



2022 FINANCIAL STATEMENTS AND 2023 MINISTRY SPENDING PROPOSAL

**DECEMBER 2022 BALANCE SHEET AND INCOME STATEMENT
ANNUAL REPORT 2022**

LUTHERAN CHURCH OF THE CROSS			
BALANCE SHEET - DECEMBER 2022			
Unrestricted cash and investments	\$ 70,177		
Restricted cash and investments	286,075	Prepaid Pledges	\$ 22,900
Endowment investments	153,217	Restricted funds payable	439,292
Land and buildings	4,053,280	Church operating equity	4,100,557
Total Assets	\$ 4,562,748	Total Liabilities and Church Equity	\$ 4,562,748
Dedicated Accounts			
Parent's Night Out	\$ 5,940	YOUTH & FAMILY	\$ 62,295
Youth General	11,261		
Youth Fundraiser	5,415		
KLW	437		
Youth Camps	1,400		
MS Activities	121		
Young family Activities	1,115		
Contemporary Service	36,606		
LEAF scholarship	\$ 2,137	GROWING THE FAITH	\$ 3,641
Seminary/Seminarians	747		
Pastors Continuing Ed	757		
Memorial Lunch	\$ 1,028	OTHER	\$ 6,202
Pastor Discretionary Fund	2,353		
Music	2,820		
Capital Expense Reserve	\$ 43,806	CHURCH FACILITY	\$ 43,806
Dedicated Special Gifts	\$ 19,457	RESTRICTED OTHER	\$ 170,131
Reserves/Undesignated Special Gifts	117,869		
COVID Contingency Reserves	25,000		
Ministry Team Initiative Reserves	7,805		
Endowment	<u>\$ 153,217</u>		<u>\$ 153,217</u>
TOTAL	\$ 439,292		\$ 439,292

2023 MINISTRY SPENDING PROPOSAL

	2019	2020	2021	2022	2022	2023 Budget	2023 Proposal
	Actuals	Actuals	Actuals	Actuals	Budget	Budget	Proposal
<u>INCOME</u>							
01-10	405,752	434,849	490,857	488,528	493,000	493,000	516,000
01-20	6,060	3,394	3,149	5,036	5,000	5,000	6,000
	\$ 411,812	\$ 438,243	\$ 494,005	\$ 493,564	\$ 498,000	\$ 498,000	\$ 522,000
02-01	14,275	10,221	13,298	15,837	14,500	14,500	15,800
	\$ 426,087	\$ 448,464	\$ 507,303	\$ 509,401	\$ 512,500	\$ 512,500	\$ 537,800
<u>Other Income</u>							
	1,547	229	36	-	100	-	1,500
Transfer from Reserves:							
	-	-	-	-	6,450	-	9,000
03-01	-	-	-	-	-	-	7,000
	24,249	29,427	29,559	32,906	33,225	33,225	35,760
03-04	-	-	-	-	-	-	-
03-05	19,120	1,200	1,200	1,320	1,320	1,320	1,440
03-06	-	-	-	-	-	-	-
03-09	741	167	247	236	440	440	320
03-11	2,225	1,030	3,580	2,920	2,800	2,800	3,500
03-12	-	290	-	-	100	100	100
03-13	881	132	243	325	300	300	300
03-99	-	-	82,700	-	-	-	-
	4,182	2,690	1,219	4,831	3,000	3,000	4,600
	52,945	35,165	118,784	42,538	47,735	47,735	63,520
Other Income Total							
	\$ 479,031	\$ 483,629	\$ 626,087	\$ 551,939	\$ 560,235	\$ 560,235	\$ 601,320
TOTAL INCOME							
<u>EXPENSES</u>							
<u>CONGREGATIONAL & COMMUNITY CARE</u>							
00-01	12,500	16,004	34,500	16,500	15,000	15,000	16,000
12-00	-	-	-	(231)	-	-	-
06-01	-	-	-	-	-	-	-
12-08	346	1,925	2,086	2,000	2,000	2,000	2,000
12-02	222	67	125	205	200	200	200
NEW	-	51	457	278	500	500	500
12-07	-	(423)	37	(84)	500	500	200
	13,068	17,624	37,205	18,669	18,200	18,200	18,900
	\$ 13,068	\$ 17,624	\$ 37,205	\$ 18,669	\$ 18,200	\$ 18,200	\$ 18,900
TOTAL CONGREGATIONAL & COMMUNITY CARE							

