

BLACKHAWK PRESBYTERY
MINIMUM TERMS OF CALL FOR 2021 (revised 2/17/21)

With Housing Allowance	2020	2021	Change	Percent
Effective Salary:	\$38,502	\$39,502	\$1,000	2.60%
Cash Salary/housing/utilities				
SECA (7.65% of effective salary)	\$2,945	\$3,022	\$77	2.60%
Pension, Death & Disability (10% of effective salary)	\$4,620	\$3,950	-\$670	-14.50%
Medical (27% of effective salary, minimum of \$11,000)	\$11,000	\$11,000	\$0	0.00%
<i>Reimbursables:</i>				
Professional Expenses	\$3,900	\$3,900	\$0	0.00%
Study Leave	\$1,500	\$1,500	\$0	0.00%
Health Reimbursement Arrangement (6% effective Salary)	\$2,310	\$2,370	\$60	2.60%
Total	\$64,778	\$65,244	\$466	0.72%

Minimums when manse is provided

Cash Salary (1)	\$26,833	\$27,600	\$767	2.86%
Manse Value (2)	\$8,050	\$8,280	\$230	2.86%
Furnishing Allowance (3)	\$823	\$826	\$3	0.36%
Effective Salary (1+2+3)	\$35,706	\$36,706	\$1,000	2.80%
Utilities Paid by Church (4)	\$2,800	\$2,800	\$0	0.00%
Equivalent Salary (1+2+3+4)	\$38,506	\$39,506	\$1,000	2.60%
Pension, Death & Disability (10% of effective salary)	\$4,285	\$3,671	-\$614	-14.33%
Medical (27% of effective salary, minimum of \$11,000)	\$11,000	\$11,000	\$0	0.00%
SECA (7.65% of equivalent salary)	\$2,946	\$3,022	\$77	2.60%
<i>Reimbursables:</i>				
Professional Expenses	\$3,900	\$3,900	\$0	0.00%
Study Leave	\$1,500	\$1,500	\$0	0.00%
Health Reimbursement Arrangement (6% effective Salary)	\$2,142	\$2,202	\$60	2.80%
Total	\$64,279	\$64,801	\$523	0.81%