

5/3/2011

DAKOTAS
ANNUAL
CONFERENCE

2012 BUDGET REQUESTS

Budget Summary and Supporting Documents



Dakotas Conference Finance Office

*Faithfully serving our Churches
in the name of Jesus Christ*

2012 Budget Proposal

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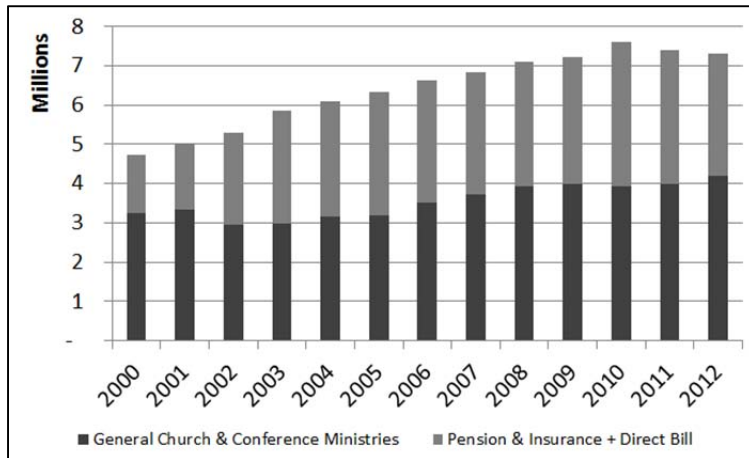
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Treasurer's Discussion and Analysis

The purpose of this document is to provide some background information and identify the highlights of the 2012 budget for those who will be voting on it.

BACKGROUND INFORMATION

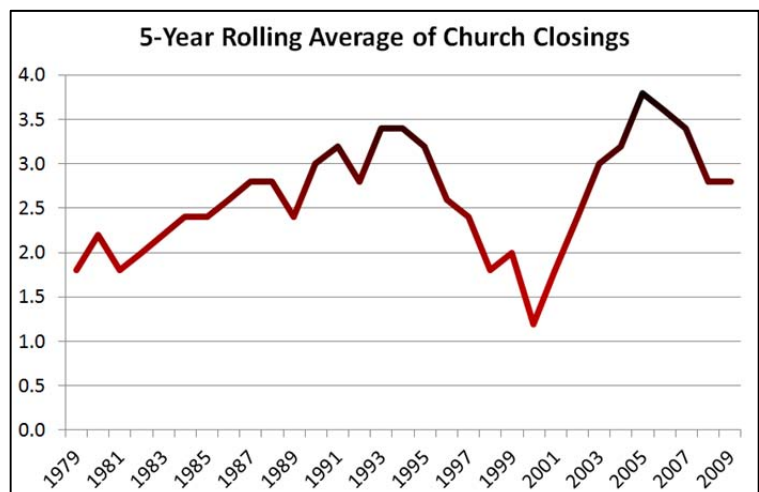
The proposed budget for 2012 is \$6,035,970 in Apportionments and \$1,260,000 in HealthFlex Direct Bills for a total of \$7,295,970. This is a decrease of \$97,426 from 2011 or 1.3%. This is the second consecutive



year that we've experienced a decrease. The graph to the left shows the total budget in millions for 2000 – 2012. The story of this graph is our challenges with controlling the costs of clergy pension and health benefits. Here's the highlights:

- **2001 – 2005:** Health insurance premiums increase on average 12.8% for actives and 15.2% for retirees annually. Pension & Insurance grows from being 31% of the budget to 49%.
- **2006 - 2009:** Conference Board of Pension adopts a new funding strategy which stabilized Pension and Insurance costs for five years.
- **2010:** The 2008-09 recession causes large increases in pension contributions and health insurance premiums. We experience a 14.2% increase in Pension and Insurance.
- **2011 – 2012:** Conference Board of Pension revises funding strategy and proposes changes in benefits which reduces Pension and Insurance costs to less than that budgeted in 2005.

With these large challenges in providing clergy pension and health benefits, our old platform for ministry was very poor at allowing our Conference Ministries to adjust to these challenges. This led to steadily increasing budgets. To the right is a graph of the 5-year rolling average of church closings in the Dakotas. You can see from 1979 to 1994, the rate of church closings was steadily increasing. From 1994 to 2000, the rate dramatically decreased. During that same period, the total Conference budget was pretty much frozen. From 2001 to 2010, we experienced a rapidly increase in the Conference budget. At this same time, we saw a rapid increase in the rate of church closings. This is an interesting correlation. It is my belief that our Conference budget had grown to a level that was not affordable by our churches and many of our churches lost much of their ability to be nimble. They lost



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much of their ability to take advantage of those opportunities provided by the Holy Spirit. If the ministry and health of our churches is the top priority, we must have a budget that is ***affordable for the churches*** and ***aligned with the mission and vision*** of the Dakotas Conference.

BUDGET HIGHLIGHTS

Here is a list of the items that you should be aware of:

- **Conference Staff Wages Unfrozen** – Wages were frozen in 2011 for nearly all Conference employees. In 2012, we resumed using the formula to calculate salaries for Directors and District Superintendents. Other staff receive a 5% increase in compensation in this budget.
- **62% Increase in Budget for Equipping the Local Church Link** – 30% of the increase is a budget transfer of church revitalization funds from the Connectional Ministries Link. Much of the rest of the increase is the Equipping Link attempting to address key areas that affect church health. Training opportunities and tools for pastors and congregations will be provided in those key areas. The Equipping Link has also asked the District Superintendents to identify ten churches that are ready to grow. The Equipping Link will provide coaching, grants for staffing or equipment, training sessions, and accountability for up to a three-year period for these ten churches.
- **Challenges of the Connectional Ministries Link** – Very little has changed in the Connectional Ministries Link's request from 2011. They experience two stumbling blocks: 1) there are a lot of ministries in their budget and 2) 57% of their budget is directly tied to compensation and benefits. There was not enough time to properly evaluate the ministries to determine which ones would continue to receive funding. We know that some of these ministries will not be funded by apportionments in the future, but we would like to give these ministries enough time to identify new funding sources or properly discontinue. Greg Kroger and Lou Whitmer are already taking steps in this effort.
- **Quadrennial Events** - Approximately \$30,000 is budgeted for sending participants to the various quadrennial events including General Conference and Jurisdictional Conference.
- **Decreases in Pension and Insurance** – A 22% decrease in our pension contributions, a premium holiday for our death and disability insurance, and a *decrease* in health insurance premiums of 3.2% for actives and 2.6% for retirees.

CLOSING COMMENTS

We live in a time of great opportunity in the Dakotas. Many of the other denominations have a difficult time providing pastors for churches in rural areas, but we are well prepared for this challenge. We have already seen a tremendous amount of growth in many of our rural churches. In our large towns and cities, I've heard that around 70% of the population does not go to church on any given Sunday. This again is a tremendous opportunity. By reducing apportionments, I would love to see churches better able to reach out to those that have not placed their trust in Jesus. I know that more money is not the solution for reaching more people, but I don't want it to be an obstacle or excuse either.

-- Jeff Pospisil, Treasurer

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Budget Process

The budget process was redesigned by the Stewardship of Resources Link to deliver a budget that is more affordable for our local churches and better aligned with the mission and vision of the Dakotas Conference.

