

INSIGHTS & IDEAS

Centennial Conversations

Houston

Demographics of the Changing Church

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

CPG Centennial Video

<https://vimeo.com/210302741>

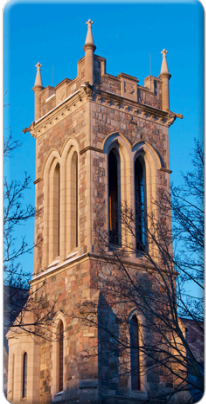




1917 – 2017
A Century of Service
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the Episcopal Church



The Demographics of a Changing Church



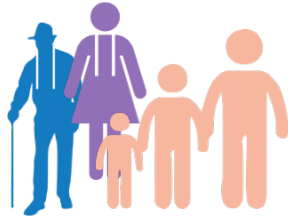
Matthew J. Price

Senior Vice President, Research and Data
Church Pension Group

January 24, 2018
Insights & Ideas, Houston



Research and Data at CPG



Benefits Administrator

- Demographics
- Employment
- Compensation
- Dependents



Recorder of Ordinations

- Ordinations
- Receptions
- Canonical transfers, removals, and deaths



Uncollected Data

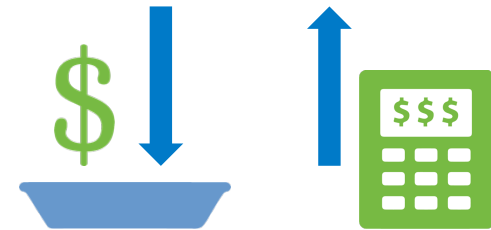
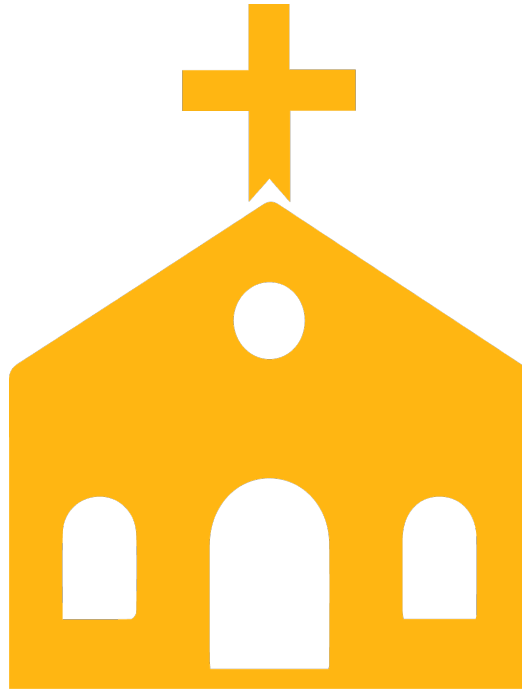
- Race
- Ethnicity
- Sexual orientation

