



2023 FINANCIAL STATEMENTS AND 2024 MINISTRY SPENDING PROPOSAL

DECEMBER 2023 BALANCE SHEET AND INCOME STATEMENT
ANNUAL REPORT 2023

| LUTHERAN CHURCH OF THE CROSS | | | | |
|--|---------------------|--|-------------------------------------|-------------------|
| BALANCE SHEET - DECEMBER 31, 2023 | | | | |
| Unrestricted cash and investments | \$ 95,225 | | Prepaid Pledges | \$ 47,199 |
| Restricted cash and investments | 270,790 | | Restricted funds payable | 434,485 |
| Endowment investments | 163,696 | | Church operating equity | 4,101,306 |
| Land and buildings | 4,053,280 | | Total Liabilities and Church Equity | \$ 4,582,990 |
| Total Assets | \$ 4,582,990 | | | |
| | | | | |
| | | | | |
| | | | | |
| Dedicated Accounts | | | | |
| Parent's Night Out | \$ 11,586 | | YOUTH & FAMILY | \$ 62,410 |
| Youth General | 11,261 | | | |
| Youth Fundraiser | 5,090 | | | |
| KLW | 437 | | | |
| Youth Camps | 1,400 | | | |
| MS Activities | 121 | | | |
| Young family Activities | 765 | | | |
| Contemporary Service | 31,751 | | | |
| LEAF scholarship | \$ - | | GROWING THE FAITH | \$ 3,198 |
| Seminary/Seminarians | 757 | | | |
| Pastors Continuing Ed | 2,442 | | | |
| Memorial Lunch | \$ 1,529 | | OTHER | \$ 5,753 |
| Pastor Discretionary Fund | 2,353 | | | |
| Music | 1,870 | | | |
| Capital Expense Reserve | \$ 14,038 | | CHURCH FACILITY | \$ 14,038 |
| Dedicated Special Gifts | \$ 21,111 | | RESTRICTED OTHER | \$ 185,390 |
| Reserves/Undesignated Special Gifts | 135,642 | | | |
| COVID Contingency Reserves | 25,000 | | | |
| Ministry Team Initiative Reserves | 3,637 | | | |
| Endowment | <u>\$ 163,696</u> | | | <u>\$ 163,696</u> |
| TOTAL | \$ 434,485 | | | \$ 434,485 |

