

# The Shepherd's Church

## *Proposed Budget*

April 1, 2022 - March 31, 2023

Page	Department	Final 2021/2022 Budget	Proposed 2022/2023 Budget
2	Mobilization, STS	\$ 502,180	\$ 512,620
3	Children's Ministry	77,100	94,375
4	Student Ministry	103,150	103,150
4	College Ministry	29,450	30,140
5	Adult Ministry	88,590	123,305
6	Music Ministry	49,000	72,250
7	Care Ministry	24,625	24,625
7	Senior Pastor Ministry	70,250	76,150
8	Communications	72,885	72,885
9	Compensation	4,338,230	4,523,450
10	General (Training, Libraries, Contingency)	23,000	23,500
10	Information Technology	72,570	80,410
10	Audio/Video/Lighting	56,130	62,350
11	Administration/Finance	210,000	261,865
12	Facilities, Housekeeping, Landscaping	605,815	846,530
12	Safety Services	49,300	65,650
13	Debt Service Payments	724,225	726,745
<b>Total Annual Budget</b>		<b>\$ 7,096,500</b>	<b>\$ 7,700,000</b>
<b>Total Weekly Requirement</b>		<b>\$ 136,471</b>	<b>\$ 148,077</b>
\$ Increase in Weekly Budget - Proposed			\$ 11,606
% Change - Proposed			8.50%

# The Shepherd's Church

## *Proposed Budget*

April 1, 2022 - March 31, 2023

---

---

### **Mobilization**

Global Staff and Partners Support	\$	<b>441,670</b>
Global Impact Celebration		<b>15,000</b>
Global Staff Care & Development		<b>2,700</b>
Administration		<b>33,550</b>
Impact Trip Support		<b>10,500</b>
Local and Well-Being Development Ministries		<b>9,200</b>

<b>Total Mobilization Ministry</b>	<b>\$</b>	<b>512,620</b>
------------------------------------	-----------	----------------

---

---

# The Shepherd's Church

*Proposed Budget*

April 1, 2022 - March 31, 2023

---

---

## **Children's Ministry**

Sunday School	\$	18,975
Special Programs & Events		40,100
AWANA		5,200
Nursery Ministry		4,500
Administration/Room Improvements		19,600
Volunteer/Staff Appreciation		6,000
<b>Total Children's Ministry</b>	<b>\$</b>	<b>94,375</b>

# The Shepherd's Church

## *Proposed Budget*

April 1, 2022 - March 31, 2023

---

---

### **Student Ministry**

Pastoral Care and Counseling	\$	1,000
Community Events & Activities		34,000
Leadership Training		6,500
Curriculum		2,000
Parent Meetings		1,800
Camps		42,500
Equipment		2,500
Administration		12,850

<b>Total Student Ministry</b>	<b>\$</b>	<b>103,150</b>
-------------------------------	-----------	----------------

---

---

### **College Ministry**

Pastoral Care and Counseling	\$	3,000
Outreach		3,000
Social Activities		10,500
Publicity & Giveaways		2,140
Retreat		7,500
Small Groups		1,500
Administration		2,500

<b>Total College Ministry</b>	<b>\$</b>	<b>30,140</b>
-------------------------------	-----------	---------------

---

---

# The Shepherd's Church

## Proposed Budget

April 1, 2022 - March 31, 2023

---

---

### **Adult Ministry**

**ABF, Administration, and General** \$ 31,850

Pastoral Care

Volunteer Training

Adult Bible Fellowships

Administration

**Guest Relations & Assimilation** 12,000

Visitor Greeting

Literature & Administration

Materials & Supplies

Be Our Guest

**Men/Women** 33,100

Literature & Supplies

Outdoors Ministry

Retreats, Special Events, Breakfasts

Outreach, Fellowship & Mentoring

M3, Widow's Might

Care, Appreciation, and Training

Administration

**Young Adults** 15,000

**Senior Adults** 14,355

Newsletter

PrimeTimers Monthly Events

Outreach/Promotion

Visitation Mileage

Administration

**Special Needs** 1,250

**Library** 15,750

**Total Adult Ministry** \$ 123,305

# The Shepherd's Church

## *Proposed Budget*

April 1, 2022 - March 31, 2023

---

---

### **Music Ministry**

Care/Appreciation	\$	2,950
General Office/Equipment/Furniture		1,350
Music Library		2,950
Childcare		2,000
Training & Scholarships		13,000
Handbells		1,050
Celebration Choir		14,500
Orchestra		4,300
Children's Choirs		3,500
Sign Language		350
Music Outreach		26,300
<b>Total Music Ministry</b>	<b>\$</b>	<b>72,250</b>

# The Shepherd's Church

## *Proposed Budget*

April 1, 2022 - March 31, 2023

---

---

### **Care Ministry**

Workshops/Classes/Training	\$	1,950
Freezer Ministry/Care Cards/Flowers		975
Funeral Reception & Expenses		2,000
Care Support Groups		6,275
Volunteer Appreciation		1,000
Conference & Membership Dues		6,105
Counseling Materials		3,400
Administration		2,920
<b>Total Care Ministry</b>	<b>\$</b>	<b>24,625</b>

### **Senior Pastor Ministry**

Deacon Ministry	\$	6,700
Ordinances		2,200
Greenhouse (Membership Class)		7,800
Staff Care/Enrichment		11,500
Congregational Care/Enrichment		11,000
Elder Care		2,250
Special Events		2,500
Training/Outreach		3,000
Office Expenses		9,200
Solomon's Porch		5,000
Summer Series		15,000
<b>Total Senior Pastor Ministry</b>	<b>\$</b>	<b>76,150</b>