2023 MINISTRY SPENDING PROPOSAL

	2019	2020	2021	2022	2022	2023 Budget
	Actuals	Actuals	Actuals	Actuals	Budget	Proposal
FAITH SHARING						
Events	-	-	1,624	-	1,500	1,000
TOTAL FAITH SHARING			\$ 1,624	\$ -	\$ 1,500	\$ 1,000
OPERATIONAL SUPPORT						
<i>Pastoral Care</i>						
02-01 Pastors Salary	-	25,375	101,382	113,905	113,905	145,000
02-04 Pastors Health/Disability/Life Insurance	-	5,197	22,333	26,543	26,605	31,930
02-05 Pastors Car Allowance	-	-	114	194	1,800	1,800
02-06 Pastors Pension	-	3,045	12,103	13,716	13,670	17,400
Continuing Education	-	-	449	12	1,000	500
Phone	-	-	1,800	1,800	1,800	1,800
<i>Full-Time Pastors Subtotal</i>	-	33,617	138,181	156,171	158,780	198,430
Interim Pastor	89,167	70,841	-	-	-	-
Guest Pastor	426	213	1,200	900	800	1,200
<i>Pastoral Care Total</i>	\$ 89,592	\$ 104,671	\$ 139,381	\$ 157,071	\$ 159,580	\$ 199,630
<i>Youth & Family Leader</i>						
Youth Leader Salary	39,140	40,315	41,525	28,048	43,600	25,000
Youth Leader Car Allowance	1,028	380	244	26	1,200	-
Youth Leader FICA WH	2,994	3,315	3,177	834	3,335	-
Youth Leader Med., Dental & Disab	1,200	1,200	1,200	250	1,200	-
<i>Youth & Family Leader Total</i>	\$ 44,362	\$ 45,210	\$ 46,146	\$ 29,158	\$ 49,336	\$ 25,000
Pastoral Staff Total	\$ 133,954	\$ 149,881	\$ 185,527	\$ 186,229	\$ 208,916	\$ 224,630
<i>Professional Staff</i>						
03-22 Office Administrative Asst.	41,312	33,532	22,248	34,463	29,485	39,310
03-24 Bookkeeper	17,700	18,235	18,785	19,725	19,725	21,300
03-25 Custodian	2,293	-	-	-	-	-
03-27 Maintenance	45,319	46,348	47,740	50,130	50,130	54,140
03-40 Staff Continuing Education (combined)	-	-	-	768	1,500	1,000
<i>Professional Staff Salaries & Wages Total</i>	106,624	98,115	88,773	105,086	100,840	115,751
16-05 Federal Social Security WH	6,657	6,422	5,438	6,483	6,160	7,120
16-06 Federal Medicare WH	1,500	1,507	1,276	1,518	1,440	1,660
16-07 Workers' Compensation	2,920	3,082	3,228	3,052	3,300	3,250
NEW Health HRA/HSA Accounts	-	1,823	1,905	2,592	2,500	3,000
<i>Professional Staff Total</i>	\$ 117,701	\$ 110,949	\$ 100,620	\$ 118,730	\$ 114,240	\$ 130,780

