



 **Donuts to Dollars**  
**Session 2**

**April 11, 2010**

Bethany Lutheran Church  
4500 E. Hampden Ave.  
Cherry Hills Village, CO 80113  
303-758-2820

Internet: [www.bethany-denver.org](http://www.bethany-denver.org)



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## 4 Keys

- Ritual
- Devotion
- Service
- Caring Conversation





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## Opening Prayer

Draw your church together, O God, into one great company  
of disciples,  
together following our teach Jesus Christ into every walk of  
life,  
together serving in Christ's mission to the world, and  
together witnessing to your love wherever you will send us;  
for the sake of Jesus Christ our Lord,  
Amen.





## Agenda

- What's Happening at Bethany?
- Status of the 2009/10 budget
- 2010/11 Budget Challenge
- Budget Principles
- Budget Recommendations
- Use of Other Funds
- Timeline for 2010/11 Budget





## What's Happening at Bethany?

- **Lent and Holy Week**
  - A tremendous response to the weekly Lenten activities for mentors and mentees
  - Meaningful Taize worship for Lent and traditional Holy Week services
  - Nearly 2,400 people celebrated the risen Lord on Easter Sunday!
- **Shoes, Shoes, Shoes**
  - Nearly 5,000 pairs of shoes collected for Soles4Souls
- **Mosquito nets**
  - Nearly \$5,000 collected to purchase mosquito nets to help prevent malaria
- **F.A.I.T.H Conference**
  - F.A.I.T.H = Faith Alive in the Home
  - Bethany is hosting the synod F.A.I.T.H conference on April 23-24
- **Member involvement and outreach**
  - Continued emphasis on getting people connected based on their Spiritual Gifts
  - Next new member class is May 1

