



ALL  
SAINTS  
CHURCH

*Sharing Christ's Love*

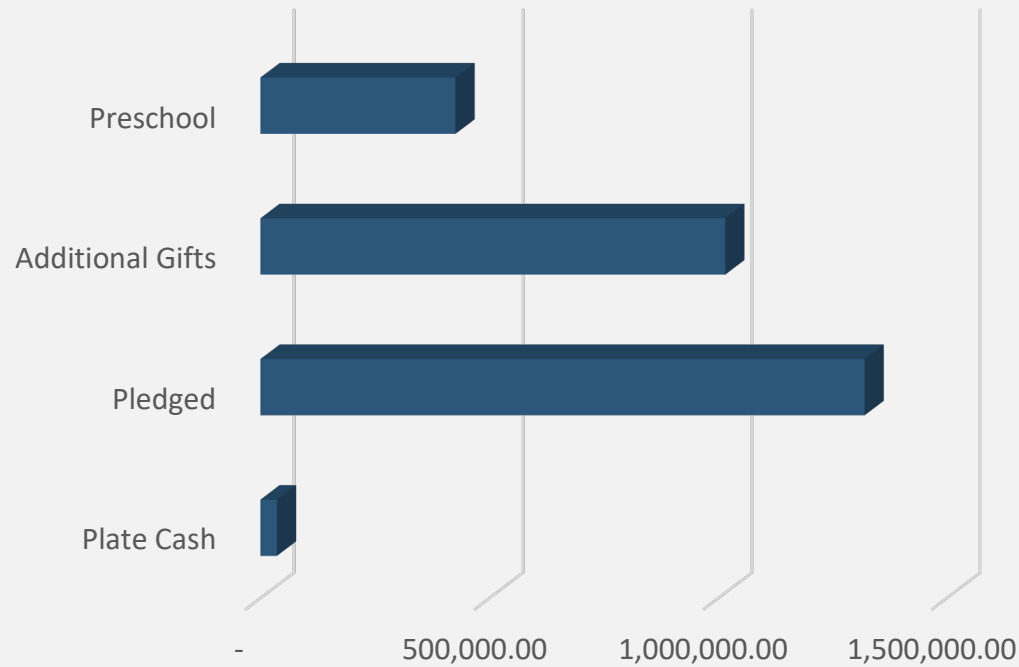
3 Chevy Chase Circle  
Chevy Chase, MD 20815



# FY 2020 PROPOSED BUDGET

OPERATING AND PROGRAM BUDGET\*

## Main Sources of Revenue



\$2.89M

Most Likely

\$3.2M

High Estimate

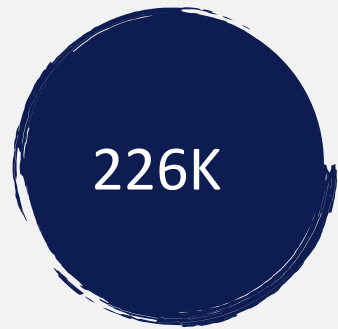
\$2.58M

Low Estimate



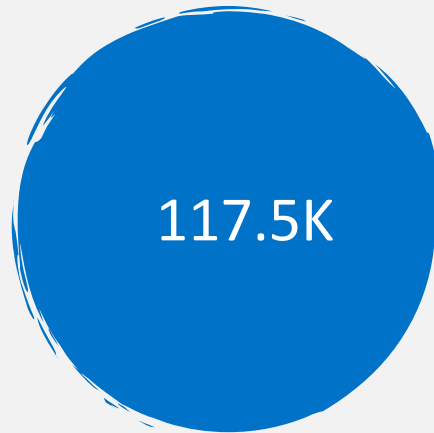
# Revenue Sources

- Based on 3 and 5-Year Historical Averages
- There is approximately a +/- 2 Standard Deviation to giving over 5 years
- We are a consistent church in giving



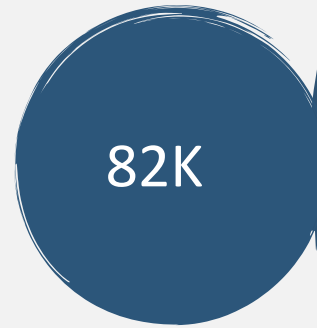
### Salary

Kingdom Offsets  
salaries for Associate  
Rector and Youth  
Minister



### OM&R

Proposed building  
and Grounds Projects  
to be funded out of  
Kingdom



### Events

Proposed events  
including youth and  
mission trips, Parish  
Retreat and VBS are  
reimbursed by  
attendees

# Additional Sources of Funding

- Kingdom Campaign Funds are used to supplement salary and OMR expense
- Program Events are 95% reimbursable

# Overview of Requested Funding

Despite several iterations and ask(s) to cut- we are still at an approximate \$118-150K budget overrun.

