



Church Name	Page 2	Page 3				Points Comparison			Compensation Ranges 2023	
	Sunday Attendance #7	Pledge Cards #1	Operating Expenses #12 + #14	Other Expenses #14	Outreach #13, 16, 17 & 18	2022 Points	Change from Prior Year **	2023 Points	No House Provided	With House Provided

**Bishop** Salary> \$167,941

<b>Range G (500 &amp; up)</b>						<b>8 Delegates Allowed*</b>			Base>	\$95,469	\$73,427
Trinity Cathedral (Sacramento)	136	288	\$1,468,214	\$1,315,859	\$0	927.64		840.11	Midpoint>	\$115,675	\$88,984
									High>	\$135,884	\$104,530

<b>Range F (335.00 - 499.99)</b>						<b>7 Delegates Allowed</b>			Base>	\$87,875	\$67,599
Trinity (Folsom)	191	204	\$661,756	\$566,687	\$72,058	444.26		465.66	Midpoint>	\$105,570	\$81,204
Grace (Saint Helena)	53	92	\$617,903	\$521,045	\$127,132	496.23		408.77	High>	\$123,256	\$94,811
Incarnation (Santa Rosa)	90	149	\$627,546	\$537,158	\$55,038	414.63		401.04			
St. Michael's (Carmichael)	69	127	\$575,271	\$481,350	\$56,957	420.27		365.11			
St. Martin's (Davis)	34	140	\$445,602	\$375,134	\$101,595	368.52	**	317.10			
Faith (Cameron Park)	85	97	\$357,528	\$299,157	\$113,861	293.24	**	281.19			

<b>Range E (223 - 334.99)</b>						<b>6 Delegates Allowed</b>			Base>	\$82,820	\$63,709
St. John's (Roseville)	111	117	\$458,935	\$384,988	\$47,332	315.14		310.13	Midpoint>	\$99,247	\$76,346
St. John's (Chico)	84	83	\$448,923	\$396,079	\$55,361	268.81		293.89	High>	\$115,668	\$88,973
Emmanuel (Grass Valley)	66	84	\$443,339	\$393,269	\$21,318	256.23		269.83			
St. Mary's (Napa)	89	102	\$408,879	\$349,767	\$32,437	281.33		268.41			
St. Augustine (Rocklin)	67	96	\$376,499	\$339,610	\$47,077	270.78		252.54			
St. Paul's (Benicia)	43	74	\$340,755	\$301,315	\$23,356	246.53	**	211.31			

<b>Range D (170 - 222.99)</b>						<b>5 Delegates Allowed</b>			Base>	\$77,771	\$59,826
All Saints (Sacramento)	44	47	\$367,809	\$344,252	\$7,455	178.22		210.38	Midpoint>	\$92,930	\$71,496
St. Patrick's (Kenwood)	30	55	\$346,631	\$293,049	\$23,459	200.50		206.30	High>	\$108,096	\$83,151
St. Luke's (Auburn)	95	75	\$259,681	\$227,104	\$5,700	189.75		175.19			
St. Paul's (Healdsburg)	62	64	\$226,768	\$194,706	\$59,881	175.61		174.82			
Christ (Eureka)	40	82	\$257,820	\$224,105	\$14,543	169.51	**	166.68			
St. John's (Petaluma)	31	46	\$268,575	\$240,894	\$4,190	155.55	**	155.63			
Holy Trinity (Nevada City)	86	50	\$230,550	\$205,387	\$6,312	172.98	**	152.43			
All Saints' (Redding)	33	58	\$240,668	\$208,614	\$18,373	177.92	**	152.27			

<b>Range C (120 - 169.99)</b>						<b>4 Delegates Allowed</b>			Base>	\$72,715	\$55,937
St. Stephen's (Sebastopol)	38	48	\$284,146	\$241,101	\$2,135	168.82		164.64	Midpoint>	\$86,619	\$66,625
St. Luke's (Woodland)	51	35	\$263,229	\$239,229	\$252	148.36		153.24	High>	\$100,514	\$67,599
Trinity (Sonoma)	42	55	\$204,246	\$174,794	\$2,300	113.52		127.52			
Epiphany (Vacaville)	35	32	\$163,621	\$145,943	\$16,002	120.87	**	106.56			
St. Alban's (Arcata)	26	46	\$155,720	\$138,151	\$15,385	119.09	**	103.55			

