

ST. JOHN'S LUTHERAN CHURCH

Ministry Plan and Narrative Budget Fiscal Year 2019-2020

Ministry Plan

"Leading people into a growing relationship with Jesus Christ, His followers, and His world"

How are we going to live out this mission in the coming fiscal year? What follows is a description of four areas of special focus that form the heart of our ministry plan for St. John's Lutheran Church and School. For each of these areas, we describe first the vision of what it will look like when we grow in this area of emphasis. This is followed by a description of specific plans toward realizing that vision. By emphasizing these four, we are not intending to downplay or discontinue other areas of ministry. These will be mentioned in the narrative budgets for the eight ministry areas.

Ministry Focus 1: Adult Discipleship

Vision: All members involved in ongoing discipleship, living the marks of discipleship, and part of a discipling small group or a discipleship class. Because of this growth, more and more members are engaging with God's mission in their daily lives.

We seek to step up our efforts at discipling adults. What is a disciple? What does a disciple do? At its heart discipleship is following Jesus. Discipleship is seeking to live all of our lives as an expression of faith in Him. This year we introduced speaking of discipleship in terms of seven marks of disciples:

1. **Constant in Prayer** – *Engaging in prayer daily; growing in intercessory prayer and praying with others.*
2. **Grounded in the Word** – *Reading and meditating on the Word daily, applying and obeying the Word*
3. **Faithful in Worship** – *Worshiping with others weekly, cultivating a personal or family devotion life*
4. **Spiritual Friendship** – *Living the faith in relationship; participating in a discipling group or study group*
5. **Loving Service** – *Seeking to serve people inside and outside the St. John's family*
6. **Intentional Generosity** – *Growing in generous giving of time, talent and treasure*
7. **Compassionate Witness** – *Sharing the love of Jesus in word and deed; Seeking to make more disciples*

We will continue to promote this view of discipleship and to communicate through all of our ministry. The goal is for this to become part of how we think of our life in Jesus and our life together as a congregation. We are to be a congregation that makes discipleship.

How will we cultivate the growth of these marks of discipleship in our lives and in our congregation? The best way to facilitate growth as disciples is either through one-on-one discipleship or in small groups.

This year we will continue seeking to grow the number of growth groups and the number of people who participate in growth groups. This will include teaching and sharing on the value of small groups, as well as a ministry-aligned campaign to involve people in growth groups.

Ministry Focus 2: Church/School Connection

Vision: Church members see the school as a mission field in which they can become involved. Church members are actively involved in serving the school and the school families, displaying the love of Christ, and offering themselves as helpful, compassionate servants.

We are blessed to have people on our campus daily with whom we can serve with the grace, love and compassion of Christ. We seek to grow in embracing our calling to serve our school community. We plan to pursue this vision in this way:

1. Church members involved in supporting our school at key school events
2. Church members regularly on campus serving school families.
3. Along with teachers, key parents and students, develop a plan for other ways in which the church community can serve the school community.
4. Grow our youth ministry presence among our school community

Ministry Focus 3: Enhancing Communication

Vision: St. John's effectively communicates with members, attenders, school community and the Napa Community. We communicate not only of upcoming opportunities, but also ministry successes, making use of all forms of communication, including social media.

We will grow in communicating what God is doing among us and in our community through this ministry. We will more effectively communicate both inside and outside this ministry. We will grow in making more effective use of both traditional and online/social methods of communication.

Ministry Emphasis 4: Grow High School Youth Ministry

Vision: St. John's offers an effective discipleship ministry for high school students. This ministry involves both members and non-members.

Our high school ministry has been affected by the turnover of youth ministry staff in recent years. This year, we seek to begin the process of rebuilding and expanding this ministry.

Narrative Budget

How will we allocate financial resources to carry out the mission our Lord has given us? The narrative budget presents the answer to this question in terms of the ministry areas of our congregation.

- Mission and Evangelism Ministries
- Pastoral and Staff Ministries
- Adult Discipleship Ministries
- Youth and Children Ministries
- Christian Day School Ministry
- Worship Ministries

In addition to these ministry areas, there are also two important support categories:

- Mission Support Ministries
- Campus Facility Ministries



Our investments in ministry also include wages and benefits, facility maintenance, property costs, supplies, etc. While they are not generally identified as ministries themselves, they are important to pursuing the mission of our church and they complement and support all of our ministries.

Income Sources

The ministry of St. John's is funded from multiple sources. The narrative budget information that follows illustrates the funding sources for each ministry area. The church receives funds in four different ways:

- **General Fund Offerings and Income:** The tithes and offerings on Sunday morning and special services, along with miscellaneous refunds, rebates and interest income
- **Designated Offerings:** Offerings that are given specifically for a certain ministry, program, or need
- **Grants and Endowments:** Disbursements from the St. John’s Endowment Fund as well as grants, such as Thrivent Choice Dollars.
- **Participant Funded:** Those that participate in the ministry pay for the expenses of the ministry

The budget below indicates where the funds for each line item will be coming from.

