

Information for Your Present and Future Needs



**The 2012 Church**

**Compensation Report**

A National, Provincial, and Diocesan

Analysis of Clergy Compensation

Matthew J. Price, Ph.D.

Anne Hurst, M.A.

The Church Pension Fund

September 2013

RESEARCH

# 2012 Episcopal Church Compensation Report: National, Provincial, and Diocesan Information

Anne L. Hurst and Matthew J. Price  
Office of Research  
Church Pension Group

## 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.

### *1) 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.

### *2) What are the criteria for being counted as a full-time cleric in the report?*

We have used a baseline figure of \$31,775 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.

### *3) 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.

**Table 1: Full-time clergy compensation 2000–2012  
in actual and constant dollars**

<b>Year</b>	<b>FT clergy median comp</b>	<b>Constant 2012 dollars</b>	<b>% change in constant dollars</b>	<b>Full-time clergy</b>	<b>% change in FT clergy</b>
2012	\$71,850	\$70,629	2.7%	5,282	-1.8%
2011	\$70,931	\$68,803	0.9%	5,379	-2.9%
2010	\$69,219	\$68,181	3.3%	5,538	-3.4%
2009	\$67,820	\$66,023	-0.7%	5,731	-3.1%
2008	\$66,545	\$66,545	3.0%	5,912	-0.3%
2007	\$64,508	\$64,508	0.1%	6,106	0.4%
2006	\$62,793	\$64,049	-1.5%	6,079	-1.6%
2005	\$61,379	\$65,062	-0.5%	6,176	-1.8%
2004	\$60,000	\$65,400	0.1%	6,288	-0.8%
2003	\$58,818	\$65,288	0.5%	6,338	1.2%
2002	\$56,930	\$64,900	2.1%	6,262	1.0%
2001	\$54,786	\$63,552	1.0%	6,202	3.0%
2000	\$52,428	\$62,914		6,022	

**Table 2: Overall average compensation by church size**

<b>Average Sunday Attendance (ASA) Church Size</b>	<b>All full-time parish clergy</b>	<b>Senior and solo clerics</b>
Family (0-75)	\$59,092	\$59,105
Pastoral (75-140)	\$71,510	\$72,000
Transitional (140-225)	\$80,188	\$84,738
Program (225-400)	\$83,572	\$100,870
Resource (400+)	\$85,762	\$131,671
<b>Total</b>	<b>\$71,208</b>	<b>\$73,400</b>

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

<b>ALL CLERGY – Parochial and non-parochial</b>			
<b>Gender</b>	<b>Median</b>	<b>Number</b>	<b>% of Total N</b>
Male	\$75,747	3,455	65%
Female	\$65,438	1,827	35%
Total	\$71,850	5,282	100%
<b>SENIOR CLERGY</b>			
<b>Gender</b>	<b>Median</b>	<b>Number</b>	<b>% of Total N</b>
Male	\$103,660	572	81%
Female	\$91,566	138	19%
Total	\$100,964	710	100%
<b>SOLO CLERGY</b>			
<b>Gender</b>	<b>Median</b>	<b>Number</b>	<b>% of Total N</b>
Male	\$71,764	2,026	67%
Female	\$65,000	1,019	33%
Total	\$69,446	3,045	100%
<b>ASSOCIATES, ASSISTANTS, AND CURATES</b>			
<b>Gender</b>	<b>Median</b>	<b>Number</b>	<b>% of Total N</b>
Male	\$63,767	392	49%
Female	\$59,403	416	51%
Total	\$61,625	808	100%
<b>SPECIALIST MINISTERS</b>			
<b>Gender</b>	<b>Median</b>	<b>Number</b>	<b>% of Total N</b>
Male	\$76,445	365	60%
Female	\$70,325	245	40%
Total	\$73,398	610	100%

**Table 4: Clergy compensation  
by years of experience**

<b>Gender</b>	<b>Years credited service / Episcopal job experience</b>	<b>Median clergy compensation</b>
<b>Male</b>	1 to 5 years	\$59,256
	5 to 10 years	\$70,386
	10 to 20 years	\$79,326
	20 years plus	\$89,634
	Total	\$75,747
<b>Female</b>	1 to 5 years	\$54,902
	5 to 10 years	\$63,202
	10 to 20 years	\$72,048
	20 years plus	\$77,317
	Total	\$65,438
<b>Total</b>	1 to 5 years	\$57,525
	5 to 10 years	\$67,521
	10 to 20 years	\$76,338
	20 years plus	\$87,174
	Total	\$71,850

