

The Episcopal Diocese of Northern California  
Congregation Ranges - 2021

Church Name	Page 2	Page 3				Points Comparison			Compensation Ranges 2021	
	Sunday Attendance #7	Pledge Cards #1	Operating Expenses #12 + #14	Other Expenses #14	Outreach #13, 16, 17 & 18	2020 Points	Change from Prior Year	2021 Points	No House Provided	With House Provided

**Bishop** Salary> \$155,295

**Range G (500 & up)** Base> \$88,280 \$67,898  
**8 Delegates Allowed\***  
 Trinity Cathedral (Sacramento)    391    317    \$1,444,628    \$1,227,238    \$129,562    975.64    964.10    Midpoint> \$106,965 \$82,283  
High> \$125,652 \$96,659

**Range F (335.00 - 499.99)** Base> \$81,258 \$62,509  
**7 Delegates Allowed**  
 Incarnation (Santa Rosa)    188    161    \$682,001    \$573,276    \$101,431    488.56    478.97    Midpoint> \$97,620 \$75,090  
 Grace (Saint Helena)    144    125    \$654,531    \$572,041    \$133,676    402.44    461.35    High> \$113,975 \$87,672  
 Trinity (Folsom)    279    187    \$599,599    \$518,121    \$68,536    423.88    450.57  
 St. Michael's (Carmichael)    148    145    \$616,468    \$530,519    \$92,176    334.12    WAS E    427.57  
 St. Martin's (Davis)    146    168    \$483,400    \$412,920    \$91,474    352.98    365.94  
 Faith (Cameron Park)    187    115    \$422,742    \$377,223    \$105,490    375.75    339.62

**Range E (223 - 334.99)** Base> \$76,583 \$58,911  
**6 Delegates Allowed**  
 St. John's (Roseville)    179    125    \$445,418    \$373,379    \$64,477    310.65    330.95    Midpoint> \$91,774 \$70,597  
 St. Augustine (Rocklin)    124    100    \$439,775    \$399,539    \$68,693    335.90    WAS F    310.23    High> \$106,958 \$82,274  
 St. Mary's (Napa)    141    115    \$439,453    \$363,656    \$32,124    274.30    299.79  
 St. Paul's (Benicia)    101    87    \$337,065    \$300,419    \$134,989    241.84    283.03  
 St. John's (Chico)    146    82    \$350,110    \$299,983    \$78,314    256.06    271.21  
 Emmanuel (Grass Valley)    148    100    \$359,814    \$304,307    \$47,236    251.02    265.53

**Range D (170 - 222.99)** Base> \$71,915 \$55,321  
**5 Delegates Allowed**  
 St. Patrick's (Kenwood)    74    70    \$306,300    \$261,830    \$6,561    205.73    192.43    Midpoint> \$85,933 \$66,112  
 All Saints (Sacramento)    80    57    \$304,264    \$268,108    \$9,594    183.61    191.18    High> \$99,956 \$76,890  
 Christ (Eureka)    106    88    \$274,796    \$237,504    \$10,065    192.08    190.93  
 St. John's (Petaluma)    94    65    \$250,354    \$215,190    \$43,419    180.12    186.64  
 All Saints' (Redding)    100    82    \$259,445    \$223,274    \$21,767    173.29    186.11  
 St. Paul's (Healdsburg)    83    66    \$239,814    \$201,976    \$53,841    163.07    WAS C    184.08  
 St. Luke's (Auburn)    92    72    \$261,702    \$226,702    \$9,000    166.18    WAS C    176.35  
 Holy Trinity (Nevada City)    131    65    \$233,670    \$201,170    \$12,500    197.75    172.09

**Range C (120 - 169.99)** Base> \$67,240 \$51,725  
**4 Delegates Allowed**  
 St. Stephen's (Sebastopol)    78    61    \$258,764    \$219,433    \$10,018    173.73    WAS D    169.14    Midpoint> \$80,096 \$61,609  
 St. Luke's (Woodland)    75    48    \$252,959    \$232,556    \$10,122    139.76    162.29    High> \$92,945 \$62,509  
 St. Alban's (Arcata)    61    57    \$175,291    \$150,715    \$24,118    132.19    129.20  
 Epiphany (Vacaville)    77    49    \$171,216    \$147,598    \$16,549    128.57    125.38  
 Trinity (Sonoma)    70    32    \$195,517    \$173,425    \$0    147.38    123.26

**Range B (90 - 119.99)** Base> \$60,231 \$46,329  
**3 Delegates Allowed**  
 Grace (Fairfield)    55    37    \$181,439    \$161,693    \$6,273    106.22    116.86    Midpoint> \$70,743 \$54,418  
 Our Saviour (Placerville)    64    46    \$166,639    \$155,223    \$3,986    102.23    112.81    High> \$81,258 \$62,509  
 St. Clement's (Rancho Cordova)    67    46    \$160,892    \$141,802    \$6,484    100.48    111.94  
 St. James (Lincoln)    65    41    \$155,673    \$140,483    \$14,624    112.06    111.65  
 St. John's (Marysville)    32    35    \$147,493    \$133,981    \$709    107.50    90.85

