

BLACKHAWK PRESBYTERY

Proposed Minimum Terms of Call for Ministers of the Word and Sacrament 2026

2026 Minimum Terms of Call Proposal

With Housing Allowance	2024	2025	2026	Change	Percent
Effective Salary:	\$45,320	\$45,320	\$46,226	\$906	2.00%
Cash Salary/housing/utilities					
SECA (7.65% of effective salary)	\$3,467	\$3,467	\$3,536	\$69	2.00%
Pension, Death & Disability (10% of effective salary)	\$4,532	\$4,532	\$4,623	\$91	2.00%
Medical Dues varies by BOP package See note below	\$13,143	\$11,783	\$12,712	\$929	7.07%
<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 (6% effective Salary)	\$2,719	\$2,719	\$2,774	\$54	2.00%
Total	\$73,681	\$72,321	\$74,371	\$2,050	2.78%

When Manse is Provided

Cash Salary (1)	\$31,724	\$31,724	\$32,358	\$634	2.00%
Manse Value (2)	\$9,517	\$9,517	\$9,708	\$190	2.00%
Furnishing Allowance (3)	\$952	\$952	\$971	\$19	2.00%
Effective Salary (1+2+3)	\$42,193	\$42,193	\$43,037	\$844	2.00%
Utilities Paid by Church (4)	\$3,141	\$3,141	\$3,203	\$63	2.00%
Equivalent Salary (1+2+3+4)	\$45,334	\$45,334	\$46,240	\$907	2.00%
Pension, Death & Disability (10% of effective salary)	\$4,219	\$4,219	\$4,304	\$84	2.00%
Medical Dues varies by BOP package See note below	\$11,392	\$10,970	\$11,835	\$865	7.59%
SECA (7.65% of equivalent salary)	\$3,468	\$3,468	\$3,537	\$69	2.00%
<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 (6% effective Salary)	\$2,532	\$2,532	\$2,582	\$51	2.00%
Total	\$71,445	\$71,023	\$72,999	\$1,976	2.77%

Note regarding medical insurance:

Medical dues expense will vary by plan and who is covered under the plan.

The minimum rate shown is the Congregational Pastor package for the pastor only .

The medical dues for a pastor only is 27.5% of effective salary

See the Board of Pensions website for specific costs.