

2023 Ministry Budget Plan

By motion, the Bethany Church Council recommends the Congregation approve a 2023 spending budget of \$411,452.

		Budget	Actual	Budget	Actual	Budget
		2021	2021	2022	2022	2023
Income						
Offerings						
	Envelopes/Pledges	\$382,224	\$390,261	\$389,411	\$406,847	\$347,751
	Loose Plate	\$3,700	\$2,605	\$2,500	\$2,842	\$3,000
	Other Offerings	\$3,800	\$4,729	\$3,500	\$4,868	\$4,700
	Total	\$389,724	\$397,595	\$395,411	\$414,557	\$355,451
Interest						
	Bank Interest	\$15	\$2	\$4	\$13	\$15
	Total	\$15	\$2	\$4	\$13	\$15
Other Income						
	Building Use	\$1,000	\$245	\$500	\$3,920	\$4,000
	Other Income	\$11,400	\$14,068	\$12,500	\$12,581	\$13,000
	Total	\$12,400	\$14,313	\$13,000	\$16,501	\$17,000
Total Income		\$402,139	\$411,910	\$408,415	\$431,071	\$372,466
Expense						
Social Outreach & Mission						
	Compass Housing Alliance	\$4,000	\$4,000	\$4,000	\$4,000	\$4,000
	Helpline	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000
	Island (InterFaith Vol) Caregivers	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000
	Martha & Mary	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000
	NW Washington Synod/ELCA	\$42,000	\$42,000	\$42,000	\$42,000	\$42,000
	Lutheran Community Services	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000
	Faith Advocacy Network	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000
	Lutheran Peace Fellowship	\$500	\$500	\$500	\$1,000	\$500
	Reconciling Works Ministry	\$250	\$250	\$250	\$250	\$250
	World Hunger	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000
	Rachel Circle	\$400	\$400	\$400	\$400	\$400
	Baby Kits (LWR)	\$325	\$1,071	\$325	\$325	\$325
	Total	\$57,475	\$58,221	\$57,475	\$57,975	\$57,475
Christian Education						
	Adult Education	\$300	\$-00	\$300	\$-00	\$100
	Bible Studies	\$25	\$-00	\$25	\$-00	\$25
	Confirmation	\$200	\$60	\$200	\$90	\$100
	Vacation Bible School	\$100	\$-00	\$300	\$-00	\$-00 *
	Sunday School	\$750	\$278	\$750	\$722	\$750 *
	Total	\$1,375	\$338	\$1,575	\$812	\$975

			Budget	Actual	Budget	Actual	Budget
			2021	2021	2022	2022	2023
Youth & Family Ministry							
		Youth & Family Servant Activities	\$25	\$-00	\$50	\$-00	\$25 **
Total			\$25	\$-00	\$50	\$-00	\$25
Worship & Music							
		Worship/Choir Music	\$700	\$2,518	\$2,500	\$548	\$900
		Worship Supplies	\$1,500	\$2,473	\$2,500	\$1,779	\$1,800
		Subscriptions/Copyrights	\$650	\$843	\$845	\$669	\$850
Total			\$2,850	\$5,834	\$5,845	\$2,996	\$3,550
Building & Grounds							
		Insurance	\$6,394	\$6,676	\$6,953	\$7,186	\$7,300
		Maintenance & Repairs	\$5,000	\$4,706	\$5,200	\$12,426	\$5,000
		Janitorial Supplies	\$225	\$338	\$550	\$309	\$350
		Yard Services	\$14,388	\$11,963	\$14,388	\$13,516	\$14,388
		Utilities	\$9,200	\$11,180	\$11,500	\$10,309	\$11,000
		Roof Risk Assessment	\$10,000	\$10,000	\$-00	\$-00	\$-00
Total			\$45,207	\$44,863	\$38,591	\$43,746	\$38,038
Personnel							
		Pastor Salary/Housing/Pension/Insurance					
		Pastor Salary/Housing	\$105,060	\$104,582	\$107,161	\$98,930	\$86,661
		Employers Social Security Offset	\$8,037	\$7,955	\$8,198	\$8,658	\$6,630
		Pastor Pension/Insurance	\$41,110	\$42,894	\$43,416	\$50,600	\$39,779
Total			\$154,207	\$155,431	\$158,775	\$158,188	\$133,070
		Pastor For Faith Formation			\$15,000	\$14,004	\$42,000
Total					\$15,000	\$14,004	\$42,000
		Other Pastoral Financial Support					
		Pastors Discretionary Fund	\$500	\$573	\$500	\$163	\$350 ***
		Pastors Travel Expenses	\$2,700	\$1,260	\$1,500	\$1,784	\$1,800
		Pastors Continuing Education	\$300	\$112	\$200	\$117	\$150
		Pastors Conferences & Retreats	\$25	\$125	\$125	\$12	\$100
		Pastors Professional Books	\$500	\$331	\$350	\$176	\$250
		Supply Pastor	\$1,000	\$1,400	\$1,750	\$1,075	\$500
Total			\$5,025	\$3,801	\$4,425	\$3,327	\$3,150

