

## Treasurer's Discussion and Analysis

### Overview

It has been a period of considerable change and challenge in the life of our Church and Conference. Although we have more work to do to ensure we are on a sustainable path, we have also come a long way over the past couple of years. As I mention below, our 2023 Conference expenses were more than \$200,000 below budget. Additionally, Bishop Plambeck has formulated a Wisdom Council which will focus on developing our long-term strategic and financial plan. I look forward to supporting this Council and providing them with the necessary information to do their work.

Please see below for our Conference budget update, financial details regarding 2023 disaffiliations, details regarding our General Church apportionments, our current Conference Council on Finance and Administration (CCFA) reserves, staffing update, and other financial support.

### Conference Budget Update

**2023** – Apportionments received for 2023 totaled approximately \$2.94 million. This includes \$553,000 from churches that disaffiliated in 2023, resulting in total apportionments received from churches remaining UMC after 2023 of \$2.39 million (See **'Disaffiliations'** below for further details). Total income for 2023 was \$3.04 million, after including interest and investment income earned on our Conference savings reserves.

Total expenses for 2023 were \$3.10 million, \$211,000 less than our 2023 budget of \$3.31 million. This resulted in a smaller than expected budget shortfall of \$60,000, absorbed by Conference reserves. We incurred lower than budgeted costs in the following areas: 1) Leadership Development Office, Board of Ordained Ministry, Council on Youth Ministries, New Churches, Annual Conference, and District Superintendency (which includes our Moving Fund). Conversely, the Conference incurred higher than budgeted costs by the Finance Office (due to higher-than-expected audit fees) and the Board of Trustees (primarily due to higher-than-expected insurance costs), as well as Chancellor/Legal costs (primarily due to CCFA approving paying 100% of the Dakotas Conference portion of the Boy Scout Settlement).

**2024** – As of May 31, 2024, we received approximately \$734,647 in apportionments. I estimate that apportionments received from churches for 2023 (including from those that disaffiliated in 2023) will be \$2.3 million. With an additional \$114,000 from interest/investment income, our total apportionment and interest/investment income is estimated to be approximately \$2.42 million. With a budget of \$3.06 million, we will need to use our operating reserves and/or reduce our spending (See **'Reserves'** and **'Disaffiliations'** sections below for further details). Additionally, I expect our budget shortfall to be lower than the \$643,409 outlined in the budget due to the decision made by the Board of Pensions to cover the Conference HealthFlex direct bill for Conference and camping staff for 2024. This will help our Conference close the budget shortfall in 2024 by approximately \$200,000. On behalf of the Conference, thank you Board of Pensions for your generosity!

**2025** – An apportioned budget of \$3,010,350 was presented by the CCFA and approved at the Annual Conference. Our 2025 proposed budget represents an overall decrease of approximately 2% from 2024. One key area we have reduced by \$50,000 includes apportionments allocated to Conference Missionaries (Solar Oven Partners and Spirit Lake Ministries). Although this is a reduction in our direct budget allocation to these ministries, we continue to provide administrative support, including processing cash receipts, accounts payable, payroll, human resources, and communications. Additionally, these two ministries have 'carryover' reserve balances (totaling approximately \$500,000 for each ministry). These reserves have accumulated due to individual and church support, as well as previous Conference support; therefore, these ministries have ample reserves and support to sustain them for the foreseeable future.

Since CCFA determined that we have sufficient reserves to meet any short-term budget shortfall, CCFA approved a further reduction in the local church apportionment percentage from 13.5% in 2024 to 13.0% in 2025. We hope the decision to continue to lower the apportionment percentage, even during times of uncertainty, illustrates to you that we understand the challenges facing local churches as we continue to recover from the effects of the pandemic and disaffiliations.

