

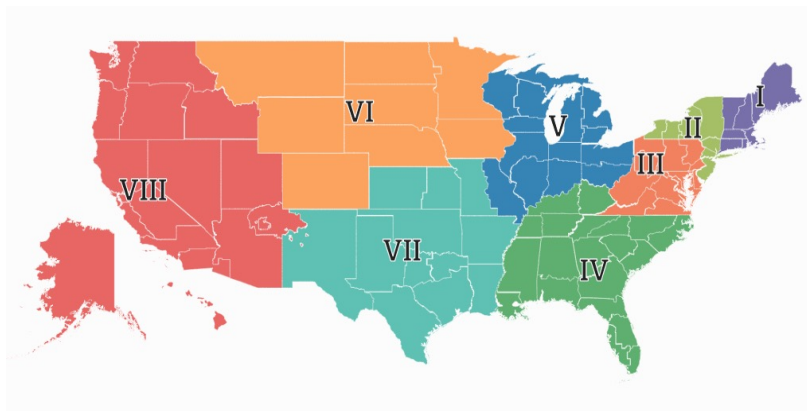
The 2023 Episcopal Clergy Compensation Report



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

*Figures for these demographics represent those who have voluntarily provided this information, not all compensated clergy.

≡ 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](#).

Note: The median compensation figures exclude those working under \$3,000 in domestic dioceses except for the charts containing total compensation ranges, position types and overall provincial statistics.

≡ 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	\$79,954	1,977	40.0%
Male	\$90,933	2,970	60.0%
All	\$85,806	4,947	100.0%

Compensation by Gender and Age

Gender	Cleric Age	Median	Number	% of Total
Female	34 and younger	\$75,000	81	0.8%
	35 to 44	\$78,910	333	5.8%
	45 to 54	\$85,000	460	8.4%
	55 to 64	\$83,411	666	13.4%
	65 to 72	\$71,000	437	8.5%
Male	34 and younger	\$70,001	149	1.9%
	35 to 44	\$87,530	598	11.8%
	45 to 54	\$95,363	768	14.8%
	55 to 64	\$97,405	955	19.0%
	65 to 72	\$83,256	500	10.0%
All	34 and younger	\$72,214	230	3.5%
	35 to 44	\$83,967	931	18.9%
	45 to 54	\$90,052	1228	24.6%
	55 to 64	\$90,996	1621	33.2%
	65 to 72	\$76,855	937	19.8%

Compensation by Gender and Race/Ethnicity

Gender	Race/Ethnicity	Median	Number	% of Total
Female	American Indian/Alaska Native	NR	3	0.13%
	Asian	\$90,000	15	0.66%
	Black/African American	\$95,000	49	2.15%
	Hispanic/Latino	\$68,328	17	0.75%
	White	\$81,576	881	38.69%
	Multiple Races	\$83,952	21	0.92%
	Other	NR	3	0.13%
	Male	American Indian/Alaska Native	\$76,875	7
Asian		\$84,890	25	1.10%
Black/African American		\$99,679	66	2.90%
Hawaiian/Pacific Islander		NR	2	0.09%
Hispanic/Latino		\$89,449	49	2.15%
White		\$91,502	1,105	48.53%
Multiple Races		\$97,760	33	1.45%
Other		NR	1	0.04%
All	American Indian/Alaska Native	\$97,200	9	0.41%
	Asian	\$87,197	39	1.77%
	Black/African American	\$99,679	110	4.99%
	Hawaiian/Pacific Islander	NR	2	0.09%
	Hispanic/Latino	\$88,187	63	2.86%
	White	\$88,143	1,926	87.35%
	Multiple Races	\$90,143	52	2.36%
	Other	NR	4	0.18%

