

JANUARY 30, 2022

ANNUAL MEETING MATERIALS



By God's great mercy **we have been born anew**
to a living hope through the resurrection
of Jesus Christ from the dead. 1 Peter 1:3b

Reformation Lutheran Church

102 West Rose Tree Road, Media, PA 19063

relcmedia.org

ANNUAL CONGREGATIONAL MEETING

January 30, 2022 – 12:00 pm

CONTENTS

2020-2021 Council and Officers	3
Minutes of January 30, 2021, Annual Congregational Meeting	4
Congregational Statistics and Pastoral Acts	6
Report of Property Ministry	7
Report of Endowment Fund	8
Report of Stay and Play	9
Report of Nursery School	9
Report of the Nominating Committee	10
Report of the Treasurer	11
Proposed 2022 Budget	18

AGENDA

Call to Order
Opening Prayer
Approval of Minutes of January 30, 2021, Annual Congregational Meeting
Approval of Minutes of March 28, 2021, Special Congregational Meeting
Ministry Review
Election of Council Members
Election of Nominating Committee Members
Report of the Treasurer
Adoption of 2022 Budget
Closing Prayer and Adjournment

In addition to this *Annual Meeting Materials* booklet please see the companion booklet, *2021 Annual Report*, which provides photos and stories highlighting the ministries at Reformation in 2021.

2021 - 2022 Officers of the Congregation

President Debbie Conley
Vice President John Grantland
Secretary..... Pat Burke
Treasurer..... Tom Conroy

2021 - 2022 Congregation Council

Member Term expires at the end of May of

Debbie Conley 2022
Uli Neubert* 2022
Bev Norton 2022

Patrick Burke 2023
Kristen Chorney 2023
John Grantland 2023
Rachel Bingeman[†] 2023
Tyler Troutman[†] 2023

Jamie Anderson 2024
Eric Hathaway 2024
Mike Polito* 2024

Pastor Wayne A. Matthias-Long *ex officio*
Pastor Alina S. Gayeuski..... *ex officio*

* = currently serving second full three-year term

† = currently serving first 1-year term (youth)

MINUTES

Annual Congregation Meeting

January 31, 2021

The Meeting was held on Zoom and was called to order at 11:02 a.m. by President Debbie Conley. She declared a quorum was present with at least 65 log-ins and at least 75 people participating in the meeting via Zoom. Distributed by email to the members was the Annual Report Booklet and the full report of the Treasurer. The report was also available on Reformation's website and pick up at the church. President Conley announced that the Agenda for the meeting is printed on page 2 of the Annual Report. There were no objections to the Agenda and it was accepted.

Deacon Beth opened the meeting with a prayer.

Approval of Minutes

President Conley requested approval of the minutes on page 3 of the Annual Congregational Meeting held on January 26, 2020. No corrections were raised. A motion was made, seconded, and approved to accept the minutes.

President Conley remarked that all attendees are part of a historical meeting for 2021 since we have never held a meeting virtually online by Zoom. Last year presented huge challenges and the congregation has risen to the challenge. President Conley thanked congregation for being supportive of church, staff and members.

Ministry Review

Pastor Wayne thanked President Conley for her leadership during this challenging year as well as church council and members of Reformation noting that we have not wavered from our mission throughout the pandemic. Team work makes the dream work and this has been total team work to accomplish our mission. Pastor Wayne shared a brief video of the ministry's gratitude to the congregation in fulfilling Reformation's mission.

President Conley read the names of all staff and thanked them and the entire congregation for their support of the staff.

Election of Council Members

The report of the Nominating Committee on page 9 showed the following people were nominated for Congregation Council for three-year terms beginning June 1, 2021, and ending May 31, 2024: Jamie Anderson, Eric Hathaway, and Mike Polito (2nd 3-year term) and a one-year term as Youth Representatives on Congregation Council beginning June 1, 2021, and ending May 31, 2022: Rachel Bingeman and Tyler Troutman. There were no further nominations, a motion was made, seconded and approved. The slate was elected.

Election of Nominating Committee Members

The following people were nominated for election to the Nominating Committee for 2021: Andrew Benzing, Kristen Chorney, Suzanne Clain, Kristin Gress, Bill Hermann, and Uli Neubert. A motion was made to close nominations. There were no further nominations, a motion was made, seconded and approved. The slate was elected.

President Conley thanked all who served on the Nominating Committee and all who serve on Council

Lutheran World Relief

Pastor Wayne introduced a Lutheran World Relief moment. Noting that the most significant support was the Beirut explosion in which Council gave the congregation an opportunity to support the families in Beirut with 2-1 matching funds. A total of \$9,000 was contributed to the Beirut disaster. In turn, Lutheran World Relief shared their gratitude with a video of how God works in the bleakness of circumstances.

Treasurer Report

The 2020 Report of the Treasurer is printed on pages 10-17 of the Annual Report. An opportunity was presented the previous Sunday for members to hear the detailed full report and to ask questions of Treasurer Tom Conroy. Treasurer Conroy provided a brief overview of the 2020 finances.

Highlights included:

- COVID-19 driven savings in budgeted Personnel, Administration and Ministries expenses in pandemic delivery of different congregational programs, exceed below budget pandemic related Income producing an operational Surplus of \$25,635.
- SBA administered, forgivable loan under the Government's initial COVID-19 stimulus CARES Act, a PPP (Payroll Protection Plan) loan was applied for and granted in the amount of \$65,855. Upon receipt, the funds were used to make 6 weeks of payroll payments and utility expenses.
- Reformation members INCREASED their benevolent giving to BOTH individual causes and the Congregation's funds established to distribute benevolent fund set asides to community and global needs to the highest levels ever.

A motion was made and seconded to accept the 2020 Report of the Treasurer. The motion was adopted.

Adoption of 2021 Budget

The Proposed Budget for 2021 is printed on pages 18-22 of the Annual Report. It comes as a recommendation of the Council and as such does not need to be moved and seconded at this meeting. An opportunity was given last Sunday for the congregation to ask questions. Treasurer Conroy noted that 2021 will certainly present new challenges to Reformation as we hopefully come out of COVID-19 restrictions. While somewhat concerned that Stewardship results positioned leadership to essentially ask for less than what was contributed in 2020, we must be realistic under these difficult pandemic circumstances and the loss of so many, long-time regular contributing, faithful and inspirational members in 2020. A new line was added to the budget for fees paid by Reformation for credit card donations which are sometimes offset by members. The floor was open for comments and questions.

Valerie Jeske asked if a member gives directly to a charity does Reformation receive credit? Tom indicated that Reformation only receives credit for donations that go directly through the church. Pastor Wayne added that direct payments to charities would not receive matching funds from Reformation.

The 2021 Budget was approved by voice vote via Zoom.

President Conley asked for any other questions. There were none. She thanked all who attended this annual meeting and all members and friends of Reformation who have given their time, talents and treasure in support of Reformation.

Closing Prayer and Adjournment

A motion was made, seconded, and approved to adjourn the meeting. The motion carried. Pastor Alina led us in prayer.

Beverly Norton
Secretary

MINUTES Special Congregation Meeting March 28, 2021

The Meeting was held on Zoom and was called to order at 11:03 a.m. by President Debbie Conley. She declared a quorum was present via Zoom. The purpose of the Special Congregation meeting was to take action on the proposal for video streaming capability which had been recommended by the Congregation Council. This was the only item of business to come before the congregation.

Pastor Alina opened the meeting with a prayer.

President Conley presented the following recommendation from Council:

At its March 9, 2021, meeting, **the Congregation Council voted unanimously to recommend that the congregation**

approve the proposal by Audiobahn, Inc., to install Video Streaming Capability in the Sanctuary at a cost of \$33,900.00 and that the funding for this project come from the bequest from the estate of Ben Thomas.

This meeting of the congregation was necessary because our Constitution states that "the Congregation Council may enter into contracts of up to \$10,000 for items not included in the budget." Since this project exceeded \$10,000, congregational approval was required.

A letter was sent to Reformation members on March 12, 2021, which 1) announced this meeting; 2) provided detailed background on this proposed project; and 3) announced an Informational Forum which was held on Zoom on Tuesday, March 23.

At that Forum, which was well attended, members heard from Council President Debbie Conley, Treasurer Tom Conroy, Worship and Music Ministry Chair Kris Hughey, and Past President Dick Hughey who has been involved with this project for several years.

Participants in the Forum gave positive feedback to the proposal and raised helpful questions and suggestions. A recording of that forum has been available on our website for those who were not able to attend the Forum.

One of the outcomes of the Forum was the strong suggestion that the project include wiring which would provide the livestream directly to a video monitor in the Nursery. Leadership intends to do everything possible to make that happen.

Another question regarded the timeline for installation. The installation is expected to be done the week of May 10.

Since this proposal came as a recommendation from Council, it did not need a motion or second.

President Conley opened the floor for discussion prior to the vote. There was no discussion. Seeing no further request for discussion the congregation proceeded to a vote via Zoom. In the judgement of the Chair, the ayes had it and the proposal was adopted.

President Conley concluded the business for this meeting and thanked everyone for their participation in this important decision-making process.

A MOTION was made and seconded to adjourn the meeting. The motion was adopted.