## Disaffiliations

Through the work of our Conference Chancellors, Nancy Oviatt (SD) and Steve Ottmar (ND), along with our Conference Board of Trustees, Conference Board of Pensions, and our CCFA, thirty-nine churches were approved to disaffiliate in 2023. Twenty-four of these churches were approved during our Annual Conference on June 9, 2023. Additionally, an online special session of Annual Conference was held on August 15, 2023, where an additional fifteen churches were approved to disaffiliate (*Note: Crystal UMC decided not to fulfill the terms of the disaffiliation agreement. Therefore, they remain members of the Dakotas Conference of the United Methodist Church*). See the table below for financial details for each church:

Church	State	Disaffiliation Date	Disaffiliation Apportionment Obligation	Disaffiliation Pension Obligation
Big Stone City Tabor UMC	SD	6/15/2023	6,039.71	12,961.45
Bristol-Butler UMC	SD	8/31/2023	9,351.27	8,511.41
Cavalier Trinity UMC	ND	10/31/2023	21,386.96	11,599.62
Claremont UMC	SD	6/30/2023	6,552.68	15,594.71
Clear Lake UMC	SD	6/30/2023	57,340.45	16,992.61
Cresbard UMC	SD	8/31/2023	6,021.51	12,435.70
Dickey UMC	ND	8/31/2023	1,655.60	6,727.78
Doland UMC	SD	12/29/2023	1,364.59	6,944.71
Fairburn UMC	SD	8/31/2023	2,583.99	3,314.18
Garden City UMC	SD	8/15/2023	-	6,313.81
Gary UMC	SD	6/30/2023	5,177.85	11,328.46
Geddes UMC	SD	6/30/2023	10,530.94	21,843.44
Hazen UMC	ND	6/30/2023	6,978.50	17,842.33
Hecla UMC	SD	6/30/2023	1,089.68	6,471.68
Huron First UMC	SD	6/30/2023	31,322.70	43,799.87
Kellerton UMC	SD	7/1/2023	3,620.95	6,266.81
Kimball Protestant	SD	8/31/2023	12,722.59	9,942.53
Kindred Calvary UMC	ND	8/31/2023	2,031.29	6,507.84
Marion UMC	ND	8/31/2023	4,501.00	15,187.97
Medina UMC	ND	6/30/2023	8,462.23	6,055.91
Mellette Northwestern UMC	SD	8/1/2023	21,920.77	1,446.19
Milbank Parkview	SD	8/31/2023	6,019.06	18,545.84
Mobridge UMC	SD	6/23/2023	5,195.63	7,004.97
Napoleon Salem UMC	ND	12/31/2023	3,405.28	11,183.84
Oakes UMC	ND	6/30/2023	9,867.55	20,035.71
Olivet UMC	SD	7/1/2023	11,710.00	10,213.38
Redfield UMC	SD	8/31/2023	17,220.74	23,873.38
Streeter Ebenezer UMC	ND	12/31/2023	13,296.43	8,436.09
Tappen UMC	ND	6/30/2023	3,487.48	7,881.72
Tolstoy UMC	SD	8/31/2023	1,386.14	8,157.40
Tulare UMC	SD	12/31/2023	15,809.51	10,846.40
Turtle Lake UMC	ND	6/30/2023	5,634.24	9,388.16
Tuttle UMC	ND	6/30/2023	4,828.40	4,135.19
Viborg UMC	SD	6/15/2023	8,931.68	5,984.12
Walcott Zion UMC	ND	8/31/2023	54,339.20	15,486.25
Webster UMC	SD	7/31/2023	17,300.30	17,851.36
Wessington Springs UMC	SD	9/30/2023	6,921.61	17,876.97
Winner UMC	SD	6/30/2023	15,152.56	25,910.84
<b>Grand Totals*</b>			<b>\$421,161.07</b>	<b>\$470,900.94</b>

\*Note: Total apportionments received in 2023 was \$553,000. That includes apportionments received from Ashley Emmanuel UMC and Milbank Central UMC of \$131,935. However, since their disaffiliation vote occurred in 2022, they are not included in the disaffiliation totals above.

