

THE CHALLENGE

Westminster is our treasure; a community; a church family where we worship, learn, and find support, friendship and joyful celebrations.

As you can see, Westminster’s expenses exceed our income. The deficit reflects rising costs across the board especially in health insurance and building repairs. Trustees and church leadership continue to work diligently to trim any excess from the budget, monitor our investments and take measures to keep our building running efficiently and cost effectively.

The good news is that the church has no debts and has investment funds that help make ends meet. While these investments give us a cushion, they do not provide a long-term solution for this ongoing yearly deficit.

Last year, the Sustainability Team worked to create a strategy for Westminster’s future. This strategy has the following three parts:

- Staying in our current location because we own the building and because our identity includes being a ‘downtown church’ with all the challenges that infers.
- Focusing on making deeper connections within our church with new programs such as Small Group Ministries to build a meaningful, supportive and joyful church family.
- Becoming a stronger community asset – networking with those who serve the needs of the downtown community; marketing to build community awareness of Westminster and; on a practical level, increasing our income by offering the sanctuary, kitchen and other spaces for rent. This effort will involve investing in some building upgrades.

The goal is that these efforts will result in an improved financial picture while enriching church life.

Karen Nielsen,
Trustee Chair ~

PLEDGES

Pledging means we give in support of that which we believe.

We can be proud of our labors here on the corner of 4th and Washington, and our enduring presence in the heart of the city of Spokane. Please give in support of our work; to dismantle racism, support justice, protect the vulnerable, worship joyfully and inclusively, offer safety to the endangered, share peace and forgiveness, and Love God and Neighbor.

Your pledging, your offering of your income to support this church, is an ancient spiritual discipline of giving thanks to God for all our good gifts. Pledging means we give back a portion of what God has given first. Pledging means we give in support of that which we believe in. We believe in the work and witness of Westminster, so we ask you to support it, generously and faithfully and hopefully.

Please give so that we can continue to open our doors wide, open our hearts in love, worship God in peace, and share the light of Christ with our world! Yes, we can BE THE CHURCH!

The Rev. Andrea CastroLang ~

Annual Income	2.5%	5%	7.5%	10%
\$10,000	\$250	\$500	\$750	\$1,000
\$20,000	\$500	\$1,000	\$1,500	\$2,000
\$30,000	\$750	\$1,500	\$2,250	\$3,000
\$40,000	\$1,000	\$2,000	\$3,000	\$4,000
\$50,000	\$1,250	\$2,500	\$3,750	\$5,000
\$60,000	\$1,500	\$3,000	\$4,500	\$6,000
\$70,000	\$1,750	\$3,500	\$5,250	\$7,000
\$80,000	\$2,000	\$4,000	\$6,000	\$8,000
\$90,000	\$2,250	\$4,500	\$6,750	\$9,000
\$100,000	\$2,500	\$5,000	\$7,500	\$10,000
\$125,000	\$3,125	\$6,250	\$9,375	\$12,500
\$150,000	\$3,750	\$7,500	\$11,250	\$15,000
\$175,000	\$4,375	\$8,750	\$13,125	\$17,500
\$200,000	\$5,000	\$10,000	\$15,000	\$20,000
\$250,000	\$6,250	\$12,500	\$18,750	\$25,000

westminsterucc.org



WELCOME “Westminster is our treasure; a community . . .”

This narrative budget takes the columns of numbers from the proposed budget and shows how these dollars come to us in income and are spent in support of Westminster’s mission and service.

We hope that as you read through this, it inspires you to continue your involvement here in this unique, wonderful group of people called Westminster United Church of Christ.



2017 Narrative Budget

VALUES & COVENANT

Westminster's Values and Covenant serve to guide us in everything we do. The budget is constructed to reflect these values.

Our Values

- **Spiritual Nurture**
- **Service**
- **Welcoming**
- **Fellowship**
- **Progressive Christianity**
- **Sustainability**

Our Covenant

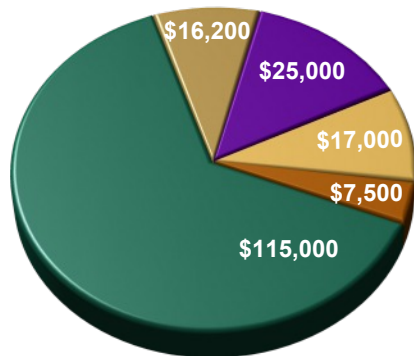
We covenant together, members and friends of Westminster Congregational United Church of Christ:

- To create and hold an open, trusting Christian Community where we can each discover our unique relationship with God;
- To accept one another as we seek ways to resolve our differences, and to rejoice as a community of faith and trust
- To seek opportunities for expression of faith by sharing talents and resources with our church, community and world;
- To celebrate the power of God's call and God's Love.

