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## **The 2003 Church**

### **Compensation Report**

A National, Provincial and Diocesan  
Analysis of Clergy Compensation In  
Comparative Perspective With  
New Data on Lay Employees

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RESEARCH

## **Table of Contents**

Introduction .....	1
Section One: National Level Statistics .....	5
Section Two: Provincial Level Data .....	9
Section Three: State Level Data .....	12
Section Four: Diocesan Level Data .....	14

## ***Introduction to the 2003 Church Compensation Report***

For the second year we are able to offer an analysis of clergy and lay employee compensation making this truly a church compensation report. We will continue to improve our data on lay employees until it reaches the same level of detail we already have for the clergy. As always, we appreciate your feedback which is our best means of improving each new edition of this report and we thank you for your interest. We have made two changes this year which we believe will make the data both easier to interpret and more representative of what is happening in the church and the world. First, we have re-labeled our cost of living measure in order to make it clearer what the measure indicates. We have changed the label from *Housing Costs* to *Homeowner Household Costs* and changed the label of *Necessary Family Income* to *Advisable Total Homeowner Income*. We made these changes in order to make it clear both that our measure is based around the costs associated with the purchase and maintenance of a home and that the income level based on that amount is a household total which could come from multiple sources; this is not a figure that the Church Pension Group is deciding is a necessary minimum for clergy compensation. Nevertheless we feel that it is important for congregations to understand the increasing reliance by clergy on spousal salaries in many high cost of living areas of the country and the *Proportion of Advisable Household Income* index still seems to us the clearest and most concise way to do this. A second change is that changes in the occupational categories used by the Bureau of Labor statistics has allowed us to move to comparing all

professional category workers with graduate level degrees. This offers a somewhat more representative set of comparisons than when we used a selection of occupational categories and included within that comparative group managers as well as professionals. This has meant that the comparative compensation amounts differ for secular world comparisons from last year, some of the secular professional figures being lower due to the more targeted nature of the analytical categories we have used.

### ***Continued Features of Last Year's Report***

#### ***1) The Parochial Report.***

Our most important improvement of the last few years is once again part of this report, namely the breaking down of compensation by church size based on Average Sunday Attendance. We have used the most current church size criteria divisions, although we collapsed the top two categories, the "Program Church" and "Resource Church" for diocesan analysis because in many dioceses there was only one such congregation and thus insufficient data to protect anonymity. In every diocese where there were less than three instances to report in a particular category we left it blank due to insufficient data. Our continuing ability to perform this analysis comes as a result of an unprecedented level of cooperation between the Church Pension Fund, Kirk Hadaway, (the Research Director at the Church Center), and the Office of the Secretary of General Convention. The significant investment of time and resources to assure data quality and veracity has made the Parochial Report data a powerful tool of analysis throughout the Church. Nevertheless, we still have system limitations that place some constraints on our analytical capabilities. Our compensation by church-size analysis is still

limited by our current computer system, limitations which were outlined in last year's report. The constraint revolves around the issue that we must record the payer of pension assessments as the employer and when that is a diocese on behalf of a parish, we are not able at present to record that parish affiliation in addition to the assessment payer. The new system will go live in October 2004 and this will enhance our reporting capacity considerably.

## **2) *Continuing use of national data sources to enrich our analysis***

The 2001 compensation report gives a detailed explanation of our use of data from the American Housing Survey and the National Association of Realtors Survey and the methodology behind constructing the cost of living index. Our baseline for household costs uses the median home price as reported by the National Association of Realtors and the median expenditures on utilities, property taxes and homeowners insurance as reported in the American Housing Survey. The cost of living index is based upon the cost of purchasing the median cost home within the diocese with a standard thirty year mortgage at the published average mortgage rate. This year the index has risen for a number of reasons. First, there has been a continuing rise in house prices, although this varies dramatically depending upon the region of the country with the Northeast and West Coast having significantly greater increases in house prices than the South or Midwest. Second, the index has also been boosted by rises in property tax levels and utilities which have been well ahead of the general inflation level. Finally, there has been a significant rise in mortgage rates for conventional thirty year fixed mortgages. We calculate our *Advisable Total Homeowner Income* on the basis of the homeowner house hold costs representing

28% of total household income from all sources, which is the advisable housing cost to household income ratio according to the financial planners we consulted. We also continue to use the Current Population Survey to compare the compensation of clergy with those in equivalent roles in the secular world. Our report once again includes comparisons of compensation by a cleric's position within the Church and by gender. We have also added age and experience as an analytical category since it is as important to look at the expected earnings over a career life time, rather than just a single point of comparison, when looking at differences in compensation.

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

In the three years since the clergy compensation guide has been available on-line it has been used by an ever increasing number of people, not just the traditional constituency of diocesan administrators, but by clergy and parishes. 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 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. For lay employees, compensation is the cash salary as reported to the lay pension plan administrators.

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

With clergy we have used a baseline figure of \$27,000 as a benchmark and we assume that compensation above that level is full time. By next year our new computer system will allow for greater accuracy in reporting differences between full and part-time work and so the next compensation report will have a more accurate measure. For lay employees, we know from our surveys that they almost never receive pension benefits unless they work over twenty hours a week, but at present we do not gather information on the number of hours worked each week.

**3) Why use the same fraction of compensation, 28%, to calculate the "Advisable Total Homeowner Income" level when households in different parts of the country tend to vary widely in how much of their income they devote to housing?**

The idea of the cost of living measure is to act as point of comparison across the country. Essentially, we have created a uniform purchasing index, and, as such we need to see how much of a fixed basket of goods a cleric's compensation will purchase, thus the need to keep both the "goods," in this case the median priced home, property taxes and utilities, and the proportion of income expended on them, as constants.

**5) Does not the notion of the Advisable Total Homeowner Income imply that the cleric's salary is the sole source of compensation in the household, whereas most clergy now have a working spouse?**

By calculating the percentage of a family income met by the cleric's compensation package we are not saying that the cleric's package should cover the entire cost, but we hope this gives an indication of the degree to which the clergy household will be dependent upon a spouse's income. The more dependent the clergy household is upon that spousal income, the greater will be the cleric's time constraints, and thus parishes, in this situation, may have to rethink how much availability they expect from their clergy. This measure is really a reality check for parishes who, according to a recent study by the noted Episcopal scholar Adair T. Lummis entitled *What Do Lay People Want in Pastors?*, want a rector with children, who puts few constraints on his or her time, and who will accept the "going rate" from the parish as a compensation package.

**4) If the cost of living index is based upon the cost of housing, how is this relevant for clergy living in church owned housing?**

While clergy who live in a rectory do not have to purchase a home while working, nevertheless they will have to do so on retirement. While they do not have to purchase a home in the same neighborhood as the church they served, which might be extremely expensive, it is not unreasonable for a cleric to at the very least wish to purchase a home within the diocese that they have served. A situation in which the cleric is forced to move upon retirement for economic reasons to another state, or even region of country, for economic reasons may occur, but could hardly

be described as ideal. We hope the cost of living index will be helpful in terms of guiding diocesan policies and parish practices on equity accounts for clergy living in church owned housing. For parishes in high cost of living areas, the cost index may remind them of the economic value of their rectories and help inform discussions about whether to sell such properties. Next year we will be able to have a distinct set of measures for both compensation and cost of living for clergy living in rectories.

***5) As a diocese, how do we work out 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 where they are in terms of the cost of living index, rather than absolute levels and they should also look at 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 dioceses made up primarily of small to medium sized congregations.

***6) How can my parish use this as a guideline for clergy compensation when our local conditions are not typical of the diocese as a whole?***

For parishes, the report supplies statistics that provide some basic parameters about compensation levels, but indeed, all data is local. Nevertheless, this report, in addition to providing figures, offers a methodology of how to decide what is a

reasonable compensation level. Our methodology on the cost of living index is to see if the compensation package can purchase and maintain the median cost home in the diocese. Because of local variations in property prices, a vestry should see if they have a realtor in the congregation and gain a sense of how much a house that they would find attractive would cost to purchase and maintain. If the congregation expects to be the main income source for the cleric, then this figure should be roughly 28% of the compensation package. Nevertheless, statistics can only be a guide and every compensation discussion is different and should be based around the needs of the person that the congregation has decided they really want as their cleric

***What Will Be New Next Year?***

By next year we hope that the advent of a new pension software system and its integration into our corporate database will allow us to bring you a further expansion of those we include in our database and a deeper understanding of the compensation patterns in the Church. We will also add to our analysis of lay employees with the addition of data about their professional role in the Church. Our aim is to provide salary data by position, from which we would also be able to make comparisons with equivalent employees in the secular world using Current Population Survey data. Next year we will be able to provide an analysis and measures that distinguish between those who receive a housing allowance and those who live in rectories, and one that more accurately distinguishes between full and part-time clergy. In these projects, as in some many other things, we are grateful to the dioceses for all the information and assistance we receive.

