

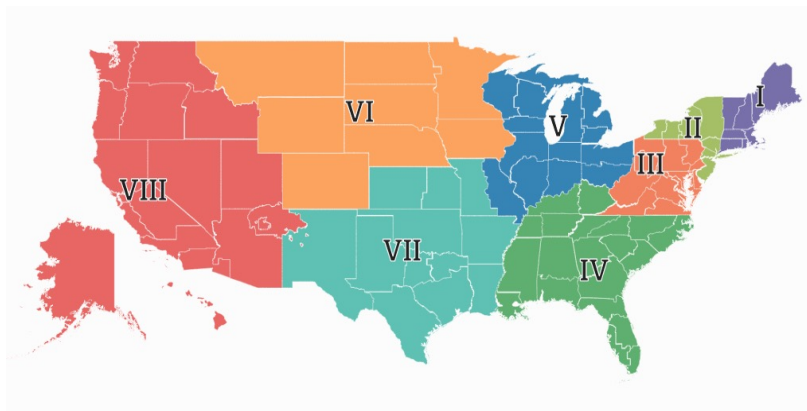
# The 2020 Episcopal Clergy Compensation Report



A report prepared by  
**CPG Research Department**

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What is the Episcopal Clergy  
Compensation Report?

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# Episcopal Clergy Compensation Report

This report offers an in-depth look at demographic and geographic differences in clergy compensation by:

Individual Demographics	Employment Details	Ecclesiastical Locations
<ul style="list-style-type: none"><li>• Age</li><li>• Clerical Order</li><li>• Gender</li><li>• Gender Identity*</li><li>• Race/Ethnicity*</li><li>• Sexual Orientation*</li></ul>	<ul style="list-style-type: none"><li>• Position</li><li>• Operating Revenue</li><li>• Parish Size</li></ul>	<ul style="list-style-type: none"><li>• Province</li><li>• Diocese</li></ul>

# ≡ What Does Compensation Include? ≡

Compensation for this report is defined as the assessable payment made to or for a cleric that is reported to The Church Pension Fund (CPF) and includes, but is not limited to, the following:

- Base salary (excluding housing) and scheduled taxable cash payments:
- Cash housing allowance and/or utilities
- Employer-provided housing
- Employer contributions to a qualified or non-qualified plan
- One-time payments

**For a full definition of Total Assessable Compensation, go [here](#).**

## ≡ How Do We Maintain Privacy? ≡

To preserve the anonymity of the individuals behind this data, CPG reports the median compensation of a demographic group only if it contains at least five clerics. This means that data may not be available for some geographic, personal characteristic, and employment categories.

Please note that for any category that has fewer than five clergy, we will not report the median compensation. It will appear as \$0.

# What Should You Consider When Making Comparisons?

Looking at geographic differences can certainly be informative, but dioceses should also consider size, such as average Sunday attendance (ASA), number of clerics, and operating revenue.

Median compensation the middle number (50th percentile) in a sorted list of compensation.

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## Compensation by Individual Demographics

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# Compensation by Gender

Gender	Median	Number	% of Total
Female	\$72,227	2,061	39.6%
Male	\$82,774	3,141	60.4%
All	\$78,799	5,202	100.0%

# Compensation by Gender and Age

Gender	Cleric Age	Median	Number	% of Total
<b>Female</b>	34 and younger	\$63,185	104	2.0%
	35 to 44	\$74,431	338	6.5%
	45 to 54	\$79,518	397	7.6%
	55 to 64	\$75,000	746	14.3%
	65 to 72	\$64,590	476	9.2%
<b>Male</b>	34 and younger	\$66,000	173	3.3%
	35 to 44	\$79,055	600	11.5%
	45 to 54	\$85,504	758	14.6%
	55 to 64	\$88,038	1,059	20.4%
	65 to 72	\$80,448	551	10.6%
<b>All</b>	34 and younger	\$64,629	277	5.3%
	35 to 44	\$76,872	938	18.0%
	45 to 54	\$83,178	1,155	22.2%
	55 to 64	\$82,694	1,805	34.7%
	65 to 72	\$72,750	1,027	19.7%

