

The Episcopal Diocese of Northern California  
 Congregation Ranges - 2025

Church Name	Page 3	Page 5				Points Comparison			Compensation Ranges 2025	
	Sunday Attendance #13	Pledge Cards #1	Operating Expenses #12 + #14	Other Expenses #14	Outreach #13, 16, 17 & 18	2024 Points	Change from Prior Year **	2025 Points	No House Provided	With House Provided

**Bishop** Salary> \$186,210

<b>Range G (500 &amp; up)</b>		<b>8 Delegates Allowed*</b>							Base>	\$105,854	\$81,415
Trinity Cathedral (Sacramento)	260	278	\$1,498,138	\$1,236,600	\$60,278	738.31		913.71	Midpoint>	\$128,258	\$98,664
Trinity (Folsom)	215	207	\$789,539	\$664,989	\$77,595	521.19		539.07	High>	\$150,666	\$115,901
Grace (Saint Helena)	86	56	\$738,912	\$641,641	\$238,001	469.79	**WAS F	523.96			

<b>Range F (335.00 - 499.99)</b>		<b>7 Delegates Allowed</b>							Base>	\$97,435	\$74,953
Incarnation (Santa Rosa)	134	149	\$792,529	\$673,889	\$44,743	448.25		489.39	Midpoint>	\$117,054	\$90,038
St. Michael's (Carmichael)	104	127	\$709,175	\$595,768	\$83,202	447.26		453.94	High>	\$136,664	\$105,125
St. John's (Roseville)	163	120	\$478,114	\$417,633	\$62,945	339.05		341.28			

<b>Range E (223 - 334.99)</b>		<b>6 Delegates Allowed</b>							Base>	\$91,830	\$70,639
Faith (Cameron Park)	99	98	\$438,469	\$380,444	\$96,643	285.91		316.81	Midpoint>	\$110,043	\$84,651
St. Mary's (Napa)	126	115	\$447,433	\$384,043	\$57,821	322.82		312.88	High>	\$128,251	\$99,760
St. Martin's (Davis)	108	123	\$432,091	\$417,481	\$72,382	383.23	**WAS F	309.99			
St. John's (Chico)	87	75	\$483,548	\$433,389	\$26,029	291.14		295.29			
Emmanuel (Grass Valley)	102	63	\$397,978	\$335,621	\$27,309	281.47		253.89			
St. Paul's (Benicia)	85	73	\$417,193	\$358,468	\$1,000	231.44		248.60			
Christ (Eureka)	87	76	\$369,024	\$326,220	\$24,152	194.30	**WAS D	237.34			
St. Augustine (Rocklin)	79	68	\$324,440	\$281,376	\$71,924	296.23		234.93			
St. Paul's (Healdsburg)	80	63	\$299,987	\$258,684	\$80,741	179.90	**WAS D	226.11			

<b>Range D (170 - 222.99)</b>		<b>5 Delegates Allowed</b>							Base>	\$86,232	\$66,334
St. Luke's (Auburn)	103	85	\$282,187	\$251,357	\$3,873	185.16		190.03	Midpoint>	\$103,039	\$79,274
St. Stephen's (Sebastopol)	72	42	\$310,534	\$262,305	\$9,773	175.06		188.65	High>	\$119,856	\$92,197
St. Luke's (Woodland)	58	42	\$305,134	\$283,424	\$4,596	198.00		179.87			
St. John's (Petaluma)	58	55	\$301,148	\$256,873	\$881	162.16	**WAS C	179.26			
All Saints' (Redding)	69	61	\$253,286	\$217,050	\$32,255	163.03	**WAS C	175.27			

<b>Range C (120 - 169.99)</b>		<b>4 Delegates Allowed</b>							Base>	\$80,625	\$62,022
St. Patrick's (Kenwood)	48	49	\$264,733	\$223,930	\$19,048	230.90	**WAS E	166.14	Midpoint>	\$96,042	\$73,872
All Saints (Sacramento)	52	55	\$255,542	\$224,757	\$6,263	185.61	**WAS D	157.65	High>	\$111,449	\$74,953
Holy Trinity (Nevada City)	82	66	\$231,780	\$204,900	\$2,500	159.98		154.14			
St. Alban's (Arcata)	43	47	\$197,139	\$171,812	\$25,807	120.79		133.97			
Grace (Fairfield)	38	34	\$197,342	\$177,378	\$12,006	117.45	**WAS B	122.67			
Trinity (Sonoma)	44	41	\$197,367	\$163,178	\$649	127.08		120.26			

<b>Range B (90 - 119.99)</b>		<b>3 Delegates Allowed</b>							Base>	\$72,221	\$55,552
Our Saviour (Placerville)	49	41	\$172,772	\$160,418	\$4,254	96.49		111.01	Midpoint>	\$84,826	\$65,251
St. Paul's (Sacramento)	33	39	\$153,264	\$131,372	\$16,819	82.66	**WAS A	103.04	High>	\$91,891	\$74,953
Ascension (Vallejo)	35	29	\$155,362	\$142,292	\$5,751	78.93	**WAS A	96.56			
St. Clement's (Rancho Cordova)	30	32	\$151,318	\$137,354	\$9,953	27.49	**WAS A	96.14			
Epiphany (Vacaville)	46	27	\$138,277	\$126,522	\$9,477	111.43		92.13			

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

\*\* = Change from the prior year.

