

## **Lay Employment and Compensation Report**

A Demographic Analysis of Lay Employees  
in The Church Pension Fund's Retirement Plans

**Church Pension Group | 2022**

## **What's in This Report?**

- This report provides an overview of demographic, geographic, and compensation differences of current, domestic lay employees enrolled in The Episcopal Church Lay Employees' Defined Contribution Retirement Plan (Lay DC Plan) and The Episcopal Church Lay Employees' Defined Benefit Retirement Plan (Lay DB Plan) sponsored by The Church Pension Fund (CPF).
- The compensation figures presented in this report are medians.
- Only lay employees who work more than 1,000 annual scheduled hours are included, a total of 13,347 employees.
- For the purposes of this report, individuals who have between 1,000 and 1,500 annual scheduled hours ("Below 1,500") are considered part time. Individuals with 1,500 or more annual scheduled hours ("1,500 and up") are considered full time.
- Only 40% of position data is known due to factors such as selection of "Other Lay Position" or blank entries.
- We do not collect data on lay employee race or ethnicity.

## **What to Consider When Reviewing This Report**

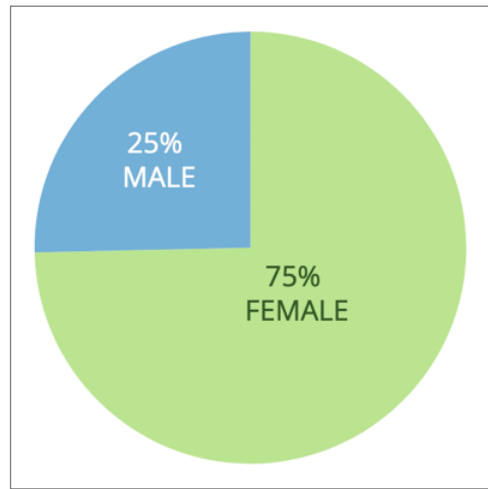
This report provides a range of statistics about lay employees enrolled in retirement plans sponsored by CPF. While every lay employee participating in CPF's retirement plans is covered in this report, we recognize that the data is not as detailed as that contained in the Clergy Compensation Report because we do not have exact position titles for the majority of employees. This means that making exact compensation comparisons between employees in similar positions and employment situations is not feasible as of this moment. We hope, as employers provide more data on employees positions, to be able to procure more comprehensive compensation data.

## **Protecting Privacy**

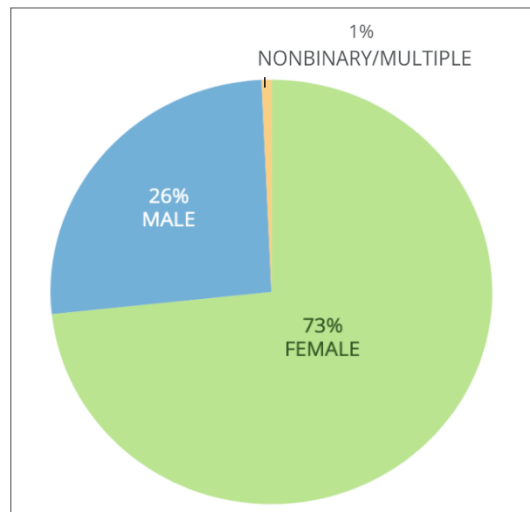
CPG preserves the anonymity of individuals behind the data. One of the many ways this is done is by reporting the median compensation for a demographic group only if it contains at least five individuals.

