

# The Ernest Glenn Plan

The Ernest Glenn Plan of Milwaukee Presbytery encourages congregations with a ¾ time or more pastoral opening to have a face-to-face interview with a racial ethnic minority candidate.

The plan includes these components:

* Presbytery will cover the transportation costs for a face-to-face interview
* Presbytery will create financial incentives for racial ethnic minority leaders to serve in Milwaukee presbytery
* Presbytery will help congregation cover moving expenses for the pastor
* Presbytery will provide a signing bonus of $2000
* Presbytery will supplement the annual salary over the first 3 years with a total of $6,000. The congregation can pay the funds evenly (2k per year), decreasingly (3,2,1k) or increasingly (1,2,3k) depending upon their mission.