

Episcopal Camps & Conference Centers

Salary & Benefit Overview (2018)



What's Included:

- Executive Director Salary Breakdown **Pages 3-8**
 - *Averages by region, years of service, and center budget*
 - *Health insurance data*
- Overview of Full-Time Positions **Page 9**
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- Overview of Intern Positions **Page 19**

THESE ARE ORGANIZED IN DESCENDING ORDER OF OCCURRENCE AS FULL-TIME POSITIONS ACROSS ECCC.

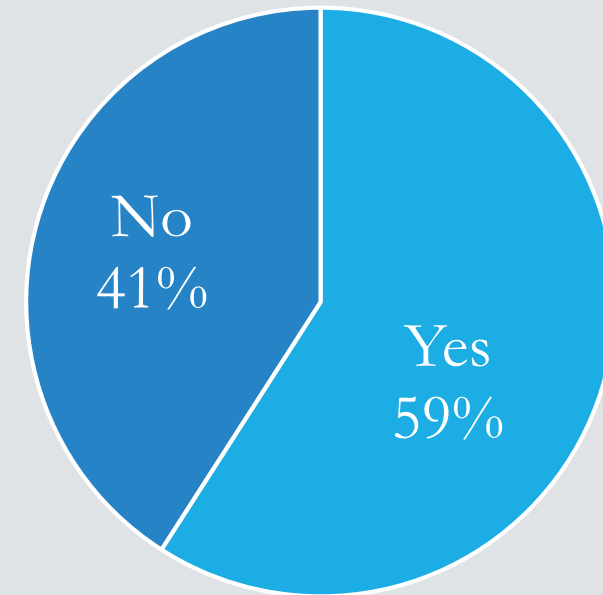
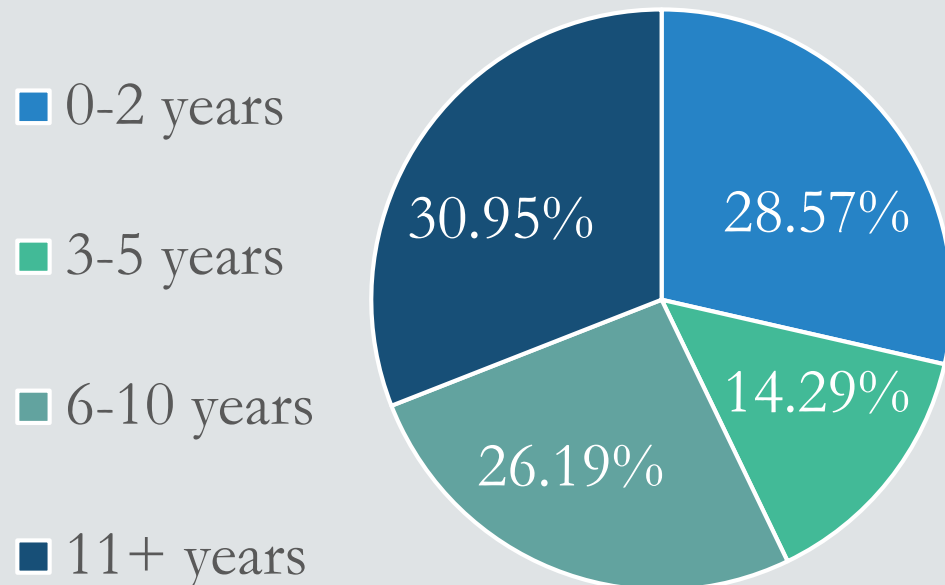


Executive Directors

The strategic head and most senior staff member of your center/program, who reports directly to a board or bishop

How many years has your Executive Director been at your program/center?

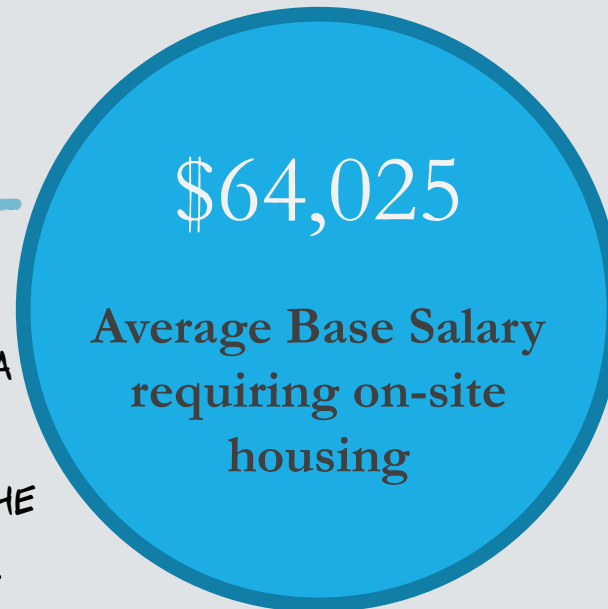
Is it required that this position live on-site?



