

Bishop's Compensation Report 2021



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Research and Data

Definition of Compensation

Compensation is defined as the assessable compensation reported to The Church Pension Fund (CPF) and includes, cash salary, utilities, payments made to Social Security, and housing, either in the form of a housing allowance, or if church housing is provided, as 30% of salary. Compensation also includes contributions to individual retirement accounts (where applicable), cash gifts to bishops, and the payment of school fees for bishops' children. This compensation amount does not include the pension assessment payments made to CPF or any other standard employee benefit.

Compensation for bishops who are retired, but who are still performing Episcopal functions, is not included.

Median compensation represents the 50th percentile of the compensation data. Low Range represents the 25th percentile, and High Range represents the 75th percentile.

Understanding the Quintiles

To create the quintiles, we implemented standardized scores on four dimensions of diocesan size: the number of full-time clergy, total bishop compensation, the number of congregations, and the sum of total congregational revenues. We then aggregated those standardized scores and ranked the domestic dioceses from 1 to 99 on the basis of this index. Quintiles group these ranked dioceses into 5 categories from the top 20 largest dioceses down to the 19 smallest dioceses.

Understanding the Similar Clusters

To create the similar clusters of dioceses, we implemented the machine learning technique called "cluster analysis," which aggregates dioceses in such a way that they share more similarities within the same group when compared to other groups. Their degree of similarities is based on four dimensionsⁱ: geographical location, demographic data, socioeconomic status, and average Sunday attendance (ASA). We then assigned these clusters of dioceses to twelve distinct categories based on our overall understanding of the locales of these clusters. These similar clusters provide a data-driven perspective about how closely related a diocese is when compared to another.

ⁱ Sources: parochial reports, U.S. Census, and other commercially available data.

Median Compensation for Bishops (Domestic and Non-domestic)

Median for Diocesan Bishops ⁱⁱ	\$160,000
Median for Suffragan Bishops ⁱⁱⁱ	\$171,000
Median for Diocesan Bishops with a Suffragan ^{iv}	\$195,500

Median Compensation by Gender of Bishop (Domestic)

Diocesan Bishops		All Bishops	
Female	\$166,156	Female	\$165,193
Male	\$172,095	Male	\$175,194

Compensation Ranges by Diocesan Size Quintile^v (Domestic)

Quintile	Median	Low Range	High Range
1	\$232,200	\$195,000	\$282,000
2	\$178,300	\$156,000	\$199,700
3	\$161,100	\$150,000	\$175,800
4	\$156,800	\$140,200	\$180,200
5	\$127,400	\$123,700	\$139,300

Median Compensation by Similar Clusters of Dioceses

Cluster	Name	Median
1	Transitioning Industrial/Commercial	\$161,582
2	Rural – West	\$137,741
3	West Coast Urban	\$176,000
4	Southwest	\$219,714
5	Rural – Midwest	\$126,868
6	Old Industrial	\$150,051
7	Northeast Rural	\$149,975
8	Southeast	\$178,727
9	Acela Corridor	\$193,465
10	Upper South	\$161,101
11	Desert Southwest	\$150,988
12	International/U.S. Territories	\$65,598

ⁱⁱ Includes both domestic and non-domestic.

ⁱⁱⁱ Domestic only. There were no non-domestic suffragan bishops in 2021.

^{iv} Domestic only.

^v Median compensation represents the 50th percentile of the compensation data. Low Range represents the 25th percentile, and High Range represents the 75th percentile.

**Median Compensation by Province
(Domestic)**

Province I	\$157,300
Province II	\$215,300
Province III	\$169,400
Province IV	\$176,100
Province V	\$155,000
Province VI	\$131,800
Province VII	\$188,400
Province VIII	\$161,200
Overall Median Compensation	\$168,800

**Median Compensation by Province
(Domestic and Non-domestic)**

Province I	\$157,300
Province II	\$168,800
Province III	\$169,400
Province IV	\$176,100
Province V	\$155,000
Province VI	\$131,800
Province VII	\$188,400
Province VIII	\$155,300
Province IX	\$71,500
Overall Median Compensation	\$160,000

Dioceses Ranked by Quintile (Domestic)

