



## The 2016 Church Compensation Report

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

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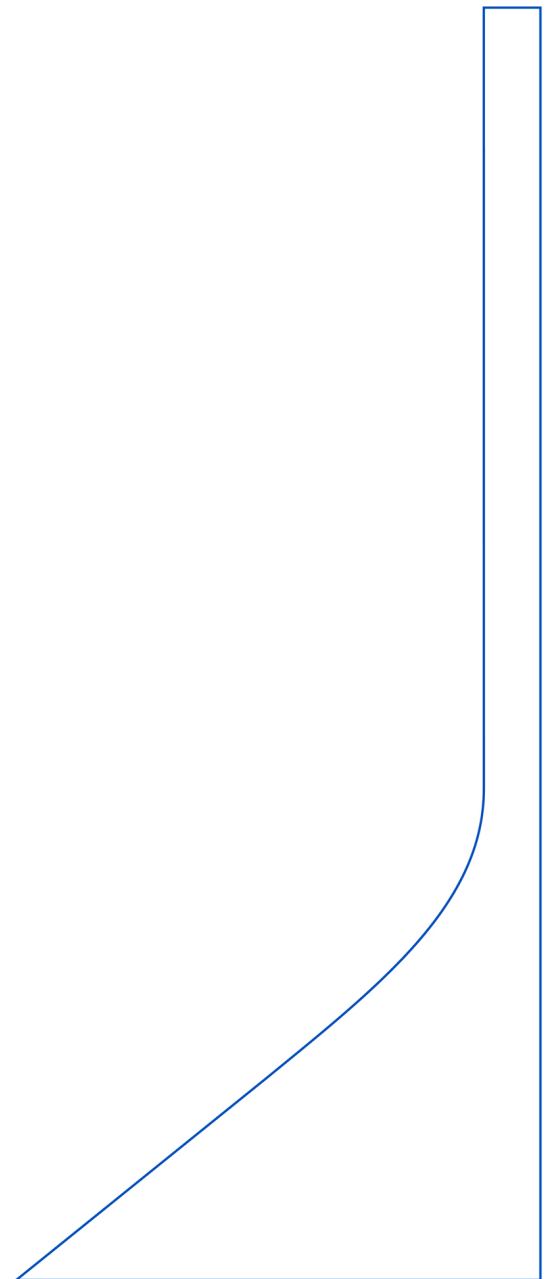
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August, 2017



Information for Your Present and Future Needs



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

In the twelve 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 \$33,225 (in 2016 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 2000–2016 in actual and constant dollars**

Year	FT median comp	Constant 2000 dollars	Pct chng, 2000 dollars	FT Clergy	Pct chng, FT clergy
2016	\$76,507	\$55,085	0.1%	4,958	-1.1%
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)	\$61,327	\$61,504
Pastoral (76-140)	\$77,610	\$79,068
Transitional (141-225)	\$86,865	\$92,184
Program (225-400)	\$90,000	\$112,100
Resource (401+)	\$92,052	\$145,846
<b>Total</b>	<b>\$75,950</b>	<b>\$78,522</b>

**Table 3: Full-time compensation in comparative perspective**

All Clergy: Parochial and Non-parochial

Gender	Median	Number	% of Total
Male	\$80,600	3,107	62.7%
Female	\$71,131	1,851	37.3%
<b>Total</b>	<b>\$76,507</b>	<b>4,958</b>	<b>100%</b>

Senior Clergy

Gender	Median	Number	% of Total
Male	\$110,156	582	76.8%
Female	\$93,792	176	23.2%
<b>Total</b>	<b>\$105,914</b>	<b>758</b>	<b>100%</b>

Solo Clergy

Gender	Median	Number	% of Total
Male	\$75,750	1,701	64.0%
Female	\$68,465	955	36.0%
<b>Total</b>	<b>\$73,202</b>	<b>2,656</b>	<b>100%</b>

Associates, Assistants and Curates

Gender	Median	Number	% of Total
Male	\$66,797	381	47.2%
Female	\$66,050	427	52.8%
<b>Total</b>	<b>\$66,165</b>	<b>808</b>	<b>100%</b>

Specialist Ministers

Gender	Median	Number	% of Total
Male	\$81,732	354	55.9%
Female	\$74,817	279	44.1%
<b>Total</b>	<b>\$76,860</b>	<b>633</b>	<b>100%</b>

