

2026 MINIMUM TERMS OF CALL						
2026 Minimum Terms of Call for Those in a Pastorate <u>WITH</u> a Manse in the Presbytery of Huntingdon						
	2025	2026	BoP Congregational Pastors Package ¹	BoP Transitional Pastor's Participation ²	BoP Covenant Package	SECA Offset (Optional)
Basic Salary for New Calls (in addition to manse) at a 3% increase over 2025 Basic Salary	\$46,152	\$47,537	\$13,073	\$22,342	\$4,754	\$3,637
Experience Apportionments						
One to Five Years in present call	\$47,076	\$48,488	\$13,334	\$22,789	\$4,849	\$3,709
Six to ten years in present call	\$47,999	\$49,439	\$13,596	\$23,236	\$4,944	\$3,782
Eleven or more years in present call	\$48,922	\$50,390	\$13,857	\$23,683	\$5,039	\$3,855
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 <input type="checkbox"/> Yes <input type="checkbox"/> No, default to Presbytery's policy						
Severance Policy <input type="checkbox"/> Yes <input type="checkbox"/> 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 by strongly recommended by COM: supplemental insurance premiums (dental, life, medical); Benefits Plan Major Medical Deductible (according to BoP plan & participation in 'Call to Health'); deferred compensation, such as contribution to retirement savings fund, etc.						
Suggested additional non-pensionable items: SECA offset (7.65% of Total Effective Salary as modeled above); book allowances						
¹ This is member-only coverage assessed at 27.5% of effective salary. 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. Child(ren): \$9,950; Spouse: \$12,250; Family: \$22,000. Please note that for 2026, congregations must provide full medical coverage for their pastors and ensure, if applicable, that the pastor's spouse and dependents are covered as well.						
² This plan is only available to pastors who were enrolled in it in 2025 and is 47% of effective salary.						

2026 MINIMUM TERMS OF CALL						
2026 Minimum Terms of Call for Those in a Pastorate <u>WITHOUT</u> a Manse in the Presbytery of Huntingdon						
	2025	2026	BoP Congregational Pastors Package ¹	BoP Transitional Pastor's Participation ²	BoP Covenant Package	SECA Offset (Optional)
Basic Salary for New Calls at a 3% increase over 2025 Basic Salary	\$64,107	\$66,030	\$18,158	\$31,034	\$6,603	\$5,051
Experience Apportionments						
One to Five Years in present call	\$65,390	\$67,352	\$18,522	\$31,655	\$6,735	\$5,152
Six to ten years in present call	\$66,671	\$68,671	\$18,885	\$32,275	\$6,867	\$5,253
Eleven or more years in present call	\$67,953	\$69,992	\$19,248	\$32,896	\$6,999	\$5,354
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 <input type="checkbox"/> Yes <input type="checkbox"/> No, default to Presbytery's policy						
Severance Policy <input type="checkbox"/> Yes <input type="checkbox"/> No, default to Presbytery's policy						
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