The apportionment obligation received from disaffiliated churches in 2023 was used to bridge the budget shortfall in 2023. Conversely, pension obligations were deposited into our Pension Liability Fund established at the Dakotas and Minnesota Methodist Foundations in 2023 for the sole purpose of covering future pension liabilities.

### **General Church Apportionments**

Each General Church fund represents our core connectional giving and supports the UMC and its ministries in a variety of ways. These funds include: 1) World Service Fund, 2) Africa University Fund, 3) Black College Fund, 4) Episcopal Fund, 5) General Administration Fund, 6) Interdenominational Cooperation Fund, and 7) The Ministerial Education Fund. The Dakotas Conference paid General Church apportionments for 2023 totaling \$474,838. This represents approximately 52% of our total apportionments allocated to the Dakotas Conference of \$911,219. However, it is important to note that we paid 100% of two (of seven) General Church funds: 1) Africa University and 2) Episcopal Fund in 2023. As mentioned last year, while it is always our goal to pay 100% apportionments to the General Church, meeting the full obligation for 2024 was unrealistic primarily due to the impacts of the pandemic and church disaffiliations, since the apportionment calculation was based on the 2016 General Conference methodology.

The General Church apportionments to the Dakotas Conference for 2025 is \$536,152. The 2025 budget includes 100% of our General Church apportionments and represents slightly more than half the total General Church apportionments allocated to the Dakotas Conference in 2024. This is due to GCFA lowering the base rate percentage (from the 2016 base rate) that was approved at General Conference and reflects the effects of disaffiliations.

### **Reserves**

Fortunately, the Conference has various reserves available for use through this transitional period. These reserves include \$1.24 million invested in five Certificates of Deposit. The Conference also has reserve funds invested at the Dakotas and Minnesota Methodist Foundations of approximately \$1.01 million as well as funds in the Conference operating account to meet current financial needs. Lastly, we also have approximately \$1.09 million that was allocated several years ago by the Board of Pensions in the Transitional Reserve Fund. This fund has decreased from approximately \$1.33 million at the end of 2022, due to using a portion of these funds to create grants for churches negatively impacted by the disaffiliation process. With these reserves in place, the Conference is currently in a solid financial position that will help us meet our short-term budget shortfalls.

### **Staffing**

To say we have gone through staffing transitions since our last Annual Conference is an understatement! First, Dana Bassett has taken over the role of Assistant Treasurer and continues to be an anchor for our office. She is the most experienced member of our team, and her knowledge is a blessing as we train new staff. Dana will continue to assume more responsibility in the months ahead, including managing our insurance policies and assisting with our annual Conference audit. Thank you, Dana, for all you continue to do to keep our Conference running smoothly!

We also have several new faces in the Finance & Benefits/Human Resources office. First, Kathy Roll joined us part-time in September 2023 and processes our payroll, camp receipts, and assists with other accounting functions, e.g., bank reconciliations and staff credit card expense processing. We are blessed to have her on our team! I'm also pleased to report that JoAnn Early was hired in December 2023 and assumed the role of Conference Benefits and Human Resources Officer. Many of you know JoAnn since she served as Operations/Finance Director for several local churches in the Bismarck, ND, area. JoAnn is doing a fantastic job leading our benefits and human resources functions and has already made a big impact in our office, including helping us enhance our Conference policies and procedures. She also brings a great sense of humor and energy to our office as she helps both clergy and conference staff with benefits and human resources related issues.

Kaylynn Schutte recently joined our team in April 2024 and serves as our Finance & Benefits/HR Assistant. Kaylynn is a Mitchell, SD, native and most recently managed Cool Beans in Mitchell. She is also a proud graduate of DWU. Go Tigers! She will be assisting our office with a variety of responsibilities, including processing staff credit card expenses, church and individual receipts, assisting with clergy benefits and training, and human resources. We are thrilled to have her as part of our team!

