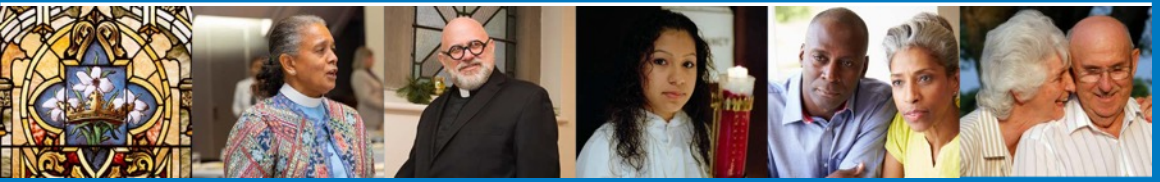
CHURCH PENSION GROUP
Passionate About Our Purpose

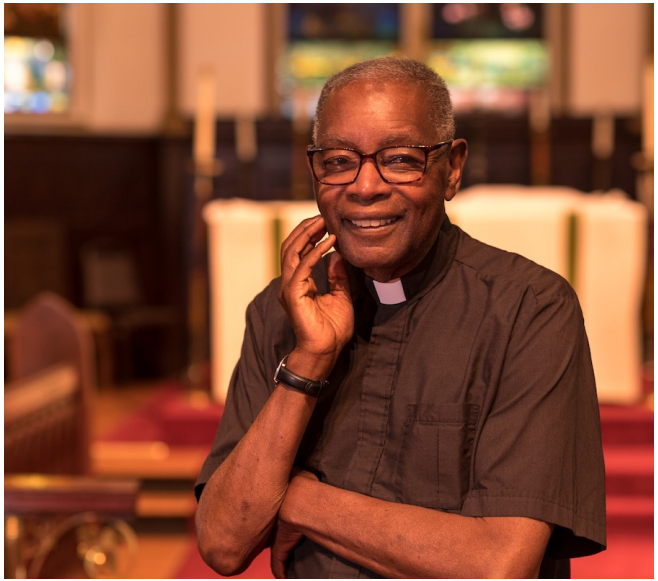
Statistics in Context: Understanding the Multiple Realities of our Church



Matthew J. Price, Ph.D.
SVP Research and Data

September, 2023
House of Bishops Meeting

Today’s Agenda



01 CPG and Data Collection

02 Clergy Demographics

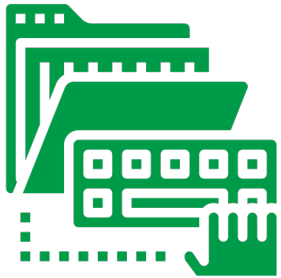
03 Ordination, Receptions and Consecrations, 2010–2022

04 Deployment and Compensation Patterns

05 Significant Findings and Conclusions from In-Depth Analysis

CPG and Data Collection

Background: Research and Data at CPG



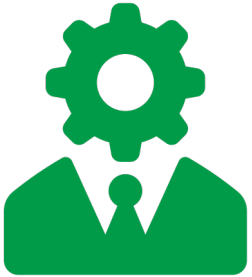
Recorder of Ordinations

- Ordinations
- Receptions
- Canonical transfers, removals, and deaths



Newly Collected Data

- Race
- Ethnicity
- Gender identity
- Sexual orientation



Benefits Administrator

- Age
- Gender
- Compensation
- Dependents

Clergy Demographics

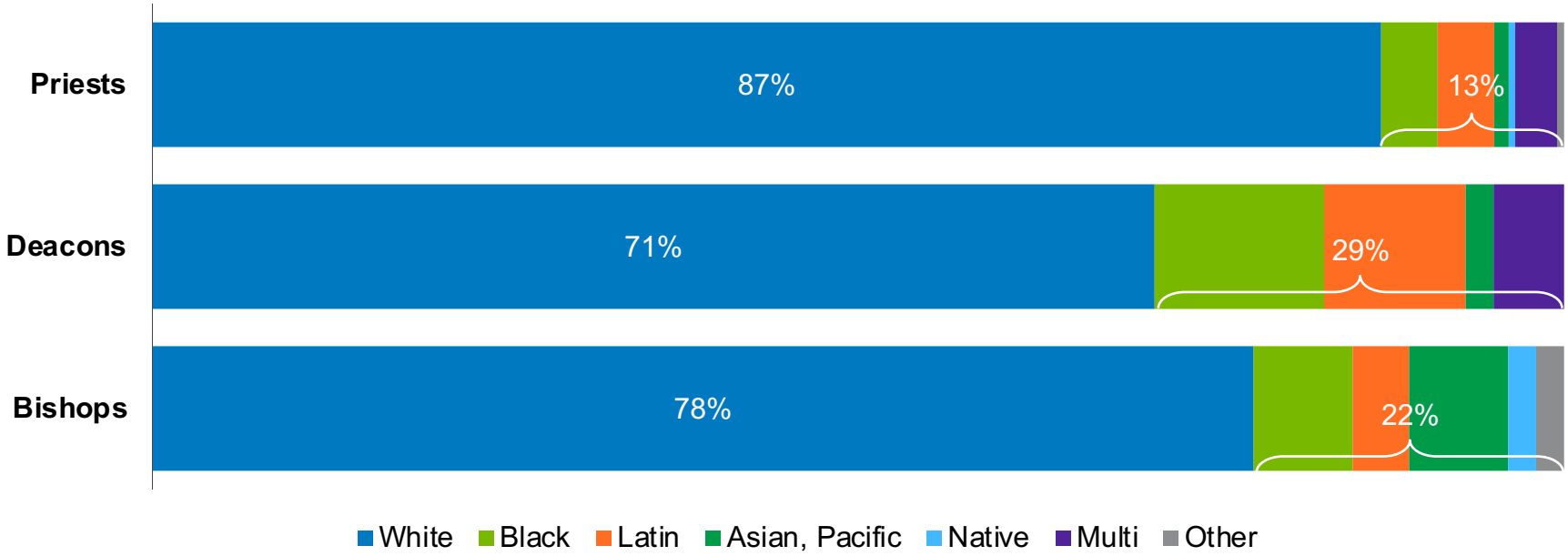
Active Clergy by Gender



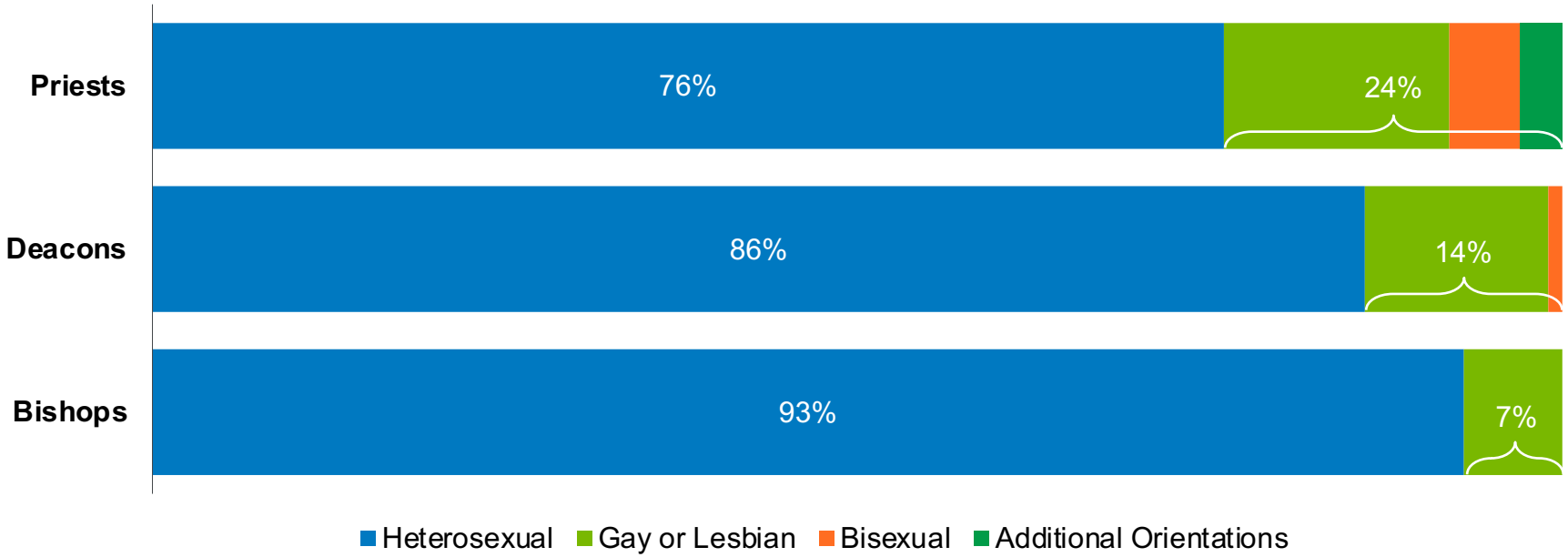
60% Male Priests	**40%** Female Priests
36% Male Deacons	**64%** Female Deacons
70% Male Bishops	**30%** Female Bishops

Active clergy as of July 2022, including domestic and non-domestic.

