RENEWAL AGREEMENT

Church of the Brethren

Annual Agreement for Pastors and Congregations (Full-Time)

This Renewal agreement between the	Church of the
Brethren and its (pastor, associate pastor, etc)	, is for
Brethren and its (pastor, associate pastor, etc) the calendar year If the agreement is for a period other than the calenda beginning and ending dates: from to	r year, state the
1. TERMS OF CALL TO SERVICE	
The terms of call to service shall be as stated in the original Start-Up agreement b	
and the congregation. Any change in the terms shall be mutually negotiated between	
congregation. Major changes shall be made in consultation with district executive	staff. Ninety (90)
days notice shall be given in the event of reduction in service	
2. FINANCIAL TERMS	
Consult the "Guidelines for Pastors' Salaries and Benefits" for assistance in	•
sections below. The Guidelines and the Recommended Minimum Cash Salar	y Table for Pastors
are available at http://www.brethren.org/ministryoffice .	
A renewal agreement shall be completed annually, and a copy submitted to the	ne District office.
A. COMPENSATION	
1. Cash Salary:	
The amount from the Salary Table at years of experience is \$	
Amount above and beyond Salary Table: \$	
Beginning, the congregation shall pay the Pastor a salary of: \$	
(Amount of cash salary designated for housing, utilities & furnishings: \$)	
2 H :	
2. Housing:a. The congregation will provide a housing allowance of:	\$
a. The congregation will provide a nousing anowance of.	Ψ
b. In lieu of a housing allowance:	
• the congregation will provide the use of a parsonage with a fair rental value of :	\$ \$
• the Housing Fund contribution by the congregation will be:	\$
3. Pension Benefits:	
The contributions to the plan maintained by the Brethren Benefit Trust should be the follow	ving:
• Congregation's contribution to pastor's pension plan (11%)	\$
• Congregation's contribution to Church Worker's Assistance Plan (1%) \$	
 Pastor's contribution to pension plan (4%) \$ 	

	4. Miscellar	neous Benef	its:						
		Long-term d	lisability:	Congre	gation's Share			\$	
					Pastor's Shar	e	\$		
		Term Life:		Congre	gation's Share			\$_	
					Pastor's Shar	e	\$		
		Additional C	-						
		•	Dental	Pastor's	Congregation Share	s Share \$		\$	
		•	Vision	Pastor's	Congregation	s Share		\$	
		•	Long Term		Congregation	's Share		\$	
				Pastor	s Share	Φ	 		
	Total Co	ompensation	1						\$
В.	Time Off								
	1. Day Off:				's day off each nall be at the pa			nistry.	
	2. Vacation: The Pastor shall receive weeks of vacation as per this agreement. (The Pastor is credited with years of pastoral service.)								
	3. Holidays:	The following the regular of			re considered p	aid days off	and are in ad	dition to	
	4. Special C	ircumstance	s: The Pasto	or has accu	ımulated	_ days for s	pecial circums	stances fror	m prior service.
C.	PASTOR-	RELATED	EXPENSI	ES					
	(Reimburg	sement is base	ed on vouch	ers, for mi	ile x estimated les actually dri arch office is pe	ven for chu	rch work.	\$	
		District Confeonference: \$_		_	Dist	rict Confere	ence: \$	\$	·
	Continuin Annua	ng Education g education o l Conference ar year includ	f days Guidelines f	or Continu	s agreement: uing Education	recommen	d at least 7 day		
	Based	of sabbath res	ual Confere	nce Guide	for the calendar lines for Sabba years.		:	\$	

5. Protessional Expense Account on actual	cost basis to cover the following:	\$
6. Worker's Compensation: Worker's Comp	p will be provided by the congregation.	
Total Pastor-Related Expenses		\$
D. TOTAL COMPENSATION, BENEFITS, A	AND EXPENSES	\$
>>>>>>>>>>>	>>>>>>>>>>	>>>>>>>>>
As part of my employment, I reaffirm my Brethren and to uphold the Code of Ethic Brethren Annual Conference. I recognize being at all times subject to its discipline	es for Ministerial Leaders as adopted and accept the authority of the distr and governance.	by the Church of the
Pastor	Date	
I, the board chair, acknowledge the cong- the Annual Conference Congregational E- place a signed copy of this agreement in a and location to my successor(s), and distr	Ethics paper. I also acknowledge that a secure file in the church office, con	t it is my responsibility to nmunicate its existence
Board Chair	Date	

Copies: Pastor, Moderator, Board Chair, District Executive/Minister, Treasurer, Church Clerk

Pastoral Compensation and Benefits Advisory Committee Office of Ministry Church of the Brethren 1451 Dundee Avenue Elgin, Illinois 60120-1694