Episcopal Diocese *of* Washington — Diócesis Episcopal *de* Washington

2026 Lay Employee Compensation Guide

Diocesan Council approved a 3% increase in salaries and wages for 2026.

Additional pay, either added to base salary or a one-time bonus for exceptional performance is encouraged.

Lay Employees (except Musicians)

Sample Position Titles	Minimum Hourly	Minimum Salary	Maximum Salary
Receptionist	$18.30	$38,055	$48,231
Secretary	$18.30	$38,055	$53,021
Administrative Assistant	$23.88	$49,662	$60,259
Bookkeeper	$23.88	$49,662	$72,325
Cleaning Staff	$18.30	$38,055	$53,021
Sexton	$20.33	$42,287	$62,672
Youth Director		$49,658	$79,450
Director, Religious Educ.		$62,069	$93,105
Program Director		$62,069	$93,105
Administrator and/or Operations Director		$74,487	$124,146

2025 Minimum Wage by Locale. **Please click on the links for required posting.**		Full-time salary
District of Columbia	$17.95	$37,336
Maryland	$15.00	$31,200
**Montgomery County		
10 or fewer employees	$15.50	$32,240
11-50 employees	$16.00	$33,280
51 or more employees	$17.65	$36,712

For employees working less than full-time, as defined by the parish, the salary may be prorated based on number of hours worked each week. *Example:* An administrative assistant works 30 hours per week or 75% time of a 40 hour full-time position. The salary might be 75% of $50,000 or $37,500 annually.

Base salary does not include the costs of health insurance, pension contributions, FICA, life insurance, short-term or long-term disability. **Lay employees are eligible for employer paid retirement benefits if working 1000+ hours annually and health benefits if working 1500+ hours annually.** Optional benefits at 1000+ hours annually include Group Life and Disability insurance. Employers are encouraged to offer Group Life and Short-term Disability to eligible staff.