2023 MINISTRY SPENDING PROPOSAL

	2019	2020	2021	2022	2022	2023 Budget
	Actuals	Actuals	Actuals	Actuals	Budget	Proposal
<u>Communications</u>						
14-02	1,938	3,107	1,998	1,038	2,000	1,200
14-04	401	408	189	345	400	400
NEW	-	-	8,702	7,960	10,000	9,000
NEW	923	1,278	130	558	400	500
	\$ 3,262	\$ 4,793	\$ 11,019	\$ 9,901	\$ 12,800	\$ 11,100
<u>Building Maintenance</u>						
	10,129	10,716	14,060	15,900	15,900	15,900
14-03	3,724	1,092	651	400	2,500	1,000
14-05	2,350	1,980	1,989	2,140	3,500	3,500
14-06	714	1,347	4,730	3,311	3,500	3,500
14-07	5,967	8,898	8,215	2,398	8,000	8,000
14-08	1,790	5,000	2,000	2,000	2,000	2,000
14-13	23,853	16,522	13,568	15,682	15,000	16,200
14-14	9,296	5,653	6,933	7,496	7,000	7,800
14-15	1,028	878	901	668	900	700
14-19	15,067	12,745	12,869	13,616	13,600	14,500
14-20	21,125	23,392	23,018	24,793	25,000	27,450
14-24	10,217	9,203	11,661	13,273	12,730	13,610
	\$ 105,259	\$ 97,426	\$ 100,594	\$ 101,678	\$ 109,630	\$ 114,160
<u>Administration</u>						
15-01	2,319	2,090	2,351	3,080	2,500	3,100
15-02	855	477	237	384	400	400
15-03	620	525	-	423	500	500
15-04	1,513	412	1,595	2,251	1,500	2,000
15-05	5,239	5,991	6,213	5,845	6,000	6,000
15-07	-	191	21	580	250	400
15-08	1,044	730	222	465	400	500
15-10	946	-	423	1,801	1,500	2,000
15-11	1,217	3,313	2,878	3,391	3,100	3,400
15-13	15	228	-	-	300	200
15-14	1,014	956	1,251	1,263	1,000	1,300
15-16	1,604	50	305	-	200	200
	\$ 16,386	\$ 14,963	\$ 15,496	\$ 19,482	\$ 17,650	\$ 20,000
TOTAL OPERATIONAL SUPPORT						
	\$ 376,562	\$ 378,012	\$ 413,256	\$ 436,020	\$ 463,235	\$ 500,670

2023 MINISTRY SPENDING PROPOSAL

	2019	2020	2021	2022	2022	2022	2023 Budget	2023 Budget
	Actuals	Actuals	Actuals	Actuals	Actuals	Budget	Budget	Proposal
STEWARDSHIP								
07-01	1,291	664	559	934	934	700	930	930
07-02	1,438	2,825	2,546	3,023	3,023	2,500	3,000	3,000
TOTAL STEWARDSHIP	\$ 2,728	\$ 3,489	\$ 3,105	\$ 3,957	\$ 3,957	\$ 3,200	\$ 3,930	\$ 3,930
SPIRITUAL FORMATION/GROWTH								
<i>Children's Ministry</i>								
08-01	735	367	717	1,232	1,232	970	1,050	1,050
08-02	291	175	187	-	-	-	150	150
08-03	693	2,281	428	148	148	2,500	1,000	1,000
08-04	3,166	1,986	1,008	3,934	3,934	6,000	4,000	4,000
08-05	37	12	-	81	81	200	200	200
	\$ 4,921	\$ 4,821	\$ 2,340	\$ 5,394	\$ 5,394	\$ 9,670	\$ 6,400	\$ 6,400
<i>Adult Education</i>								
09-04	640	924	523	520	520	500	500	500
	\$ 640	\$ 924	\$ 523	\$ 520	\$ 520	\$ 500	\$ 500	\$ 500
TOTAL SPIRITUAL FORMATION/GROWTH	\$ 5,561	\$ 5,745	\$ 2,863	\$ 5,915	\$ 5,915	\$ 10,170	\$ 6,900	\$ 6,900
WORSHIP AND MUSIC								
03-29	23,268	27,000	27,810	29,200	29,200	29,200	31,540	31,540
03-30	2,450	-	-	-	-	-	-	-
NEW	-	-	16,767	17,774	17,774	15,000	15,920	15,920
03-33	175	-	-	-	-	-	-	-
	25,893	27,000	44,577	46,974	46,974	44,200	47,460	47,460
16-05	1,109	1,903	2,825	3,254	3,254	2,740	2,920	2,920
16-06	600	446	663	763	763	640	690	690
05-01	420	754	558	660	660	750	750	750
05-02	1,058	518	1,506	967	967	1,400	1,100	1,100
05-06	1,050	350	450	750	750	1,200	800	800
05-12	2,123	175	1,712	3,330	3,330	2,000	2,800	2,800
05-17	3,800	2,685	3,871	4,126	4,126	2,800	3,500	3,500
05-18	-	-	100	200	200	500	400	400
05-19	-	333	500	2,842	2,842	500	2,000	2,000
NEW	793	1,019	430	228	228	200	200	200
05-21	3,876	2,790	3,479	3,194	3,194	2,000	2,800	2,800
TOTAL WORSHIP AND MUSIC	\$ 40,722	\$ 37,973	\$ 60,672	\$ 67,289	\$ 67,289	\$ 58,930	\$ 65,420	\$ 65,420