# Portrait of Lay Employees Participating in a CPF Retirement Plan

## Gender

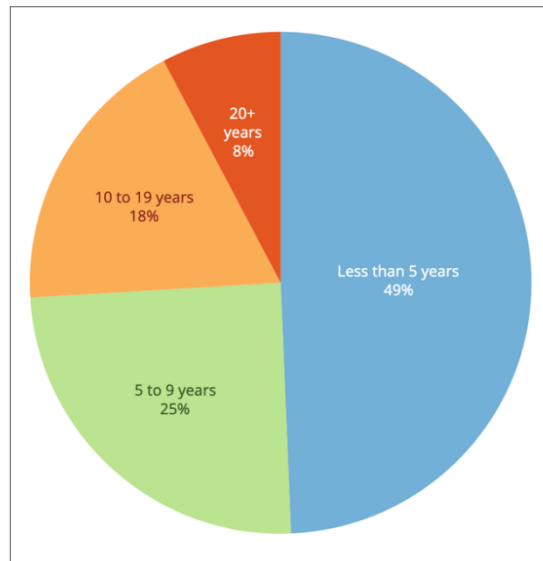


## Gender Identity\*

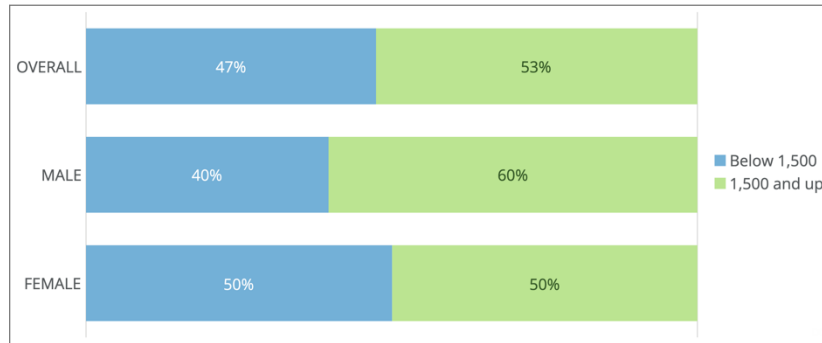


\*2,070 (15%) collected from lay population

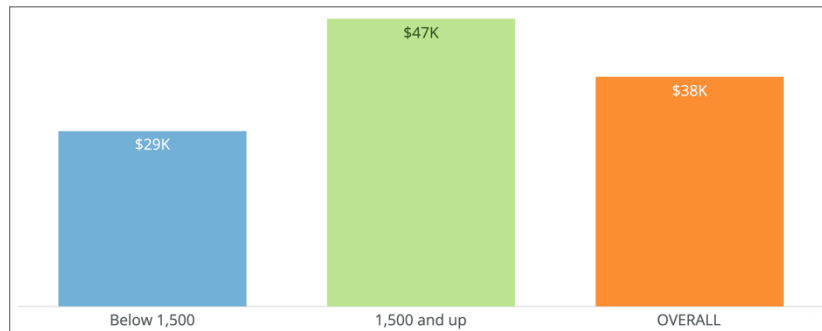
## Years Employed in The Episcopal Church



