



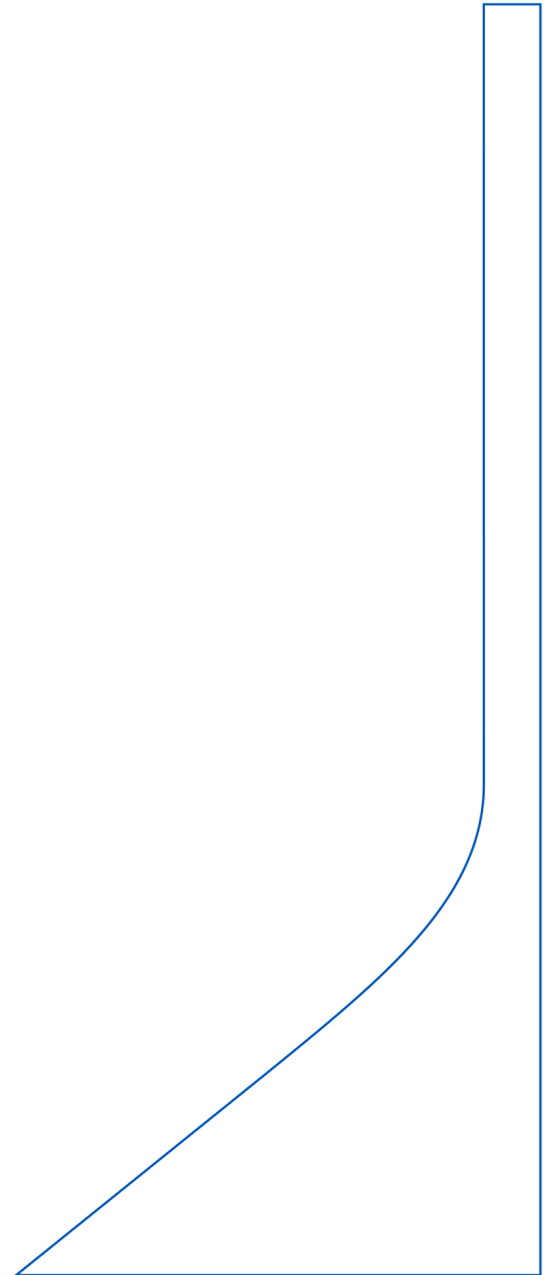
The 2015 Church Compensation Report

A National, Provincial, and Diocesan
Analysis of Clergy Compensation.

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July, 2016



The Episcopal Church Compensation Report: A User's Guide with Some Frequently Asked Questions

In the eleven years since the clergy compensation report has been available online, it has been used by an ever-increasing number of people—not just by the traditional constituency of diocesan administrators, but by clergy and parishes, as well. We felt it would be useful to offer some explanation as to terminology and uses of the report in the form of the most frequently asked questions.

[What does compensation include?](#)

For clergy, this is the assessable compensation reported to the Church Pension Fund and includes, but is not limited to, cash salary, utilities, payments made to Social Security, and housing, either in the form of a housing allowance or, if a rectory is provided, as 30% of salary. Compensation also includes such items as contributions to individual retirement accounts, cash gifts to clergy, and the payment of school fees for clergy children. This compensation amount does not include the pension payments made to the Pension Fund or any other standard employee benefit.

[What are the criteria for being counted as a full-time cleric in the report?](#)

We have used a baseline figure of \$32,550 (in 2015 dollars) as a benchmark and we assume that compensation above that level is full-time. A category is considered to have Insufficient data if there are fewer than five observations.

[As a diocese, how do we determine how well we are doing?](#)

We have tried to move well beyond the idea of absolute rankings towards something that reflects the complexities of comparing compensation levels. Dioceses should really focus on how they compare with other dioceses by looking at congregational size. Compensation is closely related to church size and thus a diocese with a substantial number of larger congregations will have a higher overall compensation figure, but it might be that the median compensation for rectors in pastoral-size congregations is in fact lower than a diocese made up primarily of small to medium-sized congregations. Dioceses should also be mindful that a rise in median compensation may be caused by the elimination of lower-paying positions, such as curacies, and therefore is not always an indication of progress and so the number of clergy is also important.

National Statistics

Table 1: Full-time clergy compensation 2000–2015 in actual and constant dollars

| Year | FT median comp | Constant 2000 dollars | Pct chng, 2000 dollars | FT Clergy | Pct chng, FT clergy |
|------|----------------|-----------------------|------------------------|-----------|---------------------|
| 2015 | \$75,355 | \$55,009 | 1.6% | 5,013 | -1.4% |
| 2014 | \$74,400 | \$54,118 | 0.3% | 5,083 | -2.0% |
| 2013 | \$73,000 | \$53,961 | 0.1% | 5,189 | -1.8% |
| 2012 | \$71,850 | \$53,889 | -0.8% | 5,282 | -1.8% |
| 2011 | \$70,931 | \$54,301 | -0.7% | 5,379 | -2.9% |
| 2010 | \$69,219 | \$54,663 | 0.4% | 5,538 | -3.4% |
| 2009 | \$67,820 | \$54,436 | 2.3% | 5,731 | -3.1% |
| 2008 | \$66,545 | \$53,223 | -2.5% | 5,912 | -0.3% |
| 2007 | \$64,508 | \$54,575 | 1.8% | 6,106 | 0.4% |
| 2006 | \$62,793 | \$53,634 | -0.9% | 6,079 | -1.6% |
| 2005 | \$61,379 | \$54,119 | -0.1% | 6,176 | -1.8% |
| 2004 | \$60,000 | \$54,696 | -0.6% | 6,288 | -0.8% |
| 2003 | \$58,818 | \$55,046 | 1.0% | 6,338 | 1.2% |
| 2002 | \$56,930 | \$54,493 | 2.3% | 6,262 | 1.0% |
| 2001 | \$54,786 | \$53,270 | 1.6% | 6,202 | 3.0% |
| 2000 | \$52,428 | \$52,428 | | 6,022 | |

Table 2: Median compensation by church size

| Avg. Sunday Attend. | All Clergy | Senior and Solo |
|------------------------|-----------------|-----------------|
| Family (0-75) | \$59,847 | \$59,998 |
| Pastoral (76-140) | \$74,869 | \$75,433 |
| Transitional (141-225) | \$85,310 | \$89,754 |
| Program (225-400) | \$89,846 | \$107,975 |
| Resource (401+) | \$90,869 | \$140,695 |
| Total | \$74,788 | \$77,000 |

