

ST. JOHN'S LUTHERAN CHURCH

Ministry Plan and Narrative Budget Fiscal Year 2023-2024

Ministry Plan

How are we going to live out this mission in the coming fiscal year? What follows is a description of four areas of special focus that form the heart of our ministry plan for St. John's Lutheran Church and School. For each of these areas, we describe first the vision of what it will look like when we grow in this area of emphasis. This is followed by a description of specific plans toward realizing that vision.

Ministry Emphases

Develop and Grow Small Groups and Bible Studies

We seek to grow the number of small groups and the number of people in small groups, both in person and online. This will enhance our discipleship, fellowship, and outreach. (UP/IN/OUT)

- **St John's Leadership** We will provide training and coordination for the development and growth of small groups, including online groups
- **What each of us can do:**
 - Pray for the growth of our small group ministry
 - Join a small group
 - Open your home to serve as a small group host
 - Become a small group leader

Grow and Enhance our Church/School Connection

We seek to grow in being a unified ministry, with the school community encouraged, serve, and blessed by the church Community. We seek to grow in the awareness that we are one ministry. (UP/IN/OUT)

- **St. John's Leadership** We will encourage this connection by offering opportunities enhance this connection, such as the Bible Sponsorship program. We will improve communication aimed at encouraging our church/school connection.
- **What each can do:**
 - Pray for school students and families
 - Volunteer for school events (Theater, Concerts, Get on Track, etc.)
 - Be present at school events
 - Welcome school families when children are singing/ringing
 - Sponsor a bible for a student

Improve our St. John's Community Fellowship

We seek to grow closer to each other and improve in our support and care for each other. (IN)

- **St. John's Leadership** – We will pursue and coordinate efforts to enhance our fellowship with one another and our care for one another, including developing a calendar of regularly offered fellowship events open to all.
- **What Each Can Do:** Pray over these options and follow the Lord's leading
 - Join the coffee fellowship team
 - Visit a homebound person
 - Join a small group
 - Provide transportation to worship for those who are unable to drive
 - Contact someone who has been absent from worship for prayer, support and an invitation to return
 - Attend fellowship events (meals, potlucks)
 - Offer to provide child-care for church events

Determine the Future of Mision de Jesus

Deacon Francisco Hurtado will be retiring in June 2024. We seek the Lord's will in setting a course for the future of this ministry after this transition.

- **St. John's Leadership** – We will work with the California-Hawaii-Nevada District Mission Office, Linc Bay Area and others to explore options for the future of Mision de Jesus
- **What Each Can Do:** Pray for Francisco and Mision de Jesus as they prepare for this transition.

Other Objectives

Develop a Pastoral Transition Plan

Pastor Mike will be retiring in several years. We will begin preparing for this pastoral transition by exploring several options for the future and developing a plan

Develop a Facilities Strategic Plan

We will develop a plan for maintaining, improving, and funding the facilities with which the Lord has blessed us.

Improve the Awareness and Visibility of the St. John's Endowment Fund

The St. John's Endowment fund is a blessing to our ministry. We seek to improve its visibility, both for the sake of encouraging donations, and determining the best uses for the disbursement of funds.

Prepare for the School Accreditation Process

The Accreditation process is an opportunity to take a thorough look at our education ministry, and receive input from outside experts as we seek to improve our School. This leads to developing strategic plans for future enhancements and improvements.

Narrative Budget

How will we allocate financial resources to carry out the mission our Lord has given us? The narrative budget presents the answer to this question in terms of the ministry areas of our congregation.

- Mission and Evangelism Ministries
- Pastoral and Staff Ministries
- Adult Discipleship Ministries
- Youth and Children Ministries
- Christian Day School Ministry
- Worship Ministries

In addition to these ministry areas, there are also two important support categories:

- Mission Support Ministries
- Campus Facility Ministries



Our investments in ministry also include wages and benefits, facility maintenance, property costs, supplies, etc. While they are not generally identified as ministries themselves, they are important to pursuing the mission of our church and they complement and support all of our ministries.

The budget that follows is built upon our normal way of doing ministry. We are aware that we may need to make adjustments depending on the context, restrictions, and opportunities. Any adjustments will be made in accordance with the by-laws and the Board of Directors policy manual.

Income Sources

The ministry of St. John's is funded from multiple sources. The narrative budget information that follows illustrates the funding sources for each ministry area. The church receives funds in four different ways:

- **General Fund Offerings and Income:** The tithes and offerings on Sunday morning and special services, along with miscellaneous refunds, rebates and interest income

- **Designated Offerings:** Offerings that are given specifically for a certain ministry, program, or need
- **Grants and Endowments:** Disbursements from the St. John's Endowment Fund as well as grants, such as Thrivent Choice Dollars.
- **Participant Funded:** Those that participate in the ministry pay for the expenses of the ministry

The budget below indicates where the funds for each line item will be coming from.

General Fund Budget Estimate

The estimate for the coming fiscal year is \$707,000 based on an analysis of general fund offering trends of the past several years.

