

COMMISSIONED RULING ELDER  
COMPENSATION POLICY  
PRESBYTERY OF NORTHERN KANSAS

1. Should the Commissioned Ruling Elder contract amount to 75% or greater of full time equivalent (37.5 hours based on 50 hours), that congregation will be encouraged to work with the Committee on Ministry to explore finding a full-time ordained pastor for the church.
2. Minimum base salary for Commissioned Ruling Elders shall be at least eighty percent (80%) of the minimum salary guidelines established for Teaching Elders of the Presbytery of Northern Kansas.
3. Churches shall provide health insurance and retirement benefits through the Board of Pensions for Commissioned Ruling Elders and their families if they are contracted for 20 hours a week or more. Exceptions may be allowed if a spouse or dependents have comparable insurance coverage through their employment. Subsidies may be available from the Presbytery of Northern Kansas for commissioned ruling elders whose effective salary is at 110% of minimum participation basis or below.
4. Housing and utilities shall be provided for Commissioned Ruling Elders just as for Teaching Elders.
5. Reimbursement for use of vehicle for church business shall be made to the Commissioned Ruling Elder at the rate allowed by the Internal Revenue Service. An allowance for other professional expenses will be offered.
6. The church shall provide an allowance for Continuing Education, prorated for part time positions, based on the presbytery's minimum.
7. The CRE shall receive four weeks paid vacation and two weeks paid study leave.
8. A two-person team from the Committee on Ministry shall meet with the Session to help negotiate for the CRE process.

Approved by COM: 10/14/2014

Approved by Presbytery: 08/14/2014