

Lake Erie Presbytery Minimum Terms of Call for 2027

The Committee on Ministry recommends to the presbytery a 3.0% increase in pastors' minimum compensation and in terms of call above the minimum. Congregations are encouraged to increase compensation where possible. These compensation figures (or the appropriate percentage thereof) are required for all teaching elders and commissioned ruling elders.

Minimum Terms of Call	<u>2026</u>	<u>2027</u>
Salary	\$41,682	\$42,933
Housing Allowance (or Manse Value)*	\$12,502	\$12,877
Utilities**	Full	Full
Total Effective Salary	\$54,184 + utilities	\$55,810 + utilities
<u>Benefits</u>		
Social Security Reimbursement	\$4,145	\$ 4,269
Study Allowance	\$ 1,000	\$ 1,000
Pension/Medical	27.5% min – 47% max	29.75% min – 47% max
	Depending on choice of Plan, Congregational vs. Transitional	

Other Guidelines and Policies:

- *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 receives a utility allowance, list it 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.
- *** For 2027, BOP Dues are 29.75% of effective salary for all covered by the Board of Pensions (Medical – 19.75%, Pension – 10%) plus a flat rate additional for family medical, if applicable. Pastors/congregations are encouraged to use the BOP Decision Guide to calculate the best option between the Congregational Pastors Package vs. Transitional Pastor's Participation
- Mileage is reimbursed at the current IRS rate. The 2026 rate is: 76 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 pastoral ministers (installed teaching elders and commissioned pastors) will be provided a minimum of 12 weeks of paid family medical leave, as requested/needed.
- All installed positions require participation in the Board of Pensions pension & medical plans
- All employees working 20 hours or more per week may be eligible for the Covenant Package.
- 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 Pensions coverage although it is encouraged. CPs are to receive Social Security reimbursement and study leave allowance.

- All pastors serving in the Lake Erie Presbytery must have current certification of child safety state and federal clearances. They must also have participated in boundary training within the past 3 years.

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 of ordained experience, add 1% to the figures above.

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

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

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

If a Session believes it cannot meet these minimum terms of call, the Session must enter into dialogue as soon as possible with the pastor and the Committee on Ministry 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.