

BETHANY LUTHERAN CHURCH
2018 BUDGET

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MISSION PLANNING FOR 2018

- The following pages comprise Bethany's Plan for 2018.
- We began this process in September of 2017 when each Committee began the process of planning for 2018.
- Their plans were then translated into funds needed to support their plans.
- The Finance Committee reviewed the requests for funding in January. A proposed budget was approved for forwarding on to the Church Council.
- The Church Council approved the proposed budget and recommended forwarding to the Congregation at the Annual Meeting.
- The end result of this planning is now in your hands for review and approval at the Annual Meeting.
- WHERE APPLICABLE, THE INTRODUCTION TO EACH INDIVIDUAL "PLAN" IS DIRECTLY FROM THE BETHANY LUTHERAN CHURCH CONSTITUTION.

TITHES AND OFFERINGS

Ministry Goal Summary

This year, we asked our Ministry Teams to dream BIG, including in their budgets everything they could hope to fund for their respective ministries. In keeping with that request, they produced ministry budgets that we believe could enhance the work of the church in ways that are creative, dynamic and faithful to where God is calling us.

The reality of the 2018 budget is that our projected Tithes and Offerings (income) for 2018 stayed relatively flat compared to 2017. This means we will have to keep a lot of those new ministry goals unfunded for the upcoming year. *As a result, we are asking teams to budget the same amount (approximately) as they spent in 2017.*

You will notice in the budget worksheet for each ministry team, that in the line items, we left the “Ministry Goal” numbers in place. This will give us a number to focus on, as we continue to grow this year and through 2019. We hope to keep those goals in front of the Congregation throughout the year as a way of saying, “As our ministry grows, our income needs to grow along with it!” Our hope is that in 2019, we’ll be able to fully fund the ministry goals of Bethany Lutheran Church.

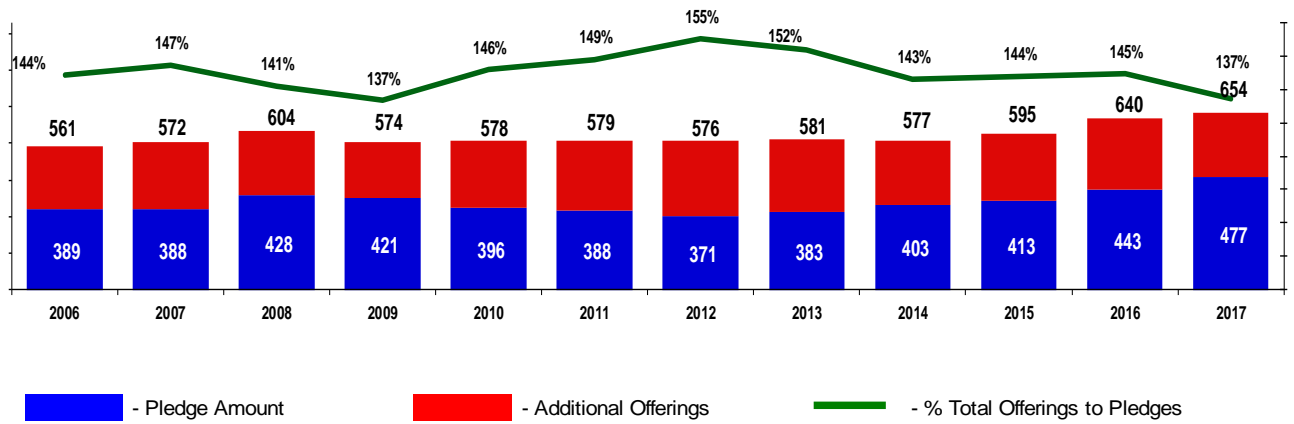
PLAN FOR 2018 TRANSLATED TO \$\$

The pledge drive conducted by our Stewardship Committee produced wonderful results: Tithes and Offerings \$470,970, Mortgage Fund \$84,702 and Property Replacement Reserve of \$33,296, for a grand total of \$588,968. While this is an outstanding amount, it is \$17,664 less than the \$606,632 pledged for 2017. Contributions for all three of these opportunities always exceed the pledge amounts as we have a large number of members who do not pledge, but do contribute regular offerings to our church. We are blessed.

