



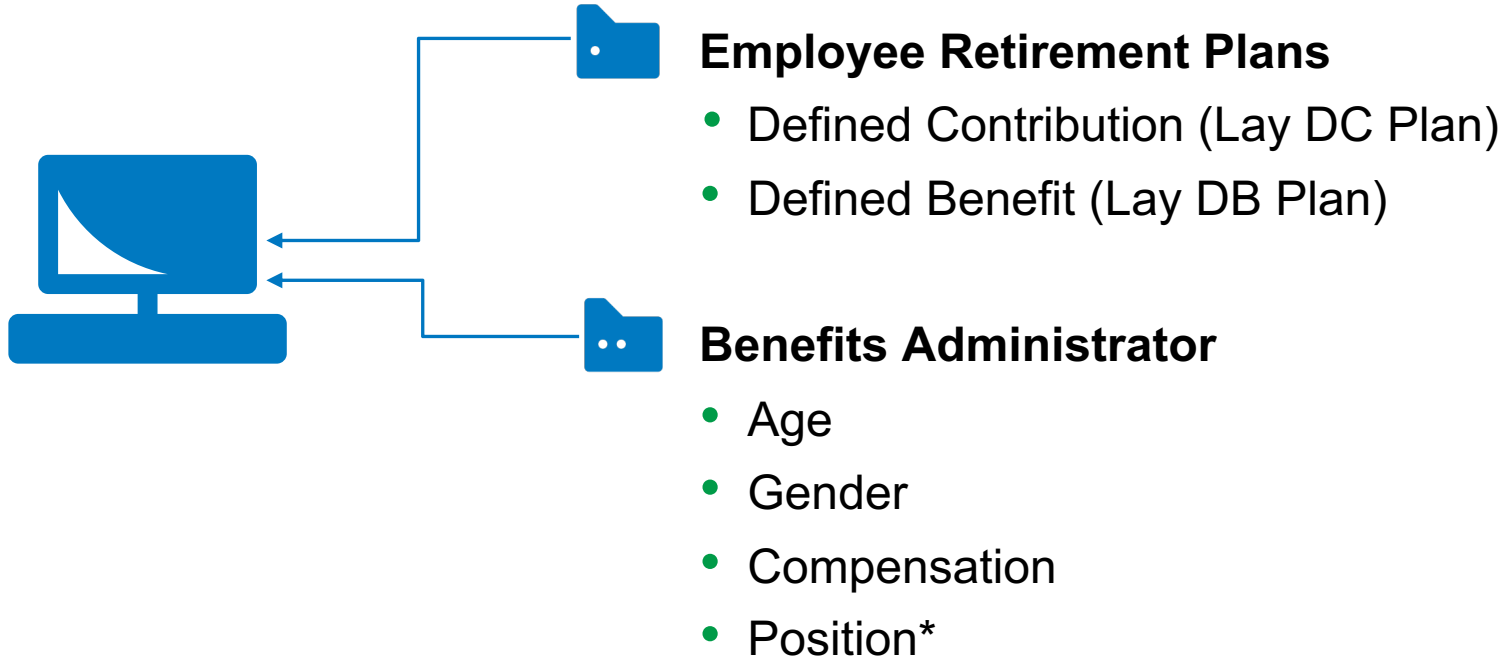
A Portrait of Lay Employees: Places, Positions and Pay

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Data Collection





What we will cover today....



- Key facts about lay employees by categories
 - Annual Scheduled Hours
 - Years of Service
 - Employer Type
 - Most Prevalent Positions
 - US Regions
- Full time* median compensation analyzed by categories

*Full Time is at least 1,500 hours per year or ~30 hours per week for a full year.



Portrait of Lay Employees

Some Key Facts

A photograph of four people in a meeting. On the left, two men are standing and talking. On the right, two women are standing and talking. They are in a room with bookshelves in the background. A wooden table with a potted plant and papers is in the foreground.

