

## **Clergy Effective Salaries Compared by Synod**

The Board of Pensions has tabulated a range of effective salary data to assist decision makers in reviewing clergy compensation. The charts compare the effective salaries of full-time pastors and full-time associate pastors serving churches. The data is broken down both by synod and years since ordination.<sup>1</sup>

The compensation information is based on our records as of May 1, 2016.

Effective salary is a member's compensation from a church or employing organization, including a housing allowance. Full-time is 35 hours a week or more.<sup>2</sup>

Actual clergy effective salaries range from presbytery minimums to amounts in excess of \$200,000. There are many variables. The data presented below groups salaries into percentiles in order to divide the data into manageable ranges.

A percentile is a value on a scale of one hundred that indicates a percent of distribution that is equal to or below it. For example, the effective salary shown in the 75th percentile indicates that 75 percent of salaries fall below this number; 25 percent are higher. A number listed as 50th percentile indicates that 50 percent of salaries are higher and 50 percent are lower.

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<sup>1</sup>This is not the salary study in which the Board tabulates median and average effective salary information reported by minister members serving U.S. congregations, which includes both full-time and part-time salary data. That study determines the criteria for various calculations under the Benefits Plan. For more information, see [Salaries in the Parish Ministry 2016 Salary Study Available](#) and the [Salaries in the Parish Ministry 2016 Salary Study](#). The data presented here is in the nature of a "salary survey" for use by sessions and personnel committees of churches, as well as other decision makers.

<sup>2</sup>For more detailed information on the components of effective salary, please see the Board publication, [Understanding Effective Salary](#).

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**SYNOD OF ALASKA NORTHWEST  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 50 OR FEWER MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10				
11-15	\$38,765.00	\$41,530.00	\$41,530.00	\$44,295.00
16-20	\$50,874.20	\$55,582.80	\$55,582.80	\$60,291.40
More than 20	\$48,567.50	\$49,020.00	\$49,508.33	\$50,205.00

**SYNOD OF ALASKA NORTHWEST  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 50 OR FEWER MEMBERS (No Data)**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10				
11-15				
16-20				
More than 20				

**SYNOD OF ALASKA NORTHWEST  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 51 TO 100 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$54,300.00	\$56,800.00	\$61,171.00	\$63,671.00
6-10	\$49,919.70	\$52,193.50	\$53,758.73	\$57,497.25
11-15	\$44,597.50	\$50,795.00	\$47,113.00	\$51,469.50
16-20	\$50,304.00	\$50,400.00	\$53,020.71	\$56,445.00
More than 20	\$49,392.75	\$57,946.50	\$52,126.30	\$59,639.84

**SYNOD OF ALASKA NORTHWEST  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 51 TO 100 MEMBERS (No Data)**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10				
11-15				
16-20				
More than 20				

**SYNOD OF ALASKA NORTHWEST  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 101 TO 200 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$57,000.00	\$67,500.00	\$62,486.20	\$69,700.00
6-10	\$61,500.00	\$62,594.98	\$63,435.62	\$67,400.00
11-15	\$68,882.18	\$69,832.00	\$74,761.45	\$78,176.00
16-20	\$70,022.50	\$71,340.00	\$72,916.57	\$73,595.50
More than 20	\$58,778.00	\$66,000.00	\$66,204.88	\$72,651.00

**SYNOD OF ALASKA NORTHWEST  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 101 TO 200 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$48,446.75	\$51,193.50	\$51,193.50	\$53,940.25
6-10	\$56,687.00	\$56,687.00	\$56,687.00	\$56,687.00
11-15				
16-20				
More than 20				

**SYNOD OF ALASKA NORTHWEST  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 201 TO 500 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$73,902.40	\$73,902.40	\$73,902.40	\$73,902.40
6-10	\$70,104.25	\$78,894.00	\$77,623.48	\$82,182.41
11-15	\$69,133.75	\$72,422.50	\$72,422.50	\$75,711.25
16-20	\$72,151.00	\$77,200.00	\$78,605.86	\$79,225.90
More than 20	\$64,824.00	\$72,824.00	\$73,156.81	\$79,733.75

**SYNOD OF ALASKA NORTHWEST  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 201 TO 500 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$49,813.50	\$56,900.00	\$57,763.50	\$64,850.00
16-20	\$69,302.36	\$69,302.36	\$69,302.36	\$69,302.36
More than 20	\$65,089.04	\$65,089.04	\$65,089.04	\$65,089.04

**SYNOD OF ALASKA NORTHWEST  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 501 TO 1000 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$112,000.00	\$112,000.00	\$112,000.00	\$112,000.00
6-10	\$63,000.00	\$72,000.00	\$72,000.00	\$81,000.00
11-15				
16-20	\$85,000.00	\$92,961.00	\$94,828.87	\$108,215.00
More than 20	\$86,962.21	\$91,434.14	\$91,434.14	\$95,906.07

**SYNOD OF ALASKA NORTHWEST  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 501 TO 1000 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$48,474.56	\$49,699.00	\$55,883.03	\$60,199.48
6-10	\$75,000.00	\$75,000.00	\$75,000.00	\$75,000.00
11-15	\$69,613.00	\$69,613.00	\$69,613.00	\$69,613.00
16-20	\$77,551.00	\$77,551.00	\$77,551.00	\$77,551.00
More than 20				

**SYNOD OF ALASKA NORTHWEST  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 1001 TO 1500 MEMBERS (No Data)**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10				
11-15				
16-20				
More than 20				

**SYNOD OF ALASKA NORTHWEST  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 1001 TO 1500 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$87,060.00	\$97,060.00	\$97,060.00	\$107,060.00
6-10				
11-15				
16-20				
More than 20				

**SYNOD OF ALASKA NORTHWEST  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 1501 TO 2000 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10				
11-15				
16-20	\$91,485.24	\$91,485.24	\$91,485.24	\$91,485.24
More than 20				

**SYNOD OF ALASKA NORTHWEST  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 1501 TO 2000 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$58,000.00	\$58,000.00	\$58,000.00	\$58,000.00
6-10				
11-15	\$68,452.44	\$68,452.44	\$68,452.44	\$68,452.44
16-20				
More than 20				

**SYNOD OF ALASKA NORTHWEST  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 2001 TO 2500 MEMBERS (No Data)**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10				
11-15				
16-20				
More than 20				

**SYNOD OF ALASKA NORTHWEST  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 2001 TO 2500 MEMBERS (No Data)**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10				
11-15				
16-20				
More than 20				

**SYNOD OF ALASKA NORTHWEST  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 2501 OR MORE MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10				
11-15	\$177,400.00	\$177,400.00	\$177,400.00	\$177,400.00
16-20	\$196,000.00	\$196,000.00	\$196,000.00	\$196,000.00
More than 20				

**SYNOD OF ALASKA NORTHWEST  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 2501 OR MORE MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10	\$79,320.00	\$79,320.00	\$79,320.00	\$79,320.00
11-15				
16-20				
More than 20	\$92,612.00	\$95,172.50	\$102,119.00	\$104,679.50



**SYNOD OF BORIQUEN (PUERTO RICO)  
FULL-TIME PASTORS SERVING CONGREGATIONS  
OF ANY SIZE**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10	\$40,040.25	\$41,113.50	\$41,113.50	\$42,186.75
11-15	\$25,773.30	\$27,926.60	\$28,215.53	\$30,513.30
16-20	\$15,600.00	\$15,600.00	\$15,600.00	\$15,600.00
More than 20	\$27,180.73	\$29,349.00	\$32,256.04	\$34,424.31

**SYNOD OF BORIQUEN (PUERTO RICO)  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
OF ANY SIZE (No Data)**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10				
11-15				
16-20				
More than 20				

**SYNOD OF THE COVENANT  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 50 OR FEWER MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$49,973.15	\$51,022.10	\$51,022.10	\$52,071.05
6-10	\$18,000.00	\$18,000.00	\$18,000.00	\$18,000.00
11-15				
16-20	\$24,679.50	\$25,545.00	\$25,545.00	\$26,410.50
More than 20				

**SYNOD OF THE COVENANT  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 50 OR FEWER MEMBERS (No Data)**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10				
11-15				
16-20				
More than 20				

**SYNOD OF THE COVENANT  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 51 TO 100 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$43,525.00	\$46,954.10	\$45,907.15	\$48,700.00
6-10	\$38,120.00	\$44,000.00	\$43,439.06	\$46,000.00
11-15	\$46,000.00	\$47,278.00	\$47,073.80	\$47,380.00
16-20	\$44,804.87	\$45,370.00	\$45,469.91	\$46,085.00
More than 20	\$44,318.00	\$54,340.38	\$52,488.18	\$60,183.50

**SYNOD OF THE COVENANT  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 51 TO 100 MEMBERS (No Data)**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10				
11-15				
16-20				
More than 20				

**SYNOD OF THE COVENANT  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 101 TO 200 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$44,538.75	\$46,634.07	\$48,525.38	\$53,190.32
6-10	\$49,635.00	\$52,655.00	\$53,744.15	\$57,500.00
11-15	\$48,000.00	\$54,000.00	\$54,829.25	\$58,075.00
16-20	\$44,398.75	\$51,647.50	\$53,938.83	\$63,603.47
More than 20	\$45,822.00	\$55,900.00	\$53,971.80	\$61,200.00

**SYNOD OF THE COVENANT  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 101 TO 200 MEMBERS (No Data)**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10				
11-15				
16-20				
More than 20				

**SYNOD OF THE COVENANT  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 201 TO 500 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$49,581.50	\$54,079.93	\$55,225.79	\$59,724.22
6-10	\$55,600.00	\$64,907.44	\$68,547.38	\$79,195.85
11-15	\$66,064.75	\$76,162.87	\$77,001.56	\$83,311.25
16-20	\$62,269.75	\$66,598.00	\$65,832.61	\$71,276.25
More than 20	\$61,840.13	\$68,082.04	\$69,246.53	\$74,017.50

**SYNOD OF THE COVENANT  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 201 TO 500 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$46,300.00	\$47,500.00	\$47,630.60	\$49,440.00
6-10	\$60,100.00	\$60,100.00	\$60,100.00	\$60,100.00
11-15	\$56,277.21	\$56,277.21	\$56,277.21	\$56,277.21
16-20				
More than 20				

**SYNOD OF THE COVENANT  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 501 TO 1000 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$56,141.50	\$62,261.00	\$62,261.00	\$68,380.50
6-10	\$81,752.00	\$81,752.00	\$81,752.00	\$81,752.00
11-15	\$97,150.28	\$99,791.55	\$100,017.85	\$102,772.28
16-20	\$78,662.50	\$80,813.00	\$82,644.33	\$85,710.50
More than 20	\$83,479.25	\$90,392.57	\$91,159.79	\$98,097.99

**SYNOD OF THE COVENANT  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 501 TO 1000 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$51,902.50	\$53,712.00	\$55,451.30	\$58,649.85
6-10	\$60,275.00	\$61,850.00	\$61,850.00	\$63,425.00
11-15	\$64,429.37	\$73,676.74	\$76,895.91	\$87,752.87
16-20	\$52,020.00	\$52,020.00	\$52,020.00	\$52,020.00
More than 20	\$67,054.00	\$75,373.00	\$72,299.33	\$79,081.50

**SYNOD OF THE COVENANT  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 1001 TO 1500 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10	\$123,875.25	\$124,983.50	\$124,983.50	\$126,091.75
11-15	\$142,667.40	\$142,667.40	\$142,667.40	\$142,667.40
16-20				
More than 20	\$90,884.50	\$108,641.50	\$101,643.45	\$109,401.25

