

# Trends in Ministry: Insights into Episcopal Clergy

**Research and Data Team**

July 21, 2022  
**Responses to General  
Convention Resolutions**



## ☰ Today's Hosts



**Matthew Price**  
SVP, Research and Data



**Alistair So-Schoos**  
Data Scientist

# ≡ Today's Agenda



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- 01** CPG and Data Collection

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  - 02** Clergy Demographics

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  - 03** Ordination, Receptions and Consecrations, 2010-2021

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  - 04** Deployment and Compensation Patterns

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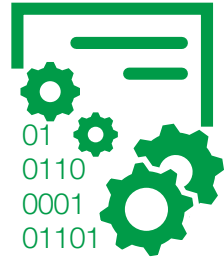
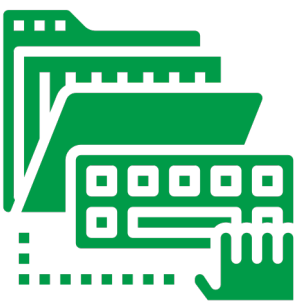
  - 05** Significant Findings and Conclusions from In-Depth Analysis

# CPG and Data Collection

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# Background: Research and Data at CPG



## Recorder of Ordinations

- Ordinations
- Receptions
- Canonical transfers, removals, and deaths

## Newly Collected Data

- Race
- Ethnicity
- Gender Identity
- Sexual orientation

## Benefits Administrator

- Age
- Gender
- Compensation
- Dependents



# Responding to GC79 Resolutions

## Today's Webinar

- **D005:** Gather data about clergy by race/ethnicity to show trends in ordination, deployment, and compensation
- **D069:** Collect data on LGBTQ+ clergy deployment and compensation patterns

## 2021 Clergy Compensation Report

- **C029:** Collect data on clergy compensation by race and ethnicity and incorporate into Clergy Compensation Report
- **D037:** Expand Clergy Compensation Report to include greater detail and specificity including gender identity