Compensation by Gender and Sexual Orientation

Gender	Sexual Orientation	Median	Number	% of Total
Female	Bisexual	\$82,490	46	0.8%
	Gay or Lesbian	\$82,594	98	2.5%
	Heterosexual	\$83,554	740	37.9%
	Other Orientations*	\$85,600	39	0.6%
	Queer	\$79,058	13	0.1%
Male	Bisexual	\$83,129	21	0.2%
	Gay or Lesbian	\$88,329	265	9.8%
	Heterosexual	\$94,920	919	47.6%
	Other Orientations*	\$78,237	29	0.4%
	Queer	\$85,603	5	0.0%
All	Bisexual	\$83,129	67	1.6%
	Gay or Lesbian	\$87,721	363	13.8%
	Heterosexual	\$90,220	1659	87.7%
	Other Orientations*	\$84,050	68	1.7%
	Queer	\$79,311	18	0.1%

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

Compensation by Gender Identity

Gender Identity	Median	Number	% of Total
Female	\$83,850	939	42.6%
Male	\$93,475	1,250	57.2%
Multiple Genders	\$74,130	17	0.1%
Non-Binary	\$79,663	15	0.1%

Compensation by Gender and Clerical Orders

Gender	Clerical Order	Median	Number	% of Total
Female	Deacon	\$27,000	69	0.5%
	Priest	\$80,360	1908	39.1%
Male	Deacon	\$58,266	25	0.1%
	Priest	\$91,205	2945	60.3%
All	Deacon	\$34,176	94	0.9%
	Priest	\$86,487	4853	99.4%

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Compensation by Employment Details

Compensation by Gender and Position

Gender	Position	Median	Number	% of Total
Female	Senior Rector	\$113,783	189	2.8%
	Solo Rector	\$75,759	976	21.8%
	Assistant	\$73,662	405	7.3%
	Specialty Minister	\$84,774	361	7.4%
	Parish Deacon	\$550	114	1.1%
Male	Senior Rector	\$128,695	498	9.2%
	Solo Rector	\$83,856	1636	37.0%
	Assistant	\$75,450	403	6.9%
	Specialty Minister	\$93,080	387	7.6%
	Parish Deacon	\$300	56	0.4%
All	Senior Rector	\$123,442	687	13.2%
	Solo Rector	\$80,176	2612	59.6%
	Assistant	\$74,946	808	15.5%
	Specialty Minister	\$88,811	748	16.7%
	Parish Deacon	\$354	170	2.1%

Compensation by Gender and Credited Service

Gender	Credited Service	Median	Number	% of Total
Female	Less than 5 years	\$66,168	470	9.4%
	5 to 9 years	\$75,732	486	9.4%
	10 to 19 years	\$88,641	706	14.9%
	20 years plus	\$101,962	313	5.4%
Male	Less than 5 years	\$67,565	553	11.0%
	5 to 9 years	\$80,683	636	13.5%
	10 to 19 years	\$97,099	1047	21.1%
	20 years plus	\$111,547	733	15.3%
All	Less than 5 years	\$67,000	1,023	21.5%
	5 to 9 years	\$79,058	1,122	24.1%
	10 to 19 years	\$93,820	1,753	37.6%
	20 years plus	\$108,930	1,046	22.2%

Compensation by Gender and Average Sunday Attendance (ASA)

Gender	Church Size	Median	Number	% of Total
Female	Family (0-75)	\$71,000	839	24.3%
	Pastoral (76-140)	\$90,740	351	8.6%
	Transitional (141-225)	\$86,281	177	3.2%
	Program (226-400)	\$76,207	118	1.7%
	Resource (401+)	\$92,698	45	0.2%
Male	Family (0-75)	\$74,872	1,175	34.3%
	Pastoral (76-140)	\$98,789	631	17.7%
	Transitional (141-225)	\$109,273	317	6.5%
	Program (226-400)	\$119,959	212	3.3%
	Resource (401+)	\$137,363	80	0.4%
All	Family (0-75)	\$73,090	2,014	60.0%
	Pastoral (76-140)	\$96,388	982	27.8%
	Transitional (141-225)	\$101,957	494	10.7%
	Program (226-400)	\$96,496	330	5.1%
	Resource (401+)	\$112,875	125	0.6%

