

Information for Your Present and Future Needs



**The 2008 Church**

**Compensation Report**

A National, Provincial, and Diocesan

Analysis of Clergy Compensation

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RESEARCH

# 2008 Church Compensation Report: National, Provincial, and Diocesan Tables

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

In the seven years since the clergy compensation guide has been available online 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.

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

We have used a baseline figure of \$29,100 as a benchmark and we assume that compensation above that level is full time.

### ***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 toward 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

| <b>Full-Time Clergy Compensation 2000 to 2008<br/>in Actual and Constant Dollars</b> |                                  |                              |                                 |
|--|----------------------------------|------------------------------|---------------------------------|
|  | <b>FT Clergy<br/>Median Comp</b> | <b>Constant<br/>2008 \$s</b> | <b>% Change<br/>Constant \$</b> |
| <b>2008 Median for All Full-time Clergy</b>  | <b>\$66,545</b>                  | <b>\$66,545</b>              | <b>0.3%</b>                     |
| <b>2007 Median for All Full-time Clergy</b>  | <b>\$64,508</b>                  | <b>\$64,508</b>              | <b>0.1%</b>                     |
| <b>2006 Median for All Full-time Clergy</b>  | <b>\$62,793</b>                  | <b>\$64,049</b>              | <b>-1.5%</b>                    |
| <b>2005 Median for All Full-time Clergy</b>  | <b>\$61,379</b>                  | <b>\$65,062</b>              | <b>-0.5%</b>                    |
| <b>2004 Median for All Full-time Clergy</b>  | <b>\$60,000</b>                  | <b>\$65,400</b>              | <b>0.1%</b>                     |
| <b>2003 Median for All Full-time Clergy</b>  | <b>\$58,818</b>                  | <b>\$65,288</b>              | <b>0.5%</b>                     |
| <b>2002 Median for All Full-time Clergy</b>  | <b>\$56,930</b>                  | <b>\$64,900</b>              | <b>2.1%</b>                     |
| <b>2001 Median for All Full-time Clergy</b>  | <b>\$54,786</b>                  | <b>\$63,552</b>              | <b>1.0%</b>                     |
| <b>2000 Median for All Full-time Clergy</b>  | <b>\$52,428</b>                  | <b>\$62,914</b>              |                                 |

| <b>Overall Average Compensation by Church Size</b> |  |                                    |
|--|--|------------------------------------|
| <b>ASA Church Size</b>                             | <b>All Full-time<br/>Parish Clergy</b> | <b>Senior and<br/>Solo Clerics</b> |
| <b>Family (0-75)</b>                               | <b>\$55,369</b>                        | <b>\$55,494</b>                    |
| <b>Pastoral (75-140)</b>                           | <b>\$66,339</b>                        | <b>\$67,061</b>                    |
| <b>Transitional (140-225)</b>                      | <b>\$74,302</b>                        | <b>\$79,565</b>                    |
| <b>Program (225-400)</b>                           | <b>\$76,418</b>                        | <b>\$93,263</b>                    |
| <b>Resource (400+)</b>                             | <b>\$80,128</b>                        | <b>\$123,854</b>                   |
| <b>Total</b>                                       | <b>\$66,300</b>                        | <b>\$68,896</b>                    |

| <b>Full Time Compensation by Gender and Position in Comparative Perspective</b> |                 |             |               |
|---|-----------------|-------------|---------------|
| <b>ALL CLERGY - Parochial and Non-Parochial</b>                                 |                 |             |               |
| GENDER  | Median          | No.         | % of Total N  |
| Male  | \$70,286        | 4021        | 68.0%         |
| Female  | \$60,350        | 1891        | 32.0%         |
| <b>Total</b>  | <b>\$66,545</b> | <b>5912</b> | <b>100.0%</b> |
| <b>SENIOR CLERGY</b>  |                 |             |               |
| GENDER  | Median          | No.         | % of Total N  |
| Male  | \$95,772        | 720         | 84.2%         |
| Female  | \$81,878        | 135         | 15.8%         |
| <b>Total</b>  | <b>\$93,556</b> | <b>855</b>  | <b>100.0%</b> |
| <b>SOLO CLERGY</b>  |                 |             |               |
| GENDER  | Median          | No.         | % of Total N  |
| Male  | \$66,444        | 2162        | 69.4%         |
| Female  | \$60,585        | 952         | 30.6%         |
| <b>Total</b>  | <b>\$64,826</b> | <b>3114</b> | <b>100.0%</b> |
| <b>ASSOCIATES, ASSISTANTS AND CURATES</b>                                       |                 |             |               |
| GENDER  | Median          | No.         | % of Total N  |
| Male  | \$59,545        | 519         | 50.9%         |
| Female  | \$56,277        | 500         | 49.1%         |
| <b>Total</b>  | <b>\$57,808</b> | <b>1019</b> | <b>100.0%</b> |
| <b>NON-PAROCHIAL</b>  |                 |             |               |
| GENDER  | Median          | No.         | % of Total N  |
| Male  | \$67,445        | 516         | 63.6%         |
| Female  | \$60,000        | 295         | 36.4%         |
| <b>Total</b>  | <b>\$64,767</b> | <b>811</b>  | <b>100.0%</b> |

| <b>Clergy Compensation By Years of Experience</b> |  |                                   |
|---|--|-----------------------------------|
| <b>Gender</b>                                     | <b>Years Credited Service / Episcopal Job Experience</b> | <b>Median Clergy Compensation</b> |
| Male  | 1 to 5 Yrs   | \$55,000                          |
|   | 5 to 10 Yrs  | \$65,458                          |
|   | 10 to 20 Yrs   | \$73,440                          |
|   | 20 Years Plus  | \$82,906                          |
|   | <b>Total</b>   | \$70,286                          |
| Female  | 1 to 5 Yrs   | \$52,432                          |
|   | 5 to 10 Yrs  | \$59,208                          |
|   | 10 to 20 Yrs   | \$67,463                          |
|   | 20 Years Plus  | \$72,116                          |
|   | <b>Total</b>   | \$60,350                          |
| Total   | 1 to 5 Yrs   | \$54,000                          |
|   | 5 to 10 Yrs  | \$63,207                          |
|   | 10 to 20 Yrs   | \$71,045                          |
|   | 20 Years Plus  | \$81,109                          |
|   | <b>Total</b>   | \$66,545                          |

