



Annual Congregational Meeting Agenda

After Worship | February 11, 2024

Opening Prayer | Pastor Rob Martin

Establishing a Quorum

Clerk's Report | *Patti Benson, Clerk of Session*

- Membership Changes & Necrology Report (pages 4-5)
- **Motion:** To approve the minutes from the following Congregational meetings
 - June 11, 2023 (pages 6-8)
 - July 16, 2023 (page 9)
 - October 29, 2023 (page 10)
- **Motion:** To approve the proposed changes to the bylaws (pages 11-18)

2024 Budget Presentation | *John Benson, Finance Administrator* (page 19)

Pastoral Terms of Call | Gregs Thomopulos, *Elder*

- **Motion:** To accept the proposed Terms of Call for:
 - The Rev. Kyle Otterbein (page 20)
 - The Rev. W. Robert Martin III (page 20)

Mission, Outreach, and Service Team | Paul Penn

Personnel Team

- **Celebrating the Music Ministry of Lee Rabe** | Austen Wilson, Wes Habley, and Patti Benson
- **Additional Comments on Church Staff** | Pastor Rob Martin

Adjournment and Prayer | Pastor Rob Martin

Annual Report 2023 Clerk of Session

Membership Gains

• New Adult Members:	39
• New Youth Members	3
• Members Not Previously Accounted	20
• Total Gains:	62

Membership Losses

• Transfers:	2
• Deaths:	11
• Removal from Active Member Rolls	189
• Total Losses:	203
• Total Membership	
• 2020: 675	
• 2021: 691	
• 2022: 693	
• 2023: 553	

Baptisms

• 17 and Younger:	6
• 18 and Older:	0

Deaths of Members and Friends

Remembering these saints who are gone from our midst...

- William “Bill” Stanford, age 92, January 24, 2023
- Fern L. Davis, age 86, February 13, 2023
- Mary Etre, age 51, March 30, 2023
- Janice Wilson, 93, April 4, 2023
- Helen Ringgenberg, age 98, May 10, 2023
- Linda Fincham, age 85, May 17, 2023
- Robert “Bob” Boelman, age 80, July 1, 2023
- Ernest “Ernie” Lehman, age 82, July 20, 2023
- Marcia Slager, age 85, September 14, 2023
- Anita Spenler, age 89, October 2, 2023
- Rosalie Jeffress, age 85, October 2023
- John Elias Farraj, age 84, November 3, 2023
- Dennis Aubrecht, age 69, November 17, 2023

Session Membership 2023-24

- **Clerk of Session:** Patricia “Patti” Benson
- **Pastors:** Rev. W. Robert Martin III and Rev. Kyle Otterbein
- **Outgoing Elders:** Tim Benson, Susie Engelhardt, Beth Anne Pigge, Kaitlyn Schmidt-Rundell, Becka Simpson, Maria Story, and Doug Wildes
- **New Elders:** Cade Benson, Don Burch, Aaron Gibson, Jason Gehrs, Mary Hausler, Karen Raynor, and Josh Schilling
- **Continuing Elders:** Helen Bryce, Eric Goers, Thomas Hartley, Virginia Ibrahim-Olin, Sara Penn, Rebecca Schuchert, Jon Swearingen, Gregs Thomopulos, and Bruce Walker

Congregational Meeting 10:30 a.m. | Sunday June 11, 2023
Draft Minutes | Hybrid Meeting Held In-Person & Via Zoom

Opening Prayer/Call to order | Pastor Rob Martin opened the meeting with a prayer at 10:42 am. Confirmation of Quorum | Pastor Rob Martin and Clerk of Session Patti Benson—the minimum number of 72 was confirmed via a raising of hands of members.

Blessing of the Children & Leaders Going to Stronghold | A large group of young people and high school youth and adult leaders from St Andrew and several more from First Presbyterian Church were offered a blessing as they left for a week of camp and spiritual development.

