

ST. JOHN'S LUTHERAN CHURCH

Ministry Plan and Narrative Budget Fiscal Year 2025-2026

Ministry Plan

How are we going to live out this mission in the coming fiscal year? What follows is a description of five areas of special focus that form the heart of our ministry plan for St. John's Lutheran Church and School. For each of these areas, we describe first the vision of what it will look like when we grow in this area of emphasis. This is followed by a description of specific plans toward realizing that vision.

Ministry Emphases

Reach out to Unchurched School Families

We seek to more effectively reach out to unchurched school families with the Gospel of Jesus Christ. Our recent SWOT analysis revealed this as one of our top ministry opportunities. We will focus attention this year to developing practical ways of enhancing the church/school connection at St. John's, as well as cultivating opportunities to grow in serving our school families, through building relationships, addressing identified needs, and sharing the Gospel of Jesus Christ.

Improve Social Media Engagement

We seek to grow and enhance our use of social media in order to strengthen both our church and school community. We will seek to do this by providing meaningful, interactive, and consistent content on Facebook and Instagram. The goal is to build relationships, foster spiritual growth, and increase participation in church and school events.

Improve Campus Security

We seek to improve the security of our campus, for both church and school community, so as to provide a safe environment for all in all aspects of our ministry.

Improve Campus Maintenance

We are blessed with a beautiful and useful campus. We seek to improve our care of our facilities, developing and implementing plans to address ongoing maintenance needs as well as comprehensive plans for future needs.

Call an Associate Pastor (potential future Lead Pastor)

We seek to call an additional pastor as we prepare for the transition to new pastoral leadership.

Narrative Budget

How will we allocate financial resources to carry out the mission our Lord has given us? The narrative budget presents the answer to this question in terms of the ministry areas of our congregation:

- Mission and Evangelism Ministries
- Pastoral and Staff Ministries
- Adult Discipleship Ministries
- Youth and Children Ministries
- Christian Day School Ministry
- Worship Ministries

In addition to these ministry areas, there are also two important support categories:

- Mission Support Ministries
- Campus Facility Ministries



Our investments in ministry also include wages and benefits, facility maintenance, property costs, supplies, etc. While they are not generally identified as ministries themselves, they are important to the pursuit of the mission of our church, and they complement and support all our ministries.

The budget that follows is built upon our normal way of doing ministry. We are aware that we may need to make adjustments depending on the context, restrictions, and opportunities. Any adjustments will be made in accordance with the by-laws and the Board of Directors policy manual.

Income Sources

The ministry of St. John's is funded from multiple sources. The narrative budget information that follows illustrates the funding sources for each ministry area. The church receives funds from four different major sources:

- **General Fund Offerings and Income:** Tithes and offerings given in the collection plate, electronically, and via mail; interest income; other gifts.
- **Designated Offerings:** Offerings given specifically for a certain ministry, program, or need.
- **Grants and Endowments:** Disbursements from the St. John's Endowment Fund as well as grants, such as Thrivent Choice Dollars.
- **Participant Funded:** Those who participate in the ministry pay for the expenses of the ministry.

The budget below indicates where the funds for each line item will come from.

General Fund Budget Estimate

Based on an analysis of general fund offering trends of the past several years, budgeted unrestricted offerings for the coming fiscal year are \$716,000.

Other Assumptions and Factors

There are several other factors that will impact the budget

- Modified implementation of our salary guidelines, including a 2% adjustment to the salary base (Sources: NVUSD & MinistryPay.com).
- Pledge to CNH District remains at 10% of offerings.
- Inflation factor of 3% for most 2024-25 non-compensation expenses.
- Estimated school enrollment of 287 with a tuition increase for the 2025-26 school year of 4%.

Endowment Fund Disbursements

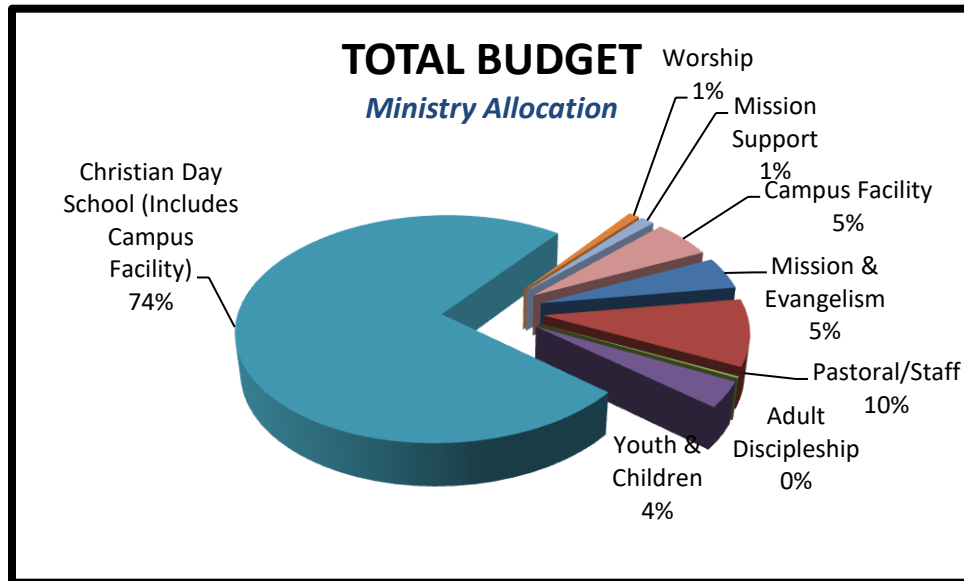
The proposed budget includes disbursements totaling \$36,300 from the SJL Ministries Endowment Fund. The funds are to be made available in the following ways, in keeping with the requirements in the Endowment Fund by-laws:

- \$5,000 to Linc Bay Area
- \$6,200 to support discipleship initiatives (Best Practices, small groups, and missional communities)
- \$5,800 for capital improvements
- \$5,000 for ChurchFront Accelerator Program (consulting)
- \$1,500 for Leadership Team planning retreats
- \$2,800 for professional growth
- \$1,000 for Stephen Ministry leader training
- \$1,000 for guest speaker(s)/presenter(s)
- \$5,000 for scholarships for seminary tuition
- \$3,000 for Foundations of Lutheran Teaching tuition for two teachers

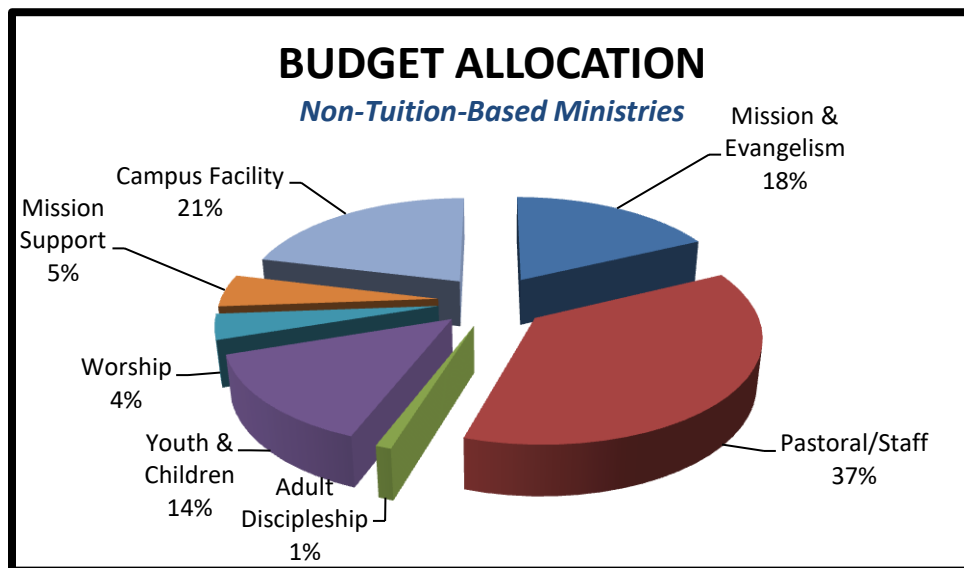
In addition to these funds, there is \$22,400 available to be disbursed from Faith Tuition & Eagle endowment funds, and \$5,200 available from Hauch Endowment Fund.

Overview

The chart below illustrates the allocation of expenses among the eight ministry areas described in this budget.



The following chart illustrates the allocation among the seven non-tuition-based ministry areas.



Please refer to the description of the Adult Discipleship Ministry area on page 6 for an explanation of the low allocation.

1. MISSION AND EVANGELISM MINISTRIES

Our church seeks to pursue God's mission both locally and globally. Mission and evangelism ministries account for approximately 4.6% of our annual dollar investment in ministries or approximately \$178,600, plus countless staff and volunteer hours.

The Mission and Evangelism Ministry area includes

- The District Pledge: Our partnership with the California-Nevada-Hawaii District of the Lutheran Church Missouri Synod, as well as the Synod itself and the missions it supports.
- Also included in this ministry area, but currently funded through designated offerings:
 - The Mission Farm
 - K9 Comfort Dog Ministry
 - Lutheran Braille Workers Large Print Ministry
 - [REDACTED]
 - Support for Linc Bay Area
 - Discretionary support to the homeless and needy
 - School community outreach projects