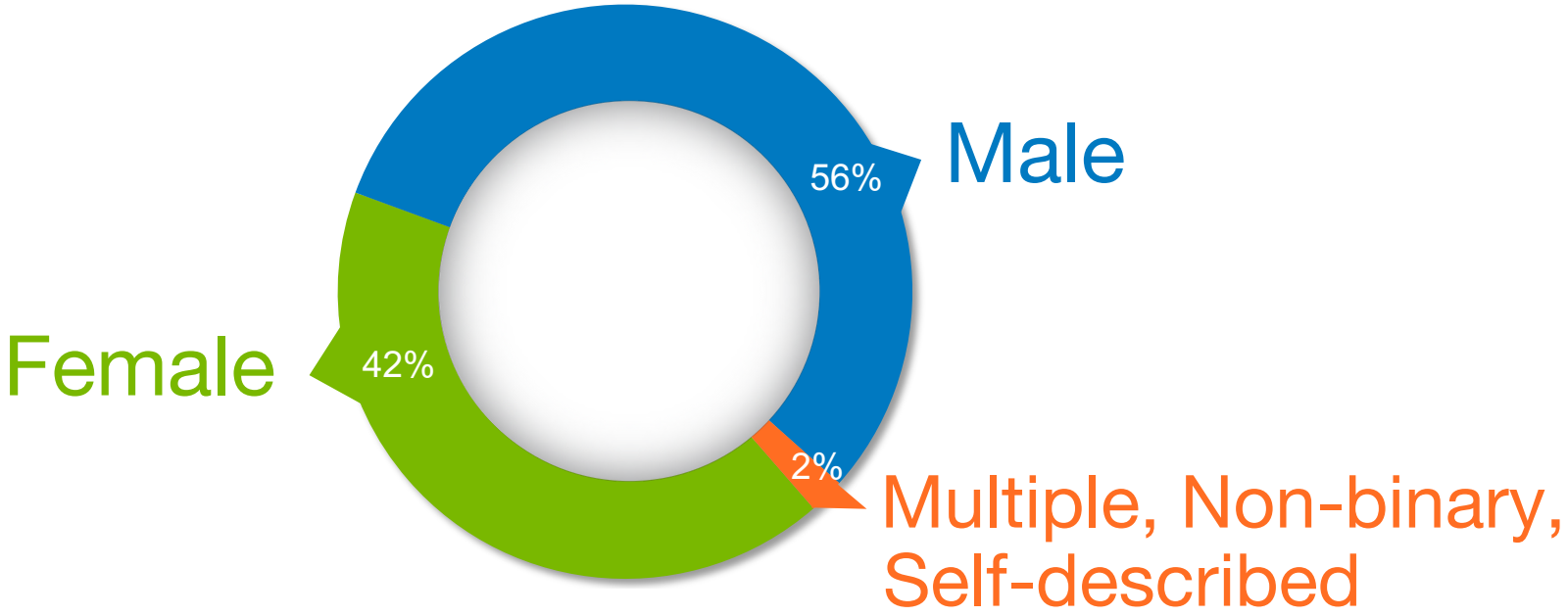
Active Clergy by Race and Ethnicity



Active Clergy by Sexual Orientation

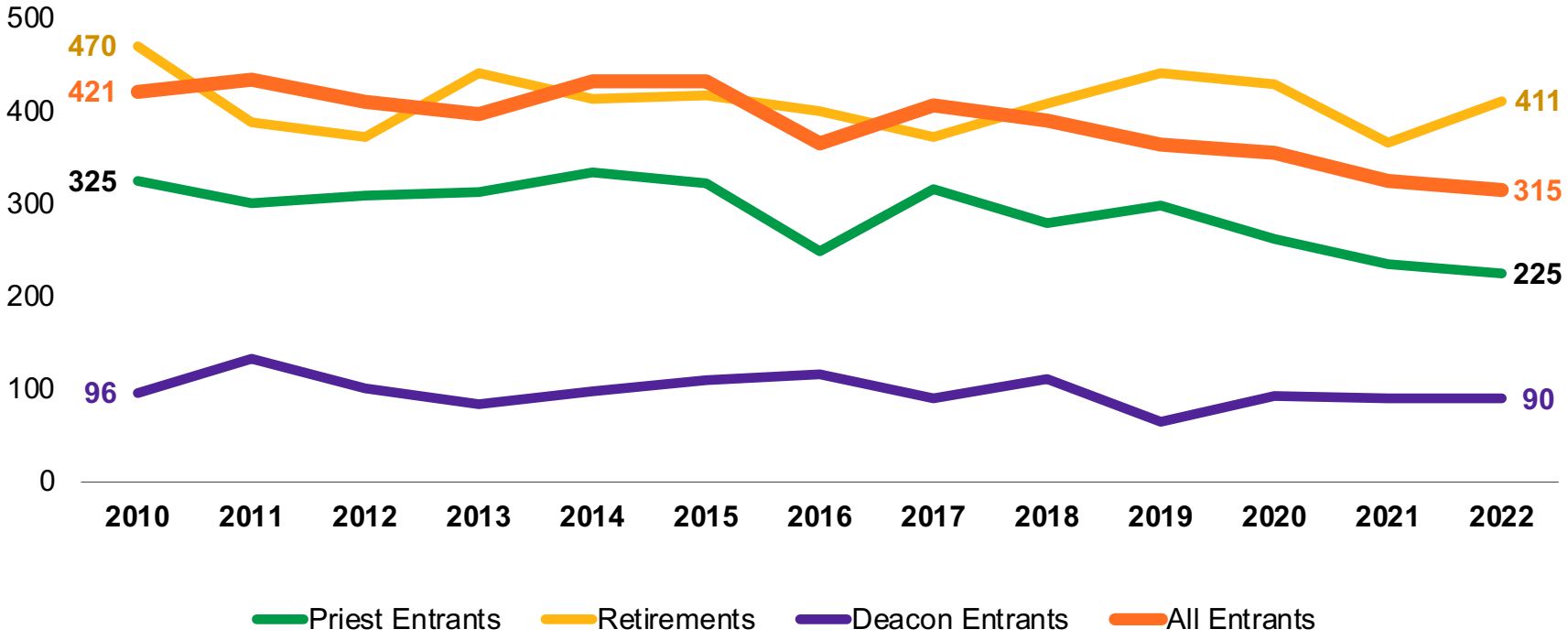


Active Clergy by Gender Identity



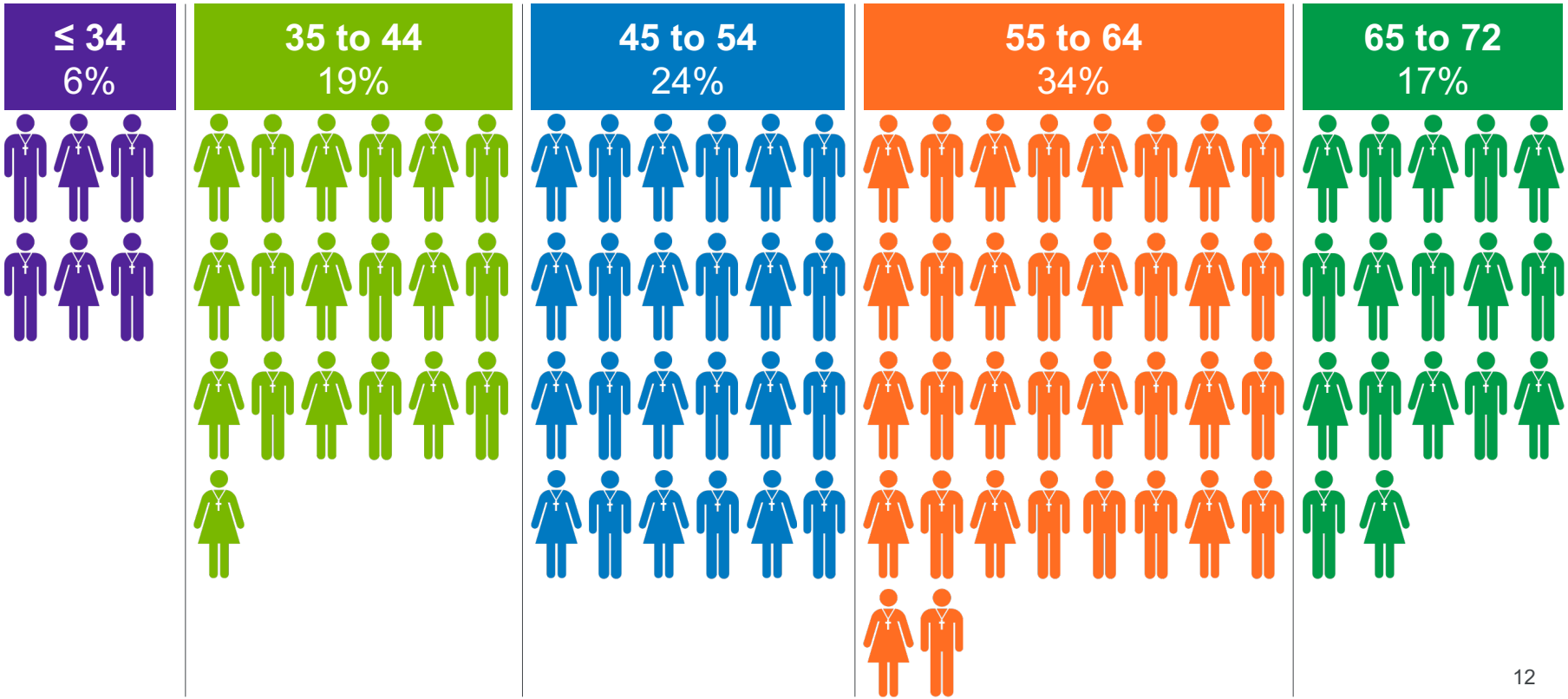
Ordination, Receptions, and Consecrations (2010–2022)

