



ANNUAL REPORT 2023



Evangelical
Lutheran Church
in America

A MESSAGE FROM PRESIDING BISHOP ELIZABETH EATON



Dear friends in Christ,

Over the past year we have continued to experience changes in the world around us. Even as our church finds ways to adapt to this changing world, we find hope in the unchanging and always present promise of God's love through Jesus Christ. We change and adapt not to conform to the world but because we believe that the gift of God's Son is for the world, and that our congregations and worshiping communities are places to gather and be sent into the world, where we will tell the story of God's love in word and deed.

The ministries of our congregations, our synods and the churchwide organization provide ways for the church to move beyond the boundaries of structures and geography and to share God's love with people in our neighborhoods, our cities, our country and beyond. We engage in this ministry knowing that our church walks by faith, trusting in God's promise in the gospel, and that we exist by and for the proclamation of this gospel word. In John 15:5, Jesus reminds us, "I am the vine; you are the branches. Those who abide in me and I in them bear much fruit, because apart from me you can do nothing." We are connected by the promise that we do all through Christ and can do nothing apart from him.

God gives the Holy Spirit, who uses gospel proclamation — in preaching and sacraments, in forgiveness and in healing conversations — to create and sustain this faith. Just as we rely on God to sustain our faith, we rely on each other to sustain the ministries that offer God's love to the world. Through your generosity to each expression

of this church — your congregation, your synod and your churchwide organization — you add to our collective voice proclaiming God's love for all.

I am grateful for your generosity over this last year. My gratitude spreads far beyond your generous financial gifts. You've shared your gifts of time through countless hours of volunteering, serving and accompanying. You've shared the gifts of your voices as we've tried to discover and learn how God is calling us to be the church now and into the future. And, finally, dear church, you have shared the gift of the realness of God's love with the world around you. Be well, dear church, and stand steadfast in the promise of God's love and grace as you take that promise with you into the world.

A handwritten signature in black ink that reads "Elizabeth A. Eaton". The signature is written in a cursive, flowing style.

The Rev. Elizabeth A. Eaton
Presiding Bishop
Evangelical Lutheran Church in America

“I am the vine; you are the branches. Those who abide in me and I in them bear much fruit, because apart from me you can do nothing.” —John 15:5

**2024 Good Shepherd Lutheran Church Spending Plan
Letter to the Congregation**



Dear Siblings in Christ,

As we entered 2023, we were blessed with your generosity and increased financial support to close the gap to continue and grow in mission during the 2023 year. So many things have been going on that you must wonder, how did we do this?

First, let's talk about the office. Yes folks, Laura will be retiring this February. We are so grateful for her years of service to Good Shepherd and all that she has done to ensure the functions of the office run smoothly. With her retirement brings transition. Jazz Correa went to a part time position in 2023 that was created to use her skills and strength to better the worship experiences each Sunday. You must admit the slides never looked better! This allowed us to reevaluate the office manager position and hire Iolene Hadley for this role. Because of the timing of her hiring, Iolene has been able to work with Laura for months to learn all the systems that it takes to run our church office.

The next part- music and worship- as Joyce Irwin continues with the adult choir and Grace Alive, she has also started working and developing a youth choir. What a blessing it has been to hear the voices of the children of our congregation sing praise to the Lord!

As we moved through 2023, we saw the growth of Christian education with our youth on Sunday mornings. Deacon Jamie has brought together a team to help develop this program so we can strengthen the knowledge of our Christian faith. Deacon Jamie has also continued other outreach such as visiting the home bound, and she continues to work on strengthening her preaching as she brings the message of God's grace to us.

Now as for Pastor Chelsea- Hold on to your seats- She will be celebrating 10 years as the Shepherd for this congregation in November of this year. During that time, she has guided us and brought us through the pandemic. Now, a year later, the energy is high, the pews are continuing to fill, and more families are joining in mission. We have had a lot of losses and ailments for members this past year and Pastor continues to be there to walk with us. Pastor is constantly trying to come up with other ways to nourish this congregation and the community we serve. As for the business part of the running of the church, she is on top of it! Whether it is leaking roofs, water coming through the walls, ensuring the Daycare is running smoothly or other issues that may come along, she gets a team together to keep us moving forward in faith.

And what would Good Shepherd be without outreach? In case you haven't noticed there are lots of organizations using our building from the Boy Scouts and Girl Scouts to the Giving Network, ESL, AA, Al-Anon and so many more. We have become a place for the community to gather. Then there is the outreach beyond our walls: Backpack meals, Angel tree, laundry love, the list goes on. Have you visited our new food pantry in room D? It is spectacular and looking at it, you will truly understand our desire and continued mission to help end hunger in our area.

We ended 2023 financially stronger than anticipated. It is because of your support, faith, and belief in what we do as a congregation and community that keeps us going. So, as we start 2024 with a freshly painted sanctuary, offices, and classrooms, a staff ready to hit the ground running, and an energized community, remember the blessings that have gotten us to this point in our life as church.

We are a blessed congregation! Let us continue our walk forward with Jesus together - growing and welcoming more people into the Good Shepherd community and doing the work of Jesus Christ throughout the world.

Peace,

Richard Alagona

Council President

CONGREGATIONAL FINANCIAL MEETING AGENDA
Sunday, January 28, 2024 ~ 10:30 AM

Richard Alagona, Congregation Council President, presiding

1. Call to Order

- a. Attendance (Quorum = **39**)
- b. Recognition of members attending for the first time (*please stand*).
- c. Purpose of this meeting: review congregation’s 2023 financial year and adopt a spending plan for 2024.
- d. Prayer – led by Pastor Chelsea Scholl
- e. Guidelines for our discussion

Our Congregation Council, at its May 2004 meeting, adopted the following guidelines for discussion at our Congregational meetings:

- ◆ Any voting members wishing to speak to an issue will have an opportunity to do so.
- ◆ After all voting members wishing to speak to an issue have had the opportunity, any voting member wishing to speak again on the same issue will have one additional opportunity.
- ◆ The Chair can limit the length of time allotted each speaker if there are 5 or more members who wish to speak on an issue.

