

2020 SHU Range Structure
(See Congregation Range Tables in Section 8.3.3 for Applicable Range)

Change factor for Standard Entry (COLA): 2.30%
 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	50,622										
Range B	53,997	55,077	56,179	57,302	58,448	59,617	60,810	62,026	63,266	64,532	65,822
Range C	59,397	60,585	61,797	63,033	64,293	65,579	66,891	68,228	69,593	70,985	72,405
Range D	64,797	66,093	67,414	68,763	70,138	71,541	72,972	74,431	75,920	77,438	78,987
Range E	71,276	72,702	74,156	75,639	77,152	78,695	80,269	81,874	83,512	85,182	86,885
Range F	78,296	79,862	81,459	83,088	84,750	86,445	88,174	89,938	91,736	93,571	95,442
Range G	85,316	87,022	88,762	90,538	92,348	94,195	96,079	98,001	99,961	101,960	103,999
Suffragan	94,495	96,385	98,313	100,279	102,285	104,330	106,417	108,545	110,716	112,930	115,189
Diocesan	113,394	115,662	117,975	120,335	122,742	125,196	127,700	130,254	132,859	135,517	138,227

Years in Range	11	12	13	14	15	16	17	18	19	120% Standard 20
Range B	67,139	68,482	69,851	71,248	72,673	74,127	75,609	77,121	78,664	80,237
Range C	73,853	75,330	76,836	78,373	79,941	81,539	83,170	84,834	86,530	88,261
Range D	80,567	82,178	83,821	85,498	87,208	88,952	90,731	92,546	94,397	96,284
Range E	88,623	90,396	92,204	94,048	95,929	97,847	99,804	101,800	103,836	105,913
Range F	97,351	99,298	101,284	103,310	105,376	107,484	109,633	111,826	114,063	116,344
Range G	106,079	108,201	110,365	112,572	114,824	117,120	119,463	121,852	124,289	126,775
Suffragan	117,493	119,843	122,240	124,684	127,178	129,722	132,316	134,962	137,662	140,415
Diocesan	140,991	143,811	146,688	149,621	152,614	155,666	158,779	161,955	165,194	168,498

2020 SHU and Pension costs combined:

	Entry	1	2	3	4	5	6	7	8	9	10
Min Entry	59,734										
Range B	63,717	64,991	66,291	67,617	68,969	70,348	71,755	73,191	74,654	76,147	77,670
Range C	70,088	71,490	72,920	74,378	75,866	77,383	78,931	80,510	82,120	83,762	85,437
Range D	76,460	77,989	79,549	81,140	82,763	84,418	86,106	87,829	89,585	91,377	93,204
Range E	84,106	85,788	87,504	89,254	91,039	92,860	94,717	96,611	98,544	100,515	102,525
Range F	92,389	94,237	96,122	98,044	100,005	102,005	104,045	106,126	108,249	110,414	112,622
Range G	100,672	102,686	104,740	106,834	108,971	111,151	113,374	115,641	117,954	120,313	122,719
Suffragan	111,504	113,734	116,009	118,329	120,696	123,110	125,572	128,083	130,645	133,258	135,923
Diocesan	133,805	136,481	139,211	141,995	144,835	147,732	150,686	153,700	156,774	159,910	163,108

	11	12	13	14	15	16	17	18	19	20
Range B	79,224	80,808	82,424	84,073	85,754	87,469	89,219	91,003	92,823	94,680
Range C	87,146	88,889	90,667	92,480	94,330	96,216	98,141	100,104	102,106	104,148
Range D	95,069	96,970	98,909	100,887	102,905	104,963	107,063	109,204	111,388	113,616
Range E	104,575	106,667	108,800	110,976	113,196	115,460	117,769	120,124	122,527	124,977
Range F	114,874	117,172	119,515	121,906	124,344	126,831	129,367	131,955	134,594	137,286
Range G	125,174	127,677	130,231	132,835	135,492	138,202	140,966	143,785	146,661	149,594
Suffragan	138,642	141,414	144,243	147,128	150,070	153,072	156,133	159,256	162,441	165,690
Diocesan	166,370	169,697	173,091	176,553	180,084	183,686	187,360	191,107	194,929	198,827

Change from 2019 (SHU and Pension)