13,347

Active
Retirement
Plan Members

75%

Female

50

Average Age

8

Average Years
of Service

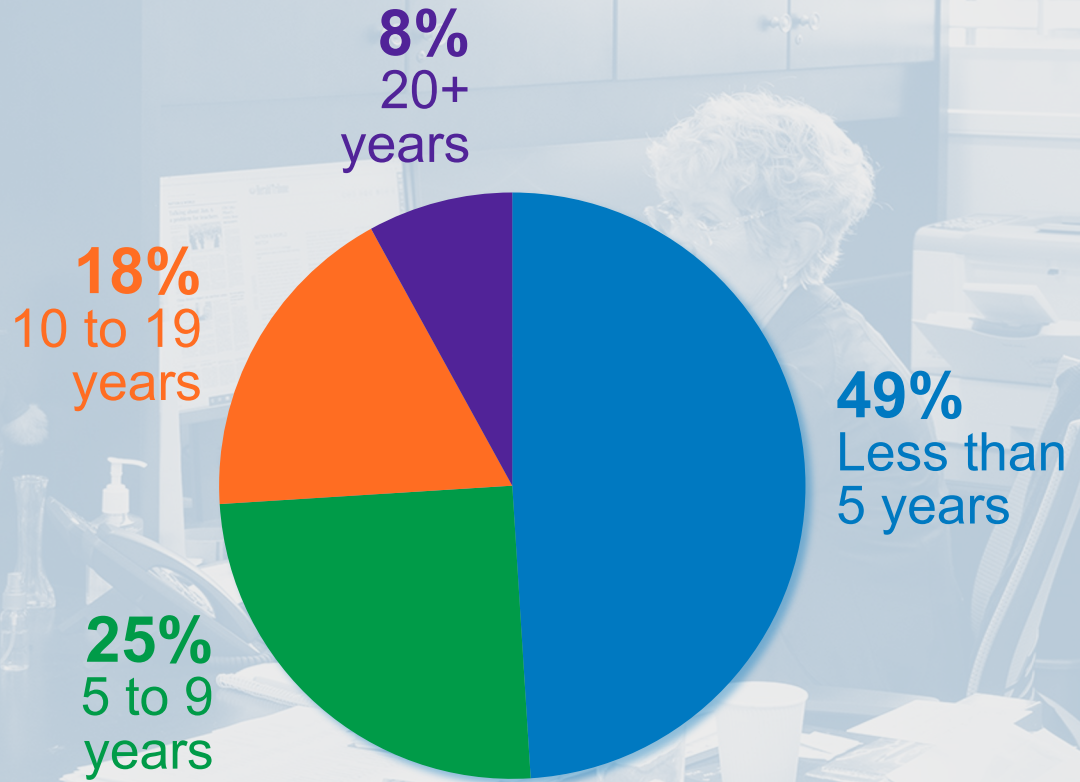
Annual Scheduled Hours by Gender

