

SALEM PRESBYTERY 2025 BUDGET		Presbytery Approved - 11/16/2024			
		2025 Proposed	2024 Amended	\$ Change	% Change
<b>REVENUE</b>					
	<sup>1</sup> Per Capita - Local Church Support	563,571	563,521	50	0.01%
	<sup>2</sup> Other Receipts	15,000	20,000	(5,000)	-25.00%
	<sup>3</sup> Investment Income	60,000	30,000	30,000	100.00%
	<sup>4</sup> Interest	17,485	19,860	(2,375)	-11.96%
	Reimbursement - El Buen	77,585	74,866	2,719	3.63%
	<sup>5</sup> EC Approved Use of Designated Reserves (10 months)	90,488	120,213	(29,725)	-24.73%
	Transfer from Campus Ministry Fund	-	5,000	(5,000)	-100.00%
	<sup>6</sup> Withdrawal from Undesignated Reserves	11,520	7,880	3,640	46.19%
	<b>TOTAL REVENUE</b>	<b>835,649</b>	<b>841,340</b>	<b>(5,691)</b>	<b>-0.68%</b>
<b>EXPENDITURES</b>					
	<b>CAMPUS MINISTRY</b>				
	<sup>7</sup> Campus Ministries	86,000	86,000	0	0.00%
	<b>Campus Ministry Total</b>	<b>86,000</b>	<b>86,000</b>	<b>0</b>	<b>0.00%</b>
	<b>SEND</b>				
	<sup>8</sup> Per Capita - General Assembly (% of assessment)	129,950	112,496	17,454	15.52%
	<sup>9</sup> Per Capita - Synod Mid-Atlantic (100%)	21,210	22,002	(792)	-3.60%
	NC Council of Churches	1,000	1,000	0	0.00%
	<b>Send Total</b>	<b>152,160</b>	<b>135,498</b>	<b>16,662</b>	<b>12.30%</b>
	<b>COMMITTEES/COUNCIL</b>				
	Committee on Ministry	8,100	8,100	0	0.00%
	Preparation for Ministry	7,535	7,535	0	0.00%
	Resource Center	1,320	1,320	0	0.00%
	<sup>10</sup> Presbyterian Youth Council (PYC)	-	4,000	(4,000)	-100.00%
	Comm on Representation	100	100	0	0.00%
	<b>Committees/Council Total</b>	<b>17,055</b>	<b>21,055</b>	<b>(4,000)</b>	<b>-19.00%</b>
	<b>ADMINISTRATION</b>				
	<sup>11</sup> <b>Compensation</b>				
	Salaries	273,406	269,640	3,766	1.40%
	Housing	25,750	25,000	750	3.00%
	Salary - SECA	7,959	6,146	1,813	29.50%
	Insurance/Benefits	95,567	119,131	(23,564)	-19.78%
	FICA/Medicare	14,927	16,394	(1,467)	-8.95%
	<sup>12</sup> Engagement Pastors	10,800	10,800	0	0.00%
	<b>Compensation Total</b>	<b>428,409</b>	<b>447,111</b>	<b>(18,702)</b>	<b>-4.18%</b>
	<b>Compensation - Hispanic Ministry</b>				
	El Buen Pastor Compensation	77,585	74,866	2,719	3.63%
	<b>Compensation - Hispanic Ministry Total</b>	<b>77,585</b>	<b>74,866</b>	<b>2,719</b>	<b>3.63%</b>
	<b>Continuing Education</b>				
	Executive Presbyter	2,000	2,000	0	0.00%
	DP for Transformational Ministry	1,000	1,000	0	0.00%
	<b>Continuing Education Total</b>	<b>3,000</b>	<b>3,000</b>	<b>0</b>	<b>0.00%</b>
	<b>Travel &amp; Professional Expenses</b>				
	Executive Presbyter	7,000	10,000	(3,000)	-30.00%
	DP for Transformational Ministry	4,000	4,000	0	0.00%
	Communications Director	1,500	1,500	0	0.00%
	Stated Clerk	2,230	3,600	(1,370)	-38.06%
	Other Staff	2,500	2,500	0	0.00%
	Engagement Pastors	2,500	2,500	0	0.00%
	<b>Travel &amp; Professional Expenses Total</b>	<b>19,730</b>	<b>24,100</b>	<b>(4,370)</b>	<b>-18.13%</b>

