

APP B: 4% Increase
2023 Minimum Terms of Call for Those in a Pastorate
WITH a Manse in the Presbytery of Huntingdon

	2022	2023	\$ Difference
Basic Salary for New Calls (in addition to Manse) 4% increase over 2022 Basic Salary	\$41,428	\$43,085	\$1,657
Experience Apportionments:			
One to five years in present call (2023 Basic Salary plus 2%)	\$42,257	\$43,947	\$1,690
Six to ten years in present call (2023 Basic Salary plus 4%)	\$43,085	\$44,809	\$1,724
Eleven or more years in present call (2023 Basic Salary plus 6%)	\$43,914	\$45,670	\$1,756
Benefits Plan Premium (% of Effective Salary)	Church pays 37%	Church pays 37%	
Vacation (dates set in consultation with session)	1 month, including at least 4 Sundays	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	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	\$1,000 per year, cumulative to \$3,000 over 3 years	
Travel Expenses (reimburse actual vouchered expenses)	100 % of current IRS (TBD)	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	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	Paid in full by the church	

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.

4% OPTION
2023 Minimum Terms of Call for Those in a Pastorate
WITHOUT a Manse

	2022	2023	\$ difference
Basic Salary for New Calls 4% increase over 2022 Basic Salary	\$57,544	\$59,846	\$2,302
Experience Apportionments:			
One to five years in present call (2023 Basic Salary plus 2%)	\$58,695	\$61,043	\$2,348
Six to ten years in present call (2023 Basic Salary plus 4%)	\$59,846	\$62,240	\$2,394
Eleven or more years in present call (2023 Basic Salary plus 6%)	\$60,997	\$63,437	\$2,440
Benefits Plan Premium (% of Effective Salary)	Church pays 37%	Church pays 37% TES	
Vacation (dates set in consultation with session)	1 month, including at least 4 Sundays	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	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	\$1,000 per year, cumulative to \$3,000 over 3 years	
Travel Expenses (reimburse actual vouchered expenses)	100 % of current IRS (TBD)	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	1 week for program service including Sunday	

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