

**Plymouth Congregational Church**  
**Budget for the year 2025**  
as of September 4, 2024

**\$ 111,674.05** Initial Deficit (Cell AJ37)  
**\$ 113,953.11** Increase in Pledges

Description	2023 Actual	2024 Budget	2025 Requested Budget	2024 to Proposed 2025 Change	% Chg
<b>INCOME</b>					
<b>Pledges/Contributions</b>					
Pledge Collections	\$ 820,102.33	\$ 867,818.00	\$ 981,771.11	\$ 113,953.11	13.1%
Pledge Overpayments	\$ 20,335.64	\$ 20,000.00	\$ 20,000.00	\$ -	
Pledges - New Current Year	\$ 22,050.00	\$ 14,000.00	\$ 20,000.00	\$ 6,000.00	
Reserve for Uncollectables (or Actual)	\$ (1,560.00)	\$ (18,036.36)	\$ (20,435.42)	\$ (2,399.06)	
Pledge Collections, Net of Resv	\$ <b>860,927.97</b>	\$ <b>883,781.64</b>	\$ <b>1,001,335.69</b>	\$ <b>117,554.05</b>	13.3%
Contributions/No Pledge	\$ 85,380.00	\$ 75,000.00	\$ 75,000.00	\$ -	
One-Time Contribution/Gift	\$ 46,941.70	\$ 10,000.00	\$ 25,000.00	\$ 15,000.00	
Prior Year Pledges	\$ 7,045.00	\$ 4,500.00	\$ 4,000.00	\$ (500.00)	
Loose Offerings	\$ 8,896.66	\$ 8,500.00	\$ 8,500.00	\$ -	
<b>Other Income</b>					
Building Use Fees	\$ 20,224.00	\$ 20,000.00	\$ 20,500.00	\$ 500.00	
Unrestricted Endowment Income	\$ 16,810.77	\$ 21,593.55	\$ 21,593.55	\$ -	
Designated Endowment Income	\$ 55,363.23	\$ 53,081.76	\$ 53,081.76	\$ -	
Interest Earned	\$ 19,885.25	\$ 31,300.00	\$ 33,675.00	\$ 2,375.00	
<b>Total Income</b>	\$ <b>1,121,475.00</b>	\$ <b>1,107,757.00</b>	\$ <b>1,242,686.00</b>	\$ <b>134,929.00</b>	12.2%
<b>Transfers from Reserves</b>					
Transfer PPP Reserve		\$ 20,476.00	\$ 22,304.00	\$ 1,828.00	
Transfer CY Operating Reserve (if required)		\$ 19,884.00	\$ -	\$ (19,884.00)	
<b>Total Transfers</b>		\$ <b>40,360.00</b>	\$ <b>22,304.00</b>	\$ <b>(18,056.00)</b>	
<b>Combined Income &amp; Transfers</b>		\$ <b>1,148,117.00</b>	\$ <b>1,264,990.00</b>	\$ <b>116,873.00</b>	10.2%
<b>Total Expenditures</b>	\$ <b>1,096,549.00</b>	\$ <b>1,148,117.00</b>	\$ <b>1,264,990.00</b>	\$ <b>116,873.00</b>	10.2%
<b>Net Surplus (Deficit)</b>	\$ <b>24,926.12</b>	\$ <b>-</b>	\$ <b>(0.00)</b>	\$ <b>(0.00)</b>	
<b>EXPENDITURES</b>					
<b>Christian Education</b>					
Director of Faith Formation	\$ 33,425.98	\$ 34,528.00	\$ 34,528.00	\$ -	0.0%
Director of CE Health Ins Stipend	\$ -	\$ -	\$ -	\$ -	
Director of CE Retirement	\$ 1,043.98	\$ 2,071.68	\$ 2,071.68	\$ -	
DCE Professional Expenses	\$ 502.35	\$ 500.00	\$ 500.00	\$ -	
Faith Formation Assistant	\$ -	\$ 3,120.00	\$ 3,120.00	\$ -	
<b>Child Care Expense</b>					
Child Care Supervisor	\$ 3,408.00	\$ 3,788.20	\$ 3,788.20	\$ -	
Child Care Assistants	\$ 1,681.43	\$ 3,713.35	\$ 3,713.35	\$ -	
Child Care Substitutes	\$ 15.75	\$ 300.00	\$ 300.00	\$ -	
Christian Ed Employer FICA/Med	\$ 2,949.84	\$ 3,453.94	\$ 3,453.94	\$ -	
