

Information for Your Present and Future Needs



**The 2007 Church**

**Compensation Report**

A National, Provincial and Diocesan

Analysis of Clergy Compensation

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RESEARCH

# 2007 Church Compensation Report: National, Provincial, and Diocesan Tables

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

In the five years since the clergy compensation guide has been available on-line it has been used by an ever increasing number of people, not just the traditional constituency of diocesan administrators, but by clergy and parishes. 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.

### ***1) What does compensation include?***

For clergy, this is the assessable compensation reported to the 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. For lay employees, compensation is the cash salary as reported to the lay pension plan administrators.

### ***2) What is the criteria in the report for being counted as a full time cleric?***

With clergy we have used a baseline figure of \$29,100 as a benchmark and we assume that compensation above that level is full time.

### ***3) As a diocese, how do we work out 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 where 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 dioceses made up primarily of small to medium sized congregations.

## National Level Statistics

<b>Full-Time Clergy Compensation 2000 to 2007 in Actual and Constant Dollars</b>			
	<b>FT Clergy Median Comp</b>	<b>Constant 2007 \$'s</b>	<b>% Change Constant \$</b>
<b>2007 Median for All Full-time Clergy</b>	<b>\$64,507</b>	<b>\$64,507</b>	<b>0.1%</b>
<b>2006 Median for All Full-time Clergy</b>	<b>\$62,793</b>	<b>\$64,049</b>	<b>-1.5%</b>
<b>2005 Median for All Full-time Clergy</b>	<b>\$61,379</b>	<b>\$65,062</b>	<b>-0.5%</b>
<b>2004 Median for All Full-time Clergy</b>	<b>\$60,000</b>	<b>\$65,400</b>	<b>0.1%</b>
<b>2003 Median for All Full-time Clergy</b>	<b>\$58,818</b>	<b>\$65,288</b>	<b>0.5%</b>
<b>2002 Median for All Full-time Clergy</b>	<b>\$56,930</b>	<b>\$64,900</b>	<b>2.1%</b>
<b>2001 Median for All Full-time Clergy</b>	<b>\$54,786</b>	<b>\$63,552</b>	<b>1.0%</b>
<b>2000 Median for All Full-time Clergy</b>	<b>\$52,428</b>	<b>\$62,914</b>	

<b>Overall Average Compensation by Church Size</b>		
Full-Time Parish Clergy		
<b>ASA Church Size</b>	<b>All Full-time Parish Clergy</b>	<b>Senior and Solo Clerics</b>
<b>Family (0-75)</b>	\$53,250	\$53,300
<b>Pastoral (75-140)</b>	\$64,000	\$64,536
<b>Transitional (140-225)</b>	\$71,803	\$76,290
<b>Program (225-400)</b>	\$74,608	\$87,418
<b>Resource (400+)</b>	\$74,909	\$117,261
<b>Total</b>	\$64,107	\$66,320

<b>Full Time Compensation by Gender and Position in Comparative Perspective</b>			
<b>ALL CLERGY - Parochial and Non-Parochial</b>			
GENDER	Median	No.	% of Total N
Male	\$68,372	4,168	68.3%
Female	\$58,000	1,938	31.7%
<b>Total</b>	<b>\$64,508</b>	<b>6,106</b>	<b>100.0%</b>
<b>SENIOR CLERGY</b>			
GENDER	Median	No.	% of Total N
Male	\$93,608	705	82.8%
Female	\$78,428	146	17.2%
<b>Total</b>	<b>\$90,426</b>	<b>851</b>	<b>100.0%</b>
<b>SOLO CLERGY</b>			
GENDER	Median	No.	% of Total N
Male	\$64,655	2,309	70.4%
Female	\$58,131	971	29.6%
<b>Total</b>	<b>\$62,692</b>	<b>3,280</b>	<b>100.0%</b>
<b>ASSOCIATES, ASSISTANTS AND CURATES</b>			
GENDER	Median	No.	% of Total N
Male	\$57,985	508	49.5%
Female	\$53,930	518	50.5%
<b>Total</b>	<b>\$55,962</b>	<b>1,026</b>	<b>100.0%</b>
<b>NON-PAROCHIAL</b>			
GENDER	Median	No.	% of Total N
Male	\$71,703	646	68.1%
Female	\$58,093	303	31.9%
<b>Total</b>	<b>\$66,743</b>	<b>949</b>	<b>100.0%</b>

<b>Clergy and Lay Compensation By Years of Experience</b>		
<b>Gender</b>	<b>Years Credited Service / Episcopal Job Experience</b>	<b>Median Clergy Compensation</b>
Male	1 to 5 Yrs	\$53,502
	5 to 10 Yrs	\$64,218
	10 to 20 Yrs	\$70,880
	20 Years Plus	\$79,822
	<b>Total</b>	<b>\$68,372</b>
Female	1 to 5 Yrs	\$50,885
	5 to 10 Yrs	\$57,695
	10 to 20 Yrs	\$64,578
	20 Years Plus	\$69,628
	<b>Total</b>	<b>\$58,000</b>
Total	1 to 5 Yrs	\$52,106
	5 to 10 Yrs	\$60,808
	10 to 20 Yrs	\$68,486
	20 Years Plus	\$77,967
	<b>Total</b>	<b>\$64,508</b>