Table 3: Full-time compensation in comparative perspective

All Clergy: Parochial and Non-parochial

| Gender | Median | Number | % of Total |
|--------------|-----------------|--------------|-------------|
| Male | \$80,000 | 3,163 | 63.1% |
| Female | \$68,718 | 1,850 | 36.9% |
| Total | \$75,355 | 5,013 | 100% |

Senior Clergy

| Gender | Median | Number | % of Total |
|--------------|------------------|------------|-------------|
| Male | \$106,554 | 583 | 77.5% |
| Female | \$93,600 | 169 | 22.5% |
| Total | \$103,997 | 752 | 100% |

Solo Clergy

| Gender | Median | Number | % of Total |
|--------------|-----------------|--------------|-------------|
| Male | \$74,617 | 1,742 | 64.1% |
| Female | \$66,926 | 974 | 35.9% |
| Total | \$72,228 | 2,716 | 100% |

Associates, Assistants and Curates

| Gender | Median | Number | % of Total |
|--------------|-----------------|------------|-------------|
| Male | \$66,380 | 388 | 48.3% |
| Female | \$64,000 | 415 | 51.7% |
| Total | \$65,000 | 803 | 100% |

Specialist Ministers

| Gender | Median | Number | % of Total |
|--------------|-----------------|------------|-------------|
| Male | \$80,777 | 359 | 56.2% |
| Female | \$73,431 | 280 | 43.8% |
| Total | \$76,352 | 639 | 100% |

Table 4: Compensation by Years of Experience

| Gender | Credited Service | Median | Number | % of Total |
|-------------------|-------------------|-----------------|--------------|--------------|
| Male | Less than 5 years | \$60,176 | 505 | 10.1% |
| | 5 to 9 years | \$73,401 | 650 | 13.0% |
| | 10 to 19 years | \$83,953 | 964 | 19.2% |
| | 20 years plus | \$92,648 | 1,044 | 20.8% |
| | Total | \$80,000 | 3,163 | 63.1% |
| Female | Less than 5 years | \$55,009 | 369 | 7.4% |
| | 5 to 9 years | \$65,496 | 478 | 9.5% |
| | 10 to 19 years | \$73,500 | 699 | 13.9% |
| | 20 years plus | \$83,639 | 304 | 6.1% |
| | Total | \$68,718 | 1,850 | 36.9% |
| All Clergy | Less than 5 years | \$59,010 | 874 | 17.4% |
| | 5 to 9 years | \$69,968 | 1,128 | 22.5% |
| | 10 to 19 years | \$79,077 | 1,663 | 33.2% |
| | 20 years plus | \$90,376 | 1,348 | 26.9% |
| | Total | \$75,355 | 5,013 | 100% |

Table 5: Compensation by Gender and Age

| Gender | Cleric age | Median | Number | % of Total |
|-------------------|--------------|-----------------|--------------|--------------|
| Male | 18-34 | \$60,750 | 183 | 3.7% |
| | 35-44 | \$74,900 | 518 | 10.3% |
| | 45-54 | \$83,882 | 785 | 15.7% |
| | 55-64 | \$83,511 | 1,232 | 24.6% |
| | 65+ | \$78,403 | 442 | 8.8% |
| | Total | \$80,000 | 3,160 | 63.1% |
| Female | 18-34 | \$58,720 | 104 | 2.1% |
| | 35-44 | \$67,278 | 250 | 5.0% |
| | 45-54 | \$70,410 | 395 | 7.9% |
| | 55-64 | \$70,000 | 791 | 15.8% |
| | 65+ | \$69,434 | 309 | 6.2% |
| | Total | \$68,664 | 1,849 | 36.9% |
| All Clergy | 18-34 | \$60,004 | 287 | 5.7% |
| | 35-44 | \$72,671 | 768 | 15.3% |
| | 45-54 | \$78,746 | 1,180 | 23.6% |
| | 55-64 | \$77,667 | 2,023 | 40.4% |
| | 65+ | \$74,460 | 751 | 15.0% |
| | Total | \$75,355 | 5,009 | 100% |

Provincial-Level Statistics

Table 6: Median compensation for all full-time clergy

| Province | Median | Number | % of Total |
|--------------|-----------------|--------------|-------------|
| I | \$79,863 | 474 | 9.5% |
| II | \$80,000 | 591 | 11.8% |
| III | \$77,825 | 816 | 16.3% |
| IV | \$73,755 | 1,100 | 21.9% |
| V | \$71,151 | 509 | 10.2% |
| VI | \$67,523 | 248 | 4.9% |
| VII | \$74,838 | 582 | 11.6% |
| VIII | \$74,999 | 693 | 13.8% |
| Total | \$75,355 | 5,013 | 100% |

Table 7: Median compensation by church size

| Province | Church Size | All Clerics | Senior/Solo |
|-----------|------------------------|-----------------|--------------------|
| I | Family (0-75) | \$59,850 | \$60,000 |
| | Pastoral (76-140) | \$80,475 | \$81,208 |
| | Transitional (141-225) | \$95,350 | \$97,925 |
| | Program (225-400) | \$99,216 | \$111,431 |
| | Resource (401+) | \$125,396 | <i>Insft. Data</i> |
| | Total | \$79,216 | \$80,820 |
| II | Family (0-75) | \$68,577 | \$68,577 |
| | Pastoral (76-140) | \$80,659 | \$81,453 |
| | Transitional (141-225) | \$92,860 | \$96,034 |
| | Program (225-400) | \$103,493 | \$134,526 |
| | Resource (401+) | \$109,373 | \$134,048 |
| | Total | \$79,307 | \$80,010 |