Other Assumptions and Factors

There are several other factors that will impact the budget

- Full implementation of our salary guidelines, including adjustments to the salary base (Sources: NVUSD & MinistryPay.com)
- Pledge to CNH District remains at 10% of offerings.
- Inflation factor of 3% for most FY23/24 non-compensation expenses.
- Estimated school enrollment of 288 with a tuition increase for the 2023/2024 school year of 3.75%.
- Minimum wage of \$16.20/hr (mandated by CA law)
- Maintains the building maintenance budget increases instituted in FY22/23
- Allots \$159,800 from tuition income for tuition assistance and staff tuition discounts
- Includes \$22,600 from Endowments for tuition assistance and capital improvements

Endowment Fund Disbursement

The proposed budget includes a disbursement of \$35,200 from the SJL Ministries Endowment Fund. The funds are to be used in the following ways, in keeping with the requirements in the Endowment Fund By-Laws:

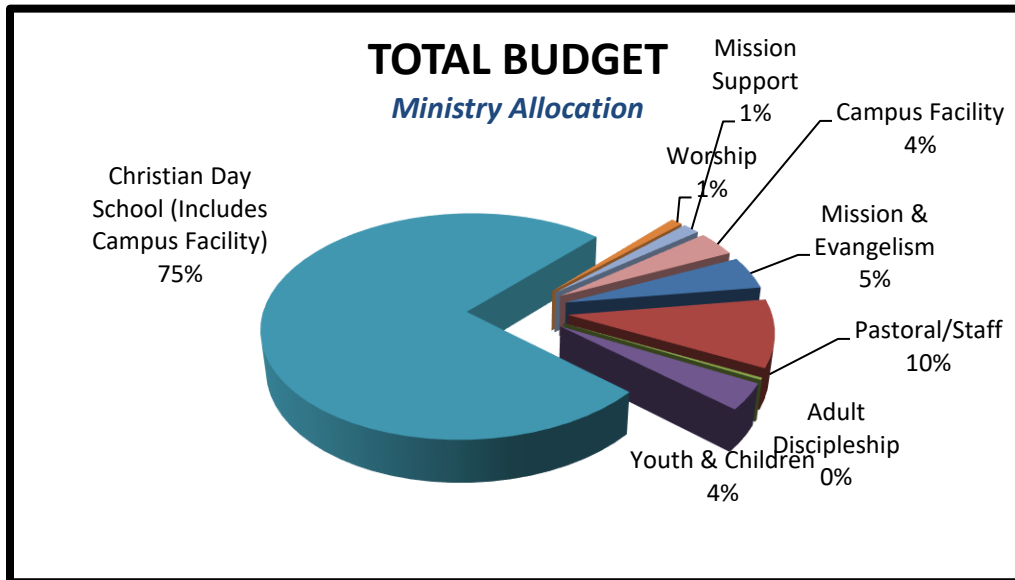
- \$5,000 to Linc Bay Area
- \$6,200 to support Discipleship initiatives (Best Practices, small groups and missional communities)
- \$6,000 for capital improvements
- \$4,200 for Mission Trips
- \$10,000 for Church Front Accelerator Program (consulting)
- \$1,365 for Leadership Team Planning Retreats
- \$2,800 for Professional Growth
- \$1,000 for Stephen Ministry Leader Training
- \$750 for Guest Speaker/Presenter

- \$2,000 for scholarships to synodical higher education

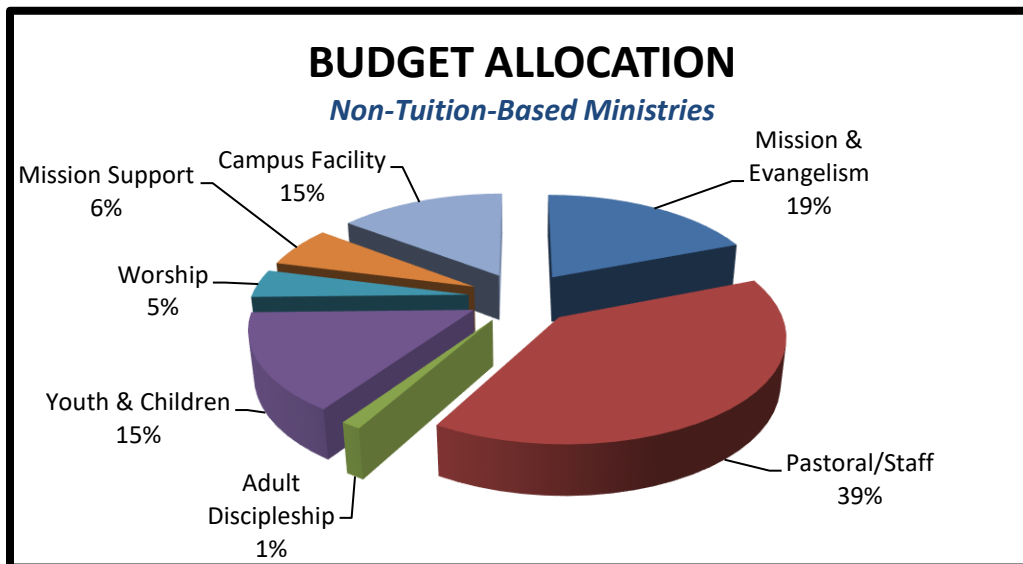
In addition to these funds, there is \$18,000 to be disbursed from Faith Tuition & Eagle endowment funds, and \$4,600 available to be disbursed from Hauch Endowment Fund

Overview

The chart below illustrates the allocation of expenses among the 8 ministry areas described below.



The following chart pictures the allocation among the seven non-tuition-based ministry areas.



Please refer to the description of the Adult Discipleship ministry area on page 9 for an explanation of the low allocation.

