

**Xenos Christian Fellowship**  
1994 Budget  
Fiscal Support Team Package

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January 3, 1994

**XENOS CHRISTIAN FELLOWSHIP  
1994 OPERATING BUDGET - FISCAL SUPPORT TEAM PACKAGE  
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**Xenos Christian Fellowship Inc.**  
**Introduction to Fiscal Support Team Package - 1994 Operating Budget**  
**January 14 & 15, 1994**

Welcome! Attached you will find materials to assist you in understanding the Fellowship's Base Budget and the Budget Modules which will be proposed at the Fiscal Support Team Retreat. This retreat will take place on January 14 & 15 at the Delaware Hotel. Directions to the hotel are included on page 15 of this package.

We are excited about this retreat. We believe our unity will be increased by wrestling together with the important and yet very difficult funding issues which face our church. Additionally, as Fiscal Support Team members fund the majority of the church's operations, we eagerly anticipate discussing your views regarding how to determine funding levels for various ministries understanding we have limited resources and are confronted with a myriad of valid and good ministries.

We urge you not to be intimidated by any of these materials. We have taken pains to keep the materials general and straight forward. This package contains summarized information only - the more detailed analysis and explanation will take place in narrative form at the retreat. However, a review of this package will provide you with a basic understanding of the approved 1994 Base Budget and the 1994 Proposed Module Budgets. Additionally you will be able to understand how these budgets compare with the 1993 Budget and 1993 Projected Actual results.

Armed with this understanding you should be able to ask informed questions and to interact critically with the Module presentations by each Division Coordinator. The agenda for the retreat can be found on page 3 of this package.

The approved 1994 Base Budget represents a \$124,000 (9%) decrease from the projected actual spending for 1993 and a \$202,000 (13%) decrease from the 1993 Base Budget. That is to say that the 1994 Base Budget is \$202,000 less than the 1993 Base Budget and \$124,000 less than we anticipate we will actually spend in 1993. This decrease as compared to projected actual spending can be accounted for by the following reductions:

World Missions	\$95,000	Most foreign work now funded through World Team.
Calumet Subsidy	\$27,000	Reflects long range plan.

The proposed 1994 Module Budgets represent a \$285,000 or 22% addition to the Base Budget. Each Division has divided their desired budget additions into three modules (the Pasotral Ministries Division actually has six modules - three for Home Group Oversight and three for Family Ministries). These modules are a reflection of priority and will be voted upon sequentially (i.e. Module 1 is highest priority spending, Module 3 is lowest priority spending).

The voting procedure will be as follows. The voting will take place Saturday evening and all Modules for all Divisions will be voted on concurrently. Each Module is approved by a simple majority vote. Each Division's Module must be approved sequentially. However, one Division could potentially have all of its Modules approved and another Division could have no Modules approved.

Note that the elders reserve the right to call for a new vote if the total Modules approved exceed their estimate of a reasonable spending level. During the retreat the elders will explain some of their rationale for determining what size increases over the 1992 actual amounts (if any) can be accepted.

