

John Calvin Presbytery  
August 7, 2025

Two Hundred and Nineteenth Stated Meeting  
First Presbyterian Church  
Chanute, Kansas via Zoom

## **JOHN CALVIN PRESBYTERY 219<sup>th</sup> STATED MEETING MINUTES**

### **JOHN CALVIN PRESBYTERY'S VISION STATEMENT**

Joyful, holy community of Christian believers, diverse yet united.

Committed to serving Christ in the church and in the world.

Prepared by God through the Holy Spirit for mission and ministry.

The Zoom Call for the 219<sup>th</sup> Stated Meeting of John Calvin Presbytery was live at 6:00 p.m. The Stated Clerk gave an orientation to the Zoom videoconferencing platform to facilitate the participation of presbyters.

As presbyters gathered on the Zoom meeting, the Mission and Nurture Education Time presented a Quiz Game Show with emcees Ruling Elders Patty Orchard and Debbie Fraski. Those gathered were challenged with questions from recent Ordination Exams.

The 219<sup>th</sup> Stated Meeting of John Calvin Presbytery was called to order at 6:30 a.m. by Moderator Ruling Elder Brenda Wiegand Williams. Brenda welcomed everyone to the meeting and offered the opening prayer. Brenda invited Ruling Elder Mary Dawson, the Clerk of Session at First Presbyterian Church of Chanute, Kansas to bring greetings from the host church. Mary and others from Chanute gave a brief history of the congregation and spoke about some of the various assistance programs the congregation provides in the community. Ruling Elder Carla White lead the presbytery in devotions.

There were no first -time Elders registered for this meeting.

Moderator Williams appointed the Rev. Sarah Gengler to present the Resolution of Thanks at the close of the meeting. Ruling Elder Commissioner, Greg Carter, First Presbyterian Church, Joplin, MO

### **REPORT OF THE STATED CLERK**

The Moderator called on Bob Frasier, the Stated Clerk for his report. Bob advised the Moderator that based on the participation's list and the registration roll, a quorum was present for this presbytery meeting. ("A quorum necessary to transact business at each stated meeting of the presbytery shall consist of not less than six (6) ministers and as many ruling elders as may be present, providing that at least four (4) particular churches are represented by ruling elders.") Brenda declared that a quorum was present.

Online registration preceded the meeting. The following roll was ascertained:

Teaching Elder Members Present: (13)

Laura Agee

Kira Nicole Anderson

Daniel Mark Davis

Jennifer Dawson

Thomas Lee Schacher

Randy Schreurs

John Calvin Presbytery  
August 7, 2025

Two Hundred and Nineteenth Stated Meeting  
First Presbyterian Church  
Chanute, Kansas via Zoom

Diane Cooke  
Robert Dahlgren

William Daniel Lee  
Micki Pulleyking  
Matthew Roberts

Charles W Spencer  
Tom Willadsen

Teaching Elder Members not present: (11) (#Requested Excuse \*non-resident member)

#John White Anderson  
Jill Carr  
#Jack Cormack  
Kimberly Cunningham

Karla Ponder Endicott  
#Sarah Gengler  
Tae Joong Kim  
Daniel S Lee

Julie Mercer  
Changwon Seo  
Peggy Wobbema

Teaching Elder Members Honorably Retired Present: (3)

Dixie Voss Anders, HR

Barry Williams HR

Dennis Winzenried, HR

Teaching Elder Members Honorably Retired not present: (27) (#Excused \*non-resident member)

Ron Allerheiligen, HR  
John Becker, HR  
Robert Brueck, HR  
Robert Docherty, HR  
Greg Esselman, HR  
Vicki Evans, HR  
Gregory S. Ferree HR  
Paul Gray, HR  
Marvin Groote, HR

Bill Havens, HR  
\*Gilbert Hill, HR  
Kent Hollingsworth, HR  
#Jane Huffstetler, HR  
Christine Iannucilli, HR  
Frank LeBlanc HR  
William Luce, HR  
\*Steven MacArthur, HR  
John Nipper, HR

Susan Rosenbaum, HR  
Robert Simpson, HR  
Gary Stratman, HR  
\*Carol Walker, HR  
\*Brock Watson, HR  
Jon White, HR  
\*Richard Williams, HR  
\*Roger Williamson, HR  
Karl Young, HR

Sessions Represented by Ruling Elder Commissioners: (13 churches / 14 Ruling Elders)

|                     |                    |  |                   |                |
|---------------------|--------------------|--|-------------------|----------------|
| Carthage, MO        | John Bay           |  | Mountain View, MO | Patty Orchard  |
| Chanute, KS         | Mary Dawson        |  | Nevada, MO        | William Martin |
| Crane, MO           | Jim Holt           |  | Ozark, MO         | Kevin Skibiski |
| Crocker, MO         | Debra Fraski       |  | Rolla             | Ming Leu       |
| Forsyth, MO         | Reed Click         |  | Springfield, MO   |                |
| Galena, MO          | Dennis Pirkle      |  | Trinity (1)       | Susan Uffmann  |
| Kimberling City, MO | Reina Daleske      |  | Trinity (2)       | Cherry Clancy  |
| Mt Vernon, MO       |                    |  |                   |                |
|                     | First Tracy Jensen |  |                   |                |

Sessions Not Represented: (26 Churches)

|                    |                |  |               |                 |
|--------------------|----------------|--|---------------|-----------------|
| Ash Grove, MO      | Golden City    |  | Mt Vernon, MO | Springfield, MO |
| Aurora, MO         | Greenfield, MO |  | Ozark Prairie | Gibson Chapel   |
| Baxter Springs, KS | Iola, KS       |  | Neosho, MO    | Hillcrest       |

|                |        |           |                |                 |
|----------------|--------|-----------|----------------|-----------------|
| Carlyle, KS    | Joplin |           | Parsons, KS    | Westminster     |
| Erie, KS       |        | Bethany   | Pittsburg, KS  | Webb City, MO   |
| Everton, MO    |        | First (1) | Sarcoxie, MO   | West Plains, MO |
| Fort Scott, KS |        | First (2) | Scammon, KS    | Willard, MO     |
|                |        |           | Shell Knob, MO | Willow Spgs, MO |

Ruling Elder Members by Virtue of Office Present: (4) (+ Counted as RE commissioner from a session)

- + Reina Daleske, Administrative Ministries Committee, Moderator
- ✓ Marsha Landrith Mission and Nurture Committee, Moderator
- + Bill Martin, Committee on Ministry, Moderator
- + Dennis Pirkle Presbytery Moderator - Elect
- ✓ Malinda Spencer Executive Presbyter
- ✓ Toni Spieth JCP Presbyterian Women Co-moderator
- ✓ Brenda Williams Presbytery Moderator

Commissioned Ruling Elders Present: (2)

William Agnew Jonathan Kimball

Commissioned Ruling Elders Absent: (1)

Tim Oster

Seated as a Corresponding Member (2) (as noted in minutes)

Deborah Boucher-Payne,  
Robert Frasier

Visitors in an Official Capacity Present: (0)

#### Attendance Summary

|  |           |
|--|-----------|
| Teaching Elder Members                   | 13        |
| Teaching Elder Members Retired           | 3         |
| Ruling Elder Commissioners from Sessions | 14        |
| Ruling Elder Members by Virtue of Office | 4         |
| Commissioned Ruling Elders               | 2         |
| Corresponding Member                     | 2         |
| Visitors in an Official Capacity         | --        |
| Other visitors present                   | <u>2</u>  |
| Total Registered Attendance              | <b>40</b> |

#### Member Responsibilities (Bylaws 2.30)

It is the duty and responsibility of all ministers of the Presbytery who are not honorably retired to attend all stated meetings. Excuses will be granted for good and justifiable reasons. All written or verbal requests for excused absences received by the Stated Clerk prior to or within one week following a stated meeting of Presbyterian shall be granted.

The Stated Clerk recommended approval of the docket. The motion was made and seconded. The Moderator asked for common consent and there were no objections. The motion was **APPROVE BY COMMON CONSENT**.

| <b>Docket</b>  |  |  |
|----------------|--|--|
| <b>6:00 PM</b> | Informal Fellowship<br>New Commissioner Orientation (6:00)   | Bob Frasier                                    |
| <b>6:15 PM</b> | Mission and Nurture Education Time<br>Quiz Game Show   | Our Emcees:<br>Patty Orchard and Debbie Fraski |
| <b>6:30 PM</b> | Call to Order  | Moderator, RE Brenda Williams                  |
|                | Opening Prayer<br>Greetings from Host Church:<br>First Presbyterian Church of Chanute  |  |
| <b>6:45 PM</b> | Devotions by First Presbyterian<br>Church, Chanute, KS?  |  |
| 7:00 PM        | Introduction of Elders and Ministers<br>new to the Presbytery<br>Other Announcements   | Moderator, RE Brenda Williams                  |
| 7:05 PM        | Report of Stated Clerk,<br><ul style="list-style-type: none"> <li>• Declaration of Quorum</li> <li>• Approval of Docket</li> <li>• Approval of Consent Agenda</li> <li>• Seating of Corresponding Members</li> </ul> | Stated Clerk Bob Frasier                       |
| 7:10 PM        | <b>***** Concludes the Consent<br/>Agenda*****</b>   | Elder Malinda Spencer                          |
| 7:15 PM        | Report from Committee on Ministry<br><ul style="list-style-type: none"> <li>• 2026 Minimum Compensation (info)</li> <li>• Administrative Commission Reports</li> </ul>   | Elder Bill Martin                              |
| 7:25 PM        | Report from Synod of Mid-America   | Rev. Charles Spencer                           |
| 7:30 PM        | Report from Administrative Ministries  | Elder Reina Daleska                            |
| 7:35 PM        | Report of the Treasurer  | Rev. Dennis Winzenried                         |

|                |   |                       |
|----------------|---|-----------------------|
| 7:40 PM        | Presbyterian Women's Report                                   | Elder Toni Spieth     |
| 7:45 PM        | Report of Committee on Representation                         | Rev. Diane Cooke      |
| 7:55 PM        | Report from General Council<br>• Sexual Misconduct Amendments | Rev. Daniel Davis     |
| 8:20 PM        | Report for Mission and Nurture Committee                      | Elder Marsha Landrith |
| 8:25 PM        | Resolution of Thanks and Closing Prayer                       | Rev. Jennifer Dawson  |
| <b>8:30 PM</b> | Go Out as a Worshipping Community                             |                       |

The offering from worship today will be directed to  
**John Calvin Presbytery's** Small Church Grant Fund.

### **CONSENT AGENDA**

The Stated Clerk recommended approval of the Consent Agenda. The motion was made and seconded. The Moderator asked if anyone wanted to request removal of any items from the Consent Agenda. There were no items removed, and the Moderator asked for common consent and there were no objections. The motion was **APPROVED BY COMMON CONSENT.**

\* Indicates an action item moved from another report to the Consent Agenda.

From Stated Clerk's Report:

\* 3. To dispense with the reading of the minutes of the May 31, 2025 Stated Meeting of John Calvin Presbytery and that those minutes be approved.

\* 4. Approval of 2025 Terms of Call Reports

From the Report of Administrative Ministries Committee:

\* 1. That the financial reports for January 1 – June 30, 2025 be filed for review:

- a. Balance sheet as of June 30, 2025
- b. Budget vs Actuals: 2025 Budget FY25 P&L Jan-June
- c. Budget vs Actuals: 2025 Budget FY25 P&L Jan-Dec
- d. Per Capita & Shared Mission
- e. Per Capita & Shared Mission Sorted A-Z

\*\*\*\*\* **Concludes the Consent Agenda** \*\*\*\*\*

Stated Clerk Bob Frasier welcomed the Rev. Dr. Deborah Boucher-Payne, the executive off the Synod of Mid-America. Deborah is a minister member of Missouri Union Presbytery. He recommended that she be seated as a corresponding member for this meeting. The motion was made and seconded. There being no objection, Brenda declared that the motion was **APPROVED BY COMMON CONSENT**. It was noted that the Stated Clerk will also be seated as a corresponding member for the duration of his service to John Calvin Presbytery.

**INFORMATION ITEMS from the Stated Clerk's Report**

5. Congregations in John Calvin Presbytery as of May 31, 2025, 40  
Woodland Heights Presbyterian Church, Springfield dissolved May 31 - 1  
Congregations in John Calvin Presbytery as of August 7, 2025, 39

6. Matters of Record

|                                     |      |
|-------------------------------------|------|
| Total Minister Members – May 31     | 57   |
| A. Reception of Continuing Members: | None |
| B. Dismissal of Continuing Members: | None |
| C. Death of Continuing Members:     | None |
| Total Minister Members – August 7   | 57   |

7. Dates for the 227th General Assembly

December 24, 2025 [180 days]  
Election and Reporting of Commissioners and Young Adult Advisory Delegates  
February 22, 2026 [120 days]  
Overtures with constitutional implications  
April 22, 2026 [60 days]  
All Other Overtures

June 23-July 2, 2026 –

The 227th General Assembly, will be held with three days of online committee meetings followed by in-person plenary meetings at the Baird Center in Milwaukee, Wisconsin.

**\*\*\*\*\* Concludes the Report of the Stated Clerk\*\*\*\*\***

**Report of the Executive Presbyter**

Moderator Brenda Williams invited Executive Presbyter, Malinda Spencer, to give her report. Malinda referred the body to her written report. She highlighted the Toolbox series and encouraged presbyters to consider attending the September 11 Toolbox event at the First Presbyterian Church in Fort Scott. This Toolbox will help you know

John Calvin Presbytery  
August 7, 2025

Two Hundred and Nineteenth Stated Meeting  
First Presbyterian Church  
Chanute, Kansas via Zoom

how to learn about, engage with, lead, and respond to your community. The presenter will be Leslie King was ordained in 1994 and served in Osawatomie, Kansas, and is currently the pastor/head of staff at the First Presbyterian Church of Waco, Texas,

Malinda lifted up the work of the Committee on Representation and encourage presbyters to provide names to COR of persons in their congregations who might serve JCP in some way.

JCP Night at the Springfield Cardinals will be September 9. Malinda announced that all tickets for game had been claimed.

**\*\*\*\*\* Concludes the Report of the Executive Presbyter\*\*\*\*\***

### **Report of the Committee on Ministry**

The Moderator next asked Ruling Elder Bill Martin to present the report of the Committee on Ministry.

### **INFORMATION ITEMS from the Committee on Ministry Report**

- COM organized a “Crock Pot Gathering” at Ozark Presbyterian Church for smaller congregations to discuss possibilities to deal with the lack of available Teaching Elders in the Greater Church. As a result of the discussions, several of our congregations have begun dialogues considering sharing a Pastor.
- Paul Grier from the Presbyterian Foundation gave a presentation at Pittsburg Presbyterian Church providing refreshing and optimistic alternatives to help revive our denomination.
- Katherine Neely-Burton gave a presentation on small church issues with examples of success stories in our region.
- COM agreed to the request of Trinity Presbyterian Church in Springfield to hold a Congregational meeting to begin the process of seeking a new Pastor. COM voted to allow the Congregation to form a Nominating Committee to in order to elect a Pastor Nominating Committee.

Bill corrected the item regarding the terms of call for Rev. Tom Willadsen as the Transitional Pastor at Trinity Presbyterian Church in Springfield. COM has approved the terms as approved by the session at Trinity Presbyterian.

Bill called on the Rev. Barry Williams, HR to present the COM’s recommendations from a Pastor Salary Minimum Task Force for a revised compensation package for John Calvin Presbytery. Their report below is presented as a first reading. It will be placed before the November 1, 2025, presbytery meeting for a vote of the presbytery.

## Minimum Recommended Compensation Standards For 2026

An overview of 2025 with following items approved in the November 4, 2024 Presbytery Meeting:

**Minimum full-time salary - \$47,380**

- 1/4 time – \$11,845
- 1/3 time - \$15,635
- 1/2 time - \$23,690
- 3/4 time - \$35,535

**Medical coverage 2025 by the Board of Pensions** – 16% of effective salary plus:  
Member plus \$8,950 for children; Member plus \$11,000 for a spouse; or member plus \$20,600 for a family.

**Pulpit supply** - \$125 plus current IRS rate for mileage – \$160 if two services same day  
**Moderating** – Session or Congregational Meeting - \$60 plus IRS rate for mileage.

Inflation rate for 2024 - 2.9%

Inflation rate 2025 – excluding food and energy is 2.8%

### Committee on Ministry Recommendations for 2026:

Recommended changes are in *italics*

**Minimum Salary:** \$50,000

- 1/4 time = \$12,500
- 1/3 time = \$16,667
- 1/2 time = \$25,000
- 3/4 time = \$37,500

The churchwide median salary is currently \$70,000.

**The Congregational Pastors Package** - developed by the PCUSA Board of Pensions  
“...Is required for installed pastors and may be offered to any congregational pastoral leader scheduled to work 20 hours or more per week. A congregational pastoral leader is a minister of the Word and Sacrament, or a Commissioned pastor employed by a congregation.”

**Defined Benefit Pension Plan** (in package) – **Retirement Savings Plan** (required to be offered; cost may be shared) – **Death and Disability Plan** (in package) – **Temporary Disability Plan** (in package) – **Supplemental Death** (required to offer; cost may be shared) **Employee Assistance Plan** (in package) – **Dental Plan** (Required to offer; cost may be shared) – **Vision Eyewear Plan** (May be offered; cost may be shared)

John Calvin Presbytery  
August 7, 2025

Two Hundred and Nineteenth Stated Meeting  
First Presbyterian Church  
Chanute, Kansas via Zoom

**Medical coverage 2026 by the Board of Pensions** – 17.5% of effective salary (member) plus \$9,950 for children; member plus \$12,250 for a spouse; or member plus \$22,200 for family

For pastors enrolled in the Board of Pensions on December 31, 2024, the transitional plan is offered for 2026, 37% of effective salary.

For more detailed information, See:

<https://seasonofrebuilding.pensions.org/2026-dues-packages#cpp>

**Recommendation:** Congregation must continue to provide the same level of pension and medical coverage as the original terms of call. If congregation provided 100% coverage for pastor and family, that level of coverage must continue to be provided for subsequent years.

**Continuing Education Recommendation for both full-time and part-time calls of each church and each person: Increase** from \$1500 to \$2000. If not used, funds can accumulate for a period of 3 years.

**Pulpit Supply Recommendation: Increase** from \$130 to \$200, and \$250 for preaching two services the same day.

**Moderator for Session and congregational meetings Recommendation: Increase** from \$60 to \$100 plus mileage at the current IRS rate.

Kevin Keaton, our Board of Pensions representative, will offer, on Zoom, 25-minute consultations with pastor-treasurer-personnel committee-session on August 28 from 4 7:30 pm. Signups will open soon.

### **Report of the Administrative Commission for Carthage**

Bill reported for the Administrative Commission for Carthage. The Cornerstone Baptist Church has been nesting in the First Presbyterian Church of Carthage and has been in negotiations for the purchase of the building. Cornerstone Baptist intends to open a school in the building. In a step toward their goal, the fire marshal conducted an inspection of the building. The report of that inspection determined that exterior doors would need to have crash bars, a sprinkler system would need to be installed and the roof needs to be replaced. A closing in October had been expected but that is now questionable.

\*\*\*\*\* **Concludes the Committee on Ministry Report** \*\*\*\*\*

## **Report of the Synod of Mid America**

The Rev. Charles Spencer, one of John Calvin Presbytery's Commissioners to the Synod of Mid America reported on the life of the Synod, opportunities, and happenings in the Synod.

**\*\*\*\*\* Concludes the Synod of Mid America Report \*\*\*\*\***

## **Report of the Administrative Ministries Committee:**

### **For Information**

The Financial reports were received for review in the Consent Agenda:

The AMC subcommittees continued to meet (finance, personnel, insurance).

**\*\*\*\*\* Concludes the Administrative Ministries Committee Report \*\*\*\*\***

## **Treasurer's Report**

JCP Treasurer, The Rev. Dennis Winzenreid, HR presented the reports for the First Two Quarters of 2025

- Income vs. Expenses through June, 2025 – 50% of year.
- Per Capita first 6 months - \$44,349.44, 46.7% of budget.
- Shared Mission first 6 months - \$26,129.17, 29% of budget.  
Way below expected/hoped for.
- Total income first 6 months - \$112,726.46 – 55% of budget.  
\$42,267 in other income:  
Special Offerings, Directed Shared Mission, workshops, etc.
- Total Expenses first 6 months - \$138,803.69, 50% of budget.  
In looking things over, I note that Total Mission Support is high.  
This is because of support given to small churches and youth conferences.  
This should balance out by end of year.
- Expenses over income for first six months - \$26,077.  
Hoping, praying this doesn't double over the remainder of this year.
- JCP Per Capita, Shared Mission and Special Offerings  
report end of 2nd quarter 2025.  
See the church giving reports included with the financial papers for this meeting.

13 of our churches have given gifts to Per Capita and Shared Mission.

We thank these churches for their gifts to Per Capita and Shared Mission:

- First Presbyterian, Chanute, KS; Willow Springs Presbyterian,

John Calvin Presbytery  
August 7, 2025

Two Hundred and Nineteenth Stated Meeting  
First Presbyterian Church  
Chanute, Kansas via Zoom

- Federated Church, Erie, KS; First Presbyterian Mt. View, MO;
- Crane Presbyterian; St. Andrew Presbyterian @ Kimberling City, MO;
- Ozark Prairie Mt. Vernon, MO; First Presbyterian Golden City, MO;
- First Presbyterian Webb City, MO; Westminster Presbyterian Springfield, MO;
- Crocker Presbyterian Church; First Presbyterian West Plains, MO;
- First Presbyterian, Nevada, MO; First Presbyterian, Aurora, MO;

13 churches have given gifts only to Per Capita. – Thank you!  
Please consider making a gift to Shared Mission.

12 churches have yet to give any gifts to Presbytery –  
consider making gifts to this part of Christ's body.

Included in the financial reports is the Balance Sheet ending June 2025. We did see some increase in our investments. Glad we haven't had to pull money out to cover expenses.

\*\*\*\*\* **Concludes the Treasurer's Report** \*\*\*\*\*

### **Report of Presbyterian Women**

Ruling Elder Toni Spieth reported for Presbyterian Women: She had two exciting things to share.

The first is our new Horizon's study for this year entitled, "Finding Resilience, Joy, and Our Identity in Jesus Christ" by Rev. Dr. Rhashell D. Hunter. She writes, "In the last several years we have experienced stress and change. We have seen changes in our churches, families, work, sociopolitical environments, and even our relationships. ...our lives are different than before. ... it is hard not to be consumed by conflict and anguish. We all experience stress and anxiety at times, but there is hope. There is a way that leads to joy and resilience. The way is by connecting to the One who sustains us ...our Saviour Jesus Christ. In this bible study, we will explore resilience (the ability to spring back into shape and to adapt well in the face of adversity, trauma, threats, or stress) joy (for Christians, joy can occur while we are in the midst of difficult circumstances) and rediscover our identity.

The second exciting thing to share is our Fall Gathering. Toni directed presbyters to the event flyer included! Please put September 20th Saturday on your calendar for event co-hosted by Hillcrest Presbyterian and Gibson Chapel. Be ready to spend time at Hillcrest with both congregations worshipping there. Elder Scarlet Cormack will speak on the meaning of the scripture guiding the gathering - Isaiah 43:19.

John Calvin Presbytery  
August 7, 2025

Two Hundred and Nineteenth Stated Meeting  
First Presbyterian Church  
Chanute, Kansas via Zoom

**\*\*\*\*\* Concludes the Presbyterian Women's Report \*\*\*\*\***

**Report of Committee on Representation**

The Rev. Diane Cooke reported for the Committee on Representation which has begun to contact individuals to serve on presbytery committees and in leadership in 2026. If we contact you, please prayerfully consider serving. If you know Ruling Elders you wish to suggest, please let us know. Our report at the November 1, 2025, presbytery will present the committee's nominees for the presbytery's consideration. We appreciate your help!

Diane Cooke, Moderator  
Other members of the Committee on Representation

TE Jack Cormack  
TE Jane Huffstetler  
RE Mike Simpson  
RE Mert Barrow

RE Sarah Muegge  
RE Dennis Pirkle  
RE Debbie Stanley-Gautney  
TE John Nipper, HR

**\*\*\*\*\* Concludes the Committee on Representation Report \*\*\*\*\***

**Report of General Council**

Moderator Brenda Williams called on the Rev. Dan Davis for the report of the General Council

Information Items

Dan reported that the Council will be reading *The Art of Gathering* by Priya Parker and then gathering on Zoom for a discussion of the book and ideas for improving the experience of those attending presbytery meetings.

Dan also noted a recent Zoom conversation with John Fong who has helped churches to use digital communication and social media to reach their neighbors. Fong's church growth program encourages churches to reach out and ask for more helpers from the community to assist the church in doing more good. As they get more helpers, their churches have grown.

**For Action:**

Dan noted that the Committee on Representation presented a recommendation to amend the presbytery's Sexual Misconduct Policy to combine the current two Sexual Misconduct Teams (Allegation Response and Investigating) with twelve members into one team of nine members. Additional revisions are recommended to reflect changes to the Book of Order. Therefore the General Council **'RECOMMENDS the presbytery amend John Calvin Presbytery's Sexual Misconduct as proposed in the document Recommended Amendments to the JCP Sexual Misconduct Policy.**

#### Proposed Revisions to Section VII

(Deleted text is in ~~strikethrough~~: added text is in *italics*)

#### VII. ~~INVESTIGATING COMMITTEE AND ALLEGATION MISCONDUCT~~ RESPONSE TEAM

The Presbytery will elect ~~an Investigating Committee pool of six persons and an Allegation a Misconduct Response Team pool of six~~ *nine* persons, in three classes of ~~two-three~~ each. The Chair of the Committee on Representation, Chair of the Committee on Ministry, and Moderator of Presbytery together will nominate these persons, being guided by maintaining diversity and particular expertise. The nomination and election of ~~these pools~~ *this pool* will also include the naming of the ~~Chairs~~ *a Chair*.