| <b>Clergy Compensation By Age</b> |                      |                            |                         |                             |
|-----------------------------------|----------------------|----------------------------|-------------------------|-----------------------------|
| <b>Gender</b>                     | <b>Age of Cleric</b> | <b>Median Compensation</b> | <b>Number of Clergy</b> | <b>Percentage of Clergy</b> |
| Male                              | 18 to 35             | \$54,225                   | 275                     | 6.8%                        |
|                                   | 35 to 45             | \$66,000                   | 540                     | 13.4%                       |
|                                   | 45 to 55             | \$71,849                   | 1230                    | 30.6%                       |
|                                   | Over 55              | \$73,546                   | 1976                    | 49.1%                       |
|                                   | <b>Total</b>         | \$70,286                   | 4021                    | 100.0%                      |
| Female                            | 18 to 35             | \$54,020                   | 128                     | 6.8%                        |
|                                   | 35 to 45             | \$59,400                   | 215                     | 11.4%                       |
|                                   | 45 to 55             | \$60,693                   | 600                     | 31.7%                       |
|                                   | Over 55              | \$61,718                   | 948                     | 50.1%                       |
|                                   | <b>Total</b>         | \$60,350                   | 1891                    | 100.0%                      |
| Total                             | 18 to 35             | \$54,202                   | 403                     | 6.8%                        |
|                                   | 35 to 45             | \$64,997                   | 755                     | 12.8%                       |
|                                   | 45 to 55             | \$68,035                   | 1830                    | 31.0%                       |
|                                   | Over 55              | \$68,767                   | 2924                    | 49.5%                       |
|                                   | <b>Total</b>         | \$66,545                   | 5912                    | 100.0%                      |

## Provincial-Level Data

| <b>Median Compensation<br/>for All Full-time Clergy</b> |                 |
|---|-----------------|
| Province  | Median          |
| 1   | \$71,972        |
| 2   | \$71,919        |
| 3   | \$68,273        |
| 4   | \$66,163        |
| 5   | \$62,586        |
| 6   | \$59,238        |
| 7   | \$64,648        |
| 8   | \$65,000        |
| <b>Total</b>  | <b>\$66,545</b> |

| <b>Cleric's Total Compensation by Church Size</b> |                        |                    |  |
|---|------------------------|--------------------|--|
|   |                        | <b>All Clerics</b> | <b>Senior and Solo<br/>Clergy Only</b> |
| Province  | Church Size            | Median             | Median                                 |
| <b>1</b>  | Family (0-75)          | \$55,780           | \$55,582                               |
|   | Pastoral (76-140)      | \$72,232           | \$73,052                               |
|   | Transitional (141-225) | \$78,738           | \$84,024                               |
|   | Program (226-400)      | \$85,566           | \$99,841                               |
|   | Resource (401+)        | \$83,406           | \$154,102                              |
|   | <b>Total</b>           |                    | <b>\$71,300</b>                        |
| <b>2</b>  | Family (0-75)          | \$62,036           | \$62,036                               |
|   | Pastoral (76-140)      | \$73,788           | \$74,144                               |
|   | Transitional (141-225) | \$80,701           | \$85,482                               |
|   | Program (226-400)      | \$85,664           | \$105,796                              |
|   | Resource (401+)        | \$100,479          | \$224,387                              |
|   | <b>Total</b>           |                    | <b>\$70,731</b>                        |
| <b>3</b>  | Family (0-75)          | \$58,723           | \$58,723                               |
|   | Pastoral (76-140)      | \$69,475           | \$70,246                               |
|   | Transitional (141-225) | \$78,898           | \$84,760                               |
|   | Program (226-400)      | \$78,369           | \$106,209                              |
|   | Resource (401+)        | \$74,007           | \$129,252                              |
|   | <b>Total</b>           |                    | <b>\$68,378</b>                        |
| <b>4</b>  | Family (0-75)          | \$51,735           | \$52,000                               |
|   | Pastoral (76-140)      | \$62,417           | \$62,880                               |
|   | Transitional (141-225) | \$70,590           | \$73,997                               |
|   | Program (226-400)      | \$72,604           | \$88,435                               |
|   | Resource (401+)        | \$80,000           | \$129,198                              |
|   | <b>Total</b>           |                    | <b>\$65,754</b>                        |
| <b>5</b>  | Family (0-75)          | \$54,762           | \$54,725                               |
|   | Pastoral (76-140)      | \$63,569           | \$64,025                               |
|   | Transitional (141-225) | \$74,791           | \$79,086                               |
|   | Program (226-400)      | \$75,335           | \$96,998                               |
|   | Resource (401+)        | \$83,741           | \$128,332                              |

|   |                        | All Clerics | Senior and Solo Clergy Only |
|---|------------------------|-------------|-----------------------------|
|   | <b>Total</b>           | \$61,801    | \$62,850                    |
| 6 | Family (0-75)          | \$50,920    | \$51,170                    |
|   | Pastoral (76-140)      | \$62,894    | \$63,500                    |
|   | Transitional (141-225) | \$73,500    | \$74,375                    |
|   | Program (226-400)      | \$73,657    | \$79,637                    |
|   | Resource (401+)        | \$76,750    | \$123,349                   |
|   | <b>Total</b>           | \$60,000    | \$63,100                    |
| 7 | Family (0-75)          | \$51,494    | \$51,550                    |
|   | Pastoral (76-140)      | \$60,228    | \$60,350                    |
|   | Transitional (141-225) | \$70,348    | \$73,173                    |
|   | Program (226-400)      | \$74,865    | \$87,022                    |
|   | Resource (401+)        | \$79,546    | \$112,352                   |
|   | <b>Total</b>           | \$64,433    | \$66,382                    |
| 8 | Family (0-75)          | \$56,700    | \$56,712                    |
|   | Pastoral (76-140)      | \$65,000    | \$66,000                    |
|   | Transitional (141-225) | \$73,223    | \$77,900                    |
|   | Program (226-400)      | \$77,671    | \$90,000                    |
|   | Resource (401+)        | \$72,464    | \$109,151                   |
|   | <b>Total</b>           | \$65,000    | \$67,905                    |

