

EPA Compensation Survey 2025

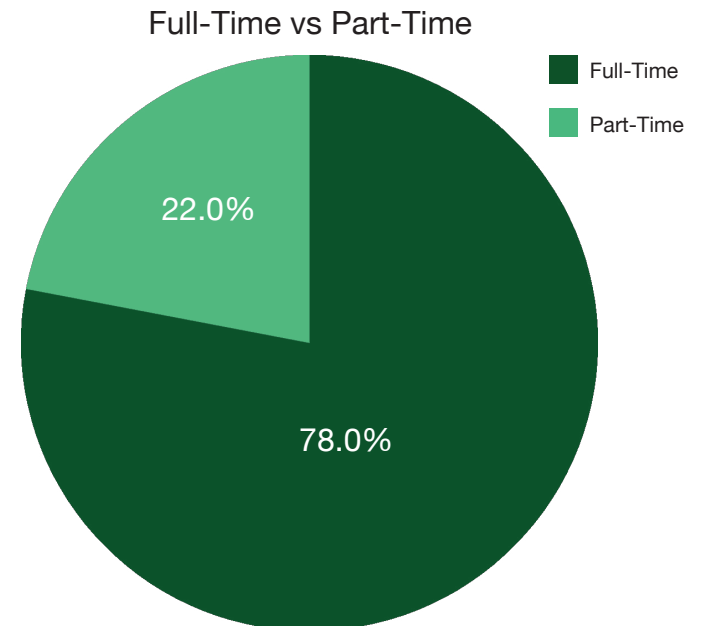
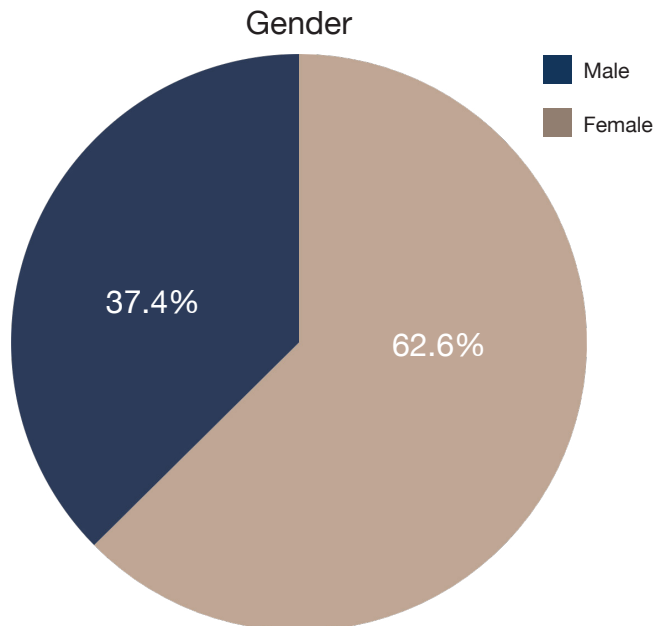


In June 2025, EPA conducted an anonymous survey on salaries and benefits of its members, commissioned by the EPA Board of Directors and conducted by 5by5, an independent research firm based in Nashville.

This is the fourth time EPA has conducted this survey with prior surveys in 2016, 2019 and 2022.

