

2021 Clergy Compensation Report

The following clergy compensation report is published by the Episcopal Diocese of California pursuant to Diocesan Canon 13.05, in the Diocese's capacity as the ecclesiastical governing body.

Canon 13.05 was adopted by the 2018 Convention and reads as follows:

Each Annual Convention of the Diocese of California shall receive a Report on Clergy Compensation, listing for each congregation

- the average Sunday attendance,
- Normal Operating Income,
- the years of ordained experience of each stipendiary cleric,
- and total pension-assessable compensation of each stipendiary cleric for the previous year.

The Report shall indicate whether each stipendiary cleric works

- part-time and is not eligible for medical benefits,
- part-time and is eligible for medical benefits,
- or full-time.

It shall indicate whether housing is provided or not.

Congregations and clergy shall not be identified by name or city in the Report.

Readers of the report should bear the following in mind:

- Congregational data is as reported in the 2020 parochial reports filed in spring 2021.
- Net Operating Income does not include mission subsidies provided by the Diocese.
- Clergy data is as reported by CPG at August 26, 2021. Date of last salary increase is as reported to CPG by the congregation. Some congregations may not be current in their reporting.
- The report includes deacons with stipendiary church employment.
- FTBE stands for full time employment, defined by diocesan canon as scheduled to work 30 or more hours per week; medical and dental insurance to be paid by the employer.
- PTBE stands for Part Time Benefits Eligible (scheduled to work 20 to 29 hours per week). The employer has the option to pay for medical and dental insurance; the employee has the option to pay for medical and dental insurance if the employer does not.
- PTNE stands for Part Time Not Eligible (scheduled to work less than 20 hours per week); the employer may not provide medical and dental insurance. However, all clergy who are canonically resident in the

diocese may participate in the diocesan medical and dental plans at their own expense regardless of employment status, so clergy who are PTNE may purchase diocesan medical and dental insurance just as may PTBE clergy.

- Total Assessable Compensation is the sum of base salary, cash housing allowance and utilities paid if provided, employer contributions to a qualified and/or non-qualified plan if provided, other taxable payments such as bonuses, and the value of employer provided housing. The value of employer-provided housing is defined as 30% of the sum of base salary and any of the following if paid: cash housing allowance, utilities, employer contributions to a qualified and/ or non-qualified plan, and other taxable payments. The number shown is the clergyperson's total pension assessable compensation on which the employer pays an 18% pension contribution to the Church Pension Fund's defined benefit pension plan for clergy. TAC does not include severance payments, medical, dental, or other employee benefits paid by the employer, or the pension assessment paid by the employer. Detailed information regarding clergy compensation and the defined benefit clergy retirement plan is available at cpg.org in the clergy retirement section and in A Guide to Clergy Benefits, a 47-page booklet also available at cpg.org.

NOI	ASA	Years of Credited Service	Last Salary Increase	Benefit Eligibility	Housing Provided	Assessible Compensation
\$6,958,924	521	25.95	07/01/2021	FTBE	Yes	\$254,619
\$520,520	116	7.00	01/01/2021	FTBE	Yes	\$225,228
\$789,934	160	27.12	01/01/2021	FTBE	No	\$181,313
\$720,908	131	33.99	01/01/2021	FTBE	Yes	\$160,160
\$1,016,398	152	25.87	02/01/2021	FTBE	Yes	\$152,100
\$1,144,305	180	25.13	01/01/2021	FTBE	No	\$145,472
\$692,609	118	25.98	01/01/2021	FTBE	Yes	\$143,647
\$523,916	65	13.40	01/01/2021	FTBE	Yes	\$142,151
\$1,039,665	214	9.95	01/01/2021	FTBE	Yes	\$141,622
\$561,803	100	26.80	01/01/2019	FTBE	No	\$139,743
\$857,132	161	15.04	01/01/2021	FTBE	Yes	\$136,426
\$352,389	62	8.09	04/01/2021	FTBE	No	\$135,236
\$778,553	241	18.17	01/01/2020	FTBE	No	\$134,016
\$516,114	118	30.87	01/01/2021	FTBE	No	\$132,126
\$320,443	77	25.96	01/01/2021	FTBE	No	\$126,398
\$732,958	204	15.09	01/01/2021	FTBE	Yes	\$125,798
\$378,134	63	27.16	01/01/2021	FTBE	No	\$123,787
\$364,228	90	19.08	01/01/2021	FTBE	Yes	\$118,613
\$266,123	81	26.07	01/01/2021	FTBE	Yes	\$117,564
\$362,170	122	15.48	01/01/2021	FTBE	No	\$116,477
\$502,520	112	11.97	01/01/2021	FTBE	Yes	\$116,230
\$6,958,924	521	6.58	07/01/2021	FTBE	No	\$115,000
\$692,609	118	15.08	01/01/2021	FTBE	No	\$113,239
\$483,707	109	8.73	11/12/2019	FTBE	No	\$112,500
\$6,958,924	521	9.08	07/01/2021	FTBE	No	\$110,344
\$838,191	148	16.28	05/25/2021	FTBE	No	\$110,000
\$470,569	131	10.16	01/01/2021	FTBE	No	\$108,568
\$6,958,924	521	2.50	07/01/2021	FTBE	No	\$108,150
\$312,927	53	23.61	01/01/2020	FTBE	Yes	\$107,900
\$497,299	70	17.79	01/01/2020	FTBE	No	\$105,802
\$338,919	65	17.46	01/01/2021	FTBE	Yes	\$104,042
\$564,018	95	15.88	01/01/2020	FTBE	No	\$102,554
\$345,966	45	5.60	11/07/2019	FTBE	Yes	\$100,750
\$6,958,924	521	6.13	07/01/2021	FTBE	No	\$100,168
\$364,576	116	31.18	01/01/2021	FTBE	No	\$98,740
\$214,378	52	9.87	01/01/2021	FTBE	No	\$98,430
\$516,114	118	1.00	04/01/2021	FTBE	No	\$97,178
\$720,908	131	1.42	01/01/2021	FTBE	No	\$96,880
\$188,231	33	16.58	01/01/2020	FTBE	No	\$96,000
\$90,669	28	13.00	01/01/2021	FTBE	No	\$94,085
\$275,000	45	24.88	01/01/2021	FTBE	No	\$94,085
\$354,666	128	24.55	01/01/2021	FTBE	No	\$94,085
\$158,420	30	9.92	01/01/2021	FTBE	No	\$94,085
\$148,002	55	12.17	01/01/2021	FTBE	No	\$94,085

