

GUIDELINES FOR COMPENSATION IN 2012
Ruling Elders Commissioned to Pastoral Service

All commissioned lay pastors serving in ministry functions such as preaching, teaching, pastoral care and administering program should be compensated at the rate of sixty to eighty percent of what an installed minister of that congregation would receive based on experience, qualification, education and longevity of service.

- *from "Guidelines for Clergy and Lay Compensation in exercising ministerial function in the life of the churches of Cincinnati Presbytery," adopted September 2, 1997*

Applying the above guidelines to the proposed 2012 Minimum Compensation Standards for Teaching Elders and Certified Christian Educators results in the following minimums for the Year 2012:

HALF-TIME (24 hours per week)

Annual Compensation (Salary + Housing/Utilities)	\$11,754
Travel Expense	Actual business auto miles driven paid at maximum IRS rate
Continuing Education	\$1,000
Vacation	four weeks
Study Leave	two weeks

PROFESSIONAL EXPENSES: Sessions are encouraged to identify other reimbursable business expenses incurred by ruling elders commissioned to pastoral service and pay them an accountable reimbursement plan.

The above financial minimums may be prorated. Time allowances are defined as: "four weeks" is the amount of time the person ordinarily works in four weeks, and "two weeks" is defined as the amount of time the person ordinarily works in two weeks.