

50-40-10 Congregation Offering Budget Model (2021)

2021

OFFERINGS (Unified Giving) \$1,109,571

SYNOD		
WELS CMO	\$110,957	
Unified Giving Funds (10%)	\$110,957	Standard 10% Contribution
CHURCH		
Compensation	\$372,475	Added 3rd Pastor
Expenses (Outreach/Parish Ed)	\$15,950	
Operations	\$164,791	
CHURCH EXPENSE TOTAL:	\$553,216	
Unified Giving Funds (50%)	\$554,785	
Surplus	\$1,569	
SCHOOL		
Compensation	\$732,387	Health Care changes, Increases Plugged
School Operations	\$80,637	Adjusted Janitorial Services, pandemic spend
School Expenses	\$44,230	
SCHOOL EXPENSE TOTAL:	\$857,253	
Unified Giving Funds (40%)	\$443,828	
Projected Parent Tuition	\$413,425	122 Enrollment (\$2850 per R&L Student)
GAP	\$0	
PRESCHOOL/LEARNING CENTER		
Compensation	\$109,955	Adds Part Time Director/Consultant
Preschool/LC Operations	\$9,107	
Preschool/LC Expenses	\$3,050	
PRESCHOOL/LC EXPENSE TOTAL:	\$122,111	
Unified Giving Funds (Goal: Self Funded)	\$0	
Learning Center Grant	\$15,000	
Projected Parent Tuition	\$88,425	Assumes increased Preschool Enrollment (12 FTEs)
GAP	(\$18,686)	

RESURRECTION & LIFE TOTALS		
Compensation	\$1,214,816	
Operations	\$254,535	
Expenses	\$174,187	
R&L EXPENSE TOTAL:	\$1,643,538	
Unified Giving Funds	\$1,109,571	
Learning Center Grant	\$15,000	
Projected Parent Tuition	\$413,425	
GAP	(\$17,117)	

BUDGET CONSIDERATIONS:

Transitioning Fiscal Year to full Calendar Fiscal Year

Offering Budget Goal (Based on 3 Year Average including 2020 projection)

- 2018: \$1,022,164
- 2019: \$1,069,853
- 2020: \$1,078,184 (Projected). *\$1,273,184 with PPP Loan*
- Average: \$1,056,734
- **Proposed 2021 Offering Goal: Average with 5% increase: \$1,109,571**

3rd Pastor included in Budget Proposal

Health Care Changes

- Move from VEBA Plan 2 to VEBA Plan 3 w/ HSA (consistent with other WELS congregations)
- Contribute to Called Worker's HSA account:
 - \$2000 for Family Option and \$1100 for Employee & Child(ren) Option
 - HSA can accumulate year to year, meaning any unused amount will be available for future years.
 - HSA amount will be determined each year and is not guaranteed to be the same every year.
 - HSA money can be used for covering the Called Worker's dental plan if they choose.
- Health Care coverage not offered to Called Worker's spouse if spouse has access to their employer's health care insurance.
- Health Care cost to congregation: Family Option (\$23,960) and Employee/Children Option (\$12,404)

Additional Budget Adjustments from prior year:

- Pandemic Supplies Expenses \$2100 (New for 2020)
- Added part-time Preschool Direction/Consultant to help with administration and marketing. This will be covered by Learning Center grant. Assuming \$15,000 in budget
- Added 18th Ave Easement payments (\$5,000). This payment will be needed each year for 10 years.
- Potential salary increases for 2021. Any increases will still be timed at start of July. Percentage and allocations to be determine in late Spring.

Preschool enrollment projection

- Current 2020/21 enrollment is 10 students (7 Full Time Equivalents)
- 2021 assumes an increase in 2021/20 enrollment to be at least 12 Full Time Equivalent
- Goal to make Preschool Financially self-supporting needs to reach 15 Full Time Equivalent

Budget assumes gap risk of \$17,117; Here are ways to minimize risk:

- Increase Preschool enrollment (each additional student for second half of 2021 would be \$3300)
- Each month delay in 3rd pastor starting is about \$7500 savings
- Budget assumes Called Worker increases on July 2021; Could hold/delay increases
- Tap into Reserve Account to help cover gaps (Currently \$158,000 in Reserve Account)