# Clergy Demographics

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# Active Clergy by Gender

**60%**  
Male  
Priests

**40%**  
Female  
Priests

**36%**  
Male  
Deacons

**64%**  
Female  
Deacons

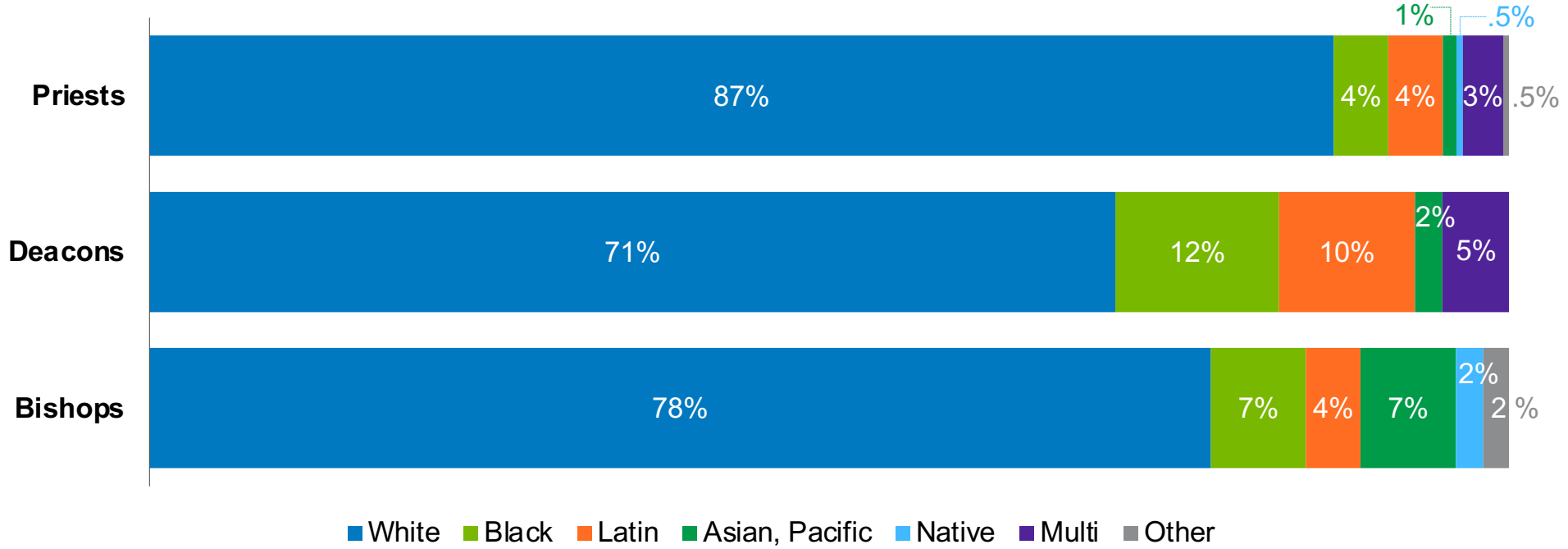
**71%**  
Male  
Bishops

**29%**  
Female  
Bishops

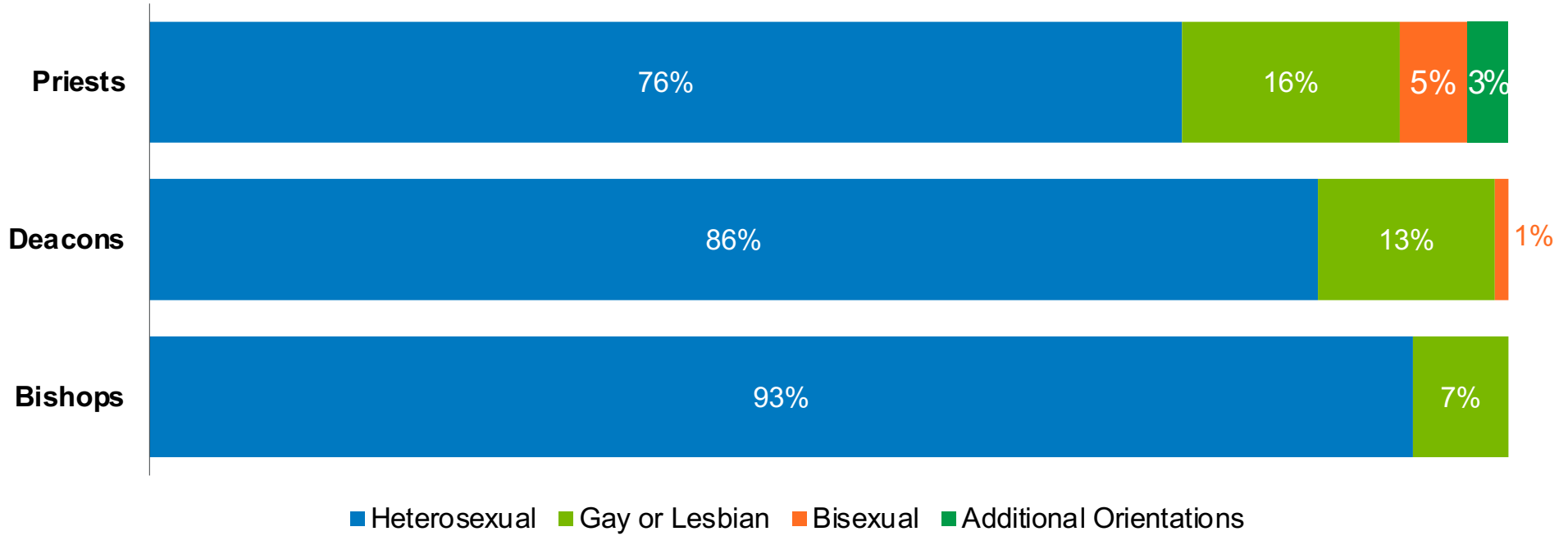
Active clergy as of July 2022, including domestic and non-domestic.



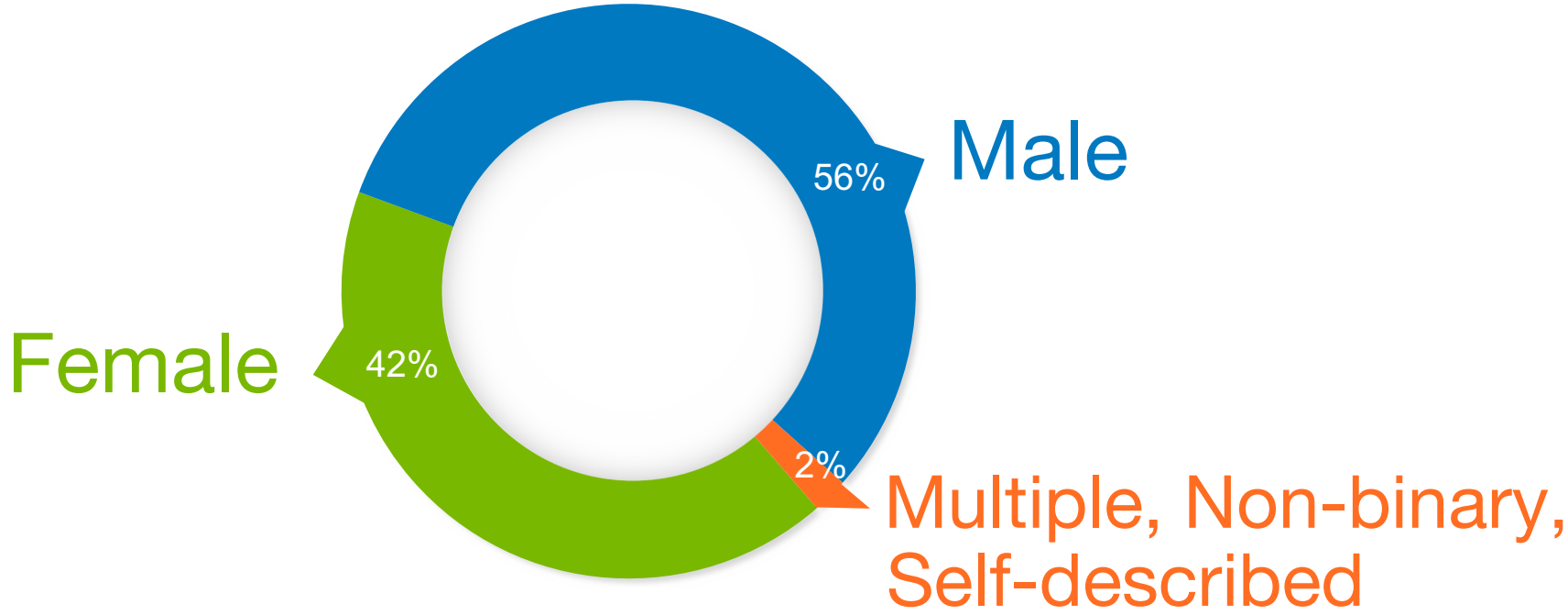
# Active Clergy by Race and Ethnicity



# Active Clergy by Sexual Orientation



# Active Clergy by Gender Identity



# Ordination, Receptions, and Consecrations (2010–2021)

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# Ordinations, Receptions, and Consecrations by Gender (2010–2021)