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**Range A (below 90)**

**3 Delegates Allowed**

Per agreement of

St. Mary's (Elk Grove)	53	37	\$120,231	\$105,241	\$6,935	95.03	WAS B	86.08	
Ascension (Vallejo)	48	37	\$124,043	\$108,534	\$1,989	99.92	WAS B	84.27	Bishop/Congregation
Trinity (Sutter Creek)	53	32	\$109,896	\$97,452	\$7,432	64.05		79.91	
St. George's (Carmichael)	44	36	\$83,782	\$75,757	\$15,232	70.44		69.51	
St. Peter's (Red Bluff)	30	24	\$97,316	\$91,695	\$3,307	68.79		63.81	
St. Nicholas (Paradise)	30	21	\$78,257	\$78,257	\$22,331	109.46	WAS B	63.04	
St. Michael's (Fort Bragg)	27	30	\$83,589	\$79,068	\$7,484	62.46		59.79	
St. Barnbas (Mount Shasta)	40	24	\$69,957	\$62,471	\$17,394	60.09		59.68	
Holy Trinity (Ukiah)	33	22	\$76,163	\$68,288	\$645	54.13		52.15	
Christ (Quincy)	28	22	\$68,517	\$64,705	\$2,778	35.67		48.15	
St. Michael's (Anderson)	26	12	\$66,070	\$60,058	\$8,415	33.51		46.74	
St. Andrew's (Antelope)	40	23	\$61,833	\$55,685	\$0	45.09		46.67	
St. Luke's (Calistoga)	44	15	\$45,823	\$38,279	\$9,118	50.67		42.22	
St. Paul's (Oroville)	18	7	\$30,338	\$28,744	\$35,330	51.05		39.08	
St. Luke's (Galt)	26	16	\$51,831	\$48,091	\$4,203	39.46		38.52	
St. Stephen's (Colusa)	17	14	\$28,522	\$26,601	\$26,029	47.76		35.03	
St. Paul's (Sacramento)	54	38	\$13,558	\$0	\$9,731	46.08		34.64	
Good Shepherd (Cloverdale)	37	21	\$33,544	\$30,734	\$6,662	40.68		34.60	
St. Francis (Willits)	27	24	\$29,184	\$26,111	\$13,619	35.39		34.15	
Shepherd by the Sea (Gualala)	27	17	\$36,172	\$33,608	\$9,792	33.24		33.98	
St. Francis (Fortuna)	22	20	\$23,969	\$19,102	\$10,465	43.71		27.72	
St. James (Yuba City)	17	16	\$24,403	\$21,364	\$14,474	33.96		27.69	
Grace (Wheatland)	15	7	\$25,576	\$23,755	\$14,273	23.83		25.42	
Holy Trinity (Willows)	12	8	\$40,544	\$37,997	\$275	19.75		25.41	
St. Michael's (Alturas)	8	9	\$29,677	\$27,067	\$8,734	14.13		23.46	
St. Paul's (Crescent City)	22	9	\$24,651	\$21,243	\$6,528	19.48		23.34	
St. Timothy's (Gridley)	19	0	\$24,669	\$23,039	\$12,407	21.04		23.29	
St. Brigid's (Rio Vista)	16	13	\$26,487	\$24,456	\$3,386	21.70		22.19	
St. John's (Lakeport)	11	11	\$26,647	\$24,760	\$1,443	23.14		19.55	
Good Shepherd (Susanville)	13	11	\$15,738	\$15,738	\$1,207	20.12		14.47	
Holy Spirit (Lake Almanor)	8	7	\$9,426	\$9,334	\$11,856	14.46		14.39	
St. Nicholas (Tahoe City)	8	5	\$7,458	\$7,251	\$0	16.04		6.98	
St. Andrew's (Corning)	10	1	\$143	\$0	\$2,666	6.92		4.15	
St. Matthew's (Sacramento)	9	0	\$0	\$0	\$0	45.94		2.25	
<b>Totals</b>	<b>4,618</b>	<b>3,433</b>	<b>\$12,859,246</b>	<b>\$11,179,769</b>	<b>\$1,703,948</b>	<b>9202.28</b>		<b>9294.35</b>	

Compensation Ranges include: regular salary, housing, allowance for social security, etc. The ranges do not include health insurance, travel, pension, education, etc.

Compensation Ranges include a 1.50% COLA approved by the Board of Trustees for 2021.

Transitional Deacon should be paid at 90% of Range "B" Base (100% when ordained a priest).

Diocesan executive staff are paid at Range "E"; program staff are paid per hire letter.

All other ordained clergy, if employed by a congregation must be compensated at Range "B" or greater. This is prorated based on full time equivalent.

For regional missionaries combine total points from each church. Below 120 points, minimum is Range "B" Base plus \$1,500. For 120 points and higher, minimum is Range "C" Base plus \$1,500. Maximum is Range "C".

For Congregations receiving assistance, maximum clergy salary is Range "B" Base.

Points are calculated as follows from Parochial

Report line items:

Line #7 x 25% +

Line #1 x 25% +

(Total Lines 13, 16, 17, 18, 12, 14)/1000 x 50%

For example:

Average attendance (#7) = 200 x 25% =	50
# of pledge cards (#1) = 120 x 25% =	30
Work Outside (#13, 16, 17, 18) = 20,000 +	
Operating Exp (#12, 14) = 100,000 =	
120,000/1000 x 50%	60
Total Points	140

Points of 140 reflects Range C

See Article V, Section 5 of the Constitution of the Episcopal Church in the Diocese of Northern California for guidance on Lay Delegates to Convention.

\*One additional Delegate is allowed for every 100 Congregational Points, in the previous year, above the Diocesan Standard.