Grace Presbytery
missional. relational. connectional.

October 8, 2026

Dear Colleagues in Ministry,

Grace Presbytery approved the following minimums for 2027 Terms of Call at the October 8, 2026 Presbytery meeting in Granbury, Texas. These changes include minimum effective salary and minimum terms related to the changes to the 2027 Benefits Plan announced by the Board of Pensions (BOP) earlier this year.

2027 Minimum Effective Salary
Grace Presbytery approved for 2027 a full-time minimum salary requirement of $60,050 for full-time Teaching Elders. This represents a 3.0% increase over 2026 minimum $58,300. The 3.0% 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 2027 the Occasional Supply minimum honorarium of $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.

2027 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 2027 at https://www.pensions.org/what-we-offer/benefits-packages/dues-package-costs-2027 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
** Positions less than 20 hours will only be approved based on providing a job description identifying exact job requirements and the hours required to complete. Hours may be best summarized using even 5-hour blocks that total less than 20.

The Terms of Call forms submitted to COM on an annual basis will be available on the Grace Presbytery website on/about October 8, 2026. 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

- **Dues Package for 2027** https://www.pensions.org/what-we-offer/benefits-packages/dues-package-costs-2027
- **Selecting 2027 benefits** Guidance for PC(USA) congregations and employers https://www.pensions.org/what-we-offer/church-plans/updates
- **Decision Guide for Minister Benefits** https://www.pensions.org/decision-guide/
- **Medical Plan Comparison** https://www.pensions.org/what-we-offer/plan-comparison