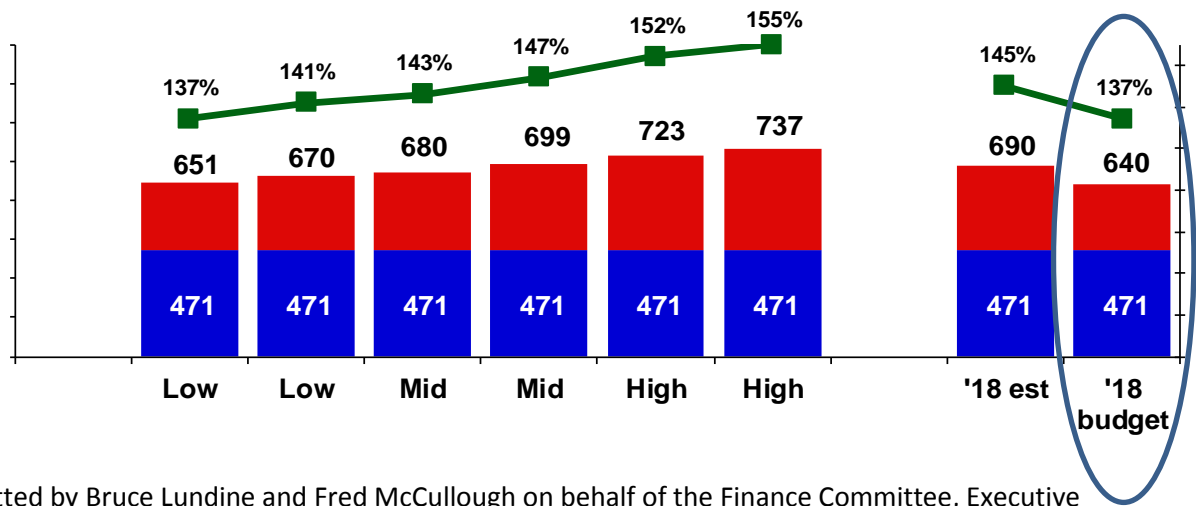
For Tithes and Offerings we have looked at a twelve year history of pledges versus total offerings. Over those twelve years the relationship has ranged from 137% to 155%. We then look at low ranges, medium ranges and high ranges. And, within those ranges we look at the low range and the high range. For 2018 the Finance Committee selected 137%, which is in the historical low range but will still represent a challenge for us.

Using the 137% against the pledged amount of \$470,970 gives us \$640,000. This is about \$14,000 less than the 2017 Tithes and Offerings.

Historical Ranges of Total Offerings to Amounts Pledged



Ranges (Low to High) of Total Offerings to Amounts Pledged/2018 Estimate



Submitted by Bruce Lundine and Fred McCullough on behalf of the Finance Committee, Executive Committee and Church Council.

