

The 2014 Church Compensation Report

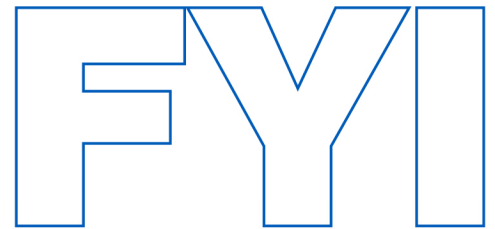
A National, Provincial, and Diocesan
Analysis of Clergy Compensation

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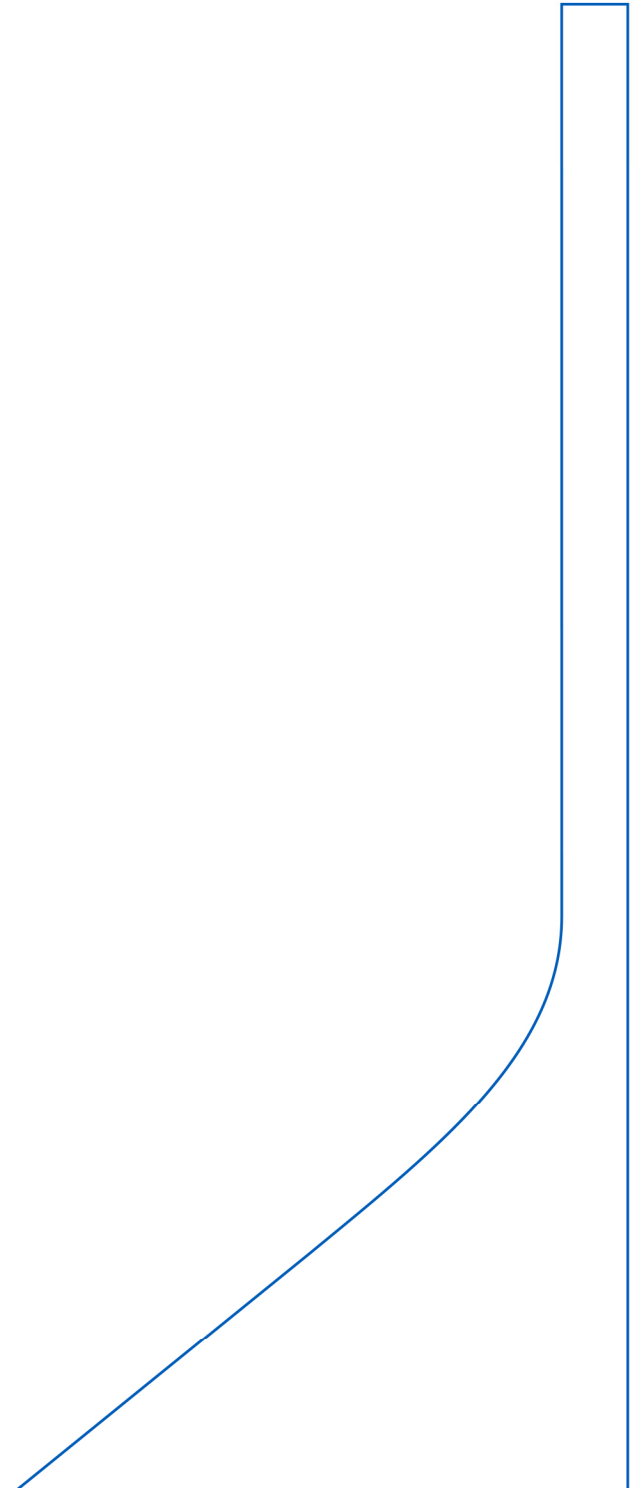
Department of Research

June 2015



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

In the eleven 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 \$32,510 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-Level Statistics

Table 1: Full-time clergy compensation 2000–2014 in actual and constant dollars

Year	FT clergy median comp	Constant 2000 dollars	Yearly % change in constant dollars	Full-time clergy	% change in FT clergy
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: Overall average compensation by church size

Average Sunday Attendance (ASA) Church Size	All full-time parish clergy	Senior and solo clerics
Family (0-75)	\$60,000	\$60,000
Pastoral (75-140)	\$74,511	\$75,000
Transitional (140-225)	\$83,870	\$88,645
Program (225-400)	\$87,009	\$105,690
Resource (400+)	\$91,826	\$136,673
Total	\$73,662	\$76,073

Table 3: Full-time compensation by gender and position in comparative perspective

All Clergy: Parochial and non-parochial

Gender	Median	Number	% of Total N
Male	\$78,647	3,244	64%
Female	\$68,379	1,839	36%
Total	\$74,400	5,083	100%

Senior Clergy

Gender	Median	Number	% of Total N
Male	\$108,150	543	80%
Female	\$91,980	137	20%
Total	\$103,937	680	100%