Compensation by Gender and Operating Revenue

Gender	Operating Revenue	Median	Number	% of Total
Female	Less than \$75,000	\$22,466	83	1.2%
	\$75,000 - \$150,000	\$55,137	206	4.7%
	\$150,001 - \$250,000	\$71,946	319	8.5%
	\$250,001 - \$350,000	\$82,495	212	4.9%
	\$350,001 - \$450,000	\$93,125	137	2.5%
	\$450,001 - \$1,000,000	\$92,531	353	9.0%
	\$1,000,000 plus	\$86,952	284	5.3%
Male	Less than \$75,000	\$31,217	133	2.5%
	\$75,000 - \$150,000	\$49,595	277	7.2%
	\$150,001 - \$250,000	\$75,000	441	12.5%
	\$250,001 - \$350,000	\$87,721	389	10.8%
	\$350,001 - \$450,000	\$98,895	250	6.1%
	\$450,001 - \$1,000,000	\$107,165	602	15.9%
	\$1,000,000 plus	\$125,721	439	8.9%
All	Less than \$75,000	\$26,695	216	4.8%
	\$75,000 - \$150,000	\$50,864	483	13.9%
	\$150,001 - \$250,000	\$72,960	760	22.3%
	\$250,001 - \$350,000	\$85,672	601	17.4%
	\$350,001 - \$450,000	\$96,734	387	10.2%
	\$450,001 - \$1,000,000	\$102,311	955	28.0%
	\$1,000,000 plus	\$107,650	723	14.8%

Compensation Range by Gender

Gender	Compensation Range	Number	% of Total
Female	\$100,000 plus	543	10.05%
	\$75,001 - \$100,000	568	10.51%
	\$50,001 - \$75,000	510	9.44%
	\$35,001 - \$50,000	137	2.54%
	\$18,000 - \$35,000	136	2.52%
	\$3,000 - \$18,000	129	2.39%
	Less than \$3,000	111	2.05%
Male	\$100,000 plus	1,181	21.86%
	\$75,001 - \$100,000	827	15.31%
	\$50,001 - \$75,000	590	10.92%
	\$35,001 - \$50,000	169	3.13%
	\$18,000 - \$35,000	176	3.26%
	\$3,000 - \$18,000	220	4.07%
	Less than \$3,000	106	1.96%
All	\$100,000 plus	1,724	31.91%
	\$75,001 - \$100,000	1,395	25.82%
	\$50,001 - \$75,000	1,100	20.36%
	\$35,001 - \$50,000	306	5.66%
	\$18,000 - \$35,000	312	5.77%
	\$3,000 - \$18,000	349	6.46%
	Less than \$3,000	217	4.02%

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Compensation by Ecclesiastical Locations

Compensation by Gender and Province (1 of 3)

Gender	Province	Median	Number	% of Total
Female	I	\$81,900	205	4.22%
	II	\$84,718	205	4.22%
	III	\$86,120	323	6.65%
	IV	\$77,389	384	7.91%
	V	\$75,874	206	4.24%
	VI	\$70,303	117	2.41%
	VII	\$70,852	196	4.04%
	VIII	\$81,785	298	6.14%
	IX	\$81,900	205	4.22%

Compensation by Gender and Province (2 of 3)

Gender	Province	Median	Number	% of Total
Male	I	\$93,021	233	4.80%
	II	\$98,996	354	7.29%
	III	\$94,479	425	8.75%
	IV	\$90,000	711	14.64%
	V	\$76,060	312	6.43%
	VI	\$78,031	126	2.60%
	VII	\$91,704	417	8.59%
	VIII	\$93,600	343	7.06%
	IX	\$93,021	233	4.80%

Compensation by Gender and Province (3 of 3)

Gender	Province	Median	Number	% of Total
All	I	\$87,754	438	9.02%
	II	\$93,500	559	11.51%
	III	\$90,000	748	15.41%
	IV	\$84,250	1,095	22.55%
	V	\$76,009	518	10.67%
	VI	\$75,303	243	5.01%
	VII	\$82,900	613	12.63%
	VIII	\$88,010	641	13.20%
	IX	\$5,254	123	2.35%

