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Budget Items	As of Oct 31 Income / Expenses	EOY Projected 2020	Approved Budget 2020	Approved Budget 2021	Change +/- 2020 vs 2021	Comments
Support						NOTE: Any funds received over budgeted amount to go to the ELCA Benevolence.
General Offerings (Income)						
Dedicated Funds Pass-Through (In)						"Dedicated Funds Pass-Through" is the amount of non-budgeted funds for local and world missions/projects YTD (See Narrative Spending Plan for Non-Budgeted Footprint)
Dedicated Funds Pass-Through (Out)						
Facility Donations (Income)						
Support Total (Income)	\$ 328,050.99	\$ 341,593.61	\$ 472,358.99	\$ 479,960.60	\$ 7,601.61	
Budget Total (Expenses)	\$ 347,693.00	\$ 416,091.62	\$ 472,358.99	\$ 479,960.60	\$ 7,601.61	
Expenses						
Pastor (Beth)						Using the Synod 2021 Minimum Compensation Guidelines with Additional Yr.
Base Salary + Social Security Offset	\$ 46,536.78	\$ 55,691.56	\$ 55,763.25	\$ 55,804.50	\$ 41.25	0.9% COLA Base Pay Chart + Social Security Offset @ 28 Yrs
Housing and Auto	\$ 13,937.50	\$ 16,679.30	\$ 16,725.00	\$ 16,725.00		
Benefits (Med/Den/Pension/Disability/LifeIns)	\$ 23,024.62	\$ 27,554.05	\$ 28,075.56	\$ 29,017.68	\$ 942.12	Using Portico 2021 Custom Comparison Report 04909
Professional Expenses/Synod Mtg Expenses	\$ 653.44	\$ 1,500.00	\$ 1,500.00	\$ 1,500.00		
Continuing Education	\$ 495.50	\$ 750.00	\$ 750.00	\$ 750.00		
Publications	\$ 57.33	\$ 359.69	\$ 359.69	\$ 359.69		
Pastor (Eric)						Using the Synod 2021 Minimum Compensation Guidelines with Additional Yr.
Base Salary + Social Security Offset	\$ 43,297.49	\$ 51,815.03	\$ 51,881.78	\$ 51,881.78		0.9% COLA Base Pay Chart + \$5.03 + Social Security Offset @ 23 Yrs
Housing and Auto	\$ 13,937.50	\$ 16,679.30	\$ 16,725.00	\$ 16,725.00		
Benefits (Med/Den/Pension/Disability/LifeIns)	\$ 22,501.82	\$ 26,928.41	\$ 27,916.92	\$ 28,866.72	\$ 949.80	Using Portico 2021 Custom Comparison Report 04909
Professional Expenses/Synod Mtg Expenses	\$ 595.88	\$ 1,500.00	\$ 1,500.00	\$ 1,500.00		
Continuing Education	\$ 122.96	\$ 750.00	\$ 750.00	\$ 750.00		
Publications	\$ 172.10	\$ 359.69	\$ 359.69	\$ 359.69		
Pastors Total	\$ 165,332.92	\$ 200,567.03	\$ 202,306.88	\$ 204,240.06	\$ 1,933.18	Using the Synod 2021 Minimum Compensation Guidelines
