

Temple Beth Am

2021-22 Budget Proposal for Congregational Review

April 2021

Temple Beth Am's professional staff and clergy are preparing to submit a proposed budget to the TBA Board of Directors for the 2021-22 fiscal year. We invite congregants to review this proposal and provide feedback, either using our web form at <https://www.templebetham.org/form/temple-beth-am-budget-feedback.html> or via e-mail to treasurer@templebetham.org. Your feedback is requested by **Wednesday, April 21st**. Thank you for your input and ongoing support for our sacred community!

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, despite the overall decrease in revenues due to the pandemic; and (2) steward our resources by spending them in a responsible way that best promotes our mission and board goals and brings maximum possible value to every congregant.

INCOME SUMMARY

Our projected income for the 2021-22 year reflects both our best assumptions based on the past year's experience as well as mission-driven decisions that move us toward a culture of philanthropy, where community members give from the heart to support our institution.

Overall, we anticipate that revenues will be closer to pandemic (2020-2021) levels rather than higher pre-pandemic (2019-20) levels. We believe revenues will decrease for two reasons: first, our pandemic-related economic turbulence; second, we will deliberately reduce program income. The reduction in program income will be targeted to transactional "costs" to members. This change will move us towards a culture where members can easily support the areas of Beth Am that are most important or meaningful to them.

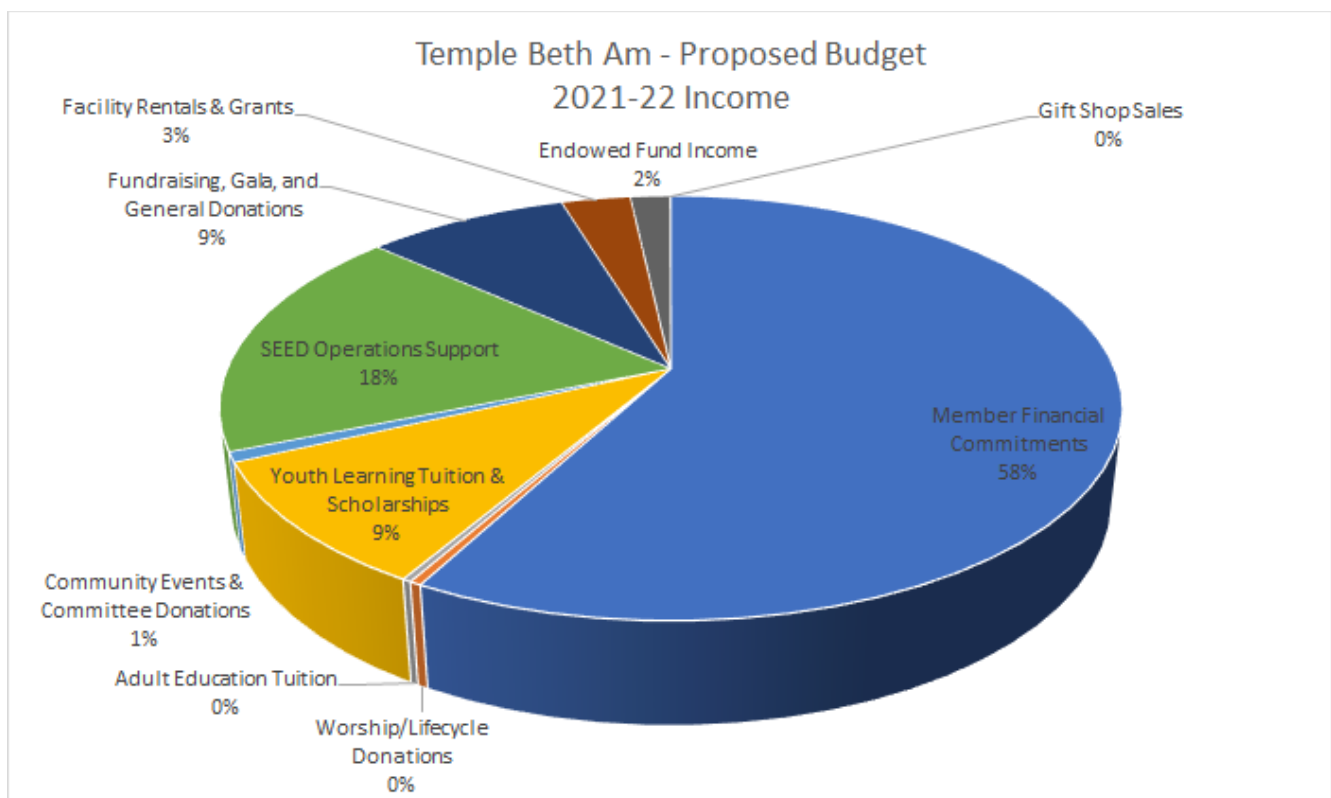
TBA's largest revenue source continues to be the annual financial commitments from our members. We are so grateful for the continued generosity of our community—you've allowed us to deliver vital services over the last year as we work to reopen the doors of our synagogue. We anticipate that our income from financial commitments will be similar to amounts collected in 2020-21, as will other income categories (engagement, SEED, and facilities).

