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Dear friends,

This year we are trying something new in preparation for Annual Meeting. Since we have some more complicated financial and missional work to do, we are presenting information ahead of time. This will give delegates and other interested people time to study and ask questions before we get to the Meeting itself, with its necessarily limited timeframes.

Attached you will find the 2017 Recommended Budget, which is coming to Annual Meeting from the Mission Council. It is based on certain recommendations, meant to move the whole Conference, including both our Augusta-based ministries and Pilgrim Lodge, to a sustainable financial plan. At the moment, we are operating at a significant deficit, resulting in a significant draw-down on our reserves for 2015 and 2016.

This budget contemplates staff reductions for Augusta-based ministries in 2017 to bring that side of the budget to a sustainable level. It also supports a deficit at Pilgrim Lodge for 2017, while we do the hard work of creating a sustainability plan that will result in a balanced budget at PL for 2018. It assumes that we will step up our development efforts to maintain or hopefully increase our income from OCWM and other sources.

At the hearings, Mission Council recommendations regarding the remaining Rockcraft funds will be presented, to use them in three ways: 1. Investing to generate income for our ministries; 2. Investing in the future of Pilgrim Lodge and 3. Investing in our Churches by creating a multi-year initiative that will support our churches in becoming more vital, train leaders for the 21<sup>st</sup> century church and bring churches together across the Conference to join in ministry together.

It is crucial that as many people as possible attend the Hearings in coming weeks. We are at a turning point in our efforts to Move Forward Together. Your input, wisdom and attention are essential!

If you cannot attend a hearing, please feel free to contact Mark Schussler, Jeff McDonnell or myself with any questions you may have.

May God walk with us and inspire us as we Move Forward Together.

Blessings and peace, Rev. Deborah Blood, Conference Minister

**Maine Conference United Church of Christ, 1 Weston Court, STE 104, Augusta, ME 04330**  
**Rev. Deborah Blood, Conference Minister**

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## Recommended 2017 Maine Conference Operating Budget

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This document transmitting the *Recommended 2017 Maine Conference Operating Budget* to the 2016 Annual Meeting includes *Maine Conference UCC Narrative Budget at a Glance*. In addition, the details of the recommended 2017 budget are included in this document as described below. The reader will see the big picture and the details of living into the *Moving Forward Together Plan* approved in October 2014, and as adjusted during 2016 and planned in 2017.

- 1) *Maine Conference UCC Narrative Budget at a Glance (6 Pages)*. This summarizes and describes sources of income and expenditures by program and operating areas. This is intended to provide you with an introduction to the scope of the *Recommended 2017 Operating Budget*, with brief explanations of the major budget categories and components;
- 2) *Recommended 2017 Maine Conference Operating Budget: Summary (1 Page)*;
- 3) *Recommended 2017 Maine Conference Operating Budget: Detail (4 Pages)*.

The first two sections of the budget document outline general information. That general information will be magnified in the details of the full budget - 3) *Recommended 2017 Maine Conference Operating Budget: Detail (4 Pages)*.



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## Maine Conference UCC Narrative Budget at a Glance

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### Introduction

The ministries of the Maine Conference depend on the generosity of its 160+/- congregations and their 16,000+/- members. The Maine Conference depends on faithful stewards: volunteers, professional staff, the Mission Council and Annual Meeting delegates who guide the use of precious gifts and resources entrusted to the Conference. We promote and monitor this stewardship through a balanced budget. What follows is an overview of the anticipated income and spending plan for ministries of the Maine Conference for the Year 2017.

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### Income Sources

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#### OCWM - \$450,000

*(down \$50,000 from '16 budget)*

Our Church's Wider Mission (OCWM) extends the local church's reach through broad-purpose giving to the Conference, the national denomination and to the world beyond. In Maine, OCWM finances ministries which promote healthy congregations, counsel churches in transition and provide pastoral support to clergy and congregations, and fund other conference ministries, resource teams and operations as described in the *Expenses for Programs and Operations* section below.

