

Information for Your Present and Future Needs



The 2010 Church

Compensation Report

A National, Provincial, and Diocesan

Analysis of Clergy Compensation

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RESEARCH

2010 Episcopal Church Compensation Report: National, Provincial, and Diocesan Information

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

In the ten years since the clergy compensation guide 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.

1) 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.

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

We have used a baseline figure of \$30,334 as a benchmark and we assume that compensation above that level is full-time. Figures in italics indicate that there were less than five observations for a category, and it is considered insufficient data if there are less than three observations.

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 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.

National-Level Statistics

**Table 1: Full-time clergy compensation 2000 to 2010
in actual and constant dollars**

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

Table 2: Overall average compensation by church size

Average Sunday Attendance (ASA) Church Size	All full-time parish clergy	Senior and solo clerics
Family (0-75)	\$57,075	\$57,018
Pastoral (75-140)	\$69,435	\$70,260
Transitional (140-225)	\$78,180	\$82,992
Program (225-400)	\$81,270	\$95,680
Resource (400+)	\$79,458	\$126,928
Total	\$68,900	\$71,632

Table 3: Full-time compensation by gender and position in comparative perspective			
ALL CLERGY — Parochial and non-parochial			
Gender	Median	No.	% of Total N
Male	\$73,179	3,649	66%
Female	\$62,884	1,889	34%
Total	\$69,219	5,538	100%
SENIOR CLERGY			
Gender	Median	No.	% of Total N
Male	\$98,535	636	84%
Female	\$82,183	123	16%
Total	\$95,251	759	100%
SOLO CLERGY			
Gender	Median	No.	% of Total N
Male	\$69,292	2,105	67%
Female	\$63,273	1,021	33%
Total	\$67,112	3,126	100%
ASSOCIATES, ASSISTANTS AND CURATES			
Gender	Median	No.	% of Total N
Male	\$60,000	396	46%
Female	\$57,649	467	54%
Total	\$59,025	863	100%
SPECIALIST MINISTERS			
Gender	Median	No.	% of Total N
Male	\$73,000	411	61%
Female	\$64,074	268	39%
Total	\$70,000	679	100%

Table 4: Clergy compensation by years of experience		
Gender	Years credited service / Episcopal job experience	Median clergy compensation
Male	1 to 5 Yrs	\$56,390
	5 to 10 Yrs	\$68,500
	10 to 20 Yrs	\$76,731
	20 Years Plus	\$86,118
	Total	\$73,179
Female	1 to 5 Yrs	\$54,060
	5 to 10 Yrs	\$61,880
	10 to 20 Yrs	\$69,522
	20 Years Plus	\$75,568
	Total	\$62,884
Total	1 to 5 Yrs	\$55,486
	5 to 10 Yrs	\$65,368
	10 to 20 Yrs	\$73,489
	20 Years Plus	\$84,351
	Total	\$69,219

Table 5: Clergy compensation by age				
Gender	Age of cleric	Median compensation	Number of clergy	Percentage of clergy
Male	18 to 35	\$55,706	240	6%
	35 to 45	\$70,000	506	14%
	45 to 55	\$75,492	971	27%
	Over 55	\$75,861	1,932	53%
	Total	\$73,179	3,649	100%
Female	18 to 35	\$55,458	126	7%
	35 to 45	\$61,244	229	12%
	45 to 55	\$64,500	521	27%
	Over 55	\$63,938	1,013	54%
	Total	\$62,884	1,889	100%
Total	18 to 35	\$55,606	366	7%
	35 to 45	\$66,743	735	13%
	45 to 55	\$71,428	1,492	27%
	Over 55	\$70,800	2,945	53%
	Total	\$69,219	5,538	100%

Provincial-Level Data

Table 6: Median compensation for all full-time clergy	
Province	Median
I	\$73,854
II	\$74,554
III	\$71,304
IV	\$69,000
V	\$65,543
VI	\$62,388
VII	\$66,113
VIII	\$67,016
Total	\$69,237

