

Minimum CRE Compensation Guidelines for the Presbytery of Glacier

CREs commissioned by the Committee on Ministry and serving congregations in a pastoral relationship will be provided minimum compensation, contingent on the financial capabilities of the congregation, and dependent on the responsibilities and duties of the call.

The Session of the church will take into consideration the following needs for compensation and benefits:

- The financial compensation of a minimum of 60% of the minimum effective salary as reviewed and published annually by the Board of Pension of the PCUSA, for no less than $\frac{3}{4}$ time.
 - Fulltime as defined by the Board of Pensions, for compensation purposed only, is 35 hours per week. $\frac{3}{4}$ time would be calculated accordingly.
 - For 2017, the Board of Pensions minimum effective salary is \$44,000.
- Annual review and discussion with the Session or Ruling Elders thereof.
- Four (4) weeks of vacation with will include 4 Sundays
- An additional one (1) week of study leave, which is suggested be the SFTS continuing education classes.
- Mileage reimbursement at the IRS posted rate.
 - As an example, for the year 2017, the mileage reimbursement rate allowed by the IRS is \$0.535/mile

Requests for additional time, such as sick leave, will be agreed between the CRE and Session, or its designees.