LUTHERAN CHURCH OF THE CROSS

INCOME & EXPENSE REPORT - DECEMBER 2023 AND FULL-YEAR 2023

| | | Current Month | | | Year-to-Date | | | Prior YTD Actual |
|-------------------------------------|--------------------|------------------|------------------|-----------------------|-------------------|-------------------|--------------------|-------------------|
| | 2023 Annual Budget | Actual | Budget | Variance | Actual | Budget | Variance | |
| Monthly Income | \$ 54,657 | | | YTD Income | | | \$ 576,639 | |
| Less Monthly Expenses | (52,273) | | | Less YTD Expenses | | | (575,890) | |
| Monthly Net Income (Loss) | \$ 2,384 | | | YTD Net Income (Loss) | | | \$ 749 | |
| | | | | | | | | |
| | | | | | | | | |
| | | | | | | | | |
| | | | | | | | | |
| Income | | | | | | | | |
| Weekly Offering | \$ 522,000 | \$ 44,867 | \$ 50,573 | \$ (5,706) | \$ 513,004 | \$ 522,000 | \$ (8,996) | \$ 493,564 |
| Seasonal Offering | 15,800 | 7,051 | 10,000 | (2,949) | 13,910 | 15,800 | (1,890) | 15,837 |
| Transfers from Reserve/General Ded. | 16,000 | - | - | - | - | - | - | - |
| Other Receipts | 47,520 | 2,739 | 18,824 | (16,085) | 49,725 | 63,520 | (13,795) | 42,538 |
| Total Income | \$ 601,320 | \$ 54,657 | \$ 79,397 | \$ (24,740) | \$ 576,639 | \$ 601,320 | \$ (24,681) | \$ 551,939 |
| | | | | | | | | |
| Expenses | | | | | | | | |
| Congregational & Community Care | \$ 18,900 | \$ 2,034 | \$ 2,394 | \$ (360) | \$ 18,546 | \$ 18,900 | \$ (354) | \$ 18,669 |
| Faith Share Events | 1,000 | 275 | 83 | 192 | 766 | 1,000 | (234) | - |
| Operational Support | | | | | | | | |
| Pastoral | 224,630 | 17,832 | 18,819 | (987) | 214,535 | 224,630 | (10,095) | 186,229 |
| Professional Staff | 130,780 | 12,466 | 10,627 | 1,839 | 129,084 | 130,780 | (1,696) | 118,730 |
| Communications | 11,100 | 63 | 929 | (865) | 5,975 | 11,100 | (5,125) | 9,901 |
| Utilities | 24,700 | 1,985 | 2,058 | (73) | 30,180 | 24,700 | 5,480 | 23,846 |
| Capital Repairs | 8,000 | - | 663 | (663) | 4,297 | 8,000 | (3,703) | 2,398 |
| Capital Repairs Reserve | 2,000 | 2,000 | 2,000 | - | 2,000 | 2,000 | - | 2,000 |
| Insurance | 41,950 | 6,844 | 6,860 | (16) | 41,214 | 41,950 | (736) | 38,409 |
| Building Maintenance | 37,510 | 2,306 | 3,126 | (819) | 35,392 | 37,510 | (2,118) | 35,025 |
