

2019 SHU Range Structure
(See Congregation Range Tables in Section 8.3.3 for Applicable Range)

Change factor for Standard Entry (COLA): 2.60%
 Step factor for years of experience: 2.00% **100%**

Figures shown are recommended minimum ranges for full time parish clergy. Total cash compensation is subject to self-employment tax - 100% of FICA taxes are paid by clergy. A portion of compensation may be designated as a housing allowance in accordance with applicable tax rules. In those cases where a residence is supplied, such as a rectory or vicarage, the compensation is adjusted in accordance with Church Pension Fund guidelines.

Years in Range	80% Standard Entry	1	2	3	4	5	6	7	8	9	Standard (Mid-Point) 10
Transitional Diaconate											
Min Entry	49,484										
Range B	52,783	53,839	54,916	56,014	57,134	58,277	59,442	60,631	61,844	63,081	64,342
Range C	58,062	59,223	60,407	61,615	62,848	64,105	65,387	66,694	68,028	69,389	70,777
Range D	63,340	64,607	65,899	67,217	68,561	69,932	71,331	72,758	74,213	75,697	77,211
Range E	69,674	71,067	72,489	73,938	75,417	76,926	78,464	80,033	81,634	83,267	84,932
Range F	76,536	78,066	79,628	81,220	82,845	84,502	86,192	87,915	89,674	91,467	93,297
Range G	83,398	85,065	86,767	88,502	90,272	92,078	93,919	95,798	97,713	99,668	101,661
Suffragan	92,371	94,218	96,102	98,024	99,985	101,985	104,024	106,105	108,227	110,391	112,599
Diocesan	110,845	113,062	115,323	117,629	119,982	122,382	124,829	127,326	129,872	132,470	135,119

Years in Range	120% Standard									
	11	12	13	14	15	16	17	18	19	20
Range B	65,629	66,942	68,281	69,646	71,039	72,460	73,909	75,387	76,895	78,433
Range C	72,192	73,636	75,109	76,611	78,143	79,706	81,300	82,926	84,585	86,276
Range D	78,755	80,330	81,937	83,576	85,247	86,952	88,691	90,465	92,274	94,120
Range E	86,631	88,363	90,131	91,933	93,772	95,647	97,560	99,511	101,502	103,532
Range F	95,163	97,066	99,007	100,987	103,007	105,067	107,168	109,312	111,498	113,728
Range G	103,694	105,768	107,884	110,041	112,242	114,487	116,777	119,112	121,494	123,924
Suffragan	114,851	117,148	119,491	121,881	124,319	126,805	129,341	131,928	134,567	137,258
Diocesan	137,822	140,578	143,390	146,257	149,182	152,166	155,209	158,314	161,480	164,710

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2019 SHU and Pension costs combined:

	Entry	1	2	3	4	5	6	7	8	9	10
Min Entry	58,391										
Range B	62,284	63,530	64,800	66,097	67,418	68,767	70,142	71,545	72,976	74,435	75,924
Range C	68,513	69,883	71,281	72,706	74,160	75,643	77,156	78,699	80,273	81,879	83,517
Range D	74,741	76,236	77,761	79,316	80,902	82,520	84,171	85,854	87,571	89,322	91,109
Range E	82,215	83,859	85,537	87,247	88,992	90,772	92,588	94,439	96,328	98,255	100,220
Range F	90,312	92,118	93,961	95,840	97,757	99,712	101,706	103,740	105,815	107,931	110,090
Range G	98,409	100,377	102,385	104,432	106,521	108,652	110,825	113,041	115,302	117,608	119,960
Suffragan	108,997	111,177	113,401	115,669	117,982	120,342	122,749	125,204	127,708	130,262	132,867
Diocesan	130,797	133,413	136,081	138,803	141,579	144,410	147,298	150,244	153,249	156,314	159,441
	11	12	13	14	15	16	17	18	19	20	
Range B	77,443	78,991	80,571	82,183	83,826	85,503	87,213	88,957	90,736	92,551	
Range C	85,187	86,891	88,628	90,401	92,209	94,053	95,934	97,853	99,810	101,806	
Range D	92,931	94,790	96,686	98,619	100,592	102,603	104,656	106,749	108,884	111,061	
Range E	102,224	104,269	106,354	108,481	110,651	112,864	115,121	117,423	119,772	122,167	
Range F	112,292	114,538	116,828	119,165	121,548	123,979	126,459	128,988	131,568	134,199	
Range G	122,359	124,806	127,303	129,849	132,446	135,095	137,796	140,552	143,363	146,231	
Suffragan	135,525	138,235	141,000	143,820	146,696	149,630	152,623	155,675	158,789	161,964	
Diocesan	162,629	165,882	169,200	172,584	176,035	179,556	183,147	186,810	190,546	194,357	