<b>Clergy, Lay Employee and Secular Professional Compensation By Age</b>				
<b>Gender</b>	<b>Age of Cleric</b>	<b>Median Compensation</b>	<b>Number of Clergy</b>	<b>Percentage of Clergy</b>
Male	18 to 35	\$53,809	222	5.3%
	35 to 45	\$63,221	513	12.3%
	45 to 55	\$69,991	1,217	29.2%
	Over 55	\$70,925	2,216	53.2%
	<b>Total</b>	<b>\$68,372</b>	<b>4,168</b>	<b>100.0%</b>
Female	18 to 35	\$52,000	104	5.4%
	35 to 45	\$57,180	222	11.5%
	45 to 55	\$58,407	582	30.0%
	Over 55	\$58,532	1,030	53.1%
	<b>Total</b>	<b>\$58,000</b>	<b>1,938</b>	<b>100.0%</b>
Total	18 to 35	\$52,810	326	5.3%
	35 to 45	\$61,416	735	12.0%
	45 to 55	\$65,600	1,799	29.5%
	Over 55	\$66,452	3,246	53.2%
	<b>Total</b>	<b>\$64,508</b>	<b>6,106</b>	<b>100.0%</b>

# Provincial Level Data

<b>Median Compensation for All Full-time Clergy and for Lay Employees in Parishes</b>	
<b>Province</b>	<b>Clergy</b>
1	\$68,489
2	\$69,487
3	\$65,409
4	\$64,944
5	\$60,821
6	\$57,876
7	\$61,928
8	\$62,870
<b>Total</b>	<b>\$64,508</b>

<b>Cleric's Total Compensation by Church Size</b>			
		<b>All Clerics</b>	<b>Senior and Solo Clergy Only</b>
		Median	Median
Province	Church Size		
<b>1</b>	Family (0-75)	\$52,880	\$52,880
	Pastoral (76-140)	\$67,717	\$69,270
	Transitional (141-225)	\$76,839	\$80,700
	Program (226-400)	\$84,636	\$98,898
	Resource (401+)	\$73,701	\$105,888
	<b>Total</b>		<b>\$67,522</b>
<b>2</b>	Family (0-75)	\$59,246	\$59,309
	Pastoral (76-140)	\$70,531	\$71,049
	Transitional (141-225)	\$79,203	\$84,264
	Program (226-400)	\$83,429	\$102,289
	Resource (401+)	\$90,637	\$170,342
	<b>Total</b>		<b>\$67,958</b>
<b>3</b>	Family (0-75)	\$56,000	\$56,147
	Pastoral (76-140)	\$66,448	\$67,300
	Transitional (141-225)	\$73,285	\$79,754
	Program (226-400)	\$74,500	\$96,178
	Resource (401+)	\$77,032	\$117,291
	<b>Total</b>		<b>\$66,270</b>
<b>4</b>	Family (0-75)	\$49,698	\$49,697
	Pastoral (76-140)	\$61,751	\$62,218
	Transitional (141-225)	\$68,896	\$72,048
	Program (226-400)	\$70,484	\$84,482
	Resource (401+)	\$72,000	\$120,302
	<b>Total</b>		<b>\$64,305</b>
<b>5</b>	Family (0-75)	\$51,961	\$51,850
	Pastoral (76-140)	\$60,487	\$60,771
	Transitional (141-225)	\$74,200	\$77,310
	Program (226-400)	\$73,900	\$85,035
	Resource (401+)	\$77,773	\$136,152
	<b>Total</b>		<b>\$60,000</b>
<b>6</b>	Family (0-75)	\$50,758	\$50,758
	Pastoral (76-140)	\$59,400	\$59,750

		All Clerics	Senior and Solo Clergy Only
	Transitional (141-225)	\$70,346	\$73,728
	Program (226-400)	\$74,038	\$85,793
	Resource (401+)	\$69,846	\$117,033
	<b>Total</b>	\$59,446	\$61,721
7	Family (0-75)	\$50,100	\$50,180
	Pastoral (76-140)	\$59,564	\$59,680
	Transitional (141-225)	\$69,381	\$71,219
	Program (226-400)	\$72,285	\$81,832
	Resource (401+)	\$70,906	\$109,616
	<b>Total</b>	\$61,904	\$64,401
8	Family (0-75)	\$54,087	\$54,381
	Pastoral (76-140)	\$62,475	\$64,130
	Transitional (141-225)	\$69,600	\$76,673
	Program (226-400)	\$75,000	\$82,510
	Resource (401+)	\$71,495	\$110,000
	<b>Total</b>	\$63,004	\$65,203

