

**2012 MINIMUM TERMS OF CALL
REPORT TO THE PRESBYTERY OF LAKE HURON
September 20, 2011**

The policy of Lake Huron Presbytery with regard to minimum salary figures is twofold:

1. The Presbytery changes the minimum cash salary figure for ministers annually in accordance with the change in the Cost of Living figures issued by the Bureau of Labor Statistics. The figure to be used is to be the one issued by the Bureau on July 1st for the preceding twelve months, and is to become effective on the following January 1st.
2. The Presbytery has established two minimum salary packages – one for ministers who have up to 10 years of experience, and one for ministers who have 10 years or more experience.

Motion approved that Presbytery set aside for one year the Presbytery policy on Cost of Living increases for Minimum Terms of Call. Therefore, there is no increase to Minimum Terms of Call for 2012 except for the mandated increase in the Board of Pensions Dues. The Cost of Living, as figured by the Bureau of Labor Statistics, would have increased minimums by 3.79%.

Items	Full time, less than 10 years	Full time, more than 10 years
Cash Salary	33,068	33,714
Housing allowance (20% of cash)	6,614	6,743
Medical/pension/disability (with manse)	13,863	14,135
Medical/pension/disability (with housing allowance)	12,797	13,047
Travel Reimbursement	Current IRS business rate	Current IRS business rate
Study Leave allowance	\$650	\$650
Study leave time	14 days with 2 Sundays	14 days with 2 Sundays
Vacation time	28 days with 4 Sundays	28 days with 4 Sundays
Moving expenses	All	All

IMPORTANT:

2012 Board of Pensions Dues increase to 32.25 percent (an increase of .75% in healthcare dues)
2013 Board of Pensions Dues increase to 33.00 percent (an increase of .75% in healthcare dues)

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The following Maternity/Paternity Policy was approved by Presbytery on Dec. 1, 2009:

a. Maternity Leave: should be provided to female clergy following the birth or adoption of a child. Leave should be provided in the following way: eight (8) weeks at full compensation (including salary and housing). Vacation time may be taken in addition to the 8 weeks maternity leave extending the leave to twelve (12) weeks paid. During this time the session is responsible for providing pulpit supply and may apply to COM for financial assistance from their budgeted funds.

b. Paternity Leave: should be provided to male clergy following the birth or adoption of a child. Leave should be provided in the following way: two (2) weeks at full compensation (including salary and housing). Vacation time may be taken in addition to the two (2) weeks paternity leave extending the leave to six (6) weeks paid. During this time the session is responsible for providing pulpit supply and may apply to COM for financial assistance from their budgeted funds.

This information is also available on our website: www.presbylh.org