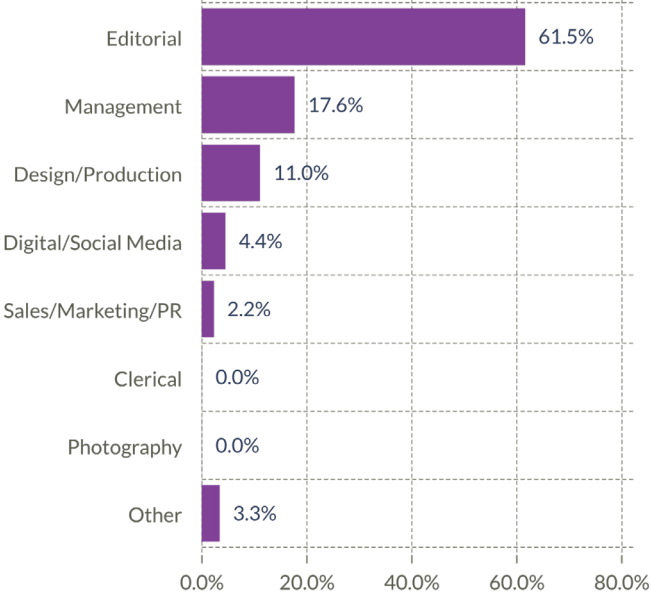
The survey was promoted through a postcard mailing and a series of emails to 521 individuals. The contact list was made up of staff names from current EPA member publications, numbering more than 200. EPA does not know how many total workers are employed by all publications.

There were 91 responses to the survey, 18% of the targeted group. EPA does not know how many publications or which publications are represented in the survey.

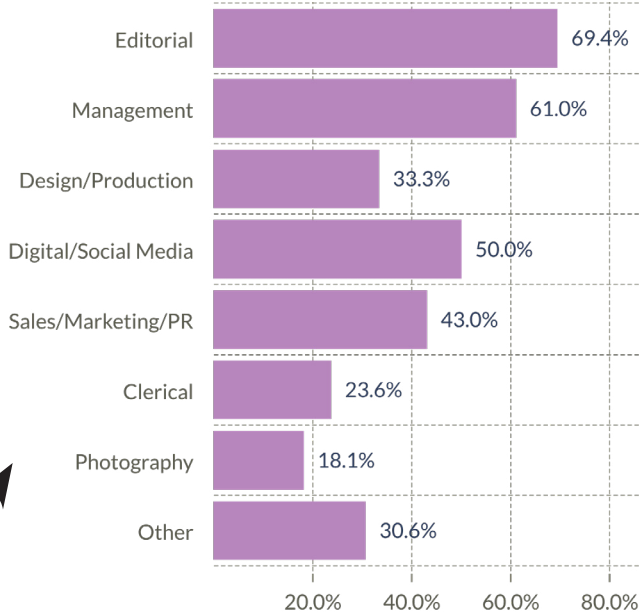


Job Categories

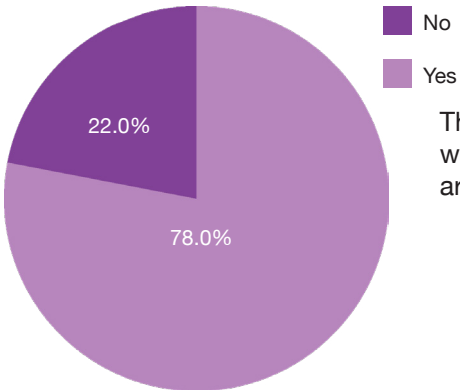
Which category best describes the responsibilities related to your job? (check only one)



Which of these categories are part of your job? (check all that apply)

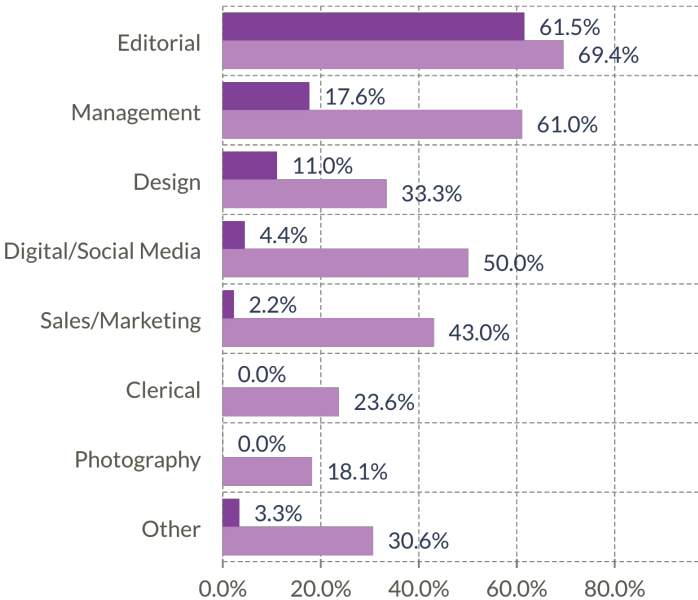


Does your job overlap multiple categories?



