

Withdrawal from Invested Funds	Annual withdrawal 5% of Trustee investment portfolio at 12/31 of preceding year	
Per Capita	Based on per capita of \$29.80 for 5,267 members	
Speer Trust	Distribution 5% of average account balance for trailing 20 quarters	
Missional Presbyter	Compensation package (TES, mandated benefits and reimbursements \$127,500 for 11 mos.	
Connectional Presbyter	Salary	56,849
	Retirement Savings Plan	12,000
	Housing allowance	20,000
	Total Effectice Salary	88,849
	Mandated benefits	
	BOP Pension (11% TES)	9,773
	BOP Dental (1% TES)	888
	Reimbursements	
	Continuing education	2,500
	Automobile expense	5,000
	Business and professional expense	16,000
	Social Security allowance	6,000
	Total Compensation/Cost to budget	129,010
Administrator	Salary	56,650
	Benefits	
	BOP Medical/Dental/Vision	13,000
	Retirement Savings Plan (11% of salary)	6,232
	Medwrap	1,133
	Total Compensation	77,015
	Social Security	4,334
	Total cost to budget	81,349

Treasurer (P/T)	Salary	14,420
	Reimbursements	
	Staff development and automobile expense	1,400
	Total Compensation	15,820
	Social Security	1,103
	Total cost to budget	16,923
Office Overhead	Rent	13,000
	Telephone	6,800
	Insurance	7,000
	Auditing and Accounting	27,000
	Computer and Website	15,500
	Other Office Expense (incl \$409 set-up costs for BOP vision/eyewear plan and Flex Spending Acct)	12,409
Local Mission and Program	Comm. On Representation & Nominations	0
	Comm. On Leadership	22,500
	Comm. On Co-Ordination	40,000
	Comm. On Ministers and Congregations	8,500
	Trustees and Financial Resources - Reserve for Repairs/Replacements	10,000
	Hayloft	0
	Campus Ministry	23,052
	Offerings For Candidates/Installations	2,000
	Other Program Expenses	15,000
Denominational Mission & Program	General Assembly Per Capita - \$8.95 for 7,669 members	68,368
	Synod Per Capita - \$.85 for 7,669 members	6,519
Ignite	Administration and program expense	12,273
	Grants to churches	601,370