Election of Officers | Elder Becka Simpson, on behalf of the Nominating Team, presented the slate of candidates for elected officer positions within St Andrew. She reminded the congregation that people who serve on committees are the backbone of this church, they serve our congregation well. Thanks was given to those who are ending their terms of service.

Slate of Candidates

- **Elders:** Class of 2024: Cade Benson, youth; **Class of 2026:** Mary Hausler, Virginia Ibrahim-Olin, Josh Schilling, Gregs Thomopulos, and one opening to be filled at a later congregational meeting; **Outgoing Elders:** *Tim Benson, Susie Engelhardt, Kaitlyn Schmidt-Rundell, and Becka Simpson*
- **Deacons:** **Class of 2024:** Elizabeth Young, youth; **Class of 2026:** Daniel Chappo, Jim Halverson, Scott Hoffman, Jamie Tanas, and Mettie Thomopulos; **Outgoing Deacons:** *Julia Druckmiller, Kaylee Gibson, Ken Gibson, LeAnn Otterbein, and Betty Maassen*
- **Treasurers (Class of 2024):** Jason Schuchert, treasurer; Michelle DeGroot, assistant treasurer
- **Personnel Team** (at large): Twila Finkelstein, Class of 2026; **Outgoing Personnel (at large):** Myrna Farraj.
- **Nominating Team** (at large): **Class of 2024:** Kyle Bernard, Nichole Hoffman, Lori Hudson, and Emily Neddermeyer

MOTION: to accept the slate of nominees for all officer positions by acclimation. **MSC**

MOTION: to ask the congregation to submit names to the nominating team for consideration for the open elder position. **MSC**

Updating the By-Laws | Pastor Rob Martin

• Proposed By-Law Changes are being presented in order to catch up to what is actually being done currently by the church organization since the last update in June 2011. Clarifications were read aloud by elder Virginia Ibrahim-Olin. The option to use current technology including electronic meetings and votes was a major addition. **MOTION:** to accept the updated changes to the bylaws dated June 2023.

MSC

Finance Team | Finance Administrator John Benson encouraged any interested persons to join the finance team, especially new, younger members and reminded the congregation that monthly financial reports are posted in the Messenger.

Personnel Team | Elder Rebecca Schuchert recognized team members and thanked them for their gifts given to the church. She reviewed that offerings taken up weekly during worship services are put into the operating budget, a majority of which is going toward staff salaries and benefits. Many of our staff are part-time with reduced hours from those who previously held similar positions. Costs are currently below the session mandated maximum budget percentage of 62%, with the current rate being 60% of the personnel portion of the operating budget going to support our wonderful staff. Looking forward, staff positions may require increased hours which would require increased giving. The chair of the personnel team meets regularly with Pastor Rob Martin to review staffing roles and concerns. Eight new staff came onto their roles this past year in August. The staff is working together, crossing the lines of their ministry positions to coordinate efforts for the church's benefit. The Building and Grounds Coordinator position is open and is a 50% time position with benefits. This position is one of mission and outreach in addition to designated duties. Rebecca concluded her report with a prayer offered for all staff members.

Western Home Communities | Kris Hansen: The Outlet A land sale occurred after last year's June annual meeting vote. Working with the city has required some patience and due diligence, with a few challenges, but Kris believes a site plan has been determined, possibly serving as a template for others to follow. Memory Support Cottages will be located on different areas of the property than was proposed originally. An overall site plan was presented today showing: 1) a two-story cottage concept with 16 units each (one memory specific assisted living and one assisted living specific), 2) 20 row houses, 3) 35 single family homes, 4) 8 twin homes within 4 buildings, 5) 38 condos. Additions could consist of a bistro area, with a possible wine bar available to the entire community, and a wellness center or community center. Western Homes is still awaiting final plat approval from the city within the next 60-90 days, which may impact beginning construction this year. A turning area was approved with assistance from St Andrew for the construction planned on the neighboring property sold by others.

