



# 2021 Proposed Budget | **Fill These Cities:** **25 x '25**

December 13, 2020

*SPREADING A PASSION FOR THE SUPREMACY OF GOD IN ALL THINGS FOR THE JOY OF ALL PEOPLES  
THROUGH JESUS CHRIST.*



# 2021 Budget | Motion

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**Motion:** The Council of Elders recommended at their 11/3/2020 meeting a 2021 “Fill These Cities: 25 x ’25” operating budget of **\$10,200,000** for the congregation to approve at the Winter Quarterly Strategy meeting on January 31, 2021.

**Note:**

- This is a \$200K reduction (1.9%) from our 2020 congregationally-approved budget of \$10.4M (approved at 1/26/2020 QSM).

# Budget | “Fill These Cities: 25x’25” Recap



**December 2016** launched a 10-year ministry initiative to “accelerate Bethlehem’s next decade of spreading”. It included funding for our regular operating budget and building a 24/7 South Campus facility.

**Fill These Cities: 25 x ’25** integrates **Bethlehem’s** four main ministry components into one operating budget:

- strengthening our “up, in, and out” core ministries
- building a 24/7 South Campus (and now, paying for that campus)
- planting 25 churches
- engaging 25 unreached, unengaged people groups (UUPGs)



# 2020 Budget | Review Context

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**2020 Budget: \$10.4M**

**Program portion of budget: \$5.3M, which includes ...**

- **Upreach:** Worship, Vision & Preaching, and Media
- **Inreach:** Family Discipleship and Adult Discipleship
- **Outreach:** Leadership Development, Neighborhood Outreach, Outreach Support, Church Planting, Ministry Mobilization, and Global Outreach
- **Support:** G&A (Finance, HR, Office, Giving, etc.), Communications, IT, and Properties (which included \$780K in mortgage payments)

**Staffing portion of budget: \$5.1M, which includes ...**

- **Payroll**
- **Benefits**

# 2021 Operating Budget | Process



## Fall 2020

- 2021 operating budget outline reviewed with pastoral staff lead team and Financial & Property Administrators (FPA's) early fall
- Reviewed initial proposal and budget range with all elders 10/6
- FPA's reviewed and voted to recommend target range to elders 10/15
- Lead team reviewed and approved on 10/27, and organizational elders reviewed and voted to recommend to congregation on 11/3

## December 2020:

- Presented to congregation at 12/13 Annual Meeting (tonight)

## January 2021:

- Elders will review 2021 budget, based on 2020 year-end giving
- Congregational vote on 2021 budget at Winter QSM on 1/31/21



# 2021 Budget | Overview

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**\$10.2M operating budget:** Reviewed each segment of budget for potential cost savings to reduce by \$200K

**Program portion of 2021 budget: \$5.1M, which includes ...**

- **Upreach:** Modest increases, which includes funds for **150<sup>th</sup>** in 2021
- **Inreach:** Very modest increases
- **Outreach:** Two main adjustments: Leadership Devel. and STMM
- **Support:** More bank fees, fewer events, 7.5% mortgage payments