Entrants* and Retirements, Priests, and Deacons



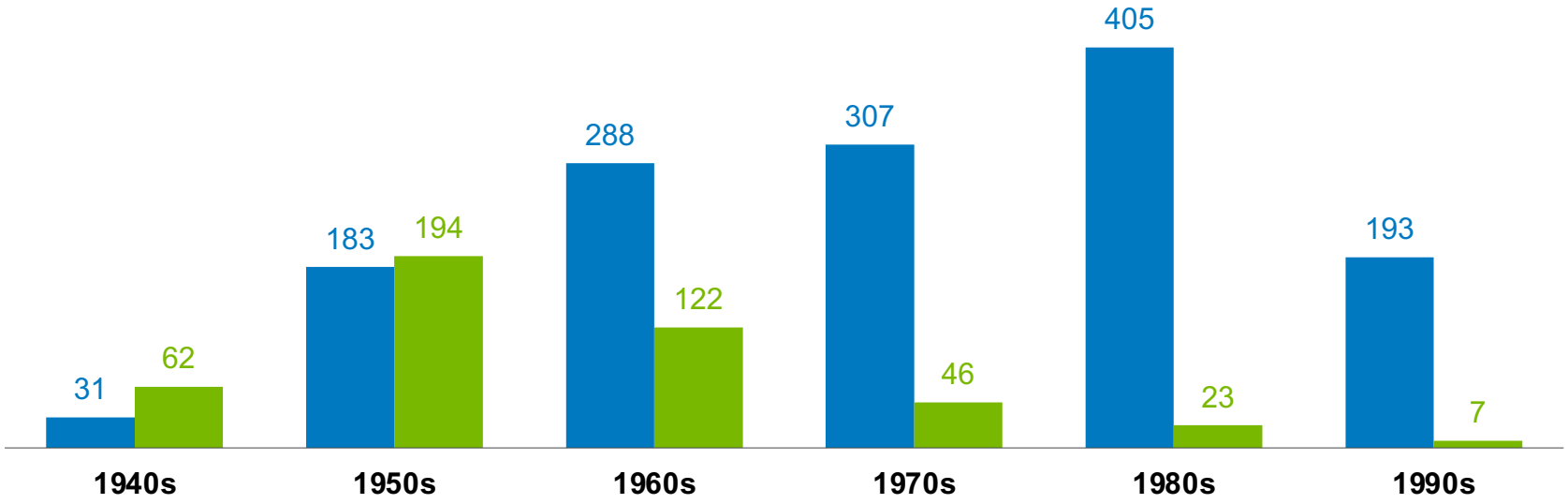
*Entrants includes all those who become clergy in TEC either through ordination or reception.

Active Clergy by Age Group



All TEC Clergy Entrants by Decade of Birth

Priests and Deacons—2018 to present

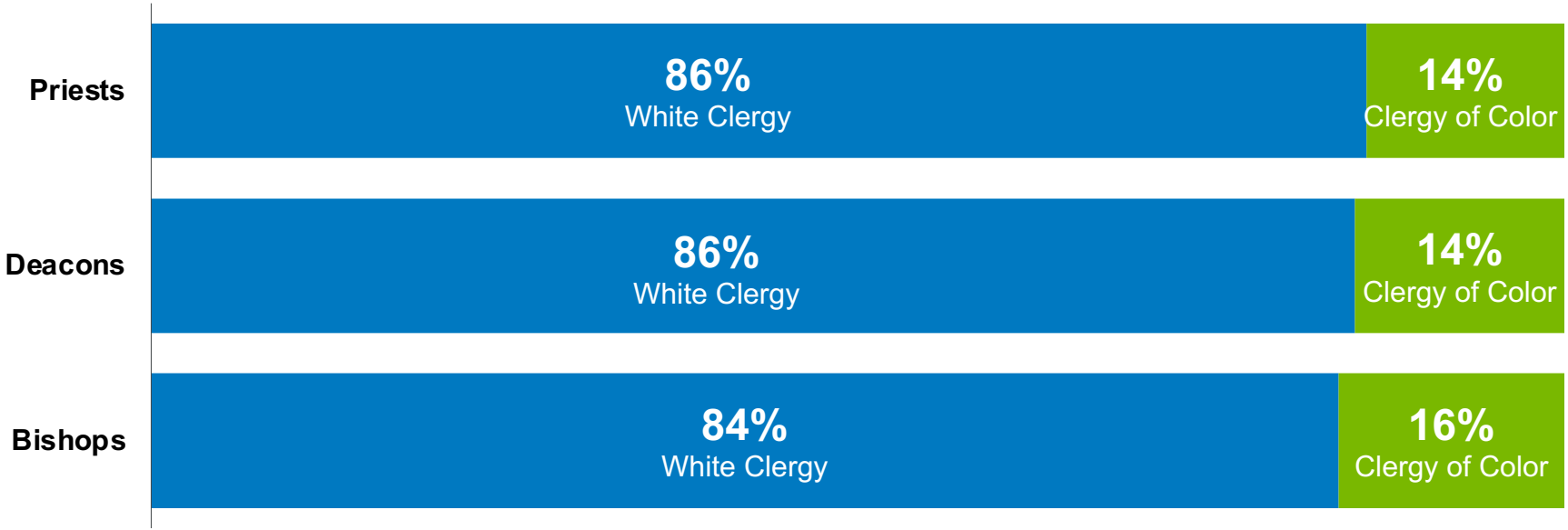


Ordinations, Receptions, and Consecrations by Gender (2010–2022)

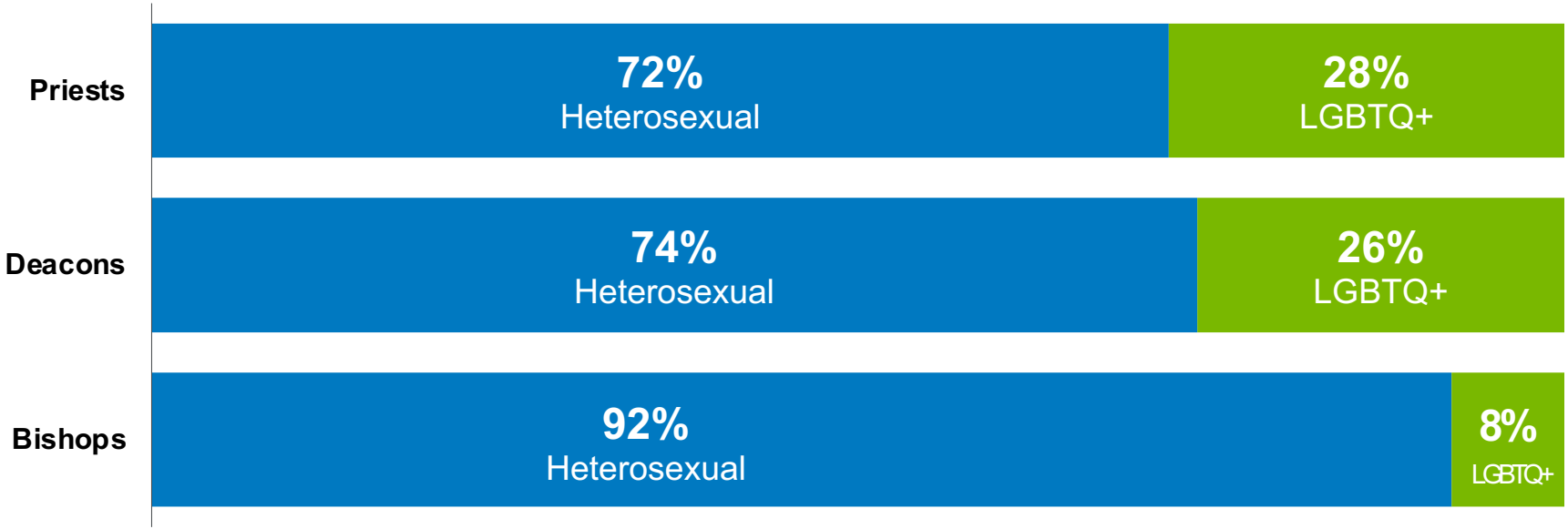


55% Male Priests	**45%** Female Priests
41% Male Deacons	**59%** Female Deacons
69% Male Bishops	**31%** Female Bishops

