

2025 Clergy Compensation Report

Research Department



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Introduction

The Church Pension Group (CPG), in its role as Recorder of Ordinations for The Episcopal Church, prepares this report annually. The report compares demographic and geographic statistics in clergy compensation across the Church. Median compensation data are presented by region, age, gender, employment status, parish size, total revenue, and other characteristics.

In response to General Convention Resolutions 2018-C029, 2018-D005, and 2018-D037, the report includes data on race, ethnicity, gender identity, and sexual orientation. This information (voluntarily submitted by clergy about themselves) provides deeper context for compensation figures. CPG encourages clergy to sign in and submit their demographic information via MyCPG Accounts (<https://cpg.org/services/mycpg/>). Only 40% of employed, non-retired Episcopal clergy have shared demographic data to date.

Who is included in this report?

This report contains non-retired clergy (deacons, priests, and bishops) who receive Total Assessable Compensation (TAC) above \$3,000 while serving in domestic and non-domestic Episcopal Church-affiliated organizations. Some sections focus on specific subsets or modifications to the overall population:

- Domestic subset - Sections 1 and 2.2 include clergy serving organizations in domestic locations or dioceses and therefore exclude non-domestic locations or dioceses.
- Priest and deacon subset - Sections 1.3, 1.4, 1.6, 1.7, and 2.2 include priests and deacons and exclude bishops. CPG, in its role as Recorder of Ordinations for The Episcopal Church, produces a separate report with detailed bishop compensation in the *2025 Bishop Compensation Report* (<https://www.cpg.org/about-us/staying-in-touch/research-and-reports/church-compensation-reports/>).
- At or below \$3,000 modification - Section 1.4 includes any compensated, non-retired priests and deacons (i.e., it includes those who receive compensation at or below \$3,000).
- Filing parish subset - Sections 1.4, 1.6, 1.7, and 2.2 include clergy serving open and filing parishes from the Domestic and Foreign Missionary Society (DFMS) 2025 Parochial Report and therefore exclude clergy not serving a parish.

What does compensation include?

This report uses TAC as its measure of compensation. TAC is the basis for pension assessment payments made to The Church Pension Fund (CPF) and includes, but is not limited to these factors:

- 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

A full definition is available at <https://www.cpg.org/administrators/retirement/defined-benefit-plan-administration/contributions/>.

How does the Church Pension Group maintain privacy?

To protect the privacy of the individuals in this data, CPG reports the median compensation of a group only if it contains at least five clerics. Due to this, median compensation will be listed as “NA” in the report for groups with fewer than five individuals, including groups with no individuals.

What are the decile rankings?

To help compare compensation between dioceses, this report groups dioceses into ten equal-sized categories, known as deciles, according to diocesan median TAC of all compensated clergy working in the diocese with an annual income above \$3,000 for the report year. Decile 1 represents dioceses with the lowest median compensation levels, while Decile 10 represents those with the highest.

Change Log

2026

- Updated clergy compensation data, effective 12/31/2025, extracted on 7/8/2026.
- Updated Parochial Report information to reflect 2025 data. In Section 1.7, replaced “Operating Revenue” with “Total Revenue” to align with data in the DFMS 2025 Parochial Report.
- Added User Guide language for decile ranking, what is and is not included in the report, Change Log, and footnotes where applicable.
- Changed aggregation language from “Number” to “Count.”
- Removed Parish Counts from Section 2.2
- Renamed Sections 2 and 3, added new tables showing diocese grouped by decile ranking.
- Reordered of race/ethnicity, gender identity, and sexual orientation tables.
- Updated percentage calculation for race/ethnicity, gender identity, and sexual orientation to represent the total of the subpopulation.

- Added a Not Reported category to tables with these:
 - Race/Ethnicity
 - Gender Identity
 - Sexual Orientation

1. Domestic Demographic Analysis

This section includes clergy serving organizations only in domestic locations (the domestic subset).

1.1 Compensation by Gender

Gender	Median TAC	Count	Percent
All	\$91,789	4,864	100.0%
Female	\$84,980	1,953	40.2%
Male	\$96,885	2,911	59.8%

1.2 Compensation by Gender and Age

Gender	Age Group	Median TAC	Count	Percent
All	34 and younger	\$76,412	234	4.8%
	35 to 44	\$89,521	902	18.5%
	45 to 54	\$97,899	1,239	25.5%
	55 to 64	\$97,544	1,590	32.7%
	65 to 72	\$80,737	899	18.5%
Female	34 and younger	\$75,000	83	1.7%
	35 to 44	\$85,000	335	6.9%
	45 to 54	\$91,865	472	9.7%
	55 to 64	\$88,238	641	13.2%
	65 to 72	\$75,551	422	8.7%
Male	34 and younger	\$77,002	151	3.1%
	35 to 44	\$92,000	567	11.7%
	45 to 54	\$102,480	767	15.8%
	55 to 64	\$102,268	949	19.5%
	65 to 72	\$89,570	477	9.8%

1.3 Compensation by Gender and Clerical Order

This section includes only priests and deacons (the priest and deacon subset).

Gender	Clerical Order	Median TAC	Count	Percent
All	Deacon	\$32,460	103	2.2%
	Priest	\$91,732	4,666	97.8%
Female	Deacon	\$30,300	75	1.6%
	Priest	\$85,281	1,841	38.6%
Male	Deacon	\$40,000	28	0.6%
	Priest	\$96,049	2,825	59.2%

1.4 Compensation by Gender and Position

This section includes priests and deacons receiving any compensation who are serving open and filing parishes (i.e., priest and deacon subset, at or below \$3,000 modification, and filing parish subset).

