

PRESBYTERY OF KISKIMINETAS
P. O. Box 339, Yatesboro, PA 16263
Phone: 724-783-7196
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Date: April 27, 2012

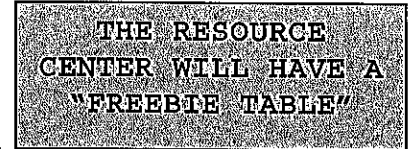
TO: Ministers, Clerks of Session, Members of Presbytery Council, and Presbytery Commissioners who have been elected for the year 2012

Dear Friends:

The Presbytery of Kiskiminetas will hold its next Stated Meeting on Tuesday, May 8, at 7:00 p.m. at the Concord Presbyterian Church, Parker, PA.

As preparation for the meeting, the following items of interest are enclosed:

- 1) Docket
- 2) Biography and Statement of Faith for Judy Stanley (NuValley)
- 3) Biography and Statement of Faith for Ray Eichler (East Brady)
- 4) Biography and Statement of Faith for Elizabeth Arter (Lewisville/Ebenezer)
- 5) 2013 Minimum Terms of Call



Once again, a prayer request box will be located at the registration tables. Please have all prayer requests in the box prior to the start of the meeting.

Attention Clerks of Session:

Elder Commissioners do not receive this mailing since we do not know in advance who they will be. (The mailing is sent directly to those whose names and addresses we have received as having been elected for the year 2012.) It is important that you give the enclosed information to the Elder Commissioner(s)

PLEASE NOTE: In order to be properly recognized and recorded,

Elder Commissioners will be signed in via computer by a Presbytery assistant.

Excused absences from attendance at the Presbytery meeting will be granted up to the meeting and for 2 days 48 hours) after the meeting. Requests for excuses after that time will not be granted.

ALSO ... Those Commissioners desiring to read the minutes of the meeting may do so at the Presbytery web page (www.kiskipby.org) by clicking on the Presbytery Meeting Central and using the password. You will need the free Adobe Acrobat Reader to view them. If you do not know the password, contact the Stated Clerk or the Presbytery Office to obtain it. Those without Internet access may request a print copy of the minutes by calling the Presbytery Office.

NEW DIRECTIONS PARKER, CONCORD 2662 Concord Church Rd. Parker, PA 16049

(Physical address but not located in Parker; located in Perry Twp in Clarion County)

As the Parker Bridge is closed for repair, the only routes available are through East Brady or from Clarion to Sligo to Callensburg.

From Clarion: take 68E to Sligo at Sligo stay straight to go onto Bald Eagle St/PA-58 at second blinker light. Turn right onto Madison St/PA-58, Northwest Savings is on the right. Stay straight to go onto PA-58. Stay straight to go onto PA- Rte 368 (near Callensburg). In West Freedom turn left (at the Methodist Church) onto Doc Walker Road (the marked intersection). Go about 1.9 miles (pond on right) and turn left onto Concord Church Road. Church is about 0.9 miles on the left.

From East Brady take Route 68 to Rimersburg; in Rimersburg turn left at the light (UCC Church is on the left) onto Cherry Run Street. Cherry Run St becomes Cherry Run Rd. Go about 3 miles to the stop sign at the "T" at Cherry Run Camp and turn left (still Cherry Run Road). Bear left at the Y (at about 1.1 mile -- still on Cherry Run Road). At next Y (about 0.7 miles to red barn) bear right, going onto Zanot Road. Continue about 1.2 miles and turn left at the intersection at the dentist office and go across the bridge (still Zanot Road). At the stop sign at the "T" (about 0.8 miles), turn right onto Concord Church Road. Concord Church is about 1.4 miles on right.