Table 7: Median compensation by church size (continued)

| Province | Church Size | All Clerics | Senior/Solo |
|------------|------------------------|-----------------|--------------------|
| III | Family (0-75) | \$61,688 | \$61,694 |
| | Pastoral (76-140) | \$80,000 | \$80,478 |
| | Transitional (141-225) | \$89,149 | \$93,017 |
| | Program (225-400) | \$89,995 | \$115,146 |
| | Resource (401+) | \$81,323 | \$142,539 |
| | Total | \$76,073 | \$79,935 |
| IV | Family (0-75) | \$55,620 | \$55,620 |
| | Pastoral (76-140) | \$69,000 | \$69,367 |
| | Transitional (141-225) | \$82,417 | \$84,936 |
| | Program (225-400) | \$84,938 | \$105,000 |
| | Resource (401+) | \$84,795 | \$143,792 |
| | Total | \$73,057 | \$77,057 |
| V | Family (0-75) | \$59,196 | \$59,500 |
| | Pastoral (76-140) | \$70,796 | \$71,982 |
| | Transitional (141-225) | \$84,981 | \$88,376 |
| | Program (225-400) | \$98,128 | \$115,565 |
| | Resource (401+) | \$97,794 | \$120,000 |
| | Total | \$70,200 | \$70,796 |
| VI | Family (0-75) | \$57,210 | \$57,210 |
| | Pastoral (76-140) | \$74,243 | \$76,219 |
| | Transitional (141-225) | \$78,877 | \$80,410 |
| | Program (225-400) | \$95,000 | \$105,442 |
| | Resource (401+) | \$108,037 | <i>Insft. Data</i> |
| | Total | \$67,625 | \$68,928 |

Table 7: Median compensation by church size (continued)

| Province | Church Size | All Clerics | Senior/Solo |
|--------------|------------------------|-----------------|-----------------|
| VII | Family (0-75) | \$60,000 | \$60,000 |
| | Pastoral (76-140) | \$72,544 | \$72,881 |
| | Transitional (141-225) | \$85,415 | \$89,539 |
| | Program (225-400) | \$86,363 | \$104,535 |
| | Resource (401+) | \$97,006 | \$143,985 |
| | Total | \$74,166 | \$76,814 |
| VIII | Family (0-75) | \$57,386 | \$57,772 |
| | Pastoral (76-140) | \$75,270 | \$76,000 |
| | Transitional (141-225) | \$81,950 | \$86,186 |
| | Program (225-400) | \$88,491 | \$100,995 |
| | Resource (401+) | \$81,600 | \$128,396 |
| | Total | \$74,225 | \$76,283 |
| Total | Family (0-75) | \$59,847 | \$59,998 |
| | Pastoral (76-140) | \$74,869 | \$75,433 |
| | Transitional (141-225) | \$85,310 | \$89,754 |
| | Program (225-400) | \$89,846 | \$107,975 |
| | Resource (401+) | \$90,869 | \$140,695 |
| | Total | \$74,788 | \$77,000 |

Table 8: Median compensation by rank and gender

| Gender | Province | Senior | Solo | Assc./Curate |
|-------------------|--------------|------------------|-----------------|-----------------|
| Male | I | \$105,446 | \$80,531 | \$61,729 |
| | II | \$110,811 | \$80,280 | \$77,397 |
| | III | \$117,814 | \$75,400 | \$65,679 |
| | IV | \$110,294 | \$73,160 | \$66,250 |
| | V | \$94,146 | \$70,157 | \$62,000 |
| | VI | \$90,000 | \$67,174 | \$66,000 |
| | VII | \$103,958 | \$72,881 | \$65,592 |
| | VIII | \$95,710 | \$75,145 | \$60,281 |
| | Total | \$106,485 | \$74,788 | \$66,260 |
| Female | I | \$95,244 | \$72,183 | \$63,500 |
| | II | \$106,279 | \$73,246 | \$67,130 |
| | III | \$99,416 | \$70,719 | \$65,000 |
| | IV | \$84,572 | \$63,047 | \$61,020 |
| | V | \$82,674 | \$65,132 | \$65,770 |
| | VI | \$83,465 | \$62,766 | \$55,810 |
| | VII | \$102,902 | \$60,606 | \$64,822 |
| | VIII | \$86,186 | \$65,940 | \$65,250 |
| | Total | \$93,828 | \$67,000 | \$64,000 |
| All Clergy | I | \$102,747 | \$77,661 | \$62,465 |
| | II | \$110,811 | \$77,685 | \$73,042 |
| | III | \$115,350 | \$73,232 | \$65,290 |
| | IV | \$106,485 | \$69,634 | \$62,818 |
| | V | \$93,491 | \$67,783 | \$64,564 |
| | VI | \$84,996 | \$65,972 | \$59,216 |
| | VII | \$103,764 | \$72,027 | \$65,018 |
| | VIII | \$93,097 | \$70,500 | \$64,500 |
| | Total | \$103,991 | \$72,320 | \$64,975 |

Diocesan-Level Statistics

Table 9: Compensation by province and diocese¹

Province I

| Diocese | Median | Decile | Number |
|-----------------------|----------|--------|--------|
| Connecticut | \$84,958 | 1 | 133 |
| Maine | \$71,593 | 5 | 32 |
| Massachusetts | \$82,282 | 2 | 177 |
| New Hampshire | \$74,072 | 4 | 34 |
| Rhode Island | \$75,600 | 4 | 41 |
| Vermont | \$68,388 | 7 | 20 |
| Western Massachusetts | \$76,416 | 3 | 38 |

Province II

| | | | |
|----------------------------|--------------------|----|-----|
| Albany | \$62,000 | 9 | 45 |
| Central New York | \$72,125 | 5 | 31 |
| Conv of Churches in Europe | \$70,205 | NA | 10 |
| Long Island | \$83,493 | 1 | 109 |
| New Jersey | \$78,748 | 2 | 100 |
| New York | \$86,449 | 1 | 181 |
| Newark | \$77,557 | 3 | 72 |
| Rochester | \$68,878 | 7 | 30 |
| Virgin Islands | <i>Insft. Data</i> | NA | 4 |
| Western New York | \$68,904 | 7 | 22 |

Province III

| | | | |
|---------------------------|----------|----|-----|
| Bethlehem | \$64,219 | 9 | 27 |
| Central Pennsylvania | \$69,765 | 7 | 38 |
| Delaware | \$80,000 | 2 | 27 |
| Easton | \$75,785 | 3 | 21 |
| Maryland | \$73,062 | 4 | 112 |
| Northwestern Pennsylvania | \$70,829 | 6 | 12 |
| Pennsylvania | \$85,628 | 1 | 125 |
| Pittsburgh | \$56,381 | 10 | 26 |
| Southern Virginia | \$73,500 | 4 | 67 |

Table 9: Compensation by province and diocese¹ (continued)**Province III *continued***

| Diocese | Median | Decile | Number |
|-----------------------|----------|--------|--------|
| Southwestern Virginia | \$78,048 | 3 | 31 |
| Virginia | \$79,419 | 2 | 204 |
| Washington | \$90,721 | 1 | 103 |
| West Virginia | \$62,711 | 9 | 24 |