Solo Clergy

Gender	Median	Number	% of Total N
Male	\$73,968	1,889	64%
Female	\$67,000	1,042	36%
Total	\$71,636	2,931	100%

Associates, Assistants and Curates

Gender	Median	Number	% of Total N
Male	\$66,680	386	50%
Female	\$61,019	385	50%
Total	\$64,500	771	100%

Specialist Ministers

Gender	Median	Number	% of Total N
Male	\$79,877	335	56%
Female	\$74,422	263	44%
Total	\$76,081	598	100%

Table 4: Clergy compensation by years of experience

Gender	Years credited service / Episcopal job experience	Median clergy Compensation
Male	1 to 5 years	\$61,086
	5 to 10 years	\$73,913
	10 to 20 years	\$82,379
	20 years plus	\$92,087
	Total	\$78,647
Female	1 to 5 years	\$56,644
	5 to 10 years	\$65,622
	10 to 20 years	\$74,532
	20 years plus	\$81,357
	Total	\$68,379
Total	1 to 5 years	\$59,450
	5 to 10 years	\$70,056
	10 to 20 years	\$78,780
	20 years plus	\$89,594
	Total	\$74,400

Table 5: Clergy compensation by age

Gender	Age of cleric	Median compensation	Number of clergy	Percentage of clergy
Male	18 to 35	\$61,101	260	5%
	35 to 45	\$77,026	532	10%
	45 to 55	\$81,980	828	16%
	Over 55	\$80,826	1,624	32%
	Total	\$78,647	3,244	64%
Female	18 to 35	\$59,275	122	2%
	35 to 45	\$67,348	255	5%
	45 to 55	\$71,229	448	9%
	Over 55	\$68,595	1,014	20%
	Total	\$68,379	1,839	36%
Total	18 to 35	\$60,187	382	8%
	35 to 45	\$73,796	787	15%
	45 to 55	\$77,335	1,276	25%
	Over 55	\$75,351	2,638	52%
	Total	\$74,400	5,083	100%

Provincial-Level Data

Table 6: Median compensation for all full-time clergy

Province	Median
I	\$79,078
II	\$79,405
III	\$75,734
IV	\$72,849
V	\$70,163
VI	\$69,099
VII	\$73,652
VIII	\$73,501
Total	\$74,400

Table 7: Cleric's total compensation by church size

Province	Church Size	All clerics	Senior/solo clergy only
		Median	Median
I	Family (0-75)	\$59,117	\$58,977
	Pastoral (76-140)	\$81,250	\$81,348
	Transitional (141-225)	\$94,081	\$95,312
	Program (226-400)	\$100,545	\$112,048
	Resource (401+)	\$91,572	<i>Insufficient data</i>
	Total	\$78,599	\$80,288
II	Family (0-75)	\$68,775	\$68,577
	Pastoral (76-140)	\$81,132	\$82,565
	Transitional (141-225)	\$86,577	\$94,179
	Program (226-400)	\$109,467	\$123,779
	Resource (401+)	\$107,706	\$158,873
	Total	\$78,135	\$79,560
III	Family (0-75)	\$62,990	\$62,990
	Pastoral (76-140)	\$78,066	\$78,787
	Transitional (141-225)	\$87,937	\$94,485
	Program (226-400)	\$92,187	\$110,481
	Resource (401+)	\$81,814	\$146,900
	Total	\$74,279	\$78,325

Table 7: Cleric's total compensation by church size (continued)

Province	Church Size	All clerics	Senior/solo clergy only
		Median	Median
IV	Family (0-75)	\$55,442	\$55,265
	Pastoral (76-140)	\$69,973	\$70,000
	Transitional (141-225)	\$81,177	\$83,504
	Program (226-400)	\$81,369	\$102,968
	Resource (401+)	\$91,000	\$135,872
	Total	\$72,536	\$76,000
V	Family (0-75)	\$58,857	\$58,890
	Pastoral (76-140)	\$70,115	\$70,163
	Transitional (141-225)	\$83,603	\$88,067
	Program (226-400)	\$96,885	\$115,565
	Resource (401+)	\$94,897	\$116,013
	Total	\$68,598	\$69,300
VI	Family (0-75)	\$56,432	\$56,948
	Pastoral (76-140)	\$72,387	\$73,898
	Transitional (141-225)	\$78,303	\$79,413
	Program (226-400)	\$95,000	\$101,000
	Resource (401+)	\$102,268	<i>Insufficient data</i>
	Total	\$68,379	\$69,986
VII	Family (0-75)	\$58,017	\$58,000
	Pastoral (76-140)	\$70,638	\$71,128
	Transitional (141-225)	\$83,321	\$85,589
	Program (226-400)	\$81,719	\$103,082
	Resource (401+)	\$96,098	\$142,800
	Total	\$72,830	\$74,875
VIII	Family (0-75)	\$60,250	\$60,250
	Pastoral (76-140)	\$75,653	\$76,457
	Transitional (141-225)	\$81,500	\$87,122
	Program (226-400)	\$81,814	\$97,690
	Resource (401+)	\$76,178	\$118,415
	Total	\$73,072	\$76,073