**Table 4: Compensation by Years of Experience**

Gender	Credited Service	Median	Number	% of Total
<b>Male</b>	Less than 5 years	\$61,144	485	9.8%
	5 to 9 years	\$74,194	621	12.5%
	10 to 19 years	\$83,733	989	19.9%
	20 years plus	\$95,058	1,012	20.4%
	<b>Total</b>	<b>\$80,600</b>	<b>3,107</b>	<b>62.7%</b>
<b>Female</b>	Less than 5 years	\$60,000	363	7.3%
	5 to 9 years	\$66,119	474	9.6%
	10 to 19 years	\$75,263	697	14.1%
	20 years plus	\$84,461	317	6.4%
	<b>Total</b>	<b>\$71,131</b>	<b>1,851</b>	<b>37.3%</b>
<b>All Clergy</b>	Less than 5 years	\$60,250	848	17.1%
	5 to 9 years	\$70,870	1,095	22.1%
	10 to 19 years	\$80,000	1,686	34.0%
	20 years plus	\$91,800	1,329	26.8%
	<b>Total</b>	<b>\$76,507</b>	<b>4,958</b>	<b>100%</b>

**Table 5: Compensation by Gender and Age**

Gender	Cleric age	Median	Number	% of Total
<b>Male</b>	18-34	\$61,200	177	3.6%
	35-44	\$76,583	548	11.1%
	45-54	\$84,042	732	14.8%
	55-64	\$84,174	1,178	23.8%
	65+	\$82,000	471	9.5%
	<b>Total</b>	<b>\$80,592</b>	<b>3,106</b>	<b>62.7%</b>
<b>Female</b>	18-34	\$61,471	110	2.2%
	35-44	\$72,368	258	5.2%
	45-54	\$70,321	386	7.8%
	55-64	\$72,740	771	15.6%
	65+	\$69,380	326	6.6%
	<b>Total</b>	<b>\$71,131</b>	<b>1,851</b>	<b>37.3%</b>
<b>All Clergy</b>	18-34	\$61,200	287	5.8%
	35-44	\$74,892	806	16.3%
	45-54	\$79,589	1,118	22.6%
	55-64	\$79,253	1,949	39.3%
	65+	\$75,918	797	16.1%
	<b>Total</b>	<b>\$76,507</b>	<b>4,957</b>	<b>100%</b>

## Provincial-Level Statistics

**Table 6: Median compensation for all full-time clergy**

Province	Median	Number	% of Total
I	\$81,175	462	9.3%
II	\$81,185	593	12.0%
III	\$78,828	806	16.3%
IV	\$75,035	1,098	22.1%
V	\$70,819	506	10.2%
VI	\$68,609	238	4.8%
VII	\$77,000	575	11.6%
VIII	\$76,201	680	13.7%
<b>Total</b>	<b>\$76,507</b>	<b>4,958</b>	<b>100%</b>

**Table 7: Median compensation by church size**

Province	Church Size	All Clerics	Senior/Solo
<b>I</b>	Family (0-75)	\$61,466	\$61,871
	Pastoral (76-140)	\$84,753	\$85,017
	Transitional (141-225)	\$96,975	\$101,579
	Program (225-400)	\$111,398	\$122,787
	Resource (401+)	\$109,396	<i>Insft. Data</i>
	<b>Total</b>		<b>\$81,131</b>
<b>II</b>	Family (0-75)	\$71,799	\$72,134
	Pastoral (76-140)	\$85,071	\$86,154
	Transitional (141-225)	\$92,209	\$98,987
	Program (225-400)	\$107,503	\$132,666
	Resource (401+)	\$134,159	\$161,240
	<b>Total</b>		<b>\$81,057</b>

**Table 7: Median compensation by church size (continued)**

Province	Church Size	All Clerics	Senior/Solo
III	Family (0-75)	\$63,222	\$63,341
	Pastoral (76-140)	\$81,900	\$82,785
	Transitional (141-225)	\$91,543	\$97,856
	Program (225-400)	\$93,362	\$119,001
	Resource (401+)	\$82,656	\$150,700
	<b>Total</b>		<b>\$77,549</b>
IV	Family (0-75)	\$57,000	\$57,000
	Pastoral (76-140)	\$71,710	\$72,698
	Transitional (141-225)	\$83,370	\$87,543
	Program (225-400)	\$85,891	\$107,650
	Resource (401+)	\$84,761	\$138,573
	<b>Total</b>		<b>\$74,354</b>
V	Family (0-75)	\$61,088	\$61,197
	Pastoral (76-140)	\$72,266	\$72,857
	Transitional (141-225)	\$85,710	\$92,639
	Program (225-400)	\$89,119	\$120,055
	Resource (401+)	\$102,021	<i>Insft. Data</i>
	<b>Total</b>		<b>\$69,972</b>
VI	Family (0-75)	\$57,335	\$57,335
	Pastoral (76-140)	\$79,207	\$79,567
	Transitional (141-225)	\$83,000	\$85,359
	Program (225-400)	\$105,878	\$108,188
	Resource (401+)	<i>Insft. Data</i>	<i>Insft. Data</i>
	<b>Total</b>		<b>\$68,762</b>

