



THE
LUTHERAN CHURCH
Missouri Synod

Salary Survey of U.S. Districts September 2020

THE LUTHERAN CHURCH—MISSOURI SYNOD
Salary Survey of U.S. Districts
September 2020

We received responses from 35 of the 35 districts. The summaries of salary information are presented in Tables 1, 2, 3, 4, 5 and 6.

1. Is car provided?

- 25 districts furnish a car for the district president.
- 8 districts furnish cars for all district executives.
- 9 districts furnish cars for some district executives.
- 9 districts report they do not provide cars for any district executives.
- 2 districts furnish a car for the treasurer/business manager.
- 0 districts furnish a car for the assistant treasurer/business manager.

None of the districts furnishes a residence for the district president; none of the districts furnish a residence for a district executive.

2. Proposed salary increases for 2021:

Twenty-eight districts reported within a range of 0% to 5.0%. The median is 1.55%. The average is 1.49%. Please note that due to uncertainties around the COVID-19 pandemic, many districts were not able to provide proposed increase amounts at this time.

SUMMARY DATA

The information contained in this report was calculated using only the salaries of full-time employees.

Table 1 lists the information on averages for lowest actual salary, highest actual salary, average salary and median for all districts.

The reporting format gives a breakdown of both the “averages” (see Table 2) and “lows”, “highs”, “averages”, and “median” (see Table 3) grouped by size of districts.

The source of the grouping is the summarized totals from the Rosters and Statistics Department. This represents each district’s percentage of the total number of congregations in the Synod. For example, the Atlantic District has 1.64% of the total number of congregations (5,875) in the United States.

The district grouping by percentage of congregations is as follows:

Group I	4.52% to 6.90% of congregations
Group II	3.00% to 4.49% of congregations
Group III	1.50% to 2.99% of congregations
Group IV	0.74% to 1.49% of congregations

Table 4 gives the total dollar amounts paid to all district professional staff.

Table 5 gives the proposed 2021 increases for districts ranked by percentages of total number of congregations.

Table 6 gives a summary of all the districts showing lowest, highest and average salaries by position group.

Once again, thanks to each of you for your continuing cooperation in this annual survey. I hope you find this information helpful.

THE LUTHERAN CHURCH—MISSOURI SYNOD
Salary Survey of U.S. Districts
September 2020
SUMMARY REPORT

TABLE 1

Averages

<i>Position</i>	<i>Number</i>	<i>Base Salary</i>		<i>Cash Housing</i>		<i>Other Cash</i>		<i>Total Cash</i>
President	33	\$78,847	26	\$49,516	9	\$7,637	33	\$119,942
District Executives	86	\$72,642	44	\$46,587	21	\$2,490	86	\$97,085
Treas/Bus Mgr	18	\$86,180	--	--	1	\$2,850	18	\$86,339
Asst Bus Mgr	3	\$64,984	--	--	1	\$1,800	3	\$65,584

33 districts have full-time president positions. The remaining two Districts (Oklahoma and SELC) do not have full-time presidents.

DISTRICT EXECUTIVES SALARIES SURVEY
September 2020

The average district salaries include cash salary, housing allowance or an assigned value of a home provided by the district (25% of base salary), utility allowance, and other remuneration. The average salary excludes the value of any cars furnished by districts.

<i>Number of Full Time Employees</i>	<i>Positions</i>	<i>Lowest Total Cash</i>	<i>Highest Total Cash</i>	<i>Average Total Cash</i>	<i>Median</i>
33	President	\$80,984	\$190,913	\$119,942	\$116,009
86	District Executives	\$47,798	\$169,910	\$97,085	\$95,283
18	Treas/Bus Mgr	\$42,812	\$132,851	\$86,339	\$82,682
3	Asst Treas/Bus Mgr	\$49,369	\$94,301	\$65,584	\$53,082

THE LUTHERAN CHURCH—MISSOURI SYNOD
Salary Survey of U.S. Districts
September 2020