Beverly Norton
Secretary

CONGREGATIONAL STATISTICS

MEMBERSHIP 2018-2022

	2021	2020	2019	2018
Baptized	619	617	599	583†
Confirmed	531	533	516	504
Voting Members*	272	307	290	296
Avg. Sun. Worship Attendance	219††	219†	213	210
Members Received				
Baptism	12	4	4	12
Transfer/ELCA	6	17	3	7
Transfer/Other	0	2	0	0
Affirmation of Faith	8	7	18	7
Other	0	0	0	0
Members Removed				
Death	4	12	6	10
Transfer	20	0	2	0
Other	0	0	0	1

* **Voting** members are confirmed members. Such confirmed members, during the current or preceding calendar year, shall have communed in this congregation and shall have made a contribution of record to this congregation. Members of this congregation who have satisfied these basic standards shall have the privilege of voice and vote at every regular and special meeting of the congregation. *Constitution 8.02*

† Average Sunday Worship Attendance for 2020 was calculated by multiplying the average number of Sunday morning log-ins for online worship by a factor of 1.8 (which equals 218), adding to that number the average worship attendance for the ten weeks of in-person worship (which equals 219), and then taking the average of those two numbers (resulting in 219) (this number has been revised from the number reported in the 2020 Annual Report).

†† Average Sunday Worship Attendance for 2021 was calculated by multiplying the average number of Sunday morning log-ins for worship on Zoom January-May by a factor of 1.8 (which equals 220) and averaging that number with the sum of a) the average number of people actually attending Sunday morning worship August-December (109) and b) the estimated average number of Sunday morning viewers of livestream worship June-December multiplied by a factor of 1.8 viewers per log-in (108), which results in 219.

BAPTISMS

6/20/21 Sloane Avery Smicker
 7/25/21 Hudson William Jeremiah Spieker
 7/25/21 Luca James Zamonski
 8/21/21 Ryleigh Audrey Fuller
 8/22/21 Logan Harry Stankiewitch
 10/3/21 Jack Carter Mehalick
 11/14/21 Leighton Eileen Bonaventure
 11/14/21 Ava Jane Buchanan
 11/14/21 Benjamin George Buchanan
 11/14/21 Tucker James Hughes
 12/11/21 Molina Rosa Bumbarger
 12/19/21 Kaylee Francis Owens

CONFIRMATIONS - 10/17/21

Madison Lee Benzing
 Marissa Jean Kamin
 Jillian Helen Emery Hacik
 Megan Violet Reagle
 Matthew Thomas Sharer
 Corinne Leigh Skarbek
 Adelaide Emma Smith
 Emma Grace Strain
 Ethan Lewis Strain
 Benjamin John Strain

BIBLE PRESENTATIONS

4/25/21
 Callie Hazlett
 Matthew Ballard
 Charlotte Kubica

FUNERALS

1/6/21 Woodie Benson
 1/10/21 Roger Johnsen
 1/11/21 Joan Fischbach*
 2/26/21 Leon Kleckner
 7/9/21 Ona Johnson*
 8/11/21 Grace Fister Burks*
 8/12/21 Arlene Moyer
 8/14/21 Gordon Anderson*
 9/3/21 Mary Ellen Aker*
 9/11/21 Irene Davis
 10/18 Carlton Jensen*
 12/3/21 Jody Owens
 12/31/21 Jean Zeien
 *Non-Member

FIRST COMMUNIONS

4/4/21 Jack Wilford
 6/6/21 Alexander Burke
 8/29/21 Lillian Fontes

RECEIVED INTO MEMBERSHIP

7/11/21
 Barbara Ross
 Cynthia and Michael Vernacchio
 Diana & Steve Stroffolino
 and children Grace & Adam

 9/19/21
 Jackie Armstrong & Zachary Smicker
 and child Sloane
 Vivian Long
 Colleen Spieker and child Hudson

 12/12/21
 Shelly & Steve Hughes
 and child Tucker
 Janet Maxwell
 David McCarrick

PROPERTY MINISTRY

This year was a busy year for Property Ministry.

Inside tasks

- A water leak damaged the Nursery and Deacon Beth's office. As a result, we painted the Nursery room, replaced the carpet and desk in Deacon Beth's office, and had new base coving installed in both Deacon Beth's office and the Nursery room.
- We assembled new furniture for the Nursery room.
- We had the water-damaged ceiling over the at the west end of the building repaired.
- We had a new window installed in Deacon Beth's office.
- We had a new desk installed in Deacon Beth's office.
- We made a multiple hook coat rack for Deacon Beth's office.
- We had the faucet replaced in the girl's room on the first floor (Stay and Play hallway) and secured the sink to the wall.
- We had the 6 chandeliers raised in the sanctuary and replaced the light bulbs with brighter LED bulbs and installed new LED bulbs in the upper sockets, installed three TV screens in the sanctuary and one in the Nursery, installed a new video recording/production system, replaced the old florescent lights in the sacristy with new LED light systems, and replaced the old florescent lights by the stained glass windows with new LED light systems.
- We had our cleaning service clean the rugs in the sanctuary and the lobby area.
- We repainted the baseboards in the community room and touched up paint in many of the rooms and hallways.
- We had the grills of the air handlers cleaned throughout the church.
- We had the game cabinet in the community room replaced with a new one and had the broken pool table replaced with a new air hockey table.
- We installed new wheels on the Stay and Play water table and slides on the freezer in the kitchen in the community room.
- We purchased and installed humidity control protective shields in Creighton hall and the downstairs hallway.
- We installed door stops in multiple places in the basement rooms.
- We fixed multiple cabinet doors and bathroom stall doors that weren't shutting properly.
- We installed a new electric paper towel holder in the ladies room by the sanctuary.
- We had a Fall clean-up event before Thanksgiving and cleared out all of the leaves from the property.

Outside tasks

- We had the gutter that was half torn off by the snow/ice storm in December on the Rte. 252 side of the church fixed.
- We had the leak in the roof over the stairs and the end of the first floor (Stay and Play hallway) repaired.
- We replaced multiple light bulbs in outside light fixtures.
- We had the remaining dead/dying trees mulched, the mulch spread out in paths in the field next to Route 252, and a Gazebo placed in that same field with stone paths leading up to it.
- We replaced the outside outlet by the front door of the church.
- We replaced the old, worn insulation on the pipes on the outside air handlers with new insulation.
- We sprayed all the poison ivy by the back of the property near where the play yard is.
- We sprayed and removed two wasp nests: one in a parking lot light receptacle and one by the Creighton Hall outside door.
- We power washed all the playground equipment in the back of the church.
- We adjusted the large, swinging gates behind the church so that they latch properly.
- We repainted the two picnic tables in the back of the church.
- We cemented a loose stone in the wall by the back entrance to the community room.
- We removed rotten trees from the back of the property, created a woodchip pathway around the side of the property, installed a Gazebo on that same piece of the property, installed an intricate brick walkway to the Gazebo, and created a stone and brick labyrinth.
- We replaced a window that fell out of a window frame in the freezer room off of Creighton Hall.
- We removed and stored the Eco Ministry sign.
- We had the parking lot light and ballast replaced in the parking lot closest to Route 252.
- The large blue Reformation Lutheran Church sign in the front of the building was removed, the letters taken off, and the letters installed on the front wall of the church.
- We had all of the flat roofs on the building re-surfaced with new rubber mats.
- We repainted the yellow lines on the steps into the many entrances of the church.

Upcoming tasks

- Replace the florescent bulbs and fixtures on the side aisles with new LED lights and replace one emergency light in the Sanctuary.
- Look into getting a whole church backup generator.
- Seal and re-line the parking lots. (estimate procured)
- Replace the sinks in the boys and girls rooms in the basement with 6 and 7 foot vanities and sinks. (estimate procured)
- Replace the 4 windows in the community room with energy efficient windows. (estimate procured)
- Install an exhaust fan above the stove in the kitchen in the community room. (estimate procured)
- Re-seal the stained glass windows in the Sanctuary above the altar and the outside tongue and grove boards by the stained glass windows. (estimate procured)

Long Range items

- Replace most of the church's roofs in the next 5 years.

Paul Stearns, *Chair*

This is the Endowment Committee report for the fiscal year 2021. During the year (October 1, 2020 to September 30, 2021) a total disbursement of **\$32,281** was made from the various sub-accounts of the Endowment Fund. In addition to these contributions, we received one gift from a member estate totaling **\$2,000**.

Since the revision of the Endowment Fund By-Laws on January 30, 2000, the Endowment Fund has disbursed a grand total of **\$474,575**.

The total market value of the Endowment Fund as of September 30, 2021 is **\$968,458**, an increase vs. 2020 of **\$107,399** including the aforementioned contributions of \$2,000. In addition, the Total Return generated from interest, dividends, and realized capital gains and losses for the period of October 1, 2020 to September 30, 2021 was allocated to the various sub-accounts of the Endowment Fund. As a result of the allocation of the Total Return and the distribution of funds from the Accounts, the following balances as of **September 30, 2021** are available for the Endowment Fund Accounts:

Program Account	\$50,948
Capital Improvement Account	\$83,604
Outreach Ministry Account	\$112,045
Investment Account	\$721,861

These reserves add to a total of **\$246,597** in support of the ministry of Reformation.

