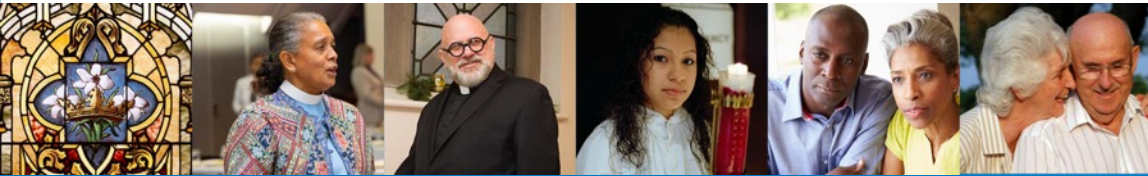


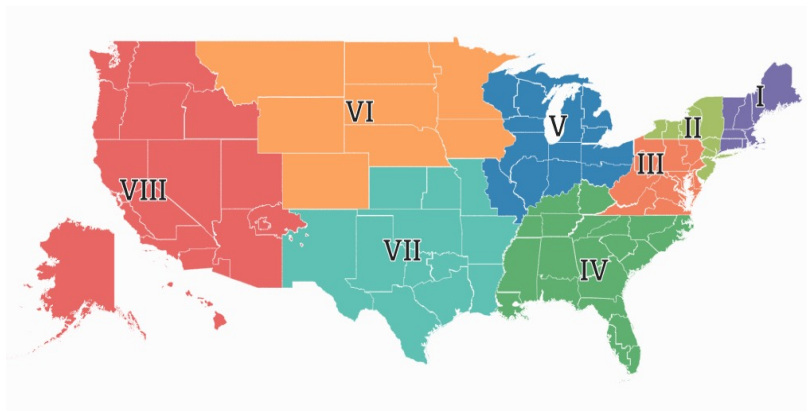
The 2023 Episcopal Clergy Compensation Report



A report prepared by
CPG Research Department

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01

What is the Episcopal Clergy
Compensation Report?

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

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](#).

Note: The median compensation figures exclude those working under \$3,000 in domestic dioceses except for the charts containing total compensation ranges, position types and overall provincial statistics.

≡ 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 NR.

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.

02

Compensation by Individual Demographics

Compensation by Gender

Gender	Median	Number	% of Total
Female	\$76,521	2,010	40.3%
Male	\$88,117	2,982	59.7%
All	\$82,552	4,992	100.0%

Compensation by Gender and Age

Gender	Cleric Age	Median	Number	% of Total
Female	34 and younger	\$70,000	61	0.6%
	35 to 44	\$75,112	321	5.5%
	45 to 54	\$83,000	435	7.7%
	55 to 64	\$78,348	674	13.5%
	65 to 72	\$70,000	519	10.3%
Male	34 and younger	\$70,000	119	1.3%
	35 to 44	\$82,635	555	10.7%
	45 to 54	\$90,808	752	14.4%
	55 to 64	\$93,200	971	19.6%
	65 to 72	\$84,061	585	11.9%
All	34 and younger	\$70,000	180	2.4%
	35 to 44	\$80,068	876	17.1%
	45 to 54	\$87,237	1,187	23.7%
	55 to 64	\$87,867	1,645	33.6%
	65 to 72	\$76,337	1,104	23.2%

Compensation by Gender and Race/Ethnicity

Gender	Race/Ethnicity	Median	Number	% of Total
Female	American Indian/Alaska Native	NR	3	0.13%
	Asian	\$80,738	15	0.64%
	Black/African American	\$91,975	49	2.10%
	Hispanic/Latino	\$78,114	14	0.60%
	White	\$78,840	911	39.05%
	Multiple Races	\$80,293	25	1.07%
	Other	NR	3	0.13%
Male	American Indian/Alaska Native	\$74,767	6	0.26%
	Asian	\$80,738	25	1.07%
	Black/African American	\$93,240	67	2.87%
	Hawaiian/Pacific Islander	NR	2	0.09%
	Hispanic/Latino	\$90,809	48	2.06%
	White	\$88,000	1,133	48.56%
	Multiple Races	\$100,621	32	1.37%
All	American Indian/Alaska Native	\$76,875	9	0.39%
	Asian	\$80,738	40	1.74%
	Black/African American	\$93,179	112	4.88%
	Hawaiian/Pacific Islander	NR	2	0.09%
	Hispanic/Latino	\$90,374	60	2.62%
	White	\$84,104	2,011	87.66%
	Multiple Races	\$89,457	57	2.48%
	Other	NR	3	0.13%