	Entry	1	2	3	4	5	6	7	8	9	10
Min Entry	1,343										
Range B	1,433	1,461	1,490	1,520	1,551	1,582	1,613	1,646	1,678	1,712	1,746
Range C	1,576	1,607	1,639	1,672	1,706	1,740	1,775	1,810	1,846	1,883	1,921
Range D	1,719	1,753	1,788	1,824	1,861	1,898	1,936	1,975	2,014	2,054	2,096
Range E	1,891	1,929	1,967	2,007	2,047	2,088	2,130	2,172	2,216	2,260	2,305
Range F	2,077	2,119	2,161	2,204	2,248	2,293	2,339	2,386	2,434	2,482	2,532
Range G	2,263	2,309	2,355	2,402	2,450	2,499	2,549	2,600	2,652	2,705	2,759
Suffragan	2,507	2,557	2,608	2,660	2,714	2,768	2,823	2,880	2,937	2,996	3,056
Diocesan	3,008	3,068	3,130	3,192	3,256	3,321	3,388	3,456	3,525	3,595	3,667

	11	12	13	14	15	16	17	18	19	20
Range B	1,781	1,817	1,853	1,890	1,928	1,967	2,006	2,046	2,087	2,129
Range C	1,959	1,998	2,038	2,079	2,121	2,163	2,206	2,251	2,296	2,342
Range D	2,137	2,180	2,224	2,268	2,314	2,360	2,407	2,455	2,504	2,554
Range E	2,351	2,398	2,446	2,495	2,545	2,596	2,648	2,701	2,755	2,810
Range F	2,583	2,634	2,687	2,741	2,796	2,852	2,909	2,967	3,026	3,087
Range G	2,814	2,871	2,928	2,987	3,046	3,107	3,169	3,233	3,297	3,363
Suffragan	3,117	3,179	3,243	3,308	3,374	3,441	3,510	3,581	3,652	3,725
Diocesan	3,740	3,815	3,892	3,969	4,049	4,130	4,212	4,297	4,383	4,470

**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	48	55	-	895	114,704	-	25	83.56	C
Ashland, Trinity	168	135	25,070	30,458	349,416	24,949	300	290.85	E
Astoria, Grace	-	-	56,477	2,127	190,909	64,977	94	157.29	D
Bandon, St Johns	20	21	1,706	1,426	44,694	602	121	34.52	B
Beaverton, St Bartholomews	210	139	9,886	669	401,720	9,103	250	298.06	E
Brookings, St Timothy	50	32	5,724	6,620	61,444	3,766	-	59.28	B
Cave Junction, St Matthias	5	2	-	-	5,911	-	-	4.71	B
Coos Bay, Emmanuel	66	57	-	-	-	-	-	30.75	B
Coquille, St James	19	12	-	-	93,780	2,287	-	55.78	B
Corvallis, Good Samaritan	201	140	-	15,532	421,431	-	-	303.73	F
Cottage Grove, St Andrews	20	11	223	627	34,941	125	420	25.92	B
Dallas, St Thomas	32	-	8,969	-	78,840	355	-	52.08	B
Drain, St Davids	-	-	-	-	-	-	-	-	N/A
Eugene, Resurrection	116	97	52,467	300	277,355	36,191	-	236.41	E
Eugene, St Marys	262	226	52,344	23,929	637,308	54,197	-	505.89	G
Eugene, St Matthews	55	49	52,292	-	164,081	21,406	-	144.89	D
Eugene, St Thomas	72	47	-	-	205,850	-	-	132.68	D
Florence, St Andrews	52	32	-	1,091	86,529	-	-	64.81	B
Forest Grove, St Bedes	55	44	6,093	2,481	91,121	-	1,306	75.25	C
Gardiner, St Mary	15	10	1,560	54	10,885	475	-	12.74	B
Gold Beach, St Matthews	15	13	434	181	21,926	434	-	18.49	B
Grants Pass, St Lukes	62	44	3,008	-	109,883	2,400	-	84.15	C
Gresham, St Lukes	53	38	1,340	360	93,707	-	-	70.45	B
Hillsboro, All Saints	48	-	-	-	159,150	-	-	91.58	C
Hillsboro, Todos los Santos	88	10	-	-	12,802	-	-	30.90	B
Lake Oswego, Christ	201	324	82,490	-	1,007,618	81,756	-	717.18	G
Lebanon, St Martins	37	30	2,713	88	89,950	2,713	-	64.48	B
Lincoln City, St James	44	21	30,440	-	134,516	28,899	-	113.18	C
McMinnville, St Barnabas	74	63	-	1,100	160,129	-	-	114.86	C
Medford, St Marks	89	84	21,902	396	313,182	47,127	-	234.55	E
Milwaukie, St Johns	79	101	239	3,042	233,518	1,788	-	164.29	D
Monmouth, St Hildas	20	16	2,284	675	20,229	1,934	269	21.70	B
Nehalem, St Catherine	24	14	-	-	30,433	-	-	24.72	B
Newberg, St Michael	40	18	1,530	-	76,017	1,050	-	53.80	B
Newport, St Stephens	33	16	2,506	3,164	72,301	1,319	-	51.90	B
Oregon City, St Pauls	81	60	9,935	4,762	225,695	9,264	60	160.11	D

