

DENVER PRESBYTERY

APPROVED BUDGET

2024



Approved at Assembly October 24, 2023



INCOME

Income to the Denver Presbytery is used to support all the values and missions of the presbytery locally, nationally, and worldwide.

General Fund Income

\$1,432,226

Per Capita funds are provided by the churches of the presbytery and determined by membership. Portions go to the National church and the Synod. The remainder stays with the Presbytery and is used to help cover operating expenses. The 2024 assessment will be the same as 2023 at \$32.00 per member.

Colorado Trust has provided funds to the presbytery since the 1985 sale of Presbyterian St. Luke's Medical Center with funds invested in the Trust. An annual distribution comes to the Presbytery and is used for operating expenses.

Hays Funding comes from a bequest of just under \$2 million by Jane Hays with requirements they be used within seven years for new church development (not including presbytery staff salaries). The funds are held and invested by the Presbyterian Foundation.

Interest/Dividend Income is generated by the Presbyterian Investment and Loan Program (PILP) investments the Presbytery holds. These investments help lower the interest rate for our churches who borrow from PILP.

EXPENSES

Staffing Resources

\$763,917

Presbytery staff support the mission, vision, and values of the Presbytery. Pay for all full time and part time employees is determined by the Personnel/Staffing Resources Committee and Finance and Property Work Group/Fiduciary Stewardship Committee and is recommended by the Visionary Leadership Commission to the Assembly each year with the budget approval. The VLC is recommending a 4% COLA for our staff for 2024.

Hays Fund Expenses

\$291,714

Four incubator leaders are compensated (salary, housing, and benefits) with the Hays Funds. The Ministry Relations Committee is recommending a 4.7% COLA for these



pastors for 2024. Incubator Leaders have been asked to start 4 new New Worshiping Communities in our presbytery.

OTHER EXPENSES

Pastoral Leadership Gatherings ***\$10,000***

The national trend of pastors and leaders leaving ministry is shocking. The reasoning many ascribe is isolation, exhaustion, and the diminishing capacity to dream just to maintain within congregational leadership. We believe that we are called to provide invitations and opportunities to support them in their ministry and leadership.

Many of the values of Denver Presbytery reflect the foundational need to create connections and healthy relationships among our leaders.

We have offered several various opportunities to create possible connections and communities within the leadership of Denver (a Christmas gathering, an ax-throwing event, an arcade gathering, and a fall gathering. In addition, lunches and gatherings of smaller focused groups of leaders to network and build relationships with one another). There is rarely time for those leading to gather with colleagues and develop these essential relationships.

We anticipate providing many others in the next year. As we collaborate, connect, and create community, we believe this will create the foundational layer for us to live into our mission, vision, and values of Denver Presbytery.

Office Supplies and Equipment ***\$32,440***

These budget items are used to support the work of the Presbytery staff.

Accounting, Auditing, and Fiduciary ***\$13,560***

An annual audit is our normal course of business.

Insurance and Other ***\$16,400***

Insurance protects our assets – both property and human. The Presbytery’s only physical asset requiring insurance is the Valverde property. Liability insurance is required for Presbytery staff who are pastors.



Presbytery Office Building Expenses ***\$72,189***

Office rent and common area maintenance are needed for our Presbytery staff and committees to accomplish their objectives.

Other Building Expenses ***\$5,000***

The Valverde property is owned by the Presbytery and its upkeep is important for our Iglesia congregation.

Mission Engagement Committee ***\$2,500***

These funds will be used to promote the need for mission giving from all our churches and worshipping communities.

Servant Leadership Development Committee ***\$11,500***

The Servant Leadership Development Committee upholds its call to ensure that everyone serving and leading in Denver Presbytery is fully equipped for their role and ministry. This includes cultivating leadership through education and retreats for currently elected and appointed leaders as well as those who might be future leaders.

Ministry Relations Committee ***\$273,350***

The Ministry Relations Committee values the importance of leadership development where leaders are diverse, adaptive, and can operate in new and creative ways. We look forward to providing resources – human and financial – for coaching, caring, mentoring, establishing relationships and connections, and renewal opportunities for pastoral leadership as we walk with faith communities and pastors. We value operating in partnerships with existing churches and New Worshipping Communities where mutual mission alignment can be achieved as well as letting go of ministries, processes, and values that no longer serve our mission so we can make room for the new.