BETHANY LUTHERAN CHURCH

Statement of Income and Expense for 2016, 2017 and Preliminary Budget for 2018

	2016		2017		2018		
	Actual	Budget	Actual	Variance	Ministry Goal	Unfunded Goal *	Final Budget
Sharing God's Gifts to Us:							
Tithes & Offerings	\$ 640,095	\$ 660,000	\$ 653,557	\$ (6,443)	\$ 640,000	\$ -	\$ 640,000
Other Income	\$ 1,988	\$ 2,000	\$ 1,988	\$ (12)	\$ 2,000	\$ -	\$ 2,000
Total Income	<u>\$ 642,083</u>	<u>\$ 662,000</u>	<u>\$ 655,545</u>	<u>\$ (6,455)</u>	<u>\$ 642,000</u>	<u>\$ -</u>	<u>\$ 642,000</u>
Sharing God's Gifts For Others:							
Benevolence -Mission Support	\$95,700	\$102,400	\$102,400	\$ -	\$112,640	\$ (16,940)	\$ 95,700
-Social Action	\$9,570	\$10,240	\$10,240	\$ -	\$11,264	\$ (1,694)	\$ 9,570
-Global Mission	\$1,855	\$2,200	\$1,200	\$ (1,000)	\$2,000	\$ (800)	\$ 1,200
Total Benevolence	<u>\$ 107,125</u>	<u>\$ 114,840</u>	<u>\$ 113,840</u>	<u>\$ (1,000)</u>	<u>\$ 125,904</u>	<u>\$ (19,434)</u>	<u>\$ 106,470</u>
Christian Education	\$ 1,533	\$ 5,015	\$ 2,922	\$ (2,093)	\$ 6,075	\$ (3,175)	\$ 2,900
Evangelism	\$ 1,836	\$ 2,860	\$ 2,292	\$ (568)	\$ 2,395	\$ (95)	\$ 2,300
Property	\$ 109,539	\$ 114,702	\$ 113,460	\$ (1,242)	\$ 128,214	\$ (14,714)	\$ 113,500
IT/Computers	\$ 8,020	\$ 14,614	\$ 15,138	\$ 524	\$ 14,365	\$ -	\$ 14,365
Finance/Stewardship	\$ 5,516	\$ 6,170	\$ 5,474	\$ (696)	\$ 6,030	\$ (530)	\$ 5,500
Worship & Arts	\$ 7,835	\$ 13,380	\$ 13,140	\$ (240)	\$ 13,435	\$ (2,270)	\$ 11,165
Church Office	\$ 10,910	\$ 12,000	\$ 10,874	\$ (1,126)	\$ 12,000	\$ (1,100)	\$ 10,900
Staff-Ordained	\$ 220,717	\$ 233,214	\$ 233,163	\$ (51)	\$ 241,795	\$ (5,016)	\$ 236,779
Staff-Professional	\$ 131,777	\$ 145,077	\$ 136,230	\$ (8,847)	\$ 144,695	\$ (6,574)	\$ 138,121
Deficit into 2016	\$ 16,043	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total Ministry Expenses	<u>\$ 620,851</u>	<u>\$ 661,872</u>	<u>\$ 646,533</u>	<u>\$ (15,339)</u>	<u>\$ 694,908</u>	<u>\$ (52,908)</u>	<u>\$ 642,000</u>
Surplus/(Deficict) Ministry Funds	<u>\$ 21,232</u>	<u>\$ 128</u>	<u>\$ 9,012</u>	<u>\$ 8,884</u>	<u>\$ (52,908)</u>	<u>\$ 52,908</u>	<u>\$ -</u>
Staff-Ordained	\$ 220,717	\$ 233,214	\$ 233,163		\$ 241,795	\$ (5,016)	\$ 236,779
Staff-Professional	\$ 131,777	\$ 145,077	\$ 136,230		\$ 144,695	\$ (6,574)	\$ 138,121
Total Benevolence	\$ 107,125	\$ 114,840	\$ 113,840		\$ 125,904	\$ (19,434)	\$ 106,470
Property	\$ 109,539	\$ 114,702	\$ 113,460		\$ 128,214	\$ (14,714)	\$ 113,500
All Others	\$ 35,650	\$ 54,039	\$ 49,840		\$ 54,300	\$ (7,170)	\$ 47,130
Deficit into 2016	\$ 16,043	\$ -	\$ -		\$ -	\$ -	\$ -
Total Ministry Expenses	<u>\$ 620,851</u>	<u>\$ 661,872</u>	<u>\$ 646,533</u>		<u>\$ 694,908</u>	<u>\$ (52,908)</u>	<u>\$ 642,000</u>

* Unfunded goal reflects the Ministry Goal minus the Final Budget.

OTHER INCOME

This income line in our budget is essentially gifts received from our members through Thrivent’s “Thrivent Choice® Program” as well as generous Corporate Gift or Charity Programs. We know you have many choices within both of these programs and appreciate your thoughtfulness by keeping your church in mind.

PLAN FOR 2018 TRANSLATED TO \$\$	
Total budget	\$2,000

Submitted by Fred McCullough on behalf of the Finance Committee

BENEVOLENCE-MISSION SUPPORT

A minimum of 18% of the current year's receipts will be given as benevolence. This is to be calculated as 18% of Tithes and Offerings inclusive of Dedicated Funds intended for outreach, such as global mission, social action, and Sunday School benevolence.

PLAN FOR 2018

To describe how our gifts to the Northern Illinois Synod are used would take another "packet" as large as this packet. A summary reflects "Mission Support to the ELCA of 55%, Supporting Congregations and Call process of 34%, Institutions and Agencies of 7% and Programs of 4%."

We have been asked to increase our Mission Support by 10% to a new total of \$112,640. We are not able to do so and must revert back to our 2016 level.

