

The Episcopal Diocese of Northern California
 Congregation Ranges - 2020

Church Name	Page 2	Page 3				Points Comparison			Compensation Ranges 2020	
	Sunday Attendance #7	Pledge Cards #1	Operating Expenses #12 + #14	Other Expenses #14	Outreach #13, 16, 17 & 18	2019 Points	Change from Prior Year	2020 Points	No House Provided	With House Provided

Bishop Salary> \$153,000

Range G (500 & up)		8 Delegates Allowed*						Base>	\$86,965	\$66,895
Trinity Cathedral (Sacramento)	389	315	\$1,438,977	\$1,218,506	\$160,311	966.66	975.64	Midpoint>	\$105,384	\$81,067
								High>	\$123,795	\$95,231

Range F (335.00 - 499.99)		7 Delegates Allowed						Base>	\$80,057	\$61,585
Incarnation (Santa Rosa)	184	152	\$695,394	\$587,464	\$113,733	472.21	488.56	Midpoint>	\$96,177	\$73,980
Trinity (Folsom)	246	186	\$571,276	\$494,264	\$60,491	373.97	423.88	High>	\$112,291	\$86,376
Grace (Saint Helena)	154	127	\$576,350	\$491,655	\$88,024	415.20	402.44			
Faith (Cameron Park)	204	117	\$450,951	\$396,525	\$140,045	415.91	375.75			
St. Martin's (Davis)	163	172	\$485,552	\$411,579	\$52,908	376.96	352.98			
St. Augustine (Rocklin)	136	92	\$503,476	\$456,216	\$54,329	265.99	335.90	WAS E		

Range E (223 - 334.99)		6 Delegates Allowed						Base>	\$75,451	\$58,040
St. Michael's (Carmichael)	151	142	\$468,318	\$433,975	\$53,431	365.45	334.12	Midpoint>	\$90,418	\$69,554
St. John's (Roseville)	174	125	\$413,853	\$350,080	\$57,940	337.81	310.65	High>	\$105,377	\$81,058
St. Mary's (Napa)	136	122	\$398,713	\$328,773	\$20,881	281.78	274.30			
St. John's (Chico)	137	81	\$341,238	\$296,657	\$61,890	235.05	256.06			
Emmanuel (Grass Valley)	150	97	\$346,187	\$292,990	\$32,356	235.70	251.02			
St. Paul's (Benicia)	107	106	\$324,742	\$276,957	\$52,443	235.11	241.84			

Range D (170 - 222.99)		5 Delegates Allowed						Base>	\$70,852	\$54,503
St. Patrick's (Kenwood)	84	95	\$298,612	\$250,013	\$23,350	188.20	205.73	Midpoint>	\$84,663	\$65,135
Holy Trinity (Nevada City)	132	73	\$283,035	\$253,061	\$9,961	191.25	197.75	High>	\$98,479	\$75,754
Christ (Eureka)	98	87	\$267,225	\$238,441	\$24,425	141.13	192.08	WAS C		
All Saints (Sacramento)	83	58	\$286,497	\$248,638	\$10,218	181.21	183.61			
St. John's (Petaluma)	87	66	\$242,662	\$207,800	\$41,069	172.75	180.12			
St. Stephen's (Sebastopol)	77	55	\$228,897	\$196,277	\$52,570	156.33	173.73	WAS C		
All Saints' (Redding)	96	77	\$259,689	\$224,986	\$384	176.29	173.29			

Range C (120 - 169.99)		4 Delegates Allowed						Base>	\$66,246	\$50,961
St. Luke's (Auburn)	85	79	\$241,363	\$216,363	\$9,000	138.50	166.18	Midpoint>	\$78,912	\$60,699
St. Paul's (Healdsburg)	86	81	\$209,350	\$177,244	\$33,291	165.02	163.07	High>	\$91,571	\$61,585
Trinity (Sonoma)	77	38	\$235,180	\$202,860	\$2,081	147.30	147.38			
St. Luke's (Woodland)	67	50	\$215,535	\$191,849	\$5,488	144.52	139.76			
St. Alban's (Arcata)	67	57	\$175,415	\$152,678	\$26,970	126.07	132.19			
Epiphany (Vacaville)	71	44	\$178,659	\$152,705	\$20,976	119.66	128.57	WAS B		

