

**MINISTRY OF CONGREGATIONAL HEALTH (MCH)**  
**PRESBYTERY OF FLORIDA**

**2025 COMMISSIONED RULING ELDER (CRE) COVENANT/CONTRACT**

The following agreement is between the Session of the \_\_\_\_\_ Presbyterian Church of \_\_\_\_\_, Florida and Elder \_\_\_\_\_ and is for the period from \_\_\_\_\_ to \_\_\_\_\_ for pastoral services as a Commissioned Ruling Elder (CRE). During this time, you will be listed as the Temporary Supply Pastor for this church.

**EXPECTATIONS OF THE COMMISSIONED RULING ELDER:** (Please initial all that apply *in accordance with the full- or part-time conditions of the covenant/contract.*)

Clerk	CRE	MCH	
_____	_____	_____	Conduct worship each week.
_____	_____	_____	* Administer the Sacrament of the Lord's Supper.
_____	_____	_____	* Administer the Sacrament of Baptism.
_____	_____	_____	Conduct funerals.
_____	_____	_____	* Plan and moderate session and congregational meetings.
_____	_____	_____	* Perform a service of Christian marriage when invited by the session.
_____	_____	_____	Visit members of the congregation, especially during crisis.
_____	_____	_____	Conduct officer training.
_____	_____	_____	Have voice and vote in presbytery.
_____	_____	_____	Other _____

**\* Must have MCH approval.**

**EXPECTATIONS OF THE SESSION**

1. Will provide support in every way possible to the CRE in the ministry of the church.
2. Will work with the CRE to establish goals for the present and future ministry of the church.
3. Will communicate openly and honestly with the CRE about needs and concerns of the congregation and community.

**EXPECTATIONS OF THE PRESBYTERY**

1. Will provide supervision for the CRE through Rev. \_\_\_\_\_ of the \_\_\_\_\_ Presbyterian Church, \_\_\_\_\_, Florida.
2. Will provide support and consultative services to the CRE through the Ministry of Congregational Health (MCH).
3. Will assist the Session and the CRE with emerging needs through the resources of the Presbytery.

**MUTUAL UNDERSTANDING**

During the length of this agreement, Elder \_\_\_\_\_ will be accountable to the Presbytery through the MCH and Rev. \_\_\_\_\_ and accountable to the congregation through the Session. The CRE will submit a thorough report two times per year to the MCH on the status of his/her/their work, with the first report being due on \_\_\_\_\_. At the end of this agreement, the Session agrees to provide a process for evaluation for the MCH.

**FINANCIAL AND TIME PROVISIONS**

This agreement is for a period of up to 36 months. However, the Session may terminate this agreement upon 30 days written notice to the CRE and the MCH of the Presbytery of Florida. The CRE may terminate this agreement upon 30 days written notice to the Session and the MCH. Compensation is based on the Presbytery’s annual minimum salary for full-time pastors.

<b>Example: Presbytery Minimum Effective Salary for Full-Time is \$42,708.42</b>	
1. Salary for Half-time Position.....	\$21,354.21 (Presbytery Minimum x .50)
2. Self-employment (7.65%) .....	\$1,633.60 (Salary x .0765)
3. Minimum Package.....	\$22,987.81 (Total of lines 1 and 2)

This contract is for a \_\_\_\_\_ (1/4, 1/2, 3/4, or full)-time commitment. The Session obligates itself to provide the following remuneration:

- Base salary \_\_\_\_\_
- Self-employment Amount (7.65%) \_\_\_\_\_
- Automobile Expense \_\_\_\_\_
- Continuing Ed./Book Allowance \_\_\_\_\_
- Other: \_\_\_\_\_
- Total for the Position \_\_\_\_\_

**Vacation leave:** (One month annually; prorated if less than full-time for one year)  
**Continuing Education:** (two weeks annually; prorated if less than full time for one year)

**APPROVED AND ACCEPTED:**

\_\_\_\_\_  
 Commissioned Ruling Elder (CRE) \_\_\_\_\_  
 Date

\_\_\_\_\_  
 Clerk of Session \_\_\_\_\_  
 Date

\_\_\_\_\_  
 Moderator, Ministry of Congregational Health \_\_\_\_\_  
 Date