

**METROPOLITAN CHICAGO SYNOD**

**2019 BUDGET**

	REVISED 2016	ACTUAL 2016	APPROVED 2017	ACTUAL 2017	APPROVED 2018	Approved 2019
<b>INCOME</b>						
<u>Congregational Benevolences:</u>	2,900,000	2,815,724	2,945,000	2,820,675	2,945,000	2,900,000
<u>Special Gift:</u>				5,219		0
<u>Interest:</u>	25,000	19,678	25,000	26,121	20,000	24,000
<u>Endowment Management:</u>						50,000
<b>TOTAL INCOME</b>	<b>2,925,000</b>	<b>2,835,402</b>	<b>2,970,000</b>	<b>2,846,796</b>	<b>2,965,000</b>	<b>2,974,000</b>
<b>EXPENSES</b>						
<u>Ministry through Churchwide</u>						
Mission Support - Undesignated	1,502,200	1,458,545	1,498,500	1,414,308	1,498,416	1,479,000
<b>Total Ministry through Churchwide</b>	<b>1,502,200</b>	<b>1,458,545</b>	<b>1,498,500</b>	<b>1,414,308</b>	<b>1,498,416</b>	<b>1,479,000</b>
	51.80%	51.80%	50.88%	50.14%	50.88%	51.00%
<u>Ministry through Synod Partners</u>						
Companion Synod-Cntrl Diocese,ELCSA	29,000	28,157	14,725	5,733	7,363	0
% Congregational Benevolence	1.00%	1.00%	0.50%	0.50%	0.25%	0
Campus Ministry	87,000	84,472	88,350	83,391	90,559	87,000
% Congregational Benevolence	3.00%	3.00%	3.00%	3.00%	3.08%	3.00%
Seminaries	72,500	70,393	58,900	55,595	58,900	58,000
% Congregational Benevolence	2.50%	2.50%	2.00%	2.00%	2.00%	2.00%
Lutheran Social Services	72,500	70,393	58,900	55,594	58,900	58,000
% Congregational Benevolence	2.50%	2.50%	2.00%	2.00%	2.00%	2.00%
Lutheran Outdoor Ministries	14,500	14,079	14,725	13,898	14,725	14,500
% Congregational Benevolence	0.50%	0.50%	0.50%	50.00%	0.50%	0.50%
Lutheran Volunteer Corps	7,250	7,039	7,363	6,950	7,363	7,250
% Congregational Benevolence	0.25%	0.25%	0.25%	0.25%	0.25%	0.25%
Bethel New Life	7,250	7,039	7,363	6,949	7,363	7,250
% Congregational Benevolence	0.25%	0.25%	0.25%	0.25%	0.25%	0.25%
Concordia Place	7,250	7,039	7,363	6,949	7,363	7,250
% Congregational Benevolence	0.25%	0.25%	0.25%	0.25%	0.25%	0.25%
Holy Family Ministries	7,250	7,039	7,363	6,949	7,363	7,250
% Congregational Benevolence	0.25%	0.25%	0.25%	0.25%	0.25%	0.25%
Region 5 Assessment	6,161	6,161	6,026	6,026	5,838	6,000
Region 5 Outdoor Camps	880	880	861	861	834	850
Illinois Conference of Churches	2,000	2,000	2,000	2,000	2,000	2,000
FY2016 Partner Balances pd in 2017				8,849		
<b>Total Ministry through Synod Partners</b>	<b>313,541</b>	<b>304,692</b>	<b>273,938</b>	<b>259,744</b>	<b>268,568</b>	<b>255,350</b>

