

**FAITH LUTHERAN  
CHURCH  
2022 Annual Report**



**Faith Lutheran Church  
Annual Meeting  
January 29, 2023**

**The closer we walk with the Lord, the closer we will all walk...  
together**

- |  |                 |
|--|-----------------|
| • Meeting Call to Order                      | Scott Hans      |
| • Opening Devotion and Prayer                | Pastor Biermann |
| • Review of Annual Meeting Minutes (1/30/22) | Tim Miller      |
| • 2023 Forum Recap and Questions             | Scott Hans      |
| • Elders' Report & Membership Changes        | Matt Guinn      |
| • Covering the Next Generation Update        | Scott Hans      |
| • Financial Discussion                       | Phil Whitmer    |
| 1. 2022-2023 Summary                         |                 |
| 2. 2023-2024 Proposed Budget                 |                 |
| • Upcoming Election Reminder                 | Scott Hans      |
| • VP of Property & Maintenance Exemption     | Scott Hans      |
| • LCMS Election & Convention Matters         | Pastor Biermann |
| 1. Appoint 2 Voters for LCMS Pres.           |                 |
| 2. Submit Nominations for LCMS Officers      |                 |
| • Closing Comments                           | Congregation    |
| • Closing Prayer                             | Scott Hans      |
| • Adjournment                                | Scott Hans      |

**Faith Lutheran Church**

**Annual Meeting**

**January 30, 2022**

**ATTENDANCE:**

President Bruce Trevithick called the meeting to order at 2:01 p.m.

Number in attendance – 30, Number online - 23

Opening devotion and prayer were led by Pastor Biermann.

Minutes of the annual meeting held January 31, 2021 were reviewed with no corrections and/or additions. Motion to approve made and supported. Minutes approved by the congregation.

**Staff Recognition** - Joel Zander gave an overview of Youth activities and numbers of those that attend on a regular basis. Joel also gave an overview of areas where youth are actively involved in the Faith ministry.

**Introduction of Board Members**

Bruce introduced all Board members in attendance both in person and online.

**Introduction of Elders – Elders Report**

Matt Guinn introduced those Elders present. Matt also shared some highlights from the annual report.

**Membership Changes**

1264 Confirmands - 2020

1938 Baptized - 2020 the variance between years represents all the /in/out/self-exclusion/deaths.

1220 confirmands – 2021, 44 decreased from 2020.

1886 Baptized – 2021, 52 decreased from 2020.

**Call – Deaconess/Parish Nurse**

Motion was made and supported to place a Call to Christie Hansard to be Deaconess/Parish Nurse at Faith Lutheran Church. Questions and discussion took place with regards to the Call. Motion was approved by the congregation.

### **FLC – Financial Discussion**

Ken Duetsch gave an overview of the 2021-2022 financial summary. \$129000 ahead of budget. Giving up 2.7% over prior year. Giving in 2020 was flat as we went into the pandemic. Cash position non-restricted 12.7% increase over last year at \$544,351.

Motion was made and supported to accept the 2022/2023 budget of \$1.15 million with a deficit of \$50K. Motion to accept the 2022/2023 Budget was approved by the congregation.

### **Capital Campaign**

Bruce presented to the congregation a list of capital campaign items. Motion was made and supported to approve a capital campaign take place. Addendum to the motion is to accept the list as presented but that the Board of Directors determine a priority once the funds have been collected. Discussion took place with regards to the list of items that would be considered as part of the campaign. The motion and addendum were approved by the congregation.

### **Upcoming Elections**

Bruce advised the congregation of upcoming elections in April of various positions that will need to have nominations for these positions.

Michigan District Convention – Pastor Biermann gave information as it relates to the upcoming convention for the Michigan District. Last year we nominated Rev. Dave Davis for President and Rev. Eric Cloeter for Vice President. We voted to approve the nomination of Joel Zander for the position of District BOD North & East Region Commissioned Minister. We also voted to approve Carol Koke as Faith's Lay Delegate and Scott Hans as Alternate Lay Delegate for the District Convention.

Motion made and approved to adjourn at 3:43 p.m.



## SUMMARY REPORT – OPEN FORUM Saturday, January 21, 2023

### Faith's Mission and Vision

Mission: *Faithfully and JOYFULLY living every relationship in God's way....to unite everyone with Jesus for eternity.*

Vision: Being reminded by the "Thumbs Up" illustration, in everything we do, the Faith family is *JOYFULLY* connecting disciples to **JESUS**, to **family**, to the **church** family, and to pre-believers in the **world**.

### Summary Reports from the Board of Directors

Senior Pastor – Pastor Biermann

#### Highs:

- As COVID19 became a part of life that will endure, our life at Faith moved on with great vitality, showing that God's gifts will endure with a power that supersedes all evil.
- Worship attendance continues to climb, rising between 10% and 15% each month over the previous year.
- Many new faces are appearing in our midst and they are eager to be part of our Faith family because we stand for speaking the Truth in love as God told us to do.
- That Pastor Scott is back in full swing and eager to continue his service at Faith for several more years.
- For a strong and united staff and team of lay leaders here at Faith (the best I've ever seen!)
- Strong ties with our community continue, including local government leaders, school leaders and business community leaders.
- Potential new outreach into our immediate community through partnerships with *Grand Blanc Outreach* and a mentoring program for Grand Blanc Academy being developed by our Board of Social Ministry.
- The continuation and imminent conclusion of the *Faith Bible Reading Journey* with rave reviews from thankful participants.
- A successful kick-off to our capital campaign, *Covering the Next Generation*.

- Continued partnerships with mission entities beyond our own community, including *Flint Mission Network* and *Concordia Center for the Family (CCF)*.
- That we continue to have a mission field ripe for harvest here in our own community and out to the ends of the earth.

#### Lows:

- That Pastor Scott's extended illness was a great burden for our congregation and staff to bear in the first several months of 2022.
- That many have continued to distance themselves from the church, having fallen into poor worship habits over the past few years.
- We are in a world where evil has shown itself in hostile ways and this is expected to increase as the Lord is pushed further from many lives.
- Verbal, physical and legal assaults on our faith and faithful Christian congregations will continue to grow in an increasingly anti-Christian society, esp. on matters of sex, marriage and the family.
- God's design for marriage and family is being left behind, even by those who claim to be Christians, to the destruction of individuals, families and our society.
- More and more lay and paid servants in the church are falling victim to Satan's increasing assaults to the detriment of the Kingdom of Christ.

FAITH LUTHERAN CHURCH AND PRESCHOOL 

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- More than ever, we are in a country where fewer and fewer will ever come to the church and our challenges to reach people where they are will continue to grow.

#### **Goals:**

- To set smart goals for our immediate, 3-year and 5-year future as a congregation.
- To build on the foundation laid by the *Faith Bible Reading Journey* and encourage everyone to keep reading God's Word regularly.
- To continue gathering new commitments to *Covering the Next Generation* and to work together to keep our commitments for the success of this campaign.
- To model and equip daily witnessing of our faith in Jesus in ALL our relationships, each day, all day, starting in our homes and moving out from there. This will be a focused effort at equipping the next generation.
- To model and support the work of *Concordia Center for the Family (CCF)* to foster Christian family discipleship locally, synodically and internationally.
- To work more closely with the other churches of our Flint South Circuit to strengthen disciples and bring more people into a living relationship with Jesus.
- To build on our positive partnerships with *Grand Blanc Outreach*, the *Flint Mission Network* and mentoring at Grand Blanc Academy.
- To connect with our community in new and creative ways such as showing hospitality to our neighbors at Grand Blanc High School.

#### Office Administrator – Alicen Dub

##### **Highs:**

- Helping Karen and Pastor Scott navigate and get set up on Short Term Disability during his illness. So blessed to be able to continue to work with Pastor Scott.
- Continue to learn and master QuickBooks
- Finished updating all job descriptions for Faith staff to ensure they have current job duties and ministerial duties assigned to them.
- Implemented our new member database, "OnRealm" and coordinated training for

staff members with Realm's online training. For the most part it works great.

##### **Lows:**

- The basement flooded this fall and the clean-up and repair were pretty involved and pricey.
- Some challenges with our new member database and the functionality of it. Minor issues but still inconvenient at times.

##### **Goals:**

- Continuing to cross train positions within the office
- Organize more policies and procedures for the office staff so everyone is performing duties the same way.
- Centralizing policies that have been adopted by the board over the years so they can be reviewed by the board when they need them.

Outreach & Missions – Deb Lund, Chair with Pastor Bob Scott, Staff Support, Roxanne Steffe (Welcome Center), Rebecca Survant (Guatemala Missions), Dick & Nan Gookin, Kelly Cradit (Franklin Dinners)

##### **Highs:**

- Welcome Center reopened and staffed with Faith's contagious smiling faces because of Roxanne Steffe's tireless effort. Thank You! The Welcome Center provides the latest on activities and other church info available along with gift bags for newcomers. Sign up process implemented and continuing into 2023. We have enjoyed seeing increased participation along with returning and new faces at Faith!
- Resumed Faith Happening Events - touched over 50 lives one on one with Jesus' love via gift cards/purchases at Ziggy's Ice Cream, Kroger's Grocery and Gas Station. Also provided postcards on Faith's activities.
- More Faith Happenings t-shirts available. Wearing it is a good way to start a conversation.
- Successful homecoming/tailgating Event. It was cold but we served more than 90 hot dogs & snacks at local football event in new location. People enjoyed the face decals, prize wheel and fun atmosphere. Saw new and returning faces. New

reusable welcome banners provided, increased Faith's presence. Faith activity postcards available.

- Attending GB Chamber of Commerce monthly meetings with focus of getting more engaged in the community and calendar of local events that we can assess and leverage.
- Outreach to Next Generation
  - Supported Halloween event with exit station
  - Supported firemen's dinners
  - Mailed memorable care packages to Faith's active service military members, Pastor recognized them individually at services they attended and provided a goodie bag.
  - Taken on college/apprentice "Thinking of you" card task that has been dormant, currently updating info and working on gathering new. Will start mailings in spring. Volunteers already eager to help.
- Successful continued support for Franklin Mission dinners and Flint Mission Network (FMN) overall. Sue Hooper stepped in to lead during Pastor Scott's recovery. (SEE FMN specific report below)
  - Food purchase for Faith's Franklin Dinners primarily all donations, we need to fund if this drops off.
  - Gookin's do a wonderful job every seven weeks preparing/serving the dinners. They make it a joy to help serve these people in need.
- Successful Guatemala Mission Trip and support. (SEE specific Guatemala Report below)

#### **Lows:**

- Faith Happenings Events shared with GB View; they were unable to publish news articles. We will keep trying.
- Always more volunteers. Faith has so much talent.

#### **Goals:**

- Continue current and find new creative ways to outreach, especially to families, and provide a solid presence to the Community.

