

The Episcopal Diocese of Northern California
Congregation Ranges - 2022

Church Name	Page 2	Page 3				Points Comparison			Compensation Ranges 2022	
	Sunday Attendance #7	Pledge Cards #1	Operating Expenses #12 + #14	Other Expenses #14	Outreach #13, 16, 17 & 18	2021 Points	Change from Prior Year **	2022 Points	No House Provided	With House Provided

Bishop Salary> \$159,488

Range G (500 & up) 8 Delegates Allowed* Base> \$90,664 \$69,731

Trinity Cathedral (Sacramento)	369	306	\$1,401,091	\$1,197,035	\$116,680	964.10		927.64	Midpoint>	\$109,853	\$84,505
									High>	\$129,045	\$99,269

Range F (335.00 - 499.99) 7 Delegates Allowed Base> \$83,452 \$64,197

Grace (Saint Helena)	151	122	\$664,372	\$598,748	\$191,589	461.35		496.23	Midpoint>	\$100,256	\$77,117
Trinity (Folsom)	298	194	\$568,979	\$479,307	\$73,535	450.57		444.26	High>	\$117,052	\$90,039
St. Michael's (Carmichael)	133	135	\$603,664	\$515,724	\$102,867	427.57		420.27			
Incarnation (Santa Rosa)	181	158	\$605,008	\$523,806	\$54,744	478.97		414.63			
St. Martin's (Davis)	144	150	\$494,988	\$415,951	\$95,047	365.94		368.52			
Faith (Cameron Park)	179	114	\$355,942	\$307,497	\$84,035	339.62	**	293.24			

Range E (223 - 334.99) 6 Delegates Allowed Base> \$78,651 \$60,502

St. John's (Roseville)	176	115	\$446,825	\$380,321	\$37,949	330.95		315.14	Midpoint>	\$94,252	\$72,503
St. Mary's (Napa)	141	109	\$397,640	\$336,667	\$40,012	299.79		281.33	High>	\$109,846	\$84,495
St. Augustine (Rocklin)	123	87	\$382,342	\$344,028	\$54,223	310.23		270.78			
St. John's (Chico)	139	82	\$397,710	\$350,880	\$29,403	271.21		268.81			
Emmanuel (Grass Valley)	134	96	\$376,168	\$320,098	\$21,287	265.53		256.23			
St. Paul's (Benicia)	103	99	\$371,445	\$330,001	\$20,617	283.03		246.53			

Range D (170 - 222.99) 5 Delegates Allowed Base> \$73,857 \$56,815

St. Patrick's (Kenwood)	75	74	\$297,555	\$256,337	\$28,943	192.42		200.50	Midpoint>	\$88,253	\$67,897
St. Luke's (Auburn)	99	74	\$282,094	\$244,880	\$10,915	176.35		189.75	High>	\$102,655	\$78,966
All Saints (Sacramento)	72	58	\$283,827	\$272,280	\$7,621	191.18		178.22			
All Saints' (Redding)	98	82	\$249,575	\$220,607	\$16,273	186.11		177.92			
St. Paul's (Healdsburg)	80	70	\$213,256	\$189,638	\$62,972	184.08		175.61			
Holy Trinity (Nevada City)	130	59	\$242,687	\$206,687	\$8,763	172.09		172.98			
Christ (Eureka)	103	80	\$241,360	\$208,661	\$6,168	190.93	**	169.51			
St. John's (Petaluma)	80	54	\$239,061	\$203,311	\$5,044	186.64	**	155.55			

Range C (120 - 169.99) 4 Delegates Allowed Base> \$69,055 \$53,122

St. Stephen's (Sebastopol)	73	60	\$267,411	\$229,815	\$3,730	169.14		168.82	Midpoint>	\$82,259	\$63,272
St. Luke's (Woodland)	80	49	\$231,664	\$206,260	\$557	162.29		148.36	High>	\$95,455	\$64,197
Epiphany (Vacaville)	74	43	\$159,870	\$138,034	\$23,378	125.38		120.87			
St. Alban's (Arcata)	60	48	\$163,152	\$133,237	\$21,037	129.20	**	119.09			
Trinity (Sonoma)	79	55	\$159,549	\$139,324	\$500	123.26	**	113.52			

Range B (90 - 119.99) 3 Delegates Allowed Base> \$61,857 \$47,580

St. James (Lincoln)	60	41	\$170,639	\$151,728	\$16,322	111.65		118.73	Midpoint>	\$72,653	\$55,887
Grace (Fairfield)	59	34	\$177,158	\$157,473	\$5,938	116.86		114.80	High>	\$83,452	\$64,197
St. Clement's (Rancho Cordova)	65	40	\$173,886	\$154,230	\$810	111.94		113.60			
Our Saviour (Placerville)	57	40	\$152,973	\$135,976	\$756	112.81		101.11			
St. John's (Marysville)	28	30	\$126,320	\$114,684	\$200	90.85	**	77.76			

