



## The 2015 Church Compensation Report

A National, Provincial, and Diocesan  
Analysis of Clergy Compensation.

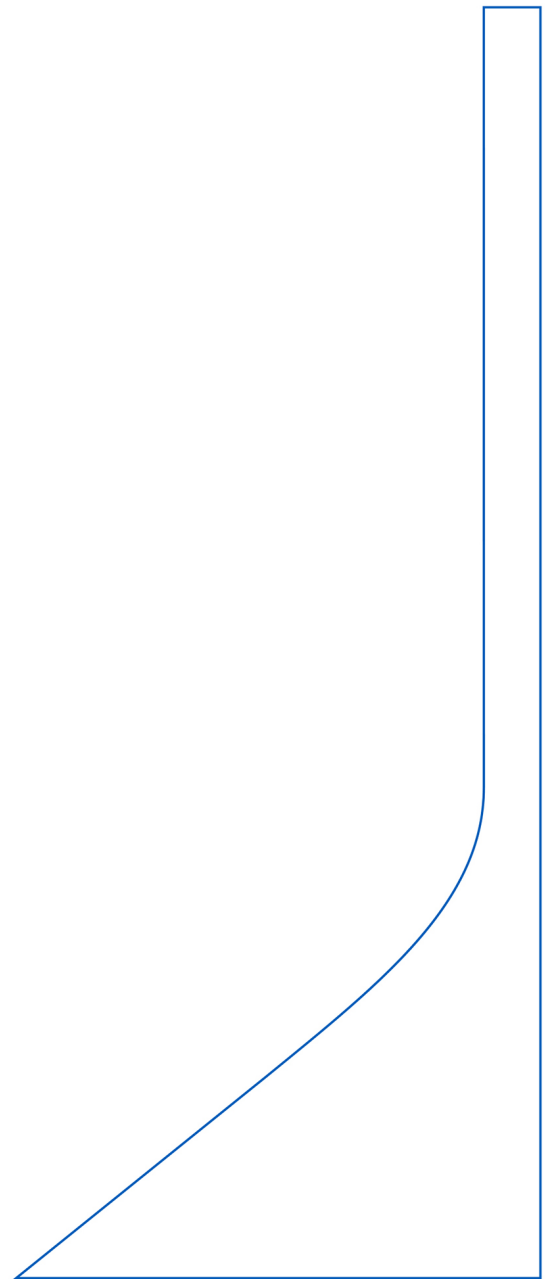
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Information for Your Present and Future Needs



## 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 \$32,550 (in 2015 dollars) 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 Statistics

**Table 1: Full-time clergy compensation 2000–2015 in actual and constant dollars**

Year	FT median comp	Constant 2000 dollars	Pct chng, 2000 dollars	FT Clergy	Pct chng, FT clergy
2015	\$75,355	\$55,009	1.6%	5,013	-1.4%
2014	\$74,400	\$54,118	0.3%	5,083	-2.0%
2013	\$73,000	\$53,961	0.1%	5,189	-1.8%
2012	\$71,850	\$53,889	-0.8%	5,282	-1.8%
2011	\$70,931	\$54,301	-0.7%	5,379	-2.9%
2010	\$69,219	\$54,663	0.4%	5,538	-3.4%
2009	\$67,820	\$54,436	2.3%	5,731	-3.1%
2008	\$66,545	\$53,223	-2.5%	5,912	-0.3%
2007	\$64,508	\$54,575	1.8%	6,106	0.4%
2006	\$62,793	\$53,634	-0.9%	6,079	-1.6%
2005	\$61,379	\$54,119	-0.1%	6,176	-1.8%
2004	\$60,000	\$54,696	-0.6%	6,288	-0.8%
2003	\$58,818	\$55,046	1.0%	6,338	1.2%
2002	\$56,930	\$54,493	2.3%	6,262	1.0%
2001	\$54,786	\$53,270	1.6%	6,202	3.0%
2000	\$52,428	\$52,428		6,022	

**Table 2: Median compensation by church size**

Avg. Sunday Attend.	All Clergy	Senior and Solo
Family (0-75)	\$59,847	\$59,998
Pastoral (76-140)	\$74,869	\$75,433
Transitional (141-225)	\$85,310	\$89,754
Program (225-400)	\$89,846	\$107,975
Resource (401+)	\$90,869	\$140,695
<b>Total</b>	<b>\$74,788</b>	<b>\$77,000</b>

**Table 3: Full-time compensation in comparative perspective**

## All Clergy: Parochial and Non-parochial

Gender	Median	Number	% of Total
Male	\$80,000	3,163	63.1%
Female	\$68,718	1,850	36.9%
<b>Total</b>	<b>\$75,355</b>	<b>5,013</b>	<b>100%</b>

## Senior Clergy

Gender	Median	Number	% of Total
Male	\$106,554	583	77.5%
Female	\$93,600	169	22.5%
<b>Total</b>	<b>\$103,997</b>	<b>752</b>	<b>100%</b>

## Solo Clergy

Gender	Median	Number	% of Total
Male	\$74,617	1,742	64.1%
Female	\$66,926	974	35.9%
<b>Total</b>	<b>\$72,228</b>	<b>2,716</b>	<b>100%</b>

