

Information for Your Present and Future Needs



**The 2011 Church**

**Compensation Report**

A National, Provincial, and Diocesan

Analysis of Clergy Compensation

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The Church Pension Fund

June 2012

RESEARCH

# 2011 Episcopal Church Compensation Report: National, Provincial, and Diocesan Information

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

In the ten years since the clergy compensation guide 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.

### *1) 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.

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

We have used a baseline figure of \$31,244 as a benchmark and we assume that compensation above that level is full-time. Figures in italics indicate that there were fewer than five observations for a category, and it is considered insufficient data if there are fewer than three observations.

### *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 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-Level Statistics

Table 1: Full-time clergy compensation 2000 to 2011  
in actual and constant dollars

Year	FT clergy median comp	Constant 2011 \$s	% change in constant \$s	Full-time Clergy	% change in FT Clergy
2011	\$70,931	\$68,803	0.9%	5,379	-2.9%
2010	\$69,219	\$68,181	3.3%	5,538	-3.4%
2009	\$67,820	\$66,023	-0.7%	5,731	-3.1%
2008	\$66,545	\$66,545	3.0%	5,912	-0.3%
2007	\$64,508	\$64,508	0.1%	6,106	0.4%
2006	\$62,793	\$64,049	-1.5%	6,079	-1.6%
2005	\$61,379	\$65,062	-0.5%	6,176	-1.8%
2004	\$60,000	\$65,400	0.1%	6,288	-0.8%
2003	\$58,818	\$65,288	0.5%	6,338	1.2%
2002	\$56,930	\$64,900	2.1%	6,262	1.0%
2001	\$54,786	\$63,552	1.0%	6,202	3.0%
2000	\$52,428	\$62,914		6,022	

Table 2: Overall average compensation by  
church size

Average Sunday Attendance (ASA) Church Size	All full-time parish clergy	Senior and solo clerics
Family (0-75)	\$58,000	\$57,949
Pastoral (75-140)	\$70,740	\$71,256
Transitional (140-225)	\$80,258	\$84,435
Program (225-400)	\$81,000	\$99,129
Resource (400+)	\$81,902	\$127,500
Total	\$70,144	\$72,723

Table 3: Full-time compensation by gender and position in comparative perspective			
ALL CLERGY — Parochial and non-parochial			
Gender	Median	No.	% of Total N
Male	\$74,331	3,537	66%
Female	\$64,424	1,842	34%
Total	\$70,931	5,379	100%
SENIOR CLERGY			
Gender	Median	No.	% of Total N
Male	\$100,425	603	82%
Female	\$89,256	131	18%
Total	\$98,451	734	100%
SOLO CLERGY			
Gender	Median	No.	% of Total N
Male	\$70,966	2,038	67%
Female	\$64,612	1,000	33%
Total	\$68,675	3,038	100%
ASSOCIATES, ASSISTANTS AND CURATES			
Gender	Median	No.	% of Total N
Male	\$62,189	399	48%
Female	\$57,773	429	52%
Total	\$60,000	828	100%
SPECIALIST MINISTERS			
Gender	Median	No.	% of Total N
Male	\$75,000	401	59%
Female	\$66,646	273	41%
Total	\$71,921	674	100%

Table 4: Clergy compensation by years of experience		
Gender	Years credited service / Episcopal job experience	Median clergy compensation
Male	1 to 5 years	\$58,325
	5 to 10 years	\$69,928
	10 to 20 years	\$78,019
	20 years plus	\$87,494
	Total	\$74,331
Female	1 to 5 years	\$54,926
	5 to 10 years	\$62,721
	10 to 20 years	\$71,527
	20 years plus	\$76,016
	Total	\$64,424
Total	1 to 5 years	\$56,866
	5 to 10 years	\$66,872
	10 to 20 years	\$75,000
	20 years plus	\$85,587
	Total	\$70,931

Table 5: Clergy compensation by age				
Gender	Age of cleric	Median compensation	Number of clergy	Percentage of clergy
Male	18 to 35	\$59,208	275	8%
	35 to 45	\$71,750	515	14%
	45 to 55	\$76,888	944	27%
	Over 55	\$77,434	1,803	51%
	Total	\$74,331	3,537	100%
Female	18 to 35	\$55,879	133	7%
	35 to 45	\$62,842	229	12%
	45 to 55	\$65,606	509	28%
	Over 55	\$65,500	971	53%
	Total	\$64,424	1,842	100%
Total	18 to 35	\$57,758	408	8%
	35 to 45	\$69,321	744	14%
	45 to 55	\$73,252	1,453	27%
	Over 55	\$72,228	2,774	51%
	Total	\$70,922	5,379	100%

