	Pastor	Type of Service	Dates of Terms of Call or Covenant Agreement	Hours/Week	Cash Salary	Housing Allowance	Manse Amount	Bonuses/Gifts/ Non Vouchered Expenses	403(b)/Annuity/Equity	Total Effective Salary	Dues Package	Board of Pensions Dues	Travel Expenses	Professional Development Funds	SECA Offset	Books/Professional Expenses	Other Vouchered Expenses or plans	Vacation	Professional Development
Presbytery Minimum Terms of Call			**2026**	**Full Time**						**$58,352 (w/ HA); $44,869 (w/ Manse); $85,000 (total compensation package including salary, HA, BOP, & Professional Expenses)**		**47% of TES or 27.5% TES**	**IRS Rate**	**$800 or $1,100 with Professional Expenses/Books included**		**$300**		**30 days including 4 Sundays**	**2 weeks including 2 Sundays**
Battle Creek First	Lorenzo Small Sr.	Installed-Head of Staff	01/01/2026-12/31/2026	Full Time	$47,709.00	$39,200.00				$86,909.00	Transitional Pastors Particip	$40,647.00	IRS Rate		$5,000.00	$6,622.00		5 weeks including 5 Sundays	2 weeks including 2 Sundays
Battle Creek Pennfield	Bert Nelson	Temporary (Interim)	01/01/2026-01/01/2027	19 hours	$44,000.00	$0.00				$44,000.00	n/a	n/a	IRS Rate	Full payment for Interim Ministry Training		Included in Cash Salary		1 week per quarter	1 week per six weeks
Battle Creek Westlake	Vacant																		
Benton Harbor First	Sheth LaRue	Installed-Head of Staff	01/01/2026-12/31/2026	Full Time	$40,000.00	$20,000.00				$60,000.00	Transitional Pastors Participation	$28,200.00	IRS Rate		$4,800.00	$3,150.00		37 days including 5 Sundays	2 weeks including 2 Sundays Silent Retreat; 12 days including 1 Sunday
Big Rapids United	Amy Ruhl-Brien	Installed - Head of Staff	10/01/2025-12/31/2026	Full Time	$30,000.00	$30,000.00		$300 (Dental and Medical Allowance)	$5,100.00	$65,400.00	Congregational Package	$15,600.00	IRS Rate		$800.00	$4,500.00	$9,700.00	Moving Expenses Paid in Full	30 days including 4 Sundays	14 days including 2 Sundays
Brooklyn	David Weber	Temporary - Interim	09/01/20245-09/01/2026	Full Time	$43,852.00	$23,613.00				$67,465.00	Congregational Package	$18,552.86	IRS Rate		$1,000.00	$5,588.00	$1,500.00	4 weeks including 4 Sundays	2 weeks including 2 Sundays
Buchanan First	Vacant																		
Cadillac First	Michael Horelocker	Installed-Head of Staff	01/01/2026-12/31/2026	Full Time	$50,000.00	$24,000.00				$74,000.00	Congregational Package	$20,350.00	$500.00		$2,000.00	$5,661.00	$1,000.00		5 weeks including 5 Sundays	3 weeks including 3 Sundays
Cassopolis United	Brian Madison	Temporary - Stated Supply*	09/01/2025-08/31/2026	20 hours	$13,470.00	$14,900.00				$28,370.00	Covenant Package	$2,837.00	$100.00		$800.00		$400.00		44 days including 6 Sundays	14 days including 2 Sundays
Coldwater First	Vacant																		
Concord First/Homer First	Stephen Kazar	Installed-Head of Staff	01/01/2026-12/31/2026	Full Time	$44,869.00	$0.00	$13,461.00			$58,330.00	Retirement Package	$7,000.00	IRS Rate		$800.00		$600.00		37 days including 4 Sundays	14 days including 2 Sundays
Decatur First/Paw Paw First	Gail Monsma	Temporary - Interim	01/01/2026-12/31/2026	Full Time	$49,193.00	$30,000.00				$79,193.00	Congregational Package	$20,559.00	$1,500.00		$1,200.00	$6,058.00	$800.00	$600 (Phone);	4 weeks including 4 Sundays	2 weeks including 2 Sundays 1 week of spiritual renewal including 1 Sunday
