



# CARMICHAEL

PRESBYTERIAN CHURCH

## ANNUAL MEETING of the CONGREGATION

January 28, 2024

11:00 a.m.

**Opening Prayer**

Pastor Keith DeVries

**Declaration of a Quorum**

**The Church Triumphant**

**“For All the Saints”**  
(verses 1 & 5)

**Review of Minutes**

Sharon MacLean, Assistant Clerk of Session

February 5, 2023

June 4, 2023

**Financial Reports:**

• **Review of 2023 Budget and Finances**

Bill Pace & Allison Cagley

• **Presentation of 2024 Budget**

Bill Pace & Allison Cagley

• **Presentation of 2024 Terms of Call for**

Dave Studer

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

**Nominating Committee Report:**

ElizaBeth Phillips

Election of Elders and Deacons

**Review of Annual Reports**

Laura Janik, Administration Chair

Rebecca Cameron, Education Division Chair

Lara Moborez, Fellowship & Nurture Chair

Anne Parker, Membership & Outreach Chair

Dave Mathews, Mission Chair

Terry Sakuda, Worship Division Member

Deb Sweetman, Deacon Moderator

**With Thanks!**

**Other Business**

**Adjournment and Closing**

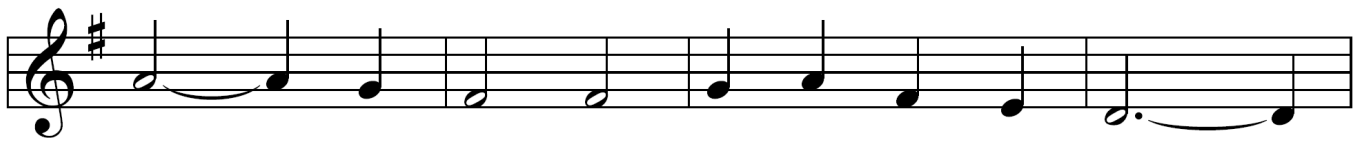
Pastor Ivan Herman

## 326

## For All the Saints



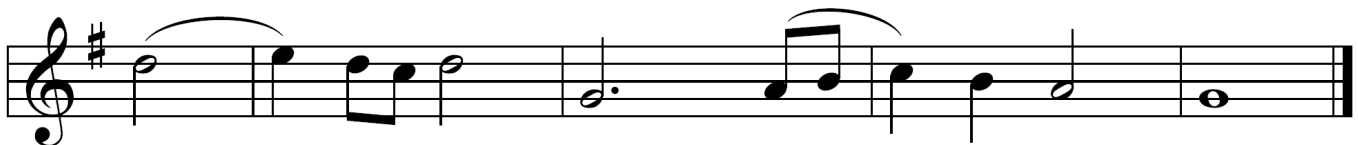
1 For all the saints who from their la - bors rest, who  
 2 Thou wast their rock, their for - tress, and their might;  
 3 O blest com - mu - nion, fel - low - ship di - vine!  
 4 And when the strife is fierce, the war - fare long,  
 5 From earth's wide bounds, from o - cean's far - thest coast, through



thee by faith be - fore the world con - fessed, thy  
 thou, Lord, their cap - tain in the well - fought fight;  
 We fee - bly strug - gle; they in glo - ry shine; yet  
 steals on the ear the dis - tant tri - umph song, and  
 gates of pearl streams in the count - less host,



name, O Je - sus, be for - ev - er blest.  
 thou, in the dark - ness drear, their one true light.  
 all are one in thee, for all are thine.  
 hearts are brave a - gain, and arms are strong.  
 sing - ing to Fa - ther, Son, and Ho - ly Ghost,



Al - le - lu - ia! Al - le - lu - ia!