Five Trends

1. Resource Constraints



- ▶ Fewer members per congregation
- ▶ Aging congregations



- ▶ Static pledge and plate income
- ▶ Rising costs

2. New Ways of Doing Ministry



Part-time
employment



At multiple
employers



Work
outside
TEC



Interrupted
service



Non-linear
compensation
patterns

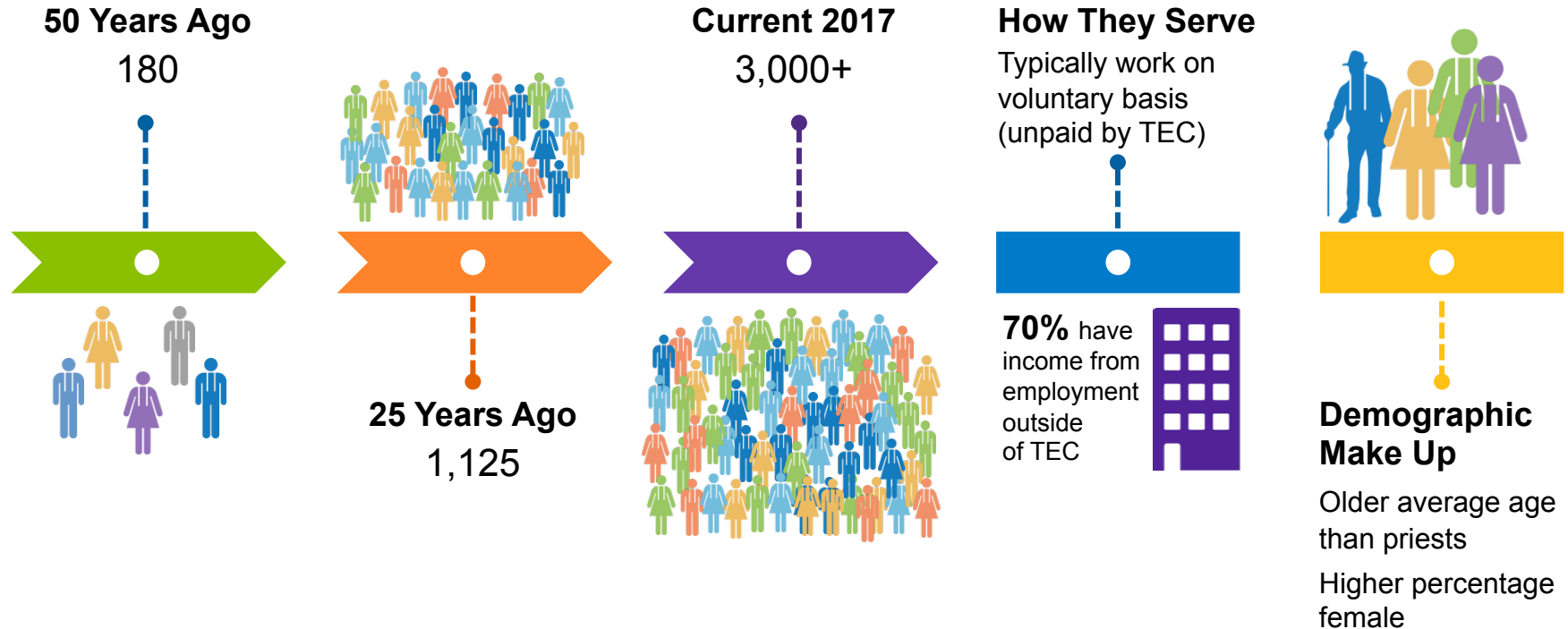


Blurred line
between
active and
retired

► **Disproportionately female**

► **Older age at ordination**

3. Growing Presence of Deacons

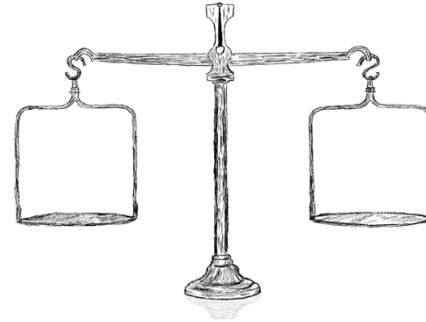


4. Lay Employees are Ministers Too!



General Convention mandates

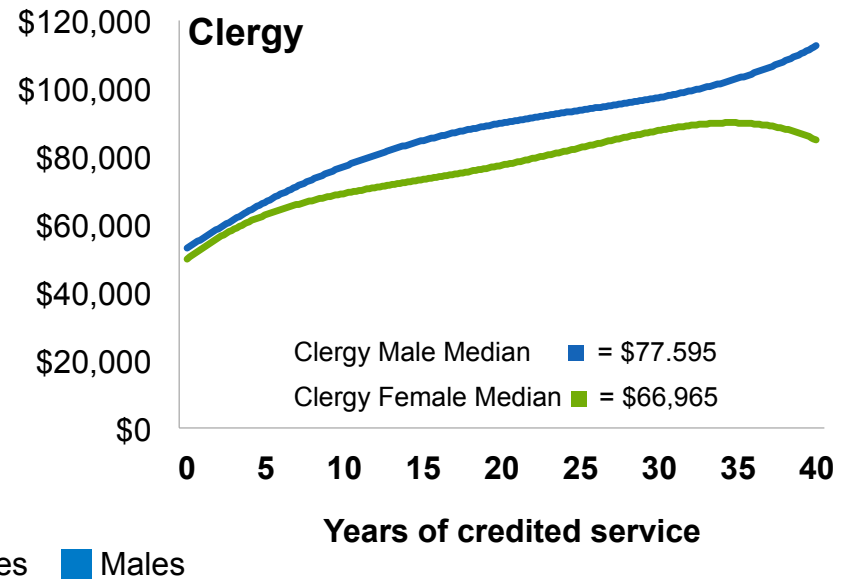
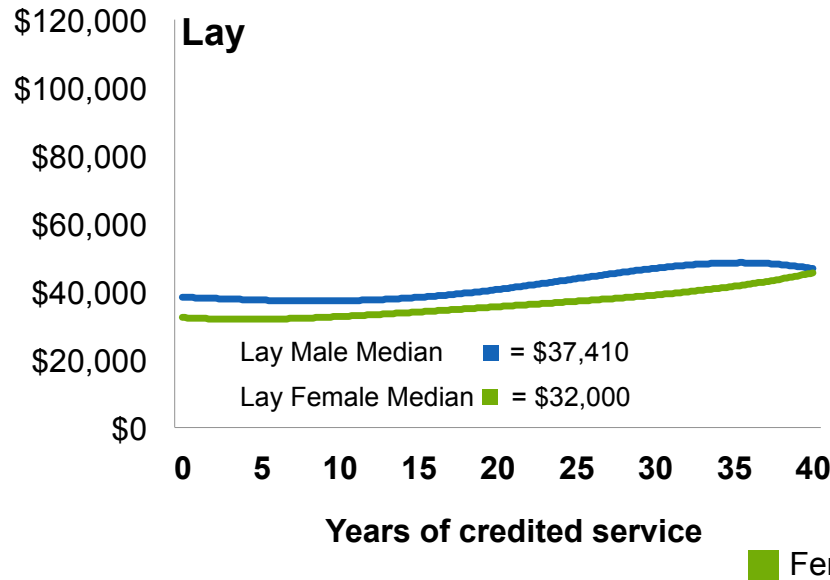
- Pensions
- Health benefits