## Provincial-Level Data

Table 6: Median compensation for all full-time clergy	
Province	Median
I	\$76,103
II	\$76,215
III	\$72,100
IV	\$70,000
V	\$66,245
VI	\$64,462
VII	\$67,574
VIII	\$70,000
Total	\$70,931

Table 7: Cleric's total compensation by church size

		All clerics	Senior/solo clergy only
Province	Church Size	Median	Median
I	Family (0-75)	\$57,514	\$57,192
	Pastoral (76-140)	\$74,156	\$77,579
	Transitional (141-225)	\$88,344	\$91,457
	Program (226-400)	\$91,604	\$106,516
	Resource (401+)	\$122,442	Insufficient Data
	<b>Total</b>		\$75,331
II	Family (0-75)	\$66,109	\$66,109
	Pastoral (76-140)	\$76,500	\$76,821
	Transitional (141-225)	\$88,696	\$93,643
	Program (226-400)	\$95,199	\$113,837
	Resource (401+)	\$123,171	\$177,487
	<b>Total</b>		\$75,636
III	Family (0-75)	\$60,654	\$60,819
	Pastoral (76-140)	\$74,290	\$75,360
	Transitional (141-225)	\$82,500	\$90,592
	Program (226-400)	\$78,468	\$107,316
	Resource (401+)	\$75,854	\$137,841
	<b>Total</b>		\$71,551
IV	Family (0-75)	\$52,692	\$53,785
	Pastoral (76-140)	\$66,050	\$66,613
	Transitional (141-225)	\$76,046	\$79,896
	Program (226-400)	\$79,521	\$95,251
	Resource (401+)	\$78,928	\$128,465
	<b>Total</b>		\$68,891
V	Family (0-75)	\$56,708	\$56,679
	Pastoral (76-140)	\$66,285	\$66,438
	Transitional (141-225)	\$81,814	\$83,000
	Program (226-400)	\$80,167	\$101,406
	Resource (401+)	\$88,894	\$109,527
	<b>Total</b>		\$65,590
VI	Family (0-75)	\$55,000	\$54,816
	Pastoral (76-140)	\$65,856	\$67,043
	Transitional (141-225)	\$75,938	\$77,996
	Program (226-400)	\$81,000	\$91,500
	Resource (401+)	\$77,742	Insufficient Data
	<b>Total</b>		\$65,000
VII	Family (0-75)	\$55,000	\$55,000
	Pastoral (76-140)	\$65,073	\$66,300
	Transitional (141-225)	\$74,539	\$78,540
	Program (226-400)	\$77,024	\$93,820
	Resource (401+)	\$82,971	\$126,000
	<b>Total</b>		\$67,080
VIII	Family (0-75)	\$60,000	\$60,000
	Pastoral (76-140)	\$70,800	\$71,197
	Transitional (141-225)	\$78,504	\$85,636
	Program (226-400)	\$79,606	\$95,000
	Resource (401+)	\$81,369	\$123,577
	<b>Total</b>		\$69,894

Table 8: Median compensation  
by rank and gender

Gender	Province	Senior clergy	Solo clergy	Associates and curates
Male	I	\$104,800	\$77,438	\$62,686
	II	\$123,374	\$76,824	\$71,757
	III	\$110,862	\$73,250	\$61,096
	IV	\$102,305	\$68,608	\$61,981
	V	\$95,863	\$65,677	\$64,208
	VI	\$84,660	\$62,903	\$54,594
	VII	\$95,634	\$68,714	\$61,236
	VIII	\$90,584	\$71,197	\$60,000
	<b>Total</b>		\$100,425	\$70,966
Female	I	\$83,556	\$72,000	\$54,640
	II	\$112,333	\$72,193	\$63,072
	III	\$91,516	\$66,414	\$60,000
	IV	\$81,691	\$60,000	\$57,498
	V	\$80,644	\$58,880	\$60,000
	VI	\$60,998	\$64,882	\$52,373
	VII	\$88,756	\$59,714	\$55,001
	VIII	\$99,000	\$63,443	\$57,252
	<b>Total</b>		\$89,256	\$64,612
All Clergy	I	\$94,138	\$74,640	\$56,021
	II	\$113,837	\$74,965	\$66,345
	III	\$105,204	\$70,550	\$60,500
	IV	\$101,060	\$66,724	\$60,000
	V	\$93,640	\$62,500	\$61,778
	VI	\$79,661	\$64,155	\$52,373
	VII	\$93,907	\$66,316	\$58,669
	VIII	\$90,893	\$67,739	\$57,989
	<b>Total</b>		\$98,451	\$68,675