2. Financial Review of 2023

- a. 2023 Financial Secretary’s Report – Stephanie Meister..... page 5
- b. 2023 Treasurer’s Report – Joyce Jonat pages 3–4 and middle column of pages 7-9

3. Financial Projections for 2024

- a. Weekly Envelopes, Special, and Plate Offerings – Stephanie Meister..... page 5
- b. Presentation of the Spending Plan – Jill Weidner..... last column of pages 7-9

❖ Recommendation from Congregation Council:

**THAT THE CONGREGATION ADOPT THE PROPOSED 2024 SPENDING PLAN,
TOTALING \$599,931.**

❖ Discussion of the Plan from the Floor

❖ Vote on the Recommendation

To make an Amendment to the Spending Plan, please use the following words:

I MOVE THAT THE SPENDING PLAN BE AMENDED BY ADDING (SUBTRACTING)
\$ _____ TO (FROM) THE _____ MINISTRY, LINE ITEM _____ .
(Members should indicate where funding is coming from or should be moved to.)

4. Approval of Good Shepherd Christian Daycare Spending Plan.....pages 10-11

❖ Recommendation from Congregation Council:

**THAT THE CONGREGATION ADOPT THE PROPOSED 2024 GOOD SHEPHERD
CHRISTIAN DAYCARE SPENDING PLAN TOTALING \$606,850.**

5. Lord’s Prayer

6. Adjournment

Please hand in copies of this report that you don’t need/want so they may be distributed to new members.

Dedicated Accounts Activity

As of December 31, 2023

	1/1/23	Receipts	Disburse.	12/31/23
2400 Dedicated Accounts				
2410 Social Ministry				
2411 Little Food Pantries	4,761	-	1,001	3,760
2412 Food Pantry (GSLC)	2,357	19,735	9,283	12,809
2413 Food Bank (wknd backpacks)	2,474	14,461	5,104	11,831
2414 ShopRite Cards	3,650	1,705	5,355	-
2415 Angel Tree (GSLC)	319	620	610	329
2416 Community Angel Tree	1,391	7,605	6,307	2,689
2417 World Hunger	3	246	248	-
2418 Thrivent Grants	404	1,940	1,544	800
2419 Backpacks	158	5,115	1,680	3,593
2421 GSCDC Appeal	219	399	104	514
2422 Community Outreach	1,523	-	35	1,488
2424 God's Work Our Hands	52	990	990	52
2425 Other Outreach	-	550	550	-
Total 2410 Social Ministry	17,311	53,366	32,811	37,866
2460 Church Family				
2461 ELCA Youth Gathering	10,507	300	750	10,057
2462 Froehlich Fund Interest	1,056	-	-	1,056
2463 Youth Initiatives	4,536	2,500	104	6,932
2464 Crafters/Comfort Creators	523	2,250	351	2,422
2465 Shepherd Stitchers	375	1,250	565	1,060
2467 Women of Good Shepherd	-	250	-	250
Total 2460 Church Family	16,997	6,550	1,770	21,777
2480 Worship				
2481 Flowers	1,639	2,545	3,024	1,160
2482 Paraments, Robes, Flags	2,038	-	364	1,674
2483 Piano, Organ	76	-	-	76
Total 2480 Worship	3,753	2,545	3,388	2,910
Total 2400 Dedicated Accounts	38,062	62,461	37,969	62,553
2500 Memorial Funds				
2510 Undesignated	16,724	4,975	3,473	18,227
2515 Plaques	(176)	176	-	-
2530 Landscaping	4,711	-	723	3,988
Total 2500 Memorial Funds	21,259	5,151	4,196	22,214
2600 Endowment Funds				
2610 Endowment - Mark Froehlich Youth Ministry	32,337	250	-	32,587
2611 Froehlich Int/Div Income	-	206	-	206
2615 Endowment - Weidner Fund	121,327	-	-	121,327
2616 Weidner Int/Div Income	-	4,416	-	4,416
Total 2600 Endowment Funds	153,664	4,872	-	158,536
2700 Discretionary Accounts				
2710 Pastor's Discretionary Account	3,169	1,149	2,116	2,203
2720 Council Discretionary Account	11,898	4,517	-	16,414
Total 2700 Discretionary Accounts	15,067	5,666	2,116	18,617
2800 Property & Technology Funds				
2810 Building Fund/Capital Fund	3,404	3,147	-	6,551
2815 Capital Contingency Fund	7,728	52,231	52,231	7,728
2820 Luther Hall Improvements	836	-	-	836
2825 Technology Upgrades	7,289	-	-	7,289
Total 2800 Property & Technology Funds	19,257	55,378	52,231	22,404
Total Dedicated Accounts Activity	247,309	133,529	96,513	284,325