| Median Compensation By Rank and Gender |              |               |             |                        |
|--|--------------|---------------|-------------|------------------------|
| Gender                                 | Province     | Senior Clergy | Solo Clergy | Associates and Curates |
| Male                                   | I            | \$95,589      | \$74,000    | \$63,572               |
|  | II           | \$106,234     | \$72,467    | \$60,575               |
|  | III          | \$99,960      | \$69,709    | \$58,364               |
|  | IV           | \$97,644      | \$65,268    | \$61,310               |
|  | V            | \$90,000      | \$62,070    | \$54,330               |
|  | VI           | \$83,062      | \$62,737    | \$56,039               |
|  | VII          | \$97,527      | \$62,701    | \$59,331               |
|  | VIII         | \$86,759      | \$65,520    | \$60,680               |
|  | <b>Total</b> |               | \$95,772    | \$64,320               |
| Female                                 | I            | \$90,739      | \$63,753    | \$59,974               |
|  | II           | \$98,997      | \$65,775    | \$59,138               |
|  | III          | \$94,124      | \$63,481    | \$59,406               |
|  | IV           | \$73,184      | \$55,952    | \$55,810               |
|  | V            | \$76,883      | \$58,840    | \$54,772               |
|  | VI           | \$70,000      | \$54,060    | \$46,290               |
|  | VII          | \$83,377      | \$55,369    | \$53,913               |
|  | VIII         | \$81,759      | \$61,078    | \$53,750               |
|  | <b>Total</b> |               | \$81,803    | \$57,960               |
| All Clergy                             | I            | \$93,999      | \$69,522    | \$61,950               |
|  | II           | \$104,888     | \$69,336    | \$59,958               |
|  | III          | \$97,659      | \$67,179    | \$58,827               |
|  | IV           | \$95,301      | \$63,273    | \$57,400               |
|  | V            | \$89,470      | \$60,993    | \$54,502               |
|  | VI           | \$77,874      | \$58,500    | \$51,385               |
|  | VII          | \$94,302      | \$60,770    | \$56,278               |
|  | VIII         | \$85,272      | \$64,008    | \$56,839               |
|  | <b>Total</b> |               | \$93,362    | \$62,893               |

## Diocesan-Level Data

|                     | Diocese  | Median   | Decile* | N   |
|---------------------|--|----------|---------|-----|
| <b>Province I</b>   | Connecticut  | \$79,096 | 2       | 159 |
|                     | Maine  | \$62,001 | 8       | 49  |
|                     | Massachusetts  | \$72,100 | 3       | 181 |
|                     | New Hampshire  | \$62,431 | 7       | 41  |
|                     | Rhode Island   | \$69,339 | 4       | 42  |
|                     | Vermont  | \$59,068 | 9       | 29  |
|                     | Western Mass   | \$68,750 | 6       | 51  |
|                     |  |          |         |     |
| <b>Province II</b>  | Albany   | \$57,905 | 9       | 58  |
|                     | Central New York   | \$69,080 | 6       | 40  |
|                     | Conv Ch in Europe**  | \$76,260 | 2       | 9   |
|                     | Long Island  | \$75,477 | 3       | 109 |
|                     | New Jersey   | \$76,432 | 1       | 127 |
|                     | New York   | \$73,956 | 4       | 225 |
|                     | Newark   | \$67,341 | 7       | 89  |
|                     | Rochester  | \$70,421 | 5       | 33  |
|                     | Virgin Islands**   | \$49,290 | 10      | 8   |
|                     | Western New York   | \$61,372 | 8       | 38  |
|                     |  |          |         |     |
| <b>Province III</b> | Bethlehem  | \$65,606 | 6       | 36  |
|                     | Central Penn   | \$62,975 | 8       | 37  |
|                     | Delaware   | \$75,313 | 2       | 30  |
|                     | Easton   | \$65,704 | 6       | 27  |
|                     | Maryland   | \$65,460 | 7       | 124 |
|                     | Northwestern Penn  | \$61,217 | 9       | 14  |
|                     | Pennsylvania   | \$70,048 | 3       | 148 |
|                     | Pittsburgh   | \$59,000 | 10      | 55  |
|                     | Southern Virginia  | \$70,080 | 3       | 79  |
|                     | Southwestern Virginia  | \$65,923 | 5       | 36  |
|                     | Virginia   | \$69,896 | 4       | 233 |
|                     | Washington   | \$78,746 | 1       | 132 |
|                     | West Virginia  | \$63,183 | 8       | 30  |
|                     | * Deciles based on absolute values 1=highest paid 10% 10=lowest paid 10% |          |         |     |