**Table 5: Clergy compensation by age**

<b>Gender</b>	<b>Age of cleric</b>	<b>Median compensation</b>	<b>Number of clergy</b>	<b>Percentage of clergy</b>
<b>Male</b>	18 to 35	\$61,303	271	5%
	35 to 45	\$72,654	511	10%
	45 to 55	\$79,002	896	17%
	Over 55	\$78,741	1,777	34%
	Total	\$75,747	3,455	65%
<b>Female</b>	18 to 35	\$54,829	130	2%
	35 to 45	\$64,328	237	4%
	45 to 55	\$67,075	474	9%
	Over 55	\$67,164	986	19%
	Total	\$65,438	1,827	35%
<b>Total</b>	18 to 35	\$59,208	401	8%
	35 to 45	\$70,391	748	14%
	45 to 55	\$74,380	1,370	26%
	Over 55	\$73,252	2,763	52%
	Total	\$71,850	5,282	100%

<b>Table 6: Median compensation for all full-time clergy</b>	
<b>Province</b>	<b>Median</b>
I	\$76,439
II	\$76,602
III	\$73,296
IV	\$70,633
V	\$67,390
VI	\$66,739
VII	\$70,196
VIII	\$70,435
Total	\$71,850

<b>Table 7: Cleric's total compensation by church size</b>			
		<b>All clerics</b>	<b>Senior/solo clergy only</b>
<b>Province</b>	<b>Church Size</b>	<b>Median</b>	<b>Median</b>
<b>I</b>	Family (0-75)	\$59,901	\$58,608
	Pastoral (76-140)	\$76,955	\$77,584
	Transitional (141-225)	\$85,512	\$91,702
	Program (226-400)	\$95,106	\$105,741
	Resource (401+)	\$97,358	<i>insufficient data</i>
	Total	\$76,098	\$78,452
<b>II</b>	Family (0-75)	\$66,047	\$66,047
	Pastoral (76-140)	\$76,054	\$76,376
	Transitional (141-225)	\$88,085	\$91,969
	Program (226-400)	\$95,787	\$110,553
	Resource (401+)	\$129,036	\$178,964
	Total	\$75,660	\$76,586
<b>III</b>	Family (0-75)	\$61,046	\$61,046
	Pastoral (76-140)	\$76,517	\$77,237
	Transitional (141-225)	\$83,653	\$91,613
	Program (226-400)	\$86,551	\$110,688
	Resource (401+)	\$77,296	\$139,546
	Total	\$72,496	\$77,484
<b>IV</b>	Family (0-75)	\$53,866	\$53,866
	Pastoral (76-140)	\$66,000	\$66,376
	Transitional (141-225)	\$76,861	\$79,617
	Program (226-400)	\$81,530	\$99,109
	Resource (401+)	\$80,709	\$131,612
	Total	\$70,000	\$73,068

		<b>All clerics</b>	<b>Senior/solo clergy only</b>
<b>Province</b>	<b>Church Size</b>	<b>Median</b>	<b>Median</b>
<b>V</b>	Family (0-75)	\$57,825	\$57,800
	Pastoral (76-140)	\$67,300	\$67,390
	Transitional (141-225)	\$81,826	\$83,775
	Program (226-400)	\$82,494	\$99,606
	Resource (401+)	\$94,207	\$131,807
	Total	\$66,689	\$67,170
<b>VI</b>	Family (0-75)	\$54,832	\$54,832
	Pastoral (76-140)	\$70,408	\$70,557
	Transitional (141-225)	\$78,957	\$79,199
	Program (226-400)	\$85,568	\$96,198
	Resource (401+)	\$101,679	<i>insufficient data</i>
	Total	\$66,739	\$67,288
<b>VII</b>	Family (0-75)	\$56,000	\$56,201
	Pastoral (76-140)	\$67,000	\$66,960
	Transitional (141-225)	\$76,274	\$78,540
	Program (226-400)	\$81,000	\$96,828
	Resource (401+)	\$92,699	\$129,532
	Total	\$69,634	\$71,925
<b>VIII</b>	Family (0-75)	\$60,000	\$60,000
	Pastoral (76-140)	\$70,998	\$71,843
	Transitional (141-225)	\$79,374	\$85,742
	Program (226-400)	\$80,380	\$93,651
	Resource (401+)	\$76,877	\$120,000
	Total	\$70,000	\$73,228