- Work with Joel Zander on initiative to connect with local HS students and parents
- Make outreach and witnessing of our faith in Jesus the welcome responsibility of all our members

#### **Guatemala Missions (Rebecca Survant)**

##### **Highs:**

- Redeemer Lutheran Church of Santiago Zamora, Guatemala celebrated 35 years of ministry in 2022. They are being served by Pastor Steven Massey and LeadaChild.
- We continue to assist LeadaChild with improvements needed to prepare Redeemer of the World Lutheran School to reopen. The day school has been closed since 2019 due to needed repairs. LeadaChild opened an after-school program in 2020. Over the past two years we have provided funding to:
  - complete new bathrooms for the students
  - remodel classrooms adding a drop ceiling and lighting
  - develop office space/work area for the teachers and staff
- We provided the material and led Vacation Bible School and Project JOEL for the children at Zamora Public Elementary School and for the children at the LeadaChild After-School program at Redeemer of the World Lutheran School. Activities included Bible stories, crafts, decorating t-shirts, prayer and music.
- We provided a final humanitarian food distribution to the families of World's Redeemer and to families at Porvenir (the people displaced by the volcano eruption of June 2018)
- We also provided a bible study for the women of Santiago Zamora.

##### **Lows: (no lows)**

##### **Goals:**

- Summer 2023 (or 2024) – determine how we can assist with the remaining construction required to reopen the day school by LeadaChild.
- Remodeling of remaining 4 classrooms, to include drop ceiling with lighting, tile floors, windows.

- Any remaining requirements as determined to reopen the school
- Need to secure funding for mission trip and continue to support Pastor Massey and LeadaChild to serve in Santiago Zamora
- Recruit team members: encourage more young adults/youth to join team

### **Flint Mission Network Report (Pastor Scott)**

The Lord has continued to bless the Flint Mission Network throughout 2022, despite a number of challenges. Lives are being transformed on Flint's East Side through the Franklin Ave. Mission, Mercy House, and the Luke Clinic, and on the North Side through the York Ave. Mission (formerly Our Savior – Flint). The volunteer work and financial support from Faith – Grand Blanc are a big part of the mission's success.

#### **Highs:**

- The FAM Diner has reopened from the pandemic, serving about 150 guests each week.
- Repairs have been made and clean-up at each of the mission locations
- New roof on pavilion in garden area, new garage door installed, new office remodeling, flower boxes built at FAM.
- FAM continues to be a serving location for youth.
- The Rock room and Kids Ministries have reopened every Tuesday and Thursday to help with kids' activities and homework help.
- 6<sup>th</sup> annual *Devoted Fellowship Golf Outing* raised \$21,000!
- FMN was able to provide 77 children with Christmas gifts this year.
- York Ave. Mission now also serving dinner every 3<sup>rd</sup> Wednesday.
- Food pantry and clothes closet at York Ave. now open.
- FAM JAM was a big success, helping to build a connection with the East Side community, while sharing the Word of Christ in new and inventive ways. (Rapping the Small Catechism? Who ever imagined *that* could be done!) Included giving away 35 refurbished bicycles.
- Back-to-school backpack giveaway at FAM
- FAM free pet vaccine and wellness clinic. Distemper and rabies shots given to 450 animals. Free microchip implants given to 250 pets.

- Luke Clinic continues to grow. Open every 2<sup>nd</sup> and 4<sup>th</sup> Wednesday, scheduling 14 appointments per day. New additions to the clinic include:
  - Added a new nurse
  - New educational programs (offered in English and Spanish)
  - New Behavioral Health Program to support new moms
  - Healthy snack bags provided to all patients
  - Fully recovered after flooding at FAM

#### **Lows**

- Flood at FAM that shut down the Luke Clinic for a couple of months.
- FMN is in desperate need of volunteers for the FAM Diner and Kids' Ministry.
- FMN is still looking to fund the day care center.

#### **Goals**

- More engagement from LCMS congregations
- Hire part-time public relations specialist. (We are looking for someone that has 3-5 years' experience, if possible.)

### **Publicity & Communications – Stephany Hall, Chair**

#### **Highs:**

- We set up Instagram to help boost our outreach in the community.
- Along with the Outreach and Evangelism Committee, we purchased banners that can be used at various community events to show our support to Grand Blanc.
- We continued mailing out congregation wide postcards for Easter, summer, fall, and Thanksgiving/Christmas.
- We provided the staff with custom logo apparel that they can wear as they go out into the community and spread the love of Jesus.
- Increased our Facebook presence and posted many Faith events.

#### **Lows:**

- It has been difficult getting adequate volunteer coverage for events.
- Was unable to get articles that were written printed in GB View and not sure why right now.



- Social Media exposure has been limited due to new monetary requirements that were not previously in place.

#### **Goals:**

- Continue consistent Facebook and IG page posts and activity despite the obstacles.
- Continue (approximately quarterly) mailing of informative postcards to the congregation in 2023.
- Continue to sponsor family-oriented community events to publicize our church to the community. We may have additional opportunities for 2023 Family Fun Fest and the Perry Center Centennial Event.

#### Social Ministry – Marcy Montez, Chair

##### **Purpose Statement:**

To serve those less fortunate by providing assistance and organizing parish programs, handling request for emergency funds within the congregations and community in a responsible manner.

Some of the ministries that we sponsor are Food Pantry, Holiday Food Baskets, Christmas Angel Tree, KOOL ministry, Nursing Home Sunday Service, Home Bound member visitations and Parish Nursing Program.

##### **Highs:**

- This year we handed out 11 food baskets for Christmas and 9 food baskets for Thanksgiving.
- There are 5 families that will wake up Christmas morning with gifts for their children under the tree.
- We have partnered with Grand Blanc Academy to provide a mentoring program for kindergarten through 2<sup>nd</sup> grade students (at this time). Volunteers will help individual students with reading and sight words.
- Grand Blanc Outreach has found a home and will begin construction this spring.

##### **Goals:**

- There is so much more that can and should be done. I would like to see more community activities and get more involvement from our members.
- I would like to implement a social ministry program for senior citizens living in nursing homes. Many of these grandmothers and grandfathers are lonely and have no visitors.

- We also would like to grow our partnership with Grand Blanc Academy to include providing classes on knitting and woodworking and other life skills.

#### Deaconess/Parish Nurse – Deaconess, Christie Hansard

##### **Highs:**

- Was installed and commissioned as FLC's Deaconess/Parish Nurse
- Was invited to several universities to speak about the profession of Parish Nursing.
- Was asked to be part of the SEAB (sex education advisory board) with the GBCS.
- Was invited to the LCMS Headquarters and visited with leaders in St. Louis regarding the future of Parish Nursing and other mercy work.
- Became a member of the community health group at The Oaks at Woodfield Assisted Living Center in Grand Blanc.
- Taught one of our Faith Bible Reading Journey Studies.
- Established a women's ministry group called "3, 6, 9, 12."

##### **Lows:**

- Not being able to meet all the needs of health-related issues for our Faith Family and the community within 15hr/wk.

##### **Goals:**

- To bring people closer to Christ by ministering to them through our health healing ministries by attending to their physical, emotional, and spiritual needs as part of whole person care.
- Continue to prioritize and assess the needs of people who are in the hospital, home, or rehabilitation centers.
- Obtain a post graduate certificate in bioethics from Concordia University – Wisconsin.
- Continue to support and advocate for women's ministries.

#### Board of Worship – Corrine Walworth, Chair

##### **Highs:**

- Altar Guild continues to do a wonderful job in making worship special. Thank you, Sue Pontin, for your leadership!
- Thank you, Jim Putnam, for your faithful service as Faith's Head Usher!

- Emily Crow has accepted additional responsibilities to help fill the loss of Sue Hooper in Worship Arts. We appreciate her commitment and willingness to step up.

Thank you to our worship staff for their hard work and dedication. Their commitment to excellence and service is appreciated.

#### **Lows:**

- Sue Hooper retired from her position in Worship Arts. Fortunately, she has continued to stay on as an organist and director of the Faithful Ringers. Thank you Sue, for your service!
- We are in need of additional ushers. Any men, women or youth who are interested in volunteering should contact Jim Putnam.

#### **Goals:**

- We are always looking for new members to serve on the Altar Guild and the Usher Team.
- Continue to grow and learn as the Worship Chair and support the staff and volunteers that serve in worship.

#### Director of Worship and Music - Emily Crow

##### **Lows:**

- The retirement of Sue Hooper. She has been a fantastic mentor and leader in worship and music.
- We are still in need of Usher and Altar Guild members.

##### **Highs:**

- Adding the responsibilities of worship arts. Through prayer and the Word, I am eager to plan the worship services.
- We have added new technological tools to the planning and executing of the worship services.

##### **Goals:**

- To continue to invite members to share their gifts and talents in the worship services.
- To look for opportunities to reach the community through worship and music.
- To support our Faith family through worship.

Elders – Matt Guinn, Chair & Pastor Biermann, Staff Support

##### **Highs:**

- Unwavering commitment to assist the pastors in shepherding the congregation by pointing them to Jesus and His love

- Met regularly throughout the year to plan and prepare church related activity as part of executive committee
- Provided prayer, support, insight, and feedback to the Covering the Next Generation planning committee
- First time elders of Faith serving with great enthusiasm and willing to volunteer for additional duties
- Restore board to full membership of 24 elders, plus Chairman
- Reintroduction of common cup to 8:15 service, 1<sup>st</sup> & 3<sup>rd</sup> Sundays
- Held golf outing for Pastors, Elders, and Ushers to build strong relationships

##### **Lows:**

- Lack of knowledge & cross training of technology
- Difficulty connecting with ministry group members due to social distancing, shut ins, etc.
- Emergency preparation readiness in emergency situations
- Scheduling and recruiting of youth to participate in as Acolytes
- Lack of childcare options during services/class

##### **Goals:**

- Encourage elders to make new connections outside the church
- Have dedicated assistance with making calls to members on the recent inactive list
- Seek out potential Elders for next term
- Find new Elders for key positions
- Investigate opportunities for Elders to engage with existing members and members of the community
- Investigate opportunities to begin nursery coverage
- Seek additional opportunities for existing and new elders to engage with one another

Salary & Personnel – Chris VanLandeghem, V.P. of Salary and Personnel

##### **Highs**

- The return, recovery, and support of Pastor Bob Scott in April was a significant moment showing the incredible value of the staff at Faith.
- Interviewing and hiring of additional pre-school staff as the program continues to grow and thrive.

- Approval of a self-evaluation resource which staff can use for ongoing development.
- Enhanced staff guidelines through updated and consolidated position descriptions, duties and desired traits.
- Continued education and staff cross-training, including the implementation of the new ACS REALM member directory system.

#### **Lows**

- Healthcare insurance premiums continue to increase across all providers.

#### **Goals**

- Continued exploration of staff-related operations such as payroll processing and healthcare plans to provide our staff with the best services while aiming to reduce expenses.
- Continued refinement of evaluation resources to help staff develop in both long-term and short-term capacities.

