

# Presbytery of South Dakota

## Minimum Terms of Call

### **Minimum Terms**

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 \$37,000 with manse, or \$49,000 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 July, 2022 by the Presbytery of South Dakota*