Change from 2018 (SHU and Pension)

	Entry	1	2	3	4	5	6	7	8	9	10
Min Entry	1,480										
Range B	1,578	1,610	1,642	1,675	1,708	1,743	1,777	1,813	1,849	1,886	1,924
Range C	1,736	1,771	1,806	1,842	1,879	1,917	1,955	1,994	2,034	2,075	2,116
Range D	1,894	1,932	1,971	2,010	2,050	2,091	2,133	2,176	2,219	2,264	2,309
Range E	2,083	2,125	2,168	2,211	2,255	2,300	2,346	2,393	2,441	2,490	2,540
Range F	2,289	2,334	2,381	2,429	2,477	2,527	2,577	2,629	2,681	2,735	2,790
Range G	2,494	2,544	2,595	2,646	2,699	2,753	2,808	2,865	2,922	2,980	3,040
Suffragan	2,762	2,817	2,874	2,931	2,990	3,050	3,111	3,173	3,236	3,301	3,367
Diocesan	3,315	3,381	3,448	3,517	3,588	3,660	3,733	3,807	3,884	3,961	4,040
	11	12	13	14	15	16	17	18	19	20	
Range B	1,962	2,002	2,042	2,083	2,124	2,167	2,210	2,254	2,299	2,345	
Range C	2,159	2,202	2,246	2,291	2,337	2,383	2,431	2,480	2,529	2,580	
Range D	2,355	2,402	2,450	2,499	2,549	2,600	2,652	2,705	2,759	2,814	
Range E	2,590	2,642	2,695	2,749	2,804	2,860	2,917	2,976	3,035	3,096	
Range F	2,846	2,903	2,961	3,020	3,080	3,142	3,205	3,269	3,334	3,401	
Range G	3,101	3,163	3,226	3,291	3,356	3,423	3,492	3,562	3,633	3,706	
Suffragan	3,434	3,503	3,573	3,645	3,717	3,792	3,868	3,945	4,024	4,104	
Diocesan	4,121	4,204	4,288	4,373	4,461	4,550	4,641	4,734	4,829	4,925	

**2019 Congregational Range Worksheet
Source Data from 2017 Parochial Report**

B = 0.01 to 74.99 D = 125 to 199.99 F = 300 to 449.99
C = 75 to 124.99 E = 200 to 299.99 G = 450 and above


The Sum of: 25% + 25% + 50% of the Sum/1,000 = Range Score

 Parish/Mission Name	Sunday Attendance	Pledge Cards	Outreach mission revenue	Transmittal Revenue	Operating Expenses	Mission Outreach Expense	Seminary Contribution Expense	Range Score	Congregation Range
Albany, St Albans	52	52	1,640	1,588	107,296	3,494	136	83.08	C
Ashland, Trinity	164	148	21,518	18,962	333,910	10,841	300	270.77	E
Astoria, Grace	70	49	81,385	2,089	177,434	67,769	100	194.14	D
Bandon, St Johns	23	24	1,068	2,154	62,152	228	78	44.59	B
Beaverton, St Bartholomews	210	162	7,585	1,133	391,653	13,029	-	299.70	E
Brookings, St Timothy	52	31	37,819	4,734	55,639	5,571	-	72.63	B
Cave Junction, St Matthias	6	2	-	-	5,831	-	-	4.92	B
Coos Bay, Emmanuel	65	67	66,041	4,169	203,959	76,968	-	208.57	E
Coquille, St James	20	9	1,800	-	81,156	1,800	-	49.63	B
Corvallis, Good Samaritan	229	141	-	15,369	395,210	-	-	297.79	E
Cottage Grove, St Andrews	21	13	-	833	30,635	170	420	24.53	B
Dallas, St Thomas	30	21	8,823	-	68,684	1,172	-	52.09	B
Drain, St Davids		-	-	-	-	-	-	-	NA
Eugene, Resurrection	113	107	41,389	2,750	259,410	23,820	-	218.68	E
Eugene, St Marys	264	228	25,348	48,490	593,787	22,910	-	468.27	G
Eugene, St Matthews	60	47	18,408	-	149,953	-	-	110.93	C
Eugene, St Thomas	72	47	-	-	167,373	-	-	113.44	C
Florence, St Andrews	44	32	6,442	-	82,860	5,818	-	66.56	B
Forest Grove, St Bedes	52	45	4,972	-	77,970	3,380	-	67.41	B
Gardiner, St Mary	14	10	-	85	11,100	-	-	11.59	B
Gold Beach, St Matthews	16	14	554	10	23,136	554	-	19.63	B
Grants Pass, St Lukes	85	41	4,064	-	91,482	1,785	-	80.17	C
Gresham, St Lukes	50	31	5,245	971	79,791	7,422	-	66.96	B
Hillsboro, All Saints	41	26	5,846	260	140,825	3,963	-	92.20	C
Hillsboro, Todos los Santos	94	16	-	-	12,588	-	-	33.79	B
Lake Oswego, Christ	242	272	95,696	7,231	1,130,423	17,010	-	753.68	G
Lebanon, St Martins	39	29	2,360	1,028	96,481	1,435	-	67.65	B
Lincoln City, St James	42	24	13,429	283	138,668	19,527	-	102.45	C
McMinnville, St Barnabas	71	51	-	12,575	154,156	-	-	113.87	C
Medford, St Marks	82	76	45,517	160	297,856	45,700	-	234.12	E
Milwaukie, St Johns	83	106	1,308	1,031	232,095	1,308	-	165.12	D
Monmouth, St Hildas	18	18	-	2,741	40,072	-	282	30.55	B
Nehalem, St Catherine	30	25	-	-	83,895	-	-	55.70	B
Newberg, St Michael	60	20	-	1,264	73,201	1,403	-	57.93	B
Newport, St Stephens	32	19	12,576	1,320	70,420	12,550	-	61.18	B
Oregon City, St Pauls	82	71	8,359	559	166,369	8,138	-	129.96	D