Compensation by Race/Ethnicity and Province

(1 of 2)

Race/Ethnicity	Province	Median	Number	% of Total
Clergy of Color	I	\$99,879	31	1.37%
	II	\$91,649	63	2.79%
	III	\$95,787	36	1.59%
	IV	\$73,502	42	1.86%
	V	\$78,000	21	0.93%
	VI	\$67,512	11	0.49%
	VII	\$86,122	26	1.15%
	VIII	\$89,449	53	2.35%
	IX	\$7,269	12	0.53%

Compensation by Race/Ethnicity and Province

(2 of 2)

Race/Ethnicity	Province	Median	Number	% of Total
White Clergy	I	\$86,439	212	9.39%
	II	\$94,512	218	9.65%
	III	\$90,749	271	12.00%
	IV	\$84,211	417	18.47%
	V	\$79,273	215	9.52%
	VI	\$77,760	107	4.74%
	VII	\$88,040	231	10.23%
	VIII	\$91,249	291	12.89%
	IX	NR	1	0.04%

Compensation by Sexual Orientation and Province

(1 of 2)

Orientation	Province	Median	Number	% of Total
Heterosexual	I	\$91,136	158	7.09%
	II	\$94,323	183	8.21%
	III	\$91,364	236	10.59%
	IV	\$84,924	391	17.54%
	V	\$79,273	181	8.12%
	VI	\$77,760	89	3.99%
	VII	\$92,624	206	9.24%
	VIII	\$92,130	252	11.31%
	IX	\$7,269	12	0.54%

Compensation by Sexual Orientation and Province

(2 of 2)

Orientation	Province	Median	Number	% of Total
LGBTQ+	I	\$84,100	77	3.45%
	II	\$90,830	91	4.08%
	III	\$89,130	68	3.05%
	IV	\$81,853	68	3.05%
	V	\$78,000	57	2.56%
	VI	\$73,000	29	1.30%
	VII	\$82,368	41	1.84%
	VIII	\$85,000	89	3.99%
	IX	NR	1	0.04%

Compensation by Gender and Province | Dioceses

Diocese	Female		Male		All	
	Median	Number	Median	Number	Median	Number
Connecticut	\$90,218	52	\$107,665	52	\$98,990	104
Maine	\$71,709	15	\$65,359	21	\$68,534	36
Massachusetts	\$88,787	71	\$107,172	92	\$100,000	163
New Hampshire	\$78,208	19	\$57,909	23	\$69,120	42
Rhode Island	\$73,445	19	\$87,980	21	\$85,645	40
Vermont	\$69,846	13	\$84,000	9	\$75,049	22
Western Massachusetts	\$80,642	16	\$90,891	15	\$87,742	31

Compensation by Gender and Province II Dioceses

Diocese	Female		Male		All	
	Median	Number	Median	Number	Median	Number
Albany	\$36,750	13	\$62,724	33	\$58,554	46
Central New York	\$86,868	14	\$92,654	11	\$90,000	25
Convocation of Episcopal Churches in Europe	NR	3	\$23,766	15	\$33,895	18
Cuba	NR	4	\$6,240	20	\$6,240	24
Haiti	NR	1	\$3,916	48	\$3,600	49
Long Island	\$104,668	26	\$109,679	82	\$107,629	108
New Jersey	\$72,427	33	\$87,706	58	\$83,101	91
New York	\$92,388	63	\$113,992	107	\$104,232	170
Newark	\$86,523	28	\$85,681	32	\$86,471	60
Puerto Rico	\$28,977	12	\$38,718	38	\$35,618	50
Rochester	\$69,144	15	\$83,016	17	\$74,409	32
Virgin Islands	NR	1	NR	3	NR	4
Western New York	\$77,244	12	\$84,812	11	\$79,954	23

