

Rocky Mountain Synod
2012 Salary Guidelines
Diaconal Ministers, Deaconesses, and Associates in Ministry

	B.A. Degree			M.A. Degree		
	2010 1.70%	2011 2.10%	2012 1.90%	2010 1.70%	2011 2.10%	2012 1.90%
Starting Salary	30,045	30,676	31,259	36,055	36,812	37,511
Years of Service						
1	30,946	31,596	32,196	37,136	37,916	38,636
2	31,875	32,544	33,162	38,251	39,054	39,796
3	32,830	33,519	34,156	39,398	40,225	40,989
4	33,815	34,525	35,181	40,581	41,433	42,220
5	34,830	35,561	36,237	41,798	42,676	43,487
6	35,875	36,628	37,324	43,052	43,956	44,791
7	36,951	37,727	38,444	44,343	45,274	46,134
8	38,059	38,858	39,596	45,674	46,633	47,519
9	39,201	40,024	40,784	47,044	48,032	48,945
10	40,377	41,225	42,008	48,455	49,473	50,413
11	41,588	42,461	43,268	49,909	50,957	51,925
12	42,836	43,736	43,736	51,406	52,486	53,483
13	44,121	45,048	45,904	52,946	54,058	55,085
14	45,445	46,399	47,281	54,534	55,679	56,737
15	46,809	47,792	48,700	56,171	57,351	58,441
16	48,213	49,225	50,160	57,856	59,071	60,193
17	49,659	50,702	51,665	59,592	60,843	61,999
18	51,149	52,223	53,215	61,379	62,668	63,859
19	52,683	53,789	54,811	63,220	64,548	65,774
20	54,264	55,404	56,457	65,116	66,483	67,746
Years of Service	1.5%	1.5%	1.5%	1.5%	1.5%	1.5%
21	55,078	55,904	56,743	66,093	65,102	66,079
22	55,904	56,743	57,594	67,085	66,079	67,070
23	56,743	57,594	58,458	68,091	67,070	68,076
24	57,594	58,458	59,335	69,112	68,075	69,096
25	58,458	59,335	60,225	70,149	69,097	70,133