#### VII. MISCONDUCT RESPONSE TEAM

The Presbytery will elect a Misconduct Response Team pool of nine persons, in three classes of three each. The Chair of the Committee on Representation, Chair of the Committee on Ministry, and Moderator of Presbytery together will nominate these persons, being guided by maintaining diversity and particular expertise. The nomination and election of this pool will also include the naming of a Chair.

The current Text

(Deleted text is in ~~strikethrough~~: added text is in *italics*)

#### A. Preparation and Deployment

In preparation for their work the ~~Investigating Committee and Allegation Misconduct Response Team pools~~ shall design and implement a program of continuing education that equips them for their roles. ~~These pools~~ *The pool* shall develop necessary manuals of operation to guide their work and will furnish these documents to the Presbytery, as well as any guidelines or materials they develop for standard distribution.

#### ~~A. Investigating Committee (IC)~~

When an allegation comes to the attention of an officer of the Presbytery from whatever source, an Investigating Committee (IC) of three to five persons (D-10.0201a) shall be formed within three days from the pool in consultation with the Clerk, Presbytery's Moderator, and the Chair of the ~~Investigating Committee pool~~ *Misconduct Response Team*. (If the allegations are made against one of these

persons, the Chair of the Committee on Ministry or the General Council may serve in their place for this purpose.) ~~The Stated Clerk~~ *Chair of the Misconduct Response Team* will ~~so inform the Chair of the~~ *activate an Allegation Response Team (ART) Group (ARG) from the remaining members of the pool.* The Stated Clerk ~~and shall also~~ inform the Presbytery at its next stated meeting, reporting only that allegations have been made against a member of the Presbytery (unnamed) and that an IC has been formed and the ~~ART~~ (ARG) is at work.

*Should the Chair of the Misconduct Response Team and the Stated Clerk determine an inadequate number of persons are available to populate an ARG, because of recusals or other reasons, they shall ask the Chair of the Committee on Representation, Chair of the Committee on Ministry, and Moderator of Presbytery together to promptly recommend additional persons for appointment by the moderator.*

#### The Proposed Text

##### A. Preparation and Deployment

In preparation for their work the Misconduct Response Team shall design and implement a program of continuing education that equips them for their roles. The pool shall develop necessary manuals of operation to guide their work and will furnish these documents to the Presbytery, as well as any guidelines or materials they develop for standard distribution.

When an allegation comes to the attention of an officer of the Presbytery from whatever source, an Investigating Committee (IC) of three to five persons (D-7.06) shall be formed within three days from the pool in consultation with the Clerk, Presbytery's Moderator, and the Chair of the Misconduct Response Team. (If the allegations are made against one of these persons, the Chair of the Committee on Ministry or the General Council may serve in their place for this purpose.) The Chair of the Misconduct Response Team will activate an Allegation Response Group (ARG) from the remaining members of the pool. The Stated Clerk shall inform the Presbytery at its next stated meeting, reporting only that allegations have been made against a member of the Presbytery (unnamed) and that an IC has been formed and an ARG is at work.

Should the Chair of the Misconduct Response Team and the Stated Clerk determine an inadequate number of persons are available to populate an ARG, because of recusals or other reasons, they shall ask the Chair of the Committee on Representation, Chair of the Committee on Ministry, and Moderator of Presbytery together to promptly recommend additional persons for appointment by the moderator.

### The current Text

(Deleted text is in strikethrough: added text is in italics)

#### A B. Investigating Committee (IC)

~~When an allegation comes to the attention of an officer of the Presbytery from whatever source, an Investigating Committee (IC) of three to five persons (D-10.0201a) shall be formed within three days from the pool in consultation with the Clerk, Presbytery's Moderator, and the Chair of the Investigating Committee pool. (If the allegations are made against one of these persons, the Chair of the Committee on Ministry or the Council may serve in their place for this purpose.) The Stated Clerk will so inform the Chair of the Allegation Response Team (ART) and shall also inform the Presbytery at its next stated meeting, reporting only that allegations have been made against a member of the Presbytery (unnamed) and that an IC has been formed and the ART is at work.~~

The Investigating Committee will proceed *expeditiously and without haste* to conduct a thorough investigation according to the ~~Rules of Discipline~~ *Church Discipline with full knowledge of the established time limits*. It shall (summarized as follows):

1. Determine whether a pastor needs to take administrative leave.
2. Provide the accused with a copy of the alleged offense. The statement shall give a clear narrative and allege facts that if proven true would result in Disciplinary action.
3. Make a thorough inquiry into the facts and circumstances of the alleged offense.
4. Examine all relevant papers, documents, and records available to it.
5. Ascertain all available witnesses and inquire of them.
6. Determine whether there are probable grounds or cause to believe that an offense was committed by the accused.
7. Decide whether the charge(s) filed - on the basis of the papers, documents, records, testimony, or other evidence - can reasonably be proved, having due regard for the character, availability, and credibility of the witnesses and evidence available.
8. Initiate, if it deems appropriate, alternative forms of resolution in accordance with the provisions for mediation and settlement and reporting in the ~~Rules of Discipline~~ *Church Discipline*.

### The Proposed Text

#### **B. Investigating Committee (IC)**

The Investigating Committee will proceed *expeditiously and without haste* to conduct a thorough investigation according to the Church Discipline with full knowledge of the established time limits. It shall (summarized as follows):

1. Determine whether a pastor needs to take administrative leave.
2. Provide the accused with a copy of the alleged offense. The statement shall give a clear narrative and allege facts that if proven true would result in disciplinary action.
3. Make a thorough inquiry into the facts and circumstances of the alleged offense.

4. Examine all relevant papers, documents, and records available to it.
5. Ascertain all available witnesses and inquire of them.
6. Determine whether there are probable grounds or cause to believe that an offense was committed by the accused.
7. Decide whether the charge(s) filed - on the basis of the papers, documents, records, testimony, or other evidence - can reasonably be proved, having due regard for the character, availability, and credibility of the witnesses and evidence available.
8. Initiate, if it deems appropriate, alternative forms of resolution in accordance with the provisions for mediation and settlement and reporting in the Church Discipline.

#### The current Text

(Deleted text is in ~~strike through~~; added text is in *italics*)

After the IC determines whether or not it will file charges (~~which it shall do within three months of being formed~~) it shall report to the Stated Clerk, to the person against whom allegations have been made, and to the person who submitted the written statement. (~~An exceptional cases a longer time than three months may be given with approval by two of three officers—Pastoral Presbyter, Stated Clerk or Moderator of General Council~~). If no charges are filed, the IC shall file a written report of only the facts with the Stated Clerk and notify both the person filing the written statement and the accused.

If the IC decides to file charges, it shall promptly inform the accused in writing of the charges it will make, including a summary of the facts it expects to prove at trial to support those charges. The Committee will ask the accused if he or she wishes to plead guilty to the charges to avoid full trial by the Permanent Judicial Commission and indicate the censure it will recommend to that body. The rights of all parties to be represented by legal counsel in accordance with the ~~Rules of Church~~ Discipline will not be abridged.

If charges are filed, the IC prosecutes the case. The charge is submitted in writing to the Stated Clerk who forwards it to the Moderator of the Permanent Judicial Commission. The trial of a disciplinary case shall be conducted by the Permanent Judicial Commission in accordance with the ~~Rules of Church~~ Discipline.

If at any time a person renounces the jurisdiction of the Presbyterian Church (USA) all ecclesiastical process ceases.

#### The Proposed Text

After the IC determines whether or not it will file charges it shall report to the Stated Clerk, to the person against whom allegations have been made, and to the person who submitted the written statement. If no charges are filed, the IC shall file a written report

of only the facts with the Stated Clerk and notify both the person filing the written statement and the accused.

If the IC decides to file charges, it shall promptly inform the accused in writing of the charges it will make, including a summary of the facts it expects to prove at trial to support those charges. The Committee will ask the accused if he or she wishes to plead guilty to the charges to avoid full trial by the Permanent Judicial Commission and indicate the censure it will recommend to that body. The rights of all parties to be represented by legal counsel in accordance with the Church Discipline will not be abridged.

If charges are filed, the IC prosecutes the case. The charge is submitted in writing to the Stated Clerk who forwards it to the Moderator of the Permanent Judicial Commission. The trial of a disciplinary case shall be conducted by the Permanent Judicial Commission in accordance with the Church Discipline.

If at any time a person renounces the jurisdiction of the Presbyterian Church (USA) all ecclesiastical process ceases.

The current Text  
(Deleted text is in ~~strike through~~: added text is in *italics*)

### **B C. Allegation Response Team (ART)**

The Allegation Response ~~Team (ART)~~ *Group (ARG)* acts as a facilitator to respond quickly and objectively in a role of pastoral care for alleged victims and their families; and for congregations or entities which are disturbed by difficult situations, including unfounded charges and rumors; and if requested and appropriate for alleged offenders and their families.

Its responsibilities include notification, needs assessment, identification and coordination of resources to meet those needs, in the context of the stresses and strains of allegations having been made.

The ~~ART~~ *ARG* is not intended to advocate for or act as legal counsel for any party involved, replace the functions of an Investigating Committee or the Committee on Ministry, determine guilt or innocence of the accused, or enforce any remedy or disciplinary action.

The ~~ART~~ *ARG* will make timely reports to the Stated Clerk which will include a summary of the ~~ART~~ *ARG*'s actions, the pastoral care steps taken in support of all parties involved, and any recommendation it wishes to make in the healing process.

John Calvin Presbytery  
August 7, 2025

Two Hundred and Nineteenth Stated Meeting  
First Presbyterian Church  
Chanute, Kansas via Zoom

In carrying out its work The ~~ART~~ ARG shall take care not to obviate judicial process, nor to compromise the rights of any party to the allegations. The ART ARG will take all necessary steps to provide respect and protection to all persons involved.

In its on-going work the ~~ART~~ ARG has responsibility for recommending and/or implementing educational practices to prevent instances of sexual misconduct.

The Proposed Text

C. Allegation Response Group (ARG)

The Allegation Response Group (ARG) acts as a facilitator to respond quickly and objectively in a role of pastoral care for alleged victims and their families; and for congregations or entities which are disturbed by difficult situations, including unfounded charges and rumors; and if requested and appropriate for alleged offenders and their families.

Its responsibilities include notification, needs assessment, identification and coordination of resources to meet those needs, in the context of the stresses and strains of allegations having been made.

The ARG is not intended to advocate for or act as legal counsel for any party involved, replace the functions of an Investigating Committee or the Committee on Ministry, determine guilt or innocence of the accused, or enforce any remedy or disciplinary action.

The ARG will make timely reports to the Stated Clerk which will include a summary of the ARG's actions, the pastoral care steps taken in support of all parties involved, and any recommendation it wishes to make in the healing process.

In carrying out its work the ARG shall take care not to obviate judicial process, nor to compromise the rights of any party to the allegations. The ARG will take all necessary steps to provide respect and protection to all persons involved.

In its on-going work the ARG has responsibility for recommending and/or implementing educational practices to prevent instances of sexual misconduct.

### **Proposed Revisions to Section III**

#### **III. STATEMENT OF PURPOSE**

**The preamble to the Church Discipline in the *Book of Order* states:**

The power that Jesus Christ has vested in his Church, a power manifested in the exercise of church discipline, is one for building up the body of Christ, not for destroying

it, for redeeming, not for punishing. It should be exercised as a dispensation of mercy and not of wrath so that the great ends of the Church may be achieved, . . .

Church discipline is the church's exercise of authority given by Christ, both to guide, control, and nurture its members, and for the correction and restraint of wrongdoing. The church's judicial process does not exist as a substitute for the secular judicial system, but to do what the secular judicial system cannot do. The Constitution of the Presbyterian Church (U.S.A.) is infused with principles and standards to which all active members of congregations and ministers of the Word and Sacrament voluntarily submit. ... (D-1.01 and D-1.0201)

### **Proposed Revisions to Time Limits**

#### **VIII. POLICY PROVISIONS**

##### **F. Time Limit**

The ability of the Presbytery to respond promptly and justly to sexual misconduct . . .

The following provisions guide the making and receiving of allegations and the filing of charges:

The current Text

(Deleted text is in ~~strikethrough~~: added text is in *italics*)

2. Except where the offense alleged is sexual abuse of another person, no charges shall be filed later than ~~three~~ *five* years from the time of the commission of the alleged offense, nor later than one year from the date the Investigating Committee was formed, whichever occurs first.

The Proposed Text

2. Except where the offense alleged is sexual abuse of another person, no charges shall be filed later than five years from the time of the commission of the alleged offense, nor later than one year from the date the Investigating Committee was formed, whichever occurs first.

#### **VII. Misconduct Response Team / B. Investigating Committee**

Language was removed limiting the work of a Investigating Committee to three months and language requiring permission for an IC to extend the time for its work.

Added language encouraging ICs to "proceed expeditiously and without haste" and "with full knowledge of the established time limits." D-7.0202c(1) allows an IC up to one year to complete its work and submit a report. That time limit may be extended when

John Calvin Presbytery  
August 7, 2025

Two Hundred and Nineteenth Stated Meeting  
First Presbyterian Church  
Chanute, Kansas via Zoom

secular proceedings against the accused have commenced. An extension may also be requested while restorative justice or other forms of alternative resolutions are being pursued.

Moderator Brenda Williams noted that the motion comes from the General Council and does not require a second. She asked Dan for any comments and then opened the floor for discussion. When it appeared that the body was ready to vote, Brenda asked those in favor to raise their "hand" on Zoom and then those opposed to the motion.

The motion was approved with a vote of 23 in favor and none opposed.

**\*\*\*\*\* Concludes the Report of the General Council \*\*\*\*\***

### **Report of Nurture and Mission Committee**

Moderator Brenda Williams called on Ruling Elder Marsha Landrith for the report of the Nurture and Mission Committee.

### **Information Items**

Committee Members: Marsha Landrith, Moderator; Pattie Moulin, Secretary, Laura Agee, John Anderson, Craig Campbell, Celeste Dahlgren, Debbie Fraski, Frank LeBlanc, Patty Orchard, DeDe Vest, Changwon Seo, Joe Tranbarger

#### PC(USA) Youth Triennium:

The Triennium was July 28-31, 2025 in Louisville, Kentucky, for high-school-age youth.  
<https://presbyterianyouthtriennium.org/>

#### Synod Youth Workshop:

The Synod of the Sun Youth Workshop was held July 14-29, 2025 at Tulsa University.

Photos and stories from the Triennium and Synod Youth Workshop were shown to the presbytery.

#### Public Domain Hymn Project:

Nurture and Mission continues to provide instruction for churches to access the public domain hymns.

#### Committee Retreat:

The committee will meet in person in September for training, planning and fellowship.

The Committee had no Action Items.

John Calvin Presbytery  
August 7, 2025

Two Hundred and Nineteenth Stated Meeting  
First Presbyterian Church  
Chanute, Kansas via Zoom

**\*\*\*\*\* Concludes the Nurture and Mission Committee Report \*\*\*\*\***

The Moderator invited the Rev. Jennifer Dawson forward to offer the resolution of thanks.

After Jennifer had offered the resolution, Brenda asked for a motion to adjourn the meeting following the closing prayer. The Rev. Barry Williams made the motion.

The motion was approved by unanimous consent.

The Rev. Dawson offered the closing prayer.

Moderator Brenda Williams announced adjournment at 7:43 pm.

Respectfully submitted,

Robert H. Frasier  
Stated Clerk  
John Calvin Presbytery

|   |       |                    |                    |  |       |                    |                    |
|---|-------|--------------------|--------------------|--|-------|--------------------|--------------------|
| <b>AGEE, LAURA ( PASTOR )</b><br>NEVADA, MISSOURI, FIRST PRESBYTERIAN ( FULL TIME ) |       |                    |                    | <b>AGNEW, DR. WILLIAM ( CRE )</b><br>CROCKER, MISSOURI, CROCKER PRESBYTERIAN |       |                    |                    |
| <b>COMPENSATION</b>   |       | <b>2024</b>        | <b>2025</b>        | <b>COMPENSATION</b>  |       | <b>2024</b>        | <b>2025</b>        |
| Annual Cash Salary  |       | \$34,175.00        | \$37,000.00        | Annual Cash Salary   |       | \$6,500.00         | \$6,500.00         |
| Housing allowance   |       | \$19,000.00        | \$21,000.00        | Housing allowance  |       |                    |                    |
| Deferred Income   |       |                    |                    | Deferred Income  |       |                    |                    |
| Bonuses, lump sum allowances, gifts, etc  |       |                    |                    | Bonuses, lump sum allowances, gifts, etc                                     |       |                    |                    |
| Other:  |       |                    |                    | Other:   |       |                    |                    |
| Fair Rental value of Manse  |       |                    |                    | Fair Rental value of Manse   |       |                    |                    |
| <b>TOTAL EFFECTIVE SALARY</b>   |       | <b>\$53,175.00</b> | <b>\$58,000.00</b> | <b>TOTAL EFFECTIVE SALARY</b>  |       | <b>\$6,500.00</b>  | <b>\$6,500.00</b>  |
| Pension & Major Medical   |       | \$20,738.00        | \$15,236.00        | Pension & Major Medical  |       |                    |                    |
| <b>ACCOUNTABLE REIMBURSEMENT PLAN</b>   |       |                    |                    | <b>ACCOUNTABLE REIMBURSEMENT PLAN</b>  |       |                    |                    |
| Continuing Education Allowance  |       | \$1,750.00         | \$2,000.00         | Continuing Education Allowance   |       | \$1,500.00         | \$1,500.00         |
| Automobile IRS RATE   |       | \$600.00           | \$1,000.00         | Automobile IRS RATE  |       | \$4,761.00         | \$4,761.00         |
| Professional Expenses   |       | \$700.00           | \$1,000.00         | Professional Expenses  |       |                    |                    |
| Social Security Tax supplemental Income   |       | \$4,068.00         |                    | Social Security Tax supplemental Income                                      |       |                    |                    |
| Medical deductible, coinsurance, dental   |       | \$400.00           | \$600.00           | Medical deductible, coinsurance, dental                                      |       |                    |                    |
| Other:  |       | \$2,000.00         |                    | Other:   |       |                    |                    |
| <b>TOTAL COST TO CHURCH BUDGET</b>  |       | <b>\$83,431.00</b> | <b>\$77,836.00</b> | <b>TOTAL COST TO CHURCH BUDGET</b>   |       | <b>\$12,761.00</b> | <b>\$12,761.00</b> |
| Continuing Education Leave  |       | 2 weeks            | 2 weeks            | Continuing Education Leave   |       | 2 weeks            | 2 weeks            |
| Vacation Leave  |       | 4 weeks            | 4 weeks            | Vacation Leave   |       | 4 weeks            | 4 weeks            |
| Paid Family Leave   |       | 12 weeks           | 12 weeks           |  |       |                    |                    |
|   | ACR*  | Yes                | Yes                |  | ACR*  | Yes                | Yes                |
|   | APR** | Yes                | Yes                |  | APR** | Yes                | Yes                |

  

|   |       |                    |                    |   |       |                              |                    |
|---|-------|--------------------|--------------------|---|-------|------------------------------|--------------------|
| <b>ANDERSON, JOHN ( CO-PASTOR - 75% PT. )</b><br>JOPLIN, MISSOURI, FIRST PRESBYTERIAN |       |                    |                    | <b>ANDERSON, KIRA ( CO-PASTOR - 75% PT. )</b><br>JOPLIN, MISSOURI, FIRST PRESBYTERIAN |       |                              |                    |
| <b>COMPENSATION</b>   |       | <b>2024</b>        | <b>2025</b>        | <b>COMPENSATION</b>   |       | <b>2024</b>                  | <b>2025</b>        |
| Annual Cash Salary  |       | \$42,436.00        | \$43,281.68        | Annual Cash Salary  |       | \$42,435.00                  | \$43,281.68        |
| Housing allowance   |       | \$12,500.00        | \$12,500.00        | Housing allowance   |       | \$12,500.00                  | \$12,500.00        |
| Deferred Income   |       |                    |                    | Deferred Income   |       |                              |                    |
| Bonuses, lump sum allowances, gifts, etc  |       |                    |                    | Bonuses, lump sum allowances, gifts, etc  |       |                              |                    |
| Other:  |       |                    |                    | Other:  |       |                              |                    |
| Fair Rental value of Manse  |       |                    |                    | Fair Rental value of Manse  |       |                              |                    |
| <b>TOTAL EFFECTIVE SALARY</b>   |       | <b>\$54,936.00</b> | <b>\$55,781.68</b> | <b>TOTAL EFFECTIVE SALARY</b>   |       | <b>\$54,935.00</b>           | <b>\$55,781.68</b> |
| Pension & Major Medical   |       | \$29,329.56        | \$14,503.24        | Dental / Board of Pensions  |       | \$1,287.24                   | \$14,503.24        |
| <b>ACCOUNTABLE REIMBURSEMENT PLAN</b>   |       |                    |                    | <b>ACCOUNTABLE REIMBURSEMENT PLAN</b>   |       |                              |                    |
| Continuing Education Allowance  |       | \$1,500.00         | \$1,500.00         | Continuing Education Allowance  |       | \$1,500.00                   | \$1,500.00         |
| Automobile IRS RATE   |       | \$1,500.00         | \$1,500.00         | Automobile IRS RATE   |       | \$1,500.00                   | \$1,500.00         |
| Professional Expenses   |       | \$500.00           | \$500.00           | Professional Expenses   |       | \$500.00                     | \$500.00           |
| Social Security Tax supplemental Income   |       | \$3,246.35         | \$3,193.89         | Social Security Tax supplemental Income   |       | \$3,246.35                   | \$3,193.89         |
| Medical deductible, coinsurance, dental   |       |                    | \$746.96           | Medical deductible, coinsurance, dental   |       |                              | \$746.96           |
| Other: Cell Phone   |       | \$480.00           |                    | Other: Cell Phone   |       | \$480.00                     |                    |
| <b>TOTAL COST TO CHURCH BUDGET</b>  |       | <b>\$91,491.91</b> | <b>\$77,725.77</b> | <b>TOTAL COST TO CHURCH BUDGET</b>  |       | <b>\$63,448.59</b>           | <b>\$77,725.77</b> |
| Continuing Education Leave  |       | 2 weeks            |                    | Continuing Education Leave  |       | 2 weeks                      |                    |
| Vacation Leave  |       | 4 weeks            |                    | Vacation Leave  |       | ng days/year may include 4 S |                    |
|   | ACR*  | Yes                | Yes                |   | ACR*  | Yes                          | Yes                |
|   | APR** | Yes                | Yes                |   | APR** | Yes                          | Yes                |
| Sabbatical Leave: according to policy   |       |                    |                    | Sabbatical Leave: according to policy   |       |                              |                    |
| Parental Leave: 8 week concurrent paid leave  |       |                    |                    | Parental Leave: 12 week concurrent paid leave   |       |                              |                    |

