

**Tab E**

**Mission  
Funding Plan  
(Budget)**

## Proposed 2010 Ministry Funding Plan ELCA – Southeastern Synod

At its January 2009 meeting, the Southeastern Synod Council proposed the 2010 funding plan that will be considered by this Assembly. The specific line-by-line plan is contained on pages E-8 through E-11 of this section.

Given the economic hardships and uncertainties that existed at the time the 2010 Ministry Funding Plan was developed, the Budget and Finance Committee recommended a plan that assumed no increase in undesignated congregational mission support beyond what was approved at last year's Synod Assembly for 2009. Recognizing that economic issues may make it difficult for congregations to give the full \$3,089,200 in mission support approved for the 2009 Ministry Plan, the Synod Council approved the Budget and Finance Committee's recommendation that no additional increase be built into the 2010 proposal. This action constrained many of the other decisions incorporated into the plan, but was believed to be appropriate in the face of deteriorating economic indicators. If financial conditions improve (or deteriorate) significantly after action by this year's Assembly, the Synod Council is empowered to adjust the Ministry Funding Plan to better meet a changed environment.

The next several paragraphs provide details about the proposed Ministry Funding Plan for 2010.

### Proposed Expenditures

As depicted in Chart 1 (page E-5), total spending of \$3,675,806 is proposed for 2010.<sup>1</sup> Of this total, slightly less than half (\$1,742,153) will be provided as this synod's support of ELCA churchwide ministries (summarized in Chart 2, page E-6).<sup>2</sup> The funding proposed for synodical ministries during 2010 is summarized below:

Synod staffing	\$812,500 (salaries and benefits)
Grants to institutions	448,596
New Mission Development	174,215
Synod office	159,190
Staff travel	120,000
Governance	113,900
Other	105,252

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<sup>1</sup> Technically, the proposal applies to the 2010-11 fiscal year, which begins on February 1, 2010 and runs through January 31, 2011. To simplify this summary, the time period is referred to merely as "2010."

<sup>2</sup> In accordance with synod policy, the ELCA mission support shown in Chart 1 is 50 percent of total proposed mission support from congregations. The amount is only 47.4 percent of total proposed expenditures. This difference occurs because income due to interest earnings, grants, and other sources is used to pay for some proposed expenditures, but these sources are not considered in computing the synod's contribution in support of ELCA churchwide ministries.

The line-by-line plan (pages E-8 through E-11) allocates all proposed expenditures into two categories, labeled as "Level 1" and "Level 2." Spending throughout 2010 will be based primarily on the Level 1 amounts, with Level 2 portions allocated only at year-end, to the extent that sufficient funding exists at that time. In this manner, considerable challenge is built into the overall funding plan, without disrupting planned ministries if all proposed funding is not achieved. It is important to note that ministries with significant amounts of funding to be provided in "Level 2" are less likely to be fully funded than those whose support is primarily in the "Level 1" part of the plan.

### **Proposed Funding**

As shown in Chart 3 (page E-7), the source of nearly all funding proposed for the 2010 ministry plan is undesignated mission support contributions from congregations. The mission support needed to fully fund Level-1 expenditures is \$3,089,200. As noted previously, this amount is the same mission support that was approved for 2009. In deciding to keep this number the same for two years, the Synod Council recognized that economic difficulties have adversely affected many congregations. Rather than exacerbating current problems by further increasing the mission support assumption for 2010, basing the 2010 plan on the same \$3,089,200 of mission support provides an additional year for congregational giving to grow to the level needed to fully support planned expenditures. (An additional \$395,106 would be needed to fund items in the Level-2 portion of the proposed ministry plan.)

In addition to mission support, other income sources that complete the proposed funding include assembly registration fees, interest earnings, grants from the ELCA churchwide organization, transfers from designated funds maintained by the synod, and proposed new designated giving for Lutheranch. If approved by the Assembly, 2010 will be the first year in which congregations are asked to give not only undesignated mission support, but also special contributions designated for the support of Lutheranch.

The recommendation to request special gifts designated for Lutheranch was initially made by the ad-hoc Task Force for Institutional Support (described more fully in the next section). The recommendation was approved by the Synod Council in recognition of: (a) the unique opportunity that Lutheranch provides for synod congregations, (b) the need to significantly increase financial support for Lutheranch to assure its full development, and (c) budgetary constraints that hinder the growth of more traditional funding sources. A total of \$70,000 in designated giving for Lutheranch is included in the plan, with \$65,000 of that amount included in the Level 1 budget. For perspective, note that \$65,000 could be generated if each of 170 congregations gave \$382 next year, designated for Lutheranch.

