

Information for Your Present and Future Needs



The 2004 Church

Compensation Report

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

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RESEARCH

Introduction to the 2004 Church Compensation Report

This year we are producing a limited report while we are in the process of making significant improvements to our corporate databases as well as doing a major study into cost of living measures, particularly as they relate to housing. Thus we are publishing a limited amount of data in this year's edition with the intent of producing a comprehensive 2005 report much earlier within the year, having as our target a March, as opposed to July, publication date. If you need any specialized analysis done for a particular compensation situation, please feel free to call the Church Pension Group at 1 800 223 6602 extension 9463 and I will be more than happy to assist you.

Matthew Price
Director of Analytic Research

Section One: National Level Statistics

2004 Median Compensation for All Full-time Clergy	\$60,000
2003 Median Compensation for All Full-time Clergy	\$58,818
2002 Median Compensation for All Full-time Clergy	\$56,930
2001 Median Compensation for All Full-time Clergy	\$54,786
2000 Median Compensation for All Full-time Clergy	\$52,428

2004 Median Compensation for All Lay Employees	\$25,997
2003 Median Compensation for All Lay Employees	\$25,200

Overall Average Compensation by Church Size			
Full-Time Parish Clergy			Parish Lay Employees
ASA Congregation Size*	All Full-time Parish Clergy	% of Parish Clergy	Lay Employees All Positions
Family (0-75)	\$49,930	20.8%	\$21,624
Pastoral (75-140)	\$57,988	27.8%	\$18,720
Transitional (140-225)	\$65,663	21.8%	\$23,300
Program (225-400)	\$68,000	17.9%	\$26,968
Resource (400+)	\$70,200	11.8%	\$30,942
Total	\$59,742	100.0%	\$25,471

** Average Sunday Attendance has been aggregated for those with multiple cures to create a single average Sunday attendance number. All attendance data comes from the Parochial Report, with thanks to Kirk Hadaway, DFMS Director of Research*

Full Time Compensation by Gender and Position in Comparative Perspective			
ALL CLERGY - Parochial and Non-Parochial			
GENDER	Median	No.	% of Total N
Male	\$63,114	4,552	72.4%
Female	\$53,451	1,736	27.6%
Total	\$60,000	6,288	100.0%
SENIOR CLERGY			
GENDER	Median	No.	% of Total N
Male	\$83,288	810	86.0%
Female	\$70,695	132	14.0%
Total	\$81,449	942	100.0%
SOLO CLERGY			
GENDER	Median	No.	% of Total N
Male	\$59,402	2,489	75.4%
Female	\$53,487	811	24.6%
Total	\$58,000	3,300	100.0%
ASSOCIATES, ASSISTANTS AND CURATES			
GENDER	Median	No.	% of Total N
Male	\$54,300	554	51.7%
Female	\$50,700	518	48.3%
Total	\$52,000	1,072	100.0%
LAY EMPLOYEES			
GENDER	Median	No.	% of Total N
Male	\$28,333	1,812	26.2%
Female	\$25,024	5,118	73.8%
Total	\$25,997	6,938	100.0%

Provincial Level Data

Median Compensation for All Full-time Clergy			
Province	All Clergy	Male Clergy	Female Clergy
1	\$62,390	\$68,317	\$56,013
2	\$63,934	\$65,463	\$58,240
3	\$62,332	\$66,496	\$56,260
4	\$59,710	\$62,720	\$49,734
5	\$56,318	\$59,389	\$51,564
6	\$52,807	\$56,000	\$46,538
7	\$58,460	\$60,778	\$50,000
8	\$58,114	\$61,792	\$53,825
Total	\$60,000	\$63,114	\$53,451