Gender	Position	Median TAC	Count	Percent
All	Senior Rector	\$128,403	728	14.6%
	Solo Rector	\$85,541	2,484	49.7%
	Assistant	\$80,611	811	16.2%
	Specialty Minister	\$93,138	742	14.9%
	Parish Deacon	\$329	228	4.6%
Female	Senior Rector	\$116,293	222	4.4%
	Solo Rector	\$80,500	921	18.4%
	Assistant	\$78,787	388	7.8%
	Specialty Minister	\$91,031	371	7.4%
	Parish Deacon	\$354	153	3.1%
Male	Senior Rector	\$134,987	506	10.1%
	Solo Rector	\$89,637	1,563	31.3%
	Assistant	\$81,974	423	8.5%
	Specialty Minister	\$94,442	371	7.4%
	Parish Deacon	\$300	75	1.5%

1.5 Compensation by Gender and Credited Service

Gender	Credited Service	Median TAC	Count	Percent
All	Less than 5 years	\$70,386	970	20.8%
	5 to 9 years	\$83,013	978	20.9%
	10 to 19 years	\$99,285	1,651	35.3%
	20 years or more	\$118,300	1,075	23%
Female	Less than 5 years	\$70,000	437	9.3%
	5 to 9 years	\$79,661	441	9.4%
	10 to 19 years	\$93,157	656	14%
	20 years or more	\$113,033	347	7.4%
Male	Less than 5 years	\$71,342	533	11.4%
	5 to 9 years	\$85,600	537	11.5%
	10 to 19 years	\$102,540	995	21.3%
	20 years or more	\$120,787	728	15.6%

1.6 Compensation by Gender and Church Size

This section includes priests and deacons who are serving open and filing parishes (i.e., priest and deacon subset and filing parish subset).

Gender	Church Size	Median TAC	Count	Percent
All	Family (0–75)	\$75,441	1,850	45.6%
	Pastoral (76–140)	\$100,072	994	24.5%
	Transitional (141–225)	\$110,326	570	14.1%
	Program & Resource (226+)	\$107,403	639	15.8%
Female	Family (0–75)	\$75,000	775	19.1%
	Pastoral (76–140)	\$94,238	349	8.6%
	Transitional (141–225)	\$96,777	210	5.2%
	Program & Resource (226+)	\$88,244	224	5.5%
Male	Family (0–75)	\$76,557	1,075	26.5%
	Pastoral (76–140)	\$102,651	645	15.9%
	Transitional (141–225)	\$118,761	360	8.9%
	Program & Resource (226+)	\$123,600	415	10.2%

1.7 Compensation by Gender and Total Revenue

This section includes priests and deacons who are serving open and filing parishes (i.e., priest and deacon subset and filing parish subset).

Gender	Total Revenue (\$)	Median TAC	Count	Percent
All	Less than 75,000	\$49,223	248	6.1%
	75,000 to 150,000	\$47,640	292	7.2%
	150,001 to 250,000	\$69,658	512	12.6%
	250,001 to 350,000	\$83,051	494	12.2%
	350,001 to 450,000	\$91,502	372	9.2%
	450,001 to 1,000,000	\$104,043	992	24.5%
	More than 1,000,000	\$109,880	1,143	28.2%
Female	Less than 75,000	\$42,747	102	2.5%
	75,000 to 150,000	\$53,875	112	2.8%
	150,001 to 250,000	\$68,465	222	5.5%
	250,001 to 350,000	\$81,351	195	4.8%
	350,001 to 450,000	\$85,106	136	3.4%
	450,001 to 1,000,000	\$97,157	333	8.2%
	More than 1,000,000+	\$93,598	458	11.3%
Male	Less than 75,000	\$50,504	146	3.6%
	75,000 to 150,000	\$41,706	180	4.4%
	150,001 to 250,000	\$70,000	290	7.2%
	250,001 to 350,000	\$84,663	299	7.4%
	350,001 to 450,000	\$94,466	236	5.8%
	450,001 to 1,000,000	\$107,120	659	16.3%

1.8 Compensation by Gender and Race/Ethnicity

Gender	Race/Ethnicity	Median TAC	Count	Percent
All	American Indian/Alaska Native	NA	4	0.1%
	Asian	\$93,500	37	0.8%
	Black/African American	\$105,505	111	2.3%
	Hawaiian/Pacific Islander	NA	1	0%
	Hispanic/Latino	\$90,000	87	1.8%
	Multiple Races	\$95,393	54	1.1%
	White Non-Hispanic	\$96,033	1,788	36.8%

Gender	Race/Ethnicity	Median TAC	Count	Percent
Female	Other	NA	1	0%
	Not Reported	\$88,135	2,781	57.2%
	American Indian/Alaska Native	NA	1	0%
	Asian	\$95,886	14	0.3%
	Black/African American	\$98,104	46	0.9%
	Hawaiian/Pacific Islander	NA	0	0.0%
	Hispanic/Latino	\$88,875	29	0.6%
	Multiple Races	\$93,881	22	0.5%
	White Non-Hispanic	\$90,712	779	16%
	Other	NA	1	0%
	Not Reported	\$80,000	1,061	21.8%
	American Indian/Alaska Native	NA	3	0.1%
	Asian	\$93,500	23	0.5%
	Black/African American	\$106,000	65	1.3%
Male	Hawaiian/Pacific Islander	NA	1	0%
	Hispanic/Latino	\$90,500	58	1.2%
	Multiple Races	\$95,393	32	0.7%
	White Non-Hispanic	\$100,000	1,009	20.7%
	Other	NA	0	0%
	Not Reported	\$93,232	1,720	35.4%

1.9 Compensation by Gender Identity

Gender Identity	Median TAC	Count	Percent
Female	\$90,942	876	18%
Male	\$100,058	1,192	24.5%
Nonbinary	\$86,434	13	0.3%
Other	\$80,298	20	0.4%
Not Reported	\$88,164	2,763	56.8%

1.10 Compensation by Sexual Orientation

Sexual Orientation	Median TAC	Count	Percent
Bisexual	\$86,120	81	1.7%
Gay or Lesbian	\$93,717	362	7.4%
Heterosexual	\$98,269	1,512	31.1%
Queer	\$94,343	18	0.4%
Other	\$89,632	75	1.5%
Not Reported	\$88,150	2,816	57.9%

