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MEMO

RE: 2023 OM 330 Announcement
Suggested Salary Guidelines
FROM: Deaconess Sally J Hiller
DATE: June 23, 2022

Suggested 2023 Salary Guidelines

The suggested salary guidelines for 2023 for workers in the Southeastern District are now posted on the SED web page. (www.se.lcms.org -> resources -> financial). The COLA adjustment for the coming year is 9.2%. The base starting salary (teacher with an AA degree) is \$38,890.99.

Concordia Plans Compensation Decision Support Tool

Concordia Plan Services has prepared a salary calculator that is able to factor salaries for:

- Commissioned Workers – Ordained
- Commissioned Workers:
 - Director of Christian Education
 - Director of Christian Outreach
 - Director of Family Life Ministry
 - Director of Parish Music
 - Lay Minister
 - Deaconess
- Commissioned Workers – Educators

- Ministries can now generate a compensation estimate for the Parish Professional, Pastoral, Educators, as well as for two levels of Business Administrators. The output document for each compensation estimate includes extensive information about other compensation considerations including core benefits, time off considerations, salary and tax issues and more. To access the tool, visit <https://tc.cbiz.com/CompToolCPS/Login.aspx> (note: log in information is at the bottom of the web page.)
- You may find this an easier tool to use than the District's Suggested Salary Guidelines. I encourage you to try it out and use it for a comparison tool.



Congregational Personnel Manual – This tool has suggested policies and guidelines is available through the LCMS at <https://www.lcms.org/resources/church-and-school-administration> Scroll down the page to Personnel Matters and you will find a number of resources including this manual.

Congregational Treasurer's Manual – This tool provides accurate and authoritative information on the duties of the congregational treasurer. The sections on Employment Issues and Federal and State Tax matters is very helpful.
<https://www.lcms.org/resources/ctmanual>

IRS Standard Mileage Reimbursement Rates increases on July 1, 2022 to 62.5 cents. Medical, moving, and volunteer (SED) increases to 22 cents.

LCMS Convention Costs – It is too early to know the per communicant cost for the 2023 LCMS Convention next July. We generally receive that information in December. As soon as we have it, we will share it with you.

Invitation for prayer

Please remember Rev. Dr. William Harmon as he prepares to serve as President of the SED on August 13, 2022 and Rev. Dr. John Denninger in his transition.

We are blessed with a healthy number of students requesting church worker scholarships. They will be awarded in July. Already first year seminarians are on Campus studying Greek. We'll share the list when we announce the awards. Our students come from across the District and are enrolled in teacher, Director of Christian Education, deaconess, and pastor programs. Pray that they find joy in the studies and that the Lord of the Harvest continues to raise up workers.

Remember our youth as they prepare to attend the LCMS Youth Gathering and as they participate in the District Servant Events this summer. More than 600 youth, adults, and volunteers from the SED will be in Houston in July. There are four Servant Events in partnership with the LCMS and many more that are hosted by local congregations. As each person gives of their time and talent, we pray for their safety and for those whose lives they will impact because of their service.

If you have questions, please do not hesitate to reach out to
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