1. MISSION AND EVANGELISM MINISTRIES

Our church seeks to pursue God’s mission both locally and globally. Mission and evangelism ministries account for approximately 4.8% of our annual dollar investment in ministries or approximately \$164,900 plus countless staff and volunteer hours.

The Mission and Evangelism Ministry Area includes

- The District Pledge: Our partnership with the California-Nevada-Hawaii District of the Lutheran Church Missouri Synod, as well as the Synod itself and the missions it supports.
- Mision de Jesus: This ministry, led by Lay Deacons Francisco Hurtado, seeks to reach Spanish speaking residents of Napa with the Gospel of Jesus Christ.
- Also included in this ministry area, but currently funded through designated offerings:
 - The Mission Farm
 - K9 Comfort Dog Ministry
 - Lutheran Braille Workers Large Print Ministry
 - Sponsorship of Mission India Partners
 - Support for Linc Bay Area
 - Discretionary Support to the homeless and needy
 - School community outreach projects

1. MISSION AND EVANGELISM MINISTRIES							
Ministries	FY22/23 Budget	FY22/23 Projected	FY23/24 Proposed				Line Item Total
			Source of Funds				
			General Offerings & Income	Designated Gifts	Endowment & Grants	Participant Funded	
District/Synod	\$ 70,000	\$ 70,000	\$ 70,700	\$ 0	\$ 0	\$ 0	\$ 70,700
Mision de Jesus	\$ 28,500	\$ 26,700	\$ 14,900	\$ 15,600	\$ 0	\$ 0	\$ 30,500
Benevolence Fund	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
Mission Trips	\$ 16,900	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
Missions	\$ 22,400	\$ 22,400	\$ 0	\$ 17,400	\$ 5,000	\$ 0	\$ 22,400
Christian Outreach	\$ 41,200	\$ 41,000	\$ 0	\$ 41,300	\$ 0	\$ 0	\$ 41,300
TOTAL	\$179,000	\$160,100	\$ 85,600	\$ 74,300	\$ 5,000	\$ 0	\$164,900
% of BUDGET	5.5%						4.8%

2. PASTORAL AND STAFF MINISTRIES

Pastoral and staff ministries account for 9.6% of our annual dollar investment in ministries or approximately \$337,600 plus countless volunteer hours.

2. PASTORAL/STAFF MINISTRY							
Ministries	FY22/23 Budget	FY22/23 Projected	FY23/24 Proposed				Line Item Total
			Source of Funds				
			General Offerings & Income	Designated Gifts	Endowment & Grants	Participant Funded	
Pastors, Office Mgr., Bus. Admin & Bookkeeper	\$ 314,400	\$ 314,700	\$ 332,400	\$ 0	\$ 0	\$ 0	\$ 332,400
Pastoral Supplies	\$ 300	\$ 600	\$ 300	\$ 0	\$ 0	\$ 0	\$ 300
Leadership Team Professional Growth	\$ 2,800	\$ 600	\$ 0	\$ 0	\$ 2,800	\$ 0	\$ 2,800
Leadership Team Retreat/Seminars	\$ 1,400	\$ 2,000	\$ 0	\$ 0	\$ 1,400	\$ 0	\$ 1,400
Guest Speakers	\$ 700	\$ 100	\$ 0	\$ 0	\$ 700	\$ 0	\$ 700
			\$ 332,700	\$ 0	\$ 4,900	\$ 0	
TOTAL	\$319,600	\$318,000					\$337,600
% of BUDGET	9.7%						9.6%

The Pastoral and Staff Ministry budget includes the salary and benefits for the Lead Pastor, Connections Ministry Leader, office manager, bookkeeper, and business administrator. (Church and school share the salary and benefits costs of the business administrator 30% - 70%, respectively.)

3. ADULT DISCIPLESHIP MINISTRIES

Adult Discipleship ministries account for 0.3% of our annual dollar investment in ministries or approximately \$11,000 plus countless volunteer hours.

An important feature of Adult Discipleship ministry is our subscription to Right Now Media. This will continue into the future as we anticipate it being very helpful for growing our small group ministry. Our Stephen Ministry is part of our adult discipleship ministry.

This is the ministry area that is to receive the most attention in our ministry plan for the coming year. This is not necessarily reflected in the size of its budget because the expenses associated with relational discipleship ministry are relatively small. The “expense” is human expense as staff and laity devote themselves to the pursuit of growth as disciples and the making of disciples.

3. ADULT DISCIPLESHIP MINISTRIES

Ministries	FY22/23 Budget	FY22/23 Projected	FY23/24 Proposed				Line Item Total
			Source of Funds				
			General Offerings & Income	Designated Gifts	Endowment & Grants	Participant Funded	
Stewardship	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
Adult Christian Ed.	\$ 11,200	\$ 7,100	\$ 0	\$ 0	\$ 6,200	\$ 0	\$ 6,200
Senior Ministry	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
Women's Ministry	\$ 0	\$ 1,500	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
Men's Ministry	\$ 0	\$ 300	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
Stephen Ministry	\$ 3,500	\$ 800	\$ 0	\$ 1,800	\$ 1,000	\$ 0	\$ 2,800
Human Care/Biblical Counseling Ministry	\$ 300	\$ 3,500	\$ 0	\$ 1,000	\$ 0	\$ 0	\$ 1,000
Fellowship	\$ 1,000	\$ 300	\$ 0	\$ 1,000	\$ 0	\$ 0	\$ 1,000
Service Ministry	\$ 0	\$ 4,400	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
TOTAL	\$ 16,000	\$ 17,900	\$ 0	\$ 3,800	\$ 7,200	\$ 0	\$ 11,000
% of BUDGET	0.5%						0.3%

4. YOUTH AND CHILDREN MINISTRIES

Youth and Children ministries account for 3.7% of our annual dollar investment in ministries or approximately \$130,700 plus countless volunteer hours. The total investment in these ministries is not reflected in this number. Youth activities are funded beyond what is listed below through participation fees in youth events and trips.

