

Associate Pastor Budget Proposal

The following is a draft of a budget proposal for adding an Associate Pastor, pending approval by the members of Pilgrim Lutheran Brethren Church.

The following assumptions were made in preparing this proposal:

1. An Associate Pastor would be hired on a full-time basis.
2. The Associate Pastor to be hired is assumed to be entry-level, i.e. have either limited experience or a few years in serving since graduation from seminary.
3. Person would have a Master of Divinity degree level of education.
4. Person would not be living in a provided parsonage, but would be living in housing of his own choosing.
5. The proposal is detailed in the same manner as currently identified in the PLBC Annual Budget.

Proposal Details:

<u>Compensation & Support</u>	<u>Per Year</u>
Salary, Pastor	\$32,500
Pension & Insurance	\$5,800
Health Care Plan	\$6,000
Housing/Utilities Allow. (\$1,200/mo.)	\$14,400
Total Compensation	\$58,700
<u>Supporting Services</u>	
Expenses	\$4,000
Total Salary & Support	\$62,700

Additionally, operating costs may be increased as a result of hiring an Associate Pastor:

Church & Service	\$500
Office	\$1,000
Evangelism / Promotion	\$500
Hospitality	\$500
Associate Pastor's Conference Fund	\$1,000
Total est. increase to Operating Costs	\$3,500
Estimated grand total budget increase	\$66,200

Impact on current budget:

The \$66,200 figure represents an increase of 25% over the 2016 budget. Assuming 120 family giving units at PLBC, this proposal would assume each family unit increasing their monthly giving by an average of \$46/month or \$11/week. Additionally, we have provided the chart below to show the necessary increase in giving to support this new position. Necessary increases are the same amount regardless of whether they are given weekly, monthly, yearly.

Current Gift	Gift w/ Assoc.
\$ 10.00	\$ 12.50
\$ 20.00	\$ 25.00
\$ 50.00	\$ 62.50
\$ 100.00	\$ 125.00
\$ 250.00	\$ 312.50
\$ 500.00	\$ 625.00
\$ 1,000.00	\$ 1,250.00
\$ 2,000.00	\$ 2,500.00
\$ 3,000.00	\$ 3,750.00
\$ 4,000.00	\$ 5,000.00
\$ 5,000.00	\$ 6,250.00
\$ 7,500.00	\$ 9,375.00
\$ 10,000.00	\$ 12,500.00