

**ATTACHMENT B – Minimum Terms of Call**  
**2019 MINIMUM TERMS OF CALL - REPORT TO THE PRESBYTERY OF LAKE HURON**  
**September 20, 2018**

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 1<sup>st</sup> for the preceding twelve months, and is to become effective on the following January 1<sup>st</sup>.
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, 2018 was 2.3 percent. Therefore, the Committee reports that the Minimum Terms of Call for 2019 should be increased as follows:**

Items	Full time, less than 10 years	Full time, more than 10 years
Cash Salary	36,144	36,851
Housing allowance (20% of cash)	7,229	7,370
Medical/pension/disability (with manse)	Full applicable coverage	Full applicable coverage
Medical/pension/disability (with housing allowance)	Full applicable coverage	Full applicable coverage
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**

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/](http://www.presbylh.org/committees/committee-on-ministry-com/)