Range B (90 - 119.99)		3 Delegates Allowed						Base>	\$59,341	\$45,644
St. James (Lincoln)	68	43	\$142,193	\$126,851	\$26,421	95.01	112.06	Midpoint>	\$69,698	\$53,614
St. Nicholas (Paradise)	63	65	\$90,697	\$79,039	\$64,227	109.00	109.46	High>	\$80,057	\$61,585
St. John's (Marysville)	35	41	\$159,043	\$146,679	\$17,957	109.44	107.50			
Grace (Fairfield)	54	48	\$155,027	\$138,724	\$6,419	105.37	106.22			
Our Saviour (Placerville)	62	43	\$142,365	\$134,705	\$9,587	107.22	102.23			
St. Clement's (Rancho Cordova)	64	37	\$147,474	\$132,560	\$2,976	72.17	100.48	WAS A		
Ascension (Vallejo)	46	39	\$157,135	\$142,692	\$200	85.43	99.92	WAS A		
St. Mary's (Elk Grove)	58	37	\$133,327	\$116,578	\$9,229	100.89	95.03			

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Range A (below 90)

3 Delegates Allowed

Per agreement of Bishop/Congregation

St. George's (Carmichael)	44	35	\$81,928	\$73,836	\$19,459	67.53		70.44		
St. Peter's (Red Bluff)	35	24	\$105,310	\$96,237	\$2,762	60.01		68.79		
Trinity (Sutter Creek)	59	0	\$97,446	\$82,752	\$1,150	109.73	WAS B	64.05		
St. Michael's (Fort Bragg)	33	33	\$87,021	\$80,988	\$4,905	59.24		62.46		
St. Barnbas (Mount Shasta)	39	24	\$66,423	\$59,794	\$22,264	66.76		60.09		
Holy Trinity (Ukiah)	34	27	\$68,160	\$59,514	\$9,590	38.15		54.13		
St. Paul's (Oroville)	25	11	\$59,131	\$56,292	\$24,969	44.32		51.05		
St. Luke's (Calistoga)	38	10	\$66,546	\$61,169	\$10,789	38.15		50.67		
St. Stephen's (Colusa)	14	14	\$58,956	\$51,205	\$22,564	42.21		47.76		
St. Paul's (Sacramento)	57	33	\$11,874	\$0	\$35,287	36.59		46.08		
St. Matthew's (Sacramento)	15	0	\$1,985	\$0	\$82,391	47.83		45.94		
St. Andrew's (Antelope)	32	24	\$62,181	\$56,444	\$0	39.11		45.09		
St. Francis (Fortuna)	25	17	\$50,469	\$45,097	\$15,949	43.55		43.71		
Good Shepherd (Cloverdale)	37	24	\$45,895	\$41,926	\$4,965	71.20		40.68		
St. Luke's (Galt)	22	20	\$51,468	\$47,876	\$6,460	38.16		39.46		
Christ (Quincy)	31	21	\$41,652	\$37,918	\$3,680	31.61		35.67		
St. Francis (Willits)	27	24	\$30,955	\$28,997	\$14,326	35.42		35.39		
St. James (Yuba City)	18	16	\$42,961	\$39,217	\$7,961	25.35		33.96		
St. Michael's (Anderson)	29	13	\$40,609	\$37,116	\$5,407	30.74		33.51		
Shepherd by the Sea (Gualala)	25	4	\$44,491	\$40,691	\$7,480	46.63		33.24		
Grace (Wheatland)	13	7	\$23,802	\$22,512	\$13,859	25.12		23.83		
St. John's (Lakeport)	12	15	\$30,379	\$27,994	\$2,400	22.14		23.14		
St. Brigid's (Rio Vista)	16	13	\$25,643	\$23,759	\$3,254	24.74		21.70		
St. Timothy's (Gridley)	22	0	\$31,073	\$28,101	\$0	18.46		21.04		
Good Shepherd (Susanville)	13	29	\$18,809	\$15,309	\$429	16.79		20.12		
Holy Trinity (Willows)	13	8	\$27,903	\$25,740	\$1,100	17.12		19.75		
St. Paul's (Crescent City)	16	9	\$22,814	\$20,382	\$3,648	21.26		19.48		
St. Nicholas (Tahoe City)	7	0	\$27,711	\$25,313	\$876	16.61		16.04		
Holy Spirit (Lake Almanor)	9	7	\$9,053	\$9,053	\$11,865	15.29		14.46		
St. Michael's (Alturas)	9	8	\$11,358	\$9,540	\$8,399	16.20		14.13		
St. Mary's (Ferndale)	5	0	\$14,456	\$13,158	\$1,603	8.02		9.28		
St. Andrew's (Corning)	11	0	\$7,982	\$7,602	\$359	10.10		6.92		
Totals	4,676	3,517	\$12,630,851	\$10,991,916	\$1,695,731	8994.70		9211.54		

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 2.00% COLA recommended by the Employment Practices & Benefits Committee for 2020.

The Compensation Ranges are the minimum standard. Churches are free to adjust per their local cost of living.

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.

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

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	