

**2020 MINIMUM TERMS OF CALL - REPORT TO THE PRESBYTERY OF LAKE HURON**  
**September 17, 2019**

**The Minimum Terms of Call will be based on the minimum participation basis in the medical plan of the Board of Pensions. That basis is 75% of the churchwide median effective salary. For the year 2020 that basis equates to \$44,000. That shall be the Presbytery minimum for 2020. This will be reviewed annually on July 1st.**

As a reminder, effective salary includes at least cash salary and housing allowance (or housing allowance equivalence for a manse). Check with the Board of Pensions for what other considerations might need to be included.

This eliminates the Presbytery tradition of two separate minimum salary packages, one for ministers with up to ten years experiences and one for ministers who have 10 years or more of experience.

**2020 MINIMUM TERMS OF CALL for PRESBYTERY OF LAKE HURON**

<b>Items</b>	<b>Full time</b>
Cash Salary and Housing Allowance (or Manse equivalence)	44,000
Medical/pension/disability (with manse)	Full applicable coverage
Medical/pension/disability (with housing allowance)	Full applicable coverage
Travel Reimbursement	Current IRS business rate
Study Leave allowance	\$650 (require \$1000 (recommended)
Study leave time	2 weeks including 2 Sundays
Vacation time	4 weeks including 4 Sundays
Moving expenses	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/)