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The 2006 Church

Compensation Report

A National, Provincial and Diocesan
Analysis of Clergy Compensation In
Comparative Perspective With
New Data on Lay Employees

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RESEARCH

2006 Church Compensation Report:
National, Provincial, and Diocesan Tables

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

In the six years since the clergy compensation guide has been available on-line it has been used by an ever increasing number of people, not just the traditional constituency of diocesan administrators, but by clergy and parishes. 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.

1) What does compensation include?

For clergy, this is the assessable compensation reported to the 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. For lay employees, compensation is the amount reported to us on the Lay Census in February of 2007. Compensation was reported in ranges, rather than in absolute amounts.

2) What is the criteria in the report for being counted as a full time cleric?

With clergy we have used a baseline figure of \$28,080 as a benchmark and we assume that those working above this compensation level are working full time. Thanks to the Census of Lay Employees, we know the hours worked of for lay employees.

3) As a diocese, how do we work out 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 where 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 dioceses made up primarily of small to medium sized congregations.

5) A note about lay compensation data

The data concerning lay employees comes from the February 2007 Census of Lay Employees. Most congregations reported 2006 year-end earnings making the figures comparable with those of the clergy. Approximately 60% of congregations and 90% of dioceses responded. Compensation was reported in bands as opposed to in exact amounts and as is standard in processing such data, these categories were converted into mid-points for analysis. Because using categorical mid-points strips the data of outlying data points, using mean as opposed to median compensation produces a more accurate measure of "average" lay employee salaries.

National Level Statistics

Full-Time Clergy Compensation 2000 to 2006 in Actual and Constant Dollars			
	FT Clergy Median Comp	Constant 2007 \$'s	% Change Constant \$
2006 Median for All Full-time Clergy	\$62,793	\$64,049	-1.5%
2005 Median for All Full-time Clergy	\$61,379	\$65,062	-0.5%
2004 Median for All Full-time Clergy	\$60,000	\$65,400	0.1%
2003 Median for All Full-time Clergy	\$58,818	\$65,288	0.5%
2002 Median for All Full-time Clergy	\$56,930	\$64,900	2.1%
2001 Median for All Full-time Clergy	\$54,786	\$63,552	1.0%
2000 Median for All Full-time Clergy	\$52,428	\$62,914	

Overall Average Compensation by Church Size			
Full-Time Parish Clergy			Parish Lay Employees
ASA Church Size	All Full-time Parish Clergy	Senior and Solo Clerics	Lay Employees All Positions <i>(30 hours plus)</i>
Family (0-75)	\$51,996	\$51,994	\$31,209
Pastoral (75-140)	\$61,462	\$61,902	\$31,652
Transitional (140-225)	\$69,017	\$73,498	\$34,660
Program (225-400)	\$73,054	\$84,000	\$45,061
Resource (400+)	\$74,810	\$118,037	\$59,048
Total	\$62,437	\$64,809	\$42,890

Full Time Compensation by Gender and Position in Comparative Perspective			
ALL CLERGY - Parochial and Non-Parochial			
GENDER	Median	No.	% of Total N
Male	\$66,402	4,266	70.0%
Female	\$56,160	1,813	30.0%
Total	\$62,793	6,079	100.0%
SENIOR CLERGY			
GENDER	Median	No.	% of Total N
Male	\$89,834	728	86.0%
Female	\$75,005	121	14.0%
Total	\$86,500	849	100.0%
SOLO CLERGY			
GENDER	Median	No.	% of Total N
Male	\$62,409	2,324	72.5%
Female	\$56,501	878	27.5%
Total	\$60,806	3,202	100.0%
ASSOCIATES, ASSISTANTS AND CURATES			
GENDER	Median	No.	% of Total N
Male	\$57,148	498	50.5%
Female	\$52,200	487	49.5%
Total	\$54,573	985	100.0%
NON-PAROCHIAL			
GENDER	Median	No.	% of Total N
Male	\$70,135	716	68.5%
Female	\$56,837	327	31.5%
Total	\$64,799	1,043	100.0%
LAY EMPLOYEES (30 hours plus)			
GENDER	Median	No.	% of Total N
Male	\$48,472		31.3%
Female	\$42,361		68.7%
Total	\$44,281		100.0%

