

The 2013 Church Compensation Report

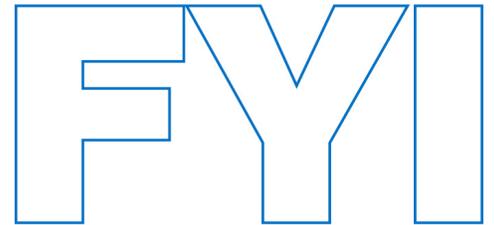
A National, Provincial, and Diocesan
Analysis of Clergy Compensation

Matthew J. Price, Ph.D.

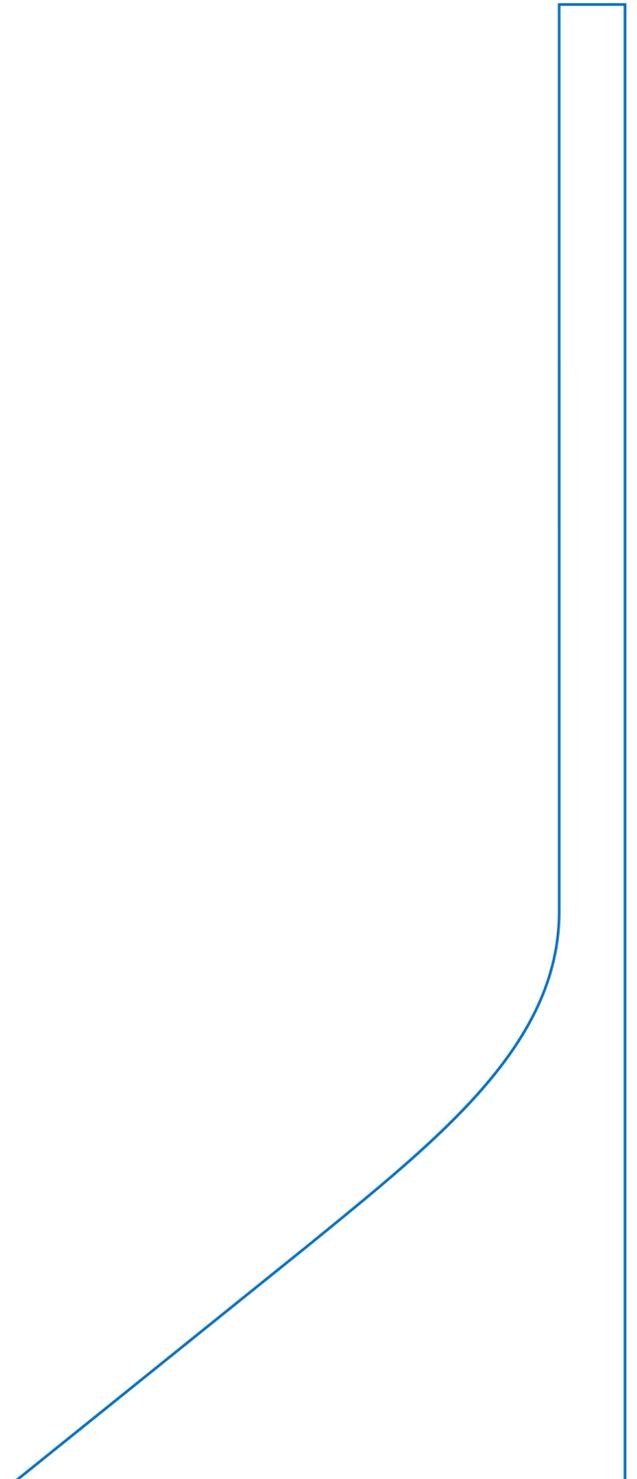
Anne Hurst, M.A.

Department of Research

September 2014



Information for Your Present and Future Needs



The Episcopal Church Compensation Report: A User's Guide with Some Frequently Asked Questions

In the eleven years since the clergy compensation report has been available online, it has been used by an ever-increasing number of people—not just by the traditional constituency of diocesan administrators, but by clergy and parishes, as well. We felt it would be useful to offer some explanation as to terminology and uses of the report in the form of the most frequently asked questions.

What does compensation include?

For clergy, this is the assessable compensation reported to the Church Pension Fund and includes, but is not limited to, cash salary, utilities, payments made to Social Security, and housing, either in the form of a housing allowance or, if a rectory is provided, as 30% of salary. Compensation also includes such items as contributions to individual retirement accounts, cash gifts to clergy, and the payment of school fees for clergy children. This compensation amount does not include the pension payments made to the Pension Fund or any other standard employee benefit.

What are the criteria for being counted as a full-time cleric in the report?

We have used a baseline figure of \$32,252 as a benchmark and we assume that compensation above that level is full-time. A category is considered to have insufficient data if there are fewer than five observations.

As a diocese, how do we determine how well we are doing?

We have tried to move well beyond the idea of absolute rankings towards something that reflects the complexities of comparing compensation levels. Dioceses should really focus on how they compare with other dioceses by looking at congregational size. Compensation is closely related to church size and thus a diocese with a substantial number of larger congregations will have a higher overall compensation figure, but it might be that the median compensation for rectors in pastoral-size congregations is in fact lower than a diocese made up primarily of small to medium-sized congregations. Dioceses should also be mindful that a rise in median compensation may be caused by the elimination of lower-paying positions, such as curacies, and therefore is not always an indication of progress and so the number of clergy is also important.

