

Northern Ohio District Church of the Brethren

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September 1, 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. For 2023, there were significant changes made to how a pastor's workload is calculated. These recommendations were passed at the 2022 Annual Conference. If your congregation has not yet implemented these changes, **please watch the video from the denomination's Pastoral Benefit and Compensation Committee at <https://www.brethren.org/ministryoffice/compensation/> for an overview of the changes.** All of the following are attached with the letter and can also be found at <https://www.brethren.org/ministryoffice/compensation/>. Also attached is a letter with more information from the Office of Ministry.

2025 Recommended Cash Table and Guidelines

Attached with this letter is the 2025 Recommended Minimum Cash Salary Table for Pastors from Annual Conference. This table reflects a 3.3% increase approved by the Annual Conference delegates to compensate for cost-of-living increases.

<https://www.brethren.org/ministryoffice/wp-content/uploads/sites/15/2023/07/2025-Cash-Salary-Guidelines.pdf>

Guidelines For Pastors Salaries and Guidelines

This is a comprehensive explanation of salary and benefits for pastors. This is posted at: <https://www.brethren.org/ministryoffice/wp-content/uploads/sites/15/2022/08/2023-Guidelines-for-Pastors-Salary-and-Benefits.pdf>

Integrated Ministry Agreement (IAMA)

This replaces the former annual renewal agreements. While it will seem like a lot of pages when you first review it, you will find that it includes helpful information for treasurers and a glossary of term so that everything is clearly defined. As you enter amounts, the form totals the numbers and clearly delineates the church's cost and the pastor's cost of the agreement.

https://www.brethren.org/ministryoffice/wp-content/uploads/sites/15/2022/09/2023-Pastors-Integrated-Annual-Ministry-Agreement_Fillable-PDF.pdf

Compensation calculator available at this link:

<https://pccalc.azurewebsites.net/>

You can enter the total amount that the church is budgeting for pastoral salary and benefits, where your pastor is on the salary scale, mark the benefits that will be included, and this tool will calculate the number of pastoral hours for that budget.

Additional Information

Annual Conference will be in Greensboro, North Carolina, July 2 - July 6, 2025

Non-Delegate Registration	\$ 175
Delegate Registration	\$ 350
Lodging \$120/night + tax (approx. \$136/night x 4 nights)	\$ 544
Parking (complimentary)	\$ 0
Meals @ \$40/day	\$ 200
Travel to/from Greensboro	\$ To be determined
2025 IRS mileage rate not yet determined)	
Or airfare – rates unknown at this time	
Miscellaneous (tips/tolls/other incidentals)	\$ 75
Estimated cost (if pastor is delegate)	\$ 1169 + mileage or airfare
Estimated cost (if pastor is non-delegate)	\$ 994 + mileage or airfare

District Conference will be held August 8-9, 2025. The location is not yet determined.

Registration (estimate – not yet determined)	\$ 25
Food costs (estimate – not yet determined)	\$ 50
Hotel (if needed – estimate)	\$ 130/night
2025 District Conference Estimated Expense Range	\$ 75 - \$335 + travel
	(local) (staying two nights)

Clergy-Spouse Retreat – Congregations are encouraged to send their pastor and spouse (if applicable) to the annual Clergy-Spouse Retreat provided by the District Ministerial Commission February 16-18 in Richfield, Ohio. The cost for the 2023 retreat was \$325/couple or \$250/single and the 2025 rate should be close to that. This is a time of renewal, rest, and developing relationships with other pastors/spouses.

Leadership in the District – Pastors in the Northern Ohio District have the opportunity to participate in a wide range of service opportunities. These include being chaplains or counselors at Camp Inspiration Hills for a week, disaster response trips, participation in service/outreach projects in other countries, and service on District Board or committees in many different areas. Provision should be made for pastors to participate in district and denominational service opportunities. **These are outreach ministries of your congregation and should not be considered vacation time.**

The Integrated Ministry Agreement is to be completed, and a copy sent to the District Office no later than December 31, 2025. Please contact me if you would like someone trained in this newer form/process to meet with you as you work through this.

Feel free to contact me at krishawk@nohcob.org or 330-612-2086 if you have any questions. Thank you for all the work you do for Christ's kingdom!

May God bless you in your ministry together!



Kris Hawk, District Executive Minister