In addition to the Endowment, this same committee also administers the Reinhard Seminary Scholar Fund (**\$54,772**), Moser Education Fund (**\$152,293**), and Leibig Music Scholar fund (**\$45,891**).

Trustees of the Endowment Fund for 2021 were:

Pat Burke, *Treasurer* (1st term, expires 1/22; elected by Council to a 2nd term)

Christina Selby, *Secretary* (1st term, expires 1/23)

Brett Conley, *Trustee* (1st term, expires 1/24)

Andrew Marcus, *Chairperson* (2nd term, expires 1/25)

Adam Fernandez, *Trustee* (1st term, expires 1/26)

Andrew Marcus, *Chair*

ENDOWMENT MINISTRY

REFORMATION NURSERY SCHOOL

The Nursery School has returned back to full capacity this year. We have 77 students enrolled in our Nursery School program and 21 students in our After-K program. We have brought back our Lunch Bunch program this year and it has been very successful thus far. Amy Bevan and Erin Steffan are in their 4th year as co-directors. The Nursery school/After-K program continues to thrive even though it is yet again another trying year due to Covid.

Special events and activities:

- Outdoor Halloween parade
- Christmas Sing-along done by individual classes allowing 2 guests to attend
- Visit by Santa
- Thanksgiving can good drive
- Christmas fundraiser- Gratitude for Grandparents stocking stuffer donations
- Holiday parties throughout the year

Financial:

- Nursery School contributed \$21,661 in rent payments to the church.
- Nursery School ended the year (June 30) with a surplus of \$61,965.10 to fund our Reserve accounts for school improvements and reimburse the church for the rent deduction received.
- Nursery School received the 2nd round of PPP Payroll Loan totaling \$36, 624 on 2/28/2021 which helped recoup some of the deficit accrued from the reduction in enrollment.

Staff Members:

Amy Bevan, Teacher – 7 years; Director – 4 years
Erin Steffan, Teacher - 7 years; Director- 4 year
Jean Clarke, Teacher - 31 years
Kate Kelley, Teacher - 7 years
Michelle McQuade, Teacher - 6 years
Marge Schaefer, Teacher- 20 years
Cindy Creamer, Teacher Assistant 4 years
Erin Hayes, Lunch Bunch Teacher- 1 year

Amy Bevan and Erin Steffan, Directors

STAY AND PLAY BEFORE & AFTER SCHOOL PROGRAM

Stay and Play is celebrating 32 years of operation and I celebrated my 29th year as Director. Our enrollment is currently 82 students We are rated a STAR 3 site for the 9th year.

Special events and activities:

- Peacemaker Program
- Zumba Fitness Classes
- Halloween and Christmas Party
- Outdoor Art Show
- Spooky Story Club, 5th Power Club
- Officer Meetings Monthly

Service Learning:

- Wrote letters to soldiers and collected needed items for VA Medical Center, Philadelphia
- Wrapped 200 pajamas and stocking stuffers for Gratitude for Grandparents Nonprofit
- Breakfast Bags for Caring for Friends

Financial:

- Stay and Play contributed **\$38,588** rent payments to the church in 2021. We received grant for **\$1200** for 2 staff and all staff received \$500/bonus
- In October Stay and Play was awarded a grant **\$230,779** under the American Rescue Plan Act. We will be using the money to increase staff wages; purchase supplies and equipment and complete capital improvement projects.
- Current rates are **\$8.75/hour**. Rates will increase September 2022 to **\$9.00/hour**.

Staff Members:

Diane Bullen, Director -29 years
Marion Boas, Asst. Director- 13 years
Rogelinda Barraza, Teacher-6 years
Ryan Carroll, Teacher Aide-2 years
Nancy Converse, Teacher – 5 years
Nicole Glover, Teacher- 3 years
Lisa Goodman, Teacher-24 years
Danielle Novino, Teacher-1 year
Sherry Voorhees, Teacher-10 years

Diane P. Bullen, Director

NOMINATING COMMITTEE

The Nominating Committee, comprised of Andrew Benzing, Kristen Chorney, Suzanne Clain, Kristin Gress, Bill Hermann, and Uli Neubert, presents the following nominees for the 2022 Nominating Committee: **Terri Alexander, Joe Mirarchi, Connie Richardson, Paul Stearns, Kristin Snyder, and Dave Helms.**

The committee presents the following persons for election to Congregation Council for terms beginning June 2022:



Debbie Conley | *Nominated for a second three-year term*

Debbie and her husband Rodger live in Media, have been members of Reformation Lutheran Church since 1992 and were married in the church in 1993. They have three children, Amanda, Paige and Brett. Debbie, currently in her second term as President of Church Council is an Accounting/HR Manager of an IT company in Kennett Square, PA. She enjoys long walks, reading and the beach.



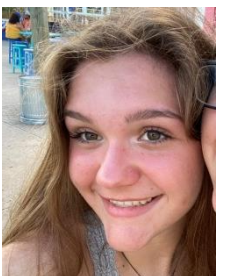
Marian Filtz | *Nominated for a first three-year term*

Marian has been a member of Reformation for over 30 years. She is married to Larry and has two adult children baptized and confirmed at Reformation, Jim and Mariel. Marian has participated in a variety of church initiatives including the council which created our long standing mission statement. Marian has volunteered in Sunday school with teens, Vacation Bible School with kindergartners. She has served in council leadership roles. She currently serves on Mutual Ministry and Personnel Committees. She likes to sew and is making dresses for the Dress the Girl ministry. She has lost track of the number of prayer shawls she has made and given. She is currently the President and CEO of KenCrest, a Lutheran affiliated agency serving children and adults.



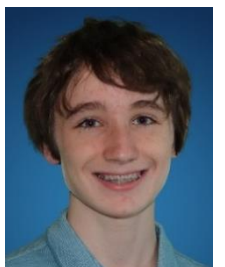
Laura Long Reiter | *Nominated for a first three-year term*

Laura grew up in Springfield, OH, as a member of Fourth Lutheran Church. She attended the College of Wooster (BS in Geology) and lived with her husband Jake in Cleveland, Pittsburgh, Chicago, and Atlanta before settling down in Swarthmore, PA, in the early 90's. Laura has a MS in Geology from Vanderbilt U., a MBA from the U. of Pittsburgh, and a MEd from Widener. Laura has enjoyed a 24 year career as Associate Director for Employer and Institutional Partnerships at Haverford College. As a member of Reformation since 1995, Laura has served on the Christian Education and Youth Ministry Committees, taught Sunday School (all grades!) and VBS, started the Church Library in 2000 and led Faith-Life classes for adults in recent years. She has also served on many special committees and projects for the church. Laura raised her two children, Kristin and Matthew, at Reformation. Laura currently leads the Church Library and Book Club.



Rachel Bingeman | *Nominated for a second one-year term*

Rachel is currently a junior at Sun Valley High School. She is involved in the class of 2023 committee and multiple Honor Societies. At church, she helps out during service in a variety of roles, in addition to VBS in the summer. In her free time, she works at Brusters and spends time with her family and friends.



Tyler Troutman | *Nominated for a second one-year term*

Tyler Troutman is a sophomore at Rustin High School in WCASD. He is active in church with the breakfast club, as an acolyte, participates in youth group, and was on the Church Council last year. Tyler is active in Boy Scouts (currently Life rank) and plays on the Rustin tennis team. In his free time he enjoys working out, reading, being with friends and playing video games. He is currently in the process of writing a book. He is excited about serving a second term on council.

Report of the Treasurer

2021 Summary

Regular member contributions were received in what can best be described as fits and starts. Under COVID and reduced in-church Worship opportunities, giving was spread between regular electronic donations from bank accounts, virtual credit card donations and batched cash donations when in church. Total Envelope Giving performance for 2021 of \$551K was \$1K or less than 1% over budget, but \$22,806 less than 2020 performance. Total Revenue before year-end balancing adjustments was \$646K, which was 8% or \$54K under budget. Expenses for the year of \$662K were significantly under budget by 5% or \$38K partially due to savings in Personnel due to hires not made and retirement. As a result, a \$16K Operating Deficit was generated. An adjustment to balance operations with the Deficit was made transferring \$16K from the 2020 Cares Act PPP forgiven loan proceeds held in reserve. The \$16K transferred was only a portion of the \$31K budgeted. A restricted account transfer from prior years' surpluses was made to fund a discretionary pool of \$4,000 for potential 2021 Staff Bonuses Council consideration.

