

# stepstool

## Annual Operating Budget & Compensation

This budget reflects a projected financial plan designed to create sustainability, transparency, and trust. These numbers have been projected based on market research as well as feedback from the organizational oversight of Ken Janke, Roger Ellis, and Caleb Maskell.

### Budget Summary

#### 1. Salary\*

Category	Annual Cost
Salary	\$75,000

#### 2. Benefits\*\*

Category	Annual Cost
Health Insurance (Family)	\$12,000
Dental Insurance (Family)	\$1,500
Vision Insurance (Family)	\$1,000
Retirement Contribution (Roth IRA)	\$7,000
<b>Total Benefits</b>	<b>\$21,500</b>

#### 3. Operations Costs

Category	Annual Cost
Website & Administrative Tools	\$1,200
Bookkeeping & Bank Fees	\$3,400
Travel, Meals, & Ministry Expenses	\$4,000
<b>Total Operations Costs</b>	<b>\$8,600</b>

### Total 2026 Budget

<b>Total</b>	<b>\$105,100</b>
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*\$52,800 Fundraised as of 2/13/2026*

\*This compensation level is based on comparable faith based nonprofit leadership roles. The nature of the work is more independent and there is no direct team leadership. However, the scope of responsibility, relational equity, and complexity of the support are aligned with this salary range.

\*\*Benefits—including family health coverage, basic dental and vision care, and a modest retirement contribution—are included to support the Director's long-term wellbeing. These benefits are not extravagant, but necessary to sustain healthy family life and faithful service over time.