



# **The 2000 Clergy Compensation Report**

The Average Median Table  
and  
Comparative Income Data  
Supplement

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## **Introduction**

Each year, the Church Pension Fund provides dioceses with information about the compensation of clergy throughout the Church. We have looked at our efforts to see if we could provide more or better information to assist dioceses with compensation decisions. Because there is no absolute benchmark for clergy compensation, this year we have offered additional points of comparison. While we have retained the figures on median household income for each diocese, since this gives clergy a baseline measure of how their incomes compare to those who live in their communities, we have also drawn upon salary data from the Current Population Survey that is carried out by the Census Bureau and the Bureau of Labor Statistics (BLS). For all of these comparisons, we only have included those clergy who we think are working full-time, with only those clergy earning in excess of \$27,000 included in these analyses.

Therefore, enclosed is the 2000 annual summary of median compensation for clergy by diocese. This report is an update of the reports that you received last year for 1998 and 1999. We calculated a “weighted average” household income level for each diocese by multiplying the median household income for each county in the diocese by the number of full-time clergy serving in those counties and then dividing by the total number of full-time clergy serving in the diocese. This should give a reasonable comparison of the cost-of-living differentials from one diocese to another, weighted by where we employ our clergy. To quantify this comparison, we have calculated a “cost-of-living factor” for each diocese, which shows the median compensation of clergy within the diocese in relation to the median household income of the diocese. In 2000, for example, the “cost-of-living factor” for Alabama of 1.46 means that the average cleric in Alabama earns 146% of (or 46% more than) the average household in Alabama. We believe this information is imprecise, but directionally correct.

With this median compensation table for 2000, we also have included a listing of the estimated median household incomes for the counties within your diocese, together with the number of clergy we have identified as working full-time within those counties. These figures have been used to determine the weighted average median household income in your diocese.

As mentioned above, we also have added a number of new comparative measures based upon data from the Current Population Survey. This annual survey provides up-to-date indicators of average compensation levels for a cross-section of the U. S. population and provides us with a more

regular indicator of the relative position of clergy compensation. Using year 2000 data, we have obtained information about full-time employees whose educational levels and occupational status make them, according to government criteria, roughly comparable to Episcopal Clergy. We have organized these data by state and also by province. The Census Bureau tries to make sure that this is a geographically representative sample and hence the distribution of persons, or “cases” across states or provinces should roughly reflect that of the US population as a whole. <sup>1</sup>

In creating these new measures to compare clergy compensation, we have used commonly accepted categories as points of comparison. Thus, we have compared clergy with professional and managerial employees. We would certainly be happy to expand the criteria to other occupations in future years if clergy believe these categories are inappropriate. We are not presenting the comparisons as a set of absolute benchmarks, and such a project would be difficult when one considers the many individual nuances of clergy compensation packages. Even within states, costs vary across communities, and the most significant variable, the cost of housing, is one that clergy may or may not bear directly. Added to this are the complexities of the tax code, which again make direct comparisons with other occupations complex. Nevertheless, we believe that the new points of comparison are important and useful. Money can easily become a source of stress, and disenchantment can grow when clergy sense that other callings that they could have pursued offer much greater rewards and less constrained financial circumstances. We cannot deny that entering the ministry will involve sacrifice and the forgoing of certain financial opportunities. Moreover, as people look at the ministry and consider their life callings, this data will give us an awareness of the changing scope of those sacrifices. We believe that these new points of comparison will provide food for thought over the coming years concerning this question.

\* \* \* \*

As in past years, we are very interested in your thoughts regarding this information. Please use the enclosed survey to provide feedback to us so that we can continue to fine tune our efforts to assist you in administering the compensation program within your diocese.

If you have any questions or comments, please contact Matthew Price or William Purcell at (800) 223-6602.

## 2000 Median Compensation for Full-Time Clergy

**NATIONAL AVERAGE MEDIAN COMPENSATION:**

**\$50,010**

Median Clergy Compensation includes Cash Salary, Social Security, Utilities, and Housing

**ESTIMATED NATIONAL MEDIAN HOUSEHOLD INCOME:**

**\$40,972**

### **EXPLANATION:**

We have shown two sets of Quartiles to provide additional information as to the relative position of each diocese's median compensation compared with others. In each case, Quartiles divide the total of 100 dioceses into 4 equal groups, sorted by compensation levels from highest to lowest. The first Quartile applies to clergy compensation; the second applies to household income. The following table shows the quartile breakdown:

#### **Median Compensation of Clergy within Diocese**

First Quartile*	\$61,654	to	\$53,112
Second Quartile	\$53,079	to	\$50,436
Third Quartile	\$50,409	to	\$46,144
Fourth Quartile	\$46,000	to	\$39,172

\*The top 25% of dioceses pay clergy a median compensation between \$61,654 and \$53,112