2020 Detailed Overview

Revenue – Regular congregational donations represented in Envelope Giving were \$550,803 including all Faith Engagement donations, which was \$803 over budget, but \$22,806 less than 2020. The \$550,803 giving performance met budget expectations and given another year of pandemic, this level of giving was quite extraordinary. As mentioned in the Summary above, these donations were quite sporadic with positive performance loaded in batches in four months, essentially offsetting eight lean months. December giving was exceptional at \$9.3K over budget but was not, as one might expect with Christmas, the best month of the year for donations. In fact, of the four above budget months, December was the lowest:

2021 Envelope Giving including Faith Formation					
Month	Δ to Budget	Cumulative	Month	Δ to Budget	Cumulative
Jan-21	(\$980)		Jul-21	(\$5,786)	\$9,241
Feb-21	\$13,444	\$12,464	Aug-21	(\$13,020)	(\$3,779)
Mar-21	(\$4,060)	\$8,404	Sep-21	\$11,978	\$8,199
Apr-21	\$13,514	\$21,918	Oct-21	(\$10,488)	(\$2,289)
May-21	(\$5,523)	\$16,395	Nov-21	(\$6,193)	(\$8,482)
Jun-21	(\$1,368)	\$15,027	Dec-21	\$9,285	\$803

Cash offerings in Loose Plate collections of \$2,169 were \$831 under budget but \$1,601 more than 2020 performance. Elwyn Income, derived from contractual services provided, was on budget at \$24,480 and Reformation Schools (Nursery School and Stay and Play) produced well above budget Income due to unexpected additional pandemic relief and grants totaling \$17.9K. Revenue from all sources totaled \$645,909 was \$53,628 under budget and due almost entirely to transfers not made during the year but budgeted all totaling \$69,875.

Expenses – Total 2021 operating Expenses of \$661,722 were under budget by 5% or \$37,765 and \$24,488 less than 2020 due entirely to under budget spending in Administration & Compensation (\$37,372) and Total Ministries (\$393). Almost all of the saving is due to pandemic related reduced spending in operations. Synod Benevolence expense paid was on budget. Major savings are detailed as follows:

- (\$7.0K) Rostered Staff (retirement)
- (\$0.5K) Music Staff
- (\$2.0K) Other Staff Expenses & Reimbursable Staff Expenses
- (\$26.6K) Other Personnel
 - Custodian budgeted but not hired (\$11.3K)
 - Parish Nurse budgeted but not hired (\$8.6K)
 - Administrative Assistant Communication (\$11.3K)
 - All associated FICA (\$3.1K)
 - Offsets of over budget compensation (Livestream director & other personnel) +\$7.7K
- (\$2.1K) Administrative
- \$0.4K) All Ministries (Property over budget by (\$12.1K)

Very minimal offsets totaled only \$800 in overages to budget that generated the final \$37,765K in expense savings to budget.

Total Personnel was 8% or \$35,308 under budget. All Ministries 2021 total expenses of \$139,731, of which \$110,918 was Property, were 10% or \$12,517 under budget. Total Property was significantly over budget by \$12,134 due mostly to excessive January and February snow removal and over budget spending on building maintenance & grounds. Administration was \$2.1K under budget with significant savings in office and equipment supplies as one would expect with reduced office time and operations under COVID-19 restrictions.

The congregation's Synod Benevolence intent for 2021 was met and done so on budget based on meeting planned Envelope Giving and over budget from Reformation Schools. Benevolence is calculated at 10% of Revenue before any adjustments, less certain contractual expenses associated with provision of Pastoral services to the Elwyn Institute totaling \$60,833.

Surplus/Deficit – COVID driven savings in budgeted Personnel, Administration and Ministries expenses in pandemic delivery of different congregational programs were not enough to overcome Total Revenue before any amount of budgeted transfers were made. This produced an operating deficit of \$15,862. Balancing treatment for this operating deficit was to transfer \$15,863 from the 2020 Cares Act forgiven PPP loan which is accounted for in Reformation's Restricted Accounts. The PPP forgiven loan account amount totals \$65,855. Considering that \$30,540 was budgeted for transfer, this treatment was minor and tribute to the Envelope Giving performance that met expectations and minimized the transfer needs to balance operations.

Previous Building Fund Legacy Account

In 2002 all certain previous Building Fund accounts from previous capital campaigns that were no longer needed to make Mortgage Principal payments were transferred to the Endowment Fund for Trustees' management for investment and growth under the Fund's existing investment guidelines. This closed out all Building Fund Restricted accounts except for one transfer account created to fund seeding some needed Staff positions. These funds were budgeted in 2021 to seed a Custodian and Parish Nurse position but were not used as these positions proved difficult to fill under COVID. So, these Funds remain available for similar purposes going forward into 2022. This chart shows the final Building Fund accounts closed status except for this previous Capital Campaigns funds available for seeding Staff positions.

Capital Campaign Fund for Staff Positions - December 2021

Accounts	Beginning Balance from November	December Debits	December Credits	Ending Balance December 2021
29131-000 - Reserve for Building Fund	\$0.00			\$0.00
29143-096 - Principal Expenses				
29144-096 - Interest Expenses				
Sub Total	\$0.00			\$0.00
29184-066 Contributions-Other	\$0.00			\$0.00
29185-066 Always in Mission - Benevolence	\$0.00			\$0.00
29183-066 Always in Mission Contributions				
29187-066 Transfers for Campaign Funded Staff	\$29,988.35			\$29,988.35
YTD 2021 Ending Balance	\$29,988.35			\$29,988.35
	Prior Month Comparison		Δ	\$0.00
Available Building Fund Balance after Transfer to Endowment Management (Budgeted Staff)				\$29,988.35

2021 Planning

The following chart details results from 2022 Stewardship campaign. Like 2021, pledges were received for both regular giving and ongoing support for the congregation's Faith Formation initiatives. This response to this campaign is significantly reduced from the prior year campaign which was also a year over year reduced commitment level. This is assumed somewhat due to pandemic reduced participation in the campaign as well as the passing and/or relocation of several giving units with regular giving history.

2021 Stewardship Campaign Results for 2022

	2022	2021	Δ	% +/-
Total Pledged Commitments	100	109	(9)	-8.3%
Total Pledged \$ for Current Fund	\$357,702	\$359,292	(\$1,590)	-0.4%
Total Pledged Commitments to Faith Formation	51	77	(26)	-33.8%
Total Pledged \$ to Faith Formation	\$42,979	\$52,652	(\$9,673)	-18.4%
Total Pledged \$	\$400,681	\$411,944	(\$11,263)	-2.7%
No 2021 Current Fund Pledge-Contributed in 2020	96	101	(5)	-5.0%
No 2021 Current Fund Pledge-2020 Contributions	\$118,608	\$123,064	(\$4,456)	-3.6%
Total Expected Giving Units	196	210	(14)	-6.7%
Total Projected Envelope Giving for Operations	\$519,289	\$535,008	(\$15,719)	-2.9%

2022

Of the Pledges:

- 25 Increased
- 20 Decreased
- 43 Stayed the same
- 12 New

2021

Of the 109 Pledges:

- 36 Increased
- 20 Decreased
- 44 Stayed the same
- 9 New

2022 Budget

Revenue - Stewardship results for 2022 of \$519,289 in total Envelope Giving are 2.9% or \$15,719 below 2021 campaign results and significantly below 2021 Actual contributions of \$550,803 by 5.7% or \$31,514. With known cessation of giving based on deaths and relocations, 2022 Envelope Giving has been budgeted at \$520,000. This estimate is \$30K below 2021 budget and actual. Rather than budget for performance equal to 2021, the 2022 Revenue budget will remain dependent on transfers from restricted accounts very similar to 2021 given the low amount of 2021 transfers. With a desire for programming and Staff at current levels, the spending requirements to do so will require transfers to present a balanced budget, just as was done for 2021. With Stewardship results only indicating pledged offerings of \$520K, the budget includes two balancing actions for transfer to General Fund Income; \$14,000 from the restricted Surplus / Deficit account made up of prior years' surpluses and \$48,740 from the forgiven PPP loan. This action was considered as the budget shortfall remains pandemic related and therefore, deemed a significant, one-time event with confidence that, under normal operations, Income levels will rise and hopefully the Congregation will be moved to surpass the 520K budgeted for Envelope Giving. Any amount received over \$520 will serve to limit transfer requirements. As was accomplished in 2021, Staff will monitor controllable spending in keeping with month-to-month Income levels and cash availability. Rental, Contractual and Other Income budget total is \$ 92,947 and includes normal increases for Reformation Schools (3% with ½ year affect), no increase in Elwyn Income and only \$3,000 in loose plate income. A transfer from the legacy Building Fund reserve account, made up of prior campaign contributions by members, of \$19,875 is budgeted to cover most of the expenses for two positions that were part of the campaign. These are the part-time Custodian to partially help in offsetting janitorial expenses in Property and a Parish Nurse. Other transfers to Income include \$6,000 from Endowment New Program account to offset the cost of a summer Seminary intern. Total Income is budgeted at \$706,987 including the remaining Building Fund reserve account, Surplus / Deficit account, PPP loan forgiveness the New Program transfers. Total Income is budgeted at 6.8% or \$45,215 over 2021 Actual after 2021 Income adjustment of \$15,862 for balancing 2021 operating Deficit.

