

Jesus and the Kingdom

Pastor Jon Schliep

ELDER MEETING SYNOPSIS REGARDING BETHANY'S GIVING NEEDS

Monday night, December 8, 2008, the Elders met regarding the church's financial situation. The elders approved the financial management Team's recommendation to cut the 2009 spending plan an additional 11% - amounting to a decrease of \$266,629. This brings the Spending Plan in line with our projected income for 2009, which is based on the current level of giving. The reductions of funding for specific areas of ministry are as follows

Salaries and benefits – A 9% cut based upon a freeze in salaries, and cuts in staff benefits.

Missions – 9% in cuts, including the targeted gradual reduction of missionary support in some cases, and the reduction of funding for missions encouragement, equipping, Serve Long Beach, and Short-Term Missions.

Christian Education – A 14% reduction with decreases in ministry funding in Children, Youth, College, and Adults

Music – A 19% cut with decreases in spending in the areas of seasonal performances and Tempo music and Maintenance.

Administration – A 13% decrease with cuts in staff development, custodial services, advertising and programming.

Facilities – A 20% reduction in cost based upon a reduction in the property insurance premium and cuts in the area of upkeep.

Though these cuts will impact our ability to move forward with some ministry plans, if giving continues at its current level, these reductions will put us in a realistic position to fund the ministry.

Deeper cuts in Church Staffing and Missionary spending can only be avoided if we make up our 2008 deficit this month. If giving in 2009 is stronger than anticipated, we will be able to reevaluate some of these areas and reinstitute the original Spending Plan for that area.