National-Level Statistics

Table 1: Full-time clergy compensation 2000–2013 in actual and constant dollars

Year	FT clergy median comp	Constant 2013 dollars	% change in constant dollars	Full-time clergy	% change in FT clergy
2013	\$73,000	\$71,905	1.8%	5,189	-1.8%
2012	\$71,850	\$70,629	2.7%	5,282	-1.8%
2011	\$70,931	\$68,803	0.9%	5,379	-2.9%
2010	\$69,219	\$68,181	3.3%	5,538	-3.4%
2009	\$67,820	\$66,023	-0.7%	5,731	-3.1%
2008	\$66,545	\$66,545	3.0%	5,912	-0.3%
2007	\$64,508	\$64,508	0.1%	6,106	0.4%
2006	\$62,793	\$64,049	-1.5%	6,079	-1.6%
2005	\$61,379	\$65,062	-0.5%	6,176	-1.8%
2004	\$60,000	\$65,400	0.1%	6,288	-0.8%
2003	\$58,818	\$65,288	0.5%	6,338	1.2%
2002	\$56,930	\$64,900	2.1%	6,262	1.0%
2001	\$54,786	\$63,552	1.0%	6,202	3.0%
2000	\$52,428	\$62,914		6,022	

Table 2: Overall average compensation by church size

Average Sunday Attendance (ASA) Church Size	All full-time parish clergy	Senior and solo clerics
Family (0-75)	\$59,105	\$58,945
Pastoral (75-140)	\$72,456	\$73,086
Transitional (140-225)	\$82,400	\$86,704
Program (225-400)	\$85,004	\$103,000
Resource (400+)	\$87,170	\$136,104
Total	\$72,164	\$74,596

Table 3: Full-time compensation by gender and position in comparative perspective

All Clergy: Parochial and non-parochial

Gender	Median	Number	% of Total N
Male	\$76,981	3333	64%
Female	\$66,709	1856	36%
Total	\$73,000	5189	100%

Senior Clergy

Gender	Median	Number	% of Total N
Male	\$105,000	567	80%
Female	\$91,069	140	20%
Total	\$102,000	707	100%

Solo Clergy

Gender	Median	Number	% of Total N
Male	\$72,419	1,929	66%
Female	\$65,660	1,013	34%
Total	\$70,212	2,942	100%

Associates, Assistants and Curates

Gender	Median	Number	% of Total N
Male	\$64,698	388	47%
Female	\$60,047	432	53%
Total	\$62,005	820	100%

Specialist Ministers

Gender	Median	Number	% of Total N
Male	\$77,992	354	58%
Female	\$72,810	260	42%
Total	\$75,240	614	100%

Table 4: Clergy compensation by years of experience

Gender	Years credited service / Episcopal job experience	Median clergy compensation
Male	1 to 5 years	\$60,636
	5 to 10 years	\$72,040
	10 to 20 years	\$80,550
	20 years plus	\$90,962
	Total	\$76,981
Female	1 to 5 years	\$55,978
	5 to 10 years	\$64,370
	10 to 20 years	\$73,044
	20 years plus	\$79,568
	Total	\$66,709
Total	1 to 5 years	\$58,746
	5 to 10 years	\$68,671
	10 to 20 years	\$77,131
	20 years plus	\$88,191
	Total	\$73,000

Table 5: Clergy compensation by age

Gender	Age of cleric	Median compensation	Number of clergy	Percentage of clergy
Male	18 to 35	\$61,601	266	5%
	35 to 45	\$74,590	515	10%
	45 to 55	\$80,253	861	17%
	Over 55	\$78,642	1,690	33%
	Total	\$76,990	3,332	64%
Female	18 to 35	\$56,616	137	3%
	35 to 45	\$66,730	246	5%
	45 to 55	\$69,258	471	9%
	Over 55	\$67,105	1,002	19%
	Total	\$66,709	1,856	36%
Total	18 to 35	\$60,000	403	8%
	35 to 45	\$72,442	761	15%
	45 to 55	\$76,194	1,332	26%
	Over 55	\$73,547	2,692	52%
	Total	\$73,000	5,188	100%

Provincial-Level Data

Table 6: Median compensation for all full-time clergy

Province	Median
I	\$76,658
II	\$77,873
III	\$74,907
IV	\$71,580
V	\$69,432
VI	\$67,422
VII	\$72,300
VIII	\$71,900
Total	\$73,000

Table 7: Cleric's total compensation by church size

Province	Church Size	All clerics	Senior/solo clergy only
		Median	Median
I	Family (0-75)	\$57,303	\$56,957
	Pastoral (76-140)	\$77,761	\$78,171
	Transitional (141-225)	\$87,267	\$92,629
	Program (226-400)	\$90,775	\$104,370
	Resource (401+)	\$85,680	<i>Insufficient data</i>
	Total	\$76,083	\$78,260
II	Family (0-75)	\$66,875	\$66,592
	Pastoral (76-140)	\$77,196	\$77,873
	Transitional (141-225)	\$85,651	\$95,307
	Program (226-400)	\$97,946	\$112,134
	Resource (401+)	\$129,621	\$205,339
	Total	\$76,570	\$77,860
III	Family (0-75)	\$61,894	\$61,894
	Pastoral (76-140)	\$77,131	\$78,275
	Transitional (141-225)	\$86,120	\$93,256
	Program (226-400)	\$89,579	\$110,499
	Resource (401+)	\$80,455	\$145,253
	Total	\$73,401	\$78,325