Equity issues remain

5. Men Earn More than Women by ~14%

True for Both Lay Employees and Clergy





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American Demographic Trends and the Episcopal Church

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Church Pension Group

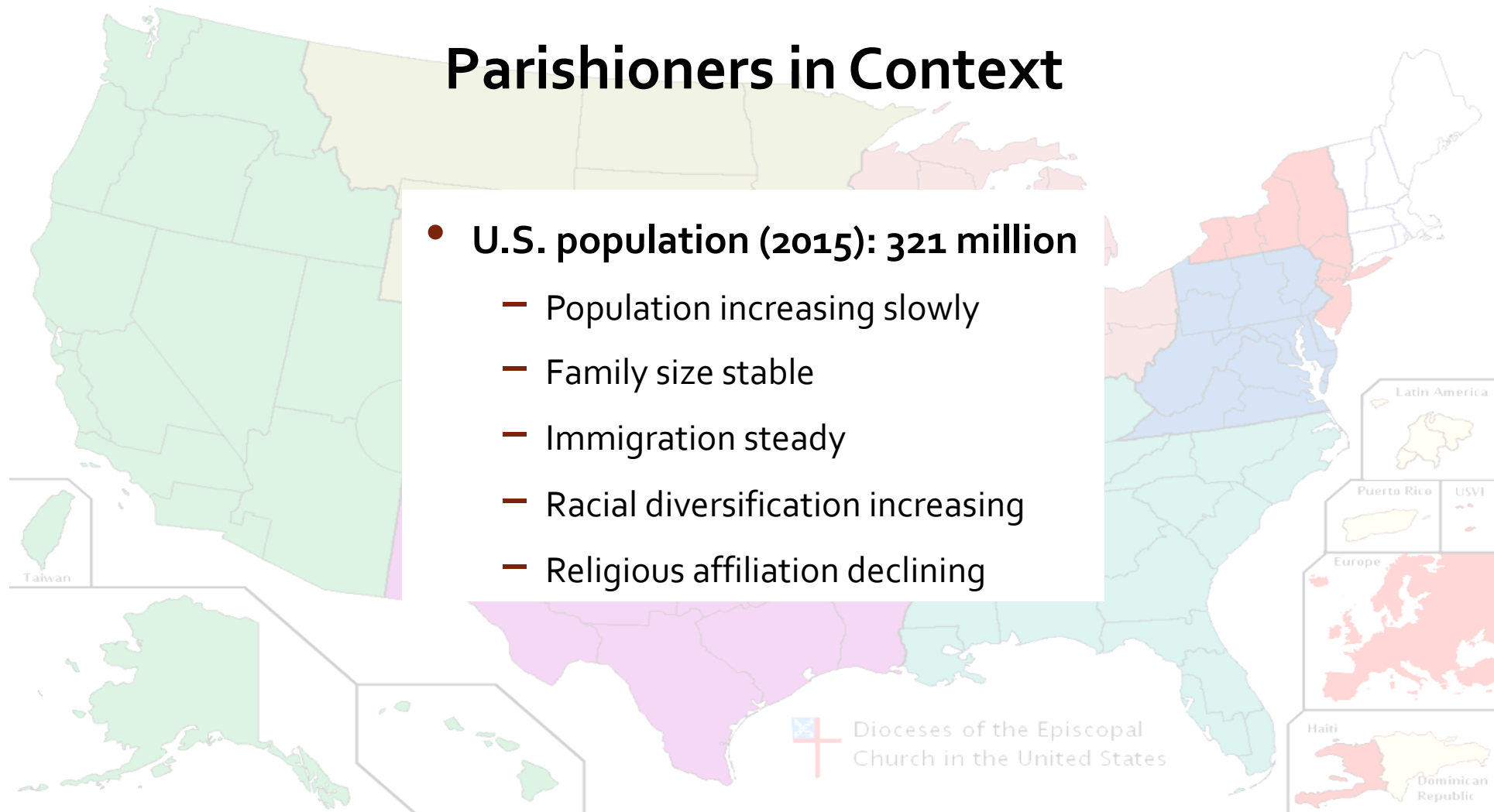
Jerry Z. Park

Associate Professor of Sociology

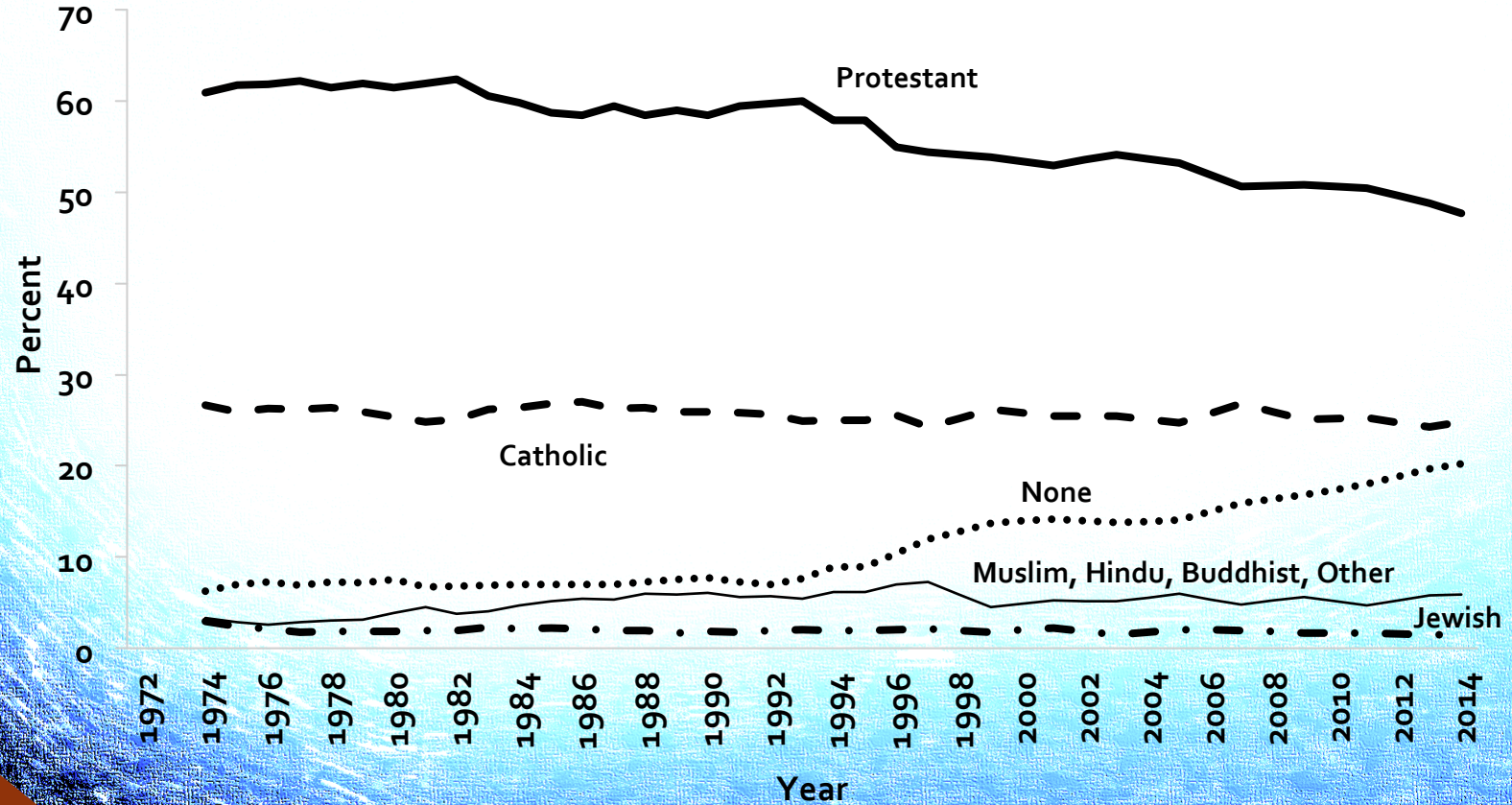
Baylor University

Parishioners in Context

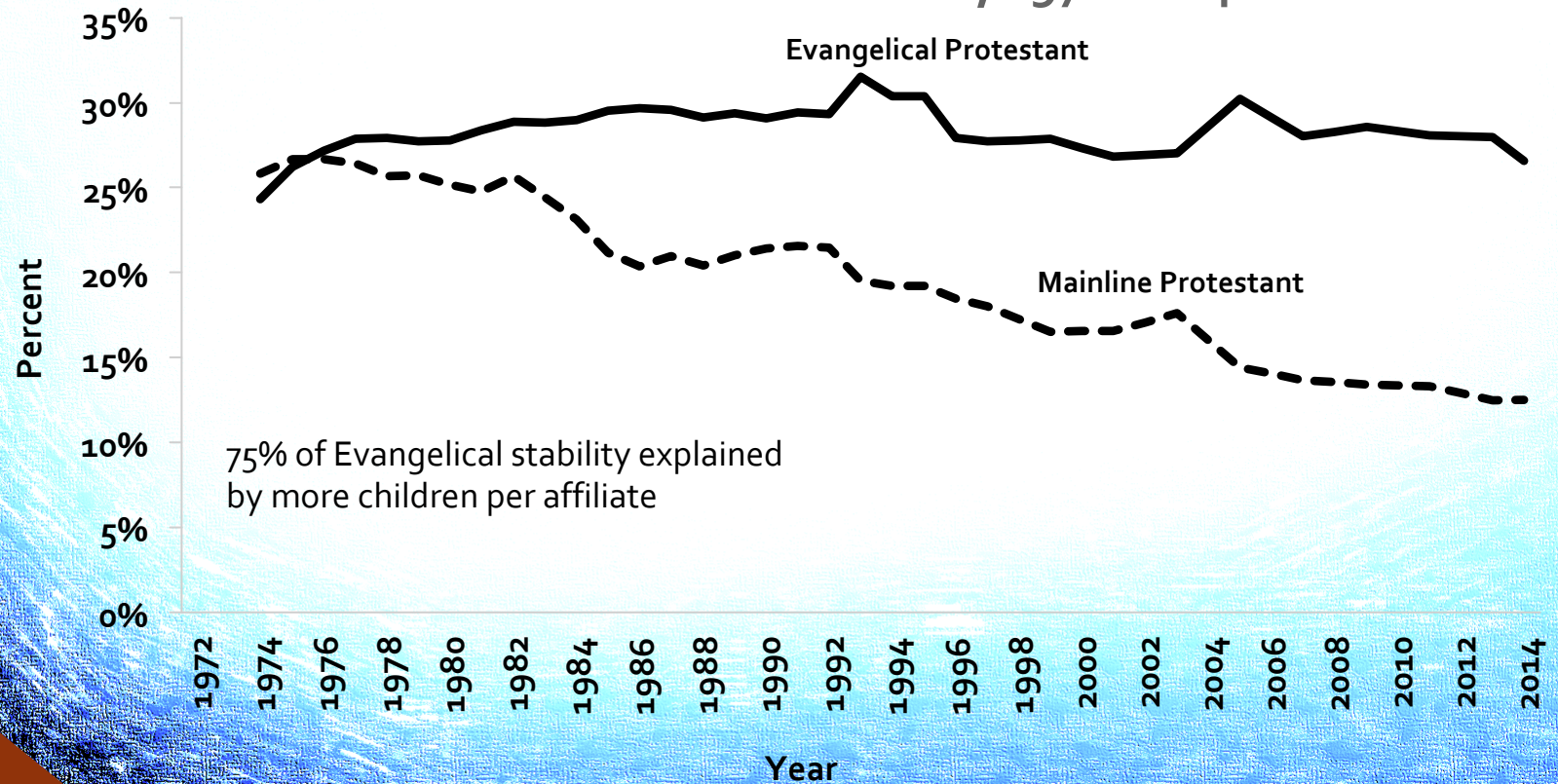
- **U.S. population (2015): 321 million**