Majority of males are full time while females are evenly split



Years of Service

Majority with more than 5 years of service

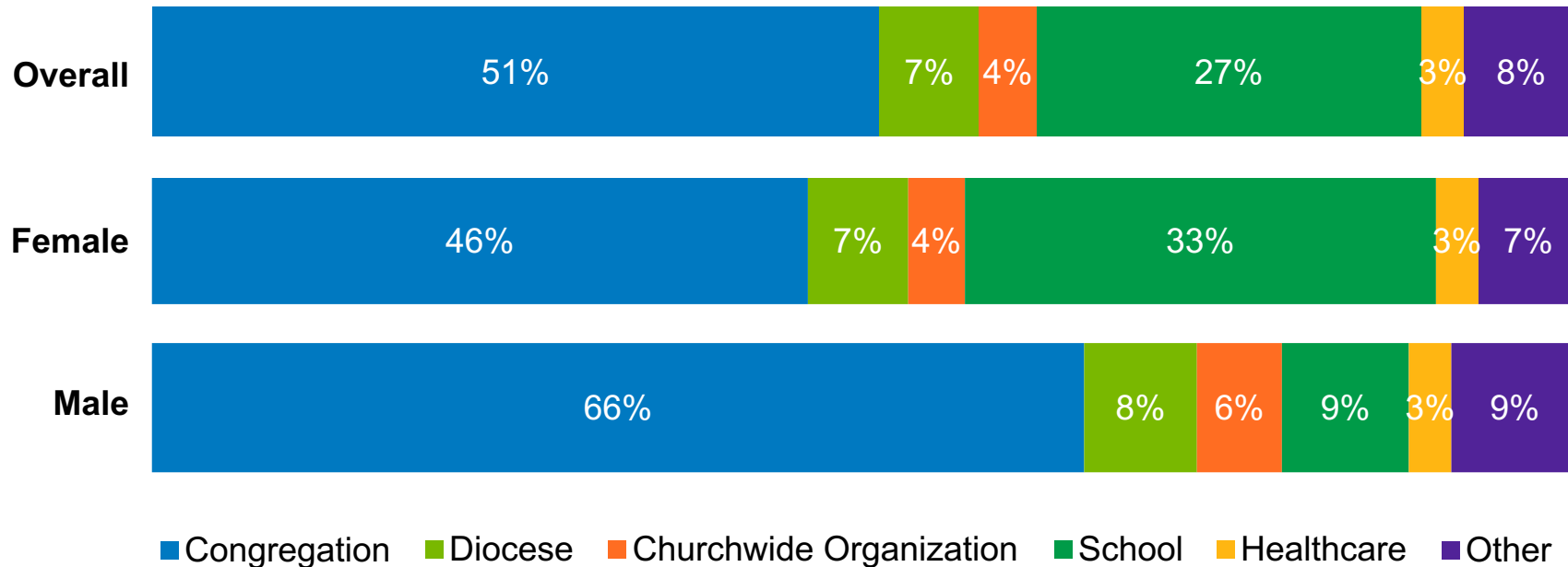




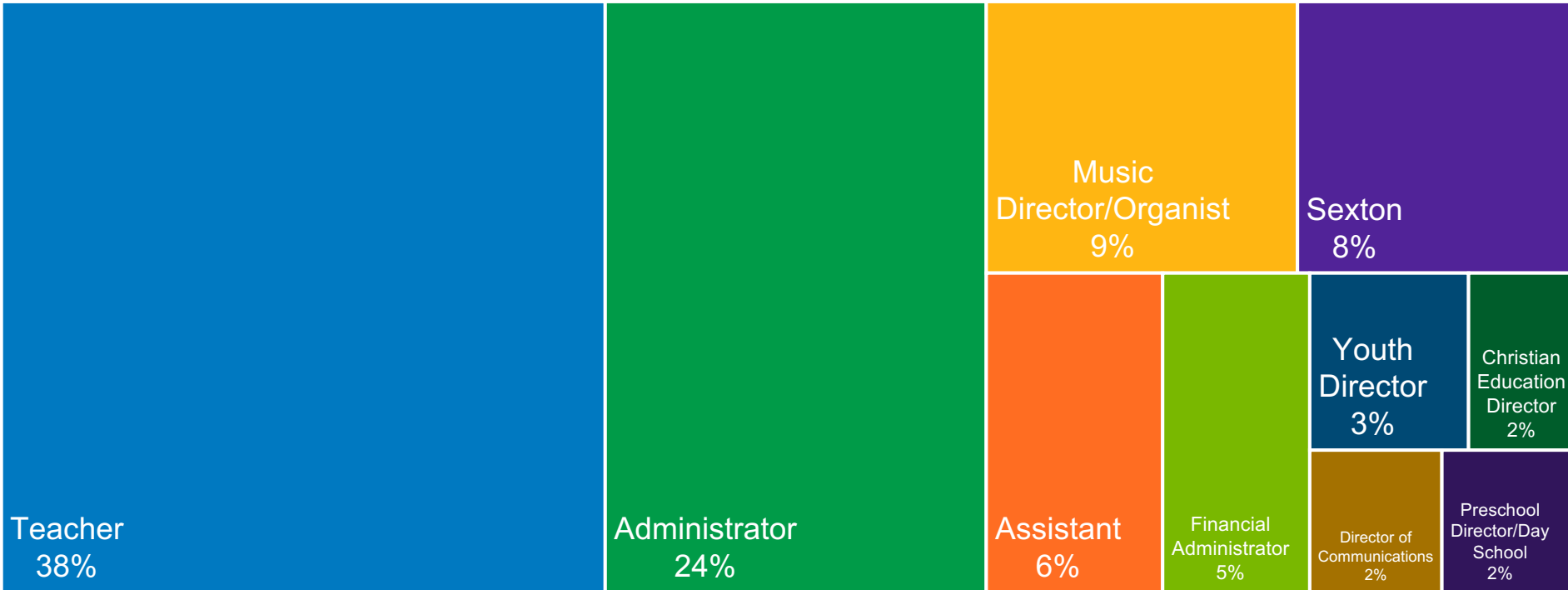
