

2024 SHU Range Structure

(See Congregation Range Tables in Section 8.3.3 for Applicable Range)

Change factor for Standard Entry (COLA): 4.50%

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 of experience apply to any ordained experience.

Years in Range	Entry	1	2	3	4	5	6	7	8	9	10
Curate*											
Min Entry	58,027	59,187	60,371	61,578							
Range B	61,895	63,133	64,396	65,683	66,997	68,337	69,704	71,098	72,520	73,970	75,450
Range C	68,084	69,446	70,835	72,252	73,697	75,171	76,674	78,208	79,772	81,367	82,995
Range D	74,274	75,759	77,275	78,820	80,397	82,004	83,645	85,317	87,024	88,764	90,540
Range E	81,701	83,335	85,002	86,702	88,436	90,205	92,009	93,849	95,726	97,641	99,594
Range F	89,748	91,543	93,374	95,241	97,146	99,089	101,071	103,092	105,154	107,257	109,402
Range G	97,794	99,750	101,745	103,780	105,855	107,973	110,132	112,335	114,581	116,873	119,210
Suffragan	108,316	110,483	112,692	114,946	117,245	119,590	121,982	124,421	126,910	129,448	132,037
Diocesan	129,979	132,579	135,231	137,935	140,694	143,508	146,378	149,306	152,292	155,338	158,444

Years in Range	11	12	13	14	15	16	17	18	19	20
Range B	76,959	78,498	80,068	81,669	83,303	84,969	86,668	88,401	90,169	91,973
Range C	84,655	86,348	88,075	89,836	91,633	93,465	95,335	97,241	99,186	101,170
Range D	92,350	94,197	96,081	98,003	99,963	101,962	104,002	106,082	108,203	110,367
Range E	101,585	103,617	105,689	107,803	109,959	112,159	114,402	116,690	119,024	121,404
Range F	111,590	113,822	116,098	118,420	120,789	123,204	125,669	128,182	130,746	133,360
Range G	121,595	124,027	126,507	129,037	131,618	134,250	136,935	139,674	142,468	145,317
Suffragan	134,678	137,371	140,119	142,921	145,779	148,695	151,669	154,702	157,796	160,952
Diocesan	161,613	164,845	168,142	171,505	174,935	178,434	182,003	185,643	189,356	193,143

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

2024 SHU and Pension costs combined:

Entry	1	2	3	4	5	6	7	8	9	10	
Min Entry	68,471										
Range B	73,036	74,497	75,987	77,506	79,057	80,638	82,251	83,896	85,573	87,285	89,031
Range C	80,340	81,947	83,585	85,257	86,962	88,702	90,476	92,285	94,131	96,013	97,934
Range D	87,643	89,396	91,184	93,008	94,868	96,765	98,701	100,675	102,688	104,742	106,837
Range E	96,408	98,336	100,303	102,309	104,355	106,442	108,571	110,742	112,957	115,216	117,520

Range F	105,902	108,020	110,181	112,384	114,632	116,925	119,263	121,649	124,081	126,563	129,094
Range G	115,397	117,705	120,059	122,460	124,909	127,408	129,956	132,555	135,206	137,910	140,668
Suffragan	127,813	130,369	132,977	135,636	138,349	141,116	143,938	146,817	149,754	152,749	155,804
Diocesan	153,376	156,443	159,572	162,764	166,019	169,339	172,726	176,181	179,704	183,298	186,964

	11	12	13	14	15	16	17	18	19	20
Range B	90,811	92,627	94,480	96,370	98,297	100,263	102,268	104,314	106,400	108,528
Range C	99,892	101,890	103,928	106,007	108,127	110,289	112,495	114,745	117,040	119,381
Range D	108,973	111,153	113,376	115,643	117,956	120,315	122,722	125,176	127,680	130,233
Range E	119,871	122,268	124,714	127,208	129,752	132,347	134,994	137,694	140,448	143,257
Range F	131,676	134,310	136,996	139,736	142,531	145,381	148,289	151,255	154,280	157,365
Range G	143,482	146,351	149,278	152,264	155,309	158,415	161,584	164,815	168,112	171,474
Suffragan	158,920	162,098	165,340	168,647	172,020	175,460	178,969	182,549	186,200	189,924
Diocesan	190,704	194,518	198,408	202,376	206,424	210,552	214,763	219,058	223,440	227,908

