

2027 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 specifies 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 apply to any new calls issued and to renewals of terms of call beginning in calendar year 2027. **Total Effective Salary = A. Base + B. Housing Allowance or Manse Value = \$65,690.00.** The example below is a 70/30 split. This split is discretionary. (This is a \$2,160.00, or 3.4%, increase from 2026; 3.4% is the inflation rate for the twelve months preceding September 1, 2026, per The Wall Street Journal.) Please see “Tax Resources” from The Board of Pensions for additional guidance: <https://www.pensions.org/what-we-offer/tax-resources>.

Base Cash Salary	\$45,983.00
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Provision of Manse (with utilities furnished except for telephone)	\$19,707.00
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Housing-Utility Allowance	\$19,707.00
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When a minister owns a home.

Pension/Medical Coverage (Housing Allowance and Manse)

The 2026-2027 Decision Guide found at pensions.org/decision-guide/ can help determine eligibility and costs for the Covenant Package, the Congregational Pastors Package, and Transitional Pastor's Participation for 2027 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.

Car Allowance (reimbursable to a budgeted amount)	Current rate
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An accountable reimbursement plan is recommended. However, if such a plan is not used, then this recommendation is based on the rate currently allowed by the Internal Revenue Service. Find the current rate here: <https://www.irs.gov/tax-professionals/standard-mileage-rates>. The actual allowance should reflect the minister's driving records and be multiplied by the IRS rate allowed each year. *This rate may change.*

Continuing Education (reimbursable to a budgeted amount)	\$1,000.00
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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 at least five years. The Pastor will seek conversation with, and approval by, Session as early as possible beforehand (preferably six months). 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 pastor's longevity, Session may propose additional sabbaticals 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 ministry and mission may be viewed from a new perspective through 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. The pastor plans sabbatical time at their discretion; PDP has many examples of what others' plans looked like. Call the presbytery office for more details.

Family Leave:

It is recommended that each call include twelve (12) weeks of leave, as appropriate, for maternity and paternity leave.

- The COM recommends that Sessions with **existing MWS** in place increase Pastor compensation by 3.4% for the coming fiscal year.
- The COM recommends that Sessions with **in-place CPs** increase compensation by 3.4% for the coming fiscal year.