



# ANNUAL MEETING of the CONGREGATION

February 1, 2026

11:00 a.m.

**Opening Prayer**

Pastor Keith DeVries

**Declaration of a Quorum**

**The Church Triumphant**

**“Give Thanks for Those Whose Faith Is Firm”**

(verse 4)

Zorana Randjelovic-Flores, piano

**Review of Minutes:**

February 2, 2025

April 6, 2025

June 1, 2025

November 2, 2025

**Financial Reports:**

- **Review of 2025 Budget and Finances**
- **Presentation of 2026 Budget**
- **Presentation of 2026 Terms of Call for**

Allison Cagley

Allison Cagley

Dave Studer

**Pastors Keith L. DeVries & Ivan N. Herman**

**Nominating Committee Report:**

Election of Elders, Deacons, and Nominating Committee Members

**Parking Lot Update**

Tim Farley

**Review of Annual Reports**

Allison Cagley, Administration Chair

Rebecca Cameron, Education Division Chair

Kathy Lewin, Fellowship & Nurture Chair

Anita Lawson, Membership & Outreach Elder

Bob Curtis, Mission Chair

Terry Sakuda, Worship Division Chair

Laura Garwood and ElizaBeth Phillips, Deacon Co-Moderators

**With Thanks!**

**Other Business**

**Adjournment and Closing**

Pastor Ivan Herman

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# Give Thanks for Those Whose Faith Is Firm

4 Give thanks for saints of a - ges past and saints a -  
live to - day: though of - ten by this world de - spised, their  
hearts by God are rich - ly prized. Give thanks that  
we may say we share their pil - grim way.

The image shows a musical score for a hymn. It consists of four staves of music in 4/4 time, with a key signature of two flats (B-flat and E-flat). The lyrics are written below the notes. The first staff begins with a '4' indicating the time signature. The lyrics are: '4 Give thanks for saints of a - ges past and saints a -', 'live to - day: though of - ten by this world de - spised, their', 'hearts by God are rich - ly prized. Give thanks that', and 'we may say we share their pil - grim way.' The music is written in a simple, clear style with a treble clef and a key signature of two flats.

**CARMICHAEL PRESBYTERIAN CHURCH**  
**Annual Meeting**  
**February 2, 2025**

The annual congregational meeting of Carmichael Presbyterian Church was held in-person and via livestream on February 2, 2025. Moderator Pastor Keith L. DeVries opened the meeting at 11:20AM with prayer and welcomed everyone. The assistant clerk of session, Sharon MacLean, confirmed that there was a quorum as there were 85 members present in person and an additional 47 members present via livestream.

**2024 Journey to the Church Triumphant**

With sadness of heart, we have said “good-bye” to some of our members who were taken in death. We affirmed our faith, celebrated the hope of the Resurrection, and committed each to the care and keeping of our Lord until such day as we shall be reunited in the presence of Christ. We give thanks to God for having shared in the lives of the following people:

**Ele Crispell, January 2**  
**Bob Beckert, January 4**  
**Carol Conoley, February 10**  
**Susan “Sues” Williamson, February 13**  
**Helene Crowley, May 30**  
**Barbara Krefting, June 5**  
**Philip Mishler, June 8**  
**Jane Swenson, June 8**  
**Howard Ross Jr., August 7**  
**Betty Moore, November 11**  
**Birgitta Ellis, December 16**  
**Joan Bristow, December 19**  
**V. Elaine Vargo, Unknown**

**MINUTES**

Moderator Keith DeVries referred the members of the congregation to the packet which included the Minutes of the Annual Congregational Meeting held on January 28, 2024, and two additional congregational meetings held on April 21, 2024 and August 18, 2024.

The Session reviews and approves the Minutes and they are attested by the Moderator and the Clerk of Session and entered in the Minutes Book of the Session. Motion was made and seconded that the congregation approve these Minutes.

**FINANCIAL REPORTS**

Ruling Elders Allison Cagley of the Administration Division gave a review of the 2024 Budget and Finances and presented the 2025 Budget.