#### Property & Maintenance – Sam Siegel, V.P. of Property & Maintenance

##### **Highs:**

- We patched the parking lot
- Replaced flooring (carpet and tile with all vinyl) in youth area
- New lights in the youth kitchen
- Preschool playground improved
- Repaired cracks and raised areas on the sidewalks

##### **Lows:**

- Basement flooded from sanitary drain to street.
- HVAC rooftop units needed extra repair this year.

##### **Goals:**

Using funds from the capital campaign wisely to improve our worship and Faith family life experience.

##### **A BIG THANK YOU to:**

- The A-Team for all their hard work on the church grounds on Tuesday mornings.
- Louis Barger for his maintenance and care of the memorial garden.

#### Board of Congregational Ministry (BCM) Leslie Stratton, Chair & Joel Zander, Staff Support

##### **Highs:**

- There is a strong sense of group cohesion and mutual support in the current board.
- The events that BCM subcommittees have organized and led have been very successful and well received, i.e., Sue Hooper's retirement celebration, fall kick-off, Trunk or Treat Howl-le-lujah Boo Bash, the CtNG kick-off banquet, hot chocolate in Advent.
- The teamwork and cooperation of setting up and cleaning up Coffee Hour.
- The model of conducting business—two BCM members heading up a planning committee—is working very smoothly.
- We are very thankful for the many people who have volunteered in BCM events.
- The resources and strategies we have developed and implemented for helping all people grow closer to Jesus every day a few minutes at a time—such as Advent and Lent devotions + crafts, Bible verses for Advent and Lent texted daily (36 phone numbers in Advent), and memorization tools for kids at home.

##### **Lows:**

- Even as we are thankful for the many volunteers, there is room to grow.

##### **Goals:**

- Our goal is for each event subcommittee for this year to be co-led by at least two BCM members.
  - Each subcommittee co-chairs then recruit 3-5 Faith members to help organize that event.
- We will have grace with each other in our organizing efforts.

#### Preschool – Cindy LaFontaine, Director

##### **Highs:**

- Our new playground is installed because of the generosity of parents and members of Faith. Thank you so much.
- Almost all of our classes are at full capacity.
- Preschool CHRISTmas service was well attended and so appreciated.
- Our staff is dedicated and working hard to care for our families' needs and share Jesus.
- We are blessed with long term staff members which is rare for early childhood

programs. If you add together all the years of experience that our staff has it is over 100 years.

- Staff Bible study on anxiety which is going very well.

#### **Lows:**

- Licensing regulations require so much from us which is difficult with part-time staff. We have the same requirements of programs which have full day classes and run all year long.
- We still have a need for more staff so our current staff does not have to work so many hours.
- I am concerned about staff burn out. The children have so many extra needs because of COVID and lack of boundaries by parents. Preschool family situations which we get involved in because we are trying to care for them as Christ cares for us.

#### **Goals:**

- Trying to find ways to connect our families with our Faith family.
- To continue to care for our families' needs - spiritual, emotional, & physical as Christ calls us to do. We get involved in their lives.
- To continue to find ways to build up our staff so they can be available for our families.
- Update our equipment. There have been many changes in curriculum expectations for early childhood centers which we need to work to keep current with the development goals set by the state and that parents expect.

Youth-Jenny Mervyn, Chair & Joel Zander, Staff Support

#### **Highs:**

- We produced and mailed a school-year calendar of youth activities to all youth families.
- We have experienced increased numbers of youth at events.
- We are welcoming two youth from Trinity in Fenton at our youth functions including events and service/fundraising events.
- We have welcomed youth from New Life Lutheran (Swartz Creek) to some of our

youth hangouts in September, October, and November.

- We have welcomed the addition of two high school students and one middle school student to our board and value their points of view.
- We have 15 youth registered so far for the MI District Sr. High Youth Gathering on Mackinac Island June 25th-28th.
- In June 2022 we had eight youth attend the MI District Jr. High youth gathering in Frankenmuth and look forward to attending again in June 2023.
- In July three youth and Mr. Zander attended the LCMS Gathering in Houston along with the youth group from Holy Cross in Flushing, MI.
- In August, a small team of volunteers cleaned, organized, and rearranged the youth lounge.
- We have enjoyed the blessing of young adult volunteers in our youth program.
- We have enjoyed the blessing of a variety of parents stepping up in a moment's notice to fill important needs at youth events.
- It is a blessing to get our youth together in person and for them to attend youth conferences!!!
- Though it is the result of a flood, it is a blessing to have a new floor installed in the youth lounge and surrounding rooms.

#### **Lows:**

- We have struggled to consistently obtain commitments for help from parents in a timely manner.
- The disruption and disappointment of the flood in the basement—especially after working so hard to get it cleaned and organized in August.

#### **Goals:**

- We intend to employ at least 4 modes of communication to parents and youth for each youth event/opportunity.
- We will continue to invite and equip young adults for service in our youth and educational ministries.
- We will publish a completed youth activities calendar for the school year by September 1st followed by updates as necessary by January 1st and March 1st.

- We will publish a completed summer youth activities calendar by May 1st.
- Each youth in 8th grade and older will be personally invited to attend the MI District Sr. High Gathering.
- We will develop a cohesive group of youth in high school and adult leaders through the MI District Sr. High Gathering.
- We will raise enough funds to pay for 1/3 of registration, travel, lodging and food of youth gatherings and other travel events.
- Each individual who receives raised funds will participate in at least 1/3 of the fundraising opportunities.
- Youth will identify five caring Christian adults outside of the home to whom they can turn in time of need or celebration.

Stewardship & Finance -- Phil Whitmer, V.P. of Stewardship & Finance

#### **Highs:**

- Through the year I have had the opportunity to meet many more of our members and to get to know several of them much better. I thoroughly enjoy walking through the sanctuary prior to the service and shaking hands and having brief conversations with the members. Church feels like a second home to me.
- The introduction of the "OnRealm" reporting software in May has been a blessing. It is such a powerful and yet easy to use piece of software. User-friendly for all those who wish to give online and super powerful for those of us that use it behind the scenes to record and track the giving, track it to the various funds that members direct it to and the statements that it can produce are amazing.
- Another high for the year was the opportunity to work with a group of highly talented and dedicated members on the Covering the Next Generation committee. Working together towards a very high and worthy goal to help ensure that this Church and its foundation remain strong in order to provide the sanctuary and structure to help the next generation learn about and spread the word about Jesus Christ, our Lord and Savior. While we fell short of the commitment goal, we did, by all rights, still

meet the expectations of our outside collaborator familiar with capital campaigns such as ours.

- Working with the Board to offer as many avenues of hearing and learning about our Lord and Savior, Jesus Christ while being financially and fiscally responsible as possible. While revenues are down from projections the Boards and our Trustee have done a tremendous job offering as many programs, services and happenings as possible while at the same time controlling their expenses. It has been a pleasure and very rewarding to work with these people.

#### **Lows:**

A budget without faith and trust are valueless. The only real low that I can think of actually parallels the lows of my predecessor Ken Duetsch. And that is that once again the Board is going to present a budget to the congregation for 2023-24 where the expenditures are projected to outrun revenues. I guess the positive that can be taken from this though is that the boards are planning more outreach to the community and more internal activities for our youth and members. The bottom line, even though it is negative, is projected to be less negative than last years proposed budget. We all need to be good stewards of all the resources that we are blessed with. That we will enjoy them and apply them to God's purposes. May He be pleased with our stewardship and offerings. "But seek first his kingdom and these things will be given to you as well" (Luke 12:31)

#### **Goal(s):**

- To improve the reporting within the Faith Happening and on the screens in the Sanctuary such that better transparency and more accurate reporting of the Church's financial status can be readily seen and understood by the congregation.
- Develop an alternative format. Possibly change to a monthly report with a history of giving for the month and how the current month compares as well as year-to-date.
- To examine the possibility of providing members with a quarterly financial statement that reports their actual financial giving. I would look upon this as an opportunity to communicate more than family giving history for the quarter.

- Possibly insert a Gospel-centered message and thank members for their financial support of the congregation's ministries. The recording program, "OnRealm", would be very helpful in this endeavor. Maybe include some of the board's goals in the upcoming quarter and possibly provide the opportunity and motivation for giving.

executing our roles to further the kingdom and do God's will. Your prayers will continue to guide our efforts as we move forward to discover "what's next".

To God be the glory.

#### Congregational President – Scott Hans

*1 Thessalonians 5:16-18 NIV*

*<sup>16</sup> Rejoice always, <sup>17</sup> pray continually, <sup>18</sup> give thanks in all circumstances; for this is God's will for you in Christ Jesus.*

Reflecting on my brief time in this role with the Board of Directors and pausing to acknowledge some of the highlights that cause me to "give thanks" ...

- Giving thanks for all the support from the Faith team to support the efforts of Covering the Next Generation and the important work that lies ahead.
- Giving thanks for the members of the Faith team who commit their time to serve on our boards and further the work of the kingdom.
- Giving thanks for the leaders on both the Board of Directors and the Executive Committee and the impact they make for our congregation.
- Giving thanks to the Faith staff whose tireless efforts shepherd our congregation and enable the critical work of Faith to be accomplished.
- Giving thanks for the work of the preschool team for all that they do to further the outreach of Faith in our community.
- These are just a few of the many "give thanks" items that are associated with the great work being done in our congregation.

Looking backwards it's always easier to see how God's plans have come together for us as individuals and for our Faith family. Given all that we have been able to accomplish in the past I often wonder about "what's next".