#### Fellowship Dues - \$238,000

*(down \$17,000 from '16 budget)*

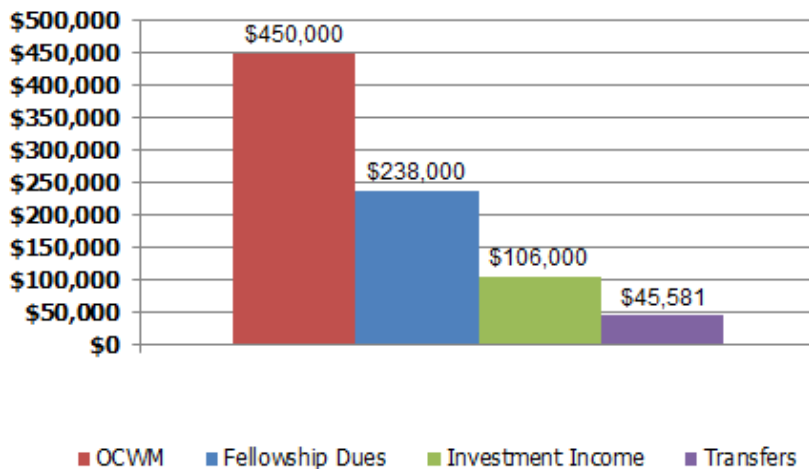
The Maine Conference asks churches to provide this broad purpose, general funding which supports many conference ministries. The increase for fellowship dues (about 30 cents per member) to the proposed \$15.38 rate includes only a COLA increase per member – an annual increase that current fellowship dues policy allows. The COLA increase helps to balance the proposed 2017 budget.

#### Income from Invested Funds - \$106,000

*(up \$3,131 from '16 budget)*

Thanks to the generosity and vision of living and departed friends and asset sales there are quasi-endowments, endowments, trust and invested funds to provide a modest income for broad use in conference ministries and operations. Much of the earning of investment income is guided, in part, by adhering to socially responsible investing (SRI) principles and policy.

### Top Four General Income Sources - 2017



**Friends of the Maine Conference - \$15,000**

*(down \$12,311 from '16 budget)*

This appeal asks for gifts from those who know and support Conference work – volunteers and retired pastors, for example. Funds from this appeal provide a needed source of income for broad use in conference ministries.

**Miscellaneous - \$18,680**

*(down \$134,642 from '16 budget)*

Sources of this income are: Annual Meeting and other event registration fees, rental fees, other income budgetary/project transfers.

**Special Council Fundraising - \$11,000**

*(down \$1,000 from '16 budget)*

With this new fundraising initiative, the Mission Council seeks to organize and raise general funds through the development and execution of special events or trips, for example. Recent trips to Turkey and the Holy Land have been a fun and life-changing for many participants.

**Resource Center - \$2,850**

*(up \$2,805 from '16 budget)*

This budget notes less volume and along with a slight flattening of margins on book and resource sales, for example. The income helps offset some of the cost of the Resource Center program.

**Pilgrim Lodge - \$404,134**

*(down \$13,650 from '16 budget)*

Program and retreat use of Pilgrim Lodge is the primary source of income (approx. 75%). This budget allocates that income to offset most direct costs for providing a program and a place for children, youth, adult and family outdoor ministries and for nonprofit retreat clientele. Miscellaneous income, gifts from individuals and churches and investment income from endowments round out direct funding and support of the Pilgrim Lodge Ministry.

**Clergy Communities of Practice - \$7,500**

*(same as '16 budget)*

Clergy Communities of Practice depends on participant fees to offset program costs.

**Small Church Ministry Team - \$ 0**

*(down \$600 from '16 budget)*

This ministry team usually depends on participant fees to offset some program costs for events, including the Small Church Convocation. Please see the footnote below<sup>1</sup>.

**State Youth Council - \$0**

*(down 1,000 from '16 budget)*

**Maine School of Ministry (MESOM) - \$30,765**

*(up \$5,165 from '16 budget)*

Sources for program income are tuition and a foundation grant with the remainder of costs offset by general income sources. This budget allocates income to offset most direct costs to provide a program for students who seek further development of leadership and participation in the life of the church.

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**Year 2017 Total Income Sources: \$1,283,884**

***(down \$224,621 from '16 budget)***

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<sup>1</sup> As of this writing, the Small Church Convocation Team has decided to dissolve their ministry. This late-breaking event will have to be reflected in the final document to go before the Mission Council and before the Annual Meeting in October.

## Expenses for Programs and Operations

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### Witness Life - \$408

This is annual funding for Council for Theological Education in New England<sup>2</sup>.

### Resource Center - \$18,111

(down \$38,856 from '16 budget)

The Maine Conference Resource Center partners with local congregations, associations, conference ministries, and other ecumenical members of the Body of Christ to provide them with information, consultation and published resources for all aspects of church life and mission. In addition, Resource Center displays are provided for a variety of events throughout the year, giving people hands-on access to items from the center's resource collection. Around 100 new resources are added to the collection annually. The center currently provides service to congregations and their members 75% of a normal work week. This budget proposes reducing budget funding to one day per week, or 20% of a work week.

