

**BLACKHAWK PRESBYTERY**  
**MINIMUM TERMS OF CALL FOR 2018**

<b>With Housing Allowance</b>	<b>2017</b>	<b>2018</b>	<b>Change</b>	<b>Percent</b>
Salary/housing/utilities	\$36,826	\$37,563	\$737	2.00%
SECA	\$2,500	\$2,700	\$200	8.00%
Pension	\$4,419	\$4,508	\$88	2.00%
Medical	\$10,780	\$11,000	\$220	2.04%
Reimbursables:				
Professional Expenses	\$3,900	\$3,900	\$0	0.00%
Study Leave	\$1,500	\$1,500	\$0	0.00%
Health Reimbursement Arrangement (6% effective Salary)	\$2,210	\$2,254	\$44	2.00%
<b>Total</b>	<b>\$62,135</b>	<b>\$63,424</b>	<b>\$1,289</b>	<b>2.07%</b>
<b>Minimums when manse is provided</b>				
Salary	\$25,666	\$26,179	\$513	2.00%
Manse Value	\$7,700	\$7,854	\$154	2.00%
Furnishing Allowance	\$787	\$803	\$16	2.00%
Utilities (Paid by Church)	\$2,678	\$2,732	\$54	2.00%
Effective Salary Equivalent	\$36,831	\$37,567	\$737	2.00%
Pension	\$4,420	\$4,508	\$88	2.00%
Medical	\$10,780	\$11,000	\$220	2.04%
SECA	\$2,500	\$2,700	\$200	8.00%
Reimbursables:				
Professional Expenses	\$3,900	\$3,900	\$0	0.00%
Study Leave	\$1,500	\$1,500	\$0	0.00%
Health Reimbursement Arrangement (6% effective Salary)	\$2,210	\$2,254	\$44	2.00%
<b>Total</b>	<b>\$62,140</b>	<b>\$63,430</b>	<b>\$1,289</b>	<b>2.07%</b>