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The 2002 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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June, 2003

RESEARCH

Table of Contents

Introduction	1
Section One: National Level Statistics	5
Section Two: Provincial Level Data	9
Section Three: State Level Data	12
Section Four: Diocesan Level Data	14

Introduction to the 2002 Church Compensation Report

The change in title in this year's report from "The Clergy Compensation Report" to the "Church Compensation Report" reflects the expanded scope of our data analysis from a focus on clergy to one that includes both clergy and lay employees. This change is part of a wider commitment to more fully understand the role of lay employees in the Church, while continuing to strengthen our analysis of the work and career patterns of clergy. As always, we appreciate your feedback, much of which has been incorporated into this year's report, and we thank you for your interest in this CPG research report.

What's New in this Year's Report?

This year for the first time we are including compensation information about lay employees as well as clergy. The expansion of enrollments in CPG's lay pension plans has provided us with sufficient data on compensation to offer a broad picture of lay compensation levels both national and provincial; we obviously hope that enrollments in the lay pension plans will continue to grow and such growth might allow us at a future date to analyze lay employee data by diocese. In our analysis of lay employee data we looked at compensation by years since the date of hire by the Episcopal employer. In order to make comparisons with clergy we have added a similar table for clergy for years since ordination. It is interesting that lay employee compensation hardly varies by age or experience. This is perhaps something that

dioceses and parishes should look at more carefully. Should there be rewards for experience and loyalty among lay employees as there are for clergy? This may occur in some dioceses and parishes, but the data suggest that the practice is hardly widespread. Based on a survey of diocesan compensation policies, the lowest compensation guidelines for a full-time cleric in any of the dioceses is \$27,000 inclusive of housing. Thus we continue to use this as our benchmark.

Continued Features of Last Year's Report

1) The Parochial Report.

Our most important improvement last year is once again part of this report, namely the breaking down of compensation by church size based on Average Sunday Attendance. We have used the most current church size criteria divisions, although we collapsed the top two categories, the "Program Church" and "Resource Church" for diocesan analysis because in many dioceses there was only one such congregation and thus insufficient data to protect anonymity. In every diocese where there were less than three instances to report in a particular category we left it blank due to insufficient data. Our continuing ability to perform this analysis comes as a result of an unprecedented level of cooperation between the Church Pension Fund, Kirk Hadaway, (the Research Director at the Church Center), and the Office of the Secretary of General Convention. The significant investment of time and resources to assure data quality and veracity has made the Parochial Report data a powerful tool of analysis throughout the Church. Nevertheless, there are some limitations with the use of this data and some limitations in our analytical capabilities remain. Our compensation by church-size analysis is still constrained by our current

computer system, limitations which were outlined in last year's report. The constraint revolves around the issue that we must record the payer of pension assessments as the employer and when that is a diocese on behalf of a parish, we are not able at present to record that parish affiliation in addition to the assessment payer.

2) Continuing use of national data sources to enrich our analysis

Last year's compensation report gives a detailed explanation of our use of data from the American Housing Survey and the National Association of Realtors Survey and methodology behind constructing the cost of living index. Our baseline for household costs uses the median home price as reported by the National Association of Realtors and the median expenditures on utilities, property taxes and homeowners insurance as reported in the American Housing Survey. The cost of living index is based upon the cost of purchasing the median cost home within the diocese with a standard thirty year mortgage at the published average mortgage rate. This year the index has dropped for many dioceses because the mortgage rate we used has dropped from 6.25% last year to 5.5% this year. This means that the core mortgage cost component has declined more than the house prices have risen. We continue to use the necessary family income figure, the amount needed to make these household costs represent 28% of total income, which is the appropriate housing cost to income ratio according to the financial planners we consulted. We also continue to use the Current Population Survey to compare the compensation of clergy with those in equivalent managerial and professional roles in the secular world. Our report once again includes comparisons of compensation by a cleric's position within the Church and by

gender and, this year, we have included lay employees as part of that comparative analysis. We have also added age and experience as an analytical category since it is as important to look at the expected earnings over a career life time, rather than just a single point of comparison, when looking at differences in compensation.

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

In the two 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 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. 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 cash salary as reported to the lay pension plan administrators.

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 \$27,000 as a benchmark and we assume that compensation above that level is full time. By next year a new computer system will allow for

greater accuracy in reporting differences between full and part-time work and so the next compensation report will have a more accurate measure. For lay employees, we know from our surveys that they almost never receive pension benefits unless they work over twenty hours a week, but at present we do not gather information on the number of hours worked each week.

3) Why use the same fraction of compensation, 28%, to calculate the “necessary household income” level when households in different parts of the country tend to vary widely in how much of their income they devote to housing?

The idea of the cost of living measure is to act as point of comparison across the country. Essentially, we have created a uniform purchasing index, and, as such we need to see how much of a fixed basket of goods a cleric’s compensation will purchase, thus the need to keep both the “goods,” in this case the median priced home, property taxes and utilities, and the proportion of income expended on them, as constants.

4) Does not the notion of the necessary family income imply that the cleric’s salary is the sole source of compensation in the household, whereas most clergy now have a working spouse?

By calculating the percentage of a family income met by the cleric’s compensation package we are not saying that the cleric’s package should cover the entire cost, but we hope this gives an indication of the degree to which the clergy household will be dependent upon a spouse’s income. The more dependent the clergy household is upon that spousal income, the greater will be the cleric’s time constraints, and thus parishes, in this situation, may have to rethink how much availability

they expect from their clergy. This measure is really a reality check for parishes who, according to a recent study by the noted Episcopal scholar Adair T. Lummis entitled *What Do Lay People Want in Pastors?*, want a rector with children, who puts few constraints on his or her time, and who will accept the “going rate” from the parish as a compensation package.

5) If the Cost of Living index is based upon the cost of housing, how is this relevant for clergy living in church owned housing?

While clergy who live in a rectory do not have to purchase a home while working, nevertheless they will have to do so on retirement. While they do not have to purchase a home in the same neighborhood as the church they served, which might be extremely expensive, it is not unreasonable for a cleric to at the very least wish to purchase a home within the diocese that they have served. A situation in which the cleric is forced to move upon retirement for economic reasons to another state, or even region of country, for economic reasons may occur, but could hardly be described as ideal. We hope the cost of living index will be helpful in terms of guiding diocesan policies and parish practices on equity accounts for clergy living in church owned housing. For parishes in high cost of living areas, the cost index may remind them of the economic value of their rectories and help inform discussions about whether to sell such properties.

6) 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 are in terms of the cost of living index, rather than absolute levels and they should also look at 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 dioceses made up primarily of small to medium sized congregations.

7) How can my parish use this as a guideline for clergy compensation when our local conditions are not typical of the diocese as a whole?

For parishes, the report supplies statistics that provide some basic parameters about compensation levels, but indeed, all data is local. Nevertheless, this report, in addition to providing figures, offers a methodology of how to decide what is a reasonable compensation level. Our methodology on the cost of living index is to see if the compensation package can purchase and maintain the median cost home in the diocese. Because of local variations in property prices, a vestry should see if they have a realtor in the congregation and gain a sense of how much a house that they would find attractive would cost to purchase and maintain. If the congregation expects to be the main income source for the cleric, then this figure should be roughly 28% of the compensation package. Nevertheless, statistics can only be a guide and every compensation discussion is different and should be based around the needs of the person that the congregation has decided they really want as their cleric

What Will Be New Next Year?

