

Memorandum of Understanding Between the
Parish Council of St. Mary's Armenian
Apostolic Church of Washington and
Reverend Vertanes Kalayjian

We agree that the following monetary and related considerations shall apply to Reverend Kalayjian's services as Pastor of St. Mary's Church during the period set forth herein:

1. Stipend and Allowances

Basic Stipend	\$14,070
Service Increment	6,030
Membership Increment	1,005
Car Allowance	3,400
	<u>\$24,505</u> plus clergy insurance and IRA

The parish will assume the payment of all utility expenses (heat, light, water and telephone) at the parish house.

2. Vacation

In accord with the Diocesan vacation schedule, we agree that Reverend Kalayjian shall be allowed to take leave on two Sundays while on vacation. Leave may be accrued with the prior consent of the Parish Council. There was no leave balance outstanding at the close of 1982.

In addition, he shall be allowed to take leave on the Sunday of the Diocesan Assembly weekend, provided his return to Washington for services should prove inconvenient. A similar policy shall apply in the event he chooses to attend the ACYOA and/or Choir Assembly. An allowance shall be provided by the parish toward his lodging and travel expenses in the case of the Diocesan Assembly only. In the case of the Choir and/or ACYOA Assembly, it is expected that those organizations will provide a lodging and travel allowance.

This memorandum of understanding becomes effective on January 1, 1983, and continues through December 31, 1983, provided it receives the approval of the annual Parrish Assembly.