General Fund Budget Estimate

The estimate for the coming fiscal year is \$682,500 based on an analysis of general fund offering trends of the past several years. This is an increase of \$17,500 from our estimated offering income for last fiscal year.

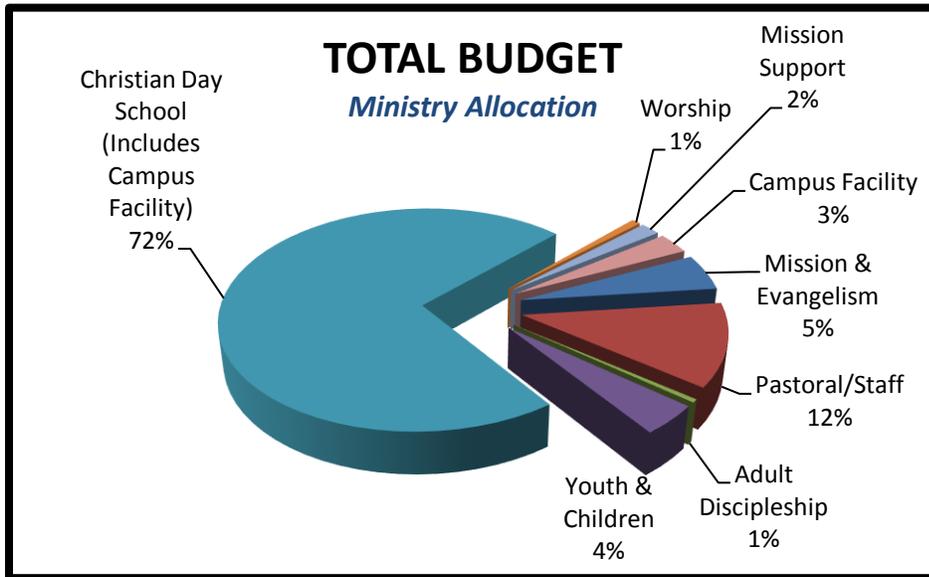
Endowment Fund Disbursement

The proposed budget includes a disbursement of \$31,915 from the St. John’s Endowment Fund. The funds are to be used in the following ways, in keeping with the requirements in the Endowment Fund By-Laws:

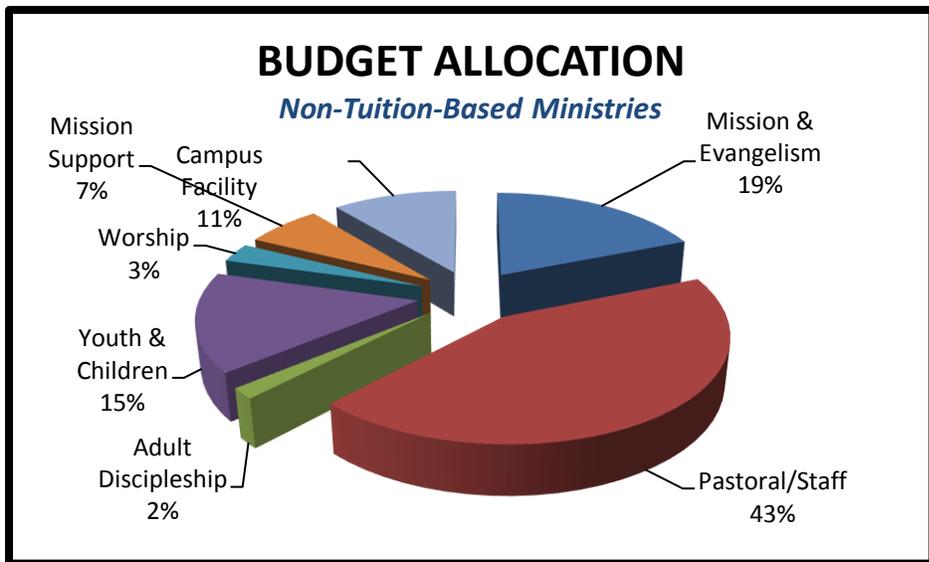
- \$5,000 to Linc Bay Area
- \$2,600 to support Discipleship initiatives (Small groups and missional communities)
- \$3,000 for capital improvements
- \$4,200 for Mission Trips
- \$1,365 for Leadership Team Planning Retreats
- \$2,800 for Professional Growth
- \$3,600 for Stephen Ministry Leader Training
- \$750 for Guest Speaker/Presenter
- \$3,600 for expenses related to attending “Best Practices for Ministry” in February 2020
- \$5,000 for scholarships to synodical higher education

Overview

The chart below illustrates the allocation of expenses among the 8 ministry areas described below.



The following chart pictures the allocation among the seven non-tuition-based ministry areas.



Please refer to the description of the Adult Discipleship ministry area on page 9 for an explanation of the low allocation.

