

### Lake Erie Presbytery Minimum Terms of Call for 2020

The Committee on Ministry recommends to the presbytery a 1.5% cost of living increase for 2020 for pastor's minimum compensation and for terms of call that are above the minimum. Congregations are encouraged to give more than 1.5% where possible. These compensation figures (or the appropriate percentage thereof) are required for all teaching elder and commissioned ruling elders.

Minimum Terms of Call	<u><b>2019</b></u>	<u><b>2020</b></u>
Salary	\$36,231	\$36,775
Housing Allowance (or Manse Value)*	\$10,868	\$11,031
Utilities**	Full	Full
<b>Total Effective Salary</b>	<b>\$47,099 + utilities</b>	<b>\$47,806 + utilities</b>

#### Benefits

Social Security Reimbursement	\$3,603	\$ 3,658
Study Allowance	\$ 1,000	\$ 1,000
Pension/Medical (37%)	\$17,427	\$17,689

#### Other Guidelines and Procedures:

- \*Per the Board of Pensions a manse is valued at (a minimum of) 30% of the salary (plus other deferred compensation, if applicable).
- \*\*In a manse, if utilities are paid directly by the congregation they are included in the manse value. If the pastor is given a utility allowance, it must be listed separately in addition to the manse value.
- \*If there is no manse, housing allowance and utilities are the actual housing allowance and utility allowance.
- The Social Security Reimbursement is 7.65% of effective salary.
- Pension is 37% of effective salary (Medical 25%, Pension 11%, Death & Disability 1%) for all covered by the Board of Pensions.
- Mileage is reimbursed at the current IRS rate. The 2019 rate is: 58 cents/mile
- Minimum vacation is four (4) weeks including four (4) Sundays.
- Minimum study leave is two (2) weeks including two (2) Sundays. Study Leave time may be rolled over year-to-year up to six (6) weeks.
- All installed positions require participation in the Board of Pensions.
- For Commissioned Pastors compensation shall be at least 75% of minimum for ordained clergy. Actual compensation is prorated on time served. All CP salaries must be approved by the Committee on Ministry annually. It is not required for CPs to participate in Board of Pension coverage though it is encouraged. CPs are to receive Social Security reimbursement and study leave allowance.

The Committee on Ministry also recommends that congregations able to pay above the minimum stated above, the minimum for pastors with experience should be guided by the following table:

for pastors with 1 to 3 years ordained experience add 1% to the figures above.

for pastors with 4 to 5 years ordained experience add 3% to the figures above.

for pastors with 6 to 10 years ordained experience add 5% to the figures above.

for pastors with more than 10 years ordained experience add 7% to the figures above.

If a Session believes they are unable to reach these minimum terms of call the Session needs to enter into dialogue as soon as possible with the pastor and the Committee on Ministry in order to work toward healthy solutions.

Certified Christian Educators are to be compensated at a minimum of 60% of the minimum terms of call for a full time called pastor. The position will include medical coverage as well as a retirement plan and money for continuing education. These benefits will be negotiated with the church. The church is encouraged to utilize Board of Pensions coverage for these benefits however it is not required. Other items – vacation, sick leave, etc. – would comply, at the minimum, with the local church policy and practices for employees. A part time position would be pro-rated using the information listed above. It is expected that the experience formula for pastors would also apply to certified Christian educators.