

Name	2021 Actual	2021 Budget	2022 Budget
			FT Assoc Pastor & PT Youth Minister
<b>INCOME</b>			
Pledge/unpledged regular giving	\$436,351	\$436,037	\$455,000
Loose Plate	\$5,136	\$3,750	\$8,500
Seasonal	\$2,900	\$1,000	\$3,000
Amazon Smiles	\$134		\$135
Interest Income	\$13	\$20	\$15
Parish Ed Income	\$0	\$0	\$0
Family Ministry Income	\$30	\$30	\$0
Outreach Income	\$0	\$86	\$0
Worship Income	\$1,248	\$413	\$0
Fellowship Income	\$933	\$696	\$0
Buildings & Grounds Income	\$68	\$0	\$0
Donations to Support Capital Expenditures	\$0	\$10,680	\$5,000
Caring (Stephen) Ministry Income	\$272	\$272	\$0
<b>Total General Fund &amp; Giving</b>	<b>\$447,086</b>	<b>\$457,605</b>	<b>\$471,650</b>
<b>EXPENSES</b>			
<b>Missions</b>			
ELCA Synod - 8%	\$35,607	\$34,883	\$37,320
Missionary Sponsorship	\$2,708	\$2,700	\$2,700
EWALU Support	\$700	\$700	\$700
<b>Total Church Mission Expense</b>	<b>\$39,014</b>	<b>\$38,283</b>	<b>\$40,720</b>
<b>Administration</b>			
Banners	\$0	\$325	\$325
Communication/ Hospitality	\$867	\$0	\$900
Continuing Education	\$358	\$400	\$400
Insurance	\$8,980	\$10,841	\$11,000
LOC Interest	\$0	\$600	\$600
Copier lease + paper	\$6,390	\$5,784	\$6,500
Office Supplies	\$3,367	\$7,400	\$4,000
Postage	\$1,442	\$500	\$1,500
Printed material	\$187	\$1,200	\$500
Staff Meetings & Council Retreats	\$422	\$0	\$500
Credit Card Processing Fees	\$1,285	\$900	\$1,350
Staff mileage	\$54	\$167	\$100
Conferences & Conventions	\$130	\$400	\$400
Synod Assembly	\$632	\$1,500	\$1,500
Background Check	\$37	\$120	\$100
Miscellaneous Administrative	\$2,035	\$1,080	\$2,400
Technology, Hardware & Software	\$4,294	\$5,382	\$4,500
<b>Total Administrative Expense</b>	<b>\$30,485</b>	<b>\$39,989</b>	<b>\$36,575</b>
<b>Building &amp; Grounds</b>			
Cleaning	\$9,127	\$17,805	\$9,500
Custodial Supplies	\$2,019	\$4,500	\$2,500
Church Grounds - Repair & Maintenance & Outside C	\$6,240	\$6,400	\$6,400
HVAC	\$839	\$1,000	\$1,000
Inspection & Testing	\$2,835	\$2,670	\$3,000
Church Building - Repairs & Maintenance	\$1,369	\$2,000	\$2,000
Snow Removal	\$2,333	\$2,000	\$2,500
Capital Expenditures			\$5,000
<b>Total Buildings &amp; Grounds</b>	<b>\$24,761</b>	<b>\$39,875</b>	<b>\$31,900</b>
<b>Utilities</b>			
Electricity - Alliant Energy	\$16,914	\$15,000	\$18,000
Natural Gas - Black Hills Energy	\$6,406	\$7,000	\$12,800
Telephone/Internet	\$4,106	\$5,550	\$4,500
Waste Disposal - Dittmer	\$1,393	\$1,500	\$1,500
Water - City of Dubuque	\$2,386	\$2,000	\$2,500
<b>Total Utilities</b>	<b>\$31,207</b>	<b>\$31,050</b>	<b>\$39,300</b>
<b>Pastoral Salary</b>			
Pastor-Salary	\$29,313	\$28,983	\$52,232
Housing allowance	\$40,000	\$40,000	\$19,680
Pastor-Pension-ELCA @ 11%	\$8,010	\$8,020	\$8,350
Pastor-Health	\$25,704	\$25,704	\$27,672
Pastor Continuing Education	\$986	\$900	\$900
Pastor Professional Expense Publications	\$504	\$700	\$700
Pastor Social Security Allowance	\$3,728	\$3,930	\$3,996

