

Information for Your Present and Future Needs



The 2005 Church

Compensation Report

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

Matthew J. Price, Ph.D.
Director of Analytic Research
Strategy and Service Development

August 2006

2005 Church Compensation Report: National, Provincial, and Diocesan Tables

Matthew J. Price
Director of Analytical Research
Church Pension Group

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

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

1) What does compensation include?

For clergy, this is the assessable compensation reported to the Pension Fund and includes, but is not limited to cash salary, utilities, payments made to Social Security, and housing, either in the form of a housing allowance or, if a rectory is provided, as 30% of salary. Compensation also includes such items as contributions to individual retirement accounts, cash gifts to clergy and the payment of school fees for clergy children. This compensation amount does not include the pension payments made to the Pension Fund or any other standard employee benefit. For lay employees, compensation is the 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 our 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) As a diocese, how do we work out how well we are doing?

We have tried to move well beyond the idea of absolute rankings towards something that reflects the complexities of comparing compensation levels. Dioceses should really focus on where they compare with other dioceses by looking at congregational size. Compensation is closely related to church size and thus a diocese with a substantial number of larger congregations will have a higher overall compensation figure, but it might be that the median compensation for rectors in pastoral size congregations is in fact lower than a dioceses made up primarily of small to medium sized congregations.

National Level Statistics

2005 Median Compensation for All Full-time Clergy	\$61,379
2004 Median Compensation for All Full-time Clergy	\$60,000
2003 Median Compensation for All Full-time Clergy	\$58,818
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

2005 Median Compensation for All Lay Employees	\$27,055
2005 Median Compensation for Parish Lay Employees	\$26,614
2005 Median Compensation for Diocesan Lay Employees	\$36,571

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)	\$50,500	\$50,500	\$20,800
Pastoral (75-140)	\$60,000	\$60,270	\$19,602
Transitional (140-225)	\$68,000	\$71,129	\$24,372
Program (225-400)	\$71,062	\$82,540	\$28,126
Resource (400+)	\$73,202	\$109,450	\$32,119
Total	\$61,115	\$63,143	\$26,614

Full Time Compensation by Gender and Position in Comparative Perspective			
ALL CLERGY - Parochial and Non-Parochial			
GENDER	Median	No.	% of Total N
Male	\$64,825	4,404	71.3%
Female	\$55,076	1,772	28.7%
Total	\$61,379	6,176	100.0%
SENIOR CLERGY			
GENDER	Median	No.	% of Total N
Male	\$86,137	758	85.6%
Female	\$74,166	128	14.4%
Total	\$83,425	886	100.0%
SOLO CLERGY			
GENDER	Median	No.	% of Total N
Male	\$60,822	2,452	74.2%
Female	\$55,511	854	25.8%
Total	\$59,532	3,306	100.0%
ASSOCIATES, ASSISTANTS AND CURATES			
GENDER	Median	No.	% of Total N
Male	\$56,536	514	50.1%
Female	\$51,610	511	49.9%
Total	\$53,500	1,025	100.0%
NON-PAROCHIAL			
GENDER	Median	No.	% of Total N
Male	\$68,117	680	70.9%
Female	\$56,431	279	29.1%
Total	\$64,002	959	100.0%
LAY EMPLOYEES			
GENDER	Median	No.	% of Total N
Male	\$29,339	1,520	26.3%
Female	\$26,318	4,258	73.7%
Total	\$27,055	5,778	100.0%

Clergy and Lay Compensation By Years of Experience			
Gender	Years Credited Service / Episcopal Job Experience	Median Clergy Compensation	Median Lay Employee Salaries
Male	1 to 5 Yrs	\$51,017	\$29,536
	5 to 10 Yrs	\$59,740	\$29,265
	10 to 20 Yrs	\$66,516	\$28,652
	20 Years Plus	\$73,626	\$31,952
	Total	\$64,825	\$29,501
Female	1 to 5 Yrs	\$48,498	\$25,667
	5 to 10 Yrs	\$55,978	\$26,300
	10 to 20 Yrs	\$60,386	\$26,840
	20 Years Plus	\$65,101	\$28,469
	Total	\$55,076	\$26,410
Total	1 to 5 Yrs	\$50,129	\$26,500
	5 to 10 Yrs	\$58,195	\$27,180
	10 to 20 Yrs	\$64,214	\$27,147
	20 Years Plus	\$73,193	\$29,257
	Total	\$61,379	\$27,000

