

# 2018 PROPOSED BUDGET

## *A Narrative Approach*

### **BACKGROUND INFORMATION**

Each year at the Synod Assembly, voting members come together to discuss and approve a budget to guide the synod's ministry for the coming year. This year's 2018 proposed budget was developed with our synod's core priorities in mind. The proposed budget is drafted by the synod's treasurer, Jeff Chestnut, in conjunction with the Synod Council and the Office of the Bishop. It will be discussed on May 6 and May 7 at the assembly.

### **DEVELOPING LEADERS**

Vibrant congregations require strong leaders. This budget reflects this synod's commitment to identifying, empowering, training, and supporting these leaders as they help congregations discern Christ's future. To accomplish this goal, the budget includes funds for:

- **Campus Ministry** – Changing the lives of college students and helping them discern possible calls to ministry.
- **Luther Seminary** – A premier partner in educating leaders for Christian communities.
- **First Call Theological Education** – With a significant expansion of this program to help new pastors start their ministries well.
- **Candidacy** – Increased funds to cover the anticipated increase in candidates for leadership (pastors, deacons, and synodically authorized ministers).
- **RENEW!** – A time for all congregational leaders to come together and receive support and training, with increased funding to make it even more powerful.
- **Synod Assembly** – With a renewed focus on making this an exceptional learning event.
- **Theological Conference** – A time for rostered leaders to learn and connect.

These opportunities will not only support current leaders; they will also reach future leaders. With 35 pastors in this synod reaching retirement age in the next three years, plans are in place to identify and equip 35 new ministry candidates by the end of 2019.

### **EQUIPPING CONGREGATIONS**

Congregations are the lifeblood of the Southeastern Minnesota Synod that embody Christ's love in local communities. To ensure the vitality of congregations, this budget provides funding for:

- **Synodical Tables** - Providing support to congregations, including the Congregational Renewal Table, Community Accompaniment Table, Faith Formation Table, and Mission Support Table.
- **Retreats** – Allowing communication and faith formation leaders to come together and be equipped for their ministries.
- **Congregational Coaching** – This synod has ministry partners that equip local congregations to journey into a rapidly changing world. This synod will collaborate with congregations as ministry experts accompany them in areas of stewardship, congregational renewal, visioning, small church ministry, and community accompaniment. The goal is for half of the congregations in the synod to feel the impact of these coaches.
- **Synod Assembly and RENEW!** – These events serve to both develop leaders and equip congregations, so expenses are split between the two areas of the budget.

The congregational coaching aspect reflects a significant shift in the way that the synod helps equip congregations for ministry. Our experience with Stewardship for All Seasons (SAS) and LEAD (Living Everyday As Disciples) has shown the impact that coaches can have in congregations.

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### **ACCOMPANYING GLOBAL PARTNERS**

Accompanying brothers and sisters in faith in Tanzania, Colombia, and South Sudan has made a significant impact on people of faith here in the Southeastern Minnesota Synod. This budget provides support for:

- **Tanzania Education** – Partnering with Mwangaza, a grassroots, faith-based organization that fosters a variety of learning programs, including secondary school students/teachers, women’s groups, and congregational leaders.
- **Young Adults in Global Mission (YAGM)** – Allowing young adults to serve overseas, providing service around the world as well as leadership training for those in YAGM.
- **South Sudan** - Joining with the six South Sudanese/Ethiopian ministries in this synod to provide education, health care, and proclamation of the Gospel to their brothers and sisters remaining in Africa.

The Global Mission Table also has oversight of many designated funds that aid in our relationship with our Global Partners. These exist outside our synod budget.

### **INFRASTRUCTURE**

The work of the synod is not possible without much behind the scenes work. This area of the budget covers governance, event registrations, credit card fees, and office expenses. These details are very important in achieving the synod’s mission to develop leaders, equip congregations, and accompany global partners.



