

## 2024 MINIMUM TERMS OF CALL

APPROVED BY THE PRESBYTERY OF LAKE HURON

September 19, 2023

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 2024 that basis equates to \$48,600. That shall be the Presbytery minimum for 2024. 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.

### 2024 MINIMUM TERMS OF CALL for PRESBYTERY OF LAKE HURON

Items	Full time
Cash Salary and Housing Allowance (or Manse equivalence)	48,600
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 Required \$1000 Recommended
Study leave time	2 weeks including 2 Sundays
Vacation time	4 weeks including 4 Sundays
Family Leave time	12 weeks
Moving expenses	All

#### **Important**

Effective July 9, 2023, all minister terms of call shall include, at a minimum, “provision for a minimum of twelve weeks paid family medical leave”. *Book of Order*, G-2.0804. In addition, the presbytery has extended the family medical leave minimum to all non-installed pastoral positions, including Commission Ruling Elders.

In the event that a church will be significantly financially burdened during a pastor’s Family Medical Leave, the Presbytery has approved the potential of emergency financial assistance towards the cost of Pulpit Supply as needed and requested. The funds would come from the Emergency Assistance Fund designated use account.

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/)