Table 7: Cleric's total compensation by church size (continued)

Province	Church Size	All clerics	Senior/solo clergy only
		Median	Median
IV	Family (0-75)	\$54,418	\$54,077
	Pastoral (76-140)	\$68,089	\$68,781
	Transitional (141-225)	\$79,900	\$82,282
	Program (226-400)	\$78,342	\$101,951
	Resource (401+)	\$83,167	\$132,827
	Total	\$71,313	\$74,175
V	Family (0-75)	\$57,358	\$57,004
	Pastoral (76-140)	\$67,695	\$68,731
	Transitional (141-225)	\$83,002	\$87,780
	Program (226-400)	\$86,888	\$107,585
	Resource (401+)	\$89,313	\$105,671
	Total	\$68,068	\$68,722
VI	Family (0-75)	\$55,914	\$55,914
	Pastoral (76-140)	\$70,000	\$70,170
	Transitional (141-225)	\$78,893	\$79,288
	Program (226-400)	\$86,918	\$99,053
	Resource (401+)	\$96,807	<i>Insufficient data</i>
	Total	\$68,270	\$68,602
VII	Family (0-75)	\$57,364	\$57,378
	Pastoral (76-140)	\$69,100	\$69,100
	Transitional (141-225)	\$79,778	\$82,732
	Program (226-400)	\$84,759	\$102,923
	Resource (401+)	\$94,248	\$136,104
	Total	\$70,954	\$73,200
VIII	Family (0-75)	\$60,000	\$60,000
	Pastoral (76-140)	\$73,044	\$73,688
	Transitional (141-225)	\$81,500	\$87,621
	Program (226-400)	\$80,000	\$96,452
	Resource (401+)	\$75,417	\$131,204
	Total	\$71,561	\$74,823

Table 8: Medan compensation by rank and gender

Gender	Province	Senior clergy	Solo clergy	Associates and curates
Male	I	\$106,430	\$77,714	\$65,460
	II	\$116,761	\$78,122	\$71,472
	III	\$113,328	\$73,676	\$67,459
	IV	\$106,699	\$71,142	\$62,150
	V	\$99,550	\$67,345	\$65,073
	VI	\$87,880	\$66,913	\$81,307
	VII	\$103,450	\$70,931	\$63,459
	VIII	\$98,124	\$74,823	\$64,500
	Total	\$105,000	\$72,419	\$64,698
Female	I	\$102,014	\$70,090	\$60,260
	II	\$102,738	\$71,822	\$61,670
	III	\$93,450	\$66,102	\$63,765
	IV	\$80,919	\$63,093	\$60,000
	V	\$78,972	\$62,160	\$65,404
	VI	\$84,389	\$67,160	\$56,091
	VII	\$89,825	\$60,325	\$59,500
	VIII	\$91,676	\$64,678	\$57,400
	Total	\$91,069	\$65,660	\$60,047
All Clergy	I	\$104,468	\$75,410	\$62,400
	II	\$111,523	\$75,628	\$66,725
	III	\$110,499	\$71,582	\$64,532
	IV	\$102,968	\$67,800	\$61,198
	V	\$91,372	\$65,118	\$65,225
	VI	\$84,944	\$67,160	\$57,428
	VII	\$99,150	\$69,046	\$61,227
	VIII	\$96,182	\$70,116	\$59,429
	Total	\$102,000	\$70,212	\$62,005

Diocesan-Level Data

Table 9: Median compensation by province and diocese

	Diocese	Median	Decile	Number
Province I	Connecticut	\$82,982	1	138
	Maine	\$68,772	6	35
	Massachusetts	\$77,058	2	181
	New Hampshire	\$66,870	7	37
	Rhode Island	\$73,471	3	41
	Vermont	\$65,495	7	20
	Western Massachusetts	\$76,939	2	38
Province II	Albany	\$61,576	9	56
	Central New York	\$72,705	4	40
	Conv of Churches in Europe	\$70,200	NA	11
	Long Island	\$79,949	1	118
	New Jersey	\$78,506	1	105
	New York	\$84,014	1	194
	Newark	\$71,880	4	75
	Rochester	\$75,326	2	31
	Virgin Islands**	<i>Insufficient data</i>	NA	4
	Western New York	\$64,687	8	28
Province III	Bethlehem	\$66,678	7	31
	Central Penn	\$68,304	6	40
	Delaware	\$73,538	3	25
	Easton	\$72,817	4	24
	Maryland	\$70,700	5	115
	Northwestern Penn	\$67,245	7	14
	Pennsylvania	\$82,783	1	127
	Pittsburgh	\$62,095	9	21
	Southern Virginia	\$72,080	4	71
	Southwestern Virginia	\$73,564	3	30

Table 9: Median compensation by province and diocese (continued)