1. MISSION AND EVANGELISM MINISTRIES

Our church seeks to pursue God’s mission both locally and globally. Mission and evangelism ministries account for approximately 5.2% of our annual dollar investment in ministries or approximately \$154,000 plus countless staff and volunteer hours.

The Mission and Evangelism Ministry Area includes

- The District Pledge: Our partnership with the California-Nevada-Hawaii District of the Lutheran Church Missouri Synod, as well as the Synod itself and the missions it supports.
- Mision De Jesus: This ministry, led by Lay Deacons Francisco Hurtado, seeks to reach Spanish speaking residents of Napa with the Gospel of Jesus Christ.
- Also included in this ministry area, but currently funded through designated offerings:
 - The Table
 - The Mission Farm
 - K9 Comfort Dog Ministry
 - Lutheran Braille Workers Large Print Ministry
 - Sponsorship of two Mision India Literacy Trainers
 - Support for Linc Bay Area
 - Discretionary Support to the homeless and needy
 - Day School community outreach projects

1. MISSION AND EVANGELISM MINISTRIES							
Ministries	FY18/19 Budget	FY18/19 Projected	FY19/20 Proposed				Line Item Total
			Source of Funds				
			General Offerings & Income	Designated Gifts	Endowment & Grants	Participant Funded	
District/Synod	\$66,500	\$69,000	\$68,200	\$0		\$0	\$68,200
Mision de Jesus	\$22,500	\$24,600	\$10,500	\$14,400		\$0	\$24,900
Pastors' Discretionary	\$0	\$600	\$0	\$0		\$0	\$0
Mission Trips	\$18,100	\$18,100	\$0	\$1,600	\$4,200	\$12,300	\$18,100
Missions	\$21,600	\$35,600	\$0	\$18,400	\$5,000	\$0	\$23,400
Christian Outreach	\$19,400	\$50,000	\$0	\$19,400		\$0	\$19,400
			\$78,700	\$53,800	\$9,200	\$12,300	
TOTAL	\$148,100	\$197,900					\$154,000
% of BUDGET	5.2%						5.2%

2. PASTORAL AND STAFF MINISTRIES

Pastoral and staff ministries account for 11.9% of our annual dollar investment in ministries or approximately \$352,800 plus countless volunteer hours.

2. PASTORAL/STAFF MINISTRY							
Ministries	FY18/19 Budget	FY18/19 Projected	FY19/20 Proposed				Line Item Total
			Source of Funds				
			General Offerings & Income	Designated Gifts	Endowment & Grants	Participant Funded	
Pastors, Office Mgr, Bus. Admin. & Bookkeeper	\$339,000	\$336,700	\$347,200	\$0	\$0	\$0	\$347,200
Pastoral Supplies	\$300	\$200	\$300	\$0	\$0	\$0	\$300
Leadership Team Professional Growth	\$2,800	\$2,800	\$0	\$0	\$2,800	\$0	\$2,800
Leadership Team Retreat/Seminars	\$1,400	\$2,300	\$0	\$0	\$1,400	\$0	\$1,400
Guest Speakers	\$1,100	\$1,100	\$400	\$0	\$700	\$0	\$1,100
			\$347,900	\$0	\$4,900	\$0	
TOTAL	\$344,600	\$343,100					\$352,800
% of BUDGET	12.2%						11.9%

The Pastoral and Staff Ministry budget includes the salary and benefits for the Lead Pastor, Director of Care Ministries, office manager, bookkeeper, and business administrator. (Church and school share the salary and benefits costs of the business administrator 30% - 70%, respectively.)

3. ADULT DISCIPLESHIP MINISTRIES

Adult Discipleship ministries account for 0.5% of our annual dollar investment in ministries or approximately \$13,700 plus countless volunteer hours.

This is the ministry area that is to receive the most attention in our ministry plan for the coming year. This is not necessarily reflected in the size of its budget because the expenses associated with relational discipleship ministry are relatively small. The “expense” is human expense as staff and laity devote themselves to the pursuit of growth as disciples and the making of disciples.

3. ADULT DISCIPLESHIP							
Ministries	FY18/19 Budget	FY18/19 Projected	FY19/20 Proposed				Line Item Total
			Source of Funds				
			General Offerings & Income	Designated Gifts	Endowment & Grants	Participant Funded	
Family Life Ministry	\$800	\$800	\$0	\$0	\$0	\$0	\$0
Stewardship	\$400	\$400	\$400	\$0	\$0	\$0	\$400
Adult Christian Education	\$6,200	\$6,200	\$0	\$0	\$6,200	\$0	\$6,200
Senior Ministry	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Women's Ministry	\$0	\$400	\$0	\$0	\$0	\$0	\$0
Men's Ministry	\$0	\$400	\$0	\$0	\$0	\$0	\$0
Human Care	\$5,300	\$1,200	\$800	\$1,700	\$3,600	\$0	\$6,100
Fellowship	\$1,000	\$1,000	\$0	\$1,000	\$0	\$0	\$1,000
Service Ministry	\$0	\$0	\$0	\$0	\$0	\$0	\$0
			\$1,200	\$2,700	\$9,800	\$0	
TOTAL	\$13,700	\$10,400					\$13,700
% of BUDGET	0.5%						0.5%

4. YOUTH AND CHILDREN MINISTRIES

Youth and Children ministries account for 4.3% of our annual dollar investment in ministries or approximately \$125,700 plus countless volunteer hours. The total investment in these ministries is not reflected in this number. Youth activities are funded beyond what is listed below through participation fees in youth events and trips.