Ordinations, Receptions, and Consecrations by Race/Ethnicity (2010–2022)

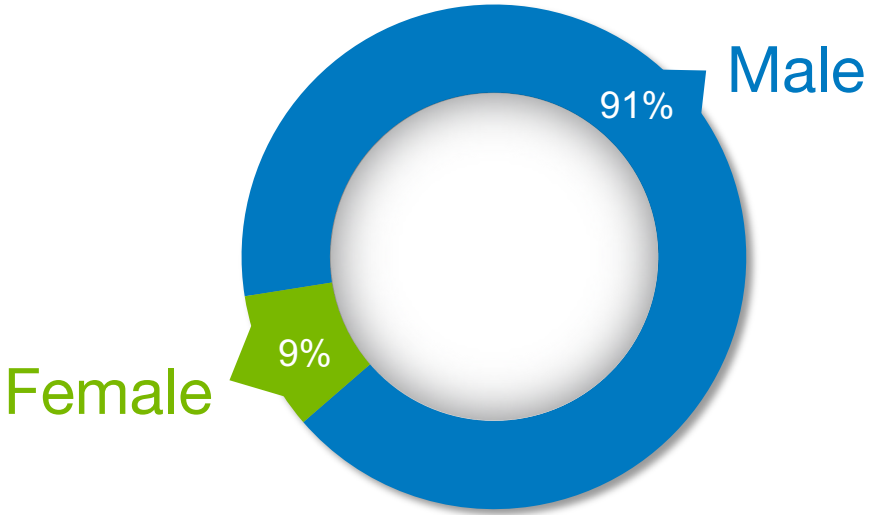


Ordinations, Receptions, and Consecrations by Sexual Orientation (2010–2022)

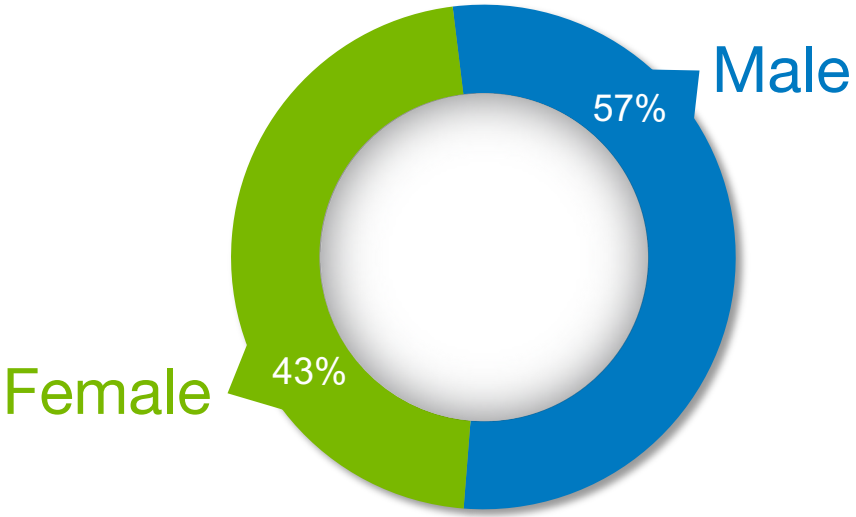


Bishop Consecrations 1989–2022

Consecrations 1989–2015



Consecrations 2016–2022



Deployment

Overall Distribution of Clergy by Position Type



Solo Rector	51%
Assistant	16%
Specialty Minister	18%
Senior Rector	12%
Bishop	3%

What Does Deployment Look Like?

Emerging vs. Traditional

Emerging Models

- Part-time employment
- At multiple employers
- Work outside TEC
- Interrupted service
- Non-linear compensation patterns



Traditional Models

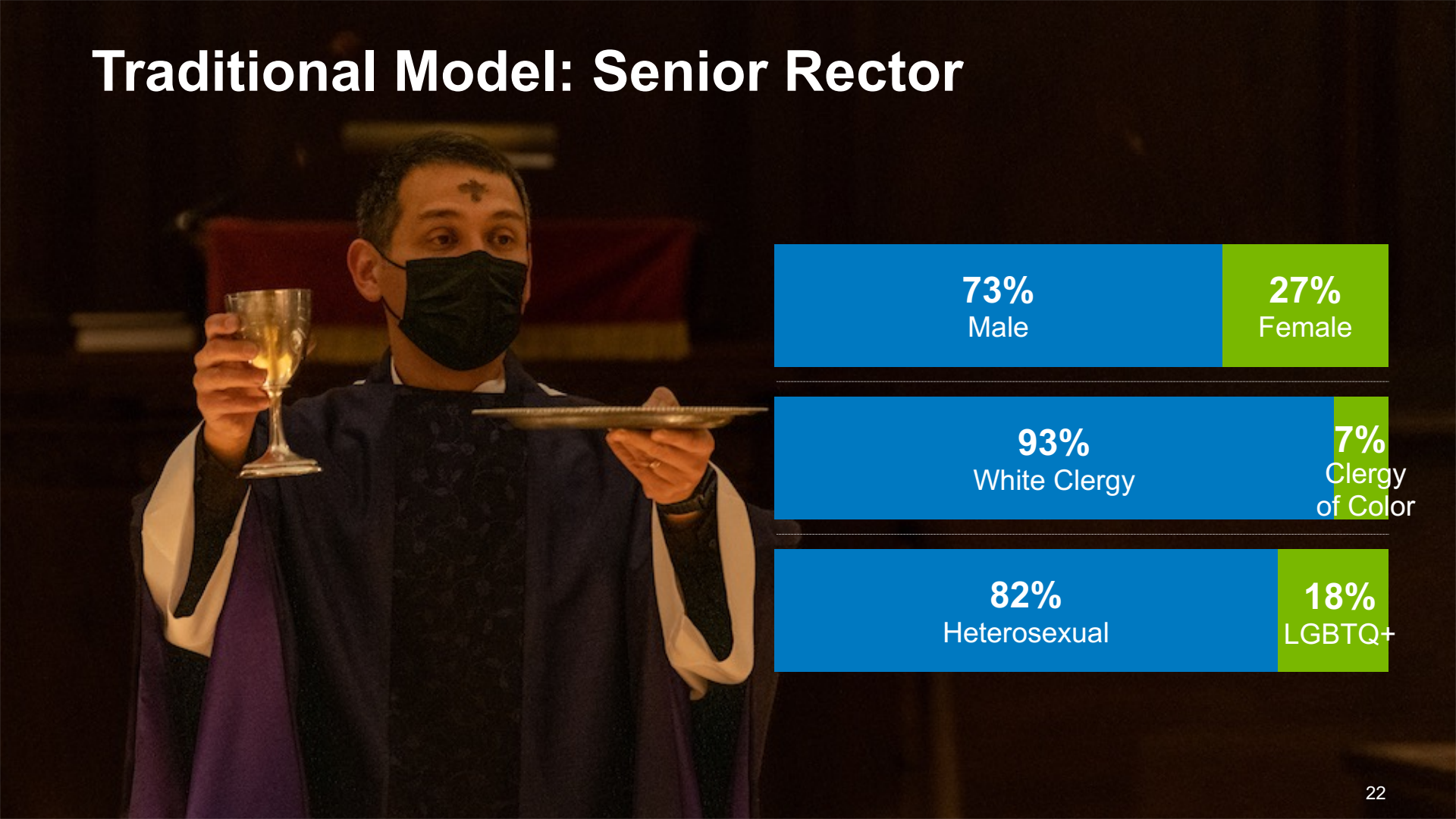
- Full-time employment
- At a single employer
- Work inside TEC
- No fixed-term or end date
- Gradually increasing compensation

Emerging Models: Part-Time

Male	**80%** Full-time	**20%** Part-time
Female	**72%** Full-time	**28%** Part-time
Clergy of Color	**75%** Full-time	**25%** Part-time
White Clergy	**77%** Full-time	**23%** Part-time
LGBTQ+	**74%** Full-time	**26%** Part-time
Heterosexual	**77%** Full-time	**23%** Part-time