What does God have planned for the direction of our ministry at Faith and what role does he have designed for each of us to play to put His plans into action. Please "pray continually" for the efforts of our leadership team here at Faith. The staff and the board will continue to be purposeful about

## A MEASURE OF FAITH'S GROWTH UNDER GOD'S GRACE

|  | 2018   | 2019   | 2020  | 2021   | 2022   |
|--|--------|--------|-------|--------|--------|
| <b>Baptized</b> (Infants & Adults)     | 1,998  | 1,939  | 1,932 | 1,884  | 1846   |
| <b>Confirmed Members</b>               | 1,318  | 1,266  | 1,264 | 1,226  | 1191   |
| <b>Average Sunday Attendance</b>       | 459    | 443    | 203   | 228    | 262    |
| <b>Average Saturday/Wed Attendance</b> | 72     | 63     | 63    | 46     | 45     |
| <b>Total Communed</b>                  | 21,932 | 20,182 | 7,336 | 12,927 | 13,997 |

## FAITH'S SPIRITUAL GROWTH IN 2022

|  | 2021      |          | 2022      |          |
|--|-----------|----------|-----------|----------|
|  | Confirmed | Baptized | Confirmed | Baptized |
| <b>Baptisms</b>  |           |          |           |          |
| Member   |           | +12      |           | +8       |
| Non-Member   |           |          |           |          |
| <b>Junior Confirmands</b>                                | +8        |          | +8        |          |
| <b>Adult Confirmands</b><br>(Includes baptized children) | +5        | +5       | +5        | +11      |
| <b>Transferred In</b>                                    | +10       | +10      | +7        | +9       |
| <b>Profession of Faith</b>                               |           |          | +2        | +2       |
| <b>Deaths</b>  | -19       | -19      | -18       | -18      |
| <b>Transferred Out</b>                                   | -10       | -10      | -24       | -30      |
| <b>Removed</b>   | -19       | -28      |           |          |
| <b>Released</b>  |           |          |           |          |
| <b>Self-Exclusion</b>                                    | -13       | -18      | -15       | -20      |
| <b>Total Gains:</b>                                      | +23       | +27      | +22       | +30      |
| <b>Total Losses:</b>                                     | -61       | -75      | -57       | -68      |
| <b>NET GAIN/LOSS</b>                                     | -38       | -48      | -35       | -38      |

**FAITH LUTHERAN CHURCH AND PRESCHOOL**  
**Annual Report - Membership Changes 2022**

**Baptism**

Kapanka, Connor Ray (3/30)  
Hannah, Rosalie Mae (4/3)  
Steward, Theodore (5/15)  
Caudill, Connie (6/8) (ADULT)  
Mineau, Rachel Morgan (7/13)  
Bentley, Rylee Elizabeth (7/24)  
Embury, Madeline Elizabeth (8/21)  
Guinn, Christopher (9/21)

**Junior Confirmands**

Hocken, Madison (1/30)  
Craw, Benjamin Edwin (7/31)  
Ciccalo, Breckin (8/14)  
Belill, Samuel (8/31)  
Dub, Emilie Lauren (9/4)  
Vance, Olivia Grace (10/23)  
Fleming, Andrew (11/13)  
Tober, Nathaniel (12/11)

**Adult Confirmands**

(includes baptized children)

Chesley, John and Nikole (with children Andrew, Brooks, Reid) (12/11)  
Garey, Darren and Elham (with children Cristal and Shaniyah) (12/11)  
Smith, Christine (with child Aedan Whitwell)



**FAITH LUTHERAN CHURCH AND PRESCHOOL**  
**Annual Report - Membership Changes 2022**

**Transfer In**

Barger, Caleb and Anna (3/31)  
Davis, Roger (4/27)  
Freimark, Matthew and Rachel (with children Lily and Isabella) (9/27)  
Bolton, Mark and Lori (12/12)

**Profession of Faith**

Deb Lund (1/30)  
Michael Gano (10/20)

**Deaths**

|                                 |                             |
|---------------------------------|-----------------------------|
| Taylor, Richard "Doc" (2/19)    | Gober, Carla (10/30)        |
| Wood, Albert "Al" (3/14)        | Borka, Irene "Marti" (5/16) |
| Bills, William (3/27)           | Bristol, Evelyn (2015)      |
| Seymour, Harris (3/31)          | Beissel, Edward (12/30)     |
| Kotcher, Viola (4/27)           | Cook, Deanna (12/30)        |
| Smith, Jeanette (5/20)          |                             |
| Bills, Marilyn (5/28)           |                             |
| Carter, Joann (6/19)            |                             |
| Schlytter, Alan (7/3)           |                             |
| Perkins, Desiree "Noreen" (9/5) |                             |
| Martin, David (9/13)            |                             |
| Robertson, Diane (9/17)         |                             |
| Slater, Alice (10/12)           |                             |

**FAITH LUTHERAN CHURCH AND PRESCHOOL  
Annual Report - Membership Changes 2022**

**Transfer Out**

Weinman, Sharon (2/4)  
Dawe, Doug & Jennifer (with children Christian, Emma and Megan)  
Harvey, Robert and Jean (2/1)  
Carlson, Laura (3/14)  
Cupp, Joshua and Brandy (with children Gaelin, Evelyn, Jameson and Gwendolyn) (3/23)  
Damon, Christine (4/4)  
Bliese, David and Michelle (with children Owen and Evan) (5/1)  
Renshaw, Lyndsay (5/25)  
Bliese, Timothy (7/6)  
Church, Jeff and Jackie (7/1)  
Bauer, Gerald (8/4)  
Kadelsik, Cheryl (9/23)  
Stiefel, Lyle & Monique (10/13)  
Trost, Megan (11/23)  
Stolzenfeld, George (12/15)

**Inactive Members Removed**

**Removed**

**Self-Exclusion**

|  |                                  |
|--|----------------------------------|
| Mierzejewski, Sandra (2/4)                                     | Hill, Jeffrey (12/20)            |
| Hubert, Craig and Mia (3/1)                                    | Doran, Robinette and Ian (12/20) |
| Rollin, Daniel and Brenda (6/10)                               |                                  |
| Degain, Nicole (with children Lila and Noel) (6/10)            |                                  |
| Bouck, Terry and Andra (with children Tyler and Travis) (6/10) |                                  |
| Zucker, Norma (8/23)   |                                  |
| Phelps, Janet (with child Annabella) (9/9)                     |                                  |
| Neuenfeldt, Noah (10/3)  |                                  |
| Norrington, Kelly (10/13)                                      |                                  |

**FAITH LUTHERAN CHURCH AND PRESCHOOL**  
**Annual Report - Membership Changes 2022**

**Marriages**

Borg, Brendan & Andrea Laurin (7/16)  
Mannarino, Michael & Davis, Cortni (8/27)  
Marohn, Gregory & Wilkinson, Laura (11/4)

## **Faith Lutheran Preschool Statistics for 2022:**

Total children enrolled: 83

Members: 5

Non-members: 78

Three classes of 4-year-old – 42 students

Members: 4

Non-members: 38

3 teachers and 3 assistants

Two classes of 3-year-old – 29 students

Members: 1

Non-members: 28

2 teachers and 2 assistant

Two class of 2-year-old – 12 students

Members: 0

Non-members: 12

1 teacher and 2 assistant

Afternoon enrichment class offered Monday - Thursday:

8 children per day average

Respectfully submitted by,

Cindy LaFontaine

Director of Early Childhood Ministries

# Faith Lutheran Church

## Balance Sheet

As of December 31, 2022

|   | TOTAL                 |
|---|-----------------------|
| <b>ASSETS</b>                                   |                       |
| Current Assets                                  |                       |
| Bank Accounts                                   |                       |
| 10100 AMERICAN HERITAGE GIRLS TROOP MI 1415     | 2,646.95              |
| 10101 MOPS OF FAITH LUTHERAN CHURCH-GRAND BLANC | 1,785.67              |
| 10180 SAVINGS - CHURCH EXTENSION                | 283,397.44            |
| 10200 SAVINGS-CHURCH EXTENSION                  | 551.18                |
| 10500 5th 3rd CORPORATE CARD                    | -16,107.33            |
| 11000 FIFTH THIRD CHECKING                      | 266,545.89            |
| 11100 5/3 RESTRICTED SAVINGS                    | 299,800.44            |
| 11200 5/3 ENDOWMENT SAVINGS                     | 3,416.38              |
| 11300 5/3 TUITION EXPRESS                       | 1,000.00              |
| <b>Total Bank Accounts</b>                      | <b>\$843,036.62</b>   |
| Other Current Assets                            |                       |
| 10300 PETTY CASH-OFFICE                         | 200.00                |
| 10361 FLC VANGUARD ENDOWMENT FUND               | 161,826.46            |
| <b>Total Other Current Assets</b>               | <b>\$162,026.46</b>   |
| <b>Total Current Assets</b>                     | <b>\$1,005,063.08</b> |
| Fixed Assets                                    |                       |
| 15010 FAMILY LIFE CENTER                        | 2,477,769.00          |
| 15020 PARKING LOT EXPANSION                     | 298,120.00            |
| 15030 EARLY CHILDHOOD FACILITY                  | 1,245,547.00          |
| 15999 ACCUMULATED DEP                           | -2,150,823.00         |
| <b>Total Fixed Assets</b>                       | <b>\$1,870,613.00</b> |
| Other Assets                                    |                       |
| 18000 NOTE RECEIVABLE                           |                       |
| 18100 PASTOR BIERMANN                           | 5,000.00              |
| <b>Total 18000 NOTE RECEIVABLE</b>              | <b>5,000.00</b>       |
| <b>Total Other Assets</b>                       | <b>\$5,000.00</b>     |
| <b>TOTAL ASSETS</b>                             | <b>\$2,880,676.08</b> |
| <b>LIABILITIES AND EQUITY</b>                   |                       |
| Liabilities                                     |                       |
| Long-Term Liabilities                           |                       |
| 27010 FAMILY LIFE CENTER (3.25%)(1/31/2023)     | 209,945.07            |
| <b>Total Long-Term Liabilities</b>              | <b>\$209,945.07</b>   |
| <b>Total Liabilities</b>                        | <b>\$209,945.07</b>   |
| Equity  |                       |
| <b>TOTAL LIABILITIES AND EQUITY</b>             | <b>\$2,880,676.08</b> |