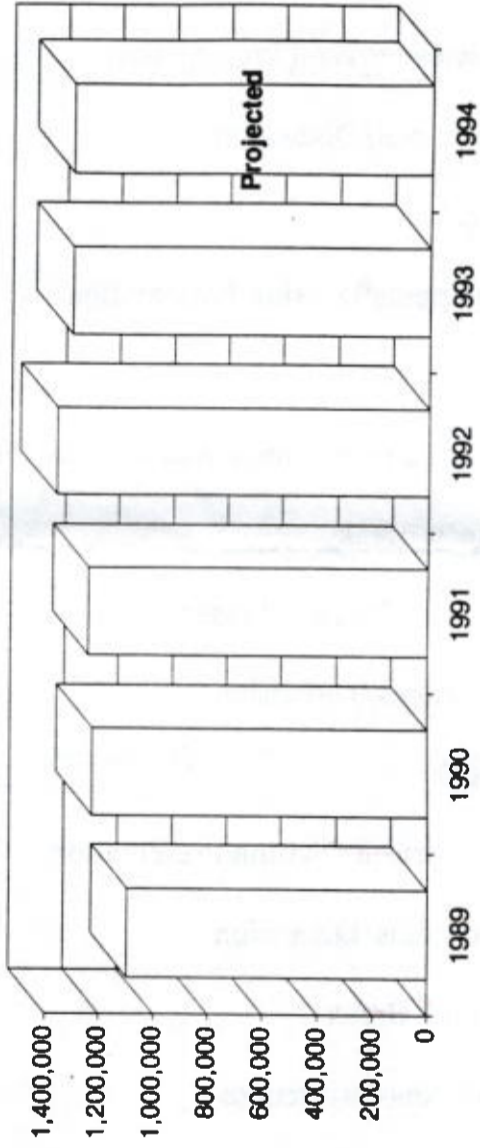
**XENOS CHRISTIAN FELLOWSHIP  
FISCAL SUPPORT TEAM RETREAT AGENDA  
JANUARY 14TH & 15TH**

*Passive*  
 \$300.00 - 208 - Fiscal  
 \$800.00 253 - non-team

*non-pledgers 1000+*

	Time	Topic	Presenter
Friday	8:00 PM	Welcome/Introduction	Dennis McCallum
	8:30 PM	Voluntary Pledge/Revenue Projections	Hale/McCallum
	9:00PM	Operations Division Presentation	Tad Hale
	9:30PM	Questions/Discussion	All
Saturday	9:00AM	Service Division Presentation	Dave Merker
	9:30AM	Questions/Discussion	All
	10:00AM	Break	
	10:15AM	Equipping Division Presentation	Jim Leffel
	10:45AM	Questions/Discussion	All
	11:15AM	Management Compensation Discussion	Jeff Gordon
	12:00PM	Lunch Break	All
	1:30PM	Pastoral Division Presentation	Danny Walker
	2:15PM	Questions/Discussion	All
	2:45PM	Break	
	3:00PM	Evangelism Division Presentation	Joe Botti
	3:30PM	Questions/Discussion	All
	4:00PM	Dinner Break	
	7:00PM	Balloting Instructions	Dennis McCallum
7:15PM	First Ballot	All	

**Xenos Christian Fellowship  
Historical Analysis of Contributions**



The above chart demonstrates that although contributions during 1993 were below 1992's levels, they compare favorably with years prior to 1992. Although actual contributions were significantly below budgeted contributions for 1993, the last quarter showed a large and somewhat unprecedented increase in giving.

Decisions  
 1. What areas of ministry the most  
 2. To increase spending  
 3. Our own money

Mission - Trust God to help us support  
 - win others to give money  
 - share others' testimonies  
 - find ways to share in ministry