The plan for the former Outlet A consists of two-story cottages with 16 beds memory care, 16 beds assisted living, and 20 parking stalls. There are 4 different shells for the single family homes covering the same basic interior design, 1800-2000 sq feet with 3 bedrooms. Working with AKAR architecture here in Iowa City. Condos are 1250-1400 sq feet. Twin homes are no smaller than single family homes, just have a common wall connecting in the rear.

Fortified Life is what Western Homes calls the services that are taken out into the community. Prepayment of long term supports and services, which involves an upfront fee, helps to cover a lifestyle coach who is assigned to insure persons are not isolated and are supported in ways they need. The home can be adapted to fit their needs; home care also can be provided. This system allows one to get back 70% of what your original real estate purchase was; this can allow one to stay in their own home longer.

Wellness first, home ownership, asset protection, this is the-three-pronged approach Western Homes ascribes to.

Andrew Finnegan was introduced as the Director of Resident Relations. He spoke on the application process and thanked the church for allowing them to be a neighbor. Andrew will serve as a point person going forward. Reach out to him; he has business cards available today. Applications, priority waiting list forms, and conversation are available from Andrew following the service.

Adjournment & Closing Prayer | Pastor Rob Martin closed the meeting at 11:37 am with a benediction.

Respectfully submitted,

Patricia Benson
Clerk of Session

The Rev. W. Robert Martin III
Moderator

Congregational Meeting July 16, 2023

Meeting called to order during the morning worship service at 10:10 am by Pastor Rob Martin. Clerk of session established a quorum (minimum 71 members exceeded).

Becka Simpson presented one nomination for elder on behalf of the nominating team.

MOTION-to approve Aaron Gibson to serve as an elder for a 3-year-term. MSC

Rebecca Schuchert spoke on behalf of the Personnel Team to report the position of Building and Grounds Coordinator has been filled by Tim Patrick, a member of the congregation. She stated the team interviewed 3 highly qualified candidates and Tim was ultimately offered the half-time position to start August 1st.

Meeting adjourned with benediction by Pastor Rob at conclusion of the worship service at 10:37 am.

Respectfully submitted,

Patricia Benson
Clerk of session

The Rev. W. Robert Martin III
Moderator

Congregational Meeting October 29, 2023

Meeting called to order during the morning worship service at 10:17 am by Pastor Rob Martin. Clerk of session established a quorum (minimum 65 members exceeded).

Elder Helen Bryce, chair of nominating team, presented 3 nominations to replace departing elders unable to serve out the remainder of their terms due to work commitments. She thanked those departing for their time and service. Nominees presented were Jason Gehrs and Karen Raynor to serve terms ending July 31, 2024 and Donald Burch to serve a term ending July 31, 2025. No nominations were presented from the floor.

MOTION: To approve Jason Gehrs, Karen Raynor, and Donald Burch to serve as an elders for the designated remaining terms. MSC

Meeting adjourned with prayer by Pastor Rob at 10:20 am.
Respectfully submitted,

Patricia Benson
Clerk of session

W. Robert Martin, III
Moderator



Rooted in Faith, Growing to Serve

St. Andrew Presbyterian Church

140 Gathering Place Lane | Iowa City, IA 52246

www.saintandrew-ic.org

CORPORATE BYLAWS

FOR ST. ANDREW PRESBYTERIAN CHURCH

140 Gathering Place Lane, Iowa City, IA 52245 | www.saintandrew-ic.org

WHEREAS. It is the desire, purpose and intention of St. Andrew Presbyterian Church, **Iowa City**, Iowa, that the congregation and corporation operate and be governed as one body as provided in The Constitution of The Presbyterian Church (U.S.A.) under one set of bylaws.

THEREFORE, the following bylaws for the church and corporation are hereby adopted:

ARTICLE I.

ST. ANDREW PRESBYTERIAN CHURCH.

A. Governing Laws. St. Andrew Presbyterian Church, being a particular congregation of The Presbyterian Church (U.S.A.), recognizes that it is subject to The Constitution of The Presbyterian Church (U.S.A.) and to the provisions of the Revised Iowa Nonprofit Corporation Act, Iowa Code Chapter 504 ("Nonprofit Act").

