

Temple Beth Am

2022-23 Budget Proposal

April 2022

MISSION BASED BUDGETING

Temple Beth Am strives to adopt a mission-based budget. This requires that we consider all of our projected revenue and expenses and ensure that our financial plans are deepening our relationship to Judaism and the community by engaging the soul, heart, and mind. It also requires us to consider the specific mission-driven goals that the board adopted for the coming year.

Below is a summary of how we intend to (1) generate income through inspired giving as we recover from two difficult pandemic years; (2) steward our resources by spending them in a responsible way that best promotes our mission and board goals while sustaining our future; (3) and welcome our congregants forward with more opportunities to connect in-person with a renewed sense of belonging to bring maximum possible value to every congregant.

INCOME SUMMARY

Our projected income for the 2022-23 year reflects both our best assumptions based on the past year's experience as well as mission-driven decisions that help us create a structure for deepening relationships to Judaism and each other. Overall, we anticipate that revenues will start to increase again back towards 2019-2020 levels as we continue to come back together in-person. We believe revenues will increase for two reasons: first, we have been investing in easy commitment opportunities for all demographics to come together and be reminded of the sacred value of being in community together; second, we have continually lowered our expenses looking for ways to steward your donations and cut duplicative costs, renegotiate contracts and eliminate waste.

TBA's largest revenue source continues to be the annual financial commitments from our members. We are so grateful for the continued generosity of our community—you've allowed us to deliver vital services over the last year as we have dealt with the costs of keeping our community safe as we have come back together. We anticipate that our income from financial commitments will be similar to amounts collected in 2021-22, with small adjustments for congregants choosing to increase their level of support.

With a full return to in-person youth learning and engagement, we anticipate a small increase in enrollment in the Youth Learning Program (The Gan) in 22-23. We have also slightly increased the cost of tuition to cover our new integrated experience tuition model which includes the cost of b'nai mitzvah, retreats and youth activities. Specifically, we now offer learning and engagement opportunities (including retreats and activities, and the b'nai mitzvah prep for grades 4-12) at no additional cost. At the same time, the cost for grades PK-3 has been lowered overall to better reflect the program. We will also continue to offer robust need-based scholarships for all youth learning and engagement.

We similarly anticipate moving towards more in-person and multi-access (hybrid) learning opportunities for adults in 22-23. We will continue to offer the majority of adult learning classes (with the exception of adult Hebrew) at no charge. Our long-term goal is to offer as many learning opportunities as possible as part of the member experience.

Lastly, we are working to create more donation opportunities so that congregants can support the elements of Beth Am that are meaningful to them. We are planning another in-person gala, more community builder experiences, bringing back the Back to School Bash that supports The Gan, and adding more targeted donation opportunities through tributes and onegs. We also want to expand our corporate match program and offer congregants the ability to maximize their gifts while supporting the areas of Beth Am that are most important or meaningful to them while they are participating in learning, engagement, and lifecycle opportunities.

EXPENSE SUMMARY

Serving the worship, learning, and connection needs of our community makes relationship building Temple Beth Am's largest and most important expense. Accordingly, approximately 70% of our budget is compensation for our clergy, professionals, faculty and teachers, madrichim, support staff, and professional musicians. This year's budget includes (1) a 3% wage increase for all professionals to recognize the increased workload of doing multi-access events and services (multi-access is providing both in-person and virtual options); (2) one new full-time administrative position to help support revenue streams; (3) funding volunteer support to ensure Beth Am committees come back together and serve the needs of the community; (4) increased spending technology support to provide access to everyone whether in-person or virtual; and (5) contractual obligation to our clergy.

The other 30% of our budget will cover robust youth, adult and multi-generational experiences as we come back together in person. First and foremost, we are investing in hearing from you to ensure we are meeting your needs. In addition, we are experimenting with both old and new programs in worship, learning and engagement, including: Hearth Groups, retreats for various ages (including a family retreat), multi-generational experiences, new musical experiences, a new High Holiday experience, new adult learning programs, and many new community committees with engaging activities for all demographics. There is much to look forward to!

Lastly, we will still be investing heavily in integrated/relationship building through Youth Learning and Engagement to help young people that have been isolated throughout this pandemic to have many joyful Jewish learning and connections opportunities within the Beth Am community.

We believe this proposed budget reflects both Temple Beth Am's mission and board goals, and will help us to truly 'welcome forward' congregants in the coming year. As always, your feedback and engagement is welcome and encouraged!

Temple Beth Am				
Exhibits for 2022-23 Budget Development				
				<i>Approved by Finance Committee 4/19/22</i>
	19-20 Actuals	20-21 Actuals	21-22 Budget	22-23 FC Recommendation
Member Financial Commitments	1,709,426	1,526,671	1,601,000	1,627,000
Worship/Lifecycle Donations	42,463	8,673	10,000	20,000
Life Long Learning	37,302	7,441	7,500	38,000
Youth Learning Tuition & Scholarships	369,679	220,374	266,360	331,800
Community Events & Committee Donations	17,140	5,142	21,000	17,000
SEED Operations Support	417,623	450,566	492,847	586,000
Fundraising, Gala, and General Donations	413,682	175,698	240,000	292,000
Facility Rentals & Grants	14,650	8,101	82,000	12,500
Restricted Fund Income	95,719	58,758	47,000	138,700
Gift Shop Sales	2,808	114	1,000	1,000
Total Income	3,120,491	2,461,538	2,768,707	3,064,000
Staff, Faculty, & Madrichim Compensation	1,980,774	1,677,159	1,909,555	2,084,000
Accounting & Payroll Fees	88,254	122,363	83,500	122,000
Temple Programs & Events	297,885	87,504	227,830	270,000
Admin, Technology, & Utilities	182,255	136,688	199,471	221,000
Development Expenses	2,526	-	61,000	41,000
Facilities (Security, Janitorial, & Mortgage)	314,941	312,338	267,606	282,000
Restricted Fund Expense	96,257	15,685	0	44,000
Total Expense	2,962,894	2,351,737	2,748,962	3,064,000
Net Ordinary Income	157,598	109,801	19,745	0

TBA Mission Based Expense Matrix