# Compensation by Gender and Race/Ethnicity

Gender	Race/Ethnicity	Median	Number	% of Total
<b>Female</b>	American Indian/Alaska Native	\$0	4	0.2%
	Asian	\$66,950	11	0.6%
	Black/African American	\$87,595	29	1.5%
	Hispanic/Latino	\$87,381	18	0.9%
	White	\$75,000	765	38.6%
	Multiple Races	\$59,568	24	1.2%
<b>Male</b>	American Indian/Alaska Native	\$75,313	6	0.3%
	Asian	\$81,661	20	1.0%
	Black/African American	\$77,913	46	2.3%
	Hawaiian/Pacific Islander	\$0	2	0.1%
	Hispanic/Latino	\$77,000	43	2.2%
	White	\$83,482	994	50.1%
	Multiple Races	\$93,084	22	1.1%
<b>All</b>	American Indian/Alaska Native	\$86,945	10	0.5%
	Asian	\$77,484	31	1.6%
	Black/African American	\$80,000	75	3.8%
	Hawaiian/Pacific Islander	\$0	2	0.1%
	Hispanic/Latino	\$77,080	61	3.1%
	White	\$80,000	1,759	88.7%
	Multiple Races	\$84,219	46	2.3%

# Compensation by Gender and Sexual Orientation

Gender	Sexual Orientation	Median	Number	% of Total
<b>Female</b>	Bisexual	\$76,481	42	2.1%
	Gay or Lesbian	\$69,055	81	4.1%
	Heterosexual	\$75,345	673	34.3%
	Other Orientations*	\$70,492	45	2.3%
<b>Male</b>	Bisexual	\$74,750	19	1.0%
	Gay or Lesbian	\$80,259	230	11.7%
	Heterosexual	\$84,857	842	42.9%
	Other Orientations*	\$67,488	30	1.5%
<b>All</b>	Bisexual	\$75,000	61	3.1%
	Gay or Lesbian	\$78,000	311	15.9%
	Heterosexual	\$80,805	1,515	77.2%
	Other Orientations*	\$70,000	75	3.8%

\*Other Orientations includes: Asexual, Pansexual, Unsure, Multiple Orientations, and Self-described.

# Compensation by Gender Identity

Gender Identity	Median	Number	% of Total
Female	\$75,309	835	42.0%
Male	\$83,431	1,123	56.5%
Multiple Genders	\$66,912	18	0.9%
Non-Binary	\$66,748	12	0.6%
Other	\$0	1	0.1%

# Compensation by Gender and Clerical Orders

Gender	Clerical Order	Median	Number	% of Total
Female	Deacon	\$24,386	82	1.6%
	Priest	\$73,670	1,979	38.0%
Male	Deacon	\$19,742	34	0.7%
	Priest	\$83,102	3,107	59.7%
All	Deacon	\$23,183	116	2.2%
	Priest	\$79,416	5,086	97.8%

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## Compensation by Employment Details

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# Compensation by Gender and Position

Gender	Position	Median	Number	% of Total
<b>Female</b>	Senior Rector	\$102,862	160	3.1%
	Solo Rector	\$72,080	1,089	21.3%
	Assistant	\$65,000	428	8.4%
	Specialty Minister	\$74,374	356	7.0%
<b>Male</b>	Senior Rector	\$122,650	467	9.1%
	Solo Rector	\$77,972	1,802	35.3%
	Assistant	\$68,218	404	7.9%
	Specialty Minister	\$85,605	398	7.8%
<b>All</b>	Senior Rector	\$116,537	627	12.3%
	Solo Rector	\$75,678	2,891	56.6%
	Assistant	\$66,379	832	16.3%
	Specialty Minister	\$80,602	754	14.8%



# Compensation by Gender and Credited Service

Gender	Credited Service	Median	Number	% of Total
<b>Female</b>	Less than 5 years	\$58,000	457	9.1%
	5 to 9 years	\$71,037	466	9.2%
	10 to 19 years	\$79,058	752	14.9%
	20 years plus	\$90,643	326	6.5%
<b>Male</b>	Less than 5 years	\$59,935	560	11.1%
	5 to 9 years	\$74,292	608	12.1%
	10 to 19 years	\$87,597	1,084	21.5%
	20 years plus	\$103,107	785	15.6%
<b>All</b>	Less than 5 years	\$59,280	1,017	20.2%
	5 to 9 years	\$72,970	1,074	21.3%
	10 to 19 years	\$84,526	1,836	36.4%
	20 years plus	\$99,881	1,111	22.1%

