

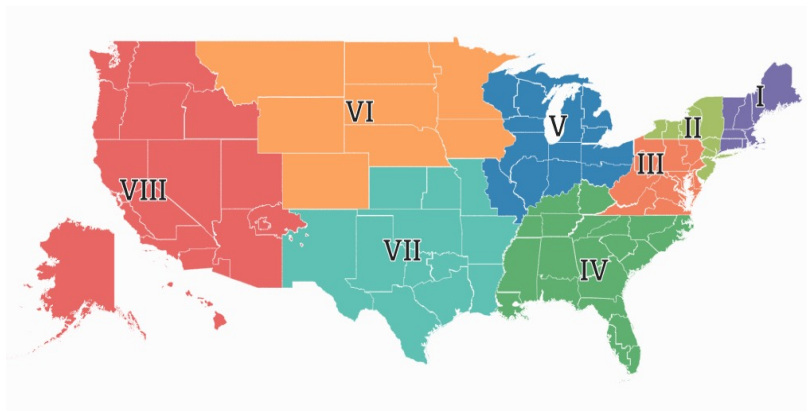
# The 2021 Episcopal Clergy Compensation Report



A report prepared by  
**CPG Research Department**

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What is the Episcopal Clergy  
Compensation Report?

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

# ≡ 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.

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.

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## Compensation by Individual Demographics

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# Compensation by Gender

<b>Gender</b>	<b>Median</b>	<b>Number</b>	<b>% of Total</b>
<b>Female</b>	\$72,800	2,086	40.3%
<b>Male</b>	\$84,706	3,093	59.7%
<b>All</b>	\$80,000	5,179	100.0%

# Compensation by Gender and Age

Gender	Cleric Age	Median	Number	% of Total
<b>Female</b>	34 and younger	\$65,000	92	1.8%
	35 to 44	\$75,090	338	6.5%
	45 to 54	\$79,002	420	8.1%
	55 to 64	\$75,751	715	13.8%
	65 to 72	\$64,683	521	10.1%
<b>Male</b>	34 and younger	\$66,500	143	2.8%
	35 to 44	\$78,996	620	12.0%
	45 to 54	\$89,548	730	14.1%
	55 to 64	\$90,536	1,016	19.6%
	65 to 72	\$80,424	584	11.3%
<b>All</b>	34 and younger	\$65,466	235	4.5%
	35 to 44	\$77,014	958	18.5%
	45 to 54	\$85,750	1,150	22.2%
	55 to 64	\$84,500	1,731	33.4%
	65 to 72	\$73,086	1,105	21.3%

# Compensation by Gender and Race/Ethnicity

Gender	Race/Ethnicity	Median	Number	% of Total
<b>Female</b>	American Indian/Alaska Native	NR	4	0.2%
	Asian	\$72,158	15	0.7%
	Black/African American	\$79,327	44	2.0%
	Hispanic/Latino	\$98,986	11	0.5%
	White	\$76,345	873	38.7%
	Multiple Races	\$64,590	25	1.1%
	Other	NR	2	0.1%
<b>Male</b>	American Indian/Alaska Native	\$72,000	7	0.3%
	Asian	\$84,890	23	1.0%
	Black/African American	\$86,120	59	2.6%
	Hawaiian/Pacific Islander	NR	2	0.1%
	Hispanic/Latino	\$79,960	44	2.0%
	White	\$84,630	1,115	49.5%
	Multiple Races	\$95,270	29	1.3%
<b>All</b>	American Indian/Alaska Native	\$76,875	11	0.5%
	Asian	\$82,619	38	1.7%
	Black/African American	\$84,695	103	4.6%
	Hawaiian/Pacific Islander	NR	2	0.1%
	Hispanic/Latino	\$80,609	55	2.4%
	White	\$80,818	1,988	88.2%
	Multiple Races	\$82,250	54	2.4%
	Other	NR	2	0.1%

