

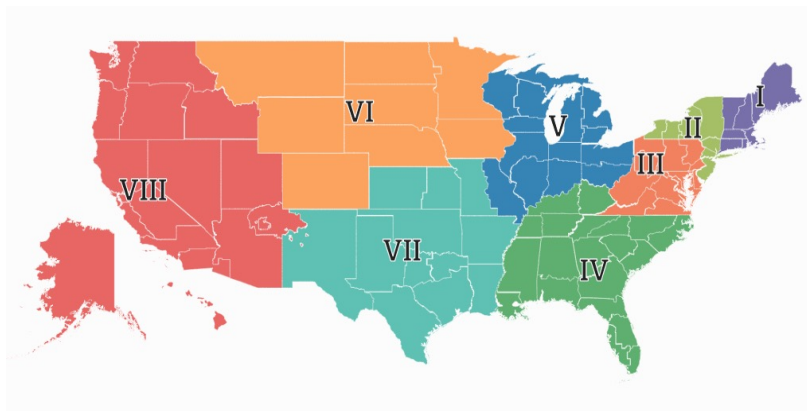
The 2022 Episcopal Clergy Compensation Report



A report prepared by
CPG Research Department

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01

What is the Episcopal Clergy
Compensation Report?

Episcopal Clergy Compensation Report

This report offers an in-depth look at demographic and geographic differences in clergy compensation by:

Individual Demographics	Employment Details	Ecclesiastical Locations
<ul style="list-style-type: none">• Age• Clerical Order• Gender• Gender Identity*• Race/Ethnicity*• Sexual Orientation*	<ul style="list-style-type: none">• Position• Operating Revenue• Parish Size	<ul style="list-style-type: none">• Province• Diocese

≡ What Does Compensation Include? ≡

Compensation for this report is defined as the assessable payment made to or for a cleric that is reported to The Church Pension Fund (CPF) and includes, but is not limited to, the following:

- Base salary (excluding housing) and scheduled taxable cash payments:
- Cash housing allowance and/or utilities
- Employer-provided housing
- Employer contributions to a qualified or non-qualified plan
- One-time payments

For a full definition of Total Assessable Compensation, go [here](#).

≡ How Do We Maintain Privacy? ≡

To preserve the anonymity of the individuals behind this data, CPG reports the median compensation of a demographic group only if it contains at least five clerics. This means that data may not be available for some geographic, personal characteristic, and employment categories.

Please note that for any category that has fewer than five clergy, we will not report the median compensation. It will appear as NR.

What Should You Consider When Making Comparisons?

Looking at geographic differences can certainly be informative, but dioceses should also consider size, such as average Sunday attendance (ASA), number of clerics, and operating revenue.

Median compensation the middle number (50th percentile) in a sorted list of compensation.

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Compensation by Individual Demographics

Compensation by Gender

Gender	Median	Number	% of Total
Female	\$75,350	2,074	40.5%
Male	\$87,244	3,043	59.5%
All	\$81,897	5,117	100.0%

Compensation by Gender and Age

Gender	Cleric Age	Median	Number	% of Total
Female	34 and younger	\$69,785	74	1.4%
	35 to 44	\$76,286	339	6.6%
	45 to 54	\$83,000	433	8.5%
	55 to 64	\$77,127	711	13.9%
	65 to 72	\$66,882	517	10.1%
Male	34 and younger	\$70,123	140	2.7%
	35 to 44	\$82,658	590	11.5%
	45 to 54	\$91,180	752	14.7%
	55 to 64	\$92,440	989	19.3%
	65 to 72	\$81,016	572	11.2%
All	34 and younger	\$70,000	214	4.2%
	35 to 44	\$80,650	929	18.2%
	45 to 54	\$87,545	1,185	23.2%
	55 to 64	\$85,748	1,700	33.2%
	65 to 72	\$74,201	1,089	21.3%

