

INSIGHTS & IDEAS

Centennial Conversations

New York

Demographics of the Changing Church

1917 – 2017
A Century of Service
and Benefits for
the Episcopal Church

CPG Centennial Video

<https://vimeo.com/210302741>



Changing Realities for Clergy and Congregations:

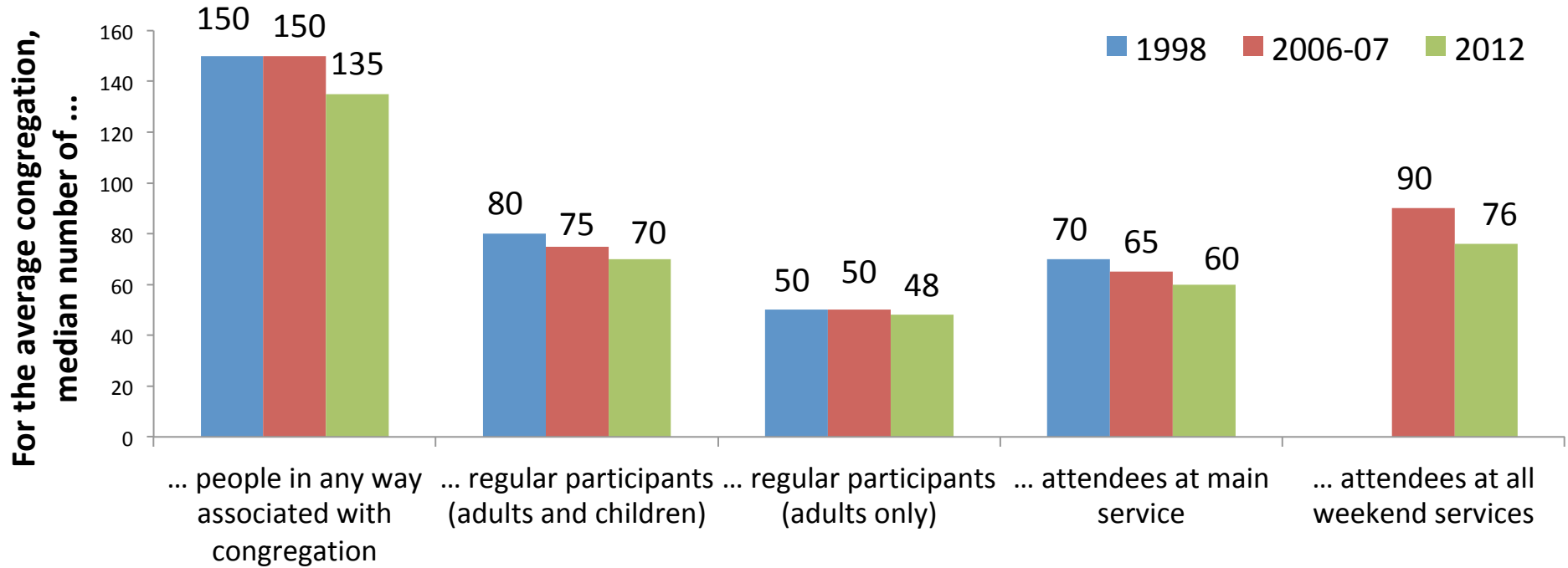
Seven Trends

Mark Chaves
Duke University

TREND #1:

Declining Average Size

Declining Average Size of Congregations



TREND #2:

Clergy Work Less

More clergy working <35 hours/week:

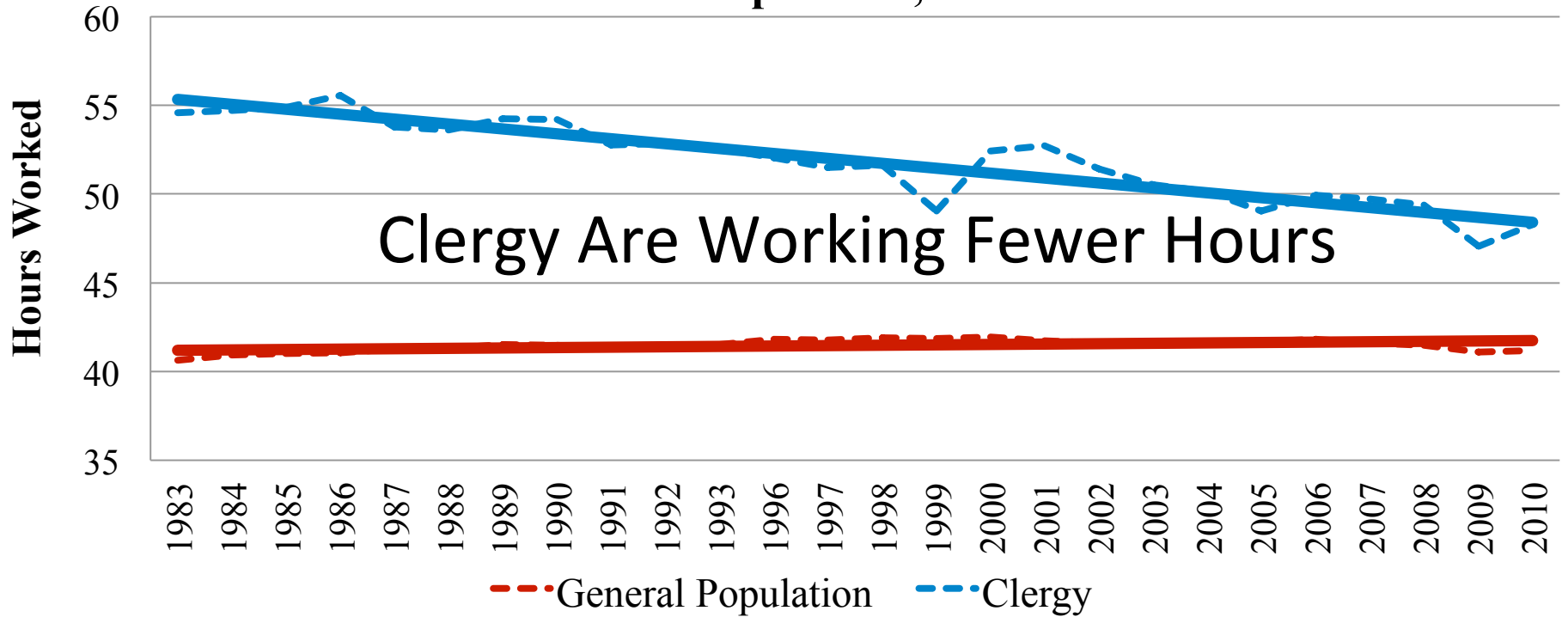
1979: 6%

2013: 15%

Source: CPS

Fulltime Clergy Also Report Working Less

Average Hours Worked per Week Among Clergy
and General Population, 1983-2010



Source: CPS

TREND #3:

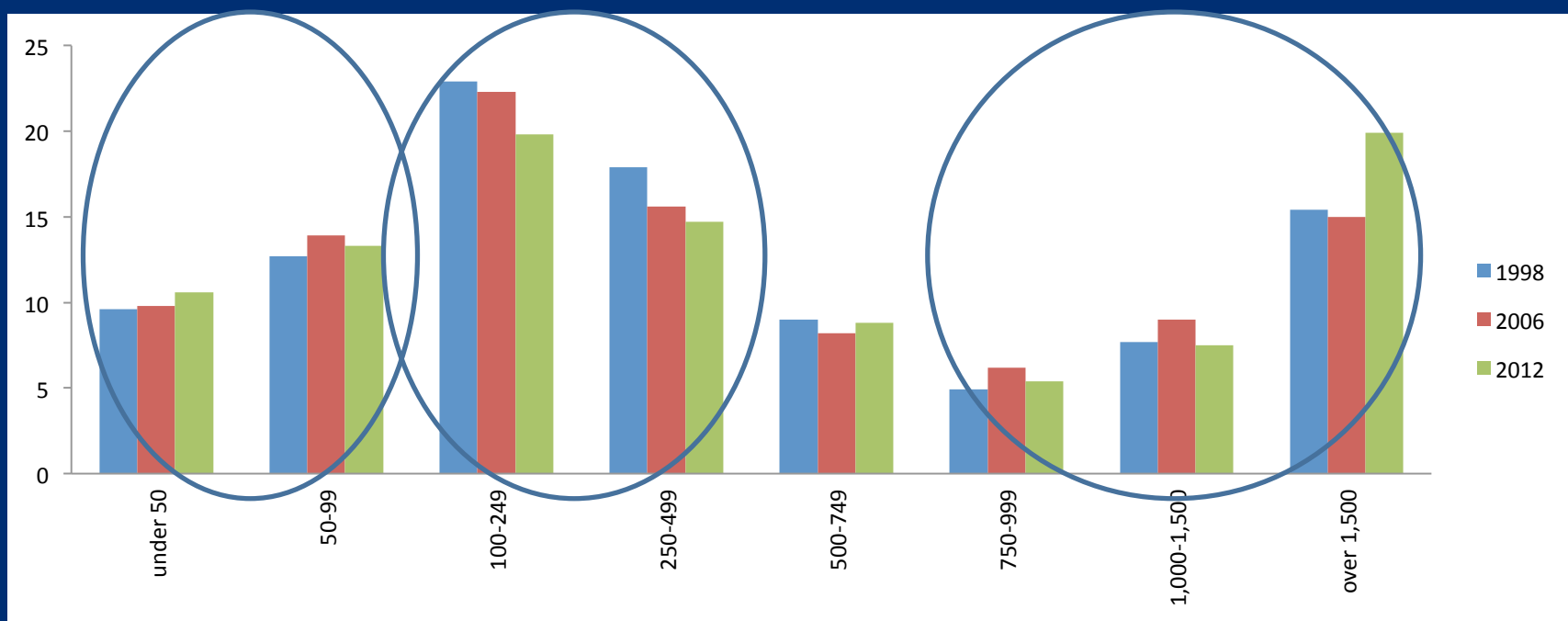
Increasing Concentration of People
in the Largest Churches

Largest 7% of congregations (those having >400 people) contain:

- Half of all churchgoers
- 1/3 of all FT ministerial staff positions
- 2/3 of all secondary FT ministerial staff positions