|  |                    |                    |  |                    |                    |
|--|--------------------|--------------------|--|--------------------|--------------------|
| <b>COOKE, DIANE ( STATED SUPPLY )</b><br>MOUNTAIN VIEW, MISSOURI, FIRST PRESBYTERIAN ( PT. 50% ) |                    |                    | <b>COOKE, DIANE ( STATED SUPPLY )</b><br>WILLOW SPRINGS, MISSOURI, WILLOW SPRINGS PRESBYTERIAN ( PT. 25% ) |                    |                    |
| <b>COMPENSATION</b>  |                    |                    | <b>COMPENSATION</b>  |                    |                    |
| Annual Cash Salary   | 2024               | 2025               | Annual Cash Salary   | 2024               | 2025               |
|  | \$23,690.00        | \$15,000.00        |  | \$15,000.00        | 1500               |
| Housing allowance  |                    |                    | Housing allowance  |                    |                    |
| Deferred Income  |                    |                    | Deferred Income  |                    |                    |
| Bonuses, lump sum allowances, gifts, etc   |                    |                    | Bonuses, lump sum allowances, gifts, etc   |                    |                    |
| Other: Social Security & taxes   |                    |                    | Other: Social Security and taxes   |                    |                    |
| Fair Rental value of Manse   |                    |                    | Fair Rental value of Manse   |                    |                    |
| <b>TOTAL EFFECTIVE SALARY</b>  | <b>\$23,690.00</b> | <b>\$15,000.00</b> | <b>TOTAL EFFECTIVE SALARY</b>  | <b>\$15,000.00</b> | <b>\$15,000.00</b> |
| Pension & Major Medical  | \$9,239.00         | \$3,900.00         | Pension & Major Medical  | \$5,850.00         | 390                |
| <b>ACCOUNTABLE REIMBURSEMENT PLAN</b>  |                    |                    | <b>ACCOUNTABLE REIMBURSEMENT PLAN</b>  |                    |                    |
| CE Allowance   | \$1,500.00         | \$1,500.00         | CE Allowance   | \$1,500.00         | 150                |
| Automobile   |                    |                    | Automobile   |                    |                    |
| Professional Expenses  |                    |                    | Professional Expenses  |                    |                    |
| Social Security Tax supplemental Income  |                    |                    | Social Security Tax supplemental Income  |                    |                    |
| Medical deductible, coinsurance, dental  |                    |                    | Medical deductible, coinsurance, dental  |                    |                    |
| Other:   |                    | \$1,243.15         | Other:   |                    | 1243.1             |
| <b>TOTAL COST TO CHURCH BUDGET</b>   | <b>\$34,429.00</b> | <b>\$21,643.19</b> | <b>TOTAL COST TO CHURCH BUDGET</b>   | <b>\$22,350.00</b> | <b>\$21,643.19</b> |
| Continuing Education Leave   | 2 weeks            | 2 weeks            | Continuing Education Leave   | 2 weeks            | 2 weeks            |
| Vacation Leave   | 4 weeks            | 4 weeks            | Vacation Leave   | 4 weeks            | 4 weeks            |
| Paid Family Leave  | 12 weeks           | 12 weeks           |  | ACR*               | Yes                |
|  | ACR*               | Yes                |  | APR**              | Yes                |
|  | APR**              | Yes                |  |                    |                    |
| <b>CORMACK, JACK ( SUPPLY PASTOR )</b><br>SPRINGFIELD, MO GIBSON CHAPEL PRESBYTERIAN             |                    |                    | <b>CORMACK, JACK ( PASTOR )</b><br>SPRINGFIELD, MO HILLCREST PRESBYTERIAN ( FT. )                          |                    |                    |
| <b>COMPENSATION</b>  |                    |                    | <b>COMPENSATION</b>  |                    |                    |
| Annual Cash Salary   | 2024               | 2025               | Annual Cash Salary   | 2024               | 2025               |
|  | \$9,000.00         | \$13,068.00        |  | \$26,150.00        | 26150              |
| Housing allowance  |                    |                    | Housing allowance  | \$26,150.00        | 26150              |
| Deferred Income  |                    |                    | Deferred Income  | \$500.00           |                    |
| Bonuses, lump sum allowances, gifts, etc   |                    |                    | Bonuses, lump sum allowances, gifts, etc   |                    |                    |
| Other:   |                    |                    | Other:   |                    |                    |
| Fair Rental value of Manse   |                    |                    | Fair Rental value of Manse   |                    |                    |
| <b>TOTAL EFFECTIVE SALARY</b>  | <b>\$9,000.00</b>  | <b>\$13,068.00</b> | <b>TOTAL EFFECTIVE SALARY</b>  | <b>\$52,800.00</b> | <b>\$52,300.00</b> |
| Pension & Major Medical  |                    |                    | Pension & Major Medical  | \$22,606.00        | 22489              |
| <b>ACCOUNTABLE REIMBURSEMENT PLAN</b>  |                    |                    | <b>ACCOUNTABLE REIMBURSEMENT PLAN</b>  |                    |                    |
| CE Allowance   |                    |                    | CE Allowance   | \$1,500.00         | 1500               |
| Automobile @ IRS RATE  |                    |                    | Automobile / @ IRS rate  |                    | 2400               |
| Professional Expenses  |                    |                    | Professional Expenses  |                    |                    |
| Social Security Tax supplemental Income  |                    |                    | Social Security Tax supplemental Income  |                    |                    |
| Medical deductible, coinsurance, dental  |                    |                    | Medical deductible, coinsurance, dental  | \$750.00           | 750                |
| Other:   |                    |                    | Other:   |                    |                    |
| <b>TOTAL COST TO CHURCH BUDGET</b>   | <b>\$9,000.00</b>  | <b>\$13,068.00</b> | <b>TOTAL COST TO CHURCH BUDGET</b>   | <b>\$77,656.00</b> | <b>\$79,439.00</b> |
| Continuing Education Leave   | 2 weeks            |                    | Continuing Education Leave   | 2 weeks            | 2 weeks            |
| Vacation Leave   | 4 weeks            |                    | Vacation Leave   | 4 weeks            | 4 weeks            |
|  | ACR*               | Yes                |  | ACR*               | Yes                |
|  | APR**              | No                 |  | APR**              | No                 |



| <b>GENGLER, SARAH</b>                                 |                     |                     |  |
|---|---------------------|---------------------|--|
| FIRST PRESBYTERIAN CHURCH, FORT SCOTT, KS (FULL TIME) |                     |                     |  |
| COMPENSATION  | 2024                | 2025                |  |
| Annual Cash Salary                                    | \$50,000.00         | \$50,000.00         |  |
| Housing allowance                                     | \$15,300.00         | \$17,300.00         |  |
| Deferred Income                                       |                     |                     |  |
| Bonuses, lump sum allowances, gifts, etc              |                     |                     |  |
| Other: Utilities                                      | \$4,200.00          | \$4,200.00          |  |
| Fair Rental value of Manse                            |                     |                     |  |
| <b>TOTAL EFFECTIVE SALARY</b>                         | <b>\$69,500.00</b>  | <b>\$71,500.00</b>  |  |
| Pension & Major Medical                               | \$27,105.00         | \$27,885.00         |  |
| <b>ACCOUNTABLE REIMBURSEMENT PLAN</b>                 |                     |                     |  |
| CE Allowance  | \$2,000.00          | \$2,000.00          |  |
| Automobile  | \$3,000.00          | \$3,000.00          |  |
| Professional Expenses                                 | \$1,500.00          | \$1,500.00          |  |
| Social Security Tax supplemental Income               | \$5,316.00          | \$5,316.00          |  |
| Medical deductible, coinsurance, dental               | \$3,000.00          | \$3,300.00          |  |
| Other: cell (\$900) moving (\$5,000)                  | \$5,900.00          | \$900.00            |  |
| <b>TOTAL COST TO CHURCH BUDGET</b>                    | <b>\$117,321.00</b> | <b>\$115,401.00</b> |  |
| Continuing Education Leave                            | 20 Weeks            | 2 weeks             |  |
| Vacation Leave  | 4 weeks             | 4 weeks             |  |
| Paid Family Leave                                     | 12 Weeks            | 12 weeks            |  |
|   | ACR*                | Yes                 |  |
|   | APR**               | Yes                 |  |

| <b>IANNUCILLI, CHRISTINE ( STATED SUPPLY )</b>        |                    |                    |  |
|---|--------------------|--------------------|--|
| GOLDEN CITY, MISSOURI, FIRST PRESBYTERIAN ( PT. 25% ) |                    |                    |  |
| COMPENSATION  | 2024               | 2025               |  |
| Annual Cash Salary                                    |                    |                    |  |
| Housing allowance                                     | \$11,846.16        | \$13,030.00        |  |
| Deferred Income                                       |                    |                    |  |
| Bonuses, lump sum allowances, gifts, etc              | \$100.00           |                    |  |
| Other:  |                    |                    |  |
| Fair Rental value of Manse                            |                    |                    |  |
| <b>TOTAL EFFECTIVE SALARY</b>                         | <b>\$11,946.16</b> | <b>\$13,030.00</b> |  |
| Pension & Major Medical                               |                    |                    |  |
| <b>ACCOUNTABLE REIMBURSEMENT PLAN</b>                 |                    |                    |  |
| CE Allowance  |                    |                    |  |
| Automobile // IRS rate                                |                    |                    |  |
| Professional Expenses                                 |                    |                    |  |
| Social Security Tax supplemental Income               |                    |                    |  |
| Medical deductible, coinsurance, dental               |                    |                    |  |
| Other:  |                    |                    |  |
| <b>TOTAL COST TO CHURCH BUDGET</b>                    | <b>\$11,946.16</b> | <b>\$13,030.00</b> |  |
| Continuing Education Leave                            | 2 weeks            | 2 weeks            |  |
| Vacation Leave  | 4 weeks            |                    |  |
|   | ACR*               | Yes                |  |
|   | APR**              | Yes                |  |

| <b>LEE, WILLIAM ( PASTOR ) ( FT. )</b>   |                    |                    |     |
|--|--------------------|--------------------|-----|
| NEOSHO, MISSOURI, FIRST PRESBYTERIAN     |                    |                    |     |
| COMPENSATION                             | 2024               | 2025               |     |
| Annual Cash Salary                       | \$49,000.00        | \$49,000.00        |     |
| Housing allowance                        |                    |                    |     |
| Deferred Income                          |                    |                    |     |
| Bonuses, lump sum allowances, gifts, etc | \$200.00           | \$300.00           |     |
| Other:                                   |                    |                    |     |
| Fair Rental value of Manse               |                    |                    |     |
| <b>TOTAL EFFECTIVE SALARY</b>            | <b>\$49,200.00</b> | <b>\$49,300.00</b> |     |
| Pension & Major Medical                  | \$19,188.00        | \$21,199.00        |     |
| <b>ACCOUNTABLE REIMBURSEMENT PLAN</b>    |                    |                    |     |
| CE Allowance                             | \$1,500.00         | \$1,500.00         |     |
| Automobile                               | \$500.00           | \$800.00           |     |
| Professional Expenses                    | \$800.00           | \$1,000.00         |     |
| Social Security Tax supplemental Income  |                    |                    |     |
| Medical deductible, coinsurance, dental  | \$1,288.00         | \$1,287.24         |     |
| Other: CELL PHON AND PHONE PLAN          | \$1,332.00         | \$1,100.00         |     |
| <b>TOTAL COST TO CHURCH BUDGET</b>       | <b>\$73,808.00</b> | <b>\$76,186.24</b> |     |
| Continuing Education Leave               | 2 weeks            | 2 weeks            |     |
| Vacation Leave                           | 4 weeks            | 4 weeks            |     |
| Paid Family Leave                        | 12 weeks           | 12 weeks           |     |
| Sabbatical Leave Allowance               | Yes                |                    |     |
|  | ACR*               | Yes                | Yes |
|  | APR**              | No                 | Yes |

| <b>MERCER, JULIE ( STATED SUPPLY )</b>       |                    |                     |     |
|--|--------------------|---------------------|-----|
| MT. VERNON FIRSTPRESBYTERIAN, (PT 25% time)  |                    |                     |     |
| COMPENSATION                                 | 2024               | 2025                |     |
| Annual Cash Salary                           |                    |                     |     |
| Housing allowance                            | \$14,577.00        | \$ 15,302.00        |     |
| Deferred Income                              |                    |                     |     |
| Bonuses, lump sum allowances, gifts, etc     | \$250.00           | \$ 500.00           |     |
| Other:                                       |                    |                     |     |
| Fair Rental value of Manse                   |                    |                     |     |
| <b>TOTAL EFFECTIVE SALARY</b>                | <b>\$14,827.00</b> | <b>\$ 15,802.00</b> |     |
| Pension & Major Medical                      |                    |                     |     |
| <b>ACCOUNTABLE REIMBURSEMENT PLAN</b>        |                    |                     |     |
| CE Allowance                                 | \$1,500.00         | \$ 1,500.00         |     |
| Automobile                                   |                    |                     |     |
| Professional Expenses                        |                    |                     |     |
| Social Security Tax supplemental Income      |                    |                     |     |
| Medical deductible, coinsurance, dental      |                    |                     |     |
| Other: 403B match/ not exceeding 2,000.00    |                    |                     |     |
| <b>TOTAL COST TO CHURCH BUDGET</b>           | <b>\$16,327.00</b> | <b>\$ 17,302.00</b> |     |
| Continuing Education Leave                   | 2 weeks            | 2 Weeks             |     |
| Vacation Leave/ 2022-4weeks plus 5th Sundays |                    | 4 weeks             |     |
|  |                    | 5th Sunday          |     |
|  | ACR*               | Yes                 | Yes |
|  | APR**              | Yes                 | Yes |

| <b>OSTER, TIMOTHY ( CRE )</b>                 |                    |                    |  |
|---|--------------------|--------------------|--|
| JOPLIN, MISSOURI, BETHANY PRESBYTERIAN ( PT ) |                    |                    |  |
| COMPENSATION                                  | 2024               | 2025               |  |
| Annual Cash Salary                            | \$15,600.00        | \$16,500.00        |  |
| Housing allowance                             |                    |                    |  |
| Deferred Income                               |                    |                    |  |
| Bonuses, lump sum allowances, gifts, etc      |                    |                    |  |
| Other:  |                    |                    |  |
| Fair Rental value of Manse                    |                    |                    |  |
| <b>TOTAL EFFECTIVE SALARY</b>                 | <b>\$15,600.00</b> | <b>\$16,500.00</b> |  |
| Pension & Major Medical                       |                    |                    |  |
| ACCOUNTABLE REIMBURSEMENT PLAN                |                    |                    |  |
| CE Allowance                                  | \$1,500.00         | \$1,500.00         |  |
| Automobile                                    | \$400.00           | \$400.00           |  |
| Professional Expenses                         |                    |                    |  |
| Social Security Tax supplemental Income       |                    |                    |  |
| Medical deductible, coinsurance, dental       |                    |                    |  |
| Other:  |                    |                    |  |
| <b>TOTAL COST TO CHURCH BUDGET</b>            | <b>\$17,500.00</b> | <b>\$18,400.00</b> |  |
| Continuing Education Leave                    | 2 weeks            | 2 weeks            |  |
| Vacation Leave                                | 5 weeks            | 5 weeks            |  |
|   | ACR*               | Yes                |  |
|   | APR**              | Yes                |  |

  

| <b>PULLEYKING, MICKI ( PASTOR - PT. 75% )</b>   |                    |                    |     |
|---|--------------------|--------------------|-----|
| SPRINGFIELD, MISSOURI, WESTMINSTER PRESBYTERIAN |                    |                    |     |
| COMPENSATION                                    | 2024               | 2025               |     |
| Annual Cash Salary                              | \$28,500.00        | \$31,000.00        |     |
| Housing allowance                               | \$29,500.00        | \$29,500.00        |     |
| Deferred Income                                 |                    |                    |     |
| Bonuses, lump sum allowances, gifts, etc        |                    |                    |     |
| Other:  |                    |                    |     |
| Fair Rental value of Manse                      |                    |                    |     |
| <b>TOTAL EFFECTIVE SALARY</b>                   | <b>\$58,000.00</b> | <b>\$60,500.00</b> |     |
| Pension & Major Medical                         | \$9,000.00         | \$9,450.00         |     |
| ACCOUNTABLE REIMBURSEMENT PLAN                  |                    |                    |     |
| CE Allowance                                    | \$3,000.00         | \$3,000.00         |     |
| Automobile / at IRS rate                        |                    |                    |     |
| Professional Expenses                           | \$1,000.00         | \$1,768.00         |     |
| Social Security Tax supplemental Income         | \$4,437.00         | \$4,628.00         |     |
| Medical deductible, coinsurance, dental         | \$12,000.00        | \$12,000.00        |     |
| Other: Cell phone                               | \$2,052.00         | \$2,617.00         |     |
| <b>TOTAL COST TO CHURCH BUDGET</b>              | <b>\$89,489.00</b> | <b>\$93,963.00</b> |     |
| Continuing Education Leave                      | 4 weeks            | 4 weeks            |     |
| Vacation Leave                                  | 4 weeks            | 4 weeks            |     |
| Family Leave Allowance                          | 12 weeks           | 12 weeks           |     |
| Sabbatical Leave allowance (24&25)              | 6 weeks            | 6 weeks            |     |
|   | ACR*               | Yes                | Yes |
|   | APR**              | Yes                | Yes |
| <b>SABBATICAL LEAVE - SUMMER 2024</b>           |                    |                    |     |

  

| <b>SEO, CHANGWON</b>                     |                     |                    |     |
|--|---------------------|--------------------|-----|
| Pittsburg Presbyterian Church            |                     |                    |     |
| COMPENSATION                             | 2024                | 2025               |     |
| Annual Cash Salary                       | \$57,000.00         | \$57,000.00        |     |
| Housing allowance                        | \$15,000.00         | \$15,000.00        |     |
| Deferred Income                          |                     |                    |     |
| Bonuses, lump sum allowances, gifts, etc |                     |                    |     |
| Other:                                   |                     |                    |     |
| Fair Rental value of Manse               |                     |                    |     |
| <b>TOTAL EFFECTIVE SALARY</b>            | <b>\$72,000.00</b>  | <b>\$72,000.00</b> |     |
| Pension & Major Medical                  | \$28,080.00         | \$18,720.00        |     |
| ACCOUNTABLE REIMBURSEMENT PLAN           |                     |                    |     |
| CE Allowance                             | \$2,000.00          | \$2,000.00         |     |
| Automobile                               | \$3,200.00          | \$3,200.00         |     |
| Professional Expenses                    | \$1,200.00          | \$1,200.00         |     |
| Social Security Tax supplemental Income  | \$5,508.00          |                    |     |
| Medical deductible, coinsurance, dental  | \$5,500.00          |                    |     |
| Other:                                   | \$6,000.00          |                    |     |
| <b>TOTAL COST TO CHURCH BUDGET</b>       | <b>\$123,488.00</b> | <b>\$97,120.00</b> |     |
| Continuing Education Leave               | 2 weeks             | 2 weeks            |     |
| Vacation Leave                           | 4 weeks             | 4 weeks            |     |
| Paid Family Leave                        | 12 weeks            | 12 weeks           |     |
|  | ACR*                | Yes                | Yes |
|  | APR**               |                    | No  |

  

| <b>SCHACHER, THOMAS</b>                  |                    |                 |     |
|--|--------------------|-----------------|-----|
| St. Andrew Presbyterian Church           |                    |                 |     |
| COMPENSATION                             | 2024               | 2025            |     |
| Annual Cash Salary                       | \$41,900.00        | \$41,900        |     |
| Housing allowance                        | \$15,000.00        | \$15,000        |     |
| Deferred Income                          |                    |                 |     |
| Bonuses, lump sum allowances, gifts, etc |                    |                 |     |
| Other:                                   |                    |                 |     |
| Fair Rental value of Manse               |                    |                 |     |
| <b>TOTAL EFFECTIVE SALARY</b>            | <b>\$56,900.00</b> | <b>\$56,900</b> |     |
| Pension & Major Medical                  | \$22,191.00        | \$24,467        |     |
| ACCOUNTABLE REIMBURSEMENT PLAN           |                    |                 |     |
| CE Allowance                             | \$1,500.00         | \$1,500         |     |
| Automobile                               | \$1,000.00         | \$1,000         |     |
| Professional Expenses                    | \$500.00           | \$500           |     |
| Social Security Tax supplemental Income  | \$4,352.00         | \$4,352         |     |
| Medical deductible, coinsurance, dental  | \$1,500.00         | \$1,500         |     |
| Other:                                   | \$3,200.00         | \$3,684         |     |
| <b>TOTAL COST TO CHURCH BUDGET</b>       | <b>\$91,143.00</b> | <b>\$93,903</b> |     |
| Continuing Education Leave               | 2 weeks            | 2 weeks         |     |
| Vacation Leave                           | 4 weeks            | 4 weeks         |     |
| Paid Family Leave                        | 12 weeks           | 12 weeks        |     |
|  | ACR*               | Yes             | Yes |
|  | APR**              | Yes             | Yes |