Employer Type



Many work outside of congregations



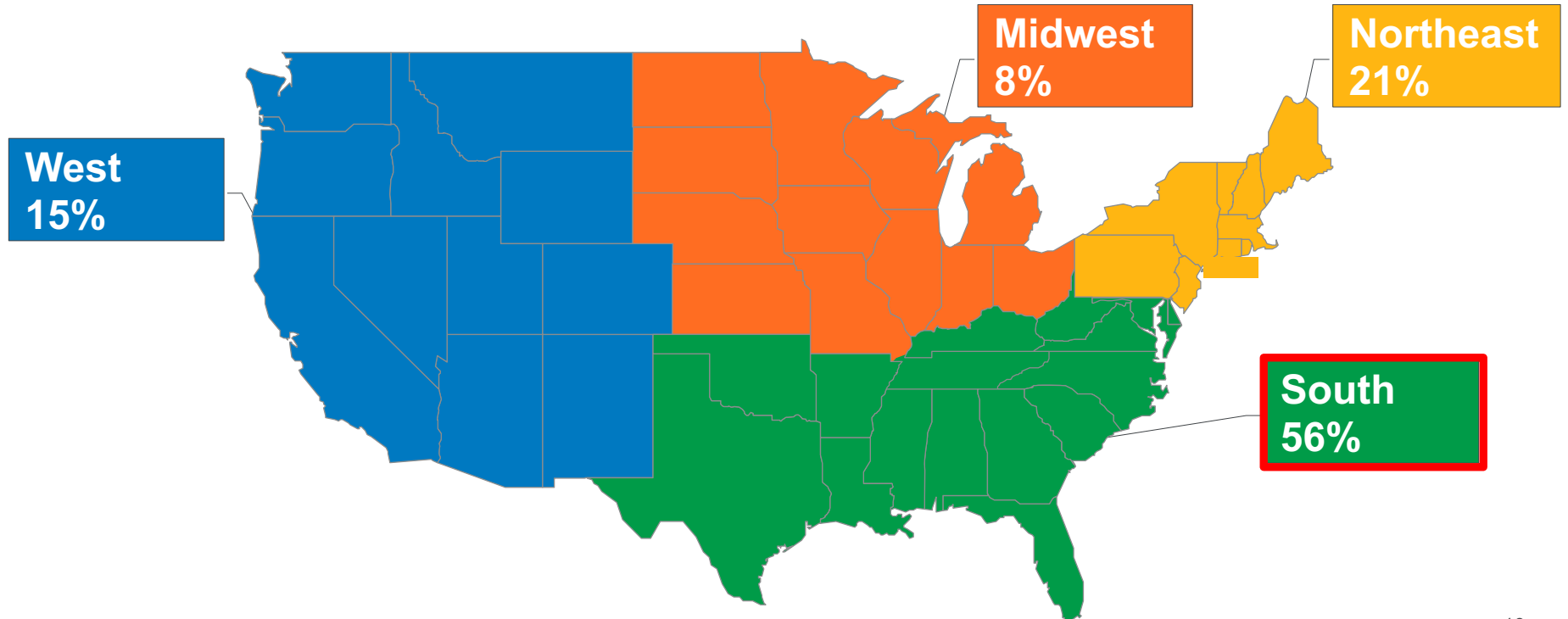
Most Prevalent Positions*



*Based on 40% of position descriptions provided.