## Diocesan-Level Data

Table 9: Median compensation by province and diocese				
	Diocese	Median	Decile	N
Province I	Connecticut	\$84,488	1	143
	Maine	\$69,545	5	32
	Massachusetts	\$77,341	2	175
	New Hampshire	\$66,241	7	40
	Rhode Island	\$74,700	2	36
	Vermont	\$61,167	8	23
	Western Mass	\$72,324	3	49
Province II	Albany	\$61,073	9	56
	Central New York	\$72,894	2	37
	Conv of Ch in Europe	\$57,433	N/A	9
	Long Island	\$80,763	1	108
	New Jersey	\$78,178	2	115
	New York	\$82,183	1	214
	Newark	\$70,714	4	73
	Rochester	\$70,965	4	30
	Virgin Islands**	\$67,911	N/A	5
	Western New York	\$61,128	9	26
Province III	Bethlehem	\$68,788	5	35
	Central Penn	\$67,392	6	41
	Delaware	\$82,500	1	25
	Easton	\$72,203	3	28
	Maryland	\$67,234	6	120
	Northwestern Penn	\$57,542	10	12
	Pennsylvania	\$78,298	1	134
	Pittsburgh	\$69,688	5	22
	Southern Virginia	\$71,627	3	76
	Southwestern Virginia	\$68,042	6	31
	Virginia	\$72,266	3	218
	Washington	\$82,494	1	114
	West Virginia	\$64,558	7	29

\* Deciles based on absolute values 1 = highest paid 10% 10 = lowest paid 10%

Province IV	Alabama	\$66,462	6	85
	Atlanta	\$68,600	5	119
	Central Florida	\$70,867	4	84
	Central Gulf Coast	\$73,820	2	43
	East Carolina	\$78,755	1	45
	East Tennessee	\$65,574	7	42
	Florida	\$71,693	3	54
	Georgia	\$61,425	8	54
	Kentucky	\$71,432	4	29
	Lexington	\$57,640	10	26
	Louisiana	\$72,968	2	48
	Mississippi	\$57,972	9	66
	North Carolina	\$69,952	4	106
	South Carolina	\$80,884	1	75
	Southeast Florida	\$71,584	3	76
	Southwest Florida	\$74,610	2	79
	Tennessee	\$71,361	4	57
	Upper South Carolina	\$61,369	8	53
	West Tennessee	\$73,508	2	32
	Western North Carolina	\$66,406	6	52
Province V	Chicago	\$68,000	6	117
	Eastern Michigan	\$56,801	10	17
	Eau Claire	\$38,365	10	5
	Fond du Lac	\$62,000	8	23
	Indianapolis	\$68,496	5	44
	Michigan	\$61,900	8	54
	Milwaukee	\$70,000	4	45
	Missouri	\$60,000	9	35
	Northern Indiana	\$69,121	5	18
	Northern Michigan	Insufficient Data	10	3
	Ohio	\$66,300	6	71
	Quincy	Insufficient Data	N/A	2
	Southern Ohio	\$71,801	3	68
	Springfield	\$64,080	7	21
	Western Michigan	\$62,650	8	34
* Deciles based on absolute values 1 = highest paid 10% 10 = lowest paid 10%				