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

<b>Gender</b>	<b>Province</b>	<b>Senior clergy</b>	<b>Solo clergy</b>	<b>Associates and curates</b>
<b>Male</b>	I	\$105,603	\$77,591	\$60,348
	II	\$111,546	\$76,675	\$72,888
	III	\$110,499	\$73,200	\$63,035
	IV	\$107,107	\$69,973	\$62,710
	V	\$96,335	\$67,240	\$59,588
	VI	\$99,085	\$65,838	\$63,552
	VII	\$99,854	\$69,231	\$62,727
	VIII	\$95,362	\$72,986	\$64,795
	Total	\$103,660	\$71,764	\$63,767
<b>Female</b>	I	\$100,978	\$69,580	\$55,556
	II	\$105,693	\$72,048	\$63,659
	III	\$95,237	\$66,340	\$62,029
	IV	\$81,370	\$61,710	\$58,435
	V	\$90,795	\$59,208	\$65,301
	VI	\$90,000	\$66,320	\$56,866
	VII	\$91,592	\$59,520	\$58,916
	VIII	\$86,720	\$64,350	\$57,591
	Total	\$91,566	\$65,000	\$59,403
<b>All Clergy</b>	I	\$101,949	\$74,906	\$57,537
	II	\$110,870	\$74,636	\$66,951
	III	\$110,119	\$71,180	\$62,073
	IV	\$103,363	\$67,183	\$60,100
	V	\$92,517	\$63,910	\$62,071
	VI	\$94,106	\$65,838	\$60,998
	VII	\$98,900	\$67,134	\$61,000
	VIII	\$92,768	\$68,760	\$60,588
	Total	\$100,964	\$69,446	\$61,625



**Table 9: Median compensation by province and diocese**

	<b>Diocese</b>	<b>Median</b>	<b>Decile</b>	<b>Number</b>
<b>Province I</b>	Connecticut	\$83,698	1	141
	Maine	\$68,374	6	37
	Massachusetts	\$78,116	2	183
	New Hampshire	\$66,870	6	41
	Rhode Island	\$73,471	3	41
	Vermont	\$64,511	8	20
	Western Mass	\$73,696	3	46
	<b>Province II</b>	Albany	\$62,595	8
Central New York	\$71,781	4	37	
Conv of Churches in Europe	\$68,849	NA	9	
Long Island	\$82,946	1	111	
New Jersey	\$78,506	2	107	
New York	\$83,160	1	199	
Newark	\$72,048	3	80	
Rochester	\$71,582	4	32	
Virgin Islands**	<i>insufficient data</i>	NA	4	
Western New York	\$66,737	7	25	
<b>Province III</b>	Bethlehem	\$70,692	5	31
Central Penn	\$67,863	6	41	
Delaware	\$82,500	1	23	
Easton	\$74,862	2	26	
Maryland	\$68,638	5	122	
Northwestern Penn	\$60,780	10	15	
Pennsylvania	\$79,114	2	132	
Pittsburgh	\$68,375	5	21	
Southern Virginia	\$70,756	4	78	
Southwestern Virginia	\$71,008	4	30	
Virginia	\$74,553	2	209	
Washington	\$83,429	1	113	
West Virginia	\$67,081	6	27	
<b>Province IV</b>	Alabama	\$66,000	7	83
Atlanta	\$68,642	5	116	
Central Florida	\$70,394	5	84	
Central Gulf Coast	\$73,185	3	44	
East Carolina	\$80,063	1	40	
East Tennessee	\$65,049	7	42	
Florida	\$70,401	5	56	
Georgia	\$63,158	8	49	

