

# **Preliminary Spending Plan**

## **FY 2012 (July 1, 2011 – June 30, 2012)**

Advent Lutheran Church  
June 5, 2011

# Budget Committees

## ■ Compensation

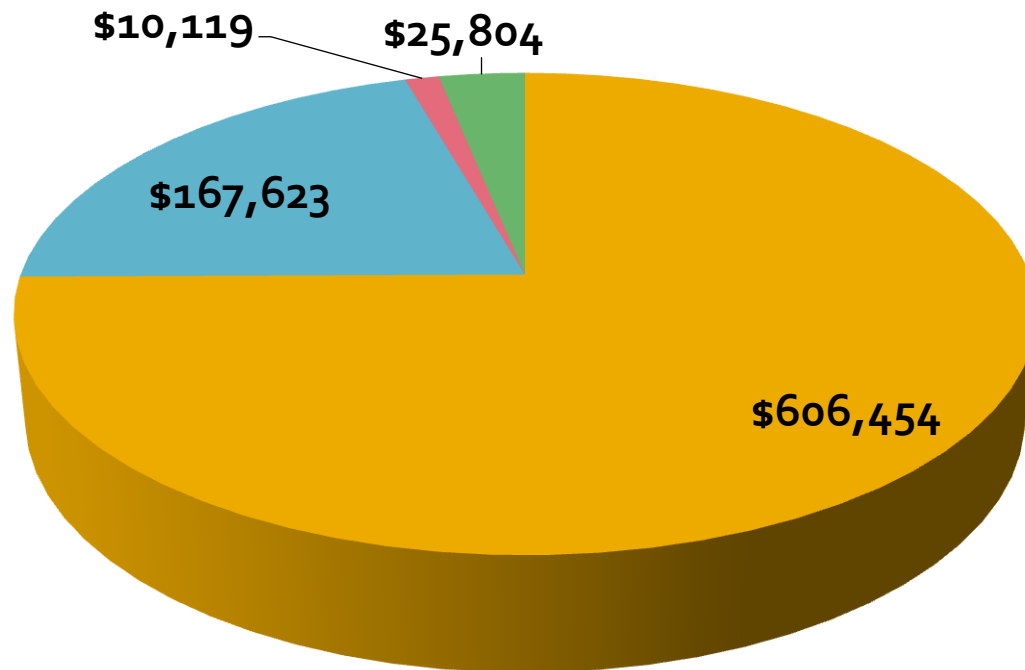
- Sonja Kraus
- Kent Besley
- Pr. Joel Burkholder
- Linda Guidry
- Dave Janssen

## ■ Operations

- Sonja Kraus
- Kent Besley
- Dave Butcher
- Pete Carlon
- Lynn Courtney
- Jack Davis
- Cecil Dolberry
- John Staehle
- Dick Wentzel

# Anticipated Income

## Source



Total = \$810,000 (+4.4%)

- Pledges
- Non-pledge Giving
- Loose Offerings
- Other

Pledge data as of 6/1/2011

# Basis for Spending Recommendations

- Partial fulfillment of promise to restore staff pay reductions made in 2009-2010
- Congregational priorities voiced in Nov. 2010 survey
- Ministry Teams' 2011-2012 goals supporting Advent's proposed Strategic Plan
- Recommendations from Property's Safety Team to protect our members, visitors and property
- Adjustments by Committee to remove duplicate requests, requests for items already funded and requests for future years' goals

# Allocation of Spending Requests

Allocation	Current	Requested	Recommended
Benevolence	\$ 77,600	\$ 81,000	\$ 81,000
Flexible Ministry	29,100	32,400	24,300
Ministry Teams	15,339	63,641	35,000
Staff Expenses	10,714	13,950	13,650
Supplies	22,387	19,450	19,450
Property Costs	208,109	221,500	210,036
Staff Compensation	402,875	452,380	450,765
<b>Total</b>	<b>\$ 766,124</b>	<b>\$ 884,321</b>	<b>\$ 834,201</b>

# Staff Compensation

Pastoral amounts include a portion of self-employment tax paid by the church.

