

**GUIDELINES FOR COMPENSATION IN 2020**  
**Ruling Elders Commissioned to Pastoral Service**

The following minimums are established for Ruling Elders Commissioned to Pastoral Service for the year 2020, 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)**

<b>Annual Compensation (Salary + Housing/Utilities)</b>	\$13,995
<b>Travel Expense</b>	Actual business auto miles driven paid at maximum IRS rate
<b>Continuing Education</b>	\$1,000
<b>Vacation</b>	four weeks
<b>Study Leave</b>	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.