

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

A. COMPENSATION

1. Cash Salary:

Beginning _____, the congregation shall pay the Pastor a salary of: \$ _____

(Amount of cash salary designated for housing, utilities & furnishings: \$ _____)

(Amount of cash salary 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 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 **\$ _____**

B. TIME OFF

- 1. **Day Off:** _____ shall be the pastor’s day off each week except for crisis ministry.
An additional half day per week shall be at the pastor’s discretion.
- 2. **Vacation:** The Pastor shall receive _____ weeks of vacation as per this agreement.
(The Pastor is credited with _____ years of pastoral service.)
- 3. **Holidays:** The following national holidays are considered paid days off and are in addition to the regular day off each week:
- 4. **Special Circumstances:** The Pastor has accumulated _____ days for special circumstances from prior service.

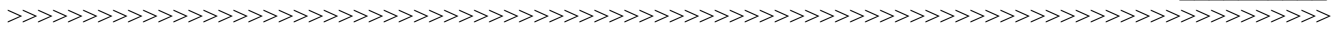
C. PASTOR-RELATED EXPENSES

- 1. **Travel for Church Work:** _____ cents per mile x estimated miles _____: \$ _____
(Reimbursement is based on vouchers, for miles actually driven for church work.
Travel between the pastor's home and the church office is personal expense.)
- 2. **Annual/District Conferences:** \$ _____
Annual Conference: \$ _____ District Conference: \$ _____
- 3. **Continuing Education:** \$ _____
Continuing education of _____ days as per this agreement:
Annual Conference Guidelines for Continuing Education recommend at least 7 days per calendar year including one Sunday.
- 4. **Sabbath Rest** \$ _____
A period of sabbath rest has been negotiated for the calendar year _____:
Based upon the Annual Conference Guidelines for Sabbath Rest
we have agreed upon _____ weeks after _____ years.
- 5. **Professional Expense Account** on actual cost basis to cover the following: \$ _____

- 6. **Worker's Compensation:** Worker’s Comp will be provided by the congregation.

Total Pastor-Related Expenses \$ _____

D. TOTAL COMPENSATION, BENEFITS, AND EXPENSES \$ _____



Pastor	Date	Board Chair	Date
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Copies: Pastor, Moderator, Board Chair, District Executive/Minister, Treasurer, Church Clerk

 Pastoral Compensation and Benefits Advisory Committee
 Office of Ministry
 Church of the Brethren
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