

The Episcopal Diocese of Northern California  
Congregation Ranges - 2024

Church Name	Page 3	Page 5				Points Comparison			Compensation Ranges 2024	
	Sunday Attendance #13	Pledge Cards #1	Operating Expenses #12 + #14	Other Expenses #14	Outreach #13, 16, 17 & 18	2023 Points	Change from Prior Year **	2024 Points	No House Provided	With House Provided

**Bishop** Salary> \$177,682

<b>Range G (500 &amp; up)</b>		<b>8 Delegates Allowed*</b>							Base>	\$101,006	\$77,686
Trinity Cathedral (Sacramento)	246	287	\$1,176,246	\$970,084	\$33,875	840.11		738.31	Midpoint>	\$122,384	\$94,145
Trinity (Folsom)	221	201	\$769,686	\$638,786	\$61,693	465.66	**WAS F	521.19	High>	\$143,765	\$110,593

<b>Range F (335.00 - 499.99)</b>		<b>7 Delegates Allowed</b>							Base>	\$92,972	\$71,520
Grace (Saint Helena)	84	99	\$674,836	\$584,103	\$173,240	408.77		469.79	Midpoint>	\$111,693	\$85,914
Incarnation (Santa Rosa)	124	149	\$708,396	\$618,932	\$51,601	401.04		448.25	High>	\$130,405	\$100,310
St. Michael's (Carmichael)	75	128	\$640,511	\$537,945	\$152,510	365.11		447.26			
St. Martin's (Davis)	82	131	\$553,406	\$482,155	\$106,562	317.10		383.23			
St. John's (Roseville)	130	119	\$480,128	\$411,213	\$73,474	310.13	**WAS E	339.05			

<b>Range E (223 - 334.99)</b>		<b>6 Delegates Allowed</b>							Base>	\$87,624	\$67,404
St. Mary's (Napa)	111	109	\$466,044	\$390,636	\$69,605	268.41		322.82	Midpoint>	\$105,003	\$80,774
St. Augustine (Rocklin)	89	72	\$450,576	\$409,543	\$61,390	252.54		296.23	High>	\$122,377	\$95,191
St. John's (Chico)	93	73	\$444,370	\$384,585	\$54,904	293.89		291.14			
Faith (Cameron Park)	93	106	\$327,445	\$282,381	\$144,877	281.19	***covid F	285.91			
Emmanuel (Grass Valley)	98	78	\$465,476	\$404,772	\$9,463	269.83		281.47			
St. Paul's (Benicia)	76	72	\$368,732	\$318,831	\$20,139	211.31		231.44			
St. Patrick's (Kenwood)	44	55	\$375,403	\$320,521	\$36,889	206.30	**WAS D	230.90			

<b>Range D (170 - 222.99)</b>		<b>5 Delegates Allowed</b>							Base>	\$82,282	\$63,296
St. Luke's (Woodland)	57	35	\$339,221	\$318,495	\$10,771	153.24	**WAS C	198.00	Midpoint>	\$98,320	\$75,643
Christ (Eureka)	75	84	\$289,106	\$250,505	\$19,989	166.68		194.30	High>	\$114,366	\$87,974
All Saints (Sacramento)	48	55	\$304,664	\$252,968	\$15,060	210.38		185.61			
St. Luke's (Auburn)	95	77	\$275,321	\$238,035	\$9,000	175.19		185.16			
St. Paul's (Healdsburg)	67	72	\$219,389	\$196,095	\$70,915	174.82		179.90			
St. Stephen's (Sebastopol)	52	43	\$296,533	\$255,096	\$6,080	164.64	**WAS C	175.06			

<b>Range C (120 - 169.99)</b>		<b>4 Delegates Allowed</b>							Base>	\$76,932	\$59,181
All Saints' (Redding)	62	54	\$248,780	\$215,765	\$19,270	152.27	***covid D	163.03	Midpoint>	\$91,643	\$70,489
St. John's (Petaluma)	42	39	\$281,732	\$238,462	\$2,079	155.63	***covid D	162.16	High>	\$106,344	\$71,520
Holy Trinity (Nevada City)	72	57	\$248,375	\$227,240	\$7,087	152.43	***covid D	159.98			
Trinity (Sonoma)	44	47	\$207,889	\$172,886	\$763	127.52		127.08			
St. Alban's (Arcata)	42	45	\$181,602	\$157,385	\$16,480	103.55		120.79			

<b>Range B (90 - 119.99)</b>		<b>3 Delegates Allowed</b>							Base>	\$68,913	\$53,008
Grace (Fairfield)	36	45	\$186,118	\$175,253	\$8,278	114.31		117.45	Midpoint>	\$80,941	\$62,262
Epiphany (Vacaville)	42	33	\$171,289	\$156,739	\$14,068	106.56	***covid C	111.43	High>	\$87,682	\$71,520
Our Saviour (Placerville)	45	48	\$136,793	\$124,056	\$9,681	95.77		96.49			

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

\*\* = Change from the prior year.