**Table 9: Median compensation by province and diocese, *cont'd***

	<b>Diocese</b>	<b>Median</b>	<b>Decile</b>	<b>Number</b>
<b>Province IV,</b> <i>cont'd</i>	Kentucky	\$71,716	4	28
	Lexington	\$66,875	6	28
	Louisiana	\$76,445	2	45
	Mississippi	\$60,808	9	62
	North Carolina	\$69,156	5	111
	South Carolina	\$81,120	1	74
	Southeast Florida	\$79,216	1	70
	Southwest Florida	\$75,633	2	76
	Tennessee	\$72,644	3	58
	Upper South Carolina	\$65,497	7	55
	West Tennessee	\$74,175	2	29
	Western North Carolina	\$71,242	4	50
<b>Province V</b>	Chicago	\$71,394	4	119
	Eastern Michigan	\$56,543	10	18
	Eau Claire	<i>insufficient data</i>	NA	3
	Fond du Lac	\$66,251	7	18
	Indianapolis	\$68,455	5	43
	Michigan	\$61,163	9	50
	Milwaukee	\$71,517	4	45
	Missouri	\$61,639	9	38
	Northern Indiana	\$69,928	5	18
	Northern Michigan	<i>insufficient data</i>	NA	4
	Ohio	\$66,300	7	69
	Quincy	<i>insufficient data</i>	NA	3
	Southern Ohio	\$72,169	3	66
	Springfield	\$61,039	9	19
	Western Michigan	\$62,848	8	36
<b>Province VI</b>	Colorado	\$72,875	3	77
	Iowa	\$61,329	9	26
	Minnesota	\$72,522	3	60
	Montana	\$57,842	10	19
	Nebraska	\$67,708	6	26
	North Dakota	\$59,276	10	8
	South Dakota	\$54,079	10	22
	Wyoming	\$64,590	8	15

	<b>Diocese</b>	<b>Median</b>	<b>Decile</b>	<b>Number</b>
<b>Province VII</b>	Arkansas	\$67,659	6	40
	Dallas	\$68,245	6	74
	Fort Worth	\$60,300	10	14
	Kansas	\$61,110	9	31
	Northwest Texas	\$64,502	8	18
	Oklahoma	\$68,077	6	54
	Rio Grande	\$65,093	7	30
	Texas	\$80,505	1	165
	West Missouri	\$62,250	8	31
	West Texas	\$71,342	4	68
	Western Kansas	\$65,000	7	5
	Western Louisiana	\$64,590	8	25
<b>Province VIII</b>	Alaska	\$66,997	6	9
	Arizona	\$64,223	8	50
	California	\$73,252	3	113
	Eastern Oregon	\$62,227	8	7
	El Camino Real	\$69,017	5	47
	Hawaii	\$85,820	1	26
	Idaho	\$65,153	7	10
	Los Angeles	\$74,290	2	163
	Navajoland	<i>insufficient data</i>	NA	4
	Nevada	\$61,881	9	8
	Northern California	\$65,000	7	35
	Olympia	\$72,808	3	75
	Oregon	\$62,166	9	63
	San Diego	\$77,610	2	36
	San Joaquin	\$61,646	9	10
	Spokane	\$61,288	9	18
	Utah	\$71,401	4	25
<b>Province IX</b>	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 \$31,775 full-time marker due to different economic circumstance				