Statement of Financial Position

As of December 31

	Total		
	As of Dec 31, 2023	As of Dec 31, 2022 (PY)	Change
ASSETS			
Current Assets			
Bank Accounts			
1001 1001 TD Checking	85,485	67,057	18,428
1002 1002 TD Money Market	80,795	80,699	97
Total Bank Accounts	\$ 166,280	\$ 147,756	\$ 18,524
Other Current Assets			
1300 Reserve Funds	155,626	152,328	3,298
1400 Prepaid Expense	4,895		4,895
Total Other Current Assets	\$ 160,521	\$ 152,328	\$ 8,193
Total Current Assets	\$ 326,801	\$ 300,084	\$ 26,718
Other Assets			
1600 Endowment Fund	158,858	154,236	4,622
1701 Property Value	2,526,200	2,526,200	0
1702 Insurance Policy	5,754	5,754	0
Total Other Assets	\$ 2,690,812	\$ 2,686,190	\$ 4,622
TOTAL ASSETS	\$ 3,017,613	\$ 2,986,274	\$ 31,340
LIABILITIES AND EQUITY			
Liabilities			
Current Liabilities			
Accounts Payable			
2100 Accounts Payable (A/P)	26,010	3,200	22,810
Total Accounts Payable	\$ 26,010	\$ 3,200	\$ 22,810
Other Current Liabilities			
2200 Payroll Liabilities	-4,531		-4,531
2300 Exchange Accounts	856	11,025	-10,169
2400 Dedicated Accounts	62,553	38,062	24,491
2500 Memorial Funds	22,214	21,259	955
2600 Endowment Funds	158,536	153,664	4,872
2700 Discretionary Accounts	18,617	15,067	3,550
2800 Property & Technology Funds	22,404	19,257	3,147
Total Other Current Liabilities	\$ 280,650	\$ 258,334	\$ 22,316
Total Current Liabilities	\$ 306,660	\$ 261,534	\$ 45,126
Long-Term Liabilities			
2900 Mortgage	237,910	247,762	-9,852
Total Long-Term Liabilities	\$ 237,910	\$ 247,762	-\$ 9,852
Total Liabilities	\$ 544,569	\$ 509,296	\$ 35,274
Equity			
3000 Opening balance equity	2,476,978	2,476,978	0
3800 Retained Earnings			0
Net Revenue	-3,934		-3,934
Total Equity	\$ 2,473,044	\$ 2,476,978	-\$ 3,934
TOTAL LIABILITIES AND EQUITY	\$ 3,017,613	\$ 2,986,274	\$ 31,340

FINANCIAL SECRETARY'S REPORT

Total Giving	2017	2018	2019	2020	2021	2022	2023	Average
\$1 – 500	132	124	118	85	61	76	89	98
\$501 – 1,000	36	37	35	32	28	28	27	32
\$1,001 – 2,000	50	42	47	31	38	34	34	39
\$2,001 – 4,000	36	38	37	36	29	29	34	34
\$4,001 – 6,000	16	13	14	18	18	15	11	15
\$6,001 – 8,000	6	5	6	2	6	4	5	5
\$8,001 – 10,000	3	2	2	4	3	5	8	4
\$10,001 – 15,000	6	6	5	5	7	5	6	6
> \$ 15,000	7	5	4	4	3	3	3	4
Member Giving Units *	292	272	268	217	191	195	217	237

** Each distinct envelope number is considered a separate giving unit. Confirmed young adults now have their own envelope numbers.*

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### GENERAL FUND PLEDGE HISTORY

|                        | Number | Total Pledges | Avg. Annual Pledge | Avg. Weekly Pledge |
|------------------------|--------|---------------|--------------------|--------------------|
| Beginning 2017 Pledges | 149    | \$472,926     | \$3,174            | \$59.17            |
| Beginning 2018 Pledges | 122    | \$412,634     | \$3,382            | \$65.04            |
| Beginning 2019 Pledges | 124    | \$372,924     | \$3,007            | \$57.84            |
| Beginning 2020 Pledges | 119    | \$382,766     | \$3,217            | \$61.86            |
| Beginning 2021 Pledges | 136    | \$418,042     | \$3,074            | \$59.11            |
| Beginning 2022 Pledges | 101    | \$350,032     | \$3,466            | \$66.65            |
| Beginning 2023 Pledges | 111    | \$369,665     | \$3,330            | \$64.04            |
| Beginning 2024 Pledges | 96     | \$360,069     | \$3,749            | \$72.13            |