### Pilgrim Lodge - \$423,047

(up \$905 from '16 budget)

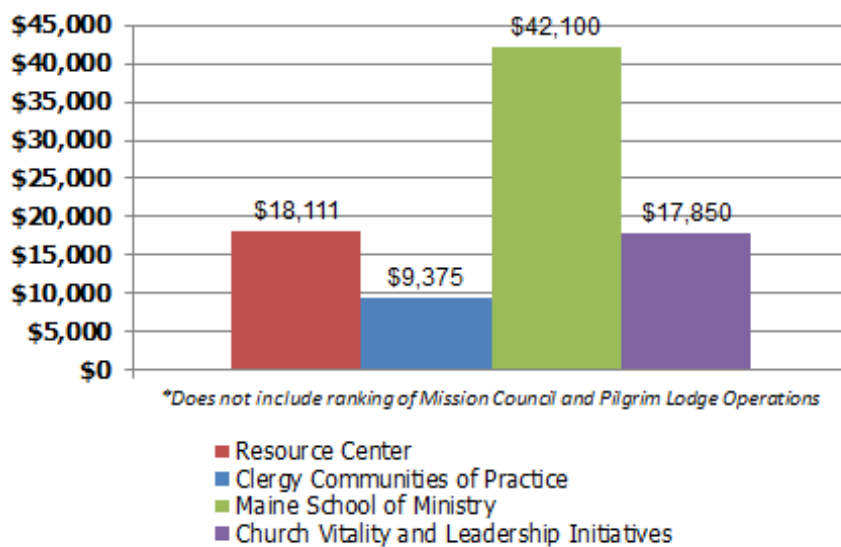
This ministry provides community, personal and spiritual challenge and growth to about 1,000 young people and adults during summer camp and retreat experiences. Pilgrim Lodge is the central location for outdoor and youth ministry programs of the Maine Conference during the summer months. The program also includes trip camps at other locations. And Pilgrim Lodge provides a seasonal retreat center, hosting nonprofit, community and church retreats during the spring and fall.

### Clergy Communities of Practice - \$9,375

(down \$775 from '16 budget)

In response to the Maine Conference Mission Plan, adopted at the 2013 Annual Meeting, the Clergy Communities of Practice network encourages and supports excellence in pastoral leadership for the churches in our Conference. At the heart of the program are clergy peer groups that provide a regular forum for pastors to meet with other pastors whose calling is similar to their own. In this setting, best practices and resources can be shared, common issues and problems explored, and the often-isolating nature of a ministerial calling remedied. As of this writing, the program is planning for 30 participating pastors in groups led by facilitators.

## Top Four Programs by Budget\* - 2017



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<sup>2</sup> As of this writing we cannot adjust this draft document. At the next Mission Council meeting (10/7/2016) staff will propose a technical adjustment to transfer budget authority to the Mission Council area of the budget.

**Honduras Partnership - \$5,000**

*(same as '16 budget)*

The Maine Conference Mission Plan includes strengthening local churches for mission, and gives the Honduras Partnership as one example of mission work. Because the Honduras Partnership has an ongoing relationship with the Evangelical & Reformed Church of Honduras (IERH), there are numerous opportunities for local churches and members to get involved with wider missions in Honduras. Besides supporting fundraising efforts, local churches may get involved in hosting Honduran visitors and/or traveling to Honduras on mission trips.

**Objectives:**

The Honduras Partnership hopes to maintain its long-lasting covenant with the Evangelical & Reformed Church of Honduras (IERH). The objectives as stated in the current Covenant are to:

- Hold a Mission Council every two years in Honduras to discuss activities to be carried out during the next two years.
- Support each other with mutual prayer, shared worship, education, and service.
- Share the joys and sorrows, struggles and triumphs of each other as we should as the body of Christ.
- Work together in supporting, promoting and implementing programs of the Synod and IERH in areas of public health, education, theological education and social action.
- Send and/or receive delegation visits at each other's Annual Meetings and Assemblies.

**Small Church Ministry Team - \$4,500<sup>3</sup>**

*(down \$4,000 from '16 budget)*

*budget)*

The Small Church Ministry Team addresses the needs of small churches through relationship. With our Small Church Convocation every fall and through other small church workshops or events, we bring small church people together to share our common-and uncommon--concerns. In addition, we are available to:

- Partner with a church in discerning, creating, and supporting ministries of laity and clergy
- Facilitate the process of learning new ways of being church together, and
- Maintain connection as we step into New Life together.

**State Youth Council - \$2,560**

*(down \$2,280 from '16 budget)*

Youth comprise, organize, and lead the State Youth Council (SYC) of the Main Conference United Church of Christ to empower the youth of the conference by providing resources, leadership opportunities, and sponsoring statewide youth activities. Membership will continue to be available to all high school age youth in the Conference or affiliated attending Pilgrim Lodge (PL). The Team's goals are to offer Christian fellowship to as many Conference youth as possible by offering activities of service and leadership development and entertainment. It is the hope of the current Executive Council that these shared experiences will lead to enriched lives and skills in the youth of the Conference.

