

**RENEWAL AGREEMENT**  
**Church of the Brethren**  
**Agreement for Pastors and Congregations**

This **Renewal** agreement between the \_\_\_\_\_ Church of the Brethren and its Pastor, \_\_\_\_\_ is for the calendar year \_\_\_\_\_. If the agreement is for a period other than the calendar year, state the beginning and ending dates: from \_\_\_\_\_ to \_\_\_\_\_.

**1. TERMS OF SERVICE**

The terms of service shall be as stated in the original **Start-Up** agreement between the Pastor and the congregation. Any change in the terms shall be negotiated between the pastor and congregation. Major changes shall be made in consultation with district executive staff.

**2. FINANCIAL TERMS**

**Consult the “Guidelines for Pastors’ Salaries and Benefits” ([Ministerial Leadership Manual](#)) for assistance in completing all sections below. The Recommended Minimum Cash Salary Table for Pastors is available at [www.brethren.org/salarytable](http://www.brethren.org/salarytable)**

**A. COMPENSATION**

**1. Cash Salary:**

Beginning \_\_\_\_\_ (date), the congregation shall pay the Pastor a salary of: ..... \$ \_\_\_\_\_  
 (Amount of cash salary designated for housing, utilities & furnishings: \$ \_\_\_\_\_)  
 (Amount of cash salary designated above and beyond Recommended Minimum Cash Salary Table: \$ \_\_\_\_\_)

**2. Housing:**

- a. The congregation will provide a housing allowance of: ..... \$ \_\_\_\_\_
- 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 shall be the following:

- 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. Medical Insurance Benefits:**

Medical Insurance Provider: \_\_\_\_\_

Medical Plan:	Congregation’s Share .....	\$ _____
	Pastor’s Share .....	\$ _____
Health Savings Account:	Congregation’s Contribution .....	\$ _____
	Pastor’s Contribution .....	\$ _____
Long-term disability:	Congregation’s Share .....	\$ _____
	Pastor’s Share .....	\$ _____
Term Life:	Congregation’s Share .....	\$ _____
	Pastor’s Share .....	\$ _____
Additional Options:		
● Dental	Congregation’s Share .....	\$ _____
	Pastor’s Share .....	\$ _____
● Vision	Congregation’s Share .....	\$ _____
	Pastor’s Share .....	\$ _____
● Long Term Care	Congregation’s Share .....	\$ _____
	Pastor’s Share .....	\$ _____

**TOTAL COMPENSATION** ..... \$ \_\_\_\_\_

