



The 2018 Church Compensation Report

A National, Provincial, and Diocesan
Analysis of Clergy Compensation

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

What is CPG's Clergy Compensation Report?

This annual resource offers an in-depth look at demographic and geographic differences in clergy compensation across The Episcopal Church.

The report provides median compensation figures categorized by region, age, gender, employment status, parish size, and operating revenue, among other characteristics.

This body of data helps employers and dioceses set salary standards and diocesan minimums. It also aides the job search process for both clergy and employers and gives stakeholders a fuller picture of the overall clergy employment landscape.

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.

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. Whether to see how a given diocese is doing financially or to determine if an area is competitive in its compensation offerings, comparing data in this report is likely to satisfy many needs.

National Statistics

Table 1: Full-time clergy compensation 2000–2017 in actual and constant dollars

Year	Full-time Median Compensation	Constant Year 2000 dollars	% change, Year 2000 dollars	Full-time Clergy	% change, Fulltime Clergy
2018	\$79,890	\$55,331	1.3%	4,782	-2.4%
2017	\$78,046	\$54,632	-0.8%	4,901	-1.1%
2016	\$76,507	\$55,085	0.1%	4,958	-1.1%
2015	\$75,355	\$55,009	1.6%	5,013	-1.4%
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: Median compensation by church size

Average Sunday Attendance	All Clergy	Senior and Solo
Family (0-75)	\$64,590	\$64,668
Pastoral (76-140)	\$80,623	\$81,865
Transitional (141-225)	\$90,426	\$96,121
Program (225-400)	\$90,000	\$116,434
Resource (401+)	\$99,474	\$156,938
Total	\$79,890	\$81,359

Table 3: Full-time compensation by position and gender

All Clergy: Parochial and Non-parochial

Gender	Median	Number	% of Total
Male	\$84,013	2,958	61.9%
Female	\$74,643	1,824	38.1%
Total	\$79,328	4,782	100%

Senior Clergy

Gender	Median	Number	% of Total
Male	\$116,538	496	74.9%
Female	\$99,631	166	25.1%
Total	\$108,676	662	100%

Solo Clergy

Gender	Median	Number	% of Total
Male	\$79,072	1,634	63.1%
Female	\$72,716	955	36.9%
Total	\$75,894	2,589	100%

Associates, Assistants and Curates

Gender	Median	Number	% of Total
Male	\$70,909	360	48.5%
Female	\$67,529	383	51.5%
Total	\$69,219	743	100%

Specialist Ministers

Gender	Median	Number	% of Total
Male	\$85,613	384	56.1%
Female	\$77,250	300	43.9%
Total	\$81,432	684	100%

Table 4: Compensation by years of credited service

Gender	Credited Service	Median	Number	% of Total
Male	Less than 5 years	\$63,790	461	9.6%
	5 to 9 years	\$75,898	576	12.0%
	10 to 19 years	\$86,516	1,030	21.5%
	20 years plus	\$101,018	891	18.6%
	Total	\$81,207	2,958	61.9%
Female	Less than 5 years	\$62,100	319	6.7%
	5 to 9 years	\$71,814	425	8.9%
	10 to 19 years	\$78,415	747	15.6%
	20 years plus	\$87,960	332	6.9%
	Total	\$75,115	1,823	38.1%
All Clergy	Less than 5 years	\$63,233	780	16.3%
	5 to 9 years	\$74,565	1,001	20.9%
	10 to 19 years	\$83,032	1,777	37.2%
	20 years plus	\$96,885	1,223	25.6%
	Total	\$78,799	4,781	100%

Table 5: Compensation by gender and age

Gender	Cleric Age	Median	Number	% of Total
Male	18-34	\$64,561	154	3.2%
	35-44	\$78,147	562	11.8%
	45-54	\$85,790	704	14.7%
	55-64	\$89,758	1,053	22.0%
	65+	\$86,303	485	10.1%
	Total	\$84,013	2,958	61.8%
Female	18-34	\$62,480	96	2.0%
	35-44	\$72,658	277	5.8%
	45-54	\$77,727	364	7.6%
	55-64	\$75,123	707	14.8%
	65+	\$73,003	380	8.0%
	Total	\$74,643	1,824	38.2%
All Clergy	18-34	\$63,681	250	5.2%
	35-44	\$76,500	839	17.6%
	45-54	\$82,371	1,068	22.3%
	55-64	\$83,757	1,760	36.8%
	65+	\$78,520	865	18.1%
	Total	\$79,890	4,782	100%

