

Clergy Compensation Policy
For all New Hires Beginning January 1, 2026

The Episcopal Diocese of N. CA

Board of Trustees Approved 12.2.2025

Effective Date: January 1, 2026

1. Base Salary

Effective January 1, 2026, the minimum base salary for hiring a full-time ordained priest in the Episcopal Diocese of Northern California, who is not being provided a rectory, is **\$80,000 per year**.

The base salary reflects compensation for full-time pastoral duties including, but not limited to: leading worship services, providing pastoral care, performing sacraments, overseeing administrative duties, and engaging with the community.

If a rectory is provided to the ordained priest, the total compensation may be reduced by no more than 30% per guidelines of the Church Pension Group. The calculated value of a rectory provided by the church must be within the range of fair market rental value as established by a real estate professional to meet IRS requirements.

2. Salary Enhancements

Depending on the congregation's size and financial resources, salary enhancements may be offered for experience, unique qualifications and/or additional duties:

2.1. Experience-Based

A new hire's years of ordained ministry or similar experience should be considered when negotiating the starting salary. The following is a recommended guide:

Years of Ordained or Similar Experience	Enhancement	Cumulative Salary
0-2 years	\$0	\$80,000
3-5 years	+\$2,000	\$82,000
6-10 years	+\$4,000	\$84,000
11-15 years	+\$6,000	\$86,000
16+ years	+\$8,000	\$88,000

Note: Years of experience can be verified through ecclesiastical records or letters of reference.

Clergy Compensation Policy
For all New Hires Beginning January 1, 2026

The Episcopal Diocese of N. CA

Board of Trustees Approved 12.2.2025

2.2. Bilingual Proficiency

If a congregation is multilingual or located in a multilingual community and would benefit from a priest who will regularly minister in multiple languages, a **bilingual proficiency salary enhancement** of \$1,00.00 to \$5,000.00 should be considered when negotiating the starting salary for a new clergy hire to recognize and support this additional expertise.

Proficiency may be evaluated via an internal interview, language certification, or observed pastoral engagement.

2.3. Advanced Education Enhancement

Advanced theological or pastoral degrees beyond the Master of Divinity (M.Div.) should be considered when negotiating the starting salary of a new clergy hire. The following is the recommended guide:

Degree	Annual Bonus
Doctor of Ministry (D. Min.)	+\$2,000
Ph.D. or Th.D. in related field	+\$3,000

3. Benefits Package

In addition to salary, the following benefits are offered to all fulltime priests:

- **Health Insurance:** Provided at a minimum of 80% of single employee coverage at the Diocesan lowest cost plan coverage level for both medical and dental plan
 - **Retirement Contribution:** 18% employer contribution to pension plan
 - **Continuing Education Fund:** \$1,000–\$2,000/year
 - **Life Insurance:** Supplemental life insurance coverage of \$20,000.00 is provided to the employee up to and including age 69. At age 70, employee life insurance coverage is reduced to \$5,000.00.
 - **Annual Leave:** Minimum 4 weeks (160 hours) vacation +2 weeks (80 hours) sick time + 2 weeks (80 hours) continuing education leave
 - **Sabbatical Eligibility:** Every 5 years, per diocesan guidelines
-