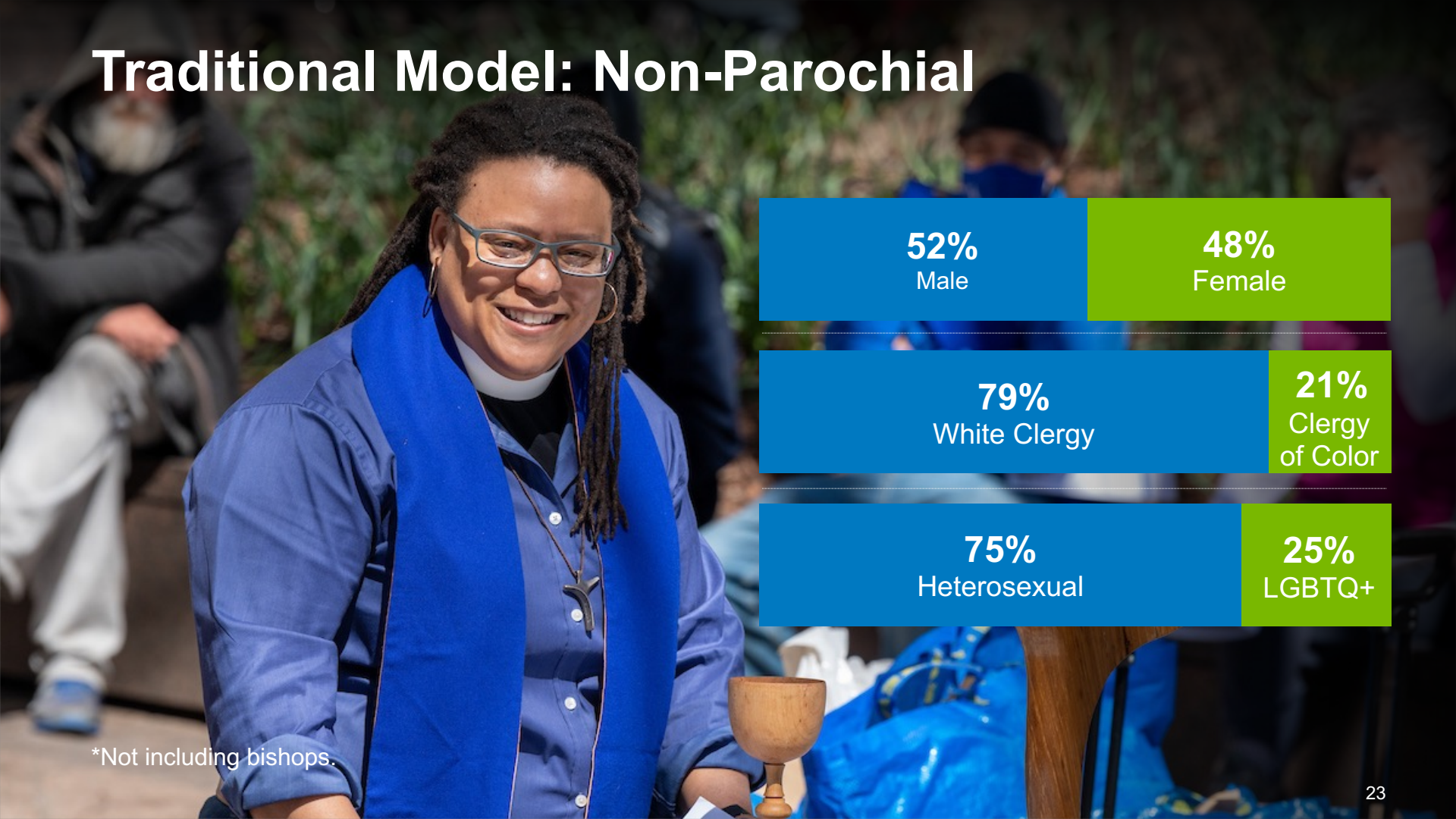


Traditional Model: Senior Rector



73% Male	**27%** Female
93% White Clergy	**7%** Clergy of Color
82% Heterosexual	**18%** LGBTQ+

Traditional Model: Non-Parochial

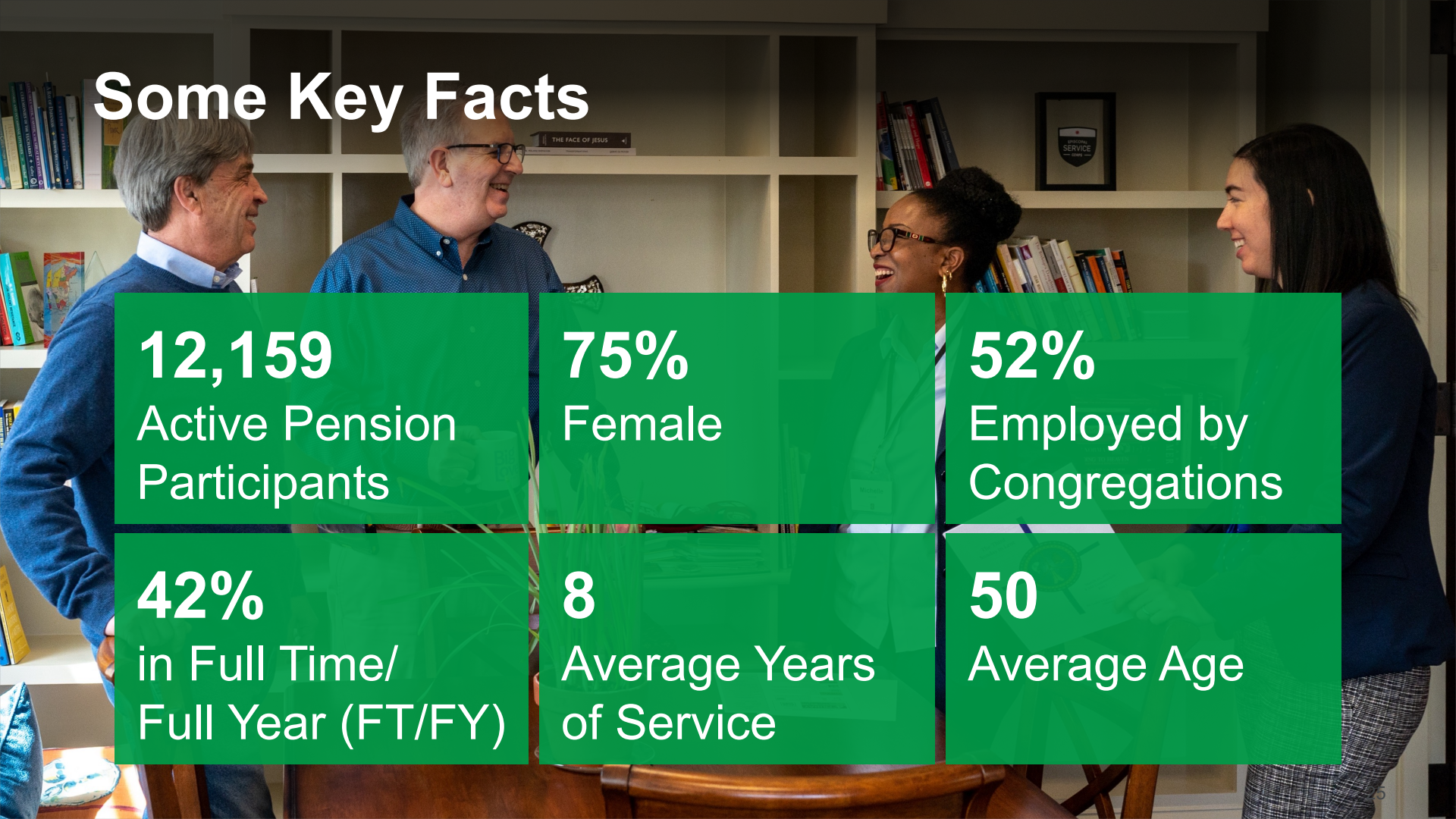


52% Male	**48%** Female
79% White Clergy	**21%** Clergy of Color
75% Heterosexual	**25%** LGBTQ+

*Not including bishops.