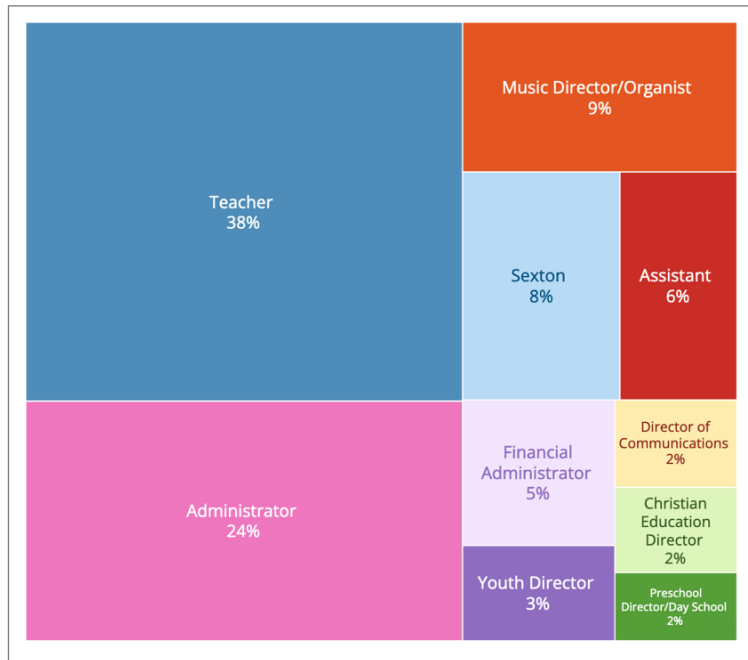
## Annual Scheduled Hours by Gender



## Median Compensation by Annual Scheduled Hours

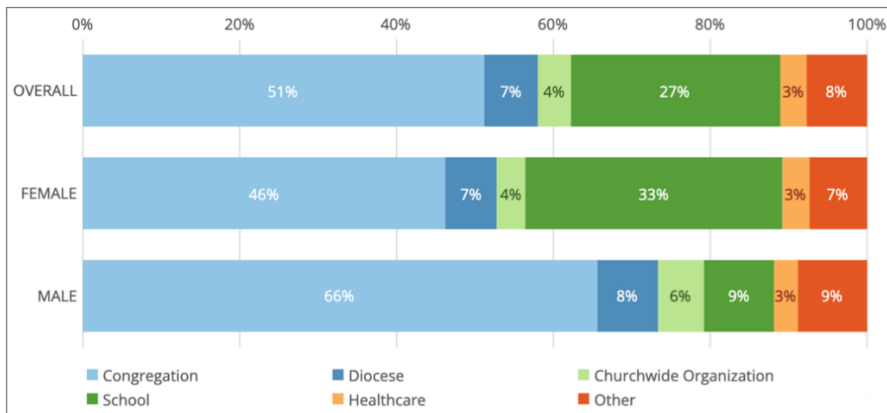


## Most Prevalent Positions



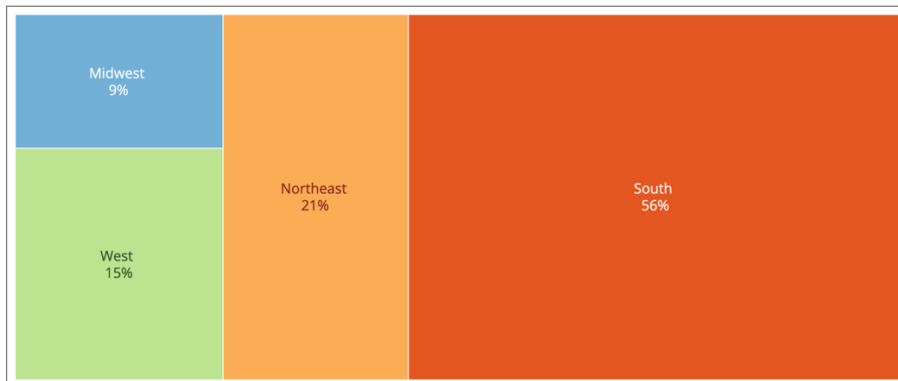
Note: Percentages may not add to 100% due to rounding.

## Employer Type by Gender



Note: Percentages may not add to 100% due to rounding.

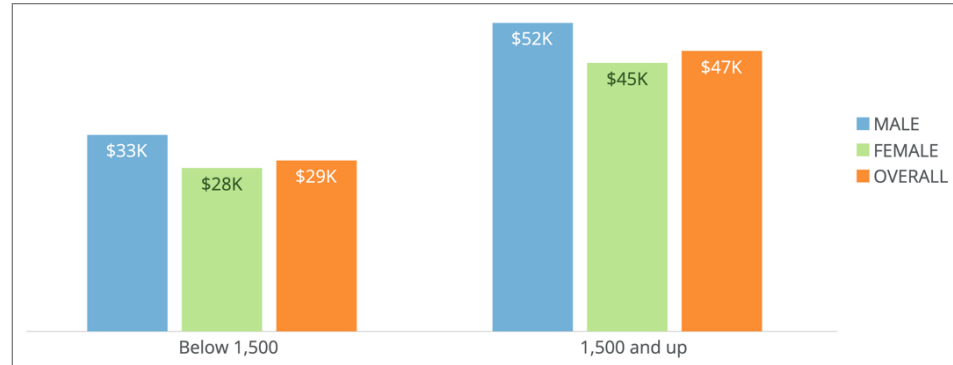
## US Region



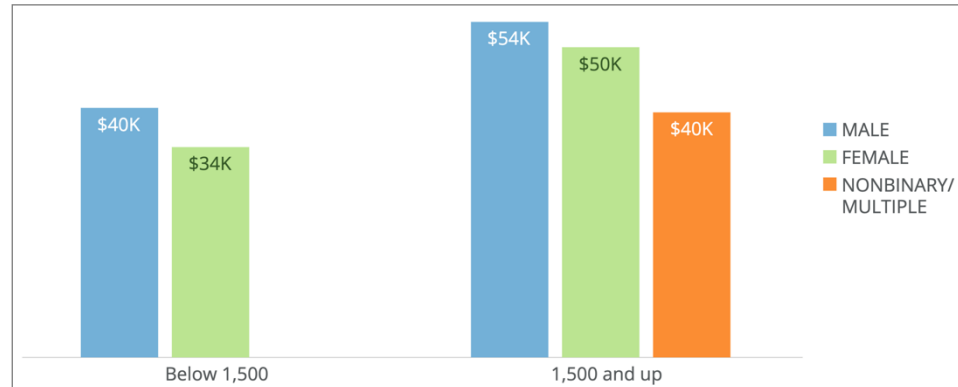
Note: Percentages may not add to 100% due to rounding.