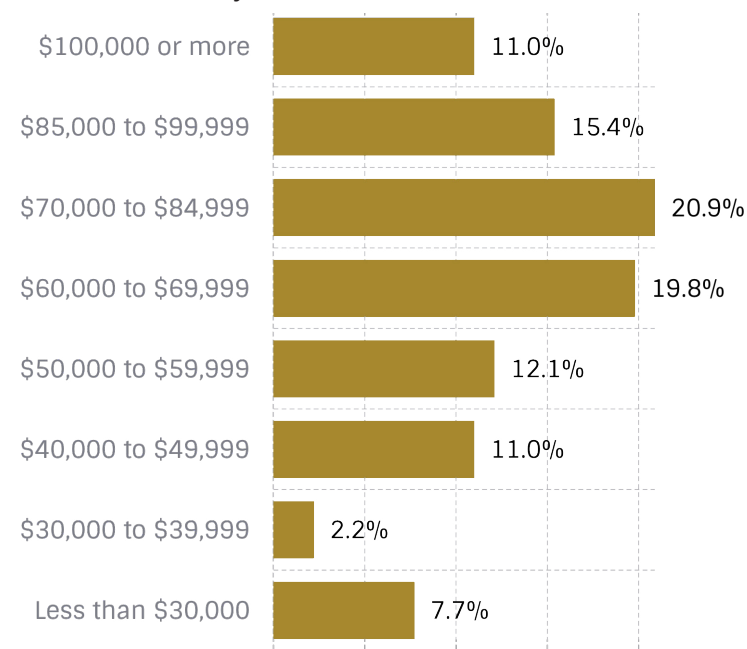
Those who said Yes to this question were also asked to check all the areas in which they are involved.