ALIGNING THE BUDGET

The Common Table was asked to set the priorities for the 2012 budget. Each group submitting a budget request was then asked to justify why that group should receive the support of our local churches. We used SMART goals to help our groups work through this. In a SMART goal, you define the **S**pecific, **M**easurable, **A**chievable, **R**elevant, **T**imely results you want to achieve. The Common Table also understood that some budget items are mandated either by the Dakotas Conference or the General Conference. Below are the priorities established by the Common Table:

<p><u>Vision Proposal Coming out of the New Platform for Ministry (page 2-4 of 2010 Journal)</u></p> <p>The Mission of the Dakotas Conference of The UMC</p> <p>Our Theological Values are Christ-Centered</p> <p>Our Relational Values follow Wesley's Three Simple Rules</p> <p>Our Structural Values are based on Connectional</p> <p>The Purpose of the Annual Conference</p> <p>The Vision of Annual Conference</p> <p>Key Ministry of the Annual Conference</p> <p><u>Grow by One</u> (for example: By one percent; By one small group; By one disciple)</p> <p>Equip lay people to make disciples and transform the world,</p>	<p>Reach more people, younger people, and more diverse people,</p> <p>Develop strong children and youth ministries,</p> <p>Support and strengthen families,</p> <p>Make a difference in our communities, locally and globally, through acts of mission and mercy.</p> <p><u>What items are mandated by the official action of:</u></p> <p>Annual Conference</p> <p>Disciplinary requirement</p> <p>Bishops' Call to Action document</p> <p><u>Two or Three Smart Goals that represent major priorities of the Link and/or Committee:</u></p> <p>Specific</p> <p>Measurable</p> <p>Achievable</p> <p>Relevant</p> <p>Timely (why now and timeline)</p>
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Request were given to the Conference Finance Committee to ensure that they were completed well and to identify concerns relating to their alignment to the Common Table's priorities.

AFFORDABILITY

As people were forming their requests, the Stewardship of Resources Link was to determine the maximum amount our churches could reasonably be expected to afford. The maximum amount was determined to be \$6,250,000. Much of the determination was made by looking at prior-year receipts.

A NOTE ABOUT PENSIONS AND INSURANCE

By Discipline, the Pensions and Insurance is exempt from this process because of the fiduciary relationship the Conference Board of Pension has with the clergy. This budget request may only be adjusted by a vote

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Budget Process

of the Annual Conference. All this being said, the Board committed to hold themselves accountable to delivering a budget that is more affordable and better aligned to the mission and vision.

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SMART Goals

Our purpose is to make disciples of Jesus Christ for the transformation of the world. **Our vision** is to increase average worship attendance by 1% by 2012. Our top priority is to undergird the local church to: Equip lay people to make disciples and transform the world; Reach more people, younger people, and more diverse people; Develop strong children and youth ministries; Support and strengthen families; and Make a difference in our communities, locally and globally, through acts of mission and mercy.

The following goals have been submitted with the budget requests. The goals detail how we plan on living out our purpose and realizing our vision. Fiscal notes have been added by the Conference Treasurer and are in red. The references on the left of each goal identify which group is responsible for each goal.

SMART Goals (Specific, Measurable, Achievable, Relevant, Timeline)

S-1	By the end of 2012, the Foundation will make contact through email and/or phone calls with churches in the Dakotas Conference to see if the Foundation can provide workshops, investment information, or be of assistance to their ministry. (one half in 2011, one half in 2012 will be contacted) (No additional cost)
S-2	By the end of 2012, the Foundation will establish and distribute a “Catalog of Dreams” for the ministries of the Dakotas Conference. This Catalog will identify specific funding opportunities for the ministries and programming of the Conference. After the Catalog has been created, the Foundation will determine, with the assistance of persons from each region, whether a capital program could and should be organized to promote this Catalog. (A resulting capital program will have additional costs which would be seen in 2013. The amount of those costs cannot be determined until the details of the capital program are established.)
S-3	The Commission on Archives and History will engage a researcher and writer in updating the conference history and will receive from him periodic updates on the progress of the work. The Commission will review the manuscript and decide whether and how best to publish 1,000 printed copies of the work by 2016. (\$500 in 2012 with additional costs of similar amount each year leading up to 2016. The Commission expects to offset much of the publishing costs with sales.)
S-4	In 2011, the Trustees will create a 5-year plan for managing the properties of the Dakotas Conference. This plan will allow us to better care for the current properties and budget accordingly. The plan will be shared with the 2012 Annual Conference and will begin to be implemented. (No additional cost)
S-5	By 2016, the Conference Trustees will accumulate \$250,000 in designated funds to purchase a parsonage for the Glacial Lakes District Superintendent. The current District Superintendent does not need a parsonage, but the Conference will need to be in a position to provide the next District Superintendent with a parsonage that meets the current parsonage standards. (\$25,750 in 2012 with additional annual contributions of equal or greater amount until \$250,000 has been accumulated.)
S-6	A stewardship training project will be piloted in the Prairie Hills District. Two people will be trained and assisted by the District Superintendent to be able to equip churches in the areas of stewardship. (No additional cost as any expenses will come from district resources during the pilot process)

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SMART Goals

S-7	<p>As of 2010, we had 72% of churches pay apportionments in full. This is a sign of the strength of the connection our churches have to ministry beyond the local church. We will recruit, train, and equip four Apportionment Interpreters, one from each district. Each Interpreter should visit a minimum of five churches in 2012. Interpreters would provide a clear explanation of apportionments to churches as well as provide feedback to the Conference from churches. By doing so, we should see the percentage of churches paying in full increase. (\$1,000 for materials and travel expenses for interpreters)</p>
E-1	<p>As a Denomination and as the Dakotas Conference, our goal is to equip clergy and lay members to make disciples for Jesus Christ for the transformation of the world. The Equipping Link members have set the following action plan:</p> <ol style="list-style-type: none"> (1) Develop a discipleship plan (Roger and Gwen agreed to work on the plan) Possibly provide grants using Equipping Link budget allocations to send pastors and lay members to the “Changing the World” seminar this fall. (\$2,000 for Changing the World grants; \$5,000 to disseminate the discipleship plan) (2) Identify churches who are ready to focus on a new discipleship plan. (Roy will take this request to the Cabinet and ask for their help in determining up to 10 churches. We would then provide those churches with training and/or a coach.) (Total of \$50,000: \$20,000 for coaching/consulting fees; \$10,000 for grants to help upgrade a church’s audio/video equipment; \$10,000 for staffing grants to allow a church to hire the needed personnel; \$10,000 for workshops, bootcamps for turnaround, and training materials for churches) (3) Provide assessment tools to all churches (Jodi and Gwen) (\$5,000 for training Natural Church Development coaches; \$10,000 for grants to churches to take an assessment) (4) Observe healthy, growing congregations (No additional cost) (5) Send or give grants to people who are interested in attending a bootcamp for church growth (No additional cost as this is included in #2) (6) Familiarize ourselves with valuation tools for church planters (\$2,000 to send two people to a Quadrennial Training Event; \$7,500 for annual subscription to MissionInsite) <p><u>MEASURABLE OUTCOMES</u> (The cumulative effect of the above actions)</p> <ol style="list-style-type: none"> (1) Increased attendance (invitational & welcoming attitudes necessary) (2) Increased lay leadership (3) Congregations involved in “glocal” (global and local) mission (4) Inspiring, relevant worship (5) Congregations and individuals able to define what being a disciple is (how do you live it out in everyday life?) Everyone must understand that we all are disciple makers and church planters.

