



Moving Forward /Spirit Lead

Messiah Lutheran Church Council Meeting Minutes

DATE

Tuesday, December 13, 2022

CALL TO ORDER

The December 2022 Messiah Lutheran Church Council meeting was called to order at 7:04PM. The Messiah Lutheran Church Council met both in-person and via Zoom.

ATTENDANCE

Council Members Present in Person

Barry Polhemus, Doug Whitemarsh, Ashley Rabe, Marcia McWilliams, Liz Sellers, Candy Leonard, Roger Kroes, Dan Nellessen, Pastor Roucka

Council Members Present via Zoom

Charlene Salte

Non-Voting Members

Sally Lubeno (Treasurer, non-voting)

Council Members Absent

Dawn Haley, Matt Rector, *Curt DeCaro

Guests

Vicki Rohlwing

**Curt DeCaro submitted his Council resignation to Candy Leonard, Council President, on November 28, 2023. At this time, his Council seat remains open.*

OPENING / WELCOME

Opening Prayer – Candy Leonard

Devotions – Ashley Rabe

Ashley shared thoughts from the book, "God's Little Devotional Book for Moms."

Approval of Agenda – All

A motion was then made to approve the December 13, 2022, agenda, with an edit to include moving discussion of PATHWAY to January. The motion was seconded. The motion to approve the current Messiah Lutheran Church Council Agenda carried.

Approval of Minutes from Prior Council Meeting – All

A motion was made to approve the November 2022 meeting minutes. The motion was seconded. The motion was carried to approve the prior Council meeting minutes.

Good News – Round Table

- Over 290 people attended the December Community meal!
 - Santa and Mrs. Claus, candy canes, Crystal Lake Band, food from Faith Acres
 - Some people took meals to go because the Gathering Place was so crowded
 - Several folks came back for seconds
- The PATHWAY Christmas party was a success, they polished the bells for the Gosbells
- The new resident custodian has moved into the Rock and has begun her stay at The Rock and her custodial duties of evening door locking and campus security checks
- Good Samaritan has delivered Christmas gifts to Sagrado Corazon and to Liberty Arms
 - Liberty Arms offered to partner with our PATHWAY students to provide social hours with their residents (bingo, movies, etc.)
- MLPK had a successful “Cookies with Santa” Event on Saturday, Dec. 10, with over 200 people in attendance
- MELC provided funds to cover remaining gifts on MLPK’s sponsored Giving Tree (to help 14 families)
- Dave’s grandson, Dylan, served as drummer for SANS this past Sunday and did a wonderful job
- Three new students joined our Sunday School program this past weekend (currently have 37 enrolled, average attendance is 27)

EMAIL VOTES

November 29, 2022: Council affirmed the replacement of “Youth House (The Rock) Key Provisions and Guidelines” (March 15, 2021, policy document) with “Youth House (The Rock) Custodial Residency Policy and Residency Agreement.”

December 2, 2022: Council approved the motion to accept the minutes from the November 20, 2022, Special Meeting of the Congregation (Re: Vote on Constitutional updates).

NEW BUSINESS

Christian Education – Vicki Rohlwing

Vicki started as acting Sunday School superintendent in January 2022. Despite the job posting last winter, no one applied for the position. Vicki and the VBS team ran VBS 2022, and the team made recommendations once VBS had concluded. The previous VBS team has declined to lead VBS 2023, though they said that they would be happy to help with it. Vicki asked the plan and timeline for recommended that it might make sense to wait until Messiah’s permanent pastor arrives before we hire a Christian Education Director. However, it would be helpful if Messiah had someone before the start of the next school year. Vicki expressed that Messiah absolutely needs at least a standalone VBS leader for this summer. She recommended that we research a student teacher in a DCE program (Director of Christian Education), possibly from Concordia, to lead VBS. Ashley shared that she disagreed on a pursuing a *student* teacher due to inexperience and liability, but a new grad might be an option. Roger suggested that maybe offer VBS leader as an internship opportunity to either a new grad DCE or an Early Childhood/Elementary Ed. new grad. Candy suggested that our resident custodian, Callie, might be interested in this position. Vicki mentioned also that we might be able to partner with Fusion Church for VBS.

Action Items:

- Contact Callie Duffy to see if she’s qualified/interested - Ashley
- Contact Fusion Church – Candy
- Reach out to MLPK leadership to see if any teachers might be interested in leading VBS – Liz
- Pastor Roucka will send out the job description for VBS director to Ashley, Liz, and Exec Team

How to Manage the Agenda – Round Table

Council discussed a variety of ideas on how to better manage Council meetings to keep the average meeting length to around two hours:

- Visual timer
- Listing to/from times on each topic/area on the agenda
- “Park” topics to keep the agenda moving
- Have Council meetings be just for decisions, have separate meeting for discussions
- Make sure that we create action items for topics discussed to make sure that we don’t leave things hanging
- Try to get away from everyday items and move meetings to bigger picture/future planning
- Send out reports ahead of the meeting to minimize time spent on each topic
- Get reports out *well in advance* of the Council meeting so that members have the time to read and prepare in advance of the meeting
 - Have reports due the Tuesday before (one week prior to) the Council meeting
 - Have finance reports put in mailboxes the Sunday before the meeting
 - Can the fiscal end of the month be changed?
 - Discuss some reports/topics via email
- Schedule standalone or separate meetings for major topics (e.g. budget)

Action Items

- Prioritize the transition to Quick Books and Servant Keeper so that financial reports are streamlined
- Candy will add times to each topic of the agenda starting in January
- Ashley will act as timekeeper with a visual timer for January’s Council meeting

Finance Discussion – Stewardship and 2023 Budget – Barry

Messiah is expecting a marked income shortage in our year end giving. This will cause Messiah to end 2022 with a significant budget deficit. Despite saving money on several expenses throughout the year, this has not offset the drop in income/giving. Savings include spending half the budgeted salary for our office administrator (as the position was not filled until June 2022).

Expenses to address for 2023 include the continued costs (and inefficiency) of partially using two congregational data management systems (Shepherd Staff and Servant Keeper) and two financial tracking programs (Excel and QuickBooks). Messiah has long used the Shepherd Staff platform to manage congregational information and and Microsoft Excel to manage our financial accounts. However, Shepherd Staff is no longer supported by their parent company and is nearly obsolete, which renders our payment for its continued use redundant and Excel is proving to be less and less efficient for our financial needs. Servant Keeper was purchased several years ago. The intention was to migrate congregational information out of Shepherd Staff and into Servant Keeper and our Excel financial accounts into QuickBooks. This process has never been completed and is negatively impacting our ability to quickly access data and the efficiency of our in-house financial accounting. Completing the transition of Messiah’s congregational data to Servant Keeper and our financial accounts into QuickBooks was discussed as a top priority for 2023; both to save money and to increase efficiency, transparency, and security. One unexpected *expense* in 2022 was the total cost of our IT support contract. This past spring, the IT search team pursued the most cost-effective contract for Messiah’s needs, but the contract was still far more than was originally budgeted (\$5,000). The church pays a \$750 share of the \$1500 monthly IT management contract with StratusComm (split with MLPK). Messiah plans to pursue a reduced contract (reduced time and monthly cost) as soon is feasible in 2023.

The finance team compiled a combination of pledged givers, members who use Simply Giving, and members who are not officially pledged *but* are historically consistent givers to develop Messiah’s projected income for 2023. Savings for 2023 will include maintaining current salary levels for staff in 2023 and the eventual reduction of the IT contract fee. The draft budget includes \$13,000 salary line-item place holder for Youth Director, as we anticipate this salary will be unused for, at a minimum, several months. One draft budget will also include raises for staff. Council then discussed the need to restructure this salaried position into something brand new: one Christian Education Director that oversees all of

Messiah's educational programs from birth through adulthood and manages the supervisors/volunteers for each of these programs (children's ministry, youth/high school ministry, and adult education ministry). Further discussion of this transition will continue in January 2023 and at any Council budget meetings.