**Presbytery of Kiskiminetas
Stated Meeting - May 8, 2012
Concord Presbyterian Church, Parker, PA**

- 7:00 PM Evening Worship and Commissioning of G.A. Delegates – Led by Rev. Stacie Pitts
- *7:40 PM Organization of Presbytery
- A. Recognition of Elders and Pastors attending for the first time
 - B. Announcements
 - C. Sharing of Joys and Concerns
- Reports of:**
- 7:50 PM Stated Clerk
- A. Action on Provisional Minutes of the March 13, 2012 meeting
 - B. Approval of Docket
 - C. Enrollment of Corresponding Members
 - D. Formation of Roll
 - E. Transitioning into New Form of Government Learning Opportunities
- 7:55 PM Diaconal Committee
- 8:10 PM Council
- 8:20 PM Committee on Ministry
- 8:50 PM Committee on Preparation for Ministry
- 8:55 PM Presbyterian Women
- 9:05 PM +New Business, Miscellaneous, Report of Moderator, Adjournment with prayer

*indicates Order of the Day

+Unless previously docketed, no items of new business shall be introduced following the first hour of the Presbytery meeting. Items of new business must be presented in writing to the Stated Clerk. Consideration of such items shall take place at the time docketed for new business. (R-1.05)

PLEASE NOTE THE FOLLOWING

Those Commissioners desiring to read the minutes of the meeting may do so at the Presbytery web page (www.kiskipby.org) by clicking on Presbytery Meeting Central and using the password. You will need the free Adobe Acrobat Reader to view them. If you do not know the password, contact the Stated Clerk or the Presbytery Office to obtain it. Those without Internet access may request a print copy of the minutes by calling the Presbytery Office.

1 I believe in one eternal God: the Creator and Sustainer of heaven and earth, the Savior
2 of humankind, and the Giver of life. God is self-revealed in the three persons of the
3 trinity: Father, Son (Jesus Christ) and Holy Spirit, who are co-equal in glory and unified
4 in purpose. God created, sustains, and redeems the world in order to engage it in a
5 relationship of eternal love. God made humanity in God's image, in order that His
6 people might be faithful covenant partners. However, God's people broke this covenant;
7 and as a result, sin and death entered the world. Yet God still loves the world and is
8 working to save it through Jesus Christ.

9 I believe in Jesus Christ, who is fully God and fully human-in him all the fullness of the
10 Godhead dwells in bodily form. Jesus was conceived by the Holy Spirit, born of the
11 Virgin Mary and sent into the world as the atoning sacrifice for our sins. Christ shared
12 our humanity but did not sin. Christ empathized with our weakness but did not
13 succumb to it. In and through Christ's death and resurrection, the decisive battle was
14 fought and victory was won over sin, death and evil. Now everyone who believes in Him
15 can find forgiveness, reconciliation and new life. This new life in Christ and adoption into
16 God's family cannot be earned but is God's gift to us.

17 I believe in the Holy Spirit by whom all things are sustained and through whom we
18 receive the help promised when Jesus ascended into heaven. The Holy Spirit
19 strengthens and guides us to live for God's glory and to share God's mercy, love and
20 kindness with all of creation.

21 I believe the Old and New Testaments are inspired by the Holy Spirit and bear witness
22 to the Word of God: Jesus Christ and God's redemptive work in the world. The

23 Scriptures proclaim the Gospel of Jesus Christ, detail God's covenantal relationship with
24 us, and show us how to live in right relationship with God and our neighbor.

25 I believe in two sacraments instituted by God and given to the church: Baptism and the
26 Lord's Supper. In baptism we are marked as Christ's own and engrafted into the family
27 of God. At the Lord's Supper, we remember Christ's sacrifice and celebrate His
28 presence in our lives. As we partake of the bread and drink from the cup, we experience
29 renewal and reconciliation.

30 I believe that we live in a fallen world where all creation experiences the corruption of
31 sin. By God's grace and mercy, as followers of Jesus Christ, we have the responsibility
32 to become agents of transformation and renewal to our world; and I believe that this is
33 part of what we are called to be as Christians and members of the body of Christ (the
34 church). I view the mission of the church as carrying out the "the Great Ends of the
35 Church" as outlined in the **Book of Order** and obeying Christ's Great Commission
36 (Matthew 28: 19-20) in all we say and do.