## Associates, Assistants and Curates

Gender	Median	Number	% of Total
Male	\$66,380	388	48.3%
Female	\$64,000	415	51.7%
<b>Total</b>	<b>\$65,000</b>	<b>803</b>	<b>100%</b>

## Specialist Ministers

Gender	Median	Number	% of Total
Male	\$80,777	359	56.2%
Female	\$73,431	280	43.8%
<b>Total</b>	<b>\$76,352</b>	<b>639</b>	<b>100%</b>

**Table 4: Compensation by Years of Experience**

Gender	Credited Service	Median	Number	% of Total
<b>Male</b>	Less than 5 years	\$60,176	505	10.1%
	5 to 9 years	\$73,401	650	13.0%
	10 to 19 years	\$83,953	964	19.2%
	20 years plus	\$92,648	1,044	20.8%
	<b>Total</b>	<b>\$80,000</b>	<b>3,163</b>	<b>63.1%</b>
<b>Female</b>	Less than 5 years	\$55,009	369	7.4%
	5 to 9 years	\$65,496	478	9.5%
	10 to 19 years	\$73,500	699	13.9%
	20 years plus	\$83,639	304	6.1%
	<b>Total</b>	<b>\$68,718</b>	<b>1,850</b>	<b>36.9%</b>
<b>All Clergy</b>	Less than 5 years	\$59,010	874	17.4%
	5 to 9 years	\$69,968	1,128	22.5%
	10 to 19 years	\$79,077	1,663	33.2%
	20 years plus	\$90,376	1,348	26.9%
	<b>Total</b>	<b>\$75,355</b>	<b>5,013</b>	<b>100%</b>

**Table 5: Compensation by Gender and Age**

Gender	Cleric age	Median	Number	% of Total
<b>Male</b>	18-34	\$60,750	183	3.7%
	35-44	\$74,900	518	10.3%
	45-54	\$83,882	785	15.7%
	55-64	\$83,511	1,232	24.6%
	65+	\$78,403	442	8.8%
	<b>Total</b>	<b>\$80,000</b>	<b>3,160</b>	<b>63.1%</b>
<b>Female</b>	18-34	\$58,720	104	2.1%
	35-44	\$67,278	250	5.0%
	45-54	\$70,410	395	7.9%
	55-64	\$70,000	791	15.8%
	65+	\$69,434	309	6.2%
	<b>Total</b>	<b>\$68,664</b>	<b>1,849</b>	<b>36.9%</b>
<b>All Clergy</b>	18-34	\$60,004	287	5.7%
	35-44	\$72,671	768	15.3%
	45-54	\$78,746	1,180	23.6%
	55-64	\$77,667	2,023	40.4%
	65+	\$74,460	751	15.0%
	<b>Total</b>	<b>\$75,355</b>	<b>5,009</b>	<b>100%</b>

## Provincial-Level Statistics

**Table 6: Median compensation for all full-time clergy**

Province	Median	Number	% of Total
I	\$79,863	474	9.5%
II	\$80,000	591	11.8%
III	\$77,825	816	16.3%
IV	\$73,755	1,100	21.9%
V	\$71,151	509	10.2%
VI	\$67,523	248	4.9%
VII	\$74,838	582	11.6%
VIII	\$74,999	693	13.8%
<b>Total</b>	<b>\$75,355</b>	<b>5,013</b>	<b>100%</b>

**Table 7: Median compensation by church size**

Province	Church Size	All Clerics	Senior/Solo
<b>I</b>	Family (0-75)	\$59,850	\$60,000
	Pastoral (76-140)	\$80,475	\$81,208
	Transitional (141-225)	\$95,350	\$97,925
	Program (225-400)	\$99,216	\$111,431
	Resource (401+)	\$125,396	<i>Insft. Data</i>
	<b>Total</b>		<b>\$79,216</b>
<b>II</b>	Family (0-75)	\$68,577	\$68,577
	Pastoral (76-140)	\$80,659	\$81,453
	Transitional (141-225)	\$92,860	\$96,034
	Program (225-400)	\$103,493	\$134,526
	Resource (401+)	\$109,373	\$134,048
	<b>Total</b>		<b>\$79,307</b>

**Table 7: Median compensation by church size (continued)**

Province	Church Size	All Clerics	Senior/Solo
<b>III</b>	Family (0-75)	\$61,688	\$61,694
	Pastoral (76-140)	\$80,000	\$80,478
	Transitional (141-225)	\$89,149	\$93,017
	Program (225-400)	\$89,995	\$115,146
	Resource (401+)	\$81,323	\$142,539
	<b>Total</b>	<b>\$76,073</b>	<b>\$79,935</b>
<b>IV</b>	Family (0-75)	\$55,620	\$55,620
	Pastoral (76-140)	\$69,000	\$69,367
	Transitional (141-225)	\$82,417	\$84,936
	Program (225-400)	\$84,938	\$105,000
	Resource (401+)	\$84,795	\$143,792
	<b>Total</b>	<b>\$73,057</b>	<b>\$77,057</b>
<b>V</b>	Family (0-75)	\$59,196	\$59,500
	Pastoral (76-140)	\$70,796	\$71,982
	Transitional (141-225)	\$84,981	\$88,376
	Program (225-400)	\$98,128	\$115,565
	Resource (401+)	\$97,794	\$120,000
	<b>Total</b>	<b>\$70,200</b>	<b>\$70,796</b>
<b>VI</b>	Family (0-75)	\$57,210	\$57,210
	Pastoral (76-140)	\$74,243	\$76,219
	Transitional (141-225)	\$78,877	\$80,410
	Program (225-400)	\$95,000	\$105,442
	Resource (401+)	\$108,037	<i>Insft. Data</i>
	<b>Total</b>	<b>\$67,625</b>	<b>\$68,928</b>