Portrait of
Lay Employees

Some Key Facts



12,159
Active Pension Participants

75%
Female

52%
Employed by Congregations

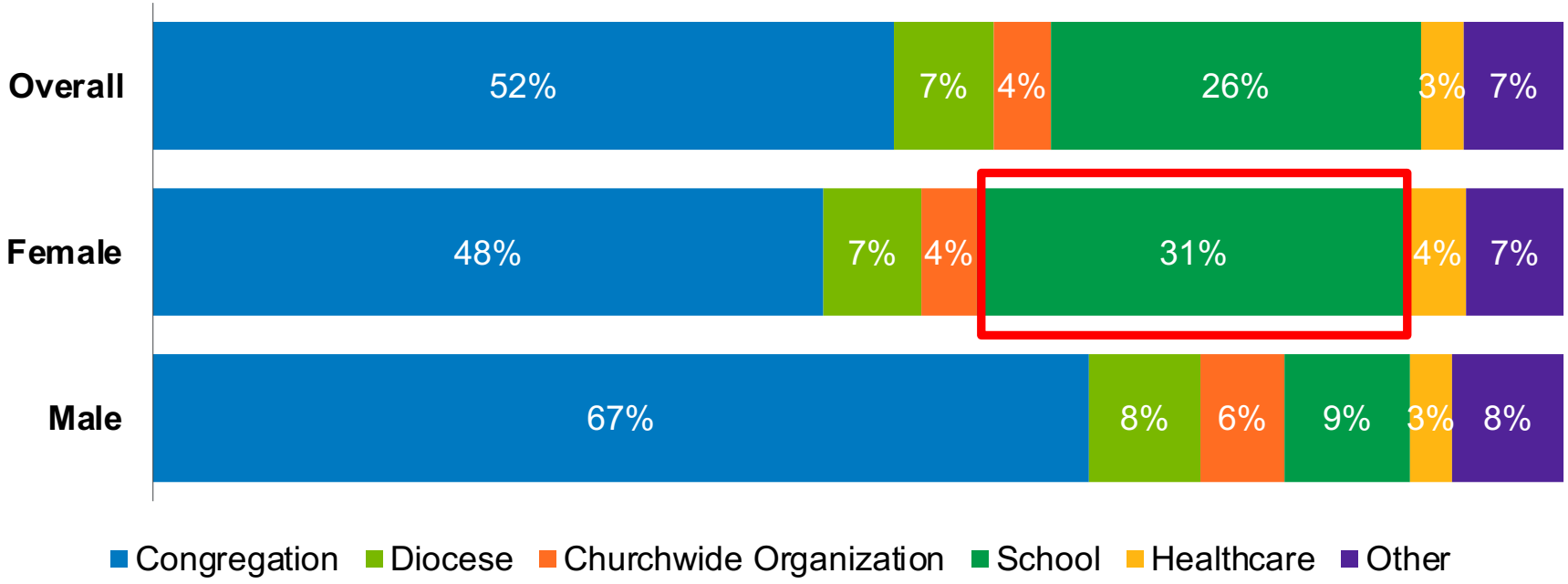
42%
in Full Time/ Full Year (FT/FY)