|  |                             |                 |           |            |
|--|-----------------------------|-----------------|-----------|------------|
| <b>Province IV</b>   | <b>Alabama</b>              | <b>\$65,520</b> | <b>6</b>  | <b>89</b>  |
|  | <b>Atlanta</b>              | <b>\$67,313</b> | <b>5</b>  | <b>127</b> |
|  | <b>Central Florida</b>      | <b>\$70,088</b> | <b>3</b>  | <b>85</b>  |
|  | <b>Central Gulf Coast</b>   | <b>\$67,618</b> | <b>4</b>  | <b>48</b>  |
|  | <b>East Carolina</b>        | <b>\$67,166</b> | <b>5</b>  | <b>45</b>  |
|  | <b>East Tennessee</b>       | <b>\$57,893</b> | <b>10</b> | <b>46</b>  |
|  | <b>Florida</b>              | <b>\$73,414</b> | <b>1</b>  | <b>56</b>  |
|  | <b>Georgia</b>              | <b>\$63,310</b> | <b>8</b>  | <b>49</b>  |
|  | <b>Kentucky</b>             | <b>\$65,400</b> | <b>6</b>  | <b>31</b>  |
|  | <b>Lexington</b>            | <b>\$62,445</b> | <b>9</b>  | <b>24</b>  |
|  | <b>Louisiana</b>            | <b>\$68,811</b> | <b>3</b>  | <b>50</b>  |
|  | <b>Mississippi</b>          | <b>\$57,654</b> | <b>10</b> | <b>68</b>  |
|  | <b>North Carolina</b>       | <b>\$65,000</b> | <b>7</b>  | <b>112</b> |
|  | <b>South Carolina</b>       | <b>\$72,745</b> | <b>1</b>  | <b>90</b>  |
|  | <b>Southeast Florida</b>    | <b>\$71,203</b> | <b>2</b>  | <b>73</b>  |
|  | <b>Southwest Florida</b>    | <b>\$64,930</b> | <b>8</b>  | <b>90</b>  |
|  | <b>Tennessee</b>            | <b>\$72,313</b> | <b>2</b>  | <b>55</b>  |
|  | <b>Upper South Carolina</b> | <b>\$58,000</b> | <b>9</b>  | <b>61</b>  |
|  | <b>West Tennessee</b>       | <b>\$68,096</b> | <b>4</b>  | <b>30</b>  |
|  | <b>Western North</b>        | <b>\$65,045</b> | <b>7</b>  | <b>58</b>  |
|  |                             |                 |           |            |
| <b>Province V</b>  | <b>Chicago</b>              | <b>\$67,023</b> | <b>1</b>  | <b>132</b> |
|  | <b>Eastern Michigan</b>     | <b>\$53,583</b> | <b>9</b>  | <b>25</b>  |
|  | <b>Eau Claire</b>           | <b>\$59,022</b> | <b>6</b>  | <b>8</b>   |
|  | <b>Fond du Lac</b>          | <b>\$57,603</b> | <b>8</b>  | <b>25</b>  |
|  | <b>Indianapolis</b>         | <b>\$64,156</b> | <b>4</b>  | <b>50</b>  |
|  | <b>Michigan</b>             | <b>\$61,801</b> | <b>5</b>  | <b>69</b>  |
|  | <b>Milwaukee</b>            | <b>\$64,590</b> | <b>2</b>  | <b>53</b>  |
|  | <b>Missouri</b>             | <b>\$58,710</b> | <b>7</b>  | <b>41</b>  |
|  | <b>Northern Indiana</b>     | <b>\$62,705</b> | <b>4</b>  | <b>18</b>  |
|  | <b>Northern Michigan</b>    | <b>\$49,427</b> | <b>10</b> | <b>4</b>   |
|  | <b>Ohio</b>                 | <b>\$65,892</b> | <b>2</b>  | <b>69</b>  |
|  | <b>Quincy</b>               | <b>\$51,814</b> | <b>9</b>  | <b>7</b>   |
|  | <b>Southern Ohio</b>        | <b>\$64,295</b> | <b>3</b>  | <b>80</b>  |
|  | <b>Springfield</b>          | <b>\$58,131</b> | <b>7</b>  | <b>24</b>  |
|  | <b>Western Michigan</b>     | <b>\$59,004</b> | <b>6</b>  | <b>39</b>  |
| * Deciles based on absolute values 1=highest paid 10% 10=lowest paid 10% |                             |                 |           |            |

|   |                      |                 |          |           |
|---|----------------------|-----------------|----------|-----------|
| <b>Province VI</b>  | <b>Colorado</b>      | <b>\$61,131</b> | <b>3</b> | <b>91</b> |
|   | Iowa                 | \$55,079        | 7        | 34        |
|   | Minnesota            | \$65,986        | 2        | 67        |
|   | Montana              | \$47,430        | 9        | 22        |
|   | Nebraska             | \$60,372        | 4        | 34        |
|   | North Dakota         | \$57,422        | 6        | 9         |
|   | South Dakota         | \$48,929        | 8        | 21        |
|   | Wyoming              | \$58,500        | 5        | 19        |
|   |                      |                 |          |           |
| <b>Province VII</b>   | <b>Arkansas</b>      | <b>\$64,267</b> | <b>3</b> | <b>39</b> |
|   | Dallas               | \$61,541        | 4        | 78        |
|   | Fort Worth           | \$59,665        | 6        | 46        |
|   | Kansas               | \$55,010        | 8        | 29        |
|   | Northwest Texas      | \$54,536        | 9        | 18        |
|   | Oklahoma             | \$63,769        | 4        | 50        |
|   | Rio Grande           | \$60,777        | 5        | 38        |
|   | Texas                | \$72,034        | 1        | 183       |
|   | West Missouri        | \$59,417        | 7        | 38        |
|   | West Texas           | \$66,008        | 2        | 72        |
|   | Western Kansas       | \$53,845        | 10       | 10        |
|   | Western Louisiana    | \$58,230        | 7        | 29        |
|   |                      |                 |          |           |
| <b>Province VIII</b>  | <b>Alaska</b>        | <b>\$69,638</b> | <b>2</b> | <b>12</b> |
|   | Arizona              | \$63,213        | 7        | 59        |
|   | California           | \$67,204        | 4        | 128       |
|   | Eastern Oregon       | \$54,652        | 10       | 7         |
|   | El Camino Real       | \$68,976        | 3        | 47        |
|   | Hawaii               | \$82,446        | 1        | 30        |
|   | Idaho                | \$64,590        | 6        | 9         |
|   | Los Angeles          | \$65,067        | 5        | 190       |
|   | Navajoland           | NA              | NA       | 0         |
|   | Nevada               | \$64,036        | 6        | 10        |
|   | Northern California  | \$63,100        | 8        | 52        |
|   | Olympia              | \$66,701        | 5        | 76        |
|   | Oregon               | \$60,192        | 9        | 60        |
|   | San Diego            | \$70,161        | 2        | 46        |
|   | San Joaquin          | \$61,816        | 8        | 26        |
|   | Spokane              | \$58,220        | 9        | 23        |
|   | Utah                 | \$69,627        | 3        | 27        |
|   |                      |                 |          |           |
| <b>Province IX</b>  | <b>Puerto Rico**</b> | <b>\$31,178</b> | <b>6</b> | <b>15</b> |
| <b>* Deciles based on absolute values 1=highest paid 10% 10=lowest paid 10%</b>                                   |                      |                 |          |           |
| <b>**Includes all clergy and does not use the \$29,100 full time marker due to different economic circumstanc</b> |                      |                 |          |           |