## Section One: National Level Statistics

<b>2003 Median Compensation for All Full-time Clergy</b>	<b>\$58,818</b>
<b>2002 Median Compensation for All Full-time Clergy</b>	<b>\$56,930</b>
<b>2001 Median Compensation for All Full-time Clergy</b>	<b>\$54,786</b>
<b>2000 Median Compensation for All Full-time Clergy</b>	<b>\$52,428</b>

<b>2003 Median Compensation for All Lay Employees</b>	<b>\$25,200</b>
<b>2003 Median Compensation for Parish Lay Employees</b>	<b>\$25,000</b>
<b>2003 Median Compensation for Diocesan Lay Employees</b>	<b>\$35,225</b>

<b>Overall Average Compensation by Church Size</b>			
Full-Time Parish Clergy			Parish Lay Employees
ASA Church Size	All Full-time Parish Clergy	Senior and Solo Clerics	Lay Employees All Positions
<b>Family (0-75)</b>	<b>\$48,916</b>	<b>\$48,912</b>	<b>\$18,591</b>
<b>Pastoral (75-140)</b>	<b>\$56,484</b>	<b>\$56,863</b>	<b>\$18,000</b>
<b>Transitional (140-225)</b>	<b>\$64,072</b>	<b>\$67,137</b>	<b>\$23,000</b>
<b>Program (225-400)</b>	<b>\$67,282</b>	<b>\$76,045</b>	<b>\$27,000</b>
<b>Resource (400+)</b>	<b>\$70,193</b>	<b>\$102,935</b>	<b>\$30,625</b>
<b>Total</b>	<b>\$58,605</b>	<b>\$60,384</b>	<b>\$25,000</b>

<b>Clergy Compensation as a Proportion of Average Homeowner Household Expenses</b>				
	Homeowner Household Costs*	Advisable Total Homeowner Income**	Median Clergy Compensation	% of Advisable Total Homeowner Income***
<b>Clergy</b>	<b>\$20,264</b>	<b>\$72,371</b>	<b>\$58,818</b>	<b>81%</b>
<b>Lay</b>	<b>\$20,264</b>	<b>\$72,371</b>	<b>\$25,200</b>	<b>35%</b>

\* **Homeowner Household Costs** includes mortgage payments on a median cost home at a rate of 5.5%, and the average cost of property taxes, utilities and homeowners insurance

\*\* **Advisable Total Homeowner Income** is the income that is needed if housing costs are to be 28% of income

\*\*\* **% of Advisable Total Homeowner Income** is the proportion of the necessary family income that is covered by clergy compensation

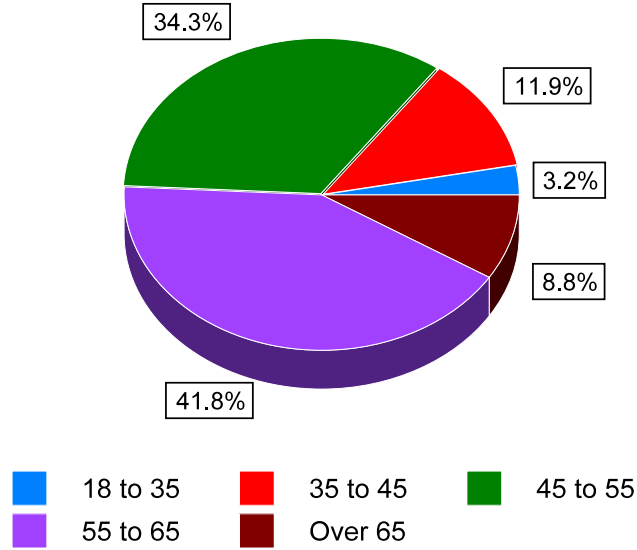
<b>Full Time Compensation by Gender and Position in Comparative Perspective</b>			
<b>ALL CLERGY - Parochial and Non-Parochial</b>			
GENDER	Median	No.	% of Total N
Male	\$61,594	1,676	26.4%
Female	\$52,018	4,662	73.6%
<b>Total</b>	<b>\$58,818</b>	<b>6,338</b>	<b>100.0%</b>
<b>SENIOR CLERGY</b>			
GENDER	Median	No.	% of Total N
Male	\$81,455	862	88.0%
Female	\$71,985	118	12.0%
<b>Total</b>	<b>\$80,598</b>	<b>980</b>	<b>100.0%</b>
<b>SOLO CLERGY</b>			
GENDER	Median	No.	% of Total N
Male	\$58,131	2,616	76.0%
Female	\$52,272	826	24.0%
<b>Total</b>	<b>\$56,402</b>	<b>3,442</b>	<b>100.0%</b>
<b>ASSOCIATES, ASSISTANTS AND CURATES</b>			
GENDER	Median	No.	% of Total N
Male	\$53,825	495	53.6%
Female	\$49,501	571	46.4%
<b>Total</b>	<b>\$51,330</b>	<b>1,066</b>	<b>100.0%</b>
<b>LAY EMPLOYEES</b>			
GENDER	Median	No.	% of Total N
Male	\$28,000	1,859	26.5%
Female	\$24,500	5,159	73.5%
<b>Total</b>	<b>\$25,200</b>	<b>7,018</b>	<b>100.0%</b>
<i>FEDERAL GOVERNMENT DATA</i>			
<b>ALL PROF' LEVEL WITH MASTER'S DEGREE</b>			
GENDER	Median	No.	% of Total N
Male	\$70,000	2,262	54.1%
Female	\$49,500	1,919	45.9%
<b>Total</b>	<b>\$57,000</b>	<b>4,181</b>	<b>100.0%</b>



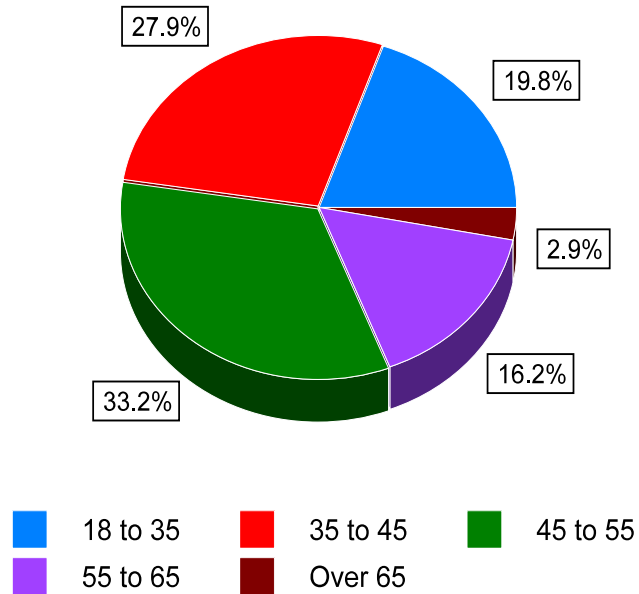
Clergy and Lay Compensation By Years of Experience			
Gender	Years Ordained / Episcopal Job Experience	Median Clergy Compensation	Median Lay Employee Salaries
Male	1 to 5 Yrs	\$47,350	\$28,800
	5 to 10 Yrs	\$55,704	\$26,489
	10 to 15 Yrs	\$61,947	\$25,189
	15 to 20 Yrs	\$63,000	\$26,110
	20 Years Plus	\$67,255	\$30,393
	<b>Total</b>	<b>\$61,594</b>	<b>\$28,000</b>
Female	1 to 5 Yrs	\$45,768	\$24,960
	5 to 10 Yrs	\$52,000	\$24,000
	10 to 15 Yrs	\$55,000	\$24,233
	15 to 20 Yrs	\$56,459	\$23,731
	20 Years Plus	\$58,487	\$24,226
	<b>Total</b>	<b>\$52,018</b>	<b>\$24,500</b>
Total	1 to 5 Yrs	\$46,598	\$25,935
	5 to 10 Yrs	\$54,267	\$24,728
	10 to 15 Yrs	\$59,389	\$24,627
	15 to 20 Yrs	\$60,953	\$24,325
	20 Years Plus	\$66,211	\$25,837
	<b>Total</b>	<b>\$58,818</b>	<b>\$25,200</b>

