

APPENDIX L *(As approved by presbytery June 3, 2014)*

New Castle Presbytery's Policy of Minimum Compensation for Pastoral Services

L.1000--MINIMUM COMPENSATION FOR PASTORAL SERVICES

The Committee on Ministry (COM) of New Castle Presbytery will produce and publish annually a schedule of compensation for Elders offering Pastoral Services This schedule applies to Teaching Elders, Commissioned Ruling Elders (CREs), and Seminarians (hereafter, "Elders"). Providing this list as a separate document allows for such annual review without requiring approval from the Presbytery Council or from Presbytery (hereafter "NCP").

The compensations described are minimums; churches are encouraged to pay more. All compensations for pastoral services shall include reimbursement of mileage and tolls at IRS reimbursement guidelines.

L.2000—WHO SHOULD BE COMPENSATED

Compensation should be provided to any Elder (as defined above) filling a pulpit on any occasion when he/she is there in the absence of the regular pastor or at the convenience of the church and/or the pastor.

Presbytery staff members do not expect honoraria when they preach at worship services.

L.3000-COMPENSATION OF PASTORS SERVING A CONGREGATION LESS THAN FULL TIME

Ordained Pastors (including Teaching Elder pastors and CREs) who are called to a church for less than full-time shall be compensated by applying the following guidelines adopted by the COM.

Tolerance for a deviation may be granted with the understanding that, to the extent practical, every effort shall be made to comply at a minimum with these guidelines.

It is assumed that a full-time pastor is engaged at a church for a minimum of 48 hours weekly. The Book of Order requires pastors working 20 hours per week to be included in the Board of Pensions' retirement and medical programs (G-2.0804), the premiums for which are included in his/her compensation calculations.

Nowhere is there a definition of what is "part time." However, the Book of Order requirement is that those pastors working 20 hours per week be included in the benefits programs. NCP's COM will use that as the division between applying the "Pastoral Fees For Services" schedule (See L.3001 below) and suggesting that those working 20 or more hours per week be compensated on a percentage basis using NCP's "Effective Salary Form" minimum requirements. In addition, a pastor operating under the "Fees for Services" schedule (L.3001) may not preach more than 21 Sundays annually at one church. By way of examples, a 20-hour-a-week pastor would receive 42 percent of the minimum annual compensation and a pastor working 24 hours would be entitled to 50 percent of the established minimum. Thus the term "part time" in NCP refers to service of less than 48 hours per week, with compensation for those working between 20 and 48 hours calculated as a percentage of the NCP minimum.

Annual adjustments should be made in the minimum compensation for part-time pastors consistent with changes made by NCP in the minimums for full time pastors.

If there are further questions concerning pastoral services, please call the Presbytery office (302-366-0595).

The COM has requested these compensation guidelines be published with the supply preachers' list and be posted on the Presbytery's website. The list should include e-mail addresses and phone numbers.

L.3001-FEES FOR SERVICE

NCP PASTORAL FEES FOR SERVICE FOR 2015

Per Appendix L of the New Castle Presbytery Manual, the Committee on Ministry provides the following schedule of FEES FOR SERVICE FOR 2015.

<i>Preaching and Worship Leadership</i>	<i>\$140 (\$235 if two services)</i>
<i>Worship Participation (Communion or Baptism)</i>	<i>\$65</i>
<i>Special worship services (Weddings, Funerals, etc.)</i>	<i>\$140</i>
<i>Office Hours</i>	<i>\$50/morning or afternoon</i>
<i>Weekly On-Call</i>	<i>\$155</i>
<i>Hospital or Home Visitation</i>	<i>\$25/visit</i>
<i>Bible Study, Confirmation, New Member Classes, Pre-marital Counseling</i>	<i>\$50/per session (up to 90 min)</i>
<i>Committee Meetings</i>	<i>\$50/meeting</i>
<i>Moderate Session or Congregational Meeting</i>	<i>\$50/meeting</i>

*As approved by the Committee on Ministry
November 13, 2014*