



# Church of the Brethren

July 9, 2021

Dear Colleague in Ministry,

Greetings, beloved fellow disciples of Jesus. I rejoice in our common calling during this season in the life of our denomination as we embrace the invitation “together, as the Church of the Brethren, to passionately live and share the radical transformation and holistic peace of Jesus Christ through relationship-based neighborhood engagement...and to develop a culture of calling and equipping disciples who are innovative, adaptable, and fearless.” 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 seeks to encourage congregations to be fair and generous employers of pastoral leadership. The committee has been hard at work during this past year developing a robust package of compensation and benefits resources that has resulted from its regular customary review. Working closely with the Council of District Executives, the committee’s proposal will include a revised salary table requiring Annual Conference delegate action in 2022. Following this action, the remainder of the compensation resources will be shared, and district workshops will be offered in the fall of 2022 to provide interpretation.

For now, the recommended cost-of-living increase approved by delegates at the 2021 Annual Conference constitutes a 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 and supportive to ministers who have, in many cases during the extraordinary experience of this last year’s pandemic, given above and beyond normal expectations. 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 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.

The Guidelines for Pastor’s Salaries and Benefits remind us that the “Congregational Ethics Polity (AC 2014)” states, *“If congregations find it impossible to meet the scale or to provide benefits, there is an ethical obligation to discuss the reasons and their implications with the pastor(s) and to plan in good faith to meet the recommended scale and benefits as soon as possible.”*

This e-mailing includes the documents that you typically receive immediately following Annual Conference. Please note that the Start-up and Renewal Agreements are posted on the Ministry Office page and therefore not attached to this emailing. Those documents allow space for various responses negotiated in each congregation.

*Continuing the work of Jesus. Peacefully. Simply. Together.*

**Please NOTE:** FORMS ARE AVAILABLE IN FILLABLE FORMAT AT <http://www.brethren.org/ministryoffice/forms.html>

The following documents are attached and/or available online:

1. The Cash Salary Guidelines for Pastors\*–2022, including the Cash Salary Table. Thank you for sharing these important guidelines with your pastors and lay leaders.
2. The Start-up Agreement between congregation and pastor. This agreement is to be used when a pastor begins her/his ministry in a congregation. Please secure the appropriate signatures and place a copy in the ministerial file.
3. The Renewal Agreement between congregation and pastor. Thank you for sharing the agreement with all pastors (other than start-up persons) in your district. 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.***

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). This form is available from the Ministry Office.
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 Sollenberger Heishman, Director, Office of Ministry

c: David Steele

Members of Pastoral Compensation & Benefits Advisory Committee: Deb Oskin, chair, Daniel Rudy, Arthur Fourman, Robert S. McMinn, and Gene Hagenberger, district executive minister

- \* 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, etc. They are designed for most persons serving in “pastoral” roles.

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