Compensation for Parish Lay Employees by Hours Worked		
Area of Employment	Hours Worked Per Week	Mean Annual Compensation
Parish Administration	1 – 9	\$7,837
	10 – 19	\$9,196
	20 – 29	\$16,870
	30 - 39	\$33,131
	40 - Above	\$49,389
	Total	\$26,730
Parish Facilities/ Maintenance	1 – 9	\$7,605
	10 – 19	\$8,380
	20 – 29	\$12,252
	30 - 39	\$28,667
	40 - Above	\$39,052
	Total	\$19,870
Church Music	1 – 9	\$8,163
	10 – 19	\$15,056
	20 – 29	\$26,038
	30 - 39	\$48,921
	40 - Above	\$65,878
	Total	\$17,431
Christian Education / Youth	1 – 9	\$7,695
	10 – 19	\$10,885
	20 – 29	\$20,281
	30 - 39	\$39,858
	40 - Above	\$50,915
	Total	\$21,687
Social Outreach	1 – 9	\$10,789
	10 – 19	\$10,188
	20 – 29	\$21,944
	30 - 39	\$40,000
	40 - Above	\$50,605
	Total	\$33,252

Compensation for Parish Lay Employees by Hours Worked		
Area of Employment	Hours Worked Per Week	Mean Annual Compensation
Other Employees	1 – 9	\$7,572
	10 – 19	\$8,945
	20 – 29	\$18,254
	30 - 39	\$29,877
	40 - Above	\$49,235
	Total	\$14,987
Total for All Employees	1 – 9	\$7,939
	10 – 19	\$11,055
	20 – 29	\$18,312
	30 - 39	\$35,015
	40 - Above	\$48,704
	Total	\$21,475

Compensation for Parish Lay Employees Working Over 30 Hours by Area of Responsibility and Congregation Size		
Area of Employment	Parish Size	Mean Annual Compensation
Parish Administration	Family	\$29,398
	Pastoral	\$32,574
	Transitional	\$36,418
	Program	\$46,781
	Resource	\$59,944
	Total	\$42,607
Preschool/Daycare or Parish School	Family	\$28,142
	Pastoral	\$28,956
	Transitional	\$29,223
	Program	\$28,571
	Resource	\$64,438
	Total	\$38,885
Parish Facilities/ Maintenance	Family	\$25,192
	Pastoral	\$29,391
	Transitional	\$28,180
	Program	\$36,035
	Resource	\$51,553
	Total	\$36,615

Compensation for Parish Lay Employees Working Over 30 Hours by Area of Responsibility and Congregation Size		
Area of Employment	Parish Size	Mean Annual Compensation
Church Music	Family	\$44,375
	Pastoral	\$43,304
	Transitional	\$49,200
	Program	\$64,556
	Resource	\$66,053
	Total	\$59,349
Christian Ed/ Youth	Family	\$30,000
	Pastoral	\$34,375
	Transitional	\$43,238
	Program	\$48,636
	Resource	\$51,894
	Total	\$47,116
Social Outreach	Family	\$40,114
	Pastoral	\$32,386
	Transitional	\$34,500
	Program	\$53,688
	Resource	\$69,659
	Total	\$49,077
Other	Family	\$43,846
	Pastoral	\$36,001
	Transitional	\$36,364
	Program	\$43,973
	Resource	\$38,125
	Total	\$41,147
Total	Family	\$31,219
	Pastoral	\$31,690
	Transitional	\$34,670
	Program	\$45,092
	Resource	\$59,048
	Total	\$42,919

Clergy and Lay Compensation By Years of Experience			
Gender	Years Credited Service / Episcopal Job Experience	Median Clergy Compensation	Mean Lay Employee Salaries (30 hrs +)
Male	1 to 5 Yrs	\$52,000	\$45,767
	5 to 10 Yrs	\$61,617	\$49,574
	10 to 20 Yrs	\$68,030	\$49,911
	20 Years Plus	\$77,195	\$55,599
	Total	\$66,402	\$48,523
Female	1 to 5 Yrs	\$49,343	\$40,021
	5 to 10 Yrs	\$56,254	\$41,541
	10 to 20 Yrs	\$62,374	\$45,736
	20 Years Plus	\$66,355	\$50,821
	Total	\$56,160	\$42,409
Total	1 to 5 Yrs	\$50,704	\$41,834
	5 to 10 Yrs	\$59,467	\$43,987
	10 to 20 Yrs	\$66,205	\$46,967
	20 Years Plus	\$75,930	\$52,606
	Total	\$62,793	\$44,324