Table 7: Cleric's total compensation by church size			
		All clerics	Senior and solo clergy only
Province	Church Size	Median	Median
I	Family (0-75)	\$56,667	\$56,320
	Pastoral (76-140)	\$75,012	\$75,863
	Transitional (141-225)	\$85,010	\$89,279
	Program (226-400)	\$93,873	\$102,093
	Resource (401+)	\$90,476	Insufficient Data
	Total	\$73,854	\$76,217
II	Family (0-75)	\$63,562	\$63,465
	Pastoral (76-140)	\$76,404	\$77,100
	Transitional (141-225)	\$86,748	\$90,582
	Program (226-400)	\$90,147	\$114,613
	Resource (401+)	\$120,909	\$193,089
	Total	\$74,554	\$75,198
III	Family (0-75)	\$60,502	\$60,567
	Pastoral (76-140)	\$73,930	\$74,936
	Transitional (141-225)	\$78,962	\$86,277
	Program (226-400)	\$84,212	\$110,000
	Resource (401+)	\$77,142	\$136,500
	Total	\$71,304	\$75,143
IV	Family (0-75)	\$53,176	\$53,176
	Pastoral (76-140)	\$64,971	\$65,000
	Transitional (141-225)	\$75,756	\$79,244
	Program (226-400)	\$78,518	\$91,250
	Resource (401+)	\$79,179	\$127,398
	Total	\$69,000	\$71,750
V	Family (0-75)	\$55,402	\$55,402
	Pastoral (76-140)	\$65,496	\$66,000
	Transitional (141-225)	\$78,597	\$80,381
	Program (226-400)	\$70,201	\$96,399
	Resource (401+)	\$74,386	\$129,667
	Total	\$65,543	\$65,594
VI	Family (0-75)	\$51,286	\$51,194
	Pastoral (76-140)	\$66,043	\$66,181
	Transitional (141-225)	\$74,327	\$75,143
	Program (226-400)	\$74,874	\$90,500
	Resource (401+)	\$65,985	Insufficient Data
	Total	\$62,388	\$65,221
VII	Family (0-75)	\$54,939	\$54,671
	Pastoral (76-140)	\$63,560	\$64,267
	Transitional (141-225)	\$74,048	\$78,692
	Program (226-400)	\$76,942	\$93,104
	Resource (401+)	\$75,732	\$120,943
	Total	\$66,113	\$69,577
VIII	Family (0-75)	\$60,000	\$60,000
	Pastoral (76-140)	\$68,289	\$70,152
	Transitional (141-225)	\$78,228	\$85,259
	Program (226-400)	\$82,310	\$92,784
	Resource (401+)	\$72,464	\$118,217
	Total	\$67,016	\$70,757

Table 8: Median compensation by rank and gender				
Gender	Province	Senior clergy	Solo clergy	Associates and curates
Male	I	\$102,923	\$76,453	\$63,219
	II	\$108,569	\$75,396	\$64,755
	III	\$107,275	\$72,973	\$61,490
	IV	\$100,831	\$69,000	\$61,679
	V	\$86,928	\$64,818	\$56,218
	VI	\$82,961	\$61,293	\$54,806
	VII	\$96,809	\$64,267	\$59,392
	VIII	\$91,100	\$69,973	\$55,500
	Total	\$98,535	\$69,292	\$60,000
Female	I	\$85,882	\$67,838	\$59,184
	II	\$101,921	\$69,639	\$59,810
	III	\$86,434	\$64,453	\$59,912
	IV	\$73,249	\$58,902	\$57,000
	V	\$80,954	\$58,000	\$56,692
	VI	\$66,902	\$60,000	\$51,346
	VII	\$83,771	\$58,620	\$53,825
	VIII	\$86,071	\$63,414	\$58,000
	Total	\$82,183	\$63,273	\$57,649
All Clergy	I	\$95,590	\$72,660	\$62,046
	II	\$108,569	\$72,904	\$60,864
	III	\$102,895	\$69,275	\$60,000
	IV	\$99,298	\$66,200	\$59,231
	V	\$85,250	\$62,312	\$56,459
	VI	\$77,250	\$60,461	\$52,586
	VII	\$95,340	\$63,000	\$56,221
	VIII	\$90,624	\$65,380	\$56,925
	Total	\$95,251	\$67,112	\$59,025