**SYNOD OF THE COVENANT  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 1001 TO 1500 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$52,300.00	\$55,640.00	\$53,929.11	\$56,413.66
6-10	\$62,550.00	\$72,100.00	\$67,352.26	\$74,528.39
11-15				
16-20	\$65,059.00	\$65,059.00	\$65,059.00	\$65,059.00
More than 20	\$76,061.75	\$85,048.50	\$85,048.50	\$94,035.25

**SYNOD OF THE COVENANT  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 1501 TO 2000 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10				
11-15				
16-20				
More than 20	\$108,040.72	\$116,488.64	\$116,488.64	\$124,936.55

**SYNOD OF THE COVENANT  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 1501 TO 2000 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10	\$64,071.00	\$64,071.00	\$64,071.00	\$64,071.00
11-15				
16-20				
More than 20	\$70,769.24	\$75,739.49	\$75,739.49	\$80,709.75

**SYNOD OF THE COVENANT  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 2001 TO 2500 MEMBERS (No Data)**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10				
11-15				
16-20				
More than 20				

**SYNOD OF THE COVENANT  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 2001 TO 2500 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$62,315.00	\$62,315.00	\$62,315.00	\$62,315.00
6-10	\$71,500.00	\$71,500.00	\$71,500.00	\$71,500.00
11-15				
16-20				
More than 20				

**SYNOD OF THE COVENANT  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 2501 OR MORE MEMBERS (No Data)**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10				
11-15				
16-20				
More than 20				

**SYNOD OF THE COVENANT  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 2501 OR MORE MEMBERS (No Data)**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10				
11-15				
16-20				
More than 20				

**SYNOD OF LAKES AND PRAIRIES  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 50 OR FEWER MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$42,933.28	\$50,000.00	\$45,955.52	\$51,000.00
6-10	\$29,800.00	\$29,800.00	\$29,800.00	\$29,800.00
11-15	\$51,967.00	\$51,967.00	\$51,967.00	\$51,967.00
16-20	\$54,731.50	\$55,463.00	\$55,463.00	\$56,194.50
More than 20	\$45,200.00	\$47,987.50	\$49,214.40	\$51,461.25

**SYNOD OF LAKES AND PRAIRIES  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 50 OR FEWER MEMBERS (No Data)**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10				
11-15				
16-20				
More than 20				

**SYNOD OF LAKES AND PRAIRIES  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 51 TO 100 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$45,050.00	\$48,247.78	\$47,904.63	\$51,738.28
6-10	\$42,968.90	\$48,762.00	\$46,082.90	\$49,915.22
11-15	\$50,024.04	\$52,324.00	\$52,067.29	\$57,060.00
16-20	\$43,421.50	\$46,543.00	\$47,947.67	\$51,771.50
More than 20	\$37,337.50	\$43,410.25	\$42,041.40	\$44,609.00

**SYNOD OF LAKES AND PRAIRIES  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 51 TO 100 MEMBERS (No Data)**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10				
11-15				
16-20				
More than 20				



**SYNOD OF LAKES AND PRAIRIES  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 101 TO 200 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$47,750.00	\$51,999.50	\$51,298.04	\$55,578.15
6-10	\$47,900.00	\$53,795.53	\$56,283.89	\$65,406.95
11-15	\$47,947.50	\$52,250.97	\$52,610.46	\$56,341.00
16-20	\$52,162.72	\$56,221.20	\$55,023.90	\$58,474.00
More than 20	\$51,017.45	\$58,200.00	\$56,395.00	\$61,594.50

**SYNOD OF LAKES AND PRAIRIES  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 101 TO 200 MEMBERS (No Data)**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10				
11-15				
16-20				
More than 20				

**SYNOD OF LAKES AND PRAIRIES  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 201 TO 500 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$48,879.00	\$53,060.00	\$52,831.33	\$58,447.00
6-10	\$57,901.25	\$62,335.00	\$63,781.37	\$69,984.25
11-15	\$60,849.99	\$67,087.00	\$66,523.85	\$75,000.00
16-20	\$60,323.85	\$64,076.75	\$64,053.34	\$67,674.75
More than 20	\$55,882.00	\$64,418.00	\$66,868.18	\$76,306.04

**SYNOD OF LAKES AND PRAIRIES  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 201 TO 500 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$50,405.50	\$53,311.00	\$52,224.56	\$54,586.84
6-10	\$48,181.00	\$53,862.00	\$51,254.00	\$55,631.00
11-15	\$47,315.00	\$55,430.00	\$53,479.25	\$61,594.25
16-20	\$46,211.00	\$46,211.00	\$46,211.00	\$46,211.00
More than 20				

**SYNOD OF LAKES AND PRAIRIES  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 501 TO 1000 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$84,000.00	\$84,000.00	\$84,000.00	\$84,000.00
6-10	\$80,856.50	\$88,793.00	\$83,904.33	\$89,396.50
11-15	\$77,971.75	\$80,840.00	\$79,186.75	\$82,055.00
16-20	\$72,919.00	\$79,719.00	\$78,532.67	\$84,739.50
More than 20	\$89,914.00	\$95,188.00	\$98,071.09	\$102,983.50

**SYNOD OF LAKES AND PRAIRIES  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 501 TO 1000 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$45,310.50	\$48,000.00	\$47,128.33	\$49,382.00
6-10				
11-15	\$68,753.00	\$74,505.00	\$74,505.00	\$80,257.00
16-20	\$69,281.03	\$70,315.06	\$70,315.06	\$71,349.09
More than 20	\$65,959.50	\$69,331.00	\$67,199.33	\$69,505.00

**SYNOD OF LAKES AND PRAIRIES  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 1001 TO 1500 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10	\$101,000.00	\$101,000.00	\$101,000.00	\$101,000.00
11-15				
16-20				
More than 20	\$104,059.11	\$104,856.22	\$104,856.22	\$105,653.33

**SYNOD OF LAKES AND PRAIRIES  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 1001 TO 1500 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$58,918.32	\$58,918.32	\$58,918.32	\$58,918.32
6-10				
11-15				
16-20				
More than 20	\$75,136.00	\$75,136.00	\$75,136.00	\$75,136.00

**SYNOD OF LAKES AND PRAIRIES  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 1501 TO 2000 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10				
11-15				
16-20	\$173,969.90	\$173,969.90	\$173,969.90	\$173,969.90
More than 20				

**SYNOD OF LAKES AND PRAIRIES  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 1501 TO 2000 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$54,889.00	\$54,889.00	\$54,889.00	\$54,889.00
6-10				
11-15	\$58,000.00	\$58,000.00	\$58,000.00	\$58,000.00
16-20				
More than 20				

**SYNOD OF LAKES AND PRAIRIES  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 2001 TO 2500 MEMBERS (No Data)**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10				
11-15				
16-20				
More than 20				

**SYNOD OF LAKES AND PRAIRIES  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 2001 TO 2500 MEMBERS (No Data)**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10				
11-15				
16-20				
More than 20				

**SYNOD OF LAKES AND PRAIRIES  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 2501 OR MORE MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10				
11-15				
16-20				
More than 20	\$212,160.00	\$212,160.00	\$212,160.00	\$212,160.00

**SYNOD OF LAKES AND PRAIRIES  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 2501 OR MORE MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$63,053.25	\$63,106.50	\$63,106.50	\$63,159.75
6-10	\$79,175.00	\$85,450.00	\$85,450.00	\$91,725.00
11-15				
16-20				
More than 20	\$94,459.00	\$94,459.00	\$94,459.00	\$94,459.00

**SYNOD OF LINCOLN TRAILS  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 50 OR FEWER MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$31,915.00	\$43,550.00	\$37,276.67	\$45,775.00
6-10	\$46,492.00	\$46,492.00	\$46,492.00	\$46,492.00
11-15	\$28,325.00	\$30,000.00	\$35,550.00	\$40,000.00
16-20	\$14,850.00	\$32,017.50	\$32,040.87	\$49,208.37
More than 20	\$24,940.00	\$46,020.65	\$40,528.73	\$52,449.15

**SYNOD OF LINCOLN TRAILS**  
**FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS**  
**WITH 50 OR FEWER MEMBERS (No Data)**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10				
11-15				
16-20				
More than 20				

**SYNOD OF LINCOLN TRAILS**  
**FULL-TIME PASTORS SERVING CONGREGATIONS**  
**WITH 51 TO 100 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$44,505.00	\$46,350.00	\$46,071.10	\$48,650.00
6-10	\$43,461.15	\$46,081.83	\$50,625.93	\$53,246.61
11-15	\$40,750.00	\$43,500.00	\$43,354.82	\$44,726.00
16-20	\$49,887.50	\$54,953.00	\$56,976.50	\$62,042.00
More than 20	\$40,853.63	\$43,314.93	\$46,023.48	\$53,239.57

**SYNOD OF LINCOLN TRAILS**  
**FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS**  
**WITH 51 TO 100 MEMBERS (No Data)**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10				
11-15				
16-20				
More than 20				

**SYNOD OF LINCOLN TRAILS  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 101 TO 200 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$45,621.00	\$46,680.00	\$47,496.50	\$49,000.00
6-10	\$50,857.96	\$57,124.40	\$57,743.84	\$63,094.50
11-15	\$50,162.00	\$52,978.16	\$53,538.87	\$55,377.00
16-20	\$50,306.50	\$54,845.50	\$53,759.25	\$58,298.25
More than 20	\$48,762.80	\$54,389.64	\$55,415.92	\$62,176.75

**SYNOD OF LINCOLN TRAILS  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 101 TO 200 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$51,271.00	\$51,271.00	\$51,271.00	\$51,271.00
6-10				
11-15				
16-20				
More than 20	\$50,206.00	\$50,206.00	\$50,206.00	\$50,206.00

**SYNOD OF LINCOLN TRAILS  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 201 TO 500 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$44,588.75	\$53,581.00	\$50,178.69	\$56,250.00
6-10	\$63,750.00	\$70,091.04	\$70,045.52	\$76,386.55
11-15	\$52,000.00	\$65,000.00	\$62,524.00	\$67,440.00
16-20	\$69,972.88	\$72,995.50	\$76,078.56	\$85,430.25
More than 20	\$61,546.00	\$74,262.50	\$73,841.10	\$85,637.91

**SYNOD OF LINCOLN TRAILS**  
**FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS**  
**WITH 201 TO 500 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$43,457.75	\$43,619.00	\$46,308.13	\$48,404.75
6-10	\$56,892.25	\$58,761.50	\$58,761.50	\$60,630.75
11-15	\$64,420.00	\$64,420.00	\$64,420.00	\$64,420.00
16-20				
More than 20				

**SYNOD OF LINCOLN TRAILS**  
**FULL-TIME PASTORS SERVING CONGREGATIONS**  
**WITH 501 TO 1000 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$77,425.27	\$78,680.55	\$78,680.55	\$79,935.82
6-10	\$74,962.50	\$78,540.00	\$86,519.24	\$94,086.36
11-15	\$80,545.00	\$83,429.00	\$87,420.00	\$92,299.50
16-20	\$110,250.14	\$110,250.14	\$110,250.14	\$110,250.14
More than 20	\$88,029.75	\$95,217.50	\$96,029.42	\$103,313.50

