

# Mt. Carmel

## LUTHERAN CHURCH

### 2022-2023 ANNUAL REPORT of the Congregation



#### **Our Shared Mission**

Celebrating God's grace through worship, learning, and service.

#### **Our Shared Vision**

A Lutheran Community rejoicing in Christ, growing in faith, acting in love.

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**MT. CARMEL LUTHERAN CHURCH**  
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# Mt. Carmel

## LUTHERAN CHURCH

### CONGREGATIONAL COUNCIL

President	Marshall Pihl
Vice President	Patti Frey
Treasurer	Carol Harvey
Secretary	Sharon Haupt

### MEMBERS AT LARGE

Adult Ed & Stewardship	JoAnn Bennett
Caring Ministry	Jan Uder
Children & Teens Ministry	Vicky Tway
Facilities & Social Action	Chuck Kilstrom
Worship	Wayne Lippold

### MINISTRY TEAM LEADERS

Adult Education	Bob Grosse
Caring Ministry	Rebecca Keisler
Children & Teens (CAT)	Deanna Schultze
Congregational Life	Carol Harvey
LuMin Campus Ministry	Patti Frey
Social Action	Vacant
Stewardship	Vacant
Worship	Vacant

### COMMITTEES

Altar Guild	Vacant
Facilities Management	John Cook
Financial Secretary	Carol Grosse
Memorial Garden	John Keisler
Nominating Committee	Ingrid Frokjer
Personnel Management	MaryAnn Jakes
Stephens Ministry	Sandy Rowland

### MT. CARMEL'S STAFF

Interim Pastor	Richard Rollefson
Parish Administrator	MaryAnn Jakes
Custodian	Vacant
Organist	Paul Woodring
Director of Contemporary Music	Dave Becker
Director of Children & Teen Ministry	Deanna Schultze
Nursery Caregiver	Lily Hinds

# Mt. Carmel

LUTHERAN CHURCH

## **ANNUAL MEETING OF THE CONGREGATION**

Sunday, June 25, 2023

### **Agenda**

Verification/identification of voting members and quorum

Opening Prayer—Marshall Pihl

Election of Counters

Approval of Minutes from prior Meeting

Reports

Elections

Budget for 2023/2024

Interim Pastor Extension

New Business

Closing Prayer—Marshall Pihl

Adjournment—Marshall Pihl

## **MINUTES FROM 2022 CONGREGATIONAL MEETING**

### Mount Carmel Lutheran Church **Annual Congregational Meeting Minutes** **June 26, 2022**

**Venue:** The meeting took place in-person in MCLC sanctuary and remotely, via Zoom

**Call to Order:** President Marshall Pihl called the meeting to order at 11:04am.

**Opening:** Council President, Marshall Pihl offered an opening prayer.

**Quorum:** President Marshall Pihl indicated that between in-person member sign-ins of 34, and 4 members on connected devices, we had 38 persons in attendance. This established a quorum for the meeting.

**Counters:** President Marshall Pihl asked that Mark Frey and Glen Priddy act as vote counters with Dave Parkinson providing the vote of those who were attending via Zoom.

**Minutes of prior meeting:** A Motion was made by Vicky Tway and seconded by John Keisler to accept the minutes of the prior Annual meeting of June 13, 2021 as submitted. Motion passed unanimously.

**Annual Report:** An overview of the Annual Report of 2021-2022 was presented. No questions or concerns were presented.

#### **Election of Officers, Council Members, Trust Committee Members and Nominating**

**Committee:** It was announced that **Carol Harvey** has committed to run for a second term of two years for Secretary, and that **Dave Lonsway** has committed to run for a first term of two years for Treasurer. Election passed Unanimously.

Other Positions open for re-election are two Council Members-at-Large. Both **Wayne Lippold** and **Jan Uder** will be in the second year of their second terms as Members-at-Large. There are three Members-at-Large positions to fill. Chuck Kilstrom has committed to run for a second term, and **Vicky Tway** and **JoAnn Bennett** have committed to run for first term Members-at-Large positions. Election passed Unanimously.

**Kevin Dong** and **Steve Bennett** have been nominated for the Trust Committee. Election passed Unanimously.

**Ingrid Frokjer, Marshall Pihl, Jan Uder, Chuck Kilstrom** and **Bob Grosse** have agreed to run for the five positions on the 2022-2023 Nominating Committee. Election passed Unanimously.

**Ryan Reck** has agreed to replace Jen DeClark on the Call Committee. Election passed Unanimously.

#### **Property Proposal—John Cook**

Reroof Remaining Area of Roof (Phase 1)

* <i>Roof Areas</i>	\$63,201.00
* <i>Gutters</i>	\$ 3,200.00
* <i>Drain Replacement</i>	\$ 2,000.00
* <i>Adjust Landscaping/Drainage</i>	\$ 4,758.00
Total Bids:	\$73,159.00
Contingency	\$ 7,316.00 (10% of bid)
<b>Total Request</b>	<b>\$80,475.00</b>

Proposed Funding Sources:

*Building Restricted Funds:*

* <i>Shade Structure</i>	\$ 7,018.06 (completed)
* <i>Miscellaneous</i>	\$14,134.01 (undesignated)
<b>Total</b>	<b>\$21,152.07</b> (22% of \$98,312)

Schwab Balances: 3320 Non-Perpetual Funds

3322 *Undesignated* \$17,812.63 \$0

*Fund Raising:*

* <i>Goal Amount</i>	\$25,000.00 (31% of request)
	<b>\$40,000.00 (50% of request)</b>

General Fund Cash:

* Amount	\$16,510.30 (-9% of Balance)
	<b>\$19,322.93 (-10% of Balance)</b>

**Total Funding: \$80, 475.00**

A Motion was made by John Cook and seconded by Carol Harvey to proceed with the Property Proposal.

**Property Proposal Discussion:**

Carlyn Hinds questioned what Phases this request would cover: John Cook indicated that this would cover Phase 1 only (Phases 2 and 3 would come at a later date.) Patti Frey reiterated that our facility was an Evangelism tool and that is was important to keep it in as useable and pleasing condition in order for others to be willing to use it for their functions. Bob Grosse discussed some of our previous fund raising examples. Motion passed Unanimously.

**Budget Presentation:**

Copy of the updated proposed 2022-2023 Budget is in the Annual Report for review. Treasurer, Sherri Parkinson, presented the Budget and Basic Assumptions:

**Basic Assumptions—Income**

- \* Offering income to decrease to match current year end projections (based on 4-30-22 giving).
- \* Rental income will be \$7,250/month for the entire 12-month period.
- \* Capital campaign of \$40K for Phase 1 improvements.

**Basic Assumptions—Expense**

- \* Benevolence will remain at 6.5% of our donated income to the synod plus \$400/month to Iglesia Santa Cruz
- \* Facilities includes the proposed Phase 1 maintenance (approx. \$81K total)
- \* Call Committee expense (\$4K)
- \* Will continue to have interest expense that we pay to ourselves to bring the lot sale proceeds to \$500K. (Net income impact is zero).

