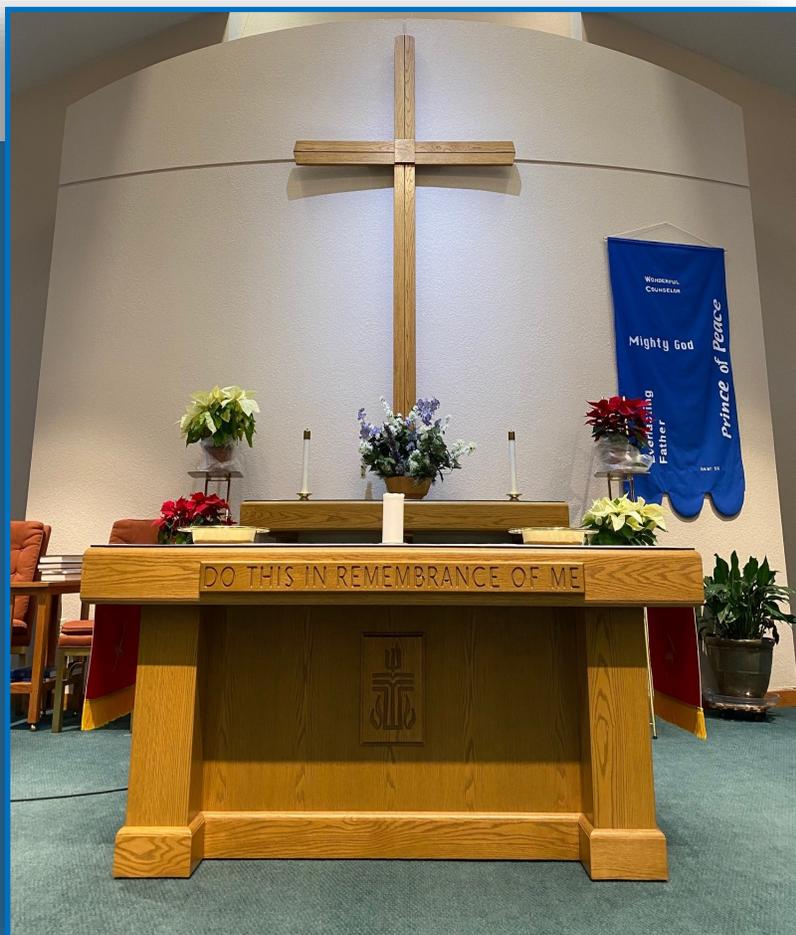




Crosslake PRESBYTERIAN

The Church at the Lake



**ANNUAL REPORT
FOR 2023**

INDEX

Annual Congregational Meeting of Crosslake Presbyterian Church

14444 Daggett Pine Road, Crosslake, Minnesota 56442

Meeting held on Wednesday, February 28, 2024 at 5:00 PM

Pastor Mark Ford

www.crosslakepres.org | (218) 692-4769

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AGENDA

- Opening Prayer
 - ◆ *Pastor Mark Ford, Moderator*
- Quorum Validation
- Approval of the Agenda
- Approval of 2022 Annual Congregational Meeting Minutes (*page 14*)
- Written & Oral Reports of Committees
 - ◆ Nominating Committee Written Report
 - ◆ *Mary Clement, Chairperson*
 - ◆ Election to 2024 Nominating Committee (3 members)
 - ◆ *Two members from the congregation, one from Session*
- 2024 Budget Presentation
 - ◆ *Steven Anderson, Treasurer*
- Old Business
- New Business
- Adjourn
- Closing Prayer
 - ◆ *Pastor Mark Ford, Moderator*

PASTOR'S REPORT

ON THE MARK—ANNUAL REPORT VERSION 2023

A couple of weeks ago, I was helping a friend replace a starter on his pickup-truck. The first thing we did was to go online to find out how to do it. We searched the year, make, and model of the pickup. While there were often many videos of how to do it, we would select the video that had the clearest and simplest directions. The videos would lay out exactly the steps that needed to be taken in order to get the starter replaced. They usually made it look very simple and



easy to do. However, the reality of actually doing it often did not match the ease in which it happened in the video. The benefit of watching the videos was that they laid out step-by-step the entire process necessary to replace the starter in the pickup. Disconnect this bolt, unhook this wire, remove this screw, replace, and put everything back together.