Our youth ministry staff includes Director of Youth Ministry, Kevin Mathison. Our focus in youth ministry is 5th grade through college ministry, Surge (5th – 8th Grade), Confirmation, and High School. Our youth ministry seeks to serve not just church members, but also those of our school community and greater Napa community.

Kevin Mathison also oversees ministry to children birth through fourth grade. In terms of specific ministries, this includes Children's Church, Vacation Bible School, and other events and concerts aimed at serving children and their families.

Although not funded through the General Fund, we consider our partnership with Boy Scouts of America part of our youth ministry. We are the chartered organization for Boy Scout Troop 83 and Cub Scout Pack 183.

4. YOUTH AND CHILDREN MINISTRIES

Ministries	FY22/23 Budget	FY22/23 Projected	FY23/24 Proposed				Line Item Total
			Source of Funds				
			General Offerings & Income	Designated Gifts	Endowment & Grants	Participant Funded	
Ministers, Youth & Children	\$ 101,500	\$ 99,900	\$ 109,600	\$ 0	\$ 0	\$ 0	\$ 109,600
Children's Church	\$ 2,000	\$ 750	\$ 1,000	\$ 0	\$ 0	\$ 0	\$ 1,000
Confirmation	\$ 3,500	\$ 3,000	\$ 0	\$ 0	\$ 0	\$ 3,500	\$ 3,500
Children's Ministry Vacation Bible School	\$ 1,900	\$ 500	\$ 0	\$ 1,900	\$ 0	\$ 0	\$ 1,900
Youth Ministry	\$ 4,000	\$ 4,100	\$ 2,300	\$ 1,700	\$ 0	\$ 0	\$ 4,000
Synodical University Grants	\$ 8,700	\$ 5,100	\$ 0	\$ 8,700	\$ 0	\$ 0	\$ 8,700
	\$ 4,000	\$ 2,500	\$ 0	\$ 0	\$ 2,000	\$ 0	\$ 2,000
TOTAL	\$125,600	\$115,850	\$ 112,900	\$ 12,300	\$ 2,000	\$ 3,500	\$130,700
% of BUDGET	3.8%						3.7%

5. CHRISTIAN DAY SCHOOL MINISTRY

The purpose of the school is to provide Christian education for the members of St. John's Lutheran Church and as an outreach to the community in and around the Napa Valley. The school has historically been a successful first point of contact for many families that join the church. The following school mission statement is in alignment with the mission and vision of the church as it strives to help students gain a closer relationship with Jesus Christ and learn the importance of discipleship and service.

All students will grow in their relationship with Christ and develop the knowledge and skills to be confident, academically capable individuals who serve Christ, His Church, and His world.

In order to accomplish this mission statement, the Faculty has been reviewing our Student Learner Outcomes and have rewritten them to be more relevant to our current school climate. They are:

Striving for Excellence

Students will become academically capable individuals by obtaining the knowledge and skills needed to reach their potential and finding effective ways to apply what they learn to real life situations and challenges.

Joining Christ on His mission

Students will understand the saving knowledge of Jesus Christ and grow in their relationship with Him through daily living in God's Word. Students will celebrate God's love by serving Christ, His Church, and His world.

Learning to Lead

Students will become confident individuals as they identify, develop, and use their God-given gifts and abilities.

The school budget structure is considered a "segmented unified" budget with the church. The school income and expenses are processed through unified bank accounts, but in setting the budget for the year, the school is set up so that school expenses are covered by tuition, fees, and other school revenue centers. Facility and utility costs are split between the church and school using a "70/30 split". This means that in general the school covers 70% of those costs, and the church covers 30% of those costs.

Along with funding through the regular budget, the school benefits from outside sources. Additional sources of funding come through our APT (Association of Parents and Teachers), an Athletic Fund, a School Trust, and Endowment grants through the Faith Tuition Fund, the Bob Hauch Endowment Fund, and the Eagle Endowment Fund. The School Trust allows individuals to donate toward specific restricted items, and allows for the school to manage other revenue centers like hot lunches and class field trips. "The current endowment funds are used for tuition assistance, curriculum enhancements and capital improvements."

Goals for the next year:

The school sets its goals and priorities based on three factors: 1) matching the mission and vision of St. John's Lutheran Church and School, 2) adhering to action plans set up as part of the accreditation process through the Western Association and Schools and Colleges (WASC) and National Lutheran School Accreditation (NLSA), and 3) ensuring long term fiscal responsibility and the viability of the school.

In 2018, our school went through a full self-study and accreditation visit in our preschool and K-8 program to establish new goals over the next six years. We have an Action Plan (Strategic Plan) with five areas that we are focusing on over the next six years. The five areas are 1) Teacher Recruitment and Retention; 2) Curriculum Focus and Planning; 3) Student Support and Assessment; 4) Mission Outreach to families; and 5) Long Range Facility Planning. Most of these action plan items require short term and long term funding.