2022 Budget	2022 Budget
FT Assoc Pastor (8 mo) & PT YM (5 mo)	FT Assoc Pastor & No YM
\$455,000	\$455,000
\$8,500	\$8,500
\$3,000	\$3,000
\$135	\$135
\$15	\$15
\$0	\$0
\$0	\$0
\$0	\$0
\$0	\$0
\$0	\$0
\$0	\$0
\$0	\$0
\$0	\$0
\$5,000	\$5,000
\$0	\$0
<b>\$471,650</b>	<b>\$471,650</b>
\$37,320	\$37,320
\$2,700	\$2,700
\$700	\$700
<b>\$40,720</b>	<b>\$40,720</b>
\$325	\$325
\$900	\$900
\$400	\$400
\$11,000	\$11,000
\$600	\$600
\$6,500	\$6,500
\$4,000	\$4,000
\$1,500	\$1,500
\$500	\$500
\$500	\$500
\$1,350	\$1,350
\$100	\$100
\$400	\$400
\$1,500	\$1,500
\$100	\$100
\$2,400	\$2,400
\$4,500	\$4,500
<b>\$36,575</b>	<b>\$36,575</b>
\$9,500	\$9,500
\$2,500	\$2,500
\$6,400	\$6,400
\$1,000	\$1,000
\$3,000	\$3,000
\$2,000	\$2,000
\$2,500	\$2,500
\$5,000	\$5,000
<b>\$31,900</b>	<b>\$31,900</b>
\$18,000	\$18,000
\$12,800	\$12,800
\$4,500	\$4,500
\$1,500	\$1,500
\$2,500	\$2,500
<b>\$39,300</b>	<b>\$39,300</b>
\$52,232	\$52,232
\$19,680	\$19,680
\$8,350	\$8,350
\$27,672	\$27,672
\$900	\$900
\$700	\$700
\$3,996	\$3,996

2022 Budget	2022 Budget
.75 (PT) Assoc Pastor (8 mo) & YM (5 mo)	.75 (PT) Assoc Pastor & No YM
\$455,000	\$455,000
\$8,500	\$8,500
\$3,000	\$3,000
\$135	\$135
\$15	\$15
\$0	\$0
\$0	\$0
\$0	\$0
\$0	\$0
\$0	\$0
\$0	\$0
\$0	\$0
\$5,000	\$5,000
\$0	\$0
<b>\$471,650</b>	<b>\$471,650</b>
\$37,320	\$37,320
\$2,700	\$2,700
\$700	\$700
<b>\$40,720</b>	<b>\$40,720</b>
\$325	\$325
\$900	\$900
\$400	\$400
\$11,000	\$11,000
\$600	\$600
\$6,500	\$6,500
\$4,000	\$4,000
\$1,500	\$1,500
\$500	\$500
\$500	\$500
\$1,350	\$1,350
\$100	\$100
\$400	\$400
\$1,500	\$1,500
\$100	\$100
\$2,400	\$2,400
\$4,500	\$4,500
<b>\$36,575</b>	<b>\$36,575</b>
\$9,500	\$9,500
\$2,500	\$2,500
\$6,400	\$6,400
\$1,000	\$1,000
\$3,000	\$3,000
\$2,000	\$2,000
\$2,500	\$2,500
\$5,000	\$5,000
<b>\$31,900</b>	<b>\$31,900</b>
\$18,000	\$18,000
\$12,800	\$12,800
\$4,500	\$4,500
\$1,500	\$1,500
\$2,500	\$2,500
<b>\$39,300</b>	<b>\$39,300</b>
\$52,232	\$52,232
\$19,680	\$19,680
\$8,350	\$8,350
\$27,672	\$27,672
\$900	\$900
\$700	\$700
\$3,996	\$3,996