**TERMS OF CALL**

Moderator DeVries called on Ruling Elder David Studer, Chair of the Personnel Committee, to lead the next order of business and excused himself and Associate Pastor Ivan N. Herman. Ruling Elder Studer presented the following Terms of Call.

**2025 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	70,139
HOUSING	38,000
<b><u>EFFECTIVE SALARY</u></b>	<b><u>108,139</u></b>
PENSION/MEDICAL/DEATH & DISABILITY (based on Effective Salary)	38,816
DENTAL	1,025
PROFESSIONAL REIMBURSEMENT (Auto expenses, books, periodicals, etc.)	2,700
STUDY LEAVE	2,000
<b><u>**TOTAL COST TO THE CHURCH</u></b>	<b><u>\$152,680</u></b>

*These terms of call include four weeks of vacation; two weeks study leave, two weekends off each year, paid family medical leave (See Book of Order G-2.0804), and sabbatical leave after serving six years.*

**2025 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	33,920
HOUSING	40,282
<b><u>EFFECTIVE SALARY</u></b>	<b><u>74,202</u></b>
SECA ALLOWANCE (7.65%)	5,676
PENSION/MEDICAL/DEATH & DISABILITY (based on Effective Salary)	19,293
403b MATCHING	3,000
DENTAL	1,753
PROFESSIONAL REIMBURSEMENT (Auto expenses, books, periodicals, etc.)	2,700
STUDY LEAVE	2,000
<b><u>**TOTAL COST TO THE CHURCH</u></b>	<b><u>\$108,624</u></b>

*These terms of call include four weeks of vacation; two weeks study leave, two weekends off each year, paid family medical leave (See Book of Order G-2.0804), and sabbatical leave after serving six years.*

**Motion was made, seconded, and carried. The pastors were welcomed back with a grateful round of applause.**

**NOMINATIONS**

Moderator DeVries called for the report of the Nominating Committee. The Moderator of this committee, Ruling Elder ElizaBeth Phillips presented the Nominating Committee’s selection of candidates.

**Deacons**

**The nominations were closed, and motion was made and seconded to elect these candidates to the office of Deacon. Motion carried.**

**Deacons, Class of 2026**

Barbara Laughton  
Laura Garwood

**Deacons, Class of 2027**

Debbie Berke  
ElizaBeth Phillips

**Deacons, Class of 2028**

Brian Nordeen  
Debbie Nordeen  
Cathy Wride

**Ruling Elders**

**The nominations were closed and motion was made and seconded to elect these candidates to the officer of Ruling Elder. Motion carried.**

**Elders, Class of 2028**

Kathy Lewin

**ANNUAL REPORTS**

The written reports from the chair of each division were provided to all attendees via email or in-person. Pastor Keith encouraged everyone to read them and if they have questions to contact the chair.

**WITH THANKS**

Moderator DeVries expressed gratitude for the congregation and their continued involvement at CPC and the community.

**OTHER BUSINESS**

None

**ADJOURNMENT**

The Congregational meeting was adjourned at 12:10PM as Pastor Ivan Herman led us in a song of blessing and peace followed by a benediction.

\_\_\_\_\_  
Keith L. DeVries, Moderator

\_\_\_\_\_  
Sharon MacLean, Assistant Clerk of Session

Date Approved: \_\_\_\_\_

**Special Meeting of Session of  
Congregational Meeting  
April 6, 2025**

A meeting of the congregation of Carmichael Presbyterian Church was duly called for Sunday, April 6, 2025, following the 10:00 a.m. service for the purpose of electing Elders and Deacons.

It was determined that a quorum was present at the meeting which was called to order at 11:08 a.m. by Moderator, Reverend Keith L. DeVries who opened with prayer.

Ruling Elder ElizaBeth Phillips presented the Nominating Committee's selection of candidates.