# Faith Lutheran Church

## Budget vs. Actuals: FY2022/2023 - FY23 P&L Classes

February - December, 2022

|                                   | Nov 2022    |              | Dec 2022     |             |         |                 | Total           |              |             |
|-----------------------------------|-------------|--------------|--------------|-------------|---------|-----------------|-----------------|--------------|-------------|
|                                   | % of Budget | Actual       | Budget       | over Budget | Budget  | Actual          | Budget          | over Budget  | % of Budget |
| Revenue                           |             |              |              |             |         |                 |                 |              |             |
| 40000 GENERAL FUND                | 98.75%      | 77,009.54    | 76,760.00    | 249.54      | 100.33% | 806,876.19      | 844,360.00      | -37,483.81   | 95.56%      |
| 40100 BUILDING FUND               | 12.00%      | 2,580.00     | 416.67       | 2,163.33    | 619.20% | 8,630.00        | 4,583.37        | 4,046.63     | 188.29%     |
| 40450 MORTGAGE LOAN INT           |             |              |              | 0.00        |         | 300.00          | 0.00            | 300.00       |             |
| 40500 CHECKING/SAVINGS INT        |             | 0.40         |              | 0.40        |         | 954.83          | 0.00            | 954.83       |             |
| 41100 WORSHIP                     |             |              |              | 0.00        |         | 60.00           | 0.00            | 60.00        |             |
| 41300 SOCIAL MINISTRY             |             | 155.00       |              | 155.00      |         | 825.00          | 0.00            | 825.00       |             |
| 41500 ELDERS                      |             |              |              | 0.00        |         | 21.78           | 0.00            | 21.78        |             |
| 41600 PUBLICITY                   |             |              |              | 0.00        |         | 205.00          | 0.00            | 205.00       |             |
| 41700 OUTREACH AND EVANGELISM     |             |              |              | 0.00        |         | 224.00          | 0.00            | 224.00       |             |
| 42100 YOUTH                       |             | 466.37       |              | 466.37      |         | 1,939.87        | 0.00            | 1,939.87     |             |
| 42200 COMMUNITY LIFE              |             |              |              | 0.00        |         | 25.64           | 0.00            | 25.64        |             |
| 42300 EDUCATION                   |             | 70.00        |              | 70.00       |         | 4,915.33        | 0.00            | 4,915.33     |             |
| 42700 COFFEE HOUR                 |             | 61.00        |              | 61.00       |         | 660.71          | 0.00            | 660.71       |             |
| 44000 TRUSTEE                     |             | 2,000.00     |              | 2,000.00    |         | 15,033.80       | 0.00            | 15,033.80    |             |
| 44550 ATHLETICS                   |             | 250.00       |              | 250.00      |         | 250.00          | 0.00            | 250.00       |             |
| 46000 OFFICE                      |             | 50.00        |              | 50.00       |         | 98.85           | 0.00            | 98.85        |             |
| 47000 PRE-SCHOOL                  | 69.56%      | 13,581.42    | 14,166.67    | -575.25     | 95.94%  | 180,123.64      | 155,893.37      | 4,230.27     | 102.75%     |
| 48500 THRIVENT FUNDS              | 0.00%       | 27.00        | 166.67       | -139.67     | 16.20%  | 1,109.00        | 1,893.37        | -724.37      | 60.49%      |
| Total Revenue                     | 105.19%     | \$ 96,260.73 | \$ 91,510.01 | \$ 4,750.72 | 105.19% | \$ 1,002,253.64 | \$ 1,006,610.11 | \$ -4,356.47 | 99.57%      |
| Gross Profit                      |             |              |              |             |         |                 |                 |              |             |
| Expenditures                      |             |              |              |             |         |                 |                 |              |             |
| 60000 ADMINISTRATIVE              |             |              |              | 0.00        |         | 0.00            | 0.00            | 0.00         |             |
| 60150 PASTOR BIERMANN             | 100.00%     | 8,856.00     | 8,856.00     | 0.00        | 100.00% | 98,416.00       | 97,416.00       | 1,000.00     | 101.03%     |
| 60225 ASSOCIATE PASTOR SCOTT      | 100.00%     | 4,862.08     | 4,862.09     | -0.01       | 100.00% | 43,987.67       | 53,482.99       | -9,495.32    | 82.26%      |
| 60250 OFFICE ADMINISTRATOR-ALICEN | 105.59%     | 3,677.91     | 3,950.52     | -272.61     | 93.10%  | 43,654.33       | 43,455.72       | 198.61       | 100.46%     |
| 60260 CUSTODIAL - DAVE            | 94.15%      | 2,254.50     | 2,566.67     | -312.17     | 87.84%  | 25,260.09       | 28,233.37       | -2,973.28    | 89.47%      |
| 60275 ORGANIST                    | 112.83%     | 1,178.80     | 1,149.28     | 29.52       | 102.57% | 12,847.92       | 12,642.08       | 205.84       | 101.63%     |
| 60300 NURSERY                     | 0.00%       |              | 16.67        | -16.67      | 0.00%   | 0.00            | 183.37          | -183.37      | 0.00%       |
| 60325 PASTORIAL SHUT-INS COTTAM   | 0.00%       | 0.00         | 333.33       | -333.33     | 0.00%   | 1,744.60        | 3,666.63        | -1,922.03    | 47.58%      |
| 60351 DIRECTOR OF MUSIC - CRAW    | 70.50%      | 1,959.76     | 2,288.74     | -328.98     | 85.63%  | 17,888.32       | 25,176.14       | -7,287.82    | 71.05%      |

|   |         |              |              |              |          |               |               |               |         |
|---|---------|--------------|--------------|--------------|----------|---------------|---------------|---------------|---------|
| 60375 STAFF ASSISTANT - DALE              | 102.20% | 461.09       | 566.12       | -104.03      | 81.59%   | 5,244.37      | 6,216.32      | -971.95       | 84.36%  |
| 60380 EDUCATION & YOUTH DIRECTOR - ZANDER | 100.00% | 5,129.12     | 5,129.10     | 0.02         | 100.00%  | 56,420.32     | 56,420.10     | 0.22          | 100.00% |
| 60400 HEAD OF TECH - RICHARDS             | 75.22%  | 989.40       | 1,315.42     | -326.02      | 75.22%   | 10,726.75     | 14,469.62     | -3,742.87     | 74.13%  |
| 60401 VIDEO TECH ASSIST                   | 0.00%   |              | 222.08       | -222.08      | 0.00%    | 0.00          | 2,442.88      | -2,442.88     | 0.00%   |
| 60405 PARISH NURSE - HANSARD              | 85.38%  | 1,930.50     | 1,755.00     | 175.50       | 110.00%  | 18,103.50     | 19,305.00     | -1,201.50     | 93.78%  |
| 60406 WORSHIP ARTS - SUE                  | 0.00%   |              | 1,005.78     | -1,005.78    | 0.00%    | 6,627.46      | 11,063.58     | -4,436.12     | 59.90%  |
| 60425 WELFARE/RETIREMENT                  | 83.52%  | 3,068.96     | 3,668.33     | -599.37      | 83.66%   | 46,817.89     | 40,351.63     | 6,466.26      | 116.02% |
| 60450 EMPLOYERS FICA                      | 123.44% | 1,653.03     | 1,565.25     | 87.78        | 105.61%  | 17,597.35     | 17,217.75     | 379.60        | 102.20% |
| 60475 AUTO ALLOWANCE                      | 218.19% | 278.14       | 500.00       | -221.86      | 55.63%   | 5,078.39      | 5,500.00      | -421.61       | 92.33%  |
| 60500 MEDICAL INSURANCE                   | 83.29%  | 3,868.49     | 4,644.42     | -775.93      | 83.29%   | 40,498.93     | 51,088.62     | -10,589.69    | 79.27%  |
| 60525 TRAINING & CONFERENCES              | 0.00%   |              | 416.67       | -416.67      | 0.00%    | 2,332.10      | 4,593.37      | -2,251.27     | 50.88%  |
| 60551 OFFICE ASSISTANT - MARCIA           | 86.28%  | 1,294.18     | 1,510.17     | -215.99      | 85.70%   | 13,848.17     | 16,611.87     | -2,763.70     | 83.36%  |
| 60552 OFFICE ASSISTANT - KRISSA           | 105.43% | 344.40       | 350.00       | -5.60        | 98.40%   | 3,791.51      | 3,850.00      | -58.49        | 98.48%  |
| 61100 WORSHIP                             | 160.09% | 2,041.19     | 603.17       | 1,438.02     | 338.41%  | 7,938.68      | 6,634.87      | 1,303.81      | 119.65% |
| 61200 STEWARDSHIP                         | 0.00%   | 1,325.63     | 120.67       | 1,204.96     | 1098.56% | 1,325.63      | 1,327.37      | -1.74         | 99.87%  |
| 61300 SOCIAL MINISTRY                     | 70.92%  | 969.18       | 833.33       | 135.85       | 116.30%  | 4,810.86      | 9,186.63      | -4,356.77     | 52.48%  |
| 61500 ELDERS                              | 66.02%  | 46.25        | 1,033.33     | -987.08      | 4.48%    | 3,833.19      | 11,366.63     | -7,533.44     | 33.72%  |
| 61600 PUBLICITY                           | 50.02%  |              | 343.75       | -343.75      | 0.00%    | 2,586.30      | 3,781.25      | -1,194.95     | 68.40%  |
| 61700 OUTREACH AND EVANGELISM             | 12.15%  | 7.00         | 842.92       | -835.92      | 0.83%    | 4,708.51      | 9,272.12      | -4,563.61     | 50.78%  |
| 62100 YOUTH                               | 148.04% | 429.39       | 904.17       | -474.78      | 47.49%   | 7,344.23      | 9,945.87      | -2,601.64     | 73.84%  |
| Total 60000 ADMINISTRATIVE                | 91.29%  | \$ 46,625.00 | \$ 51,351.98 | \$ -4,726.98 | 90.79%   | \$ 503,443.07 | \$ 564,871.78 | \$ -61,428.71 | 89.13%  |
| 62000 CONGREGATIONAL MINISTRIES           |         |              |              | 0.00         |          | 0.00          | 0.00          | 0.00          |         |
| 62200 COMMUNITY LIFE                      | 0.00%   |              | 308.33       | -308.33      | 0.00%    | 1,922.49      | 3,391.63      | -1,469.14     | 56.68%  |
| 62300 EDUCATION                           | 105.72% | 2.65         | 939.00       | -936.35      | 0.28%    | 10,249.86     | 10,329.00     | -79.14        | 99.23%  |
| 62700 COFFEE HOUR                         | 0.00%   | 396.76       | 190.83       | 205.93       | 207.91%  | 614.66        | 2,089.13      | -1,484.47     | 29.28%  |
| 62750 SCHOLARSHIPS                        | 0.00%   |              | 458.33       | -458.33      | 0.00%    | 0.00          | 5,041.63      | -5,041.63     | 0.00%   |
| Total 62000 CONGREGATIONAL MINISTRIES     | 52.35%  | \$ 399.41    | \$ 1,896.49  | \$ -1,497.08 | 21.06%   | \$ 12,787.01  | \$ 20,861.39  | \$ -8,074.38  | 61.30%  |
| 63000 MISCELLANEOUS                       |         |              |              | 0.00         |          | 0.00          | 0.00          | 0.00          |         |
| 63200 MISSIONS -SYNOD                     | 100.00% | 6,992.17     | 6,992.17     | 0.00         | 100.00%  | 77,978.67     | 76,913.87     | 1,064.80      | 101.38% |
| 63300 OFFICE                              | 22.50%  | 1,233.37     | 1,583.33     | -349.96      | 77.90%   | 9,296.41      | 17,416.63     | -8,120.22     | 53.38%  |
| 63400 POSTAGE                             | 190.61% | 120.00       | 208.33       | -88.33       | 57.60%   | 1,144.22      | 2,291.63      | -1,147.41     | 49.93%  |
| 63501 QUICKBOOKS/ADP                      | 93.76%  | 427.76       | 646.00       | -218.24      | 66.22%   | 5,184.51      | 7,106.00      | -1,921.49     | 72.96%  |
| 63600 Bank Charges & Fees                 | 18.00%  |              | 83.33        | -83.33       | 0.00%    | 302.92        | 916.63        | -613.71       | 33.05%  |
| Total 63000 MISCELLANEOUS                 | 87.94%  | \$ 8,773.30  | \$ 9,513.16  | \$ -739.86   | 92.22%   | \$ 93,906.73  | \$ 104,644.76 | \$ -10,738.03 | 89.74%  |
| 64000 TRUSTEES                            |         |              |              | 0.00         |          | 0.00          | 0.00          | 0.00          |         |
| 64100 HEAT & LIGHTS                       | 83.81%  | 4,627.80     | 4,250.00     | 377.80       | 108.89%  | 45,494.05     | 46,750.00     | -1,255.95     | 97.31%  |
| 64150 TELEPHONES                          | 93.89%  | 896.25       | 475.00       | 421.25       | 188.68%  | 5,423.41      | 5,225.00      | 198.41        | 103.80% |
| 64200 WATER & SEWER                       | 383.20% | 1,947.64     | 333.33       | 1,614.31     | 564.30%  | 6,723.05      | 3,666.63      | 3,056.42      | 183.36% |