There are additional factors that need to be addressed in our planning for the next year.

Enrollment has held strong this year at 272 for the 2022-2023 school year, and is looking fantastic next year at 288 enrolled (capacity is 298). There are openings in only the 4 year old three day a week program and Grades 3 and 5 for 2023-2024. Three main factors are affecting our enrollment and show some cause for concern. First, demographics in Napa are changing. We have fewer young families who can afford to send their children to a private school. Second, we have fewer congregational members who have students in the school. Although our preschool numbers remain very strong, we have fewer church member students in our school who would tend to have a more natural commitment to educating their child at St. John's. Third, we have fewer families that value the Christian mission or spiritual focus of our church and school. This means that more people do not see the spiritual growth of their child as a priority, and in some cases, it is even a deterrent to sending their child to St. John's. The positive aspect of our current situation is that our school is still seen in the community as an excellent school, and this does give us a competitive edge in the private school market of Napa. It also means that although we continue to have difficulty matriculating our preschoolers into our elementary school, we have a very positive rate of retention in our elementary grades.

Calling or contracting prospective teachers is becoming more difficult due to the smaller pool of Lutheran teachers available, and the high cost of living in Napa. This is made more difficult by the significant turnover of teachers we can expect in the next few years due to retirements of some outstanding teachers. Although we do not anticipate many staff changes in the 2023-2024 school year, we do anticipate several retirements within the next five years.

Although we have significantly increased the amount of tuition assistance that is available, we still are only able to give families about 43% of their demonstrated need. It is important that we do all we can to ensure we make a quality Christian education available to those in our church and local community.

Taking all of the above information into account, we will need to fund a high quality staff and a high quality program in the coming years and continue to add to our operating reserve.

The 2023-2024 school budget plan is being constructed based on the following goals:

1. Continue to fully adhere to the St. John's Salary Guidelines and ensure all staff position bases are at 85% of NVUSD.
2. Prepare for and manage teacher turnover during the next 3-5 years.
3. Continue to increase the School Operating Reserve.

In order to meet these goals, our initial budget forecast for 2023-24 will require a 3.75% Tuition increase.

5. CHRISTIAN DAY SCHOOL MINISTRY

Ministries	FY22/23 Budget	FY22/23 Projected	FY23/24 Proposed				Line Item Total
			Source of Funds				
			General Offerings & Income	Designated Gifts	Endowment & Grants	Participant Funded	
<i>Salary and Benefits</i>							
Principal, Office							
Mgr., & Bus. Admin.	\$ 330,800	\$ 353,300	\$ 20,000	\$ 0	\$ 0	\$ 322,800	\$ 342,800
Elementary Teachers	\$ 872,400	\$ 865,500	\$ 0	\$ 0	\$ 18,000	\$ 917,300	\$ 935,300
Specialty Teachers	\$ 195,900	\$ 244,200	\$ 0	\$ 0	\$ 0	\$ 351,000	\$ 351,000
Elementary Aides	\$ 34,900	\$ 39,400	\$ 0	\$ 0	\$ 0	\$ 47,000	\$ 47,000
Preschool Teachers	\$ 181,800	\$ 209,300	\$ 0	\$ 0	\$ 0	\$ 274,100	\$ 274,100
Preschool Aides	\$ 67,800	\$ 82,600	\$ 0	\$ 0	\$ 0	\$ 134,600	\$ 134,600
Lunch Servers	\$ 5,900	\$ 3,600	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
PALS Staff	\$ 35,700	\$ 32,500	\$ 0	\$ 0	\$ 0	\$ 38,200	\$ 38,200
Testing	\$ 2,400	\$ 3,400	\$ 0	\$ 0	\$ 0	\$ 2,300	\$ 2,300
Playground	\$ 2,100	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
Substitute Teachers	\$ 9,100	\$ 16,100	\$ 0	\$ 0	\$ 0	\$ 13,500	\$ 13,500
Summer Camp Staff	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
<i>Operations</i>							
Bank Charges/Fees.	\$ 3,300	\$ 2,800	\$ 0	\$ 0	\$ 0	\$ 3,300	\$ 3,300
Payroll/Benefits Svc.	\$ 6,500	\$ 4,200	\$ 0	\$ 0	\$ 0	\$ 5,200	\$ 5,200
Teachers' Mileage	\$ 1,000	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
Professional Growth	\$ 4,000	\$ 3,900	\$ 0	\$ 0	\$ 0	\$ 4,000	\$ 4,000
Conference/Retreat	\$ 12,000	\$ 15,500	\$ 0	\$ 0	\$ 0	\$ 12,000	\$ 12,000
Other Taxes/Fees	\$ 5,700	\$ 2,100	\$ 0	\$ 0	\$ 0	\$ 3,000	\$ 3,000
Instructional							
Materials	\$ 45,000	\$ 48,000	\$ 0	\$ 0	\$ 0	\$ 45,000	\$ 45,000
Classroom Office							
Supplies	\$ 35,000	\$ 25,000	\$ 0	\$ 0	\$ 0	\$ 30,000	\$ 30,000
Summer Camp	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
PALS Materials	\$ 1,000	\$ 2,200	\$ 0	\$ 0	\$ 0	\$ 1,000	\$ 1,000
Testing Materials	\$ 3,500	\$ 1,000	\$ 0	\$ 0	\$ 0	\$ 2,500	\$ 2,500
Capital Equip/Tech	\$ 35,000	\$ 29,400	\$ 0	\$ 0	\$ 0	\$ 35,000	\$ 35,000
Equipment MX	\$ 4,100	\$ 10,300	\$ 0	\$ 0	\$ 0	\$ 4,100	\$ 4,100
Intrvw/Relocat/Legal	\$ 20,300	\$ 9,800	\$ 0	\$ 0	\$ 0	\$ 10,000	\$ 10,000
Ads & Marketing	\$ 10,000	\$ 5,300	\$ 0	\$ 0	\$ 0	\$ 7,500	\$ 7,500
Accreditation &							
Licensing	\$ 3,500	\$ 2,300	\$ 0	\$ 0	\$ 0	\$ 2,500	\$ 2,500
Telephone	\$ 3,600	\$ 5,700	\$ 0	\$ 0	\$ 0	\$ 4,400	\$ 4,400
Utilities	\$ 58,600	\$ 53,400	\$ 0	\$ 0	\$ 0	\$ 52,500	\$ 52,500
Svgs Comp/Audit	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
Svgs Ops Reserve	\$ 150,000	\$ 150,000	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
			\$ 20,000	\$ 0	\$ 18,000	\$ 2,322,800	
TOTAL	\$2,140,900	\$2,220,800					\$2,360,800
% of BUDGET	65.2%						67.4%