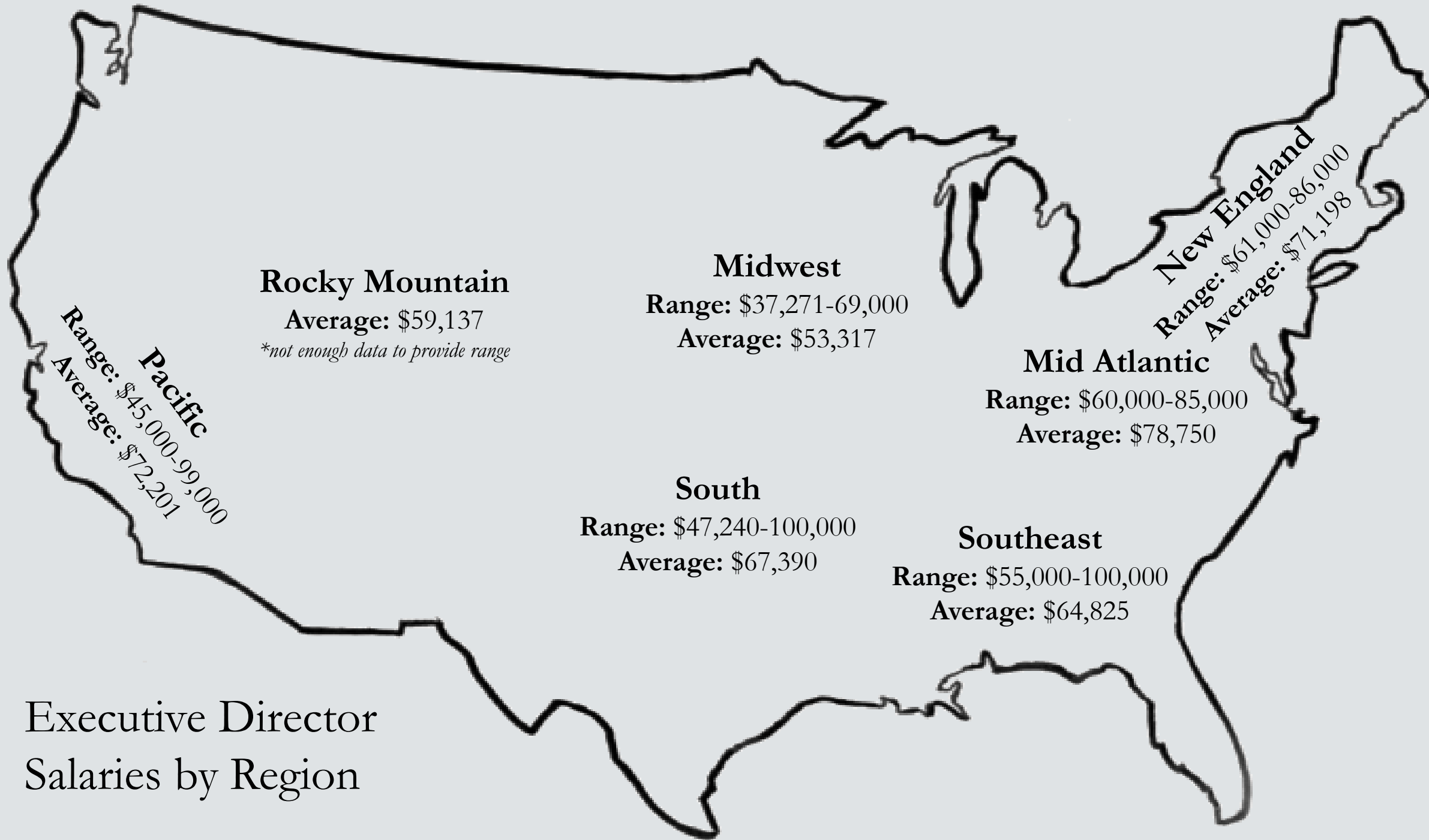
18.2% of responding centers provide a cell phone, vehicle, or some form of reimbursement. (This is a significant – 60% – difference from 2016’s respondents.)