Lastly, a special thanks goes out to both JoAnn Schlimgen and Leana Stunes, who have continued to support our office on a part-time basis as they assist with training our new staff. Thank you, ladies, for your continued assistance. You have both been a blessing to me and to our entire Conference!

### **Other Financial Support**

Since other financial support from individuals and local churches is not included in our apportioned budget, I wanted to give you a summary of the support our Dakotas Conference members and churches have provided to various ministries throughout our Conference and broader United Methodist connection. I am pleased to report that these individual and church donations total approximately \$500,000 in 2023! These funds provided much needed financial support to various projects and ministries, including (but not limited to) our three Dakotas Conference Camps, Spirit Lake Ministries, Solar Oven Partners, UMCOR, Tree of Life, Abbott House, World Poverty and Hunger, Thanksgiving Offering, Native American Awareness, UM Student Day, UMCOR Sunday, World Service Specials, and the United Methodist Global AIDS Fund. Supporting these ministries makes an enormous difference and is life-giving to many people throughout the Conference and the world. Thank you for your generosity!

### **Final Thoughts**

I am hopeful and excited to see what God has in store for us as we re-focus our attention on our core ministries and what God has called us to do, as we continue our mission of making disciples of Jesus Christ for the transformation of the world. I am eager to hear from you, so please do not hesitate to contact me with questions or requests. My email is [jim.ducker@dakotasumc.org](mailto:jim.ducker@dakotasumc.org) or you can reach me at 605-990-7786 or 605-550-2243. God bless you as you continue in the good work of God's kin-dom in the Dakotas Conference!

