

BLACKHAWK PRESBYTERY
MINIMUM TERMS OF CALL FOR 2019

With Housing Allowance	2018	2019	Change	Percent
Effective Salary:	\$37,563	\$37,563	\$0	0.00%
Cash Salary/housing/utilities				
SECA	\$2,700	\$2,700	\$0	0.00%
Pension, Death & Disability (12% of effective salary)	\$4,508	\$4,508	\$0	0.00%
Medical (25% of effective salary, base minimum of \$44,000)	\$11,000	\$11,000	\$0	0.00%
<i>Reimbursables:</i>				
Professional Expenses	\$3,900	\$3,900	\$0	0.00%
Study Leave	\$1,500	\$1,500	\$0	0.00%
Health Reimbursement Arrangement (6% effective Salary)	\$2,254	\$2,254	\$0	0.00%
Total	\$63,424	\$63,424	\$0	0.00%

Minimums when manse is provided

Cash Salary (1)	\$26,179	\$26,179	\$0	0.00%
Manse Value (2)	\$7,854	\$7,854	\$0	0.00%
Furnishing Allowance (3)	\$803	\$803	\$0	0.00%
Effective Salary (1+2+3)	\$34,836	\$34,836	\$0	0.00%
Utilities Paid by Church (4)	\$2,732	\$2,732	\$0	0.00%
Equivalent Salary (1+2+3+4)	\$37,568	\$37,568	\$0	0.00%
Pension, Death & Disability (12% of effective salary)	\$4,508	\$4,508	\$0	0.00%
Medical (25% of effective salary, base minimum of \$44,000)	\$11,000	\$11,000	\$0	0.00%
SECA	\$2,700	\$2,700	\$0	0.00%
<i>Reimbursables:</i>				
Professional Expenses	\$3,900	\$3,900	\$0	0.00%
Study Leave	\$1,500	\$1,500	\$0	0.00%
Health Reimbursement Arrangement (6% effective Salary)	\$2,254	\$2,254	\$0	0.00%
Total	\$63,430	\$63,430	\$0	0.00%