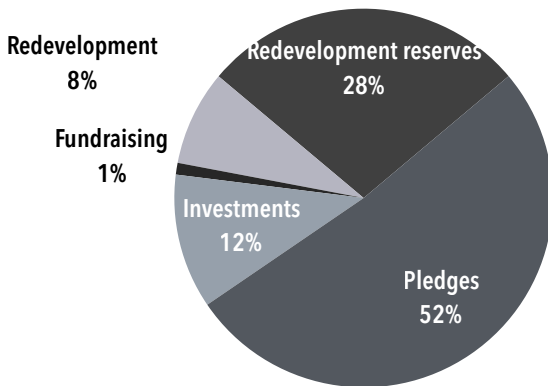


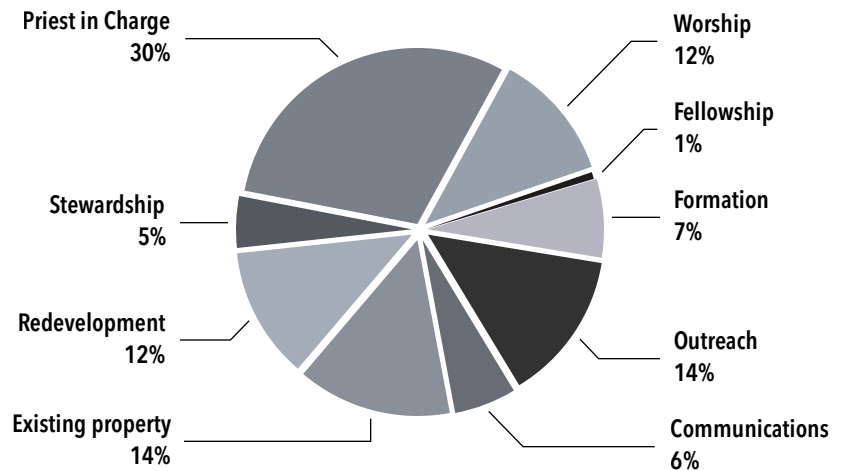
St. James's 2019 Budget

Approved by Vestry — January 15, 2019

Income Sources



Expense Priorities



Original funding goals

The budget that was passed by our Vestry assumes \$250,000 of pledge income. Our stewardship campaign's original goal was \$270,000 in pledge commitments. If we accomplish that original goal, we could add funding for several additional priorities:

- Increase Family Minister to 20 hours/week (half time) with benefits
- Increase Anti-Oppression funding to 1% of congregational giving (\$2,780)
- Increase evangelism line to \$1000
- Implement all identified sound system improvements in 2019, instead of phasing these projects over the next 2-3 years
- Immediately fund fellowship events with our neighborhood at \$500

Actual changes from 2018

Outreach	<p>Our general budget's Food Pantry contribution is reduced to 2% of congregational giving (previously 4.5%), removing staff funding as we commit to our current volunteer-led model on a permanent basis.</p> <p>0.5% of congregational giving supports our participation in the Cambridge Interfaith Sanctuary Coalition. (This is equivalent to a Missions grant, but allocated separately.)</p>
Family Ministry staff	<p>Associate for Family Ministry is a lay minister who works 15 hours per week (37.5% of full time), without retirement or medical benefits.</p> <p>Nursery Caretaker pay rate increased to \$50/service.</p>
Anti-oppression work	<p>Increase funding to \$2000/year (was \$500).</p>
Liturgy and music	<p>Reduce Pat's health insurance benefits to 50% of premiums, adding half our savings to his salary.</p> <p>Merge the music and liturgy line items, adding \$200 to align with actual expenses.</p>
Fellowship	<p>Reduce hospitality budget to \$2,000. (This is still far above actual 2018 hospitality expenses.)</p> <p>Introduce \$250 line item for fellowship event(s) with our neighbors, doubling when we move into the new parish hall.</p> <p>Add \$300 to support 20s and 30s activities.</p>
Communications	<p>Trim \$1450 annually: end Rector cell phone, renegotiate Internet, slightly reduce office supplies.</p> <p>Add \$400 to improve the sanctuary's sound system.</p> <p>Add \$500 for outward communications (evangelism).</p>
Other staff changes	<p>Increase sabbatical fund contribution to align with actual sabbatical expenses (\$2500/\$3500).</p> <p>More funding to advertise open positions (\$50/\$250).</p>
Redevelopment	<p>Various one-time expenses, such as construction oversight.</p>

