



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

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

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

\$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 **150th** in 2021
- **Inreach:** Very modest increases
- **Outreach:** Two main adjustments: Leadership Devel. and STMM
- **Support:** More bank fees, fewer events, 7.5% mortgage payments

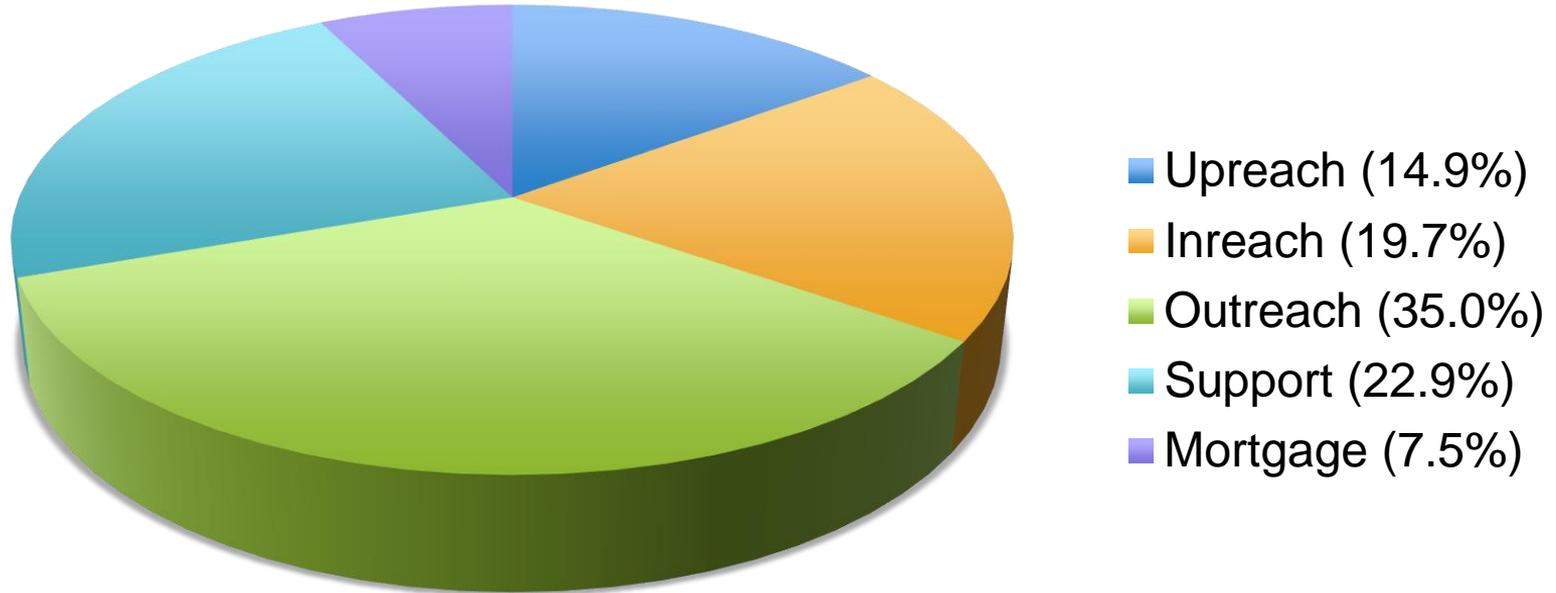
Staffing / payroll portion of budget: \$5.1M

- **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
Upreach						
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	1,459,271	14.0%	1,523,673	14.9%	64,402	4.4%
Inreach						
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	1,978,852	19.0%	2,010,989	19.7%	32,137	1.6%
Outreach						
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	3,813,953	36.7%	3,565,410	35.0%	-248,543	-6.5%
Support						
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	3,147,924	30.3%	3,099,928	30.4%	-47,996	-1.5%
Net Expenditures	10,400,000	100.0%	10,200,000	100.0%	-200,000	-1.9%
Replenish reserves	0	0.0%	0	0.0%	0	
Fill These Cities: 25 x '25 Giving	10,400,000	100.0%	10,200,000	100.0%	-200,000	100.0%



2021 Budget | Handout Notes

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



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 ...



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



Questions?