Compensation by Gender and Sexual Orientation

Gender	Sexual Orientation	Median	Number	% of Total
Female	Bisexual	\$81,934	48	2.1%
	Gay or Lesbian	\$77,964	102	4.5%
	Heterosexual	\$80,067	773	34.2%
	Other Orientations*	\$80,809	40	1.8%
	Queer	\$84,606	12	0.5%
Male	Bisexual	\$80,857	19	0.8%
	Gay or Lesbian	\$85,576	266	11.8%
	Heterosexual	\$90,650	967	42.8%
	Other Orientations*	\$73,911	28	1.2%
	Queer	NR	3	6.3%
All	Bisexual	\$80,857	67	3.0%
	Gay or Lesbian	\$83,646	368	16.3%
	Heterosexual	\$85,806	1,740	77.1%
	Other Orientations*	\$78,439	68	3.0%
	Queer	\$75,112	15	0.7%

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

Compensation by Gender Identity

Gender Identity	Median	Number	% of Total
Female	\$80,000	983	43.1%
Male	\$89,610	1,293	56.7%
Multiple Genders	\$86,443	15	0.1%
Non-Binary	\$78,957	15	0.1%

Compensation by Gender and Clerical Orders

Gender	Clerical Order	Median	Number	% of Total
Female	Deacon	\$26,425	71	0.5%
	Priest	\$77,529	1,939	39.3%
Male	Deacon	\$30,432	21	0.1%
	Priest	\$88,267	2,961	60.1%
All	Deacon	\$26,956	92	0.9%
	Priest	\$83,263	4,900	99.4%

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Compensation by Employment Details

Compensation by Gender and Position

Gender	Position	Median	Number	% of Total
Female	Senior Rector	\$109,265	177	3.5%
	Solo Rector	\$75,000	1,038	20.8%
	Assistant	\$70,000	391	7.8%
	Specialty Minister	\$77,910	349	7.0%
	Parish Deacon	\$6,978	76	1.5%
Male	Senior Rector	\$125,252	460	9.2%
	Solo Rector	\$80,961	1,673	33.5%
	Assistant	\$73,691	401	8.0%
	Specialty Minister	\$92,178	386	7.7%
	Parish Deacon	\$360	37	0.7%
All	Senior Rector	\$120,649	637	12.8%
	Solo Rector	\$78,130	2,711	54.4%
	Assistant	\$72,000	792	15.9%
	Specialty Minister	\$85,675	735	14.7%
	Parish Deacon	\$3,600	113	2.3%

Compensation by Gender and Credited Service

Gender	Credited Service	Median	Number	% of Total
Female	Less than 5 years	\$60,122	391	7.4%
	5 to 9 years	\$70,734	511	9.9%
	10 to 19 years	\$85,000	753	15.6%
	20 years plus	\$94,851	352	6.2%
Male	Less than 5 years	\$63,380	443	8.7%
	5 to 9 years	\$77,250	647	13.5%
	10 to 19 years	\$92,326	1,081	21.9%
	20 years plus	\$107,443	810	16.8%
All	Less than 5 years	\$62,255	834	17.6%
	5 to 9 years	\$74,214	1,158	24.4%
	10 to 19 years	\$89,399	1,834	38.3%
	20 years plus	\$104,203	1,162	24.3%

Compensation by Gender and Average Sunday Attendance (ASA)