We are planning for a return to in-person youth learning and engagement in the fall. We anticipate enrollment in the Youth Learning Program (The Gan) to remain similar to this year, however we will update costs to reflect an integrated experience. Specifically, we will offer learning and engagement opportunities (including retreats and activities for all youth grades 4-12) at no additional cost. This will lead to slightly increased tuition costs for grades 4-12. However, the cost for grades PK-3 will be lower to better reflect the program commitment. We will also continue to offer robust need-based scholarships for all youth learning and engagement.

We similarly anticipate moving towards more in-person learning opportunities for adults. 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.

We are also working on phasing out *b'nai mitzvah* fees while offering more free youth Hebrew classes (“Hebrew Hangouts”) to lower the overall cost of the *b'nai mitzvah* experience for families.

Lastly, we want to create more donation opportunities so that congregants can support the elements of Beth Am that are meaningful to them. We hope to return to an in-person gala in early 2022 with many community experience donation opportunities. We also want to expand our corporate match program and offer families the ability to easily support the areas of Beth Am that are most meaningful to them while they are participating in learning, engagement, and lifecycle opportunities.



EXPENSE SUMMARY

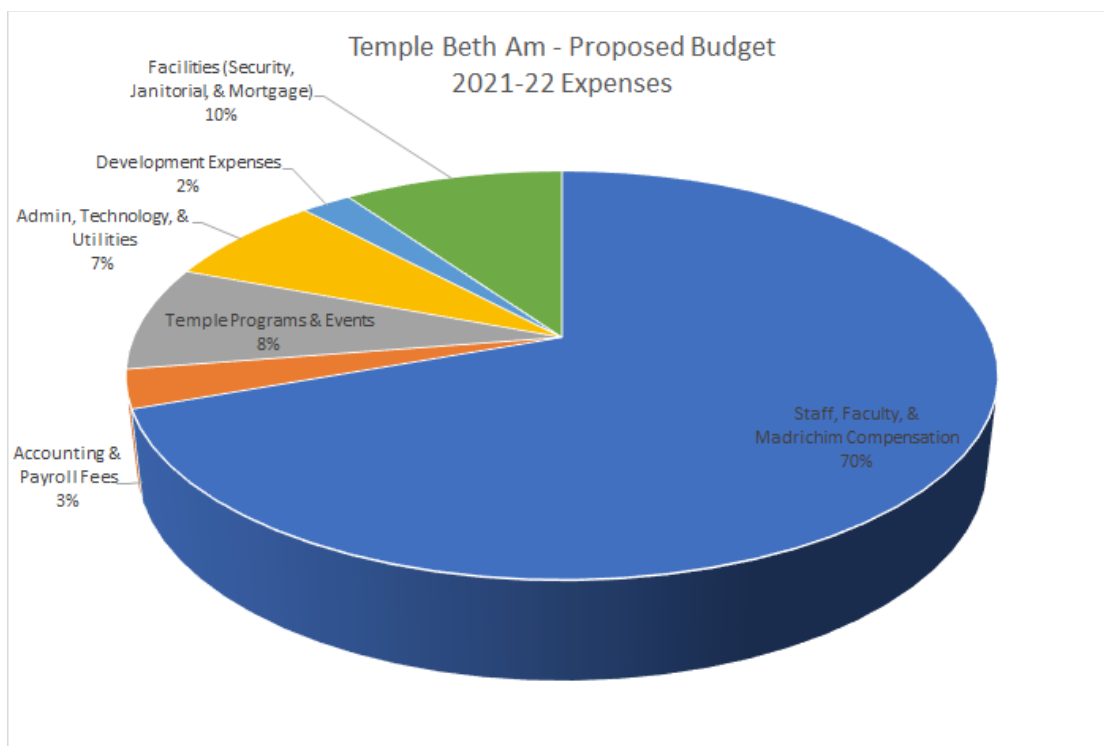
Serving the worship, learning, and connection needs of our community puts Temple Beth Am squarely in the relationship business. Accordingly and appropriately, our largest expense, about 70% of our budget, is compensation for our clergy, professionals, faculty & teachers, madrichim, and support staff.