By next year we hope that the advent of a new pension software system and its integration into our corporate database will allow us to bring you a further expansion of those we include in our database and a deeper understanding of the compensation patterns in the Church. We will also add to our analysis of lay employees with the addition of data about their professional role in the Church. Our aim is to provide salary data by position, from which we would also be able to make comparisons with equivalent employees in the secular world using Current Population Survey data.

Section One: National Level Statistics

2002 Median Compensation for All Full-time Clergy	\$56,930
2001 Median Compensation for All Full-time Clergy	\$54,786
2000 Median Compensation for All Full-time Clergy	\$52,428

2002 Median Compensation for All Lay Employees	\$24,720
2002 Median Compensation for Parish Lay Employees	\$24,585
2002 Median Compensation for Diocesan Lay Employees	\$32,781

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
Family (0-75)	\$47,720	\$47,785	\$18,805
Pastoral (75-140)	\$54,603	\$54,996	\$18,170
Transitional (140-225)	\$61,793	\$64,691	\$22,874
Program (225-400)	\$65,316	\$73,724	\$25,526
Resource (400+)	\$68,006	\$97,869	\$30,000
Total	\$56,728	\$58,500	\$24,585

Compensation Relative to Cost of Living				
	Mean Housing Costs*	Necessary Family Income**	Median Clergy Comp	% of Necessary Household Income***
Clergy	\$18,350	\$65,533	\$56,930	87%
Lay	\$18,350	\$65,533	\$24,720	38%

* **Mean Housing Costs** includes mortgage payments on a median cost home at a rate of 5.5%, and the average cost of property taxes, utilities and homeowners insurance

** **Necessary Family Income** is the income that is needed if housing costs are to be 28% of income

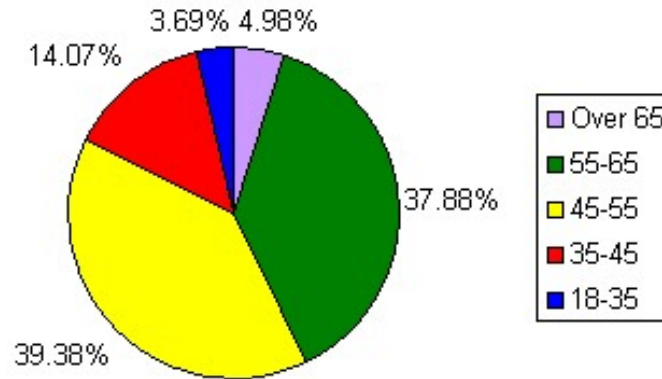
*** **% of Necessary Household Income** is the percentage of the necessary family income that is covered by clergy compensation

Full Time Compensation by Gender and Position in Comparative Perspective			
ALL CLERGY - Parochial and Non-Parochial			
GENDER	Median	No.	% of Total N
Male	\$59,868	4694	75.0%
Female	\$50,673	1568	25.0%
Total	\$56,930	6262	100.0%
SENIOR CLERGY			
GENDER	Median	No.	% of Total N
Male	\$77,976	841	89.4%
Female	\$66,579	100	10.6%
Total	\$76,719	941	100.0%
SOLO CLERGY			
GENDER	Median	No.	% of Total N
Male	\$56,360	2,691	77.7%
Female	\$50,970	772	22.3%
Total	\$55,000	3,463	100.0%
ASSOCIATES, ASSISTANTS AND CURATES			
GENDER	Median	No.	% of Total N
Male	\$52,364	586	53.8%
Female	\$47,288	504	46.2%
Total	\$49,784	1,090	100.0%
LAY EMPLOYEES			
GENDER	Median	No.	% of Total N
Male	\$26,862	1,745	26.5%
Female	\$24,000	4,841	73.5%
Total	\$24,720	6,586	100.0%
ALL GRADUATES (US GOVT. STATS)			
GENDER	Median	No.	% of Total N
Male	\$67,462	8,526	55.6%
Female	\$44,306	6,815	44.4%
Total	\$55,000	15,341	100.0%
WITH MASTER'S DEGREE (US GOVT. STATS)			
GENDER	Median	No.	% of Total N
Male	\$78,088	3,762	58.1%
Female	\$50,218	2,717	41.9%
Total	\$64,200	6,479	100.0%

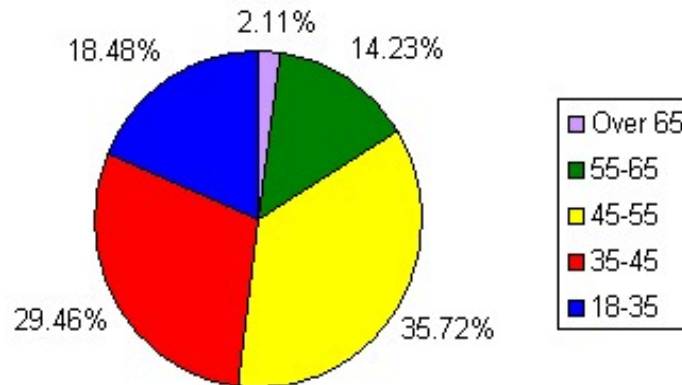
Clergy and Lay Compensation By Years of Experience			
Gender	Years Ordained / Episcopal Job Experience	Median Clergy Compensation	Median Lay Employee Salaries
Male	1 to 5 Yrs	\$50,074	\$23,637
	5 to 10 Yrs	\$56,130	\$23,639
	10 to 15 Yrs	\$58,845	\$23,716
	15 to 20 Yrs	\$60,500	\$24,800
	20 Years Plus	\$65,552	\$25,164
	Total	\$59,868	\$24,000
Female	1 to 5 Yrs	\$45,000	\$26,712
	5 to 10 Yrs	\$50,904	\$26,433
	10 to 15 Yrs	\$53,793	\$26,587
	15 to 20 Yrs	\$56,659	\$25,350
	20 Years Plus	\$55,185	\$30,393
	Total	\$50,673	\$26,862
Total	1 to 5 Yrs	\$48,000	\$24,480
	5 to 10 Yrs	\$53,956	\$24,128
	10 to 15 Yrs	\$56,480	\$24,800
	15 to 20 Yrs	\$59,265	\$24,973
	20 Years Plus	\$64,739	\$26,728
	Total	\$56,930	\$24,720