2. Analysis by Diocese or Province

2.1 Compensation by Diocese and Gender grouped by Province

PROVINCE I

Diocese	Female Count	Female Median	Male Count	Male Median	All Count	All Median
Connecticut	48	\$93,797	54	\$120,887	102	\$104,363
Maine	15	\$68,896	23	\$84,500	38	\$75,589
Massachusetts	80	\$102,535	86	\$114,158	166	\$108,946
New Hampshire	20	\$69,370	23	\$85,537	43	\$78,208
Rhode Island	17	\$78,942	20	\$95,633	37	\$90,740
Vermont	15	\$81,978	4	NA	19	\$81,978
Western Massachusetts	15	\$91,031	18	\$91,980	33	\$91,503

PROVINCE II

Diocese	Female Count	Female Median	Male Count	Male Median	All Count	All Median
Albany	17	\$81,351	27	\$55,000	44	\$63,245
Central New York	12	\$94,632	13	\$92,000	25	\$92,410
Convocation of Episcopal Churches in Europe	1	NA	14	\$39,932	15	\$44,024
Cuba	4	NA	17	\$6,240	21	\$6,240
Haiti	0	NA	38	\$6,405	38	\$6,405
Long Island	25	\$105,459	88	\$113,033	113	\$110,880
New Jersey	29	\$92,588	50	\$100,121	79	\$96,885

Diocese	Female Count	Female Median	Male Count	Male Median	All Count	All Median
New York	67	\$97,500	99	\$128,169	166	\$110,609
Newark	24	\$96,778	34	\$94,083	58	\$96,276
Puerto Rico	16	\$32,656	37	\$42,931	53	\$37,923
Rochester	16	\$66,412	16	\$82,727	32	\$77,276
Virgin Islands	1	NA	3	NA	4	NA
Western New York	10	\$52,321	11	\$95,708	21	\$74,399

Note: This table treats Convocation of Episcopal Churches in Europe as a diocese in Province II.

PROVINCE III

Diocese	Female Count	Female Median	Male Count	Male Median	All Count	All Median
Bethlehem	6	\$86,779	15	\$86,442	21	\$86,442
Central Pennsylvania	16	\$70,465	21	\$78,988	37	\$72,606
Delaware	7	\$87,445	19	\$97,655	26	\$97,270
Easton	11	\$64,596	11	\$69,176	22	\$68,936
Maryland	38	\$87,768	48	\$106,557	86	\$94,613
Northwestern Pennsylvania	4	NA	8	\$81,454	12	\$87,975
Pennsylvania	32	\$95,860	65	\$115,582	97	\$109,336
Pittsburgh	15	\$88,107	17	\$69,965	32	\$72,041
Southern Virginia	25	\$98,784	32	\$94,880	57	\$95,388
Southwestern Virginia	8	\$64,000	23	\$79,497	31	\$72,075
Virginia	86	\$87,395	101	\$101,560	187	\$94,001
Washington	61	\$104,314	53	\$118,510	114	\$107,526
West Virginia	7	\$86,120	20	\$81,965	27	\$83,930

PROVINCE IV

Diocese	Female Count	Female Median	Male Count	Male Median	All Count	All Median
Alabama	28	\$74,134	46	\$85,625	74	\$82,010
Atlanta	40	\$91,954	67	\$95,000	107	\$93,827
Central Florida	18	\$80,498	62	\$96,014	80	\$92,888
Central Gulf Coast	16	\$60,900	28	\$102,115	44	\$84,934
East Carolina	14	\$74,453	23	\$91,536	37	\$89,112

Diocese	Female Count	Female Median	Male Count	Male Median	All Count	All Median
East Tennessee	15	\$78,690	28	\$80,119	43	\$78,763
Florida	15	\$75,000	28	\$105,172	43	\$88,400
Georgia	12	\$69,899	35	\$71,342	47	\$71,342
Kentucky	6	\$97,650	18	\$95,414	24	\$95,414
Lexington	14	\$75,111	10	\$77,677	24	\$76,677
Louisiana	14	\$73,790	25	\$110,579	39	\$88,061
Mississippi	16	\$80,611	27	\$92,250	43	\$86,337
North Carolina	49	\$82,907	65	\$94,012	114	\$87,662
South Carolina	9	\$117,000	21	\$107,650	30	\$109,325
Southeast Florida	15	\$97,850	32	\$134,793	47	\$127,140
Southwest Florida	20	\$77,470	53	\$100,961	73	\$95,000
Tennessee	20	\$83,073	31	\$77,729	51	\$80,738
Upper South Carolina	24	\$80,589	33	\$100,500	57	\$92,616
West Tennessee	11	\$83,085	15	\$124,528	26	\$99,190
Western North Carolina	23	\$75,889	28	\$93,074	51	\$80,500

PROVINCE V

Diocese	Female Count	Female Median	Male Count	Male Median	All Count	All Median
Chicago	33	\$99,433	60	\$93,819	93	\$95,000
Great Lakes	23	\$73,694	27	\$78,426	50	\$77,929
Indianapolis	15	\$89,423	27	\$81,480	42	\$83,793
Michigan	19	\$75,000	30	\$74,294	49	\$75,000
Missouri	20	\$76,605	17	\$81,224	37	\$77,869
Northern Indiana	8	\$68,657	12	\$56,457	20	\$63,832
Northern Michigan	3	NA	3	NA	6	\$78,263
Ohio	25	\$79,090	34	\$86,490	59	\$81,903
Southern Ohio	23	\$97,563	37	\$95,270	60	\$96,077
Springfield	2	NA	19	\$67,200	21	\$67,200
Wisconsin	19	\$78,520	42	\$84,301	61	\$80,972

PROVINCE VI

Diocese	Female Count	Female Median	Male Count	Male Median	All Count	All Median
Colorado	36	\$96,776	42	\$105,659	78	\$103,769
Iowa	19	\$64,400	14	\$53,581	33	\$64,400
Minnesota	26	\$80,867	32	\$70,811	58	\$77,630
Montana	10	\$81,647	3	NA	13	\$78,000
Nebraska	12	\$74,146	11	\$80,000	23	\$80,000
North Dakota	0	NA	6	\$87,845	6	\$87,845
South Dakota	6	\$66,455	11	\$66,831	17	\$66,649
Wyoming	7	\$81,956	11	\$97,000	18	\$84,185