*Submitter: Eric Westberg, Financial Secretary*

GSLC 2024 Spending Plan Recommendation - Summary

|                           |                                                                                                             | <b>2023<br/>Plan</b> | <b>2023<br/>Act</b> | <b>2024<br/>Plan</b> | <b>2024<br/>% Plan</b> |
|---------------------------|-------------------------------------------------------------------------------------------------------------|----------------------|---------------------|----------------------|------------------------|
| Income                    | Total Offering Income                                                                                       | \$ 427,636           | \$ 487,403          | \$ 491,787           |                        |
|                           | Daycare Reimbursement                                                                                       | \$ 29,612            | \$ 49,407           | \$ 55,580            |                        |
|                           | Other Receipts                                                                                              | \$ 14,333            | \$ 13,062           | \$ 12,564            |                        |
|                           |                                                                                                             |                      |                     |                      |                        |
| <b>Income Total</b>       |                                                                                                             | <b>\$ 471,581</b>    | <b>\$ 549,873</b>   | <b>\$ 559,931</b>    |                        |
|                           |                                                                                                             |                      |                     |                      |                        |
| Expense                   | Pastoral Ministry                                                                                           | \$ 130,663           | \$ 138,071          | \$ 133,674           | 24%                    |
|                           | Support Ministry - Administration                                                                           | \$ 96,554            | \$ 102,881          | \$ 90,167            | 16%                    |
|                           | Worship Ministry                                                                                            | \$ 24,301            | \$ 24,372           | \$ 25,490            | 5%                     |
|                           | All Age Education Ministry                                                                                  | \$ 5,750             | \$ 3,527            | \$ 7,750             | 1%                     |
|                           | Witness Ministry/Evangelism                                                                                 | \$ 2,250             | \$ 2,069            | \$ 20,750            | 4%                     |
|                           | Community Social Ministry                                                                                   | \$ 22,700            | \$ 22,700           | \$ 31,950            | 6%                     |
|                           | Support Ministry - Finance                                                                                  | \$ 42,497            | \$ 46,337           | \$ 43,576            | 8%                     |
|                           | Support Ministry - Property                                                                                 | \$ 78,253            | \$ 93,606           | \$ 114,299           | 20%                    |
|                           | Support Ministry - Stewardship                                                                              | \$ 2,700             | \$ 2,528            | \$ 2,590             | 0%                     |
|                           | Hospitality Ministry                                                                                        | \$ 1,000             | \$ -                | \$ -                 | 0%                     |
|                           | Benevolence                                                                                                 | \$ 64,869            | \$ 76,300           | \$ 89,686            | 16%                    |
|                           |                                                                                                             |                      |                     |                      |                        |
| <b>Expense Total</b>      |                                                                                                             | <b>\$ 471,537</b>    | <b>\$ 512,391</b>   | <b>\$ 559,931</b>    | <b>100%</b>            |
|                           |                                                                                                             |                      |                     |                      |                        |
| Reconciliation            |                                                                                                             |                      |                     |                      |                        |
|                           | Total Income                                                                                                | \$ 471,581           | \$ 549,873          | \$ 559,931           |                        |
|                           | Total Operating Expense                                                                                     | \$ (471,537)         | \$ (512,391)        | \$ (559,931)         |                        |
|                           | Special Project Expense                                                                                     |                      | \$ (51,268)         |                      |                        |
|                           | Net Surplus/(Loss)                                                                                          | \$ 44                | \$ 37,481           | \$ (0)               |                        |
|                           |                                                                                                             |                      |                     |                      |                        |
|                           |                                                                                                             |                      |                     |                      |                        |
| Use of Prior Year Surplus |                                                                                                             |                      |                     |                      |                        |
|                           |                                                                                                             |                      |                     |                      |                        |
|                           | Carryover from prior year (undedicated cash)                                                                | \$ 192,784           | \$ 192,784          | \$ 173,782           |                        |
|                           | Net Surplus/Loss from Actuals in year                                                                       | \$ 44                | \$ 37,481           | \$ (0)               |                        |
|                           | Use of Savings for Special Projects                                                                         |                      | \$ (51,268)         |                      |                        |
|                           | Net Available Carryover End of Year                                                                         | \$ 192,828           | \$ 178,997          | \$ 173,782           |                        |
|                           | Reconciliation in Progress***                                                                               |                      | \$ (5,215)          |                      |                        |
|                           | BS Net Available Cash                                                                                       | \$ 192,828           | \$ 173,782          | \$ 173,782           |                        |
|                           |                                                                                                             |                      |                     |                      |                        |
|                           | NOTE: \$30,000 of carryforward balance to future year must always stay intact for cash flow and emergencies |                      |                     |                      |                        |
|                           | *** Still working to reconcile difference in cash roll forward from system conversion                       |                      |                     |                      |                        |



GSLC 2024 Spending Plan Recommendation - Detail

|                          |                                         | <b>2023<br/>Plan</b> | <b>2023<br/>Act</b> | <b>2024<br/>Plan</b> |
|--------------------------|-----------------------------------------|----------------------|---------------------|----------------------|
| Offering Income          | Envelopes                               | \$ 426,436           | \$ 482,254          | \$ 486,587           |
|                          | Plate                                   | \$ 1,200             | \$ 5,149            | \$ 5,200             |
|                          | Subtotal Offering                       | \$ 427,636           | \$ 487,403          | \$ 491,787           |
| GS Daycare               | GS DayCare                              | 24,612               | \$ 44,407           | 50,580               |
|                          | Tithe                                   | 5,000                | 5000                | 5,000                |
|                          | Subtotal Daycare                        | 29,612               | \$ 49,407           | 55,580               |
| Other Income             | Other                                   | \$ 1,000             | \$ 1,510            | \$ 1,000             |
|                          | Solar (TREC) Income                     | \$ 13,333            | \$ 11,552           | \$ 11,564            |
|                          | Transfer from Weidner endowment         |                      |                     | \$ 3,000             |
|                          | Subtotal Other                          | \$ 14,333            | \$ 13,062           | \$ 12,564            |
| <b>Total Income</b>      |                                         | <b>\$ 471,581</b>    | <b>\$ 549,873</b>   | <b>\$ 559,931</b>    |
| Pastoral Ministry        | Pastor Professional Exp + Continuing Ed | \$ 500               | \$ 485              | \$ 750               |
|                          | Pastor Comp (incl SS Benefits)          | \$ 86,336            | \$ 96,108           | \$ 90,653            |
|                          | Pastor ELCA Benefits                    | \$ 21,700            | \$ 20,499           | \$ 22,213            |
|                          | Pastor Discretionary Fund               |                      |                     |                      |
|                          | Guest Preacher                          | \$ 1,000             | \$ -                | \$ 500               |
|                          | Deacon                                  | \$ 16,737            | \$ 18,237           | \$ 17,239            |
|                          | Deacon Social Security                  | \$ 1,280             | \$ 1,395            | \$ 1,319             |
|                          | Deacon Continuing Ed/Prof Exp           | \$ 1,200             | \$ 1,346            | \$ 1,000             |
|                          | New Employee Salary Pool                | \$ 1,775             |                     |                      |
|                          | New Employee Salary Pool Soc Sec        | \$ 135               |                     |                      |
|                          | Pastoral Ministry Total                 | \$ 130,663           | \$ 138,071          | \$ 133,674           |
| Support Ministry - Admin | Reception Compensation (Laura)          | \$ 29,393            | \$ 36,919           | \$ 2,449             |
|                          | Reception Social Security               | \$ 2,249             | \$ 2,824            | \$ 187               |
|                          | Reception Benefits                      |                      | \$ 138              |                      |
|                          | Church Telephone/Internet               | \$ 4,800             | \$ 4,907            | \$ 5,100             |
|                          | Office Supplies                         | \$ 1,150             | \$ 764              | \$ 1,200             |
|                          | Postage                                 | \$ 1,250             | \$ 892              | \$ 1,000             |
|                          | Computer Hardware Expenses              | \$ 3,000             | \$ 2,587            | \$ 2,500             |
|                          | Office Equip Lease/Maintenance          | \$ 3,100             | \$ 2,825            | \$ 3,100             |
|                          | Computer Software Expenses              | \$ 1,600             | \$ 1,790            | \$ 2,091             |
|                          | Computer Emergency Support              | \$ 3,000             | \$ -                | \$ 2,500             |
|                          | Communications Admin Salary(Jazz)       |                      | \$ 28,930           | \$ 19,710            |
|                          | Communications Admin Soc Security       |                      | \$ 2,213            | \$ 1,508             |
|                          | Communications Admin Benefits           |                      | \$ 785              |                      |
|                          | Office Admin Compensation(Iolene)       | \$ 42,000            | \$ 15,712           | \$ 43,680            |
|                          | Office Admin Social Security            | \$ 3,213             | \$ 1,202            | \$ 3,342             |
|                          | Office Admin Benefits                   | \$ 1,800             | \$ 392              | \$ 1,800             |
|                          | Support Ministry Admin Total            | \$ 96,554            | \$ 102,881          | \$ 90,167            |