All Activities	2016 Actual	2017 Actual	2018 Budget*	2019 Budget	2020 Preview
General Fund					
Income					
Pledges and Offerings					
Pledges and Regular Giving	\$226,218	\$261,486	\$254,000	\$250,000	\$250,000
Open Plate Offering	\$9,564	\$7,811	\$6,689	\$7,000	\$7,000
Special Offerings	\$1,230	\$5,353	\$1,183	\$1,000	\$1,000
TOTAL Pledges and Offerings	\$237,013	\$274,650	\$261,872	\$258,000	\$258,000
Investments					
DIT Disbursements	\$49,585	\$51,254	\$46,000	\$52,500	\$52,500
Chiu Endowment	\$50	\$46	\$51	\$55	\$60
Bank Account Interest	\$147	\$524	\$1,000	\$2,500	\$1,000
Other			\$0	\$2,500	\$500
TOTAL Investments	\$49,782	\$51,823	\$47,051	\$57,555	\$57,555
Property					
Rents					
Recurring Rentals			\$0	\$0	\$100,000
Parking	\$19,735	\$7,355	\$800	\$0	\$0
Occasional Rentals	\$400	\$250	\$0	\$0	\$1,000
TOTAL Rents	\$20,135	\$7,605	\$800	\$0	\$101,000
Redevelopment					
Supplemental Support from Oaktree	\$120,000	\$120,000	\$95,000	\$0	\$0
15th Amendment Payments (1/3 for operations)		\$0	\$16,667	\$16,667	\$16,667
Growth Employee Contribution			\$0	\$24,000	\$0
TOTAL Redevelopment	\$120,000	\$120,000	\$95,000	\$40,667	\$16,667
TOTAL Property	\$140,135	\$127,605	\$95,800	\$40,667	\$117,667
Fundraising					
St Nicholas Festival	\$5,002	\$6,643	\$4,250	\$5,000	\$5,000
Other	\$430		\$0	\$0	\$0
TOTAL Fundraising	\$5,472	\$6,643	\$4,250	\$5,000	\$5,000
Programs					
Other					
TOTAL Programs (earmarked gifts)	\$22,900	\$1,448	\$0	\$0	\$0
TOTAL Income	\$455,301	\$462,169	\$425,639	\$361,222	\$434,727

* 2018 budget numbers include unbudgeted adjustments to account for change in redevelopment start date

All Activities	2016 Actual	2017 Actual	2018 Budget*	2019 Budget	2020 Preview
Expense					
Stewardship					
Vestry	\$2,502	\$2,014	\$2,250	\$2,100	\$2,150
Finance Ministry	\$3,623	\$3,510	\$4,650	\$4,400	\$4,400
Employer Expenses	\$11,233	\$10,125	\$15,695	\$16,399	\$16,643
TOTAL Stewardship	\$17,358	\$15,649	\$22,595	\$22,899	\$23,193
Rector	\$129,388	\$140,788	\$142,515	\$149,658	\$154,453
Worship					
Music Director	\$49,878	\$51,506	\$53,800	\$52,506	\$54,282
Supply Priests	\$738	\$850	\$1,000	\$1,000	\$1,000
Music and Choir	\$3,603	\$4,006	\$4,000	\$5,200	\$5,200
Liturgy	\$1,041	\$536	\$1,000	\$0	\$0
TOTAL Worship	\$55,260	\$56,898	\$59,800	\$58,706	\$60,482
Fellowship					
Hospitality	\$1,120	\$844	\$2,750	\$2,000	\$2,000
Welcomers	\$161	\$120	\$150	\$150	\$200
20s and 30s Ministries				\$300	\$300
Neighborhood Events				\$250	\$500
St. James's Day				\$500	\$500
Other	\$593		\$300		
TOTAL Fellowship	\$1,874	\$965	\$3,200	\$3,200	\$3,500
Formation					
Family Minister - Assistant/Associate Rector	\$32,241	\$7,568	\$3,065	\$24,700	\$25,168
Nursery Caretaker	\$1,860	\$1,752	\$855	\$2,750	\$2,750
Church School	\$1,117	\$1,444	\$1,500	\$1,500	\$1,500
Youth Ministries	\$0	\$400	\$500	\$500	\$500
Adult Education	\$679	\$325	\$1,000	\$1,000	\$1,000
Postulant Scholarships	\$4,716	\$4,448	\$3,690	\$3,612	\$4,347
Anti-Oppression Ministries	\$17,525	\$1,362	\$500	\$2,000	\$2,000
Other	\$16	\$20			
TOTAL Formation	\$58,153	\$17,319	\$22,575	\$36,062	\$37,265

