

# The 2024 Clergy Compensation Report

## A National, Provincial, and Diocesan Analysis of Clergy Compensation

Department of Research & Data



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# 1. Demographic Analysis

## 1.1 Compensation by Gender

Table 1: Compensation by Gender

Gender	Median TAC	Number	Percent
All	\$89,485	4,866	100%
Female	\$83,000	1,952	40.1%
Male	\$93,363	2,914	59.9%

## 1.2 Compensation by Gender and Age

Table 2: Compensation by Gender and Age

Gender	Age Group	Median TAC	Number	Percent
All	34 and younger	\$75,000	233	4.8%
	35 to 44	\$88,576	903	18.6%
	45 to 54	\$94,205	1,210	24.9%
	55 to 64	\$93,353	1,609	33.1%
	65 to 72	\$78,091	911	18.7%
Female	34 and younger	\$76,102	83	1.7%
	35 to 44	\$84,941	335	6.9%
	45 to 54	\$88,250	455	9.4%
	55 to 64	\$86,201	649	13.3%
	65 to 72	\$73,117	430	8.8%
Male	34 and younger	\$74,249	150	3.1%
	35 to 44	\$90,380	568	11.7%
	45 to 54	\$99,424	755	15.5%
	55 to 64	\$99,363	960	19.7%
	65 to 72	\$85,806	481	9.9%

### 1.3 Compensation by Gender and Race/Ethnicity

Table 3: Compensation by Gender and Race/Ethnicity

Gender	Race/Ethnicity	Median TAC	Number	Percent
All	American Indian/Alaska Native	\$108,587	8	0.4%
	Asian	\$89,862	37	1.7%
	Black/African American	\$101,934	112	5.2%
	Hawaiian/Pacific Islander	NA	2	0.1%
	Hispanic/Latino	\$90,500	90	4.2%
	Multiple Races	\$89,456	53	2.5%
	White Non-Hispanic	\$91,529	1,856	86.0%
Female	American Indian/Alaska Native	NA	3	0.1%
	Asian	\$91,502	13	0.6%
	Black/African American	\$98,608	48	2.2%
	Hispanic/Latino	\$89,387	28	1.3%
	Multiple Races	\$89,414	22	1.0%
	White Non-Hispanic	\$86,614	813	37.7%
Male	American Indian/Alaska Native	\$99,878	5	0.2%
	Asian	\$86,795	24	1.1%
	Black/African American	\$102,165	64	3.0%
	Hawaiian/Pacific Islander	NA	2	0.1%
	Hispanic/Latino	\$91,251	62	2.9%
	Multiple Races	\$89,456	31	1.4%
	White Non-Hispanic	\$96,186	1,043	48.3%

### 1.4 Compensation by Gender Identity

Table 4: Compensation by Gender Identity

Gender Identity	Median TAC	Number	Percent
Female	\$87,794	910	41.9%
Male	\$96,398	1,230	56.6%
Multi	\$72,802	19	0.9%
Nonbinary	\$83,137	14	0.6%

### 1.5 Compensation by Sexual Orientation

Table 5: Compensation by Sexual Orientation

Sexual Orientation	Median TAC	Number	Percent
Bisexual	\$85,429	75	3.5%
Gay or Lesbian	\$90,274	368	17.3%
Heterosexual	\$93,453	1,591	74.9%
Other	NA	3	0.1%
Queer	\$85,904	88	4.1%

### 1.6 Compensation by Gender and Clerical Order

Table 6: Compensation by Gender and Clerical Order

Gender	Clerical Order	Median TAC	Number	Percent
All	Deacon	\$35,310	99	2.1%
	Priest	\$89,396	4,669	97.9%
Female	Deacon	\$30,277	70	1.5%
	Priest	\$83,799	1,843	38.7%
Male	Deacon	\$45,000	29	0.6%
	Priest	\$92,716	2,826	59.3%

## 1.7 Compensation by Gender and Position

Table 7: Compensation by Gender and Position  
Excludes bishops and includes clergy with TAC at \$3,000 or less

