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**The 2009 Church**

**Compensation Report**

A National, Provincial, and Diocesan

Analysis of Clergy Compensation

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The Church Pension Fund

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# **2009 Episcopal Church Compensation Report: National, Provincial, and Diocesan Tables**

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

In the nine years since the clergy compensation guide has been available online, it has been used by an ever-increasing number of people—not just by the traditional constituency of diocesan administrators, but by clergy and parishes, as well. 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 Church 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 \$29,886 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 towards 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>Table 1: Full-time clergy compensation 2000 to 2009 in actual and constant dollars</b>			
	<b>FT clergy median comp</b>	<b>Constant 2009 \$s</b>	<b>% change constant \$s</b>
2009 median for all full-time clergy	\$67,820	\$66,023	-0.7%
2008 median for all full-time clergy	\$66,545	\$66,545	3.0%
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	

<b>Table 2: Overall average compensation by church size</b>		
<b>Average Sunday Attendance (ASA) Church Size</b>	<b>All full-time parish clergy</b>	<b>Senior and solo clerics</b>
Family (0-75)	\$55,969	\$55,984
Pastoral (75-140)	\$67,509	\$68,273
Transitional (140-225)	\$75,468	\$80,294
Program (225-400)	\$78,238	\$94,532
Resource (400+)	\$79,123	\$127,395
<b>Total</b>	<b>\$67,497</b>	<b>\$70,169</b>

<b>Table 3: Full-time compensation by gender and position in comparative perspective</b>			
<b>ALL CLERGY — Parochial and non-parochial</b>			
<b>Gender</b>	<b>Median</b>	<b>No.</b>	<b>% of Total N</b>
Male	\$71,859	3817	66.6%
Female	\$61,519	1914	33.4%
<b>Total</b>	<b>\$67,820</b>	<b>5731</b>	<b>100.0%</b>
<b>SENIOR CLERGY</b>			
<b>Gender</b>	<b>Median</b>	<b>No.</b>	<b>% of Total N</b>
Male	\$98,043	650	82.1%
Female	\$83,516	142	17.9%
<b>Total</b>	<b>\$94,942</b>	<b>792</b>	<b>100.0%</b>
<b>SOLO CLERGY</b>			
<b>Gender</b>	<b>Median</b>	<b>No.</b>	<b>% of Total N</b>
Male	\$66,539	2276	66.5%
Female	\$59,113	1144	33.5%
<b>Total</b>	<b>\$64,483</b>	<b>3420</b>	<b>100.0%</b>
<b>ASSOCIATES, ASSISTANTS AND CURATES</b>			
<b>Gender</b>	<b>Median</b>	<b>No.</b>	<b>% of Total N</b>
Male	\$57,042	518	47.0%
Female	\$53,612	584	53.0%
<b>Total</b>	<b>\$55,000</b>	<b>1102</b>	<b>100.0%</b>
<b>SPECIALIST MINISTERS</b>			
<b>Gender</b>	<b>Median</b>	<b>No.</b>	<b>% of Total N</b>
Male	\$67,906	537	62.2%
Female	\$58,234	326	37.8%
<b>Total</b>	<b>\$64,000</b>	<b>863</b>	<b>100.0%</b>

<b>Table 4: Clergy compensation by years of experience</b>		
<b>Gender</b>	<b>Years credited service / Episcopal job experience</b>	<b>Median clergy compensation</b>
<b>Male</b>	1 to 5 Yrs	\$56,295
	5 to 10 Yrs	\$67,334
	10 to 20 Yrs	\$74,448
	20 Years Plus	\$84,679
	<b>Total</b>	\$72,015
<b>Female</b>	1 to 5 Yrs	\$53,458
	5 to 10 Yrs	\$60,452
	10 to 20 Yrs	\$68,085
	20 Years Plus	\$73,230
	<b>Total</b>	\$61,618
<b>Total</b>	1 to 5 Yrs	\$54,984
	5 to 10 Yrs	\$64,479
	10 to 20 Yrs	\$71,980
	20 Years Plus	\$82,850
	<b>Total</b>	\$68,040