Compensation by Gender and Race/Ethnicity

Gender	Race/Ethnicity	Median	Number	% of Total
Female	American Indian/Alaska Native	NR	4	0.2%
	Asian	\$82,369	16	0.7%
	Black/African American	\$92,495	44	2.0%
	Hispanic/Latino	\$85,000	11	0.5%
	White	\$79,804	861	38.8%
	Multiple Races	\$77,108	23	1.0%
	Other	NR	2	0.1%
Male	American Indian/Alaska Native	\$74,767	6	0.3%
	Asian	\$82,814	22	1.0%
	Black/African American	\$92,622	64	2.9%
	Hawaiian/Pacific Islander	NR	2	0.1%
	Hispanic/Latino	\$92,602	44	2.0%
	White	\$87,801	1,088	49.1%
	Multiple Races	\$100,621	30	1.4%
All	American Indian/Alaska Native	\$90,938	10	0.5%
	Asian	\$82,369	38	1.7%
	Black/African American	\$92,622	108	4.9%
	Hawaiian/Pacific Islander	NR	2	0.1%
	Hispanic/Latino	\$92,357	55	2.5%
	White	\$83,889	1,949	87.9%
	Multiple Races	\$89,000	53	2.4%
	Other	NR	2	0.1%

Compensation by Gender and Sexual Orientation

Gender	Sexual Orientation	Median	Number	% of Total
Female	Bisexual	\$81,934	44	2.0%
	Gay or Lesbian	\$77,024	98	4.5%
	Heterosexual	\$80,178	746	34.2%
	Other Orientations*	\$78,439	40	1.8%
	Queer	\$94,099	11	0.5%
Male	Bisexual	\$79,609	20	0.9%
	Gay or Lesbian	\$85,341	258	11.8%
	Heterosexual	\$90,015	935	42.8%
	Other Orientations*	\$73,911	28	1.3%
	Queer	NR	3	0.1%
All	Bisexual	\$80,379	64	2.9%
	Gay or Lesbian	\$83,460	356	16.3%
	Heterosexual	\$85,580	1,681	77.0%
	Other Orientations*	\$76,996	68	3.1%
	Queer	\$84,606	14	0.6%

*Other Orientations includes: Asexual, Pansexual, Unsure, Multiple Orientations, and Self-described.

Compensation by Gender Identity

Gender Identity	Median	Number	% of Total
Female	\$80,000	947	42.4%
Male	\$88,794	1,255	56.3%
Multiple Genders	\$90,742	15	0.7%
Non-Binary	\$79,565	14	0.6%

Compensation by Gender and Clerical Orders

Gender	Clerical Order	Median	Number	% of Total
Female	Deacon	\$9,600	114	2.2%
	Priest	\$77,335	1,960	38.3%
Male	Deacon	\$1,000	52	1.0%
	Priest	\$88,117	2,991	58.5%
All	Deacon	\$6,978	166	3.2%
	Priest	\$83,009	4,951	96.8%

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Compensation by Employment Details

Compensation by Gender and Position

Gender	Position	Median	Number	% of Total
Female	Senior Rector	\$109,108	178	3.6%
	Solo Rector	\$74,300	1,055	21.0%
	Assistant	\$66,406	454	9.1%
	Specialty Minister	\$79,390	350	7.0%
Male	Senior Rector	\$125,252	462	9.2%
	Solo Rector	\$80,738	1,707	34.0%
	Assistant	\$72,588	424	8.5%
	Specialty Minister	\$92,408	384	7.7%
All	Senior Rector	\$120,642	640	12.8%
	Solo Rector	\$77,646	2,762	55.1%
	Assistant	\$70,000	878	17.5%
	Specialty Minister	\$86,077	734	14.6%

Compensation by Gender and Credited Service

Gender	Credited Service	Median	Number	% of Total
Female	Less than 5 years	\$57,500	467	9.1%
	5 to 9 years	\$71,500	518	10.1%
	10 to 19 years	\$85,460	748	14.6%
	20 years plus	\$94,432	341	6.7%
Male	Less than 5 years	\$61,800	527	10.3%
	5 to 9 years	\$77,361	638	12.5%
	10 to 19 years	\$92,207	1,077	21.1%
	20 years plus	\$107,585	799	15.6%
All	Less than 5 years	\$60,000	994	19.4%
	5 to 9 years	\$74,519	1,156	22.6%
	10 to 19 years	\$89,700	1,825	35.7%
	20 years plus	\$104,203	1,140	22.3%

