Presbytery of Lake Huron

Covenant with Commissioned Ruling Elder

Name of Church(es): Sandusky Presbyterian Church & First Presbyterian Church of Yale

Name of CRE: Mark Garavaglia

Service from: 1-1-2026 to 12-31-2026

In an ever-changing church environment, COM working with church sessions and CREs, may reassess and change this covenant to meet ministerial needs within the Presbytery.

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

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

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

The Commissioned Ruling Elder works under the supervision of the Presbytery and so the Presbytery assigns Teaching Elder _____N/A_____as mentor, per G-2 1004.

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

- X Lead worship and preach 4-5 Sundays times each month
- X Administer the Sacrament of the Lord's Supper
- X Administer the Sacrament of Baptism
- X Moderate Session Meetings
- X Perform Marriages (State law must allow)
- X Other duties: Hospital and shut in visitations, Pastoral Leadership to assist with Church operations, Assist with Christian Education

Time Expectations (per week) 40 hours per week split 60% from Sandusky Presbyterian Church & 40% First Presbyterian Church of Yale

Specific Days in Ministry (if applicable)_____

Compensation* (as applicable)

Cash Salary: $837 per week (split 60% Sandusky $553/wk and 40% Yale $371/wk)

Benefits in addition to Cash Salary:

Retirement Annuity of PCUSA Pension Dues	
Medical Coverage (split 50/50 Sandusky and Yale)	$800/mo
Social Security/Medicare (employer's share) (Multiply Cash Salary by 0.0765)	

Accountable Business Reimbursements:

Telephone Calls	
Continuing Education (split 50/50 Sandusky and Yale)	Annual Max $1,000
Book Allowance	
Travel Reimbursement @ current IRS rate (split 50/50 between churches and per documentation for individual churches)	per documentation
Other	

Non-Cash Benefits:

Housing arrangements in the community	
Required Family Medical Leave Time	12 weeks
Vacation Time	4 weeks vacation
Study Leave Time	2 weeks study leave

Annual Vacation minimum is four (4) weeks including four (4) Sundays.
Annual Study Leave is two (2) weeks including (2) Sundays. Presbytery provides emergency financial assistance towards the cost of Pulpit Supply where pastoral leadership is on Family Medical Leave.

Commissioned Ruling Elder

Sandusky Clerk of Session

Yale Clerk of Session

Presbytery COM

Moderator of Session

Date of Session Action: 11-19-25

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