PROVINCE VII

Diocese	Female Count	Female Median	Male Count	Male Median	All Count	All Median
Arkansas	16	\$78,500	27	\$82,000	43	\$81,948
Dallas	16	\$55,000	57	\$84,000	73	\$80,000
Kansas	19	\$63,972	18	\$71,000	37	\$70,000
Northwest Texas	9	\$62,675	10	\$105,022	19	\$84,000
Oklahoma	10	\$68,534	33	\$80,000	43	\$75,000
Rio Grande	14	\$64,047	21	\$80,768	35	\$72,000
Texas	71	\$100,270	143	\$108,104	214	\$105,954
West Missouri	15	\$55,495	24	\$76,159	39	\$73,686
West Texas	19	\$84,148	54	\$109,128	73	\$96,900
Western Kansas	1	NA	5	\$97,500	6	\$101,481
Western Louisiana	9	\$70,800	17	\$96,620	26	\$86,142

PROVINCE VIII

Diocese	Female Count	Female Median	Male Count	Male Median	All Count	All Median
Alaska	7	\$11,400	8	\$84,999	15	\$26,661
Arizona	20	\$74,300	35	\$70,000	55	\$70,901
California	38	\$110,120	52	\$116,006	90	\$113,178
Eastern Oregon	5	\$78,802	1	NA	6	\$76,295
El Camino Real	16	\$106,640	11	\$104,212	27	\$106,000

Diocese	Female Count	Female Median	Male Count	Male Median	All Count	All Median
Hawaii	12	\$86,700	18	\$132,136	30	\$115,793
Idaho	6	\$55,381	9	\$71,048	15	\$71,048
Los Angeles	56	\$90,348	77	\$102,054	133	\$98,572
Navajoland	3	NA	2	NA	5	\$54,952
Nevada	9	\$80,000	10	\$30,147	19	\$70,000
Northern California	21	\$90,000	20	\$85,000	41	\$89,700
Olympia	40	\$99,241	38	\$110,705	78	\$101,634
Oregon	25	\$80,454	25	\$99,594	50	\$91,564
San Diego	19	\$106,860	20	\$92,426	39	\$104,000
San Joaquin	4	NA	6	\$78,607	10	\$78,607
Spokane	7	\$81,360	9	\$63,000	16	\$79,606
Taiwan	5	\$28,866	14	\$32,163	19	\$29,045
Utah	10	\$67,800	6	\$101,675	16	\$76,176

PROVINCE IX

Diocese	Female Count	Female Median	Male Count	Male Median	All Count	All Median
Colombia	5	\$2,400	30	\$2,400	35	\$2,400
Dominican Republic	3	NA	27	\$14,563	30	\$14,763
Ecuador Central	4	NA	4	NA	8	\$5,387
Ecuador Litoral	2	NA	5	\$5,850	7	\$5,850
Honduras	14	\$5,119	23	\$5,120	37	\$5,120
Venezuela	0	NA	5	\$4,200	5	\$4,200

2.2 Compensation by Domestic Diocese and Church Size

This section includes priests and deacons serving domestic dioceses in open and filing parishes (i.e., the domestic subset, priests and deacon subset, and the filing parish subset).

Diocese	Family (0–75)	Pastoral (76–140)	Transitional (141–225)	Program & Resource (226+)
Alabama	\$75,895	\$82,000	\$88,855	\$95,635
Alaska	\$53,990	NA	NA	NA
Albany	\$52,259	\$97,857	NA	NA
Arizona	\$63,400	\$92,264	\$94,020	\$70,790

Diocese	Family (0–75)	Pastoral (76–140)	Transitional (141–225)	Program & Resource (226+)
Arkansas	\$53,800	\$86,000	\$87,511	\$76,974
Atlanta	\$80,938	\$94,974	\$94,159	\$117,746
Bethlehem	\$50,846	NA	NA	NA
California	\$107,978	\$133,390	\$132,121	NA
Central Florida	\$80,856	\$93,661	\$104,901	\$107,650
Central Gulf Coast	\$69,144	\$105,495	\$107,500	\$99,370
Central New York	\$88,388	NA	NA	NA
Central Pennsylvania	\$52,788	\$97,153	NA	NA
Chicago	\$79,914	\$100,520	\$125,060	\$119,138
Colorado	\$82,514	\$106,000	\$118,758	\$124,725
Connecticut	\$75,100	\$126,328	\$139,764	\$115,907
Dallas	\$64,846	\$75,937	\$80,958	\$109,740
Delaware	\$75,094	\$95,200	NA	NA
East Carolina	\$85,534	\$90,720	NA	\$80,739
East Tennessee	\$65,744	\$83,238	\$89,989	\$106,746
Eastern Oregon	NA	NA	NA	NA
Easton	\$59,795	NA	NA	NA
El Camino Real	\$98,443	\$107,281	NA	NA
Florida	\$69,600	NA	\$120,000	\$115,000
Georgia	\$32,515	\$71,898	\$99,887	\$127,397
Great Lakes	\$72,877	\$87,922	NA	NA
Hawaii	\$108,950	\$139,266	NA	NA
Idaho	\$53,761	NA	NA	NA
Indianapolis	\$70,742	\$90,000	\$114,787	\$102,606
Iowa	\$39,418	\$78,000	NA	NA
Kansas	\$53,624	\$79,162	NA	NA
Kentucky	\$76,592	\$108,080	NA	NA
Lexington	\$73,124	NA	NA	\$69,123
Long Island	\$109,705	\$112,274	\$128,207	\$105,482
Los Angeles	\$85,521	\$100,998	\$105,119	\$139,340
Louisiana	\$69,716	\$92,852	NA	\$110,579