#### **Median Income of Households within Diocese**

First Quartile*	\$60,724	to	\$44,344
Second Quartile	\$44,283	to	\$39,730
Third Quartile	\$39,702	to	\$36,319
Fourth Quartile	\$36,316	to	\$27,877

\*The top 25% of dioceses have median household income as defined by the Census Bureau of between \$60,724 and \$44,344

Diocese	Median Compensation of <i>Clergy</i> Within Diocese	Quartile	Average Median Income of <i>Households</i> Within Diocese <sup>1,2</sup>	Quartile	Diocesan Household Income Ratio
ALABAMA	\$52,000	2	\$35,652	4	1.46
ALASKA	\$53,211	1	\$60,724	1	0.88
ALBANY	\$47,900	3	\$38,896	3	1.23
ARIZONA	\$52,210	2	\$38,011	3	1.37
ARKANSAS	\$47,118	3	\$33,464	4	1.41
ATLANTA	\$52,503	2	\$43,147	2	1.22
BETHLEHEM	\$50,954	2	\$39,702	3	1.28
CALIFORNIA	\$51,950	2	\$51,951	1	1.00
CENTRAL FLORIDA	\$54,809	1	\$35,708	4	1.53
CENTRAL GULF COAST	\$51,609	2	\$33,967	4	1.52
CENTRAL NEW YORK	\$50,141	3	\$38,306	3	1.31
CENTRAL PENNSYLVANIA	\$51,317	2	\$41,086	2	1.25
CHICAGO	\$54,189	1	\$49,871	1	1.09
COLORADO	\$49,908	3	\$44,283	2	1.13
CONNECTICUT	\$61,654	1	\$53,361	1	1.16
DALLAS	\$52,198	2	\$44,391	1	1.18
DELAWARE	\$54,826	1	\$46,718	1	1.17
EAST CAROLINA	\$55,186	1	\$33,244	4	1.66
EAST TENNESSEE	\$49,776	3	\$36,276	4	1.37
EASTERN MICHIGAN	\$44,419	4	\$39,159	3	1.13
EASTERN OREGON	\$41,296	4	\$36,316	4	1.14
EASTON	\$50,007	3	\$41,142	2	1.22
EAU CLAIRE	\$42,679	4	\$38,027	3	1.12
EL CAMINO REAL	\$53,328	1	\$49,035	1	1.09
FLORIDA	\$51,349	2	\$38,980	3	1.32
FOND DU LAC	\$45,153	4	\$44,386	1	1.02
FORT WORTH	\$46,000	4	\$43,141	2	1.07
GEORGIA	\$49,000	3	\$33,267	4	1.47
HAWAII	\$50,694	2	\$49,201	1	1.03
IDAHO	\$41,480	4	\$42,517	2	0.98
INDIANAPOLIS	\$53,165	1	\$43,688	2	1.22

Diocese	Median Compensation of <b>Clergy</b> Within Diocese	Quartile	Average Median Income of <b>Households</b> Within Diocese <sup>1,2</sup>	Quartile	Diocesan Household Income Ratio
IOWA	\$44,298	4	\$41,127	2	1.08
KANSAS	\$45,028	4	\$43,628	2	1.03
KENTUCKY	\$52,240	2	\$37,745	3	1.38
LEXINGTON	\$50,409	3	\$39,293	3	1.28
LONG ISLAND	\$56,958	1	\$50,951	1	1.12
LOS ANGELES	\$51,000	2	\$41,967	2	1.22
LOUISIANA	\$53,079	2	\$32,761	4	1.62
MAINE	\$45,213	4	\$37,686	3	1.20
MARYLAND	\$53,112	1	\$52,474	1	1.01
MASSACHUSETTS	\$54,000	1	\$49,266	1	1.10
MICHIGAN	\$53,055	2	\$46,988	1	1.13
MILWAUKEE	\$51,385	2	\$50,042	1	1.03
MINNESOTA	\$45,279	4	\$46,592	1	0.97
MISSISSIPPI	\$47,020	3	\$31,103	4	1.51
MISSOURI	\$45,000	4	\$45,392	1	0.99
MONTANA	\$43,040	4	\$35,718	4	1.20
NAVAJOLAND	\$43,063	4	\$27,877	4	1.54
NEBRASKA	\$46,144	3	\$38,937	3	1.19
NEVADA	\$46,404	3	\$44,344	1	1.05
NEW HAMPSHIRE	\$52,644	2	\$45,186	1	1.17
NEW JERSEY	\$59,054	1	\$53,791	1	1.10
NEW YORK	\$57,872	1	\$43,012	2	1.35
NEWARK	\$55,770	1	\$53,314	1	1.05
NORTH CAROLINA	\$52,404	2	\$43,941	2	1.19
NORTH DAKOTA	\$42,057	4	\$38,670	3	1.09
NORTHERN CALIFORNIA	\$50,436	2	\$42,478	2	1.19
NORTHERN INDIANA	\$50,118	3	\$42,476	2	1.18
NORTHERN MICHIGAN	\$40,430	4	\$33,721	4	1.20
NORTHWEST TEXAS	\$41,958	4	\$35,956	4	1.17
NORTHWEST. PENNSYLVANIA	\$47,642	3	\$36,140	4	1.32
OHIO	\$51,000	2	\$39,730	2	1.28

