Pennsylvania Southeast Conf., UCC
Proposed Spending Plan 2019
Worksheet

Finance Committee
Version 3.0
9/15/2018

Account #/Description	Budget Prepared by	2017 Actual Final	2018 Approved Budget	2018 Actual YTD thru 07/31/18	2018 Budget YTD thru 07/31/18	Prior 12 month period	2019 Proposed Budget	
005 - GEN. OPERATING FUND INC. CONFERENCE GEN. INCOME								This budget includes a 2.5% salary increase
40002 OCWM Regular	Tammie	$ 713,856	$ 814,682	$ 393,479	$ 427,746	$ 700,893	$ 799,000	
40003 OCWM Conference Direct Contrib.	Tammie	$ 24,392	$ 30,000	$ 12,972	$ 7,508	$ 23,667	$ 24,000	
40008 OCWM National Direct Contrib.	Tammie	$ 86,200	$ 4,000	$ 4,000	$ 2,333	$ 86,200	$ 4,000	
OCWM - TOTAL CONTRIBUTIONS		**$ 824,448**	**$ 848,682**	**$ 410,451**	**$ 437,587**	**$ 810,760**	**$ 827,000**	
40013 Conf. Indiv. Giving	Tammie	$ 1,000	$ 500	$ -		$ 1,000	$ 1,000	
40015 STC Conference Share	Tammie	$ 9,644	$ 8,000	$ 6,347	$ 4,350	$ 9,997	$ 10,000	
40611 Disaster Response	Tammie		$ 100	$ -	$ 58	$ -	$ 100	
40025 Leadership Evaluations	Brea	$ 7,120	$ 8,000	$ 1,850	$ 6,500	$ 3,850	$ 8,000	
40035 Undesig Investment Earnings	Tammie	$ 16,000	$ 16,000	$ 8,000	$ 8,000	$ -	$ 9,000	
40036 Staff Travel (Reimb/Honoraria)	Tammie	$ 800	$ 500	$ 1,059	$ 292	$ 1,609	$ 1,500	
40040 Misc. Income	Tammie	$ 16,567	$ 1,000	$ 10,364	$ 583	$ 22,553	$ 1,000	
Schuylkill Assn for Locust Lake	Tammie	$ 2,750	$ 2,750	$ 3,350	$ 2,750	$ 2,750	$ 3,350	
40050 Interest Income	Tammie	$ 23,562	$ 19,000	$ 3,070	$ 11,083	$ 40,031	$ 20,000	
TOTAL-CONF. GENERAL INCOME		**$ 901,891**	**$ 904,532**	**$ 444,491**	**$ 471,203**	**$ 892,550**	**$ 880,950**	
CONFERENCE PROGRAMS								
40105 Desig. Investment Earnings	Tammie	$ 4,006	$ 25,311	$ 19,567	$ 12,656	$ 1,481	$ 35,819	
40110 All Saints Offering	Tammie	$ 3,658	$ 5,200	$ 1,723	$ 647	$ 4,876	$ 3,500	
40132 Grants - New Church Dev	Tammie			$ -		$ -		
40135 Pastoral Excellence	Sharon	$ 6,394	$ 11,500	$ 11,833	$ 6,708	$ 13,728	$ 15,000	
40138 Leadership Development	Sharon	$ 2,940	$ 2,400	$ 2,530	$ 1,400	$ 2,570	$ 6,000	
40139 Spiritual Life Ministry	Sue W	$ 5,355	$ 3,900	$ 2,615	$ 3,400	$ 4,515	$ 3,500	
Ventures	June	$ 4,035	$ 4,000	$ -		$ 3,875	$ 3,500	
40162 Revitalization program	Tammie			$ -				
40165 Conference Mtgs. (2)	Sue C	$ 45,496	$ 50,150	$ 38,220	$ 47,300	$ 42,880	$ 44,850	
40170 Gen. Synod	Sue C	$ 8,061		$ -		$ 117	$ 1,000	
40175 Clergy Convocation	Nick	$ 19,761	$ 18,000	$ 26,969	$ 18,000	$ 28,901	$ 30,000	
40180 Church New Website Support	Sue C			$ -		$ -		
TOTAL-CONFERENCE PROGRAM		**$ 99,707**	**$ 120,461**	**$ 103,457**	**$ 90,111**	**$ 102,943**	**$ 143,169**	
TOTAL -GEN OPER FUND INCOME		**$ 1,001,599**	**$ 1,024,993**	**$ 547,948**	**$ 561,314**	**$ 995,494**	**$ 1,024,119**	

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YOUTH & YNG ADULT MIN.								
