

2025 Proposed Budget

On the income side, OCWM Basic Support continues to provide most of the funding for the conference. We project that increased income from our investments, growth in individual giving, and common services revenue (fees paid by four Associations and the Wisconsin Foundation for staffing) will offset anticipated declines in Basic Support.

On the expense side, after several years of slight reductions in staff time, we project a consistent level of staffing for 2025 with some salary and wage increases. We anticipate cost savings from the move of the office to the Daycholah Center (comparing '23 to '25). In the programs section, note that the Damascus Project support declines because more of the support comes from the fund created by the Leadership Forward Campaign. Additionally, while Wider Church Ministries remains 40% of our OCWM Basic Support, we continued to shift funds into the "Grants from Partners" to allow for more strategic engagement with our partner organizations.

The slight deficit projected for 2024 and 2025 will be funded with past surpluses, such as 2023.

	2023 Actual	2024 Revised	2025 Proposed
Revenues			
OCWM Basic Support Contributions	\$ 1,350,287.87	\$ 1,358,000.00	\$ 1,317,260.00
Strengthen the Church Revenue	\$ 29,539.63	\$ 22,000.00	\$ 25,000.00
Contributions	\$ 88,179.65	\$ 48,400.00	\$ 53,240.00
Investments	\$ 426,779.81	\$ 379,000.00	\$ 393,000.00
Program Registrations	\$ 57,901.62	\$ 51,000.00	\$ 51,000.00
Common Services Revenue	\$ 82,106.00	\$ 85,000.00	\$ 90,000.00
Other Revenue	\$ 1.00		\$ -
Total Revenues	\$ 2,034,795.58	\$ 1,943,400.00	\$ 1,929,500.00
Expenses			
Salary and Benefits	\$ (940,725.55)	\$ (931,775.00)	\$ (958,725.00)
Basic Operations	\$ (278,531.14)	\$ (249,150.00)	\$ (258,000.00)
Programs			
New Initiatives	\$ (1,200.00)	\$ (5,000.00)	\$ (5,000.00)
Damascus Project	\$ (37,500.00)	\$ (32,500.00)	\$ (20,000.00)
Program Committees	\$ (23,095.21)	\$ (10,000.00)	\$ (10,000.00)
Church & Ministry General	\$ (2,837.89)	\$ (8,000.00)	\$ (4,000.00)
Communities of Practice	\$ (41,401.46)	\$ (34,000.00)	\$ (37,500.00)
Annual Meeting	\$ (39,069.22)	\$ (34,000.00)	\$ (35,000.00)
Catalyst Grants & Shift Consulting	\$ (39,064.32)	\$ (51,000.00)	\$ (50,500.00)
Ministerial Support	\$ (40,127.00)	\$ (43,500.00)	\$ (49,500.00)
Wider Church Ministries			
Grants to Partners	\$ (6,300.00)	\$ (55,000.00)	\$ (60,000.00)
United Church Camps INC	\$ (130,000.00)	\$ (130,000.00)	\$ (130,000.00)
National Setting Support	\$ (322,000.00)	\$ (300,000.00)	\$ (275,000.00)
United Conference Appeals	\$ (113,020.05)	\$ (62,500.00)	\$ (61,000.00)
Total Expenses	\$ (2,014,871.84)	\$ (1,946,425.00)	\$ (1,954,225.00)
NET SURPLUS/(DEFICIT)	\$ 19,923.74	\$ (3,025.00)	\$ (24,725.00)

Wisconsin Conference UCC

General Operating Fund

Balance Sheet

12/31/2023

Assets

Cash Accounts	\$95,320.24
Investments & CD's	\$70,546.09
Receivables	\$12,730.89
Prepaid Expenses	\$21,096.15
Property	\$2,380,175.41

Total Assets	\$2,579,868.78
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Liabilities

Accounts Payable	\$65,799.21
Payroll Liabilities	\$32,978.97
Prepaid Revenue	(\$183.88)
Accrued Expenses	\$2,394.50
Missions Payable	

Total Liabilities	\$100,988.80
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Unrestricted Fund Balance	\$2,478,879.98
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Total Liabilities and Fund Balance	\$2,579,868.78
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2024 Salaries and Housing of Conference Ministerial Staff

At the Annual Meeting of our Conference in 1973, the delegates requested that the salaries and housing of each of the Conference Ministerial Staff be listed on a separate sheet in the packet.