**55%**  
Male  
Priests

**45%**  
Female  
Priests

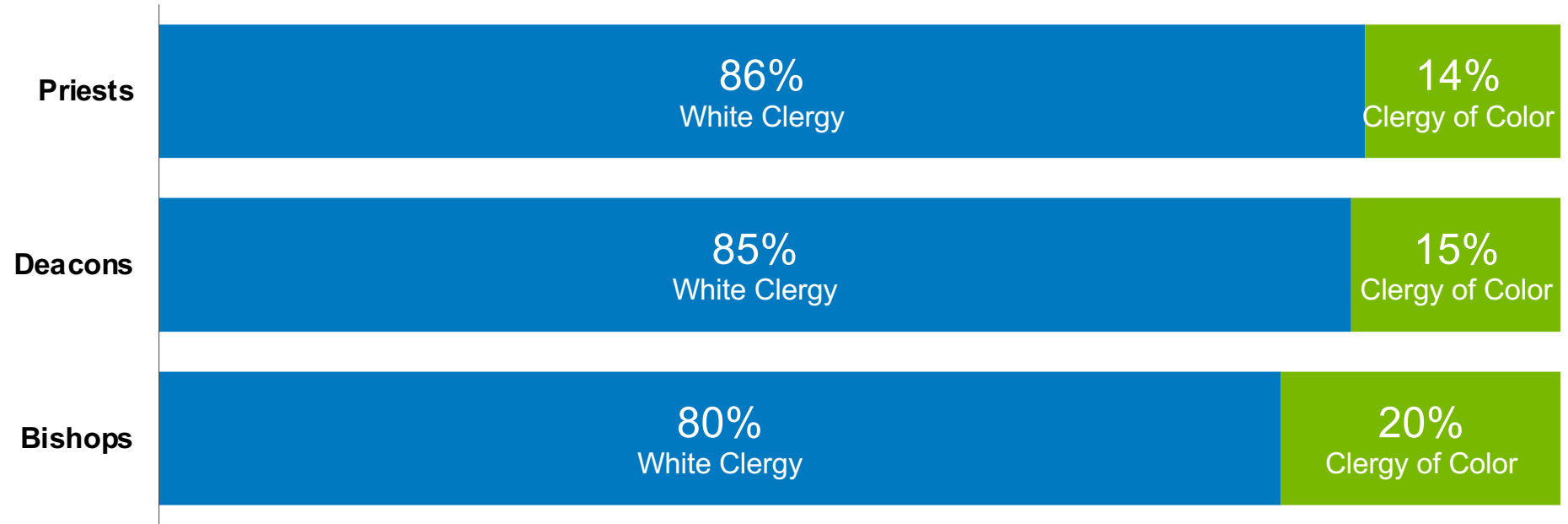
**42%**  
Male  
Deacons

**58%**  
Female  
Deacons

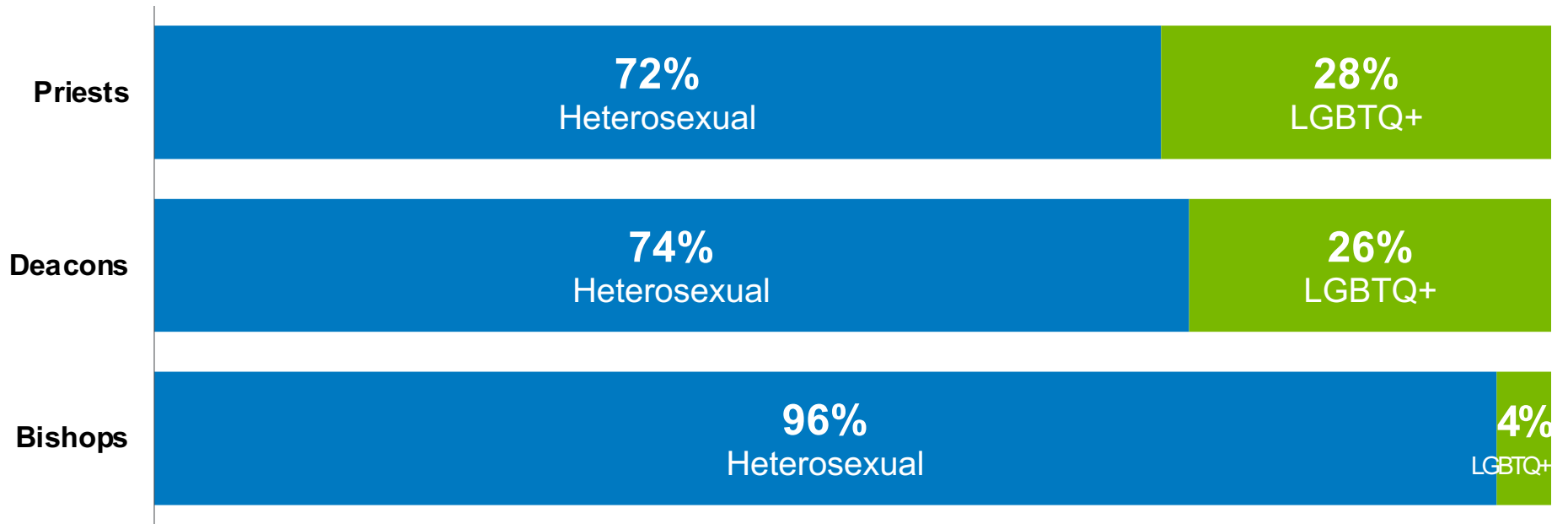
**69%**  
Male  
Bishops

**31%**  
Female  
Bishops

# Ordinations, Receptions, and Consecrations by Race/Ethnicity (2010–2021)



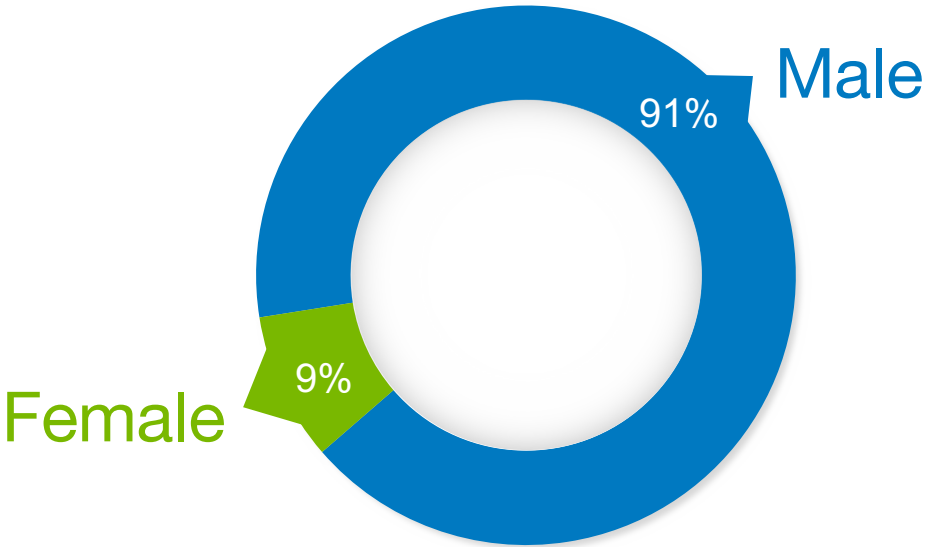
# Ordinations, Receptions, and Consecrations by Sexual Orientation (2010–2021)