Clergy, Lay Employee and Secular Professional Compensation By Age			
Gender	Age of Employee / Cleric	Full Time Clergy	Lay Employees
Male	18 to 35	\$48,971	\$29,848
	35 to 45	\$60,000	\$29,065
	45 to 55	\$66,145	\$28,442
	Over 55	\$66,891	\$31,668
	Total	\$64,825	\$29,339
Female	18 to 35	\$51,192	\$25,595
	35 to 45	\$53,487	\$26,251
	45 to 55	\$55,210	\$26,614
	Over 55	\$56,439	\$28,469
	Total	\$55,076	\$26,318
Total	18 to 35	\$50,000	\$26,500
	35 to 45	\$58,187	\$27,140
	45 to 55	\$62,643	\$27,016
	Over 55	\$63,208	\$29,182
	Total	\$61,379	\$27,055

Provincial Level Data

Median Compensation for All Full-time Clergy and for Lay Employees in Parishes		
Province	Clergy	Lay Employees
1	\$63,482	\$24,555
2	\$66,103	\$28,200
3	\$63,393	\$27,407
4	\$61,200	\$27,315
5	\$57,573	\$26,011
6	\$54,693	\$26,491
7	\$59,441	\$26,000
8	\$60,683	\$30,098
Total	\$61,379	\$27,055

Cleric's Total Compensation by Church Size			
		All Clerics	Senior and Solo Clergy Only
Province	Church Size	Median	Median
1	Family (0-75)	\$52,649	\$52,059
	Pastoral (76-140)	\$61,569	\$62,519
	Transitional (141-225)	\$72,150	\$75,639
	Program (226-400)	\$80,630	\$88,633
	Resource (401+)	\$66,048	\$122,279
	Total		\$62,992
2	Family (0-75)	\$55,640	\$55,640
	Pastoral (76-140)	\$65,720	\$66,488
	Transitional (141-225)	\$72,974	\$77,282
	Program (226-400)	\$78,278	\$96,635
	Resource (401+)	\$91,680	\$136,626
	Total		\$65,548
3	Family (0-75)	\$53,093	\$53,287
	Pastoral (76-140)	\$61,323	\$61,680
	Transitional (141-225)	\$70,980	\$74,268
	Program (226-400)	\$78,588	\$90,000
	Resource (401+)	\$71,594	\$108,546
	Total		\$63,446
4	Family (0-75)	\$47,840	\$47,840
	Pastoral (76-140)	\$57,541	\$57,681
	Transitional (141-225)	\$65,943	\$67,799
	Program (226-400)	\$67,948	\$77,528
	Resource (401+)	\$73,840	\$108,145
	Total		\$60,746
5	Family (0-75)	\$50,163	\$50,180
	Pastoral (76-140)	\$57,374	\$57,659
	Transitional (141-225)	\$67,891	\$71,472
	Program (226-400)	\$71,472	\$84,035
	Resource (401+)	\$76,524	\$113,331
	Total		\$56,533

		All Clerics	Senior and Solo Clergy Only
6	Family (0-75)	\$47,748	\$47,748
	Pastoral (76-140)	\$58,555	\$58,555
	Transitional (141-225)	\$65,020	\$70,000
	Program (226-400)	\$62,911	\$70,899
	Resource (401+)	\$74,289	\$116,213
	Total	\$56,119	\$58,863
7	Family (0-75)	\$49,261	\$49,261
	Pastoral (76-140)	\$55,550	\$55,600
	Transitional (141-225)	\$63,182	\$65,051
	Program (226-400)	\$69,088	\$80,250
	Resource (401+)	\$72,072	\$106,648
	Total	\$58,998	\$61,128
8	Family (0-75)	\$49,331	\$49,331
	Pastoral (76-140)	\$59,161	\$59,973
	Transitional (141-225)	\$66,543	\$69,811
	Program (226-400)	\$70,000	\$81,028
	Resource (401+)	\$68,626	\$113,493
	Total	\$60,453	\$62,400