Expenses - The Congregation's most significant budgeted expense category is in Staff compensation, benefits and associated personnel expenses and budgeted at \$448,698 or 63.5% of all budgeted expenses. This amount is \$27,033 more than 2021 Actual expenses, of which \$31,131 is in compensation not paid to budgeted hires (Custodian & Parish Nurse) and other budgeted and unfilled positions (Admin Assistant Communications). The difference of -\$4,098 in this category is due mostly to not budgeting the Deacon position, offset by expenses covering Faith Engagement work with a Visitation Pastor (\$9K) and other Faith Engagement Initiatives (\$12K) not yet determined, along with compensation and associated FICA and pension & health increases and other Staff Expenses. Aggregate of increases and decreases in Health & Pension Benefit (Portico) expenses are

actually budgeted at 10% or \$5,902 lower than 2021 due to the retirement of the Deacon. Personnel budget includes Personnel Committee recommended increases with an overall increase over 2021 actual of 58% **if all positions are filled and remains so for the year**. It should be noted this increase seems high because it is over actual spending in a year when the Communication position was not filled the entire year and the Custodian & Parish Nurse were never hired. Rostered Staff compensation is budgeted for base compensation increases averaging 3.25% over 2021. Music Staff increases of 3.5% are incorporated into an overall category increase of 3.6%. Office Administrative Expenses are budgeted for a \$2,274 or 6.8% increase over actual expenditures in 2020. All Ministries are budgeted at 22.2% or \$ \$156,575 of all Expenses (of which Property is 73% or \$114,000) consistently with prior year's pandemic activities and a return to normal operations in the later part of the year. Ministries budget total is \$16,844 higher than 2021 actual spend and \$16,451 more than 2021 budget. Synod Benevolence has been normally calculated with the standard formula net of Elwyn Expenses, Staff subsidies from restricted transfer accounts and other budget transfers from sources other than normal giving. SEPA Synod Benevolence is budgeted at \$59,614, \$1,219 or 2% lower than 2021 Actual.

Benevolence

2021 presented Reformation with numerous new needs for Benevolent distributions as well as increased needs of all those organizations with which the congregation has a history of ongoing support. The Congregation's response was outstanding and indicative of sacrificial giving of both members in response to numerous disasters and Congregational Leadership in assessing needs for both matching member responses and making direct contributions through good Stewardship of the Congregation's benevolent funds. Reformation members responded to increased disasters with increased responses to both individual causes and both community and global needs to the highest levels ever. Increased need was in response to COVID-19 pandemic, but natural and disasters in hurricanes, earthquakes and the Texas big freeze. Invested Income in the Endowment Fund performed well under the fund Trustee's care allowing significant benevolent distributions of \$42.9K consistent with the needs. The Holiday Offering Fund distributed \$21.5K and member contributions leaving a Fund Balance going into 2021 of \$7,869. With ongoing pandemic driven needs rising and severe weather and natural events seemingly increasing, both funds are positioned well to provide significant response and remain worthy of member ongoing contributions. With the matching provided, donations to Reformation's benevolent funds continue to drive better than dollar-for-dollar donations to those in need. Total Benevolent donations from these sources were \$151,378 – a 51% year over year increase! Truly a concrete manifestation of serving our neighbors.

Total Benevolent Distributions from all Reformation sources are detailed in the following five tables:

2021 ELCA WORLD HUNGER

January	\$555	July	\$527
February	\$480	August	\$913
March	\$490	September	\$50
April	\$980	October	\$285
May	\$777	November	\$1,172
June	\$50	December	\$1,475
		Total	\$7,754

2021 ELCA DISASTER COLLECTIONS

January 2021 Contributions	\$25
LDR - Texas Big Freeze Collections	\$3,330
LDR - Member Contributions	\$305
LDR - COVID India Collections	\$3,673
LDR - Haiti Earthquake Collections	\$5,063
LDR - Hurricane Ida Collections	\$3,584
TOTAL	\$15,980

2021 OTHER BENEVOLENT DISTRIBUTION

Discretionary Confidential Support	\$2,070
Reformation's postal carrier	\$45
Lutheran Immigration and Refugee	\$115
Service Member Donation for Afghan	\$200
TOTAL	\$2,430

2021 ENDOWMENT OUTREACH DONATIONS

Chester Children's Chorus	\$3,500	LDR - COVID Haiti Earthquake Match	\$10,126
LDR - Texas Big Freeze Match	\$6,660	United Lutheran Seminary	\$1,000
Lutheran Settlement House	\$1,500	LDR - Hurricane Ida Match	\$3,584
Factuality, LLC	\$650	SEPA Synod - 2022 Extravaganza	\$1,000
Volunteer English Program	\$500	SEPA Synod - All Saints Appeal	\$2,000
Chester Eastside, Inc.	\$1,000	Interfaith Philadelphia	\$2,000
LDR - COVID India Match	\$5,345	Atonement, Fishtown – Capital	\$2,000
Messiah, Downingtown - Ida Damage	\$2,000	Total	\$42,865

HOLIDAY OFFERING FUND DISBURSEMENTS 2021

Confidential	\$1,000	Cradles to Crayons	\$750
Emmanuel Lutheran Church, Souderton, PA	\$800	Media Food Bank	\$750
Lutheran Advocacy Ministry in PA	\$250	Chester Eastside, Inc.	\$750
Reconciling Works	\$250	Caring for Friends	\$750
Grace Lutheran Church, Broomall, PA	\$500	CAADC Life Center	\$750
Volunteer English Program	\$500	Lutheran Settlement House	\$750
Chester Eastside, Inc.	\$1,000	The Welcome Church	\$750
Heeding God's Call	\$250	The Well	\$750
Lutheran Disaster Response - India COVID Match	\$2,000	Domestic Abuse Project	\$750
VBS - Emmanuel, Souderton - Bread Drop	\$544	Media Fellowship House	\$750
Southeastern Pennsylvania Synod	\$250	Lutheran Refugee and Immigration Service	\$750
Bear Creek Camp Staff	\$372	Media Fire Co. EMS	\$250
City Team	\$1,200	Upper Providence Township Police Dept.	\$250
KenCrest Champions Sponsorship	\$250	Rose Tree Fire Co.	\$250
Lutheran Immigration and Refugee Service	\$1,000	KenCrest	\$250
Bear Creek Camp	\$1,000	Upper Providence Elves	\$250
Lutheran Congregational Services	\$750	SEPA Delaware Conference	\$100
		Total	\$21,516

2021 Southeast PA Synod Benevolence tithe from Operating Revenue Sources **\$60,833**

Total 2021 Benevolent Distributions **\$151,378**

Summary Comments

Financially, 2021 was very much like 2020; a roller coaster ride coming off reduced expectations generated in the Stewardship Campaign. The ups and downs in Envelope Giving made for some flush time through six months followed by recovery in the later part of the year. It is truly remarkable that Reformation was able to hit its planned Giving totals and require only a minor transfer amount to erase a small deficit. 2022 looks to be more of the same albeit under even further reduced expectations. It remains disappointing that we have not been able to congregate in a full sanctuary as we did pre-pandemic, but Reformation certainly made the most of the controlled worship gatherings and funded the livestreaming equipment and expertise to hold us together through these times. All that said Reformation increased mission opportunities appreciably, as did the congregation's response. Our mission focus was enhanced to new levels under the leadership of Deacon Beth. While her focus on that mission and all of us as participants in outreach will be missed, it is incumbent upon us all to maintain that focus as we search to provide initiatives and personnel keep that focus thriving. Deacon Beth left a beautiful legacy for us to enhance. One only needs to look at the Benevolence section of this report to comprehend what has been accomplished.

Bookkeeping in 2021 presented new challenges, not the least of which was engaging a new Financial Secretary, ably filled by Suzanne Clain. Administrative Assistant for Finance, Christine Corson did a great job this year, as she always does, in keeping the books straight and dealing with reduced Staff levels over the year, chipping in where she can to keep the information flowing.

2021 will certainly present new challenges to Reformation as we, hopefully, come out of COVID-19 restrictions, energized to do more. I offer concern for Congregational consideration that this budget is the second one in as many years that depends on reserve funds transfers to balance program spending. Fortunately, 2021 transfers were minimal, but 2022 looks to require more with less Envelope Giving commitments. Reserve funds are limited so this is a “can we are kicking down the road”. If program spending meets planned levels and Envelope Giving meets the reduced expectation levels, there will not be enough reserve funds to carry us into the next year at current spending levels. Of course, increased giving, reduced spending and/or a controlled combination of both will be required in that eventual circumstance. Please keep this in mind as you make your own personal Stewardship decisions regarding this exceptional Ministry and Mission at Rose Tree Road.

