



FREQUENTLY ASKED QUESTIONS

HOW IS THE CALVARY BUDGET DETERMINED?

Our budget is driven by our mission to see more lives changed forever because of the gospel of Jesus Christ. We want to translate every dollar into changed lives.

WHAT IS THE PROCESS FOR SETTING THE BUDGET?

Here is the short version: 1) The Senior Pastor and Executive Pastor lead the staff in an intensive ministry planning process during the summer. 2) Ministry plans are submitted to the Elder Board in late summer. 3) A committee of church leaders and financial professionals (the Finance & Facility Committee) spend the fall creating a budget that can accomplish ministry objectives. 4) The Elder Board makes final modifications and approves the budget in November or December.

WHY DOES THE BUDGET INCREASE EACH YEAR?

The simple answer is that our church has been growing at a rate of 10-15% every year! That means that an additional 100-150 people a year have been added to Calvary Church for the last five years! As with a family budget, when the family grows, the budget does too.

HOW ARE STAFF SALARIES SET AND MANAGED?

The Elder Board uses metrics based on extensive research provided by organizations like the National Association of Church Business Administrators. Pay scales and benefits for Calvary staff are comparable to administrators, teachers, and staff at Valparaiso Community Schools and take into consideration factors such as position, education, and experience. The Elder Board sets staff salaries and makes retaining competent staff a high priority.

DOES CALVARY HAVE GOOD ACCOUNTABILITY MEASURES?

We believe in strong accountability at every level. The Elder Board provides financial oversight and reviews reports at every meeting, and the Finance & Facility Committee provides detailed accountability. The Executive Pastor and Business Manager provide ongoing accountability for staff. In addition, our online giving mechanisms are secure, and our weekly collection procedures are carefully managed by staff and a security professional.

WHAT IF I HAVE QUESTIONS ABOUT CALVARY'S BUDGET?

Call the church office and ask for an appointment with the Executive Pastor. We are committed to giving you all the information you need to be assured that we manage our resources wisely.

WHAT IF I HAVE QUESTIONS ABOUT MY GIVING STATEMENT?

Contact Executive Pastor [Al Lackey](#) with any questions you have about your giving statement.

