Presbytery of the Miami Valley Covenant for Commissioned Ruling Elder

On the _____ day of _____, 20__ at a properly called meeting of the Session of the _____ Church of _____, Ohio, Ruling Elder _____was invited to serve as the Commissioned Ruling Elder (also known as Commissioned Lay Pastor) effective from _____through _____ at full or part time at _____ hours weekly.

In keeping with the Book of Order of the Presbyterian Church (U.S.A.) and to set forth clearly the agreement for the Commissioned Ruling Elder (CRE) relationship between the _____ Church in _____, Ohio and Commissioned Ruling Elder _____, the following covenant is mutually agreed to:

A. Expectations (please check those expected):
   _____ Worship Leadership
      _____Preach
      _____ Prepare all of worship services
      _____ Administer Sacraments (Baptism and Lord's Supper as approved by Session and Presbytery
   _____ Moderate Session and Congregational Meetings
   _____ Pastoral Care including visitation
   _____ Weddings in accordance with the laws of the State of Ohio
   _____ Funerals
   _____ Advise the Personnel Committee
   _____ Serve ex officio with the Nominating Committee
   _____ Resource other committees
   _____ Provide Christian Formation by facilitating or teaching groups
   _____ Participate in Fellowship events
   _____ Attend meetings of the Presbytery of the Miami Valley and serve on committees and commissions as appropriate
   _____ Participate in evaluations with the Committee on Ministry
   _____Other – please list _____

Required by the Book of Order:
   _____ The Mentor for this CRE will be: MWS _____.
   _____ It is understood that the CRE will only perform pastoral duties for the church named in this agreement.
   _____ It is also understood that all pastoral functions will cease with this church when this commission ends.
   _____ During the commission, the CRE will remain a member of _____ Church.
   _____ The CRE will participate in Boundary Training at least every 36 months.

B. The congregation will support and cooperate with the Commissioned Ruling Elder in every way and will assume responsibility for:
   1. Attending worship services and meetings.
   2. Supporting the CRE by engaging fully in the church's ministry to the community.

3. Providing clerical assistance as needed.
4. Participating in evaluation during and at the end of the commission.

C. The church agrees to provide the following compensation to the Commissioned Ruling Elder, with due regard to the minimums set forth in the yearly presbytery budget.

CRE Compensation:

Cash Salary $_____

Housing Allowance $_____

SECA (50%)

Board of Pensions

Estimated Pension/Medical Dues (Board of Pensions)

Pension/Disability $ _____

Covering Health Insurance for: CRE $_____

Spouse $_____

Children $_____

Family $ _____

If not covering health insurance, please note the other source for health insurance for CRE/family:

_____

Supplemental Medical Reimbursement $_____

Deferred Income (403b, Retirement Savings, etc) $_____

Mileage (at current IRS rate)

Professional Expense Reimbursement $_____

Continuing Education Allowance $_____

(<u>required</u>; must meet presbytery minimum even for part-time work, $1750 for 2026)

Total package: $_____

Annual Leave:

Vacation (minimum 4 weeks including 4 Sundays)

May be accrued at one week per quarter, cumulative to four weeks per year including Sundays _____

Study leave (minimum 2 weeks including 2 Sundays)

May be accrued at one week per six months including Sundays _____

Cumulative to __ weeks

(PMV recommends that 3 years or up to 6 weeks plus 3 years of Cont. Ed. Funds be permitted to accrue.)

A provision for a minimum of twelve weeks paid family medical leave is included in these terms. _____

D. The CRE relationship is for a maximum period of twelve months. At the end of that time, it is to be reviewed and may be renewed for an additional twelve months with the concurrence of the Presbytery's Committee on Ministry. The session may terminate the contract with ___ days written notice and with the concurrence of the Presbytery's Committee on Ministry. The CRE may terminate the contract with ___ days written notice to the Session and the Presbytery's Committee on Ministry. The CRE will be paid for all services up to the date of

termination. The CRE will submit all requests for expense reimbursement by the date of termination and the Session will promptly pay those expenses.

_____ _____
Commissioned Ruling Elder Date

_____ _____
Clerk of the Session Date

_____ _____
Chair, Committee on Ministry Date

I attest that this covenant was approved by the Committee on Ministry, on delegated authority from the Presbytery, on _____ (date).

_____ _____
Stated Clerk Date