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Range A (below 90)

3 Delegates Allowed

Per agreement of
Bishop/Congregation

Ascension (Vallejo)	38	35	\$97,208	\$85,302	\$1,691	84.27		67.70		
St. George's (Carmichael)	40	35	\$87,771	\$77,043	\$9,933	69.51		67.60		
Trinity (Sutter Creek)	45	26	\$92,192	\$84,076	\$6,476	79.91		67.08		
St. Luke's (Calistoga)	48	21	\$78,628	\$76,108	\$4,426	42.22		58.78		
St. Peter's (Red Bluff)	30	28	\$82,527	\$67,618	\$0	63.81		55.76		
St. Michael's (Fort Bragg)	29	28	\$77,356	\$75,134	\$200	59.79		53.03		
Christ (Quincy)	27	23	\$71,815	\$67,242	\$8,048	48.15		52.43		
St. Paul's (Croville)	28	8	\$21,817	\$21,401	\$64,270	39.08		52.04		
St. Barnbas (Mount Shasta)	37	26	\$54,644	\$47,204	\$14,547	59.68		50.35		
St. Nicholas (Paradise)	30	13	\$63,367	\$63,367	\$10,000	63.04		47.43		
St. Andrew's (Antelope)	40	19	\$57,793	\$52,455	\$0	46.67		43.65		
Holy Trinity (Ukiah)	30	22	\$50,910	\$45,570	\$1,309	52.15		39.11		
Shepherd by the Sea (Gualala)	26	17	\$27,817	\$24,443	\$28,620	33.98		38.97		
St. Luke's (Galt)	22	17	\$46,833	\$42,813	\$5,442	38.52		35.89		
St. Francis (Fortuna)	21	17	\$47,917	\$44,020	\$694	27.72		33.81		
St. Stephen's (Colusa)	12	14	\$35,559	\$30,473	\$15,571	35.03		32.07		
St. Michael's (Anderson)	26	14	\$36,551	\$32,585	\$7,249	46.74		31.90		
St. Francis (Willits)	29	23	\$22,919	\$21,014	\$14,207	34.15		31.56		
St. Mary's (Elk Grove)	68	35	\$10,818	\$137	\$578	86.08		31.45		
Good Shepherd (Cloverdale)	36	25	\$27,317	\$24,215	\$5,000	34.60		31.41		
St. James (Yuba City)	20	16	\$22,209	\$18,756	\$9,830	27.69		25.02		
St. Paul's (Sacramento)	43	36	\$9,760	\$0	\$271	34.64		24.77		
St. Paul's (Crescent City)	25	8	\$23,930	\$20,341	\$4,845	23.34		22.64		
Grace (Wheatland)	15	8	\$22,178	\$20,699	\$10,440	25.42		22.06		
St. Michael's (Alturas)	8	9	\$28,764	\$25,514	\$4,854	23.46		21.06		
Holy Trinity (Willows)	8	8	\$29,860	\$27,813	\$625	25.41		19.24		
St. Brigid's (Rio Vista)	13	12	\$17,628	\$16,214	\$6,255	22.19		18.19		
St. John's (Lakeport)	9	14	\$20,441	\$18,870	\$557	19.55		16.25		
Good Shepherd (Susanville)	13	11	\$14,805	\$14,712	\$80	14.47		13.44		
Holy Spirit (Lake Almanor)	0	7	\$7,472	\$7,463	\$11,070	14.39		11.02		
St. Timothy's (Gridley)	19	0	\$0	\$0	\$11,037	23.29		10.27		
St. Matthew's (Sacramento)	12	0	\$0	\$0	\$10,000	2.25		8.00		
St. Andrew's (Corning)	9	0	\$88	\$0	\$1,133	4.15		2.86		
St. Nicholas (Tahoe City)	0	0	\$0	\$0	\$0	6.98		0.00		

**** Due to unforeseen affects of Covid, the Board of Trustees elected to keep all churches under their 2021 Congregational Ranges.**

Compensation Ranges include a 2.70% COLA approved by the Board of Trustees (BoT) for 2022. While the Social Security Admin. is currently projecting a 6%, COLA, the BoT chose to use the 2022 COLA for Federal government employees. The BoT recommends vestries consider offering a higher COLA if they are able to do so.

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.

*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	