Sometimes it would be nice if the church could find a simple process to be the church, to grow attendance, support and do the work of mission, and how to be the Body of Christ in the world. You can go online and find all kinds of plans, programs and how-to videos, but they often offer contradictory (and sometimes unhelpful) ways of accomplishing all that we want out of and for the church. The church is not a one-size-fits all organization.

While we may not have a step-by-step guide to being the church, we do have the words of scripture and the presence of the Spirit to guide us. We are called to persevere, endure, and be patient (among many other callings). As recorded in Hebrews, chapter 12, *“Therefore, since we are surrounded by so great a cloud of witnesses, let us also lay aside every weight and the sin that clings so closely, and let us run with perseverance (endurance, patience) the race that is set before us, ²looking to Jesus, the pioneer and perfecter of faith, who for the sake of the joy that was set before him endured the cross, disregarding its shame, and has taken his seat at the right hand of the throne of God”*.

We do not know the future, but my hope and prayer is that we would not be a church that just goes quietly into the sunset, but instead perseveres in our calling to be the witness to Christ in this time and in this place. We are called to endure and be patient even when ways of the world make it seem that our existence is hopeless. We worship a God who is the God of new beginnings, a God of resurrection, and a God of hope. While we may not have a video to guide us step-by-step, we do have the Spirit of God who will lead us if we but persevere, endure, and be patient. In that hope let us put our faith!

Respectfully submitted,
Pastor Mark Ford

BUILDING & GROUNDS COMMITTEE

2023 Members: Jack, Becker, Chairperson, Steve Anderson, and Loyal Meech

Building and Grounds had three meetings this past year. Items discussed as follows:

New sign print was shown to the congregation for final design. Their approval was received. Motion made, seconded and approved by Session. Sign was installed late fall and the old sign was removed.

Lawn care: Tru Green sprayed for weeds and dandelions. Shrubs were trimmed and new chips were added where needed.

Heat pump: Necessary work completed on it this past fall costing \$1,240.

Snow removal is being done by Hidden Pines for year 2024.

Set budget for 2024.

Respectfully submitted,
Jack Becker, Chairperson

FELLOWSHIP COMMITTEE

2023 Committee Members:

Bonnie Miller—Acting chair, Jane Milliman, Shari Ochs, Marge Angell, and Judie Larson

The Fellowship committee has done a good job in keeping our church members engaged with one another. Women's lunches were held throughout most of the year at various restaurants in the area. Men's lunches were held at Pine Peaks in Crosslake.

Fellowship helped with two Memorial services during the year. The first for Valerie Nelson in March and for Rory Olson in August. Coffee, cookies and bars were served before Rory's service.

We held a soup and chili dinner for the Maundy Thursday service in April.

We had a joint picnic with Baxter church in June at a park in Baxter after the service in the park.

Fellowship helped with several potluck dinners during the year. In August we hosted the Baxter church with a joint potluck. Jack and Jane hosted a chili potluck in October. We also had a Pasta Potluck in August, a Pizza Party at Moonlight Bay in November, and a Christmas Party at Riverside Inn in December.

Respectfully submitted,
Bonnie Miller, Acting Chairperson

CLERK OF SESSION REPORT

Session Members: Steve Anderson, Jack Becker, Mary Clement, Dewey Krueger, and Loyal Meech

Clerk: Arleen Steele, **Pastor:** Mark Ford. **Custodian:** Brenda Britton.

Office Administrator: Judy Regan.

Session met 12 times during the year and there were 2 congregational meetings. The Crosslake Presbyterian Church has formed a continuing agreement with Lakes Area Presbyterian Church to share Pastor Mark Ford as our Pastor. The agreement is working very well. Steve Anderson and Arleen Steele meet quarterly with two members of LAPC to discuss any problems there might be between the two Churches. There have been none, but communication is important.

The session members for 2024 and 2025 will be Marge Angell, Steve Anderson, Jack Becker, Dewey Krueger and Loyal Meech.