<b>Table 5: 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>
<b>Male</b>	18 to 35	\$57,748	282	7.4%
	35 to 45	\$68,237	529	13.9%
	45 to 55	\$73,676	1139	29.8%
	Over 55	\$74,984	1867	48.9%
	<b>Total</b>	\$71,859	3817	100.0%
<b>Female</b>	18 to 35	\$54,040	143	7.5%
	35 to 45	\$60,712	226	11.8%
	45 to 55	\$62,885	591	30.9%
	Over 55	\$62,738	954	49.8%
	<b>Total</b>	\$61,519	1914	100.0%
<b>Total</b>	18 to 35	\$55,770	425	7.4%
	35 to 45	\$66,000	755	13.2%
	45 to 55	\$69,972	1730	30.2%
	Over 55	\$70,000	2821	49.2%
	<b>Total</b>	\$67,820	5731	100.0%

## Provincial-Level Data

<b>Table 6: Median compensation for all full-time clergy</b>	
<b>Province</b>	<b>Median</b>
I	\$73,221
II	\$73,238
III	\$69,542
IV	\$67,284
V	\$64,050
VI	\$60,862
VII	\$65,073
VIII	\$66,000
<b>Total</b>	<b>\$67,820</b>

<b>Table 7: Cleric's total compensation by church size</b>			
		<b>All clerics</b>	<b>Senior and solo clergy only</b>
<b>Province</b>	<b>Church Size</b>	<b>Median</b>	<b>Median</b>
<b>I</b>	Family (0-75)	\$48,702	\$49,000
	Pastoral (76-140)	\$72,660	\$73,854
	Transitional (141-225)	\$81,518	\$84,589
	Program (226-400)	\$91,847	\$98,392
	Resource (401+)	\$90,106	\$146,346
	<b>Total</b>	<b>\$69,191</b>	<b>\$73,202</b>
<b>II</b>	Family (0-75)	\$55,744	\$56,549
	Pastoral (76-140)	\$73,897	\$75,308
	Transitional (141-225)	\$81,524	\$88,404
	Program (226-400)	\$86,824	\$109,578
	Resource (401+)	\$118,478	\$253,542
	<b>Total</b>	<b>\$69,624</b>	<b>\$71,283</b>
<b>III</b>	Family (0-75)	\$54,972	\$56,042
	Pastoral (76-140)	\$69,475	\$72,000
	Transitional (141-225)	\$77,649	\$85,524
	Program (226-400)	\$76,885	\$105,497
	Resource (401+)	\$75,355	\$127,359
	<b>Total</b>	<b>\$68,050</b>	<b>\$71,841</b>
<b>IV</b>	Family (0-75)	\$49,545	\$49,915
	Pastoral (76-140)	\$63,418	\$63,945
	Transitional (141-225)	\$72,048	\$75,548
	Program (226-400)	\$73,441	\$90,000
	Resource (401+)	\$75,355	\$128,170
	<b>Total</b>	<b>\$65,509</b>	<b>\$68,875</b>
<b>V</b>	Family (0-75)	\$51,838	\$51,900
	Pastoral (76-140)	\$62,631	\$65,205
	Transitional (141-225)	\$72,125	\$79,468
	Program (226-400)	\$75,335	\$98,077
	Resource (401+)	\$72,288	\$128,441
	<b>Total</b>	<b>\$60,715</b>	<b>\$61,905</b>
<b>VI</b>	Family (0-75)	\$47,492	\$47,127
	Pastoral (76-140)	\$63,205	\$64,462
	Transitional (141-225)	\$72,617	\$75,000
	Program (226-400)	\$65,401	\$84,872
	Resource (401+)	\$67,115	\$139,114
	<b>Total</b>	<b>\$58,551</b>	<b>\$63,606</b>
<b>VII</b>	Family (0-75)	\$51,872	\$52,003
	Pastoral (76-140)	\$60,694	\$62,500
	Transitional (141-225)	\$70,270	\$74,949
	Program (226-400)	\$70,564	\$88,925
	Resource (401+)	\$75,632	\$124,260
	<b>Total</b>	<b>\$63,000</b>	<b>\$65,800</b>
<b>VIII</b>	Family (0-75)	\$50,687	\$51,959
	Pastoral (76-140)	\$65,000	\$66,000
	Transitional (141-225)	\$72,789	\$79,582
	Program (226-400)	\$75,000	\$86,101
	Resource (401+)	\$72,000	\$119,139
	<b>Total</b>	<b>\$64,455</b>	<b>\$66,527</b>