Provincial-Level Statistics

Table 6: Median compensation by Province

Province	Median	Number	% of Total
I	\$83,985	430	9.2%
II	\$84,074	553	11.8%
III	\$82,506	756	16.1%
IV	\$77,569	1040	22.2%
V	\$72,831	476	10.2%
VI	\$71,380	222	4.7%
VII	\$78,076	545	11.6%
VIII	\$79,605	660	14.1%
Total	\$78,841	4682	100.0%

Table 7: Median compensation by church size

Province	Church Size	All Clerics	Senior/Solo
I	Family (0-75)	\$67,714	\$67,956
	Pastoral (76-140)	\$88,962	\$89,906
	Transitional (141-225)	\$103,053	\$109,403
	Program (225-400)	\$109,321	\$117,877
	Resource (401+)	\$93,644	Insuft. Data
	Total	\$83,927	\$85,644
II	Family (0-75)	\$73,846	\$74,633
	Pastoral (76-140)	\$88,734	\$89,346
	Transitional (141-225)	\$96,679	\$105,162
	Program (225-400)	\$89,598	\$131,933
	Resource (401+)	\$141,734	\$192,158
	Total	\$83,204	\$84,774
III	Family (0-75)	\$66,252	\$66,413
	Pastoral (76-140)	\$85,464	\$86,750
	Transitional (141-225)	\$93,315	\$100,465
	Program (225-400)	\$98,018	\$128,100
	Resource (401+)	\$99,808	\$160,682
	Total	\$81,290	\$85,643
IV	Family (0-75)	\$61,360	\$61,360
	Pastoral (76-140)	\$75,211	\$75,373
	Transitional (141-225)	\$87,035	\$93,380
	Program (225-400)	\$84,975	\$112,382
	Resource (401+)	\$94,535	\$150,980
	Total	\$76,573	\$81,124

Province	Church Size	All Clerics	Senior/Solo
V	Family (0-75)	\$63,246	\$63,475
	Pastoral (76-140)	\$75,172	\$75,355
	Transitional (141-225)	\$92,712	\$96,694
	Program (225-400)	\$97,480	\$126,109
	Resource (401+)	\$104,763	Insuft. Data
	Total	\$72,749	\$73,400
VI	Family (0-75)	\$58,250	\$58,250
	Pastoral (76-140)	\$82,186	\$82,775
	Transitional (141-225)	\$84,854	\$86,860
	Program (225-400)	\$90,000	\$115,463
	Resource (401+)	Insuft. Data	Insuft. Data
	Total	\$72,392	\$73,000
VII	Family (0-75)	\$63,561	\$63,560
	Pastoral (76-140)	\$74,880	\$75,177
	Transitional (141-225)	\$85,000	\$93,420
	Program (225-400)	\$82,850	\$103,314
	Resource (401+)	\$108,801	\$164,080
	Total	\$75,570	\$79,285
VIII	Family (0-75)	\$62,000	\$61,369
	Pastoral (76-140)	\$81,467	\$82,812
	Transitional (141-225)	\$86,003	\$96,352
	Program (225-400)	\$91,438	\$111,072
	Resource (401+)	\$78,423	\$132,400
	Total	\$79,605	\$81,799
Total	Family (0-75)	\$64,590	\$64,668
	Pastoral (76-140)	\$80,623	\$81,865
	Transitional (141-225)	\$90,426	\$96,121
	Program (225-400)	\$90,000	\$116,434
	Resource (401+)	\$99,474	\$156,938
	Total	\$79,890	\$81,359

Table 8: Median compensation by rank and gender

Gender	Province	Senior	Solo	Assc./Curate
Male	I	\$119,806	\$83,947	\$60,169
	II	\$136,680	\$85,774	\$84,000
	III	\$131,423	\$85,068	\$71,500
	IV	\$118,733	\$76,600	\$71,117
	V	\$104,493	\$72,342	\$68,892
	VI	\$91,893	\$71,184	\$63,750
	VII	\$109,546	\$75,570	\$70,000
	VIII	\$105,809	\$78,000	\$62,412
	Total	\$116,538	\$79,072	\$70,909
Female	I	\$104,624	\$78,953	\$63,575
	II	\$114,705	\$76,700	\$65,334
	III	\$101,904	\$72,483	\$71,988
	IV	\$96,376	\$68,261	\$65,582
	V	\$93,084	\$69,290	\$67,066
	VI	\$96,097	\$68,896	\$61,000
	VII	\$82,606	\$67,254	\$63,559
	VIII	\$99,562	\$75,779	\$71,313
	Total	\$99,631	\$72,716	\$67,529
All Clergy	I	\$112,835	\$81,533	\$61,363
	II	\$132,035	\$81,556	\$74,278
	III	\$119,925	\$80,009	\$71,500
	IV	\$13,568	\$74,131	\$68,106
	V	\$98,815	\$70,897	\$67,801
	VI	\$93,995	\$70,000	\$63,750
	VII	\$103,000	\$73,860	\$64,974
	VIII	\$100,897	\$78,000	\$67,993
	Total	\$108,676	\$75,894	\$69,219