Gender	Position	Median TAC	Number	Percent
All	Senior Rector	\$125,592	685	13.3%
	Solo Rector	\$83,429	2,568	50%
	Assistant	\$79,661	787	15.3%
	Specialty Minister	\$68,517	919	17.9%
	Parish Deacon	\$322	179	3.5%
Female	Senior Rector	\$111,150	195	3.8%
	Solo Rector	\$79,086	956	18.6%
	Assistant	\$77,000	383	7.5%
	Specialty Minister	\$74,940	383	7.5%
	Parish Deacon	\$342	122	2.4%
Male	Senior Rector	\$132,779	490	9.5%
	Solo Rector	\$86,295	1,612	31.4%
	Assistant	\$80,457	404	7.9%
	Specialty Minister	\$59,870	536	10.4%
	Parish Deacon	\$300	57	1.1%

## 1.8 Compensation by Gender and Credited Service

Table 8: Compensation by Gender and Credited Service

Gender	Credited Service	Median TAC	Number	Percent
All	Less than 5 years	\$70,000	938	20%
	5 to 9 years	\$81,903	1,023	21.8%
	10 to 19 years	\$96,010	1,674	35.7%
	20 years plus	\$113,388	1,054	22.5%
Female	Less than 5 years	\$70,000	438	9.3%
	5 to 9 years	\$78,000	443	9.4%

Gender	Credited Service	Median TAC	Number	Percent
	10 to 19 years	\$91,098	679	14.5%
	20 years plus	\$104,940	328	7.0%
Male	Less than 5 years	\$69,986	500	10.7%
	5 to 9 years	\$85,282	580	12.4%
	10 to 19 years	\$98,462	995	21.2%
	20 years plus	\$117,167	726	15.5%

## 1.9 Compensation by Gender and Average Sunday Attendance

Table 9: Compensation by Gender and Average Sunday Attendance

Gender	Average Sunday Attendance	Median TAC	Number	Percent
All	Family (0–75)	\$74,520	1,915	47.4%
	Pastoral (76–140)	\$98,598	965	23.9%
	Transitional (141–225)	\$105,516	571	14.1%
	Program (226–400)	\$99,216	401	9.9%
	Resource (401+)	\$116,944	191	4.7%
Female	Family (0–75)	\$73,087	805	19.9%
	Pastoral (76–140)	\$94,909	340	8.4%
	Transitional (141–225)	\$95,969	196	4.8%
	Program (226–400)	\$83,019	146	3.6%
	Resource (401+)	\$97,171	66	1.6%
Male	Family (0–75)	\$75,355	1,110	27.5%
	Pastoral (76–140)	\$100,000	625	15.5%
	Transitional (141–225)	\$110,000	375	9.3%
	Program (226–400)	\$124,874	255	6.3%
	Resource (401+)	\$125,711	125	3.1%

# 1.10 Compensation by Gender and Operating Revenue

Table 10: Compensation by Gender and Operating Revenue

Gender	Operating Revenue (\$)	Median TAC	Number	Percent
All	Less than 75,000	\$24,380	201	5.0%
	75,000 to 150,000	\$50,700	401	9.9%
	150,001 to 250,000	\$73,359	730	18.1%
	250,001 to 350,000	\$88,250	597	14.8%
	350,001 to 450,000	\$97,836	404	10%
	450,001 to 1,000,000	\$105,336	962	23.8%
	1,000,000+	\$110,896	748	18.5%
Female	Less than 75,000	\$21,148	73	1.8%
	75,000 to 150,000	\$54,029	174	4.3%
	150,001 to 250,000	\$72,439	314	7.8%
	250,001 to 350,000	\$86,232	215	5.3%
	350,001 to 450,000	\$93,936	154	3.8%
	450,001 to 1,000,000	\$99,198	348	8.6%
	1,000,000+	\$91,481	275	6.8%
Male	Less than 75,000	\$31,200	128	3.2%
	75,000 to 150,000	\$47,222	227	5.6%
	150,001 to 250,000	\$74,531	416	10.3%
	250,001 to 350,000	\$90,470	382	9.4%
	350,001 to 450,000	\$99,377	250	6.2%
	450,001 to 1,000,000	\$109,861	614	15.2%
	1,000,000+	\$127,745	473	11.7%

