

CHURCH BOARDS AND A PASTOR'S RETIREMENT

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The best thing a board can do for your church is to take care of your pastor.

Start preparing for your pastor's retirement now so you know they will be taken care of when they retire.

Four things your church can do now to help prepare your pastor for retirement.

1. Ensure your pastor is being compensated well. Far too often, ministers pass up a raise or allow themselves to be undercompensated for the sake of the church. While your church's missions and ministry are important, it is also important that your pastor is taken care of now and in the future so that they have the resources to continue serving well after their [pastoral days are over](#).
2. Work with your pastor on pension planning. The PAOC offers a defined benefits pension plan that is stable and offers decades-long support for your pastor and spouse.
 - Retirement income stream is predetermined based on employer and employee contributions.

- During periods of market uncertainty, retirement income is stable.
- The surviving spouse will receive an ongoing income stream if the pensioner dies.
- PAOC Missions is supported through investments in church/ministry mortgage pool.

A 2021 headline from Benefits Canada stated: “Majority of Canadian workers willing to take less pay for a workplace pension plan: a survey.” The article stated: “A majority (70%) of Canadians say they’re willing to forgo a higher salary in exchange for a workplace pension plan.”

Pastors employed by PAOC churches that are not a part of the PAOC pension plan cannot buy into the pension plan.

Watch PAOC General Secretary/Treasurer Craig Burton on the PAOC pension plan [here](#).

3. Consider your pastor’s current retirement savings. If you know your pastor has been saving diligently for retirement and is being well-compensated, consider how you can provide your pastor with a housing allowance or other benefits as they retire.

If, on the other hand, you know your pastor has not taken a raise in years and may not have a large retirement fund built up, talk to your pastor about how the church can help as they prepare for retirement.

4. Start planning your pastor’s succession. Whether your pastor’s retirement is three years down the road or ten years, it is never too early to start a succession conversation. Having a smooth transition can be difficult, but starting the conversation early can help ensure that your pastor’s [succession is seamless](#).

Resources

The [PAOC Defined Benefit Pension Plan](#).

The [Christian Reformed Church](#) offers a good framework of issues to be considered in supporting your pastor.

The [Van Der Bloemen Group](#).