Clergy, Lay Employee and Secular Professional Compensation By Age				
Gender	Age of Employee / Cleric	All Professionals With a Master's Degree	Full Time Clergy	Lay Employees
Male	18 to 35	\$52,500	\$46,191	\$28,500
	35 to 45	\$75,000	\$57,127	\$30,900
	45 to 55	\$75,000	\$62,800	\$28,000
	55 to 65	\$75,000	\$63,892	\$27,000
	Over 65	\$70,000	\$60,714	\$18,000
	<b>Total</b>	<b>\$70,000</b>	<b>\$61,594</b>	<b>\$28,000</b>
Female	18 to 35	\$42,000	\$46,935	\$25,610
	35 to 45	\$50,000	\$49,455	\$22,368
	45 to 55	\$51,750	\$52,664	\$24,434
	55 to 65	\$50,000	\$53,153	\$25,000
	Over 65	\$55,000	\$52,000	\$20,234
	<b>Total</b>	<b>\$49,500</b>	<b>\$52,018</b>	<b>\$24,500</b>
Total	18 to 35	\$45,000	\$46,339	\$26,285
	35 to 45	\$60,000	\$54,500	\$24,720
	45 to 55	\$60,000	\$59,777	\$25,108
	55 to 65	\$60,000	\$60,288	\$25,250
	Over 65	\$65,000	\$58,055	\$20,000
	<b>Total</b>	<b>\$57,000</b>	<b>\$58,818</b>	<b>\$25,200</b>

**Age Distribution Among Full-Time Clergy With Master's Degree**



**Age Distribution Among Professional's with a Master's Degree**



## Section Two: Provincial Level Data

<b>Median Compensation for All Full-time Clergy and for Lay Employees in Parishes</b>		
Province	Clergy	Lay Employees
1	\$61,960	\$24,672
2	\$61,630	\$26,325
3	\$60,567	\$25,630
4	\$58,626	\$25,250
5	\$55,585	\$25,000
6	\$50,542	\$24,980
7	\$56,200	\$23,190
8	\$57,055	\$27,659
<b>Total</b>	<b>\$58,818</b>	<b>\$25,200</b>

<b>Clergy Compensation Relative to Cost of Living</b>				
Province	Homeowner Household Costs*	Advisable Total Homeowner Income**	Median Clergy Compensation	% of Advisable Total Homeowner Income***
1	\$28,887	\$103,168	\$61,960	60.1%
2	\$27,541	\$98,362	\$61,630	62.7%
3	\$19,341	\$69,077	\$60,567	87.7%
4	\$15,138	\$54,063	\$58,626	108.4%
5	\$16,375	\$58,484	\$55,585	95.0%
6	\$15,750	\$56,252	\$50,542	89.8%
7	\$13,971	\$49,897	\$56,200	112.6%
8	\$27,256	\$97,342	\$57,055	58.6%
<b>National</b>	<b>\$20,264</b>	<b>\$72,372</b>	<b>\$58,818</b>	<b>81.3%</b>

\* **Homeowner Household Costs** includes mortgage payments on a median cost home at a rate of 5.5%, and the average cost of property taxes, utilities and homeowners insurance

\*\* **Advisable Total Homeowner Income** is the income that is needed if housing costs are to be 28% of income

\*\*\* **% of Advisable Total Homeowner Income** is the proportion of the necessary family income that is covered by clergy compensation

<b>Cleric's Total Compensation by Church Size</b>			
		<b>All Clerics</b>	<b>Senior and Solo Clergy Only</b>
Province	Church Size	Median	Median
<b>1</b>	Family (0-75)	\$48,981	\$48,962
	Pastoral (76-140)	\$60,411	\$60,498
	Transitional (141-225)	\$67,203	\$70,216
	Program (226-400)	\$72,916	\$80,241
	Resource (401+)	\$65,020	\$123,215
	<b>Total</b>	<b>\$61,421</b>	<b>\$64,029</b>
<b>2</b>	Family (0-75)	\$52,963	\$52,776
	Pastoral (76-140)	\$60,622	\$60,871
	Transitional (141-225)	\$69,590	\$71,617
	Program (226-400)	\$78,579	\$88,159
	Resource (401+)	\$80,593	\$109,211
	<b>Total</b>	<b>\$61,305</b>	<b>\$61,582</b>
<b>3</b>	Family (0-75)	\$51,739	\$51,723
	Pastoral (76-140)	\$58,578	\$59,000
	Transitional (141-225)	\$66,477	\$71,677
	Program (226-400)	\$69,818	\$80,875
	Resource (401+)	\$71,343	\$106,159
	<b>Total</b>	<b>\$60,890</b>	<b>\$63,304</b>
<b>4</b>	Family (0-75)	\$46,650	\$46,650
	Pastoral (76-140)	\$53,825	\$53,856
	Transitional (141-225)	\$61,000	\$63,085
	Program (226-400)	\$65,125	\$73,630
	Resource (401+)	\$70,026	\$102,983
	<b>Total</b>	<b>\$58,402</b>	<b>\$60,600</b>
<b>5</b>	Family (0-75)	\$49,018	\$49,035
	Pastoral (76-140)	\$53,825	\$53,935
	Transitional (141-225)	\$64,416	\$67,411
	Program (226-400)	\$69,250	\$78,493
	Resource (401+)	\$70,829	\$101,893
	<b>Total</b>	<b>\$54,992</b>	<b>\$56,043</b>
<b>6</b>	Family (0-75)	\$46,895	\$46,895
	Pastoral (76-140)	\$52,795	\$52,795
	Transitional (141-225)	\$58,359	\$61,223
	Program (226-400)	\$66,000	\$72,142
	Resource (401+)	\$72,125	\$93,774
	<b>Total</b>	<b>\$52,627</b>	<b>\$53,287</b>
<b>7</b>	Family (0-75)	\$44,607	\$44,607
	Pastoral (76-140)	\$51,027	\$51,258
	Transitional (141-225)	\$60,741	\$63,830
	Program (226-400)	\$66,713	\$75,181
	Resource (401+)	\$72,347	\$100,000
	<b>Total</b>	<b>\$56,507</b>	<b>\$59,654</b>
<b>8</b>	Family (0-75)	\$48,765	\$48,750
	Pastoral (76-140)	\$55,953	\$56,509
	Transitional (141-225)	\$61,032	\$65,700
	Program (226-400)	\$64,150	\$72,880
	Resource (401+)	\$64,590	\$95,947
	<b>Total</b>	<b>\$57,015</b>	<b>\$58,945</b>

<b>Median Compensation By Rank, Gender and Educational Level</b>					
Gender	Province	Senior Clergy	Solo Clergy	Associates and Curates	Professionals With Master's Degree
Male	I	\$79,227	\$63,241	\$53,392	\$75,000
	II	\$90,860	\$61,102	\$57,381	\$75,000
	III	\$85,648	\$60,926	\$53,744	\$80,000
	IV	\$81,874	\$57,313	\$55,000	\$68,000
	V	\$79,661	\$54,458	\$50,546	\$66,000
	VI	\$73,969	\$52,963	\$45,063	\$58,108
	VII	\$81,645	\$54,360	\$50,882	\$60,000
	VIII	\$75,136	\$57,055	\$54,126	\$70,000
	<b>Total</b>		<b>\$81,455</b>	<b>\$58,131</b>	<b>\$53,825</b>
Female	I	\$73,858	\$53,162	\$50,385	\$50,800
	II	\$88,158	\$56,655	\$50,870	\$54,000
	III	\$76,005	\$54,752	\$52,781	\$52,000
	IV	\$75,253	\$47,993	\$47,292	\$42,722
	V	\$78,958	\$51,017	\$48,913	\$49,000
	VI	\$58,602	\$46,538	\$41,658	\$46,000
	VII	\$65,000	\$48,579	\$46,266	\$46,000
	VIII	\$59,482	\$52,460	\$49,192	\$52,000
	<b>Total</b>		<b>\$71,985</b>	<b>\$52,272</b>	<b>\$49,501</b>
Total	I	\$77,958	\$59,578	\$51,532	\$60,000
	II	\$89,273	\$60,405	\$54,184	\$63,000
	III	\$84,872	\$58,961	\$53,129	\$65,000
	IV	\$81,777	\$55,964	\$51,336	\$50,000
	V	\$79,341	\$53,950	\$49,484	\$55,000
	VI	\$68,640	\$49,749	\$43,100	\$50,000
	VII	\$81,237	\$52,776	\$48,911	\$50,000
	VIII	\$73,603	\$55,630	\$51,000	\$60,000
	<b>Total</b>		<b>\$80,598</b>	<b>\$56,402</b>	<b>\$51,330</b>