Office Administrator						
Salary	\$ 27,046.50	\$ 32,367.12	\$ 32,455.78	\$ 32,747.88	\$ 292.10	Includes 0.9% COLA
Continuing Education	\$ 112.00	\$ 134.03	\$ 200.00	\$ 200.00		
Office Administrator Total	\$ 27,158.50	\$ 32,501.16	\$ 32,655.78	\$ 32,947.88	\$ 292.10	Includes 0.9% COLA
Accompanist						
Salary	\$ 10,079.80	\$ 12,062.71	\$ 12,095.79	\$ 12,204.65	\$ 108.86	Includes 0.9% COLA
Continuing Education			\$ 200.00	\$ 200.00		
Accompanist Total	\$ 10,079.80	\$ 12,062.71	\$ 12,295.79	\$ 12,404.65	\$ 108.86	Includes 0.9% COLA
Substitute Services						
Substitute Accompanist			\$ 300.00	\$ 300.00		
Pulpit Supply			\$ 1,200.00	\$ 1,200.00		
Pulpit Supply / Sabbatical Planning	\$ 550.80	\$ 659.15	\$ 3,305.00	\$ 3,305.00		
Substitute Services Total	\$ 550.80	\$ 659.15	\$ 4,805.00	\$ 4,805.00		
Custodial Services Total	\$ 10,000.00	\$ 11,967.21	\$ 12,000.00	\$ 12,000.00		Based on Expected Use of Facility
Childcare Attendant Salary Total	\$ 1,801.86	\$ 2,156.32	\$ 2,734.49	\$ 2,759.10	\$ 24.61	Includes 0.9% COLA

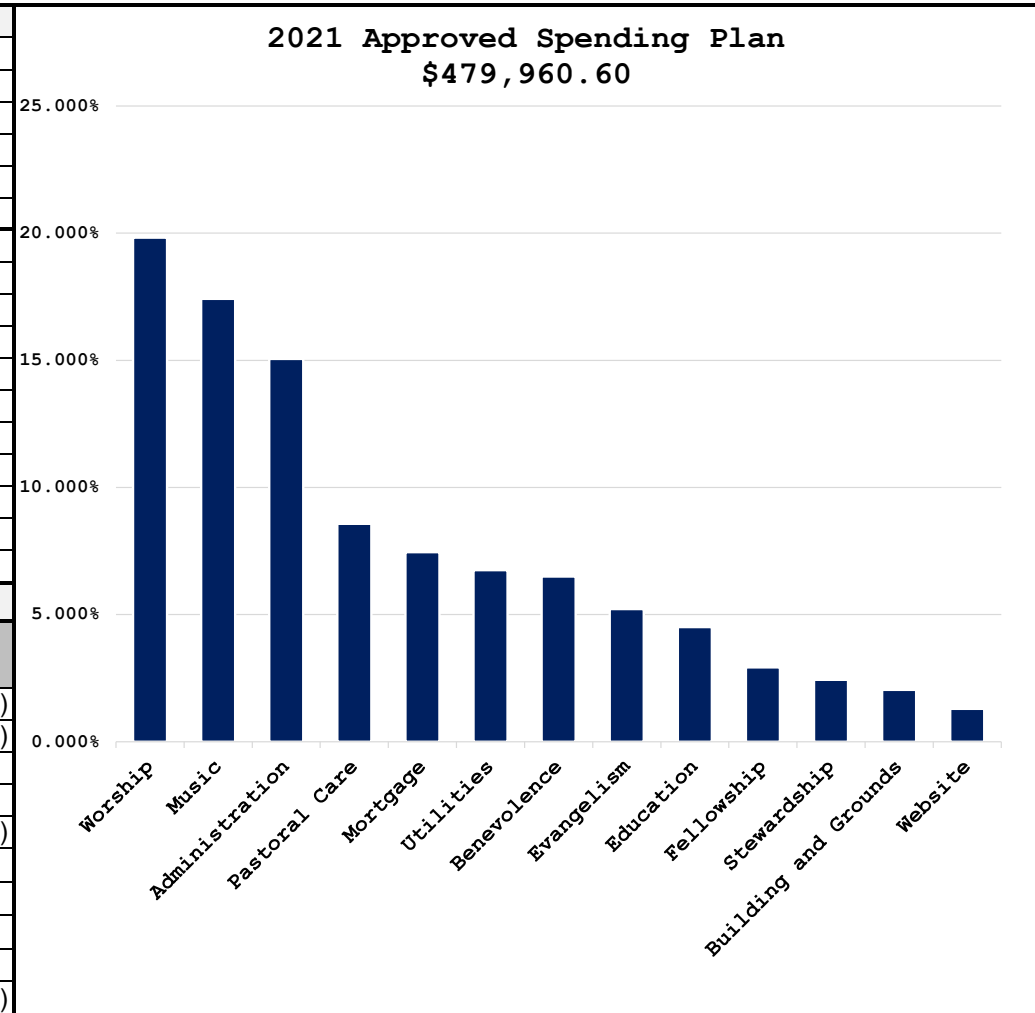
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Music Director						
Salary	\$ 35,387.00	\$ 42,348.38	\$ 42,464.46	\$ 42,846.64	\$ 382.18	Includes 0.9% COLA
Continuing Education			\$ 400.00	\$ 400.00		
Music Director Total	\$ 35,387.00	\$ 42,348.38	\$ 42,864.46	\$ 43,246.64	\$ 382.18	Includes 0.9% COLA
Handbell Director						
Salary	\$ 3,232.90	\$ 3,868.88	\$ 3,879.48	\$ 3,914.40	\$ 34.92	Includes 0.9% COLA
Continuing Education			\$ 100.00	\$ 100.00		
Handbell Director Total	\$ 3,232.90	\$ 3,868.88	\$ 3,979.48	\$ 4,014.40	\$ 34.92	Includes 0.9% COLA
Payroll Taxes Total	\$ 5,932.42	\$ 7,099.45	\$ 10,000.00	\$ 10,000.00		Based on Overall Salary
Labor & Industry Total	\$ 1,751.57	\$ 2,096.14	\$ 2,700.00	\$ 2,700.00		Based on Overall Employee Hours and Category Adjustment
Administration						
Computer Replacement Planning	\$ 125.00	\$ 149.59	\$ 750.00	\$ 750.00		Lifecycle Replacements
Maintenance - Security System	\$ 173.86	\$ 208.06	\$ 100.00	\$ 2,500.00	\$ 2,400.00	Maintenance (For Equipment Lifecycle Replacements & Installation)
Maintenance - Sound Equipment			\$ 650.00	\$ 650.00		
ADP Payroll Services	\$ 836.60	\$ 1,001.18	\$ 2,000.00	\$ 2,000.00		
