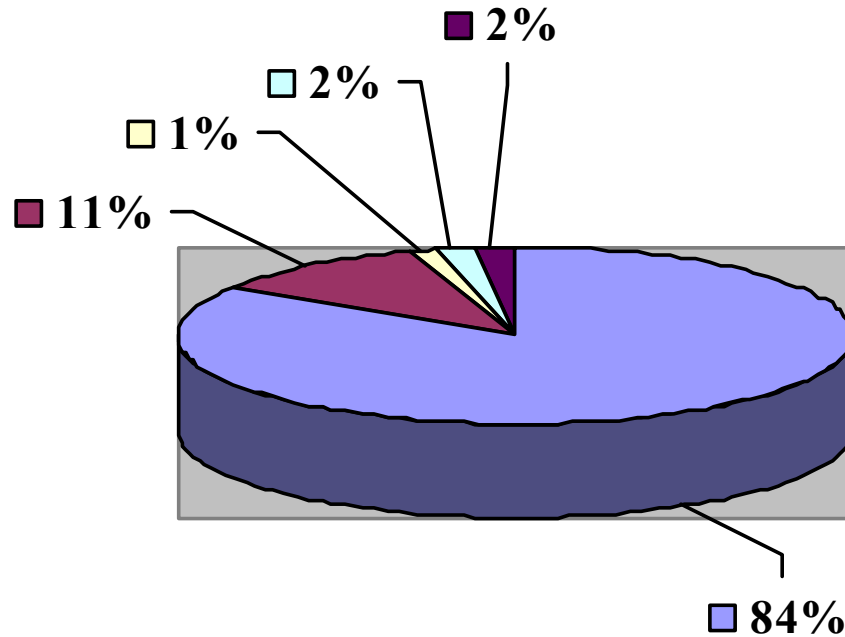


Ecclesial Status of Respondents

Employed Full-time

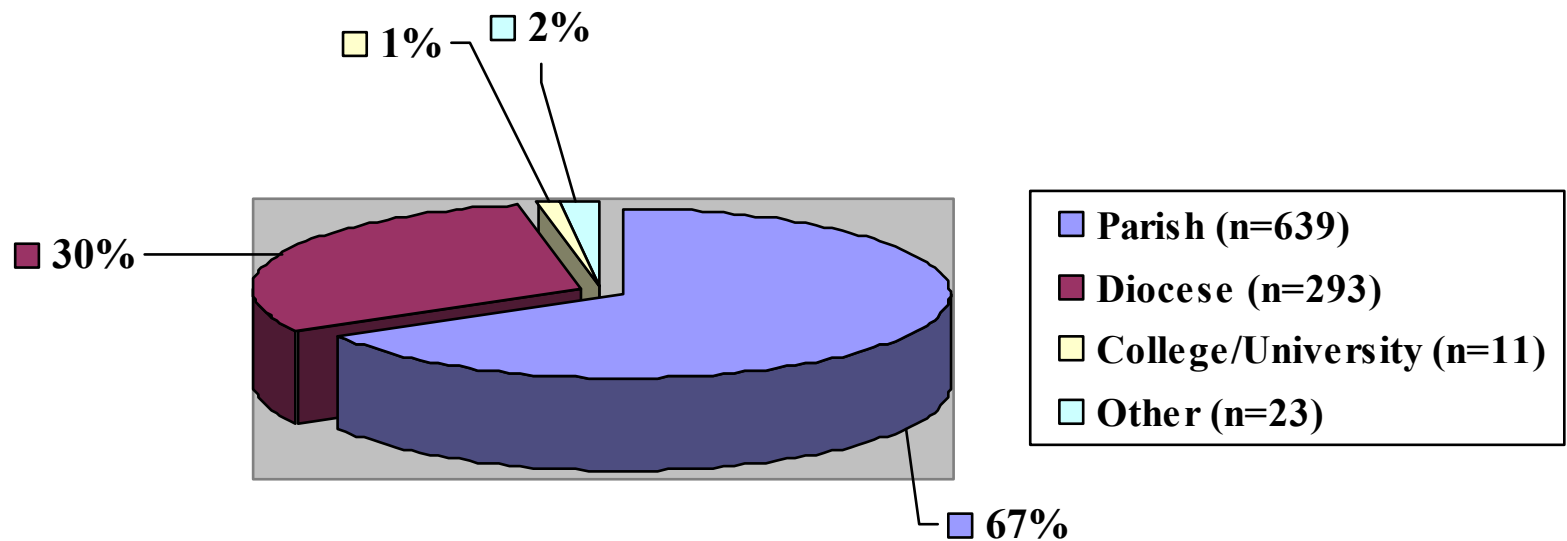


Ecclesial Status



- Laypersons (n=822)
- Religious Sister (n=107)
- Religious Brother (n=3)
- Deacon (n=16)
- Priest (n=19)