## 2. Geographic Analysis

### 2.1 Compensation by Diocese

Table 11: Compensation by Diocese

Diocese	Median TAC	Decile	Number
Province I			
Connecticut	\$101,081	9	103
Maine	\$66,531	2	36
Massachusetts	\$102,624	10	173
New Hampshire	\$78,208	5	43
Rhode Island	\$88,000	7	36
Vermont	\$80,393	6	22
Western Massachusetts	\$87,094	7	28
Province II			
Albany	\$66,500	2	44
Central New York	\$92,457	8	22
Convocation of Episcopal Churches in Europe	\$49,612	1	14
Cuba	\$6,240	1	22
Haiti	\$7,410	1	40
Long Island	\$110,373	10	110
New Jersey	\$87,006	7	89
New York	\$104,376	10	164
Newark	\$99,520	9	55
Puerto Rico	\$33,635	1	59
Rochester	\$75,800	4	30
Virgin Islands	NA	NA	4
Western New York	\$79,113	5	20
Province III			
Bethlehem	\$86,442	6	23
Central Pennsylvania	\$72,606	3	37
Delaware	\$96,325	9	26

Diocese	Median TAC	Decile	Number
Easton	\$74,945	4	21
Maryland	\$92,874	8	82
Northwestern Pennsylvania	\$89,215	7	11
Pennsylvania	\$104,882	10	94
Pittsburgh	\$69,379	3	32
Southern Virginia	\$94,371	8	59
Southwestern Virginia	\$71,293	3	34
Virginia	\$91,130	8	183
Washington	\$106,898	10	109
West Virginia	\$83,000	6	24
Province IV			
Alabama	\$80,098	5	78
Atlanta	\$90,213	7	106
Central Florida	\$88,876	7	83
Central Gulf Coast	\$73,010	3	50
East Carolina	\$98,324	9	39
East Tennessee	\$83,484	6	42
Florida	\$85,779	6	45
Georgia	\$72,972	3	50
Kentucky	\$98,994	9	23
Lexington	\$78,100	5	19
Louisiana	\$93,852	8	39
Mississippi	\$83,426	6	44
North Carolina	\$85,479	6	119
South Carolina	\$110,602	10	29
Southeast Florida	\$124,798	10	49
Southwest Florida	\$92,698	8	74
Tennessee	\$83,303	6	46
Upper South Carolina	\$90,012	7	54
West Tennessee	\$98,784	9	23
Western North Carolina	\$81,121	6	52
Province V			

Diocese	Median TAC	Decile	Number
Chicago	\$92,999	8	92
Great Lakes	\$74,148	3	42
Indianapolis	\$79,852	5	46
Michigan	\$72,457	3	49
Missouri	\$78,683	5	43
Northern Indiana	\$64,835	2	18
Northern Michigan	\$76,354	4	6
Ohio	\$75,648	4	58
Southern Ohio	\$90,214	8	61
Springfield	\$62,000	2	21
Wisconsin	\$75,985	4	62
Province VI			
Colorado	\$102,127	10	72
Iowa	\$60,920	2	37
Minnesota	\$74,768	4	62
Montana	\$75,469	4	14
Nebraska	\$65,000	2	21
North Dakota	\$87,464	7	5
South Dakota	\$62,303	2	16
Wyoming	\$79,626	5	18
Province VII			
Arkansas	\$80,000	5	40
Dallas	\$85,000	6	78
Kansas	\$68,630	3	35
Northwest Texas	\$80,000	5	19
Oklahoma	\$76,857	5	46
Rio Grande	\$68,107	2	38
Texas	\$100,348	9	207
West Missouri	\$68,427	3	39
West Texas	\$86,714	7	73
Western Kansas	\$78,224	5	7
Western Louisiana	\$76,598	4	28