**Table 7: Median compensation by church size (continued)**

Province	Church Size	All Clerics	Senior/Solo
<b>VII</b>	Family (0-75)	\$61,200	\$61,410
	Pastoral (76-140)	\$74,118	\$74,531
	Transitional (141-225)	\$86,759	\$90,700
	Program (225-400)	\$86,466	\$103,958
	Resource (401+)	\$99,503	\$158,076
	<b>Total</b>	<b>\$75,486</b>	<b>\$78,312</b>
<b>VIII</b>	Family (0-75)	\$60,000	\$60,000
	Pastoral (76-140)	\$78,125	\$79,781
	Transitional (141-225)	\$83,813	\$90,424
	Program (225-400)	\$89,635	\$105,191
	Resource (401+)	\$81,160	\$117,699
	<b>Total</b>	<b>\$76,000</b>	<b>\$79,057</b>
<b>Total</b>	Family (0-75)	\$61,327	\$61,504
	Pastoral (76-140)	\$77,610	\$79,068
	Transitional (141-225)	\$86,865	\$92,184
	Program (225-400)	\$90,000	\$112,100
	Resource (401+)	\$92,052	\$145,846
	<b>Total</b>	<b>\$75,950</b>	<b>\$78,522</b>



**Table 8: Median compensation by rank and gender**

Gender	Province	Senior	Solo	Assc./Curate
<b>Male</b>	I	\$108,500	\$80,510	\$67,841
	II	\$126,630	\$82,027	\$77,442
	III	\$118,882	\$76,983	\$64,436
	IV	\$110,755	\$74,964	\$68,038
	V	\$102,642	\$70,000	\$61,710
	VI	\$91,893	\$69,936	\$56,500
	VII	\$103,950	\$73,973	\$69,504
	VIII	\$99,243	\$74,500	\$60,000
	<b>Total</b>	<b>\$110,148</b>	<b>\$75,757</b>	<b>\$66,797</b>
<b>Female</b>	I	\$98,305	\$77,747	\$64,342
	II	\$102,157	\$75,182	\$69,743
	III	\$101,131	\$69,683	\$69,972
	IV	\$85,000	\$64,590	\$64,033
	V	\$86,700	\$65,000	\$70,261
	VI	\$89,086	\$63,030	\$61,120
	VII	\$89,316	\$60,804	\$65,241
	VIII	\$87,710	\$73,496	\$69,076
	<b>Total</b>	<b>\$93,832</b>	<b>\$68,748</b>	<b>\$66,025</b>
<b>All Clergy</b>	I	\$104,864	\$79,173	\$64,501
	II	\$119,032	\$79,561	\$75,094
	III	\$116,338	\$73,881	\$67,500
	IV	\$108,411	\$71,321	\$65,000
	V	\$100,000	\$67,671	\$65,468
	VI	\$91,846	\$66,511	\$58,603
	VII	\$102,896	\$72,750	\$66,793
	VIII	\$93,868	\$73,808	\$65,683
	<b>Total</b>	<b>\$105,951</b>	<b>\$73,228</b>	<b>\$66,129</b>

## Diocesan-Level Statistics

**Table 9: Compensation by province and diocese<sup>1</sup>**

### Province I

Diocese	Median	Decile	Number
Connecticut	\$89,147	1	117
Maine	\$73,042	5	36
Massachusetts	\$83,601	2	170
New Hampshire	\$71,531	5	36
Rhode Island	\$75,256	4	42
Vermont	\$68,301	8	21
Western Massachusetts	\$76,135	4	39

### Province II

Albany	\$67,437	8	44
Central New York	\$71,157	6	30
Long Island	\$84,301	1	104
New Jersey	\$79,114	3	97
New York	\$85,890	1	188
Newark	\$82,958	2	70
Rochester	\$68,689	8	35
Western New York	\$77,759	3	24

### Province III

Bethlehem	\$67,051	8	24
Central Pennsylvania	\$68,755	8	36
Delaware	\$81,055	2	26
Easton	\$75,000	4	23
Maryland	\$75,000	4	111
Northwestern Pennsylvania	\$72,546	5	13
Pennsylvania	\$85,482	1	118
Pittsburgh	\$59,781	10	29
Southern Virginia	\$77,053	4	66

**Table 9: Compensation by province and diocese<sup>1</sup> (continued)****Province III continued**

Diocese	Median	Decile	Number
Southwestern Virginia	\$80,058	2	30
Virginia	\$78,517	3	199
Washington	\$96,023	1	106
West Virginia	\$64,634	9	26