Province VI	Colorado	\$69,405	5	85
	Iowa	\$56,000	10	29
	Minnesota	\$69,269	5	63
	Montana	\$52,775	10	16
	Nebraska	\$67,402	6	24
	North Dakota	\$63,083	8	6
	South Dakota	\$53,244	10	20
	Wyoming	\$63,050	8	14
Province VII	Arkansas	\$64,692	7	42
	Dallas	\$63,376	7	76
	Fort Worth	\$57,816	10	12
	Kansas	\$58,275	9	32
	Northwest Texas	\$60,594	9	17
	Oklahoma	\$65,139	7	56
	Rio Grande	\$69,960	4	29
	Texas	\$74,372	2	173
	West Missouri	\$62,000	8	31
	West Texas	\$68,834	5	69
	Western Kansas	\$59,831	9	7
	Western Louisiana	\$66,820	6	25
Province VIII	Alaska	\$72,606	3	11
	Arizona	\$65,000	7	55
	California	\$72,757	3	115
	Eastern Oregon	\$62,400	8	5
	El Camino Real	\$68,999	5	46
	Hawaii	\$84,810	1	27
	Idaho	\$63,240	7	11
	Los Angeles	\$71,695	3	170
	Navajoland	Insufficient Data	10	3
	Nevada	\$63,762	7	7
	Northern California	\$66,854	6	42
	Olympia	\$71,197	4	77
	Oregon	\$59,702	9	62
	San Diego	\$75,153	2	42
	San Joaquin	\$60,000	9	13
	Spokane	\$59,500	9	17
	Utah	\$69,896	4	28
Province IX	Puerto Rico**	\$28,470	N/A	48

\* Deciles based on absolute values 1 = highest paid 10% 10 = lowest paid 10%

\*\*Includes all clergy and does not use the \$31,244 full-time marker due to different economic circumstance

Table 10: Median total compensation by church size:  
All full-time clergy

Diocese	Family (0-75)	Pastoral (75-140)	Transitional (140-225)	Program & Resource (225+)
Alabama	\$56,296	\$64,500	\$76,903	\$90,000
Alaska	Insufficient Data	Insufficient Data	Insufficient Data	Insufficient Data
Albany	\$49,819	\$68,121	\$82,492	Insufficient Data
Arizona	\$50,921	\$61,193	\$75,209	\$84,872
Arkansas	\$56,932	\$65,109	\$82,648	\$63,569
Atlanta	\$50,288	\$64,704	\$71,788	\$75,355
Bethlehem	\$51,912	\$73,200	\$68,896	Insufficient Data
California	\$65,505	\$80,189	\$73,059	\$96,884
Central Florida	\$55,127	\$61,144	\$81,459	\$79,964
Central Gulf Coast	\$61,135	\$69,410	\$86,540	\$86,009
Central New York	\$52,741	\$77,344	\$81,899	Insufficient Data
Central Pennsylvania	\$60,614	\$66,830	\$84,738	\$80,036
Chicago	\$58,906	\$72,858	\$79,354	\$80,000
Colorado	\$83,305	\$67,200	\$80,360	\$83,208
Connecticut	\$73,226	\$80,539	\$91,721	\$108,238
Dallas	\$53,424	\$59,520	\$72,300	\$74,380
Delaware	Insufficient Data	\$68,822	\$83,548	\$79,953
East Carolina	\$66,043	\$78,273	\$86,542	\$79,521
East Tennessee	\$44,520	\$59,466	\$70,145	\$78,174
Eastern Michigan	\$50,682	\$57,736	Insufficient Data	Insufficient Data
Eastern Oregon	Insufficient Data	Insufficient Data	Insufficient Data	Insufficient Data
Easton	\$56,529	\$72,970	Insufficient Data	\$77,807
Eau Claire	Insufficient Data	Insufficient Data	Insufficient Data	Insufficient Data

Diocese	Family (0-75)	Pastoral (75-140)	Transitional (140-225)	Program & Resource (225+)
El Camino Real	\$63,416	\$74,257	\$84,512	Insufficient Data
Florida	\$63,791	\$68,000	\$89,233	\$81,902
Fond du Lac	\$55,767	\$63,328	Insufficient Data	Insufficient Data
Fort Worth	Insufficient Data	Insufficient Data	Insufficient Data	Insufficient Data
Georgia	\$51,597	\$59,908	\$66,225	\$71,368
Hawaii	\$75,039	\$89,238	\$109,196	Insufficient Data
Idaho	\$67,066	\$59,208	Insufficient Data	Insufficient Data
Indianapolis	\$56,946	\$68,496	Insufficient Data	\$76,352
Iowa	\$53,367	\$58,238	\$78,330	Insufficient Data
Kansas	\$52,000	\$58,198	\$67,635	\$83,000
Kentucky	\$47,740	\$72,000	\$77,340	\$95,479
Lexington	\$42,255	\$67,154	\$78,104	\$54,216
Long Island	\$71,856	\$80,597	\$94,189	\$101,824
Los Angeles	\$60,000	\$70,775	\$77,854	\$80,009
Louisiana	\$53,167	\$71,900	Insufficient Data	\$71,525
Maine	\$54,720	\$73,898	\$82,426	Insufficient Data
Maryland	\$59,303	\$69,478	\$80,096	\$72,062
Massachusetts	\$50,260	\$63,000	\$79,369	\$86,197
Michigan	\$59,167	\$74,467	\$81,948	Insufficient Data
Milwaukee	\$60,573	\$68,927	\$69,316	\$71,064
Minnesota	\$50,526	\$69,353	\$77,625	\$71,140
Mississippi	\$50,526	\$69,353	\$77,625	\$71,140
Missouri	\$53,905	\$59,074	Insufficient Data	\$81,124
Montana	\$46,001	Insufficient Data	Insufficient Data	Insufficient Data
Navajoland	Insufficient Data	Insufficient Data	Insufficient Data	Insufficient Data
Nebraska	\$60,000	\$69,610	Insufficient Data	Insufficient Data
Nevada	Insufficient Data	Insufficient Data	Insufficient Data	Insufficient Data
New Hampshire	\$51,701	\$69,323	\$79,321	\$68,839
New Jersey	\$67,244	\$78,992	\$86,655	\$76,883