Diocese	Median Compensation of <i>Clergy</i> Within Diocese	Quartile	Average Median Income of <i>Households</i> Within Diocese <sup>1,2</sup>	Quartile	Diocesan Household Income Ratio
OKLAHOMA	\$44,021	4	\$34,840	4	1.26
OLYMPIA	\$50,772	2	\$47,281	1	1.07
OREGON	\$49,490	3	\$43,957	2	1.13
PENNSYLVANIA	\$57,976	1	\$46,310	1	1.25
PITTSBURGH	\$49,110	3	\$38,382	3	1.28
QUINCY	\$43,278	4	\$38,518	3	1.12
RHODE ISLAND	\$48,973	3	\$41,424	2	1.18
RIO GRANDE	\$46,000	4	\$36,129	4	1.27
ROCHESTER	\$56,471	1	\$43,960	2	1.28
SAN DIEGO	\$54,050	1	\$41,657	2	1.30
SAN JOAQUIN	\$48,100	3	\$35,491	4	1.36
SOUTH CAROLINA	\$58,305	1	\$35,289	4	1.65
SOUTH DAKOTA	\$40,280	4	\$39,851	2	1.01
SOUTHEAST FLORIDA	\$56,500	1	\$40,205	2	1.41
SOUTHERN OHIO	\$54,142	1	\$41,007	2	1.32
SOUTHERN VIRGINIA	\$58,353	1	\$38,357	3	1.52
SOUTHWEST FLORIDA	\$53,055	2	\$36,319	3	1.46
SOUTHWESTERN VIRGINIA	\$45,312	4	\$36,067	4	1.26
SPOKANE	\$47,520	3	\$37,843	3	1.26
SPRINGFIELD	\$45,233	4	\$38,509	3	1.17
TENNESSEE	\$49,497	3	\$39,419	3	1.26
TEXAS	\$56,719	1	\$40,718	2	1.39
UPPER SOUTH CAROLINA	\$51,119	2	\$39,368	3	1.30
UTAH	\$55,840	1	\$45,686	1	1.22
VERMONT	\$48,383	3	\$41,767	2	1.16
VIRGINIA	\$56,223	1	\$53,330	1	1.05
WASHINGTON	\$57,358	1	\$48,735	1	1.18
WEST MISSOURI	\$45,000	4	\$37,209	3	1.21
WEST TENNESSEE	\$52,835	2	\$35,904	4	1.47
WEST TEXAS	\$50,961	2	\$31,473	4	1.62

Diocese	Median Compensation of <i>Clergy</i> Within Diocese	Quartile	Average Median Income of <i>Households</i> Within Diocese <sup>1,2</sup>	Quartile	Diocesan Household Income Ratio
WEST VIRGINIA	\$47,494	3	\$32,958	4	1.44
WESTERN KANSAS	\$48,250	3	\$37,102	3	1.30
WESTERN LOUISIANA	\$49,516	3	\$30,120	4	1.64
WESTERN MASSACHUSETTS	\$52,173	2	\$38,921	3	1.34
WESTERN MICHIGAN	\$45,318	4	\$41,484	2	1.09
WESTERN NEW YORK	\$50,063	3	\$37,580	3	1.33
WESTERN NORTH CAROLINA	\$49,032	3	\$35,849	4	1.37
WYOMING	\$39,172	4	\$38,226	3	1.02
<b>NATIONAL AVERAGES</b>	<b>\$50,010</b>		<b>\$40,972</b>		

<sup>1</sup> US Census Bureau

<sup>2</sup> These are weighted averages

For a more complete explanation of our methodology, please refer to the Introduction.



**Comparisons of the Median Income of Episcopal Clergy  
with  
Professional and Managerial Employees Who Have at Least  
an Undergraduate Degree**

<b>Provinces of ECUSA</b>	<b>Occupational Status</b>	<b>Median Income</b>	<b>Cases</b>
<b>Province I</b>	Episcopal Clergy	\$55,000	575
	Professional and Managerial Employees	\$56,675	920
	Ratio of Clergy Compensation to Professional / Managerial Employees	0.97	
<b>Province II</b>	Episcopal Clergy	\$56,343	754
	Professional and Managerial Employees	\$58,562	1171
	Ratio of Clergy Compensation to Professional / Managerial Employees	0.96	
<b>Province III</b>	Episcopal Clergy	\$54,534	959
	Professional and Managerial Employees	\$53,418	1248
	Ratio of Clergy Compensation to Professional / Managerial Employees	1.02	
<b>Province IV</b>	Episcopal Clergy	\$52,728	1268
	Professional and Managerial Employees	\$45,065	1422
	Ratio of Clergy Compensation to Professional / Managerial Employees	1.17	

