

Account #/Description	Budget Prepared by	2023 Actual Final	2024 Approved Budget	Prior 12 month period thru 03/31/2024	2025 Proposed Budget	
005 - GEN. OPERATING FUND INC. CONFERENCE GEN. INCOME						
40002 OCWM Regular	Tammie	\$ 691,222	\$ 700,000	\$ 682,001	\$ 671,351	
40003 OCWM Conference Direct Contrib.	Tammie	\$ 25,267	\$ 20,000	\$ 22,401	\$ 24,509	
40008 OCWM National Direct Contrib.	Tammie	\$ 4,250	\$ 4,000	\$ 4,250	\$ 4,120	
40013 Conf. Indiv. Giving	Tammie	\$ 11,032	\$ 10,000	\$ 11,854	\$ 12,000	based on current history
OCWM - TOTAL CONTRIBUTIONS		\$ 731,771	\$ 734,000	\$ 720,506	\$ 711,980	3% reduction
40013 Conf. Indiv. Giving-Other	Tammie	\$ -	\$ 1,000	\$ -	\$ -	
40015 STC Conference Share	Tammie	\$ 12,291	\$ 12,500	\$ 12,709	\$ 12,700	based on prior 12 months
40611 Disaster Response	Tammie	\$ 1,029	\$ 4,000	\$ 1,279		based on current history
Disaster Grants	Tammie	\$ 47,675		\$ 97,675		
40025 Psychological/Vocational Assessme	Brea	\$ 3,895	\$ 4,800	\$ 3,895	\$ 4,800	2/3 full cost
40036 Staff Travel (Reimb/Honoraria)	Tammie	\$ 2,905	\$ 2,500	\$ 3,405	\$ 3,500	based on prior 12 months
40040 Misc. Income	Tammie	\$ 337,979	\$ 17,500	\$ 539,473	\$ 13,500	Equip draw \$10k, IT draw \$2500, \$1000 mentoring
church closure income (net)	Tammie	\$ 77,660		\$ (45,220)		
Schuylkill Assn for Locust Lake	Tammie	\$ 4,070	\$ 3,500	\$ 4,070		based on 2023
40050 Interest Income-Inv Earnings	Tammie	\$ 35,576	\$ 19,050	\$ 35,331	\$ 30,000	
TOTAL-CONF. GENERAL INCOME		\$ 1,254,851	\$ 798,850	\$ 1,373,123	\$ 776,480	
CONFERENCE PROGRAMS						
40105 Endowment Draw	Tammie	\$ 43,619	\$ 47,859	\$ 43,619	\$ 102,173	7% of 3 yr average (+Goldbeck Trust_ \$9000)
40110 All Saints Offering	Tammie	\$ 6,499	\$ 6,500	\$ 5,520	\$ 5,500	based on prior 12 months
40135 Pastoral Excellence	Kevin	\$ 15,409	\$ 16,000	\$ 14,859	\$ 16,000	PE-\$600 scholarships
40138 Leadership Development	Kevin	\$ 10,153	\$ 4,300	\$ 10,983	\$ -	Bound Train\$ 2700, Div Training \$1600, Lay Training
40139 Spiritual Life Ministry		\$ 348	\$ 2,000	\$ 338	\$ -	WWG, Quiet Days
Men's Retreat	Bill	\$ 3,675	\$ 2,300	\$ 3,675	\$ -	
Women's Retreat	Tammie	\$ 2,910	\$ 2,800	\$ 2,480	\$ -	
40165 Conference Mtgs. (2)	Sue C	\$ 30,995	\$ 41,500	\$ 30,995	\$ -	\$40000 Spring/\$1500 Fall
40170 Gen. Synod	Sue C	\$ 7,491	\$ -	\$ 6,614	\$ 2,500	Income from Natl -2025
40175 Clergy Convocation	Sue C	\$ 38,927	\$ 40,000	\$ 39,456	\$ -	saly