			Budget	Actual	Budget	Actual	Budget
			2021	2021	2022	2022	2023
Office Staff Compensation							
		Bookkeeper/Web Support	\$5,130	\$4,522	\$5,400	\$4,800	\$5,400
		Janitor	\$3,996	\$1,470	\$7,560	\$6,665	\$6,800
		Maintenance	\$1,032	\$-00	\$-00	\$-00	\$-00
		Church Administrator/Admin Assistant	\$37,527	\$30,291	\$31,200	\$31,200	\$31,200
		Dir Youth & Family Ministry	\$10,000	\$-00	\$-00	\$-00	\$-00
Total			\$57,685	\$36,283	\$44,160	\$42,665	\$43,400
Program Staff Compensation							
		Music Director & Organist	\$11,700	\$10,625	\$11,750	\$14,575	\$14,200
		Choir Director	\$9,600	\$9,600	\$9,800	\$9,801	\$9,800
		Childcare	\$712	\$-00	\$500	\$275	\$1,000
Total			\$22,012	\$20,225	\$22,050	\$24,651	\$25,000
Stewardship & Finance							
Total			\$325	\$330	\$325	\$-00	\$325
Hospitality & Membership							
		Fellowship Hour Supplies	\$950	\$511	\$2,000	\$1,367	\$1,450
		Events Support	\$600	\$1,013	\$600	\$2,056	\$1,500
Total			\$1,550	\$1,524	\$2,600	\$3,423	\$2,950
Fellowship							
		Devotionals	\$50	\$147	\$200	\$202	\$200
		Caring Hearts	\$50	\$-00	\$50	\$-00	\$50
Total			\$100	\$147	\$250	\$202	\$250
Administration							
	Office Expenses						
		Office Supplies	\$2,400	\$1,792	\$2,000	\$2,258	\$2,400
		Telephone	\$2,832	\$2,862	\$2,865	\$2,925	\$2,950
		Gifts	\$500	\$502	\$500	\$543	\$500
		Computer Expenses	\$1,600	\$1,175	\$1,600	\$1,872	\$1,600
		Copier Expenses	\$5,550	\$4,341	\$3,696	\$4,147	\$4,100
		Other Expenses	\$500	\$898	\$900	\$445	\$400
		Web Site	\$720	\$800	\$800	\$359	\$250
		Video Production	\$8,790	\$7,755	\$-00	\$199	\$200
Total			\$22,892	\$20,125	\$12,361	\$12,748	\$12,400

			Budget	Actual	Budget	Actual	Budget	
			2021	2021	2022	2022	2023	
		Payroll Expenses						
		Employer Share Payroll Tax	\$5,270	\$3,236	\$4,383	\$3,580	\$6,722	
		Employer L&I	\$1,268	\$1,076	\$1,196	\$1,234	\$1,293	
		Total	\$8,463	\$5,636	\$7,179	\$6,233	\$9,515	
		Conferences (Lay Member Expenses)						
		Synod Assembly	\$-00	\$-00	\$250	\$243	\$250	
		Total	\$-00	\$-00	\$-00	\$243	\$250	
		Dues						
		Interfaith Council of Bainbridge IS	\$240	\$200	\$240	\$-00	240	
		Total	\$240	\$200	\$240	\$-00	\$240	
		Other Administrative Expenses						
		Advertising	\$500	\$565	\$600	\$399	\$400	
		Lutheran Magazine	\$685	\$663	\$685	\$626	\$626	
		Mortgage/Loans	\$30,132	\$32,643	\$30,132	\$27,621	\$30,132	
		South 40 Kitsap Cty Property Tax	\$2,333	\$2,888	\$2,888	\$2,989	\$2,989	
		COBI Stormwater Management Fee	\$4,462	\$4,485	\$4,485	\$4,692	\$4,692	
		Total	\$38,112	\$41,244	\$38,790	\$36,327	\$38,839	
		Total Expenses	\$417,543	\$394,202	\$409,691	\$407,540	\$411,452	
		Income Less Expense	\$(15,404)	\$17,708	\$(1,276)	\$23,531	\$(37,986)	****
		* \$1,707 in Dedicated Funds are available to support VBS or Sunday School						
		**Dedicated Funds are available to support Youth & Family Servant Activities						
		***\$578 in Dedicated Funds are available to support Pastors Discretionary Fund						
		****This \$37,986 deficit will be partially covered by utilizing \$23,531 in 2022 carry-over funds.						