<b>Table 8: Median compensation by rank and gender</b>				
<b>Gender</b>	<b>Province</b>	<b>Senior clergy</b>	<b>Solo clergy</b>	<b>Associates and curates</b>
<b>Male</b>	I	\$99,603	\$73,865	\$60,000
	II	\$110,739	\$71,997	\$57,257
	III	\$103,682	\$69,250	\$57,801
	IV	\$100,682	\$66,401	\$58,358
	V	\$85,500	\$61,165	\$54,588
	VI	\$80,750	\$62,750	\$38,500
	VII	\$97,763	\$62,459	\$60,000
	VIII	\$89,961	\$65,255	\$54,600
	<b>Total</b>	<b>\$98,043</b>	<b>\$66,539</b>	<b>\$57,042</b>
<b>Female</b>	I	\$83,958	\$63,938	\$54,489
	II	\$87,565	\$62,884	\$54,127
	III	\$89,592	\$62,926	\$58,019
	IV	\$74,079	\$55,368	\$52,376
	V	\$88,484	\$56,482	\$54,600
	VI	\$75,000	\$53,141	\$37,950
	VII	\$85,505	\$56,571	\$52,000
	VIII	\$84,167	\$60,000	\$53,500
	<b>Total</b>	<b>\$83,516</b>	<b>\$59,113</b>	<b>\$53,612</b>
<b>All Clergy</b>	I	\$94,123	\$67,776	\$55,161
	II	\$109,295	\$69,129	\$55,731
	III	\$99,821	\$67,089	\$57,882
	IV	\$97,596	\$63,954	\$55,151
	V	\$85,500	\$59,425	\$54,600
	VI	\$77,000	\$58,921	\$37,950
	VII	\$95,405	\$59,414	\$55,758
	VIII	\$88,465	\$63,414	\$53,740
	<b>Total</b>	<b>\$94,942</b>	<b>\$64,484</b>	<b>\$55,000</b>



## Diocesan-Level Data

<b>Table 9: Median compensation by province and diocese</b>					
	<b>Diocese</b>	<b>Median</b>	<b>Decile</b>	<b>N</b>	
<b>Province I</b>	Connecticut	\$81,533	1	156	
	Maine	\$64,078	6	46	
	Massachusetts	\$73,000	2	179	
	New Hampshire	\$61,547	7	44	
	Rhode Island	\$68,123	4	45	
	Vermont	\$58,557	9	27	
	Western Mass	\$67,924	4	47	
<b>Province II</b>	Albany	\$60,067	8	56	
	Central New York	\$67,773	4	39	
	Conv of Ch in Europe	\$72,000	NA	9	
	Long Island	\$78,943	1	106	
	New Jersey	\$78,178	1	129	
	New York	\$76,862	1	219	
	Newark	\$68,198	3	86	
	Rochester	\$70,039	3	33	
	Virgin Islands**	\$75,137	NA	5	
	Western New York	\$59,948	8	34	
	<b>Province III</b>	Bethlehem	\$62,636	7	36
Central Penn		\$65,099	5	41	
Delaware		\$72,314	2	30	
Easton		\$67,477	4	25	
Maryland		\$66,866	5	122	
Northwestern Penn		\$68,896	3	12	
Pennsylvania		\$73,171	1	139	
Pittsburgh		\$58,000	9	49	
Southern Virginia		\$71,685	2	81	
Southwestern Virginia		\$64,092	6	36	
Virginia		\$71,172	2	219	
Washington		\$82,136	1	128	
West Virginia		\$64,000	6	33	
* Deciles based on absolute values 1=highest paid 10% 10=lowest paid 10%					