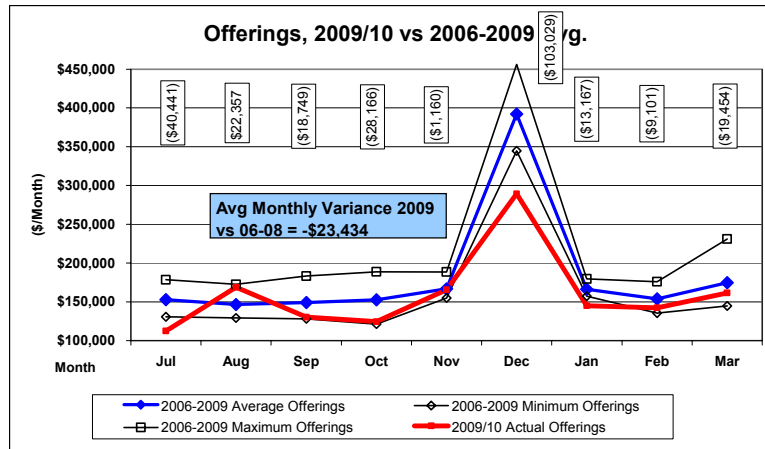




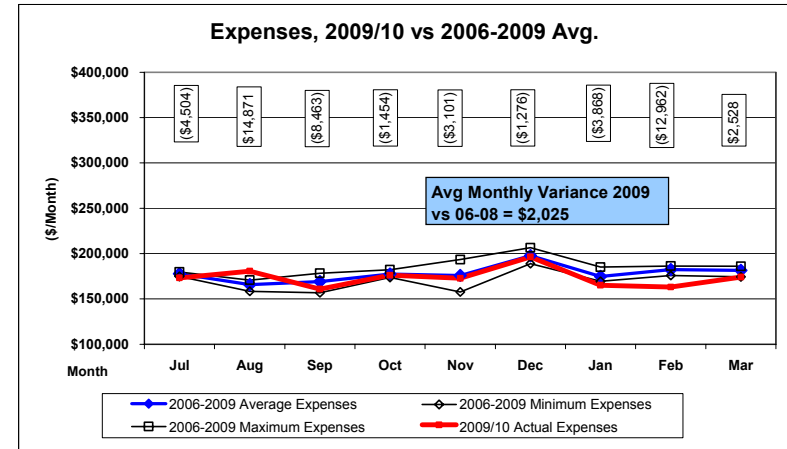
# Status of the 2009/10 Budget

Bethany Lutheran Church  
Historical Analysis - Offerings and Expenses

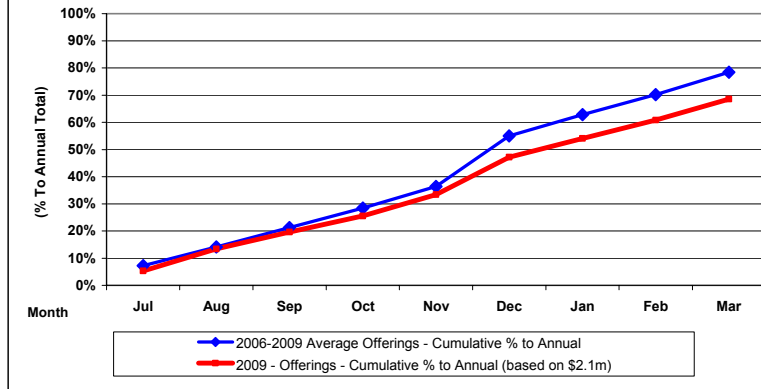
## Offerings



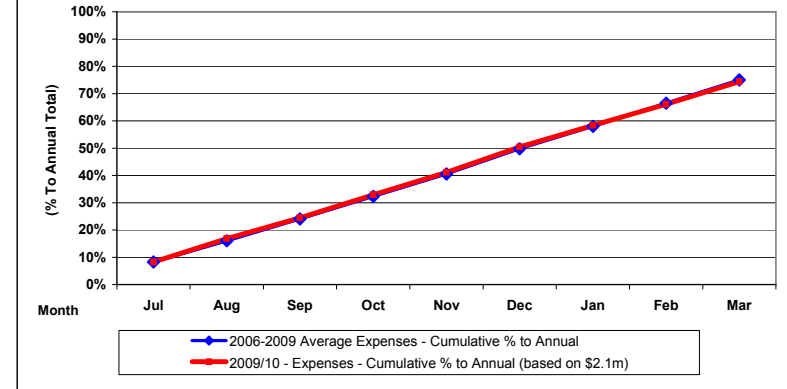
## Expenses



### Offerings, 2009 vs 2006-2009, Cumulative % to Annual



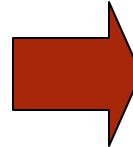
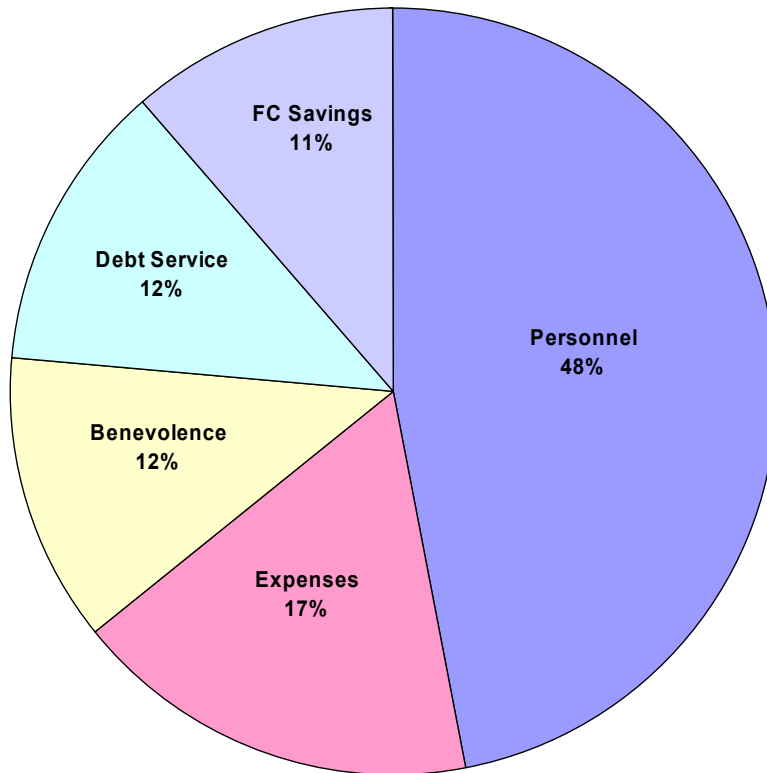
### Expenses, 2009 vs 2006-2009, Cumulative % to Annual