Median Compensation By Rank and Gender				
Gender	Province	Senior Clergy	Solo Clergy	Associates and Curates
Male	I	\$86,724	\$63,603	\$50,700
	II	\$99,328	\$63,858	\$58,014
	III	\$90,694	\$61,595	\$57,207
	IV	\$86,758	\$59,453	\$55,000
	V	\$81,391	\$54,237	\$49,223
	VI	\$74,956	\$55,749	\$43,653
	VII	\$85,580	\$55,812	\$51,392
	VIII	\$80,753	\$58,767	\$53,064
	Total		\$86,449	\$59,709
Female	I	\$75,639	\$53,170	\$50,722
	II	\$90,995	\$59,273	\$48,660
	III	\$75,513	\$55,411	\$52,066
	IV	\$65,384	\$51,857	\$45,657
	V	\$77,473	\$51,245	\$48,087
	VI	\$62,000	\$45,360	\$29,001
	VII	\$70,375	\$47,480	\$46,061
	VIII	\$73,535	\$54,000	\$49,793
	Total		\$73,771	\$53,338
Total	I	\$81,869	\$60,000	\$50,700
	II	\$97,638	\$61,866	\$53,616
	III	\$89,503	\$59,897	\$53,943
	IV	\$84,000	\$57,849	\$50,051
	V	\$79,415	\$53,856	\$48,357
	VI	\$71,500	\$51,780	\$37,697
	VII	\$85,121	\$55,000	\$48,913
	VIII	\$79,115	\$57,160	\$51,060
	Total		\$83,587	\$58,109

Diocesan Level Data

	Diocese	Median	Decile*	N
Province I	Connecticut	\$70,552	1	189
	Maine	\$55,524	8	46
	Massachusetts	\$62,000	4	193
	New Hampshire	\$58,818	6	40
	Rhode Island	\$58,000	6	53
	Vermont	\$54,813	8	31
	Western Mass	\$63,587	3	51
Province II	Albany	\$55,356	8	68
	Central New York	\$61,509	4	53
	Long Island	\$67,907	1	110
	New Jersey	\$70,432	1	124
	New York	\$68,616	1	240
	Newark	\$59,665	5	104
	Rochester	\$65,136	2	42
	Western New York	\$60,707	5	35
Province III	Bethlehem	\$58,153	6	37
	Central Penn	\$57,851	7	50
	Delaware	\$69,450	1	32
	Easton	\$63,236	3	22
	Maryland	\$58,126	6	119
	Northwestern Penn	\$56,778	7	15
	Pennsylvania	\$65,264	2	159
	Pittsburgh	\$55,487	8	68
	Southern Virginia	\$65,017	2	82
	Southwestern Virginia	\$59,042	5	36
	Virginia	\$67,214	1	246
	Washington	\$71,047	1	136
	West Virginia	\$56,011	7	31
	* Deciles based on absolute values 1=highest paid 10% 10=lowest paid 10%			

Province IV	Alabama	\$60,000	5	85
	Atlanta	\$62,575	3	122
	Central Florida	\$65,049	2	90
	Central Gulf Coast	\$60,320	5	47
	East Tennessee	\$59,605	5	46
	Eastern Carolina	\$58,950	6	47
	Florida	\$63,264	3	70
	Georgia	\$57,250	7	55
	Kentucky	\$62,352	4	28
	Lexington	\$56,500	7	23
	Louisiana	\$61,099	4	50
	Mississippi	\$55,728	8	62
	North Carolina	\$60,727	4	116
	South Carolina	\$69,122	1	79
	Southeast Florida	\$64,786	2	76
	Southwest Florida	\$61,992	4	80
	Tennessee	\$63,930	2	59
	Upper South Carolina	\$58,025	6	53
	West Tennessee	\$64,002	2	33
	Western North Carolina	\$57,918	6	56
Province V	Chicago	\$62,400	3	143
	Eastern Michigan	\$48,917	10	25
	Eau Claire	\$51,999	9	10
	Fond du Lac	\$52,900	9	26
	Indianapolis	\$62,735	3	46
	Michigan	\$59,280	5	75
	Milwaukee	\$56,920	7	56
	Missouri	\$54,393	9	43
	Northern Indiana	\$55,521	8	23
	Northern Michigan	\$46,635	10	9
	Ohio	\$61,295	4	75
	Quincy	\$49,478	10	11
	Southern Ohio	\$62,837	3	75
	Springfield	\$54,000	9	25
	Western Michigan	\$51,500	10	47
* Deciles based on absolute values 1=highest paid 10% 10=lowest paid 10%				