# The Shepherd's Church

## *Proposed Budget*

April 1, 2022 - March 31, 2023

---

---

### **Communications**

Newsletters/Letterhead/Annual Report/Brochures	\$	<b>42,725</b>
Video		<b>4,150</b>
Image & Font Resources		<b>2,200</b>
Photography		<b>200</b>
Training/Meetings/Advertising/Volunteers		<b>5,500</b>
Office Expenses		<b>2,125</b>
Posters/Signage/Banners		<b>11,385</b>
Radio Hosting/Web Hosting/Shepherd's App		<b>4,600</b>
<b>Total Communications</b>	<b>\$</b>	<b><u>72,885</u></b>

# The Shepherd's Church

## Proposed Budget

April 1, 2022 - March 31, 2023

---

---

### Compensation

Compensation includes salaries, taxes, and benefits (see below).

Staff salaries, as well as requests for additional hours and new positions or position reductions put forth by ministry leaders, are reviewed each year by senior staff and the Elder Personnel Team.

The Shepherd's staff headcount for 2022-23 is 83 people.

Number of Employees		
	2021-22	2022-23
Full-Time	39	38
Part-Time (< 40 hrs per wk)	46	45
<b>Total*</b>	<b>85</b>	<b>83</b>
FTE (Full-Time Equivalent)	<b>61.7</b>	<b>62</b>

\*These totals exclude positions paid through Shepherds Theological Seminary, Wisdom for the Heart, The Shepherd's Church Weekday Preschool, HARC, and Shepherd's Music School.

Shepherd's provides Medical, Dental, Life, Long-Term Care and Long-Term Disability insurances for all employees who work 30 hours per week or more. A retirement plan is available for eligible employees (generally working more than 20 hours per week), in which Shepherd's contributes 2% of a participant's salary, and matches another 3% of any elective deferral. These funds are transferred into a qualified 403(b)(9) plan each pay period.

**Total Compensation**                      \$ 4,523,450

# The Shepherd's Church

## *Proposed Budget*

April 1, 2022 - March 31, 2023

---

---

### **General**

Training, Library, and Resources	\$	16,500
Legal Fees & Other		7,000
<b>Total General</b>	<b>\$</b>	<b>23,500</b>

### **Information Technology**

Hardware	\$	20,000
Software		21,400
Shelby/Joint Use Apps		6,200
Training		7,000
Computer Maintenance		5,000
Network		18,850
Internet		1,750
General Expenses		210
<b>Total Information Technology</b>	<b>\$</b>	<b>80,410</b>

### **Audio/Video/Lighting**

Audio Support	\$	13,800
Video Support		12,000
Lighting Support		4,000
Stage Team		7,700
Copyright & Video Streaming		5,200
General Office Expense		7,650
Event Support		12,000
<b>Total Audio/Video/Lighting</b>	<b>\$</b>	<b>62,350</b>

# The Shepherd's Church

## *Proposed Budget*

April 1, 2022 - March 31, 2023

---

---

### **Administration/Finance**

Telephone & Internet Access	\$	23,675
Church Database Software & Support		11,740
Office Supplies & Equipment		9,850
Audit, Projects, & Hardware		35,750
Bank & Credit Card fees		69,000
Outside Service Fees		16,750
General Office Expenses		4,850
Insurance		78,250
Property Taxes		12,000
<b>Total Administration/Finance</b>	<b>\$</b>	<b>261,865</b>

# The Shepherd's Church

## Proposed Budget

April 1, 2022 - March 31, 2023

---

---

### **Facilities**

Auditorium Setup & Outside Events	\$	43,600
Housekeeping		100,235
Repairs and Maintenance		155,295
Vehicle Operation		11,250
Groundskeeping		164,750
Inspections		11,750
Utilities		193,600
Kitchen Maintenance		3,500
Life & Fire Safety, Building Security		10,150
Facilities Office & Volunteer Expenses		8,250
Paper & Styrofoam Supplies		2,500
Food Service		9,650
Room & Kitchen Equipment		5,000
Major Building and Facility Repairs		127,000
<b>Total Facilities</b>	<b>\$</b>	<b>846,530</b>

### **Safety Services**

Security Checks	\$	28,500
Traffic Control		15,250
Background Checks & Volunteer Training		13,400
Security & CPR Training		2,000
Emergency Supplies & Equipment		4,000
Communications		2,000
Volunteer Appreciation		500
<b>Total Safety Services</b>	<b>\$</b>	<b>65,650</b>

# The Shepherd's Church

## Proposed Budget

April 1, 2022 - March 31, 2023

---

---

### Debt Service

#### **Loans with Thrivent Church Financing**

Original Loan Amount	Interest Rate	Maturity Date	Projected Balance 3/31/2022	Monthly Payment Amount
\$ 3,850,000	2.50% Fixed	4/15/2027	\$ 2,777,080	\$ 55,502
725,000	3.15% 7-yr Var.	5/15/2036	693,055	5,060
Totals			\$ 3,470,135	\$ 60,562

**Total Debt Service** \$ 726,745

### Debt History

	<u>Balance</u>
March 31, 2012	\$ 11,983,460
March 31, 2017	6,368,847
March 31, 2018	5,569,927
March 31, 2019	4,852,510
March 31, 2020	4,403,752
March 31, 2021	3,562,437
April 30, 2021	4,239,465
March 31, 2022 <sup>estimate</sup>	3,470,135