**Action:**

The nominations were closed and the **motion was made and carried** to Elect the following candidates to the office of Deacon, Class of 2028:

- Dani Romais
- Bonnie Logan
- Cathy Wride

The nominations were closed and the **motion was made and carried** to Elect the following candidates to the office of Elder,

- Class of 2026
- Allison Cagley

- Class of 2028
- Scott Young

There being no further business, the meeting was adjourned at 11:20 p.m. The meeting was closed with prayer by the moderator, Reverend Keith L. DeVries.

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Date Approved

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Mary MacDonald, Clerk of Session

**Special Meeting of Session of  
Congregational Meeting  
June 1, 2025**

A meeting of the congregation of Carmichael Presbyterian Church was duly called for Sunday, June 1, 2025, following the 10:00 a.m. service for the purpose of electing Elders, Deacons and acting upon a motion from Session.

It was determined that a quorum was present at the meeting which was called to order at 11:24 a.m. by Moderator, Reverend Keith L. DeVries who opened with prayer.

Ruling Elder ElizaBeth Phillips presented the Nominating Committee's selection of candidates.

**Action:**

The nominations were closed and the **motion was made and carried** to Elect the following candidates to the office of Deacon, Class of 2028:

- Sharleen Millering
- Hal Millering
- Alexis Davidson

The nominations were closed and the **motion was made and carried** to Elect the following candidate to the office of Elder, Class of 2028

- Deb Sweetman

The **motion was made and carried** to approve submitting a line of credit application for the Parking Lot Project in the amount of \$1.5 million through the Synod of the Pacific and to execute of a deed of trust on the church property at 5645 Marconi Avenue in Carmichael to secure this loan.

There being no further business, the meeting was adjourned at 11:37 p.m. The meeting was closed with prayer by the moderator, Reverend Keith L. DeVries.

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Date Approved

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Mary MacDonald, Clerk of Session

**Congregational Meeting  
November 2, 2025**

A meeting of the congregation of Carmichael Presbyterian Church was duly called for Sunday, November 2, 2025, following the 10:00 a.m. service for the purpose of acting on motion from Session.

It was determined that a quorum was present at the meeting which was called to order at 11:18 a.m. by Moderator, Reverend Keith L. DeVries who opened with prayer.

Rev. DeVries requested that Rev. Ivan N. Herman moderate the remainder of the meeting and excused himself from the Sanctuary.

Elder Dave Studer, Chair of Personnel Committee, presented the PC(USA) Board of Pensions requirement that matching grants must be offered to all employees in the same employee classification including pastors.

The **motion was made and carried** to approve amending the 2025 Terms of Call for Pastor Keith L. DeVries to provide a matching grant of 3% of effective salary (with a maximum of \$3,000 per year) to a 403(b).

There being no further business, the meeting was adjourned at 11:24 a.m. The meeting was closed with prayer by Reverend Ivan N. Herman.

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Date Approved

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Mary MacDonald, Clerk of Session



**CARMICHAEL PRESBYTERIAN CHURCH**  
**2025 Actual Summary**

	<b><u>Final</u></b> <b><u>2025</u></b>	<b><u>Budget</u></b> <b><u>2025</u></b>	<b><u>Inc (Dec)</u></b> <b><u>over 2025</u></b>
<b><u>INCOME:</u></b>			
Pledges and Contributions	753,693	772,500	(18,807)
Interest / Miscellaneous Income	25,462	25,201	261
Use of Church Facilities	27,290	26,000	1,290
Undesignated Memorials / Bequests	25,161	25,175	
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<b>Total Income</b>	<b>831,606</b>	<b>848,876</b>	<b>(17,256)</b>
<b><u>EXPENSES:</u></b>			
Worship Division	3,235	4,800	(1,565)
Education Division	6,432	6,840	(408)
Membership & Outreach Division	722	3,200	(2,478)
Fellowship and Nurture Division	4,525	3,700	825
Mission - Division	61,201	65,853	(4,652)
Personnel Committee - Pastors	261,493	261,233	260
Personnel Committee - Staff	294,697	284,411	10,286
Personnel Related Costs	27,975	30,731	(2,756)
Operations	83,421	81,913	1,508
Buildings & Grounds	152,441	130,882	21,559
Other	728	2,400	(1,672)
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<b>Total Expenses</b>	<b>896,870</b>	<b>875,963</b>	<b>20,907</b>
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<b>Net Income (Loss)</b>	<b><u>(65,264)</u></b>	<b><u>(27,087)</u></b>	<b><u>(38,163)</u></b>