**Basic Assumption—Personnel**

- \* Interim Pastor, Music Staff and Custodian—remain the same
- \* CAT Director Position—budget at \$26K/year (7% pay increase to \$20.30 at 25 hours/week) - 4% increase
- \* Parish Administrator—budgeted at \$41K (3% pay increase to \$22.66 at 35 hours/week) - \$1.2K increase from prior budget, \$1.4K decrease from current projection due to change/ decrease in hours.
- \* Childcare Position—Min. wage increase to \$15/hour. 01/01/23—\$700 increase.

## Donated Restricted Funds as of 03-31-2022

Donated Restricted Funds:	
Central Coast Conference	\$ 1,350.24
LuMin	\$ 22,499.29
CAT	\$ 24,304.01
Social Action	\$ 12,675.16 Music in the Schools (\$3.1K); GOTB (\$..3K); General (\$4.3K)
Building Fund	\$ 38,467.26 Shade Structure (\$7K); Rear Lot (8K); Misc. (\$14K)
Memorial Garden	\$ 10,598.36 Includes location sales/donations
Congregational Life	\$ 12,065.16 Seminarian Fund (\$3.6K); Women's Retreat (\$5K)
<b>Total</b>	<b>\$121,959.90</b>

### Summary:

**Budget Review and Discussion:** A Motion was made by Sherri Parkinson and seconded by Patti Frey to accept the proposed 2022-2023 Budget as submitted. There was no further discussion. Motion approved Unanimously.

### Motion to Extend Interim Pastor's contract:

A Motion was made by Jan Uder and seconded by John Cook to extend the interim Pastor's contract for up to another 12-months.

Discussion: Nancy Cook questioned if this extension was okay with Pastor. Marshall indicated that this had been cleared with Pastor Rollefson.

Motion approved unanimously.

Carlyn Hinds announced that the **Personnel Committee** would require three new members. Marshall Pihl explained that these are positions that are appointed, not elected. No congregation action needed.

### Informational Items:

Marshall Pihl and Jenice Twomey were our representatives for the Synod Convention. Marshall has provided a written report for the congregation review. CAT received a \$3.5K Grant.

Marshall Pihl announced that the students at Love to Learn Preschool are in awe of the equipment coming back and forth from the construction on the upper lot.

Marshall Pihl announced that printed copies of the last two years **Council Minutes** would be provided along with current updates for congregation review. Binder will be located in the narthex.

### New Business:

Karen Petersen asked if **Zoom** church services and Zoom Congregational Meetings will continue and if those on Zoom will have their vote counted in the future. President Marshall said that the plan is to continue with Zoom access for services and Congregation Meetings. Votes will count from Zoom Participants.

John Cook personally thanked the Council for all their work.

President, Marshall Pihl asked if there were any other issues to be discussed. Seeing none, the meeting was adjourned with a closing prayer by President Marshall Pihl at 11:58am.

Respectively Submitted,  
Recording Secretary  
Carol Harvey

# REPORTS



## INTERIM PASTOR REPORT

Richard Rollefson

Report 2022-2023

*Finally, brothers and sisters, farewell. Put things in order, listen to my appeal, agree with one another, live in peace; and the God of love and peace will be with you. . . . All the saints greet you. The grace of the Lord Jesus Christ, the love of God, and the communion of the Holy Spirit be with all of you.*

2 Corinthians 13:11-13

A few weeks back our New Testament reading was the passage that concludes Paul's second letter to the church at Corinth. As the introduction to the reading noted: *Paul closes a challenging letter to the Corinthians with an appeal to Christian fellowship grounded in the triune harmony of Christ's grace, God's love, and the Spirit's partnership.* While it's a bit presumptuous to appropriate Paul's words, when they were read at Sunday morning worship at Mt. Carmel on Trinity Sunday, I heard them as the template and theme for this final report to you as interim pastor.

In past annual reports I have surveyed the various ministries of our community of faith and highlighted the activities of the year. But in this report I simply want to say "thank you." Cyndi and I have been blessed to be part of the Mt. Carmel family over the past 4 ½ years and we will forever remember and cherish our time with you.

Over the past years we worked together to heal divisions in our family of faith after a time of conflict. As part of an intentional process of open communication we articulated "5 Healthy Habits" as the grounding principles and practices in our life together: (1) being open to change; (2) listening to understand; (3) intentional evaluative processes; (4) accepting decisions processed well and (5) loving accountability.

In the subsequent years, with God's grace, we navigated the unknown in dealing with the impact of COVID-19 and found new ways to be church. Throughout this time, we have sought to be true to our mission and vision: "To celebrate God's grace through worship, learning and service," and to be a "Lutheran community rejoicing in Christ, growing in love, active in love." In all that we have done over the past years we have focused on the central activities of worship, learning, fellowship and service to our neighbors in need.

As you now begin a new chapter in the story of Mt. Carmel, the experience of the past years provides a foundation to ground our ministry in the coming years in the unfailing promises of God, while at the same time reminding us that this means being open to new promptings of the Spirit. Your new pastor comes to you in the midst a time of radical change in our society and the church. And yet both in our individual lives and our life together as a community of faith, we are called to remember that the life of faith is a journey without maps. Because we look to the God revealed in the teachings, life, death and resurrection of Christ, even in the midst of anxiety or uncertainty, we are gifted to perceive the stirrings of new life. The God of all creation, revealed in Christ, empowers us with the Holy Spirit. And so with St. Paul, I say: *Finally brothers and sisters, farewell. . . . agree with one another, live in peace . . . and the God of love and peace will be with you. . . . The grace of the Lord Jesus Christ, the love of God, and the communion of the Holy Spirit be with all of you.* Again, Cyndi and I thank you for ongoing blessings of our time as part of the Mt. Carmel community.



Peace,  
Pastor Richard Rollefson

**PRESIDENT'S REPORT**  
**2022-2023**

Four years as the Council President have come to an end. We have weathered numerous storms including Covid, we have turned an overgrown back lot into an asset that will ensure future ministry, we have celebrated the lives of numerous amazing saints whose legacy we now carry forward, and we are now moving into a new phase in our lives together. We have weathered change and come through it together. Well done, good and faithful servants.

As I close my time as Council President, I would like to give special recognition to Patti Frey who has served as Council Vice President for four years and Jan Uder and Wayne Lippold who have served as At-Large council members for four years. I am proud of the ways in which these three and the rest of your council and ministry leaders have functioned; with grace, honesty, and care for the life of our community.

We have been fortunate to have the steady hand of Interim Pastor Richard Rollefson for over four years. His wise counsel and focus on building and maintaining solid, transparent leadership through an unusually long interim period has been a blessing. He has modeled collaboration and communication skills that we will carry forward.

We are also blessed to have a dedicated staff who serve the church with amazing grace and enhance our worship with deep dedication. MaryAnn, Deanna, Dave, Paul, and Lily continue to make Mt. Carmel an amazing place. Please make sure you share with them your appreciation for the ways they are blessings.

As we move into the future, it is critical that we all participate in the life of Mt Carmel. I encourage all of us to look for ways and be open to leading and participating in new ways. We benefit most from working together in service to others. We need hands, feet, ears, voices, etc. Continue to find your calling(s) and dig in. Your life will change in ways you cannot imagine possible.