**CARMICHAEL PRESBYTERIAN CHURCH**  
**Annual Meeting**  
**February 5, 2023**

The annual congregational meeting of Carmichael Presbyterian Church was held in-person and via livestream on February 5, 2023. Moderator Pastor Keith DeVries opened the meeting at 11:15AM with prayer and welcomed everyone. The assistant clerk of session, Sharon MacLean, confirmed that there was a quorum as there were 76 members present in person and an additional 43 members present via livestream.

**2022 Journey to the Church Triumphant**

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

**Nancy Long, December 2021**  
**Dennis Marks, January 10**  
**Mike Aretsky, January 28**  
**Dave Segur, February 3**  
**Judi Flint, March 18**  
**Carolyn Burbank, April 1**  
**Charlene Bergsten, May 2**  
**Mary Torgerson, June 18**  
**Jerri Pefley, August 4**  
**Charleen Lee, September 26**  
**Alice Hill, October 1**  
**Don Simons, November 17**  
**Jim Warren, December 10**  
**Barbara Moore, date unknown**

**MINUTES**

Assistant Clerk of Session Sharon MacLean served as secretary and referred the members of the congregation to the packet which included the Minutes of the Annual Congregational Meeting held on **February 6, 2022**, and two additional congregational meetings held on **April 24, 2022** and **July 10, 2022**.

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

**FINANCIAL REPORTS**

Ruling Elders Bill Pace and Allison Cagley of the Administration Division gave a review of the 2022 Budget and Finances and the budget for 2023.

**TERMS OF CALL**

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

**2023 TERMS OF CALL FOR PASTOR KEITH L. DEVRIES**

The session recommends to the congregation the following terms of call for the Reverend Keith L. DeVries

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

*These terms of call include four weeks of vacation; two weeks study leave, two weekends off each year and sabbatical leave after serving six years.*

**2023 TERMS OF CALL FOR PASTOR IVAN N. HERMAN**

The session recommends to the congregation the following terms of call for the Reverend Ivan N. Herman

SALARY	32,388
HOUSING	37,282
<b><u>EFFECTIVE SALARY</u></b>	<b><u>69,670</u></b>
PENSION/MEDICAL/DEATH & DISABILITY (This is 39% of Salary & Housing)	27,171
DENTAL	1,753
SECA ALLOWANCE (7.65%)	5,329
PROFESSIONAL REIMBURSEMENT (Auto expenses, books, periodicals, etc.)	2,700
STUDY LEAVE	2,000
<b><u>**TOTAL COST TO THE CHURCH</u></b>	<b><u>\$108,623</u></b>

*These terms of call include four weeks of vacation; two weeks study leave, two weekends off each year and sabbatical leave after serving six years.*

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

**NOMINATIONS**

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

**Deacons**

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

**Deacons, Class of 2025**

Lillian Janik  
Whitney MacLean  
Dani Romais

**Deacons, Class of 2026**

Gannon Grace  
Jami McCray  
Christina Tomlinson  
Leon Wartinger

**Ruling Elders**

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

**Elders, Class of 2026**

Rebecca Cameron  
Terry Sakuda

**Nominating Committee Class of 2025**

Paul Shultz

**ANNUAL REPORTS**

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

**WITH THANKS**

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

**OTHER BUSINESS**

None

**ADJOURNMENT**

The Congregational meeting was adjourned at 11:52AM as Pastor Ivan Herman led us in a song of blessing and peace followed by a benediction.

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

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

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

**Carmichael Presbyterian Church  
Meeting of the Congregation  
June 4, 2023**

A meeting of the congregation of Carmichael Presbyterian Church was duly called for Sunday, June 4, 2023, following the 10:00 a.m. service for the sole purpose of electing officers for the class of 2026 as well as to fill unexpired terms.

It was determined that a quorum was present at the meeting which was called to order at 10:57 a.m. by Pastor Keith L. DeVries who opened with prayer.