Diocesan-Level Statistics

Table 9: Compensation by province and diocese¹

Province I

Diocese	Median	Decile	Number
Connecticut	\$89,881	1	105
Maine	\$73,699	6	34
Massachusetts	\$89,427	2	161
New Hampshire	\$74,740	6	35
Rhode Island	\$76,520	5	41
Vermont	\$69,093	9	14
Western Massachusetts	\$78,846	4	40

Province II

Albany	\$70,021	8	39
Central New York	\$77,103	4	30
Conv of Churches in Europe ²	\$61,182	NA	13
Long Island	\$91,458	1	103
New Jersey	\$78,607	4	91
New York	\$91,167	1	167
Newark	\$82,684	2	66
Rochester	\$73,830	6	32
Virgin Islands ²	\$72,185	NA	7
Western New York	\$72,468	7	25

Province III

Bethlehem	\$70,157	8	25
Central Pennsylvania	\$74,535	6	30
Delaware	\$83,078	2	22
Easton	\$87,318	2	23
Maryland	\$77,368	4	96
Northwestern Pennsylvania	\$70,515	8	15
Pennsylvania	\$90,388	1	114
Pittsburgh	\$66,555	9	21
Southern Virginia	\$82,063	2	67
Southwestern Virginia	\$71,742	8	29
Virginia	\$81,366	3	177
Washington	\$97,902	1	115
West Virginia	\$78,945	4	22

Province IV

Diocese	Median	Decile	Number
Alabama	\$70,448	8	65
Atlanta	\$80,737	3	106
Central Florida	\$78,770	4	82
Central Gulf Coast	\$72,000	7	39
East Carolina	\$79,356	3	36
East Tennessee	\$72,716	7	45
Florida	\$82,750	2	52
Georgia	\$72,154	7	46
Kentucky	\$81,000	3	23
Lexington	\$68,616	9	22
Louisiana	\$80,139	3	47
Mississippi	\$74,278	6	57
North Carolina	\$76,500	5	105
South Carolina	\$93,851	1	16
Southeast Florida	\$97,549	1	57
Southwest Florida	\$82,990	2	73
Tennessee	\$75,705	5	37
Upper South Carolina	\$75,177	5	56
West Tennessee	\$80,199	3	30
Western North Carolina	\$80,304	3	46

Province V

Chicago	\$83,185	2	100
Eastern Michigan	\$67,295	9	15
Eau Claire	Insft. Data	NA	3
Fond du Lac	\$68,660	9	14
Indianapolis	\$71,274	8	46
Michigan	\$74,370	6	44
Milwaukee	\$77,185	4	34
Missouri	\$73,450	6	31
Northern Indiana	\$69,972	9	15
Northern Michigan	Insft. Data	NA	4
Ohio	\$72,600	7	57
Southern Ohio	\$75,315	5	64
Springfield	\$64,462	10	21
Western Michigan	\$66,964	9	28

Province VI

Diocese	Median	Decile	Number
Colorado	\$81,300	3	74
Iowa	\$66,300	9	23
Minnesota	\$75,000	5	45
Montana	\$63,500	10	13
Nebraska	\$70,682	8	24
North Dakota	\$64,743	10	5
South Dakota	\$54,258	10	21
Wyoming	\$69,818	9	17

Province VII

Arkansas	\$66,000	10	41
Dallas	\$75,210	5	72
Fort Worth	\$73,256	7	18
Kansas	\$72,210	7	22
Northwest Texas	\$71,433	8	20
Oklahoma	\$73,721	6	43
Texas	\$91,432	1	168
The Rio Grande	\$63,949	10	32
West Missouri	\$72,828	7	27
West Texas	\$85,025	2	64
Western Kansas	\$80,447	3	10
Western Louisiana	\$68,497	9	28

Province VIII

Alaska	\$73,524	6	10
Arizona	\$72,287	7	56
California	\$89,686	2	95
Eastern Oregon	\$70,293	8	5
El Camino Real	\$81,563	3	40
Hawaii	\$101,214	1	30
Idaho	\$76,494	5	7
Los Angeles	\$79,138	4	151
Navajoland	Insft. Data	NA	3
Nevada	\$71,027	8	14
Northern California	\$77,425	4	42
Olympia	\$76,785	5	78
Oregon	\$75,000	6	55
San Diego	\$79,070	4	37
San Joaquin	\$72,240	7	7
Spokane	\$58,405	10	12
Utah	\$75,196	5	18

Puerto Rico ²	\$35,122	NA	39
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¹ Deciles are based on absolute values: 1 = highest paid 10%, 10 = lowest paid 10%

² For the non-domestic dioceses on the domestic clergy pension plan (Convocation of Churches in Europe, Virgin Islands, and Puerto Rico), we do not apply the full-time threshold.