Diocese	Quintile	Diocese	Quintile	Diocese	Quintile
Alabama	2	Lexington	4	Pittsburgh	3
Alaska	5	Long Island	1	Rhode Island	3
Albany	2	Los Angeles	1	Rio Grande	3
Arizona	2	Louisiana	3	Rochester	4
Arkansas	3	Maine	3	San Diego	3
Atlanta	1	Maryland	1	San Joaquin	5
Bethlehem	4	Massachusetts	1	South Carolina	3
California	1	Michigan	2	South Dakota	4
Central Florida	1	Milwaukee	3	Southeast Florida	2
Central Gulf Coast	3	Minnesota	2	Southern Ohio	2
Central New York	3	Mississippi	2	Southern Virginia	1
Central	3	Missouri	3	Southwest Florida	2
Chicago	1	Montana	5	Southwestern Virginia	4
Colorado	1	Navajo Area Mission	5	Spokane	5
Connecticut	1	Nebraska	4	Springfield	5
Dallas	1	Nevada	5	Tennessee	3
Delaware	4	New Hampshire	3	Texas	1
East Carolina	2	New Jersey	1	Upper South Carolina	2
East Tennessee	3	New York	1	Utah	5
Eastern Michigan	5	Newark	2	Vermont	4
Eastern Oregon	5	North Carolina	1	Virginia	1
Easton	4	North Dakota	5	Washington	1
Eau Claire	5	North Texas	4	West Missouri	3
El Camino Real	4	Northern California	2	West Tennessee	4
Florida	2	Northern Indiana	5	West Texas	2
Fond Du Lac	5	Northern Michigan	5	West Virginia	4
Georgia	2	Northwest Texas	5	Western Kansas	5
Hawaii	4	Northwestern	5	Western Louisiana	4
Idaho	5	Ohio	2	Western	3
Indianapolis	3	Oklahoma	2	Western Michigan	3
Iowa	4	Olympia	1	Western New York	4
Kansas	4	Oregon	2	Western North	2
Kentucky	4	Pennsylvania	1	Wyoming	4

Dioceses by Similar Cluster

Cluster 1 **Transitioning Industrial/Commercial**

- Chicago
- Minnesota
- Rhode Island
- Southern Ohio
- Indianapolis
- Pittsburgh

Cluster 2 **Rural – West**

- Alaska
- Eastern Oregon
- Wyoming
- Idaho
- Montana
- Spokane

Cluster 3 **West Coast Urban**

- California
- Los Angeles
- Northern California
- Olympia
- Oregon
- San Diego
- Hawaii
- El Camino Real

Cluster 4 **Southwest**

- Dallas
- North Texas
- Oklahoma
- Texas
- Colorado
- Northwest Texas

Cluster 5 **Rural – Midwest**

- Eau Claire
- Kansas
- Nebraska
- North Dakota
- Northern Michigan
- Western Kansas
- West Missouri
- South Dakota
- Iowa
- Springfield

Cluster 6 **Old Industrial**

- Bethlehem
- Central Pennsylvania
- Eastern Michigan
- Michigan
- Milwaukee
- Missouri
- Northern Indiana

- Northwestern Pennsylvania
- Western Michigan
- Western New York
- Ohio
- Fond Du Lac

Cluster 7

Northeast Rural

- Central New York
- Maine
- New Hampshire
- Rochester
- Vermont
- Western Massachusetts
- Albany

Cluster 8

Southeast

- Arkansas
- Atlanta
- Central Gulf Coast
- Florida
- South Carolina
- Southeast Florida
- Southwest Florida
- Western Louisiana
- Alabama
- Upper South Carolina
- Louisiana
- Mississippi
- Central Florida
- Georgia

Cluster 9

Acela Corridor

- Delaware
- Long Island
- Maryland
- New Jersey
- New York
- Newark
- Washington
- Connecticut
- Massachusetts
- Pennsylvania
- Virginia

Cluster 10

Upper South

- East Carolina
- East Tennessee
- Kentucky
- Southern Virginia
- West Tennessee
- Western North Carolina
- Tennessee
- North Carolina
- Southwestern Virginia
- Lexington
- West Virginia
- Easton

Cluster 11

Desert Southwest

- Arizona
- Navajoland
- Nevada
- Rio Grande
- San Joaquin
- Utah
- West Texas

Cluster 12

International/U.S. Territories

- Taiwan
- Haiti
- Puerto Rico
- Dominican Republic
- Virgin Islands
- Ecuador Litoral
- Ecuador Central
- Venezuela
- Colombia
- Honduras
- Cuba
- Convocation of Episcopal Churches in Europe