My first home was in Recife, Brazil where I was born on March 25, 1953 to a lighthouse keeper's daughter and a career government and civil serviceman. I grew up in Norfolk, Virginia in a loving home with nurturing parents along with maternal grandparents who were insightful teachers and mentors. We lived in Norfolk, VA and in the Commodore Park community that was both intergenerational and interactive; I had an extended neighborhood family that afforded many wonderful relationships and opportunities. My Grandmother Cecelia was a significant mentor and gifted storyteller; she lived her faith and imparted invaluable lessons. Also, my home church, Ocean View Presbyterian Church, provided many role models for me from the various pastors, teachers and youth leaders who had a profound impact on my faith formation.

My Immediate family live in Virginia Beach and my extended family consists of twenty aunts and uncles, fifty-six nieces and nephews, and many "adopted" family members around the world. I am a third generation Presbyterian, was on the cradle role at Ocean View Presbyterian Church in Norfolk, and the first "daughter of the church" to become a Minister of the Word and Sacrament /Teaching Elder.

At this church, I experienced the whole gamut of church life. This community modeled and equipped me for church service and involvement. I was a youth delegate to Presbytery activities and served as a camp counselor to Camp Makemie Woods of Eastern Virginia Presbytery for three summers. At this camp, I deepened my faith and felt the call to full-time church service. During these years, I attended schools in Norfolk and was active in sports (golf and basketball) and participated in local theatrical productions.

My college years were spent at Virginia Wesleyan College where I minored in Religion and majored in Education; and where I also spent time working with a local mission to migrant workers. In 1974, I enrolled at Garrett-Evangelical Theological Seminary in order to prepare for ministry, and my goal was to be either a hospital or military chaplain. My years in Evanston included internships at an inner city church, a senior citizens center, and with a suburban church. Ordained in 1982, I have worked as a military, hospice, and prison chaplain; and I have served as both solo and interim pastor in Virginia, North Carolina, and Pennsylvania.

My goal as a pastor/chaplain is to share the life changing love of a God who first loved us and of a Savior who taught us to honor God in all things and to reach out to the "least of these" among us. The power of the Holy Spirit has sustained me through all the "seasons of life" and through the recent death of my fiancé. In all things, I affirm "In life and death we belong to God..."and trust in our God to "order and to provide."

Through my hobbies of gardening, photography, and music and through volunteering in organizations such as hospice, SPCA, and Rescue Squad, I have found balance in my life and made many friends as I further seek to glorify God and to witness to God's kingdom on earth.

I am returning to my roots, the Presbytery in which I grew up. My father was Pastor in Ridgway, Ford City and Apollo. My mother worked in the Presbytery office for over 20 years. I grew up going to retreats, Westminster Highlands and Trinity Youth Conference.

My adult life has been elsewhere though.

I went to Point Park College, now university, as a Communications Student. Not finding work immediately, I moved to the Chicago suburbs for three years working in a community center and working in a soup kitchen, pantry and after school programs for elementary aged kids. I attended and got involved in a church out there as a teacher, youth leader and Deacon. This led me to choose to attend Seminary as I felt called to be in ministry as a full-time calling in my life. I returned to Western PA and attended Pittsburgh Seminary. My first year ended tragically when my father died suddenly. I carried on and did my Field Education at Mt. Nebo Presbyterian near Sewickley.

During my seminary years, I moved to Richmond, VA and went to the Presbyterian School of Christian Education, now part of Union Seminary, where I received my MA in Christian Ed. I graduated Pittsburgh in 1992 with my M. Div.

While I searched for full time work, I spent a year and a half serving as a supply for the Southern Indiana County Parish with Susan Porch Carter. I enjoyed this work a lot as it helped my preaching, plus since my Field Ed days, it was the first time I really got to be part of a congregation's life.

