

Northern Ohio District Church of the Brethren

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To: All Pastors, Church Board Chairs, and Treasurers in the Northern Ohio District

Subject: 2022 Pastor's Salary and Benefits Information

Dear Brothers and Sisters in Christ,

As churches begin to develop their 2022 budget, we are sending this letter to help with the pastoral salary and benefit section. The church/pastor covenant includes providing a fair salary and appropriate benefits as well as having a relationship built on integrity, Christian care and ethics.

To guide your budgeting, consult these documents from the Church of the Brethren Ministry Office: [Guidelines for Pastors Salary and Benefits](#); [2022 Cash Salary Guidelines and Recommended Minimum Cash Salary Table for Pastors](#). These and additional guidelines and documents are available [here](#) and are also attached to this email. Please contact me if you have any questions. Below is my summary of areas to be covered.

Cash Salary – Give careful consideration to the Annual Conference recommended salary level. For part-time service, divide the salary guidelines accordingly – 75% for $\frac{3}{4}$ time; 50% for $\frac{1}{2}$ time, etc.

Housing – If a parsonage is provided, indicate the fair rental value of the parsonage on the Renewal Agreement. Also, an annual contribution of 1% of the fair market value of the parsonage to the Church of the Brethren Housing Fund in the name of the pastor is recommended. If a parsonage is not provided, a comparable housing allowance should be provided. [Details here](#). Contact the Treasurer's Office of the Mission and Ministry Board for further information at 800-323-8039.

Insurance – Guidelines for health insurance coverage are found in [Guidelines for Pastors Salary and Benefits](#) on page 3. Congregations with one employee (pastor) may reimburse the pastor for their individual health care premiums on a pretax basis. Churches with more than one employee may reimburse their pastor on a pretax basis by setting up a Qualified Small Employer Health Reimbursement Arrangement (QSEHRA) according to Brethren Benefit Trust (BBT). For information from BBT, please call them at 800-746-1505 go to <https://cobbt.org/>. Pastors should also receive [Long Term Disability](#) and [Life Insurance](#) available thru Brethren Benefit Trust. Enrollment for these two services must occur in the first 31 days of employment or during the **open enrollment period offered November 1-30 this year**. This year the enrollment will be online and more information will be coming directly from BBT.

Brethren Pension Plan – The church’s share of pension is 12% of salary + housing. (This includes 1% that goes to the Ministry Assistance Fund for pastors in need.) The pastor’s share is 4%. Contact [Brethren Benefit Trust](#) at 800-746-1505 with pension related questions.

Vacation – Brethren guidelines are 3 weeks of vacation for the first three years of pastoral service, 4 weeks for three to twenty years of service, and 5 weeks after twenty years of service.

Special Circumstance Days – These are for illness or death in the family. The first year of service begins with 30 days and 10 days are accumulated each year to a maximum of 90 days.

Travel for Parish Work – The congregation should assume the cost of travel for parish work by reimbursing the pastor for use of a personal car. Mileage records **must** be kept by the pastor and the actual mileage is to be reimbursed. The IRS mileage rate is recommended and is currently \$0.56/mile. The 2022 rate will be announced later this year by the IRS.

Annual Conference will be in Omaha, Nebraska, July 10 - July 14, 2022

Non-Delegate Registration	\$ 125
Delegate Registration	\$ 305
Lodging \$106/night + tax (approx. \$125/night x 4 nights)	\$ 500
Parking (\$18/day)	\$ 90
Meals @ \$40/day	\$ 200
Travel (Airfare – best guess at this time)	\$ 450
Miscellaneous (tips/tolls/other incidentals)	\$ 75
Estimated cost (if pastor is delegate)	\$ 1620
Estimated cost (if pastor is non-delegate)	\$ 1440

District Conference will be held August 12-13, 2022 at Poplar Ridge Church of the Brethren outside of Defiance.

Registration	\$ 25
Food costs (estimate – not yet determined)	\$ 50
Hotel (if needed – estimate)	\$ 100/night
Mileage to/from Poplar Ridge and from church to hotel @ IRS rate (currently \$0.56/mile – 2022 rate not yet announced) Dependent on your location	\$ 0-\$250
2022 District Conference Estimated Expense Range	\$ 75 - \$525
	(local) (from East/staying 2 nights)

Professional Growth/Expenses and Sabbatical – To keep your pastor on the growing edge, provide funds and time away for professional growth events. The guideline for full-time pastors would be \$500 and seven days. Denominational guidelines are available online for [Continuing Education](#) and [Sabbath Rest](#).

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 20-22 in Richfield, Ohio. The cost for the 2021 retreat was \$325/couple or \$250/single and the 2022 rate should be close to that. 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.**

Pastor/Church Relations – For good pastoral relations, it is important to have a clear understanding of expectations by all involved. Regular evaluation of your church and pastoral relationships, clarification of expectations of the pastor by the congregation, and discovering ways for the church to be supportive of the pastor and family at various times in their ministry demonstrate working relationships.

Renewal Agreement for Pastors and Congregations – Renewal agreements are to be completed each year and a copy sent to the District Office no later than December 31, 2021. There is one Renewal form that can be used for both full-time and part-time pastors. That form is attached and is also available [here](#) in PDF-fillable format.

Feel free to contact me at 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
Northern Ohio District

Attachments (E-Mail Only)/ Enclosures (U.S. Mail Only):

[Guidelines For Pastors' Salaries And Benefits](#)
[Document Cash Salary Guidelines & Recommended Minimum Cash Salary Table for Pastors-2022](#)
[Renewal Agreement for Pastor and Congregation](#)

NOTE: ALL ATTACHMENTS ARE AVAILABLE AT <http://www.brethren.org/ministryoffice/forms.html>