<b>Province IV</b>	Alabama	\$65,904	5	89
	Atlanta	\$68,029	4	127
	Central Florida	\$70,867	2	80
	Central Gulf Coast	\$68,172	4	45
	East Tennessee	\$57,825	9	45
	Eastern Carolina	\$70,286	3	46
	Florida	\$74,880	1	54
	Georgia	\$62,975	7	50
	Kentucky	\$67,875	4	32
	Lexington	\$54,779	10	26
	Louisiana	\$68,237	3	53
	Mississippi	\$57,907	9	73
	North Carolina	\$66,798	5	107
	South Carolina	\$74,080	1	86
	Southeast Florida	\$72,446	2	73
	Southwest Florida	\$69,205	3	86
	Tennessee	\$69,752	3	63
	Upper South Carolina	\$63,223	7	60
	West Tennessee	\$68,896	3	31
	Western North Carolina	\$65,000	6	56
<b>Province V</b>	Chicago	\$67,106	4	131
	Eastern Michigan	\$60,705	8	21
	Eau Claire	\$55,000	10	6
	Fond du Lac	\$58,135	9	23
	Indianapolis	\$64,740	6	50
	Michigan	\$63,609	6	56
	Milwaukee	\$63,373	7	52
	Missouri	\$59,158	9	34
	Northern Indiana	\$63,689	6	20
	Northern Michigan	\$53,355	10	4
	Ohio	\$66,096	5	62
	Quincy	\$61,940	7	2
	Southern Ohio	\$66,608	5	80
	Springfield	\$59,524	8	23
	Western Michigan	\$60,000	8	37
* Deciles based on absolute values 1=highest paid 10% 10=lowest paid 10%				

<b>Province VI</b>	Colorado	\$65,208	5	85
	Iowa	\$53,470	10	36
	Minnesota	\$67,128	4	71
	Montana	\$55,391	10	19
	Nebraska	\$64,161	6	26
	North Dakota	\$57,791	9	10
	South Dakota	\$51,153	10	22
	Wyoming	\$61,000	8	18
<b>Province VII</b>	Arkansas	\$63,250	7	44
	Dallas	\$63,426	7	79
	Fort Worth	\$60,000	8	13
	Kansas	\$57,670	9	30
	Northwest Texas	\$54,350	10	20
	Oklahoma	\$64,375	6	49
	Rio Grande	\$57,624	9	34
	Texas	\$72,842	2	185
	West Missouri	\$59,556	8	36
	West Texas	\$67,000	5	67
	Western Kansas	\$52,700	10	9
	Western Louisiana	\$63,584	6	30
<b>Province VIII</b>	Alaska	\$73,641	1	10
	Arizona	\$63,443	7	57
	California	\$70,757	2	123
	Eastern Oregon	\$54,000	10	5
	El Camino Real	\$69,488	3	48
	Hawaii	\$82,271	1	32
	Idaho	\$66,527	5	11
	Los Angeles	\$65,196	5	183
	Navajoland	NA	NA	0
	Nevada	\$71,921	2	8
	Northern California	\$63,200	7	51
	Olympia	\$67,128	4	83
	Oregon	\$59,723	8	58
	San Diego	\$70,396	2	42
	San Joaquin	\$60,000	8	14
	Spokane	\$59,000	9	17
	Utah	\$69,842	3	26

<b>Province IX</b>	Puerto Rico**	\$27,375	NA	45
* 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 circumstance				

**Table 10: Median total compensation by church size:  
All full-time clergy**

*(Insufficient data indicates that there were reports from fewer than three parishes)*