Both graphs side-by-side

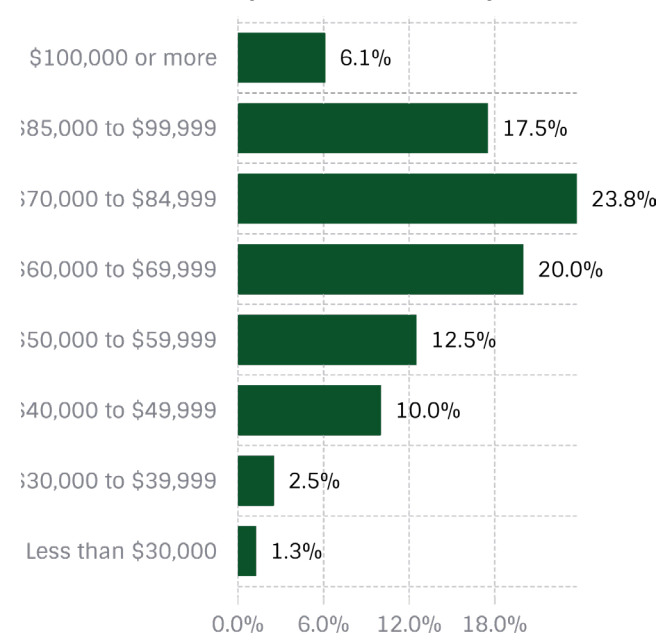


Salary Range

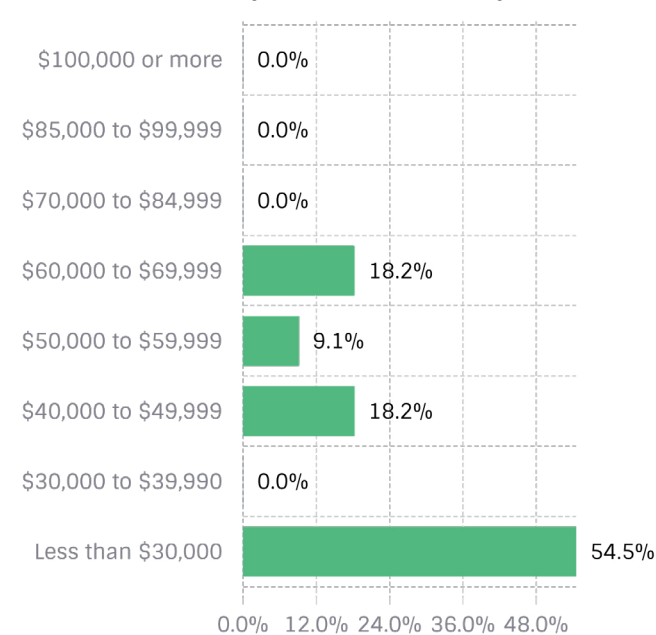
Salary - Full-time & Part-Time



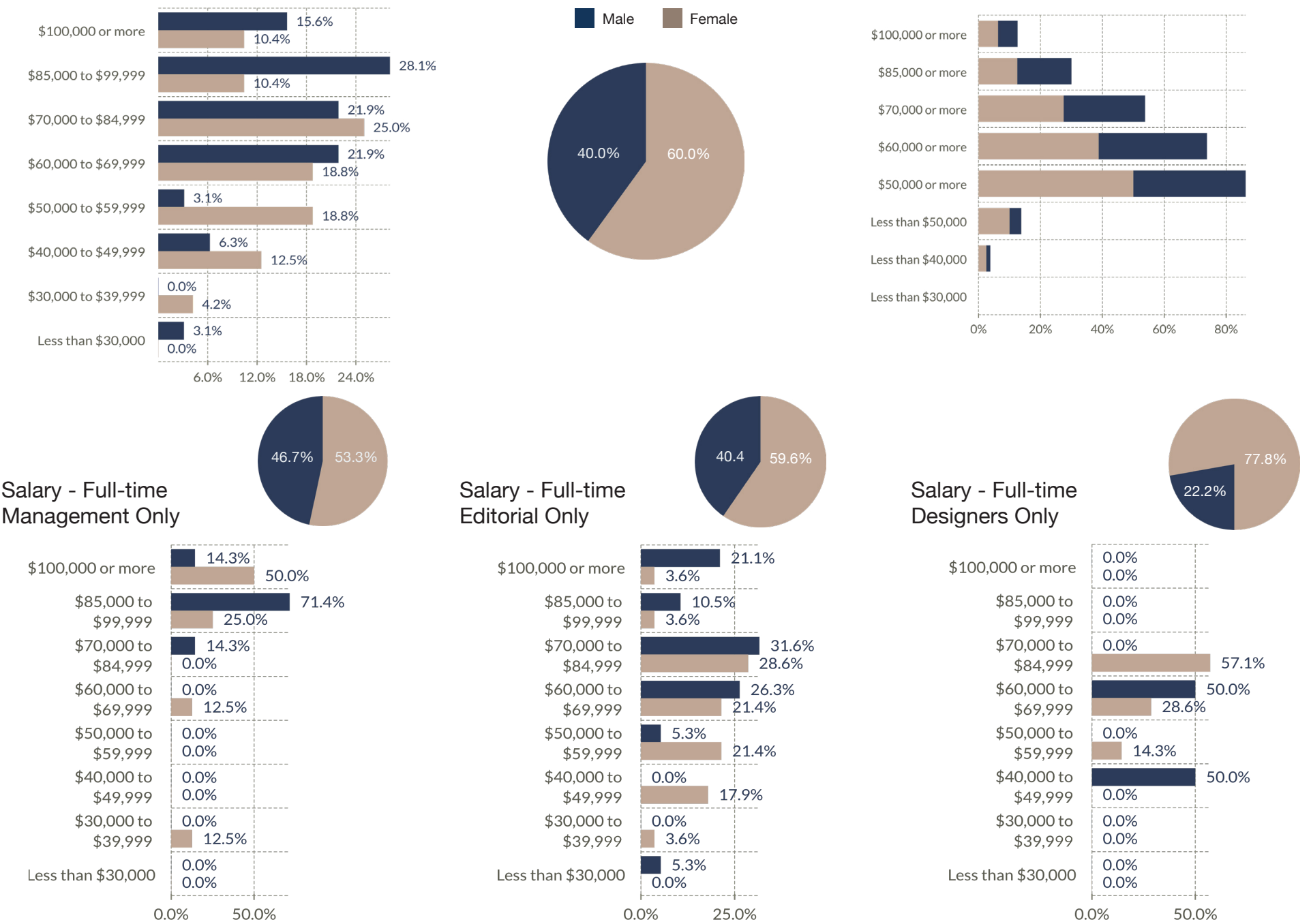
Salary - Full-Time Only



Salary - Part-Time Only

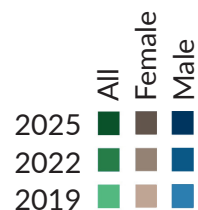