GSLC 2024 Spending Plan Recommendation - Detail

|                                 |                                                    | <b>2023<br/>Plan</b> | <b>2023<br/>Act</b> | <b>2024<br/>Plan</b> |
|---------------------------------|----------------------------------------------------|----------------------|---------------------|----------------------|
| Worship Ministry                | Worship Music & Supplies                           | \$ 4,000             | \$ 4,101            | \$ 4,250             |
|                                 | Piano, Organ & PA Equip Repair                     | \$ 1,000             | \$ 535              | \$ 750               |
|                                 | Director of Music                                  | \$ 17,000            | \$ 17,934           | \$ 18,034            |
|                                 | Director of Music Soc Security                     | \$ 1,301             | \$ 1,372            | \$ 1,380             |
|                                 | Other Musician                                     | \$ 1,000             | \$ 400              | \$ 1,000             |
|                                 | Other Musician Soc Sec                             |                      | \$ 31               | \$ 77                |
|                                 |                                                    |                      |                     |                      |
|                                 | <b>Worship Ministry Total</b>                      | \$ 24,301            | \$ 24,372           | \$ 25,490            |
| Church Family                   |                                                    |                      |                     |                      |
| Ministry                        | ELCA National Youth Gathering                      |                      |                     | \$ -                 |
|                                 | Young Adults                                       | \$ 750               | \$ 171              | \$ 750               |
|                                 | Hospitality                                        |                      |                     | \$ 2,000             |
|                                 | Education Funding                                  | \$ 5,000             | \$ 3,356            | \$ 5,000             |
|                                 |                                                    |                      |                     |                      |
|                                 | <b>Children, Youth &amp; Family Ministry Total</b> | \$ 5,750             | \$ 3,527            | \$ 7,750             |
| Witness Ministry/<br>Evangelism | Living Nativity                                    | \$ 1,000             | \$ 890              | \$ 1,000             |
|                                 | Publicity & Advertising                            | \$ 250               | \$ 295              | \$ 250               |
|                                 | Weidner Endowment Projects                         |                      |                     | \$ 3,000             |
|                                 | Community Building                                 |                      |                     | \$ 5,000             |
|                                 | Community Music                                    |                      |                     | \$ 10,000            |
|                                 | Caring Funding                                     | \$ 1,000             | \$ 884              | \$ 1,500             |
|                                 |                                                    |                      |                     |                      |
|                                 | <b>Witness Ministry/Evangelism Total</b>           | \$ 2,250             | \$ 2,069            | \$ 20,750            |
| Community                       | Soc Ministry Program Money                         |                      |                     |                      |
| Social Ministry                 | Community Fund (GWOH)                              |                      |                     |                      |
|                                 | Somerset Chaplaincy Council                        | \$ 500               |                     |                      |
|                                 | Somerset Chaplaincy to the Elderly                 | \$ 500               | \$ 500              |                      |
|                                 | Food Bank                                          | \$ 500               | \$ 500              | \$ 1,000             |
|                                 | SHIP                                               | \$ 500               | \$ 500              | \$ 1,000             |
|                                 | Safe & Sound Somerset                              | \$ 500               | \$ 500              | \$ 1,000             |
|                                 | Somerville Rescue Squad                            | \$ 500               | \$ 500              | \$ 1,000             |
|                                 | Somerville Fire Dept                               | \$ 500               | \$ 500              | \$ 1,000             |
|                                 | FISH                                               | \$ 500               | \$ 500              | \$ 1,000             |
|                                 | HOME/IHN                                           | \$ 4,000             | \$ 4,000            | \$ 4,000             |
|                                 | Visions & Pathways                                 | \$ 500               | \$ 500              | \$ 1,000             |
|                                 | Giving Network                                     | \$ 500               | \$ 500              | \$ 1,500             |
|                                 | Middle Earth                                       |                      | \$ 500              | \$ 1,000             |
|                                 | Habitat for Humanity Repair Program                |                      |                     | \$ 1,000             |
|                                 | Community Garden                                   |                      |                     | \$ 750               |
|                                 | Weekend Backpacks                                  |                      |                     | \$ 10,000            |
|                                 | Giving Funding                                     | \$ 13,700            | \$ 13,700           | \$ 6,700             |
|                                 |                                                    |                      |                     |                      |
|                                 | <b>Community Social Ministry Total</b>             | \$ 22,700            | \$ 22,700           | \$ 31,950            |