Province VI	Colorado	\$57,310	7	92
	Iowa	\$52,953	9	36
	Minnesota	\$59,871	5	75
	Montana	\$44,000	10	21
	Nebraska	\$55,522	8	29
	North Dakota	\$47,571	10	9
	South Dakota	\$47,184	10	18
	Wyoming	\$46,300	10	19
Province VII	Arkansas	\$61,240	4	38
	Dallas	\$59,769	5	82
	Fort Worth	\$52,400	9	52
	Kansas	\$51,932	10	28
	Northwest Texas	\$54,200	9	23
	Oklahoma	\$58,000	6	51
	Rio Grande	\$56,587	7	42
	Texas	\$66,750	2	189
	West Missouri	\$54,680	9	46
	West Texas	\$63,363	3	69
	Western Kansas	\$58,192	6	13
	Western Louisiana	\$55,077	8	39
Province VIII	Alaska	\$63,500	3	12
	Arizona	\$63,345	3	54
	California	\$66,360	2	125
	Eastern Oregon	\$53,000	9	10
	El Camino Real	\$61,106	4	46
	Hawaii	\$70,907	1	33
	Idaho	\$57,487	7	12
	Los Angeles	\$61,739	4	181
	Navajoland	\$40,612	10	3
	Nevada	\$54,100	9	7
	Northern California	\$58,682	6	51
	Olympia	\$57,144	7	92
	Oregon	\$55,149	8	61
	San Diego	\$64,685	2	56
	San Joaquin	\$60,000	5	36
	Spokane	\$55,066	8	21
	Utah	\$67,668	1	27
* Deciles based on absolute values 1=highest paid 10% 10=lowest paid 10%				

Median Total Compensation by Church Size- All Full-Time Clergy <i>(Figures in italics are based on less than 10 cases. Insufficient data indicates that there were reports from less than three parishes)</i>				
Diocese	Family (0-75)	Pastoral (76-140)	Transitional (141-225)	Program & Resource (226+)
Alabama	\$48,700	\$56,500	\$67,300	\$73,500
Alaska	\$33,300	insufficient data	insufficient data	\$65,600
Albany	\$46,300	\$61,300	\$72,300	\$65,700
Arizona	insufficient data	\$56,100	\$68,600	\$66,200
Arkansas	insufficient data	\$50,900	\$67,100	\$76,400
Atlanta	\$49,700	\$61,200	\$61,200	\$66,700
Bethlehem	\$51,200	\$57,400	\$64,200	\$53,000
California	\$55,900	\$65,300	\$67,500	\$75,200
Central Florida	\$47,600	\$60,000	\$67,600	\$73,000
Central Gulf Coast	\$47,000	\$54,700	\$70,000	\$70,000
Central New York	\$54,300	\$61,600	\$81,600	<i>Insufficient Data</i>
Central Pennsylvania	\$47,700	\$58,000	\$68,500	\$65,900
Chicago	\$51,000	\$55,400	\$69,900	\$69,900
Colorado	\$44,400	\$59,300	\$70,200	\$63,800
Connecticut	\$68,900	\$69,600	\$75,200	\$69,800
Dallas	\$42,300	\$53,500	\$61,600	\$69,000
Delaware	<i>Insufficient Data</i>	\$64,800	\$71,300	\$70,700
East Carolina	\$47,500	\$60,500	\$69,200	\$79,500
East Tennessee	\$48,600	\$56,400	\$62,200	\$68,700
Eastern Michigan	\$39,500	\$53,600	\$79,300	\$55,000
Eastern Oregon	\$38,000	<i>Insufficient Data</i>	<i>Insufficient Data</i>	<i>Insufficient Data</i>
Easton	\$42,000	\$60,400	\$78,200	\$80,400
Eau Claire	\$40,800	<i>Insufficient Data</i>	<i>Insufficient Data</i>	<i>Insufficient Data</i>
El Camino Real	\$56,900	\$63,200	\$66,400	\$78,000
Florida	\$47,600	\$59,700	\$60,500	\$69,100

