

Conference of European Churches
Governing Board

Brussels, 22-24 November 2018

Doc N°: 2NGB2018 Doc12a Draft Financial Plan
2019-2023

Topic: Budget & Accounts

Agenda Item: 12

Staff in charge: Christian Krieger

Recommendation: For approval

Annex: N/A

Earlier docs: N/A

CONFERENCE of EUROPEAN CHURCHES
Draft financial plan 2019 - 2023

	2018 *	Year 2019	Year 2020	Year 2021	Year 2022	Year 2023	2019-2023
EXPENSE							
Salaries	963,140	840,928	857,747	874,902	892,400	910,248	4,376,225
Salaries Subv Staff	132,200	144,583	147,475	150,424	153,433	156,501	752,416
Salaries to be fundraised		244,575	249,467	254,456	259,545	264,736	1,272,778
Salaries Staff CCME	60,000	87,638	89,391	91,179	93,002	94,862	456,072
Governing Body	30,000	30,000	30,600	31,212	31,836	32,473	156,121
Thematic Reference Groups	29,200	45,000	45,000	45,000	45,000	45,000	225,000
Meetings	72,800	80,000	80,000	80,000	80,000	80,000	400,000
General Assembly					137,599	1,340,351	1,477,950
Travels staff & hospitality	45,500	60,000	61,200	62,424	63,672	64,946	312,242
Services outsourced	26,000	26,500	27,030	27,571	28,122	28,684	137,907
Fixed costs	151,912	155,000	158,754	161,839	165,768	169,547	810,908
Assembly provision	80,000	100,000	110,000	120,000	130,000	140,000	600,000
Use of Assembly provision						-750,000	-750,000
Assprop	90,000	90,000	90,000	90,000	90,000	90,000	450,000
TOTAL EXPENSES	1,680,752	1,904,224	1,946,663	1,989,006	2,170,377	2,667,349	10,677,620

CONFERENCE of EUROPEAN CHURCHES
Draft financial plan 2019 - 2023
CEC staffing plan 2019

		per Person	Total	2018
General Secretary	100%	147,088.00	147,088.00	143,500.00
Executiv Staff	400%	97,375.00	389,500.00	396,150.00
Subv. CCME Exec Staff	100%	87,638.00	87,638.00	60,000.00
Specialized Admin Staff	80%	86,100.00	68,880.00	67,340.00
Specialized Admin Staff	80%	80,719.00	64,575.20	63,000.00
Admin Staff Finance	80%	44,075.00	35,260.00	32,700.00
Admin Staff Strassbourg	75%	52,531.00	39,398.25	38,400.00
Admin Staff	200%	64,575.00	129,150.00	267,750.00
TOTAL Salaries	1115%		961,489.45	1,068,840.00
Seconded Strassbourg	60%	86,100.00	51,660.00	40,000.00
Seconded CPCE	80%	75,000.00	60,000.00	60,000.00
TOTAL Salaries Subv Staff	140%		111,660.00	
Requested Seconded Staff	200%	90,000.00	180,000.00	
Requested Admin Staff	100%	64,575.00	64,575.00	
TOTAL Salaries to be fundraised	300%		244,575.00	

CONFERENCE of EUROPEAN CHURCHES
Draft financial plan 2019 - 2023

	2018 *	Year 2019	Year 2020	Year 2021	Year 2022	Year 2023	2019-2023
INCOME							
Requested Membership	1,208,100	1,339,540	1,365,150	1,391,310	1,418,000	1,445,170	6,959,170
unpaid membership		-139,282	-133,711	-128,362	-123,228	-118,299	-642,881 strategy!
Churches of Rhine		30,000	31,000	32,000	33,000	34,000	160,000 strategy!
Church Donations	94,000	94,000	96,000	100,000	105,000	110,000	505,000 strategy!
Subv staff	127,200	129,583	132,475	135,424	276,032	281,852	955,365
To be fundraised		244,575	249,467	254,456	259,545	264,736	1,272,778 strategy!
Meetings income	109,942	115,000	115,000	115,000	115,000	115,000	575,000 strategy!
Assembly Income						240,000	240,000
Donations f Assembly						210,000	210,000 strategy!
Other income	481	2,500	2,500	2,500	2,500	2,500	12,500 strategy!
Assprop	90,000	90,000	90,000	90,000	90,000	90,000	450,000
TOTAL INCOME	1,629,723	1,905,916	1,947,880	1,992,328	2,175,849	2,674,959	10,696,933
Saldo	-51,029	1,691	1,217	3,321	5,471	7,611	19,313
Total Income	1,629,723	1,905,916	1,947,880	1,992,328	2,175,849	2,674,959	10,696,933
Total expense	-1,680,752	-1,904,224	-1,946,663	-1,989,006	-2,170,377	-2,667,349	-10,677,620
Result	-51,029	1,691	1,217	3,321	5,471	7,611	19,313

* without GA

For Fundraising Strategie:	Year 2019	Year 2020	Year 2021	Year 2022	Year 2023
unpaid membership		22,825.84	45,824.48	69,013.75	92,411.34
Churches of Rhine		31,000	32,000	33,000	34,000
Church Donations		2,000	6,000	11,000	16,000

To be fundraised	244,575	249,467	254,456	259,545	264,736
Meetings Income	35,000	35,000	35,000	35,000	35,000
Donations f Assembly			70,000	70,000	70,000
Other income	279,575	340,292	443,280	477,559	512,147