## Median Compensation by Annual Scheduled Hours

### Gender



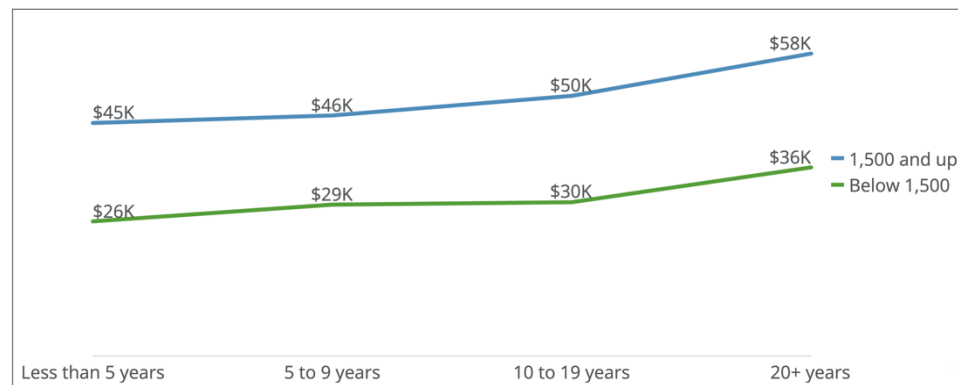
### Gender Identity\*



\*2,070 (15%) collected from lay population

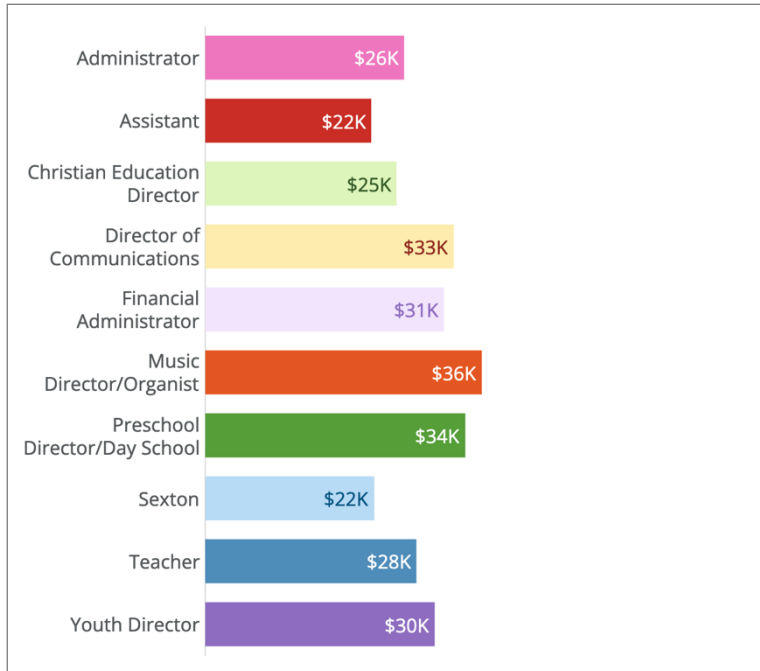
+ Insufficient data to report

### Years Employed in The Episcopal Church

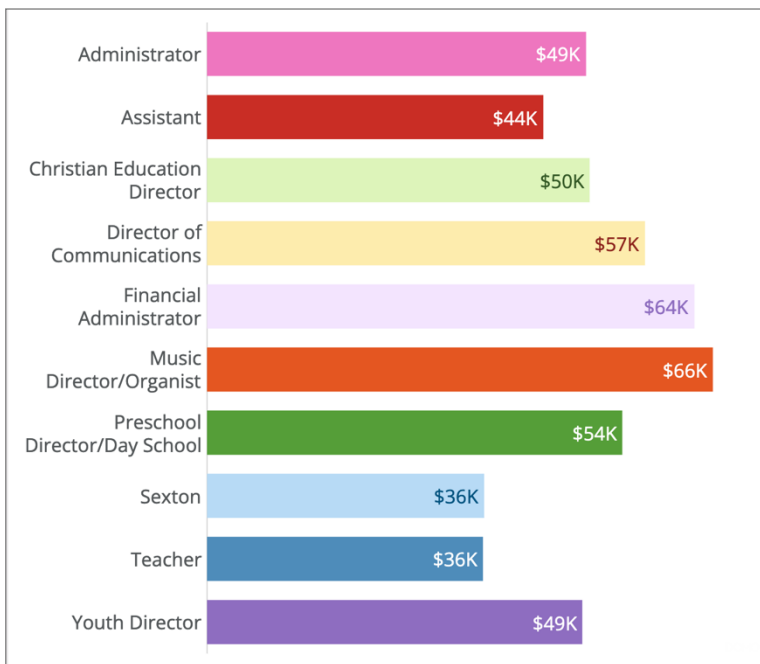