1. MISSION AND EVANGELISM MINISTRIES							
Ministries	FY24/25 Budget	FY24/25 Projected	FY25/26 Proposed				Line Item Total
			Source of Funds				
			General Offerings & Income	Designated Gifts	Endowment & Grants	Participant Funded	
District/Synod	\$ 70,700	\$ 75,000	\$ 71,600	\$ 0	\$ 0	\$ 0	\$ 71,600
Mision de Jesus	\$ 3,900	\$ 3,100	\$ 4,100	\$ 0	\$ 0	\$ 0	\$ 4,100
Benevolence Fund	\$ 0	\$ 200	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
Mission Trips	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
Missions	\$ 40,000	\$ 11,100	\$ 0	\$ 34,800	\$ 5,000	\$ 0	\$ 39,800
Christian Outreach	\$ 50,800	\$ 40,000	\$ 0	\$ 63,100	\$ 0	\$ 0	\$ 63,100
			\$ 75,700	\$ 97,900	\$ 5,000	\$ 0	
TOTAL	\$165,400	\$129,400					\$178,600
% of BUDGET	4.6%						4.6%

2. PASTORAL AND STAFF MINISTRIES

Pastoral and Staff Ministries account for 9.5% of our annual dollar investment in ministries or approximately \$367,400, plus countless volunteer hours.

2. PASTORAL/STAFF MINISTRY

Ministries	FY24/25 Budget	FY24/25 Projected	FY25/26 Proposed				
			Source of Funds				Line Item Total
			General Offerings & Income	Designated Gifts	Endowment & Grants	Participant Funded	
Pastors, Office Mgr., Bus. Admin & Bookkeeper	\$ 338,500	\$ 350,800	\$ 356,800	\$ 0	\$ 0	\$ 0	\$ 356,800
Pastoral Supplies	\$ 300	\$ 300	\$ 300	\$ 0	\$ 0	\$ 0	\$ 300
Leadership Team Professional Growth	\$ 2,800	\$ 2,800	\$ 0	\$ 0	\$ 7,800	\$ 0	\$ 7,800
Leadership Team Retreat/Seminars	\$ 1,400	\$ 600	\$ 0	\$ 0	\$ 1,500	\$ 0	\$ 1,500
Guest Speakers	\$ 800	\$ 500	\$ 0	\$ 0	\$ 1,000	\$ 0	\$ 1,000
			\$ 357,100	\$ 0	\$ 10,300	\$ 0	
TOTAL	\$343,800	\$355,000					\$367,400
% of BUDGET	9.5%						9.5%

The Pastoral and Staff Ministry budget includes the salary and benefits for the Lead Pastor, Connections Ministry Leader, Church Office Manager, and Business Administrator (church and school share the salary and benefits costs of the Business Administrator 30% - 70%, respectively).

3. ADULT DISCIPLESHIP MINISTRIES

Adult Discipleship Ministries account for 0.3% of our annual dollar investment in ministries or approximately \$9,800, plus countless volunteer hours.

An important feature of Adult Discipleship Ministry is our subscription to Right Now Media. This will continue as we anticipate it helping grow our small group ministry. Our Stephen Ministry is part of our Adult Discipleship Ministry.

The importance of this ministry area is not necessarily reflected in the size of its budget, because the expenses associated with relational discipleship ministry are relatively small. The “expense” is human expense, as staff and laity devote themselves to the pursuit of growth as disciples and the making of disciples.

3. ADULT DISCIPLESHIP MINISTRIES

Ministries	FY24/25 Budget	FY24/25 Projected	FY25/26 Proposed				
			Source of Funds				Line Item Total
			General Offerings & Income	Designated Gifts	Endowment & Grants	Participant Funded	
Stewardship	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
Adult Christian Ed.	\$ 6,200	\$ 3,000	\$ 0	\$ 0	\$ 6,200	\$ 0	\$ 6,200
Senior Ministry	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
Women's Ministry	\$ 0	\$ 1,600	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
Men's Ministry	\$ 0	\$ 3,100	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
Stephen Ministry	\$ 1,600	\$ 400	\$ 600	\$ 0	\$ 1,000	\$ 0	\$ 1,600
Human Care/Biblical Counseling Ministry	\$ 1,000	\$ 0	\$ 600	\$ 400	\$ 0	\$ 0	\$ 1,000
Fellowship	\$ 1,000	\$ 2,100	\$ 0	\$ 1,000	\$ 0	\$ 0	\$ 1,000
Service Ministry	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
			\$ 1,200	\$ 1,400	\$ 7,200	\$ 0	
TOTAL	\$ 9,800	\$ 10,200					\$ 9,800
% of BUDGET	0.3%						0.3%

4. YOUTH AND CHILDREN MINISTRIES

Youth and Children Ministries account for 3.6% of our annual dollar investment in ministries or approximately \$140,300, plus countless volunteer hours. The total investment in these ministries is not reflected in this number. Youth activities are funded beyond what is listed below through participation fees in youth events and trips.

Our youth ministry staff includes Director of Youth Ministry, Kevin Mathison. Our focus in youth ministry is 5th grade through college ministry, Surge (5th – 8th Grade), Confirmation, and High School. Our youth ministry seeks to serve not just church members, but also those of our school community and greater Napa community.

Kevin Mathison also oversees ministry to children birth through fourth grade. In terms of specific ministries, this includes Children's Church, Vacation Bible School, and other events and concerts aimed at serving children and their families.

