Financial Shalom Fund
Salary Supplement Guidelines

Purpose
The Financial Shalom Fund seeks to address the financial challenges facing pastors by providing grants for student loans, medical emergencies, health bills, Christian day-school tuition, credit card debt and more. However, there are special situations where a salary supplement is needed in order for pastors to experience financial health and shalom. In these situations, we are committed to partnering with the local church to provide a salary supplement grant for the pastor. The salary supplement will fund the pastor up to an additional $12,000 a year ($1,000 monthly) for two years.

Eligibility
1. The primary goal of the salary supplement is to partner with the local church to support and enable its mission and to adequately compensate its pastor.
2. A salary supplement will be considered for Ministers of the Word or Commissioned Pastors who currently serve a Christian Reformed Church in the United States or Canada.
3. Ministers of the Word and Commissioned Pastors whose compensation (cash salary + housing) is less than the national minimum compensation rate may apply. The rate is the national average of the 1st quartile cash salary + housing.
   - The compensation rate is based on data from the 2018 CRCNA Ministers’ Compensation Survey.
   - USA –minimum compensation rate: $65,457.35
   - Canada –minimum compensation rate: C$76,350.00
4. The church can only request a salary supplement amount (up to $12,000 maximum) that will bring the pastor’s compensation to the minimum compensation target of $65,457.35 (USA) or C$76,350 (Canada), and not any beyond that.
5. If a church is well below the national minimum compensation rate, the church may request a salary supplement amount that they believe they can sustain after the two-year salary supplement program concludes. The maximum salary supplement awarded to a church is $12,000.
   - The intent of the salary supplement grant is for the church to be able to sustain the increase well beyond the two-year period. We will work with each church to develop its own contribution schedule depending on the amount of the requested grant.
6. Funds are limited and will be awarded on an as received basis.

Salary Supplement Structure
The salary supplement will be given in a laddered fashion over the two-year period. If a pastor receives the maximum $12,000 annual salary supplement, the church’s contribution to the pastor’s salary supplement will increase and compound monthly by $43.48 over the two-year grant period.

Example -- Annual Salary Supplement of $12,000 for 2-Year Period.

<table>
<thead>
<tr>
<th></th>
<th>Financial Shalom Fund</th>
<th>Church</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Year One</td>
<td>$ 9,130.43</td>
<td>$ 2,869.57</td>
<td>$12,000.00</td>
</tr>
<tr>
<td>Year Two</td>
<td>$ 2,869.57</td>
<td>$ 9,130.43</td>
<td>$12,000.00</td>
</tr>
<tr>
<td>Total</td>
<td>$12,000.00</td>
<td>$12,000.00</td>
<td>$24,000.00</td>
</tr>
</tbody>
</table>
If a pastor is given a salary supplement of $6,000 each year for a two-year period, then the church’s contribution will compound and increase monthly by $21.74 over two years.

**Example -- Annual Salary Supplement of $6,000 for a 2-Year Period**

<table>
<thead>
<tr>
<th></th>
<th>Financial Shalom Fund</th>
<th>Church</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Year One</td>
<td>$4,565.22</td>
<td>$1,434.78</td>
<td>$6,000.00</td>
</tr>
<tr>
<td>Year Two</td>
<td>$1,434.78</td>
<td>$4,565.22</td>
<td>$6,000.00</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$6,000.00</strong></td>
<td><strong>$6,000.00</strong></td>
<td><strong>$12,000.00</strong></td>
</tr>
</tbody>
</table>

**Covenant** – a salary supplement grant is contingent upon upholding the following covenant.

**The church covenants to the following:**

1. Completing and submitting the Church Section of the Salary Supplement Application. This section must be completed by the Church Council President (or the Clerk if the President is the Pastor).
2. Conducting a vigorous and intentional stewardship program. This effort will be undertaken with the guidance of the Barnabas Foundation (United States) and Christian Stewardship Services (Canada). Financial Shalom will cover the costs of the program. The following page has the program components.
3. Supporting the pastor in this endeavor and partnering with the Financial Shalom Fund in the salary supplement payment to the pastor.
4. Reporting regularly on the ways the salary supplement is strengthening the church and the pastor to grow as a dynamic faith community.
5. Creating a sustainability plan so that the pastor continues to receive an equitable compensation past the two-year funding period.

**The pastor covenants to the following:**

1. Completing and submitting the Salary Supplement Application.
2. Participating with spouse (if applicable) in an approved personal financial management program. Financial Shalom will cover the program costs.
3. Meeting with a financial planner to determine the necessary course of action on budget, investment, education, insurance, retirement, etc., and to create goals for achieving the plan through proper management of finances. Financial Shalom will cover up to $500 of the financial advisor meeting costs.
4. Engaging in program evaluations and providing feedback related to his/her personal experience with the Financial Shalom Fund.
Church Communications

Financial Shalom Project – What Churches Can Expect

One aim of the Financial Shalom project is to strengthen the long-term financial literacy and management skills of pastors and congregations, by offering training, tools, and resources. Barnabas Foundation (US) offers church stewardship training to churches. *The training is required for salary supplement recipients.*

Here’s what participating churches can expect…

- Pastor and church leaders will view and discuss a series of three Financial Shalom Project stewardship training videos.
- Pastor will participate in monthly coaching calls.
- Pastor and church leaders will form and launch a church stewardship team (minimum three people).
- Pastor and stewardship team will study stewardship principles together using *Firstfruits* stewardship guide (Faith Alive) by Robert Heerspink or similar stewardship materials.
- Stewardship team will develop and implement 4 to 6 stewardship strategies to promote stewardship within the congregation.
- Stewardship team will develop a stewardship “next steps” plan during the final month of participation in Financial Shalom project.
- Congregation will complete a church stewardship survey.

For more information or to get answers to questions you may have about church expectations for the Financial Shalom Project, don’t hesitate to call Rev. Phillip Leo at 1.888.448.3040 or email pleo@barnabasfoundation.com.