Respectfully submitted,
Arleen Steele, Clerk of Session

DEACONS COMMITTEE

2023 Members: Judie Larson (term completed), Marge Angell, Shari Ochs (chair, term completed), Jan Lallman and Joan Krueger

2024 Members: Jan Lallman, Marge Angell and Joan Krueger

“The Deacons are the caregivers of our congregation.”

In 2023, the Deacons assisted with monthly communion. The “*Deacon of the Month*” was responsible for preparing and serving the elements.

Cards were sent to the members celebrating birthdays, along with sympathy cards and get well cards. We also sent Christmas cards, New Year’s cards, Easter, and Hello cards to members and friends who live away. During the Christmas season, we assisted in helping the staff at Golden Horizons “deck the halls” and provided candy canes to their residents. We also gave out cookie tins to our members.

We would like to give a special thank you to Kate Stangl for helping the Deacons with fulfilling duties of the deacons amongst our congregation. Thank you Kate!

Deacons were always available for transportation, phone calls, meals, home visits and home communion, or just a friendly smile throughout the year. Being a Deacon is a special privilege.

Respectfully submitted,
Shari Ochs, Chairperson

FINANCE & STEWARDSHIP COMMITTEE

Members of the committee: Steve Anderson, Treasurer, Brenda Brittan, Financial Secretary, Dewey Krueger, Patty Norgaard, and Loyal Meech, Chairman. Louis Smith oversees our Stock Market Investments

Gifts and Memorials sub-committee members include Brenda Brittan, Dewey Krueger, Shari Ochs, and Marge Angell, Chairman.

Missions sub-committee members Steve Anderson, Joan Krueger and Shari Ochs Chairman,

The Missions sub-committee has been organizationally reassigned from the Deacons Committee to F&S. A disbursement report for 2023 is attached. The committee is requesting worthy organizations be provided by the congregation for the 2024 distributions. The Deacon Committee asked for funding and Session approved a special offering on the first Sundays of June, July, and August. Reserve funds of \$15,217 were used to pay expenses.

The new church sign has been installed and the cost was \$6,650. A new church logo has been approved, and will look and be in concert with the church sign. The committee met regularly and a total of 9 meetings were held in-person or via Zoom throughout the year. A budget of \$132,506 was established and approved by Session for 2023. The actual income and expense break down for 2023 will be provided by Steve. Income was \$126,132.

It was decided by the committee and Session to provide a Love Gift for the five members of staff. The checks were distributed about the time of Epiphany. The funding for the checks came from designated giving by members and friends of the congregation. The chair person of Personnel has suggested that Steve and Brenda be included next year.

The budget for 2024 is expected to be approximately \$133,256 pending Session and congregational approval. The budget includes a 3.5% increase for Pastoral compensation. As in 2023, it is expected that there will be a shortfall. The anticipated shortfall amount is \$35,096. There are sufficient reserves to cover this amount. This year, the committee again decided to forego the pledge process. The committee trusts that through prayer and with God's help, the necessary funds will be provided.

Steve has began the process of purchasing Certificates of Deposit by transferring \$7,000 per month from reserve money market savings. The first transfer was in December and monthly purchases will continue for six months. The CD's have a maturation of 6 months which provides for a renewal date for the first CD in the same month as the purchase of the 6th CD. This cycle will continue until all six of the CD's have matured. Should the funds be needed they will be available no later than a month at a time.

Signatures for the church checking account have been updated and the necessary requirement for an additional signature has been changed from \$1,000 to \$2,000 within the church by-laws.

Continued over

FINANCE & STEWARDSHIP continued

Continued from previous page

Throughout the year Steve Anderson handled the duties of treasurer and Brenda Brittan served as financial secretary. As a congregation, we owe Steve and Brenda much gratitude.

Louis Smith carefully watches over investments in the Stock Market. His report is attached. Marge Angell chaired the Gifts and Memorials sub-committee for 2023. The yearly report for Gifts and Memorials is also attached. My thanks to both of these two individuals.

I also thank all the committee members listed at the beginning and throughout this report for their service and dedication to overseeing CPC's financial well-being. They are very able members and our congregation is blessed to have them share their time and talent. And finally, thanks to those of you in our church family for your contributions in underwriting our financial needs so that the ministry of Crosslake Presbyterian Church continues.