| Administration | 20,000 | 1,224 | 1,663 | (439) | 21,490 | 20,000 | 1,490 | 19,482 |
| Stewardship | 3,930 | 415 | 328 | 88 | 4,221 | 3,930 | 291 | 3,957 |
| Spiritual Formation/Growth | | | | | | | | |
| Youth Education | 6,400 | 163 | 667 | (504) | 2,513 | 6,400 | (3,887) | 5,394 |
| Adult Education | 500 | 313 | 38 | 275 | 656 | 500 | 156 | 520 |
| Worship and Music | 65,420 | 4,269 | 5,859 | (1,590) | 62,915 | 65,420 | (2,505) | 67,289 |
| Youth and Family | 4,500 | 82 | 375 | (293) | 2,108 | 4,500 | (2,392) | 4,475 |
| Total Expenses | \$ 601,320 | \$ 52,273 | \$ 56,488 | \$ (4,216) | \$ 575,890 | \$ 601,320 | \$ (25,430) | \$ 536,323 |
| | | | | | | | | |
| Net Income (Loss) | \$ - | \$ 2,384 | \$ 22,909 | \$ (20,525) | \$ 749 | \$ - | \$ 749 | \$ 15,615 |

2024 MINISTRY SPENDING PROPOSAL

| | 2020 | 2021 | 2022 | 2023 | 2023 | 2023 | 2024 Budget |
|---------------------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------|
| | Actuals | Actuals | Actuals | Actuals | Actuals | Budget | Proposal |
| INCOME | | | | | | | |
| 01-10 | 434,849 | 490,857 | 488,528 | 506,507 | 516,000 | 479,260 | |
| 01-20 | 3,394 | 3,149 | 5,036 | 6,497 | 6,000 | 6,500 | |
| | \$ 438,243 | \$ 494,005 | \$ 493,564 | \$ 513,004 | \$ 522,000 | \$ 485,760 | |
| 02-01 | 10,221 | 13,298 | 15,837 | 13,910 | 15,800 | 15,000 | |
| | \$ 448,464 | \$ 507,303 | \$ 509,401 | \$ 526,914 | \$ 537,800 | \$ 500,760 | |
| <i>Other Income</i> | | | | | | | |
| Interest Income | 229 | 36 | - | 1,101 | 1,500 | 1,500 | |
| Transfer from Reserves: | | | | | | | |
| COVID Contingency Reserve | - | - | - | - | 9,000 | 25,000 | |
| General Reserves | - | - | - | - | - | 20,000 | |
| Youth Dedicated KNO Net Revenue | - | - | - | - | 7,000 | 8,000 | |
| 03-04 | 29,427 | 29,559 | 32,906 | 35,563 | 35,760 | 36,950 | |
| 03-05 | 1,200 | 1,200 | 1,320 | 1,440 | 1,440 | 1,440 | |
| 03-09 | 167 | 247 | 236 | 381 | 320 | 330 | |
| 03-11 | 1,030 | 3,580 | 2,920 | 3,205 | 3,500 | 4,000 | |
| 03-12 | 290 | - | - | 50 | 100 | - | |
| 03-13 | 132 | 243 | 325 | 468 | 300 | 450 | |
| 03-99 | - | 82,700 | - | - | - | - | |
| | 2,690 | 1,219 | 4,831 | 7,517 | 4,600 | 6,500 | |
| Other Income Total | 35,165 | 118,784 | 42,538 | 49,725 | 63,520 | 104,170 | |
| TOTAL INCOME | \$ 483,629 | \$ 626,087 | \$ 551,939 | \$ 576,639 | \$ 601,320 | \$ 604,930 | |