Diocese	Family (0-75)	Pastoral (75-140)	Transitional (140-225)	Program & Resource (225+)
New York	\$73,468	\$80,973	\$86,224	\$114,660
Newark	\$68,112	\$73,355	\$87,608	\$116,274
North Carolina	\$51,190	\$65,500	\$74,744	\$79,500
North Dakota	Insufficient Data	Insufficient Data	Insufficient Data	Insufficient Data
Northern California	\$60,000	\$65,232	\$85,932	Insufficient Data
Northern Indiana	\$62,609	\$65,984	\$75,849	Insufficient Data
Northern Michigan	Insufficient Data	Insufficient Data	Insufficient Data	Insufficient Data
Northwest Texas	\$57,555	\$63,000	Insufficient Data	Insufficient Data
Northwestern Pennsylvania	\$52,558	Insufficient Data	Insufficient Data	Insufficient Data
Ohio	\$57,800	\$69,590	\$84,223	\$97,481
Oklahoma	\$50,714	\$67,067	Insufficient Data	\$97,481
Olympia	\$54,746	\$71,197	\$81,374	\$83,150
Oregon	\$54,556	\$60,562	\$67,554	\$67,787
Pennsylvania	\$65,280	\$80,185	\$94,885	\$77,142
Pittsburgh	\$58,316	\$77,000	Insufficient Data	\$82,446
Quincy	Insufficient Data	Insufficient Data	Insufficient Data	Insufficient Data
Rhode Island	\$65,953	\$78,404	\$97,208	\$82,640
Rio Grande	\$47,408	\$73,503	Insufficient Data	\$99,899
Rochester	\$62,970	\$70,965	\$92,445	Insufficient Data
San Diego	\$51,862	\$67,328	\$80,000	\$89,888
San Joaquin	\$53,549	\$60,000	Insufficient Data	Insufficient Data
South Carolina	\$73,115	\$72,343	\$85,820	\$87,841
South Dakota	\$53,411	Insufficient Data	Insufficient Data	Insufficient Data
Southeast Florida	\$63,420	\$65,550	\$83,728	\$79,778
Southern Ohio	\$64,500	\$65,765	\$81,437	\$81,258
Southern Virginia	\$63,500	\$71,270	\$81,934	\$84,212
Southwest Florida	\$74,079	\$65,998	\$73,319	\$85,560
Southwestern Virginia	\$51,400	\$72,815	\$74,766	\$61,129

Diocese	Family (0-75)	Pastoral (75-140)	Transitional (140-225)	Program & Resource (225+)
Spokane	\$58,604	\$57,558	Insufficient Data	Insufficient Data
Springfield	\$58,376	\$72,000	Insufficient Data	Insufficient Data
Tennessee	\$47,826	\$68,349	\$75,394	\$70,556
Texas	\$64,630	\$69,105	\$77,811	\$82,971
Upper South Carolina	\$49,579	\$60,000	\$76,140	\$68,000
Utah	Insufficient Data	Insufficient Data	\$62,604	Insufficient Data
Vermont	\$43,938	\$61,406	Insufficient Data	Insufficient Data
Virginia	\$66,490	\$75,992	\$74,200	\$73,740
Washington	\$62,541	\$82,494	\$92,327	\$88,744
West Missouri	\$55,000	\$61,337	\$76,872	\$75,653
West Tennessee	\$47,837	Insufficient Data	\$63,897	\$78,602
West Texas	\$64,090	\$67,278	\$69,555	\$78,758
West Virginia	\$57,709	\$65,459	Insufficient Data	Insufficient Data
Western Kansas	Insufficient Data	Insufficient Data	Insufficient Data	Insufficient Data
Western Louisiana	\$48,422	\$57,030	\$87,013	Insufficient Data
Western Massachusetts	\$66,542	\$73,283	\$82,811	Insufficient Data
Western Michigan	\$54,566	\$64,796	\$78,084	Insufficient Data
Western New York	\$60,622	\$53,838	\$91,348	Insufficient Data
Western North Carolina	\$53,305	\$69,600	\$75,523	\$65,602
Wyoming	\$62,400	\$68,052	Insufficient Data	Insufficient Data