YOUTH PROGRAM								
40220 Youth Events	Kim B	$ 9,930	$ 7,000	$ 5,076	$ 3,500	$ 9,246	$ 7,000	
Young Adults	John						$ -	
TOTAL-YOUTH PROGRAM		**$ 9,930**	$ 7,000	**$ 5,076**	**$ 3,500**	**$ 9,246**	**$ 7,000**	
TOTAL-ALL CONF. INCOME		**$ 1,011,529**	**$ 1,031,993**	**$ 553,024**	**$ 564,814**	**$ 1,004,740**	**$ 1,031,119**	
105 - OCWM NATIONAL COMMITMENT								
51099 OCWM National Directed	Tammie	$ 5,675	$ 4,000	$ -	$ 2,333	$ 5,675	$ 4,000	
51100 OCWM Conference Directed	Tammie	$ 80,525	$ 80,868	$ 49,506	$ 47,173	$ 79,750	$ 78,700	
TOTAL - OCWM NATIONAL		**$ 86,200**	**$ 84,868**	**$ 49,506**	**$ 49,506**	**$ 85,425**	**$ 82,700**	**10% of total**
110 - CONFERENCE OFFICE								
STAFF MINISTRIES								
HUMAN RESOURCES								
51110 Professional Staff-Clergy	Tammie	$ 196,932	$ 201,164	$ 116,062	$ 117,346	$ 202,747	$ 206,202	
Bonus			$ 1,000					
51120 Support Staff-Admin	Tammie	$ 177,937	$ 184,440	$ 102,957	$ 107,590	$ 179,576	$ 185,104	
Bonus			$ 1,000					
TOTAL - HUMAN RESOURCES		**$ 374,869**	**$ 387,604**	**$ 219,018**	**$ 224,936**	**$ 382,324**	**$ 391,306**	
BENEFITS								
51205 Employer Fica / Medic. Expense	Tammie	$ 13,710	$ 14,186	$ 7,876	$ 8,275	$ 13,738	$ 14,160	
51210 FICA/Med. Reimbursement-Clergy	Tammie	$ 15,065	$ 15,465	$ 8,879	$ 9,021	$ 14,882	$ 15,774	
51215 Health/Dental Insurance-Clergy	Tammie	$ 32,481	$ 23,410	$ 17,604	$ 11,705	$ 25,724	$ 24,000	
51216 Health/Dental - Admin	Tammie	$ 31,602	$ 33,682	$ 26,839	$ 17,077	$ 34,336	$ 36,000	
51220 Pension-Clergy	Tammie	$ 27,392	$ 28,303	$ 21,123	$ 14,152	$ 28,060	$ 28,869	
51221 Pension- Admin	Tammie	$ 13,622	$ 13,952	$ 10,370	$ 6,976	$ 13,775	$ 14,172	
51230 Other Benefits (Life Ins.)-Clergy	Tammie	$ 2,935	$ 3,032	$ 2,263	$ 1,516	$ 3,006	$ 3,093	
51231 Other Benefits(life ins) Admin	Tammie	$ 1,460	$ 1,495	$ 1,111	$ 748	$ 1,476	$ 1,518	
51232 Vision benefits for staff	Tammie	$ 879	$ 879	$ 879	$ 879	$ 879	$ 815	

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Sabbatical Expense	Bill	$ 1,200	$ 1,200	$ 1,200	$ 1,200	$ 1,200	$ 1,200
51234 Cont. Ed. - Admin Staff	Tammie	$ 851	$ 3,000	$ 529	$ 1,750	$ 745	$ 3,000
51235 Cont. Ed. - Clergy Staff	Tammie	$ 1,956	$ 3,000	$ 735	$ 1,750	$ 2,452	$ 3,000
TOTAL-BENEFITS EXPENSE		**$ 143,153**	**$ 141,604**	**$ 99,407**	**$ 75,049**	**$ 140,274**	**$ 145,601**
TOTAL-HUMAN RESOURCE EXP.		**$ 518,023**	**$ 529,208**	**$ 318,426**	**$ 299,984**	**$ 522,598**	**$ 536,907**
MISC. OFFICE EXP.							