## Section Three: State Level Data

State	Full Time Clergy Median Compensation	Professional Employees with a Master's Degree
Alabama	\$58,874	\$50,000
Alaska	\$54,032	\$55,500
Arizona	\$59,560	\$63,000
Arkansas	\$49,681	\$68,000
California	\$58,289	\$65,000
Colorado	\$52,224	\$59,500
Connecticut	\$67,167	\$65,000
Delaware	\$68,601	\$60,002
District of Columbia	\$80,229	\$71,000
Florida	\$60,000	\$60,000
Georgia	\$57,831	\$47,000
Hawaii	\$60,009	\$56,500
Idaho	\$52,548	\$57,000
Illinois	\$59,280	\$53,500
Indiana	\$56,548	\$53,500
Iowa	\$48,378	\$47,080
Kansas	\$51,672	\$50,000
Kentucky	\$52,050	\$48,000
Louisiana	\$55,528	\$50,000
Maine	\$50,367	\$65,000
Maryland	\$59,461	\$65,000
Massachusetts	\$59,886	\$65,000
Michigan	\$51,046	\$65,000
Minnesota	\$55,250	\$57,500
Mississippi	\$53,400	\$51,000
Missouri	\$50,874	\$46,000
Montana	\$45,094	\$43,000
Nebraska	\$55,467	\$44,861
Nevada	\$52,186	\$54,000
New Hampshire	\$58,436	\$52,000
New Jersey	\$62,348	\$60,000

<b>State</b>	<b>Full Time Clergy Median Compensation</b>	<b>Professional Employees with a Master's Degree</b>
<b>New Mexico</b>	<b>\$53,153</b>	<b>\$47,001</b>
<b>New York</b>	<b>\$61,365</b>	<b>\$65,000</b>
<b>North Carolina</b>	<b>\$58,145</b>	<b>\$55,000</b>
<b>North Dakota</b>	<b>\$41,664</b>	<b>\$50,740</b>
<b>Oklahoma</b>	<b>\$51,313</b>	<b>\$52,500</b>
<b>Ohio</b>	<b>\$59,100</b>	<b>\$55,750</b>
<b>Oregon</b>	<b>\$52,857</b>	<b>\$55,000</b>
<b>Pennsylvania</b>	<b>\$58,131</b>	<b>\$68,500</b>
<b>Rhode Island</b>	<b>\$58,955</b>	<b>\$62,000</b>
<b>South Carolina</b>	<b>\$60,000</b>	<b>\$45,000</b>
<b>South Dakota</b>	<b>\$44,320</b>	<b>\$49,000</b>
<b>Tennessee</b>	<b>\$56,011</b>	<b>\$45,000</b>
<b>Texas</b>	<b>\$60,483</b>	<b>\$52,750</b>
<b>Utah</b>	<b>\$65,758</b>	<b>\$53,000</b>
<b>Vermont</b>	<b>\$54,530</b>	<b>\$49,200</b>
<b>Virginia</b>	<b>\$63,385</b>	<b>\$62,000</b>
<b>Washington</b>	<b>\$55,039</b>	<b>\$59,500</b>
<b>West Virginia</b>	<b>\$56,725</b>	<b>\$43,000</b>
<b>Wisconsin</b>	<b>\$54,051</b>	<b>\$55,000</b>
<b>Wyoming</b>	<b>\$46,570</b>	<b>\$50,000</b>

## Section Four: Diocesan Level Data

	Diocese	Median	Decile*	N
<b>Province I</b>	Connecticut	\$67,167	1	189
	Maine	\$50,367	9	47
	Massachusetts	\$59,943	3	206
	New Hampshire	\$58,436	4	39
	Rhode Island	\$58,955	4	47
	Vermont	\$54,530	6	28
	Western Mass	\$59,669	3	55
<b>Province II</b>	Albany	\$51,298	9	62
	Central New York	\$58,469	4	54
	Long Island	\$63,805	1	116
	New Jersey	\$65,502	1	125
	New York	\$65,780	1	237
	Newark	\$57,965	4	104
	Rochester	\$61,630	2	43
	Western New York	\$57,372	5	40
<b>Province III</b>	Bethlehem	\$53,840	7	43
	Centra Penn	\$57,822	4	48
	Delaware	\$69,550	1	33
	Easton	\$56,209	5	28
	Maryland	\$58,990	4	124
	Northwestern Penn	\$52,762	8	20
	Pennsylvania	\$62,725	2	160
	Pittsburgh	\$54,050	6	72
	Southern Virginia	\$63,683	2	90
	Southwestern Virginia	\$55,645	6	32
	Virginia	\$64,267	1	229
	Washington	\$69,966	1	126
	West Virginia	\$56,725	5	32

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



<b>Province IV</b>	<b>Alabama</b>	<b>\$59,089</b>	<b>3</b>	<b>92</b>
	<b>Atlanta</b>	<b>\$59,500</b>	<b>3</b>	<b>129</b>
	<b>Central Florida</b>	<b>\$62,400</b>	<b>2</b>	<b>93</b>
	<b>Central Gulf Coast</b>	<b>\$55,400</b>	<b>6</b>	<b>39</b>
	<b>East Tennessee</b>	<b>\$54,230</b>	<b>6</b>	<b>48</b>
	<b>Eastern Carolina</b>	<b>\$62,327</b>	<b>2</b>	<b>40</b>
	<b>Florida</b>	<b>\$60,745</b>	<b>2</b>	<b>76</b>
	<b>Georgia</b>	<b>\$53,881</b>	<b>7</b>	<b>52</b>
	<b>Kentucky</b>	<b>\$51,589</b>	<b>9</b>	<b>28</b>
	<b>Lexington</b>	<b>\$53,664</b>	<b>7</b>	<b>24</b>
	<b>Louisiana</b>	<b>\$56,334</b>	<b>5</b>	<b>54</b>
	<b>Mississippi</b>	<b>\$53,400</b>	<b>7</b>	<b>69</b>
	<b>North Carolina</b>	<b>\$58,158</b>	<b>4</b>	<b>117</b>
	<b>South Carolina</b>	<b>\$64,000</b>	<b>1</b>	<b>81</b>
	<b>Southeast Florida</b>	<b>\$59,651</b>	<b>3</b>	<b>80</b>
	<b>Southwest Florida</b>	<b>\$59,760</b>	<b>3</b>	<b>87</b>
	<b>Tennessee</b>	<b>\$56,234</b>	<b>5</b>	<b>60</b>
	<b>Upper South Carolina</b>	<b>\$55,280</b>	<b>6</b>	<b>66</b>
	<b>West Tennessee</b>	<b>\$62,025</b>	<b>2</b>	<b>34</b>
	<b>Western North Carolina</b>	<b>\$53,335</b>	<b>7</b>	<b>52</b>
<b>Province V</b>	<b>Chicago</b>	<b>\$62,009</b>	<b>2</b>	<b>140</b>
	<b>Eastern Michigan</b>	<b>\$46,321</b>	<b>10</b>	<b>11</b>
	<b>Eau Claire</b>	<b>\$49,715</b>	<b>9</b>	<b>10</b>
	<b>Fond du Lac</b>	<b>\$53,600</b>	<b>7</b>	<b>22</b>
	<b>Indianapolis</b>	<b>\$61,899</b>	<b>2</b>	<b>49</b>
	<b>Michigan</b>	<b>\$52,640</b>	<b>8</b>	<b>98</b>
	<b>Milwaukee</b>	<b>\$54,828</b>	<b>6</b>	<b>54</b>
	<b>Missouri</b>	<b>\$51,686</b>	<b>8</b>	<b>44</b>
	<b>Northern Indiana</b>	<b>\$53,661</b>	<b>7</b>	<b>24</b>
	<b>Northern Michigan</b>	<b>\$45,878</b>	<b>10</b>	<b>8</b>
	<b>Ohio</b>	<b>\$59,000</b>	<b>3</b>	<b>95</b>
	<b>Quincy</b>	<b>\$46,660</b>	<b>10</b>	<b>13</b>
	<b>Southern Ohio</b>	<b>\$59,150</b>	<b>3</b>	<b>90</b>
	<b>Springfield</b>	<b>\$52,986</b>	<b>8</b>	<b>22</b>
	<b>Western Michigan</b>	<b>\$50,090</b>	<b>9</b>	<b>52</b>

