

**BLACKHAWK PRESBYTERY**  
**PROPOSED MINIMUM TERMS OF CALL FOR 2017**

<b>With Housing Allowance</b>	<b>2016</b>	<b>2017</b>	<b>Change</b>	<b>Percent</b>
Salary/housing/utilities	\$36,104	\$36,826	\$722	2.00%
SECA	\$2,400	\$2,500	\$100	4.17%
Pension	\$4,332	\$4,419	\$87	2.00%
Medical	\$10,120	\$10,780	\$660	6.52%
Reimbursables:				
Professional Expenses	\$3,900	\$3,900	\$0	0.00%
Study Leave	\$1,500	\$1,500	\$0	0.00%
Medical (6% of Effective salary)	\$2,166	\$2,210	\$43	2.00%
<b>Total</b>	<b>\$60,523</b>	<b>\$62,135</b>	<b>\$1,612</b>	<b>2.66%</b>

**Minimums when manse is provided**

Salary	\$25,163	\$25,666	\$503	2.00%
Manse Value	\$7,549	\$7,700	\$151	2.00%
Furnishing Allowance	\$772	\$787	\$15	2.00%
Utilities (Paid by Church)	\$2,625	\$2,678	\$53	2.00%
Effective Salary Equivalent	\$36,109	\$36,831	\$722	2.00%
Pension	\$4,333	\$4,420	\$87	2.00%
Medical	\$10,120	\$10,780	\$660	6.52%
SECA	\$2,400	\$2,500	\$100	4.17%
Reimbursables:				
Professional Expenses	\$3,900	\$3,900	\$0	0.00%
Study Leave	\$1,500	\$1,500	\$0	0.00%
Medical (6% of Effective salary)	\$2,167	\$2,210	\$43	2.00%
<b>Total</b>	<b>\$60,529</b>	<b>\$62,141</b>	<b>\$1,612</b>	<b>2.66%</b>