

## 4. Report of the Pastoral Compensation and Benefits Advisory Committee

The Pastoral Compensation and Benefits Advisory Committee serves the denomination by setting best practices for how all Church of the Brethren pastors are paid and what benefits they receive. The committee includes wide representation across laity, including a secular compensation professional, a pastor, and a district executive. In addition, the committee works closely with the Office of Ministry and the Council of District Executives (CODE).

This year, the Pastoral Compensation and Benefits Advisory Committee remains grateful for the support of the delegates at last year's Annual Conference, who overwhelmingly approved each of the recommendations the committee brought to the delegates after our 5-year deep-dive review of pastoral compensation and benefits was completed.

Since last year's Annual Conference, the committee has led 16 zoom training events between July through November, 2022 with 99 unique participants focused on the new documents approved in Omaha, Nebraska. The committee also provided training for five District-sponsored events. Members of the committee have also answered many emails and phone calls, and participated in zoom conferences with individual District Executive Ministers, church treasurers, other church leaders, and pastors as they've navigated their way through the new documents (which can be found here: <https://www.brethren.org/ministryoffice/compensation/>) and learned to use the Pastoral Compensation Calculator (which can be found here: <https://pccalc.azurewebsites.net/>)

The Integrated Annual Ministry Agreement, the Annual Shared Ministry Priorities Agreement, the Guidelines for Pastor's Salaries and Benefits, and the Cash Salary Guidelines and Revised Minimum Cash Salary Table for Pastors have all been translated into Spanish, and a Haitian Kreyol version is in process. In addition, new Integrated Annual Ministry Agreements and Annual Shared Ministry Priorities Agreements have been created for District Executive Ministers, and a version for Interim Ministers is also on the way.

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**NOTE:** The committee has discovered a major correction to the IAMA on page 20, "Completing the Pastor's W-2." The Parsonage Adjustment has already been removed from Box 1 (see IAMA page 7, "Annual Compensation Table"), so should not be removed again. Remove "3aC" from the formula for Box 1.

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The committee has also heard comments about how the calculator works and has integrated some changes into a second iteration of the calculator. Some of the changes will include:

- HUD table for parsonage adjustment will be updated so every zip code is available

- the parsonage adjustment will include a box for a negotiated amount for percent of time worked
- ability to add supplemental life insurance
- a big “PRINT” button

The Pastoral Compensation and Benefits Advisory Committee was also part of the process of revising the “Guidelines for Continuing Education” paper that is coming to the delegates as part of the business of this Annual Conference. The committee believed that “Financial Responsibility and Leadership” should be added as a focus area, with two parts: “Congregational Stewardship Development” and “Personal Financial Responsibility.” Previously, any continuing education in financial responsibility was treated as an elective. The committee believes that elevating this to a separate focus area will encourage pastors to take more continuing education in both congregational and personal financial responsibility, with the result that both congregations and pastors will be financially healthier. The committee is grateful that the Office of Ministry, the Ministry Advisory Council, the Council of District Executives, and the Brethren Academy for Ministerial Leadership agree.

Looking forward, the committee believes that it is time to take a serious look at the Guidelines for Sabbath Rest paper approved by the Annual Conference in 2002. They are beginning an in depth review of the paper and look forward to bringing observations and recommendations to the 2024 delegate body.

The Pastoral Compensation and Benefits Advisory Committee is sponsoring an Equipping session titled “Toolbox for Caring for Your Pastor: Money and Beyond” on Thursday, July 6, at 12:30pm.

In closing, the Pastoral Compensation and Benefits Advisory Committee again wants the pastors of the Church of the Brethren to know how much they are valued, prayed for, and thought about, at the very least by this committee! It’s literally our reason for being: to improve the lives of our pastors, in any way we can see to do so.

Prayerfully submitted,

Deb Oskin, Secular Compensation Professional, Chair  
 Art Fourman, Laity  
 Bob McMinn, Laity, Secretary  
 Angela Finet, Clergy  
 Andy Hamilton, Code Representative  
 Nancy Sollenberger Heishman, Staff Liaison, Office of Ministry Director