

2023 (FY) Allegheny Synod Proposed Mission Spending Plan

Allegheny Synod, ELCA	2016 Actual	2017 Actual	2018 Actual	2019 Actual	2020 Actual	2021 Actual	2022 Adopted	2022 Revised	2023 Proposed
Unrestricted Mission Support	\$ 728,215	\$ 735,318	\$ 719,198	\$ 700,638	\$ 672,784	\$ 640,655	510,631	473,966	473,966
One More for Mission	\$ 27,480	\$ 395	\$ -	\$ -	\$ -	\$ -	-	-	-
Restricted Mission Support	\$ 84,053	\$ 91,589	\$ 187,805	\$ 109,849	\$ 103,077	\$ 81,669	66,146	72,613	72,613
Total Mission Support	\$ 839,747	\$ 827,302	\$ 907,004	\$ 810,487	\$ 775,861	\$ 722,325	576,777	546,579	546,579
ELCA COVID-19 Grant	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 6,500	-	-	-
ELCA DEM Grant	\$ 15,000	\$ 11,000	\$ 10,000	\$ 10,000	\$ -	\$ 10,000	-	10,000	10,000
ELCA DEM Reimbursement Salary and Benefits	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 50,034	-	50,034	50,034
Interest Income	\$ 7,530	\$ 10,080	\$ -	\$ 665	\$ -	\$ 26,061	600	600	600
Lutheran Letter Income	\$ 3,742	\$ 6,388	\$ 7,770	\$ 7,214	\$ 12,596	\$ 4,585	2,000	2,000	2,000
Investment Fund Rollover	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	30,703	30,703	30,703
PPP Loan	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-	-	-
Seminarian Support Fund Rollover	\$ -	\$ -	\$ -	\$ 26,999	\$ 27,000	\$ 17,500	11,683	11,683	11,683
Staff Position/Revenue Appeal (Synod)	\$ 8,467	\$ -	\$ -	\$ -	\$ -	\$ -	-	-	12,000
Unrealized Gain/Loss on Investment (Ameriserv)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 41,122	\$ -	\$ -	\$ -
Unrealized Gain/Loss on Investments (1st Summit)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 129,376	-	-	-
Other Receipts	\$ 34,738	\$ 27,467	\$ 17,770	\$ 44,878	\$ 39,596	\$ 285,178	44,986	105,020	117,020
Total Projected Receipts	\$ 874,485	\$ 854,770	\$ 924,773	\$ 855,364	\$ 815,457	\$ 1,007,503	621,763	651,599	663,599

Allegheny Synod Staffing Expenditures

	2016 Actual	2017 Actual	2018 Actual	2019 Actual	2020 Actual	2021 Actual	2022 Budget	2022 Budget	2023 Budget
Outgoing Bishop-Salary and Housing	\$ 66,560	\$ 67,133	\$ 68,693	\$ 69,954	\$ 70,718	\$ 71,272	71,337	41,613	-
Outgoing Bishop-Social Security Offset	\$ 5,049	\$ 5,136	\$ 5,238	\$ 5,324	\$ 5,385	\$ 5,449	5,457	3,183	-
Incoming Bishop-Salary and Housing	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-	29,405	72,335
Incoming Bishop-Social Security Offset	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-	2,249	5,534
Bishop-Defined Compensation	\$ 71,609	\$ 72,269	\$ 73,931	\$ 75,278	\$ 76,103	\$ 76,721	76,794	76,451	77,869
Ordained Staff Post-Election, including All Benefits (Asst/DEM)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-	34,143	81,943
	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-	34,143	81,943
Bishop's Assistant-Salary and Housing	\$ 56,000	\$ 56,963	\$ 58,285	\$ 59,310	\$ 60,416	\$ 37,008	29,929	-	-
Bishop's Assistant-Social Security Offset	\$ 4,284	\$ 4,357	\$ 4,444	\$ 4,514	\$ 4,599	\$ 3,023	2,290	-	-
Full-time Assistant-Defined Compensation	\$ 60,284	\$ 61,321	\$ 62,729	\$ 63,824	\$ 65,015	\$ 40,031	32,219	-	-
Outgoing DEM and Part-Time Assistant-Salary and Housing	\$ 30,505	\$ 15,817	\$ 15,885	\$ 24,715	\$ 6,476	\$ 52,063	-	34,236	-
DEM and Part-time Assistant-Social Security Offset	\$ 2,334	\$ 1,210	\$ 1,211	\$ 1,930	\$ 496	\$ 4,248	-	2,123	-
Part-time Assistant's Defined Compensation	\$ 32,839	\$ 17,027	\$ 17,096	\$ 26,646	\$ 6,972	\$ 56,310	-	36,358	-
Office Manager	\$ 32,423	\$ 32,998	\$ 33,757	\$ 34,514	\$ 40,184	\$ 41,040	42,271	42,271	43,328
Communications Coordinator	\$ -	\$ -	\$ 4,655	\$ 4,690	\$ -	\$ -	-	-	-
Housekeeping	\$ 1,950	\$ 2,000	\$ 2,062	\$ 2,068	\$ 3,278	\$ 1,765	3,300	2,000	2,000