Diocese	Median TAC	Decile	Number
Province VIII			
Alaska	\$64,473	2	12
Arizona	\$72,472	3	60
California	\$112,291	10	89
Eastern Oregon	\$75,399	4	6
El Camino Real	\$99,000	9	29
Hawaii	\$111,000	10	31
Idaho	\$76,402	4	10
Los Angeles	\$95,942	9	135
Navajoland	\$53,560	2	5
Nevada	\$55,000	2	17
Northern California	\$88,576	7	43
Olympia	\$98,842	9	80
Oregon	\$84,919	6	45
San Diego	\$91,086	8	40
San Joaquin	\$76,597	4	10
Spokane	\$72,199	3	18
Taiwan	\$31,830	1	17
Utah	\$92,296	8	18
Province IX			
Central Ecuador	\$5,387	1	8
Colombia	\$2,400	1	35
Dominican Republic	\$14,763	1	30
Honduras	\$5,120	1	41
Litoral Ecuador	\$5,850	1	7
Venezuela	\$4,200	1	5

## 2.2 Compensation by Church Size: Domestic

Table 12: Median Compensation by Church Size: Domestic

Diocese	Total	0–75	76–140	141–225	226+
Alabama	78	\$70,651	\$79,736	\$90,000	\$92,686
Alaska	12	\$73,087	NA	NA	NA
Albany	44	\$54,065	NA	NA	NA
Arizona	60	\$61,800	\$90,176	\$92,264	\$73,600
Arkansas	40	\$54,956	\$83,452	NA	\$79,950
Atlanta	106	\$77,159	\$93,690	\$94,192	\$116,250
Bethlehem	23	\$58,938	NA	NA	NA
California	89	\$101,085	\$133,653	\$136,155	NA
Central Florida	83	\$77,073	\$93,611	\$114,151	\$82,000
Central Gulf Coast	50	\$65,000	\$95,000	\$80,052	\$79,894
Central New York	22	\$92,000	\$101,400	NA	NA
Central Pennsylvania	37	\$54,386	\$96,875	NA	NA
Chicago	92	\$81,445	\$99,000	\$126,035	\$115,963
Colorado	72	\$80,130	\$102,563	\$122,174	\$115,411
Connecticut	103	\$72,098	\$118,935	\$163,406	\$93,779
Dallas	78	\$77,075	\$82,200	\$83,000	\$100,925
Delaware	26	\$85,607	\$88,955	NA	NA
East Carolina	39	\$84,571	\$102,027	\$108,096	\$78,770
East Tennessee	42	\$72,716	\$92,930	\$88,137	\$120,950
Eastern Oregon	6	NA	NA	NA	NA
Easton	21	\$64,596	NA	NA	NA
El Camino Real	29	\$96,200	\$99,250	NA	NA
Florida	45	\$68,944	\$79,686	\$112,243	\$103,997
Georgia	50	\$20,587	\$90,107	\$99,887	\$88,577
Great Lakes	42	\$67,131	\$89,812	NA	NA
Hawaii	31	\$100,947	NA	NA	NA
Idaho	10	NA	NA	NA	NA
Indianapolis	46	\$70,742	NA	NA	\$93,779

Diocese	Total	0–75	76–140	141–225	226+
Iowa	37	\$38,497	\$77,625	NA	NA
Kansas	35	\$53,624	NA	\$109,180	NA
Kentucky	23	\$78,000	\$102,500	NA	NA
Lexington	19	\$75,355	NA	NA	\$76,087
Long Island	110	\$105,760	\$113,033	\$113,355	\$128,325
Los Angeles	135	\$82,445	\$104,119	\$110,500	NA
Louisiana	39	\$70,933	\$92,852	NA	\$98,863
Maine	36	\$47,382	\$90,390	NA	NA
Maryland	82	\$76,102	\$120,849	\$146,053	\$100,752
Massachusetts	173	\$90,600	\$117,010	\$161,040	\$92,409
Michigan	49	\$58,050	\$85,427	\$95,540	NA
Minnesota	62	\$57,857	\$86,594	\$81,800	NA
Mississippi	44	\$65,524	\$94,443	\$90,000	NA
Missouri	43	\$66,159	\$96,295	NA	NA
Montana	14	\$72,939	NA	NA	NA
Navajoland	5	NA	NA	NA	NA
Nebraska	21	\$55,545	NA	NA	NA
Nevada	17	\$55,000	NA	NA	NA
New Hampshire	43	\$54,641	\$99,740	\$107,594	NA
New Jersey	89	\$78,158	\$110,546	\$84,984	NA
New York	164	\$95,500	\$117,000	\$108,139	\$125,711
Newark	55	\$84,474	\$108,377	NA	NA
North Carolina	119	\$72,050	\$90,800	\$95,746	\$101,000
North Dakota	5	NA	NA	NA	NA
Northern California	43	\$71,045	\$99,391	NA	NA
Northern Indiana	18	\$47,386	NA	NA	NA
Northern Michigan	6	NA	NA	NA	NA
Northwest Texas	19	\$64,450	\$91,768	NA	NA
Northwestern Pennsylvania	11	\$89,215	NA	NA	NA
Ohio	58	\$72,092	\$106,000	NA	NA
Oklahoma	46	\$20,000	\$97,961	NA	\$82,250
Olympia	80	\$77,660	\$112,605	\$107,679	\$156,092