| <p><b>SCHREURS, RANDY</b><br/>                     Stated Clerk</p> <table border="1"> <thead> <tr> <th>COMPENSATION</th> <th>2024</th> <th>2025</th> </tr> </thead> <tbody> <tr><td>Annual Cash Salary</td><td></td><td>\$34,600.00</td></tr> <tr><td>Housing allowance</td><td></td><td>\$20,000.00</td></tr> <tr><td>Deferred Income</td><td></td><td></td></tr> <tr><td>Bonuses, lump sum allowances, gifts, etc</td><td></td><td></td></tr> <tr><td>Other:</td><td></td><td></td></tr> <tr><td>Fair Rental value of Manse</td><td></td><td></td></tr> <tr><td><b>TOTAL EFFECTIVE SALARY</b></td><td></td><td><b>\$54,600.00</b></td></tr> <tr><td>Pension &amp; Major Medical</td><td></td><td>\$14,196.00</td></tr> <tr><td><b>ACCOUNTABLE REIMBURSEMENT PLAN</b></td><td></td><td></td></tr> <tr><td>CE Allowance</td><td></td><td>\$1,500.00</td></tr> <tr><td>Automobile</td><td></td><td>\$1,200.00</td></tr> <tr><td>Professional Expenses</td><td></td><td>\$2,000.00</td></tr> <tr><td>Social Security Tax supplemental Income</td><td></td><td></td></tr> <tr><td>Medical deductible, coinsurance, dental</td><td></td><td>\$3,000.00</td></tr> <tr><td>Other: (retirement)</td><td></td><td></td></tr> <tr><td><b>TOTAL COST TO CHURCH BUDGET</b></td><td></td><td><b>\$76,496.00</b></td></tr> <tr><td>Continuing Education Leave</td><td></td><td>2 Weeks</td></tr> <tr><td>Vacation Leave</td><td></td><td>4 weeks</td></tr> <tr><td>Paid Family Leave</td><td></td><td>12 weeks</td></tr> <tr><td></td><td>ACR*</td><td>Yes</td></tr> <tr><td></td><td>APR**</td><td>No</td></tr> </tbody> </table>  | COMPENSATION        | 2024                | 2025 | Annual Cash Salary |             | \$34,600.00 | Housing allowance |  | \$20,000.00 | Deferred Income |  |  | Bonuses, lump sum allowances, gifts, etc |  |  | Other:                     |  |  | Fair Rental value of Manse    |                    |                    | <b>TOTAL EFFECTIVE SALARY</b> |             | <b>\$54,600.00</b> | Pension & Major Medical              |            | \$14,196.00 | <b>ACCOUNTABLE REIMBURSEMENT PLAN</b> |  |  | CE Allowance |            | \$1,500.00 | Automobile |  | \$1,200.00 | Professional Expenses          |             | \$2,000.00  | Social Security Tax supplemental Income |            |            | Medical deductible, coinsurance, dental |  | \$3,000.00 | Other: (retirement) |            |            | <b>TOTAL COST TO CHURCH BUDGET</b> |                     | <b>\$76,496.00</b>  | Continuing Education Leave |         | 2 Weeks | Vacation Leave |         | 4 weeks | Paid Family Leave |      | 12 weeks |  | ACR*  | Yes |   | APR**        | No   | <p><b>SPENCER, CHARLES ( STATED SUPPLY - PT. 50% )</b><br/>                     WEBB CITY, MISSOURI, FIRST PRESBYTERIAN</p> <table border="1"> <thead> <tr> <th>COMPENSATION</th> <th>2024</th> <th>2025</th> </tr> </thead> <tbody> <tr><td>Annual Cash Salary</td><td>\$5,100.00</td><td>\$6,600.00</td></tr> <tr><td>Housing allowance</td><td>\$7,200.00</td><td>\$7,200.00</td></tr> <tr><td>Deferred Income</td><td></td><td></td></tr> <tr><td>Bonuses, lump sum allowances, gifts, etc</td><td></td><td></td></tr> <tr><td>Other:</td><td></td><td></td></tr> <tr><td>Fair Rental value of Manse</td><td></td><td></td></tr> <tr><td><b>TOTAL EFFECTIVE SALARY</b></td><td><b>\$12,300.00</b></td><td><b>\$13,800.00</b></td></tr> <tr><td>Pension &amp; Major Medical</td><td>\$13,102.00</td><td>\$16,730.00</td></tr> <tr><td><b>ACCOUNTABLE REIMBURSEMENT PLAN</b></td><td></td><td></td></tr> <tr><td>CE Allowance</td><td>\$1,500.00</td><td>\$1,500.00</td></tr> <tr><td>Automobile</td><td>\$150.00</td><td>\$150.00</td></tr> <tr><td>Professional Expenses</td><td>\$500.00</td><td>\$1,400.00</td></tr> <tr><td>Social Security Tax supplemental Income</td><td></td><td></td></tr> <tr><td>Medical deductible, coinsurance, dental</td><td></td><td></td></tr> <tr><td>Other:</td><td></td><td></td></tr> <tr><td><b>TOTAL COST TO CHURCH BUDGET</b></td><td><b>\$27,552.00</b></td><td><b>\$33,580.00</b></td></tr> <tr><td>Continuing Education Leave</td><td>2 weeks</td><td>2 weeks</td></tr> <tr><td>Vacation Leave</td><td>4 weeks</td><td>4 weeks</td></tr> <tr><td></td><td>ACR*</td><td>Yes</td></tr> <tr><td></td><td>APR**</td><td>Yes</td></tr> </tbody> </table> | COMPENSATION       | 2024        | 2025        | Annual Cash Salary | \$5,100.00 | \$6,600.00 | Housing allowance | \$7,200.00 | \$7,200.00 | Deferred Income                          |  |  | Bonuses, lump sum allowances, gifts, etc |  |  | Other:                     |  |  | Fair Rental value of Manse    |                    |                    | <b>TOTAL EFFECTIVE SALARY</b> | <b>\$12,300.00</b> | <b>\$13,800.00</b> | Pension & Major Medical               | \$13,102.00 | \$16,730.00 | <b>ACCOUNTABLE REIMBURSEMENT PLAN</b> |  |  | CE Allowance | \$1,500.00 | \$1,500.00 | Automobile            | \$150.00 | \$150.00 | Professional Expenses                   | \$500.00 | \$1,400.00 | Social Security Tax supplemental Income |  |  | Medical deductible, coinsurance, dental |  |  | Other:                             |                    |                    | <b>TOTAL COST TO CHURCH BUDGET</b> | <b>\$27,552.00</b> | <b>\$33,580.00</b> | Continuing Education Leave | 2 weeks | 2 weeks  | Vacation Leave | 4 weeks | 4 weeks |  | ACR*  | Yes |  | APR** | Yes |
|---|---------------------|---------------------|------|--------------------|-------------|-------------|-------------------|--|-------------|-----------------|--|--|--|--|--|----------------------------|--|--|-------------------------------|--------------------|--------------------|-------------------------------|-------------|--------------------|--------------------------------------|------------|-------------|---------------------------------------|--|--|--------------|------------|------------|------------|--|------------|--------------------------------|-------------|-------------|---|------------|------------|---|--|------------|---------------------|------------|------------|------------------------------------|---------------------|---------------------|----------------------------|---------|---------|----------------|---------|---------|-------------------|------|----------|--|-------|-----|---|--------------|------|---|--------------------|-------------|-------------|--------------------|------------|------------|-------------------|------------|------------|--|--|--|--|--|--|----------------------------|--|--|-------------------------------|--------------------|--------------------|-------------------------------|--------------------|--------------------|---------------------------------------|-------------|-------------|---------------------------------------|--|--|--------------|------------|------------|-----------------------|----------|----------|---|----------|------------|---|--|--|---|--|--|------------------------------------|--------------------|--------------------|------------------------------------|--------------------|--------------------|----------------------------|---------|----------|----------------|---------|---------|--|-------|-----|--|-------|-----|
| COMPENSATION  | 2024                | 2025                |      |                    |             |             |                   |  |             |                 |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |             |                    |                                      |            |             |                                       |  |  |              |            |            |            |  |            |                                |             |             |   |            |            |   |  |            |                     |            |            |                                    |                     |                     |                            |         |         |                |         |         |                   |      |          |  |       |     |   |              |      |   |                    |             |             |                    |            |            |                   |            |            |  |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |                    |                    |                                       |             |             |                                       |  |  |              |            |            |                       |          |          |   |          |            |   |  |  |   |  |  |                                    |                    |                    |                                    |                    |                    |                            |         |          |                |         |         |  |       |     |  |       |     |
| Annual Cash Salary  |                     | \$34,600.00         |      |                    |             |             |                   |  |             |                 |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |             |                    |                                      |            |             |                                       |  |  |              |            |            |            |  |            |                                |             |             |   |            |            |   |  |            |                     |            |            |                                    |                     |                     |                            |         |         |                |         |         |                   |      |          |  |       |     |   |              |      |   |                    |             |             |                    |            |            |                   |            |            |  |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |                    |                    |                                       |             |             |                                       |  |  |              |            |            |                       |          |          |   |          |            |   |  |  |   |  |  |                                    |                    |                    |                                    |                    |                    |                            |         |          |                |         |         |  |       |     |  |       |     |
| Housing allowance   |                     | \$20,000.00         |      |                    |             |             |                   |  |             |                 |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |             |                    |                                      |            |             |                                       |  |  |              |            |            |            |  |            |                                |             |             |   |            |            |   |  |            |                     |            |            |                                    |                     |                     |                            |         |         |                |         |         |                   |      |          |  |       |     |   |              |      |   |                    |             |             |                    |            |            |                   |            |            |  |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |                    |                    |                                       |             |             |                                       |  |  |              |            |            |                       |          |          |   |          |            |   |  |  |   |  |  |                                    |                    |                    |                                    |                    |                    |                            |         |          |                |         |         |  |       |     |  |       |     |
| Deferred Income   |                     |                     |      |                    |             |             |                   |  |             |                 |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |             |                    |                                      |            |             |                                       |  |  |              |            |            |            |  |            |                                |             |             |   |            |            |   |  |            |                     |            |            |                                    |                     |                     |                            |         |         |                |         |         |                   |      |          |  |       |     |   |              |      |   |                    |             |             |                    |            |            |                   |            |            |  |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |                    |                    |                                       |             |             |                                       |  |  |              |            |            |                       |          |          |   |          |            |   |  |  |   |  |  |                                    |                    |                    |                                    |                    |                    |                            |         |          |                |         |         |  |       |     |  |       |     |
| Bonuses, lump sum allowances, gifts, etc  |                     |                     |      |                    |             |             |                   |  |             |                 |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |             |                    |                                      |            |             |                                       |  |  |              |            |            |            |  |            |                                |             |             |   |            |            |   |  |            |                     |            |            |                                    |                     |                     |                            |         |         |                |         |         |                   |      |          |  |       |     |   |              |      |   |                    |             |             |                    |            |            |                   |            |            |  |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |                    |                    |                                       |             |             |                                       |  |  |              |            |            |                       |          |          |   |          |            |   |  |  |   |  |  |                                    |                    |                    |                                    |                    |                    |                            |         |          |                |         |         |  |       |     |  |       |     |
| Other:  |                     |                     |      |                    |             |             |                   |  |             |                 |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |             |                    |                                      |            |             |                                       |  |  |              |            |            |            |  |            |                                |             |             |   |            |            |   |  |            |                     |            |            |                                    |                     |                     |                            |         |         |                |         |         |                   |      |          |  |       |     |   |              |      |   |                    |             |             |                    |            |            |                   |            |            |  |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |                    |                    |                                       |             |             |                                       |  |  |              |            |            |                       |          |          |   |          |            |   |  |  |   |  |  |                                    |                    |                    |                                    |                    |                    |                            |         |          |                |         |         |  |       |     |  |       |     |
| Fair Rental value of Manse  |                     |                     |      |                    |             |             |                   |  |             |                 |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |             |                    |                                      |            |             |                                       |  |  |              |            |            |            |  |            |                                |             |             |   |            |            |   |  |            |                     |            |            |                                    |                     |                     |                            |         |         |                |         |         |                   |      |          |  |       |     |   |              |      |   |                    |             |             |                    |            |            |                   |            |            |  |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |                    |                    |                                       |             |             |                                       |  |  |              |            |            |                       |          |          |   |          |            |   |  |  |   |  |  |                                    |                    |                    |                                    |                    |                    |                            |         |          |                |         |         |  |       |     |  |       |     |
| <b>TOTAL EFFECTIVE SALARY</b>   |                     | <b>\$54,600.00</b>  |      |                    |             |             |                   |  |             |                 |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |             |                    |                                      |            |             |                                       |  |  |              |            |            |            |  |            |                                |             |             |   |            |            |   |  |            |                     |            |            |                                    |                     |                     |                            |         |         |                |         |         |                   |      |          |  |       |     |   |              |      |   |                    |             |             |                    |            |            |                   |            |            |  |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |                    |                    |                                       |             |             |                                       |  |  |              |            |            |                       |          |          |   |          |            |   |  |  |   |  |  |                                    |                    |                    |                                    |                    |                    |                            |         |          |                |         |         |  |       |     |  |       |     |
| Pension & Major Medical   |                     | \$14,196.00         |      |                    |             |             |                   |  |             |                 |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |             |                    |                                      |            |             |                                       |  |  |              |            |            |            |  |            |                                |             |             |   |            |            |   |  |            |                     |            |            |                                    |                     |                     |                            |         |         |                |         |         |                   |      |          |  |       |     |   |              |      |   |                    |             |             |                    |            |            |                   |            |            |  |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |                    |                    |                                       |             |             |                                       |  |  |              |            |            |                       |          |          |   |          |            |   |  |  |   |  |  |                                    |                    |                    |                                    |                    |                    |                            |         |          |                |         |         |  |       |     |  |       |     |
| <b>ACCOUNTABLE REIMBURSEMENT PLAN</b>   |                     |                     |      |                    |             |             |                   |  |             |                 |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |             |                    |                                      |            |             |                                       |  |  |              |            |            |            |  |            |                                |             |             |   |            |            |   |  |            |                     |            |            |                                    |                     |                     |                            |         |         |                |         |         |                   |      |          |  |       |     |   |              |      |   |                    |             |             |                    |            |            |                   |            |            |  |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |                    |                    |                                       |             |             |                                       |  |  |              |            |            |                       |          |          |   |          |            |   |  |  |   |  |  |                                    |                    |                    |                                    |                    |                    |                            |         |          |                |         |         |  |       |     |  |       |     |
| CE Allowance  |                     | \$1,500.00          |      |                    |             |             |                   |  |             |                 |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |             |                    |                                      |            |             |                                       |  |  |              |            |            |            |  |            |                                |             |             |   |            |            |   |  |            |                     |            |            |                                    |                     |                     |                            |         |         |                |         |         |                   |      |          |  |       |     |   |              |      |   |                    |             |             |                    |            |            |                   |            |            |  |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |                    |                    |                                       |             |             |                                       |  |  |              |            |            |                       |          |          |   |          |            |   |  |  |   |  |  |                                    |                    |                    |                                    |                    |                    |                            |         |          |                |         |         |  |       |     |  |       |     |
| Automobile  |                     | \$1,200.00          |      |                    |             |             |                   |  |             |                 |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |             |                    |                                      |            |             |                                       |  |  |              |            |            |            |  |            |                                |             |             |   |            |            |   |  |            |                     |            |            |                                    |                     |                     |                            |         |         |                |         |         |                   |      |          |  |       |     |   |              |      |   |                    |             |             |                    |            |            |                   |            |            |  |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |                    |                    |                                       |             |             |                                       |  |  |              |            |            |                       |          |          |   |          |            |   |  |  |   |  |  |                                    |                    |                    |                                    |                    |                    |                            |         |          |                |         |         |  |       |     |  |       |     |
| Professional Expenses   |                     | \$2,000.00          |      |                    |             |             |                   |  |             |                 |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |             |                    |                                      |            |             |                                       |  |  |              |            |            |            |  |            |                                |             |             |   |            |            |   |  |            |                     |            |            |                                    |                     |                     |                            |         |         |                |         |         |                   |      |          |  |       |     |   |              |      |   |                    |             |             |                    |            |            |                   |            |            |  |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |                    |                    |                                       |             |             |                                       |  |  |              |            |            |                       |          |          |   |          |            |   |  |  |   |  |  |                                    |                    |                    |                                    |                    |                    |                            |         |          |                |         |         |  |       |     |  |       |     |
| Social Security Tax supplemental Income   |                     |                     |      |                    |             |             |                   |  |             |                 |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |             |                    |                                      |            |             |                                       |  |  |              |            |            |            |  |            |                                |             |             |   |            |            |   |  |            |                     |            |            |                                    |                     |                     |                            |         |         |                |         |         |                   |      |          |  |       |     |   |              |      |   |                    |             |             |                    |            |            |                   |            |            |  |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |                    |                    |                                       |             |             |                                       |  |  |              |            |            |                       |          |          |   |          |            |   |  |  |   |  |  |                                    |                    |                    |                                    |                    |                    |                            |         |          |                |         |         |  |       |     |  |       |     |
| Medical deductible, coinsurance, dental   |                     | \$3,000.00          |      |                    |             |             |                   |  |             |                 |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |             |                    |                                      |            |             |                                       |  |  |              |            |            |            |  |            |                                |             |             |   |            |            |   |  |            |                     |            |            |                                    |                     |                     |                            |         |         |                |         |         |                   |      |          |  |       |     |   |              |      |   |                    |             |             |                    |            |            |                   |            |            |  |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |                    |                    |                                       |             |             |                                       |  |  |              |            |            |                       |          |          |   |          |            |   |  |  |   |  |  |                                    |                    |                    |                                    |                    |                    |                            |         |          |                |         |         |  |       |     |  |       |     |
| Other: (retirement)   |                     |                     |      |                    |             |             |                   |  |             |                 |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |             |                    |                                      |            |             |                                       |  |  |              |            |            |            |  |            |                                |             |             |   |            |            |   |  |            |                     |            |            |                                    |                     |                     |                            |         |         |                |         |         |                   |      |          |  |       |     |   |              |      |   |                    |             |             |                    |            |            |                   |            |            |  |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |                    |                    |                                       |             |             |                                       |  |  |              |            |            |                       |          |          |   |          |            |   |  |  |   |  |  |                                    |                    |                    |                                    |                    |                    |                            |         |          |                |         |         |  |       |     |  |       |     |
| <b>TOTAL COST TO CHURCH BUDGET</b>  |                     | <b>\$76,496.00</b>  |      |                    |             |             |                   |  |             |                 |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |             |                    |                                      |            |             |                                       |  |  |              |            |            |            |  |            |                                |             |             |   |            |            |   |  |            |                     |            |            |                                    |                     |                     |                            |         |         |                |         |         |                   |      |          |  |       |     |   |              |      |   |                    |             |             |                    |            |            |                   |            |            |  |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |                    |                    |                                       |             |             |                                       |  |  |              |            |            |                       |          |          |   |          |            |   |  |  |   |  |  |                                    |                    |                    |                                    |                    |                    |                            |         |          |                |         |         |  |       |     |  |       |     |
| Continuing Education Leave  |                     | 2 Weeks             |      |                    |             |             |                   |  |             |                 |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |             |                    |                                      |            |             |                                       |  |  |              |            |            |            |  |            |                                |             |             |   |            |            |   |  |            |                     |            |            |                                    |                     |                     |                            |         |         |                |         |         |                   |      |          |  |       |     |   |              |      |   |                    |             |             |                    |            |            |                   |            |            |  |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |                    |                    |                                       |             |             |                                       |  |  |              |            |            |                       |          |          |   |          |            |   |  |  |   |  |  |                                    |                    |                    |                                    |                    |                    |                            |         |          |                |         |         |  |       |     |  |       |     |
| Vacation Leave  |                     | 4 weeks             |      |                    |             |             |                   |  |             |                 |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |             |                    |                                      |            |             |                                       |  |  |              |            |            |            |  |            |                                |             |             |   |            |            |   |  |            |                     |            |            |                                    |                     |                     |                            |         |         |                |         |         |                   |      |          |  |       |     |   |              |      |   |                    |             |             |                    |            |            |                   |            |            |  |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |                    |                    |                                       |             |             |                                       |  |  |              |            |            |                       |          |          |   |          |            |   |  |  |   |  |  |                                    |                    |                    |                                    |                    |                    |                            |         |          |                |         |         |  |       |     |  |       |     |
| Paid Family Leave   |                     | 12 weeks            |      |                    |             |             |                   |  |             |                 |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |             |                    |                                      |            |             |                                       |  |  |              |            |            |            |  |            |                                |             |             |   |            |            |   |  |            |                     |            |            |                                    |                     |                     |                            |         |         |                |         |         |                   |      |          |  |       |     |   |              |      |   |                    |             |             |                    |            |            |                   |            |            |  |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |                    |                    |                                       |             |             |                                       |  |  |              |            |            |                       |          |          |   |          |            |   |  |  |   |  |  |                                    |                    |                    |                                    |                    |                    |                            |         |          |                |         |         |  |       |     |  |       |     |
|   | ACR*                | Yes                 |      |                    |             |             |                   |  |             |                 |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |             |                    |                                      |            |             |                                       |  |  |              |            |            |            |  |            |                                |             |             |   |            |            |   |  |            |                     |            |            |                                    |                     |                     |                            |         |         |                |         |         |                   |      |          |  |       |     |   |              |      |   |                    |             |             |                    |            |            |                   |            |            |  |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |                    |                    |                                       |             |             |                                       |  |  |              |            |            |                       |          |          |   |          |            |   |  |  |   |  |  |                                    |                    |                    |                                    |                    |                    |                            |         |          |                |         |         |  |       |     |  |       |     |
|   | APR**               | No                  |      |                    |             |             |                   |  |             |                 |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |             |                    |                                      |            |             |                                       |  |  |              |            |            |            |  |            |                                |             |             |   |            |            |   |  |            |                     |            |            |                                    |                     |                     |                            |         |         |                |         |         |                   |      |          |  |       |     |   |              |      |   |                    |             |             |                    |            |            |                   |            |            |  |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |                    |                    |                                       |             |             |                                       |  |  |              |            |            |                       |          |          |   |          |            |   |  |  |   |  |  |                                    |                    |                    |                                    |                    |                    |                            |         |          |                |         |         |  |       |     |  |       |     |
| COMPENSATION  | 2024                | 2025                |      |                    |             |             |                   |  |             |                 |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |             |                    |                                      |            |             |                                       |  |  |              |            |            |            |  |            |                                |             |             |   |            |            |   |  |            |                     |            |            |                                    |                     |                     |                            |         |         |                |         |         |                   |      |          |  |       |     |   |              |      |   |                    |             |             |                    |            |            |                   |            |            |  |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |                    |                    |                                       |             |             |                                       |  |  |              |            |            |                       |          |          |   |          |            |   |  |  |   |  |  |                                    |                    |                    |                                    |                    |                    |                            |         |          |                |         |         |  |       |     |  |       |     |
| Annual Cash Salary  | \$5,100.00          | \$6,600.00          |      |                    |             |             |                   |  |             |                 |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |             |                    |                                      |            |             |                                       |  |  |              |            |            |            |  |            |                                |             |             |   |            |            |   |  |            |                     |            |            |                                    |                     |                     |                            |         |         |                |         |         |                   |      |          |  |       |     |   |              |      |   |                    |             |             |                    |            |            |                   |            |            |  |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |                    |                    |                                       |             |             |                                       |  |  |              |            |            |                       |          |          |   |          |            |   |  |  |   |  |  |                                    |                    |                    |                                    |                    |                    |                            |         |          |                |         |         |  |       |     |  |       |     |
| Housing allowance   | \$7,200.00          | \$7,200.00          |      |                    |             |             |                   |  |             |                 |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |             |                    |                                      |            |             |                                       |  |  |              |            |            |            |  |            |                                |             |             |   |            |            |   |  |            |                     |            |            |                                    |                     |                     |                            |         |         |                |         |         |                   |      |          |  |       |     |   |              |      |   |                    |             |             |                    |            |            |                   |            |            |  |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |                    |                    |                                       |             |             |                                       |  |  |              |            |            |                       |          |          |   |          |            |   |  |  |   |  |  |                                    |                    |                    |                                    |                    |                    |                            |         |          |                |         |         |  |       |     |  |       |     |
| Deferred Income   |                     |                     |      |                    |             |             |                   |  |             |                 |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |             |                    |                                      |            |             |                                       |  |  |              |            |            |            |  |            |                                |             |             |   |            |            |   |  |            |                     |            |            |                                    |                     |                     |                            |         |         |                |         |         |                   |      |          |  |       |     |   |              |      |   |                    |             |             |                    |            |            |                   |            |            |  |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |                    |                    |                                       |             |             |                                       |  |  |              |            |            |                       |          |          |   |          |            |   |  |  |   |  |  |                                    |                    |                    |                                    |                    |                    |                            |         |          |                |         |         |  |       |     |  |       |     |
| Bonuses, lump sum allowances, gifts, etc  |                     |                     |      |                    |             |             |                   |  |             |                 |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |             |                    |                                      |            |             |                                       |  |  |              |            |            |            |  |            |                                |             |             |   |            |            |   |  |            |                     |            |            |                                    |                     |                     |                            |         |         |                |         |         |                   |      |          |  |       |     |   |              |      |   |                    |             |             |                    |            |            |                   |            |            |  |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |                    |                    |                                       |             |             |                                       |  |  |              |            |            |                       |          |          |   |          |            |   |  |  |   |  |  |                                    |                    |                    |                                    |                    |                    |                            |         |          |                |         |         |  |       |     |  |       |     |
| Other:  |                     |                     |      |                    |             |             |                   |  |             |                 |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |             |                    |                                      |            |             |                                       |  |  |              |            |            |            |  |            |                                |             |             |   |            |            |   |  |            |                     |            |            |                                    |                     |                     |                            |         |         |                |         |         |                   |      |          |  |       |     |   |              |      |   |                    |             |             |                    |            |            |                   |            |            |  |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |                    |                    |                                       |             |             |                                       |  |  |              |            |            |                       |          |          |   |          |            |   |  |  |   |  |  |                                    |                    |                    |                                    |                    |                    |                            |         |          |                |         |         |  |       |     |  |       |     |
| Fair Rental value of Manse  |                     |                     |      |                    |             |             |                   |  |             |                 |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |             |                    |                                      |            |             |                                       |  |  |              |            |            |            |  |            |                                |             |             |   |            |            |   |  |            |                     |            |            |                                    |                     |                     |                            |         |         |                |         |         |                   |      |          |  |       |     |   |              |      |   |                    |             |             |                    |            |            |                   |            |            |  |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |                    |                    |                                       |             |             |                                       |  |  |              |            |            |                       |          |          |   |          |            |   |  |  |   |  |  |                                    |                    |                    |                                    |                    |                    |                            |         |          |                |         |         |  |       |     |  |       |     |
| <b>TOTAL EFFECTIVE SALARY</b>   | <b>\$12,300.00</b>  | <b>\$13,800.00</b>  |      |                    |             |             |                   |  |             |                 |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |             |                    |                                      |            |             |                                       |  |  |              |            |            |            |  |            |                                |             |             |   |            |            |   |  |            |                     |            |            |                                    |                     |                     |                            |         |         |                |         |         |                   |      |          |  |       |     |   |              |      |   |                    |             |             |                    |            |            |                   |            |            |  |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |                    |                    |                                       |             |             |                                       |  |  |              |            |            |                       |          |          |   |          |            |   |  |  |   |  |  |                                    |                    |                    |                                    |                    |                    |                            |         |          |                |         |         |  |       |     |  |       |     |
| Pension & Major Medical   | \$13,102.00         | \$16,730.00         |      |                    |             |             |                   |  |             |                 |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |             |                    |                                      |            |             |                                       |  |  |              |            |            |            |  |            |                                |             |             |   |            |            |   |  |            |                     |            |            |                                    |                     |                     |                            |         |         |                |         |         |                   |      |          |  |       |     |   |              |      |   |                    |             |             |                    |            |            |                   |            |            |  |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |                    |                    |                                       |             |             |                                       |  |  |              |            |            |                       |          |          |   |          |            |   |  |  |   |  |  |                                    |                    |                    |                                    |                    |                    |                            |         |          |                |         |         |  |       |     |  |       |     |
| <b>ACCOUNTABLE REIMBURSEMENT PLAN</b>   |                     |                     |      |                    |             |             |                   |  |             |                 |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |             |                    |                                      |            |             |                                       |  |  |              |            |            |            |  |            |                                |             |             |   |            |            |   |  |            |                     |            |            |                                    |                     |                     |                            |         |         |                |         |         |                   |      |          |  |       |     |   |              |      |   |                    |             |             |                    |            |            |                   |            |            |  |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |                    |                    |                                       |             |             |                                       |  |  |              |            |            |                       |          |          |   |          |            |   |  |  |   |  |  |                                    |                    |                    |                                    |                    |                    |                            |         |          |                |         |         |  |       |     |  |       |     |
| CE Allowance  | \$1,500.00          | \$1,500.00          |      |                    |             |             |                   |  |             |                 |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |             |                    |                                      |            |             |                                       |  |  |              |            |            |            |  |            |                                |             |             |   |            |            |   |  |            |                     |            |            |                                    |                     |                     |                            |         |         |                |         |         |                   |      |          |  |       |     |   |              |      |   |                    |             |             |                    |            |            |                   |            |            |  |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |                    |                    |                                       |             |             |                                       |  |  |              |            |            |                       |          |          |   |          |            |   |  |  |   |  |  |                                    |                    |                    |                                    |                    |                    |                            |         |          |                |         |         |  |       |     |  |       |     |
| Automobile  | \$150.00            | \$150.00            |      |                    |             |             |                   |  |             |                 |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |             |                    |                                      |            |             |                                       |  |  |              |            |            |            |  |            |                                |             |             |   |            |            |   |  |            |                     |            |            |                                    |                     |                     |                            |         |         |                |         |         |                   |      |          |  |       |     |   |              |      |   |                    |             |             |                    |            |            |                   |            |            |  |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |                    |                    |                                       |             |             |                                       |  |  |              |            |            |                       |          |          |   |          |            |   |  |  |   |  |  |                                    |                    |                    |                                    |                    |                    |                            |         |          |                |         |         |  |       |     |  |       |     |
| Professional Expenses   | \$500.00            | \$1,400.00          |      |                    |             |             |                   |  |             |                 |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |             |                    |                                      |            |             |                                       |  |  |              |            |            |            |  |            |                                |             |             |   |            |            |   |  |            |                     |            |            |                                    |                     |                     |                            |         |         |                |         |         |                   |      |          |  |       |     |   |              |      |   |                    |             |             |                    |            |            |                   |            |            |  |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |                    |                    |                                       |             |             |                                       |  |  |              |            |            |                       |          |          |   |          |            |   |  |  |   |  |  |                                    |                    |                    |                                    |                    |                    |                            |         |          |                |         |         |  |       |     |  |       |     |
| Social Security Tax supplemental Income   |                     |                     |      |                    |             |             |                   |  |             |                 |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |             |                    |                                      |            |             |                                       |  |  |              |            |            |            |  |            |                                |             |             |   |            |            |   |  |            |                     |            |            |                                    |                     |                     |                            |         |         |                |         |         |                   |      |          |  |       |     |   |              |      |   |                    |             |             |                    |            |            |                   |            |            |  |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |                    |                    |                                       |             |             |                                       |  |  |              |            |            |                       |          |          |   |          |            |   |  |  |   |  |  |                                    |                    |                    |                                    |                    |                    |                            |         |          |                |         |         |  |       |     |  |       |     |
| Medical deductible, coinsurance, dental   |                     |                     |      |                    |             |             |                   |  |             |                 |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |             |                    |                                      |            |             |                                       |  |  |              |            |            |            |  |            |                                |             |             |   |            |            |   |  |            |                     |            |            |                                    |                     |                     |                            |         |         |                |         |         |                   |      |          |  |       |     |   |              |      |   |                    |             |             |                    |            |            |                   |            |            |  |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |                    |                    |                                       |             |             |                                       |  |  |              |            |            |                       |          |          |   |          |            |   |  |  |   |  |  |                                    |                    |                    |                                    |                    |                    |                            |         |          |                |         |         |  |       |     |  |       |     |
| Other:  |                     |                     |      |                    |             |             |                   |  |             |                 |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |             |                    |                                      |            |             |                                       |  |  |              |            |            |            |  |            |                                |             |             |   |            |            |   |  |            |                     |            |            |                                    |                     |                     |                            |         |         |                |         |         |                   |      |          |  |       |     |   |              |      |   |                    |             |             |                    |            |            |                   |            |            |  |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |                    |                    |                                       |             |             |                                       |  |  |              |            |            |                       |          |          |   |          |            |   |  |  |   |  |  |                                    |                    |                    |                                    |                    |                    |                            |         |          |                |         |         |  |       |     |  |       |     |
| <b>TOTAL COST TO CHURCH BUDGET</b>  | <b>\$27,552.00</b>  | <b>\$33,580.00</b>  |      |                    |             |             |                   |  |             |                 |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |             |                    |                                      |            |             |                                       |  |  |              |            |            |            |  |            |                                |             |             |   |            |            |   |  |            |                     |            |            |                                    |                     |                     |                            |         |         |                |         |         |                   |      |          |  |       |     |   |              |      |   |                    |             |             |                    |            |            |                   |            |            |  |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |                    |                    |                                       |             |             |                                       |  |  |              |            |            |                       |          |          |   |          |            |   |  |  |   |  |  |                                    |                    |                    |                                    |                    |                    |                            |         |          |                |         |         |  |       |     |  |       |     |
| Continuing Education Leave  | 2 weeks             | 2 weeks             |      |                    |             |             |                   |  |             |                 |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |             |                    |                                      |            |             |                                       |  |  |              |            |            |            |  |            |                                |             |             |   |            |            |   |  |            |                     |            |            |                                    |                     |                     |                            |         |         |                |         |         |                   |      |          |  |       |     |   |              |      |   |                    |             |             |                    |            |            |                   |            |            |  |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |                    |                    |                                       |             |             |                                       |  |  |              |            |            |                       |          |          |   |          |            |   |  |  |   |  |  |                                    |                    |                    |                                    |                    |                    |                            |         |          |                |         |         |  |       |     |  |       |     |
| Vacation Leave  | 4 weeks             | 4 weeks             |      |                    |             |             |                   |  |             |                 |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |             |                    |                                      |            |             |                                       |  |  |              |            |            |            |  |            |                                |             |             |   |            |            |   |  |            |                     |            |            |                                    |                     |                     |                            |         |         |                |         |         |                   |      |          |  |       |     |   |              |      |   |                    |             |             |                    |            |            |                   |            |            |  |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |                    |                    |                                       |             |             |                                       |  |  |              |            |            |                       |          |          |   |          |            |   |  |  |   |  |  |                                    |                    |                    |                                    |                    |                    |                            |         |          |                |         |         |  |       |     |  |       |     |
|   | ACR*                | Yes                 |      |                    |             |             |                   |  |             |                 |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |             |                    |                                      |            |             |                                       |  |  |              |            |            |            |  |            |                                |             |             |   |            |            |   |  |            |                     |            |            |                                    |                     |                     |                            |         |         |                |         |         |                   |      |          |  |       |     |   |              |      |   |                    |             |             |                    |            |            |                   |            |            |  |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |                    |                    |                                       |             |             |                                       |  |  |              |            |            |                       |          |          |   |          |            |   |  |  |   |  |  |                                    |                    |                    |                                    |                    |                    |                            |         |          |                |         |         |  |       |     |  |       |     |
|   | APR**               | Yes                 |      |                    |             |             |                   |  |             |                 |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |             |                    |                                      |            |             |                                       |  |  |              |            |            |            |  |            |                                |             |             |   |            |            |   |  |            |                     |            |            |                                    |                     |                     |                            |         |         |                |         |         |                   |      |          |  |       |     |   |              |      |   |                    |             |             |                    |            |            |                   |            |            |  |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |                    |                    |                                       |             |             |                                       |  |  |              |            |            |                       |          |          |   |          |            |   |  |  |   |  |  |                                    |                    |                    |                                    |                    |                    |                            |         |          |                |         |         |  |       |     |  |       |     |
| <p><b>SPENCER, MALINDA ( EXECUTIVE PRESBYTER )</b><br/>                     JCP PASTORAL PRESBYTER ( 32 hours weekly )</p> <table border="1"> <thead> <tr> <th>COMPENSATION</th> <th>2024</th> <th>2025</th> </tr> </thead> <tbody> <tr><td>Annual Cash Salary</td><td>\$63,790.50</td><td>\$65,513.00</td></tr> <tr><td>Housing allowance</td><td></td><td></td></tr> <tr><td>Deferred Income</td><td></td><td></td></tr> <tr><td>Bonuses, lump sum allowances, gifts, etc</td><td></td><td></td></tr> <tr><td>Fair Rental value of Manse</td><td></td><td></td></tr> <tr><td><b>TOTAL EFFECTIVE SALARY</b></td><td><b>\$63,790.50</b></td><td><b>\$65,513.00</b></td></tr> <tr><td>Board of Pensions medical</td><td>\$12,500.00</td><td>\$15,000.00</td></tr> <tr><td>Board of Pensions death &amp; disability</td><td>\$6,454.37</td><td>\$6,551.00</td></tr> <tr><td><b>ACCOUNTABLE REIMBURSEMENT PLAN</b></td><td></td><td></td></tr> <tr><td>CE Allowance</td><td>\$3,000.00</td><td>\$3,000.00</td></tr> <tr><td>Automobile</td><td></td><td></td></tr> <tr><td>Professional Expenses / travel</td><td>\$12,000.00</td><td>\$12,000.00</td></tr> <tr><td>Presbytery Leadership Foundation</td><td>\$3,000.00</td><td>\$1,500.00</td></tr> <tr><td>Medical deductible, coinsurance, dental</td><td></td><td></td></tr> <tr><td>Other: CELL</td><td>\$1,248.00</td><td>\$1,248.00</td></tr> <tr><td><b>TOTAL COST TO CHURCH BUDGET</b></td><td><b>\$101,992.87</b></td><td><b>\$104,812.00</b></td></tr> <tr><td>Continuing Education Leave</td><td>2 weeks</td><td>2 weeks</td></tr> <tr><td>Vacation Leave</td><td>4 weeks</td><td>4 weeks</td></tr> <tr><td></td><td>ACR*</td><td></td></tr> <tr><td></td><td>APR**</td><td></td></tr> </tbody> </table> | COMPENSATION        | 2024                | 2025 | Annual Cash Salary | \$63,790.50 | \$65,513.00 | Housing allowance |  |             | Deferred Income |  |  | Bonuses, lump sum allowances, gifts, etc |  |  | Fair Rental value of Manse |  |  | <b>TOTAL EFFECTIVE SALARY</b> | <b>\$63,790.50</b> | <b>\$65,513.00</b> | Board of Pensions medical     | \$12,500.00 | \$15,000.00        | Board of Pensions death & disability | \$6,454.37 | \$6,551.00  | <b>ACCOUNTABLE REIMBURSEMENT PLAN</b> |  |  | CE Allowance | \$3,000.00 | \$3,000.00 | Automobile |  |            | Professional Expenses / travel | \$12,000.00 | \$12,000.00 | Presbytery Leadership Foundation        | \$3,000.00 | \$1,500.00 | Medical deductible, coinsurance, dental |  |            | Other: CELL         | \$1,248.00 | \$1,248.00 | <b>TOTAL COST TO CHURCH BUDGET</b> | <b>\$101,992.87</b> | <b>\$104,812.00</b> | Continuing Education Leave | 2 weeks | 2 weeks | Vacation Leave | 4 weeks | 4 weeks |                   | ACR* |          |  | APR** |     | <p><b>TRAW, STEVEN ( STATED SUPPLY - PART-TIME )</b><br/>                     CARLYLE, KANSAS, CARLYLE PRESBYTERIAN</p> <table border="1"> <thead> <tr> <th>COMPENSATION</th> <th>2024</th> <th>2025</th> </tr> </thead> <tbody> <tr><td>Annual Cash Salary</td><td>\$11,700.00</td><td>\$11,700.00</td></tr> <tr><td>Housing allowance</td><td></td><td></td></tr> <tr><td>Deferred Income</td><td></td><td></td></tr> <tr><td>Bonuses, lump sum allowances, gifts, etc</td><td></td><td></td></tr> <tr><td>Other:</td><td></td><td></td></tr> <tr><td>Fair Rental value of Manse</td><td></td><td></td></tr> <tr><td><b>TOTAL EFFECTIVE SALARY</b></td><td><b>\$11,700.00</b></td><td><b>\$11,700.00</b></td></tr> <tr><td>Pension &amp; Major Medical</td><td></td><td></td></tr> <tr><td><b>ACCOUNTABLE REIMBURSEMENT PLAN</b></td><td></td><td></td></tr> <tr><td>CE Allowance</td><td></td><td></td></tr> <tr><td>Automobile</td><td></td><td></td></tr> <tr><td>Professional Expenses</td><td></td><td></td></tr> <tr><td>Social Security Tax supplemental Income</td><td></td><td></td></tr> <tr><td>Medical deductible, coinsurance, dental</td><td></td><td></td></tr> <tr><td>Other:</td><td></td><td></td></tr> <tr><td><b>TOTAL COST TO CHURCH BUDGET</b></td><td><b>\$11,700.00</b></td><td><b>\$11,700.00</b></td></tr> <tr><td>Continuing Education Leave</td><td></td><td></td></tr> <tr><td>Vacation Leave</td><td></td><td>\$900.00</td></tr> <tr><td></td><td>ACR*</td><td>Yes</td></tr> <tr><td></td><td>APR**</td><td>Yes</td></tr> </tbody> </table> | COMPENSATION | 2024 | 2025  | Annual Cash Salary | \$11,700.00 | \$11,700.00 | Housing allowance  |            |            | Deferred Income   |            |            | Bonuses, lump sum allowances, gifts, etc |  |  | Other:                                   |  |  | Fair Rental value of Manse |  |  | <b>TOTAL EFFECTIVE SALARY</b> | <b>\$11,700.00</b> | <b>\$11,700.00</b> | Pension & Major Medical       |                    |                    | <b>ACCOUNTABLE REIMBURSEMENT PLAN</b> |             |             | CE Allowance                          |  |  | Automobile   |            |            | Professional Expenses |          |          | Social Security Tax supplemental Income |          |            | Medical deductible, coinsurance, dental |  |  | Other:                                  |  |  | <b>TOTAL COST TO CHURCH BUDGET</b> | <b>\$11,700.00</b> | <b>\$11,700.00</b> | Continuing Education Leave         |                    |                    | Vacation Leave             |         | \$900.00 |                | ACR*    | Yes     |  | APR** | Yes |  |       |     |
| COMPENSATION  | 2024                | 2025                |      |                    |             |             |                   |  |             |                 |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |             |                    |                                      |            |             |                                       |  |  |              |            |            |            |  |            |                                |             |             |   |            |            |   |  |            |                     |            |            |                                    |                     |                     |                            |         |         |                |         |         |                   |      |          |  |       |     |   |              |      |   |                    |             |             |                    |            |            |                   |            |            |  |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |                    |                    |                                       |             |             |                                       |  |  |              |            |            |                       |          |          |   |          |            |   |  |  |   |  |  |                                    |                    |                    |                                    |                    |                    |                            |         |          |                |         |         |  |       |     |  |       |     |
| Annual Cash Salary  | \$63,790.50         | \$65,513.00         |      |                    |             |             |                   |  |             |                 |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |             |                    |                                      |            |             |                                       |  |  |              |            |            |            |  |            |                                |             |             |   |            |            |   |  |            |                     |            |            |                                    |                     |                     |                            |         |         |                |         |         |                   |      |          |  |       |     |   |              |      |   |                    |             |             |                    |            |            |                   |            |            |  |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |                    |                    |                                       |             |             |                                       |  |  |              |            |            |                       |          |          |   |          |            |   |  |  |   |  |  |                                    |                    |                    |                                    |                    |                    |                            |         |          |                |         |         |  |       |     |  |       |     |
| Housing allowance   |                     |                     |      |                    |             |             |                   |  |             |                 |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |             |                    |                                      |            |             |                                       |  |  |              |            |            |            |  |            |                                |             |             |   |            |            |   |  |            |                     |            |            |                                    |                     |                     |                            |         |         |                |         |         |                   |      |          |  |       |     |   |              |      |   |                    |             |             |                    |            |            |                   |            |            |  |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |                    |                    |                                       |             |             |                                       |  |  |              |            |            |                       |          |          |   |          |            |   |  |  |   |  |  |                                    |                    |                    |                                    |                    |                    |                            |         |          |                |         |         |  |       |     |  |       |     |
| Deferred Income   |                     |                     |      |                    |             |             |                   |  |             |                 |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |             |                    |                                      |            |             |                                       |  |  |              |            |            |            |  |            |                                |             |             |   |            |            |   |  |            |                     |            |            |                                    |                     |                     |                            |         |         |                |         |         |                   |      |          |  |       |     |   |              |      |   |                    |             |             |                    |            |            |                   |            |            |  |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |                    |                    |                                       |             |             |                                       |  |  |              |            |            |                       |          |          |   |          |            |   |  |  |   |  |  |                                    |                    |                    |                                    |                    |                    |                            |         |          |                |         |         |  |       |     |  |       |     |
| Bonuses, lump sum allowances, gifts, etc  |                     |                     |      |                    |             |             |                   |  |             |                 |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |             |                    |                                      |            |             |                                       |  |  |              |            |            |            |  |            |                                |             |             |   |            |            |   |  |            |                     |            |            |                                    |                     |                     |                            |         |         |                |         |         |                   |      |          |  |       |     |   |              |      |   |                    |             |             |                    |            |            |                   |            |            |  |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |                    |                    |                                       |             |             |                                       |  |  |              |            |            |                       |          |          |   |          |            |   |  |  |   |  |  |                                    |                    |                    |                                    |                    |                    |                            |         |          |                |         |         |  |       |     |  |       |     |
| Fair Rental value of Manse  |                     |                     |      |                    |             |             |                   |  |             |                 |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |             |                    |                                      |            |             |                                       |  |  |              |            |            |            |  |            |                                |             |             |   |            |            |   |  |            |                     |            |            |                                    |                     |                     |                            |         |         |                |         |         |                   |      |          |  |       |     |   |              |      |   |                    |             |             |                    |            |            |                   |            |            |  |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |                    |                    |                                       |             |             |                                       |  |  |              |            |            |                       |          |          |   |          |            |   |  |  |   |  |  |                                    |                    |                    |                                    |                    |                    |                            |         |          |                |         |         |  |       |     |  |       |     |
| <b>TOTAL EFFECTIVE SALARY</b>   | <b>\$63,790.50</b>  | <b>\$65,513.00</b>  |      |                    |             |             |                   |  |             |                 |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |             |                    |                                      |            |             |                                       |  |  |              |            |            |            |  |            |                                |             |             |   |            |            |   |  |            |                     |            |            |                                    |                     |                     |                            |         |         |                |         |         |                   |      |          |  |       |     |   |              |      |   |                    |             |             |                    |            |            |                   |            |            |  |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |                    |                    |                                       |             |             |                                       |  |  |              |            |            |                       |          |          |   |          |            |   |  |  |   |  |  |                                    |                    |                    |                                    |                    |                    |                            |         |          |                |         |         |  |       |     |  |       |     |
| Board of Pensions medical   | \$12,500.00         | \$15,000.00         |      |                    |             |             |                   |  |             |                 |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |             |                    |                                      |            |             |                                       |  |  |              |            |            |            |  |            |                                |             |             |   |            |            |   |  |            |                     |            |            |                                    |                     |                     |                            |         |         |                |         |         |                   |      |          |  |       |     |   |              |      |   |                    |             |             |                    |            |            |                   |            |            |  |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |                    |                    |                                       |             |             |                                       |  |  |              |            |            |                       |          |          |   |          |            |   |  |  |   |  |  |                                    |                    |                    |                                    |                    |                    |                            |         |          |                |         |         |  |       |     |  |       |     |
| Board of Pensions death & disability  | \$6,454.37          | \$6,551.00          |      |                    |             |             |                   |  |             |                 |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |             |                    |                                      |            |             |                                       |  |  |              |            |            |            |  |            |                                |             |             |   |            |            |   |  |            |                     |            |            |                                    |                     |                     |                            |         |         |                |         |         |                   |      |          |  |       |     |   |              |      |   |                    |             |             |                    |            |            |                   |            |            |  |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |                    |                    |                                       |             |             |                                       |  |  |              |            |            |                       |          |          |   |          |            |   |  |  |   |  |  |                                    |                    |                    |                                    |                    |                    |                            |         |          |                |         |         |  |       |     |  |       |     |
| <b>ACCOUNTABLE REIMBURSEMENT PLAN</b>   |                     |                     |      |                    |             |             |                   |  |             |                 |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |             |                    |                                      |            |             |                                       |  |  |              |            |            |            |  |            |                                |             |             |   |            |            |   |  |            |                     |            |            |                                    |                     |                     |                            |         |         |                |         |         |                   |      |          |  |       |     |   |              |      |   |                    |             |             |                    |            |            |                   |            |            |  |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |                    |                    |                                       |             |             |                                       |  |  |              |            |            |                       |          |          |   |          |            |   |  |  |   |  |  |                                    |                    |                    |                                    |                    |                    |                            |         |          |                |         |         |  |       |     |  |       |     |
| CE Allowance  | \$3,000.00          | \$3,000.00          |      |                    |             |             |                   |  |             |                 |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |             |                    |                                      |            |             |                                       |  |  |              |            |            |            |  |            |                                |             |             |   |            |            |   |  |            |                     |            |            |                                    |                     |                     |                            |         |         |                |         |         |                   |      |          |  |       |     |   |              |      |   |                    |             |             |                    |            |            |                   |            |            |  |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |                    |                    |                                       |             |             |                                       |  |  |              |            |            |                       |          |          |   |          |            |   |  |  |   |  |  |                                    |                    |                    |                                    |                    |                    |                            |         |          |                |         |         |  |       |     |  |       |     |
| Automobile  |                     |                     |      |                    |             |             |                   |  |             |                 |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |             |                    |                                      |            |             |                                       |  |  |              |            |            |            |  |            |                                |             |             |   |            |            |   |  |            |                     |            |            |                                    |                     |                     |                            |         |         |                |         |         |                   |      |          |  |       |     |   |              |      |   |                    |             |             |                    |            |            |                   |            |            |  |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |                    |                    |                                       |             |             |                                       |  |  |              |            |            |                       |          |          |   |          |            |   |  |  |   |  |  |                                    |                    |                    |                                    |                    |                    |                            |         |          |                |         |         |  |       |     |  |       |     |
| Professional Expenses / travel  | \$12,000.00         | \$12,000.00         |      |                    |             |             |                   |  |             |                 |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |             |                    |                                      |            |             |                                       |  |  |              |            |            |            |  |            |                                |             |             |   |            |            |   |  |            |                     |            |            |                                    |                     |                     |                            |         |         |                |         |         |                   |      |          |  |       |     |   |              |      |   |                    |             |             |                    |            |            |                   |            |            |  |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |                    |                    |                                       |             |             |                                       |  |  |              |            |            |                       |          |          |   |          |            |   |  |  |   |  |  |                                    |                    |                    |                                    |                    |                    |                            |         |          |                |         |         |  |       |     |  |       |     |
| Presbytery Leadership Foundation  | \$3,000.00          | \$1,500.00          |      |                    |             |             |                   |  |             |                 |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |             |                    |                                      |            |             |                                       |  |  |              |            |            |            |  |            |                                |             |             |   |            |            |   |  |            |                     |            |            |                                    |                     |                     |                            |         |         |                |         |         |                   |      |          |  |       |     |   |              |      |   |                    |             |             |                    |            |            |                   |            |            |  |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |                    |                    |                                       |             |             |                                       |  |  |              |            |            |                       |          |          |   |          |            |   |  |  |   |  |  |                                    |                    |                    |                                    |                    |                    |                            |         |          |                |         |         |  |       |     |  |       |     |
| Medical deductible, coinsurance, dental   |                     |                     |      |                    |             |             |                   |  |             |                 |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |             |                    |                                      |            |             |                                       |  |  |              |            |            |            |  |            |                                |             |             |   |            |            |   |  |            |                     |            |            |                                    |                     |                     |                            |         |         |                |         |         |                   |      |          |  |       |     |   |              |      |   |                    |             |             |                    |            |            |                   |            |            |  |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |                    |                    |                                       |             |             |                                       |  |  |              |            |            |                       |          |          |   |          |            |   |  |  |   |  |  |                                    |                    |                    |                                    |                    |                    |                            |         |          |                |         |         |  |       |     |  |       |     |
| Other: CELL   | \$1,248.00          | \$1,248.00          |      |                    |             |             |                   |  |             |                 |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |             |                    |                                      |            |             |                                       |  |  |              |            |            |            |  |            |                                |             |             |   |            |            |   |  |            |                     |            |            |                                    |                     |                     |                            |         |         |                |         |         |                   |      |          |  |       |     |   |              |      |   |                    |             |             |                    |            |            |                   |            |            |  |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |                    |                    |                                       |             |             |                                       |  |  |              |            |            |                       |          |          |   |          |            |   |  |  |   |  |  |                                    |                    |                    |                                    |                    |                    |                            |         |          |                |         |         |  |       |     |  |       |     |
| <b>TOTAL COST TO CHURCH BUDGET</b>  | <b>\$101,992.87</b> | <b>\$104,812.00</b> |      |                    |             |             |                   |  |             |                 |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |             |                    |                                      |            |             |                                       |  |  |              |            |            |            |  |            |                                |             |             |   |            |            |   |  |            |                     |            |            |                                    |                     |                     |                            |         |         |                |         |         |                   |      |          |  |       |     |   |              |      |   |                    |             |             |                    |            |            |                   |            |            |  |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |                    |                    |                                       |             |             |                                       |  |  |              |            |            |                       |          |          |   |          |            |   |  |  |   |  |  |                                    |                    |                    |                                    |                    |                    |                            |         |          |                |         |         |  |       |     |  |       |     |
| Continuing Education Leave  | 2 weeks             | 2 weeks             |      |                    |             |             |                   |  |             |                 |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |             |                    |                                      |            |             |                                       |  |  |              |            |            |            |  |            |                                |             |             |   |            |            |   |  |            |                     |            |            |                                    |                     |                     |                            |         |         |                |         |         |                   |      |          |  |       |     |   |              |      |   |                    |             |             |                    |            |            |                   |            |            |  |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |                    |                    |                                       |             |             |                                       |  |  |              |            |            |                       |          |          |   |          |            |   |  |  |   |  |  |                                    |                    |                    |                                    |                    |                    |                            |         |          |                |         |         |  |       |     |  |       |     |
| Vacation Leave  | 4 weeks             | 4 weeks             |      |                    |             |             |                   |  |             |                 |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |             |                    |                                      |            |             |                                       |  |  |              |            |            |            |  |            |                                |             |             |   |            |            |   |  |            |                     |            |            |                                    |                     |                     |                            |         |         |                |         |         |                   |      |          |  |       |     |   |              |      |   |                    |             |             |                    |            |            |                   |            |            |  |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |                    |                    |                                       |             |             |                                       |  |  |              |            |            |                       |          |          |   |          |            |   |  |  |   |  |  |                                    |                    |                    |                                    |                    |                    |                            |         |          |                |         |         |  |       |     |  |       |     |
|   | ACR*                |                     |      |                    |             |             |                   |  |             |                 |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |             |                    |                                      |            |             |                                       |  |  |              |            |            |            |  |            |                                |             |             |   |            |            |   |  |            |                     |            |            |                                    |                     |                     |                            |         |         |                |         |         |                   |      |          |  |       |     |   |              |      |   |                    |             |             |                    |            |            |                   |            |            |  |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |                    |                    |                                       |             |             |                                       |  |  |              |            |            |                       |          |          |   |          |            |   |  |  |   |  |  |                                    |                    |                    |                                    |                    |                    |                            |         |          |                |         |         |  |       |     |  |       |     |
|   | APR**               |                     |      |                    |             |             |                   |  |             |                 |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |             |                    |                                      |            |             |                                       |  |  |              |            |            |            |  |            |                                |             |             |   |            |            |   |  |            |                     |            |            |                                    |                     |                     |                            |         |         |                |         |         |                   |      |          |  |       |     |   |              |      |   |                    |             |             |                    |            |            |                   |            |            |  |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |                    |                    |                                       |             |             |                                       |  |  |              |            |            |                       |          |          |   |          |            |   |  |  |   |  |  |                                    |                    |                    |                                    |                    |                    |                            |         |          |                |         |         |  |       |     |  |       |     |
| COMPENSATION  | 2024                | 2025                |      |                    |             |             |                   |  |             |                 |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |             |                    |                                      |            |             |                                       |  |  |              |            |            |            |  |            |                                |             |             |   |            |            |   |  |            |                     |            |            |                                    |                     |                     |                            |         |         |                |         |         |                   |      |          |  |       |     |   |              |      |   |                    |             |             |                    |            |            |                   |            |            |  |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |                    |                    |                                       |             |             |                                       |  |  |              |            |            |                       |          |          |   |          |            |   |  |  |   |  |  |                                    |                    |                    |                                    |                    |                    |                            |         |          |                |         |         |  |       |     |  |       |     |
| Annual Cash Salary  | \$11,700.00         | \$11,700.00         |      |                    |             |             |                   |  |             |                 |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |             |                    |                                      |            |             |                                       |  |  |              |            |            |            |  |            |                                |             |             |   |            |            |   |  |            |                     |            |            |                                    |                     |                     |                            |         |         |                |         |         |                   |      |          |  |       |     |   |              |      |   |                    |             |             |                    |            |            |                   |            |            |  |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |                    |                    |                                       |             |             |                                       |  |  |              |            |            |                       |          |          |   |          |            |   |  |  |   |  |  |                                    |                    |                    |                                    |                    |                    |                            |         |          |                |         |         |  |       |     |  |       |     |
| Housing allowance   |                     |                     |      |                    |             |             |                   |  |             |                 |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |             |                    |                                      |            |             |                                       |  |  |              |            |            |            |  |            |                                |             |             |   |            |            |   |  |            |                     |            |            |                                    |                     |                     |                            |         |         |                |         |         |                   |      |          |  |       |     |   |              |      |   |                    |             |             |                    |            |            |                   |            |            |  |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |                    |                    |                                       |             |             |                                       |  |  |              |            |            |                       |          |          |   |          |            |   |  |  |   |  |  |                                    |                    |                    |                                    |                    |                    |                            |         |          |                |         |         |  |       |     |  |       |     |
| Deferred Income   |                     |                     |      |                    |             |             |                   |  |             |                 |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |             |                    |                                      |            |             |                                       |  |  |              |            |            |            |  |            |                                |             |             |   |            |            |   |  |            |                     |            |            |                                    |                     |                     |                            |         |         |                |         |         |                   |      |          |  |       |     |   |              |      |   |                    |             |             |                    |            |            |                   |            |            |  |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |                    |                    |                                       |             |             |                                       |  |  |              |            |            |                       |          |          |   |          |            |   |  |  |   |  |  |                                    |                    |                    |                                    |                    |                    |                            |         |          |                |         |         |  |       |     |  |       |     |
| Bonuses, lump sum allowances, gifts, etc  |                     |                     |      |                    |             |             |                   |  |             |                 |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |             |                    |                                      |            |             |                                       |  |  |              |            |            |            |  |            |                                |             |             |   |            |            |   |  |            |                     |            |            |                                    |                     |                     |                            |         |         |                |         |         |                   |      |          |  |       |     |   |              |      |   |                    |             |             |                    |            |            |                   |            |            |  |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |                    |                    |                                       |             |             |                                       |  |  |              |            |            |                       |          |          |   |          |            |   |  |  |   |  |  |                                    |                    |                    |                                    |                    |                    |                            |         |          |                |         |         |  |       |     |  |       |     |
| Other:  |                     |                     |      |                    |             |             |                   |  |             |                 |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |             |                    |                                      |            |             |                                       |  |  |              |            |            |            |  |            |                                |             |             |   |            |            |   |  |            |                     |            |            |                                    |                     |                     |                            |         |         |                |         |         |                   |      |          |  |       |     |   |              |      |   |                    |             |             |                    |            |            |                   |            |            |  |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |                    |                    |                                       |             |             |                                       |  |  |              |            |            |                       |          |          |   |          |            |   |  |  |   |  |  |                                    |                    |                    |                                    |                    |                    |                            |         |          |                |         |         |  |       |     |  |       |     |
| Fair Rental value of Manse  |                     |                     |      |                    |             |             |                   |  |             |                 |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |             |                    |                                      |            |             |                                       |  |  |              |            |            |            |  |            |                                |             |             |   |            |            |   |  |            |                     |            |            |                                    |                     |                     |                            |         |         |                |         |         |                   |      |          |  |       |     |   |              |      |   |                    |             |             |                    |            |            |                   |            |            |  |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |                    |                    |                                       |             |             |                                       |  |  |              |            |            |                       |          |          |   |          |            |   |  |  |   |  |  |                                    |                    |                    |                                    |                    |                    |                            |         |          |                |         |         |  |       |     |  |       |     |
| <b>TOTAL EFFECTIVE SALARY</b>   | <b>\$11,700.00</b>  | <b>\$11,700.00</b>  |      |                    |             |             |                   |  |             |                 |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |             |                    |                                      |            |             |                                       |  |  |              |            |            |            |  |            |                                |             |             |   |            |            |   |  |            |                     |            |            |                                    |                     |                     |                            |         |         |                |         |         |                   |      |          |  |       |     |   |              |      |   |                    |             |             |                    |            |            |                   |            |            |  |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |                    |                    |                                       |             |             |                                       |  |  |              |            |            |                       |          |          |   |          |            |   |  |  |   |  |  |                                    |                    |                    |                                    |                    |                    |                            |         |          |                |         |         |  |       |     |  |       |     |
| Pension & Major Medical   |                     |                     |      |                    |             |             |                   |  |             |                 |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |             |                    |                                      |            |             |                                       |  |  |              |            |            |            |  |            |                                |             |             |   |            |            |   |  |            |                     |            |            |                                    |                     |                     |                            |         |         |                |         |         |                   |      |          |  |       |     |   |              |      |   |                    |             |             |                    |            |            |                   |            |            |  |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |                    |                    |                                       |             |             |                                       |  |  |              |            |            |                       |          |          |   |          |            |   |  |  |   |  |  |                                    |                    |                    |                                    |                    |                    |                            |         |          |                |         |         |  |       |     |  |       |     |
| <b>ACCOUNTABLE REIMBURSEMENT PLAN</b>   |                     |                     |      |                    |             |             |                   |  |             |                 |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |             |                    |                                      |            |             |                                       |  |  |              |            |            |            |  |            |                                |             |             |   |            |            |   |  |            |                     |            |            |                                    |                     |                     |                            |         |         |                |         |         |                   |      |          |  |       |     |   |              |      |   |                    |             |             |                    |            |            |                   |            |            |  |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |                    |                    |                                       |             |             |                                       |  |  |              |            |            |                       |          |          |   |          |            |   |  |  |   |  |  |                                    |                    |                    |                                    |                    |                    |                            |         |          |                |         |         |  |       |     |  |       |     |
| CE Allowance  |                     |                     |      |                    |             |             |                   |  |             |                 |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |             |                    |                                      |            |             |                                       |  |  |              |            |            |            |  |            |                                |             |             |   |            |            |   |  |            |                     |            |            |                                    |                     |                     |                            |         |         |                |         |         |                   |      |          |  |       |     |   |              |      |   |                    |             |             |                    |            |            |                   |            |            |  |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |                    |                    |                                       |             |             |                                       |  |  |              |            |            |                       |          |          |   |          |            |   |  |  |   |  |  |                                    |                    |                    |                                    |                    |                    |                            |         |          |                |         |         |  |       |     |  |       |     |
| Automobile  |                     |                     |      |                    |             |             |                   |  |             |                 |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |             |                    |                                      |            |             |                                       |  |  |              |            |            |            |  |            |                                |             |             |   |            |            |   |  |            |                     |            |            |                                    |                     |                     |                            |         |         |                |         |         |                   |      |          |  |       |     |   |              |      |   |                    |             |             |                    |            |            |                   |            |            |  |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |                    |                    |                                       |             |             |                                       |  |  |              |            |            |                       |          |          |   |          |            |   |  |  |   |  |  |                                    |                    |                    |                                    |                    |                    |                            |         |          |                |         |         |  |       |     |  |       |     |
| Professional Expenses   |                     |                     |      |                    |             |             |                   |  |             |                 |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |             |                    |                                      |            |             |                                       |  |  |              |            |            |            |  |            |                                |             |             |   |            |            |   |  |            |                     |            |            |                                    |                     |                     |                            |         |         |                |         |         |                   |      |          |  |       |     |   |              |      |   |                    |             |             |                    |            |            |                   |            |            |  |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |                    |                    |                                       |             |             |                                       |  |  |              |            |            |                       |          |          |   |          |            |   |  |  |   |  |  |                                    |                    |                    |                                    |                    |                    |                            |         |          |                |         |         |  |       |     |  |       |     |
| Social Security Tax supplemental Income   |                     |                     |      |                    |             |             |                   |  |             |                 |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |             |                    |                                      |            |             |                                       |  |  |              |            |            |            |  |            |                                |             |             |   |            |            |   |  |            |                     |            |            |                                    |                     |                     |                            |         |         |                |         |         |                   |      |          |  |       |     |   |              |      |   |                    |             |             |                    |            |            |                   |            |            |  |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |                    |                    |                                       |             |             |                                       |  |  |              |            |            |                       |          |          |   |          |            |   |  |  |   |  |  |                                    |                    |                    |                                    |                    |                    |                            |         |          |                |         |         |  |       |     |  |       |     |
| Medical deductible, coinsurance, dental   |                     |                     |      |                    |             |             |                   |  |             |                 |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |             |                    |                                      |            |             |                                       |  |  |              |            |            |            |  |            |                                |             |             |   |            |            |   |  |            |                     |            |            |                                    |                     |                     |                            |         |         |                |         |         |                   |      |          |  |       |     |   |              |      |   |                    |             |             |                    |            |            |                   |            |            |  |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |                    |                    |                                       |             |             |                                       |  |  |              |            |            |                       |          |          |   |          |            |   |  |  |   |  |  |                                    |                    |                    |                                    |                    |                    |                            |         |          |                |         |         |  |       |     |  |       |     |
| Other:  |                     |                     |      |                    |             |             |                   |  |             |                 |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |             |                    |                                      |            |             |                                       |  |  |              |            |            |            |  |            |                                |             |             |   |            |            |   |  |            |                     |            |            |                                    |                     |                     |                            |         |         |                |         |         |                   |      |          |  |       |     |   |              |      |   |                    |             |             |                    |            |            |                   |            |            |  |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |                    |                    |                                       |             |             |                                       |  |  |              |            |            |                       |          |          |   |          |            |   |  |  |   |  |  |                                    |                    |                    |                                    |                    |                    |                            |         |          |                |         |         |  |       |     |  |       |     |
| <b>TOTAL COST TO CHURCH BUDGET</b>  | <b>\$11,700.00</b>  | <b>\$11,700.00</b>  |      |                    |             |             |                   |  |             |                 |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |             |                    |                                      |            |             |                                       |  |  |              |            |            |            |  |            |                                |             |             |   |            |            |   |  |            |                     |            |            |                                    |                     |                     |                            |         |         |                |         |         |                   |      |          |  |       |     |   |              |      |   |                    |             |             |                    |            |            |                   |            |            |  |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |                    |                    |                                       |             |             |                                       |  |  |              |            |            |                       |          |          |   |          |            |   |  |  |   |  |  |                                    |                    |                    |                                    |                    |                    |                            |         |          |                |         |         |  |       |     |  |       |     |
| Continuing Education Leave  |                     |                     |      |                    |             |             |                   |  |             |                 |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |             |                    |                                      |            |             |                                       |  |  |              |            |            |            |  |            |                                |             |             |   |            |            |   |  |            |                     |            |            |                                    |                     |                     |                            |         |         |                |         |         |                   |      |          |  |       |     |   |              |      |   |                    |             |             |                    |            |            |                   |            |            |  |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |                    |                    |                                       |             |             |                                       |  |  |              |            |            |                       |          |          |   |          |            |   |  |  |   |  |  |                                    |                    |                    |                                    |                    |                    |                            |         |          |                |         |         |  |       |     |  |       |     |
| Vacation Leave  |                     | \$900.00            |      |                    |             |             |                   |  |             |                 |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |             |                    |                                      |            |             |                                       |  |  |              |            |            |            |  |            |                                |             |             |   |            |            |   |  |            |                     |            |            |                                    |                     |                     |                            |         |         |                |         |         |                   |      |          |  |       |     |   |              |      |   |                    |             |             |                    |            |            |                   |            |            |  |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |                    |                    |                                       |             |             |                                       |  |  |              |            |            |                       |          |          |   |          |            |   |  |  |   |  |  |                                    |                    |                    |                                    |                    |                    |                            |         |          |                |         |         |  |       |     |  |       |     |
|   | ACR*                | Yes                 |      |                    |             |             |                   |  |             |                 |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |             |                    |                                      |            |             |                                       |  |  |              |            |            |            |  |            |                                |             |             |   |            |            |   |  |            |                     |            |            |                                    |                     |                     |                            |         |         |                |         |         |                   |      |          |  |       |     |   |              |      |   |                    |             |             |                    |            |            |                   |            |            |  |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |                    |                    |                                       |             |             |                                       |  |  |              |            |            |                       |          |          |   |          |            |   |  |  |   |  |  |                                    |                    |                    |                                    |                    |                    |                            |         |          |                |         |         |  |       |     |  |       |     |
|   | APR**               | Yes                 |      |                    |             |             |                   |  |             |                 |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |             |                    |                                      |            |             |                                       |  |  |              |            |            |            |  |            |                                |             |             |   |            |            |   |  |            |                     |            |            |                                    |                     |                     |                            |         |         |                |         |         |                   |      |          |  |       |     |   |              |      |   |                    |             |             |                    |            |            |                   |            |            |  |  |  |  |  |  |                            |  |  |                               |                    |                    |                               |                    |                    |                                       |             |             |                                       |  |  |              |            |            |                       |          |          |   |          |            |   |  |  |   |  |  |                                    |                    |                    |                                    |                    |                    |                            |         |          |                |         |         |  |       |     |  |       |     |