Gender	Church Size	Median	Number	% of Total
Female	Family (0-75)	\$68,347	872	21.8%
	Pastoral (76-140)	\$90,213	362	9.1%
	Transitional (141-225)	\$83,928	180	4.5%
	Program (226-400)	\$71,644	118	3.0%
	Resource (401+)	\$100,000	43	1.1%
Male	Family (0-75)	\$72,389	1,192	29.8%
	Pastoral (76-140)	\$95,098	623	15.6%
	Transitional (141-225)	\$107,585	315	7.9%
	Program (226-400)	\$121,181	210	5.3%
	Resource (401+)	\$130,960	80	2.0%
All	Family (0-75)	\$70,712	2,064	51.7%
	Pastoral (76-140)	\$93,801	985	24.7%
	Transitional (141-225)	\$97,839	495	12.4%
	Program (226-400)	\$94,500	328	8.2%
	Resource (401+)	\$112,934	123	3.1%

Compensation by Gender and Operating Revenue

Gender	Operating Revenue	Median	Number	% of Total
Female	Less than \$75,000	\$21,661	89	1.1%
	\$75,000 - \$150,000	\$50,880	219	5.2%
	\$150,001 - \$250,000	\$69,425	324	7.8%
	\$250,001 - \$350,000	\$80,250	217	5.2%
	\$350,001 - \$450,000	\$91,255	143	3.4%
	\$450,001 - \$1,000,000	\$90,488	358	8.6%
	\$1,000,000 plus	\$84,444	285	6.8%
Male	Less than \$75,000	\$25,170	137	3.3%
	\$75,000 - \$150,000	\$48,814	285	6.8%
	\$150,001 - \$250,000	\$73,367	446	10.7%
	\$250,001 - \$350,000	\$86,441	380	9.1%
	\$350,001 - \$450,000	\$95,000	253	6.1%
	\$450,001 - \$1,000,000	\$102,912	602	14.4%
	\$1,000,000 plus	\$123,600	436	10.4%
All	Less than \$75,000	\$23,812	226	5.4%
	\$75,000 - \$150,000	\$50,148	504	12.1%
	\$150,001 - \$250,000	\$71,509	770	18.4%
	\$250,001 - \$350,000	\$83,967	597	14.3%
	\$350,001 - \$450,000	\$93,730	396	9.5%
	\$450,001 - \$1,000,000	\$99,512	960	23.0%
	\$1,000,000 plus	\$105,000	721	17.3%

Compensation Range by Gender

Gender	Compensation Range	Number	% of Total
Female	\$100,000 plus	483	9%
	\$75,001 - \$100,000	564	11%
	\$50,001 - \$75,000	538	11%
	\$35,001 - \$50,000	151	3%
	\$18,000 - \$35,000	167	3%
	\$3,000 - \$18,000	107	2%
	Less than \$3,000	58	1%
Male	\$100,000 plus	1,059	21%
	\$75,001 - \$100,000	863	17%
	\$50,001 - \$75,000	649	13%
	\$35,001 - \$50,000	148	3%
	\$18,000 - \$35,000	154	3%
	\$3,000 - \$18,000	109	2%
	Less than \$3,000	40	1%
All	\$100,000 plus	1,542	30%
	\$75,001 - \$100,000	1,427	28%
	\$50,001 - \$75,000	1,187	23%
	\$35,001 - \$50,000	299	6%
	\$18,000 - \$35,000	321	6%
	\$3,000 - \$18,000	216	4%
	Less than \$3,000	98	2%

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Compensation by Ecclesiastical Locations

Compensation by Gender and Province (1 of 3)

Gender	Province	Median	Number	% of Total
Female	I	\$79,897	218	4.34%
	II	\$82,661	214	4.26%
	III	\$83,803	325	6.47%
	IV	\$75,103	376	7.49%
	V	\$71,610	213	4.24%
	VI	\$68,250	131	2.61%
	VII	\$68,720	188	3.75%
	VIII	\$79,661	307	6.12%
	IX	\$5,254	29	0.58%

Compensation by Gender and Province (2 of 3)

Gender	Province	Median	Number	% of Total
Male	I	\$93,000	229	4.56%
	II	\$93,811	358	7.13%
	III	\$89,906	426	8.49%
	IV	\$89,764	706	14.06%
	V	\$74,855	316	6.29%
	VI	\$78,499	120	2.39%
	VII	\$88,316	414	8.25%
	VIII	\$87,740	361	7.19%
	IX	\$5,254	89	1.77%

