

BLACKHAWK PRESBYTERY

Minimum Terms of Call for Ministers of the Word and Sacrament 2022

With Housing Allowance	2021	2022	Change	Percent
Effective Salary:	\$39,502	\$41,502	\$2,000	5.06%
Cash Salary/housing/utilities				
SECA (7.65% of effective salary)	\$3,022	\$3,175	\$153	5.06%
Pension, Death & Disability	\$3,950	\$4,150	\$200	5.06%
(10% of effective salary)				
Medical (27% of effective salary, minimum of \$11,000)	\$11,000	\$11,206	\$206	1.87%
<i>Reimbursables:</i>				
Professional Expenses	\$3,900	\$3,000	(\$900)	-23.08%
Study Leave	\$1,500	\$1,500	\$0	0.00%
Health Reimbursement Arrangement (6% effective Salary)	\$2,370	\$2,490	\$120	5.06%
Total	\$65,244	\$67,023	\$1,779	2.73%

Minimums when manse is provided

Cash Salary (1)	\$27,600	\$28,997	\$1,397	5.06%
Manse Value (2)	\$8,280	\$8,699	\$419	5.06%
Furnishing Allowance (3)	\$826	\$870	\$44	5.31%
Effective Salary (1+2+3)	\$36,706	\$38,565	\$1,859	5.07%
Utilities Paid by Church (4)	\$2,800	\$2,937	\$137	4.89%
Equivalent Salary (1+2+3+4)	\$39,506	\$41,502	\$1,996	5.05%
Pension, Death & Disability	\$3,671	\$3,857	\$186	5.07%
(10% of effective salary)				
Medical (27% of effective salary, minimum of \$11,000)	\$11,000	\$11,000	\$0	0.00%
SECA (7.65% of equivalent salary)	\$3,022	\$3,175	\$153	5.05%
<i>Reimbursables:</i>				
Professional Expenses	\$3,900	\$3,000	(\$900)	-23.08%
Study Leave	\$1,500	\$1,500	\$0	0.00%
Health Reimbursement Arrangement (6% effective Salary)	\$2,202	\$2,314	\$112	5.07%
Total	\$64,801	\$66,348	\$1,547	2.39%