<b>Province V</b>	Episcopal Clergy	\$50,375	673
	Professional and Managerial Employees	\$54,050	1690
	Ratio of Clergy Compensation to Professional / Managerial Employees	0.93	
<b>Province VI</b>	Episcopal Clergy	\$44,304	320
	Professional and Managerial Employees	\$42,205	1098
	Ratio of Clergy Compensation to Professional / Managerial Employees	1.04	
<b>Province VII</b>	Episcopal Clergy	\$49,821	684
	Professional and Managerial Employees	\$43,050	1165
	Ratio of Clergy Compensation to Professional / Managerial Employees	1.16	
<b>Province VIII</b>	Episcopal Clergy	\$51,035	789
	Professional and Managerial Employees	\$53,015	1956
	Ratio of Clergy Compensation to Professional / Managerial Employees	0.96	
<b>National Medians</b>	Episcopal Clergy	\$52,428	6022
	Professional and Managerial Employees	\$50,196	10670
	Ratio of Clergy Compensation to Professional / Managerial Employees	1.04	



**A Comparison of the Median Income of Episcopal Clergy  
with  
Professional and Managerial Employees  
Who Have Graduate Level Degrees**

<b>Provinces of ECUSA</b>	<b>Occupational Status</b>	<b>Median Income</b>	<b>Cases</b>
<b>Province I</b>	Episcopal Clergy	\$55,000	575
	Professional and Managerial Employees	\$63,232	406
	Ratio of Clergy to Professional / Managerial Earnings	0.86	
<b>Province II</b>	Episcopal Clergy	\$56,343	754
	Professional and Managerial Employees	\$65,404	531
	Ratio of Clergy to Professional / Managerial Earnings	0.86	
<b>Province III</b>	Episcopal Clergy	\$54,524	959
	Professional and Managerial Employees	\$65,000	589
	Ratio of Clergy to Professional / Managerial Earnings	0.84	
<b>Province IV</b>	Episcopal Clergy	\$52,728	1268
	Professional and Managerial Employees	\$53,000	554
	Ratio of Clergy to Professional / Managerial Earnings	0.99	

<b>Province V</b>	Episcopal Clergy	\$50,375	673
	Professional and Managerial Employees	\$63,528	677
	Ratio of Clergy to Professional / Managerial Earnings	0.79	
<b>Province VI</b>	Episcopal Clergy	\$44,304	320
	Professional and Managerial Employees	\$50,230	397
	Ratio of Clergy to Professional / Managerial Earnings	0.88	
<b>Province VII</b>	Episcopal Clergy	\$49,821	684
	Professional and Managerial Employees	\$50,059	482
	Ratio of Clergy to Professional / Managerial Earnings	1.00	
<b>Province VIII</b>	Episcopal Clergy	\$51,035	789
	Professional and Managerial Employees	\$61,500	779
	Ratio of Clergy to Professional / Managerial Earnings	0.83	
<b>National Medians</b>	Episcopal Clergy	\$52,428	6022
	Professional and Managerial Employees	\$60,000	4415
	Ratio of Clergy to Professional / Managerial Earnings	0.87	



A Comparison of the Median Income of Episcopal Clergy with  
Professional and Managerial Employees Who Have at  
Least an Undergraduate Level Degree By State  
Arranged by Province



State	Occupational Status	Median Income	Cases
Maine	Episcopal Clergy	\$45,213	40
	Professional and Managerial Employees	\$44,433	105
	Ratio of Clergy to Professional / Managerial Earnings	1.01	
New Hampshire	Episcopal Clergy	\$52,644	36
	Professional and Managerial Employees	\$50,103	120
	Ratio of Clergy to Professional / Managerial Earnings	1.05	
Vermont	Episcopal Clergy	\$48,383	25
	Professional and Managerial Employees	\$41,095	118
	Ratio of Clergy to Professional / Managerial Earnings	1.17	
Massachusetts	Episcopal Clergy	\$54,600	239
	Professional and Managerial Employees	\$58,022	319
	Ratio of Clergy to Professional / Managerial Earnings	.94	
Rhode Island	Episcopal Clergy	\$48,973	56
	Professional and Managerial Employees	\$52,100	115
	Ratio of Clergy to Professional / Managerial Earnings	.93	
Connecticut	Episcopal Clergy	\$61,654	179
	Professional and Managerial Employees	\$65,150	143
	Ratio of Clergy to Professional / Managerial Earnings	.94	

