



## Salt & Light Ministries European budget 2007/8

Over the last few years, we have been asked by senior leaders for increased communication about our financial needs and aspirations. This document summarises our plans for the year August 2007 to July 2008.

### Financial 'modus operandi'

As you know, we in Salt & Light are very informal bunch!

The most common question asked of us is whether we have a "fixed expectation from member churches". We have never made giving a 'requirement' but would hope that it is seen an important aspect of participation in our family, in same way that 'tithing' is in a local church.

Financially, the *modus operandi* of many of our churches includes at least 3 factors:

1. Many of our Congregational leaders tithe to the person they are receiving apostolically, as a recognition of that relationship and ongoing pastoral and apostolic support. These days with charities being as they are, this is often administered as a monthly gift from church to church. All of our apostolic leaders are funded from their local church bases, not from Salt & Light.
2. In addition, we encourage churches to give appropriate generous ministry gifts ('honorariums') to visiting speakers, whether or not they are from within Salt & Light. Barney has always encouraged us to be generous in finance, and this spirit lives on in the family! (perhaps think of such gifts in terms of what a day's salary would be for a visiting speaker. In many of our churches, gifts should be payable to the church, not the leader personally!)
3. Finally, we encourage churches to give a small regular contribution to Salt & Light in respect of the corporate communication and planning costs as we seek to work together to be 'a family together on mission'. We publish the budget each Spring in Senior Leader magazine and on our website ([www.saltlight.org/europe](http://www.saltlight.org/europe) > Information for churches) When pressed hard in 2003 for a benchmark, we suggested churches could perhaps think of 2% of their tithe income.

Additionally, some churches give regularly to KBCTC and to various overseas projects via Church Relief International.

### What is the Salt & Light budget for?

The European fund enables us to support and facilitate a number of aspects of the ministry of Salt & Light in Europe, in addition to those ministries and projects financed directly by churches and groups of churches.

The events and ministries themselves (e.g. conferences, events, e4, King's Bible College and Training Centre, Church Relief International) run through separate funds and do *not* appear in this budget, nor do designated funds (e.g. offerings, the European development fund, etc.).

### Who do we employ and what do they do?

We remunerate various part-time staff seconded from our churches in Oxfordshire, Basingstoke and Manchester:

#### Manchester



David Rolles (Event Manager), Jennie Cottle (Deputy Events Manager) and Sue Williams (Assistant) [total 1.4 full-time equivalent staff]



- **Events and conferences:** running some events; supporting others; handling bookings for most
- **Database management:** contacts and events
- **Church Relief International:** support for Mark Harland, European Director, CRI (unpaid)

#### Basingstoke



- **Finance management:** 1 day per week; plus support from Mike Poulton, Finance Trustee (unpaid)

#### Oxford



Andy O'Connell (Team administrator), Lesley West (PA), Oliver Russell (Operations Manager), Jason Huffadine (Designer) [total 2.2 full-time equivalent staff]



- **European Apostolic Team:** support of the team, new projects, internal communications, planning
- **Network and development**
- **Communications:** e-newsheets, website, liaison with churches, IT support of the website (we pay a designer 1 day per week)



- **Publications:** sales and distribution, new publications



- **Church Relief International:** administrative support for David Freeman, Director, CRI Education (unpaid)
- **IT support** (contracted out)

### Thank you!

Since the Senior Leaders' Consultation 2003, when we expressed the need for increased giving, regular giving from churches has increased from £47,250 to £75,000, a significant increase for which we are very grateful!

During 2007, we have had an increasing clarity about God speaking to us about change, development and a fresh sense of cohesiveness for the family of churches.

Consequently, we have created a new role of Operations and Communications Manager, in order to give us the infrastructure to help work towards these developmental goals. Together with other necessary budget adjustments this was a significant step of faith, so 2007/8 sees us with a £17,000 faith gap (with a further gap of £28,000 projected for 2008/9). **Would you help us?**

### Minimum budget 2007/8 (£ sterling)

	Budget 2007/8	Budget 2006/7
<b>INCOME</b>		
<b>Regular income from churches</b>	<b>75,000</b>	<b>72,000</b>
Income from conferences	10,000	10,000
Books and audio sales	3,000	2,500
Bank interest	6,000	4,000
Transfer from other funds	9,000	
<b>Total Income</b>	<b>103,000</b>	<b>88,500</b>
<b>EXPENDITURE</b>		
Office costs (inc. personnel)	118,000	75,800
Publications	10,000	5,500
Gift to S&L International	2,000	2,000
Legal, insurance, banking	5,000	5,000
Other	1,000	
<b>Total Expenditure</b>	<b>136,000</b>	<b>88,300</b>
Funds drawn from reserves	16,000	
<b>FAITH GAP*</b>	<b>17,000</b>	