## Most Prevalent Positions

Below 1,500

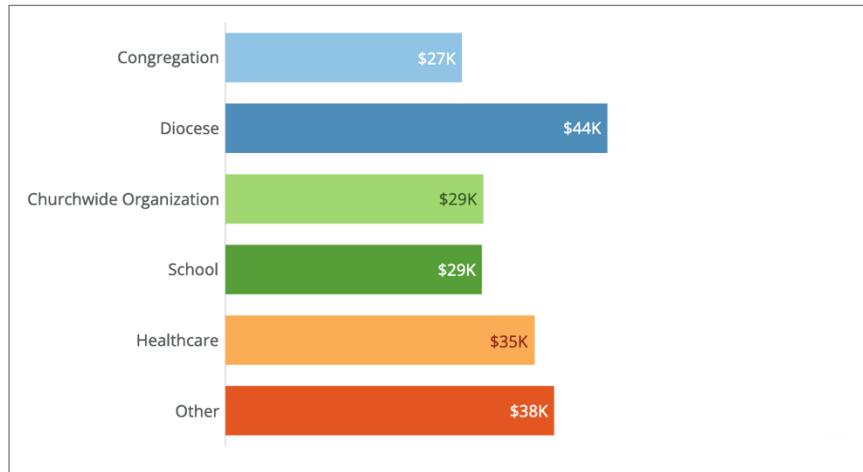


Above 1,500

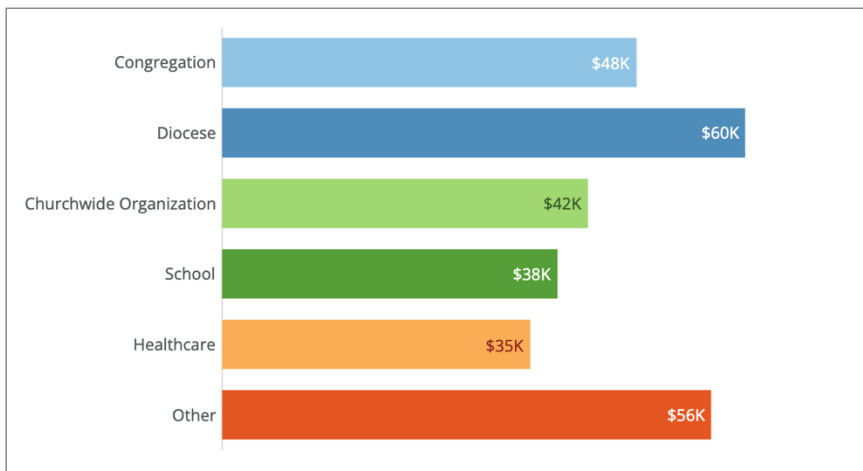


## Employer Type

### Below 1,500



### Above 1,500



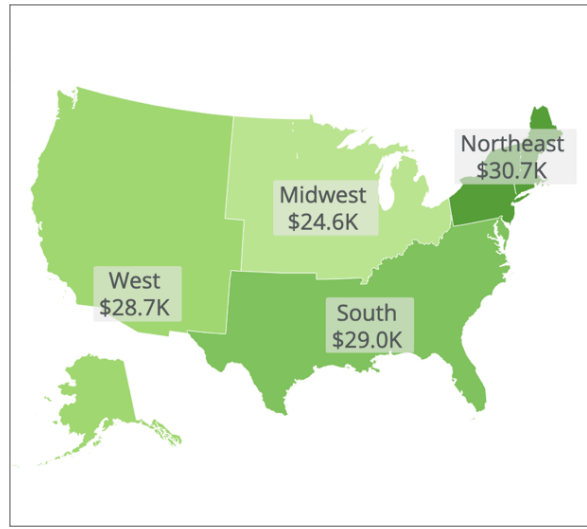
### Examples of organization types:

