

2025 Amended Budget Narrative

Recall during the August Assembly budget presentation I mentioned that we did not have all the information yet on the Lead Presbytery’s Board of Pensions options and insurance costs. At the time we thought Ann would only be allowed to have the medical “Lay Plan” (flat rate for medical coverage) along with the Covenant Plan (10% of effective salary). Since then, we discovered she is eligible for the Transitional Plan option (this plan increases the medical dues from 29% to 33% of effective salary and includes the Covenant Package – 10% of effective salary – for a dues total of 43% of effective salary). We also learned that the medical premium of the Lay Plan cost is \$14,080, which is \$1,496 higher than what was initially quoted.

Lead Presbyter Board of Pensions dues options:

	Transitional Plan	Lay Plan
Effective Salary	\$74,160.00	\$74,160.00
	Med dues 33%	Member only flat rate
Medical Dues	\$24,472.80	\$14,080.00
Covenant Package (10%)	\$7,416.00	\$7,416.00
Total Dues	\$31,888.80	\$21,496.00
	Savings	\$10,392.80
	Tax Protected Amt. + Extra 10%	\$2,812.17
	Net Savings	\$7,580.63

Obviously, the member only plan is much more cost effective for the presbytery. However, in order for Ann’s spouse to be insured, he would have to buy medical insurance from his employer at a cost of \$1,470. Personnel, Leadership, and Admin have unanimously approved to reimburse Wade and Ann via a tax protected addendum to Ann’s cash salary of \$2,556.52. This additional amount added to her effective salary also increases the Covenant package by 10% of this amount: \$255.65. Thus, the total cost to the presbytery would be \$2,812.17, still leaving a savings of \$7,580.63 as shown above.

In addition to these changes to the LP package, I also neglected to include \$2,000 for Ann to attend the Leadership Formation. This will also be included in our 2026 budget.

Therefore, the amended budget shows an increase in Ann’s Salary and Benefits of

Original Total Salary & Benefits		\$109,185
Increase in Lay Plan cost	\$1,496	
Tax Protected Amount + extra 10%	\$2,812	
Leadership formation	\$2,000	
	\$6,308	\$6,308
		\$115,493

I also pulled the wrong hourly rate to calculate the Bookkeeper’s new salary. It should be increased by 1.5% (\$431) to \$27,601. Increasing the Budget in total by \$6,739.

Please review the Amended Budget Worksheet for the totals described above.

Respectfully submitted,
Bill Strawbridge