Diocese	Family (0-75)	Pastoral (76-140)	Transitional (141-225)	Program & Resource (226+)
Fond Du Lac	\$47,800	\$57,500	<i>Insufficient Data</i>	\$85,200
Fort Worth	\$50,900	\$55,000	\$56,400	\$56,500
Georgia	\$46,500	\$54,200	\$60,600	\$62,300
Hawaii	\$57,500	\$67,900	\$79,800	\$98,800
Idaho	\$48,400	\$56,800	<i>Insufficient Data</i>	\$54,900
Indianapolis	\$53,700	\$66,400	\$67,800	\$71,400
Iowa	\$50,800	\$59,000	\$69,500	\$72,400
Kansas	\$46,000	\$53,000	<i>Insufficient Data</i>	\$60,800
Kentucky	\$45,700	\$57,900	\$70,700	\$53,900
Lexington	\$48,200	\$56,500	<i>Insufficient Data</i>	\$67,800
Long Island	\$60,100	\$65,200	\$73,200	\$87,900
Los Angeles	\$46,100	\$55,500	\$71,000	\$67,500
Louisiana	\$50,000	\$60,000	\$85,000	\$61,300
Maine	\$44,000	\$54,900	\$67,900	\$82,700
Maryland	\$52,900	\$57,000	\$67,500	\$69,900
Massachusetts	\$54,600	\$61,300	\$69,700	\$82,400
Michigan	\$44,500	\$59,000	\$66,800	\$70,000
Milwaukee	\$51,800	\$57,400	\$65,000	\$61,000
Minnesota	\$57,700	\$59,600	\$58,700	\$68,700
Mississippi	\$40,300	\$56,400	\$63,100	\$87,700
Missouri	\$51,300	\$50,900	<i>Insufficient Data</i>	\$64,700
Montana	\$41,800	\$52,800	<i>Insufficient Data</i>	\$61,700
Navaho Missions	<i>Insufficient Data</i>	<i>Insufficient Data</i>	<i>Insufficient Data</i>	<i>Insufficient Data</i>
Nebraska	\$43,500	\$63,100	\$70,600	\$45,500
Nevada	<i>Insufficient Data</i>	<i>Insufficient Data</i>	<i>Insufficient Data</i>	\$52,600
New Hampshire	\$50,600	\$57,200	\$79,000	\$70,400
New Jersey	\$59,400	\$70,700	\$77,300	\$76,900
New York	\$60,400	\$68,300	\$66,900	\$88,900

Diocese	Family (0-75)	Pastoral (76-140)	Transitional (141-225)	Program & Resource (226+)
Newark	\$55,700	\$66,500	\$66,700	\$89,000
North Carolina	\$52,400	\$55,000	\$66,200	\$64,400
North Dakota	<i>Insufficient Data</i>	<i>Insufficient Data</i>	<i>Insufficient Data</i>	\$42,400
Northern California	\$46,900	\$58,100	\$68,300	\$59,500
Northern Indiana	\$46,600	\$53,700	\$66,700	<i>Insufficient Data</i>
Northern Michigan	<i>Insufficient Data</i>	<i>Insufficient Data</i>	<i>Insufficient Data</i>	<i>Insufficient Data</i>
Northwest Texas	\$46,600	\$55,000	\$52,200	\$60,300
Northwestern Pennsylvania	\$55,800	\$54,500	\$56,800	<i>Insufficient Data</i>
Ohio	\$54,100	\$59,300	\$73,200	\$92,600
Oklahoma	<i>Insufficient Data</i>	\$58,000	\$65,000	\$69,500
Olympia	\$43,800	\$56,500	\$66,300	\$75,200
Oregon	\$43,000	\$54,200	\$59,000	\$65,600
Pennsylvania	\$54,800	\$67,200	\$81,100	\$88,900
Pittsburgh	\$40,700	\$55,900	\$63,100	\$84,400
Quincy	\$44,100	<i>Insufficient Data</i>	<i>Insufficient Data</i>	\$51,100
Rhode Island	\$40,800	\$57,200	\$65,200	\$76,300
Rio Grande	\$43,500	\$54,400	\$57,700	\$59,500
Rochester	\$45,000	\$64,600	\$75,600	\$77,600
San Diego	<i>Insufficient Data</i>	\$64,000	\$65,300	\$73,600
San Joaquin	\$51,800	\$60,000	\$63,600	\$92,400
South Carolina	\$52,300	\$68,300	\$69,100	\$74,800
South Dakota	\$45,600	<i>Insufficient Data</i>	<i>Insufficient Data</i>	<i>Insufficient Data</i>
Southeast Florida	\$46,100	\$56,000	\$71,400	\$68,900
Southern Ohio	\$52,400	\$61,100	\$71,400	\$81,000
Southern Virginia	\$52,200	\$61,400	\$70,900	\$70,300
Southwest Florida	<i>Insufficient Data</i>	\$51,700	\$65,700	\$66,200
Southwestern Virginia	\$43,600	\$62,100	\$58,100	\$83,500
Spokane	\$45,200	\$58,500	\$59,600	\$64,400