GLSC 2024 Spending Plan Recommendation - Detail

|                                |                                             | <b>2023<br/>Plan</b> | <b>2023<br/>Act</b> | <b>2024<br/>Plan</b> |
|--------------------------------|---------------------------------------------|----------------------|---------------------|----------------------|
| Support Ministry - Finance     | Insurance                                   | \$ 19,500            | \$ 23,177           | \$ 20,280            |
|                                | Payroll Expenses                            | \$ 2,500             | \$ 2,664            | \$ 2,800             |
|                                | Mortgage - capital                          | \$ 9,500             | \$ 9,852            | \$ 10,292            |
|                                | Mortgage - Interest                         | \$ 10,997            | \$ 10,644           | \$ 10,204            |
|                                | <b>Support Ministry - Finance Total</b>     | \$ 42,497            | \$ 46,337           | \$ 43,576            |
| Support Ministry - Property    | Utilities - Sewer and Water                 | \$ 5,000             | \$ 3,753            | \$ 5,000             |
|                                | Custodian Compensation                      | \$ 8,195             | \$ 26,453           | \$ 30,604            |
|                                | Custodian Social Security                   | \$ 627               | \$ 1,866            | \$ 2,341             |
|                                | Custodian Benefits                          |                      | \$ 4,587            | \$ 6,300             |
|                                | Custodian Help                              |                      |                     | \$ 3,900             |
|                                | Custodian Help soc sec                      |                      |                     | \$ 298               |
|                                | Utilities - Gas & Electric                  | \$ 20,000            | \$ 17,439           | \$ 20,000            |
|                                | Indoor/Outdoor Maint & Repairs/Supplies     | \$ 8,500             | \$ 13,983           | \$ 14,500            |
|                                | Contract Cleaning                           | \$ 7,871             | \$ 4,652            |                      |
|                                | Janitor Supplies                            | \$ 3,000             | \$ 4,018            | \$ 3,500             |
|                                | Property Contracts                          | \$ 8,000             | \$ 5,555            | \$ 6,000             |
|                                | Snow Plowing                                | \$ 7,000             | \$ 1,755            | \$ 7,000             |
|                                | Lawn Maintenance                            | \$ 8,060             | \$ 7,544            | \$ 8,060             |
|                                | Capital Contingency                         | \$ 2,000             | \$ 2,000            | \$ 6,795             |
|                                | Special Projects Roof & Paint Repair        |                      |                     |                      |
|                                | <b>Support Ministry - Property - Total</b>  | \$ 78,253            | \$ 93,606           | \$ 114,299           |
| Support Ministry - Stewardship | Stewardship Supplies                        | \$ 1,200             | \$ 265              | \$ 250               |
|                                | Credit Card Expense                         | \$ 1,500             | \$ 2,263            | \$ 2,340             |
|                                | Council Retreat                             |                      | \$ -                |                      |
|                                | <b>Support Ministry - Stewardship Total</b> | \$ 2,700             | \$ 2,528            | \$ 2,590             |
| Hospitality Ministry           | Coffee & Kitchen Supplies                   | \$ 1,000             | \$ -                |                      |
|                                | <b>Hospitality Ministry - Total</b>         | \$ 1,000             | \$ -                | \$ -                 |
| Benevolence                    | Synod/Church Wide Mission Support           | \$ 59,869            | \$ 71,300           | \$ 78,686            |
|                                | Lutheran Social Ministries NJ               | \$ 1,000             | \$ 1,000            | \$ 1,500             |
|                                | ELCA World Hunger                           |                      |                     | \$ 1,500             |
|                                | CrossRoads Camp & Retreat Center            | \$ 4,000             | \$ 4,000            | \$ 5,000             |
|                                | Lutheran Disaster Response                  |                      |                     | \$ 1,500             |
|                                | Lutheran Immigration & Refugee Services     |                      |                     | \$ 1,500             |
|                                | <b>Benevolence - Total</b>                  | \$ 64,869            | \$ 76,300           | \$ 89,686            |
| <b>Total Expense</b>           |                                             | \$ 471,537           | \$ 512,391          | \$ 559,931           |