Diocesan Level Data

Diocese	Median	Number of	Decile
Alabama	\$59,300	89	4
Alaska	\$54,513	12	8
Albany	\$51,038	63	9
Arizona	\$60,915	56	3
Arkansas	\$54,685	40	8
Atlanta	\$60,000	130	4
Bethlehem	\$56,062	43	6
California	\$61,476	132	3
Central Florida	\$64,103	90	2
Central Gulf Coast	\$57,531	44	6
Central New York	\$60,348	57	3
Central Pennsylvania	\$59,282	54	4
Chicago	\$62,590	138	2
Colorado	\$54,158	104	8
Connecticut	\$68,317	186	1
Dallas	\$58,828	83	5
Delaware	\$70,009	32	1
East Carolina	\$64,260	43	2
Eastern Michigan	\$44,789	24	10
Eastern Oregon	\$52,000	11	9
Eastern Tennessee	\$55,500	47	7
Easton	\$59,400	25	4
Eau Claire	\$53,264	12	9
El Camino Real	\$60,050	50	3
Florida	\$59,800	79	4
Fond du Lac	\$53,647	21	8
Fort Worth	\$53,000	54	9
Georgia	\$54,900	55	7
Hawaii	\$64,590	31	2
Idaho	\$54,569	13	8
Indianapolis	\$59,275	46	5
Iowa	\$51,955	35	9
Kansas	\$51,980	28	9
Kentucky	\$57,890	27	5
Lexington	\$54,871	26	8
Long Island	\$65,450	115	1
Los Angeles	\$58,425	182	5
Louisiana	\$60,000	55	4
Maine	\$55,851	45	7

Diocese	Median	Number of	Decile
Maryland	\$58,228	115	5
Massachusetts	\$61,960	193	3
Michigan	\$57,500	81	6
Milwaukee	\$55,978	55	6
Minnesota	\$58,261	67	5
Mississippi	\$49,250	74	10
Missouri	\$51,507	44	9
Montana	\$44,288	20	10
Navajoland Area Mission	\$40,612	3	10
Nebraska	\$51,447	31	9
Nevada	\$61,413	12	3
New Hampshire	\$59,212	43	5
New Jersey	\$67,294	126	1
New York	\$65,733	234	1
Newark	\$59,284	108	4
North Carolina	\$60,057	118	3
North Dakota	\$46,410	11	10
Northern California	\$57,792	60	5
Northern Indiana	\$54,979	23	7
Northern Michigan	\$45,168	8	10
Northwest Texas	\$53,868	23	8
Northwestern Pennsylvania	\$55,510	17	7
Ohio	\$59,282	79	4
Oklahoma	\$57,450	48	6
Olympia	\$55,020	95	7
Oregon	\$54,048	61	8
Pennsylvania	\$64,110	156	2
Pittsburgh	\$54,948	64	7
Quincy	\$49,392	9	10
Rhode Island	\$56,613	50	6
Rio Grande	\$54,075	47	8
Rochester	\$63,084	45	2
San Diego	\$62,265	59	2
San Joaquin	\$56,594	38	6
South Carolina	\$68,731	77	1
South Dakota	\$46,134	18	10
Southeast Florida	\$62,749	82	2
Southern Ohio	\$59,973	83	4
Southern Virginia	\$64,093	82	2
Southwest Florida	\$58,868	78	5
Southwestern Virginia	\$59,197	35	5

Diocese	Median	Number of	Decile
Spokane	\$55,442	22	7
Springfield	\$54,000	23	8
Tennessee	\$57,783	64	6
Texas	\$65,724	188	1
Upper South Carolina	\$56,388	62	6
Utah	\$65,667	31	1
Vermont	\$55,000	33	7
Virginia	\$64,344	245	2
Washington	\$72,229	128	1
West Missouri	\$52,831	44	9
West Tennessee	\$67,296	33	1
West Texas	\$60,778	71	3
West Virginia	\$57,737	28	6
Western Kansas	\$56,758	12	6
Western Louisiana	\$52,472	36	9
Western Massachusetts	\$60,710	57	3
Western Michigan	\$50,232	51	10
Western New York	\$59,414	43	4
Western North Carolina	\$55,274	48	7
Wyoming	\$45,517	20	10
Total	\$60,000	6288	