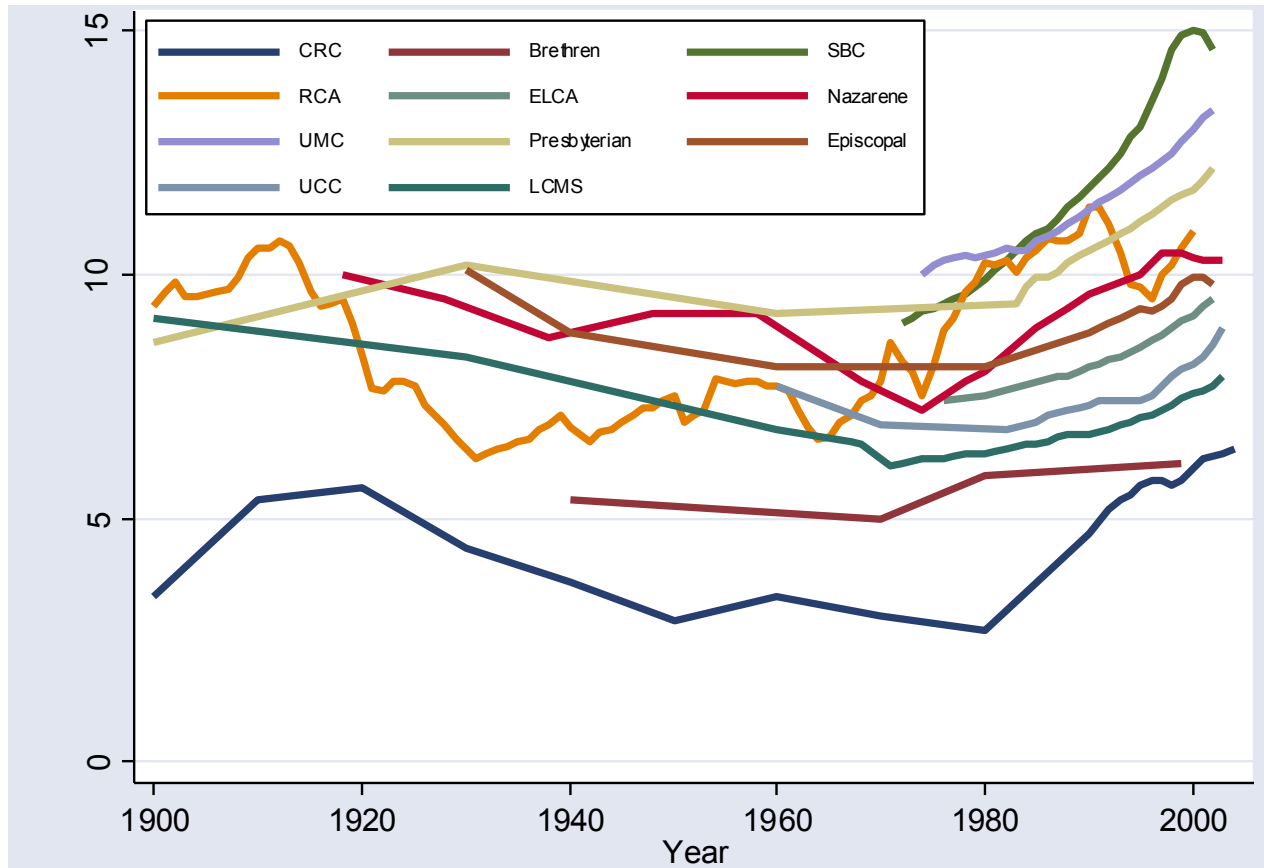
Source: NCS

Increasing Concentration of People in the Largest Congregations



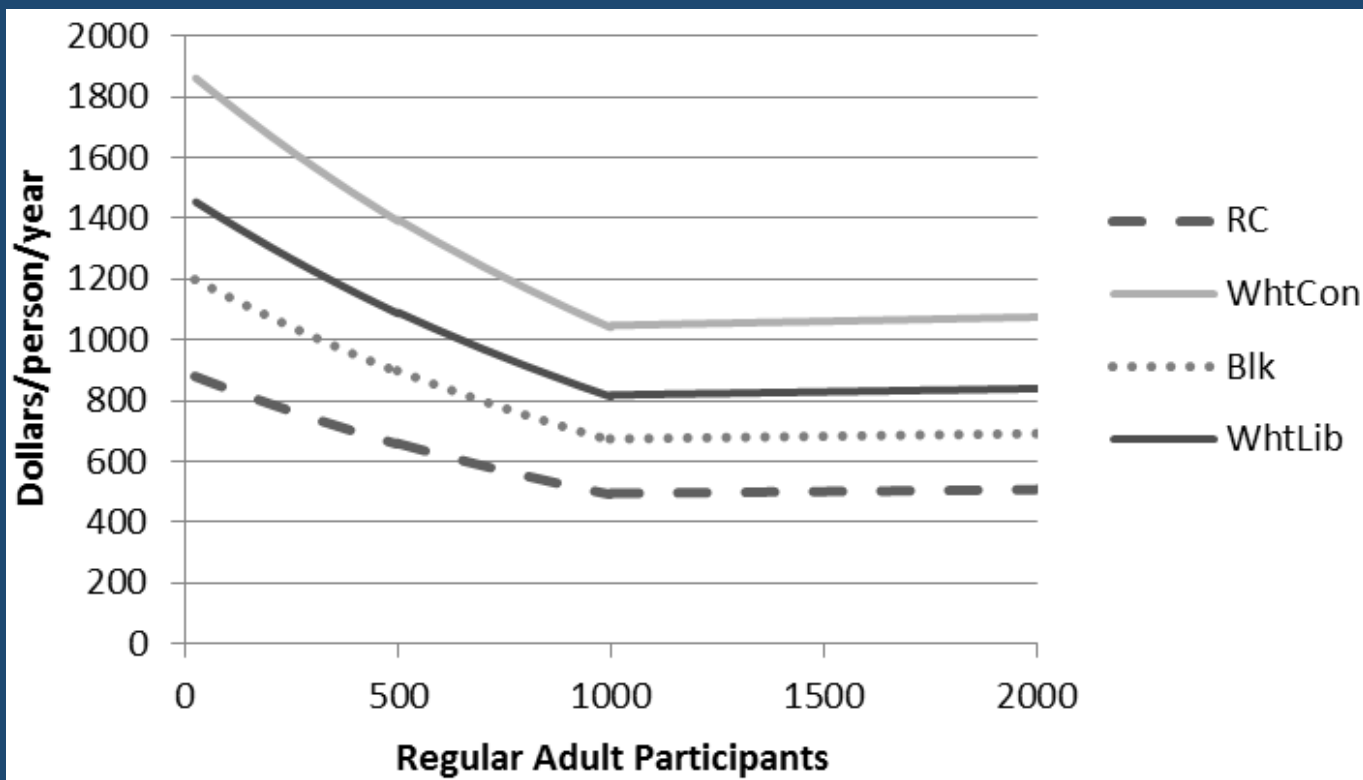
PERCENT OF ATTENDEES IN CONGREGATION SIZE CATEGORIES

Percent of People in Biggest 1% of Churches

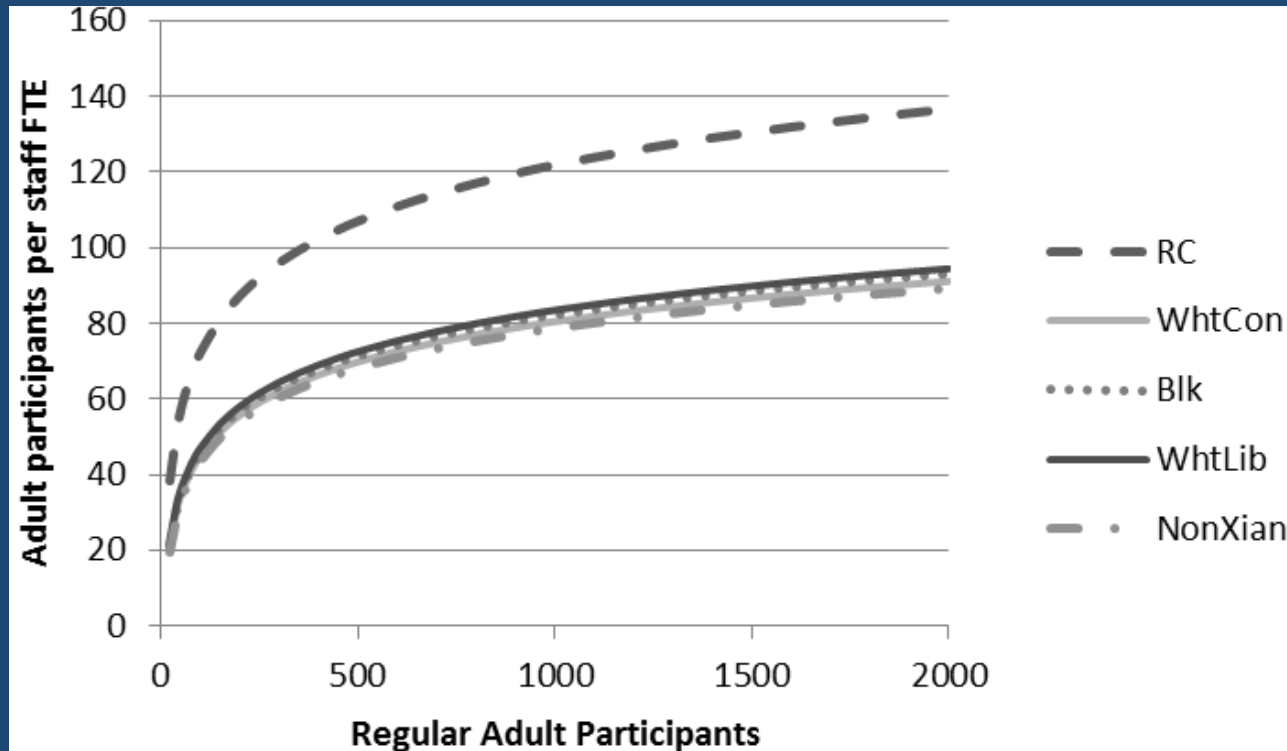


Excluding Assemblies of God

People Give (and Participate) Less in Large Churches



Large churches have more people per staff person

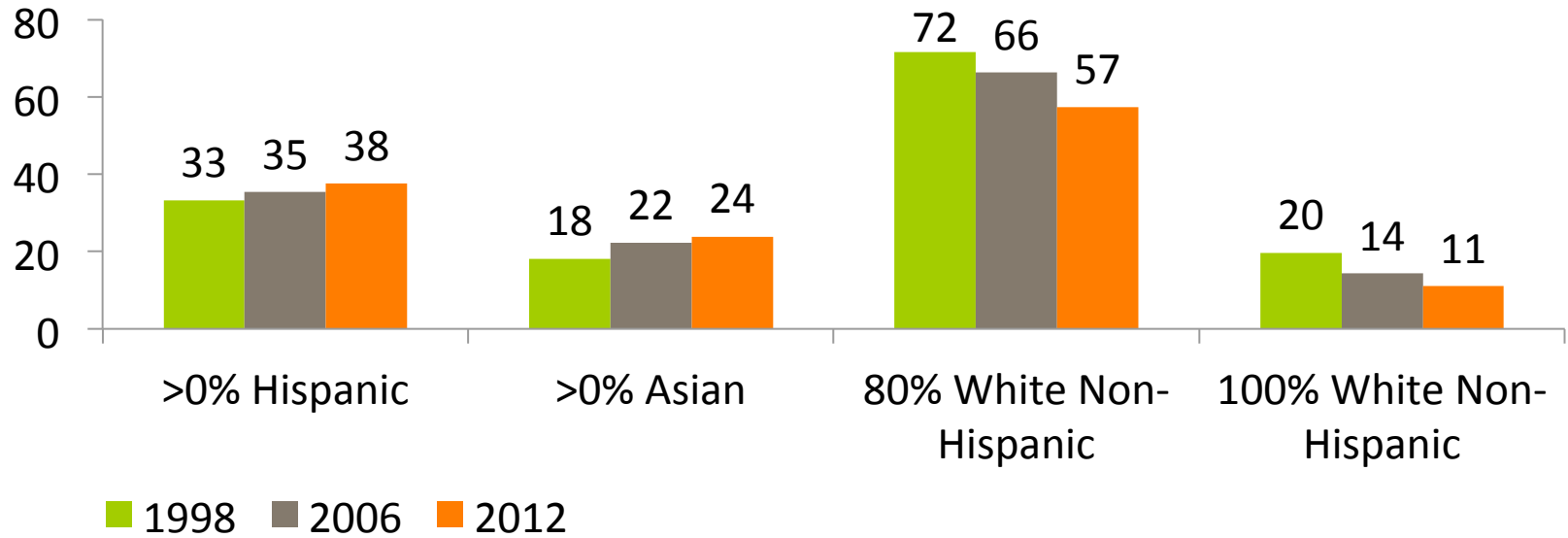


TREND #4:

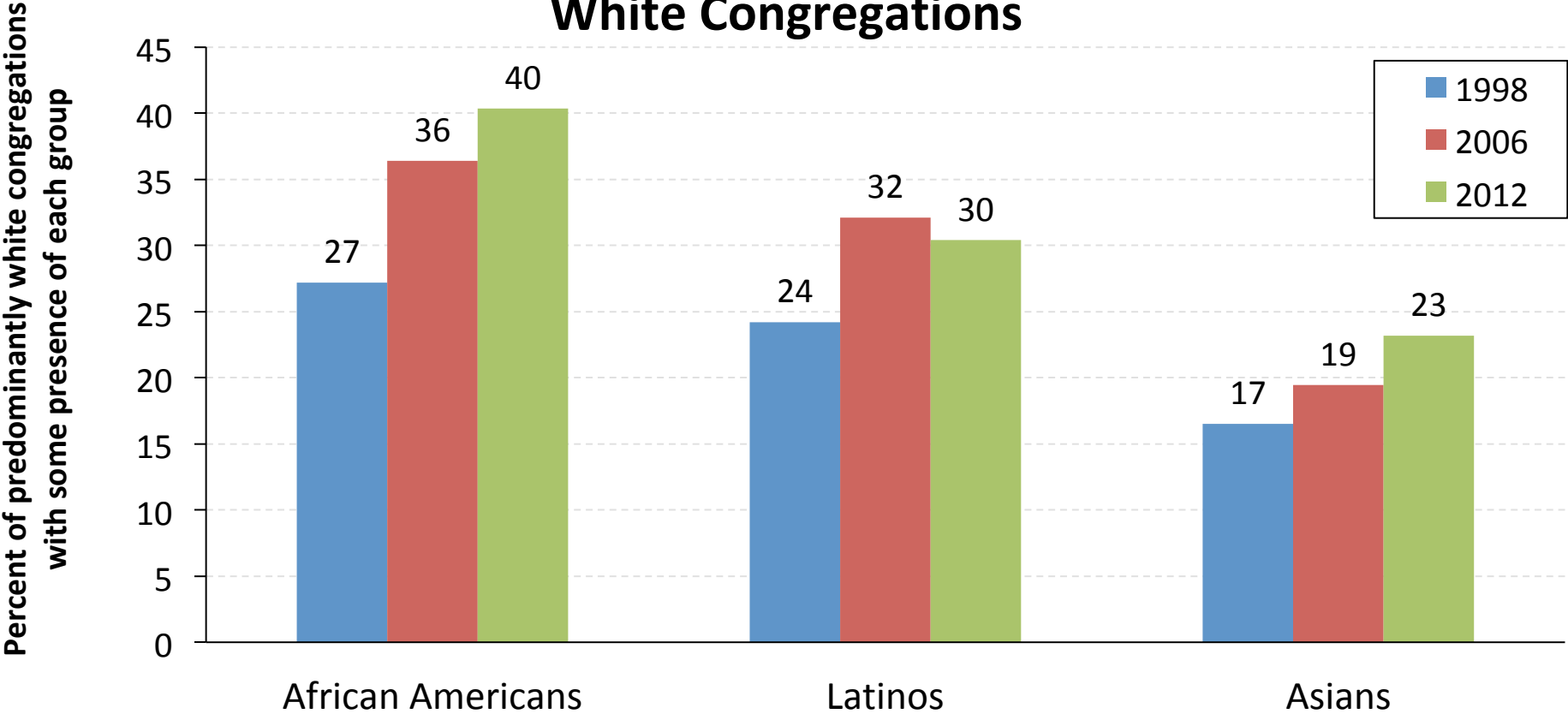
Increasing Ethnic Diversity in
Predominantly White Congregations

MORE ETHNIC DIVERSITY

PERCENT OF CONGREGATIONS THAT ARE...

