



Moving Forward /Spirit Lead

Messiah Lutheran Church Council Meeting Minutes

DATE

Tuesday, November 8, 2022

CALL TO ORDER

The November 2022 Messiah Lutheran Church Council meeting was called to order at 7:04PM. The Messiah Lutheran Church Council met in-person.

ATTENDANCE

Council Members Present in Person

Dawn Haley, Doug Whitmarsh, Matt Rector, Ashley Rabe, Marcia McWilliams, Liz Sellers, Candy Leonard, Roger Kroes, Dan Nellessen, Charlene Salte, Pastor Roucka

Council Members Present via Zoom

None. Meeting not offered via Zoom this month.

Non-Voting Members

Sally Lubeno (Treasurer, non-voting)

Council Members Absent

Curt DeCaro, Barry Polhemus

Guests

None

OPENING / WELCOME

Opening Prayer – *Pastor Roucka*

Devotions – *Roger Kroes*

*Roger shared reflections on the book, *The Gift of Peace*, by Cardinal Joseph Bernadin and impressions from a recent Baptist Sunday sermon he heard called, "Gratitude is a Choice." Key points from the sermon included:*

- Be thankful for everything we have
- Gratitude draws us closer
- Gratitude is a sure path to peace

Approval of Agenda – *All*

A motion was then made to approve the November 8, 2022, agenda, with edits to include Pastor's Report, MLPK report, Transition report. 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 October 2022 meeting minutes. The motion was seconded. The motion was carried to approve the prior Council meeting minutes.

Good News – Round Table

- Over 200 people at Community meal
- The Boy scouts and Cub Scouts were present at the last Community Meal and an empty table was set in memoriam for veterans
- Sally spoke with a woman who drives all the way from Rockford to our Community Meal each month
- A new connection who can provide meat/supplies from the Costco that allows Messiah to offer more creative and delicious Community Meals than other locations can offer
- More volunteers from Ministry Fair to join the HOM meal prep team and Greeter team
- PATHWAY Huddle Leaders joined Peace Lutheran on 11/4 and were able to meet their counterparts
- While PATHWAY leaders searched for a local partner for Messiah's students, Grace Lutheran, Atonement Lutheran and Peace Lutheran were all very welcoming and supportive of Messiah

NEW BUSINESS

Snack Drive – Liz

The Health and Wellness Team presented a fundraising request to sponsor a healthy snack drive to support MLPK considering their significantly rising food costs. MLPK has renegotiated their food contracts, though their costs have risen 14% and are anticipated to rise another 14% in 2023. The proposed snack drive would run in January 2023.

Motions:

A motion was made to permit Health & Wellness to sponsor a Healthy Snack Drive for MLPK in January 2023. The motion was seconded. The motion carried.

Staff Support Changes

Candy stepped back from Staff Support team last month; Liz stepped as interim to stay in compliance with Messiah's constitution, which currently requires two members of the Executive Team. Barry has stepped back as of 11/2/22. Sally asked, "Does Staff Support oversee the volunteers that currently cover Sunday School and PATHWAY duties at Messiah?" While Staff Support could help support these volunteers, Ashley mentioned that the Faith Formation team *should* oversee the different areas of education at Messiah. Members of the Faith Formation team currently include Ashley Rabe, Vicki Rohlwing, Janet Hoffman, and Curt DeCaro.

Motions:

A motion was made to formally appoint Liz Sellers to the Staff Support team. The motion was seconded. The motion carried.

Action Items:

- Sally noted that there are lots of accounts under certain positions. Council will come back to discussion on Ministry accounts and accounts that paid staff oversee
- Sally will voice input to the Faith Formation

CONTINUING BUSINESS

REPORTS

Financial Report – Sally Lubeno

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

1. October income of \$38,550 was below budget of \$49,580, by \$11,030. Year to date income is below budget by \$29,518.

2. October expenses of \$44,273 were \$5,733 below budget of \$50,006. Year to date, expenses are \$50,520 below budget.
3. Year to Date Budget—Income was \$452,342 while Expenses were \$461,006. Expenses exceed income by \$8,664.
4. Looking at the past five years of income, the 2022 income for October was below the two previous years by about \$7,000 and below other prior years by \$22,000. The October 2022 expenses were below all the next previous four years.
5. After ten months of 2022, we have received 74% of budgeted income. Our expenses are about 75% of budgeted amount.

Sally noted that major givers reduced giving that equaled approximately \$1000 less per week.

Next year, that's an anticipated \$50,000 reduction. Major givers are giving in other ways to dedicated accounts, like PADS, and the quilters, but not to the operating fund.

Motions:

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

Action Items

- At Annual Meeting, Council needs to share that reducing donations to operating budget to give only to dedicated accounts lock us into challenges with our budget
- Share that pledging means, however much you give, you're committing to Messiah
- Announce to congregation the bare minimum budget that Messiah needs in order to run

Pastor's Report – Pastor Roucka

Hard copy only. No digital available.

