

2025 Bishop Compensation Report

Research Department



Table of Contents

Introduction	3
Who is included in this report?	3
What does compensation include?	3
How does Church Pension Group maintain privacy?.....	3
What are quintile rankings?	3
What are similar clusters?.....	4
Change Log	4
1. Median Bishop Compensation.....	5
2. Median Domestic Bishop Compensation by Gender	5
3. Median Domestic Bishop Compensation Distribution by Diocesan Size Quintile	5
4. Median Bishop Compensation by Similar Clusters of Dioceses	5
5. Median Bishop Compensation by Province.....	6
6. Appendix	7
6.1 Domestic Diocesan Size Quintiles	7
6.2 Dioceses by Similar Cluster	8
7. Glossary	11

Introduction

The Church Pension Group (CPG), in its role as Recorder of Ordinations for The Episcopal Church, creates the annual Bishop Compensation Report to offer an in-depth look at the range of bishop compensation across The Episcopal Church. The report provides median bishop compensation figures categorized by position type, province, as well as by diocese quintiles and similar clusters.

Who is included in this report?

This report contains non-retired bishops (diocesan and suffragan/assistant bishops) who receive Total Assessable Compensation (TAC) serving in domestic and non-domestic dioceses. Additionally, Sections 2 and 3 include only bishops in domestic dioceses.

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 quintile rankings?

CPG's Research Department sorted dioceses into five groups based on four measures: the number of full-time clergy, total of clergy compensation, the number of congregations, and total congregational revenues. The Research Department applied z-score normalization to convert each measure into a relative score based on how far above or below the average each measure falls. The four measures were then

averaged into a single score for each diocese to rank all 92 domestic dioceses from largest to smallest. Section 6 outlines the quintile assignments for each diocese.

What are similar clusters?

Using k-means clustering—a machine learning algorithm that groups data by shared traits—the Research Department identified groups of dioceses based on three characteristics: geography (where they are located), community demographics (who lives there), and congregation attendance size. The Research Department applied additional industry knowledge of the specific circumstances in each diocese in determining the final grouping of the clusters. Section 7 outlines the clusters and the dioceses assigned to them. All data sourced from Domestic and Foreign Missionary Society (DFMS) Parochial Reports (2017 and 2024), US Census (2010 and 2020), and ESRI Tapestry Data (2017).

Change Log

2026

- Updated compensation data, effective 12/31/2025, extracted on 5/13/2026.
- Updated Parochial Report information to reflect 2025 data.
- Updated Province IX compensation calculations.
- Removed rounding to the nearest hundred from compensation calculations.

1. Median Bishop Compensation

Type of Bishops	Median TAC
Diocesan Bishops	\$195,336
with a Suffragan/Assistant Bishop	\$238,194
without a Suffragan/Assistant Bishop	\$186,210
Suffragan/Assistant Bishops	\$210,035

2. Median Domestic Bishop Compensation by Gender

This section includes bishops serving in domestic locations and excludes non-domestic locations.

Gender	Median TAC for Diocesan Bishops	Median TAC for All Bishops
All	\$197,672	\$198,819
Female	\$191,866	\$191,866
Male	\$202,026	\$203,444

3. Median Domestic Bishop Compensation Distribution by Diocesan Size Quintile

This section includes bishops serving in domestic locations and excludes non-domestic locations.

Diocesan Size Quintile	25 th Percentile	50 th Percentile	75 th Percentile
1	\$264,597	\$291,569	\$334,068
2	\$172,785	\$199,850	\$228,839
3	\$183,022	\$186,210	\$199,448
4	\$167,466	\$191,866	\$210,000
5	\$138,963	\$149,829	\$178,500

4. Median Bishop Compensation by Similar Clusters of Dioceses

Cluster	Name	Median TAC
1	Transitioning Industrial/Commercial	\$190,597
2	Rural – West	\$147,566

Cluster	Name	Median TAC
3	West Coast Urban	\$204,149
4	Southwest	\$214,232
5	Rural – Midwest	\$134,000
6	Old Industrial	\$191,383
7	Northeast Rural	\$175,763
8	Southeast	\$196,267
9	Acela Corridor	\$267,748
10	Upper South	\$205,422
11	Desert Southwest	\$170,087
12	Non-Domestic Diocese	\$36,351

5. Median Bishop Compensation by Province

Province	Domestic only	All Dioceses
I	\$202,860	\$202,860
II	\$244,754	\$210,258
III	\$219,211	\$219,211
IV	\$200,078	\$200,078
V	\$194,130	\$194,130
VI	\$166,012	\$166,012
VII	\$195,923	\$195,923
VIII	\$182,073	\$177,429
IX	NA	\$31,265