New York	Episcopal Clergy	\$55,400	532
	Professional and Managerial Employees	\$56,010	762
	Ratio of Clergy to Professional / Managerial Earnings	.99	
New Jersey	Episcopal Clergy	\$57,575	222
	Professional and Managerial Employees	\$60,558	409
	Ratio of Clergy to Professional / Managerial Earnings	.95	
Pennsylvania	Episcopal Clergy	\$53,072	332
	Professional and Managerial Employees	\$56,077	454
	Ratio of Clergy to Professional / Managerial Earnings	.94	
Delaware	Episcopal Clergy	\$54,826	58
	Professional and Managerial Employees	\$54,358	118
	Ratio of Clergy to Professional / Managerial Earnings	1.00	
Maryland	Episcopal Clergy	\$53,391	116
	Professional and Managerial Employees	\$52,011	167
	Ratio of Clergy to Professional / Managerial Earnings	1.02	
District of Columbia	Episcopal Clergy	\$57,358	122
	Professional and Managerial Employees	\$53,501	205
	Ratio of Clergy to Professional / Managerial Earnings	1.07	
Virginia	Episcopal Clergy	\$56,329	299
	Professional and Managerial Employees	\$53,975	220
	Ratio of Clergy to Professional / Managerial Earnings	1.04	
West Virginia	Episcopal Clergy	\$47,494	32
	Professional and Managerial Employees	\$40,527	84
	Ratio of Clergy to Professional / Managerial Earnings	1.17	

North Carolina	Episcopal Clergy	\$52,404	210
	Professional and Managerial Employees	\$47,185	270
	Ratio of Clergy to Professional / Managerial Earnings	1.11	
South Carolina	Episcopal Clergy	\$54,750	134
	Professional and Managerial Employees	\$40,400	91
	Ratio of Clergy to Professional / Managerial Earnings	1.35	
Georgia	Episcopal Clergy	\$52,409	173
	Professional and Managerial Employees	\$45,371	156
	Ratio of Clergy to Professional / Managerial Earnings	1.15	
Florida	Episcopal Clergy	\$54,098	343
	Professional and Managerial Employees	\$46,625	438
	Ratio of Clergy to Professional / Managerial Earnings	1.16	
Kentucky	Episcopal Clergy	\$50,979	56
	Professional and Managerial Employees	\$46,200	108
	Ratio of Clergy to Professional / Managerial Earnings	1.10	
Tennessee	Episcopal Clergy	\$51,261	115
	Professional and Managerial Employees	\$45,050	143
	Ratio of Clergy to Professional / Managerial Earnings	1.13	
Alabama	Episcopal Clergy	\$52,000	120
	Professional and Managerial Employees	\$46,200	119
	Ratio of Clergy to Professional / Managerial Earnings	1.12	
Mississippi	Episcopal Clergy	\$47,020	65
	Professional and Managerial Employees	\$39,050	97
	Ratio of Clergy to Professional / Managerial Earnings	1.20	

Ohio	Episcopal Clergy	\$52,830	167
	Professional and Managerial Employees	\$52,000	413
	Ratio of Clergy to Professional / Managerial Earnings	1.01	
Indiana	Episcopal Clergy	\$52,755	64
	Professional and Managerial Employees	\$51,128	100
	Ratio of Clergy to Professional / Managerial Earnings	1.03.	
Illinois	Episcopal Clergy	\$51,000	169
	Professional and Managerial Employees	\$55,005	514
	Ratio of Clergy to Professional / Managerial Earnings	.93	
Michigan	Episcopal Clergy	\$47,985	154
	Professional and Managerial Employees	\$60,675	395
	Ratio of Clergy to Professional / Managerial Earnings	.79	
Wisconsin	Episcopal Clergy	\$48,481	79
	Professional and Managerial Employees	\$56,500	131
	Ratio of Clergy to Professional / Managerial Earnings	.85	
Missouri	Episcopal Clergy	\$45,500	85
	Professional and Managerial Employees	\$39,151	137
	Ratio of Clergy to Professional / Managerial Earnings	1.16	

Minnesota	Episcopal Clergy	\$45,279	81
	Professional and Managerial Employees	\$49,639	166
	Ratio of Clergy to Professional / Managerial Earnings	.91	
Iowa	Episcopal Clergy	\$44,298	39
	Professional and Managerial Employees	\$45,115	133
	Ratio of Clergy to Professional / Managerial Earnings	.98	
North Dakota	Episcopal Clergy	\$42,057	9
	Professional and Managerial Employees	\$33,650	119
	Ratio of Clergy to Professional / Managerial Earnings	1.24	
South Dakota	Episcopal Clergy	\$40,280	24
	Professional and Managerial Employees	\$36,525	136
	Ratio of Clergy to Professional / Managerial Earnings	1.10	
Nebraska	Episcopal Clergy	\$46,144	36
	Professional and Managerial Employees	\$40,400	133
	Ratio of Clergy to Professional / Managerial Earnings	1.14	
Montana	Episcopal Clergy	\$43,040	17
	Professional and Managerial Employees	\$39,690	130
	Ratio of Clergy to Professional / Managerial Earnings	1.08	
Wyoming	Episcopal Clergy	\$39,172	24
	Professional and Managerial Employees	\$45,000	96
	Ratio of Clergy to Professional / Managerial Earnings	.87	
Colorado	Episcopal Clergy	\$49,908	90
	Professional and Managerial Employees	\$49,360	185
	Ratio of Clergy to Professional / Managerial Earnings	1.01	