# Compensation by Gender and Average Sunday Attendance (ASA)

Gender	Church Size	Median	Number	% of Total
<b>Female</b>	Family (0-75)	\$58,143	686	15.8%
	Pastoral (76-140)	\$80,634	432	9.9%
	Transitional (141-225)	\$87,551	248	5.7%
	Program (226-400)	\$74,175	211	4.9%
	Resource (401+)	\$83,147	100	2.3%
<b>Male</b>	Family (0-75)	\$62,458	897	20.6%
	Pastoral (76-140)	\$84,938	744	17.1%
	Transitional (141-225)	\$95,000	473	10.9%
	Program (226-400)	\$108,714	374	8.6%
	Resource (401+)	\$120,000	185	4.3%
<b>All</b>	Family (0-75)	\$60,600	1,583	36.4%
	Pastoral (76-140)	\$83,500	1,176	27.0%
	Transitional (141-225)	\$92,415	721	16.6%
	Program (226-400)	\$95,234	585	13.4%
	Resource (401+)	\$99,038	285	6.6%

# Compensation by Gender and Operating Revenue

Gender	Operating Revenue	Median	Number	% of Total
<b>Female</b>	Less than \$75,000	\$21,205	105	2.4%
	\$75,000 - \$150,000	\$48,000	239	5.5%
	\$150,001 - \$250,000	\$68,900	339	7.8%
	\$250,001 - \$350,000	\$78,783	221	5.1%
	\$350,001 - \$450,000	\$86,060	152	3.5%
	\$450,001 plus	\$85,000	621	14.3%
<b>Male</b>	Less than \$75,000	\$19,705	152	3.5%
	\$75,000 - \$150,000	\$50,833	312	7.2%
	\$150,001 - \$250,000	\$71,037	494	11.4%
	\$250,001 - \$350,000	\$83,099	406	9.3%
	\$350,001 - \$450,000	\$90,215	288	6.6%
	\$450,001 plus	\$103,941	1,021	23.5%
<b>All</b>	Less than \$75,000	\$20,500	257	5.9%
	\$75,000 - \$150,000	\$49,460	551	12.7%
	\$150,001 - \$250,000	\$70,428	833	19.1%
	\$250,001 - \$350,000	\$81,150	627	14.4%
	\$350,001 - \$450,000	\$88,853	440	10.1%
	\$450,001 plus	\$96,612	1,642	37.7%

# 04

## Compensation by Ecclesiastical Locations

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# Compensation by Gender and Province (1 of 2)

Gender	Province	Median	Number	% of Total
Female	I	\$71,354	241	4.6%
	II	\$77,620	238	4.5%
	III	\$79,173	334	6.3%
	IV	\$71,400	359	6.8%
	V	\$67,878	225	4.3%
	VI	\$65,324	122	2.3%
	VII	\$67,002	171	3.3%
	VIII	\$72,674	333	6.3%
	IX	\$6,613	38	0.7%
Male	I	\$85,637	253	4.8%
	II	\$86,807	380	7.2%
	III	\$87,800	446	8.5%
	IV	\$82,218	727	13.8%
	V	\$73,400	313	5.9%

# Compensation by Gender and Province (2 of 2)

Gender	Province	Median	Number	% of Total
<b>Male</b>	VI	\$74,159	137	2.6%
	VII	\$82,826	422	8.0%
	VIII	\$79,977	397	7.5%
	IX	\$10,971	125	2.4%
<b>All</b>	I	\$79,979	494	9.4%
	II	\$82,514	618	11.7%
	III	\$83,978	780	14.8%
	IV	\$77,824	1,086	20.6%
	V	\$70,526	538	10.2%
	VI	\$70,274	259	4.9%
	VII	\$76,984	593	11.3%
	VIII	\$78,000	730	13.9%
	IX	\$8,840	163	3.1%

# Compensation by Gender and Province | Dioceses

Diocese	Female		Male		All	
	Median	Number	Median	Number	Median	Number
Connecticut	\$75,617	64	\$92,734	63	\$83,844	127
Maine	\$57,280	24	\$80,126	15	\$66,509	39
Massachusetts	\$84,000	79	\$92,993	99	\$89,595	178
New Hampshire	\$77,354	20	\$77,909	21	\$77,909	41
Rhode Island	\$73,280	20	\$79,953	23	\$77,040	43
Vermont	\$45,183	16	\$70,316	10	\$46,535	26
Western Massachusetts	\$64,590	18	\$82,437	22	\$78,778	40