Respectfully submitted,
Loyal Meech, Chairperson

GIFTS & MEMORIALS SUB-COMMITTEE REPORT

Marge Angell, Chairperson; Dewey Krueger, Shari Ochs and financial secretary Brenda Brittan

In January a gift of \$3000 was received for Pakistan Scholarship. Those monies were distributed in two payments, January and August.

\$100 was received in memorials for Rory Olson. Those were undesignated.

A new communion set was purchased. It is a pottery set with matching pitcher, chalice and paten.

At the end of the year we have a balance of \$6,340.94.

Respectfully submitted,
Marge Angell, Chairperson

FINANCE & STEWARDSHIP continued

ENDOWMENT AND INVESTMENT FUNDS REPORT

CROSSLAKE PRESBYTERIAN CHURCH ENDOWMENT AND INVESTMENT FUNDS

SUMMARY OF 2023 ACTIVITY AND PERFORMANCE

	Symbol	Number of shares	Share Price, \$	Total Value, \$	Number of shares	Share Price, \$	Total Value, \$	Increase in Value During 2023, % (Adjusted for Add'ns and Withdrawals)
Endowment Fund								
		<u>Assets at Beginning of Year 2023</u>			<u>Assets at End of Year 2023</u>			
Parnassus Mid Cap Growth Fund	PARNX	550.858	42.28	23,290.28	568.330	55.57	31,582.10	35.6
Parnassus Value Equity Fund (New Name)	PARWX	557.971	45.27	25,259.35	568.252	50.54	28,719.46	13.7
Total Value of Endowment Fund				48,549.63			60,301.56	24.2
Investment Fund								
		<u>Assets at Beginning of Year 2023</u>			<u>Assets at End of Year 2023</u>			
Cash / Money Market		33.14	1.00	33.14	823.80	1.00	823.80	
AT&T	T	843.00	18.41	15,519.63	941.00	16.78	15,789.98	1.7
AbbVie	ABBV	138.00	161.61	22,302.18		Sold 9/14/2023		NA
New York Community Bank	NYCB		Purchased 9/14/2023		1,700.00	10.23	17,391.00	NA
Xerox	XRX	502.00	14.60	7,329.20	502.00	18.33	9,201.66	25.5
Warner Bros Discovery	WBD	183.00	9.48	1,734.84	183.00	11.38	2,082.54	20.0
Total Value of Investment Fund				46,918.99			45,288.98	-3.5
Total Value of All Funds				95,468.62			105,590.54	10.6

Notes

- 1) Dividend and long term capital gain distributions from mutual funds were reinvested in the same fund as made the distribution. Dividends from common stocks were reinvested in additional shares of AT&T.
- 2) During 2023, there were no donations of stock or cash to either fund.
- 3) The church's brokerage firm, Raymond James, charges no fees for this account. This includes housing the account, receiving, buying and selling of assets, transfer of cash from the account to the church, and providing investment advice.
- 4) The two Funds were previously commingled. Recognizing the different objectives of the Funds, they were separated into the Endowment Fund and the Investment Fund for accounting purposes, although they are both housed in a single Raymond James brokerage account.
- 5) The common stock portfolio (Investment Fund) was established in late September 2021 with an investment of \$45,C The stated objective of this Fund is to generate dividend income considerably above the interest that can be obtained by ownership of fixed income securities, while also not incurring a significant downside risk to the capital. Current holdings have a combined dividend yield of approximately 6.0% of the current value of the portfolio. During its slightly over 27-month life, the Investment Fund has increased in value at an annual rate of 0.3%. During that same period, the S&P 500 index has decreased by 1.0%. It is intended to reinvest all dividends in current holdings or other common stocks that meet the stated objective.
- 6) During 2023, the fund's holding of Abbvie common stock was sold for \$20,451.33, generating a Long Term Capital Gain of \$5,552.91. The proceeds were used to purchase New York Community Bank common stock.