### **LEADING TOGETHER**

In the fall of 2015, this synod kicked off Leading Together, a special giving opportunity to fund some very specific projects. In that first year nearly 300 families and 40 congregations came together to support God’s work with ministry partners in this synod (LEAD and SAS), in the ELCA (Luther Seminary, Campus Ministry, Lutheran Advocacy-Minnesota, and Minnesota Council of Churches), and internationally in South Sudan and Tanzania. In 2017, Leading Together’s goals shifted to align with the synod priorities. In both of these years, Leading Together existed outside the synodical budget. For 2018 the synod’s income streams come together as Leading Together joins congregational undesignated mission support to fund the ministries of the synod. These dollars fund new ministry ventures and do not contribute to staff salaries. The \$275,000 in projected income through Leading Together will come from donors who feel passionate about allowing the synod to join with vibrant organizations to accomplish these major goals:

- Identifying 35 new ministry candidates by the end of 2019.
- Providing half of the congregations in the synod with special coaching.
- Partnering with South Sudan to provide education, health care, and Gospel proclamation.

# 2018 PROPOSED BUDGET

*A Visual Approach*

## SOUTHEASTERN MINNESOTA SYNOD

### *The Ministry Behind the 2018 Proposed Budget*

A proposed budget is an important tool. It is one of the ways our synod comes together to collectively plan for the Spirit's movement through the people, congregations and ministries of our synod. Behind all the numbers are stories of people whose lives have been transformed. Thank you for discerning together a healthy, faithful budget for 2018.

#### DEVELOPING LEADERS

**\$599,530**

When you enter the candidacy process, the mantra is "trust the process" which isn't hard to do in this synod. All those who support and journey with potential pastors engage in a process of mutual discernment that is only possible because the synod staff, rostered leaders, and lay people are so amazing.

- Rev. Ally Bowman, St. Paul Lutheran Church in Le Center

#### EQUIPPING CONGREGATIONS

**\$227,134**

I've attended the communications workshops twice and look forward to it every year. The topics covered are extremely relevant to my job and equips me with tools and ideas to be a better communicator in my congregation. I also look forward to the seminar each year.

- Sera Knutson, Director of Communications at Bethel in Rochester

#### ACCOMPANYING GLOBAL PARTNERS

**\$635,234**

The Global Mission Table accompanies our partners in Columbia, Tanzania and South Sudan providing opportunities for worship, education and health care...My family has been motivated by our synod's ongoing vision with our global partners. I encourage everyone to find ways to become personally involved.

- Phil Williams, Global Mission/Companion Synod Table Member

#### INFRASTRUCTURE

**\$673,322**

When a conference is hosted in this synod, the thoughtful care taken to organize the event allows me to participate and fully engage in worship and learning. I can just be fed and I don't have to worry about anything else.