| WILLADSEN, TOM                               |       |                     | WOBBEMA, PEGGY ( PASTOR )                         |                    |                 |
|--|-------|---------------------|---|--------------------|-----------------|
| TRINITY PRESBYTERIAN CHURCH, SPRINGFIELD, MO |       |                     | SHELL KNOB, MISSOURI, TRINITY PRESBYTERIAN ( FT ) |                    |                 |
| COMPENSATION                                 | 2024  | 2025                | COMPENSATION                                      | 2024               | 2025            |
| Annual Cash Salary                           |       | \$47,000.04         | Annual Cash Salary                                | \$37,165.00        | \$38,651        |
| Housing allowance                            |       | \$23,000.04         | Housing allowance                                 | \$20,000.00        | \$20,000        |
| Deferred Income                              |       |                     | Deferred Income                                   |                    |                 |
| Bonuses, lump sum allowances, gifts, etc     |       |                     | Bonuses, lump sum allowances, gifts, etc          |                    |                 |
| Other:                                       |       |                     | Other:  |                    | \$7,121         |
| Fair Rental value of Manse                   |       |                     | Fair Rental value of Manse                        |                    |                 |
| <b>TOTAL EFFECTIVE SALARY</b>                |       | <b>\$72,025.08</b>  | <b>TOTAL EFFECTIVE SALARY</b>                     | <b>\$57,165.00</b> | <b>\$65,772</b> |
| Pension & Major Medical                      |       | \$18,200.02         | Pension & Major Medical                           | \$22,295.35        | \$15,767        |
| <b>ACCOUNTABLE REIMBURSEMENT PLAN</b>        |       |                     | <b>ACCOUNTABLE REIMBURSEMENT PLAN</b>             |                    |                 |
| CE Allowance                                 |       | \$2,500.00          | CE Allowance                                      | \$1,500.00         | \$1,500         |
| Automobile                                   |       | \$2,500.00          | Automobile  | \$4,000.00         | \$4,000         |
| Professional Expenses                        |       | \$2,500.00          | Professional Expenses                             | \$1,000.00         | \$1,000         |
| Social Security Tax supplemental Income      |       | \$5,355.01          | Social Security Tax supplemental Income           | \$4,373.12         | \$4,548         |
| Medical deductible, coinsurance, dental      |       | \$310.40            | Medical deductible, coinsurance, dental           |                    |                 |
| Other: Phone                                 |       | \$986.76            | Other: Phone                                      | \$1,400.00         | \$1,400         |
| <b>TOTAL COST TO CHURCH BUDGET</b>           |       | <b>\$102,352.27</b> | <b>TOTAL COST TO CHURCH BUDGET</b>                | <b>\$91,733.47</b> | <b>\$93,988</b> |
| Continuing Education Leave                   |       | 2 weeks             | Continuing Education Leave                        | 2 weeks            | 2 weeks         |
| Vacation Leave                               |       | 4 weeks             | Vacation Leave                                    | 5 weeks            | 5 weeks         |
| Sabbatical Leave Allowance                   |       | 2 weeks             |   |                    |                 |
|  | ACR*  |                     |   | ACR*               | Yes Yes         |
|  | APR** |                     |   | APR**              | Yes Yes         |