Diocesan-Level Data

Table 9: Median compensation by province and diocese				
	Diocese	Median	Decile	N
Province I	Connecticut	\$83,233	1	144
	Maine	\$67,253	5	39
	Massachusetts	\$73,881	2	183
	New Hampshire	\$63,909	7	42
	Rhode Island	\$69,552	4	42
	Vermont	\$61,167	8	25
	Western Mass	\$70,481	3	45
Province II	Albany	\$62,370	7	52
	Central New York	\$74,320	2	35
	Conv of Ch in Europe	\$68,848	N/A	7
	Long Island	\$79,458	1	111
	New Jersey	\$77,521	1	126
	New York	\$79,874	1	220
	Newark	\$68,767	4	86
	Rochester	\$69,138	4	36
	Virgin Islands**	\$66,655	N/A	6
	Western New York	\$61,328	8	28
Province III	Bethlehem	\$65,944	6	36
	Central Penn	\$65,099	6	41
	Delaware	\$68,350	4	28
	Easton	\$70,953	3	26
	Maryland	\$65,402	6	122
	Northwestern Penn	\$73,202	2	11
	Pennsylvania	\$76,888	1	138
	Pittsburgh	\$67,000	5	23
	Southern Virginia	\$73,592	2	77
	Southwestern Virginia	\$67,354	5	36
	Virginia	\$72,641	3	212
	Washington	\$83,206	1	122
	West Virginia	\$62,070	8	30
* Deciles based on absolute values 1=highest paid 10% 10=lowest paid 10%				

Province IV	Alabama	\$66,895	5	89
	Atlanta	\$67,879	5	128
	Central Florida	\$70,867	3	80
	Central Gulf Coast	\$68,172	4	47
	East Tennessee	\$62,110	7	43
	Eastern Carolina	\$73,127	2	44
	Florida	\$73,828	2	53
	Georgia	\$61,722	8	53
	Kentucky	\$71,610	3	29
	Lexington	\$55,240	10	24
	Louisiana	\$71,920	3	52
	Mississippi	\$57,627	10	74
	North Carolina	\$68,750	4	100
	South Carolina	\$76,301	2	82
	Southeast Florida	\$76,309	1	69
	Southwest Florida	\$73,175	2	76
	Tennessee	\$70,530	3	64
	Upper South Carolina	\$66,541	6	56
	West Tennessee	\$79,424	1	27
	Western North Carolina	\$66,812	6	51
Province V	Chicago	\$66,000	6	123
	Eastern Michigan	\$58,216	9	19
	Eau Claire	\$58,000	10	5
	Fond du Lac	\$61,758	8	22
	Indianapolis	\$66,724	9	42
	Michigan	\$61,500	8	54
	Milwaukee	\$67,902	5	45
	Missouri	\$60,263	3	36
	Northern Indiana	\$66,560	6	20
	Northern Michigan	Insufficient Data	NA	3
	Ohio	\$66,300	6	73
	Quincy	Insufficient Data	NA	1
	Southern Ohio	\$68,412	4	76
	Springfield	\$59,896	9	21
	Western Michigan	\$61,036	8	34
* Deciles based on absolute values 1=highest paid 10% 10=lowest paid 10%				

Province VI	Colorado	\$67,174	5	89
	Iowa	\$55,108	10	34
	Minnesota	\$66,932	5	71
	Montana	\$48,987	10	15
	Nebraska	\$63,453	7	26
	North Dakota	\$60,585	8	8
	South Dakota	\$52,190	10	19
	Wyoming	\$60,750	8	16
Province VII	Arkansas	\$64,267	7	43
	Dallas	\$60,396	9	82
	Fort Worth	\$54,000	10	11
	Kansas	\$58,192	10	32
	Northwest Texas	\$60,297	9	18
	Oklahoma	\$64,795	7	52
	Rio Grande	\$63,712	7	31
	Texas	\$74,007	2	176
	West Missouri	\$60,000	9	35
	West Texas	\$69,616	4	68
	Western Kansas	\$56,928	10	6
	Western Louisiana	\$64,816	6	28
Province VIII	Alaska	\$73,090	2	12
	Arizona	\$61,800	8	56
	California	\$70,757	3	117
	Eastern Oregon	\$60,000	9	5
	El Camino Real	\$67,530	5	46
	Hawaii	\$72,160	3	27
	Idaho	\$64,400	7	11
	Los Angeles	\$68,896	4	181
	Navajoland	Insufficient Data	N/A	0
	Nevada	\$63,762	7	9
	Northern California	\$64,100	7	49
	Olympia	\$69,216	4	83
	Oregon	\$59,702	9	56
	San Diego	\$77,300	1	39
	San Joaquin	\$60,000	9	12
	Spokane	\$59,747	9	14
	Utah	\$70,086	3	28
Province IX	Puerto Rico**	\$27,973	N/A	48