| <b>Median Total Compensation by Church Size - All Full-Time Clergy</b>                     |                          |                              |                                   |   |
|--|--------------------------|------------------------------|-----------------------------------|---|
| <i>Insufficient data indicates that there were reports from fewer than three parishes)</i> |                          |                              |                                   |   |
| <b>Diocese</b>   | <b>Family<br/>(0-75)</b> | <b>Pastoral<br/>(76-140)</b> | <b>Transitional<br/>(141-225)</b> | <b>Program &amp;<br/>Resource(226+)</b> |
| Alabama  | \$52,000                 | \$64,797                     | \$78,078                          | \$83,280                                |
| Alaska   | \$37,830                 | \$70,184                     | Insufficient Data                 | \$73,922                                |
| Albany   | \$48,232                 | \$68,349                     | \$79,781                          | \$47,457                                |
| Arizona  | \$45,240                 | \$54,079                     | \$60,784                          | \$80,712                                |
| Arkansas   | \$55,158                 | \$67,523                     | \$81,380                          | \$62,449                                |
| Atlanta  | \$55,978                 | \$63,786                     | \$69,600                          | \$66,488                                |
| Bethlehem  | \$54,980                 | \$70,398                     | \$60,093                          | Insufficient Data                       |
| California   | \$60,614                 | \$68,751                     | \$74,560                          | \$92,928                                |
| Central Florida  | \$60,274                 | \$63,625                     | \$72,049                          | \$78,271                                |
| Central Gulf Coast   | \$55,195                 | \$64,610                     | \$74,806                          | \$92,719                                |
| Central New York   | \$63,231                 | \$67,206                     | \$82,698                          | Insufficient Data                       |
| Central Pennsylvania   | \$53,564                 | \$64,883                     | \$63,872                          | \$67,425                                |
| Chicago  | \$54,795                 | \$61,230                     | \$84,714                          | \$75,335                                |
| Colorado   | \$48,947                 | \$58,260                     | \$74,375                          | \$75,200                                |
| Connecticut  | \$60,304                 | \$77,762                     | \$80,993                          | \$77,589                                |
| Dallas   | \$41,304                 | \$58,727                     | \$67,820                          | \$67,091                                |
| Delaware   | \$61,322                 | \$67,500                     | \$78,453                          | \$120,249                               |
| East Carolina  | \$59,335                 | \$67,890                     | \$73,065                          | \$70,576                                |
| Eastern Michigan   | \$43,628                 | \$53,583                     | \$68,400                          | Insufficient Data                       |
| Eastern Oregon   | \$47,267                 | Insufficient Data            | Insufficient Data                 | Insufficient Data                       |
| Eastern Tennessee  | \$55,120                 | \$54,105                     | \$66,881                          | \$60,960                                |
| Easton   | \$44,822                 | \$65,865                     | Insufficient Data                 | \$90,249                                |
| Eau Claire   | \$44,187                 | Insufficient Data            | Insufficient Data                 | Insufficient Data                       |
| El Camino Real   | \$60,933                 | \$67,963                     | \$83,241                          | \$88,000                                |
| Florida  | \$64,486                 | \$61,500                     | \$82,487                          | \$80,931                                |
| Fond du Lac  | \$56,778                 | \$63,213                     | Insufficient Data                 | Insufficient Data                       |
| Fort Worth   | Insufficient Data        | \$57,787                     | \$81,559                          | \$65,000                                |
| Georgia  | \$49,057                 | \$65,488                     | \$64,243                          | \$80,931                                |

| <b>Diocese</b>      | <b>Family<br/>(0-75)</b> | <b>Pastoral<br/>(76-140)</b> | <b>Transitional<br/>(141-225)</b> | <b>Program &amp;<br/>Resource(226+)</b> |
|---------------------|--------------------------|------------------------------|-----------------------------------|---|
| Hawaii              | \$68,620                 | \$84,634                     | \$98,978                          | \$75,105                                |
| Idaho               | Insufficient Data        | Insufficient Data            | Insufficient Data                 | Insufficient Data                       |
| Indianapolis        | \$60,744                 | \$69,338                     | \$71,718                          | \$86,525                                |
| Iowa                | \$47,668                 | \$55,157                     | \$73,478                          | Insufficient Data                       |
| Kansas              | \$47,500                 | \$55,000                     | \$57,975                          | \$87,712                                |
| Kentucky            | \$40,156                 | \$63,776                     | \$70,047                          | \$89,215                                |
| Lexington           | \$46,828                 | \$66,743                     | \$70,185                          | \$68,243                                |
| Long Island         | \$67,160                 | \$76,525                     | \$83,008                          | \$90,846                                |
| Los Angeles         | \$57,000                 | \$65,000                     | \$71,044                          | \$71,495                                |
| Louisiana           | \$58,600                 | \$65,368                     | \$75,021                          | \$75,420                                |
| Maine               | \$56,387                 | \$62,612                     | \$84,738                          | Insufficient Data                       |
| Maryland            | \$59,443                 | \$66,230                     | \$73,407                          | \$62,526                                |
| Massachusetts       | \$61,101                 | \$70,249                     | \$74,800                          | \$86,320                                |
| Michigan            | \$51,700                 | \$65,612                     | \$75,735                          | \$79,172                                |
| Milwaukee           | \$61,541                 | \$62,660                     | \$75,277                          | Insufficient Data                       |
| Minnesota           | \$42,621                 | \$65,015                     | \$68,300                          | \$74,726                                |
| Mississippi         | \$44,217                 | \$62,000                     | \$74,103                          | \$82,400                                |
| Missouri            | \$57,006                 | \$57,510                     | \$66,797                          | \$75,611                                |
| Montana             | \$40,393                 | \$55,154                     | Insufficient Data                 | Insufficient Data                       |
| Navajoland          | Insufficient Data        | Insufficient Data            | Insufficient Data                 | Insufficient Data                       |
| Nebraska            | \$57,246                 | \$62,873                     | \$75,000                          | \$63,938                                |
| Nevada              | Insufficient Data        | \$62,881                     | Insufficient Data                 | Insufficient Data                       |
| New Hampshire       | \$49,211                 | \$67,359                     | \$74,600                          | \$70,787                                |
| New Jersey          | \$62,077                 | \$77,963                     | \$81,425                          | \$85,982                                |
| New York            | \$66,021                 | \$74,841                     | \$81,401                          | \$91,411                                |
| Newark              | \$64,050                 | \$73,510                     | \$67,341                          | \$81,503                                |
| North Carolina      | \$54,032                 | \$60,502                     | \$66,171                          | \$71,822                                |
| North Dakota        | Insufficient Data        | Insufficient Data            | Insufficient Data                 | Insufficient Data                       |
| Northern California | \$51,650                 | \$64,100                     | \$73,428                          | \$85,272                                |