**SYNOD OF LINCOLN TRAILS**  
**FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS**  
**WITH 501 TO 1000 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$45,487.25	\$47,173.50	\$52,974.97	\$55,254.30
6-10	\$54,971.36	\$60,487.57	\$60,487.57	\$66,003.79
11-15	\$66,838.50	\$69,340.00	\$69,340.00	\$71,841.50
16-20				
More than 20	\$64,501.18	\$71,338.36	\$77,504.12	\$87,424.18



**SYNOD OF LINCOLN TRAILS  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 1001 TO 1500 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10	\$108,150.00	\$108,150.00	\$108,150.00	\$108,150.00
11-15	\$115,157.61	\$115,157.61	\$115,157.61	\$115,157.61
16-20	\$113,120.00	\$113,120.00	\$113,120.00	\$113,120.00
More than 20	\$90,678.00	\$93,425.00	\$99,933.00	\$100,170.00

**SYNOD OF LINCOLN TRAILS  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 1001 TO 1500 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$48,750.00	\$51,476.00	\$52,965.07	\$52,000.00
6-10	\$66,300.00	\$66,300.00	\$66,300.00	\$66,300.00
11-15	\$65,275.25	\$65,623.50	\$65,623.50	\$65,971.75
16-20				
More than 20	\$72,246.00	\$72,246.00	\$72,246.00	\$72,246.00

**SYNOD OF LINCOLN TRAILS  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 1501 TO 2000 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10				
11-15				
16-20				
More than 20	\$160,386.00	\$160,386.00	\$160,386.00	\$160,386.00

**SYNOD OF LINCOLN TRAILS  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 1501 TO 2000 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$76,514.00	\$76,514.00	\$76,514.00	\$76,514.00
6-10	\$92,736.00	\$92,736.00	\$92,736.00	\$92,736.00
11-15				
16-20				
More than 20	\$89,577.00	\$89,577.00	\$89,577.00	\$89,577.00

**SYNOD OF LINCOLN TRAILS  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 2001 TO 2500 MEMBERS (No Data)**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10				
11-15				
16-20				
More than 20				

**SYNOD OF LINCOLN TRAILS  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 2001 TO 2500 MEMBERS (No Data)**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10				
11-15				
16-20				
More than 20				

**SYNOD OF LINCOLN TRAILS  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 2501 OR MORE MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10				
11-15				
16-20	\$193,408.24	\$193,408.24	\$193,408.24	\$193,408.24
More than 20	\$185,410.00	\$185,410.00	\$185,410.00	\$185,410.00

**SYNOD OF LINCOLN TRAILS  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 2501 OR MORE MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$85,000.00	\$85,000.00	\$85,000.00	\$85,000.00
6-10	\$78,014.11	\$78,078.00	\$83,846.41	\$86,794.50
11-15	\$78,280.00	\$78,280.00	\$78,280.00	\$78,280.00
16-20				
More than 20	\$79,659.75	\$81,190.50	\$81,680.99	\$83,211.74

**SYNOD OF LIVING WATERS  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 50 OR FEWER MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$35,952.50	\$36,025.00	\$36,015.00	\$36,082.50
6-10	\$39,106.50	\$45,213.00	\$41,944.00	\$46,416.00
11-15	\$46,728.00	\$46,728.00	\$46,728.00	\$46,728.00
16-20	\$34,400.00	\$34,400.00	\$34,400.00	\$34,400.00
More than 20	\$40,000.00	\$45,500.00	\$44,404.68	\$54,808.00

**SYNOD OF LIVING WATERS  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 50 OR FEWER MEMBERS (No Data)**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10				
11-15				
16-20				
More than 20				

**SYNOD OF LIVING WATERS  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 51 TO 100 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$40,032.36	\$40,057.00	\$45,428.67	\$48,314.00
6-10	\$41,932.50	\$43,734.50	\$43,132.63	\$45,745.75
11-15	\$42,732.05	\$44,572.79	\$46,070.25	\$48,106.25
16-20	\$32,189.86	\$40,084.72	\$37,315.24	\$43,825.36
More than 20	\$42,701.63	\$48,665.00	\$48,453.71	\$56,682.50

**SYNOD OF LIVING WATERS  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 51 TO 100 MEMBERS (No Data)**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10				
11-15				
16-20				
More than 20				

**SYNOD OF LIVING WATERS  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 101 TO 200 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$42,592.65	\$45,715.00	\$49,831.88	\$53,652.50
6-10	\$47,437.50	\$52,358.00	\$55,051.67	\$58,638.00
11-15	\$47,484.18	\$58,088.00	\$59,704.89	\$62,000.00
16-20	\$51,849.23	\$58,886.00	\$54,940.62	\$60,983.50
More than 20	\$48,687.75	\$52,527.16	\$54,766.72	\$59,935.00

**SYNOD OF LIVING WATERS  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 101 TO 200 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$38,760.46	\$38,760.46	\$38,760.46	\$38,760.46
6-10				
11-15				
16-20				
More than 20				

**SYNOD OF LIVING WATERS  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 201 TO 500 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$60,800.00	\$61,600.00	\$66,369.33	\$69,554.00
6-10	\$52,748.50	\$59,600.00	\$62,939.32	\$66,200.00
11-15	\$54,913.50	\$59,566.50	\$61,808.83	\$70,199.05
16-20	\$60,683.48	\$67,144.00	\$67,292.50	\$67,897.50
More than 20	\$64,753.00	\$73,163.04	\$75,925.87	\$84,780.29

**SYNOD OF LIVING WATERS  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 201 TO 500 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$44,293.81	\$46,745.70	\$48,815.91	\$52,432.10
6-10	\$50,357.50	\$51,136.00	\$51,136.00	\$51,914.50
11-15				
16-20				
More than 20	\$65,236.00	\$65,236.00	\$65,236.00	\$65,236.00

**SYNOD OF LIVING WATERS  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 501 TO 1000 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10	\$88,658.50	\$92,493.00	\$92,493.00	\$96,327.50
11-15	\$82,709.17	\$91,346.35	\$90,321.52	\$96,960.08
16-20	\$93,230.38	\$95,388.26	\$95,388.26	\$97,546.13
More than 20	\$78,868.00	\$94,416.00	\$92,818.63	\$101,311.00

**SYNOD OF LIVING WATERS  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 501 TO 1000 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$45,534.25	\$49,066.52	\$50,666.51	\$54,650.25
6-10	\$47,740.56	\$49,977.00	\$49,492.91	\$49,997.00
11-15	\$54,022.00	\$54,022.00	\$54,022.00	\$54,022.00
16-20	\$69,396.00	\$69,396.00	\$69,396.00	\$69,396.00
More than 20	\$51,946.56	\$51,946.56	\$51,946.56	\$51,946.56

**SYNOD OF LIVING WATERS  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 1001 TO 1500 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10				
11-15				
16-20	\$115,620.00	\$115,620.00	\$115,620.00	\$115,620.00
More than 20	\$124,231.75	\$131,124.50	\$131,124.50	\$138,017.25

**SYNOD OF LIVING WATERS  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 1001 TO 1500 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$62,620.00	\$62,620.00	\$62,620.00	\$62,620.00
6-10	\$48,194.00	\$48,194.00	\$48,194.00	\$48,194.00
11-15	\$66,327.00	\$66,327.00	\$66,327.00	\$66,327.00
16-20	\$75,689.00	\$75,689.00	\$75,689.00	\$75,689.00
More than 20	\$75,355.00	\$75,355.00	\$75,355.00	\$75,355.00

**SYNOD OF LIVING WATERS  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 1501 TO 2000 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10				
11-15				
16-20				
More than 20	\$132,527.00	\$132,527.00	\$132,527.00	\$132,527.00

**SYNOD OF LIVING WATERS  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 1501 TO 2000 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$62,500.00	\$62,500.00	\$62,500.00	\$62,500.00
6-10	\$64,074.00	\$64,074.00	\$64,074.00	\$64,074.00
11-15				
16-20	\$69,325.00	\$69,325.00	\$69,325.00	\$69,325.00
More than 20				

**SYNOD OF LIVING WATERS  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 2001 TO 2500 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10				
11-15				
16-20				
More than 20	\$177,172.00	\$193,799.00	\$193,799.00	\$210,426.00

**SYNOD OF LIVING WATERS  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 2001 TO 2500 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10	\$80,677.75	\$82,509.50	\$82,509.50	\$84,341.25
11-15				
16-20				
More than 20	\$88,192.75	\$95,292.50	\$97,113.00	\$104,212.75



**SYNOD OF LIVING WATERS  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 2501 OR MORE MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10				
11-15				
16-20				
More than 20	\$187,851.00	\$187,851.00	\$187,851.00	\$187,851.00

**SYNOD OF LIVING WATERS  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 2501 OR MORE MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$57,849.00	\$57,849.00	\$57,849.00	\$57,849.00
6-10	\$70,667.00	\$70,667.00	\$70,667.00	\$70,667.00
11-15				
16-20	\$72,851.00	\$72,851.00	\$72,851.00	\$72,851.00
More than 20	\$74,373.75	\$79,291.50	\$79,291.50	\$84,209.25

**SYNOD OF MID-AMERICA  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 50 OR FEWER MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$39,885.89	\$42,370.09	\$41,750.05	\$44,234.25
6-10				
11-15				
16-20				
More than 20	\$28,784.50	\$30,069.00	\$32,443.33	\$34,915.00

**SYNOD OF MID-AMERICA  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 50 OR FEWER MEMBERS (No Data)**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10				
11-15				
16-20				
More than 20				

**SYNOD OF MID-AMERICA  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 51 TO 100 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$41,040.50	\$43,530.00	\$43,510.85	\$45,313.45
6-10	\$40,000.00	\$45,000.00	\$45,300.20	\$49,188.00
11-15	\$49,000.00	\$50,357.00	\$51,723.26	\$59,600.00
16-20	\$41,256.00	\$42,504.00	\$44,273.25	\$45,521.25
More than 20	\$45,837.50	\$53,683.00	\$53,715.83	\$56,128.50

**SYNOD OF MID-AMERICA  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 51 TO 100 MEMBERS (No Data)**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10				
11-15				
16-20				
More than 20				

**SYNOD OF MID-AMERICA  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 101 TO 200 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$41,986.50	\$47,263.50	\$49,586.45	\$54,575.00
6-10	\$44,331.00	\$46,500.00	\$47,402.43	\$50,027.00
11-15	\$39,730.00	\$50,548.00	\$49,580.98	\$59,459.44
16-20				
More than 20	\$50,905.00	\$55,148.50	\$55,767.41	\$58,945.65

**SYNOD OF MID-AMERICA  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 101 TO 200 MEMBERS (No Data)**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10				
11-15				
16-20				
More than 20				

**SYNOD OF MID-AMERICA  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 201 TO 500 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$55,000.00	\$56,637.50	\$60,372.50	\$61,068.75
6-10	\$58,750.00	\$65,000.00	\$66,612.42	\$65,640.00
11-15	\$51,918.35	\$60,153.40	\$61,607.95	\$69,843.00
16-20	\$56,706.50	\$70,994.00	\$64,981.32	\$76,262.48
More than 20	\$62,018.58	\$73,080.00	\$70,693.47	\$79,340.00

**SYNOD OF MID-AMERICA  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 201 TO 500 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$45,260.00	\$45,520.00	\$46,515.00	\$47,272.50
6-10				
11-15				
16-20				
More than 20				

**SYNOD OF MID-AMERICA  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 501 TO 1000 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10	\$85,000.00	\$85,000.00	\$85,000.00	\$85,000.00
11-15				
16-20	\$90,617.75	\$102,043.50	\$92,978.75	\$104,404.50
More than 20	\$84,907.00	\$95,644.00	\$99,602.23	\$110,022.50