Table 11: Median compensation by church size: Senior/solo clergy

Diocese	Total	0-75	76-140	141-225	225+
Alabama	41	\$52,400	\$68,840	\$86,035	\$126,467
Alaska	7	Insft. Data	Insft. Data	Insft. Data	Insft. Data
Albany	35	\$62,607	\$87,264	Insft. Data	Insft. Data
Arizona	23	Insft. Data	\$68,770	\$88,500	\$94,333
Arkansas	23	\$61,406	\$74,000	Insft. Data	Insft. Data
Atlanta	61	\$59,019	\$79,421	\$93,666	\$113,032
Bethlehem	20	\$64,590	\$82,940	Insft. Data	Insft. Data
California	62	\$81,799	\$100,806	\$110,000	Insft. Data
Central Florida	60	\$61,756	\$76,525	\$90,630	\$111,007
Central Gulf Coast	32	\$61,430	\$71,500	\$110,000	\$121,085
Central New York	26	\$63,831	\$88,196	Insft. Data	Insft. Data
Central Pennsylvania	25	\$57,522	\$74,201	Insft. Data	Insft. Data
Chicago	79	\$63,246	\$86,765	\$99,222	\$126,342
Colorado	56	\$69,297	\$82,800	\$95,290	\$117,217
Connecticut	81	\$70,270	\$93,584	\$108,250	\$131,256
Dallas	44	\$60,000	\$74,085	\$83,700	\$93,440
Delaware	14	Insft. Data	Insft. Data	\$83,229	Insft. Data
East Carolina	19	\$67,942	\$87,119	\$108,613	\$100,035
East Tennessee	19	\$71,684	\$73,492	\$86,577	\$150,000
Eastern Michigan	13	\$51,300	\$67,295	Insft. Data	Insft. Data
Eastern Oregon	3	Insft. Data	Insft. Data	Insft. Data	Insft. Data
Easton	20	\$70,860	\$90,905	Insft. Data	Insft. Data
Eau Claire	3	Insft. Data	Insft. Data	Insft. Data	Insft. Data
El Camino Real	32	\$67,991	\$84,179	Insft. Data	Insft. Data
Florida	22	\$67,515	\$71,775	Insft. Data	\$110,009
Fond du Lac	11	\$67,152	Insft. Data	Insft. Data	Insft. Data
Fort Worth	8	\$75,600	Insft. Data	Insft. Data	Insft. Data
Georgia	30	\$60,000	\$71,377	\$122,023	\$131,439
Hawaii	24	\$63,873	\$102,741	Insft. Data	Insft. Data
Idaho	1	Insft. Data	Insft. Data	Insft. Data	Insft. Data
Indianapolis	30	\$62,182	\$68,680	Insft. Data	Insft. Data
Iowa	18	\$59,160	Insft. Data	Insft. Data	Insft. Data
Kansas	14	\$56,000	Insft. Data	Insft. Data	Insft. Data
Kentucky	17	\$73,575	\$78,000	Insft. Data	Insft. Data
Lexington	13	\$58,552	Insft. Data	Insft. Data	Insft. Data
Long Island	80	\$80,532	\$99,121	\$105,162	\$141,734
Los Angeles	93	\$69,986	\$85,383	\$95,443	\$142,291
Louisiana	25	\$66,781	\$82,369	Insft. Data	\$147,265
Maine	27	\$69,900	\$79,824	Insft. Data	Insft. Data