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Port Orford, St Christophers	14	6	-	970	18,172	-	250	14.70	B
Portland, All Saints	92	90	-	551	238,404	41	676	165.34	D
Portland, Ascension	47	42	-	1,840	152,856	196	400	99.90	C
Portland, Grace	113	100	27,110	-	348,728	-	-	241.17	E
Portland, Holy Cross	45	9	-	-	2,787	-	-	14.89	B
Portland, St John	143	134	4,872	16,680	413,422	-	-	286.74	E
Portland, St Aidans	53	44	-	892	117,605	1,783	-	84.39	C
Portland, St Andrew	34	22	27,953	225	63,106	26,614	-	72.95	B
Portland, St Barnabas	83	60	874	1,049	179,249	13,497	-	133.08	D
Portland, St Davids	103	58	40,297	1,333	240,810	-	-	181.47	D
Portland, St Gabriel	129	107	2,789	4,542	302,615	1,845	-	214.90	E
Portland, St Matthews		-	-	-	-	-	-	-	NA
Portland, St Michael	319	242	1,517	3,222	652,068	3,300	-	470.30	G
Portland, St Philip	34	44	28,919	350	89,199	6,981	-	82.22	C
Portland, St Stephens	41	20	128,128	396	172,970	174,524	-	253.26	E
Portland, SS Peter & Paul	57	31	37,000	-	77,368	51,178	-	104.77	C
Portland, Trinity	570	700	217,363	62,546	1,869,885	332,379	2,500	1,559.84	G
Riddle, Ascension	6	3	-	1,046	10,232	1,100	-	8.44	B
Roseburg, St Georges	35	39	746	567	104,167	1,996	-	72.24	B
Saint Helens, Christ	32	34	-	3,322	77,513	-	-	56.92	B
Salem, Prince of Peace	49	34	14,194	2,978	122,515	6,133	-	93.66	C
Salem, St Pauls	246	251	217,997	865	990,183	223,464	-	840.50	G
Salem, St Timothys	123	93	7,105	6,523	277,066	-	-	199.35	D
Seaside, Calvary	35	26	-	-	122,408	-	-	76.45	C
Shady Cove, St Martins	32	14	18,250	-	77,200	8,025	-	63.24	B
Silverton, St Edwards	28	15	-	-	5,056	-	-	13.28	B
Springfield, St John	32	23	6,223	595	62,619	7,271	38	52.12	B
Stayton, Christ the King	9	-	-	-	672	2,470	20	3.83	B
Sutherlin, Holy Spirit	15	13	1,000	-	3,575	1,200	1,295	10.54	B
Tigard, St James	74	48	-	15,765	190,657	1,447	-	134.43	D
Tillamook, St Albans	54	32	11,052	5,284	87,563	11,111	-	79.01	C
Toledo, St John	17	-	-	-	-	-	-	4.25	B
Waldport, St Luke	38	38	-	3,711	95,476	79	-	68.63	B
Wilsonville, St Francis of Assisi	121	84	1,531	49,916	346,075	1,432	-	250.73	E
Woodburn, St Marys	33	10	15,271	-	40,956	-	-	38.86	B
-	5,484	4,540	1,329,383	316,957	13,640,647	1,235,831	6,495		