

	2010 Draft		2009 Approved*		% Change
Personnel		\$558,986		\$549,794	1.7%
<u>Cash Compensation (Salary/Housing/Equity)</u>		\$407,868		\$396,041	
<u>Interim Senior Pastor</u>		\$87,248		\$86,414	1.0%
Cash Compensation	\$84,998		\$84,164		
Equity	\$2,250		\$2,250		
<u>Pastor for Children, Youth, and Families</u>		\$67,383		\$65,565	2.8%
Cash Compensation	\$67,383		\$65,565		
<u>Pastor for Parish Life</u>		\$73,947		\$73,824	0.2%
Cash Compensation	\$71,947		\$71,824		
Equity	\$2,000		\$2,000		
<u>Director of Music</u>		\$36,967		\$36,242	2.0%
Salary	\$36,967		\$36,242		
<u>Assistant Director of Music/Organist</u>		\$25,591		\$25,090	2.0%
Salary	\$25,171		\$24,677		
Acting as Director	\$420		\$413		
<u>Substitute Organist</u>		\$1,200		\$1,200	0.0%
<u>Acting Office Administrator</u>		\$45,072		\$44,188	2.0%
Salary	\$45,072		\$44,188		
<u>Communications Administrative Assistant</u>		\$12,480		\$0	
Salary (\$15.00/hr for 16 hrs/wk)	\$12,480		\$0		
<u>Acting Administrative Assistant (\$12.24/20 hrs)</u>				\$12,730	
<u>Custodial Services</u>		\$41,534		\$39,402	5.4%
Head Custodian (\$18.02/hr for 24.23 hrs/wk)	\$22,705		\$20,674		
Custodian (\$14.15/hr for 24.23 hrs/wk)	\$17,829		\$16,228		
Extra Services	\$1,000		\$2,500		
<u>Bus Driver</u>		\$3,780		\$3,705	2.0%
Bus Driver (\$14.54/hr for 260 hrs/yr)	\$3,780				
<u>Child Care</u>		\$7,666		\$7,681	-0.2%
Nursery Care #1 (\$15.72 for 285 hrs/yr)	\$4,480		\$4,392		
Nursery Care #2 (\$14.00 for 199 hrs/yr)	\$2,786		\$2,889		
Extra Services (\$16.00 for 25 hrs)	\$400		\$400		
<u>Personnel Contingency</u>		\$5,000			
Extra Office or Other Hours	\$5,000				
<u>Property Manager (Contract)</u>		\$15,000		\$15,000	0.0%
<u>Reimbursements/Prof. Expenses/Cont.Educ.</u>		\$24,250		\$24,000	
Interim Senior Pastor	\$8,400		\$8,400		
Pastor CYF	\$6,200		\$6,200		
Pastor PL	\$6,200		\$6,200		
Director of Music	\$500		\$500		
Assistant Director of Music	\$200		\$200		
Staff Tuition/Development	\$2,750		\$2,500		
<u>Annuity</u>		\$40,527		\$39,780	
Pastors' annuities	\$38,095		\$37,479		
EKN annuity in lieu of health insurance	\$2,432		\$2,301		
<u>Health/Dental/Life Insurance</u>		\$43,314		\$49,330	
Health	\$33,396		\$39,039		
Dental	\$1,805		\$2,244		
Family Protection Plan	\$3,483		\$3,417		
Interim Sr. Pastor health per contract	\$4,630		\$4,630		
<u>Payroll Taxes and Payroll Services</u>		\$28,027		\$25,643	9.3%
Payroll Services (Paychex)	\$3,500		\$2,500		
Social Security Offset (pastors)	\$10,812		\$10,511		
Social Security/Medicare (non-pastoral)	\$13,716		\$12,632		