Office Supplies	\$ 1,621.75	\$ 1,940.78	\$ 3,800.00	\$ 3,800.00		
Office Supplies - Servant Keeper Software	\$ 299.90	\$ 358.90	\$ 720.00	\$ 720.00		Church Directory and Information Management
Postage	\$ 1,053.65	\$ 1,260.93	\$ 1,600.00	\$ 1,600.00		
Fees - Corp. License			\$ 15.00	\$ 15.00		
Copier Lease	\$ 4,131.47	\$ 4,944.22	\$ 7,200.00	\$ 7,200.00		Based on Use
Apos Church Financial Management Suite	\$ 533.00	\$ 637.85	\$ 780.00	\$ 780.00		Based on 2021 Fee Schedule
Bank Charges	\$ 1,751.77	\$ 2,096.38	\$ 1,685.00	\$ 2,000.00	\$ 315.00	Service Charges and Processing Fees Increased because of COVID19
Conference/Workshops			\$ 1,700.00	\$ 1,700.00		Varies Based on # and Locations
Administration Total	\$ 10,527.00	\$ 12,597.89	\$ 21,000.00	\$ 23,715.00	\$ 2,715.00	
Utilities						
Property Taxes	\$ 11.64	\$ 13.93	\$ 100.00	\$ 100.00		
Insurance	\$ 5,454.00	\$ 6,526.92	\$ 6,850.00	\$ 8,000.00	\$ 1,150.00	Yearly Increase with Computer Hacking & COVID19 Adjustments
Natural Gas	\$ 3,162.82	\$ 3,785.01	\$ 9,200.00	\$ 9,200.00		
Electricity	\$ 2,157.64	\$ 2,582.09	\$ 6,000.00	\$ 6,000.00		
Water/Sewer	\$ 3,521.75	\$ 4,214.55	\$ 5,200.00	\$ 5,200.00		
Garbage	\$ 616.30	\$ 737.54	\$ 925.00	\$ 925.00		
Telephone, Internet, & Cable (3 phone lines)	\$ 2,437.82	\$ 2,917.39	\$ 2,964.87	\$ 2,964.87		Comcast
Utilities Total	\$ 17,361.97	\$ 20,777.44	\$ 31,239.87	\$ 32,389.87	\$ 1,150.00	
Worship						
General Costs (Including Enhancements)	\$ 2,173.10	\$ 2,600.60	\$ 3,000.00	\$ 3,000.00		Includes Enhancement Supplies for Paintings and Decorations
Licensing	\$ 760.70	\$ 910.35	\$ 803.24	\$ 1,040.00	\$ 236.76	Worship Resources (Not Choir)
Altar Guild			\$ 600.00	\$ 600.00		
Worship Total	\$ 2,933.80	\$ 3,510.94	\$ 4,403.24	\$ 4,640.00	\$ 236.76	
Fellowship Total	\$ 145.92	\$ 174.63	\$ 1,700.00	\$ 1,700.00		
Stewardship Total	\$ 350.00	\$ 418.85	\$ 1,000.00	\$ 1,000.00		

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Music						
Bell Choir Music			\$ 300.00	\$ 300.00		
Chancel/Other Choirs Music	\$ 370.47	\$ 443.35	\$ 2,000.00	\$ 2,000.00		
Instrumentalists - Extra Musicians			\$ 700.00	\$ 700.00		
Tuning/Instrument Repair	\$ 560.00	\$ 670.16	\$ 1,200.00	\$ 1,200.00		
Music Total	\$ 930.47	\$ 1,113.51	\$ 4,200.00	\$ 4,200.00		