continued

Allegheny Synod, ELCA	2016 Actual	2017 Actual	2018 Actual	2019 Actual	2020 Actual	2021 Actual	2022 Adopted	2022 Revised	2023 Proposed
FICA-Support Staff	\$ 2,630	\$ 2,677	\$ (1,520)	\$ 3,157	\$ 4,343	\$ 3,140	3,234	3,234	3,315
Synod Secretary	\$ 4,800	\$ 4,800	\$ 3,700	\$ 3,600	\$ 3,600	\$ 1,100	3,600	3,600	3,600
Synod Treasurer					\$ 3,600	\$ 3,600	3,600	3,600	3,600
Total Compensation-Support Staff	\$ 41,802	\$ 42,476	\$ 42,655	\$ 48,029	\$ 55,005	\$ 50,644	56,005	54,705	55,842
Pension-Ordained Staff (Bishop Only as of 2023)	\$ 19,768	\$ 18,074	\$ -	\$ 20,567	\$ 15,900	\$ 23,897	13,726	13,537	9,344
Pension-Office Manager	\$ 3,891	\$ 3,960	\$ -	\$ 4,121	\$ 4,822	\$ -	5,073	5,073	5,199
Pension (Total)	\$ 23,659	\$ 22,034	\$ -	\$ 24,688	\$ 20,722	\$ 23,897	18,798	18,610	14,544
Healthcare (Bishop Only as of 2023)	\$ 47,757	\$ 55,144	\$ -	\$ 47,288	\$ 50,552	\$ 42,710	45,373	32,874	36,162
Accrued PPO	\$ -	\$ -	\$ -	\$ -	\$ 5,668	\$ (13,922)	-	-	-
Other Benefit Contributions-All Staff (Bishop and Secretary Only as of 2023)	\$ -	\$ -	\$ -	\$ 7,369	\$ 1,510	\$ 35	3,328	3,412	2,666
Employee Health and Other Benefits	\$ 47,757	\$ 55,144	\$ 48,847	\$ 54,657	\$ 57,730	\$ 28,823	48,701	36,286	38,828
Continuing Education	\$ 436	\$ 484	\$ 100	\$ 1,425	\$ 20	\$ 375	500	700	700
Memberships/Dues/Subscriptions	\$ 399	\$ 863	\$ 206	\$ 322	\$ 361	\$ 323	400	400	325
Staff Travel and Vehicle Related Costs	\$ 25,380	\$ 20,552	\$ 25,170	\$ 23,224	\$ 12,915	\$ 1,410	17,550	17,550	18,500
Vehicle Costs-Ins./Maint. Only	\$ -	\$ -	\$ -	\$ 183	\$ 1,065	\$ 75	800	800	500
Total Fringe Benefits-Ordained Staff	\$ 26,215	\$ 21,898	\$ 25,476	\$ 25,154	\$ 14,361	\$ 2,183	19,250	19,450	20,025
Total Staffing Expenditures	\$ 304,165	\$ 292,168	\$ 270,733	\$ 318,276	\$ 295,909	\$ 278,610	251,767	276,003	289,051
	35%	34%	29%	37%	36%	28%	0	0	0
Allegheny Synod Office Expenditures									
Accounting Services	\$ 1,824	\$ 3,835	\$ 7,185	\$ 8,006	\$ 7,625	\$ 7,680	7,875	7,875	8,160
Accounting Software/dB Fees (Logos)	\$ 1,824	\$ 1,672	\$ 1,420	\$ 10,724	\$ 3,726	\$ 5,439	4,800	4,800	5,500
Audit Expense	\$ 9,693	\$ 9,000	\$ 8,750	\$ 4,000	\$ 6,000	\$ 4,150	4,500	4,500	4,500
Bank and CC Fees	\$ 375	\$ 359	\$ 1,435	\$ 4,664	\$ 5,156	\$ 5,797	7,000	7,000	7,000
Depreciation	\$ -	\$ -	\$ -	\$ -	\$ 6,389	\$ 6,389	6,400	6,400	6,000
Electricity	\$ 1,500	\$ 1,500	\$ 1,500	\$ 1,500	\$ 1,500	\$ 1,500	1,500	1,500	1,500
General Supplies	\$ 1,126	\$ 801	\$ 1,536	\$ 2,246	\$ 1,317	\$ 766	1,500	1,500	1,200
Heat	\$ 720	\$ 720	\$ 720	\$ 720	\$ 732	\$ 720	720	720	720
Miscellaneous	\$ -	\$ -	\$ 2,314	\$ -	\$ -	\$ -	-	-	-
Network Services	\$ 2,005	\$ 2,031	\$ 1,719	\$ 1,166	\$ 850	\$ 582	1,080	1,080	750
Office Equipment	\$ 3,011	\$ 3,216	\$ 3,577	\$ 3,580	\$ 2,654	\$ 2,617	2,700	2,700	2,650
Office Supplies	\$ 1,739	\$ 1,771	\$ 2,506	\$ 1,078	\$ 1,382	\$ 1,204	1,700	1,700	1,350
Postage	\$ 2,360	\$ 1,175	\$ 2,307	\$ 1,690	\$ 1,752	\$ 1,317	1,720	1,720	1,400
Professional Insurance	\$ 6,908	\$ 6,329	\$ 4,400	\$ 6,333	\$ 5,872	\$ 5,478	6,170	5,560	5,643
Rent	\$ 13,392	\$ 13,392	\$ 13,392	\$ 13,392	\$ 13,392	\$ 13,392	13,392	13,392	13,392
Sewer & Water	\$ 780	\$ 780	\$ 780	\$ 780	\$ 780	\$ 780	780	780	780
Software and Computer Maintenance	\$ 545	\$ 606	\$ 871	\$ -	\$ 4,884	\$ 2,624	1,200	1,200	1,850
Telephone	\$ 3,534	\$ 3,990	\$ 4,311	\$ 3,853	\$ 3,923	\$ 4,403	3,960	3,960	4,450
Total Office Expenditures	\$ 51,335	\$ 51,177	\$ 58,723	\$ 63,732	\$ 67,935	\$ 64,838	66,997	66,387	66,845

