

## BLACKHAWK PRESBYTERY

### Minimum Terms for Full Time Commissioned Pastors 2024

<b>With no provided manse</b>	<b>2023</b>	<b>2024</b>	<b>Change</b>	<b>Percent</b>
Effective Salary:	\$37,400	\$38,522	\$1,122	3.00%
Cash Salary/housing/utilities				
Vacation: 4 weeks including 4 Sundays				
Continuing Education: 2 weeks including 2 Sundays				
SECA offset: (recommended)	\$2,861	\$2,947	\$86	3.00%
<i>Reimbursable:</i>				
Professional Expenses: (recommended)	\$2,500	\$2,500	\$0	0.00%
Mileage at IRS rate: \$.655 / mile		unknown		
Study leave expenses: (recommended)	\$1,500	\$1,500	\$0	0.00%
Health reimbursement: (recommended)	\$2,244	\$2,311	\$67	3.00%
<b>Total (including recommended items)</b>	<b>\$46,505</b>	<b>\$47,780</b>	<b>\$1,275</b>	<b>2.74%</b>

### Minimums when manse (and utilities) provided

Cash Salary (1)	\$26,180	\$26,965	\$785	3.00%
Manse Value (2)	\$7,854	\$8,090	\$236	3.00%
Furnishing Allowance (3)	\$785	\$809	\$24	3.00%
Effective Salary (1+2+3)	\$34,819	\$35,864	\$1,045	3.00%
Utilities Paid by Church (4)	\$2,592	\$2,670	\$78	3.00%
Equivalent Salary (1+2+3+4)	\$37,411	\$38,534	\$1,122	3.00%
Vacation: 4 weeks including 4 Sundays				
Continuing Education: 2 weeks including 2 Sundays				
SECA offset: (recommended)	\$2,862	\$2,948	\$86	3.00%
<i>Reimbursable:</i>				
Professional Expenses: (recommended)	\$2,500	\$2,500	\$0	0.00%
Mileage at IRS rate: \$.655 / mile		unknown		
Study leave expenses: (recommended)	\$1,500	\$1,500	\$0	0.00%
Health reimbursement: (recommended)	\$2,245	\$2,312	\$67	3.00%
<b>Total (including recommended items)</b>	<b>\$46,518</b>	<b>\$47,793</b>	<b>\$1,276</b>	<b>2.74%</b>

**\* The minimum effective salary for Commissioned Pastor is 85% of the effective minimum for Ministers of the Word and Sacrament.**

**\* Full time is considered 40 hours per week**

**\* Commissions may be for up to three years. Contracts should be renegotiated annually.**