Jim Ducker, Treasurer

**Apportioned Budget Summary**

<b>Program</b>	<b>2023 Actual</b>	<b>2024 Spending Plan</b>	<b>2025 Budget</b>	<b>Change* \$</b>	<b>Change* %</b>
<b><i>DEVELOPING MISSIONAL LEADERS</i></b>					
MISSIONAL LEADER LINK	\$ -	\$ -	\$ -	\$ -	-
LEADERSHIP DEVELOPMENT OFFICE	\$ 1,549.90	\$ 6,700.00	\$ 6,700.00	\$ -	0.0%
BOARD OF ORDAINED MINISTRY	\$ 43,593.31	\$ 70,000.00	\$ 52,050.00	\$ (17,950.00)	-25.6%
MINISTERIAL EDUCATION FUND	\$ 14,922.76	\$ 20,373.00	\$ 18,373.00	\$ (2,000.00)	-9.8%
LAY SERVANT MINISTRY	\$ 692.45	\$ 2,300.00	\$ 1,650.00	\$ (650.00)	-28.3%
LAY LEADER	\$ 172.66	\$ 2,500.00	\$ 1,250.00	\$ (1,250.00)	-50.0%
CAMPING & YOUTH OFFICE	\$ 23,065.81	\$ 19,300.00	\$ 18,600.00	\$ (700.00)	-3.6%
CAMPING & RETREAT MINISTRIES	\$ 127,835.58	\$ 132,000.00	\$ 123,000.00	\$ (9,000.00)	-6.8%
YOUTH LEADERSHIP DEVELOPMENT	\$ -	\$ 10,500.00	\$ 9,000.00	\$ (1,500.00)	-14.3%
COUNCIL ON YOUTH MINISTRIES	\$ 1,581.55	\$ 30,800.00	\$ 31,200.00	\$ 400.00	1.3%
YOUNG ADULT & HIGHER ED	\$ 79,814.98	\$ 76,250.00	\$ 68,500.00	\$ (7,750.00)	-10.2%
SAFE & SACRED PLACES	\$ 1,354.37	\$ 1,000.00	\$ 1,000.00	\$ -	0.0%
NOMINATIONS COMMITTEE	\$ -	\$ -	\$ -	\$ -	-
<b><i>DEVELOPING MISSIONAL LEADERS</i></b>	<b>\$ 294,583.37</b>	<b>\$ 371,723.00</b>	<b>\$ 331,323.00</b>	<b>\$ (40,400.00)</b>	<b>-10.9%</b>
<b><i>EQUIPPING MISSIONAL CONGREGATIONS</i></b>					
MISSIONAL CONGREGATIONS LINK	\$ -	\$ -	\$ -	\$ -	-
DIRECTOR OF MINISTRIES OFFICE	\$ 11,240.42	\$ 10,700.00	\$ 10,700.00	\$ -	0.0%
NEW CHURCHES	\$ 56,568.92	\$ 52,000.00	\$ 21,000.00	\$ (31,000.00)	-59.6%
LARGE CHURCH REVITALIZATION	\$ 32,000.00	\$ 16,500.00	\$ 4,500.00	\$ (12,000.00)	-72.7%
RURAL MINISTRY INITIATIVE	\$ -	\$ -	\$ -	\$ -	-
TOOLS/TRAINING FOR CHURCHES	\$ 13,415.58	\$ 14,300.00	\$ 12,800.00	\$ (1,500.00)	-10.5%
<b><i>EQUIPPING MISSIONAL CONGREGATIONS</i></b>	<b>\$ 113,224.92</b>	<b>\$ 93,500.00</b>	<b>\$ 49,000.00</b>	<b>\$ (44,500.00)</b>	<b>-47.6%</b>
<b><i>EXTENDING MISSIONAL IMPACT</i></b>					
MISSIONAL IMPACT LINK	\$ 136.82	\$ 500.00	\$ 500.00	\$ -	0.0%
GENERAL APPORTIONMENTS	\$ 482,444.43	\$ 573,940.47	\$ 543,085.66	\$ (31,798.81)	-5.5%
CONNECTIONAL MISSIONS	\$ 18,688.35	\$ 17,000.00	\$ 17,000.00	\$ -	0.0%
CONFERENCE MISSIONARIES	\$ 113,510.34	\$ 90,000.00	\$ 40,000.00	\$ (50,000.00)	-55.6%
<b><i>EXTENDING MISSIONAL IMPACT</i></b>	<b>\$ 614,779.94</b>	<b>\$ 681,440.47</b>	<b>\$ 600,585.66</b>	<b>\$ (81,798.81)</b>	<b>-12.0%</b>
<b><i>GENERATING MISSIONAL RESOURCES</i></b>					
COUNCIL OF FINANCE & ADMIN	\$ -	\$ 1,000.00	\$ 800.00	\$ (200.00)	-20.0%