Clergy and Lay Employee Compensation By Age			
Gender	Age of Employee / Cleric	Median Clergy Compensation	Mean Lay Employee Salaries (30 hrs +)
Male	18 to 35	\$50,124	\$42,264
	35 to 45	\$60,894	\$53,556
	45 to 55	\$67,979	\$52,960
	Over 55	\$68,468	\$46,354
	Total	\$66,401	\$48,920
Female	18 to 35	\$51,560	\$35,268
	35 to 45	\$55,000	\$43,025
	45 to 55	\$56,567	\$43,118
	Over 55	\$56,949	\$45,613
	Total	\$56,185	\$42,738
Total	18 to 35	\$50,905	\$37,587
	35 to 45	\$59,276	\$46,769
	45 to 55	\$64,177	\$46,115
	Over 55	\$64,600	\$45,829
	Total	\$62,793	\$44,672

Provincial Level Data

Median Compensation for All Full-time Clergy and for Lay Employees in Parishes		
Province	Clergy	Lay Employees
1	\$66,331	\$43,639
2	\$67,817	\$41,371
3	\$64,068	\$52,165*
4	\$62,788	\$38,674
5	\$59,621	\$41,258
6	\$55,245	\$36,740
7	\$61,099	\$36,981
8	\$61,569	\$40,844
Total	\$62,793	\$42,890
<small>*Province III number includes employees of the National Cathedral. Mean figure is \$40,998 when these employees are excluded from the Province III total bring it in line with the other Provinces</small>		

Cleric's Total Compensation by Church Size			
		All Clerics	Senior and Solo Clergy Only
Province	Church Size	Median	Median
1	Family (0-75)	\$49,026	\$49,026
	Pastoral (76-140)	\$65,395	\$66,393
	Transitional (141-225)	\$74,528	\$77,040
	Program (226-400)	\$81,475	\$93,397
	Resource (401+)	\$70,182	\$149,889
	Total		\$65,576
2	Family (0-75)	\$57,970	\$57,928
	Pastoral (76-140)	\$67,469	\$67,697
	Transitional (141-225)	\$74,571	\$78,773
	Program (226-400)	\$83,614	\$97,403
	Resource (401+)	\$88,072	\$154,644
	Total		\$66,292
3	Family (0-75)	\$55,447	\$55,500
	Pastoral (76-140)	\$62,585	\$63,233
	Transitional (141-225)	\$71,331	\$77,080
	Program (226-400)	\$79,202	\$90,426
	Resource (401+)	\$74,909	\$117,839
	Total		\$64,738

		All Clerics	Senior and Solo Clergy Only
4	Family (0-75)	\$49,587	\$49,644
	Pastoral (76-140)	\$58,786	\$59,208
	Transitional (141-225)	\$66,990	\$69,700
	Program (226-400)	\$68,665	\$80,174
	Resource (401+)	\$74,727	\$119,792
	Total	\$62,250	\$65,000
5	Family (0-75)	\$50,989	\$51,077
	Pastoral (76-140)	\$59,621	\$60,000
	Transitional (141-225)	\$69,105	\$73,319
	Program (226-400)	\$74,617	\$88,384
	Resource (401+)	\$71,520	\$118,968
	Total	\$59,000	\$60,000
6	Family (0-75)	\$49,920	\$49,585
	Pastoral (76-140)	\$55,800	\$56,494
	Transitional (141-225)	\$67,015	\$70,000
	Program (226-400)	\$70,425	\$81,141
	Resource (401+)	\$76,518	\$113,567
	Total	\$57,187	\$59,779
7	Family (0-75)	\$50,180	\$50,133
	Pastoral (76-140)	\$57,661	\$57,838
	Transitional (141-225)	\$65,809	\$67,910
	Program (226-400)	\$70,877	\$81,330
	Resource (401+)	\$74,000	\$109,182
	Total	\$60,744	\$63,950
8	Family (0-75)	\$50,491	\$50,491
	Pastoral (76-140)	\$61,130	\$62,400
	Transitional (141-225)	\$66,350	\$73,129
	Program (226-400)	\$74,301	\$82,057
	Resource (401+)	\$68,745	\$117,981
	Total	\$61,700	\$63,667

