

2022 SHU Range Structure
(See Congregation Range Tables in Section 8.3.3 for Applicable Range)

Change factor for Standard Entry (COLA): 3.10%
 Step factor for years of experience: 2.00%

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	Entry	1	2	3	4	5	6	7	8	9	10
Curate*											
Min Entry	53,392	54,460	55,549	56,660							
Range B	56,952	58,091	59,252	60,437	61,646	62,879	64,137	65,419	66,728	68,062	69,424
Range C	62,647	63,900	65,178	66,481	67,811	69,167	70,550	71,961	73,401	74,869	76,366
Range D	68,342	69,709	71,103	72,525	73,975	75,455	76,964	78,503	80,073	81,675	83,308
Range E	75,176	76,680	78,213	79,777	81,373	83,001	84,661	86,354	88,081	89,842	91,639
Range F	82,580	84,231	85,916	87,634	89,387	91,175	92,998	94,858	96,755	98,691	100,664
Range G	89,984	91,783	93,619	95,491	97,401	99,349	101,336	103,363	105,430	107,539	109,689
Suffragan	99,665	101,659	103,692	105,766	107,881	110,039	112,239	114,484	116,774	119,109	121,491
Diocesan	119,598	121,990	124,430	126,919	129,457	132,046	134,687	137,381	140,129	142,931	145,790

Years in Range	11	12	13	14	15	16	17	18	19	20
Range B	70,812	72,228	73,673	75,146	76,649	78,182	79,746	81,341	82,968	84,627
Range C	77,893	79,451	81,040	82,661	84,314	86,001	87,721	89,475	91,264	93,090
Range D	84,975	86,674	88,408	90,176	91,979	93,819	95,695	97,609	99,561	101,552
Range E	93,472	95,341	97,248	99,193	101,177	103,201	105,265	107,370	109,517	111,708
Range F	102,678	104,731	106,826	108,962	111,142	113,364	115,632	117,944	120,303	122,709
Range G	111,883	114,121	116,403	118,731	121,106	123,528	125,999	128,519	131,089	133,711
Suffragan	123,921	126,400	128,928	131,506	134,136	136,819	139,555	142,347	145,194	148,097
Diocesan	148,706	151,680	154,713	157,807	160,964	164,183	167,467	170,816	174,232	177,717

* A curate is a newly ordained assistant in an intentional, supervised educational learning experience.

2022 SHU and Pension costs combined:

Entry	1	2	3	4	5	6	7	8	9	10	
Min Entry	63,003										
Range B	67,203	68,547	69,918	71,316	72,743	74,197	75,681	77,195	78,739	80,314	81,920
Range C	73,923	75,402	76,910	78,448	80,017	81,617	83,250	84,914	86,613	88,345	90,112
Range D	80,643	82,256	83,901	85,579	87,291	89,037	90,818	92,634	94,487	96,376	98,304
Range E	88,708	90,482	92,292	94,137	96,020	97,941	99,899	101,897	103,935	106,014	108,134
Range F	97,444	99,393	101,381	103,409	105,477	107,586	109,738	111,933	114,171	116,455	118,784
Range G	106,181	108,304	110,470	112,680	114,933	117,232	119,577	121,968	124,407	126,896	129,434
Suffragan	117,605	119,957	122,356	124,803	127,299	129,845	132,442	135,091	137,793	140,549	143,360
Diocesan	141,126	143,949	146,828	149,764	152,759	155,815	158,931	162,109	165,352	168,659	172,032
	11	12	13	14	15	16	17	18	19	20	
Range B	83,558	85,230	86,934	88,673	90,446	92,255	94,100	95,982	97,902	99,860	
Range C	91,914	93,752	95,628	97,540	99,491	101,481	103,510	105,580	107,692	109,846	
Range D	100,270	102,275	104,321	106,407	108,535	110,706	112,920	115,179	117,482	119,832	
Range E	110,297	112,503	114,753	117,048	119,389	121,777	124,212	126,697	129,231	131,815	
Range F	121,160	123,583	126,054	128,576	131,147	133,770	136,445	139,174	141,958	144,797	
Range G	132,022	134,663	137,356	140,103	142,905	145,763	148,678	151,652	154,685	157,779	
Suffragan	146,227	149,152	152,135	155,177	158,281	161,447	164,675	167,969	171,328	174,755	
Diocesan	175,473	178,982	182,562	186,213	189,937	193,736	197,611	201,563	205,594	209,706	