Table 8: Medan compensation by rank and gender

Gender	Province	Senior clergy	Solo clergy	Associates and curates
Male	I	\$111,019	\$78,887	\$68,406
	II	\$108,653	\$80,504	\$73,436
	III	\$115,120	\$75,576	\$67,453
	IV	\$110,000	\$72,536	\$65,441
	V	\$102,113	\$66,950	\$68,583
	VI	\$89,198	\$69,514	\$68,804
	VII	\$106,949	\$71,616	\$65,000
	VIII	\$100,000	\$76,043	\$63,756
	Total	\$108,150	\$73,968	\$66,680
Female	I	\$100,000	\$74,701	\$66,034
	II	\$118,840	\$71,917	\$59,853
	III	\$89,028	\$69,455	\$61,001
	IV	\$89,285	\$64,240	\$60,530
	V	\$80,266	\$64,000	\$64,590
	VI	\$84,769	\$65,290	\$56,282
	VII	\$99,492	\$59,941	\$60,280
	VIII	\$87,402	\$66,681	\$65,368
	Total	\$91,980	\$67,000	\$61,019
All Clergy	I	\$104,003	\$77,128	\$67,191
	II	\$108,857	\$77,520	\$70,192
	III	\$109,005	\$72,669	\$64,590
	IV	\$108,203	\$69,973	\$62,419
	V	\$101,541	\$65,252	\$66,021
	VI	\$85,505	\$67,792	\$57,500
	VII	\$104,379	\$69,973	\$62,571
	VIII	\$94,935	\$72,569	\$64,917
	Total	\$103,937	\$71,636	\$64,500

Diocesan-Level Data

Table 9: Median compensation by province and diocese

	Diocese	Median	Decile	Number
Province I	Connecticut	\$85,520	1	130
	Maine	\$69,975	6	33
	Massachusetts	\$81,388	2	165
	New Hampshire	\$68,710	7	33
	Rhode Island	\$73,340	4	36
	Vermont	\$68,302	7	19
	Western Massachusetts	\$77,759	2	39
Province II	Albany	\$65,990	8	48
	Central New York	\$72,728	4	38
	Conv of Churches in Europe	\$76,447	NA	11
	Long Island	\$82,672	1	110
	New Jersey	\$78,602	2	105
	New York	\$84,472	1	187
	Newark	\$78,598	2	72
	Rochester	\$77,388	3	26
	Virgin Islands**	\$62,790	NA	5
	Western New York	\$65,237	8	24
Province III	Bethlehem	\$69,286	6	30
	Central Penn	\$70,888	5	37
	Delaware	\$75,734	3	25
	Easton	\$71,675	5	22
	Maryland	\$72,232	4	119
	Northwestern Penn	\$70,669	7	11
	Pennsylvania	\$83,821	1	132
	Pittsburgh	\$63,302	9	26
	Southern Virginia	\$72,080	4	69
	Southwestern Virginia	\$73,401	4	32

Table 9: Median compensation by province and diocese (continued)

	Diocese	Median	Decile	Number
Province III	Virginia	\$76,754	3	205
	Washington	\$84,994	1	110
	West Virginia	\$63,719	9	27
Province IV	Alabama	\$67,599	7	78
	Atlanta	\$71,000	5	123
	Central Florida	\$77,508	3	81
	Central Gulf Coast	\$69,125	6	40
	East Carolina	\$81,141	2	43
	East Tennessee	\$66,928	8	45
	Florida	\$74,615	4	50
	Georgia	\$67,520	7	50
	Kentucky	\$78,762	2	27
	Lexington	\$66,743	8	27
	Louisiana	\$79,104	2	46
	Mississippi	\$67,612	7	60
	North Carolina	\$71,567	5	104
	South Carolina	\$84,973	1	19
	Southeast Florida	\$86,120	1	73
	Southwest Florida	\$77,698	3	77
	Tennessee	\$71,750	5	53
	Upper South Carolina	\$68,120	7	57
	West Tennessee	\$78,262	2	25
	Western North Carolina	\$75,085	3	46
Province V	Chicago	\$75,355	3	121
	Eastern Michigan	\$58,768	10	12
	Eau Claire	<i>Insufficient data</i>	NA	4
	Fond du Lac	\$69,562	6	15
	Indianapolis	\$69,419	6	44
	Michigan	\$65,000	8	47

