

**St. Stephen's Lutheran Church  
Alternative 2015 Budget Scenarios**

	YE 2014 Actual	Proposed 2015 Budget	Alternative 2015 Budget Scenarios with Target Deficit vs. 2015 Budget Deficit of:			
			75%	50%	25%	0%
<b><u>Income</u></b>						
Subtotal Contributions	434,790	447,833	447,833	447,833	447,833	447,833
Subtotal Other Income	44,536	49,011	49,011	49,011	49,011	49,011
<b>Total Income</b>	<b>479,325</b>	<b>496,844</b>	<b>496,844</b>	<b>496,844</b>	<b>496,844</b>	<b>496,844</b>
<b><u>Expenses</u></b>						
Salaries & Benefits	353,357	372,796	360,253	347,709	335,166	322,623
Administrative	17,296	18,569	17,944	17,319	16,694	16,070
Office Expense	20,241	20,950	20,245	19,540	18,835	18,130
Committee Expense						
Education	(109)	2,650	2,561	2,472	2,383	2,293
Evangelism	37	2,000	1,933	1,865	1,798	1,731
Youth	4,611	4,600	4,445	4,290	4,136	3,981
Missions Benevolence	41,121	43,479	42,016	40,553	39,090	37,627
Property & Maintenance	92,014	89,899	86,874	83,849	80,824	77,800
Music & Worship	16,350	12,820	12,389	11,957	11,526	11,095
Christian Fellowship	440	550	531	513	494	476
Stewardship	1,540	5,800	5,605	5,410	5,215	5,019
<b>Total Expenses</b>	<b>546,899</b>	<b>574,112</b>	<b>554,795</b>	<b>535,478</b>	<b>516,161</b>	<b>496,844</b>
<b><u>Operating (Deficit)</u></b>	<b>(67,573)</b>	<b>(77,268)</b>	<b>(57,951)</b>	<b>(38,634)</b>	<b>(19,317)</b>	<b>0</b>
<b><u>Change in Expense vs. 2015 Budget</u></b>						
Salaries & Benefits			(12,543)	(25,087)	(37,630)	(50,173)
Administrative			(625)	(1,250)	(1,874)	(2,499)
Office Expense			(705)	(1,410)	(2,115)	(2,820)
Committee Expense						
Education			(89)	(178)	(267)	(357)
Evangelism			(67)	(135)	(202)	(269)
Youth			(155)	(310)	(464)	(619)
Missions Benevolence			(1,463)	(2,926)	(4,389)	(5,852)
Property & Maintenance			(3,025)	(6,050)	(9,074)	(12,099)
Music & Worship			(431)	(863)	(1,294)	(1,725)
Christian Fellowship			(19)	(37)	(56)	(74)
Stewardship			(195)	(390)	(585)	(781)
<b>Total Expenses</b>			<b>(19,317)</b>	<b>(38,634)</b>	<b>(57,951)</b>	<b>(77,268)</b>
<b>Change in Expenses vs 2015 Budget</b>			<b>-3.4%</b>	<b>-6.7%</b>	<b>-10.1%</b>	<b>-13.5%</b>
<b>Missions Benevolence %</b>		<b>10.0%</b>	<b>9.7%</b>	<b>9.3%</b>	<b>9.0%</b>	<b>8.7%</b>

**NOTE: Expense reductions have been applied uniformly to all expense categories for illustrative purposes only. No specific program or staff actions have been identified. These scenarios are intended solely to generate ideas for consideration in developing the 2016 budget. The 2016 budget will reflect a combination of income and expense actions based on guidance from the Executive Committee.**

## ***Where is God leading St. Stephen's?***

**We will analyze the trends we are seeing during the remainder of 2015  
and discern what God wants our congregation to be.**

**We don't go to Church ---- we are the Church!**

**Are we being courageous?**

**Are we loving fiercely enough?**

Please prayerfully consider these questions and listen for God's guidance.  
Share your ideas for addressing the 2016 budget with the St. Stephen's Council.  
No idea is too big or too small -- share them all.

### **Examples of ideas generated thus far:**

#### **Encourage stewardship of Time and Talent in addition to Treasure.**

- Are there specific projects or needs that could be accomplished with volunteer resources?
- Can we strengthen connections by encouraging people of similar interests and skills to lend their time and talent to a specific project or need?
- Might those who are unable to contribute financially be willing to support St. Stephen's with contributions of time and/or talent?

#### **Communicate regularly with transparency on financial needs at St. Stephen's.**

- Members respond when there is an identified and understood need.
- Don't wait until the congregational meeting in January to share potential directions / needs.

#### **Are there any current operating budget line items that can be funded by dedicated funds?**

- Could MOSS expand their support of Youth-related expenses?
- Fund Missions Benevolence (10% of prior year contributions) via Land Sale Missions reserve?
- Organize events or designate special offerings for a targeted purpose similar to the Meatball dinner or Pots & Pans offerings.

#### **Review contract renewal dates, seek multiple bids, re-evaluate needs.**

- Could we purchase a lawn mower and use member resources for some Lawn Care needs?

#### **Would annual contracts save money in some areas they aren't currently being utilized?**

- Computer maintenance contract?

#### **Capital Improvement Plan**

- Do we need to make any capital improvements to reduce maintenance costs longer term?
- Are the funds designated for capital improvement a disincentive for people to contribute to the budget? Can we develop a capital improvement plan to demonstrate to the congregation how these funds will be used and help them understand why they aren't used for the operating budget?

#### **Healthcare Benefits**

- Should St. Stephen's offer a different level of healthcare benefits to staff?

#### **Grants**

- Are there any options available similar to the Synod grant being used during Pastor Cassie's sabbatical?

#### **Can efficiency gains be achieved in any current processes?**

- Remote computer access for bookkeeper