Clergy, Lay Employee and Secular Professional Compensation By Age					
Gender	Age of Employee / Cleric	All Professionals With a Bachelor's Degree	All Professionals With a Master's Degree	Full Time Clergy	Lay Employees
Male	18 to 35	\$50,000	\$55,100	\$45,690	\$27,000
	35 to 45	\$72,377	\$81,350	\$56,000	\$28,500
	45 to 55	\$74,000	\$81,250	\$60,822	\$27,700
	55 to 65	\$76,350	\$80,200	\$61,360	\$26,100
	Over 65	\$85,600	\$96,209	\$60,000	\$17,772
	Total	\$67,462	\$78,088	\$59,868	\$26,862
Female	18 to 35	\$36,055	\$40,290	\$45,339	\$23,080
	35 to 45	\$45,146	\$50,387	\$48,454	\$22,500
	45 to 55	\$50,000	\$53,000	\$51,736	\$24,511
	55 to 65	\$52,000	\$58,750	\$51,171	\$25,040
	Over 65	\$52,942	\$53,247	\$52,605	\$19,885
	Total	\$44,306	\$50,218	\$50,673	\$24,000
Total	18 to 35	\$41,551	\$48,000	\$45,678	\$24,470
	35 to 45	\$59,156	\$68,700	\$54,000	\$24,219
	45 to 55	\$60,006	\$66,253	\$58,000	\$25,335
	55 to 65	\$68,426	\$71,927	\$58,302	\$25,246
	Over 65	\$68,585	\$81,350	\$58,128	\$19,200
	Total	\$55,000	\$64,200	\$56,930	\$24,720

Age Distribution Among Full-Time Active Clergy



Age Distribution Among Full-Time Professionals with a Master's Degree



Section Two: Provincial Level Data

Median Compensation for All Full-time Clergy and for Lay Employees in Parishes		
Province	Clergy	Lay Employees
1	\$59,926	\$25,187
2	\$61,018	\$25,000
3	\$58,500	\$25,709
4	\$56,667	\$24,131
5	\$54,861	\$23,613
6	\$49,327	\$22,450
7	\$54,435	\$24,980
8	\$55,056	\$27,500
Total	\$56,930	\$24,981

Clergy Compensation Relative to Cost of Living				
Province	Mean Housing Costs*	Necessary Family Income**	Median Clergy Comp	% of Necessary Family Income***
1	\$25,003	\$89,296	\$59,926	67.1%
2	\$23,340	\$83,357	\$61,018	73.2%
3	\$17,238	\$61,564	\$58,500	95.0%
4	\$14,025	\$50,089	\$56,667	113.1%
5	\$15,394	\$54,979	\$54,861	99.8%
6	\$14,935	\$53,339	\$49,327	92.5%
7	\$13,149	\$46,961	\$54,435	115.9%
8	\$24,652	\$88,043	\$55,056	62.5%
National	\$18,210	\$65,536	\$56,930	86.9%

* **Mean Housing Costs** includes mortgage payments on a median cost home at a rate of 5.5%, and the average cost of property taxes, utilities and homeowners insurance

** **Necessary Family Income** is the income that is needed if housing costs are to be 28% of income

*** **% of Necessary Household Inc** is the percentage of the necessary family income that is covered by clergy compensation

Cleric's Total Compensation by Church Size			
		All Clerics	Senior and Solo Clergy Only
Province	Church Size	Median	Median
1	Family (0-75)	\$48,502	\$48,842
	Pastoral (75-140)	\$58,194	\$58,648
	Transitional (140-225)	\$64,979	\$68,610
	Program (225-400)	\$67,099	\$76,718
	Resource (400+)	\$70,000	\$117,769
	Total	\$59,205	\$61,502
2	Family (0-75)	\$50,350	\$50,350
	Pastoral (75-140)	\$59,706	\$59,727
	Transitional (140-225)	\$66,554	\$68,112
	Program (225-400)	\$71,844	\$84,030
	Resource (400+)	\$78,384	\$121,239
	Total	\$60,532	\$60,594
3	Family (0-75)	\$50,156	\$50,202
	Pastoral (75-140)	\$56,711	\$56,789
	Transitional (140-225)	\$66,413	\$69,959
	Program (225-400)	\$65,439	\$77,037
	Resource (400+)	\$67,660	\$103,793
	Total	\$58,365	\$61,163
4	Family (0-75)	\$45,700	\$45,679
	Pastoral (75-140)	\$52,000	\$52,605
	Transitional (140-225)	\$58,767	\$60,572
	Program (225-400)	\$65,543	\$71,518
	Resource (400+)	\$68,050	\$97,724
	Total	\$56,454	\$58,710
5	Family (0-75)	\$46,925	\$47,561
	Pastoral (75-140)	\$52,852	\$52,914
	Transitional (140-225)	\$62,130	\$65,432
	Program (225-400)	\$66,055	\$78,019
	Resource (400+)	\$72,356	\$101,023
	Total	\$54,036	\$54,990
6	Family (0-75)	\$44,332	\$44,396
	Pastoral (75-140)	\$48,918	\$50,094
	Transitional (140-225)	\$57,250	\$60,000
	Program (225-400)	\$60,561	\$65,428
	Resource (400+)	\$55,248	\$81,861
	Total	\$49,310	\$50,522
7	Family (0-75)	\$45,334	\$44,927
	Pastoral (75-140)	\$51,090	\$51,306
	Transitional (140-225)	\$59,132	\$61,390
	Program (225-400)	\$60,560	\$71,102
	Resource (400+)	\$67,446	\$95,000
	Total	\$54,635	\$57,321
8	Family (0-75)	\$46,500	\$46,550
	Pastoral (75-140)	\$53,952	\$54,285
	Transitional (140-225)	\$60,000	\$63,592
	Program (225-400)	\$64,835	\$72,633
	Resource (400+)	\$61,441	\$89,763
	Total	\$55,200	\$56,812

Median Compensation By Rank, Gender and Educational Level						
Gender	Province	Senior Clergy	Solo Clergy	Associates and Curates	With Bachelors Degree	With Master's Degree
Male	I	\$77,289	\$60,736	\$50,900	\$70,020	\$78,090
	II	\$88,257	\$60,647	\$59,044	\$75,412	\$81,250
	III	\$80,964	\$58,965	\$52,628	\$72,309	\$82,327
	IV	\$79,101	\$55,758	\$52,600	\$62,850	\$76,165
	V	\$78,282	\$53,539	\$52,910	\$70,067	\$81,007
	VI	\$68,803	\$49,344	\$42,980	\$57,823	\$74,120
	VII	\$76,302	\$53,531	\$51,742	\$62,713	\$72,163
	VIII	\$73,400	\$55,559	\$53,552	\$70,000	\$76,822
	Total		\$77,976	\$56,360	\$52,364	\$67,462
Female	I	\$66,950	\$52,520	\$49,991	\$46,275	\$51,592
	II	\$84,825	\$54,704	\$48,823	\$50,000	\$55,077
	III	\$67,465	\$53,038	\$51,005	\$48,974	\$56,406
	IV	\$58,494	\$47,116	\$45,772	\$41,000	\$44,603
	V	\$73,576	\$50,036	\$47,482	\$47,200	\$53,050
	VI	\$55,900	\$44,957	\$41,000	\$40,000	\$44,950
	VII	\$64,290	\$46,602	\$42,900	\$40,060	\$48,202
	VIII	\$57,393	\$51,838	\$45,790	\$46,000	\$53,274
	Total		\$66,579	\$50,970	\$47,288	\$44,306
Total	I	\$75,869	\$58,508	\$50,568	\$56,700	\$65,432
	II	\$87,276	\$59,263	\$55,091	\$60,305	\$69,081
	III	\$80,598	\$56,899	\$51,758	\$59,913	\$68,875
	IV	\$78,307	\$54,600	\$49,182	\$50,000	\$56,927
	V	\$76,689	\$52,219	\$48,924	\$57,482	\$65,060
	VI	\$66,422	\$48,774	\$42,350	\$47,159	\$60,023
	VII	\$76,177	\$52,172	\$48,244	\$50,432	\$58,350
	VIII	\$73,232	\$54,308	\$46,981	\$56,656	\$68,376
	Total		\$76,719	\$55,000	\$49,784	\$55,000