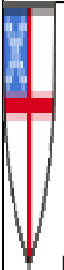
Change from 2023 (SHU and Pension)

	Entry	1	2	3	4	5	6	7	8	9	10
Min Entry	2,949										
Range B	3,145	3,208	3,272	3,338	3,404	3,472	3,542	3,613	3,685	3,759	3,834
Range C	3,460	3,529	3,599	3,671	3,745	3,820	3,896	3,974	4,053	4,135	4,217
Range D	3,774	3,850	3,927	4,005	4,085	4,167	4,250	4,335	4,422	4,510	4,601
Range E	4,152	4,235	4,319	4,406	4,494	4,584	4,675	4,769	4,864	4,961	5,061
Range F	4,560	4,652	4,745	4,840	4,936	5,035	5,136	5,238	5,343	5,450	5,559
Range G	4,969	5,069	5,170	5,273	5,379	5,486	5,596	5,708	5,822	5,939	6,057
Suffragan	5,504	5,614	5,726	5,841	5,958	6,077	6,198	6,322	6,449	6,578	6,709
Diocesan	6,605	6,737	6,872	7,009	7,149	7,292	7,438	7,587	7,738	7,893	8,051

	11	12	13	14	15	16	17	18	19	20
Range B	3,911	3,989	4,069	4,150	4,233	4,318	4,404	4,492	4,582	4,673
Range C	4,302	4,388	4,475	4,565	4,656	4,749	4,844	4,941	5,040	5,141
Range D	4,693	4,786	4,882	4,980	5,079	5,181	5,285	5,390	5,498	5,608
Range E	5,162	5,265	5,370	5,478	5,587	5,699	5,813	5,929	6,048	6,169
Range F	5,670	5,784	5,899	6,017	6,138	6,260	6,386	6,513	6,644	6,776
Range G	6,179	6,302	6,428	6,557	6,688	6,822	6,958	7,097	7,239	7,384
Suffragan	6,843	6,980	7,120	7,262	7,408	7,556	7,707	7,861	8,018	8,179
Diocesan	8,212	8,376	8,544	8,715	8,889	9,067	9,248	9,433	9,622	9,814

2024

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	2024 Congregation Range
Albany, St Albans	21	-	-	-	-	-	-	5.25	B
Ashland, Trinity	104	105	17,296	18,783	416,947	18,387	300	288.11	E
Astoria, Grace	32	36	7,942	6,676	197,358	7,179	-	126.58	D
Bandon, St Johns	22	21	1,579	2,433	76,244	1,050	213	51.51	B
Beaverton, St Bartholomews	99	110	2,040	128	356,997	745	-	232.21	E
Brookings, St Timothy	31	25	448,592	-	66,311	382,638	-	462.77	G
Coos Bay, Emmanuel	48	45	9,163	4,763	252,663	-	-	156.54	D
Coquille, St James	14	9	-	1,610	115,415	590	-	64.56	B
Corvallis, Good Samaritan	99	106	-	114,576	438,391	-	-	327.73	F
Cottage Grove, St Andrews	18	8	-	2,764	36,230	-	350	26.17	B
Dallas, St Thomas	31	21	130	-	9,430	-	-	17.78	B
Eugene, Resurrection	55	65	9,689	715	262,516	20,003	-	176.46	D
Eugene, St Marys	162	201	44,417	19,056	770,968	57,203	80	536.61	G
Eugene, St Matthews	37	33	21,170	-	136,969	21,170	-	107.15	C
Eugene, St Thomas	53	42	-	2,495	226,568	-	-	138.28	D
Florence, St Andrews	-	-	-	-	-	-	-	-	FALSE
Forest Grove, St Bedes	44	59	9,389	1,322	148,130	9,761	75	110.09	C
Gardiner, St Mary	12	10	-	1,130	12,976	-	-	12.55	B
Gold Beach, St Matthews	8	7	-	25	33,516	-	-	20.52	B
Grants Pass, St Lukes	32	35	3,254	1,762	93,873	2,457	-	67.42	B
Gresham, Holy Cross	47	13	-	-	52,957	-	-	41.48	B
Gresham, St Luke	43	47	755	1,908	162,071	3,061	-	106.40	C
Hillsboro, All Saints	27	28	-	-	192,492	-	-	110.00	C
Hillsboro, Todos los Santos	35	10	-	-	5,636	-	-	14.07	B
Lake Oswego, Christ	-	124	44,826	-	641,117	44,826	-	396.38	F
Lebanon, St Martins	24	26	22,327	-	62,019	13,396	-	61.37	B
Lincoln City, St James	36	25	15,798	-	153,275	18,980	-	109.28	C
McMinnville, St Barnabas	50	55	-	-	269,562	-	-	161.03	D
Medford, St Marks	51	77	15,807	-	270,660	30,552	-	190.51	D
Milwaukie, St Johns	77	83	2,813	5,312	285,606	4,205	-	188.97	D
Monmouth, St Hildas	12	18	2,648	-	24,923	300	249	21.56	B
Nehalem, St Catherine	24	12	-	-	69,290	-	-	43.65	B
Newberg, St Michael	52	16	-	-	68,898	-	-	51.45	B
Newport, St Stephens	19	13	-	1,915	74,341	7,791	-	50.02	B
Oregon City, St Pauls	39	47	895	7,260	189,192	500	-	120.42	C