Median Compensation By Position and Gender				
Gender	Province	Senior Clergy	Solo Clergy	Associates and Curates
Male	I	\$88,884	\$68,314	\$55,250
	II	\$100,035	\$67,366	\$66,401
	III	\$90,693	\$63,716	\$61,359
	IV	\$91,181	\$61,500	\$57,484
	V	\$90,000	\$58,755	\$56,636
	VI	\$81,141	\$59,601	\$55,013
	VII	\$88,531	\$59,423	\$54,428
	VIII	\$81,399	\$61,471	\$57,062
	Total		\$89,834	\$62,409
Female	I	\$75,602	\$57,516	\$54,188
	II	\$93,243	\$61,250	\$54,430
	III	\$79,232	\$58,632	\$55,978
	IV	\$67,202	\$52,959	\$50,082
	V	\$81,878	\$56,000	\$50,000
	VI	\$73,025	\$50,142	\$45,000
	VII	\$76,314	\$52,100	\$48,620
	VIII	\$64,758	\$56,425	\$53,045
	Total		\$75,005	\$56,501
Total	I	\$87,576	\$64,104	\$54,405
	II	\$99,434	\$64,590	\$58,169
	III	\$90,059	\$61,898	\$57,162
	IV	\$87,214	\$59,710	\$53,758
	V	\$86,047	\$57,395	\$51,529
	VI	\$80,180	\$54,773	\$48,422
	VII	\$86,067	\$58,341	\$51,293
	VIII	\$80,301	\$59,400	\$55,075
	Total		\$86,500	\$60,806

Diocesan Level Data

New Dioceses included in the analysis. This year we have added the dioceses of Puerto Rico, the Virgin Islands and the Convocation of American Churches in Europe. In order to allow year on year consistency for those diocese who need a benchmark for their progress on compensation, these three new dioceses are not yet part of the aggregate statistics, but we are exploring ways of including new dioceses within our analysis. As we seek to expand the number of dioceses in the report to eventually represent all dioceses in the Episcopal Church, we have started with those dioceses where clergy are paid in US dollars. As we extend our analysis beyond these three new dioceses we will need to consider local currency differences and comparative purchasing power.

	Diocese	Median Comp	Decile*	N
Province I	Connecticut	\$74,348	1	175
	Maine	\$59,209	6	42
	Massachusetts	\$65,478	3	191
	New Hampshire	\$62,107	4	39
	Rhode Island	\$60,716	5	53
	Vermont	\$54,559	9	32
	Western Mass	\$65,928	3	50
Province II	Albany	\$55,259	9	65
	Central New York	\$63,908	3	48
	Convocation of Am	\$77,666		10
	Long Island	\$70,596	1	107
	New Jersey	\$71,505	1	124
	New York	\$70,013	1	242
	Newark	\$64,560	3	103
	Rochester	\$68,149	2	37
	Virgin Islands	\$48,840		9
	Western New York	\$56,970	8	35
Province III	Bethlehem	\$59,668	6	36
	Central Penn	\$57,619	7	52
	Delaware	\$68,510	1	32
	Easton	\$62,900	3	27
	Maryland	\$58,877	6	130
	Northwestern Penn	\$57,795	7	16
	Pennsylvania	\$66,560	2	157
	Pittsburgh	\$56,337	8	67
	Southern Virginia	\$66,053	2	85
	Southwestern Virginia	\$60,000	5	31
	Virginia	\$67,159	2	235
	Washington	\$73,205	1	134
	West Virginia	\$58,131	7	35

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

Province IV	Alabama	\$62,813	4	78
	Atlanta	\$63,291	3	118
	Central Florida	\$67,552	2	90
	Central Gulf Coast	\$62,608	4	49
	East Tennessee	\$59,252	6	45
	Eastern Carolina	\$57,316	7	46
	Florida	\$69,243	1	50
	Georgia	\$58,777	7	53
	Kentucky	\$60,257	5	32
	Lexington	\$56,516	8	25
	Louisiana	\$63,243	3	52
	Mississippi	\$55,000	9	69
	North Carolina	\$60,329	5	116
	South Carolina	\$70,033	1	82
	Southeast Florida	\$66,053	2	79
	Southwest Florida	\$64,808	3	86
	Tennessee	\$66,000	2	55
	Upper South Carolina	\$55,750	8	60
	West Tennessee	\$62,649	4	36
	Western North Carolina	\$60,920	5	50
Province V	Chicago	\$63,826	3	137
	Eastern Michigan	\$51,251	10	25
	Eau Claire	\$59,400	6	11
	Fond du Lac	\$53,698	9	27
	Indianapolis	\$62,550	4	41
	Michigan	\$59,438	6	68
	Milwaukee	\$59,937	6	53
	Missouri	\$56,632	8	39
	Northern Indiana	\$60,260	5	18
	Northern Michigan	\$46,635	10	10
	Ohio	\$63,315	3	74
	Quincy	\$53,165	9	9
	Southern Ohio	\$61,115	5	83
	Springfield	\$54,530	9	24
	Western Michigan	\$51,500	10	41
* Deciles based on absolute values 1=highest paid 10% 10=lowest paid				