# Compensation by Gender and Sexual Orientation

Gender	Sexual Orientation	Median	Number	% of Total
<b>Female</b>	Bisexual	\$74,035	47	2.1%
	Gay or Lesbian	\$69,730	97	4.4%
	Heterosexual	\$76,861	759	34.2%
	Other Orientations*	\$77,773	40	1.8%
	Queer	\$68,000	11	0.5%
<b>Male</b>	Bisexual	\$78,180	22	1.0%
	Gay or Lesbian	\$82,093	255	11.5%
	Heterosexual	\$86,108	957	43.2%
	Other Orientations*	\$74,008	25	1.1%
	Queer	NR	4	0.2%
<b>All</b>	Bisexual	\$75,750	69	3.1%
	Gay or Lesbian	\$80,000	352	15.9%
	Heterosexual	\$81,971	1,716	77.4%
	Other Orientations*	\$77,250	65	2.9%
	Queer	\$70,229	15	0.7%

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

# Compensation by Gender Identity

<b>Gender Identity</b>	<b>Median</b>	<b>Number</b>	<b>% of Total</b>
<b>Female</b>	\$76,655	957	42.4%
<b>Male</b>	\$85,000	1,271	56.4%
<b>Multiple Genders</b>	\$79,254	14	0.6%
<b>Non-Binary</b>	\$72,650	13	0.6%

# Compensation by Gender and Clerical Orders

Gender	Clerical Order	Median	Number	% of Total
Female	Deacon	\$17,100	88	1.7%
	Priest	\$74,884	1,998	38.6%
Male	Deacon	\$10,485	46	0.9%
	Priest	\$85,063	3,047	58.8%
All	Deacon	\$13,743	134	2.6%
	Priest	\$80,522	5,045	97.4%

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## Compensation by Employment Details

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# Compensation by Gender and Position

Gender	Position	Median	Number	% of Total
Female	Senior Rector	\$107,200	170	3.3%
	Solo Rector	\$72,417	1,072	21.1%
	Assistant	\$65,209	463	9.1%
	Specialty Minister	\$76,753	350	6.9%
Male	Senior Rector	\$123,085	484	9.5%
	Solo Rector	\$79,716	1,747	34.4%
	Assistant	\$70,000	415	8.2%
	Specialty Minister	\$88,169	381	7.5%
All	Senior Rector	\$117,150	654	12.9%
	Solo Rector	\$76,521	2,819	55.5%
	Assistant	\$67,730	878	17.3%
	Specialty Minister	\$84,060	731	14.4%



# Compensation by Gender and Credited Service

Gender	Credited Service	Median	Number	% of Total
<b>Female</b>	Less than 5 years	\$56,175	476	9.5%
	5 to 9 years	\$69,769	468	9.3%
	10 to 19 years	\$80,697	749	14.9%
	20 years plus	\$93,145	329	6.6%
<b>Male</b>	Less than 5 years	\$60,000	531	10.6%
	5 to 9 years	\$75,975	611	12.2%
	10 to 19 years	\$89,593	1,068	21.3%
	20 years plus	\$104,725	784	15.6%
<b>All</b>	Less than 5 years	\$59,208	1,007	20.1%
	5 to 9 years	\$73,406	1,079	21.5%
	10 to 19 years	\$86,120	1,817	36.2%
	20 years plus	\$101,321	1,113	22.2%

# Compensation by Gender and Average Sunday Attendance (ASA)

Gender	Church Size	Median	Number	% of Total
<b>Female</b>	Family (0-75)	\$59,742	654	15.0%
	Pastoral (76-140)	\$80,700	466	10.7%
	Transitional (141-225)	\$90,285	255	5.9%
	Program (226-400)	\$76,625	224	5.1%
	Resource (401+)	\$82,153	106	2.4%
<b>Male</b>	Family (0-75)	\$63,222	897	20.6%
	Pastoral (76-140)	\$86,003	726	16.7%
	Transitional (141-225)	\$96,960	472	10.8%
	Program (226-400)	\$110,750	362	8.3%
	Resource (401+)	\$121,171	189	4.3%
<b>All</b>	Family (0-75)	\$61,490	1,551	35.6%
	Pastoral (76-140)	\$84,482	1,192	27.4%
	Transitional (141-225)	\$95,000	727	16.7%
	Program (226-400)	\$95,919	586	13.5%
	Resource (401+)	\$102,267	295	6.8%

