

**BLACKHAWK PRESBYTERY**  
**MINIMUM TERMS OF CALL FOR 2021**

<b>With Housing Allowance</b>	<b>2020</b>	<b>2021</b>	<b>Change</b>	<b>Percent</b>
Effective Salary:	\$38,502	\$39,502	\$1,000	2.60%
Cash Salary/housing/utilities				
SECA	\$2,945	\$3,022	\$77	2.61%
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%
<b>Total</b>	<b>\$64,777</b>	<b>\$65,244</b>	<b>\$467</b>	<b>0.72%</b>

**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)	\$4,621	\$3,951	-\$670	-14.50%
Medical (27% of effective salary, minimum of \$11,000)	\$11,000	\$11,000	\$0	0.00%
SECA	\$2,945	\$3,022	\$77	2.62%
<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%
<b>Total</b>	<b>\$64,782</b>	<b>\$65,249</b>	<b>\$467</b>	<b>0.72%</b>