8
Average Years of Service

50
Average Age

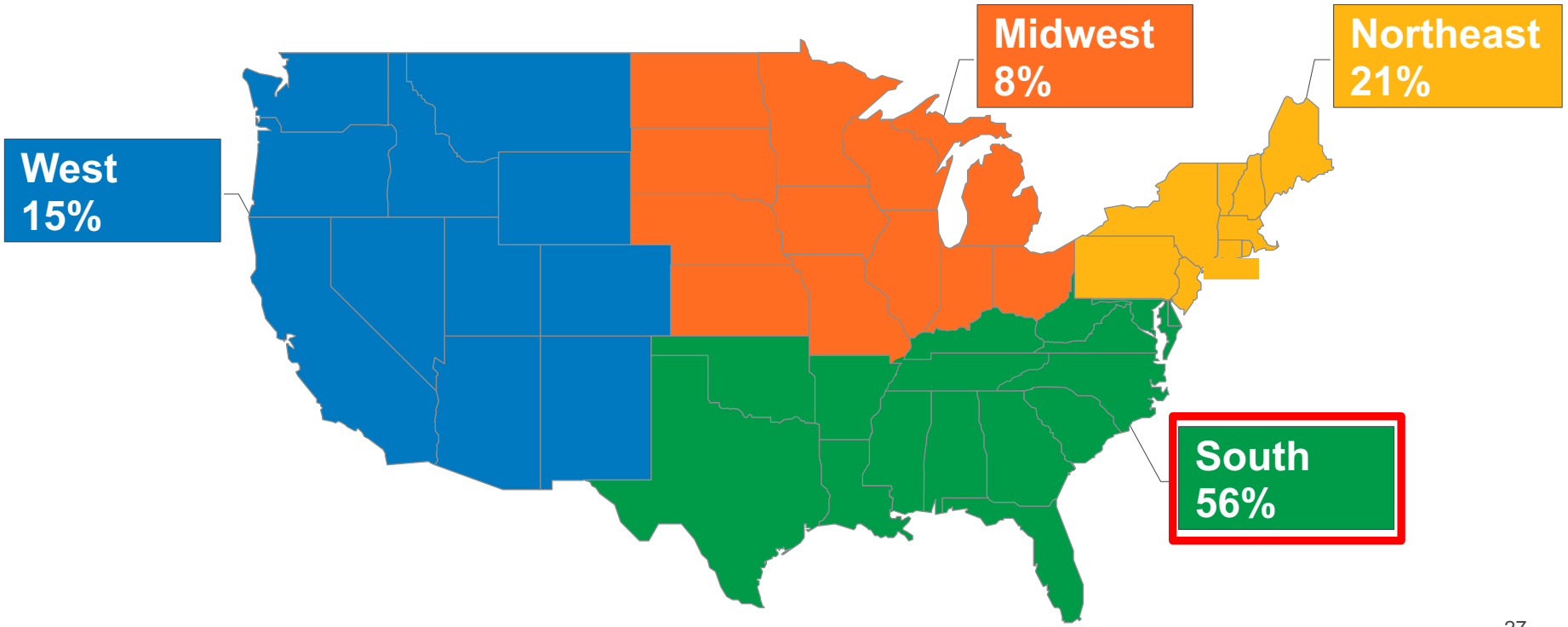
Employer Type

Many are outside congregations, schools are large employers



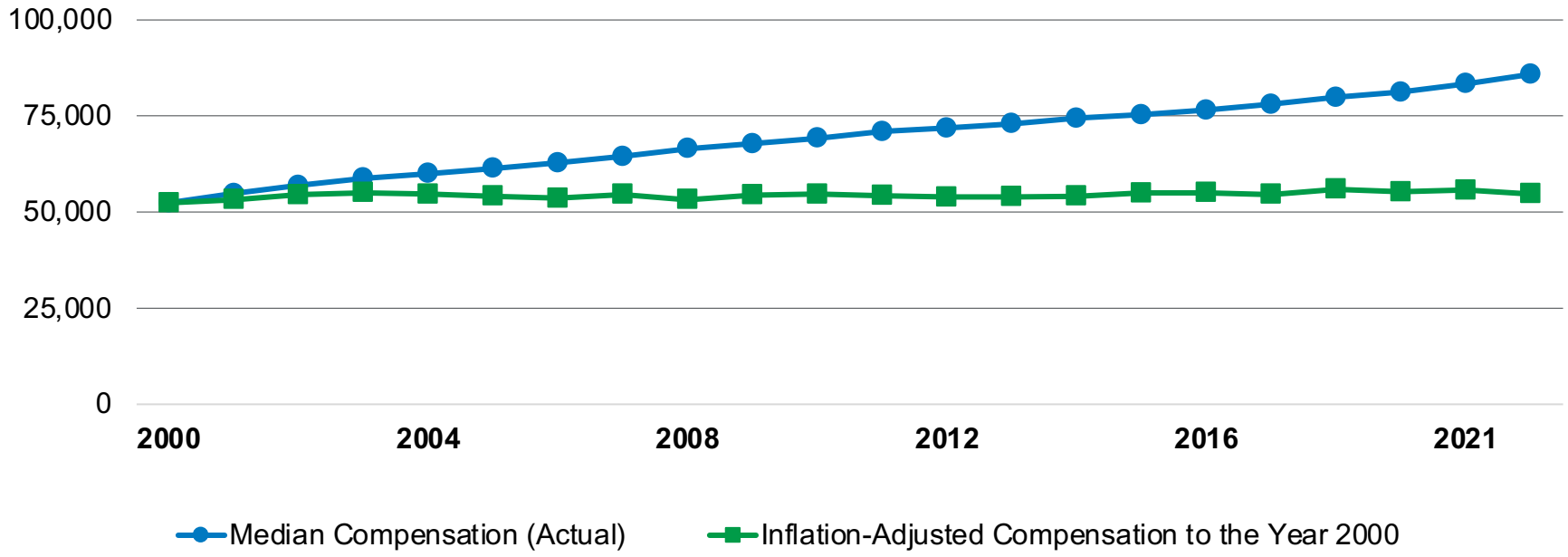
US Regions

Majority of lay employees are located in the South

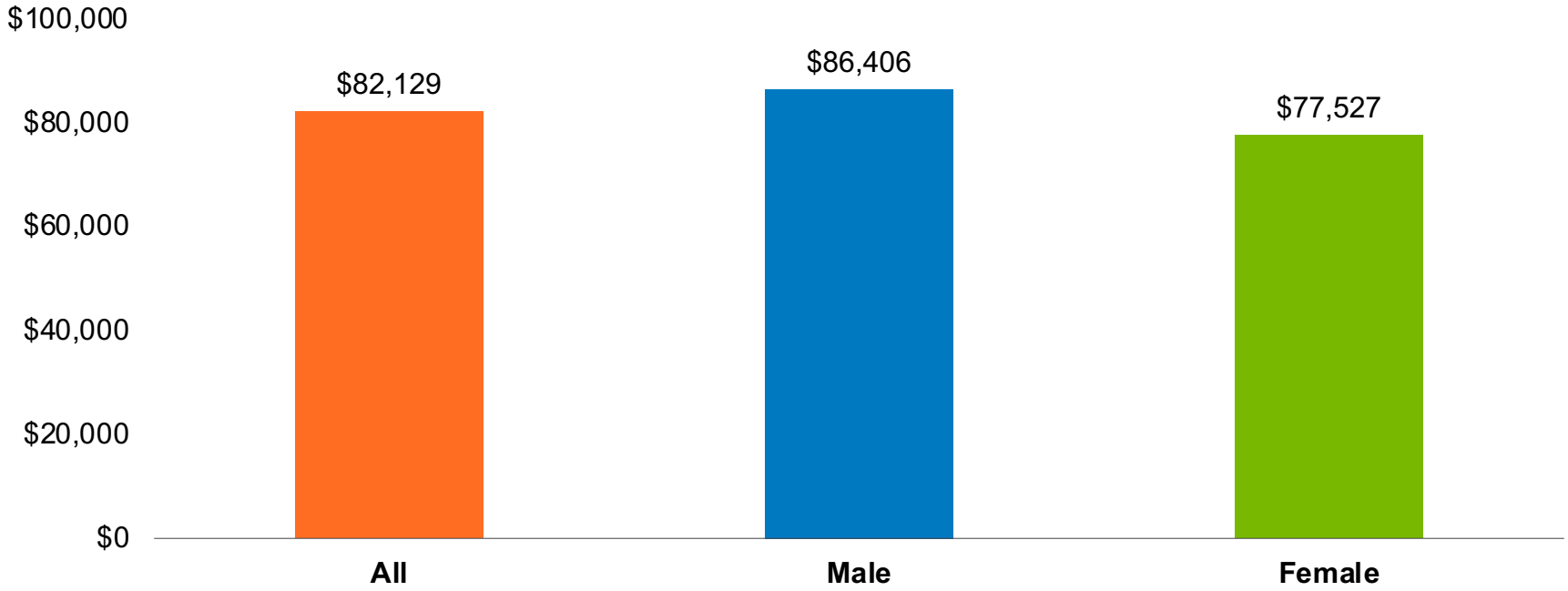


Clergy Compensation

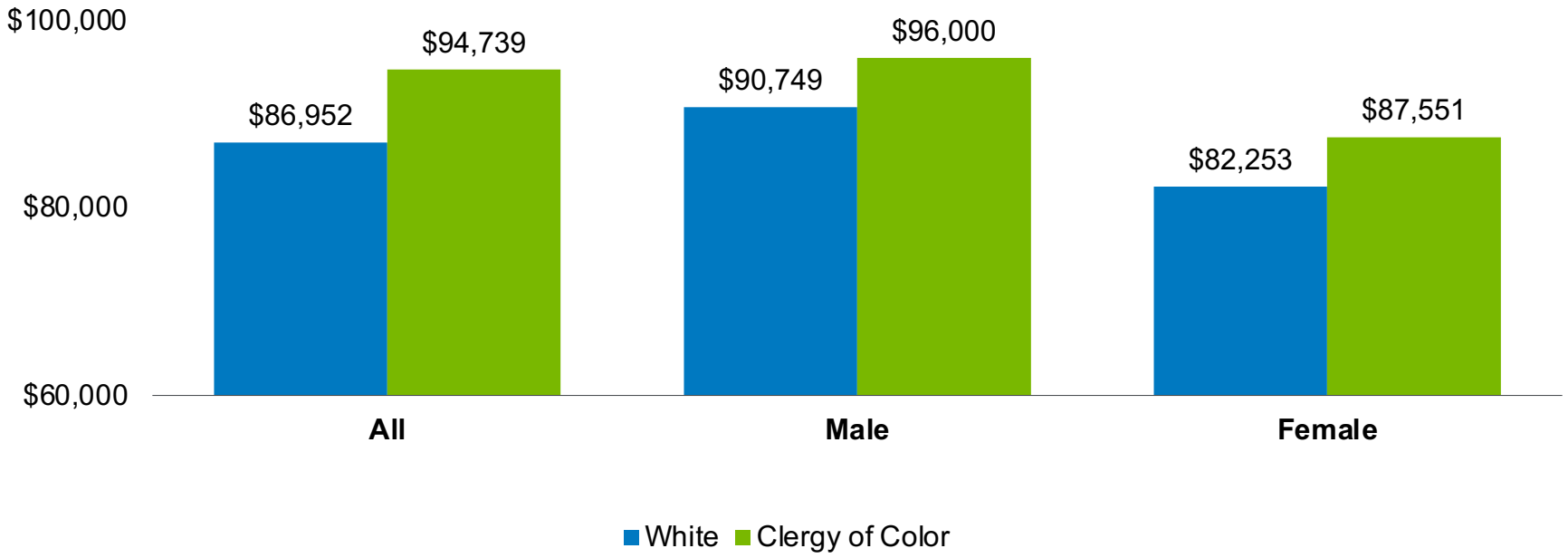
Historical Clergy Compensation, 2000-2021