<b>Diocese</b>	<b>Family (0-75)</b>	<b>Pastoral (75-140)</b>	<b>Transitional (140-225)</b>	<b>Program &amp; Resource (225+)</b>
Alabama	\$54,026	\$65,760	\$74,663	\$86,640
Alaska	\$39,536	\$72,290	Insufficient Data	\$89,744
Albany	\$48,232	\$66,170	\$80,346	\$64,480
Arizona	\$60,473	\$55,468	\$68,000	\$73,979
Arkansas	\$54,000	\$64,267	\$81,380	\$62,642
Atlanta	\$55,029	\$64,500	\$70,886	\$69,075
Bethlehem	\$49,357	\$69,475	\$57,600	\$80,064
California	\$64,239	\$75,316	\$73,799	\$88,905
Central Florida	\$53,799	\$58,905	\$72,050	\$79,888
Central Gulf Coast	\$58,785	\$68,398	\$76,285	\$95,037
Central New York	\$65,991	\$66,236	\$84,258	\$80,829
Central Pennsylvania	\$58,109	\$65,414	\$60,000	\$82,245
Chicago	\$56,179	\$66,676	\$85,500	\$71,695
Colorado	\$47,066	\$64,065	\$79,197	\$79,748
Connecticut	\$65,672	\$79,669	\$82,777	\$89,938
Dallas	\$45,780	\$58,000	\$67,820	\$71,727
Delaware	\$63,800	\$67,299	\$83,900	\$89,038
East Carolina	\$57,126	\$71,540	\$77,606	\$66,960
Eastern Michigan	\$48,345	\$60,864	\$68,400	Insufficient Data
Eastern Oregon	\$42,000	Insufficient Data	\$65,988	Insufficient Data
Eastern Tennessee	\$39,436	\$54,437	\$69,500	\$64,101
Easton	\$56,635	\$67,477	\$81,654	\$91,965

<b>Diocese</b>	<b>Family (0-75)</b>	<b>Pastoral (75-140)</b>	<b>Transitional (140-225)</b>	<b>Program &amp; Resource (225+)</b>
Eau Claire	\$39,513	\$73,640	\$65,300	Insufficient Data
El Camino Real	\$63,414	\$70,000	\$86,570	\$84,951
Florida	\$61,380	\$64,851	\$85,866	\$82,530
Fond du Lac	\$54,242	\$61,100	\$66,757	Insufficient Data
Fort Worth	\$51,740	\$56,612	Insufficient Data	\$62,500
Georgia	\$57,872	\$66,225	\$60,600	\$85,357
Hawaii	\$68,504	\$84,800	\$102,540	\$135,053
Idaho	\$39,375	\$64,400	\$106,360	\$59,377
Indianapolis	\$58,755	\$66,015	\$67,658	\$72,063
Iowa	\$45,457	\$54,060	\$66,336	Insufficient Data
Kansas	\$33,750	\$54,937	\$70,270	\$85,000
Kentucky	\$45,000	\$64,428	\$70,769	\$89,215
Lexington	\$39,530	\$64,812	\$72,867	\$54,040
Long Island	\$66,849	\$78,943	\$89,115	\$88,702
Los Angeles	\$59,250	\$64,500	\$71,957	\$69,875
Louisiana	\$51,999	\$69,119	\$85,467	\$72,756
Maine	\$57,514	\$68,302	\$79,761	\$66,515
Maryland	\$48,294	\$66,866	\$73,744	\$75,000
Massachusetts	\$37,098	\$69,455	\$81,007	\$93,500
Michigan	\$48,086	\$60,900	\$76,855	\$70,201
Milwaukee	\$47,275	\$62,502	\$71,368	Insufficient Data
Minnesota	\$37,621	\$66,383	\$70,748	\$68,245
Mississippi	\$46,590	\$62,838	\$72,437	\$65,885
Missouri	\$38,831	\$55,881	\$55,000	\$88,626
Montana	\$49,873	\$56,548	\$63,447	\$38,862
Navajoland	Insufficient Data	Insufficient Data	Insufficient Data	Insufficient Data
Nebraska	\$58,000	\$65,719	\$67,500	\$70,000
Nevada	\$4,920	\$63,762	\$12,460	\$48,000
New Hampshire	\$49,211	\$66,227	\$72,231	\$88,311