2023 MINISTRY SPENDING PROPOSAL

	2019	2020	2021	2022	2022	2023 Budget
	Actuals	Actuals	Actuals	Actuals	Budget	Proposal
YOUTH AND FAMILY						
04-01 Youth and Family	3,338	1,730	5,104	4,475	5,000	4,500
TOTAL YOUTH AND FAMILY	\$ 3,338	\$ 1,730	\$ 5,104	\$ 4,475	\$ 5,000	\$ 4,500
.. Call Process/Relocation	5,000	10,000	-	-	-	-
TOTAL EXPENSES	\$ 446,980	\$ 454,572	\$ 523,829	\$ 536,324	\$ 560,235	\$ 601,320
INCOME LESS EXPENSES	\$ 32,051	\$ 29,057	\$ 102,258	\$ 15,615	\$ 0	\$ 0

Notes to 2023 Ministry Spending Proposal

ANNUAL REPORT 2022

- The 2023 Ministry Spending Proposal totals \$601,320, which is an increase of \$41,085, or 7.3%, versus the 2022 Ministry Budget of \$560,235.
- Comparing the 2023 Ministry Spending Proposal to the 2022 Budget, revenue increases include:
 - Budgeted Offerings (regular plus seasonal) increase by \$25,300, or 4.9%.
 - The COVID Contingency Reserves contribution, if needed, increases by \$2,550 to \$9,000; the \$6,450 of income contribution from this reserve account included in the 2022 budget were not needed.
 - The Youth Dedicated General funds contribute \$7,000; these funds are intended to help support the Youth & Family Leader compensation.
 - Building use fees, LCC Day School maintenance reimbursements, interest income, altar flowers, and other revenues increase by a total of \$6,235.
- While Budgeted Offerings increase by \$25,300 in 2023, the giving commitments received from congregants during the fall stewardship campaign for 2023 increased by \$44,800, versus those received in the prior year for 2022.
- The expense increases in the 2023 Ministry Spending Proposal are primarily due to compensation increases for the pastors and church staff:
 - The pastors' compensation increases by 27.3%, consistent with our goal to gradually ramp up from a $\frac{3}{4}$ -time compensation basis at the initiation of their LCC call to a full-time compensation basis, as our means permit. This accounts for a total increase of \$34,825, including pension contributions.
 - With this increase, the pastors' compensation will rise to 91% of the current full-time compensation levels as indicated by the annual compensation guidelines developed by the FL-Bahamas Synod.
 - The pastors' health, disability, and life insurance costs increase by \$5,325.
 - Wages and salaries for all current staff increase by 8%, and the hours for the office administrative assistant increase from 30 to 35 per week. These account for a total increase of \$21,180.
 - The budget for the Youth & Family leader position decreases by \$24,336, reflecting the assumption that this position will be filled either by one full-time person for one-half of the year, or by one or more part-time individuals over the full year.

Notes to 2023 Ministry Spending Proposal ANNUAL REPORT 2022 (Continued)

- Budgeted building maintenance expenses increase by \$4,530, reflecting primarily increases in insurance and utilities expenses.
- Direct expenses for the Contemporary Service, which include equipment, supplies, praise band director, band performers, and audio visual support will be paid during 2023 from a dedicated account funded by an underwriting gift received in 2022 and are not included in the operating budget.
- All major expenditures for computer and A/V hardware will be paid from dedicated special gift accounts.
- Budgeted operating expenses for pastors' continuing education (\$500) and staff continuing education (\$1,000) are one-quarter and one-half of the expected 2023 total expenditures, respectively; the remainder will be funded from dedicated accounts.
- Major capital projects anticipated for 2023 will include metal roof painting, full coffee patio tile replacement, and possibly office window replacements; the total cost for these projects, which will exceed \$40,000, will be funded by the dedicated Capital Expense Reserve Account.

