

CONGREGATIONAL MEETING
January 31, 2021

2021 TERMS OF CALL FOR PASTOR KEITH L. DEVRIES

The session recommends to the congregation the following terms of call for the Reverend Keith L. DeVries

SALARY	64,459
HOUSING	35,000
<u>EFFECTIVE SALARY</u>	<u>99,459</u>
PENSION/MEDICAL/DEATH & DISABILITY (This is 37% of Salary & Housing)	36,800
DENTAL	1,025
PROFESSIONAL REIMBURSEMENT (Auto expenses, books, periodicals, etc.)	2,700
STUDY LEAVE	2,000
<u>**TOTAL COST TO THE CHURCH</u>	<u>\$141,984</u>

These terms of call include four weeks of vacation; two weeks study leave, two weekends off each year and sabbatical leave after serving six years.

2021 TERMS OF CALL FOR PASTOR IVAN N. HERMAN

The session recommends to the congregation the following terms of call for the Reverend Ivan N. Herman

SALARY	32,388
HOUSING	32,652
<u>EFFECTIVE SALARY</u>	<u>65,040</u>
PENSION/MEDICAL/DEATH & DISABILITY (This is 37% of Salary & Housing)	24,065
DENTAL	1,753
SECA ALLOWANCE (7.65%)	4,975
PROFESSIONAL REIMBURSEMENT (Auto expenses, books, periodicals, etc.)	2,700
STUDY LEAVE	2,000
<u>**TOTAL COST TO THE CHURCH</u>	<u>\$100,533</u>

These terms of call include four weeks of vacation; two weeks study leave, two weekends off each year and sabbatical leave after serving six years.