Section Three: State Level Data

State	Full Time Clergy Median Compensation	Professional Employees with a Bachelor's Degree or Above	Professional Employees with at Least a Master's Degree
Alabama	\$57,520	\$47,540	\$49,534
Alaska	\$49,077	\$56,000	\$62,500
Arizona	\$60,288	\$55,002	\$71,100
Arkansas	\$51,487	\$40,079	\$48,994
California	\$55,869	\$63,097	\$70,418
Colorado	\$51,763	\$60,342	\$70,000
Connecticut	\$65,450	\$66,140	\$71,192
Delaware	\$58,500	\$61,318	\$72,000
District of	\$76,102	\$60,400	\$74,350
Florida	\$58,422	\$51,340	\$71,891
Georgia	\$55,583	\$52,000	\$61,268
Hawaii	\$57,123	\$45,468	\$53,298
Idaho	\$50,386	\$45,212	\$69,623
Illinois	\$57,121	\$57,192	\$70,480
Indiana	\$55,315	\$57,991	\$58,176
Iowa	\$48,451	\$47,046	\$65,224
Kansas	\$48,442	\$51,219	\$59,778
Kentucky	\$52,429	\$49,606	\$50,100
Louisiana	\$55,920	\$47,932	\$49,658
Maine	\$48,984	\$44,040	\$54,040
Maryland	\$57,710	\$60,842	\$70,000
Massachusetts	\$59,110	\$62,804	\$73,150
Michigan	\$50,274	\$60,100	\$69,795
Minnesota	\$51,435	\$52,713	\$69,446
Mississippi	\$50,313	\$47,300	\$56,600
Missouri	\$48,802	\$45,000	\$53,068
Montana	\$46,245	\$40,150	\$45,332
Nebraska	\$50,689	\$45,033	\$54,750
Nevada	\$50,271	\$55,000	\$74,600
New Hampshire	\$56,163	\$59,596	\$70,065
New Jersey	\$61,801	\$65,187	\$75,558

State	Cleric's Total Compensation	Professional Managerial Employees with a Bachelor's Degree or Above	Professional Managerial Employees with at Least a Master's Degree
New Mexico	\$50,545	\$50,685	\$60,843
New York	\$60,783	\$60,000	\$65,660
North Carolina	\$56,449	\$50,000	\$55,200
North Dakota	\$42,445	\$41,250	\$54,624
Oklahoma	\$49,000	\$42,807	\$49,000
Ohio	\$57,492	\$57,615	\$61,000
Oregon	\$51,862	\$54,823	\$63,000
Pennsylvania	\$56,585	\$60,000	\$66,641
Rhode Island	\$58,760	\$57,037	\$65,532
South Carolina	\$58,319	\$50,000	\$50,200
South Dakota	\$44,320	\$43,856	\$63,032
Tennessee	\$56,108	\$50,025	\$56,016
Texas	\$57,647	\$55,106	\$66,042
Utah	\$64,596	\$53,150	\$62,200
Vermont	\$54,148	\$49,100	\$50,250
Virginia	\$59,603	\$58,225	\$67,686
Washington	\$54,184	\$57,764	\$67,900
West Virginia	\$52,211	\$43,000	\$48,450
Wisconsin	\$53,793	\$53,030	\$60,864
Wyoming	\$42,179	\$40,500	\$44,002

Section Four: Diocesan Level Data

	Diocese	Median	Decile*
Province I	Connecticut	\$65,450	1
	Maine	\$48,984	9
	Massachusetts	\$59,459	2
	New Hampshire	\$56,163	4
	Rhode Island	\$58,760	3
	Vermont	\$54,148	6
	Western Mass	\$57,849	3
Province II	Albany	\$50,480	8
	Central New York	\$58,811	2
	Long Island	\$62,624	1
	New Jersey	\$63,531	1
	New York	\$62,701	1
	Newark	\$59,504	2
	Rochester	\$60,182	2
	Western New York	\$54,653	5
Province III	Bethlehem	\$53,438	6
	Centra Penn	\$52,879	7
	Delaware	\$57,373	3
	Easton	\$53,132	6
	Maryland	\$56,680	4
	Northwestern Penn	\$52,359	7
	Pennsylvania	\$61,595	1
	Pittsburgh	\$52,523	7
	Southern Virginia	\$61,018	2
	Southwestern Virginia	\$51,380	8
	Virginia	\$61,723	1
	Washington	\$67,804	1
	West Virginia	\$52,211	7
Province IV	Alabama	\$56,732	4
	Atlanta	\$56,482	4
	Central Florida	\$60,431	2
	Central Gulf Coast	\$54,938	5
	East Tennessee	\$54,787	5
	Eastern Carolina	\$56,934	4
	Florida	\$58,828	2
	Georgia	\$53,461	6
	Kentucky	\$54,275	6
* Decliles based on absolute values 1=highest paid 10% 10=lowest paid 10%			

	Lexington	\$54,566	5
	Louisiana	\$57,113	4
	Mississippi	\$49,427	9
	North Carolina	\$56,934	4
	South Carolina	\$63,000	1
	Southeast Florida	\$59,485	2
	Southwest Florida	\$58,000	3
	Tennessee	\$57,276	3
	Upper South Carolina	\$53,688	6
	West Tennessee	\$58,204	3
	Western Louisiana	\$51,175	8
	Western North Carolina	\$52,605	7
Province V	Chicago	\$59,616	2
	Eastern Michigan	\$48,903	9
	Eau Claire	\$47,205	9
	Fond du Lac	\$51,869	7
	Indianapolis	\$57,956	3
	Michigan	\$55,447	5
	Milwaukee	\$56,767	4
	Missouri	\$49,644	9
	Northern Indiana	\$52,138	7
	Northern Michigan	\$43,265	10
	Ohio	\$56,117	5
	Quincy	\$45,931	10
	Southern Ohio	\$58,643	3
	Springfield	\$52,694	7
	Western Michigan	\$50,116	8
Province VI	Colorado	\$51,763	8
	Iowa	\$48,451	9
	Minnesota	\$51,434	8
	Montana	\$46,245	10
	Nebraska	\$50,689	8
	North Dakota	\$40,660	10
	South Dakota	\$44,320	10
	Wyoming	\$42,178	10
Province VII	Arkansas	\$51,487	8
	Dallas	\$52,168	7
	Fort Worth	\$52,976	6
	Kansas	\$44,455	10
	Northwest Texas	\$45,659	10

	Oklahoma	\$48,628	9
	Rio Grande	\$50,000	9
	Texas	\$63,548	1
	West Missouri	\$48,701	9
	West Texas	\$57,000	4
	Western Kansas	\$55,070	5
Province VIII	Alaska	\$49,077	9
	Arizona	\$60,288	2
	California	\$56,785	4
	Eastern Oregon	\$47,130	10
	El Camino Real	\$55,896	5
	Hawaii	\$57,123	3
	Idaho	\$50,386	8
	Los Angeles	\$55,978	5
	Navajo land	\$47,142	10
	Nevada	\$50,271	8
	Northern California	\$53,160	6
	Olympia	\$54,000	6
	Oregon	\$52,215	7
	San Diego	\$58,758	3
	San Joaquin	\$55,000	5
	Spokane	\$53,310	6
	Utah	\$64,596	1

