

Expanding God's Kingdom...

SECC Tithe Formula Update

January 2026

■ Presented By SECC Officer Team

Current Formula

Implemented in 2012



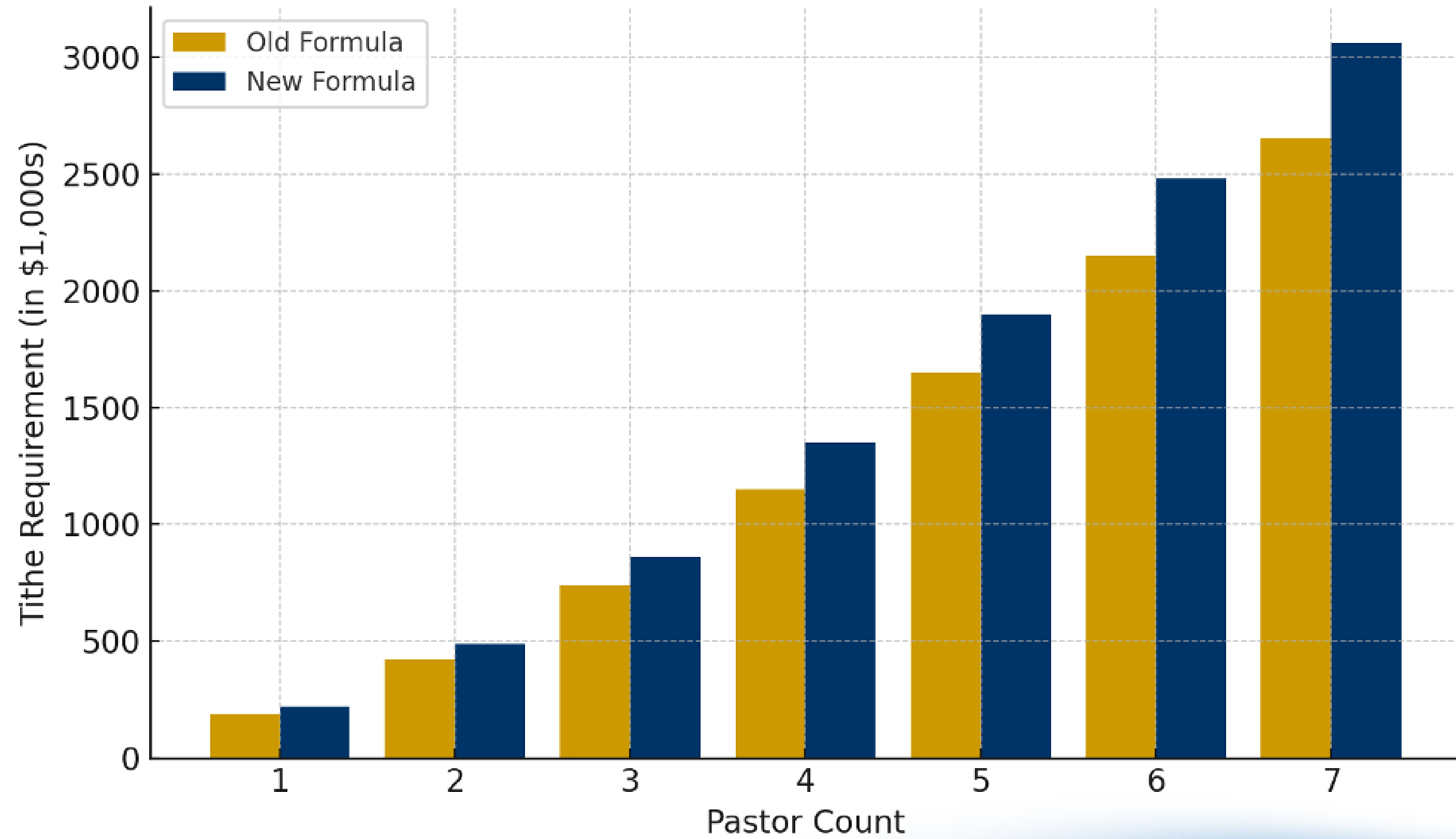
■ 1 Pastor:	\$190k
■ 2 Pastors:	\$420k
■ 3 Pastors:	\$740k
■ 4 Pastors:	\$1.150k
■ 5 Pastors:	\$1.650k
■ 6 Pastors:	\$2.150k
■ 7 Pastors:	\$2.650k