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SMART Goals

E-2	Develop an education plan for mission to be adopted in 2012 and implemented in 2013. (No additional cost)
E-3	Develop a plan to resource ethnic churches to be adopted in 2012 and implemented in 2013. (No additional cost)
E-4	Provide training for directing children’s ministries. (No additional cost as this included in the \$30,000 for Education/Training for Churches)
E-5	Provide district workshops on various areas of worship leadership as a means of providing hands on training and helping get clergy and laity on the same page. (No additional cost)
E-6	Provide online resourcing to every church in the conference, which will in turn assist churches in developing inspiring and relevant worship in order to encourage passionate spirituality and multicultural worship. (\$2,500 annual subscription to Worship Design Studio Online)
E-7	Provide training on the use of technology in worship. (No additional cost as this included in the \$30,000 for Education/Training for Churches)
E-8	Provide opportunities for training for both lay and clergy that help in making disciples, to include Lay Speakers’ Training, School of Ministry, continuing education, and training/networking in Leadership for Transformation annually. (\$9,500 for administration and training events for Lay Servant Ministries)
E-9	Provide tools and resources for Christian education programs through opportunities which would include Sunday school teacher training, support of Schools of Christian Mission, a resource library, and board/committee member trainings. (\$6,000 for Schools of Christian Mission; \$2,500 for new acquisitions for Resource Library)
E-10	Develop a Stewardship Education plan to be adopted by the Equipping Link in 2012 and implemented in 2013. (No additional cost)
E-11	Identify teams to evaluate worship experiences and provide ideas. (No additional cost)
E-12	Prepare resource material and support to help local churches develop a Safe Sanctuary policy to protect children in their own congregation. To be adopted by Equipping Link and released in 2012. (\$1,000 for supplies/resources which is shared with #13)
E-13	Prepare resource material and support to help local churches develop a Sexual Ethics policy to protect adults in their own congregation. To be adopted by Equipping Link and released in 2012. (\$1,000 for supplies/resources which is shared with #12)
E-14	Provide opportunity for training on sexual ethics for both clergy and lay. (No additional cost as this included in the \$30,000 for Education/Training for Churches)
E-15	Provide a centralized database for background checks. (\$2,000)
E-16	Continue to provide grants to churches currently in the church revitalization process. Rapid Valley and Rapid City Knollwood Heights have been identified as churches capable of significant growth. The grants to these churches will allow them to transition from sharing a pastor to each having a full-time pastor. This transition is considered critical for realizing their potential growth. Sioux Falls Southern Hills is located in an area of high potential but is in such a poor financial condition that they are very limited in their ability to take advantage. This grant will allow Southern Hills to continue to have a full-time pastor and begin to improve their financial condition. (\$40,000 – Sioux Falls Southern Hills for 2012; \$20,000 - Rapid City Knollwood Heights for 2012 and \$15,000 for 2013; \$35,000 – Rapid Valley for 2012 plus and additional \$90,000 from 2013 to 2016.)

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DS-1	During 2012, the Cabinet will create two new parish alignments that each average 125 in worship attendance. (No additional cost)
DS-2	During 2012, the Cabinet will provide opportunities for clergy rest, renewal, and fellowship while seeking to equip our clergy for making disciples. The Epiphany Gathering and the ministry teams will be the two primary means of providing these opportunities. (\$4,000 for the Epiphany Gathering; \$5,000 for the ministry teams)
DS-3	During 2012, criteria will be established to evaluate clergy effectiveness by the Cabinet and a task group from the Board of Ordained Ministry. They will begin by reviewing materials already developed by the Lewis Center for Church Leadership, GBHEM and/or other conferences. (No additional cost as meeting and research expenses will be absorbed by the Cabinet and the Board of Ordained Ministry)
DS-4	During 2012, 50% of charges will have completed an objective assessment of church vitality. (No additional cost)
V-1	A clear understanding and communication of the desired future (i.e. vision) will increase the effectiveness of our District Superintendents, our Links, our churches, and our pastors. 2-3 members of the Visioning Link will meet with the Cabinet at least semi-annually to share in conversation about vision discernment and steps to achieving that vision. In addition, 2-3 members of the Visioning Link will meet with the other Links in order to increase communication of vision and unified steps to achieving that vision. (No additional cost)
CM-1	By June 30, 2012, the Bishop's Assistant for Connectional Ministries will guide the Connectional Ministries Link in completing the policies and procedures by which the Link will solicit, assess, offer funding and other support, and provide follow-up evaluation for proposals from churches and ministry groups in the Dakotas Conference for new, innovative ministries that most effectively address one or more of the following priorities: <ul style="list-style-type: none"> 1) Reach more people, younger people, and more diverse people, 2) Develop strong children and youth ministries, 3) Support and strengthen families, 4) Make a difference in our communities, locally and globally, through acts of mission and mercy. (No additional cost)
CM-2	By January of 2012 research, design, and implement a new conference website targeted for clergy and lay leadership that involves more content management by the conference, clear navigation, and enhances other electronic communications such as the Mondays @ Dakotas. The effectiveness of the website will be measured by the number of visitors to the website and a satisfactory content review by clergy and lay leaders. (\$6,000 to be spent in 2011; \$3,500 for hosting and maintenance)

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SMART Goals

CM-3	<p>Enhance communications of the Dakotas Conference to be a ministry that embraces the talents and resources of members throughout the Conference and equips the local church to increase vitality by:</p> <ol style="list-style-type: none"> 1) July 2012 create a publication work group that transitions the format of the Dakotas Connection to a new format to address stories of discipleship and faith. Some of the potential components or ideas to be considered by the publication work group are: <ol style="list-style-type: none"> a. There would be one to two issues a year in a magazine format. Use glossy paper with lots of visuals b. One issue could be distributed at Annual Conference in June. The publication would be available in pdf format online. c. A theme would be identified for each issue. d. The publication’s work group would work electronically and would involve volunteers throughout with interests in writing, graphic design, photography, and editing. (\$10,000) 2) Continuing to develop and deliver news and announcements on a weekly and daily basis electronically by targeted audience: <ol style="list-style-type: none"> a. Conference Members – Mondays@Dakotas – Stories of church vitality and victories b. Local Church Leaders/Communicators – Dakotas Bulletin Boards – News for churches to put in newsletters, bulletins, media c. Clergy – Pastors@Dakotas – Business and news that relate only to active clergy (\$2,000 for Constant Contact subscription for emailing news and announcements)
CM-4	<p>By September 2012 develop a technology plan that enhances the work of the Dakotas Conference and provides an effective communication system for the new Episcopal area:</p> <ol style="list-style-type: none"> 1. Work with the Dakotas / Minnesota task force to develop a technology-funding request to the NCJ by July 2011 and implement the plan by September 1, 2012. 2. Work with the Connectional Ministries link to develop and implement the technology plan that upgrades the current technology of the Conference especially the DAVID system by September 1, 2012. (No additional cost)
CM-5	<p>Intentionally recruiting, training, nurturing, mentoring and evaluating deans and counselors that can help guests of all ages explore and apply their faith through diverse, experiential activities, using multiple intelligences. Evidence of this will be accomplished through on-line training, pre-camp training and debriefing with deans and counselors following camps as measured by the participation in trainings held and post camp surveys. The executive director and site directors will schedule intentional time each fall to discuss dean and counselor effectiveness and recruitment plans for the upcoming season. (\$4,950 for Dean/Counselor Training; \$6,900 for Dean/Counselor Travel)</p>
CM-6	<p>Grow more and stronger Christian, spiritual leaders by intentionally providing guests the opportunity to grow in their faith and leadership skills through observation, participation and actual leadership in spiritual practices, worship and small and large group activities, all in a safe environment. Success of meeting this goal will be evidenced by involvement and leadership in guests’ local churches and communities, thereby growing local churches with stronger, vibrant worship, children and youth ministries and small-group ministries. (The apportioned cost is \$12,500 while additional expenses will be offset through camper fees)</p>