Mt. Carmel was established to be a place of radical welcome. I invite all of us to take part in conversations on what it means to be radically welcoming and turn that into actions that open Mt Carmel up to new possibilities. To be radically welcoming may require we see things in new ways. That is exciting and perhaps a little scary, but God will continue to lead us forward toward His desire that all are welcome and all know they are deeply loved and valued by God. What does that look like? Let's find out.

Lastly, I would like to thank you members of Mt. Carmel for your passion and commitment to God's work. There is mission work happening all around us and I continue to be in awe of so many who quietly feed, support, and work behind the scenes without fanfare in service to God. My dad was a pastor and we moved around every 6 to 10 years. My goal as an adult was to settle into a community of Christians dedicated to the love and support of others. Marj becoming a pastor kind of threw a monkey wrench into that plan, but it landed me at Mt. Carmel. You have blessed me in ways you cannot imagine. We have had our trials and challenges as individuals and a community, but we remain steadfast in our commitment to serving God in this place. It has been an honor to serve as Council President the past four years. I am excited to turn my energies to other ministry activities as new council leadership steps up to lead us forward.

Marshall Pihl, Council President

**TREASURER'S REPORT**  
**Report 2022-2023**

Report not available

## FACILITIES MANAGEMENT Report 2022 – 2023

Last year, we developed a comprehensive plan to address major maintenance activities that have been delayed at Mt. Carmel. Those tasks were broken down into three priorities. Between reallocating money in the budget, and fundraising, we addressed the Priority one items:

- Five areas of roofing that had not been previously repaired were identified. Four of those areas were repaired. We have developed a more comprehensive plan for the fifth area. We are working to determine costs and actions needed to repair that section over the altar.
- The exhaust fan over the kitchen stove was replaced.
- We replaced roof drains in the repaired roof areas.
- In the previous year, we had some flooding on the Sunday school side of the church, as well as the Fredericks Street side. We had a landscaper address those issues and correct the problem.
- We added guttering and downspouts on the side of Quist Hall facing the driveway. Collectively, despite the amount of rain we had this year, we did not have any flooding in the building.



Some of the Priority two items were also addressed:

- We installed a window between the narthex and the Sunday School area.

From the Priority three list:

- We replaced the range top in the kitchen with money donated by a member of the congregation combined with additional funds.
- The exterior doors to Fredericks Street were painted a contrasting color to stand out from the building.
- Windows were installed in five doors around the sanctuary.
- The counter outside of the kitchen has been refinished and is reinstalled.

We are looking at the remaining Priority two items to determine how we can address those. They include:

- Repairing trusses in the sanctuary.
- Replacing several exterior doors.

In addition to those major items:

- We replaced the fire alarm system.
- We replaced the outdated phone system.
- Internet access throughout the complex has been enhanced.



- We repaired a drainage issue on the uphill side of the church.

The Friday morning Garden folks continue to maintain the exterior of the property, making the areas look attractive. That group includes Bob Grosse, John Keisler, Norm Smith, Mark Twomey, Donley Winger, and John Cook. Many thanks to each of these folks for the hours they put in weekly to make the property look good.

Respectfully submitted,  
John Cook  
Facilities Chair

## PERSONNEL MANAGEMENT REPORT 2022-2023

The personnel team at Mt. Carmel is committed to providing a safe and healthy work environment for all our staff.

In July 2022 we distributed updated employee handbooks to all staff.

Our longtime custodian, Tony Bloodworth, retired in January 2023. Tony was employed at Mt. Carmel for 15 years and his absence is felt by everyone. We interviewed several candidates but were unable to find someone to fill the custodian position. A cleaning company was hired to perform general cleaning until we can fill the custodian position. Special thanks go to Pr. Richard Rollefson, MaryAnn Jakes, Deanna Schultze, John Cook, and the men's & women's bible study for helping with room set-up and take down.

Two of our goals for next year are to hire an on-site custodian, and a new Nursery Caregiver.

Thank you to all our staff for their dedication to the worship experience at Mt. Carmel, and in many cases going above and beyond.

Respectfully submitted,  
MaryAnn Jakes

## TRUST FUND COMMITTEE Report 2022-2023

Trust Fund Team

Dale Johnson – Chairperson / Kevin Dong / Bill Almas / Steve Bennett / Glen Priddy

**Purpose:** The Trust Fund Committee is responsible for making recommendations to the Church Council concerning the investment and expenditure of funds that have been designated by members of the Church or by the Church Council as “perpetual funds.” Perpetual funds are funds that are invested for the long term for the benefit of the Congregation. Income from Perpetual Funds are to be used for programs or projects that benefit the Mission of the Church.

**Performance:** After research and discussion by Committee members and consultation with a financial advisor, \$365,949 was invested in Eventide Multi-Asset Income Fund (ETNMX) on November 17, 2021. Most of those funds were from the sale of a parcel of land commonly referred to as the “rear lot”.

As of April 12, 2023, total return is negative 13.6%. The balance as of April 12, 2023, is \$316,068. ETNMX mutual fund invests in both stocks and bonds and is considered to have moderate risk and is rated four stars overall by Morningstar for performance. The average yearly return since inception (July 2015) is about 6%.

Given the long-term goals of the investment, our Financial Advisor saw no reason to change investment strategy. The stock and bond market moves up/down in the short term to moderate term, but over time has appreciated.

**Trust Team Terms:** As per C13.05 of the adopted bylaws the following term rotations for 2022/2023 were:

- ✦ 1-1yr. Glenn Priddy (can be re-elected for 23/24)
- ✦ 1-2yr. Bill Almas (1yr. Remaining)
- ✦ 1-2yr. \*Position vacant (1 yr. Remaining)
- ✦ 1-3yr. Kevin Dong (2 yrs. Remaining)
- ✦ 1-3yr. Steve Bennet (2 yrs. Remaining)

\*The 22/23 term was filled by Dale Johnson who resigned effective Jun30, 2023.



## ADULT EDUCATION MINISTRY Report 2022-2023

The Adult Education Team has the goal of providing Christian education for adult members of the congregation. The primary vehicles used are the weekly adult forums, the Christ in Our Home devotion books and other occasional educational opportunities.

Christ in Our Home devotion books are produced by Augsburg-Fortress Press for the ELCA and are available at church or by mailing to members as requested. The devotion books contain the daily calendar of scripture reading plus a brief homily and prayer topics and are valuable for individual home Bible reading and reflection. Thanks go to MaryAnn for ordering the devotion books, setting them out for selection and mailing copies to requesting members.

The Adult Forums are presented weekly and contain Bible study, devotion lessons and information sessions for congregation members. Some specific offerings during the year included regular Town Hall information sessions by Council leaders, status reports from the Call Committee and a new monthly series on Justice Sundays led by Patti Frey. In addition, the Adult Education team presented a Bible study on *The Creation and Fall*, a film and discussion on Dietrich Bonhoeffer. Pastor Richard presented a three-part series on *The Ministry of Vincent Van Gogh*, and on *The Return of the Prodigal Son* painting by Rembrandt, an introduction to the Gospel of Matthew for Advent, and a Lenten series Jesus Seen Through Other Eyes looking at Jesus as seen by the Gnostic, Jewish, Islamic and Buddhist religions.

The Adult Education team would like to thank all of the congregation members who helped in presenting Adult forum topics and to all who participated in discussion and study. Without you there would be no adult education program.