2023 Congregation Range

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Port Orford, St Christophers	-	-	-	-	-	-	-	-	FALSE
Portland, All Saints	100	96	66,149	-	318,632	30,728	-	256.75	E
Portland, Ascension	22	24	-	-	126,953	-	-	74.98	B
Portland, Grace	-	-	-	-	-	-	-	-	FALSE
Portland, St John	127	104	5,465	29,463	493,534	4,053	-	324.01	F
Portland, St Aidans	41	38	-	200	178,734	22,283	-	120.36	C
Portland, St Andrew*	23	16	8,748	804	70,903	12,603	-	56.28	B
Portland, St Barnabas	78	65	30,624	-	278,885	-	-	190.50	D
Portland, St Davids	39	52	85	-	292,069	2,035	-	169.84	D
Portland, St Gabriel	68	86	7,733	9,282	301,979	10,119	-	203.06	E
Portland, St Michael	177	205	82,820	2,073	635,345	67,097	-	489.17	G
Portland, St Philip	32	35	105,000	-	167,379	-	-	152.94	D
Portland, St Stephens	15	19	-	-	122,240	-	-	69.62	B
Portland, SS Peter & Paul	18	31	23,350	-	207,660	18,409	-	136.96	D
Portland, Trinity	308	776	72,682	11,670	2,403,331	-	-	1,514.84	G
Roseburg, St Georges	30	28	3,792	1,575	109,903	3,792	-	74.03	B
Saint Helens, Christ	26	-	-	2,424	110,419	-	-	62.92	B
Salem, Prince of Peace	21	20	-	-	84,492	2,642	-	53.82	B
Salem, St Pauls	139	146	167,269	-	1,001,291	211,938	-	761.50	G
Salem, St Timothys	91	89	4,830	11,180	273,623	-	-	189.82	D
Seaside, Calvary	20	25	750	-	132,815	750	-	78.41	C
Shady Cove, St Martins	27	19	29,648	-	64,745	32,989	-	75.19	C
Silverton, St Edwards	11	11	-	-	84,850	7,294	-	51.57	B
Springfield, St John	-	-	-	-	-	-	-	-	FALSE
Tigard, St James	35	47	-	-	199,493	476	-	120.48	C
Tillamook, St Albans	20	19	-	-	-	-	-	9.75	B
Toledo, St John	11	3	-	1,110	32,716	-	-	20.41	B
Waldport, St Luke	19	29	-	6,440	92,759	-	-	61.60	B
Wilsonville, St Francis of Assisi	123	115	32,286	25,000	344,757	43,182	-	282.11	E
Woodburn, St Marys	-	-	-	-	-	-	-	-	FALSE
-	3,079	3,630	1,321,761	295,854	14,303,048	1,115,184	1,267		

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