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SMART Goals

CM-7	<p>To model and extend Christian hospitality and community through inviting, well- maintained facilities and well-trained, highly motivated staff (paid and volunteer) that focus on meeting the physical, emotional and spiritual needs of the guests. Having experienced Christian hospitality, community and unconditional love, guests are prepared to model and share Christian hospitality, love and community in their families and local churches and communities. Success of hospitality will be measured with return rate of existing groups. (\$120,000 in the Stewardship Link budget for facility maintenance; \$5,400 for Permanent Staff Leadership Training; additional expenses offset by camper fees or restricted donations)</p>
CM-8	<p>By December 2012 the Camping and Retreat Ministries Committee will initiate and prioritize a five year plan regarding maintenance and capital improvements for the three camp sites that allow them to continue offering safe, inviting and welcoming “places apart” for guests of all ages and the permanent staff that live on site. This plan will be shared with the Conference Trustees with implementation of the plan in collaboration with the Stewardship Link. (No additional cost)</p>
CM-9	<p>Continue to intentionally collaborate with local, national and global churches and agencies (other denominations, non-profits and secular agencies) whose mission is congruent with our United Methodist, Conference and camping mission and vision in order to reach more people, younger people and more diverse people as measured by increased camper numbers and increased guest group traffic at our sites. (No additional cost)</p>
CM-10	<p>TO INTENTIONALLY IDENTIFY AND IMPLEMENT WAYS FOR YOUTH TO GROW IN RELATIONSHIP WITH CHRIST THROUGH PRAYER, PRESENCE, GIFTS, SERVICE, AND WITNESS.</p> <p>1) Give an invitation and opportunity for youth to commit their lives to Christ, teach, and model practical ways to spread the Gospel of Jesus Christ. (Youth will be given opportunities at each conference youth event.) (No additional cost)</p>
CM-11	<p>TO PREPARE YOUTH FOR LEADERSHIP IN THE CHURCH AS YOUTH, ADULT LAITY, AND POTENTIAL CANDIDATES FOR SPECIALIZED MINISTRY</p> <p>1) Offer conference youth events including Leadership Training Camp, The Journey (Sr. High event), The Crossing (Jr. High event), and Dakotas Youth Annual Conference</p> <p>2) Youth will be encouraged to grow in faith using worship, small-group study, fellowship, speakers, and mission opportunities. Train and equip youth elected to leadership positions within the annual conference for local church and conference leadership</p> <p style="padding-left: 20px;">a. Youth will learn worship planning, discipleship, leadership skills, intentional Christian community, and implement their learning at conference events.</p> <p>3) Nurture youth as they discern calls to specialized ministry.</p> <p style="padding-left: 20px;">a. Youth who are discerning a call to specialized ministry will be provided opportunities in ministry to explore God’s calling</p> <p style="padding-left: 20px;">b. Youth who have expressed an interest in ministry will be tracked in cooperation with the Board of Ordained Ministry to encourage and support continued discernment. (\$10,050 net of registration fees for Youth Gatherings; \$2,500 for Leadership Training Camp)</p>

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SMART Goals

CM-12	<p>TO SUPPORT ADULTS WORKING WITH YOUTH IN THE LOCAL CHURCH</p> <ol style="list-style-type: none"> 1) host one retreat for clergy and laity working with youth taking place in late-summer/early fall <ol style="list-style-type: none"> a. Given a place apart to re-energize and experience renewal, participants will make connections with other youth workers, share best practices and resources. 2) host a workshop in connection with Dakotas Youth Annual Conference for clergy and laity working with youth <ol style="list-style-type: none"> a. Participants will receive training from a qualified United Methodist instructor from outside of the Dakotas Conference 3) invite and encourage clergy and laity working with youth to attend the United Methodist Global Youth Gathering including the coordinating of transportation and logistics <ol style="list-style-type: none"> a. Clergy and Laity working with youth will receive promotional materials, invitations, and itinerary, as well as shared costs. (\$2,000 for fall training event for adult workers of youth ministry)
CM-13	<p>Develop a Native American comprehensive plan of ministry—coordinating our current ministry among/with Native American people, as well as envisioning future ministries among/with Native American people. In doing so, we will build upon past faithfulness and successes, and we will empower the Dakotas Conference in building faith development and congregational linkages to The United Methodist Church. The budget request is to aid in the development of the plan, which will be presented to the Connectional Ministries Link by fall, 2012. Revisions to the plan will then be made and it will be presented to the Common Table by the fall of 2013. (\$1,000)</p>
CM-14	<p>The Conference Committee on Mission Personnel (CCMP) will increase accountability and support of conference missionaries and their boards by providing liaisons from CCMP to each board by 2012. A member from each advisory board will also be invited to attend CCMP meetings to facilitate communication by December 2011 (No additional cost)</p>
CM-15	<p>CCMP will provide one retreat or educational opportunity for each conference missionary during 2012. (\$2,000)</p>
CM-16	<p>Develop a comprehensive plan for rural life ministries to address emerging issues of our small towns and rural areas of North and South Dakota. The first phase of this will be to study emerging needs of town/country life of the Dakotas. The comprehensive plan will be forged from study; action will emerge from the plan.</p> <p>Our plan will be developed for “massaging” by the Connectional Ministries Link by September 2012. The Common Table will be invited to review the plan at its fall meeting (2012) and make revisions requisite before acceptance/rejection. Implementation is tentatively planned for 2013. (\$1,700)</p>
CM-17	<p>Beginning in 2011 and continuing through the next few years the Link will set aside money for new church or new faith community starts, as well as identify and develop other funding sources. (\$85,200)</p>
CM-18	<p>Beginning in 2011 and continuing on an annual basis, the Link will identify and assess potential pastors (in collaboration with Cabinet) for new church or new faith community starts. (No additional cost)</p>

