

**MINISTRY OF CONGREGATIONAL AND PASTORAL CARE (MCPC)
PRESBYTERY OF FLORIDA**

2026 COMMISSIONED RULING ELDER (CRE) 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 Commissioned Ruling Elder (CRE/pastor) for this church.

EXPECTATIONS OF THE CRE: (Please initial all that apply *in accordance with the full- or part-time conditions of the contract*. The asterisked expectations are subject to approval by the MCPC, as they are subject to the authority of the Presbytery as the commissioning body. The selected expectations should respectfully match the amount of time, per week, for which the CRE is contracted.

Clerk	CRE	MCPC	
_____	_____		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 _____

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 and Pastoral Care (MCPC).
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 MCPC and mentor Rev. _____; and accountable to the congregation through the Session. The CRE will submit a thorough report one / two time(s) per year to the MCPC 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 an evaluation to the MCPC.

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 MCPC of the Presbytery of Florida. The CRE may terminate this agreement upon 30 days written notice to the Session and the MCPC. Compensation is based on the Presbytery’s annual minimum salary for full-time pastors.

Example: 2026 Presbytery Minimum Effective Salary for Full-Time is \$43,562.59	
1. Salary for Half-time Position.....	\$21,781.30 (Presbytery Minimum x .50)
2. Self-employment (7.65%)	\$1,666.27 (Salary x .0765)
3. Minimum Package.....	\$23,447.57 (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 and Pastoral Care	Date