 - Population increasing slowly
 - Family size stable
 - Immigration steady
 - Racial diversification increasing
 - Religious affiliation declining



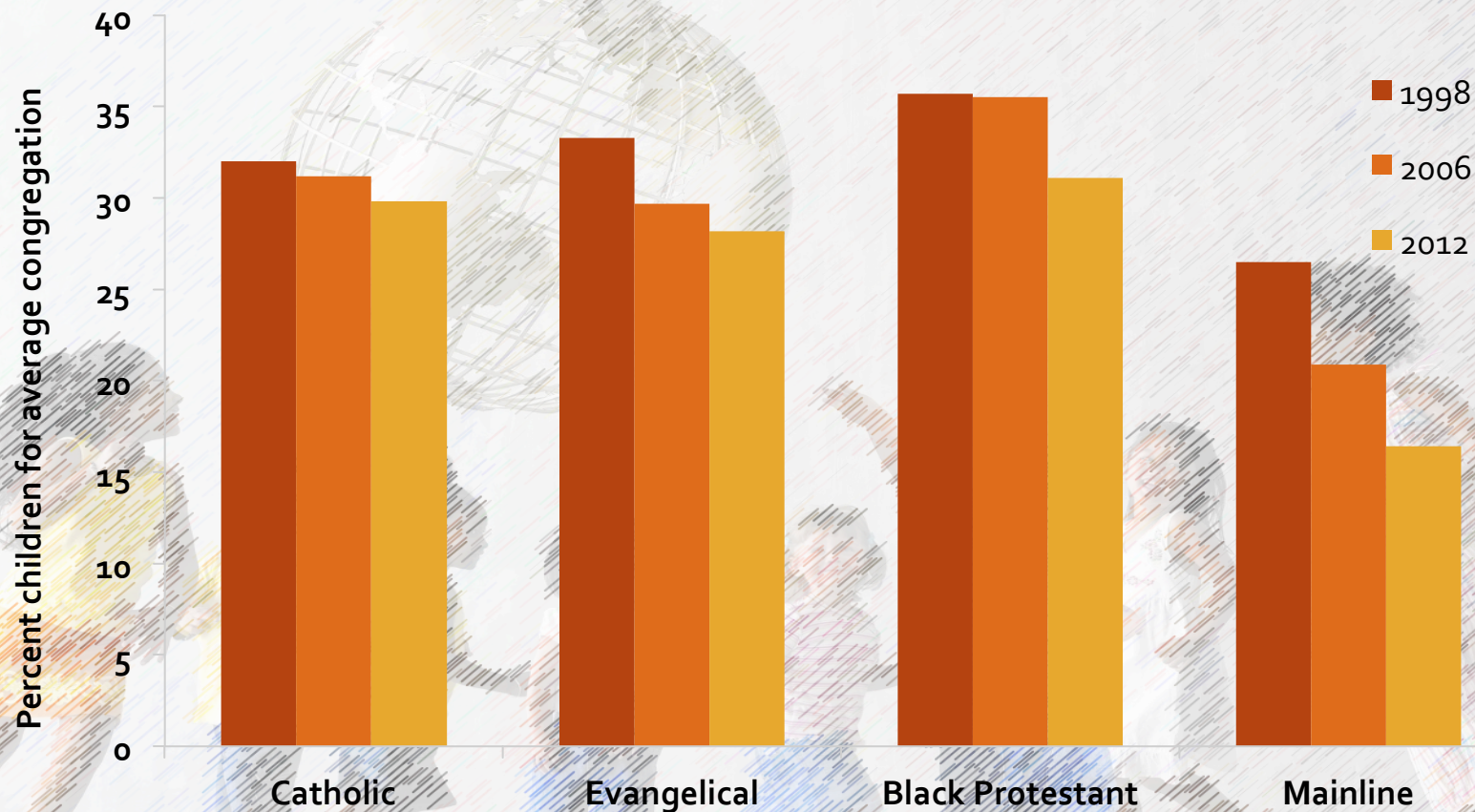
Americans' Self-Reported Religious Affiliations, 1972-2014