Table 9: Median compensation by province and diocese (continued)

	Diocese	Median	Decile	Number
Province V	Milwaukee	\$69,987	6	40
	Missouri	\$68,520	7	37
	Northern Indiana	\$69,885	6	19
	Northern Michigan	<i>Insufficient data</i>	NA	4
	Ohio	\$71,376	5	56
	Southern Ohio	\$73,946	4	64
	Springfield	\$62,576	9	20
	Western Michigan	\$64,963	9	32
Province VI	Colorado	\$78,457	2	89
	Iowa	\$63,000	9	25
	Minnesota	\$75,520	3	55
	Montana	\$57,220	10	20
	Nebraska	\$70,436	5	23
	North Dakota	\$63,975	9	5
	South Dakota	\$58,206	10	20
	Wyoming	\$65,000	8	17
Province VII	Arkansas	\$72,061	5	40
	Dallas	\$72,744	4	70
	Fort Worth	\$69,900	6	14
	Kansas	\$60,000	10	29
	Northwest Texas	\$66,786	8	22
	Oklahoma	\$69,437	6	52
	Rio Grande	\$62,253	9	35
	Texas	\$85,903	1	177
	West Missouri	\$68,386	7	32
	West Texas	\$74,980	3	74
	Western Kansas	\$53,000	10	7
	Western Louisiana	\$67,162	7	28

Table 9: Median compensation by province and diocese (continued)

	Diocese	Median	Decile	Number
Province VIII	Alaska	\$68,885	7	10
	Arizona	\$65,000	8	58
	California	\$77,866	2	116
	Eastern Oregon	\$69,300	6	5
	El Camino Real	\$73,130	4	44
	Hawaii	\$96,889	1	28
	Idaho	\$63,700	9	10
	Los Angeles	\$74,810	4	169
	Navajoland	<i>Insufficient data</i>	NA	2
	Nevada	\$66,246	8	11
	Northern California	\$71,050	5	41
	Olympia	\$75,441	3	73
	Oregon	\$62,653	9	53
	San Diego	\$86,663	1	35
	San Joaquin	\$66,800	8	8
	Spokane	\$60,783	10	17
Utah	\$61,068	9	20	
Province IX	Puerto Rico**	\$28,470	NA	52

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

**Includes all clergy and does not use the \$32,510 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 and Resource (225+)
Alabama	\$51,020	\$65,000	\$83,970	\$80,611
Alaska	\$65,000	<i>Insufficient data</i>	<i>Insufficient data</i>	<i>Insufficient data</i>
Albany	\$49,467	\$75,779	\$83,526	<i>Insufficient data</i>
Arizona	<i>Insufficient data</i>	\$57,000	\$75,106	\$81,113
Arkansas	\$61,577	\$70,698	\$83,005	\$67,391
Atlanta	\$67,914	\$70,149	\$80,545	\$78,046
Bethlehem	\$59,897	\$72,979	<i>Insufficient data</i>	<i>Insufficient data</i>
California	\$73,034	\$83,486	\$83,131	\$97,500
Central Florida	\$48,850	\$67,020	\$79,900	\$90,120
Central Gulf Coast	\$63,036	\$66,488	\$74,300	\$81,230
Central New York	\$60,468	\$80,504	\$73,111	<i>Insufficient data</i>
Central Pennsylvania	\$59,780	\$70,888	\$87,042	<i>Insufficient data</i>
Chicago	\$60,233	\$76,141	\$88,825	\$92,125
Colorado	\$59,420	\$77,695	\$80,360	\$97,000
Connecticut	\$63,762	\$83,480	\$96,214	\$102,870
Dallas	\$60,041	\$70,210	\$80,000	\$81,938
Delaware	<i>Insufficient data</i>	\$75,734	\$69,900	\$100,064
East Carolina	\$69,434	\$81,141	\$90,100	\$71,566
East Tennessee	\$55,936	\$73,381	\$65,975	\$70,480
Eastern Michigan	\$58,468	<i>Insufficient data</i>	<i>Insufficient data</i>	<i>Insufficient data</i>
Eastern Oregon	<i>Insufficient data</i>	<i>Insufficient data</i>	<i>Insufficient data</i>	<i>Insufficient data</i>
Easton	\$59,400	\$75,936	<i>Insufficient data</i>	<i>Insufficient data</i>
Eau Claire	<i>Insufficient data</i>	<i>Insufficient data</i>	<i>Insufficient data</i>	<i>Insufficient data</i>
El Camino Real	\$66,797	\$83,594	<i>Insufficient data</i>	<i>Insufficient data</i>
Florida	\$59,378	\$67,335	\$89,233	\$88,713
Fond du Lac	\$61,000	\$65,200	<i>Insufficient data</i>	<i>Insufficient data</i>
Fort Worth	<i>Insufficient data</i>	<i>Insufficient data</i>	<i>Insufficient data</i>	\$73,500
Georgia	\$52,634	\$67,725	\$78,800	\$67,348
Hawaii	\$82,856	\$97,983	\$113,614	<i>Insufficient data</i>
Idaho	<i>Insufficient data</i>	<i>Insufficient data</i>	<i>Insufficient data</i>	<i>Insufficient data</i>
Indianapolis	\$55,768	\$62,904	<i>Insufficient data</i>	\$79,209
Iowa	\$60,050	<i>Insufficient data</i>	\$70,372	<i>Insufficient data</i>
Kansas	\$49,045	\$61,500	<i>Insufficient data</i>	\$71,715