**Pilgrim Lodge Advisory Team - \$500**

*(down \$250 from '16 budget)*

Pilgrim Lodge is a "gem" in the Maine Conference. Through the camp year, loving and faithful communities are established for children, young people, and adults. It is the goal of the Pilgrim Lodge Task Force to support Pilgrim Lodge and any way possible to maintain this opportunity for people of the Maine Conference and beyond. Objective: Continued support for Outdoor Ministries in the Maine Conference. A major goal for 2017 is to work toward developing a business model for sustainability.

**Anti-Racism Resource Team - \$2,500**

*(same as '16 budget)*

As the Mission Plan of the Maine Conference states, this Resource Team will:

- “strengthen local churches for mission”
- “witness to the Oneness of Christ through strengthening the bond between all settings of the United Church of Christ, all settings of the ecumenical church and with all people of faith from other communions and traditions”

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<sup>3</sup> As of this writing, the Small Church Convocation Team has decided to dissolve their ministry. This late-breaking event will have to be reflected in the final document to go before the Mission Council and before the Annual Meeting in October.

- “work for justice and peace and the integrity of God’s creation”

As we begin our work, our main focus will be:

- To identify and provide Anti-racism training and education resources
- To be a communication hub for advocacy in the Maine Conference, UCC
- To listen for the concerns people of color face in Maine and beyond, and to take action
- To discover how the “New Jim Crow” manifests itself in Maine and ways to respond

**Faith Formation Resource Team - \$1,950**

*(same as ‘16 budget)*

Jesus sends his disciples out into the world to “make disciples of all peoples”. The purpose of the Faith Formation Resource Team is to equip and support churches and pastors in the their calling to make disciples by resourcing churches, pastors, and laity in the vital ministry of faith formation for all ages through conferences such as NEAUCE and by holding occasional, Conference -wide faith formation events.

Objectives:

- To support, strengthen, and increase attendance at the NEAUCE faith formation conference each year, and
- To plan and promote occasional faith formation events in the whole Conference.

**Maine School of Ministry - \$42,100**

*(up \$540 from ‘16 budget)*

A renewed Maine School of Ministry (**MESOM**) has the following goal: to offer persons from congregations of our own Conference, of our region’s Conferences, and of our denominational Partners the educational opportunity to explore their callings, callings which may range along a continuum from spiritual formation to preparation for authorized ministry. There are two program objectives to produce two streams of church leaders: those soundly prepared to serve or to continue serving their own or other congregations by sharing the depth of the spiritual formation which they experienced at MESOM, and of those soundly prepared to serve any such congregation by fulfilling the role of authorized (licensed, commissioned, or ordained) minister. MESOM expects 34 tuition-paying students in 2017.

**Earthcare Resource Team - \$0**

*(same as ‘16 budget)*

For 2017, this resource team has not requested funds for this program. However, this team is very active and successful in advocating for reduction of investment in fossil fuels and investing in alternative energy.

**Church Vitality and Leadership Resource Team Initiatives - \$17,580**

*(shifted \$3,000 to Council of Churches area)*

Funds in this area are reserved for the Mission Council’s future distribution to engender and support new resource teams or mission opportunities as the Mission Council considers proposals and applications.

**Maine Council of Churches - \$3,000**

*(not budgeted in ‘16)*

This is a donation to the Council for general support of the ecumenical advocacy and justice work it undertakes. The Maine Conference UCC is one of the key members of this organization.

**Maine UCC Musicians Resource Team- \$400**

*(not budgeted in ‘16)*

According to the Team’s funding application, “the team will inform UCC musicians of our resource team.” And “Communicate to UCC musicians in Maine of our events and resources.”

**Outdoor Ministries Team - \$6,100**

*(not budgeted in ‘16)*

According to the Team’s funding application, “the team will be training program leaders to support the mission through summer programming; providing the director with professional networking and support to keep our space as up-to-date as possible; providing curriculum, evaluation and promotional materials.” Two goals this budget is intended to fund are: “1) Professional networking for our director allows for shared best practices and provides a new spark for our current programs. 2) Training for program leaders provides consistency among our programs and consistent messages about safety, curriculum, and outdoor ministry.”

**Mission Council - \$792,333**

*(down \$140,824 vs. '16 budget)*

Conference ministries in support of healthy, vital congregations, churches in transition and pastoral care to clergy and congregations are funded in this area. Also, this budget provides leadership, governance, oversight, and operating support of Conference programs, finances, the Consolidated Trust and operations and programs described elsewhere in the budget. This budget includes salaries, benefits and travel for the Conference Minister, associates, management and support staff, communications and publicity, the provision of Conference facilities, insurance, and legal expenses.

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**Year 2017 Total for Programs and Operations: \$1,329,465** *(down \$179,040 from '16 budget)*

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**Year 2017 Total for Transfer from Reserves<sup>4</sup>: \$ 45,581** *(up \$45,581 from '16 budget)*

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<sup>4</sup> This transfer balances the budget gap of *Total Income Sources minus Total for Programs and Expenditures*, or  $(\$1,283,884 - \$1,329,465) = \$45,581$ .