	<u>Total Reduced</u>	<u>Current</u>	<u>Proposed</u>	<u>Change</u>		<u>Amount Restored</u>	<u>Restore \$ To Go</u>
Senior Pastor	\$ 4,305	\$ 81,786	\$ 83,939	\$ 2,153	(3)	\$ 2,153	\$ 2,152
Pastor Ed. & Evangelism	\$ -	\$ 63,158	\$ 63,858	\$ 700	(1)	\$ -	\$ -
Children's Ministry Ldr	\$ -	\$ 6,250	\$ 25,000	\$ 18,750	(2)	\$ -	\$ -
Contemporary Worship Ldr	\$ 769	\$ 14,614	\$ 15,383	\$ 769	(8)	\$ 769	\$ -
Dir Finance/Facilities	\$ 11,268	\$ 35,682	\$ 41,316	\$ 5,634	(3)	\$ 5,634	\$ 5,634
Financial Secretary	\$ 2,015	\$ 1,200	\$ 2,400	\$ 1,200	(4)	\$ 1,200	\$ 815
Housekeeper	\$ 1,894	\$ 1,195	\$ 1,200	\$ 5	(5)	\$ -	\$ -
Nursery	\$ -	\$ 2,288	\$ 3,400	\$ 1,112	(6)	\$ -	\$ -
Office Manager	\$ 12,032	\$ 24,986	\$ 29,614	\$ 4,628	(7)	\$ 4,628	\$ 7,404
Organist	\$ 512	\$ 9,726	\$ 10,238	\$ 512	(8)	\$ 512	\$ -
Worship & Music Ldr	\$ 2,458	\$ 46,708	\$ 47,937	\$ 1,229	(3)	\$ 1,229	\$ 1,229
Youth Ministry Ldr	\$ -	\$ 11,250	\$ 13,500	\$ 2,250	(9)	\$ -	\$ -

## Notes:

- 1 Increase per mission territory requirement for 1 yr add'l exper.
- 2 New position 4<sup>th</sup> Qtr FY 2011
- 3 Restore 1/2 of 2009-2010 reduction
- 4 Increase paid hrs to 4/wk.
- 5 Reduced scope of job in FY 2010 to 2.5 hrs/wk.
- 6 Add hours for Wednesday evening activities
- 7 Restore 5 hrs/wk to 32/wk; may not restore remaining
- 8 Restore 100% of reduction due to small amount
- 9 Increase paid hrs to 18/wk.

# Top VOC Categories

## Associated Ministry Teams

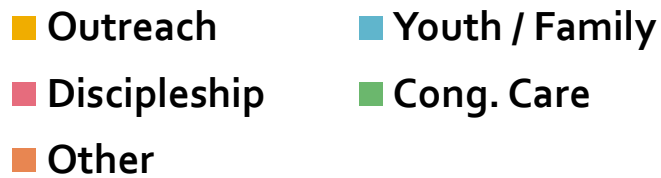
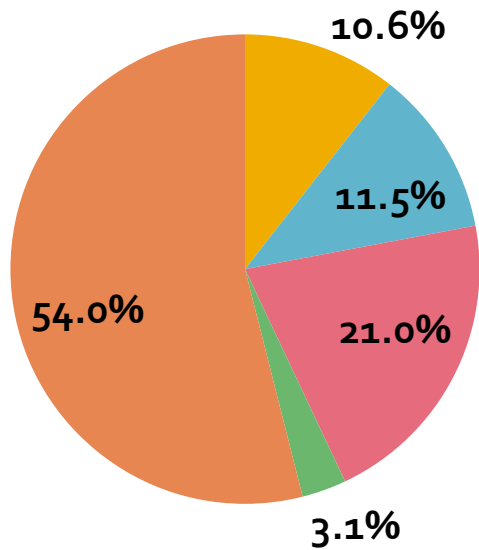
1. Outreach (24%)
  - Outreach Ministry Team
  - Service Ministry Team
2. Youth / Family (20%)
  - Children Ministry Team
  - Youth Ministry Team
3. Discipleship (17%)
  - Education Ministry Team
  - Stewardship Ministry Team
  - Mission Assembly Members
4. Congregational Care (14%)
  - Congregational Care Ministry Team
  - Parish Life Ministry Team

# Ministry Team Requests

# Summary

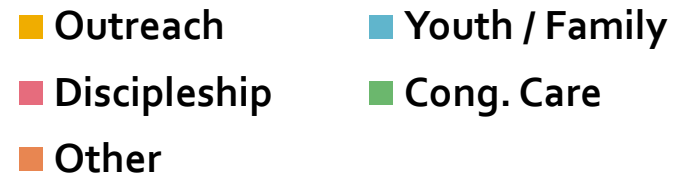
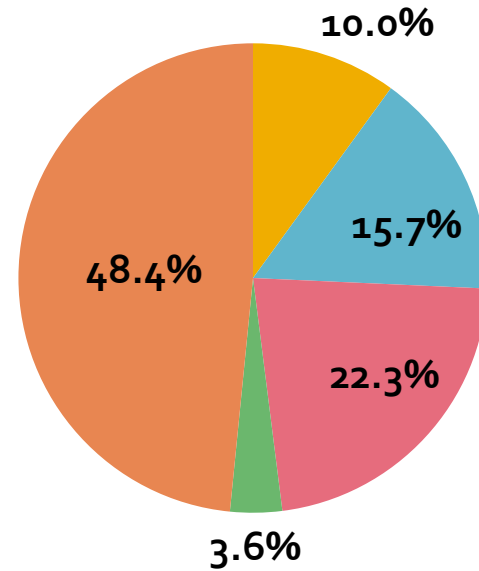
## Requested

