



2018 Pastoral Compensation Information

In this email and its attachments you will find the 2018 Recommended Salary and Benefit information from the Church of the Brethren Office of Ministry and the Pastoral Compensation and Benefits Advisory Committee. This is being sent to pastors and board chairpersons, please be sure to share with other leadership that may need the information as a part of contract negotiation or budget preparation.



Attached, by clicking on the item name, you will find:

- [2018 Cash Salary Table](#)
- [Cash Salary Guidelines document](#)
- [Guidelines for Pastors Salaries and Benefits document](#)

Below are linked documents for the **contract renewal**. Due to the ramifications of the Affordable Care Act there are Renewal Agreements that do not include space for medical insurance coverage. Please NOTE: these agreements are intended solely for use by congregations that are not eligible to provide direct reimbursement to the pastor(s) because of the Affordable Care Act. As the Cash Salary Guidelines document indicates, congregations that do not provide a group plan or are not eligible for reimbursable health plans are encouraged to increase the base cash salary by $\frac{2}{3}$'s of the cost of the minister's health insurance premium. If you have a question regarding which form to use feel free to contact the District Office.

- [Contract Renewal Full Time with Insurance](#)
- [Contract Renewal Full Time no Insurance](#)
- [Contract Renewal Part Time with Insurance](#)
- [Contract Renewal Part Time no Insurance](#)

These documents are also available as fillable pdfs
at <http://www.brethren.org/ministryoffice/forms.html>

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If a congregation and pastor are considering changing the agreed upon time of employment (down to part-time or reducing the agreed upon part-time amount) the District Executive Minister should be consulted and be a part of the renegotiation conversation. Please be in touch with me to work on questions like this as soon as possible.

An additional option for churches who do not provide insurance to explore is to offer the new **Qualified Small Employer Health Reimbursement Account (QSEHRA)**. An information sheet is attached [here](#), and if you would like to explore this option please be in touch with me and I can share more documents including a sample QSEHRA Policy that can be adopted. These plans need to be established by September 30 of this year to be used in 2018.

If there is additional information that we can be helpful with, please be in touch with me. Please share this information with your Board or Personnel Chairpersons responsible for working with pastoral compensation. And please take time to complete the appropriate renewal agreement and send a copy to the District Office to be placed in the minister's file by the end of January 2018.

Peace and all good,
Russ Matteson, District Executive Minister

2018 Conference Information

For your planning purposes, the following information regarding **costs for Annual Conference** 2018, July 4-8, in Cincinnati, Ohio, is below:

Delegate early registration fee (anticipated) - \$285

Non-delegate adult registration fee (anticipated) - \$105

Hotel costs: Millenium \$112 plus taxes/Hilton \$115 plus taxes/Hyatt \$117 plus taxes;

The hotels offer \$28 valet parking (expensive!) but no self parking. However, there are a lot of parking garages around each of the hotels that will do self parking for around \$12/day.

District Conference 2018 will be held at Hillcrest in LaVerne from November 9-11. Delegate registration cost will likely be in the \$80-100 range, and hotels will need to be reserved by each individual as there will not be a conference block.

The **2018 Pastor (and Spouses) Retreat** will be held in Malibu from June 11-15 and the cost will be \$100 per person. A significant portion of the cost of the event is subsidized by the PSWD Budget.

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