



# First Baptist Church

## Greensboro

The Finance Committee is pleased to share the attached 2025 Budget and Ministry Plan. The Congregation will vote on the Budget at the regularly scheduled Church Conference, December 15. Prior to that, Finance is offering a Budget Review session on Wednesday, December 11 at 5:00 and Sunday, December 15 at 8:45. Both meetings will be held in the Chapel.

### **REVENUE**

Overall spending to meet ministry plans is projected to decrease slightly during 2025. Projected income will decrease from \$1,726,294 to \$1,674,104 in 2025, including a reduction in projected tithes and offerings from \$1,515,214 to 1,495,674.

Our projected revenue demonstrates the continued need and opportunity for growth. After gradual decline of tithes and offerings since 2020, our 2025 budget represents a projected base from which we expect to grow. 2024 has been a year of growth for our church including 41 new members (69 individuals counting children) — the most since prior to 2020. In the year ahead, our church will also hire a new leader of music ministry, which is a ministry area that generates growth. We are also encouraged by the number of new people relating to our church. The most up-to-date analysis from pastoral staff identifies within the last two months 118 individuals (representing 37 family units) as prospective members with multiple points of contact with our church.

In addition to the continued opportunities for growth and encouragement of stewardship, our revenue highlights the broad resources of our church and the opportunity to continue to strategically consider a more diverse range of income sources. Among the strategic uses of resources proposed, the 2025 plan includes:

- The use of Unrestricted Memorial Gifts, which average \$14,000/year.
- The use of \$6,000 in previously designated and restricted funds allocated to the Senior Adult ministry, Recreation ministry, and Library.
- The use of \$20,000 from designated funds held in our Mission Endowment, used to underwrite the expense of mission trips and church housing in 2024.
- The anticipated use of \$20,000 of projected 2025 earnings from the Capital Assets Endowment to replenish the Major Maintenance Fund.
- An increase of Facility Use income, based on increased hospitality and additional building partners.
- An increase in Rent Income, based on expectation of utilizing church properties to provide attainable housing.
- The balance of a Solar Rebate, made possible by a generous 2023 financial gift to install solar panels on the roof of our Education building. In addition to the previous \$75,000 gift of panels, the donors have also gifted the church the rebate. After receiving \$22,900 in 2024, the balance of this rebate, estimated at \$22,000, will be received in 2025.

## EXPENDITURES

Where possible, our Ministry Plan shows a reduction in spending.

**Personnel**, our highest single expense line has a reduction of \$13,239.

- The budget provides a 3% COLA for staff.
- Group Insurance has increased by 3%, but represents a net savings due to a reduction of the number of f/t employees.
- Compensation for various music ministry leadership needs is included, though reduced by roughly \$7,000 based on a conservative estimate of the timing of hiring in the midst of the budget year.
- The current budget includes funding for a p/t Missions Director position, rather than the previous f/t Associate Pastor of Missions position.
- Personnel costs are roughly 57% of total budget, which is comparable to last year and the second lowest percentage of the last decade.

**Property**, our second highest expense line, shows a decrease of \$14,800.

- The budget includes a \$42,000 contribution to Major Maintenance, made possible through the Capital Assets Endowment (\$20,000) and the Solar Rebate (\$22,000). This is the second such annual contribution since 2017.
- Due to the increasing use of the Major Maintenance Fund for unplanned building repairs, Building Maintenance is reduced by 5,000 in the annual budget.
- Our General Liability Insurance Premiums reflect plans to switch providers midyear, which will allow approximately 20% savings from our current provider's 2025 rate.
- Duke Energy rates have increased for 2025. However, our projected expenses are flat due to the offset of our solar panels, which reduce our annual energy costs by roughly 10%.

Amongst ministry areas, **Music** currently remains relatively unchanged from 2024 to reflect our continued commitment to Music Ministry amidst transition. A reduction in actual costs is anticipated.

Our Missions Committee has made thoughtful modifications to our **Missions** budget based on current partnerships and priorities and to stay in line with the church's practice of distributing roughly 10% of our Tithes & Offerings to outside mission and ministry partners. Beyond program budget, First Baptist collects various special offerings and benevolence throughout the year and contributes to various Missions causes through Missions Endowment and Reserves. If these additional contributions are considered and comparable to 2024 levels, First Baptist's Missions spending increases by \$350,446 increasing Missions Contribution to 24.4% of annual spending.

Please contact Dan Kennedy, Finance Chair, Alan Sherouse or anyone on the Finance Committee with questions or clarifications. *A reminder that the Congregation will vote on the Budget at the regularly scheduled Church Conference December 15 following Worship.*

Finance Committee Members:

Charlie Adams, Robert Angell, Phil Barbee, Nancy Culclasure, Larry Davis, Dan Kennedy (Chair), John Markham, Shaun Martin, Mark McCracken, Mark Miller, Holly Messick, Monica Vaughan, Cathy Wells and Gayle Wiley



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## FBC PROPOSED 2025 BUDGET & MINISTRY PLAN

	<u>2025 Budget</u>	<u>2024 Budget</u>	<u>Incr. (Decr.)</u>
<b>Revenue</b>			
Tithes and Offerings	1,495,674	1,515,714	(20,040)
Reserves			
Unrestricted Memorial Contributions	14,000	14,000	-
Library & Homebased	6,000	4,600	1,400
PPP Balance	-	38,000	(38,000)
Endowment			
Missions Endowment	20,000	15,000	5,000
Capital Assets Endowment	20,000	12,000	8,000
Facility			
Facility Use	35,000	30,100	4,900
Solar Rebate	22,000	41,000	(19,000)
Food Service	15,100	12,000	3,100
Program Receipts	<u>46,330</u>	<u>44,380</u>	<u>1,950</u>
Total Operating Revenue	1,674,104	1,726,794	(52,690)
<b>Total Revenue &amp; Reserves Released</b>	<b>1,674,104</b>	<b>1,726,794</b>	<b>(52,690)</b>
<b>Expenditures</b>			
Pastoral Ministry	9,200	9,200	-
Music & Worship	26,900	29,700	(2,800)
Senior Adult Ministry	5,500	4,500	1,000
Adult Formation	30,100	31,600	(1,500)
Children's Ministry	32,700	32,900	(200)
Youth/Families Ministry	35,700	38,950	(3,250)
Recreation Activities	1,250	1,250	-
Communications	9,000	9,000	-
Property	330,850	345,650	(14,800)
Administration and IT	68,250	81,800	(13,550)
Food Service	26,500	22,000	4,500
Mission Partnerships and Programs	140,000	148,850	(8,850)
Salaries/Benefits/Payroll Taxes	<u>958,154</u>	<u>971,394</u>	<u>(13,239)</u>
<b>Total Expenditures</b>	<b>1,674,104</b>	<b>1,726,794</b>	<b>(52,689)</b>