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	<b>Communications</b>				
	Telephone/Internet	5,900	5,800	100	1.72%
	Computer	7,700	7,700	0	0.00%
	Website	1,000	1,000	0	0.00%
	<b>Communications Total</b>	<b>14,600</b>	<b>14,500</b>	<b>100</b>	<b>0.69%</b>
	<b>Administrative</b>				
	Office Supplies	1,100	1,100	0	0.00%
	Postage/Copying/Printing	1,900	1,000	900	90.00%
	Professional Fees (Audit)	14,000	13,000	1,000	7.69%
	Bank & Payroll Fees	2,500	2,500	0	0.00%
	Miscellaneous	500	500	0	0.00%
	<b>Administrative Total</b>	<b>20,000</b>	<b>18,100</b>	<b>1,900</b>	<b>10.50%</b>
	<b>Insurance</b>				
	Insurance	17,110	17,110	0	0.00%
	<b>Insurance Total</b>	<b>17,110</b>	<b>17,110</b>	<b>0</b>	<b>0.00%</b>
	<b>TOTAL EXPENDITURES</b>	<b>\$835,649</b>	<b>\$841,340</b>	<b>-\$5,691</b>	<b>-0.68%</b>

**Notes to the 2025 Budget Proposal:**

1	<b>Local Church Support</b> - The Per Capita ask of churches is <b>\$45 per member</b> , an increase of <b>10.4%</b> from the 2024 ask. The Per Capita ask takes into consideration the 10.61% increase for GA per capita in 2025. The 3 parts to the Per Member Ask are: 1) Per Capita for <b>GA at 65% of the assessment</b> ; 2) Per Capita for <b>Synod Assessment at 100% of assessment</b> ; and 3) General operating funds for the Presbytery which includes staff expenses, insurance, committees, engagement pastors, campus ministries, annual audit, etc. 2024 Per Capita is \$41 per member.
2	<b>Other Receipts</b> - Salem Presbytery participates in 2 programs through Brotherhood Mutual (Safe Ministry Program & Ministry Partner Program). \$5,000 is for the Safe Ministry Program & \$10,000 for the Ministry Partner Program. The Safe Ministry Program is on an historical actuarial claims basis and in 2024 Salem Presbytery did not receive \$5,000 due a roof claim from several years ago for El Buen.
3	<b>Investment Income</b> - Based on the General Fund portion of investment income. Conservative projection proposed, however, could see a 7% return to be used to cover operating expenses based if a new investment policy is approved at the November Budget & Finance committee meetings. The proposed change to the investment policy could allow for use of investment income to put towards operating expenses & potentially minimize the use of withdrawals from undesignated reserves.
4	<b>Interest</b> - Interest income from Allegacy operating account, Money Market account & CDs with Merrill Lynch (short term CDs). Conservative estimate of 2% for the Allegacy operating & Money Market accounts and 3.5% for the short term CDs with Merrill Lynch.
5	<b>EC Approved Designated Reserves</b> - In 2022, Executive Council approved the use of designated reserves to fund the Designated Presbyter for Transformational Ministry (DPTM) position. In 2025, this position will be funded using Designated Reserve funds from the Office Building Proceeds Fund reserves for 10 months (Jan 1 - Oct 31, 2025); however, the Designated Presbyter for Transformational Ministry is budgeted on the expenditure side for 12 months, meaning that 2 months of the position will be covered with regular operating funds which impacts the Per Capita ask.
6	<b>Withdrawal from Undesignated Reserves</b> - used to balance the budget. The intent is to have other revenues received, including local church support, such that we will not have to rely on our already diminishing reserves to cover operating expenses. Withdrawals from reserves is not a sustainable model. It is proposed that if reserves are needed, that the undesignated reserves from church property sales set aside for General Fund use be used to cover this need.
7	<b>Campus Ministries</b> - The lump sum recommended for Campus Ministries is provided to the Campus Ministry Task Force to complete its work on a distribution. <b>NOTE:</b> After the Budget was submitted to Council, Campus Ministries committee requested that an additional \$10,000 be transferred at the beginning of the year to the General Fund from the designated Campus Ministries Fund to fund UKirk Greensboro, Faithpointe, Listening Post, Appalachian State Univ, and Korean Presbyterian Church.
8	<b>Per Capita - General Assembly</b> - The full G.A. assessment for 2025 is based on \$10.84 per Presbytery member based on the 2023 member number (18,443) and would be \$199,922.12. The 2025 budget reflects <b>65%</b> of the apportionment or <b>\$17,454</b> which is more than the 2024 budget.