**Province IV**

Alabama	\$69,240	7	73
Atlanta	\$74,143	5	113
Central Florida	\$79,185	2	85
Central Gulf Coast	\$71,371	6	39
East Carolina	\$84,750	1	42
East Tennessee	\$71,062	6	41
Florida	\$82,042	2	51
Georgia	\$69,166	7	50
Kentucky	\$78,486	3	25
Lexington	\$67,006	9	21
Louisiana	\$82,949	2	43
Mississippi	\$70,000	7	55
North Carolina	\$71,500	6	106
South Carolina	\$94,766	1	18
Southeast Florida	\$87,736	1	70
Southwest Florida	\$79,137	2	75
Tennessee	\$77,479	3	55
Upper South Carolina	\$68,994	7	58
West Tennessee	\$74,976	4	31
Western North Carolina	\$77,990	3	47

**Province V**

Chicago	\$77,816	3	108
Eastern Michigan	\$66,250	9	14
Eau Claire	<i>Insft. Data</i>	<i>NA</i>	4
Fond du Lac	\$66,217	9	17

**Table 9: Compensation by province and diocese<sup>1</sup> (continued)****Province V *continued***

<b>Diocese</b>	<b>Median</b>	<b>Decile</b>	<b>Number</b>
Indianapolis	\$67,196	8	51
Michigan	\$68,935	7	46
Milwaukee	\$68,862	7	37
Missouri	\$69,767	7	36
Northern Indiana	\$68,360	8	19
Northern Michigan	\$69,801	7	5
Ohio	\$72,500	5	55
Southern Ohio	\$74,263	5	67
Springfield	\$64,086	10	19
Western Michigan	\$66,714	9	27

**Province VI**

Colorado	\$78,585	3	77
Iowa	\$63,030	10	20
Minnesota	\$74,652	4	51
Montana	\$65,920	9	17
Nebraska	\$67,496	8	28
North Dakota	\$62,277	10	6
South Dakota	\$52,936	10	21
Wyoming	\$66,434	9	18

**Province VII**

Arkansas	\$71,000	6	43
Dallas	\$71,190	6	83
Fort Worth	\$73,673	5	15
Kansas	\$70,260	6	27
Northwest Texas	\$70,000	7	21
Oklahoma	\$72,454	5	45
Texas	\$89,934	1	177
The Rio Grande	\$62,022	10	32
West Missouri	\$70,598	6	28
West Texas	\$81,000	2	63
Western Kansas	\$65,000	9	11
Western Louisiana	\$70,217	6	30

**Table 9: Compensation by province and diocese<sup>1</sup> (continued)****Province VIII**

Diocese	Median	Decile	Number
Alaska	\$73,781	5	8
Arizona	\$70,000	6	57
California	\$82,580	2	100
Eastern Oregon	\$65,400	9	7
El Camino Real	\$74,600	4	45
Hawaii	\$99,261	1	29
Idaho	\$67,320	8	8
Los Angeles	\$77,700	3	155
Navajoland	<i>Insft. Data</i>	NA	3
Nevada	\$76,027	4	10
Northern California	\$72,481	5	42
Olympia	\$75,000	4	75
Oregon	\$69,412	7	57
San Diego	\$78,400	3	41
San Joaquin	\$68,800	8	7
Spokane	\$59,900	10	14
Utah	\$64,590	9	21

**Province IX**

Puerto Rico <sup>2</sup>	\$37,521	NA	55
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<sup>1</sup> Deciles are based on absolute values: 1 = highest paid 10%, 10 = lowest paid 10%