Compensation by Gender and Average Sunday Attendance (ASA)

Gender	Church Size	Median	Number	% of Total
Female	Family (0-75)	\$67,744	902	22.1%
	Pastoral (76-140)	\$89,400	373	9.1%
	Transitional (141-225)	\$71,400	122	3.0%
	Program (226-400)	\$100,000	43	1.1%
	Resource (401+)	\$83,928	182	4.5%
Male	Family (0-75)	\$71,918	1,229	30.1%
	Pastoral (76-140)	\$95,000	629	15.4%
	Transitional (141-225)	\$121,181	212	5.2%
	Program (226-400)	\$130,960	80	2.0%
	Resource (401+)	\$107,650	317	7.8%
All	Family (0-75)	\$69,861	2,131	52.1%
	Pastoral (76-140)	\$93,428	1,002	24.5%
	Transitional (141-225)	\$93,425	334	8.2%
	Program (226-400)	\$108,000	123	3.0%
	Resource (401+)	\$97,962	499	12.2%

Compensation by Gender and Operating Revenue

Gender	Operating Revenue	Median	Number	% of Total
Female	Less than \$75,000	\$21,007	96	2.2%
	\$75,000 - \$150,000	\$50,099	231	5.4%
	\$150,001 - \$250,000	\$68,432	331	7.7%
	\$250,001 - \$350,000	\$80,000	223	5.2%
	\$350,001 - \$450,000	\$91,128	146	3.4%
	\$450,001 - \$1,000,000	\$89,181	367	8.6%
	\$1,000,000 plus	\$83,967	293	6.8%
Male	Less than \$75,000	\$24,321	147	3.4%
	\$75,000 - \$150,000	\$48,022	301	7.0%
	\$150,001 - \$250,000	\$72,805	453	10.6%
	\$250,001 - \$350,000	\$86,199	387	9.0%
	\$350,001 - \$450,000	\$94,600	255	6.0%
	\$450,001 - \$1,000,000	\$102,713	607	14.2%
	\$1,000,000 plus	\$123,600	443	10.4%
All	Less than \$75,000	\$23,200	243	5.7%
	\$75,000 - \$150,000	\$48,644	532	12.4%
	\$150,001 - \$250,000	\$71,284	784	18.3%
	\$250,001 - \$350,000	\$83,455	610	14.3%
	\$350,001 - \$450,000	\$93,539	401	9.4%
	\$450,001 - \$1,000,000	\$98,473	974	22.8%
	\$1,000,000 plus	\$104,677	736	17.2%

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Compensation by Ecclesiastical Locations

Compensation by Gender and Province (1 of 2)

Gender	Province	Median	Number	% of Total
Female	I	\$77,182	234	4.6%
	II	\$79,050	227	4.4%
	III	\$82,408	335	6.5%
	IV	\$74,875	382	7.4%
	V	\$71,610	215	4.2%
	VI	\$67,919	134	2.6%
	VII	\$69,386	188	3.7%
	VIII	\$78,218	318	6.2%
	IX	\$5,254	29	0.6%
Male	I	\$89,630	242	4.7%
	II	\$91,945	371	7.2%
	III	\$89,812	431	8.4%
	IV	\$89,675	710	13.8%
	V	\$74,247	324	6.3%

Compensation by Gender and Province (2 of 2)

Gender	Province	Median	Number	% of Total
Male	VI	\$78,091	123	2.4%
	VII	\$88,218	418	8.1%
	VIII	\$86,941	368	7.2%
	IX	\$5,340	89	1.7%
All	I	\$82,933	476	9.3%
	II	\$88,220	598	11.6%
	III	\$85,972	766	14.9%
	IV	\$82,084	1,092	21.3%
	V	\$72,779	539	10.5%
	VI	\$72,061	257	5.0%
	VII	\$80,760	606	11.8%
	VIII	\$83,000	686	13.4%
	IX	\$5,297	118	2.3%