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SMART Goals

CM-19	Beginning in 2011 and continuing with targeted focus in 2012 and 2014, the Link will identify and research three possible populations for new church or new faith community starts. Some questions to consider in this process are: <ul style="list-style-type: none"> • Is it growing? • How are current churches doing? • What is the niche? (No additional cost)
CM-20	On a semi-annual basis, the Connectional Ministries Link will conduct a ministry audit with each campus ministry receiving salary support for the purpose of (1) evaluating the campus ministry's effectiveness at reaching students through the means detailed below, (2) establishing ministry benchmark goals for continued financial support and (3) identifying ways in which the Dakotas Conference can provide other resource assistance. (No additional cost)
CM-21	Each campus ministry receiving salary support will have an Outreach and Welcoming Ministry plan. (No additional cost)
CM-22	Each campus ministry receiving salary support will have a Leadership Development Plan. (No additional cost)
CM-23	Each campus ministry receiving salary support will develop and grow a Worship/Bible Study and Support Ministry Plan. (No additional cost)
CM-24	Each campus ministry receiving salary support will have a Connection Ministry Plan to connect with individuals, supporting groups and denominations to maintain fiscal and moral support. (No additional cost)
CM-25	Each campus ministry receiving salary support will develop and live out a Mission Ministry Plan that raises awareness among students of local, regional, and global issues of faith and justice, makes disciples to transform communities, seeks to relieve human suffering, provides ministries with ethnic groups and others disadvantaged by world conditions, and creates ecumenical partnerships. (No additional cost)

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Budget Summary

	<u>2008 Spent</u>	<u>2009 Spent</u>	<u>2010 Spent</u>	<u>2011 Budget</u>	<u>2012 Request</u>
General Apportionments	729,261	718,167	714,787	870,757	869,930
Officers	22,276	28,126	11,746	23,900	24,000
District Superintendency	739,396	703,214	710,197	636,775	676,144
Nominations	948	264	754	1,000	1,200
Common Table	29,459	18,547	13,536	15,000	33,000
Winds of the Spirit	6,000	-	-	25,007	27,300
Equipping the Local Church Link	192,230	190,449	288,943	314,960	511,592
Connectional Ministries Link	1,079,059	990,807	1,331,008	1,322,854	1,303,789
Stewardship of Resources Link	617,682	687,862	655,169	733,747	737,045
Visioning Link	-	-	1,563	6,000	6,000
Uncollected Apportionments				50,000	
Pension & Insurance	<u>2,034,682</u>	<u>1,972,482</u>	<u>1,409,303</u>	<u>2,143,396</u>	<u>1,845,970</u>
Apportioned Budget	5,450,992	5,309,919	5,137,004	6,143,396	6,035,970
Direct Bill to Churches	<u>1,146,907</u>	<u>1,168,686</u>	<u>1,175,594</u>	<u>1,250,000</u>	<u>1,260,000</u>
Total to Churches	<u>6,597,899</u>	<u>6,478,605</u>	<u>6,312,598</u>	<u>7,393,396</u>	<u>7,295,970</u>
HealthFlex Participant's Share	581,742	636,288	777,185	725,410	704,982

2012 Budget Proposal

Detailed Budget Information

GENERAL APPORTIONMENTS

	Spent 2008	Spent 2009	Spent 2010	Budgeted 2011	Request 2012
GENERAL APPORTIONMENTS	729,261	718,168	714,786	870,758	869,930
Episcopal Fund	102,827	102,489	105,967	126,338	135,574
Ministerial Education - General Church	95,729	97,847	99,028	114,053	110,752
Ministerial Education - Dakotas Share	28,014	25,539	18,083	38,018	36,918
General Administration	34,622	41,960	41,824	49,120	50,833
Interdenominational Coop	10,040	10,178	10,315	11,850	11,689
World Service Fund	389,332	371,671	371,746	450,145	445,083
Black College Fund	50,350	51,257	50,707	60,658	58,899
Africa University Fund	13,154	11,513	11,302	13,576	13,182
Jurisdictional Apportionments	5,193	5,714	5,814	7,000	7,000

OFFICERS

	Spent 2008	Spent 2009	Spent 2010	Budgeted 2011	Request 2012
EPISCOPAL OFFICE	8,316	8,316	-	-	-
LAY LEADER	-	-	-	3,500	4,000
Travel Expenses	-	-	-	3,500	4,000
CONFERENCE SECRETARY	7,831	13,025	8,926	12,400	12,500
Stipend	6,000	6,000	6,000	6,000	6,000
Clerical Support	494	504	504	500	500
Journal & Workbook Production	11,073	12,965	14,064	13,200	13,500
Journal Sales	(10,963)	(11,157)	(11,821)	(11,000)	(11,500)
Office Expenses	427	472	179	700	600
Equipment	450	4,241	-	3,000	3,000
Quadrennial Workshop	350	-	-	-	400
CHANCELLORS	6,129	6,785	2,820	8,000	7,500
TOTAL REQUEST	22,276	28,126	11,746	23,900	24,000

2012 Budget Proposal

Detailed Budget Information

DISTRICT SUPERINTENDENCY

	Spent 2008	Spent 2009	Spent 2010	Budgeted 2011	Request 2012
DISTRICT SUPERINTENDENTS	565,652	578,828	481,008	495,775	511,144
Compensation & Benefits	431,909	442,475	355,260	354,775	370,644
Clerical Support	444	757	-	-	-
Travel Expenses	96,477	90,644	80,766	93,000	90,000
Office Rent	2,400	3,200	4,200	6,000	6,000
Office Expenses	15,227	17,943	19,377	19,000	19,000
Workshops/Dues	377	566	571	1,000	-
Equipment	2,051	5,151	7,316	6,500	6,500
New DS Training Funds	1,894	4,762	4,851	-	2,000
Co-Shared Expenses	1,711	1,197	1,762	2,000	2,000
Clergy Gatherings	3,790	7,310	4,231	4,000	4,000
Response Teams	-	-	-	-	5,000
Presiding Elder Expenses	9,151	4,697	2,520	9,000	5,000
Miscellaneous	221	126	154	500	1,000
CABINET EMERGENCY	17,071	17,022	16,910	20,000	20,000
DISTRICT RESOURCES	9,251	14,545	8,797	10,000	14,000
MOVING COSTS	135,386	85,112	193,165	100,000	120,000
INTRODUCTION MEETINGS	9,497	4,422	8,450	8,000	8,000
DISTRICT SUPERINTENDENCY COMM	1,844	2,511	1,518	2,000	2,000
Meeting Expenses	1,844	2,511	1,518	2,000	2,000
DISTRICT CHURCH BUILDING & LOCATION	696	776	348	1,000	1,000
Meeting Expenses	696	776	348	1,000	1,000
TOTAL REQUEST	739,397	703,216	710,196	636,775	676,144

2012 Budget Proposal

Detailed Budget Information

NOMINATIONS COMMITTEE

	Spent 2008	Spent 2009	Spent 2010	Budgeted 2011	Request 2012
NOMINATIONS COMMITTEE	948	264	754	1,000	1,200
Meeting Expenses	492	181	711	900	1,100
Copies	456	83	43	100	100

COMMON TABLE

	Spent 2008	Spent 2009	Spent 2010	Budgeted 2011	Request 2012
COMMON TABLE	29,459	18,547	13,536	15,000	33,000
Meeting Expenses	5,313	2,845	10,042	10,000	13,000
Taskforces/Discretionary	11,610	15,702	3,494	5,000	5,000
General Conference/NCJ Delegation	12,536	-	-	-	15,000

WINDS OF THE SPIRIT

	Spent 2008	Spent 2009	Spent 2010	Budgeted 2011	Request 2012
WINDS OF THE SPIRIT	6,000	-	-	25,007	27,300