B. Definitions. The term "church" as used herein to refer to the St. Andrew Presbyterian Church, shall be understood to include the terms "congregation" and "corporation" unless otherwise specified herein. The term "congregation," wherever the context requires, shall be understood to include the term "corporation."

ARTICLE II.

OFFICIAL BOARDS.

A. Boards. The official Board of Elders of St. Andrew Presbyterian Church, known as the Session, shall consist of the elected Ruling Elders, plus the Pastor, Co-Pastor (if applicable), and Associate Pastor. The Ruling Elders shall be elected from the church's membership, as hereinafter set out. The number of elected Ruling Elders for the following year shall be set by resolution adopted at a Session meeting in the fourth quarter of each year. Presently the number of Ruling Elders actively serving on Session is 16.

There shall also be a Board of Deacons of St. Andrew Presbyterian Church, consisting of Deacons chosen from the church's membership. The number of Deacons shall be set by resolution adopted at a meeting of the Deacons in the fourth quarter of each year. Presently the number is 16. (Married couples or other pairs of members can jointly serve in one of the vacant Deacon positions).

B. Elders and Deacons. There shall be three classes of Elders and three classes of Deacons on each board as nearly equal in number as possible. The term of one class shall expire each year, and the term shall be for three years, except when it is necessary to elect some for shorter terms in order to equalize the numbers in the classes or to fill vacancies. **The standard term for all church officers runs from August 1 of the year elected to July 31 of the year expired.**

C. Youth Elder or Deacon. Each year the congregation may elect 1 youth to serve as a Ruling Elder on Session and/or 1 youth to serve on the Board of Deacons, with full responsibility and voting privileges assumed for such positions. If no nominees are presented in a given year, then no youth shall serve that year.

D. Term of Office. No Elder or Deacon shall serve for consecutive terms, either full or partial, aggregating more than six years. An Elder or Deacon having served a total of six years shall be ineligible for re-election for a period of at least one year.

E. Open Meetings. Meetings of official church boards and their committees shall be announced and be open to all members of the church wishing to observe, except as portions of such meetings shall be closed during the meeting by majority vote on a motion to close the meeting only for the purpose of dealing with confidential personnel, real estate, or contract negotiation matters separate from policy. Minutes of all meetings shall be open in like manner.

F. Electronic and Hybrid Meetings. Any church board, team, committee, or other group may conduct its business by electronic means, including video conferencing and email votes. The requirements for hybrid and online-only meetings include:

- A reasonable attempt shall be made to reach all members.
- All members must be able to simultaneously hear and speak to each other.
- There shall be a quorum of members responding.

The requirements for electronic voting include:

- Email voting should be reserved for routine matters or for matters in which there has been a full discussion and consensus, but vital information was not available at the time of the meeting.
- In the event that any two members object to a vote by email, the decision shall either be postponed until the next regular meeting or a special meeting must be convened.

G. Procedure. Decisions of church boards shall be reached and/or revised upon majority vote in support of motions made, prayerfully discussed, and voted upon in keeping with parliamentary rules. Where parliamentary procedural questions are not resolved by these bylaws, nor by the *Book of Order* of The Presbyterian Church (U.S.A.), then Roberts' Rules of Order most recently revised shall be used.

ARTICLE III. THE SESSION.

Section 1. Organization.

A. Election. The duly elected, ordained and installed Elders, together with the regularly installed Pastor, Co-Pastor, if any, and Associate Pastor(s), if any, shall be known as the Session.

B. Quorum. The Pastor, as moderator of the Session, or the moderator appointed by Presbytery, together with one-third of the duly elected Elders, shall constitute a quorum.

C. Associate Pastor. At the request of the Pastor and with the consent of the Elders, an associate pastor may serve as moderator.

D. Clerk. The Session shall annually elect a Clerk of Session, who shall serve as the secretary of the corporation and perform such other duties as are prescribed by the *Book of Order* of The Presbyterian Church (U.S.A.).