Salary Range Full-Time by Gender

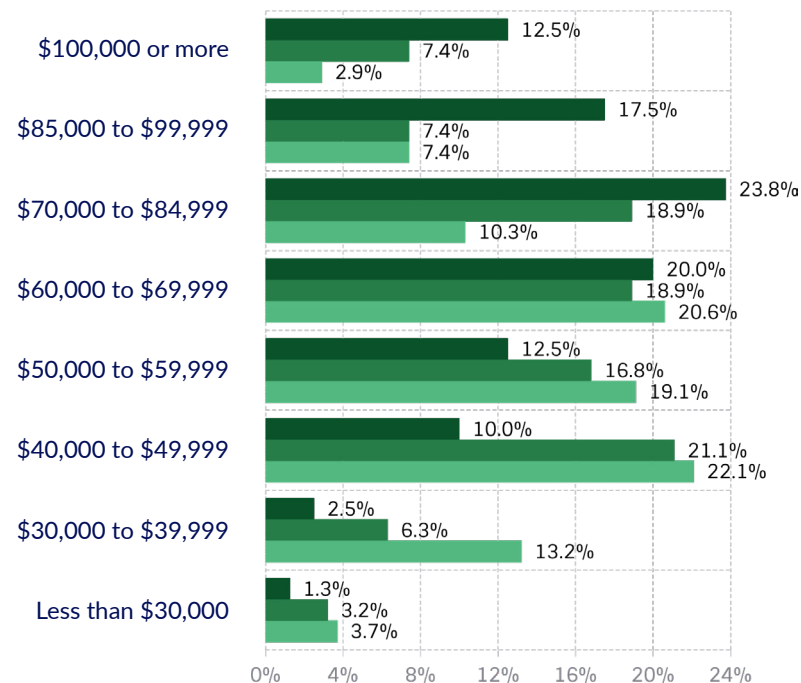


Comparing Salary Ranges

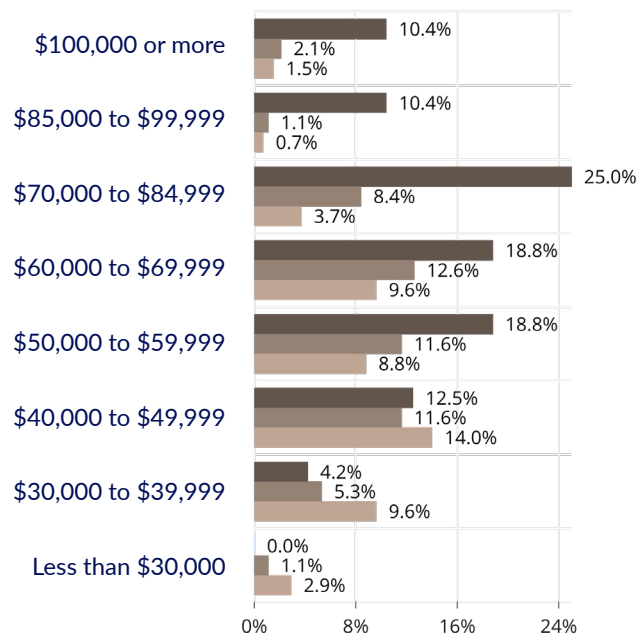
This compares salary ranges and the percentage of those paid within those ranges — from our triennial surveys in 2019, 2022 and 2025.