Although not funded through the General Fund, we consider our partnership with Boy Scouts of America part of our youth ministry. We are the chartered organization for Boy Scout Troop 83 and Cub Scout Pack 183.

4. YOUTH AND CHILDREN MINISTRIES

Ministries	FY24/25 Budget	FY24/25 Projected	FY25/26 Proposed				
			Source of Funds				Line Item Total
			General Offerings & Income	Designated Gifts	Endowment & Grants	Participant Funded	
Ministers, Youth & Children	\$ 114,400	\$ 113,900	\$ 118,700	\$ 0	\$ 0	\$ 0	\$ 118,700
Children’s Church	\$ 1,000	\$ 1,000	\$ 1,000	\$ 0	\$ 0	\$ 0	\$ 1,000
Confirmation	\$ 3,500	\$ 3,500	\$ 0	\$ 2,000	\$ 0	\$ 1,500	\$ 3,500
Children’s Ministry	\$ 1,900	\$ 1,900	\$ 1,900	\$ 0	\$ 0	\$ 0	\$ 1,900
Vacation Bible School	\$ 4,000	\$ 4,000	\$ 4,000	\$ 0	\$ 0	\$ 0	\$ 4,000
Youth Ministry	\$ 9,200	\$ 17,500	\$ 0	\$ 11,200	\$ 0	\$ 0	\$ 11,200
Synodical University Grants	\$ 1,000	\$ 1,000	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
			\$ 125,600	\$ 13,200	\$ 0	\$ 1,500	
TOTAL	\$135,000	\$142,800					\$140,300
% of BUDGET	3.7%						3.6%

5. CHRISTIAN DAY SCHOOL MINISTRY

The purpose of the school is to provide Christian education for the members of St. John's Lutheran Church and as an outreach to the community in and around the Napa Valley. The school has historically been a successful first point of contact for many families who join the church. The following school mission statement aligns with the mission and vision of the church, as it strives to help students gain a closer relationship with Jesus Christ and learn the importance of discipleship and service.

All students will grow in their relationship with Christ and develop the knowledge and skills to be confident, academically capable individuals who serve Christ, His Church, and His world.

In order to accomplish this mission statement, the faculty has been reviewing our Student Learner Outcomes and have rewritten them to be more relevant to our current school climate. They are:

Striving for Excellence

Students will become academically capable individuals by obtaining the knowledge and skills needed to reach their potential and finding effective ways to apply what they learn to real life situations and challenges.

Joining Christ on His mission

Students will understand the saving knowledge of Jesus Christ and grow in their relationship with Him through daily living in God's Word. Students will celebrate God's love by serving Christ, His Church, and His world.

Learning to Lead

Students will become confident individuals as they identify, develop, and use their God-given gifts and abilities.

The school budget structure is considered a "segmented unified" budget with the church. The school income and expenses are processed through unified bank accounts, but in setting the budget for the year, the school is set up so that school expenses are covered by tuition, fees, and other school revenue centers. Facility and utility costs are split between the church and school using a "70/30 split." This means that in general the school covers 70% of those costs and the church covers 30% of those costs.

Along with funding through the regular budget, the school benefits from outside sources. Additional sources of funding come through our APT (Association of Parents and Teachers), an Athletic Fund, a School Trust, and Endowment grants through the Faith Tuition Fund, the Bob Hauch Endowment Fund, and the Eagle Endowment Fund. The School Trust allows individuals to donate to specific restricted items and allows for the school to manage other revenue centers like hot lunches and class field trips. The current endowment funds are used for tuition assistance, curriculum enhancements, and capital improvements.

Goals for the next year:

The school sets its goals and priorities based on three factors: 1) matching the mission and vision of St. John's Lutheran Church and School, 2) adhering to action plans set up as part of the accreditation process through the Western Association and Schools and Colleges (WASC) and National Lutheran School Accreditation (NLSA), and 3) ensuring long term fiscal responsibility and the viability of the school.

In March 2025, our school went through a full self-study and accreditation visit in our preschool and K- 8 programs to establish new goals for the next six years. We have an Action Plan (Strategic Plan) with four areas of focus: 1) Development of long-range planning for instructional materials; 2) Development of long-range planning for facilities; 3) Monitoring of student progress; and 4) Increase in compassion and understanding of diversity and cultural awareness on campus. Most of these Action Plan items require short-term and long-term funding. We are working closely with the Facilities Action Team on long-range planning for facilities.

There are additional factors that need to be addressed in our planning for the next year. Enrollment has held strong at 287 (64 Preschool, 223 K-8) for the 2024-2025 school year, and reenrollment for next year is looking fantastic with 291 enrolled. Our capacity is 298. There are openings only in grades 3, 4, 5, 7, and 8 for 2025-2026. One major concern affecting our enrollment is that we have fewer congregational members with students in the school. Although our preschool numbers remain very strong, we have fewer children of church members, who tend to have a more natural commitment to educating their children at St. John's. In addition, we have fewer families who value the Christian mission and spiritual focus of our church and school. This means that more people do not see the spiritual growth of their children as a priority. In some cases, this is even a deterrent to sending their children to St. John's. A positive aspect of our current situation is that we are still regarded in the community as an excellent school, which gives us a competitive edge in the private school market of Napa.