E. Finance Team Committee. The Finance Team Committee shall be responsible for the corporate affairs of the church. Session shall annually elect from the current Elder membership of this ~~team~~ committee a president who shall be authorized to act as president of the corporation in all capacities where civil law requires the action of a president.

F. Treasurer. ~~The church treasurer and assistant treasurer, who need not be members of the church, shall be elected at a meeting of the congregation and be directly accountable to the Session.~~ **As one of the first orders of business after a new Class of Session members begin in August, the Session shall annually elect a Treasurer and an Assistant Treasurer to serve for the next 12 months.** The Session will direct the church treasurer and assistant treasurer in the uses of accounting and auditing systems and procedures for an annual audit of the treasurer's accounts, and will require the treasurer to make a financial accounting to the Session within 30 days after the close of each calendar year.

Section 2. Duties and Responsibilities.

A. Duties. The full administrative responsibility of the church, both spiritual and corporate, shall be the responsibility of the Session.

B. Authority. Subject to the provisions of the *Book of Order of The Presbyterian Church (U.S.A.)*, the Session shall exercise exclusive authority over the worship of the congregation.

C. Buildings. The Session shall have exclusive authority over the uses to which church buildings and properties may be put.

D. General Powers. The Session shall have authority and exercise oversight over all affairs and activities of the church, except such matters as may by the *Book of Order* be delegated to the Pastor, the congregation or a higher governing body.

E. Delegation. The Session shall respect the delegations of responsibilities to the Board of Deacons made by these bylaws subject to the oversight and direction of the Session.

F. Session Prevails. Should any differences arise between the Session and any board or organization of the church, it shall be incumbent upon each of them to consider the views of the other with care and respect, earnestly endeavoring to arrive at a conclusion agreeable to both. If unable to do so, the position of the Session shall prevail unless reversed by a higher governing body.

G. Stewardship. The Session shall be responsible for the development within the membership of stewardship both of money and of talents.

H. Procedures Manual. The Session shall adopt a manual of procedures and establish procedures for organizing standing committees/teams and sub committees/teams as it may determine.

I. Education. Education of children and adults in the way of the Lord to the end that they may continually grow spiritually shall be one of the important responsibilities of the Session.

J. Higher Governing Bodies. It is the duty of the Elders to represent their church to higher governing bodies when commissioned thereto.

K. Approving Congregational Meeting Minutes: The Session has authority to approve minutes of a Congregational meeting.

L. Setting Quorum: During the final quarter of the calendar year, Session will set the quorum levels for its own meetings and Congregational meetings in the following calendar year.

MK. Book of Order. All other duties and responsibilities outlined for the Session by the *Book of Order* of The Presbyterian Church (U.S.A.) shall be observed.

Section 3. Church Committees/ and Teams.

A. Organization. The Session shall create and define the responsibilities and power of such church committees/teams as the Session may determine to be necessary and proper for the fulfillment of the mission of the church. It may add members to any of the committees/teams and may set up special committees, task forces, or commissions of members responsible to it.

B. Members. The Session and the pastor in consultation shall name Elders and members of the congregation to such committees/teams as the Session may create. Committee/ and Team chairs shall be named in the same manner.

C. Consultation with Session. Church committees/teams shall be responsible to and report regularly to the Session, and shall not act independently of the Session.

ARTICLE IV. THE DEACONS.

Section 1. Organization.

A. Election. The Board of Deacons shall consist of members duly elected, ordained and installed as Deacons.

B. Officers. The Board of Deacons may elect **from** its membership a moderator, vice-moderator, a secretary, and a treasurer.

C. Quorum. A quorum will be one-third of the membership of the board.

D. Meetings. The board shall hold stated meetings. Special meetings shall be held whenever requested by two or more of its members or by the Pastor or by the Session.

Section. 2 Duties and Responsibilities.