Province IV

| | | | |
|------------------------|----------|---|-----|
| Alabama | \$67,295 | 8 | 76 |
| Atlanta | \$73,428 | 4 | 118 |
| Central Florida | \$77,450 | 3 | 79 |
| Central Gulf Coast | \$65,457 | 8 | 44 |
| East Carolina | \$87,087 | 1 | 36 |
| East Tennessee | \$71,062 | 5 | 43 |
| Florida | \$77,250 | 3 | 51 |
| Georgia | \$67,520 | 8 | 48 |
| Kentucky | \$80,511 | 2 | 26 |
| Lexington | \$66,336 | 8 | 24 |
| Louisiana | \$82,949 | 2 | 45 |
| Mississippi | \$64,975 | 8 | 60 |
| North Carolina | \$71,602 | 5 | 100 |
| South Carolina | \$90,426 | 1 | 17 |
| Southeast Florida | \$89,599 | 1 | 69 |
| Southwest Florida | \$74,143 | 4 | 75 |
| Tennessee | \$72,136 | 5 | 54 |
| Upper South Carolina | \$70,360 | 6 | 58 |
| West Tennessee | \$79,628 | 2 | 28 |
| Western North Carolina | \$74,411 | 4 | 48 |

Province V

| | | | |
|------------------|--------------------|-----------|-----|
| Chicago | \$78,544 | 2 | 116 |
| Eastern Michigan | \$63,665 | 9 | 14 |
| Eau Claire | <i>Insft. Data</i> | <i>NA</i> | 4 |
| Fond du Lac | \$65,638 | 8 | 17 |

Table 9: Compensation by province and diocese¹ (continued)**Province V continued**

| Diocese | Median | Decile | Number |
|-------------------|----------|--------|--------|
| Indianapolis | \$65,743 | 8 | 49 |
| Michigan | \$70,384 | 6 | 46 |
| Milwaukee | \$70,400 | 6 | 37 |
| Missouri | \$70,000 | 7 | 35 |
| Northern Indiana | \$69,972 | 7 | 19 |
| Northern Michigan | \$67,692 | 7 | 5 |
| Ohio | \$72,500 | 4 | 57 |
| Southern Ohio | \$76,953 | 3 | 64 |
| Springfield | \$62,474 | 9 | 18 |
| Western Michigan | \$64,962 | 8 | 28 |

Province VI

| | | | |
|--------------|----------|----|----|
| Colorado | \$77,800 | 3 | 89 |
| Iowa | \$62,329 | 9 | 23 |
| Minnesota | \$70,749 | 6 | 53 |
| Montana | \$60,660 | 10 | 17 |
| Nebraska | \$69,360 | 7 | 24 |
| North Dakota | \$61,796 | 9 | 7 |
| South Dakota | \$56,094 | 10 | 18 |
| Wyoming | \$59,997 | 10 | 17 |

Province VII

| | | | |
|-------------------|----------|----|-----|
| Arkansas | \$70,989 | 5 | 42 |
| Dallas | \$72,525 | 4 | 76 |
| Fort Worth | \$71,371 | 5 | 13 |
| Kansas | \$68,289 | 7 | 25 |
| Northwest Texas | \$70,205 | 6 | 22 |
| Oklahoma | \$71,877 | 5 | 54 |
| Texas | \$86,901 | 1 | 175 |
| The Rio Grande | \$63,646 | 9 | 37 |
| West Missouri | \$70,063 | 6 | 28 |
| West Texas | \$76,090 | 3 | 75 |
| Western Kansas | \$57,853 | 10 | 9 |
| Western Louisiana | \$72,034 | 5 | 26 |

Table 9: Compensation by province and diocese¹ (continued)**Province VIII**

| Diocese | Median | Decile | Number |
|---------------------|--------------------|-----------|--------|
| Alaska | \$70,582 | 6 | 8 |
| Arizona | \$61,904 | 9 | 57 |
| California | \$79,037 | 2 | 110 |
| Eastern Oregon | \$57,772 | 10 | 7 |
| El Camino Real | \$70,800 | 6 | 48 |
| Hawaii | \$97,705 | 1 | 26 |
| Idaho | \$65,443 | 8 | 9 |
| Los Angeles | \$77,727 | 3 | 154 |
| Navajoland | <i>Insft. Data</i> | <i>NA</i> | 4 |
| Nevada | \$69,770 | 7 | 11 |
| Northern California | \$75,000 | 4 | 43 |
| Olympia | \$72,500 | 5 | 81 |
| Oregon | \$64,491 | 9 | 54 |
| San Diego | \$83,471 | 2 | 38 |
| San Joaquin | \$65,704 | 8 | 6 |
| Spokane | \$59,800 | 10 | 17 |
| Utah | \$70,642 | 6 | 20 |

Province IX

| | | | |
|--------------------------|----------|-----------|----|
| Puerto Rico ² | \$30,793 | <i>NA</i> | 34 |
|--------------------------|----------|-----------|----|

¹ Deciles are based on absolute values: 1 = highest paid 10%, 10 = lowest paid 10%

² Because prevailing salaries are lower in PR, we do not apply the \$32,550 full-time threshold for clergy serving here.