It's important to the Messiah community to have Pastoral interaction with families. Pastor Roucka shared that she currently has a significant amount of evening meeting requirements each week and month. She's recently been requested to be present on Sunday nights twice per month to support Messiah's PATHWAY program in addition to her current responsibilities. Messiah needs to prioritize what it wants its pastor to prioritize and assist with taking things off the responsibility plate.

Pastor shared the results of the Council Self Evaluation. She provided a written summary of the areas that Council agreed it does well and the areas that need improvement. Ashley suggested a pre-training or new orientation for Council members.

Action Items:

- Create an orientation or training process for new/prospective council members
- Council members should talk with at least one person about expectations on Pastoral Leadership by next Council meeting
- **Agenda management homework**

MLPK – Liz Sellers

Significant changes for MLPK for 2023-2024 school year:

- Tuition will increase for both school and care programs of 10%
- Before & After School Care program hours will change to 7:00AM to 5:30PM (currently 6:30AM to 6:00PM)
- Before & After School Care program will no longer offer care for grades 1-5. Care will continue to be offered to preschool – kindergarten aged students

PATHWAY – Ashley Rabe

Written report only, see attached for details.

Kristin Costello and Sarah Theriault have formed a partnership for our PATHWAY program with Peace Lutheran Church in Lake Zurich. There are currently 12-15 students registered from Messiah to attend the blended PATHWAY program. A suggested donation of \$50/student was requested to be given to Peace to support their leadership of the program and cover costs for Messiah's students.

Transition Team – Doug Whitemarsh

Doug reported that small group attendees reported feeling safe and shared openly during their meetings. Attendees shared honestly and some of the sessions went much longer than scheduled as folks were having good conversations and did not wish to stop their conversations. The small group format was very successful and could/should be used in the future.

Status of Audit – Candy

Audit with Grace Lutheran Church is in progress.

Use of Church Buildings – Executive Committee

An employee of MLPK is in need of housing as soon as possible. Executive team reviewed available property. The Rock is the most appropriate option. Executive team shared their endorsement of offering a Custodial Residency Agreement the MLPK employee from Dec 1, 2022 (or sooner, if possible) through May 31, 2023, with the understanding that the “resident” would be responsible for securing church doors and The Rock daily during the term of the agreement. The “resident” would be offered the option of living in The Rock. Resident would be asked to cover utilities in the form of a “suggested monthly donation.”

Motions:

- A motion was made to offer a Custodial Residency agreement to the MLPK staff member from December 1, 2022, through May 31, 2023.

Action items

- Establish a written living agreement/tenancy agreement
- Establish average monthly utility usage cost for a single resident
- Acquire and install necessary appliances (fridge, stove, microwave)
- Complete outstanding repairs prior to December 1 (inspect/repair door lock, replace missing trim, clear basement of debris, etc.)

Securing the Church

Council members needed to sign up on the calendar to secure the church building and lock doors.

Action Items:

- Council members were asked to sign up through the end of November

Status of Council Liaisons

Council currently has most liaison positions covered.

Action Items:

- Non-council members are needed for nominating committee

Town Hall & Congregation Meetings Reminder

A Zoom meeting for Council members was held to go over changes to Constitution. A Town Hall and a Congregational meeting are scheduled for November 13 and November 20, respectively.

Action Items

- Town Hall meeting 11/13, Congregational vote on 11/20

Closed Session

A motion was made to move to a closed session at 9:18PM. Motion was seconded. The motion carried. The closed session concluded at 9:46PM.

CLOSING PRAYER / ADJOURN

A motion was made to conclude the November 2022, Messiah Lutheran Council meeting. The motion was seconded. The motion carried at 9:46PM.

Respectfully submitted,

Elizabeth Sellers,
Messiah Church Council Secretary

Next: December 13, 2022
Devotions: Ashley Rabe

OCTOBER 2022 BUDGET COMMENTS

1. October income of \$38,550 was below budget of \$49,580, by \$11,030. Year to date income is below budget by \$29,518.
2. October expenses of \$44,273 were \$5,733 below budget of \$50,006. Year to date, expenses are \$50,520 below budget.
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5. After ten months of 2022, we have received 74% of budgeted income. Our expenses are about 75% of budgeted amount.