PLAN FOR 2018 TRANSLATED TO \$\$

What this would look like:

Receipts:	2015	2016	2017	2018
Tithes & Offerings	\$595,181	\$640,095	\$653,557	\$640,000
Dedicated Fund Receipts	\$14,232	\$11,672	\$18,813	\$15,000
Total Receipts	\$609,413	\$651,767	\$672,370	\$655,000
Benevolence Paid:				
ELCA- N. I. Synod	\$95,700	\$95,700	\$102,400	\$95,700
Social Action	\$9,570	\$9,570	\$10,240	\$9,570
Global Mission	\$2,153	\$1,855	\$1,200	\$1,200
Dedicated Fund Payments	\$14,936	\$10,299	\$16,749	\$15,000
Total Benevolence	\$122,359	\$117,424	\$130,589	\$121,470
Benevolence % of Total Receipts	20.1%	18.0%	19.4%	18.5%

Submitted by Fred McCullough on behalf of the Finance Committee, Executive Committee and the Church Council

SOCIAL ACTION

The purpose of the **Social Action Ministry Committee** shall be to extend Christian compassion and support to all those in need of aid in body or soul. It shall strive to enlist in these efforts as many as possible of the individual members and organizations of the congregation. This committee shall further have the duty to study social conditions, primarily in the local community, in order to bring the cleansing and healing light of Christian truth to bear upon critical problems through thoughtful Christian discussion of facts and issues. The committee shall continually identify areas of social concern within the community, the nation, and the world. It shall then develop programs to challenge the congregation to respond to these needs. It shall also make the congregation aware of the ongoing needs of the world community and efforts of the Evangelical Lutheran Church in America to address these needs. This committee shall administer the 10% of benevolence funds allocated for local community concerns and report annually to the congregation of its use.

Plan for 2018

Our 2018 mission is to use the 10% of benevolence funds to support local agencies and groups that help those in need; such as hungry, homeless, the mentally ill, those in prison, individuals struggling with medical bills, the economically challenged who cannot afford utilities or school supplies for children, expand our outreach and to live out the ELCA motto; “God’s Work....Our Hands”

The Committee’s continued focus areas in 2018 within our community are:

- PADS set up, shift workers, shelter, food and laundry
- Easter Basket assembly and deliver
- Christmas in July
- Community Harvest donations for the Food Pantry
- Food Pantry workers
- Family Christmas Project with donations, shopping, and wrapping
- Caring Vine Ministry providing meals to Bethany members in need
- Continued Church/School Partnership with Husmann Elementary School
- Piecers who make over 100 quilts yearly for Lutheran World Relief
- Habitat for Humanity work days in the spring and fall
- Yearly Blood Drives

As well as expanding our outreach for other local opportunities. Our hands are a gift from God to give selflessly. Please consider having them do God’s work right here in our community. We welcome all members who want to have a loving impact and make a difference in the lives of those truly in need.

PLAN FOR 2018 TRANSLATED TO \$\$

The recommended commitment to the Northern Illinois Synod for 2018 is \$95,700 and our 10% share is \$9,570

Submitted by Tony Jung on behalf of the Social Action Committee

GLOBAL MISSIONS

The Global Mission Committee provides encouragement and support to honor God's "Great Commission" to go out into the world, to serve the Lord by serving others, and to share the Good News in both word and deed.

Plan for 2018

Mission Plans

Bethany has established and maintains connections with our partners in Christ around the World. We use prayer, communication and, where possible, personal visits to encourage one another and to build our relationships in the name of Christ. As part of the ELCA and the Northern Illinois Synod, we use the facilities and services of the larger church to support the Global Church. As the NIS is companion to the North Central Diocese of the ELCT (Evangelical Lutheran Church in Tanzania) so Bethany is partnered with the Kiutu Parish ELCT. NIS is also companion to the Arcot Lutheran Church in Tamil Nadu, India, and Bethany looks forward to building personal relationships there. This year, unspent Silent Auction funds are being used to sponsor Pr. Cathy Daharsh when she and Cheryl Reimer visit our Arcot Lutheran companions in India in early 2018.

Through covenants with the ELCA, Bethany sponsors ELCA Global Mission personnel in Tanzania and Mexico. Randy and Carol Stubbs and their family are working for us at Tumaini University Makumira in Tanzania. They are developing a music program that empowers Tanzanians to bring their own cultural gifts to the praise and glory of God. They have completed work on the Cultural Arts Centre, which is now a major learning and performance venue in all of East Africa. Meghan Brown Saavedra is taking over for Lindsay Mack and Omar Mixco in Mexico and continue coordinating Young Adults in Global Mission there.

Without establishing a specific sponsorship covenant, Bethany is also supporting the ELCA's Young Adults in Global Mission. Currently we are supporting Ayona Riley who is serving with Meghan Saavedra in Mexico.

Bethany also supports other global missions such as Mission Save a Smile that provides dental treatments and health care to indigenous peoples in Panama. We also make an annual gift to ELCA Good Gifts and provide opportunities for Bethany members to make "Alternative Gifts" at Christmas time.