				\$ -	\$ -	
TOTAL-CONFERENCE PROGRAM		\$ 160,026	\$ 163,259	\$ 158,539	\$ 126,173	
TOTAL -GEN OPER FUND INCOME		\$ 1,414,877	\$ 962,109	\$ 1,531,662	\$ 902,653	
YOUTH & YNG ADULT MIN. YOUTH PROGRAM						
40220 Youth Events	Kim B		\$ 7,000	\$ -	\$ -	
Young Adults	John				\$ -	
TOTAL-YOUTH PROGRAM		\$ -	\$ 7,000	\$ -	\$ -	
TOTAL-ALL CONF. INCOME		\$ 1,414,877	\$ 969,109	\$ 1,531,662	\$ 902,653	

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105 - OCWM NATIONAL COMMITMENT						
51099 OCWM National Directed	Tammie		\$ 4,000	\$ -	\$ -	
51100 OCWM Conference Directed	Tammie	\$ 76,510	\$ 69,400	\$ 75,734	\$ 71,198	
TOTAL - OCWM NATIONAL		\$ 76,510	\$ 73,400	\$ 75,734	\$ 71,198	10% of total collected
110 - CONFERENCE OFFICE STAFF MINISTRIES HUMAN RESOURCES						
51110 Professional Staff-Clergy	Personnel	\$ 228,112	\$ 240,526	\$ 227,103	\$ 247,741	CM, ACM, ACM
51120 Support Staff-Admin	Personnel	\$ 214,796	\$ 217,778	\$ 220,970	\$ 224,320	Lay staff
51125 Support Staff-IT Consultant	Personnel	\$ 3,799	\$ 2,500	\$ 3,637	\$ 2,500	IT work
TOTAL - HUMAN RESOURCES		\$ 446,707	\$ 460,804	\$ 451,710	\$ 474,561	
BENEFITS						
51205 Employer Fica / Medic. Expense	Tammie	\$ 16,841	\$ 17,165	\$ 17,301	\$ 17,352	per Tammie
51210 FICA/Med. Reimbursement-Clergy	Tammie	\$ 26,388	\$ 20,182	\$ 26,888	\$ 20,734	per Tammie
51215 Health/Dental Insurance-Clergy	Tammie	\$ 38,429	\$ 39,598	\$ 46,104	\$ 41,565	per Tammie (Ordained staff) 7% inc
51216 Health/Dental - Admin	Tammie	\$ 31,752	\$ 23,538	\$ 28,372	\$ 29,503	Lay staff
51220 Pension-Clergy	Tammie	\$ 32,695	\$ 33,674	\$ 32,939	\$ 34,684	Ordained staff
51221 Pension- Admin	Tammie	\$ 16,419	\$ 16,912	\$ 16,542	\$ 17,419	Lay staff
51230 Other Benefits (Life Ins.)-Clergy	Tammie	\$ 3,439	\$ 3,608	\$ 3,466	\$ 3,717	Ordained staff
51231 Other Benefits(life ins) Admin	Tammie	\$ 1,759	\$ 1,812	\$ 1,773	\$ 1,866	Lay staff
51232 Vision benefits for staff	Tammie	\$ 896	\$ 987	\$ -	\$ 987	All staff
Sabbatical Expense	Bill	\$ 1,200	\$ 1,200	\$ 1,200	\$ 1,200	Savings
51234 Cont. Ed. - Admin Staff	Tammie	\$ 1,217	\$ 2,000	\$ 1,617	\$ 2,000	\$500 each
51235 Cont. Ed. - Clergy Staff	Tammie	\$ 2,473	\$ 2,500	\$ 2,378	\$ 2,500	\$1000 each CM, ACM, \$500 PT ACM
TOTAL-BENEFITS EXPENSE		\$ 173,508	\$ 163,176	\$ 178,580	\$ 173,527	
TOTAL-HUMAN RESOURCE EXP.		\$ 620,215	\$ 623,980	\$ 630,290	\$ 648,088	
MISC. OFFICE EXP.						