<sup>2</sup> 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	65	\$50,854	\$70,008	\$82,854	\$93,801
Alaska	7	<i>Insft. Data</i>	<i>Insft. Data</i>	<i>Insft. Data</i>	<i>Insft. Data</i>
Albany	39	\$62,000	\$80,649	<i>Insft. Data</i>	<i>Insft. Data</i>
Arizona	47	\$55,000	\$65,000	\$77,500	\$76,000
Arkansas	39	\$58,578	\$73,612	\$77,680	\$66,559
Atlanta	95	\$51,507	\$73,057	\$76,762	\$80,548
Bethlehem	22	\$64,204	\$78,485	<i>Insft. Data</i>	<i>Insft. Data</i>
California	81	\$76,955	\$84,187	\$91,845	\$93,000
Central Florida	75	\$51,880	\$68,350	\$79,900	\$98,346
Central Gulf Coast	37	\$63,687	\$85,238	\$70,000	\$96,500
Central New York	27	\$60,147	\$86,994	<i>Insft. Data</i>	<i>Insft. Data</i>
Central Pennsylvania	33	\$49,683	\$70,822	<i>Insft. Data</i>	<i>Insft. Data</i>
Chicago	93	\$61,197	\$83,062	\$98,124	\$100,692
Colorado	69	\$54,278	\$83,250	\$91,800	\$106,181
Connecticut	104	\$68,526	\$90,787	\$98,082	\$126,685
Dallas	70	\$61,410	\$75,774	\$75,935	\$82,746
Delaware	21	<i>Insft. Data</i>	\$82,110	\$75,221	\$113,263
East Carolina	39	\$59,457	\$81,141	\$90,100	\$81,000
East Tennessee	36	\$55,936	\$71,062	\$61,992	\$89,278
Eastern Michigan	12	\$64,300	\$70,740	<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	\$57,850	\$84,570	<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	39	\$65,329	\$80,000	\$79,583	<i>Insft. Data</i>
Florida	44	\$63,942	\$71,914	\$109,472	\$86,120
Fond du Lac	16	\$62,773	\$69,580	<i>Insft. Data</i>	<i>Insft. Data</i>
Fort Worth	11	<i>Insft. Data</i>	<i>Insft. Data</i>	<i>Insft. Data</i>	\$71,735
Georgia	46	\$57,018	\$72,565	\$79,230	\$79,646
Hawaii	23	\$76,407	\$104,035	<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	42	\$57,676	\$66,411	<i>Insft. Data</i>	\$87,409
Iowa	17	\$55,000	\$67,642	<i>Insft. Data</i>	<i>Insft. Data</i>
Kansas	24	\$52,737	\$75,000	<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	20	<i>Insft. Data</i>	\$60,000	<i>Insft. Data</i>	<i>Insft. Data</i>
Lexington	19	\$50,982	<i>Insft. Data</i>	\$80,000	\$95,698
Long Island	96	\$77,865	\$86,526	\$103,359	\$120,332
Los Angeles	128	\$63,267	\$79,057	\$79,076	\$86,910
Louisiana	36	\$60,317	\$73,400	<i>Insft. Data</i>	\$85,485
Maine	32	\$55,893	\$76,169	\$98,000	<i>Insft. Data</i>
Maryland	89	\$64,327	\$77,684	\$93,953	\$81,323
Massachusetts	152	\$64,407	\$89,636	\$100,289	\$120,320
Michigan	45	\$55,000	\$72,062	\$96,574	\$91,867
Milwaukee	25	\$63,821	\$67,695	\$86,823	<i>Insft. Data</i>
Minnesota	39	\$55,922	\$72,868	\$84,884	\$68,896
Mississippi	48	\$59,532	\$75,000	\$85,945	\$65,536
Missouri	30	\$68,224	\$63,700	\$95,293	\$90,467
Montana	13	\$58,170	<i>Insft. Data</i>	<i>Insft. Data</i>	<i>Insft. Data</i>
Nebraska	23	\$59,501	\$79,000	\$76,116	<i>Insft. Data</i>
Nevada	7	<i>Insft. Data</i>	<i>Insft. Data</i>	<i>Insft. Data</i>	<i>Insft. Data</i>
New Hampshire	29	\$56,992	\$83,420	\$96,811	\$101,206
New Jersey	87	\$69,777	\$82,816	\$83,211	\$130,446
New York	147	\$77,160	\$86,792	\$88,044	\$117,599
Newark	64	\$75,285	\$88,988	\$91,445	\$106,800
North Carolina	93	\$55,620	\$71,041	\$77,811	\$79,000
North Dakota	4	<i>Insft. Data</i>	<i>Insft. Data</i>	<i>Insft. Data</i>	<i>Insft. Data</i>
Northern California	38	\$54,472	\$70,000	\$79,232	\$92,760
Northern Indiana	16	\$57,592	\$85,125	<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	16	\$70,000	<i>Insft. Data</i>	<i>Insft. Data</i>	<i>Insft. Data</i>
Northwestern Pennsylvania	11	\$54,754	\$79,416	<i>Insft. Data</i>	<i>Insft. Data</i>
Ohio	50	\$68,578	\$81,325	<i>Insft. Data</i>	\$119,437
Oklahoma	33	\$59,232	\$69,768	\$84,350	\$104,348
Olympia	70	\$57,907	\$76,739	\$89,000	\$89,199
Oregon	36	\$45,586	\$66,167	\$79,812	\$81,545
Pennsylvania	104	\$66,307	\$91,564	\$95,000	\$75,940
Pittsburgh	24	\$53,226	\$85,651	<i>Insft. Data</i>	\$82,597