**2.36M**

Fixed Cost

**425k**

Program Ask  
(not including Strategic  
Plan Items)

**128k**

Strategic Plan Ask

**119k**

BUDGET DEFICIT

# Shared Priorities

Shared Priorities are the Church’s fixed cost- these are the items that MUST be paid prior to any funds being available to individual programs For Year 2020 They are estimated to total \$2.36 Million Dollars

## Overhead

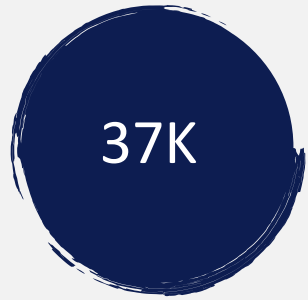
Total Salaries, Benefits, Tax and Temp Worker Expense*	1,886,148
Operation Overhead	93,525
Diocesan Giving Expense*	113,725

- \*New Staffing Request (not included in Funding Request totaling 400K
- Communications - Liturgical Communications Specialist
- Development Coordinator
- Welcome Desk Support for Sunday Mornings
- Preschool New Receptionist and Greeter
- 3% Salary Increase for Teachers
- Worship Leader for Family Table Service

## Utilities and Rectories

Utilities	120,252
Property Expense	238,466
OMR Recurring Expense	25,000

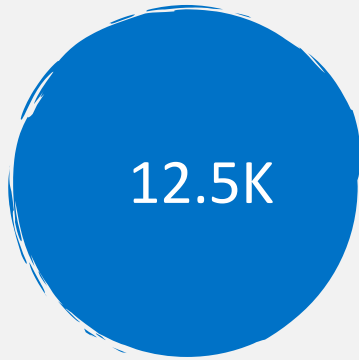
- Property Expense include items such as:
- Mtg.Interest Expense-Oliver
- Pest Control Expense- Church
- Grounds & Lawn Expense Church
- Snow and Ice Removal
- Pest Control Expense- Culver



37K

Fixed Expense

New Staff request to  
fulfil various SP  
Initiatives



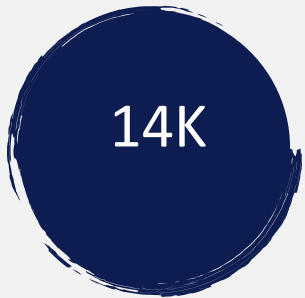
12.5K

Communications



\$1,000

Volunteer  
Ministry



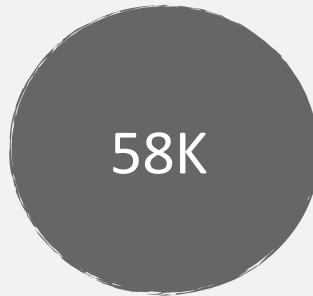
14K

Youth Ministry



10.5K

Christian  
Formation



58K

Mission and  
Outreach



# Strategic Plan Ask

\$128,306 is requested to fund  
Strategic Planning Initiatives





18.6K

### Operations

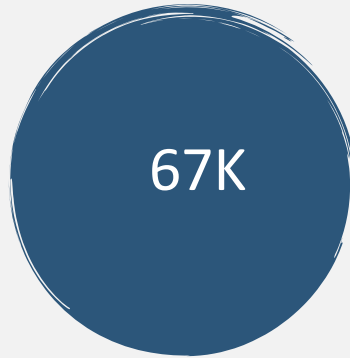
Includes operational overhead, communications, IT, Finance and Human Resources



323K\*

### Building and Ground

Approximately \$237,500 is anticipated to an offset via Kingdom and Donations



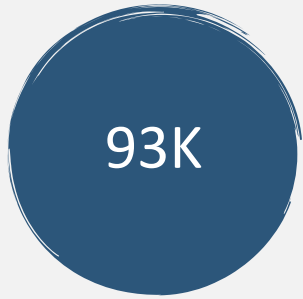
67K

### Safety and Security



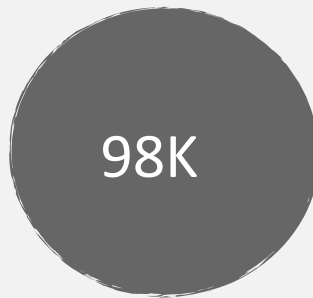
82.5K

### Preschool



93K

### Gather



98K

### Grow



5K

### Go

# Program Ask

\$448,763 is requested to fund the programs of the church this amount is LESS any anticipated offsets and does not include Strategic Plan initiatives



# Program Budget Request

Highlights of major funding request from individual programs for year 2020.



