

Special Meeting of the Council of Delegates  
June 2021

## Advisory Committee 5

Chair: Dr. Gary D. Bos  
Vice Chair: Rev. Ralph S. Wigboldus

### I. Calvin University faculty reappointments

A. *Materials: Agenda 2021, Calvin University Report (p. 131)*

B. *Background*

The advisory committee spent time reflecting with Dr Michael Le Roy as he described the work of Calvin University and the process of faculty reappointment.

C. *Recommendation*

That the COD, on behalf of synod, ratify the following faculty reappointments with tenure, effective September 1, 2021:

Rachael A. Baker, Ph.D., associate professor of biochemistry  
Frederick L. Haan, Jr., Ph.D., professor of engineering  
David B. Klanderma, Ph.D., professor of mathematics  
Nathan Sunukjian, Ph.D., associate professor of mathematics  
Renard G. Tubergen, Ph.D., associate professor of engineering  
John R. Walcott, Ph.D., associate professor of education

### II. Candidates for ministry of the Word

A. *Materials: Agenda Supplement 2021, Candidacy Committee Supplement, sections I and II*

B. *Background*

Jul Medenblik, David Koll, and Susan LaClear spent time describing the process for candidacy and offering some biographical vignettes of some of the candidates.

C. *Recommendations*

1. That the COD, on behalf of synod, declare the persons as candidates for ministry in the Christian Reformed Church in North America, subject to completion of all remaining (if any) requirements:

Maria L. Bowater  
Mark D. Broadus  
Kelly J. Buist  
David M. Dick  
Chuck J. Dillender  
Bart B. Eisen

Josiah J. Gorter  
Joshua L. Grimes  
Tyler R. Helfers  
Mackenzie M. Jager  
"Joshua" Hang Jiang  
Timothy K. Joo

Eunice Kim  
 Jooheyng David Kim  
 Young-Kwang Kim  
 Tim J. Kimbel  
 Hoonjae Lee  
 Jessica E. Maddox  
 Frank A. Meneses  
 Daniel F. Meyers  
 Seon Mok "Paul" Park  
 Ryan M. Phan

William S. Roelofs  
 Kent A. Sanders  
 David Shao  
 Evan J. Tinklenberg  
 Lynette A. van de Hoef  
 Ryan A. K. VanderWees  
 Ben E. Wiersma  
 Lea A. Wilkening  
 Paul Yang

2. That the COD, on behalf of synod, approve the following persons for approval of candidacy extension:

Ram Aryal  
 Maria D. Beversluis  
 David Bouma  
 Yoon Chul (Daniel) Choi  
 Brad Diekema  
 Steven Dykstra  
 Robert J. Gruessing  
 Noelle Meggie Jacobs  
 Travis Jamieson  
 S.K.  
 Kennedy Muli Kailiti  
 Jiyong "Jonathan" Kim  
 Hannah Ryou Lee  
 Jeff M. Liou  
 Bryzon Wanjala Masiboh

Loice Mueni Minito  
 Matthew Mulder  
 K.O.  
 Katrina J. Olson  
 Kyle J. Sandison  
 Ivan K. Santoso  
 Hannah G. Van Rees Saxton  
 Nathaniel A. Schmidt  
 Sharon R. Smith  
 Lynn Song  
 Joshua P. Stammis  
 Rebecca L. Tjapkes  
 Thomas Van Wyk  
 Jantje Fenna Visser-Ellenbaas

3. That the COD, on behalf of synod, approve the reinstatement of candidacy of Lisa Meyer as described in section I, C.
4. That the COD, on behalf of synod, approve the action of the Candidacy Committee in declaration of need for the following persons for affiliation under Church Order Article 8:

Date	Name of applicant	Classis	Former denomination
9-3-20	Kim, Jung Min	Alberta North	Korean Presbyterian Church
9-3-20	Barham, William H.	Atlantic Northeast	Reformed Church in America
9-3-20	Wright, Matthew W.	Central California	Presbyterian Church (USA)
9-14-20	Peramulla, Chenaniah R.	Central California	Mennonite Brethren of India
9-14-20	Peramulla, Merlin	Central California	Mennonite Brethren of India
9-14-20	Sebastia, Christian	Rocky Mountain	Apostolic Church of Venezuela
9-14-20	Sebastia, Eukarys	Rocky Mountain	Apostolic Church of Venezuela
9-28-20	Brady, Greg S.	Rocky Mountain	Presbyterian Church (USA)
9-30-20	Guan, Hannah	Rocky Mountain	Association of Evangelical Churches
10-13-20	Lee, Kwang Bae	Hudson	Evangelical Church Alliance
1-20-21	Sideco, John Albert	Hudson	CRC of the Philippines