2023 Estimate of Giving Weekly/Annual Pledge Amounts*

Amount	Pledgers	Amount	Pledgers
\$8/\$420	1	\$92/\$4800	2
\$9/\$480	1	\$97/\$5040	1
\$10/\$600	1	\$100/\$5200	1
\$19/\$1,000	2	\$104/\$5400	3
\$20/\$1040	2	\$115/\$6000	2
\$23/\$1200	3	\$138/\$7200	1
\$25/\$1300	1	\$150/\$7800	1
\$27/\$1400	1	\$162/\$8400	2
\$29/\$1500	1	\$172/\$9000	1
\$30/\$1560	2	\$175/\$9100	1
\$35/\$1800	3	\$192/\$10000	1
\$40/\$2080	2	\$231/\$12000	1
\$46/\$2400	7	\$260/\$13500	1
\$53/\$2760	1	\$308/\$16000	1
\$55/\$2880	1	\$327/\$17,000	1
\$58/\$3000	5	\$394/\$20500	1
\$60/\$3120	6		
\$62/\$3240	1		
\$65/\$3400	1		
\$69/\$3600	2		
\$75/\$3900	1		
\$77/\$4000	2		
\$81/\$4200	1		

*All pledges are rounded to the nearest dollar

Total 2023 pledges		65
Median Weekly Pledge Amount	\$	58.00
Average Weekly Pledge Amount	\$	84.74

PLEDGING HISTORY
2016 – 2023

- For 2023, 65 pledges were received for \$286,436.
- The median pledge is \$58 per week.
- The average pledge is \$84.74 per week.
- 30 non pledgers are expected to give \$61,315.

95 total contributors are expected to give \$347,751.

- For 2022, 73 pledges were received for \$329,046.
- The median pledge was \$55 per week.
- The average pledge was \$86.69 per week.
- 36 non pledgers were expected to give \$60,365.

106 total contributors were expected to give \$389,411. (Actual giving \$406,847)

- For 2021, 77 pledges were received for \$324,516.
- The median pledge was \$53 per week.
- The average pledge was \$81.02 per week.
- 39 non pledgers were expected to give \$57,708.

116 total contributors were expected to give \$382,224. (Actual giving \$390,261)

- For 2020, 76 pledges were received for \$301,256.
- The median pledge was \$53 per week.
- The average pledge was \$76.23 per week.
- 42 non pledgers were expected to give \$62,208.
- 28 givers promised \$25,262 in supplemental giving

118 total contributors were expected to give \$388,726. (Actual giving \$407,781)

- For 2019, 79 pledges were received for \$309,805.
- The median pledge was \$58 per week.
- The average pledge was \$75.42 per week.
- 39 non pledgers were expected to give \$68,510.

118 total contributors were expected to give \$378,315. (Actual giving \$362,689)

- For 2018, 81 pledges were received for \$297,328.
- The median pledge was \$58 per week.
- The average pledge was \$70.59 per week.
- 51 non pledgers were expected to give \$64,085.

132 total contributors were expected to give \$361,413. (Actual giving: \$373,611)

- For 2017, 87 pledges were received for \$299,216.
- The median pledge was \$54 per week.
- The average pledge was \$66.14 per week.
- 52 non pledgers were expected to give \$71,171.

139 total contributors were expected to give \$370,387. (Actual giving: \$357,281)

- For 2016, 100 pledges (including one youth) were received for \$346,788.
- The median pledge was \$52 per week.
- The average pledge was \$66.69 per week.
- 47 non pledgers were expected to give \$41,767.

147 total contributors were expected to give \$388,555. (Actual giving: \$377,720)