1994 BASE BUDGET

	1994 Base Budget	Projected 1993 Actual	1993 Base Budget	Comments
<b>Receipts:</b>				
Contributions	1,300,000	1,312,000	1,450,000	
Interest Income	4,000	5,000	9,000	
Rent	120,000	120,000	120,000	
<b>Total Receipts</b>	<b>1,424,000</b>	<b>1,437,000</b>	<b>1,579,000</b>	
<b>Net Expenditures:</b>				
Elder Administration	47,818	58,261	53,191	Decrease due to Mark Batcheck departure/ reallocation of Elder hours.
Management Team	5,500	5,913	7,000	
<b>Operations Division</b>				
Office Administration	145,240	132,773	138,432	
Data Processing	27,608	26,552	32,221	Increase due to increases in fixed costs/inflation.
Finance	79,121	74,815	92,570	
Human Resources	7,800	6,434	7,900	
Sound & Light	38,019	44,252	45,980	Decrease due to only minimal equipment additions approved in 1994.
Warehouse Maintenance	236,563	224,229	239,666	
Calumet Building Maintenance	119,080	107,045	120,804	
<b>Total Operations Division</b>	<b>653,431</b>	<b>616,100</b>	<b>677,573</b>	
<b>Evangelism Division</b>				
Domestic Missions	6,706	4,774	4,298	
Evangelism Coordinator	34,720	28,302	28,750	Increase due to change in salary allocation (not a true increase - nets out other decrease)
Student Outreach Admin.	4,190	12,961	17,405	Decrease due to change in salary allocation (not a true decrease - nets out other increase)
Student Seekers Meetings	27,024	29,653	24,750	
Junior High School Ministry	14,338	24,973	25,629	Decrease due to change in salary allocation (not a true decrease - nets out other increase)
High School Ministry	8,242	4,986	7,425	
Adult Seekers Meetings	49,456	37,199	36,037	Increase due to change in salary allocation (not a true increase - nets out other decrease)
Special Projects	0	625	1,100	
World Missions	17,750	112,591	118,249	Decrease due to recall of Brazil Team/change in team funding policy.
<b>Total Evangelism Division</b>	<b>162,426</b>	<b>256,064</b>	<b>263,643</b>	

1994 BASE BUDGET

	1994 Base Budget	Projected 1993 Actual	1993 Base Budget	Comments
Equipping Division				
Equipping Coordinator	16,720	16,447	16,555	
Resource Center	18,234	24,574	8,000	
Academic Resources	37,708	36,523	42,208	
Media Concepts	36,775	37,046	41,200	
Ministry Networking	3,975	25,752	16,676	
<b>Total Equipping Division</b>	<b>113,412</b>	<b>140,342</b>	<b>124,639</b>	
Service Division				
Community Service	500	396	1,000	
Windsor Terrace Bible Study	12,888	14,645	14,033	
Urban Concern Subsidy	65,612	72,967	72,967	
Subtotal - Social Ministries	79,000	88,008	88,000	
Service Coordinator	8,900	12,493	13,000	Decrease due to base budget cut.
Internal Service	2,500	3,901	6,000	Decrease due to change in salary allocation.
External Service	10,400	10,667	10,500	<i>Jack's back - laptop</i>
<b>Total Service Division</b>	<b>100,800</b>	<b>115,069</b>	<b>117,500</b>	
Pastoral Division				
Pastoral Coordinator	27,350	27,009	30,300	
Home Group Supervision	76,600	43,221	59,000	Increase due to addition of 1/2 time oversight person (salary + benefits).
Home Church Supervision	18,800	17,017	21,700	
Counseling	5,820	10,641	0	
Family Ministries	1,000	4,824	4,250	
CCS Subsidy	60,000	87,000	100,000	Planned reduction.
Oasis	47,050	50,062	57,500	
Community Meeting	0	5,306	6,064	Meeting cancelled.
<b>Total Pastoral Division</b>	<b>236,620</b>	<b>245,080</b>	<b>278,814</b>	
<b>Total Net Expenditures</b>	<b>1,320,007</b>	<b>1,436,829</b>	<b>1,522,360</b>	
Receipts in Excess of Expenditures	<b>103,993</b>	<b>171</b>	<b>56,640</b>	

*Handwritten notes:*  
 - Budget needs to be reported  
 - 1994 budget approved for 1993  
 - 1993 budget approved for 1994  
 - 1994 budget approved for 1995

*Handwritten notes:*  
 3.1.1994 - 1994 budget approved for 1995  
 3.1.1995 - 1995 budget approved for 1996