FINANCE & STEWARDSHIP continued

ENDOWMENT AND INVESTMENT FUNDS REPORT *continued*

Asset activity in the Endowment and Investment Funds During 2023

		<u>Fund</u>	<u>Credit</u>	<u>Debit</u>
Dividend - XRX	1/31/2023	Investment	125.50	
Dividend - T	2/1/2023	Investment	233.93	
Dividend - ABBV	2/15/2023	Investment	204.24	
Purchase of 30 shares of T	2/23/2023	Investment		(580.75)
Interest - Raymond James	2/28/2023	Investment	0.07	
Dividend - XRX	5/1/2023	Investment	125.50	
Dividend - T	5/1/2023	Investment	242.26	
Dividend - ABBV	5/15/2023	Investment	204.24	
Purchase of 33 shares of T	2/23/2023	Investment		(538.74)
Interest - Raymond James	5/31/2023	Investment	0.07	
Interest - Raymond James	6/30/2023	Investment	0.01	
Interest - Raymond James	7/31/2023	Investment	0.01	
Dividend - XRX	7/31/2023	Investment	125.50	
Dividend - T	8/1/2023	Investment	251.42	
Dividend - ABBV	8/15/2023	Investment	204.24	
Interest - Raymond James	8/31/2023	Investment	0.11	
Sale of 138 shares of ABBV	9/14/2023	Investment	20451.33	
Purchase of 35 shares of T	9/14/2023	Investment		(511.53)
Purchase of 1700 shares of NYCB	9/14/2023	Investment		(20,422.78)
Interest - Raymond James	9/29/2023	Investment	0.07	
Interest - Raymond James	10/31/2023	Investment	0.03	
Dividend - XRX	10/31/2023	Investment	125.50	
Dividend - T	11/1/2023	Investment	261.13	
Dividend - NYCB	11/16/2023	Investment	289.00	
LTCG - PARNX Parnassus Mid Cap Growth Fund	11/17/2023	Endowment	874.49	
Purchase of 17.472 shares of PARNX	11/17/2023	Endowment		(874.49)
LTCG - PARWX Parnassus Value Equity Fund	11/17/2023	Endowment	159.75	
Purchase of 3.405 shares of PARWX	11/17/2023	Endowment		(159.75)
Interest - Raymond James	11/30/2023	Investment	0.13	
Dividend - PARWX Parnassus Value Equity Func	12/21/2023	Endowment	339.18	
Purchase of 6.876 shares of PARWX	12/21/2023	Endowment		(339.18)
TOTALS			24,217.71	(23,427.22)

FINANCE & STEWARDSHIP continued

MISSION GIVING REPORT

Month - 2023	Mission Giving	404 Budget	Additional
January	Habitat for Humanity	\$500	
	American Heart Association		\$400
February	Bridges of Hope Warming Shelter	\$500	
	Shared Mission to Presbytery		\$1,625
March	Local Food Shelf		\$1,195
	Pakistan musical instruments		\$250
	special need	\$300	
	Cuyuna Courage Cabinet	\$200	
April	Salvation Army - Brainerd	\$500	
<i>Presbytery Special Offering</i>	<i>One Great Hour of Sharing</i>		\$465
May	Mid MN Women's Shelter	\$500	
June	Sharing Bread Soup Kitchen - Brainerd	\$500	
<i>Presbytery Special Offering</i>	<i>Pentecost</i>		\$195
July	Camp Knutson - Mission Giving	\$500	
August	Teachers / Schools	\$500	
September	Saving Grace	\$500	
	Martin Pur Project in Pakistan		\$3,500
October	Sexual Assault Services	\$250	
	Local Food Shelf	\$250	
<i>Presbytery Special Offering</i>	<i>Peace and Global Witness</i>		\$150
November	Heartland Animal Rescue Team - Brainerd	\$250	
	Local Food Shelf	\$250	
December	Pohl Children's Center	\$250	
	Food Shelves	\$250	
	Pakistan Christmas		\$1,580
<i>Presbytery Special Offering</i>	<i>Christmas Joy</i>		\$320
	TOTAL MISSIONS GIVING FOR 2023	\$6,000	\$9,680

NOMINATING COMMITTEE

Committee Members: Mary Clement, Chairperson, Brenda Brittan, Jan Lallman and Dewey Krueger

The Nominating committee filled one position for the upcoming terms:

Nominated Session members are:

- Marge Angell (2025)

Nominated for Deacons are:

- Jan Lallman (2025)

Respectfully submitted,
Mary Clement, Chairperson

WORSHIP COMMITTEE

Members: Ginny Anderson, Mary Clement, Glenda Meech, Kate Stangl and Arleen Steele, Chairperson.