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

Diocese	Total	0-75	76-140	141-225	225+
Rhode Island	36	\$60,717	\$75,951	\$93,948	<i>Insft. Data</i>
Rochester	32	\$61,117	\$70,871	\$92,042	<i>Insft. Data</i>
San Diego	38	\$53,547	\$83,670	\$100,000	\$106,291
San Joaquin	4	<i>Insft. Data</i>	<i>Insft. Data</i>	<i>Insft. Data</i>	<i>Insft. Data</i>
South Carolina	15	<i>Insft. Data</i>	<i>Insft. Data</i>	\$90,300	\$106,198
South Dakota	9	\$51,470	<i>Insft. Data</i>	<i>Insft. Data</i>	<i>Insft. Data</i>
Southeast Florida	67	\$67,524	\$72,698	\$89,830	\$101,689
Southern Ohio	54	\$62,624	\$73,202	\$80,737	\$98,273
Southern Virginia	61	\$52,395	\$77,428	\$89,465	\$85,330
Southwest Florida	70	<i>Insft. Data</i>	\$68,244	\$82,211	\$89,440
Southwestern Virginia	23	\$77,969	<i>Insft. Data</i>	\$93,110	<i>Insft. Data</i>
Spokane	11	\$53,131	<i>Insft. Data</i>	<i>Insft. Data</i>	<i>Insft. Data</i>
Springfield	17	\$56,136	\$70,578	<i>Insft. Data</i>	<i>Insft. Data</i>
Tennessee	35	\$56,095	\$67,598	<i>Insft. Data</i>	\$78,000
Texas	143	\$71,525	\$80,004	\$91,929	\$106,533
The Rio Grande	30	\$46,413	\$68,630	\$65,307	\$102,267
Upper South Carolina	54	\$52,174	\$67,000	\$76,603	\$74,250
Utah	7	<i>Insft. Data</i>	<i>Insft. Data</i>	<i>Insft. Data</i>	<i>Insft. Data</i>
Vermont	20	\$51,085	\$71,284	<i>Insft. Data</i>	<i>Insft. Data</i>
Virginia	170	\$67,537	\$78,901	\$90,799	\$83,159
Washington	96	\$71,281	\$96,627	\$101,350	\$103,344
West Missouri	21	\$55,900	\$62,500	<i>Insft. Data</i>	\$99,150
West Tennessee	23	<i>Insft. Data</i>	<i>Insft. Data</i>	\$81,187	\$78,087
West Texas	53	\$73,000	\$78,990	\$90,770	\$87,550
West Virginia	21	\$56,208	\$81,261	<i>Insft. Data</i>	<i>Insft. Data</i>
Western Kansas	2	<i>Insft. Data</i>	<i>Insft. Data</i>	<i>Insft. Data</i>	<i>Insft. Data</i>
Western Louisiana	26	\$58,000	\$70,079	\$94,197	<i>Insft. Data</i>
Western Massachusetts	19	\$60,737	\$77,829	\$103,565	<i>Insft. Data</i>
Western Michigan	25	\$50,495	\$72,266	<i>Insft. Data</i>	<i>Insft. Data</i>
Western New York	22	\$63,725	\$85,400	<i>Insft. Data</i>	<i>Insft. Data</i>
Western North Carolina	40	\$53,597	\$79,498	\$86,190	\$66,205
Wyoming	14	\$62,914	\$81,814	<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	47	\$50,854	\$72,004	<i>Insft. Data</i>	\$126,668
Alaska	6	<i>Insft. Data</i>	<i>Insft. Data</i>	<i>Insft. Data</i>	<i>Insft. Data</i>
Albany	37	\$62,000	\$85,506	<i>Insft. Data</i>	<i>Insft. Data</i>
Arizona	38	\$55,000	\$65,000	\$88,878	\$85,117
Arkansas	29	\$58,578	\$73,612	\$85,364	<i>Insft. Data</i>
Atlanta	61	\$51,507	\$73,891	\$86,586	\$103,344
Bethlehem	19	\$64,204	\$82,401	<i>Insft. Data</i>	<i>Insft. Data</i>
California	61	\$76,955	\$91,667	\$97,000	<i>Insft. Data</i>
Central Florida	64	\$55,425	\$68,350	\$79,900	\$110,600
Central Gulf Coast	32	\$63,687	\$85,238	\$73,078	\$117,412
Central New York	26	\$61,088	\$86,994	<i>Insft. Data</i>	<i>Insft. Data</i>
Central Pennsylvania	31	\$49,683	\$70,822	<i>Insft. Data</i>	<i>Insft. Data</i>
Chicago	78	\$61,197	\$83,500	\$105,301	\$116,766
Colorado	59	\$54,278	\$84,500	\$92,290	\$109,875
Connecticut	93	\$68,526	\$90,843	\$102,454	\$174,988