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

Diocese	Family (0-75)	Pastoral (75-140)	Transitional (140-225)	Program and Resource (225+)
Kentucky	<i>Insufficient data</i>	\$66,100	\$81,334	\$94,667
Lexington	\$52,328	<i>Insufficient data</i>	<i>Insufficient data</i>	\$76,528
Long Island	\$76,385	\$83,037	\$93,629	\$113,862
Los Angeles	\$63,750	\$79,949	\$81,702	\$73,164
Louisiana	\$63,479	\$76,251	\$90,246	\$89,683
Maine	\$51,421	\$76,685	\$97,681	<i>Insufficient data</i>
Maryland	\$60,212	\$78,901	\$87,395	\$81,323
Massachusetts	\$60,816	\$82,497	\$91,990	\$91,572
Michigan	\$53,913	\$71,100	\$77,125	\$109,803
Milwaukee	\$59,422	\$69,973	\$81,962	<i>Insufficient data</i>
Minnesota	\$56,211	\$71,180	\$75,721	\$95,000
Mississippi	\$53,624	\$73,694	\$82,400	\$66,968
Missouri	\$58,219	\$66,114	\$91,286	<i>Insufficient data</i>
Montana	\$49,743	<i>Insufficient data</i>	<i>Insufficient data</i>	<i>Insufficient data</i>
Navajoland	<i>Insufficient data</i>	<i>Insufficient data</i>	<i>Insufficient data</i>	<i>Insufficient data</i>
Nebraska	\$52,648	\$70,436	<i>Insufficient data</i>	<i>Insufficient data</i>
Nevada	<i>Insufficient data</i>	<i>Insufficient data</i>	<i>Insufficient data</i>	<i>Insufficient data</i>
New Hampshire	\$54,731	\$74,500	<i>Insufficient data</i>	\$97,541
New Jersey	\$73,443	\$79,198	\$81,784	\$98,389
New York	\$74,335	\$83,694	\$90,903	\$112,134
Newark	\$73,868	\$86,424	\$85,414	\$110,844
North Carolina	\$58,480	\$68,531	\$77,000	\$79,670
North Dakota	<i>Insufficient data</i>	<i>Insufficient data</i>	<i>Insufficient data</i>	<i>Insufficient data</i>
Northern California	\$56,135	\$65,322	\$85,000	\$91,352
Northern Indiana	\$59,563	\$65,500	<i>Insufficient data</i>	<i>Insufficient data</i>
Northern Michigan	<i>Insufficient data</i>	<i>Insufficient data</i>	<i>Insufficient data</i>	<i>Insufficient data</i>
Northwest Texas	\$62,150	\$70,002	<i>Insufficient data</i>	<i>Insufficient data</i>
Northwestern Pennsylvania	\$66,681	<i>Insufficient data</i>	<i>Insufficient data</i>	<i>Insufficient data</i>
Ohio	\$57,500	\$75,572	<i>Insufficient data</i>	<i>Insufficient data</i>
Oklahoma	\$54,331	\$69,973	<i>Insufficient data</i>	\$92,467
Olympia	\$50,163	\$76,457	\$82,175	\$85,000
Oregon	\$47,112	\$62,346	\$55,250	\$74,529
Pennsylvania	\$72,000	\$88,894	\$100,860	\$70,553