**SYNOD OF MID-AMERICA  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 501 TO 1000 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$45,808.00	\$53,200.00	\$48,345.33	\$53,310.00
6-10	\$58,199.50	\$68,113.00	\$62,833.00	\$70,106.50
11-15	\$74,479.00	\$74,479.00	\$74,479.00	\$74,479.00
16-20				
More than 20	\$70,448.50	\$71,635.00	\$72,540.67	\$74,180.00

**SYNOD OF MID-AMERICA  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 1001 TO 1500 MEMBERS (No Data)**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10				
11-15				
16-20				
More than 20				

**SYNOD OF MID-AMERICA  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 1001 TO 1500 MEMBERS (No Data)**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10				
11-15				
16-20				
More than 20				

**SYNOD OF MID-AMERICA  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 1501 TO 2000 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10				
11-15				
16-20				
More than 20	\$135,313.00	\$135,313.00	\$135,313.00	\$135,313.00

**SYNOD OF MID-AMERICA  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 1501 TO 2000 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$53,077.00	\$53,077.00	\$53,077.00	\$53,077.00
6-10				
11-15	\$83,404.00	\$83,404.00	\$83,404.00	\$83,404.00
16-20				
More than 20				

**SYNOD OF MID-AMERICA  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 2001 TO 2500 MEMBERS (No Data)**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10				
11-15				
16-20				
More than 20				

**SYNOD OF MID-AMERICA  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 2001 TO 2500 MEMBERS (No Data)**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10				
11-15				
16-20				
More than 20				

**SYNOD OF MID-AMERICA  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 2501 OR MORE MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$52,968.00	\$52,968.00	\$52,968.00	\$52,968.00
6-10				
11-15				
16-20				
More than 20	\$149,530.00	\$149,530.00	\$149,530.00	\$149,530.00

**SYNOD OF MID-AMERICA  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 2501 OR MORE MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$53,250.00	\$54,500.00	\$54,500.00	\$55,750.00
6-10	\$58,681.00	\$58,681.00	\$58,681.00	\$58,681.00
11-15				
16-20				
More than 20				

**SYNOD OF THE MID-ATLANTIC  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 50 OR FEWER MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$35,420.00	\$36,000.00	\$40,280.00	\$43,000.00
6-10	\$37,311.46	\$48,190.00	\$43,802.51	\$50,501.10
11-15	\$21,512.50	\$28,250.00	\$30,137.50	\$36,875.00
16-20	\$44,133.00	\$46,000.00	\$47,376.37	\$54,912.00
More than 20	\$40,588.00	\$46,700.00	\$44,973.98	\$55,701.00

**SYNOD OF THE MID-ATLANTIC  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 50 OR FEWER MEMBERS (No Data)**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10				
11-15				
16-20				
More than 20				

**SYNOD OF THE MID-ATLANTIC  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 51 TO 100 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$39,887.50	\$43,347.00	\$42,940.67	\$46,769.83
6-10	\$42,303.17	\$48,926.35	\$48,575.06	\$54,466.25
11-15	\$40,196.55	\$43,230.00	\$44,721.30	\$46,849.00
16-20	\$40,000.00	\$43,963.40	\$53,396.44	\$54,716.00
More than 20	\$45,760.00	\$51,435.00	\$51,917.17	\$55,701.00

**SYNOD OF THE MID-ATLANTIC  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 51 TO 100 MEMBERS (No Data)**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10				
11-15				
16-20				
More than 20				



**SYNOD OF THE MID-ATLANTIC  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 101 TO 200 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$45,980.25	\$49,160.50	\$50,650.71	\$55,000.00
6-10	\$44,518.50	\$53,825.00	\$53,953.33	\$60,157.56
11-15	\$46,818.00	\$52,377.00	\$58,511.33	\$69,500.00
16-20	\$52,846.30	\$58,300.00	\$62,721.91	\$64,068.00
More than 20	\$51,776.50	\$59,898.00	\$60,765.92	\$66,116.00

**SYNOD OF THE MID-ATLANTIC  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 101 TO 200 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$63,622.00	\$63,622.00	\$63,622.00	\$63,622.00
6-10				
11-15				
16-20				
More than 20				

**SYNOD OF THE MID-ATLANTIC  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 201 TO 500 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$48,307.50	\$64,590.00	\$63,861.20	\$70,375.00
6-10	\$60,000.00	\$66,875.00	\$68,812.04	\$75,318.75
11-15	\$59,645.95	\$66,163.50	\$72,832.27	\$78,512.25
16-20	\$67,739.00	\$77,355.00	\$77,376.96	\$85,400.00
More than 20	\$66,950.00	\$74,339.00	\$76,407.53	\$86,120.00

**SYNOD OF THE MID-ATLANTIC  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 201 TO 500 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$47,139.75	\$52,246.00	\$53,450.23	\$57,606.00
6-10	\$47,714.25	\$48,750.00	\$55,270.25	\$61,537.50
11-15	\$65,030.88	\$65,436.25	\$65,436.25	\$65,841.63
16-20	\$59,380.61	\$65,311.09	\$65,311.09	\$71,241.58
More than 20	\$74,184.00	\$74,184.00	\$74,184.00	\$74,184.00

**SYNOD OF THE MID-ATLANTIC  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 501 TO 1000 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$81,948.00	\$81,948.00	\$81,948.00	\$81,948.00
6-10	\$86,000.00	\$95,338.36	\$95,004.60	\$100,000.00
11-15	\$78,414.00	\$83,723.99	\$85,088.93	\$89,954.20
16-20	\$90,987.75	\$93,612.90	\$93,962.94	\$96,124.81
More than 20	\$83,076.02	\$96,967.00	\$94,779.88	\$106,555.13

**SYNOD OF THE MID-ATLANTIC  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 501 TO 1000 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$46,555.00	\$51,000.00	\$53,045.09	\$64,260.00
6-10	\$51,153.50	\$55,167.00	\$59,258.94	\$68,796.50
11-15	\$52,677.01	\$54,567.50	\$55,031.97	\$59,613.25
16-20	\$63,966.10	\$65,808.57	\$67,066.40	\$65,900.00
More than 20	\$66,629.50	\$70,819.50	\$69,731.00	\$75,493.25

**SYNOD OF THE MID-ATLANTIC  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 1001 TO 1500 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10	\$110,000.00	\$110,000.00	\$110,000.00	\$110,000.00
11-15				
16-20	\$124,284.00	\$124,284.00	\$124,284.00	\$124,284.00
More than 20	\$100,733.70	\$110,629.06	\$114,130.95	\$118,699.69

**SYNOD OF THE MID-ATLANTIC  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 1001 TO 1500 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$45,984.00	\$50,166.00	\$52,306.72	\$58,956.04
6-10	\$56,781.00	\$60,927.58	\$67,782.39	\$81,430.49
11-15	\$61,585.00	\$63,712.00	\$63,687.33	\$65,802.00
16-20	\$58,158.31	\$65,046.00	\$65,476.75	\$72,364.43
More than 20	\$61,911.00	\$66,822.00	\$66,141.33	\$70,712.00

**SYNOD OF THE MID-ATLANTIC  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 1501 TO 2000 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10				
11-15	\$136,605.00	\$136,605.00	\$136,605.00	\$136,605.00
16-20				
More than 20	\$116,428.53	\$117,857.06	\$131,035.69	\$139,053.53

**SYNOD OF THE MID-ATLANTIC  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 1501 TO 2000 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$57,344.40	\$58,629.60	\$58,629.60	\$59,914.80
6-10	\$75,531.00	\$80,000.00	\$77,020.67	\$80,000.00
11-15	\$73,042.32	\$73,042.32	\$73,042.32	\$73,042.32
16-20	\$74,728.72	\$74,728.72	\$74,728.72	\$74,728.72
More than 20	\$73,083.63	\$83,743.25	\$83,743.25	\$94,402.88

**SYNOD OF THE MID-ATLANTIC  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 2001 TO 2500 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10				
11-15				
16-20				
More than 20	\$141,746.50	\$151,303.00	\$146,649.99	\$153,879.98

**SYNOD OF THE MID-ATLANTIC  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 2001 TO 2500 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$69,671.50	\$70,678.00	\$70,678.00	\$71,684.50
6-10	\$70,040.00	\$71,080.00	\$79,558.00	\$84,837.00
11-15	\$85,868.00	\$85,868.00	\$85,868.00	\$85,868.00
16-20	\$92,644.50	\$93,753.00	\$93,753.00	\$94,861.50
More than 20	\$80,914.00	\$82,594.00	\$82,594.00	\$84,274.00

**SYNOD OF THE MID-ATLANTIC  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 2501 OR MORE MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10				
11-15				
16-20	\$165,289.00	\$165,289.00	\$165,289.00	\$165,289.00
More than 20	\$143,552.00	\$143,552.00	\$143,552.00	\$143,552.00

**SYNOD OF THE MID-ATLANTIC  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 2501 OR MORE MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$60,450.00	\$60,900.00	\$60,900.00	\$61,350.00
6-10	\$65,000.00	\$65,000.00	\$65,000.00	\$65,000.00
11-15	\$69,946.50	\$77,976.00	\$77,822.67	\$85,775.50
16-20	\$85,052.75	\$97,635.50	\$97,635.50	\$110,218.25
More than 20	\$95,795.00	\$100,106.00	\$102,776.00	\$108,433.00

**SYNOD OF THE NORTHEAST  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 50 OR FEWER MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$45,498.50	\$54,840.00	\$51,925.66	\$68,526.96
6-10	\$46,091.17	\$56,841.50	\$54,647.59	\$71,604.75
11-15	\$28,411.73	\$36,541.15	\$36,091.22	\$44,220.64
16-20	\$21,880.00	\$23,760.00	\$33,653.33	\$40,480.00
More than 20	\$48,490.00	\$52,089.00	\$51,613.43	\$53,790.00

**SYNOD OF THE NORTHEAST  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 50 OR FEWER MEMBERS (No Data)**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10				
11-15				
16-20				
More than 20				

**SYNOD OF THE NORTHEAST  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 51 TO 100 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$45,996.80	\$49,789.75	\$51,463.01	\$55,581.00
6-10	\$46,562.50	\$55,020.00	\$55,481.56	\$63,084.00
11-15	\$43,701.25	\$58,097.63	\$55,397.92	\$69,328.25
16-20	\$55,461.25	\$64,591.00	\$59,450.80	\$69,704.25
More than 20	\$47,105.58	\$54,788.34	\$59,704.34	\$68,744.00

**SYNOD OF THE NORTHEAST  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 51 TO 100 MEMBERS (No Data)**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10				
11-15				
16-20				
More than 20				

**SYNOD OF THE NORTHEAST  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 101 TO 200 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$49,300.00	\$53,824.00	\$56,068.41	\$58,640.20
6-10	\$48,400.50	\$58,266.00	\$58,091.79	\$66,300.00
11-15	\$53,975.00	\$57,612.50	\$64,223.80	\$73,415.25
16-20	\$53,152.75	\$59,635.00	\$58,998.16	\$66,238.75
More than 20	\$53,415.00	\$60,995.00	\$63,868.76	\$72,386.00

**SYNOD OF THE NORTHEAST  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 101 TO 200 MEMBERS (No Data)**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10				
11-15				
16-20				
More than 20				