EXPENSES

| CONGREGATIONAL & COMMUNITY CARE | | | | | | | |
|--|------------------|------------------|------------------|------------------|------------------|------------------|--|
| 00-01 | 16,004 | 34,500 | 16,500 | 16,008 | 16,000 | 15,000 | |
| 12-00 | - | - | (231) | 234 | - | - | |
| 12-08 | 1,925 | 2,086 | 2,000 | 2,000 | 2,000 | 2,000 | |
| 12-02 | 67 | 125 | 205 | 204 | 200 | 200 | |
| NEW | 51 | 457 | 278 | (602) | 500 | - | |
| 12-07 | (423) | 37 | (84) | 702 | 200 | 500 | |
| TOTAL CONGREGATIONAL & COMMUNITY CARE | \$ 17,624 | \$ 37,205 | \$ 18,668 | \$ 18,546 | \$ 18,900 | \$ 17,700 | |

2024 MINISTRY SPENDING PROPOSAL

| | 2020 | 2021 | 2022 | 2023 | 2023 | 2023 | 2024 Budget | 2024 Budget |
|--|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|
| | Actuals | Actuals | Actuals | Actuals | Actuals | Budget | Budget | Proposal |
| FAITH SHARING | | | | | | | | |
| Events | - | 1,624 | - | 766 | 766 | 1,000 | 1,000 | 1,000 |
| TOTAL FAITH SHARING | \$ - | \$ 1,624 | \$ - | \$ 766 | \$ 766 | \$ 1,000 | \$ 1,000 | \$ 1,000 |
| OPERATIONAL SUPPORT | | | | | | | | |
| <i>Pastoral Care</i> | | | | | | | | |
| 02-01 Pastors Compensation | 25,375 | 101,382 | 113,905 | 145,000 | 145,000 | 145,000 | 145,000 | 150,000 |
| 02-04 Pastors Health/Disability/Life Insurance | 5,197 | 22,333 | 26,543 | 31,969 | 31,969 | 31,930 | 31,930 | 32,120 |
| 02-05 Pastors Car Allowance | - | 114 | 194 | 743 | 743 | 1,800 | 1,800 | 1,800 |
| 02-06 Pastors Pension | 3,045 | 12,103 | 13,716 | 17,400 | 17,400 | 17,400 | 17,400 | 19,680 |
| Continuing Education | - | 449 | 12 | - | - | 500 | 500 | 500 |
| Phone | - | 1,800 | 1,800 | 1,800 | 1,800 | 1,800 | 1,800 | 1,800 |
| <i>Full-Time Pastor Subtotal</i> | <i>33,617</i> | <i>138,181</i> | <i>156,171</i> | <i>196,912</i> | <i>196,912</i> | <i>198,430</i> | <i>198,430</i> | <i>205,900</i> |
| Interim Pastor | 70,841 | - | - | - | - | - | - | - |
| Guest Pastor | 213 | 1,200 | 900 | 1,100 | 1,100 | 1,200 | 1,200 | 1,200 |
| Pastoral Care Total | \$ 104,671 | \$ 139,381 | \$ 157,071 | \$ 198,012 | \$ 198,012 | \$ 199,630 | \$ 199,630 | \$ 207,100 |
| <i>Youth & Family Leader</i> | | | | | | | | |
| Youth Leader Salary | 40,315 | 41,525 | 28,048 | 15,598 | 15,598 | 25,000 | 25,000 | 16,130 |
| Youth Leader Car Allowance | 380 | 244 | 26 | - | - | - | - | - |
| Youth Leader FICA WH | 3,315 | 3,177 | 834 | 925 | 925 | - | - | 1,230 |
| Youth Leader Med., Dental & Disability | 1,200 | 1,200 | 250 | - | - | - | - | - |
| Youth & Family Leader Total | \$ 45,210 | \$ 46,146 | \$ 29,158 | \$ 16,522 | \$ 16,522 | \$ 25,000 | \$ 25,000 | \$ 17,360 |
| Pastoral Staff Total | \$ 149,881 | \$ 185,527 | \$ 186,229 | \$ 214,535 | \$ 214,535 | \$ 224,630 | \$ 224,630 | \$ 224,460 |
| <i>Professional Staff</i> | | | | | | | | |
| 03-22 Office Administrative Asst. | 33,532 | 22,248 | 34,463 | 39,310 | 39,310 | 39,310 | 39,310 | 42,970 |
| 03-24 Bookkeeper | 18,235 | 18,785 | 19,725 | 21,300 | 21,300 | 21,300 | 21,300 | 22,020 |
| 03-27 Maintenance | 46,348 | 47,740 | 50,130 | 54,140 | 54,140 | 54,140 | 54,140 | 55,980 |
| 03-40 Staff Continuing Education | - | - | 768 | - | - | 1,000 | 1,000 | 500 |
| Professional Staff Salaries & Wages Total | \$ 98,115 | \$ 88,773 | \$ 105,086 | \$ 114,750 | \$ 114,750 | \$ 115,750 | \$ 115,750 | \$ 121,470 |
| 16-05 Federal Social Security WH | 7,929 | 5,438 | 6,483 | 7,110 | 7,110 | 7,120 | 7,120 | 7,500 |
| 16-06 Federal Medicare WH | - | 1,276 | 1,518 | 1,668 | 1,668 | 1,660 | 1,660 | 1,760 |
| 16-07 Workers' Compensation | 3,082 | 3,228 | 3,052 | 3,384 | 3,384 | 3,250 | 3,250 | 3,300 |
| NEW Health HRA/HSA Accounts | 1,823 | 1,905 | 2,592 | 2,172 | 2,172 | 3,000 | 3,000 | 2,500 |
| Professional Staff Total | \$ 110,949 | \$ 100,620 | \$ 118,730 | \$ 129,084 | \$ 129,084 | \$ 130,780 | \$ 130,780 | \$ 136,530 |

