

DATE: April 1, 2010

TO: Congregations and Schools of the Texas District, LCMS

FROM: Linda Hagge, Treasurer

SUBJECT: Salary Information for Professional Church Workers

The Texas District Board of Directors in its March 2010 meeting approved an increase in the unadjusted base salary for church professionals from \$29,200 to \$30,200 for the period of July 2010 through June 2011. This information is being distributed earlier this year in order to better assist congregations in their long range budget planning.

The enclosed **Compensation Advisory Letter** lists the new unadjusted base salary along with a current ACCRA (adjusted) Cost of Living Index by Circuit. This information is an update to be used with the Salary Guidelines for Professional Church Workers revised in March of 2000. If you need a copy of the Salary Guidelines, please contact the District Office (1/800-951-3478).

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 a "**Texas**" average, based on the cities 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 is less than the ACCRA Index listed in the preceding Compensation Advisory Letter, by following the calculations explained in the Salary Guidelines, no decrease in salary will occur because the base salary has increased and there is also an additional year of experience.

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The Salary Guidelines and the enclosed Compensation Advisory Letter are meant as guidelines only, tools 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.