Bob Grosse  
Team Leader

## CARING MINISTRY Report 2022-2023

Team Members: Jan Uder, Ruth Rollefson, Betty Johnson, Sharon Haupt and Rebecca Keisler

**Mission:** To identify and respond to needs for Christian care giving in our church community.

Our team ministry includes the prayer chain, visits and calls with homebound and sick members, and Stephen's Ministry. Coming out of the pandemic has made our ministry so much easier, as we are able to be in homes again and visit. Between Thanksgiving and Christmas we delivered poinsettias and cards to 14 households.

Stephen's Ministry has remained active throughout the year, and there is presently a group of new ministers in training. This is confidential caring for an individual in crisis. Mt. Carmel partners with the local Episcopal and Presbyterian churches in this ministry.

You all do a very good job of caring for each other. Please keep the team in the loop, and contact one of us, our Parish Administrator, or the Pastor when you're aware of a need. This really is an entire congregational mission!

In God's Peace,  
Rebecca Keisler

**CHILDREN AND TEEN MINISTRY**  
**Report 2022-2023**



The Children and Teen Ministry (CAT) had a wonderful year. Due to a scheduling conflict with San Luis Coastal Unified School District, VBS did not take place in July. We made the most of it. We enjoyed our bounce house in the park, Sunday School and Confirmation, Trunk-or-Treat, Advent wreath making, a Parent's Day Out, and we finished the year with a wonderful Christmas play.



Over 200 cookie jars were sold. This fundraiser benefited the high school youth to help fund their fellowship dinners and trip to El Camino Pines. 4 middle school youth and 3 high school youth played in the snow and had wonderful fellowship at El Camino Pines.



For the season of Lent, each family was given a set of magnets to help tell the Easter story and the resurrection of Jesus. Easter was a wonderful success. So many filled eggs to hunt and so many kiddos to hunt them.

Confirmation class ranges from 2 to 4 students. Children's Church and Sunday School range from 2 to 8 kids. The children are enjoying crafting and displaying their art around the Sunday School space.

Thanks to a grant from the Synod office, the nursery got a new window, a chalkboard wall, and a new coat of paint.



THANK YOU to my amazing CAT volunteers. Carol Harvey, Sharon Haupt, Sandy Rowland, John Keisler, Jan Uder, Vicky Tway, Jenice Twomey, Patti Frey, Diane Mansell, Marshall Pihl, Lily Hinds and Pastor Richard. And a HUGE thank you to my volunteers, too many to name, who help behind the scenes.

Deanna Schultze  
CAT Director

**COMMUNITY BUILDING MINISTRY**  
**Report 2022-2023**

Report not available

**CONGREGATIONAL LIFE MINISTRY**  
**Report 2022-2023**

**Purpose/Members:**

Congregational Life is responsible for planning and executing activities that will bring about active fellowship within the congregation.

Every person in the congregation by definition is a member of the Congregational Life Team. There are special committees or teams under Congregational Life, i.e. Brown Bag Lunches and Women's Retreat (Nancy Priddy-chair), Enchiladas (Carol Grosse-chair) that gather to plan those special events; or Coffee Hosts teams (Carol Harvey-chair) that serve coffee after worship service each Sunday; and other teams as needed.

**2022-2023 Highlights:**

This is the first year that we have done **Advent Soup Suppers**. Thank you to the Church Council, Men's Breakfast/Bible Group, Congregation Volunteers, and Children and Teens (CAT) for providing amazing soups for the first Advent Soup Suppers.

**Lenten Soup Suppers** were held five of the Wednesday's before Lent. Thank you to the MCLC Council, The Men's Breakfast/Bible Group, Women's Friday Bible Group, Congregation Volunteers and CAT for providing their delicious soups. We were also able to hold the annual **Easter Brunch** with the help of the congregation. Weekly **Sunday Coffee** after church service continues with the help of an amazing group of volunteers.

Due to poor enrollment, CAT's **Vacation Bible School** was not held this year, however, plans are in the works for the summer of 2023. The monthly **Brown Bag Lunches** have not resumed as of this date; however, Nancy Priddy is looking for ideas for future speakers. If you have any ideas for speakers or topics of interest, please contact Nancy.

The annual **2022 Women's Retreat** was held November 11-13, 2022 at the St. Francis Retreat Center, San Juan Bautista. The speaker was Dr. Marjorie Funk-Pihl on the topic of "Hopeful Frustration". The focus was on how to restore our hope by using our frustrations. Twenty MCLC members and guest attended.

**Looking Ahead and Opportunities for Service:**

The annual **2023 Women's Retreat** is scheduled for October 27-29, 2023. Our guest speaker will be Colleen Gregg, MA. She is the director of Mercy Center Auburn and serves as spiritual director, supervisor, retreat facilitator and program coordinator. The topic is, "You Can Always Begin Anew". We will again be at St. Francis Retreat Center in San Juan Bautista. The current plan is to again do the **enchilada sale** as a Congregational Life fundraiser. Watch for additional information in the fall.

The **Men's Breakfast Group** continues with their weekly Saturday morning breakfast meetings, and is now doing zoom and in-person meetings. The group enjoys Bible Study and fellowship, and the meetings are open to all men whether or not members of MCLC.

We continue to look for new volunteers for Coffee Hosts as we can again enjoy this fellowship time after Sunday service. Being a **Sunday Coffee Host** is a great way to introduce yourself to other members and share fellowship. Coffee/tea, general supplies and training are provided. If you want to provide a "goodie" to share, that is always welcome, but not required. All you need is a smile. Please contact Carol Harvey if you are interested.

Thank you to all who are always there to help when called upon, whatever the need be.

Respectfully submitted,

Nancy Priddy & Carol Harvey  
Congregational Life Team Co-Leaders





## LUMIN CAMPUS MINISTRY Report 2022-2023

LuMin campus ministry has seen a bit of resurgence this year. After 3 years absence, we resumed the quarterly Pancake Palooza, held on the Monday night of Cal Poly's finals week. Many eager volunteers helped with publicity, shopping, setting up, hosting, cooking and cleaning up. In addition to the attendance at the December Palooza by 80(!) students, the highlight was the entertainment provided by Bob Grosse's ukulele group. Delighted students sang along to Christmas carols. If ever there was an intergenerational event, this was it.



The March Palooza suffered from a night of bad weather, reflected in attendance by about 35 students. However, there were repeat attendees and we believe that we are well on our way to solidifying this event in the consciousness of college students. At the time of this writing, the June Palooza is over a month away, and we hope to report on an increase in attendance at the time of the Annual Meeting.

On Ash Wednesday we went to Cuesta College and offered Ashes to Go. It was a cold, windy day with intermittent rain, so foot traffic outside the Cuesta cafeteria was pretty limited. Yet, we felt it a worthwhile endeavor and hope to repeat it again in 2024.



In April we instituted *The World Renowned Mt. Carmel Souper Bowl*, offering soup, bread and dessert on Wednesday nights. We were deliberate in advertising the event to the food pantries on the Cuesta and Cal Poly campuses. Dinner is followed with a book study, and those who are able stay for the midweek service. We have about 6 participants. Many students have night classes or work, which impacts attendance. Some participants are local residents, and we will evaluate if there is a desire by that segment to continue with the activity through the summer.