Our Gifts - Our Ministry 2022

OCTOBER	Actual	Budget	Above/(Below)	Net
Income	\$ 38,550	\$ 49,580	\$ (11,030)	\$ (5,297)
Expenses	\$ 44,273	\$ 50,006	\$ 5,733	

Benevolence & Mission Dollars Provided, YTD

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

Synod Mission Support	\$ 13,350	Good Samaritan*	\$ 1,222
World Hunger*	\$ 1,611	Food Sharing*	\$ 13,055
Disaster Relief	\$ 1,202		
Financial Assistance*	\$ 4,526	PADS*	\$ 2,800
Youth Mission Trip*	\$ 5,337	Local, Other*	\$ 733
Annual ELCA Fundraisers*	\$ 4,555	Mission Church	\$ 1,500
		Yearly Total:	\$ 49,891

THANK YOU

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

% of Benevolence vs Income

129.4%

11.03% Based on year to date

For Internal use Only (Budgeting Accts)

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

Synod Mission Support	026-07-07-01	13350	
World Hunger	027-07-07-01	1611	
Disaster Relief	027-07-07-14	1202	
Family Assitance	027-07-07-02	4525.74	
Youth Mission trip	027-11-21-02	3688.09	
	026-11-21-02	1649.02	5337.11
Annual ELCA	027-07-07-16	4554.97	
	027-07-07-08		4554.97
Good Samaritan	027-07-07-07	1221.53	
Mission Church (Sagrado)	026-07-07-02	1500	
PADS	027-07-07-03	2800	
Food Sharing	027-11-21-05	4648.9	
	027-07-07-05	950	
	027-08-08-04	7456.5	
	027-07-07-13		13055.4
Local, Other	026-07-07-06	600	
	027-12-13-07	132.98	732.98

11.03%

Messiah Ev. Lutheran Church
Monthly Statement of Income & Expense
 October 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	45,000.00	34,154.28	75.90%	10,845.72	545,000.00	409,165.57	75.08%	135,834.43
025-05-04-02, GENERAL BASKET OFFERING	185.43	947.00	510.70%	-761.57	3,000.00	4,074.74	135.82%	-1,074.74
025-05-04-03, SUNDAY SCHOOL OFFERING	0.00	50.00	--	-50.00	0.00	75.00	--	-75.00
025-05-04-04, FESTIVAL OFFERING	0.00	20.00	--	-20.00	15,000.00	3,269.00	21.79%	11,731.00
025-05-04-05, OUTSIDE DONATIONS	3,666.67	3,227.00	88.01%	439.67	44,000.00	35,336.21	80.31%	8,663.79
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	499.75	0.00	0.00%	499.75	3,000.00	191.00	6.37%	2,809.00
025-05-04-09, CONTINUE THE VISION	228.27	152.00	66.59%	76.27	5,000.00	3,010.75	60.22%	1,989.25
	49,580.12	38,550.28	77.75%	11,029.84	615,000.00	455,125.14	74.00%	159,874.86
Total Income	49,580.12	38,550.28	77.75%	11,029.84	615,000.00	455,125.14	74.00%	159,874.86

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	73,157.51	81.29%	16,842.49
026-06-05-02, SR.PASTOR FICA EMPLOYER	617.92	530.16	85.80%	87.76	7,415.00	6,021.51	81.21%	1,393.49
026-06-05-03, SR.PASTOR BENEFITS	990.33	1,190.36	120.20%	-200.03	11,884.00	12,003.60	101.01%	-119.60
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	91,182.62	79.78%	23,116.38
Major 06, SALARY/BENEFITS // Minor 06, PASTOR/SUPPLY 2022								
026-06-06-01, PASTOR /SUPPLY/2022	350.00	256.00	73.14%	94.00	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
 October 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	256.00	73.14%	94.00	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	3,000.00	130.43%	-700.00	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	3,000.00	128.11%	-658.33	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	1,765.48	60.53%	1,151.19	35,000.00	6,686.81	19.11%	28,313.19
	2,916.67	1,765.48	60.53%	1,151.19	35,000.00	6,686.81	19.11%	28,313.19
<u>Major 06, SALARY/BENEFITS // Minor 10, SR. SECRETARY</u>								
026-06-10-01, ADMIN ASSIS(SR.SEC)SALARY	1,044.73	1,282.40	122.75%	-237.67	13,200.00	11,979.12	90.75%	1,220.88
026-06-10-02, ADMIN ASSIS(SR.SEC)BENE	546.16	489.93	89.70%	56.23	6,554.00	4,899.30	74.75%	1,654.70
	1,590.89	1,772.33	111.40%	-181.44	19,754.00	16,878.42	85.44%	2,875.58
<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	23,101.67	82.56%	4,881.33