Table 10: Median compensation by church size: All clergy

| Diocese | Total | 0-75 | 76-140 | 141-225 | 225+ |
|----------------------|-------|--------------------|--------------------|--------------------|--------------------|
| Alabama | 67 | \$51,347 | \$64,955 | \$80,000 | \$80,540 |
| Alaska | 7 | \$56,000 | <i>Insft. Data</i> | <i>Insft. Data</i> | <i>Insft. Data</i> |
| Albany | 41 | \$58,557 | \$73,437 | \$62,277 | <i>Insft. Data</i> |
| Arizona | 46 | \$54,800 | \$57,000 | \$80,300 | \$76,287 |
| Arkansas | 37 | \$56,900 | \$73,945 | \$86,265 | \$68,208 |
| Atlanta | 101 | \$51,437 | \$72,020 | \$73,633 | \$77,631 |
| Bethlehem | 25 | \$59,897 | \$74,929 | <i>Insft. Data</i> | <i>Insft. Data</i> |
| California | 83 | \$74,051 | \$87,745 | \$82,957 | \$97,850 |
| Central Florida | 67 | \$48,850 | \$67,650 | \$79,900 | \$94,049 |
| Central Gulf Coast | 43 | \$56,300 | \$65,914 | \$76,157 | \$89,461 |
| Central New York | 29 | \$61,525 | \$70,126 | \$96,809 | <i>Insft. Data</i> |
| Central Pennsylvania | 35 | \$54,100 | \$70,787 | \$90,426 | <i>Insft. Data</i> |
| Chicago | 97 | \$61,197 | \$77,604 | \$90,601 | \$97,794 |
| Colorado | 80 | \$62,000 | \$77,695 | \$82,562 | \$99,350 |
| Connecticut | 120 | \$62,185 | \$84,421 | \$98,901 | \$90,846 |
| Dallas | 62 | \$60,020 | \$71,297 | \$74,094 | \$84,765 |
| Delaware | 22 | <i>Insft. Data</i> | \$76,300 | \$72,801 | \$96,571 |
| East Carolina | 34 | \$61,855 | \$81,141 | \$93,492 | \$89,941 |
| East Tennessee | 37 | \$55,936 | \$73,500 | \$75,652 | \$76,000 |
| Eastern Michigan | 12 | \$62,171 | <i>Insft. Data</i> | <i>Insft. Data</i> | <i>Insft. Data</i> |
| Eastern Oregon | 7 | <i>Insft. Data</i> | <i>Insft. Data</i> | <i>Insft. Data</i> | <i>Insft. Data</i> |
| Easton | 21 | \$66,184 | \$75,566 | <i>Insft. Data</i> | <i>Insft. Data</i> |
| Eau Claire | 4 | <i>Insft. Data</i> | <i>Insft. Data</i> | <i>Insft. Data</i> | <i>Insft. Data</i> |
| El Camino Real | 41 | \$60,400 | \$78,334 | \$81,500 | <i>Insft. Data</i> |
| Florida | 43 | \$58,600 | \$67,550 | \$84,350 | \$83,443 |
| Fond du Lac | 16 | \$56,484 | \$66,469 | <i>Insft. Data</i> | <i>Insft. Data</i> |
| Fort Worth | 10 | <i>Insft. Data</i> | <i>Insft. Data</i> | <i>Insft. Data</i> | \$71,371 |
| Georgia | 43 | \$51,904 | \$69,087 | \$79,450 | \$68,012 |
| Hawaii | 23 | \$76,365 | \$97,705 | <i>Insft. Data</i> | <i>Insft. Data</i> |
| Idaho | 7 | <i>Insft. Data</i> | <i>Insft. Data</i> | <i>Insft. Data</i> | <i>Insft. Data</i> |
| Indianapolis | 40 | \$56,851 | \$63,498 | <i>Insft. Data</i> | \$87,073 |
| Iowa | 21 | \$57,601 | <i>Insft. Data</i> | \$71,779 | <i>Insft. Data</i> |
| Kansas | 22 | \$52,633 | \$66,000 | <i>Insft. Data</i> | \$102,000 |

Table 10: Median compensation by church size: All clergy (continued)

| Diocese | Total | 0-75 | 76-140 | 141-225 | 225+ |
|---------------------------|-------|--------------------|--------------------|--------------------|--------------------|
| Kentucky | 22 | <i>Insft. Data</i> | \$60,000 | \$81,735 | \$85,682 |
| Lexington | 22 | \$59,900 | <i>Insft. Data</i> | <i>Insft. Data</i> | \$94,938 |
| Long Island | 98 | \$76,088 | \$82,804 | \$95,245 | \$104,938 |
| Los Angeles | 126 | \$64,545 | \$76,283 | \$83,684 | \$82,648 |
| Louisiana | 36 | \$70,454 | \$73,400 | <i>Insft. Data</i> | \$89,795 |
| Maine | 28 | \$60,000 | \$75,110 | \$98,000 | <i>Insft. Data</i> |
| Maryland | 93 | \$60,495 | \$77,605 | \$92,191 | \$78,966 |
| Massachusetts | 154 | \$59,925 | \$82,750 | \$94,963 | \$102,501 |
| Michigan | 41 | \$54,500 | \$71,991 | \$94,779 | \$111,635 |
| Milwaukee | 25 | \$64,177 | \$68,000 | \$84,775 | <i>Insft. Data</i> |
| Minnesota | 42 | \$55,360 | \$76,471 | \$74,973 | \$89,884 |
| Mississippi | 53 | \$55,035 | \$74,053 | \$83,333 | \$64,251 |
| Missouri | 30 | \$62,955 | \$67,233 | \$92,700 | <i>Insft. Data</i> |
| Montana | 13 | \$52,745 | <i>Insft. Data</i> | <i>Insft. Data</i> | <i>Insft. Data</i> |
| Nebraska | 20 | \$56,530 | \$70,436 | <i>Insft. Data</i> | <i>Insft. Data</i> |
| Nevada | 8 | <i>Insft. Data</i> | <i>Insft. Data</i> | <i>Insft. Data</i> | <i>Insft. Data</i> |
| New Hampshire | 28 | \$56,992 | \$77,601 | <i>Insft. Data</i> | \$99,394 |
| New Jersey | 88 | \$69,817 | \$78,437 | \$90,293 | \$96,191 |
| New York | 142 | \$76,281 | \$84,832 | \$93,485 | \$111,646 |
| Newark | 65 | \$73,263 | \$88,823 | \$83,105 | \$115,993 |
| North Carolina | 87 | \$57,400 | \$69,183 | \$79,000 | \$78,000 |
| North Dakota | 5 | <i>Insft. Data</i> | <i>Insft. Data</i> | <i>Insft. Data</i> | <i>Insft. Data</i> |
| Northern California | 38 | \$55,574 | \$66,482 | \$85,000 | \$75,628 |
| Northern Indiana | 18 | \$66,377 | \$66,204 | <i>Insft. Data</i> | <i>Insft. Data</i> |
| Northern Michigan | 1 | <i>Insft. Data</i> | <i>Insft. Data</i> | <i>Insft. Data</i> | <i>Insft. Data</i> |
| Northwest Texas | 17 | \$63,399 | \$72,456 | <i>Insft. Data</i> | \$77,000 |
| Northwestern Pennsylvania | 10 | \$63,728 | <i>Insft. Data</i> | <i>Insft. Data</i> | <i>Insft. Data</i> |
| Ohio | 52 | \$60,000 | \$75,464 | <i>Insft. Data</i> | <i>Insft. Data</i> |
| Oklahoma | 41 | \$54,165 | \$72,636 | \$77,172 | \$92,897 |
| Olympia | 74 | \$47,021 | \$76,175 | \$75,839 | \$92,355 |
| Oregon | 36 | \$45,502 | \$66,765 | \$78,382 | \$77,657 |
| Pennsylvania | 109 | \$66,450 | \$87,705 | \$97,520 | \$77,793 |
| Pittsburgh | 22 | \$52,000 | <i>Insft. Data</i> | <i>Insft. Data</i> | \$80,531 |

