

DATE: April 1, 2011
TO: Congregations and Schools of the Texas District, LCMS
FROM: Linda Hagge, Treasurer
SUBJECT: Salary Information for Professional Church Workers

PLEASE NOTE: THE COST OF LIVING INDEX DECLINED IN 2009 FOR ALMOST ALL AREAS OF TEXAS. PLEASE READ THE HIGHLIGHTED PARAGRAPH BELOW.

The Texas District Board of Directors in its March 2011 meeting approved an increase in the base salary multiplier for church professionals from \$30,200 to \$30,700 for the period of July 2011 through June 2012.

The enclosed **Compensation Advisory Letter** lists the new base salary along with a current ACCRA Cost of Living Index by Circuit. This information is an update to be used with the **Salary Guidelines for Professional Church Workers**. A copy of the Salary Guidelines is posted under "Treasurer's Resources" on the Texas District web site (txdistlcms.org). Please also contact the District Office (1-800-951-3478) with questions.

We emphasize that this is an adjusted ACCRA Index. The data for the ACCRA Cost of Living Index is compiled on a national scale, including all cities providing information. The national average (made up of several categories, i.e. grocery items, housing, utilities, transportation, health care and miscellaneous goods and services) is then adjusted to establish an average for the cities and regions in Texas which provided data for the national ACCRA Index. In addition, a three year average of the ACCRA (adjusted) Cost of Living Index is used as an additional step for stabilizing this Index from year to year. The Index listed is the current three year average of the ACCRA (adjusted) Cost of Living Index.

If the ACCRA Index for your Circuit declined as compared to that of preceding years, a reduced recommended guideline salary may be calculated. If this should occur, no reduction in salary should occur. The base salary has increased and there is an additional year of experience obtained. The ACCRA index decline should not be used as a reason to reduce salaries.

The Salary Guidelines and the enclosed Compensation Advisory Letter are meant as guidelines only. It is a tool to assist congregations in the important task of determining equitable compensation for its professional church workers. The final decision rests with the congregation.

The Lord's blessings to you as you prayerfully and carefully make these important decisions.