

## Northern Ohio District Church of the Brethren

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September 12, 2026

Dear Pastors, Church Board/Leadership Team/Pastoral Committee Chairs, and Church Treasurers,

At this time of year, many of you have begun work on your 2026 budgets. Several years ago, there were significant changes made to how a pastor's workload is calculated. If your congregation has not yet implemented these changes, **please watch the video from the denomination's Pastoral Benefit and Compensation Committee at <https://www.brethren.org/ministryoffice/compensation/> for an overview of the changes.**

All of the following documents are attached with the letter and can also be found at

<https://www.brethren.org/ministryoffice/compensation/>

Also attached is a letter with more information from the Office of Ministry.

### **2026 Recommended Cash Table and Guidelines**

Attached with this letter is the 2026 Recommended Minimum Cash Salary Table for Pastors from Annual Conference. This table reflects a 2.6% increase approved by the Annual Conference delegates to compensate for cost-of-living increases.

<https://www.brethren.org/ministryoffice/wp-content/uploads/sites/15/2025/07/2026-Cash-Salary-Guidelines.pdf>

### **Guidelines For Pastors Salaries and Guidelines**

This is a comprehensive explanation of salary and benefits for pastors. This is posted at:

<https://www.brethren.org/ministryoffice/wp-content/uploads/sites/15/2022/08/2023-Guidelines-for-Pastors-Salary-and-Benefits.pdf>

### **Integrated Ministry Agreement (IAMA)**

This replaces the former annual renewal agreements. While it will seem like a lot of pages when you first review it, you will find that it includes helpful information for treasurers and a glossary of term so that everything is clearly defined. As you enter amounts, the form totals the numbers and clearly delineates the church's cost and the pastor's cost of the agreement.

[https://www.brethren.org/ministryoffice/wp-content/uploads/sites/15/2022/09/2023-Pastors-Integrated-Annual-Ministry-Agreement\\_Fillable-PDF.pdf](https://www.brethren.org/ministryoffice/wp-content/uploads/sites/15/2022/09/2023-Pastors-Integrated-Annual-Ministry-Agreement_Fillable-PDF.pdf)

### **Compensation calculator available at this link:**

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

You can enter the total amount that the church is budgeting for pastoral salary and benefits, where your pastor is on the salary scale, mark the benefits that will be included, and this tool will calculate the number of pastoral hours for that budget.

### **Additional Information**

*Annual Conference* will be in Fort Wayne, Indiana, June 28 – July 2, 2026

Non-Delegate Registration	\$ 175
Delegate Registration	\$ 350
3 Lodging options ranging from \$147-\$155/night including taxes (4 nights)	\$ 620 approx.
Parking (\$8/day)	\$ 40
Meals @ \$40/day	\$ 200
Travel to/from Fort Wayne	\$ To be determined
2026 IRS mileage rate not yet determined	
Miscellaneous (tips/tolls/other incidentals)	\$ 75
<b>Estimated cost (if pastor is delegate)</b>	<b>\$ 1285 + mileage</b>
<b>Estimated cost (if pastor is non-delegate)</b>	<b>\$ 1110 + mileage</b>

*District Conference* will be held August 14-15, 2026 at the Akron Springfield Church of the Brethren.

Registration (estimate – not yet determined)	\$ 25
Food costs (estimate – not yet determined)	\$ 50
Hotel (if needed – estimate)	\$ 130/night
<b>2026 District Conference Estimated Expense Range</b>	<b>\$ 75 - \$335 + travel</b>
	(local) (staying two nights)

*Clergy-Spouse Retreat* – Congregations are encouraged to send their pastor and spouse (if applicable) to the annual Clergy-Spouse Retreat provided by the District Ministerial Commission February 15-17 at the Amish Door in Wilmot, Ohio. The cost for the retreat is \$375/couple or \$275/single. This is a time of renewal, rest, and developing relationships with other pastors/spouses.

*Leadership in the District* – Pastors in the Northern Ohio District have the opportunity to participate in a wide range of service opportunities. These include being chaplains or counselors at Camp Inspiration Hills for a week, disaster response trips, participation in service/outreach projects in other countries, and service on District Board or committees in many different areas. Provision should be made for pastors to participate in district and denominational service opportunities. **These are outreach ministries of your congregation and should not be considered vacation time.**

**The Integrated Ministry Agreement** is to be completed, and a copy sent to the District Office no later than December 31, 2026. Please contact me if you would like someone trained in this newer form/process to meet with you as you work through this.

Feel free to contact me at [krishawk@nohcob.org](mailto:krishawk@nohcob.org) or 330-612-2086 if you have any questions. Thank you for all the work you do for Christ's kingdom!

May God bless you in your ministry together!



Kris Hawk, District Executive Minister