The next stages of life returned me to Virginia, which became home to me. I served as an Associate Pastor in Arlington, VA as the Christian Education and youth pastor. I served a short interim in Silver Spring, MD. During this time I met and married my wife. Tragically again, life changed as we lost our first child as a stillborn.

We moved to Lynchburg, VA where I served as an Associate for Pastoral Care at Quaker Memorial Presbyterian for seven years. These years brought us two boys, both tricky pregnancies, but successful ones.

I felt ready to find a solo pastorate, so we found one in Hillsville, VA and served there for four years. Our daughter joined us there.

In June 2008, after 15 years and three kids in VA, we moved to Butler, PA where I served as a Solo Pastor at Faith United Presbyterian. I served a little over two years until I resigned for health reasons, mainly major depression and burnout.

With God's help and the help of many, many wonderful people, I have begun to climb out of depression and am ready to renew and re-dedicate myself to my God and my call. It had to be the right place and right position. I am sure that East Brady fits those bills.

1 I believe in God...

2 Creator and Keeper of the heavens and earth, sea and skies, humans, animals,
3 plants and all things that live on or in or above the earth. God loves me and all creation. God
4 longs and helps me achieve inner peace. Through a dark night of my soul, God held me,
5 strengthened me and guided me and continues to do so until I come through again. Through
6 God I can learn to love myself and in turn love my neighbors and all those with whom I share
7 this time and place. God has blessed me with family, friends and a large community of faith
8 for mutual love and support.

9

10 I believe in Jesus...

11 God's son, the Christ, my Lord and Savior. Jesus is our Companion on our
12 journey's through life. Jesus taught about love, peace, advocacy and compassion towards
13 all. Jesus the Christ was crucified, died and was buried on our behalf for the forgiveness of
14 our sins, to reconcile God and God's people. Christ's sacrifice was done wholly out of love
15 and is a gift of God's grace to us. Jesus' life was lived to be an example for all his disciples
16 from his time to ours. We are called to follow his example and to strive to live our lives as he
17 did and to work for the common good.

18

19 I believe in the Holy Spirit...

20 God's presence, God's advocate in the world today. I believe God speaks
21 through the Holy Spirit through first, the Scriptures and through our prayers, other sacred
22 writings and God's created world. The Spirit even intercedes on our behalf, with sighs too
23 deep and helps us speak to God.

24

25 I believe in one God acting and working in three persons, each with its own task, function and
26 purpose. The Triune God calls us to a total commitment to God, God's Church and the
27 church's mission in our local communities and throughout the world. We are called to use
28 our special gifts and talents to bring about hope, peace and unity in a world that is in need.

29

30 I believe in the Bible...

31 As the Holy Scriptures and God's word to me. The Bible is God's inspired
32 word, written and translated by human hands, yet God's voice still speaks clearly and loudly
33 to all who read and hear. They are the unique and authoritative witness to God's revelation.

34

35 I believe in the Sacraments...

36 Of Baptism and Holy Communion. Using ordinary symbols, through God's
37 presence and blessing they are set apart for a Holy purpose. Baptism is the sign and seal of
38 God's Covenant and the inclusion of even the youngest members into the family of faith into
39 which we have all been placed. The water and God's Spirit cleanses us from sin and seals
40 our forgiveness. Communion, our Lord's Supper, is our Remembrance and reminder of
41 Christ's saving act for our redemption. The Bread and the Cup harken to the Passover table
42 that Jesus shared with his disciples on his last night. We to remember Jesus and go out into
43 the world with all the knowledge and confidence of Christ's followers.

44

45

46 I believe, as one Church deeply rich with diverse people and experiences, we can and must
47 pull together our time, talent and resources to preserve God's creation, help the pain of the
48 world lessen, and, with God's help, we can create peace.