Our youth ministry staff includes Director of Youth Ministry Kevin Mathison, as well as part-time youth worker Bailey Spears. Our focus in youth ministry is 3rd grade through college ministry, including Crew 34 (3rd and 4th Grade), Club 56 (5th and 6th Grade), Confirmation, Abide (7th and 8th Grade), and Ablaze (High School). Our youth ministry seeks to serve not just church members, but also those of our school community and greater Napa community.

Director of Children's Ministry, Janis King, oversees ministry to children birth through fourth grade. In terms of specific ministries, this includes Children's Church, Vacation Bible School, and other events and concerts aimed at serving children and their families.

Although not funded through the General Fund, we consider our partnership with Boy Scouts of America part of our youth ministry. We are the chartered organization for Boy Scout Troop 83 and Cub Scout Pack 183.

4. YOUTH AND CHILDREN MINISTRIES

Ministries	FY18/19 Budget	FY18/19 Projected	FY19/20 Proposed				Line Item Total
			Source of Funds				
			General Offerings & Income	Designated Gifts	Endowment & Grants	Participant Funded	
Ministers, Youth & Children	\$90,600	\$87,400	\$103,700	\$0	\$0	\$0	\$103,700
Children's Church	\$2,400	\$1,000	\$1,800	\$0	\$0	\$0	\$1,800
Confirmation	\$1,000	\$1,000	\$0	\$1,000	\$0	\$0	\$1,000
Children's Ministry	\$1,500	\$1,500	\$1,500	\$0	\$0	\$0	\$1,500
Vacation Bible School	\$4,000	\$4,000	\$2,300	\$1,700	\$0	\$0	\$4,000
Youth Ministry	\$8,700	\$3,600	\$0	\$8,700	\$0	\$0	\$8,700
Synodical University Grants	\$5,000	\$4,500	\$0	\$0	\$5,000	\$0	\$5,000
			\$109,300	\$11,400	\$5,000	\$0	
TOTAL	\$113,200	\$103,000					\$125,700
% of BUDGET	4.0%						4.3%

5. CHRISTIAN DAY SCHOOL MINISTRY

The purpose of the school is to provide Christian education for the members of St. John's Lutheran Church and as an outreach to the community in and around the Napa Valley. The school has been a very successful first point of contact for many families that join the church. The following school mission statement is in alignment with the mission and vision of the church as it strives to help students gain a closer relationship with Jesus Christ and learn the importance of discipleship and service.

All students will grow in their relationship with Christ and develop the knowledge and skills to be confident, academically capable individuals who serve Christ, His church, and His world.

The school budget structure is considered a "segmented unified" budget with the church. The school income and expenses are processed through unified bank accounts, but in setting the budget for the year, the school is set up so that school expenses are covered by tuition, fees, and other school revenue centers. Facility and utility costs are split between the church and school using a "70/30 split". This means that in general the school covers 70% of those costs, and the church covers 30% of those costs.

Along with funding through the regular budget, the school benefits from outside sources. Additional sources of funding come through our APT (Association of Parents and Teachers), an Athletic Fund, a School Trust, and Endowment grants through the Faith Tuition Fund, the Bob St. John's Lutheran Church

Hauch Endowment Fund, and the Eagle Endowment Fund. The APT provides close to \$120,000 a year in support. The School Trust allows individuals to donate toward specific restricted items, and allows for the school to manage other revenue centers like hot lunches, scrip, and class field trips. The current endowment funds are primarily used for tuition assistance.

Goals for the next year:

The school sets its goals and priorities based on three factors: 1) matching the mission and vision of St. John's Lutheran Church and School, 2) adhering to action plans set up as part of the accreditation process through the Western Association and Schools and Colleges (WASC) and National Lutheran School Accreditation (NLSA), and 3) ensuring long term fiscal responsibility and the viability of the school.

As a ministry of St. John's Lutheran Church, the school focuses on four primary School-wide Learning Objectives:

1. Students will understand the saving knowledge of Jesus Christ and grow in their relationship with Him through daily living in God's Word.
2. Students will become confident individuals as they identify, develop, and use their God-given gifts and abilities.
3. Students will become academically capable individuals by obtaining the knowledge and skills needed to reach their potential and finding effective ways to apply what they learn to real life situations and challenges.
4. Students will celebrate God's love by serving Christ, His Church, and His world.