Diocese	Total	0-75	76-140	141-225	225+
Maryland	69	\$64,361	\$89,461	\$110,003	\$132,584
Massachusetts	124	\$68,562	\$94,804	\$119,449	\$156,317
Michigan	35	\$55,204	\$75,263	\$105,554	Insft. Data
Milwaukee	27	\$68,328	\$75,931	Insft. Data	Insft. Data
Minnesota	30	\$56,947	\$76,341	\$79,207	Insft. Data
Mississippi	33	\$64,532	\$77,000	\$90,402	\$113,032
Missouri	18	\$70,000	\$62,700	\$103,903	Insft. Data
Montana	12	\$57,840	Insft. Data	Insft. Data	Insft. Data
Navajoland Area Mission	1	Insft. Data	Insft. Data	Insft. Data	Insft. Data
Nebraska	15	\$54,775	\$82,905	Insft. Data	Insft. Data
Nevada	7	Insft. Data	Insft. Data	Insft. Data	Insft. Data
New Hampshire	26	\$71,528	\$83,420	Insft. Data	Insft. Data
New Jersey	78	\$71,375	\$85,648	\$103,600	Insft. Data
New York	89	\$82,528	\$93,612	\$116,237	\$266,119
Newark	52	\$76,116	\$90,917	\$109,732	Insft. Data
North Carolina	59	\$60,905	\$74,550	\$83,924	\$107,650
North Dakota	3	Insft. Data	Insft. Data	Insft. Data	Insft. Data
Northern California	22	\$63,000	\$80,520	\$94,800	Insft. Data
Northern Indiana	7	\$51,446	\$75,128	Insft. Data	Insft. Data
Northern Michigan	1	Insft. Data	Insft. Data	Insft. Data	Insft. Data
Northwest Texas	13	\$65,297	\$91,000	Insft. Data	Insft. Data
Northwestern Pennsylvania	11	\$57,613	Insft. Data	Insft. Data	Insft. Data
Ohio	46	\$70,102	\$77,997	Insft. Data	Insft. Data
Oklahoma	27	\$67,832	\$74,055	\$90,183	Insft. Data
Olympia	57	\$55,265	\$83,632	\$95,948	\$128,953
Oregon	18	\$47,112	\$78,005	Insft. Data	\$89,911
Pennsylvania	84	\$76,141	\$99,761	\$106,203	\$137,955
Pittsburgh	14	\$55,046	Insft. Data	Insft. Data	Insft. Data
Rhode Island	32	\$64,297	\$77,670	\$89,180	Insft. Data
Rochester	25	\$62,396	\$79,136	Insft. Data	Insft. Data
San Diego	20	\$45,000	\$72,799	\$117,000	\$133,519
San Joaquin	3	Insft. Data	Insft. Data	Insft. Data	Insft. Data
South Carolina	7	Insft. Data	Insft. Data	\$97,440	Insft. Data
South Dakota	10	\$52,740	Insft. Data	Insft. Data	Insft. Data
Southeast Florida	45	\$67,524	\$85,870	\$104,324	\$126,939
Southern Ohio	27	\$70,795	\$67,479	\$84,466	\$128,000
Southern Virginia	51	\$55,529	\$80,500	\$100,400	\$122,437
Southwest Florida	54	\$50,400	\$73,405	\$89,232	\$142,950
Southwestern Virginia	18	\$65,397	Insft. Data	Insft. Data	Insft. Data

Diocese	Total	0-75	76-140	141-225	225+
Spokane	8	\$53,556	Insft. Data	Insft. Data	Insft. Data
Springfield	17	\$57,170	\$76,410	Insft. Data	Insft. Data
Tennessee	24	\$61,092	\$75,705	Insft. Data	\$125,746
Texas	60	\$69,873	\$82,668	\$100,364	\$136,649
The Rio Grande	25	\$51,186	\$67,749	Insft. Data	Insft. Data
Upper South Carolina	29	\$58,205	\$72,233	\$92,759	\$128,050
Utah	5	Insft. Data	Insft. Data	Insft. Data	Insft. Data
Vermont	13	\$53,730	Insft. Data	Insft. Data	Insft. Data
Virginia	123	\$67,758	\$83,743	\$109,459	\$131,401
Washington	54	\$85,412	\$107,028	\$112,120	\$144,614
West Missouri	16	\$69,500	\$69,788	Insft. Data	Insft. Data
West Tennessee	13	Insft. Data	Insft. Data	Insft. Data	\$135,639
West Texas	46	\$65,855	\$80,529	\$95,516	\$125,000
West Virginia	19	\$60,140	\$84,110	Insft. Data	Insft. Data
Western Kansas	3	Insft. Data	Insft. Data	Insft. Data	Insft. Data
Western Louisiana	6	\$67,820	\$61,144	\$80,000	Insft. Data
Western Massachusetts	15	\$62,409	\$88,793	Insft. Data	Insft. Data
Western Michigan	23	\$60,889	\$75,177	Insft. Data	Insft. Data
Western New York	22	\$64,593	\$88,126	Insft. Data	Insft. Data
Western North Carolina	35	\$59,436	\$86,625	\$85,004	Insft. Data
Wyoming	11	\$59,625	Insft. Data	Insft. Data	Insft. Data