1 I believe that God created the heavens, the earth, and all life and called them good. When sin
2 entered into the world, humanity fell from God and turned to its own ways. Though I am a fallen sinner, I
3 believe that I am held in the hands of a loving God. Nothing, not even death nor life nor anything that is
4 to come (Romans 8:38-39) can remove the love of God from me.

5 I believe the Father cares for me with a love so deep, long, and wide that I cannot comprehend it.
6 I can only give God the glory and praise. In times of plenty and in times of want, I take comfort in
7 knowing that God is from everlasting to everlasting. I live with the awareness that God is present with
8 me in times of joy and times of sorrow, in my going out and in my coming in (Psalm 121).

9 I believe that Jesus Christ is God's only son, the perfect sacrifice and my redeemer. Because
10 Christ took on flesh, dwelt among us, and suffered death, I am forever a child freed and forgiven.
11 Because Christ defeated death by rising victorious, my hope is placed in the promise of the resurrection
12 life that is to come, when all things will be renewed and made whole in Christ.

13 I believe that the Holy Spirit expresses God's stirring and moving in my life. The Spirit that
14 moved over the waters of creation moves in my heart and calls me to close relationship with God. It is no
15 accident that I have lived a life of faith; the Holy Spirit moved in me at a young age and called me to faith
16 in Christ. In Christian community, the Spirit calls us to new life, new purpose, and new growth.

17 Christ calls, sustains, and enlivens the church. We can "be Church" only because Christ has
18 ordained its presence. The church exists wherever and whenever the Word of God is spoken and heard,
19 the sacraments are given freely to God's people, and when the church works in unity and in right
20 relationship with God and one another.

21 We are called to worship the God who creates, redeems, and sanctifies us and promises to be
22 faithful to us. God's Word given to us in the Scriptures speaks a word of promise for our lives. Through
23 the voices of prophets and apostles comes the witness to a God who graciously guides us and calls us as
24 God's own.

25 We are called to gather around the Word and sacraments at worship. In the hearing and
26 proclaiming of the Word, we depend on the Holy Spirit to reveal to us new insight. In the waters of
27 baptism, we are called and claimed as children of God (Romans 8:15). We are fed in our very hearts with
28 the bread and wine of the Lord's Supper. In the meal, our faith is enlivened and strengthened. We are
29 then sent out into the world to act with justice, and to show forth Christ in our words and deeds.

30 I am called to be a minister of Word and Sacrament in Christ's church. By the help of God, I will
31 nourish the faith and life of the people of God. I follow this call faithfully, knowing not where it leads,
32 but only that God is faithful to God's promises for me.

Biographical Statement: Elizabeth A. Arter

I grew up in Chambersburg, PA. At a very young age, I became involved in the life of the Church. My home church is the Presbyterian Church of Falling Spring in Chambersburg, PA. Through my church, I participated in local missions events as a child and teenager. My babysitter, who was Catholic, took me to pray at the church every day. Going to daily prayer was a very formational event in my young life. During High School, I worked at the Salvation Army kitchen to prepare lunch before going to classes. I felt the call to ministry most strongly after joining a mission team headed to New Orleans in 2006 after Hurricane Katrina.

I graduated from Wilson College in 2007 with a B.A. I then enrolled in Gettysburg Seminary, where I met my husband, Jim. We graduated seminary in May 2011, and we moved to Lower Burrell shortly thereafter. My husband is the pastor of First Evangelical Lutheran Church in Leechburg.

During my time in seminary, I spent a lot of time working "in the field." I completed a part-time internship during my first year at Lower Marsh Creek Presbyterian Church in Gettysburg. I completed a unit of Clinical Pastoral Education as a chaplain at York Hospital. I began serving as a pulpit supply in Carlisle Presbytery during my second year of seminary. I then completed a full-year pastoral internship at Highland Presbyterian Church in Street, MD. I continued to serve as a pulpit supply during my senior year, while also working as a Dietary Staff in Gettysburg Hospital.

