

Bishop's Compensation Report 2024



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Research and Data

Definition of Compensation

Compensation is defined as the assessable compensation reported to The Church Pension Fund (CPF) and includes, cash salary, utilities, payments made to Social Security, and housing, either in the form of a housing allowance, or if church housing is provided, as 30% of salary. Compensation also includes contributions to individual retirement accounts (where applicable), cash gifts to bishops, and the payment of school fees for bishops' children. This compensation amount does not include the pension assessment payments made to CPF or any other standard employee benefit.

Compensation for bishops who are retired, but who are still performing Episcopal functions, is not included.

Median compensation represents the 50th percentile of the compensation data. Low Range represents the 25th percentile, and High Range represents the 75th percentile.

Understanding the Quintiles

To create the quintiles, we implemented standardized scores on four dimensions of diocesan size: the number of full-time clergy, total clergy compensation, the number of congregations, and the sum of total congregational revenues. We then aggregated those standardized scores and ranked the domestic dioceses from 1 to 95 on the basis of this index. Quintiles group these ranked dioceses into 5 categories from the top 20 largest dioceses down to the 15 smallest dioceses.

Understanding the Similar Clusters

To create the similar clusters of dioceses, we implemented the machine learning technique called "cluster analysis," which aggregates dioceses in such a way that they share more similarities within the same group when compared to other groups. Their degree of similarities is based on four dimensionsⁱ: geographical location, demographic data, socioeconomic status, and average Sunday attendance (ASA). We then assigned these clusters of dioceses to twelve distinct categories based on our overall understanding of the locales of these clusters. These similar clusters provide a data-driven perspective about how closely related a diocese is when compared to another.

ⁱ Sources: parochial reports, U.S. Census, and other commercially available data.

Median Compensation for Bishops (Domestic and Non-domestic)

Median for Diocesan Bishops ⁱⁱ	\$184,100
Median for Suffragan Bishops ⁱⁱⁱ	\$211,000
Median for Diocesan Bishops with a Suffragan ^{iv}	\$291,000

Median Compensation by Gender of Bishop (Domestic)

Diocesan Bishops		All Bishops	
Female	\$182,982	Female	\$185,220
Male	\$193,483	Male	\$193,966

Compensation Ranges by Diocesan Size Quintile^v (Domestic)

Quintile	Median	Low Range	High Range
1	\$267,400	\$226,100	\$312,700
2	\$190,600	\$167,600	\$209,600
3	\$185,800	\$177,300	\$195,100
4	\$174,500	\$159,100	\$199,000
5	\$140,600	\$135,500	\$144,000

Median Compensation by Similar Clusters of Dioceses

Cluster	Name	Median
1	Transitioning Industrial/Commercial	\$186,535
2	Rural – West	\$139,407
3	West Coast Urban	\$193,970
4	Southwest	\$251,544
5	Rural – Midwest	\$129,786
6	Old Industrial	\$177,378
7	Northeast Rural	\$160,000
8	Southeast	\$192,400
9	Acela Corridor	\$252,325
10	Upper South	\$197,572
11	Desert Southwest	\$172,411
12	International/U.S. Territories	\$69,248

ⁱⁱ Includes both domestic and non-domestic.

ⁱⁱⁱ Domestic only. There were no non-domestic suffragan bishops in 2024.

^{iv} Domestic only.

^v Median compensation represents the 50th percentile of the compensation data. Low Range represents the 25th percentile, and High Range represents the 75th percentile.

Median Compensation by Province (Domestic)

Province I	\$181,600
Province II	\$240,100
Province III	\$208,900
Province IV	\$194,200
Province V	\$179,200
Province VI	\$142,700
Province VII	\$193,000
Province VIII	\$176,400
Overall Median Compensation	\$191,400

Median Compensation by Province (Domestic and Non-domestic)

Province I	\$181,600
Province II	\$170,100
Province III	\$208,900
Province IV	\$194,200
Province V	\$179,200
Province VI	\$142,700
Province VII	\$193,000
Province VIII	\$171,900
Province IX	\$50,300
Overall Median Compensation	\$184,100

Dioceses Ranked by Quintile (Domestic)

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

Dioceses by Similar Cluster

Cluster 1 **Transitioning Industrial/Commercial**

- Chicago
- Minnesota
- Rhode Island
- Southern Ohio
- Indianapolis
- Pittsburgh

Cluster 2 **Rural – West**

- Alaska
- Eastern Oregon
- Wyoming
- Idaho
- Montana
- Spokane

Cluster 3 **West Coast Urban**

- California
- Los Angeles
- Northern California
- Olympia
- Oregon
- San Diego
- Hawaii
- El Camino Real

Cluster 4 **Southwest**

- Dallas
- Oklahoma
- Texas
- Colorado
- Northwest Texas

Cluster 5 **Rural – Midwest**

- Kansas
- Nebraska
- North Dakota
- Northern Michigan
- Western Kansas
- West Missouri
- South Dakota
- Iowa
- Springfield

Cluster 6 **Old Industrial**

- Bethlehem
- Central Pennsylvania
- Great Lakes
- Michigan
- Milwaukee
- Missouri
- Northern Indiana

	<ul style="list-style-type: none"> • Northwestern Pennsylvania • Western New York • Ohio • Wisconsin
Cluster 7	Northeast Rural <ul style="list-style-type: none"> • Central New York • Maine • New Hampshire • Rochester • Vermont • Western Massachusetts • Albany
Cluster 8	Southeast <ul style="list-style-type: none"> • Arkansas • Atlanta • Central Gulf Coast • Florida • South Carolina • Southeast Florida • Southwest Florida • Western Louisiana • Alabama • Upper South Carolina • Louisiana • Mississippi • Central Florida • Georgia
Cluster 9	Acela Corridor <ul style="list-style-type: none"> • Delaware • Long Island • Maryland • New Jersey • New York • Newark • Washington • Connecticut • Massachusetts • Pennsylvania • Virginia
Cluster 10	Upper South <ul style="list-style-type: none"> • East Carolina • East Tennessee • Kentucky • Southern Virginia • West Tennessee • Western North Carolina • Tennessee • North Carolina • Southwestern Virginia • Lexington • West Virginia • Easton

Cluster 11**Desert Southwest**

- Arizona
- Navajoland
- Nevada
- Rio Grande
- San Joaquin
- Utah
- West Texas

Cluster 12**International/U.S. Territories**

- Taiwan
- Haiti
- Puerto Rico
- Dominican Republic
- Virgin Islands
- Ecuador Litoral
- Ecuador Central
- Venezuela
- Colombia
- Honduras
- Cuba
- Convocation of Episcopal Churches in Europe