Median Compensation By Rank, Gender and Educational Level				
Gender	Province	Senior Clergy	Solo Clergy	Associates and Curates
Male	I	\$94,376	\$70,907	\$58,709
	II	\$108,502	\$69,475	\$65,765
	III	\$96,854	\$67,335	\$57,100
	IV	\$96,901	\$64,454	\$57,789
	V	\$87,510	\$60,000	\$54,164
	VI	\$90,000	\$61,573	\$53,000
	VII	\$94,686	\$61,170	\$56,875
	VIII	\$83,443	\$62,868	\$58,533
	<b>Total</b>		\$93,608	\$64,655
Female	I	\$79,655	\$58,734	\$59,085
	II	\$89,948	\$61,866	\$55,540
	III	\$84,909	\$61,632	\$56,086
	IV	\$70,788	\$52,819	\$54,590
	V	\$77,475	\$57,146	\$53,687
	VI	\$58,517	\$54,028	\$42,881
	VII	\$80,972	\$54,886	\$50,078
	VIII	\$78,000	\$58,404	\$52,088
	<b>Total</b>		\$78,428	\$58,131
Total	I	\$91,500	\$65,573	\$58,842
	II	\$107,297	\$67,206	\$59,112
	III	\$93,367	\$64,786	\$56,438
	IV	\$93,258	\$61,820	\$55,293
	V	\$85,781	\$59,208	\$53,900
	VI	\$85,175	\$59,300	\$48,512
	VII	\$92,240	\$59,161	\$53,953
	VIII	\$83,240	\$61,113	\$55,000
	<b>Total</b>		\$90,426	\$62,692

## Diocesan Level Data

	Diocese	Median	Decile*	N	
<b>Province I</b>	Connecticut	\$76,568	1	170	
	Maine	\$59,817	7	48	
	Massachusetts	\$67,600	2	191	
	New Hampshire	\$65,161	3	37	
	Rhode Island	\$65,510	3	49	
	Vermont	\$57,612	8	33	
	Western Mass	\$65,874	3	49	
<b>Province II</b>	Albany	\$56,612	9	62	
	Central New York	\$65,074	3	50	
	Convocation of Am	\$76,260		9	
	Long Island	\$72,867	1	106	
	New Jersey	\$74,541	1	129	
	New York	\$71,374	1	245	
	Newark	\$64,855	4	99	
	Rochester	\$70,108	1	37	
	Virgin Islands**	\$48,017		9	
	Western New York	\$60,931	6	38	
	<b>Province III</b>	Bethlehem	\$63,858	4	33
Central Penn		\$60,246	6	50	
Delaware		\$69,475	2	33	
Easton		\$62,900	5	27	
Maryland		\$60,719	6	130	
Northwestern Penn		\$58,717	7	12	
Pennsylvania		\$67,710	2	152	
Pittsburgh		\$58,000	8	64	
Southern Virginia		\$70,026	1	81	
Southwestern Virginia		\$60,284	6	35	
Virginia		\$67,414	2	225	
Washington		\$77,879	1	144	
West Virginia		\$56,295	9	34	
* Deciles based on absolute values 1=highest paid 10% 10=lowest paid 10%					



