

Good Shepherd
Profit & Loss Budget Overview
 July 2021 through June 2022

	Jul '21 - Jun 22
Ordinary Income/Expense	
Income	
3000 · CONTRIBUTIONS	
3010 · Weekly Contributions	430,000.00
3012 · Holyday Contributions	7,800.00
3020 · Loose Offertory Collection	25,000.00
3030 · Building Fund	95,000.00
3080 · Mass Stipends & Stole Fees	4,800.00
Total 3000 · CONTRIBUTIONS	562,600.00
3100 · TUITION & FEES	15,700.00
3300 · RENTAL INCOME	59,800.00
34/3500 · OTHER REVENUES	
3470 · Investment Income	12,000.00
3475 · Eschweiler New Century Fund	64,000.00
Total 34/3500 · OTHER REVENUES	76,000.00
Total Income	714,100.00
Expense	
40/4100 · SALARIES & BENEFITS	521,683.00
42/4300 · SUPPLIES & PURCHASED SERVICES	68,110.00
44/4500 · BUILDING & GROUNDS	78,120.00
46/4700 · OTHER EXPENSES	67,187.00
Total Expense	735,100.00
Net Ordinary Income	-21,000.00
Net Income	-21,000.00

**2021-2022 Deficit Budget Submission
M14 – Good Shepherd, Menomonee Falls**

In developing our parish budget for the 2021-2022 FY, there were a few additional expenses we felt should be included as we strive for growth of our parish. As the pandemic made evident, our reliance on technology is rather important, and critical not only to our daily operations and management, but also now to our ministerial efforts. We have invested in a few areas to ensure we have reliable, effective and growth-positioned technology. We have included funding for managed IT services to ensure network health and rapid response to any technological issues we may encounter. We have invested in a new parish management platform, WeGather, which will handle our parish member data, contributions, online giving, volunteer management, event and class registration and management, facility management, a new website and portals for parish members and leadership bodies. This will additionally act a communications tool for staff and leadership and help to ensure improved task workflow. While the initial investment for the development of this product was included in the current FY, we will now have recurring maintenance and support costs related to this product.

In support of this product, to maximize its utilization and improve the operational and communication efforts of our staff, we have restructured our support staff positions to bring on a staff member with greater expertise in the areas of communications and member management. An upcoming vacancy has allowed for this restructuring. We are not adding to our headcount, but simply increasing pay for one of our support staff positions to match market rates for the skillset we are pursuing. We have additionally budgeted for 50% of the salary for the assistant to our parish director, whom we share with St. James, which has paid 100% of the salary since the employee was hired in January of 2020. Included also in this budget, is a 2% pay increase for all staff, matching the recommendation for priests and parish directors. After a pay freeze for the current FY, we felt it important to recognize our staff for the tremendous efforts they have given to adapt their ministries during the pandemic. Lastly, we have budgeted for the interest expense on our capital improvement loan, which had not been included in previous years as should have been.

Our ministries already operate on shoestring budgets, and much of our remaining expenses are costs beyond our control. We undertake pledge efforts each year with strong response rates, and reinforce parishioner giving with monthly mailings including YTD pledge and contribution data. While we could have forgone some of the expenses noted above, we determined now is not the appropriate time to make such cuts. We are making efforts to better engage our community and grow our parish. The deficit we face in the coming year is a reflection of our investment in the future. We have substantial cash in reserves and will be able to fund any year-end deficit with these funds.

Going forward we do realize that staffing is our largest expense, and we will need to make adjustments to our staffing plan to avoid deficits in the coming years. We have reviewed our staffing levels, are cognizant of our issues, and foresee the ability to make the necessary changes in the coming FY. We are confident we can execute a revised staffing plan for the 2022-2023 FY and beyond to achieve a balanced budget in the coming years. Hopefully, too, the efforts we are undertaking to further engage our community and grow the parish will bear fruit, and we will see increased income to further stabilize our annual operations.