

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

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

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

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

Clergy Compensation By Years of Experience		
Gender	Years Credited Service / Episcopal Job Experience	Median Clergy Compensation
Male	1 to 5 Yrs	\$55,000
	5 to 10 Yrs	\$65,458
	10 to 20 Yrs	\$73,440
	20 Years Plus	\$82,906
	Total	\$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
	Total	\$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
	Total	\$66,545

Clergy Compensation By Age				
Gender	Age of Cleric	Median Compensation	Number of Clergy	Percentage of Clergy
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%
	Total	\$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%
	Total	\$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%
	Total	\$66,545	5912	100.0%

Provincial-Level Data

Median Compensation for All Full-time Clergy	
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
Total	\$66,545

Cleric's Total Compensation by Church Size			
		All Clerics	Senior and Solo Clergy Only
Province	Church Size	Median	Median
1	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
	Total		\$71,300
2	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
	Total		\$70,731
3	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
	Total		\$68,378
4	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
	Total		\$65,754
5	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
	Total	\$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
	Total	\$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
	Total	\$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
	Total	\$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
	Total		\$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
	Total		\$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
	Total		\$93,362	\$62,893

Diocesan-Level Data

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

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

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

Median Total Compensation by Church Size - All Full-Time Clergy				
<i>Insufficient data indicates that there were reports from fewer than three parishes)</i>				
Diocese	Family (0-75)	Pastoral (76-140)	Transitional (141-225)	Program & Resource(226+)
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

Diocese	Family (0-75)	Pastoral (76-140)	Transitional (141-225)	Program & Resource(226+)
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

Diocese	Family (0-75)	Pastoral (76-140)	Transitional (141-225)	Program & Resource(226+)
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

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

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

Diocese	Family (0-75)	Pastoral (76-140)	Transitional (141-225)	Program & Resource (226+)
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

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