

**Notes to accompany the clergy compensation report to the 2020 Convention of the Episcopal  
Diocese of California**

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 for all employers in the Diocese that are subject to the governing authority of the Church.

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 2019 parochial reports filed in spring 2020.
- Net Operating Income does not include mission subsidies provided by the Diocese.
- Three congregations are not represented due to recent retirements which removed their priest from the report or due to being served by retired clergy no longer receiving pension contributions.
- Clergy data is as reported by CPG at July 28, 2020. Date of last salary increase is as reported to CPG by the congregation. Some congregations may not be current in their reporting.
- Three clergy served two congregations each in 2019. The combined NOI and ASA of their respective congregations are presented in one line.
- An empty space for Years of Credited Service means no YCS information was listed in the CPG compensation report for that individual.

- Some clergy listed receive additional pensionable income from church employment other than from a congregation; such additional pensionable income is not available.
- The report includes deacons with stipendiary church employment.
- **FT** 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 DB (“TAC”) 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. DB stands for Defined Benefit plan. 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](http://cpg.org) in the clergy retirement section and in A Guide to Clergy Benefits, a 47-page booklet also available at [cpg.org](http://cpg.org).

**Clergy Compensation Report for Diocese Of California as of 07-28-2020**

<b>Normal Operating Income</b>	<b>ASA</b>	<b>Years of Credited Service</b>	<b>FT, PTBE, PTNE</b>	<b>Date of Last Salary Increase</b>	<b>Housing Provided</b>	<b>Total Assessable Compensation - DB</b>
\$ 6,958,924	597	24.9	FT	01/01/2020	Yes	\$247,213.20
\$ 6,958,924	597	2.6	FT	01/01/2020	No	\$172,000.00
\$ 6,958,924	597	8.1	FT	01/01/2020	No	\$107,130.00
\$ 6,958,924	597	4.5	FT	01/01/2020	No	\$104,092.00
\$ 6,958,924	597	5.6	FT	01/01/2020	No	\$100,218.00
\$ 6,958,924	597	5.1	FT	01/01/2020	No	\$97,250.00
\$ 6,958,924	597	1.5	FT	01/01/2020	No	\$89,960.00
\$ 1,114,305	225	24.	FT	01/01/2019	No	\$138,839.06
\$ 1,114,305	225	8.8	FT	01/01/2019	No	\$88,088.96
\$ 1,039,665	228	8.9	FT	01/15/2020	Yes	\$139,392.50
\$ 1,039,665	228	3.1	FT	01/15/2020	No	\$89,268.00
\$ 1,016,398	150	28.8	FT	01/01/2019	Yes	\$139,304.71
\$ 1,016,398	150	1.1	FT	03/01/2019	No	\$78,999.96
\$ 857,132	172	14.	FT	01/01/2020	Yes	\$134,278.30
\$ 838,191	177	31.1	FT	01/01/2019	No	\$140,288.00
\$ 838,191	177	24.4	FT	08/11/2019	No	\$89,732.20
\$ 789,934	155	26.	FT	01/01/2019	No	\$171,758.88
\$ 789,934	155	14.1	FT	08/29/2018	No	\$64,773.00
\$ 778,553	251	17.1	FT	01/01/2020	No	\$134,016.00
\$ 732,958	196	14.	FT	01/01/2020	Yes	\$123,817.20
\$ 732,958	196	15.4	FT	01/01/2020	No	\$78,202.00
\$ 720,908	141	32.8	FT	01/01/2019	Yes	\$152,764.30
\$ 720,908	141	.2	FT	02/24/2020	No	\$85,000.00
\$ 692,609	130	25.	FT	01/01/2020	Yes	\$141,385.40
\$ 692,609	130	14.1	FT	01/01/2020	No	\$111,456.00
\$ 620,520	118	6.	FT	01/01/2020	Yes	\$205,377.90
\$ 620,520	118	2.1	PTNE	02/09/2020	No	\$4,200.00
\$ 565,919	154	7.4	FT	03/01/2020	No	\$85,000.00
\$ 565,919	154	12.	FT	01/01/2018	No	\$84,865.00
\$ 564,018	91	14.8	FT	01/01/2020	No	\$102,553.92
\$ 564,018	91	14.9	FT	01/01/2020	No	\$89,043.00
\$ 561,803	93	25.7	FT	01/01/2019	No	\$139,743.12
\$ 561,803	93	.7	FT	12/01/2019	No	\$80,140.00
\$ 523,916	70	12.3	FT	01/01/2020	Yes	\$139,912.50
\$ 516,114	131	29.9	FT	01/01/2019	No	\$116,750.00
\$ 516,114	131	--	FT	07/01/2020	No	\$86,446.00
\$ 502,520	131	10.9	FT	01/01/2020	Yes	\$114,400.00
\$ 497,299	127	16.7	FT	01/01/2020	No	\$105,802.00
\$ 483,707	108	7.6	FT	11/12/2019	No	\$112,500.00
\$ 470,569	136	9.1	FT	01/01/2019	No	\$88,315.00
\$ 405,554	103	25.9	FT	01/01/2018	Yes	\$102,239.80
\$ 378,134	74	26.2	FT	05/01/2019	No	\$141,431.63
\$ 378,134	74	--	PTNE	05/16/2020	No	\$5,000.00
\$ 374,682	95	9.3	FT	01/01/2020	No	\$104,153.60
\$ 364,576	113	30.1	FT	01/01/2020	No	\$97,184.88
\$ 364,228	100	18.1	FT	01/01/2020	Yes	\$116,743.90
\$ 362,170	136	14.4	FT	01/01/2020	No	\$113,658.00
\$ 360,592	80	5.1	FT	09/01/2019	No	\$85,000.00
\$ 354,666	76	23.4	FT	01/01/2019	No	\$113,081.36
\$ 352,389	72	7.1	FT	01/01/2020	No	\$128,636.30
\$ 345,966	52	4.5	FT	11/07/2019	Yes	\$100,750.00
\$ 338,919	65	16.3	FT	01/01/2020	Yes	\$102,440.00
\$ 320,443	82	25.	FT	01/01/2020	No	\$120,165.00
\$ 312,927	67	22.5	FT	01/01/2020	Yes	\$107,900.00
\$ 292,798	92	12.5	FT	02/06/2020	No	\$92,604.00

