

- At least \$600 for communication/technology allowance
- Professional Expense allowance encouraged

Benefits:

- Benefits are arranged on an individual basis in consultation with COM and must be for at least 23% of salary. The benefits may be allocated between retirement savings, medical expenses, and death and disability plans.

Vacation/Study Leave: Must include 4 weeks' vacation and 2 weeks study leave

Below Minimum Compensation or Volunteer Arrangements for Pastoral Services

In some very limited specialized circumstances, arrangements might be made for the services of a teaching elder or commissioned ruling elder that do not match the presbytery salary, professional expenses, and benefits requirements. These circumstances would involve a pastor or CRE with adequate income and benefits (such as retirement income) who has volunteered for the arrangement, and a congregation with limited financial resources and a compelling mission to fulfill. To be clear, this is an exception for very rare situations and is not an avenue to avoid just compensation for ministers and CRE pastors.