**Table 10: Median total compensation by church size:  
All full-time clergy**

<b>Diocese</b>	<b>Family (0-75)</b>	<b>Pastoral (75-140)</b>	<b>Transitional (140-225)</b>	<b>Program and Resource (225+)</b>
Alabama	\$54,210	\$64,000	\$83,970	\$92,700
Alaska	<i>insufficient data</i>	<i>insufficient data</i>	<i>insufficient data</i>	<i>insufficient data</i>
Albany	\$50,586	\$71,360	\$72,624	<i>insufficient data</i>
Arizona	<i>insufficient data</i>	\$55,000	\$71,888	\$81,018
Arkansas	\$63,153	\$70,000	\$73,613	\$65,872
Atlanta	\$54,902	\$65,131	\$73,346	\$75,538
Bethlehem	\$59,897	\$73,461	\$73,812	<i>insufficient data</i>
California	\$68,359	\$74,580	\$79,000	\$90,050
Central Florida	\$52,327	\$62,598	\$78,723	\$84,029
Central Gulf Coast	\$62,068	\$70,410	\$73,425	\$95,037
Central New York	\$54,866	\$76,671	<i>insufficient data</i>	<i>insufficient data</i>
Central Pennsylvania	\$62,080	\$67,494	\$84,738	\$98,901
Chicago	\$59,518	\$69,550	\$75,508	\$87,730
Colorado	\$53,156	\$73,011	\$80,738	\$94,000
Connecticut	\$79,737	\$80,974	\$92,816	\$97,831
Dallas	\$53,754	\$62,081	\$77,575	\$75,381
Delaware	<i>insufficient data</i>	<i>insufficient data</i>	\$82,500	<i>insufficient data</i>
East Carolina	\$66,217	\$69,972	\$82,008	\$83,041
East Tennessee	\$56,467	\$66,788	\$67,500	\$74,049
Eastern Michigan	\$50,031	<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	\$62,784	\$76,754	\$94,627	<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	\$64,988	\$73,214	\$89,274	<i>insufficient data</i>
Florida	\$64,029	\$65,666	\$88,700	\$77,000
Fond du Lac	\$61,009	\$67,270	<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	\$50,003	\$63,158	\$60,600	\$68,534
Hawaii	\$77,729	\$89,238	\$110,565	<i>insufficient data</i>
Idaho	<i>insufficient data</i>	<i>insufficient data</i>	<i>insufficient data</i>	<i>insufficient data</i>
Indianapolis	\$57,281	\$66,085	<i>insufficient data</i>	\$75,356
Iowa	\$56,530	<i>insufficient data</i>	\$69,875	<i>insufficient data</i>
Kansas	\$51,199	\$59,000	\$70,270	\$88,400
Kentucky	<i>insufficient data</i>	\$72,000	\$76,960	\$87,451
Lexington	\$56,862	<i>insufficient data</i>	\$80,000	\$64,608
Long Island	\$74,420	\$81,535	\$90,977	\$108,642
Los Angeles	\$63,750	\$71,732	\$79,170	\$77,604
Louisiana	\$60,938	\$72,783	<i>insufficient data</i>	\$75,839
Maine	\$54,846	\$68,622	\$82,426	<i>insufficient data</i>
Maryland	\$57,895	\$73,743	\$80,000	\$75,011

<b>Diocese</b>	<b>Family (0-75)</b>	<b>Pastoral (75-140)</b>	<b>Transitional (140-225)</b>	<b>Program and Resource (225+)</b>
Massachusetts	\$58,927	\$77,145	\$83,044	\$92,708
Michigan	\$51,100	\$63,000	\$79,680	\$76,669
Milwaukee	\$59,949	\$73,364	\$81,948	<i>insufficient data</i>
Minnesota	\$65,664	\$71,618	\$79,207	\$84,192
Mississippi	\$51,081	\$70,000	\$73,267	\$76,770
Missouri	\$55,053	\$62,646	<i>insufficient data</i>	\$81,124
Montana	\$46,376	<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	\$49,400	\$71,410	<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	\$52,252	\$69,323	<i>insufficient data</i>	\$82,502
New Jersey	\$73,834	\$77,036	\$88,502	\$94,298
New York	\$73,464	\$80,358	\$89,908	\$97,459
Newark	\$67,839	\$73,181	\$77,829	\$108,676
North Carolina	\$56,510	\$65,000	\$74,834	\$79,562
North Dakota	<i>insufficient data</i>	<i>insufficient data</i>	<i>insufficient data</i>	<i>insufficient data</i>
Northern California	\$52,588	\$65,000	\$88,542	<i>insufficient data</i>
Northern Indiana	\$52,748	\$66,377	<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	\$60,238	<i>insufficient data</i>	<i>insufficient data</i>	<i>insufficient data</i>
Northwestern Pennsylvania	\$56,268	<i>insufficient data</i>	<i>insufficient data</i>	<i>insufficient data</i>
Ohio	\$56,600	\$73,000	\$84,223	\$79,020
Oklahoma	\$50,641	\$68,616	<i>insufficient data</i>	\$73,566
Olympia	\$53,658	\$73,120	\$81,046	\$80,000
Oregon	\$43,121	\$63,148	\$65,265	\$69,341
Pennsylvania	\$69,536	\$79,519	\$94,942	\$76,234
Pittsburgh	\$55,700	\$77,000	<i>insufficient data</i>	\$78,220
Quincy	<i>insufficient data</i>	<i>insufficient data</i>	<i>insufficient data</i>	<i>insufficient data</i>
Rhode Island	\$55,689	\$78,190	\$78,404	\$98,392
Rio Grande	\$53,987	\$67,749	<i>insufficient data</i>	<i>insufficient data</i>
Rochester	\$55,696	\$73,267	\$92,197	<i>insufficient data</i>
San Diego	\$56,724	<i>insufficient data</i>	\$82,906	\$101,975
San Joaquin	<i>insufficient data</i>	<i>insufficient data</i>	<i>insufficient data</i>	<i>insufficient data</i>
South Carolina	\$65,455	\$73,077	\$87,625	\$88,696
South Dakota	\$51,294	<i>insufficient data</i>	<i>insufficient data</i>	<i>insufficient data</i>
Southeast Florida	\$67,524	\$65,592	\$86,120	\$95,325
Southern Ohio	\$64,768	\$69,769	\$79,520	\$85,996
Southern Virginia	\$57,854	\$83,203	\$76,912	\$71,598
Southwest Florida	<i>insufficient data</i>	\$68,215	\$73,319	\$87,524
Southwestern Virginia	\$55,652	\$76,029	\$83,501	\$77,000
Spokane	\$60,045	\$58,131	<i>insufficient data</i>	<i>insufficient data</i>
Springfield	\$58,454	\$72,424	<i>insufficient data</i>	<i>insufficient data</i>