US Regions

Majority of lay employees are located in the South



Median Compensation

by Annual Scheduled Hours

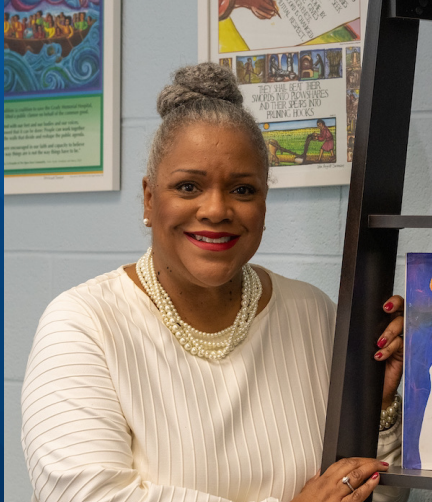
\$29k
Below 1,500

\$47k
1,500 and up

\$38k
Overall



Lay Employees are...



**Majority female,
many working
part time**



**Around 50-
years-old with
more than five
years of service**



**Work in a
variety of
settings (not just
congregations)**



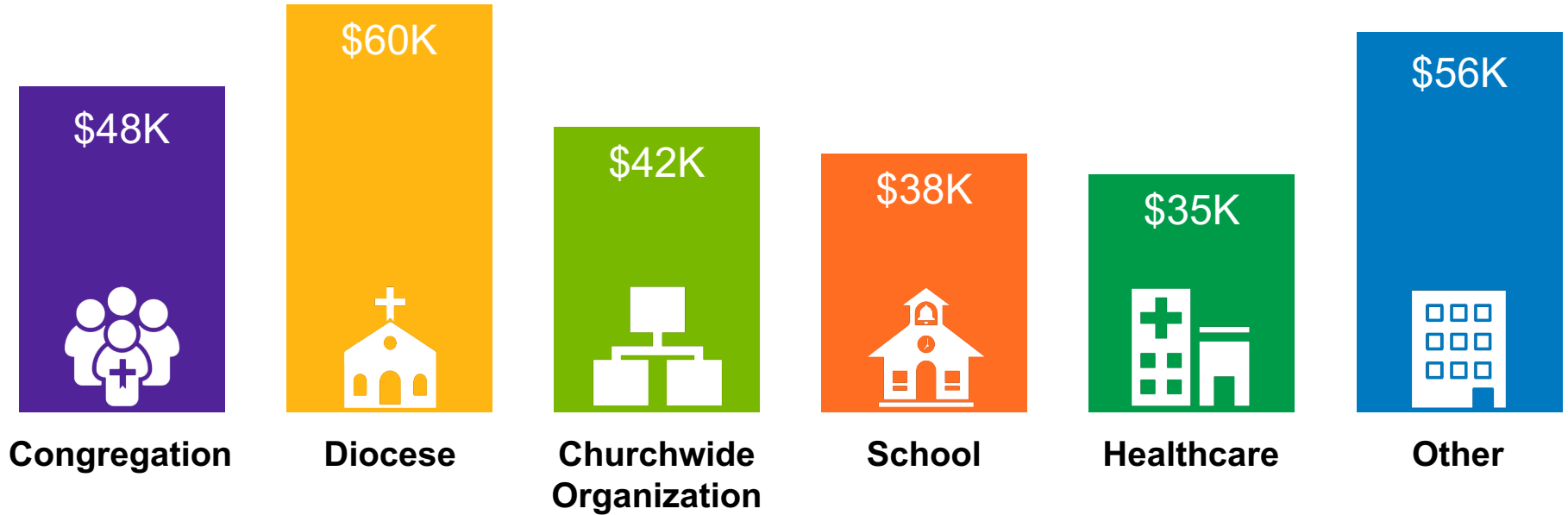
**More likely to
be located in
the South**

