October 26th 2022

Dear Congregations of the Presbytery of Detroit,

The Presbyterian Church (USA) recognizes that the “Terms of Call” is an important conversation between a minister, congregation and presbytery. The Presbytery of Detroit prayerfully enters in these conversations with a spirit of discernment, practicality and wisdom. We believe decisions about compensation by the Presbytery, its sessions, and congregations, and its pastors must seek always to serve congregations so that vitality is encouraged. Having pastors who are fairly, justly compensated brings life to a congregation. At the same time, keeping levels of compensation in balance with the whole ministry of the whole church, seeing how they relate to the church’s mission brings greater vitality to congregations.

Terms of Call must find balance between the needs of the pastor and the needs of the congregation both in terms of financial compensation and in terms of time, seeking to be fair to all. The Terms of Call must be sufficiently fixed to ensure that no one is taking unfair advantage and sufficiently flexible to allow adaptation to particular circumstances in an ever-changing world. Establishing minimum Terms of Call that satisfy the needs of the pastors, the needs of the churches, the requirements of the General Assembly and that maintain sufficient flexibility to work in the real world is a required task of the presbytery and adhering to those minimum standards is a required task of the member churches of the presbytery.

It is in this spirit that the Committee on Ministry at its meeting on August 4th 2022, approved to increase minimum Terms of Call effective **January 1st 2023.** ThePresbytery of Detroit concurred with this motion at our September 27th meeting.

Attached are the details of the Minimum Terms of Call for 2023. In summary the changes include:

* An Increase of 5% in effective salary—6.2% overall increase (this includes the 2% increase from the Board of Pensions for the Pastors Participation Program)
* Fee for Moderating Session or Congregational meeting increase to $150.00 for the first two hours and an additional $50.00 per hour for each additional hour. (This applies to pastors who moderate session or congregational meetings for a church other than the one they serve as pastor.)
* Fee for Pulpit Supply increase from to $200.00 with an additional $50.00 for each additional service help on the same day or when multiple trips to the church are needed to record messages.

If you have any questions regarding compensation, please reach out to your Committee on Ministry Liaison. Questions related to the Board of Pensions can be directed to Board of Pensions Church Consultant Luke Choi (LChoi@pensions.org).

Blessings,

The Committee on Ministry

Presbytery of Detroit