Formula Comparison

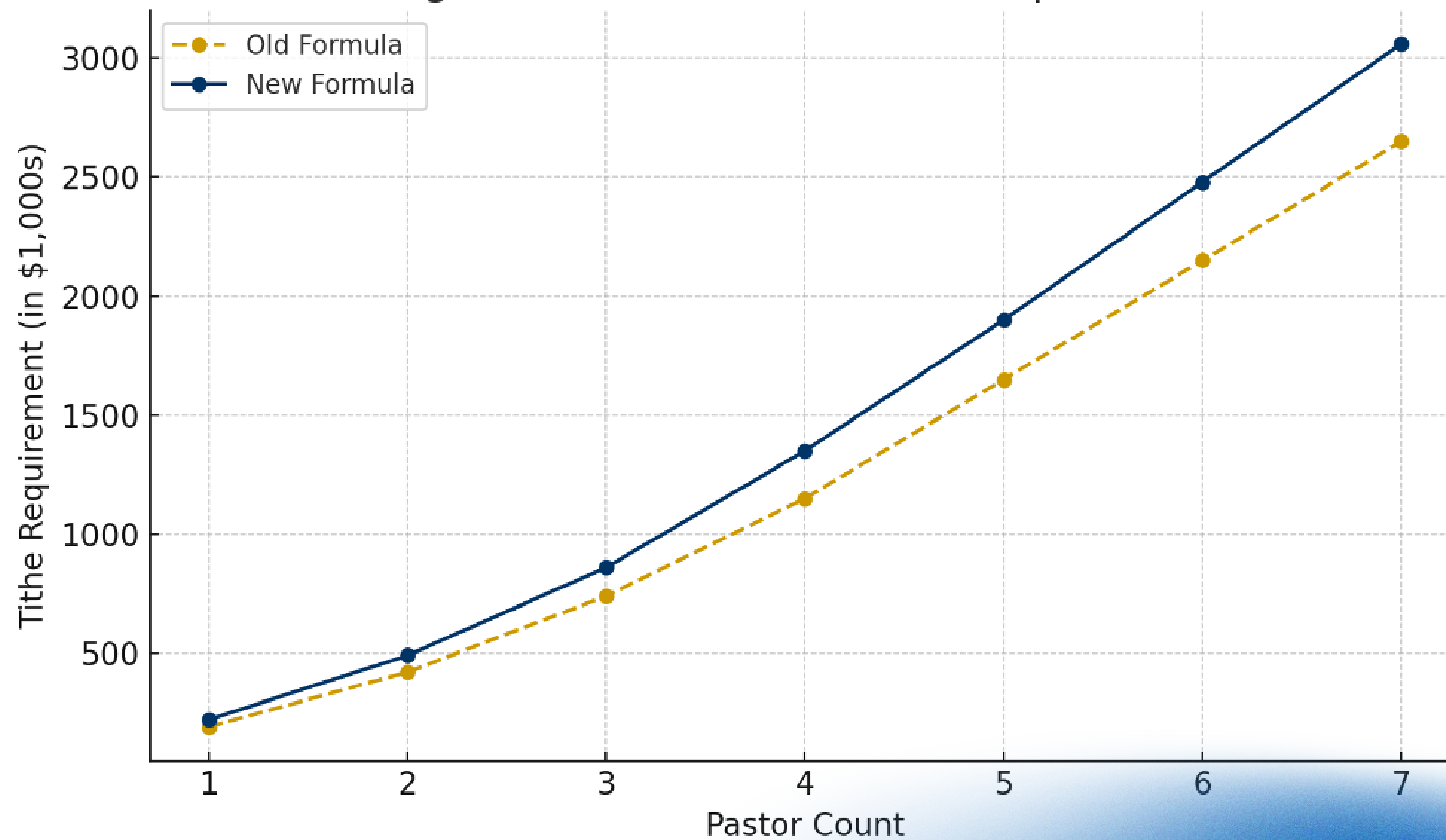
Old vs New - Effective 2026

Pastor Count	Old Formula [k]	New Formula [k]
1	190	220
2	420	490
3	740	860
4	1.150	1.350
5	1.650	1.900
6	2.150	2.480
7	2.650	3.060

Old vs New Tithe Formula (1-7 Pastors)



Progression of Tithe Formula Requirements



Why Change Now?