6. Appendix

6.1 Domestic Diocesan Size Quintiles

Diocese	Diocesan Size Quintile	Diocese	Diocesan Size Quintile
Alabama	1	Navajoland	5
Alaska	5	Nebraska	4
Albany	2	Nevada	5
Arizona	2	New Hampshire	3
Arkansas	3	New Jersey	1
Atlanta	1	New York	1
California	1	Newark	2
Central Florida	2	North Carolina	1
Central Gulf Coast	3	North Dakota	5
Central New York	3	Northern California	3
Chicago	1	Northern Indiana	5
Colorado	1	Northern Michigan	5
Connecticut	1	Northwest Texas	5
Dallas	2	Northwestern Pennsylvania	5
Delaware	4	Ohio	2
East Carolina	3	Oklahoma	3
East Tennessee	3	Olympia	1
Eastern Oregon	5	Oregon	2
Easton	5	Pennsylvania	1
El Camino Real	4	Pittsburgh	4
Florida	2	Rhode Island	3
Georgia	3	Rio Grande	3
Great Lakes	2	Rochester	4
Hawaii	4	San Diego	3
Idaho	5	San Joaquin	5
Indianapolis	3	South Carolina	4
Iowa	4	South Dakota	4
Kansas	4	Southeast Florida	2
Kentucky	5	Southern Ohio	2
Lexington	4	Southern Virginia	2
Long Island	1	Southwest Florida	1
Los Angeles	1	Southwestern Virginia	4
Louisiana	3	Spokane	5
Maine	3	Springfield	5
Maryland	1	Tennessee	3
Massachusetts	1	Texas	1
Michigan	2	Upper South Carolina	2

Diocese	Diocesan Size Quintile	Diocese	Diocesan Size Quintile
Minnesota	2	Utah	5
Mississippi	2	Vermont	4
Missouri	3	Virginia	1
Montana	5	Western Louisiana	4
West Missouri	4	Western Massachusetts	3
West Tennessee	4	Western New York	4
West Texas	2	Western North Carolina	2
West Virginia	4	Wisconsin	2
Western Kansas	5	Wyoming	4
Washington	1		

6.2 Dioceses by Similar Cluster

Cluster 1	Cluster 2	Cluster 3
Transitioning Industrial/Commercial	Rural – West	West Coast Urban
• Chicago • Indianapolis • Minnesota • Pittsburgh • Rhode Island • Southern Ohio	• Alaska • Eastern Oregon • Idaho • Montana • Spokane • Wyoming	• California • El Camino Real • Hawaii • Los Angeles • Northern California • Olympia • Oregon • San Diego

Cluster 4	Cluster 5	Cluster 6
Southwest	Rural – Midwest	Old Industrial
• Colorado • Dallas • Northwest Texas • Oklahoma • Texas	• Iowa • Kansas • Nebraska • North Dakota • Northern Michigan • South Dakota • Springfield • West Missouri • Western Kansas	• Bethlehem • Central Pennsylvania • Michigan • Missouri • Northern Indiana • Northwestern Pennsylvania • Ohio • Great Lakes • Western New York • Wisconsin
Cluster 7	Cluster 8	Cluster 9
Northeast Rural	Southeast	Acela Corridor
• Albany • Central New York • Maine • New Hampshire • Rochester • Vermont • Western Massachusetts	• Alabama • Arkansas • Atlanta • Central Florida • Central Gulf Coast • Florida • Georgia • Louisiana • Mississippi • South Carolina • Southeast Florida • Southwest Florida • Upper South Carolina • Western Louisiana	• Connecticut • Delaware • Long Island • Maryland • Massachusetts • New Jersey • New York • Newark • Pennsylvania • Virginia • Washington

Cluster 10	Cluster 11	Cluster 12
Upper South	Desert Southwest	Non-Domestic Diocese
• East Carolina • East Tennessee • Easton • Kentucky • Lexington • North Carolina • Southern Virginia • Southwestern Virginia • Tennessee • West Tennessee • West Virginia • Western North Carolina	• Arizona • Navajoland • Nevada • San Joaquin • Rio Grande • Utah • West Texas	• Colombia • Cuba • Dominican Republic • Ecuador Central • Ecuador Litoral • Haiti • Honduras • Puerto Rico • Taiwan • Venezuela • Virgin Islands

7. Glossary

- **Diocesan Bishop:** The chief pastor, spiritual leader, and primary administrative authority with full canonical jurisdiction over a specific geographic region called a diocese. In this report, they are the highest paid bishop in the diocese.
- **Diocesan Size Quintile Ranking:** Five groups of domestic dioceses that are ranked based on the number of full-time clergy, total of clergy compensation, the number of congregations, and total congregational revenues.
- **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.
- **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:** Defined in this report as a bishop that has not started receiving monthly pension benefits from The Church Pension Fund, with limitations on further compensated employment in The Episcopal Church.
- **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.
- **Percentile Categories:**
 - 25th Percentile represents compensation at the point where 25% of dioceses are at or below this amount (and 75% are above).
 - 50th Percentile represents compensation at the midpoint, where 50% of dioceses are at or below this amount (and 50% are above).
 - 75th Percentile represents compensation at the point where 75% of dioceses are at or below this amount (and 25% are above).
- **Similar Clusters:** Twelve groups of similar dioceses that are clustered based on geographic location, community demographics, and congregation size, with

adjustments informed by expert knowledge of each diocese's unique circumstances.

- **Suffragan/Assistant Bishop:** In this report, any bishop serving in the support of the Diocesan Bishop.
- **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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