INCOME

Westminster is OUR church, funded primarily by US through our annual pledges, contributions, offerings and gifts. The rest of our income comes from rents, the annual FUNraiser, and investments.

Anticipated INCOME \$180,700



- Pledges \$115,000 (63.6%)
- Non-Pledge Contributions \$16,200 (9%)
- Investments \$25,000 (13.8%)
- Rental \$17,000 (9.4%)
- FUNraiser \$7,500 (4.2%)

EXPENDITURES

The heart of any church is people and Westminster has a pastor and support team of the highest caliber and dedication.

• WORSHIP & SPIRITUAL LIFE 17.3% - In worship, we gather to celebrate God's love and to discern the ways God is at work in our lives and world today. Every aspect of worship and spiritual education is included in this segment of the church budget.

SALARY/COMPENSATION: Pastor (40% of her time), Choir Director, Musicians, children's Activity Room attendants.

EDUCATION & SPIRITUAL GROWTH: Curriculum for children and adult programs.

• MISSION AND OUTREACH 15.5%

- Westminster is active in outreach & service. The budget for this category includes 40% of our Pastor's salary/compensation for her work in this area as well as the Pastor's Emergency Relief Fund.

COMMUNITY

OUTREACH/ACTIVISM:

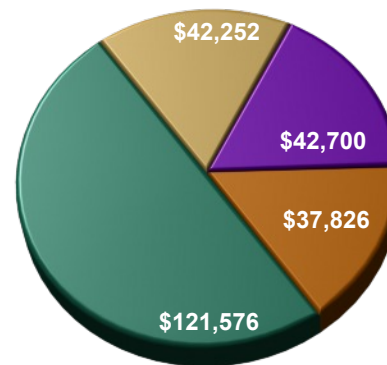
Our pastors are leaders in the community in outreach and activism for social justice, especially for the LGBTQ+ community. They spend many hours a month networking and speaking in support of justice and inclusion, adding the voice of Christian faith to all societal issues.

PASTORAL CARE: Pastors spend time every week with those in our church who need pastoral comfort and support. The Pastor's Relief Fund provides financial help to those in need in our own congregation as well as beyond it.

CONGREGATIONAL SUPPORT: The Mission & Outreach budget also covers our church fellowship dues for the wider national and international mission of the UCC church and our membership in the good work, action and advocacy of the Spokane Alliance.

COMMUNITY SERVICE: Our outreach efforts include countless volunteer hours from our members serving dinners for homeless

Estimated EXPENDITURES \$244,354



families through Family Promise, staffing the downtown Tree of Sharing to collect gifts for those in need, delivering meals for Meals on Wheels, collecting donations for Crop Walk, & planning the annual Jam for Bread concert to benefit Crosswalk teen shelter. Westminster also provides affordable space for Spokane Area Youth Choirs, Spokane Youth Orchestra, the Lego League, community gatherings and

• BUILDING 17.5% - Westminster is a beautiful, historic church - in fact the oldest church in Spokane. Upgrades have made the church more energy efficient while efforts by Trustees and our Caretaker keep it clean and in good repair. This segment of the budget includes salary/compensation for Caretaker John Larson. This budget also includes: MAINTENANCE AND REPAIR, INSURANCE & UTILITIES, KITCHEN AND LANDSCAPE SUPPLIES

• ADMINISTRATION 49.7% - Administration includes oversight of all financial, legal, personnel and daily operations of the church. This budget segment includes 20% of Pastor Andy's time and all compensation for Andréa Reese Hekimian, Office Manager, Bookkeeper and Publications. This budget also includes: OFFICE EQUIPMENT LEASES, PHONE & INTERNET, WEBSITE COSTS, OFFICE SUPPLIES

Though not part of the regular budget, the Stevenson Fund is an endowment given to the church to serve those in need. This fund affords us the ability to provide \$10,000 a year to support local agencies who provide food and services to the needy. This past year we supported Catholic Charities, Women's Hearth/Transitions, Meals on Wheels, Family Promise and the Pastor's Relief Fund.