6. WORSHIP MINISTRIES

Worship ministries account for 1.1% of our annual dollar investment in ministries or approximately \$37,900. This ministry area involves all that goes into providing for the worship life of our congregation. This includes the salary for Organist/Choir Director Erin Blackwood

Our online ministries will continue to be an important part of our ministry. As our use of and dependency on technology has increased, so also have the expenses associated with it, as we seek to upgrade and enhance this aspect of our ministry.

6. WORSHIP MINISTRIES							
Ministries	FY22/23 Budget	FY22/23 Projected	FY23/24 Proposed				Line Item Total
			Source of Funds				
			General Offerings & Income	Designated Gifts	Endowment & Grants	Participant Funded	
Organist & Worship Leader	\$ 20,800	\$ 20,800	\$ 22,100	\$ 0	\$ 0	\$ 0	\$ 22,100
Substitute Musician	\$ 900	\$ 300	\$ 0	\$ 900	\$ 0	\$ 0	\$ 900
Choirs	\$ 800	\$ 900	\$ 0	\$ 800	\$ 0	\$ 0	\$ 800
Worship Band	\$ 500	\$ 300	\$ 500	\$ 0	\$ 0	\$ 0	\$ 500
Worship Preparation Sanctuary	\$ 2,700	\$ 2,900	\$ 1,200	\$ 1,400	\$ 0	\$ 0	\$ 2,600
Furn/Equip/Aids	\$ 6,000	\$ 1,000	\$ 1,000	\$ 0	\$ 10,000	\$ 0	\$ 11,000
			\$ 24,800	\$ 3,100	\$ 10,000	\$ 0	
TOTAL	\$ 31,700	\$ 26,200					\$ 37,900
% of BUDGET		1.0%					1.1%

7. MISSION SUPPORT MINISTRIES

Some functions of our church are not usually identified as ministries, but they are important to executing the mission of our church. Many of these activities complement and support all our ministries. These supportive ministries help us communicate important information to church members and to the community, provide support for recreational and special events, and fulfill other important responsibilities.

7. MISSION SUPPORT MINISTRIES

Ministries	FY22/23 Budget	FY22/23 Projected	FY23/24 Proposed				Line Item Total
			Source of Funds				
			General Offerings & Income	Designated Gifts	Endowment & Grants	Participant Funded	
Auto Mileage	\$ 900	\$ 300	\$ 900	\$ 0	\$ 0	\$ 0	\$ 900
Payroll/Benefits Svc.	\$ 2,800	\$ 2,100	\$ 2,600	\$ 0	\$ 0	\$ 0	\$ 2,600
Bank Charges/Fees	\$ 6,200	\$ 5,600	\$ 5,800	\$ 0	\$ 0	\$ 0	\$ 5,800
Other Taxes/Fees	\$ 1,600	\$ 500	\$ 600	\$ 0	\$ 0	\$ 0	\$ 600
Bulletins & Supplies	\$ 12,800	\$ 7,800	\$ 9,400	\$ 0	\$ 0	\$ 0	\$ 9,400
Dist-Synod							
Convention Fees	\$ 800	\$ 750	\$ 800	\$ 0	\$ 0	\$ 0	\$ 800
Data Process/Office							
Equipment	\$ 6,800	\$ 5,800	\$ 6,800	\$ 0	\$ 0	\$ 0	\$ 6,800
Van –							
MX/Fuel/Insurance	\$ 1,300	\$ 1,200	\$ 1,300	\$ 0	\$ 0	\$ 0	\$ 1,300
Advertisement	\$ 1,200	\$ 750	\$ 1,200	\$ 0	\$ 0	\$ 0	\$ 1,200
Telephone	\$ 4,100	\$ 1,800	\$ 1,500	\$ 0	\$ 0	\$ 0	\$ 1,500
Utilities	\$ 25,100	\$ 23,000	\$ 22,500	\$ 0	\$ 0	\$ 0	\$ 22,500
Interview/Relocate	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
Legal	\$ 800	\$ 400	\$ 800	\$ 0	\$ 0	\$ 0	\$ 800
Svgs Comp/Audit	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
Svgs Ops Reserve	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
Office Equip MX	\$ 700	\$ 3,800	\$ 700	\$ 0	\$ 0	\$ 0	\$ 700
TOTAL	\$ 65,100	\$ 53,800	\$ 54,900	\$ 0	\$ 0	\$ 0	\$ 54,900
% of BUDGET	2.0%						1.6%

