



Compensation Guidance for Pastors in 2012

“Do you not know that those who perform sacred services eat the food of the temple, and those who attend regularly to the altar have their share from the altar? So also the Lord directed those who proclaim the gospel to get their living from the gospel.”

I Corinthians 9:13-14 NAS

MULTIPLY. EQUIP. SEND. Over the next decade, as we pursue these priorities in light of our God-given vision of an expanding mosaic of churches, all seeing lives transformed by Jesus Christ, our desire is to faithfully provide for those who minister before the Lord on behalf of the Brethren in Christ as pastors, leaders and co-laborers.

To facilitate this, the General Conference Board (GCB) discusses and approves a course of action for church administrator (general and regional) salary increases each fall. Historically, the GCB has taken into consideration the Social Security’s cost-of-living adjustment (COLA), general economic conditions and increased costs associated with other benefits such as health care. The past five years’ salary increases are summarized below.

	2007	2008	2009	2010	2011	2012
SS Cola	3.3%	2.3%	5.8%	0.0%	0.0%	3.6%
Church administrator’s increase (%)	3.3%	3.0%	3.0%	2.0%	0.0%	0.0%

* 2008 and 2010 increases were based on best estimates prior to COLA figures being released. Adjustments were factored into subsequent years’ increases.

Due to uncertain market conditions, continued high unemployment rates, and limited cooperative ministries funding, the GCB recently decided to hold church administrator salaries for 2012 at 2011 levels. In addition, at the general church level, we are drawing from reserves and initiating an overhaul of church-wide financial reporting and policies to achieve maximum accountability, economy and vision effectiveness. Our aim is an all-out pursuit of our shared vision, desiring together with you to make the Brethren in Christ a church that can proclaim with confidence, “Lives changed here!”

While we are taking these measures at the denominational level, we are not encouraging this course of action across the board for churches, recognizing the variety of compensation arrangements currently in place. Instead, we encourage you to review total compensation (base salary, housing allowance/parsonage value and benefits), and, to the extent possible, uphold the sentiment expressed by the Apostle Paul in Galatians 6:6 that “the one who is taught the word is to share all good things with the one who teaches him.”

What do we mean by this? For those congregations who have been and remain able to increase pastoral compensation, we encourage you to continue your commitment and provide generously for your pastor(s) at a level fitting for your region, taking into consideration years of service, education and other factors.

If you have not provided your pastor(s) with increases comparable to prior years’ increases for church administrators (as indicated above) and total compensation



lags the average for your region, we encourage you to consider an increase to salary and/or benefits to help make up the difference, “For they have refreshed my spirit and yours. Therefore, acknowledge such men [women].” (1Corinthians 16:18 NAS)

We recognize many congregations are facing a variety of factors that may limit capacity to increase pastoral compensation for 2012. Our recommendation is to use the appropriate Pastoral Services Worksheet to review your pastor’s total compensation, including adjustments for years of service, education, social security taxes, employee benefits and other authorized business expenses, and explore ways you can enhance the overall compensation package being offered within generous means.

The worksheets (one for pastors living in a parsonage and one for pastors who own or rent their home) are available on the denomination’s website at BIC-CHURCH.ORG/RESOURCES/TREASURERS/US.ASP. Simply follow the instructions provided to assess current compensation and document 2012’s compensation for IRS reporting purposes.

If you have questions as you walk through this process, please contact Joy Bochniak, Executive Director of Finance, at 717.697.2634 x5448 or JBOCHNIAK@BIC-CHURCH.ORG for assistance.

Thank you for caring well for your pastor(s) and for our cooperative church-wide ministries so that, as the Lord blesses, the Brethren in Christ church can proclaim with confidence, “Lives changed here!”

NOTE: The recommended percentage of salary to be contributed into your pastor’s retirement fund is 10%. If congregations or ministries are not able to make this full contribution we ask that you increase your contribution by at least 1 percent per year until you reach the recommended contribution. Our goal is that every congregation is contributing 10% of each pastor’s salary.