Action Items

- Liz and Barry will follow up with StratusComm for the usage report we were promised (including hours worked, number of calls, time spent on calls)
 - This report will assist us in determining when/how we might be able to reduce our contract costs with StratusComm in 2023
- We need to communicate our minimum required budget to the congregation, including what we need for a quality candidate for Christian Education Director
 - Key points from the push letter will be communicated in The Voice as well as by word of mouth from Council members
- Barry will prepare the next draft of the 2023 budget for Council review
- March 31, 2023, is the target date for running reports in Servant Keeper

CONTINUING BUSINESS

Transition Team – Doug Whitemarsh

Doug shared general feedback gathered during the team's Small Group Input sessions:

- The small group format worked well
- People are generally positive about Messiah
- People were very split on whether we needed to call a new pastor immediately
- More bible studies are desired
- Members enjoy community events and are honored to share them with the community
- Congregation is welcoming, but new people do feel/see tension here
- Members need to work harder at creating a family-friendly atmosphere, as families with young kids don't feel as welcome
- We need to improve communication
- We need to better engage in surrounding community
- Need better long-range planning and transparency

The Transition Team (TT) members met and spoke with the Synod on Monday, Dec. 12. The Synod, including Pastor Kyle, advised the members of the TT to take January 1 through January 22, 2023, to gather candidate nomination forms for a Call Committee. Candy reported that she'd also spoken with Pastor Kyle this week (today) and that in their discussion, Pastor Kyle reported the TT would have a list of candidates to Council by 1/19/23 and that he intended to *install* the Call Committee when he visited Messiah on January 22. Council members expressed both the need to move quickly and the need for enough time for congregational members to prayerfully consider joining the Call Committee. Council discussed timeline possibilities at length, however, no specific dates were presented through the formal motion process for formal Council vote/affirmation. TT plans to use both paper and electronic versions of the form they create. Per Messiah's constitution, the Call Committee will consist of six members; one of which will be a TT member and one will be a Council member. This leaves four Call Committee positions open to any member of the congregation.

Council further discussed that once form submission closed, the TT would compile all candidates and select approximately 12 from the entire pool. Then *Council* will meet, discuss the list of 12 candidates presented by the TT, and, in compliance with Messiah's constitution, Council will select the final six Call Committee members.

Action Items

- TT is planning to announce to members communicating concrete timeline of the next transition steps
- TT is developing a nomination form for candidates to use to apply for the Call Committee starting in the beginning of January 2023

- TT would like Council to encourage members of the congregation to submit names of interested candidates
- When form submission closes, TT plans to select 12 candidates from all candidate forms submitted
 - Council will then meet and narrow down the list from there to officially form the 6-member Call Committee
- Council plans to announce the finalized Call Committee to the congregation at the 2023 Annual Meeting

REPORTS

Financial Report – Sally Lubeno

For full details, please see attached Budget Commentary and financial data reports.

Motions:

- A motion was made to approve the financial report. The motion was seconded. The motion carried.

Pastor's Report – Pastor Roucka

For full details, please see attached report.

Action Items:

- Pastor has asked Council members to share their responses to her report by Tuesday, December 20 in a group email so that all may see/respond to questions and participate in the email discussion

MLPK – Liz Sellers

MLPK update was tabled until 2023.

Discussion of Audit Report – Candy

Will be shared via email.

Nominating Committee

Will be discussed via email.

Annual meeting Date

Proposed date is January 29, 2023, with an alternate of February 5, 2023, for inclement weather.

Will be discussed and finalized via email.

February Meeting Date (Valentine's Day or Alternate?)

Will be discussed via email.

Sign-up for Devotions (and snacks?) for 2023

A form was sent around during the meeting for returning Council members to sign up.

Closed Session

Council moved to a closed session at 9:26PM. The closed session concluded at 9:57PM.

CLOSING PRAYER / ADJOURN

A motion was made to conclude the December 2022, Messiah Lutheran Council meeting. The motion was seconded. The motion carried at 9:58.

Respectfully submitted,

Elizabeth Sellers,
Messiah Church Council Secretary

Next: January 10, 2022
Devotions: Candy Leonard

Financial Position and early 2023 project operating budget

All Council Members

While still wrestling with just how we will end the year and what is a reasonable forecast for 2023, The following are a few early estimates.

First our budgeted total income for 2022 month of December is \$89K which I do not think we will hit with our current trending. We are at \$490K YTD at end of November with a remaining full year income budget amount of \$125K which we will not come close to by the end of year.

With an original month of December income budget of \$89K I would project a more reasonable but still an aggressive optimistic December to be \$72K

I distributed the known items like Outside Donations, Mana Card, and Continue the Vision first then proportioned Operating Fund Envelopes, Operating fund loose offerings and Festival based on trending.

Bottom Line I put a preliminary estimate at \$562K for the full year 2022 income.

Due to the non-repeating savings (Salaries and Mortgage etc) we should come out just a little favorable or break even to expenses for this year.

Next year I did increase the Operating Envelopes a modest amount hoping to see some growth and return of key reduced pledges along with looking for festive giving to come back a little from the earlier pandemic impacts. Projected 2023 \$580K total income.

With that though looking at holding on to any potential expense savings, no salary increases, and only putting in 50% of the original Youth Director 2022 Salary as a go forward lower hour PT position. we will have a deficit at this time for 2023.

This is still preliminary and will need further input from finance and council on the assumptions and direction.

To add any more to planned program expenses (i.e Youth/Chris Ed leadership), small salary increases, or if the preliminary envelope giving of \$520K is too aggressive in growth, Council would need to propose a larger deficit operating budget in which the deficit would need to be funded from the asset account.

This is not a good practice unless we see a positive church growth that just needs a little more time to come up the regular operating needs in the short term.

Thanks

Barry

November 18, 2022 Rev 2 11/22/22

Messiah Lutheran Church Council,

Grace Lutheran Church of Libertyville was asked if we would be willing to perform an audit of your financial records for 2021. Additionally, upon completion of the audit, we were asked to make recommendations that would simplify and improve your financial records process. This was initially requested as a swap of annual audits for each church. Our constitution and bylaws, however require that our audits be conducted by voting members of our congregation. Our Finance Team felt this was a good opportunity to see how another church does their financial reporting and agreed to help out Messiah by doing the audit and sharing some of our processes.

We are referring to this review as an “audit” only to meet your church constitution annual financial records requirements. None of us are CPA’s or accountants. We approached this review as we do our own church financial records using our work related experience and our own personal financial knowledge. We also cannot assume any financial liability for this review.

We met with Steve Snow and Sally Lubeno to understand the reports, records, and files available to us to be able to review your financial records. They provided us with your General Ledger, weekly Counter’s sheets, monthly reconciliation reports, bank statements for your operating fund general checking and bond checking accounts and your statements for your stock fund, and all invoices for the year. We were also given copies of your financial processes and procedures to review. Our goal was to confirm that the income and expenses as presented to your congregation at your annual meeting in the Annual Report for 2021 were accurate as stated.

Your Stock Fund and Bond Fund are treated as separate accounts and not included in your General Ledger. As such, any transfer of funds to/or from these two accounts are shown in your general ledger as deposits or withdrawals. Your Annual Report does show the annual asset value change in these two accounts.

On the income side, we were able to understand and spot check your cash deposits to the operating fund checking account from your Counter’s sheets to the Bank statement to the General ledger and all deposits checked were accurate as stated. We also spot checked your Vanco online giving deposits from Vanco to the bank statement to the General Ledger and found all check transactions to be accurate and correct as stated. In 2021, Messiah had only 1 member giving stock instead of cash. The stock is donated to the Stock fund and cash (equal to value of the stock at time of donation) is transferred from the stock fund to operating fund checking account. As we tracked the transfer to checking, the actual amount transferred appears to be about \$6001 less into the bank account versus the General Ledger. There are multiple journal entries that appear to have double entered the dollars. Steve is tracking the

entries and will have an answer and resolution soon. If our findings are correct, the Annual Report overstates income by \$6001.