1994 Module Budget Summary

As of: 1/3/94

Page	Division	Base Budget	Module 1	% of Base	Module 2	% of Base	Module 3	% of Base	Total Modules	% of Base
8	Operations	653,431	50,400	7.71%	9,870	1.51%	32,514	4.98%	92,784	14.20%
9	Evangelism	162,426	18,110	11.15%	15,821	9.74%	8,830	5.44%	42,761	26.33%
10	Equipping	113,412	6,800	6.00%	3,883	3.42%	5,150	4.54%	15,833	13.96%
11	Service	100,800	9,000	8.93%	14,480	14.37%	17,600	17.46%	41,080	40.75%
12	Pastoral/Home Grp. Oversight	122,750	13,820	11.26%	500	0.41%	2,300	1.87%	16,620	13.54%
13	Pastoral/Family Ministries	113,670	8,550	7.51%	11,680	10.26%	2,650	2.33%	22,880	20.09%
	Total Pastoral	236,620	22,370	9.45%	12,180	5.15%	4,950	2.09%	39,500	16.69%
14	Management	53,318	0	0.00%	14,000	26.26%	0	0.00%	14,000	26.26%
	Total	1,556,627	129,050	8.29%	82,414	5.29%	73,994	4.75%	285,458	18.34%

1,300,

Raises

\$164,00

1% increase

LICB 200000 + 200000 = 400000

310000

60000  
100000  
100000  
100000



modules 1 + 2 passed  
Module 3

1994 MODULE BUDGET

As of: 1/3/94

Ranking	Division	Department	Account	Amount
1	Operations	Data Processing	Modem Computer	900
1	Operations	Finance	Salaries	30,000
1	Operations	Finance	Benefits	4,500
1	Operations	Calumet Building	Building	15,000
2	Operations	Office Administration	Salary	800
2	Operations	Office Administration	Salary	840
2	Operations	Human Resources	Salary	300
2	Operations	Sound & Light	Salaries & Benefits	1,800
2	Operations	Sound & Light	Ministry Expansion	620
2	Operations	Sound & Light	Equipment/Tapes	5,510
3	Operations	Office Administration	Rent	15,000
3	Operations	Data Processing	Software	4,000
3	Operations	Human Resources	Salary	6,000
3	Operations	Human Resources	Benefits	630
3	Operations	Sound & Light	Sound Equip.	1,839
3	Operations	Sound & Light	Stage Equip.	4,825
3	Operations	Sound & Light	Equip. Maint.	220

1	Operations Module 1	50,400
2	Operations Module 2	9,870
3	Operations Module 3	32,514
Total Operations Modules		92,784

Explanation

Dedicated Computer for Modem  
New Hire - Contoller  
New Hire - Contoller  
Various Building Repairs - Front Porch, Parking Lot, Roof, etc.  
  
Heidi Ann Neuman 5% Raise  
John Circle 5% Raise  
5% Raise for Ken Keener  
Mark Grover 5% Raise  
Conference/Training Materials  
Digital masters/Misc. equipment  
  
Rent other half of downstairs  
Novelle Upgrade  
Additional Day For Ken Keener (currently works 1 day per week)  
  
Sound System Enhancements  
Stage/Transition Enhancements

Elders - no pay raise for 3 yrs -  $\$31,000.00$   
Management team no pay raise +  $\$4,000.00$  per child  
FICA 2000.00  
14,000 raise for elders + coordinators +  $\$15,000.00$

35  
210  
70  
910

50  
26  
300  
1300  
35  
26  
510  
70  
110

180,000  
#1 - 101,910  
14,000  
24,000  
#2 - 139,910  
15,821  
155,731  
8,830  
164,561  
550  
165,111  
500  
165,611