This past fall, our school went through a full self-study and accreditation visit in our preschool and K-8 program to establish new goals over the next six years. We have an Action Plan (Strategic Plan) with five areas that we have focused on over the next six years. The five areas are 1) Teacher Recruitment and Retention; 2) Curriculum Focus and Planning; 3) Student Support and Assessment; 4) Mission Outreach to families; and 5) Long Range Facility Planning. Most of these action plan items requires short term and long term funding.

There are additional factors that need to be addressed in our planning for the next year.

Enrollment during the current year was down slightly, and projections for the 2019-20 school year look to maintain current enrollment. Three main factors are affecting our enrollment and show some cause for concern. First, demographics in Napa are changing. We have fewer young families who can afford to send their children to a private school. Second, we have fewer congregational members who have students in the school. Although our preschool numbers remain very strong, we have fewer church member students in our school who would tend to

have a more natural commitment to educating their child at St. John's. Third, we have fewer families that value the Christian mission or spiritual focus of our church and school. This means that more people do not see the spiritual growth of their child as a priority, and in some cases it is even a deterrent to sending their child to St. John's. The positive aspect of our current situation is that our school is still seen in the community as an excellent school, and this does give us a competitive edge in the private school market of Napa. It also means that although we continue to have difficulty matriculating our preschoolers into our elementary school, we have a very positive rate of retention in our elementary grades.

Calling or contracting prospective teachers is becoming more difficult due to the smaller pool of Lutheran teachers available, and the high cost of living in Napa. This is made more difficult by the significant turnover of teachers we can expect in the next few years due to retirements of some outstanding teachers.

Although we have significantly increased the amount of tuition assistance that is available, we still are only able to give families about 54% of their demonstrated need. It is important that we do all we can to ensure we make a quality Christian education available to those in our church and local community.

Taking all of the above information into account, we will need to fund a high quality staff and a high quality program in the coming years, and continue to add to our operating reserve.

The 2019-20 school budget plan is being constructed based on the following goals:

1. Continue to fully adhere to the St. John's Salary Guidelines and increase the base by 2.5% from 82.5% to 85% of NVUSD.
2. Provide additional tuition assistance for families who demonstrate a need (1% of the annual tuition increase goes toward increasing the amount of need based assistance we make available).
3. Prepare for and manage teacher turnover during the next 3 years.
4. Add to the School Operating Reserve.

In order to meet these goals, our initial budget forecast for 2019-20 will require a 3.5% increase in tuition and is based on a projected enrollment of 279 students.

5. CHRISTIAN DAY SCHOOL MINISTRY

Ministries	FY18/19 Budget	FY18/19 Projected	FY19/20 Proposed				Line Item Total
			Source of Funds				
			General Offerings & Income	Designated Gifts	Endowment & Grants	Participant Funded	
Salary and Benefits							
Principal, Office Mgr, and Business Administrator	\$285,100	\$305,500	\$0	\$0	\$0	\$301,700	\$301,700
Elementary Teachers	\$761,600	\$761,000	\$0	\$0	\$15,000	\$776,700	\$791,700
Part Time Teachers	\$122,300	\$122,000	\$0	\$0	\$0	\$157,800	\$157,800
Elementary Aides	\$52,000	\$29,100	\$0	\$0	\$0	\$58,900	\$58,900
Preschool Teachers	\$190,600	\$203,600	\$0	\$0	\$0	\$205,300	\$205,300
Preschool Aides	\$87,100	\$106,400	\$0	\$0	\$0	\$95,500	\$95,500
Lunch Servers	\$5,400	\$6,000	\$0	\$0	\$5,000	\$500	\$5,500
PALS Staff	\$34,400	\$22,200	\$0	\$0	\$0	\$34,400	\$34,400
Gesell Screening	\$2,400	\$1,800	\$0	\$0	\$0	\$2,400	\$2,400
Playground Supervisors	\$1,500	\$1,500	\$0	\$0	\$0	\$1,500	\$1,500
Substitute Teachers	\$8,800	\$7,800	\$0	\$0	\$0	\$9,100	\$9,100
Summer Camp Staff	\$18,300	\$22,400	\$0	\$0	\$0	\$18,300	\$18,300
Music, PS-4	\$17,400	\$16,500	\$0	\$0	\$0	\$18,100	\$18,100
Operations							
Bank Charges/Fees	\$2,200	\$2,200	\$0	\$0	\$0	\$2,200	\$2,200
Payroll Service	\$6,100	\$5,400	\$0	\$0	\$0	\$5,900	\$5,900
Teachers' Mileage	\$1,800	\$600	\$0	\$0	\$0	\$1,800	\$1,800
Professional Growth	\$4,000	\$5,700	\$0	\$0	\$0	\$4,000	\$4,000
Teachers' Conference/Retreat	\$10,000	\$14,000	\$0	\$0	\$0	\$10,000	\$10,000
Other Taxes/Fees	\$2,200	\$3,000	\$0	\$0	\$0	\$2,500	\$2,500
Instructional Materials	\$30,000	\$30,000	\$0	\$0	\$0	\$30,000	\$30,000
Classroom/Office Supplies	\$30,000	\$30,000	\$0	\$0	\$0	\$30,000	\$30,000
Summer Camp Materials	\$1,200	\$1,100	\$0	\$0	\$0	\$1,200	\$1,200
PALS Materials	\$1,000	\$800	\$0	\$0	\$0	\$1,000	\$1,000
Testing Materials	\$1,000	\$3,000	\$0	\$0	\$0	\$2,900	\$2,900
Capital Equipment/Technolo gy	\$30,000	\$27,600	\$0	\$0	\$0	\$27,700	\$27,700
School Equipment Maintenance	\$5,000	\$3,800	\$0	\$0	\$0	\$3,900	\$3,900
Interviews/Relocation/L egal	\$15,000	\$10,000	\$0	\$0	\$0	\$23,500	\$23,500
Advertising and Marketing	\$10,000	\$6,000	\$0	\$0	\$0	\$10,000	\$10,000