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## 2019 BUDGET

	REVISED 2016	ACTUAL 2016	APPROVED 2017	ACTUAL 2017	APPROVED 2018	Approved 2019
<b><u>Ministry through Bishop's Office</u></b>						
Ministry Committee (Candidacy)	24,000	16,487	24,000	24,867	24,000	24,000
- Seminary Scholarship	18,000	15,500	18,000	14,149	18,000	18,000
- First Call Theological Education	15,000	6,100	3,000	1,699	3,000	3,000
- Interim Ministry Education	2,000	500	2,000	1,296	2,000	2,000
Rostered Leader Boundaries Workshop	2,000	0	2,000	657	2,000	2,000
Professional Leaders Conference	2,500	4,164	3,500	0	3,500	3,000
Office of Ecumenical Relations	2,000	1,513	2,500	6,687	2,000	2,500
Synod Assembly	10,000	(9,594)	10,000	2,255	10,000	10,000
Turnaround Synod Initiative	32,000	35,306	38,000	55,828	50,000	40,000
Retiree's Luncheon			0	2,139		0
Mission Communities	346,500	353,782	339,003	293,010	352,166	350,000
Transfer Designated Mission Dollars	(388,700)	(389,089)	(399,003)	(348,838)	(402,166)	(400,000)
<b>Total Ministry through Bishop's Office</b>	<b>65,300</b>	<b>34,670</b>	<b>43,000</b>	<b>53,748</b>	<b>64,500</b>	<b>54,500</b>
<b><u>Ministry through Synod Teams</u></b>						
Proclamation Team:						
Global Mission:						
- Advisory Group-Companion Synod	4,750	0	4,750	11,430	4,750	4,000
- Working Group - Middle East	475	375	475	200	475	475
Outreach Committee	950	582	950	404	1,200	1,200
Worship / Ordination	4,750	(751)	4,750	(317)	4,000	4,000
Discipleship Team:						
Diakonia	1,140	1,140	1,140	1,140	1,200	1,200
Let's Talk Publication	2,850	2,850	2,000	2,000	2,000	2,000
Stewardship/Stewardship Initiative	6,000	246	5,600	16,571	5,000	5,000
Youth and Young Adults	5,415	3,138	5,400	4,335	6,000	6,000
Justice Team						
African-American Strategy	6,318	2,927	7,500	4,487	12,000	12,000
Antiracism	16,650	16,628	16,900	16,305	18,250	18,250
Environmental Concerns Group	570	175	400	175	400	400
Hearing Impaired	8,075	8,075	8,400	8,400	9,600	9,600
Homelessness Action Group	0	0	-	0	0	0
Hunger Action Group	800	344	200	200	800	200
<b>Total Ministry through Synod Teams</b>	<b>58,743</b>	<b>35,730</b>	<b>58,465</b>	<b>65,329</b>	<b>65,675</b>	<b>64,325</b>
<b><u>Synod Council</u></b>						
Synod Council, Nominating Committee, and Conference of Deans:	9,700	6,477	9,700	7,189	8,000	8,000

**METROPOLITAN CHICAGO SYNOD**

**2019 BUDGET**

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<b><u>PERSONNEL</u></b>							
Bishop & Associates- Salary & Housing	362,469	362,469	367,906	368,505	373,423	380,891	2.00%
- Appointed Staff		22,000	22,000	32,667	24,000	24,480	
- Quarterly Social Security	29,849	29,849	30,297	30,297	30,751	31,233	
- Pension Plan (PORTICO)	47,078	47,078	47,784	47,784	48,501	49,516	
- Medical Benefits (PORTICO)	98,366	97,804	108,203	79,466	98,773	104,206	5.50%
Lay Staff - Salary	298,852	299,341	303,335	304,211	307,884	314,042	2.00%
- Pension Plan (PORTICO)	35,862	35,921	36,400	36,505	36,946	37,685	
- Medical Benefits (PORTICO)	56,856	58,408	62,541	65,132	71,645	75,585	5.50%
Employers F.I.C.A.	22,862	22,982	23,205	23,104	23,553	24,024	
Less: ELCA Shared Staff	-114,522	-114,521	-114,522	-115,592	-115,592	-115,592	
<b>Total Personnel</b>	<b>837,673</b>	<b>861,331</b>	<b>887,150</b>	<b>872,079</b>	<b>899,885</b>	<b>926,071</b>	
<b><u>Occupancy Expenses</u></b>							
Electricity	10,534	9,884	11,587	9,538	11,960	11,000	
Gas	3,618	2,877	3,980	2,826	3,481	3,400	
Alarm	4,000	3,714	4,000	3,835	4,000	4,000	
Maintenance & Repairs	20,000	27,425	18,744	14,318	19,007	19,000	
Water & Sewer	600	236	600	280	300	300	
<b>Total Occupancy</b>	<b>38,752</b>	<b>44,136</b>	<b>38,911</b>	<b>30,798</b>	<b>38,748</b>	<b>37,700</b>	
<b><u>Operation Expenses</u></b>							
Bank & Credit Card Fees	5,154	4,745	5,282	4,565	5,000	5,000	
Books & Subscriptions	2,500	1,806	2,500	1,294	2,500	2,200	
Cafeteria (Coffee, Tea, etc.)	4,000	3,975	4,000	3,398	4,000	4,000	
Computer expenses	10,200	8,720	7,200	11,225	7,200	7,500	
Equipment Leasing	6,880	8,176	6,880	9,000	9,080	9,000	
Equipment Maintenance & Repairs	3,082	1,904	3,390	613	2,598	2,500	
Janitorial & Plant Maintenance	8,832	8,930	9,274	9,092	9,450	9,400	
Misc. Expenses	1,500	1,238	1,500	1,033	1,500	1,200	
Office Supplies	6,175	5,802	6,435	8,060	6,605	7,000	
Postage, Messenger, Freight	7,500	3,684	7,500	4,074	6,700	5,000	
Printing	1,200	858	1,200	398	1,200	1,000	
Synod Communications	3,856	6,731	4,050	1,367	4,145	4,200	
Telephone	16,800	14,742	17,640	9,229	9,900	9,500	
Allocation of copier costs	-6,000	-4,898	-6,050	-3,808	-3,525	(3,600)	
<b>Total Operations</b>	<b>71,678</b>	<b>66,414</b>	<b>70,801</b>	<b>55,567</b>	<b>66,353</b>	<b>63,900</b>	