Median Compensation of Full Time Employees



Employer Type

Diocesan employee median compensation rank highest

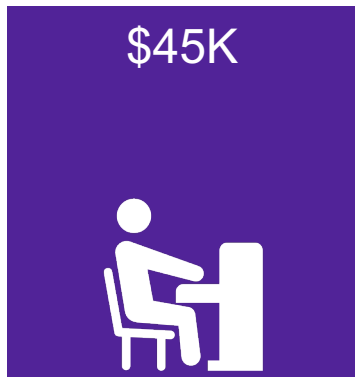




Years of Service



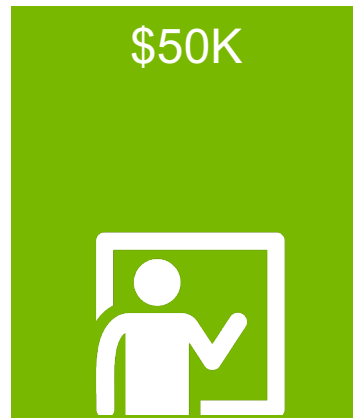
Longer tenure individuals have higher median compensation



Less than 5 Years



5 to 9 Years

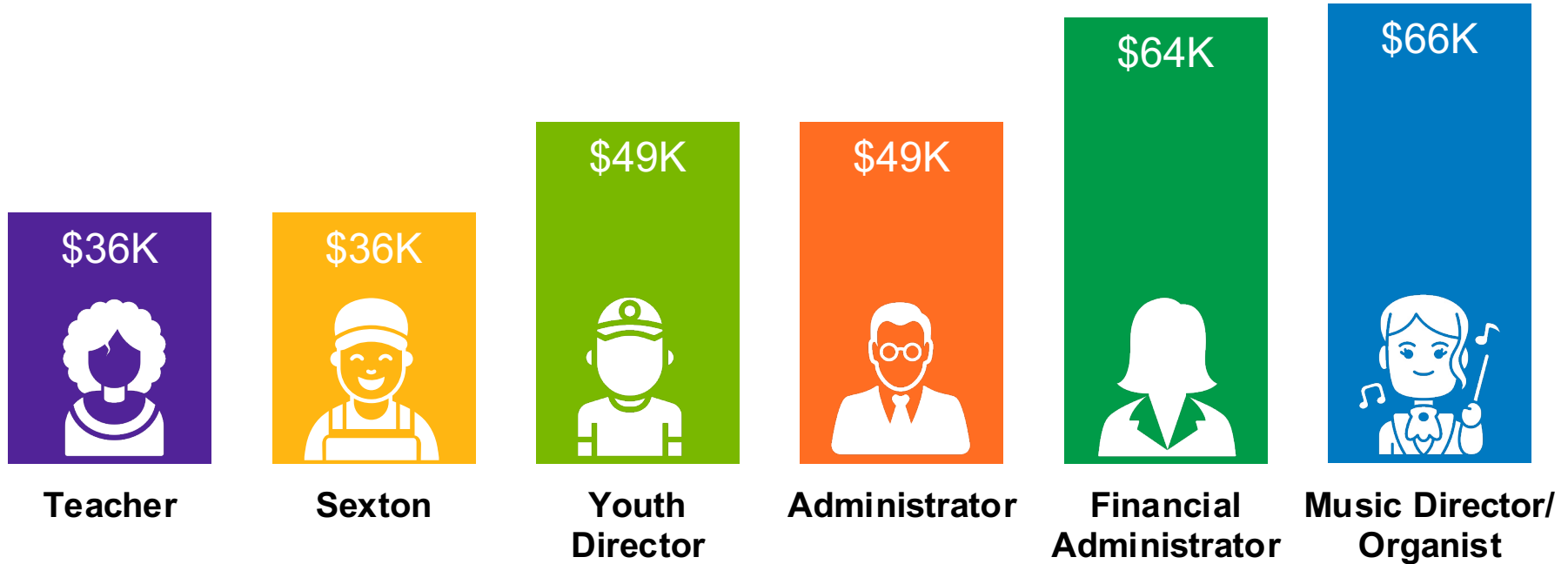


10 to 19 Years



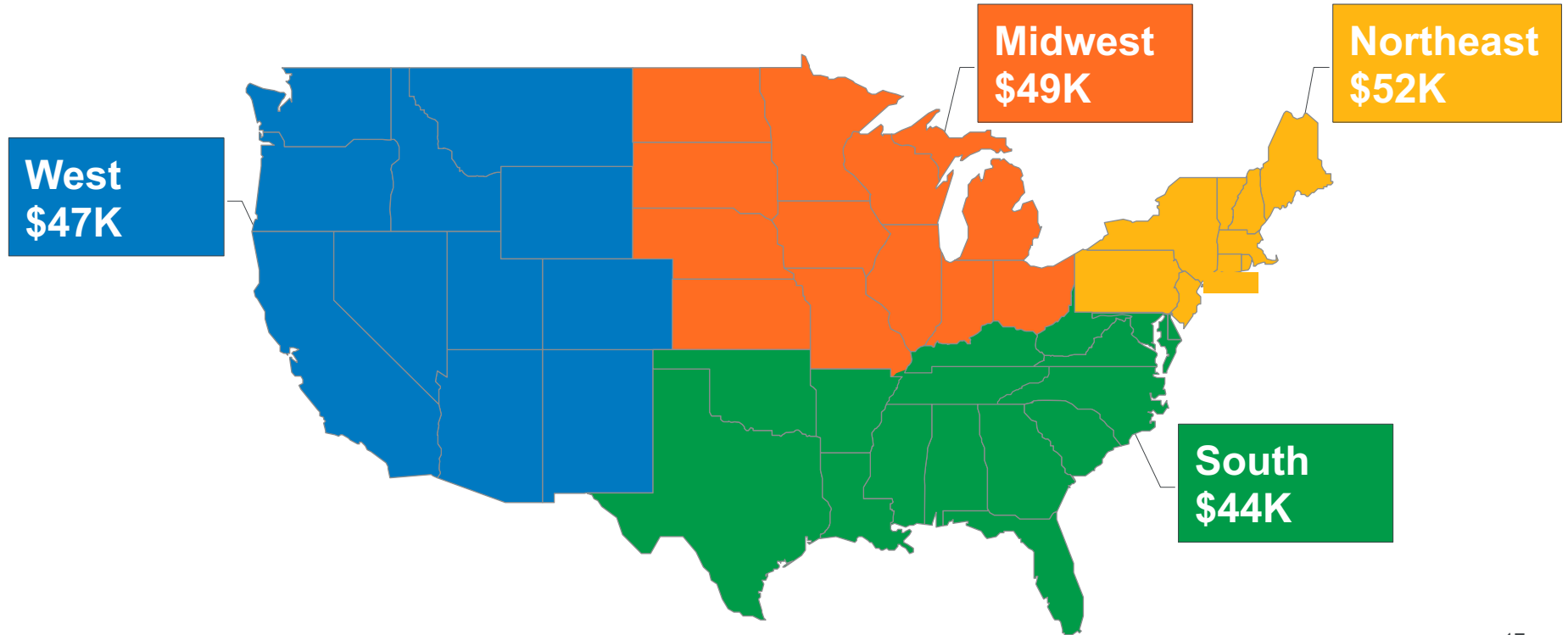
20+ Years

Most Prevalent Positions*



*Based on 40% of position descriptions provided.

US Regions



Gender



\$47k
Overall



\$52k
Male



\$45k
Female

Full Time Lay Employees Have...

Higher median earnings in diocesan organizations

Earnings rise with experience in The Episcopal Church

Gap in overall earnings between men and women

≡ Important Disclosures



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Questions

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