

BLACKHAWK PRESBYTERY
Minimum Terms of Call for Ministers of the Word and Sacrament 2024

With Housing Allowance	2022	2023	2024	Change	Percent
Effective Salary:	\$41,502	\$44,000	\$45,320	\$1,320	3.00%
Cash Salary/housing/utilities				\$0	
SECA (7.65% of effective salary)	\$3,175	\$3,366	\$3,467	\$101	3.00%
				\$0	
Pension, Death & Disability	\$4,150	\$4,400	\$4,532	\$132	3.00%
(10% of effective salary)				\$0	
Medical (29% of effective salary, minimum of \$11,500)	\$11,206	\$12,760	\$13,143	\$383	3.00%
				\$0	
<i>Reimbursables:</i>				\$0	
Professional Expenses	\$3,000	\$3,000	\$3,000	\$0	0.00%
Study Leave	\$1,500	\$1,500	\$1,500	\$0	0.00%
Health Reimbursement Arrangement	\$2,490	\$2,640	\$2,719	\$79	3.00%
(6% effective Salary)				\$0	
Total	\$67,023	\$71,666	\$73,681	\$2,015	2.81%

Minimums when manse is provided

Cash Salary (1)	\$28,997	\$30,800	\$31,724	\$924	3.00%
Manse Value (2)	\$8,699	\$9,240	\$9,517	\$277	3.00%
Furnishing Allowance (3)	\$870	\$924	\$952	\$28	3.00%
Effective Salary (1+2+3)	\$38,565	\$40,964	\$42,193	\$1,229	3.00%
Utilities Paid by Church (4)	\$2,937	\$3,049	\$3,141	\$91	3.00%
Equivalent Salary (1+2+3+4)	\$41,502	\$44,013	\$45,334	\$1,320	3.00%
Pension, Death & Disability	\$3,857	\$4,096	\$4,219	\$123	3.00%
(10% of effective salary)					
Medical (29% of effective salary, minimum of \$11,000)	\$11,000	\$11,880	\$12,236	\$356	3.00%
SECA (7.65% of equivalent salary)	\$3,175	\$3,367	\$3,468	\$101	3.00%
<i>Reimbursables:</i>					
Professional Expenses	\$3,000	\$3,000	\$3,000	\$0	0.00%
Study Leave	\$1,500	\$1,500	\$1,500	\$0	0.00%
Health Reimbursement Arrangement	\$2,314	\$2,458	\$2,532	\$74	3.00%
(6% effective Salary)					
Total	\$66,348	\$70,314	\$72,288	\$1,974	2.81%