**Table 7: Median compensation by church size (continued)**

Province	Church Size	All Clerics	Senior/Solo
<b>VII</b>	Family (0-75)	\$60,000	\$60,000
	Pastoral (76-140)	\$72,544	\$72,881
	Transitional (141-225)	\$85,415	\$89,539
	Program (225-400)	\$86,363	\$104,535
	Resource (401+)	\$97,006	\$143,985
	<b>Total</b>	<b>\$74,166</b>	<b>\$76,814</b>
<b>VIII</b>	Family (0-75)	\$57,386	\$57,772
	Pastoral (76-140)	\$75,270	\$76,000
	Transitional (141-225)	\$81,950	\$86,186
	Program (225-400)	\$88,491	\$100,995
	Resource (401+)	\$81,600	\$128,396
	<b>Total</b>	<b>\$74,225</b>	<b>\$76,283</b>
<b>Total</b>	Family (0-75)	\$59,847	\$59,998
	Pastoral (76-140)	\$74,869	\$75,433
	Transitional (141-225)	\$85,310	\$89,754
	Program (225-400)	\$89,846	\$107,975
	Resource (401+)	\$90,869	\$140,695
	<b>Total</b>	<b>\$74,788</b>	<b>\$77,000</b>



**Table 8: Median compensation by rank and gender**

Gender	Province	Senior	Solo	Assc./Curate
<b>Male</b>	I	\$105,446	\$80,531	\$61,729
	II	\$110,811	\$80,280	\$77,397
	III	\$117,814	\$75,400	\$65,679
	IV	\$110,294	\$73,160	\$66,250
	V	\$94,146	\$70,157	\$62,000
	VI	\$90,000	\$67,174	\$66,000
	VII	\$103,958	\$72,881	\$65,592
	VIII	\$95,710	\$75,145	\$60,281
	<b>Total</b>	<b>\$106,485</b>	<b>\$74,788</b>	<b>\$66,260</b>
<b>Female</b>	I	\$95,244	\$72,183	\$63,500
	II	\$106,279	\$73,246	\$67,130
	III	\$99,416	\$70,719	\$65,000
	IV	\$84,572	\$63,047	\$61,020
	V	\$82,674	\$65,132	\$65,770
	VI	\$83,465	\$62,766	\$55,810
	VII	\$102,902	\$60,606	\$64,822
	VIII	\$86,186	\$65,940	\$65,250
	<b>Total</b>	<b>\$93,828</b>	<b>\$67,000</b>	<b>\$64,000</b>
<b>All Clergy</b>	I	\$102,747	\$77,661	\$62,465
	II	\$110,811	\$77,685	\$73,042
	III	\$115,350	\$73,232	\$65,290
	IV	\$106,485	\$69,634	\$62,818
	V	\$93,491	\$67,783	\$64,564
	VI	\$84,996	\$65,972	\$59,216
	VII	\$103,764	\$72,027	\$65,018
	VIII	\$93,097	\$70,500	\$64,500
	<b>Total</b>	<b>\$103,991</b>	<b>\$72,320</b>	<b>\$64,975</b>

## Diocesan-Level Statistics

**Table 9: Compensation by province and diocese<sup>1</sup>**

### Province I

Diocese	Median	Decile	Number
Connecticut	\$84,958	1	133
Maine	\$71,593	5	32
Massachusetts	\$82,282	2	177
New Hampshire	\$74,072	4	34
Rhode Island	\$75,600	4	41
Vermont	\$68,388	7	20
Western Massachusetts	\$76,416	3	38

### Province II

Albany	\$62,000	9	45
Central New York	\$72,125	5	31
Conv of Churches in Europe	\$70,205	NA	10
Long Island	\$83,493	1	109
New Jersey	\$78,748	2	100
New York	\$86,449	1	181
Newark	\$77,557	3	72
Rochester	\$68,878	7	30
Virgin Islands	<i>Insft. Data</i>	NA	4
Western New York	\$68,904	7	22

### Province III

Bethlehem	\$64,219	9	27
Central Pennsylvania	\$69,765	7	38
Delaware	\$80,000	2	27
Easton	\$75,785	3	21
Maryland	\$73,062	4	112
Northwestern Pennsylvania	\$70,829	6	12
Pennsylvania	\$85,628	1	125
Pittsburgh	\$56,381	10	26
Southern Virginia	\$73,500	4	67

**Table 9: Compensation by province and diocese<sup>1</sup> (continued)****Province III *continued***

Diocese	Median	Decile	Number
Southwestern Virginia	\$78,048	3	31
Virginia	\$79,419	2	204
Washington	\$90,721	1	103
West Virginia	\$62,711	9	24

