

## **PAM Salary Survey Reports**

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### **2022-2023**

In late 2022, PAM launched its first Salary Survey to support our members and churches across the country, offering insight into the lives and stories of musicians employed in churches. We invite you to add your voice to this year's survey and to share it with your colleagues in music ministry.

This survey is open to all denominations and individuals serving God, not just Presbyterians. Your confidential responses, along with those of other PAM members, provide critical data that allows us to report on the current state of church musicians in the United States.

Thanks to the valuable time and insights of worship leaders like you, we are beginning to chronicle important trends in employment, leadership diversity, benefit offerings, and more. The findings from this year's survey, alongside those from 2022-23, help church leaders and PAM members like yourself track these trends, compare experiences with peers, and ensure that church leadership has an accurate understanding of the state and value of church musicians. By completing this year's survey, you will contribute to advancing PAM's research and data, which benefits both you and the community you serve.

Thank you for your participation in this survey and for all the ways you engage with the Presbyterian Association of Musicians.

### **2025**

The Presbyterian Association of Musicians' second Salary Survey (2025) highlights both continuity and change in the profession of church musicians. With n=467 respondents, the survey shows that part-time employment is increasingly the norm (72%), while full-time positions are declining (28%, down from 34% in 2023). Salaries for full-time musicians most often range between \$55,000 and \$85,000, though one in five earn below \$55,000. Part-time musicians remain significantly underpaid, with most earning less than \$25,000 annually, and a third reporting no benefits at all.

The survey also documents the uneven provision of benefits such as health insurance, retirement, and sabbaticals, and finds that study leave is the most widely available form of continuing education support. For the first time, data on children's attendance in worship were included, revealing that in 70% of congregations, 25 or fewer children are present. Together, these findings underscore both the dedication of church musicians and the ongoing need for congregations to more fully invest in the well-being of those who lead worship through music