Diocese	Total	0–75	76–140	141–225	226+
Oregon	45	\$68,500	\$99,594	NA	NA
Pennsylvania	94	\$93,680	\$114,616	\$115,311	\$115,582
Pittsburgh	32	\$55,341	NA	NA	\$92,562
Rhode Island	36	\$73,445	\$90,740	NA	NA
Rio Grande	38	\$65,223	\$74,007	NA	\$107,650
Rochester	30	\$63,570	\$102,530	NA	NA
San Diego	40	\$66,390	\$83,411	\$115,000	\$99,133
San Joaquin	10	\$72,800	NA	NA	NA
South Carolina	29	\$73,000	NA	\$132,135	NA
South Dakota	16	\$62,967	NA	NA	NA
Southeast Florida	49	\$77,384	\$98,597	\$139,392	\$158,502
Southern Ohio	61	\$81,264	\$98,598	\$100,617	\$142,758
Southern Virginia	59	\$75,535	\$103,133	\$108,617	\$116,301
Southwest Florida	74	\$67,500	\$97,763	\$106,262	\$104,376
Southwestern Virginia	34	\$70,511	\$101,462	NA	NA
Spokane	18	\$40,985	\$81,491	NA	NA
Springfield	21	\$61,674	NA	NA	NA
Tennessee	46	\$66,322	\$96,885	\$110,772	\$93,300
Texas	207	\$91,704	\$96,474	\$102,054	\$119,448
Upper South Carolina	54	\$67,750	\$91,502	\$100,006	\$96,390
Utah	18	NA	NA	NA	NA
Vermont	22	\$76,097	\$86,796	NA	NA
Virginia	183	\$82,694	\$94,874	\$118,995	\$91,176
Washington	109	\$96,948	\$120,818	\$111,350	\$128,454
West Missouri	39	\$58,283	NA	\$78,000	NA
West Tennessee	23	NA	NA	\$122,198	\$97,691
West Texas	73	\$75,911	\$102,626	\$112,965	\$107,069
West Virginia	24	\$80,923	NA	NA	NA
Western Kansas	7	NA	NA	NA	NA
Western Louisiana	28	\$71,000	\$78,343	NA	NA
Western Massachusetts	28	NA	\$79,432	NA	NA
Western New York	20	\$71,357	NA	NA	NA

Diocese	Total	0–75	76–140	141–225	226+
Western North Carolina	52	\$67,800	NA	\$96,107	\$99,754
Wisconsin	62	\$69,250	\$87,614	NA	NA
Wyoming	18	\$67,295	NA	NA	NA

## 2.3 Compensation by Sexual Orientation and Province

Table 13: Compensation by Sexual Orientation and Province

Sexual Orientation	Province	Median TAC	Number	% of Total
Bisexual	I	\$87,511	8	0.16%
	II	\$90,065	10	0.20%
	III	\$87,741	14	0.28%
	IV	\$95,000	13	0.26%
	V	\$85,692	12	0.24%
	VI	\$70,301	5	0.10%
	VII	NA	2	0.04%
	VIII	\$86,000	9	0.18%
Gay or Lesbian	I	\$90,452	50	0.99%
	II	\$96,891	60	1.19%
	III	\$92,923	49	0.97%
	IV	\$78,025	46	0.91%
	V	\$81,706	37	0.73%
	VI	\$64,650	12	0.24%
	VII	\$80,000	29	0.57%
	VIII	\$95,703	70	1.38%
	IX	NA	1	0.02%
Heterosexual	I	\$94,784	137	2.71%
	II	\$101,830	172	3.40%
	III	\$97,012	215	4.25%
	IV	\$89,761	355	7.02%
	V	\$81,970	166	3.28%
	VI	\$79,765	80	1.58%

