Presbytery of South Dakota

Minimum Terms of Call

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A call to a full-time teaching elder shall provide the following minimum terms:

A. Effective Salary:
   1. The Presbytery of South Dakota's minimum cash salary is $39,000 with manse, or $51,000 without manse. -- some portion of which may be redirected by the pastor with the agreement of the congregation and the presbytery to provide additional funding for other aspects of effective salary.

B. Expenses reimbursed by voucher:
   1. Adequate travel compensation in the form of vouchered mileage up to $1,200 annually, payment at the recommended IRS rate of reimbursement, a leased car, or such compensation as will meet the specific parish requirements;
   2. An allowance for professional expenses such as office expense, books, and study leave:
      a. Professional expenses: $750
      b. Continuing Education: $2,000

C. Other:
   1. Requisite percent pension dues payment on the teaching elder's salary as required by the Board of Pensions;
   2. At least four weeks of vacation per year;
   3. At least two weeks of study leave per year;
   4. An annual review of the effectiveness of ministry and adequacy of remuneration. (This review shall also be made in cases where a teaching elder is called within the preceding year.)

D. Vacation and Continuing Education
   1. Vacation: 4 Weeks (28 days including Sundays)
   2. Continuing Education: 2 Weeks (14 days including Sundays)

The Congregational and Pastoral Care team (CPC) shall recommend at each year any salary recommendations for the next year.

Approved October, 2025 by the Presbytery of South Dakota