

GUIDELINES FOR COMPENSATION IN 2018
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 2018 Minimum Compensation Standards for teaching elders and certified Christian educators results in the following minimums for the year 2018, with the additional stipulation that commissioned ruling elder positions are limited to half time (i.e., 24 hours per week):

HALF-TIME (24 hours per week)

Annual Compensation (Salary + Housing/Utilities)	\$13,995
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 are based on 24 hours/week and may be prorated based on a lesser number of hours worked per week. Time allowances for vacation and study leave are **not** to be prorated based on hours worked per week.