Name	2021 Actual	2021 Budget	2022 Budget
Pastor Disability/Admin ELCA- 1.3%	\$1,092	\$1,094	\$987
Car allowance/mileage	\$1,947	\$2,000	\$2,000
Cell Phone	\$750	\$750	\$750
Group Life Insurance - 0.9%	\$510	\$510	\$683
<b>Total Pastor Salary</b>	<b>\$112,544</b>	<b>\$112,591</b>	<b>\$117,950</b>
<b>Associate Pastor Salary</b>			
AP - Salary	\$31,424	\$32,473	\$41,437
AP - Housing	\$19,278	\$20,000	\$13,382
AP - Pension / Retirement at 11%	\$5,267	\$5,565	\$6,379
AP - SSA	\$2,933	\$3,179	\$3,170
AP - Disability at 1.3%	\$790	\$835	\$757
AP - Group Life 0.9%	\$369	\$390	\$522
AP - Continuing Education	\$65	\$900	\$900
AP - Health Insurance	\$3,120	\$3,120	\$24,123
<b>Total AP Salary</b>	<b>\$63,245</b>	<b>\$66,462</b>	<b>\$90,670</b>
<b>Youth Ministry</b>			
Youth Minister Salary	\$17,182	\$15,079	\$15,600
<b>Total Family Minister</b>	<b>\$27,149</b>	<b>\$35,874</b>	<b>\$15,600</b>
<b>Music Salaries-Other</b>			
Contemporary Music Leader	\$15,085	\$14,935	\$15,383
Music Minister's Salary	\$21,537	\$21,537	\$22,183
Bell Choir Director			\$1,576
Service Accompanist	\$1,018	\$1,400	\$1,442
Music Continuing Education			\$500
<b>Total Music Salary Expense</b>	<b>\$37,641</b>	<b>\$37,872</b>	<b>\$41,084</b>
<b>Office Salaries</b>			
Office Manager-Salary	\$35,841	\$36,504	\$38,896
Office Manager-Pension-ELCA 8%	\$2,920	\$2,920	\$3,112
Office Manager-Disability/Admin	\$548	\$548	\$548
Group Life	\$255	\$255	\$256
Office Assistant Wages	\$11,319	\$12,195	\$13,000
Financial Assistant Wages	\$15,984	\$11,610	\$13,000
<b>Total Office Salary Expense</b>	<b>\$66,868</b>	<b>\$64,032</b>	<b>\$68,812</b>
<b>Maintenance Salaries</b>			
Maintenance-Salary	\$332	\$13,260	\$18,200
<b>Total Maintenance Expense</b>	<b>\$332</b>	<b>\$13,260</b>	<b>\$18,200</b>
<b>Other Staff Expense</b>			
Non Pastoral Staff - Social Security/Medicare	\$8,927	\$8,557	\$10,534
Worker's Compensation	\$2,839	\$3,474	\$3,500
<b>Total Other Staff Expense</b>	<b>\$13,005</b>	<b>\$12,031</b>	<b>\$14,034</b>
<b>Caring (Stephen) Ministry Program</b>			
Ministry Leadership Training	\$0	\$0	\$0
Education Materials	\$0	\$400	\$400
Grief Share	\$0	\$240	\$240
<b>Total Caring (Stephen) Ministry</b>	<b>\$0</b>	<b>\$640</b>	<b>\$640</b>
<b>Family Ministry - Hospitality Fellowship</b>			
Family Ministry - Hospitality Fellowship	\$547	\$1,500	\$1,000
<b>Total Family Ministry</b>	<b>\$547</b>	<b>\$1,500</b>	<b>\$1,000</b>
<b>Fellowship</b>			
Fellowship Expense	\$1,167	\$500	\$500
<b>Total Fellowship</b>	<b>\$1,167</b>	<b>\$500</b>	<b>\$500</b>
<b>Outreach</b>			
Outreach	\$744	\$500	\$500
<b>Total Outreach</b>	<b>\$744</b>	<b>\$500</b>	<b>\$500</b>
<b>Parish Education</b>			
Confirmation (Supplies, Retreat, Dinner)	\$190	\$1,750	\$1,000
Splash 0-3 yr. Ministry	\$173	\$500	\$500
Gift Bibles	\$106	\$400	\$400
Adult Education	\$0	\$200	\$200
Sunday School Curriculum	\$1,046	\$1,125	\$1,000
Youth Education	\$203	\$150	\$500
Youth Gathering	\$104	\$200	\$200
Camps	\$200	\$1,000	\$1,000
VBS	\$598	\$900	\$1,000
First Communion	\$149	\$300	\$300
Teacher Appreciation	\$0	\$125	\$300
Children Sermons/Worship Sup	\$0	\$240	\$200
Other	\$275	\$0	\$200
<b>Total Parish Education</b>	<b>\$3,044</b>	<b>\$6,890</b>	<b>\$6,800</b>
<b>Stewardship</b>			

2022 Budget	2022 Budget
\$987	\$987
\$2,000	\$2,000
\$750	\$750
\$683	\$683
<b>\$117,950</b>	<b>\$117,950</b>
\$27,625	\$41,437
\$8,921	\$13,382
\$4,253	\$6,379
\$2,113	\$3,170
\$505	\$757
\$348	\$522
\$600	\$900
\$16,082	\$24,123
<b>\$60,447</b>	<b>\$90,670</b>
\$6,500	\$0
<b>\$6,500</b>	<b>\$0</b>
\$15,383	\$15,383
\$22,183	\$22,183
\$1,576	\$1,576
\$1,442	\$1,442
\$500	\$500
<b>\$41,084</b>	<b>\$41,084</b>
\$38,896	\$38,896
\$3,112	\$3,112
\$548	\$548
\$256	\$256
\$13,000	\$13,000
\$13,000	\$13,000
<b>\$68,812</b>	<b>\$68,812</b>
\$18,200	\$18,200
<b>\$18,200</b>	<b>\$18,200</b>
\$9,838	\$9,341
\$3,500	\$3,500
<b>\$13,338</b>	<b>\$12,841</b>
\$0	\$0
\$400	\$400
\$240	\$240
<b>\$640</b>	<b>\$640</b>
\$1,000	\$1,000
<b>\$1,000</b>	<b>\$1,000</b>
\$500	\$500
<b>\$500</b>	<b>\$500</b>
\$500	\$500
<b>\$500</b>	<b>\$500</b>
\$1,000	\$1,000
\$500	\$500
\$400	\$400
\$200	\$200
\$1,000	\$1,000
\$500	\$500
\$200	\$200
\$1,000	\$1,000
\$300	\$300
\$300	\$300
\$200	\$200
\$200	\$200
<b>\$6,800</b>	<b>\$6,800</b>