Compensation by Gender and Province (3 of 3)

Gender	Province	Median	Number	% of Total
All	I	\$85,410	447	8.90%
	II	\$90,666	572	11.39%
	III	\$86,486	751	14.96%
	IV	\$82,239	1,082	21.55%
	V	\$73,202	529	10.54%
	VI	\$72,659	251	5.00%
	VII	\$80,760	602	11.99%
	VIII	\$83,923	668	13.31%
	IX	\$5,254	118	2.35%

Compensation by Race/Ethnicity and Province

(1 of 2)

Race/Ethnicity	Province	Median	Number	% of Total
Clergy of Color	I	\$95,648	30	1.30%
	II	\$95,987	59	2.55%
	III	\$89,000	41	1.77%
	IV	\$70,000	37	1.60%
	V	\$76,960	19	0.82%
	VI	\$72,659	11	0.48%
	VII	\$84,000	25	1.08%
	VIII	\$82,592	58	2.51%
	IX	\$7,063	14	0.60%

Compensation by Race/Ethnicity and Province

(2 of 2)

Race/Ethnicity	Province	Median	Number	% of Total
White Clergy	I	\$83,564	215	9.29%
	II	\$88,907	215	9.29%
	III	\$87,000	289	12.48%
	IV	\$81,911	418	18.06%
	V	\$75,000	236	10.19%
	VI	\$75,839	117	5.05%
	VII	\$85,243	226	9.76%
	VIII	\$86,941	304	13.13%
	IX	NR	1	0.04%

Compensation by Sexual Orientation and Province

(1 of 2)

Orientation	Province	Median	Number	% of Total
Heterosexual	I	\$90,871	160	7.02%
	II	\$89,114	185	8.11%
	III	\$87,454	253	11.10%
	IV	\$82,895	390	17.11%
	V	\$76,564	195	8.55%
	VI	\$77,185	94	4.12%
	VII	\$88,364	201	8.82%
	VIII	\$85,678	268	11.75%
	IX	\$7,063	14	0.61%

Compensation by Sexual Orientation and Province

(2 of 2)

Orientation	Province	Median	Number	% of Total
LGBTQ+	I	\$79,346	78	3.42%
	II	\$90,408	85	3.73%
	III	\$85,591	69	3.03%
	IV	\$74,023	64	2.81%
	V	\$71,500	63	2.76%
	VI	\$70,849	31	1.36%
	VII	\$81,048	40	1.75%
	VIII	\$89,130	89	3.90%
	IX	NR	1	0.04%

Compensation by Gender and Province | Dioceses

Diocese	Female		Male		All	
	Median	Number	Median	Number	Median	Number
Connecticut	\$85,952	58	\$106,569	49	\$96,734	107
Maine	\$63,628	17	\$82,323	18	\$69,327	35
Massachusetts	\$87,318	78	\$102,917	86	\$96,286	164
New Hampshire	\$74,005	18	\$71,480	21	\$71,480	39
Rhode Island	\$73,522	18	\$85,410	23	\$80,892	41
Vermont	\$67,654	11	\$74,418	13	\$74,322	24
Western Massachusetts	\$77,091	18	\$86,562	19	\$83,429	37

Compensation by Gender and Province II Dioceses

Diocese	Female		Male		All	
	Median	Number	Median	Number	Median	Number
Albany	\$35,000	15	\$62,724	35	\$59,178	50
Central New York	\$85,871	16	\$87,000	13	\$87,000	29
Convocation of Episcopal Churches in Europe	NR	1	\$44,025	15	\$48,618	16
Cuba	\$6,240	5	\$6,240	22	\$6,240	27
Haiti	NR	2	\$4,817	52	\$4,232	54
Long Island	\$96,885	29	\$101,291	82	\$99,699	111
New Jersey	\$75,000	35	\$83,229	66	\$80,711	101
New York	\$94,463	61	\$107,387	101	\$104,066	162
Newark	\$82,879	31	\$81,496	30	\$82,442	61
Puerto Rico	\$28,977	12	\$39,185	42	\$38,223	54
Rochester	\$58,222	14	\$84,788	17	\$68,072	31
Virgin Islands	NR	1	NR	3	NR	4
Western New York	\$64,374	12	\$71,357	11	\$68,363	23