| <b>Diocese</b>            | <b>Family<br/>(0-75)</b> | <b>Pastoral<br/>(76-140)</b> | <b>Transitional<br/>(141-225)</b> | <b>Program &amp;<br/>Resource(226+)</b> |
|---------------------------|--------------------------|------------------------------|-----------------------------------|---|
| Northern Indiana          | \$54,744                 | \$63,689                     | \$67,120                          | Insufficient Data                       |
| Northern Michigan         | Insufficient Data        | Insufficient Data            | Insufficient Data                 | Insufficient Data                       |
| Northwest Texas           | \$47,681                 | Insufficient Data            | \$70,410                          | \$64,302                                |
| Northwestern Pennsylvania | \$61,160                 | \$69,217                     | Insufficient Data                 | Insufficient Data                       |
| Ohio                      | \$57,752                 | \$66,300                     | \$80,709                          | \$72,288                                |
| Oklahoma                  | \$47,034                 | \$61,645                     | \$82,017                          | \$91,701                                |
| Olympia                   | \$46,290                 | \$66,000                     | \$77,184                          | \$76,922                                |
| Oregon                    | \$56,926                 | \$61,545                     | \$60,075                          | \$70,344                                |
| Pennsylvania              | \$62,721                 | \$71,650                     | \$91,566                          | \$81,818                                |
| Pittsburgh                | \$44,669                 | \$63,631                     | \$64,598                          | \$78,767                                |
| Quincy                    | \$47,563                 | Insufficient Data            | Insufficient Data                 | Insufficient Data                       |
| Rhode Island              | \$44,580                 | \$73,541                     | \$71,126                          | \$92,090                                |
| Rio Grande                | \$53,196                 | \$53,720                     | \$69,361                          | \$66,216                                |
| Rochester                 | \$47,311                 | \$70,193                     | Insufficient Data                 | \$96,687                                |
| San Diego                 | \$56,700                 | \$62,000                     | \$75,355                          | \$70,810                                |
| San Joaquin               | \$56,986                 | \$61,132                     | \$74,377                          | Insufficient Data                       |
| South Carolina            | \$60,598                 | \$71,474                     | \$70,878                          | \$79,710                                |
| South Dakota              | \$46,503                 | \$56,877                     | Insufficient Data                 | Insufficient Data                       |
| Southeast Florida         | \$64,345                 | \$62,593                     | \$79,272                          | \$88,570                                |
| Southern Ohio             | \$54,000                 | \$65,177                     | \$68,520                          | \$75,632                                |
| Southern Virginia         | \$60,112                 | \$67,019                     | \$77,393                          | \$79,529                                |
| Southwest Florida         | \$39,886                 | \$52,725                     | \$64,628                          | \$80,625                                |
| Southwestern Virginia     | \$49,561                 | \$68,378                     | \$74,251                          | \$72,787                                |
| Spokane                   | \$50,874                 | \$59,892                     | \$62,871                          | Insufficient Data                       |
| Springfield               | \$55,868                 | \$67,203                     | Insufficient Data                 | Insufficient Data                       |
| Tennessee                 | \$48,682                 | \$63,885                     | \$64,952                          | \$74,876                                |
| Texas                     | \$55,756                 | \$69,105                     | \$72,438                          | \$81,552                                |
| Upper South Carolina      | \$48,461                 | \$56,433                     | \$70,010                          | \$64,630                                |

| <b>Diocese</b>                | <b>Family<br/>(0-75)</b> | <b>Pastoral<br/>(76-140)</b> | <b>Transitional<br/>(141-225)</b> | <b>Program &amp;<br/>Resource(226+)</b> |
|-------------------------------|--------------------------|------------------------------|-----------------------------------|---|
| <b>Utah</b>                   | Insufficient Data        | Insufficient Data            | \$55,279                          | Insufficient Data                       |
| <b>Vermont</b>                | \$44,793                 | \$64,104                     | \$71,788                          | Insufficient Data                       |
| <b>Virginia</b>               | \$64,025                 | \$72,482                     | \$80,477                          | \$68,576                                |
| <b>Washington</b>             | \$60,000                 | \$77,350                     | \$95,903                          | \$98,408                                |
| <b>West Missouri</b>          | \$55,959                 | \$55,000                     | \$68,850                          | \$78,741                                |
| <b>West Tennessee</b>         | \$51,735                 | \$54,225                     | Insufficient Data                 | \$78,839                                |
| <b>West Texas</b>             | \$56,613                 | \$63,195                     | \$66,980                          | \$71,610                                |
| <b>West Virginia</b>          | \$51,980                 | \$64,970                     | \$78,750                          | Insufficient Data                       |
| <b>Western Kansas</b>         | \$42,263                 | Insufficient Data            | Insufficient Data                 | Insufficient Data                       |
| <b>Western Louisiana</b>      | \$49,600                 | \$54,639                     | \$83,230                          | \$68,759                                |
| <b>Western Massachusetts</b>  | \$52,489                 | \$73,865                     | \$78,738                          | \$83,049                                |
| <b>Western Michigan</b>       | \$52,236                 | \$58,902                     | \$66,896                          | \$72,230                                |
| <b>Western New York</b>       | \$57,373                 | \$68,598                     | \$79,200                          | \$77,843                                |
| <b>Western North Carolina</b> | \$48,323                 | \$64,482                     | \$73,509                          | \$68,207                                |