Diocese	Family (0-75)	Pastoral (76-140)	Transitional (141-225)	Program & Resource (226+)
Springfield	\$53,100	\$64,600	\$63,700	\$129,000
Tennessee	\$47,500	\$56,200	\$59,300	\$82,100
Texas	\$52,400	\$60,300	\$64,600	\$77,900
Upper South Carolina	\$44,100	\$50,300	\$63,700	\$77,200
Utah	<i>Insufficient Data</i>	<i>Insufficient Data</i>	<i>Insufficient Data</i>	\$45,900
Vermont	\$48,600	\$56,400	\$62,500	\$85,500
Virginia	\$58,100	\$61,900	\$70,600	\$72,200
Washington	\$54,900	\$68,900	\$82,900	\$80,700
West Missouri	\$49,800	\$58,700	\$63,000	\$68,000
West Tennessee	\$46,000	\$59,300	<i>Insufficient Data</i>	\$77,900
West Texas	\$55,500	\$53,700	\$65,100	\$66,500
West Virginia	\$48,500	\$57,700	\$71,600	<i>Insufficient Data</i>
Western Kansas	\$42,300	<i>Insufficient Data</i>	<i>Insufficient Data</i>	<i>Insufficient Data</i>
Western Louisiana	\$46,000	\$45,600	\$61,100	\$71,500
Western Massachusetts	\$50,400	\$62,100	\$78,300	\$89,900
Western Michigan	\$48,500	\$51,600	\$62,600	\$59,300
Western New York	\$52,500	\$60,700	\$77,300	\$69,400
Western North Carolina	\$44,700	\$55,300	\$68,100	\$65,600
Wyoming	\$48,000	\$62,000	<i>Insufficient Data</i>	\$80,900

Median Compensation by Church Size - Senior and Solo Full-Time Rectors
(Figures in italics are based on less than 10 cases. Insufficient data indicates that there were reports from less than three parishes)