I have been serving as a pulpit supply in this presbytery since August 2011, having worked with 20 congregations during that time. I have been blessed by the experience of serving in this presbytery, and look forward to continued service here as an ordained minister.

2013 MINIMUM TERMS OF CALL WORKSHEET WITH MANSE

Box #

ITEM

COMPENSATION

2012 Minimum Salary	1	\$30,497.59	2012 cash	
	1a +	\$609.95	Dollar amount of increase for 2013.	
* 2013 Salary	2	\$31,107.54	Add box 1 and box 2 (dollar amount of increase), or for new calls the amount agreed upon	
2013 Deferred Income (403b, TSA, TDA)	3		Enter zero if not included in Call	
2013 Housing/furnishing Allowance (if included in Call)	4		Enter zero if not included in Call	
Subtotal to calculate manse value (boxes 2,3,4,13,14,15, 16)	5	\$31,107.54		
* 2013 Manse Value (utilities included)	6	\$9,332.26	30% Minimum manse value for BOP Dues, not the amount used to calculate taxes	
2013 Effective Salary (box 2, 3, 4, 6, 13, 14, 15, 16)	7	\$40,439.80	Amount upon which BOP Dues are paid	
2013 Subtotal (add boxes 2,4,6)	8	\$40,439.80		
* 2013 Social Security Allowance (SECA)	9	\$3,093.64	7.65% One-half of minister's Social Security tax (SECA) liability Paid to the minister as cash in addition to "salary" (not used in calculating BOP Dues, is included in figuring taxes)	
2013 TOTAL COMPENSATION (box 5 - box 3 + box 4 & 9 - boxes 14,15,16)	10	\$34,201.18	(amount paid to minister, minus State and Local withholding taxes)	

BENEFITS

2013 Major Medical Dues (box 7 x 21%)	11a	\$8,492.36	
2013 Pension Dues (box 7 x 11%)	11b	\$4,448.38	
2013 Death/Disability Dues (box 7 x 1%)	11c	\$404.40	
* 2013 Total MajMed, Pension, Death/Disability Dues	12	\$13,345.13	Total of boxes 11a, 11b and 11c)

Major Medical Deductible Reimbursement approximation
 (enter the amount expended last year or calculate Box 5 without this figure, multiply your result by 3%,
 (enter as a "hard number" not a "formula" and then recalculate Box 5 with this number)

Optical and/or Dental Costs (group insurance premium)	14		Enter zero if not included in Call
Group Term Life Insurance Premium	15		Enter zero if not included in Call
Other	16		Enter zero if not included in Call

PROFESSIONAL AND ADMINISTRATIVE REIMBURSEMENTS

* 2013 Continuing Education	17	\$850.00	Vouchered, Presbytery minimum is \$850
* 2013 Travel Reimbursement (estimated at \$3,200)	18	\$3,200.00	Vouchered per mile at IRS maximum cents per mile. (*12 was \$0.555/mile)
2013 Book/subscription Reimbursement	19		Vouchered
2013 Professional Expense Reimbursement	20		Vouchered
Other	21		Vouchered

* One month vacation
 * Two weeks study leave
Total Cashoutlay for the congregation

ANNUAL INCREASE IN COST TO CONGREGATION	\$1,526.98
Per Week Increased Cost for the Congregation	\$29.36

Annual Increased Income to the Minister	\$609.95
Per Week Increase for the Minister	\$11.73
Per Hour Increase for the Minister @ 50 hrs/wk	\$0.23

*By action of the 1994 General Assembly calculation of "Effective Salary" must include:

- annual cash salary (except social security amount), deferred compensation, housing, furnishing & utility allowances/costs
- co-insurance (medical deductible reimbursements, dental, optical), other insurance coverage such as additional life insurance
- all other allowances, unless covered under an "accountable reimbursement plan. If the travel expenses are paid as an allowance, an equal portion each month, the amount is included in calculating effective salary
- If the travel expenses are paid on a "per mile reimbursement" basis, upon the submission of a voucher showing the date, beginning & ending odometer reading and the destination & purpose of the of the travel, the amount is not included in calculating effective salary.