Table 11: Median compensation by church size:  
Senior and solo full-time rectors

Diocese	Family (0-75)	Pastoral (76-140)	Transitional (141-225)	Program & Resource (226+)
Alabama	\$56,296	\$65,862	\$76,903	\$110,270
Alaska	Insufficient Data	Insufficient Data	Insufficient Data	Insufficient Data
Albany	\$47,819	\$68,121	\$84,435	Insufficient Data
Arizona	\$50,932	\$61,734	\$76,641	\$86,478
Arkansas	\$56,932	\$68,601	\$82,648	\$108,117
Atlanta	\$50,288	\$64,704	\$72,904	\$93,558
Bethlehem	\$51,912	\$73,200	\$74,127	Insufficient Data
California	\$65,505	\$85,362	\$97,349	\$111,935
Central Florida	\$55,127	\$62,087	\$82,917	\$87,475
Central Gulf Coast	\$61,135	\$69,410	\$90,272	\$114,336
Central New York	\$52,741	\$77,344	Insufficient Data	Insufficient Data
Central Pennsylvania	\$60,614	\$66,830	\$87,586	Insufficient Data
Chicago	\$58,906	\$72,858	\$90,795	\$94,914
Colorado	\$53,305	\$67,311	\$80,360	\$91,754
Connecticut	\$73,656	\$81,220	\$93,994	\$126,320
Dallas	\$53,424	\$60,606	\$72,737	\$94,189
Delaware	Insufficient Data	\$68,822	\$87,149	Insufficient Data
East Carolina	\$66,043	\$78,273	\$89,203	\$105,450
East Tennessee	\$44,520	\$59,466	\$70,645	\$118,388
Eastern Michigan	\$50,682	\$57,736	Insufficient Data	Insufficient Data
Eastern Oregon	Insufficient Data	Insufficient Data	Insufficient Data	Insufficient Data
Easton	\$56,529	\$74,128	Insufficient Data	Insufficient Data
Eau Claire	Insufficient Data	Insufficient Data	Insufficient Data	Insufficient Data
El Camino Real	\$63,416	\$74,257	\$91,262	Insufficient Data
Florida	\$63,791	\$68,359	\$89,767	\$100,222
Fond Du Lac	\$55,767	\$64,664	Insufficient Data	Insufficient Data



Diocese	Family (0-75)	Pastoral (76-140)	Transitional (141-225)	Program & Resource (226+)
Fort Worth	Insufficient Data	Insufficient Data	Insufficient Data	Insufficient Data
Georgia	\$57,597	\$60,142	\$71,301	\$96,191
Hawaii	\$75,039	\$89,238	\$109,880	Insufficient Data
Idaho	Insufficient Data	\$59,208	Insufficient Data	Insufficient Data
Indianapolis	\$56,946	\$68,496	Insufficient Data	\$120,516
Iowa	\$53,367	\$58,238	\$81,262	Insufficient Data
Kansas	\$52,000	\$58,200	\$67,635	\$90,930
Kentucky	\$47,740	\$75,326	\$78,679	Insufficient Data
Lexington	\$42,255	\$67,154	Insufficient Data	Insufficient Data
Long Island	\$72,187	\$81,085	\$94,797	\$114,924
Los Angeles	\$60,000	\$70,788	\$88,856	\$111,983
Louisiana	\$53,167	\$72,783	Insufficient Data	\$127,125
Maine	\$54,720	\$73,898	\$82,426	Insufficient Data
Maryland	\$59,335	\$70,148	\$85,668	\$117,491
Massachusetts	\$66,843	\$76,722	\$92,612	\$106,516
Michigan	\$50,019	\$67,600	\$79,725	\$116,937
Milwaukee	\$59,167	\$74,467	\$81,948	Insufficient Data
Minnesota	\$60,573	\$71,418	\$75,721	\$92,000
Mississippi	\$50,526	\$72,604	\$80,471	\$117,227
Missouri	\$53,905	\$59,074	Insufficient Data	\$98,624
Montana	\$46,001	Insufficient Data	Insufficient Data	Insufficient Data
Navajoland Area	Insufficient Data	Insufficient Data	Insufficient Data	Insufficient Data
Nebraska	\$60,000	\$69,610	Insufficient Data	Insufficient Data
Nevada	Insufficient Data	Insufficient Data	Insufficient Data	Insufficient Data
New Hampshire	\$51,701	\$69,323	\$82,064	\$97,592
New Jersey	\$67,244	\$78,992	\$87,143	\$113,837
New York	\$73,468	\$82,420	\$103,862	\$163,201

