

National Diocesan Survey:

Salary and Benefits for Priests and Lay Personnel

2017

**Commissioned by the National Association
of Church Personnel Administrators (NACPA)
and the
National Federation of Priests' Councils (NFPC)**

*Survey conducted by the Center for Applied Research
in the Apostolate (CARA), Georgetown University*

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Preface

For 20 years "What People Earn" has been the most popular issue of *Parade* magazine – although interest in salaries and benefits has no doubt fascinated workers for centuries.

Parade focuses on celebrities, schoolteachers, and entrepreneurs and further investigates the out of the ordinary professions, including YouTube stars and aerial photojournalists.

Our survey is more mundane but no less compelling for our readers—the *National Diocesan Survey: Salary and Benefits for Priests and Lay Personnel*.

It was a formidable undertaking, because it encompasses three previous studies, the *National Diocesan Salary Survey* and the *National Church Employee Benefits Survey* by the National Association of Church Personnel Administrators (NACPA) and the *Laborer is Worthy of His Hire Survey* by the National Federation of Priests' Councils (NFPC).

NACPA and NFPC partnered in this new 2017 publication, confident that the information is key to helping diocesan leaders provide a more just and equitable work environment for both priests and lay personnel. This data also is invaluable for recruiting and retaining excellent employees in our competitive workplace.

The survey was designed and implemented by the Center for Applied Research in the Apostolate (CARA) at Georgetown University. Overall, 176 dioceses and archdioceses in the United States were invited to participate and 80 usable responses resulted, a rate of 46%.

We extend a special thanks to Michal Kramarek, Ph.D. of CARA for his fine work in coordinating the survey and for his diligence in following up with dioceses during the course of our research. We also appreciate the work and leadership of Alan Szafraniec of NFPC.

A deep message of gratitude goes to the human resource directors, business managers, administrators, and other diocesan staff who devoted hours to gathering and validating the information in this report. We also appreciate the support and encouragement of the U.S. bishops. Their generous spirit and collaboration made this vital information accessible to all diocesan leaders nationwide.

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