Recommended 2017 Maine Conference Operating Budget: Summary

Line No.		2015 Actual	2016 Mission Council	2017 Mission Council	% Diff.	\$ Diff.
216	<b>SUMMARY OF INCOME AND EXPENSES</b>					-
217						-
218	<b>INCOME:</b>					-
219	OCWM from Local Churches	\$ 444,751	\$ 500,000	\$ 450,000	-10%	(50,000)
220	Fellowship Dues	238,555	255,000	238,000	-7%	(17,000)
221	Income from Invested Funds	92,319	102,869	106,000	3%	3,131
222	Friends of the Maine Conference	11,328	27,311	15,000	-45%	(12,311)
223	Miscellaneous Income	31,092	153,322	18,680	-88%	(134,642)
224	Special Council Fundraising	-	12,000	11,000	-8%	(1,000)
225	Extraordinary Gifts, Bequests	-	-	-		-
226	Commission for Spiritual Life (Fees Donations, Misc.)	1,950	-	-		-
227	Commission for Witness Life (Fees Donations, Misc.)	-	-	-		-
228	Commission for Community Life (Fees Donations, Misc.)	570	-	-		-
229	Resource Center ( Rentals, Inventory Sales, Subscriptions, I	4,956	5,610	2,805	-50%	(2,805)
230	Pilgrim Lodge	375,235	417,694	404,134	-3%	(13,560)
231	Horton Center	-	-	-		-
232	Clergy Communities of Practice	3,930	7,500	7,500	0%	-
233	Honduras Partnership	-	-	-		-
234	Small Church Ministry Team	-	600	-	-100%	(600)
235	State Youth Council	1,039	1,000	-	-100%	(1,000)
236	Pilgrim Lodge Advisory Team	-	-	-		-
237	Anti-Racism Resource Team	-	-	-		-
238	Faith Formation Resource Team	-	-	-		-
239	Maine School of Ministry (MESoM)	20,025	25,600	30,765	20%	5,165
240	Earthcare Resource Team	-	-	-		-
241	Church Vitality and Leadership Resource Team Initiatives	-	-	-		-
242	Maine UCC Musicians Resource Team	-	-	-		-
243	Outdoor Ministries Resource Team	-	-	-		-
244	<b>TOTAL INCOME</b>	<b>1,225,751</b>	<b>1,508,506</b>	<b>1,283,884</b>	<b>-15%</b>	<b>(224,621)</b>
245						-
246	<b>EXPENSES:</b>					-
247	Commission for Spiritual Life	3,325	-	-		-
248	Commission for Witness Life	11,681	408	408	0%	-
249	Commission for Community Life	2,137	-	-		-
250	Resource Center	52,868	56,967	18,111	-68%	(38,856)
251	Pilgrim Lodge	418,868	422,142	423,047	0%	905
252	Horton Center	-	-	-		-
253	Clergy Communities of Practice	2,293	10,150	9,375	-8%	(775)
254	Honduras Partnership	3,107	5,000	5,000	0%	-
255	Small Church Ministry Team	3,147	8,500	4,500	-47%	(4,000)
256	State Youth Council	1,152	4,840	2,560	-47%	(2,280)
257	Pilgrim Lodge Advisory Team	-	750	500	-33%	(250)
258	Anti-Racism Resource Team	-	2,500	2,500	0%	-
259	Faith Formation Resource Team	1,082	1,950	1,950	0%	-
260	Maine School of Ministry (MESoM)	27,711	41,560	42,100	1%	540
261	Earthcare Resource Team	-	-	-		-
262	Church Vitality and Leadership Resource Team Initiatives	-	20,580	17,580	-15%	(3,000)
263	Maine Council of Churches	-	-	3,000		3,000
264	Maine UCC Musicians Resource Team	-	-	400		400
265	Outdoor Ministries Resource Team	-	-	6,100		6,100
266	Mission Council ( <i>Was Coordinating Council</i> )	804,828	933,158	792,333	-15%	(140,824)
267						-
268						-
269	<b>TOTAL EXPENSES</b>	<b>1,332,199</b>	<b>1,508,505</b>	<b>1,329,465</b>	<b>-12%</b>	<b>(179,040)</b>
270						-
271	<b>OPERATING SURPLUS (DEFICIT)</b>	<b>(106,448)</b>	<b>\$ -</b>	<b>\$ (45,581)</b>		<b>(45,581)</b>
272	Transfer from Dedicated Funds			45,581		45,581
273						-
274	<b>NET SURPLUS (DEFICIT)</b>	<b>(106,448)</b>	<b>\$ -</b>	<b>\$ -</b>		<b>-</b>

