

2023 SHU Range Structure
(See Congregation Range Tables in Section 8.3.3 for Applicable Range)

The recent release of the COLA for SSI benefits for 2023 by is 8.7%. Organizations have tended to peg their COLA increases to this number. However, given the fragility of many of the budgets of our congregations, Bishop Akiyama does not believe it realistic to attempt to increase all salaries by 8.7%. Therefore, she is advising each congregation to make a good faith effort to increase salaries using a reasonable estimate for a COLA increase. For a helpful reference, the diocesan staff salaries have been increased using a 3.5% COLA increase.

Change factor for Standard Entry (COLA): 4.00%
 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	55,528	56,638	57,771	58,927							
Range B	59,230	60,414	61,623	62,855	64,112	65,394	66,702	68,036	69,397	70,785	72,201
Range C	65,153	66,456	67,785	69,140	70,523	71,934	73,372	74,840	76,337	77,863	79,421
Range D	71,076	72,497	73,947	75,426	76,935	78,473	80,043	81,644	83,276	84,942	86,641
Range E	78,183	79,747	81,342	82,969	84,628	86,321	88,047	89,808	91,604	93,436	95,305
Range F	85,883	87,601	89,353	91,140	92,963	94,822	96,718	98,653	100,626	102,638	104,691
Range G	93,583	95,455	97,364	99,311	101,297	103,323	105,390	107,497	109,647	111,840	114,077
Suffragan	103,652	105,725	107,839	109,996	112,196	114,440	116,729	119,063	121,445	123,874	126,351
Diocesan	124,382	126,870	129,407	131,995	134,635	137,328	140,075	142,876	145,734	148,648	151,621

Years in Range	11	12	13	14	15	16	17	18	19	20
Range B	73,645	75,118	76,620	78,152	79,715	81,310	82,936	84,595	86,286	88,012
Range C	81,009	82,629	84,282	85,968	87,687	89,441	91,229	93,054	94,915	96,813
Range D	88,374	90,141	91,944	93,783	95,658	97,572	99,523	101,513	103,544	105,615
Range E	97,211	99,155	101,138	103,161	105,224	107,329	109,475	111,665	113,898	116,176
Range F	106,785	108,920	111,099	113,321	115,587	117,899	120,257	122,662	125,115	127,618
Range G	116,359	118,686	121,059	123,481	125,950	128,469	131,039	133,659	136,333	139,059
Suffragan	128,878	131,456	134,085	136,766	139,502	142,292	145,138	148,040	151,001	154,021
Diocesan	154,654	157,747	160,902	164,120	167,402	170,750	174,165	177,649	181,202	184,826

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

2023 SHU and Pension costs combined:											
Entry	1	2	3	4	5	6	7	8	9	10	
Min Entry	65,523										
Range B	69,891	71,289	72,715	74,169	75,652	77,165	78,709	80,283	81,888	83,526	85,197
Range C	76,880	78,418	79,986	81,586	83,217	84,882	86,579	88,311	90,077	91,879	93,716
Range D	83,869	85,547	87,258	89,003	90,783	92,598	94,450	96,339	98,266	100,231	102,236
Range E	92,256	94,101	95,983	97,903	99,861	101,858	103,895	105,973	108,093	110,255	112,460

Range F	101,342	103,369	105,436	107,545	109,696	111,890	114,127	116,410	118,738	121,113	123,535
Range G	110,428	112,636	114,889	117,187	119,531	121,921	124,360	126,847	129,384	131,971	134,611
Suffragan	122,309	124,755	127,251	129,796	132,391	135,039	137,740	140,495	143,305	146,171	149,094
Diocesan	146,771	149,707	152,701	155,755	158,870	162,047	165,288	168,594	171,966	175,405	178,913

	11	12	13	14	15	16	17	18	19	20
Range B	86,901	88,639	90,411	92,220	94,064	95,945	97,864	99,822	101,818	103,854
Range C	95,591	97,503	99,453	101,442	103,470	105,540	107,651	109,804	112,000	114,240
Range D	104,281	106,366	108,494	110,664	112,877	115,134	117,437	119,786	122,182	124,625
Range E	114,709	117,003	119,343	121,730	124,165	126,648	129,181	131,764	134,400	137,088
Range F	126,006	128,526	131,097	133,719	136,393	139,121	141,903	144,741	147,636	150,589
Range G	137,303	140,049	142,850	145,707	148,621	151,594	154,626	157,718	160,872	164,090
Suffragan	152,076	155,118	158,220	161,384	164,612	167,904	171,262	174,688	178,181	181,745
Diocesan	182,491	186,141	189,864	193,661	197,535	201,485	205,515	209,625	213,818	218,094