# Compensation by Gender and Operating Revenue

Gender	Operating Revenue	Median	Number	% of Total
<b>Female</b>	Less than \$75,000	\$21,130	106	2.4%
	\$75,000 - \$150,000	\$47,136	226	5.2%
	\$150,001 - \$250,000	\$68,986	342	7.9%
	\$250,001 - \$350,000	\$77,840	212	4.9%
	\$350,001 - \$450,000	\$85,828	162	3.7%
	\$450,001 - \$1,000,000	\$89,022	407	9.4%
	\$1,000,000 plus	\$82,330	250	5.7%
<b>Male</b>	Less than \$75,000	\$24,000	153	3.5%
	\$75,000 - \$150,000	\$50,476	313	7.2%
	\$150,001 - \$250,000	\$72,457	485	11.1%
	\$250,001 - \$350,000	\$84,500	397	9.1%
	\$350,001 - \$450,000	\$91,136	293	6.7%
	\$450,001 - \$1,000,000	\$102,419	590	13.6%
	\$1,000,000 plus	\$121,800	415	9.5%
<b>All</b>	Less than \$75,000	\$23,200	259	6.0%
	\$75,000 - \$150,000	\$48,850	539	12.4%
	\$150,001 - \$250,000	\$71,073	827	19.0%
	\$250,001 - \$350,000	\$81,672	609	14.0%
	\$350,001 - \$450,000	\$90,000	455	10.5%
	\$450,001 - \$1,000,000	\$97,962	997	22.9%
	\$1,000,000 plus	\$100,115	665	15.3%

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## Compensation by Ecclesiastical Locations

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# Compensation by Gender and Province (1 of 2)

Gender	Province	Median	Number	% of Total
Female	I	\$71,172	232	4.4%
	II	\$77,529	227	4.3%
	III	\$80,000	339	6.5%
	IV	\$72,758	380	7.2%
	V	\$69,594	223	4.2%
	VI	\$66,949	130	2.5%
	VII	\$67,430	191	3.6%
	VIII	\$75,611	324	6.2%
	IX	\$6,744	41	0.8%
Male	I	\$89,609	252	4.8%
	II	\$88,199	379	7.2%
	III	\$89,670	442	8.4%
	IV	\$85,350	705	13.4%
	V	\$74,214	314	6.0%

# Compensation by Gender and Province (2 of 2)

Gender	Province	Median	Number	% of Total
<b>Male</b>	VI	\$75,975	131	2.5%
	VII	\$85,086	421	8.0%
	VIII	\$82,613	388	7.4%
	IX	\$10,200	129	2.5%
<b>All</b>	I	\$81,370	484	9.2%
	II	\$83,076	606	11.5%
	III	\$85,051	781	14.9%
	IV	\$80,000	1,085	20.7%
	V	\$70,618	537	10.2%
	VI	\$70,808	261	5.0%
	VII	\$78,000	612	11.7%
	VIII	\$80,246	712	13.6%
	IX	\$9,240	170	3.2%

# Compensation by Race/Ethnicity and Province

## (1 of 2)

Gender	Province	Median	Number	% of Total
<b>Clergy of Color</b>	I	\$100,768	50	1.1%
	II	\$91,373	94	2.1%
	III	\$82,092	84	1.9%
	IV	\$68,568	68	1.5%
	V	\$68,000	38	0.9%
	VI	\$65,500	26	0.6%
	VII	\$85,000	34	0.8%
	VIII	\$81,945	104	2.3%
	IX	\$11,218	50	1.1%
<b>White Clergy</b>	I	\$80,994	416	9.3%
	II	\$82,797	408	9.2%
	III	\$85,680	570	12.8%
	IV	\$80,000	774	17.4%
	V	\$74,563	466	10.5%