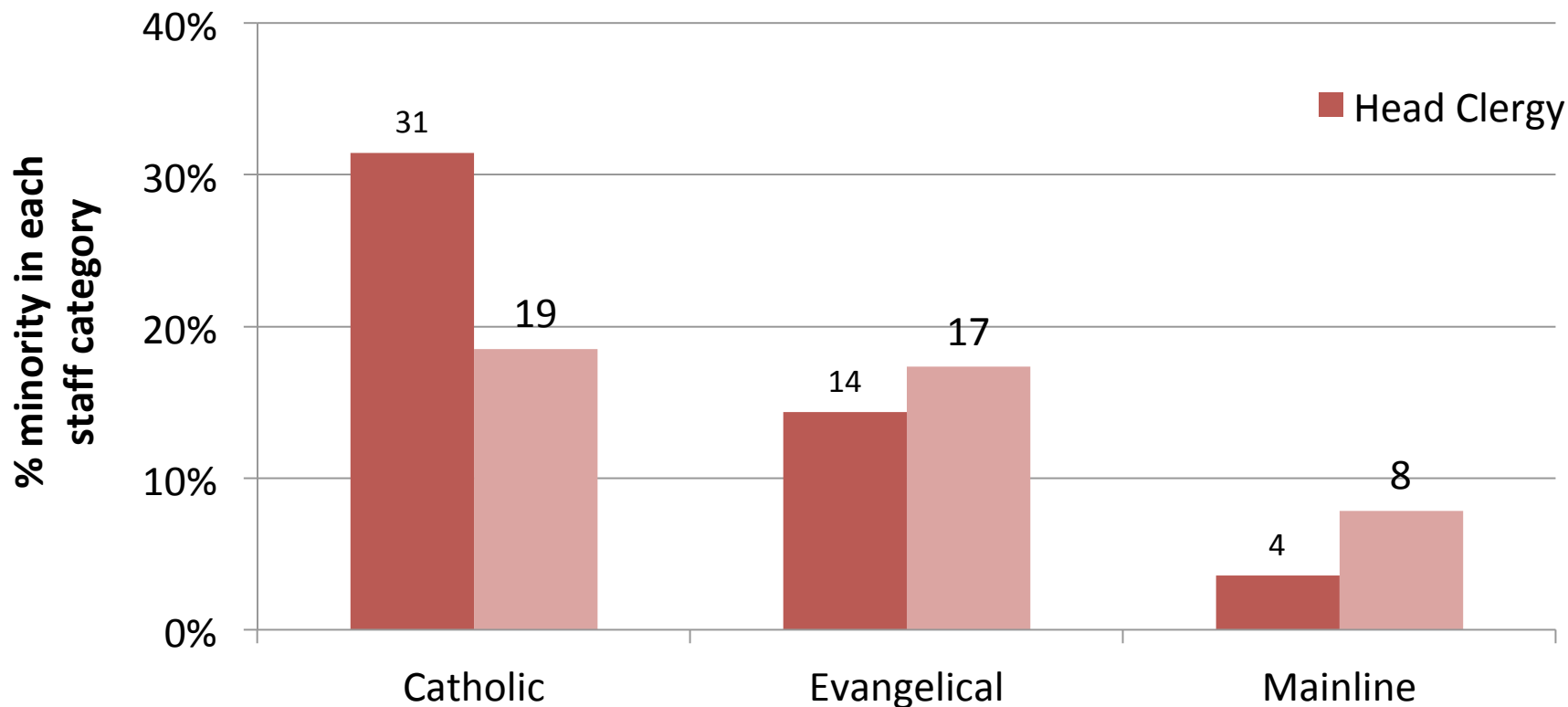


Increasing Ethnic Diversity in Predominantly White Congregations



Source: National Congregations Study

Racial or Ethnic Minority Clergy in U.S. congregations Within Traditionally White Religious Traditions, 2012