## **Support of Agencies and Institutions**

At its June 2008 meeting, the Synod Council appointed an Institutional Support Task Force to assess the Southeastern Synod's level of institutional support relative to other synods in Region 9 and to recommend ways in which the synod might improve its funding for all of the agencies and institutions that it supports. In its report, the Task Force noted that the Southeastern Synod is fairly comparable to the Virginia Synod in terms of total grants as a percent of mission support and also as a dollar amount per congregation. The synods in Region 9 allocate their institutional grants with different emphases, with both the Southeastern and Florida/Bahamas synods allocating nearly half of all their grants to the seminaries.

The Task Force also noted that the percentage of mission support given by the Southeastern Synod to agencies and institutions has not been consistent over time, primarily because of the role that Level 2 budgets have played in governing year-end grants to agencies. For example, the total distributed to agencies and institutions was 12.5 percent of mission support in 2007, with much of that provided as year-end grants. However, the total given to institutions in 2008 was only 6.4 percent of mission support, because there was not sufficient funding to make any Level 2 grants at year-end. The Task Force also documented large differences in the degree to which different institutions rely on budgetary support from the Southeastern Synod, with campus ministry organizations being the most dependent on synodical support.

The Task Force concluded its report by making several recommendations to improve long-term support of institutions and agencies. The recommendations, which were approved by the Synod Council at its January 2009 meeting, are listed below:

- Recommend that the 2009 Synod Assembly adopt a goal of at least 10 percent for mission support by congregations
- Establish a long-range goal of allocating 10% of undesignated congregational mission support to the Level 1 institutional budget
- Specify that the top synod priorities for institutional funding are the seminaries, Lutheridge/Lutherock, and the campus ministry organizations. Only groups in these categories will be budgeted for Level-2 allocations.
- Establish a separate budgetary line entitled "Lutheranch Designated Contributions" to supplement regular budgetary support of Lutheranch for five years, beginning in 2010

- Specify that 15% of the Level-1 institutional support budget be allocated to social ministry organizations, with amounts allocated to each agency to be based on recommendations from a separate advisory group familiar with the needs, ministries, and situations of each social ministry organization
- Specify that 7% of the Level-1 institutional support budget be allocated to Newberry College
- Reorganize categories within the synod's annual Ministry Funding Plan and move several agencies to a new category entitled "Participation in Ecumenical/Other Organizations"
- Increase support for Region 9 to \$8,500 in 2010, with subsequent increases equal to the same percentage increase assumed for congregational mission support