Future Mission Plans

The Global Mission Team would like to find new ways to publicize the opportunities to support global ministries and missionaries. To that end, we would still like to work with the Worship and Arts, Evangelism, Christian Ed and the Property Teams to make the Global Church more visible. We encourage Bethany members to volunteer to write to global mission personnel and our global brothers and sisters in Christ.

The Global Mission Team would like to help Bethany take on an advocacy role for important global concerns. To that end, we plan to seek the help of Lutheran Immigration and Refugee Services and Lutheran Disaster Response to focus on how Bethany can become a source of comfort and healing in Christ's name.

Although energy for past efforts, such as the Malaria Campaign, Mwangaza, and the Mount of Olives housing project, has waned, we hope to review and reconsider where our continued prayer, action, and financial support would be beneficial.

Preliminary Budget

Annual gift to ELCA Good Gifts	\$500
Annual gift to Kiutu Parish	\$500
Global Education Support	\$300
Honorarium for GM Sunday guest preacher	\$200
ELCA Missionary sponsorship supplement	\$500
Total Ministry Request	\$2,000
Unfunded Ministry Request	-\$800
Total 2018 Global Mission Budget	\$1,200

Dedicated gifts are expected to match the \$2,400 commitment we have made for ELCA Mission Personnel. We are reducing our budget request by the \$200 we have not used for displays the last two years. We no longer contribute to the Akkanur School Literacy+ program, but we are looking forward to providing some new educational support in India. Fundraisers such as the Silent Auction will provide support for those who go on Global Mission trips.

– submitted by Ron Henning in behalf of the BLC/GM Team

CHRISTIAN EDUCATION

The Christian Education Committee, in association with and under the direct guidance of the Pastor(s) and/ or a designated professional leader, shall: Develop a total, comprehensive plan which offers educational opportunities for all members. Such a program must be constantly under development. The committee must look for a variety of settings, whether it be weekly classes, seminars, family groups, retreats, etc. Leaders for the various parts of the program must be recruited and trained. Study resources shall be selected consistent with the goals of the program. Coordinate / oversee all of the educational activities of the congregation such as Sunday church school, vacation church school, confirmation program, and may include other educational activities. The most important concern in coordination is the ministry to persons who are involved in various learning activities to enable them to grow as Christians in their faith and life through the learning experiences. Supervise the various educational schools and programs of the congregation with the exception of the pre-school. Committee meetings should be arranged in such a way that the basic concerns and needs of all leaders can be expressed and plans made for responding to those needs. All other committees(s) / groups requiring educational material / programs should coordinate with this committee. Encourage qualified members of the congregation to consider entering the ministry of the Gospel and other full-time church vocations.

Plan for 2018

No written Plan was submitted.

PLAN FOR 2018 TRANSLATED TO \$\$		
Sunday Church School	\$3,850	net of Registration Fees
Vacation Bible School	\$0	net of Registration Fees
Adult and Family Education`	\$1,225	net of material reimbursements
Confirmation	\$1,000	net of Registration Fees
Total Ministry Request	\$6,075	
Unfunded Ministry Request	-\$3,175	
Total 2018 Christian Ed Budget	\$2,900	

Submitted by Joanna Bradshaw on behalf of the Christian Education Committee

EVANGELISM

The Evangelism/Hospitality Committee, in association with and under direct guidance of the Pastor(s), shall primarily be responsible for: welcoming current, new, and prospective members; communicating the ministries and opportunities available to our members in order to bring people together for fellowship and service in Christ; sharing hospitality through our Faithful Stewards ministry. The committee will present to the Congregation Council a plan for reaching all members of the Congregation and potential new members in the community. It shall be responsible for implementing and administering these plans.

Plan for 2018

We will continue our Faithful Stewards program serving both members and visitors. We have looked into a variety of vendor opportunity without great success of savings. The Eco-team in conjunction with the garage sale has donated money to help offset the cost of biodegradable coffee cups this year.

- We will continue to offer funeral luncheon options for those requesting this service. This year we implemented a very low cost price per person fee to cover consumables, paper goods, and food in one package.
- We will continue to increase our social media presence through Facebook and our website.
- We will continue to send cards and mugs to visitors and prospective members.
- We will continue to host two new member luncheons.
- We will continue our "birthday bunch" greeting card program as part of our "home town" touch unique to our church.
- We will continue to support community outreach activities and be part of the Downtown Organization.
- Short Term Goal for 2018 - Revitalize the Evangelism/Hospitality team which suffered from lack of attendance on team nights. Most tasks are done and planned for by sub committees meeting outside of team night. We would like to have some group cohesion meeting at even another time.