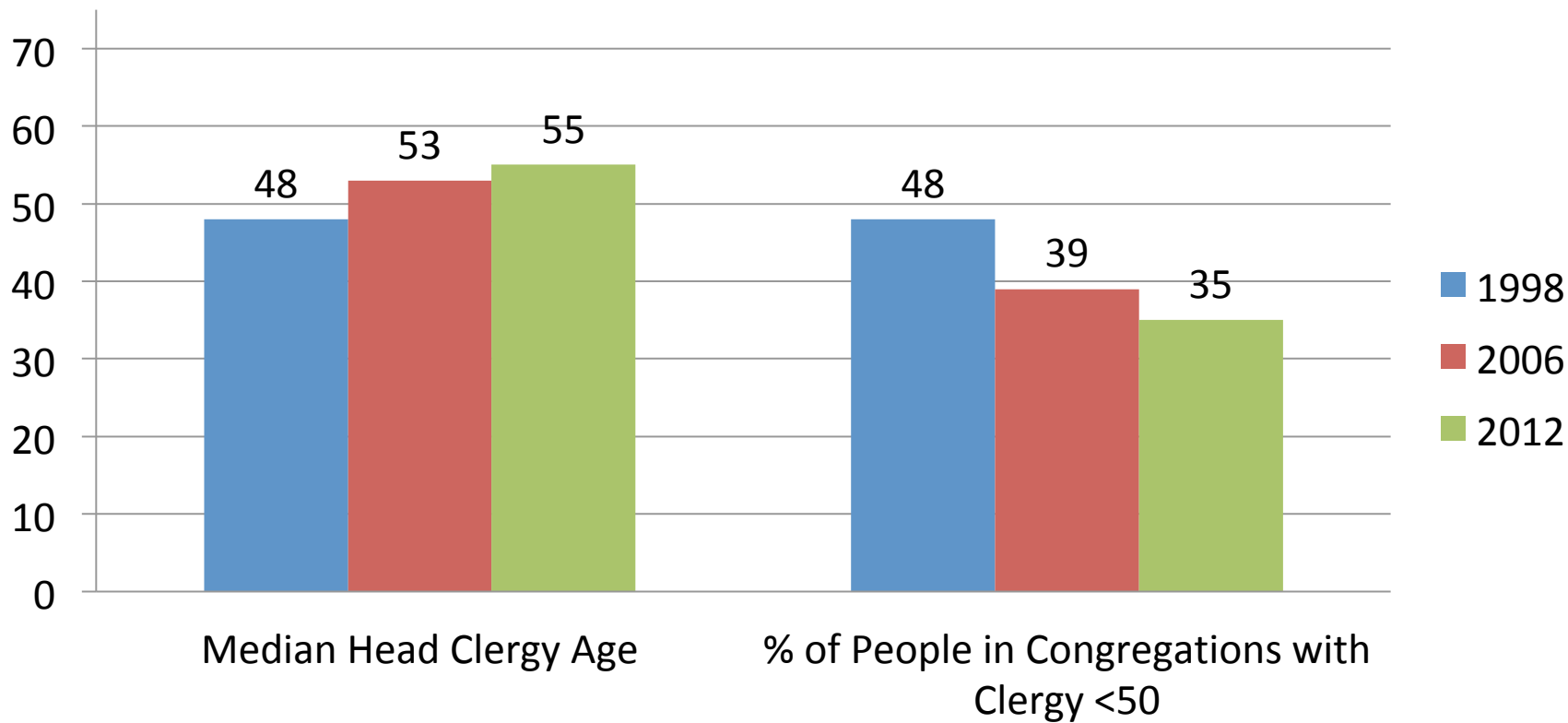


Source: 2012 NCS

TREND #5

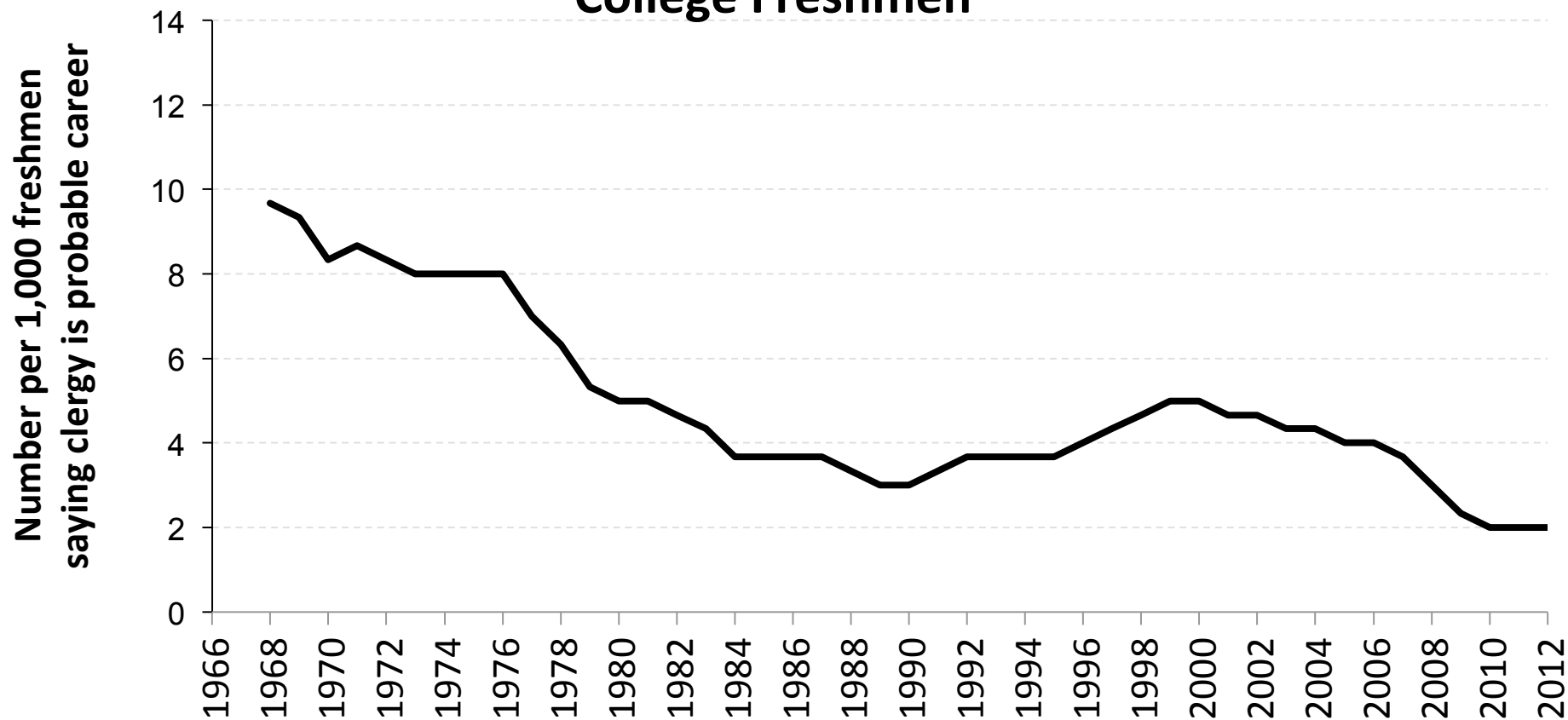
Aging Clergy and Congregations

Aging Clergy



Source: National Congregations Study

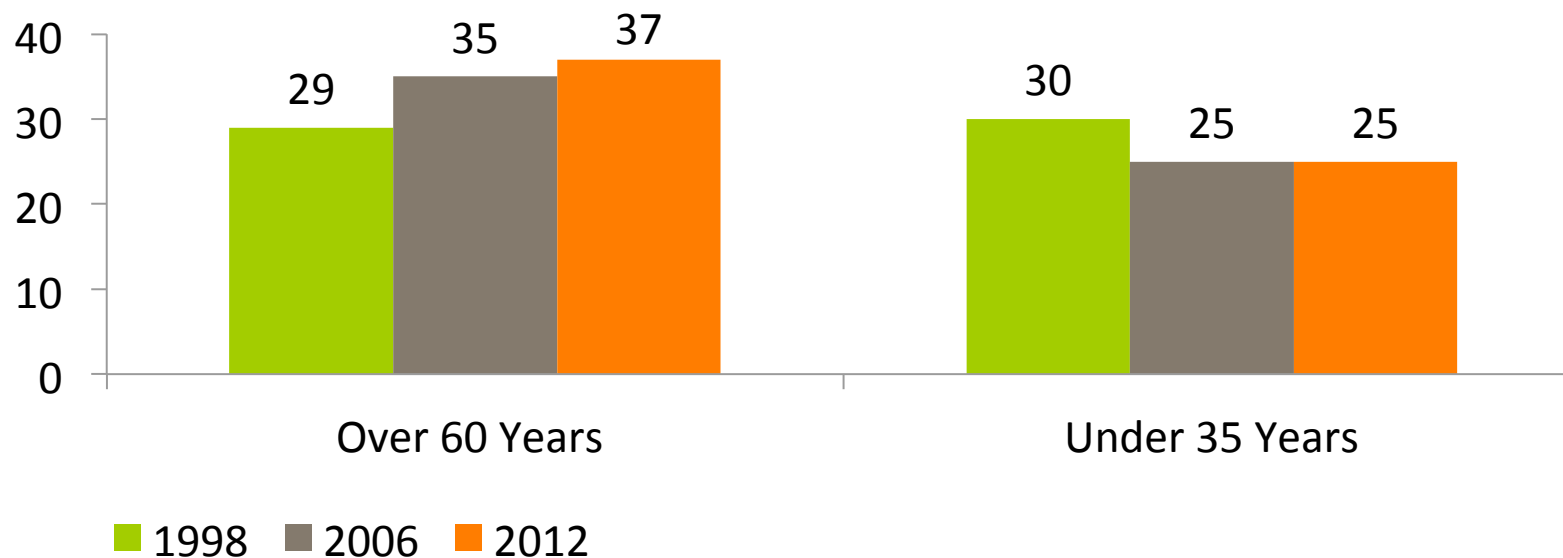
Declining Attractiveness of Religious Leadership to College Freshmen



Source: College Freshman Surveys, Higher Education Research Institute

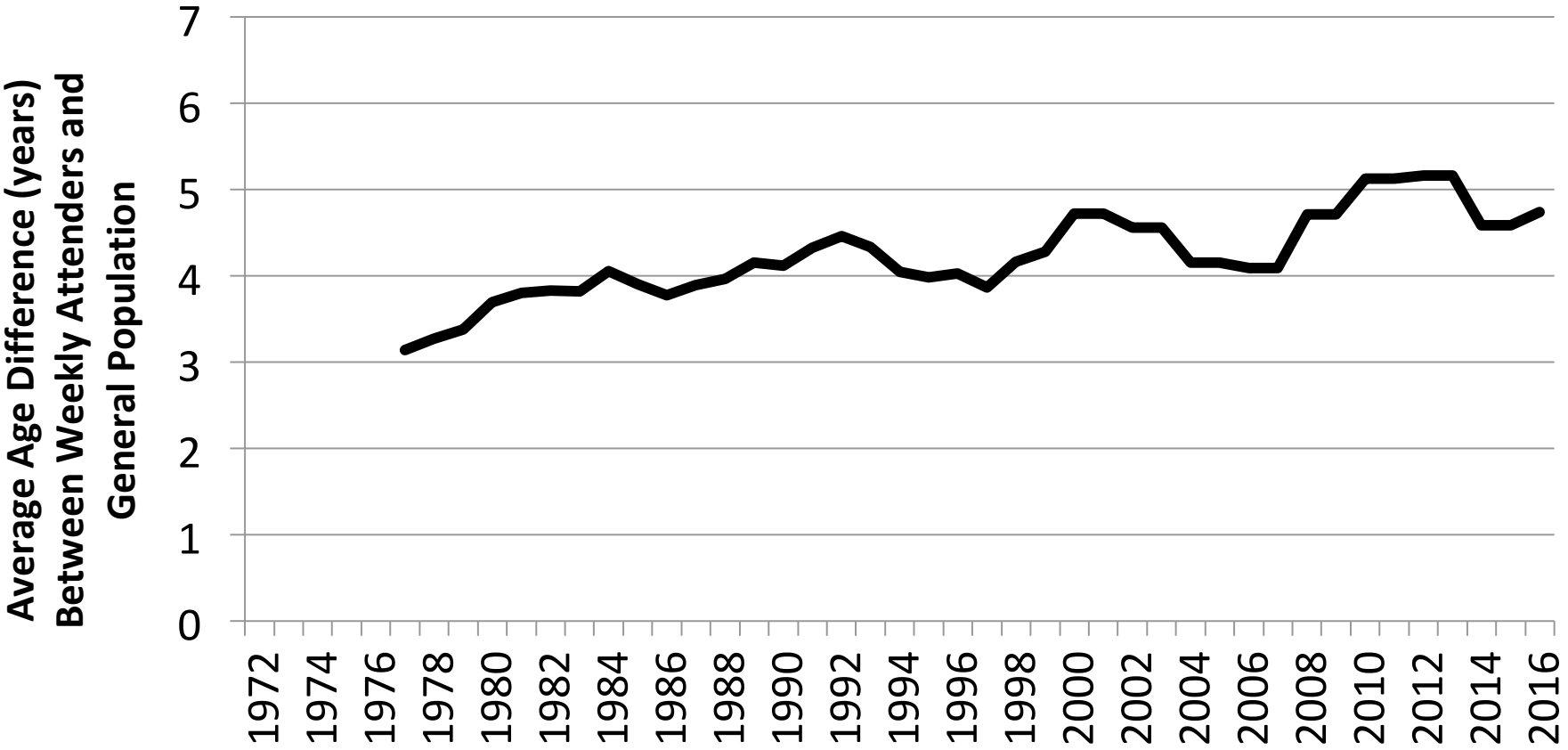
AGING CHURCHGOERS

MEAN PERCENT OF PEOPLE IN CONGREGATIONS WHO ARE...



Source: NCS

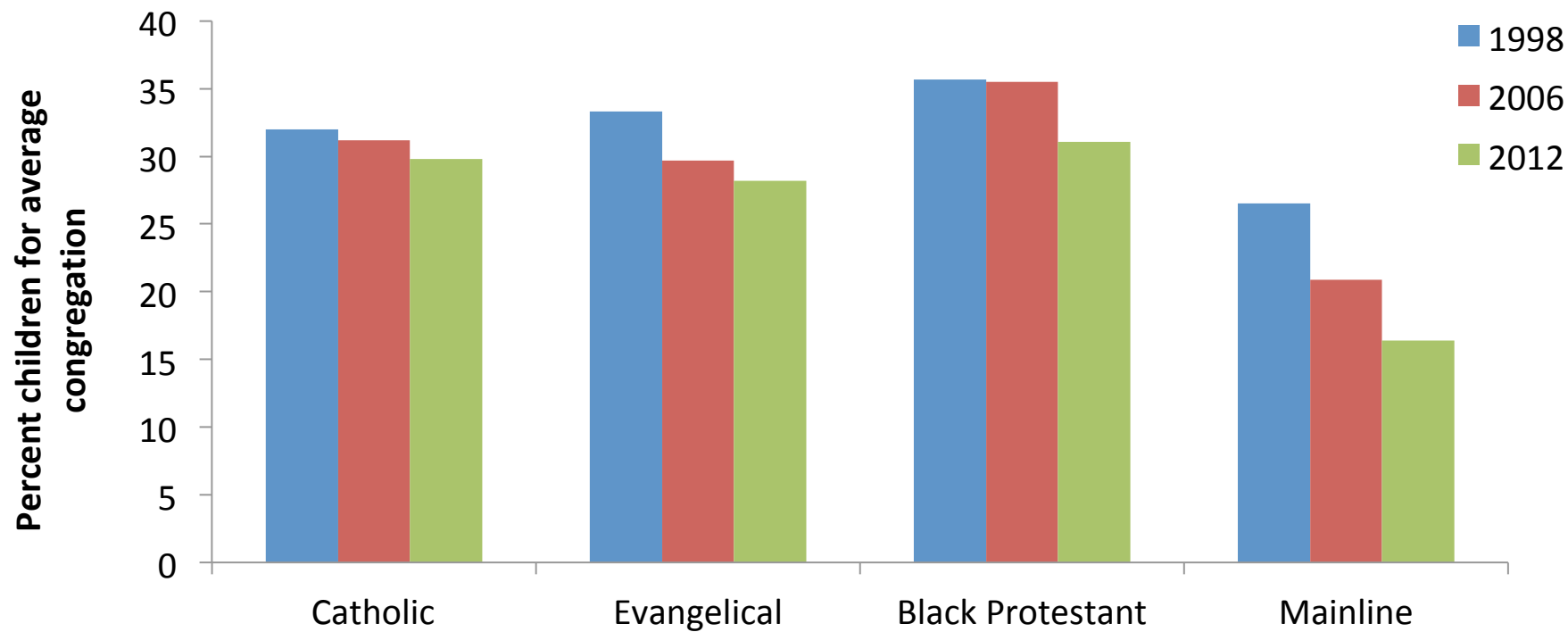
Age Difference Between Attenders and the General Adult Population



Source: General Social Survey

Fewer Children

Percent of Children in Average Congregation

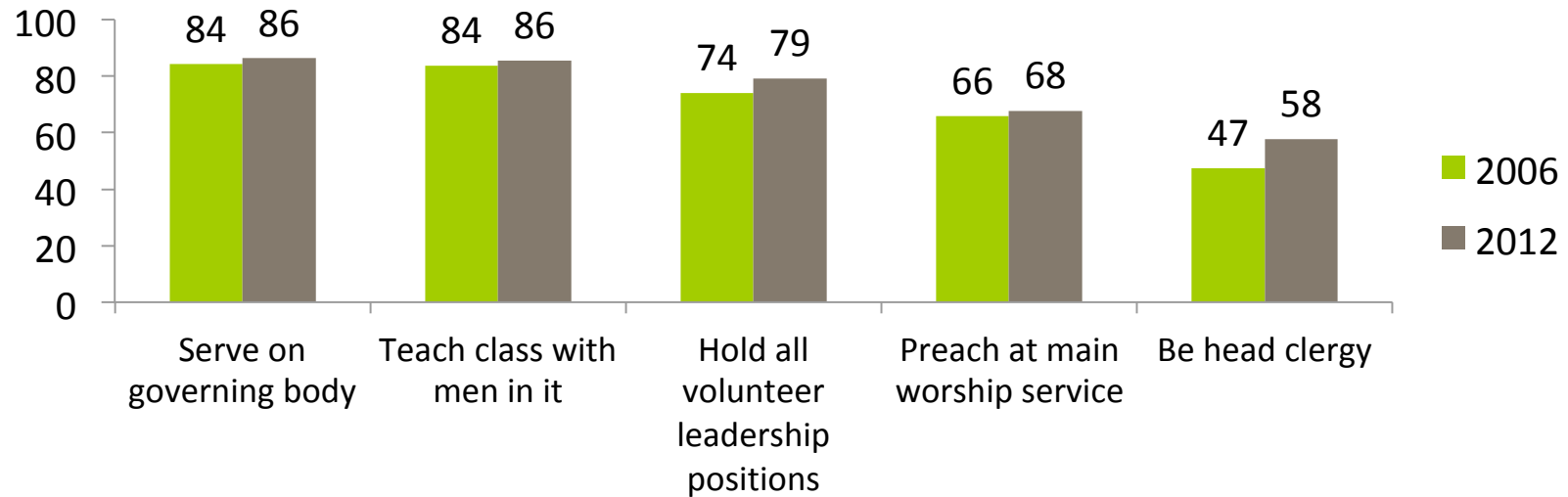


TREND #6:

More Gender Inclusiveness

MORE ACCEPTANCE OF FEMALE LEADERSHIP

PERCENT OF CONGREGATIONS WHERE WOMEN CAN...