## Minimum Recommended Compensation Standards For 2026

John Calvin Presbytery

An overview of **2025** with following items approved in the November 4, 2024 Presbytery Meeting:

- **Minimum full-time salary** - \$47,380
- 1/4 time – \$11,845
- 1/3 time - \$15,635
- 1/2 time - \$23,690
- 3/4 time - \$35,535

**Medical coverage 2025 by the Board of Pensions** – 16% of effective salary plus: Member plus \$8,950 for children; Member plus \$11,000 for a spouse; or member plus \$20,600 for a family.

- **Pulpit supply** - \$125 plus current IRS rate for mileage – \$160 if two services same day
- **Moderating** – Session or Congregational Meeting - \$60 plus IRS rate for mileage.

Inflation rate for 2024 - 2.9%

Inflation rate 2025 – excluding food and energy is 2.8%

### **Committee on Ministry Recommendations for 2026:**

Recommended changes are in *italics*

***Minimum Salary: \$50,000***

*1/4 time = \$12,500*

*1/3 time = \$16,667*

*1/2 time = \$25,000*

*3/4 time = \$37,500*

The churchwide median salary is currently \$70,000.

**The Congregational Pastors Package - developed by the PCUSA Board of Pensions –**

“...Is required for installed pastors and may be offered to any congregational pastoral leader scheduled to work 20 hours or more per week. A congregational pastoral leader is a

minister of the Word and Sacrament, or a Commissioned pastor employed by a congregation.”

**Defined Benefit Pension Plan** (in package) – **Retirement Savings Plan** (required to be offered; cost may be shared) – **Death and Disability Plan** (in package) – **Temporary Disability Plan** (in package) – **Supplemental Death** (required to offer; cost may be shared) **Employee Assistance Plan** (in package) – **Dental Plan** (Required to offer; cost may be shared) – **Vision Eyewear Plan** (May be offered; cost may be shared)

**Medical coverage 2026 by the Board of Pensions** – 17.5% of effective salary (member) plus \$9,950 for children; member plus \$12,250 for a spouse; or member plus \$22,200 for family

For pastors enrolled in the Board of Pensions on December 31, 2024, the transitional plan is offered for 2026, 37% of effective salary.

For more detailed information, See:

<https://seasonofrebuilding.pensions.org/2026-dues-packages#cpp>

**Recommendation:** *Congregation must continue to provide the same level of pension and medical coverage as the original terms of call. If congregation provided 100% coverage for pastor and family, that level of coverage must continue to be provided for subsequent years.*

**Continuing Education Recommendation for both full-time and part-time calls of each church and each person:** Increase from \$1500 to \$2000. *If not used, funds can accumulate for a period of 3 years.*

**Pulpit Supply Recommendation:** Increase from \$130 to \$200, and \$250 for preaching two services the same day.

**Moderator for Session and congregational meetings Recommendation:** Increase from \$60 to \$100 plus mileage at the current IRS rate.

Kevin Keaton, our Board of Pensions representative, will offer, on Zoom, 25-minute consultations with pastor-treasurer-personnel committee-session on August 28 from 4-7:30 pm. Signups will open soon.

# John Calvin Presbytery

## Balance Sheet

As of June 30, 2025

|  | TOTAL                 |
|--|-----------------------|
| <b>ASSETS</b>                          |                       |
| Current Assets                         |                       |
| Bank Accounts                          |                       |
| 1000 Great Southern Bank               | 172,719.69            |
| 1125 CFO Account                       | 1,092,517.83          |
| 1126 CFO Cash Account                  | 372,395.09            |
| 1175 Checking - Clearing               | 1,202.46              |
| <b>Total Bank Accounts</b>             | <b>\$1,638,835.07</b> |
| Other Current Assets                   |                       |
| 1150 Presbyterian Foundation           | 100,712.25            |
| <b>Total Other Current Assets</b>      | <b>\$100,712.25</b>   |
| <b>Total Current Assets</b>            | <b>\$1,739,547.32</b> |
| Other Assets                           |                       |
| 1075 Girard College Scholarship Fund   | 14,908.45             |
| <b>Total Other Assets</b>              | <b>\$14,908.45</b>    |
| <b>TOTAL ASSETS</b>                    | <b>\$1,754,455.77</b> |
| <b>LIABILITIES AND EQUITY</b>          |                       |
| Liabilities                            |                       |
| Current Liabilities                    |                       |
| Other Current Liabilities              |                       |
| 24000 Payroll Liabilities              |                       |
| 2100 Federal Taxes (941/944)           | 2,594.63              |
| 2200 MO Income Tax                     | 150.00                |
| <b>Total 24000 Payroll Liabilities</b> | <b>2,744.63</b>       |
| State Withholding                      | (904.00)              |
| <b>Total Other Current Liabilities</b> | <b>\$1,840.63</b>     |
| <b>Total Current Liabilities</b>       | <b>\$1,840.63</b>     |
| <b>Total Liabilities</b>               | <b>\$1,840.63</b>     |
| Equity                                 |                       |
| 3020 Candidates Aid Fund-Restricted    | 8,149.06              |
| 3030 Church Development-Restricted     | 637,376.88            |
| 3040 Rural Pastoral Leadership         | 41,299.80             |
| 3045 Scholarships                      | 15,568.07             |
| 3050 Resource Center                   | 4,150.34              |
| 3060 CVI Grant                         | 9,895.00              |
| 3065 COVID Grant                       | 3,137.03              |
| 3070 Pension Fund-Restricted           | 364.80                |
| 3080 Trustee Fund- Restricted          | 71,703.05             |
| 3090 Peacemaking Fund                  | 2,275.60              |
| 3100 New Church Development Fd         | 4,945.00              |
| 3110 Youth Triennium-Restricted        | 721.00                |
| 3115 Youth Council - Restricted        | 3,249.33              |
| 3130 Mission Endowment-Unrestricted    | 61,687.55             |

# John Calvin Presbytery

## Balance Sheet

As of June 30, 2025

|                                      | TOTAL                 |
|--------------------------------------|-----------------------|
| 3140 Mission Endowment-Church Devel. | 22,122.05             |
| 3150 Disaster Assistance- Restricted | 12,275.52             |
| 3185 Church Emergency Fund           | 37,500.00             |
| 3190 Pentecost Fund                  | 577.47                |
| 3195 Paragon Grant                   | 4,400.00              |
| 3197 Disaster Assistance - PDA       | 5,000.00              |
| 3199 Girard College Scholarship      | 14,443.24             |
| 3300 General Fund Balance            | 428,125.16            |
| Net Revenue                          | 363,649.19            |
| <b>Total Equity</b>                  | <b>\$1,752,615.14</b> |
| <b>TOTAL LIABILITIES AND EQUITY</b>  | <b>\$1,754,455.77</b> |

# John Calvin Presbytery

## Budget vs. Actuals: 2025 Budget (Copy) - FY25 P&L

January - December 2025

|   | TOTAL               |                     |                      |                |
|---|---------------------|---------------------|----------------------|----------------|
|   | ACTUAL              | BUDGET              | OVER BUDGET          | % OF BUDGET    |
| <b>Revenue</b>                                    |                     |                     |                      |                |
| 4010 Shared Mission Income                        | 416.00              |                     | 416.00               |                |
| 4011 Shared Mission Support                       | 26,129.17           | 90,000.00           | -63,870.83           | 29.03 %        |
| 4015 PC(USA) Special Offerings                    | 20,669.86           |                     | 20,669.86            |                |
| 4016 Directed Shared Mission                      | 11,118.53           |                     | 11,118.53            |                |
| <b>Total 4010 Shared Mission Income</b>           | <b>58,333.56</b>    | <b>90,000.00</b>    | <b>-31,666.44</b>    | <b>64.82 %</b> |
| 4030 Per Capita Income                            | 44,349.44           | 94,962.00           | -50,612.56           | 46.70 %        |
| 4050 Interest                                     | 29.65               |                     | 29.65                |                |
| 4060 Investment Revenue                           |                     | 20,000.00           | -20,000.00           |                |
| 4070 Contributions                                | 3,050.00            |                     | 3,050.00             |                |
| 4071 Honorarium                                   | 274.95              |                     | 274.95               |                |
| 4080 Workshops & Seminars                         | 2,970.00            |                     | 2,970.00             |                |
| 4090 Publications Revenue                         | 607.75              |                     | 607.75               |                |
| 4215 Presbytery Worship Offerings                 | 806.62              |                     | 806.62               |                |
| 4215-001 Presbytery Meeting Lunches               | 0.00                |                     | 0.00                 |                |
| <b>Total 4215 Presbytery Worship Offerings</b>    | <b>806.62</b>       |                     | <b>806.62</b>        |                |
| 4220 Disaster Offerings-Restricted                | 1,395.00            |                     | 1,395.00             |                |
| Unapplied Cash Payment Income                     | 909.49              |                     | 909.49               |                |
| <b>Total Revenue</b>                              | <b>\$112,726.46</b> | <b>\$204,962.00</b> | <b>\$ -92,235.54</b> | <b>55.00 %</b> |
| <b>GROSS PROFIT</b>                               | <b>\$112,726.46</b> | <b>\$204,962.00</b> | <b>\$ -92,235.54</b> | <b>55.00 %</b> |
| <b>Expenditures</b>                               |                     |                     |                      |                |
| 5000 Per Capita Expenses                          |                     |                     |                      |                |
| 5010 Presbytery Meetings                          | 130.00              | 750.00              | -620.00              | 17.33 %        |
| 5020 General Council                              |                     |                     |                      |                |
| 5021 GC Travel                                    |                     | 100.00              | -100.00              |                |
| <b>Total 5020 General Council</b>                 |                     | <b>100.00</b>       | <b>-100.00</b>       |                |
| 5030 Committee on Ministry                        |                     |                     |                      |                |
| 5031 COM Travel                                   |                     | 250.00              | -250.00              |                |
| 5034 COM Counseling for Ministers                 |                     | 500.00              | -500.00              |                |
| 5035 COM Background Checks                        |                     | 400.00              | -400.00              |                |
| <b>Total 5030 Committee on Ministry</b>           |                     | <b>1,150.00</b>     | <b>-1,150.00</b>     |                |
| 5040 Comm.on Preparation forMinistry              |                     |                     |                      |                |
| 5041 CPM Travel                                   |                     | 100.00              | -100.00              |                |
| 5043 CPM Candidate Care/Consultation              |                     | 400.00              | -400.00              |                |
| <b>Total 5040 Comm.on Preparation forMinistry</b> |                     | <b>500.00</b>       | <b>-500.00</b>       |                |
| 5050 Comm.on Representation                       |                     | 100.00              | -100.00              |                |
| 5070 Administrative Ministry Comm.                |                     | 100.00              | -100.00              |                |
| 5080 Administrative Commissions                   |                     | 250.00              | -250.00              |                |
| 5090 Permanent Judicial Commission                |                     | 250.00              | -250.00              |                |
| 5155 Financial Review                             | 1,500.00            | 5,000.00            | -3,500.00            | 30.00 %        |
| 5160 Web Site Maintenance                         |                     | 500.00              | -500.00              |                |
| 5170 Miscellaneous Expenses                       | 117.56              |                     | 117.56               |                |