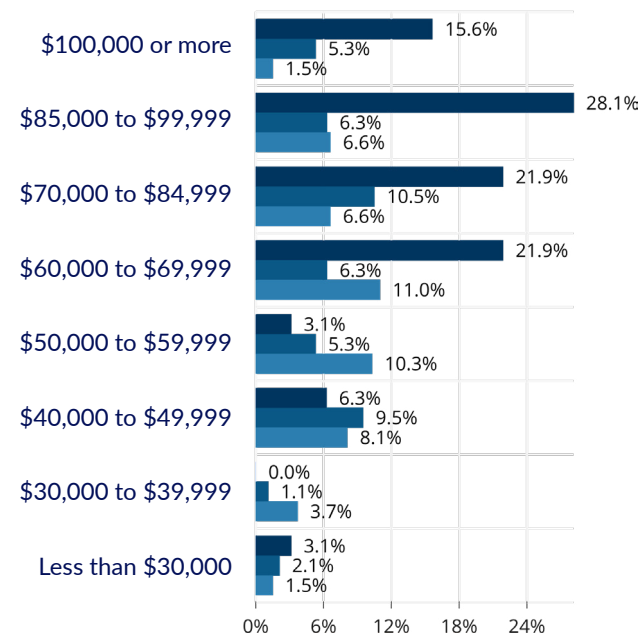
Salary - All Full-time



Salary - Female Full-time

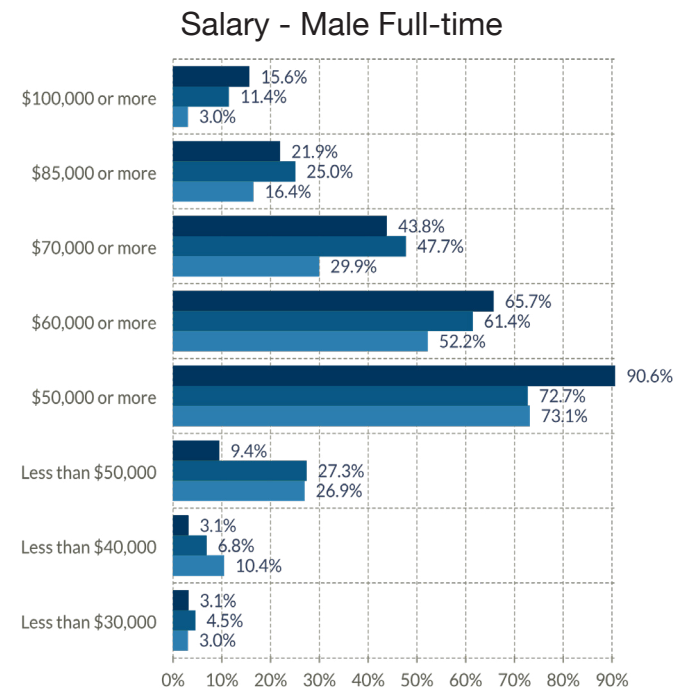