1001 Coaching – NWC leaders are required to have coaching as part of their development as a ministry. This funding will cover up to \$1500 for each community that is working with a NWC coach. All coaches are within the national NWC network.

1001 Travel – 1001 offers a variety of conferences and workshops throughout the year for NWC leaders. This funding will assist in covering travel costs for NWC leaders to attend these events.

1001 Assessment – NWC leaders are asked to take the Discerning Missional Leadership assessment, which is developed by the national 1001 New Worshipping Communities



office. This is an in-depth assessment of leaders that highlights areas of strength and growth in the leader.

Ministry Preparation Committee

\$17,500

The Ministry Preparation Committee is committed to accompanying and guiding all our potential pastoral leaders in preparation for ministry. As we have been united in one committee serving the preparatory needs for the traditional ordination track, exploring becoming commissioned pastors, and new worshiping communities, we are ensuring through education, discernment, tools, and support; they will each be prepared fully to step into leadership of our communities of faith.

Visionary Leadership Commission

\$107,000

The Visionary Leadership Commission provides strategic direction and oversight for the operation of the Presbytery and the support of its ongoing and future programs. Contained in its budget are funds for Assemblies, general leadership training and development as well as retreats and other events that promote the efficient operation and values of the Presbytery.

The Vision Leadership Commission has taken to heart their call to view all decisions and discernment through the lens of Matthew 25. They, as a commission, have committed to travel to Atlanta to the first Matthew 25 Summit as a means to deepen and experience an intense immersion into their own learning and awareness of Matthew 25, expanding networking for resources and ideas, and as a means to strategize how to bring forth this role and hold the vision of Matthew 25 within our presbytery.

Denver Presbyter seeks to be a faithful ecumenical partner in its many relationships which include but are not limited to the Colorado Council of Churches, CETUS, and Interfaith Alliance.

Since 2005, the Denver Presbytery has been in a special partnership with the Presbytery of Zimbabwe. A key part of this partnership is the exchange of delegates. Other elements of the partnership have been receiving Presbytery of Zimbabwe pastors in Denver for long term leave and sending Denver Presbytery representatives to work with the Presbytery of Zimbabwe in short term service.

Presbytery Ecclesiastical Expenses

\$18,000

These budget items are needed in case judicial business or administrative commission business comes to the Presbytery in 2024.



2024 Budget Preparation

THE PRESBYTERY OF DENVER PROPOSED 2024 OPERATING BUDGET

		2023 Budget	2023 Projection	2024 Budget Proposal
	INCOME			
40100	Per Capita	252,992	227,700	240,512
40200	Colorado Trust	900,000	780,000	900,000
40230	Hays Incubator Income	334,860	250,000	291,714
	General Fund Income	1,487,852	1,257,700	1,432,226
	Investment Income/Loss			
40410	Interest/Dividend Income	4,000	4,000	4,000
40420	Other Income	0	1,733	0
40430	Realized/Unrealized Income (Loss)	-		
	Investment Income/Loss	4,000	5,733	4,000
	TOTAL INCOME	1,491,852	1,263,433	1,436,226
	GENERAL FUND			
	Per Capita Distributions			
50005	Synod Per Capita	23,814	23,814	22,548
50007	PC (USA) Per Capita	78,189	78,189	74,033
		102,003	102,003	96,581
	Office of the Presbytery Expenses - Staffing Resources			
	Communications Mgr			
50100	Comm Mgr Salary	69,345	69,345	72,119
50102	Comm Mgr Taxes/FICA	5,305	5,305	5,517
50104	Comm Mgr Benefits	32,225	29,172	30,338
50106	Comm Mgr Prof. Expense	1,000	800	1,000
50108	Comm Mgr CE	750	750	1,500
50110	Comm Mgr FAMLI tax	312	0	-
	Communications Mgr	108,937	105,372	110,474
	Administrative Assistant			
50160	Admin Asst Salary	11,440	23,000	26,220
50162	Admin Asst Taxes/FICA	875	1,300	2,006
	Admin Asst CE		0	750
50164	Admin Asst FAMLI tax	51	0	-
	Administrative Assistant	12,366	24,300	28,976

2024 Budget Preparation

Accounting and Finance

50200	Treasurer Wages & CE	20,442	20,442	21,260
50205	Staff Accountant Wages	31,310	38,000	39,520
50210	Staff Accountant Taxes	2,348	2,907	3,023
50212	Staff Accountant CE	500	0	500
50214	Staff Accountant FAMILI Tax	141	0	-
50829	Presby Staff FAMILI Tax	2532	0	2,185

