**2022 MINIMUM COMPENSATION**

**FOR MINISTERS IN PALO DURO PRESBYTERY**

**MINIMUM TERMS OF CALL IN PALO DURO PRESBYTERY**

The Book of Order (G-3.0303c) requires that each presbytery specify the minimum compensation standards within its bounds. This applies to all pastoral relationships, full-time or temporary, whether one or more congregations are served. Part-time and temporary relationships will reflect compensation on a pro-rata basis according to the terms of call (e.g. a half-time pastoral or temporary relationship minimum would be one half of a full time minimum.) The following minimums are in effect for any new calls issued and beginning with renewals of terms of call for the Calendar year 2022. **This is a 5% from 2021. Total Effective Salary = A. Base + B. Housing Allowance or Manse Value = $58,228.80.** The example below is a 70/30 split. Please review the Ministers Tax handbook on the PDP web site.

**Base Cash Salary $40,760.16**

**Provision of Manse (with Utilities furnished except for telephone) $17,468.64**

**Housing-Utility Allowance $17,468.64**

If a manse and utilities ARE NOT furnished.

**Pension/Medical Coverage (Housing Allowance and Manse) $21,544.66**

This is **37%** of the sum of the Base Cash Salary and the Housing-

Utility Allowance. If a manse and utilities are provided (as

opposed to an allowance being paid) then the figure should be 37%

of the sum of the Base Cash Salary and the value of the Manse-

Utility figure. The percentage may change in the future as

specified by the Board of Pensions. **The 2022 rate remains at 37%.**

[To determine the correct dues amount for any other Effective Salary, please use the Pastor’s Participation Dues Calculator at **https://www.pensions.org/calc/dues**]

**Car Allowance (reimbursable to a budgeted amount) $5,600.00**

An accountable reimbursement plan is recommended. However,

if such a plan is not used, then this recommendation is based on a

minimum of 10,000 miles per year and a rate of $0.56 per mile

as currently allowed by the Internal Revenue Service. The actual

allowance should reflect the driving records of the minister and be

multiplied by the IRS rate allowed each year. This rate may change.

**Continuing Education (reimbursable to a budgeted amount) $1,000.00**

This is the minimum budgeted amount for Continuing Education.

The church may choose to budget a larger amount, but it should be on a reimbursable basis.

**Vacation Time four (4) weeks**

**Continuing Education/Study Time two (2) weeks**

**Sabbatical:** A three-month sabbatical may be available to clergy who have served a minimum of five years in a specific congregation. Pastors will accept sabbatical on the explicit condition that they will continue to serve the granting congregation for at least one additional year from the time of return from sabbatical. Depending on the longevity of the pastor, additional sabbaticals may be proposed in increments of five years or service. For more information, please contact the presbytery office.