Compensation by Gender and Province III Dioceses

Diocese	Female		Male		All	
	Median	Number	Median	Number	Median	Number
Bethlehem	\$84,366	8	\$68,914	18	\$75,219	26
Central Pennsylvania	\$72,606	19	\$82,257	20	\$78,369	39
Delaware	\$79,932	13	\$91,318	14	\$81,900	27
Easton	\$20,800	9	\$101,608	15	\$79,408	24
Maryland	\$75,486	42	\$90,227	51	\$84,696	93
Northwestern Pennsylvania	\$82,408	5	\$77,508	9	\$79,958	14
Pennsylvania	\$98,692	35	\$97,899	65	\$98,081	100
Pittsburgh	\$63,478	10	\$72,009	19	\$66,450	29
Southern Virginia	\$86,981	29	\$84,059	37	\$84,814	66
Southwestern Virginia	\$62,500	9	\$77,637	23	\$71,000	32
Virginia	\$83,712	83	\$89,273	94	\$85,500	177
Washington	\$103,344	57	\$113,660	50	\$106,174	107
West Virginia	\$72,143	6	\$88,811	11	\$77,576	17

Compensation by Gender and Province IV Dioceses

(1 of 2)

Diocese	Female		Male		All	
	Median	Number	Median	Number	Median	Number
Alabama	\$63,817	33	\$81,683	42	\$76,545	75
Atlanta	\$84,885	42	\$89,700	63	\$85,801	105
Central Florida	\$69,550	21	\$91,502	61	\$80,250	82
Central Gulf Coast	\$61,600	15	\$90,576	25	\$89,458	40
East Carolina	\$77,226	14	\$92,309	27	\$86,333	41
East Tennessee	\$72,612	16	\$91,140	28	\$83,729	44
Florida	\$77,336	12	\$98,235	35	\$93,820	47
Georgia	\$69,242	16	\$68,522	36	\$69,242	52
Kentucky	\$85,301	7	\$78,000	17	\$80,534	24
Lexington	\$68,046	9	\$80,000	15	\$77,461	24

Compensation by Gender and Province IV Dioceses

(2 of 2)

Diocese	Female		Male		All	
	Median	Number	Median	Number	Median	Number
Louisiana	\$61,994	12	\$89,521	32	\$80,481	44
Mississippi	\$73,443	15	\$90,000	34	\$81,955	49
North Carolina	\$78,800	50	\$83,730	68	\$80,225	118
South Carolina	\$100,220	6	\$104,594	18	\$104,594	24
Southeast Florida	\$120,661	14	\$106,660	40	\$106,923	54
Southwest Florida	\$70,010	16	\$91,238	60	\$84,965	76
Tennessee	\$79,673	16	\$73,283	29	\$76,225	45
Upper South Carolina	\$75,318	23	\$90,660	31	\$81,296	54
West Tennessee	\$92,621	10	\$95,977	15	\$93,241	25
Western North Carolina	\$74,528	28	\$86,625	29	\$79,900	57

Compensation by Gender and Province V Dioceses

Diocese	Female		Male		All	
	Median	Number	Median	Number	Median	Number
Chicago	\$91,338	40	\$80,989	63	\$83,720	103
Eastern Michigan	\$20,500	6	\$72,558	6	\$54,449	12
Eau Claire	NR	2	\$43,090	6	\$43,090	8
Fond du Lac	\$61,753	9	\$67,714	14	\$66,625	23
Indianapolis	\$69,887	22	\$73,578	30	\$71,899	52
Michigan	\$66,635	25	\$72,188	28	\$71,872	53
Milwaukee	\$74,541	10	\$79,498	31	\$76,960	41
Missouri	\$67,584	27	\$80,651	16	\$70,810	43
Northern Indiana	\$54,507	5	\$59,867	13	\$57,002	18
Northern Michigan	NR	3	NR	3	\$68,315	6
Ohio	\$69,267	28	\$73,655	36	\$72,525	64
Southern Ohio	\$76,564	19	\$86,134	36	\$81,264	55
Springfield	NR	3	\$59,351	16	\$59,400	19
Western Michigan	\$70,079	14	\$71,109	18	\$71,109	32