## 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              | \$52,000          | \$64,899          | \$81,024               | \$108,400                 |
| Alaska               | \$37,830          | \$70,495          | Insufficient Data      | Insufficient Data         |
| Albany               | \$48,232          | \$68,349          | \$81,133               | \$64,480                  |
| Arizona              | \$45,240          | \$54,901          | \$60,784               | \$90,000                  |
| Arkansas             | \$55,158          | \$67,523          | \$81,380               | \$93,837                  |
| Atlanta              | \$55,978          | \$64,770          | \$69,756               | \$88,273                  |
| Bethlehem            | \$54,980          | \$70,398          | \$70,436               | Insufficient Data         |
| California           | \$60,614          | \$73,150          | \$85,044               | \$117,722                 |
| Central Florida      | \$60,274          | \$63,625          | \$72,049               | \$88,711                  |
| Central Gulf Coast   | \$55,195          | \$64,610          | \$87,550               | \$101,629                 |
| Central New York     | \$63,231          | \$67,206          | \$82,698               | Insufficient Data         |
| Central Pennsylvania | \$53,564          | \$64,883          | \$82,474               | \$90,426                  |
| Chicago              | \$54,795          | \$64,269          | \$88,739               | \$91,732                  |
| Colorado             | \$48,947          | \$60,566          | \$75,000               | \$84,872                  |
| Connecticut          | \$60,304          | \$79,855          | \$82,881               | \$110,332                 |
| Dallas               | \$41,304          | \$58,727          | \$69,960               | \$85,823                  |
| Delaware             | \$61,322          | \$67,500          | \$78,453               | \$132,050                 |
| East Carolina        | \$59,335          | \$67,890          | \$84,071               | \$105,450                 |
| East Tennessee       | \$43,628          | \$53,583          | \$68,400               | Insufficient Data         |
| Eastern Michigan     | \$47,267          | Insufficient Data | Insufficient Data      | Insufficient Data         |
| Eastern Oregon       | \$55,120          | \$54,105          | \$70,347               | \$105,822                 |
| Easton               | \$44,822          | \$65,865          | Insufficient Data      | \$94,696                  |
| Eau Claire           | \$44,187          | Insufficient Data | Insufficient Data      | Insufficient Data         |
| El Camino Real       | \$60,933          | \$71,897          | \$83,241               | Insufficient Data         |
| Florida              | \$64,486          | \$61,500          | \$82,487               | \$97,304                  |
| Fond Du Lac          | \$56,778          | \$64,026          | Insufficient Data      | Insufficient Data         |
| Fort Worth           | Insufficient Data | \$57,787          | \$85,608               | \$92,007                  |

| <b>Diocese</b>         | <b>Family<br/>(0-75)</b> | <b>Pastoral<br/>(76-140)</b> | <b>Transitional<br/>(141-225)</b> | <b>Program &amp;<br/>Resource (226+)</b> |
|------------------------|--------------------------|------------------------------|-----------------------------------|--|
| <b>Georgia</b>         | \$49,057                 | \$66,146                     | \$65,483                          | \$113,384                                |
| <b>Hawaii</b>          | \$68,620                 | \$84,634                     | \$100,759                         | Insufficient Data                        |
| <b>Idaho</b>           | Insufficient Data        | Insufficient Data            | Insufficient Data                 | Insufficient Data                        |
| <b>Indianapolis</b>    | \$60,744                 | \$69,338                     | \$78,603                          | Insufficient Data                        |
| <b>Iowa</b>            | \$51,334                 | \$59,026                     | \$80,000                          | Insufficient Data                        |
| <b>Kansas</b>          | \$47,500                 | \$55,000                     | Insufficient Data                 | \$88,479                                 |
| <b>Kentucky</b>        | \$40,156                 | \$63,776                     | \$70,788                          | \$95,656                                 |
| <b>Lexington</b>       | \$46,828                 | \$66,743                     | \$74,262                          | \$108,338                                |
| <b>Long Island</b>     | \$67,558                 | \$77,050                     | \$84,680                          | \$101,096                                |
| <b>Los Angeles</b>     | \$57,000                 | \$65,700                     | \$83,003                          | \$89,739                                 |
| <b>Louisiana</b>       | \$62,200                 | \$65,368                     | \$79,162                          | \$119,709                                |
| <b>Maine</b>           | \$56,387                 | \$62,612                     | \$85,338                          | Insufficient Data                        |
| <b>Maryland</b>        | \$59,443                 | \$66,160                     | \$79,814                          | \$110,344                                |
| <b>Massachusetts</b>   | \$59,484                 | \$71,060                     | \$86,923                          | \$107,210                                |
| <b>Michigan</b>        | \$51,700                 | \$65,612                     | \$76,632                          | \$100,000                                |
| <b>Milwaukee</b>       | \$61,541                 | \$62,660                     | \$87,072                          | Insufficient Data                        |
| <b>Minnesota</b>       | \$42,621                 | \$65,015                     | \$69,071                          | \$92,469                                 |
| <b>Mississippi</b>     | \$45,451                 | \$65,000                     | \$75,006                          | \$132,508                                |
| <b>Missouri</b>        | \$57,006                 | \$57,510                     | \$70,000                          | \$102,919                                |
| <b>Montana</b>         | \$40,393                 | \$55,154                     | Insufficient Data                 | Insufficient Data                        |
| <b>Navajoland Area</b> | Insufficient Data        | Insufficient Data            | Insufficient Data                 | Insufficient Data                        |
| <b>Nebraska</b>        | \$57,779                 | \$66,000                     | \$70,000                          | Insufficient Data                        |
| <b>Nevada</b>          | Insufficient Data        | \$63,762                     | Insufficient Data                 | Insufficient Data                        |
| <b>New Hampshire</b>   | \$49,211                 | \$67,359                     | \$83,498                          | \$89,992                                 |
| <b>New Jersey</b>      | \$62,077                 | \$77,963                     | \$85,684                          | \$103,827                                |
| <b>New York</b>        | \$67,340                 | \$75,249                     | \$99,274                          | \$130,872                                |
| <b>Newark</b>          | \$63,803                 | \$76,144                     | \$93,096                          | \$112,494                                |
| <b>North Carolina</b>  | \$54,032                 | \$60,502                     | \$70,590                          | \$95,251                                 |