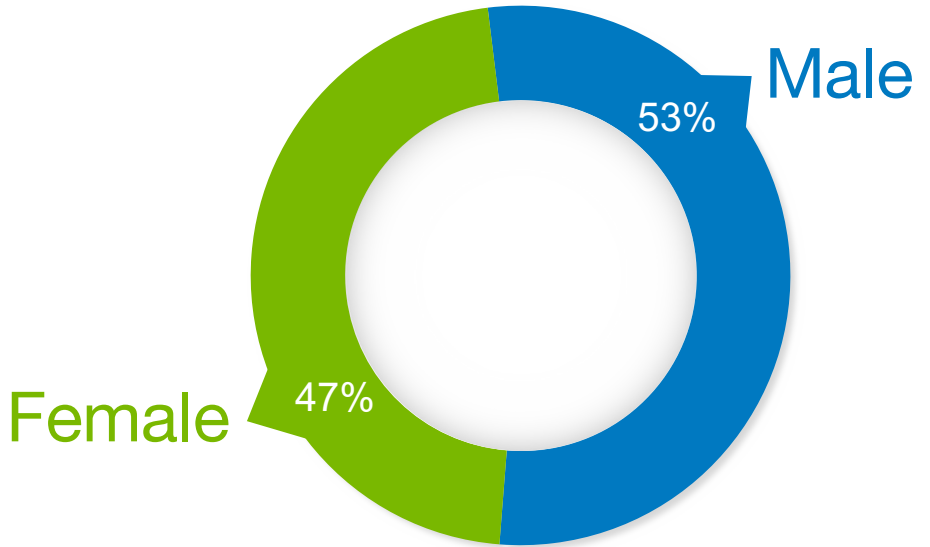
# ≡ Bishop Consecrations 1989-2021



**Consecrations 1989–2015**



**Consecrations 2016–2021**





Deployment

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# Overall Distribution of Clergy by Position Type



Solo Rector	54%
Assistant	17%
Specialty Minister	14%
Senior Rector	12%
Bishop	3%

# What Does Deployment Look Like?

## Emerging vs. Traditional

### Emerging Model



Part-time employment



At multiple employers



Work outside TEC



Interrupted service



Non-linear compensation patterns



### Traditional Model

Full-time employment



At a single employer



Work inside TEC



No fixed-term or end date



Gradually increasing compensation

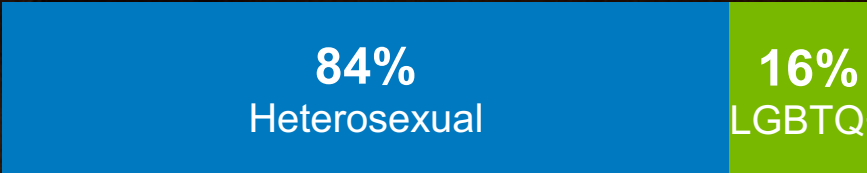
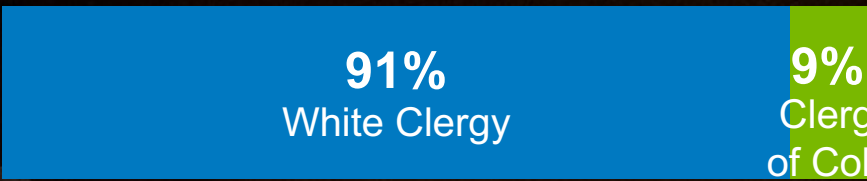
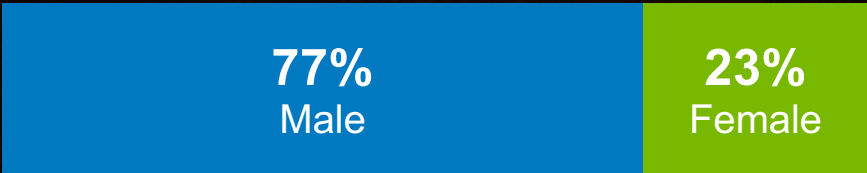


# Emerging Model: Part-Time

Male	80% Full-time	20% Part-time
Female	72% Full-time	28% Part-time
Clergy of Color	75% Full-time	25% Part-time
White Clergy	77% Full-time	23% Part-time
LGBTQ+	74% Full-time	26% Part-time
Heterosexual	77% Full-time	23% Part-time



# Traditional Model: Senior Rector



# Traditional Model: Non-Parochial



**52%**  
Male

**48%**  
Female

**80%**  
White Clergy

**20%**  
Clergy  
of Color

**75%**  
Heterosexual

**25%**  
LGBTQ+

\*Not including bishops.