Allegheny Synod, ELCA	2016 Actual	2017 Actual	2018 Actual	2019 Actual	2020 Actual	2021 Actual	2022 Adopted	2022 Revised	2023 Proposed	
	6%	6%	6%	7%	8%	6%	0	0	0	
Allegheny Synod Partner-Related Expenditures										
Allegheny Lutheran Social Ministries	\$ 20,000	\$ 8,667	\$ 8,000	\$ 8,000	\$ 8,000	\$ 4,000	-	-	4,000	
Ecumenical	\$ -	\$ -	\$ -	\$ -	\$ 403	\$ -	350	350	-	
LAMPA	\$ 1,765	\$ -	\$ -	\$ 1,765	\$ 1,765	\$ 2,078	1,078	1,078	1,078	
Lutheran Planned Giving	\$ 2,500	\$ -	\$ -	\$ 1,250	\$ -	\$ -	2,000	2,000	-	
Mission Support-ELCA	\$ 378,166	\$ 367,856	\$ 361,731	\$ 350,544	\$ 336,392	\$ 320,327	226,467	210,206	213,285	
PA Council of Churches	\$ 2,648	\$ -	\$ -	\$ -	\$ -	\$ -	-	-	-	
Penn State Campus Ministry	\$ 9,500	\$ 7,917	\$ 8,708	\$ 9,725	\$ 9,500	\$ 11,000	9,500	9,500	9,500	
Region 8	\$ 3,490	\$ 3,300	\$ -	\$ 1,632	\$ -	\$ -	2,686	2,686	-	
Sequanota	\$ 28,500	\$ 28,819	\$ 28,765	\$ 28,500	\$ 28,500	\$ 33,500	28,500	28,500	28,500	
Shawnee Park Chaplaincy	\$ 900	\$ 21	\$ 11	\$ 12	\$ 26	\$ 22	-	-	-	
United Lutheran Seminary	\$ 23,500	\$ 24,160	\$ 23,500	\$ 23,500	\$ 23,500	\$ 23,500	13,500	13,500	13,500	
United Lutheran Seminary-Designated Gift	\$ -	\$ -	\$ 9,505	\$ -	\$ -	\$ -	-	-	-	
Total Partner-Related Expenditures	\$ 470,969	\$ 440,739	\$ 440,221	\$ 424,927	\$ 408,085	\$ 394,428	284,081	267,820	269,863	
	54%	52%	48%	50%	50%	39%	0	0	0	
Allegheny Synod Programmatic Expenditures										
Bishop's Convocation Leaders Expenses	\$ -	\$ -	\$ 5,432	\$ 5,832	\$ 5,045	\$ 620	5,500	5,500	5,500	
Candidacy Expenses	\$ 5,727	\$ 3,618	\$ 4,352	\$ 2,552	\$ 2,327	\$ 2,212	2,400	2,400	2,250	
Synod Leadership Team	\$ -	\$ -	\$ 1,017	\$ (294)	\$ -	\$ 1,416	-	-	-	
DEM Expenses	\$ -	\$ -	\$ -	\$ 912	\$ -	\$ 2,147	-	-	-	
First Call Theological Education	\$ 1,800	\$ 1,500	\$ -	\$ 3,200	\$ 3,070	\$ 274	3,000	3,000	3,000	
Global Ministry Team	\$ 46	\$ 49	\$ (101)	\$ 4,884	\$ -	\$ -	50	50	50	
Hospitality	\$ 4,176	\$ 3,907	\$ 2,716	\$ 2,679	\$ 2,636	\$ 856	1,625	1,625	1,625	
