

2025 SHU Range Structure

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

Change factor for Standard Entry (COLA): 3.30%

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	<b>59,941</b>	61,140	62,363	63,610							
Range B	<b>63,938</b>	65,216	66,521	67,851	69,208	<b>70,592</b>	72,004	73,444	74,913	76,411	<b>77,939</b>
Range C	<b>70,331</b>	71,738	73,173	74,636	76,129	<b>77,651</b>	79,204	80,789	82,404	84,052	<b>85,733</b>
Range D	<b>76,725</b>	78,260	79,825	81,421	83,050	<b>84,711</b>	86,405	88,133	89,896	91,694	<b>93,527</b>
Range E	<b>84,398</b>	86,085	87,807	89,563	91,355	<b>93,182</b>	95,045	96,946	98,885	100,863	<b>102,880</b>
Range F	<b>92,709</b>	94,564	96,455	98,384	100,352	<b>102,359</b>	104,406	106,494	108,624	110,796	<b>113,012</b>
Range G	<b>101,021</b>	103,042	105,103	107,205	109,349	<b>111,536</b>	113,766	116,042	118,363	120,730	<b>123,144</b>
Suffragan	<b>111,891</b>	114,128	116,411	118,739	121,114	<b>123,536</b>	126,007	128,527	131,098	133,720	<b>136,394</b>
Diocesan	<b>134,269</b>	136,954	139,693	142,487	145,337	<b>148,244</b>	151,208	154,233	157,317	160,464	<b>163,673</b>

Years in Range	11	12	13	14	15	16	17	18	19	20
Range B	79,498	81,088	82,710	84,364	<b>86,052</b>	87,773	89,528	91,319	93,145	<b>95,008</b>
Range C	87,448	89,197	90,981	92,801	<b>94,657</b>	96,550	98,481	100,450	102,459	<b>104,509</b>
Range D	95,398	97,306	99,252	101,237	<b>103,262</b>	105,327	107,434	109,582	111,774	<b>114,009</b>
Range E	104,938	107,036	109,177	111,361	<b>113,588</b>	115,860	118,177	120,540	122,951	<b>125,410</b>
Range F	115,273	117,578	119,930	122,328	<b>124,775</b>	127,270	129,816	132,412	135,060	<b>137,761</b>
Range G	125,607	128,119	130,682	133,295	<b>135,961</b>	138,681	141,454	144,283	147,169	<b>150,112</b>
Suffragan	139,122	141,904	144,743	147,637	<b>150,590</b>	153,602	156,674	159,807	163,004	<b>166,264</b>
Diocesan	166,946	170,285	173,691	177,165	<b>180,708</b>	184,322	188,009	191,769	195,604	<b>199,516</b>

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

2025 SHU and Pension costs combined:

	Entry	1	2	3	4	5	6	7	8	9	10
Min Entry	<b>70,731</b>										
Range B	<b>75,446</b>	76,955	78,494	80,064	81,665	<b>83,299</b>	84,965	86,664	88,397	90,165	<b>91,969</b>
Range C	<b>82,991</b>	84,651	86,344	88,071	89,832	<b>91,629</b>	93,461	95,330	97,237	99,182	<b>101,165</b>
Range D	<b>90,536</b>	92,346	94,193	96,077	97,999	<b>99,959</b>	101,958	103,997	106,077	108,198	<b>110,362</b>
Range E	<b>99,589</b>	101,581	103,613	105,685	107,798	<b>109,954</b>	112,154	114,397	116,685	119,018	<b>121,399</b>

Range F	<b>109,397</b>	111,585	113,817	116,093	118,415	<b>120,783</b>	123,199	125,663	128,176	130,740	<b>133,354</b>
Range G	<b>119,205</b>	121,589	124,021	126,501	129,031	<b>131,612</b>	134,244	136,929	139,668	142,461	<b>145,310</b>
Suffragan	<b>132,031</b>	134,672	137,365	140,112	142,915	<b>145,773</b>	148,688	151,662	154,695	157,789	<b>160,945</b>
Diocesan	<b>158,437</b>	161,606	164,838	168,135	171,498	<b>174,927</b>	178,426	181,995	185,634	189,347	<b>193,134</b>

	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>	<b>18</b>	<b>19</b>	<b>20</b>
Range B	93,808	95,684	97,598	99,550	<b>101,541</b>	103,572	105,643	107,756	109,911	<b>112,109</b>
Range C	103,189	105,253	107,358	109,505	<b>111,695</b>	113,929	116,207	118,531	120,902	<b>123,320</b>
Range D	112,570	114,821	117,117	119,460	<b>121,849</b>	124,286	126,772	129,307	131,893	<b>134,531</b>
Range E	123,827	126,303	128,829	131,406	<b>134,034</b>	136,714	139,449	142,238	145,083	<b>147,984</b>
Range F	136,022	138,742	141,517	144,347	<b>147,234</b>	150,179	153,182	156,246	159,371	<b>162,558</b>
Range G	148,217	151,181	154,205	157,289	<b>160,434</b>	163,643	166,916	170,254	173,659	<b>177,133</b>
Suffragan	164,164	167,447	170,796	174,212	<b>177,696</b>	181,250	184,875	188,573	192,344	<b>196,191</b>
Diocesan	196,997	200,937	204,955	209,055	<b>213,236</b>	217,500	221,850	226,287	230,813	<b>235,429</b>

