

ATTACHMENT A – 2014 Minimum Terms of Call

2014 MINIMUM TERMS OF CALL REPORT TO THE PRESBYTERY OF LAKE HURON September 17, 2013

The policy of Lake Huron Presbytery with regard to minimum salary figures is twofold:

- The Presbytery changes the minimum cash salary figure for ministers annually in accordance with the change in the Cost of Living figures issued by the Bureau of Labor Statistics. The figure to be used is to be the one issued by the Bureau on July 1st for the preceding twelve months, and is to become effective on the following January 1st.
- The Presbytery has established two minimum salary packages – one for ministers who have up to 10 years of experience, and one for ministers who have 10 years or more experience.

The Cost of Living increase on July 1, 2013 was 1.8022 percent. Therefore the Minimum Terms of Call for 2014 should be increased as follows:

Items	Full time, less than 10 years	Full time, more than 10 years
Cash Salary	34,109	34,776
Housing allowance (20% of cash)	6,822	6,955
Medical/pension/disability (with manse)	15,520	15,823
Medical/pension/disability (with housing allowance)	14,326	14,606
Travel Reimbursement	Current IRS business rate	Current IRS business rate
Study Leave allowance	\$650	\$650
Study leave time	14 days with 2 Sundays	14 days with 2 Sundays
Vacation time	28 days with 4 Sundays	28 days with 4 Sundays
Moving expenses	All	All

IMPORTANT:

2014 Board of Pensions Dues increase to 35.00 percent (**an increase of 2% in healthcare dues**)

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ATTACHMENT A – 2014 Minimum Terms of Call (Continued)

The following Maternity/Paternity Policy was approved by Presbytery on Dec. 1, 2009:

a. Maternity Leave: should be provided to female clergy following the birth or adoption of a child. Leave should be provided in the following way: eight (8) weeks at full compensation (including salary and housing). Vacation time may be taken in addition to the 8 weeks maternity leave extending the leave to twelve (12) weeks paid. During this time the session is responsible for providing pulpit supply and may apply to COM for financial assistance from their budgeted funds.

b. Paternity Leave: should be provided to male clergy following the birth or adoption of a child. Leave should be provided in the following way: two (2) weeks at full compensation (including salary and housing). Vacation time may be taken in addition to the two (2) weeks paternity leave extending the leave to six (6) weeks paid. During this time the session is responsible for providing pulpit supply and may apply to COM for financial assistance from their budgeted funds.

This information is also available on our website:

www.presbylh.org/committees/committee-on-ministry-com/