One of the challenges we face is that getting onto the Cal Poly campus is dependent on us being a university recognized group. This involves having student officers and a faculty sponsor. These are goals for the coming school year.

Cuesta College is free of the requirements that we be a college recognized group before we can go onto the campus, but there are other challenges. One is the travel to get there. Another is that there are much more limited hours when students are present on the campus. Cuesta essentially closes by mid-afternoon and on weekends. There is no University Union where students attend activities or pass through on their way to other parts of the campus. Cuesta is a commuter campus, and most students either live at home with their parents or are older students with their own families and established community ties.

Despite the challenges, we look forward to the next school year and the opportunity to expand this ministry. Praise God for the many blessings these students bring to us.

In joy,  
Patti Frey

**SOCIAL ACTION MINISTRY**  
**Report 2022-2023**

Mt. Carmel continues to be an important supporter of organizations promoting justice and the well-being of others.



*Iglesia Luterana Santa Cruz*



In partnership with Whole Foods, we continue the weekly collection and delivery of perishable food items to Iglesia Santa Cruz in Santa Maria. Members of Mt. Carmel also donate non-perishable food and care items. John Sexton and MaryAnn Jakes are literally the “driving forces” behind this ministry. In December, Jenice Twomey coordinated the “Angel Tree” program by publicizing, wrapping and delivering Christmas gifts to Santa Maria. The Mt. Carmel community was once again very generous in assuring that all of our assigned children received gifts. Find out more about their ministry at [facebook.com/Iglesiahispanasantacruz](https://facebook.com/Iglesiahispanasantacruz).



*SLO Food Bank*

We concluded a very successful matching funds campaign in support of the SLO Food Bank. The generosity of an anonymous donor in matching contributions resulted in thousands of dollars donated to support the work of the Food Bank. In the coming year, Mt. Carmel will evaluate if we want to establish congregational support of the Food Bank. [www.slofoodbank.org](http://www.slofoodbank.org)





*People's Kitchen*

Mt. Carmel members and friends continue to prepare and serve a hot lunch once a month at the People's Kitchen. Volunteers are always welcome to help with cooking or supplying ingredients. Jenice Twomey and Karen Petersen are currently coordinating Mt. Carmel's efforts.  
[www.slopeopleskitchen.org](http://www.slopeopleskitchen.org)

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*Justice Sundays*

In January we initiated a monthly "Justice Sunday", where organizations or groups involved in promoting social justice present their work. Attendees learn how they may support groups monetarily, by volunteering or by advocating for the work they do. Sometimes Mt. Carmel members are already involved with a presenting group.

As of May we have heard from Daisy Wiberg, Administrative Specialist with SLO's Homelessness Response team; professional librarians and Mt. Carmel members Sharon Haupt, Jackie Kinsey, and Sandy Rowland speaking about the role of libraries in our society; Irene Kilstrom, wife of member Chuck Kilstrom and founder of Project Sweet Dreams; Karen Almas, Vicky Tway, Jan Uder, John and Nancy Cook and myself about Days for Girls; and Liz Diaz with the Noor Free Clinic. The presentations have been very informative, well received and have succeeded in recruiting support from members.

*For the future...*

We plan to continue with food assistance to Iglesia Santa Cruz and with the Angel Tree project. Members are encouraged to continue supporting the Food Bank. People's Kitchen participation will also continue. We will partner with Noor Clinic in collecting items such as durable medical equipment for them to distribute to their patients. Justice Sunday presentations will continue.

We need to recruit a Social Concerns team leader and team members. We will be having discussions in the coming year about which outside organizations Mt. Carmel may enter into ongoing partnerships in support of their missions.

In gratitude for Mt. Carmel's devotion,  
Patti Frey

**WORSHIP TEAM**  
**Report 2022-2023**

Report not available

**MEMBERSHIP REPORT\***  
2022

**PASTORAL FUNCTIONS\***  
2022

<b>Baptized Members as of December 31, 2021</b>	<b>199</b>
Members Received By:	
Baptism: Children	2
Baptism: Adults	0
Affirmation of Faith	0
Transfer	0
Other & Statistical Adjustment	0
<b>Total Members Received</b>	<b>2</b>
Members Removed By:	
Death	-4
Transfer	-5
Other & Statistical Adjustment	-0
<b>Total Members Removed</b>	<b>-9</b>
<b>Membership Change</b>	<b>-7</b>
<b>Total Membership as of December 31, 2022</b>	<b>192</b>

<b>Worship Services Held</b>	<b>151</b>
Sunday On-site Worship	48
Sunday Online Worship	52
Wednesday Evening Services	46
Special Services	5
<b>Average Attendance at Sunday Worship</b>	
On-site	58
Online	14

*\*Membership and Pastoral Functions are based on reports made to the Synod*



# **Proposed Budget**

Mount Carmel Lutheran Church

Budget vs. Actuals: FY 2023 - FY23 P&L

Income	July 2022 - April 2023			2023/2024		Change
	Actual	Budget	% of Budget	Projected	Proposed	
5000 GEN - OFFERINGS						
5001 Direct Deposit Offering	\$ 53,578.38	\$ 63,000.00	85.05%			
5002 Envelope Offering	\$ 170,492.19	\$ 185,000.00	92.16%			
5003 Loose Offering	\$ 1,212.00	\$ 400.00	303.00%			
<b>Total 5000 GEN - OFFERINGS</b>	<b>\$ 225,282.57</b>	<b>\$ 248,400.00</b>	<b>90.69%</b>	<b>\$ 248,000.00</b>	<b>\$ 248,000.00</b>	0% increase in giving
5200 GEN - RENTAL INCOME						
5201 Facility	\$ 2,820.00	\$ 200.00	1410.00%		\$ 1,200.00	3 @ 7250
5202 Preschool	\$ 79,570.00	\$ 87,000.00	91.46%		\$ 94,149.80	9 @ (298/247)*6250
<b>Total 5200 GEN - RENTAL INCOME</b>	<b>\$ 82,390.00</b>	<b>\$ 87,200.00</b>	<b>94.48%</b>	<b>\$ 89,880.00</b>	<b>\$ 95,349.80</b>	9%
5300 GEN - OTHER INCOME						
5301 Interest	\$ 130.25	\$ 500.00	26.05%		\$ 150.00	
5302 Mutual Fund Gain/Loss	\$ 3,145.66				\$ -	
5305 Thrivent Choice		\$ 800.00	0.00%		\$ 800.00	
5308 Designated Offering	\$ 59.55					
<b>Total 5300 GEN - OTHER INCOME</b>	<b>\$ 3,335.46</b>	<b>\$ 1,300.00</b>	<b>256.57%</b>	<b>\$ 3,638.68</b>	<b>\$ 950.00</b>	-27%
5500 GEN/TRR - CAT INCOME						
5501 General Donations	\$ 100.00	\$ 500.00	20.00%		\$ 250.00	
5502 Vacation Bible School	\$ 375.00	\$ 3,000.00	12.50%		\$ 2,000.00	40 kids @ \$50
5503 Trip Deposits	\$ 1,060.00	\$ 1,500.00	70.67%		\$ 1,000.00	
5505 Fall Fundraiser	\$ 780.00	\$ 1,000.00	78.00%		\$ -	
5506 Bike riders' Dinner		\$ 150.00	0.00%		\$ -	
5508 Rummage Sale		\$ 500.00	0.00%		\$ -	
5509 Spring Fundraiser		\$ 500.00	0.00%		\$ -	
<b>Total 5500 GEN/TRR - CAT INCOME</b>	<b>\$ 2,315.00</b>	<b>\$ 7,150.00</b>	<b>32.38%</b>	<b>\$ 2,525.45</b>	<b>\$ 3,250.00</b>	-55%
5600 TRR - SOCIAL ACTIONS INCOME						
5608 Iglesia Luterana Santa Cruz	\$ 3,973.00				\$ -	Pass through
<b>Total 5600 TRR - SOCIAL ACTIONS INCOME</b>	<b>\$ 3,973.00</b>	<b>\$ -</b>		<b>\$ 4,334.18</b>	<b>\$ 3,000.00</b>	
5700 GEN - WORSHIP INCOME						
5702 Easter Lilies/Poinsettias	\$ 146.00	\$ 200.00	73.00%		\$ 200.00	Pass through