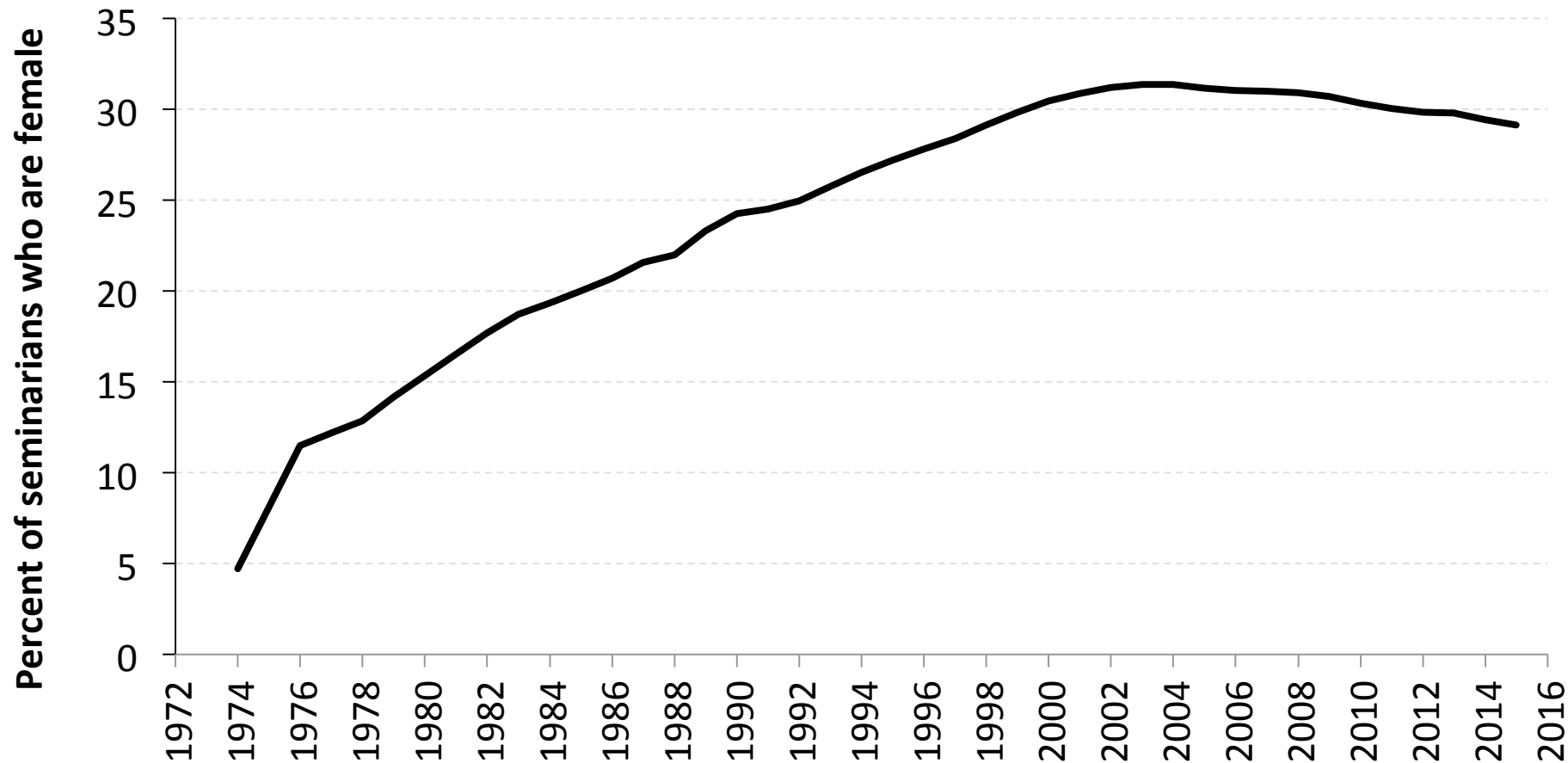


TREND #6:

More Gender Inclusiveness

. . . but stalled

Increasing Presence of Women in Seminaries

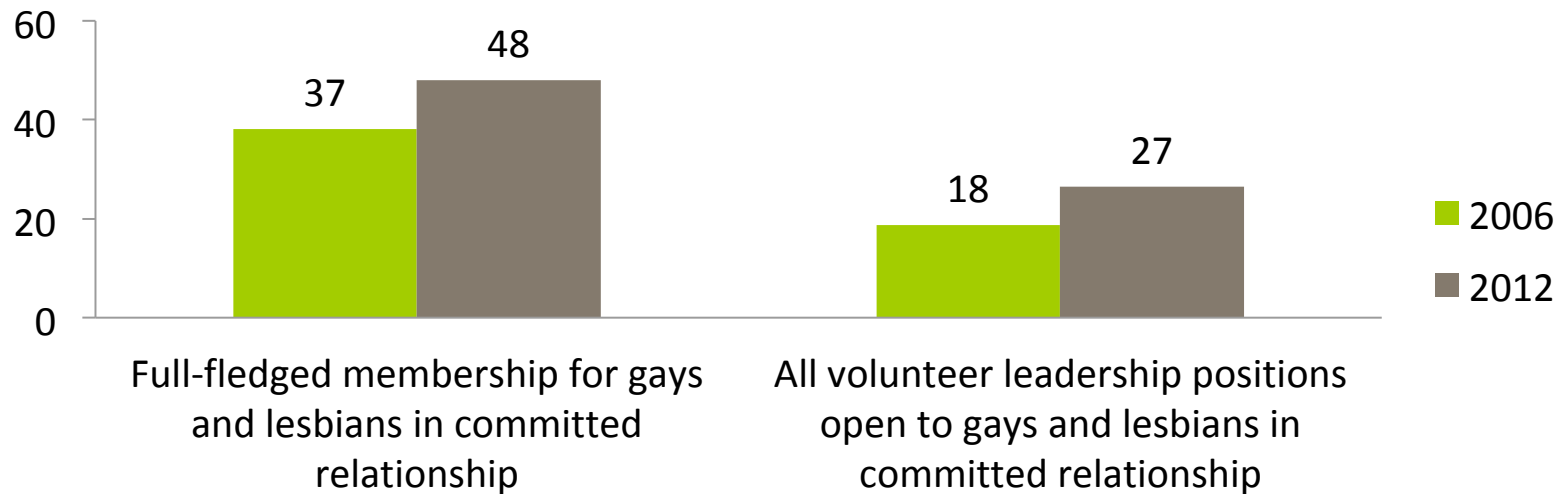


Source: Yearbooks and data tables, Association of Theological Schools

TREND #7:

More Acceptance of Homosexuals

INCREASING PERCENTAGE OF CONGREGATIONS WELCOMING GAYS AND LESBIANS



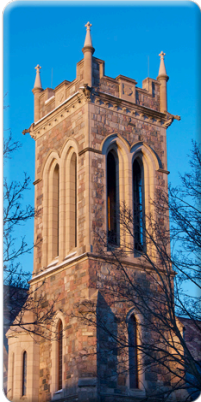
**Thank you for
your attention!**



1917 – 2017
A Century of Service
and Benefits for
the Episcopal Church



The Demographics of a Changing Church



Matthew J. Price
Senior Vice President, Research and Data
Church Pension Group

October 26, 2017

INSIGHTS & IDEAS
Centennial Conversations





Today's Presentation

- **Research and data at CPG**
- **Clergy overview**
- **Lay employee overview**
- **Compensation statistics**
 - Male and Female
 - Clergy and Lay
- **Clergy and Lay benefits**



Research and Data at CPG

- **As benefits administrator we hold data on:**
 - Demographics, employment, compensation, and dependents
- **As Recorder of Ordinations we maintain data on:**
 - Ordinations, receptions, canonical transfers, removals and deaths
- **Do not have data on:**
 - Race, ethnicity, and sexual orientation

Clergy: The Big Picture. . .

Where We Were

6 Core Characteristics of the Traditional Model



Full-time
employment



At a single
employer



In the
Episcopal
Church



With no
fixed-term
or end date



Gradually
increasing
compensation



And a clear
line between
active work
and retirement

Traditional Model in Decline



- **Gender:**
 - 61% male
 - 39% female
- **Average Age: 53**
- **Average Credited Service: 15 years**
- **Average Compensation: \$86,400**

While I work in a typical or standard full-time rector position, it is clear that this is becoming the exception rather than the rule. My position is in the minority even within my own diocese and was in my previous diocese also.

–Full-time, Traditional Model Priest

New Patterns Emerging

What Characterizes Emerging Ministries?



Part-time
employment



At multiple
employers



Work
outside
TEC



Interrupted
service



Non-linear
compensation
patterns



Blurred line
between
active and
retired

Who Falls Outside the Traditional Model



42% of active priests do not have full-time employment at a single TEC employer



44% of them wish they did



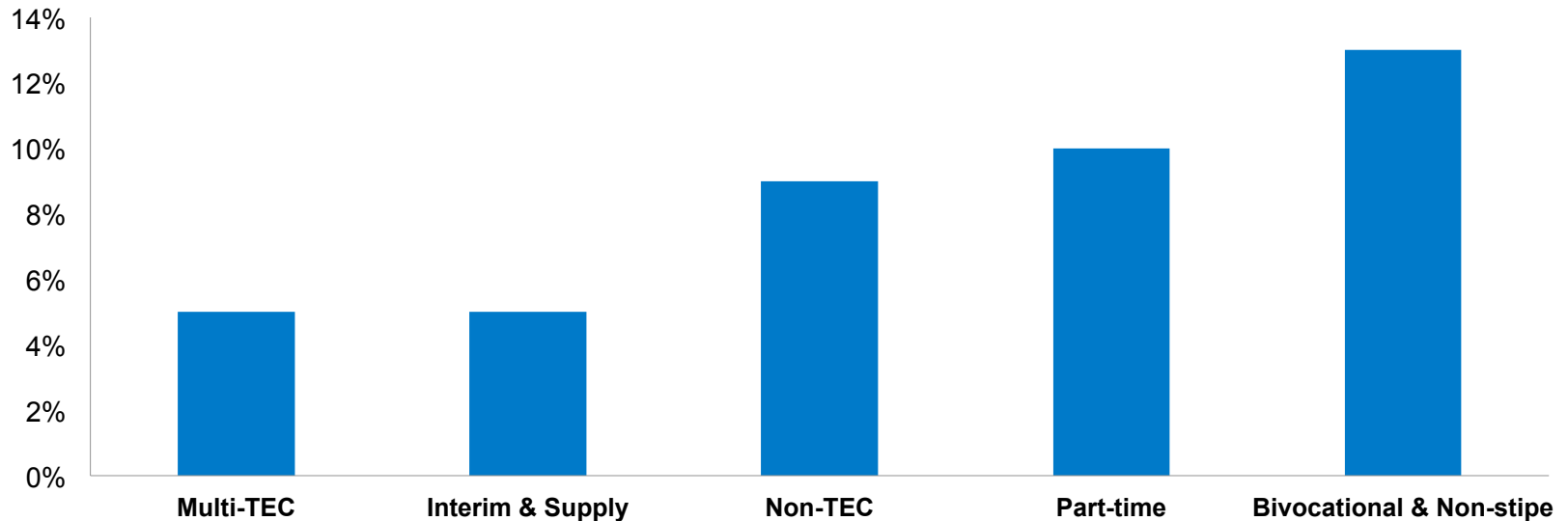
Part-time, interim, supply, and non-stipendiary priests are disproportionately female