Messiah Ev. Lutheran Church
Monthly Statement of Income & Expense
 October 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	23,101.67	79.71%	5,881.33
Major 06, SALARY/BENEFITS // Minor 16, MAINTENANCE								
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
Major 06, SALARY/BENEFITS // Minor 99, STAFF FICA								
026-06-99-99, STAFF FICA	625.00	991.25	158.60%	-366.25	7,500.00	8,828.02	117.71%	-1,328.02
	625.00	991.25	158.60%	-366.25	7,500.00	8,828.02	117.71%	-1,328.02
Major 07, BENEVOLENCE // Minor 07, BENEVOLENCE								
026-07-07-01, SYNOD BENEVOLENCE	1,333.33	1,335.00	100.13%	-1.67	16,000.00	13,350.00	83.44%	2,650.00
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	150.00	0.00	0.00%	150.00	1,000.00	600.00	60.00%	400.00
	1,483.33	1,335.00	90.00%	148.33	19,000.00	15,450.00	81.32%	3,550.00
Major 08, OFFICE // Minor 08, OFFICE								
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	291.48	46.64%	333.52	7,500.00	6,276.07	83.68%	1,223.93
026-08-08-03, POSTAGE	83.33	50.00	60.00%	33.33	1,000.00	693.40	69.34%	306.60
026-08-08-04, PAYROLL SERVICE	266.67	445.66	167.12%	-178.99	3,200.00	2,626.53	82.08%	573.47
026-08-08-06, AT&T/INTERNET	316.67	349.43	110.35%	-32.76	3,800.00	3,408.43	89.70%	391.57
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	500.00	800.00%	-437.50	750.00	500.00	66.67%	250.00
026-08-08-10, COPIER CONTRACTS	500.00	293.00	58.60%	207.00	6,000.00	5,972.83	99.55%	27.17
026-08-08-13, COMPUTER ANTI-VIRUS	0.00	0.00	--	0.00	0.00	0.00	--	0.00
	1,854.17	1,929.57	104.07%	-75.40	22,665.00	19,886.12	87.74%	2,778.88
Major 09, PROPERTY // Minor 09, PROPERTY								
026-09-09-01, MAINT. SUPPLIES	833.33	90.32	10.84%	743.01	10,000.00	8,573.42	85.73%	1,426.58
026-09-09-02, MAINT. SERVICES	916.67	1,873.70	204.40%	-957.03	11,000.00	12,478.15	113.44%	-1,478.15
026-09-09-03, CLEANING SERVICE	3,650.00	3,650.00	100.00%	0.00	43,800.00	36,500.00	83.33%	7,300.00
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	273.40	109.36%	-23.40	3,000.00	2,843.65	94.79%	156.35
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	232.08	150.54%	-77.91	1,850.00	1,605.36	86.78%	244.64

Messiah Ev. Lutheran Church
Monthly Statement of Income & Expense
 October 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	0.00	0.00	--	0.00	500.00	1,086.00	217.20%	-586.00
026-09-09-09, ELECTRIC/COM ED/DIRECT EN	1,458.33	1,335.17	91.55%	123.16	17,500.00	14,765.20	84.37%	2,734.80
026-09-09-10, GAS/NICOR	958.33	304.36	31.76%	653.97	11,500.00	10,594.37	92.12%	905.63
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
	9,182.99	7,759.03	84.49%	1,423.96	120,696.00	101,242.65	83.88%	19,453.35
<u>Major 09, PROPERTY // Minor 10, INSURANCE</u>								
026-09-10-01, INSURANCE/ALL CHURCH POL.	1,463.83	0.00	0.00%	1,463.83	17,566.00	13,186.50	75.07%	4,379.50
026-09-10-02, INSURANCE/WORK COMP	83.33	0.00	0.00%	83.33	1,000.00	534.39	53.44%	465.61
026-09-10-03, INSURANCE/VEHICLES	0.00	0.00	--	0.00	0.00	0.00	--	0.00
	1,547.16	0.00	0.00%	1,547.16	18,566.00	13,720.89	73.90%	4,845.11
<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	129,025.68	72.29%	49,461.32
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	129,025.68	72.29%	49,461.32
<u>Major 11, MINISTRIES // Minor 12, WORSHIP/MUSIC</u>								
026-11-12-01, SUNDAY AND SEASONS	66.67	619.00	928.45%	-552.33	800.00	788.39	98.55%	11.61
026-11-12-02, ALTAR GUILD	300.00	68.95	22.98%	231.05	3,600.00	1,933.48	53.71%	1,666.52
026-11-12-10, MUSIC ADMIN./COPYRIGHT	100.00	0.00	0.00%	100.00	1,200.00	937.99	78.17%	262.01
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	687.95	127.99%	-150.44	6,450.00	3,659.86	56.74%	2,790.14
<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	0.00	--	0.00	0.00	47.22	--	-47.22
026-11-13-03, NEW MEMBER CLASS	0.00	0.00	--	0.00	0.00	0.00	--	0.00
	0.00	0.00	--	0.00	0.00	47.22	--	-47.22
<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
 October 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	0.00	--	0.00	0.00	0.00	--	0.00	
	70.83	0.00	0.00%	70.83	850.00	454.95	53.52%	395.05	
<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	340.00	61.82%	210.00	
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	911.00	91.10%	89.00	
<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	0.00	0.00%	83.33	1,000.00	0.00	0.00%	1,000.00	
	375.00	0.00	0.00%	375.00	4,500.00	3,600.70	80.02%	899.30	
Total Expense	50,005.74	44,272.75	88.54%	5,732.99	615,000.00	461,005.43	74.96%	153,994.57	
Income Less Expense	-425.62	-5,722.47	1,344.50%	5,296.85	0.00	-5,880.29	--	5,880.29	