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**Range A (below 90)**

**3 Delegates Allowed**

Per agreement of Bishop/Congregation

St. James (Lincoln)	29	21	\$46,403	\$45,994	\$73,241	44.08		72.32		
St. George's (Carmichael)	32	24	\$106,041	\$103,767	\$3,474	67.25		68.76		
St. Michael's (Fort Bragg)	17	23	\$111,172	\$104,341	\$906	60.47		66.04		
St. Luke's (Calistoga)	35	27	\$91,006	\$76,911	\$7,116	51.38		64.56		
St. Peter's (Red Bluff)	19	19	\$99,872	\$88,645	\$975	54.14		59.92		
St. Barnbas (Mount Shasta)	33	20	\$74,189	\$66,654	\$0	56.23		50.34		
Shepherd by the Sea (Gualala)	24	7	\$64,533	\$62,580	\$12,660	38.30		46.35		
St. Francis (Fortuna)	15	18	\$62,065	\$57,135	\$10,668	38.17		44.62		
St. Luke's (Galt)	18	14	\$61,238	\$55,131	\$2,885	38.43		40.06		
Christ (Quincy)	20	26	\$51,044	\$44,747	\$4,865	50.45		39.45		
Holy Trinity (Ukiah)	23	20	\$55,024	\$49,626	\$1,282	37.12		38.90		
St. James (Yuba City)	20	19	\$36,433	\$34,880	\$18,051	32.55		36.99		
St. Stephen's (Colusa)	13	0	\$44,915	\$42,697	\$21,701	41.86		36.56		
St. John's (Marysville)	15	15	\$57,973	\$56,505	\$0	43.56		36.49		
St. Mary's (Elk Grove)	25	17	\$46,392	\$42,145	\$1,540	35.65		34.47		
Good Shepherd (Cloverdale)	28	22	\$34,162	\$30,995	\$8,079	32.42		33.62		
Trinity (Sutter Creek)	15	17	\$45,474	\$41,044	\$4,388	41.25		32.93		
St. Francis (Willits)	20	23	\$28,018	\$25,576	\$12,129	29.17		30.82		
St. Paul's (Oroville)	16	12	\$41,788	\$41,788	\$5,775	39.69		30.78		
St. Timothy's (Gridley)	18	11	\$44,940	\$41,975	\$60	24.24		29.75		
St. Michael's (Anderson)	20	6	\$37,402	\$33,715	\$7,721	31.62		29.06		
St. Paul's (Crescent City)	20	10	\$24,163	\$21,885	\$11,603	26.32		25.38		
St. John's (Lakeport)	9	13	\$30,492	\$28,349	\$630	17.54		21.06		
Holy Trinity (Willows)	8	0	\$37,587	\$35,025	\$0	19.78		20.79		
Grace (Wheatland)	13	7	\$27,592	\$25,545	\$2,960	19.54		20.28		
St. Andrew's (Antelope)	5	5	\$35,000	\$35,000	\$0	24.92		20.00		
St. Michael's (Alturas)	7	7	\$29,832	\$27,316	\$2,439	24.93		19.64		
Holy Spirit (Lake Almanor)	8	4	\$2,195	\$2,156	\$10,325	9.33		9.26		
St. Matthew's (Sacramento)	13	11	\$4,958	\$3,989	\$1,200	5.11		9.08		
St. Andrew's (Corning)	6	0	\$359	\$0	\$14,384	9.88		8.87		
Good Shepherd (Susanville)	9	8	\$1,521	\$0	\$3,000	13.29		6.51		
St. Nicholas (Paradise)	9	0	\$0	\$0	\$0	5.72		2.25		

Compensation Ranges include a 4.80% COLA approved by the Board of Trustees (BoT) for 2025. The COLA is recommended to parishes to adopt. The board understands not all parishes will be able to pay this full amount. They encourage parishes to offer what they can.

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

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.

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.

Points are calculated as follows from Parochial Report line items:	
Line #13 x 25% +	
Line #1 x 25% +	
(Total Lines 13, 16, 17, 18, 12, 14)/1000 x 50%	
For example:	
Average attendance (#13) = 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	

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