Table 10: Median compensation by church size: All clergy (continued)

| Diocese | Total | 0-75 | 76-140 | 141-225 | 225+ |
|------------------------|-------|--------------------|--------------------|--------------------|--------------------|
| Rhode Island | 36 | \$61,880 | \$75,600 | \$85,408 | \$99,038 |
| Rochester | 27 | \$60,183 | \$73,036 | \$86,748 | <i>Insft. Data</i> |
| San Diego | 34 | \$47,904 | \$72,763 | \$90,070 | \$97,850 |
| San Joaquin | 5 | <i>Insft. Data</i> | \$62,608 | <i>Insft. Data</i> | <i>Insft. Data</i> |
| South Carolina | 13 | <i>Insft. Data</i> | <i>Insft. Data</i> | <i>Insft. Data</i> | \$94,732 |
| South Dakota | 7 | \$49,657 | <i>Insft. Data</i> | <i>Insft. Data</i> | <i>Insft. Data</i> |
| Southeast Florida | 64 | \$65,592 | \$71,170 | \$91,856 | \$102,031 |
| Southern Ohio | 50 | \$64,550 | \$66,001 | \$80,737 | \$100,130 |
| Southern Virginia | 62 | \$55,529 | \$75,115 | \$82,041 | \$85,396 |
| Southwest Florida | 69 | <i>Insft. Data</i> | \$67,000 | \$80,310 | \$95,134 |
| Southwestern Virginia | 25 | \$69,562 | \$81,433 | \$91,746 | <i>Insft. Data</i> |
| Spokane | 14 | \$56,565 | \$60,551 | <i>Insft. Data</i> | <i>Insft. Data</i> |
| Springfield | 16 | \$57,523 | \$72,125 | <i>Insft. Data</i> | <i>Insft. Data</i> |
| Tennessee | 34 | \$53,863 | \$66,699 | <i>Insft. Data</i> | \$77,228 |
| Texas | 143 | \$69,046 | \$74,429 | \$93,164 | \$100,087 |
| The Rio Grande | 32 | \$55,978 | \$66,528 | <i>Insft. Data</i> | \$86,120 |
| Upper South Carolina | 53 | \$53,040 | \$66,560 | \$78,235 | \$79,617 |
| Utah | 7 | <i>Insft. Data</i> | <i>Insft. Data</i> | <i>Insft. Data</i> | <i>Insft. Data</i> |
| Vermont | 19 | \$47,117 | \$69,045 | <i>Insft. Data</i> | <i>Insft. Data</i> |
| Virginia | 173 | \$67,460 | \$80,250 | \$89,935 | \$86,500 |
| Washington | 93 | \$64,693 | \$93,143 | \$88,950 | \$104,754 |
| West Missouri | 22 | <i>Insft. Data</i> | \$57,950 | <i>Insft. Data</i> | \$85,275 |
| West Tennessee | 22 | <i>Insft. Data</i> | <i>Insft. Data</i> | <i>Insft. Data</i> | \$79,595 |
| West Texas | 67 | \$63,949 | \$75,330 | \$86,146 | \$97,132 |
| West Virginia | 21 | \$57,448 | \$72,230 | <i>Insft. Data</i> | <i>Insft. Data</i> |
| Western Kansas | 3 | <i>Insft. Data</i> | <i>Insft. Data</i> | <i>Insft. Data</i> | <i>Insft. Data</i> |
| Western Louisiana | 23 | \$58,000 | \$66,641 | \$93,052 | <i>Insft. Data</i> |
| Western Massachusetts | 21 | \$59,917 | \$80,475 | <i>Insft. Data</i> | <i>Insft. Data</i> |
| Western Michigan | 26 | \$58,890 | \$65,166 | \$86,120 | <i>Insft. Data</i> |
| Western New York | 20 | \$59,505 | \$85,599 | <i>Insft. Data</i> | <i>Insft. Data</i> |
| Western North Carolina | 40 | \$53,906 | \$77,494 | \$83,644 | \$75,170 |
| Wyoming | 13 | \$55,691 | <i>Insft. Data</i> | <i>Insft. Data</i> | <i>Insft. Data</i> |