5703 Flowers	\$ 1,030.00	\$ 1,500.00	68.67%	\$ 1,500.00	Pass through
<b>Total 5700 GEN - WORSHIP INCOME</b>	<b>\$ 1,176.00</b>	<b>\$ 1,700.00</b>	<b>69.18%</b>	<b>\$ 1,282.91</b>	<b>0%</b>
5800 GEN/TRR - FACILITIES INCOME	\$ 17,100.00	\$ 35,000.00	48.86%	\$ -	
5801 General Donations	\$ 7,765.75			\$ -	
5805 Rear Lot Project	\$ 31,350.00			\$ 25,000.00	Pass through
5806 Temporarily Restricted				\$ -	Pass through
<b>Total 5800 GEN/TRR - FACILITIES INCOME</b>	<b>\$ 56,215.75</b>	<b>\$ 35,000.00</b>	<b>160.62%</b>	<b>\$ 61,326.27</b>	<b>-29%</b>
5900 TRR - CONGREGATIONAL LIFE	\$ 85.00			\$ -	
5901 General Donations	\$ 5,875.00	\$ 4,000.00	146.88%	\$ 7,000.00	Pass through
5902 Women's Retreat	\$ 1,300.00		0.00%	\$ 1,300.00	pass through to facilities
5903 Enchilada Sales	\$ 68.00	\$ 25.00	272.00%	\$ -	
5905 Hospitality				\$ -	
<b>Total 5900 TRR - CONGREGATIONAL LIFE</b>	<b>\$ 6,028.00</b>	<b>\$ 5,325.00</b>	<b>113.20%</b>	<b>\$ 6,576.00</b>	<b>56%</b>
5920 TRR - MEMORIAL GARDEN INCOME	\$ 1,950.00			\$ -	
5950 ADULT EDUCATION	\$ 110.00			\$ -	
5970 MEM/TRUST INCOME	\$ 4,350.00			\$ -	
5971 Perpetual Fund Gain (Loss)	\$ (1,993.56)			\$ -	
5972 Interest	\$ 6,793.07	\$ 6,000.00	113.22%	\$ -	-100%
<b>Total 5970 MEM/TRUST INCOME</b>	<b>\$ 11,209.51</b>	<b>\$ 6,000.00</b>	<b>186.83%</b>	<b>\$ 12,228.56</b>	<b>Separate Accounting</b>
<b>Total Income</b>	<b>\$ 391,925.29</b>	<b>\$ 392,075.00</b>	<b>99.96%</b>	<b>\$ 429,792.06</b>	<b>-2%</b>
<b>Expenses</b>					
6010 ADMINISTRATION	\$ 167.84	\$ 400.00	41.96%	\$ 250.00	
6011 Equipment	\$ 4,910.84	\$ 5,000.00	98.22%	\$ 2,500.00	
6012 Postage	\$ 163.08	\$ 300.00	54.36%	\$ 200.00	
6013 Supplies	\$ 782.87	\$ 1,300.00	60.22%	\$ 1,200.00	
6014 Telephone/Internet	\$ 2,568.77	\$ 2,900.00	88.58%	\$ 3,000.00	
6015 Synod Assembly	\$ 10,902.06	\$ 500.00	2180.41%	\$ 500.00	
6016 Computer Software Expenses	\$ 1,207.80	\$ 1,404.00	86.03%	\$ 1,500.00	
6017 Church Video License Fees	\$ 281.86	\$ 350.00	80.53%	\$ 400.00	
6019 Bookkeeper/Paychex	\$ 6,560.00	\$ 10,000.00	65.60%	\$ 12,000.00	
6019.1 Bank and CC Fees	\$ 284.73	\$ 300.00	94.91%	\$ 300.00	
<b>Total 6010 ADMINISTRATION</b>	<b>\$ 27,829.85</b>	<b>\$ 22,454.00</b>	<b>123.94%</b>	<b>\$ 30,359.84</b>	<b>-2.7%</b>
6020 BENEVOLENCE	\$ 14,353.78	\$ 21,899.00	65.55%	\$ 20,000.00	
6021 ELCA	\$ 57.20	\$ 367.00	15.59%	\$ -	
6021.3 ELCA Mission Support - CAT	\$ 6,352.00	\$ 4,800.00	132.33%	\$ 4,800.00	
6022 IL Santa Cruz Mission Church	\$ 20,762.98	\$ 27,066.00	76.71%	\$ 22,650.52	
<b>Total 6020 BENEVOLENCE</b>	<b>\$ 20,762.98</b>	<b>\$ 27,066.00</b>	<b>76.71%</b>	<b>\$ 22,650.52</b>	<b>-8%</b>