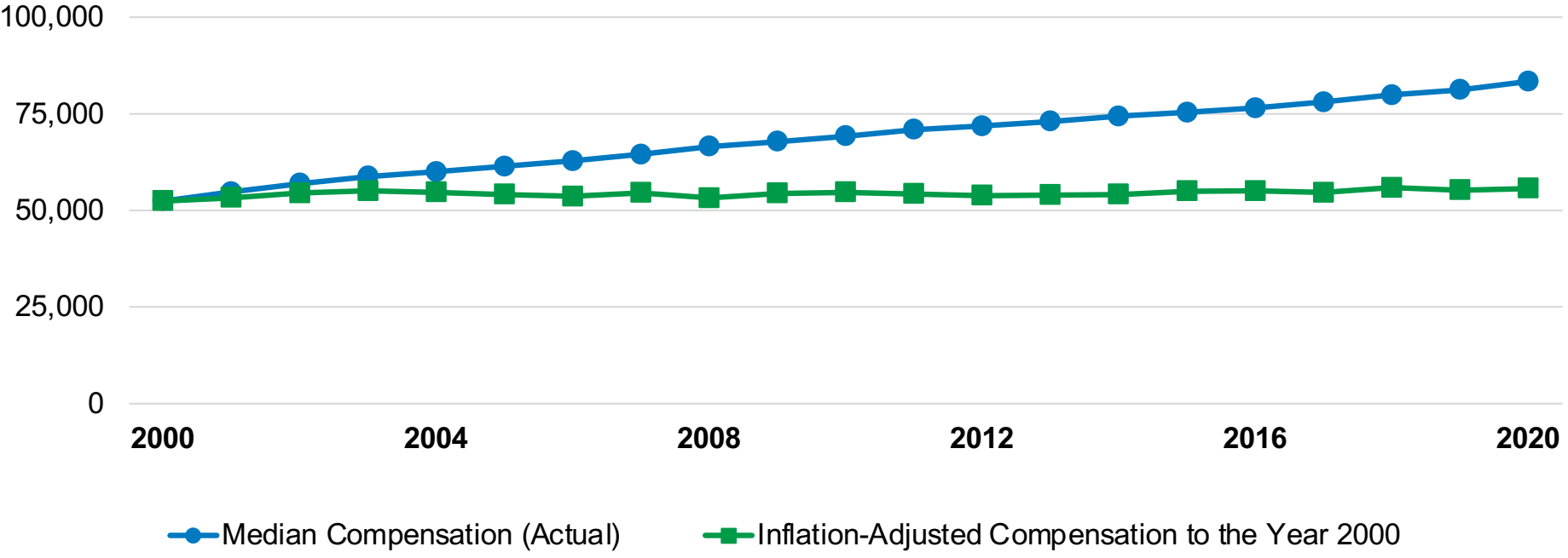
# Compensation

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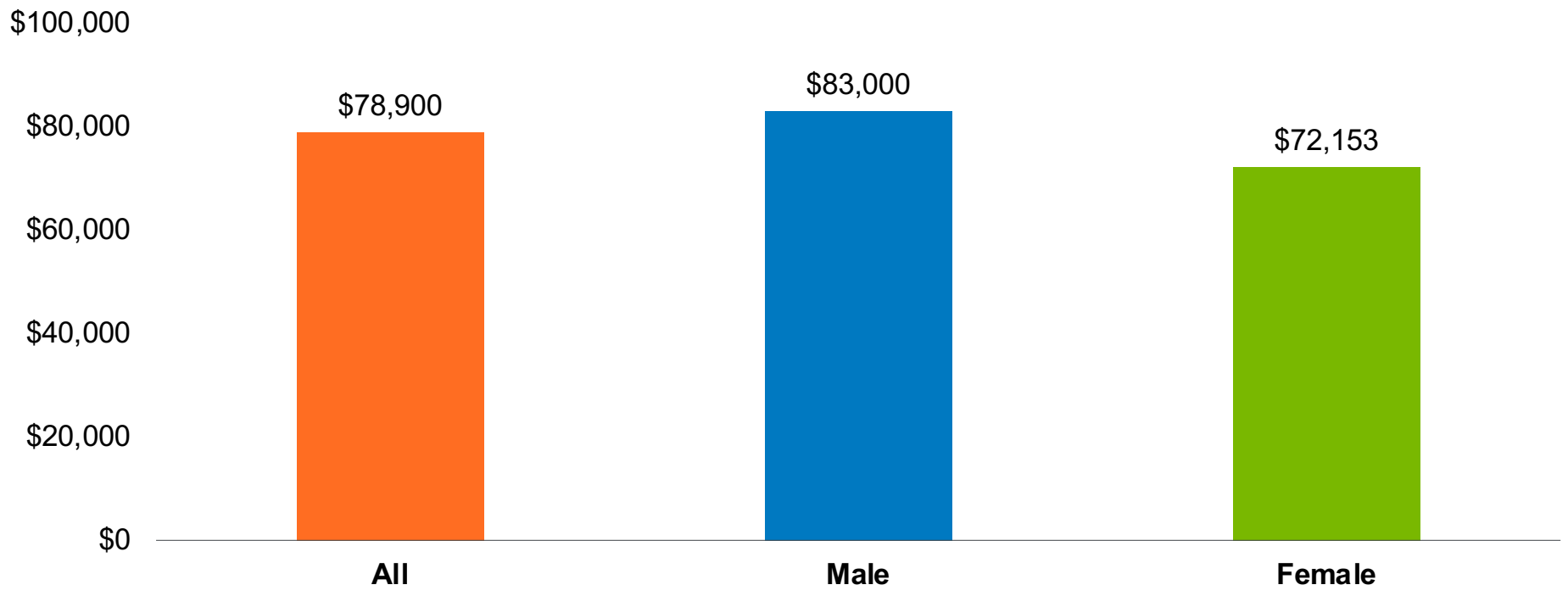
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# Historical Clergy Compensation

