



**Tree of Life**  
**Congregational Meeting**  
**January 22, 2023**

# Agenda

1. Call to Order and Opening Prayer
2. Establish a Quorum
3. Approval of Jan. 16, 2022 Minutes
4. Financial Report
  - a. 2022 Financial Report Overview
  - b. 2023 Proposed Budget Overview

# Agenda, *continued*

5. Election of 2023 Council
6. President's Report
7. Pastor's Report
8. Closing Prayer and  
Adjournment

1. Call to Order  
and  
Opening Prayer

Pastor Chris Lake

## 2. Establish a Quorum

3. Approval of  
Jan. 16, 2022 Minutes

# 4. Financial Report

## a. 2022 Financial Report Overview

# 2022 Financial Report

## Revenue

Revenue	Actuals	Budget	Over/(Under)
Pledged Offerings	250,346	227,328	23,018
Non Pledged	171,940	168,856	3,084
All Other	48,510	68,900	(20,390)
<b>TOTAL INCOME</b>	<b>470,795</b>	<b>465,084</b>	<b>5,711</b>
<i>From SEEDS</i>	<i>57,230</i>	<i>0</i>	<i>57,230</i>
<b>TOTAL REVENUE</b>	<b>528,026</b>	<b>465,084</b>	<b>62,942</b>



# 2022 Financial Report Expenses

Category	Actual	Budget	Over/(Under)
Staff	249,172	247,176	1,996
Mortgage	97,452	97,452	0
Admin/Benevolence	46,641	44,900	1,741
Building/Utilities/Grounds	60,988	51,550	9,438
Insurance/Other	24,501	17,073	7,428
Youth / Education / Fellowship	11,682	19,700	(8,018)
Evangelism & Worship	14,094	9,860	4,234
<b>Total Expenses</b>	<b>504,531</b>	<b>487,711</b>	<b>16,820</b>

# 2022 Financial Report Summary

2022	Actuals	Budget
REVENUES	528,026	465,084
EXPENSE	504,531	487,711
DIFFERENCE	23,495	(22,627)

# 2022 Financial Report

## Dedicated Funds

Dedicated Fund	YE 2022	YE 2021
ADOPT A SOLDIER	79	93
DISASTER RELIEF	2,454	3,314
EMERGENCY BUILDING REPAIR	(461)	6,130
ENDOWMENTS	210	180
INTERNSHIP ENDOWMENT	2,361	2,361
KINGS EMBRACE	8,818	50
SEMINARY SCHOLARSHIP	50	50
STEPHEN MINISTRY	5,805	4,015
WOMEN OF THE ELCA	1,522	1,502
PAYROLL PROTECTION PLAN	0	17
SEEDS	48,607	119,209
<b>TOTAL DEDICATED FUNDS</b>	<b>69,445</b>	<b>136,921</b>

# 2022 Financial Report

## Balance Sheet

	YE 2022	YE 2021
<b>Total Cash and Investments</b>	118,068	156,665
<b>Fixed Assets</b>	3,303,317	3,302,058
<b>Total Assets:</b>	<b>3,421,384</b>	<b>3,458,723</b>
<b>Church Mortgage</b>	1,109,727	1,161,200
<b>New Seeds for Growth</b>	179,267	122,037
<b>Other Liabilities</b>	25,748	23,011
<b>Total Liabilities:</b>	<b>1,314,742</b>	<b>1,305,419</b>
<b>Total Equity:</b>	2,106,642	2,153,304
<b>Total Liabilities And Equity:</b>	<b>3,421,384</b>	<b>3,458,723</b>

# 4. Financial Report

## b. 2023 Proposed Budget Overview

# Proposed 2023 Budget Revenues

Category	2022 Budget	2022 Actual	2023 Proposed Budget
Pledged Offerings	227,328	250,346	228,870
Non Pledged	168,856	171,940	197,611
Misc Income	50,900	28,767	15,650
Other Income	18,000	19,742	30,500
<i>From SEEDS</i>	0	57,230	0
<b>TOTAL</b>	<b>465,084</b>	<b>528,026</b>	<b>472,631</b>