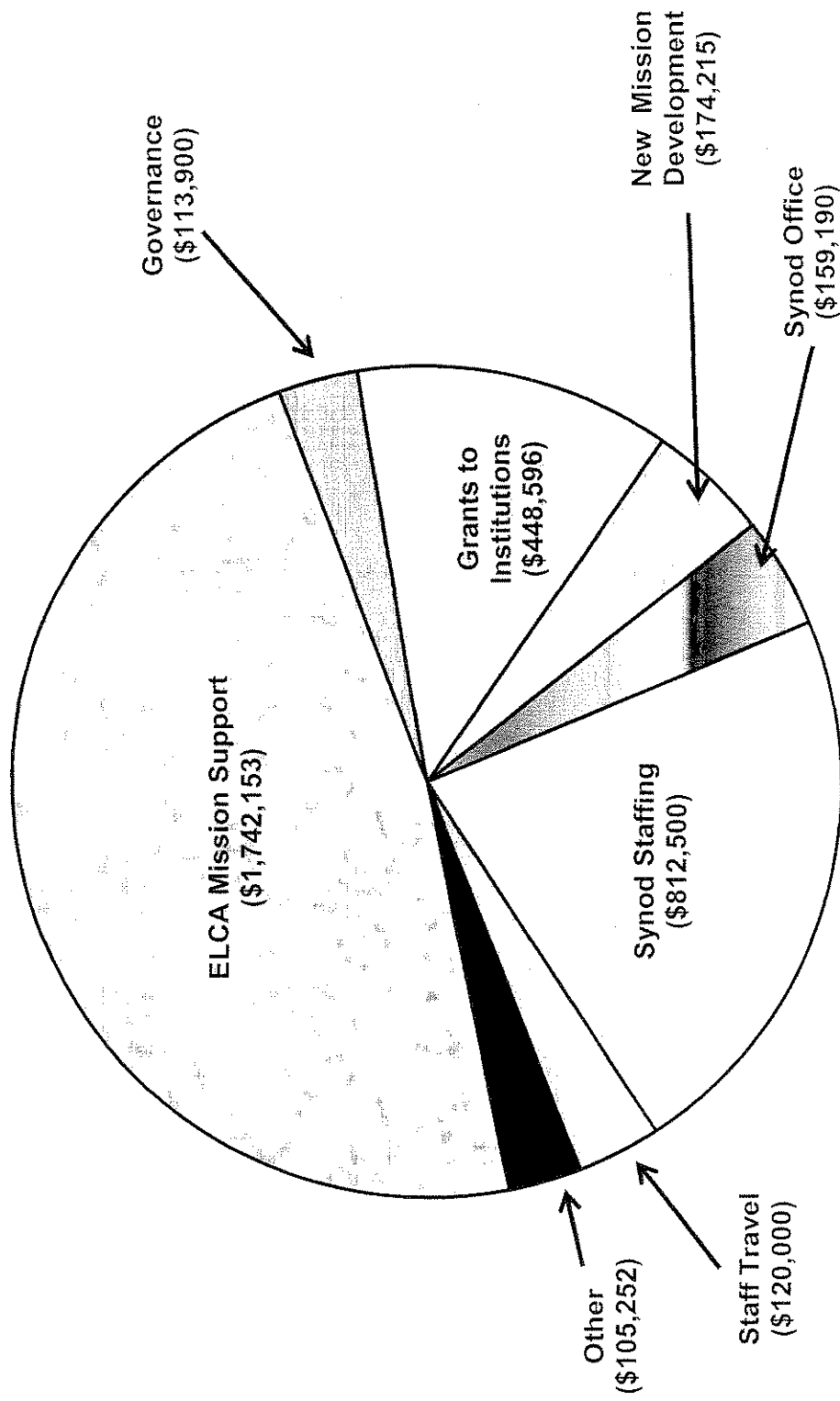
The proposed 2010 Ministry Funding Plan contained on pages E-8 through E-11 has been constructed and organized to reflect all of the recommendations noted above.