<b>Province IV</b>	<b>Alabama</b>	<b>\$65,000</b>	<b>3</b>	<b>80</b>
	<b>Atlanta</b>	<b>\$64,993</b>	<b>4</b>	<b>122</b>
	<b>Central Florida</b>	<b>\$69,610</b>	<b>2</b>	<b>97</b>
	<b>Central Gulf Coast</b>	<b>\$64,243</b>	<b>4</b>	<b>54</b>
	<b>East Tennessee</b>	<b>\$61,390</b>	<b>6</b>	<b>40</b>
	<b>Eastern Carolina</b>	<b>\$62,929</b>	<b>5</b>	<b>41</b>
	<b>Florida</b>	<b>\$71,883</b>	<b>1</b>	<b>53</b>
	<b>Georgia</b>	<b>\$60,624</b>	<b>6</b>	<b>54</b>
	<b>Kentucky</b>	<b>\$58,131</b>	<b>8</b>	<b>33</b>
	<b>Lexington</b>	<b>\$61,845</b>	<b>5</b>	<b>27</b>
	<b>Louisiana</b>	<b>\$65,520</b>	<b>3</b>	<b>55</b>
	<b>Mississippi</b>	<b>\$55,642</b>	<b>9</b>	<b>77</b>
	<b>North Carolina</b>	<b>\$62,000</b>	<b>5</b>	<b>119</b>
	<b>South Carolina</b>	<b>\$70,200</b>	<b>1</b>	<b>87</b>
	<b>Southeast Florida</b>	<b>\$69,225</b>	<b>2</b>	<b>79</b>
	<b>Southwest Florida</b>	<b>\$65,824</b>	<b>3</b>	<b>88</b>
	<b>Tennessee</b>	<b>\$65,648</b>	<b>3</b>	<b>56</b>
	<b>Upper South Carolina</b>	<b>\$57,122</b>	<b>9</b>	<b>65</b>
	<b>West Tennessee</b>	<b>\$65,319</b>	<b>3</b>	<b>36</b>
	<b>Western North</b>	<b>\$61,799</b>	<b>6</b>	<b>55</b>
<b>Province V</b>	<b>Chicago</b>	<b>\$63,664</b>	<b>5</b>	<b>140</b>
	<b>Eastern Michigan</b>	<b>\$50,591</b>	<b>10</b>	<b>26</b>
	<b>Eau Claire</b>	<b>\$58,000</b>	<b>8</b>	<b>9</b>
	<b>Fond du Lac</b>	<b>\$55,869</b>	<b>9</b>	<b>25</b>
	<b>Indianapolis</b>	<b>\$62,550</b>	<b>5</b>	<b>47</b>
	<b>Michigan</b>	<b>\$59,798</b>	<b>7</b>	<b>74</b>
	<b>Milwaukee</b>	<b>\$61,876</b>	<b>5</b>	<b>57</b>
	<b>Missouri</b>	<b>\$58,576</b>	<b>7</b>	<b>43</b>
	<b>Northern Indiana</b>	<b>\$58,500</b>	<b>7</b>	<b>21</b>
	<b>Northern Michigan</b>	<b>\$48,221</b>	<b>10</b>	<b>8</b>
	<b>Ohio</b>	<b>\$64,200</b>	<b>4</b>	<b>68</b>
	<b>Quincy</b>	<b>\$46,798</b>	<b>10</b>	<b>9</b>
	<b>Southern Ohio</b>	<b>\$63,750</b>	<b>4</b>	<b>90</b>
	<b>Springfield</b>	<b>\$56,331</b>	<b>9</b>	<b>24</b>
	<b>Western Michigan</b>	<b>\$57,286</b>	<b>8</b>	<b>39</b>
<b>* Deciles based on absolute values 1=highest paid 10% 10=lowest paid 10%</b>				

<b>Province VI</b>	<b>Colorado</b>	<b>\$59,446</b>	<b>7</b>	<b>91</b>
	Iowa	\$55,157	9	39
	Minnesota	\$64,470	4	69
	Montana	\$45,857	10	22
	Nebraska	\$57,246	8	31
	North Dakota	\$51,918	10	8
	South Dakota	\$47,210	10	15
	Wyoming	\$56,993	9	18
<b>Province VII</b>	<b>Arkansas</b>	<b>\$63,938</b>	<b>4</b>	<b>39</b>
	Dallas	\$61,077	6	67
	Fort Worth	\$56,612	9	51
	Kansas	\$54,667	9	30
	Northwest Texas	\$54,550	10	22
	Oklahoma	\$61,747	6	54
	Rio Grande	\$57,660	8	39
	Texas	\$69,519	2	182
	West Missouri	\$58,706	7	46
	West Texas	\$64,401	4	70
	Western Kansas	\$49,300	10	13
	Western Louisiana	\$58,230	8	29
<b>Province VIII</b>	<b>Alaska</b>	<b>\$68,145</b>	<b>2</b>	<b>12</b>
	Arizona	\$60,000	7	55
	California	\$65,732	3	127
	Eastern Oregon	\$45,640	10	10
	El Camino Real	\$64,303	4	49
	Hawaii	\$80,328	1	28
	Idaho	\$59,355	7	10
	Los Angeles	\$62,437	5	181
	Navajoland	\$41,737	10	2
	Nevada	\$58,481	7	10
	Northern California	\$60,502	6	55
	Olympia	\$63,730	5	77
	Oregon	\$57,364	8	62
	San Diego	\$69,100	2	45
	San Joaquin	\$62,150	5	36
	Spokane	\$58,055	8	20
	Utah	\$68,000	2	31
<b>Province IX</b>	<b>Puerto Rico**</b>	<b>\$26,321</b>		<b>63</b>
<b>* Deciles based on absolute values 1=highest paid 10% 10=lowest paid</b>				
<b>**Includes all clergy and does not use the \$28,080 full time marker due to different economic circumstances</b>				

## Median Total Compensation by Church Size- All Full-Time Clergy

*Insufficient data indicates that there were reports from less than three parishes)*