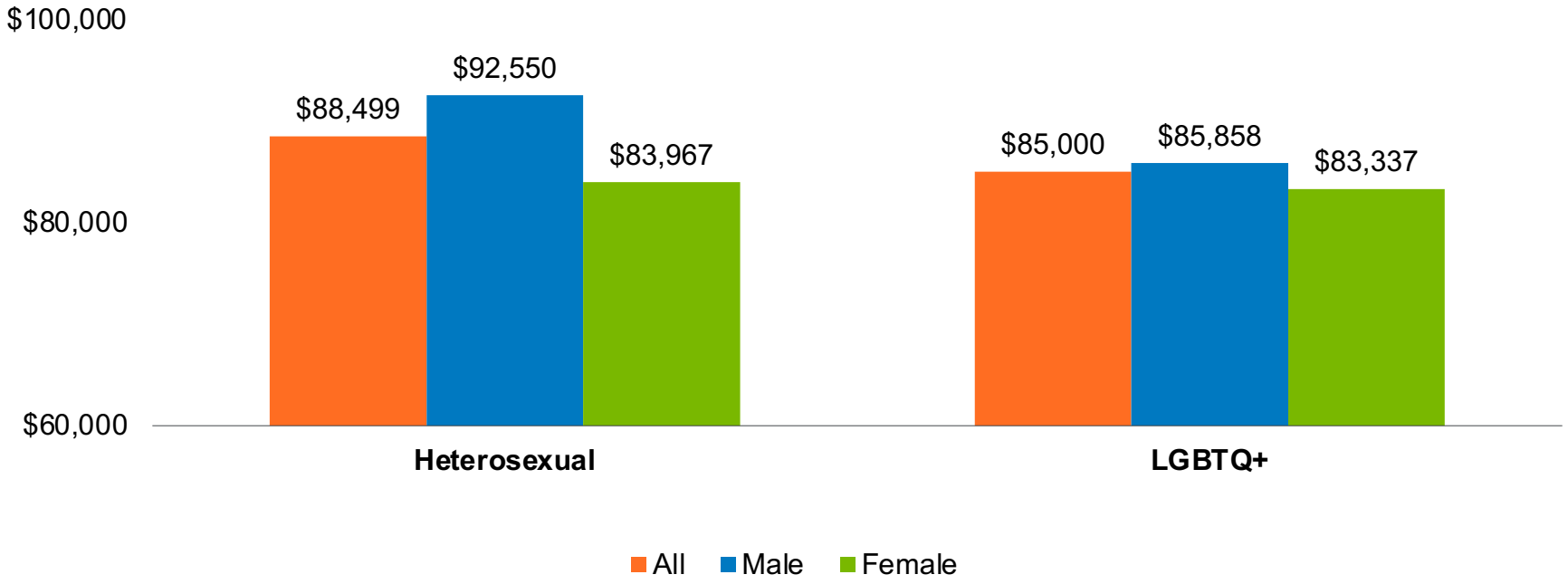
Compensation Differences by Gender



Compensation Differences by Gender and Race

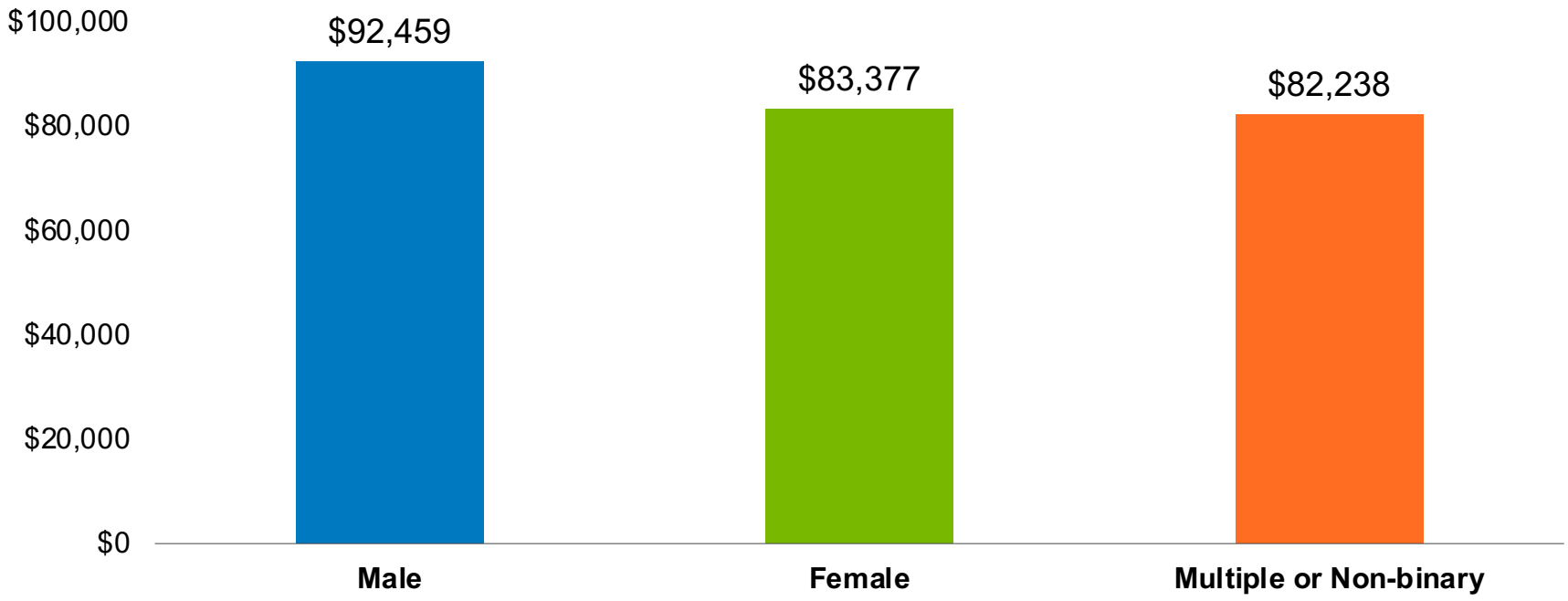


Compensation Differences Heterosexual vs. LGBTQ+ by Gender



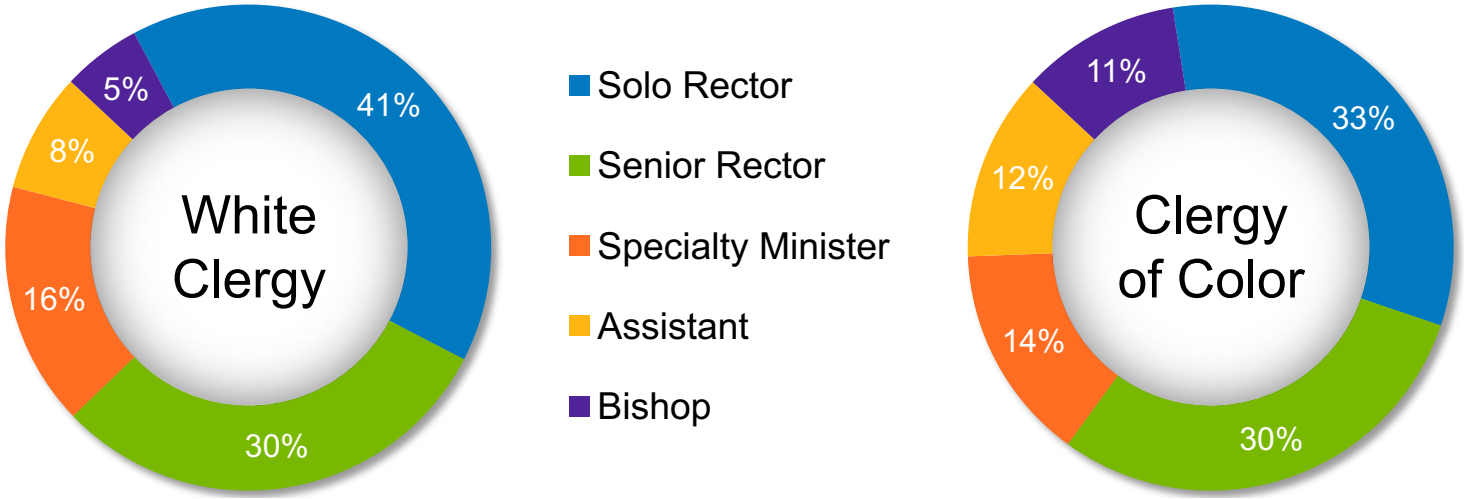
These figures represent those who have provided their sexual orientation, not all compensated clergy.

Compensation Differences by Gender Identity



Demographics of High Earning Clergy by Position

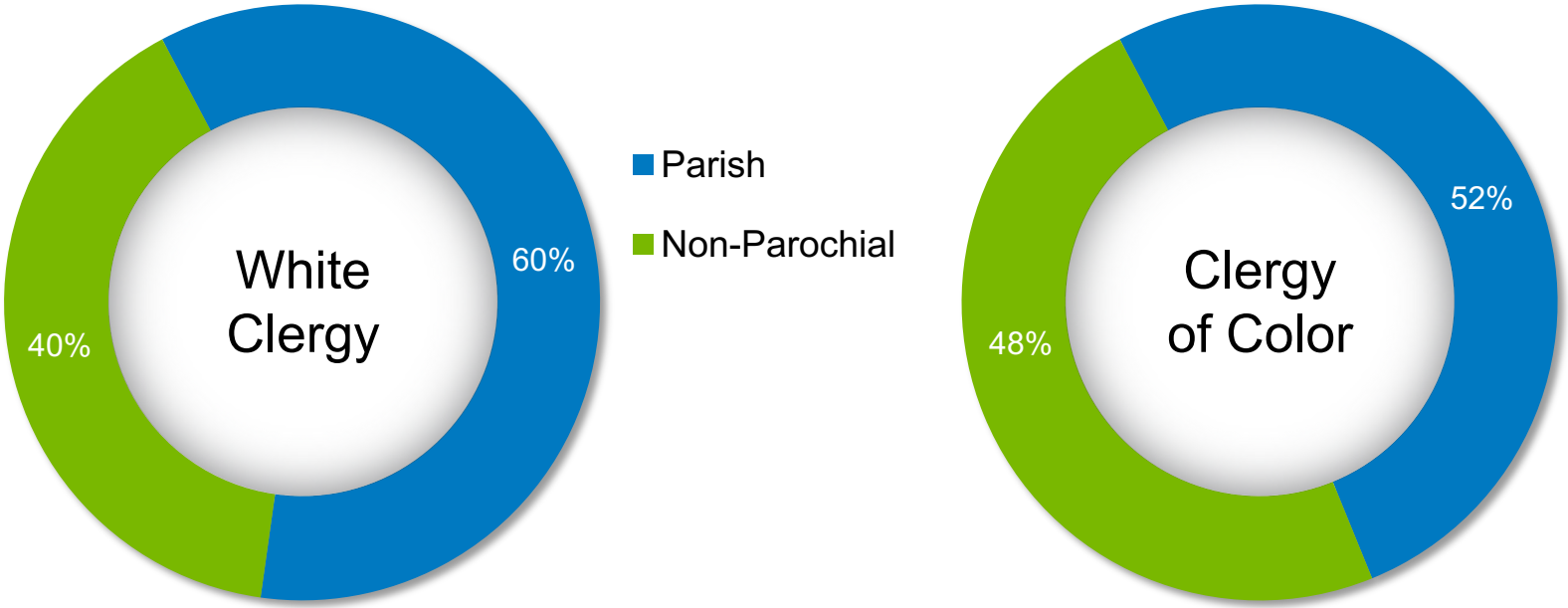
High Compensation Defined as Compensation > $100K





A clergy career often travels on separate tracks.

Path to Bishop



Key Takeaways



1.
Episcopal clergy are gradually becoming more diverse.

2.
Significant change in the House of Bishops in the last five years.

3.
Shortage of clergy may be situational, not absolute, but still very real

4.
Clergy of color and LGBTQ+ more likely to serve outside the parish than white clergy.

5.
Compensation significantly and persistently higher for male than female clergy.

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