Sexual Orientation	Province	Median TAC	Number	% of Total
Queer	VII	\$96,508	200	3.95%
	VIII	\$97,870	247	4.88%
	IX	\$7,268	12	0.24%
	I	\$87,743	13	0.26%
	II	\$87,507	14	0.28%
	III	\$95,255	10	0.20%
	IV	\$99,741	9	0.18%
	V	\$61,715	8	0.16%
	VI	\$85,390	8	0.16%
Other	VII	\$88,040	10	0.20%
	VIII	\$79,663	15	0.30%
	V	NA	1	0.02%
	VII	NA	1	0.02%

## 2.4 Compensation by Race/Ethnicity and Province

### 2.4.1 Clergy of Color

Table 14: Compensation by Race/Ethnicity and Province

Race/Ethnicity	Province	Median TAC	Number	% of Total
Clergy of Color	I	\$99,659	29	0.57%
	II	\$101,498	64	1.27%
	III	\$105,300	31	0.61%
	IV	\$81,500	48	0.95%
	V	\$80,154	25	0.49%
	VI	\$65,166	11	0.22%
	VII	\$88,930	32	0.63%
	VIII	\$91,000	57	1.13%
	IX	\$6,807	13	0.26%

## 2.4.2 White Clergy

Table 15: Compensation by Race/Ethnicity and Province

Race/Ethnicity	Province	Median TAC	Number	% of Total
White	I	\$90,418	187	3.70%
	II	\$100,121	199	3.93%
	III	\$94,883	260	5.14%
	IV	\$87,787	378	7.47%
	V	\$81,977	198	3.91%
	VI	\$80,000	93	1.84%
	VII	\$93,596	222	4.39%
	VIII	\$96,885	287	5.67%

## 3. Province I – Analysis by Gender

Table 16: Compensation by Gender – Province I

Diocese	Female Number	Female Median	Male Number	Male Median	All Number	All Median
Connecticut	47	\$92,646	56	\$112,879	103	\$101,081
Maine	15	\$64,167	21	\$74,560	36	\$66,531
Massachusetts	78	\$94,597	95	\$109,578	173	\$102,624
New Hampshire	21	\$51,904	22	\$85,965	43	\$78,208
Rhode Island	16	\$82,825	20	\$89,317	36	\$88,000
Vermont	15	\$76,097	7	\$84,000	22	\$80,393
Western Massachusetts	14	\$80,641	14	\$90,969	28	\$87,094

## 4. Province II – Analysis by Gender

Table 17: Compensation by Gender – Province II

Diocese	Female Number	Female Median	Male Number	Male Median	All Number	All Median
Albany	14	\$67,953	30	\$66,500	44	\$66,500
Central New York	12	\$93,272	10	\$92,205	22	\$92,457
Convocation of Episcopal Churches in Europe	1	NA	13	\$44,024	14	\$49,612
Cuba	4	NA	18	\$6,240	22	\$6,240
Haiti	NA	NA	40	\$7,410	40	\$7,410
Long Island	23	\$108,121	87	\$110,715	110	\$110,373
New Jersey	33	\$85,811	56	\$90,244	89	\$87,006
New York	67	\$93,542	97	\$110,718	164	\$104,376
Newark	26	\$99,925	29	\$99,520	55	\$99,520
Puerto Rico	16	\$25,299	43	\$38,601	59	\$33,635
Rochester	13	\$77,808	17	\$73,792	30	\$75,800
Virgin Islands	1	NA	3	NA	4	NA
Western New York	10	\$66,450	10	\$93,404	20	\$79,113