6030 CARING MINISTRY	\$ 32.63				\$ -	
6031 Funeral Receptions	\$	\$ 200.00	0.00%		\$ 200.00	
6033 Parish Nursing/Health Supplies	\$	\$ 50.00	0.00%		\$ 50.00	
6034 Stephen's Ministry	\$	\$ 100.00	423.34%		\$ 100.00	
<b>Total 6030 CARING MINISTRY</b>	<b>\$ 455.97</b>	<b>\$ 350.00</b>	<b>130.28%</b>		<b>\$ 497.42</b>	<b>0%</b>
6040 CONGREGATIONAL LIFE						pass through
6041 Hospitality	\$ 565.24	\$ 400.00	141.31%		\$ 500.00	
6042 Women's Retreat	\$ 7,117.34	\$ 6,000.00	118.62%		\$ 7,000.00	
6043 Enchilada Sale	\$	\$ 300.00	0.00%		\$ -	
<b>Total 6040 CONGREGATIONAL LIFE</b>	<b>\$ 7,682.58</b>	<b>\$ 6,700.00</b>	<b>114.67%</b>		<b>\$ 8,381.00</b>	<b>12%</b>
6050 EDUCATION						
6051 Adult Education	\$ 116.23	\$ 200.00	58.12%		\$ 200.00	
<b>Total 6050 EDUCATION</b>	<b>\$ 116.23</b>	<b>\$ 200.00</b>	<b>58.12%</b>		<b>\$ 126.80</b>	<b>0%</b>
6060 EVANGELISM						
6061 Christ In Our Home	\$ 392.40	\$ 470.00	83.49%		\$ 300.00	
6062 Evangelism	\$ 55.45	\$ 250.00	22.18%		\$ 100.00	
6063 New Member Supplies	\$	\$ 150.00	0.00%		\$ 100.00	
<b>Total 6060 EVANGELISM</b>	<b>\$ 447.85</b>	<b>\$ 870.00</b>	<b>51.48%</b>		<b>\$ 488.56</b>	<b>-43%</b>
6070 Offering Envelopes	\$ 147.84	\$ 200.00	73.92%		\$ 100.00	
6072 Events	\$	\$ 280.00	0.00%		\$ 100.00	
<b>Total 6070 STEWARDSHIP</b>	<b>\$ 147.84</b>	<b>\$ 480.00</b>	<b>30.80%</b>		<b>\$ 161.28</b>	<b>-58%</b>
6080 SOCIAL CONCERNS						
6081 Other	\$ 1,877.77	\$ 400.00	469.44%		\$ 500.00	
Pride in the Plaza	\$	\$ 500.00	0.00%		\$ 200.00	
<b>Total 6080 SOCIAL CONCERNS</b>	<b>\$ 1,877.77</b>	<b>\$ 900.00</b>	<b>208.64%</b>		<b>\$ 2,048.48</b>	<b>-22%</b>
6090 WORSHIP						
6091 Altar Guild	\$ 207.03	\$ 500.00	41.41%		\$ 500.00	
6094 Contemporary Music	\$	\$ 300.00	0.00%		\$ 200.00	
6095 Copyright Fees	\$ 718.00	\$ 600.00	119.67%		\$ 630.00	
6096 Flowers/Worship	\$ 984.69	\$ 1,500.00	65.65%		\$ 1,500.00	
6097 Worship Expense	\$ 737.73	\$ 800.00	92.22%		\$ 840.00	
Tech support and equipment					\$ 500.00	
Sanctuary window solar control					\$ 400.00	
6099 Worship - Other	\$ 177.77				\$	
<b>Total 6090 WORSHIP</b>	<b>\$ 2,825.22</b>	<b>\$ 3,700.00</b>	<b>76.36%</b>		<b>\$ 3,082.06</b>	<b>24%</b>

6100 LUTHERAN CAMPUS MINISTRY									
6101 Food	\$	141.30	\$	200.00	70.65%	\$	50.00		
6102 Operations	\$	87.66	\$	50.00	175.32%	\$	50.00		
<b>Total 6100 LUTHERAN CAMPUS MINISTRY</b>	<b>\$</b>	<b>228.96</b>	<b>\$</b>	<b>250.00</b>	<b>91.58%</b>	<b>\$</b>	<b>249.77</b>	<b>\$</b>	<b>100.00</b>
									-60%
6200 CHILDREN & TEEN MINISTRY									
6201 Middle School	\$	1,422.73	\$	400.00	175.00%	\$	400.00		
6202 Milestone Ministry	\$	700.00	\$	300.00	21.37%	\$	150.00		
6203 Nursery	\$	64.11	\$	100.00	0.00%	\$	50.00		
6204 High School	\$	479.50	\$	500.00	95.90%	\$	500.00		
6205 Sunday School	\$	139.39	\$	500.00	27.88%	\$	250.00		
6206 Vacation Bible School	\$	409.75	\$	2,000.00	20.49%	\$	2,000.00		
6208 Confirmation Trips/Retreats	\$	322.45	\$	500.00	64.49%	\$	400.00		
6210 Kids' Day/Night Out	\$	450.00	\$	450.00	0.00%	\$	150.00		
6211 Fundraising Costs	\$	300.00	\$	300.00	0.00%	\$	100.00		
<b>Total 6200 CHILDREN &amp; TEEN MINISTRY</b>	<b>\$</b>	<b>3,537.93</b>	<b>\$</b>	<b>5,050.00</b>	<b>70.06%</b>	<b>\$</b>	<b>3,859.56</b>	<b>\$</b>	<b>4,000.00</b>
									-21%
6300 PERSONNEL									
6310 Senior Pastor	\$	45,678.91	\$	46,705.00	97.80%	\$	60,000.00		28%
6311 Senior Pastor - Salary	\$	40,634.45	\$	46,705.00	87.00%	\$	40,000.00		-14%
6312 Senior Pastor - Housing	\$	9,285.08	\$	12,015.00	77.28%	\$	37,000.00		208%
6313 Senior Pastor - Medical/Disab.	\$	11,943.03	\$	9,341.00	127.86%	\$	10,000.00		7%
6314 Senior Pastor - Pension	\$	124.38	\$	124.38		\$	1,200.00		
6318 Senior Pastor - Mileage	\$	107,665.85	\$	114,766.00	93.81%	\$	117,453.65	\$	148,200.00
<b>Total 6310 Senior Pastor</b>	<b>\$</b>	<b>107,665.85</b>	<b>\$</b>	<b>114,766.00</b>	<b>93.81%</b>	<b>\$</b>	<b>117,453.65</b>	<b>\$</b>	<b>148,200.00</b>
									29%
6330 CAT Director	\$	25,948.41	\$	26,429.00	98.18%	\$	31,668.00		20%
6331 CAT Director - Salary	\$	25,948.41	\$	26,429.00	98.18%	\$	28,307.36	\$	31,668.00
<b>Total 6330 Youth Director</b>	<b>\$</b>	<b>25,948.41</b>	<b>\$</b>	<b>26,429.00</b>	<b>98.18%</b>	<b>\$</b>	<b>28,307.36</b>	<b>\$</b>	<b>31,668.00</b>
									20%
6340 Music Staff	\$	9,302.40	\$	9,558.00	97.33%	\$	9,550.00		0%
6341 Organist	\$	11,913.60	\$	12,350.00	96.47%	\$	12,350.00		0%
6342 Contemporary Music Director	\$	21,216.00	\$	21,908.00	96.84%	\$	23,144.73	\$	22,400.00
6345 Guest Musicians	\$	21,216.00	\$	21,908.00	96.84%	\$	23,144.73	\$	22,400.00
<b>Total 6340 Music Staff</b>	<b>\$</b>	<b>21,216.00</b>	<b>\$</b>	<b>21,908.00</b>	<b>96.84%</b>	<b>\$</b>	<b>23,144.73</b>	<b>\$</b>	<b>22,400.00</b>
									2%
6350 Support Staff	\$	1,705.51	\$	4,700.00	36.29%	\$	2,800.00		-40%
6351 Child Care Provider-Hourly	\$	8,000.00	\$	26,099.00	68.11%	\$	24,000.00		-8%
6417 Contract Custodian	\$	17,775.65	\$	41,241.00	106.77%	\$	43,750.00		6%
6352 Custodian - Hourly	\$	44,034.39	\$	800.00	165.63%	\$	800.00		0%
6353 Parish Administrator - Salary	\$	1,325.00	\$	200.00	294.06%	\$	200.00		0%
6358 Supply Pastors	\$	588.11	\$	200.00	294.06%	\$	200.00		0%
6359 Mileage Reimbursement	\$	588.11	\$	200.00	294.06%	\$	200.00		0%

