**Northern Ohio District Church of the Brethren**

1107 East Main Street ♦ Ashland, OH 44805

Phone: 419-281-3058 ♦ Fax: 419-281-8914

District web site: www.nohcob.org

Kris Hawk, *District Executive Minister* ♦ Email: krishawk@nohcob.org

Laura Huffaker, District Administrative Secretary ♦ Email: laura@nohcob.org

Linda Fry, *District Peace/Conciliation Advocate* ♦ Email: linda@nohcob.org

Lisa Snyder, *District Treasurer* ♦ Email: lisa@nohcob.org

Cindy McNaull, *District Financial Secretary* ♦ Email: [cindy@nohcob.org](mailto:cindy@nohcob.org)

September 6, 2024

Dear Pastors, Church Board/Leadership Team/Pastoral Committee Chairs, and Church Treasurers,  
  
At this time of year, many of you have begun work on your 2025 budgets. Attached are the 2025 Cash Salary/Guidelines from the denomination.  Also included is a letter from the district with more details to consider as you budget.     
  
In 2023, there were significant changes made to how a pastor's workload is calculated as well as a new form the "Integrated Annual Ministry Agreement" to be completed with your pastor each year.  If these changes have not yet been implemented, p**lease watch the video from the denomination's Pastoral Benefit and Compensation Committee at**[**https://www.brethren.org/ministryoffice/compensation/**](https://www.brethren.org/ministryoffice/compensation/)**for an overview of the changes.** ​

A letter from the Office of Ministry is attached along with all the forms mentioned in the letter and the video.  Also attached are the 2025 Cash Salary Scale/Guidelines and the IAMA agreement.

Please contact me if you have any questions or if you would like someone to meet with you to help work through the new process and forms.  Also,**please let me know if you would like paper copies of the forms sent to you as you work through this process.**

Thank you for your ministry,

Kris