



Church Business Administration Network
Churches In Transition - CIT (Sight) Ministry

Empty Pews/Vacant Pulpits: (Pt. 3): “Budgeting for Growth During a Ministry Downturn”

Monday, April 21, 2025 @ 12NOON (EDT)

Dr. William H. Whitaker, II
CBA1 Founder & Ministry Trainer

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Meeting ID: 964 319 7945

Passcode: CBA1

Conference Call: (301) 715-8592

CBA1: The Church Business Administration Network

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Please access this Zoom training on the date & time shown above:

<https://us06web.zoom.us/j/9643197945?pwd=V8Qg9337dOKDEZ55Zs5P9INrb8ir0U.1>

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GIVE “MITEY1”

Not a “Fee” Amount, but a Gift of the “Heart”



Donate Once
-a-Month
to CBA1

Give 1 Prayer
-a-Week
for CBA1

“Reach” 1
Church/Organization
-a-Month
to Attend CBA1

We are praying for 100 Mitey 1 commitments by May 31, 2025.

Be a **“MITEY1”** and experience the Lord turning your little into much!

To commit, visit <https://cba1.org/donate-to-cba1/#commit>.

To donate, visit <https://cba1.org/donate-to-cba1/>.

WhitNotes™

Dr. Whit's Notes

7 Years of Famine Ministry Savings

This Week's Offering Deposit	\$3,000.00		
This Week's Savings	\$150.00	5% of This Week's Deposit	

Famine Ministry Categories	Ministry Distributions %	Time Periods									
		1 Week	After 26 Weeks	After 52 Weeks (1 Year)	After 78 Weeks	After 104 Weeks (2 Years)	3 Years	4 Years	5 Years	6 Years	7 Years
Leadership Training & Development	10% of This Week's Savings	\$15.00	\$390.00	\$780.00	\$1,170.00	\$1,560.00	\$2,340.00	\$3,120.00	\$3,900.00	\$4,680.00	\$5,460.00
Christian Education Ministry	20% of this Week's Savings	\$30.00	\$780.00	\$1,560.00	\$2,340.00	\$3,120.00	\$4,680.00	\$6,240.00	\$7,800.00	\$9,360.00	\$10,920.00
Worship & Music Ministry	20% of this Week's Savings	\$30.00	\$780.00	\$1,560.00	\$2,340.00	\$3,120.00	\$4,680.00	\$6,240.00	\$7,800.00	\$9,360.00	\$10,920.00
Youth & Young Adult Ministry	20% of this Week's Savings	\$30.00	\$780.00	\$1,560.00	\$2,340.00	\$3,120.00	\$4,680.00	\$6,240.00	\$7,800.00	\$9,360.00	\$10,920.00
Evangelism & Outreach Ministry	20% of this Week's Savings	\$30.00	\$780.00	\$1,560.00	\$2,340.00	\$3,120.00	\$4,680.00	\$6,240.00	\$7,800.00	\$9,360.00	\$10,920.00
New Ministries	10% of This Week's Savings	\$15.00	\$390.00	\$780.00	\$1,170.00	\$1,560.00	\$2,340.00	\$3,120.00	\$3,900.00	\$4,680.00	\$5,460.00
	Total	\$150.00	\$3,900.00	\$7,800.00	\$11,700.00	\$15,600.00	\$23,400.00	\$31,200.00	\$39,000.00	\$46,800.00	\$54,600.00

MINISTRY EMPLOYMENT CLAUSES TO ACCEPT & AVOID

SAFE "MUST HAVES", ACCEPTABLE (WITH/WITHOUT), "ABSOLUTELY NOTS"

Compensation/Benefit Package:

1. Salary
2. Retirement Contribution
3. Health Insurance
4. Life Insurance
5. Church Cell Phone
6. Church Owned Car
7. Church Owned Housing or Compensation for Your Rent/Mortgage
8. Personal Development & Continuing Education Allotment

Job Responsibilities

9. Spiritual Leadership & Congregational Care
10. Maintain Strong Relationships with All Members
11. Attend & Lead All Weekly Worship Services
12. Adhere to Specified Dress Code (i.e. Certain Colors, Certain Sundays)

Written Employment Terms

13. Regular Work Hours
14. As Needed: On Call All Day, Every Day Including Weekends & Holidays
15. Not Allowed to Have Other Jobs Outside of the Church
16. Do Not Compete Clause: Not Permitted to Work within 50 miles of Your Church During nor After Employment in Your Church
17. Quarterly Church Conference for Ministry Updates/Discussions with All Members
18. Annual Performance Reviews by Members & Ministry Leaders

Unwritten Employment Terms

19. Be Spirit-Led, but Membership Controlled
20. Every Church Member is Your "Boss"
21. No Contract/ Job security
22. No Severance Package or Unemployment Benefits/Savings
23. High Termination Rate
24. No Paid Leave (i.e. Sunday, Sick, Vacation, etc.)
25. No Guarantee of Being Paid on Pay Day
26. Work for Hire: The Church Owns Your Work
27. High Probability of No Regular Salary Increase

Unwritten Employment Terms (cont'd.)

28. If Salary is Increased, Not to Cost of Living
29. Limit Friends & Acquaintances to the Church's "Circle"
30. Spouse & Children are Expected to Come to Work with You
31. ...and Be "Managed" by the Church's Leaders & Members
32. Family Required to Attend All Church Activities
33. Acceptance of Verbal Abuse, Disrespect, & Mistreatment from Church Members & Ministry Leaders

Ministry Unemployment “Savings” Equation

Your Portion of Household Bills \times (# of Recovery Months) \div (Anticipated months on Church Job) = Your Monthly Employment Savings Amount

Preparing for the Famine Ahead - Step 1

Know that a “Famine” is Always On the Way: (Ministry Crisis, Recession, Depression, Pastoral Vacancy, Budget Shortages, Lack of Youth/Young Adults, etc.)

Dream 1

Cows = Quality of Life - Ugly, Skin, & Bones

Dream 2

Full Grain & Withered Grain

Head of Grain = Quality of Life

4 Areas of Ministry-Related Famine

1. Church Employment & Compensation
2. Church/Congregational Giving
3. Church Finance Savings
4. Church Membership & Attendance

Preparing for the Famine Ahead - Step 2

Famine-Time Leadership Must Hear From & Be Led by the Lord

Why cannot a “church” leader lead a congregation during a time of congregational and ministry famine?

Preparing for the Famine Ahead - Step 3

“A Congregation that Desires to be Led”

Preparing for the Famine Ahead – Step 4

Discern Your “God-Anointed” Leader

Preparing for the Famine Ahead – Step 5

Wise, Discerned Leadership: *The Right People in the Right Position at the Right Time.*

Preparing for the Famine Ahead - Step 6

The Famine Preparation Ministry