Recommended 2017 Maine Conference Operating Budget: Detail

Line No.		2015 Actual	2016 Mission Council	2017 Mission Council	% Diff.	\$ Diff.
	<b>CONFERENCE INCOME</b>					
1	<b>Conference Operating Fund</b>					
2	OCWM	444,751	500,000	450,000	-10%	(50,000)
3	Fellowship Dues	238,555	255,000	238,000	-7%	(17,000)
4	Income from Invested Funds	92,319	102,869	106,000	3%	3,131
5	Friends of the Maine Conference	11,328	27,311	15,000	-45%	(12,311)
6	Miscellaneous (Fees,Charges, Rents, Transfers)	31,092	153,322	18,680	-88%	(134,642)
7	Special Council Fundraising	-	12,000	11,000	-8%	(1,000)
8	One time, or Extraordinary Gifts, Bequests	-	-	-		
9		818,046	1,050,501	838,680	-20%	(211,821)
10		-	-	-		-
11	Commission for Spiritual Life (Fees, Donations, Misc.)	1,950	-	-		-
12	Commission for Witness Life (Fees, Donations, Misc.)	-	-	-		-
13	Commission for Community Life (Fees, Donations, Misc.)	570	-	-		-
14	Resource Center ( Rentals, Inventory Sales, Subscriptions,	4,956	5,610	2,805	-50%	(2,805)
15	Clergy Communities of Practice	3,930	7,500	7,500	0%	-
16	Honduras Partnership	-	-	-		-
17	Small Church Ministry Team	-	600	-	-100%	(600)
18	State Youth Council	1,039	1,000	-	-100%	(1,000)
19	Pilgrim Lodge Advisory Team	-	-	-		-
20	Anti-Racism Resource Team	-	-	-		-
21	Faith Formation Resource Team	-	-	-		-
22	MESoM	20,025	25,600	30,765	20%	5,165
23	Earthcare Resource Team	-	-	-		-
24	<i>Church Vitality and Leadership Resource Team Initiatives</i>	-	-	-		-
25	Maine UCC Musicians Resource Team	-	-	-		-
26	Outdoor Ministries Resource Team	-	-	-		-
27	Subtotal	850,515	1,090,811	879,750	-19%	(211,061)
28						-
29	<b>Pilgrim Lodge</b>					
30	Registration Fees	276,651	314,201	278,258	-11%	(35,943)
31	Less: Camper scholarships	(6,685)	(6,344)	(6,900)	9%	(556)
32	Less: Counselorship discounts	-	-	-		-
33	Retreats & Conferences	23,919	33,769	23,919	-29%	(9,851)
34	Contributions	4,894	5,410	4,894	-10%	(516)
35	Friends of Pilgrim Lodge	8,895	11,730	8,895	-24%	(2,835)
36	Camp Scholarship Income	6,685	6,344	6,900	9%	556
37	Other Income	51,335	39,059	24,469	-37%	(14,590)
38	Transfer from Reserves	3,060	3,121	53,200	1604%	50,079
39	Direct Conference Subsidy	-	-	-		-
40	Indirect Conference Subsidy--Registration Services	-	-	-		-
41	Transfer from Depreciation Fund	6,482	10,404	10,500	1%	96
42	Bad Debt Expense	-	-	-		-
43	Subtotal	375,235	417,694	404,134	-3%	(13,560)
44						-
45	<b>Horton Center</b>					
46						-
47	<b>TOTAL INCOME:</b>	1,225,750	1,508,505	1,283,884	-15%	(224,621)
48						-

