



Grace Presbytery

missional. relational. connectional.

November 5, 2025

Dear Colleagues in Ministry,

Grace Presbytery approved the following minimums for 2026 Terms of Call at the October 23, 2025 Presbytery meeting in Dallas, Texas. These changes include minimum effective salary and minimum terms related to the changes to the 2026 Benefits Plan announced by the Board of Pensions (BOP) earlier this year.

2026 Minimum Effective Salary

Grace Presbytery approved for 2026 a full-time minimum salary requirement of \$58,300 for full time Teaching Elders. This represents a 2.5% increase over the 2025 minimum of \$56,878. The 2.5% increase is in keeping with an agreed average inflation rate calculation using the current year to date US inflation rate and Texas CPI rate. Compensation and Pensions sub-committee also encourages all churches to consider adding merit pay amounts to the above minimum if possible.

Additionally, Grace Presbytery approved for 2026 increasing Occasional Supply minimum honorariums to \$175 for one service and \$275 for churches with more than one service plus a mileage reimbursement to and from based on the prevailing IRS auto mileage rate. (The last occasional supply minimum was approved in January of 2024 for \$150 for 1 service and \$250 for more than one service.)

2026 Minimum Terms Related to Board of Pensions dues for 2026

- Cognizant of changes in Board of Pensions changes that began in 2025, we recommend reference to BOP Dues package for 2026 at <https://seasonofrebuilding.pensions.org/selecting-2026-benefits/2026-dues-packages> to use in determining BOP benefits.
- Grace Presbytery requires congregations to maintain coverage* for dependents/spouses currently in place for currently installed pastors and Certified Christian Educators.
- Grace Presbytery requires new installed pastoral relationships, or life changes in currently installed pastoral relationships, meet the medical coverage needs for the pastor and their dependents/spouse. COM will be available to meet individually with pastors/sessions to explore options for meeting this requirement (for example, possibly utilizing spousal insurance).
- Grace Presbytery requires Sessions to offer the Congregational Pastors packages to non- installed congregational pastoral leaders working 20 or more hours per week.**

- Grace Presbytery encourages Sessions to offer the Covenant Package to all employees working 20 hours a week or more, regardless of ordination status.

*either through the Transitional Plan or the Congregational Pastors package

**COM will no longer approve contracts for 19 hours

The Terms of Call forms submitted to COM on an annual basis will be available on the Grace Presbytery website by November 3, 2025. In the meantime, if you are not certain that minimum terms are being met you can always reach out to us.

Please know that the COM, Kevin Keaton, and the Board of Pensions are prepared to work side by side with you in this important season of benefits transition. Please reach out to any of us with questions.

God's peace to you,

Rev. Kendal Land

Jim Wallis

Co-Moderators, COM

REFERENCES

- Selecting 2026 Benefits <https://seasonofrebuilding.pensions.org/selecting-2026-benefits-congregations>
- Dues Packages for 2026 <https://seasonofrebuilding.pensions.org/selecting-2026-benefits/2026-dues-packages>
- What's New for 2026 <https://seasonofrebuilding.pensions.org/selecting-2026-benefits-congregations#newfor2026>