Province VI	Colorado	\$59,852	6	93
	Iowa	\$52,140	9	38
	Minnesota	\$61,478	4	70
	Montana	\$43,192	10	23
	Nebraska	\$57,187	7	33
	North Dakota	\$51,288	10	8
	South Dakota	\$46,228	10	16
	Wyoming	\$50,834	10	21
Province VII	Arkansas	\$58,153	7	39
	Dallas	\$62,542	4	78
	Fort Worth	\$54,428	9	50
	Kansas	\$51,250	10	27
	Northwest Texas	\$54,550	9	24
	Oklahoma	\$60,958	5	51
	Rio Grande	\$57,793	7	40
	Texas	\$67,702	2	186
	West Missouri	\$56,717	8	41
	West Texas	\$62,401	4	70
	Western Kansas	\$56,996	8	15
	Western Louisiana	\$55,035	9	35
Province VIII	Alaska	\$55,289	8	14
	Arizona	\$61,800	4	57
	California	\$66,552	2	126
	Eastern Oregon	\$46,145	10	8
	El Camino Real	\$61,236	5	46
	Hawaii	\$75,035	1	32
	Idaho	\$56,756	8	10
	Los Angeles	\$60,000	5	176
	Navajoland	\$42,355	10	2
	Nevada	\$59,366	6	8
	Northern California	\$57,629	7	54
	Olympia	\$62,096	4	80
	Oregon	\$55,445	8	61
	San Diego	\$68,171	1	44
	San Joaquin	\$60,000	5	39
	Spokane	\$58,159	7	22
	Utah	\$67,712	2	29
Province IX	Puerto Rico**	\$25,310		63
* Deciles based on absolute values 1=highest paid 10% 10=lowest paid				
**Includes all clergy and does not use the \$28,080 full time marker due to different economic circumstances				

Median Total Compensation by Church Size- All Full-Time Clergy

Insufficient data indicates that there were reports from three or less parishes)

Diocese	Family (0-75)	Pastoral (76-140)	Transitional (141-225)	Program & Resource (226+)
Alabama	\$48,400	\$60,100	\$70,500	\$76,300
Alaska	\$31,900	\$66,200	insufficient data	\$66,600
Albany	\$46,800	\$62,700	\$72,800	\$68,700
Arizona	insufficient data	\$53,000	\$69,700	\$66,200
Arkansas	\$51,200	\$59,400	\$68,200	\$77,100
Atlanta	\$49,900	\$59,200	\$61,400	\$66,400
Bethlehem	\$56,500	\$61,300	\$62,400	insufficient data
California	\$55,400	\$63,900	\$70,000	\$75,400
Central Florida	\$48,100	\$65,300	\$68,900	\$72,000
Central Gulf Coast	\$53,500	\$61,800	\$70,600	\$78,000
Central New York	\$59,200	\$63,700	\$79,100	insufficient data
Central Pennsylvania	\$51,700	\$57,200	\$71,000	\$57,700
Chicago	\$53,700	\$58,600	\$78,500	\$73,700
Colorado	\$49,600	\$53,600	\$68,800	\$76,500
Connecticut	\$53,100	\$74,500	\$77,500	\$71,200
Dallas	\$51,300	\$55,500	\$66,400	\$68,300
Delaware	\$60,700	\$67,600	\$74,900	\$85,500
East Carolina	\$52,500	\$60,200	\$68,200	\$82,900
Eastern Michigan	\$42,500	\$54,600	\$70,300	insufficient data
Eastern Oregon	\$39,600	insufficient data	insufficient data	insufficient data
Eastern Tennessee	\$51,100	\$55,200	\$64,000	\$66,800
Easton	\$50,200	\$61,200	\$74,100	\$77,000
Eau Claire	\$48,000	insufficient data	insufficient data	insufficient data
El Camino Real	\$57,500	\$62,400	\$77,000	\$97,600
Florida	\$54,200	\$60,400	\$76,100	\$70,500
Fond du Lac	\$50,000	\$59,500	insufficient data	insufficient data