Compensation by Gender and Province III Dioceses

Diocese	Female		Male		All	
	Median	Number	Median	Number	Median	Number
Bethlehem	\$79,059	10	\$70,726	19	\$75,328	29
Central Pennsylvania	\$64,148	17	\$85,188	17	\$72,706	34
Delaware	\$89,681	13	\$91,100	14	\$89,700	27
Easton	\$64,600	10	\$101,313	14	\$87,791	24
Maryland	\$79,870	42	\$93,768	50	\$88,557	92
Northwestern Pennsylvania	NR	4	\$77,508	9	\$84,614	13
Pennsylvania	\$91,503	29	\$103,103	61	\$97,300	90
Pittsburgh	\$70,210	11	\$72,128	18	\$70,210	29
Southern Virginia	\$86,981	31	\$92,849	31	\$89,749	62
Southwestern Virginia	\$60,000	9	\$80,400	25	\$66,941	34
Virginia	\$84,817	86	\$94,479	103	\$88,488	189
Washington	\$104,227	57	\$123,126	49	\$107,093	106
West Virginia	NR	4	\$80,000	15	\$80,000	19

Compensation by Gender and Province IV Dioceses

(1 of 2)

Diocese	Female		Male		All	
	Median	Number	Median	Number	Median	Number
Alabama	\$65,815	30	\$82,109	46	\$78,907	76
Atlanta	\$83,984	44	\$84,203	67	\$84,000	111
Central Florida	\$75,450	19	\$87,258	62	\$83,863	81
Central Gulf Coast	\$61,600	15	\$92,511	28	\$83,000	43
East Carolina	\$81,099	13	\$97,083	27	\$93,634	40
East Tennessee	\$76,600	16	\$96,149	30	\$85,128	46
Florida	\$75,500	16	\$94,597	34	\$78,836	50
Georgia	\$71,899	15	\$74,628	34	\$72,179	49
Kentucky	\$88,081	8	\$89,297	15	\$89,297	23
Lexington	\$55,553	10	\$77,625	13	\$75,355	23

Compensation by Gender and Province IV Dioceses

(2 of 2)

Diocese	Female		Male		All	
	Median	Number	Median	Number	Median	Number
Louisiana	\$65,815	30	\$82,109	46	\$78,907	76
Mississippi	\$83,984	44	\$84,203	67	\$84,000	111
North Carolina	\$75,450	19	\$87,258	62	\$83,863	81
South Carolina	\$61,600	15	\$92,511	28	\$83,000	43
Southeast Florida	\$81,099	13	\$97,083	27	\$93,634	40
Southwest Florida	\$76,600	16	\$96,149	30	\$85,128	46
Tennessee	\$75,500	16	\$94,597	34	\$78,836	50
Upper South Carolina	\$71,899	15	\$74,628	34	\$72,179	49
West Tennessee	\$88,081	8	\$89,297	15	\$89,297	23
Western North Carolina	\$55,553	10	\$77,625	13	\$75,355	23

Compensation by Gender and Province V Dioceses

Diocese	Female		Male		All	
	Median	Number	Median	Number	Median	Number
Chicago	\$92,932	37	\$85,113	61	\$89,400	98
Eastern Michigan	\$43,000	8	\$70,897	5	\$65,000	13
Eau Claire	NR	2	NR	4	\$50,407	6
Fond du Lac	\$70,780	9	\$69,133	13	\$69,957	22
Indianapolis	\$79,273	19	\$75,355	29	\$77,438	48
Michigan	\$75,073	21	\$72,457	29	\$75,000	50
Milwaukee	\$77,970	9	\$85,062	29	\$82,356	38
Missouri	\$69,998	26	\$70,383	17	\$70,383	43
Northern Indiana	\$66,021	7	\$63,891	13	\$64,956	20
Northern Michigan	NR	3	NR	3	\$74,130	6
Ohio	\$73,200	30	\$73,655	34	\$73,200	64
Southern Ohio	\$83,967	19	\$84,984	40	\$83,967	59
Springfield	NR	2	\$62,534	18	\$60,875	20
Western Michigan	\$71,506	14	\$73,354	17	\$72,035	31