<b>Diocese</b>	<b>Family (0-75)</b>	<b>Pastoral (75-140)</b>	<b>Transitional (140-225)</b>	<b>Program &amp; Resource (225+)</b>
New Jersey	\$62,077	\$81,351	\$77,943	\$89,994
New York	\$67,340	\$75,852	\$73,195	\$97,761
Newark	\$59,566	\$68,491	\$70,405	\$112,454
North Carolina	\$48,875	\$63,295	\$67,825	\$69,100
North Dakota	\$55,828	\$54,758	\$85,290	Insufficient Data
Northern California	\$51,750	\$65,000	\$76,073	\$85,272
Northern Indiana	\$32,489	\$68,175	\$69,885	Insufficient Data
Northern Michigan	\$64,039	Insufficient Data	Insufficient Data	Insufficient Data
Northwest Texas	\$57,264	\$46,500	\$68,840	\$53,700
Northwestern Pennsylvania	\$60,684	\$70,722	\$81,319	Insufficient Data
Ohio	\$55,312	\$67,616	\$79,852	\$98,077
Oklahoma	\$48,186	\$65,000	\$72,275	\$75,632
Olympia	\$42,911	\$67,367	\$79,140	\$80,000
Oregon	\$52,740	\$61,407	\$53,133	\$72,000
Pennsylvania	\$64,000	\$75,468	\$93,120	\$73,099
Pittsburgh	\$44,669	\$65,834	\$64,930	\$73,440
Quincy	Insufficient Data	Insufficient Data	\$61,940	Insufficient Data
Rhode Island	\$59,147	\$67,277	\$69,653	\$95,105
Rio Grande	\$49,595	\$53,720	\$69,528	\$90,000
Rochester	\$51,020	\$70,039	\$85,148	\$89,776
San Diego	\$49,362	\$63,402	\$80,054	\$86,051
San Joaquin	\$54,763	\$58,732	\$70,700	Insufficient Data
South Carolina	\$63,331	\$73,540	\$86,225	\$80,175
South Dakota	\$46,627	\$58,382	\$74,000	Insufficient Data
Southeast Florida	\$91,503	\$64,840	\$81,334	\$77,807
Southern Ohio	\$58,547	\$67,483	\$71,130	\$82,906
Southern Virginia	\$60,912	\$74,200	\$80,990	\$82,590
Southwest Florida	\$52,785	\$53,500	\$65,985	\$83,980

<b>Diocese</b>	<b>Family (0-75)</b>	<b>Pastoral (75-140)</b>	<b>Transitional (140-225)</b>	<b>Program &amp; Resource (225+)</b>
Southwestern Virginia	\$54,414	\$68,440	\$66,045	\$58,600
Spokane	\$42,840	\$59,892	\$61,370	\$76,128
Springfield	\$58,454	\$69,219	\$72,125	\$144,640
Tennessee	\$46,020	\$61,038	\$66,368	\$81,635
Texas	\$56,505	\$70,296	\$73,049	\$80,912
Upper South Carolina	\$51,500	\$59,664	\$70,019	\$73,503
Utah	\$61,152	\$62,368	\$62,604	Insufficient Data
Vermont	\$49,418	\$66,384	\$83,910	Insufficient Data
Virginia	\$62,500	\$75,561	\$78,921	\$74,707
Washington	\$63,974	\$83,163	\$95,317	\$91,067
West Missouri	\$58,668	\$57,820	\$73,867	\$77,473
West Tennessee	\$57,268	\$68,896	\$64,997	\$73,750
West Texas	\$58,728	\$64,691	\$72,800	\$73,758
West Virginia	\$52,787	\$63,497	\$79,804	Insufficient Data
Western Kansas	\$42,263	\$80,170	Insufficient Data	Insufficient Data
Western Louisiana	\$52,754	\$57,055	\$85,267	\$64,756
Western Massachusetts	\$51,380	\$73,865	\$86,712	\$91,551
Western Michigan	\$50,622	\$59,466	\$67,430	\$85,000
Western New York	\$55,940	\$69,117	\$88,404	\$79,966
Western North Carolina	\$48,891	\$65,000	\$75,020	\$68,207
Wyoming	\$52,200	\$65,548	\$69,596	Insufficient Data

**Table 11: Median compensation by church size:  
Senior and solo full-time rectors**

*(Insufficient data indicates that there were reports from fewer than three parishes)*

