Presbytery of Lake Huron

Covenant with Commissioned Ruling Elder

Name of Church: Presbyterian Kirk of the Lakes

Name of CRE: Jodie Vanderstow

Service from January 1, 2026 **to** April 30, 2026

Review of this covenant prior to renewal or termination will be by the session and the Commission on Ministry and Ministry Preparation.

This relationship may be terminated prior to expiration with 30 days notice by either party and the concurrence of the Commission on Ministry and Ministry Preparation.

There shall be an annual review of the CREs performance and adjustments in compensation.

The Commissioned Ruling Elder works under the supervision of Presbytery and so the Presbytery assigns Teaching Elder _____ as mentor, per G-2.1004.

Responsibilities of CRE (Check those that apply to your situation)

- ☒ Lead worship and preach 2 times each month
- ☐ Administer the Sacrament of the Lord's Supper
- ☐ Administer the Sacrament of Baptism
- ☐ Moderate Session Meetings
- ☐ Perform Marriages (State law must allow)
- ☒ Other Duties: Pastoral care 2 hours per month
  Church business 1 hour per month

Time Expectations (per week) 10 hours per month

Specific Days in Ministry (if applicable) _____

Compensation* (as applicable)

Cash Salary: 500.00 / week, (month) (circle)

Benefits in Addition to Cash Salary

Retirement Annuity or PCUSA Pension Dues	None.
Medical Coverage	None
Social Security/Medicare (employer's share) (Multiply Cash Salary by 0.0765)	None

Accountable Business Reimbursements

Telephone calls	None
Continuing Education	None
Book Allowance	None
Travel Reimbursement @ current IRS rate	None
Other:	None

Non-cash Benefits

Housing Arrangements in the community None

Vacation Time None

Study Leave Time None

Annual Vacation minimum is four (4) weeks including four (4) Sundays.
Annual Study Leave is two (2) weeks including two (2) Sundays.

**Important Effective July 9, 2023, all minister terms of call shall include, at a minimum, "provision for a minimum of twelve weeks paid family medical leave". Book of Order, G-2.0804.

Jodie A. Vandeist
Commissioned Ruling Elder 11-16-25

Thomas B. Glennon
Clerk of Session 11-14-25

Presbytery COMMP

Moderator of Session

Date of Session Action: NOVEMBER 12, 2025 (STATED SESSION MEETING)

*It is recommended that compensation for a Commissioned Ruling Elder be based on the Presbytery's minimum cash salary and housing.