FINANCE OFFICE	\$ 49,814.76	\$ 25,250.00	\$ 29,100.00	\$ 3,850.00	15.2%
EQUITABLE COMPENSATION	\$ 15,160.92	\$ 20,000.00	\$ 18,000.00	\$ (2,000.00)	-10.0%
D&O; WORKER'S COMP COVERAGE	\$ 9,628.86	\$ 12,000.00	\$ 10,000.00	\$ (2,000.00)	-16.7%
<b><i>GENERATING MISSIONAL RESOURCES</i></b>	<b>\$ 74,604.54</b>	<b>\$ 58,250.00</b>	<b>\$ 57,900.00</b>	<b>\$ (350.00)</b>	<b>-0.6%</b>
<b><i>DISTRICT SUPERINTENDENCY</i></b>					
SHARED EXPENSES	\$ 5,878.65	\$ 9,400.00	\$ 6,100.00	\$ (3,300.00)	-35.1%
SOUTHEAST	\$ 71,969.21	\$ 75,778.00	\$ 135,344.00	\$ 59,566.00	78.6%
NORTHEAST	\$ 134,421.23	\$ 144,586.00	\$ 137,776.00	\$ (6,810.00)	-4.7%
NORTHWEST	\$ 140,879.32	\$ 147,154.00	\$ 140,744.00	\$ (6,410.00)	-4.4%
SOUTHWEST	\$ 138,109.05	\$ 147,554.00	\$ 138,344.00	\$ (9,210.00)	-6.2%
CONTINGENCY FUNDS	\$ 15,815.45	\$ 20,000.00	\$ 20,000.00	\$ -	0.0%
INTRODUCTORY MEETINGS	\$ 4,715.36	\$ 6,500.00	\$ 6,500.00	\$ -	0.0%
MOVING FUND	\$ 89,595.74	\$ 105,000.00	\$ 105,000.00	\$ -	0.0%
DISTRICT SUPERINTENDENCY COMM	\$ -	\$ -	\$ -	\$ -	-
DISTRICT BUILDING & LOCATION	\$ -	\$ 500.00	\$ -	\$ (500.00)	-100.0%
RESPONSE TEAM	\$ -	\$ 2,300.00	\$ 2,300.00	\$ -	0.0%
<b><i>DISTRICT SUPERINTENDENCY</i></b>	<b>\$ 601,384.01</b>	<b>\$ 658,772.00</b>	<b>\$ 692,108.00</b>	<b>\$ 33,336.00</b>	<b>5.1%</b>
<b><i>SUPPORT SERVICES</i></b>					
COMMUNICATIONS OFFICE	\$ 47,227.63	\$ 46,750.00	\$ 104,850.00	\$ 58,100.00	124.3%
UMCONNECT	\$ 13,490.85	\$ 24,500.00	\$ -	\$ (24,500.00)	-100.0%
CONF SECRETARY/JOURNAL	\$ 2,532.73	\$ 2,850.00	\$ 2,800.00	\$ (50.00)	-1.8%
TRUSTEES	\$ 143,999.07	\$ 119,880.00	\$ 145,888.00	\$ 26,008.00	21.7%
CHANCELLORS/LEGAL	\$ 110,028.65	\$ 12,000.00	\$ 10,000.00	\$ (2,000.00)	-16.7%
ANNUAL CONFERENCE SESSION	\$ 56,086.00	\$ 31,185.00	\$ 28,050.00	\$ (3,135.00)	-10.1%
COMMON TABLE	\$ 172.66	\$ 20,300.00	\$ 5,300.00	\$ (15,000.00)	-73.9%
HUMAN RESOURCES COMMITTEE	\$ -	\$ 750.00	\$ 1,000.00	\$ 250.00	33.3%
EPISCOPACY COMMITTEE	\$ -	\$ 3,000.00	\$ 3,000.00	\$ -	0.0%
ARCHIVES & HISTORY	\$ 37,169.00	\$ 40,575.00	\$ 37,403.00	\$ (3,172.00)	-7.8%
CONFERENCE CENTER OPERATIONS	\$ 979,245.56	\$ 877,540.89	\$ 898,142.83	\$ 20,601.94	2.3%
AREA OFFICE SUPPORT	\$ -	\$ 20,000.00	\$ -	\$ (20,000.00)	-100.0%
GENERAL USE	\$ 8,190.80	\$ -	\$ 40,000.00	\$ 40,000.00	-
<b><i>SUPPORT SERVICES</i></b>	<b>\$ 1,398,142.95</b>	<b>\$ 1,199,330.89</b>	<b>\$ 1,276,433.83</b>	<b>\$ 77,102.94</b>	<b>6.4%</b>
<b><i>GRAND TOTAL EXPENSES (NET OF NON-APPORTIONMENT FUNDING SOURCES)</i></b>	<b>\$ 3,096,719.73</b>	<b>\$ 3,063,016.36</b>	<b>\$ 3,007,350.49</b>	<b>\$ (56,669.87)</b>	<b>-1.8%</b>