# John Calvin Presbytery

## Budget vs. Actuals: 2025 Budget (Copy) - FY25 P&L

January - December 2025

|  | TOTAL            |                  |                   |                |
|--|------------------|------------------|-------------------|----------------|
|  | ACTUAL           | BUDGET           | OVER BUDGET       | % OF BUDGET    |
| 5175 Synod Per Capita                  | 3,624.06         | 7,122.15         | -3,498.09         | 50.88 %        |
| 5180 GA Per Capita                     | 12,823.60        | 24,509.24        | -11,685.64        | 52.32 %        |
| <b>Total 5000 Per Capita Expenses</b>  | <b>18,195.22</b> | <b>40,331.39</b> | <b>-22,136.17</b> | <b>45.11 %</b> |
| 5091 Sale of Church Property           |                  | 100.00           | -100.00           |                |
| 6000 Mission Expenses                  |                  |                  |                   |                |
| 6010 Creative Ministries Grant Fund    |                  | 10,000.00        | -10,000.00        |                |
| 6011 Mission & Nurture - Travel        |                  | 100.00           | -100.00           |                |
| 6015 Technology Tools-JCP Connection   |                  | 1,500.00         | -1,500.00         |                |
| 6020 Small Church Resources & Support  | 8,500.00         | 10,000.00        | -1,500.00         | 85.00 %        |
| 6025 Disaster Assistance               | 11,033.53        | 0.00             | 11,033.53         |                |
| 6028 JCP Living Waters for the World   | 750.00           | 1,000.00         | -250.00           | 75.00 %        |
| 6029 Presbyterian Children's Srvc's.   | 1,000.00         |                  | 1,000.00          |                |
| 6030 Peacemaking Ministries            | 50.00            | 1,000.00         | -950.00           | 5.00 %         |
| 6035 Campus Ministries                 |                  | 1,000.00         | -1,000.00         |                |
| 6040 Youth Cncl. & Rallies             | 1,599.80         |                  | 1,599.80          |                |
| 6045 Camp & Conference Ministries      | 2,383.67         | 3,500.00         | -1,116.33         | 68.10 %        |
| 6050 Leadership Development            | 1,489.72         | 5,000.00         | -3,510.28         | 29.79 %        |
| 6055 COM Annual Event for Ministers    |                  | 1,000.00         | -1,000.00         |                |
| 6060 Emergency Fund for Pastors        |                  | 5,000.00         | -5,000.00         |                |
| 6065 Publications                      |                  | 500.00           | -500.00           |                |
| 6075 Church Closing - (Equity 3080)    |                  | 2,000.00         | -2,000.00         |                |
| <b>Total 6000 Mission Expenses</b>     | <b>26,806.72</b> | <b>41,600.00</b> | <b>-14,793.28</b> | <b>64.44 %</b> |
| 6150 Office Expense Items              |                  | 1,000.00         | -1,000.00         |                |
| 6165 Office Supplies                   |                  | 250.00           | -250.00           |                |
| 6170 Postage                           | 156.00           | 400.00           | -244.00           | 39.00 %        |
| 6175 Insurance                         | 1,008.00         | 2,800.00         | -1,792.00         | 36.00 %        |
| <b>Total 6150 Office Expense Items</b> | <b>1,164.00</b>  | <b>4,450.00</b>  | <b>-3,286.00</b>  | <b>26.16 %</b> |
| 6200 Staff Expenses                    |                  |                  |                   |                |
| 5200 Stated Clerk                      |                  |                  |                   |                |
| 5210 Stated Clerk Salary               | 6,512.40         | 18,662.00        | -12,149.60        | 34.90 %        |
| 5213 Stated Clerk Continuing Ed.       |                  | 1,500.00         | -1,500.00         |                |
| 5214 Stated Clrk Travel/Professional   | 889.95           | 6,000.00         | -5,110.05         | 14.83 %        |
| 5215 Stated Clerk retirement           |                  | 1,280.45         | -1,280.45         |                |
| <b>Total 5200 Stated Clerk</b>         | <b>7,402.35</b>  | <b>27,442.45</b> | <b>-20,040.10</b> | <b>26.97 %</b> |
| 6201 Executive Pastor                  |                  |                  |                   |                |
| 6210 Executive Pastor Salary           | 32,756.41        | 65,513.00        | -32,756.59        | 50.00 %        |
| 6212 PAP BOP                           | 3,368.28         | 6,551.00         | -3,182.72         | 51.42 %        |
| 6213 PAP Continuing Education          |                  | 3,000.00         | -3,000.00         |                |
| 6214 PAP Travel/Continuing Education   |                  | 12,000.00        | -12,000.00        |                |
| 6215 PAP Phone Allowance               | 624.00           | 1,248.00         | -624.00           | 50.00 %        |
| 6216 PAP Leadership Formation          | 3,628.58         | 1,500.00         | 2,128.58          | 241.91 %       |
| 6219 PAP Medical                       | 7,500.00         | 15,000.00        | -7,500.00         | 50.00 %        |

# John Calvin Presbytery

## Budget vs. Actuals: 2025 Budget (Copy) - FY25 P&L

January - December 2025

|  | TOTAL                |                      |                       |                  |
|--|----------------------|----------------------|-----------------------|------------------|
|  | ACTUAL               | BUDGET               | OVER BUDGET           | % OF BUDGET      |
| <b>Total 6201 Executive Pastor</b>       | <b>47,877.27</b>     | <b>104,812.00</b>    | <b>-56,934.73</b>     | <b>45.68 %</b>   |
| 6300 Staff Support Services              |                      |                      |                       |                  |
| 6410 Bookkeeper                          | 2,230.43             | 4,042.00             | -1,811.57             | 55.18 %          |
| 6412 Payroll and Accounting Services     | 1,323.00             | 3,000.00             | -1,677.00             | 44.10 %          |
| <b>Total 6300 Staff Support Services</b> | <b>3,553.43</b>      | <b>7,042.00</b>      | <b>-3,488.57</b>      | <b>50.46 %</b>   |
| 6325 Payroll Taxes                       | 3,745.65             | 8,887.00             | -5,141.35             | 42.15 %          |
| 6415 Administrative Assistant            | 7,905.36             | 15,000.00            | -7,094.64             | 52.70 %          |
| 6420 Recording Clerk                     | 374.37               | 500.00               | -125.63               | 74.87 %          |
| <b>Total 6200 Staff Expenses</b>         | <b>70,858.43</b>     | <b>163,683.45</b>    | <b>-92,825.02</b>     | <b>43.29 %</b>   |
| 7010 Shared Mission Expense              | 5,083.12             | 18,000.00            | -12,916.88            | 28.24 %          |
| 7011 Shared Mission Expense - Synod      | 2,541.57             | 9,000.00             | -6,458.43             | 28.24 %          |
| 7012 GA Special Offerings                | 14,154.63            |                      | 14,154.63             |                  |
| <b>Total Expenditures</b>                | <b>\$138,803.69</b>  | <b>\$277,164.84</b>  | <b>\$ -138,361.15</b> | <b>50.08 %</b>   |
| NET OPERATING REVENUE                    | <b>\$ -26,077.23</b> | <b>\$ -72,202.84</b> | <b>\$46,125.61</b>    | <b>36.12 %</b>   |
| Other Revenue                            |                      |                      |                       |                  |
| 4500 Investment Income (Loss)            | 4,330.37             |                      | 4,330.37              |                  |
| 8240 Church Closing - (Equity 3140)      | 313,148.04           |                      | 313,148.04            |                  |
| <b>Total Other Revenue</b>               | <b>\$317,478.41</b>  | <b>\$0.00</b>        | <b>\$317,478.41</b>   | <b>0.00%</b>     |
| NET OTHER REVENUE                        | <b>\$317,478.41</b>  | <b>\$0.00</b>        | <b>\$317,478.41</b>   | <b>0.00%</b>     |
| NET REVENUE                              | <b>\$291,401.18</b>  | <b>\$ -72,202.84</b> | <b>\$363,604.02</b>   | <b>-403.59 %</b> |

| Per Capita, Shared Mission, Special offerings John Calvin Presbytery |                 | 2025           |                 |                   |                         |                   |                                 |  |
|--|-----------------|----------------|-----------------|-------------------|-------------------------|-------------------|---------------------------------|--|
| Church name  | Membership 2023 | per capita due | per capita paid | remaining balance | Shared Mission paid YTD | SPECIAL OFFERINGS | Per Cap & Shared MSN per member |  |
| ASH GROVE, MO, UNITED  | 33              | \$ 1,386.00    | \$ -            | \$ 1,386.00       | \$ -                    | \$ -              | \$ -                            |  |
| AURORA, MO, FIRST  | 39              | \$ 1,638.00    | \$ 409.50       | \$ 1,228.50       | \$ 500.00               | \$ -              | \$ 23.32                        |  |
| BAXTER SPRINGS, KS, FIRST  | 20              | \$ 840.00      | \$ -            | \$ 840.00         | \$ -                    | \$ -              | \$ -                            |  |
| CARLYLE, KS  | 56              | \$ 2,352.00    | \$ -            | \$ 2,352.00       | \$ -                    | \$ -              | \$ -                            |  |
| CARTHAGE, MO, FIRST  | 60              | \$ 2,520.00    | \$ 1,475.00     | \$ 1,045.00       | \$ -                    | \$ -              | \$ 24.58                        |  |
| CHANUTE, KS, FIRST   | 24              | \$ 1,008.00    | \$ 1,008.00     | \$ -              | \$ 3,000.00             | \$ 1,116.00       | \$ 167.00                       |  |
| CRANE, MO  | 45              | \$ 1,890.00    | \$ 1,890.00     | \$ -              | \$ 2,000.00             | \$ 232.00         | \$ 86.44                        |  |
| CROCKER, MO  | 59              | \$ 2,478.00    | \$ 1,239.00     | \$ 1,239.00       | \$ 1,250.00             | \$ 363.00         | \$ 42.19                        |  |
| ERIE, KS, FEDERATED  | 3               | \$ 126.00      | \$ 126.00       | \$ -              | \$ 224.00               | \$ -              | \$ 116.67                       |  |
| EVERTON, MO, HAMPTON   | 3               | \$ 126.00      | \$ -            | \$ 126.00         | \$ -                    | \$ -              | \$ -                            |  |
| FORSYTH, MO, COMMUNITY   | 66              | \$ 2,772.00    | \$ -            | \$ 2,772.00       | \$ -                    | \$ -              | \$ -                            |  |
| FT SCOTT, KS, FIRST  | 178             | \$ 7,476.00    | \$ 3,744.00     | \$ 3,732.00       | \$ -                    | \$ -              | \$ 21.03                        |  |
| GOLDEN CITY, MO, FIRST   | 16              | \$ 672.00      | \$ 672.00       | \$ -              | \$ 250.00               | \$ 790.00         | \$ 57.63                        |  |
| GREENFIELD, MO, EBENEZER   | 15              | \$ 630.00      | \$ -            | \$ 630.00         | \$ -                    | \$ -              | \$ -                            |  |
| HIDEAWAY, MO, ST ANDREW  | 34              | \$ 1,428.00    | \$ -            | \$ 1,428.00       | \$ -                    | \$ -              | \$ -                            |  |
| HOLLISTER, MO  | 3               | \$ 126.00      | \$ -            | \$ 126.00         | \$ -                    | \$ -              | \$ -                            |  |
| IOLA, KS, FIRST  | 127             | \$ 5,334.00    | \$ 5,334.00     | \$ -              | \$ -                    | \$ 956.06         | \$ 42.00                        |  |
| JOPLIN, MO, BETHANY  | 38              | \$ 1,596.00    | \$ -            | \$ 1,596.00       | \$ -                    | \$ -              | \$ -                            |  |
| JOPLIN, MO, FIRST  | 229             | \$ 9,618.00    | \$ 2,310.00     | \$ 7,308.00       | \$ -                    | \$ -              | \$ 10.09                        |  |
| KIMBERLING CITY, MO, ST ANDREW                                       | 32              | \$ 1,344.00    | \$ 1,344.00     | \$ -              | \$ 600.00               | \$ 675.00         | \$ 60.75                        |  |
| Mountain VIEW, MO, FIRST   | 28              | \$ 1,176.00    | \$ 1,176.00     | \$ -              | \$ 1,600.00             | \$ 1,020.00       | \$ 99.14                        |  |
| MT VERNON, MO, FIRST   | 52              | \$ 2,184.00    | \$ 2,184.00     | \$ -              | \$ -                    | \$ -              | \$ 42.00                        |  |
| MT VERNON, MO, OZARK PRAIRIE   | 7               | \$ 294.00      | \$ 420.00       | \$ (126.00)       | \$ -                    | \$ 135.00         | \$ 60.00                        |  |
| MULBERRY, KS, UNITED   | 6               | \$ 252.00      | \$ -            | \$ 252.00         | \$ 1,299.17             | \$ -              |                                 |  |
| NEOSHO, MO, FIRST  | 22              | \$ 924.00      | \$ 483.00       | \$ 441.00         | \$ -                    | \$ -              | \$ 21.95                        |  |
| NEVADA, MO   | 92              | \$ 3,864.00    | \$ 1,932.00     | \$ 1,932.00       | \$ 1,500.00             | \$ 311.78         | \$ 37.30                        |  |
| OZARK, MO  | 27              | \$ 1,134.00    | \$ 567.00       | \$ 567.00         | \$ -                    | \$ 309.00         | \$ 21.00                        |  |
| PARSONS, KS, FIRST   | 44              | \$ 1,848.00    | \$ 1,848.00     | \$ -              | \$ -                    | \$ -              | \$ 42.00                        |  |
| PITTSBURG, KS  | 112             | \$ 4,704.00    | \$ 2,352.00     | \$ 2,352.00       | \$ -                    | \$ -              | \$ 21.00                        |  |

|                                |      |              |              |               |              |              |           |
|--------------------------------|------|--------------|--------------|---------------|--------------|--------------|-----------|
| ROLLA, MO, FIRST               | 118  | \$ 4,956.00  | \$ -         | \$ 4,956.00   | \$ -         | \$ -         | \$ -      |
| SARCOXIE, MO, FIRST            | 7    | \$ 294.00    | \$ -         | \$ 294.00     | \$ -         | \$ -         | \$ -      |
| SCAMMON, KS                    | 19   | \$ 798.00    | \$ -         | \$ 798.00     | \$ -         | \$ -         | \$ -      |
| SHELL KNOB, MO, TRINITY        | 54   | \$ 2,268.00  | \$ 1,134.00  | \$ 1,134.00   | \$ -         | \$ -         | \$ 21.00  |
| SPRINGFIELD, MO, GIBSON CHAPEL | 20   | \$ 840.00    | \$ -         | \$ 840.00     | \$ -         | \$ -         | \$ -      |
| SPRINGFIELD, MO, HILLCREST     | 68   | \$ 2,856.00  | \$ 1,183.44  | \$ 1,672.56   | \$ -         | \$ 645.26    | \$ 17.40  |
| SPRINGFIELD, MO, SOUTHMINSTER  | 30   | \$ 1,260.00  | \$ -         | \$ 1,260.00   | \$ -         | \$ -         |           |
| SPRINGFIELD, MO, TRINITY       | 224  | \$ 9,408.00  | \$ -         | \$ 9,408.00   | \$ 5,000.00  | \$ 2,310.00  | \$ 22.32  |
| SPRINGFIELD, MO, WESTMINSTER   | 101  | \$ 4,242.00  | \$ 4,242.00  | \$ -          | \$ 300.00    | \$ 2,440.00  | \$ 44.97  |
| SPRINGFIELD, MO, WOODLAND HGTS | 19   | \$ 798.00    | \$ 798.00    | \$ -          | \$ -         | \$ -         | \$ 42.00  |
| STOCKTON, MO                   | 8    | \$ 336.00    | \$ -         | \$ 336.00     | \$ -         | \$ -         | \$ -      |
| WEBB CITY, MO, FIRST           | 21   | \$ 882.00    | \$ 882.00    | \$ -          | \$ 100.00    | \$ -         | \$ 46.76  |
| WEST PLAINS, MO                | 66   | \$ 2,772.00  | \$ 1,386.00  | \$ 1,386.00   | \$ 1,386.00  | \$ 3,298.00  | \$ 42.00  |
| WILLARD, MO, MT. ZION          | 44   | \$ 1,848.00  | \$ 3,538.50  | \$ (1,690.50) | \$ -         | \$ 603.00    | \$ 80.42  |
| WILLOW SPRINGS, MO             | 14   | \$ 588.00    | \$ 588.00    | \$ -          | \$ 1,100.00  | \$ -         | \$ 120.57 |
| John Calvin Presbytery         |      | \$ -         | \$ -         |               | \$ -         | \$ -         |           |
| GIFTS                          |      | \$ -         | \$ -         |               | \$ -         | \$ -         |           |
| Pastors                        |      | \$ -         | \$ -         |               | \$ 1,520.00  | \$ -         |           |
| TOTALS                         | 2283 | \$ 94,500.00 | \$ 44,265.44 | \$ 50,234.56  | \$ 21,629.17 | \$ 15,204.10 | \$ 28.86  |

| <b>Per Capita, Shared Mission, Special offerings John Calvin Presbytery</b> |                        |                       |                        |                          |                                |                          |  |
|---|------------------------|-----------------------|------------------------|--------------------------|--------------------------------|--------------------------|--|
|   | <b>2025</b>            |                       |                        |                          |                                |                          |  |
| <b>Church name</b>  | <b>Membership 2023</b> | <b>per capita due</b> | <b>per capita paid</b> | <b>remaining balance</b> | <b>Shared Mission paid YTD</b> | <b>SPECIAL OFFERINGS</b> | <b>Per Cap &amp; Shared MSN per member</b> |
| CHANUTE, KS, FIRST  | 24                     | \$ 1,008.00           | \$ 1,008.00            | \$ -                     | \$ 3,000.00                    | \$ 1,116.00              | \$ 167.00                                  |
| WILLOW SPRINGS, MO  | 14                     | \$ 588.00             | \$ 588.00              | \$ -                     | \$ 1,100.00                    | \$ -                     | \$ 120.57                                  |
| ERIE, KS, FEDERATED   | 3                      | \$ 126.00             | \$ 126.00              | \$ -                     | \$ 224.00                      | \$ -                     | \$ 116.67                                  |
| Mountain VIEW, MO, FIRST  | 28                     | \$ 1,176.00           | \$ 1,176.00            | \$ -                     | \$ 1,600.00                    | \$ 1,020.00              | \$ 99.14                                   |
| CRANE, MO   | 45                     | \$ 1,890.00           | \$ 1,890.00            | \$ -                     | \$ 2,000.00                    | \$ 232.00                | \$ 86.44                                   |
| WILLARD, MO, MT. ZION   | 44                     | \$ 1,848.00           | \$ 3,538.50            | \$ (1,690.50)            | \$ -                           | \$ 603.00                | \$ 80.42                                   |
| KIMBERLING CITY, MO, ST ANDREW  | 32                     | \$ 1,344.00           | \$ 1,344.00            | \$ -                     | \$ 600.00                      | \$ 675.00                | \$ 60.75                                   |
| MT VERNON, MO, OZARK PRAIRIE  | 7                      | \$ 294.00             | \$ 420.00              | \$ (126.00)              | \$ -                           | \$ 135.00                | \$ 60.00                                   |
| GOLDEN CITY, MO, FIRST  | 16                     | \$ 672.00             | \$ 672.00              | \$ -                     | \$ 250.00                      | \$ 790.00                | \$ 57.63                                   |
| WEBB CITY, MO, FIRST  | 21                     | \$ 882.00             | \$ 882.00              | \$ -                     | \$ 100.00                      | \$ -                     | \$ 46.76                                   |
| SPRINGFIELD, MO, WESTMINSTER  | 101                    | \$ 4,242.00           | \$ 4,242.00            | \$ -                     | \$ 300.00                      | \$ 2,440.00              | \$ 44.97                                   |
| CROCKER, MO   | 59                     | \$ 2,478.00           | \$ 1,239.00            | \$ 1,239.00              | \$ 1,250.00                    | \$ 363.00                | \$ 42.19                                   |
| IOLA, KS, FIRST   | 127                    | \$ 5,334.00           | \$ 5,334.00            | \$ -                     | \$ -                           | \$ 956.06                | \$ 42.00                                   |
| MT VERNON, MO, FIRST  | 52                     | \$ 2,184.00           | \$ 2,184.00            | \$ -                     | \$ -                           | \$ -                     | \$ 42.00                                   |
| PARSONS, KS, FIRST  | 44                     | \$ 1,848.00           | \$ 1,848.00            | \$ -                     | \$ -                           | \$ -                     | \$ 42.00                                   |
| SPRINGFIELD, MO, WOODLAND HGTS  | 19                     | \$ 798.00             | \$ 798.00              | \$ -                     | \$ -                           | \$ -                     | \$ 42.00                                   |
| WEST PLAINS, MO   | 66                     | \$ 2,772.00           | \$ 1,386.00            | \$ 1,386.00              | \$ 1,386.00                    | \$ 3,298.00              | \$ 42.00                                   |
| NEVADA, MO  | 92                     | \$ 3,864.00           | \$ 1,932.00            | \$ 1,932.00              | \$ 1,500.00                    | \$ 311.78                | \$ 37.30                                   |
| CARTHAGE, MO, FIRST   | 60                     | \$ 2,520.00           | \$ 1,475.00            | \$ 1,045.00              | \$ -                           | \$ -                     | \$ 24.58                                   |
| AURORA, MO, FIRST   | 39                     | \$ 1,638.00           | \$ 409.50              | \$ 1,228.50              | \$ 500.00                      | \$ -                     | \$ 23.32                                   |
| SPRINGFIELD, MO, TRINITY  | 224                    | \$ 9,408.00           | \$ -                   | \$ 9,408.00              | \$ 5,000.00                    | \$ 2,310.00              | \$ 22.32                                   |
| NEOSHO, MO, FIRST   | 22                     | \$ 924.00             | \$ 483.00              | \$ 441.00                | \$ -                           | \$ -                     | \$ 21.95                                   |
| FT SCOTT, KS, FIRST   | 178                    | \$ 7,476.00           | \$ 3,744.00            | \$ 3,732.00              | \$ -                           | \$ -                     | \$ 21.03                                   |
| OZARK, MO   | 27                     | \$ 1,134.00           | \$ 567.00              | \$ 567.00                | \$ -                           | \$ 309.00                | \$ 21.00                                   |
| PITTSBURG, KS   | 112                    | \$ 4,704.00           | \$ 2,352.00            | \$ 2,352.00              | \$ -                           | \$ -                     | \$ 21.00                                   |
| SHELL KNOB, MO, TRINITY   | 54                     | \$ 2,268.00           | \$ 1,134.00            | \$ 1,134.00              | \$ -                           | \$ -                     | \$ 21.00                                   |
| SPRINGFIELD, MO, HILLCREST  | 68                     | \$ 2,856.00           | \$ 1,183.44            | \$ 1,672.56              | \$ -                           | \$ 645.26                | \$ 17.40                                   |
| JOPLIN, MO, FIRST   | 229                    | \$ 9,618.00           | \$ 2,310.00            | \$ 7,308.00              | \$ -                           | \$ -                     | \$ 10.09                                   |
| ASH GROVE, MO, UNITED   | 33                     | \$ 1,386.00           | \$ -                   | \$ 1,386.00              | \$ -                           | \$ -                     | \$ -                                       |

|  |      |              |              |              |              |              |          |
|--|------|--------------|--------------|--------------|--------------|--------------|----------|
| BAXTER SPRINGS, KS, FIRST                | 20   | \$ 840.00    | \$ -         | \$ 840.00    | \$ -         | \$ -         | \$ -     |
| CARLYLE, KS                              | 56   | \$ 2,352.00  | \$ -         | \$ 2,352.00  | \$ -         | \$ -         | \$ -     |
| EVERTON, MO, HAMPTON                     | 3    | \$ 126.00    | \$ -         | \$ 126.00    | \$ -         | \$ -         | \$ -     |
| FORSYTH, MO, COMMUNITY                   | 66   | \$ 2,772.00  | \$ -         | \$ 2,772.00  | \$ -         | \$ -         | \$ -     |
| GREENFIELD, MO, EBENEZER                 | 15   | \$ 630.00    | \$ -         | \$ 630.00    | \$ -         | \$ -         | \$ -     |
| HIDEAWAY, MO, ST ANDREW                  | 34   | \$ 1,428.00  | \$ -         | \$ 1,428.00  | \$ -         | \$ -         | \$ -     |
| <del>HOLLISTER, MO</del>                 | 3    | \$ 126.00    | \$ -         | \$ 126.00    | \$ -         | \$ -         | \$ -     |
| JOPLIN, MO, BETHANY                      | 38   | \$ 1,596.00  | \$ -         | \$ 1,596.00  | \$ -         | \$ -         | \$ -     |
| ROLLA, MO, FIRST                         | 118  | \$ 4,956.00  | \$ -         | \$ 4,956.00  | \$ -         | \$ -         | \$ -     |
| SARCOXIE, MO, FIRST                      | 7    | \$ 294.00    | \$ -         | \$ 294.00    | \$ -         | \$ -         | \$ -     |
| SCAMMON, KS                              | 19   | \$ 798.00    | \$ -         | \$ 798.00    | \$ -         | \$ -         | \$ -     |
| SPRINGFIELD, MO, GIBSON CHAPEL           | 20   | \$ 840.00    | \$ -         | \$ 840.00    | \$ -         | \$ -         | \$ -     |
| <del>STOCKTON, MO</del>                  | 8    | \$ 336.00    | \$ -         | \$ 336.00    | \$ -         | \$ -         | \$ -     |
| <del>MULBERRY, KS, UNITED</del>          | 6    | \$ 252.00    | \$ -         | \$ 252.00    | \$ 1,299.17  | \$ -         |          |
| <del>SPRINGFIELD, MO, SOUTHMINSTER</del> | 30   | \$ 1,260.00  | \$ -         | \$ 1,260.00  | \$ -         | \$ -         |          |
| John Calvin Presbytery                   |      | \$ -         | \$ -         |              | \$ -         | \$ -         |          |
| GIFTS                                    |      | \$ -         | \$ -         |              | \$ -         | \$ -         |          |
| Pastors                                  |      | \$ -         | \$ -         |              | \$ 1,520.00  | \$ -         |          |
| TOTALS                                   | 2283 | \$ 94,878.00 | \$ 44,265.44 | \$ 50,612.56 | \$ 21,629.17 | \$ 15,204.10 | \$ 28.86 |

**JOHN CALVIN PRESBYTERY  
SEXUAL MISCONDUCT POLICY**

Approved June 4, 2009  
Updated July 3, 2013  
Reformatted March 30, 2022  
Reformatted September 29, 2023  
**With 2025 Proposed Revisions**

**TABLE OF CONTENTS**

| <b>TOPIC</b>                              | <b>PAGE #</b> |
|---|---------------|
| I. The Setting                            | 2             |
| II. Introduction                          | 2             |
| III. Statement of Purpose                 | 3             |
| IV. Guiding Principles                    | 3             |
| V. Sexual Misconduct                      | 4             |
| VI. Allegation Response                   |               |
| A. Reporting allegations of misconduct    | 5             |
| B. Jurisdiction                           | 5             |
| VII. Misconduct Response Team             |               |
| A. Preparation and Deployment             | 5             |
| B. Investigating Committee                | 6             |
| C. Allegation Response Team               | 7             |
| VIII. Policy Provisions                   |               |
| A. Support for congregations              | 7             |
| B. Media contact                          | 7             |
| C. Record-keeping                         | 8             |
| D. Liability and insurance                | 8             |
| E. Relationship to other governing bodies | 8             |
| F. Time limit                             | 8             |
| G. Compliance                             | 9             |
| Appendices                                |               |
| 1. Glossary of terms                      | 10            |
| 2. Report of Suspected Sexual Misconduct  | 11            |
| 3. Acknowledgment Form                    | 12            |

SEE ALSO: current Book of Order, Chapter D-7

## **I. THE SETTING**

### **SCRIPTURE says:**

As God who called you is holy, be holy yourselves in all your conduct.