Expenses as reported were spot checked from invoice, to bank statement, to the General Ledger and all expenses reviewed were accurate as stated. All invoices were also approved (signed or initialed) for payment . From our review, it appears the expenses as stated on the 2021 Annual Report are accurate.

As part of our review, we also looked at your insurance policies to confirm that you are covered adequately against loss. It appears that in 2021, Messiah may have been under insured, but your current policies have been updated to provide correct coverage for your facility. The coverage for personal property should be reviewed with your insurance company to ensure the there is adequate coverage. We are not sure how all of your chairs, pews, tables, desks, and electronic equipment is handled by insurance, but a review with your agent is recommended.

We received an electronic copy of your congregational policies and procedures for review. A quick look showed that Messiah has many policies and procedures in place for general operating of the church and preschool. We did not find any financial control procedures such as invoice approval requirements, sign off forms for offering counters, credit card usage, or general accounting procedures.

Our recommendations / comments based upon our findings are attached as an appendix.

Submitted in His Name,

Judy Bridges GLC Treasurer

John Bruick GLC Finance Team

Craig Schander GLC Chair, Finance Team.

Recommendations for Messiah Finance Processes and Procedures.

1. Include the Stock Account and Bond fund in your General Ledger. This will reduce the number of transactions required and eliminate the stock donation issue identified.
2. Consider selling stock at time of receipt. This will eliminate the huge gains/losses you are seeing in this asset. The dollars can remain in this account and be invested in government bond funds with \$1 per share values paying interest at the current rates. This is not going to give you large unrealized gains, but will eliminate the losses.
3. Consider the interest or dividends paid on your stock fund as monthly income to the General Operating fund.
4. Start monthly accruals for anticipated building maintenance and include in your budget for upcoming years. Take the \$ from your operating fund monthly and move them to your dedicated funds for the anticipated expenses.
5. If you have large annual member contributions, consider amortizing that contribution over several months or the balance of the year. This will allow your monthly reports to show a more even incoming cash flow.
6. Review your "batching" process of Vanco income. It may ease your recording of member giving, but it complicates your monthly reconciliation reports and auditing.
7. Review your finances for your Preschool. Consider Council approval of their budget. Income seems very low for the number of students and usage fee seems low.
8. Review your Vanco giving portal to reduce the number of giving areas for online givers. General Fund and Special Offerings may be sufficient. Educate your congregation that most if not all of the giving areas previously offered are budgeted areas of your General Fund. This will simplify the data entry for your financial secretary.
9. Educate your online givers that Vanco charges a fee for every transaction and that changing to once or twice per month versus weekly, would save Messiah money and simplify your monthly reconciliation.
10. Consider creating policies and procedures for your financial tasks and records. These can be as simple as documenting how data is entered into the general ledger to aid anyone filling in temporarily during vacations, to who can sign checks, who can approve invoices, and handling the weekly offering from collection plates, thru counting and bank deposit.

From: vrohlwing <vrohlwing@ameritech.net>
Subject: RE: Fwd: Curt DeCaro
Date: December 8, 2022 at 3:07:06 PM CST
To: Candace Leonard <candy.leonard@icloud.com>

Candy. Curt hit all the high points. I really don't have to be there, but in the past I don't think the council understands the urgency of getting a help. That being said, I don't know if we want to hire a DCE before we get a Pastor as maybe he or she might have some specific ideas on this person. I would maybe suggest looking into a person who needs practicum hours or a vicar, instead of a permanent person until we get a Pastor.

The reason I mention urgency is the VBS team write recommendations for 2023, which included having someone on board to run the program no later than January. (This hasn't happened. as someone to do my job hasn't happened.) Council can't just put the job in the bulletin and hope someone will respond. Just like the secretary we need to look beyond our church. They need to REALLY look.

The group also talked about VBS dates of the first week of June, 5th-9th. A suggestion someone made to me was to team up with another church that doesn't have Bible School like Fusion to at least get volunteers and open it up to their group.

If you can stress all of this. I don't need to come. But you have to express the passion I would to let them know it isn't just words. it is a NEED.

Let me know. I know council is dealing with a lot of issues. bt Sunday School and VBS represent the future of our church.

Blessings
Vicki

Sent via the Samsung Galaxy S10e, an AT&T 5G Evolution capable smartphone

----- Original message -----
From: Candace Leonard <candy.leonard@icloud.com>
Date: 12/8/22 11:53 AM (GMT-06:00)
To: Vicki Rohlwing <vrohlwing@ameritech.net>
Subject: Fwd: Curt DeCaro

Hi Vicki,

The information below is what I provided to executive council, and will provide to the rest of council when I send out the agenda for next Tuesday's meeting. Given what Curt has shared with us (and that I will also share with Council so we can discuss this Tuesday), do you still want to come speak with use or has Curt adequately described what you want to share?

Kind regards,
Candy

Begin forwarded message:

From: Candace Leonard <candy.leonard@icloud.com>

Subject: Curt DeCaro

Date: November 30, 2022 at 1:58:27 PM CST

To: Ashley Rabe <aarabe65@gmail.com>, Liz Sellers <liz.sellers@messiah-wauconda.org>, Sally Lubeno <sally.lubeno@messiah-wauconda.org>

Cc: "Pastor D. Roucka" <pastor.roucka@messiah-wauconda.org>

Hi everyone,

Curt wanted to provide information for Council from the Christian Education team meeting this past Monday night. Vicki Rohlwing has asked for three minutes to report on this. What the team has agreed to and advocate strongly for is this: They agree Messiah needs some kind of a paid staff position to take on Christian Education. This could be a pastor or a person with a Christian Education degree. This person would be responsible for Sunday School (not necessarily the teaching, but the oversight of the curriculum, the volunteers, etc.), Pathways, and VBS. The team has noticed the vast majority of the little problems that seem to have arisen the past few years is because there hasn't been one focal point, one person to coordinate all the moving parts.

Vicki also is planning to request a dedicated account for Sunday School. Curt said it doesn't have to be much, perhaps \$500 - \$1,000.

The next thing is something we've had a request from Kristen Costello and Sarah Therault - First Communion Date. The Christian Education team is advocating that the current 5th graders (and Curt believed there were only 4) need to receive First Communion before the end of the school year. If there are no snow days, D118 ends the Friday before Memorial Day, or May 26.

The team also wants to know about VBS - budget, dates, etc.

That was it for the Christian Education Report.

Kind regards,
Candy

NOVEMBER 2022 BUDGET COMMENTS

1. November income of \$34,902 was below budget of \$47,979 by \$13,077. Year to date income is below budget by \$42,596.
2. November expenses of \$47,279.48 were \$2,778 below budget of \$50,057. Year to date, expenses are \$53,298 below budget.
3. Year to Date Budget—Income was \$490,027 while Expenses were \$508,285. Expenses exceed income by \$18,258.
4. Looking at the past five years of income, the 2022 income for November was below all the five previous years. The November 2022 expenses were below all the previous five years.
5. After ten months of 2022, we have received 80% of budgeted income. Our expenses are about 83% of budgeted amount.