2013 MINIMUM TERMS OF CALL WITHOUT MANSE

ITEM Box #

COMPENSATION

2012 Salary/housing	1	\$41,903.84	2012 cash
	2 +	\$838.08	Dollar amount of increase for 2013.
* 2013 Salary/Housing (For BoP & IRS purposes a) specific amount must be designated for housing allowance)	3	\$42,741.92	Add box 1 and box 2, new calls amount agreed upon.
2013 Deferred Income (403b, TSA, TDA)	4		Enter zero if not included in Call
2013 Subtotal (add boxes 3 and 4)	5	\$42,741.92	
2013 Effective Salary (box 5 plus boxes 12, 13, 14, 15)	6	\$42,741.92	Amount upon which BoP Dues are paid
SECA Wages (box 3)	7	\$42,741.92	Enter the same as box 3
* 2013 Social Security Allowance (SECA)	8	\$3,269.76	7.650% One-half of minister's Social Security tax amount Paid to the minister as cash, but not counted in calculating BoP Dues, is included in figuring taxes
2013 TOTAL COMPENSATION (box 7 plus box 8)	9	\$46,011.68	(amount paid to minister, minus State and Local withholding taxes)

BENEFITS

2013 Major Medical Dues (box 6 x 21%)	10 a	\$8,975.80	
2013 Pension Dues (box 6 x 11%)	10 b	\$4,701.61	
2013 Death/Disability Dues (box 6 x 1%)	10 c	\$427.42	
* 2013 Total MajMed, Pension, Death/Disability Dues	11	\$14,104.83	Total of boxes 10a, 10b and 10c
2013 Medical Deductible Reimbursement	12		(enter the amount expended last year or calculate Box 6 without this figure, multiply your result by 3%) (enter as a "hard number" not a "formula and then recalculate Box 5 with the number)
Optical and/or Dental Costs (group insurance)	13		Enter zero if not included in Call
Group Term Life Insurance Premium	14		Enter zero if not included in Call
Other	15		Enter zero if not included in Call

PROFESSIONAL AND ADMINISTRATIVE REIMBURSEMENTS

* 2013 Continuing Education	16	\$950.00	Vouchered, Presbytery minimum is \$850
* 2013 Travel Reimbursement (estimated at \$3,200)	17	\$3,200.00	Vouchered per mile at IRS maximum cents per mile. (*12 was \$0.555/mile)
2013 Book/subscription Reimbursement	18		Vouchered enter zero if not include in Call
2013 Professional Expense Reimbursement	19		Vouchered enter zero if not include in Call
Other	20		Vouchered enter zero if not include in Call

Total Cash Outlay for the Congregation \$64,166.51

* One month vacation	ANNUAL INCREASE IN COST TO CONGREGATION	\$1,597.79
* Two weeks study leave	Per Week Increased Cost for the Congregation	\$30.73
* Required items in Kiskiminetas Presbytery Minimum Terms of Call	Annual Increased Income to the Minister	\$902.19
	Per Week Increase for the Minister	\$17.35
	Per Hour Increase for the Minister @ 50 hrs/wk	\$0.35

ABY action of the 1994 General Assembly calculation of "Effective Salary" must include:

- annual cash salary (except social security amount), deferred compensation, housing, furnishing & utility allowances/costs
- co-insurance (medical deductible reimbursements, dental, optical), other insurance coverage such as additional life insurance
- all other allowances, unless covered under an "accountable reimbursement plan. If the travel expenses are paid as an allowance, an equal portion each month, the amount is included in calculating effective salary
- If the travel expenses are paid on a "per mile reimbursement" basis, upon the submission of a voucher showing the date, beginning & ending odometer reading and the destination & purpose of the of the travel, the amount is not included in calculating effective salary.