Diocese	Family (0-75)	Pastoral (76-140)	Transitional (141-225)	Program & Resource (226+)
Newark	\$68,112	\$73,506	\$93,096	Insufficient Data
North Carolina	\$51,190	\$65,500	\$80,156	\$95,251
North Dakota	Insufficient Data	Insufficient Data	Insufficient Data	Insufficient Data
Northern California	\$60,000	\$65,464	\$90,709	Insufficient Data
Northern Indiana	\$62,609	\$65,984	Insufficient Data	Insufficient Data
Northern Michigan	Insufficient Data	Insufficient Data	Insufficient Data	Insufficient Data
Northwest Texas	\$57,555	\$63,000	Insufficient Data	Insufficient Data
Northwestern Penn	\$52,558	Insufficient Data	Insufficient Data	Insufficient Data
Ohio	\$57,800	\$69,795	\$89,608	\$116,826
Oklahoma	\$50,714	\$67,982	Insufficient Data	\$87,685
Olympia	\$56,746	\$71,197	\$83,276	\$90,541
Oregon	\$54,556	\$60,562	Insufficient Data	Insufficient Data
Pennsylvania	\$65,523	\$80,185	\$104,183	\$115,291
Pittsburgh	\$58,316	\$77,000	Insufficient Data	Insufficient Data
Quincy	Insufficient Data	Insufficient Data	Insufficient Data	Insufficient Data
Rhode Island	\$70,400	\$78,404	\$97,208	Insufficient Data
Rio Grande	\$47,408	\$73,503	Insufficient Data	\$101,639
Rochester	\$65,939	\$70,965	\$101,044	Insufficient Data
San Diego	\$51,862	\$67,328	\$80,736	\$106,819
San Joaquin	\$53,549	Insufficient Data	Insufficient Data	Insufficient Data
South Carolina	\$73,115	\$72,343	\$95,040	\$112,605
South Dakota	\$53,411	Insufficient Data	Insufficient Data	Insufficient Data
Southeast Florida	\$63,420	\$65,550	\$81,335	\$101,021
Southern Ohio	\$64,500	\$66,132	\$85,718	\$99,863
Southern Virginia	\$63,500	\$71,270	\$84,033	\$94,746
Southwest Florida	\$48,000	\$65,998	\$75,670	\$92,500
Southwestern Virginia	\$51,400	\$72,815	\$90,542	Insufficient Data
Spokane	\$58,604	\$57,558	Insufficient Data	Insufficient Data

Diocese	Family (0-75)	Pastoral (76-140)	Transitional (141-225)	Program & Resource (226+)
Springfield	\$58,376	\$72,063	Insufficient Data	Insufficient Data
Tennessee	\$47,826	\$68,349	\$79,821	\$116,773
Texas	\$64,340	\$69,105	\$78,887	\$105,465
Upper South Carolina	\$49,579	\$60,000	\$76,140	\$89,476
Utah	Insufficient Data	Insufficient Data	\$76,841	Insufficient Data
Vermont	\$43,938	\$62,519	Insufficient Data	Insufficient Data
Virginia	\$66,490	\$79,252	\$86,553	\$113,162
Washington	\$62,541	\$82,494	\$94,437	\$144,089
West Missouri	\$55,000	\$61,337	Insufficient Data	Insufficient Data
West Tennessee	\$47,837	Insufficient Data	Insufficient Data	Insufficient Data
West Texas	\$64,090	\$67,278	\$78,459	\$100,188
West Virginia	\$57,709	\$66,361	Insufficient Data	Insufficient Data
Western Kansas	Insufficient Data	Insufficient Data	Insufficient Data	Insufficient Data
Western Louisiana	\$48,422	\$57,030	\$87,304	Insufficient Data
Western Massachusetts	\$66,542	\$73,283	\$85,580	Insufficient Data
Western Michigan	\$54,566	\$64,796	\$73,369	Insufficient Data
Western New York	\$60,622	\$53,838	Insufficient Data	Insufficient Data
Western North Carolina	\$53,305	\$69,600	\$76,046	Insufficient Data
Wyoming	\$61,623	\$68,052	Insufficient Data	Insufficient Data