2022 Budget	2022 Budget
\$987	\$987
\$2,000	\$2,000
\$750	\$750
\$683	\$683
<b>\$117,950</b>	<b>\$117,950</b>
\$28,995	\$43,493
\$17,732	\$26,598
\$46,727	\$70,091
\$6,500	\$0
<b>\$6,500</b>	<b>\$0</b>
\$15,383	\$15,383
\$22,183	\$22,183
\$1,576	\$1,576
\$1,442	\$1,442
\$500	\$500
<b>\$41,084</b>	<b>\$41,084</b>
\$38,896	\$38,896
\$3,112	\$3,112
\$548	\$548
\$256	\$256
\$13,000	\$13,000
\$13,000	\$13,000
<b>\$68,812</b>	<b>\$68,812</b>
\$18,200	\$18,200
<b>\$18,200</b>	<b>\$18,200</b>
\$9,838	\$9,341
\$3,500	\$3,500
<b>\$13,338</b>	<b>\$12,841</b>
\$0	\$0
\$400	\$400
\$240	\$240
<b>\$640</b>	<b>\$640</b>
\$1,000	\$1,000
<b>\$1,000</b>	<b>\$1,000</b>
\$500	\$500
<b>\$500</b>	<b>\$500</b>
\$500	\$500
<b>\$500</b>	<b>\$500</b>
\$1,000	\$1,000
\$500	\$500
\$400	\$400
\$200	\$200
\$1,000	\$1,000
\$300	\$300
\$300	\$300
\$200	\$200
\$200	\$200
<b>\$6,800</b>	<b>\$6,800</b>

Name	2021 Actual	2021 Budget	2022 Budget
Stewardship - incl. Postage & Offering Env.	\$888	\$3,500	\$1,500
Green Team	\$0	\$180	\$0
<b>Total Stewardship</b>	<b>\$888</b>	<b>\$3,680</b>	<b>\$1,500</b>
<b>Worship</b>			
Replacement Pastoral Staff	\$210	\$0	\$420
Altar Supplies	\$1,597	\$1,500	\$1,500
Bell Choir Supplies	\$0	\$100	\$100
Copyright License	\$1,778	\$1,850	\$1,920
Music Material	\$194	\$400	\$400
Organ Piano Maintenance	\$626	\$2,000	\$2,064
Guest Musician	\$0	\$250	\$150
Worship Continuing Education	\$51	\$50	\$50
Other Maintenance	\$1,854	\$1,718	\$200
Instrument Maintenance	\$0	\$200	\$100
<b>Total Worship</b>	<b>\$6,310</b>	<b>\$8,068</b>	<b>\$6,904</b>
<b>Repayment of Premier Bank Line of Credit</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>
<b>Total HTLC Expenses</b>	<b>\$458,950</b>	<b>\$513,097</b>	<b>\$532,689</b>
<b>Total HTLC Revenue</b>	<b>\$447,086</b>	<b>\$457,605</b>	<b>\$471,650</b>
<b>Profit or (Loss)</b>	<b>(\$11,864)</b>	<b>(\$55,492)</b>	<b>(\$61,039)</b>

2022 Budget	2022 Budget
\$1,500	\$1,500
\$0	\$0
<b>\$1,500</b>	<b>\$1,500</b>
\$420	\$420
\$1,500	\$1,500
\$100	\$100
\$1,920	\$1,920
\$400	\$400
\$2,064	\$2,064
\$150	\$150
\$50	\$50
\$200	\$200
\$100	\$100
<b>\$6,904</b>	<b>\$6,904</b>
\$0	\$0
<b>\$492,670</b>	<b>\$515,896</b>
<b>\$471,650</b>	<b>\$471,650</b>
<b>(\$21,020)</b>	<b>(\$44,246)</b>

2022 Budget	2022 Budget
\$1,500	\$1,500
\$0	\$0
<b>\$1,500</b>	<b>\$1,500</b>
\$420	\$420
\$1,500	\$1,500
\$100	\$100
\$1,920	\$1,920
\$400	\$400
\$2,064	\$2,064
\$150	\$150
\$50	\$50
\$200	\$200
\$100	\$100
<b>\$6,904</b>	<b>\$6,904</b>
\$0	\$0
<b>\$478,950</b>	<b>\$495,317</b>
<b>\$471,650</b>	<b>\$471,650</b>
<b>(\$7,300)</b>	<b>(\$23,667)</b>