<b>Children's Ministry</b>					
Children's Curriculum	\$ 838.99	\$ 1,220.00	\$ 1,220.00	\$ -	
Children's Supplies	\$ 951.19	\$ 1,200.00	\$ 1,200.00	\$ -	
Children's Food	\$ 546.01	\$ 824.00	\$ 824.00	\$ -	
Vacation Bible School	\$ 435.87	\$ 280.00	\$ 280.00	\$ -	
Media Copyright Fee	\$ -	\$ -	\$ 375.00	\$ 375.00	
<b>Youth Education &amp; Ministry</b>					
<b>Confirmation</b>					
Confirmation Curriculum	\$ 747.75	\$ 615.00	\$ 615.00	\$ -	
Confirmation Food	\$ 334.03	\$ 150.00	\$ 150.00	\$ -	
Confirmation Supplies	\$ 226.49	\$ 160.00	\$ 160.00	\$ -	
Confirmation Retreat	\$ 200.00	\$ 300.00	\$ 300.00	\$ -	
High School Faith Formation	\$ 490.26	\$ 500.00	\$ 500.00	\$ -	
<b>Youth Group Expenses</b>					
Youth Group Food	\$ 794.05	\$ 900.00	\$ 900.00	\$ -	
Youth Group Supplies	\$ 957.17	\$ 800.00	\$ 1,315.00	\$ 515.00	
<b>Adult Education</b>					
OWL Training & Programs	\$ 257.08	\$ 600.00	\$ 600.00	\$ -	

Description	2023 Actual	2024 Budget	2025 Requested Budget	2024 to Proposed 2025 Change	% Chg
Planning/Program Development	\$ 237.00	\$ 1,095.00	\$ 1,095.00	\$ -	
Christian Ed Endow Exp (E)	\$ 1,449.44	\$ 1,379.01	\$ 1,379.01	\$ -	
<b>Total Christian Education</b>	<b>\$ 52,465.83</b>	<b>\$ 62,538.00</b>	<b>\$ 63,428.18</b>	<b>\$ 890.18</b>	<b>1.4%</b>
<b>Deacons</b>					
Worship	\$ 2,361.04	\$ 2,000.00	\$ 2,200.00	\$ 200.00	
Bereavement Support (Grief Books)	\$ 383.97	\$ 500.00	\$ 500.00	\$ -	
Stephen Ministry	\$ 203.35	\$ 220.00	\$ 220.00	\$ -	
We Care Memorial Receptions	\$ 109.19	\$ 300.00	\$ 300.00	\$ -	
Deacons Budget Reduction	\$ -	\$ -	\$ -	\$ -	
Staff Education & Development	\$ 486.88	\$ 2,000.00	\$ 2,000.00	\$ -	
Acolytes	\$ -	\$ 500.00	\$ 500.00	\$ -	
Deacons Endowment Expense (E)	\$ 2,654.99	\$ 2,934.62	\$ 2,934.62	\$ -	
<b>Total Deacons</b>	<b>\$ 6,199.42</b>	<b>\$ 8,454.00</b>	<b>\$ 8,654.62</b>	<b>\$ 200.00</b>	<b>2.4%</b>
<b>Fellowship</b>					
Fellowship Hour & Supplies	\$ 1,072.26	\$ 1,300.00	\$ 2,600.00	\$ 1,300.00	
All Church Picnic	\$ 500.08	\$ 500.00	\$ 800.00	\$ 300.00	
Thanksgiving	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00	\$ -	
Pride Party	\$ 1,159.57	\$ 1,200.00	\$ -	\$ (1,200.00)	
Fellowship Discretionary Expense	\$ 249.00	\$ -	\$ -	\$ -	
Fellowship Endowment Expense (E)	\$ 499.45	\$ 475.18	\$ 475.18	\$ -	
<b>Total Fellowship</b>	<b>\$ 4,480.36</b>	<b>\$ 4,475.18</b>	<b>\$ 4,875.18</b>	<b>\$ 400.00</b>	<b>8.9%</b>
<b>Membership</b>					
Pastor of Care & Welcome	\$ 4,219.27	\$ 5,200.00	\$ 5,200.00	\$ -	
Pastor of Care & Welcome Housing Allowance	\$ 16,872.87	\$ 20,800.00	\$ 20,800.00	\$ -	
Pastor of Care & Welcome Retirement	\$ 983.29	\$ 1,560.00	\$ 1,560.00	\$ -	
