

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
EFFECTIVE SALARY	\$108,139
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
TOTAL COST TO THE CHURCH	\$158,534

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
EFFECTIVE SALARY	\$74,202
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
TOTAL COST TO THE CHURCH	\$110,054

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.