

SHENANDOAH DISTRICT CHURCH OF THE BRETHREN

1453 Westview School Road
P. O. Box 67, Weyers Cave, VA 24486
Phone: 540.234.8555 or 888.308.8555

August 17, 2022

John N. Jantzi
District Executive Minister
johnjantzi@shencob.org

Douglas L. Phillips
OM Associate District
Executive
director@brethrenwoods.org

Gary Higgs
Director of Finance
garyandmaryhiggs@comcast.net

Larry L. Holsinger
Financial Secretary
Lawrence.Holsinger@gmail.com

Brenda Diehl
Director of Communications
brendadiehl@shencob.org

Sarah Long
Administrative Assistant
slong@shencob.org

Jonathan Prater
Director of Ministerial Services
jonprater@shencob.org

Glenn Bollinger
Bernie Fuska
John W. Glick
Pastoral Placement Team

Dear Chairperson of Church Board/Leadership Team/Pastoral Committee,

Greetings from the District Office! At this time of year, many of you have begun work on your 2023 budgets. There have been significant changes, both to the salary and benefits Cash Salary Table but also how a pastor's workload is calculated. These recommendations were passed at the 2023 Annual Conference. As you have questions, please do not hesitate to call the District Office.

1. **2023 Recommended Cash Salary Guidelines**

Attached with this letter is the 2023 Recommended Minimum Cash Salary Table for Pastors from Annual Conference. This table reflects an 8.2% increase to compensate for cost-of-living increases, as well as a revision of the tenure step increase. <https://www.brethren.org/ministryoffice/2023-cash-salary-guidelines-table/>

2. **Integrated Ministry Agreement 2023**

This replaces the former annual renewal agreements. 2023 Integrated Annual Ministry Agreement (IAMA) – This is posted in fillable form here: https://www.brethren.org/ministryoffice/2023-integrated-annual-ministry-agreement_fillable-pdf/e-pdf

3. **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/2023-guidelines-for-pastors-salary-and-benefits/>

4. **Compensation calculator available at this link:**

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

5. **Share Ministry Priorities**

This document is also included in the Integrated Ministry Agreement but is posted separately for your convenience.

<https://www.brethren.org/ministryoffice/2023-annual-shared-ministry-priorities-agreement/>

Note that the above guidelines/documents will also be posted on the Shenandoah District website. <https://shencob.org/>

As of this date we still have not received the projected expenses for Annual Conference 2023. We will inform you of those as soon as we receive them.

In Ministry Together,



John Jantzi
District Executive Minister

Cc Shenandoah District Pastors

Together we reach out with Jesus...