Tom Conroy, Treasurer

**Reformation Evangelical Lutheran Church
Balance Sheet
Year Ending 2021**

Assets

Current Assets

Cash

10102 Cash - Regular Checking	\$52,982.71
10700 Cash - Savings Account	\$317,002.27
10701 Cash - Savings *New	\$36,832.41
Total Cash	\$406,817.39

Due From Other Funds

13183 Due From Leibig Fund	\$3,981.15
Total Due From Other Funds	\$3,981.15

Total Current Assets **\$410,798.54**

Other Investments

12800 Cert. of Dep.;8mos.-Memorial Fund	\$14,312.89
12801 Certificates of Deposit	(\$4,194.97)
Total Other Investments	\$10,117.92

Fixed Assets

16100 Land and Land Improvements	\$284,357.89
16200 Buildings and Building Improvements	\$4,414,969.87
16300 Furniture & Fixtures	\$251,965.83
16500 Office Equip't	\$2,955.00
16800 Machinery and Equipment	\$245.00

Total Fixed Assets **\$4,954,493.59**

Total Assets **\$5,375,410.05**

Liabilities & Net Assets

Liabilities

Current Liabilities

20101 Vouchers Payable	\$500.00
Withheld Taxes	
21600 LSTM Tax Withheld	\$43.40
Total Withheld Taxes	\$43.40

Accrued Liabilities

22300 Accrued Caf. Plan P/R Deductions	(\$18.94)
Total Accrued Liabilities	(\$18.94)

Total Current Liabilities **\$524.46**

Due To Other Funds

23183 Due To David L. Leibig Fund	\$3,200.00
Total Due To Other Funds	\$3,200.00

Total Liabilities **\$3,724.46**

Net Assets

Without Donor Restrictions	\$4,987,896.63
With Donor Restrictions	\$383,788.96

Total Net Assets **\$5,371,685.59**

Total Liabilities & Net Assets **\$5,375,410.05**

These pages 17-22 are an update on 1/23/22 to a previously printed version of this document

Reformation Evangelical Lutheran Church - 2021 Actual & 2022 Budget w/ Comparison

11-Jan-22

FOR CONGREGATIONAL APPROVAL

	2021 Budget	2021 Actual	Δ 2021 YTD Actual to 2020 Budget \$	Δ 2021 Actual YTD to 2020 Budget %	2022 Proposed Budget	Δ 2022 Budget to 2021 Actual \$	Δ 2022 Budget to 2021 Actual %	% of Current Fund Budget
Revenues								
Current Fund Income								
30100-000 - Envelope Giving	\$550,000.00	\$550,803.03	\$803	0.1%	\$520,000	(\$30,803)	-5.6%	73.55%
30105-000 - Credit Card Fees Offset Donations	\$700.00	\$906.27	\$206	29.5%	\$1,000	\$94	10.3%	0.14%
30901-000 - Plate Collections	\$3,000.00	\$2,169.00	(\$831)	-27.7%	\$3,000	\$831	38.3%	0.42%
31100-000 - Sunday Church School	\$0.00	\$0.00	\$0		\$0	\$0		
35100-000 - Interest Income	\$1,750.00	\$745.50	(\$1,005)	-57.4%	\$1,000	\$255	34.1%	0.14%
38900-000 - Miscellaneous	\$300.00	\$193.82	(\$106)	-35.4%	\$300	\$106	54.8%	0.04%
39890-000 - Transfer from Surplus / Deficit Restricted	\$14,460.00	\$0.00	(\$14,460)	-100.0%	\$14,000	\$14,000		1.98%
39893-000 - Transfer from Bldg Fund-AIM Staffing	\$19,875.00	\$0.00	(\$19,875)	-100.0%	\$20,000	\$20,000		2.83%
39895-000 - Transfer from Endowment New Program	\$5,000.00	\$0.00	(\$5,000.00)	-100.0%	\$6,000	\$6,000		0.85%
39896-000 - Transfer from PPP Cares Act Loan	\$30,540.00	\$15,862.38	(\$14,677.62)	-48.1%	\$48,740	\$32,878	207.3%	6.89%
Rental/Contractual Income								
35500-000 - Rental Income	\$2,500.00	\$1,770.00	(\$730)	-29.2%	\$2,000	\$230	13.0%	0.28%
35700-000 - Elwyn Income	\$24,480.00	\$24,480.00	\$0	0.0%	\$24,480	\$0	0.0%	3.46%
39861-000 - Rental Income-Nursery School	\$19,000.00	\$26,253.84	\$7,254	38.2%	\$26,912	\$658	2.5%	3.81%
39862-000 - Rental Income-Stay and Play	\$27,932.00	\$38,587.98	\$10,656	38.1%	\$39,555	\$967	2.5%	5.59%
Total Rental/Contractual Income	\$73,912.00	\$91,091.82	\$17,180	23.2%	\$92,947	\$1,855	2.0%	13.15%
Total Current Fund Income	\$699,537.00	\$661,771.82	(\$37,765.18)	-5.4%	\$706,987	\$45,215	6.8%	100.00%
Expenses								
Current Fund Expenses								
Personnel								
Pastors, Deacon & Music Staff								
40100-015 - Pastor 1 Salary	\$75,992.86	\$75,473.06	(\$520)	-0.7%	\$78,533	\$3,060	4.1%	
40101-015 - Pastor 1 Housing Allowance	\$26,000.00	\$26,520.00	\$520	2.0%	\$26,520	\$0	0.0%	
40102-015 - Pastor 1 FICA Allowance	\$7,802.45	\$7,802.08	(\$0)	0.0%	\$8,037	\$234	3.0%	
Total Defined Comp Pastor #1	\$109,795.31	\$109,795.14	(\$0)	0.0%	\$113,090	\$3,294	3.0%	
40103-015 - Pastor 1 Pension and Health	\$31,000.00	\$30,692.88	(\$307)	-1.0%	\$32,000	\$1,307	4.3%	
Total Package Pastor #1	\$140,795.31	\$140,488.02	(\$307)	-0.2%	\$145,090	\$4,602	3.3%	20.52%
Pastor #2								
40190-000 - Pastor 2 Salary	\$72,729.26	\$72,729.02	(\$0)	0.0%	\$75,450	\$2,721	3.7%	
40191-015 - Pastor 2 Housing Allowance	\$5,000.00	\$5,000.06	\$0	0.0%	\$5,000	(\$0)	0.0%	
40192-000 - Pastor 2 FICA Allowance	\$5,946.29	\$5,946.20	(\$0)	0.0%	\$6,154	\$208	3.5%	
Total Defined Comp Pastor #2	\$83,675.55	\$83,675.28	(\$0)	0.0%	\$86,604	\$2,929	3.5%	
40193-000 - Pastor 2 Pension and Health	\$20,000.00	\$20,095.80	\$96	0.5%	\$20,950	\$854	4.3%	
Total Package Pastor #2	\$103,675.55	\$103,771.08	\$96	0.1%	\$107,554	\$3,783	3.6%	15.21%
Deacon								
Total Package Deacon					\$12,000	(\$31,986)	-72.7%	1.70%
Visitation Pastor					\$9,000	\$9,000		
Total Ordained Staff (Pastors & Deacon)	\$295,232.74	\$288,245.01	(\$6,988)	-2.4%	\$273,644	(\$14,601)	-5.1%	38.71%
Music Staff								
40408-000 - Music Staff FICA	\$3,921.49	\$4,246.48	\$325	8.3%	\$4,850	\$604	14.2%	
40412-015 - Contemporary Worship Musicians	\$10,147.50	\$10,350.00	\$203	2.0%	\$10,350	\$0	0.0%	
Total Music Staff	\$65,329.95	\$65,857.82	\$528	0.8%	\$68,255	\$2,398	3.6%	9.65%
Total Ordained & Music Staff	\$360,562.69	\$354,102.83	(\$6,460)	-1.8%	\$341,899	(\$12,203)	-3.4%	48.36%

These pages 17-22 are an update on 1/23/22 to a previously printed version of this document.