|                                    |         |               |              |               |         |                 |                 |              |         |
|------------------------------------|---------|---------------|--------------|---------------|---------|-----------------|-----------------|--------------|---------|
| 64250 INSURANCE                    | 0.00%   |               | 1,833.33     | -1,833.33     | 0.00%   | 20,401.40       | 20,166.63       | 234.77       | 101.16% |
| 64300 MAINTENANCE & SUPPLY         | 192.66% | 31,976.82     | 3,416.67     | 28,560.15     | 935.91% | 59,267.31       | 37,553.37       | 21,683.94    | 157.70% |
| 64350 LAWN CARE/SNOW REMOVAL       | 87.30%  | 370.00        | 1,541.67     | -1,171.67     | 24.00%  | 13,183.07       | 16,958.37       | -3,775.30    | 77.74%  |
| 64400 TRASH REMOVAL                | 140.65% | 202.79        | 145.83       | 56.96         | 139.06% | 1,853.01        | 1,604.13        | 248.88       | 115.51% |
| 64450 MAINT/LEASE OFFICE EQUIPMENT | 92.52%  | 1,036.39      | 1,333.33     | -296.94       | 77.73%  | 12,146.12       | 14,666.63       | -2,520.51    | 82.81%  |
| 64500 CLEANING SERVICE             | 0.00%   |               | 416.67       | -416.67       | 0.00%   | 88.50           | 4,583.37        | -4,494.87    | 1.93%   |
| 64550 ATHLETICS                    | 0.00%   |               | 250.00       | -250.00       | 0.00%   | 80.95           | 2,750.00        | -2,669.05    | 2.94%   |
| 64561 KITCHEN                      | 82.43%  | 256.72        | 250.00       | 6.72          | 102.69% | 1,990.01        | 2,750.00        | -759.99      | 72.36%  |
| 64562 SOFTWARE                     | 285.52% | 608.14        | 333.33       | 274.81        | 182.44% | 6,049.52        | 3,666.63        | 2,382.89     | 164.99% |
| 64553 SAFETY MINISTRY              | 10.12%  |               | 208.33       | -208.33       | 0.00%   | 2,008.30        | 2,291.63        | -283.33      | 87.64%  |
| Total 64000 TRUSTEES               | 107.06% | \$ 41,922.55  | \$ 14,787.49 | \$ 27,135.06  | 283.50% | \$ 174,708.70   | \$ 162,662.39   | \$ 12,046.31 | 107.41% |
| 65000 BUILDING LOANS               |         |               |              | 0.00          |         | 0.00            | 0.00            | 0.00         |         |
| 65100 MORTGAGE #1 FLC              | 183.96% | 5,082.00      | 5,032.00     | 50.00         | 100.99% | 61,502.00       | 55,352.00       | 6,150.00     | 111.11% |
| Total 65000 BUILDING LOANS         | 183.96% | \$ 5,082.00   | \$ 5,032.00  | \$ 50.00      | 100.99% | \$ 61,502.00    | \$ 55,352.00    | \$ 6,150.00  | 111.11% |
| 67000 PRE - SCHOOL                 |         |               |              | 0.00          |         | 0.00            | 0.00            | 0.00         |         |
| 67100 PRE-SCHOOL DIRECTOR          | 99.67%  | 4,558.56      | 4,559.80     | -1.24         | 99.97%  | 50,144.16       | 50,157.80       | -13.64       | 99.97%  |
| 67200 PRE-SCHOOL TEACHERS          | 121.59% | 4,176.64      | 4,551.73     | -375.09       | 91.76%  | 43,490.62       | 50,089.03       | -6,578.41    | 86.86%  |
| 67300 PRE-SCHOOL ASSISTANTS        | 222.48% | 5,717.40      | 3,340.33     | 2,377.07      | 171.16% | 52,988.69       | 36,743.63       | 16,245.06    | 144.21% |
| 67400 PRE-SCHOOL SUPPLIES          | 90.16%  | 746.04        | 1,083.33     | -337.29       | 68.87%  | 17,972.54       | 11,916.63       | 6,055.91     | 150.82% |
| 67401 TUITION EXPRESS              |         | 130.02        |              | 130.02        |         | 1,303.72        | 0.00            | 1,303.72     |         |
| Total 67000 PRE - SCHOOL           | 138.16% | \$ 15,328.66  | \$ 13,535.19 | \$ 1,793.47   | 113.25% | \$ 165,899.73   | \$ 148,867.09   | \$ 17,012.64 | 111.43% |
| Total Expenditures                 | 104.07% | \$ 118,130.92 | \$ 96,116.31 | \$ 22,014.61  | 122.90% | \$ 1,012,247.24 | \$ 1,057,279.41 | \$ 45,032.17 | 95.74%  |
| Net Operating Revenue              | 81.80%  | -\$ 21,870.19 | -\$ 4,606.30 | -\$ 17,263.89 | -\$     | 9,993.60        | -\$ 50,669.30   | \$ 40,675.70 |         |
| Net Revenue                        | 81.80%  | -\$ 21,870.19 | -\$ 4,606.30 | -\$ 17,263.89 | -\$     | 9,993.60        | -\$ 50,669.30   | \$ 40,675.70 |         |



# Faith Lutheran Church

Fund Balances  
February - December, 2022

|                            | FEB 2022       | MAR 2022     | APR 2022   | MAY 2022    | JUN 2022     | JUL 2022     | AUG 2022     | SEP 2022   | OCT 2022    | NOV 2022    | DEC 2022    | TOTAL          |
|----------------------------|----------------|--------------|------------|-------------|--------------|--------------|--------------|------------|-------------|-------------|-------------|----------------|
| AHG                        | 2,467.02       |              | 2,291.92   | -442.50     | -1,368.97    | -169.50      | -1,131.79    | 1,441.06   | -636.95     | 539.79      | -337.13     | \$2,646.95     |
| AI Wood                    |                | 4,740.00     | 225.00     |             |              |              |              |            |             |             |             | \$4,965.00     |
| Capital Campaign           | 6,100.00       | 50,576.70    |            | 38,462.99   |              | -188.00      | -1,468.63    | -759.95    | 7,894.68    | 55,107.71   | 68,622.50   | \$219,038.00   |
| Church Worker Scholarships |                |              |            |             |              |              |              |            |             |             |             | \$5,100.00     |
| Endowment                  | 178,394.60     |              | 109.88     | 725.89      | -9,538.50    | 8,461.09     | -5,500.36    | -12,154.76 | 5,674.52    | 8,936.71    |             | \$165,242.02   |
| Faith Family Fund          | 5,592.54       |              | -111.20    | -350.00     |              |              | -500.00      |            |             | -150.00     |             | \$4,481.34     |
| Flint Mission Network      | 5,244.87       | -5,219.87    |            |             |              |              |              |            | 25.00       |             |             | \$50.00        |
| Funeral Expenses           | 919.34         | 1,772.86     |            | -58.32      | 451.68       | -124.38      |              | 82.09      |             |             |             | \$3,043.27     |
| Guatemala Mission Trip     | 13,307.84      | 1,425.00     | -9,066.83  | 15.34       | -1,410.00    | -1,758.98    | 100.00       |            | -1,530.32   | 1,660.00    | -1,450.00   | \$1,292.05     |
| Investment in Plant        | 1,580,972.71   | 35,295.21    | 4,396.94   | 4,425.69    | 4,415.08     | 4,500.81     | 4,512.13     | 4,599.93   | 4,411.30    | 8,648.04    | 4,491.09    | \$1,660,667.93 |
| Local Missions             | 13,079.25      | -27.85       |            | -15.76      |              | -300.00      | -2,881.25    | -749.14    |             |             |             | \$9,105.25     |
| Marriage in Gods Way       | 2,596.60       |              |            |             |              |              |              |            |             |             |             | \$2,596.60     |
| Memorial                   | 9,524.79       | 1.52         | -1,631.18  | -537.28     | 713.24       | 1,088.38     | 3.14         | 202.80     | 427.84      | 152.84      | 3.80        | \$9,949.89     |
| Memorial Garden            | 3,750.35       | 725.00       | 85.00      | 50.00       | -1,717.50    | -103.70      | -75.00       | 200.00     | 0.00        | 3.00        |             | \$2,914.15     |
| MOPS                       | 2,468.52       |              | -296.40    |             | -386.45      |              |              | -3.00      |             | -147.73     | -34.00      | \$1,785.67     |
| Music/Bells                | 3,558.71       |              |            |             |              |              |              |            |             |             |             | \$3,307.98     |
| Music/Choir                | 2,351.94       |              |            |             |              |              |              |            |             |             |             | \$2,351.94     |
| Not Restricted             | 566,457.44     | 8,094.63     | -3,301.28  | -3,240.19   | -16,956.22   | -12,511.03   | -7,959.83    | 18,825.85  | 16,816.76   | -3,767.94   | -21,870.19  | \$540,588.00   |
| Parameters/Banners         | 1,800.00       | 142.00       |            |             |              |              |              |            |             |             |             | \$1,942.00     |
| Playground                 | 2,125.00       |              | 19,832.70  |             |              | -11,792.55   | -10,828.91   |            |             |             |             | \$-663.76      |
| Pre-School                 | 1,244.82       | 788.90       |            |             |              |              |              |            |             |             |             | \$3,633.72     |
| Restricted Safety Ministry | 5,837.46       |              | -769.45    | -218.00     | -527.75      | -218.00      | -18.00       | -218.00    | -218.00     | -218.00     | -218.00     | \$3,214.26     |
| Social Ministry            | 5,410.27       |              |            |             |              |              |              |            |             |             |             | \$5,410.27     |
| Staff Mission Trips        | 4,083.05       |              |            |             |              |              |              |            |             |             |             | \$4,083.05     |
| Trail Life                 | 296.80         |              | -190.00    |             |              |              |              |            |             |             |             | \$0.00         |
| Women of Faith             | 3,200.57       |              |            | 2.63        |              |              | -98.80       |            |             |             |             | \$3,203.20     |
| Youth                      | 7,182.36       | 2,176.21     | -33.72     | 372.98      |              | -698.26      |              |            |             | 1,756.00    | 16.67       | \$10,772.25    |
| Youth Puppets              | 1,482.70       |              |            |             |              |              | -6.74        | -1,465.98  |             |             |             | \$9.98         |
| TOTAL                      | \$2,429,449.35 | \$100,400.19 | \$1,564.45 | \$39,193.48 | \$-26,325.38 | \$-13,814.12 | \$-25,854.04 | \$9,999.90 | \$32,778.03 | \$72,514.42 | \$50,824.74 | \$2,670,731.01 |