Executive Director Average Base Salaries

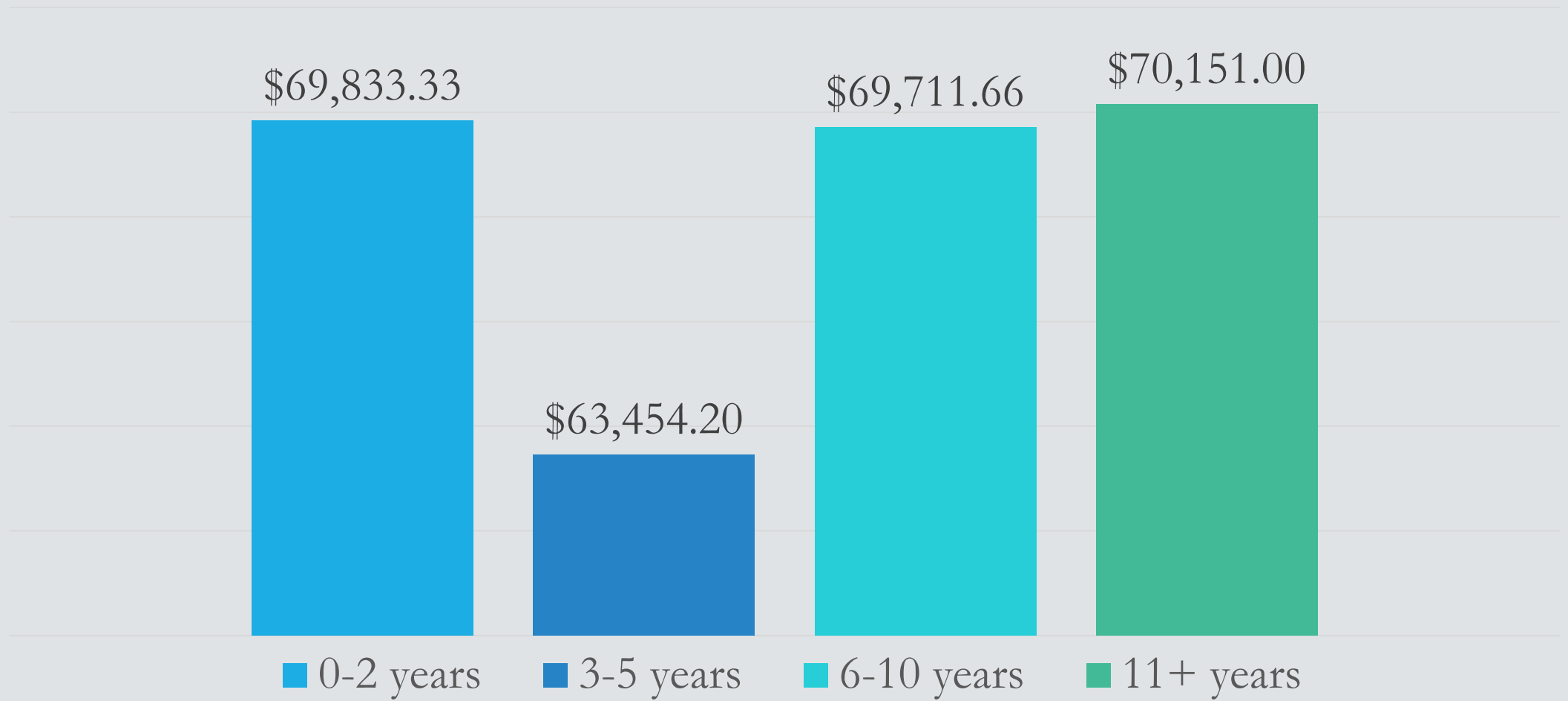
BASE SALARY IS THE CASH VALUE OF AN INDIVIDUAL'S COMPENSATION, BEFORE ANY BENEFITS HAVE BEEN ADDED. ALL SALARY AMOUNTS IN THIS REPORT REFER TO THAT AMOUNT.



HALF OF RESPONDENTS PROVIDE A HOUSING STIPEND OR ASSIGN A VALUE OF PROVIDED HOUSING TO THE TOTAL COMPENSATION PACKAGE. THE AVERAGE ADDED VALUE IS \$18,633.