**METROPOLITAN CHICAGO SYNOD****2019 BUDGET**

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<b><u>Insurance, Audit, &amp; Legal</u></b>						
Insurance-General, W/Comp., Risk	23,930	21,081	25,127	20,556	25,050	26,000
Audit	21,000	20,924	21,630	19,756	22,200	25,000
Legal	9,000	7,794	9,000	15,628	9,000	9,000
Payroll / Accounting	2,350	2,306	2,421	1,577	2,500	2,500
<b>Total Insurance, Audit, &amp; Legal</b>	<b>56,280</b>	<b>52,105</b>	<b>58,177</b>	<b>57,517</b>	<b>58,750</b>	<b>62,500</b>
<b><u>Staff Expense</u></b>						
Gas & Auto Maintenance	3,515	3,823	3,618	4,930	4,205	3,500
Travel-Mileage	13,980	11,585	14,239	10,286	12,626	12,000
Travel-Other	5,000	5,997	5,000	4,665	6,000	6,000
Food	3,000	1,801	3,000	1,539	3,000	2,500
Seminars & Continuing Education	4,000	1,867	4,000	8,084	4,000	4,000
Telephone Reimbursement	1,500	570	1,500	747	1,000	1,000
<b>Total Staff Expense</b>	<b>30,995</b>	<b>25,642</b>	<b>31,357</b>	<b>30,251</b>	<b>30,831</b>	<b>29,000</b>
Transfer from Synod Surplus Fund	(59,862)	(75,000)	0	0	(50,000)	0
Transfer to Synod Surplus Fund		58,249				
<b>TOTAL EXPENSES:</b>	<b>2,925,000</b>	<b>2,872,990</b>	<b>2,970,000</b>	<b>2,846,531</b>	<b>2,949,727</b>	<b>2,980,346</b>
<b>BUDGET SURPLUS (DEFICIT)</b>	<b>0</b>	<b>-37,588</b>	<b>0</b>	<b>265</b>	<b>15,273</b>	<b>-6,346</b>

\* Total does not include Depreciation, Restricted & Designated expenses.