|                      | 2022-2023 BUDGET | 12 MOS PROJECTION<br>(11 MOS ACTUAL/11) * 12 | PROJECTION<br>: | 2023 - 2024<br>PROPOSED BUDGET<br>NO WAGE INCREASE | 2023 - 2024 BUDGET<br>WITH BOARD<br>APPROVED 3%<br>INCREASE | 2023-24<br>PROPOSED BUDGET<br>VS.<br>2022-23 BUDGET | 2023 - 24<br>PROPOSED BUDGET<br>VS.<br>12 MOS. PROJECTION |
|----------------------|------------------|--|-----------------|--|---|---|---|
| TOTAL REVENUE        | 1,098,120        | 1,091,107                                    | 99.36%          | 1,120,000  | 1,120,000   | 101.99%   | 102.65%   |
| TOTAL ADMIN WAGES    | 430,510          | 403,661                                      | 93.76%          | 415,776  | 427,830   |   |   |
| TOTAL RELATED EXP    | 118,536          | 116,652                                      | 98.41%          | 116,652  | 121,369   |   |   |
| TOTAL OTHER ADMIN    | 11,000           | 8,544  | 77.67%          | 11,000   | 11,000  |   |   |
| TOT ADMIN EXP        | 560,046          | 528,857                                      | 94.43%          | 543,428  | 560,198   | 100.03%   | 105.93%   |
| TOTAL BOARDS         | 78,934           | 54,835                                       | 69.47%          | 80,278   | 80,278  | 101.70%   | 146.40%   |
| TOTAL MISCELLANEOUS  | 114,158          | 101,282                                      | 88.72%          | 110,800  | 110,800   | 97.06%  | 109.40%   |
| TOTAL TRUSTEES       | 177,450          | 188,754                                      | 106.37%         | 171,700  | 171,700   | 96.76%  | 90.96%  |
| TOTAL BUILDING LOANS | 60,384           | 67,093                                       | 111.11%         | 60,384   | 60,384  | 100.00%   | 90.00%  |
| TOTAL PRE-SCHOOL     | 162,422          | 180,998                                      | 111.44%         | 174,681  | 188,630   | 116.14%   | 104.22%   |
| TOTAL EXPENDITURES   | 1,153,394        | 1,121,820                                    | 97.26%          | 1,141,271  | 1,171,990   | 101.61%   | 104.47%   |
| NET REVENUE          | (55,274)         | (30,712)                                     |                 | (21,271)   | (51,990)  |   |   |

**AS OF 1/07/2023**

|                                       | 2022- 2023 BUDGET | 12 MOS PROJECTION<br>(See note 1) | 2023-2024<br>PROPOSED BUDGET<br>APPROVED BY BRD |
|---------------------------------------|-------------------|-----------------------------------|---|
| <b>REVENUE</b>                        |                   |                                   |   |
| GENERAL FUND                          | 921,120           | 880,228                           | 925,000   |
| BUILDING FUND                         | 5,000             | 9,415                             | 5,000   |
| CHECKING/SAVINGS INT                  | 0                 | 954                               | 0   |
| WORSHIP                               | 0                 | 60                                | 0   |
| SOCIAL MINISTRY                       | 0                 | 825                               | 0   |
| PUBLICITY                             | 0                 | 205                               | 0   |
| OUTREACH AND EVANGELISM               | 0                 | 224                               | 0   |
| YOUTH                                 | 0                 | 1,940                             | 0   |
| COMMUNITY LIFE                        | 0                 | 26                                | 0   |
| EDUCATION                             | 0                 | 4,915                             | 0   |
| COFFEE HOUR                           | 0                 | 720                               | 0   |
| TRUSTEE                               | 0                 | 15,034                            | 0   |
| OFFICE                                | 0                 | 99                                | 0   |
| PRE-SCHOOL                            | 170,000           | 174,681                           | 188,000   |
| THRIVENT FUNDS                        | 2,000             | 1,210                             | 2,000   |
| OTHER (ATHLETICS, MTG LN INT, ELDERS) | 0                 | 572                               | 0   |
| <b>TOTAL REVENUE</b>                  | <b>1,098,120</b>  | <b>1,091,107</b>                  | <b>1,120,000</b>                                |

**AS OF 1/07/2023**

2022- 2023 BUDGET

12 MOS PROJECTION  
(See note 1)

2023-2024  
PROPOSED BUDGET  
APPROVED BY BRD

**EXPENDITURES**

ADMINISTRATIVE

|                                     |                |                |                |
|-------------------------------------|----------------|----------------|----------------|
| PASTOR BIERMAN                      | 106,272        | 106,272        | 109,460        |
| ASSOCIATE PASTOR SCOTT              | 58,345         | 48,997         | 60,095         |
| OFFICE ADMINISTRATOR - ALICEN       | 47,406         | 47,406         | 48,828         |
| CUSTODIAL - DAVID                   | 30,800         | 30,800         | 31,724         |
| ORGANIST                            | 13,791         | 13,791         | 13,791         |
| NURSERY                             | 200            | 0              | 200            |
| PASTORIAL SHUT-INS COTTAM           | 4,000          | 1,904          | 4,120          |
| DIRECTOR OF MUSIC - CRAW            | 27,465         | 27,465         | 28,289         |
| STAFF ASSISTANT - DALE              | 6,781          | 6,781          | 6,984          |
| EDUCATION & YOUTH DIRECTOR - ZANDER | 61,549         | 61,549         | 63,395         |
| HEAD OT TECH - RICHARDS             | 15,785         | 11,702         | 16,259         |
| VIDEO TECH ASSISTANT                | 2,665          | 0              | 0              |
| PARISH NURSE - HANSARD              | 21,060         | 21,060         | 21,692         |
| WORSHIP ARTS - SUE                  | 12,069         | 6,627          | 0              |
| WELFARE/RETIREMENT                  | 44,020         | 51,074         | 51,175         |
| EMPLOYERS FICA                      | 18,783         | 21,213         | 22,030         |
| AUTO ALLOWANCE                      | 6,000          | 6,000          | 6,000          |
| MEDICAL INSURANCE                   | 55,733         | 44,365         | 48,163         |
| TRAINING & CONFERENCES              | 5,000          | 2,544          | 5,000          |
| OFFICE ASSISTANT - MARCIA           | 18,122         | 15,107         | 18,666         |
| OFFICE ASSISTANT - KRISSA           | 4,200          | 4,200          | 4,326          |
| WORSHIP                             | 7,238          | 8,661          | 8,000          |
| STEWARDSHIP                         | 1,448          | 1,326          | 1,500          |
| SOCIAL MINISTRY                     | 10,000         | 5,248          | 9,000          |
| ELDERS                              | 12,400         | 4,181          | 9,400          |
| PUBLICITY                           | 4,125          | 2,821          | 4,000          |
| OUTREACH & EVANGELISM               | 10,115         | 5,137          | 12,500         |
| YOUTH                               | 10,850         | 8,012          | 12,000         |
| <b>TOTAL ADMINISTRATIVE</b>         | <b>616,222</b> | <b>564,243</b> | <b>616,598</b> |

CONGREGATIONAL MINISTRIES

|  |               |               |               |
|--|---------------|---------------|---------------|
| COMMUNITY LIFE                         | 3,700         | 2,097         | 4,700         |
| EDUCATION                              | 11,268        | 11,181        | 11,388        |
| COFFEE HOUR                            | 2,290         | 671           | 2,290         |
| SCHOLARSHIPS                           | 5,500         | 5,500         | 5,500         |
| <b>TOTAL CONGREGATIONAL MINISTRIES</b> | <b>22,758</b> | <b>19,448</b> | <b>23,878</b> |

**AS OF 1/07/2023**

|   | 2022- 2023 BUDGET | 12 MOS PROJECTION<br>(See note 1) | 2023-2024<br>PROPOSED BUDGET<br>APPROVED BY BRD |
|---|-------------------|-----------------------------------|---|
| <b>MISCELLANEOUS</b>                      |                   |                                   |   |
| MISSIONS-SYNOD                            | 83,906            | 83,906                            | 85,000  |
| OFFICE                                    | 19,000            | 10,141                            | 15,000  |
| POSTAGE                                   | 2,500             | 1,248                             | 1,800   |
| QUICKBOOKS/ADP                            | 7,752             | 5,656                             | 8,000   |
| BANK CHARGES & FEES                       | 1,000             | 331                               | 1,000   |
| <b>TOTAL MISCELLANEOUS</b>                | <b>114,158</b>    | <b>101,282</b>                    | <b>110,800</b>                                  |
| <b>TRUSTEES</b>                           |                   |                                   |   |
| HEAT & LIGHTS                             | 51,000            | 49,630                            | 55,000  |
| TELEPHONES                                | 5,700             | 5,700                             | 5,500   |
| WATER & SEWER                             | 4,000             | 5,730                             | 4,000   |
| INSURANCE                                 | 22,000            | 22,256                            | 20,000  |
| MAINTENANCE & SUPPLY                      | 41,000            | 64,655                            | 41,000  |
| LAWN CARE/SNOW REMOVAL                    | 18,500            | 14,381                            | 19,000  |
| TRASH REMOVAL                             | 1,750             | 2,021                             | 2,200   |
| MAINT/LEASE OFFICE EQUIPMENT              | 16,000            | 13,250                            | 14,000  |
| CLEANING SERVICE                          | 5,000             | 89                                | 0   |
| ATHLETICS                                 | 3,000             | 81                                | 1,000   |
| KITCHEN                                   | 3,000             | 2,171                             | 2,500   |
| SOFTWARE                                  | 4,000             | 6,600                             | 5,000   |
| SAFETY MINISTRY                           | 2,500             | 2,191                             | 2,500   |
| <b>TOTAL TRUSTEES</b>                     | <b>177,450</b>    | <b>188,754</b>                    | <b>171,700</b>                                  |
| <b>BUILDING LOANS</b>                     |                   |                                   |   |
| MORTGAGE #1 FLC New Loan required @4.75%  |                   |                                   |   |
| @ 60 mos term monthly payment = \$3,938   |                   |                                   |   |
| rounded to \$4,000/mos. OPTION IS TO      |                   |                                   |   |
| CONTINUE WITH PMT OF 5032/MOS FOR APPROX  |                   |                                   |   |
| 47 MOS. BAL AS OF 1/31/26 WOULD BE 54,060 |                   |                                   |   |
|   | 60,384            | 67,093                            | 60,384  |
| <b>TOTAL BUILDING LOANS</b>               | <b>60,384</b>     | <b>67,093</b>                     | <b>60,384</b>                                   |
| <b>PRE-SCHOOL</b>                         |                   |                                   |   |
| PRE-SCHOOL DIRECTOR                       | 54,718            | 54,718                            | 56,362  |
| <b>PRE-SCHOOL TEACHERS</b>                | 54,620            | 47,445                            | 57,208  |
| PRE-SCHOOL ASSISTANTS                     | 40,084            | 57,806                            | 57,760  |
| <b>PRE-SCHOOL SUPPLIES</b>                | 13,000            | 19,607                            | 16,000  |
| TUITION EXPRESS                           | 0                 | 1,423                             | 1,300   |
| <b>TOTAL PRE-SCHOOL</b>                   | <b>162,422</b>    | <b>180,998</b>                    | <b>188,630</b>                                  |
| <b>TOTAL EXPENDITURES</b>                 | <b>1,153,394</b>  | <b>1,121,820</b>                  | <b>1,171,990</b>                                |
| <b>NET OPERATING REVENUE</b>              | <b>-55,274</b>    | <b>-30,712</b>                    | <b>-51,990</b>                                  |