51305 Staff Travel	Tammie	$ 13,259	$ 17,500	$ 5,495	$ 10,208	$ 11,089	$ 12,000
51307 Hospitality	Tammie	$ 1,527	$ 2,500	$ 191	$ 1,458	$ 1,317	$ 2,000
51310 Staff Registration & Fees	Tammie	$ 435	$ 1,000	$ 414	$ 700	$ 414	$ 500
51315 Meeting Expenses	Tammie	$ 173	$ 1,500	$ -	$ 875	$ 75	$ 500
51350 Consultation/Stipend Staff	Tammie	$ 1,104	$ 1,500	$ -	$ 1,104	$ -	$ 1,500
51405 Conf. Minister Discretionary Fund	Tammie	$ 2,025	$ 5,300	$ 1,107	$ 3,092	$ 2,827	$ 3,000
51408 Ecumenical/Interfaith Mnstries-Partr	Bill	$ 2,469	$ 3,000	$ 4,716	$ 1,750	$ 5,216	$ 3,000
51410 Council of Conf. Ministers Dues	Tammie	$ 6,935	$ 7,000	$ 6,867	$ 7,000	$ 6,867	$ 7,000
52340 COCM Event/AM21	Brea	$ 1,129	$ 6,200	$ 652	$ 3,100	$ 1,262	$ 1,000
51415 Administrative	Tammie	$ 4,189	$ 1,500	$ 198	$ 875	$ 4,175	$ 1,500
TOTAL - OFFICE PERS / MISC. EXP.		**$ 551,268**	**$ 576,208**	**$ 338,066**	**$ 330,146**	**$ 555,841**	**$ 568,907**
BUILDING & GROUNDS							
UTILITIES							
53025 Rent Expense	Tammie	$ 38,649	$ 39,421	$ 26,173	$ 22,901	$ 39,162	$ 40,210
TOTAL-UTILITIES EXP.		**$ 38,649**	**$ 39,421**	**$ 26,173**	**$ 22,901**	**$ 39,162**	**$ 40,210**
MAINTENANCE							
53110 Building	Tammie	$ 2,700	$ 2,800	$ 1,335	$ 1,335	$ 2,875	$ 2,900
53120 Equipment	Tammie		$ 500	$ -	$ 292	$ -	$ -
53122 Prop., Liab. & Workers' Comp Ins.	Tammie	$ 7,072	$ 5,000	$ 2,730	$ 1,200	$ 4,721	$ 5,000
53125 Other Maint. Exp.	Tammie		$ 500	$ -	$ 292	$ -	$ -
TOTAL-MAINTENANCE EXP.		**$ 9,772**	**$ 8,800**	**$ 4,065**	**$ 3,118**	**$ 7,596**	**$ 7,900**
TOTAL-OFFICE OVERHEAD EXP		**$ 48,421**	**$ 48,221**	**$ 30,238**	**$ 26,019**	**$ 46,758**	**$ 48,110**

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OFFICE EXPENSES							
53205 Mailing	Tammie	$ 1,225	$ 1,500	$ 999	$ 875	$ 1,005	$ 1,200
53215 Office	Tammie	$ 4,964	$ 5,000	$ 1,738	$ 2,917	$ 4,221	$ 4,500
53225 Telephone	Tammie	$ 7,671	$ 8,000	$ 4,353	$ 4,667	$ 7,803	$ 8,000
53230 Equip. Leases	Tammie	$ 7,374	$ 7,000	$ 5,085	$ 3,978	$ 7,742	$ 7,800
TOTAL-OFFICE EXP.		**$ 21,234**	**$ 21,500**	**$ 12,175**	**$ 12,437**	**$ 20,771**	**$ 21,500**
CONF. ADMINISTRATIVE EXPENSES							
53510 Conference Mtgs. (2)	Sue	$ 44,798	$ 49,620	$ 37,467	$ 47,300	$ 41,481	$ 44,850
53520 Gen. Synod (Synod City)	Sue	$ 37,181	$ 26,000	$ -	$ 26,000	$ 807	$ 26,400
Youth at General Synod	Tammie	$ 9,903	$ 2,000	$ -	$ 2,000	$ 1,344	$ 3,000
53600 Consistory Mtgs	Bill	$ 1,770	$ 600	$ 5,296	$ 350	$ 5,396	$ 1,800
53610 MARC Expenses	Brea	$ 1,117	$ 1,950	$ 1,159	$ 1,000	$ 1,159	$ 1,250
53655 Audit Expenses	Tammie	$ 7,500	$ 8,200	$ 8,200	$ 8,200	$ 8,200	$ 8,200