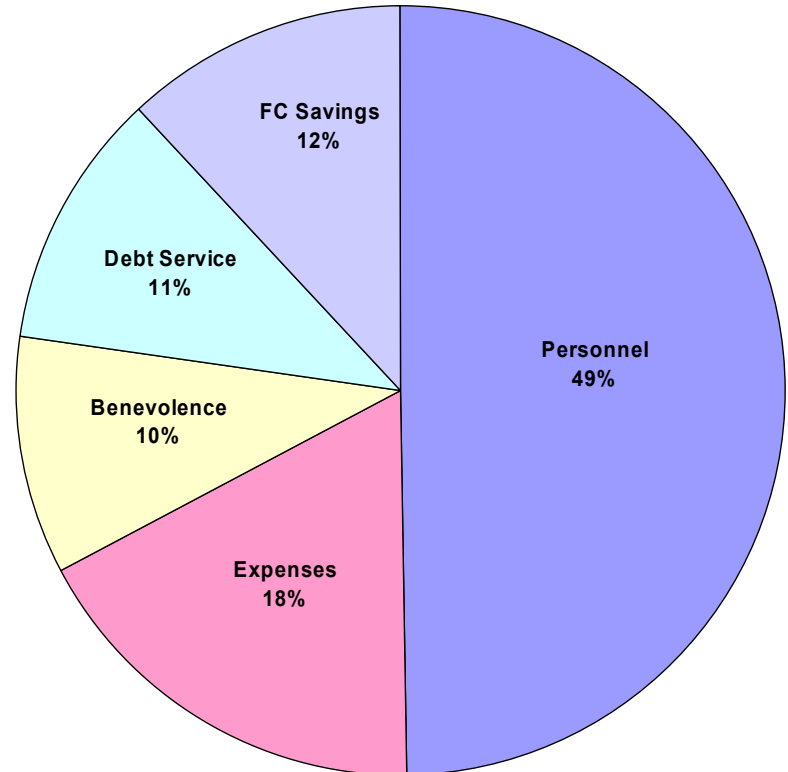


## 2010/11 Budget Challenge

2009/10 Budget: \$2,100,000



2010/11 Proposed Budget:  
\$1,950,000



- The \$150,000 decrease in the budget from 2009/10 to 2010/11 is primarily absorbed by the elimination of the additional amounts allocated for Benevolence and FC Savings in the 2009/10 budget due to the transition to the mid-year fiscal year in 2009.
- Despite the loss of the additional allocation, the FC Savings allocation remains constant and debt service decreases for 2010/11 due to the increased contributions to the Founders Campaign that allow us to reduce the long-term debt balance.





## Budget Principles

- The proposed budget must support the continued alignment of Bethany's resources with the Mission, Vision and Goals (MVG) of the congregation, as adopted/approved in 2007.
- The proposed budget will uphold the commitments that have been made as part of the Founders Campaign.
  - Bethany will continue to focus on debt reduction.
  - We will set aside funds for major facility repairs and maintenance, and for new or expanded programs or benevolence that are aligned with MVG.
- A balanced budget will be presented for Congregation approval (as opposed to an unbalanced or deficit budget).
- It is a priority to evaluate the feasibility of adjusting staff situations that have resulted in reduced hours as well as salary increases for all staff.
- Budget decisions should minimize disruption on the programs and ministries of Bethany while maintaining fiscal flexibility and responsibility.
- The process will be as transparent as possible, while respecting issues of confidentiality and privacy, especially with respect to personnel changes.
- The proposed budget will maintain our current commitment to Benevolence and Outreach.





## Budget Considerations

- Option 1: Separate the Festival of Faith from the General Fund (similar to the Bethany Early Childhood Center).
  - This would extract 75% of Forrest' time as well as brochure, miscellaneous materials and supplies expenses from the General Fund.
  - As the Festival of Faith has now reached a mature stage, this is a logical “next step” to increase the visibility and accountability of the program.
- Option 2: Staff enhancements
  - The personnel budget includes restoration of hours for custodial and office staff.
  - In addition, it is proposed that the Founders Campaign Funds also be used for this purpose to continue development of “new or expanded” programs that align with Mission, Vision and Goals.
- Option 3: Staff pay increase
  - The last time staff had an increase was January 1, 2007.
  - The recommendation of the Financial Task Force was that the increase be 2.5% for all staff.
  - The proposed budget currently includes a two part increase with the first increase on July 1 and second on January 1
    - RTG, RAL and JDH to “skip” the first increase and be considered only for the second.
- Option 4: Program Support expenses
  - Benefits and HR administration - We have terminated our relationship with OASIS effective April 3, 2010. We are in process of getting our new benefits, payroll and HR systems in place that will provide a substantial savings (\$15,000 per year or more).





## Use of Other Funds

- Use of FC Savings for 2010/11
  - A total of \$65,000 would be available from the FC Savings fund for program-related expenses in 2010/11. It is proposed that the savings be used for the following programs:
    - Health & Wellness
    - Internship program
    - Family Ministry/Faith Milestones
    - Children's Ministry
- Use of Bequest Funds
  - Continue with Pastor Paul's services as part of the pastoral visitation program





## Timeline for 2010/11 Budget Preparation and Approval

- Sunday, March 14 – DtD meeting #1
- Tuesday, March 23 – Budget detail presented to Council as submitted by staff; Council discussion and agreement regarding budget principles
- **Sunday, April 11 – DtD meeting #2**
- Tuesday, April 13 – Final draft budget presented to Executive Committee
- Tuesday, April 27 – Final budget presented to Council for approval
- Sunday, May 2 – DtD meeting #3
- Friday, May 7 – Business Leaders Forum
- Sunday, May 16 – Annual meeting of the Congregation





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## Closing Prayer

Most gracious God,

Grant us wisdom to use your blessings to your glory.

Help us to develop and share our gifts as good stewards,  
that we may use them in love and service in your Kingdom.

We ask this through Christ, our Lord. Amen.