<b>Range B (90 - 119.99)</b>						<b>3 Delegates Allowed</b>			Base>	\$65,135	\$50,102
Grace (Fairfield)	37	43	\$182,418	\$164,883	\$6,209	114.80		114.31	Midpoint>	\$76,504	\$58,849
Our Saviour (Placerville)	41	36	\$146,675	\$135,802	\$6,366	101.11		95.77	High>	\$87,875	\$67,599
St. Clement's (Rancho Cordova)	32	37	\$141,252	\$128,758	\$8,049	113.60		91.90			
St. James (Lincoln)	24	21	\$144,907	\$125,183	\$1,100	118.73	**	84.25			
St. John's (Marysville)	20	30	\$110,292	\$100,413	\$0	77.76	**	67.65			

\*\* Due to unforeseen affects of Covid, the Board of Trustees elected to continue to keep all churches under their 2021 Congregation Range



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Range A (below 90)	3 Delegates Allowed							Per agreement of Bishop/Congregation
Ascension (Vallejo)	38	35	\$125,132	\$112,304	\$3,346	67.70	82.49	
St. Paul's (Sacramento)	19	32	\$101,429	\$91,018	\$10,023	24.77	68.48	
St. George's (Carmichael)	28	28	\$93,712	\$83,498	\$3,324	67.60	62.52	
St. Peter's (Red Bluff)	17	19	\$103,008	\$98,573	\$0	55.76	60.50	
St. Mary's (Elk Grove)	22	24	\$96,182	\$90,804	\$450	31.45	59.82	
Trinity (Sutter Creek)	18	26	\$61,763	\$55,545	\$32,181	67.08	57.97	
St. Paul's (Oroville)	4	5	\$82,984	\$82,941	\$20,530	52.04	54.01	
St. Barnabas (Mount Shasta)	31	24	\$68,111	\$61,041	\$12,372	50.35	53.99	
St. Luke's (Calistoga)	24	21	\$81,927	\$72,247	\$2,539	58.78	53.48	
St. Michael's (Fort Bragg)	18	26	\$81,275	\$77,048	\$2,717	53.03	53.00	
Christ (Quincy)	26	22	\$70,645	\$65,807	\$1,950	52.43	48.30	
St. Nicholas (Paradise)	11	12	\$75,060	\$72,637	\$474	47.43	43.52	
Holy Trinity (Ukiah)	16	26	\$53,066	\$47,178	\$437	39.11	37.25	
St. Francis (Fortuna)	14	15	\$56,028	\$52,807	\$290	33.81	35.41	
St. Luke's (Galt)	17	13	\$51,418	\$47,334	\$1,764	35.89	34.09	
St. Andrew's (Antelope)	18	7	\$52,790	\$51,440	\$0	43.65	32.65	
St. Stephen's (Colusa)	13	14	\$29,472	\$25,628	\$21,052	32.07	32.01	
Shepherd by the Sea (Gualala)	26	5	\$35,202	\$32,312	\$11,550	38.97	31.13	
Good Shepherd (Cloverdale)	25	21	\$24,332	\$21,880	\$10,280	31.41	28.81	
St. Michael's (Anderson)	16	10	\$35,707	\$32,535	\$6,173	31.90	27.44	
St. Francis (Willits)	11	23	\$24,269	\$21,868	\$10,475	31.56	25.87	
St. James (Yuba City)	13	15	\$25,095	\$21,884	\$8,160	25.02	23.63	
St. Michael's (Alturas)	6	8	\$32,757	\$30,348	\$2,893	21.06	21.33	
St. Paul's (Crescent City)	16	11	\$23,345	\$19,973	\$3,769	22.64	20.31	
Grace (Wheatland)	14	7	\$25,600	\$23,350	\$2,842	22.06	19.47	
St. Brigid's (Rio Vista)	15	9	\$21,531	\$20,083	\$2,343	18.19	17.94	
St. Timothy's (Gridley)	16	0	\$11,088	\$9,913	\$9,506	10.27	14.30	
Holy Trinity (Willows)	9	8	\$18,732	\$16,492	\$0	19.24	13.62	
St. John's (Lakeport)	9	9	\$17,205	\$15,721	\$150	16.25	13.18	
Holy Spirit (Lake Almanor)	9	5	\$5,691	\$5,441	\$9,320	11.02	11.01	
St. Matthew's (Sacramento)	5	0	\$7,777	\$2,461	\$11,477	8.00	10.88	
St. Andrew's (Corning)	0	0	\$17,422	\$16,263	\$1,200	2.86	9.31	
Good Shepherd (Susanville)	11	10	\$3,296	\$1,668	\$80	13.44	6.94	
St. Nicholas (Tahoe City)	0	0	\$0	\$0	\$0	0.00	0.00	

Compensation Ranges include a 5.30% COLA approved by the Board of Trustees (BoT) for 2023. The COLA is recommended but not mandatory. If adopted, COLA must be applied equally to all employees to ensure parity between Clergy and Laity.

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.

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.