Kansas	Episcopal Clergy	\$45,028	40
	Professional and Managerial Employees	\$48,708	128
	Ratio of Clergy to Professional / Managerial Earnings	.92	
Arkansas	Episcopal Clergy	\$47,118	41
	Professional and Managerial Employees	\$38,242	93
	Ratio of Clergy to Professional / Managerial Earnings	1.23	
Louisiana	Episcopal Clergy	\$51,677	93
	Professional and Managerial Employees	\$40,671	123
	Ratio of Clergy to Professional / Managerial Earnings	1.27	
Oklahoma	Episcopal Clergy	\$44,021	53
	Professional and Managerial Employees	\$40,000	134
	Ratio of Clergy to Professional / Managerial Earnings	1.10	
Texas	Episcopal Clergy	\$52,238	428
	Professional and Managerial Employees	\$45,404	529
	Ratio of Clergy to Professional / Managerial Earnings	1.15	
New Mexico	Episcopal Clergy	\$45,998	36
	Professional and Managerial Employees	\$41,050	158
	Ratio of Clergy to Professional / Managerial Earnings	1.12	

Arizona	Episcopal Clergy	\$52,210	56
	Professional and Managerial Employees	\$45,900	148
	Ratio of Clergy to Professional / Managerial Earnings	1.14	
Utah	Episcopal Clergy	\$55,840	28
	Professional and Managerial Employees	\$51,000	135
	Ratio of Clergy to Professional / Managerial Earnings	1.09	
Nevada	Episcopal Clergy	\$46,404	9
	Professional and Managerial Employees	\$51,300	119
	Ratio of Clergy to Professional / Managerial Earnings	.90	
Washington	Episcopal Clergy	\$50,772	113
	Professional and Managerial Employees	\$52,425	141
	Ratio of Clergy to Professional / Managerial Earnings	.97	
Oregon	Episcopal Clergy	\$49,035	58
	Professional and Managerial Employees	\$50,741	132
	Ratio of Clergy to Professional / Managerial Earnings	.97	
California	Episcopal Clergy	\$51,609	469
	Professional and Managerial Employees	\$57,312	906
	Ratio of Clergy to Professional / Managerial Earnings	.90	
Alaska	Episcopal Clergy	\$53,211	10
	Professional and Managerial Employees	\$53,871	145
	Ratio of Clergy to Professional / Managerial Earnings	.99	
Hawaii	Episcopal Clergy	\$50,694	28
	Professional and Managerial Employees	\$50,474	120
	Ratio of Clergy to Professional / Managerial Earnings	1.00	

Idaho	Episcopal Clergy	\$40,492	18
	Professional and Managerial Employees	\$38,255	110
	Ratio of Clergy to Professional / Managerial Earnings	1.06	
National Medians	Episcopal Clergy	\$52,428	6022
	Professional and Managerial Employees	\$50,196	10670
	Ratio of Clergy to Professional / Managerial Earnings	1.04	

<sup>1</sup> Footnotes: Data for Managerial and Professional Employees was obtained from the Bureau of Labor Statistics. All workers are full-time.

We have obviously placed all of Missouri in Province V and all of Louisiana in Province VII. This is merely a question of organizing the States for presentation purposes and does not effect the data. In the Province Tables, the two dioceses in Missouri and Louisiana are split into their respective Provinces.



A Comparison of the Median Income of Episcopal Clergy with  
Professional and Managerial Employees Who Have at  
Least a Graduate Level Degree By State  
Arranged by Province



State	Occupational Status	Median Income	Cases
Maine	Episcopal Clergy	\$45,213	40
	Professional and Managerial Employees	\$50,376	43
	Ratio of Clergy to Professional / Managerial Earnings	.90	
New Hampshire	Episcopal Clergy	\$52,644	36
	Professional and Managerial Employees	\$59,663	52
	Ratio of Clergy to Professional / Managerial Earnings	.88	
Vermont	Episcopal Clergy	\$48,343	25
	Professional and Managerial Employees	\$45,300	47
	Ratio of Clergy to Professional / Managerial Earnings	1.07	
Massachusetts	Episcopal Clergy	\$54,600	239
	Professional and Managerial Employees	\$67,858	139
	Ratio of Clergy to Professional / Managerial Earnings	.80	
Rhode Island	Episcopal Clergy	\$48,973	56
	Professional and Managerial Employees	\$55,956	48
	Ratio of Clergy to Professional / Managerial Earnings	.87	
Connecticut	Episcopal Clergy	\$61,654	170
	Professional and Managerial Employees	\$76,000	77
	Ratio of Clergy to Professional / Managerial Earnings	.81	

