

**2010 MINIMUM COMPENSATION AND BENEFIT REQUIREMENTS**  
 For Ministers of the Word and Sacrament and for Certified Christian Educators  
 Presbytery of Cincinnati

The Committee on Ministry recommends for 2010 that each session and congregation prayerfully consider and determine the appropriate level of support in light of its own particular situation.

There are some factors that we recommend be given serious consideration in formulating a compensation package for any minister or certified Christian educator. Some of these are: Performance, or merit, of leadership; Educational level or special training; Experience – depth and variety. Consideration of some of these could result in a greater increase than listed in these requirements.

Because of current economic conditions and concern for the healthy futures of our churches, the Committee on Ministry recommends a 2-3% increase in Salary/Housing/Utilities for the year 2010.

The following terms are for those working full-time (i.e., 48 hours/week or more). For those working part-time, salary/housing/utilities and continuing education may be pro-rated.

	<u>2009</u>	<u>2010</u>
<b>MINIMUM EFFECTIVE SALARY</b>	<b>Plan A</b>	<b>Plan A</b>
SALARY/HOUSING/UTILITIES	\$38,793	\$38,793
	<b>Plan B</b>	<b>Plan B</b>
	<b>(manse)</b>	<b>(manse)</b>
SALARY	\$29,842	\$29,842
VALUE OF MANSE	8,951	8,951
TOTAL	\$38,793	\$38,793
 *MEDICAL SUPPLEMENT (% of salary/housing utilities)		
1% for person with neither spouse nor dependent children	<b>\$388</b>	<b>\$388</b>
	or	or
2% for person with spouse and/or dependent children	\$776	\$776
 TOTAL EFFECTIVE SALARY	<b>\$39,181</b>	<b>\$39,181</b>
	or	or
	\$39,569	\$39,569

**MINIMUM BENEFITS**

\*\*FULL PC(USA) BOARD OF PENSIONS CORE BENEFITS  
 (currently 31.5% of Total Effective Salary)