Calling or contracting prospective teachers is becoming more difficult due to the smaller pool of Lutheran teachers available and the high cost of living in Napa. This is made more difficult by the significant turnover of teachers we can expect in the next few years due to retirements of some outstanding teachers. We have one new classroom teacher on campus for the 2025-2026 school year, and we anticipate several retirements or changes in staffing on campus in the next five years.

Although we have significantly increased the amount of available tuition assistance, we still are only able to provide approximately 43% of applicant families' demonstrated need. It is important that we do all we can to ensure we make a quality Christian education available to our church and local community.

Taking all the above information into account, we need to fund high-quality staff and programs in the coming years and continue to add to our operating reserve.

The 2025-2026 school budget plan is being constructed based on the following goals:

1. Continue to adhere to the St. John's Salary Guidelines and ensure all staff position bases are, to the best of our ability, at 85% of NVUSD.
2. Prepare for and manage teacher turnover during the next 3-5 years.
3. Continue to increase the School Operating Reserve.

To meet these goals, our budget forecast for 2025-26 will require a 4% Tuition increase.

5. CHRISTIAN DAY SCHOOL MINISTRY

Ministries	FY24/25 Budget	FY24/25 Projected	FY25/26 Proposed					Line Item Total
			Source of Funds					
			General Offerings & Income	Designated Gifts	Endowment & Grants	Participant Funded		
Salary and Benefits								
Principal, Office								
Mgr., & Bus. Admin.	\$ 364,900	\$ 375,000	\$ 14,800	\$ 0	\$ 0	\$ 406,700	\$ 421,500	
Elementary Teachers	\$ 942,300	\$ 939,000	\$ 0	\$ 0	\$ 18,000	\$ 957,000	\$ 975,000	
Specialty Teachers	\$ 390,300	\$ 371,400	\$ 0	\$ 0	\$ 0	\$ 454,300	\$ 454,300	
Elementary Aides	\$ 48,800	\$ 58,000	\$ 0	\$ 0	\$ 0	\$ 49,100	\$ 49,100	
Preschool Teachers	\$ 282,600	\$ 309,000	\$ 0	\$ 0	\$ 0	\$ 283,600	\$ 283,600	
Preschool Aides	\$ 105,200	\$ 133,100	\$ 0	\$ 0	\$ 0	\$ 166,200	\$ 166,200	
Lunch Servers	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	
PALS Staff	\$ 40,400	\$ 33,800	\$ 0	\$ 0	\$ 0	\$ 42,000	\$ 42,000	
Testing	\$ 2,300	\$ 4,000	\$ 0	\$ 0	\$ 0	\$ 4,800	\$ 4,800	
Playground	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	
Substitute Teachers	\$ 14,000	\$ 13,300	\$ 0	\$ 0	\$ 0	\$ 14,000	\$ 14,000	
Summer Camp Staff	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	
Operations								
Bank Charges/Fees.	\$ 4,600	\$ 4,600	\$ 0	\$ 0	\$ 0	\$ 4,900	\$ 4,900	
Payroll/Benefits Svc.	\$ 5,600	\$ 4,600	\$ 0	\$ 0	\$ 0	\$ 5,600	\$ 5,600	
Teachers' Mileage	\$ 0	\$ 200	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	
Professional Growth	\$ 4,000	\$ 3,500	\$ 0	\$ 0	\$ 3,000	\$ 4,000	\$ 7,000	
Conference/Retreat	\$ 13,500	\$ 8,300	\$ 0	\$ 0	\$ 0	\$ 12,000	\$ 12,000	
Other Taxes/Fees	\$ 1,500	\$ 1,000	\$ 0	\$ 0	\$ 0	\$ 8,200	\$ 8,200	
Instructional								
Materials	\$ 45,000	\$ 45,000	\$ 0	\$ 0	\$ 0	\$ 52,500	\$ 52,500	
Classroom Office								
Supplies	\$ 30,000	\$ 25,000	\$ 0	\$ 0	\$ 0	\$ 20,700	\$ 20,700	
Summer Camp	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	
PALS Materials	\$ 2,500	\$ 1,400	\$ 0	\$ 0	\$ 0	\$ 2,500	\$ 2,500	
Testing Materials	\$ 2,500	\$ 2,500	\$ 0	\$ 0	\$ 0	\$ 2,500	\$ 2,500	
Capital Equip/Tech	\$ 35,000	\$ 82,000	\$ 0	\$ 0	\$ 0	\$ 35,000	\$ 35,000	
Equipment MX	\$ 11,700	\$ 15,000	\$ 0	\$ 0	\$ 0	\$ 12,500	\$ 12,500	
Intrvw/Relocat/Legal	\$ 10,000	\$ 5,000	\$ 0	\$ 0	\$ 0	\$ 10,000	\$ 10,000	
Ads & Marketing	\$ 7,500	\$ 5,000	\$ 0	\$ 0	\$ 0	\$ 5,000	\$ 5,000	
Accreditation &								
Licensing	\$ 2,500	\$ 5,000	\$ 0	\$ 0	\$ 0	\$ 2,500	\$ 2,500	
Telephone	\$ 5,000	\$ 3,400	\$ 0	\$ 0	\$ 0	\$ 5,000	\$ 5,000	
Utilities	\$ 44,400	\$ 49,000	\$ 0	\$ 0	\$ 0	\$ 44,400	\$ 44,400	
Svgs Comp/Audit	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	
Svgs Ops Reserve	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	
			\$ 14,800	\$ 0	\$ 21,000	\$2,605,000		
TOTAL	\$2,416,100	\$2,497,100					\$2,640,800	
% of BUDGET	66.5%						68.2%	