Executive Director Salaries by Region



Executive Director
Average Salary by Years of Service

<i>Center Budget</i>	<i>Average Salary</i>
\$51,000-\$100,000	\$44,317.75
\$101,000-\$250,000 <i>ONE RESPONSE</i>	\$65,000.00
\$251,000-\$500,000	\$65,544.00
\$501,000-\$750,000	\$65,911.33
\$751,000-\$1M	\$74,414.54
\$1.1M-\$1.5M	\$72,256.00
\$1.6-2M	\$77,448.00
\$2.1M+	\$80,500.00

Executive Director
Salaries by Center Budget

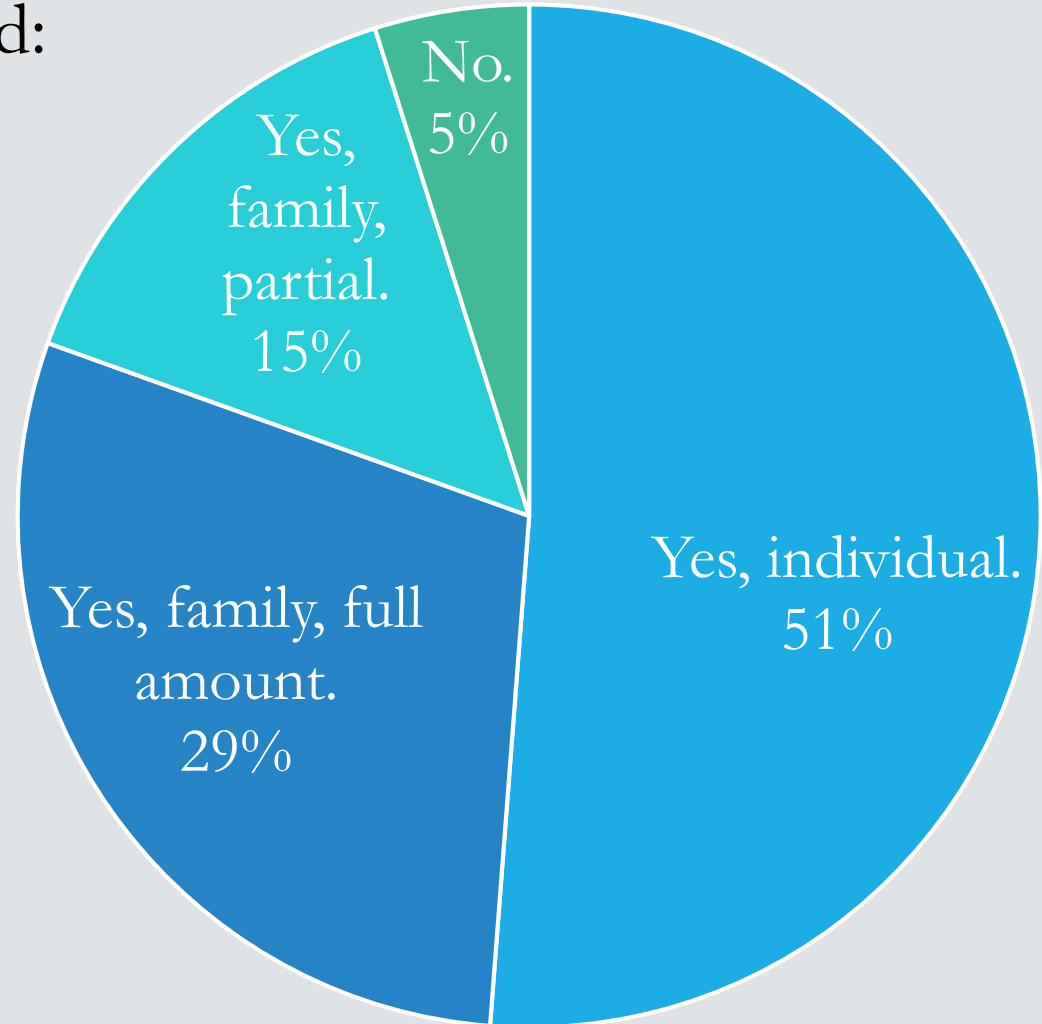
*** includes part-time
Executive Director salaries*

Executive Directors

Does the center/program budget health insurance for this position?