51305 Staff Travel	Tammie	\$ 6,428	\$ 7,700	\$ 5,239	\$ 6,500	
51307 Hospitality	Tammie	\$ 664	\$ 1,500	\$ 664	\$ 1,000	
51310 Staff Registration & Fees	Tammie	\$ -	\$ -	\$ -	\$ -	dues
51315 Meeting Expenses	Tammie	\$ 25	\$ 200	\$ -	\$ -	other mtgs held elsewhere
51350 Consultation/Stipend Staff	Tammie	\$ -	\$ -	\$ -	\$ -	STC promotion expenses \$1125
51405 Conf. Minister Discretionary Fund	Bill	\$ 7,219	\$ 3,000	\$ 4,651	\$ -	
51408 Ecumenical/Interfaith Mnstries-Part	Bill	\$ -	\$ 1,500	\$ -	\$ 1,500	
51410 Council of Conf. Ministers Dues	Tammie	\$ 6,787	\$ 7,866	\$ 6,786	\$ 7,667	per Tammie-based on proj from CCM
52340 COCM Event/AM21	Bill	\$ 675	\$ 1,750	\$ 475	\$ 1,750	
51415 Administrative	Tammie	\$ 6,929	\$ 6,000	\$ 6,860	\$ 6,900	Misc
TOTAL - OFFICE PERS / MISC. EXP.		\$ 648,942	\$ 653,496	\$ 654,965	\$ 673,405	
BUILDING & GROUNDS UTILITIES						

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53025 Rent Expense	Tammie	\$ 24,000	\$ 24,000	\$ 24,000	\$ 24,000	
TOTAL-UTILITIES EXP.		\$ 24,000	\$ 24,000	\$ 24,000	\$ 24,000	
MAINTENANCE						
53110 Building	Tammie	\$ 2,355	\$ 2,500	\$ 2,470	\$ 2,500	Janitor, supplies
53120 Equipment	Tammie	\$ -	\$ -	\$ -	\$ -	Equipment repair
53122 Prop., Liab. & Workers' Comp Ins.	Tammie	\$ 5,828	\$ 7,500	\$ 2,327	\$ 5,000	liability & WC
53125 Other Maint. Exp.	Tammie	\$ 3,969	\$ -	\$ 3,969	\$ -	
TOTAL-MAINTENANCE EXP.		\$ 12,152	\$ 10,000	\$ 8,766	\$ 7,500	
TOTAL-OFFICE OVERHEAD EXP		\$ 36,152	\$ 34,000	\$ 32,766	\$ 31,500	
OFFICE EXPENSES						
53205 Mailing	Tammie	\$ 1,040	\$ 1,500	\$ 1,040	\$ 1,200	
53215 Office	Tammie	\$ 2,733	\$ 2,500	\$ 2,916	\$ 3,000	office/kitchen supplies
53225 Telephone	Tammie	\$ 10,686	\$ 12,156	\$ 10,465	\$ 11,000	cell phones \$80/mth; Comcast \$256/mth; Star2Star \$197/mth
53230 Equip. Leases	Tammie	\$ 4,929	\$ 4,950	\$ 4,956	\$ 4,950	PB \$99.27/qr. Edwards \$364/mth
TOTAL-OFFICE EXP.		\$ 19,388	\$ 21,106	\$ 19,377	\$ 20,150	
CONF. ADMINISTRATIVE EXPENSES						
53510 Conference Mtgs. (2)	Sue	\$ 25,935	\$ 41,500	\$ 17,659	\$ -	40000 Spring/\$1500 Fall
53520 Gen. Synod (Synod City)	Sue	\$ 46,816	\$ 23,250	\$ 16,454	\$ 23,250	\$xxx per personx32 dele+3 staff
Youth at General Synod	Tammie	\$ -	\$ -	\$ -	\$ -	+2 br cauc ?