<b>Province VI</b>	<b>Colorado</b>	<b>\$52,224</b>	<b>8</b>	<b>101</b>
	Iowa	\$48,378	10	34
	Minnesota	\$55,250	6	76
	Montana	\$45,094	10	15
	Nebraska	\$55,467	6	28
	North Dakota	\$41,664	10	10
	South Dakota	\$44,320	10	18
	Wyoming	\$46,570	10	20
<b>Province VII</b>	<b>Arkansas</b>	<b>\$49,681</b>	<b>10</b>	<b>42</b>
	Dallas	\$57,052	5	81
	Fort Worth	\$49,998	9	51
	Kansas	\$50,935	9	30
	Northwest Texas	\$52,258	8	21
	Oklahoma	\$51,313	9	60
	Rio Grande	\$51,704	8	45
	Texas	\$65,801	1	192
	West Missouri	\$50,670	9	44
	West Texas	\$58,000	4	75
	Western Kansas	\$53,439	7	14
	Western Louisiana	\$51,688	8	30
<b>Province VIII</b>	<b>Alaska</b>	<b>\$54,032</b>	<b>7</b>	<b>15</b>
	Arizona	\$58,620	4	59
	California	\$58,289	4	124
	Eastern Oregon	\$50,441	19	10
	El Camino Real	\$56,121	5	50
	Hawaii	\$60,009	3	32
	Idaho	\$52,595	8	17
	Los Angeles	\$60,000	3	192
	Navajo land	\$40,612	10	3
	Nevada	\$52,186	8	12
	Northern California	\$57,677	5	58
	Olympia	\$55,716	5	89
	Oregon	\$54,102	6	61
	San Diego	\$63,032	2	59
	San Joaquin	\$56,065	5	40
	Spokane	\$53,310	7	20
	Utah	\$65,758	1	28

<b>Parish Clergy Compensation Compared to Diocesan Cost of Living</b>					
<b>Diocese</b>	<b>Homeowner Household Costs*</b>	<b>Median Clergy Compensation</b>	<b>Advisable Total Homeowner Income**</b>	<b>% of Advisable Total Homeowner Income***</b>	<b>Deciles****</b>
Alabama	\$14,732	\$59,089	\$52,615	112.3%	4
Alaska	\$12,188	\$54,032	\$43,528	124.1%	2
Albany	\$16,568	\$51,298	\$59,170	86.7%	8
Arizona	\$16,166	\$58,620	\$57,736	101.5%	6
Arkansas	\$11,251	\$49,681	\$40,183	123.6%	2
Atlanta	\$16,795	\$59,500	\$59,981	99.2%	6
Bethlehem	\$15,824	\$53,840	\$56,513	95.3%	7
California	\$51,192	\$58,289	\$182,828	31.9%	10
Central Florida	\$14,717	\$62,400	\$52,560	118.7%	3
Central Gulf Coast	\$13,615	\$55,400	\$48,625	113.9%	4
Central New York	\$13,174	\$58,469	\$47,050	124.3%	2
Central Pennsylvania	\$13,801	\$57,822	\$49,291	117.3%	3
Chicago	\$23,206	\$62,009	\$82,879	74.8%	9
Colorado	\$21,498	\$52,224	\$76,778	68.0%	9
Connecticut	\$24,452	\$67,167	\$87,329	76.9%	8
Dallas	\$17,021	\$57,052	\$60,788	93.9%	7
Delaware	\$16,880	\$69,550	\$60,287	115.4%	3
East Carolina	\$12,841	\$62,327	\$45,862	135.9%	1
East Tennessee	\$13,682	\$54,230	\$48,865	110.0%	1
Eastern Michigan	\$15,346	\$46,321	\$54,806	84.5%	7
Eastern Oregon	\$11,051	\$50,441	\$39,469	127.8%	7
Easton	\$14,662	\$56,209	\$52,365	107.3%	5
Eau Claire	\$17,671	\$49,715	\$63,112	78.8%	8
El Camino Real	\$50,260	\$56,121	\$179,500	31.3%	10
Florida	\$14,743	\$60,745	\$52,654	115.4%	3
Fond Du Lac	\$13,104	\$53,600	\$46,802	114.5%	4
Fort Worth	\$15,964	\$49,998	\$57,013	87.7%	7
Georgia	\$11,792	\$53,881	\$42,114	127.9%	1
Hawaii	\$30,038	\$60,009	\$107,277	55.9%	10
Idaho	\$12,179	\$52,595	\$43,495	120.9%	2
Indianapolis	\$14,040	\$61,899	\$50,142	123.4%	2
Iowa	\$12,568	\$48,378	\$44,884	107.8%	5
Kansas	\$12,830	\$50,935	\$45,820	111.2%	4
Kentucky	\$14,080	\$51,589	\$50,284	102.6%	6
Lexington	\$14,086	\$53,664	\$50,308	106.7%	5
Long Island	\$37,068	\$63,805	\$132,387	48.2%	10
Los Angeles	\$32,246	\$60,000	\$115,166	52.1%	10
Louisiana	\$14,388	\$56,334	\$51,387	109.6%	4
Maine	\$19,395	\$50,367	\$69,269	72.7%	9

<b>Diocese</b>	<b>Homeowner Household Costs*</b>	<b>Median Clergy Compensation</b>	<b>Advisable Total Homeowner Income**</b>	<b>% of Advisable Total Homeowner Income***</b>	<b>Deciles****</b>
Maryland	\$22,317	\$58,990	\$79,705	74.0%	9
Massachusetts	\$42,001	\$59,943	\$150,002	40.0%	10
Michigan	\$18,110	\$52,640	\$64,677	81.4%	8
Milwaukee	\$20,260	\$54,828	\$72,356	75.8%	9
Minnesota	\$19,089	\$55,250	\$68,177	81.0%	8
Mississippi	\$11,397	\$53,400	\$40,703	131.2%	1
Missouri	\$11,529	\$51,686	\$41,175	125.5%	2
Montana	\$11,724	\$45,094	\$41,870	107.7%	5
Navajo land Area	\$11,051	\$40,612	\$39,469	102.9%	6
Nebraska	\$12,908	\$55,467	\$46,098	120.3%	3
Nevada	\$17,662	\$52,186	\$63,079	82.7%	8
New Hampshire	\$34,497	\$58,436	\$123,205	47.4%	10
New Jersey	\$27,268	\$65,502	\$97,386	67.3%	9
New York	\$35,677	\$65,780	\$127,419	51.6%	10
Newark	\$36,690	\$57,965	\$131,035	44.2%	10
North Carolina	\$16,990	\$58,158	\$60,678	95.8%	7
North Dakota	\$11,875	\$41,664	\$42,412	98.2%	7
Northern California	\$22,150	\$57,677	\$79,109	72.9%	9
Northern Indiana	\$12,627	\$53,661	\$45,095	119.0%	3
Northern Michigan	\$9,201	\$45,878	\$32,860	139.6%	1
Northwest Texas	\$10,697	\$52,258	\$38,205	136.8%	1
Northwestern Penn	\$13,614	\$52,762	\$48,621	108.5%	5
Ohio	\$14,913	\$59,000	\$53,260	110.8%	4
Oklahoma	\$11,762	\$51,313	\$42,007	122.2%	2
Olympia	\$25,044	\$55,716	\$89,443	62.3%	9
Oregon	\$18,468	\$54,102	\$65,956	82.0%	9
Pennsylvania	\$20,077	\$62,725	\$71,704	87.5%	7
Pittsburgh	\$14,659	\$54,050	\$52,354	103.2%	6
Quincy	\$11,721	\$46,660	\$41,861	111.5%	4
Rhode Island	\$23,382	\$58,955	\$83,508	70.6%	9
Rio Grande	\$13,351	\$51,704	\$47,682	108.4%	5
Rochester	\$14,486	\$61,630	\$51,735	119.1%	3
San Diego	\$34,735	\$63,032	\$124,054	50.8%	10
San Joaquin	\$14,956	\$56,065	\$53,414	105.0%	6
South Carolina	\$16,370	\$64,000	\$58,463	109.5%	5
South Dakota	\$11,453	\$44,320	\$40,903	108.4%	5
Southeast Florida	\$21,241	\$59,651	\$75,862	78.6%	8
Southern Ohio	\$15,768	\$59,150	\$56,313	105.0%	5
Southern Virginia	\$14,012	\$55,645	\$52,140	106.7%	5
Southwest Florida	\$16,912	\$59,760	\$60,401	98.9%	6
Southwestern Virginia	\$14,599	\$55,645	\$52,140	106.7%	5

<b>Diocese</b>	<b>Homeowner Household Costs*</b>	<b>Median Clergy Compensation</b>	<b>Advisable Total Homeowner Income**</b>	<b>% of Advisable Total Homeowner Income***</b>	<b>Deciles****</b>
Spokane	\$12,785	\$53,310	\$45,662	116.7%	3
Springfield	\$12,284	\$52,986	\$43,870	120.8%	2
Tennessee	\$14,236	\$56,234	\$50,843	110.6%	4
Texas	\$16,075	\$65,801	\$57,410	114.6%	3
Upper South Carolina	\$14,804	\$55,280	\$52,871	104.6%	6
Utah	\$15,065	\$65,758	\$53,804	122.2%	2
Vermont	\$11,908	\$54,530	\$42,529	128.2%	1
Virginia	\$23,658	\$64,267	\$84,492	76.1%	8
Washington	\$28,327	\$69,966	\$101,169	69.2%	9
West Missouri	\$14,614	\$50,670	\$52,194	97.1%	7
West Tennessee	\$15,105	\$62,025	\$53,947	115.0%	3
West Texas	\$13,349	\$58,000	\$47,674	121.7%	2
West Virginia	\$17,708	\$56,725	\$63,243	89.7%	7
Western Kansas	\$11,350	\$53,439	\$40,534	131.8%	1
Western Louisiana	\$11,261	\$51,688	\$40,219	128.5%	1
Western Massachusetts	\$21,431	\$59,669	\$76,541	78.0%	8
Western Michigan	\$14,102	\$50,090	\$50,366	99.5%	6
Western New York	\$14,147	\$57,372	\$50,526	113.6%	4
Western North Carolina	\$14,684	\$53,335	\$52,442	101.7%	6
Wyoming	\$11,600	\$46,570	\$41,427	112.4%	4

