

2023 For PDP Vote:

**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 2023. **Total Effective Salary = A. Base + B. Housing Allowance or Manse Value = \$60,000.00.** The example below is a 70/30 split. Please review the Ministers Tax handbook on the PDP web site. This split is discretionary. (This is a \$1,711.20 or 2.9% increase from 2022).

Base Cash Salary **\$42,000.00**

Provision of Manse (with Utilities furnished except for telephone) **\$18,000.00**

Housing-Utility Allowance **\$18,000.00**
When a minister owns home.

Pension/Medical Coverage (Housing Allowance and Manse) **\$23,400.00**

This is **39%** 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 39% 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 2023 rate is 39%.**

(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) **\$6,250.00**

An accountable reimbursement plan is recommended. However, if such a plan is not used, then this recommendation is based on a

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