

PRESBYTERY OF DETROIT

2024 Minimum Terms of Call for Full-time Clergy*

Reflects a 3% increase in effective salary – 2.81% overall increase.

BOP Calculator: <http://www.pensions.org/calc/dues>

Effective Salary	2023	2024
a. Cash Salary & Housing Allowance **	\$ 51,584	\$ 53,132
b. Manse	\$ -	\$ -
c. <i>Other</i> (refer BOP Guide to Effective Salary)	\$ -	\$ -
TOTAL EFFECTIVE SALARY	\$ 51,584	\$ 53,132
Benefits (Based on Pastor's Participation Program of BOP)		
a. BOP Medical – 29% of Effective Salary ***	\$ 14,959	\$ 15,408
b. BOP Pension – 8.5% of Effective Salary	\$ 4,385	\$ 4,516
c. BOP Death/Disability – 1% of Effective Salary	\$ 516	\$ 531
d. BOP STATED Disability – 0.5% of Effective Salary	\$ 258	\$ 266
e. SECA (Social Security) reimbursement (7.65% of Effective Salary)	\$ 3,946	\$ 4,065
f. Other	\$ -	0
TOTAL BENEFITS	\$ 24,064	\$ 24,786
Reimbursed Expenses (vouchered and reimbursed to pastor)		
a. Medical Reimbursement or contribution to Flexible Spending Account	\$ 516	\$ 525
b. Study Allowance	\$ 1,050	\$ 1,050
c. Professional Expenses (Includes mileage at current IRS Rate; business expenses such as books, dues, etc.)	\$ 1,550	\$ 1,550
TOTAL REIMBURSED EXPENSES	\$ 3,116	\$ 3,125
Other Expenses to the Church		
a. Transition in Ministry Workshop	\$ -	\$ -
b. Moving Expense (one time for newly called pastors)	\$ -	\$ -
c.	\$ -	\$ -
TOTAL COST TO THE CHURCH	\$78,764	\$81,042

Overall Annual Increase to church

\$2,279

OTHER REQUIREMENTS

- a. New pastors are expected to attend the Pastors About Companionship workshop. This expense is paid by the church and time off is to be provided outside vacation and study leave.
- b. The church shall provide the pastor with 12 weeks paid family medical leave if required (Book of Order G-2.0804) following the guidelines of the Presbytery of Detroit's Family Leave Policy.
- c. The church, Pastor, and Presbytery will share equally the cost for Clergy Coaching during the first year of service if required.
- d. Four weeks of vacation (including 4 Sundays); and two weeks of study leave (including 2 Sundays) are required for full and part-time positions.
- e. Study Allowance and Leave may be accumulated up to 6 weeks by Session action.

Approved by COM September 7, 2023; Synod AC September 21, 2023

*This minimum applies to all clergy serving in a full-time position in Detroit Presbytery. For clergy serving in a part-time position, the amounts are pro-rated from the Grand Total Terms of Call. Pastors in transitional positions (Interim or Stated Supply) have greater flexibility in determining their terms of call. Their terms must still meet, or be pro-rated from, the Grand Total Terms of Call. For more information, contact the Committee on Ministry or the Board of Pensions.

**The Board of Pensions considers manse value 30% of Effective Salary. Cash housing allowance is flexible but must reflect actual expenses of operating the home.

***The Board of Pensions requires all installed pastors to enroll in the Pastor's Participation Plan. Transitional pastors may elect other options. Congregations that call a pastor under the Pathways to Renewal Program of the Board of Pensions pay a reduced fee of 22% for the benefits in the Pastor's Participation Plan. (BOP Medical dues for 2024: Minimum \$12,500 and Maximum \$36,000.)

****The setting aside of a Medical Reimbursement amount is optional (the amount may be moved elsewhere). As an alternative, many presbyteries and pastors are moving away from requiring a medical deductible amount paid by the church and opting for contributions to Flexible Spending Accounts (as approved by Session) as such account can be used for a wider array of medical/health expenses. There is also a tax advantage for the pastor in such an arrangement. For more information and list of options visit the Board of Pensions website, www.pensions.org

+The Board of Pensions Median Salary: \$64,800 (2023) and \$67,100 (2024)