## 5. Province III – Analysis by Gender

Table 18: Compensation by Gender – Province III

Diocese	Female Number	Female Median	Male Number	Male Median	All Number	All Median
Bethlehem	7	\$90,061	16	\$86,016	23	\$86,442
Central Pennsylvania	18	\$69,403	19	\$75,890	37	\$72,606
Delaware	10	\$100,775	16	\$91,250	26	\$96,325
Easton	10	\$62,298	11	\$104,208	21	\$74,945
Maryland	39	\$85,304	43	\$106,059	82	\$92,874
Northwestern Pennsylvania	4	NA	7	\$72,445	11	\$89,215
Pennsylvania	32	\$95,910	62	\$113,286	94	\$104,882

Diocese	Female Number	Female Median	Male Number	Male Median	All Number	All Median
Pittsburgh	13	\$88,107	19	\$66,213	32	\$69,379
Southern Virginia	28	\$91,883	31	\$94,371	59	\$94,371
Southwestern Virginia	8	\$60,900	26	\$81,469	34	\$71,293
Virginia	85	\$86,375	98	\$97,744	183	\$91,130
Washington	60	\$101,696	49	\$123,797	109	\$106,898
West Virginia	6	\$77,060	18	\$83,000	24	\$83,000

## 6. Province IV – Analysis by Gender

Table 19: Compensation by Gender – Province IV

Diocese	Female Number	Female Median	Male Number	Male Median	All Number	All Median
Alabama	32	\$68,220	46	\$84,385	78	\$80,098
Atlanta	39	\$91,502	67	\$89,766	106	\$90,213
Central Florida	20	\$77,850	63	\$96,794	83	\$88,876
Central Gulf Coast	18	\$58,700	32	\$84,564	50	\$73,010
East Carolina	12	\$83,256	27	\$99,205	39	\$98,324
East Tennessee	15	\$81,553	27	\$92,542	42	\$83,484
Florida	15	\$75,355	30	\$102,689	45	\$85,779
Georgia	15	\$73,765	35	\$72,178	50	\$72,972
Kentucky	8	\$92,664	15	\$100,000	23	\$98,994
Lexington	8	\$78,010	11	\$78,100	19	\$78,100
Louisiana	13	\$72,233	26	\$102,034	39	\$93,852
Mississippi	14	\$76,452	30	\$89,500	44	\$83,426
North Carolina	50	\$81,514	69	\$92,000	119	\$85,479
South Carolina	8	\$107,500	21	\$110,602	29	\$110,602
Southeast Florida	14	\$110,211	35	\$127,140	49	\$124,798
Southwest Florida	17	\$78,000	57	\$102,530	74	\$92,698
Tennessee	18	\$85,319	28	\$81,421	46	\$83,303
Upper South Carolina	22	\$82,723	32	\$97,109	54	\$90,012
West Tennessee	9	\$97,691	14	\$107,534	23	\$98,784

Diocese	Female Number	Female Median	Male Number	Male Median	All Number	All Median
Western North Carolina	25	\$72,625	27	\$89,997	52	\$81,121

## 7. Province V – Analysis by Gender

Table 20: Compensation by Gender – Province V

Diocese	Female Number	Female Median	Male Number	Male Median	All Number	All Median
Chicago	33	\$95,274	59	\$92,376	92	\$92,999
Great Lakes	19	\$67,308	23	\$75,000	42	\$74,148
Indianapolis	17	\$84,148	29	\$74,895	46	\$79,852
Michigan	20	\$72,870	29	\$72,457	49	\$72,457
Missouri	24	\$76,048	19	\$88,920	43	\$78,683
Northern Indiana	7	\$69,972	11	\$47,583	18	\$64,835
Northern Michigan	3	NA	3	NA	6	\$76,354
Ohio	25	\$76,854	33	\$75,078	58	\$75,648
Southern Ohio	24	\$91,819	37	\$90,214	61	\$90,214
Springfield	2	NA	19	\$63,068	21	\$62,000
Wisconsin	20	\$74,290	42	\$78,760	62	\$75,985