**Province IV**

Alabama	\$67,295	8	76
Atlanta	\$73,428	4	118
Central Florida	\$77,450	3	79
Central Gulf Coast	\$65,457	8	44
East Carolina	\$87,087	1	36
East Tennessee	\$71,062	5	43
Florida	\$77,250	3	51
Georgia	\$67,520	8	48
Kentucky	\$80,511	2	26
Lexington	\$66,336	8	24
Louisiana	\$82,949	2	45
Mississippi	\$64,975	8	60
North Carolina	\$71,602	5	100
South Carolina	\$90,426	1	17
Southeast Florida	\$89,599	1	69
Southwest Florida	\$74,143	4	75
Tennessee	\$72,136	5	54
Upper South Carolina	\$70,360	6	58
West Tennessee	\$79,628	2	28
Western North Carolina	\$74,411	4	48

**Province V**

Chicago	\$78,544	2	116
Eastern Michigan	\$63,665	9	14
Eau Claire	<i>Insft. Data</i>	NA	4
Fond du Lac	\$65,638	8	17

**Table 9: Compensation by province and diocese<sup>1</sup> (continued)****Province V *continued***

Diocese	Median	Decile	Number
Indianapolis	\$65,743	8	49
Michigan	\$70,384	6	46
Milwaukee	\$70,400	6	37
Missouri	\$70,000	7	35
Northern Indiana	\$69,972	7	19
Northern Michigan	\$67,692	7	5
Ohio	\$72,500	4	57
Southern Ohio	\$76,953	3	64
Springfield	\$62,474	9	18
Western Michigan	\$64,962	8	28

**Province VI**

Colorado	\$77,800	3	89
Iowa	\$62,329	9	23
Minnesota	\$70,749	6	53
Montana	\$60,660	10	17
Nebraska	\$69,360	7	24
North Dakota	\$61,796	9	7
South Dakota	\$56,094	10	18
Wyoming	\$59,997	10	17

**Province VII**

Arkansas	\$70,989	5	42
Dallas	\$72,525	4	76
Fort Worth	\$71,371	5	13
Kansas	\$68,289	7	25
Northwest Texas	\$70,205	6	22
Oklahoma	\$71,877	5	54
Texas	\$86,901	1	175
The Rio Grande	\$63,646	9	37
West Missouri	\$70,063	6	28
West Texas	\$76,090	3	75
Western Kansas	\$57,853	10	9
Western Louisiana	\$72,034	5	26

**Table 9: Compensation by province and diocese<sup>1</sup> (continued)****Province VIII**

Diocese	Median	Decile	Number
Alaska	\$70,582	6	8
Arizona	\$61,904	9	57
California	\$79,037	2	110
Eastern Oregon	\$57,772	10	7
El Camino Real	\$70,800	6	48
Hawaii	\$97,705	1	26
Idaho	\$65,443	8	9
Los Angeles	\$77,727	3	154
Navajoland	<i>Insft. Data</i>	NA	4
Nevada	\$69,770	7	11
Northern California	\$75,000	4	43
Olympia	\$72,500	5	81
Oregon	\$64,491	9	54
San Diego	\$83,471	2	38
San Joaquin	\$65,704	8	6
Spokane	\$59,800	10	17
Utah	\$70,642	6	20

**Province IX**

Puerto Rico <sup>2</sup>	\$30,793	NA	34
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<sup>1</sup> Deciles are based on absolute values: 1 = highest paid 10%, 10 = lowest paid 10%

<sup>2</sup> Because prevailing salaries are lower in PR, we do not apply the \$32,550 full-time threshold for clergy serving here.

**Table 10: Median compensation by church size: All clergy**

Diocese	Total	0-75	76-140	141-225	225+
Alabama	67	\$51,347	\$64,955	\$80,000	\$80,540
Alaska	7	\$56,000	<i>Insft. Data</i>	<i>Insft. Data</i>	<i>Insft. Data</i>
Albany	41	\$58,557	\$73,437	\$62,277	<i>Insft. Data</i>
Arizona	46	\$54,800	\$57,000	\$80,300	\$76,287
Arkansas	37	\$56,900	\$73,945	\$86,265	\$68,208
Atlanta	101	\$51,437	\$72,020	\$73,633	\$77,631
Bethlehem	25	\$59,897	\$74,929	<i>Insft. Data</i>	<i>Insft. Data</i>
California	83	\$74,051	\$87,745	\$82,957	\$97,850
Central Florida	67	\$48,850	\$67,650	\$79,900	\$94,049
Central Gulf Coast	43	\$56,300	\$65,914	\$76,157	\$89,461
Central New York	29	\$61,525	\$70,126	\$96,809	<i>Insft. Data</i>
Central Pennsylvania	35	\$54,100	\$70,787	\$90,426	<i>Insft. Data</i>
Chicago	97	\$61,197	\$77,604	\$90,601	\$97,794
Colorado	80	\$62,000	\$77,695	\$82,562	\$99,350
Connecticut	120	\$62,185	\$84,421	\$98,901	\$90,846
Dallas	62	\$60,020	\$71,297	\$74,094	\$84,765
Delaware	22	<i>Insft. Data</i>	\$76,300	\$72,801	\$96,571
East Carolina	34	\$61,855	\$81,141	\$93,492	\$89,941
East Tennessee	37	\$55,936	\$73,500	\$75,652	\$76,000
Eastern Michigan	12	\$62,171	<i>Insft. Data</i>	<i>Insft. Data</i>	<i>Insft. Data</i>
Eastern Oregon	7	<i>Insft. Data</i>	<i>Insft. Data</i>	<i>Insft. Data</i>	<i>Insft. Data</i>
Easton	21	\$66,184	\$75,566	<i>Insft. Data</i>	<i>Insft. Data</i>
Eau Claire	4	<i>Insft. Data</i>	<i>Insft. Data</i>	<i>Insft. Data</i>	<i>Insft. Data</i>
El Camino Real	41	\$60,400	\$78,334	\$81,500	<i>Insft. Data</i>
Florida	43	\$58,600	\$67,550	\$84,350	\$83,443
Fond du Lac	16	\$56,484	\$66,469	<i>Insft. Data</i>	<i>Insft. Data</i>
Fort Worth	10	<i>Insft. Data</i>	<i>Insft. Data</i>	<i>Insft. Data</i>	\$71,371
Georgia	43	\$51,904	\$69,087	\$79,450	\$68,012
Hawaii	23	\$76,365	\$97,705	<i>Insft. Data</i>	<i>Insft. Data</i>
Idaho	7	<i>Insft. Data</i>	<i>Insft. Data</i>	<i>Insft. Data</i>	<i>Insft. Data</i>
Indianapolis	40	\$56,851	\$63,498	<i>Insft. Data</i>	\$87,073
Iowa	21	\$57,601	<i>Insft. Data</i>	\$71,779	<i>Insft. Data</i>
Kansas	22	\$52,633	\$66,000	<i>Insft. Data</i>	\$102,000