-Rev. Grace Gravelle, Fountain & Root Prairie Lutheran Church

# 2016-2017 BUDGET

<b>Budget Report</b>				
		<b>2016 Adopted</b>	<b>2016 Actual</b>	<b>2017 Adopted</b>
<b>REVENUES:</b>				
Mission Support				
Mission Support		\$1,650,000	\$1,657,549	\$1,679,000
<b>Total Mission Support</b>		<b>\$1,650,000</b>	<b>\$1,657,549</b>	<b>\$1,679,000</b>
Offering				
Assembly Offering		\$8,000	\$9,932	\$8,000
Theological Conference Offering		\$1,000	\$1,244	\$1,000
<b>Total Offering</b>		<b>\$9,000</b>	<b>\$11,176</b>	<b>\$9,000</b>
Program Fees				
First Call			\$2,762	\$2,400
Theological Conference		\$24,000	\$24,087	\$24,000
Candidacy		\$4,800	\$4,400	\$4,800
Synod Assembly		\$92,000	\$78,340	\$79,000
Communications		\$200	\$420	\$200
CYF Program Fees		\$1,900	\$3,010	\$1,900
Leadership Retreat				\$4,000
Misc.		\$750	\$16,980	\$750
<b>Total Program Fees</b>		<b>\$123,650</b>	<b>\$129,999</b>	<b>\$117,050</b>
Other Revenue				
Interest Income		\$1,200	\$17,855	\$275
ELCA DEM Support		\$114,616	\$110,616	\$114,616
Staff Consulting Fees Collected		\$11,000	\$0	\$0
CYF Fund Reimbursement		\$0	\$0	\$25,500
Misc Income			\$300	
Vehicle Reimbursement			\$575	\$ 900
Transfer from Restricted Funds			\$0	
<b>Total Other Revenue</b>		<b>\$126,816</b>	<b>\$129,346</b>	<b>\$141,291</b>
<b>TOTAL REVENUE:</b>		<b>\$1,909,466</b>	<b>\$1,928,070</b>	<b>\$1,946,341</b>
<b>EXPENSES:</b>				
ELCA Mission Support		48.0%	48.0%	48.0%
ELCA Mission Support		\$792,000	\$795,894	\$805,920
<b>Total ELCA Mission Support</b>		<b>\$792,000</b>	<b>\$795,894</b>	<b>\$805,920</b>
Personnel				
Personnel		\$789,976	\$755,088	\$779,996
<b>Total Personnel (includes travel &amp; sabbatical)</b>		<b>\$789,976</b>	<b>\$755,088</b>	<b>\$779,996</b>
Ministry Partners				
Lutheran Campus Ministry		\$35,000	\$35,000	\$35,000
Minnesota Council of Churches		\$4,000	\$4,000	\$4,000
Lutheran Advocacy-Minnesota		\$2,000	\$2,000	\$2,000
Region 3		\$15,800	\$17,300	\$17,300
<b>Total Ministry Partners</b>		<b>\$56,800</b>	<b>\$58,300</b>	<b>\$58,300</b>

# 2016-2017 BUDGET

	2016 Adopted	2016 Actual	2017 Adopted
<b>Office of the Bishop-Operating Office Expenses</b>			
Rent	\$45,000	\$48,935	\$45,000
Maintenance Contracts	\$7,000	\$11,473	\$7,000
Postage	\$9,000	\$4,760	\$6,000
Office Supplies	\$15,000	\$14,515	\$12,000
Audit & Legal Service	\$7,200	\$0	\$12,000
Accounting Services		\$9,044	\$7,320
Telephone	\$6,000	\$7,786	\$8,000
Insurance	\$11,000	\$6,500.70	\$9,400
Contingency	\$1,750	\$0	\$1,750
Bank Fees	\$700	\$446	\$700
Credit Card Processing	\$600	\$3,511	\$3,000
Office Equipment	\$9,500	\$9,626	\$9,500
Misc. Expense		\$1,454	
Communication	\$13,000	\$9,150	\$11,500
<b>Total Office of the Bishop-Operating Expenses</b>	<b>\$125,750</b>	<b>\$127,200</b>	<b>\$133,170</b>
<b>Synod Council Mission Table</b>			
Executive Committee	\$1,000	\$539	\$1,000
Congregational Renewal Table	\$4,000	\$334	\$1,000
Global Mission Table	\$10,000	\$10,116	\$14,000
New Ministries Table	\$1,250	\$1,250	\$1,250
Mission Support Table	\$2,000	\$1,742	\$1,100
Synod Council Meeting Expense	\$4,000	\$4,604	\$5,200
<b>Total Synod Council Mission Table</b>	<b>\$22,250</b>	<b>\$18,584</b>	<b>\$23,550</b>
<b>Constitutional Committees</b>			
Candidacy Committee	\$8,500	\$6,613	\$8,500
<b>Total Constitutional Committees</b>	<b>\$8,500</b>	<b>\$6,613</b>	<b>\$8,500</b>
<b>Committees, Office of the Bishop</b>			
World Hunger Task Force	\$100	\$0	\$100
Theological Conference	\$21,000	\$23,414	\$23,300
Theo Conference Offering Designated Expense			\$1,000
Sabbatical Committee	\$50	\$18	\$50
Conference of Deans	\$750	\$27	\$400
CYF Ministry Programs	\$4,000	\$1,746	\$6,000
Support to Rostered Leaders	\$5,000	\$19,637	\$5,000
Endowment Committee	\$225	\$65	\$150
Compensation Guidelines Committee	\$200	\$0	\$100
<b>Total Committees-Office of the Bishop</b>	<b>\$31,325</b>	<b>\$44,906</b>	<b>\$36,100</b>
<b>Synod Assembly</b>			
Synod Assembly Expense	\$82,000	\$79,709	\$80,000
Synod Assembly Offering Designated Expense		\$9,932	\$8,000
<b>Total Synod Assembly</b>	<b>\$82,000</b>	<b>\$89,640</b>	<b>\$88,000</b>
<b>New Budgeted Items</b>			
Staff Retreat			\$3,000
Leadership Retreat			\$9,000
Diversity Team			\$400
<b>TOTAL EXPENSES</b>	<b>\$1,908,601</b>	<b>\$1,896,226</b>	<b>\$1,945,936</b>
Surplus	\$865	\$31,843	\$405