Pastor of C&W FICA Reimbursement	\$ 1,985.60	\$ 1,989.00	\$ 1,989.00	\$ -	
Community Relations/Outreach	\$ 24.79	\$ 450.00	\$ 500.00	\$ 50.00	
New Member Orientation, Integration & Recruitment	\$ 1,133.72	\$ 1,350.00	\$ 1,150.00	\$ (200.00)	
Congregational Care Ministry & Member Services	\$ 344.61	\$ 501.00	\$ 450.00	\$ (51.00)	
Explore Plymouth	\$ 34.64	\$ -	\$ -	\$ -	
<b>Total Membership</b>	<b>\$ 25,598.96</b>	<b>\$ 31,850.00</b>	<b>\$ 31,649.00</b>	<b>\$ (201.00)</b>	<b>-0.6%</b>
<b>Service &amp; Justice</b>					
Our Church's Wider Mission	\$ 29,000.00	\$ 29,000.00	\$ 42,500.00	\$ 13,500.00	46.6%
KIFA Initiative	\$ 500.00	\$ 500.00	\$ 500.00	\$ -	
Local Mission Support (Head Start)	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00	\$ -	
Language Program Support	\$ 4,000.00	\$ 4,000.00	\$ 4,000.00	\$ -	
Carbon Mitigation Fund	\$ 720.00	\$ 1,000.00	\$ 1,000.00	\$ -	
Mission Leadership Curriculum/Training	\$ 25.77	\$ 500.00	\$ 500.00	\$ -	
Pride Parade / Party	\$ -	\$ -	\$ 1,300.00	\$ 1,300.00	
New Projects Budget	\$ -	\$ -	\$ 1,000.00	\$ 1,000.00	
Mission Endowment Expense	\$ 6,477.57	\$ 6,162.81	\$ 6,162.81	\$ -	
<b>Total Service &amp; Justice</b>	<b>\$ 41,723.34</b>	<b>\$ 42,162.81</b>	<b>\$ 57,962.81</b>	<b>\$ 15,800.00</b>	<b>37.5%</b>
<b>Music and Fine Arts</b>					
Minister of Music/Arts Ministry	\$ 65,107.20	\$ 67,737.53	\$ 67,737.53	\$ -	
MMFAM Professional Expenses	\$ 496.10	\$ 500.00	\$ 500.00	\$ -	
Chancel Choir Accompanist (Formerly Associate)	\$ 1,388.80	\$ 4,063.95	\$ 4,063.95	\$ -	
MFA Admin Assistant	\$ 3,206.45	\$ 2,933.84	\$ 2,933.84	\$ -	
Handbell Director	\$ 1,564.00	\$ 2,080.91	\$ 2,080.91	\$ -	
<i>Youth Choirs</i>	\$ -	\$ -	\$ -	\$ -	
Youth Choir Directors	\$ 3,648.49	\$ 4,138.32	\$ 4,138.32	\$ -	
<i>Chancel Choir</i>	\$ -	\$ -	\$ -	\$ -	

Description	2023 Actual	2024 Budget	2025 Requested Budget	2024 to Proposed 2025 Change	% Chg
Chancel Choir Music&Supplies (including robe cleaning)	\$ 928.00	\$ 600.00	\$ 1,000.00	\$ 400.00	
Chancel Choir Paid Choristers	\$ 9,195.12	\$ 9,995.52	\$ 9,995.52	\$ -	
Chancel Choir Guest Musicians	\$ 2,405.00	\$ 2,400.00	\$ 3,000.00	\$ 600.00	
<i>Gathering of Grace Service</i>					
Gathering of Grace Band	\$ 18,007.47	\$ 20,926.88	\$ 20,926.88	\$ -	
Gathering of Grace Music/Supply	\$ 529.00	\$ 550.00	\$ 550.00	\$ -	
Gathering Grace/Guest Musicians	\$ 1,325.00	\$ -	\$ -	\$ -	
MFA Employer FICA and Benefits		\$ -	\$ -	\$ -	
Insurance / Travel Stipend	\$ 4,699.54	\$ 3,600.00	\$ 3,600.00	\$ -	
Retirement	\$ 6,944.77	\$ 9,987.25	\$ 9,987.25	\$ -	
MFA Employer FICA/Med	\$ 6,454.21	\$ 7,233.49	\$ 7,233.49	\$ -	
G of G Band Employer FICA/Med	\$ 1,427.68	\$ 1,600.91	\$ 1,600.91	\$ -	
Fine Arts Program	\$ 1,452.78	\$ 1,300.00	\$ 1,300.00	\$ -	