Ignite/Discerning Your Discipleship Expenses	\$ -	\$ -	\$ 52	\$ 469	\$ 219	\$ 74	250	250	250	
Joint Regional Ministries	\$ 800	\$ 800	\$ -	\$ -	\$ -	\$ -	-	-	-	
Leadership Support Team	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,129	-	-	-	
Lutheran Day-Lakemont Expenses	\$ -	\$ -	\$ -	\$ 386	\$ 48	\$ -	220	220	200	
Memorials/Floral Tributes	\$ 398	\$ 99	\$ 104	\$ 25	\$ 75	\$ -	95	95	100	
Micellaneous, Other Ministry Teams	\$ -	\$ -	\$ 158	\$ -	\$ -	\$ -	-	-	-	
Ministry Resources	\$ -	\$ 1,789	\$ 1,497	\$ 1,156	\$ 995	\$ 35	750	750	1,525	
Mission Grants	\$ -	\$ -	\$ -	\$ 2,550	\$ -	\$ 4,000	3,000	3,000	-	
New Ministry Initiatives	\$ 2,125	\$ 924	\$ 1,469	\$ 583	\$ -	\$ -	-	-	-	
Non-Synod Staff Travel	\$ -	\$ 1,863	\$ 25	\$ -	\$ (2,835)	\$ -	-	-	-	
Reconciliation Ministry Team	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-	-	-	
Rostered Leader Events	\$ -	\$ -	\$ -	\$ 1,447	\$ 2,282	\$ 418	1,500	1,500	1,800	
Seminarian Grants	\$ -	\$ -	\$ -	\$ 26,999	\$ 27,000	\$ 17,500	11,683	11,683	11,683	
Synod Assembly Expenses	\$ -	\$ -	\$ 2,232	\$ 1,504	\$ 4,397	\$ 200	2,500	2,500	2,500	
Synod Council Expenses	\$ 304	\$ 1,195	\$ 1,279	\$ 838	\$ 1,422	\$ 169	1,100	1,100	1,350	
The Lutheran Letter	\$ 19,802	\$ 19,388	\$ 19,884	\$ 19,022	\$ 13,619	\$ 13,331	3,600	3,600	3,600	
Women in Ministry Event Expenses	\$ -	\$ -	\$ 762	\$ -	\$ 1,328	\$ 450	-	-	-	
Worship Team	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	300	300	300	

Allegheny Synod, ELCA	2016 Actual	2017 Actual	2018 Actual	2019 Actual	2020 Actual	2021 Actual	2022 Adopted	2022 Revised	2023 Proposed
Youth Team	\$ -	\$ -	\$ -	\$ -	\$ (1,903)	\$ 350	-	-	-
Total Programmatic Expenditures	\$ 35,178	\$ 35,132	\$ 40,878	\$ 74,743	\$ 59,725	\$ 47,180	37,573	37,573	35,733
	4%	4%	4%	9%	7%	5%	0	0	0
Allegheny Synod Total Expenditures	\$ 861,647	\$ 819,216	\$ 810,555	\$ 881,679	\$ 831,654	\$ 785,055	640,418	647,783	661,492
Allegheny Synod Deficit/Surplus	\$ 12,838	\$ 35,554	\$ 114,218	\$ (26,315)	\$ (16,197)	\$ 222,447	(18,655)	3,817	2,108