Average Salary, by coverage offered:

- **Full Family:** \$68,049
- **Partial Family:** \$69,555
- **Individual:** \$70,071
- **None Offered:** \$64,500

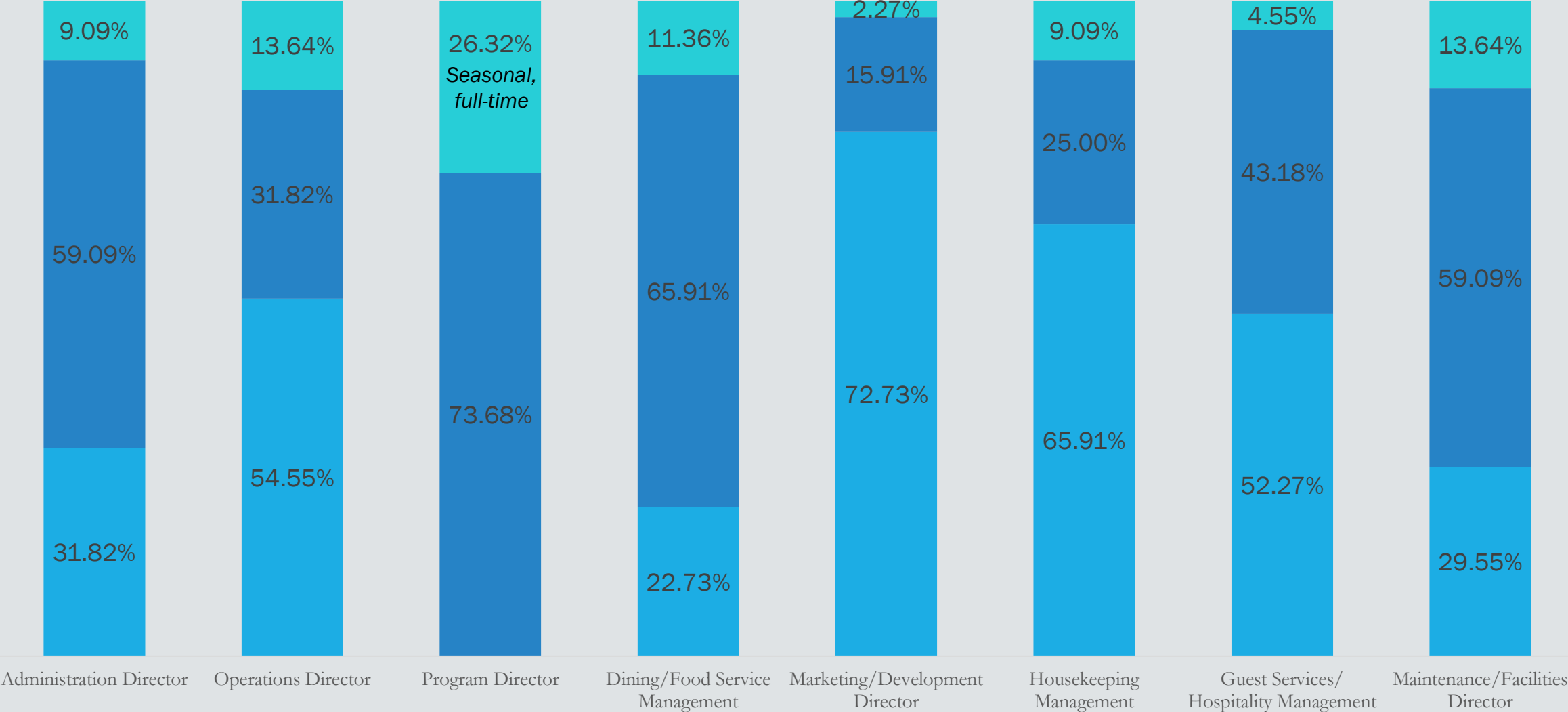


NATIONWIDE, THE AVERAGE ANNUAL VALUE OF INDIVIDUAL MEDICAL INSURANCE COVERAGE IS: **\$4,716.00**. THE AVERAGE ANNUAL VALUE OF FAMILY MEDICAL INSURANCE COVERAGE IS: **\$12,252.00**.