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

**Includes all clergy and does not use the \$29,100 full time marker due to different economic circumstance

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

(Insufficient data indicates that there were reports from fewer than three parishes)

Diocese	Family (0-75)	Pastoral (75-140)	Transitional (140-225)	Program & Resource (225+)
Alabama	\$56,297	\$63,622	\$79,317	\$87,374
Alaska	Insufficient Data	\$73,091	Insufficient Data	Insufficient Data
Albany	\$52,216	\$70,010	\$82,983	\$79,110
Arizona	Insufficient Data	\$56,017	\$70,000	\$84,872
Arkansas	\$53,000	\$64,267	\$82,648	\$61,090
Atlanta	\$48,929	\$63,786	\$71,044	\$72,065
Bethlehem	\$50,844	\$71,888	\$62,002	Insufficient Data
California	\$63,273	\$77,275	\$75,825	\$84,827
Central Florida	\$53,352	\$63,884	\$75,841	\$82,199
Central Gulf Coast	\$57,696	\$65,400	\$83,320	\$76,981
Central New York	\$53,804	\$79,819	\$88,853	Insufficient Data
Central Pennsylvania	\$58,336	\$64,581	\$75,000	\$82,245
Chicago	\$56,186	\$62,761	\$85,500	\$71,214
Colorado	\$50,920	\$66,338	\$80,360	\$86,000
Connecticut	\$71,785	\$80,023	\$89,387	\$92,581
Dallas	\$52,090	\$60,041	\$66,343	\$74,227
Delaware	\$64,696	\$65,852	\$71,929	\$79,112
East Carolina	\$60,423	\$71,769	\$80,086	\$73,711
East Tennessee	\$47,260	\$61,341	\$69,500	\$71,934
Eastern Michigan	\$46,261	\$60,705	Insufficient Data	Insufficient Data
Eastern Oregon	Insufficient Data	Insufficient Data	Insufficient Data	Insufficient Data
Easton	\$54,236	\$71,477	\$80,335	Insufficient Data
Eau Claire	Insufficient Data	Insufficient Data	Insufficient Data	Insufficient Data
El Camino Real	\$63,414	\$71,897	\$89,144	Insufficient Data

Diocese	Family (0-75)	Pastoral (75-140)	Transitional (140-225)	Program & Resource (225+)
Florida	\$60,908	\$63,020	\$86,019	\$82,451
Fond du Lac	\$56,460	\$64,539	Insufficient Data	Insufficient Data
Fort Worth	Insufficient Data	Insufficient Data	Insufficient Data	Insufficient Data
Georgia	\$52,596	\$60,069	\$70,231	\$66,840
Hawaii	\$68,793	\$86,332	\$95,483	Insufficient Data
Idaho	Insufficient Data	\$60,604	Insufficient Data	Insufficient Data
Indianapolis	\$56,934	\$66,525	Insufficient Data	\$69,484
Iowa	\$51,194	\$55,704	\$78,081	Insufficient Data
Kansas	\$46,000	\$57,670	\$67,635	\$81,200
Kentucky	\$54,328	\$65,305	\$75,697	\$92,251
Lexington	\$39,530	Insufficient Data	\$73,471	\$54,501
Long Island	\$69,202	\$81,824	\$88,556	\$98,011
Los Angeles	\$60,000	\$64,590	\$79,954	\$71,495
Louisiana	\$60,000	\$71,256	Insufficient Data	\$72,895
Maine	\$54,062	\$73,876	\$76,679	Insufficient Data
Maryland	\$58,452	\$66,746	\$77,426	\$72,230
Massachusetts	\$46,564	\$74,360	\$87,500	\$93,500
Michigan	\$50,250	\$60,000	\$80,053	\$68,181
Milwaukee	\$57,593	\$71,736	\$73,165	Insufficient Data
Minnesota	\$51,417	\$68,102	\$66,923	\$68,245
Mississippi	\$48,293	\$72,315	\$75,019	\$69,699
Missouri	\$52,520	\$56,800	\$82,891	\$87,003
Montana	\$45,173	Insufficient Data	Insufficient Data	Insufficient Data
Navajoland	Insufficient Data	Insufficient Data	Insufficient Data	Insufficient Data
Nebraska	\$59,976	\$69,287	Insufficient Data	\$51,346
Nevada	Insufficient Data	\$71,921	Insufficient Data	Insufficient Data
New Hampshire	\$56,212	\$67,621	\$75,492	\$74,035
New Jersey	\$66,868	\$82,396	\$87,184	\$84,082
New York	\$72,219	\$79,668	\$95,813	\$111,121