MESSIAH LUTHERAN CHURCH
HISTORICAL INCOME VERSUS EXPENSES (Actuals)

<u>Month</u>	<u>22 Inc</u>	<u>22 Exp</u>	<u>Month</u>	<u>21 Inc</u>	<u>21 Expens</u>	<u>20 Income</u>	<u>20 Expense</u>	<u>19 Income</u>	<u>19 Expense</u>	<u>18 Income</u>	<u>18 Expense</u>	<u>17 Income</u>	<u>17 Expense</u>
JAN	42,029	49,292	JAN	58,055	53,051	\$47,117	\$77,279	\$43,454	\$64,744	\$60,182	\$50,287	\$51,308	\$60,624
FEB	65,924	50,408	FEB	61,313	66,852	\$45,502	\$62,288	\$48,243	\$64,776	\$43,903	\$75,685	\$47,014	\$68,878
MAR	39,702	47,431	MAR	41,392	59,580	\$61,811	\$51,850	\$78,760	\$72,504	\$66,148	\$71,747	\$53,429	\$69,553
APR	38,384	44,825	APR	44,803	53,668	\$57,336	\$47,945	\$64,819	\$59,513	\$63,636	\$57,612	\$69,064	\$54,869
MAY	42,677	33,213	MAY	57,334	50,712	\$59,943	\$52,370	\$53,929	\$60,010	\$45,663	\$58,899	\$45,637	\$59,444
JUN	45,354	48,953	JUN	47,495	54,539	\$40,906	\$58,823	\$57,311	\$45,270	\$47,858	\$54,353	\$46,951	\$55,013
JUL	54,677	49,342	JUL	40,578	58,805	\$57,344	\$46,295	\$70,088	\$78,937	\$54,636	\$52,719	\$52,747	\$52,730
AUG	40,687	46,739	AUG	42,469	55,720	\$47,330	\$51,694	\$55,596	\$58,434	\$50,033	\$69,018	\$74,878	\$61,357
SEP	44,358	46,531	SEP	40,381	40,682	\$42,479	\$54,244	\$54,484	\$53,366	\$69,349	\$62,799	\$48,306	\$67,951
OCT	38,550	44,273	OCT	48,228	53,639	\$45,822	\$48,413	\$46,612	\$53,729	\$61,389	\$49,243	\$60,973	\$54,626
NOV			NOV	43,956	59,486	\$60,677	\$55,079	\$58,775	\$55,466	\$65,867	\$58,288	\$56,702	\$58,518
DEC			DEC	89,537	53,379	\$87,778	\$55,079	\$98,557	\$54,756	\$99,049	\$63,233	\$104,696	\$55,716
TOTAL	452,342	461,006	TOTAL	615,541	660,113	\$654,046	\$ 661,360	\$ 730,628	\$ 721,504	\$727,713	\$ 723,883	\$711,705	\$719,279
BUDGET	615,000	615,000	BUDGET	681,100	681,100	\$730,439	\$ 730,439	\$ 730,000	\$ 730,000	\$718,256	\$ 718,256	\$735,000	\$734,562
Year Delta	(162,658)	(153,994)	Year Delta	(65,559)	(20,987)	(\$76,393)	(\$69,079)	\$628	(\$8,496)	\$9,457	\$5,627	(\$23,295)	(\$15,283)

16 Income 16 Expense

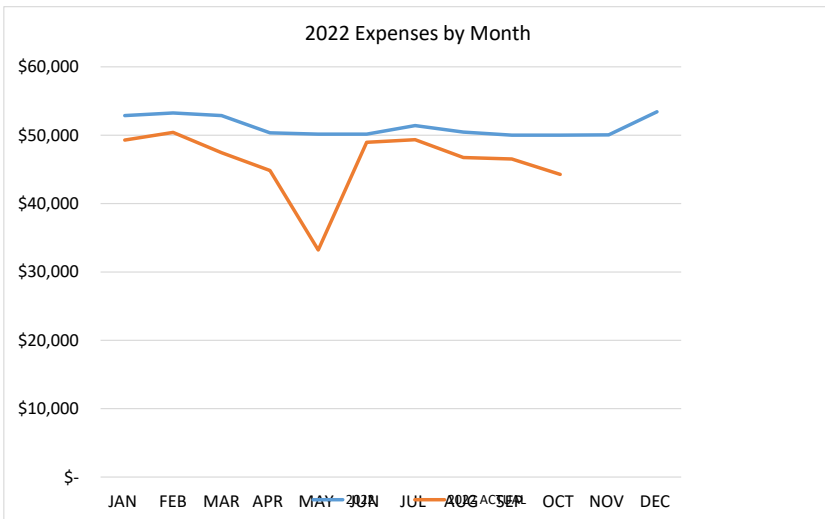
\$46,461	\$59,406	
\$50,949	\$62,607	
\$60,036	\$59,915	
\$67,933	\$70,261	
\$60,476	\$60,803	
\$47,112	\$55,145	
\$60,995	\$58,361	
\$46,913	\$58,215	
\$49,587	\$65,350	
\$60,102	\$61,139	
\$63,833	\$62,195	
<u>\$109,366</u>	<u>\$66,921</u>	
\$723,763	\$740,318	
\$739,400	\$739,400	
(\$15,637)	\$918	