**Change from 2024 (SHU and Pension)**

	<b>Entry</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>
Min Entry	<b>2,260</b>										
Range B	<b>2,410</b>	2,458	2,508	2,558	2,609	<b>2,661</b>	2,714	2,769	2,824	2,880	<b>2,938</b>
Range C	<b>2,651</b>	2,704	2,758	2,813	2,870	<b>2,927</b>	2,986	3,045	3,106	3,168	<b>3,232</b>
Range D	<b>2,892</b>	2,950	3,009	3,069	3,131	<b>3,193</b>	3,257	3,322	3,389	3,456	<b>3,526</b>
Range E	<b>3,181</b>	3,245	3,310	3,376	3,444	<b>3,513</b>	3,583	3,654	3,728	3,802	<b>3,878</b>
Range F	<b>3,495</b>	3,565	3,636	3,709	3,783	<b>3,859</b>	3,936	4,014	4,095	4,177	<b>4,260</b>
Range G	<b>3,808</b>	3,884	3,962	4,041	4,122	<b>4,204</b>	4,289	4,374	4,462	4,551	<b>4,642</b>
Suffragan	<b>4,218</b>	4,302	4,388	4,476	4,566	<b>4,657</b>	4,750	4,845	4,942	5,041	<b>5,142</b>
Diocesan	<b>5,061</b>	5,163	5,266	5,371	5,479	<b>5,588</b>	5,700	5,814	5,930	6,049	<b>6,170</b>

	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>	<b>18</b>	<b>19</b>	<b>20</b>
Range B	2,997	3,057	3,118	3,180	<b>3,244</b>	3,309	3,375	3,442	3,511	<b>3,581</b>
Range C	3,296	3,362	3,430	3,498	<b>3,568</b>	3,640	3,712	3,787	3,862	<b>3,940</b>
Range D	3,596	3,668	3,741	3,816	<b>3,893</b>	3,970	4,050	4,131	4,213	<b>4,298</b>
Range E	3,956	4,035	4,116	4,198	<b>4,282</b>	4,367	4,455	4,544	4,635	<b>4,727</b>
Range F	4,345	4,432	4,521	4,611	<b>4,704</b>	4,798	4,894	4,991	5,091	<b>5,193</b>
Range G	4,735	4,830	4,926	5,025	<b>5,125</b>	5,228	5,332	5,439	5,548	<b>5,659</b>
Suffragan	5,244	5,349	5,456	5,565	<b>5,677</b>	5,790	5,906	6,024	6,145	<b>6,267</b>
Diocesan	6,293	6,419	6,547	6,678	<b>6,812</b>	6,948	7,087	7,229	7,374	<b>7,521</b>