Compensation by Race/Ethnicity and Province

(1 of 2)

Gender	Province	Median	Number	% of Total
Clergy of Color	I	\$95,648	56	1.3%
	II	\$102,040	92	2.1%
	III	\$88,224	80	1.8%
	IV	\$72,554	64	1.5%
	V	\$76,918	40	0.9%
	VI	\$72,329	20	0.5%
	VII	\$86,220	40	0.9%
	VIII	\$89,724	108	2.5%
	IX	\$6,396	28	0.6%
White Clergy	I	\$82,926	406	9.3%
	II	\$91,595	394	9.0%
	III	\$87,407	552	12.7%
	IV	\$81,695	790	18.1%
	V	\$75,000	458	10.5%

Compensation by Race/Ethnicity and Province

(2 of 2)

Gender	Province	Median	Number	% of Total
White Clergy	VI	\$76,862	218	5.0%
	VII	\$85,086	418	9.6%
	VIII	\$87,862	590	13.5%
	IX	NR	2	0.0%

Compensation by Sexual Orientation and Province

(1 of 2)

Gender	Province	Median	Number	% of Total
Heterosexual	I	\$91,000	310	7.2%
	II	\$93,578	324	7.5%
	III	\$87,907	486	11.3%
	IV	\$82,614	734	17.1%
	V	\$76,564	378	8.8%
	VI	\$77,185	176	4.1%
	VII	\$90,091	364	8.5%
	VIII	\$86,328	522	12.2%
	IX	\$6,396	28	0.7%
LGBTQ+	I	\$77,792	140	3.3%
	II	\$92,633	156	3.6%
	III	\$85,561	130	3.0%
	IV	\$79,900	118	2.7%
	V	\$71,500	122	2.8%

Compensation by Sexual Orientation and Province

(2 of 2)

Gender	Province	Median	Number	% of Total
LGBTQ+	VI	\$73,344	56	1.3%
	VII	\$80,174	78	1.8%
	VIII	\$90,000	168	3.9%
	IX	NR	2	0.0%

Compensation by Gender and Province | Dioceses

Diocese	Female		Male		All	
	Median	Number	Median	Number	Median	Number
Connecticut	\$83,196	61	\$106,012	52	\$94,485	113
Maine	\$59,217	19	\$76,270	20	\$63,628	39
Massachusetts	\$88,734	80	\$101,002	88	\$95,102	168
New Hampshire	\$74,005	18	\$71,480	21	\$71,480	39
Rhode Island	\$61,575	22	\$81,975	24	\$75,635	46
Vermont	\$52,631	15	\$74,226	15	\$71,548	30
Western Massachusetts	\$74,750	19	\$84,126	22	\$82,580	41

Compensation by Gender and Province II Dioceses

Diocese	Female		Male		All	
	Median	Number	Median	Number	Median	Number
Albany	\$34,818	16	\$62,666	36	\$58,288	52
Central New York	\$83,584	17	\$85,484	14	\$83,967	31
Convocation of Episcopal Churches in Europe	NR	1	\$44,025	15	\$48,618	16
Cuba	\$6,240	5	\$6,240	22	\$6,240	27
Haiti	NR	2	\$5,402	53	\$4,232	55
Long Island	\$96,885	30	\$101,132	86	\$99,119	116
New Jersey	\$71,861	38	\$82,629	66	\$78,468	104
New York	\$89,499	66	\$100,321	112	\$97,181	178
Newark	\$82,879	33	\$85,599	30	\$82,879	63
Puerto Rico	\$28,547	11	\$34,519	40	\$33,384	51
Rochester	\$57,000	15	\$84,788	17	\$67,473	32
Virgin Islands	NR	1	NR	3	NR	4
Western New York	\$64,374	12	\$86,741	10	\$73,692	22

