

2024 Ministry Budget Plan

By motion, the Bethany Church Council recommends the Congregation approve a 2024 spending budget of \$375,511.

		Budget	Actual	Budget	Actual	Budget
		2022	2022	2023	2023	2024
Income						
Offerings						
	Envelopes/Pledges	\$389,411	\$406,847	\$347,751	\$348,567	\$337,178
	Loose Plate	\$2,500	\$2,842	\$3,000	\$17,554	\$3,000
	Other Offerings	\$3,500	\$4,868	\$4,700	\$6,646	\$5,000
	Total	\$395,411	\$414,557	\$355,451	\$372,767	\$345,178
Interest						
	Bank Interest	\$4	\$13	\$15	\$1,881	\$240
	Total	\$4	\$13	\$15	\$1,881	\$240
Other Income						
	Building Use	\$500	\$3,920	\$4,000	\$3,890	\$4,000
	Other Income	\$12,500	\$12,581	\$13,000	\$13,534	\$13,000
	Total	\$13,000	\$16,501	\$17,000	\$17,424	\$17,000
	Total Income	\$408,415	\$431,071	\$372,466	\$392,072	\$362,418
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	\$2,500
	Fishline					\$2,500
	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	\$1,000	\$500	\$500	\$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	\$325	\$325	\$325	\$325
	Total	\$57,475	\$57,975	\$57,475	\$57,475	\$57,475
Christian Education						
	Adult Education	\$300	\$-00	\$100	\$74	\$500
	Bible Studies	\$25	\$-00	\$25	\$-00	\$125
	Confirmation	\$200	\$90	\$100	\$39	\$100
	Vacation Bible School	\$300	\$-00	\$-00	\$0.00	\$-00
	Sunday School	\$750	\$722	\$750	\$1,571	\$500
	Youth/Family Service	\$50	\$-00	\$25	\$(921)	\$1500
	Total	\$1,625	\$812	\$1,000	\$763	\$2725

		Budget	Actual	Budget	Actual	Budget	
		2022	2022	2023	2023	2024	
Worship & Music							
	Worship/Choir Music	\$2,500	\$548	\$900	\$1,193	\$1,500	
	Worship Supplies	\$2,500	\$1,779	\$1,800	\$1,733	\$1,800	
	Subscriptions/Copyrights	\$845	\$669	\$850	\$476	\$850	
Total		\$5,845	\$2,996	\$3,550	\$3,402	\$4,150	
Building & Grounds							
	Insurance	\$6,953	\$7,186	\$7,300	\$11,607	\$8,000	Note 1
	Maintenance & Repairs	\$5,200	\$12,426	\$5,000	\$2,443	\$5,000	
	Janitorial Supplies	\$550	\$309	\$350	\$468	\$350	
	Yard Services	\$14,388	\$13,516	\$14,388	\$12,952	\$14,000	
	Utilities	\$11,500	\$10,309	\$11,000	\$10,270	\$13,000	
	Capital Improvement	\$-00	\$-00	\$-00	\$9,088	\$-00	
Total		\$38,591	\$43,746	\$38,038	\$46,828	\$40,350	
Personnel							
	Pastor Salary/Housing/Pension/Insurance						
	Pastor Salary/Housing	\$107,161	\$98,930	\$86,661	\$86,735	\$7,250	Note 2
	Employers Social Security Offset	\$8,198	\$8,658	\$6,630	\$6,630	\$553	Note 2
	Pastor Pension/Insurance	\$43,416	\$50,600	\$39,779	\$48,192	\$4,100	Note 2
	Pastor, Faith Formation			\$42,000	\$42,027	\$-00	
	Care Pastor Salary/Housing					\$65,000	Note 3
Total		\$158,775	\$158,188	\$175,070	\$183,584	\$76,903	
Other Pastoral Financial Support							
	Pastors Discretionary Fund	\$500	\$163	\$350	\$45	\$350	
	Pastors Travel Expenses	\$1,500	\$1,784	\$1,800	\$2,253	\$30,000	Note 4
	Pastors Continuing Education	\$200	\$117	\$150	\$-00	\$150	
	Pastors Conferences & Retreats	\$125	\$12	\$100	\$-00	\$100	
	Pastors Professional Books	\$350	\$176	\$250	\$180	\$250	
	Supply Pastor	\$1,750	\$1,075	\$500	\$(375)	\$24,000	Note 5
Total		\$4,425	\$3,327	\$3,150	\$2,103	\$54,850	
Office Staff Compensation							
	Bookkeeper/Web Support	\$5,400	\$4,800	\$5,400	\$4,798	\$5,400	
	Janitor	\$7,560	\$6,665	\$6,800	\$7,720	\$8,000	
	Church Administrator	\$31,200	\$31,200	\$31,200	\$31,485	\$31,200	
Total		\$44,160	\$42,665	\$43,400	\$44,003	\$44,600	
Program Staff Compensation							
	Music Director	\$11,750	\$14,575	\$14,200	\$8,500	\$20,000	
	Service Accompanist					\$8,100	
	Choir Director	\$9,800	\$9,801	\$9,800	\$18,384	\$-00	
	Childcare	\$500	\$275	\$1,000	\$101	\$500	
Total		\$22,050	\$24,651	\$25,000	\$26,985	\$28,600	