The Session of Crosslake Presbyterian and the Session of Lakes Area Presbyterian continue in their agreement to have Pastor Mark Ford administer to both Churches for the foreseeing future. We have formed a committee that meets with Lakes Area Presbyterian Church, 2 members from CPC and 2 members from LAPC. Those members meet quarterly to check on how things are going with the agreement between the two churches. So far everything is going smoothly and everything is going along fine.

Thank you to Kate Stangl for filling in as our Pastor when Pastor Mark needs time off. She also provides the music during the winter while Glenda is in her southern home. It is much appreciated. Thank You to Glenda Meech and to Kate for their beautiful music, it adds a lot to the service. Thank you to Marge Angell who always makes sure the correct paraments are in place for the different seasons and makes sure the church is decorated for Christmas and Easter. Thank you to the members that help with this task. Thank you to Judy Regan, Administrator for keeping everything running smoothly and keeping members informed with a weekly Friday update.

Respectfully submitted,
Arleen Steele, Chairperson

PERSONNEL COMMITTEE

Committee Members: Mary Clement, Chairperson, Ron Ochs, Jack Becker, Arleen Steele, Jerry Norgaard and Jan Lallman

With a full staff in place on January 1, 2023, the Personnel Committee had a lighter year than in the past 2 years. The major work of this committee is hiring when needed and determining what to pay each staff member, always a difficult task as they are all such blessings to us. Presbytery guidelines were considered. The church therefore worked to fall within those guidelines and the Personnel committee thought it prudent to go with the rest of the church thus giving our staff members 3½% raises in pay.

Also a big thanks to Loyal Meech and his F&S committee for tending to Christmas gifts for our staff members. While that is usually handled by Personnel, it was not possible this year so thank you to all on the F&S committee. And thank you to the congregation for your generosity in this effort.

Members of the Personnel committee this year were Jack Becker (Building and Grounds), Jan Lallman (F&S), Jerry Norgaard and Ron Ochs (at large) and Arleen Steele (Clerk and Worship). My profound thanks to each of them for their time and their wisdom.

Respectfully submitted,
Mary Clement, Chairperson

SPIRITUAL GROWTH COMMITTEE

In 2023 I led a study group on *The Gift of Years: Growing Older Gracefully* by Joan Chittister. We met together for 21 weeks, studying topics such as Regret, Meaning, Fear, Ageism, Joy, Authority, Transformation, Newness, Accomplishment... The list goes on, as there were 40 different chapters in Joan's book, plus an introduction and an afterward.

Each session began with prayer and then a funny story about aging. We shared our comments on the week's chapters, looked at relevant scriptures, read quotes on topic that I found online, tackled questions from Joan's study guide, heard readings from other books, and closed with prayer.

During the five months of the study on aging our attendance ranged from 12 to 3, and most often 6 to 8. After each session most of us had lunch together at Moonlite Bay.

Some time ago, I began writing a daily devotional on questions that God/Jesus ask of people in scripture. I haven't gotten far enough in that work to use it to lead another study group this year, as I had hoped. But I found three books online on that topic and ordered them all, so perhaps this year's spring to fall study group will be on questions God asks of those who are willing to hear them.