MESSIAH LUTHERAN CHURCH - 2022 EXPENSES BY MONTH

MONTH	2022	2022 ACTUAL	Actual %	Actual	Variance
			of	Cumulative	by Month
			Budget	% of Budget	B/(W) Than
			Total	Total	Budget
JAN	\$ 52,864	\$ 49,292	8.01%	8.01%	3,572
FEB	\$ 53,240	\$ 50,408	8.20%	16.21%	2,832
MAR	\$ 52,866	\$ 47,431	7.71%	23.92%	5,435
APR	\$ 50,356	\$ 44,825	7.29%	31.21%	5,531
MAY	\$ 50,168	\$ 33,213	5.40%	36.61%	16,955
JUN	\$ 50,156	\$ 48,953	7.96%	44.57%	1,203
JUL	\$ 51,409	\$ 49,342	8.02%	52.59%	2,067
AUG	\$ 50,456	\$ 46,739	7.60%	60.19%	3,716
SEP	\$ 50,006	\$ 46,531	7.57%	67.76%	3,475
OCT	\$ 50,006	\$ 44,273	7.20%	74.96%	5,733
NOV	\$ 50,057				
DEC	\$ 53,427				
TOTALS	\$ 615,010	\$ 461,005	74.96%		
AVG./MO.	\$ 51,251	\$ 46,101			

MESSIAH LUTHERAN CHURCH - 2022 CUMULATIVE EXPENSES BY MONTH

MONTH	2022	2022 ACTUAL	CUMULATIVE
			VARIANCE
			B/(W) THAN
			BUDGET
JAN	\$ 52,864	49,292	3,572
FEB	\$ 106,104	99,700	6,405
MAR	\$ 158,970	147,130	11,840
APR	\$ 209,326	191,955	17,371
MAY	\$ 259,493	225,168	34,326
JUN	\$ 309,649	274,120	35,529
JUL	\$ 361,058	323,463	37,596
AUG	\$ 411,514	370,202	41,312
SEP	\$ 461,520	416,733	44,787
OCT	\$ 511,525	461,005	50,520
NOV	\$ 561,583		
DEC	\$ 615,010		

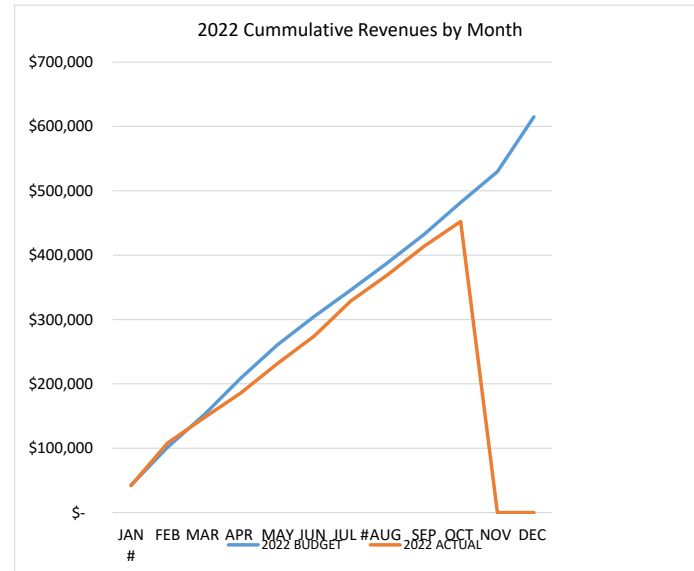
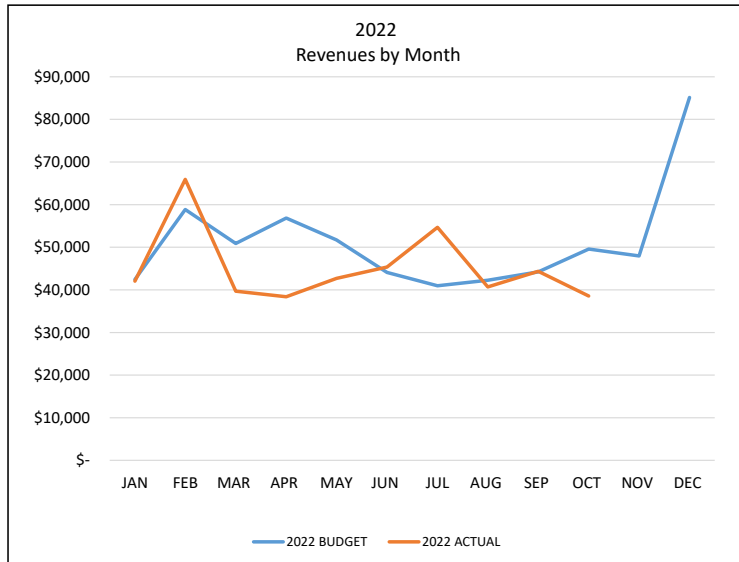