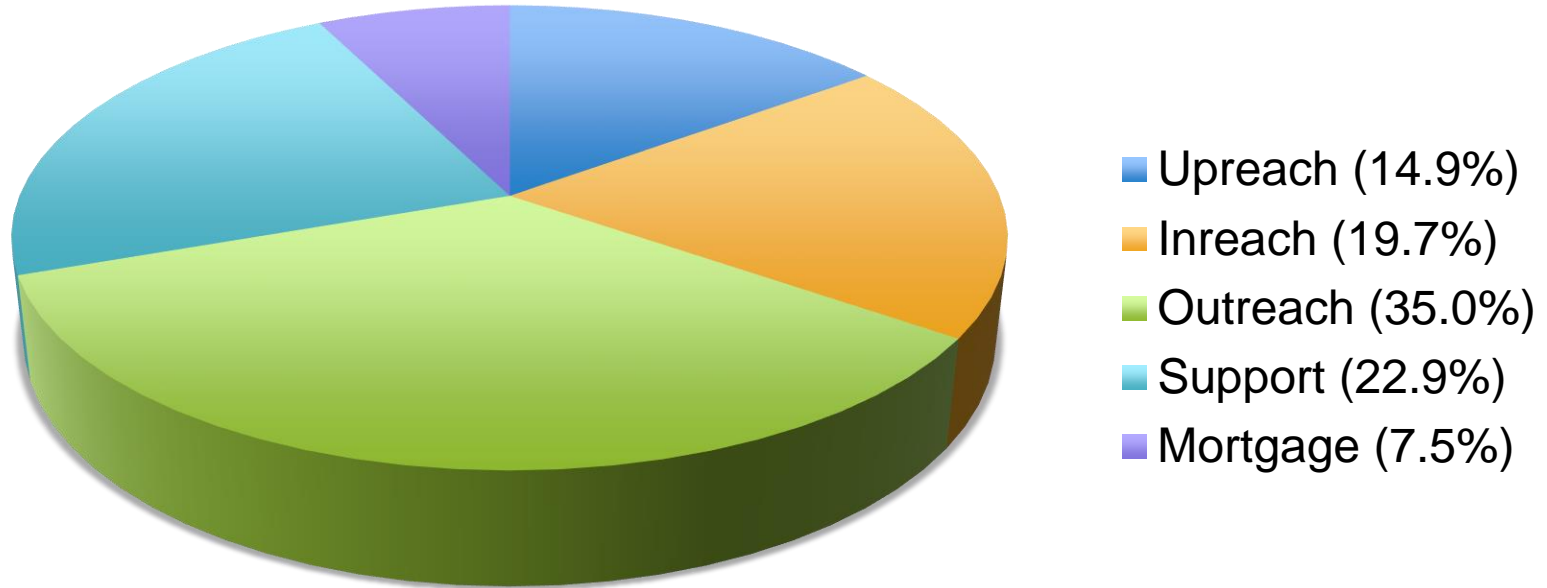
**Staffing / payroll portion of budget: \$5.1M**

- **Payroll:** Basically flat (0.5% increase)
- **Benefits:** 15% increase in health insurance costs after four flat years

# 2021 Budget | Proportional Breakout



## Budgeted Funding By Ministry Area



# 2021 Budget | Handout Details



## Bethlehem Baptist Church - Proposed 2021 "Fill These Cities: 25 x '25" Operating Budget

12/13/2020

	2020		2021		2020 vs. 2021	
	Budget Amount	% of Budget	Budget Amount	% of Budget	\$ Change	% Change
<b>Upreach</b>						
Worship	397,641	3.8%	413,797	4.1%	16,156	4.1%
Vision & Preaching	676,763	6.5%	691,377	6.8%	14,614	2.2%
Media	384,867	3.7%	418,499	4.1%	33,632	8.7%
Net Upreach	<b>1,459,271</b>	<b>14.0%</b>	<b>1,523,673</b>	<b>14.9%</b>	<b>64,402</b>	<b>4.4%</b>
<b>Inreach</b>						
Family Discipleship	1,144,639	11.0%	1,161,220	11.4%	16,581	1.4%
Adult Discipleship	834,213	8.0%	849,769	8.3%	15,556	1.9%
Net Inreach	<b>1,978,852</b>	<b>19.0%</b>	<b>2,010,989</b>	<b>19.7%</b>	<b>32,137</b>	<b>1.6%</b>
<b>Outreach</b>						
Leadership Development	490,803	4.7%	393,976	3.9%	-96,827	-19.7%
Neighborhood Outreach	329,481	3.2%	340,347	3.3%	10,866	3.3%
Outreach Support	454,650	4.4%	424,626	4.2%	-30,024	-6.6%
Church Planting	381,211	3.7%	390,266	3.8%	9,055	2.4%
Ministry Mobilization	185,404	1.8%	39,165	0.4%	-146,239	-78.9%
Global Outreach	1,972,404	19.0%	1,977,030	19.4%	4,626	0.2%
Net Outreach	<b>3,813,953</b>	<b>36.7%</b>	<b>3,565,410</b>	<b>35.0%</b>	<b>-248,543</b>	<b>-6.5%</b>
<b>Support</b>						
General & Administrative	680,163	6.5%	711,629	7.0%	31,466	4.6%
Communications	256,587	2.5%	252,266	2.5%	-4,321	-1.7%
Information Technology	265,982	2.6%	295,207	2.9%	29,225	11.0%
Property (excluding Mortgages)	1,165,192	11.2%	1,075,826	10.5%	-89,366	-7.7%
- Mortgages	780,000	7.5%	765,000	7.5%	-15,000	-1.9%
Net Support	<b>3,147,924</b>	<b>30.3%</b>	<b>3,099,928</b>	<b>30.4%</b>	<b>-47,996</b>	<b>-1.5%</b>
<b>Net Expenditures</b>	<b>10,400,000</b>	<b>100.0%</b>	<b>10,200,000</b>	<b>100.0%</b>	<b>-200,000</b>	<b>-1.9%</b>
<b>Replenish reserves</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	
<b>Fill These Cities: 25 x '25 Giving</b>	<b>10,400,000</b>	<b>100.0%</b>	<b>10,200,000</b>	<b>100.0%</b>	<b>-200,000</b>	<b>100.0%</b>