6. WORSHIP MINISTRIES

Worship Ministries account for 1.0% of our annual dollar investment in ministries or approximately \$39,100. This ministry area involves all that goes into providing for the worship life of our congregation. This includes the salary for Organist/Choir Director Erin Blackwood.

6. WORSHIP MINISTRIES							
Ministries	FY24/25 Budget	FY24/25 Projected	FY25/26 Proposed				
			Source of Funds				
			General Offerings & Income	Designated Gifts	Endowment & Grants	Participant Funded	Line Item Total
Organist & Worship Leader	\$ 22,800	\$ 22,800	\$ 23,300	\$ 0	\$ 0	\$ 0	\$ 23,300
Substitute Musician	\$ 900	\$ 0	\$ 0	\$ 900	\$ 0	\$ 0	\$ 900
Choirs	\$ 800	\$ 1,600	\$ 1,000	\$ 800	\$ 0	\$ 0	\$ 1,800
Worship Band	\$ 500	\$ 2,000	\$ 500	\$ 0	\$ 0	\$ 0	\$ 500
Worship Preparation Sanctuary	\$ 2,600	\$ 2,000	\$ 1,700	\$ 900	\$ 0	\$ 0	\$ 2,600
Furn/Equip/Aids	\$ 41,000	\$ 41,000	\$ 5,000	\$ 0	\$ 5,000	\$ 0	\$ 10,000
			\$ 31,500	\$ 2,600	\$ 5,000	\$ 0	
TOTAL	\$ 68,600	\$ 69,400					\$ 39,100
% of BUDGET	1.9%						1.0%

7. MISSION SUPPORT MINISTRIES

Some functions of our church are not usually identified as ministries, but they are important to executing the mission of our church. Many of these activities complement and support all our ministries. These supportive ministries help us communicate important information to church members and to the community, provide support for recreational and special events, and fulfill other important responsibilities.

7. MISSION SUPPORT MINISTRIES

Ministries	FY24/25 Budget	FY24/25 Projected	FY25/26 Proposed				
			Source of Funds				Line Item Total
			General Offerings & Income	Designated Gifts	Endowment & Grants	Participant Funded	
Auto Mileage	\$ 900	\$ 500	\$ 900	\$ 0	\$ 0	\$ 0	\$ 900
Payroll/Benefits Svc.	\$ 2,300	\$ 2,000	\$ 2,300	\$ 0	\$ 0	\$ 0	\$ 2,300
Bank Charges/Fees	\$ 5,800	\$ 4,800	\$ 5,800	\$ 0	\$ 0	\$ 0	\$ 5,800
Other Taxes/Fees	\$ 600	\$ 600	\$ 600	\$ 0	\$ 0	\$ 0	\$ 600
Bulletins & Supplies	\$ 9,400	\$ 6,900	\$ 9,400	\$ 0	\$ 0	\$ 0	\$ 9,400
Dist-Synod							
Convention Fees	\$ 900	\$ 1,000	\$ 900	\$ 0	\$ 0	\$ 0	\$ 900
Data Process/Office							
Equipment	\$ 6,800	\$ 6,400	\$ 6,800	\$ 0	\$ 0	\$ 0	\$ 6,800
Van –							
MX/Fuel/Insurance	\$ 1,300	\$ 600	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
Advertisement	\$ 1,200	\$ 0	\$ 1,200	\$ 0	\$ 0	\$ 0	\$ 1,200
Telephone	\$ 1,500	\$ 1,400	\$ 1,500	\$ 0	\$ 0	\$ 0	\$ 1,500
Utilities	\$ 19,000	\$ 21,000	\$ 19,000	\$ 0	\$ 0	\$ 0	\$ 19,000
Interview/Relocate	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
Legal	\$ 800	\$ 300	\$ 800	\$ 0	\$ 0	\$ 0	\$ 800
Svgs Comp/Audit	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
Svgs Ops Reserve	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
Office Equip MX	\$ 700	\$ 5,700	\$ 700	\$ 0	\$ 0	\$ 0	\$ 700
			\$ 49,900	\$ 0	\$ 0	\$ 0	
TOTAL	\$ 51,200	\$ 51,200					\$ 49,900
% of BUDGET	1.4%						1.3%