8. CAMPUS FACILITY MINISTRIES

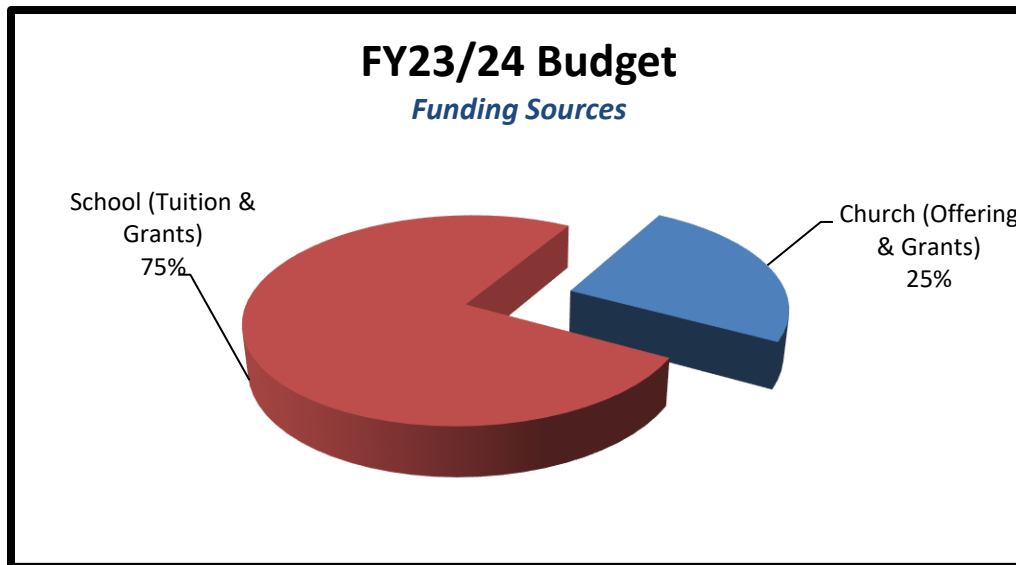
Having a place to worship, study, train and have fellowship is important to our church. The care and maintenance of the grounds and church building reflect the spiritual concern of a church. This is part of our church's stewardship. We want our facilities to reflect the glory of the One for whom they were built. As mentioned above, we have included a significant increase to the maintenance budget for this purpose. Church and school share the cost of these critical expenses on a proportional use basis, approximated to be 30% church and 70% school. Major capital equipment purchases, if any, will be fully funded by designated gifts and accounts, such as the Capital Asset Reserve.

8. CAMPUS FACILITY MINISTRIES

Ministries	FY22/23 Budget	FY22/23 Projected	FY23/24 Proposed				Line Item Total
			Source of Funds				
			General Offerings & Income	Designated Gifts	Endowment & Grants	Participant Funded	
Church							
Custodial & Maintenance Staff	\$ 26,200	\$ 27,300	\$ 25,500	\$ 0	\$ 0	\$ 0	\$ 25,500
Property Mortgage, Principal	\$ 18,400	\$ 17,200	\$ 17,200	\$ 0	\$ 0	\$ 0	\$ 17,200
Property Mortgage, Additional Principal	\$ 14,500	\$ 21,500	\$ 8,900	\$ 8,500	\$ 0	\$ 0	\$ 17,400
Property Mortgage, Interest	\$ 6,200	\$ 4,600	\$ 3,600	\$ 0	\$ 0	\$ 0	\$ 3,600
Property Taxes	\$ 800	\$ 3,000	\$ 2,500	\$ 0	\$ 0	\$ 0	\$ 2,500
Insurance	\$ 9,600	\$ 10,100	\$ 10,700	\$ 0	\$ 0	\$ 0	\$ 10,700
Janitorial Supplies	\$ 2,900	\$ 2,900	\$ 3,000	\$ 0	\$ 0	\$ 0	\$ 3,000
Building MX	\$ 20,600	\$ 24,000	\$ 20,600	\$ 0	\$ 0	\$ 0	\$ 20,600
Capital Equipment Purchases	\$ 2,500	\$ 6,400	\$ 0	\$ 2,500	\$ 0	\$ 0	\$ 2,500
Upgrades & Major Repairs	\$ 5,600	\$ 2,400	\$ 0	\$ 0	\$ 6,000	\$ 0	\$ 6,000
Landscaping MX	\$ 16,800	\$ 19,500	\$ 17,100	\$ 0	\$ 0	\$ 0	\$ 17,100
<i>Church Sub-Total</i>	<i>\$ 124,100</i>	<i>\$ 138,900</i>	<i>\$ 109,100</i>	<i>\$ 11,000</i>	<i>\$ 6,000</i>	<i>\$ 0</i>	<i>\$ 126,100</i>
School							
Custodial & Maintenance Staff	\$ 60,100	\$ 63,500	\$ 0	\$ 0	\$ 0	\$ 59,600	\$ 59,600
Property Mortgage, Principal	\$ 42,900	\$ 40,000	\$ 0	\$ 0	\$ 0	\$ 40,100	\$ 40,100
Property Mortgage, Additional Principal	\$ 24,000	\$ 41,000	\$ 0	\$ 0	\$ 0	\$ 24,000	\$ 24,000
Property Mortgage, Interest	\$ 14,500	\$ 10,600	\$ 0	\$ 0	\$ 0	\$ 8,400	\$ 8,400
Property Taxes	\$ 2,600	\$ 6,900	\$ 0	\$ 0	\$ 0	\$ 5,900	\$ 5,900
Insurance	\$ 22,500	\$ 23,700	\$ 0	\$ 0	\$ 0	\$ 25,000	\$ 25,000
Janitorial Supplies	\$ 6,800	\$ 6,600	\$ 0	\$ 0	\$ 0	\$ 7,000	\$ 7,000
Building MX	\$ 48,100	\$ 69,600	\$ 0	\$ 0	\$ 0	\$ 48,100	\$ 48,100
Capital Equipment Purchases	\$ 8,500	\$ 1,000	\$ 0	\$ 0	\$ 4,600	\$ 1,300	\$ 5,900
Upgrades & Major Repairs	\$ 13,100	\$ 5,500	\$ 0	\$ 0	\$ 0	\$ 14,000	\$ 14,000
Landscaping MX	\$ 39,200	\$ 43,600	\$ 0	\$ 0	\$ 0	\$ 39,900	\$ 39,900
<i>School Sub-Total</i>	<i>\$ 282,300</i>	<i>\$ 312,000</i>	<i>\$ 0</i>	<i>\$ 0</i>	<i>\$ 4,600</i>	<i>\$ 273,300</i>	<i>\$ 277,900</i>
TOTAL	\$406,400	\$450,900					\$404,000
% of BUDGET	12.3%						11.5%

