

**2018 MINIMUM TERMS OF CALL
REPORT TO THE PRESBYTERY OF LAKE HURON
October 25, 2017**

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

1. 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.
2. 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, 2017 was 1.3 percent. Therefore, the Committee reports that the Minimum Terms of Call for 2018 should be increased as follows:

| Items | Full time, less than 10 years | Full time, more than 10 years |
|--|----------------------------------|----------------------------------|
| Cash Salary | 35,331 | 36,022 |
| Housing allowance (20% of cash) | 7,066 | 7,204 |
| Medical/pension/disability (with manse) | 16,764 | 17,092 |
| Medical/pension/disability (with housing allowance) | 15,475 | 15,777 |
| Travel Reimbursement | Current IRS business rate | Current IRS business rate |
| Study Leave allowance | \$650 | \$650 |
| Study leave time | 2 weeks including 2 Sundays | 2 weeks including 2 Sundays |
| Vacation time | 4 weeks including 4 Sundays | 4 weeks including 4 Sundays |
| Moving expenses | All | All |

Important Changes Regarding Medical Coverage through the Board of Pensions

Each congregation with a clergy member of the Board of Pensions is required, by the PC(USA), to provide Medical Coverage. This is not something whereby a member or congregation can opt out. Beginning January 1, 2017, the additional 1.5% dues for spouses and dependents are automatically included in the calculation of effective salary for dues. This is going to provide for call neutrality. Dues will be 37% of effective salary for teaching elders.

Important

Effective January 1, 2015 all pastors with new calls within the presbytery will attend the Pastors in Transition seminar within the first two years. The cost to be split equally between the presbytery and the congregation.

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/