Accounting and Finance	57,273	61,349	66,488
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Lead Presbyter

50300	Lead Presbyter Salary	65,100	72,500	75,400
50310	Lead Presbyter Housing	60,900	53,500	55,640
50320	Lead Presbyter Board of Pensions	49,140	48,280	49,995
50321	Lead Presbyter SECA	9,639	9,639	10,025
50322	LP Flex. Spend Fees	48	48	48
50330	Lead Presbyter Prof. Expense	10,000	10,000	12,000
50340	Lead Presbyter CE	2,500	2,500	2,500
50354	Lead Presbyter FAMILI Tax	567	-	-

Lead Presbyter Compensation	197,894	196,467	205,608
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Associate Presbyter for Mission

50400	APM Salary	65,520	65,520	68,141
50410	APM Housing	43,680	43,680	45,427
50420	APM BOP	42,588	42,588	44,291
50422	APM SECA	8,354	8,354	8,687
50430	APM Prof. Expense	4,720	4,720	6,000
50440	APM CE	1,500	1,500	1,500
	APM FAMILI Tax	491	-	

Associate Presbyter for Mission	166,853	166,362	174,046
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Associate Presbyter for Faith Formation

50470	APFF Cash Salary	29,500		
50472	APFF Housing	15,500		
50474	APFF SECA	3,443		
50476	APFF Board of Pensions	17,550		
50480	APFF Professional Expenses	2,360		
50482	APFF Continuing Education	750		
	APFF Relocation	15,000		
	APFF FAMILI Tax	203		

Associate Presbyter for Faith Formation	84,306	0	0
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Stated Clerk

50800	Stated Clerk Salary	78,668		50,440
50805	Stated Clerk Housing	35,272		52,000
50806	Stated Clerk Healthcare Premium Reimb.	2,000		0
50808	Stated Clerk SECA Supplement	8,716		7,840
50809	Stated Clerk BOP Insurance	3,100		39,950
50815	Stated Clerk 403B Contribution	20,105		0
50820	Stated Clerk Prof. Expense/CE	2,800		7,175
50825	Stated Clerk CE	1,500		0
	Stated Clerk FAMILI Tax	513		
	Possible Relocation Expense	15,000		

Stated Clerk	167,674	195,000	157,405
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2024 Budget Preparation

Other Staffing Expenses

New 1	Mileage Reimb.		5,000	Professional Staff
New 2	GA expenses		6,600	Support for Commisioners
New 3	Polity Conference		2,000	LP,SC
New 4	Office Assistance		3,000	Stated Clerk Records Support
New 5	Cell phone stipend		4,320	Move from Prof. Exp.

20,920

Office of the Presbytery Expenses -Staffing Resources

795,303

748,850

763,917

Hays Fund Expenses

Office of the Presbytery Expenses - Personnel - Incubator

51100	NWC #1	94,210		97,846
51110	NWC #2	94,210		97,846
51120	NWC #3	94,210		97,846
51130	NWC #4	94,210		97,846
NWC	NWC Famili Tax	(3)		0
	FAMLI match	1,080		1,130
	BOP Grants			(100,800)

Office of the Presbytery Expenses - Personnel - Incubator

377,917

250,000

291,714

51200 Other Expenses

4,000

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Office of the Presbytery Expenses - Other - Incubator

4,000

-

Hays Fund Expenses

381,917

250,000

291,714

Office of the PBY Expenses - Other

Pastoral Leadership Gatherings

51300	Pastoral Gatherings	3,000	1,000	3,000
51310	Staff Retreat and Appreciation	5,000	1,500	7,000

Pastoral Leadership Gatherings

8,000

2,500

10,000

Office Supplies and Equipment

50120	Website	4,000	2,000	4,000
50125	Computer Hardware and Software	11,000	10,000	10,000
50130	Copier Lease	3,500	3,360	3,360
50135	Postage	500	500	500
50140	Telephone/Internet/Voice Mail	8,300	8,580	8,580
50145	Office Supplies	3,000	4,500	3,000
50150	Video Conferencing	3,000	2,400	3,000