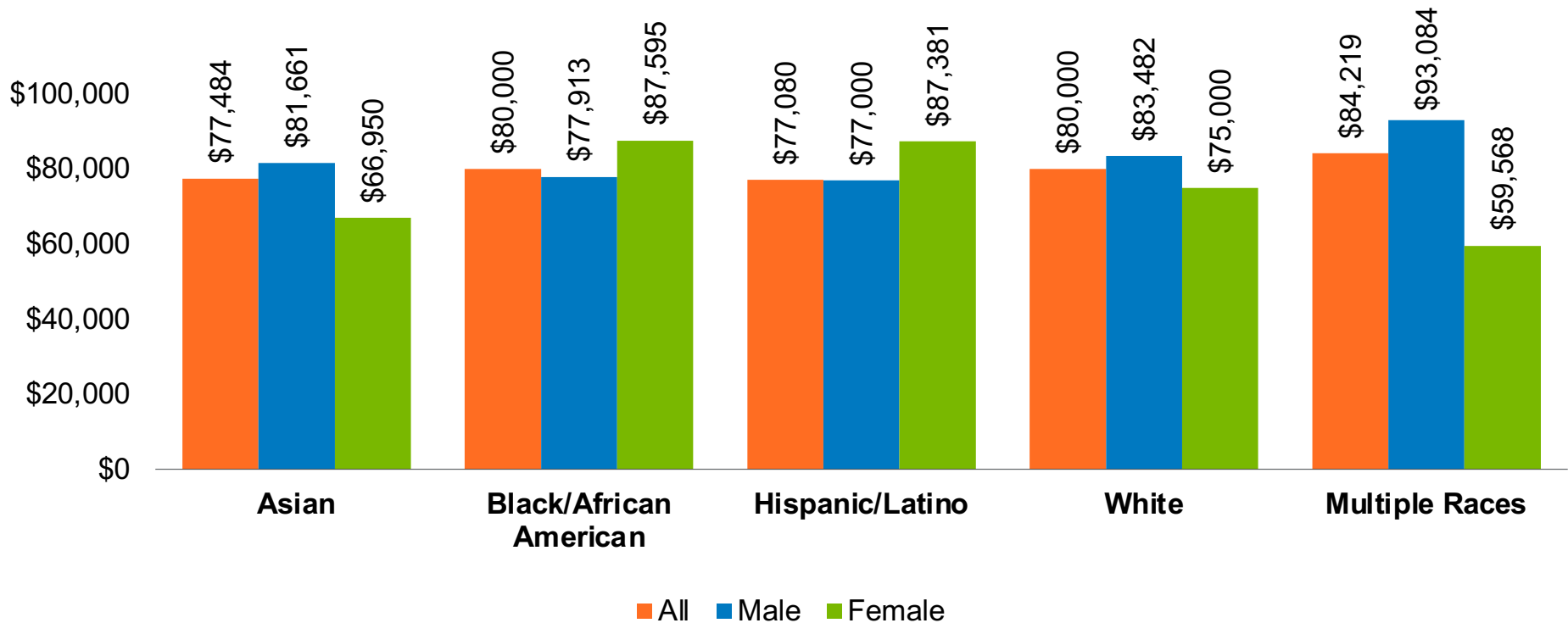




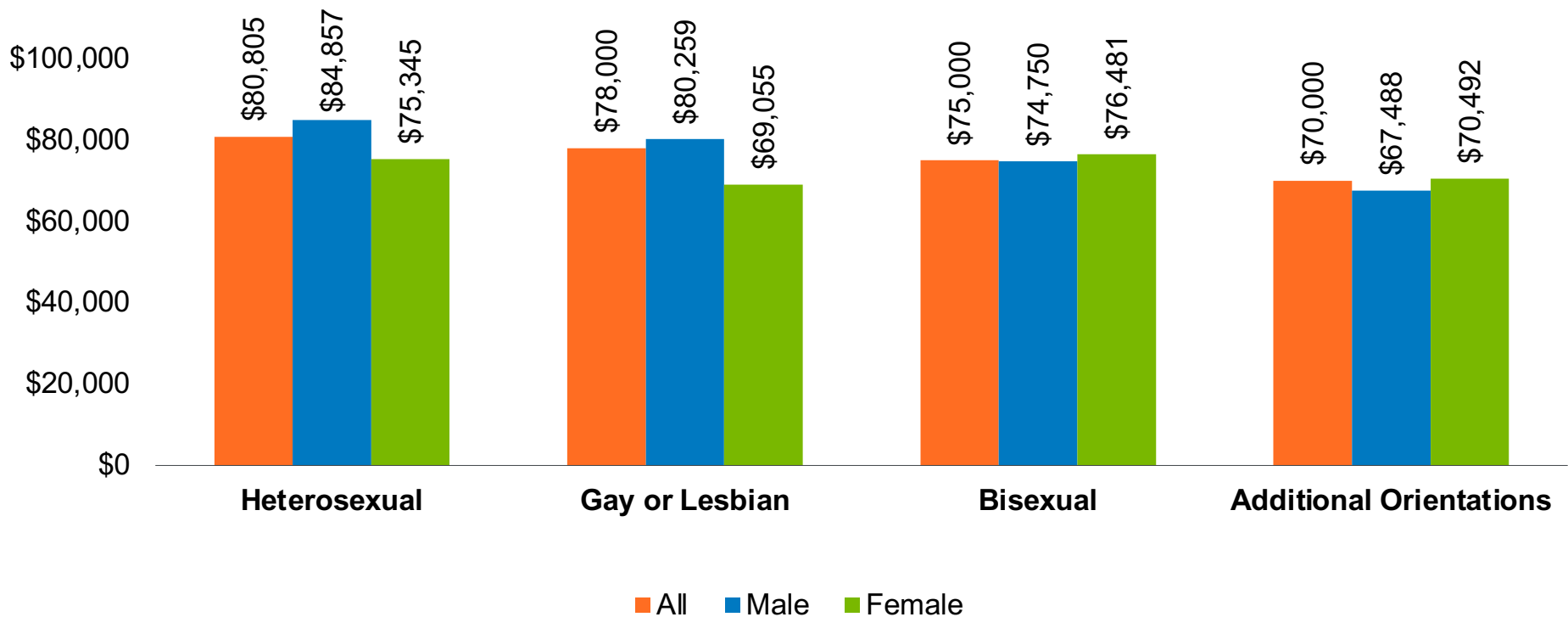
# ☰ Compensation Differences by Gender ☰



