

GUIDELINES FOR COMMISSIONED LAY PASTOR COMPENSATION IN 2010
Presbytery of Cincinnati

In as much as the *Book of Order* now gives full status and function to commissioned lay pastors, we recognize that these relationships and the degree of compensation are also subject to the approval of the Presbytery.

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 2010 Minimum Terms of Compensation (approved by the presbytery on September 8, 2009) results in the following minimums for the Year 2010 (no changes from 2009):

Commissioned Lay Pastors serving HALF-TIME (24 hours per week)

MINIMUM ANNUAL COMPENSATION	2009	2010
SALARY/HOUSING/UTILITIES	\$11,638	\$11,638

MINIMUM REIMBURSEABLE EXPENSES ALLOWANCES

These items must be vouchered for reimbursement (not automatically paid on a 1/12 or other fractional basis), or else they must be considered as taxable income.

AUTOMOBILE EXPENSES: Auto mileage to be reimbursed at the maximum rate allowed by IRS. The IRS rate fluctuates.

CONTINUING EDUCATION	\$ 1,000	\$ 1,000
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PROFESSIONAL EXPENSES: Sessions are encouraged to identify other reimbursable business expenses incurred by CLP's and pay them an accountable reimbursement plan.

MINIMUM TIME ALLOWANCES

VACATION	four weeks
STUDY LEAVE	two weeks

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