Office Supplies and Equipment

33,300

31,340

32,440

Fiducuary Stewardship Committee

Accounting, Auditing, and Fiduciary

50220	Audit Fees	12,000	12,000	12,360
50221	Bank Charges	300	1,100	1,200
50225	Emergency Grants	30,000	25,000	0

Accounting, Auditing, Fiduciary

42,300

38,100

13,560

Insurance and Other

50229	Stated Clerk Search	3000	2,226	0
50230	Insurance - Comprehensive	11,833	12,000	13,000
50232	Insurance - Crime Bond	1,600	1,400	1,400
50233	Insurance - Finance Bond	1,000	0	0
50234	Insurance - Worker's Compensation	1,200	2,000	2,000

Insurance and Other

18,633

17,626

16,400

2024 Budget Preparation

Property and Management Expenses

Presbytery Office Bldg. Expenses

50920	POD Repair & Maint. (CAM)	2,500	5,000	5,000
50925	POD Furnishings, Equipment, Supplies	2,500	0	0
50935	POD Office Rent	70,000	65,000	67,189

Presbytery Office Bldg. Expenses	75,000	70,000	72,189
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Other Building Expenses

50954	Valverde Property Expenses	10,000	5,000	5,000
	Other Building Expenses	10,000	5,000	5,000

Property and Management Expenses	85,000	75,000	77,189
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Office of the Presbytery Expenses Other	187,233	164,566	149,589
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Mission Engagement

50530	MMP Outreach/Marketing/Training	5,000	2,500	2,500
	Mission Engagement Committee	5,000	2,500	2,500

Servant Leadership Development Committee

50620	Leadership Conferences, Courses, Seminars	8,000	1,000	4,000
50640	Leadership and Ministry/Assembly	5,000	1,000	2,500
50660	SLDC Event	10,000	1,000	5,000
	Servant Leadership Committee	23,000	3,000	11,500

Ministry Relations Committee

50710	Ministry Relations Committee Expense	1,000	500	2,000
50845	Fees, Training, Workshops, Background Checks	3,000	500	3,000
50714	Mediation Team	3,200		7,600
50797	Resourcing and Discovery Team	5,000		6,250
50798	Pastoral Care Team	5,000		1,000
50732	Encouragement Groups	6,000		2,000
50736	Youth Program Grants	10,000		5,000
50744	Innovation Grants	25,000	10,000	10,000
50746	Ministry of Presence	2,000		4,500
50748	Presbytery-wide Innovation Contests	2,500		-
50840	Meetings and Travel	1000		-
50740	1001 Year 1 Grants	40,000	20,000	40,000
50742	1001 Year 2/3 Grants	150,000	150,000	150,000
50790	1001 Coaching	10,000	10,000	13,000
50792	1001 Travel	3,000		1,000
50796	1001 Assessment	6,000	3,000	5,000
50760	Valverde Grants	37,800		0
50841	Clergy Renewal Grants	20,000	13,500	20,000
new	Relations and Connections			1,000
new	Transitions			1,000
50848	Scholarship Validated Ministry	1,000		1,000
	Ministry Relations Total Expense	331,500	207,500	273,350

Ministry Preparation Committee

50843	Commissioned Pastors	1,000		6,000
50855	MPC Meeting, Travel & Psych. Testing	1,500	250	1,500
50857	MPC Scholarships	10,000	8,000	10,000
	Ministry Preparation Committee	12,500	8,250	17,500

2024 Budget Preparation

Visionary Leadership Commission

50830	VLC Meeting Expense	7,000	3,000	10,000
50832	Assembly Meeting Expense	10,000	3,000	5,000
50834	Assembly Moderator's Conference	1,000	1,000	5,000
50836	LSAT Travel	2,000	200	2,000
50838	All Leaders Retreat expense	20,000		20,000
50500	Ecumenical Partners	20,000	20,000	20,000
50510	Zim Partnership	45,000	45,000	45,000
	Visionary Leadership Commission	105,000	72,200	107,000

Permanent Judicial

Presbytery Ecclesiastical Expenses

50860	Judicial Business	10,000		10,000
50865	Resources and Publications	1,000	200	1,000
50870	Stated Clerk Legal Expense	4,000	6,000	4,000
50872	Administrative Commission Expenses	3,000		3,000
	Permanent Judicial	18,000	6,200	18,000

Total Expenses		<u>1,961,456</u>	<u>1,565,069</u>	<u>1,731,651</u>
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Net Income		(469,604)	(301,636)	(295,425)
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