# ≡ Compensation by Gender and Province II Dioceses ≡

Diocese	Female		Male		All	
	Median	Number	Median	Number	Median	Number
Albany	\$30,142	15	\$60,827	35	\$56,314	50
Central New York	\$74,836	20	\$63,333	14	\$71,533	34
Convocation of Episcopal Churches in Europe	\$0	3	\$56,121	12	\$56,320	15
Cuba	\$3,120	5	\$3,120	22	\$3,120	27
Haiti	\$0	2	\$7,410	58	\$6,406	60
Long Island	\$80,419	29	\$94,636	80	\$92,645	109
New Jersey	\$71,925	32	\$82,278	62	\$79,585	94
New York	\$82,514	77	\$89,974	115	\$88,375	192
Newark	\$86,360	35	\$79,378	39	\$81,507	74
Rochester	\$59,927	17	\$80,710	21	\$68,388	38
Virgin Islands	\$0	1	\$75,461	6	\$72,185	7
Western New York	\$72,469	13	\$72,568	14	\$72,469	27



# Compensation by Gender and Province III Dioceses

Diocese	Female		Male		All	
	Median	Number	Median	Number	Median	Number
Bethlehem	\$77,483	6	\$73,261	20	\$74,668	26
Central Pennsylvania	\$57,522	19	\$85,535	16	\$74,760	35
Delaware	\$78,000	11	\$89,934	13	\$87,380	24
Easton	\$0	4	\$95,157	18	\$88,400	22
Maryland	\$73,277	42	\$84,196	52	\$80,100	94
Northwestern Pennsylvania	\$72,601	7	\$73,650	7	\$73,126	14
Pennsylvania	\$84,200	45	\$94,635	67	\$90,926	112
Pittsburgh	\$53,827	8	\$67,574	24	\$62,217	32
Southern Virginia	\$73,052	28	\$88,050	38	\$81,034	66
Southwestern Virginia	\$55,250	6	\$80,737	23	\$73,181	29
Virginia	\$80,452	86	\$87,257	101	\$81,874	187
Washington	\$95,006	63	\$108,432	56	\$96,885	119
West Virginia	\$76,286	9	\$88,237	11	\$78,059	20

# Compensation by Gender and Province IV Dioceses

## (1 of 2)

Diocese	Female		Male		All	
	Median	Number	Median	Number	Median	Number
Alabama	\$58,585	29	\$76,818	39	\$73,388	68
Atlanta	\$80,738	45	\$86,696	62	\$82,435	107
Central Florida	\$65,175	20	\$84,310	67	\$76,385	87
Central Gulf Coast	\$70,370	12	\$83,500	27	\$75,000	39
East Carolina	\$79,400	12	\$85,134	26	\$82,082	38
East Tennessee	\$68,910	16	\$81,972	32	\$76,951	48
Florida	\$83,105	11	\$88,175	42	\$85,000	53
Georgia	\$55,853	17	\$72,339	34	\$67,087	51
Kentucky	\$85,301	11	\$75,000	21	\$79,481	32
Lexington	\$55,500	14	\$65,623	13	\$63,937	27

# Compensation by Gender and Province IV Dioceses

## (2 of 2)

Diocese	Female		Male		All	
	Median	Number	Median	Number	Median	Number
Louisiana	\$59,233	6	\$86,190	32	\$83,825	38
Mississippi	\$68,784	18	\$77,724	37	\$72,000	55
North Carolina	\$72,000	51	\$80,040	68	\$77,000	119
South Carolina	\$0	3	\$96,106	18	\$98,879	21
Southeast Florida	\$93,050	14	\$101,757	41	\$101,000	55
Southwest Florida	\$64,807	15	\$84,552	59	\$80,127	74
Tennessee	\$76,573	14	\$72,126	31	\$72,925	45
Upper South Carolina	\$72,299	20	\$81,638	36	\$76,009	56
West Tennessee	\$94,039	8	\$82,696	14	\$87,696	22
Western North Carolina	\$65,910	23	\$84,071	28	\$82,920	51

# Compensation by Gender and Province V Dioceses

Diocese	Female		Male		All	
	Median	Number	Median	Number	Median	Number
Chicago	\$86,767	44	\$75,400	67	\$80,989	111
Eastern Michigan	\$21,000	7	\$69,179	9	\$55,631	16
Eau Claire	\$0	3	\$46,874	5	\$35,037	8
Fond du Lac	\$58,505	9	\$68,839	14	\$66,187	23
Indianapolis	\$69,757	22	\$68,603	26	\$68,930	48
Michigan	\$61,630	24	\$76,132	25	\$71,529	49
Milwaukee	\$67,600	9	\$78,347	28	\$75,712	37
Missouri	\$64,258	24	\$85,509	15	\$71,400	39
Northern Indiana	\$56,001	6	\$67,173	14	\$62,320	20
Northern Michigan	\$0	4	\$0	3	\$60,000	7
Ohio	\$68,500	30	\$75,250	36	\$72,931	66
Southern Ohio	\$67,878	21	\$77,327	34	\$75,200	55
Springfield	\$0	3	\$54,900	17	\$55,157	20
Western Michigan	\$66,052	19	\$76,384	20	\$68,881	39