DISTRICTS GROUPED BY PERCENT OF CONGREGATIONS
AVERAGES

TABLE 2

<i>Position</i>	<i>Number</i>	<i>Base Salary</i>		<i>Cash Housing</i>		<i>Other Cash</i>		<i>Total Cash</i>
<i>President</i>								
Group I	5	\$90,414	4	\$65,967	0	--	5	\$143,187
Group II	8	\$70,241	8	\$59,275	3	\$2,861	8	\$130,589
Group III	13	\$83,959	8	\$40,539	3	\$15,405	12	\$112,461
Group IV	7	\$70,927	7	\$32,148	3	\$7,637	7	\$105,065
<i>District Executives</i>								
Group I	29	\$86,470	11	\$51,174	9	\$1,422	29	\$106,322
Group II	30	\$66,777	19	\$49,429	10	\$2,278	30	\$98,941
Group III	23	\$66,761	12	\$28,403	2	\$8,353	23	\$87,524
Group IV	4	\$50,189	2	\$43,453	--	--	4	\$71,196
<i>Treas/Bus Mgr</i>								
Group I	4	\$112,033	--	--	--	--	4	\$112,033
Group II	5	\$94,502	--	--	1	\$2,850	5	\$95,072
Group III	6	\$78,333	--	--	--	--	6	\$78,333
Group IV	3	\$53,534	--	--	--	--	3	\$53,534
<i>Asst Bus Mgr</i>	3	\$64,984	--	--	1	\$1,800	3	\$65,584

THE LUTHERAN CHURCH—MISSOURI SYNOD
Salary Survey of U.S. Districts
September 2020

DISTRICTS GROUPED BY PERCENT OF CONGREGATIONS
AVERAGES

TABLE 3

<i>Position</i>	<i>Number</i>	<i>Lowest Total Cash</i>	<i>Highest Total Cash</i>	<i>Average</i>	<i>Median</i>
<i>President</i>					
Group I	5	\$111,696	\$188,308	\$150,002	\$145,554
Group II	8	\$116,009	\$190,913	\$153,461	\$120,475
Group III	13	\$85,932	\$183,000	\$134,466	\$105,288
Group IV	7	\$80,984	\$118,600	\$99,792	\$108,102
<i>District Executives</i>					
Group I	29	\$61,717	\$169,910	\$115,814	\$102,000
Group II	30	\$47,798	\$146,495	\$97,147	\$95,283
Group III	23	\$50,190	\$130,287	\$90,239	\$90,000
Group IV	4	\$52,000	\$97,197	\$74,599	\$69,233
<i>Treas/Bus Mgr</i>					
Group I	4	\$85,170	\$132,851	\$109,011	\$115,056
Group II	5	\$78,490	\$116,353	\$97,422	\$95,004
Group III	6	\$60,000	\$87,550	\$73,775	\$80,413
Group IV	3	\$42,812	\$61,400	\$52,106	\$56,390
<i>Asst Bus Mgr</i>	3	\$49,369	\$94,301	\$71,835	\$53,082

THE LUTHERAN CHURCH—MISSOURI SYNOD
Salary Survey of U.S. Districts
September 2020

TOTAL PAID

TABLE 4

<i>Position</i>	<i>Number</i>	<i>Base Salary</i>	<i>Housing</i>	<i>Other Cash</i>	<i>Total Cash</i>
President	33	\$2,601,947	\$1,287,417	\$68,733	\$3,958,097
District Executives	86	\$6,247,201	\$2,049,808	\$52,281	\$8,349,290
Treas/Bus Mgr	18	\$1,551,243	--	\$2,850	\$1,554,093
Asst Bus Mgr	3	\$194,952	--	\$1,800	\$196,752
TOTALS	140	\$10,595,343	\$3,337,225	\$125,664	\$14,058,232