**Table 10: Median compensation by church size: All clergy (continued)**

Diocese	Total	0-75	76-140	141-225	225+
Kentucky	22	<i>Insft. Data</i>	\$60,000	\$81,735	\$85,682
Lexington	22	\$59,900	<i>Insft. Data</i>	<i>Insft. Data</i>	\$94,938
Long Island	98	\$76,088	\$82,804	\$95,245	\$104,938
Los Angeles	126	\$64,545	\$76,283	\$83,684	\$82,648
Louisiana	36	\$70,454	\$73,400	<i>Insft. Data</i>	\$89,795
Maine	28	\$60,000	\$75,110	\$98,000	<i>Insft. Data</i>
Maryland	93	\$60,495	\$77,605	\$92,191	\$78,966
Massachusetts	154	\$59,925	\$82,750	\$94,963	\$102,501
Michigan	41	\$54,500	\$71,991	\$94,779	\$111,635
Milwaukee	25	\$64,177	\$68,000	\$84,775	<i>Insft. Data</i>
Minnesota	42	\$55,360	\$76,471	\$74,973	\$89,884
Mississippi	53	\$55,035	\$74,053	\$83,333	\$64,251
Missouri	30	\$62,955	\$67,233	\$92,700	<i>Insft. Data</i>
Montana	13	\$52,745	<i>Insft. Data</i>	<i>Insft. Data</i>	<i>Insft. Data</i>
Nebraska	20	\$56,530	\$70,436	<i>Insft. Data</i>	<i>Insft. Data</i>
Nevada	8	<i>Insft. Data</i>	<i>Insft. Data</i>	<i>Insft. Data</i>	<i>Insft. Data</i>
New Hampshire	28	\$56,992	\$77,601	<i>Insft. Data</i>	\$99,394
New Jersey	88	\$69,817	\$78,437	\$90,293	\$96,191
New York	142	\$76,281	\$84,832	\$93,485	\$111,646
Newark	65	\$73,263	\$88,823	\$83,105	\$115,993
North Carolina	87	\$57,400	\$69,183	\$79,000	\$78,000
North Dakota	5	<i>Insft. Data</i>	<i>Insft. Data</i>	<i>Insft. Data</i>	<i>Insft. Data</i>
Northern California	38	\$55,574	\$66,482	\$85,000	\$75,628
Northern Indiana	18	\$66,377	\$66,204	<i>Insft. Data</i>	<i>Insft. Data</i>
Northern Michigan	1	<i>Insft. Data</i>	<i>Insft. Data</i>	<i>Insft. Data</i>	<i>Insft. Data</i>
Northwest Texas	17	\$63,399	\$72,456	<i>Insft. Data</i>	\$77,000
Northwestern Pennsylvania	10	\$63,728	<i>Insft. Data</i>	<i>Insft. Data</i>	<i>Insft. Data</i>
Ohio	52	\$60,000	\$75,464	<i>Insft. Data</i>	<i>Insft. Data</i>
Oklahoma	41	\$54,165	\$72,636	\$77,172	\$92,897
Olympia	74	\$47,021	\$76,175	\$75,839	\$92,355
Oregon	36	\$45,502	\$66,765	\$78,382	\$77,657
Pennsylvania	109	\$66,450	\$87,705	\$97,520	\$77,793
Pittsburgh	22	\$52,000	<i>Insft. Data</i>	<i>Insft. Data</i>	\$80,531