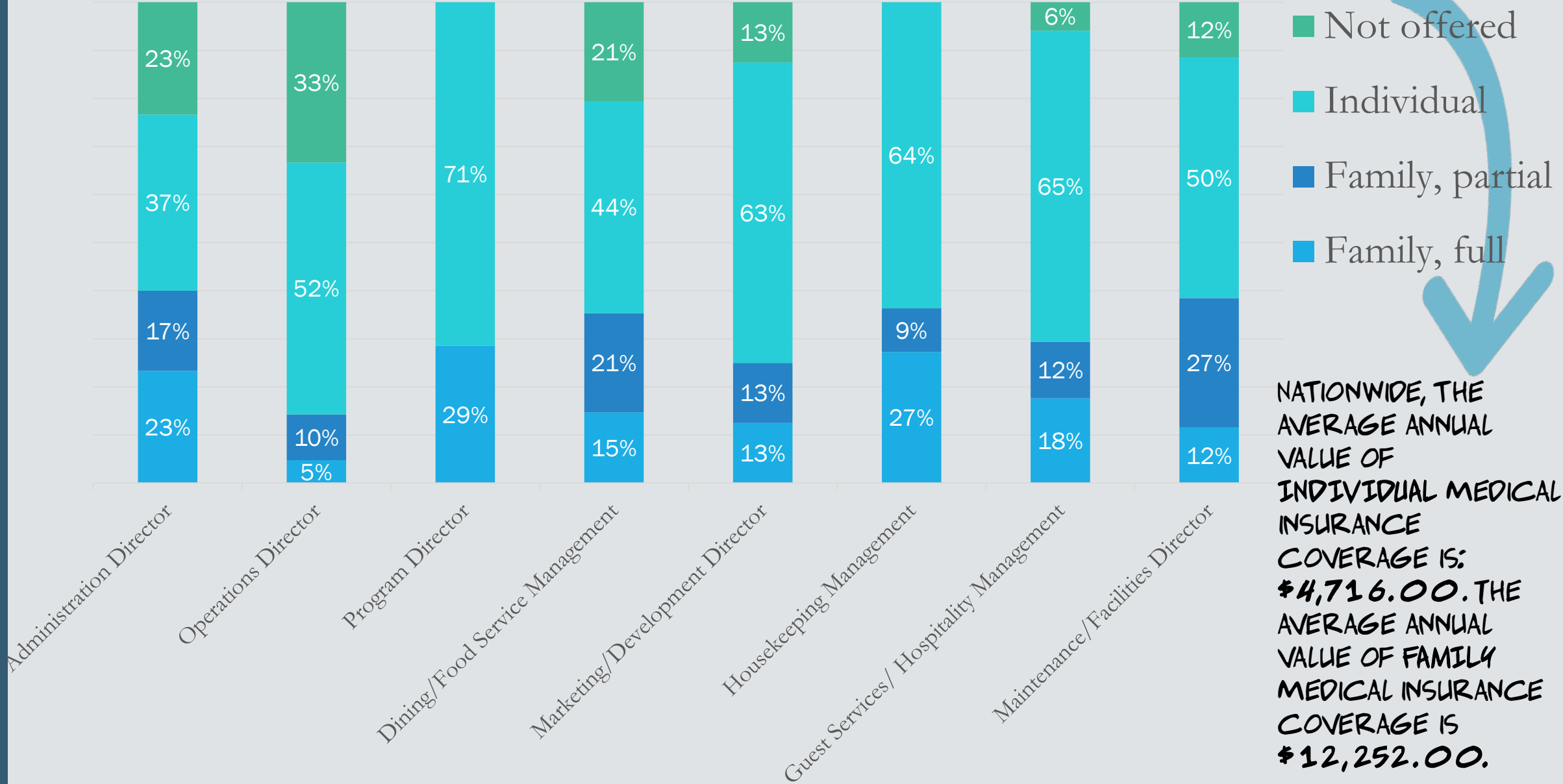
Full & Part-Time Positions

Which of the following positions does your center/program staff?

■ No Existing Position
 ■ Full-time
 ■ Part-time



Health Insurance for Full-Time Positions



Administration Director

Your center's administrative "second in command" may be responsible for/oversee budget, human resources, personnel management, reservations, and/or marketing.

59% of responding centers have a full-time Administration Director.


Average Salary

\$42,232


for full-time positions

Low: \$25,000

High: \$65,000



30% of these receive housing, or a stipend toward housing, at an average value of **\$15,007.84**



$\frac{1}{4}$ of these full-time directors receive some kind of cell phone, vehicle, or other support/stipend.

Operations Director

Your center's operational "second in command" may be responsible for/ oversee budget, facilities, IT, and/ or food service.



31.8% of responding centers have a full-time Operations Director.



Food Service/Dining Manager

66% of centers have a full-time **Food Service Manager/Director**.