<b>Diocese</b>	<b>Family (0-75)</b>	<b>Pastoral (76-140)</b>	<b>Transitional (141-225)</b>	<b>Program &amp; Resource (226+)</b>
Alabama	\$54,026	\$66,000	\$79,317	\$111,025
Alaska	\$39,536	\$72,290	Insufficient Data	\$89,744
Albany	\$48,232	\$66,170	\$82,263	\$86,216
Arizona	\$60,473	\$55,468	\$68,000	\$83,966
Arkansas	\$54,000	\$64,267	\$81,380	\$101,372
Atlanta	\$55,029	\$64,500	\$70,886	\$91,755
Bethlehem	\$49,357	\$69,475	\$71,985	\$97,261
California	\$64,239	\$78,474	\$92,224	\$117,722
Central Florida	\$53,799	\$58,905	\$72,550	\$84,950
Central Gulf Coast	\$58,785	\$68,398	\$89,618	\$109,173
Central New York	\$65,991	\$66,236	\$84,258	\$109,178
Central Pennsylvania	\$58,109	\$65,414	\$74,088	\$95,115
Chicago	\$56,179	\$68,232	\$88,562	\$91,582
Colorado	\$46,640	\$65,354	\$79,550	\$91,260
Connecticut	\$68,169	\$80,641	\$83,074	\$109,543
Dallas	\$45,780	\$59,000	\$71,310	\$87,841
Delaware	\$63,800	\$67,299	\$85,630	\$121,125
East Carolina	\$57,126	\$71,540	\$86,542	\$105,450
East Tennessee	\$48,345	\$61,023	\$68,400	Insufficient Data
Eastern Michigan	\$42,000	Insufficient Data	\$65,988	Insufficient Data
Eastern Oregon	\$39,436	\$54,437	\$72,290	\$97,644
Easton	\$56,635	\$67,477	\$81,654	\$94,696
Eau Claire	\$39,513	\$73,640	\$65,300	Insufficient Data
El Camino Real	\$63,414	\$70,948	\$86,570	\$101,951
Florida	\$61,380	\$64,851	\$85,866	\$100,222
Fond Du Lac	\$54,242	\$63,064	\$66,757	Insufficient Data



<b>Diocese</b>	<b>Family (0-75)</b>	<b>Pastoral (76-140)</b>	<b>Transitional (141-225)</b>	<b>Program &amp; Resource (226+)</b>
Fort Worth	\$51,740	\$56,612	Insufficient Data	\$85,500
Georgia	\$57,872	\$66,225	\$68,845	\$115,507
Hawaii	\$68,504	\$83,533	\$103,239	\$135,053
Idaho	\$62,888	\$64,400	\$106,360	\$72,464
Indianapolis	\$58,755	\$66,015	\$90,000	\$113,598
Iowa	\$51,097	\$54,609	\$75,000	Insufficient Data
Kansas	\$46,000	\$56,044	\$70,270	\$91,356
Kentucky	\$46,750	\$65,000	\$71,394	\$95,656
Lexington	\$44,914	\$64,812	\$75,548	\$108,338
Long Island	\$68,948	\$79,203	\$89,888	\$102,631
Los Angeles	\$60,000	\$65,000	\$85,000	\$102,772
Louisiana	\$65,310	\$69,119	\$85,467	\$125,845
Maine	\$57,780	\$68,302	\$85,282	\$102,000
Maryland	\$59,112	\$68,465	\$84,189	\$110,000
Massachusetts	\$56,775	\$70,616	\$87,049	\$97,594
Michigan	\$50,500	\$61,800	\$76,744	\$91,115
Milwaukee	\$58,359	\$62,502	\$79,086	Insufficient Data
Minnesota	\$39,796	\$67,128	\$72,943	\$94,332
Mississippi	\$47,130	\$66,063	\$79,287	\$117,300
Missouri	\$55,541	\$56,139	\$72,100	\$123,963
Montana	\$49,873	\$56,548	\$69,879	\$65,401
Navajoland Area	Insufficient Data	Insufficient Data	Insufficient Data	Insufficient Data
Nebraska	\$58,921	\$65,719	\$70,000	\$86,905
Nevada	Insufficient Data	\$80,080	Insufficient Data	\$66,084
New Hampshire	\$50,687	\$66,227	\$83,508	\$96,123
New Jersey	\$64,502	\$81,351	\$85,946	\$105,674
New York	\$70,093	\$78,218	\$104,113	\$142,678