TOTAL COST FOR ALL BUDGETED MINISTRIES:

TOTAL COST FOR ALL BUDGETED MINISTRIES								
Ministries	FY22/23 Budget		FY23/24 Proposed				Line Item Total	
			Source of Funds					
			General Offerings & Income	Designated Gifts	Endowment & Grants	Participant Funded		
1. Mission & Evangelism	5.5%	\$ 179,000	4.7%	\$ 85,600	\$ 74,300	\$ 5,000	\$ 0	\$ 164,900
2. Pastoral & Staff	9.6%	\$ 319,600	9.6%	\$ 332,700	\$ 0	\$ 4,900	\$ 0	\$ 337,600
3. Adult Discipleship	0.5%	\$ 16,000	0.5%	\$ 0	\$ 3,800	\$ 7,200	\$ 0	\$ 11,000
4. Youth & Children	3.8%	\$ 125,600	3.7%	\$ 112,900	\$ 12,300	\$ 2,000	\$ 3,500	\$ 130,700
5. Christian Day School	65.2%	\$2,140,900	67.4%	\$ 20,000	\$ 0	\$ 18,000	\$2,322,800	\$2,360,800
6. Worship	1.0%	\$ 31,700	0.8%	\$ 24,800	\$ 3,100	\$ 10,000	\$ 0	\$ 37,900
7. Mission Support	2.0%	\$ 65,100	1.7%	\$ 54,900	\$ 0	\$ 0	\$ 0	\$ 54,900
8. Campus Facility	12.4%	\$ 406,400	11.6%	\$109,100	\$ 11,000	\$ 10,600	\$ 273,300	\$ 404,000
				\$ 740,000	\$ 104,500	\$ 57,700	\$2,599,600	
TOTAL	100.0%	\$3,284,300	100.0%					\$3,501,800
Expenses Paid by Church	26.0%	\$ 861,100					24.6%	\$ 863,100
Expenses Paid by School	74.0%	\$2,423,200					75.4%	\$2,638,700



MINISTRY INCOME

ESTIMATED INCOME SOURCES TO SUPPORT THE MINISTRY PLAN:

ESTIMATED INCOME SOURCES TO SUPPORT ALL BUDGETED MINISTRIES		
Ministries	22-23 Budget	23-24 Proposed Draft
<i>Church Income</i>		
General Offerings & Income	\$ 700,000	\$ 707,000
Church Offering – Unrestricted Building		
Interest, Fees, Refunds and Other	\$ 9,000	\$ 13,000
Designated Gifts		
Mision de Jesus	\$ 15,600	\$ 15,600
Other	\$ 88,900	\$ 88,900
Endowment & Grants	\$ 35,900	\$ 35,100
Participant Funded	\$ 16,200	\$ 3,500
<i>Church Sub-Total</i>	\$ 865,600	\$ 863,100
<i>School Income</i>		
Participant Funded		
School Tuition	\$2,224,000	\$2,419,000
School Fees	\$ 114,200	\$ 118,600
PALS	\$ 52,000	\$ 52,000
Summer Camp Fees	\$ 0	\$ 0
Testing Fees	\$ 500	\$ 1,500
Endowment & Grants		
Hot Lunch Income	\$ 5,000	\$ 5,000
Grants & Donations	\$ 19,000	\$ 22,600
Other Income		
Refunds & Other	\$ 5,000	\$ 5,000
Interest	\$ 5,000	\$ 15,000
<i>School Sub-Total</i>	\$ 2,424,700	\$ 2,638,700
TOTAL	\$ 3,290,300	\$ 3,501,800