



# Church of the Brethren

August 1, 2022

Dear Colleagues in Ministry,

Greetings, beloved fellow disciples of Jesus. I rejoice in our common calling as we respond to the invitation “to develop a culture of calling and equipping disciples who are innovative, adaptable, and fearless” in following Jesus. Indeed, this vision challenges us to look for where Jesus is already at work in the neighborhoods surrounding our congregations and to join Him in the ministry that awaits us there.

As we engage in these ministries together, the Pastoral Compensation and Benefits Advisory Committee, in cooperation with the Office of Ministry and the Council of District Executives, has produced materials related to ministerial compensation that have just been approved by the Annual Conference. The *Integrated Annual Ministry Agreement (IAMA)* replaces the previous start-up and renewal agreements for pastors. In addition, this Agreement contains a helpful document entitled “*Shared Ministry Priorities*,” which can aid in developing a strong and transparent partnership between pastor and congregation. We urge congregations to utilize both documents and to renew them each year.

The *Guidelines for Pastors’ Salary and Benefits* contain basic background information and explanations regarding compensation and benefits. The *Minimum Cash Salary Table and Guidelines* seeks to encourage congregations to be fair and generous employers of pastoral leadership. All these materials can be utilized in conjunction with the new *Pastoral Compensation Calculator* developed with Eder Financial and found here:

<https://pccalc.azurewebsites.net/>

It is worth mentioning that the Pastoral Compensation Calculator starts with what the congregation can afford to pay, includes the cost of housing, pension, and benefits, and then calculates how many hours (based on the Minimum Cash Salary Table) of average weekly pastoral time the congregation should expect to receive from their pastor. In summary, the calculator clarifies the congregation’s ability to determine appropriate levels of compensation for pastors.

Please NOTE: ALL NECESSARY FORMS ARE AVAILABLE IN FILLABLE FORMAT AT <https://www.brethren.org/ministryoffice/compensation/>

(This is a **new webpage** for all documents and resources related to pastoral compensation.)

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The following resources are provided for congregations and pastors as they work at these conversations (specific individual links included):

1. **2023 Integrated Annual Ministry Agreement (IAMA)** – This is posted in fillable form here: ([https://www.brethren.org/ministryoffice/2023-integrated-annual-ministry-agreement\\_fillable-pdf/](https://www.brethren.org/ministryoffice/2023-integrated-annual-ministry-agreement_fillable-pdf/))  
As mentioned above, the Integrated Annual Ministry Agreement (replacing start-up and renewal agreements) is attached and/or available online (see link above). This agreement is to be completed each year. Please secure the appropriate signatures and place a copy in the ministerial file. A signed copy should be returned to the *district office* from each pastor and placed in her/his file. ***Please highlight the critical importance of this document being signed and returned annually to the district office.***
2. **Minimum Cash Salary Table and Guidelines\*** (the Table as posted reflects a cost-of-living adjustment of 8.2% approved by Annual Conference delegates.)  
Link:<https://www.brethren.org/ministryoffice/2023-cash-salary-guidelines-table/>
3. **Compensation Calculator** available at this link: <https://pccalc.azurewebsites.net/>
4. **Shared Ministry Priorities**, fillable – This document included in the IAMA is also posted separately for convenient access.  
Link:<https://www.brethren.org/ministryoffice/2023-annual-shared-ministry-priorities-agreement/>
5. **Guidelines to Pastors' Salaries and Benefits** document serves as a resource – Link: <https://www.brethren.org/ministryoffice/2023-guidelines-for-pastors-salary-and-benefits/>

\*The recommended cost-of-living increase approved by delegates at the 2022 Annual Conference constitutes an 8.2% increase across the salary table taking into consideration economic factors and careful projections of experts in the field. The committee encourages congregations to be equitable in seeking to be supportive to ministers in this midst of a climate of rising inflation, a continued pandemic, and increased social challenges. While financial remuneration is not the only means of expressing support, it is a fitting way to communicate gratitude during these challenging days of ministry together.

The Pastoral Compensation and Benefits Advisory Committee is planning denomination-wide trainings in these new materials in September and October, as well as a fully recorded training that will be available on the Office of Ministry compensation webpage by the end of September. The denomination-wide training dates and times are as follows:

Monday, September 26, 2022	8:00 pm to 10:00 pm EDT
Wednesday, September 28, 2022	7:00 pm to 9:00 pm EDT
Tuesday, October 4, 2022	8:00 pm to 10:00 pm EDT
Thursday, October 6, 2022	7:00 pm to 9:00 pm EDT
Saturday, October 22, 2022	11:00 am to 1:00 pm EDT
Saturday, October 22, 2022	3:00 pm to 5:00 pm EDT

Zoom information will be available on the Office of Ministry website as those dates draw closer.

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The Office of Ministry welcomes your input, and we desire to work closely with you in endeavoring to serve our ministers and congregations well. We recognize that the conversations you guide as leaders provide a prime opportunity for you to be in conversation with congregations about their vision for mission and ministry as a people of faith including a vision for leadership/staffing needs.

Under special, limited circumstances, licensed ministers are utilized as pastors. Two important notes/reminders about licensed ministers:

1. Please remember to use the **Approval for Employment** form in the Ministerial Leadership Manual (page OM340 and attached to this mailing in both PDF and Word format) for licensed ministers serving as pastors. Remember that a licensed minister is to serve as a pastor only when she/he is engaged in an approved ministerial training program and under the direct supervision of an ordained minister (MLP 2014).
2. Please remember to use the **Student Placement Guidelines** in the Ministerial Leadership Manual (page OM320 and attached to this mailing) for a licensed minister who is serving as a pastor in a district beyond where she/he is licensed while in seminary or academy level training programs.

Please be in touch with me if you have questions. Thank you for your ongoing assistance with interpreting items regarding pastoral salaries and benefits. May God bless you in your ministry and give us all wisdom and courage for the journey.

Yours in Christ,

*Nancy S. Heishman*

Nancy Sollenberger Heishman, Director, Office of Ministry

- c: David Steele  
Members of Pastoral Compensation & Benefits Advisory Committee: Deb Oskin, chair, Angela Finet, Arthur Fourman, Robert S. McMinn, and a representative from the Council of District Executives (to be named)
- \* While the title pastor is used, these materials are to be used with other types of ministerial leaders as well – Associate Pastors, Assistant Pastors, Youth Ministers/Pastors, Interim Pastors, etc. They are designed for most persons serving in “pastoral” roles.

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