Change from 2021 (SHU and Pension)


Entry	1	2	3	4	5	6	7	8	9	10	
Min Entry	1,894										
Range B	2,021	2,061	2,102	2,144	2,187	2,231	2,276	2,321	2,368	2,415	2,463
Range C	2,223	2,267	2,313	2,359	2,406	2,454	2,503	2,553	2,604	2,656	2,709
Range D	2,425	2,473	2,523	2,573	2,625	2,677	2,731	2,785	2,841	2,898	2,956
Range E	2,667	2,721	2,775	2,831	2,887	2,945	3,004	3,064	3,125	3,188	3,251
Range F	2,930	2,989	3,048	3,109	3,171	3,235	3,300	3,366	3,433	3,502	3,572
Range G	3,193	3,256	3,322	3,388	3,456	3,525	3,595	3,667	3,741	3,815	3,892
Suffragan	3,536	3,607	3,679	3,753	3,828	3,904	3,982	4,062	4,143	4,226	4,311
Diocesan	4,243	4,328	4,415	4,503	4,593	4,685	4,779	4,874	4,972	5,071	5,173
	11	12	13	14	15	16	17	18	19	20	
Range B	2,512	2,563	2,614	2,666	2,720	2,774	2,829	2,886	2,944	3,003	
Range C	2,764	2,819	2,875	2,933	2,991	3,051	3,112	3,175	3,238	3,303	
Range D	3,015	3,075	3,137	3,199	3,263	3,329	3,395	3,463	3,532	3,603	
Range E	3,316	3,383	3,450	3,519	3,590	3,662	3,735	3,810	3,886	3,963	
Range F	3,643	3,716	3,790	3,866	3,943	4,022	4,103	4,185	4,268	4,354	
Range G	3,970	4,049	4,130	4,213	4,297	4,383	4,470	4,560	4,651	4,744	
Suffragan	4,397	4,485	4,574	4,666	4,759	4,854	4,951	5,050	5,151	5,255	
Diocesan	5,276	5,382	5,489	5,599	5,711	5,825	5,942	6,061	6,182	6,305	

**2021 Congregational Range Worksheet
Source Data from 2019 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

2022


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	2022 Congregation Range
Albany, St Albans	41	-	-	-	-	-	-	10.25	B
Ashland, Trinity	90	143	64,467	17,225	349,431	30,703	300	289.31	E
Astoria, Grace	60	39	8,143	720	152,952	4,056	100	107.74	C
Bandon, St Johns	23	25	757	949	70,065	612	118	48.25	B
Beaverton, St Bartholomews	180	135	2,760	-	299,853	3,889	-	232.00	E
Brookings, St Timothy	52	31	96,547	-	64,981	95,157	-	149.09	D
Cave Junction, St Matthias	-	-	-	-	-	-	-	-	B
Coos Bay, Emmanuel	57	54	94,186	9,530	237,126	77,365	-	236.85	E
Coquille, St James	23	14	-	5,520	113,116	408	-	68.77	B
Corvallis, Good Samaritan	191	107	-	219,675	435,053	-	-	401.86	F
Cottage Grove, St Andrews	20	10	127	365	34,705	110	400	25.35	B
Dallas, St Thomas	-	-	-	-	-	-	-	-	B
Drain, St Davids	-	-	-	-	-	-	-	-	N/A
Eugene, Resurrection	91	84	20,407	930	211,772	9,715	-	165.16	D
Eugene, St Marys	249	229	51,767	21,783	650,260	41,744	719	502.64	G
Eugene, St Matthews	-	-	-	-	-	-	-	-	D
Eugene, St Thomas	67	45	12,177	255	215,165	11,581	-	147.59	D
Florence, St Andrews	39	31	-	12,459	56,037	3,200	-	53.35	B
Forest Grove, St Bedes	71	53	12,522	6,250	113,920	3,805	315	99.41	C
Gardiner, St Mary	14	8	-	-	8,006	-	-	9.50	B
Gold Beach, St Matthews	14	12	-	-	15,361	-	-	14.18	B
Grants Pass, St Lukes	23	46	14,697	-	140,392	3,813	-	96.70	C
Gresham, St Lukes	58	47	5,314	546	130,972	-	-	94.67	C
Hillsboro, All Saints	-	-	-	-	-	-	-	-	C
Hillsboro, Todos los Santos	96	10	-	-	14,049	-	-	33.52	B
Lake Oswego, Christ	154	147	27,250	-	687,818	27,250	-	446.41	F
Lebanon, St Martins	37	24	4,813	499	62,887	5,155	-	51.93	B
Lincoln City, St James	41	26	33,276	-	117,711	31,960	-	108.22	C
McMinnville, St Barnabas	-	-	-	-	-	-	-	-	C
Medford, St Marks	87	77	27,234	50	282,607	33,355	-	212.62	E
Milwaukie, St Johns	70	73	578	2,083	205,459	277	-	139.95	D
Monmouth, St Hildas	17	15	2,233	-	25,486	2,204	252	23.09	B
Nehalem, St Catherine	27	13	-	-	30,207	-	-	25.10	B
Newberg, St Michael	95	24	-	-	92,636	-	-	76.07	C
Newport, St Stephens	20	18	20,968	738	65,409	12,010	-	59.06	B