Diocese	Family (0-75)	Pastoral (76-140)	Transitional (141-225)	Program & Resource (226+)
Alabama	\$48,700	\$56,500	\$68,700	\$95,000
Alaska	\$33,300	<i>Insufficient Data</i>	<i>Insufficient Data</i>	<i>Insufficient Data</i>
Albany	\$46,300	\$61,500	\$72,300	\$71,400
Arizona	<i>Insufficient Data</i>	\$57,800	\$68,600	\$84,400
Arkansas	<i>Insufficient Data</i>	\$50,900	\$70,600	\$94,100
Atlanta	\$49,700	\$61,200	\$64,900	\$80,000
Bethlehem	\$51,200	\$57,700	\$65,700	<i>Insufficient Data</i>
California	\$55,900	\$67,400	\$75,800	\$110,500
Central Florida	\$47,600	\$59,000	\$67,600	\$80,500
Central Gulf Coast	\$47,000	\$54,700	\$70,600	\$90,000
Central New York	\$54,300	\$61,600	\$82,600	<i>Insufficient Data</i>
Central Pennsylvania	\$47,700	\$57,600	\$71,000	\$86,200
Chicago	\$50,900	\$57,900	\$81,600	\$101,300
Colorado	\$44,400	\$59,300	\$72,100	\$96,000
Connecticut	\$68,100	\$71,100	\$76,800	\$92,200
Dallas	\$42,300	\$54,600	\$66,700	\$74,600
Delaware	<i>Insufficient Data</i>	\$64,800	\$72,000	\$99,300
East Carolina	\$47,500	\$60,500	\$73,900	\$88,000
East Tennessee	\$48,600	\$56,400	\$62,500	\$101,600
Eastern Michigan	\$39,500	\$53,600	\$79,300	<i>Insufficient Data</i>
Eastern Oregon	\$38,000	<i>Insufficient Data</i>	<i>Insufficient Data</i>	<i>Insufficient Data</i>
Easton	\$42,000	\$60,400	\$78,200	\$83,700
Eau Claire	\$40,800	<i>Insufficient Data</i>	<i>Insufficient Data</i>	<i>Insufficient Data</i>
El Camino Real	\$56,900	\$63,200	\$75,400	<i>Insufficient Data</i>
Florida	\$47,600	\$59,700	\$62,700	\$82,500
Fond Du Lac	\$47,800	\$57,500	<i>Insufficient Data</i>	<i>Insufficient Data</i>
Fort Worth	\$50,900	\$55,000	\$58,900	\$72,000
Georgia	\$46,500	\$54,200	\$62,400	\$91,500

Diocese	Family (0-75)	Pastoral (76-140)	Transitional (141-225)	Program & Resource (226+)
Hawaii	\$57,500	\$67,900	\$79,800	<i>Insufficient Data</i>
Idaho	\$48,400	\$56,800	<i>Insufficient Data</i>	<i>Insufficient Data</i>
Indianapolis	\$53,700	\$66,400	\$71,400	\$110,000
Iowa	\$50,800	\$59,000	\$69,500	<i>Insufficient Data</i>
Kansas	\$46,000	\$53,000	<i>Insufficient Data</i>	\$70,400
Kentucky	\$45,700	\$57,900	\$70,700	\$91,600
Lexington	\$48,200	\$56,500	<i>Insufficient Data</i>	\$81,500
Long Island	\$60,100	\$65,200	\$79,100	\$91,300
Los Angeles	\$46,100	\$56,300	\$72,800	\$81,800
Louisiana	\$50,000	\$60,000	\$91,300	\$100,200
Maine	\$44,000	\$54,900	\$70,800	<i>Insufficient Data</i>
Maryland	\$52,900	\$57,000	\$71,100	\$97,200
Massachusetts	\$53,800	\$63,200	\$74,700	\$88,800
Michigan	\$45,100	\$59,300	\$66,800	\$85,700
Milwaukee	\$51,800	\$59,800	\$78,500	<i>Insufficient Data</i>
Minnesota	\$57,700	\$59,600	\$63,200	\$76,000
Mississippi	\$40,300	\$56,700	\$63,900	\$109,600
Missouri	\$51,300	\$50,900	<i>Insufficient Data</i>	\$76,200
Montana	\$41,800	\$52,800	<i>Insufficient Data</i>	<i>Insufficient Data</i>
Navaho Missions	<i>Insufficient Data</i>	<i>Insufficient Data</i>	<i>Insufficient Data</i>	<i>Insufficient Data</i>
Nebraska	\$43,500	\$63,100	\$70,600	\$67,800
Nevada	<i>Insufficient Data</i>	<i>Insufficient Data</i>	<i>Insufficient Data</i>	<i>Insufficient Data</i>
New Hampshire	\$50,600	\$57,200	\$80,000	\$83,700
New Jersey	\$59,400	\$70,700	\$78,500	\$87,100
New York	\$60,400	\$68,600	\$70,400	\$116,500
Newark	\$55,700	\$67,700	\$71,600	\$97,600
North Carolina	\$52,400	\$55,000	\$68,700	\$81,700
North Dakota	<i>Insufficient Data</i>	<i>Insufficient Data</i>	<i>Insufficient Data</i>	<i>Insufficient Data</i>
Northern California	\$46,900	\$58,100	\$72,000	\$68,800
Northern Indiana	\$46,600	\$53,700	\$68,000	<i>Insufficient Data</i>
Northern Michigan	<i>Insufficient Data</i>	<i>Insufficient Data</i>	<i>Insufficient Data</i>	<i>Insufficient Data</i>