Moderator DeVries called forth Ruling Elder ElizaBeth Phillips, Chair of the Nominating Committee. Ruling Elder Phillips presented the following nominees:

Elder Nominees:

Laura Janik, filling an unexpired term for the class of 2024

Rebecca Parker, class of 2026

Julie Ueltzen, class of 2026

Deacon Nominees:

Patty Kepner, class of 2026

Nominating Committee Nominees:

Kathy Lewin, 2023-2025

Moderator DeVries asked for further nominations from the floor. Hearing none he called for a vote and a unanimous vote was cast to elect these officers.

All present affirmed to adjourn the meeting at 11:01a.m. with prayer, which was led by Moderator DeVries.

Date approved: \_\_\_\_\_

—

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

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

**CARMICHAEL PRESBYTERIAN CHURCH**  
**2023 Actual Summary**

	<b><u>Final</u></b> <b><u>2023</u></b>	<b><u>Budget</u></b> <b><u>2023</u></b>	<b><u>Inc (Dec)</u></b> <b><u>over 2023</u></b>
<b><u>INCOME:</u></b>			
Pledges and Contributions	818,147	869,200	(51,053)
Interest / Miscellaneous Income	11,137	10,751	386
Use of church facilities	25,892	22,000	3,892
	<hr/>	<hr/>	<hr/>
<b>Total Income</b>	<b>855,176</b>	<b>901,951</b>	<b>(46,775)</b>
<b><u>EXPENSES:</u></b>			
Worship Division	6,210	5,880	330
Education Division	2,168	10,340	(8,172)
Membership & Outreach Division	3,703	6,285	(2,582)
Fellowship and Nurture Division	(293)	1,750	(2,043)
Mission - Division	72,581	72,386	195
Personnel Committee - Pastors	259,992	262,442	(2,450)
Personnel Committee - Staff	273,883	327,198	(53,315)
Personnel Related Costs	26,271	32,615	(6,344)
Operations	66,934	65,490	1,444
Buildings & Grounds	140,510	110,666	29,844
Other	5,739	6,250	(511)
	<hr/>	<hr/>	<hr/>
<b>Total Expenses</b>	<b>857,698</b>	<b>901,302</b>	<b>(43,604)</b>
	<hr/>	<hr/>	<hr/>
<b>Net Income (Loss)</b>	<b><u>(2,522)</u></b>	<b><u>649</u></b>	<b><u>(3,171)</u></b>



**CARMICHAEL PRESBYTERIAN CHURCH****2024 Budget Summary**

	<b><u>Budget</u></b> <b><u>2024</u></b>	<b><u>Budget</u></b> <b><u>2023</u></b>	<b><u>Inc (Dec)</u></b> <b><u>over 2023</u></b>
<b><u>INCOME:</u></b>			
Pledges and Contributions	825,500	869,200	(43,700)
Interest / Miscellaneous Income	11,482	10,751	731
Use of church facilities	26,000	22,000	4,000
<b>Total Income</b>	<b>862,982</b>	<b>901,951</b>	<b>(38,969)</b>
<b><u>EXPENSES:</u></b>			
Worship Division	5,000	5,880	(880)
Education Division	10,340	10,340	0
Membership & Outreach Division	3,660	6,285	(2,625)
Fellowship and Nurture Division	1,300	1,750	(450)
Mission - Division	72,301	72,386	(85)
Personnel Committee - Pastors	262,440	262,442	(2)
Personnel Committee - Staff	334,454	327,198	7,256
Personnel Related Costs	33,098	32,615	483
Operations	42,150	65,490	(23,340)
Buildings & Grounds	123,396	110,666	12,730
Other	6,550	6,250	300
<b>Total Expenses</b>	<b>894,689</b>	<b>901,302</b>	<b>(6,613)</b>
<b>Net Income (Loss)</b>	<b>(31,707)</b>	<b>649</b>	<b>(32,356)</b>

**ANNUAL CONGREGATIONAL MEETING**  
**January 28, 2024**

**2024 TERMS OF CALL FOR PASTOR KEITH L. DEVRIES**

The session recommends to the congregation the following terms of call for the Reverend Keith L. DeVries. (Unchanged from 2023)