#### **Other Spending Constraints**

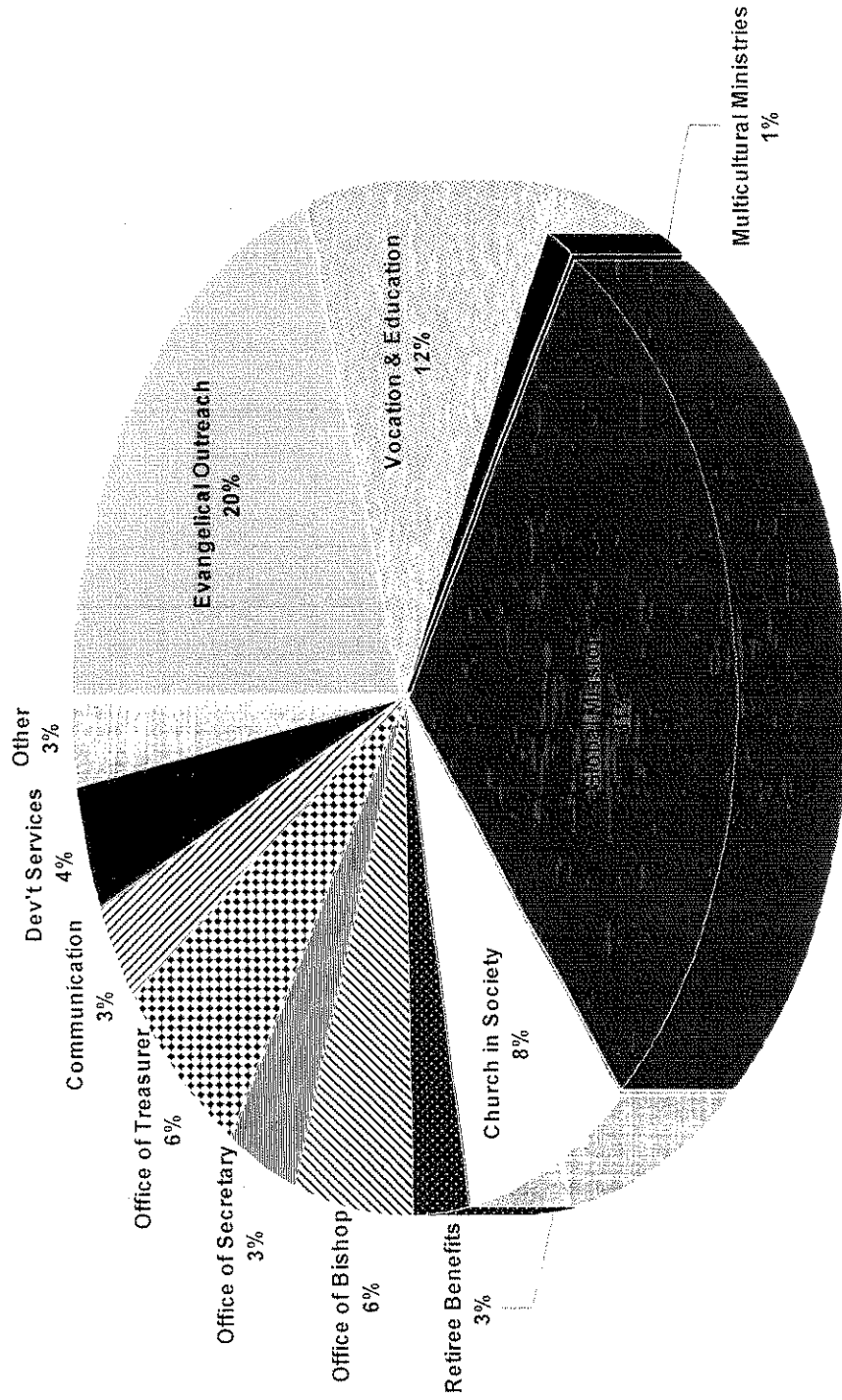
As noted previously, keeping mission support the same in both 2009 and 2010 requires that several planned expenses be limited. One example is that no salary increases will be provided to synod staff in 2010. Other synod operating expenses are proposed at levels intended to maintain, but not expand current operations.

Finally, proposed funding for committees and task forces in 2010 is only half of what is contained in the 2009 plan. No allocations have been made to specific groups, pending action by the Synod Assembly on anticipated restructuring proposals. Following the Assembly, the Synod Council will begin implementation of whatever restructuring is approved and will allocate funds to committees and task forces as part of the implementation process. However, the significant decrease in funding available for committees and task forces in 2010 is expected to reduce the number and impact of ministries from what would otherwise be possible if adequate funding were available.