53600 Consistory	Bill	\$ 549	\$ 1,050	\$ 549	\$ 600	speaker fee/food/gifts
53610 MARC Expenses	Bill	\$ 3,015	\$ 2,000	\$ 3,015	\$ 3,000	3 CMs
53655 Audit Expenses	Tammie	\$ 14,840	\$ 12,000	\$ 14,840	\$ 12,000	2022 audit
53670 Legal Expenses	Bill	\$ (368)	\$ 5,200	\$ 44,608	\$ 5,200	Conf lawyer
53675 Retirees' Health Subsidy	Tammie	\$ 4,006	\$ 3,819	\$ 3,904	\$ 4,021	\$22/mth+\$296.25/mth Sweinhart
53680 Doghramji Severance Package	Tammie	\$ 2,701	\$ -	\$ 933	\$ -	
53681 Staff Development	Bill	\$ 3,083	\$ 2,400	\$ 2,712	\$ 2,400	Staff Development
53685 Misc. Expense	Tammie	\$ 1,908	\$ 3,200	\$ 1,324	\$ 1,500	Vanco, etc
TOTAL-CONF. ADMINISTRATIVE EXP		\$ 102,485	\$ 94,419	\$ 105,998	\$ 51,971	
CONF. SUPPORTED MINISTRIES						
54010 Justice and Witness	Bill	\$ 3,004	\$ 3,000	\$ 3,004	\$ 3,000	(3 initiatives- \$1000 ea)(Add Tskc req \$300)
54013 Bethany Children's Home	Tammie	\$ 4,579	\$ 3,500	\$ 4,579	\$ 3,500	saly
54015 Lancaster Theological Seminary	Tammie	\$ 3,500	\$ 3,500	\$ 3,500	\$ 3,500	saly
54020 Locust Lake	Tammie	\$ 4,070	\$ 3,500	\$ 4,070	\$ -	Schuylkill Assn churches collect-pass through
54022 Disaster Response Ministries	Tammie	\$ 37,769	\$ 4,000	\$ 55,487	\$ 1,000	\$276 national emergencies
54035 Evangelical & Reformed Historical S	Tammie	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	Archives-saly
54025 Interfaith Center of Greater Phila	Tammie	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	saly
54030 PA Council of Churches	Tammie	\$ 3,000	\$ 3,000	\$ 3,000	\$ 3,000	saly
54031 Home for the Aged	Tammie	\$ 8,842	\$ 9,000	\$ 6,544	\$ 9,000	Goldbeck Trust
54053 Misc Donations		\$ -	\$ -	\$ 10,000	\$ -	GPCA In memory of WC
Ursinus Campus Ministry	Tammie	\$ 608	\$ 1,242	\$ 608	\$ 1,216	per endow draw (\$656 minority students)
TOTAL-CONF. SUPP. MINIS.		\$ 69,372	\$ 34,742	\$ 94,792	\$ 28,216	

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TOTAL-ALL CONF OPERATIONS		\$ 227,397	\$ 184,267	\$ 252,933	\$ 131,837	
130 - CHURCH DEV. & STEW. MIN. CHURCH DEVL P. PROG. EXP						
54011 Materials & Resources	Kevin	\$ 95	\$ 2,100	\$ 153	\$ 250	Mission Insite
54016 Congregational Development	Cean	\$ 3,527	\$ 3,300	\$ 8,612	\$ 3,300	CJ budget-\$6100 new ministries
54021 Revitalization Program	Tammie	\$ -	\$ 1,000	\$ -	\$ 2,500	New church start/clergy coaching \$1k/Generosity Team \$1500
54026 Search and Call Resources	Kevin	\$ 54	\$ 200	\$ 180	\$ 200	new items
54120 UCC Resources	Tammie	\$ 261	\$ 300	\$ 140	\$ 300	Stewardship materials & other
TOTAL CHURCH DEV. PROG. EXP		\$ 3,937	\$ 6,900	\$ 9,085	\$ 6,550	
135 - CLERGY DEVELOPMENT MINISTRIES						
54005 Clergy Convocation	Tammie	\$ 39,376	\$ 40,000	\$ 39,748	\$ -	per prior year
54017 Student Grant Assistance	Brea	\$ 1,000	\$ 1,500	\$ 1,000	\$ 1,500	
54024 Student & New Pastor Events	Kevin	\$ 342	\$ 500	\$ 342	\$ 500	MID/New pastors event
54023 MID Academy	Bill	\$ 1,650	\$ 2,400	\$ 1,650	\$ 1,700	MID Development
54027 Psychological/Vocational Assessment	Brea	\$ 6,742	\$ 7,200	\$ 6,742	\$ 7,200	\$1800 each (revenue is 2/3 of this)