Diocese	Family (0-75)	Pastoral (76-140)	Transitional (141-225)	Program & Resource (226+)
Alabama	\$49,700	\$65,000	\$73,700	\$82,000
Alaska	\$30,200	\$68,200	Insufficient Data	\$73,400
Albany	\$44,500	\$65,300	\$74,600	\$74,300
Arizona	\$23,400	\$54,900	\$66,700	\$77,500
Arkansas	\$50,500	\$59,300	\$70,300	\$49,100
Atlanta	\$24,000	\$61,300	\$62,900	\$64,600
Bethlehem	\$39,200	\$65,700	\$63,700	Insufficient Data
California	\$55,100	\$64,000	\$68,200	\$89,900
Central Florida	\$51,700	\$61,800	\$71,300	\$70,000
Central Gulf Coast	\$45,900	\$65,600	\$67,300	\$90,400
Central New York	\$51,700	\$67,300	\$82,600	Insufficient Data
Central Pennsylvania	\$48,400	\$62,300	\$70,400	\$77,100
Chicago	\$54,500	\$62,100	\$80,700	\$71,100
Colorado	\$49,500	\$51,300	\$73,100	\$75,100
Connecticut	\$58,100	\$74,800	\$77,000	\$75,100
Dallas	\$44,800	\$56,100	\$67,800	\$65,000
Delaware	\$29,400	\$66,200	\$74,100	\$103,200
East Carolina	\$54,400	\$62,900	Insufficient Data	\$77,800
East Tennessee	\$55,800	\$51,800	\$67,600	\$76,700
Eastern Michigan	\$42,700	\$57,000	Insufficient Data	Insufficient Data
Eastern Oregon	\$40,300	Insufficient Data	Insufficient Data	Insufficient Data
Easton	\$43,800	\$62,800	Insufficient Data	\$68,200
Eau Claire	\$42,900	\$58,000	Insufficient Data	Insufficient Data
El Camino Real	\$59,200	\$65,000	\$79,100	\$88,000
Florida	\$57,100	\$62,900	\$75,400	\$78,200

<b>Diocese</b>	<b>Family (0-75)</b>	<b>Pastoral (76-140)</b>	<b>Transitional (141-225)</b>	<b>Program &amp; Resource (226+)</b>
<b>Fond du Lac</b>	\$51,400	\$61,900	Insufficient Data	Insufficient Data
<b>Fort Worth</b>	\$48,000	\$58,800	\$63,800	\$65,000
<b>Georgia</b>	\$47,700	\$64,700	\$60,600	\$69,200
<b>Hawaii</b>	\$50,200	\$82,700	\$91,300	Insufficient Data
<b>Idaho</b>	\$49,900	Insufficient Data	\$62,000	Insufficient Data
<b>Indianapolis</b>	\$54,900	\$60,500	\$69,700	\$85,400
<b>Iowa</b>	\$46,300	\$58,800	\$70,000	\$61,500
<b>Kansas</b>	\$38,400	\$55,000	Insufficient Data	\$76,100
<b>Kentucky</b>	\$39,100	\$61,700	\$73,400	\$80,000
<b>Lexington</b>	\$42,300	\$66,600	Insufficient Data	\$78,100
<b>Long Island</b>	\$63,700	\$74,900	\$75,800	\$90,500
<b>Los Angeles</b>	\$49,200	\$61,500	\$74,900	\$68,900
<b>Louisiana</b>	\$49,700	\$66,100	\$69,200	\$65,100
<b>Maine</b>	\$49,300	\$62,600	\$70,800	Insufficient Data
<b>Maryland</b>	\$51,100	\$60,500	\$69,800	\$63,000
<b>Massachusetts</b>	\$42,600	\$65,500	\$68,600	\$91,000
<b>Michigan</b>	\$50,500	\$60,000	\$68,600	\$72,600
<b>Milwaukee</b>	\$45,100	\$61,900	\$74,400	Insufficient Data
<b>Minnesota</b>	\$49,800	\$63,900	\$65,200	\$69,200
<b>Mississippi</b>	\$42,100	\$56,700	\$62,000	\$75,200
<b>Missouri</b>	\$49,100	\$57,500	\$65,500	\$71,500
<b>Montana</b>	Insufficient Data	\$54,500	Insufficient Data	\$61,700
<b>Navajoland Area</b>	\$41,700	Insufficient Data	Insufficient Data	Insufficient Data
<b>Nebraska</b>	\$50,800	\$59,800	\$70,000	\$62,300
<b>Nevada</b>	\$13,600	\$42,500	Insufficient Data	\$64,100
<b>New Hampshire</b>	\$41,700	\$65,200	\$81,600	\$68,000
<b>New Jersey</b>	\$57,300	\$72,700	\$80,200	\$80,600