Dimondale First/Lansing Delta	Ben Rumbaugh	Installed - Designated	01/01/2026-12/31/2026	Full Time	$51,678.82	$20,000.00		$3,200 (Medical Reimbursment)	$4,493.80	$76,172.62	Congregational Package	$21,040.71	IRS Rate		$800.00		$500.00	$21 (Vision Insurance); $72.24 (Supplemental Death)	30 days including 4 Sundays	14 days including 2 Sundays
East Lansing Eastminster	Kristin Stroble	Installed - Head of Staff	01/01/2026-12/31/2026	Full Time	$53,828.00	$25,000.00				$78,828.00	Congregational Package	$27,678.00	$1,300.00		$1,500.00	$6,030.00	$1,000.00		5 weeks including 5 Sundays	14 days including 2 Sundays
East Lansing Korean	John Won	Temporary - Stated Supply*	01/01/2026-12/31/2026																
East Lansing Peoples	UCC/UMC Pastors	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Edwardsburg	Scott Scheel	Installed - Head of Staff	01/01/2026-12/31/2026	Full Time	$25,514.00	$23,924.00			$6,000.00	$55,438.00		$21,162.96	IRS Rate		$800.00		$300.00		5 weeks including 5 Sundays	14 days including 2 Sundays
Gobles Bethany	Vacant																		
Grand Haven First	Troy Hauser Brydon	Installed-Head of Staff	01/01/2026-12/31/2026	Full Time	$68,189.00	$41,200.00				$109,389.00	Transitional Pastors Participation	$52,467.00	IRS Rate		$1,200.00	$8,368.00	$1,800.00	$100 (Vision and Dental Plan)	30 days including 4 Sundays	14 days including 2 Sundays
Grand Haven First	Kristine Aragon Bruce	Installed - Associate	01/01/2026-12/31/2026	Full Time	$36,708.00	$35,020.00				$71,728.00	Transitional Pastors Participation	$36,291.00	IRS Rate		$1,200.00	$5,487.00	$1,800.00	$1,776 (Vision and Dental Plan)	30 days including 4 Sundays	14 days including 2 Sundays
Grand Rapids Forest Hills	James Pollard	Installed - Head of Staff	01/01/2026-12/31/2026	Full Time	$52,131.00	$40,200.00			$5,000.00	$97,331.00	Congregational Package	$24,753.00	$2,000.00		$800.00	$7,651.00	$1,200.00		35 days including 5 Sundays	14 days including 2 Sundays
Grand Rapids North Park	Vacant																		
Grand Rapids Westminster	Lynette Sparks	Installed-Head of Staff	01/01/2026-12/31/2026	Full Time	$58,504.00	$56,166.00			$4,453.00	$119,123.00	Congregational Package	$42,662.00	IRS Rate		$8,000.00	$8,517.00	N/A		1 month including 5 Sundays	3 weeks including 3 Sundays
Grand Rapids Westminster	Jen Porter	Installed-Associate	01/01/2026-12/31/2026	Full Time	$49,306.00	$29,705.00				$79,011.00	Transitional Pastors Participation	$37,135.00	IRS Rate		$5,800.00	$6,044.00	N/A		1 month including 5 Sundays	3 weeks including 3 Sundays
Gregory Unadilla	Vacant																		
Hastings First	Nick Marlatt	Installed-Head of Staff	01/01/2026-12/31/2026	Full Time	$54,153.00	$35,072.00		$47 (FSA Fee)		$90,834.00	Congregational Package	$34,929.00	IRS Rate		$2,934.00	$6,949.00	$1,750.00	$1,609 (Dental Coverage)	30 days including 4 Sundays	14 days including 2 Sundays
Hesperia	Vacant																		
Holland First	Cathy Caldwell Hoop	Installed-Head of Staff	01/01/2026-12/31/2026	Full Time	$45,983.00	$35,000.00				$80,983.00	Congregational Package	$34,520.00			$800.00	$6,195.00	$800.00	$1,000 (Cell Phone)	30 days including 4 Sundays	14 days including 2 Sundays
Holland First	Paul Van Kempen	Installed-Associate	01/01/2026-12/31/2026	Full Time	$51,342.00	$21,000.00		$6,420 (Opt-Out Payment)		$72,342.00	Congregational Package	$19,894.00			$800.00	$5,534.00	$800.00	$600 (Cell Phone)	30 days including 4 Sundays	14 days including 2 Sundays