| 2024 Daycare Spending Plan |                                    | 2023<br>Plan      | 2023<br>Actuals   | 2024<br>Plan      |
|----------------------------|------------------------------------|-------------------|-------------------|-------------------|
| Income                     | Total Daycare Income               | \$ 581,100        | \$ 520,917        | \$ 533,250        |
|                            | Total Summer Camp Income           | \$ -              | \$ 66,095         | \$ 72,000         |
|                            | Miscellaneous Income               | \$ 20,100         | \$ 55,900         | \$ 1,600          |
|                            |                                    |                   |                   |                   |
| <b>Income Total</b>        |                                    | <b>\$ 601,200</b> | <b>\$ 642,912</b> | <b>\$ 606,850</b> |
|                            |                                    |                   |                   |                   |
| Expense                    | Payroll Expenses                   | \$ 507,705        | \$ 500,071        | \$ 482,289        |
|                            | Operations                         | \$ 17,550         | \$ 37,293         | \$ 20,750         |
|                            | Maintenance & Supplies             | \$ 49,112         | \$ 46,324         | \$ 48,781         |
|                            | Staff Expenses                     | \$ 4,500          | \$ 2,418          | \$ 3,650          |
|                            | Daycare Schoolwide Expenses        | \$ 21,700         | \$ 18,977         | \$ 18,850         |
|                            | Summer Camp Expenses               | \$ -              | \$ 11,624         | \$ 32,530         |
|                            |                                    |                   |                   |                   |
| <b>Expense Total</b>       |                                    | <b>\$ 600,567</b> | <b>\$ 616,707</b> | <b>\$ 606,850</b> |
|                            |                                    |                   |                   |                   |
| Daycare Income             | Daycare/Preschool Tuition          | \$ 576,000        | \$ 514,564        | \$ 528,000        |
|                            | Registration Fees                  | \$ 2,500          | \$ 3,360          | \$ 2,500          |
|                            | Lunch Bunch                        | \$ 2,500          | \$ 2,605          | \$ 2,500          |
|                            | Security Fobs                      | \$ 100            | \$ 388            | \$ 250            |
|                            | <b>Subtotal Daycare Income</b>     | <b>\$ 581,100</b> | <b>\$ 520,917</b> | <b>\$ 533,250</b> |
|                            |                                    |                   |                   |                   |
| Summer Camp Income         | Summer Camp Tuition                | \$ -              | \$ 66,095         | \$ 71,000         |
|                            | Registration Fees                  | \$ -              | \$ -              | \$ 1,000          |
|                            | <b>Subtotal Summer Camp Income</b> | <b>\$ -</b>       | <b>\$ 66,095</b>  | <b>\$ 72,000</b>  |
|                            |                                    |                   |                   |                   |
| Miscellaneous Income       | Buying Pizza                       | \$ -              | \$ 2,054          | \$ -              |
|                            | Grant Income                       | \$ 20,000         | \$ 51,727         | \$ -              |
|                            | Interest                           | \$ 100            | \$ 126            | \$ 100            |
|                            | Daycare Field Trip Income          | \$ -              | \$ 1,602          | \$ 1,500          |
|                            | Miscellaneous Income - Other       | -                 | \$ 391            | -                 |
|                            | <b>Subtotal Misc Income</b>        | <b>\$ 20,100</b>  | <b>\$ 55,900</b>  | <b>\$ 1,600</b>   |
|                            |                                    |                   |                   |                   |
| <b>Total Income</b>        |                                    | <b>\$ 601,200</b> | <b>\$ 642,912</b> | <b>\$ 606,850</b> |
|                            |                                    |                   |                   |                   |
| Payroll Expenses           | Daycare Salaries/wages             | \$ 430,000        | \$ 424,207        | \$ 409,000        |
|                            | Payroll Taxes                      | \$ 32,895         | \$ 33,746         | \$ 31,289         |
|                            | Medical Ins                        | \$ 32,000         | \$ 30,917         | \$ 30,000         |
|                            | Dental Ins                         | \$ 2,000          | \$ 2,375          | \$ 2,000          |
|                            | Disability Ins                     | \$ 4,300          | \$ 4,342          | \$ 4,500          |
|                            | WC Ins                             | \$ 3,010          | \$ 3,000          | \$ 3,500          |
|                            | Payroll Process exp                | \$ 3,500          | \$ 1,484          | \$ 2,000          |
|                            |                                    |                   |                   |                   |
|                            | <b>Payroll Expenses Total</b>      | <b>\$ 507,705</b> | <b>\$ 500,071</b> | <b>\$ 482,289</b> |
|                            |                                    |                   |                   |                   |
| Operations                 | Office Supples                     | \$ 7,000          | \$ 8,659          | \$ 6,500          |
|                            | Licenses & Permits                 | \$ 1,000          | \$ 760            | \$ 1,000          |