Education						
Christian Education (Inc. Sunday School)	\$ 284.96	\$ 341.02	\$ 1,500.00	\$ 1,500.00		
Youth Ministry			\$ 400.00	\$ 400.00		
Education Total	\$ 284.96	\$ 341.02	\$ 1,900.00	\$ 1,900.00		
Building and Grounds						
Maintenance	\$ 1,395.04	\$ 1,669.47	\$ 3,000.00	\$ 3,000.00		
Janitorial Supplies	\$ 13.10	\$ 15.68	\$ 800.00	\$ 800.00		
Furnace Service			\$ 1,200.00	\$ 1,200.00		
Water Heater Replacement						
Alarm Maintenance - Inspection	\$ 148.65	\$ 177.89	\$ 1,800.00	\$ 1,800.00		
Capital Improvement Fund	\$ 500.00	\$ 598.36	\$ 3,000.00	\$ 3,000.00		
Building and Grounds Total	\$ 2,056.79	\$ 2,461.40	\$ 9,800.00	\$ 9,800.00		
Evangelism						
St. Mark Women of ELCA			\$ 200.00	\$ 200.00		
Praying Hands			\$ 100.00	\$ 100.00		
Projects			\$ 600.00	\$ 600.00		
St. Mark Community Garden			\$ 800.00	\$ 800.00		
Clean Kids			\$ 120.00	\$ 120.00		
Advertising	\$ 377.00	\$ 451.16	\$ 600.00	\$ 600.00		
Evangelism Total	\$ 377.00	\$ 451.16	\$ 2,420.00	\$ 2,420.00		
Mortgage Total	\$ 29,820.00	\$ 35,686.23	\$ 35,784.00	\$ 35,784.00		Includes Principal and Interest
Benevolence						
ELCA Southwestern Washington Synod	\$ 17,529.39	\$ 20,977.79	\$ 25,565.00	\$ 26,090.00	\$ 525.00	5.44%
Pacific Lutheran University Partner Cong.	\$ 500.00	\$ 598.36	\$ 600.00	\$ 600.00		
Luther and PLTS Seminaries	\$ 835.00	\$ 999.26	\$ 1,000.00	\$ 1,000.00		
Pastor/Staff Discretionary for Outreach			\$ 500.00	\$ 500.00		
Lacey Community Outreach (Local)	\$ 835.00	\$ 999.26	\$ 1,000.00	\$ 1,000.00		
Olympia Gospel Mission	\$ 835.00	\$ 999.26	\$ 1,000.00	\$ 1,000.00		
Living Stones Prison Ministry	\$ 835.00	\$ 999.26	\$ 1,000.00	\$ 1,000.00		
Benevolence Total	\$ 21,369.39	\$ 25,573.20	\$ 30,665.00	\$ 31,190.00	\$ 525.00	6.50%
Website Costs (www.stmarklacey.org)						
Hosting @ InMotionHosting	\$ 15.85	\$ 18.97	\$ 96.00	\$ 295.00	\$ 199.00	2 Years - Power Plan with Backup Manager for Less than \$12.50 a Month
Domain Name Registration @ Aplus			\$ 9.00	\$ 9.00		\$9.00 per year
Maintenance/Consulting Fees	\$ 292.08	\$ 349.54	\$ 1,800.00	\$ 1,800.00		
Website Costs Total	\$ 307.93	\$ 368.51	\$ 1,905.00	\$ 2,104.00	\$ 199.00	
Budgeted Expenses Total	\$ 347,693.00	\$ 416,091.62	\$ 472,358.99	\$ 479,960.60	\$ 7,601.61	