## 8. Province VI – Analysis by Gender

Table 21: Compensation by Gender – Province VI

Diocese	Female Number	Female Median	Male Number	Male Median	All Number	All Median
Colorado	35	\$94,217	37	\$104,737	72	\$102,127
Iowa	20	\$60,895	17	\$65,900	37	\$60,920
Minnesota	26	\$78,525	36	\$70,350	62	\$74,768
Montana	11	\$78,000	3	NA	14	\$75,469
Nebraska	11	\$63,600	10	\$81,345	21	\$65,000
North Dakota	1	NA	4	NA	5	\$87,464
South Dakota	6	\$62,303	10	\$69,964	16	\$62,303

Diocese	Female Number	Female Median	Male Number	Male Median	All Number	All Median
Wyoming	8	\$78,518	10	\$85,647	18	\$79,626

## 9. Province VII – Analysis by Gender

Table 22: Compensation by Gender – Province VII

Diocese	Female Number	Female Median	Male Number	Male Median	All Number	All Median
Arkansas	16	\$76,350	24	\$80,175	40	\$80,000
Dallas	16	\$51,200	62	\$88,200	78	\$85,000
Kansas	18	\$69,315	17	\$61,500	35	\$68,630
Northwest Texas	9	\$60,000	10	\$105,022	19	\$80,000
Oklahoma	12	\$67,311	34	\$80,779	46	\$76,857
Rio Grande	15	\$65,223	23	\$72,000	38	\$68,107
Texas	75	\$93,164	132	\$105,074	207	\$100,348
West Missouri	15	\$54,141	24	\$71,638	39	\$68,427
West Texas	18	\$75,000	55	\$99,424	73	\$86,714
Western Kansas	1	NA	6	\$78,112	7	\$78,224
Western Louisiana	11	\$70,800	17	\$91,204	28	\$76,598

## 10. Province VIII – Analysis by Gender

Table 23: Compensation by Gender – Province VIII

Diocese	Female Number	Female Median	Male Number	Male Median	All Number	All Median
Alaska	5	\$7,200	7	\$86,764	12	\$64,473
Arizona	21	\$73,600	39	\$70,000	60	\$72,472
California	37	\$108,940	52	\$113,876	89	\$112,291
Eastern Oregon	5	\$78,802	1	NA	6	\$75,399
El Camino Real	18	\$98,513	11	\$99,000	29	\$99,000
Hawaii	11	\$95,256	20	\$115,906	31	\$111,000

Diocese	Female Number	Female Median	Male Number	Male Median	All Number	All Median
Idaho	4	NA	6	\$87,345	10	\$76,402
Los Angeles	56	\$91,049	79	\$101,567	135	\$95,942
Navajoland	3	NA	2	NA	5	\$53,560
Nevada	7	\$64,590	10	\$43,060	17	\$55,000
Northern California	20	\$85,788	23	\$90,414	43	\$88,576
Olympia	44	\$98,116	36	\$98,842	80	\$98,842
Oregon	21	\$72,774	24	\$99,543	45	\$84,919
San Diego	19	\$106,860	21	\$83,448	40	\$91,086
San Joaquin	4	NA	6	\$76,597	10	\$76,597
Spokane	8	\$76,808	10	\$51,992	18	\$72,199
Taiwan	3	NA	14	\$32,937	17	\$31,830
Utah	10	\$70,280	8	\$98,083	18	\$92,296

## 11. Province IX– Analysis by Gender

Table 24: Compensation by Gender – Province IX

Diocese	Female Number	Female Median	Male Number	Male Median	All Number	All Median
Central Ecuador	4	NA	4	NA	8	\$5,387
Colombia	5	\$2,400	30	\$2,400	35	\$2,400
Dominican Republic	4	NA	26	\$14,563	30	\$14,763
Honduras	15	\$5,119	26	\$5,120	41	\$5,120
Litoral Ecuador	2	NA	5	\$5,850	7	\$5,850
Venezuela	2	NA	5	\$5,850	7	\$5,850

## 12. Glossary

- **TAC:** Total Annual Compensation
- **NA:** Not Available. Medians are reported only for groups with more than 4 observations
- **Domestic Clergy:** Clergy serving in dioceses within the United States.
- **Church Size Categories:**
  - Family: 0–75 average Sunday attendance
  - Pastoral: 76–140 average Sunday attendance
  - Transitional: 141–225 average Sunday attendance
  - Program: 226–400 average Sunday attendance
  - Resource: 401+ average Sunday attendance

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