**Table 10: Median total compensation by church size:  
All full-time clergy, *cont'd***

<b>Diocese</b>	<b>Family (0-75)</b>	<b>Pastoral (75-140)</b>	<b>Transitional (140-225)</b>	<b>Program and Resource (225+)</b>
Tennessee	\$49,107	\$69,525	\$76,404	\$72,788
Texas	\$66,925	\$71,037	\$78,271	\$93,468
Upper South Carolina	\$46,200	\$61,762	\$75,106	\$70,331
Utah	<i>insufficient data</i>	<i>insufficient data</i>	\$71,921	<i>insufficient data</i>
Vermont	\$50,448	\$65,000	<i>insufficient data</i>	<i>insufficient data</i>
Virginia	\$66,040	\$76,408	\$84,622	\$76,474
Washington	\$65,000	\$81,938	\$82,756	\$97,962
West Missouri	\$54,500	\$60,718	<i>insufficient data</i>	\$82,828
West Tennessee	<i>insufficient data</i>	<i>insufficient data</i>	<i>insufficient data</i>	\$79,028
West Texas	\$62,480	\$68,834	\$73,998	\$92,700
West Virginia	\$62,437	\$69,725	<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	\$48,422	\$61,100	\$78,000	<i>insufficient data</i>
Western Massachusetts	\$62,724	\$75,278	\$90,149	<i>insufficient data</i>
Western Michigan	\$55,198	\$61,445	\$75,369	<i>insufficient data</i>
Western New York	\$59,250	\$73,238	<i>insufficient data</i>	<i>insufficient data</i>
Western North Carolina	\$53,906	\$73,404	\$78,224	\$84,684
Wyoming	\$62,400	<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**