- *11% of responding centers contract out food service.*



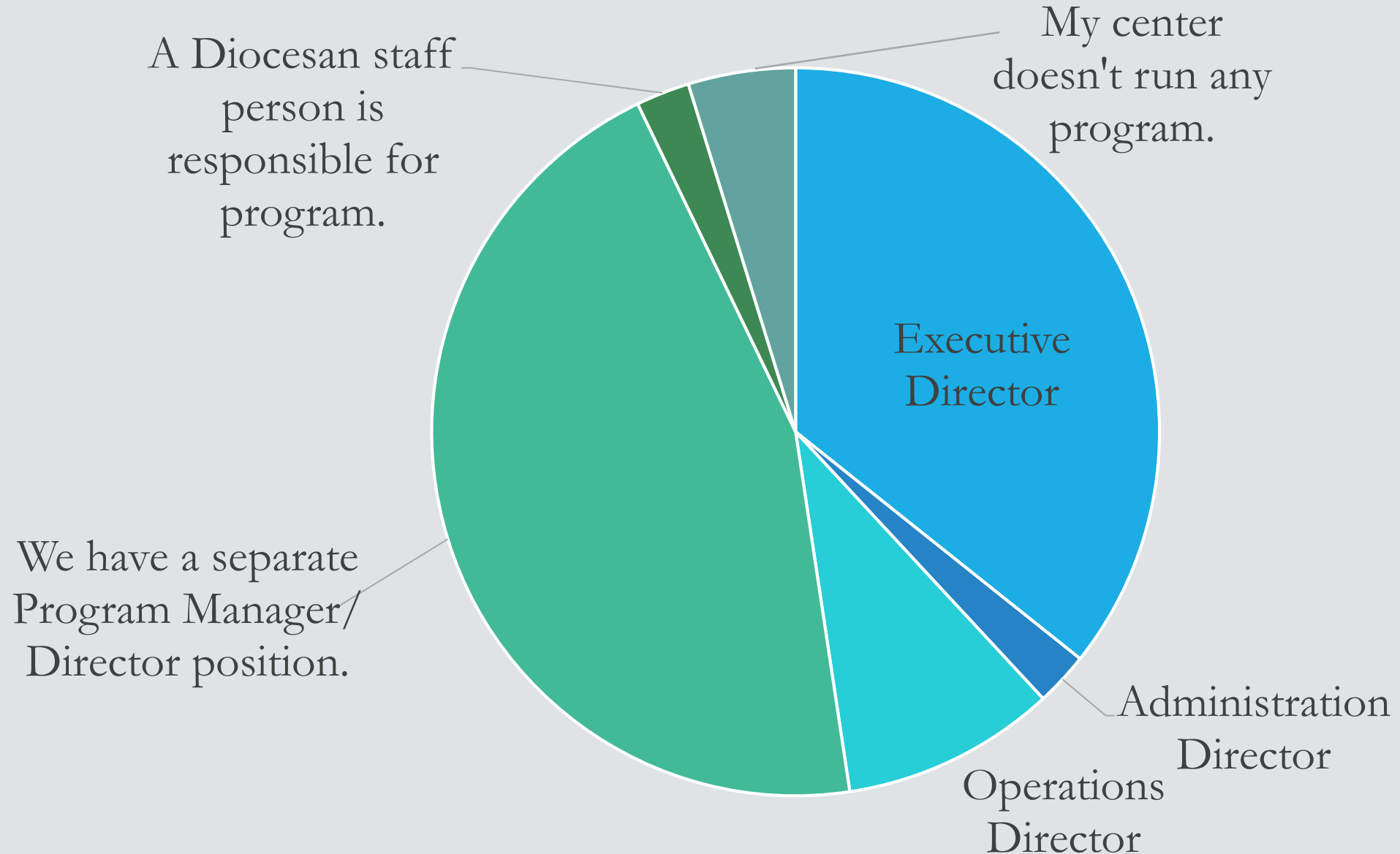
Facilities/Maintenance Manager

59% of centers have a full-time **Facilities/Maintenance Manager/Director**

- *This is the most common part-time position.*



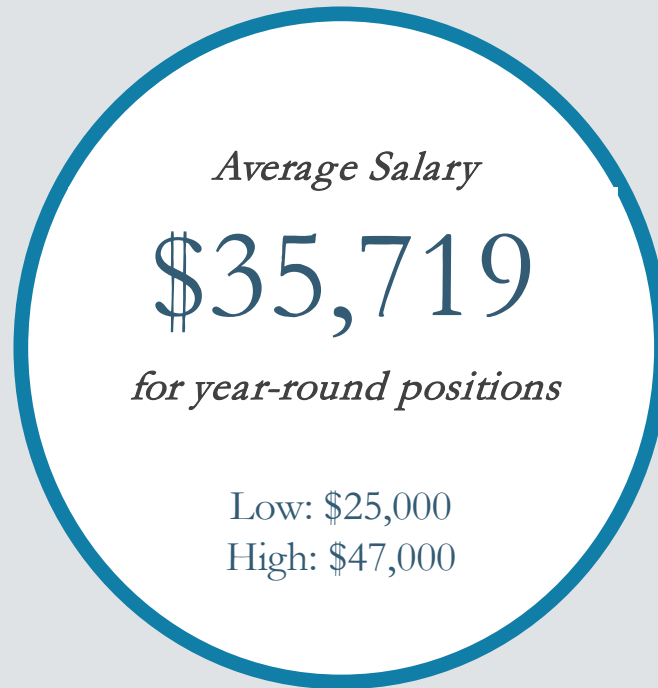
Who is responsible for program?



Program Director

43% of centers have a full-time, non-diocesan Program Director position.

SEE PREVIOUS SLIDE FOR BREAKDOWN OF PROGRAM RESPONSIBILITY.



Guest Services/Hospitality Manager

43% of centers have a full-time **Guest Services/Hospitality Manager/Director**



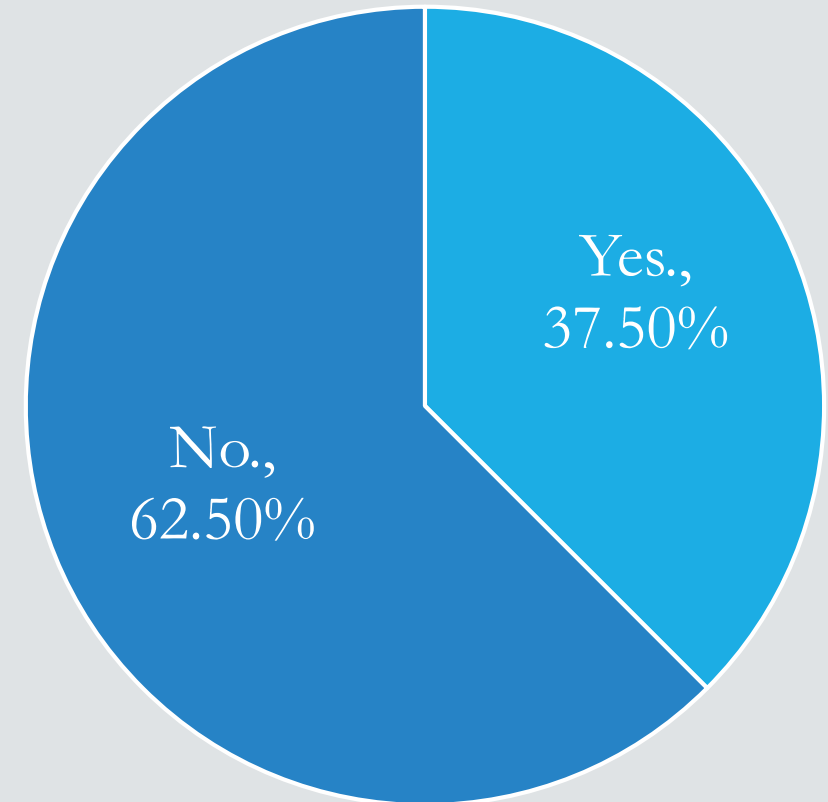
Other Roles:

- **34% of centers have a position responsible for Housekeeping Management**, nearly 3/4 of which are full-time:
 - *Average Salary: \$32,292.*
- **18% of centers have a Marketing/Development Director position**, nearly all of whom are full-time.
 - *Average Salary: \$47,893*
 - *This is a marked shift from 2016, both in number of full-time positions (in 2016, half were part-time) and in salary (average is up nearly \$20,000).*
- **Positions mentioned not included in survey:** Farm & Garden Director, Point-of-Arrival Supervisor, Challenge Course Manager

Intern Programs

- 14% of responding centers offer internship programs, paying an average of \$890/month.
 - *Average Annual Value of Housing Provided: \$9,272.*
- Since 2016, the average pay to interns has gone down (~\$300), while the estimate of housing value has increased (~\$3,000).

Are intern positions eligible to receive health insurance?



Questions?

Contact Ashley@EpiscopalCCC.org.