Accreditation and Licensing	\$5,000	\$8,600	\$0	\$0	\$0	\$2,500	\$2,500
Telephone	\$2,900	\$2,900	\$0	\$0	\$0	\$2,900	\$2,900
Utilities	\$51,600	\$62,200	\$0	\$0	\$0	\$46,200	\$46,200
Savings for Compilation/Review/Audit	\$0	\$100	\$0	\$0	\$0	\$0	\$0
Savings for Operating Reserve	\$35,000	\$35,000	\$0	\$0	\$0	\$24,000	\$24,000
			\$0	\$0	\$20,000	\$1,912,400	
TOTAL	\$1,830,900	\$1,857,800					\$1,932,400
% of BUDGET	64.1%						65.5%

6. WORSHIP MINISTRIES

Worship ministries account for 0.8% of our annual dollar investment in ministries or approximately \$24,400. This ministry area involves all that goes into providing for the worship life of our congregation.

6. WORSHIP MINISTRIES							
Ministries	FY18/19 Budget	FY18/19 Projected	FY19/20 Proposed				Line Item Total
			Source of Funds				
			General Offerings & Income	Designated Gifts	Endowment & Grants	Participant Funded	
Organist & Worship Leader	\$18,600	\$18,600	\$18,600	\$0	\$0	\$0	\$18,600
Substitute Musician	\$900	\$900	\$600	\$300	\$0	\$0	\$900
Choirs	\$500	\$500	\$200	\$300	\$0	\$0	\$500
Worship Band	\$600	\$600	\$600	\$0	\$0	\$0	\$600
Worship Preparation	\$3,500	\$3,300	\$1,800	\$1,700	\$0	\$0	\$3,500
Sanctuary Furn/equip/Aids	\$300	\$300	\$300	\$0	\$0	\$0	\$300
			\$22,100	\$2,300	\$0	\$0	
TOTAL	\$24,400	\$24,200					\$24,400
% of BUDGET	0.8%						0.8%

7. MISSION SUPPORT MINISTRIES

Some functions of our church are not usually identified as ministries, but they are important to executing the mission of our church. Many of these activities complement and support all our ministries. These supportive ministries help us communicate important information to church

members and to the community, provide support for recreational and special events, and fulfill other important responsibilities.

7. MISSION SUPPORT MINISTRIES							
Ministries	FY18/19 Budget	FY18/19 Projected	FY19/20 Proposed				Line Item Total
			Source of Funds				
			<i>General Offerings & Income</i>	<i>Designated Gifts</i>	<i>Endowment & Grants</i>	<i>Participant Funded</i>	
Auto Mileage	\$1,900	\$1,400	\$1,500	\$0	\$0	\$0	\$1,500
Payroll Service	\$2,600	\$2,300	\$2,600	\$0	\$0	\$0	\$2,600
Bank Charges/Fees	\$1,300	\$2,200	\$2,300	\$0	\$0	\$0	\$2,300
Other Taxes/Fees	\$800	\$800	\$800	\$0	\$0	\$0	\$800
Bulletins and Supplies	\$13,400	\$11,800	\$13,300	\$0	\$0	\$0	\$13,300
Dist-Synod Convention Fees	\$900	\$800	\$900	\$0	\$0	\$0	\$900
Data Process/Office Equip	\$6,100	\$6,400	\$6,800	\$0	\$0	\$0	\$6,800
Vans - MX/gas/Insurance	\$1,300	\$3,500	\$1,300	\$0	\$0	\$0	\$1,300
Advertisement	\$800	\$1,000	\$800	\$0	\$0	\$0	\$800
Telephone	\$2,900	\$3,000	\$2,900	\$0	\$0	\$0	\$2,900
Utilities	\$22,100	\$26,600	\$19,800	\$0	\$0	\$0	\$19,800
Interview/Relocate	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Legal	\$500	\$500	\$500	\$0	\$0	\$0	\$500
Savings for Compilation/Review/Audit	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Savings for Operating Reserve	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Office Equipment MX	\$400	\$700	\$700	\$0	\$0	\$0	\$700
			\$54,200	\$0	\$0	\$0	
TOTAL	\$55,000	\$61,000					\$54,200
% of BUDGET	1.9%						1.8%