Place of Employment



2006 SALARIES FOR FULL-TIME PARISH LEVEL CATECHETICAL LEADERS BY REGIONS

Region	Responses	Lowest Range	Highest Range	Median Range
Region I (CT, MA, ME, NH, RI, VT)	37	\$20,001-\$25,000	\$60,001-\$65,000	\$30,001-\$35,000
Region II (NY)	15	\$5,001-\$10,000	\$50,001-\$55,000	\$35,001-\$40,000
Region III (NJ, PA)	32	\$5,000 or less	\$45,001-\$50,000	\$30,001-\$35,000
Region IV (DC, DE, FL, GA, MD, NC, SC, VA, WV)*	87	\$10,001-\$15,000	\$75,001+	\$35,001-\$40,000
Region V (AL, KY, LA, MS, TN)	35	\$10,001-\$15,000	\$60,001-\$65,000	\$30,001-\$35,000
Region VI (MI, OH)	51	\$10,001-\$15,000	\$65,001-\$70,000	\$35,001-\$40,000
Region VII (IL, IN, WI)	105	\$10,001-\$15,000	\$70,001-\$75,000	\$35,001-\$40,000
Region VIII (MN, ND, SD)	17	\$25,001-\$30,000	\$65,001-\$70,000	\$35,001-\$40,000
Region IX (IA, KS, MO, NE)	31	\$20,001-\$25,000	\$55,001-\$60,000	\$35,001-\$40,000
Region X (AR, OK, TX)	36	\$20,001-\$25,000	\$55,001-\$60,000	\$30,001-\$35,000
Region XI (CA, HI, NV)	32	\$10,001-\$15,000	\$60,001-\$65,000	\$35,001-\$40,000
Region XII (AK, ID, MT, OR, WA)	15	\$20,001-\$25,000	\$50,001-\$55,000	\$30,001-\$35,000
Region XIII (AZ, CO, NM, UT, WY)	15	\$25,001-\$30,000	\$50,001-\$55,000	\$35,001-\$40,000

* Florida, Georgia, North and South Carolina are no longer part of Region IV, but make up the newly created Region XIV.

2006 SALARIES FOR FULL-TIME DIOCESAN LEVEL CATECHETICAL LEADERS BY REGIONS

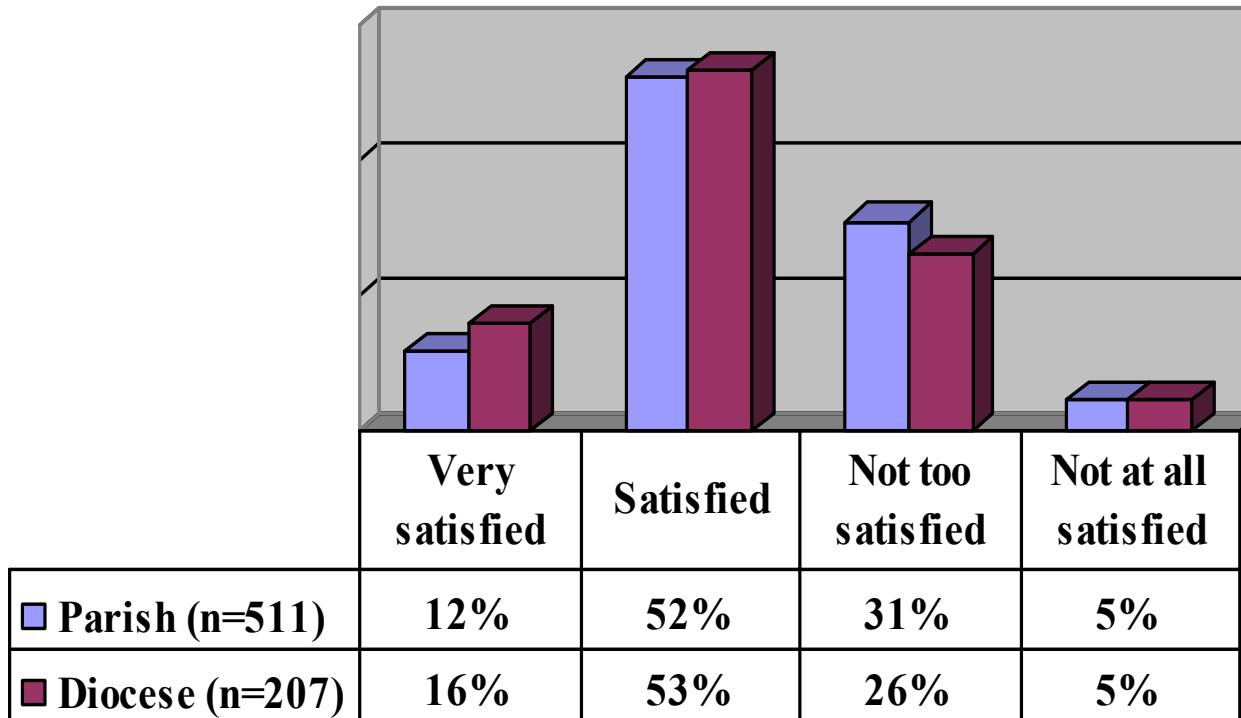
Region	Responses	Lowest Range	Highest Range	Median Range
Region I (CT, MA, ME, NH, RI, VT)	17	\$10,001-\$15,000	\$60,001-\$65,000	\$30,001-\$35,000
Region II (NY)	16	No Salary	\$70,001-\$75,000	\$30,001-\$40,000
Region III (NJ, PA)	25	\$5,000 or less	\$75,001+	\$40,001-\$45,000
Region IV (DC, DE, FL, GA, MD, NC, SC, VA, WV)*	33	\$20,001-\$25,000	\$75,001+	\$45,001-\$50,000
Region V (AL, KY, LA, MS, TN)	28	\$15,001-\$20,000	\$70,001-\$75,000	\$35,001-\$45,000
Region VI (MI, OH)	24	\$15,001-\$20,000	\$75,001+	\$40,001-\$45,000
Region VII (IL, IN, WI)	29	\$20,001-\$25,000	\$75,001+	\$45,001-\$50,000
Region VIII (MN, ND, SD)	7	\$30,001-\$35,000	\$55,001-\$60,000	\$45,001-\$50,000
Region IX (IA, KS, MO, NE)	23	\$5,001-\$10,000	\$75,001+	\$40,001-\$45,000
Region X (AR, OK, TX)	27	\$10,001-\$15,000	\$75,001+	\$40,001-\$45,000
Region XI (CA, HI, NV)	17	No Salary	\$75,001+	\$35,001-\$40,000
Region XII (AK, ID, MT, OR, WA)	12	\$5,000 or less	\$50,001-\$55,000	\$40,001-\$45,000
Region XIII (AZ, CO, NM, UT, WY)	12	\$25,001-\$30,000	\$55,001-\$60,000	\$40,001-\$45,000

