

## COMPENSATION GUIDELINES Presbytery of Cincinnati

The Presbytery has the responsibility "...to establish minimum compensation and benefit requirements for all pastoral calls (G-14.0534) and for all calls to Certified Christian Educators and guidelines for compensation and benefits for Certified Associate Christian Educators employed by churches of the presbytery (G-14.0730b)...and to find in order, approve and record in the presbytery minutes the full terms of all calls, and changes of calls approved by the presbytery." (G-11.0103n)

Compensation with respect to ministers in installed positions within a local congregation is subject to the approval of the Presbytery and requires the concurrence of three parties. The parties are: the congregation, the minister, and the Presbytery. Where there is a contractual relationship, such as for ministers in temporary relationships or commissioned lay pastors, the session serves in the place of the congregation, but the relationship still requires approval by Presbytery.

The Committee on Ministry annually reviews the minimum compensation and benefits requirements for all categories and, if deemed necessary, recommends that the presbytery change them.

### I. MINISTERS OF THE WORD AND SACRAMENT

These guidelines for ministers of Word and Sacrament should be followed within the bounds of the Presbytery of Cincinnati:

A. All compensation should be based on the Presbytery minimum for full-time and installed ministers of the Word and Sacrament. Any minister of the Word and Sacrament working less than full-time shall have his/her compensation prorated according to the relationship to a full-time schedule. In light of previous practices in the Presbyterian Church, it is a recommended practice to maintain no more than a two and one half to one ratio for all ministers of the Word and Sacrament compensation in our Presbytery as a witness to parity and collegiality in the ministry. For example, if the Presbytery minimum is \$40 thousand for the total compensation package of ministers of the Word and Sacrament, the maximum should be no more than \$100 thousand as a total package.

B. Compensation for interim pastors who are ministers of the Word and Sacrament should be 80-120% of the previous installed pastor's compensation, and at least the Presbytery minimum.

C. Compensation for all associate pastors should be sixty to eighty percent of the compensation for the Pastor, and at least the Presbytery minimum, taking into consideration experience, qualification, education and longevity of service.

D. For ministers of the Word and Sacrament working part-time for a local congregation, without the benefit of installation, hourly compensation should be .04 to .08 percent of presbytery's minimal annual compensation for installed ministers, and should reflect levels of compensation for current ordained staff in the local congregation. When the relationship moves beyond three

months and takes on a more permanent mode, a specific contract should be worked out in consultation with COM and should be consistent with Presbytery guidelines.

E. When the relationship between a congregation and an installed minister necessitates a parting of the ways, due to an impasse and/or the reality of downsizing, severance compensation shall be provided for a minimum of three months (with a full package salary and benefits), with one additional month's compensation for each year served beyond three years, up to a maximum of twelve month's compensation (with a full package of salary and benefits) after termination of service. If another call or church employment is secured before the conclusion of the anticipated severance period, severance compensation for the previous position shall cease when the new position begins.

## II. COMMISSIONED LAY PASTORS

The Book of Order gives full status and function to commissioned lay pastors, so these relationships and the level of compensation are also subject to the approval of the Presbytery through COM.

These guidelines for Commissioned Lay Pastors (CLP's) should be followed within the bounds of the Presbytery of Cincinnati:

A. All Commissioned Lay Pastors who perform ministry functions of preaching, teaching, pastoral care, and administering programs 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.

B. Since CLP's are currently restricted to weekly schedules of 24 hours or fewer, the sixty to eighty percent range will be applied to one-half of the minimum compensation amount for full-time installed ministers adopted annually by the presbytery.

## III. CERTIFIED CHRISTIAN EDUCATORS

These guidelines for Certified Christian Educators and Certified Associate Christian Educators should be followed within the bounds of the Presbytery of Cincinnati:

A. Full-time Certified Christian Educators shall be compensated at least at the starting Presbytery minimum for an installed minister. Compensation for Certified Associate Christian Educators should be at least thirty percent of the compensation for the Pastor taking into consideration experience, qualification, education and longevity of service. Part-time Certified Christian educators should be compensated on a prorated basis consistent with the levels recommended above.

These guidelines will become effective January 1, 2008.

Approved by Committee on Ministry on November 6, 2007

Approved by the Presbytery of Cincinnati on November 13, 2007

Replaces guidelines adopted by the presbytery on January 10, 1998