Diocese	Family (0-75)	Pastoral (76-140)	Transitional (141-225)	Program & Resource (226+)
Northwest Texas	\$46,600	\$55,000	\$65,100	\$75,400
Northwestern	\$55,800	\$54,500	\$56,800	<i>Insufficient Data</i>
Ohio	\$54,100	\$59,500	\$73,900	\$108,200
Oklahoma	<i>Insufficient Data</i>	\$58,000	\$70,600	\$84,100
Olympia	\$43,800	\$56,500	\$67,300	\$82,500
Oregon	\$43,000	\$54,200	\$60,500	\$82,100
Pennsylvania	\$55,200	\$68,800	\$88,000	\$107,000
Pittsburgh	\$40,700	\$55,900	\$65,100	\$88,000
Quincy	\$44,100	<i>Insufficient Data</i>	<i>Insufficient Data</i>	<i>Insufficient Data</i>
Rhode Island	\$40,800	\$57,200	\$67,200	\$87,900
Rio Grande	\$43,500	\$54,400	\$58,700	\$83,200
Rochester	\$45,000	\$64,600	\$75,600	\$106,500
San Diego	<i>Insufficient Data</i>	\$64,200	\$67,900	\$83,500
San Joaquin	\$51,800	\$60,000	\$72,400	\$96,700
South Carolina	\$52,300	\$68,300	\$75,500	\$91,000
South Dakota	\$45,600	<i>Insufficient Data</i>	<i>Insufficient Data</i>	<i>Insufficient Data</i>
Southeast Florida	\$46,100	\$56,000	\$76,100	\$73,200
Southern Ohio	\$52,400	\$61,100	\$73,200	\$82,900
Southern Virginia	\$52,200	\$61,700	\$72,300	\$80,300
Southwest Florida	<i>Insufficient Data</i>	\$55,100	\$65,700	\$73,600
Southwestern Virginia	\$43,600	\$62,100	\$73,200	\$85,200
Spokane	\$45,200	\$58,500	\$59,600	<i>Insufficient Data</i>
Springfield	\$53,100	\$64,600	\$63,700	<i>Insufficient Data</i>
Tennessee	\$47,500	\$56,200	\$64,900	\$100,800
Texas	\$52,400	\$60,300	\$67,100	\$91,200
Total	\$50,500	\$60,300	\$71,100	\$88,000
Upper South Carolina	\$44,100	\$50,300	\$63,700	\$77,200
Utah	<i>Insufficient Data</i>	<i>Insufficient Data</i>	<i>Insufficient Data</i>	<i>Insufficient Data</i>
Vermont	\$48,600	\$56,400	\$68,600	<i>Insufficient Data</i>
Virginia	\$58,100	\$63,300	\$75,000	\$100,000
Washington	\$54,900	\$69,500	\$90,600	\$104,000

Diocese	Family (0-75)	Pastoral (76-140)	Transitional (141-225)	Program & Resource (226+)
West Missouri	\$49,800	\$58,700	\$63,000	\$101,100
West Tennessee	\$46,000	\$59,300	<i>Insufficient Data</i>	\$106,600
West Texas	\$55,500	\$53,700	\$67,200	\$86,400
West Virginia	\$48,500	\$57,700	\$72,500	<i>Insufficient Data</i>
Western Kansas	\$42,300	<i>Insufficient Data</i>	<i>Insufficient Data</i>	<i>Insufficient Data</i>
Western Louisiana	\$46,000	\$45,600	\$70,700	\$83,100
Western Massachusetts	\$50,400	\$62,100	\$80,700	\$89,900
Western Michigan	\$48,500	\$51,600	\$65,800	<i>Insufficient Data</i>
Western New York	\$52,500	\$60,700	\$77,500	\$83,100
Western North Carolina	\$44,700	\$55,300	\$68,300	\$77,500