| 2024 Daycare Spending Plan  |                                       | 2023<br>Plan      | 2023<br>Actuals   | 2024<br>Plan      |
|-----------------------------|---------------------------------------|-------------------|-------------------|-------------------|
|                             | Security System Fobs                  | \$ 500            | \$ 364            | \$ 500            |
|                             | Technology                            | \$ 1,500          | \$ 1,621          | \$ 1,500          |
|                             | <i>Liability Insurance</i>            | \$ 2,000          | \$ 2,000          | \$ 2,000          |
|                             | Nap Bags & Tshirts                    | \$ 500            | \$ 1,050          | \$ 750            |
|                             | Scholarship Expense                   | \$ 5,000          | \$ 10,371         | \$ 8,500          |
|                             | Bank Service Charges                  | \$ 50             | \$ -              | \$ -              |
|                             | Contribution to GSLC (Year-End Tithe) | \$ -              | \$ 5,000          | \$ -              |
|                             | Finance Charge                        | \$ -              | \$ 92             | \$ -              |
|                             | Bad Debt                              | \$ -              | \$ 5,322          | \$ -              |
|                             | Paying for Pizza                      | \$ -              | \$ 2,054          | \$ -              |
|                             |                                       |                   |                   |                   |
|                             | Operations Total                      | \$ 17,550         | \$ 37,293         | \$ 20,750         |
|                             |                                       |                   |                   |                   |
| Maintenance & Supplies      | <i>Cleaning</i>                       | \$ 26,500         | \$ 25,122         | \$ 27,701         |
|                             | <i>GSLC Facility Usage</i>            | \$ 19,612         | \$ 19,612         | \$ 18,080         |
|                             | Maintenance & Repairs                 | \$ 1,000          | \$ -              | \$ 1,000          |
|                             | Playground Mulch                      | \$ 2,000          | \$ 1,590          | \$ 2,000          |
|                             |                                       |                   |                   |                   |
|                             | Maintenance & Supplies Total          | \$ 49,112         | \$ 46,324         | \$ 48,781         |
|                             |                                       |                   |                   |                   |
| Staff Expenses              | Staff Appreciation                    | \$ 4,000          | \$ 1,748          | \$ 2,000          |
|                             | Professional Development              | \$ 500            | \$ 670            | \$ 1,500          |
|                             | Background Checks                     | \$ -              | \$ -              | \$ 150            |
|                             |                                       |                   |                   |                   |
|                             | Staff Expenses Total                  | \$ 4,500          | \$ 2,418          | \$ 3,650          |
|                             |                                       |                   |                   |                   |
| Daycare Schoolwide Expenses | Curriculum                            | \$ 100            | \$ -              | \$ 100            |
|                             | Enrichment                            | \$ 1,000          | \$ 367            | \$ 750            |
|                             | Classroom Supplies                    | \$ 10,100         | \$ 11,611         | \$ 10,000         |
|                             | Snacks                                | \$ 4,500          | \$ 3,131          | \$ 3,500          |
|                             | Programs & Events                     | \$ 3,500          | \$ 2,335          | \$ 2,500          |
|                             | Field Trips                           | \$ 2,500          | \$ 1,533          | \$ 2,000          |
|                             |                                       |                   |                   |                   |
|                             | Daycare Schoolwide Expenses Total     | \$ 21,700         | \$ 18,977         | \$ 18,850         |
|                             |                                       |                   |                   |                   |
| Summer Camp Expenses        | Classroom Supplies                    | \$ -              | \$ 1,579          | \$ 1,000          |
|                             | Events & Programs                     | \$ -              | \$ 2,164          | \$ 1,000          |
|                             | Summer Field Trips                    | \$ -              | \$ 7,881          | \$ 7,500          |
|                             | Scholarships                          | \$ -              | \$ -              | \$ 1,000          |
|                             | Summer Tshirts                        | \$ -              | \$ -              | \$ 500            |
|                             | Summer Staff Salaries                 | \$ -              | \$ -              | \$ 20,000         |
|                             | Summer Staff Payroll Taxes            | \$ -              | \$ -              | \$ 1,530          |
|                             |                                       |                   |                   |                   |
|                             | Summer Camp Expenses Total            | \$ -              | \$ 11,624         | \$ 32,530         |
|                             |                                       |                   |                   |                   |
| <b>Total Expense</b>        |                                       | <b>\$ 600,567</b> | <b>\$ 616,707</b> | <b>\$ 606,850</b> |

# ANNUAL CONGREGATIONAL MEETING

## OPENING LITURGY

### Son of God, Eternal Savior

Recognizing that our faith is a living, busy, active and mighty thing, may the grace of our Lord Jesus Christ and the communion of the Holy Spirit be with each of you.

#### **And also with you.**

Teach us to love you with all our heart, soul, mind and strength.

#### **Receive our prayer, O God.**

Descend on our hearts, that we may love others in the ways Jesus loves us.

#### **Receive our prayer, O God.**

Empower us to be enthusiastic in pursuing your vision for our congregation.

#### **Receive our prayer, O God.**

Move us to engage issues in our community in Christlike ways, and to pursue deep and authentic relationships with those with whom we serve and partner.

#### **Receive our prayer, O God.**

Strengthen us to face the barriers we encounter in doing your work, learning to work with others amid disagreement.

#### **Receive our prayer, O God.**

Give us the ability to adapt to the cultural, economic and social changes that occur in the neighborhoods we serve.

#### **Receive our prayer, O God.**

Guide us to be a healthy congregation that learns from its failures as well as its successes and offers wisdom to others.

#### **Receive our prayer, O God.**

As we strive to become the church that we proclaim to be, raise up leaders who focus on the gospel of freedom, forgiveness and reconciliation as given to us through God's indescribable act of love in the death and resurrection of Jesus Christ. Renew us daily in our baptism, that we may discover vitality in our relationships with you, each other and those we serve in the world.

**Amen.**

1 Son of God, e - ter - nal Sav - ior, source of life and truth and grace,  
2 As you, Lord, have lived for oth - ers, so may we for oth - ers live.  
3 Come, O Christ, and reign a - mong us, King of love and Prince of peace;  
4 Son of God, e - ter - nal Sav - ior, source of life and truth and grace,

Word made flesh, whose birth a - mong us hal - lows all our hu - man race,  
Free - ly have your gifts been grant - ed; free - ly may your ser - vants give.  
hush the storm of strife and pas - sion, bid its cru - el dis - cords cease.  
Word made flesh, whose birth a - mong us hal - lows all our hu - man race:

you our head, who, throned in glo - ry, for your own will ev - er plead:  
Yours the gold and yours the sil - ver, yours the wealth of land and sea;  
By your pa - tient years of toil - ing, by your si - lent hours of pain,  
by your pray - ing, by your will - ing that your peo - ple should be one,

fill us with your love and pit - y, heal our wrong, and help our need.  
we but stew - ards of your boun - ty held in sol - emn trust will be.  
quench our fe - vered thirst of plea - sure, stem our self - ish greed of gain.  
grant, oh, grant our hope's fru - i - tion: here on earth your will be done.

Evangelical Lutheran Worship, 655

Text: Somerset C. Lowry

Music: IN BABILONE, Oude en Nieuwe Hollandse Boerenlities en Contradansen, 1710;

arr. Julius Röntgen

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Evangelical  
Lutheran Church  
in America