Diocese	Family (0–75)	Pastoral (76–140)	Transitional (141–225)	Program & Resource (226+)
Maine	\$63,000	\$88,073	NA	NA
Maryland	\$75,208	\$112,373	\$145,236	\$110,573
Massachusetts	\$89,456	\$124,000	\$135,301	\$90,164
Michigan	\$58,800	\$78,000	NA	NA
Minnesota	\$67,173	\$90,426	\$85,313	NA
Mississippi	\$68,310	\$85,000	\$92,250	NA
Missouri	\$58,200	\$89,555	\$101,905	NA
Montana	\$64,343	NA	NA	NA
Navajoland	NA	NA	NA	NA
Nebraska	\$60,000	\$81,500	NA	NA
Nevada	\$62,833	NA	\$48,850	NA
New Hampshire	\$54,641	\$98,575	\$115,858	NA
New Jersey	\$92,647	\$116,409	NA	NA
New York	\$104,000	\$102,703	\$133,900	\$138,993
Newark	\$80,562	\$101,752	\$155,267	NA
North Carolina	\$74,211	\$93,013	\$92,728	\$103,014
North Dakota	NA	NA	NA	NA
Northern California	\$80,625	\$101,903	NA	NA
Northern Indiana	\$49,648	\$67,342	NA	NA
Northern Michigan	NA	NA	NA	NA
Northwest Texas	\$80,000	\$97,865	NA	\$84,787
Northwestern Pennsylvania	\$81,454	NA	NA	NA
Ohio	\$76,740	\$102,651	\$93,953	NA
Oklahoma	\$30,000	\$95,000	NA	\$88,891
Olympia	\$79,067	\$121,000	\$137,500	\$145,429
Oregon	\$74,167	\$98,457	NA	\$118,072
Pennsylvania	\$94,649	\$116,000	\$127,507	\$115,299
Pittsburgh	\$64,877	NA	NA	\$92,825
Rhode Island	\$78,203	\$101,838	NA	NA
Rio Grande	\$62,615	\$99,348	NA	\$95,825
Rochester	\$68,341	\$105,000	NA	NA

Diocese	Family (0–75)	Pastoral (76–140)	Transitional (141–225)	Program & Resource (226+)
San Diego	\$49,639	\$135,265	\$87,030	\$115,000
San Joaquin	\$72,800	NA	NA	NA
South Carolina	\$85,000	NA	\$119,352	NA
South Dakota	\$66,442	NA	NA	NA
Southeast Florida	\$84,006	\$97,850	\$142,850	\$152,007
Southern Ohio	\$89,460	\$94,448	\$106,120	NA
Southern Virginia	\$69,476	\$107,120	\$115,234	\$107,856
Southwest Florida	\$59,080	\$97,763	\$119,916	\$133,900
Southwestern Virginia	\$71,791	\$108,580	\$110,000	NA
Spokane	\$43,651	NA	NA	NA
Springfield	\$61,018	NA	NA	NA
Tennessee	\$65,901	\$89,727	NA	\$86,600
Texas	\$98,243	\$98,986	\$115,693	\$120,625
Upper South Carolina	\$72,000	\$92,308	\$102,508	\$101,210
Utah	NA	NA	NA	NA
Vermont	\$77,255	NA	NA	NA
Virginia	\$87,515	\$99,401	\$110,500	\$92,000
Washington	\$75,631	\$108,250	\$111,632	\$122,266
West Missouri	\$60,905	NA	\$79,950	NA
West Tennessee	NA	\$116,284	\$124,528	\$99,104
West Texas	\$78,000	\$102,772	\$122,430	\$120,686
West Virginia	\$74,197	\$96,023	NA	NA
Western Kansas	NA	NA	NA	NA
Western Louisiana	\$80,486	\$78,343	NA	NA
Western Massachusetts	\$89,480	NA	NA	NA
Western New York	\$55,098	NA	NA	NA
Western North Carolina	\$70,000	\$93,600	\$104,520	\$77,750
Wisconsin	\$72,588	\$96,016	NA	NA
Wyoming	NA	NA	NA	NA

2.3 Compensation by Sexual Orientation and Province

Sexual Orientation	Province	Median TAC	Count	Percent
Bisexual	I	\$90,164	8	0.2%
	II	\$90,644	14	0.3%
	III	\$91,869	15	0.3%
	IV	\$88,595	13	0.3%
	V	\$80,570	12	0.2%
	VI	NA	4	0.1%
	VII	NA	2	0.0%
	VIII	\$92,339	10	0.2%
	IX	NA	0	0.0%
Gay or Lesbian	I	\$91,503	45	0.9%
	II	\$104,007	54	1.1%
	III	\$104,420	47	1.0%
	IV	\$78,009	47	1.0%
	V	\$90,751	40	0.8%
	VI	\$80,000	14	0.3%
	VII	\$80,701	33	0.7%
	VIII	\$98,934	68	1.4%
	IX	NA	1	0.0%
Heterosexual	I	\$105,703	131	2.6%
	II	\$105,224	160	3.1%
	III	\$101,217	208	4.0%
	IV	\$93,942	340	6.6%
	V	\$85,481	158	3.1%
	VI	\$85,140	78	1.5%
	VII	\$100,379	192	3.7%
	VIII	\$100,765	235	4.6%
	IX	\$9,441	12	0.2%
Queer	I	NA	4	0.1%
	II	NA	3	0.1%
	III	NA	1	0.0%
	IV	NA	2	0.0%

Sexual Orientation	Province	Median TAC	Count	Percent
	V	NA	0	0.0%
	VI	NA	2	0.0%
	VII	NA	0	0.0%
	VIII	\$86,650	6	0.1%
	IX	NA	0	0.0%
Other	I	\$83,440	8	0.2%
	II	\$88,670	11	0.2%
	III	\$98,009	7	0.1%
	IV	\$99,741	7	0.1%
	V	\$74,453	10	0.2%
	VI	\$89,806	6	0.1%
	VII	\$84,787	11	0.2%
	VIII	\$91,000	12	0.2%
	IX	NA	0	0.0%
Not Reported	I	\$90,239	245	4.8%
	II	\$80,276	427	8.3%
	III	\$92,000	471	9.2%
	IV	\$86,944	645	12.6%
	V	\$78,338	278	5.4%
	VI	\$80,434	142	2.8%
	VII	\$85,188	370	7.2%
	VIII	\$83,430	333	6.5%
	IX	\$5,120	109	2.1%