Table 11: Median compensation by church size: Senior/solo clergy

| Diocese | Total | 0-75 | 76-140 | 141-225 | 225+ |
|----------------------|-------|--------------------|--------------------|--------------------|--------------------|
| Alabama | 46 | \$51,347 | \$64,955 | \$90,042 | \$126,723 |
| Alaska | 6 | \$56,000 | <i>Insft. Data</i> | <i>Insft. Data</i> | <i>Insft. Data</i> |
| Albany | 40 | \$58,557 | \$73,437 | \$68,263 | <i>Insft. Data</i> |
| Arizona | 38 | \$54,800 | \$57,000 | \$80,300 | \$89,817 |
| Arkansas | 29 | \$56,900 | \$73,945 | \$92,026 | <i>Insft. Data</i> |
| Atlanta | 62 | \$51,437 | \$73,891 | \$87,596 | \$107,725 |
| Bethlehem | 22 | \$59,897 | \$76,227 | <i>Insft. Data</i> | <i>Insft. Data</i> |
| California | 63 | \$74,603 | \$90,000 | \$97,964 | \$114,369 |
| Central Florida | 59 | <i>Insft. Data</i> | \$67,650 | \$79,900 | \$104,627 |
| Central Gulf Coast | 34 | \$56,300 | \$66,457 | \$105,400 | \$106,426 |
| Central New York | 28 | \$61,525 | \$72,125 | \$96,809 | <i>Insft. Data</i> |
| Central Pennsylvania | 32 | \$54,100 | \$70,787 | <i>Insft. Data</i> | <i>Insft. Data</i> |
| Chicago | 82 | \$61,197 | \$78,000 | \$92,715 | \$114,076 |
| Colorado | 63 | \$62,000 | \$78,076 | \$86,228 | \$106,181 |
| Connecticut | 101 | \$63,762 | \$84,421 | \$102,919 | \$122,277 |
| Dallas | 41 | \$60,020 | \$71,297 | \$75,000 | \$100,272 |
| Delaware | 17 | <i>Insft. Data</i> | \$76,300 | \$80,000 | <i>Insft. Data</i> |
| East Carolina | 30 | \$61,855 | \$81,141 | \$98,460 | \$95,719 |
| East Tennessee | 24 | \$55,936 | \$73,895 | \$87,435 | <i>Insft. Data</i> |
| Eastern Michigan | 10 | \$67,031 | <i>Insft. Data</i> | <i>Insft. Data</i> | <i>Insft. Data</i> |
| Eastern Oregon | 7 | <i>Insft. Data</i> | <i>Insft. Data</i> | <i>Insft. Data</i> | <i>Insft. Data</i> |
| Easton | 21 | \$66,184 | \$75,566 | <i>Insft. Data</i> | <i>Insft. Data</i> |
| Eau Claire | 4 | <i>Insft. Data</i> | <i>Insft. Data</i> | <i>Insft. Data</i> | <i>Insft. Data</i> |
| El Camino Real | 35 | \$62,864 | \$86,000 | <i>Insft. Data</i> | <i>Insft. Data</i> |
| Florida | 30 | \$58,600 | \$67,550 | \$88,700 | \$130,452 |
| Fond du Lac | 15 | \$56,484 | \$66,469 | <i>Insft. Data</i> | <i>Insft. Data</i> |
| Fort Worth | 7 | <i>Insft. Data</i> | <i>Insft. Data</i> | <i>Insft. Data</i> | <i>Insft. Data</i> |
| Georgia | 33 | \$54,461 | \$69,087 | \$82,912 | <i>Insft. Data</i> |
| Hawaii | 20 | \$76,365 | \$99,261 | <i>Insft. Data</i> | <i>Insft. Data</i> |
| Idaho | 6 | <i>Insft. Data</i> | <i>Insft. Data</i> | <i>Insft. Data</i> | <i>Insft. Data</i> |
| Indianapolis | 29 | \$56,851 | \$65,438 | <i>Insft. Data</i> | \$105,336 |
| Iowa | 19 | \$57,601 | <i>Insft. Data</i> | \$73,202 | <i>Insft. Data</i> |
| Kansas | 19 | \$48,616 | \$66,000 | <i>Insft. Data</i> | \$103,268 |

**Table 11: Median compensation by church size: Senior/solo clergy
(continued)**

| Diocese | Total | 0-75 | 76-140 | 141-225 | 225+ |
|---------------------------|-------|--------------------|--------------------|--------------------|--------------------|
| Kentucky | 17 | <i>Insft. Data</i> | \$60,000 | <i>Insft. Data</i> | <i>Insft. Data</i> |
| Lexington | 18 | \$59,900 | <i>Insft. Data</i> | <i>Insft. Data</i> | <i>Insft. Data</i> |
| Long Island | 89 | \$76,088 | \$82,991 | \$97,367 | \$116,207 |
| Los Angeles | 96 | \$64,590 | \$77,947 | \$85,792 | \$143,758 |
| Louisiana | 23 | \$70,454 | \$74,779 | <i>Insft. Data</i> | \$142,966 |
| Maine | 26 | \$60,000 | \$73,872 | <i>Insft. Data</i> | <i>Insft. Data</i> |
| Maryland | 77 | \$60,495 | \$78,781 | \$95,305 | \$121,695 |
| Massachusetts | 126 | \$60,816 | \$83,230 | \$97,715 | \$117,372 |
| Michigan | 38 | \$55,000 | \$71,991 | \$94,779 | <i>Insft. Data</i> |
| Milwaukee | 23 | \$64,177 | \$68,000 | <i>Insft. Data</i> | <i>Insft. Data</i> |
| Minnesota | 37 | \$55,360 | \$76,497 | \$72,861 | <i>Insft. Data</i> |
| Mississippi | 44 | \$55,035 | \$75,000 | \$86,500 | <i>Insft. Data</i> |
| Missouri | 26 | \$62,955 | \$67,233 | \$93,534 | <i>Insft. Data</i> |
| Montana | 12 | \$52,745 | <i>Insft. Data</i> | <i>Insft. Data</i> | <i>Insft. Data</i> |
| Nebraska | 20 | \$56,530 | \$70,436 | <i>Insft. Data</i> | <i>Insft. Data</i> |
| Nevada | 8 | <i>Insft. Data</i> | <i>Insft. Data</i> | <i>Insft. Data</i> | <i>Insft. Data</i> |
| New Hampshire | 25 | \$56,992 | \$79,576 | <i>Insft. Data</i> | <i>Insft. Data</i> |
| New Jersey | 84 | \$69,434 | \$78,437 | \$90,293 | \$134,526 |
| New York | 105 | \$76,400 | \$87,429 | \$100,716 | \$142,365 |
| Newark | 59 | \$73,263 | \$89,240 | \$109,180 | <i>Insft. Data</i> |
| North Carolina | 61 | \$57,400 | \$69,183 | \$80,000 | \$105,000 |
| North Dakota | 5 | <i>Insft. Data</i> | <i>Insft. Data</i> | <i>Insft. Data</i> | <i>Insft. Data</i> |
| Northern California | 31 | \$55,574 | \$66,965 | \$87,060 | <i>Insft. Data</i> |
| Northern Indiana | 17 | \$66,377 | \$69,972 | <i>Insft. Data</i> | <i>Insft. Data</i> |
| Northern Michigan | 1 | <i>Insft. Data</i> | <i>Insft. Data</i> | <i>Insft. Data</i> | <i>Insft. Data</i> |
| Northwest Texas | 13 | \$63,399 | <i>Insft. Data</i> | <i>Insft. Data</i> | <i>Insft. Data</i> |
| Northwestern Pennsylvania | 9 | \$66,771 | <i>Insft. Data</i> | <i>Insft. Data</i> | <i>Insft. Data</i> |
| Ohio | 50 | \$60,000 | \$76,468 | <i>Insft. Data</i> | <i>Insft. Data</i> |
| Oklahoma | 33 | \$54,165 | \$73,973 | <i>Insft. Data</i> | \$124,939 |
| Olympia | 63 | \$47,021 | \$76,457 | \$79,401 | \$99,480 |
| Oregon | 30 | \$45,502 | \$66,765 | \$81,286 | \$82,900 |
| Pennsylvania | 89 | \$66,450 | \$87,705 | \$103,335 | \$133,871 |
| Pittsburgh | 18 | \$52,000 | <i>Insft. Data</i> | <i>Insft. Data</i> | <i>Insft. Data</i> |