\$20.30/hr, 30 hrs/wk  
(only 3/4 of 22/23)

<b>Total 6350 Support Staff</b>	<b>\$ 73,428.66</b>	<b>\$ 73,040.00</b>	<b>100.53%</b>	<b>\$ 80,103.99</b>	<b>\$ 71,550.00</b>	<b>-2%</b>
6360 Employer Expenses						
6361 Employer Federal Taxes	\$ 8,929.11	\$ 9,235.00	96.69%	\$	\$ 9,300.00	1%
6362 Employer State Taxes	\$ 1,008.21	\$ 2,160.00	46.68%	\$	\$ 2,200.00	2%
6363 Workers' Compensation Insurance	\$ 6,124.00	\$ 3,200.00	191.38%	\$	\$ 4,600.00	44%
6364 Call Expenses - moving expenses	\$ 6,313.60	\$ 4,000.00	157.84%	\$	\$ 10,000.00	150%
6365 CPR Certification	\$ 92.00	\$ 100.00	92.00%	\$	\$ 100.00	0%
6366 Safeguarding Policy	\$ 381.46	\$ 600.00	63.58%	\$	\$ 250.00	-58%
<b>Total 6360 Employer Expenses</b>	<b>\$ 22,848.38</b>	<b>\$ 19,295.00</b>	<b>118.42%</b>	<b>\$ 24,925.51</b>	<b>\$ 26,450.00</b>	<b>37%</b>
6371 Intern - Stipend Salary	\$ (907.50)					
<b>Total 6370 Intern</b>	<b>\$ (907.50)</b>					
<b>Total 6300 PERSONNEL</b>	<b>\$ 250,199.80</b>	<b>\$ 255,438.00</b>	<b>97.95%</b>	<b>\$ 272,945.24</b>	<b>\$ 300,268.00</b>	<b>18%</b>
6400 FACILITIES						
6410 Grounds Care Expenses	\$ 176.70				\$ 400.00	-27%
6411 Equipment Maintenance/Repair	\$ 145.79	\$ 550.00	26.51%	\$	\$ 200.00	100%
6412 Equipment Replacement/Rental	\$ 235.88	\$ 100.00	235.88%	\$	\$ 100.00	0%
6413 Fence & Sign Repair	\$ 6.51	\$ 100.00	6.51%	\$	\$ 1,000.00	11%
6414 Supplies	\$ 1,451.94	\$ 900.00	161.33%	\$	\$ 200.00	100%
6415 Sprinkler System Repair	\$ 8,031.71	\$ 100.00	8031.71%	\$	\$ 500.00	0%
6416 Contract Gardeners	\$ 10,048.53	\$ 2,250.00	446.60%	\$ 10,962.03	\$ 2,400.00	7%
<b>Total 6410 Grounds Care Expenses</b>	<b>\$ 10,048.53</b>	<b>\$ 2,250.00</b>	<b>446.60%</b>	<b>\$ 10,962.03</b>	<b>\$ 2,400.00</b>	<b>7%</b>
6420 Property Maintenance	\$ 79,063.27	\$ 61,000.00	129.61%	\$	\$ 25,000.00	-98%
6423 Sanctuary Complex	\$ 3,112.30			\$	\$ 1,300.00	
6423-1 Sanctuary Complex OS Labor	\$			\$		
<b>Total 6423 Sanctuary Complex</b>	<b>\$ 82,175.57</b>	<b>\$ 61,000.00</b>	<b>134.71%</b>	<b>\$ 89,646.08</b>	<b>\$ 26,300.00</b>	<b>-57%</b>
6430 Utilities	\$ 250.16					
6431 Electricity	\$ 4,923.81	\$ 6,000.00	82.06%	\$	\$ 6,000.00	0%
6432 Natural Gas	\$ 3,095.55	\$ 1,700.00	182.09%	\$	\$ 4,700.00	176%
6433 Rubbish - Extra Pick Up & Dump	\$	\$ 100.00	0.00%	\$	\$ 100.00	0%
6434 Rubbish - Weekly Service	\$ 2,701.94	\$ 2,300.00	117.48%	\$	\$ 3,625.00	58%
6435 Water & Sewer	\$ 4,972.25	\$ 5,000.00	99.45%	\$	\$ 5,100.00	2%
<b>Total 6430 Utilities</b>	<b>\$ 15,943.71</b>	<b>\$ 15,100.00</b>	<b>105.59%</b>	<b>\$ 17,393.14</b>	<b>\$ 19,525.00</b>	<b>29%</b>
6440 Fixed Expenses						
6441 Business & Fire Inspection Fees	\$ 1,058.15	\$ 540.00	195.95%	\$	\$ 550.00	2%
6442 Alarm & Sprinkler Monitoring	\$ 4,489.81	\$ 655.00	685.47%	\$	\$ 700.00	7%
6443 Heating/Plumb/Roof Inspe/Serv	\$ 214.00	\$ 625.00	34.24%	\$	\$ 250.00	-60%

Pass through: Enchilada sales

Church Mutual  
One time only

6444 Insurance	\$ 2,928.25	\$ 8,000.00	36.60%	\$	8,500.00	6%
6445 Pest Control	\$ 3,250.00	\$ 4,000.00	81.25%	\$	2,500.00	-38%
6446 Property Taxes	\$ 4,800.00	\$ 4,800.00	0.00%	\$	4,800.00	0%
6448 Fire Extinguisher Service	\$ 540.88	\$ 285.00	189.78%	\$	350.00	23%
6449 Cleaning Equip/Supplies	\$ 118.27	\$ 300.00	39.42%	\$	250.00	-17%
<b>Total 6440 Fixed Expenses</b>	<b>\$ 12,599.36</b>	<b>\$ 19,205.00</b>	<b>65.60%</b>	<b>\$ 13,744.76</b>	<b>\$ 17,900.00</b>	<b>-7%</b>

6600 FACILITIES IMPROVEMENTS

6614 Rear Lot Project	\$ (9,418.78)					
6615 Mission Investment Fund Loan	\$ 9,418.78					
<b>Total 6600 Facilities Improvements</b>	<b>\$ -</b>					

6700 MEMORIAL GARDEN

6700 Memorial Garden	\$ 177.48	\$ 600.00	30%	\$	500.00	
6970 Memorial Trust Expense	\$ -	\$ -				
6975 Non-Perpetual Funds	\$ -	\$ -				
6975.1 Memorial Garden	\$ 184.40	\$ -				
<b>Total 6700 Memorial Garden</b>	<b>\$ 361.88</b>	<b>\$ 600.00</b>	<b>60%</b>	<b>\$ 394.78</b>	<b>\$ 500.00</b>	<b>-17%</b>

**Total 6400 FACILITIES**

128

**Total Expenses**

**Total Income**

**Income less Expenses**

	\$ 121,129.05	\$ 98,155.00	123.41%	\$ 132,140.78	\$ 66,625.00	-32%
	\$ 437,242.03	\$ 421,613.00	103.71%	\$ 476,991.31	\$ 431,663.00	2%
	\$ 391,925.29	\$ 392,075.00	99.96%	\$ 427,554.86	\$ 385,549.80	-2%
	\$ (45,316.74)	\$ (29,538.00)		\$ (49,436.44)	\$ (46,113.20)	