Respectfully submitted,
Ginny Anderson, Chairperson

2024 BUDGET (Page 1)

CPC 2024 BUDGET PROPOSED					
INCOME	2022 Budget	2022 Actual	2023 Budget	2023 Actual	2024 Budget
General Fund (pledges)	\$105,000	\$75,628	\$105,000	\$97,094	\$97,800
Loose Offerings	\$21,000	\$13,756			
per capita		\$181		\$528	
Other income	\$120	\$21,909	\$120	\$13,294	\$360
Total Income	\$126,120	\$111,474	\$105,120	\$110,916	\$98,160
Total Expense	\$149,544	\$128,715	\$133,306	\$126,132	\$133,256
Potential Reserve Money Usage	\$23,424	\$17,241	\$28,186	\$15,217	\$35,096
EXPENSES	2022 Budget	2022 Actual	2023 Budget	2023 Actual	2024 Budget
100 Building & Grounds					
101 Build. Maint. & Repairs	\$15,000	\$487	\$5,000	\$2,741	\$5,000
102 Site Maint. & Repairs	\$5,500	\$1,855	\$2,500	\$0	\$2,500
103 Custodial Supplies	\$400	\$127	\$400	\$82	\$400
104 Insurance	\$5,000	\$5,074	\$5,500	\$5,830	\$6,000
105 Utilities	\$3,600	\$3,641	\$4,500	\$3,178	\$4,500
106 Trash & Garbage Service	\$350	\$208	\$100	\$50	\$100
107 Lawn Service	\$2,500	\$3,005	\$3,500	\$2,265	\$3,500
108 Snow Plowing	\$3,000	\$3,053	\$3,500	\$3,383	\$3,500
Total Buildings and Grounds	\$35,350	\$17,451	\$25,000	\$17,529	\$25,500
200 Christian Education					
211 Spiritual Growth and Education	\$480	\$0	\$480	\$0	\$480
212 Confirmation	\$0	\$0	\$0	\$0	\$0
Total Christian Education	\$480	\$0	\$480	\$0	\$480
250 Session Expense	\$300	\$0	\$300	\$0	\$300
310 Membership Growth					
312 Membership Growth	\$600	\$0	\$600	\$0	\$600
Total Membership Growth	\$600	\$0	\$600	\$0	\$600
350 Fellowship					
352 Consumable Supplies	\$0	\$0	\$0	\$0	\$0
Total Fellowship	\$0	\$0	\$0	\$0	\$0
400 Mission & Benevolence					
403 Shared Mission	\$1,625	\$2,598	\$1,625	\$1,625	\$1,625
404 CPC Missions	\$5,600	\$5,600	\$6,000	\$6,400	\$6,000
406 Mission General Expenses	\$0	\$0	\$0	\$0	\$0
Total Mission & Benevolence	\$7,225	\$8,198	\$7,625	\$8,025	\$7,625
500 Office & Clerk					
501 Computer Support & Repair	\$1,200	\$1,473	\$1,500	\$741	\$1,500
502 Consumable Supplies	\$600	\$312	\$600	\$289	\$600
503 Copy Machine Lease	\$1,200	\$1,286	\$1,250	\$1,403	\$1,440
504 Office Equipment	\$720	\$37	\$600	\$0	\$600
505 Postage	\$300	\$116	\$300	\$63	\$300
506 Telephone	\$3,000	\$2,055	\$1,800	\$1,590	\$1,600
509 Governance	\$300	\$0	\$300	\$0	\$300
511 Medical Supplies	\$120	\$74	\$120	\$292	\$120
526 Advertising & PR	\$4,800	\$1,559	\$4,800	\$1,313	\$4,800
Total Office & Clerk	\$12,240	\$6,912	\$11,270	\$5,691	\$11,260