**Table 11: Median compensation by church size: Senior/solo clergy
(continued)**

| Diocese | Total | 0-75 | 76-140 | 141-225 | 225+ |
|------------------------|-------|--------------------|--------------------|--------------------|--------------------|
| Rhode Island | 32 | \$61,880 | \$75,951 | \$85,408 | <i>Insft. Data</i> |
| Rochester | 24 | \$60,183 | \$73,036 | <i>Insft. Data</i> | <i>Insft. Data</i> |
| San Diego | 27 | \$47,904 | \$72,763 | <i>Insft. Data</i> | \$121,967 |
| San Joaquin | 4 | <i>Insft. Data</i> | <i>Insft. Data</i> | <i>Insft. Data</i> | <i>Insft. Data</i> |
| South Carolina | 8 | <i>Insft. Data</i> | <i>Insft. Data</i> | <i>Insft. Data</i> | <i>Insft. Data</i> |
| South Dakota | 7 | \$49,657 | <i>Insft. Data</i> | <i>Insft. Data</i> | <i>Insft. Data</i> |
| Southeast Florida | 54 | \$66,558 | \$71,170 | \$93,287 | \$107,745 |
| Southern Ohio | 42 | \$64,550 | \$69,825 | \$80,738 | \$106,582 |
| Southern Virginia | 53 | \$55,529 | \$75,115 | \$85,567 | \$110,203 |
| Southwest Florida | 58 | <i>Insft. Data</i> | \$67,679 | \$81,301 | \$111,492 |
| Southwestern Virginia | 21 | \$69,562 | \$81,433 | \$92,315 | <i>Insft. Data</i> |
| Spokane | 13 | \$56,565 | \$60,551 | <i>Insft. Data</i> | <i>Insft. Data</i> |
| Springfield | 16 | \$57,523 | \$72,125 | <i>Insft. Data</i> | <i>Insft. Data</i> |
| Tennessee | 26 | \$53,863 | \$66,699 | <i>Insft. Data</i> | \$124,401 |
| Texas | 95 | \$69,046 | \$75,695 | \$94,552 | \$114,117 |
| The Rio Grande | 28 | \$55,978 | \$66,528 | <i>Insft. Data</i> | <i>Insft. Data</i> |
| Upper South Carolina | 38 | \$53,040 | \$66,780 | \$78,484 | \$99,807 |
| Utah | 6 | <i>Insft. Data</i> | <i>Insft. Data</i> | <i>Insft. Data</i> | <i>Insft. Data</i> |
| Vermont | 19 | \$47,117 | \$69,045 | <i>Insft. Data</i> | <i>Insft. Data</i> |
| Virginia | 123 | \$67,460 | \$83,544 | \$100,292 | \$112,064 |
| Washington | 65 | \$64,693 | \$93,542 | \$104,915 | \$136,377 |
| West Missouri | 16 | <i>Insft. Data</i> | \$60,000 | <i>Insft. Data</i> | <i>Insft. Data</i> |
| West Tennessee | 13 | <i>Insft. Data</i> | <i>Insft. Data</i> | <i>Insft. Data</i> | \$133,256 |
| West Texas | 54 | \$63,949 | \$78,484 | \$86,146 | \$116,699 |
| West Virginia | 20 | \$57,448 | \$72,230 | <i>Insft. Data</i> | <i>Insft. Data</i> |
| Western Kansas | 3 | <i>Insft. Data</i> | <i>Insft. Data</i> | <i>Insft. Data</i> | <i>Insft. Data</i> |
| Western Louisiana | 20 | \$58,000 | \$66,641 | \$93,977 | <i>Insft. Data</i> |
| Western Massachusetts | 21 | \$59,917 | \$80,475 | <i>Insft. Data</i> | <i>Insft. Data</i> |
| Western Michigan | 25 | \$59,130 | \$65,166 | \$86,120 | <i>Insft. Data</i> |
| Western New York | 19 | \$59,002 | \$85,599 | <i>Insft. Data</i> | <i>Insft. Data</i> |
| Western North Carolina | 36 | \$53,906 | \$77,494 | \$83,644 | \$106,057 |
| Wyoming | 12 | \$55,691 | <i>Insft. Data</i> | <i>Insft. Data</i> | <i>Insft. Data</i> |

Comparing Clergy Compensation with other Graduate Educated Professionals

Tables 12 and 13 contrast clergy salaries with similar local populations. The sample data making up our “general population” comparison group was taken from the 2011–2013 American Community Survey (ACS), administered by the U.S. Census Bureau. This sample was restricted to full-time employed professionals with Master’s degree education or higher.

Table 12: Compensation for clergy and graduate-educated professionals¹ by Region

| Region | Clergy Median | Graduate-Educated Median | Difference |
|-------------|-----------------|--------------------------|----------------|
| Northeast | \$79,166 | \$72,595 | \$6,571 |
| South | \$75,390 | \$63,633 | \$11,757 |
| Midwest | \$69,981 | \$63,598 | \$6,383 |
| West | \$74,147 | \$71,374 | \$2,773 |
| U.S. | \$75,355 | \$67,106 | \$8,249 |

Table 13: Compensation for clergy and graduate-educated professionals¹ by Province

| Region | Clergy Median | Graduate-Educated Median | Difference |
|-------------|-----------------|--------------------------|----------------|
| I | \$79,915 | \$73,283 | \$6,632 |
| II | \$79,938 | \$76,980 | \$2,958 |
| III | \$77,850 | \$76,354 | \$1,496 |
| IV | \$73,732 | \$59,526 | \$14,206 |
| V | \$71,151 | \$66,031 | \$5,120 |
| VI | \$67,523 | \$63,698 | \$3,825 |
| VII | \$74,838 | \$63,307 | \$11,531 |
| VIII | \$74,999 | \$74,041 | \$958 |
| U.S. | \$75,355 | \$67,106 | \$8,249 |

¹Figures from the 2011-2013 ACS are expressed in 2015 dollars.

Diocesan Median Compensation by Decile