8. CAMPUS FACILITY MINISTRIES

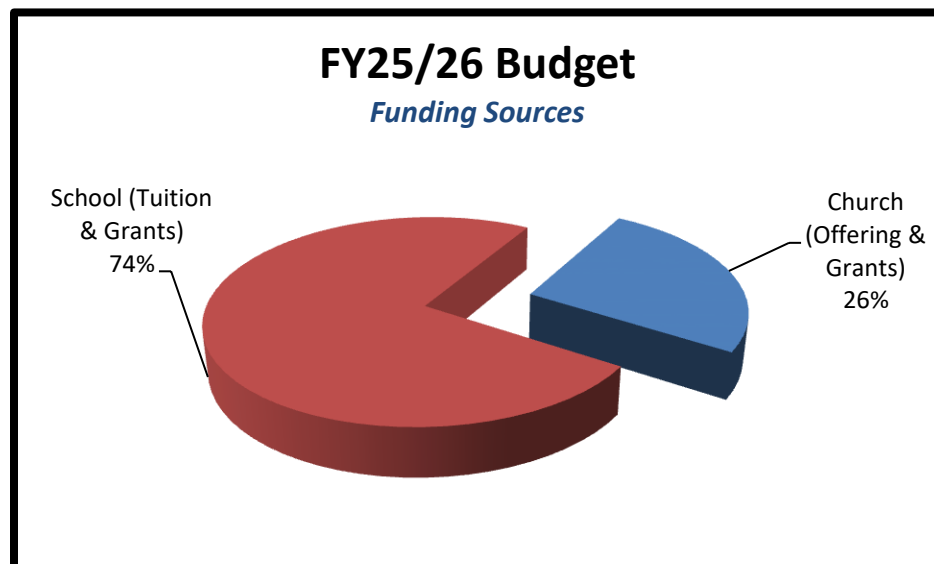
Having a place to worship, study, train and have fellowship is important to our church. The care and maintenance of the grounds and buildings reflect the spiritual concern of a church. This is part of our church's stewardship. We want our facilities to reflect the glory of the One for whom they were built. As mentioned above, we have included a significant increase to the maintenance budget for this purpose. Church and school share the cost of these critical expenses on a proportional use basis, approximately 30% church and 70% school. Major capital equipment purchases, if any, will be fully funded by designated gifts and accounts, such as the Capital Asset Reserve. This year's budget also includes funds designated for "Let There Be Lights," the sanctuary lighting upgrade project.

8. CAMPUS FACILITY MINISTRIES

Ministries	FY24/25 Budget	FY24/25 Projected	FY25/26 Proposed					
			Source of Funds				Line Item Total	
			General Offerings & Income	Designated Gifts	Endowment & Grants	Participant Funded		
Church								
Custodial & Maintenance Staff	\$ 26,800	\$ 33,000	\$ 32,900	\$ 0	\$ 0	\$ 0	\$ 32,900	
Property Mortgage, Principal	\$ 14,700	\$ 2,800	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	
Property Mortgage, Additional Principal	\$ 21,800	\$ 183,400	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	
Property Mortgage, Interest	\$ 3,200	\$ 800	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	
Property Taxes	\$ 1,500	\$ 4,900	\$ 5,000	\$ 0	\$ 0	\$ 0	\$ 5,000	
Insurance	\$ 13,000	\$ 11,300	\$ 12,900	\$ 0	\$ 0	\$ 0	\$ 12,900	
Janitorial Supplies	\$ 4,300	\$ 2,900	\$ 4,300	\$ 0	\$ 0	\$ 0	\$ 4,300	
Building MX	\$ 20,600	\$ 24,000	\$ 20,600	\$ 0	\$ 0	\$ 0	\$ 20,600	
Capital Equipment Purchases	\$ 2,500	\$ 2,500	\$ 500	\$ 1,500	\$ 0	\$ 0	\$ 2,000	
Upgrades & Major Repairs	\$ 5,800	\$ 5,800	\$ 0	\$ 110,000	\$ 5,800	\$ 0	\$ 115,800	
Landscaping MX	\$ 17,100	\$ 29,200	\$ 17,300	\$ 0	\$ 0	\$ 0	\$ 17,300	
Church Sub-Total	\$ 131,300	\$ 300,600	\$ 93,500	\$ 111,500	\$ 5,800	\$ 0	\$ 210,800	
School								
Custodial & Maintenance Staff	\$ 62,500	\$ 77,000	\$ 0	\$ 0	\$ 0	\$ 76,700	\$ 76,700	
Property Mortgage, Principal	\$ 34,300	\$ 6,500	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	
Property Mortgage, Additional Principal	\$ 54,000	\$ 13,400	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	
Property Mortgage, Interest	\$ 7,600	\$ 1,900	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	
Property Taxes	\$ 3,500	\$ 11,400	\$ 0	\$ 0	\$ 0	\$ 11,700	\$ 11,700	
Insurance	\$ 30,400	\$ 26,400	\$ 0	\$ 0	\$ 0	\$ 30,100	\$ 30,100	
Janitorial Supplies	\$ 10,100	\$ 6,800	\$ 0	\$ 0	\$ 0	\$ 10,100	\$ 10,100	
Building MX	\$ 48,100	\$ 57,000	\$ 0	\$ 0	\$ 0	\$ 48,100	\$ 48,100	
Capital Equipment Purchases	\$ 5,900	\$ 5,900	\$ 0	\$ 0	\$ 4,600	\$ 100	\$ 4,700	
Upgrades & Major Repairs	\$ 13,600	\$ 13,600	\$ 0	\$ 0	\$ 0	\$ 13,600	\$ 13,600	
Landscaping MX	\$ 39,900	\$ 72,200	\$ 0	\$ 0	\$ 0	\$ 40,400	\$ 40,400	
School Sub-Total	\$ 309,900	\$ 292,100	\$ 0	\$ 0	\$ 4,600	\$ 230,800	\$ 235,400	
TOTAL	\$441,200	\$592,700						\$446,200
% of BUDGET	12.1%							11.5%