Staff Position 2024	Salary 2024 & Housing	Soc. Sec. Benefit-7.65%	Total
Conference Minister	\$ 110,000.00	\$ 8,415.00	\$ 118,415.00
Associate Conference Minister (Support of Pastors & Care of Churches)	\$ 83,000.00	\$ 6,349.50	\$ 89,349.50
Associate Conference Minister (Support of Pastors & Care of Churches)	\$ 81,000.00	\$ 6,196.50	\$ 87,196.00
Associate Conference Minister (Support of Pastors & Care of Churches)	\$ 81,000.00	\$ 6,196.50	\$ 87,196.00
Associate Conference Minister (Faith Formation & Justice Ministries)	\$ 65,000.00	\$ 4,743.00	\$ 69,743.00
Director of Development (Part-time)	\$ 44,500.00	\$ 3,404.25	\$ 47,904.25



Wisconsin Foundation

United Church of Christ

The Wisconsin Foundation UCC, a subsidiary of the Wisconsin Conference, holds the restricted and invested funds of the Conference, the four Associations, and several congregations and related organizations. At the end of 2023, the conference gifted many of its restricted funds to the foundation. Moving forward, the conference and foundation will operate as two distinct financial ledgers.

Please contact Rev. Andrew Warner if you would like to discuss moving your investments into the foundation.

	12/31/2022	12/31/2023
Agency Funds	\$ 3,489,951.07	\$ 4,521,076.30
Association Funds	\$ 397,995.34	\$ 503,910.16
Foundation Funds	\$ 1,108,019.87	\$ 7,604,639.14
Conference Funds		
Conference General Operating Fund	\$ 1,303,393.46	\$ 2,478,845.34
Emergency Response Fund	\$ 1,651.73	\$ 1,883.62
New Initiative Funds	\$ 31,354.11	\$ 30,302.17
Charles W. Stiger, Jr. Trust Fund	\$ 1,761,103.74	\$ 1,838,008.86
General Synod Delegate Fund	\$ 20,164.00	\$ 124.12
Leadership Forward Campaign	\$ 146,750.14	\$ 156,816.20
Brown Deer UCC Fund	\$ 179,765.64	\$ 180,500.28
Catalyst Grants Fund		\$ 54,776.77
Great Lakes Region Grant	\$ 19,708.04	\$ 19,726.90
Great Lakes Region Youth Event	\$ 45,833.84	\$ 45,828.26
Network for Wider Church Youth Ministry	\$ 559.41	\$ 1,049.04
Youth Ministries Scholarship Fund	\$ 1,805.10	\$ 1,530.84
Mission House Colloquy	\$ 1,606.66	\$ 27.03
Kairos Climate Fund	\$ 680.74	\$ 10,422.95
Conference Funds Moved to Foundation	\$ 5,522,754.78	
Restricted Mission Funds	\$ 9,297.28	\$ 17,730.19
Subtotal Conference	\$ 9,046,428.67	\$ 4,837,572.57
Overall Total Funds	\$ 14,042,394.95	\$ 17,467,198.17



Wisconsin Foundation United Church of Christ

Investing for the Greater Good

The Wisconsin Foundation UCC serves as the community foundation for UCC organizations in Wisconsin. The Foundation exists as a subsidiary of the Conference, with every congregation in the Conference and “owner.” The Foundation provides investment opportunities, fundraising assistance, and capacity building services. When one congregation partners with the foundation, it helps make all our congregations stronger.