53670 Legal Expenses	Tammie		$ 2,500	$ -		$ -	$ 1,500
53675 Retirees' Health Subsidy	Tammie	$ 7,434	$ 7,269	$ 4,354	$ 3,885	$ 6,422	$ 6,085
053680 Doghramji Severance Package	Tammie	$ 8,115	$ 8,617	$ 6,248	$ 4,309	$ 8,277	$ 8,520
53681 Staff Development	Bill	$ 1,003	$ 3,750	$ 2,429	$ 3,750	$ 2,429	$ 2,500
53685 Misc. Expense	Tammie	$ 2,973	$ 2,500	$ 1,021	$ 1,458	$ 3,500	$ 3,000
TOTAL-CONF. ADMINISTRATIVE EXP		**$ 121,794**	**$ 113,006**	**$ 66,174**	**$ 98,252**	**$ 79,015**	**$ 107,105**
CONF. SUPPORTED MINISTRIES							
54010 Justice and Witness	Bill		$ 2,000	$ -	$ 1,167	$ -	$ 1,000
54013 Bethany Children's Home	Tammie	$ 3,000	$ 3,500	$ 3,500	$ 3,500	$ 3,500	$ 3,500
54015 Lancaster Theological Seminary	Tammie	$ 5,000	$ 5,000	$ 5,000	$ 5,000	$ 5,000	$ 5,000
54020 Locust Lake	Tammie	$ 2,750	$ 2,750	$ 3,350	$ 2,750	$ 3,350	$ 3,350
54022 Disaster Response Ministries	Tammie	$ 6,790	$ 2,486	$ 5,253	$ 1,450	$ 10,644	$ 2,672
54035 Evangelical & Reformed Historical S	Tammie	$ 3,075	$ 3,000	$ 3,000	$ 3,000	$ 3,075	$ 3,000
54025 Interfaith Center of Greater Phila	Tammie	$ 1,700	$ 2,000	$ 2,000	$ 2,000	$ 2,000	$ 2,000
54030 PA Council of Churches	Tammie	$ 3,000	$ 3,000	$ 3,000	$ 3,000	$ 3,000	$ 3,000
54031 Home for the Aged	Tammie		$ 7,100	$ 6,093	$ 7,100	$ 6,093	$ 6,100
Ursinus Campus Ministry	Tammie		$ 894	$ 713	$ 894	$ 713	$ 1,481
54032 Bethany Children's Home Cap Cam	Tammie/C	$ 1,000		$ -			$ -
TOTAL-CONF. SUPP. MINIS.		**$ 26,315**	**$ 31,730**	**$ 31,910**	**$ 29,861**	**$ 37,375**	**$ 31,103**

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TOTAL-ALL CONF OPERATIONS		**$ 217,764**	**$ 214,457**	**$ 140,497**	**$ 166,569**	**$ 183,918**	**$ 207,818**
130 - CHURCH DEV. & STEW. MIN.							
CHURCH DEVLP. PROG. EXP							
54011 Materials & Resources	Tammie	$ 1,947	$ 3,500	$ 1,847	$ 2,875	$ 1,897	$ 2,000
54016 Congregational Development	Cean	$ 16,400	$ 3,300	$ 33,467	$ 1,925	$ 34,867	$ 3,300
54021 Revitalization Program	Sharon	$ 452	$ 5,000	$ 4,000	$ 2,917	$ 4,000	$ 5,000
54026 Search and Call Resources	Sharon	$ 109	$ 500	$ 261	$ 292	$ 365	$ 500
54120 UCC Resources	Tammie	$ 112	$ 100	$ 261	$ 58	$ 374	$ 500
TOTAL CHURCH DEV. PROG. EXP		**$ 19,021**	**$ 12,400**	**$ 39,835**	**$ 8,067**	**$ 41,502**	**$ 11,300**
135 - CLERGY DEVELOPMENT MINISTRIES							
54005 Clergy Convocation	Nick	$ 20,532	$ 18,000	$ 30,746	$ 17,500	$ 31,246	$ 30,000
54017 Student Grant Assistance	Brea	$ 4,250	$ 5,000	$ 3,000	$ 2,500	$ 5,000	$ 4,904
54024 Student & New Pastor Events	Sharon	$ 345	$ 2,500	$ -	$ 500	$ 94	$ 500
54023 MID Academy	Bill		$ 6,100	$ 5,659	$ 6,100	$ 5,659	$ 6,000
