

Reprint from March 2009

Economic State of the Parish

These are difficult times for many people including those in our own community. I want to help give you a clear understanding of the financial situation here at St. Raphael's.

For the better part of the last 10 years, parish income has been flat while expenses continue to rise. Six months after I arrived as pastor, I saw the financial trends were not good. By the end of my first year I had to make the decision not to rehire Sr. Grace who had replaced Sr. Virginia.

Each year we have made reductions in staffing and cut expenses as much as possible. One year ago at this time, we projected a large deficit and therefore had to again make cuts in staffing and reduced two full-time, benefited positions to part-time. This resulted in the loss of the people in those positions and late replacements for them in the half-time capacity.

As I write this, the year-to-date figures put us at about a \$6,000 surplus. While it is good to be in the black, \$6,000 is nothing in a budget of our size. It is also deceptive in that we unexpectedly lost our Business/Facilities Manager at the beginning of the fiscal year (July 2008). If we had simply retained that person, we would be well into deficit now, but also remember we are paying two part-time people without benefits instead of two full-time positions. If we had not made that difficult decision we would be in a deficit of about \$80,000.

Apart from the actual financial cost we do also pay a price in reduced service to the parish and stress for the remaining staff who are called upon to do more without additional compensation. A parish this size needs to have a Business/Facilities Manager. There are no more regular staff we can cut or reduce apart from one of the priests.

What's the bottom line?

After consulting with both the Finance Council and the Parish Pastoral Council we reached the following conclusions:

1. Without hiring anyone for the next fiscal year, July 1, 2009-June 30, 2010, we can make it financially by dipping into our reserves.
2. **If things do not turn around, no later than half way through that fiscal year, the only position we can cut to save money is a priest. I certainly don't want to do that and I know the Archdiocese would not want it, but it may come to that.**
3. **To maintain two priests, a full-time Business/Facilities Manager position, and pay adequate compensation to staff, we need to raise income by 10-15%**

I would not wish anyone to do what they cannot. Your support of your families is certainly first. At the same time we need your support to sustain the parish community. I ask your prayerful consideration about what you can do. We are also seeking to find additional sources of income apart from Sunday collections as well.

If you have questions, please ask myself, or a member of the Finance or Parish Pastoral Councils whose names are listed here.

Thank you, in Christ,

Fr. Bruce

Finance Council

Ron Cortez
Gordon Durenberger
Marie Mlodzik
Ralph Modugno
Glenn Scheel
Terry Strickler
Tony Vallejo

Pastoral Council

Sam Alfano
Peter Devoy
Mell Hueston
Brian Klinge
Robert Marks
Manny Rey
Lars Schmidt
Terry Strickler
Carlos Valenzuela
Mark Vampola
Tad Varesio

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What Does It Cost to Run St. Raphael Church?

St. Raphael Church Budget for fiscal year 2009 (July 1,2008 to June 30,2009)

INCOME

Sunday Collections	\$824,500
Donations for Sacraments/Services.....	\$15,250
Other Income/Restricted Donations	\$14,680

Total Income \$854,430

EXPENSES

Compensation (Includes Salaries, Health Ins, Payroll Taxes, Pension, Worker's Comp)	\$481,540
Fixed Expenses (Includes Property Taxes, Insurance)	\$71,022
Operating & Discretionary Expenses	\$251,038
Archdiocesan Assessment FY 2007/2008	\$87,780

Total Expense \$ 891,380

***NET INCOME (DEFICIT) (\$36,950)**

* Deficit to be made up from parish savings and reserves.

A Just and Equitable Working Environment?

Because offertory giving has remained flat for most of the last ten years, the Parish has had to make the following changes that affected personnel:

- Terminated one ministry position
- One ministry position changed to part-time (will ***not*** be filled next year)
- Not filled—Music/Choir Director
- Cut two 40 hour per week positions to 20 hours
- Not filled—Business/Facilities Manager (critical position)

This also means Parish employees are, in some cases, filling three positions with no change to their compensation.

In the past three years, only one raise (***not on par*** with current standard of living increase or raise in the minimum wage).

How Much Should We Give?

Prayerfully consider the gifts God has given you. Many people ask whether there is a standard of giving. Each person must arrive at that conclusion on their own. The following scale is provided to serve as a guide for those who are interested in using it.

Annual Income	1% promise		2% promise		5% promise		10% promise		Compare the Cost!
	total	weekly	total	weekly	total	weekly	total	weekly	
\$30,000	\$300	\$5.77	\$600	\$11.54	\$1,500	\$28.85	\$3,000	\$57.69	15% tip at restaurants
\$50,000	\$500	\$9.62	\$1,000	\$19.23	\$2,500	\$48.08	\$5,000	\$96.15	\$15.00 iTunes "album"
\$62,000	\$620	\$11.92	\$1,240	\$23.85	\$3,100	\$59.62	\$6,200	\$119.23	\$3.79 Starbuck's Latte Grande
\$75,000	\$750	\$14.42	\$1,500	\$28.85	\$3,750	\$72.12	\$7,500	\$144.23	\$5.79 McDonald's Value meal
\$100,000	\$1,000	\$19.23	\$2,000	\$38.46	\$5,000	\$96.15	\$10,000	\$192.31	\$10.50 Lunch at Chili's
\$150,000	\$1,500	\$28.85	\$3,000	\$57.69	\$7,500	\$144.23	\$15,000	\$288.46	\$22.50 Cable/Internet (wk)
\$200,000	\$2,000	\$38.46	\$4,000	\$76.92	\$10,000	\$192.31	\$20,000	\$384.62	\$15.25 Dinner at Denny's
									\$9.50 movie rental (2)

Una traducción española estará disponible en la oficina de la parroquia la semana próxima.