2.4 Compensation by Race/Ethnicity and Province

Race/ Ethnicity	Province	Median TAC	Count	Percent
Clergy of Color	I	\$103,654	26	0.5%
	II	\$104,764	66	1.2%
	III	\$112,089	31	0.6%
	IV	\$80,145	47	0.9%
	V	\$81,947	21	0.4%
	VI	\$66,831	13	0.2%
	VII	\$88,875	39	0.7%

Race/ Ethnicity	Province	Median TAC	Count	Percent
	VIII	\$103,057	56	1.0%
	IX	\$7,729	13	0.2%
White Non-Hispanic	I	\$93,297	192	3.6%
	II	\$101,803	196	3.6%
	III	\$99,000	255	4.7%
	IV	\$90,854	371	6.9%
	V	\$85,000	203	3.8%
	VI	\$83,954	98	1.8%
	VII	\$95,719	223	4.1%
	VIII	\$99,356	286	5.3%
	IX	NA	0	0.0%
Not Reported	I	\$83,909	257	4.8%
	II	\$66,620	477	8.9%
	III	\$90,410	484	9.0%
	IV	\$85,000	661	12.3%
	V	\$78,000	287	5.3%
	VI	\$71,400	163	3.0%
	VII	\$81,574	377	7.0%
	VIII	\$80,611	351	6.5%
	IX	\$5,120	109	2.0%

3. Analysis by Province and Decile

3.1 Compensation by Diocese grouped by Province

PROVINCE I

Diocese	Median TAC	Count of Clergy	Decile Rank
Connecticut	\$104,363	102	9
Maine	\$75,589	38	3
Massachusetts	\$108,946	166	10
New Hampshire	\$78,208	43	4
Rhode Island	\$90,740	37	7
Vermont	\$81,978	19	5
Western Massachusetts	\$91,503	33	7

PROVINCE II

Diocese	Median TAC	Count of Clergy	Decile Rank
Albany	\$63,245	44	2
Central New York	\$92,410	25	7
Convocation of Episcopal Churches in Europe	\$44,024	15	2
Cuba	\$6,240	21	1
Haiti	\$6,405	38	1
Long Island	\$110,880	113	10
New Jersey	\$96,885	79	8
New York	\$110,609	166	10
Newark	\$96,276	58	8
Puerto Rico	\$37,923	53	1
Rochester	\$77,276	32	4
Virgin Islands	NA	4	2
Western New York	\$74,399	21	3

Note: This table treats Convocation of Episcopal Churches in Europe as a diocese in Province II.

PROVINCE III

Diocese	Median TAC	Count of Clergy	Decile Rank
Bethlehem	\$86,442	21	6
Central Pennsylvania	\$72,606	37	3
Delaware	\$97,270	26	9
Easton	\$68,936	22	2
Maryland	\$94,613	86	8
Northwestern Pennsylvania	\$87,975	12	6
Pennsylvania	\$109,336	97	10
Pittsburgh	\$72,041	32	3
Southern Virginia	\$95,388	57	8
Southwestern Virginia	\$72,075	31	3
Virginia	\$94,001	187	8
Washington	\$107,526	114	10
West Virginia	\$83,930	27	6

PROVINCE IV

Diocese	Median TAC	Count of Clergy	Decile Rank
Alabama	\$82,010	74	5
Atlanta	\$93,827	107	7
Central Florida	\$92,888	80	7
Central Gulf Coast	\$84,934	44	6
East Carolina	\$89,112	37	7
East Tennessee	\$78,763	43	5
Florida	\$88,400	43	7
Georgia	\$71,342	47	3
Kentucky	\$95,414	24	8
Lexington	\$76,677	24	4
Louisiana	\$88,061	39	7
Mississippi	\$86,337	43	6
North Carolina	\$87,662	114	6
South Carolina	\$109,325	30	10

Diocese	Median TAC	Count of Clergy	Decile Rank
Southeast Florida	\$127,140	47	10
Southwest Florida	\$95,000	73	8
Tennessee	\$80,738	51	5
Upper South Carolina	\$92,616	57	7
West Tennessee	\$99,190	26	9
Western North Carolina	\$80,500	51	4

PROVINCE V

Diocese	Median TAC	Count of Clergy	Decile Rank
Chicago	\$95,000	93	8
Great Lakes	\$77,929	50	4
Indianapolis	\$83,793	42	6
Michigan	\$75,000	49	3
Missouri	\$77,869	37	4
Northern Indiana	\$63,832	20	2
Northern Michigan	\$78,263	6	4
Ohio	\$81,903	59	5
Southern Ohio	\$96,077	60	8
Springfield	\$67,200	21	2
Wisconsin	\$80,972	61	5

PROVINCE VI

Diocese	Median TAC	Count of Clergy	Decile Rank
Colorado	\$103,769	78	9
Iowa	\$64,400	33	2
Minnesota	\$77,630	58	4
Montana	\$78,000	13	4
Nebraska	\$80,000	23	5
North Dakota	\$87,845	6	6
South Dakota	\$66,649	17	2
Wyoming	\$84,185	18	6

PROVINCE VII

Diocese	Median TAC	Count of Clergy	Decile Rank
Arkansas	\$81,948	43	5
Dallas	\$80,000	73	5
Kansas	\$70,000	37	2
Northwest Texas	\$84,000	19	6
Oklahoma	\$75,000	43	3
Rio Grande	\$72,000	35	3
Texas	\$105,954	214	9
Virgin Islands	\$64,388	4	2
West Missouri	\$73,686	39	3
West Texas	\$96,900	73	8
Western Kansas	\$101,481	6	9
Western Louisiana	\$86,142	26	6