Organ Tuning & Repairs	\$ 2,409.00	\$ 10,000.00	\$ 5,000.00	\$ (5,000.00)	
Piano Tuning and Repairs	\$ 569.50	\$ 1,200.00	\$ 2,000.00	\$ 800.00	
MFA Endowment Exp (E)	\$ 4,554.95	\$ 4,333.63	\$ 4,333.63	\$ -	
<b>Total Music &amp; Fine Arts</b>	<b>\$ 136,313.06</b>	<b>\$ 155,182.00</b>	<b>\$ 151,982.23</b>	<b>\$ (3,199.77)</b>	<b>-2.1%</b>
<b>Operations</b>					
<b>STAFF</b>					
Worship Production Coordinator	\$ 8,250.00	\$ 8,271.18	\$ 8,271.18	\$ -	
Communication Director - Contracted	\$ 40,000.00	\$ 40,000.00	\$ 40,000.00	\$ -	
Director of Operations	\$ 56,896.69	\$ 59,854.08	\$ 59,854.08	\$ -	
Business Manager	\$ -	\$ -	\$ -	\$ -	
Accountant	\$ 30,344.95	\$ 29,359.20	\$ 29,359.20	\$ -	
Administrative Assistant	\$ 16,859.27	\$ 16,354.00	\$ 16,354.00	\$ -	
Facilities Manager	\$ 44,581.29	\$ 55,002.37	\$ 55,002.37	\$ -	
Hospitality Associates	\$ 7,304.50	\$ 6,160.00	\$ 6,160.00	\$ -	
Stewardship Employer FICA & Benefits		\$ -	\$ -	\$ -	
Insurance Stipend	\$ 1,792.77	\$ -	\$ -	\$ -	
Retirement	\$ 698.85	\$ 587.00	\$ 587.00	\$ -	
Employer FICA/Med	\$ 12,600.76	\$ 13,388.00	\$ 13,388.00	\$ -	
Recruiting & Background Checks	\$ 365.42	\$ 2,027.00	\$ 2,027.00	\$ -	
<b>BUILDING</b>					
Utilities	\$ 52,558.75	\$ 63,000.00	\$ 63,000.00	\$ -	
Yearly Building Contracts	\$ 35,060.27	\$ 30,000.00	\$ 43,000.00	\$ 13,000.00	
Contracted Cleaning Service	\$ 10,800.00	\$ 10,800.00	\$ -	\$ (10,800.00)	
Building Supplies & Equipment	\$ 6,830.74	\$ 7,500.00	\$ 7,500.00	\$ -	
Kitchen Supplies	\$ 1,999.58	\$ 2,000.00	\$ 2,000.00	\$ -	
Ordinary Maint & Repairs	\$ 72,064.33	\$ 57,000.00	\$ 67,000.00	\$ 10,000.00	
Property/Liability Insurance	\$ 35,922.00	\$ 39,569.00	\$ 45,504.00	\$ 5,935.00	
Stewardship Endowment Exp (E) Exp.	\$ 34,417.88	\$ 32,745.52	\$ 32,745.52	\$ -	
<b>OFFICE/GENERAL ADMIN</b>					
Advertising & Publicity	\$ 11,693.01	\$ 10,500.00	\$ 10,700.00	\$ 200.00	
Media Ministry	\$ 5,215.22	\$ 5,300.00	\$ 5,300.00	\$ -	
Copier Lease/Maintenance	\$ 15,849.22	\$ 15,000.00	\$ 15,000.00	\$ -	
Copier Paper/Supplies	\$ 2,273.60	\$ 3,000.00	\$ 3,000.00	\$ -	
Postage	\$ 2,912.14	\$ 3,675.00	\$ 3,675.00	\$ -	
Telephone/Maintenance	\$ 4,237.89	\$ 4,300.00	\$ 4,300.00	\$ -	
Office Supplies	\$ 1,961.96	\$ 2,500.00	\$ 2,500.00	\$ -	
Bank Charges & Credit Card Fees	\$ 7,332.13	\$ 6,000.00	\$ 7,500.00	\$ 1,500.00	
Office Technology	\$ 7,358.84	\$ 8,000.00	\$ 12,000.00	\$ 4,000.00	
Social Media & Internet Technology	\$ 5,187.81	\$ 6,000.00	\$ 6,000.00	\$ -	
Member Management Software	\$ 839.00	\$ 924.00	\$ 924.00	\$ -	
Financial AUP Review	\$ 7,500.00	\$ 7,500.00	\$ 7,500.00	\$ -	
<b>OTHER COMMITTEES</b>					
Annual Appeal	\$ 466.97	\$ 1,500.00	\$ 9,300.00	\$ 7,800.00	