**SALEM PRESBYTERY 2025 BUDGET**

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<b>9</b>	<b>Per Capita - Synod of the Mid-Atlantic</b> - the decrease reflected in this area is due strictly to the decrease in the membership number used for 2023. This is 100% of the 2025 apportionment for Salem Presbytery. The Synod per capita for 2025 remains \$1.15 per member. The member number used is as of 12/31/2023 (18,443).				
<b>10</b>	<b>Youth Council</b> - there has not been an active Youth Council in the recent past therefore these funds were eliminated. The recommendation is to use designated reserve funds such as Church Growth if there is a proposal designed to revamp/restart/renew a Youth Ministry within the				
<b>11</b>	<b>Compensation - 2025 Compensation &amp; Benefit Schedule @</b>	<u>Compensation</u>	<u>Housing Allow</u>	<u>BoP &amp; SECA</u>	<u>Total</u>
	Executive Presbyter	\$103,000.00	\$0.00	21,598.60	\$124,598.60
	Designated Presbyter for Transformational Ministry	\$56,998.15	\$25,750.00	25,837.05	\$108,585.20
	Stated Clerk	\$21,285.75	\$0.00	10,781.23	\$32,066.98
	Communications Director	\$14,205.45	\$0.00	0.00	\$14,205.45
	Administrative Assistant	\$50,003.19	\$0.00	16,298.92	\$66,302.11
	Financial Secretary	\$27,913.60	\$0.00	25,758.88	\$53,672.48
	Dental/Vision Employee Only Offering to eligible employees				\$3,250.80
	<b>Employee Compensation Totals</b>	<b>\$273,406.14</b>	<b>\$25,750.00</b>	<b>\$100,274.68</b>	<b>\$402,681.62</b>
	- Decreases related to changes in Board of Pensions offset 3% compensation increase. 3% effective COLA for most staff				
	- All eligible staff receiving Covenant Plan benefits for 2025, together with full medical coverage, EXCEPT for the Stated Clerk.				
	- Stated Clerk receiving all Transitional Pastor Plan benefits in accordance w/ employment agreement with Taylorsville Presbyterian Church (primary employer). Presbytery paying a portion of the BoP benefits. Stated Clerk receiving a 1% prorated COLA increase due to 9/1/2024 service start date.				
	- All eligible staff receive employee-only dental & vision coverage (annual cost \$3,250.80). Does not include Director of Communications.				
<b>12</b>	<b>Engagement Pastors</b> - Engagement Pastors receive a stipend of \$180 per month. There is one Engagement Pastor per parish (\$180 per month x 5 Engagement Pastors x 12 months) = \$10,800. They also receive mileage reimbursement for travel within their parishes if requested.				