Percent of Americans Affiliated with Evangelical and Mainline Protestant Denominations, 1972-2014



Mainline Denominations Have Lowest % of Children



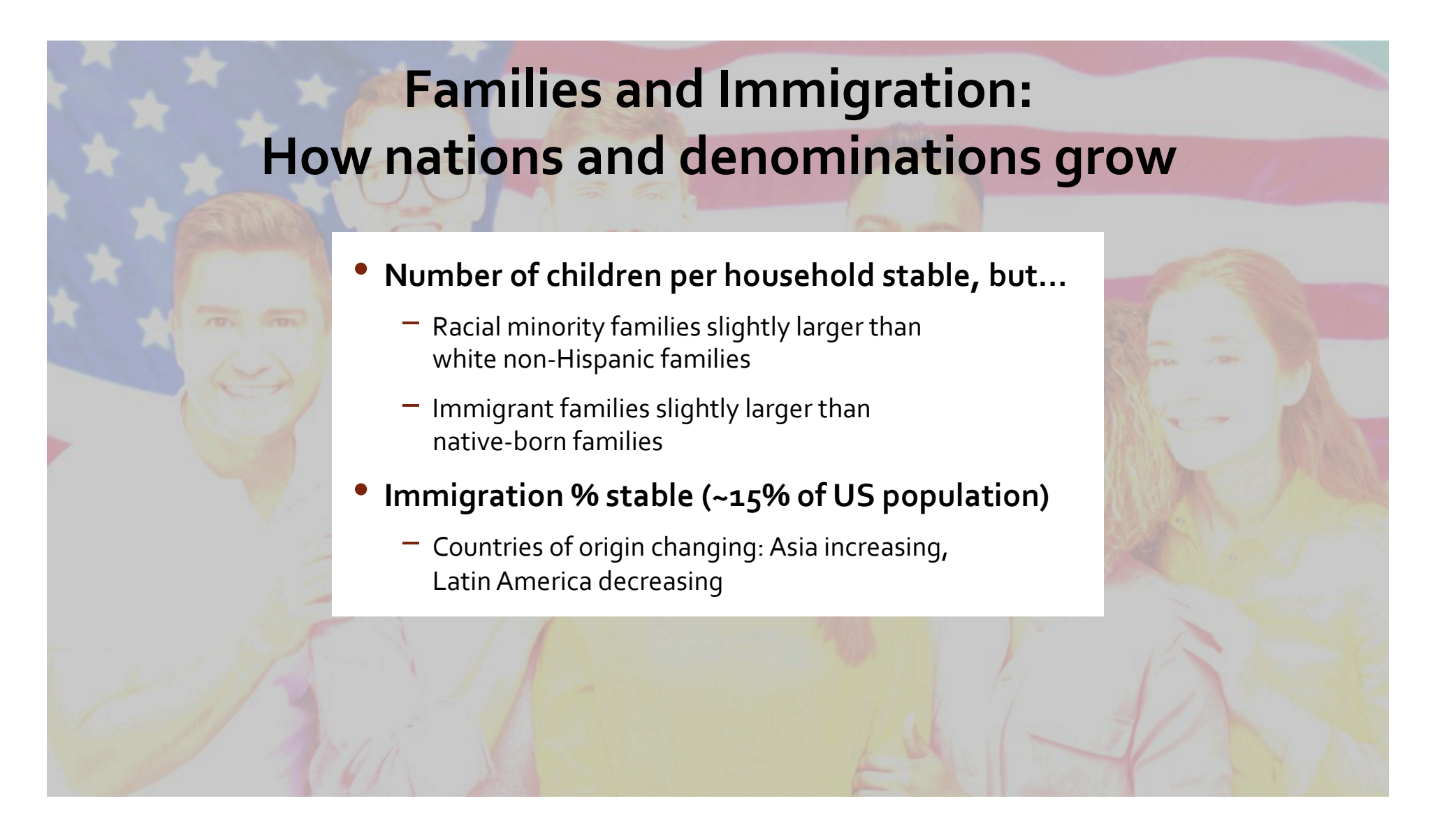
Parishioners in Context

- **U.S. population (2015):
321 million**

- Population increasing
- Family size stable
- Immigration steady
- Racial diversification increasing
- Religious affiliation declining