Diocese	Family (0-75)	Pastoral (76-140)	Transitional (141-225)	Program & Resource (226+)
Fort Worth	insufficient data	\$53,900	\$65,900	\$62,500
Georgia	\$48,400	\$54,200	\$60,600	\$64,900
Hawaii	\$61,100	\$75,400	\$85,400	insufficient data
Idaho	insufficient data	insufficient data	insufficient data	insufficient data
Indianapolis	\$54,000	\$62,600	\$67,100	\$66,300
Iowa	\$48,800	\$53,400	\$70,000	insufficient data
Kansas	\$48,000	\$49,000	insufficient data	\$64,200
Kentucky	\$39,000	\$56,800	\$67,800	\$80,700
Lexington	\$48,400	\$56,500	\$67,000	\$67,800
Long Island	\$63,100	\$69,800	\$77,800	\$88,200
Los Angeles	\$47,300	\$59,400	\$70,400	\$68,500
Louisiana	\$54,400	\$62,000	\$69,400	\$64,000
Maine	\$51,200	\$61,200	\$75,400	insufficient data
Maryland	\$53,100	\$61,700	\$63,900	\$70,400
Massachusetts	\$54,200	\$64,800	\$70,000	\$82,400
Michigan	\$48,000	\$59,300	\$68,600	\$75,000
Milwaukee	\$52,300	\$62,200	\$71,300	insufficient data
Minnesota	\$61,400	\$61,300	\$59,900	\$69,200
Mississippi	\$42,000	\$57,500	\$66,100	\$67,900
Missouri	\$53,900	\$52,700	\$50,000	\$72,000
Montana	\$40,900	\$53,100	insufficient data	insufficient data
Navajoland Missions	insufficient data	insufficient data	insufficient data	insufficient data
Nebraska	\$51,600	\$59,000	\$83,000	\$59,100
Nevada	insufficient data	insufficient data	insufficient data	\$62,700
New Hampshire	\$44,500	\$62,600	\$78,100	\$58,900
New Jersey	\$62,200	\$71,200	\$76,900	\$83,300
New York	\$63,400	\$68,000	\$68,800	\$86,600
Newark	\$57,600	\$68,900	\$66,700	\$98,200

Diocese	Family (0-75)	Pastoral (76-140)	Transitional (141-225)	Program & Resource (226+)
North Carolina	\$51,800	\$57,600	\$65,000	\$66,000
North Dakota	insufficient data	insufficient data	insufficient data	insufficient data
Northern California	\$48,600	\$57,300	\$68,300	\$62,600
Northern Indiana	insufficient data	\$53,500	\$65,000	insufficient data
Northern Michigan	\$46,600	insufficient data	insufficient data	insufficient data
Northwest Texas	\$51,300	insufficient data	\$65,100	\$59,300
Northwestern Penn	\$54,500	\$58,400	insufficient data	insufficient data
Ohio	\$57,700	\$64,800	\$76,000	\$73,500
Oklahoma	\$45,000	\$60,900	\$57,900	\$84,100
Olympia	\$45,500	\$58,600	\$69,200	\$73,700
Oregon	insufficient data	\$58,600	insufficient data	\$60,700
Pennsylvania	\$55,300	\$67,100	\$87,200	\$74,500
Pittsburgh	\$45,500	\$56,300	\$72,400	\$82,400
Quincy	\$39,400	insufficient data	insufficient data	insufficient data
Rhode Island	\$41,800	\$59,200	\$69,100	\$88,200
Rio Grande	\$40,000	\$57,600	\$63,300	\$66,500
Rochester	\$53,600	\$65,700	\$84,700	\$99,300
San Diego	\$60,700	\$57,000	\$67,800	\$80,200
San Joaquin	\$53,600	\$60,900	\$62,000	\$86,300
South Carolina	\$54,700	\$66,700	\$68,900	\$74,800
South Dakota	\$45,400	insufficient data	insufficient data	insufficient data
Southeast Florida	\$50,400	\$57,300	\$76,100	\$72,300
Southern Ohio	\$53,200	\$60,300	\$69,100	\$80,000
Southern Virginia	\$54,300	\$60,900	\$69,600	\$80,100
Southwest Florida	\$44,100	\$53,500	\$60,500	\$70,300
Southwestern Virginia	\$44,700	\$62,800	\$70,500	\$86,500
Spokane	\$48,500	\$59,400	\$59,700	insufficient data
Springfield	\$54,500	\$64,600	insufficient data	insufficient data