Our Gifts - Our Ministry 2022

NOVEMBER	Actual	Budget	Above/(Below)	Net
Income	\$ 34,902	\$47,979	\$ (13,077)	\$(10,299)
Expenses	\$ 47,279	\$50,057	\$ 2,778	

Benevolence & Mission Dollars Provided, YTD

**Benevolence is independent of budget/income, MELC acts as the steward for these*

Synod Mission Support	\$ 14,685	Good Samaritan	\$ 1,260
World Hunger*	\$ 1,809	Food Sharing*	\$ 12,154
Disaster Relief	\$ 1,202		
Financial Assistance*	\$ 5,426	PADS*	\$ 2,800
Youth Mission Trip*	\$ 7,347	Local, Other*	\$ 733
Annual ELCA Fundraisers*	\$ 6,220	Mission Church	\$ 1,500
		Yearly Total:	\$ 55,135

THANK YOU

Your gifts and continued support are treasures that foster effective Ministry in Christ's

% of Benevolence vs Income 158.0%

11.25% Based on year to date

For Internal use Only (Budgeting Accts)

This month's total divided by total income so far. Get from Incor

Synod Mission Support	026-07-07-0	14685	
World Hunger	027-07-07-0	1809	
Disaster Relief	027-07-07-1	1202	
Family Assitance	027-07-07-0	5425.74	
Youth Mission trip	Youth Convention Tr 027-11-21-0	5698	
	Youth Pathway (Budg 026-11-21-0	1649.02	7347.02
Annual ELCA	M2M 027-07-07-1	6219.67	
	Annual Fund Raisers 027-07-07-0	0	6219.67
Good Samaritan	027-07-07-07	1259.53	
Mission Church (Sagrado)	026-07-07-02	1500	
PADS	027-07-07-03	2800	
Food Sharing	Community Meals 027-11-21-05	3747.58	
	Caring Garden 027-07-07-05	950	
	Summer Lunch 027-08-08-04	7456.5	
	Feed My Starving Ch 027-07-07-13	0	12154.08
Local, Other	Local Benevolence 026-07-07-06	600	
	Quilters 027-12-13-07	132.98	732.98

12.19%

Messiah Ev. Lutheran Church

Dedicated Accounts

November, Fiscal Year 2022

Fund 02 - Fund 2-WaucComm General

Account	Beginning	Current Month		Year-To-Date		Current
	Balance	Receipts	Expenses	Receipts	Expenses	Balance
Major 07 - BENEVOLENCE						
Minor 07 - BENEVOLENCE						
027-07-07-01 WORLD HUNGER	0.00	198.00	198.00	1,809.00	1,809.00	0.00
027-07-07-02 FINANCIAL ASSISTANCE FUND	8,099.17	120.00	800.00	3,953.75	5,325.74	6,727.18
027-07-07-03 PADS	6,175.72	125.00	0.00	2,917.29	2,800.00	6,293.01
027-07-07-04 SYNOD BENEVOLENCE	5.00	0.00	0.00	0.00	0.00	5.00
027-07-07-05 FOOD PANTRY/CARING GARDEN	1,700.60	10.00	0.00	365.00	950.00	1,115.60
027-07-07-07 GOOD SAMARITAN MINISTRY	3,705.67	1,326.88	38.00	2,862.63	1,259.53	5,308.77
027-07-07-08 ANNUAL FUND RAISERS	3,980.93	0.00	0.00	0.00	0.00	3,980.93
027-07-07-10 SEMINARY/MISSIONARY	0.00	0.00	0.00	0.00	0.00	0.00
027-07-07-12 OUTDOOR BEAUTIFICATION	4,066.60	4,500.00	100.00	6,850.00	972.85	9,943.75
027-07-07-13 FEED MY STARVING CHILDREN	0.00	0.00	0.00	0.00	0.00	0.00
027-07-07-14 DISASTER RELIEF	202.00	0.00	0.00	1,000.00	1,202.00	0.00
027-07-07-15 ADULT MISSION TRIPS	0.00	0.00	0.00	0.00	0.00	0.00
027-07-07-16 ANNUAL LENT BEN (M2M)	0.00	0.00	1,664.70	7,171.00	6,219.67	951.33
Totals	\$27,935.69	\$6,279.88	\$2,800.70	\$26,928.67	\$20,538.79	\$34,325.57
Major 08 - OFFICE						
Minor 08 - OFFICE						
027-08-08-01 OFFICE RELATED	-261.01	174.35	225.67	1,010.86	1,652.78	-902.93
027-08-08-02 VARIOUS	0.00	0.00	0.00	0.00	0.00	0.00
027-08-08-03 PASTORS' DISCRETION	303.00	0.00	0.00	75.00	0.00	378.00
027-08-08-04 SUMMER LUNCH PROGRAM	8,891.25	0.00	0.00	8,014.00	7,456.50	9,448.75
Totals	\$8,933.24	\$174.35	\$225.67	\$9,099.86	\$9,109.28	\$8,923.82
Major 08 - OFFICE						
Minor 09 - PROPERTY						
027-08-09-01 CASH RESERVE FUND	6,312.53	0.00	0.00	67,556.00	69,924.75	3,943.78
027-08-09-02 CONSTRUCTION	0.00	0.00	0.00	0.00	0.00	0.00
027-08-09-03 PROPERTY	4,767.84	70.00	0.00	31,508.05	9,904.04	26,371.85
027-08-09-04 BUS/VEHICLES	0.00	0.00	0.00	0.00	0.00	0.00
027-08-09-05 UTILITIES	0.10	0.00	0.00	0.00	0.00	0.10
027-08-09-06 SNOW PLOWING	0.00	0.00	0.00	3,058.00	3,058.00	0.00
Totals	\$11,080.47	\$70.00	\$0.00	\$102,122.05	\$82,886.79	\$30,315.73
Major 11 - MINISTRIES						
Minor 12 - WORSHIP/MUSIC						
027-11-12-01 WORSHIP EQUIPMENT	0.00	0.00	0.00	0.00	0.00	0.00
027-11-12-02 SUNDAY ALTAR FLOWERS	264.02	0.00	0.00	0.00	0.00	264.02
027-11-12-03 SPECIAL FLOWERS	1,546.49	60.00	0.00	1,083.00	1,776.00	853.49
027-11-12-04 SPECIAL WORSHIP	362.31	0.00	0.00	1,362.32	1,004.44	720.19
027-11-12-05 BANNER FUND	0.00	0.00	0.00	0.00	0.00	0.00
027-11-12-06 PERFORMING ARTS	0.00	0.00	0.00	0.00	0.00	0.00
027-11-12-11 MUSIC	1,308.83	105.94	0.00	600.94	0.00	1,909.77
027-11-12-12 MUSIC/BELLS	-33.06	0.00	0.00	0.00	0.00	-33.06
027-11-12-13 MUSIC/SANS	0.00	0.00	0.00	0.00	0.00	0.00
027-11-12-14 MUSIC/MULTIMEDIA	8,657.02	0.00	0.00	0.00	367.25	8,289.77
027-11-12-16 MUSIC/PSALM SINGERS	0.00	0.00	0.00	0.00	0.00	0.00

Messiah Ev. Lutheran Church
Dedicated Accounts
November, Fiscal Year 2022
Fund 02 - Fund 2-WaucComm General