**SYNOD OF THE NORTHEAST  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 201 TO 500 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$51,956.24	\$58,412.50	\$56,701.24	\$63,157.50
6-10	\$56,600.00	\$74,000.00	\$71,852.95	\$83,875.00
11-15	\$63,821.00	\$71,608.00	\$72,060.14	\$79,137.00
16-20	\$64,498.50	\$76,805.00	\$75,633.28	\$84,497.75
More than 20	\$64,919.26	\$75,873.50	\$79,722.06	\$92,067.10

**SYNOD OF THE NORTHEAST  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 201 TO 500 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$50,450.00	\$56,000.00	\$54,384.00	\$57,366.00
6-10	\$55,130.50	\$59,761.00	\$58,234.50	\$62,101.76
11-15	\$55,477.14	\$56,284.29	\$56,284.29	\$57,091.43
16-20				
More than 20	\$104,939.00	\$104,939.00	\$104,939.00	\$104,939.00

**SYNOD OF THE NORTHEAST  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 501 TO 1000 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10	\$97,077.50	\$130,500.00	\$117,885.89	\$145,001.34
11-15	\$75,897.38	\$97,440.00	\$86,608.92	\$102,736.00
16-20	\$64,921.78	\$76,005.56	\$73,328.97	\$84,412.75
More than 20	\$89,681.50	\$104,838.00	\$107,987.98	\$124,425.20

**SYNOD OF THE NORTHEAST  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 501 TO 1000 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$55,750.00	\$62,828.46	\$66,245.73	\$63,500.00
6-10	\$71,767.00	\$72,011.00	\$74,791.33	\$76,425.50
11-15	\$61,540.00	\$61,540.00	\$61,540.00	\$61,540.00
16-20	\$99,905.14	\$108,959.27	\$104,327.09	\$111,065.14
More than 20	\$67,677.50	\$67,677.50	\$67,677.50	\$67,677.50



**SYNOD OF THE NORTHEAST  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 1001 TO 1500 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10				
11-15				
16-20	\$100,611.00	\$125,422.00	\$110,407.33	\$127,711.00
More than 20	\$118,642.06	\$125,154.00	\$142,166.02	\$138,497.00

**SYNOD OF THE NORTHEAST  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 1001 TO 1500 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$46,600.00	\$61,100.00	\$58,919.40	\$62,297.00
6-10	\$57,418.00	\$59,236.00	\$60,286.35	\$62,629.52
11-15				
16-20	\$72,509.00	\$80,803.00	\$80,803.00	\$89,097.00
More than 20	\$96,231.00	\$96,231.00	\$96,231.00	\$96,231.00

**SYNOD OF THE NORTHEAST  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 1501 TO 2000 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10				
11-15				
16-20				
More than 20	\$265,102.00	\$328,116.00	\$328,116.00	\$391,130.00

**SYNOD OF THE NORTHEAST  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 1501 TO 2000 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$113,179.75	\$127,359.50	\$127,359.50	\$141,539.25
6-10	\$180,381.00	\$180,381.00	\$180,381.00	\$180,381.00
11-15				
16-20	\$118,429.00	\$118,429.00	\$118,429.00	\$118,429.00
More than 20	\$151,231.75	\$194,707.50	\$194,707.50	\$238,183.25

**SYNOD OF THE NORTHEAST  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 2001 TO 2500 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10				
11-15	\$310,500.00	\$310,500.00	\$310,500.00	\$310,500.00
16-20	\$45,000.00	\$45,000.00	\$45,000.00	\$45,000.00
More than 20				

**SYNOD OF THE NORTHEAST  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 2001 TO 2500 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$111,380.00	\$111,380.00	\$111,380.00	\$111,380.00
6-10	\$43,000.00	\$43,000.00	\$69,455.00	\$82,682.50
11-15				
16-20				
More than 20	\$186,088.00	\$186,088.00	\$186,088.00	\$186,088.00

**SYNOD OF THE NORTHEAST  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 2501 OR MORE MEMBERS (No Data)**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10				
11-15				
16-20				
More than 20				

**SYNOD OF THE NORTHEAST  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 2501 OR MORE MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10				
11-15				
16-20	\$87,768.50	\$87,768.50	\$87,768.50	\$87,768.50
More than 20				

**SYNOD OF THE PACIFIC  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 50 OR FEWER MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$30,000.00	\$54,000.00	\$52,132.00	\$64,327.00
6-10	\$38,070.78	\$44,800.00	\$43,705.78	\$50,435.00
11-15	\$41,080.00	\$51,500.00	\$50,447.67	\$60,341.50
16-20	\$42,167.25	\$42,711.50	\$42,711.50	\$43,255.75
More than 20	\$40,334.50	\$47,022.00	\$49,035.64	\$54,639.50

**SYNOD OF THE PACIFIC**  
**FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS**  
**WITH 50 OR FEWER MEMBERS (No Data)**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10				
11-15				
16-20				
More than 20				

**SYNOD OF THE PACIFIC**  
**FULL-TIME PASTORS SERVING CONGREGATIONS**  
**WITH 51 TO 100 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$45,894.00	\$46,650.00	\$52,044.24	\$52,637.50
6-10	\$50,882.00	\$51,272.00	\$58,367.20	\$62,088.00
11-15	\$45,657.50	\$53,364.50	\$56,034.18	\$66,601.54
16-20	\$46,618.50	\$47,360.00	\$54,428.40	\$59,449.00
More than 20	\$49,664.00	\$52,378.00	\$58,383.87	\$70,810.00

**SYNOD OF THE PACIFIC**  
**FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS**  
**WITH 51 TO 100 MEMBERS (No Data)**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10				
11-15				
16-20				
More than 20				

**SYNOD OF THE PACIFIC  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 101 TO 200 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$51,637.50	\$54,036.75	\$58,174.51	\$55,951.84
6-10	\$59,042.00	\$62,555.00	\$63,422.40	\$64,225.00
11-15	\$60,109.64	\$68,896.00	\$70,029.53	\$76,522.50
16-20	\$58,419.00	\$68,533.46	\$73,867.09	\$84,875.00
More than 20	\$59,561.50	\$67,193.50	\$68,349.66	\$76,312.50

**SYNOD OF THE PACIFIC  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 101 TO 200 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$54,428.86	\$57,656.58	\$57,656.58	\$60,884.29
6-10				
11-15				
16-20				
More than 20				

**SYNOD OF THE PACIFIC  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 201 TO 500 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$60,841.25	\$67,682.50	\$67,682.50	\$74,523.75
6-10	\$66,462.50	\$68,142.00	\$71,340.73	\$73,665.00
11-15	\$60,396.25	\$67,147.00	\$70,586.73	\$74,106.97
16-20	\$66,186.75	\$88,463.00	\$83,949.83	\$99,160.75
More than 20	\$61,562.50	\$77,925.00	\$77,632.18	\$86,334.25

**SYNOD OF THE PACIFIC  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 201 TO 500 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$49,000.00	\$56,000.00	\$56,926.19	\$64,260.00
6-10	\$54,320.00	\$63,835.50	\$64,781.75	\$74,297.25
11-15	\$60,407.00	\$60,407.00	\$60,407.00	\$60,407.00
16-20				
More than 20				

**SYNOD OF THE PACIFIC  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 501 TO 1000 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10	\$126,885.75	\$126,990.50	\$126,990.50	\$127,095.25
11-15	\$82,648.75	\$83,932.50	\$83,932.50	\$85,216.25
16-20	\$99,042.50	\$106,074.00	\$106,074.00	\$113,105.50
More than 20	\$86,130.00	\$88,986.00	\$89,108.00	\$91,964.00

**SYNOD OF THE PACIFIC  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 501 TO 1000 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$46,008.00	\$46,008.00	\$46,008.00	\$46,008.00
6-10	\$63,437.45	\$67,384.90	\$67,384.90	\$71,332.35
11-15				
16-20				
More than 20	\$66,140.00	\$76,500.00	\$71,024.00	\$78,646.00

**SYNOD OF THE PACIFIC  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 1001 TO 1500 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10	\$130,744.75	\$131,299.50	\$131,299.50	\$131,854.25
11-15				
16-20				
More than 20	\$107,527.25	\$112,088.50	\$112,088.50	\$116,649.75

**SYNOD OF THE PACIFIC  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 1001 TO 1500 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10	\$73,666.50	\$83,934.00	\$79,996.64	\$88,295.46
11-15	\$68,815.00	\$68,952.00	\$76,562.33	\$80,504.50
16-20	\$84,460.00	\$84,460.00	\$84,460.00	\$84,460.00
More than 20				

**SYNOD OF THE PACIFIC  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 1501 TO 2000 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10				
11-15				
16-20				
More than 20	\$150,240.25	\$150,240.25	\$150,240.25	\$150,240.25

**SYNOD OF THE PACIFIC  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 1501 TO 2000 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$64,920.00	\$69,840.00	\$69,840.00	\$74,760.00
6-10				
11-15				
16-20				
More than 20	\$90,466.47	\$90,466.47	\$90,466.47	\$90,466.47

**SYNOD OF THE PACIFIC  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 2001 TO 2500 MEMBERS (No Data)**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10				
11-15				
16-20				
More than 20				

**SYNOD OF THE PACIFIC  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 2001 TO 2500 MEMBERS (No Data)**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10				
11-15				
16-20				
More than 20				



**SYNOD OF THE PACIFIC  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 2501 OR MORE MEMBERS (No Data)**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10				
11-15				
16-20				
More than 20				

**SYNOD OF THE PACIFIC  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 2501 OR MORE MEMBERS (No Data)**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10				
11-15				
16-20				
More than 20				

**SYNOD OF THE ROCKY MOUNTAINS  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 50 OR FEWER MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$50,371.39	\$51,914.26	\$51,914.26	\$53,457.13
6-10	\$38,766.00	\$38,766.00	\$38,766.00	\$38,766.00
11-15	\$47,250.00	\$47,250.00	\$47,250.00	\$47,250.00
16-20	\$34,000.00	\$34,000.00	\$34,000.00	\$34,000.00
More than 20	\$33,140.00	\$46,280.00	\$38,628.24	\$47,942.36

**SYNOD OF THE ROCKY MOUNTAINS  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 50 OR FEWER MEMBERS (No Data)**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10				
11-15				
16-20				
More than 20				

**SYNOD OF THE ROCKY MOUNTAINS  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 51 TO 100 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$38,175.00	\$40,348.25	\$41,078.13	\$43,251.38
6-10	\$45,423.75	\$47,000.50	\$48,259.50	\$48,953.75
11-15	\$44,519.95	\$47,070.00	\$47,224.95	\$49,775.00
16-20	\$36,324.25	\$43,249.50	\$43,249.50	\$50,174.75
More than 20	\$47,640.15	\$53,350.00	\$52,976.90	\$54,750.00

**SYNOD OF THE ROCKY MOUNTAINS  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 51 TO 100 MEMBERS (No Data)**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10				
11-15				
16-20				
More than 20				

**SYNOD OF THE ROCKY MOUNTAINS  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 101 TO 200 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$52,425.00	\$54,148.43	\$52,483.85	\$57,944.25
6-10	\$56,296.50	\$62,994.00	\$62,468.51	\$65,132.27
11-15	\$69,163.00	\$69,163.00	\$69,163.00	\$69,163.00
16-20	\$60,684.00	\$62,750.00	\$67,830.40	\$75,000.00
More than 20	\$62,887.75	\$68,097.50	\$65,796.02	\$73,470.23