Parish Clergy Compensation Compared to Diocesan Cost of Living					
Diocese	Mean Housing Costs*	Clergy Median Compensation	Necessary Family Income**	% of Necessary Family Income***	Deciles* ****
Alabama	\$13,393	\$56,732	\$47,832	118.6%	5
Alaska	\$11,360	\$49,077	\$40,571	121.0%	4
Albany	\$14,810	\$50,480	\$52,893	95.4%	8
Arizona	\$14,703	\$60,288	\$52,511	114.8%	5
Arkansas	\$10,212	\$51,487	\$36,471	141.2%	1
Atlanta	\$15,198	\$56,482	\$54,279	104.1%	7
Bethlehem	\$14,181	\$53,438	\$50,646	105.5%	6
California	\$46,647	\$56,785	\$166,596	34.1%	10
Central Florida	\$13,259	\$60,430	\$47,354	127.6%	2
Central Gulf Coast	\$12,285	\$54,938	\$43,875	125.2%	3
Central New York	\$11,716	\$58,811	\$41,843	140.6%	1
Central Pennsylvania	\$12,266	\$52,879	\$43,807	120.7%	4
Chicago	\$20,849	\$59,616	\$74,461	80.1%	9
Colorado	\$19,643	\$51,763	\$70,154	73.8%	9
Connecticut	\$21,210	\$65,450	\$75,750	86.4%	8
Dallas	\$15,268	\$52,168	\$54,529	95.7%	7
Delaware	\$15,301	\$57,373	\$54,646	105.0%	7
East Carolina	\$11,740	\$54,787	\$41,929	130.7%	2
East Tennessee	\$12,342	\$56,934	\$44,079	129.2%	2
Eastern Michigan	\$13,869	\$48,903	\$49,532	98.7%	7
Eastern Oregon	\$10,487	\$47,130	\$37,454	125.8%	3
Easton	\$13,422	\$53,132	\$47,936	110.8%	6
Eau Claire	\$16,184	\$47,205	\$57,800	81.7%	8
El Camino Real	\$45,853	\$55,896	\$163,761	34.1%	10
Florida	\$13,313	\$58,828	\$47,546	123.7%	3
Fond Du Lac	\$11,868	\$51,869	\$42,386	122.4%	4
Fort Worth	\$14,365	\$52,976	\$51,304	103.3%	7
Georgia	\$10,710	\$53,461	\$38,250	139.8%	1
Hawaii	\$27,612	\$57,122	\$98,614	57.9%	10
Idaho	\$11,365	\$50,386	\$40,589	124.1%	3
Indianapolis	\$12,631	\$57,956	\$45,111	128.5%	2
Iowa	\$11,384	\$48,451	\$40,657	119.2%	4
Kansas	\$11,609	\$44,455	\$41,461	107.2%	6
Kentucky	\$12,757	\$54,275	\$45,561	119.1%	4
Lexington	\$12,766	\$54,566	\$45,593	119.7%	4
Long Island	\$33,502	\$62,624	\$119,650	52.3%	10
Los Angeles	\$29,269	\$55,978	\$104,532	53.6%	10
Louisiana	\$12,906	\$57,112	\$46,093	123.9%	3
Maine	\$17,020	\$48,984	\$60,786	80.6%	9

Diocese	Mean Housing	Clergy Median Compensation	Necessary Family	% of Necessary Family Income***	Deciles* ***
Maryland	\$20,182	\$56,680	\$72,079	78.6%	9
Massachusetts	\$38,239	\$59,459	\$136,568	43.5%	10
Michigan	\$16,221	\$55,447	\$57,932	95.7%	7
Milwaukee	\$18,249	\$56,767	\$65,175	87.1%	8
Minnesota	\$17,316	\$51,434	\$61,843	83.2%	8
Mississippi	\$10,388	\$49,427	\$37,100	133.2%	1
Missouri	\$10,555	\$49,644	\$37,696	131.7%	2
Montana	\$11,034	\$46,245	\$39,407	117.4%	5
Navajo land Area	\$10,487	\$47,142	\$37,454	125.9%	3
Nebraska	\$11,729	\$50,689	\$41,889	121.0%	4
Nevada	\$16,169	\$50,271	\$57,746	87.1%	8
New Hampshire	\$31,378	\$56,163	\$112,064	50.1%	10
New Jersey	\$24,537	\$63,531	\$87,632	72.5%	9
New York	\$32,250	\$62,701	\$115,179	54.4%	10
Newark	\$33,165	\$59,504	\$118,446	50.2%	10
North Carolina	\$15,392	\$56,934	\$54,971	103.6%	7
North Dakota	\$10,846	\$40,660	\$38,736	105.0%	7
Northern California	\$20,215	\$53,160	\$72,196	73.6%	9
Northern Indiana	\$11,369	\$52,138	\$40,604	128.4%	2
Northern Michigan	\$9,693	\$43,265	\$34,618	125.0%	3
Northwest Texas	\$9,690	\$45,659	\$34,607	131.9%	2
Northwestern	\$12,120	\$52,359	\$43,286	121.0%	4
Ohio	\$13,393	\$56,117	\$47,832	117.3%	5
Oklahoma	\$10,694	\$48,628	\$38,193	127.3%	2
Olympia	\$22,757	\$54,000	\$81,275	66.4%	9
Oregon	\$16,858	\$52,215	\$60,207	86.7%	8
Pennsylvania	\$18,019	\$61,595	\$64,354	95.7%	7
Pittsburgh	\$13,104	\$52,523	\$46,800	112.2%	6
Quincy	\$10,536	\$45,931	\$37,629	122.1%	4
Rhode Island	\$21,090	\$58,760	\$75,321	78.0%	9
Rio Grande	\$12,183	\$50,000	\$43,511	114.9%	5
Rochester	\$12,855	\$60,182	\$45,911	131.1%	2
San Diego	\$31,591	\$58,758	\$112,825	52.1%	10
San Joaquin	\$13,523	\$55,000	\$48,296	113.9%	5
South Carolina	\$14,941	\$63,000	\$53,361	118.1%	5
South Dakota	\$10,501	\$44,320	\$37,504	118.2%	5
Southeast Florida	\$19,214	\$59,484	\$68,621	86.7%	8
Southern Ohio	\$14,155	\$58,643	\$50,554	116.0%	5
Southern Virginia	\$12,687	\$61,018	\$45,311	134.7%	1
Southwest Florida	\$15,267	\$58,000	\$54,525	106.4%	6
Southwestern Virginia	\$13,287	\$51,380	\$47,454	108.3%	6