\*\*\*covid = Due to unforeseen affects of Covid, the Board of Trustees elected to keep congregation under their 2021 Congregation Range in both 2022 & 2023.

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Range A (below 90)	3 Delegates Allowed								Per agreement of Bishop/Congregation	
St. Paul's (Sacramento)	35	32	\$110,947	\$108,142	\$20,872	68.48		82.66		
Ascension (Vallejo)	41	31	\$120,075	\$100,930	\$1,777	82.49		78.93		
St. George's (Carmichael)	31	22	\$104,588	\$91,983	\$3,406	62.52		67.25		
St. Michael's (Fort Bragg)	20	28	\$96,931	\$94,474	\$0	53.00		60.47		
St. Barnabas (Mount Shasta)	36	21	\$67,151	\$60,087	\$16,807	53.99		56.23		
St. Peter's (Red Bluff)	19	18	\$87,883	\$87,883	\$1,903	60.50		54.14		
St. Luke's (Calistoga)	27	26	\$71,164	\$67,974	\$5,094	53.48		51.38		
Christ (Quincy)	24	21	\$66,775	\$66,775	\$11,627	48.30		50.45		
St. James (Lincoln)	30	22	\$46,376	\$43,337	\$15,783	84.25	***covid B	44.08		
St. John's (Marysville)	14	15	\$72,629	\$67,359	\$0	67.65	***covid B	43.56		
St. Stephen's (Colusa)	13	14	\$47,523	\$44,408	\$22,694	32.01		41.86		
Trinity (Sutter Creek)	14	20	\$42,574	\$38,324	\$22,935	57.97		41.25		
St. Paul's (Oroville)	12	6	\$64,239	\$64,239	\$6,140	54.01		39.69		
St. Luke's (Galt)	18	17	\$55,201	\$48,767	\$4,150	34.09		38.43		
Shepherd by the Sea (Gualala)	28	11	\$49,416	\$46,470	\$7,684	31.13		38.30		
St. Francis (Fortuna)	14	16	\$53,440	\$48,595	\$7,907	35.41		38.17		
Holy Trinity (Ukiah)	19	21	\$53,928	\$48,021	\$307	37.25		37.12		
St. Mary's (Elk Grove)	22	20	\$50,057	\$44,285	\$236	59.82		35.65		
St. James (Yuba City)	17	17	\$32,830	\$29,320	\$15,271	23.63		32.55		
Good Shepherd (Cloverdale)	27	22	\$33,419	\$30,267	\$6,930	28.81		32.42		
St. Michael's (Anderson)	19	9	\$37,360	\$33,642	\$11,883	27.44		31.62		
St. Francis (Willits)	18	28	\$22,854	\$21,495	\$12,478	25.87		29.17		
St. Clement's (Rancho Cordova)	40	29	\$12,690	\$0	\$7,792	91.90	**WAS B	27.49		
St. Paul's (Crescent City)	20	11	\$28,241	\$26,067	\$8,904	20.31		26.32		
St. Michael's (Alturas)	7	9	\$35,067	\$31,165	\$6,795	21.33		24.93		
St. Andrew's (Antelope)	17	0	\$41,339	\$41,339	\$0	32.65		24.92		
St. Timothy's (Gridley)	16	14	\$30,142	\$26,649	\$3,331	14.30		24.24		
Holy Trinity (Willows)	11	8	\$30,008	\$27,591	\$50	13.62		19.78		
Grace (Wheatland)	12	8	\$25,084	\$23,220	\$3,993	19.47		19.54		
St. John's (Lakeport)	10	10	\$24,971	\$21,827	\$115	13.18		17.54		
Good Shepherd (Susanville)	8	8	\$18,571	\$18,571	\$0	6.94		13.29		
St. Andrew's (Corning)	7	0	\$8,323	\$7,943	\$7,943	9.31		9.88		
Holy Spirit (Lake Almanor)	8	4	\$3,383	\$3,029	\$9,275	11.01		9.33		
St. Nicholas (Paradise)	9	12	\$940	\$0	\$0	43.52		5.72		
St. Matthew's (Sacramento)	11	4	\$1,529	\$0	\$1,200	10.88		5.11		

Compensation Ranges include a 5.80% COLA approved by the Board of Trustees (BoT) for 2024. 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.

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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	