Diocese	Family (0-75)	Pastoral (75-140)	Transitional (140-225)	Program & Resource (225+)
Newark	\$63,604	\$69,010	\$76,357	\$112,454
North Carolina	\$55,620	\$65,000	\$79,819	\$74,460
North Dakota	Insufficient Data	Insufficient Data	Insufficient Data	Insufficient Data
Northern California	\$53,320	\$65,464	\$86,433	\$89,067
Northern Indiana	\$52,050	\$66,560	\$69,942	Insufficient Data
Northern Michigan	Insufficient Data	Insufficient Data	Insufficient Data	Insufficient Data
Northwest Texas	\$58,689	\$61,500	\$72,986	Insufficient Data
Northwestern Pennsylvania	\$52,526	Insufficient Data	Insufficient Data	Insufficient Data
Ohio	\$55,309	\$69,142	\$81,642	\$75,355
Oklahoma	\$50,279	\$66,999	Insufficient Data	\$75,732
Olympia	\$48,601	\$66,925	\$81,400	\$86,500
Oregon	\$56,000	\$66,479	\$48,500	\$65,900
Pennsylvania	\$65,289	\$79,151	\$96,999	\$76,971
Pittsburgh	\$45,760	\$86,333	Insufficient Data	\$78,625
Quincy	Insufficient Data	Insufficient Data	Insufficient Data	Insufficient Data
Rhode Island	\$58,968	\$73,170	\$85,213	Insufficient Data
Rio Grande	\$49,595	\$66,004	\$72,209	\$99,899
Rochester	\$46,120	\$70,039	Insufficient Data	\$87,083
San Diego	\$58,789	\$67,862	\$79,687	\$95,000
San Joaquin	Insufficient Data	Insufficient Data	Insufficient Data	Insufficient Data
South Carolina	\$59,357	\$73,077	\$87,625	\$86,400
South Dakota	\$51,207	Insufficient Data	Insufficient Data	Insufficient Data
Southeast Florida	\$67,524	\$65,352	\$80,036	\$77,837
Southern Ohio	\$59,125	\$64,939	\$76,694	\$82,906
Southern Virginia	\$63,038	\$75,840	\$79,729	\$78,902
Southwest Florida	Insufficient Data	\$54,698	\$70,000	\$88,662
Southwestern Virginia	\$55,978	\$70,416	\$75,737	\$58,600
Spokane	Insufficient Data	\$57,763	Insufficient Data	Insufficient Data

Diocese	Family (0-75)	Pastoral (75-140)	Transitional (140-225)	Program & Resource (225+)
Springfield	\$55,711	\$70,635	Insufficient Data	Insufficient Data
Tennessee	\$49,107	\$62,990	\$73,114	\$72,376
Texas	\$60,609	\$71,037	\$74,204	\$83,467
Upper South Carolina	\$46,287	\$59,664	\$72,005	\$81,923
Utah	Insufficient Data	Insufficient Data	\$55,279	Insufficient Data
Vermont	\$45,203	\$61,414	\$85,211	Insufficient Data
Virginia	\$65,404	\$76,103	\$74,833	\$76,172
Washington	\$65,451	\$83,061	\$87,178	\$90,899
West Missouri	\$56,278	\$58,246	Insufficient Data	\$76,942
West Tennessee	Insufficient Data	Insufficient Data	Insufficient Data	\$82,691
West Texas	\$57,499	\$67,279	\$78,000	\$73,758
West Virginia	\$54,733	\$64,558	\$77,981	Insufficient Data
Western Kansas	Insufficient Data	Insufficient Data	Insufficient Data	Insufficient Data
Western Louisiana	\$54,991	\$56,456	\$87,013	\$65,667
Western Massachusetts	\$67,154	\$72,749	\$86,680	Insufficient Data
Western Michigan	\$53,012	\$66,191	\$68,529	Insufficient Data
Western New York	\$59,467	\$60,539	\$88,580	Insufficient Data
Western North Carolina	\$49,243	\$67,924	\$78,494	\$69,571
Wyoming	\$58,250	\$66,420	Insufficient Data	Insufficient Data