1994 MODULE BUDGET

As of: 1/3/94

Ranking	Division	Department	Account	Amount	Explanation
1	Evangelism	Student Outreach Admin.	Bibles & Books	400	
1	Evangelism	Student Seekers Meeting	Salaries	12,000	1st time guests @ Campus Seekers Meeting
1	Evangelism	Student Seekers Meeting	Benefits	1,200	Part-time worker for help with teachings, multi-media, administration
1	Evangelism	Junior High Ministry	Retreat & Camp	1,300	Retreat & Camp
1	Evangelism	High School Ministry	Youth for Christ	2,500	Support for Scott Arnold
1	Evangelism	Adult Seekers Meeting	Booth	710	Seekers Follow Up Booth construction.
2	Evangelism	Student Seekers Meeting	Salaries & Benefits	3,201	Kevin Kinlin
2	Evangelism	High School Ministry	Miscellaneous- North	780	Food for existing students
2	Evangelism	High School Ministry	Miscellaneous- Wester	780	Food for existing students
2	Evangelism	High School Ministry	Miscellaneous- Hillia	260	Food for existing students
2	Evangelism	Special Projects	Prison Ministry	400	
2	Evangelism	World Missions	Salaries	7,000	Dave Merker additional day (\$7k)
2	Evangelism	World Missions	Benefits	1,400	
2	Evangelism	World Missions	International Student	2,000	
3	Evangelism	Student Outreach Admin.	Workers Meetings	280	Food & additional rental time @ Calumet
3	Evangelism	Student Outreach Admin.	Aid to Poor Students	200	
3	Evangelism	Student Seekers Meeting	Miscellaneous	1,100	Advertising/Literature
3	Evangelism	Student Seekers Meeting	Videos	500	Supplies
3	Evangelism	Student Seekers Meeting	Equipment	1,250	Multi-media equipment
3	Evangelism	Junior High Ministry	Miscellaneous	250	Prizes
3	Evangelism	Junior High Ministry	Food	350	Allows for 25% student growth = 10 additional students
3	Evangelism	High School Ministry	Miscellaneous- North	360	Food for 12 additional students = approximately 34% student growth
3	Evangelism	High School Ministry	Miscellaneous- Wester	360	Food for 12 additional students = approximately 34% student growth
3	Evangelism	High School Ministry	Miscellaneous- Hillia	120	Food for 5 additional students = approximately 34% student growth
3	Evangelism	Adult Seekers Meetings	Miscellaneous	700	Conferences for 2 \$700
3	Evangelism	Special Projects	Miscellaneous	400	House Cleaning
3	Evangelism	Special Projects	Ministry Expansion	1,500	15 Conversation & Cuisine groups x 2 Facilitators x \$50/meeting
3	Evangelism	Domestic Missions	Church Council	900	\$30 per couple (1.5 days) x 30 couples (Food)
3	Evangelism	Domestic Missions	Food for Road Trips	60	\$10/trip x 6 trips
3	Evangelism	World Missions	Mobilization	500	
1		Evangelism Module 1		18,110	
2		Evangelism Module 2		15,821	
3		Evangelism Module 3		8,830	
		Total Evangelism Modules		42,761	

1994 MODULE BUDGET

As of: 1/3/94

Ranking	Division	Department	Account	Amount	Explanation
1	Equipping	Resource Center	Salaries & Benefits	5,000	Increase hours to 1993 levels (15 more hours than budgeted) Joe Noethlich 5% Raise
1	Equipping	Media Concepts	Salaries & Benefits	1,800	
2	Equipping	Equipping Coordinator	Miscellaneous Expense	150	Conference
2	Equipping	Resource Center	Salaries	560	5% Raise for John Circle
2	Equipping	Academic Resources	Salaries	270	5% Raise for Doug Patch
2	Equipping	Media Concepts	Miscellaneous Expense	400	Supplies for Illustrators, layouts, etc.
2	Equipping	Ministry Networking	Salaries	2,375	5% Raise for Doug Patch & Sherri Girdner
2	Equipping	Ministry Networking	Benefits	128	
3	Equipping	Resource Center	Computer Supplies	150	Illustrators for Exchange, Grounding Group Materials, etc. Layout Class For Joe
3	Equipping	Resource Center	Books	500	
3	Equipping	Media Concepts	Miscellaneous Salarie	3,500	
3	Equipping	Media Concepts	Training	1,000	
1		Equipping Module 1		6,800	
2		Equipping Module 2		3,883	
3		Equipping Module 3		5,150	
		Total Equipping Modules		15,833	

*Betterbaugh III*