Dallas	44	\$61,620	\$75,774	\$80,874	\$97,006
Delaware	17	<i>Insft. Data</i>	\$82,110	\$77,860	<i>Insft. Data</i>
East Carolina	32	\$59,457	\$81,141	\$95,273	\$110,000
East Tennessee	24	\$55,936	\$71,062	\$68,807	\$140,038
Eastern Michigan	12	\$64,300	\$70,740	<i>Insft. Data</i>	<i>Insft. Data</i>
Eastern Oregon	6	<i>Insft. Data</i>	<i>Insft. Data</i>	<i>Insft. Data</i>	<i>Insft. Data</i>
Easton	21	\$57,850	\$84,570	<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	\$65,329	\$80,000	<i>Insft. Data</i>	<i>Insft. Data</i>
Florida	31	\$63,942	\$72,732	\$110,600	\$116,420
Fond du Lac	14	\$62,773	\$71,799	<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	35	\$57,018	\$72,565	\$96,606	<i>Insft. Data</i>
Hawaii	21	\$73,746	\$104,035	<i>Insft. Data</i>	<i>Insft. Data</i>
Idaho	5	<i>Insft. Data</i>	<i>Insft. Data</i>	<i>Insft. Data</i>	<i>Insft. Data</i>
Indianapolis	29	\$57,676	\$67,569	<i>Insft. Data</i>	\$116,000
Iowa	16	\$55,000	<i>Insft. Data</i>	<i>Insft. Data</i>	<i>Insft. Data</i>
Kansas	21	\$52,737	\$75,000	<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+
Kentucky	17	<i>Insft. Data</i>	\$60,000	<i>Insft. Data</i>	<i>Insft. Data</i>
Lexington	15	\$50,982	<i>Insft. Data</i>	<i>Insft. Data</i>	<i>Insft. Data</i>
Long Island	90	\$77,892	\$86,749	\$104,664	\$128,695
Los Angeles	97	\$64,062	\$80,094	\$85,977	\$136,600
Louisiana	24	\$60,317	\$74,779	<i>Insft. Data</i>	\$148,932
Maine	32	\$55,893	\$76,169	\$98,000	<i>Insft. Data</i>
Maryland	72	\$64,344	\$79,690	\$103,367	\$126,018
Massachusetts	129	\$64,981	\$92,468	\$108,439	<i>Insft. Data</i>
Michigan	38	\$55,000	\$72,062	\$99,142	<i>Insft. Data</i>
Milwaukee	24	\$63,821	\$67,695	<i>Insft. Data</i>	<i>Insft. Data</i>
Minnesota	34	\$55,922	\$72,868	\$85,064	<i>Insft. Data</i>
Mississippi	35	\$59,532	\$77,125	\$86,891	<i>Insft. Data</i>
Missouri	25	\$68,224	\$63,700	\$96,354	<i>Insft. Data</i>
Montana	12	\$58,170	<i>Insft. Data</i>	<i>Insft. Data</i>	<i>Insft. Data</i>
Nebraska	20	\$59,501	\$79,000	<i>Insft. Data</i>	<i>Insft. Data</i>
Nevada	7	<i>Insft. Data</i>	<i>Insft. Data</i>	<i>Insft. Data</i>	<i>Insft. Data</i>
New Hampshire	26	\$56,992	\$83,420	<i>Insft. Data</i>	<i>Insft. Data</i>
New Jersey	83	\$68,412	\$82,816	\$86,838	<i>Insft. Data</i>
New York	109	\$77,160	\$91,130	\$108,976	\$220,815
Newark	57	\$75,285	\$90,460	\$110,120	\$128,279
North Carolina	61	\$55,620	\$71,041	\$84,862	\$105,193
North Dakota	4	<i>Insft. Data</i>	<i>Insft. Data</i>	<i>Insft. Data</i>	<i>Insft. Data</i>
Northern California	31	\$54,472	\$72,875	\$87,209	<i>Insft. Data</i>
Northern Indiana	16	\$57,592	\$85,125	<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	12	\$67,935	<i>Insft. Data</i>	<i>Insft. Data</i>	<i>Insft. Data</i>
Northwestern Pennsylvania	10	\$64,349	\$79,416	<i>Insft. Data</i>	<i>Insft. Data</i>
Ohio	46	\$68,738	\$80,788	<i>Insft. Data</i>	<i>Insft. Data</i>
Oklahoma	28	\$59,232	\$70,637	\$84,350	\$131,690
Olympia	58	\$57,907	\$76,739	\$90,954	\$112,355
Oregon	29	\$45,586	\$66,167	\$83,108	\$93,600
Pennsylvania	83	\$66,307	\$93,721	\$107,750	\$133,257