**Table 11: Median compensation by church size:
Senior and solo full-time rectors**

(Insufficient data indicates that there were reports from fewer than three parishes)

Diocese	Family (0-75)	Pastoral (76-140)	Transitional (141-225)	Program & Resource (226+)
Alabama	\$56,297	\$65,000	\$79,317	\$110,270
Alaska	Insufficient Data	\$73,091	Insufficient Data	Insufficient Data
Albany	\$52,216	\$71,899	\$85,231	Insufficient Data
Arizona	Insufficient Data	\$56,566	\$73,720	\$90,000
Arkansas	\$53,000	\$64,267	\$82,648	\$101,372
Atlanta	\$48,929	\$63,786	\$73,329	\$89,791
Bethlehem	\$50,844	\$71,888	\$72,394	Insufficient Data
California	\$63,273	\$79,139	\$101,918	\$112,547
Central Florida	\$53,352	\$64,479	\$76,621	\$85,200
Central Gulf Coast	\$57,696	\$65,400	\$87,625	\$120,500
Central New York	\$53,804	\$79,819	\$88,853	Insufficient Data
Central Pennsylvania	\$58,336	\$64,581	\$79,038	Insufficient Data
Chicago	\$56,186	\$65,496	\$91,451	\$89,775
Colorado	\$50,920	\$67,038	\$80,360	\$94,806
Connecticut	\$71,785	\$80,687	\$92,491	\$123,001
Dallas	\$52,090	\$60,081	\$72,884	\$90,004
Delaware	\$64,696	\$65,852	\$76,920	Insufficient Data
East Carolina	\$60,423	\$71,769	\$86,542	\$105,450
East Tennessee	\$47,260	\$61,341	\$70,290	\$106,802
Eastern Michigan	\$46,261	\$60,705	Insufficient Data	Insufficient Data
Eastern Oregon	Insufficient Data	Insufficient Data	Insufficient Data	Insufficient Data
Easton	\$54,236	\$73,216	Insufficient Data	Insufficient Data
Eau Claire	Insufficient Data	Insufficient Data	Insufficient Data	Insufficient Data
El Camino Real	\$63,414	\$71,897	\$91,718	Insufficient Data
Florida	\$60,908	\$63,020	\$87,100	\$100,115
Fond Du Lac	\$56,460	\$66,000	Insufficient Data	Insufficient Data
Fort Worth	Insufficient Data	Insufficient Data	Insufficient Data	Insufficient Data

Diocese	Family (0-75)	Pastoral (76-140)	Transitional (141-225)	Program & Resource (226+)
Georgia	\$52,596	\$61,435	\$72,208	\$89,783
Hawaii	\$68,793	\$86,332	\$103,344	Insufficient Data
Idaho	Insufficient Data	\$60,604	Insufficient Data	Insufficient Data
Indianapolis	\$56,934	\$66,525	Insufficient Data	\$107,650
Iowa	\$51,194	\$56,250	\$80,472	Insufficient Data
Kansas	\$45,851	\$58,190	\$67,635	\$89,022
Kentucky	\$54,328	\$65,305	\$76,000	Insufficient Data
Lexington	\$39,530	Insufficient Data	Insufficient Data	Insufficient Data
Long Island	\$72,241	\$81,824	\$90,194	\$114,924
Los Angeles	\$60,000	\$64,795	\$85,483	\$102,772
Louisiana	\$60,000	\$71,549	Insufficient Data	\$131,224
Maine	\$54,062	\$73,876	\$76,679	Insufficient Data
Maryland	\$58,452	\$67,609	\$84,678	\$112,361
Massachusetts	\$46,326	\$75,067	\$92,030	\$103,896
Michigan	\$50,000	\$60,000	\$80,381	\$96,469
Milwaukee	\$57,593	\$71,736	\$75,062	Insufficient Data
Minnesota	\$51,417	\$68,900	\$69,996	\$78,238
Mississippi	\$48,293	\$72,682	\$81,822	\$117,300
Missouri	\$52,520	\$56,800	\$83,946	\$124,580
Montana	\$45,173	Insufficient Data	Insufficient Data	Insufficient Data
Navajoland Area	Insufficient Data	Insufficient Data	Insufficient Data	Insufficient Data
Nebraska	\$59,976	\$69,287	Insufficient Data	Insufficient Data
Nevada	Insufficient Data	Insufficient Data	Insufficient Data	Insufficient Data
New Hampshire	\$56,212	\$67,621	\$83,000	Insufficient Data
New Jersey	\$66,183	\$82,750	\$91,422	\$100,936
New York	\$71,826	\$79,930	\$107,741	\$134,956
Newark	\$63,604	\$69,852	\$85,280	\$112,454
North Carolina	\$55,620	\$65,000	\$80,378	\$97,907