2024 MINISTRY SPENDING PROPOSAL

| | 2020 | 2021 | 2022 | 2023 | 2023 | 2023 | 2024 Budget | 2024 Budget |
|----------------------------------|------------|------------|------------|------------|------------|------------|-------------|-------------|
| | Actuals | Actuals | Actuals | Actuals | Actuals | Budget | Budget | Proposal |
| <u>Communications</u> | | | | | | | | |
| 10-02 | 3,107 | 1,998 | 1,038 | 1,050 | 1,050 | 1,200 | 1,200 | 1,200 |
| 10-04 | 408 | 189 | 345 | 360 | 360 | 400 | 400 | 400 |
| NEW | - | 8,702 | 7,960 | 4,270 | 4,270 | 9,000 | 9,000 | 2,000 |
| NEW | 1,278 | 130 | 558 | 294 | 294 | 500 | 500 | 400 |
| | \$ 4,793 | \$ 11,019 | \$ 9,901 | \$ 5,975 | \$ 5,975 | \$ 11,100 | \$ 11,100 | \$ 4,000 |
| <u>Building Maintenance</u> | | | | | | | | |
| 14-03 | 10,716 | 14,060 | 15,900 | 15,900 | 15,900 | 15,900 | 15,900 | 15,900 |
| 14-05 | 1,092 | 651 | 400 | 632 | 632 | 1,000 | 1,000 | 900 |
| 14-06 | 1,980 | 1,989 | 2,140 | 1,484 | 1,484 | 3,500 | 3,500 | 3,000 |
| 14-07 | 1,347 | 4,730 | 3,311 | 3,082 | 3,082 | 3,500 | 3,500 | 3,500 |
| 14-08 | 8,898 | 8,215 | 2,398 | 4,297 | 4,297 | 8,000 | 8,000 | 8,000 |
| 14-13 | 5,000 | 2,000 | 2,000 | 2,000 | 2,000 | 2,000 | 2,000 | - |
| 14-14 | 16,522 | 13,568 | 15,682 | 20,589 | 20,589 | 16,200 | 16,200 | 19,500 |
| 14-15 | 5,653 | 6,933 | 7,496 | 8,866 | 8,866 | 7,800 | 7,800 | 8,000 |
| 14-19 | 878 | 901 | 668 | 725 | 725 | 700 | 700 | 700 |
| 14-20 | 12,745 | 12,869 | 13,616 | 14,529 | 14,529 | 14,500 | 14,500 | 15,700 |
| 14-24 | 23,392 | 23,018 | 24,793 | 26,685 | 26,685 | 27,450 | 27,450 | 29,800 |
| | 9,203 | 11,661 | 13,273 | 14,294 | 14,294 | 13,610 | 13,610 | 13,720 |
| | \$ 97,426 | \$ 100,594 | \$ 101,678 | \$ 113,083 | \$ 113,083 | \$ 114,160 | \$ 114,160 | \$ 118,720 |
| <u>Administration</u> | | | | | | | | |
| 15-01 | 2,090 | 2,351 | 3,080 | 2,931 | 2,931 | 3,100 | 3,100 | 3,500 |
| 15-02 | 477 | 237 | 384 | 324 | 324 | 400 | 400 | 400 |
| 15-03 | 525 | - | 423 | 463 | 463 | 500 | 500 | 500 |
| 15-04 | 412 | 1,595 | 2,251 | 2,156 | 2,156 | 2,000 | 2,000 | 1,900 |
| 15-05 | 5,991 | 6,213 | 5,845 | 6,578 | 6,578 | 6,000 | 6,000 | 6,000 |
| 15-07 | 191 | 21 | 580 | - | - | 400 | 400 | 300 |
| 15-08 | 730 | 222 | 465 | 514 | 514 | 500 | 500 | 500 |
| 15-10 | - | 423 | 1,801 | 2,669 | 2,669 | 2,000 | 2,000 | 2,000 |
| 15-11 | 3,313 | 2,878 | 3,391 | 4,680 | 4,680 | 3,400 | 3,400 | 4,000 |
| 15-13 | 228 | - | - | - | - | 200 | 200 | 200 |
| 15-14 | 956 | 1,251 | 1,263 | 1,175 | 1,175 | 1,300 | 1,300 | 1,200 |
| 15-16 | 50 | 305 | - | - | - | 200 | 200 | 200 |
| | \$ 14,963 | \$ 15,496 | \$ 19,482 | \$ 21,490 | \$ 21,490 | \$ 20,000 | \$ 20,000 | \$ 20,700 |
| TOTAL OPERATIONAL SUPPORT | | | | | | | | |
| | \$ 378,012 | \$ 413,256 | \$ 436,020 | \$ 484,166 | \$ 484,166 | \$ 500,670 | \$ 500,670 | \$ 504,410 |

