



Financial Integrity and Oversight at Olathe Bible Church

- At OBC, every member has the privilege of participating in our open budget review meetings held in conjunction with the annual business meeting.
- At OBC, every budget must be congregationally approved after considerable input from ministry leaders, staff, and the elders.
- Every month, financial statements and all expenditures are reviewed in detail by the Board of Elders. Everything we do is open and aboveboard.
- Annually, every Pastor, Minister, staff person, Elder, Deacon and key volunteer submits a Conflict of Interest Disclosure Statement assuring that Olathe Bible Church conducts its business transactions decently and above reproach with a commitment to operate with the highest level of integrity.

How is money handled at OBC?

There are many systems in place to assure integrity with the money God provides to fund the ministries of Olathe Bible Church. Segregation of duties is one of the hallmarks of accountability. Procedurally, two ushers place the offerings in a locked safe after each service on Sunday. The safe is opened by the Business Administrator with another person present and is counted by at least two people. The deposit is made by the Business Secretary and the contributions are posted to individual accounts by yet another person.

How are expenses handled at OBC?

Regarding the day-to-day expenditure of funds, each Pastor is held accountable to spend within the budget the congregation has approved for the ministry year. Further, Olathe Bible Church uses an accountable expense reimbursement plan whereby each and every staff member or ministry leader must turn in a detailed, signed, expense report including place of ministry, purpose of ministry and receipts. Each expense report is reviewed by the Business Administrator. No Pastor is a signatory on the checking account and every check over \$5,000 requires two signatures. There is also a spending limit built into the church bylaws such that any single expenditure over 4% of the total annual budget requires a congregational vote. Detailed monthly income and expenditure statements are available to members on request.

How are salaries determined at OBC?

Salaries for each staff member are reviewed annually. Each Pastor's and Minister's salary is compared to nationally published salary surveys to verify that salary levels are aligned with national averages. Currently, we use the survey that is published by the National Association of Church Business Administrators. It is widely used and reliable. The NACBA data allows us to focus in on salaries for similar sized congregations with similar sized budgets within our geographical area. For the current fiscal year Pastor's and Minister's salaries were set at the 75th percentile of the average salary for each position. Detailed salary information is available upon request.

If you should have any further questions or concerns we encourage you to contact Karl Morgner at the church office or any member of the Board of Elders.

Standing with you for the Gospel,

Pastor Mike Bickley
Lead Pastor

Rick Biery
Chairman of the Board of Elders