

ATTACHMENT B - Proposed 2027 Presbytery Minimum Terms of Call

MINIMUM TERMS OF CALL 2027

For 2027, the minimum terms of call for the Presbytery of Lake Huron will include an effective salary of at least \$53,325. This is 75% of the 2026 Church Wide Median of \$71,100.

Minimum Terms of Call shall also include 4 weeks of vacation including 4 Sundays; 2 weeks of Study Leave including 2 Sundays and up to 12 weeks of family leave. All of these various times off apply whether full-time or part-time, whether installed, temporary or CRE status.

For family leave, the congregation and/or pastor can contact COMMP for both planning and to access possible assistance with the costs to the congregation for family leave.

Medical and Pension Benefits

It is a long-standing value of the Presbyterian Church USA and our Presbytery that those who serve as ministers or pastors have their entire households, including spouses and dependents, provided with medical insurance. In 2027, it is the expectation of Presbytery that this continue to be one of our core values. No pastor should have to worry about whether their spouse and/or dependents are covered from medical events that can strike anyone, at any time.

That coverage can be provided through the Congregational Pastors Package or the Transitional Pastors Participation. Please consult the Board of Pensions website for the different coverages and costs each provides. There are also new benefits in each package so please take the time to figure out the various costs and what is most effective in your situation. Please feel free to call our Board of Pensions representative, Rev. Luke Choi, or ask Jessica Schira, the Presbytery Financial Secretary for help.