# Compensation Differences by Race and Ethnicity

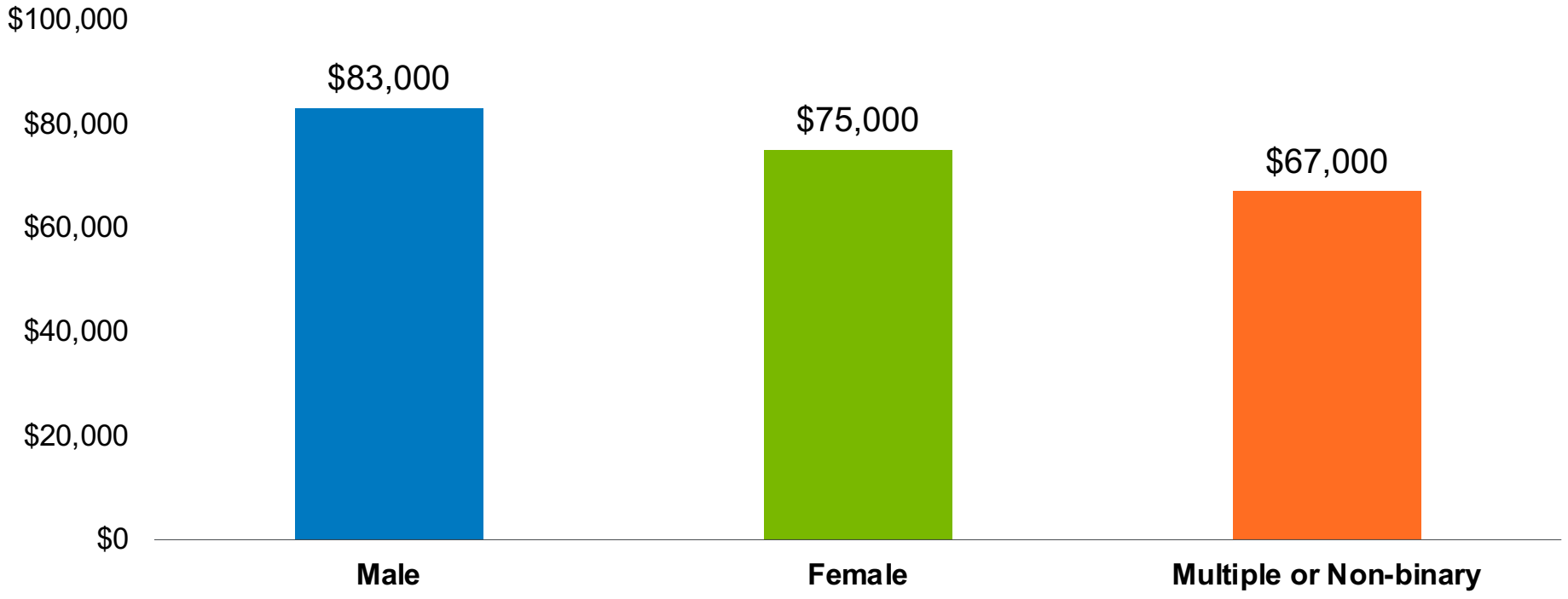


# Compensation Differences by Sexual Orientation



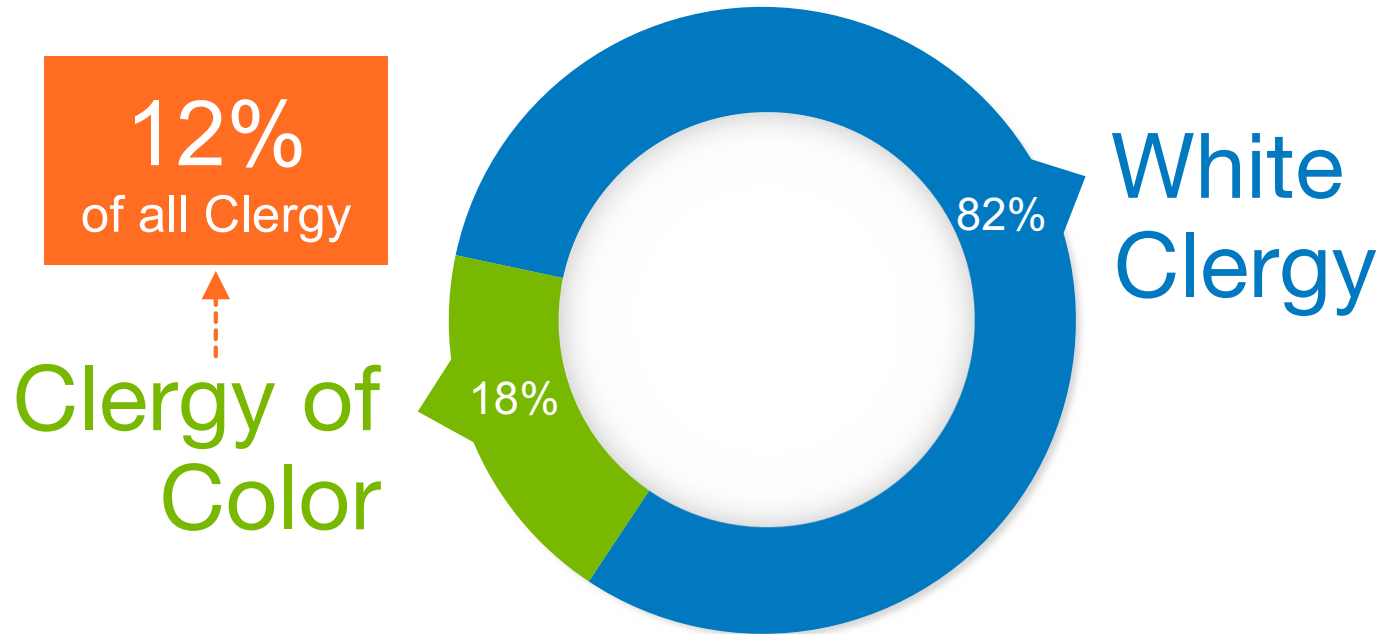
These figures represent those who have provided their sexual orientation, not all compensated clergy.

# ≡ Compensation Differences by Gender Identity ≡



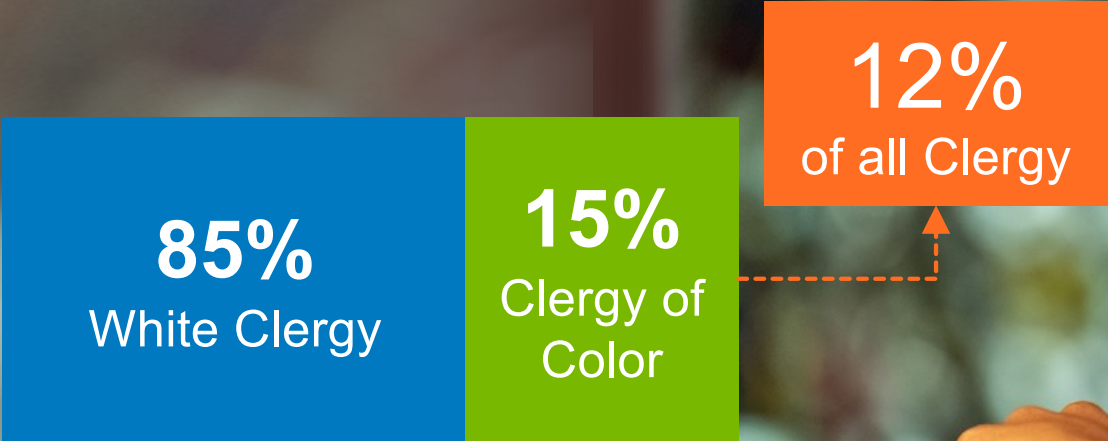
# Clergy of Color Disproportionately Represented in Low Income Bracket