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

Diocese	Family (0-75)	Pastoral (75-140)	Transitional (140-225)	Program and Resource (225+)
Pittsburgh	\$57,000	\$81,000	<i>Insufficient data</i>	\$82,984
Rhode Island	\$60,882	\$77,993	\$85,408	<i>Insufficient data</i>
Rio Grande	\$53,987	\$76,426	<i>Insufficient data</i>	\$68,896
Rochester	\$59,566	<i>Insufficient data</i>	\$99,062	<i>Insufficient data</i>
San Diego	\$52,000	\$74,452	\$90,070	\$100,950
San Joaquin	<i>Insufficient data</i>	<i>Insufficient data</i>	<i>Insufficient data</i>	<i>Insufficient data</i>
South Carolina	<i>Insufficient data</i>	<i>Insufficient data</i>	\$92,120	\$92,800
South Dakota	\$57,267	<i>Insufficient data</i>	<i>Insufficient data</i>	<i>Insufficient data</i>
Southeast Florida	\$66,558	\$66,974	\$88,947	\$99,792
Southern Ohio	\$60,952	\$65,764	\$77,696	\$98,122
Southern Virginia	\$55,755	\$72,589	\$80,054	\$97,724
Southwest Florida	<i>Insufficient data</i>	\$68,975	\$80,809	\$101,965
Southwestern Virginia	\$68,825	\$74,493	\$91,746	\$100,400
Spokane	\$60,783	\$60,196	<i>Insufficient data</i>	<i>Insufficient data</i>
Springfield	\$57,059	\$73,875	<i>Insufficient data</i>	<i>Insufficient data</i>
Tennessee	\$52,182	\$68,809	<i>Insufficient data</i>	\$77,036
Texas	\$68,763	\$76,533	\$84,360	\$94,328
Upper South Carolina	\$53,040	\$70,721	\$76,701	\$83,850
Utah	<i>Insufficient data</i>	<i>Insufficient data</i>	<i>Insufficient data</i>	<i>Insufficient data</i>
Vermont	\$56,661	\$67,971	<i>Insufficient data</i>	<i>Insufficient data</i>
Virginia	\$65,989	\$78,713	\$88,551	\$77,444
Washington	\$66,535	\$77,035	\$86,120	\$97,789
West Missouri	\$65,500	\$66,485	<i>Insufficient data</i>	\$89,208
West Tennessee	<i>Insufficient data</i>	<i>Insufficient data</i>	<i>Insufficient data</i>	\$90,000
West Texas	\$63,214	\$76,847	\$85,024	\$91,133
West Virginia	\$61,071	\$73,048	<i>Insufficient data</i>	<i>Insufficient data</i>
Western Kansas	<i>Insufficient data</i>	<i>Insufficient data</i>	<i>Insufficient data</i>	<i>Insufficient data</i>
Western Louisiana	\$50,719	\$58,000	\$93,977	<i>Insufficient data</i>
Western Massachusetts	\$57,194	\$77,761	\$93,064	<i>Insufficient data</i>
Western Michigan	\$59,686	\$65,166	\$91,052	<i>Insufficient data</i>
Western New York	\$60,780	\$80,859	<i>Insufficient data</i>	<i>Insufficient data</i>
Western North Carolina	\$53,906	\$75,597	\$82,500	\$85,445
Wyoming	\$56,342	<i>Insufficient data</i>	<i>Insufficient data</i>	<i>Insufficient data</i>

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

Diocese	Family (0-75)	Pastoral (75-140)	Transitional (140-225)	Program and Resource (225+)
Alabama	\$51,020	\$65,455	\$83,970	\$121,000
Alaska	\$65,000	<i>Insufficient data</i>	<i>Insufficient data</i>	<i>Insufficient data</i>
Albany	\$49,467	\$75,779	\$90,659	<i>Insufficient data</i>
Arizona	<i>Insufficient data</i>	\$57,000	\$77,906	\$90,125
Arkansas	\$61,577	\$72,786	\$83,691	<i>Insufficient data</i>
Atlanta	\$67,914	\$70,149	\$84,775	\$107,614
Bethlehem	\$59,897	\$74,497	<i>Insufficient data</i>	<i>Insufficient data</i>
California	\$73,034	\$87,341	\$94,804	\$103,800
Central Florida	\$46,493	\$67,020	\$79,900	\$96,897
Central Gulf Coast	\$63,036	\$67,000	\$99,255	\$121,225
Central New York	\$60,468	\$80,504	\$80,696	<i>Insufficient data</i>
Central Pennsylvania	\$59,780	\$72,080	<i>Insufficient data</i>	<i>Insufficient data</i>
Chicago	\$60,233	\$76,141	\$93,858	\$110,600
Colorado	\$59,840	\$78,457	\$82,122	\$102,150
Connecticut	\$61,974	\$84,258	\$96,752	\$130,610
Dallas	\$60,041	\$70,210	\$80,000	\$89,350
Delaware	<i>Insufficient data</i>	\$75,734	<i>Insufficient data</i>	<i>Insufficient data</i>
East Carolina	\$69,434	\$81,141	\$90,587	\$99,088
East Tennessee	\$55,936	\$73,381	\$74,936	<i>Insufficient data</i>
Eastern Michigan	\$58,468	<i>Insufficient data</i>	<i>Insufficient data</i>	<i>Insufficient data</i>
Eastern Oregon	<i>Insufficient data</i>	<i>Insufficient data</i>	<i>Insufficient data</i>	<i>Insufficient data</i>
Easton	\$59,400	\$78,472	<i>Insufficient data</i>	<i>Insufficient data</i>
Eau Claire	<i>Insufficient data</i>	<i>Insufficient data</i>	<i>Insufficient data</i>	<i>Insufficient data</i>
El Camino Real	\$67,000	\$83,594	<i>Insufficient data</i>	<i>Insufficient data</i>
Florida	\$59,378	\$67,927	\$89,233	\$117,120
Fond du Lac	\$61,000	\$65,200	<i>Insufficient data</i>	<i>Insufficient data</i>
Fort Worth	<i>Insufficient data</i>	<i>Insufficient data</i>	<i>Insufficient data</i>	<i>Insufficient data</i>
Georgia	\$52,634	\$71,020	\$82,912	<i>Insufficient data</i>
Hawaii	\$82,856	\$97,983	\$113,614	<i>Insufficient data</i>
Idaho	<i>Insufficient data</i>	<i>Insufficient data</i>	<i>Insufficient data</i>	<i>Insufficient data</i>
Indianapolis	\$55,768	\$62,904	<i>Insufficient data</i>	\$148,210
Iowa	\$60,050	<i>Insufficient data</i>	\$73,202	<i>Insufficient data</i>
Kansas	\$49,045	\$66,000	<i>Insufficient data</i>	\$91,936