PLAN FOR 2018 TRANSLATED TO \$\$		
New Members:		\$210
Communications		\$1,400
Special Evangelism Events		\$785
Faithful Steward Expense		\$750
Faithful Steward Receipts		-\$750
Total Evangelism Ministry Request		\$2,395
Unfunded Ministry Request		-\$95
Total 2018 Evangelism Budget		\$2,300

Submitted by Bethany Gola on behalf of the Evangelism/Hospitality Committee

PROPERTY

The Property Committee shall see to the proper maintenance and protection of all property of the congregation, and shall take care that the same is kept in good repair and is adequately insured. The committee will make an annual inventory of all church property, noting needs and anticipated cost to implement repairs. Special concern will be directed to **major capital expenditures for the following year's** budget.

Plan for 2018

The Property Team oversees the maintenance and appearance of the building and grounds. Numerous systems within the building, such as, but not limited to elevator, wheel chair lift, fire protection, and HVAC, require routine maintenance and inspections. This ensures the equipment will reach its life expectancy and perform as needed. The past year has seen the need for an increase in maintaining the landscaping, as reflected in the 2018 budget. The wheelchair lift will be required to have testing completed, that is past due, and have a maintenance agreement with a licensed company to meet State of Illinois requirements. Numerous areas, such as the washrooms, entrances, and Luther Hall are in need of paint and repairing cracks. The areas will be prioritized to identify the areas that need to be completed and then listed for completion over the next few years.

PLAN FOR 2018 TRANSLATED TO \$\$			
UTILITIES			
ELECTRIC		\$23,000	
NATURAL GAS		\$7,900	
WATER / SEWER		\$1,400	\$32,300
CONTRACTED SERVICES			
WASTE DISPOSAL		\$2,000	
PEST CONTROL		\$662	
ALARM / FIRE PROTECTION	INSPECTIONS	\$5,500	
ALARM/FIRE PROTECTION	MONITORING	\$1,000	
LANDSCAPING		\$10,361	
SNOW REMOVAL		\$6,500	
CLEANING SERVICE	GENERAL	\$27,300	
CLEANING SERVICE	CARPET CLEANING	\$1,500	
ROOF MAINTENANCE		\$3,890	
HVAC MAINTENANCE		\$7,200	
ELEVATOR MAINTENANCE		\$8,805	
INSURANCE		\$20,141	\$92,159
SUPPLIES			
HARDWARE SUPPLIES		\$250	
ELECTRICAL SUPPLIES		\$900	
JANITORIAL SUPPLIES		\$350	\$1,500

REPAIRS			
REPAIRS		\$1,000	
EQUIPMENT		500	
OTHER		\$2,500	
EQUIPMENT RENTAL		\$1,000	
PAINTING		11,500	\$16,500
TOTAL 2018 MINISTRY REQUEST			\$142,459
LESS BUILDING USE FEES		-\$14,245	
NET 2018 MINISTRY REQUEST			\$128,214
UNFUNDED MINISTRY REQUEST		-\$14,714	
TOTAL 2018 PROPERTY BUDGET			\$113,500

Submitted by Jerry Larsen on behalf of the Property Committee.

IT/COMPUTERS

The IT/Computers committee is not a standing committee and functions at the pleasure of the Church Council. This Committee "owns" the computer facilities, wiring, equipment responding to the needs of the Office Staff and volunteers.

Plan for 2018

We have explored various options for change and growth during the 2017 year. 2018 will be a year of serious consideration of our server needs and how we will move ahead. For that reason we are proposing a 2018 "holding" pattern budget closely matched to 2017.

PLAN FOR 2018 TRANSLATED TO \$\$		
Software:		
Shepherds Staff	\$500	
Church 360 Unite	\$500	
SW Renewal	\$971	
Microsoft Office 365	\$360	
Website Domain & Other	\$115	\$2,446
IT Equipment		\$0
Technical Assistance:		
Consulting	\$7,200	\$7,200
Comcast: Telephone, DSL, Television		\$4,868
Less: Head Start Reimbursement		-\$149
Grand Total		\$14,365

Submitted by Paul Cannon and Bethany Gola on behalf of the IT/Computers Committee

FINANCE & STEWARDSHIP

It shall be the function of the Stewardship Committee to evoke and promote the expression on Christian faith in daily living; to encourage the Christian use of resources and talents; to impart knowledge **of the church's local, national, and worldwide ministries**; and to lead all congregation members to higher **levels of proportionate giving for the Lord's work**. This committee shall also be responsible for an annual congregational stewardship appeal which leads to informed and grateful giving of time, talent, and treasure.