<b>Diocese</b>	<b>Family (0-75)</b>	<b>Pastoral (76-140)</b>	<b>Transitional (141-225)</b>	<b>Program &amp; Resource (226+)</b>
<b>New York</b>	<b>\$63,300</b>	<b>\$71,000</b>	<b>\$69,700</b>	<b>\$85,800</b>
<b>Newark</b>	<b>\$59,000</b>	<b>\$70,500</b>	<b>\$67,300</b>	<b>\$104,700</b>
<b>North Carolina</b>	<b>\$51,400</b>	<b>\$59,900</b>	<b>\$64,600</b>	<b>\$65,200</b>
<b>North Dakota</b>	<b>\$53,600</b>	<b>Insufficient Data</b>	<b>Insufficient Data</b>	<b>Insufficient Data</b>
<b>Northern California</b>	<b>\$53,800</b>	<b>\$60,300</b>	<b>\$71,700</b>	<b>\$72,900</b>
<b>Northern Indiana</b>	<b>\$31,500</b>	<b>\$59,000</b>	<b>\$70,900</b>	<b>Insufficient Data</b>
<b>Northern Michigan</b>	<b>Insufficient Data</b>	<b>Insufficient Data</b>	<b>Insufficient Data</b>	<b>Insufficient Data</b>
<b>Northwest Texas</b>	<b>\$52,300</b>	<b>\$54,200</b>	<b>Insufficient Data</b>	<b>\$63,700</b>
<b>Northwestern Penn</b>	<b>\$55,300</b>	<b>Insufficient Data</b>	<b>Insufficient Data</b>	<b>Insufficient Data</b>
<b>Ohio</b>	<b>\$53,900</b>	<b>\$63,500</b>	<b>\$81,600</b>	<b>\$59,200</b>
<b>Oklahoma</b>	<b>\$46,100</b>	<b>\$62,300</b>	<b>\$63,000</b>	<b>\$79,800</b>
<b>Olympia</b>	<b>\$43,700</b>	<b>\$60,100</b>	<b>\$70,600</b>	<b>\$72,000</b>
<b>Oregon</b>	<b>\$52,400</b>	<b>\$61,600</b>	<b>\$54,000</b>	<b>\$58,600</b>
<b>Pennsylvania</b>	<b>\$58,200</b>	<b>\$74,400</b>	<b>\$80,700</b>	<b>\$75,000</b>
<b>Pittsburgh</b>	<b>\$42,100</b>	<b>\$56,100</b>	<b>\$67,500</b>	<b>\$73,300</b>
<b>Quincy</b>	<b>\$40,900</b>	<b>Insufficient Data</b>	<b>Insufficient Data</b>	<b>Insufficient Data</b>
<b>Rhode Island</b>	<b>\$34,700</b>	<b>\$65,000</b>	<b>\$75,500</b>	<b>\$98,300</b>
<b>Rio Grande</b>	<b>\$46,500</b>	<b>\$56,400</b>	<b>\$65,900</b>	<b>\$66,000</b>
<b>Rochester</b>	<b>\$50,000</b>	<b>\$66,700</b>	<b>\$84,000</b>	<b>\$85,600</b>
<b>San Diego</b>	<b>\$56,100</b>	<b>\$60,100</b>	<b>\$70,000</b>	<b>\$70,300</b>
<b>San Joaquin</b>	<b>\$50,000</b>	<b>\$61,100</b>	<b>\$65,000</b>	<b>\$94,500</b>
<b>South Carolina</b>	<b>\$55,900</b>	<b>\$69,500</b>	<b>\$74,500</b>	<b>\$73,000</b>
<b>South Dakota</b>	<b>\$44,600</b>	<b>\$55,000</b>	<b>Insufficient Data</b>	<b>Insufficient Data</b>
<b>Southeast Florida</b>	<b>\$33,100</b>	<b>\$60,800</b>	<b>\$75,000</b>	<b>\$79,700</b>
<b>Southern Ohio</b>	<b>\$51,600</b>	<b>\$60,100</b>	<b>\$75,000</b>	<b>\$73,000</b>
<b>Southern Virginia</b>	<b>\$58,000</b>	<b>\$64,600</b>	<b>\$71,900</b>	<b>\$80,900</b>
<b>Southwest Florida</b>	<b>\$51,300</b>	<b>\$52,000</b>	<b>\$62,500</b>	<b>\$76,300</b>

<b>Diocese</b>	<b>Family (0-75)</b>	<b>Pastoral (76-140)</b>	<b>Transitional (141-225)</b>	<b>Program &amp; Resource (226+)</b>
Southwestern Virginia	\$45,200	\$65,600	\$71,400	\$50,300
Spokane	\$49,600	\$58,000	\$62,900	\$58,100
Springfield	\$53,300	\$61,400	Insufficient Data	Insufficient Data
Tennessee	\$51,500	\$64,300	\$58,200	\$68,400
Texas	\$55,500	\$63,800	\$70,700	\$75,900
Upper South Carolina	\$44,900	\$56,000	\$70,000	\$62,200
Utah	Insufficient Data	Insufficient Data	\$67,500	Insufficient Data
Vermont	\$48,400	\$59,600	\$67,800	Insufficient Data
Virginia	\$58,900	\$67,800	\$69,500	\$73,100
Washington	\$58,900	\$70,500	\$80,700	\$89,200
West Missouri	\$53,400	\$56,200	\$66,800	\$62,500
West Tennessee	\$47,000	\$58,300	Insufficient Data	\$73,700
West Texas	\$53,700	\$59,700	\$67,600	\$72,800
West Virginia	\$52,500	\$59,600	\$74,800	Insufficient Data
Western Kansas	\$43,300	Insufficient Data	Insufficient Data	Insufficient Data
Western Louisiana	\$47,500	\$56,800	\$87,300	\$62,300
Western Massachusetts	\$57,500	\$67,800	\$81,400	Insufficient Data
Western Michigan	\$48,300	\$54,100	\$76,900	\$70,000
Western New York	\$45,500	\$65,900	\$79,300	\$71,000
Western North Carolina	\$41,000	\$55,400	\$73,400	\$66,200
Wyoming	\$52,200	\$62,000	\$63,100	Insufficient Data