TOTAL COSTS FOR ALL BUDGETED MINISTRIES:

TOTAL COSTS FOR ALL BUDGETED MINISTRIES									
Ministries		FY24/25 Budget		FY25/26 Proposed					
				Source of Funds					
				General Offerings & Income	Designated Gifts	Endowment & Grants	Participant Funded	Line Item Total	
1. Mission & Evangelism	4.6%	\$	165,400	4.6%	\$ 75,700	\$ 97,900	\$ 5,000	\$ 0	\$ 178,600
2. Pastoral & Staff	9.5%	\$	343,800	9.5%	\$ 357,100	\$ 0	\$ 10,300	\$ 0	\$ 367,400
3. Adult Discipleship	0.3%	\$	9,800	0.3%	\$ 1,200	\$ 1,400	\$ 7,200	\$ 0	\$ 9,800
4. Youth & Children	3.7%	\$	135,000	3.6%	\$ 125,600	\$ 13,200	\$ 0	\$ 1,500	\$ 140,300
5. Christian Day School	66.5%	\$	2,416,100	68.2%	\$ 14,800	\$ 0	\$ 21,000	\$2,605,000	\$2,640,800
6. Worship	1.9%	\$	68,600	1.0%	\$ 31,500	\$ 2,600	\$ 5,000	\$ 0	\$ 39,100
7. Mission Support	1.4%	\$	51,200	1.3%	\$ 49,900	\$ 0	\$ 0	\$ 0	\$ 49,900
8. Campus Facility	12.1%	\$	441,200	11.5%	\$ 93,500	\$ 111,500	\$ 10,400	\$ 230,800	\$ 446,200
					\$ 749,300	\$ 226,600	\$ 58,900	\$2,837,300	
TOTAL		100.0%	\$3,631,100	100.0%	\$3,872,100				
Expenses Paid by Church	24.9%	\$	905,100					25.7%	\$ 995,900
Expenses Paid by School	75.1%	\$	2,726,000					74.3%	\$2,876,200



MINISTRY INCOME

ESTIMATED INCOME SOURCES TO SUPPORT THE MINISTRY PLAN:

ESTIMATED INCOME SOURCES TO SUPPORT ALL BUDGETED MINISTRIES			
Ministries		24-25 Budget	25-26 Proposed Draft
<i>Church Income</i>			
General Offerings & Income			
Church Offering – Unrestricted Building		\$ 707,000	\$ 716,000
Interest, Fees, Refunds and Other		\$ 16,500	\$ 19,400
Designated Gifts			
Mision de Jesus		\$ 0	\$ 0
Other		\$ 142,500	\$ 224,600
Endowment & Grants		\$ 36,400	\$ 33,300
Participant Funded		\$ 3,500	\$ 3,500
<i>Church Sub-Total</i>		<i>\$ 905,900</i>	<i>\$ 996,800</i>
<i>School Income</i>			
Participant Funded			
School Tuition		\$2,531,600	\$2,644,600
School Fees		\$ 120,800	\$ 132,700
PALS		\$ 52,000	\$ 57,000
Summer Camp Fees		\$ 0	\$ 0
Testing Fees		\$ 1,500	\$ 1,500
Endowment & Grants			
Hot Lunch Income		\$ 5,000	\$ 0
Grants & Donations		\$ 22,600	\$ 25,600
Other Income			
Refunds & Other		\$ 5,000	\$ 3,000
Interest		\$ 20,600	\$ 11,800
<i>School Sub-Total</i>		<i>\$ 2,759,100</i>	<i>\$ 2,876,200</i>
TOTAL		\$ 3,665,000	\$ 3,873,000