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All Activities	2016 Actual	2017 Actual	2018 Budget*	2019 Budget	2020 Preview
Property					
Sexton	\$13,957	\$13,627	\$14,297	\$14,725	\$15,167
Routine Maintenance					
Cleaning	\$2,900	\$2,900	\$2,900	\$2,900	\$5,800
Fire Extinguishers	\$109	\$112	\$250	\$250	\$250
Garden	\$1,148	\$1,066	\$0	\$0	\$3,000
Boiler		\$1,385	\$2,000	\$2,000	\$2,000
Supplies	\$1,969	\$1,401	\$2,000	\$2,000	\$2,000
Security	\$96	\$303	\$300	\$300	\$500
Snow Removal	-\$500		\$0	\$0	\$2,500
Condo Fees, Property Management				\$0	\$30,000
Other	\$709	\$0	\$250	\$250	\$250
TOTAL Routine Maintenance	\$6,431	\$7,167	\$7,700	\$7,700	\$46,300
Insurance (Property and Liability)	\$18,588	\$26,999	\$24,000	\$24,500	\$30,000
Major Repairs	\$17,442		\$10,000	\$10,000	\$15,000
Utilities	\$12,058	\$13,004	\$13,375	\$14,000	\$25,200
Capital Projects from General Fund					
Redevelopment					
Owner's Project Manager			\$7,143	\$42,857	\$0
Legal Representation	\$28,562	\$20,402	\$18,000	\$6,000	\$0
Office Rental	\$9,875	\$12,025	\$11,500	\$11,500	\$0
Other		\$50			
TOTAL Redevelopment	\$38,437	\$32,477	\$65,643	\$60,357	\$0
TOTAL Capital Projects from General Fund	\$38,437	\$32,477	\$65,643	\$60,357	\$0
TOTAL Property	\$106,914	\$106,274	\$133,014	\$131,283	\$131,667
Bank Charges	\$1,220	\$956	\$1,000	\$750	\$750
TOTAL Expense	\$470,122	\$452,017	\$446,531	\$499,789	\$510,424
NET INCOME - General Fund	-\$14,821	\$10,152	-\$20,892	-\$138,567	-\$75,698
Planned Draw from Redevelopment Reserves (OPM + \$10k/mo)			\$27,143	\$138,857	\$35,000
Remaining General Fund Surplus/Deficit			\$6,251	\$290	-\$40,698
Remaining surplus/deficit as percentage of pledges			2.5%	0.1%	-16.3%

* 2018 budget numbers include unbudgeted adjustments to account for change in redevelopment start date

All Activities	2016 Actual	2017 Actual	2018 Budget*	2019 Budget	2020 Preview
Helping Hands Food Pantry					
Income					
Benefit Concert	\$0				
Support from General Fund	\$14,803	\$12,741	\$12,158	\$5,160	\$5,160
Other	\$9,065	\$8,551	\$4,080	\$4,000	\$4,000
TOTAL Income	\$23,868	\$21,292	\$19,158	\$9,160	\$9,160
Expense					
Pantry Director	\$15,259	\$677			\$0
Life Together Fellow stipend		\$5,250	\$11,500	\$5,500	\$0
Leadership Development Institute training		\$0	\$750	\$4,050	\$0
Food	\$3,873	\$4,369	\$5,211	\$6,000	\$8,000
Office Supplies	\$597	\$390	\$200		
Telecommunications	\$873	\$903	\$950	\$75	\$0
Other	\$3,250	\$2,794	\$1,000	\$1,000	\$1,000
TOTAL Expense	\$28,326	\$14,384	\$22,400	\$16,625	\$9,000
NET INCOME - Helping Hands Food Pantry	-\$4,458	\$6,909	-\$3,242	-\$7,465	\$160
Missions Fund					
Income					
Support from Operations			\$14,860	\$14,190	\$14,190
TOTAL Income			\$14,860	\$14,190	\$14,190
Expense					
Grants to External Ministries			\$13,509	\$12,900	\$12,900
Special Parishioner Ministries			\$1,351	\$1,290	\$1,290
TOTAL Expense			\$14,860	\$14,190	\$14,190
NET INCOME - Missions Fund	\$0	\$0	\$0	\$0	\$0
Altar Guild Funds					
Income					
Bank Interest	\$13	\$11			
Gifts	\$876	\$970			
Investments	\$2,270	\$2,900			
Other	\$95	\$205			

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All Activities	2016 Actual	2017 Actual	2018 Budget*	2019 Budget	2020 Preview
TOTAL Income	\$3,253	\$4,086	\$0	\$0	\$0
Expense					
Bank Charges	\$25	\$25			
Gifts	\$21				
Supplies	\$3,817	\$732			
Flowers	\$3,217	\$2,868			
TOTAL Expense	\$7,081	\$3,626	\$0	\$0	\$0
NET INCOME - Aitar Guild Funds	-\$3,827	\$461	\$0	\$0	\$0
Capital Improvements Fund					
Income					
Growing Together Campaign	\$40	\$20	\$0	\$0	\$75,000
15th Amendment Payments: 1/3 for endowment		\$54,166	\$16,667	\$16,667	\$16,667
15th Amendment Payments: 1/3 for improvements			\$16,667	\$16,667	\$16,667
TOTAL Income	\$87	\$54,263	\$33,333	\$33,333	\$108,333
Expense					
Growing Together Campaign				\$0	\$300,000
Historic Church Improvements	\$46,342	\$850	\$0	\$0	\$0
TOTAL Expense	\$0	\$850	\$0	\$0	\$300,000
NET INCOME - Capital Improvement Fund	\$87	\$53,413	\$33,333	\$33,333	-\$191,667
Sabbatical Fund					
Income					
Support from Operations			\$2,500	\$3,500	\$3,500
TOTAL Income			\$2,500	\$3,500	\$3,500
Expense					
Rector			\$34,679	\$0	\$0
Associate for Family Ministry			\$0	\$0	\$0
Music Director			\$0	\$9,800	\$0
TOTAL Expense			\$34,679	\$9,800	\$0
NET INCOME - Sabbatical Fund			-\$32,179	-\$6,300	\$3,500
NET INCOME - All Activities	-\$23,109	\$169,397	-\$120,778	-\$118,999	-\$263,704

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