## Median Compensation by Church Size - Senior and Solo Full-Time Rectors

*(Insufficient data indicates that there were reports from less than three parishes)*

Diocese	Family (0-75)	Pastoral (76-140)	Transitional (141-225)	Program & Resource (226+)
Alabama	\$51,100	\$65,000	\$75,000	\$102,300
Alaska	\$32,800	\$68,200	Insufficient Data	Insufficient Data
Albany	\$47,300	\$65,300	\$78,400	\$84,200
Arizona	Insufficient Data	\$56,300	\$67,000	\$89,700
Arkansas	\$53,000	\$59,300	\$72,300	\$94,600
Atlanta	\$43,800	\$61,800	\$67,200	\$86,100
Bethlehem	\$58,200	\$68,600	\$67,300	Insufficient Data
California	\$58,700	\$67,900	\$82,200	\$110,300
Central Florida	\$51,700	\$63,500	\$72,000	\$88,700
Central Gulf Coast	\$51,700	\$65,600	\$81,400	\$91,900
Central New York	\$62,300	\$67,300	\$82,600	Insufficient Data
Central Pennsylvania	\$52,800	\$62,300	\$74,300	\$91,900
Chicago	\$54,500	\$63,400	\$88,400	\$89,100
Colorado	\$50,800	\$55,100	\$75,300	\$86,000
Connecticut	\$60,800	\$77,700	\$78,500	\$101,700
Dallas	\$46,600	\$57,100	\$71,300	\$81,100
Delaware	\$43,100	\$66,200	\$74,900	\$105,500
East Carolina	\$54,900	\$63,800	\$71,500	\$100,400
East Tennessee	\$55,800	\$51,800	\$69,000	\$86,800
Eastern Michigan	\$43,400	\$57,000	Insufficient Data	
Eastern Oregon	\$40,700	Insufficient Data	Insufficient Data	
Easton	\$45,400	\$62,800	\$87,500	\$88,300
Eau Claire	\$42,900	Insufficient Data	Insufficient Data	
El Camino Real	\$59,200	\$70,000	\$89,000	Insufficient Data
Florida	\$57,100	\$62,900	\$78,300	\$88,100
Fond Du Lac	\$53,100	\$61,900	Insufficient Data	
Fort Worth	\$48,000	\$58,800	\$65,900	\$93,500
Georgia	\$47,800	\$65,100	\$62,700	\$101,500
Hawaii	\$60,000	\$82,700	\$92,100	Insufficient Data

Diocese	Family (0-75)	Pastoral (76-140)	Transitional (141-225)	Program & Resource (226+)
Idaho	\$49,900	Insufficient Data	\$62,000	Insufficient Data
Indianapolis	\$55,600	\$60,500	\$71,800	\$117,200
Iowa	\$46,600	\$58,800	\$72,800	Insufficient Data
Kansas	\$40,800	\$55,000	Insufficient Data	
Kentucky	\$39,100	\$61,700	\$76,100	\$98,400
Lexington	\$45,600	\$66,600	\$64,400	\$89,000
Long Island	\$64,200	\$75,400	\$81,000	\$92,500
Los Angeles	\$51,600	\$62,400	\$80,000	\$84,600
Louisiana	\$50,000	\$68,200	\$69,200	\$123,500
Maine	\$49,500	\$62,600	\$81,900	Insufficient Data
Maryland	\$54,300	\$61,100	\$77,500	\$91,500
Massachusetts	\$54,000	\$66,300	\$80,100	\$104,000
Michigan	\$51,000	\$60,000	\$75,700	\$84,400
Milwaukee	\$57,200	\$61,900	\$83,700	Insufficient Data
Minnesota	\$51,900	\$63,900	\$78,000	\$98,100
Mississippi	\$42,200	\$57,300	\$67,000	\$117,300
Missouri	\$51,500	\$57,500	\$65,500	\$87,900
Montana	Insufficient Data	\$54,500	Insufficient Data	Insufficient Data
Navajoland Area	Insufficient Data	Insufficient Data	Insufficient Data	Insufficient Data
Nebraska	\$52,500	\$60,800	Insufficient Data	Insufficient Data
Nevada	Insufficient Data	\$52,600	Insufficient Data	Insufficient Data
New Hampshire	\$45,600	\$65,200	\$82,100	\$87,500
New Jersey	\$62,100	\$74,400	\$84,300	\$89,200
New York	\$65,400	\$72,500	\$98,100	\$132,200
Newark	\$59,900	\$76,200	\$90,200	\$105,700
North Carolina	\$51,900	\$59,900	\$67,000	\$88,200
North Dakota	Insufficient Data	Insufficient Data	Insufficient Data	
Northern California	\$54,200	\$60,300	\$74,300	\$77,900
Northern Indiana	\$40,000	\$59,000	\$72,200	Insufficient Data
Northern Michigan	Insufficient Data	Insufficient Data	Insufficient Data	
Northwest Texas	\$52,300	\$54,200	Insufficient Data	