Diocese	Family (0-75)	Pastoral (76-140)	Transitional (141-225)	Program & Resource (226+)
North Dakota	Insufficient Data	Insufficient Data	Insufficient Data	Insufficient Data
Northern California	\$54,636	\$65,464	\$91,165	Insufficient Data
Northern Indiana	\$52,050	\$66,560	Insufficient Data	Insufficient Data
Northern Michigan	Insufficient Data	Insufficient Data	Insufficient Data	Insufficient Data
Northwest Texas	\$58,689	\$61,500	\$76,493	Insufficient Data
Northwestern Penn	\$52,526	Insufficient Data	Insufficient Data	Insufficient Data
Ohio	\$57,480	\$69,142	\$83,432	\$114,861
Oklahoma	\$50,279	\$67,445	Insufficient Data	\$103,438
Olympia	\$48,601	\$67,363	\$82,668	\$90,264
Oregon	\$56,000	\$65,072	Insufficient Data	\$79,634
Pennsylvania	\$65,766	\$79,575	\$106,900	\$100,517
Pittsburgh	\$45,760	\$86,333	Insufficient Data	Insufficient Data
Quincy	Insufficient Data	Insufficient Data	Insufficient Data	Insufficient Data
Rhode Island	\$61,507	\$73,170	\$90,426	Insufficient Data
Rio Grande	\$49,595	\$66,004	Insufficient Data	Insufficient Data
Rochester	\$48,091	\$70,055	Insufficient Data	Insufficient Data
San Diego	\$58,789	\$67,862	\$79,687	\$108,457
San Joaquin	Insufficient Data	Insufficient Data	Insufficient Data	Insufficient Data
South Carolina	\$59,357	\$73,077	\$93,566	\$104,825
South Dakota	\$51,207	Insufficient Data	Insufficient Data	Insufficient Data
Southeast Florida	\$67,524	\$65,352	\$80,036	\$98,523
Southern Ohio	\$59,125	\$67,115	\$77,813	\$100,482
Southern Virginia	\$63,038	\$75,840	\$83,471	\$94,260
Southwest Florida	Insufficient Data	\$54,698	\$72,305	\$101,500
Southwestern Virginia	\$55,978	\$70,416	\$80,764	Insufficient Data
Spokane	Insufficient Data	\$57,763	Insufficient Data	Insufficient Data
Springfield	\$55,711	\$71,297	Insufficient Data	Insufficient Data
Tennessee	\$49,107	\$62,990	\$78,587	\$113,102

Diocese	Family (0-75)	Pastoral (76-140)	Transitional (141-225)	Program & Resource (226+)
Texas	\$60,609	\$71,519	\$77,028	\$106,534
Upper South Carolina	\$46,287	\$59,664	\$74,743	\$91,222
Utah	Insufficient Data	Insufficient Data	Insufficient Data	Insufficient Data
Vermont	\$45,203	\$61,414	\$93,042	Insufficient Data
Virginia	\$65,404	\$77,392	\$84,955	\$114,564
Washington	\$65,451	\$83,061	\$93,160	\$132,221
West Missouri	\$56,278	\$58,246	Insufficient Data	\$83,771
West Tennessee	Insufficient Data	Insufficient Data	Insufficient Data	\$117,000
West Texas	\$57,499	\$67,279	\$79,331	\$101,094
West Virginia	\$54,733	\$64,558	Insufficient Data	Insufficient Data
Western Kansas	Insufficient Data	Insufficient Data	Insufficient Data	Insufficient Data
Western Louisiana	\$54,991	\$56,456	\$87,304	Insufficient Data
Western Massachusetts	\$67,154	\$72,749	\$89,141	Insufficient Data
Western Michigan	\$53,012	\$66,469	\$68,529	Insufficient Data
Western New York	\$59,467	\$60,539	\$90,856	Insufficient Data
Western North Carolina	\$49,243	\$67,924	\$81,024	\$98,008
Wyoming	\$58,500	\$66,420	Insufficient Data	Insufficient Data