Diocese	Mean Housing Costs*	Clergy Median Compensation	Necessary Family Income**	% of Necessary Family Income***	Deciles* ***
Spokane	\$11,865	\$53,310	\$42,375	125.8%	3
Springfield	\$11,101	\$52,694	\$39,646	132.9%	1
Tennessee	\$12,913	\$57,276	\$46,118	124.2%	3
Texas	\$14,484	\$63,548	\$51,729	122.8%	3
Upper South Carolina	\$13,388	\$53,688	\$47,814	112.3%	6
Utah	\$13,837	\$64,596	\$49,418	130.7%	2
Vermont	\$10,561	\$54,148	\$37,718	143.6%	1
Virginia	\$21,453	\$61,723	\$76,618	80.6%	9
Washington	\$25,616	\$67,804	\$91,486	74.1%	9
West Missouri	\$13,172	\$48,701	\$47,043	103.5%	7
West Tennessee	\$14,057	\$58,204	\$50,204	115.9%	5
West Texas	\$12,063	\$57,000	\$43,082	132.3%	1
West Virginia	\$15,906	\$52,211	\$56,807	91.9%	8
Western Kansas	\$10,430	\$55,070	\$37,250	147.8%	1
Western Louisiana	\$10,153	\$51,175	\$36,261	141.1%	1
Western Massachusetts	\$19,304	\$57,849	\$68,943	83.9%	8
Western Michigan	\$12,716	\$50,116	\$45,414	110.4%	6
Western New York	\$12,553	\$54,653	\$44,832	121.9%	4
Western North Carolina	\$13,375	\$52,605	\$47,768	110.1%	6
Wyoming	\$10,914	\$42,178	\$38,979	108.2%	6

* *Mean Housing Costs* includes mortgage payments on a median cost home at a rate of 5.5%, and the average cost of property taxes, utilities and homeowners insurance

** *Necessary Family Income* is the income that is needed if housing costs are to be 28% of income

*** *% of Necessary Household Inc* is the percentage of the necessary family income that is covered by clergy compensation

**** *Decliles* based on values of % of Necessary Family Income 1= highest 10% 10= lowest 10%

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

(Figures in italics are based on less than 10 cases. Insufficient data indicates that there were reports from less than three parishes)

	Family (0-75)	Pastoral (76-140)	Transitional (141-225)	Program & Resource (226+)
ALABAMA	\$47,861	\$53,030	\$63,559	\$67,725
ALASKA	\$38,717	\$57,900	Insufficient Data	\$55,457
ALBANY	\$44,395	\$55,941	\$60,795	\$58,839
ARIZONA	\$56,360	\$50,004	\$63,225	\$64,882
ARKANSAS	\$41,445	\$48,627	\$59,711	\$63,786
ATLANTA	\$45,416	\$51,600	\$56,791	\$60,623
BETHLEHEM	\$49,462	\$52,354	\$59,861	\$51,040
CALIFORNIA	\$45,790	\$57,595	\$59,782	\$55,693
CENTRAL FLORIDA	\$58,205	\$55,430	\$59,801	\$66,316
CENTRAL GULF COAST	\$53,820	\$51,750	\$52,500	\$68,785
CENTRAL NEW YORK	\$47,894	\$59,259	\$69,040	Insufficient Data
CENTRAL PENNSYLVANIA	\$47,802	\$52,800	\$66,500	\$54,537
CHICAGO	\$49,591	\$53,800	\$69,905	\$77,000
COLORADO	\$43,585	\$47,730	\$57,250	\$64,000
CONNECTICUT	\$57,714	\$64,826	\$67,089	\$64,782
DALLAS	\$39,000	\$51,600	\$60,000	\$58,549
DELAWARE	Insufficient Data	\$53,623	\$67,951	\$59,750
EAST TENNESSEE	\$45,657	\$47,636	\$56,531	\$64,051
EASTERN CAROLINA	\$49,286	\$55,929	\$59,778	\$67,210
EASTERN MICHIGAN	\$41,561	\$48,981	\$69,756	\$58,178
EASTERN OREGON	Insufficient Data	\$42,872	Insufficient Data	Insufficient Data
EASTON	\$45,354	\$53,676	\$66,806	\$76,790
EAU CLAIRE	\$46,830	Insufficient Data	Insufficient Data	Insufficient Data
EL CAMINO REAL	\$51,900	\$55,558	\$61,181	\$68,032
NORTHWESTERN PENN	\$51,680	\$52,927	\$51,650	Insufficient Data
FLORIDA	\$46,462	\$50,718	\$56,454	\$68,384

	Family (0-75)	Pastoral (76-140)	Transitional (141-225)	Program & Resource (226+)
FOND DU LAC	\$46,588	\$54,446	\$57,864	Insufficient Data
FORT WORTH	\$46,000	\$50,400	\$56,090	\$62,410
GEORGIA	\$44,776	\$48,480	\$64,762	\$59,208
HAWAII	\$46,546	\$55,059	\$78,002	Insufficient Data
IDAHO	\$39,772	\$48,443	Insufficient Data	Insufficient Data
INDIANAPOLIS	\$48,013	\$55,777	\$61,899	\$74,377
IOWA	\$44,311	\$48,627	\$60,930	Insufficient Data
KANSAS	\$40,808	\$46,537	\$48,918	\$51,368
KENTUCKY	\$41,878	\$56,500	\$60,709	\$71,266
LEXINGTON	\$32,025	\$52,429	\$69,904	\$66,100
LONG ISLAND	\$55,380	\$60,379	\$66,677	\$73,175
LOS ANGELES	\$42,582	\$50,323	\$61,306	\$66,500
LOUISIANA	\$46,795	\$54,942	\$58,344	\$66,020
MAINE	\$45,284	\$49,240	\$60,694	Insufficient Data
MARYLAND	\$50,440	\$55,787	\$58,934	\$62,482
MASSACHUSETTS	\$48,295	\$59,150	\$63,115	\$70,000
MICHIGAN	\$44,308	\$56,640	\$63,873	\$64,130
MILWAUKEE	\$52,219	\$53,308	\$61,614	\$66,813
MINNESOTA	\$47,000	\$52,331	\$60,813	\$52,297
MISSISSIPPI	\$39,852	\$50,975	\$56,581	\$62,161
MISSOURI	\$47,271	\$50,500	Insufficient Data	\$65,307
MONTANA	\$40,827	Insufficient Data	\$48,407	\$60,363
NEBRASKA	\$43,844	\$55,518	\$57,000	\$66,848
NEVADA	Insufficient Data	Insufficient Data	Insufficient Data	\$63,651
NEW HAMPSHIRE	\$46,084	\$50,916	\$63,968	\$69,929
NEW JERSEY	\$54,301	\$62,185	\$67,937	\$70,751
NEW YORK	\$57,074	\$61,771	\$58,695	\$81,358
NEWARK	\$50,350	\$60,744	\$68,323	\$65,050