54031 Church & Min. Consultation	Kevin	\$ 265	\$ 500	\$ 265	\$ 500	
54036 Retirees' Event	Bill	\$ -	\$ 1,000	\$ 10	\$ 1,000	per Bill (includes \$1000 in scholarships)
54040 Spiritual Life Ministries	Sue W	\$ 649	\$ 4,000	\$ 787		Quiet Days 0, WWG , Lenten Awakenings
Men's Retreat	Bill	\$ 5,166	\$ 3,800	\$ 5,166		
Women's Retreat	Team	\$ 3,227	\$ 4,300	\$ 2,715		
Ventures	June	\$ -	\$ -	\$ -	\$ -	Ventures
54050 Recognition Materials	Sue C	\$ 365	\$ 350	\$ 422	\$ 350	
54052 Interim Ministry Training expense	Kevin	\$ 155	\$ 1,500	\$ 155	\$ 200	
54055 Leadership Development	Kevin	\$ 6,149	\$ 5,720	\$ 5,293		Bnd Train \$2370/COM training \$300/\$250 Church closures/\$300 Diversity/\$250 Lay Leadership
54060 Pastoral Excellence	Kevin	\$ 12,918	\$ 16,200	\$ 12,721	\$ 16,200	\$600 Scholarships
TOTAL CLERGY DEV MIN EXP		\$ 78,004	\$ 88,970	\$ 77,016	\$ 29,150	
PROGRAM EXPENSES						
54105 Equipment Purchase	Sue C	\$ 5,691	\$ 12,000	\$ 5,206	\$ 10,000	audio, printers, mics
54110 Network Mgmt & Tech Support	Sue C	\$ 10,280	\$ 14,000	\$ 10,267	\$ 11,000	\$11000 NetSMART
54115 Local Church Support	Sue C	\$ -		\$ 5,000		Keystone working group
54121 Maintenance	Sue C	\$ -	\$ 250	\$ -	\$ -	
54123 Web & Online Services	Sue C	\$ 1,399	\$ 2,000	\$ 1,849	\$ 2,000	Google/Microsoft/Website support
54126 Software	Sue C	\$ 6,045	\$ 6,000	\$ 6,684	\$ 6,700	Barracuda backup 472/QB 2321 CRM Tutor \$750/Zoom \$400 & Elearning \$150
TOTAL-COMM. MIN PROG EXP		\$ 23,415	\$ 34,250	\$ 29,006	\$ 29,700	Vimeo (\$199), Adobe \$479, CC \$345, \$279 theeventcalendar, zoom \$320
170 - YOUTH MINISTRIES YOUTH & YOUNG ADULT MINISTRIES						

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YOUTH PROGRAM EXPENSES						
51326 Young Adult Outreach		\$ -	\$ -	\$ -	\$ -	Reduce to \$0 per JF
51345 Youth programming		\$ -	\$ 3,500	\$ -	\$ -	Fall/Spring
51411 Youth Events Wider Church-NYE		\$ -	\$ -	\$ -	\$ -	every 4 years 1/4 exp
MARYE		\$ -	\$ 3,500	\$ -	\$ -	1/4 cost
TOTAL-YOUTH PROGRAM EXP		\$ -	\$ 7,000	\$ -	\$ -	
TOTAL ALL EXPENSES		\$ 1,058,205	\$ 1,048,283	\$ 1,098,739	\$ 941,840	
TOTAL-ALL INC. OVER / UND. EXP.		\$ 356,672	\$ (79,174)	\$ 432,923	\$ (39,187)	

Transfer from savings to balance budget	\$ 39,187	Comparisons	2024	2025
	\$ -	Men/Women's Clergy Retreat \$3000	\$ 3,000.00	\$ -
		Lay leadership workshop \$2500	\$ 2,500.00	\$ -
		MID Academy \$2400	\$ 1,400.00	\$ 1,700.00
		Coaching \$1000	\$ 1,000.00	\$ 1,000.00
		Retiree Scholarship \$1000	\$ 1,000.00	\$ 1,000.00
		General Synod	\$ 23,250.00	\$ 23,250.00
		3 Social Justice Initiatives	\$ 3,000.00	\$ 3,000.00
		Generosity Team	\$ -	\$ 1,500.00

All programming (Clergy Convo, retreats, trainings will be funded by fees to programs
 3% salary increase for 2025 per consistory (\$15k), 7% increase for health insurance benefits, 1
 7% draw from endowments (7% max allowed by law, up from 3%)
 Includes \$23k for General Synod (could take these funds from savings)
 No conference minister discretionary spending (there is significant savings for this)