**Apportioned Budget Summary**

<b>Program</b>	<b>2023 Actual</b>	<b>2024 Spending Plan</b>	<b>2025 Budget</b>	<b>Change* \$</b>	<b>Change* %</b>
<i>APPORTIONMENT INCOME**</i>	\$ 2,944,703.00	\$ 2,305,607.14	\$ 2,220,214.29	\$ (85,392.86)	-3.7%
<i>OTHER UNRESTRICTED INCOME (INTEREST/INVESTMENT INCOME)^</i>	\$ 91,232.28	\$ 114,000.00	\$ 82,000.00	\$ (32,000.00)	-28.1%
<b>GRAND TOTAL NET INCOME</b>	\$ 3,035,935.28	\$ 2,419,607.14	\$ 2,302,214.29	\$ (117,392.86)	-4.9%
<i>NET INCOME/(DEFICIT)</i>	\$ (60,784.45)	\$ (643,409.21)	\$ (705,136.20)	\$ (60,782.99)	9.4%
<i>SAVINGS RESERVES USED FOR BUDGET DEFICIT</i>	\$ 60,784.45	\$ 643,409.21	\$ 705,136.20	\$ 60,782.99	9.4%
<b>GRAND TOTAL REMAINING NET INCOME/(DEFICIT)</b>	\$ -	\$ -	\$ -	\$ -	

\*Change is comparing the 2025 Budget to the 2024 Spending Plan.

\*\*Includes apportionments received from disaffiliating churches in 2023 of approximately \$553,000. Apportionments received net of this amount for 2023 is approximately \$2,391,000. The apportionment estimates for 2024 and 2025 were reduced proportionately by the reduction in apportionment percentage each year (i.e., 13.5% in 2024 and 13.0% in 2025).

^Interest and investment income from our CCFAs savings reserves as well as interest earned on our operating account.