	2021 Budget	2021 Actual	Δ 2021 YTD Actual to 2020 Budget \$	Δ 2021 Actual YTD to 2020 Budget %	2022 Proposed Budget	Δ 2022 Budget to 2021 Actual \$	Δ 2022 Budget to 2021 Actual %	% of Current Fund Budget
Other Staff								
Elwyn Chaplaincy								
42819-016 - General Elwyn Expenses	\$300	\$0.00	(\$300)	-100.0%	\$300	\$300		
Total Elwyn Chaplaincy	\$300	\$0.00	(\$300)	-100.0%	\$300	\$300		0.04%
Other Personnel								
Other Staff Wages								
40505-000 - Parish Nurse	\$8,625.00	\$0.00	(\$8,625)	-100.0%	\$8,625	\$8,625	100.0%	
40506-000 - Custodian	\$11,250.00	\$0.00	(\$11,250)	-100.0%	\$11,250	\$11,250	100.0%	
40518-015 - Summer Intern	\$5,000.00	\$5,500.00	\$500	10.0%	\$6,000	\$500	9.1%	
40519-015 - Livestreaming Director	\$0.00	\$4,757.23			\$7,800	\$3,043	64.0%	
40812-015 - Other Staff - FICA Taxes	\$6,499.03	\$3,420.80	(\$3,078)	-47.4%	\$7,302	\$3,881	113.4%	
Total Other Staff Wages	\$91,456.00	\$64,895.12	(\$26,561)	-29.0%	\$102,749	\$37,854	58.3%	14.53%
Other Staff Expenses								
40805-015 - Other Staff - Staff Expenses	\$400.00	\$384.69	(\$15)	-3.8%	\$400.00	\$15	4.0%	
40814-015 - Other Staff - Work. Comp. Insurance	\$1,750.00	\$2,292.37	\$542	31.0%	\$2,300.00	\$8	0.3%	
40912-007 - Supply/Guest Preachers	\$300.00	\$0.00	(\$300)	-100.0%	\$300.00	\$300		
40913-007 - Supply Organists	\$750.00	\$0.00	(\$750)	-100.0%	\$750.00	\$750		
Total Other Staff Expenses	\$3,200.00	\$2,677.06	(\$523)	-16.3%	\$3,750	\$1,073	40.1%	
Total Other Personnel	\$94,656.00	\$67,572.18	(\$27,084)	-28.6%	\$106,499	\$38,927	57.6%	15.06%
Total Personnel	\$455,518.69	\$421,675.01	(\$33,844)	-7.4%	\$448,698	\$27,023	6.4%	63.47%
Reimbursable Staff Expenses								
42817-016 - Pastor 1 Prof. Expense Reimbursement	\$200.00	\$96.30	(\$104)	-51.9%	\$200.00	\$104	107.7%	
42826-016 - Pastor 1 Automobile Reimbursement	\$500.00	\$157.95	(\$342)	-68.4%	\$500.00	\$342	216.6%	
42828-016 - Pastor 1 Conference and Official Mtgs.	\$500.00	\$300.00	(\$200)	-40.0%	\$500.00	\$200	66.7%	
42829-016 - Pastor 1 Continuing Ed & Books	\$1,000.00	\$1,000.00	\$0	0.0%	\$1,000.00	\$0	0.0%	
42831-000 - Pastor 2 Cont. Ed & Books	\$1,500.00	\$1,500.00	\$0	0.0%	\$1,500.00	\$0	0.0%	
42832-000 - Pastor 2 Cont & Mtg	\$300.00	\$0.00	(\$300)	-100.0%	\$300.00	\$300		
42833-000 - Pastor 2 Prof. Expense Reimbursement	\$150.00	\$50.00	(\$100)	-66.7%	\$150.00	\$100	200.0%	
42834-000 - Deacon Continuing Education	\$350.00	\$1,157.54	\$808	230.7%	\$0.00	(\$1,158)	-100.0%	
42835-000 - Parish Nurse Auto Allowance & Cont. Ed.	\$250.00	\$0.00	(\$250)	-100.0%	\$250.00	\$250	100.0%	
42836-000 - Deacon Prof. Expense Reimbursement	\$200.00	\$135.00	(\$65)	-32.5%	\$0.00	(\$135)		
42837-000 - Deacon Conference & Meetings	\$200.00	\$40.00	(\$160)	-80.0%	\$0.00	(\$40)		
42840-000 - Pastor 2 Auto Allowance	\$1,200.00	\$898.53	(\$301)	-25.1%	\$1,200.00	\$301		
42845-000 - Deacon Auto Allowance	\$500.00	\$351.12	(\$149)	-29.8%	\$300.00	(\$51)	-17.0%	
42849-016 - Director of Music - Continuing Education	\$300.00	\$0.00	(\$300)	-100.0%	\$300.00	\$300	100.0%	
Total of Reimburse. of Staff Expenses	\$7,150.00	\$5,686.44	(\$1,464)	-20.5%	\$6,200	\$514	9.0%	0.88%
Administrative Expenses								
41111-021 - Office and Computer Supplies	\$7,500.00	\$4,978.57	(\$2,521)	-33.6%	\$7,500	\$2,521	50.6%	
41500-021 - Postage	\$3,750.00	\$3,396.90	(\$353)	-9.4%	\$3,750	\$353	10.4%	
42923-021 - Equipment, Leases & Maintenance	\$20,000.00	\$20,113.94	\$114	0.6%	\$20,000	(\$114)	-0.6%	
42924-021 - Synod Assembly	\$1,000.00	\$550.00	(\$450)	-45.0%	\$1,000	\$450	45.0%	
42925-021 - Volunteer Recognition	\$300.00	\$0.00	(\$300)	-100.0%	\$300	\$300	100.0%	
42927-021 - Volunteer Ministry	\$250.00	\$0.00	(\$250)	-100.0%	\$250	\$250	100.0%	
42930-021 - Mutual Ministry	\$100.00	\$0.00	(\$100)	-100.0%	\$100	\$100	100.0%	
42998-021 - Credit Card Donation Service Fees	\$1,477.00	\$2,774.68	\$1,298	87.9%	\$1,500	(\$1,275)	-85.0%	
42999-021 - Other General Expense	\$1,534.00	\$2,032.91	\$499	32.5%	\$1,500	(\$533)	-26.2%	
Total Administrative Expenses	\$35,911.00	\$33,847.00	(\$2,064)	-5.7%	\$35,900	\$2,053	6.1%	5.08%

These pages 17-22 are an update on 1/22/23 to a previously printed version of this document

	2021 Budget	2021 Actual	Δ 2021 YTD Actual to 2020 Budget \$	Δ 2021 Actual YTD to 2020 Budget %	2022 Proposed Budget	Δ 2022 Budget to 2021 Actual \$	Δ 2022 Budget to 2021 Actual %	% of Current Fund Budget
Eco Ministry								
52131-020 - Program & Supplies	\$500	\$134.12	(\$366)	-73.2%	\$500	\$366	73.2%	
Total Eco Ministry	\$500	\$134.12	(\$366)	-73.2%	\$500	\$366	73.2%	0.07%
Education Ministry								
42131-022 - Sunday School	\$2,500.00	\$813.52	(\$1,686)	-67.5%	\$2,000	\$1,186	145.8%	
42132-022 - Vacation Bible School	\$700.00	\$477.77	(\$222)	-31.7%	\$500	\$22	4.7%	
42133-022 - Confirmation	\$700.00	\$286.35	(\$414)	-59.1%	\$450	\$164	57.2%	
42134-022 - Adult Education	\$700.00	\$11.98	(\$688)	-98.3%	\$250	\$238	1986.8%	
42135-022 - Scholar in Residence	\$500.00	\$0.00	(\$500)	-100.0%	\$500	\$500		
42138-022 - Stepping Stones Program	\$500.00	\$925.51	\$426	85.1%	\$1,000	\$74	8.0%	
42139-022 - Equipment & Supplies	\$100.00	\$0.00	(\$100)	-100.0%	\$100	\$100		
42140-022 - Library	\$750.00	\$413.59	(\$336)	-44.9%	\$500	\$86	20.9%	
42142-022 - Special Events	\$200.00	\$100.00	(\$100)	-50.0%	\$200	\$100	100.0%	
42144-022 - Cradle Roll Program	\$200.00	\$0.00	(\$200)	-100.0%	\$100	\$100		
42145-022 - Connection Groups	\$500.00	\$50.22	(\$450)	-90.0%	\$150	\$100	198.7%	
Total Education Ministry	\$7,350.00	\$3,078.94	(\$4,271)	-58.1%	\$5,750	\$2,671	86.8%	0.81%
Marketing and Growth Ministry								
41141-023 - Program & Supplies	\$500.00	\$110.85	(\$389)	-77.8%	\$400.00	\$289	260.8%	
42201-023 - Advertising	\$800.00	\$300.00	(\$500)	-62.5%	\$500.00	\$200	66.7%	
42939-023 - New Member Dinner	\$600.00	\$481.04	(\$119)	-19.8%	\$600.00	\$119	24.7%	
42944-000 - Web Site Content Manager	\$3,500.00	\$2,515.50	(\$985)	-28.1%	\$3,000.00	\$485	16.2%	
42945-000 - Alternative Communications	\$3,000.00	\$2,446.56	(\$553)	-18.4%	\$2,000.00	(\$447)	-22.3%	
42948-023 - Outreach Emphasis	\$500.00	\$346.00	(\$154)	-30.8%	\$500.00	\$154	30.8%	
42949-023 - Training Events	\$100.00	\$0.00	(\$100)	-100.0%	\$100.00	\$100	100.0%	
Total Marketing and Growth Ministry	\$9,000.00	\$6,199.95	(\$2,800)	-31.1%	\$7,100	\$900	14.5%	1.00%
Finance Ministry								
42643-024 - Audit Expense			\$0			\$0		
42644-024 - Payroll Expense	\$2,000.00	\$2,190.74	\$191	9.5%	\$2,200	\$9	0.4%	
42645-024 - Supplies	\$150.00	\$257.28	\$107	71.5%	\$250	(\$7)	-2.8%	
Total Finance Ministry	\$2,150.00	\$2,448.02	\$298	13.9%	\$2,450	\$2	0.1%	0.35%
Global Mission Ministry								
42101-025 - Mission Festival	\$130.00	\$0.00	(\$130)	-100.0%	\$50.00	\$50	100.0%	
42900-025 - Other Global Mission Expense	\$150.00	\$0.00	(\$150)	-100.0%	\$150.00	\$150	100.0%	
Total Global Mission Ministry	\$280.00	\$0.00	(\$280)	-100.0%	\$200	\$200	100.0%	0.03%
Hospitality/Fellowship Ministry								
41102-026 - Special Events	\$1,000.00	\$3,967.28	\$2,967	296.7%	\$1,500	(\$2,467)	-62.2%	
41601-026 - Coffee and Receptions	\$900.00	\$50.38	(\$850)	-94.4%	\$200	\$150	297.0%	
41945-026 - Kitchen Equipment/Supplies	\$300.00	\$40.25	(\$260)	-86.6%	\$200	\$160	396.9%	
42946-026 - Fellowship Events	\$300.00	\$206.50	(\$94)	-31.2%	\$200	(\$7)	-3.1%	
Total Hospitality/Fellowship Ministry	\$2,500.00	\$4,264.41	\$1,764	70.6%	\$2,100	(\$2,164)	-50.8%	0.30%

These pages 17-22 are an update on 1/23/22 to a previously printed version of this document.