Account	Beginning Balance	Current Month		Year-To-Date		Current Balance
		Receipts	Expenses	Receipts	Expenses	
027-11-12-17 HEALTH / WELLNESS	0.00	1,000.00	0.00	1,000.00	0.00	1,000.00
Totals	\$12,105.61	\$1,165.94	\$0.00	\$4,046.26	\$3,147.69	\$13,004.18
Major 11 - MINISTRIES						
Minor 16 - STEPHEN MINISTRY						
027-11-16-01 STEPHEN MINISTRY	2,436.25	10.00	0.00	110.00	1,158.39	1,387.86
Totals	\$2,436.25	\$10.00	\$0.00	\$110.00	\$1,158.39	\$1,387.86
Major 11 - MINISTRIES						
Minor 17 - STEWARDSHIP						
027-11-17-01 STEWARDSHIP	0.00	0.00	0.00	0.00	0.00	0.00
Totals	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Major 11 - MINISTRIES						
Minor 18 - CH. ED.						
027-11-18-02 CH.ED./ADULT BIBLE STUDY	-497.68	0.00	0.00	0.00	0.00	-497.68
027-11-18-07 CH.ED./SUNDAY SCHOOL REG	109.55	0.00	0.00	1,156.88	584.68	681.75
027-11-18-08 CH.ED./VBS	190.09	0.00	0.00	3,626.69	3,332.04	484.74
027-11-18-10 CH.ED./BENEVOLENCE PROJ	0.00	0.00	0.00	0.00	0.00	0.00
027-11-18-11 CH.ED. FIRST COMMUNION	78.89	0.00	0.00	50.00	163.20	-34.31
027-11-18-14 CH ED BAPTISM BLANKETS	0.00	0.00	0.00	1,200.00	80.95	1,119.05
Totals	-\$119.15	\$0.00	\$0.00	\$6,033.57	\$4,160.87	\$1,753.55
Major 11 - MINISTRIES						
Minor 19 - JOYFUL OUTREACH						
027-11-19-04 JOM/DISCIPLE/EVANGELISM	2,196.18	75.00	0.00	1,025.00	1,932.56	1,288.62
Totals	\$2,196.18	\$75.00	\$0.00	\$1,025.00	\$1,932.56	\$1,288.62
Major 11 - MINISTRIES						
Minor 20 - HOSPITALITY						
027-11-20-01 PARISH LIFE/DINNERS	577.78	0.00	0.00	124.00	582.68	119.10
027-11-20-02 PARISH LIFE/DONUTS	264.31	172.25	159.00	582.76	684.70	162.37
Totals	\$842.09	\$172.25	\$159.00	\$706.76	\$1,267.38	\$281.47
Major 11 - MINISTRIES						
Minor 21 - YOUTH						
027-11-21-02 YOUTH/CONVENTION-TRIPS	4,303.91	0.00	2,010.00	2,264.00	5,698.09	869.82
027-11-21-03 FINK RETREAT	0.00	0.00	0.00	0.00	0.00	0.00
027-11-21-04 YOUTH/PATHWAY REGIST.	-194.71	0.00	0.00	1,244.00	891.49	157.80
027-11-21-05 COMMUNITY MEALS	2,690.48	76.00	235.33	8,631.81	4,884.23	6,438.06
027-11-21-06 THANKSGIVING BASKETS	204.09	0.00	0.00	149.00	178.21	174.88
027-11-21-10 YOUTH/WORLDDIVISION SUPPORT	0.00	0.00	0.00	0.00	0.00	0.00
027-11-21-11 YOUTH/SPECIAL PROJECTS	0.00	0.00	0.00	0.00	0.00	0.00
Totals	\$7,003.77	\$76.00	\$2,245.33	\$12,288.81	\$11,652.02	\$7,640.56
Major 12 - ORGANIZATIONS						
Minor 13 - ORGANIZATIONS						
027-12-13-02 CARE NETWORK	0.00	0.00	0.00	0.00	0.00	0.00

12/2/2022
11:00a

Messiah Ev. Lutheran Church

Dedicated Accounts

November, Fiscal Year 2022

Fund 02 - Fund 2-WaucComm General

Account	Beginning Balance	Current Month		Year-To-Date		Current Balance
		Receipts	Expenses	Receipts	Expenses	
027-12-13-03 DEBORAH CIRCLE	430.91	0.00	0.00	0.00	0.00	430.91
027-12-13-07 QUILTERS	1,293.76	0.00	0.00	1,155.00	132.98	2,315.78
027-12-13-11 SHAWL MINISTRY	46.34	0.00	0.00	1,000.00	0.00	1,046.34
Totals	\$1,771.01	\$0.00	\$0.00	\$2,155.00	\$132.98	\$3,793.03
Major 13 - MEMORIALS/ENDOWMENT						
Minor 00 - Ungrouped						
027-13-00-01 MEMORIALS	32,283.01	100.00	0.00	890.50	3,405.00	29,768.51
027-13-00-02 ENDOWMENT FUND	4,955.00	0.00	0.00	0.00	0.00	4,955.00
Totals	\$37,238.01	\$100.00	\$0.00	\$890.50	\$3,405.00	\$34,723.51
Fund 02 - Fund 2-WaucComm General	\$111,423.17	\$8,123.42	\$5,430.70	\$165,406.48	\$139,391.75	\$137,437.90

Messiah Ev. Lutheran Church
Monthly Statement of Income & Expense
 November of Fiscal Year 2022
 Responsibility: All
Fund: 02 - Fund 2-WaucComm General

	Current Month				Annual Budget, Y.T.D. Actual			
	Budget	Actual	%	Remaining	Budget	Actual	%	Remaining
Income								
Major 05, INCOME // Minor 04, INCOME								
025-05-04-01, GENERAL ENVELOPE OFFERING	42,000.00	30,416.40	72.42%	11,583.60	545,000.00	439,581.97	80.66%	105,418.03
025-05-04-02, GENERAL BASKET OFFERING	237.35	-171.00	-72.05%	408.35	3,000.00	3,903.74	130.12%	-903.74
025-05-04-03, SUNDAY SCHOOL OFFERING	0.00	50.00	--	-50.00	0.00	125.00	--	-125.00
025-05-04-04, FESTIVAL OFFERING	1,243.37	32.00	2.57%	1,211.37	15,000.00	3,301.00	22.01%	11,699.00
025-05-04-05, OUTSIDE DONATIONS	3,666.67	3,427.00	93.46%	239.67	44,000.00	38,763.21	88.10%	5,236.79
025-05-04-06, INTEREST	0.00	0.00	--	0.00	0.00	2.87	--	-2.87
025-05-04-07, SPECIAL GIFTS	0.00	0.00	--	0.00	0.00	0.00	--	0.00
025-05-04-08, MANNA CARD PROFIT	0.00	917.72	--	-917.72	3,000.00	1,108.72	36.96%	1,891.28
025-05-04-09, CONTINUE THE VISION	831.92	230.00	27.65%	601.92	5,000.00	3,240.75	64.82%	1,759.25
	47,979.31	34,902.12	72.74%	13,077.19	615,000.00	490,027.26	79.68%	124,972.74
Total Income	47,979.31	34,902.12	72.74%	13,077.19	615,000.00	490,027.26	79.68%	124,972.74

Expense

Major 06, SALARY/BENEFITS // Minor 05, SR. PASTOR								
026-06-05-01, SR.PASTOR SALARY	7,500.00	6,963.08	92.84%	536.92	90,000.00	80,120.59	89.02%	9,879.41
026-06-05-02, SR.PASTOR FICA EMPLOYER	617.92	530.16	85.80%	87.76	7,415.00	6,551.67	88.36%	863.33
026-06-05-03, SR.PASTOR BENEFITS	990.33	1,190.36	120.20%	-200.03	11,884.00	13,193.96	111.02%	-1,309.96
026-06-05-04, SR.PASTOR AUTO	333.33	0.00	0.00%	333.33	4,000.00	0.00	0.00%	4,000.00
026-06-05-06, SR.PASTOR EDUCATION/CONF	0.00	0.00	--	0.00	0.00	0.00	--	0.00
026-06-05-07, SR.PASTOR PROF EXPENSE	83.33	0.00	0.00%	83.33	1,000.00	0.00	0.00%	1,000.00
	9,524.91	8,683.60	91.17%	841.31	114,299.00	99,866.22	87.37%	14,432.78
Major 06, SALARY/BENEFITS // Minor 06, PASTOR/SUPPLY 2022								
026-06-06-01, PASTOR /SUPPLY/2022	350.00	0.00	0.00%	350.00	4,200.00	762.00	18.14%	3,438.00
026-06-06-02, PASTOR FICA EMPLOYER	0.00	0.00	--	0.00	0.00	0.00	--	0.00
026-06-06-03, PASTOR BENEFITS	0.00	0.00	--	0.00	0.00	0.00	--	0.00
026-06-06-04, PASTOR AUTO	0.00	0.00	--	0.00	0.00	0.00	--	0.00
026-06-06-06, PASTOR ED/CONF	0.00	0.00	--	0.00	0.00	0.00	--	0.00
026-06-06-07, PASTOR PROF. EXPENSE	0.00	0.00	--	0.00	0.00	0.00	--	0.00

Messiah Ev. Lutheran Church
Monthly Statement of Income & Expense
 November of Fiscal Year 2022
 Responsibility: All
Fund: 02 - Fund 2-WaucComm General