# Compensation by Race/Ethnicity and Province

## (2 of 2)

Gender	Province	Median	Number	% of Total
White Clergy	VI	\$74,478	210	4.7%
	VII	\$81,430	444	10.0%
	VIII	\$83,733	612	13.7%
	IX	NR	6	0.1%



# Compensation by Sexual Orientation and Province

## (1 of 2)

Gender	Province	Median	Number	% of Total
<b>Heterosexual</b>	I	\$83,830	320	7.3%
	II	\$85,312	346	7.9%
	III	\$86,120	516	11.8%
	IV	\$80,341	714	16.3%
	V	\$75,000	370	8.4%
	VI	\$75,372	178	4.1%
	VII	\$87,418	382	8.7%
	VIII	\$83,107	536	12.2%
	IX	\$11,609	48	1.1%
<b>LGBTQ+</b>	I	\$81,110	140	3.2%
	II	\$83,100	154	3.5%
	III	\$80,740	124	2.8%
	IV	\$69,940	120	2.7%
	V	\$69,349	130	3.0%

# Compensation by Sexual Orientation and Province

## (2 of 2)

Gender	Province	Median	Number	% of Total
LGBTQ+	VI	\$58,524	54	1.2%
	VII	\$70,000	74	1.7%
	VIII	\$85,715	172	3.9%
	IX	NR	8	0.2%

# Compensation by Gender and Province | Dioceses

Diocese	Female		Male		All	
	Median	Number	Median	Number	Median	Number
<b>Connecticut</b>	\$72,431	60	\$98,572	55	\$91,363	115
<b>Maine</b>	\$49,506	24	\$77,966	18	\$65,131	42
<b>Massachusetts</b>	\$81,250	75	\$101,791	100	\$92,782	175
<b>New Hampshire</b>	\$63,179	18	\$69,446	24	\$66,205	42
<b>Rhode Island</b>	\$73,256	20	\$80,000	21	\$77,040	41
<b>Vermont</b>	\$41,901	18	\$70,443	14	\$47,753	32
<b>Western Massachusetts</b>	\$81,481	17	\$83,484	20	\$82,137	37

# Compensation by Gender and Province II Dioceses

Diocese	Female		Male		All	
	Median	Number	Median	Number	Median	Number
Albany	\$33,800	17	\$61,360	37	\$53,224	54
Central New York	\$76,503	20	\$70,433	15	\$70,941	35
Convocation of Episcopal Churches in Europe	NR	4	\$57,390	14	\$54,766	18
Cuba	\$6,010	5	\$6,010	22	\$6,010	27
Haiti	NR	2	\$5,402	54	\$4,817	56
Long Island	\$85,065	29	\$96,279	83	\$93,509	112
New Jersey	\$69,902	32	\$80,575	68	\$77,132	100
New York	\$88,548	70	\$92,902	111	\$89,486	181
Newark	\$86,360	33	\$85,522	34	\$86,360	67
Rochester	\$62,924	15	\$85,952	20	\$69,388	35
Virgin Islands	NR	1	\$72,185	5	\$61,112	6
Western New York	\$64,593	11	\$76,029	11	\$71,913	22

# Compensation by Gender and Province III Dioceses

Diocese	Female		Male		All	
	Median	Number	Median	Number	Median	Number
Bethlehem	NR	4	\$73,812	14	\$73,812	18
Central Pennsylvania	\$60,962	21	\$84,388	18	\$72,805	39
Delaware	\$82,347	10	\$91,733	13	\$91,540	23
Easton	\$12,000	7	\$95,157	18	\$83,586	25
Maryland	\$76,168	41	\$85,931	55	\$81,911	96
Northwestern Pennsylvania	\$85,216	6	\$70,068	8	\$78,929	14
Pennsylvania	\$90,926	42	\$95,465	68	\$93,640	110
Pittsburgh	\$58,246	10	\$64,525	23	\$60,507	33
Southern Virginia	\$77,651	30	\$81,947	41	\$80,121	71
Southwestern Virginia	\$62,500	9	\$80,737	23	\$71,500	32
Virginia	\$80,940	92	\$92,855	97	\$84,060	189
Washington	\$95,120	58	\$107,403	55	\$102,923	113
West Virginia	\$76,286	9	\$83,000	9	\$78,059	18

