Ebenezer
Bible Fellowship Church

Congregational Budget Meeting
December 12, 2010

Prayer:
Pastor Dick Bickings opened the meeting in prayer.

Roll Call:

- Elders Excused Absent: Keith Strunk, Andy Brimer
- Elders Present: Dick Albright, Wayne Batten, Dick Bickings, Mike Capaldi, Mark Culton, Jay Jenkins, Rick Davis, Jason Hoy, Shawn Sommons
- Deacons Excused Absent: Rob Lofthouse, Bob Visco
- Deacons Present: Ron Christiansen, Bruce Eckel, George Hardy, Mark Hardy, Kevin Kritzberger, Jason Lee, Joe Meier, John Romero, Eric Sherer, Scott Tomlinson

Elections:

- Elders: Mike Capaldi & Andy Brimer were presented for re-election to the Board of Elders by congregational vote using a secret ballot. Both Mike and Andy were approved as Elders for three-year terms.
- Deacons: Bruce Eckel was presented for re-election to the Board of Deacons and Kamba Kalubi was presented as a new nominee to the Board of Deacons. Both were approved by the congregation via secret ballot.

Presentation of 2011 Budget:

Dick Albright, Interim Treasurer, presented the 2011 Budget to the congregation. Below are some highlights from the presentation which was distributed prior to the meeting (Attachment #1)

- Dick explained the basic definition of a budget which is a forecast of anticipated income and expenses. Ideally, the expenses should be in-line with the income (giving).

- The Elders do not want to use our savings to cover expenses, rather that we will manage expenses prudently.

- The budget process is not a "use it or lose it" philosophy. Any funds not utilized can be saved for future needs.

- In 2010, our income was 90% of the budgeted or forecasted income. Fortunately, the expenses for 2010 were 88% of the budgeted amount. This was in big part due to not paying a Senior Pastor and the prudence exercised by the staff and ministry leaders.

- As a result of the 2010 financial situation, the guidance given for the 2011 budget was to reduce income and expenses by 10% in comparison to 2010.

- The process for building the budget was as follows:
    1. Treasurer establishes the process and creates the workbooks with data and reports included.
    2. The Finance Committee meets to recommend the general guidance for the budget.
    3. The ministry leaders and staff build and populate the budget worksheets and submit them to the Treasurer for consolidation.
    4. The Board of Elders reviews the budget as a whole and makes adjustments if necessary. They then vote to approve the budget to be submitted for Congregational vote.

- This year, prior to the Elder review (step 4) the budgeted expenses exceeded the budgeted income by a substantial amount. The options for balancing the budget included reductions in staff, lowering healthcare expenses for the staff or further reductions in ministry expenses. During the meeting, the elders reviewed the submitted budgets from a different perspective than in years past. Since the staff and ministry leaders had already been exercising prudence in 2010, the elders used this year as the basis for a zero-based budgeting exercise. By doing so, we were able to take a realistic view of current expenditures and adjust the budget accordingly. This allowed the elders to protect critical budgets like compensation and missions while decreasing in areas where the budgeted resources are not being fully used now. Of course, difficult tradeoffs had to be made along the way.

- Dick reviewed the budget in detail using a PowerPoint presentation (Attachment #1).

- <u>Questions From the Floor:</u>
    1) Several questions and comments were raised regarding the Prime Timers ministry budget.
    2) Rick Davis made clarifying comments before entertaining further questions.
    3) Additional questions were asked regarding the Building Fund, Pastoral Intern, Ebenezer Loving Ministry and Utilities. All questions were answered by the requisite elder or ministry leader.

- **Motion** was made to approve the budget and was seconded. A request was made to vote by secret ballot and was granted.

- The 2011 budget was passed by a vote of 56 yes, 20 no and 3 abstentions.