	Family (0-75)	Pastoral (76-140)	Transitional (141-225)	Program & Resource (226+)
NORTH CAROLINA	\$50,269	\$51,509	\$58,000	\$63,000
NORTH DAKOTA	\$47,876	Insufficient Data	Insufficient Data	Insufficient Data
NORTHERN CALIFORNIA	\$47,682	\$51,609	\$62,277	\$58,260
NORTHERN INDIANA	\$43,814	\$50,325	\$64,958	\$29,674
NORTHERN MICHIGAN	\$45,973	Insufficient Data	Insufficient Data	Insufficient Data
NORTHWEST TEXAS	\$44,214	\$43,900	Insufficient Data	\$49,646
OHIO	\$48,138	\$54,408	\$67,011	\$73,358
OKLAHOMA	\$40,525	\$48,255	\$58,303	\$66,500
OLYMPIA	\$40,000	\$53,123	\$57,183	\$64,191
OREGON	\$46,600	\$51,492	\$60,000	\$54,102
PENNSYLVANIA	\$55,635	\$61,396	\$70,428	\$73,500
PITTSBURGH	\$43,400	\$53,985	\$60,834	\$60,729
QUINCY	\$41,059	\$49,010	Insufficient Data	\$45,931
RHODE ISLAND	\$42,284	\$51,444	\$60,000	\$64,862
RIO GRANDE	\$44,248	\$49,519	\$52,480	\$55,058
ROCHESTER	\$45,350	\$58,005	\$69,401	\$80,154
SAN DIEGO	Insufficient Data	\$61,593	\$60,822	\$65,846
SAN JOAQUIN	\$48,360	\$55,600	\$57,883	\$70,260
SOUTH CAROLINA	\$51,000	\$58,209	\$65,087	\$70,877
SOUTH DAKOTA	\$38,680	\$41,416	Insufficient Data	Insufficient Data
SOUTHEAST FLORIDA	\$47,977	\$52,549	\$57,996	\$69,053
SOUTHERN OHIO	\$49,196	\$56,740	\$56,000	\$66,474
SOUTHERN VIRGINIA	\$46,379	\$59,728	\$66,489	\$70,074
SOUTHWEST FLORIDA	Insufficient Data	\$50,637	\$58,000	\$69,973
SOUTHWESTERN VIRGINIA	\$43,228	\$51,380	\$62,949	\$62,738

	Family (0-75)	Pastoral (76-140)	Transitional (141-225)	Program & Resource (226+)
SPOKANE	<i>\$40,400</i>	Insufficient Data	<i>\$54,278</i>	<i>\$63,453</i>
SPRINGFIELD	<i>\$53,512</i>	<i>\$46,295</i>	<i>\$58,224</i>	Insufficient Data
TENNESSEE	<i>\$41,000</i>	<i>\$47,634</i>	<i>\$60,522</i>	<i>\$75,588</i>
TEXAS	<i>\$52,742</i>	<i>\$57,643</i>	<i>\$62,955</i>	<i>\$73,080</i>
UPPER SOUTH CAROLINA	<i>\$48,158</i>	<i>\$52,038</i>	<i>\$58,924</i>	<i>\$53,150</i>
UTAH	Insufficient Data	Insufficient Data	<i>\$70,909</i>	<i>\$61,866</i>
VERMONT	<i>\$50,769</i>	<i>\$54,470</i>	<i>\$58,906</i>	Insufficient Data
VIRGINIA	<i>\$55,143</i>	<i>\$56,933</i>	<i>\$66,270</i>	<i>\$66,743</i>
WASHINGTON	<i>\$58,770</i>	<i>\$68,375</i>	<i>\$67,805</i>	<i>\$70,368</i>
WEST MISSOURI	<i>\$44,680</i>	<i>\$48,701</i>	<i>\$55,126</i>	<i>\$67,296</i>
WEST TENNESSEE	<i>\$48,000</i>	Insufficient Data	<i>\$57,953</i>	<i>\$77,773</i>
WEST TEXAS	<i>\$51,246</i>	<i>\$50,279</i>	<i>\$64,007</i>	<i>\$59,381</i>
WEST VIRGINIA	<i>\$44,550</i>	<i>\$57,640</i>	<i>\$65,650</i>	Insufficient Data
WESTERN KANSAS	Insufficient Data	<i>\$60,329</i>	Insufficient Data	Insufficient Data
WESTERN LOUISIANA	<i>\$42,640</i>	<i>\$44,605</i>	<i>\$63,392</i>	<i>\$72,543</i>
WESTERN MASS	<i>\$48,740</i>	<i>\$57,531</i>	<i>\$73,719</i>	<i>\$73,202</i>
WESTERN MICHIGAN	<i>\$43,350</i>	<i>\$51,763</i>	<i>\$52,999</i>	<i>\$58,592</i>
WESTERN NEW YORK	<i>\$48,166</i>	<i>\$54,348</i>	<i>\$71,573</i>	<i>\$74,438</i>
WESTERN NORTH CAROLINA	<i>\$42,727</i>	<i>\$50,000</i>	<i>\$64,069</i>	<i>\$63,657</i>
WYOMING	<i>\$43,281</i>	<i>\$51,967</i>	<i>\$59,228</i>	Insufficient Data

Median Compensation by Church Size - Senior and Solo Full-Time Rectors <i>(Figures in italics are based on less than 10 cases. Insufficient data indicates that there were reports from less than three parishes)</i>				
	Family (0-75)	Pastoral (76-140)	Transitional (141-225)	Program & Resource (226+)
ALABAMA	\$47,700	\$53,560	\$64,643	\$90,933
ALASKA	\$38,717	\$57,900	Insufficient Data	Insufficient Data
ALBANY	\$44,528	\$55,941	\$61,665	\$58,839
ARIZONA	\$56,360	\$50,771	\$63,225	\$71,855
ARKANSAS	\$41,445	\$48,627	\$62,167	\$70,825
ATLANTA	\$45,416	\$53,563	\$56,928	\$70,947
BETHLEHEM	\$49,462	\$52,354	\$60,525	Insufficient Data
CALIFORNIA	\$48,082	\$59,282	\$66,525	\$90,951
CENTRAL FLORIDA	\$58,205	\$55,430	\$60,892	\$86,000
CENTRAL GULF COAST	\$53,820	\$51,750	\$54,000	\$70,983
CENTRAL NEW YORK	\$47,894	\$59,253	\$69,506	Insufficient Data
CENTRAL PENNSYLVANIA	\$47,802	\$52,800	\$67,332	\$67,929
CHICAGO	\$49,591	\$53,800	\$71,924	\$92,048
COLORADO	\$43,585	\$48,879	\$60,357	\$86,887
CONNECTICUT	\$57,714	\$65,779	\$70,946	\$89,519
DALLAS	\$39,000	\$49,275	\$62,640	\$71,055
DELAWARE	Insufficient Data	\$56,246	\$76,913	\$85,055
EAST TENNESSEE	\$45,657	\$47,636	\$63,032	\$73,233
EASTERN CAROLINA	\$49,286	\$55,929	\$64,321	\$78,006
EASTERN MICHIGAN	\$41,561	\$48,981	\$69,756	\$61,396
EASTERN OREGON	Insufficient Data	\$42,872	Insufficient Data	Insufficient Data
EASTON	\$45,354	\$53,676	\$66,806	Insufficient Data
EAU CLAIRE	\$46,830	Insufficient Data	Insufficient Data	Insufficient Data
EL CAMINO REAL	\$51,900	\$55,558	\$71,875	\$83,782
ERIE-NORTHWESTERN PENN	\$51,680	\$52,927	\$53,311	Insufficient Data
FLORIDA	\$46,462	\$50,718	\$57,408	\$79,238
FOND DU LAC	\$46,588	\$54,446	\$57,864	Insufficient Data