	Current Month				Annual Budget, Y.T.D. Actual			
	Budget	Actual	%	Remaining	Budget	Actual	%	Remaining
	350.00	0.00	0.00%	350.00	4,200.00	762.00	18.14%	3,438.00
<u>Major 06, SALARY/BENEFITS // Minor 07, CH.ED./VBS COORDINATOR</u>								
026-06-07-01, CH.ED. SALARY/VBS DIR.	250.00	0.00	0.00%	250.00	3,000.00	2,625.00	87.50%	375.00
026-06-07-04, CH.ED. DIRECTOR ED/CONF.	0.00	0.00	--	0.00	0.00	0.00	--	0.00
026-06-07-11, VISUAL ARTS COORDINATOR	0.00	0.00	--	0.00	0.00	0.00	--	0.00
026-06-07-21, NURSERY ASSISTANTS	0.00	0.00	--	0.00	0.00	0.00	--	0.00
	250.00	0.00	0.00%	250.00	3,000.00	2,625.00	87.50%	375.00
<u>Major 06, SALARY/BENEFITS // Minor 08, YOUTH</u>								
026-06-08-01, YOUTH DIRECTOR SALARY	2,300.00	0.00	0.00%	2,300.00	27,600.00	22,500.00	81.52%	5,100.00
026-06-08-03, YOUTH DIR. PROF EXPENSES	41.67	0.00	0.00%	41.67	500.00	0.00	0.00%	500.00
026-06-08-11, YOUTH PATHWAY MUSIC DIR	0.00	0.00	--	0.00	0.00	0.00	--	0.00
	2,341.67	0.00	0.00%	2,341.67	28,100.00	22,500.00	80.07%	5,600.00
<u>Major 06, SALARY/BENEFITS // Minor 09, OFFICE MGR.</u>								
026-06-09-01, ADMIN ASSISTANT	2,916.67	1,835.40	62.93%	1,081.27	35,000.00	8,522.21	24.35%	26,477.79
	2,916.67	1,835.40	62.93%	1,081.27	35,000.00	8,522.21	24.35%	26,477.79
<u>Major 06, SALARY/BENEFITS // Minor 10, SR. SECRETARY</u>								
026-06-10-01, ADMIN ASSIS(SR.SEC)SALARY	1,044.73	1,292.48	123.71%	-247.75	13,200.00	13,271.60	100.54%	-71.60
026-06-10-02, ADMIN ASSIS(SR.SEC)BENE	546.16	489.93	89.70%	56.23	6,554.00	5,389.23	82.23%	1,164.77
	1,590.89	1,782.41	112.04%	-191.52	19,754.00	18,660.83	94.47%	1,093.17
<u>Major 06, SALARY/BENEFITS // Minor 11, CLERICAL</u>								
026-06-11-01, BUSINESS MANAGER	0.00	0.00	--	0.00	0.00	0.00	--	0.00
	0.00	0.00	--	0.00	0.00	0.00	--	0.00
<u>Major 06, SALARY/BENEFITS // Minor 13, OFFICE</u>								
026-06-13-03, SYNOD ASSEMBLY	100.00	0.00	0.00%	100.00	1,200.00	250.00	20.83%	950.00
	100.00	0.00	0.00%	100.00	1,200.00	250.00	20.83%	950.00
<u>Major 06, SALARY/BENEFITS // Minor 14, MUSIC</u>								
026-06-14-01, MUSIC DIRECTOR SALARY	2,152.53	2,152.54	100.00%	-0.01	27,983.00	25,254.21	90.25%	2,728.79

Messiah Ev. Lutheran Church
Monthly Statement of Income & Expense
 November of Fiscal Year 2022
 Responsibility: All
Fund: 02 - Fund 2-WaucComm General

	Current Month				Annual Budget, Y.T.D. Actual			
	Budget	Actual	%	Remaining	Budget	Actual	%	Remaining
026-06-14-31, ALTERNATE SERVICE SALARY	83.33	0.00	0.00%	83.33	1,000.00	0.00	0.00%	1,000.00
	2,235.86	2,152.54	96.27%	83.32	28,983.00	25,254.21	87.13%	3,728.79
<u>Major 06, SALARY/BENEFITS // Minor 16, MAINTENANCE</u>								
026-06-16-01, MAINTENANCE SALARY	0.00	0.00	--	0.00	0.00	0.00	--	0.00
	0.00	0.00	--	0.00	0.00	0.00	--	0.00
<u>Major 06, SALARY/BENEFITS // Minor 99, STAFF FICA</u>								
026-06-99-99, STAFF FICA	625.00	767.87	122.86%	-142.87	7,500.00	9,595.89	127.95%	-2,095.89
	625.00	767.87	122.86%	-142.87	7,500.00	9,595.89	127.95%	-2,095.89
<u>Major 07, BENEVOLENCE // Minor 07, BENEVOLENCE</u>								
026-07-07-01, SYNOD BENEVOLENCE	1,333.33	1,335.00	100.13%	-1.67	16,000.00	14,685.00	91.78%	1,315.00
026-07-07-02, MISSION CHURCH	0.00	0.00	--	0.00	2,000.00	1,500.00	75.00%	500.00
026-07-07-03, SEMINARY ASSISTANCE	0.00	0.00	--	0.00	0.00	0.00	--	0.00
026-07-07-04, LSSI	0.00	0.00	--	0.00	0.00	0.00	--	0.00
026-07-07-06, LOCAL BENEVOLENCE	0.00	0.00	--	0.00	1,000.00	600.00	60.00%	400.00
	1,333.33	1,335.00	100.13%	-1.67	19,000.00	16,785.00	88.34%	2,215.00
<u>Major 08, OFFICE // Minor 08, OFFICE</u>								
026-08-08-01, GIVING ENVELOPES	0.00	0.00	--	0.00	415.00	408.86	98.52%	6.14
026-08-08-02, OFFICE SUPPLIES	625.00	315.10	50.42%	309.90	7,500.00	6,591.17	87.88%	908.83
026-08-08-03, POSTAGE	83.33	0.00	0.00%	83.33	1,000.00	693.40	69.34%	306.60
026-08-08-04, PAYROLL SERVICE	266.67	224.74	84.28%	41.93	3,200.00	2,851.27	89.10%	348.73
026-08-08-06, AT&T/INTERNET	316.67	349.43	110.35%	-32.76	3,800.00	3,757.86	98.89%	42.14
026-08-08-08, CELLULAR SERVICE	0.00	0.00	--	0.00	0.00	0.00	--	0.00
026-08-08-09, COMPUTER/SHEPHERD STAFF	62.50	0.00	0.00%	62.50	750.00	500.00	66.67%	250.00
026-08-08-10, COPIER CONTRACTS	500.00	1,090.50	218.10%	-590.50	6,000.00	7,063.33	117.72%	-1,063.33
026-08-08-13, COMPUTER ANTI-VIRUS	0.00	0.00	--	0.00	0.00	0.00	--	0.00
	1,854.17	1,979.77	106.77%	-125.60	22,665.00	21,865.89	96.47%	799.11
<u>Major 09, PROPERTY // Minor 09, PROPERTY</u>								
026-09-09-01, MAINT. SUPPLIES	833.33	236.48	28.38%	596.85	10,000.00	8,809.90	88.10%	1,190.10
026-09-09-02, MAINT. SERVICES	916.67	2,312.62	252.28%	-1,395.95	11,000.00	14,790.77	134.46%	-3,790.77
026-09-09-03, CLEANING SERVICE	3,650.00	3,650.00	100.00%	0.00	43,800.00	40,150.00	91.67%	3,650.00
026-09-09-04, ELEVATOR MAINTENANCE	83.33	0.00	0.00%	83.33	1,000.00	0.00	0.00%	1,000.00
026-09-09-05, SEWER CHARGES	250.00	454.11	181.64%	-204.11	3,000.00	3,297.76	109.93%	-297.76
026-09-09-06, SNOWPLOWING	0.00	0.00	--	0.00	10,000.00	6,433.20	64.33%	3,566.80
026-09-09-07, WASTE HAULING	154.17	233.81	151.66%	-79.64	1,850.00	1,839.17	99.41%	10.83