# Compensation by Gender and Province IV Dioceses

## (1 of 2)

Diocese	Female		Male		All	
	Median	Number	Median	Number	Median	Number
Alabama	\$64,500	32	\$78,736	36	\$73,130	68
Atlanta	\$81,685	45	\$89,700	61	\$86,499	106
Central Florida	\$66,790	21	\$87,752	59	\$79,005	80
Central Gulf Coast	\$64,563	14	\$85,291	28	\$75,000	42
East Carolina	\$80,474	11	\$92,309	29	\$89,495	40
East Tennessee	\$72,612	16	\$83,289	30	\$76,254	46
Florida	\$65,000	13	\$93,380	39	\$88,350	52
Georgia	\$43,006	21	\$72,072	37	\$67,030	58
Kentucky	\$85,301	9	\$78,000	19	\$79,500	28
Lexington	\$60,364	12	\$67,322	14	\$65,543	26

# Compensation by Gender and Province IV Dioceses

## (2 of 2)

Diocese	Female		Male		All	
	Median	Number	Median	Number	Median	Number
Louisiana	\$59,604	9	\$85,313	33	\$77,617	42
Mississippi	\$70,900	19	\$85,000	33	\$79,134	52
North Carolina	\$75,653	49	\$80,000	69	\$80,000	118
South Carolina	\$93,708	6	\$86,514	17	\$86,514	23
Southeast Florida	\$107,000	15	\$101,638	40	\$102,275	55
Southwest Florida	\$68,703	14	\$86,065	56	\$84,255	70
Tennessee	\$75,000	18	\$72,126	29	\$72,925	47
Upper South Carolina	\$74,000	23	\$90,730	34	\$78,046	57
West Tennessee	\$96,300	8	\$84,297	14	\$89,297	22
Western North Carolina	\$72,800	25	\$87,188	28	\$83,000	53

# Compensation by Gender and Province V Dioceses

Diocese	Female		Male		All	
	Median	Number	Median	Number	Median	Number
<b>Chicago</b>	\$86,767	42	\$80,989	69	\$83,595	111
<b>Eastern Michigan</b>	\$20,500	6	\$70,038	8	\$63,938	14
<b>Eau Claire</b>	NR	2	\$24,600	5	\$24,600	7
<b>Fond du Lac</b>	\$38,591	10	\$67,714	12	\$63,877	22
<b>Indianapolis</b>	\$69,245	20	\$76,527	27	\$70,001	47
<b>Michigan</b>	\$62,760	26	\$75,355	25	\$72,457	51
<b>Milwaukee</b>	\$68,000	10	\$77,447	30	\$72,114	40
<b>Missouri</b>	\$65,000	29	\$85,509	15	\$72,744	44
<b>Northern Indiana</b>	\$60,551	5	\$59,774	14	\$60,551	19
<b>Northern Michigan</b>	NR	4	NR	3	\$70,000	7
<b>Ohio</b>	\$68,060	28	\$75,465	38	\$71,300	66
<b>Southern Ohio</b>	\$70,029	22	\$81,633	36	\$77,370	58
<b>Springfield</b>	NR	4	\$53,266	14	\$54,070	18
<b>Western Michigan</b>	\$67,881	15	\$70,689	18	\$69,906	33