The Finance Committee shall prepare a draft budget for the succeeding year, and shall submit such draft budget to the Congregation Council for its action and later presentation at the annual congregation meeting. The committee shall exercise oversight of all the financial affairs of the congregation to make sure that they are being conducted efficiently, giving particular attention to the prompt payment of all obligations and to the regular forwarding of benevolence monies to the synodical treasurer. It shall, subject to the approval of the Congregation Council, be **responsible for the congregation's investments**. It shall provide all necessary information for annual audits of the accounts of the treasurer, the financial secretary, and all accounts of the organizations within the congregation. It shall develop and administer the financial operating procedures for all business of the church.

Plan for 2018

The Finance Team Mission is to diligently oversee the financial position and well-being of Bethany Lutheran Church to include:

- 1) Complete the Financial Procedures Handbook.
- 2) Review the costs associated with the use of our facilities by Head Start and others.
- 3) Monitor activity throughout the year comparing actual results with budgets and report to the Committees.
- 4) Keep the church council and congregation informed as to the financial position of the church throughout the year.
- 5) Work with the Property Committee and Pastor to determine who is responsible for the Church's insurance needs.

PLAN FOR 2018 TRANSLATED TO \$\$	
Payroll Service	\$680
Bank Fees & Checks	\$3,140
Contribution Envelopes	\$2,000
State Fees	\$10
Stewardship Campaign	\$200
Total Ministry Request	\$6,030
Unfunded Ministry Request	-\$530
Total Finance 2018 Budget	\$5,500

Submitted by Bruce Lundine on behalf of the Finance/Stewardship Committee

WORSHIP & ARTS

The Worship & Arts Committee, in association with and under the direct guidance of the Pastor(s), shall assist the Congregation Council in seeing that the **services of God's house are conducted regularly and in** accordance with the liturgy of the Evangelical Lutheran Church in America. The committee shall continually plan and develop worship opportunities and / or experiences to meet the needs of the congregation. The committee shall be responsible for the choirs, altar guild, ushers, assisting ministers, plus any other duties as directed by the Congregation Council. It shall arrange for the care of paraments, vestments, and banners of the congregation. The committee shall provide appropriate music for use in worship after conferring with the pastor(s), the organist, and the choir directors. The committee shall consist of the pastor(s), the organist, the choir director(s), and other voting members of the congregation-

Plan for 2018

Goal for 2018

Continue to expand musical diversity and variety in worship at Bethany while lifting up the varied arts in worship.

Future Goal

Work with the council and other committees as they study and make decisions for enhancements of Bethany's worship space.

PLAN FOR 2018 TRANSLATED TO \$\$		
Worship activities	(Publications, Worship Supplies, etc.)	\$4,500
Music	(Anthems, Instrument(s) Maintenance, Substitute Organists, etc.)	\$8,935
Total Ministry Request		\$13,435
Unfunded Ministry Request		-\$2,270
Total 2018 Worship & Arts Budget		\$11,165

Submitted by Ruth Ann Poppen on behalf of the Worship & Arts Committee

OFFICE EXPENSE

The control of Office expense is a joint effort on the part of the entire office staff.

Planned expenditures for 2018 are:	
Northern Illinois Synod Delegates	\$2,450
NE Conference Dues	\$120
Mail Equipment Rental	\$1,044
Postage Expense	\$2,200
Copier Usage and Maintenance	\$2,300
Copier Supplies	\$1,100
Paper	\$1,400
Stationary/Envelopes	\$600
Office Supplies	\$786
TOTAL MINISTRY REQUEST	\$12,000
Unfunded Ministry Request	-\$1,100
TOTAL 2018 OFFICE BUDGET	\$10,900

Submitted by Bethany Gola for the Office Staff

STAFF-ORDAINED

Plan for 2018

Our Plan every year is to follow the Guidelines provided by the Northern Illinois Synod of the ELCA for our ordained staff, better known as Pastor Cathy Daharsh and Pastor Paul Cannon. Doing so will assure that our Pastors are compensated on an equitable basis and provided with benefits commensurate with their needs. For Salary, we use the annual guidelines provided by the Synod. For Pastor Cathy the Guidelines called for a 3.1% increase to which we added another point to recognize her role as Senior Pastor so the increase is 4.1%. For Pastor Paul, the increase in salary is 3.68%. Medical and Retirement benefits are provided through PORTICO self-funded plans (associated with the ELCA) that also provide Disability and Group Life Insurance. We also provide funds for Continuing Education and reimbursement for church related expenditures. Due to underfunding, we have included a 1% increase for both of our Pastors.

