

2027 MINIMUM TERMS OF CALL						
2027 Minimum Terms of Call for Those in a Pastorate <u>WITH</u> a Manse in the Presbytery of Huntingdon						
	2026	2027	BoP Congregational Pastors Package ¹	BoP Transitional Pastor's Participation ²	BoP Covenant Package	SECA Offset (7.65% of Total Effective Salary) ³
Basic Salary for New Calls (in addition to manse) at a 3% increase over 2026 Basic Salary	\$47,537	\$48,963	\$14,567	\$25,583	\$4,896	\$3,746
Experience Apportionments						
One to Five Years in present call	\$48,488	\$49,943	\$14,858	\$26,095	\$4,994	\$3,821
Six to ten years in present call	\$49,439	\$50,922	\$15,149	\$26,607	\$5,092	\$3,896
Eleven or more years in present call	\$50,390	\$51,902	\$15,441	\$27,119	\$5,190	\$3,970
Additional Terms						
Vacation (dates set in consultation with the session)				1 month, including at least 4 Sundays		
Study Leave (content and dates set in consultation with the session)				2 weeks per year, cumulative to 6 weeks over 3 years		
Study Leave Expenses (reimburse actual vouchered expenses)				\$1,000/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, trash, electric, and basic phone service)				Paid in full by the church		
Parental, Family, Medical, Traumatic Leave Policy ☐ Yes ☐ No, default to Presbytery's policy						
Severance Policy ☐ Yes ☐ No, default to Presbytery's policy						
Annual Manse Inspection (Please note the date):						
Mid-Year New Calls: If the pastor is new, contract for new pastor may be negotiated for us 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 strongly recommended by COM: supplemental insurance premiums (dental, life, medical); deferred compensation, such as contribution to retirement savings fund, etc.						
Suggested additional non-pensionable items: Book allowances						
¹ Coverage for family members, available in three tiers, is optional, but strongly recommended by COM. Congregations may pay all, some, or none of the cost for additional coverage. Premium rates are available at pensions.org. Please note that for 2027, congregations must provide full medical coverage for their pastors and ensure, if applicable, that the pastor's spouse and dependents are covered as well. https://www.pensions.org/what-we-offer/benefits-packages/dues-package-costs-2027#congregational						
² This is for estimating purposes only, and this plan is only available to pastors who were enrolled in it in 2025.						
³ As per the action of the presbytery on July 14, 2026, churches are now required to pay SECA offsets for installed Ministers of Word and Sacrament.						

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2027 MINIMUM TERMS OF CALL						
2027 Minimum Terms of Call for Those in a Pastorate <u>WITHOUT</u> a Manse in the Presbytery of Huntingdon						
	2026	2027	BoP Congregational Pastors Package ¹	BoP Transitional Pastor's Participation ²	BoP Covenant Package	SECA Offset (7.65% of Total Effective Salary) ³
Basic Salary for New Calls at a 3% increase over 2026 Basic Salary	\$66,030	\$68,011	\$20,233	\$35,536	\$6,801	\$5,203
Experience Apportionments						
One to Five Years in present call	\$67,352	\$69,373	\$20,638	\$36,247	\$6,937	\$5,307
Six to ten years in present call	\$68,671	\$70,731	\$21,043	\$36,957	\$7,073	\$5,411
Eleven or more years in present call	\$69,992	\$72,092	\$21,447	\$37,668	\$7,209	\$5,515
Additional Terms						
Vacation (dates set in consultation with the session)				1 month, including at least 4 Sundays		
Study Leave (content and dates set in consultation with the session)				2 weeks per year, cumulative to 6 weeks over 3 years		
Study Leave Expenses (reimburse actual vouchered expenses)				\$1,000/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		
Parental, Family, Medical, Traumatic Leave Policy ☐ Yes ☐ No, default to Presbytery's policy						
Severance Policy ☐ Yes ☐ No, default to Presbytery's policy						
Mid-Year New Calls: If the pastor is new, contract for new pastor may be negotiated for us 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 strongly recommended by COM: supplemental insurance premiums (dental, life, medical); deferred compensation, such as contribution to retirement savings fund, etc.						
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