A. Duties. The Board of Deacons shall minister to those in need, to the sick, to the friendless, and to any that may be in distress in accordance with the scriptural duties of the office.

B. Other. Undertake any other activities, which the Session may from time to time designate.

ARTICLE V. PERSONNEL COMMITTEE/TEAM.

A. Organization. A Personnel Committee/Team shall be established consisting of six members; two shall be Elders currently serving on the Session who are elected by the Session and four shall be members-at-large elected by the congregation for a term of three years (and are eligible to be re-elected for one additional three-year term).

ARTICLE VI. OFFICERS. HOW NOMINATED, HOW ELECTED.

A. Selection. A representative Nominating Team/Committee shall be chosen in accordance with the *Book of Order* of The Presbyterian Church (U.S.A.). ~~Such committees~~ The team shall be composed of two Elders, designated by Session; one Deacon, appointed by the Board of Deacons; and four members-at-large chosen by the congregation at the Annual Meeting by nominations from the floor of active members who have given prior consent to be nominated and to serve on the team ~~such committee~~. If more than the number required to fill all vacancies are nominated, each member of the congregation shall vote for the number of persons to be elected and the election shall be by ballot. Members are elected annually by the congregation and may serve for a total term of 3 years, as specified in the *Book of Order*. The Pastor shall be a member ex-officio, but without a vote.

B. Reports. Reports of the Nominating Team/Committee shall be made known to each member of the Congregation in writing at least two weeks prior to the date set for the election meeting.

C. Process. The Nominating Team/Committee shall diligently seek qualified members of the Congregation who will serve faithfully in the office to which elected. The team/Committee shall consider suggestions for officers by members of the congregation, but shall not be bound in any way by such suggestions.

D. Nominations. The Nominating Committee shall submit nominations for each of the following **church officer** positions at the appropriate times: Elder, Deacon, **Personnel Team member, and Nominating Team member.** ~~Treasurer, and Assistant Treasurer.~~

E. Congregational Voting. A majority of votes cast at the church meeting shall constitute election of an individual nominee. Only active members of the Congregation may vote and such votes must be cast by members actively attending the meeting in-person or via video conferencing. Proxies from absent members will not be considered.

ARTICLE VII. CALLING AND INSTALLATION OF PASTOR(S).

This congregation shall be under the pastoral oversight of a Minister (Pastor) and when vacant it shall promptly proceed to elect a Pastor or Associate Pastor, as the case may be, in accordance with the provisions of *The Book of Order* of The Presbyterian Church (U.S.A.)

ARTICLE VIII CONGREGATIONAL MEETINGS.

A. Procedure. Meetings of the congregation may be called and shall be conducted under the provisions of the *Book of Order of the Presbyterian Church (U.S.A.)*.

B. Quorum. A quorum shall be one tenth of the active membership of the congregation.

C. Annual Meeting. The Annual Meeting shall be held in the church building on the second Sunday of February of each year for the purposes stated in the *Book of Order*, except that election of church officers shall be at a special meeting of the congregation called for that purpose between May 1 and June 15 of each year – usually the second Sunday of June.

D. Special Meetings. Meetings of the congregation shall be called by the Session, by the Presbytery of East Iowa, or by the Session when requested in writing by one fourth of the active members on the roll of the Congregation.

The date, time, place, and purpose of such meeting must be announced to the Congregation at worship or in writing on two successive Sundays preceding the day of such meeting.

**ARTICLE IX.
OTHER ORGANIZATIONS.**

All other organizations operated within the framework of the church shall be responsible to the Session and subject to its jurisdiction.

**ARTICLE X.
AMENDMENTS TO BYLAWS.**

These bylaws may be amended by majority vote of the active members present at any church meeting, provided announcement of the proposed change has been made to the congregation in writing at least fourteen (14) days prior to the day of such meeting, and provided further that any such amendments shall not be inconsistent with the Articles of Incorporation of this church, the Iowa Nonprofit Corporation Act, or the Constitution of The Presbyterian Church (U.S.A.).

