**2021-2022 SALARY GUIDELINES FOR LAY ECCLESIAL MINISTERS**

The salary range structure offered below applies to Certified Lay Ecclesial Ministers: i.e., Pastoral Associates, Directors of Religious Education/Catechetical Leaders and Youth Ministers.

1. Lay Ecclesial Ministers with no degree but certified¹ with little ministerial experience should be in **Salary Grade Level 1**. They are responsible for a narrow scope of pastoral duties under another’s direction and have limited responsibility and decision-making authority.
2. Lay Ecclesial Ministers with a Bachelor’s Degree in Theology, Religious Studies or related field

and are certfied¹ with minimal ministerial experience should be in **Salary Grade Level 2**. With supervision they may coordinate some parish programs.

1. Lay Ecclesial Ministers certified¹ and with a Master’s Degree in Theology, Ministry, Religious Studies or related field and more than minimal ministerial experience should be in **Salary Grade Level 3**. They direct a number of programs and may supervise some employees or volunteers.
2. Lay Ecclesial Ministers certified¹ with a Master’s or Bachelor’s Degree in Theology, Ministry, Religious Studies or related field and ten (10) years of ministerial experience should be in **Salary Grade Level 4**. They direct multiple ministries and supervise paid or volunteer staff.

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|  |  **2021 – 2022 SALARY GUIDELINES FOR LAY ECCLESIAL MINISTERS** |
| SALARY GRADE | MINIMUM | 1ST QUARTILE | MIDPOINT | 3RD QUARTILE | MAXIMUM |
| Level 1 | 30,516 | 34,331 | 38,146 | 41,960 | 45,775 |
| Level 2 | 34,551 | 38,870 | 43,189 | 47,508 | 51,828 |
| Level 3 | 39,120 | 44,010 | 48,900 | 53,790 | 58,679 |
| Level 4 | 45,123 | 49,104 | 53,085 | 59,721 | 66,356 |

In addition, parishes are encouraged to consider the following as they determine the salary of certified Lay Ecclesial Ministers:

1. Certified Lay Ecclesial Ministers report to and are evaluated by the Pastor.
2. When an employee is initially hired, that employee should never be paid below the minimum of that salary grade.
3. Depending on the experience and talents the employee brings to the position and the ability of the parish to pay, a salary is negotiated somewhere between the minimum and midpoint of that salary grade. Most often, an employee would be hired lower in the range, providing room for increases as the employee grows in job knowledge, experience and contributions to the organization.
4. The above salary ranges are for full-time employees who work about forty-hours per week which includes paid holidays and vacation time. Note that some weeks employees may be expected to work more hours and other weeks they may work less.
5. Funds for the continuing education of a certified lay ecclesial minister should be included in the annual parish budget as is appropriate to their role and responsibility and the parishes’ ability to pay.
6. Depending on the parish budget, a minimum of a cost of living increase should be given each year.

¹ Certification requires a minimum of 10 two credit college level courses in systematic and moral theology, scripture, and pastoral theology/skills as delineated by the Diocesan Certification Process for Lay Ecclesial Ministers.