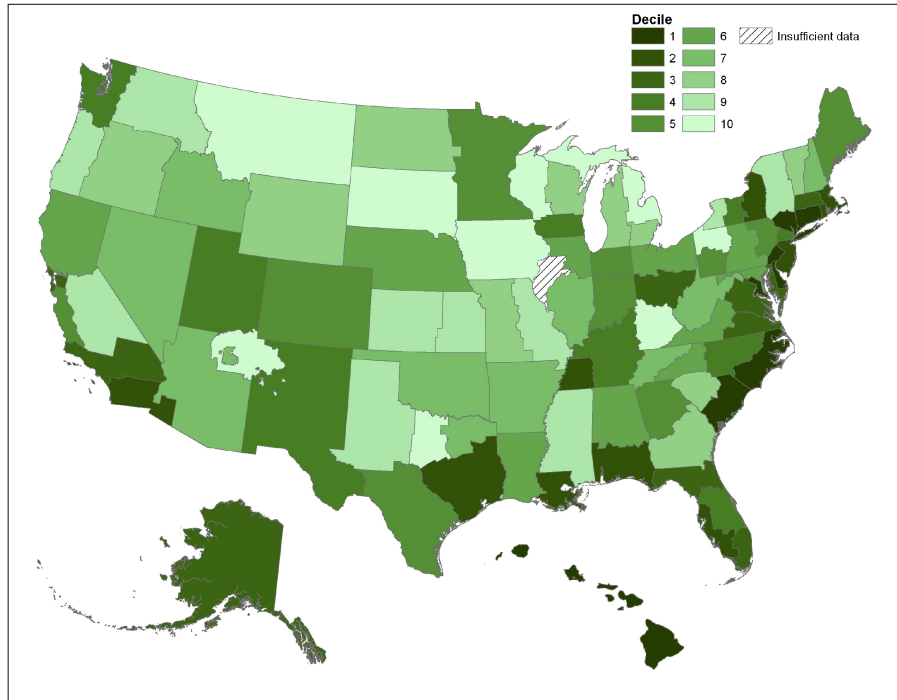
The following tables and maps illuminate clergy salaries as compared to similar local populations. The sample data making up our “general population” comparison group was taken from the 2006 to 2010 American Community Survey, administered by the U.S. Census Bureau. This sample was restricted to full-time employed professionals with Master’s degree education or higher.

Table 12: Median Compensation Comparison between Clergy and Graduate-educated Professionals by Region of Country (Source: 2006–2010 American Community Survey)			
Region	Clergy Median Compensation	*U.S. Comparative Median Compensation	Difference
Northeast	\$75,519	\$74,707	\$812
Midwest	\$65,302	\$65,000	\$302
South	\$70,428	\$67,010	\$3,418
West	\$69,405	\$77,390	(\$7,985)
Total	\$70,931	\$71,134	(\$203)

Table 13: Median Compensation Comparison between Clergy and Graduate-educated Professionals by Province (Source: 2006–2010 American Community Survey)			
Province	Clergy Median Compensation	*U.S. Comparative Median Compensation	Difference
Province I	\$76,103	\$74,227	\$1,876
Province II	\$76,215	\$77,081	(\$866)
Province III	\$72,100	\$76,053	(\$3,953)
Province IV	\$70,000	\$62,569	\$7,431
Province V	\$66,245	\$66,804	(\$559)
Province VI	\$64,462	\$63,918	\$544
Province VII	\$67,574	\$63,918	\$3,656
Province VIII	\$70,000	\$80,000	(\$10,000)
Total	\$70,931	\$71,134	\$203

\* Figures from 2006–2010 American Community Survey adjusted to 2011 constant dollars.

## Diocesan Median Compensation by Decile



## Median Compensation Differences between Clergy and Equivalent Professionals by Diocese