Compensation by Gender and Province III Dioceses

Diocese	Female		Male		All	
	Median	Number	Median	Number	Median	Number
Bethlehem	\$79,059	8	\$72,918	18	\$75,219	26
Central Pennsylvania	\$72,606	19	\$82,257	20	\$78,369	39
Delaware	\$79,932	13	\$93,430	12	\$87,465	25
Easton	\$20,000	10	\$101,608	15	\$73,234	25
Maryland	\$74,649	42	\$87,500	53	\$84,476	95
Northwestern Pennsylvania	\$82,408	5	\$77,508	9	\$79,958	14
Pennsylvania	\$99,186	36	\$98,081	66	\$98,320	102
Pittsburgh	\$63,406	11	\$72,009	19	\$65,000	30
Southern Virginia	\$86,981	29	\$84,059	37	\$84,814	66
Southwestern Virginia	\$62,500	9	\$85,372	24	\$72,000	33
Virginia	\$79,793	89	\$87,849	96	\$84,750	185
Washington	\$103,134	58	\$107,403	51	\$104,315	109
West Virginia	\$72,143	6	\$88,811	11	\$77,576	17

Compensation by Gender and Province IV Dioceses

(1 of 2)

Diocese	Female		Male		All	
	Median	Number	Median	Number	Median	Number
Alabama	\$63,817	33	\$81,147	43	\$77,564	76
Atlanta	\$84,000	43	\$89,700	63	\$85,785	106
Central Florida	\$69,550	21	\$91,502	61	\$81,005	82
Central Gulf Coast	\$61,550	16	\$90,340	26	\$85,050	42
East Carolina	\$77,226	14	\$92,309	27	\$86,333	41
East Tennessee	\$72,612	16	\$85,828	30	\$81,748	46
Florida	\$76,501	13	\$100,251	36	\$93,820	49
Georgia	\$69,242	16	\$68,522	36	\$69,242	52
Kentucky	\$85,301	7	\$78,000	17	\$80,534	24
Lexington	\$57,000	11	\$75,355	15	\$68,861	26

Compensation by Gender and Province IV Dioceses

(2 of 2)

Diocese	Female		Male		All	
	Median	Number	Median	Number	Median	Number
Louisiana	\$61,994	12	\$89,521	32	\$80,481	44
Mississippi	\$73,443	15	\$90,000	34	\$81,955	49
North Carolina	\$78,583	50	\$83,730	68	\$80,225	118
South Carolina	\$100,220	6	\$104,594	18	\$104,594	24
Southeast Florida	\$124,663	14	\$106,660	40	\$111,278	54
Southwest Florida	\$70,010	16	\$91,238	60	\$84,965	76
Tennessee	\$73,113	18	\$73,217	30	\$73,217	48
Upper South Carolina	\$75,318	23	\$90,660	31	\$81,296	54
West Tennessee	\$88,500	10	\$92,048	14	\$88,500	24
Western North Carolina	\$74,528	28	\$86,625	29	\$79,900	57

Compensation by Gender and Province V Dioceses

Diocese	Female		Male		All	
	Median	Number	Median	Number	Median	Number
Chicago	\$91,338	40	\$81,444	64	\$84,057	104
Eastern Michigan	\$20,500	6	\$72,558	6	\$54,449	12
Eau Claire	NR	2	\$43,090	6	\$43,090	8
Fond du Lac	\$61,753	9	\$67,714	14	\$66,625	23
Indianapolis	\$69,887	22	\$73,321	30	\$71,192	52
Michigan	\$66,635	25	\$72,188	28	\$71,872	53
Milwaukee	\$74,204	11	\$74,275	35	\$74,239	46
Missouri	\$67,584	27	\$80,651	16	\$70,810	43
Northern Indiana	\$54,507	5	\$59,867	13	\$57,002	18
Northern Michigan	NR	3	NR	3	\$68,315	6
Ohio	\$72,450	29	\$73,655	36	\$72,600	65
Southern Ohio	\$76,564	19	\$86,134	36	\$81,264	55
Springfield	NR	3	\$59,351	18	\$59,400	21
Western Michigan	\$70,079	14	\$70,697	19	\$70,697	33