# Administration

Major funding request for Administration

## Operational

- The majority of Operational Expenses are fixed expenses that include postage and mailing, copier cost, coffee service, office supplies etc.
- In addition to the fixed cost operations is asking for:
  - Funding for Staff Retreats
  - Continuing Education Expense
  - Gift Expense for priest used to purchase gifts for parishoners throughout the year



## Communications and IT

- Communications is asking for funding for:
  - Brochures for program ministries
  - Mailings and specialty advertising
  - New Sinage for the outside of the church area
  - Funding for continuing education / graphic design courses
- IT ask for funding that is preventative / emergency related including funds set aside for equipment for new employees or in case of breakage or malfunction



## Human Resources

- Human Resources is asking for funding for:
  - Background Checks related to Staff
  - Staff Parties and staff incentivives throughout the year
  - Training and General Staff education on HR topics such as harassment in the workplace

# Preschool Funding Request

- Preschool like administrative overhead is fairly fixed expenses including funds for:
  - Curriculum
  - Enrichment
  - Software
  - Licensing, Continuing Ed, and Background Checks
- Additional Request include funding for
  - Fundraisers such as fall festival and Auction, Food and Hospitality and Gifts for parent Helpers

# Gather

Major funding request for Gather Programing

## Guilds, Nave Worship and Special Worship

- Continued funding for Altar and Flower Guild supplies
- Choir Salary
- Choir special programing 2 times a year including receptions afterwards
- Specialty Musicians for Easter, Christmas and other Special Services
- Special Services- None are on the schedule but a misc. fund has been asked for



## Family Table Worship

- Music Stipends for weekly musicians that perform during the service
- Speaker Stipends to bring in special speakers during the year
- Equipment funding to acquire technical equipment solely for the use of the Family Table Service



## Volunteer Ministry

- Supply expense to provide training and booklets for Volunteers
- This a strategic planning Initiative and feel certain that more budget request will be forthcoming

## Sunday Brunch

- Continued Funding for Weekly Sunday Brunch
- Helper for Glen
- Additional Cleaning

# Gather

## Program Funding Request

### Family Ministry

- Parish Retreat- while this will not happen until 2021 Deposits and Expenses will be incurred in 2020
- Dominican Republic Mission Trip
- Speaker and Stipends to bring in Guest Speakers
- Aid and Mission Expense for DR Missions

### Youth Ministry

- Youth Programing and Excursions
- Pittsburgh Project Mission Trip
- Conference and Education expense to further professional growth

### Children's Ministry

- VBS
- Curriculum Expense
- Nursery Worker Salaries
- Conference Expense

### Men's Ministry

- Quarterly Funding for Men's Outreach projects
- Speaker Stipends to bring in guest speaks through the year
- Pancake Supper Event

### Women's Ministry

- Curriculum Expense for Ladies Book Club, Lent Study etc...
- Speaker and Stipend expense
- Funding for a Women's retreat
- Gift Expense

### Christian Formation

- Curriculum Expense for Christian Education
- Funding for 2 retreats- one during Lent and another around Advent
- Speaker Stipends to bring in speakers throughout year
- Food and Hospitality expense to provide lite meals for Bible Studies

# GO

Major funding request for GO Programing

## Outreach and Missions

- Continued Support for Global Mission Partners
- Addition of New IGM Partnership
- Enhance Local Outreach Programs
- New Local Partnerships
- Dedicated Technology including tablets, monitors and kiosk
- Continuation of Blessing Bags
- Speak Stipends



## Pastoral Care

- Curriculum expense to train Volunteers
- Supply Expense to accompany training materials
- Travel Expense to cover parking, tolls etc.
- Gift Expense



## Hospitality Ministry

- Food and Hospitality Expense
- Supply expense for nametags and maintenance of their upkeep



# Suggested Cuts and Effect

Cutting the budget without reduction of Staff or re-negotiating some of our fixed contracts such as cleaning and grounds expense

## Program and Operating Cuts

- \$48,000- From Security and Safety- Including Building and grounds eliminating all proposed B&G items with the exception of the \$15,000 sump pump and the two medium priority items
- \$37,000 From Building And Grounds that include “non-essential repairs
- \$2,500 Staff Training
- 3,000 Nursery Expense
- 11,425 Diocesan Giving Expense



## Strategic Plan Cuts

- \$2,000 Adult Volunteer Leader Training / Retreat
- \$5,000 Summer Intern Program
- \$2,500 Mission Trip Deposits
- \$10,000 Reduction of Mission Aid Partnerships/ rework to fund through special fundraising



## Effect on Budget

- \$119,805 in suggested cuts
- Would cover the shortfall and allow to fund MOST of the strategic Mission with the exception of new staff and the items cut
- A \$30K budget overrun if new staff ask were funded

Anticipated Rev Jan	148,635.37	
Anticipated Rev Feb	324,742.91	
Anticipated Rev March	284,405.22	
Total Anticipated Q1 Revenue:	757,783.50	
Fixed Expense		593,848.00
B&G		46,525.00
Security and Safety		16,711.25
Preschool		27,806.33
Gather		22,886.50
Grow		32,476.58
Go		16,899.00
Total		764,767.67
Over/Under Budget		(6,984.17)

# Quarter 1 Funding

Alternatively Vestry can revisit in January pass a Q1 budget which is estimated to be an approximate 7K deficit which would be covered by roll over revenue from December 2019