

**2025 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 2025. **Total Effective Salary = A. Base + B. Housing Allowance or Manse Value = \$61,800.00.** 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 \$1,800.00 or 3% increase from 2024).

Base Cash Salary **\$43,260.00**

Provision of Manse (with utilities furnished except for telephone) **\$18,540.00**

Housing-Utility Allowance **\$18,540.00**
When a minister owns a home.

Pension/Medical Coverage (Housing Allowance and Manse)

The Board of Pensions' updated the dues structure (effective January 1, 2025) to allow congregations to configure a benefits plan that best meets the needs of both the pastor and the congregation. The 2025 Decision Guide that is found at <https://www.pensions.org/decision-guide/> will give congregations accurate information about the actual dues costs based on Effective Salary. As part of this faithful decision-making, congregations are encouraged to contact their Church Consultant for assistance. You may contact the Rev. Kevin Keaton at 215-435-1301 or kkeaton@pensions.org. For additional information, go to <https://seasonofrebuilding.pensions.org/2025-plan-changes>.

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 minimum of 10,000 miles per year and a rate of \$0.67 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 specific congregation for a minimum of five years. The Pastor will seek conversation with and approval by Session as early as possible beforehand (six months preferably). A Pastor will be granted the sabbatical on the explicit condition that they continue to serve their congregation for at least one additional year following return. Depending on the longevity of the pastor, additional sabbaticals may be proposed in increments of five years of service. The sabbatical is to be taken all at one time continuously. Only by exception of Session may the pastor link the three months with other personal time. A sabbatical is an opportunity for the pastor to strategically disengage from regular tasks so that ministry and mission may be viewed from a new perspective because of a planned time of focus. Sabbatical leave is an extension of the biblical concept of a Sabbath day and a Sabbath year for renewal. It is both an act of faith that God will sustain us through a period of reflection and changed activity and an occasion for recovery and renewal of vital energies. Sabbatical time is planned at the discretion of the pastor; PDP has many examples of what others' plans looked like. Call the presbytery office for more details.

Family Leave:

It is recommended that twelve (12) weeks leave be included in each call as appropriate for maternity and paternity leave.