Messiah Ev. Lutheran Church
Monthly Statement of Income & Expense
 November of Fiscal Year 2022
 Responsibility: All
Fund: 02 - Fund 2-WaucComm General

Current Month

Annual Budget, Y.T.D. Actual

	Budget	Actual	%	Remaining	Budget	Actual	%	Remaining
026-09-09-08, WATER TESTING	201.49	1,558.44	773.46%	-1,356.95	500.00	2,644.44	528.89%	-2,144.44
026-09-09-09, ELECTRIC/COM ED/DIRECT EN	1,458.33	553.38	37.95%	904.95	17,500.00	15,318.58	87.53%	2,181.42
026-09-09-10, GAS/NICOR	958.33	305.94	31.92%	652.39	11,500.00	10,900.31	94.79%	599.69
026-09-09-11, VEHICLE MAINTENANCE	0.00	0.00	--	0.00	0.00	0.00	--	0.00
026-09-09-12, SPECIAL REPAIRS	833.33	0.00	0.00%	833.33	10,000.00	5,708.30	57.08%	4,291.70
026-09-09-13, CARPET CLEANING	0.00	0.00	--	0.00	0.00	0.00	--	0.00
026-09-09-14, GENERATOR/SPRINKLER	45.50	0.00	0.00%	45.50	546.00	655.00	119.96%	-109.00
	9,384.48	9,304.78	99.15%	79.70	120,696.00	110,547.43	91.59%	10,148.57
<u>Major 09, PROPERTY // Minor 10, INSURANCE</u>								
026-09-10-01, INSURANCE/ALL CHURCH POL.	1,463.83	4,397.50	300.41%	-2,933.67	17,566.00	17,584.00	100.10%	-18.00
026-09-10-02, INSURANCE/WORK COMP	83.33	184.70	221.65%	-101.37	1,000.00	719.09	71.91%	280.91
026-09-10-03, INSURANCE/VEHICLES	0.00	0.00	--	0.00	0.00	0.00	--	0.00
	1,547.16	4,582.20	296.17%	-3,035.04	18,566.00	18,303.09	98.58%	262.91
<u>Major 10, DEBT // Minor 09, PROPERTY</u>								
026-10-09-01, MORTGAGE PAYMENT	14,873.92	13,906.00	93.49%	967.92	178,487.00	142,931.68	80.08%	35,555.32
026-10-09-02, PARSONAGE ALLOCATION	0.00	0.00	--	0.00	0.00	0.00	--	0.00
026-10-09-03, DEBT REDUCTION	0.00	0.00	--	0.00	0.00	0.00	--	0.00
	14,873.92	13,906.00	93.49%	967.92	178,487.00	142,931.68	80.08%	35,555.32
<u>Major 11, MINISTRIES // Minor 12, WORSHIP/MUSIC</u>								
026-11-12-01, SUNDAY AND SEASONS	66.67	0.00	0.00%	66.67	800.00	788.39	98.55%	11.61
026-11-12-02, ALTAR GUILD	300.00	53.25	17.75%	246.75	3,600.00	1,986.73	55.19%	1,613.27
026-11-12-10, MUSIC ADMIN./COPYRIGHT	100.00	60.94	60.94%	39.06	1,200.00	998.93	83.24%	201.07
026-11-12-16, WORSHIP EQUIPMENT/TUNING	29.17	0.00	0.00%	29.17	350.00	0.00	0.00%	350.00
026-11-12-17, Multimedia Maintenance	41.67	0.00	0.00%	41.67	500.00	0.00	0.00%	500.00
	537.51	114.19	21.24%	423.32	6,450.00	3,774.05	58.51%	2,675.95
<u>Major 11, MINISTRIES // Minor 13, ORGANIZATIONS</u>								
026-11-13-01, CARE NETWORK	0.00	0.00	--	0.00	0.00	0.00	--	0.00
026-11-13-02, QUILTERS/PRAYER SHAWL	0.00	47.22	--	-47.22	0.00	94.44	--	-94.44
026-11-13-03, NEW MEMBER CLASS	0.00	0.00	--	0.00	0.00	0.00	--	0.00
	0.00	47.22	--	-47.22	0.00	94.44	--	-94.44
<u>Major 11, MINISTRIES // Minor 18, CH. ED.</u>								
026-11-18-01, CH.ED./ADMINISTRATION	20.83	0.00	0.00%	20.83	250.00	0.00	0.00%	250.00
026-11-18-02, CH.ED.-BIBLES/COMMUNION	41.67	0.00	0.00%	41.67	500.00	307.95	61.59%	192.05

Messiah Ev. Lutheran Church
Monthly Statement of Income & Expense
 November of Fiscal Year 2022
 Responsibility: All
Fund: 02 - Fund 2-WaucComm General

	Current Month				Annual Budget, Y.T.D. Actual			
	Budget	Actual	%	Remaining	Budget	Actual	%	Remaining
026-11-18-03, CH.ED.-SS/SUPPLIES	0.00	0.00	--	0.00	0.00	0.00	--	0.00
026-11-18-04, CH.ED.-SS CURRICULUM	0.00	0.00	--	0.00	0.00	0.00	--	0.00
026-11-18-06, ADULT ED.-WORD IN SEASON	8.33	0.00	0.00%	8.33	100.00	147.00	147.00%	-47.00
026-11-18-07, ADULT ED./LIBRARY	0.00	352.50	--	-352.50	0.00	352.50	--	-352.50
	70.83	352.50	497.67%	-281.67	850.00	807.45	94.99%	42.55
<u>Major 11. MINISTRIES // Minor 19. JOYFUL OUTREACH</u>								
026-11-19-01, JOM/ADMIN/WEB SITE	45.83	34.00	74.19%	11.83	550.00	374.00	68.00%	176.00
026-11-19-03, JOM/OUTREACH	37.50	0.00	0.00%	37.50	450.00	571.00	126.89%	-121.00
	83.33	34.00	40.80%	49.33	1,000.00	945.00	94.50%	55.00
<u>Major 11. MINISTRIES // Minor 20. HOSPITALITY</u>								
026-11-20-01, HOSPITALITY-COFFEE	20.83	0.00	0.00%	20.83	250.00	35.23	14.09%	214.77
026-11-20-02, HOSPITALITY-EVENTS	41.67	0.00	0.00%	41.67	500.00	156.59	31.32%	343.41
	62.50	0.00	0.00%	62.50	750.00	191.82	25.58%	558.18
<u>Major 11. MINISTRIES // Minor 21. YOUTH</u>								
026-11-21-02, YOUTH/PATHWAY	125.00	0.00	0.00%	125.00	1,500.00	1,649.02	109.93%	-149.02
026-11-21-03, YOUTH/HIGH SCHOOL	166.67	0.00	0.00%	166.67	2,000.00	1,951.68	97.58%	48.32
026-11-21-05, YOUTH/SPONSORS/CHAPERONES	83.33	402.00	482.42%	-318.67	1,000.00	402.00	40.20%	598.00
	375.00	402.00	107.20%	-27.00	4,500.00	4,002.70	88.95%	497.30
Total Expense	50,057.23	47,279.48	94.45%	2,777.75	615,000.00	508,284.91	82.65%	106,715.09
Income Less Expense	-2,077.92	-12,377.36	595.66%	10,299.44	0.00	-18,257.65	--	18,257.65