2021 Approved Spending Plan (Budget) Breakdown			Organization, Individual, and Family Giving (General Fund Only)	
			As of Oct 31, 2020	152
Worship	\$ 95,147.38	19.824%	2019	178
Music	\$ 83,599.65	17.418%	2018	187
Administration	\$ 72,259.87	15.055%	2017	188
Pastoral Care	\$ 41,139.72	8.571%	2016	187
Mortgage	\$ 35,784.00	7.456%	2015	177
Utilities	\$ 32,389.87	6.748%	Those Giving More Than \$12000	1
Benevolence	\$ 31,190.00	6.498%	Those Giving \$9,000 - \$11,999	4
Evangelism	\$ 25,046.84	5.219%	Those Giving \$6,000 - \$8,999	11
Education	\$ 21,647.06	4.510%	Those Giving \$4,000 - \$5,999	10
Fellowship	\$ 14,041.91	2.926%	Those Giving \$2,000 - \$3,999	37
Stewardship	\$ 11,696.33	2.437%	Those Giving \$1,000 - \$1,999	22
Building and Grounds	\$ 9,800.00	2.042%	Those Giving \$600 - \$999	12
Website	\$ 6,217.97	1.296%	Those Giving \$200 - \$599	21
Other	\$ -	0.00%	Those Giving \$100 - \$199	15
Total	\$ 479,960.60	100.00%	Those Giving \$50 - \$99	11
			Those Giving \$1 - \$49	8



Budget History					
Year	Budget	Total Income	Total Expenses	Budget Difference (Budget-Income)	Difference (Income - Expenses)
2011	\$ 410,044	\$ 344,811	\$ 358,744	\$ (65,233)	\$ (13,933)
2012	\$ 396,150	\$ 344,607	\$ 353,913	\$ (51,543)	\$ (9,306)
2013	\$ 425,326	\$ 373,474	\$ 370,608	\$ (51,852)	\$ 2,866
2014	\$ 408,784	\$ 367,975	\$ 362,100	\$ (40,809)	\$ 5,875
2015	\$ 410,637	\$ 389,356	\$ 391,448	\$ (21,281)	\$ (2,092)
2016	\$ 472,359	\$ 403,953	\$ 403,347	\$ (68,406)	\$ 606
2017	\$ 449,676	\$ 427,676	\$ 415,410	\$ (22,000)	\$ 12,266
2018	\$ 446,194	\$ 436,450	\$ 433,160	\$ (9,744)	\$ 3,289
2019	\$ 460,264	\$ 419,693	\$ 419,693	\$ (40,571)	Balanced
2020 (Projected)	\$ 472,359	\$ 341,594	\$ 416,092	\$ (130,765)	\$ (74,498)

	Worship	Music	Admin	Pastoral Care	Evangelism	Education	Fellowship	Stewardship	Website	Other	Total
Pastor Beth	20.00%	5.00%	10.00%	25.00%	5.00%	10.00%	10.00%	10.00%	5.00%	0.00%	100.00%
Pastor Eric	45.00%	10.00%	5.00%	25.00%	5.00%	10.00%	0.00%	0.00%	0.00%	0.00%	100.00%
Vicki	35.00%	1.50%	39.00%	0.00%	15.00%	1.50%	5.00%	3.00%	0.00%	0.00%	100.00%
Terry, Rae, and Leah	10.00%	80.00%	5.00%	0.00%	2.50%	2.50%	0.00%	0.00%	0.00%	0.00%	100.00%
Total	27.50%	24.13%	14.75%	12.50%	6.88%	6.00%	3.75%	3.25%	1.25%	0.00%	100.00%