# Proposed 2023 Budget Expenses

Category	2022 Budget	2022 Actual	2023 Proposed Budget
Staff	247,176	249,172	248,457
Mortgage	97,452	97,452	97,452
Admin/Benevolence	19,900	21,685	19,400
Building/Utilities/Grounds	51,550	60,988	57,840
Insurance/Other	17,073	24,501	21,250
Youth / Education / Fellowship	19,700	11,682	7,750
Evangelism & Worship	9,860	14,094	13,125
<b>Total Expenses</b>	<b>487,711</b>	<b>504,531</b>	<b>490,274</b>

# Proposed 2023 Budget Summary

	2022 Budget	2022 Actual	2023 Proposed Budget
REVENUES	465,084	528,026	472,631
EXPENSE	487,711	504,531	490,274
DIFFERENCE	(22,627)	23,495	(17,643)



# 5. Election of 2023 Council

Thank You to Retiring Members:

Julie Watson

# Council 2023 Election Recommendations

## Appointments:

- Jim Lemaux, Treasurer
- Heidi Beckham, Financial Secretary
- Russ Bliese, Secretary

# Existing Members Continuing with term end dates:

Russ Bliese - through 2023

Jim Lemaux - through 2023

Tom Gros - through 2023

Pat Rowe - through 2023

Sandy McCarthy - through 2024

Kevin Solberg - through 2024

Mark Templet - through 2024

Deb Zimmer - through 2024

Peggy Little - through 2024

# 6. 2022 President's Report

Kevin Solberg

# Review Highlights of 2022

## Our Four Key Areas of Focus:

- Worship
- Community / Use of Facilities
- Staffing
- Stewardship

# Worship

- Our attendance continues to grow  
Average in-person attendance: 104
- Our new members  
38 new members in 2022, and  
already 2 more this year!

# Worship

- Our online presence continues to be a mainstay of our services
- Our volunteer numbers increasing throughout services



# Community / Use of Building

Groups use our facilities, making us a presence in the community as well as bringing in income:

- Paideia Classical School
- YMCA
- Girl Scouts
- National Youth Theater
- Could there be more out there???

# Staffing

Our challenges in this area have been an ongoing circumstance but we are definitely heading in the right direction.

- Youth Director: Ikeria Green! Need I say more?
- Utilizing the talents of our congregation and the use of expanding the number of volunteers

## Staffing (continued)

- Facing the challenge of having one ordained pastor on staff and continuing to find additional help to ease some of the workload.

# Stewardship

- Continue to expand our name among the community.
- Past question of the mortgage and recognizing the hard work of Jim Lemaux for getting and locking in an interest rate for the foreseeable future.

## Stewardship (continued)

- Continued transparency of the finances and budgeting in a manner that is both optimistic and realistic.

# 7. 2022 Pastor's Report

Pastor Chris Lake

# 8. Closing Prayer and Adjourn

# Tree of Life Annual Congregational Meeting Minutes

January 16, 2022

President Jack Zimmer called the meeting to order at 9:17 AM. The meeting was conducted live and via ZOOM and Facebook. Quorum was established and Pastor Chris Lake opened with a prayer.

- I. Sandy McCarthy moved to approve the Congregational Meeting minutes from January 17, 2021 with Susie Rust seconding the motion. All were in favor and the motion passed.
- II. Treasurer Jim Lemaux provided the financial report for 2021. The budgeted 2021 revenue was \$443,400 and the actual income was \$471,641. The 2021 budgeted expenses were \$474,577 while actual expenses were \$469,072. We were under budget by \$2,569. Julie Timmins moved to accept the financial report and Mark Templet seconded the motion. All were in favor and the motion passed.
- III. In looking to the 2022 budget, due to the uncertainty with COVID-19, Treasurer Jim Lemaux and council tried to be as conservative as possible with the 2022 budget. Council also agreed to provide staff with a 6% raise. The 2022 revenues are proposed at \$465,084 with expenses proposed at \$487,711 for a shortfall of \$22,627. Mark Templet moved to accept the proposed 2022 budget with Pat Rowe seconding the motion. There was discussion by Mary Dinklage regarding Stephen Ministry. All were in favor and the motion passed.
- IV. Council Actions in 2021: Retiring council members were Richard Schaper and Jack Zimmer. There were two open positions for election to council. The new nominations were Deb Zimmer and Mark Templet with the re-election of Peggy Little. Council recommended the following appointments: Kevin Solberg- President, Sandy McCarthy- Vice President, Jim Lemaux- Treasurer, Heidi Beckham- Financial Secretary and Russ Bliese- Secretary. A motion was made by Diana Stigleman to accept these individuals to their position on council with Larry Finke seconding the motion. All were in favor and the motion passed. A motion was made by Pastor Chris and seconded by Jim Lemaux to thank Jack Zimmer for his work as President of TOL.