2012 Budget Proposal

Detailed Budget Information

EQUIPPING THE LOCAL CHURCH LINK
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	Spent 2008	Spent 2009	Spent 2010	Budgeted 2011	Request 2012
EQUIPPING THE LOCAL CHURCH LINK	854	720	2,903	(1,550)	25,000
Meeting Expenses	-	-	1,422	6,000	18,500
Resources	-	-	112	-	3,000
Workshops/Dues	-	-	188	-	2,000
Resource Library Operations	854	720	1,181	1,750	1,500
Winds of the Spirit Reduction	-	-	-	(9,300)	-
BOARD OF ORDAINED MINISTRY	56,042	59,841	44,802	52,900	60,000
Meeting Expenses	17,698	15,855	20,106	15,600	19,000
Provisional Member Training	18,052	15,842	15,506	10,000	10,500
Licensing School	7,795	2,414	1,686	5,000	5,000
Workshops/Dues	1,470	2,418	649	2,000	2,000
Spiritual Care and Formation	-	634	144	2,500	2,500
Resources	570	617	1,007	1,300	500
Candidate/Provisional Member Review	8,856	6,510	5,153	14,250	13,500
Seminary Student Travel	421	-	548	2,000	2,000
Annual Conference Expenses	1,180	3,858	1,499	3,000	3,000
Exploration for Ministry	-	11,693	(1,250)	-	-
Quadrennial Training Event	-	-	-	-	2,000
Endowment Income	-	-	(246)	(2,750)	-
LEADERSHIP DEVELOPMENT OFFICE	59,154	60,300	115,122	174,910	180,492
Compensation & Benefits	38,996	44,905	92,075	140,610	146,192
Travel Expenses	12,040	11,420	17,260	25,500	25,500
Office Expenses	3,887	2,814	3,433	4,800	4,800
Workshops/Dues	2,679	529	1,347	2,500	2,500
Equipment	1,552	632	1,007	1,500	1,500
DUES	5,014	5,725	2,118	6,500	4,800
Reuben Job Center	3,000	3,000	-	3,000	3,000
NCJ Religion and Race	500	500	-	500	500
ND Conference of Christian Churches	500	500	-	500	500
SD Association of Christian Churches	500	500	-	500	500
AACLL (Lay Leaders)	514	1,225	2,118	2,000	200
Assoc. of Directors of Lay Speaking Min	-	-	-	-	100

2012 Budget Proposal

Detailed Budget Information

(Equipping the Local Church Link continued)

LEADERSHIP PROGRAMMING	71,166	63,862	123,999	82,200	241,300
Leadership Office Training Events	3,404	5,244	5,852	10,000	10,000
Equipping Ten Churches					50,000
Natural Church Development	-	21,130	2,678	15,000	15,000
Lay Servant Ministries	7,391	4,458	5,518	8,200	24,800
Tools for Equipping Churches	3,795	2,291	2,902	2,500	14,500
Education/Training for Churches	18,431	14,174	14,612	17,500	25,000
Safe Sanctuaries	1,928	2,038	2,660	7,800	4,000
COSROW/CORR Monitoring	487	2,326	1,951	6,200	1,000
Quadrennial Training Event					2,000
Church Revitalization Funds	35,730	12,201	87,826	15,000	95,000
TOTAL REQUEST	192,230	190,448	288,944	314,960	511,592

CONNECTIONAL MINISTRIES LINK

	Spent 2008	Spent 2009	Spent 2010	Budgeted 2011	Request 2012
CONNECTIONAL MINISTRIES LINK	-	-	2,536	(58,900)	7,000
Meeting Expenses	-	-	2,536	6,000	7,000
Winds of the Spirit Reduction	-	-	-	(64,900)	-
CONNECTIONAL MINISTRIES OFFICE	-	-	50,007	129,566	133,194
Compensation & Benefits	-	-	45,637	94,266	98,894
Office Expenses	-	-	-	9,400	9,400
Travel Expenses	-	-	4,370	22,850	22,850
Workshops/Dues	-	-	-	1,250	1,250
Equipment	-	-	-	1,800	1,800
Transfers from Area Office	-	-	-	-	(1,000)
CAMPING AND YOUTH OFFICE	153,702	158,513	157,541	165,670	166,852
Compensation & Benefits	132,613	135,840	133,644	137,245	138,877
Office Expenses	6,148	6,102	7,955	7,600	9,200
Travel Expenses	13,882	15,951	14,743	18,075	16,525
Workshops/Dues	980	620	939	1,250	1,250
Equipment	79	-	260	1,500	1,000

2012 Budget Proposal

Detailed Budget Information

(Connectional Ministries Link continued)

COMMUNICATIONS OFFICE	81,926	74,097	89,922	110,266	98,067
Compensation & Benefits	36,221	28,236	47,188	50,816	45,867
Office Expenses	2,512	1,192	3,164	13,600	3,700
Travel Expenses	6,464	4,310	5,289	8,600	8,500
Dakotas Connection	2,088	3,161	6,143	13,500	10,000
DAVID System	33,537	32,065	28,808	19,250	25,000
Website	1,104	7,350	1,330	5,500	3,500
Tech Services	-	-	-	1,000	3,500
Transfers from Other Budgets	-	(2,217)	(2,000)	(2,000)	(2,000)
CAMPING AND RETREAT MINISTRIES	137,100	135,318	138,070	138,000	138,000
YOUTH MINISTRIES	22,008	28,937	19,304	36,325	35,850
Meeting Expenses	12,240	11,856	11,416	10,900	11,700
Supplies	2,877	2,626	2,642	2,600	2,600
Copies	527	941	693	1,000	500
Background Checks	-	-	1,296	500	1,500
Publicity	786	722	496	1,700	1,500
Journey (Senior High)	12,839	7,826	6,502	10,000	3,488
Crossing (Junior High)	19,071	13,838	11,002	20,000	4,112
Dak-YAC	6,603	4,900	4,497	7,000	1,450
Registrations/Other	(36,281)	(19,228)	(22,400)	(26,875)	-
Global Youth Gathering	-	-	-	3,000	1,000
Leadership Training Camp	455	2,050	1,689	2,000	2,500
Adult Training and Academy	1,991	2,015	1,131	2,000	2,000
District Programs	560	931	-	2,000	3,000
Website	340	460	340	500	500
CONNECTIONAL MISSIONS	268,150	252,531	264,058	295,027	306,126
Compensation & Benefits	194,775	188,504	206,387	218,727	226,626
Travel Expenses	14,810	11,880	13,207	16,000	16,000
Dues	1,500	2,250	2,250	2,250	2,250
Meeting Expenses	5,831	3,904	2,846	7,300	8,600
Program Expenses	51,234	45,993	39,368	50,750	52,650

2012 Budget Proposal

Detailed Budget Information

(Connectional Ministries Link continued)

