

ANNUAL CONGREGATIONAL MEETING
February 5, 2023

2023 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	69,541
HOUSING	37,000
<u>EFFECTIVE SALARY</u>	<u>106,541</u>
PENSION/MEDICAL/DEATH & DISABILITY (This is 39% of Salary & Housing)	41,551
DENTAL	1,025
PROFESSIONAL REIMBURSEMENT (Auto expenses, books, periodicals, etc.)	2,700
STUDY LEAVE	2,000
<u>**TOTAL COST TO THE CHURCH</u>	<u>\$153,817</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.

2023 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	37,282
<u>EFFECTIVE SALARY</u>	<u>69,670</u>
PENSION/MEDICAL/DEATH & DISABILITY (This is 39% of Salary & Housing)	27,171
DENTAL	1,753
SECA ALLOWANCE (7.65%)	5,329
PROFESSIONAL REIMBURSEMENT (Auto expenses, books, periodicals, etc.)	2,700
STUDY LEAVE	2,000
<u>**TOTAL COST TO THE CHURCH</u>	<u>\$108,623</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.