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2006 SALARIES FOR ALL FULL-TIME CATECHETICAL LEADERS ON PARISH AND DIOCESAN LEVELS

Salaries	Parish Level		Diocesan Level	
	Women (n=447)	Men (n=60)	Women (n=189)	Men (n=82)
No Salary	--	--	1%	1%
\$5,000 or less	<1%	--	1%	--
\$5,001-\$10,000	--	2%	--	1%
\$10,001-\$15,000	2%	2%	1%	1%
\$15,001-\$20,000	2%	2%	3%	--
\$20,001-\$25,000	7%	5%	6%	2%
\$25,001-\$30,000	16%	5%	13%	6%
\$30,001-\$35,000	19%	20%	13%	1%
\$35,001-\$40,000	20%	20%	11%	6%
\$40,001-\$45,000	16%	15%	19%	17%
\$45,000-\$50,000	9%	13%	14%	11%
\$50,001-\$55,000	6%	8%	11%	10%
\$55,001-\$60,000	3%	5%	4%	9%
\$60,001-\$65,000	1%	--	1%	11%
\$65,001-\$70,000	--	3%	1%	7%
\$70,001-\$75,000	<1%	--	1%	7%
\$75,001+	--	--	2%	9%

Full-time Catechetical Leaders' Salary Satisfaction



Representative Comments:

Parish Catechetical Leaders

- “I believe that most PCLs are not paid for the amount of time and effort they put into their job.”
- “Either we need to lower our expectations of advanced degrees in parish work or raise salaries so laypeople can reasonably pay off education expenses”
- “Perhaps a national standard/guidelines would be beneficial.”
- “I feel they are underpaid, but I also understand that sometimes the parish cannot pay more.”
- “I do wonder how a single person working in a ministry position can make ends meet (some even have children to support).”
- “It is not a good situation when two people in the same position at neighboring parishes are paid substantially different amounts only because each parish is in different financial positions.”
- “The diocese should supplement those parishes that cannot afford the going rate of salary for certain paid positions.”

Representative Comments:

Diocesan Catechetical Leaders

Diocesan Level

- “It is very frustrating to see so many diocesan directors who in theory are to be the ‘experts’ and ‘trainers’ of parish leaders making less money than the parish leaders.”
- “On the diocesan level, there is a great disparity in catechetical leaders’ salaries and school personnel.”
- “Diocesan salaries are more just; though they do not keep pace with increases in the cost of living.”
- “If I were single or raising children my current salary would be inadequate.”
- “The Church underpays its catechetical leaders, in general, from the parish level on up.”

Representative Comments:

Diocesan Catechetical Leaders

Parish Level

- “It’s a conundrum. To require a masters’ level education and pay under \$35,000 a year is unjust.”
- “It would be of benefit to the people in my region if parishes and dioceses used national standards in addressing salaries.”
- “I believe if we are going to attract and sustain educated, well-formed catechetical leaders at both parish and diocesan levels, we have to provide them with just wages, benefits, and opportunities for spiritual/professional growth.”
- “Where will qualified future leaders come from if they cannot make a living?”
- “It is necessary for both parents to work to make ends meet, so salaries are not very family friendly.”
- “At parish and diocesan levels, religious educators should at least be on the same scale as other educational (school) administrators, e.g., principals, superintendents.”

We hope we can count on your participation in the next online survey of catechetical leaders.

Tom & Rita Walters