Holt First	Kirk Miller	Installed-Head of Staff	01/01/2026-12/31/2026	Full Time	$47,599.00	$38,000.00		$1,500 (Medical Reimbursement)		$87,099.00	Transitional Pastors Participation	$40,936.00	$1,000.00		$1,300.00	$6,548.00	$800.00	$ 181 (Vision Plan)	30 days including 4 Sundays	14 days including 2 Sundays
Ionia First	Chris Dorn	Temporary-Stated Supply*	01/01/2026-12/31/2026	20 hours						$54,102.00	Congregational Package	$17,862.84	$1,100.00		$1,100.00		$300.00		30 days including 4 Sundays	14 days including 2 Sundays
Jackson First	David Schell	Installed - Head of Staff	01/01/2026-12/31/2026	Full Time	$20,000.00	$40,000.00			$2,400 (matching)	$60,000.00	Transitional Pastors Participation	$28,200.00	$1,000.00		$1,000.00	$1,530.00	$700.00		30 days including 4 Sundays	14 days including 2 Sundays 7 days inclduing 1 Sunday for spiritual retreat
Jackson Westminster	Judy Goodrow	Temporary - Stated Supply	01/01/2026-12/31/2026	Full Time	$47,370.00	$15,000.00				$62,370.00	UCC Pension Program	$10,153.00	IRS Rate		$2,000.00		n/a	2 Weeks of Sick Leave	4 weeks including 4 Sundays	2 weeks including 4 Sundays
Jenison Parkwood	Sarah Juist	Installed-Head of Staff	01/01/2026-12/31/2026	Full time	$30,352.00	$28,000.00				$58,352.00	Congregational Package	$16,046.00	IRS Rate		$800.00	$4,819.00	$1,300.00		5 weeks including 5 Sundays	2 weeks, including 2 Sundays
Jonesville First	Vacant																		
Kalamazoo First	Chrissy Westbury	Temporary-Stated Supply	01/01/2026-12/31/2026	Full time	$55,400.00	$20,000.00				$75,400.00	Covenant Package	$32,405.20	$2,000.00		$2,500.00		$2,500.00		4 weeks including 4 Sundays	2 weeks including 2 Sundays
Kalamazoo North	Charles Moredyke	CRE*	01/1/2026-12/31/2028	10 hours	$5,100.00	$5,100.00				$10,200.00	n/a		IRS Rate		$500.00				4 weeks including 4 Sundays	2 weeks including 2 Sundays
Lake City First	Vacant																		
Lansing First	Vacant																		
Lansing North Westminster	Laura Miller-Purrenhage	Temporary - Interim*	04/01/2026-03/31/2027	20 hours	$9,968.00	$23,208.00				$33,176.00	UCC Pension Program	$5,143.00	$1,000.00		$1,000.00	$2,538.00	$1,000.00	$2,500 (Medical Expenses); New Laptop	4 weeks including 4 Sundays	2 weeks including 2 Sundays
Lyons/Muir Federated	UMC Pastor	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Marshall First	Vacant																		
Mason First	Bill Pinches	Installed - Head of Staff	01/01/2026-12/31/2026	Full Time	$63,682.33	$18,000.00		$3,400 (FSA)	$3,000.00	$89,349.89	Transitional Pastors Participation	$41,994.45	$800.00		$1,400.00	$6,835.27	$1,000.00	$1,161.48 (Dental Insurance); $106.08 (Eye Insurance)	1 month including 5 Sundays	2 weeks including 2 Sundays
Muskegon First	Mackenzie Jager	Installed - Head of Staff	01/01/2026-12/31/2026	Full Time	$34,621.00	$29,500.00		$2,020 (Medical/Dental Reimbursement)		$66,141.00	Congregational Package	$18,146.00	$1,000.00		$1,000.00	$3,975.00	$1,300.00		30 days including 4 Sundays	14 days including 2 Sundays
Niles First	Christopher Mergener	Installed - Head of Staff	01/01/2026-12/31/2026	Full Time	$44,984.00	$34,151.00				$79,135.00	Congregational Package	$32,298.00	$1,500.00		$1,500.00	$6,054.00	$300.00		30 days including 4 Sundays	14 days including 2 Sundays