	Diocese	Median	Decile	Number
Province III	Virginia	\$75,466	2	208
	Washington	\$83,714	1	118
	West Virginia	\$64,829	8	25
Province IV	Alabama	\$66,000	7	85
	Atlanta	\$70,213	5	119
	Central Florida	\$76,400	2	81
	Central Gulf Coast	\$72,688	4	44
	East Carolina	\$77,171	2	35
	East Tennessee	\$67,436	6	46
	Florida	\$72,000	4	49
	Georgia	\$63,463	9	48
	Kentucky	\$74,182	3	28
	Lexington	\$66,875	7	28
	Louisiana	\$75,950	2	46
	Mississippi	\$61,757	9	61
	North Carolina	\$70,728	5	111
	South Carolina	\$87,732	1	24
	Southeast Florida	\$78,721	1	78
	Southwest Florida	\$77,354	2	74
	Tennessee	\$71,539	5	58
	Upper South Carolina	\$66,034	7	62
	West Tennessee	\$72,840	3	28
	Western North Carolina	\$75,000	3	45
Province V	Chicago	\$72,456	4	119
	Eastern Michigan	\$56,100	10	17
	Eau Claire	<i>Insufficient data</i>	NA	3
	Fond du Lac	\$67,240	7	17
	Indianapolis	\$70,193	5	43
	Michigan	\$65,000	8	51

Table 9: Median compensation by province and diocese (continued)

	Diocese	Median	Decile	Number
Province V	Milwaukee	\$69,973	5	39
	Missouri	\$66,021	7	37
	Northern Indiana	\$69,928	6	18
	Northern Michigan	<i>Insufficient data</i>	NA	4
	Ohio	\$70,252	5	65
	Quincy	<i>Insufficient data</i>	NA	4
	Southern Ohio	\$74,395	3	62
	Springfield	\$65,436	8	19
	Western Michigan	\$63,378	9	32
Province VI	Colorado	\$75,000	3	85
	Iowa	\$60,589	10	24
	Minnesota	\$72,522	4	54
	Montana	\$57,220	10	20
	Nebraska	\$68,124	6	22
	North Dakota	\$63,047	9	6
	South Dakota	\$56,494	10	22
	Wyoming	\$64,795	8	16
Province VII	Arkansas	\$68,816	6	43
	Dallas	\$70,332	5	68
	Fort Worth	\$68,569	6	16
	Kansas	\$68,605	6	26
	Northwest Texas	\$61,847	9	20
	Oklahoma	\$69,635	6	55
	Rio Grande	\$62,437	9	35
	Texas	\$84,360	1	175
	West Missouri	\$67,761	6	31
	West Texas	\$73,945	3	72
	Western Kansas	\$71,321	5	5
	Western Louisiana	\$64,590	8	27
Province VIII	Alaska	\$65,500	7	10
	Arizona	\$61,800	9	53

Table 9: Median compensation by province and diocese (continued)

	Diocese	Median	Decile	Number
Province VIII	California	\$75,304	3	114
	Eastern Oregon	\$64,590	8	5
	El Camino Real	\$72,554	4	48
	Hawaii	\$93,896	1	25
	Idaho	\$65,153	8	10
	Los Angeles	\$75,893	2	159
	Navajoland	<i>Insufficient data</i>	NA	4
	Nevada	\$63,762	8	11
	Northern California	\$65,000	8	40
	Olympia	\$75,679	2	77
	Oregon	\$63,628	9	58
	San Diego	\$72,260	4	38
	San Joaquin	\$61,396	10	8
	Spokane	\$61,288	10	18
	Utah	\$71,407	5	23
Province IX	Puerto Rico**	\$29,609	NA	49