# Compensation by Gender and Province VI Dioceses

Diocese	Female		Male		All	
	Median	Number	Median	Number	Median	Number
Colorado	\$77,200	43	\$90,114	42	\$82,600	85
Iowa	\$56,836	18	\$54,795	16	\$56,579	34
Minnesota	\$64,000	27	\$68,563	28	\$65,000	55
Montana	\$65,310	11	\$53,106	9	\$55,476	20
Nebraska	\$64,748	9	\$69,876	14	\$66,205	23
North Dakota			\$68,463	5	\$68,463	5
South Dakota	\$57,088	6	\$65,731	13	\$59,268	19
Wyoming	\$66,279	8	\$83,418	10	\$78,764	18

# Compensation by Gender and Province VII Dioceses

Diocese	Female		Male		All	
	Median	Number	Median	Number	Median	Number
Arkansas	\$62,534	18	\$78,000	29	\$70,718	47
Dallas	\$51,420	19	\$78,028	62	\$75,000	81
Kansas	\$50,000	11	\$62,500	16	\$58,800	27
North Texas	\$62,500	7	\$84,148	7	\$69,687	14
Northwest Texas	\$61,000	8	\$95,880	10	\$76,711	18
Oklahoma	\$64,321	10	\$72,000	35	\$70,750	45
Texas	\$93,164	51	\$97,438	128	\$95,343	179
The Rio Grande	\$50,391	13	\$70,094	24	\$62,415	37
West Missouri	\$30,000	11	\$70,428	25	\$64,075	36
West Texas	\$72,050	16	\$90,000	59	\$85,508	75
Western Kansas	\$0	2	\$57,602	6	\$57,602	8
Western Louisiana	\$66,800	5	\$75,785	21	\$69,886	26

# Compensation by Gender and Province VIII Dioceses (1 of 2)

Diocese	Female		Male		All	
	Median	Number	Median	Number	Median	Number
Alaska	\$43,200	11	\$45,288	8	\$43,200	19
Arizona	\$55,183	22	\$67,375	40	\$63,311	62
California	\$89,980	44	\$102,340	52	\$92,604	96
Eastern Oregon	\$0	1	\$0	3	\$0	4
El Camino Real	\$85,896	19	\$76,696	14	\$83,450	33
Hawaii	\$97,078	8	\$104,158	21	\$102,156	29
Idaho	\$53,351	5	\$68,000	5	\$56,750	10
Los Angeles	\$82,400	69	\$82,774	93	\$82,587	162
Navajoland Area Mission	\$0	4	\$0	2	\$41,100	6

# Compensation by Gender and Province VIII Dioceses

## (2 of 2)

Diocese	Female		Male		All	
	Median	Number	Median	Number	Median	Number
Nevada	\$0	4	\$60,000	14	\$60,000	18
Northern California	\$75,000	25	\$73,540	22	\$75,000	47
Olympia	\$79,260	41	\$80,206	41	\$79,756	82
Oregon	\$54,795	37	\$76,376	32	\$60,000	69
San Diego	\$83,000	23	\$71,000	24	\$74,153	47
San Joaquin	\$0	4	\$55,000	5	\$52,000	9
Spokane	\$60,337	9	\$36,157	10	\$55,250	19
Taiwan	\$0	2	\$32,716	14	\$32,716	16
Utah	\$57,256	7	\$81,120	11	\$72,721	18



# ≡ Compensation by Gender and Province IX Dioceses ≡

Diocese	Female		Male		All	
	Median	Number	Median	Number	Median	Number
Central Ecuador	\$5,254	5	\$0	4	\$5,521	9
Colombia	\$0	2	\$2,400	20	\$2,400	22
Dominican Republic	\$7,488	5	\$14,621	26	\$14,564	31
Honduras	\$4,260	16	\$5,538	29	\$4,260	45
Litoral Ecuador	\$0	3	\$5,850	5	\$5,850	8
Puerto Rico	\$29,371	6	\$45,300	36	\$40,542	42
Venezuela	\$0	1	\$4,200	5	\$7,200	6

## ≡ Important Disclosures



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