

**2024 Minimum Terms of Call for Those in a Pastorate  
WITH a Manse in the Presbytery of Huntingdon**

	<b>2023</b>	<b>2024</b>	<b>\$ Difference</b>
Basic Salary for New Calls (in addition to Manse) 4% increase over 2023 Basic Salary	\$43,085	44808	1723
<b>Experience Apportionments:</b>			
One to five years in present call (2024 Basic Salary plus 2%)	\$43,947	45705	1758
Six to ten years in present call (2024 Basic Salary plus 4%)	\$44,809	46601	1792
Eleven or more years in present call (2024 Basic Salary plus 6%)	\$45,670	47497	1827
Benefits Plan Premium (% of Effective Salary)	Church pays 39%	Church pays 39%	
Vacation (dates set in consultation with session)	1 month, including at least 4 Sundays		
Study Leave Time (dates and content set in consultation with session)	2 weeks per year, cumulative to 6 weeks		
Study Leave Expenses (reimburse actual vouchered expenses)	\$1,000 per year, cumulative to \$3,000 over 3 years		
Travel Expenses (reimburse actual vouchered expenses)	100 % of current IRS (TBD)		
Governing Body Service (beyond normal committee or task force work and stated meetings)	1 week for program service including Sunday		
Manse Utilities (full cost of heat, water, sewer, refuse, electric and basic phone service)	Paid in full by the church		
Parental, Family, Medical, Traumatic Leave Policy			
Severance Policy			

When was your manse inspected this year? \_\_\_\_\_

**Mid-Year New Calls:** If the pastor is new, contract for new pastor may be negotiated for up to 17 months following the June Presbytery meeting at next year's minimum terms for Basic Cash Salary for New Calls.

**Suggested additional pensionable items:** The following are not required but are strongly recommended by the COM: supplemental insurance premiums (dental, life, medical); Benefits Plan Major Medical Deductible: 1% effective salary for the member, 1 % for family members, co-payment of 20% on additional costs up to 4% of effective salary; deferred compensation, such as contribution to retirement savings fund, etc.

**Suggested additional non-pensionable items:** SECA offset (an amount equivalent to an employer's share of the FICA tax or 7.65% of the Total Effective Salary); book allowances (vouchered), professional dues or expenses (vouchered), sabbatical leave.

**2024 Minimum Terms of Call for Those in a Pastorate  
WITHOUT a Manse**

	<b>2023</b>	<b>2024</b>	<b>\$ difference</b>
Basic Salary for New Calls 4% increase over 2023 Basic Salary	\$59,846	62240	2394
<b>Experience Apportionments:</b>			
One to five years in present call (2024 Basic Salary plus 2%)	\$61,043	63485	2442
Six to ten years in present call (2024 Basic Salary plus 4%)	\$62,240	64729	2489
Eleven or more years in present call (2024 Basic Salary plus 6%)	\$63,437	65974	2537
Benefits Plan Premium (% of Effective Salary)	Church pays 39%	Church pays 39%	
Vacation (dates set in consultation with session)	1 month, including at least 4 Sundays		
Study Leave Time (dates and content set in consultation with session)	2 weeks per year, cumulative to 6 weeks		
Study Leave Expenses (reimburse actual vouchered expenses)	\$1,000 per year, cumulative to \$3,000 over 3 years		
Travel Expenses (reimburse actual vouchered expenses)	100 % of current IRS (TBD)		
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