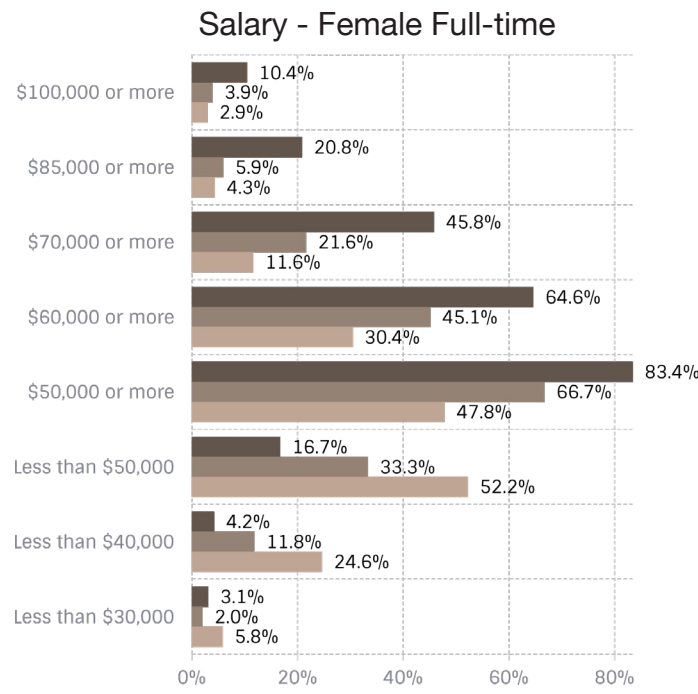
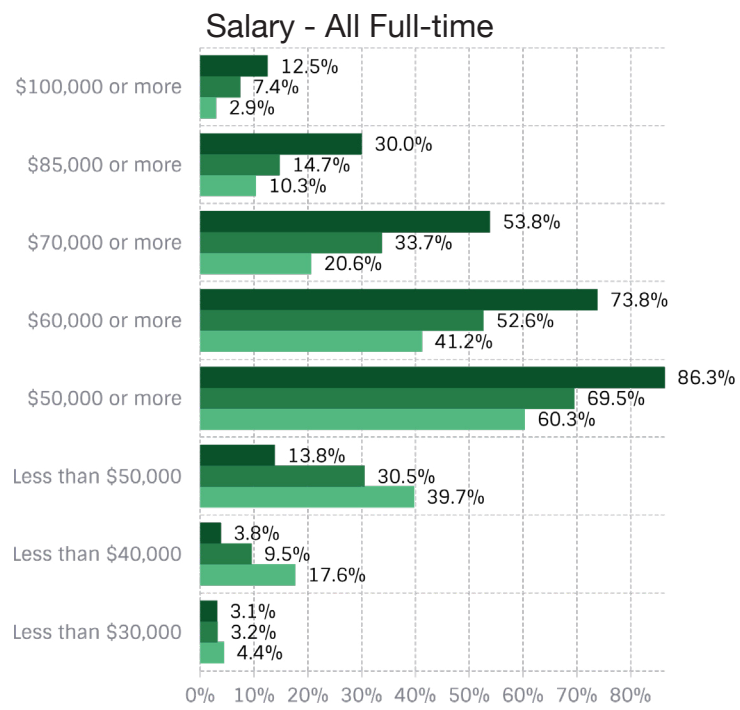
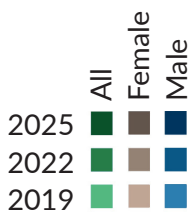