Change from 2022 (SHU and Pension)

	Entry	1	2	3	4	5	6	7	8	9	10
Min Entry	2,520										
Range B	2,688	4,803	4,899	4,997	5,097	2,968	5,303	5,409	5,517	5,627	3,277
Range C	2,957	5,283	5,389	5,497	5,607	3,265	5,833	5,950	6,069	6,190	3,604
Range D	3,226	5,764	5,879	5,996	6,116	3,561	6,363	6,491	6,620	6,753	3,932
Range E	3,548	6,340	6,467	6,596	6,728	3,918	7,000	7,140	7,283	7,428	4,325
Range F	3,898	6,964	7,104	7,246	7,391	4,303	7,689	7,843	8,000	8,160	4,751
Range G	4,247	7,589	7,740	7,895	8,053	4,689	8,378	8,546	8,717	8,891	5,177
Suffragan	4,704	8,405	8,573	8,745	8,920	5,194	9,280	9,466	9,655	9,848	5,734
Diocesan	5,645	10,086	10,288	10,494	10,704	6,233	11,136	11,359	11,586	11,818	6,881

	11	12	13	14	15	16	17	18	19	20
Range B	5,855	5,972	6,091	6,213	3,618	6,464	6,593	6,725	6,860	3,994
Range C	6,440	6,569	6,700	6,834	3,980	7,111	7,253	7,398	7,546	4,394
Range D	7,026	7,166	7,310	7,456	4,341	7,757	7,912	8,070	8,232	4,793
Range E	7,728	7,883	8,041	8,201	4,776	8,533	8,703	8,877	9,055	5,273
Range F	8,489	8,659	8,832	9,009	5,246	9,373	9,560	9,752	9,947	5,792
Range G	9,251	9,436	9,624	9,817	5,716	10,213	10,418	10,626	10,838	6,311
Suffragan	10,246	10,451	10,660	10,873	6,331	11,312	11,538	11,769	12,005	6,990
Diocesan	12,295	12,541	12,792	13,048	7,597	13,575	13,846	14,123	14,406	8,388

2023

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

2021



Parish/Mission Name	Sunday Attendance	Pledge Cards	Outreach mission revenue	Transmittal Revenue	Operating Expenses	Mission Outreach Expense	Seminary Contribution Expense	Range Score	2023 Congregation Range
Bay, St Albans	41	-	-	-	-	-	-	10.25	B
Bayland, Trinity	60	142	29,774	21,693	367,557	50,330	300	285.33	E
Astoria, Grace	28	37	5,629	3,273	172,154	2,288	100	107.97	C
Bandon, St Johns	13	20	2,240	994	73,586	1,146	-	47.23	B
Beaverton, St Bartholomews	71	107	4,449	23	313,192	3,742	-	205.20	E
Brookings, St Timothy	21	-	71,756	-	62,157	79,369	-	111.89	C
Cave Junction, St Matthias	6	-	-	-	-	-	-	1.50	B
Coos Bay, Emmanuel	27	45	8,168	1,771	234,433	80	-	140.23	D
Coquille, St James	10	10	-	-	-	-	-	5.00	B
Corvallis, Good Samaritan	64	107	-	118,588	423,899	-	-	313.99	F
Cottage Grove, St Andrews	16	7	-	379	38,320	110	360	25.33	B
Dallas, St Thomas	20	23	2,997	-	74,802	2,170	-	50.73	B
Drain, St Davids	5	-	-	-	-	-	-	1.25	N/A
Eugene, Resurrection	56	67	5,394	615	248,471	5,048	-	160.51	D
Eugene, St Marys	52	216	53,647	19,159	661,118	27,475	80	447.74	F
Eugene, St Matthews	22	37	12,705	-	99,312	448	-	70.98	D
Eugene, St Thomas	38	41	4,086	-	210,292	-	-	126.94	D
Florence, St Andrews	-	-	-	-	-	-	-	-	FALSE
Forest Grove, St Bedes	34	55	3,862	445	133,422	6,662	75	94.48	C
Gardiner, St Mary	11	11	-	780	8,129	-	-	9.95	B
Gold Beach, St Matthews	10	11	500	25	16,951	500	-	14.24	B
Grants Pass, St Lukes	20	42	-	2,178	161,089	-	-	97.13	C
Gresham, St Lukes	43	48	1,990	1,114	148,915	-	-	98.76	C
Hillsboro, All Saints	41	-	-	-	-	-	-	10.25	C
Hillsboro, Todos los Santos	19	7	-	-	-	-	-	6.50	B
Lake Oswego, Christ	99	133	20,470	-	692,038	20,470	-	424.49	F
Lebanon, St Martins	32	22	17,892	450	60,566	16,459	-	61.18	B
Lincoln City, St James	36	19	24,538	-	124,192	26,157	-	101.19	C
McMinnville, St Barnabas	65	-	-	-	-	-	-	16.25	C
Medford, St Marks	62	73	69,223	-	433,146	48,863	-	309.37	F
Milwaukie, St Johns	40	79	5,574	7,895	225,715	2,164	-	150.42	D
Monmouth, St Hildas	9	15	2,357	-	26,953	-	270	20.79	B
Nehalem, St Catherine	25	16	-	-	-	-	-	10.25	B
Newberg, St Michael	19	15	-	-	60,181	-	-	38.59	B
Newport, St Stephens	16	16	30,854	185	75,684	11,801	-	67.26	B
Oregon City, St Pauls	81	-	-	-	-	-	-	20.25	D