# Compensation by Gender and Province VI Dioceses

Diocese	Female		Male		All	
	Median	Number	Median	Number	Median	Number
<b>Colorado</b>	\$79,686	42	\$97,578	38	\$86,142	80
<b>Iowa</b>	\$58,152	22	\$56,870	15	\$58,007	37
<b>Minnesota</b>	\$63,300	30	\$67,221	29	\$63,410	59
<b>Montana</b>	\$65,310	11	\$55,680	7	\$60,495	18
<b>Nebraska</b>	\$67,572	10	\$76,490	13	\$70,396	23
<b>North Dakota</b>	NR	1	\$68,463	7	\$67,982	8
<b>South Dakota</b>	\$54,202	6	\$69,530	13	\$60,614	19
<b>Wyoming</b>	\$66,279	8	\$84,517	9	\$80,000	17

# Compensation by Gender and Province VII Dioceses

Diocese	Female		Male		All	
	Median	Number	Median	Number	Median	Number
Arkansas	\$62,250	21	\$75,072	26	\$67,882	47
Dallas	\$48,000	19	\$78,175	66	\$72,728	85
Kansas	\$65,463	14	\$66,000	17	\$66,000	31
North Texas	\$65,077	10	\$98,000	7	\$72,000	17
Northwest Texas	\$57,464	9	\$95,880	10	\$74,737	19
Oklahoma	\$69,973	11	\$72,000	41	\$71,099	52
Texas	\$96,984	58	\$95,476	134	\$95,476	192
The Rio Grande	\$38,731	12	\$79,526	22	\$60,102	34
West Missouri	\$49,000	10	\$71,214	22	\$68,975	32
West Texas	\$72,000	17	\$90,094	54	\$86,712	71
Western Kansas	NR	2	\$72,799	5	\$71,500	7
Western Louisiana	\$67,810	8	\$85,500	17	\$75,966	25

# Compensation by Gender and Province VIII Dioceses (1 of 2)

Diocese	Female		Male		All	
	Median	Number	Median	Number	Median	Number
Alaska	\$43,200	9	\$45,288	8	\$43,200	17
Arizona	\$63,127	25	\$69,264	37	\$65,250	62
California	\$96,880	37	\$98,585	54	\$98,430	91
Eastern Oregon	NR	2	NR	3	\$69,300	5
El Camino Real	\$95,938	20	\$82,092	13	\$86,120	33
Hawaii	\$76,985	10	\$105,227	20	\$87,945	30
Idaho	\$53,620	5	\$82,443	6	\$62,251	11
Los Angeles	\$80,820	72	\$84,026	89	\$82,157	161
Navajoland Area Mission	NR	3	NR	3	\$47,580	6

# Compensation by Gender and Province VIII Dioceses

## (2 of 2)

Diocese	Female		Male		All	
	Median	Number	Median	Number	Median	Number
Nevada	NR	4	\$60,000	11	\$60,000	15
Northern California	\$75,289	24	\$78,040	20	\$78,040	44
Olympia	\$86,067	41	\$83,576	39	\$83,989	80
Oregon	\$65,743	35	\$77,837	32	\$68,965	67
San Diego	\$93,123	18	\$73,235	24	\$79,000	42
San Joaquin	NR	3	\$66,348	6	\$62,695	9
Spokane	\$60,881	9	\$14,786	11	\$54,239	20
Taiwan	NR	2	\$33,841	14	\$33,841	16
Utah	\$64,218	7	\$89,743	12	\$79,977	19

# ≡ Compensation by Gender and Province IX Dioceses ≡

Diocese	Female		Male		All	
	Median	Number	Median	Number	Median	Number
Central Ecuador	\$5,254	5	NR	4	\$5,521	9
Colombia	NR	3	\$2,400	24	\$2,400	27
Dominican Republic	\$7,488	5	\$14,621	26	\$14,564	31
Honduras	\$4,260	15	\$5,538	25	\$4,899	40
Litoral Ecuador	NR	3	\$5,850	6	\$5,850	9
Puerto Rico	\$30,238	10	\$39,323	39	\$38,477	49
Venezuela			\$3,331	5	\$3,331	5

# ≡ Important Disclosures



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