- **Episcopal Church USA (2015):
1.77 million**

- Declining membership, matches other Mainline Protestant denominations
- Declining Sunday attendance
- Long term trend since 1980s

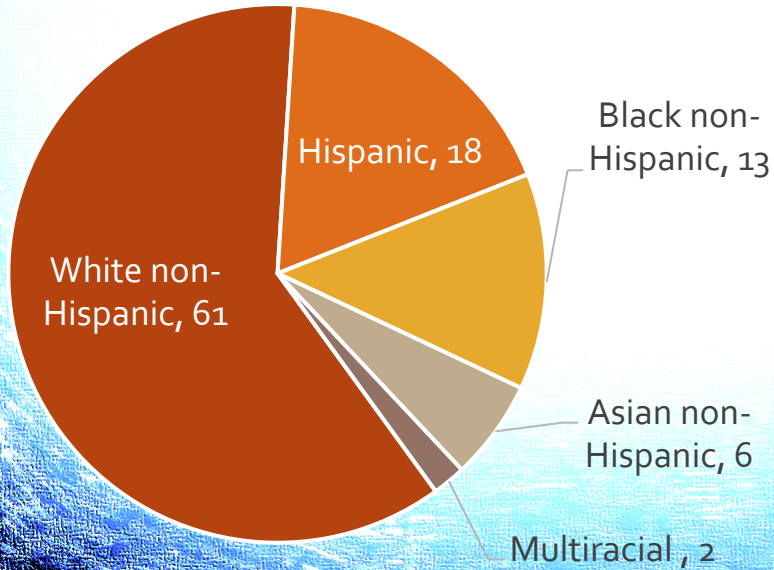


Families and Immigration: How nations and denominations grow

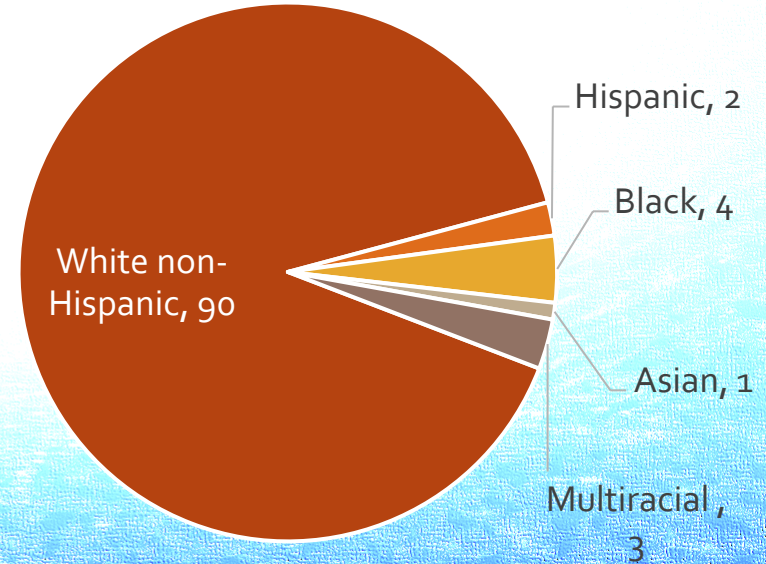
- **Number of children per household stable, but...**
 - Racial minority families slightly larger than white non-Hispanic families
 - Immigrant families slightly larger than native-born families
- **Immigration % stable (~15% of US population)**
 - Countries of origin changing: Asia increasing, Latin America decreasing