- An additional question came from the floor regarding the Senior Pastor search process. Rick Davis told the congregation that a candidate had been presented to the Elders by the search committee, was interviewed by the Elders and had been submitted to the Ministerial Credentials Committee for consideration by the denomination since he is outside of the BFC.

Meeting was adjourned.

Respectfully Submitted,

Mike Capaldi
Secretary to the Board of Elders

Attachment #1

Congregational Meeting 2011 Budget

Financial Summary – Balance Sheet

	Dec. 31, 2009	Nov. 30, 2010
Assets:	**$ 564,448**	**$ 575,351**
Liabilities:		
Building Fund	$ 6,546	$ 26,169
Capital Improvement	$ 0	$ 10,338
Transportation Fund	$ 10,880	$ 14,100
Scholarship Fund	$ 3,286	$ 2,985
Faith Promise	$ 14,788	$ 16,471
Benevolence	$ 13,049	$ 12,464
Music Fund	$ 2,207	$ 1,217
Run For the Children	$ 403	$ 700
Payroll/Health Care	$ 6,095	$ 5,257
Long Term Liabilities:		
Mortgage	**$ 50,985**	**$ 0**

2010 Financial Status (thru 11/30)*

	Budget	Actual
2010 GF Income:	$ 942,875	$ 858,940
2010 Expenses:	$ 961,092	$ 845,200
Net Income:		$ 13,740
2010 Designated Giving:		$ 124,810
2010 Designated Expenditures:		$ 100,691

2011 Recomended Budget

Income:	$ 919,915
General Finance:	$ 45,864
Discipleship Ministries:	$ 35,520
Evangelism Ministries:	$ 3,400
Missions:	$ 137,450
Deacon Ministries:	$ 109,000
Worship:	$ 7,850
Office Expenses:	$ 22,190
Congregational Care:	$ 4,800
Compensation:	$ 553,750
Total Expenses:	$ 919,824

General Church Finance Budget:

	2010 Budget	2011 Budget
Insurance:	$ 12,500	$ 11,354
Mortgage:	$ 32,595	$ 0
BFC Conference:	$ 23,200	$ 22,220
Taxes:	$ 4,400	$ 4,500
Information Technology :	$ 9,015	$ 2,540
Supplies :	$ 1,200	$ 1,500
Miscellaneous:	$ 23,350	$ 3,750
Total General Church Finance:	$ 106,260	$ 45,864

Discipleship Ministries Budget:

	2010 Budget	2011 Budget
Kids Crossing:	$ 14,750	$ 13,345
High School Ministries:	$ 5,500	$ 5,450
Middle School Ministries:	$ 3,050	$ 1,950
Student Ministries General:	$ 1,250	$ 1,000
College Ministries:	$ 750	$ 350
Family Life/Adult Electives:	$ 5,470	$ 2,450
Men's Ministries:	$ 4,300	$ 3,150
Women's Ministries:	$ 5,900	$ 3,625
Young Adult Ministries:	$ 720	$ 550
Networking:	$ 900	$ 400
Library:	$ 4,000	$ 3,250
Total Discipleship Ministries:	$ 46,865	$ 35,520

Evangelism Ministries Budget:

	2010 Budget	2011 Budget
Training Materials/Supplies:	$ 600	$ *300*
Evangelistic Events	$ *400*	$ *700*
Training Programs	$ *400*	$ *0*
Visitor Follow-up:	$ *400*	$ 400
Community Outreach/Satellite:	$ 2,200	$ 2,000
Total Evangelism Ministries:	$ 4,000	$ 3,400

Missions Budget:

	2010 Budget	2011 Budget
Bible Fellowship Homes:	$ 4,620	$ 3,500
Pinebrook Conference Center:	$ 4,000	$ 3,500
Victory Valley:	$ 4,000	$ 3,500
Ebenezer Special Missions:	$ 47,700	$ 42,200
Missionary Encouragement:	$ 2,200	$ 2,200
Missionary Speakers/Conference:	$ 2,000	$ 2,000
Church Extension:	$ 11,160	$ 9,230
BFC Board of Missions:	$ 73,720	$ 70,720
Other:	$ 600	$ 600
Total Missions:	$150,000	$137,450