New York	Episcopal Clergy	\$55,400	532
	Professional and Managerial Employees	\$60,600	373
	Ratio of Clergy to Professional / Managerial Earnings	.91	
New Jersey	Episcopal Clergy	\$57,575	222
	Professional and Managerial Employees	\$70,554	158
	Ratio of Clergy to Professional / Managerial Earnings	.82	
Pennsylvania	Episcopal Clergy	\$53,072	332
	Professional and Managerial Employees	\$64,213	205
	Ratio of Clergy to Professional / Managerial Earnings	.83	
Delaware	Episcopal Clergy	\$54,826	58
	Professional and Managerial Employees	\$63,397	46
	Ratio of Clergy to Professional / Managerial Earnings	.86	
Maryland	Episcopal Clergy	\$53,391	116
	Professional and Managerial Employees	\$66,007	87
	Ratio of Clergy to Professional / Managerial Earnings	.80	
District of Columbia	Episcopal Clergy	\$57,358	122
	Professional and Managerial Employees	\$65,785	106
	Ratio of Clergy to Professional / Managerial Earnings	.87	
Virginia	Episcopal Clergy	\$56,329	299
	Professional and Managerial Employees	\$67,080	107
	Ratio of Clergy to Professional / Managerial Earnings	.84	
West Virginia	Episcopal Clergy	\$47,494	32
	Professional and Managerial Employees	\$47,182	38
	Ratio of Clergy to Professional / Managerial Earnings	1.00	

North Carolina	Episcopal Clergy	\$52,404	210
	Professional and Managerial Employees	\$57,000	99
	Ratio of Clergy to Professional / Managerial Earnings	.91	
South Carolina	Episcopal Clergy	\$54,750	134
	Professional and Managerial Employees	\$42,404	33
	Ratio of Clergy to Professional / Managerial Earnings	1.29	
Georgia	Episcopal Clergy	\$52,409	173
	Professional and Managerial Employees	\$50,404	45
	Ratio of Clergy to Professional / Managerial Earnings	1.04	
Florida	Episcopal Clergy	\$54,098	343
	Professional and Managerial Employees	\$56,246	174
	Ratio of Clergy to Professional / Managerial Earnings	.96	
Kentucky	Episcopal Clergy	\$50,979	56
	Professional and Managerial Employees	\$52,225	45
	Ratio of Clergy to Professional / Managerial Earnings	.97	
Tennessee	Episcopal Clergy	\$51,261	115
	Professional and Managerial Employees	\$55,475	68
	Ratio of Clergy to Professional / Managerial Earnings	.92	
Alabama	Episcopal Clergy	\$52,000	120
	Professional and Managerial Employees	\$50,100	51
	Ratio of Clergy to Professional / Managerial Earnings	1.03	
Mississippi	Episcopal Clergy	\$47,020	65
	Professional and Managerial Employees	\$42,949	39
	Ratio of Clergy to Professional / Managerial Earnings	1.09	

Ohio	Episcopal Clergy	\$52,830	167
	Professional and Managerial Employees	\$63,320	152
	Ratio of Clergy to Professional / Managerial Earnings	.83	
Indiana	Episcopal Clergy	\$52,755	64
	Professional and Managerial Employees	\$55,075	50
	Ratio of Clergy to Professional / Managerial Earnings	.96	
Illinois	Episcopal Clergy	\$51,000	169
	Professional and Managerial Employees	\$63,520	198
	Ratio of Clergy to Professional / Managerial Earnings	.80	
Michigan	Episcopal Clergy	\$47,985	154
	Professional and Managerial Employees	\$73,000	163
	Ratio of Clergy to Professional / Managerial Earnings	.65	
Wisconsin	Episcopal Clergy	\$48,481	79
	Professional and Managerial Employees	\$65,214	56
	Ratio of Clergy to Professional / Managerial Earnings	.74	
Missouri	Episcopal Clergy	\$45,500	85
	Professional and Managerial Employees	\$45,512	58
	Ratio of Clergy to Professional / Managerial Earning	1.00	