# 2018 PROPOSED BUDGET

<b>Budget Report</b>		
<b>REVENUE</b>		
	<u>2017 Adopted</u>	<u>2018 Proposed</u>
<b>Mission Support</b>	\$1,679,000	\$ 1,560,000
<b>Offering</b>	\$9,000	\$ -
<b>Program Fees</b>	\$117,050	\$ 135,450
<b>Leading Together</b>		\$ 275,000
<b>Other Revenue</b>	\$141,291	\$ 165,196
<b>TOTAL REVENUE:</b>	<b>\$1,946,341</b>	<b>\$ 2,135,646</b>
<b>EXPENSES</b>		
	<u>2017 Proposed</u>	<u>2018 Proposed</u>
<b>Developing Leaders</b>		
ELCA Mission Support	\$ 120,888	\$ 112,320
Personnel	\$241,019	\$ 250,290
Lutheran Campus Ministry	\$35,000	\$ 50,000
Luther Seminary	\$0	\$ 20,000
Leading Together Special Initiatives	\$0	\$ 37,290
Rostered Leader Support	\$66,250	\$ 83,130
Cong Leader Support	\$40,300	\$ 46,500
<b>Total Developing Leaders</b>	<b>\$503,457</b>	<b>\$ 599,530</b>
<b>Equipping Congregations</b>		
ELCA Mission Support	\$265,954	\$ 247,104
Personnel	\$244,139	\$ 253,530
Lutheran Advocacy-Minnesota	\$2,000	\$ 2,000
Minnesota Council of Churches	\$4,000	\$ 4,000

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	Leading Together Special Initiatives		\$ 66,000
	Teams/Tables	\$3,250	\$ 11,600
	Support Events	\$47,800	\$ 51,000
	<b>Total Equipping Congregations</b>	\$ 567,142	\$ 635,234
		<b><u>2017</u></b>	<b><u>2018</u></b>
		<b>Proposed</b>	<b>Proposed</b>
	<b>Accompanying Global Partners</b>		
	ELCA Mission Support	\$145,066	\$ 134,784
	Personnel	\$27,300	\$ 28,350
	Global Mission Table	\$10,000	\$ 10,000
	Tanzania Education (Mwangaza)	\$3,000	\$ 3,000
	Young Adults in Global Mission	\$1,000	\$ 1,000
	Leading Together Special Initiatives		\$ 50,000
	<b>Total Accompanying Global Partners</b>	<b>\$186,365</b>	\$ 227,134
	<b>Infrastructure</b>		
	ELCA Mission Support	\$274,013	\$ 254,592
	Personnel	\$267,539	\$ 277,830
	Operating Expenses	\$131,670	\$ 134,800
	<b>Governance</b>	\$6,750	\$ 6,100
	<b>Total Infrastructure</b>	<b>\$679,971</b>	<b>\$673,322</b>
<b>Offering</b>	Offering Expenses	\$9,000	\$ -
	<b>TOTAL EXPENSES:</b>	<b>\$1,945,936</b>	<b>\$2,135,220</b>
	<b>Surplus</b>	\$405	\$426