PROVINCE VIII

Diocese	Median TAC	Count of Clergy	Decile Rank
Alaska	\$26,661	15	1
Arizona	\$70,901	55	2
California	\$113,178	90	10
Eastern Oregon	\$76,295	6	4
El Camino Real	\$106,000	27	9
Hawaii	\$115,793	30	10
Idaho	\$71,048	15	3
Los Angeles	\$98,572	133	9
Navajoland	\$54,952	5	2
Nevada	\$70,000	19	2
Northern California	\$89,700	41	7
Olympia	\$101,634	78	9
Oregon	\$91,564	50	7
San Diego	\$104,000	39	9
San Joaquin	\$78,607	10	4

Diocese	Median TAC	Count of Clergy	Decile Rank
Spokane	\$79,606	16	5
Taiwan	\$29,045	19	1
Utah	\$76,176	16	4

PROVINCE IX

Diocese	Median TAC	Count of Clergy	Decile Rank
Colombia	\$2,400	35	1
Dominican Republic	\$14,763	30	1
Ecuador Central	\$5,387	8	1
Ecuador Litoral	\$5,850	6	1
Honduras	\$5,120	37	1
Venezuela	\$4,200	5	1

3.2 Compensation by Diocese grouped by Decile Ranking

DECILE 1

Diocese	Median TAC	Count of Clergy
Venezuela	\$4,200	5
Honduras	\$5,120	37
Ecuador Central	\$5,387	8
Ecuador Litoral	\$5,850	6
Cuba	\$6,240	21
Haiti	\$6,406	38
Colombia	\$13,354	3
Dominican Republic	\$14,763	30
Alaska	\$26,661	15
Taiwan	\$29,045	19
Puerto Rico	\$37,923	53

DECILE 2

Diocese	Median TAC	Count of Clergy
Arizona	\$70,901	55
Convocation of Episcopal Churches in Europe	\$44,024	15
Navajoland	\$54,952	5
Nevada	\$70,000	19
Albany	\$63,245	44
Northern Indiana	\$63,832	20
Virgin Islands	\$64,388	4
Iowa	\$64,400	33
South Dakota	\$66,649	17
Springfield	\$67,200	21
Easton	\$68,936	22
Kansas	\$70,000	37

Note: This table treats Convocation of Episcopal Churches in Europe as a diocese in Province II.

DECILE 3

Diocese	Median TAC	Count of Clergy
Idaho	\$71,048	15
Georgia	\$71,342	47
Rio Grande	\$72,000	35
Pittsburgh	\$72,041	32
Southwestern Virginia	\$72,075	31
Central Pennsylvania	\$72,606	37
West Missouri	\$73,686	39
Western New York	\$74,399	21
Michigan	\$75,000	49
Oklahoma	\$75,000	43
Maine	\$75,589	38

DECILE 4

Diocese	Median TAC	Count of Clergy
Utah	\$76,176	16
Eastern Oregon	\$76,295	6
Lexington	\$76,677	24
Rochester	\$77,276	32
Minnesota	\$77,630	58
Missouri	\$77,869	37
Great Lakes	\$77,929	50
Montana	\$78,000	13
New Hampshire	\$78,208	43
Northern Michigan	\$78,263	6
San Joaquin	\$78,607	10

DECILE 5

Diocese	Median TAC	Count of Clergy
East Tennessee	\$78,763	43
Spokane	\$79,606	16
Nebraska	\$80,000	23
Dallas	\$80,000	73
Western North Carolina	\$80,500	51
Tennessee	\$80,738	51
Wisconsin	\$80,972	61
Ohio	\$81,903	59
Arkansas	\$81,948	43
Vermont	\$81,978	19
Alabama	\$82,010	74

DECILE 6

Diocese	Median TAC	Count of Clergy
Indianapolis	\$83,793	42
West Virginia	\$83,930	27
Northwest Texas	\$84,000	19

Diocese	Median TAC	Count of Clergy
Wyoming	\$84,185	18
Central Gulf Coast	\$84,934	44
Western Louisiana	\$86,142	26
Mississippi	\$86,337	43
Bethlehem	\$86,442	21
North Carolina	\$87,662	114
North Dakota	\$87,845	6
Northwestern Pennsylvania	\$87,975	12

DECILE 7

Diocese	Median TAC	Count of Clergy
Louisiana	\$88,061	39
Florida	\$88,400	43
East Carolina	\$89,112	37
Northern California	\$89,700	41
Rhode Island	\$90,740	37
Western Massachusetts	\$91,503	33
Oregon	\$91,564	50
Central New York	\$92,410	25
Upper South Carolina	\$92,616	57
Central Florida	\$92,888	80
Atlanta	\$93,827	107

DECILE 8

Diocese	Median TAC	Count of Clergy
Virginia	\$94,001	187
Maryland	\$94,613	86
Southwest Florida	\$95,000	73
Chicago	\$95,000	93
Southern Virginia	\$95,388	57
Kentucky	\$95,414	24
Southern Ohio	\$96,077	60

Diocese	Median TAC	Count of Clergy
Newark	\$96,276	57
New Jersey	\$96,885	79
West Texas	\$96,900	73

DECILE 9

Diocese	Median TAC	Count of Clergy
Delaware	\$97,270	26
Los Angeles	\$98,572	133
West Tennessee	\$99,190	26
Western Kansas	\$101,481	6
Olympia	\$101,634	78
Colorado	\$103,769	78
San Diego	\$104,000	39
Connecticut	\$104,364	102
Texas	\$105,954	214
El Camino Real	\$106,000	27

DECILE 10

Diocese	Median TAC	Count of Clergy
Washington	\$107,526	114
Massachusetts	\$108,946	166
South Carolina	\$109,325	30
Pennsylvania	\$109,336	97
New York	\$110,609	166
Long Island	\$110,880	113
California	\$113,178	90
Hawaii	\$115,793	30
Southeast Florida	\$127,140	47