2025

**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	2025 Congregation Range	2024 Congregation Range
Albany, St Albans	28	34	-	4,367	120,649	-		78.01	C	B
Ashland, Trinity	112	126	46,622	78,991	395,849	21,190		330.83	F	E
Astoria, Grace	32	34	24,252	7,345	166,447	10,849		120.95	C	D
Bandon, St Johns	22	20	775	3,537	89,437	1,306		58.03	B	B
Beaverton, St Bartholomews	106	104	420	128	391,440	1,596		249.29	E	E
Brookings, St Timothy	34	32	161,435	-	75,850	231,762		251.02	E	G
Coos Bay, Emmanuel	43	57	14,449	2,470	275,010	-		170.96	D	D
Coquille, St James	10	10	400	25	89,266	-		49.85	B	B
Corvallis, Good Samaritan	160	95	-	65,436	433,264	-		313.10	F	F
Cottage Grove, St Andrews	18	11	-	1,391	43,212	-		29.55	B	B
Dallas, St Thomas	19	18	-	-	64,132	-		41.32	B	B
Eugene, Resurrection	57	66	8,832	1,967	270,628	14,988		178.96	D	D
Eugene, St Marys	205	205	96,673	15,900	838,385	75,127		615.54	G	G
Eugene, St Matthews	37	31	78,012	150	149,277	31,290		146.36	D	C
Eugene, St Thomas	48	40	2,958	2,551	228,310	3,023	-	140.42	D	D
Florence, St Andrews	-	26	-	4,981	72,126	2,400	-	46.25	B	FALSE
Forest Grove, St Bedes	52	60	9,079	1,533	155,935	100	340	111.49	C	C
Gardiner, St Mary	12	9	300	403	12,605	-	-	11.90	B	B
Gold Beach, St Matthews	8	6	-	-	17,238	-	-	12.12	B	B
Grants Pass, St Lukes	33	26	146	90	123,622	45	-	76.70	C	B
Gresham, Holy Cross	56	14	29,600	-	29,569	13,112	-	53.64	B	B
Gresham, St Luke	45	48	4,703	2,531	175,147	12,900	-	120.89	C	C
Hillsboro, All Saints	27	28	-	-	192,492	-	-	110.00	C	C
Hillsboro, Todos los Santos	50	12	-	-	10,745	-	-	20.87	B	B
Lake Oswego, Christ	106	123	52,983	-	712,772	52,983	-	466.62	G	F
Lebanon, St Martins	24	20	12,109	110	74,506	-	-	54.36	B	B
Lincoln City, St James	29	25	18,965	-	83,965	26,535	-	78.23	C	C
McMinnville, St Barnabas	62	60	-	-	284,653	-	-	172.83	D	D
Medford, St Marks	62	78	51,412	306	313,118	33,944	-	234.39	E	D
Milwaukie, St Johns	71	91	9,705	3,490	303,118	6,613	-	201.96	E	D
Monmouth, St Hildas	13	16	1,672	-	31,479	-	-	23.83	B	B
Nehalem, St Catherine	49	14	-	-	75,465	-	-	53.48	B	B
Newberg, St Michael	58	15	-	-	64,378	-	-	50.44	B	B
Newport, St Stephens	24	15	11,430	1,700	79,699	11,694	-	62.01	B	B

Oregon City, St Pauls	41	42	4,363	317	196,571	7,356	-	125.05	D	C
Port Orford, St Christophers	-	-	-	-	-	-	-	-	FALSE	FALSE
Portland, All Saints	100	96	66,149	-	318,632	30,728	-	256.75	E	E
Portland, Ascension	23	36	-	-	149,152	-	-	89.33	C	B
Portland, Grace	82	60	45,000	-	544,704	-	-	330.35	F	FALSE
Portland, St John	102	111	7,135	22,172	457,736	6,005	-	299.77	E	F
Portland, St Aidans	38	38	-	-	133,856	5,735	-	88.80	C	C
Portland, St Andrew*	24	18	8,508	-	91,629	10,893	-	66.02	B	B
Portland, St Barnabas	74	59	4,650	-	274,055	-	-	172.60	D	D
Portland, St Davids	54	54	-	-	259,635	3,577	-	158.61	D	D
Portland, St Gabriel	87	78	-	-	425,283	-	-	253.89	E	E
Portland, St Michael	231	168	55,370	-	625,037	60,100	-	470.00	G	G
Portland, St Philip	27	37	-	-	205,433	-	-	118.72	C	D
Portland, St Stephens	15	24	-	-	83,038	2,870	-	52.70	B	B
Portland, Trinity	319	729	97,420	17,980	2,337,578	-	-	1,488.49	G	G
Roseburg, St Georges	31	26	964	716	120,490	1,759	-	76.21	C	B
Saint Helens, Christ	28	31	1,300	725	116,681	52,395	-	100.30	C	B
Salem, Prince of Peace	19	-	-	-	-	-	-	4.75	B	B
Salem, St Pauls	218	179	7,667	223,281	1,056,488	290,180	-	888.06	G	G
Salem, St Timothys	86	97	2,260	28,801	295,483	-	-	209.02	E	D
Seaside, Calvary	19	20	-	670	102,395	-	-	61.28	B	C
Shady Cove, St Martins	28	17	35,482	2,165	57,355	46,080	-	81.79	C	C
Silverton, St Edwards	11	11	-	-	84,850	7,294	-	51.57	B	B
Springfield, St John	-	-	7,812	515	70,235	5,795	100	42.23	B	FALSE
Sutherlin, Holy Spirit	-	16	-	-	17,199	3,785	-	14.49	B	B
Tigard, St James	42	51	1,564	1,152	202,892	1,575	-	126.84	D	C
Tillamook, St Albans	32	22	-	-	86,771	-	-	56.89	B	B
Waldport, St Luke	21	30	12,838	62	85,184	10,223	-	66.90	B	B
Wilsonville, St Francis of Assisi	142	120	75,411	32,000	352,409	38,307	-	314.56	F	E
Woodburn, St Marys	28	11	-	-	65,155	-	-	42.33	B	FALSE
-	<b>3,634</b>	<b>3,750</b>	<b>1,070,825</b>	<b>529,958</b>	<b>15,259,714</b>	<b>1,136,114</b>	<b>440</b>			