**SYNOD OF THE ROCKY MOUNTAINS  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 101 TO 200 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10	\$41,493.00	\$41,493.00	\$41,493.00	\$41,493.00
11-15				
16-20				
More than 20				

**SYNOD OF THE ROCKY MOUNTAINS  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 201 TO 500 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$71,835.50	\$78,827.00	\$78,827.00	\$85,818.50
6-10	\$68,106.42	\$68,272.83	\$68,272.83	\$68,439.25
11-15	\$65,001.50	\$66,253.00	\$71,334.33	\$75,126.50
16-20	\$62,445.98	\$62,741.96	\$62,741.96	\$63,037.94
More than 20	\$65,999.00	\$73,751.00	\$73,061.91	\$83,949.64

**SYNOD OF THE ROCKY MOUNTAINS  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 201 TO 500 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$55,000.00	\$55,000.00	\$56,229.47	\$56,155.00
6-10	\$52,850.00	\$53,900.00	\$53,900.00	\$54,950.00
11-15				
16-20	\$68,125.00	\$68,125.00	\$68,125.00	\$68,125.00
More than 20				

**SYNOD OF THE ROCKY MOUNTAINS  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 501 TO 1000 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10				
11-15				
16-20				
More than 20	\$90,663.64	\$90,825.09	\$90,825.09	\$90,986.55

**SYNOD OF THE ROCKY MOUNTAINS  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 501 TO 1000 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10				
11-15	\$53,792.15	\$54,424.00	\$55,928.60	\$57,312.75
16-20				
More than 20				

**SYNOD OF THE ROCKY MOUNTAINS  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 1001 TO 1500 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10				
11-15	\$103,029.00	\$103,029.00	\$103,029.00	\$103,029.00
16-20				
More than 20				

**SYNOD OF THE ROCKY MOUNTAINS  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 1001 TO 1500 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10	\$63,620.00	\$63,620.00	\$63,620.00	\$63,620.00
11-15				
16-20				
More than 20				

**SYNOD OF THE ROCKY MOUNTAINS  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 1501 TO 2000 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10				
11-15				
16-20				
More than 20	\$155,656.00	\$155,656.00	\$155,656.00	\$155,656.00

**SYNOD OF THE ROCKY MOUNTAINS  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 1501 TO 2000 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$56,500.00	\$56,500.00	\$56,500.00	\$56,500.00
6-10	\$65,920.00	\$65,920.00	\$65,920.00	\$65,920.00
11-15				
16-20				
More than 20				

**SYNOD OF THE ROCKY MOUNTAINS  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 2001 TO 2500 MEMBERS (No Data)**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10				
11-15				
16-20				
More than 20				

**SYNOD OF THE ROCKY MOUNTAINS  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 2001 TO 2500 MEMBERS (No Data)**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10				
11-15				
16-20				
More than 20				

**SYNOD OF THE ROCKY MOUNTAINS  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 2501 OR MORE MEMBERS (No Data)**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10				
11-15				
16-20				
More than 20				

**SYNOD OF THE ROCKY MOUNTAINS  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 2501 OR MORE MEMBERS (No Data)**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10				
11-15				
16-20				
More than 20				

**SYNOD OF SOUTH ATLANTIC  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 50 OR FEWER MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$40,000.00	\$43,918.50	\$53,289.30	\$47,300.00
6-10	\$34,800.00	\$39,000.00	\$46,933.33	\$55,100.00
11-15	\$37,763.49	\$49,440.00	\$48,720.70	\$62,000.00
16-20	\$33,641.50	\$37,283.00	\$44,094.33	\$51,141.50
More than 20	\$26,900.00	\$26,900.00	\$26,900.00	\$26,900.00

**SYNOD OF SOUTH ATLANTIC  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 50 OR FEWER MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$75,000.00	\$75,000.00	\$75,000.00	\$75,000.00
6-10				
11-15				
16-20				
More than 20				

**SYNOD OF SOUTH ATLANTIC  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 51 TO 100 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$41,425.54	\$44,008.20	\$45,895.67	\$50,500.45
6-10	\$40,800.00	\$43,330.00	\$45,983.77	\$47,910.49
11-15	\$42,426.75	\$44,795.43	\$47,002.54	\$46,822.38
16-20	\$45,968.75	\$49,001.00	\$49,417.00	\$53,375.00
More than 20	\$49,107.00	\$56,750.20	\$57,926.15	\$64,690.00

**SYNOD OF SOUTH ATLANTIC  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 51 TO 100 MEMBERS (No Data)**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10				
11-15				
16-20				
More than 20				



**SYNOD OF SOUTH ATLANTIC  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 101 TO 200 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$42,816.00	\$47,270.97	\$48,630.38	\$52,685.00
6-10	\$54,661.00	\$55,770.00	\$57,119.72	\$61,055.50
11-15	\$48,723.75	\$52,626.84	\$54,633.54	\$62,163.50
16-20	\$45,896.62	\$51,250.00	\$53,354.99	\$60,733.30
More than 20	\$49,543.00	\$59,373.55	\$58,783.87	\$66,632.83

**SYNOD OF SOUTH ATLANTIC  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 101 TO 200 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$50,000.00	\$50,000.00	\$50,000.00	\$50,000.00
6-10				
11-15				
16-20				
More than 20				

**SYNOD OF SOUTH ATLANTIC  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 201 TO 500 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$55,900.00	\$61,700.00	\$62,012.50	\$68,125.00
6-10	\$55,105.00	\$61,147.00	\$63,490.92	\$67,125.00
11-15	\$65,972.50	\$71,667.00	\$74,417.73	\$85,405.50
16-20	\$58,600.00	\$67,895.00	\$67,808.33	\$77,000.00
More than 20	\$65,645.16	\$74,002.00	\$75,138.49	\$83,621.25

**SYNOD OF SOUTH ATLANTIC  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 201 TO 500 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$41,961.75	\$43,000.00	\$46,172.64	\$46,721.50
6-10	\$62,906.50	\$63,161.00	\$63,161.00	\$63,415.50
11-15				
16-20	\$32,340.00	\$33,480.00	\$33,480.00	\$34,620.00
More than 20	\$67,520.00	\$67,520.00	\$67,520.00	\$67,520.00

**SYNOD OF SOUTH ATLANTIC  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 501 TO 1000 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10	\$80,495.50	\$93,582.30	\$93,976.07	\$104,508.00
11-15	\$84,967.50	\$86,424.00	\$88,735.36	\$92,620.52
16-20	\$83,414.52	\$87,869.50	\$97,608.32	\$111,498.00
More than 20	\$83,424.00	\$93,228.00	\$97,794.27	\$107,642.50

**SYNOD OF SOUTH ATLANTIC  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 501 TO 1000 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$45,000.00	\$50,500.00	\$51,904.34	\$57,244.00
6-10	\$51,310.25	\$56,067.00	\$57,238.41	\$64,149.00
11-15	\$62,420.25	\$67,775.12	\$67,411.97	\$71,147.50
16-20	\$50,796.30	\$52,131.00	\$53,857.70	\$56,055.75
More than 20	\$63,024.63	\$68,658.50	\$68,937.13	\$74,571.00

**SYNOD OF SOUTH ATLANTIC  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 1001 TO 1500 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10				
11-15				
16-20				
More than 20	\$105,877.61	\$115,848.50	\$116,834.25	\$124,743.49

**SYNOD OF SOUTH ATLANTIC  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 1001 TO 1500 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$50,830.46	\$53,560.00	\$55,096.97	\$58,595.00
6-10	\$68,414.20	\$70,483.40	\$80,039.53	\$86,886.79
11-15	\$71,925.75	\$73,499.50	\$73,499.50	\$75,073.25
16-20				
More than 20	\$66,336.38	\$68,602.92	\$67,508.46	\$69,775.00

**SYNOD OF SOUTH ATLANTIC  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 1501 TO 2000 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10				
11-15	\$170,950.00	\$170,950.00	\$170,950.00	\$170,950.00
16-20				
More than 20	\$108,675.00	\$115,673.77	\$127,724.75	\$165,260.00

**SYNOD OF SOUTH ATLANTIC  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 1501 TO 2000 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$57,935.97	\$60,000.00	\$70,739.97	\$62,047.31
6-10	\$39,750.00	\$40,500.00	\$40,500.00	\$41,250.00
11-15	\$75,432.26	\$75,432.26	\$75,432.26	\$75,432.26
16-20	\$66,887.48	\$66,887.48	\$66,887.48	\$66,887.48
More than 20	\$81,337.50	\$87,675.00	\$87,675.00	\$94,012.50

**SYNOD OF SOUTH ATLANTIC  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 2001 TO 2500 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10				
11-15	\$159,165.00	\$159,165.00	\$159,165.00	\$159,165.00
16-20				
More than 20	\$145,690.00	\$156,518.00	\$152,043.66	\$160,634.49

**SYNOD OF SOUTH ATLANTIC  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 2001 TO 2500 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$57,771.50	\$58,340.00	\$58,340.00	\$58,908.50
6-10				
11-15	\$69,651.00	\$69,651.00	\$69,651.00	\$69,651.00
16-20	\$77,227.33	\$81,310.66	\$81,310.66	\$85,393.99
More than 20	\$74,550.00	\$75,759.00	\$75,674.21	\$76,840.82

**SYNOD OF SOUTH ATLANTIC  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 2501 OR MORE MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10				
11-15				
16-20				
More than 20	\$145,776.25	\$171,552.50	\$185,517.50	\$218,276.25

**SYNOD OF SOUTH ATLANTIC  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 2501 OR MORE MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$51,110.63	\$58,500.00	\$59,353.00	\$66,742.38
6-10	\$59,817.00	\$65,236.00	\$66,511.50	\$71,930.50
11-15	\$61,250.00	\$62,000.00	\$72,100.00	\$77,900.00
16-20				
More than 20	\$109,644.00	\$118,500.00	\$119,096.00	\$128,250.00

**SYNOD OF SOUTHERN CALIFORNIA AND HAWAII  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 50 OR FEWER MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$21,600.00	\$26,400.00	\$26,400.00	\$31,200.00
6-10	\$58,552.50	\$66,105.00	\$62,135.72	\$67,703.58
11-15	\$58,314.00	\$58,314.00	\$58,314.00	\$58,314.00
16-20	\$37,214.00	\$48,000.00	\$51,892.80	\$68,400.00
More than 20	\$46,424.07	\$49,095.00	\$47,182.82	\$49,853.75

**SYNOD OF SOUTHERN CALIFORNIA AND HAWAII  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 50 OR FEWER MEMBERS (No Data)**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10				
11-15				
16-20				
More than 20				

**SYNOD OF SOUTHERN CALIFORNIA AND HAWAII  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 51 TO 100 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$53,100.00	\$56,440.00	\$60,950.00	\$64,120.00
6-10	\$51,997.50	\$55,300.00	\$54,082.83	\$59,540.00
11-15	\$49,902.00	\$59,160.00	\$57,254.49	\$65,171.93
16-20	\$33,600.00	\$34,400.00	\$40,880.00	\$48,000.00
More than 20	\$47,460.00	\$60,684.64	\$56,900.91	\$64,824.00

**SYNOD OF SOUTHERN CALIFORNIA AND HAWAII  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 51 TO 100 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$56,447.50	\$58,562.50	\$58,562.50	\$60,677.50
6-10				
11-15				
16-20				
More than 20				