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Port Orford, St Christophers	12	7	245	284	17,942	-	190	14.08	B
Portland, All Saints	97	88	-	930	209,759	82	-	151.64	D
Portland, Ascension	30	42	6,000	2,188	143,235	-	-	93.71	C
Portland, Grace	113	111	20,673	-	330,500	-	-	231.59	E
Portland, Holy Cross	59	14	-	-	46,907	-	-	41.70	B
Portland, St John	143	135	2,504	-	431,607	-	-	286.56	E
Portland, St Aidans	56	39	1,645	480	194,648	-	-	122.14	C
Portland, St Andrew	32	26	25,588	-	65,066	12,140	-	65.90	B
Portland, St Barnabas	90	63	5,390	-	259,178	-	-	170.53	D
Portland, St Davids	113	60	27,067	18,099	206,195	1,443	4,243	171.77	D
Portland, St Gabriel	127	110	36,764	945	290,052	55,268	-	250.76	E
Portland, St Michael	353	205	900	2,223	675,067	7,381	-	482.29	G
Portland, St Philip	36	30	28,128	440	86,380	5,719	-	76.83	C
Portland, St Stephens	66	34	133,669	411	165,576	150,661	-	250.16	E
Portland, SS Peter & Paul	43	-	3,000	250	159,518	2,742	-	93.51	C
Portland, Trinity	513	735	98,000	68,650	1,882,279	257,839	2,500	1,466.63	G
Riddle, Ascension	5	3	-	566	9,608	-	-	7.09	B
Roseburg, St Georges	36	36	-	2,077	83,589	-	-	60.83	B
Saint Helens, Christ	37	34	10,000	4,408	80,970	-	-	65.44	B
Salem, Prince of Peace	42	34	1,512	2,654	121,024	5,214	-	84.20	C
Salem, St Pauls	228	236	116,317	1,546	823,295	203,469	-	688.31	G
Salem, St Timothys	116	89	8,400	21,825	279,104	-	-	205.91	E
Seaside, Calvary	36	27	-	-	126,746	-	-	79.12	C
Shady Cove, St Martins	30	14	10,327	-	49,183	10,695	-	46.10	B
Silverton, St Edwards	26	19	2,000	8,039	81,472	394	-	57.20	B
Springfield, St John	30	22	31,645	-	56,973	16,097	-	65.36	B
Stayton, Christ the King	7	-	1,738	-	5,678	2,752	-	6.83	B
Sutherlin, Holy Spirit	21	15	1,000	-	3,575	925	1,295	12.40	B
Tigard, St James	66	48	36,674	-	156,579	197	-	125.23	D
Tillamook, St Albans	48	30	17,024	4,113	80,252	14,172	-	77.28	C
Toledo, St John	18	3	1,000	4,671	54,241	792	-	35.60	B
Waldport, St Luke	35	37	6,747	459	83,180	-	-	63.19	B
Wilsonville, St Francis of Assisi	103	87	1,287	32,197	311,405	3,242	-	221.57	E
Woodburn, St Marys	33	7	-	-	27,302	-	-	23.65	B
-	5,254	4,401	1,066,876	277,432	13,630,060	1,148,341	11,073		