Glossary

- **Bishops:** In this report, bishops include diocesan, suffragan, and assistant bishops. CPG, in its role as Recorder of Ordinations for The Episcopal Church, produces a separate report with detailed bishop compensation in the *2025 Bishop Compensation Report* (<https://www.cpg.org/about-us/staying-in-touch/research-and-reports/church-compensation-reports/>).
- **Church Size Categories:** The Episcopal Church groupings based on Average Sunday Attendance (ASA) reporting, per the DFMS 2025 Parochial Report.
 - Family (0-75) are parishes with ASA between 0 and 75 people.
 - Pastoral (76-140) are parishes with ASA between 76 and 140 people.
 - Transitional (141-225) are parishes with ASA between 141 and 225 people.
 - Program & Resource (226+) are parishes with ASA at or above 226 people.
- **Deacons:** In this report, this term includes individuals receiving compensation over \$3,000 and who are ordained to the diaconate without the intent to pursue priestly ordination.
- **Decile ranking:** Ordered ranking of dioceses using the median TAC of compensated clergy working in the diocese with an annual income above \$3,000 for the report year. Ranks dioceses from 1 (lowest compensation) to 10 (highest compensation) by dividing all dioceses into 10 equal groups based on their median TAC.
- **Domestic and Foreign Missionary Society (DFMS):** The missionary organization and corporate body of The Episcopal Church.
- **Domestic diocese:** A jurisdiction of a bishop located within the contiguous United States, Alaska, or Hawaii.
- **Domestic location:** A location within the contiguous United States, Alaska, or Hawaii, which contains dioceses as well as Episcopal Church-affiliated organizations.
- **Gender Identity Categories:** Reporting in response to General Convention Resolutions 2018-D037, 2018-C029, and 2018-D005.
 - Female includes clergy who selected or self-describe as female.
 - Male includes clergy who selected or self-describe as male.
 - Nonbinary includes clergy who selected or self-describe as nonbinary.
 - Other includes clergy who self-describe or provided any combination of female, male, nonbinary, and another self-described gender identity.
 - Not Reported includes clergy who did not provide gender identity data.

- **NA:** Abbreviation for “Not Available.” Listed in tables where the median compensation for a group contains fewer than five individuals, including zeros.
- **Non-domestic diocese:** A jurisdiction of a bishop located outside the contiguous United States, Alaska, or Hawaii. For the purposes of this report, the Convocation of Episcopal Churches in Europe is treated as a non-domestic diocese in Province II.
- **Non-domestic location:** A location outside the contiguous United States, Alaska, or Hawaii.
- **Non-retired:** In this report, a clergyperson who has not started receiving monthly pension benefits from The Church Pension Fund, with limitations on further compensated employment in The Episcopal Church.
- **Open and filing parishes:** Parishes that were active during the reporting year and submitted a Parochial Report to the DFMS.
- **Parochial Report:** An official data-gathering instrument of The Episcopal Church. The report includes extensive information about membership and attendance, the number of sacramental rites performed, and church finances.
- **Positions Categories:**
 - Senior Rector includes the highest paid cleric at a parish who has at least one lower-paid colleague at the same location.
 - Solo Rector includes clergy who are the only rectors at a parish.
 - Assistant includes clergy at a parish who has at least one colleague receiving a higher compensation at the same location.
 - Specialty Minister includes any non-bishop whose assessed compensation is paid by a non-parochial organization in The Episcopal Church.
 - Parish Deacons includes any compensated deacons working at a parish.
- **Priests:** In this report, this term includes both priests and individuals ordained to the diaconate with the intent to pursue priestly ordination.
- **Total Revenue:** From the DFMS 2025 Parochial Report, the total amount of money received during the year from unrestricted and restricted contributions, grants, fundraising activities, rental income, interest, and other revenue sources such as drawn investment income.
- **Race/Ethnicity Categories:** Reporting in response to General Convention Resolutions 2018-D037, 2018-C029, and 2018-D005.
 - American Indian/Alaska Native includes clergy who selected only Alaska Native or who self-described as members of Tribal Nations or other Indigenous tribal groups.
 - Asian includes clergy who selected only Asian or who self-described as belonging to an Asian or Middle Eastern ethnic, national, or ancestral group.

- Black/African American includes clergy who selected only Black or African American, or who self-described as belonging to a Black or African ethnic, national, or ancestral group.
- Clergy of Color includes clergy who selected American Indian/Alaska Native, Asian, Black/African American, Hawaiian/Pacific Islander, Hispanic/Latino, or self-described as belonging to a group that does not align with the available race/ethnicity categories.
- Hawaiian/Pacific Islander includes clergy who selected only Hawaii and/or Pacific or who self-described as belonging to a Native Hawaiian or Pacific Islander ethnic, national, or ancestral group.
- Hispanic/Latino includes clergy who selected only Hispanic/Latino or both White and Hispanic/Latino.
- Multiple Races includes clergy who selected more than one race/ethnicity category or self-describe multiracial or mixed race.
- White Non-Hispanic includes clergy who selected only White or who self-describe as Caucasian or with a European ethnic, national, or ancestral groups and do not identify as Hispanic or Latino.
- Other includes clergy who self-described as belonging to a racial, ethnic, national, ancestral, Indigenous, or cultural group that does not align with the available race/ethnicity categories.
- Not Reported includes clergy who did not report their race/ethnicity.
- **Sexual Orientation Categories:** Reporting in response to General Convention Resolutions 2018-D037, 2018-C029, and 2018-D005.
 - Bisexual includes clergy who selected only or self-describe as bisexual.
 - Gay or Lesbian includes clergy who selected only or self-describe as gay or lesbian.
 - Heterosexual includes clergy who selected only or self-describe as heterosexual.
 - Queer includes clergy includes clergy who selected only or self-describe as queer or fluid.
 - Other includes clergy who selected asexual, pansexual, unsure, multiple orientations, or another self-described orientation.
 - Not Reported includes clergy who did not report their sexual orientation.
- **TAC:** Abbreviation for Total Assessable Compensation. See a full definition at <https://www.cpg.org/administrators/retirement/defined-benefit-plan-administration/contributions/>.

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