\* *Homeowner Household Costs* includes mortgage payments on a median cost home at a rate of 5.5%, and the average cost of property taxes, utilities and homeowners insurance

\*\* *Advisable Total Homeowner Income* is the income that is needed if housing costs are to be 28% of income

\*\*\* % of *Advisable Total Homeowner Income* is the proportion of the necessary family income that is covered by clergy compensation

\*\*\*\* *Deciles* based on values of % of *Advisable Total Homeowner Income* 1= highest 10% 10= lowest 10%

## Median Total Compensation by Church Size- All Full-Time Clergy

*(Figures in italics are based on less than 10 cases. Insufficient data indicates that there were reports from less than three parishes)*

<b>Diocese</b>	<b>Family (0-75)</b>	<b>Pastoral (76-140)</b>	<b>Transitional (141-225)</b>	<b>Program &amp; Resource (226+)</b>
ALABAMA	\$49,279	\$52,932	\$64,037	\$72,258
ALASKA	\$36,036	\$60,000	Insufficient Data	\$57,043
ALBANY	\$45,560	\$58,000	\$65,004	\$70,889
ARIZONA	\$61,329	\$47,515	\$63,445	\$63,768
ARKANSAS	\$46,866	\$48,166	\$58,632	\$69,973
ATLANTA	\$45,000	\$58,402	\$59,208	\$64,000
BETHLEHEM	\$51,708	\$55,373	\$62,102	\$51,040
CALIFORNIA	\$52,158	\$58,856	\$58,289	\$63,000
CENTRAL FLORIDA	\$52,395	\$55,682	\$65,100	\$69,531
CENTRAL GULF COAST	\$55,000	\$53,359	\$62,488	\$67,282
CENTRAL NEW YORK	\$54,616	\$58,569	\$73,202	Insufficient Data
CENTRAL PENNSYLVANIA	\$52,843	\$53,499	\$68,165	\$70,281
CHICAGO	\$52,782	\$58,871	\$71,120	\$72,374
COLORADO	\$43,600	\$52,136	\$60,714	\$67,000
CONNECTICUT	\$61,707	\$67,168	\$69,898	\$65,671
DALLAS	\$40,950	\$54,360	\$57,052	\$66,950
DELAWARE	\$74,900	\$61,490	\$77,884	\$74,356
EAST TENNESSEE	\$46,272	\$53,105	\$60,400	\$73,462
EASTERN CAROLINA	\$47,455	\$57,935	\$63,000	\$72,291
EASTERN MICHIGAN	\$38,753	Insufficient Data	\$58,887	Insufficient Data
EASTERN OREGON	\$51,350	Insufficient Data	Insufficient Data	Insufficient Data
EASTON	\$49,498	\$56,388	\$72,233	\$62,350
EAU CLAIRE	\$48,600	Insufficient Data	Insufficient Data	Insufficient Data

<b>Diocese</b>	<b>Family (0-75)</b>	<b>Pastoral (76-140)</b>	<b>Transitional (141-225)</b>	<b>Program &amp; Resource (226+)</b>
EL CAMINO REAL	\$51,960	\$60,000	\$60,000	\$70,000
NORTHWESTERN PENN	\$53,381	\$49,728	Insufficient Data	Insufficient Data
FLORIDA	\$49,000	\$58,828	\$57,408	\$67,920
FOND DU LAC	\$44,876	\$53,647	\$66,986	Insufficient Data
FORT WORTH	\$45,838	\$52,536	\$69,270	\$64,260
GEORGIA	\$45,006	\$56,538	\$70,000	\$59,208
HAWAII	\$58,196	\$52,836	\$82,520	Insufficient Data
IDAHO	\$47,160	\$57,055	\$60,816	Insufficient Data
INDIANAPOLIS	\$50,050	\$56,887	\$67,082	\$78,725
IOWA	\$47,000	\$53,159	Insufficient Data	\$70,972
KANSAS	\$37,700	\$50,960	\$65,000	\$66,503
KENTUCKY	\$46,801	\$56,500	\$67,802	\$83,846
LEXINGTON	\$38,090	\$54,566	\$62,700	\$69,160
LONG ISLAND	\$54,960	\$60,795	\$74,076	\$83,113
LOS ANGELES	\$45,000	\$53,525	\$65,920	\$65,000
LOUISIANA	\$44,423	\$55,920	\$60,093	\$67,670
MAINE	\$42,909	\$50,367	\$65,194	\$65,728
MARYLAND	\$51,739	\$57,298	\$62,173	\$66,342
MASSACHUSETTS	\$50,000	\$59,886	\$67,730	\$73,500
MICHIGAN	\$47,028	\$53,898	\$63,146	\$62,624
MILWAUKEE	\$54,140	\$53,102	\$55,447	\$69,000
MINNESOTA	\$52,321	\$57,148	\$57,903	\$72,142
MISSISSIPPI	\$36,087	\$44,900	\$61,110	\$88,247
MISSOURI	\$48,672	\$49,226	\$67,463	\$64,289
MONTANA	\$40,779	\$54,546	Insufficient Data	Insufficient Data

<b>Diocese</b>	<b>Family (0-75)</b>	<b>Pastoral (76-140)</b>	<b>Transitional (141-225)</b>	<b>Program &amp; Resource (226+)</b>
NEBRASKA	\$49,049	\$57,750	Insufficient Data	\$67,600
NEVADA	\$84,212	Insufficient Data	Insufficient Data	\$64,428
NEW HAMPSHIRE	\$51,169	\$52,183	\$67,255	\$75,115
NEW JERSEY	\$53,176	\$64,905	\$70,369	\$75,113
NEW YORK	\$61,102	\$61,102	\$71,609	\$92,049
NEWARK	\$52,711	\$61,417	\$68,952	\$72,000
NORTH CAROLINA	\$47,985	\$57,326	\$59,235	\$66,500
NORTH DAKOTA	\$42,761	Insufficient Data	Insufficient Data	Insufficient Data
NORTHERN CALIFORNIA	\$49,044	\$58,945	\$60,177	\$69,038
NORTHERN INDIANA	\$53,648	\$51,672	\$63,128	\$85,597
NORTHERN MICHIGAN	Insufficient Data	Insufficient Data	Insufficient Data	Insufficient Data
NORTHWEST TEXAS	\$44,000	\$53,868	Insufficient Data	\$52,935
OHIO	\$52,000	\$58,140	\$71,225	\$74,185
OKLAHOMA	\$40,430	\$48,000	\$71,500	\$71,639
OLYMPIA	\$46,536	\$53,814	\$64,968	\$64,400
OREGON	\$41,215	\$54,349	\$55,725	\$63,189
PENNSYLVANIA	\$55,900	\$61,500	\$73,339	\$80,212
PITTSBURGH	\$44,070	\$55,450	\$60,144	\$62,578
QUINCY	\$37,500	\$51,484	Insufficient Data	Insufficient Data
RHODE ISLAND	\$39,650	\$56,000	\$68,300	\$78,840
RIO GRANDE	\$50,124	\$52,947	\$53,153	\$48,443
ROCHESTER	\$47,943	\$57,842	\$66,874	\$72,708
SAN DIEGO	Insufficient Data	\$64,020	\$63,820	\$65,000