54027 Psychological/Vocational Assessme	Brea	$ 10,009	$ 12,000	$ 3,000	$ 7,000	$ 8,500	$ 12,000
54031 Church & Min. Consultation	Sharon	$ 300	$ 1,000	$ -	$ 1,000	$ -	$ 1,000
54036 Retirees' Event	Bill	$ 1,060	$ 1,200	$ -	$ -	$ -	$ 3,875
54040 Spiritual Life Ministries	Sue W	$ 2,745	$ 6,100	$ 165	$ 3,558	$ 2,310	$ 5,500
Men's Retreat	Bill	$ 400	$ 5,500	$ 24		$ 424	$ 3,250
Women's Retreat	Angelee	$ 4,741	$ 5,500	$ 4,799	$ 5,500	$ 4,799	$ 3,250
Ventures	June	$ 3,837	$ 5,000	$ -		$ 3,837	$ 4,500
54050 Recognition Materials	Brea	$ 374	$ 1,200	$ 100	$ 700	$ 201	$ 750
54052 Interim Ministry Training expense	Sharon	$ 121	$ 1,500	$ -	$ -	$ -	$ 1,500
54053 PA Academy of Ministry	Sharon	$ 2,000	$ 2,000	$ 2,000	$ 2,000	$ 2,000	$ 2,000
54055 Leadership Development	Sharon/Bil	$ 3,946	$ 3,150	$ 4,150	$ 1,838	$ 4,410	$ 16,150
54060 Pastoral Excellence	Sharon	$ 6,914	$ 13,000	$ 10,103	$ 13,000	$ 14,016	$ 15,900
TOTAL CLERGY DEV MIN EXP		**$ 61,574**	**$ 88,750**	**$ 63,747**	**$ 61,196**	**$ 82,496**	**$ 111,079**
PROGRAM EXPENSES							
54105 Equipment Purchase	Sue	$ 4,244	$ 5,000	$ 370	$ 2,917	$ 2,159	$ 4,000

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54110 Network Mgmt & Tech Support	Sue	$ 10,575	$ 12,400	$ 2,851	$ 5,145	$ 9,598	$ 11,500
54115 Local Church Support	Sue			$ -		$ -	
54121 Maintenance & Repair	Sue		$ 500	$ -	$ 292	$ -	$ -
54123 Web & Online Services	Sue	$ 5,883	$ 3,500	$ 1,231	$ 2,042	$ 3,984	$ 4,000
54126 Software	Sue	$ 6,102	$ 6,500	$ 3,454	$ 3,792	$ 4,966	$ 6,515
TOTAL-COMM. MIN PROG EXP		**$ 26,805**	**$ 27,900**	**$ 7,906**	**$ 14,187**	**$ 20,708**	**$ 26,015**
170 - YOUTH MINISTRIES							
YOUTH & YOUNG ADULT MINISTRIES							
YOUTH PROGRAM EXPENSES							
51326 Young Adult Outreach	John		$ 1,500	$ -	$ 875	$ -	$ 1,500
51345 Youth programming	John	$ 15,593	$ 14,000	$ 8,099	$ 7,000	$ 15,129	$ 14,000
51411 Youth Events Wider Church-NYE 20	John		$ 6,000	$ 6,000	$ 6,000	$ 6,000	$ 6,000
MARYE 2022	John	$ 1,000	$ 1,500	$ 6,541	$ 1,500	$ 7,541	$ 1,800
TOTAL-YOUTH PROGRAM EXP		**$ 16,593**	**$ 23,000**	**$ 20,640**	**$ 15,375**	**$ 28,670**	**$ 23,300**
TOTAL ALL EXPENSES		**$ 979,224**	**$ 1,027,583**	**$ 660,197**	**$ 645,045**	**$ 998,560**	**$ 1,031,119**
TOTAL-ALL INC. OVER / UND. EXP.		**$ 32,304**	**$ 4,410**	**$ (107,173)**	**$ (80,232)**	**$ 6,180**	**$ -**

Approved 2018 Budget	1,027,583.00
Decrease in OCWM giving	(2,168.00)
Increased human resources exp	7,699.00
Decreased Office Exp	(21,639.00)
Increased programming (net)	19,644.00
	1,031,119.00
Proposed 2019 Budget	1,031,119.00