\$260,817	56	14.51	01/01/2021	FTBE	No	\$94,085
\$117,946	55	16.67	01/01/2021	FTBE	No	\$94,085
\$1,144,305	180	5.50	02/15/2021	FTBE	No	\$93,117
\$250,891	50	8.70	08/15/2020	FTBE	No	\$92,604
\$129,308	42	13.68	02/06/2020	FTBE	No	\$92,604
\$352,294	31	4.92	02/02/2021	FTBE	No	\$91,000
\$778,553	241	4.89	09/08/2020	FTBE	No	\$90,000
\$185,095	77	5.66	01/01/2021	FTBE	No	\$90,000
\$219,228	44	14.45	05/23/2021	FTBE	Yes	\$89,700
\$405,554	104	26.92	01/01/2021	FTBE	No	\$88,224
\$360,592	78	6.15	09/01/2019	FTBE	No	\$85,000
\$565,919	149	8.56	03/01/2020	FTBE	No	\$85,000
\$565,919	149	13.17	01/01/2018	FTBE	No	\$84,865
\$204,333	25	6.04	01/01/2021	FTBE	No	\$84,706
\$564,018	95	0.08	07/01/2021	FTBE	No	\$82,000
\$732,958	204	16.44	01/01/2021	FTBE	No	\$80,337
\$561,803	100	1.79	12/01/2019	FTBE	No	\$80,140
\$191,063	34	4.93	07/15/2020	FTBE	Yes	\$79,560
\$71,228	50	4.58	01/01/2021	FTBE	Yes	\$74,750
\$163,385	45	9.92	01/01/2018	FTBE	No	\$74,500
\$789,934	160	15.16	01/01/2021	FTBE	No	\$70,769
\$374,682	98	1.75	10/15/2020	FTBE	No	\$70,000
\$110,718	43	7.83	01/01/2021	FTBE	No	\$68,400
\$164,598	39	7.57	01/01/2021	FTBE	No	\$66,834
\$230,644	39	0.00	08/18/2021	FTBE	No	\$63,500
\$109,798	25	7.06	01/01/2021	FTBE	Yes	\$61,744
\$255,339	103	16.03	01/01/2018	FTBE	No	\$54,776
\$230,644	39	0.50	02/01/2021	PTBE	No	\$51,917
\$230,644	39	2.58	01/01/2019	PTNBE	No	\$49,920
\$91,176	19	7.59	01/01/2021	PTBE	No	\$47,039
\$62,875	16	11.65	01/01/2020	FTBE	No	\$46,200
\$129,196	14	4.08	08/15/2018	PTBE	No	\$43,715
\$89,684	41	2.00	08/12/2019	PTBE	No	\$40,122
\$103,489	18	4.00	09/15/2019	PTNBE	No	\$21,300
\$275,000	45	0.00	08/01/2021	PTNBE	No	\$16,860
\$55,072	22	7.38	05/01/2018	PTNBE	No	\$13,585
\$378,134	63	2.17	01/01/2021	PTNBE	No	\$7,200
\$620,520	116	3.12	01/01/2021	PTNBE	No	\$4,284
\$71,228	50	0.50	01/25/2021	PTNBE	No	\$3,120
\$266,123	81	5.07	01/01/2018	PTNBE	No	\$2,966