**Table 10: Median compensation by church size: All clergy (continued)**

Diocese	Total	0-75	76-140	141-225	225+
Rhode Island	36	\$61,880	\$75,600	\$85,408	\$99,038
Rochester	27	\$60,183	\$73,036	\$86,748	<i>Insft. Data</i>
San Diego	34	\$47,904	\$72,763	\$90,070	\$97,850
San Joaquin	5	<i>Insft. Data</i>	\$62,608	<i>Insft. Data</i>	<i>Insft. Data</i>
South Carolina	13	<i>Insft. Data</i>	<i>Insft. Data</i>	<i>Insft. Data</i>	\$94,732
South Dakota	7	\$49,657	<i>Insft. Data</i>	<i>Insft. Data</i>	<i>Insft. Data</i>
Southeast Florida	64	\$65,592	\$71,170	\$91,856	\$102,031
Southern Ohio	50	\$64,550	\$66,001	\$80,737	\$100,130
Southern Virginia	62	\$55,529	\$75,115	\$82,041	\$85,396
Southwest Florida	69	<i>Insft. Data</i>	\$67,000	\$80,310	\$95,134
Southwestern Virginia	25	\$69,562	\$81,433	\$91,746	<i>Insft. Data</i>
Spokane	14	\$56,565	\$60,551	<i>Insft. Data</i>	<i>Insft. Data</i>
Springfield	16	\$57,523	\$72,125	<i>Insft. Data</i>	<i>Insft. Data</i>
Tennessee	34	\$53,863	\$66,699	<i>Insft. Data</i>	\$77,228
Texas	143	\$69,046	\$74,429	\$93,164	\$100,087
The Rio Grande	32	\$55,978	\$66,528	<i>Insft. Data</i>	\$86,120
Upper South Carolina	53	\$53,040	\$66,560	\$78,235	\$79,617
Utah	7	<i>Insft. Data</i>	<i>Insft. Data</i>	<i>Insft. Data</i>	<i>Insft. Data</i>
Vermont	19	\$47,117	\$69,045	<i>Insft. Data</i>	<i>Insft. Data</i>
Virginia	173	\$67,460	\$80,250	\$89,935	\$86,500
Washington	93	\$64,693	\$93,143	\$88,950	\$104,754
West Missouri	22	<i>Insft. Data</i>	\$57,950	<i>Insft. Data</i>	\$85,275
West Tennessee	22	<i>Insft. Data</i>	<i>Insft. Data</i>	<i>Insft. Data</i>	\$79,595
West Texas	67	\$63,949	\$75,330	\$86,146	\$97,132
West Virginia	21	\$57,448	\$72,230	<i>Insft. Data</i>	<i>Insft. Data</i>
Western Kansas	3	<i>Insft. Data</i>	<i>Insft. Data</i>	<i>Insft. Data</i>	<i>Insft. Data</i>
Western Louisiana	23	\$58,000	\$66,641	\$93,052	<i>Insft. Data</i>
Western Massachusetts	21	\$59,917	\$80,475	<i>Insft. Data</i>	<i>Insft. Data</i>
Western Michigan	26	\$58,890	\$65,166	\$86,120	<i>Insft. Data</i>
Western New York	20	\$59,505	\$85,599	<i>Insft. Data</i>	<i>Insft. Data</i>
Western North Carolina	40	\$53,906	\$77,494	\$83,644	\$75,170
Wyoming	13	\$55,691	<i>Insft. Data</i>	<i>Insft. Data</i>	<i>Insft. Data</i>



**Table 11: Median compensation by church size: Senior/solo clergy**

Diocese	Total	0-75	76-140	141-225	225+
Alabama	46	\$51,347	\$64,955	\$90,042	\$126,723
Alaska	6	\$56,000	<i>Insft. Data</i>	<i>Insft. Data</i>	<i>Insft. Data</i>
Albany	40	\$58,557	\$73,437	\$68,263	<i>Insft. Data</i>
Arizona	38	\$54,800	\$57,000	\$80,300	\$89,817
Arkansas	29	\$56,900	\$73,945	\$92,026	<i>Insft. Data</i>
Atlanta	62	\$51,437	\$73,891	\$87,596	\$107,725
Bethlehem	22	\$59,897	\$76,227	<i>Insft. Data</i>	<i>Insft. Data</i>
California	63	\$74,603	\$90,000	\$97,964	\$114,369
Central Florida	59	<i>Insft. Data</i>	\$67,650	\$79,900	\$104,627
Central Gulf Coast	34	\$56,300	\$66,457	\$105,400	\$106,426
Central New York	28	\$61,525	\$72,125	\$96,809	<i>Insft. Data</i>
Central Pennsylvania	32	\$54,100	\$70,787	<i>Insft. Data</i>	<i>Insft. Data</i>
Chicago	82	\$61,197	\$78,000	\$92,715	\$114,076
Colorado	63	\$62,000	\$78,076	\$86,228	\$106,181
Connecticut	101	\$63,762	\$84,421	\$102,919	\$122,277
Dallas	41	\$60,020	\$71,297	\$75,000	\$100,272
Delaware	17	<i>Insft. Data</i>	\$76,300	\$80,000	<i>Insft. Data</i>
East Carolina	30	\$61,855	\$81,141	\$98,460	\$95,719
East Tennessee	24	\$55,936	\$73,895	\$87,435	<i>Insft. Data</i>
Eastern Michigan	10	\$67,031	<i>Insft. Data</i>	<i>Insft. Data</i>	<i>Insft. Data</i>
Eastern Oregon	7	<i>Insft. Data</i>	<i>Insft. Data</i>	<i>Insft. Data</i>	<i>Insft. Data</i>
Easton	21	\$66,184	\$75,566	<i>Insft. Data</i>	<i>Insft. Data</i>
Eau Claire	4	<i>Insft. Data</i>	<i>Insft. Data</i>	<i>Insft. Data</i>	<i>Insft. Data</i>
El Camino Real	35	\$62,864	\$86,000	<i>Insft. Data</i>	<i>Insft. Data</i>
Florida	30	\$58,600	\$67,550	\$88,700	\$130,452
Fond du Lac	15	\$56,484	\$66,469	<i>Insft. Data</i>	<i>Insft. Data</i>
Fort Worth	7	<i>Insft. Data</i>	<i>Insft. Data</i>	<i>Insft. Data</i>	<i>Insft. Data</i>
Georgia	33	\$54,461	\$69,087	\$82,912	<i>Insft. Data</i>
Hawaii	20	\$76,365	\$99,261	<i>Insft. Data</i>	<i>Insft. Data</i>
Idaho	6	<i>Insft. Data</i>	<i>Insft. Data</i>	<i>Insft. Data</i>	<i>Insft. Data</i>
Indianapolis	29	\$56,851	\$65,438	<i>Insft. Data</i>	\$105,336
Iowa	19	\$57,601	<i>Insft. Data</i>	\$73,202	<i>Insft. Data</i>
Kansas	19	\$48,616	\$66,000	<i>Insft. Data</i>	\$103,268