Compensation by Gender and Province VI Dioceses

Diocese	Female		Male		All	
	Median	Number	Median	Number	Median	Number
Colorado	\$82,000	40	\$100,953	38	\$93,252	78
Iowa	\$59,137	20	\$48,145	14	\$58,117	34
Minnesota	\$70,000	27	\$73,523	26	\$72,056	53
Montana	\$66,103	12	NR	4	\$66,103	16
Nebraska	\$63,600	15	\$78,245	8	\$69,668	23
North Dakota	NR	1	\$71,238	7	\$71,043	8
South Dakota	\$60,345	7	\$71,341	12	\$63,036	19
Wyoming	\$72,126	9	\$82,259	10	\$75,355	19

Compensation by Gender and Province VII Dioceses

Diocese	Female		Male		All	
	Median	Number	Median	Number	Median	Number
Arkansas	\$66,633	20	\$78,000	26	\$70,000	46
Dallas	\$48,000	20	\$75,838	68	\$71,574	88
Kansas	\$64,000	13	\$76,084	18	\$68,640	31
Northwest Texas	\$60,000	11	\$98,462	12	\$80,000	23
Oklahoma	\$66,070	10	\$74,038	42	\$71,503	52
Texas	\$87,887	68	\$103,254	132	\$100,182	200
The Rio Grande	\$55,055	10	\$67,749	21	\$59,595	31
West Missouri	\$42,000	11	\$67,681	22	\$62,000	33
West Texas	\$70,188	15	\$93,796	51	\$88,023	66
Western Kansas	\$0	2	\$74,456	5	\$71,500	7
Western Louisiana	\$65,031	8	\$83,913	17	\$70,754	25

Compensation by Gender and Province VIII Dioceses

(1 of 2)

Diocese	Female		Male		All	
	Median	Number	Median	Number	Median	Number
Alaska	\$64,869	6	\$73,542	9	\$66,619	15
Arizona	\$65,280	27	\$70,000	33	\$70,000	60
California	\$98,630	34	\$108,650	50	\$103,660	84
Eastern Oregon	NR	2	NR	4	\$74,831	6
El Camino Real	\$96,000	18	\$89,784	12	\$92,832	30
Hawaii	\$76,265	10	\$106,296	21	\$90,219	31
Idaho	\$58,239	5	\$96,885	5	\$64,112	10
Los Angeles	\$81,168	67	\$91,591	80	\$89,130	147
Micronesia	NR	1			NR	1
Navajoland Area Mission	NR	3	NR	3	\$49,110	6

Compensation by Gender and Province VIII Dioceses

(2 of 2)

Diocese	Female		Male		All	
	Median	Number	Median	Number	Median	Number
Nevada	\$76,878	5	\$45,000	9	\$55,500	14
Northern California	\$80,000	25	\$83,957	21	\$80,000	46
Olympia	\$91,207	39	\$87,000	37	\$88,391	76
Oregon	\$69,281	30	\$79,295	27	\$73,000	57
San Diego	\$91,075	17	\$71,000	26	\$77,750	43
San Joaquin	NR	4	\$77,046	5	\$77,046	9
Spokane	\$69,281	8	\$53,471	11	\$57,619	19
Taiwan	NR	2	\$38,823	13	\$38,823	15
Utah	\$64,209	7	\$89,737	8	\$87,740	15

≡ Compensation by Gender and Province IX Dioceses ≡

Diocese	Female		Male		All	
	Median	Number	Median	Number	Median	Number
Central Ecuador	NR	4	\$5,521	5	\$5,521	9
Colombia	\$2,400	5	\$2,400	28	\$2,400	33
Dominican Republic	\$7,488	5	\$14,678	23	\$14,621	28
Honduras	\$4,260	13	\$5,727	22	\$4,260	35
Litoral Ecuador	NR	2	\$5,850	6	\$5,850	8
Venezuela			\$4,200	5	\$4,200	5

≡ Important Disclosures



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