Compensation by Gender and Province VI Dioceses

Diocese	Female		Male		All	
	Median	Number	Median	Number	Median	Number
Colorado	\$81,600	41	\$100,953	38	\$93,150	79
Iowa	\$59,137	20	\$39,420	15	\$57,938	35
Minnesota	\$69,885	28	\$73,523	26	\$71,661	54
Montana	\$65,118	14	\$0	4	\$65,118	18
Nebraska	\$64,174	14	\$73,079	10	\$67,208	24
North Dakota	NR	1	\$71,238	7	\$71,043	8
South Dakota	\$60,345	7	\$71,341	12	\$63,036	19
Wyoming	\$72,126	9	\$84,517	11	\$76,678	20

Compensation by Gender and Province VII Dioceses

Diocese	Female		Male		All	
	Median	Number	Median	Number	Median	Number
Arkansas	\$66,633	20	\$78,000	26	\$70,000	46
Dallas	\$48,000	20	\$75,838	68	\$71,574	88
Kansas	\$64,000	13	\$76,084	18	\$68,640	31
Northwest Texas	\$60,000	11	\$98,462	12	\$80,000	23
Oklahoma	\$66,070	10	\$71,882	44	\$69,973	54
Texas	\$88,433	67	\$101,943	133	\$99,926	200
The Rio Grande	\$55,709	11	\$71,651	22	\$62,415	33
West Missouri	\$42,000	11	\$67,681	22	\$62,000	33
West Texas	\$70,188	15	\$93,796	51	\$88,023	66
Western Kansas	NR	2	\$74,456	5	\$71,500	7
Western Louisiana	\$65,031	8	\$83,913	17	\$70,754	25

Compensation by Gender and Province VIII Dioceses

(1 of 2)

Diocese	Female		Male		All	
	Median	Number	Median	Number	Median	Number
Alaska	\$63,120	7	\$73,542	9	\$64,869	16
Arizona	\$60,000	33	\$70,000	35	\$67,015	68
California	\$97,400	35	\$108,650	50	\$103,320	85
Eastern Oregon	NR	4	NR	4	\$69,770	8
El Camino Real	\$97,000	17	\$89,784	12	\$93,600	29
Hawaii	\$80,499	10	\$106,296	21	\$97,000	31
Idaho	\$58,239	5	\$96,885	5	\$64,112	10
Los Angeles	\$85,340	64	\$91,502	81	\$89,565	145
Navajoland Area Mission	NR	3	NR	3	\$49,110	6

Compensation by Gender and Province VIII Dioceses (2 of 2)

Diocese	Female		Male		All	
	Median	Number	Median	Number	Median	Number
Nevada	\$76,878	5	\$45,000	9	\$55,500	14
Northern California	\$80,000	25	\$83,957	21	\$80,000	46
Olympia	\$91,207	39	\$86,941	38	\$88,118	77
Oregon	\$67,136	34	\$79,295	27	\$70,000	61
San Diego	\$91,075	17	\$71,000	27	\$77,750	44
San Joaquin	NR	4	\$69,723	6	\$69,723	10
Spokane	\$66,457	8	\$36,424	12	\$57,263	20
Taiwan	NR	2	\$38,823	13	\$38,823	15
Utah	\$64,209	7	\$88,957	8	\$87,740	15

≡ Compensation by Gender and Province IX Dioceses ≡

Diocese	Female		Male		All	
	Median	Number	Median	Number	Median	Number
Central Ecuador	NR	4	\$5,521	5	\$5,521	9
Colombia	\$2,400	5	\$2,400	27	\$2,400	32
Dominican Republic	\$7,488	5	\$14,564	24	\$14,564	29
Honduras	\$4,260	13	\$5,727	22	\$4,260	35
Litoral Ecuador	NR	2	\$5,850	6	\$5,850	8
Venezuela			\$4,200	5	\$4,200	5

≡ Important Disclosures



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