**Board of Pensions**  
**Healthflex and Pension Programs Budget**  
**2025**

	2023 Budget	2023 Actual	Percent of Budget	2024 Budget	2025 Request
HealthFlex Premiums - Actives (Total)*	<b>1,430,603</b>	2,062,849	<b>108%</b>	<b>1,573,020</b>	2,061,202
<b>HealthFlex Premiums - Actives (Church Clergy)</b>		<b>1,545,010</b>			<b>1,495,800</b>
HealthFlex Premiums - Actives (All Conference/Camp Staff)		302,595			332,400
HealthFlex Premiums - Actives (Pre-65)		63,111			66,267
HealthFlex Premiums - Actives (Disability)		42,624			44,755
HealthFlex Premiums - Actives (Continuation Coverage)		9,413			9,884
HealthFlex Premiums - Actives (Sub-Adoption Agreements)		100,096			112,096
Retiree Health Contributions (Via Benefits)	791,085	677,514	86%	833,660	881,433
Via Benefits Admin   VP Incentives	26,000	24,885	96%	13,000	25,000
Medicare Part B	70,000	105,047	150%	72,000	110,299
Allowance for Uncollected Premiums (1%)	14,000	-	-	12,000	14,958
HealthFlex Expenses	2,331,688	2,870,295	123%	2,503,680	3,092,892
Absorbed by HealthFlex Reserves	(105,000)	(140,270)	134%	(300,867)	(405,520)
Premiums Received From All Sources (includes participants share)**	<b>(1,430,603)</b>	<b>(2,043,472)</b>	<b>107%</b>	<b>(1,121,811)</b>	<b>(1,800,939)</b>
<b>Direct Bill Received From Churches (includes participants share)</b>		<b>(1,532,140)</b>		<b>(242,343)</b>	<b>(1,308,858)</b>
Direct Bill Received From Conference (includes participants share)		(309,891)			(274,517)
Direct Bill Received From Pre-65 (includes participants share)		(53,957)			(56,655)
Direct Bill Received (Disability) (includes participants share)		(11,278)			(11,842)
Direct Bill Received (Continuation Coverage)		(16,163)			(16,971)
Direct Bill Received From Sub-adoption Agreements (includes participants share)		(98,803)			(112,096)
Endowment and Trust Fund (Premium Grants)		(21,240)			(20,000)
Transfers from Retiree Health Fund	(791,085)	(677,514)	86%	(833,660)	(881,433)
Investment Income - Deposit Acct	(5,000)	(9,039)	181%	(5,000)	(5,000)
HealthFlex Offsets	(2,331,688)	(2,870,295)	123%	(2,503,680)	(3,092,892)
<b>Expenses Less Offsets</b>	<b>-</b>	<b>(0)</b>		<b>-</b>	<b>(0)</b>
Pension Program Premiums					
CPP	253,899	215,432	85%	195,354	200,853
CRSP-DC	245,528	214,361	87%	194,866	197,081
CRSP-DB	623,132	542,686	87%	542,686	557,667
UMPIP - Parish Contribution and Conference Clergy	250,386	223,373	89%	192,598	199,940
Pre-82 Contribution	-	-	-	-	-
Allowance for Uncollected Premiums	7,000	-	0%	6,000	6,000
Pension Expenses	1,379,945	1,195,852	87%	1,131,504	1,161,540
Direct Bill Churches	(1,344,438)	(946,461)	70%	(1,125,504)	(1,072,005)
Direct Bill Conference (Clergy Staff)	(28,508)	(89,664)	315%	(75,000)	(83,535)
Pre-82 Contribution (From Pre-82-Designated Fund)	-	-	-	-	-
Endowment/Investment Income (Foundation Endowment)	(14,000)	(13,098)	94%	(13,000)	(6,000)
Pension Offsets	(1,386,946)	(1,049,224)	76%	(1,213,504)	(1,161,540)
<b>Expenses Less Offsets</b>	<b>(7,001)</b>	<b>146,628</b>		<b>(82,000)</b>	<b>-</b>
Benefit Grants (Parental Leave and Medical Grants)	15,000	11,691	78%	15,000	15,000
Benefit Grants (Retiree Premium Grants)	25,000	21,240	85%	18,000	20,000
Program/Seminars, Stipends, Retiree Honorariums and AC Dinner	15,000	7,009	47%	14,500	11,000
Benefits Office	112,000	109,492	98%	153,770	155,787
Administration Expenses	167,000	149,432	89%	201,270	201,787
Transfer from Endowment	(167,000)	(161,048)	96%	(201,270)	(201,787)
<b>Expenses Less Offsets</b>	<b>-</b>	<b>(11,616)</b>		<b>-</b>	<b>-</b>
Board Expenses	10,000	4,566	46%	9,500	8,500
Transfer from Endowment	(10,000)	(4,566)	46%	(9,500)	(8,500)
<b>Expenses Less Offsets</b>	<b>-</b>	<b>-</b>		<b>-</b>	<b>-</b>
<b>Total Pension &amp; Insurance Expenses</b>	<b>3,888,633</b>	<b>4,220,144</b>		<b>3,845,954</b>	<b>4,464,719</b>
<b>Total Offsets</b>	<b>(3,895,634)</b>	<b>(4,085,132)</b>		<b>(3,927,954)</b>	<b>(4,464,719)</b>
<b>Balance</b>	<b>(7,001)</b>	<b>135,012</b>		<b>(82,000)</b>	<b>(0)</b>
<b>Direct Bill to Churches (Includes Participants Share)</b>	<b>(2,775,041)</b>	<b>(2,478,601)</b>		<b>(2,489,657)</b>	<b>(2,380,863)</b>

\* Beginning with the 2025 budget request (and 2023 actuals), additional details are now included for the HealthFlex costs and billing, including premium and billing information relating to conference/camp staff, pre-65 enrollees, and those on our sub-adoption agreements. Therefore, the bold figures illustrate the 'apples to apples' comparison for church clergy and church direct billings.