| <b>Diocese</b>        | <b>Family<br/>(0-75)</b> | <b>Pastoral<br/>(76-140)</b> | <b>Transitional<br/>(141-225)</b> | <b>Program &amp;<br/>Resource (226+)</b> |
|-----------------------|--------------------------|------------------------------|-----------------------------------|--|
| North Dakota          | Insufficient Data        | Insufficient Data            | Insufficient Data                 | Insufficient Data                        |
| Northern California   | \$51,750                 | \$64,100                     | \$76,187                          | \$91,620                                 |
| Northern Indiana      | \$54,744                 | \$63,689                     | Insufficient Data                 | Insufficient Data                        |
| Northern Michigan     | Insufficient Data        | Insufficient Data            | Insufficient Data                 | Insufficient Data                        |
| Northwest Texas       | \$47,681                 | Insufficient Data            | \$70,410                          | Insufficient Data                        |
| Northwestern Penn     | \$61,160                 | \$69,217                     | Insufficient Data                 | Insufficient Data                        |
| Ohio                  | \$57,752                 | \$68,571                     | \$81,566                          | \$113,177                                |
| Oklahoma              | \$47,034                 | \$62,741                     | \$82,017                          | \$112,575                                |
| Olympia               | \$46,290                 | \$66,000                     | \$77,184                          | \$82,500                                 |
| Oregon                | \$56,926                 | \$61,545                     | \$68,244                          | \$94,116                                 |
| Pennsylvania          | \$62,721                 | \$73,373                     | \$99,464                          | \$123,798                                |
| Pittsburgh            | \$44,669                 | \$63,631                     | \$73,992                          | \$100,357                                |
| Quincy                | \$47,563                 | Insufficient Data            | Insufficient Data                 | Insufficient Data                        |
| Rhode Island          | \$44,580                 | \$74,340                     | \$75,503                          | \$95,500                                 |
| Rio Grande            | \$57,209                 | \$53,720                     | \$69,361                          | \$97,527                                 |
| Rochester             | \$47,311                 | \$70,193                     | \$85,148                          | \$116,564                                |
| San Diego             | \$56,700                 | \$62,000                     | \$76,208                          | \$95,712                                 |
| San Joaquin           | \$56,986                 | \$61,132                     | \$83,234                          | Insufficient Data                        |
| South Carolina        | \$60,598                 | \$70,948                     | \$83,618                          | \$102,065                                |
| South Dakota          | \$46,503                 | \$56,877                     | Insufficient Data                 | Insufficient Data                        |
| Southeast Florida     | \$64,345                 | \$62,593                     | \$80,906                          | \$101,668                                |
| Southern Ohio         | \$53,780                 | \$65,177                     | \$73,000                          | \$94,259                                 |
| Southern Virginia     | \$60,112                 | \$68,160                     | \$85,974                          | \$87,512                                 |
| Southwest Florida     | \$39,886                 | \$53,450                     | \$67,945                          | \$94,842                                 |
| Southwestern Virginia | \$49,561                 | \$68,378                     | \$77,027                          | \$100,440                                |
| Spokane               | \$50,874                 | \$60,783                     | \$62,871                          | Insufficient Data                        |
| Springfield           | \$55,868                 | \$67,203                     | Insufficient Data                 | Insufficient Data                        |
| Tennessee             | \$48,682                 | \$63,885                     | \$68,731                          | \$104,195                                |

| <b>Diocese</b>               | <b>Family<br/>(0-75)</b> | <b>Pastoral<br/>(76-140)</b> | <b>Transitional<br/>(141-225)</b> | <b>Program &amp;<br/>Resource (226+)</b> |
|------------------------------|--------------------------|------------------------------|-----------------------------------|--|
| <b>Texas</b>                 | \$55,756                 | \$69,105                     | \$73,741                          | \$95,874                                 |
| <b>Upper South Carolina</b>  | \$48,461                 | \$57,041                     | \$71,020                          | \$81,923                                 |
| <b>Utah</b>                  | Insufficient Data        | Insufficient Data            | Insufficient Data                 | Insufficient Data                        |
| <b>Vermont</b>               | \$44,793                 | \$64,104                     | \$83,910                          | Insufficient Data                        |
| <b>Virginia</b>              | \$64,025                 | \$74,521                     | \$85,578                          | \$119,814                                |
| <b>Washington</b>            | \$60,000                 | \$80,036                     | \$96,437                          | \$137,731                                |
| <b>West Missouri</b>         | \$55,959                 | \$55,000                     | \$73,867                          | \$108,428                                |
| <b>West Tennessee</b>        | \$51,735                 | \$54,225                     | Insufficient Data                 | \$117,063                                |
| <b>West Texas</b>            | \$56,613                 | \$63,195                     | \$70,286                          | \$100,779                                |
| <b>West Virginia</b>         | \$51,980                 | \$65,382                     | \$78,750                          | Insufficient Data                        |
| <b>Western Kansas</b>        | \$42,263                 | Insufficient Data            | Insufficient Data                 | Insufficient Data                        |
| <b>Western Louisiana</b>     | \$49,600                 | \$54,639                     | \$87,304                          | \$73,913                                 |
| <b>Western Massachusetts</b> | \$52,489                 | \$73,865                     | \$84,218                          | Insufficient Data                        |
| <b>Western Michigan</b>      | \$52,236                 | \$58,902                     | \$66,896                          | Insufficient Data                        |
| <b>Western New York</b>      | \$57,373                 | \$68,598                     | \$88,404                          | Insufficient Data                        |
| <b>Western North</b>         | \$48,323                 | \$65,000                     | \$75,785                          | \$90,280                                 |
| <b>Wyoming</b>               | \$52,200                 | \$65,548                     | Insufficient Data                 | Insufficient Data                        |