Racial Diversity Compared

Percent of US population,
2015

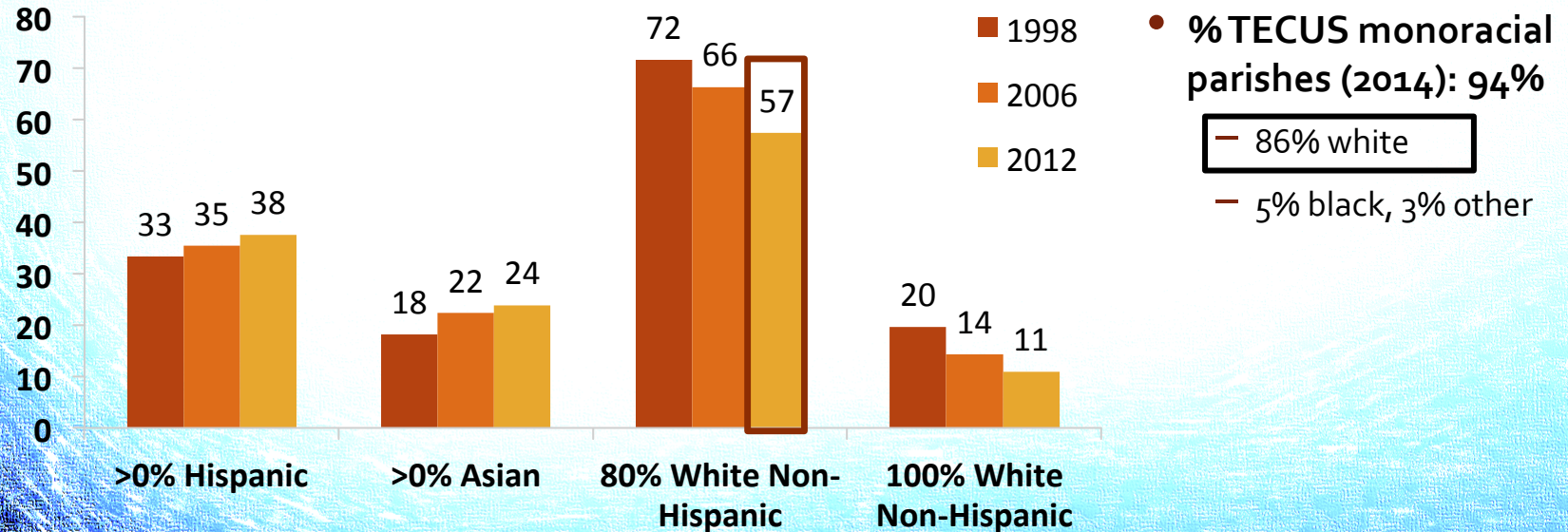


Percent of TECUS population,
2014



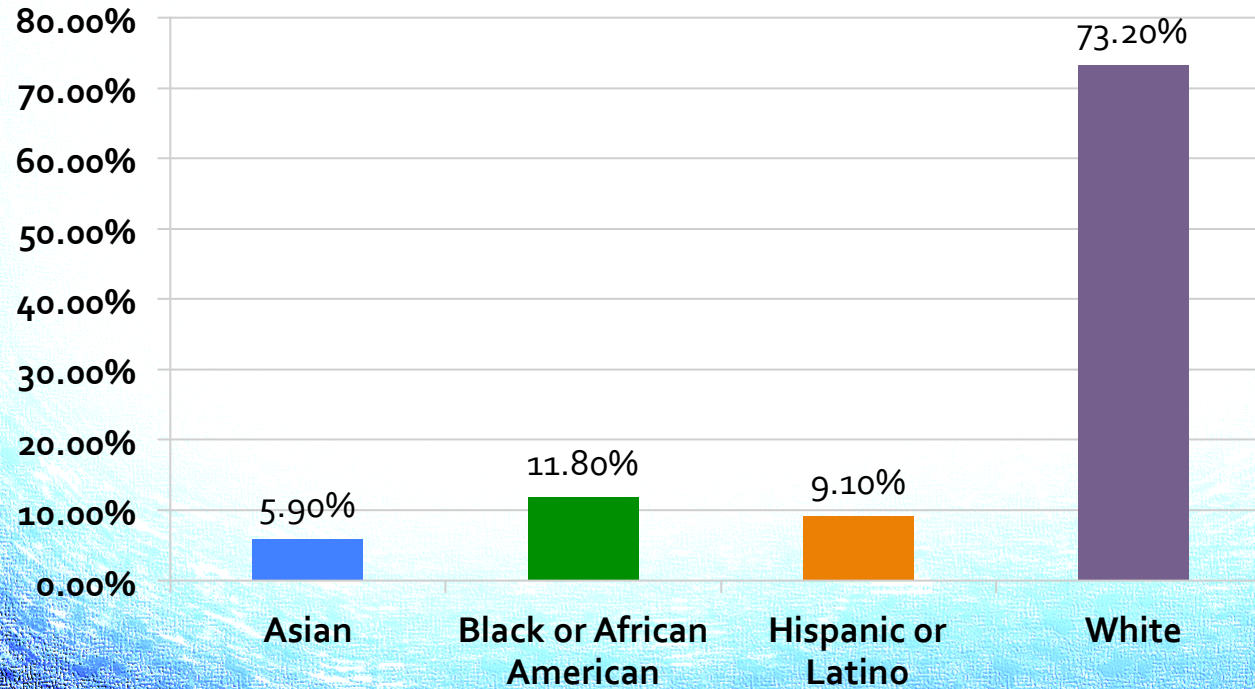
Episcopal Parishes are Disproportionally Monoracial

All U.S. Congregations



All U.S. Congregations

American Clergy (incl. TECUS) Disproportionally White



Source: Bureau
of Labor
Statistics, 2017
(ht: Matthew
Price)

Primary factors of growth and change

- US growth primarily by births
- US growth secondarily by immigration
 - Growth occurring fastest for racial minority families
 - Growth occurring fastest for immigrant families (largely racial minorities)
- Denominations grow primarily by births among parishioners
- Denominations grow secondarily by conversion/ evangelism (“switching”)
- Denominational change = increasing outreach to racial minority and immigrant families
 - Plant church communities in racial minority-dominant areas, racially diversifying areas
 - Recruit/ hire bilingual clergy
 - Collaborate with member churches in sending countries (TX: Mexico, India, El Salvador, China, Vietnam)
 - [La Iglesia Anglicana de Mexico, the Church of South India, Iglesia Anglicana de la Region Central de America, Hong Kong Sheng Kung Hui, Anglican Church of Korea](#)
 - Start evangelizing in Vietnam (4th highest sending nation to TX)



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