Table 11: Median total compensation by church size: Senior and solo full-time clergy (continued)

Diocese	Family (0-75)	Pastoral (75-140)	Transitional (140-225)	Program and Resource (225+)
Kentucky	<i>Insufficient data</i>	\$66,100	\$81,814	<i>Insufficient data</i>
Lexington	\$52,328	<i>Insufficient data</i>	<i>Insufficient data</i>	<i>Insufficient data</i>
Long Island	\$76,385	\$83,167	\$99,905	\$142,048
Los Angeles	\$64,500	\$80,851	\$87,061	\$109,123
Louisiana	\$63,479	\$75,044	<i>Insufficient data</i>	\$131,466
Maine	\$50,075	\$76,685	<i>Insufficient data</i>	<i>Insufficient data</i>
Maryland	\$60,212	\$79,287	\$97,500	\$124,005
Massachusetts	\$61,633	\$84,742	\$96,516	\$110,395
Michigan	\$52,850	\$71,100	\$83,775	<i>Insufficient data</i>
Milwaukee	\$59,422	\$69,973	<i>Insufficient data</i>	<i>Insufficient data</i>
Minnesota	\$56,579	\$72,387	\$77,138	\$95,000
Mississippi	\$53,624	\$73,847	\$88,000	<i>Insufficient data</i>
Missouri	\$58,219	\$66,114	\$92,026	<i>Insufficient data</i>
Montana	\$49,743	<i>Insufficient data</i>	<i>Insufficient data</i>	<i>Insufficient data</i>
Navajoland	<i>Insufficient data</i>	<i>Insufficient data</i>	<i>Insufficient data</i>	<i>Insufficient data</i>
Nebraska	\$52,648	\$70,436	<i>Insufficient data</i>	<i>Insufficient data</i>
Nevada	<i>Insufficient data</i>	<i>Insufficient data</i>	<i>Insufficient data</i>	<i>Insufficient data</i>
New Hampshire	\$54,731	\$74,500	<i>Insufficient data</i>	<i>Insufficient data</i>
New Jersey	\$73,443	\$79,198	\$84,896	\$118,668
New York	\$74,335	\$85,013	\$98,343	\$142,366
Newark	\$73,868	\$87,390	\$94,248	<i>Insufficient data</i>
North Carolina	\$58,480	\$68,531	\$79,784	\$100,486
North Dakota	<i>Insufficient data</i>	<i>Insufficient data</i>	<i>Insufficient data</i>	<i>Insufficient data</i>
Northern California	\$56,135	\$65,975	\$86,402	<i>Insufficient data</i>
Northern Indiana	\$59,563	\$69,972	<i>Insufficient data</i>	<i>Insufficient data</i>
Northern Michigan	<i>Insufficient data</i>	<i>Insufficient data</i>	<i>Insufficient data</i>	<i>Insufficient data</i>
Northwest Texas	\$62,150	\$70,002	<i>Insufficient data</i>	<i>Insufficient data</i>
Northwestern Pennsylvania	\$66,681	<i>Insufficient data</i>	<i>Insufficient data</i>	<i>Insufficient data</i>
Ohio	\$57,500	\$75,572	<i>Insufficient data</i>	<i>Insufficient data</i>
Oklahoma	\$54,331	\$69,973	<i>Insufficient data</i>	\$117,045
Olympia	\$50,163	\$76,457	\$82,878	\$96,232
Oregon	\$47,112	\$62,346	\$81,286	<i>Insufficient data</i>
Pennsylvania	\$72,063	\$88,945	\$107,750	\$131,652