Capital Campaign	\$ 12,502.42	\$ -	\$ -	\$ -	

Description	2023 Actual	2024 Budget	2025 Requested Budget	2024 to Proposed 2025 Change	% Chg
K/O Conference Delegates	\$ 729.58	\$ 2,400.00	\$ 2,400.00	\$ -	
History Committee	\$ 575.00	\$ 575.00	\$ 575.00	\$ -	
Endowment Committee	\$ -	\$ 2,200.00	\$ -	\$ (2,200.00)	
Memorial Committee - Greater Plymouth Fund (E)	\$ 5,308.95	\$ 5,050.99	\$ 5,050.99	\$ -	
<b>PERSONNEL EXPENSES</b>					
FSA Service Charges	\$ 249.34	\$ 144.00	\$ 200.00	\$ 56.00	
Workers Compensation	\$ 44.00	\$ 3,724.00	\$ 4,000.00	\$ 276.00	
Personnel Enhancements	\$ -	\$ -	\$ 72,316.00	\$ 72,316.00	
<b>OTHER EXPENSES</b>					
Operating Reserve	\$ 20,000.04	\$ 20,000.00	\$ 20,000.00	\$ -	
<b>Total Stewardship</b>	<b>\$ 581,585.17</b>	<b>\$ 581,910.34</b>	<b>\$ 683,993.34</b>	<b>\$ 102,083.00</b>	<b>17.5%</b>
<b>Pastoral Ministry</b>					
<b>SENIOR PASTOR</b>					
Sr Pastor Base Salary	\$ 54,749.52	\$ 58,415.68	\$ 58,415.68	\$ -	
Sr Pastor Housing Allowance	\$ 36,000.00	\$ 36,000.00	\$ 36,000.00	\$ -	
Sr Pastor Retirement	\$ 12,609.62	\$ 13,218.20	\$ 13,218.20	\$ -	
Sr Pastor Life/Disability Ins	\$ 1,348.36	\$ 1,416.24	\$ 1,416.24	\$ -	
Sr Pastor UCC Conf Life Ins	\$ -	\$ -	\$ -	\$ -	
Sr Pastor FICA Reimbursement	\$ 6,942.24	\$ 7,222.80	\$ 7,222.80	\$ -	
Sr Pastor Family Health/Dental Stipend	\$ 28,889.00	\$ 32,415.00	\$ 32,415.00	\$ -	
Sr Pastor Auto Reimbursement	\$ 1,104.33	\$ 1,200.00	\$ 1,200.00	\$ -	
Sr Pastor Professional Expense	\$ 1,472.27	\$ 1,500.00	\$ 1,500.00	\$ -	
Sr Pastor Cell Phone Allowance	\$ 1,200.00	\$ 1,200.00	\$ 1,200.00	\$ -	
<b>ASSOCIATE PASTOR</b>					
Assoc Pastor Base Salary	\$ 30,402.00	\$ 34,690.58	\$ 34,690.58	\$ -	
Assoc Pastor Housing Allowance	\$ 36,000.00	\$ 36,000.00	\$ 36,000.00	\$ -	
Assoc Pastor Retirement	\$ 9,888.90	\$ 9,896.68	\$ 9,896.68	\$ -	
Assoc Pastor Life/Disability Ins	\$ 1,225.62	\$ 1,060.36	\$ 1,060.36	\$ -	
Assoc Pastor FICA Reimbursement	\$ 5,079.84	\$ 5,407.83	\$ 5,407.83	\$ -	
Assoc Pastor Health/Dental Ins	\$ 17,263.92	\$ 17,751.00	\$ 17,751.00	\$ -	
Assoc Pastor Auto Reimbursement	\$ 400.00	\$ 400.00	\$ 400.00	\$ -	
Assoc Pastor Professional Exps	\$ 1,206.83	\$ 1,500.00	\$ 1,500.00	\$ -	
Assoc Pastor Cell Phone Allowance	\$ 1,200.00	\$ 1,200.00	\$ 1,200.00	\$ -	
Other Clergy	\$ 1,200.00	\$ 1,050.00	\$ 1,950.00	\$ 900.00	
<b>Total Pastoral Ministry</b>	<b>\$ 248,182.45</b>	<b>\$ 261,544.37</b>	<b>\$ 262,444.37</b>	<b>\$ 900.00</b>	<b>0.3%</b>
<b>TOTAL EXPENDITURES</b>	<b>\$ 1,096,548.59</b>	<b>\$ 1,148,116.70</b>	<b>\$ 1,264,989.73</b>	<b>\$ 116,873.03</b>	<b>10.2%</b>

Personnel Enhancements	\$ 72,316	61.9%
Non-Personnel Changes, net of Janitorial	\$ 44,557	38.1%
<b>Total Increase Year/Year</b>	<b>\$ 116,873</b>	