### III. Finance matters

A. *Materials: Agenda Supplement 2021, Council of Delegates Supplement, section II, B, including Appendix C*

B. *Recommendations*

1. That the COD, on behalf of synod, receive the agencies and institutional unified budget as information and note the approval of ministry-share allocations, based on ministry-share pledges reported by the churches and classes (COD Supplement sections II, B, 1-2).
2. That the COD, on behalf of synod, adopt the 2021-2022 denominational salary grid for senior positions as proposed, noting that the current pay ranges reflect a 3 percent increase from the previous year. (COD Supplement section II, B, 3).

*Grounds:*

- a. The recommended adjustment to the salary range targets are approximately half of the marketplace salary inflationary increase that has been experienced since they were established in 2018.
  - b. These changes are consistent with the compensation levels included in the endorsed fiscal 2022 budget.
3. That the COD, on behalf of synod, take note of the COD's action to both approve and adopt in lieu of synod the following with regard to organizations requesting to be placed on the recommended-for-offerings list:
    - a. The list of above-ministry share and specially designated offerings for denominational agencies, institutions, and ministries of the CRC (COD Supplement section II, B, 4).
    - b. The list of nondenominational organizations, previously accredited, that have been approved for calendar year 2022 (COD Supplement section II, B, 5).
    - c. Exclusion of Bethany Christian Services from the list of nondenominational organizations approved for offerings (COD Supplement section II, B, 6).
    - d. Inclusion of the following organization on the accredited organizations list (COD Supplement section II, B, 7):

United States

International Network for Christian Higher Education (INCHE)

INCHE is an organization whose aim is to foster development of Christian higher education worldwide. It does this by sharing information and research, equipping with training and scholarship, and cultivating enduring relationships through networking and mutual exchange. INCHE reaches organizations on six continents in twenty-two nations.

*Ground:* INCHE was previously included on the accredited agency list when it was called the International Association for the Promotion of Christian Higher

Education (IAPCHE); however, IAPCHE has not been included on the list since Synod 2011.

4. That the COD, on behalf of synod, take note of the COD's confirmation that the investments of the agencies and institutions of the denomination are in compliance with denominational investment policy.
5. That the COD, on behalf of synod, take note of the COD's endorsement of the following actions of the Pension Trustees (COD Supplement section II, B, 8):
  - a. The three-year average salary to be used to determine retirement benefits beginning in 2022 for ministers of the Word in the United States is \$56,625 and in Canada is \$61,060. In addition, effective July 1, 2021, all ministers in the Canadian plan having retired between January 1, 2017, and July 1, 2021, will have their monthly benefit adjusted to reflect the three-year "final" average salary at the time of their retirement. A retroactive payment will also be made to bring their cumulative benefits in line with the new monthly benefit level.
  - b. That the 2022 per-member assessment for the Canadian Plan remain \$42.96 and that the Canadian per-participant assessment remain \$9,840. Similarly, that the 2022 per-member assessment for the U.S. Plan remain \$37.20 and the U.S. per-participant assessment remain \$7,704.

#### **IV. Housing allowance for U.S. retirement or disability pension**

A. *Materials: Agenda 2021, Pensions and Insurance Report (p. 157)*

B. *Recommendation*

That the COD, on behalf of synod, designate up to 100 percent of a minister's early or normal retirement pension or disability pension for 2022 as housing allowance for United States income-tax purposes (IRS Ruling 1.107-1) but only to the extent that the pension is used to rent or provide a home.

#### **V. CRC 403(b)(9) Retirement Income Plan**

A. *Materials: Agenda Supplement 2021, Pensions and Insurance Supplement*

B. *Recommendation*

That the COD, on behalf of synod, designate up to 100 percent of an ordained pastor's distributions from their CRC 403(b)(9) Retirement Income Plan as housing allowance for United States income-tax purposes (IRS Ruling 1.107-1) on or after July 1, 2021, but only to the extent that the funds are used to rent or provide a home.