Over half of retirees continue to serve while pensioned

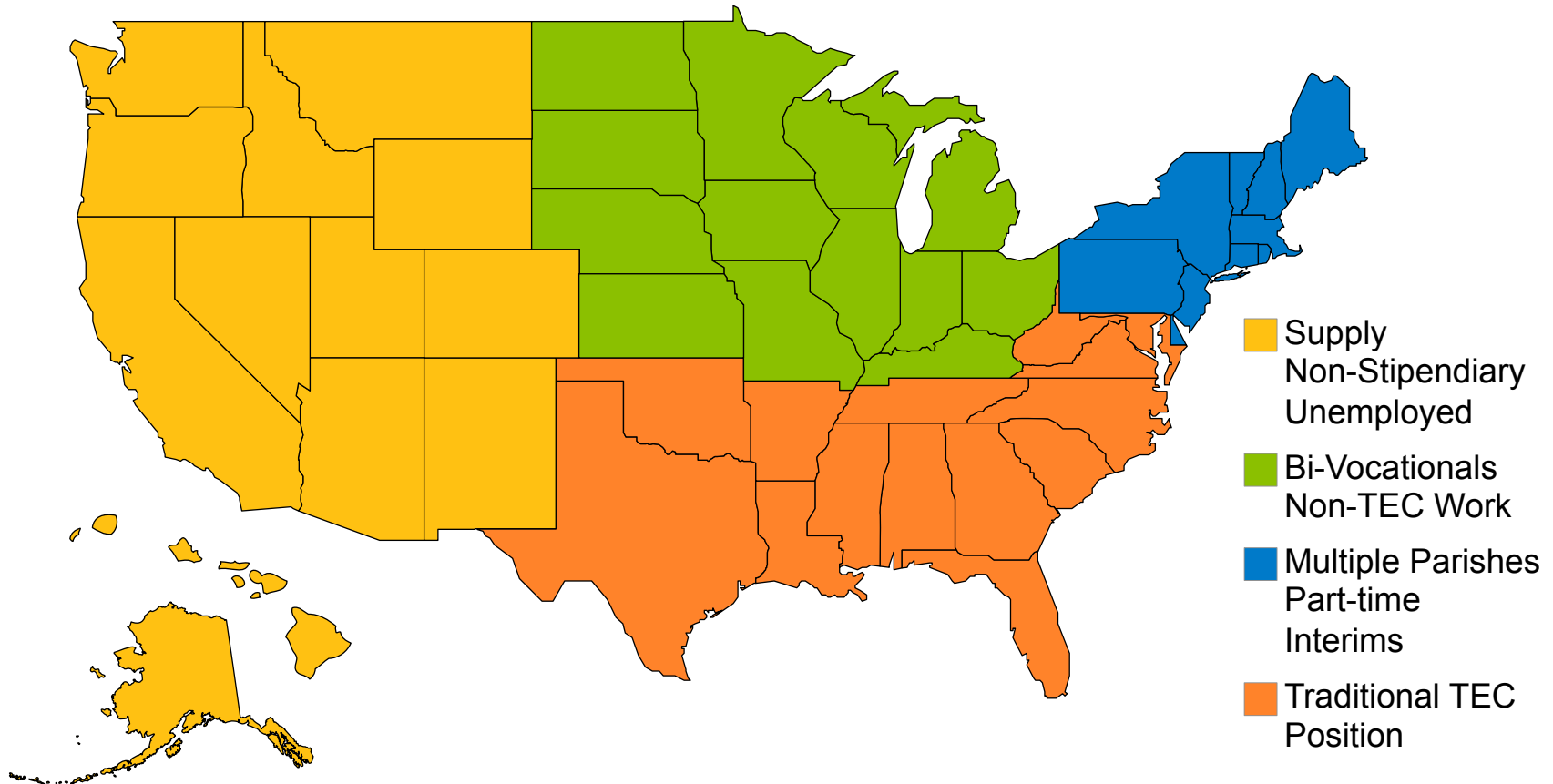
Breaking Down the 42%

Part-time and Bi-Vocational make up the largest proportions

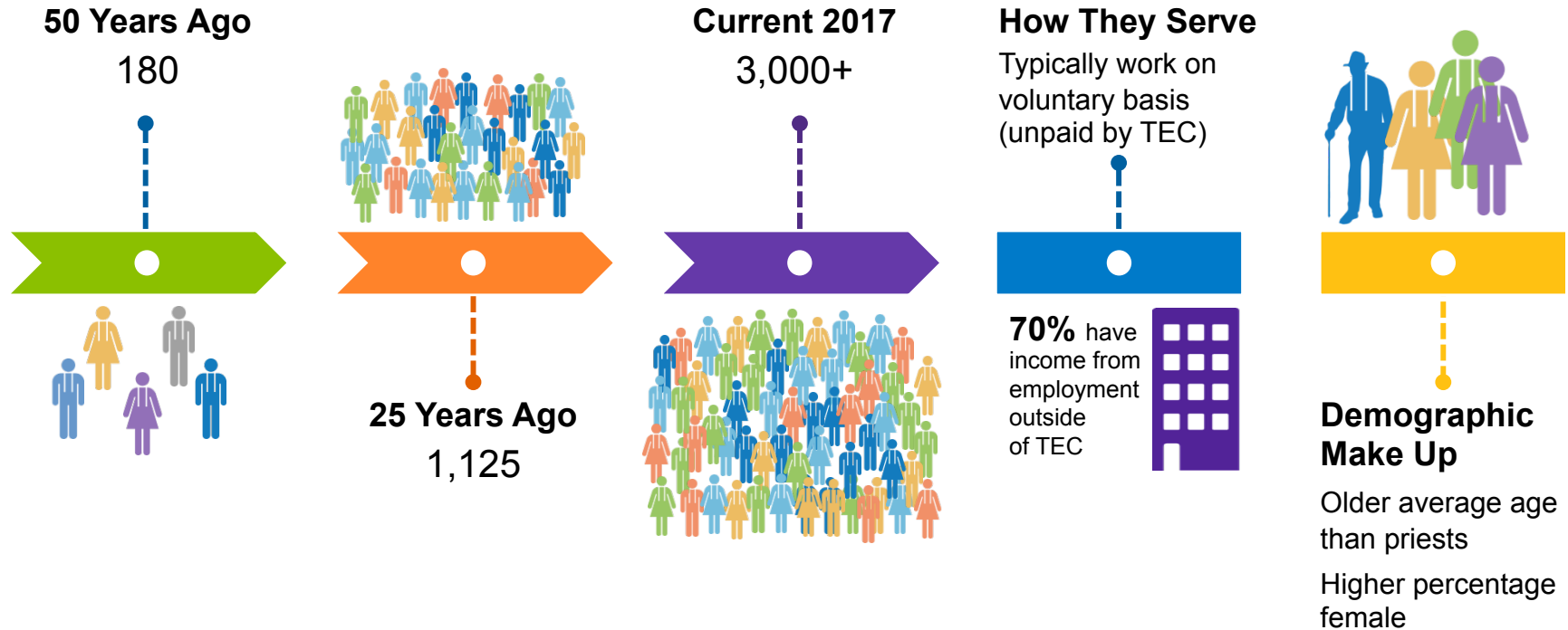


Traditional model comprises 58% of sample.

Regional Employment Clusters

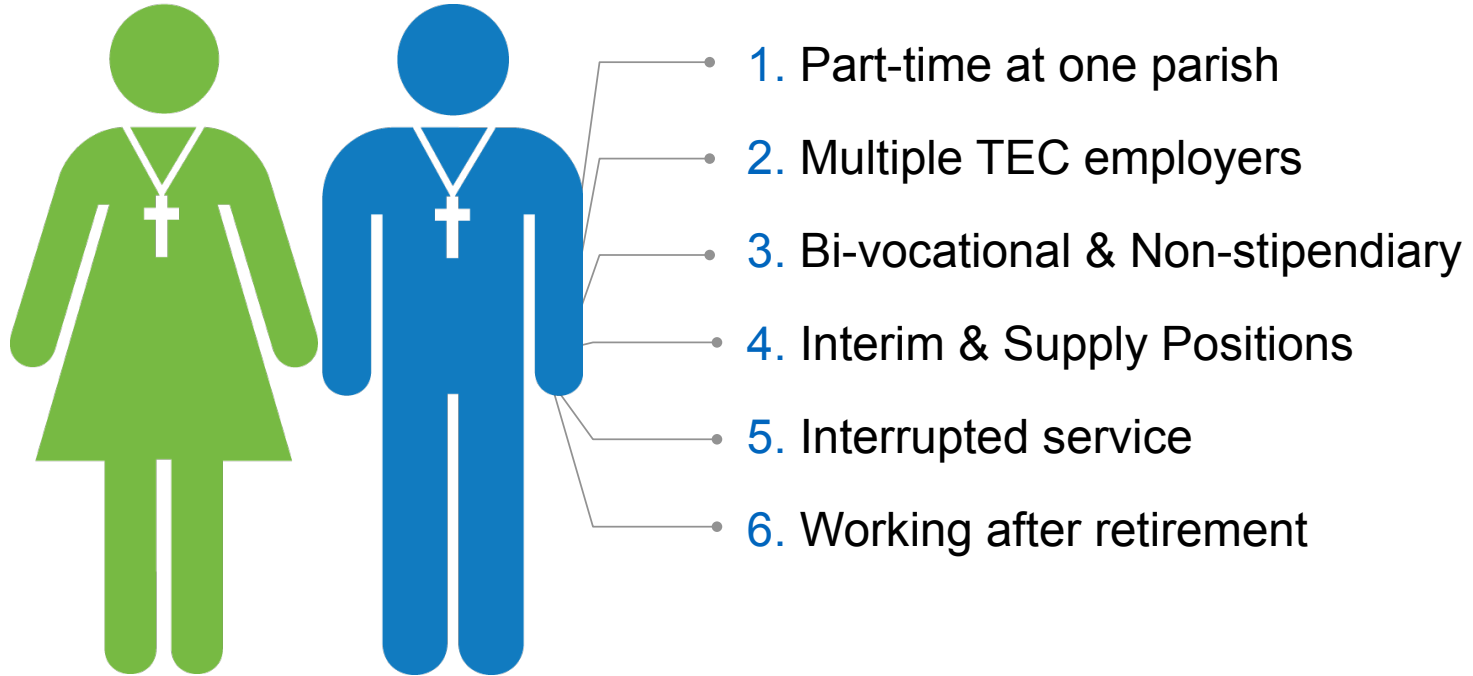


Also Steadily Increasing Number of Vocational Deacons

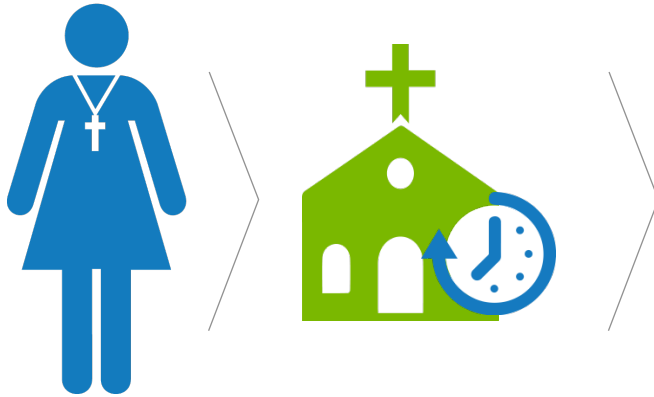


Detailed Profiles. . .

Emerging Models of Ministry — 6 Profiles



1. Part-time at One Parish

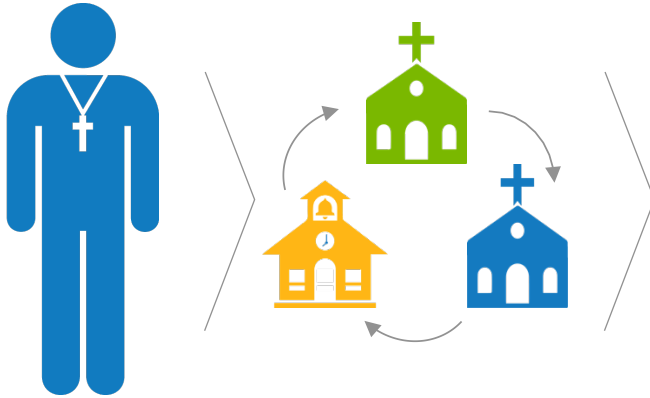


- **Gender:**
 - 31% male
 - 69% female
- **Average Age: 56**
- **Average Credited Service: 10 years**
- **Average Compensation: \$38,600**

“I am a ¼ Priest in Charge rebuilding a community which had declined over the years financially and spiritually...We are growing [now] ...it is a challenge, however at ¼ time.” – *Part-time Priest*

“I am paid for 30 hours per week, but I frequently work more than that. I am the sole clergy. There is no office staff, so we rely on a volunteer to create the bulletin... Everything else lands on my desk.” – *Part-time Priest*

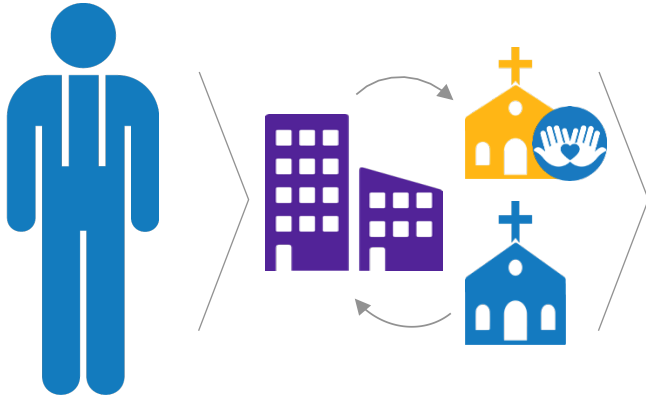
2. Multiple TEC Employers



- **Gender:**
 - 52% male
 - 48% female
- **Average Age: 54**
- **Average Credited Service: 12 years**
- **Average Compensation: \$64,900**

