

PRESBYTERY PAY EQUITY STUDY

PRESBYTERY _____

Gather and analyze data about all clergy positions and compensation within your presbytery, broken down by gender and racial/ethnic status. Insert the percentages.

CHARACTERISTICS	GENDER			RACIAL/ETHNIC	
	Women	Men	ALL	Non-Hispanic White	Minority
Church Position					
Pastor					
Interim Pastor					
Stated Supply					
Temporary Supply					
Associate					
Interim Associate					
Stated Supply Associate					
Temporary Supply Associate					
Other Min. of Word & Sacrament					
TOTAL					
Years of Service					
1-10 years					
11-20 years					
20+ years					
TOTAL					
Church Size (membership)					
Small (1-100)					
Medium (101-500)					
Large (501-5,000)					
TOTAL					
Work Schedule					
Full-time					
Part-time					
TOTAL					
Median Effective Salary					
Total Number of Clergy					

Using the information above, consider the questions below:

1. What are the differences in positions and earnings of women compared to men? Of racial/ethnic persons?
2. What implications does this information raise regarding pay equity within the presbytery?
3. How can our presbytery address any disparities?