8. CAMPUS FACILITY MINISTRIES

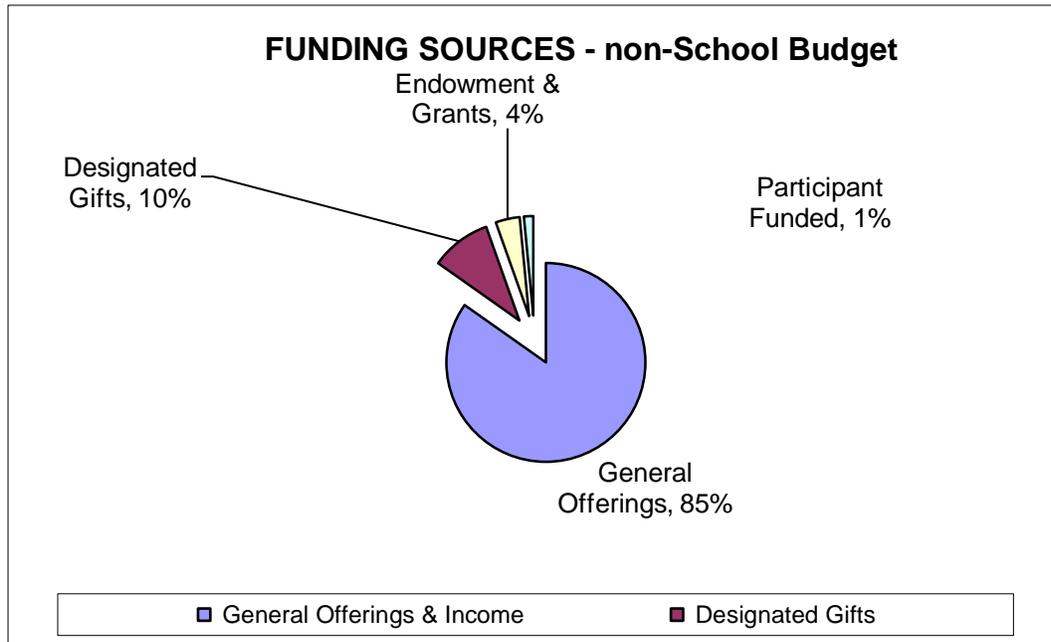
Having a place to worship, study, train and have fellowship is important to our church. The care and maintenance of the grounds and church building reflect the spiritual concern of a church. This is part of our church's stewardship. We want our facilities to reflect the glory of the One for whom they were built. Church and school share the cost of these critical expenses on a proportional use basis, approximated to be 30% church and 70% school. Major capital

equipment purchases, if any, will be fully funded by designated gifts and accounts, such as the Capital Asset Reserve.

