

Blackhawk Presbytery 2026 Contract Terms Report - Commissioned Pastor

Church Name and Location: _____

Please report 2026 Contract Terms for your commissioned pastor and return by January 15, 2026 or as soon as approved at the annual congregational meeting. Use one form for each pastor on staff.

		2026 Presbytery Minimum (full time)	Commissioned Pastor Name:
With Housing Allowance:			
Effective Salary: (Cash Salary/Housing/Utilities)		\$39,292.00	
Vacation: 4 weeks including 4 Sundays, Continuing education: 2 weeks including 2 Sundays			
SECA offset:	recommended:	\$3,006.00	
Reimbursables:			
Professional Expenses:	recommended:	\$2,500.00	
Mileage at IRS rate:			
Study Leave expenses:	recommended:	\$1,500.00	
Health Reimbursement:	recommended:	\$2,358.00	
Other:			
TOTAL (including recommended items):		\$48,656.00	
When Manse is Provided:			
Cash Salary (1):		\$27,504.00	
Manse Value (2):		\$8,251.00	
Furnishing Allowance (3):		\$825.00	
Effective Salary (1+2+3):		\$36,580.00	
Utilities Paid by Church (4):		\$2,723.00	
Equivalent Salary (1+2+3+4)		\$39,303.00	
Vacation: 4 weeks including 4 Sundays, Continuing education: 2 weeks including 2 Sundays			
SECA offset:	recommended:	\$3,007.00	
Reimbursables:			
Professional Expenses:	recommended:	\$2,500.00	
Mileage at IRS rate:			
Study Leave expenses:	recommended:	\$1,500.00	
Health Reimbursement:	recommended:	\$2,358.00	
Other:			
TOTAL (including recommended items):		\$48,668.00	
<p>* The minimum effective salary for Commissioned Pastor is 85% of the effective minimum for Ministers of the Word and Sacrament.</p> <p>* Full time is considered 40 hours per week</p> <p>* Commissions may be for up to three years. Contracts should be renegotiated annually.</p>			<p>Full Time: _____</p> <p>Part Time: _____ (Number of Hours)</p> <p>% of Full Time: _____</p>