Minnesota	Episcopal Clergy	\$45,279	81
	Professional and Managerial Employees	\$52,160	67
	Ratio of Clergy to Professional / Managerial Earnings	.87	
Iowa	Episcopal Clergy	\$44,298	39
	Professional and Managerial Employees	\$52,550	55
	Ratio of Clergy to Professional / Managerial Earnings	.84	
North Dakota	Episcopal Clergy	\$42,057	9
	Professional and Managerial Employees	\$46,125	29
	Ratio of Clergy to Professional / Managerial Earnings	.91	
South Dakota	Episcopal Clergy	\$40,280	24
	Professional and Managerial Employees	\$48,313	54
	Ratio of Clergy to Professional / Managerial Earnings	.77	
Nebraska	Episcopal Clergy	\$46,144	36
	Professional and Managerial Employees	\$41,600	43
	Ratio of Clergy to Professional / Managerial Earnings	1.10	
Montana	Episcopal Clergy	\$43,040	17
	Professional and Managerial Employees	\$49,388	45
	Ratio of Clergy to Professional / Managerial Earnings	.87	
Wyoming	Episcopal Clergy	\$39,172	24
	Professional and Managerial Employees	\$45,150	37
	Ratio of Clergy to Professional / Managerial Earnings	.90	
Colorado	Episcopal Clergy	\$49,908	90
	Professional and Managerial Employees	\$65,662	67
	Ratio of Clergy to Professional / Managerial Earnings	.76	

Kansas	Episcopal Clergy	\$45,028	40
	Professional and Managerial Employees	\$55,660	58
	Ratio of Clergy to Professional / Managerial Earnings	.79	
Arkansas	Episcopal Clergy	\$47,118	41
	Professional and Managerial Employees	\$48,230	36
	Ratio of Clergy to Professional / Managerial Earnings	.98	
Louisiana	Episcopal Clergy	\$51,677	93
	Professional and Managerial Employees	\$43,010	47
	Ratio of Clergy to Professional / Managerial Earnings	1.20	
Oklahoma	Episcopal Clergy	\$44,021	53
	Professional and Managerial Employees	\$43,024	62
	Ratio of Clergy to Professional / Managerial Earnings	1.02	
Texas	Episcopal Clergy	\$52,238	428
	Professional and Managerial Employees	\$57,000	201
	Ratio of Clergy to Professional / Managerial Earnings	.92	
New Mexico	Episcopal Clergy	\$45,998	36
	Professional and Managerial Employees	\$48,168	78
	Ratio of Clergy to Professional / Managerial Earnings	.95	

Arizona	Episcopal Clergy	\$52,210	56
	Professional and Managerial Employees	\$46,515	58
	Ratio of Clergy to Professional / Managerial Earnings	1.12	
Utah	Episcopal Clergy	\$55,840	28
	Professional and Managerial Employees	\$56,550	64
	Ratio of Clergy to Professional / Managerial Earnings	.99	
Nevada	Episcopal Clergy	\$46,404	9
	Professional and Managerial Employees	\$70,075	41
	Ratio of Clergy to Professional / Managerial Earnings	.66	
Washington	Episcopal Clergy	\$50,772	113
	Professional and Managerial Employees	\$58,939	58
	Ratio of Clergy to Professional / Managerial Earnings	.86	
Oregon	Episcopal Clergy	\$49,035	58
	Professional and Managerial Employees	\$58,865	57
	Ratio of Clergy to Professional / Managerial Earnings	.83	
California	Episcopal Clergy	\$51,609	469
	Professional and Managerial Employees	\$63,500	357
	Ratio of Clergy to Professional / Managerial Earnings	.81	
Alaska	Episcopal Clergy	\$53,211	10
	Professional and Managerial Employees	\$63,822	56
	Ratio of Clergy to Professional / Managerial Earnings	.83	
Hawaii	Episcopal Clergy	\$50,694	28
	Professional and Managerial Employees	\$60,000	43
	Ratio of Clergy to Professional / Managerial Earnings	.84	

Idaho	Episcopal Clergy	\$40,492	18
	Professional and Managerial Employees	\$46,860	45
	Ratio of Clergy to Professional / Managerial Earnings	.86	
National Medians	Episcopal Clergy	\$52,428	6022
	Professional and Managerial Employees	\$60,000	4415
	Ratio of Clergy to Professional / Managerial Earnings	.87	

<sup>1</sup>Footnotes: Data for Managerial and Professional Employees was obtained from the Bureau of Labor Statistics. All workers are full-time.

We have obviously placed all of Missouri in Province V and all of Louisiana in Province VII. This is merely a question of organizing the States for presentation purposes and does not effect the data. In the Province Tables, the two dioceses in Missouri and Louisiana are split into their respective Provinces.

<sup>1</sup> The Federal Bureau of Labor Statistics does not organize its data by Episcopal Dioceses, and so we reorganized the Episcopal data into states. Although we have obviously placed all of Missouri in Province V and all of Louisiana in Province VII, this is merely a question of organizing the States for presentation purposes and does not effect the data. In the Province Tables, the two dioceses in Missouri and Louisiana are split into their respective Provinces. Reorganizing the BLS data by Episcopal Province proved easier, although we obviously could not divide the BLS data from Louisiana and from Missouri into the different Provinces that those states cover.