Average annual salary \$100,416

THE LUTHERAN CHURCH—MISSOURI SYNOD
Salary Survey of U.S. Districts
September 2020

LCMS U.S. DISTRICTS' 2020 PROPOSED INCREASES
(RANKED BY PERCENTAGE OF TOTAL NUMBER OF CONGREGATIONS)

TABLE 5

<i>Group</i>	<i>District</i>	<i>Percentage of U.S. Congregations</i>	<i>Proposed Percent Increase</i>	
Group I	Texas	6.90	2.00	
	Michigan	6.73	TBD	
	Missouri	5.45	0.00	
	Pacific Southwest	5.15	0.00	
	Indiana	4.56	2.00	
Group II	Minnesota South	4.46	1.00	
	Northwest (NOW)	4.18	1.00	
	Northern Illinois	4.06	2.00	
	Nebraska	3.89	0.50	
	South Wisconsin	3.79	1.60	
	Southeastern	3.68	0.00	
	Florida-Georgia	3.45	5.00	
	North Wisconsin	3.20	1.80	
	Group III	English	2.92	2.00
		Rocky Mountain	2.82	TBD
Ohio		2.73	TBD	
California-Nevada-Hawaii		2.71	1.00	
Iowa West		2.67	3.00	
Kansas		2.52	1.00	
Minnesota North		2.46	1.00	
Southern		2.36	0.00	
Central Illinois		2.29	1.90	
Mid-South		2.25	3.00	
Iowa East		1.89	4.00	
Eastern		1.77	TBD	
Atlantic		1.64	2.40	
Group IV	Southern Illinois	1.47	0.08	
	South Dakota	1.28	1.50	
	Oklahoma	1.18	---	
	New England	1.09	2.00	
	SELC	1.05	---	
	North Dakota	0.90	2.00	
	Wyoming	0.90	0.00	
	Montana	0.86	0.00	
	New Jersey	0.74	TBD	

Median – 1.55%

Average – 1.49% (including zeros)

Source: 2019 Summarized Totals of Congregation Reports

THE LUTHERAN CHURCH—MISSOURI SYNOD
Salary Survey of U.S. Districts
September 2020

SUMMARY
ALL DISTRICTS

TABLE 6

<i>Position</i>	<i>Lowest Actual Salary</i>	<i>Highest Actual Salary</i>	<i>Average Salary</i>
President (33)	\$33,606	\$188,308	\$78,847
District Executives (86)	\$23,585	\$169,910	\$72,642
Treas/Bus Mgr (18)	\$42,812	\$132,851	\$86,180
Asst. Bus. Mgr/Treas (3)	\$49,369	\$94,301	\$65,584

At the time of the salary survey, districts projected average salary increases of 1.49% for 2021.

Health Plan Participation Data

Amount of Premium Covered by District	Plan Options Offered										
	32 districts participate in the Concordia Health Plan; 3 do not										
	HDHP	Healthy Me B	C	Select 1000	Select 500	Select 500 & HDHP	HDHP w/HRA	Healthy Me A & B	C, HMO-C, Kaiser	D	Healthy Me HSA - A UMR
100% for all levels of coverage											
100 % for EE / 90% for dependents / 80% Spousal coverage											
100% for all levels of coverage - reimburses 50% of copay & deductible											
100% for all levels of coverage plus 100% of deductible											
100% for EE / 70% for dependents / HRA for most of deductible											
100% for EE only											
100% Worker, 50% Spouse/Family, 50% of Deductible											
84% for all levels of coverage											
90% for all levels of coverage											
Employer pays 100% - Exception: Employee with a working spouse pays part or all of incremental premium for spouse coverage (full-time working spouse pays 100% / part-time pays 40%)											
Full employee coverage of Kaiser plus percentage of other plan amounts											
Full premium for worker without dependents plus \$2,850 into HSA; premium equal to Worker and Spouse coverage for any worker with dependents											
No Employer Contribution											

Legend – Number of Districts

1

13