Diocese	Family (0-75)	Pastoral (76-140)	Transitional (141-225)	Program & Resource (226+)
Tennessee	\$53,100	\$61,000	\$54,400	\$71,100
Texas	\$53,700	\$62,200	\$67,800	\$77,600
Upper South Carolina	\$48,800	\$50,100	\$63,600	\$78,800
Utah	insufficient data	insufficient data	\$62,900	insufficient data
Vermont	\$41,600	\$64,100	\$66,300	insufficient data
Virginia	\$61,500	\$64,400	\$67,000	\$75,000
Washington	\$55,700	\$68,900	\$75,600	\$85,600
West Missouri	\$49,900	\$51,100	\$64,300	\$70,700
West Tennessee	\$44,500	\$57,000	\$61,700	\$78,900
West Texas	\$53,000	\$56,800	\$65,100	\$67,200
West Virginia	\$52,700	\$56,900	\$72,500	insufficient data
Western Kansas	\$42,300	insufficient data	insufficient data	insufficient data
Western Louisiana	\$50,600	\$45,600	\$81,700	\$69,100
Western Massachusetts	\$42,800	\$62,300	\$80,900	insufficient data
Western Michigan	\$47,400	\$53,700	\$63,800	insufficient data
Western New York	\$53,300	\$59,200	\$74,500	insufficient data
Western North Carolina	\$46,900	\$60,100	\$72,400	\$64,700
Wyoming	\$53,700	\$62,000	insufficient data	insufficient data

Median Compensation by Church Size - Senior and Solo Full-Time Rectors <i>(Insufficient data indicates that there were reports from three or less parishes)</i>				
Diocese	Family (0-75)	Pastoral (76-140)	Transitional (141-225)	Program & Resource (226+)
Alabama	\$48,400	\$60,100	\$70,700	\$101,700
Alaska	\$31,900	insufficient data	insufficient data	insufficient data
Albany	\$46,800	\$62,700	\$74,900	insufficient data
Arizona	insufficient data	\$53,000	\$71,000	\$84,800
Arkansas	\$51,200	\$59,400	\$81,200	insufficient data
Atlanta	\$49,900	\$59,200	\$69,000	\$88,000
Bethlehem	\$56,500	\$61,300	\$64,700	insufficient data
California	\$55,400	\$68,000	\$74,900	\$107,300
Central Florida	\$48,100	\$65,400	\$68,900	\$78,300
Central Gulf Coast	\$53,500	\$61,800	\$73,000	\$89,500
Central New York	\$59,200	\$63,700	\$79,100	insufficient data
Central Pennsylvania	\$51,700	\$57,200	\$77,600	\$77,200
Chicago	\$53,700	\$59,900	\$87,000	\$89,900
Colorado	\$49,600	\$53,600	\$70,400	\$93,700
Connecticut	\$56,700	\$75,200	\$77,900	\$95,500
Dallas	\$51,300	\$56,900	\$67,800	\$82,800
Delaware	\$60,000	\$67,600	\$74,900	\$102,100
East Carolina	\$52,500	\$60,200	\$75,400	\$95,700
Eastern Michigan	\$42,500	\$54,600	insufficient data	insufficient data
Eastern Oregon	\$39,600	insufficient data	insufficient data	insufficient data
East Tennessee	\$51,100	\$55,200	\$65,500	\$82,300
Easton	\$50,200	\$61,200	insufficient data	\$86,300
Eau Claire	\$48,000	insufficient data	insufficient data	insufficient data
El Camino Real	\$57,500	\$63,200	\$79,100	insufficient data
Florida	\$54,200	\$60,400	\$76,100	\$79,600
Fond Du Lac	\$50,000	\$59,500	insufficient data	insufficient data
Fort Worth	insufficient data	\$53,900	\$65,900	\$90,000
Georgia	\$48,400	\$57,800	\$60,900	\$99,100
Hawaii	\$56,800	\$75,400	insufficient data	insufficient data