	Family (0-75)	Pastoral (76-140)	Transitional (141-225)	Program & Resource (226+)
FORT WORTH	\$46,000	\$51,465	\$57,033	\$70,237
GEORGIA	\$44,776	\$48,480	\$66,657	\$73,206
HAWAII	\$46,546	\$55,059	\$78,002	Insufficient Data
IDAHO	\$39,772	\$48,443	Insufficient Data	Insufficient Data
INDIANAPOLIS	\$48,013	\$55,777	\$62,908	\$86,023
IOWA	\$44,311	\$48,803	\$69,205	Insufficient Data
KANSAS	\$40,808	\$46,537	\$56,959	\$59,085
KENTUCKY	\$41,878	\$56,500	\$62,768	\$83,977
LEXINGTON	\$32,025	\$52,429	\$69,904	\$67,600
LONG ISLAND	\$55,380	\$60,379	\$66,800	\$75,560
LOS ANGELES	\$42,240	\$50,400	\$64,052	\$74,000
LOUISIANA	\$46,795	\$54,942	\$65,358	\$75,240
MAINE	\$43,881	\$48,984	\$67,912	Insufficient Data
MARYLAND	\$50,005	\$55,937	\$66,501	\$71,699
MASSACHUSETTS	\$49,173	\$59,886	\$66,852	\$79,567
MICHIGAN	\$44,308	\$57,195	\$64,671	\$78,019
MILWAUKEE	\$52,219	\$53,308	\$62,130	Insufficient Data
MINNESOTA	\$47,669	\$52,331	\$69,351	\$56,781
MISSISSIPPI	\$39,852	\$54,824	\$60,600	\$80,445
MISSOURI	\$48,600	\$50,500	Insufficient Data	\$70,568
MONTANA	\$40,827	Insufficient Data	\$48,781	Insufficient Data
NEBRASKA	\$43,844	\$55,518	\$57,000	\$69,833
NEVADA	Insufficient Data	Insufficient Data	Insufficient Data	Insufficient Data
NEW HAMPSHIRE	\$46,084	\$50,916	\$63,968	\$79,108
NEW JERSEY	\$54,301	\$62,185	\$69,258	\$74,908
NEW YORK	\$56,771	\$61,771	\$62,635	\$108,470
NEWARK	\$50,350	\$60,744	\$68,952	\$96,703

	Family (0-75)	Pastoral (76-140)	Transitional (141-225)	Program & Resource (226+)
NORTH CAROLINA	\$50,269	\$51,597	\$62,681	\$74,930
NORTH DAKOTA	\$47,876	Insufficient Data	Insufficient Data	Insufficient Data
NORTHERN CALIFORNIA	\$47,682	\$51,609	\$64,459	\$66,900
NORTHERN INDIANA	\$43,814	\$50,325	\$64,958	Insufficient Data
NORTHERN MICHIGAN	\$45,973	Insufficient Data	Insufficient Data	Insufficient Data
NORTHWEST TEXAS	\$44,214	\$43,900	Insufficient Data	\$65,104
OHIO	\$49,612	\$54,990	\$71,400	\$87,584
OKLAHOMA	\$40,525	\$48,255	\$59,077	\$85,500
OLYMPIA	\$40,000	\$53,123	\$61,288	\$72,774
OREGON	\$51,740	\$51,492	\$60,000	\$78,959
PENNSYLVANIA	\$55,635	\$61,500	\$77,530	\$99,462
PITTSBURGH	\$43,400	\$53,985	\$65,417	\$89,712
QUINCY	\$41,059	\$49,010	Insufficient Data	Insufficient Data
RHODE ISLAND	\$42,284	\$51,444	\$64,769	\$84,678
RIO GRANDE	\$44,248	\$50,305	\$52,309	\$66,058
ROCHESTER	\$45,350	\$58,005	\$69,401	\$95,073
SAN DIEGO	Insufficient Data	\$61,593	\$61,384	\$75,716
SAN JOAQUIN	\$48,360	\$55,600	\$57,883	\$77,760
SOUTH CAROLINA	\$51,000	\$62,868	\$65,087	\$79,021
SOUTH DAKOTA	\$38,680	\$41,416	Insufficient Data	Insufficient Data
SOUTHEAST FLORIDA	\$47,977	\$52,549	\$62,250	\$87,530
SOUTHERN OHIO	\$49,196	\$57,463	\$57,550	\$73,752
SOUTHERN VIRGINIA	\$46,379	\$59,728	\$71,355	\$75,655
SOUTHWEST FLORIDA	Insufficient Data	\$50,637	\$58,000	\$74,296
SOUTHWESTERN VIRGINIA	\$43,228	\$51,380	\$67,901	\$75,354
SPOKANE	\$40,400	Insufficient Data	\$54,278	Insufficient Data
SPRINGFIELD	\$53,512	\$46,295	\$61,753	Insufficient Data

	Family (0-75)	Pastoral (76-140)	Transitional (141-225)	Program & Resource (226+)
TENNESSEE	<i>\$41,000</i>	<i>\$47,634</i>	<i>\$60,522</i>	<i>\$93,439</i>
TEXAS	<i>\$52,742</i>	<i>\$57,647</i>	<i>\$65,189</i>	<i>\$79,398</i>
UPPER SOUTH CAROLINA	<i>\$48,158</i>	<i>\$52,038</i>	<i>\$60,000</i>	<i>\$86,486</i>
UTAH	Insufficient Data	Insufficient Data	<i>\$70,909</i>	Insufficient Data
VERMONT	<i>\$50,769</i>	<i>\$54,470</i>	<i>\$63,289</i>	Insufficient Data
VIRGINIA	<i>\$55,143</i>	<i>\$57,026</i>	<i>\$74,316</i>	<i>\$87,089</i>
WASHINGTON D.C.	<i>\$58,770</i>	<i>\$68,375</i>	<i>\$74,949</i>	<i>\$96,102</i>
WEST MISSOURI	<i>\$44,680</i>	<i>\$48,801</i>	<i>\$56,443</i>	<i>\$89,110</i>
WEST TENNESSEE	<i>\$48,000</i>	Insufficient Data	<i>\$58,061</i>	<i>\$95,572</i>
WEST TEXAS	<i>\$51,246</i>	<i>\$50,279</i>	<i>\$64,839</i>	<i>\$72,723</i>
WEST VIRGINIA	<i>\$45,296</i>	<i>\$57,732</i>	<i>\$66,886</i>	Insufficient Data
WESTERN KANSAS	Insufficient Data	<i>\$60,329</i>	Insufficient Data	Insufficient Data
WESTERN LOUISIANA	<i>\$42,640</i>	<i>\$44,605</i>	<i>\$63,392</i>	<i>\$81,950</i>
WESTERN MASS	<i>\$48,740</i>	<i>\$57,849</i>	<i>\$73,719</i>	<i>\$74,146</i>
WESTERN MICHIGAN	<i>\$43,350</i>	<i>\$51,763</i>	<i>\$58,070</i>	<i>\$61,905</i>
WESTERN NEW YORK	<i>\$48,166</i>	<i>\$54,348</i>	<i>\$73,451</i>	<i>\$78,384</i>
WESTERN NORTH CAROLINA	<i>\$42,727</i>	<i>\$50,000</i>	<i>\$64,200</i>	<i>\$71,445</i>
WYOMING	<i>\$43,281</i>	<i>\$51,967</i>	Insufficient Data	Insufficient Data