**SYNOD OF SOUTHERN CALIFORNIA AND HAWAII  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 101 TO 200 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$54,539.00	\$66,000.00	\$63,161.00	\$74,875.00
6-10	\$59,000.00	\$71,000.00	\$69,724.20	\$80,000.00
11-15	\$61,530.90	\$70,000.00	\$72,112.16	\$77,267.00
16-20	\$77,499.50	\$80,500.00	\$81,009.25	\$84,009.75
More than 20	\$60,455.69	\$72,406.00	\$70,928.78	\$77,052.00

**SYNOD OF SOUTHERN CALIFORNIA AND HAWAII  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 101 TO 200 MEMBERS (No Data)**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10				
11-15				
16-20				
More than 20				

**SYNOD OF SOUTHERN CALIFORNIA AND HAWAII  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 201 TO 500 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$64,000.00	\$74,000.00	\$72,967.00	\$82,450.50
6-10	\$63,250.00	\$66,500.00	\$66,500.00	\$69,750.00
11-15	\$63,943.36	\$75,634.50	\$76,172.09	\$88,360.45
16-20	\$99,286.00	\$102,300.00	\$100,382.67	\$102,438.00
More than 20	\$78,639.06	\$91,826.00	\$93,276.47	\$102,480.75

**SYNOD OF SOUTHERN CALIFORNIA AND HAWAII  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 201 TO 500 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$53,681.59	\$58,792.00	\$59,255.45	\$65,427.00
6-10	\$46,436.25	\$52,211.50	\$51,197.00	\$56,972.25
11-15	\$85,614.00	\$92,076.00	\$92,076.00	\$98,538.00
16-20	\$75,000.00	\$75,000.00	\$75,000.00	\$75,000.00
More than 20	\$48,750.00	\$48,750.00	\$48,750.00	\$48,750.00

**SYNOD OF SOUTHERN CALIFORNIA AND HAWAII  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 501 TO 1000 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$59,169.75	\$63,446.50	\$63,446.50	\$67,723.25
6-10	\$120,000.00	\$120,000.00	\$120,000.00	\$120,000.00
11-15	\$108,150.00	\$108,150.00	\$108,150.00	\$108,150.00
16-20	\$129,600.00	\$129,600.00	\$129,600.00	\$129,600.00
More than 20	\$107,836.50	\$115,909.00	\$127,476.71	\$118,991.00

**SYNOD OF SOUTHERN CALIFORNIA AND HAWAII  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 501 TO 1000 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$71,209.00	\$71,209.00	\$71,209.00	\$71,209.00
6-10				
11-15	\$71,216.43	\$72,905.50	\$78,135.93	\$79,825.00
16-20	\$77,083.00	\$77,083.00	\$77,083.00	\$77,083.00
More than 20	\$81,910.50	\$90,622.00	\$85,836.00	\$92,154.50



**SYNOD OF SOUTHERN CALIFORNIA AND HAWAII  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 1001 TO 1500 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10				
11-15	\$104,125.00	\$104,125.00	\$104,125.00	\$104,125.00
16-20	\$127,000.00	\$127,000.00	\$127,000.00	\$127,000.00
More than 20	\$130,774.00	\$143,328.00	\$134,453.38	\$153,143.90

**SYNOD OF SOUTHERN CALIFORNIA AND HAWAII  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 1001 TO 1500 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$75,418.75	\$78,337.50	\$78,337.50	\$81,256.25
6-10	\$75,917.50	\$76,522.00	\$80,528.33	\$83,136.00
11-15				
16-20	\$87,437.50	\$89,875.00	\$89,875.00	\$92,312.50
More than 20	\$85,120.75	\$85,241.50	\$85,241.50	\$85,362.25

**SYNOD OF SOUTHERN CALIFORNIA AND HAWAII  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 1501 TO 2000 MEMBERS (No Data)**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10				
11-15				
16-20				
More than 20				

**SYNOD OF SOUTHERN CALIFORNIA AND HAWAII  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 1501 TO 2000 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10				
11-15				
16-20	\$85,145.00	\$91,457.00	\$91,949.33	\$98,507.50
More than 20	\$79,869.00	\$79,869.00	\$79,869.00	\$79,869.00

**SYNOD OF SOUTHERN CALIFORNIA AND HAWAII  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 2001 TO 2500 MEMBERS (No Data)**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10				
11-15				
16-20				
More than 20				

**SYNOD OF SOUTHERN CALIFORNIA AND HAWAII  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 2001 TO 2500 MEMBERS (No Data)**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10				
11-15				
16-20				
More than 20				

**SYNOD OF SOUTHERN CALIFORNIA AND HAWAII  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 2501 OR MORE MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$186,500.00	\$186,500.00	\$186,500.00	\$186,500.00
6-10				
11-15				
16-20				
More than 20				

**SYNOD OF SOUTHERN CALIFORNIA AND HAWAII  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 2501 OR MORE MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$93,500.00	\$93,500.00	\$93,500.00	\$93,500.00
6-10	\$95,775.00	\$98,850.00	\$98,850.00	\$101,925.00
11-15				
16-20				
More than 20	\$115,000.00	\$115,000.00	\$115,000.00	\$115,000.00

**SYNOD OF THE SOUTHWEST  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 50 OR FEWER MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10	\$41,637.00	\$42,984.00	\$42,758.00	\$43,992.00
11-15				
16-20	\$75,234.00	\$75,234.00	\$75,234.00	\$75,234.00
More than 20	\$52,183.50	\$57,320.00	\$57,320.00	\$62,456.50

**SYNOD OF THE SOUTHWEST  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 50 OR FEWER MEMBERS (No Data)**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10				
11-15				
16-20				
More than 20				

**SYNOD OF THE SOUTHWEST  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 51 TO 100 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$41,350.00	\$43,200.00	\$42,301.33	\$43,702.00
6-10	\$43,500.00	\$45,000.00	\$48,202.67	\$51,304.00
11-15				
16-20	\$52,050.00	\$52,100.00	\$60,741.67	\$65,112.50
More than 20	\$45,000.00	\$50,702.00	\$49,568.40	\$53,050.00

**SYNOD OF THE SOUTHWEST  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 51 TO 100 MEMBERS (No Data)**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10				
11-15				
16-20				
More than 20				

**SYNOD OF THE SOUTHWEST  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 101 TO 200 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10	\$53,636.00	\$53,636.00	\$53,636.00	\$53,636.00
11-15	\$62,052.00	\$62,749.19	\$60,686.64	\$62,917.00
16-20	\$73,318.75	\$76,687.50	\$76,687.50	\$80,056.25
More than 20	\$52,180.14	\$55,500.00	\$60,488.46	\$64,200.00

**SYNOD OF THE SOUTHWEST  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 101 TO 200 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10	\$54,800.00	\$54,800.00	\$54,800.00	\$54,800.00
11-15				
16-20				
More than 20				

**SYNOD OF THE SOUTHWEST  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 201 TO 500 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$62,000.00	\$62,000.00	\$62,000.00	\$62,000.00
6-10	\$81,370.00	\$81,370.00	\$81,370.00	\$81,370.00
11-15	\$65,105.00	\$77,800.00	\$72,937.80	\$78,274.00
16-20	\$76,946.88	\$84,631.25	\$84,631.25	\$92,315.63
More than 20	\$67,060.00	\$70,192.50	\$72,800.83	\$80,308.00

**SYNOD OF THE SOUTHWEST  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 201 TO 500 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10	\$53,618.14	\$55,881.28	\$55,881.28	\$58,144.42
11-15				
16-20				
More than 20				

**SYNOD OF THE SOUTHWEST  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 501 TO 1000 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10				
11-15	\$83,367.44	\$83,367.44	\$83,367.44	\$83,367.44
16-20				
More than 20	\$95,359.66	\$99,829.32	\$99,829.32	\$104,298.98

**SYNOD OF THE SOUTHWEST  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 501 TO 1000 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10	\$55,761.38	\$61,522.77	\$61,522.77	\$67,284.15
11-15	\$54,491.00	\$54,491.00	\$54,491.00	\$54,491.00
16-20				
More than 20				

**SYNOD OF THE SOUTHWEST  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 1001 TO 1500 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10				
11-15	\$109,780.50	\$123,403.00	\$123,403.00	\$137,025.50
16-20	\$109,129.75	\$121,786.50	\$121,786.50	\$134,443.25
More than 20	\$121,382.50	\$130,655.00	\$130,655.00	\$139,927.50

**SYNOD OF THE SOUTHWEST  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 1001 TO 1500 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$56,950.00	\$63,125.00	\$62,162.50	\$68,337.50
6-10	\$72,500.00	\$72,500.00	\$72,500.00	\$72,500.00
11-15	\$67,025.00	\$67,025.00	\$67,025.00	\$67,025.00
16-20	\$72,130.00	\$72,130.00	\$72,130.00	\$72,130.00
More than 20	\$87,000.00	\$87,000.00	\$87,000.00	\$87,000.00

**SYNOD OF THE SOUTHWEST  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 1501 TO 2000 MEMBERS (No Data)**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10				
11-15				
16-20				
More than 20				

**SYNOD OF THE SOUTHWEST  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 1501 TO 2000 MEMBERS (No Data)**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10				
11-15				
16-20				
More than 20				

**SYNOD OF THE SOUTHWEST  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 2001 TO 2500 MEMBERS (No Data)**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10				
11-15				
16-20				
More than 20				

**SYNOD OF THE SOUTHWEST  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 2001 TO 2500 MEMBERS (No Data)**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10				
11-15				
16-20				
More than 20				



**SYNOD OF THE SOUTHWEST  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 2501 OR MORE MEMBERS (No Data)**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10				
11-15				
16-20				
More than 20				

**SYNOD OF THE SOUTHWEST  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 2501 OR MORE MEMBERS (No Data)**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10				
11-15				
16-20				
More than 20				

**SYNOD OF THE SUN  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 50 OR FEWER MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$41,000.00	\$41,000.00	\$41,000.00	\$41,000.00
6-10	\$39,735.00	\$50,700.00	\$50,404.53	\$59,380.00
11-15	\$18,000.00	\$31,744.00	\$29,735.00	\$39,715.00
16-20	\$28,375.00	\$30,750.00	\$30,750.00	\$33,125.00
More than 20	\$34,787.00	\$37,877.00	\$41,711.40	\$45,283.00

**SYNOD OF THE SUN  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 50 OR FEWER MEMBERS (No Data)**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10				
11-15				
16-20				
More than 20				

**SYNOD OF THE SUN  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 51 TO 100 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$43,200.00	\$45,000.00	\$47,935.32	\$53,010.52
6-10	\$45,000.00	\$50,000.00	\$49,920.21	\$51,540.67
11-15	\$47,366.18	\$50,200.00	\$47,459.37	\$51,758.00
16-20	\$46,060.00	\$47,600.00	\$47,724.29	\$53,275.00
More than 20	\$41,017.91	\$51,213.00	\$48,397.93	\$54,044.18

**SYNOD OF THE SUN  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 51 TO 100 MEMBERS (No Data)**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10				
11-15				
16-20				
More than 20				

**SYNOD OF THE SUN**  
**FULL-TIME PASTORS SERVING CONGREGATIONS**  
**WITH 101 TO 200 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$44,024.00	\$49,500.00	\$51,490.65	\$57,850.00
6-10	\$51,455.00	\$57,049.57	\$58,455.40	\$63,377.96
11-15	\$47,121.44	\$52,572.32	\$56,506.34	\$65,125.00
16-20	\$44,732.50	\$54,250.00	\$52,563.88	\$57,502.25
More than 20	\$52,674.05	\$60,284.00	\$60,048.71	\$67,493.50

