



Resolution 04-05-25

- SUBJECT:** **To Request that Concordia Plans Explore Cost-of-Living Increase Options for the Concordia Retirement Plan**
(Reference Overture(s) 04-05-25 and 04-06-25 printed on pages 201-204)
- WHEREAS,** God's children serving as church workers in our congregations are the Synod's most precious resources; and
- WHEREAS,** The inspired Apostle Paul writes, "Let the elders who rule well be considered worthy of double honor, especially those who labor in preaching and teaching. For the Scripture says, "You shall not muzzle an ox when it treads out the grain," and "The laborer deserves his wages" (1 Tim. 5:17-18); and
- WHEREAS,** The Concordia Retirement Plan (CRP) is a wonderful benefit that has been managed well; and
- WHEREAS,** The CRP is offered to congregations with the counsel, "By offering a pension plan, you are making an investment in your workers' future. After years of service to the LCMS community, this benefit helps provide the retirement income they will need" (<https://www.concordiaplans.org/employers/our-solutions/retirementfinancial-benefits/pensions>); and
- WHEREAS,** The Concordia Plans website further states, "Having a pension can make it easier for you to recruit and retain your workers. Whether you are a church calling a pastor, a school hiring a teacher or a Registered Service Organization recruiting staff, offering the CRP allows you to be competitive and help attract high-quality employees" (<https://www.concordiaplans.org/employers/our-solutions/retirement-financialbenefits/pensions>); and
- WHEREAS,** The CRP does not currently give cost-of-living increases to the one-time calculated pension benefits of retired workers; and
- WHEREAS,** In recent years, inflation has been a big concern, especially for retired people on fixed incomes. The average inflation rate was 4.7% in 2021, 8.01% in 2022 (hitting a high of 9.06% in June), and 4.12% in 2023; and



WHEREAS,

The cost of groceries in 2024 has been reported to be around 25% higher than in 2019/2020; therefore, be it

RESOLVED,

That the Mid-South District memorialize the 2026 Synod in Convention to instruct the Concordia Plans leadership team to explore the feasibility of cost-of-living increases for CRP benefits (annually, biennially, or triennially), or a congregational option (with increased contribution rates) for a pension with periodic cost-of-living increases; and be it further

RESOLVED,

That the rationale and feasibility for either offering cost-of-living increases/options or staying with the current plan options be promulgated by Concordia Plans to Synod workers as soon as possible, with a report to be submitted to the next Synod in Convention. (i.e., the Mid-South District submit this memorial to the next convention of the Synod.)

Rev. Kevin Conger

Mathew Pitsch