**Table 11: Median compensation by church size: Senior/solo clergy  
(continued)**

Diocese	Total	0-75	76-140	141-225	225+
Kentucky	17	<i>Insft. Data</i>	\$60,000	<i>Insft. Data</i>	<i>Insft. Data</i>
Lexington	18	\$59,900	<i>Insft. Data</i>	<i>Insft. Data</i>	<i>Insft. Data</i>
Long Island	89	\$76,088	\$82,991	\$97,367	\$116,207
Los Angeles	96	\$64,590	\$77,947	\$85,792	\$143,758
Louisiana	23	\$70,454	\$74,779	<i>Insft. Data</i>	\$142,966
Maine	26	\$60,000	\$73,872	<i>Insft. Data</i>	<i>Insft. Data</i>
Maryland	77	\$60,495	\$78,781	\$95,305	\$121,695
Massachusetts	126	\$60,816	\$83,230	\$97,715	\$117,372
Michigan	38	\$55,000	\$71,991	\$94,779	<i>Insft. Data</i>
Milwaukee	23	\$64,177	\$68,000	<i>Insft. Data</i>	<i>Insft. Data</i>
Minnesota	37	\$55,360	\$76,497	\$72,861	<i>Insft. Data</i>
Mississippi	44	\$55,035	\$75,000	\$86,500	<i>Insft. Data</i>
Missouri	26	\$62,955	\$67,233	\$93,534	<i>Insft. Data</i>
Montana	12	\$52,745	<i>Insft. Data</i>	<i>Insft. Data</i>	<i>Insft. Data</i>
Nebraska	20	\$56,530	\$70,436	<i>Insft. Data</i>	<i>Insft. Data</i>
Nevada	8	<i>Insft. Data</i>	<i>Insft. Data</i>	<i>Insft. Data</i>	<i>Insft. Data</i>
New Hampshire	25	\$56,992	\$79,576	<i>Insft. Data</i>	<i>Insft. Data</i>
New Jersey	84	\$69,434	\$78,437	\$90,293	\$134,526
New York	105	\$76,400	\$87,429	\$100,716	\$142,365
Newark	59	\$73,263	\$89,240	\$109,180	<i>Insft. Data</i>
North Carolina	61	\$57,400	\$69,183	\$80,000	\$105,000
North Dakota	5	<i>Insft. Data</i>	<i>Insft. Data</i>	<i>Insft. Data</i>	<i>Insft. Data</i>
Northern California	31	\$55,574	\$66,965	\$87,060	<i>Insft. Data</i>
Northern Indiana	17	\$66,377	\$69,972	<i>Insft. Data</i>	<i>Insft. Data</i>
Northern Michigan	1	<i>Insft. Data</i>	<i>Insft. Data</i>	<i>Insft. Data</i>	<i>Insft. Data</i>
Northwest Texas	13	\$63,399	<i>Insft. Data</i>	<i>Insft. Data</i>	<i>Insft. Data</i>
Northwestern Pennsylvania	9	\$66,771	<i>Insft. Data</i>	<i>Insft. Data</i>	<i>Insft. Data</i>
Ohio	50	\$60,000	\$76,468	<i>Insft. Data</i>	<i>Insft. Data</i>
Oklahoma	33	\$54,165	\$73,973	<i>Insft. Data</i>	\$124,939
Olympia	63	\$47,021	\$76,457	\$79,401	\$99,480
Oregon	30	\$45,502	\$66,765	\$81,286	\$82,900
Pennsylvania	89	\$66,450	\$87,705	\$103,335	\$133,871
Pittsburgh	18	\$52,000	<i>Insft. Data</i>	<i>Insft. Data</i>	<i>Insft. Data</i>