NOTE 1: Projected Budget is based on 11 month average multiplied by 12

**AS OF 1/07/2023**

|                                     | 2022- 2023 BUDGET | 2023-2024<br>PROPOSED BUDGET<br>APPROVED BY BRD | \$ CHANGE<br>FROM<br>23/24 TO 22/23 | % CHANGE<br>FROM<br>23/24 TO 22/23 |
|-------------------------------------|-------------------|---|-------------------------------------|------------------------------------|
| <b><u>REVENUE</u></b>               |                   |   |                                     |                                    |
| GENERAL FUND                        | 921,120           | 925,000   | 3,880                               | 0.42%                              |
| BUILDING FUND                       | 5,000             | 5,000   | 0                                   | 0.00%                              |
| CHECKIING/SAVINGS INT               | 0                 | 0   | 0                                   | 0.00%                              |
| WORSHIP                             | 0                 | 0   | 0                                   | 0.00%                              |
| SOCIAL MINISTRY                     | 0                 | 0   | 0                                   | 0.00%                              |
| PUBLICITY                           | 0                 | 0   | 0                                   | 0.00%                              |
| OUTREACH AND EVANGELISM             | 0                 | 0   | 0                                   | 0.00%                              |
| YOUTH                               | 0                 | 0   | 0                                   | 0.00%                              |
| COMMUNITY LIFE                      | 0                 | 0   | 0                                   | 0.00%                              |
| EDUCATION                           | 0                 | 0   | 0                                   | 0.00%                              |
| COFFEE HOUR                         | 0                 | 0   | 0                                   | 0.00%                              |
| TRUSTEE                             | 0                 | 0   | 0                                   | 0.00%                              |
| OFFICE                              | 0                 | 0   | 0                                   | 0.00%                              |
| PRE-SCHOOL                          | 170,000           | 188,000   | 18,000                              | 10.59%                             |
| THRIVENT FUNDS                      | 2,000             | 2,000   | 0                                   | 0.00%                              |
| <b>TOTAL REVENUE</b>                | <b>1,098,120</b>  | <b>1,120,000</b>                                | <b>21,880</b>                       | <b>1.99%</b>                       |
| <b><u>EXPENDITURES</u></b>          |                   |   |                                     |                                    |
| ADMINISTRATIVE                      |                   |   |                                     |                                    |
| PASTOR BIERMAN                      | 106,272           | 109,460   | 3,188                               | 3.00%                              |
| ASSOCIATE PASTOR SCOTT              | 58,345            | 60,095  | 1,750                               | 3.00%                              |
| OFFICE ADMINISTRATOR - ALICEN       | 47,406            | 48,828  | 1,422                               | 3.00%                              |
| CUSTODIAL - DAVID                   | 30,800            | 31,724  | 924                                 | 3.00%                              |
| ORGANIST                            | 13,791            | 13,791  | 0                                   | 0.00%                              |
| NURSERY                             | 200               | 200   | 0                                   | 0.00%                              |
| PASTORIAL SHUT-INS COTTAM           | 4,000             | 4,120   | 120                                 | 3.00%                              |
| DIRECTOR OF MUSIC - CRAW            | 27,465            | 28,289  | 824                                 | 3.00%                              |
| STAFF ASSISTANT - DALE              | 6,781             | 6,984   | 203                                 | 3.00%                              |
| EDUCATION & YOUTH DIRECTOR - ZANDER | 61,549            | 63,395  | 1,846                               | 3.00%                              |
| HEAD OT TECH - RICHARDS             | 15,785            | 16,259  | 474                                 | 3.00%                              |
| VIDEO TECH ASSISTANT                | 2,665             | 0   | -2,665                              | -100.00%                           |
| PARISH NURSE - HANSARD              | 21,060            | 21,692  | 632                                 | 3.00%                              |
| WORSHIP ARTS - SUE                  | 12,069            | 0   | -12,069                             | -100.00%                           |
| WELFARE/RETIREMENT                  | 44,020            | 51,175  | 7,155                               | 16.25%                             |
| EMPLOYERS FICA                      | 18,783            | 22,030  | 3,247                               | 17.29%                             |
| AUTO ALLOWANCE                      | 6,000             | 6,000   | 0                                   | 0.00%                              |
| MEDICAL INSURANCE                   | 55,733            | 48,163  | -7,570                              | -13.58%                            |
| TRAINING & CONFERENCES              | 5,000             | 5,000   | 0                                   | 0.00%                              |
| OFFICE ASSISTANT - MARCIA           | 18,122            | 18,666  | 544                                 | 3.00%                              |
| OFFICE ASSISTANT - KRISSA           | 4,200             | 4,326   | 126                                 | 3.00%                              |
| WORSHIP                             | 7,238             | 8,000   | 762                                 | 10.53%                             |
| STEWARDSHIP                         | 1,448             | 1,500   | 52                                  | 3.59%                              |
| SOCIAL MINISTRY                     | 10,000            | 9,000   | -1,000                              | -10.00%                            |
| ELDERS                              | 12,400            | 9,400   | -3,000                              | -24.19%                            |
| PUBLICITY                           | 4,125             | 4,000   | -125                                | -3.03%                             |
| OUTREACH & EVANGELISM               | 10,115            | 12,500  | 2,385                               | 23.58%                             |
| YOUTH                               | 10,850            | 12,000  | 1,150                               | 10.60%                             |
| <b>TOTAL ADMINISTRATIVE</b>         | <b>616,222</b>    | <b>616,598</b>                                  | <b>376</b>                          | <b>0.06%</b>                       |

**AS OF 1/07/2023**

|   | 2022- 2023 BUDGET | 2023-2024<br>PROPOSED BUDGET<br>APPROVED BY BRD | \$ CHANGE<br>FROM<br>23/24 TO 22/23 | % CHANGE<br>FROM<br>23/24 TO 22/23 |
|---|-------------------|---|-------------------------------------|------------------------------------|
| <b>CONGREGATIONAL MINISTRIES</b>  |                   |   |                                     |                                    |
| COMMUNITY LIFE  | 3,700             | 4,700   | 1,000                               | 27.03%                             |
| EDUCATION   | 11,268            | 11,388  | 120                                 | 1.06%                              |
| COFFEE HOUR   | 2,290             | 2,290   | 0                                   | 0.00%                              |
| SCHOLARSHIPS  | 5,500             | 5,500   | 0                                   | 0.00%                              |
| <b>TOTAL CONGREGATIONAL MINISTRIES</b>  | <b>22,758</b>     | <b>23,878</b>                                   | <b>1,120</b>                        | <b>4.92%</b>                       |
| <b>MISCELLANEOUS</b>  |                   |   |                                     |                                    |
| MISSIONS-SYNOD  | 83,906            | 85,000  | 1,094                               | 1.30%                              |
| OFFICE  | 19,000            | 15,000  | -4,000                              | -21.05%                            |
| POSTAGE   | 2,500             | 1,800   | -700                                | -28.00%                            |
| QUICKBOOKS/ADP  | 7,752             | 8,000   | 248                                 | 3.20%                              |
| BANK CHARGES & FEES   | 1,000             | 1,000   | 0                                   | 0.00%                              |
| <b>TOTAL MISCELLANEOUS</b>  | <b>114,158</b>    | <b>110,800</b>                                  | <b>-3,358</b>                       | <b>-2.94%</b>                      |
| <b>TRUSTEES</b>   |                   |   |                                     |                                    |
| HEAT & LIGHTS   | 51,000            | 55,000  | 4,000                               | 7.84%                              |
| TELEPHONES  | 5,700             | 5,500   | -200                                | -3.51%                             |
| WATER & SEWER   | 4,000             | 4,000   | 0                                   | 0.00%                              |
| INSURANCE   | 22,000            | 20,000  | -2,000                              | -9.09%                             |
| MAINTENANCE & SUPPLY  | 41,000            | 41,000  | 0                                   | 0.00%                              |
| LAWN CARE/SNOW REMOVAL  | 18,500            | 19,000  | 500                                 | 2.70%                              |
| TRASH REMOVAL   | 1,750             | 2,200   | 450                                 | 25.71%                             |
| MAINT/LEASE OFFICE EQUIPMENT  | 16,000            | 14,000  | -2,000                              | -12.50%                            |
| CLEANING SERVICE  | 5,000             | 0   | -5,000                              | -100.00%                           |
| ATHLETICS   | 3,000             | 1,000   | -2,000                              | -66.67%                            |
| KITCHEN   | 3,000             | 2,500   | -500                                | -16.67%                            |
| SOFTWARE  | 4,000             | 5,000   | 1,000                               | 25.00%                             |
| SAFETY MINISTRY   | 2,500             | 2,500   | 0                                   | 0.00%                              |
| <b>TOTAL TRUSTEES</b>   | <b>177,450</b>    | <b>171,700</b>                                  | <b>-5,750</b>                       | <b>-3.24%</b>                      |
| <b>BUILDING LOANS</b>   |                   |   |                                     |                                    |
| OPTION IS TO CONTINUE WITH PMT OF<br>5032/MOS FOR APPROX 47 MOS. BAL AS OF<br>1/31/26 WOULD BE 54,060 | 60,384            | 60,384  | 0                                   | 0.00%                              |
| <b>TOTAL BUILDING LOANS</b>   | <b>60,384</b>     | <b>60,384</b>                                   | <b>0</b>                            | <b>0.00%</b>                       |
| <b>PRE-SCHOOL</b>   |                   |   |                                     |                                    |
| PRE-SCHOOL DIRECTOR   | 54,718            | 56,362  | 1,644                               | 3.00%                              |
| PRE-SCHOOL TEACHERS   | 54,620            | 57,208  | 2,588                               | 4.74%                              |
| PRE-SCHOOL ASSISTANTS   | 40,084            | 57,760  | 17,676                              | 44.10%                             |
| PRE-SCHOOL SUPPLIES   | 13,000            | 16,000  | 3,000                               | 23.08%                             |
| TUITION EXPRESS   | 0                 | 1,300   | 1,300                               | NA                                 |
| <b>TOTAL PRE-SCHOOL</b>   | <b>162,422</b>    | <b>188,630</b>                                  | <b>26,208</b>                       | <b>16.14%</b>                      |
| <b>TOTAL EXPENDITURES</b>   | <b>1,153,394</b>  | <b>1,171,990</b>                                | <b>18,596</b>                       | <b>1.61%</b>                       |
| <b>NET OPERATING REVENUE</b>  | <b>-55,274</b>    | <b>-51,990</b>                                  | <b>3,284</b>                        | <b>5.94%</b>                       |