Tend the flock of God that is in your charge... not under compulsion but willingly...not for sordid gain but eagerly. Do not lord it over those in your charge but be examples to the flock.

You know that we who teach will be judged with greater strictness. (*1 Peter 1:15; 5:2-3; James 3:1 - NRSV*)

### **The BOOK OF CONFESSIONS states:**

The relationship between man and woman exemplifies in a basic way God's ordering of the interpersonal life for which God created humankind. Anarchy in sexual relationships is a symptom of our alienation from God, neighbor, and self ... The Church, as the household of God, is called to lead persons out of this alienation into the responsible freedom of the new life in Christ. Reconciled to God each person has a joy in and a respect for one's own humanity and that of other persons. The church comes under the judgment of God and invites rejection by people when it fails to lead men and women into full meaning of life together or withholds the compassion of Christ from those caught in the moral confusion of our time. (Confession of 1967, 9.47d)

### **From the BOOK OF ORDER:**

To those called to exercise special functions in the Church...God gives suitable gifts for their various duties. In addition to possessing the necessary gifts and abilities, those who undertake particular ministries should be persons of strong faith, dedicated discipleship, and love of Jesus Christ as Savior and Lord...They must have the approval of God's people and the concurring judgment of a council of the church. (G-2.0104a)

### **From the GENERAL ASSEMBLY:**

The integrity of the denomination and its ministry is at stake in the way we respond to the reality of sexual misconduct by those we entrust with religious leadership. This wound in the body of Christ cannot be healed lightly, but healing can occur when accompanied by our commitment to join informed compassion with a process that seeks justice and restoration. (General Assembly Policy on Sexual Misconduct as adopted by the 203rd General Assembly, 1991; Minutes, p. 81)

## **II. INTRODUCTION**

The ethical conduct of all who minister in the name of Jesus Christ is of vital importance to the Church because through these representatives is conveyed an understanding of God and the gospel's good news. "Their manner of life should be a demonstration of the Christian gospel, in the church and in the world." (G-2.0104(a))

Our sexuality is a gift from God and when rightly expressed leads to the wholeness of life which God intends for all people. Those who serve through the offices of the Church bear particular responsibility for demonstrating the goodness of God's gift of sexuality.

Therefore, Teaching Elders and all who serve in the staff, structures, and programs of the Presbytery:

- shall exercise responsible sexual behavior and maintain the integrity of employment and professional relationships at all times.
- shall not engage in sexual misconduct as defined in this policy.
- shall deal with allegations of sexual misconduct with seriousness.
- shall report accusations or instances of sexual misconduct to the appropriate Presbytery officials.
- shall hold information received in strict confidence in recognition of the effects of reported sexual misconduct on the reputation and effectiveness of all involved.

- shall, in keeping with the Rules of Discipline, American law and tradition, respect the accused's presumption of innocence.
- shall comply with all applicable civil law

### **III. STATEMENT OF PURPOSE**

#### **The preamble to the Church Discipline in the *Book of Order* states:**

The power that Jesus Christ has vested in his Church, a power manifested in the exercise of church discipline, is one for building up the body of Christ, not for destroying it, for redeeming, not for punishing. It should be exercised as a dispensation of mercy and not of wrath so that the great ends of the Church may be achieved, . . .

Church discipline is the church's exercise of authority given by Christ, both to guide, control, and nurture its members, and for the correction and restraint of wrongdoing. The church's judicial process does not exist as a substitute for the secular judicial system, but to do what the secular judicial system cannot do. The Constitution of the Presbyterian Church (U.S.A.) is infused with principles and standards to which all active members of congregations and ministers of the Word and Sacrament voluntarily submit. ... (D-1.0101 and D-1.0102)

Thus, the nature of church discipline is fundamentally a theological enterprise.

In that spirit, the purpose of this Policy is to make clear the position of John Calvin Presbytery on sexual misconduct and to establish the procedures to be followed in investigating and resolving instances where sexual misconduct is alleged to have occurred. Its express purposes are:

1. To prevent sexual misconduct within the Presbytery of John Calvin.
2. To safeguard the Church's members and staff from sexual misconduct as well as from false accusation.
3. To seek justice by assuring effectiveness of the church's administrative, investigative, and judicial process in determining truth, protecting the innocent, and dealing appropriately with those who are found guilty of sexual misconduct.
4. To promote healing of all persons, congregations, or entities of the presbytery where sexual misconduct has occurred.

No provision of this policy shall be construed as limiting any rights which may have been granted, or any responsibilities imposed upon anyone by the polity of the Church or the law of the state.

This policy is not meant to address all conduct or standards in relationships. For example, relationships between spouses, or social relationships with others are not covered by this policy.

### **IV. GUIDING PRINCIPLES**

We believe that the scriptures, and our faith in Jesus Christ call all of us to assume high ethical and moral standards in all expressions of our sexual behavior, standards which hold increased importance for all who provide leadership to John Calvin Presbytery and its churches by the very nature of the trust inherent in our positions.

#### **The basic principles guiding this policy are:**

1. Sexual misconduct is a violation of our role as leaders who are called upon to demonstrate responsibility, integrity, sensitivity, and caring in a trust relationship. John Calvin Presbytery has no tolerance for such misconduct.
2. Sexual misconduct is a misuse of authority and power which breaches Christian ethical principles by misusing a trust relationship to gain advantage over another for personal pleasure in an abusive, exploitative, and unjust manner. Even if someone else initiates or invites sexual contact in the relationship, the person in authority is responsible for maintaining appropriate boundaries and prohibiting a sexual relationship. There is no such thing as consenting adults in such a setting.

3. Sexual misconduct takes advantage of the vulnerability of children and persons who are less powerful to act for their own welfare. It is contrary to the Gospel call to work as God's servant in the struggle to bring wholeness to a broken world. It violates the mandate to protect the vulnerable from harm.

This policy attempts to deal openly and honestly with the issue of sexual misconduct, to provide healing, to help primary and secondary victims as well as perpetrators, and to provide shalom and wholeness for all God's people who are affected by such misconduct or the allegation of such misconduct.

## **V. SEXUAL MISCONDUCT**

What is meant by sexual misconduct is difficult to define with precision and in a way which protects particular persons and at the same time affirms the joy of being created male and female as an essential part of God's act in creation. Sexual misconduct takes many forms from verbal banter to physical violence. It can occur insidiously over time or precipitously in the briefest of moments.

The following behaviors characterize sexual misconduct:

1. **Sexual harassment:** verbal statement that is known (or ought reasonably to be known) to be unwelcome and offensive to another person and which has the effect of unreasonably interfering with a person's work performance by creating an intimidating or hostile environment at work, in committees, or in other areas of serving God through the work of the Presbytery. Sexual harassment includes, but is not limited to, such things as unwelcome sexual jokes, touching, gesturing, patting, or demanding sexual favors and promises of favors; display of sexual visual images that insult, degrade, or exploit man or woman. Such conduct is always inappropriate, but especially when:
  - a. submission to such conduct is in any way a term or condition of employment or continued status in the Presbytery submission to or rejection of such conduct is used as a basis for employment decisions or workplace evaluations;
  - b. submission to or rejection of such conduct is used as a basis for decisions about a person's role within the Presbytery such as election as a Presbytery officer, nomination to Presbytery structures, or acceptance as an inquirer or candidate for ministry.
2. **Sexual malfeasance:** the broken trust resulting from sexual physical contact within a ministerial or professional relationship. (Adultery, fornication, and any other physical sexual contact are never appropriate behaviors in such relationships.)
3. **Sexual abuse:** rape or sexual contact by force, threat, or intimidation or misuse of office or position.
4. **Child sexual abuse:** includes, but is not limited to, any contact or interaction between a child and an adult when the child is being used for the sexual stimulation of the adult or a third person. The behavior may or may not involve touching. An adult is always responsible for appropriate boundaries and behavior in any situation. Therefore, sexual behavior between a child and adult is always considered forced. (A Child as defined here includes those under age 18 and adults without mental capacity to consent.) (Under Missouri law, child abuse is defined as, "any physical injury, sexual abuse, or emotional abuse inflicted on a child other than by accidental means by those responsible for the child's care, custody, and control, except that discipline including spanking, administered in a reasonable manner, shall not be construed to be abuse." §210.110(1) RSMo. Under Kansas law, 'Physical, mental or emotional abuse' means the infliction of physical, mental or emotional injury or the causing of a deterioration of a child and may include, but shall not be limited to maltreatment or exploiting a child to the extent that the child's health or emotional well-being is endangered. 'Sexual abuse' means any act committed with a child as described in §§ 21-3501 through 21-3504, regardless of the age of the child.)

John Calvin Presbytery proclaims that sexual misconduct in any form is never permissible. It is a violation of ministerial, professional, and employment relationships. The church can never be well served by overlooking an abuse of power and trust. This Policy affirms that the Presbytery will listen, and with clear eyes, acknowledge sexual misconduct when it occurs. Reports of sexual misconduct will be heard with compassion and action.

## **VI. ALLEGATION RESPONSE**

### **A. Reporting Allegations of Misconduct**

Because a governing body cannot control to whom an accuser of sexual misconduct will speak first, it is important that officers, employees, and persons highly visible to congregations and their communities understand how reports of incidents (allegations) are channeled to the right person.

Allegations of sexual misconduct should never be taken lightly or disregarded. Nor should they be allowed to circulate without concern for the integrity and reputation of the accuser, the accused, and of the Church. Allegations should be dealt with as matters of highest confidentiality both before and after they have been submitted to appropriate authorities as outlined below.

The first person to learn of a sexual misconduct allegation should not undertake an inquiry, or question either the accused or the accuser. If the accuser is hesitant to talk to "higher authorities," the person who has received the initial report has a special pastoral responsibility to build trust and to encourage a willingness on the part of the accuser to speak out, lest the Church be unable to respond because no one is able to give firsthand information. It is expected that this person accompany an accuser in making allegations. A resource person from the Misconduct Response Team may be offered to facilitate the writing of the allegation.

Child Sexual Abuse is a criminal action. As such, regardless of what other action be taken within this policy or *Book of Order*, Child Sexual abuse shall (1) be reported to the local department of social services with jurisdictional authority in which the child resides or abuse occurred and (2) shall be reported to the law enforcement agency with jurisdictional authority.

While allegations may come to the attention of any officer of the Church, they are most appropriately made to the Pastoral Presbyter, Stated Clerk, or Chair of the Committee on Ministry.

### **B. Jurisdiction**

1. Presbytery is the court of original jurisdiction only for Teaching Elders and Commissioned Lay Pastors.
2. If allegations are made against a lay employee of the Presbytery, they will be referred to the Personnel Committee of Council for investigation and action.
3. If the allegations are made against a ruling elder or lay volunteer, the allegations will be directed to the Clerk of Session in their home congregation. These allegations will be accompanied by Presbytery's direction that the Session undertake an investigation.

## **VII. MISCONDUCT RESPONSE TEAM**

The Presbytery will elect a Misconduct Response Team pool of nine persons, in three classes of three each. The Chair of the Committee on Representation, Chair of the Committee on Ministry, and Moderator of Presbytery together will nominate these persons, being guided by maintaining diversity and particular expertise. The nomination and election of this pool will also include the naming of a Chair.

### **A. Preparation and Deployment**

In preparation for their work the Misconduct Response Team shall design and implement a program of

continuing education that equips them for their roles. The pool shall develop necessary manuals of operation to guide their work and will furnish these documents to the Presbytery, as well as any guidelines or materials they develop for standard distribution.

When an allegation comes to the attention of an officer of the Presbytery from whatever source, an Investigating Committee (IC) of three to five persons (D-7.06) shall be formed within three days from the pool in consultation with the Clerk, Presbytery's Moderator, and the Chair of the Misconduct Response Team. (If the allegations are made against one of these persons, the Chair of the Committee on Ministry or the General Council may serve in their place for this purpose.) The Chair of the Misconduct Response Team will activate an Allegation Response Group (ARG) from the remaining members of the pool. The Stated Clerk will inform the Presbytery at its next stated meeting, reporting only that allegations have been made against a member of the Presbytery (unnamed) and that an IC has been formed and an ARG is at work.

Should the Chair of the Misconduct Response Team and the Stated Clerk determine an inadequate number of persons are available to populate the IC and ARG, because of recusals or other reasons, they shall ask the Chair of the Committee on Representation, Chair of the Committee on Ministry, and Moderator of Presbytery together to promptly recommend additional persons for appointment by the moderator to the Misconduct Response Team.

#### **B. Investigating Committee (IC)**

The Investigating Committee will proceed **expeditiously and without haste** to conduct a thorough investigation according to Church Discipline **with full knowledge of the established time limits**. It shall (summarized as follows):

1. Determine whether a pastor needs to take administrative leave.
2. Provide the accused with a copy of the alleged offense. The statement shall give a clear narrative and allege facts that if proven true would result in disciplinary action.
3. Make a thorough inquiry into the facts and circumstances of the alleged offense.
4. Examine all relevant papers, documents, and records available to it.
5. Ascertain all available witnesses and inquire of them.
6. Determine whether there are probable grounds or cause to believe that an offense was committed by the accused.
7. Decide whether the charge(s) filed - on the basis of the papers, documents, records, testimony, or other evidence - can reasonably be proved, having due regard for the character, availability, and credibility of the witnesses and evidence available.
8. Initiate, if it deems appropriate, alternative forms of resolution in accordance with the provisions for mediation and settlement and reporting in Church Discipline.

After the IC determines whether or not it will file charges it shall report to the Stated Clerk, to the person against whom allegations have been made, and to the person who submitted the written statement. If no charges are filed, the IC shall file a written report of only the facts with the Stated Clerk and notify both the person filing the written statement and the accused.

If the IC decides to file charges, it shall promptly inform the accused in writing of the charges it will make, including a summary of the facts it expects to prove at trial to support those charges. The Committee will ask the accused if he or she wishes to plead guilty to the charges to avoid full trial by the Permanent Judicial Commission and indicate the censure it will recommend to that body. The rights of all parties to be represented by legal counsel in accordance with Church Discipline will not be abridged.

If charges are filed, the IC prosecutes the case. The charge is submitted in writing to the Stated Clerk who forwards it to the Moderator of the Permanent Judicial Commission. The trial of a disciplinary case shall be conducted by the Permanent Judicial Commission in accordance with Church Discipline.

If at any time a person renounces the jurisdiction of the Presbyterian Church (USA) all ecclesiastical process ceases.

### **C. Allegation Response Group (ARG)**

The Allegation Response Group (ARG) acts as a facilitator to respond quickly and objectively in a role of pastoral care for alleged victims and their families; and for congregations or entities which are disturbed by difficult situations, including unfounded charges and rumors; and if requested and appropriate for alleged offenders and their families.

Its responsibilities include notification, needs assessment, identification and coordination of resources to meet those needs, in the context of the stresses and strains of allegations having been made.

The ARG is not intended to advocate for or act as legal counsel for any party involved, replace the functions of an Investigating Committee or the Committee on Ministry, determine guilt or innocence of the accused, or enforce any remedy or disciplinary action.

The ARG will make timely reports to the Stated Clerk which will include a summary of the ARG's actions, the pastoral care steps taken in support of all parties involved, and any recommendation it wishes to make in the healing process.

In carrying out its work the ARG shall take care not to obviate judicial process, nor to compromise the rights of any party to the allegations. The ARG will take all necessary steps to provide respect and protection to all persons involved.

In its on-going work the ARG has responsibility for recommending and/or implementing educational practices to prevent instances of sexual misconduct.

## **VIII. POLICY PROVISIONS**

### **A. Support for Congregations**

When the pastor of a congregation acknowledges sexual misconduct, or when the members of a church learn that an ART or IC has been appointed by Presbytery to deal with an accusation against their Minister, the congregation becomes a victim of the alleged offense. In such situations the congregation may need special pastoral care and support from the Presbytery.

In order to assist the process of healing and renewal by the congregation, the Committee on Ministry may, when it is deemed appropriate, make available a trained person or team who can assist the congregation toward openness and authentic healing, enabling the church to get back to its primary task of mission as soon as possible.

## **B. Media Contact**

In order to minimize prejudice in any allegation yet to be decided, all inquiries from the media regarding an allegation or charge of sexual misconduct must be directed to the Stated Clerk or the Executive Presbyter. Questions from the media shall not be addressed by any member of the Allegation Response Group or the Investigating Committee. The Presbytery advises the accuser/alleged victim, the original reporter, advocates for the accused or accuser, or anyone having information about the allegations to refer inquiries from the media to these persons as well.

## **C. Record Keeping**

The chair of the Disciplinary Team will be fully responsible for maintaining all records in strictest confidence, except for those noted in this policy.

Detailed records shall be kept of actions, minutes of deliberations, conversations with the accuser/alleged victim, the accused, and other parties involved, copies of the initial written statement, and all correspondence. All interviews shall be reported for clarity.

After allegations have been resolved, all records shall be forwarded to the Stated Clerk. A summary of the allegations and/or charges, along with the disposition or resolution of them, will be placed in the accused's personnel file. All other records (notes, correspondence, etc.) shall be kept - sealed and marked "confidential" - under lock at the Presbytery office. No member of an ARG or an IC may keep separate records of confidential material that has been turned over to the governing body as a result of its work.

## **D. Liability and Insurance**

The Form of Government (G-3.0112) provides that "Each council shall obtain property and liability insurance coverage to protect its facilities, programs, staff, and elected and appointed officers."

The Presbytery and its congregations should regularly inform their insurance carriers of the activities and programs they operate or sponsor, and of the duties and responsibilities of officers, employees, and volunteers. The standard insurance policy should be enhanced by endorsements to cover specific exposure such as camps, day-care operations, shelters or other outreach programs.

Not all liability insurance policies include sexual misconduct. Presbytery and its sessions should exercise care to assure that they maintain an endorsement to their general liability insurance policy specifically covering sexual abuse and molestation.

## **E. Relationship to Other Governing Bodies**

In dealing with Ministers when transferring from one position to another in the matter of sexual misconduct clearance, the Presbytery will assume responsibility for previous employer reference checks through the Executive Presbyter or other authorized persons who would report to the Committee on Ministry either that there had been no reported sexual misconduct or that the Committee should inquire into reported sexual misconduct.

When a Minister has been disciplined by John Calvin Presbytery for sexual misconduct, under no circumstances will that person be transferred to another presbytery without the relevant facts (report of the Permanent Judicial Commission) being provided. Where allegations do not result in disciplinary process, relevant information can only be released when an appropriate waiver, signed by the Minister, is in the hands of this Presbytery. The person

within this Presbytery authorized to give a reference is obligated to give truthful information regarding allegations, inquiries, and administrative or disciplinary action relating to sexual misconduct of the applicant.

## **F. Time Limit**

The ability of the Presbytery to respond promptly and justly to sexual misconduct is related in part to the opportunity it has to receive allegations and gather evidence soon after the occurrence. However, this Policy

recognizes the special problems related to discovery and recognition of various forms of sexual misconduct. Child sexual abuse, for example, may not be recognized until the victim of abuse reaches adulthood; or recognition of abuse and willingness to come forward by an adult victim may be delayed for years.

The following provisions guide the making and receiving of allegations and the filing of charges:

1. In instances of sexual abuse of another person, there is no limit on the making or receiving of allegations. The only time limit for filing charges shall be one year from the date the Investigating Committee was formed, regardless of the date on which an offense is alleged to have occurred.
2. Except where the offense alleged is sexual abuse of another person, no charges shall be filed later than five years from the time of the commission of the alleged offense, nor later than one year from the date the Investigating Committee was formed, whichever occurs first.
3. If an alternative form of resolution is initiated, the time limits provided here shall be extended for the duration of the process.

#### **G. Compliance**

All Ministers, as a prerequisite for reception within John Calvin Presbytery, will be required to sign a statement of acknowledgment (see Appendix 3) indicating that they have received a copy of the Sexual Misconduct Policy and understand that the Presbytery will adhere to the provisions and procedures in it. Continuing members of Presbytery will be required to sign this statement upon adoption of the Policy by the governing body.

#### **APPENDICES:**

1. Glossary of terms
2. Report of Suspected Sexual Misconduct
3. Acknowledgment Form

**SEE ALSO: current Book of Order, Chapter D-7**

## APPENDIX 1

### Glossary of Terms

The following terms are described fully in the Policy:

|                                 |                    |
|---------------------------------|--------------------|
| Allegation Response Group (ARG) | Child Sexual Abuse |
| Investigating Committee (IC)    | Sexual Harassment  |
| Sexual Malfeasance              | Sexual Misconduct  |

The following terms do not constitute an exhaustive list. They are provided with the intent of being helpful particularly to persons who may be unfamiliar with the Church and its procedures. For fuller definitions and explanations one is referred to the BOOK OF ORDER which is well indexed.

**Accused** is the term used to represent the person against whom a claim of sexual misconduct is made.

**Accuser** is the term used to represent the person claiming knowledge of sexual misconduct by a person covered by this Policy. The Accuser may or may not be the victim of alleged sexual misconduct. A person such as a family member, friend, or colleague of the victim may be the accuser whose information initiates an inquiry.

**Allegation** is the assertion of misconduct made by an accuser, sometimes interchangeable with accusation, but distinct from charges.

**Charges** are allegations of an offense that an Investigating Committee is prepared to prosecute against the accused.

**Church** when spelled with the initial letter capitalized refers to the Presbyterian Church (USA). Church when spelled with the initial letter in lowercase refers to the constituent (local) churches. The word congregation is used loosely for members and participants.

**Discipline** is the church's exercise of authority...both in the direction of guidance, control, and nurture of its members and in the direction of constructive criticism of offenders. It provides procedural safeguards and due process.

**Employee** is a comprehensive term used to cover individuals who are hired or called to work for the Church (and/or any entity or governing body of it) for salary or wages.

**Governing Body/Council** is a representative body composed of ruling elders, and teaching elders: Sessions, Presbyteries, Synods, and the General Assembly. A governing body may establish entities such as day-care centers, conference centers, camps, or homes for the aged. A governing body may have both church members and nonmembers as employees.

**Inquiry** is the term used in Church Discipline to determine whether charges should be filed based upon allegations of an offense received by a governing body.

**Investigation** is the term generally used by police, secular prosecutors, and child protective services when responding to allegations of an offense.

**Mediation** is a constitutionally provided alternative form of resolution, when charges are imminent, to determine if agreement can be reached between the parties involved.

**Offense** is any act or omission by a member or officer of the church that is contrary to the Scriptures or the *Constitution of the Presbyterian Church (U.S.A.)*.

**Reasonable Suspicion** is a subjective criterion that refers to a belief or opinion based on facts or circumstances that are sufficient for a prudent person to want to inquire further, to take protective action, or to report to authorities.

**Victim:** The person against whom sexual misconduct was directed.

**Volunteers:** Those who provide services for governing bodies and entities of the Church and receive no benefits or remuneration. Volunteers include persons elected or appointed to serve on boards, committees, and other groups.



**ACKNOWLEDGMENT**

I, hereby acknowledge that I have received and read the Sexual Misconduct Policy of John Calvin Presbytery, Presbyterian Church (USA). I will conduct myself in accordance with this Policy. I understand that the Presbytery of John Calvin will adhere to the provisions and procedures of its Policy. I will make myself available to participate in Presbytery's educational processes that interpret the Policy.

Name (printed)

Address

Position

Employer

Signature

Date

A digital (typed) signature is acceptable.

Please return SIGNED completed form by email (or postal mail) to:

Bob Frasier  
JCP Stated Clerk  
[bfrasier@jcpresbytery.com](mailto:bfrasier@jcpresbytery.com)  
PO Box 1394  
Ozark, MO 65721