**Metropolitan Chicago  
Synod 2019 Budget  
Line Comments**

1. Congregational Benevolences – For 2019 we anticipate a flat income from congregational Mission Support. As a result we have attempted to construct a “flat budget” with as few changes as possible from the approved 2018 budget.
2. Interest – projected based on anticipated funds to be on deposit in our Mission Investment Fund account and projected uses of these funds in 2019.
3. Management Fee – a \$50,000 endowment management fee has been added to our income line. This is a modest fee compared with other comparable institutions. It represents 10% of earnings on our current endowment portfolio. Standard practice is to take 1% of the endowment principal which would be approximately double the amount reflected in this budget.
4. Ministry through ELCA Churchwide – unrestricted mission support percentage rounded up from 50.88 to 51%.
5. Ministry through Synod Partners –
  - Region 5 Assessment & Region 5 Outdoor Camps are based on \$0.07 and \$0.01 per our synod’s baptized membership per the 2017 yearbook.
  - The following partners are budgeted as a percentage of Congregational Benevolences: Companion Synod 0.0%; Campus Ministry – 3.0%; Seminaries, and LSSI – 2.0%; LOMC – 0.5%; Bethel New Life, LVC, Concordia Place, Holy Family Ministries – 0.25%.
  - The total percentage allocated for Synod Partners is 8.5%.
6. Ministry through the Bishop’s Office –
  - Ministry Committee – budgeted request, remains at 2018 budget amount
  - Seminary Scholarships – budgeted request, remains at 2018 budget amount
  - First Call Theological Education – budgeted request, remains at 2018 budget amount
  - Interim Ministry Education – budgeted request, remains at 2018 budget amount
  - Rostered Leader Boundaries Workshop – remains at 2018 budget amount
  - Professional Leaders Conference – reduced from \$3500 in 2018
  - Ecumenical Relations – Increased from \$2000 in 2018 due to increased organizational membership fees
  - Synod Assembly – budgeted deposit money for anticipated self-sustaining event.
  - Turnaround Synod Initiative - budgeted requested anticipated 2019 expenditures.

**Metropolitan Chicago Synod  
2018 Proposed Budget  
Line Comments**

Ministry through the Bishop's Office (cont'd) –

- Mission Communities –

New Ministries/Maturing Ministries Grants		Renewing Congregations Grants	
Come Alive	\$12,500	Sagrado Corazon	\$18,000
Redeemer 3 <sup>rd</sup> site	\$50,000	St. Andrew	\$15,000
Shekinah Chapel	\$20,000	First Trinity	\$18,000
Santa Cruz	\$15,000		
Naperville Yuhllin	\$15,000		
Love, Faith, and Hope	\$4,000		
St. Paul/Thai	\$12,000		
Concordia 2 <sup>nd</sup> Site	\$20,000		
Unity/Community United	\$10,000		
<b>Totals</b>	<b>\$148,500</b>		<b>\$51,000</b>

- An additional \$32,000 each for 3 new Affiliated Ministry Communities (AMCs) for a total of \$244,500
- Transfer of Designated Mission Dollars – amount to be transferred from designated mission dollars and synod ministry fund to cover new mission, synod turnaround initiative, and coaching

7. Ministry through Synod Teams –

- Global Mission – Slight reduction reflects shift toward self-sufficiency for Advisory Group – Companion Synod (AGCS) and \$475 for Working Group – Middle East (WGME), remains at 2018 budget amount.
- Outreach Committee – remains at 2018 level
- Worship / Ordination – remains at 2018 level
- Diakonia – remains at 2018 level
- *Let's Talk* Publication – remains at 2018 level
- Stewardship – remains at 2018 level
- Youth & Young Adult – remains at 2018 level
- African-American Strategy – remains at 2018 level
- Antiracism – remains at 2018 level
- Environmental Concerns – remains at 2018 level

- Hearing Impaired – remains at 2018 level
  - Hunger Action Group - reduced to \$200 based on past expenses
8. Synod Council – remains at 2018 level
  9. Personnel – Reflects a \$26,186 increase over budgeted 2018 costs
    - Bishop & Associates Salary – reflects an 2% aggregate increase over 2018 actual amounts
    - Quarterly Social Security and Pension Plan – 8.235% and 12% of salary, respectively
    - Medical Benefits – anticipates a 5.5% increase over 2018 actual premium amounts
    - Lay Salary – reflects an 2.0% aggregate increase over 2018 actual amounts
    - Pension – 12 % of salary
    - Medical Benefits – reflects a 5.5% increase over 2018 actual premium amounts
    - Employers FICA – 7.65% of lay staff salaries
    - ELCA Shared Staff – budgeted actual 2018 amount as 2019 amount has not been determined
  10. Occupancy Expenses – budgeted at 2018 levels based on actual expenses
  11. Operation Expenses – Budget for this section reduced from \$66,353 to \$63,900 based on actual expenses
  12. Insurance, Audit, & Legal – budgeted to reflect anticipated expenditures
  13. Staff Expenses – budgeted to reflect anticipated expenditures
  14. Transfer from Synod Surplus – anticipated amount needed to balance the budget