<b>Diocese</b>	<b>Family (0-75)</b>	<b>Pastoral (75-140)</b>	<b>Transitional (140-225)</b>	<b>Program and Resource (225+)</b>
Alabama	\$54,210	\$64,500	\$83,970	\$115,784
Alaska	<i>insufficient data</i>	<i>insufficient data</i>	<i>insufficient data</i>	<i>insufficient data</i>
Albany	\$50,586	\$71,360	<i>insufficient data</i>	<i>insufficient data</i>
Arizona	<i>insufficient data</i>	\$55,000	\$79,788	\$91,811
Arkansas	\$63,153	\$70,000	\$74,065	<i>insufficient data</i>
Atlanta	\$54,902	\$65,131	\$76,762	\$93,622
Bethlehem	\$59,897	\$73,461	<i>insufficient data</i>	<i>insufficient data</i>
California	\$68,869	\$80,942	\$99,767	\$132,600
Central Florida	\$52,327	\$62,695	\$78,723	\$101,436
Central Gulf Coast	\$62,068	\$73,820	\$100,672	\$115,336
Central New York	\$54,866	\$76,671	<i>insufficient data</i>	<i>insufficient data</i>
Central Pennsylvania	\$62,080	\$67,494	<i>insufficient data</i>	<i>insufficient data</i>
Chicago	\$59,518	\$70,000	\$90,795	\$99,647
Colorado	\$53,156	\$74,006	\$80,738	\$97,099
Connecticut	\$76,988	\$81,208	\$95,892	\$126,320
Dallas	\$57,040	\$62,081	\$78,540	\$90,000
Delaware	<i>insufficient data</i>	<i>insufficient data</i>	\$86,064	<i>insufficient data</i>
East Carolina	\$66,217	\$69,972	\$89,203	\$109,450
East Tennessee	\$56,467	\$72,234	\$68,895	\$122,700
Eastern Michigan	\$50,031	<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	\$62,784	\$77,613	<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	\$65,329	\$73,214	<i>insufficient data</i>	<i>insufficient data</i>
Florida	\$64,029	\$65,666	\$89,767	\$103,229
Fond du Lac	\$61,009	\$67,270	<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	\$50,003	\$64,692	\$72,658	\$119,665
Hawaii	\$77,729	\$90,370	<i>insufficient data</i>	<i>insufficient data</i>
Idaho	<i>insufficient data</i>	<i>insufficient data</i>	<i>insufficient data</i>	<i>insufficient data</i>
Indianapolis	\$57,281	\$66,085	<i>insufficient data</i>	\$124,006
Iowa	\$57,000	<i>insufficient data</i>	\$79,191	<i>insufficient data</i>
Kansas	\$51,199	\$59,000	<i>insufficient data</i>	\$98,296
Kentucky	<i>insufficient data</i>	\$72,000	\$78,506	<i>insufficient data</i>
Lexington	\$56,862	<i>insufficient data</i>	<i>insufficient data</i>	<i>insufficient data</i>
Long Island	\$74,498	\$81,535	\$95,195	\$129,621
Los Angeles	\$64,500	\$72,665	\$84,584	\$112,319
Louisiana	\$60,938	\$73,666	<i>insufficient data</i>	\$130,086
Maine	\$54,846	\$68,622	\$85,348	<i>insufficient data</i>

**Table 11: Median total compensation by church size:  
Senior and solo full-time clergy, *cont'd***

<b>Diocese</b>	<b>Family (0-75)</b>	<b>Pastoral (75-140)</b>	<b>Transitional (140-225)</b>	<b>Program and Resource (225+)</b>
Maryland	\$57,895	\$76,728	\$88,803	\$118,418
Massachusetts	\$56,659	\$78,600	\$91,021	\$103,349
Michigan	\$50,500	\$63,000	\$86,205	<i>insufficient data</i>
Milwaukee	\$59,949	\$73,364	\$82,070	<i>insufficient data</i>
Minnesota	\$65,664	\$71,668	\$79,207	\$106,396
Mississippi	\$51,081	\$70,950	\$77,008	\$110,154
Missouri	\$55,053	\$62,646	<i>insufficient data</i>	<i>insufficient data</i>
Montana	\$46,376	<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	\$49,400	\$71,410	<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	\$52,252	\$69,446	<i>insufficient data</i>	<i>insufficient data</i>
New Jersey	\$73,834	\$77,036	\$89,390	\$113,489
New York	\$73,464	\$81,812	\$95,706	\$137,441
Newark	\$67,839	\$73,646	\$88,933	<i>insufficient data</i>
North Carolina	\$56,510	\$65,000	\$79,862	\$95,886
North Dakota	<i>insufficient data</i>	<i>insufficient data</i>	<i>insufficient data</i>	<i>insufficient data</i>
Northern California	\$52,588	\$65,000	\$88,542	<i>insufficient data</i>
Northern Indiana	\$52,748	\$66,377	<i>insufficient data</i>	<i>insufficient data</i>
Northern Michigan	\$58,726	<i>insufficient data</i>	<i>insufficient data</i>	<i>insufficient data</i>
Northwest Texas	\$60,238	<i>insufficient data</i>	<i>insufficient data</i>	<i>insufficient data</i>
Northwestern Pennsylvania	\$56,268	<i>insufficient data</i>	<i>insufficient data</i>	<i>insufficient data</i>
Ohio	\$56,600	\$73,000	\$90,478	<i>insufficient data</i>
Oklahoma	\$50,641	\$68,616	<i>insufficient data</i>	\$99,533
Olympia	\$53,658	\$73,120	\$81,046	\$92,768
Oregon	\$43,121	\$63,148	<i>insufficient data</i>	\$89,416
Pennsylvania	\$69,536	\$79,575	\$100,862	\$123,962
Pittsburgh	\$55,700	\$77,000	<i>insufficient data</i>	<i>insufficient data</i>
Quincy	<i>insufficient data</i>	<i>insufficient data</i>	<i>insufficient data</i>	<i>insufficient data</i>
Rhode Island	\$57,600	\$78,190	\$81,924	<i>insufficient data</i>
Rio Grande	\$53,987	\$67,749	<i>insufficient data</i>	<i>insufficient data</i>
Rochester	\$57,650	\$73,267	<i>insufficient data</i>	<i>insufficient data</i>
San Diego	\$56,724	<i>insufficient data</i>	\$88,242	\$104,959
San Joaquin	<i>insufficient data</i>	<i>insufficient data</i>	<i>insufficient data</i>	<i>insufficient data</i>
South Carolina	\$65,455	\$73,077	\$87,625	\$114,300
South Dakota	\$51,294	<i>insufficient data</i>	<i>insufficient data</i>	<i>insufficient data</i>
Southeast Florida	\$67,524	\$65,592	\$87,292	\$102,584
Southern Ohio	\$64,768	\$69,769	\$79,520	\$99,606
Southern Virginia	\$57,854	\$83,203	\$84,033	\$94,746
Southwest Florida	<i>insufficient data</i>	\$68,215	\$74,457	\$107,758