Pittsburgh	19	\$53,226	\$85,651	<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	33	\$60,717	\$77,495	\$93,948	<i>Insft. Data</i>
Rochester	28	\$61,125	\$70,871	<i>Insft. Data</i>	<i>Insft. Data</i>
San Diego	28	\$54,000	\$83,670	\$104,457	\$136,236
San Joaquin	4	<i>Insft. Data</i>	<i>Insft. Data</i>	<i>Insft. Data</i>	<i>Insft. Data</i>
South Carolina	10	<i>Insft. Data</i>	<i>Insft. Data</i>	\$97,440	<i>Insft. Data</i>
South Dakota	9	\$51,470	<i>Insft. Data</i>	<i>Insft. Data</i>	<i>Insft. Data</i>
Southeast Florida	53	\$66,558	\$72,698	\$90,426	\$121,666
Southern Ohio	42	\$62,624	\$73,232	\$81,492	\$120,055
Southern Virginia	53	\$52,395	\$77,428	\$91,000	\$120,036
Southwest Florida	55	<i>Insft. Data</i>	\$68,358	\$82,211	\$113,191
Southwestern Virginia	20	\$77,969	<i>Insft. Data</i>	\$93,905	<i>Insft. Data</i>
Spokane	10	\$53,131	<i>Insft. Data</i>	<i>Insft. Data</i>	<i>Insft. Data</i>
Springfield	17	\$56,136	\$70,578	<i>Insft. Data</i>	<i>Insft. Data</i>
Tennessee	24	\$56,095	\$75,705	<i>Insft. Data</i>	\$84,699
Texas	95	\$71,525	\$80,038	\$93,746	\$126,228
The Rio Grande	26	\$46,413	\$71,581	<i>Insft. Data</i>	<i>Insft. Data</i>
Upper South Carolina	39	\$52,174	\$68,244	\$79,566	\$102,716
Utah	5	<i>Insft. Data</i>	<i>Insft. Data</i>	<i>Insft. Data</i>	<i>Insft. Data</i>
Vermont	20	\$51,085	\$71,284	<i>Insft. Data</i>	<i>Insft. Data</i>
Virginia	125	\$68,028	\$80,748	\$102,032	\$117,494
Washington	67	\$69,440	\$96,912	\$105,735	\$136,842
West Missouri	16	<i>Insft. Data</i>	\$62,500	<i>Insft. Data</i>	<i>Insft. Data</i>
West Tennessee	14	<i>Insft. Data</i>	<i>Insft. Data</i>	<i>Insft. Data</i>	\$136,020
West Texas	44	\$73,000	\$78,990	\$92,000	\$135,543
West Virginia	20	\$56,208	\$81,275	<i>Insft. Data</i>	<i>Insft. Data</i>
Western Kansas	2	<i>Insft. Data</i>	<i>Insft. Data</i>	<i>Insft. Data</i>	<i>Insft. Data</i>
Western Louisiana	22	\$58,000	\$70,079	\$95,790	<i>Insft. Data</i>
Western Massachusetts	18	\$60,737	\$77,829	<i>Insft. Data</i>	<i>Insft. Data</i>
Western Michigan	24	\$52,548	\$72,266	<i>Insft. Data</i>	<i>Insft. Data</i>
Western New York	21	\$63,725	\$85,499	<i>Insft. Data</i>	<i>Insft. Data</i>
Western North Carolina	36	\$53,597	\$79,498	\$86,190	<i>Insft. Data</i>
Wyoming	14	\$62,914	\$81,814	<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 professionals<sup>1</sup> by Region**

Region	Clergy Median	Graduate-Educated Median	Difference
Northeast	\$80,979	\$74,730	\$6,249
South	\$76,895	\$65,505	\$11,390
Midwest	\$69,933	\$65,468	\$4,465
West	\$75,290	\$73,473	\$1,817
<b>U.S.</b>	<b>\$76,507</b>	<b>\$69,080</b>	<b>\$7,427</b>

**Table 13: Compensation for clergy and graduate-educated professionals<sup>1</sup> by Province**

Region	Clergy Median	Graduate-Educated Median	Difference
I	\$81,208	\$77,655	\$3,553
II	\$81,282	\$81,562	(\$280)
III	\$78,901	\$80,937	(\$2,036)
IV	\$75,035	\$63,091	\$11,944
V	\$70,897	\$69,967	\$930
VI	\$68,609	\$67,517	\$1,092
VII	\$77,000	\$67,120	\$9,880
VIII	\$76,000	\$78,440	(\$2,440)
<b>U.S.</b>	<b>\$76,507</b>	<b>\$69,080</b>	<b>\$7,427</b>

<sup>1</sup>Figures from the 2011-2013 ACS are expressed in 2015 dollars.

# Diocesan Median Compensation by Decile

