

SHENANDOAH DISTRICT CHURCH OF THE BRETHREN

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Dear Pastor/Church Board Chair/Pastoral Committee,

Greetings from the District Office. At this time of the year, many of you have begun work on your 2024 budgets. These salary recommendations were passed at the 2023 Annual Conference. As you have questions, please do not hesitate to call the District Office.

1. 2024 Recommended Cash Salary Guidelines
Attached with this letter is the 2024 Recommended Minimum Cash Salary Table for Pastors from Annual Conference. This table reflects a 5.3% increase to compensate for cost-of-living increases, as well as the tenure step increase. <https://www.brethren.org/ministryoffice/wp-content/uploads/sites/15/2023/07/2024-Cash-Salary-Guidelines.pdf>
2. 2024 Integrated Annual Ministry Agreement (IAMA) – This is posted in fillable form here.
<https://www.brethren.org/ministryoffice/wp-content/uploads/sites/15/2022/08/2023-Annual-Shared-Ministry-Priorities-Agreement.pdf>
3. Guidelines for Pastors Salaries and Benefits. 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. The compensation calculator is available at this link:
<https://pccalc.azurewebsites.net/>
5. Shared 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-prioritiesagreement/>

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

As of this date we still have not received the projected expenses for Annual Conference 2024. We will inform you of those as soon as we receive them.

In Ministry Together
John Jantzi
District Executive Minister

Together we reach out with Jesus. . .