**Budget Town Hall**

**Andrew Wright & Thom Belote**

**February 23, 2020**

*This handout was presented at the Budget Town Hall held on Sunday, February 23.*

**Over the past several years, our church has enjoyed steady growth of membership as well as a corresponding growth in pledged income:**

 **Year Membership (as of February 1) Amount Pledged**

2015 347 $432,000

 2016 368 $475,000

 2017 388 $490,000

 2018 416 $492,000 (Capital Campaign)

 2019 423 $530,000

 2020 432 ???

**Last year’s successful pledge drive allowed us to create a responsible budget that allowed us to support our ministries, program, staff, and buildings. Here are a few highlights of the 2019-2020 operating budget:**

* Balanced budget!
* First budget with no income from pre-school.
* Fully funded requests from ministries and committees.
* Significant compensation increases for program staff:
	+ Marion’s salary was increased by 5%
	+ Glenn’s salary was increased by 5%
	+ Rachel’s salary was increased to mid-point for Membership position
	+ Kat’s salary was increased to get her to the correct salary range for her Assistant Religious Education Director position.
	+ The Minister elected not to receive a salary increase in order to be able fund significant increases for members of the staff.

**Here is a breakdown of pledges received during the 2019-2020 pledge drive:**

$4,000+ 25

 $2,000 - $3,999 69

$1,000 - $1,999 96

 $100 - $999 112

 Student pledges 6

 Total pledges 308

 Average pledge $1,723

 Median pledge $1,200

**How is the budget shaping up for the 2020-2021 church year?**

*The Staff has created a* Zero Growth *budget for 2020-2021. This budget assumes a scenario in which pledges remain flat. We have also created a list of funding priorities in the event that pledges increase.*

**What is in the Zero Growth budget?**

* Assumes pledges are the same as last year.
* Fully funds budgets requested from ministries and committees.
* Takes into consideration increases in administrative costs.
* Takes into consideration extra costs of a larger building.
* Increased contributions to maintenance reserves as called for by 10-year maintenance plan.

**Budget priorities if we raise more than last year**

* Cost of living (COLA) increase for all staff
* Additional funding for maintenance reserves
* Restore professional expense funds for minister to level called for in Letter of Agreement.
	+ Letter of Agreement calls for professional expenses equal to 10% of salary.
	+ Minister has set professional expenses at $5,000 due to not planning to attend General Assembly.
* Increased hours for Glenn
	+ Glenn’s position is currently 22 hours/week.
	+ Goal of getting Glenn to 30 hours. (Waltz time)
* Move staff, including minister, up on salary range.
* Budget to hire an Assistant Minister.