

Guidelines For Clergy and Lay Compensation In Exercising
ministerial functions in the life of the churches
of Cincinnati Presbytery

- 1) We believe that the health of the Church and her servants whether clergy or lay is best served when we are clear and straightforward about issues of adequacy and fairness in matters of compensation.
- 2) We recognize that all clergy compensation with respect to a local congregation is subject to the approval of the Presbytery and requires the concurrence of all three parties where there is an installed relationship, namely the Congregation, the Minister and the Presbytery. Where there is not an installed relationship but a contractual one, the Session serves in the place of the Congregation but said relationship still requires approval by Presbytery.
- 3) Inasmuch as the Book of Order now gives full status and function to Lay Pastors, we recognize that these relationships and the degree of compensation are also subject to the approval of the Presbytery.
- 4) We believe that by being clear in recommending guidelines for both clergy and lay compensation we are giving helpful and necessary guidance to the local church and contributing to the greater quality of our shared life.

To the above ends, we commend the following guidelines:

- A. All compensation should be based on the Presbytery minimum for a full-time and installed minister recognizing that the norm for a full-time week is forty-eight hours. Any clergy working less than full-time shall have his/her compensation prorated according to this minimum guideline. In light of previous norms in the Presbyterian Church, we believe it is wise to maintain not more than a two and one half to one ratio for all clergy compensation in our Presbytery as a witness to parity and collegiality in the ministry in Christ' Church. Example is that if our minimum is 40 thousand dollars as a total package, maximum shall be no more than 100 thousand dollars as a total package.
- B. Compensation for all Associate Pastors should be sixty to eighty percent of what is compensation for the Head of Staff always taking into consideration experience, qualification, education and longevity of service. Again as a witness of parity and collegiality in the ministry.
- C. Certified Christian Educators should be compensated at least at the starting Presbytery minimum for an installed minister. Compensation for all other Christian Education people including Youth Ministers should be thirty to sixty percent of the compensation for the Head of Staff taking into consideration experience, qualification, education and longevity of service. Part-time Christian Education people should be compensated on a prorated basis consistent with the thirty to sixty percent ration.
- D. For clergy working part-time for a local congregation and without benefit of installation, hourly compensation should be .04 to .08 percent of presbytery's minimal annual compensation

for installed ministers, albeit reflective of levels of compensation for current ordained staff and consistent with resources available 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 the Committee on Ministry and should include perquisites consistent with Presbytery guidelines.

E. 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.

F. When a congregation and a full-time minister duly installed reaches an impasse and/or the reality of downsizing presents itself, hence a necessary parting of the ways, it shall be understood that severance compensation shall be a minimum of three months (full package) an one additional month's compensation for each year served beyond three years up to a maximum of twelve month's compensation (full package) reflecting a twelve year stint of service. It shall also be understood that if another call or church employment is secured before the conclusion of the period of severance, adjustments to the compensation entered into by all parties concerned shall take place.

G. These guidelines will become effective January 1, 1998 unless this works a hardship on any congregation hence a grace period may be extended through a consultation with the Committee on Ministry.

Adopted by Committee on Ministry
September 2, 1997

Adopted by the Presbytery
January 10, 1998