* Deciles based on absolute values: 1 = highest paid 10% 10 = lowest paid 10%

**Includes all clergy and does not use the \$32,252 full-time marker due to different economic circumstance

Table 10: Median total compensation by church size: All full-time clergy

Diocese	Family (0-75)	Pastoral (75-140)	Transitional (140-225)	Program and Resource (225+)
Alabama	\$55,188	\$64,350	\$84,949	\$78,172
Alaska	<i>Insufficient data</i>	<i>Insufficient data</i>	<i>Insufficient data</i>	<i>Insufficient data</i>
Albany	\$50,202	\$71,416	\$76,434	<i>Insufficient data</i>
Arizona	<i>Insufficient data</i>	\$58,838	\$70,982	\$74,375
Arkansas	\$56,000	\$71,256	\$75,025	\$83,645
Atlanta	<i>Insufficient data</i>	\$65,863	\$73,634	\$77,381
Bethlehem	\$58,153	\$71,894	\$76,800	<i>Insufficient data</i>
California	\$71,183	\$77,580	\$84,576	\$88,500
Central Florida	\$47,710	\$64,783	\$78,723	\$91,809
Central Gulf Coast	\$62,755	\$69,672	\$75,860	\$89,318
Central New York	\$63,796	\$80,104	<i>Insufficient data</i>	<i>Insufficient data</i>
Central Pennsylvania	\$58,280	\$67,662	\$85,587	<i>Insufficient data</i>
Chicago	\$59,875	\$70,000	\$86,469	\$82,880
Colorado	\$58,400	\$73,148	\$81,430	\$94,000
Connecticut	\$63,762	\$82,378	\$93,025	\$86,698
Dallas	\$57,481	\$64,092	\$80,896	\$75,762
Delaware	<i>Insufficient data</i>	<i>Insufficient data</i>	\$71,274	\$100,064
East Carolina	\$67,644	\$79,140	\$86,435	\$73,904
East Tennessee	\$56,438	\$73,768	\$67,436	\$76,501
Eastern Michigan	\$50,500	\$56,100	<i>Insufficient data</i>	<i>Insufficient data</i>
Eastern Oregon	\$52,188	<i>Insufficient data</i>	<i>Insufficient data</i>	<i>Insufficient data</i>
Easton	\$59,400	\$76,754	<i>Insufficient data</i>	<i>Insufficient data</i>
Eau Claire	<i>Insufficient data</i>	<i>Insufficient data</i>	<i>Insufficient data</i>	<i>Insufficient data</i>
El Camino Real	\$65,364	\$82,686	<i>Insufficient data</i>	<i>Insufficient data</i>
Florida	\$66,915	\$59,207	\$88,700	\$90,000
Fond du Lac	\$61,610	\$65,200	<i>Insufficient data</i>	<i>Insufficient data</i>
Fort Worth	<i>Insufficient data</i>	<i>Insufficient data</i>	<i>Insufficient data</i>	\$73,500
Georgia	\$49,252	\$63,158	\$59,706	\$68,809
Hawaii	\$77,607	\$94,841	\$109,196	<i>Insufficient data</i>
Idaho	<i>Insufficient data</i>	<i>Insufficient data</i>	<i>Insufficient data</i>	<i>Insufficient data</i>
Indianapolis	\$55,137	\$66,675	<i>Insufficient data</i>	\$77,644
Iowa	\$56,457	\$63,000	\$68,992	<i>Insufficient data</i>
Kansas	\$57,800	<i>Insufficient data</i>	<i>Insufficient data</i>	\$91,936

Table 10: Median total compensation by church size: All full-time clergy (continued)

Diocese	Family (0-75)	Pastoral (75-140)	Transitional (140-225)	Program and Resource (225+)
Kentucky	<i>Insufficient data</i>	\$72,216	\$75,980	\$89,606
Lexington	\$54,422	\$67,566	<i>Insufficient data</i>	\$76,500
Long Island	\$71,729	\$79,752	\$84,324	\$97,946
Los Angeles	\$64,545	\$78,344	\$81,119	\$79,023
Louisiana	\$57,317	\$72,783	<i>Insufficient data</i>	\$90,690
Maine	\$51,421	\$70,516	\$75,400	<i>Insufficient data</i>
Maryland	\$57,382	\$80,530	\$82,779	\$77,646
Massachusetts	\$56,272	\$77,670	\$87,611	\$82,369
Michigan	\$51,100	\$69,894	\$78,125	\$101,816
Milwaukee	\$60,590	\$74,336	\$78,725	<i>Insufficient data</i>
Minnesota	\$53,301	\$71,780	\$75,721	\$82,890
Mississippi	\$50,526	\$73,400	\$73,694	\$75,206
Missouri	\$56,650	\$63,765	\$89,748	<i>Insufficient data</i>
Montana	\$48,511	<i>Insufficient data</i>	<i>Insufficient data</i>	<i>Insufficient data</i>
Navajoland	<i>Insufficient data</i>	<i>Insufficient data</i>	<i>Insufficient data</i>	<i>Insufficient data</i>
Nebraska	\$40,965	\$68,124	<i>Insufficient data</i>	<i>Insufficient data</i>
Nevada	<i>Insufficient data</i>	\$72,251	<i>Insufficient data</i>	\$65,000
New Hampshire	\$55,259	\$71,973	\$83,420	\$78,035
New Jersey	\$71,265	\$77,873	\$87,614	\$97,763
New York	\$76,400	\$80,216	\$92,216	\$113,397
Newark	\$70,103	\$74,158	\$70,615	\$110,553
North Carolina	\$55,620	\$66,950	\$80,153	\$74,070
North Dakota	<i>Insufficient data</i>	<i>Insufficient data</i>	<i>Insufficient data</i>	<i>Insufficient data</i>
Northern California	\$57,410	\$65,000	\$87,758	\$81,713
Northern Indiana	\$52,748	\$68,174	<i>Insufficient data</i>	<i>Insufficient data</i>
Northern Michigan	<i>Insufficient data</i>	<i>Insufficient data</i>	<i>Insufficient data</i>	<i>Insufficient data</i>
Northwest Texas	\$61,257	<i>Insufficient data</i>	<i>Insufficient data</i>	\$53,000
Northwestern Pennsylvania	\$61,787	<i>Insufficient data</i>	<i>Insufficient data</i>	<i>Insufficient data</i>
Ohio	\$57,065	\$70,252	\$82,245	\$81,346
Oklahoma	\$53,825	\$69,973	<i>Insufficient data</i>	\$92,467
Olympia	\$49,996	\$75,679	\$82,175	\$91,572
Oregon	\$49,401	\$63,754	\$61,108	\$71,600
Pennsylvania	\$71,325	\$86,090	\$99,571	\$76,421

Table 10: Median total compensation by church size: All full-time clergy (continued)