Diocese	Family (0-75)	Pastoral (76-140)	Transitional (141-225)	Program & Resource (226+)
Northwestern Penn	\$58,200	Insufficient Data	Insufficient Data	
Ohio	\$56,300	\$63,500	\$83,000	\$117,200
Oklahoma	\$46,100	\$63,900	\$63,000	\$99,800
Olympia	\$53,800	\$61,800	\$73,400	\$76,200
Oregon	\$52,900	\$62,400	\$61,100	\$79,500
Pennsylvania	\$58,500	\$77,100	\$92,300	\$117,300
Pittsburgh	\$44,700	\$58,700	\$69,000	\$96,200
Quincy	\$45,100	Insufficient Data	Insufficient Data	
Rhode Island	\$44,000	\$65,500	\$81,900	\$105,000
Rio Grande	\$46,500	\$59,600	\$70,600	\$89,300
Rochester	\$51,900	\$68,400	\$84,700	\$113,700
San Diego	\$60,400	\$62,000	\$71,700	\$95,100
San Joaquin	\$55,500	\$62,200	\$72,600	Insufficient Data
South Carolina	\$56,900	\$70,900	\$80,300	\$102,100
South Dakota	\$44,600	\$55,000	Insufficient Data	
Southeast Florida	\$42,100	\$60,800	\$76,100	\$90,100
Southern Ohio	\$51,600	\$60,200	\$77,200	\$86,700
Southern Virginia	\$59,700	\$65,800	\$77,300	\$87,900
Southwest Florida	\$51,300	\$54,300	\$64,600	\$89,800
Southwestern Virginia	\$48,700	\$66,900	\$74,500	Insufficient Data
Spokane	\$56,000	\$58,000	\$62,900	Insufficient Data
Springfield	\$55,100	\$61,400	Insufficient Data	
Tennessee	\$51,500	\$64,300	\$63,600	\$104,200
Texas	\$57,000	\$65,800	\$72,400	\$95,800
Upper South Carolina	\$47,900	\$56,200	\$71,500	\$79,600
Utah	Insufficient Data	Insufficient Data	\$77,100	Insufficient Data
Vermont	\$49,900	\$61,600	\$81,900	Insufficient Data
Virginia	\$61,700	\$71,100	\$84,800	\$103,000
Washington	\$60,700	\$78,300	\$87,600	\$119,900
West Missouri	\$53,400	\$56,200	\$73,700	\$99,900
West Tennessee	\$47,000	\$58,300	Insufficient Data	

<b>Diocese</b>	<b>Family (0-75)</b>	<b>Pastoral (76-140)</b>	<b>Transitional (141-225)</b>	<b>Program &amp; Resource (226+)</b>
<b>West Texas</b>	<b>\$53,700</b>	<b>\$60,100</b>	<b>\$70,200</b>	<b>\$95,300</b>
<b>West Virginia</b>	<b>\$52,500</b>	<b>\$65,200</b>	<b>\$74,900</b>	<b>Insufficient Data</b>
<b>Western Kansas</b>	<b>\$43,300</b>	<b>Insufficient Data</b>	<b>Insufficient Data</b>	
<b>Western Louisiana</b>	<b>\$49,300</b>	<b>\$56,800</b>	<b>\$87,300</b>	<b>\$75,000</b>
<b>Western Massachusetts</b>	<b>\$59,000</b>	<b>\$70,000</b>	<b>\$83,500</b>	<b>Insufficient Data</b>
<b>Western Michigan</b>	<b>\$50,000</b>	<b>\$54,800</b>	<b>\$78,700</b>	<b>Insufficient Data</b>
<b>Western New York</b>	<b>\$53,300</b>	<b>\$65,900</b>	<b>\$85,000</b>	<b>\$88,300</b>
<b>Western North</b>	<b>\$45,300</b>	<b>\$55,400</b>	<b>\$74,000</b>	<b>\$90,800</b>
<b>Wyoming</b>	<b>\$55,400</b>	<b>\$62,000</b>	<b>Insufficient Data</b>	