<b>Diocese</b>	<b>Family (0-75)</b>	<b>Pastoral (76-140)</b>	<b>Transitional (141-225)</b>	<b>Program &amp; Resource (226+)</b>
SAN JOAQUIN	\$48,364	\$57,644	\$68,998	\$86,000
SOUTH CAROLINA	\$52,650	\$61,974	\$68,842	\$71,705
SOUTH DAKOTA	\$47,962	Insufficient Data	\$61,762	Insufficient Data
SOUTHEAST FLORIDA	\$44,864	\$54,581	\$60,000	\$64,970
SOUTHERN OHIO	\$50,830	\$58,172	\$59,528	\$74,911
SOUTHERN VIRGINIA	\$48,100	\$61,222	\$70,490	\$69,718
SOUTHWEST FLORIDA	\$42,151	\$50,250	\$60,600	\$65,662
SOUTHWESTERN VIRGINIA	\$44,457	\$59,000	\$63,893	\$77,808
SPOKANE	\$48,750	\$57,598	\$54,248	\$63,453
SPRINGFIELD	\$50,000	\$52,460	\$58,386	Insufficient Data
TENNESSEE	\$54,640	\$52,712	\$58,131	\$70,080
TEXAS	\$54,337	\$57,652	\$67,574	\$76,056
UPPER SOUTH CAROLINA	\$47,300	\$53,040	\$60,804	\$64,729
UTAH	Insufficient Data	Insufficient Data	\$70,909	\$58,083
VERMONT	\$44,143	\$60,498	\$57,829	Insufficient Data
VIRGINIA	\$53,825	\$57,950	\$69,188	\$72,653
WASHINGTON	\$52,658	\$67,856	\$66,184	\$78,298
WEST MISSOURI	\$48,135	\$50,670	\$58,700	\$86,948
WEST TENNESSEE	\$44,594	\$53,502	\$55,870	\$85,044
WEST TEXAS	\$49,140	\$51,480	\$63,830	\$60,778
WEST VIRGINIA	\$46,700	\$59,464	\$65,355	Insufficient Data
WESTERN KANSAS	Insufficient Data	Insufficient Data	Insufficient Data	Insufficient Data
WESTERN LOUISIANA	\$42,640	\$43,814	\$71,071	\$70,000
WESTERN MASS	\$48,981	\$58,648	\$73,628	\$73,202

<b>Diocese</b>	<b>Family (0-75)</b>	<b>Pastoral (76-140)</b>	<b>Transitional (141-225)</b>	<b>Program &amp; Resource (226+)</b>
<b>WESTERN MICHIGAN</b>	<b>\$46,150</b>	<b>\$47,225</b>	<b>\$56,282</b>	<b>\$57,561</b>
<b>WESTERN NEW YORK</b>	<b>\$50,733</b>	<b>\$54,653</b>	<b>\$76,093</b>	<b>\$78,384</b>
<b>WESTERN NORTH CAROLINA</b>	<b>\$46,580</b>	<b>\$47,513</b>	<b>\$66,420</b>	<b>\$58,813</b>
<b>WYOMING</b>	<b>\$59,914</b>	<b>\$48,940</b>	<b>\$64,272</b>	<b>Insufficient Data</b>

**Median Compensation by Church Size - Senior and Solo Full-Time Rectors**  
*(Figures in italics are based on less than 10 cases. Insufficient data indicates that there were reports from less than three parishes)*

Diocese	Family (0-75)	Pastoral (76-140)	Transitional (141-225)	Program & Resource (226+)
ALABAMA	\$49,279	\$52,932	\$64,643	\$93,730
ALASKA	\$36,036	Insufficient Data	Insufficient Data	Insufficient Data
ALBANY	\$45,560	\$58,000	\$65,741	Insufficient Data
ARIZONA	\$61,329	\$48,008	\$63,445	\$72,880
ARKANSAS	\$46,866	\$48,166	\$65,965	\$73,985
ATLANTA	\$45,000	\$58,402	\$60,000	\$78,930
BETHLEHEM	\$51,708	\$55,373	\$68,647	Insufficient Data
CALIFORNIA	\$52,158	\$59,654	\$71,433	\$96,265
CENTRAL FLORIDA	\$52,395	\$55,682	\$65,100	\$86,211
CENTRAL GULF COAST	\$55,000	\$53,359	\$64,323	\$80,000
CENTRAL NEW YORK	\$54,616	\$58,710	\$73,202	Insufficient Data
CENTRAL PENNSYLVANIA	\$52,843	\$53,499	\$68,165	\$72,108
CHICAGO	\$52,782	\$58,871	\$78,961	\$94,108
COLORADO	\$43,600	\$52,136	\$63,000	\$78,266
CONNECTICUT	\$66,472	\$68,137	\$73,383	\$94,617
DALLAS	\$40,950	\$52,000	\$57,052	\$71,055
DELAWARE	Insufficient Data	\$61,800	\$77,884	\$140,076
EAST TENNESSEE	\$46,272	\$53,105	\$63,085	\$102,204
EASTERN CAROLINA	\$47,455	\$57,935	\$67,678	\$80,000
EASTERN MICHIGAN	\$38,753	Insufficient Data	Insufficient Data	Insufficient Data
EASTERN OREGON	\$51,350	Insufficient Data	Insufficient Data	Insufficient Data
EASTON	\$49,498	\$56,388	\$72,233	\$70,036
EAU CLAIRE	\$48,600	Insufficient Data	Insufficient Data	Insufficient Data

<b>Diocese</b>	<b>Family (0-75)</b>	<b>Pastoral (76-140)</b>	<b>Transitional (141-225)</b>	<b>Program &amp; Resource (226+)</b>
<b>NORTHWESTERN PENN</b>	<b>\$53,381</b>	<b>\$49,728</b>	<b>Insufficient Data</b>	<b>Insufficient Data</b>
<b>FLORIDA</b>	<b>\$49,000</b>	<b>\$58,828</b>	<b>\$57,408</b>	<b>\$77,777</b>
<b>FOND DU LAC</b>	<b>\$44,876</b>	<b>\$53,647</b>	<b>\$66,986</b>	<b>Insufficient Data</b>
<b>FORT WORTH</b>	<b>\$45,838</b>	<b>\$52,536</b>	<b>\$69,779</b>	<b>\$80,000</b>
<b>GEORGIA</b>	<b>\$45,006</b>	<b>\$56,538</b>	<b>\$70,000</b>	<b>\$94,327</b>
<b>HAWAII</b>	<b>\$57,029</b>	<b>\$52,836</b>	<b>\$82,520</b>	<b>Insufficient Data</b>
<b>IDAHO</b>	<b>\$47,160</b>	<b>\$57,055</b>	<b>\$60,816</b>	<b>Insufficient Data</b>
<b>INDIANAPOLIS</b>	<b>\$50,050</b>	<b>\$56,887</b>	<b>\$67,766</b>	<b>\$106,032</b>
<b>IOWA</b>	<b>\$47,000</b>	<b>\$53,159</b>	<b>Insufficient Data</b>	<b>\$70,972</b>
<b>KANSAS</b>	<b>\$37,700</b>	<b>\$50,960</b>	<b>\$65,000</b>	<b>\$82,855</b>
<b>KENTUCKY</b>	<b>\$46,801</b>	<b>\$56,500</b>	<b>\$67,802</b>	<b>\$86,496</b>
<b>LEXINGTON</b>	<b>\$38,090</b>	<b>\$54,566</b>	<b>\$62,700</b>	<b>\$69,212</b>
<b>LONG ISLAND</b>	<b>\$54,960</b>	<b>\$60,795</b>	<b>\$75,746</b>	<b>\$89,466</b>
<b>LOS ANGELES</b>	<b>\$45,000</b>	<b>\$55,384</b>	<b>\$71,587</b>	<b>\$76,231</b>
<b>LOUISIANA</b>	<b>\$44,423</b>	<b>\$55,920</b>	<b>\$60,093</b>	<b>\$94,995</b>
<b>MAINE</b>	<b>\$42,909</b>	<b>\$50,367</b>	<b>\$67,530</b>	<b>\$65,728</b>
<b>MARYLAND</b>	<b>\$52,700</b>	<b>\$59,047</b>	<b>\$66,477</b>	<b>\$74,224</b>
<b>MASSACHUSETTS</b>	<b>\$50,000</b>	<b>\$60,000</b>	<b>\$70,139</b>	<b>\$84,078</b>
<b>MICHIGAN</b>	<b>\$47,028</b>	<b>\$53,898</b>	<b>\$66,611</b>	<b>\$80,516</b>
<b>MILWAUKEE</b>	<b>\$54,140</b>	<b>\$53,102</b>	<b>\$74,451</b>	<b>Insufficient Data</b>
<b>MINNESOTA</b>	<b>\$52,321</b>	<b>\$57,148</b>	<b>\$61,585</b>	<b>\$76,977</b>
<b>MISSISSIPPI</b>	<b>\$36,087</b>	<b>\$44,900</b>	<b>\$62,205</b>	<b>\$100,705</b>
<b>MISSOURI</b>	<b>\$48,672</b>	<b>\$49,226</b>	<b>Insufficient Data</b>	<b>\$76,417</b>
<b>MONTANA</b>	<b>\$40,779</b>	<b>Insufficient Data</b>	<b>Insufficient Data</b>	<b>Insufficient Data</b>
<b>NEBRASKA</b>	<b>\$49,049</b>	<b>\$57,750</b>	<b>Insufficient Data</b>	<b>\$68,607</b>
<b>NEVADA</b>	<b>Insufficient Data</b>	<b>Insufficient Data</b>	<b>Insufficient Data</b>	<b>Insufficient Data</b>
<b>NEW HAMPSHIRE</b>	<b>\$51,169</b>	<b>\$52,183</b>	<b>\$67,255</b>	<b>\$82,035</b>
<b>NEW JERSEY</b>	<b>\$53,176</b>	<b>\$64,905</b>	<b>\$70,369</b>	<b>\$83,626</b>