**SYNOD OF THE SUN**  
**FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS**  
**WITH 101 TO 200 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$43,375.00	\$44,750.00	\$44,750.00	\$46,125.00
6-10				
11-15				
16-20				
More than 20				

**SYNOD OF THE SUN**  
**FULL-TIME PASTORS SERVING CONGREGATIONS**  
**WITH 201 TO 500 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$52,750.00	\$56,017.50	\$56,134.87	\$58,133.75
6-10	\$56,538.00	\$60,379.00	\$60,932.91	\$66,670.00
11-15	\$56,412.50	\$63,843.00	\$67,260.64	\$81,987.50
16-20	\$62,956.00	\$73,200.00	\$68,232.04	\$75,938.00
More than 20	\$66,229.50	\$73,000.00	\$72,605.33	\$78,710.50

**SYNOD OF THE SUN**  
**FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS**  
**WITH 201 TO 500 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$44,862.57	\$48,005.00	\$48,530.68	\$51,759.50
6-10	\$42,874.00	\$42,874.00	\$42,874.00	\$42,874.00
11-15	\$51,427.50	\$54,622.94	\$54,309.79	\$57,505.22
16-20				
More than 20				

**SYNOD OF THE SUN**  
**FULL-TIME PASTORS SERVING CONGREGATIONS**  
**WITH 501 TO 1000 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$64,700.00	\$64,700.00	\$64,700.00	\$64,700.00
6-10	\$75,000.00	\$78,000.00	\$81,308.28	\$88,683.00
11-15	\$65,033.50	\$84,664.50	\$82,491.17	\$89,675.00
16-20	\$72,000.00	\$76,500.00	\$77,360.07	\$80,000.00
More than 20	\$89,805.50	\$98,157.00	\$96,849.01	\$106,970.00

**SYNOD OF THE SUN**  
**FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS**  
**WITH 501 TO 1000 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$45,765.50	\$50,949.50	\$51,417.61	\$55,794.55
6-10	\$52,242.75	\$53,496.00	\$57,121.75	\$55,620.00
11-15	\$65,563.67	\$66,132.33	\$71,761.44	\$75,144.67
16-20	\$56,965.48	\$58,490.96	\$58,490.96	\$60,016.43
More than 20	\$67,003.64	\$67,003.64	\$67,003.64	\$67,003.64

**SYNOD OF THE SUN  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 1001 TO 1500 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$70,000.00	\$70,000.00	\$70,000.00	\$70,000.00
6-10				
11-15	\$112,685.00	\$123,310.00	\$123,310.00	\$133,935.00
16-20				
More than 20	\$114,223.51	\$123,182.00	\$126,080.70	\$128,383.00

**SYNOD OF THE SUN  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 1001 TO 1500 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$61,750.00	\$65,850.00	\$63,425.00	\$67,525.00
6-10	\$65,951.26	\$70,910.51	\$70,910.51	\$75,869.75
11-15				
16-20				
More than 20				

**SYNOD OF THE SUN  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 1501 TO 2000 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10				
11-15				
16-20	\$144,933.36	\$144,933.36	\$144,933.36	\$144,933.36
More than 20	\$118,039.00	\$124,526.00	\$135,078.75	\$141,565.75

**SYNOD OF THE SUN  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 1501 TO 2000 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$53,835.00	\$60,000.00	\$61,914.32	\$69,036.49
6-10	\$61,357.00	\$62,714.00	\$62,714.00	\$64,071.00
11-15	\$68,044.00	\$68,044.00	\$68,044.00	\$68,044.00
16-20	\$100,125.00	\$100,125.00	\$100,125.00	\$100,125.00
More than 20	\$93,012.90	\$99,804.79	\$99,804.79	\$106,596.69

**SYNOD OF THE SUN  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 2001 TO 2500 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10				
11-15				
16-20				
More than 20	\$147,500.00	\$147,500.00	\$147,500.00	\$147,500.00

**SYNOD OF THE SUN  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 2001 TO 2500 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$60,000.00	\$60,000.00	\$60,000.00	\$60,000.00
6-10				
11-15				
16-20				
More than 20	\$86,120.00	\$86,120.00	\$86,120.00	\$86,120.00

**SYNOD OF THE SUN  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 2501 OR MORE MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$122,924.75	\$133,849.50	\$133,849.50	\$144,774.25
6-10				
11-15				
16-20	\$229,664.00	\$229,664.00	\$229,664.00	\$229,664.00
More than 20	\$162,025.00	\$181,025.00	\$171,750.00	\$186,112.50

**SYNOD OF THE SUN  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 2501 OR MORE MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$43,400.00	\$46,000.00	\$53,608.33	\$60,012.50
6-10	\$84,697.50	\$93,536.00	\$100,161.75	\$109,000.25
11-15	\$103,094.25	\$104,494.50	\$104,494.50	\$105,894.75
16-20				
More than 20	\$83,327.25	\$91,975.00	\$90,777.25	\$99,425.00

**SYNOD OF THE TRINITY  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 50 OR FEWER MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$44,243.93	\$46,712.95	\$48,272.98	\$50,742.00
6-10	\$43,954.46	\$43,954.46	\$43,954.46	\$43,954.46
11-15				
16-20				
More than 20	\$28,524.00	\$42,711.43	\$36,089.03	\$44,724.65

**SYNOD OF THE TRINITY  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 50 OR FEWER MEMBERS (No Data)**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10				
11-15				
16-20				
More than 20				

**SYNOD OF THE TRINITY  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 51 TO 100 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$45,561.04	\$49,788.00	\$49,751.82	\$51,223.95
6-10	\$48,667.50	\$52,000.00	\$51,998.57	\$55,673.50
11-15	\$45,151.00	\$48,084.00	\$48,569.87	\$51,475.00
16-20	\$51,822.00	\$53,488.00	\$53,214.67	\$54,744.00
More than 20	\$49,812.50	\$53,422.50	\$54,928.29	\$57,577.27

**SYNOD OF THE TRINITY  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 51 TO 100 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10	\$54,497.00	\$54,497.00	\$54,497.00	\$54,497.00
11-15				
16-20				
More than 20				



**SYNOD OF THE TRINITY  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 101 TO 200 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$49,824.50	\$52,360.75	\$53,354.59	\$53,793.47
6-10	\$48,133.50	\$51,542.00	\$52,183.52	\$55,416.50
11-15	\$50,094.75	\$56,160.00	\$55,263.87	\$61,125.00
16-20	\$47,410.70	\$51,113.82	\$53,691.17	\$59,646.00
More than 20	\$48,533.00	\$53,559.00	\$56,733.84	\$63,565.00

**SYNOD OF THE TRINITY  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 101 TO 200 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$50,535.00	\$50,535.00	\$50,535.00	\$50,535.00
6-10				
11-15				
16-20				
More than 20				

**SYNOD OF THE TRINITY  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 201 TO 500 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$53,550.00	\$56,300.00	\$58,595.39	\$65,475.00
6-10	\$57,223.55	\$64,182.32	\$63,692.56	\$70,458.07
11-15	\$57,232.00	\$63,588.00	\$64,146.50	\$66,194.00
16-20	\$65,062.00	\$71,436.00	\$70,238.44	\$74,400.00
More than 20	\$61,898.06	\$71,829.81	\$72,514.07	\$79,020.00

**SYNOD OF THE TRINITY  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 201 TO 500 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$47,780.90	\$48,536.80	\$49,520.60	\$50,768.40
6-10	\$60,059.16	\$60,059.16	\$60,059.16	\$60,059.16
11-15	\$74,580.00	\$74,580.00	\$74,580.00	\$74,580.00
16-20				
More than 20	\$61,621.50	\$65,000.00	\$63,946.33	\$66,798.00

**SYNOD OF THE TRINITY  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 501 TO 1000 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$52,839.79	\$61,219.58	\$56,226.53	\$62,109.79
6-10	\$70,294.00	\$87,138.00	\$91,484.18	\$115,250.00
11-15	\$76,135.00	\$85,139.00	\$80,618.10	\$90,063.00
16-20	\$88,082.00	\$88,082.00	\$88,082.00	\$88,082.00
More than 20	\$77,483.84	\$88,511.00	\$92,173.98	\$101,350.00

**SYNOD OF THE TRINITY  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 501 TO 1000 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$54,161.40	\$57,900.00	\$57,653.38	\$60,053.25
6-10	\$60,436.00	\$69,664.00	\$65,606.19	\$71,414.75
11-15	\$63,776.00	\$63,776.00	\$63,776.00	\$63,776.00
16-20	\$73,965.33	\$75,466.65	\$75,466.65	\$76,967.98
More than 20	\$65,189.05	\$71,005.37	\$69,815.41	\$75,631.73

**SYNOD OF THE TRINITY  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 1001 TO 1500 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10				
11-15				
16-20				
More than 20	\$92,773.00	\$107,675.47	\$110,468.42	\$121,965.50

**SYNOD OF THE TRINITY  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 1001 TO 1500 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$53,882.00	\$54,488.00	\$57,691.45	\$58,550.00
6-10	\$63,907.07	\$66,143.38	\$66,143.38	\$68,379.69
11-15				
16-20				
More than 20	\$73,911.50	\$75,572.00	\$75,572.00	\$77,232.50

**SYNOD OF THE TRINITY  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 1501 TO 2000 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10				
11-15	\$112,386.00	\$112,386.00	\$112,386.00	\$112,386.00
16-20				
More than 20	\$129,623.75	\$130,771.50	\$130,771.50	\$131,919.25

**SYNOD OF THE TRINITY  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 1501 TO 2000 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$66,337.50	\$67,675.00	\$67,675.00	\$69,012.50
6-10	\$79,000.00	\$79,000.00	\$79,000.00	\$79,000.00
11-15				
16-20				
More than 20	\$78,768.75	\$85,176.00	\$84,697.75	\$91,105.00

**SYNOD OF THE TRINITY  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 2001 TO 2500 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10	\$136,794.00	\$136,794.00	\$136,794.00	\$136,794.00
11-15				
16-20				
More than 20	\$134,486.00	\$134,486.00	\$134,486.00	\$134,486.00

**SYNOD OF THE TRINITY  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 2001 TO 2500 MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$61,180.00	\$61,180.00	\$61,180.00	\$61,180.00
6-10	\$60,231.50	\$61,456.00	\$61,456.00	\$62,680.50
11-15	\$80,013.00	\$80,013.00	\$80,013.00	\$80,013.00
16-20				
More than 20				

**SYNOD OF THE TRINITY  
FULL-TIME PASTORS SERVING CONGREGATIONS  
WITH 2501 OR MORE MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6				
6-10				
11-15				
16-20				
More than 20	\$199,121.00	\$199,121.00	\$199,121.00	\$199,121.00

**SYNOD OF THE TRINITY  
FULL-TIME ASSOCIATE PASTORS SERVING CONGREGATIONS  
WITH 2501 OR MORE MEMBERS**

YEARS OF SERVICE	25 <sup>th</sup> PERCENTILE	50 <sup>th</sup> PERCENTILE OR MEDIAN	AVERAGE EFFECTIVE SALARY	75 <sup>th</sup> PERCENTILE
Less than 6	\$77,657.00	\$77,657.00	\$77,657.00	\$77,657.00
6-10	\$72,294.30	\$77,690.60	\$77,690.60	\$83,086.90
11-15	\$91,787.00	\$91,787.00	\$91,787.00	\$91,787.00
16-20				
More than 20				