Diocese	Family (0-75)	Pastoral (76-140)	Transitional (141-225)	Program & Resource (226+)
Idaho	insufficient data	insufficient data	insufficient data	insufficient data
Indianapolis	\$54,000	\$62,600	\$67,800	\$107,600
Iowa	\$48,800	\$53,400	\$72,000	insufficient data
Kansas	\$48,000	\$49,000	insufficient data	\$73,000
Kentucky	\$39,000	\$56,800	\$69,300	\$92,500
Lexington	\$48,400	\$56,500	insufficient data	\$81,000
Long Island	\$63,100	\$68,800	\$80,500	\$100,500
Los Angeles	\$47,300	\$60,800	\$77,000	\$80,400
Louisiana	\$54,400	\$62,000	\$69,400	\$108,700
Maine	\$51,200	\$61,200	\$75,600	insufficient data
Maryland	\$53,100	\$62,000	\$76,000	\$87,200
Massachusetts	\$49,800	\$66,200	\$74,000	\$99,000
Michigan	\$48,000	\$59,400	\$71,100	\$93,500
Milwaukee	\$52,300	\$62,200	\$80,400	insufficient data
Minnesota	\$57,300	\$61,300	\$67,500	\$79,900
Mississippi	\$42,600	\$61,800	\$66,100	\$89,200
Missouri	\$53,900	\$52,700	insufficient data	\$85,100
Montana	insufficient data	insufficient data	insufficient data	insufficient data
Navaho Missions	insufficient data	insufficient data	insufficient data	insufficient data
Nebraska	\$51,600	\$60,800	insufficient data	insufficient data
Nevada	insufficient data	insufficient data	insufficient data	insufficient data
New Hampshire	\$44,500	\$62,600	\$79,000	insufficient data
New Jersey	\$62,200	\$71,200	\$77,800	\$85,500
New York	\$63,200	\$68,200	\$84,000	\$124,900
Newark	\$57,600	\$69,200	\$77,000	\$103,700
North Carolina	\$51,800	\$57,600	\$67,100	\$87,900
North Dakota	insufficient data	insufficient data	insufficient data	insufficient data
Northern California	\$48,600	\$58,600	\$82,200	\$73,900
Northern Indiana	insufficient data	\$53,500	\$67,500	insufficient data
Northern Michigan	insufficient data	insufficient data	insufficient data	insufficient data
Northwest Texas	\$51,300	insufficient data	insufficient data	\$78,600

Diocese	Family (0-75)	Pastoral (76-140)	Transitional (141-225)	Program & Resource (226+)
Northwestern Penn	\$55,100	insufficient data	insufficient data	insufficient data
Ohio	\$57,700	\$64,800	\$77,800	\$103,600
Oklahoma	insufficient data	\$60,900	insufficient data	\$97,500
Olympia	\$47,300	\$59,100	\$72,000	\$82,900
Oregon	insufficient data	\$58,600	insufficient data	insufficient data
Pennsylvania	\$56,100	\$69,000	\$95,300	\$113,000
Pittsburgh	\$45,500	\$57,200	\$72,400	\$89,600
Quincy	insufficient data	insufficient data	insufficient data	insufficient data
Rhode Island	\$41,800	\$60,700	\$78,900	\$95,900
Rio Grande	\$40,000	\$57,600	\$64,600	\$76,400
Rochester	\$53,600	\$65,700	insufficient data	insufficient data
San Diego	\$60,700	\$57,000	\$67,800	\$97,700
San Joaquin	\$53,600	\$60,900	\$73,300	insufficient data
South Carolina	\$54,700	\$66,700	\$75,500	\$103,200
South Dakota	\$45,400	insufficient data	insufficient data	insufficient data
Southeast Florida	\$50,400	\$57,300	\$81,100	\$81,900
Southern Ohio	\$53,200	\$60,300	\$69,600	\$82,800
Southern Virginia	\$54,300	\$60,900	\$75,300	\$82,200
Southwest Florida	\$44,100	\$56,300	\$62,700	\$79,000
Southwestern Virginia	\$44,700	\$62,800	insufficient data	insufficient data
Spokane	\$48,500	insufficient data	\$59,700	insufficient data
Springfield	\$54,500	\$64,600	insufficient data	insufficient data
Tennessee	\$53,100	insufficient data	\$64,100	\$115,500
Texas	\$53,700	\$62,900	\$68,300	\$91,500
Upper South Carolina	\$48,800	\$51,100	\$64,600	\$79,700
Utah	insufficient data	insufficient data	\$66,100	insufficient data
Vermont	\$41,600	\$64,100	\$74,300	insufficient data
Virginia	\$61,500	\$64,400	\$68,400	\$100,300
Washington	\$55,700	\$69,600	\$78,200	\$111,200
West Missouri	\$49,900	\$51,100	\$64,300	\$99,300
West Tennessee	\$44,500	insufficient data	insufficient data	\$113,400

Diocese	Family (0-75)	Pastoral (76-140)	Transitional (141-225)	Program & Resource (226+)
West Texas	\$53,000	\$56,800	\$65,800	\$88,100
West Virginia	\$52,700	\$56,900	\$72,600	insufficient data
Western Kansas	insufficient data	insufficient data	insufficient data	insufficient data
Western Louisiana	\$50,600	\$45,600	\$81,700	\$86,300
Western Massachusetts	\$42,800	\$62,300	\$81,100	insufficient data
Western Michigan	\$47,400	\$53,700	\$66,200	insufficient data
Western New York	\$53,300	\$59,200	\$75,400	insufficient data
Western North Carolina	\$46,900	\$60,100	\$73,000	\$79,800
Wyoming	insufficient data	\$62,000	insufficient data	insufficient data