**Table 11: Median compensation by church size: Senior/solo clergy  
(continued)**

Diocese	Total	0-75	76-140	141-225	225+
Rhode Island	32	\$61,880	\$75,951	\$85,408	<i>Insft. Data</i>
Rochester	24	\$60,183	\$73,036	<i>Insft. Data</i>	<i>Insft. Data</i>
San Diego	27	\$47,904	\$72,763	<i>Insft. Data</i>	\$121,967
San Joaquin	4	<i>Insft. Data</i>	<i>Insft. Data</i>	<i>Insft. Data</i>	<i>Insft. Data</i>
South Carolina	8	<i>Insft. Data</i>	<i>Insft. Data</i>	<i>Insft. Data</i>	<i>Insft. Data</i>
South Dakota	7	\$49,657	<i>Insft. Data</i>	<i>Insft. Data</i>	<i>Insft. Data</i>
Southeast Florida	54	\$66,558	\$71,170	\$93,287	\$107,745
Southern Ohio	42	\$64,550	\$69,825	\$80,738	\$106,582
Southern Virginia	53	\$55,529	\$75,115	\$85,567	\$110,203
Southwest Florida	58	<i>Insft. Data</i>	\$67,679	\$81,301	\$111,492
Southwestern Virginia	21	\$69,562	\$81,433	\$92,315	<i>Insft. Data</i>
Spokane	13	\$56,565	\$60,551	<i>Insft. Data</i>	<i>Insft. Data</i>
Springfield	16	\$57,523	\$72,125	<i>Insft. Data</i>	<i>Insft. Data</i>
Tennessee	26	\$53,863	\$66,699	<i>Insft. Data</i>	\$124,401
Texas	95	\$69,046	\$75,695	\$94,552	\$114,117
The Rio Grande	28	\$55,978	\$66,528	<i>Insft. Data</i>	<i>Insft. Data</i>
Upper South Carolina	38	\$53,040	\$66,780	\$78,484	\$99,807
Utah	6	<i>Insft. Data</i>	<i>Insft. Data</i>	<i>Insft. Data</i>	<i>Insft. Data</i>
Vermont	19	\$47,117	\$69,045	<i>Insft. Data</i>	<i>Insft. Data</i>
Virginia	123	\$67,460	\$83,544	\$100,292	\$112,064
Washington	65	\$64,693	\$93,542	\$104,915	\$136,377
West Missouri	16	<i>Insft. Data</i>	\$60,000	<i>Insft. Data</i>	<i>Insft. Data</i>
West Tennessee	13	<i>Insft. Data</i>	<i>Insft. Data</i>	<i>Insft. Data</i>	\$133,256
West Texas	54	\$63,949	\$78,484	\$86,146	\$116,699
West Virginia	20	\$57,448	\$72,230	<i>Insft. Data</i>	<i>Insft. Data</i>
Western Kansas	3	<i>Insft. Data</i>	<i>Insft. Data</i>	<i>Insft. Data</i>	<i>Insft. Data</i>
Western Louisiana	20	\$58,000	\$66,641	\$93,977	<i>Insft. Data</i>
Western Massachusetts	21	\$59,917	\$80,475	<i>Insft. Data</i>	<i>Insft. Data</i>
Western Michigan	25	\$59,130	\$65,166	\$86,120	<i>Insft. Data</i>
Western New York	19	\$59,002	\$85,599	<i>Insft. Data</i>	<i>Insft. Data</i>
Western North Carolina	36	\$53,906	\$77,494	\$83,644	\$106,057
Wyoming	12	\$55,691	<i>Insft. Data</i>	<i>Insft. Data</i>	<i>Insft. Data</i>

## Comparing Clergy Compensation with other Graduate Educated Professionals

Tables 12 and 13 contrast clergy salaries with similar local populations. The sample data making up our “general population” comparison group was taken from the 2011–2013 American Community Survey (ACS), 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: Compensation for clergy and graduate-educated professionals<sup>1</sup> by Region**

Region	Clergy Median	Graduate-Educated Median	Difference
Northeast	\$79,166	\$72,595	\$6,571
South	\$75,390	\$63,633	\$11,757
Midwest	\$69,981	\$63,598	\$6,383
West	\$74,147	\$71,374	\$2,773
<b>U.S.</b>	<b>\$75,355</b>	<b>\$67,106</b>	<b>\$8,249</b>

**Table 13: Compensation for clergy and graduate-educated professionals<sup>1</sup> by Province**

Region	Clergy Median	Graduate-Educated Median	Difference
I	\$79,915	\$73,283	\$6,632
II	\$79,938	\$76,980	\$2,958
III	\$77,850	\$76,354	\$1,496
IV	\$73,732	\$59,526	\$14,206
V	\$71,151	\$66,031	\$5,120
VI	\$67,523	\$63,698	\$3,825
VII	\$74,838	\$63,307	\$11,531
VIII	\$74,999	\$74,041	\$958
<b>U.S.</b>	<b>\$75,355</b>	<b>\$67,106</b>	<b>\$8,249</b>

<sup>1</sup>Figures from the 2011-2013 ACS are expressed in 2015 dollars.

# Diocesan Median Compensation by Decile