Salary - Male Full-time

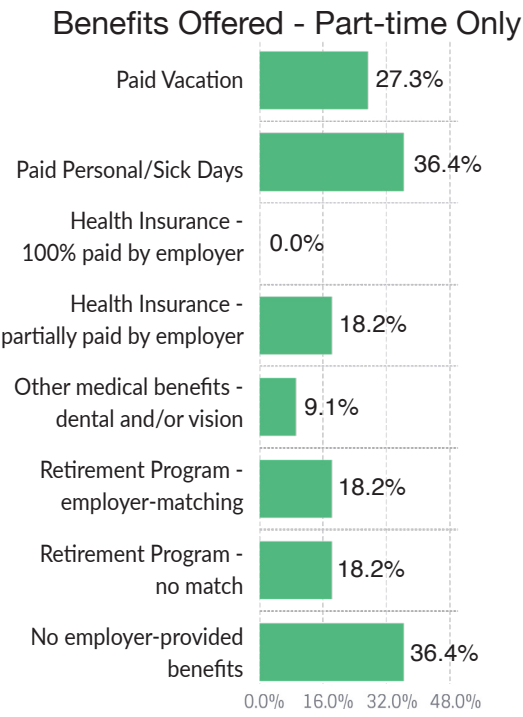
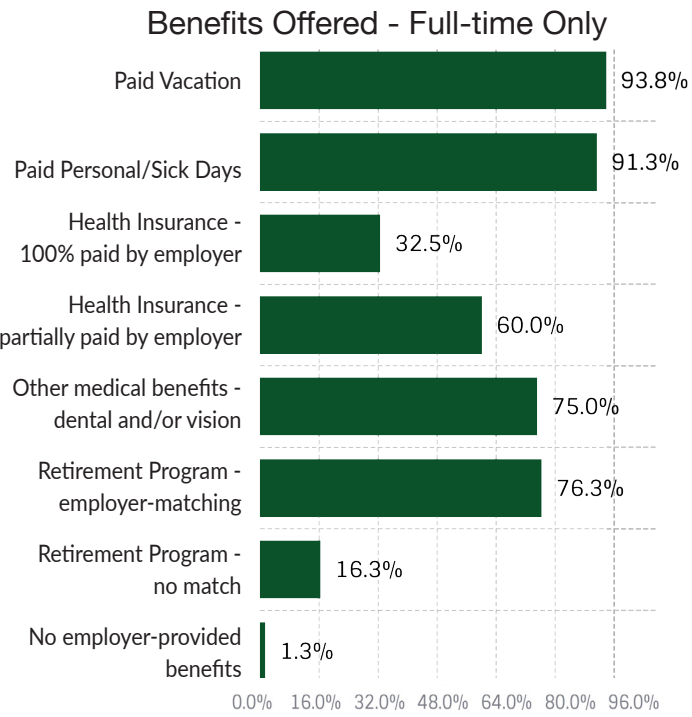


Comparing Salary Levels

This compares the percentage of those paid above or below varying salary levels — from our triennial surveys in 2019, 2022 and 2025.



Benefits Offered



Other benefits mentioned include disability insurance, life Insurance and tuition assistance.

2025 vs 2022 Compensation Survey Comparison

Significant Points of Change

- Female vs. male gender majority increased from 59.7% to 62.6% when considering both full-time and part-time roles
 - Female vs. male gender majority increased from 53.7% to 60.0% when considering only full-time roles
 - Full-time vs. part-time status decreased from 83.3% to 78.0% (10% lower than 2019)
 - Those whose roles include management responsibilities increased from 48.2% to 61.0%
 - Those whose roles include editorial responsibilities decreased from 90.4% to 69.4%
 - Those whose roles included clerical duties was relatively unchanged at 23.6%
 - Those whose roles include digital/social media responsibilities was relatively unchanged at 50.0%
-
- 54% earn \$70,000 or more (compared to 34% in 2022 and 20% in 2019)
 - 74% earn \$60,000 or more (compared to 53% in 2022 and 41% in 2019)
 - 86% earn \$50,000 or more (compared to 66% in 2022 and 60% in 2019)
 - 14% earn less than \$50,000 (compared to 31% in 2022 and 40% in 2019)
-
- The primary full-time salary range increased from \$50,000 to \$85,000 to \$60,000 to \$85,000
 - The percentage of males earning \$60,000 or more increased from 61% to 66%
 - The percentage of females earning \$60,000 or more increased 45% to 65%

The 2022 report may be seen at www.evangelicalpress.com/2022-salary-survey.