			Budget	Actual	Budget	Actual	Budget
			2022	2022	2023	2023	2024
Stewardship & Finance							
Total			\$325	\$-00	\$325	\$41	\$100
Hospitality & Membership							
		Fellowship Hour Supplies	\$2,000	\$1,367	\$1,450	\$1,798	\$1450
		Events Support	\$600	\$2,056	\$1,500	\$972	\$1,500
Total			\$2,600	\$3,423	\$2,950	\$2770	\$2950
Fellowship							
		Devotionals	\$200	\$202	\$200	\$219	\$200
		Caring Hearts	\$50	\$-00	\$50	\$-00	\$50
Total			\$250	\$202	\$250	\$219	\$250
Administration							
	Office Expenses						
		Office Supplies	\$2,000	\$2,258	\$2,400	\$3,091	\$2,400
		Telephone	\$2,865	\$2,925	\$2,950	\$3,099	\$2,950
		Gifts	\$500	\$543	\$500	\$408	\$500
		Computer Expenses	\$1,600	\$1,872	\$1,600	\$1,940	\$1,600
		Copier Expenses	\$3,696	\$4,147	\$4,100	\$3,977	\$4,100
		Other Expenses	\$900	\$445	\$400	\$420	\$400
		Web Site	\$800	\$359	\$250	\$693	\$756
		Video Production	\$-00	\$199	\$200	\$255	\$200
Total			\$12,361	\$12,748	\$12,400	\$13,883	\$12,906
	Payroll Expenses						
		Payroll Services	\$1,600	\$1,419	\$1,500	\$1,540	\$1,500
		Employer Share Payroll Tax	\$4,383	\$3,580	\$6,722	\$4,505	\$6,722
		Employer L&I	\$1,196	\$1,234	\$1,293	\$1,294	\$1,293
Total			\$7,179	\$6,233	\$9,515	\$7,339	\$9,515
	Conferences (Lay Member Expenses)						
		Synod Assembly	\$250	\$243	\$250	\$-00	\$250
Total			\$250	\$243	\$250	\$-00	\$250
	Dues						
		Interfaith Council of Bainbridge Island	\$240	\$-00	240	\$200	\$200
Total			\$240	\$-00	\$240	\$200	\$200

				Budget	Actual	Budget	Actual	Budget
				2022	2022	2023	2023	2024
			Other Administrative Expenses					
			Advertising	\$600	\$399	\$400	\$(66)	\$400
			Lutheran Magazine	\$685	\$626	\$626	\$-00	\$626
			Mortgage/Loans	\$30,132	\$27,621	\$30,132	\$30,132	\$30,132
			South 40 Kitsap Cty Property Tax	\$2,888	\$2,989	\$2,989	\$2,952	\$2,989
			COBI Stormwater Management Fee	\$4,485	\$4,692	\$4,692	\$5,198	\$5,500
			Total	\$38,790	\$36,327	\$38,839	\$38,216	\$39,647
			Total Expenses	\$394,941	\$393,536	\$411,452	\$427,811	\$375,471
			Income Less Expense	\$13,474	\$37,535	\$(38,986)	\$(35,739)	\$(13,053)
<p>Note 1: Previously payments were made twice yearly but this resulted in a higher premium. In 2023, the second half half of the 2023 premium and the total 2024 premium was paid. This resulted in a lower overall premium. The total 2025 premium (\$8,000 estimated) will be due in December 2024.</p>								
<p>Note 2: Pastor Paul's compensation for the month of January.</p>								
<p>Note 3: Pastor Erin's compensation February-December at 3/4 time.</p>								
<p>Note 4: Anticipated potential expenses for pastor interviews and moving costs.</p>								
<p>Note 5: Anticipated expense for Transition Facilitator and additional supply preachers.</p>								

**PLEDGING HISTORY
2012 – 20234**

--For 2024, 69 pledges were received for \$286,086.

--The median pledge is \$58 per week.

--The average pledge is \$80.90 per week.

--25 non pledgers are expected to give \$45,950.

94 total contributors are expected to give \$337,178.

--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)

2024 Estimate of Giving Annual Pledge Amounts

<u>Amount:</u>	<u>Number of Pledge Units:</u>
\$1 - \$500	2
\$500-\$1,000	5
\$1,001-\$2,000	18
\$2,001-\$3,000	16
\$3,001-\$4,000	5
\$4,001-\$5,000	5
\$5,001-\$6,000	7
\$6,001-\$7,000	0
\$7,001-\$8,000	1
\$8,000-\$9,000	2
\$9,000-\$10,000	3
\$10,000-\$15,000	2
\$15,000-\$20,000	2
\$20,000-\$25,000	1