

Episcopal Diocese of Western North Carolina
2017 Clergy Compensation Report
Average Compensation of WNC Clergy

NOTE: IMPORTANT CHANGE TO REPORT THIS YEAR: AVERAGE COMPENSATION INCLUDES TOTAL ASSESSABLE COMPENSATION INCLUDING CASH, HOUSING, SECA AND UTILITIES PLUS PARISH PAID MEDICAL, DENTAL AND LIFE INSURANCE PAYMENTS MADE ON BEHALF OF CLERGY

Operating Income (2016 data)	Avg Yrs of Credited Service	Average Compensation (2017) Total Assessable Compensation not including medical expenses	Average Compensation (2017) - Includes Total Assessable Compensation plus parish paid medical expenses	# included in pool
Full Time Rector/Priest in Charge				
\$700,000 and above	27.4	\$115,504	\$127,732	3
Men	27.4	\$115,504	\$127,732	3
Women	-	\$0	\$0	-
\$350,000 to 700,000	18.0	\$90,527	\$102,979	14
Men	18.4	\$91,688	\$106,598	12
Women	15.3	\$91,908	\$97,062	2
\$200,000 to \$350,000	12.0	\$80,524	\$93,154	10
Men	9.0	\$84,765	\$95,398	4
Women	14.0	\$77,697	\$91,658	6
\$100,000 to 200,000	14.1	\$63,172	\$70,463	6
Men	16.1	\$0	\$0	6
Women	-	\$0	\$0	1
Full Time Associate/Assistant Rector				
	5.7	\$56,993	\$65,689	5
Men	3.4	\$54,493	\$63,040	3
Women	9.2	\$60,743	\$69,663	2

Average Sunday Attendance ("ASA") (2015 data)	Avg Yrs of Credited Service	Average Compensation (2017) Total Assessable Compensation not including medical expenses	Average Compensation (2017) - Includes Total Assessable Compensation plus parish paid medical expenses	# included in pool
Full Time Rector/Priest in Charge				
ASA 250 and higher	27.4	\$115,504	\$127,732	3
Men	27.4	\$115,504	\$127,732	3
Women	-	\$0	\$0	-
ASA 200 to 249	24.1	\$89,521	\$91,941	3
Men	24.1	\$89,521	\$91,941	3
Women	-			-
ASA 150 to 199	15.8	\$92,117	\$110,160	6
Men	17.2	\$93,316	\$114,925	5
Women	NEIA	NEIA	NEIA	1
ASA 100 to 149	13.5	\$85,063	\$99,533	10
Men	12.4	\$86,056	\$97,897	6
Women	15.0	\$83,574	\$101,987	4
ASA 70 to 99	12.1	\$73,034	\$80,341	6
Men	10.3	\$73,406	\$81,842	5
Women	15.8	\$72,290	\$77,339	2
ASA Less than 70	18.3	\$68,311	\$76,374	5
Men	26.5	\$70,829	\$80,765	3
Women	10.0	\$72,000	\$82,221	2

Part Time Rector/Priest in Charge	Avg Yrs of Credited Service	Average Compensation (2017) Total Assessable Compensation not including medical expenses	Average Compensation (2017) - Includes Total Assessable Compensation plus parish paid medical expenses	Average Operating Income (2016)	Average ASA (2016)	# included in pool
Part Time Rector/Priest in Charge						
30 hours a week	15.97	\$47,255	\$57,829	\$128,452	51	6
Men	20.54	\$46,780	\$63,355			2
Women	12.92	\$48,033	\$54,689			4
3 Days a Week	NEIA	\$30,581	\$30,581	\$80,958	47	3
Men		\$37,992	\$33,974			
Women		\$27,393	\$27,393			
20 hours a week	NEIA	\$34,459	\$31,780	\$80,510	46	6
2 Days a week	NEIA	\$22,424	\$22,424	\$59,113	43	5
Weekly Service	NEIA	\$8,720	\$8,720	\$16,835	12	2

Note 1: Average compensation includes total assessable compensation including cash salary, housing allowance or rental value of rectory, and if applicable, utilities and social security reimbursement.

It DOES include parish paid medical, dental and life insurance.

It does not include travel or other reimburseable expenses.

Note 2: Operating Income and ASA information is from the 2016 Parochial report

Note 3: This schedule does not include the salaries of clergy not working in a parish

NEIA - Not enough information available