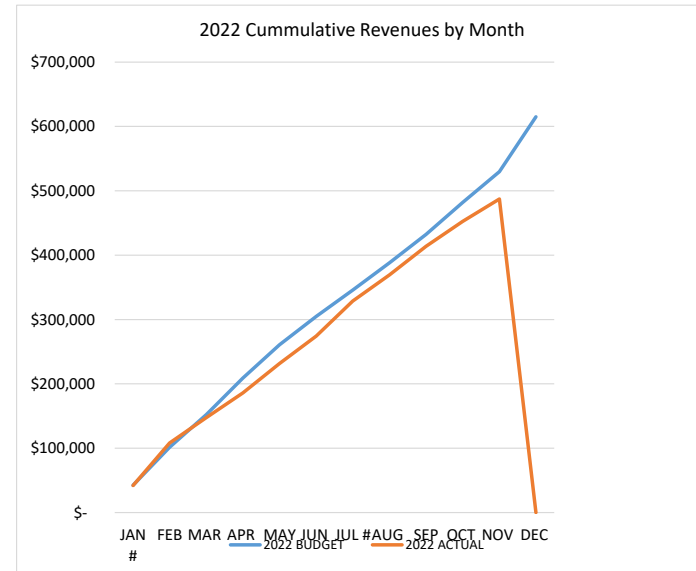
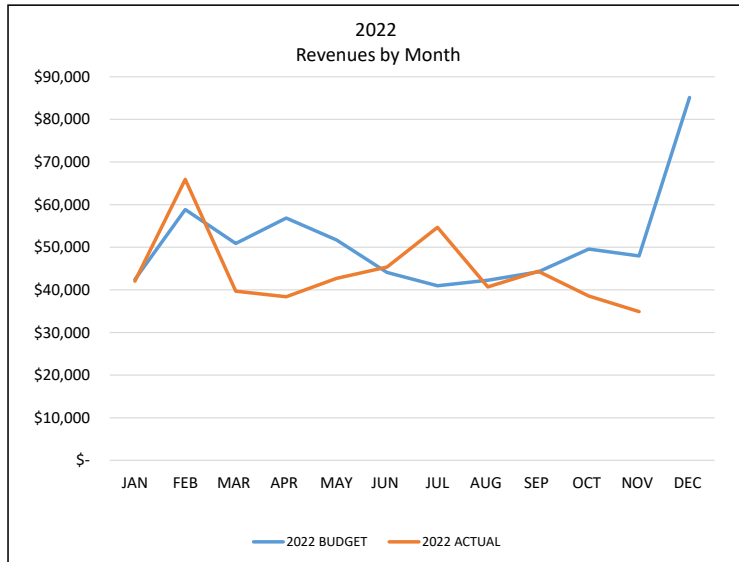
MESSIAH LUTHERAN CHURCH - 2022 REVENUES BY MONTH

MONTH	2022		Actual %	Actual
	BUDGET	ACTUAL	of Budget	Cumulative % of Budget
	Total	Total		Total
JAN	\$ 42,456	\$ 42,029	6.83%	6.83%
FEB	\$ 58,850	\$ 65,924	10.72%	17.55%
MAR	\$ 50,892	\$ 39,702	6.46%	24.01%
APR	\$ 56,866	\$ 38,384	6.24%	30.25%
MAY	\$ 51,693	\$ 42,677	6.94%	37.19%
JUN	\$ 44,075	\$ 45,354	7.37%	44.56%
JUL	\$ 40,964	\$ 54,677	8.89%	53.45%
AUG	\$ 42,243	\$ 40,687	6.62%	60.07%
SEP	\$ 44,242	\$ 44,358	7.21%	67.28%
OCT	\$ 49,580	\$ 38,550	6.27%	73.55%
NOV	\$ 47,979	\$ 34,902	5.68%	79.23%
DEC	\$ 85,151			

TOTALS \$ 615,000 \$ 487,243
AVG./MO. \$ 51,250 \$ 44,295

MESSIAH LUTHERAN CHURCH - 2022 CUMULATIVE REVENUES BY MONTH

MONTH	2022		CUMULATIVE
	BUDGET	ACTUAL	VARIANCE B/(W) THAN BUDGET
JAN	\$ 42,456	\$ 42,029	\$ (427)
FEB	\$ 101,306	\$ 107,953	\$ 6,646
MAR	\$ 152,198	\$ 147,654	\$ (4,544)
APR	\$ 209,064	\$ 186,038	\$ (23,026)
MAY	\$ 260,757	\$ 231,499	\$ (29,258)
JUN	\$ 304,832	\$ 274,069	\$ (30,762)
JUL	\$ 345,795	\$ 328,746	\$ (17,049)
AUG	\$ 388,038	\$ 369,433	\$ (18,605)
SEP	\$ 432,280	\$ 413,791	\$ (18,489)
OCT	\$ 481,860	\$ 452,341	\$ (29,518)
NOV	\$ 529,839	\$ 487,243	\$ (42,596)
DEC	\$ 614,990		



INTENTIONAL INTERIM PASTOR DAWN ROUCKA'S

COUNCIL REPORT for November 2022

Messiah Lutheran Church * December 13, 2022

ONGOING COUNCIL BUSINESS (INTERNAL)

COUNCIL SELF-EVALUATION REPORT

- **BETTER UNDERSTANDING & ENACTING Council Role**
 - o What two steps can you each take before now and next meeting to better understand role and make it better?
- **BETTER AGENDA MANAGEMENT**
- Use Timer
- Limit discussions – amount any one person can talk
- Utilize parking lot strategize/ table discussions
- Come better prepared
- OTHER?
 - o What actions steps will you plan or take for satisfying your own need to improve in the areas listed as needs improvement or unsatisfactory? By when?

What is happening here? No suggestions/ comments/ actions shared from anyone to me

ONGOING COUNCIL BUSINESS (WIDER CONGREGATIONAL WORK)

- NUMBER OF MINISTRIES (8th time in my reporting)
 - too many /are diluting focus, energy and vision
- Goal - Clarify operational ministries/ leaders and needs by Year End for Annual Mtg
- Who is taking the lead on this?**

STAFFING & PASTORAL MINISTRY WORK (Prior to Calling/ hiring)

- Clarify/ determine expectations of pastoral ministry
 - o ONE PASTOR CHURCH – how will you practice new working patterns with one pastor through the Intentional Interim so that when a regular settled Pastor comes, there will be balance and clarity of roles for all?
 - **How is leadership helping reshape its working style to develop the practice of living as a one pastor congregation for now. What 2-3 steps can the Council take?**
 - **How are you as Council/Congregation better defining expectations of pastoral ministry and staff** –what you want a pastor/ staff to do, and who is expected to work together, and how?
 - **I have been working with Office Team – and they are not clear on roles – What is expected mechanism for staff issues/ needs to be resolved?** I.E. I sent Lisa needs and I have no clarity on how / IF they are being handled.
 - o Staff Support and Intentional Interim Pastor are working on constructing an evaluative process with staff around measureable joint goals as we begin the new year
 - This will allow an incoming pastor to assess work/ team member and get an idea of growth potential and ways to coach/ get best of each team member.

IS THIS REPORT BEING READ? If so, let me know you saw this by emailing me and referencing that you recognize that every Intentional Interim report has unanswered or unassigned action items every month. How will you take responsibility to see that the next pastor's role will be taken seriously from the get-go?

OTHER TRANSITION & SPECIFIC INTERIM TASKS THROUGH NOVEMBER 2022

3 Transition Team Meetings plus planning

- Reassessing role in light of small groups and lack of support of leadership

Ongoing grief issues

- 13 Individual listening sessions with congregational members

3 Additional meetings with Synod office - plus emails and calls

ONGOING PASTORAL MINISTRY THRU NOVEMBER 2022

Have not spoken with Congregational President on ongoing congregational matters other than considering Curt's position

Led 8 Worship Services

- Including 3 baptisms

2 Staff monthly Meetings, plus 9 meetings with individual staff

1 Exec Team meetings

Messiah Ministry Meetings – WMFA meetings and planning, Youth/ Pathway meetings

Pathway class/session

Taking on First Holy Communion planning in absence of Youth Director/ Children's Ministry Director positions

10 Leadership meetings/ consults with ministry leaders or executive team members

5 individual visits (in office or F2F),

131 emails, 11 calls, 21 texts Plus miscellaneous conversation with MLC members

Plus approx.22 hours sermons and background work, including interim centered work

Not including off the cuff encounters, drop by conversations or hallway conversations

Things were exceedingly quiet this month – Wondering if that is due to a slowdown of activity in the month
Or, if it is expected that the pastor is left out of action and activity? (to go into report for next pastor's interest)