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Oregon City, St Pauls	-	-	-	-	-	-	-	-	D
Port Orford, St Christophers	11	5	-	785	17,212	-	185	13.09	B
Portland, All Saints	132	87	25,000	-	293,456	165	-	214.06	E
Portland, Ascension	27	39	-	-	125,980	-	-	79.49	C
Portland, Grace	236	119	25,995	931	434,596	-	-	319.51	F
Portland, Holy Cross	-	-	-	-	-	-	-	-	B
Portland, St John	117	130	4,841	22,086	446,313	4,558	-	300.65	F
Portland, St Aidans	50	43	-	830	147,336	14,518	-	104.59	C
Portland, St Andrew	27	21	15,380	-	73,915	11,535	-	62.42	B
Portland, St Barnabas	93	67	36,206	525	319,110	-	-	217.92	E
Portland, St Davids	76	68	9,305	1,520	250,358	-	-	166.59	D
Portland, St Gabriel	1,250	103	5,057	-	280,003	5,057	-	483.31	G
Portland, St Michael	344	204	60,933	2,908	685,335	51,927	-	537.55	G
Portland, St Philip	30	31	260	-	113,243	260	-	72.13	B
Portland, St Stephens	46	30	15,000	-	141,691	-	-	97.35	C
Portland, SS Peter & Paul	32	32	6,218	155	145,496	2,809	-	93.34	C
Portland, Trinity	430	703	40,000	-	1,985,612	84,403	-	1,338.26	G
Riddle, Ascension	-	-	-	-	-	-	-	-	B
Roseburg, St Georges	34	31	1,200	1,327	103,382	-	-	69.20	B
Saint Helens, Christ	35	33	498	1,079	80,058	-	-	57.82	B
Salem, Prince of Peace	-	36	3,831	703	104,832	3,148	-	65.26	B
Salem, St Pauls	-	-	-	-	-	-	-	-	G
Salem, St Timothy	-	-	-	-	-	-	-	-	E
Seaside, Calvary	30	26	-	-	124,253	-	-	76.13	C
Shady Cove, St Martins	24	9	30,420	-	39,372	19,626	-	52.96	B
Silverton, St Edwards	-	-	-	-	-	-	-	-	B
Springfield, St John	33	22	8,549	306	66,396	15,280	123	59.08	B
Stayton, Christ the King	-	-	-	-	-	-	-	-	B
Sutherlin, Holy Spirit	-	-	-	-	-	-	-	-	B
Tigard, St James	-	-	-	-	-	-	-	-	D
Tillamook, St Albans	-	28	7,295	9,072	53,558	4,358	-	44.14	B
Toledo, St John	12	9	-	1,027	43,175	-	-	27.35	B
Waldport, St Luke	34	37	2,400	363	98,165	2,400	-	69.41	B
Wilsonville, St Francis of Assisi	125	103	46,729	-	360,526	49,592	-	285.42	E
Woodburn, St Marys	18	13	-	-	60,911	-	-	38.21	B
-	5,253	3,569	845,340	343,194	11,477,720	668,005	2,512		