Recommended 2017 Maine Conference Operating Budget: Detail

Line No.		2015 Actual	2016 Mission Council	2017 Mission Council	% Diff.	\$ Diff.
49	<b>CONFERENCE EXPENSES:</b>					-
50						-
51	<b>COMMISSION FOR SPIRITUAL LIFE:</b>					-
52	<b>COMMISSION FOR WITNESS LIFE</b>	11,681	408	408	0%	-
53						-
54	<b>COMMISSION FOR COMMUNITY LIFE:</b>					-
55						-
56	<b>RESOURCE CENTER:</b>					-
57	Director's Salary/Benefits(.75 FTE to .20 FTE in 2017)	49,038	50,005	17,111	-66%	(32,894)
58	Assistants' Salary/Benefits	-	-	-		-
59						-
60	Materials, Supplies, Resources, Etc.	3,185	4,162	1,000	-76%	(3,162)
61	Film Rentals and Inventory Sales					-
62	Conferences, Travel	811	2,192	-	-100%	(2,192)
63	Ministry Team Expenses		-	-		-
64	Equipment	-	572	-	-100%	(572)
65	UCC Resource Network	175	-	-		-
66	Occupancy - miscellaneous		36	-	-100%	(36)
67	Accrued Payroll		-	-		-
68	Postage	(341)	-	-		-
69	<b>TOTAL: Resource Center</b>	<b>52,868</b>	<b>56,967</b>	<b>18,111</b>	<b>-68%</b>	<b>(38,856)</b>
70						-
71	<b>PILGRIM LODGE:</b>					-
72	Director's Salary and Benefits	98,650	100,654	103,138	2%	2,485
73						-
74	Staff Salaries and Benefits	163,231	172,009	175,921	2%	3,912
75						-
76	Director's & Staff Travel	1,137	4,682	1,300	-72%	(3,382)
77	Insurance	21,821	25,092	21,821	-13%	(3,271)
78	Utilities	17,592	17,340	17,592	1%	252
79	Administration	11,408	9,690	9,690	0%	-
80	Food Service	34,542	36,629	34,542	-6%	(2,087)
81	Camp Operations	22,947	23,460	22,947	-2%	(513)
82	Camp Improvements	1,694	-	-		-
83	Farm House	1,584	5,230	5,230	0%	-
84	General Program	9,961	6,450	9,961	54%	3,511
85	Off-Site Program	-	520	520	0%	-
86	Non-specific expense reductions	-	-	-		-
87	Projects/Project Transfers	153	-	-		-
88	Registration Services from Conference	-	-	-		-
89	Rebuild Conference Reserves(internal loan)	-	-	-		-
90	Accrued Payroll/Misc. Staff Expenses	16,245	-	-		-
91	Annual <u>Equipment</u> Depreciation Charge	5,219	5,836	5,836	0%	-
92	Annual <u>Building</u> Depreciation Charge	12,684	14,549	14,549	0%	-
93	<b>TOTAL: Pilgrim Lodge</b>	<b>418,868</b>	<b>422,142</b>	<b>423,047</b>	<b>0%</b>	<b>905</b>
94						-
95	<b>HORTON CENTER (for 2016, see Pilgrim Lodge):</b>		-	-		-
96						-
97	<b>RESOURCE TEAMS AND INITIATIVES:</b>					-
98	<b>Clergy Communities of Practice</b>	2,293	10,150	9,375	-8%	(775)
99	<b>Honduras Partnership</b>	3,107	5,000	5,000	0%	-
100	<b>Small Church Ministry Team</b>	3,147	8,500	4,500	-47%	(4,000)
101	<b>State Youth Council (Senior High)</b>	1,152	4,840	2,560	-47%	(2,280)
102	<b>Pilgrim Lodge Advisory Team</b>		750	500	-33%	(250)
103	<b>Anti-Racism Resource Team</b>		2,500	2,500	0%	-
104	<b>Faith Formation Resource Team</b>					-
105	NEAUCE (subsidy)	500	500	500	0%	-
106	NEAUCE (scholarship)	250	500	500	0%	-
107	National & Regional Events	332	300	300	0%	-
108	Certification and Training	-	300	300	0%	-
109	Partners in Education	-	250	250	0%	-
110	Faith Formation Resource Team		100	100	0%	-
111	Subtotal	1,082	1,950	1,950	0%	-
112	<b>Maine School of Ministry (MESoM)</b>					-
113	Advisory Board (mileage, meetings)					-
114	Director's Salary and Benefits	17,407	31,960	34,100	7%	2,140
115	Instructor and Mentor Honoraria ()	8,000	6,400	8,000	25%	1,600