<b>Diocese</b>	<b>Family (0-75)</b>	<b>Pastoral (76-140)</b>	<b>Transitional (141-225)</b>	<b>Program &amp; Resource (226+)</b>
<b>NEW YORK</b>	<b>\$61,102</b>	<b>\$61,102</b>	<b>\$76,345</b>	<b>\$109,732</b>
<b>NEWARK</b>	<b>\$52,711</b>	<b>\$61,458</b>	<b>\$71,673</b>	<b>\$87,867</b>
<b>NORTH CAROLINA</b>	<b>\$47,985</b>	<b>\$57,326</b>	<b>\$62,234</b>	<b>\$78,030</b>
<b>NORTH DAKOTA</b>	<b>\$42,761</b>	<b>Insufficient Data</b>	<b>Insufficient Data</b>	<b>Insufficient Data</b>
<b>NORTHERN CALIFORNIA</b>	<b>\$49,044</b>	<b>\$58,945</b>	<b>\$67,600</b>	<b>\$69,984</b>
<b>NORTHERN INDIANA</b>	<b>\$53,648</b>	<b>\$51,672</b>	<b>\$63,128</b>	<b>Insufficient Data</b>
<b>NORTHERN MICHIGAN</b>	<b>\$43,265</b>	<b>Insufficient Data</b>	<b>Insufficient Data</b>	<b>Insufficient Data</b>
<b>NORTHWEST TEXAS</b>	<b>\$44,000</b>	<b>\$53,868</b>	<b>Insufficient Data</b>	<b>\$78,000</b>
<b>OHIO</b>	<b>\$52,000</b>	<b>\$58,140</b>	<b>\$73,250</b>	<b>\$79,500</b>
<b>OKLAHOMA</b>	<b>\$40,430</b>	<b>\$48,000</b>	<b>\$71,500</b>	<b>\$82,600</b>
<b>OLYMPIA</b>	<b>\$46,536</b>	<b>\$53,814</b>	<b>\$65,000</b>	<b>\$75,000</b>
<b>OREGON</b>	<b>\$41,215</b>	<b>\$54,349</b>	<b>\$55,725</b>	<b>\$68,736</b>
<b>PENNSYLVANIA</b>	<b>\$55,900</b>	<b>\$62,800</b>	<b>\$80,855</b>	<b>\$98,245</b>
<b>PITTSBURGH</b>	<b>\$44,070</b>	<b>\$55,450</b>	<b>\$62,659</b>	<b>\$82,800</b>
<b>QUINCY</b>	<b>\$37,500</b>	<b>\$51,484</b>	<b>Insufficient Data</b>	<b>Insufficient Data</b>
<b>RHODE ISLAND</b>	<b>\$39,650</b>	<b>\$56,000</b>	<b>\$68,300</b>	<b>\$83,720</b>
<b>RIO GRANDE</b>	<b>\$50,124</b>	<b>\$52,947</b>	<b>\$53,153</b>	<b>\$80,483</b>
<b>ROCHESTER</b>	<b>\$47,943</b>	<b>\$57,842</b>	<b>\$66,874</b>	<b>\$102,307</b>
<b>SAN DIEGO</b>	<b>Insufficient Data</b>	<b>\$64,020</b>	<b>\$65,700</b>	<b>\$82,515</b>
<b>SAN JOAQUIN</b>	<b>\$48,364</b>	<b>\$57,644</b>	<b>\$71,750</b>	<b>\$88,000</b>
<b>SOUTH CAROLINA</b>	<b>\$52,650</b>	<b>\$62,868</b>	<b>\$72,540</b>	<b>\$86,568</b>
<b>SOUTH DAKOTA</b>	<b>\$47,962</b>	<b>Insufficient Data</b>	<b>Insufficient Data</b>	<b>Insufficient Data</b>
<b>SOUTHEAST FLORIDA</b>	<b>\$44,864</b>	<b>\$54,581</b>	<b>\$67,089</b>	<b>\$71,203</b>
<b>SOUTHERN OHIO</b>	<b>\$50,830</b>	<b>\$60,276</b>	<b>\$59,528</b>	<b>\$75,369</b>
<b>SOUTHERN VIRGINIA</b>	<b>\$48,100</b>	<b>\$61,222</b>	<b>\$72,564</b>	<b>\$80,280</b>
<b>SOUTHWEST FLORIDA</b>	<b>\$42,151</b>	<b>\$50,250</b>	<b>\$60,600</b>	<b>\$76,956</b>

<b>Diocese</b>	<b>Family (0-75)</b>	<b>Pastoral (76-140)</b>	<b>Transitional (141-225)</b>	<b>Program &amp; Resource (226+)</b>
<b>SOUTHWESTERN VIRGINIA</b>	<b>\$44,457</b>	<b>\$59,000</b>	<b>\$70,988</b>	<b>\$86,013</b>
<b>SPOKANE</b>	<b>\$48,750</b>	<b>Insufficient Data</b>	<b>\$54,248</b>	<b>Insufficient Data</b>
<b>SPRINGFIELD</b>	<b>\$50,000</b>	<b>\$52,460</b>	<b>\$61,791</b>	<b>Insufficient Data</b>
<b>TENNESSEE</b>	<b>\$54,640</b>	<b>\$52,712</b>	<b>\$65,811</b>	<b>\$90,263</b>
<b>TEXAS</b>	<b>\$54,337</b>	<b>\$57,652</b>	<b>\$71,013</b>	<b>\$81,900</b>
<b>UPPER SOUTH CAROLINA</b>	<b>\$47,300</b>	<b>\$53,040</b>	<b>\$60,881</b>	<b>\$74,165</b>
<b>UTAH</b>	<b>Insufficient Data</b>	<b>Insufficient Data</b>	<b>\$70,909</b>	<b>Insufficient Data</b>
<b>VERMONT</b>	<b>\$44,143</b>	<b>\$60,498</b>	<b>\$58,906</b>	<b>Insufficient Data</b>
<b>VIRGINIA</b>	<b>\$53,825</b>	<b>\$57,950</b>	<b>\$74,607</b>	<b>\$92,471</b>
<b>WASHINGTON D.C.</b>	<b>\$52,658</b>	<b>\$70,000</b>	<b>\$77,738</b>	<b>\$96,338</b>
<b>WEST MISSOURI</b>	<b>\$48,135</b>	<b>\$50,670</b>	<b>\$59,654</b>	<b>\$94,577</b>
<b>WEST TENNESSEE</b>	<b>\$44,594</b>	<b>\$53,502</b>	<b>\$55,870</b>	<b>\$108,846</b>
<b>WEST TEXAS</b>	<b>\$49,140</b>	<b>\$51,560</b>	<b>\$63,845</b>	<b>\$80,800</b>
<b>WEST VIRGINIA</b>	<b>\$46,700</b>	<b>\$59,464</b>	<b>\$66,886</b>	<b>Insufficient Data</b>
<b>WESTERN KANSAS</b>	<b>Insufficient Data</b>	<b>Insufficient Data</b>	<b>Insufficient Data</b>	<b>Insufficient Data</b>
<b>WESTERN LOUISIANA</b>	<b>\$42,640</b>	<b>\$43,814</b>	<b>\$71,071</b>	<b>\$72,188</b>
<b>WESTERN MASS</b>	<b>\$48,981</b>	<b>\$58,648</b>	<b>\$73,628</b>	<b>\$78,754</b>
<b>WESTERN MICHIGAN</b>	<b>\$46,150</b>	<b>\$47,225</b>	<b>\$61,500</b>	<b>Insufficient Data</b>
<b>WESTERN NEW YORK</b>	<b>\$50,733</b>	<b>\$54,653</b>	<b>\$76,093</b>	<b>\$88,377</b>
<b>WESTERN NORTH CAROLINA</b>	<b>\$46,580</b>	<b>\$47,513</b>	<b>\$66,868</b>	<b>\$63,298</b>
<b>WYOMING</b>	<b>\$59,914</b>	<b>\$48,940</b>	<b>Insufficient Data</b>	<b>Insufficient Data</b>