

BLACKHAWK PRESBYTERY

Proposed Minimum Terms for Full Time Commissioned Pastors 2026

With no provided manse	2024	2025	2026	Change	Percent
Effective Salary:	\$38,522	\$38,522	\$39,292	\$770	2.00%
Cash Salary/housing/utilities					
Vacation: 4 weeks including 4 Sundays					
Continuing Education: 2 weeks including 2 Sundays					
SECA offset: (recommended)	\$2,947	\$2,947	\$3,006	\$59	2.00%
<i>Reimbursable:</i>					
Professional Expenses: (recommended)	\$2,500	\$2,500	\$2,500	\$0	0.00%
Mileage at IRS rate:	unknown	unknown			
Study leave expenses: (recommended)	\$1,500	\$1,500	\$1,500	\$0	0.00%
Health reimbursement: (recommended)	\$2,311	\$2,311	\$2,358	\$46	2.00%
Total (including recommended items)	\$47,780	\$47,780	\$48,655	\$875	1.83%

Minimums when manse (and utilities) provided

Cash Salary (1)	\$26,965	\$26,965	\$27,504	\$539	2.00%
Manse Value (2)	\$8,090	\$8,090	\$8,251	\$162	2.00%
Furnishing Allowance (3)	\$809	\$809	\$825	\$16	2.00%
Effective Salary (1+2+3)	\$35,864	\$35,864	\$36,581	\$717	2.00%
Utilities Paid by Church (4)	\$2,670	\$2,670	\$2,723	\$53	2.00%
Equivalent Salary (1+2+3+4)	\$38,534	\$38,534	\$39,304	\$770	2.00%

Vacation: 4 weeks including 4 Sundays					
Continuing Education: 2 weeks including 2 Sundays					
SECA offset: (recommended)	\$2,948	\$2,948	\$3,007	\$59	2.00%

<i>Reimbursable:</i>					
Professional Expenses: (recommended)	\$2,500	\$2,500	\$2,500	\$0	0.00%
Mileage at IRS rate:	\$.67 / mile	unknown	unknown		
Study leave expenses: (recommended)	\$1,500	\$1,500	\$1,500	\$0	0.00%
Health reimbursement: (recommended)	\$2,312	\$2,312	\$2,358	\$46	2.00%

Total (including recommended items)	\$47,793	\$47,793	\$48,669	\$875	1.83%
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*** 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.**