8-Oct-09	2010 Draft		2009 Approved*		% Change
Christian Education		\$13,300		\$13,300	0.0%
Educational Programs		\$6,000		\$4,600	
Children's Curriculum	\$2,500		\$2,000		
Youth Curriculum	\$1,000		\$1,000		
Adult Curriculum	\$1,000		\$500		
Supplies	\$1,000		\$900		
Safe Church	\$300				
Teacher Training	\$100		\$100		
Teacher Recognition	\$100		\$100		
Fellowship Programs		\$6,250		\$7,500	
Children's Special Progs	\$750		\$2,000		
Our Whole Lives	\$1,000				
Youth Programs	\$4,000		\$4,000		
Summer Programs	\$500		\$750		
Retreats	\$0		\$750		
Special Expenses		\$50		\$200	
Furniture	\$50				
Gospel Grams			\$200		
Confirmation		\$1,000		\$1,000	
Curriculum & Programs	\$500		\$500		
Gifts	\$500		\$500		
Council		\$500		\$500	0.0%
General Expenses		\$500		\$500	
Deacons		\$7,600		\$7,600	0.0%
Honoraria for guest preachers (3)		\$475		\$475	
Honoraria for Caring Ministry (2)		\$428		\$428	
Communion supplies + linen cleaning		\$238		\$238	
Sanctuary supplies		\$380		\$380	
Friendship Pad refills		\$119		\$119	
Easter/Christmas (printing special programs, palms, etc.)		\$855		\$855	
Hospitality expenses (coffee, punch supplies, cups, napkins etc.)		\$1,900		\$1,900	
Celebration expenses (sheet cakes, new member boutonnières, roses for newborns)		\$238		\$238	
Bulletin covers		\$1,140		\$1,140	
Confirmation books		\$475		\$475	
100 UCC booklets		\$214		\$214	
Audio system (tapes, disks, batteries)		\$190		\$190	
Upper Room subscriptions (regular, large print)		\$190		\$190	
Outreach		\$380		\$380	
Miscellaneous		\$380		\$380	
Finance		\$1,500		\$2,800	-46.4%
General Expenses				\$300	
Financial Software		\$1,000		\$800	
Computer Hardware				\$1,200	
Training for Financial Team		\$500		\$500	
Music		\$6,811		\$5,869	16.1%
Organ Preventative Maintenance		\$1,656		\$900	
Organ Repair		\$0		\$0	
Clarion Brass (Easter) (1/2)		\$1,733		\$1,568	
Soloists		\$1,900		\$1,900	
Piano Tuning		\$665		\$665	
Music Licensing		\$192		\$171	
Music Purchase		\$475		\$475	
Miscellaneous		\$190		\$190	
Social Action		\$2,945		\$2,945	0.0%
ONA		\$475		\$475	
Eco-Justice		\$570		\$570	
International/national		\$950		\$950	
NRCAT membership	\$285		\$285		
Ricardo Esquivia	\$475		\$475		
Events	\$190		\$190		
State		\$475		\$475	
Local		\$475		\$475	

8-Oct-09	2010 Draft		2009 Approved*		% Change	
Stewardship		\$800		\$800	0.0%	
General Expenses		\$800		\$800		
Annual Giving Campaign		\$750		\$750	0.0%	
General Expenses		\$750		\$750		
Pastoral Search		\$19,000		\$4,000	375.0%	
General Expenses		\$19,000		\$4,000		
Office		\$28,858		\$28,858	0.0%	
Email		\$600		\$600		
RS E-News	\$200		\$200			
Other Emails	\$400		\$400			
Postage		\$3,400		\$4,391		
RS Print News	\$1,500		\$2,000			
Other Postage	\$1,900		\$2,391			
Paper		\$3,541		\$5,250		
RS News	\$503		\$750			
Copy, Special, Etc	\$2,033		\$3,000			
Stationary, Envelopes	\$1,005		\$1,500			
Copier		\$13,817		\$11,617		
Lease, Service Plan	\$5,317		\$5,317			
Color Copies	\$4,500		\$3,500			
B/W Copies	\$3,000		\$2,100			
Property Tax	\$1,000		\$700			
Office Supplies		\$3,000		\$3,000		
Printer Supplies	\$1,500		\$1,500			
Other Supplies	\$1,500		\$1,500			
Leadership Supplies		\$4,500		\$4,000		
Properties		\$134,378		\$134,378	0.0%	
Property		\$33,725		\$33,725		
Computers		\$9,500		\$9,500		
Internet access		\$1,140		\$1,140		
Utilities		\$63,650		\$63,650		
Insurance		\$23,750		\$23,750		
Theft Losses & Misc		\$2,613		\$2,613		
OPERATING BUDGET		\$775,428		\$751,593	3.2%	
		% increase over 2009		3.17%		
Benevolences		21.69%	\$168,190	19.67%	\$147,870	13.7%
OCWM	\$107,346		\$94,377			
UCC and Other Benevolences	\$60,844		\$53,493			
Capital Improvements		\$15,000		\$10,000	50.0%	
General Expenses		\$15,000		\$10,000		
TOTAL EXPENSES		\$958,618		\$909,463	5.4%	
		% increase over 2009		5.40%		
INCOME		\$958,618		\$905,746	5.8%	
Pledges - 8.67% increase over 2009	\$662,868	69.15%	\$610,000	67.35%	8.7%	
Identified Gifts	\$40,000	4.17%	\$40,000	4.42%	0.0%	
Plate Offering	\$8,000	0.83%	\$8,000	0.88%	0.0%	
Facilities Usage	\$25,000	2.61%	\$25,000	2.76%	0.0%	
Interest	\$250	0.03%	\$250	0.03%	0.0%	
Miscellaneous Income	\$2,500	0.26%	\$2,500	0.28%	0.0%	
Endowment Interest	\$190,000	19.82%	\$175,000	19.32%	8.6%	
Cash Reserves	\$30,000	3.13%	\$30,000	3.31%	0.0%	
Special OCWM Offering	\$0		\$14,996			
BUDGET VARIANCE BETWEEN EXPENSES & INCOME		\$0		-\$3,717		

Operating Budget	24.50%	23.28%
Endowment Interest as % of Total Budget	19.82%	19.24%
Personnel as % of Operating Budget	72.09%	73.15%
Personnel as % of Total Budget	58.31%	60.45%
Benevolences as % of Operating Budget	21.69%	19.67%