Diocese	Family (0-75)	Pastoral (75-140)	Transitional (140-225)	Program and Resource (225+)
Southwestern Virginia	\$55,652	\$76,029	<i>insufficient data</i>	<i>insufficient data</i>
Spokane	\$60,045	\$58,131	<i>insufficient data</i>	<i>insufficient data</i>
Springfield	\$58,454	\$72,424	<i>insufficient data</i>	<i>insufficient data</i>
Tennessee	\$49,107	\$69,525	\$85,578	\$118,338
Texas	\$66,925	\$70,369	\$80,467	\$103,909
Upper South Carolina	\$46,200	\$61,762	\$75,106	\$92,960
Utah	<i>insufficient data</i>	<i>insufficient data</i>	<i>insufficient data</i>	<i>insufficient data</i>
Vermont	\$50,448	\$65,000	<i>insufficient data</i>	<i>insufficient data</i>
Virginia	\$66,040	\$79,252	\$86,345	\$114,880
Washington	\$65,000	\$82,192	\$103,457	\$145,925
West Missouri	\$54,500	\$60,718	<i>insufficient data</i>	\$103,048
West Tennessee	\$52,088	<i>insufficient data</i>	<i>insufficient data</i>	\$104,309
West Texas	\$62,480	\$68,834	\$81,459	\$117,438
West Virginia	\$62,437	\$73,294	<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	\$48,422	\$61,100	\$87,304	<i>insufficient data</i>
Western Massachusetts	\$62,724	\$75,278	\$90,149	<i>insufficient data</i>
Western Michigan	\$55,198	\$61,840	\$75,369	<i>insufficient data</i>
Western New York	\$59,250	\$73,238	<i>insufficient data</i>	<i>insufficient data</i>
Western North Carolina	\$53,906	\$73,404	\$80,474	\$100,949
Wyoming	\$60,299	<i>insufficient data</i>	<i>insufficient data</i>	<i>insufficient data</i>

The following tables and map 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.

<b>Table 12: Median compensation comparison between clergy and graduate-educated professionals by region of country</b>			
<b>(Source: 2006–2010 American Community Survey)</b>			
<b>Region</b>	<b>Clergy Median Compensation</b>	<b>*U.S. Comparative Median Compensation</b>	<b>Difference</b>
Northeast	\$75,889	\$75,977	(\$88)
Midwest	\$66,801	\$66,105	\$696
South	\$71,833	\$68,149	\$3,684
West	\$70,000	\$78,206	(\$8,206)
Total	\$71,850	\$72,343	(\$493)

**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	\$76,439	\$75,489	\$95
Province II	\$76,602	\$78,391	(\$1,789)
Province III	\$73,296	\$77,346	(\$4,050)
Province IV	\$70,633	\$63,633	\$7,000
Province V	\$67,390	\$67,940	(\$550)
Province VI	\$66,739	\$65,005	\$1,734
Province VII	\$70,196	\$65,005	\$5,191
Province VIII	\$70,435	\$81,360	(\$10,925)
Total	\$71,850	\$72,343	(\$493)

\* Figures from 2006–2010 American Community Survey adjusted to 2012 constant dollars.

**Diocesan Median Compensation by Decile**