“I serve as priest-in-charge in two parishes, each with three buildings, one has an ASA of 55 the other has an ASA of 35. Both come with all the responsibilities expected of a rector.” –*Full-time Multi-parish Priest*

3. Bi-vocational and Non-Stipendiary



Bi-Vocational Priests

- **Gender:**
 - 53% male
 - 47% female
- **Average Age: 56**
- **Average Credited Service: 9 years**
- **Average TEC Compensation: \$43,300**

“Keeping my full-time university job has allowed me to serve a small congregation that couldn't afford a full time person ... [but] it is much harder than I anticipated to be a bi-vocational priest.” –*Bi-vocational Priest*

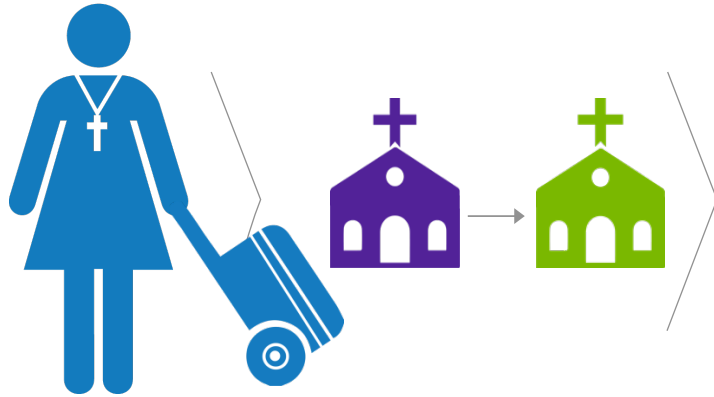
Deacons Supply a Large Amount of Non-Stipendiary Service



- **Mostly Parochial Settings**
 - Over 90% serve in a parish
 - Only 4% serve as the sole clergy person
- **Terms of Employment**
 - Two-thirds have letters of agreement
 - Most have unspecified working hours

“Permanent deacon providing liturgical assistance, pastoral care, and outreach. It is a pleasure and privilege to serve as a deacon in the diocese and the Episcopal Church.”

4. Interims and Supply Priests

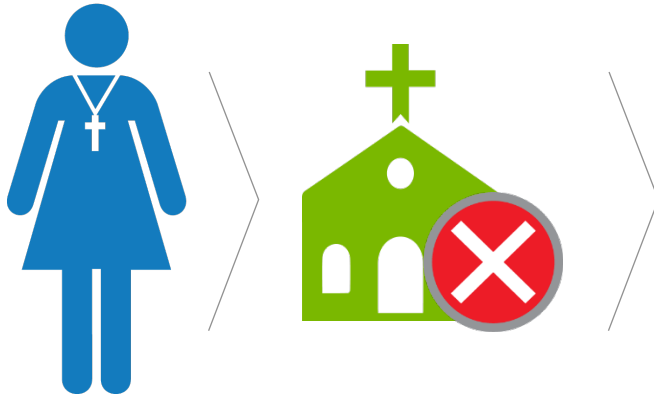


- **Gender:**
 - 49% male
 - 51% female
- **Average Age: 58**
- **Average Credited Service: 9 years**
- **Interims and supply priests compensated differently**

“My vocational calling is interim/transitional ministry over the past 13 years of ordained ministry. This is by its nature, uncertain, brief and unpredictable.” – *Interim Priest*

“I am between positions and seeking full-time. In the meantime, I make ends meet by providing supply under license in the diocese where I live.” – *Supply Priest*

5. Interrupted Service



- **Gender:**
 - 46% male
 - 54% female
- **Average Age: 55**
- **Average Credited Service: 9 years**
- **Average Compensation: \$49,500**
- **Resulting in reduced credited service, loss of health care coverage, and smaller pensions**

“I am part of a clergy couple. When my wife took a position, I was unable to be hired at another Episcopal church for over three years.” – *Full-time Priest*

6. Working in Retirement



- **58% of retired priests under 72 still serve**
- **95% of deacons in retirement still serve**
 - Average age at ordination for deacons is 60
 - The majority of deacons retired from careers outside TEC

“Meeting the pastoral ministry needs of a small parish. I retired at age 69 from full time ministry wanting to continue parish ministry part time so that I would have more time ... pursue activities that I enjoy. I find great enjoyment in parish ministry and want to continue part time, or as supply, as long as my health and energy permit.”

Implications of Emerging Models...

■ Opportunities

- Sharing clergy resources
- Bi-vocational opportunity
- Innovations in theological education

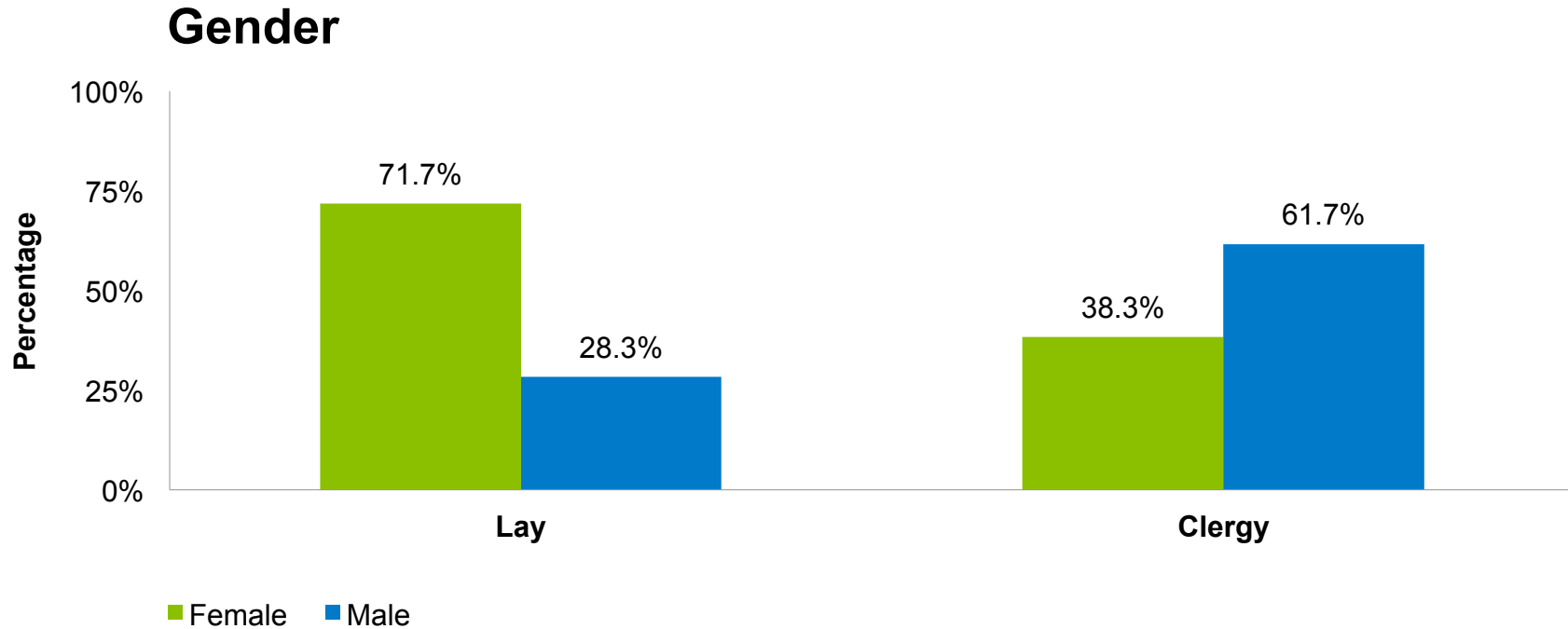
■ Stresses

- Mismatched expectations
- Lack of job mobility
- Disproportionate impact on women and late ordinands

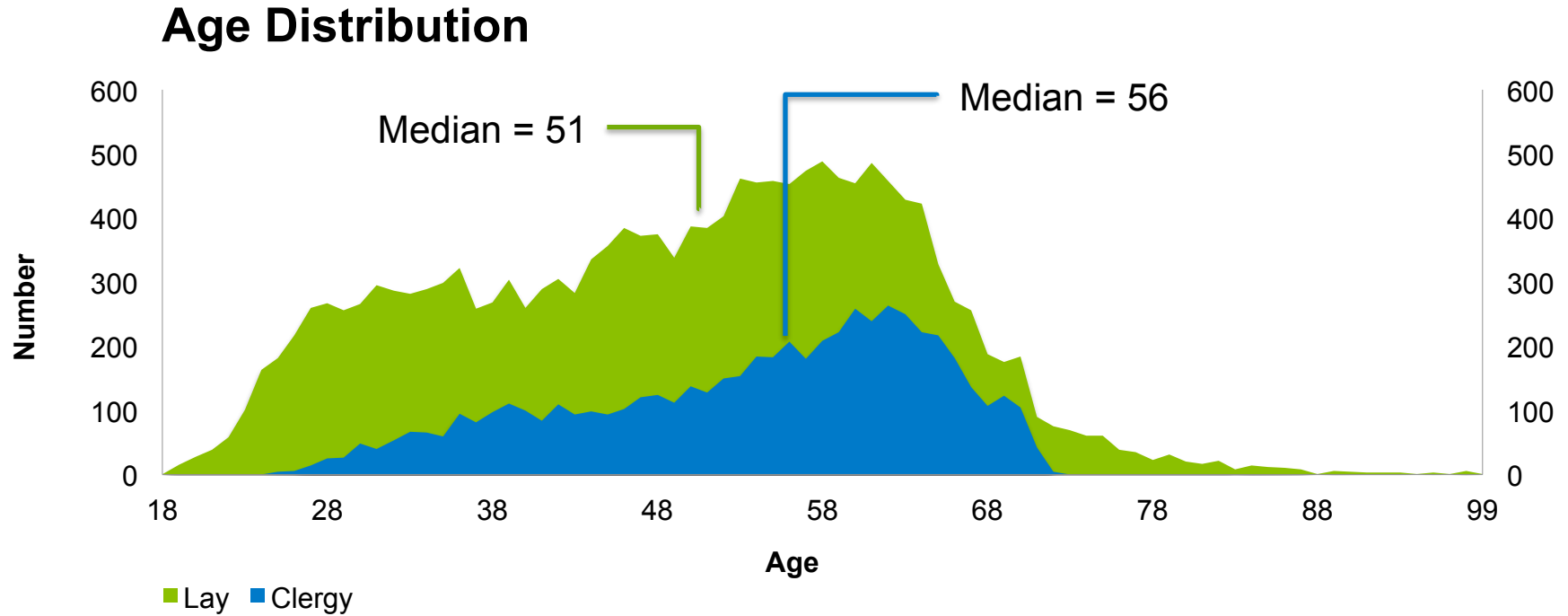


Lay Employees

The Lay Population is Largely Female

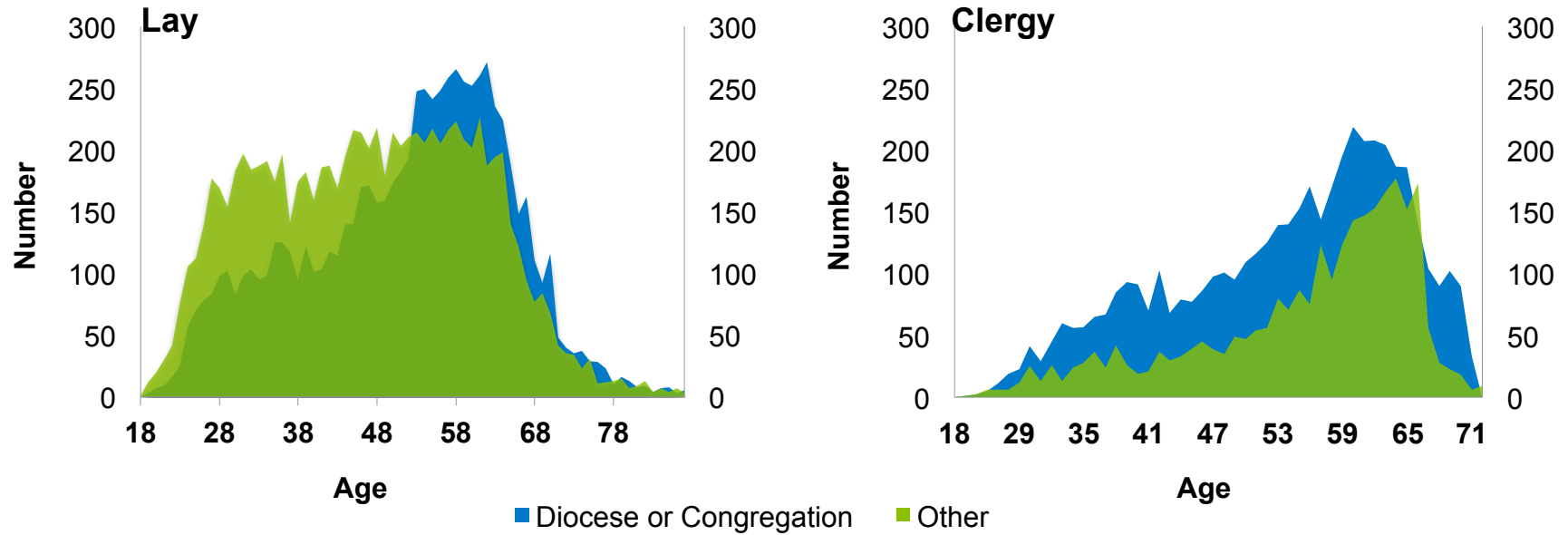


The Lay Population is Younger than the Clergy Population



Young Lay Employees Work Outside Dioceses and Parishes by a 2:1 Margin

Age Distribution by Institution Type



Career Duration

Years Working for the Church at Retirement

Credited Service Cohort	Lay (DB Plan)	Clergy (DB Plan)
1 – 9 years	31.2%	13.6%
10 – 19 years	36.0%	37.4%
20 – 29 years	22.2%	22.0%
30 + years	10.6%	27.0%