# 2021 Budget | Handout Notes

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## Notes:

1. **Proposed** 2021 "Fill These Cities: 25 x '25" budget of \$10.2M represents 1.9% decrease compared to 2020 budget of \$10.4M.
2. **Program/pass-through** portion of the 2021 budget is ~\$5.1M (50%); the staffing/payroll portion of the budget is ~\$5.1M (50%).
3. **Media** and **IT** budgets include modest increases to help cover additional costs associated with our response to Covid-19: technology for livestreaming worship services from all campuses, Zoom meeting licenses, Bethlehem App development, etc.
4. **Leadership Development** budget is primarily associated with "gifts-in-kind" to Bethlehem College & Seminary, and is adjusted in part due to Pastor Tom Steller's transition to serve as a TLI Global Partner.

# 2021 Budget | Handout Notes, continued



## Notes:

5. **Outreach Support** budget is slightly reduced because of an approximate \$20K reduction in direct support to Campus Outreach, in anticipation of about \$300K of our PPP funding being allocated toward various Campus Outreach staff accounts.
6. **Ministry Mobilization** budget reflects a moratorium on trips the first half of 2021 due to Covid-19, as well as Pastor Brad Nelson's transition to serve as Pastor for Global Outreach (which the congregation affirmed at our October QSM).
7. **Global Outreach** budget includes Global Diaconate funding (\$95K), as well as adjustments for both new and retiring Global Partners.

# 2021 Budget | Handout Notes, continued



## Notes:

8. **General & Admin** budget includes funding for bank and credit card fees associated with contributions (\$125K - a \$40K increase due to more online giving), funding for Human Resources, Accounting/Finances, and Office functions at each campus.
9. **Properties** budget includes funding for utilities, general maintenance and repairs of buildings and vehicles, Kitchen ministry, the Downtown 4-plex, and undeveloped property (DT warehouse). It also includes \$75K to replenish building reserves depleted by the 2019 Downtown HVAC and Commons roof replacement projects.

# 2021 Budget | Handout Notes, continued

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## Notes:

10. "**Mortgages**" includes mortgage payments associated with both our North Campus (~\$1.4M debt) and South Campus (~\$6.7M debt).

11. Per congregational action at 4/2/2017 special meeting that approved South Campus build and fund motions, a minimum of **7.5%** of the operating budget is applied toward debt service associated with mortgages on our campus facilities, until the mortgages are paid off.

# 2021 Budget | Does NOT Include ...

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## Other Bethlehem “designated” funds |

- Helping Hand
- Majority of Campus Outreach funding (individual support raising)
- Majority of (Short Term) Ministry Mobilization funding for trips
- Majority of contributions to two main Bethlehem ministry “subsidiaries”: Bethlehem College & Seminary, and City Joy (formerly Bethlehem Ministry Initiatives): they have their own budgets
- Designated contributions to pay down current mortgages: select “All Church” gift fund, and then “Mortgage Debt Reduction” sub fund.

# 2021 Budget | RECAP

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# Proposed 2021 Operating Budget

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Questions?