Diocese	Family (0-75)	Pastoral (75-140)	Transitional (140-225)	Program and Resource (225+)
Pittsburgh	\$57,000	\$79,850	<i>Insufficient data</i>	\$66,577
Quincy	<i>Insufficient data</i>	<i>Insufficient data</i>	<i>Insufficient data</i>	<i>Insufficient data</i>
Rhode Island	\$60,294	\$72,735	\$79,415	<i>Insufficient data</i>
Rio Grande	\$38,242	\$68,897	<i>Insufficient data</i>	\$99,899
Rochester	\$53,801	\$74,708	\$96,177	<i>Insufficient data</i>
San Diego	\$56,724	\$67,968	\$82,906	\$82,629
San Joaquin	<i>Insufficient data</i>	<i>Insufficient data</i>	<i>Insufficient data</i>	<i>Insufficient data</i>
South Carolina	<i>Insufficient data</i>	<i>Insufficient data</i>	\$88,540	\$92,724
South Dakota	\$48,718	<i>Insufficient data</i>	<i>Insufficient data</i>	<i>Insufficient data</i>
Southeast Florida	\$73,516	\$65,592	\$88,264	\$93,721
Southern Ohio	\$62,912	\$67,281	\$84,328	\$95,011
Southern Virginia	\$57,460	\$77,327	\$76,320	\$79,029
Southwest Florida	<i>Insufficient data</i>	\$68,215	\$80,118	\$91,475
Southwestern Virginia	\$56,323	\$77,189	<i>Insufficient data</i>	\$97,478
Spokane	\$61,792	\$60,000	<i>Insufficient data</i>	<i>Insufficient data</i>
Springfield	\$58,179	\$73,515	<i>Insufficient data</i>	<i>Insufficient data</i>
Tennessee	\$50,463	\$63,449	\$70,578	\$73,983
Texas	\$69,046	\$73,832	\$83,961	\$95,011
Upper South Carolina	\$51,452	\$63,396	\$77,163	\$71,000
Utah	<i>Insufficient data</i>	<i>Insufficient data</i>	\$73,667	<i>Insufficient data</i>
Vermont	\$48,140	\$65,495	<i>Insufficient data</i>	<i>Insufficient data</i>
Virginia	\$66,717	\$76,408	\$85,366	\$79,040
Washington	\$62,895	\$79,048	\$86,120	\$97,409
West Missouri	<i>Insufficient data</i>	\$67,000	<i>Insufficient data</i>	\$90,810
West Tennessee	<i>Insufficient data</i>	<i>Insufficient data</i>	<i>Insufficient data</i>	\$76,857
West Texas	\$64,475	\$73,425	\$70,946	\$93,766
West Virginia	\$61,754	\$68,000	<i>Insufficient data</i>	<i>Insufficient data</i>
Western Kansas	<i>Insufficient data</i>	\$95,313	<i>Insufficient data</i>	<i>Insufficient data</i>
Western Louisiana	\$48,422	\$58,000	\$88,122	<i>Insufficient data</i>
Western Massachusetts	\$56,677	\$78,081	\$91,788	<i>Insufficient data</i>
Western Michigan	\$56,362	\$64,759	\$88,400	<i>Insufficient data</i>
Western New York	\$58,500	\$67,551	<i>Insufficient data</i>	<i>Insufficient data</i>
Western North Carolina	\$53,795	\$74,190	\$82,450	\$81,484
Wyoming	\$62,400	<i>Insufficient data</i>	<i>Insufficient data</i>	<i>Insufficient data</i>

Table 11: Median total compensation by church size: Senior and solo full-time clergy

Diocese	Family (0-75)	Pastoral (75-140)	Transitional (140-225)	Program and Resource (225+)
Alabama	\$55,188	\$67,505	\$84,949	\$118,648
Alaska	<i>Insufficient data</i>	<i>Insufficient data</i>	<i>Insufficient data</i>	<i>Insufficient data</i>
Albany	\$50,202	\$71,416	<i>Insufficient data</i>	<i>Insufficient data</i>
Arizona	<i>Insufficient data</i>	\$58,838	\$72,340	\$91,811
Arkansas	\$56,000	\$71,256	\$80,711	\$114,968
Atlanta	<i>Insufficient data</i>	\$65,863	\$82,743	\$99,596
Bethlehem	\$58,153	\$71,894	<i>Insufficient data</i>	<i>Insufficient data</i>
California	\$71,183	\$83,265	\$97,806	\$124,756
Central Florida	\$46,569	\$66,872	\$78,723	\$97,701
Central Gulf Coast	\$62,755	\$69,672	\$91,895	\$119,940
Central New York	\$63,796	\$80,104	<i>Insufficient data</i>	<i>Insufficient data</i>
Central Pennsylvania	\$58,280	\$68,304	<i>Insufficient data</i>	<i>Insufficient data</i>
Chicago	\$59,875	\$72,456	\$90,340	\$101,265
Colorado	\$58,400	\$74,333	\$82,500	\$101,754
Connecticut	\$59,284	\$82,533	\$95,156	\$113,787
Dallas	\$57,481	\$64,092	\$80,896	\$82,806
Delaware	<i>Insufficient data</i>	<i>Insufficient data</i>	\$83,000	<i>Insufficient data</i>
East Carolina	\$67,644	\$79,140	\$94,253	\$98,774
East Tennessee	\$56,438	\$73,768	\$73,405	<i>Insufficient data</i>
Eastern Michigan	\$50,500	\$56,100	<i>Insufficient data</i>	<i>Insufficient data</i>
Eastern Oregon	<i>Insufficient data</i>	<i>Insufficient data</i>	<i>Insufficient data</i>	<i>Insufficient data</i>
Easton	\$59,400	\$77,613	<i>Insufficient data</i>	<i>Insufficient data</i>
Eau Claire	<i>Insufficient data</i>	<i>Insufficient data</i>	<i>Insufficient data</i>	<i>Insufficient data</i>
El Camino Real	\$65,364	\$84,183	<i>Insufficient data</i>	<i>Insufficient data</i>
Florida	\$66,915	\$59,207	\$89,767	\$118,332
Fond du Lac	\$61,610	\$65,200	<i>Insufficient data</i>	<i>Insufficient data</i>
Fort Worth	<i>Insufficient data</i>	<i>Insufficient data</i>	<i>Insufficient data</i>	<i>Insufficient data</i>
Georgia	\$49,252	\$63,463	\$72,658	\$129,116
Hawaii	\$77,607	\$93,896	<i>Insufficient data</i>	<i>Insufficient data</i>
Idaho	<i>Insufficient data</i>	<i>Insufficient data</i>	<i>Insufficient data</i>	<i>Insufficient data</i>
Indianapolis	\$55,137	\$66,675	<i>Insufficient data</i>	\$123,649
Iowa	\$57,000	<i>Insufficient data</i>	<i>Insufficient data</i>	<i>Insufficient data</i>
Kansas	\$57,800	<i>Insufficient data</i>	<i>Insufficient data</i>	\$102,846