SESSIONS COMMITTEE	25,679	30,450	23,747	32,700	34,500
Meeting Expenses	3,545	3,040	2,419	4,250	2,300
Registrations	(36,611)	(47,053)	(40,795)	(38,000)	(38,000)
Lay Equalization & Retired Clergy	26,461	44,323	25,837	30,600	29,700
Copier Rental	848	417	919	1,200	1,000
Conference Speaker	1,872	-	1,238	3,000	3,000
Refrehment Breaks	-	31	3,548	500	3,500
Banquet	14,575	14,783	14,766	15,750	16,000
Room Setup Fee	-	1,017	1,049	2,400	1,500
Worship	2,733	2,881	2,850	3,000	3,000
Audio/Video Rental	4,859	9,930	8,655	7,500	9,000
Child Care	1,165	110	992	1,400	1,800
Supplies/Miscellaneous	6,232	971	2,269	1,100	1,700
NEW CHURCH STARTS	157,452	65,088	346,864	184,900	89,900
Meeting Expenses	5,860	7,617	4,167	2,800	2,800
NCJ Church Dev Network	500	500	-	500	500
Emerging Needs of New Churches	1,495	5,345	8,031	10,000	10,000
Equipping to Start New Churches	3,602	2,470	4,498	15,000	15,000
New Church Starts	173,927	158,001	339,702	180,200	85,200
Consultant Expenses	6,855	2,406	-	-	-
Investment Income	(31,187)	(51,415)	862	(20,000)	(20,000)
Other Income	(3,600)	(59,836)	(10,396)	(3,600)	(3,600)
CAMPUS MINISTRIES	226,804	234,941	232,076	286,500	286,500
United Campus Ministries	141,741	160,000	155,000	210,000	210,000
Support for Dakota Wesleyan University	76,500	72,000	76,672	76,500	76,500
Board Expenses	8,563	2,941	404	-	-
OTHER FUNCTIONS	6,239	10,933	6,883	2,800	7,800
United Methodist Men	2,278	6,059	827	500	500
Builders' Club	1,835	1,806	1,780	2,300	2,300
Quadrennial Event	-	-	-	-	5,000
Young Adult Ministries	2,126	3,068	4,276	-	-
TOTAL REQUEST	1,079,060	990,808	1,331,008	1,322,854	1,303,789

2012 Budget Proposal

Detailed Budget Information

STEWARDSHIP OF RESOURCES LINK					
	Spent 2008	Spent 2009	Spent 2010	Budgeted 2011	Request 2012
STEWARDSHIP OF RESOURCES LINK	-	-	288	4,200	7,000
Meeting Expenses			288	6,000	6,000
Interpreters					1,000
Winds of the Spirit Reduction				(1,800)	
CONFERENCE FINANCE COMMITTEE	8,811	671	1,062	4,000	4,000
Meeting Expenses	3,301	671	1,062	3,500	3,500
Director Search	5,510	-	-	-	-
Workshops	-	-	-	500	500
EPISCOPACY COMMITTEE	2,497	3,393	284	4,800	6,800
Meeting Expenses	1,497	2,393	67	3,000	3,000
Travel - Bishop's Spouse	1,000	1,000	217	1,600	1,600
Secretarial Support	-	-	-	200	200
New Bishop Event	-	-	-	-	2,000
COMMISSION ON ARCHIVES AND HISTORY	34,807	29,445	34,240	35,105	36,325
Archivist Support	15,000	15,000	21,500	22,000	22,350
Space in McGovern Library	10,000	10,000	10,000	10,000	10,000
Meeting Expenses	802	1,521	854	900	1,000
Dues	155	90	111	205	125
Commission Office Expense	100	-	-	100	-
Archives Program Materials	1,500	1,500	1,000	750	1,000
NCJ Meeting Expenses	2,265	1,104	652	300	1,000
Registrations	1,985	230	123	350	350
Publication of Conference History	3,000	-	-	500	500
HUMAN RESOURCES COMMITTEE	1,278	95	744	1,250	1,500
Meeting Expenses	1,278	95	196	1,250	1,500
Resources	-	-	548	-	-
BOARD OF TRUSTEES	251,981	372,691	316,626	375,500	366,000
Investment/Other Income	(20,719)	(11,236)	(11,683)	(6,000)	(6,000)
Administrative Expenses	2,599	5,306	1,702	2,500	2,500
Conference Center Operations	24,368	24,617	27,195	28,000	29,000
Leadership Housing Maint. & Util	51,266	67,312	66,977	123,400	115,000
Campus Ministry Property Maint.	4,159	3,879	4,602	7,000	7,600

2012 Budget Proposal

Detailed Budget Information

(Stewardship of Resources Link – Board of Trustees continued)

Camps Property Taxes	12,430	15,562	15,630	16,000	16,000
Camps Capital Improvements	85,343	84,813	88,337	117,500	120,000
Insurance	53,191	57,729	57,950	60,000	55,000
Repair & Replacement Fund	39,304	124,709	65,916	25,000	25,000
Other Property Disbursements	40	-	-	2,100	1,900
FINANCE OFFICE	225,479	211,254	208,729	215,192	221,920
Compensation & Benefits	197,100	188,874	186,049	189,092	194,420
Travel Expenses	6,920	5,345	4,380	6,500	6,500
Office Expenses	10,178	6,710	6,650	7,800	7,800
Workshops/Dues	240	769	320	400	400
Audit	10,526	9,105	11,330	10,500	12,000
Equipment/Maintenance	390	93	-	500	500
Miscellaneous	125	358	-	400	300
DAKOTAS UM FOUNDATION	16,272	15,177	15,942	14,500	13,500
D&O/WORKERS COMP INSURANCE	2,164	(1,911)	10,786	6,000	7,000
EQUITABLE COMPENSATION FUND	46,042	37,085	48,432	50,000	50,000
Meeting Expenses	112	25	57	-	-
Dues/Quadrennial Events	200		300	-	-
Equitable Compensation Grants	45,730	37,060	48,075	50,000	50,000
CONFERENCE CENTER OPERATIONS	28,353	19,962	19,196	23,200	23,000
Supplies	488	519	-	500	500
Postage	438	365	180	500	500
Workstudy Student	-	-	-	-	-
Computer/Office Equipment	5,907	3,200	4,268	5,000	5,000
Equipment Maintenance	1,391	458	-	500	500
Computer Supplies	74	16	-	200	-
Computer Software Support	7,111	7,693	7,280	8,000	8,000
Postage Machine Rental/Exp.	3,537	3,093	3,213	3,500	3,500
Internet Service Provider	1,679	939	737	1,200	1,000
Computer Network Support	1,708	3,343	3,518	3,500	4,000
Server Replacement	5,787	-	-	-	-
Miscellaneous	233	336	-	300	-
TOTAL REQUEST	617,684	687,862	656,329	733,747	737,045

2012 Budget Proposal

Detailed Budget Information

VISIONING LINK					
	Spent 2008	Spent 2009	Spent 2010	Budgeted 2011	Request 2012
VISIONING LINK	-	-	1,563	6,000	6,000
Meeting Expenses			1,563	6,000	5,750
Resource Materials					250

