

SHENANDOAH DISTRICT CHURCH OF THE BRETHREN

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August 20, 2018

Dear Chairperson of Executive Committee/Pastoral Committee,

Greetings from the District Office! At this time of year, many of you have begun work on your 2019 budgets. We have received several items that will be helpful to you as you work on the Pastoral Compensation part of your budget. Following are descriptions of attachments, helpful links and estimated Annual Conference expenses for 2019.

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1. 2019 Recommended Minimum Cash Salary Table for Pastors

Attached with this letter is the 2019 Recommended Minimum Cash Salary Table for Pastors from Annual Conference. This table reflects a 2% increase to compensate for cost of living increases, as well as the tenure step increase. I hope you will give careful consideration to the Annual Conference recommended salary levels as you negotiate arrangements for the next year. Congregations served by part-time pastors should calculate the salary according to the recommended scale, then prorate it for the time of employment (1/2 time, 1/3 time, etc.).

2. Renewal Agreement for Pastors

Note that the attached Renewal Agreement for pastors has been significantly simplified. There is now only one form and it is fillable for your convenience. You may also access the 2019 renewal agreement at <http://www.brethren.org/ministryoffice/forms.html>.

Please see that a copy of the Renewal Agreement is sent to the District Office by January 15, 2019 for your congregational file. Having a copy of the Renewal Agreement in your congregation's file can be helpful if issues arise related to disability, pension or retirement.

3. The Brethren Pension Plan

Pastors Salaries and Benefits for instructions in formulating the pension amounts (see Section I., Item C.) <http://www.brethren.org/ministryoffice/forms.html>.

4. Suggested Annual Conference Expenses for 2019

Annual Conference will be in Greensboro, NC from July 3 – July 7, 2019 (Wed. – Sun.). The estimated cost for Non-Delegates is about \$1,250.00 and for Delegates is \$1,400.00. (This estimate includes 5 nights of lodging and a generous per diem food allowance.)

NOTE: Please encourage everyone to use Annual Conference housing. It helps with the fees associated with AC.

If your pastor is attending the Pre-Conference Minister's meeting add the appropriate costs to this estimate.

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Together we reach out with Jesus. . .

Following are additional items that could be of assistance in considering the