2024 BUDGET (Page 2)

EXPENSES (continued)	2022 Budget	2022 Actual	2023 Budget	2023 Actual	2024 Budget
600 Personnel					
601 Office Administrator Salary	\$18,000	\$9,327	\$12,000	\$7,352	\$11,000
603 Choir Director	\$6,540	\$3,270	\$3,401	\$3,684	\$3,401
604 Caretaker	\$7,800	\$2,393	\$5,000	\$1,904	\$4,000
605 Accompanist	\$6,540	\$5,110	\$6,802	\$5,388	\$6,802
607 Synod Payroll Expense	\$864	\$826	\$1,142	\$1,061	\$1,142
608 FICA	\$918	\$1,397	\$2,081	\$1,272	\$1,928
610 Staff Education	\$100	\$0	\$100	\$0	\$100
612 Staff Recog/Bereavement	\$500	\$1,040	\$500	\$1,442	\$500
613 Pastor 403B	\$2,625	\$2,628	\$2,835	\$2,832	\$2,902
614 Pastor Salary	\$18,848	\$18,852	\$20,356	\$20,352	\$20,966
615 Pastor SECA	\$2,165	\$2,172	\$2,241	\$2,244	\$2,531
616 Pastor Pension	\$2,713	\$2,712	\$2,922	\$2,916	\$3,027
617 Pastor Death & Dis.	\$480	\$516	\$1,031	\$516	\$535
618 Pastor housing	\$8,282	\$8,280	\$8,944	\$8,940	\$9,213
619 Pastor Medical	\$8,618	\$8,616	\$9,969	\$9,972	\$10,327
620 Auto Allowance	\$1,000	\$462	\$1,000	\$363	\$1,000
621 Continuing Education	\$375	\$0	\$375	\$0	\$375
623 Professional Expenses	\$250	\$50	\$250	\$0	\$250
624 Life Ins, Dental	\$624	\$624	\$624	\$1,632	\$1,628
625 Treasurer	\$0	\$0	\$0	\$0	\$0
626 Pastor Search	\$0	\$0	\$0	\$0	\$0
627 Workers Comp Insurance	\$1,500	\$1,037	\$1,500	\$1,252	\$1,500
Total Personnel	\$88,741	\$69,312	\$83,073	\$73,122	\$83,126
700 Finance & Stewardship					
701 Stewardship Expenses	\$120	\$0	\$120	\$0	\$120
705 Per Capita 51 members @ \$45	\$3,268	\$3,268	\$2,888	\$2,288	\$2,295
Total Finance & Stewardship	\$3,388	\$3,268	\$3,008	\$2,288	\$2,415
800 Worship					
803 Supply Pastors	\$500	\$1,018	\$1,200	\$1,087	\$1,200
806 Organ Maint. & Repair	\$0	\$0	\$0	\$0	\$0
807 Worship Supplies	\$500	\$60	\$500	\$15	\$500
808 Copyright Contract	\$220	\$226	\$250	\$238	\$250
Total Worship	\$1,220	\$1,304	\$1,950	\$1,340	\$1,950
900 Loan Payments	\$0	\$0	\$0	\$0	\$0
Designated Expense (unbudgeted)		\$22,270		\$18,138	
Overall Total =	\$149,544	\$128,715	\$133,306	\$126,132	\$133,256

ANNUAL CONGREGATIONAL MEETING

2022 ANNUAL CONGREGATIONAL MEETING MINUTES OF MEETING Wednesday, February 22, 2023

Meeting opened at 5:00 PM

Pastor Mark Ford, Moderator, opened with a prayer.

A quorum was declared.

There were 10 members present in person, and 3 members present via Zoom.

MSP to approve the agenda.

MSP to approve Judy Regan as *clerk pro-tem*.

Reports were reviewed from the Annual Report and presented. There were no questions, and no discussion. One correction was made to the *Nominating Committee* report. Bonnie Miller is the chairperson and not Mary Clement as written. The change was made.

MSP to receive the report as presented with the one correction.

The chair of the 2023 Nominating Committee selected 3 people for 2024. The following people have agreed to be on the committee: Mary Clement as Session member, Brenda Brittan, Jan Lallman and Dewey Krueger. There were no nominations from the floor.

MSP to elect these members.

The budget for 2023 was presented. A short discussion followed, and the Treasurer answered a few questions.

MSP to receive the Budget Proposal (previously approved by Session).

Old Business: None

New Business: None

Respectfully Submitted,

Arleen Steele
Clerk of Sessions

CONGREGATIONAL MEETING

2023 CONGREGATIONAL MEETING Sunday, December 3, 2023

Meeting opened at 9:00AM
Pastor Mark Ford, Moderator, opened with a prayer.
A quorum was declared.

MSP to approve the agenda.

The chair of the 2023 Nominating Committee selected 1 person for Session for 2024-2025 and 1 person for Deacons for 2024-2025. The following people have agreed to be on these committee: Marge Angell as Session member, Jan Lallman as Deacon. There were no nominations from the floor.

MSP to elect these members.

The compensation package for the Pastor was presented to the congregation.

MSP to receive the Compensation Proposal (previously approved by Session).

MSP to adjourn the Congregational Meeting. Pastor Mark Ford closed with prayer at 9:10 AM.

Respectfully Submitted,

Arleen Steele
Clerk of Sessions