

**2025 Minimum Terms of Call for Those in a Pastorate  
WITH a Manse in the Presbytery of Huntingdon**

	<b>2024</b>	<b>2025</b>	<b>\$ Difference</b>
Basic Salary for new calls (in addition to manse) 3% increase over 2024 Basic Salary	\$ 44,808	\$ 46,152	\$ 1,344
<b>Experience Apportionments</b>			
One to five years in present call	\$ 45,705	\$ 47,076	\$ 1,371
Six to ten years in present call	\$ 46,601	\$ 47,999	\$ 1,398
Eleven or more years in present call	\$ 47,497	\$ 48,922	\$ 1,425
Benefits Plan Premium (% of Effective Salary)	Church pays 39%	Church pays 26% or 43%*	
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.

\*For 2025, churches are required to enroll their pastors in the Transitional Pastor's Participation plan of the Board of Pensions (at 43% of effective salary), UNLESS pastor does not need spousal/dependent care coverage or already receives spousal/dependent care coverage from another source (i.e. spousal coverage), in which case the pastor would be enrolled in the Board of Pensions' Congregational Pastors Package (at 26% of effective salary).

**2025 Minimum Terms of Call for Those in a Pastorate  
WITHOUT a Manse**

	<b>2024</b>	<b>2025</b>	<b>\$ difference</b>
Basic Salary for new calls 3% increase over 2024 Basic Salary	\$ 62,240	\$ 64,107	\$ 1,867
<b>Experience Apportionments</b>			
One to five years in present call	\$ 63,485	\$ 65,390	\$ 1,905
Six to ten years in present call	\$ 64,729	\$ 66,671	\$ 1,942
Eleven or more years in present call	\$ 65,974	\$ 67,953	\$ 1,979
Benefits Plan Premium (% of Effective Salary)	Church pays 39%	Church pays 26% or 43%*	
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		
Parental, Family, Medical, Traumatic Leave Policy			
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