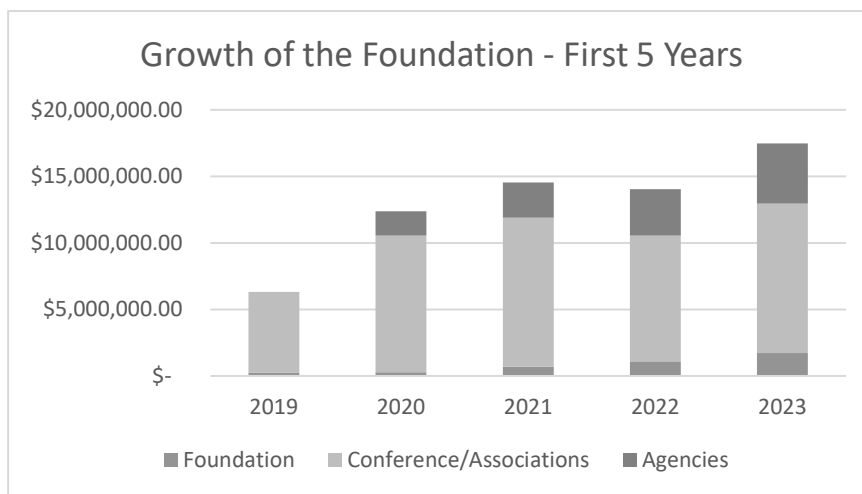
Investing Together

The Foundation invests on behalf of agencies (primarily congregations) the Conference, and its own funds. Investing together ensures access to good investment management at a better fee than any one organization could get on its own.

The Foundation’s investment pool allowed it to make a loan to United Church Camps, Inc., at a crucial time in the camps’ history. Every congregation in the Foundation helped make this important support available to the camps while also earning a solid return on the investment.

The funds invested through the Foundation have more than doubled since its inception. In addition to the loan to UCCI, the Pension Boards manages the remaining investments. The foundation’s investment pool earned a 14.12% return in 2023.

Churches invested pay approximately 1.05% in investment and administrative fees. A portion of the fees come back to the Conference, an amount that totaled \$30,000 in 2023.



The Foundation aids agencies (including churches) in raising new dollars for mission and ministry. From 2020, the foundation raised an average of \$273,794 annually for agencies invested in the foundation.

Tools for Congregations

Many congregations struggle to promote gifts in wills or to receive gifts of stock. The Foundation partnered with the Pension Boards to provide tools they can use. A new bequest site allows donors to make a gift to any Wisconsin Conference congregation, the Conference, the camps, and national ministries. A “smart giving” site helps donors make gifts from a Donor Advised Fund, an IRA, appreciated stocks or crypto. Finally, the foundation released a Together for Tomorrow Planned Giving Manual to help congregations make the most of these tools and other opportunities for planned gifts. Promoting planned giving will be an increased focus for the foundation in the coming year.



Legacy Congregations

The Foundation assists congregations on the threshold of closure. Here’s one example: The leadership of Ebenezer UCC in Stratford, in the Northwest Association, realized their increasingly small congregation could not continue. “Our current council leaders have long served in their roles and cannot continue indefinitely doing this work,” Moderator Sue Vick said. “While we tried to recruit new people as volunteers, we do not see people stepping forward to volunteer.” The council worked with Andrew Warner of the Wisconsin Foundation UCC to develop a legacy plan designed to preserve the 4-acre cemetery beside the church building.



Ebenezer sold the church building and adjacent forest acreage to create funds in the Foundation to support the on-going care of the cemetery. “Andrew's advice and financial expertise was invaluable to me and the council as we worked through the legacy process,” Sue Vick said. It is always hard for a congregation to close, but the Foundation helped Ebenezer secure its legacy.

Partnering Together

The Foundation logo features two hands holding a tender plant. It symbolizes the way all the congregations and other agencies of the Foundation partner together to care for the Church. By working together, we all benefit. You can learn more about partnering with the Foundation at www.wcucc.org/foundation.