- School: Daycare, seminary, university
- Churchwide Organization: Religious order, Episcopal Camps and Conference Centers, province
- Healthcare: Nursing home, retirement home
- Other: Bookstore, counseling center, mentoring program

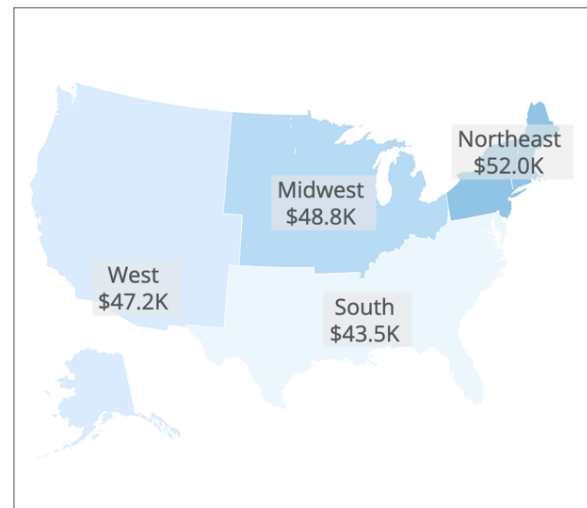


## US Regions\*

Below 1,500



Above 1,500



\*See Appendix for list of dioceses and their associated US region

## Appendix

### Dioceses and US Regions

#### Province 1

Diocese	US Region
Connecticut	Northeast
Maine	Northeast
Massachusetts	Northeast
New Hampshire	Northeast
Rhode Island	Northeast
Vermont	Northeast
Western Massachusetts	Northeast

#### Province 2

Diocese	US Region
Albany	Northeast
Central New York	Northeast
Long Island	Northeast
New Jersey	Northeast
New York	Northeast
Newark	Northeast
Puerto Rico	Not Applicable*
Rochester	Northeast
US Virgin Islands	Not Applicable*
Western New York	Northeast

\*Lay employees in Puerto Rico and US Virgin Islands do not participate in US tax-qualified retirement plans.

#### Province 3

Diocese	US Region
Bethlehem	Northeast
Central Pennsylvania	Northeast
Delaware	South
Easton	South
Maryland	South
Northwestern Pennsylvania	Northeast
Pennsylvania	Northeast
Pittsburgh	Northeast
Southern Virginia	South
Southwestern Virginia	South
Virginia	South
Washington	South
West Virginia	South

**Province 4**

<b>Diocese</b>	<b>US Region</b>
Alabama	South
Atlanta	South
Central Florida	South
Central Gulf Coast	South
East Carolina	South
East Tennessee	South
Florida	South
Georgia	South
Kentucky	South
Lexington	South
Louisiana	South
Mississippi	South
North Carolina	South
South Carolina	South
Southeast Florida	South
Southwest Florida	South
Tennessee	South
Upper South Carolina	South
West Tennessee	South
Western North Carolina	South

**Province 5**

<b>Diocese</b>	<b>US Region</b>
Chicago	Midwest
Eastern Michigan	Midwest
Eau Claire	Midwest
Fond du Lac	Midwest
Indianapolis	Midwest
Michigan	Midwest
Milwaukee	Midwest
Missouri	Midwest
Northern Indiana	Midwest
Northern Michigan	Midwest
Ohio	Midwest
Southern Ohio	Midwest
Springfield	Midwest
Western Michigan	Midwest

**Province 6**

<b>Diocese</b>	<b>US Region</b>
Colorado	West
Iowa	Midwest
Minnesota	Midwest
Montana	West
Nebraska	Midwest
North Dakota	Midwest
South Dakota	Midwest
Wyoming	West

**Province 7**

<b>Diocese</b>	<b>US Region</b>
Arkansas	South
Dallas	South
Kansas	Midwest
Northwest Texas	South
Oklahoma	South
Texas	South
The Rio Grande	West
West Missouri	Midwest
West Texas	South
Western Kansas	Midwest
Western Louisiana	South

**Province 8**

<b>Diocese</b>	<b>US Region</b>
Alaska	West
Arizona	West
California	West
Eastern Oregon	West
El Camino Real	West
Hawaii	West
Idaho	West
Los Angeles	West
Navajoland Area Mission	West
Nevada	West
Northern California	West
Olympia	West
Oregon	West
San Diego	West
San Joaquin	West
Spokane	West
Utah	West