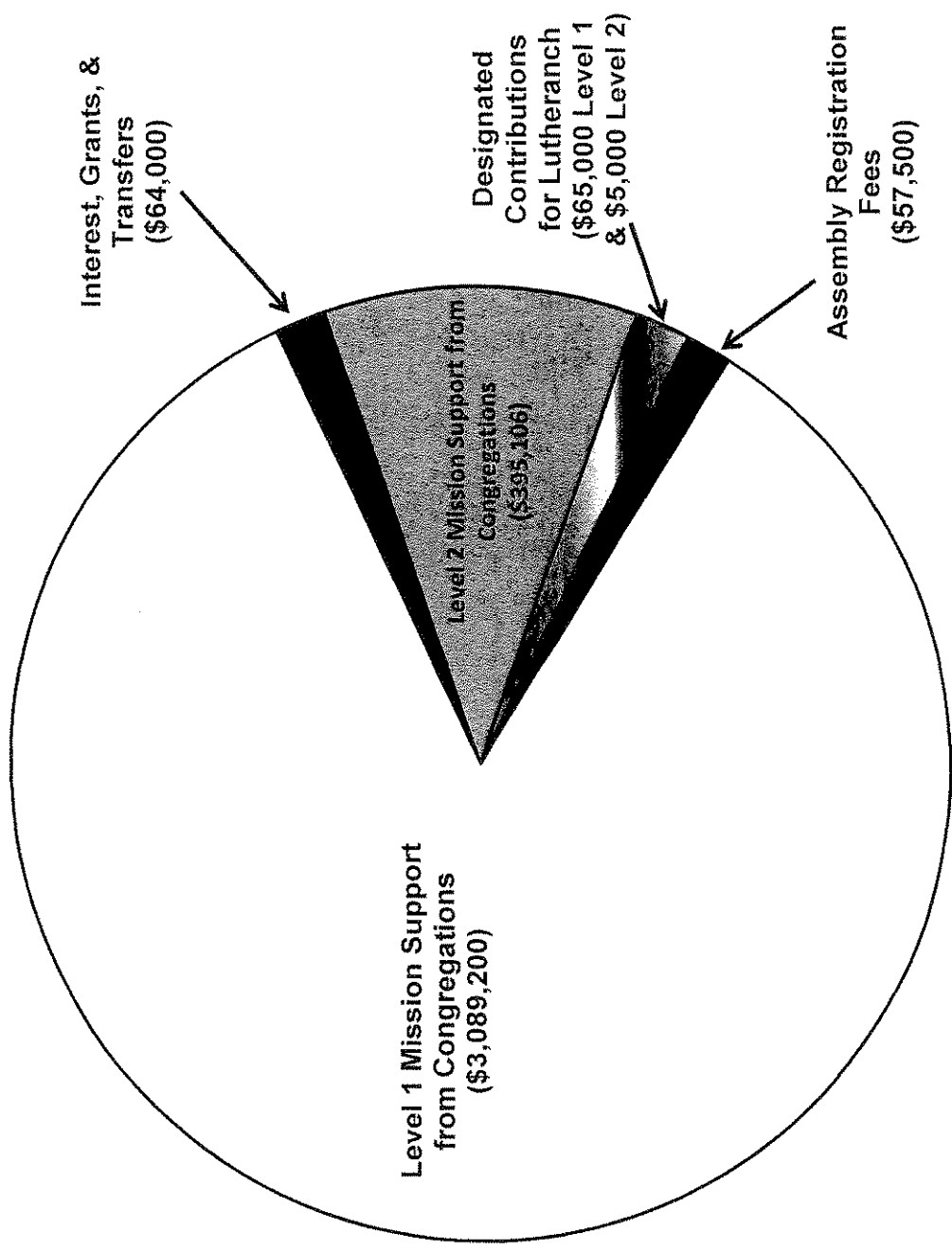
**CHART 1**  
**Proposed Ministry Expenses During 2010**  
**(Total = \$3,675,806 for Both Levels 1 and 2)**



**CHART 2**  
**How ELCA Mission Support is Used by the Churchwide Organization**



**CHART 3**  
**Proposed Sources of Ministry Funding During 2010**  
**(Total = \$3,675,806)**



ELCA-Southeastern Synod: Proposed 2010-11 Ministry Funding Plan

Ministry Item	2008 - 09 Actual Results	Approved for 2009-10			Proposed for 2010-11		
		Level 1 Plan	Level 2 Additions	Total	Level 1 Plan	Level 2 Additions	Total
<b>I. Funding Sources</b>							
Mission Support Contributions	\$2,742,769	\$3,089,200	\$658,948	\$3,748,148	\$3,089,200	\$395,106	\$3,484,306
Interest Earnings	20,709	20,000		20,000	15,000	-	15,000
Assembly Registration	39,696	55,000		55,000	57,500	-	57,500
ELCA Grants	34,606	24,000		24,000	24,000	-	24,000
Budgeted Transfers from Designated Funds	1,849	10,000		10,000	4,000	-	4,000
Designated Contributions for Lutheranch	-	65,000		65,000	65,000	5,000	70,000
Transfers From Luther-Zion Fund	6,800	6,800		6,800	6,000	-	6,000
Transfers From Holding Corp	15,590	15,590		15,590	15,000		15,000
Other Income Subject to Budget	2,805	-		-	-	-	-
<b>Total Receipts</b>	<b>\$2,864,825</b>	<b>\$3,285,590</b>	<b>\$658,948</b>	<b>\$3,944,538</b>	<b>\$3,275,700</b>	<b>\$400,106</b>	<b>\$3,675,806</b>

<b>II. Uses of Funds</b>							
A. ELCA Mission Support	\$1,371,384	\$1,544,600	\$329,474	\$1,874,074	\$1,544,600	\$197,553	\$1,742,153
B. Planting New Congregations Fund	137,138	154,460	32,947	187,407	154,460	19,755	174,215