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

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

**2024 TERMS OF CALL FOR PASTOR IVAN N. HERMAN**

The session recommends to the congregation the following terms of call for the Reverend Ivan N. Herman. (Unchanged from 2023)

SALARY	32,388
HOUSING	37,282
<b><u>EFFECTIVE SALARY</u></b>	<b><u>69,670</u></b>
PENSION/MEDICAL/DEATH & DISABILITY (This is 39% of Salary & Housing)	27,171
DENTAL	1,753
SECA ALLOWANCE (7.65%)	5,329
PROFESSIONAL REIMBURSEMENT (Auto expenses, books, periodicals, etc.)	2,700
STUDY LEAVE	2,000
<b><u>**TOTAL COST TO THE CHURCH</u></b>	<b><u>\$108,623</u></b>

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

# Nominees for Elder & Deacon

## **Bob Curtis - Elder/Mission (Class of 2027)**



Bob has been a member of CPC for about 15 years. He has served as an Elder, Deacon, Sunday school teacher, Bible study leader, and food closet volunteer. His son, Mark, the oldest of our four children, is the head pastor at the First Presbyterian Church of Knoxville, Tennessee. He and his wife, Karen, enjoy their two mini Australian shepherds. He has agreed to continue serving on the Mission Division for another three-year term.

## **Jan Olson-Deacon (Class of 2027)**



Jan began attending CPC in 1955 through the high school youth group, which was the place to be at the time with about 100 students from El Camino and La Sierra high schools. She is a retired nurse who worked in industrial health, K-12 school health, and was the director of the college health center at American River College. She also taught Health and Medical Science classes at American River College. Janet loves to read, belongs to a book club and enjoys the outdoors walking with a group of her neighbors. At CPC, she has been a Vacation Bible School teacher and worked on the Health Ministry Committee. She is currently serving as a Deacon and has graciously agreed to fill another term.

## **Marsha Cook- Deacon (Class of 2026)**



Marsha rejoined CPC three years ago, though she has been actively participating in CPC's life and ministry for several years. She volunteers with SOS, Family Promise, Winter Shelter, Wednesday Dinner, and has been a Sunday school teacher. At previous churches she has been a youth director, choir member, and Elder. Marsha has worked as a teacher at El Rancho Elementary School and Marconi Montessori School. She is also a Spiritual Director. Her hobbies include Navajo rug weaving and hiking. Marsha is looking forward to continuing her service as a Deacon and helping in the mission of church.

### **Deb Sweetman – Deacon (Class of 2025)**



Deb has been a member of CPC for several years. However, Deb attended for many years before that, first visiting CPC with her grandparents as a young child. She was blessed to be a teacher at Carmichael Presbyterian Preschool for 19 years and served as a Sunday School teacher for 10 years at another church. Currently, Deb serves as a Deacon, this year as Deacon Moderator, and enjoys being a part of the Christmas Gift Ministry team. She is also an active Stephen Minister. Deb loves spending time with family and friends and cherishes the women in her Bible study group. Deb will be serving as a Deacon for one more year to fill an unexpired term.

### **Bette Johnson-Deacon (Class of 2025)**



Bette is a native Sacramentan and grew up attending Carmichael Presbyterian Church. She received her first Bible from the church in 1958 and first became a member in 1964. She was married at CPC in 1974. Then adult life happened... In 2010 she returned to Carmichael to help her sister care for their aging and ailing parents. She knew she needed help beyond the medical kind and started attending CPC again. In 2015 she became a member once more. Bette first accepted the call to be a Deacon in 2021, after attending the first outdoor service during the COVID shutdown. She felt the tremendous, miraculous joy of everyone there and knew she was ready to become someone who might spread a little joy too. Bette has agreed to add another year to her service to fill an unexpired term on the Board of Deacons.