This year's budget includes (1) a 3% wage increase for all professionals to recognize the increased workload during the pandemic, (2) a Diversity, Equity, & Inclusion (DEI)-aligned pay scale for faculty, (3) two new part-time positions to provide technology and communication support, and (4) an increase in the SEED tuition discount for all TBA and SEED full-time employees. This SEED tuition discount represents our intent (like many congregations and non-profit organizations) to offer to all our employees the core services we provide to the community. This increases retention, helps employees understand the mission, and ensures we live our core Jewish values.

The other 30% of our budget will cover both in-person and online experiences. So we can continue to live-stream Shabbat and Festival Services, even when we are in person in the sanctuary, we need to upgrade our internet service and hardware/software. These technology upgrades will support 21st century congregational life.

We are also investing in both old and new programs in worship, learning and engagement, including: Hearth Groups, retreats for various ages, multi-generational experiences, new musical experiences, and learning specifically targeting DEI issues in the Jewish community. If all this sounds exciting—great! There is much to look forward to!

Lastly, we are investing heavily in integrated/relationship building through Youth Learning and Engagement to help young people that have been isolated for the last year have many joyful Jewish learning and connections opportunities with their Beth Am community.



INCOME STATEMENT COMPARISON

The exhibit below provides a historical perspective (our Actuals from our 2019-20 year), our projections for the current year (2020-21) and our Proposed budget for 2021-22. Both income and expenses are expected to rebound somewhat but remain well below pre-pandemic levels, while projected Net Income allows for contributions towards our reserves.

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

Temple Beth Am			
Exhibits for 2021-22 Budget Development			
	19-20 Actuals	20-21 Estimated Actuals	21-22 Staff Proposal
Member Financial Commitments	1,709,426	1,545,000	1,601,000
Worship/Lifecycle Donations	42,463	6,900	10,000
Adult Education Tuition	37,302	16,100	7,500
Youth Learning Tuition & Scholarships	369,679	189,600	266,360
Community Events & Committee Donations	17,140	5,300	21,000
SEED Operations Support	417,623	440,800	492,847
Fundraising, Gala, and General Donations	413,682	132,800	240,000
Facility Rentals & Grants	14,650	8,200	82,000
Restricted Fund Income	95,719	-	47,000
Gift Shop Sales	2,808	100	1,000
Total Income	3,120,491	2,344,800	2,768,707
Staff, Faculty, & Madrichim Compensation	1,980,774	1,598,000	1,909,555
Accounting & Payroll Fees	88,254	111,000	83,500
Temple Programs & Events	297,885	79,000	227,830
Admin, Technology, & Utilities	182,255	124,000	199,471
Development Expenses	2,526	-	61,000
Facilities (Security, Janitorial, & Mortgage)	314,941	251,000	267,606
Restricted Fund Expense	96,257	-	-
Total Expense	2,962,894	2,163,000	2,748,962
Net Ordinary Income	157,598	181,800	19,745
Operating Reserves	385,531	541,000	560,000