ELCA-Southeastern Synod: Proposed 2010-11 Ministry Funding Plan

Ministry Item	2008 - 09 Actual Results	Approved for 2009-10			Proposed for 2010-11		
		Level 1 Plan	Level 2 Additions	Total	Level 1 Plan	Level 2 Additions	Total
<b>C. Grants to Institutions and Agencies</b>							
Luth. Theo. Southern Seminary	\$56,863	\$56,863	\$102,405	\$159,268	\$65,628	\$98,422	\$164,050
Luth. Theol. Center-Atlanta	5,606	5,606	39,394	45,000	5,886	29,114	35,000
Lutheridge/Lutherock	15,150	15,150	24,850	40,000	15,908	26,092	42,000
Lutheranch (Designated Contributions)	-	65,000	-	65,000	65,000	5,000	70,000
<b>Campus Ministry Programs:</b>							
Ga. Tech Campus Ministry	9,090	16,410	3,590	20,000	20,000	5,000	25,000
Atlanta Univ. Campus Ministry	32,320	25,000	16,000	41,000	27,000	18,000	45,000
UGA Campus Ministry	-	5,000	1,400	6,400	5,000	570	5,570
Tyson House Campus Ministry	-	5,000	5,000	10,000	7,500	-	7,500
East Tennessee Campus Ministry	-	-	-	-	1,200	600	1,800
<b>Social Ministry Organizations:</b>							
Luth. Services in TN	10,100	10,100	5,050	15,150	Allocation TBD	-	Allocation TBD
Luth. Ministries of AL	7,727	7,726	12,475	20,201	Allocation TBD	-	Allocation TBD
Luth. Services of GA	13,736	13,736	34,987	48,723	Allocation TBD	-	Allocation TBD
Luth-Episc Svcs in MS	7,727	7,726	5,122	12,848	Allocation TBD	-	Allocation TBD
ALMS	946	1,000	1,000	2,000	Allocation TBD	-	Allocation TBD
Newberry College	11,777	11,777	38,723	50,500	14,056	-	14,056
Region 9	3,939	3,939	5,086	9,025	8,500	-	8,500
<b>SUBTOTAL</b>	<b>174,981</b>	<b>250,033</b>	<b>295,082</b>	<b>545,115</b>	<b>265,798</b>	<b>182,798</b>	<b>448,596</b>

<b>D. Participation in Ecumenical/Other Organizations</b>							
Ev. Luth. Coal for Min Appalachia	\$313	\$313	\$587	\$900	\$300	\$0	\$300
Ga. Christian Council	475	475	535	1,010	450	-	450
Miss. Religious Leadership Conference	182	182	323	505	150	-	150
Day One (formerly The Protestant Hour)	182	182	-	182	150	-	150
Other Ecumenical Groups	-	-	-	-	700	-	700
<b>SUBTOTAL</b>	<b>\$1,152</b>	<b>\$1,152</b>	<b>\$1,445</b>	<b>\$2,597</b>	<b>\$1,750</b>	<b>\$0</b>	<b>\$1,750</b>

ELCA-Southeastern Synod: Proposed 2010-11 Ministry Funding Plan

Ministry Item	2008 - 09 Actual Results	Approved for 2009-10			Proposed for 2010-11		
		Level 1 Plan	Level 2 Additions	Total	Level 1 Plan	Level 2 Additions	Total
E. Commission, Committee, & Task Forces					\$43,416	-	\$43,416
Commission for Leadership Expenses	\$690	3,500	-	\$3,500	Allocation TBD	-	Allocation TBD
Commission for Leadership Programs	4,100	15,000	-	15,000	Allocation TBD	-	Allocation TBD
Candidacy Committee Expenses	8,375	8,000	-	8,000	Allocation TBD	-	Allocation TBD
Preparation of Candidates	21,876	13,000	-	13,000	Allocation TBD	-	Allocation TBD
Scholarship Support	1,400	2,000	-	2,000	Allocation TBD	-	Allocation TBD
Commission for Transforming Expenses	-	5,600	-	5,600	Allocation TBD	-	Allocation TBD
Transforming Programs	23,061	20,200	-	20,200	Allocation TBD	-	Allocation TBD
Transformation/Sustentation	437	2,400	-	2,400	Allocation TBD	-	Allocation TBD
Youth Ministries	-	-	-	-	Allocation TBD	-	Allocation TBD
Global Mission & World Hunger	-	-	-	-	Allocation TBD	-	Allocation TBD
Stewardship & Mission Interpretation	-	-	-	-	Allocation TBD	-	Allocation TBD
Evangelism	-	-	-	-	Allocation TBD	-	Allocation TBD
Pre-Retirement Seminars & Compensation Committee	-	-	-	-	Allocation TBD	-	Allocation TBD
Senior Ministry	-	-	-	-	Allocation TBD	-	Allocation TBD
Lutheran Men in Mission	-	-	-	-	Allocation TBD	-	Allocation TBD
Commission for Planting Cong. Expense	172	2,650	-	2,650	Allocation TBD	-	Allocation TBD
Mission Developer Support	5,160	2,000	-	2,000	Allocation TBD	-	Allocation TBD
Commission for Resources Expenses	-	600	-	600	Allocation TBD	-	Allocation TBD
Commission for Multicultural Min Exp.	1,213	3,520	-	3,520	Allocation TBD	-	Allocation TBD
Multicultural Programs	2,173	3,232	-	3,232	Allocation TBD	-	Allocation TBD
Budget & Finance Committee	846	525	-	525	Allocation TBD	-	Allocation TBD
Nominating Committee	49	500	-	500	Allocation TBD	-	Allocation TBD
Personnel Committee	-	700	-	700	Allocation TBD	-	Allocation TBD
Mutual Ministry Committee	770	700	-	700	Allocation TBD	-	Allocation TBD
Welcoming & Inclusion Task Force	-	2,000	-	2,000	Allocation TBD	-	Allocation TBD
<b>SUBTOTAL</b>	<b>\$70,321</b>	<b>\$86,127</b>	<b>\$0</b>	<b>\$86,127</b>	<b>\$43,416</b>	<b>\$0</b>	<b>\$43,416</b>