Annual Compensation < \$35K



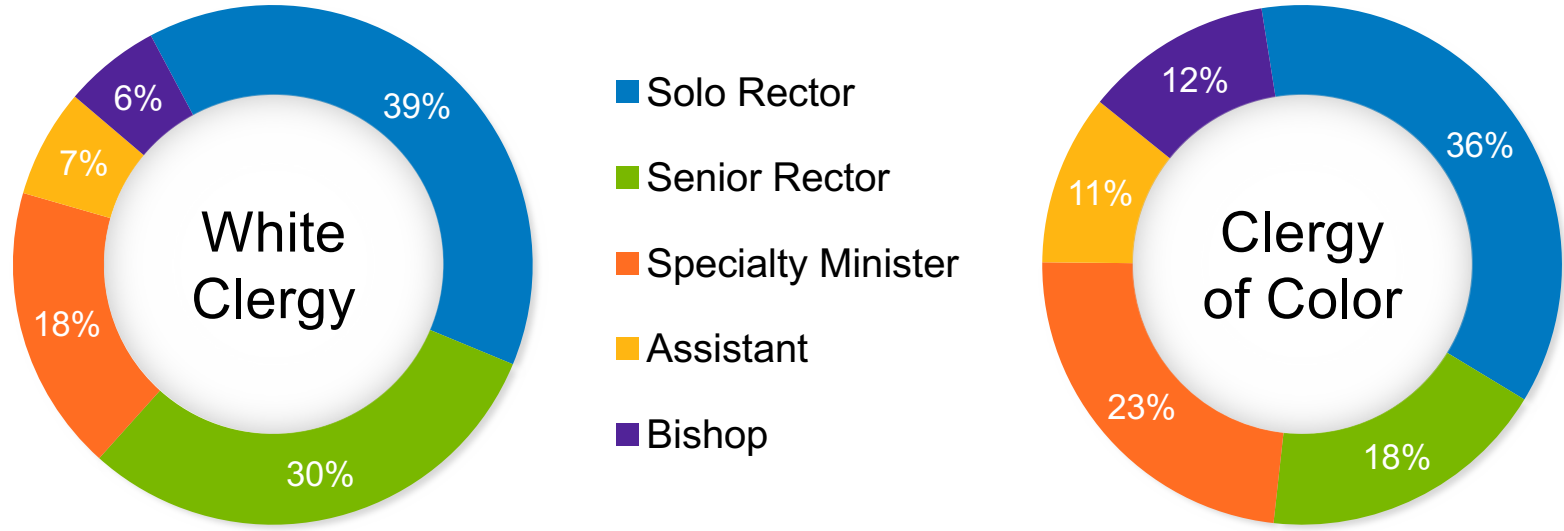
# Clergy of Color also Disproportionately Represented in High Income Bracket

Annual Compensation > \$100K



# Demographics of High Earning Clergy by Position

High Compensation Defined as Compensation > \$100K



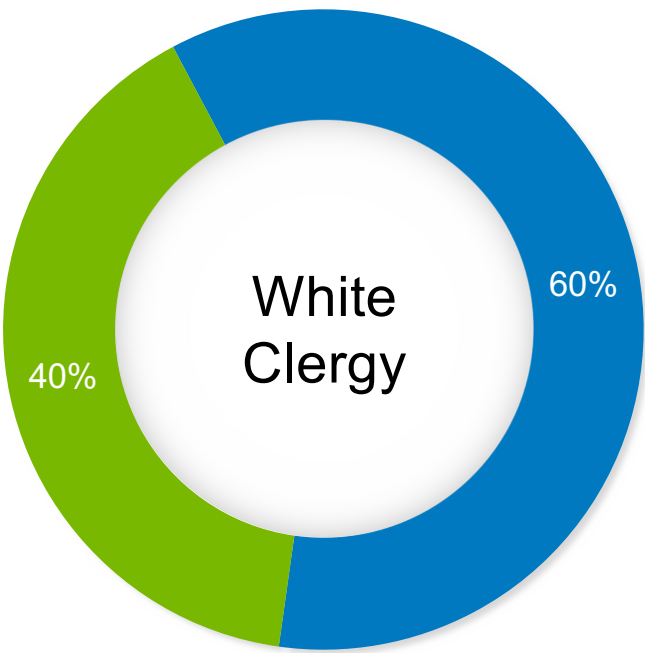


**A clergy career often travels on separate tracks**

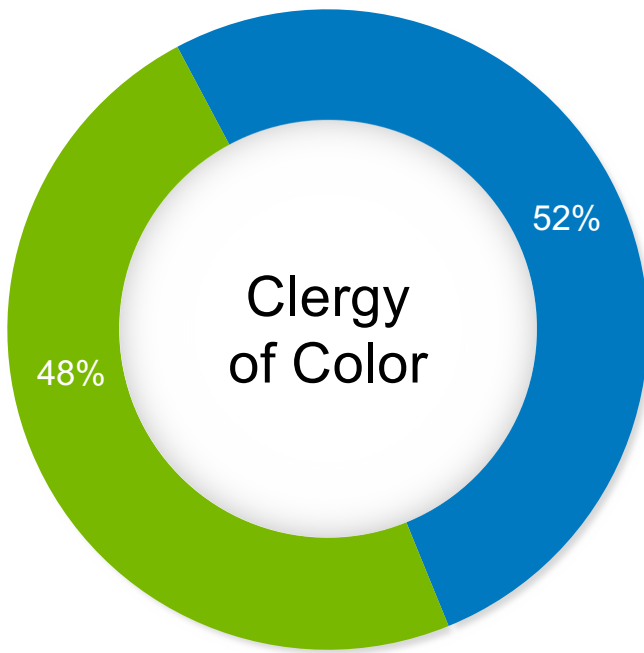




# ≡ Path to Bishop




■ Parish  
■ Non-Parochial



# Key Takeaways

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**1.**  
Episcopal clergy are gradually becoming more diverse

**3.**  
Clergy of color and LGBTQ+ more likely to serve outside the parish than white clergy

**5.**  
Clergy of color disproportionately represented at high and low end of compensation ranges

**4.**  
Compensation significantly and persistently higher for male than female clergy

**2.**  
Significant change in the House of Bishops in the last five years

**6.**  
The track to becoming a bishop often differs by race/ethnicity

## ≡ Important Disclosures



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