Table 11: Median total compensation by church size: Senior and solo full-time clergy (continued)

Diocese	Family (0-75)	Pastoral (75-140)	Transitional (140-225)	Program and Resource (225+)
Kentucky	<i>Insufficient data</i>	\$72,216	<i>Insufficient data</i>	<i>Insufficient data</i>
Lexington	\$54,422	\$67,566	<i>Insufficient data</i>	<i>Insufficient data</i>
Long Island	\$71,729	\$79,950	\$97,367	\$120,625
Los Angeles	\$64,590	\$78,344	\$89,512	\$110,889
Louisiana	\$57,317	\$73,666	<i>Insufficient data</i>	\$144,466
Maine	\$51,421	\$70,516	<i>Insufficient data</i>	<i>Insufficient data</i>
Maryland	\$57,382	\$83,887	\$93,833	\$124,482
Massachusetts	\$52,000	\$79,290	\$93,026	\$106,610
Michigan	\$50,500	\$69,894	\$83,521	<i>Insufficient data</i>
Milwaukee	\$60,590	\$74,336	\$83,618	<i>Insufficient data</i>
Minnesota	\$53,301	\$71,780	\$77,464	\$91,440
Mississippi	\$50,526	\$73,400	\$81,821	\$115,142
Missouri	\$56,650	\$63,765	\$90,124	<i>Insufficient data</i>
Montana	\$48,511	<i>Insufficient data</i>	<i>Insufficient data</i>	<i>Insufficient data</i>
Navajoland	<i>Insufficient data</i>	<i>Insufficient data</i>	<i>Insufficient data</i>	<i>Insufficient data</i>
Nebraska	\$40,965	\$68,124	<i>Insufficient data</i>	<i>Insufficient data</i>
Nevada	<i>Insufficient data</i>	<i>Insufficient data</i>	<i>Insufficient data</i>	<i>Insufficient data</i>
New Hampshire	\$55,259	\$71,973	<i>Insufficient data</i>	<i>Insufficient data</i>
New Jersey	\$71,265	\$77,873	\$92,790	\$118,668
New York	\$76,400	\$81,945	\$97,796	\$154,969
Newark	\$70,103	\$75,000	\$91,460	<i>Insufficient data</i>
North Carolina	\$55,620	\$66,950	\$85,530	\$98,108
North Dakota	<i>Insufficient data</i>	<i>Insufficient data</i>	<i>Insufficient data</i>	<i>Insufficient data</i>
Northern California	\$57,410	\$65,500	\$90,709	<i>Insufficient data</i>
Northern Indiana	\$52,748	\$68,174	<i>Insufficient data</i>	<i>Insufficient data</i>
Northern Michigan	<i>Insufficient data</i>	<i>Insufficient data</i>	<i>Insufficient data</i>	<i>Insufficient data</i>
Northwest Texas	\$61,257	<i>Insufficient data</i>	<i>Insufficient data</i>	<i>Insufficient data</i>
Northwestern Pennsylvania	\$61,787	<i>Insufficient data</i>	<i>Insufficient data</i>	<i>Insufficient data</i>
Ohio	\$57,065	\$70,252	<i>Insufficient data</i>	<i>Insufficient data</i>
Oklahoma	\$53,825	\$69,973	<i>Insufficient data</i>	\$115,201
Olympia	\$49,996	\$75,679	\$83,234	\$108,726
Oregon	\$49,401	\$63,754	<i>Insufficient data</i>	\$80,786
Pennsylvania	\$71,325	\$86,908	\$102,543	\$134,923

Table 11: Median total compensation by church size: Senior and solo full-time clergy (continued)