Compensation by Gender and Province VI Dioceses

Diocese	Female		Male		All	
	Median	Number	Median	Number	Median	Number
Colorado	\$86,120	35	\$99,993	40	\$94,816	75
Iowa	\$59,552	18	\$54,685	16	\$59,199	34
Minnesota	\$77,364	24	\$67,512	31	\$74,828	55
Montana	\$66,755	12	NR	3	\$68,199	15
Nebraska	\$63,600	11	\$78,628	10	\$64,748	21
North Dakota	NR	1	\$79,692	6	\$74,577	7
South Dakota	\$60,988	6	\$70,682	11	\$62,363	17
Wyoming	\$73,177	10	\$89,680	9	\$76,381	19

Compensation by Gender and Province VII Dioceses

Diocese	Female		Male		All	
	Median	Number	Median	Number	Median	Number
Arkansas	\$77,014	18	\$80,000	27	\$80,000	45
Dallas	\$50,020	17	\$77,150	67	\$71,639	84
Kansas	\$60,201	16	\$69,855	18	\$61,855	34
Northwest Texas	\$61,338	10	\$103,385	12	\$79,374	22
Oklahoma	\$61,184	12	\$74,038	40	\$69,973	52
Texas	\$88,433	71	\$107,157	136	\$102,713	207
The Rio Grande	\$61,603	14	\$75,416	20	\$68,107	34
West Missouri	\$49,180	12	\$72,352	24	\$69,327	36
West Texas	\$72,592	16	\$95,227	52	\$84,810	68
Western Kansas	NR	1	NR	4	\$105,216	5
Western Louisiana	\$67,800	9	\$91,205	17	\$74,152	26

Compensation by Gender and Province VIII Dioceses

(1 of 2)

Diocese	Female		Male		All	
	Median	Number	Median	Number	Median	Number
Alaska	\$53,199	7	\$79,546	6	\$66,619	13
Arizona	\$70,000	22	\$72,000	39	\$70,001	61
California	\$98,528	36	\$111,072	51	\$108,995	87
Eastern Oregon	NR	2	NR	2	NR	4
El Camino Real	\$100,000	17	\$97,760	11	\$98,380	28
Hawaii	\$98,729	10	\$120,503	19	\$106,715	29
Idaho	\$65,334	6	\$85,493	6	\$72,574	12
Los Angeles	\$91,000	62	\$95,443	75	\$93,125	137
Micronesia	NR	1			NR	1
Navajoland Area Mission	NR	3	NR	2	\$52,000	5

Compensation by Gender and Province VIII Dioceses

(2 of 2)

Diocese	Female		Male		All	
	Median	Number	Median	Number	Median	Number
Nevada	\$55,000	5	\$32,295	11	\$43,648	16
Northern California	\$76,326	23	\$86,000	19	\$82,120	42
Olympia	\$101,962	41	\$96,221	34	\$98,900	75
Oregon	\$71,310	24	\$81,455	24	\$77,587	48
San Diego	\$85,025	19	\$79,303	22	\$80,750	41
San Joaquin	\$68,000	5	NR	4	\$71,500	9
Spokane	\$74,558	7	\$44,511	10	\$69,452	17
Taiwan	NR	2	\$35,512	13	\$35,512	15
Utah	\$66,712	9	\$94,155	8	\$84,774	17

≡ Compensation by Gender and Province IX Dioceses ≡

Diocese	Female		Male		All	
	Median	Number	Median	Number	Median	Number
Central Ecuador	NR	4	NR	4	\$5,387	8
Colombia	NR	4	\$2,400	26	\$2,400	30
Dominican Republic	\$7,488	5	\$14,564	26	\$14,564	31
Honduras	\$5,119	15	\$5,121	27	\$5,121	42
Litoral Ecuador	NR	2	\$5,850	5	\$5,850	7
Venezuela			\$4,200	5	\$4,200	5

≡ Important Disclosures



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