Deacon Ministries Budget:

	2009 Budget	2010 Budget
Utilities – Church:	$ 56,560	$ 48,640
Maintenance:	$ 25,000	$ 23,700
Supplies:	$ 8,500	$ 6,550
Transportation:	$ 3,405	$ 3,000
Capital Improvements:	$ 31,000	$ 24,000
Equipment:	$ 1,000	$ 900
Prime Timers:	$ 1,900	$ 910
Activities Committee:	$ 1,250	$ 800
Ebenezer Loving Ministries:	$ 400	$ 0
Community Concerns	$ 500	$ 500
Total Deacon Ministries:	$ 129,515	$109,000

2010 Capital Expenditures

Priority	Project	Amount	Account
1	Roof repairs over rooms 10-14	$5,000	#7000
2	Senior Pastor office furniture	$6,100	#7000
3	Security Video System Upgrade	$2,500	#7000
4	Foyer lighting upgrade	$4,000	#7000
5	Ladies bathroom vanities, counters	$3,000	#7000
6	Kitchen countertops & Oven	$8,000	#7000

Worship Budget:

Worship:	2010 Budget	2011 Budget
Guest Speakers:	$ 1,500	$ 750
Equipment:	$ 4,200	$ 3,200
Music Materials:	$ 100	$ 100
Drama Ministry:	$ 500	$ 250
Worship Administration:	$ 1,500	$ 1,350
Music Ministries:	$ 3,300	$ 3,900
Worship/Music Seminars	$ 800	$ 0
Total Worship:	$ 12,200	$ 7,850

Congregational Care Budget:

	2010 Budget	2011 Budget
Mercy Teams:	$ 300	$ 150
Support Groups:	$ 700	$ 400
Counseling Assistance:	$ 5,300	$ 4,250
Retreats	$ 3,000	$ 0
Total CC Ministries:	$ 9,300	$ 4,800

Office Expenses Budget:

	2010Budget	2011 Budget
Copier:	$ 13,830	$ 11,950
Supplies/Stamps/Bulletins:	$ 5,960	$ 4,850
Welcome Center:	$ 1,500	$ 1,000
Toner:	$ 800	$ 800
Advertising	$ 2,200	$ 2,100
Equipment	$ 1,000	$ 750
Training/Conferences	$ 1,000	$ 500
Total Office Expenses:	$ 26,290	$ 22,190

Compensation Budget:

	2010 Budget	2011 Budget
Senior Pastor:	$ 100,640	$ 99,640
Associate Pastor:	$ 81,587	$ 80,587
Youth Pastor:	$ 56,340**	$ 55,140
Pastor of Congregation Care:	$ 75,100	$ 74,100
Office Administrator:	$ 51,180	$ 52,098
Facilities Manager:	$ 60,264	$ 61,452
Worship Coordinator:	$ 32,964	$ 33,623
Women's Ministry Coordinator	$ 12,732	$ 12,986
Office/Kid's Crossing Assistant:	$ 28,920	$ 28,920
Youth Ministry/Worship Assistant:	$ 29,748	$ 29,748
Bookkeeper:	$ 3,216	$ 3,216
Other Expenses:	$ 10,579	$ 2,240
Payroll Expenses	$ 20,000	$ 20,000
Total Compensation:	$563,270	$553,750

**=excludes parsonage value of $14,400

Methods of Giving

- Two ways: General fund and Designated fund
  - General fund pays everything we just reviewed
  - Designated funds pay for needs not in the budget
- Designated funds:
  - Benevolence:
  - Building fund:
  - Transportation fund: new equipment
  - Scholarship fund: needy school-age kids
  - Music fund: instruments, tuning, sound equipment
  - Faith Promise: Ebenezer missions