**Clergy Compensation Report for Diocese Of California as of 07-28-2020**

<b>Normal Operating Income</b>	<b>ASA</b>	<b>Years of Credited Service</b>	<b>FT, PTBE, PTNE</b>	<b>Date of Last Salary Increase</b>	<b>Housing Provided</b>	<b>Total Assessable Compensation - DB</b>
\$ 275,000	62	23.8	FT	01/01/2020	No	\$92,604.00
\$ 266,123	99	24.9	FT	01/01/2020	Yes	\$115,742.90
\$ 266,123	99	4.1	PTNE	01/01/2018	No	\$2,966.11
\$ 260,817	56	13.4	FT	01/01/2020	No	\$92,604.00
\$ 255,339	101	15.	FT	01/01/2018	No	\$54,776.00
\$ 250,891	62	.1	FT	08/19/2019	No	\$89,732.00
\$ 230,644	53	1.5	FT	01/01/2019	No	\$49,920.00
\$ 221,498	55	.2	FT	06/16/2020	No	\$62,108.25
\$ 219,228	44	12.8	FT	02/10/2019	No	\$72,000.00
\$ 214,378	57	8.9	FT	01/01/2020	No	\$90,000.00
\$ 204,333	34	5.	FT	01/01/2020	No	\$83,372.00
\$ 188,231	38	15.5	FT	01/01/2020	No	\$96,000.00
\$ 186,810	53	11.8	FT	01/01/2020	No	\$89,043.00
\$ 185,095	86	4.5	FT	01/01/2020	No	\$86,020.00
\$ 164,598	38	6.6	FT	01/01/2018	No	\$54,494.00
\$ 163,385	54	8.8	FT	01/01/2018	No	\$74,500.00
\$ 158,420	32	8.8	FT	01/01/2020	No	\$87,709.00
\$ 148,002	55	11.	FT	01/01/2020	No	\$92,604.00
\$ 129,126	19	3.1	PTPE	08/15/2018	No	\$43,715.00
\$ 120,578	14	21.2	FT	01/01/2020	No	\$57,877.50
\$ 117,946	57	15.6	FT	01/01/2020	No	\$92,604.00
\$ 111,073	60	11.1	FT	01/01/2018	No	\$65,000.00
\$ 110,718	44	6.7	FT	08/01/2020	No	\$66,000.00
\$ 109,798	32	6.1	PTBE	01/01/2020	No	\$43,854.50
\$ 103,489	14	1.9	PTNE	09/15/2019	No	\$21,300.00
\$ 89,684	48	.9	PTBE	08/12/2019	No	\$40,122.00
\$ 71,228	58	3.5	FT	04/01/2018	Yes	\$46,933.90
\$ 62,875	32	10.5	PTBE	06/01/2018	No	\$42,000.00
\$ 55,072	23	6.3	PTNE	05/01/2018	No	\$13,585.00