MESSIAH LUTHERAN CHURCH - 2022 REVENUES BY MONTH

MONTH	2022		Actual %	Actual
	BUDGET	ACTUAL	of Budget	Cumulative % of Budget
	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			
DEC	\$ 85,151			
TOTALS	\$ 615,000	\$ 452,341		
AVG./MO.	\$ 51,250	\$ 45,234		

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		
DEC	\$ 614,990		



Pathway Update for November 7, 2022 Council Meeting

At the October council meeting, we made a motion that the huddle leaders would determine the best path forward and they have – please see the included document for full details. Messiah Lutheran will be partnering with Peace Lutheran in Lake Zurich for the 2022-2023 school year.

Executive Committee approved the following:

1. A monetary donation to Peace Lutheran for educational support – \$50 per student was suggested
2. Reimburse any deposits that families have made towards Messiah's Pathway program. This should be about four families and Lisa already has this information.
3. Approval of the huddle leader's plan - although the motion made at the October council meeting meant it was redundant to give our blessings!

Basically, Messiah students will be joining the Peace Lutheran confirmation program on Sunday evenings 4-6pm. Most of the education sessions will be at Peace Lutheran. Once per month the students will be meeting at Messiah for Christmas party, movie night, service projects, etc. We have four confirmed huddle leaders for 12-15 registered students, and at least two parent volunteers for substitute purposes. Pastor Roucka is working on her schedule if she can assist about once per month.

Pathway needs your help! It is adding a ministry support requirement. Students need to volunteer for a Messiah ministry four times from November to May (no more than twice for the same ministry). Please think about creative ways that students can help out the ministries you are part of and welcome them!

Respectfully Submitted,

Ashley Rabe

Pathway Liaison & Huddle Leader

Our Path Forward: Messiah Lutheran Church Pathway Program
2022-23 School Year

To keep a consistent and structured education in place for Messiah's 6-8th graders we will be partnering with [Peace Lutheran Church \(ELCA\)](#) in Lake Zurich for the 2022-23 school year. Messiah's Pathways students will take part in a hybrid program on Sunday evenings from November – May. Lutheran curriculum will be taught by Pastor Daniel Morris and supported by adult huddle leaders from both Messiah and Peace. This dual congregation model will include education programming at Peace Lutheran (1050 S Old Rand Road, Lake Zurich) with ministry, service, and fellowship gatherings at Messiah with participation and support from Pastor Dawn Roucka.

We are grateful Peace has invited Pathway students and volunteers to join their education program while supporting with flexibility our desire to keep the spirit of the program and engagement with our Messiah congregation a top priority.

Participation will be free for Messiah families for the 2022-23 Pathway program. Messiah will be making a donation to Peace Lutheran Church in recognition of the staff time and generous collaboration to support our students at this time.

Program Leaders

Pastor Daniel Morris joined Peace Lutheran as Pastor in 2020. Prior to joining the ministry, he was certified in Illinois to teach K-12 music. Additional adult staff support includes Ben Dahlke, a music staff member at Peace and middle school band director. Kristin Costello and Sarah Theriault, will serve as volunteer huddle leaders from Messiah. Background checks are completed for all volunteers and staff working with youth in the confirmation program. Any pastoral needs of Messiah students identified during the program will be directed to Pastor Dawn Roucka.

Program Curriculum and Objectives

The confirmation program provides participants 3 years to explore the basics of a Lutheran perspective on the Christian faith. Peace uses collaborate and reform curricula from Augsburg Fortress to deliver a learning structure focused on Luther's Small Catechism. This year will focus on Bible stories behind the catechism.

Goal: To form those affirming their baptism for lives of faith, friendship, and service in a pluralistic world.

Objectives:

- Students will demonstrate a working knowledge of the Small Catechism.
- Students will be familiar with the Biblical canon, know how to use a Bible, and understand how Lutherans read the Bible.
- Students will collaborate with classmates to apply faith to daily life.
- Students will demonstrate respectful curiosity about the thoughts, beliefs, values and life experience of others.

Messiah's 8th graders choosing to affirm the promises made on their behalf in baptism will articulate their personal faith statement at the conclusion of the year and be confirmed at Messiah on a date to be determined in the spring of 2023.

Program Logistics

Confirmation meets Sunday afternoon from 4:00 - 6:00 p.m. Peace currently has 5 students in 6-8th grade enrolled. Messiah's enrollment is estimated between 12-18 students.