Recommended 2017 Maine Conference Operating Budget: Detail

Line No.		2015 Actual	2016 Mission Council	2017 Mission Council	% Diff.	\$ Diff.
116	Travel - Director and Instructors	2,267				-
117	Program Expenses	-	3,200	-	-100%	(3,200)
118	Retreat Expenses	-				-
119	Other Expenses (publicity+Misc.)	37				-
120	Subtotal	27,711	41,560	42,100	1%	540
121						-
122	<b>Earthcare Resource Team</b>					-
123	<b>Church Vitality and Leadership Resource Team Initiative</b>	-	20,580	17,580	-15%	(3,000)
124	<b>Maine Council of Churches</b>			3,000		3,000
125	<b>Maine UCC Musicians Resource Team</b>		-	400		400
126	<b>Outdoor Ministries Resource Team</b>		-	6,100		6,100
127	TOTAL: Resource Teams and Initiatives	38,492	95,830	95,565	0%	(265)
128						-
129	<b>Mission Council:</b>					-
					-10%	(10,000)
130	Basic Support To United Church of Christ	88,594	100,000	90,000		
131	Communications, Public Relations					-
132	Mission Interpretation	-	1,665	1,665	0%	-
133	Annual Yearbook	-				-
134	Publicity	582				-
135	Miscellaneous					-
136	Subtotal	582	1,665	1,665	0%	-
137	Staff Salaries and Benefits					-
138	Conference Minister	102,126	123,024	125,529	2%	2,505
139	Associate Conference Minister (Interim)	97,614	25,373	-	-100%	(25,373)
140	Ministry Associates (2@ .5 FTE - not hired)		77,710	-	-100%	(77,710)
141	Associate Conference Minister (.5 FTE - new position)			53,588		53,588
142	Associate Conference Minister	101,308	103,362	105,867	2%	2,505
143						-
144	Business Manager	86,804	88,539	90,310	2%	1,771
145	Executive Assistant (.5 FTE new position in 2017)	-	-	28,784		28,784
146	Ministries Assistant (1 FTE position eliminated in 2017)	56,125	54,863	-	-100%	(54,863)
147	Treasury Assistant (.75 FTE)	45,291	46,427	45,577	-2%	(850)
148	Accounting Assistant (.25 FTE)	14,899	16,668	17,111	3%	443
149	Communications Dir.(1 FTE not hired; .5 FTE in '17)	-	86,898	44,554	-49%	(42,345)
150	Subtotal	504,167	622,865	511,319	-18%	(111,546)
151						-
152	Less: Indirect Subsidy to Pilgrim Lodge and Rockcraft					-
153	Net Staff Salaries/Benefits Charged to Conference	504,167	622,865	511,319	-18%	(111,546)
154						-
155						-
156	Indirect Compensation					-
157						-
158	Continuing Education	4,165	12,485	6,242	-50%	(6,242)
159	Sabbatical Leave	-	-	-		-
160	Other Staff Expenses	4,430	-	-		-
161						-
162	Subtotal	8,595	12,485	6,242	-50%	(6,242)
163						-
164	Staff Travel	28,584	45,000	36,500	-19%	(8,500)
165						-
166	Coordinating Council					-
167	General Synod Fund	7,140	7,283	7,283	0%	-
168	Meeting Expenses	4,492	3,000	3,000	0%	-
169	Council Committees	-	300	300	0%	-
170	Search Committee	9,837	-	-		-
171	Subtotal	21,469	10,583	10,583	0%	-
172						-
173	Annual Meeting	9,416	10,000	10,000	0%	-
174		-				-
175	Direct Subsidy to Conference Facilities	-	-	-		-
176	Indirect Subsidy to Facilities	-				-
177		-				-
178	Nominating Committee Expenses	-	200	200	0%	-
179						-
180	Occupancy					-
181	Office Equipment	6,701	1,092	1,092	0%	-
182	Office Equipment - copier contract	1,997	3,324	3,324	0%	-

Recommended 2017 Maine Conference Operating Budget: Detail

Line No.		2015 Actual	2016 Mission Council	2017 Mission Council	% Diff.	\$ Diff.
183	Supplies	13,670	8,400	8,000	-5%	(400)
184	Postage	6,201	7,200	6,449	-10%	(751)
185	Telecommunications (was Telephone)	18,211	13,260	13,260	0%	-
186	Building Repayment /and/or Lease Payments	60,883	62,339	64,209	3%	1,870
187	Building Maintenance	192	520	300	-42%	(220)
188	Utilities	-	-	-		-
189	Janitorial Services	-	1,560	1,200	-23%	(360)
						-
190	Reserve for Major Repairs/Capital Expense, 2010 & or	-	-	-		-
191	Municipal Services	-	-	-		-
192	Miscellaneous and W. Gardiner Office	-	-	-		-
193	Staff Retreats	-	-	-		-
194	Small Church Office	1,130	1,040	1,130	9%	90
195	Annual <u>Equipment</u> Depreciation Charge	5,691	2,160	2,160	0%	-
196	Annual <u>Building</u> Depreciation Charge	4,994	-	-		-
197	Subtotal	119,670	100,896	101,124	0%	228
198						-
199	Other Admin.					-
200	Insurance and Bonding	12,108	11,200	13,120	17%	1,920
201	Legal & Audit	5,219	9,300	9,300	0%	-
202	Fees, Charges and Interest Expense	6,424	4,200	4,200	0%	-
203	Subtotal	23,751	24,700	24,700	0%	-
204						-
205	Contingencies	-	4,764		-100%	(4,764)
206						-
207	<b>TOTAL EXPENSES: Coordinating Council</b>	804,828	933,158	792,333	-15%	(140,824)
208					-15%	(140,824)
209	<b>TOTAL EXPENSES:</b>	1,332,199	1,508,505	1,329,465	-12%	(179,040)
210						-
211	<b>OPERATING SURPLUS (DEFICIT):</b>	(106,448)	-	(45,581)		(45,581)
212	Transfer from Reserves		-	45,581		45,581
213						-
214	<b>NET SURPLUS (DEFICIT)</b>		-	-		-