\$63,641



## Recommended

\$35,000



# Outreach

Ministry Team or Item	Current	Requested	Recommended	% Change to Current
Outreach	\$ 350	\$ 6,720	\$ 3,500	900.0
Service *	0	0	0	-
Total	\$ 350	\$ 6,720	\$ 3,500	900.0

\* Ministries of this team are funded by specific fundraising campaigns (Back-to-School Ministry, Christmas Ministry).

# Youth / Family

Ministry Team or Item	Current	Requested	Recommended	% Change to Current
Children	\$ 1,200	\$ 3,950	\$ 3,000	150.0
Youth	1,900	3,350	2,500	31.6
<b>Total</b>	<b>\$ 3,100</b>	<b>\$ 7,300</b>	<b>\$ 5,500</b>	<b>77.4</b>

# Discipleship

Ministry Team or Item	Current	Requested	Recommended	% Change to Current
A.C.P *	\$ 0	\$ 1,395	\$ 0	-
Education	2,456	5,891	4,100	66.9
Stewardship	4,871	5,050	3,600	(26.1)
Mission Assembly	850	1,000	1,000	17.6
<b>Total</b>	<b>\$ 8,177</b>	<b>\$ 13,336</b>	<b>\$ 8,700</b>	<b>6.4</b>

\* Advent Christian Preschool is a self-funding ministry; however, due to uncertain fall registrations, ACP requested a subsidy from the congregation equal to the tuition of one student. The committee recommendation is for ACP to request these funds from "First Fruits" if and when needed.

# Congregational Care

Ministry Team or Item	Current	Requested	Recommended	% Change to Current
Congregational Care	\$ 0	\$ 800	\$ 500	-
Parish Life	415	1,150	750	80.7
Total	\$ 415	\$ 1,950	\$ 1.250	201.2

# Other VOC Categories

Ministry Team or Item	Current	Requested	Recommended	% Change to Current
Finance	\$ 2,550	\$ 2,400	\$ 2,400	(5.9)
Library	100	100	100	0.0
Personnel	61	250	250	309.8
Property/Safety *	0	21,550	9,000	-
Worship & Music **	431	10,035	4,300	897.7
<b>Total</b>	<b>\$ 3,142</b>	<b>\$ 34,335</b>	<b>\$ 16,050</b>	<b>410.8</b>

\* The Safety Team, under Property Ministry umbrella, did not exist prior to March 2011; \$18,050 of Requested are for items to reduce risk to and protect members, visitors and Advent's property.

\*\* \$2,400 of Recommended are for recurring worship expenses (organ maintenance, piano tuning, communion wine, plastic communion cups); funds for outside musicians normally come from Worship Excellence Fund which is nearly depleted - a portion of the Recommended amount may be used if Fund is not replenished.

# Spending Plan Summary

	Current	Requested	Recommended	% Change to Current
<b><u>INCOME</u></b>	\$ 776,000	\$ 810,000	\$ 810,000	4.4
<b><u>EXPENSES</u></b>				
Benevolence	\$ 77,600	\$ 81,000	\$ 81,000	4.4
Flexible Ministry	29,100	32,400	24,300	(16.5)
Administrative	256,549	318,541	278,136	8.4
Compensation	402,875	452,380	450,765	11.9
<b>Total</b>	<b>\$ 766,124</b>	<b>\$ 884,321</b>	<b>\$ 834,201</b>	<b>8.9</b>
<b>Surplus/(Deficit)</b>	<b>\$ 9,876</b>	<b>\$ (74,321)</b>	<b>\$ (24,201)</b>	

# Actions To Balance The Plan

- Increase your pledged and non-pledged giving by 3.2%
- Reduce recommended discretionary spending (everything but Benevolence and Property Costs) by 4.5%
- Eliminate 100% of the funds reserved for Flexible Ministry Spending for 2011-2012
- Combinations of any two or all of the above

# The Question Is...

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Which do you want to do?