ELCA-Southeastern Synod: Proposed 2010-11 Ministry Funding Plan

Ministry Item	2008 - 09 Actual Results	Approved for 2009-10			Proposed for 2010-11		
		Level 1 Plan	Level 2 Additions	Total	Level 1 Plan	Level 2 Additions	Total
<b>F. Synod Operating Expenses</b>							
Synod Office	\$134,003	\$157,614	\$0	\$157,614	\$159,190	\$0	\$159,190
Staff/Deans/Officers Travel & Expenses	121,242	110,000	-	110,000	120,000	-	120,000
Synod Archives	6,156	6,464	-	6,464	6,786	-	6,786
Audit & Legal	5,291	5,700	-	5,700	6,700	-	6,700
Accounting Services	20,620	25,000	-	25,000	25,000	-	25,000
Salaries & Housing	548,956	588,500	-	588,500	588,500	-	588,500
Pension/Ins/Other Benefits	187,739	218,690	-	218,690	220,000	-	220,000
Overtime Salary & FICA	-	8,000	-	8,000	4,000	-	4,000
Communications (formerly "Publications & AV" under Commission for Resources)	5,630	12,000	-	12,000	12,000	-	12,000
Information Technology	-	-	-	-	3,600	-	3,600
Emergency Assistance Fund	2,000	3,000	-	3,000	3,000	-	3,000
Contingencies	545	3,000	-	3,000	3,000	-	3,000
<b>SUBTOTAL</b>	<b>\$1,032,184</b>	<b>\$1,137,968</b>	<b>\$0</b>	<b>\$1,137,968</b>	<b>\$1,151,776</b>	<b>\$0</b>	<b>\$1,151,776</b>
<b>G. Governance</b>							
Synod Council	\$20,753	\$17,250	-	\$17,250	19,300	-	19,300
Assembly Committee	3,011	4,000	-	4,000	4,100	-	4,100
Assembly Program	82,583	80,000	-	80,000	82,500	-	82,500
Assembly Voting Member Travel	3,315	10,000	-	10,000	8,000	-	8,000
Expenses Donated	1,811	-	-	-	-	-	-
<b>SUBTOTAL</b>	<b>\$111,474</b>	<b>\$111,250</b>	<b>\$0</b>	<b>\$111,250</b>	<b>\$113,900</b>	<b>\$0</b>	<b>\$113,900</b>
<b>TOTAL Disbursements</b>	<b>\$2,898,635</b>	<b>\$3,285,590</b>	<b>\$658,948</b>	<b>\$3,944,538</b>	<b>\$3,275,700</b>	<b>\$400,106</b>	<b>\$3,675,806</b>
<b>NET</b>	<b>(\$33,810)</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>
<b>Transfers to Cover Deficit:</b>							
Designated Funds for New Staff	\$19,957						
Transfer from Holding Corporation	13,854						
<b>Final Balance</b>	<b>\$0</b>						