“Change before you have to.” Jack Welch

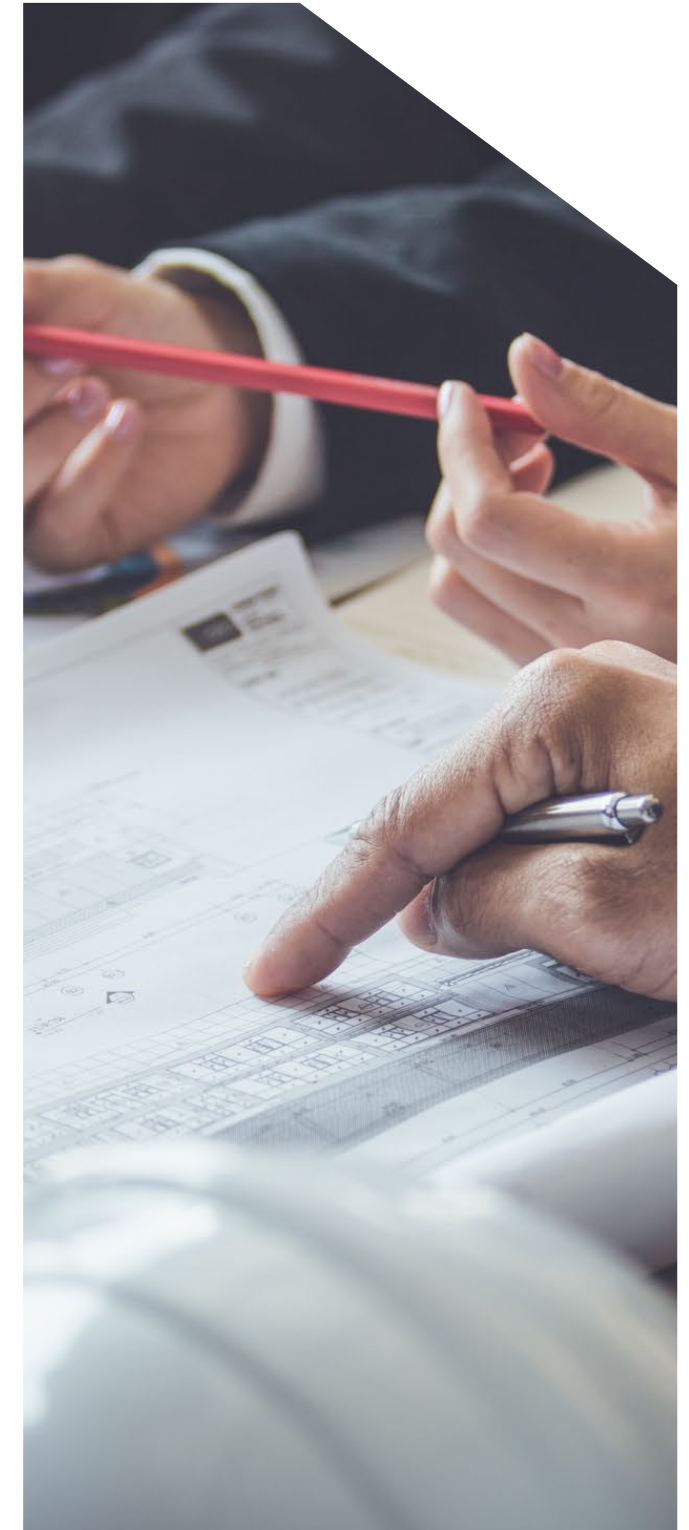


- SECC's current tithe threshold is unsustainable
- Rising costs: insurance, healthcare, inflation
- Tithe deficit: 2024 = \$ 2.4M deficit
- Last update was over 10 years ago

Implementation Plan

2026 - 2028

- Three-year phased implementation plan
- Stewardship growth resources for pastors and congregations
- Continued communication, transparency and collaboration
- Yearly evaluation and adjustment



Staffing Guidance

We are not entering into a hiring freeze, nor are we considering layoffs. We are simply not adding positions. Instead we are walking through this process in a healthy and collaborative way, trusting God to sustain His mission.

1

No new pastoral positions created.

2

Vacancies filled only if threshold met.

3

Attrition used for under -threshold churches.

4

Yearly assessment of progress

Scenarios



Two-Pastor Church

Tithe = \$420k

New formula requires
\$490k (gap \$70k)

Three years to adapt,
evaluate yearly progress
and determine next steps.



Two-Pastor Church

Tithe = \$325k and no growth

New formula requires \$490k (gap
\$165k)

Sr Pastor is retiring in 6 months.

Attrition: Downsize to 1 pastor
upon Sr. Pastor's retirement.



One-Pastor Church

Tithe = \$190k and consistently
declining tithe & attendance.

New Formula requires \$220k

Evaluate progress yearly, and
determine next steps. Possible
districting and pastoral
transition.

Mission Alignment



Mission Focus

This is not only about the numbers – it's about mission.



Sustainability

Adjusting ensures we can sustain pastoral ministry, evangelism, education, and community impact.



Resources

Resource alignment keeps mission central.

Biblical Principle for Adaptation



- Joseph planned ahead for lean times [Genesis 41]
- Paul adapted methods for mission [1 Corinthians 9:22]
- Stewardship = faithfulness and wise adaptation

Summary

We are united in our commitment to steward SECC's resources wisely and efficiently, ensuring they serve our shared mission.

- New Tithe Formula - January 2026
- Three year adaptation period [2026 - 2028]
- Partnership and feedback welcomed



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