<b>Diocese</b>	<b>Family (0-75)</b>	<b>Pastoral (76-140)</b>	<b>Transitional (141-225)</b>	<b>Program &amp; Resource (226+)</b>
Newark	\$64,146	\$72,563	\$88,481	\$119,334
North Carolina	\$55,637	\$65,000	\$75,000	\$91,941
North Dakota	\$55,828	\$54,758	\$85,290	Insufficient Data
Northern California	\$52,586	\$65,000	\$76,130	\$91,620
Northern Indiana	\$53,069	\$68,175	\$76,009	Insufficient Data
Northern Michigan	\$64,039	Insufficient Data	Insufficient Data	Insufficient Data
Northwest Texas	\$57,264	\$46,500	\$76,920	\$64,302
Northwestern Penn	\$60,684	\$70,722	\$81,319	Insufficient Data
Ohio	\$55,312	\$67,616	\$80,709	\$114,714
Oklahoma	\$48,186	\$65,000	\$74,950	\$112,575
Olympia	\$42,911	\$67,367	\$79,140	\$86,150
Oregon	\$52,740	\$61,407	\$59,687	\$79,634
Pennsylvania	\$64,000	\$76,488	\$97,709	\$126,293
Pittsburgh	\$44,669	\$65,834	\$73,060	\$100,357
Quincy	Insufficient Data	Insufficient Data	\$83,879	Insufficient Data
Rhode Island	\$59,147	\$68,123	\$73,579	\$98,120
Rio Grande	\$49,595	\$53,720	\$69,528	\$98,713
Rochester	\$51,020	\$70,039	\$85,148	\$128,583
San Diego	\$49,362	\$63,402	\$84,418	\$97,975
San Joaquin	\$54,763	\$58,732	\$70,700	Insufficient Data
South Carolina	\$63,331	\$73,540	\$89,486	\$105,544
South Dakota	\$46,627	\$58,382	\$74,000	Insufficient Data
Southeast Florida	\$91,503	\$64,840	\$81,800	\$93,704
Southern Ohio	\$58,547	\$69,091	\$75,190	\$88,260
Southern Virginia	\$60,912	\$74,995	\$85,974	\$93,978
Southwest Florida	\$52,785	\$53,500	\$70,000	\$102,116
Southwestern Virginia	\$54,414	\$68,440	\$76,924	\$98,161
Spokane	\$42,840	\$59,892	\$57,366	\$97,656

<b>Diocese</b>	<b>Family (0-75)</b>	<b>Pastoral (76-140)</b>	<b>Transitional (141-225)</b>	<b>Program &amp; Resource (226+)</b>
Springfield	\$58,454	\$77,635	\$72,125	\$144,640
Tennessee	\$46,020	\$61,038	\$73,115	\$112,854
Texas	\$56,505	\$71,037	\$74,498	\$102,447
Upper South Carolina	\$51,500	\$59,664	\$70,885	\$86,612
Utah	\$61,152	\$62,368	\$69,928	Insufficient Data
Vermont	\$49,418	\$66,384	\$92,391	Insufficient Data
Virginia	\$63,007	\$75,600	\$84,803	\$119,968
Washington	\$63,974	\$86,000	\$95,903	\$133,178
West Missouri	\$58,668	\$57,820	\$78,884	\$105,274
West Tennessee	\$57,268	\$68,896	\$64,997	\$116,682
West Texas	\$58,728	\$64,691	\$78,400	\$99,188
West Virginia	\$52,787	\$64,558	\$78,750	Insufficient Data
Western Kansas	\$42,263	\$80,170	Insufficient Data	Insufficient Data
Western Louisiana	\$52,754	\$57,055	\$87,304	\$89,304
Western Massachusetts	\$51,380	\$73,865	\$86,712	\$91,551
Western Michigan	\$50,622	\$59,466	\$67,430	\$100,000
Western New York	\$55,940	\$69,117	\$89,541	\$106,625
Western North Carolina	\$48,891	\$65,000	\$76,241	\$93,583
Wyoming	\$52,200	\$65,548	\$69,596	Insufficient Data