2024 MINISTRY SPENDING PROPOSAL

| | 2020 | | 2021 | | 2022 | | 2023 | | 2023 | | 2024 Budget | |
|---|------------------|-----------|------------------|-----------|------------------|-----------|------------------|-----------|------------------|-----------|------------------|-----------|
| | Actuals | | Actuals | | Actuals | | Actuals | | Budget | | Budget | Proposal |
| STEWARDSHIP | | | | | | | | | | | | |
| 07-01 Campaign/Envelopes | 664 | | 559 | | 934 | | 801 | | 930 | | 800 | |
| 07-02 EFT Credit Card Processing | 2,825 | | 2,546 | | 3,023 | | 3,420 | | 3,000 | | 3,500 | |
| TOTAL STEWARDSHIP | \$ 3,489 | \$ | \$ 3,105 | \$ | \$ 3,957 | \$ | \$ 4,221 | \$ | \$ 3,930 | \$ | \$ 4,300 | \$ |
| SPIRITUAL FORMATION/GROWTH | | | | | | | | | | | | |
| <i>Children's Ministry</i> | | | | | | | | | | | | |
| 08-01 Sunday School | 367 | | 717 | | 1,232 | | 992 | | 1,050 | | 1,000 | |
| 08-02 Vacation Bible School | 175 | | 187 | | - | | 276 | | 150 | | - | |
| 08-03 Confirmation | 2,281 | | 428 | | 148 | | 73 | | 1,000 | | 500 | |
| 08-04 Nursery | 1,986 | | 1,008 | | 3,934 | | 1,164 | | 4,000 | | - | |
| 08-05 Certificates, Baptism | 12 | | - | | 81 | | 9 | | 200 | | 200 | |
| Children's Ministry Total | \$ 4,821 | \$ | \$ 2,340 | \$ | \$ 5,394 | \$ | \$ 2,513 | \$ | \$ 6,400 | \$ | \$ 1,700 | |
| <i>Adult Education</i> | | | | | | | | | | | | |
| 09-04 Adult Education Materials | 924 | | 523 | | 520 | | 656 | | 500 | | 600 | |
| Adult Education Total | \$ 924 | \$ | \$ 523 | \$ | \$ 520 | \$ | \$ 656 | \$ | \$ 500 | \$ | \$ 600 | |
| TOTAL SPIRITUAL FORMATION/GROWTH | \$ 5,745 | \$ | \$ 2,863 | \$ | \$ 5,915 | \$ | \$ 3,170 | \$ | \$ 6,900 | \$ | \$ 2,300 | \$ |
| WORSHIP AND MUSIC | | | | | | | | | | | | |
| <i>Director of Music:</i> | | | | | | | | | | | | |
| Pastoral Oversight | - | | - | | - | | - | | - | | 14,000 | |
| Provisional Administrative Assistant/Vocalist | - | | - | | - | | - | | - | | 13,000 | |
| Contingency for Part-Time Director | - | | - | | - | | - | | - | | 13,000 | |
| Director of Music Salary Total | 27,000 | | 27,810 | | 29,200 | | 26,445 | | 31,540 | | 40,000 | |
| AV Technician | - | | 16,767 | | 17,774 | | 19,109 | | 15,920 | | 16,460 | |
| <i>W&M Salaries & Wages Subtotal</i> | <i>27,000</i> | | <i>44,577</i> | | <i>46,974</i> | | <i>45,555</i> | | <i>47,460</i> | | <i>56,460</i> | |
| Federal Social Security WH | 2,349 | | 2,825 | | 3,254 | | 3,308 | | 2,920 | | 1,830 | |
| Federal Medicare WH | - | | 663 | | 763 | | 776 | | 690 | | 430 | |
| Professional Dues | 754 | | 558 | | 660 | | 618 | | 750 | | 700 | |
| Church Licenses | 518 | | 1,506 | | 967 | | 1,256 | | 1,100 | | 1,300 | |
| Music Groups (vocal) | 350 | | 450 | | 750 | | 540 | | 800 | | 1,000 | |
| Instrumental | 175 | | 1,712 | | 3,330 | | 3,007 | | 2,800 | | 2,800 | |
| Altar Flowers | 2,685 | | 3,871 | | 4,126 | | 4,627 | | 3,500 | | 4,000 | |
| Substitute Organist/Pianist | - | | 100 | | 200 | | - | | 400 | | 300 | |
| Worship Arts | 333 | | 500 | | 2,842 | | 653 | | 2,000 | | 2,000 | |
| Audio Visual Support | 1,019 | | 430 | | 228 | | 820 | | 200 | | 400 | |
| Worship Supplies | 2,790 | | 3,479 | | 3,194 | | 1,756 | | 2,800 | | 2,000 | |
| TOTAL WORSHIP AND MUSIC | \$ 37,973 | \$ | \$ 60,672 | \$ | \$ 67,289 | \$ | \$ 62,915 | \$ | \$ 65,420 | \$ | \$ 73,220 | \$ |

2024 MINISTRY SPENDING PROPOSAL

| | 2020 | 2021 | 2022 | 2023 | 2023 | 2023 | 2024 Budget |
|-------------------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|
| | Actuals | Actuals | Actuals | Actuals | Actuals | Budget | Proposal |
| YOUTH AND FAMILY | | | | | | | |
| 04-01 Youth and Family | 1,730 | 5,104 | 4,475 | 2,108 | 2,108 | 4,500 | 2,000 |
| TOTAL YOUTH AND FAMILY | \$ 1,730 | \$ 5,104 | \$ 4,475 | \$ 2,108 | \$ 2,108 | \$ 4,500 | \$ 2,000 |
| .. Call Process/Relocation | 10,000 | - | - | - | - | - | - |
| TOTAL EXPENSES | \$ 454,573 | \$ 523,829 | \$ 536,324 | \$ 575,890 | \$ 601,320 | \$ 601,320 | \$ 604,930 |
| INCOME LESS EXPENSES | \$ 29,056 | \$ 102,258 | \$ 15,615 | \$ 749 | \$ 0 | \$ 0 | \$ 0 |