Typical Educational Program Schedule:

- 4:00 p.m.** Large Group Gathering
- 4:15 p.m.** Transition to Small Groups
- 4:20 p.m.** Snack and Review Previous Session
- 4:30 p.m.** Gathering Activity
- 4:45 p.m.** Bible Connection
- 4:55 p.m.** Video
- 5:00 p.m.** Moving into New Learning
- 5:20 p.m.** Responding to Learning
- 5:40 p.m.** Fellowship/Games
- 5:50 p.m.** Highs and Lows

Games and activities supported and facilitated by huddle leaders are incorporated into our learning process. Huddle groups will be aligned by congregation. Messiah students will remain in huddle groups with Messiah peers and facilitated by Messiah huddle leaders.

Each family is asked to sign up to bring snacks for all students for a Teaching Lesson at Peace Lutheran Church. Students will need to bring a Bible each program session. If transportation issues are a limiting factor in participation, please contact a huddle leader for assistance.

Schedule & Education Topics by Month

THE APOSTLES' CREED/CHURCH HISTORY

Sunday, November 13th – Education Session at Peace Lutheran (**Who is God**)

Sunday, November 20th – Thanksgiving Session + Curriculum Catch Up @ Messiah

Sunday, November 27th - Education Session at Peace Lutheran (**What did Jesus do for us?**)

Sunday, December 4th - Education Session at Peace Lutheran (*How do we receive the good things God is giving us in Jesus?*)

Sunday, December 11th – CHRISTMAS PARTY/Service Project Support @ Messiah

Sunday December 18, 25 & Jan. 1st - **NO CLASS (WINTER BREAK)**

THE LORD'S PRAYER

Sunday, January 8th - Education Session at Peace Lutheran (**What is prayer?**)

Sunday, January 15th – **NO CLASS (HOLIDAY WEEKEND)**

Sunday, January 22nd – Education Session at Peace Lutheran (**How should we pray?**)

Sunday, January 29th – MOVIE/SNACK NIGHT @ Messiah TBD

Sunday, February 5th – Education Session at Peace Lutheran (**What if God doesn't answer my prayer?**)

THE SACRAMENT OF HOLY BAPTISM

Sunday, February 12th – Education Session at Peace Lutheran (What is baptism?)

Sunday, February 19th – **NO CLASS (HOLIDAY WEEKEND)**

Wednesday, February 22nd – Ash Wednesday Service @ Messiah

Sunday, February 26th - Education Session at Peace Lutheran (How do I live out my baptism?)

Sunday, March 5th – TBD @ Messiah

Sunday, March 12th – Education Session at Peace Lutheran (What if I mess up?)

THE SACRAMENT OF THE ALTAR

Sunday, March 19th – Education Session at Peace Lutheran (What is communion?)

Sunday, March 26th – Education Session at Peace Lutheran (Who can receive communion?)

Sunday, April 2nd - TBD @ Messiah

HOLY WEEK SERVICES at Messiah

4/2 Palm Sunday

4/6 Maundy Thursday

4/7 Good Friday

4/9 Easter Sunday

Sunday, April 16th – Education Session at Peace Lutheran (How do we live as the body of Christ?)

BLESSINGS AND VOCATION

Sunday, April 23rd – Education Session at Peace Lutheran (How do I stay centered on God?)

Sunday, April 30th - Education Session at Peace Lutheran (What am I grateful for?)

Sunday, May 7th – Education Session at Peace Lutheran (How shall I live?)

Confirmation Sunday for 8th Graders at Messiah TBD

Program Requirements

Education Requirements

- Students may miss up to 4 (25%) education sessions detailed above at Peace before being asked to make up missed class time.

Worship Attendance

- Students will attend a minimum of **12 worship services** at Messiah between Nov - May. To document attendance students need to pick up a bulletin for the service attended and include a “memorable moment” they experienced. The bulletin needs to be signed by a parent/guardian & student and needs to be turned-into a huddle leader.

Ministry Support Requirement

- Students need to volunteer for a Messiah ministry 4x between Nov - May (maximum 2x with one ministry). A directory of ministry contacts and group opportunities will be provided.
- Students and parents will work with huddle leaders to document completion of a volunteer opportunity.
- **Examples:** Community meal, Sunday school, Usher/Acolyte, etc.

Community Service Requirement

- Students will participate in community service outside of Messiah 3x between Nov - May.
- Group opportunities for Pathways students to volunteer together will be organized by huddle leaders – dates coming soon!
- Students and parents will work with huddle leaders to document completion of a volunteer opportunity.
- **Examples:** PADS, Feed My Starving Children, Food Bank etc.

Now What? And Other Action Items

- Families will need to complete an online [Registration Form](#) by **Sunday Nov. 6th**. FYI - On the Registration form one question asks for your student's date of Baptism. If you do not know the date enter the date you are completing the Registration.
- The snack sign up for families is [available digitally here](#)
- Parent/guardian volunteers are needed as: Huddle Leaders, Event Chaperons, Transportation, etc.
- Questions? Or Want to Volunteer? Sarah Theriault and Kristin Costello will be at the Ministry Fair on Nov. 6th following the 9:30am service.