8. CAMPUS FACILITY MINISTRIES							
Ministries	FY18/19 Budget	FY18/19 Projected	FY19/20 Proposed				Line Item Total
			Source of Funds				
			General Offerings & Income	Designated Gifts	Endowment & Grants	Participant Funded	
Church							
Custodial & Maintenance Staff	\$24,000	\$22,100	\$21,800	\$0	\$0	\$0	\$21,800
Property Mortgage, Principal	\$18,900	\$18,200	\$18,000	\$0	\$0	\$0	\$18,000
Property Mortgage, Additional Principal	\$6,200	\$6,700	\$0	\$7,200	\$0	\$0	\$7,200
Property Mortgage, Interest	\$9,500	\$9,400	\$8,800	\$0	\$0	\$0	\$8,800
Property Taxes	\$1,400	\$1,000	\$1,100	\$0	\$0	\$0	\$1,100
Insurance	\$7,100	\$7,100	\$7,300	\$0	\$0	\$0	\$7,300
Janitorial Supplies	\$2,800	\$2,700	\$2,800	\$0	\$0	\$0	\$2,800
Building Maintenance	\$8,300	\$10,700	\$8,300	\$0	\$0	\$0	\$8,300
Capital Equipment Purchases	\$2,200	\$47,800	\$0	\$2,200	\$0	\$0	\$2,200
Upgrades & Major Repairs	\$3,000	\$12,300	\$0	\$0	\$3,000	\$0	\$3,000
Landscaping Maintenance	\$8,500	\$7,600	\$8,500	\$0	\$0	\$0	\$8,500
<i>Church Sub-Total</i>	<i>\$91,900</i>	<i>\$145,600</i>	<i>\$76,600</i>	<i>\$9,400</i>	<i>\$3,000</i>	<i>\$0</i>	<i>\$89,000</i>
School							
Custodial & Maintenance Staff	\$57,700	\$52,800	\$0	\$0	\$0	\$54,100	\$54,100
Property Mortgage, Principal	\$44,100	\$42,500	\$0	\$0	\$0	\$42,000	\$42,000
Property Mortgage, Additional Principal	\$9,100	\$15,100	\$0	\$0	\$0	\$13,900	\$13,900
Property Mortgage, Interest	\$22,200	\$22,000	\$0	\$0	\$0	\$20,600	\$20,600
Property Taxes	\$1,600	\$2,400	\$0	\$0	\$0	\$2,600	\$2,600
Insurance	\$16,600	\$16,600	\$0	\$0	\$0	\$17,100	\$17,100
Janitorial Supplies	\$6,600	\$6,200	\$0	\$0	\$0	\$6,600	\$6,600
Building Maintenance	\$19,400	\$26,400	\$0	\$0	\$0	\$19,400	\$19,400
Capital Equipment Purchases	\$10,000	\$0	\$0	\$0	\$0	\$10,000	\$10,000
Landscaping Maintenance	\$19,900	\$23,800	\$0	\$0	\$0	\$19,900	\$19,900
<i>School Sub-Total</i>	<i>\$207,200</i>	<i>\$207,800</i>	<i>\$0</i>	<i>\$0</i>	<i>\$0</i>	<i>\$206,200</i>	<i>\$206,200</i>
			<u>\$76,600</u>	<u>\$9,400</u>	<u>\$3,000</u>	<u>\$206,200</u>	
TOTAL	\$296,200	\$353,400					\$295,200
% of BUDGET	10.6%						10.0%

TOTAL COST FOR ALL BUDGETED MINISTRIES:

TOTAL COST FOR ALL BUDGETED MINISTRIES						
Ministries	FY18/19 Budget	FY19/20 Proposed				Line Item Total
		Source of Funds				
		<i>General Offerings & Income</i>	<i>Designated Gifts</i>	<i>Endowment & Grants</i>	<i>Participant Funded</i>	
1. Mission & Evangelism Ministries	\$148,100	\$78,700	\$53,800	\$9,200	\$12,300	\$154,000
2. Pastoral & Staff Ministries	\$344,615	\$347,900	\$0	\$4,900	\$0	\$352,800
3. Adult Discipleship Ministries	\$13,700	\$1,200	\$2,700	\$9,800	\$0	\$13,700
4. Youth & Children Ministries	\$113,200	\$109,300	\$11,400	\$5,000	\$0	\$125,700
5. Christian Day School Ministry	\$1,830,900	\$0	\$0	\$20,000	\$1,912,400	\$1,932,400
6. Worship Ministries	\$24,400	\$22,100	\$2,300	\$0	\$0	\$24,400
7. Mission Support Ministries	\$55,000	\$54,200	\$0	\$0	\$0	\$54,200
8. Campus Facility Ministries	\$299,100	\$76,600	\$9,400	\$3,000	\$206,200	\$295,200
		\$690,000	\$79,600	\$51,900	\$2,130,900	
TOTAL	\$2,829,015					\$2,952,400
Expenses Paid by Church	\$790,915					\$813,800
Expenses Paid by School	\$2,038,100					\$2,138,600



CHURCH INCOME

ESTIMATED INCOME SOURCES TO SUPPORT THE MINISTRY PLAN:

ESTIMATED INCOME SOURCES TO SUPPORT ALL BUDGETED MINISTRIES			
Ministries		18-19 Budget	19-20 Proposed Draft
<i>Church Income</i>			
General Offerings & Income			
Church Offering – Unrestricted		\$ 665,000	\$ 682,500
Interest, Fees, Refunds and Other		\$ 5,600	\$ 8,500
Designated Gifts			
Mision de Jesus		\$ 13,000	\$ 14,400
Other		\$ 62,300	\$ 64,200
Endowment & Grants		\$ 31,900	\$ 31,900
Participant Funded		\$ 12,300	\$ 12,300
<i>Church Sub-Total</i>		\$ 790,100	\$ 813,800
<i>School Income</i>			
Participant Funded			
School Tuition		\$1,838,800	\$1,930,800
School Fees		\$ 109,000	\$ 109,000
PALS		\$ 52,000	\$ 52,000
Summer Camp Fees		\$ 22,000	\$ 22,000
Testing Fees		\$ 500	\$ 500
Endowment & Grants			
Hot Lunch Income		\$ 5,000	\$ 5,000
Grants & Donations		\$ 15,000	\$ 15,000
Other Income			
Refunds & Other		\$ 2,000	\$ 2,000
Interest		\$ 2,500	\$ 2,500
<i>School Sub-Total</i>		\$ 2,046,800	\$ 2,138,800
TOTAL		\$ 2,836,900	\$ 2,952,600