	2021 Budget	2021 Actual	Δ 2021 YTD Actual to 2020 Budget \$	Δ 2021 Actual YTD to 2020 Budget %	2022 Proposed Budget	Δ 2022 Budget to 2021 Actual \$	Δ 2022 Budget to 2021 Actual %	% of Current Fund Budget
Property Ministry								
40714-051 - Sexton/Cleaning Services	\$20,000.00	\$23,671.00	\$3,671	18.4%	\$25,000	\$1,329	5.6%	
41201-051 - Maintenance Material and Supplies	\$4,500.00	\$3,328.72	(\$1,171)	-26.0%	\$4,500	\$1,171	35.2%	
41600-051 - Water	\$1,900.00	\$1,948.59	\$49	2.6%	\$2,100	\$151	7.8%	
41800-051 - Electricity	\$13,000.00	\$13,980.38	\$980	7.5%	\$15,000	\$1,020	7.3%	
41801-000 - Sewer	\$1,100.00	\$1,040.00	(\$60)	-5.5%	\$1,100	\$60	5.8%	
41802-000 - Gas	\$6,000.00	\$5,746.93	(\$253)	-4.2%	\$6,000	\$253	4.4%	
42501-051 - Trash Removal	\$3,000.00	\$3,270.60	\$271	9.0%	\$3,700	\$429	13.1%	
43100-051 - Telephone/Internet	\$3,500.00	\$2,942.33	(\$558)	-15.9%	\$3,600	\$658	22.4%	
44100-051 - Maint. and Rep - Grds-Snow Plowing	\$6,000.00	\$14,265.00	\$8,265	137.8%	\$6,000	(\$8,265)	-57.9%	
44101-000 - Maint. & Rep - Grds-Lawn Care	\$10,254.00	\$9,752.00	(\$502)	-4.9%	\$13,000	\$3,248	33.3%	
44102-000 - Maint. & Rep - Grds-Other	\$1,200.00	\$2,564.18	\$1,364	113.7%	\$4,000	\$1,436	56.0%	
44200-051 - Maint. and Repairs - Buildings	\$10,000.00	\$11,077.86	\$1,078	10.8%	\$10,000	(\$1,078)	-9.7%	
44300-051 - Maint. and Repairs - Mach. & Equip.	\$2,000.00	\$2,519.00	\$519	26.0%	\$2,000	(\$519)	-20.6%	
44400-000 - Fire/Security	\$2,000.00	\$1,026.32	(\$974)	-48.7%	\$1,000	(\$26)	-2.6%	
44500-051 - Facilities Improvements	\$1,300.00	\$255.96	(\$1,044)	-80.3%	\$2,000	\$1,744	681.4%	
49200-051 - Insurance - Fire & Extended Cover.	\$13,040.00	\$13,529.00	\$489	3.8%	\$15,000	\$1,471	10.9%	
Total Property Ministry	\$98,794.00	\$110,917.87	\$12,124	12.3%	\$114,000	\$3,082	2.8%	16.12%
Community Action								
42102-066 - Committee Expenses	\$100.00	\$0.00	(\$100)	-100.0%	\$100	\$100	100.0%	
49445-066 - Feeding the Homeless	\$750.00	\$139.09	(\$611)	-81.5%	\$350	\$211	60.3%	
49446-066 - Supplies	\$200.00	\$694.99	\$495	247.5%	\$700	\$5	0.7%	
49447-066 - Food Baskets	\$500.00	\$350.93	(\$149)	-29.8%	\$400	\$49	12.3%	
49448-066 - Aid for Friends	\$150.00	\$0.00	(\$150)	-100.0%	\$75	\$75	100.0%	
49451-066 - Community Needs	\$300.00	\$28.62	(\$271)	-90.5%	\$250	\$221	88.6%	
49456-066 - The Well	\$250.00	\$64.20	(\$186)	-74.3%	\$300	\$236	78.6%	
xxxx-xx - Dress A Girl					\$1,500			
Total Community Action	\$2,250.00	\$1,277.83	(\$972)	-43.2%	\$3,675	\$2,397	65.2%	0.52%
Stewardship Ministry								
41117-062 - Education and Supplies	\$100.00	\$0.00	(\$100)	-100.0%	\$100	\$100	100.0%	
41153-062 - Offering Envelopes	\$1,100.00	\$1,059.14	(\$41)	-3.7%	\$1,100	\$41	3.9%	
Total Stewardship	\$1,200.00	\$1,059.14	(\$141)	-11.7%	\$1,200	\$141	13.3%	0.17%
Wellness Ministry								
49454-065 - Parish Nurse	\$50.00	\$0.00	(\$50)	-100.0%	\$50	\$50	100.0%	
51117-065 - Program and Supplies	\$400.00	\$796.16	\$396	99.0%	\$800	\$4	0.5%	
Total Wellness Ministry	\$450.00	\$796.16	\$346	76.9%	\$850	\$54	6.8%	0.12%

These pages 17-22 are an update on 1/23/22 to a previously printed version of this document

	2021 Budget	2021 Actual	Δ 2021 YTD Actual to 2020 Budget \$	Δ 2021 Actual YTD to 2020 Budget %	2022 Proposed Budget	Δ 2022 Budget to 2021 Actual \$	Δ 2022 Budget to 2021 Actual %	% of Current Fund Budget
Worship and Music								
41154-063 - Bulletins and Supplies	\$4,000.00	\$2,518.06	(\$1,482)	-37.0%	\$4,000	\$1,482	58.9%	
41156-063 - Choral Scholars Expense	\$4,000.00	\$0.00	(\$4,000)	-100.0%	\$4,000	\$4,000		
41158-063 - Chancel Choir Music	\$600.00	\$321.62	(\$278)	-46.4%	\$600	\$278	86.6%	
41159-063 - Children's Choir Music	\$100.00	\$0.00	(\$100)	-100.0%	\$100	\$100	100.0%	
41929-063 - Contemporary Music	\$100.00	\$0.00	(\$100)	-100.0%	\$100	\$100	100.0%	
41930-000 - Music Licenses	\$1,800.00	\$5,194.00	\$3,394	188.6%	\$5,000	(\$194)	-3.7%	
41961-063 - Altar Flowers	\$750.00	\$177.50	(\$573)	-76.3%	\$750	\$573	322.5%	
41962-063 - Festival Flowers/Decorations	\$100.00	\$0.00	(\$100)	-100.0%	\$100	\$100		
41964-063 - Choir Recognition and Supplies	\$100.00	\$0.00	(\$100)	-100.0%	\$100	\$100	100.0%	
42660-063 - Vocal and Instrumental Soloists	\$500.00	\$0.00	(\$500)	-100.0%	\$500	\$500	100.0%	
42907-063 - Nursery Expenses	\$100.00	\$82.37	(\$18)	-17.6%	\$100	\$18	17.6%	
44305-063 - Music Equipment Maintenance	\$1,000.00	\$540.00	(\$460)	-46.0%	\$1,000	\$460	46.0%	
44306-063 - Equipment Purchase	\$250.00	\$0.00	(\$250)	-100.0%	\$250	\$250	100.0%	
Total Worship and Music	\$13,400.00	\$8,833.55	(\$4,566)	-34.1%	\$16,600	\$7,766	87.9%	2.35%
Youth Ministry								
42167-064 Youth Group	\$300.00	\$431.43	\$131	43.8%	\$450	\$19	4.3%	
42168-064 Supplies	\$400.00	\$247.55	(\$152)	-38.1%	\$300	\$52	21.2%	
42170-064 Background Checks	\$200.00	\$0.00	(\$200)	-100.0%	\$200	\$200	100.0%	
42941-064 Leadership Training	\$1,000.00	\$0.00	(\$1,000)	-100.0%	\$500	\$500		
42942-064 Service Projects	\$250.00	\$0.00	(\$250)	-100.0%	\$500	\$500	100.0%	
42969-064 Retreats	\$100.00	\$41.64	(\$58)	-58.4%	\$200	\$158	79.2%	
Total Youth Ministry	\$2,250.00	\$720.62	(\$1,529)	-68.0%	\$2,150	\$1,429	198.4%	0.30%
Total Ministries	\$140,124.00	\$139,730.61	(\$393)	-0.3%	\$156,575	\$16,844	12.1%	22.15%
Church-Wide Benevolence								
49455-042 - Synod Support	\$60,833.00	\$60,832.76	(\$0)	0.0%	\$59,614	(\$1,219)	-2.0%	
Total Church-Wide Support	\$60,833.00	\$60,832.76	(\$0)	0.0%	\$59,614	(\$1,219)	-2.0%	8.43%
Total Current Fund Expenses	\$699,536.69	\$661,771.82	(\$37,765)	-5.4%	\$706,987	\$45,215	6.8%	100.00%
Current Fund Balance	\$0	\$0.00			\$0			

These pages 17-22 are an update on 1/23/22 to a previously printed version of this document.