PLAN FOR 2018 TRANSLATED TO \$\$	
Total Compensation	\$163,204
Health Benefit	\$44,052
Pension Benefit	\$26,111
Continuing Education	\$3,400
Mileage Reimbursement	\$2,500
Cell Phone Reimbursement	\$528
Other Expense	\$2,000
Total Ministry Request	\$241,795
Unfunded Ministry Request	-\$5,016
Total 2018 Staff-Ordained Budget	\$236,779

Submitted by the Personnel Committee

STAFF-PROFESSIONAL

Plan for 2018

Our Plan every year is to assure that our staff members are compensated fairly based upon their position, experience and our needs. In addition to competitive salaries, Medical and Retirement Benefits are provided where deemed appropriate. These Benefits are provided through PORTICO self- funded plans (associated with the ELCA) that also provide Disability and Group Life Insurance. We also provide funds for Continuing Education and reimbursement for church related expenditures.

For 2018, based upon our over-all evaluation of the staff, we are proposing a 2% salary increase for our staff. Due to the underfunding, the increases were reduced to 1%.

PLAN FOR 2018 TRANSLATED TO \$\$	
Total Compensation	\$118,725
Health Benefit	\$5,604
Pension Benefit	\$9,042
FICA	\$9,082
Continuing Education	\$900
Workers Compensation	\$1,342
Total Ministry Request	\$144,695
Unfunded Ministry Request	-\$6,573
Total 2018 Staff-Professional Budget	\$138,121

Submitted by the Personnel Committee.

SURPLUS CARRIED FORWARD TO 2018

Our General Fund Bank Account is utilized to receive contributions to the church from which we pay our operating expenses and account for the Dedicated Accounts. We continue to track our deficit spending throughout the year, and often times have needed to “borrow” funds from our Dedicated Accounts to pay our bills. This practice has not impacted spending funds from the Dedicated Accounts. It has meant we did not borrow funds to pay our bills from an outside lender and incur interest expense. Reports are given monthly to the “Owners” of the various Dedicated Accounts for their information and action. The “deficit” at the end of 2014 was \$33,914. During the early part of 2015 we received gifts from eight families totaling \$35,000 to eliminate this deficit that had accumulated over the prior 20 years. That was an excellent response and very much appreciated. We experienced another negative result for 2015 and carried forward a deficit of \$16,043 into 2016. We were blessed with another excellent response during 2016 and this deficit was eliminated as well. NEWS FLASH...WE HAVE A SURPLUS!

Plan for 2018

We have not made plans for this Surplus as of this date. We seek your input.

PLAN FOR 2018 TRANSLATED TO \$\$			
Summary of Dedicated Accounts as of:	12-31-15	12-31-16	12-31-17
Christian Education Accounts	\$1,346.32	\$1,367.34	\$500.00
Social Action	\$4,157.60	\$5,735.47	\$7,281.58
Gift for Sanctuary Lighting	\$ 10,000.00	\$ 10,000.00	\$ 10,000.00
Bethany Arts Series	\$13,711.66	\$13,137.49	\$14,570.30
Fine Arts- Artists (Visual)	\$3,707.59	\$3,707.59	\$2,325.06
Property Replacement Reserve	\$27,636.86	\$51,671.85	\$33,409.78
Global Mission Accounts	\$2,664.49	\$2,101.29	\$4,547.29
Memorial Fund	\$8,347.01	\$6,496.03	\$8,511.42
Pastors Discretionary Fund	\$0.00	\$4,525.84	\$1,100.37
Pre-School	\$1,201.32	\$0.00	\$0.00
Other	\$2,998.27	\$4,440.20	\$2,003.93
Total Funding Needed	\$75,771.12	\$103,183.10	\$84,253.73
Total Funding Available (Year-end Cash in Bank)	\$59,727.70	\$124,414.40	\$114,497.01
Dedicated Account Surplus/(Unfunded Deficit)	(\$16,043.42)	\$21,231.30	\$30,243.28

Submitted by Fred McCullough on behalf of the Finance Committee