2022 Congregation Range

Port Orford, St Christophers	11	-	-	-	-	-	-	2.75	B	B
Portland, All Saints	137	87	25,000	-	306,313	-	-	221.66	E	D
Portland, Ascension	15	35	-	-	-	-	-	12.50	B	C
Portland, Grace	52	104	41,523	1,485	413,298	-	-	267.15	E	E
Portland, Holy Cross	3	6	-	-	42,878	-	-	23.69	B	B
Portland, St John	114	138	9,575	31,003	475,738	9,250	489	326.03	F	E
Portland, St Aidans	36	34	-	450	146,236	9,203	-	95.44	C	C
Portland, St Andrew*	17	21	15,380	-	73,915	11,535	-	59.92	B	B
Portland, St Barnabas	49	67	30,832	-	285,567	-	-	187.20	D	D
Portland, St Davids	29	41	15,300	-	242,689	-	-	146.49	D	D
Portland, St Gabriel	17	92	3,555	-	242,915	5,011	-	152.99	D	E
Portland, St Michael	130	205	43,533	3,704	668,174	72,877	-	477.89	G	G
Portland, St Philip	25	27	120,000	-	166,566	-	-	156.28	D	C
Portland, St Stephens	21	26	15,000	-	127,842	-	-	83.17	C	E
Portland, SS Peter & Paul	19	28	44,464	125	166,405	11,434	-	122.96	C	C
Portland, Trinity	143	752	66,992	15,000	2,084,123	-	-	1,306.81	G	G
Riddle, Ascension	5	-	-	-	-	-	-	1.25	B	B
Roseburg, St Georges	29	29	7,333	941	110,654	1,275	-	74.60	B	B
Saint Helens, Christ	26	33	-	1,192	83,997	-	-	57.34	B	B
Salem, Prince of Peace	26	28	9,075	7,584	99,073	8,894	-	75.81	C	C
Salem, St Pauls	228	-	-	-	-	-	-	57.00	G	G
Salem, St Timothys	55	75	5,285	26,705	271,831	-	-	184.41	E	E
Seaside, Calvary	20	25	-	-	125,946	-	-	74.22	B	C
Shady Cove, St Martins	32	14	47,925	-	51,610	25,760	-	74.15	B	B
Silverton, St Edwards	16	-	25,000	-	23,676	1,855	-	29.27	B	B
Springfield, St John	21	23	9,540	393	75,521	18,469	210	63.07	B	B
Stayton, Christ the King	7	-	-	-	-	-	-	1.75	B	B
Sutherlin, Holy Spirit	10	16	2,501	-	4,956	500	-	10.48	B	B
Tigard, St James	38	52	-	1,029	171,853	425	-	109.15	D	D
Tillamook, St Albans	25	24	5,979	8,530	77,542	-	-	58.28	B	C
Toledo, St John	10	7	-	200	32,375	-	-	20.54	B	B
Waldport, St Luke	20	29	6,493	-	79,182	1,143	-	55.66	B	B
Wilsonville, St Francis of Assisi	101	108	59,725	-	338,888	35,299	-	269.21	E	E
Woodburn, St Marys	28	11	-	-	-	-	-	9.75	B	B
-	2,727	3,558	988,115	277,908	12,136,037	518,212	1,884			