2012 Budget Proposal

Detailed Budget Information

PENSIONS AND INSURANCE

		2009	2010	2011	2012	
		Actual	Actual	Budget	Request	
1	HealthFlex Premiums	2,956,448	3,216,374	2,789,640	2,672,640	(a)
	Wellness Incentive	65,500	15,100	-	-	
	Medicare Part B	50,610	50,610	55,000	55,000	
	Allowance for Uncollected (6%)			20,000	37,342	
	HealthFlex Expenses	3,072,558	3,282,084	2,864,640	2,764,982	
	Apportionments	(600,055)	(651,133)	(454,230)	(650,000)	
	Direct Bill Churches - \$10,000	(1,148,216)	(1,175,594)	(1,250,000)	(1,260,000)	
	Direct Bill Participants					
	Actives - 25%	(405,539)	(504,950)	(468,693)	(447,615)	
	Retirees - 26%	(230,749)	(272,235)	(256,717)	(257,367)	
	Conference Budgets / Self Pay	(304,379)	(337,146)	-	-	
	Lynch Trust / Investment Earnings	(262,266)	(599,567)	(300,000)	(50,000)	(b)
	Wellness Rebate	(107,246)	(17,871)	-	-	
	Medicare Part D Rebate	(122,521)	(112,035)	(110,000)	(100,000)	
	HealthFlex Offsets	(3,180,971)	(3,670,531)	(2,839,640)	(2,764,982)	
	Expenses Less Offsets	(108,413)	(388,447)	25,000	-	
2	Pension Program Premiums					
	CPP	238,124	241,876	242,392	224,398	
	CRSP-DC	246,660	248,113	244,752	240,639	
	CRSP-DB	937,739	990,054	1,084,263	993,855	(d)
	MPP	-	-	251,957	-	
	Allowance for Uncollected (6%)			65,000	64,940	
	Pension Expenses	1,422,523	1,480,043	1,888,364	1,523,832	
	Apportionments	(410,623)	(1,487,339)	(1,583,166)	(1,089,970)	
	CPP Holiday	-	(241,876)	(242,392)	(224,398)	(c)
	Conference Budgets	(91,962)	(68,303)	(37,806)	(51,464)	
	Pre-82 Overfundedness (136% funded)	(937,739)	-	-	-	
	Investment Earnings	(24,677)	(273,754)	(25,000)	(158,000)	
	Pension Offsets	(1,465,001)	(2,071,272)	(1,888,364)	(1,523,832)	
	Expenses Less Offsets	(42,478)	(591,229)	-	-	

2012 Budget Proposal

Detailed Budget Information

(Pension and Insurance continued)

3	Benefit Grants	13,505	16,335	50,000	50,000	
	Program, Seminars, Stipends, Etc	13,015	12,389	13,700	14,343	
	Office of Asst Benefits Administrator	45,735	47,330	48,300	48,657	
	Administration Expenses	72,255	76,054	112,000	113,000	(e)
	Investment Earnings	(271,829)	(146,510)	(112,000)	(113,000)	
	Expenses Less Offsets	(199,574)	(70,456)	-	-	

4	Transfer to Reserve Funding Account					
	Retiree Health Liability			100,000	617,905	
	Active Participant Contribution - 1%				(17,905)	
	Lynch Trust				(500,000)	(b)
	Apportionments	(949,993)	(245,922)	(100,000)	(100,000)	
	Expenses Less Offsets	(949,993)	(245,922)	-	-	

5	Board Expenses	4,136	6,486	6,000	6,000	
	Apportionments	(7,859)	(7,825)	(6,000)	(6,000)	
	Expenses Less Offsets	(3,723)	(1,339)	-	-	

Total Pension & Insurance Expenses	4,571,472	4,844,667	4,971,004	4,912,719
Total Offsets	(5,875,653)	(6,142,060)	(4,946,004)	(4,912,719)
Balance	(1,304,181)	(1,297,393)	25,000	-
Apportionments	1,968,530	2,392,219	2,143,396	1,845,970
HealthFlex Direct Bill to Churches	1,148,216	1,175,594	1,250,000	1,260,000
Total to Churches	3,116,746	3,567,813	3,393,396	3,105,970
HealthFlex Participant's Share	636,288	777,185	725,410	704,982

2012 Budget Proposal

Detailed Budget Information

Pension and Insurance Notes:

- (a) Premiums decreased 3.2% for actives and 2.6% for retirees. Beginning in 2011, we no longer budget for Conference Employees and other individuals/entities that only have access to HealthFlex but pay 100% of their premiums.
- (b) Beginning in 2012, Lynch Trust earnings will be designated for funding the Retiree Health Liability. As of the 2009 valuation, this liability was underfunded by \$17 million. In addition, active pastors will begin paying a portion of their participant's share into this liability. In that way, we can fund this during a pastor's working years much like we do with our pension plan.
- (c) 2012 is the final year of the CPP Holiday. Beginning in 2013, we will not have this offset so the apportioned budget will likely go up by approximately \$250,000.
- (d) 2011 was the first year an MPP contribution was required. In 2011, the CRSP-DB had increased significantly. These were mainly a result of the 2008-09 recession. In 2012, the economic recovery has eliminated the need for another MPP contribution and has lowered the CRSP-DB as well.
- (e) This portion of the budget is funded from the earnings in the Endowment account held with the General Board of Pension and Health Benefits. There was not adequate time to complete this budget prior to the April 8th deadline for the workbook.

BOARD OF PENSIONS ADMINISTRATION					
	2008	2009	2010	2011	2012
	Spent	Spent	Spent	Budget	Request
Mileage	876	2,368	3,507	2,000	2,000
Commercial Travel	-	-	-	-	-
Meals/Lodging	629	755	2,590	1,500	1,500
Conference Calls	413	47	42	500	500
Supplies	17	17	97	500	500
Postage	43	212	30	250	250
Telephone	678	388	-	900	900
Copies	-	3	-		
Workshop/Dues	-	100	210	100	100
Extra Office Help	-		-		
Equipment	-		-		
Miscellaneous	35	246	10	250	250
Total	2,692	4,136	6,486	6,000	6,000

2012 Budget Proposal

Detailed Budget Information

BENEFITS OFFICE / CBO / GRANTS					
	2008	2009	2010	2011	2012
	Spent	Spent	Spent	Budget	Requests
BENEFITS OFFICE	45,675	45,735	47,330	48,300	48,657
Assistant Benefits Admin Wages	30,701	33,049	24,536	25,275	26,538
Payroll Taxes	2,260	2,401	1,567	1,652	1,844
Pension BPP (Lay)	910	284	176	300	300
Pension CPBF (Lay)	1,933	1,743	1,457	2,165	1,592
HealthFlex	5,340	4,096	12,345	13,196	12,249
Continuing Education	145	-	-	200	200
Miscellaneous	-	-	-	12	134
Mileage/Other Auto	304	445	1,120	750	1,000
Commercial Travel	-	-	447		
Meals/Lodging	205	631	1,532	750	800
Supplies	454	520	714	500	500
Postage	813	803	1,106	800	800
Telephone	532	329	206	500	500
Copies	308	539	283	500	500
Workshops/Dues	15	15	265	100	100
Equipment	962	21	850	500	500
Computer Support	792	858	726	1,000	1,000
Software	-	-	-	100	100
CBO AND GRANTS	28,655	26,520	28,725	63,700	64,343
CBO Salary	8,400	8,400	8,367	8,400	8,400
Payroll Taxes	-	-	-	-	643
Grants	875	2,000	1,000	20,000	20,000
Programs/Seminars	4,334	2,607	1,408	3,000	3,000
Retiree Honorarium	1,200	800	1,800	1,000	1,000
Retiree Dinner at Annual Conference	1,045	1,208	815	1,300	1,300
Actuarial Study	12,500	-	-	-	-
Grants – Retiree Health Premium	301	11,505	15,335	30,000	30,000
TOTAL REQUEST	74,330	72,254	76,055	112,000	113,000