Diocese	Family (0-75)	Pastoral (75-140)	Transitional (140-225)	Program and Resource (225+)
Pittsburgh	\$57,000	\$79,850	<i>Insufficient data</i>	<i>Insufficient data</i>
Quincy	<i>Insufficient data</i>	<i>Insufficient data</i>	<i>Insufficient data</i>	<i>Insufficient data</i>
Rhode Island	\$61,880	\$73,471	\$79,980	<i>Insufficient data</i>
Rio Grande	\$38,242	\$67,749	<i>Insufficient data</i>	<i>Insufficient data</i>
Rochester	\$53,801	\$76,556	<i>Insufficient data</i>	<i>Insufficient data</i>
San Diego	\$56,724	\$67,968	<i>Insufficient data</i>	\$103,000
San Joaquin	<i>Insufficient data</i>	<i>Insufficient data</i>	<i>Insufficient data</i>	<i>Insufficient data</i>
South Carolina	<i>Insufficient data</i>	<i>Insufficient data</i>	<i>Insufficient data</i>	\$128,465
South Dakota	\$48,718	<i>Insufficient data</i>	<i>Insufficient data</i>	<i>Insufficient data</i>
Southeast Florida	\$70,520	\$65,592	\$88,464	\$109,750
Southern Ohio	\$62,912	\$73,457	\$84,328	\$99,550
Southern Virginia	\$57,460	\$76,164	\$85,043	\$97,520
Southwest Florida	<i>Insufficient data</i>	\$68,215	\$80,428	\$109,916
Southwestern Virginia	\$56,323	\$77,189	<i>Insufficient data</i>	<i>Insufficient data</i>
Spokane	\$61,792	\$60,000	<i>Insufficient data</i>	<i>Insufficient data</i>
Springfield	\$58,179	\$73,515	<i>Insufficient data</i>	<i>Insufficient data</i>
Tennessee	\$50,463	\$63,449	<i>Insufficient data</i>	\$123,373
Texas	\$69,046	\$74,327	\$85,275	\$109,822
Upper South Carolina	\$51,452	\$63,396	\$78,593	\$93,124
Utah	\$33,736	<i>Insufficient data</i>	<i>Insufficient data</i>	<i>Insufficient data</i>
Vermont	\$48,140	\$65,495	<i>Insufficient data</i>	<i>Insufficient data</i>
Virginia	\$66,717	\$78,713	\$97,577	\$113,140
Washington	\$62,895	\$82,447	\$96,586	\$139,112
West Missouri	<i>Insufficient data</i>	\$67,000	<i>Insufficient data</i>	<i>Insufficient data</i>
West Tennessee	<i>Insufficient data</i>	<i>Insufficient data</i>	<i>Insufficient data</i>	\$128,027
West Texas	\$64,475	\$73,425	\$85,000	\$106,949
West Virginia	\$61,754	\$68,000	<i>Insufficient data</i>	<i>Insufficient data</i>
Western Kansas	<i>Insufficient data</i>	<i>Insufficient data</i>	<i>Insufficient data</i>	<i>Insufficient data</i>
Western Louisiana	\$48,422	\$58,000	<i>Insufficient data</i>	<i>Insufficient data</i>
Western Massachusetts	\$56,677	\$78,081	\$91,788	<i>Insufficient data</i>
Western Michigan	\$56,362	\$64,759	\$88,400	<i>Insufficient data</i>
Western New York	\$58,500	\$67,551	<i>Insufficient data</i>	<i>Insufficient data</i>
Western North Carolina	\$53,795	\$74,190	\$82,450	<i>Insufficient data</i>
Wyoming	\$61,199	<i>Insufficient data</i>	<i>Insufficient data</i>	<i>Insufficient data</i>

The following tables and maps illuminate clergy salaries as compared to similar local populations. The sample data making up our “general population” comparison group was taken from the 2006 – 2010 American Community Survey, administered by the U.S. Census Bureau. This sample was restricted to full-time employed professionals with Master’s degree education or higher.

Table 12: Median compensation comparison between clergy and graduate-educated professionals by region of country (Source: 2006 – 2010 American Community Survey)

Region	Clergy Median Compensation	*U.S. Comparative Median Compensation	Difference
Northeast	\$76,991	\$77,090	(\$99)
Midwest	\$68,365	\$67,073	\$2,292
South	\$72,943	\$69,147	\$3,796
West	\$71,183	\$79,351	(\$8,168)
Total	\$73,000	\$73,402	(\$402)

Table 13: Median compensation comparison between clergy and graduate-educated professionals by province (Source: 2006 – 2010 American Community Survey)

Province	Clergy Median Compensation	*U.S. Comparative Median Compensation	Difference
Province I	\$76,658	\$76,594	\$64
Province II	\$77,873	\$79,539	(\$1,666)
Province III	\$74,907	\$78,479	(\$3,572)
Province IV	\$71,580	\$64,565	\$7,015
Province V	\$69,432	\$68,935	\$497
Province VI	\$67,422	\$65,957	\$1,465
Province VII	\$72,300	\$65,957	\$6,343
Province VIII	\$71,900	\$82,551	(\$10,651)
Total	\$73,000	\$73,402	(\$402)

* Figures from 2006–2010 American Community Survey adjusted to 2013 constant dollars.

Diocesan Median Compensation by Decile