Revised ~~6/2023~~ **2/2024**

2023 Year End + 2024 Approved Budget (Abbreviated)

2024 Budget Worksheet	2024 Budget	2023 Actual	2023 Budget	2022 Actual
BUDGETED INCOME				
Pledges & Identified Gifts	924,463	894,463	929,200	900,166
Loose Offering	12,500	11,756	9,000	8,195
Building Use	9,500	8,960	7,500	7,050
Interest Income	13,500	4,180	1,200	976
Miscellaneous Income	37	538	100	83
TOTAL INCOME	960,000	919,897	947,000	916,470
BUDGETED EXPENSES				
Land	14,000	12,781	16,500	15,323
Building	85,500	83,843	84,570	81,800
Utilities	39,950	46,432	57,722	56,966
Equipment/AV	2,500	3,071	3,750	3,500
Vehicle	-	1,501	2,175	2,417
Children's & Family Ministries	10,000	8,726	10,000	8,679
Christian Education	2,200	3,413	3,380	3,304
Ministries & Membership	1,300	951	3,950	3,700
Mission	134,400	131,035	132,580	126,231
Music	10,600	10,713	9,759	9,909
Office	14,764	15,007	17,739	17,077
Operating	21,813	22,046	20,130	16,927
Worship Resources	4,200	3,650	3,500	2,848
Youth Ministries	12,900	10,902	12,900	13,386
Personnel	605,873	562,707	568,345	545,256
TOTAL EXPENSES	960,000	916,778	947,000	907,323
EXCESS INCOME/EXPENSES	-	3,119	-	9,147

To view St. Andrew's full **Annual Budget for 2024**, scan this QR code or visit: <https://tinyurl.com/sapc-annual-budget-2024>.



2024 Pastors' Terms of Call - Proposed

	2022	2023	2024	2023-2024 change
Lead Pastor Rob Martin				
Salary	\$49,000	\$51,450	\$51,450	
Housing	\$35,150	\$36,908	\$40,110	
Medical Reimbursement	\$510	\$536	\$0	
Subtotal*	\$84,660	\$88,894	\$91,560	3.00%
Bonus	\$2,475	\$0	\$0	
Social Security Offset	\$6,438	\$6,759	\$6,962	
PC(USA) Board of Pensions **	\$31,136	\$34,668	\$35,709	
Lead Pastor Total Compensation	\$124,709	\$130,321	\$134,231	3.00%
Reimbursable Expense Items:				
Continuing Education	\$1,100	\$1,100	\$1,100	
Professional Expenses	\$925	\$1,500	\$1,200	
Cell Phone	\$720	\$720	\$720	
Associate Pastor Kyle Otterbein				
Salary	\$49,360	\$51,828	\$51,828	
Housing	\$24,460	\$25,683	\$27,332	
Medical Reimbursement	\$1,224	\$1,285	\$2,000	
Subtotal*	\$75,044	\$78,796	\$81,160	3.00%
Bonus	\$2,171	\$0	\$0	
Social Security Offset	\$5,667	\$5,929	\$6,107	
PC(USA) Board of Pensions**	\$27,676	\$30,730	\$31,652	
Associate Pastor Total Compensation	\$110,558	\$115,455	\$118,919	3.00%
Reimbursable Expense Items:				
Continuing Education	\$1,100	\$1,100	\$1,100	
Professional Expenses	\$925	\$925	\$925	
Cell Phone	\$720	\$720	\$720	

Additionally both Pastors receive two weeks of study leave (can accrue up to six weeks) and four weeks of vacation.

*Salary, Housing and Medical combined reflect a 3% upward salary adjustment for 2024. Pastors can allocate a portion of Salary to Housing Allowance and for Medical Reimbursement.

Board of Pension payments - for retirement and medical primarily - are billed by PC (USA) based, in 2024, on 39% of Pastor compensation (salary, housing, any medical reimbursement allowance), not including social security offset. This is the same as 2023, an increase from 37% in 2022 and is set by the Board of Pensions.