Table 11: Median total compensation by church size: Senior and solo full-time clergy (continued)

Diocese	Family (0-75)	Pastoral (75-140)	Transitional (140-225)	Program and Resource (225+)
Pittsburgh	\$57,000	\$81,000	<i>Insufficient data</i>	<i>Insufficient data</i>
Rhode Island	\$60,882	\$81,307	\$87,003	<i>Insufficient data</i>
Rio Grande	\$53,987	\$76,426	<i>Insufficient data</i>	<i>Insufficient data</i>
Rochester	\$60,712	<i>Insufficient data</i>	<i>Insufficient data</i>	<i>Insufficient data</i>
San Diego	\$52,000	\$74,452	<i>Insufficient data</i>	\$118,415
San Joaquin	<i>Insufficient data</i>	<i>Insufficient data</i>	<i>Insufficient data</i>	<i>Insufficient data</i>
South Carolina	<i>Insufficient data</i>	<i>Insufficient data</i>	<i>Insufficient data</i>	<i>Insufficient data</i>
South Dakota	\$57,267	<i>Insufficient data</i>	<i>Insufficient data</i>	<i>Insufficient data</i>
Southeast Florida	\$66,558	\$66,974	\$89,830	\$104,440
Southern Ohio	\$62,624	\$65,765	\$79,661	\$126,897
Southern Virginia	\$55,755	\$72,589	\$86,122	\$105,910
Southwest Florida	<i>Insufficient data</i>	\$68,975	\$81,500	\$120,520
Southwestern Virginia	\$68,825	\$74,493	\$91,746	<i>Insufficient data</i>
Spokane	\$60,783	\$60,196	<i>Insufficient data</i>	<i>Insufficient data</i>
Springfield	\$57,059	\$73,875	<i>Insufficient data</i>	<i>Insufficient data</i>
Tennessee	\$52,182	\$68,809	<i>Insufficient data</i>	\$124,401
Texas	\$68,763	\$76,696	\$93,164	\$114,117
Upper South Carolina	\$53,040	\$70,721	\$76,783	\$97,850
Utah	<i>Insufficient data</i>	<i>Insufficient data</i>	<i>Insufficient data</i>	<i>Insufficient data</i>
Vermont	\$56,661	\$67,971	<i>Insufficient data</i>	<i>Insufficient data</i>
Virginia	\$65,989	\$79,771	\$92,923	\$109,005
Washington	\$66,535	\$80,748	\$101,863	\$131,661
West Missouri	\$56,855	\$66,485	<i>Insufficient data</i>	<i>Insufficient data</i>
West Tennessee	<i>Insufficient data</i>	<i>Insufficient data</i>	<i>Insufficient data</i>	\$130,004
West Texas	\$63,214	\$76,847	\$85,024	\$112,211
West Virginia	\$61,959	\$73,048	<i>Insufficient data</i>	<i>Insufficient data</i>
Western Kansas	<i>Insufficient data</i>	<i>Insufficient data</i>	<i>Insufficient data</i>	<i>Insufficient data</i>
Western Louisiana	\$50,719	\$58,000	\$95,265	<i>Insufficient data</i>
Western Massachusetts	\$57,194	\$77,761	\$93,064	<i>Insufficient data</i>
Western Michigan	\$59,686	\$65,166	\$91,052	<i>Insufficient data</i>
Western New York	\$60,780	\$80,859	<i>Insufficient data</i>	<i>Insufficient data</i>
Western North Carolina	\$53,906	\$75,597	\$82,500	\$102,968
Wyoming	\$59,998	<i>Insufficient data</i>	<i>Insufficient data</i>	<i>Insufficient data</i>

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 – 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	\$78,564	\$78,341	\$223
Midwest	\$69,198	\$68,161	\$1,037
South	\$74,123	\$70,269	\$3,854
West	\$73,033	\$80,638	(\$7,605)
Total	\$74,400	\$74,593	(\$193)

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	\$79,078	\$77,834	\$1,244
Province II	\$79,405	\$80,829	(\$1,424)
Province III	\$75,734	\$79,752	(\$4,018)
Province IV	\$72,849	\$65,612	\$7,237
Province V	\$70,163	\$70,053	\$110
Province VI	\$69,099	\$67,027	\$2,072
Province VII	\$73,652	\$67,027	\$6,625
Province VIII	\$73,501	\$83,890	(\$10,389)
Total	\$74,400	\$74,593	(\$193)

* Figures from 2006–2010 American Community Survey adjusted to 2014 constant dollars.

Diocesan Median Compensation by Decile