**CARMICHAEL PRESBYTERIAN CHURCH**  
**2026 Budget Summary**

	<b><u>Budget</u></b> <b><u>2026</u></b>	<b><u>Budget</u></b> <b><u>2025</u></b>	<b><u>Inc (Dec)</u></b> <b><u>over 2025</u></b>
<b><u>INCOME:</u></b>			
Pledges and Contributions	730,400	772,500	(42,100)
Interest / Miscellaneous Income	24,501	25,201	(700)
Use of Church Facilities	21,987	26,000	(4,013)
Undesignated Memorials / Bequests	25,160	25,175	(15)
Preschool Remaining Funds	29,621		29,621
Transfer From Operating Reserve	71,000		71,000
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<b>Total Income</b>	<b>902,669</b>	<b>848,876</b>	<b>53,793</b>
<b><u>EXPENSES:</u></b>			
Worship Division	4,800	4,800	0
Education Division	5,400	6,840	(1,440)
Membership & Outreach Division	3,200	3,200	0
Fellowship and Nurture Division	3,350	3,700	(350)
Mission - Division	60,838	65,853	(5,015)
Personnel Committee - Pastors	268,588	261,233	7,355
Personnel Committee - Staff	293,258	284,411	8,847
Personnel Related Costs	29,236	30,731	(1,495)
Operations	80,464	81,913	(1,449)
Buildings & Grounds	151,442	130,882	20,560
Other	1,500	2,400	(900)
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<b>Total Expenses</b>	<b>902,076</b>	<b>875,963</b>	<b>26,113</b>
	<hr/>	<hr/>	<hr/>
<b>Net Income (Loss)</b>	<b><u>593</u></b>	<b><u>(27,087)</u></b>	<b><u>27,680</u></b>

Certain amounts from the 2025 budget have been reclassified to conform to the 2026 budget presentation

**2026 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	70,139
HOUSING	38,000
<b>EFFECTIVE SALARY</b>	<b>\$108,139</b>
PENSION/MEDICAL/DEATH & DISABILITY (based on Effective Salary)	41,670
403(b) MATCHING	3,000
DENTAL	1,025
PROFESSIONAL REIMBURSEMENT (auto expenses, books, periodicals, etc.)	2,700
STUDY LEAVE	2,000
<b>TOTAL COST TO THE CHURCH</b>	<b>\$158,534</b>

*These terms of call include four weeks of vacation; two weeks of study leave, two weekends off each year, paid family medical leave (See Book of Order G-2.0804), and sabbatical leave after serving six years.*

**2026 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	33,920
HOUSING	40,282
<b>EFFECTIVE SALARY</b>	<b>\$74,202</b>
SECA ALLOWANCE (7.65%)	5,676
PENSION/MEDICAL/DEATH & DISABILITY (based on Effective Salary)	20,724
403(b) MATCHING	3,000
DENTAL	1,752
PROFESSIONAL REIMBURSEMENT (auto expenses, books, periodicals, etc.)	2,700
STUDY LEAVE	2,000
<b>TOTAL COST TO THE CHURCH</b>	<b>\$110,054</b>

*These terms of call include four weeks of vacation; two weeks of study leave, two weekends off each year, paid family medical leave (See Book of Order G-2.0804), and sabbatical leave after serving six years.*

# **NOMINEES FOR ELDER, DEACON, & NOMINATING COMMITTEE**

## **Elder (Class of 2029)**

Lillian Janik – Membership & Outreach

Jami McCray – Administration

Rebecca Parker – Mission

Terry Sakuda – Worship

## **Deacons (Class of 2029)**

Gannon Grace

## **Nominating Committee Member-at-Large**

Anne Parker – Class of 2026