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

Table 12: Median Compensation Comparison between Clergy and Graduate-educated Professionals by Region of Country

(Source: 2006 - 2010 American Community Survey)

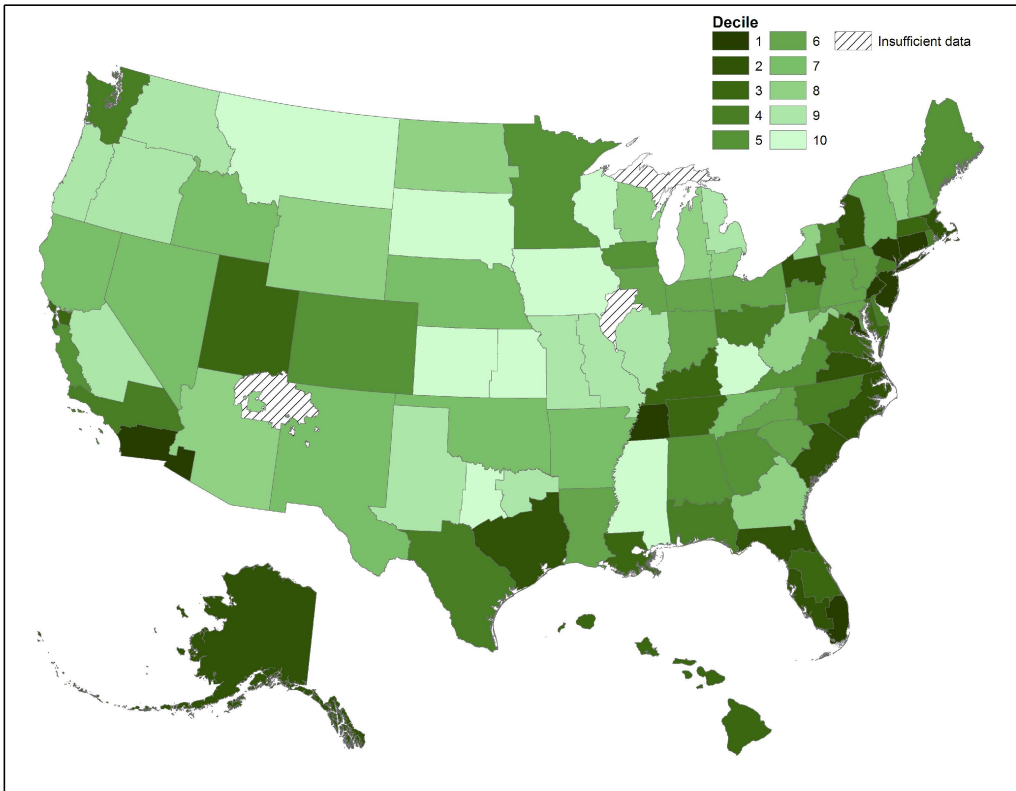
Region	U.S. Comparative Median Compensation	Clergy Median Compensation	Difference
Northeast	\$73,514	\$73,706	\$192
South	\$64,865	\$69,563	\$4,698
Midwest	\$65,856	\$64,050	(\$1,806)
West	\$75,752	\$66,100	(\$9,652)
Total	\$70,000	\$69,237	(\$763)

Table 13: Median Compensation Comparison between Clergy and Graduate-educated Professionals by Province

(Source: 2006 - 2010 American Community Survey)

Province	U.S. Comparative Median Compensation	Clergy Median Compensation	Difference
Province I	\$72,154	\$73,854	\$1,700
Province II	\$75,988	\$74,554	(\$1,434)
Province III	\$74,595	\$71,304	(\$3,291)
Province IV	\$60,976	\$69,000	\$8,024.39
Province V	\$66,057	\$65,543	(\$514)
Province VI	\$63,784	\$62,388	(\$1,396)
Province VII	\$62,703	\$66,113	\$3,410
Province VIII	\$77,236	\$67,016	(\$10,220)
Total	\$70,000	\$69,237	(\$763)

Diocesan Median Compensation by Decile



Median Compensation Differences between Clergy and Equivalent Professionals by Diocese