Okemos	Lisa Schrott	Installed - Head of Staff	01/01/2026-12/31/2026	Full time	$53,314.00	$35,000.00		$800 (Dental and Vision Reimbursement)		$89,114.00	Congregational Package	$36,756.00	$1,500.00		$2,000.00	$6,817.00	$1,000.00	$600 (Cell Phone)	30 days including 4 Sundays	14 days including 2 Sundays
Plainwell First	Vacant																		
Portage Westminster	Janet Duggins	Installed-Copastor	01/01/2026-12/31/2026	32 hours	$28,133.61	$17,222.52		$1,000 (FSA)		$46,356.13	Congregational Package	$12,940.46	IRS Rate		$1,200.00		$400.00	$990.24 (Dental Insurance)	6 weeks including 8 Sundays	2 weeks including 2 Sundays
Portage Westminster	Jerry Duggins	Installed-Copastor	01/01/2026-12/31/2026	33 hours	$28,133.61	$17,222.52		$1,000 (FSA)		$46,356.13	Congregational Package	$13,055.21	IRS Rate		$1,200.00		$400.00		6 weeks including 8 Sundays	2 weeks including 2 Sundays
Presbytery of Lake Michigan	Annamarie Groenenboom	Validated Ministry	01/01/2026-12/31/2026	Full Time	$13,704.00	$48,000.00				$61,704.00	Transitional Pastors Participation	$29,000.00	IRS Rate		$1,500.00		$300.00		30 days including 4 Sundays	14 days including 2 Sundays
Presbytery of Lake Michigan	Fran Lane-Lawrence	Validated Ministry - Installed	01/01/2026-12/31/2026	Full Time	$40,223.00	$60,000.00			$12,000.00	$112,233.00		$11,234.00	IRS Rate		$4,500.00	50%	$1,000.00	Reimbursed Portion of Family Plan	40 days including 6 Sundays	14 days of Personal Spiritual Renewal including 2 Sundays; 21 days of professional development including 4 Sundays.
Richland First	Calandra Nevenzel	Temporary - Interim Pastor	05/17/2025-06/30/2026	Full Time	$55,000.00	$15,000.00		$7,000 (Medical Allowance)		$70,000.00	UCC Pension Plan	$10,850.00	IRS Rate		$800.00		$300.00		4 weeks including 4 Sundays	2 weeks including 2 Sundays
Rockford North Kent	Karen Fitz-LaBarge	Installed-Head of Staff	01/01/2026-12/31/2026	Full Time	$28,352.00	$30,000.00				$58,352.00	Congregational Package	$16,046.60	IRS Rate		$800.00		$300.00		5 weeks including 5 Sundays	14 days including 2 Sundays
Schoolcraft First	Thomas Kragt	Temporary - Stated Supply*	02/01/2026-07/31/2026	25 hours	$15,273.00	$0.00	$13,587.00		$1,050.00	$28,201.06	n/a		IRS Rate		$800.00		$300.00		2 weeks including 2 Sunday	1 week including 1 Sunday
Spring Lake	Daniel Griswold	Temporary - Interim Pastor	02/01/2026-01/26/2027	Full Time	$62,200.00	$25,000.00				$87,200.00		$26,260	$35,860.00	$1,000.00		$2,100.00	$6,700.00	$2,500.00	4 weeks including 4 Sundays	2 weeks including 2 Sundays
Stockbridge First	Deb Smith	Temporary - Stated Supply*																	
Sturgis First	Craig Kunkle	Installed - Head of Staff	01/01/2026-12/31/2026	Full Time	$39,500.00	$30,000.00		$500 (Dental Allowance)		$70,000.00	Congregational Package	$19,250.00	IRS Rate		$1,600.00	$5,355.00	$2,600.00		30 days including 4 Sundays	14 days including 2 Sundays
Three Rivers-Centreville First	Clint Cosler	Temporary - Interim	11/01/2025-10/31/2026	Full Time	$32,000.00	$35,000.00		$7,500 (Medical FSA)	$5,000.00	$79,500.00	Retired Package	$8,540.00	$1,000.00		$2,000.00	$5,962.50			4 weeks including 4 Sundays	2 weeks including 2 Sundays

*Contributions to 403(b) and vouchered expenses for furniture and medical reimbursement are considered part of Total Effective Salary

*Designates Part-time