Notes to 2024 Ministry Spending Proposal

ANNUAL REPORT 2023

- The 2024 Ministry Spending Proposal totals \$604,930, which is an increase of \$3,610, or 0.6%, versus the 2023 Ministry Budget of \$601,320.
- Comparing the 2024 Ministry Spending Proposal to the 2023 Budget, revenue increases or decreases include:
 - Budgeted Offerings (regular plus seasonal) decrease by \$37,040, or 6.9%.
 - The COVID Contingency Reserves contribution, if needed, increases by \$16,000 to \$25,000; the \$9,000 of projected income contribution from this reserve account included in the 2023 budget were not needed.
 - The General Reserves contribution is \$20,000, and is intended to offset the decrease in Budgeted Offerings anticipated in 2024. The 2023 budget included no contribution from General Reserves. During the years 2020 – 2023, a total of \$64,229 (not including \$82,700 of PPP loan subsidy-related funds) were contributed into General Reserves as a result of Operating Budget surpluses.
 - The Youth Dedicated KNO revenue component, if needed, increases by \$1,000 to \$8,000; the \$7,000 of projected income contribution from this source included in the 2023 budget were not needed. These funds are derived from the Kids Night Out program net revenues and are intended to help support the Youth & Family Leader compensation in the operating budget.
 - Building use fees, LCC Day School maintenance reimbursements, interest income, altar flowers, and other revenues increase by a total of \$3,650.
- The expense increases in the 2024 Ministry Spending Proposal are primarily due to compensation increases for the pastors and church staff:
 - The pastors' compensation increases by 13.1%, consistent with our goal to gradually ramp up from a ¾-time compensation basis at the initiation of their LCC call in 2020 to a full-time compensation basis. This accounts for a total increase of \$21,280, including pension contributions.
 - The pastors' compensation total of \$164,000 is allocated within the Ministry Spending Proposal as \$150,000 to Pastoral Care, and \$14,000 to Pastoral Oversight for the Director of Music, in order to reflect the significant allocation of time required for the latter.
 - With this increase, the pastors' compensation will rise to 100% of the current full-time compensation levels as indicated by the annual compensation guidelines developed by the Florida-Bahamas Synod.
 - The pastors' health, disability, and life insurance costs increase by \$190.

Notes to 2024 Ministry Spending Proposal

ANNUAL REPORT 2023 (Continued)

- Wages and salaries for professional staff (i.e., office administrative assistant, bookkeeper, and facilities manager) increase by 3.4%, and the hours for the office administrative assistant increase from 35 to 37 per week. These account for a total cost increase of \$5,750.
 - The budgeted salary for the Youth & Family leader position decreases by \$7,640, reflecting a continuation of the current part-time staffing level.
 - In addition to the \$14,000 of pastoral oversight compensation, the costs attributed to the Director of Music position include \$13,000 for interim staffing plus a \$13,000 contingency for a part-time director, if hired. The part-time director, if/when hired, would also assume the provisional assistant/vocalist duties. The non-pastoral costs related to Director of Music staffing decrease by \$5,960 versus the 2023 Budget.
 - Budgeted costs for Sunday nursery staffing in 2024 decrease by \$4,000 to \$0.
- Budgeted expenses for outsourced social media services decrease by \$7,000, as these functions have been largely assumed by the office administrative assistant, the pastors, and communications volunteers.
 - Budgeted building maintenance expenses increase by \$4,560, 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 2024 from a dedicated account funded primarily by a Florida-Bahamas Synod V2A grant (i.e., “Vision to Action”) received in 2023 and are not included in the operating budget.
 - All major expenditures for computer and A/V hardware in 2024 will be paid from dedicated special gift accounts.
 - Budgeted operating expenses for the pastors’ continuing education (\$500) and staff continuing education (\$500) are one-quarter and one-half of the expected 2024 total expenditures, respectively; the remainder will be funded from dedicated accounts.
 - A major capital project anticipated for 2024 will be church office window replacements. The total cost for this project, which will exceed \$40,000, will be funded by the dedicated Capital Expense Reserve Account, General Reserves, and possibly Dedicated Special Gifts.
 - Since the 2024 budget includes an income draw from General Reserves, there is no provision for funding of the Capital Repairs Reserve account from the operating budget, which was \$2,000 in 2023.