Compensation and Benefits

Clergy Earnings Have a Late-Career Bump

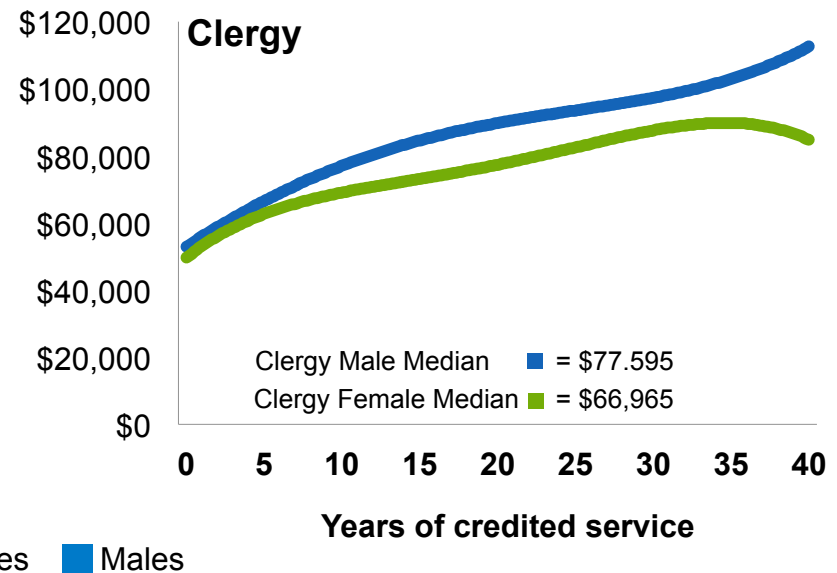
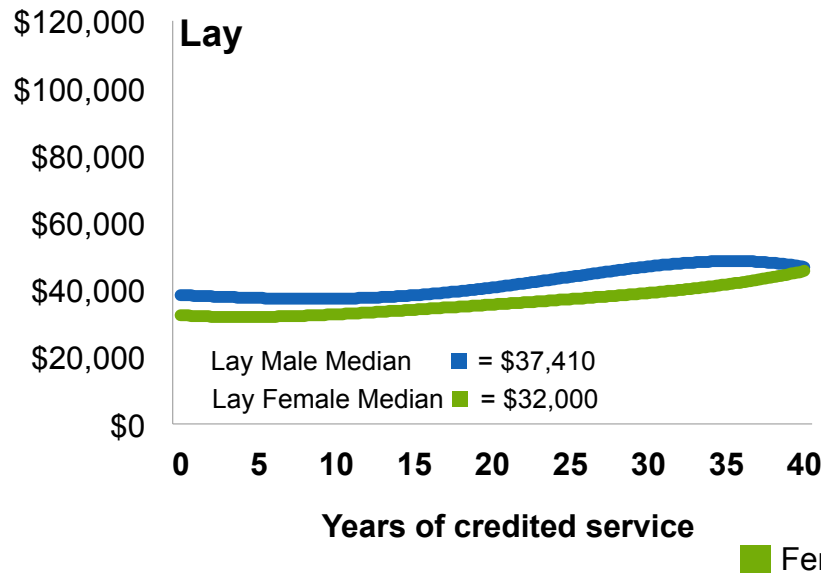
Annual Compensation

By Years of Service

Years of Service Cohort	Lay (DB & DC plan)	Clergy (DB plan)
1 – 9 years	\$32,136	\$61,427
10 – 19 years	\$35,000	\$77,535
20 – 29 years	\$38,894	\$90,000
30 + years	\$40,000	\$99,489
Overall median	\$33,814	\$ 73,320

Males are More Highly Compensated by ~14%

True for Both Lay Employees and Clergy



Annual Retirement Benefit (Lay DB)

Annual Retirement Benefit

By Gender and Credited Service Cohort

Credited Service Cohort	Females	Males
1 – 9 years	\$1,883	\$2,135
10 – 19 years	\$4,011	\$4,507
20 – 29 years	\$6,115	\$7,183
30 + years	\$7,302	\$11,970
Overall median	\$3,266	\$4,527

Annual Retirement Benefit Clergy (DB)

Annual Retirement Benefit

By Gender and Credited Service Cohort

Credited Service Cohort	Females	Males
1 – 9 years	\$4,764	\$4,179
10 – 19 years	\$14,044	\$12,423
20 – 29 years	\$28,437	\$26,457
30 + years	\$42,765	\$48,382
Overall median	\$15,842	\$32,212

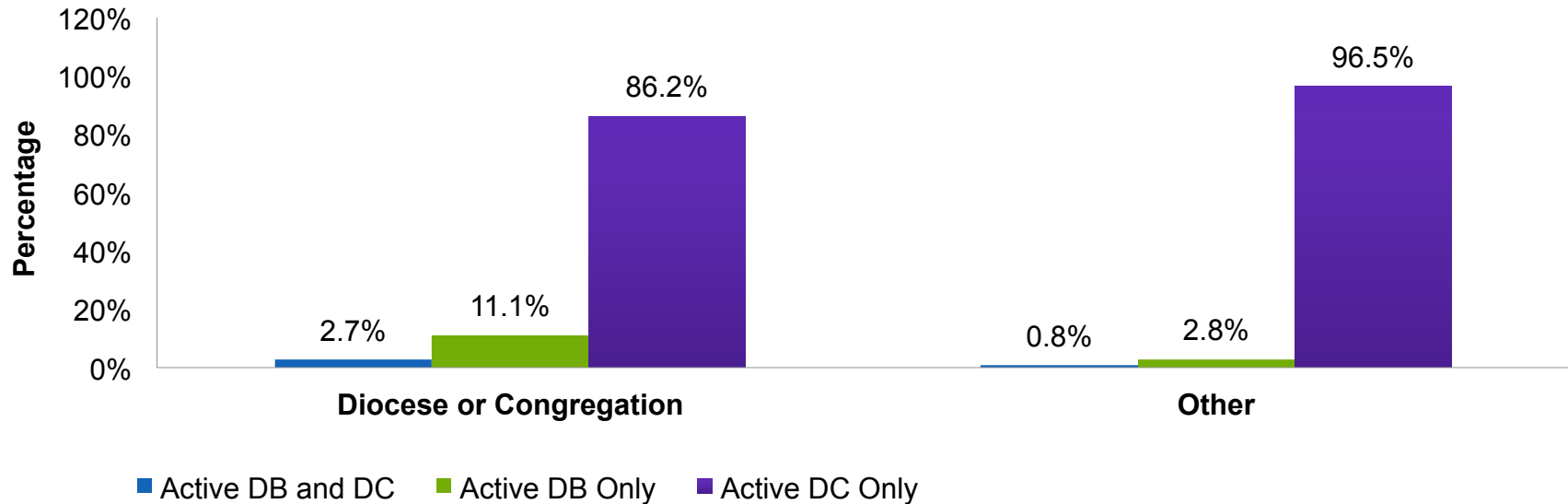
Lay Employee Pension — Recent History

■ General Convention Resolution A138

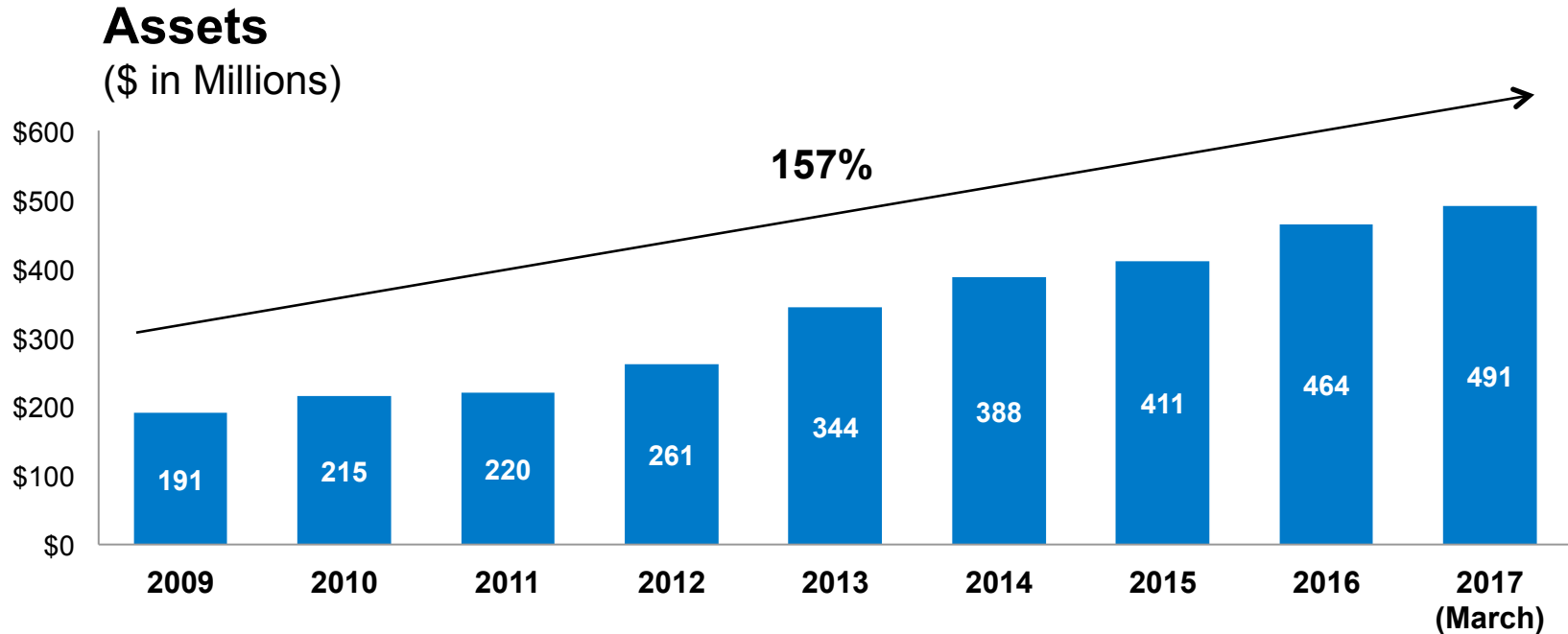
- Mandated pensions
 - Goal: universal coverage
 - DC or DB
- Employer contribution unchanged at 9%

Lay Employee Pensions — Participation

- Compliance rate is high, 96% vs 66%, 10 years ago
- Most employers choose DC
- Average contribution 12.8%



Strong Growth in Lay Employee DC Assets



In Conclusion



- **With the decline of the traditional model...**
 - The “norm” is no longer the “norm”
 - New patterns emerging
 - Demographic impacts
 - Compensation impacts
- **Lay employees demographically different**
- **Compensation differences exist by gender**
- **Gender differences in retiree benefit levels, but vary by credited service**
- **Increased coverage for lay employees since A138**



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