- V. President Jack Zimmer gave his report on the highlights of 2021. Time to restart and return to a new normal. Refine focus to do a few things well. WORSHIP: continued with an online presence and to work safely in church. The need to expand the number of volunteers and skills for a new normal. Adjust and adapt to reduced staff and those to preach. COMMUNITY: Use of the facilities at TOL. Youth ministry restart. Contact with the homebound and hospitalized. Support Stephen Ministry. Support the Bad Girls and new groups. Encourage 100% involvement. STAFFING: The challenge of having one ordained minister. Search, retain Youth Minister by the Fall of 2021. Volunteers to fill void of lost staff. Council to watch over the staff. STEWARDSHIP: Long term look-campaigning, mortgage reduction and legacy planning. Focus on people, talents, generosity of treasurers, tight budget required for future.
- VI. Pastor Chris Lake presented his report for 2021. Pastor yearns for not saying "pandemic". Pastor conducted 13 funerals in 2021 with four dying from COVID. The YMCA was looking for a facility for the summer to conduct their programs and as a result, we found our youth director- Ikeria Green. Pastor thanked Jill, John, Ikeria and Pat for there work. Pastor has also had COVID. Pastor is looking forward to inviting people back to worship.
- VII. President Kevin Solberg closed the meeting and Pastor Chris Lake led the congregation in the Lords Prayer. The meeting was adjourned at 10:18.

Respectfully,

Russell Bliese

Council Secretary

**Please note that there were a few changes to the budget between the date of the congregational meeting (Jan. 22, 2023) and the date these reports were posted due to changes in billing and year-end actuals.**

**Changes from 2023 Congregation Budget:**

- Reduced Income from Amazon Smile Foundation from \$500 to \$0 due to program cancellation

- Added gym memberships for Jill, Ikeria, and Pastor Chris, not included in congregation budget

- There was an issue with Pastor Chris signing up for his HSA. We are handling it internally in 2023, reflected with new line item on budget for \$3,050 and a reduction in Pastor Benefits of \$3,050.

- There were a number of issues associated with the journal entry method in Quickbooks for Pastor's Housing and Social Security allowance from 2022 that corrupted numbers for 2023. The numbers were corrected to what they should have been without the error (housing and ss stayed flat from 2022 actuals)

- Rounded Pastor's Professional expenses from 1546 to 1600

- Adjusted Ikeria's salary budget total due to different estimates of her summer work schedule. Current budget reflects Jill's estimates for payroll

- Increased Telephone / Internet budget by \$1000 to match 2022 actuals

- Reduced Trash service by \$2000 due to renegotiated contract with Waste Management

- Increased Church Liability insurance by \$2000 to match 2022 actuals

**TREE OF LIFE LUTHERAN CHURCH  
COMPARATIVE BALANCE SHEET  
AS OF DECEMBER 31, 2022 AND 2021**

	12/31/2022	12/31/2021	INCREASE (DECREASE)
<b>ASSETS</b>			
Cash and Investments:			
Operating Funds:			
Operating Fund Checking	37,911.69	18,845.94	19,065.75
Mission Investment Fund Checking	105.34	104.90	0.44
Total Operating Funds	38,017.03	18,950.84	19,066.19
Dedicated Funds:			
Internal Ministries:			
Checking Account	32,652.63	12,057.26	20,595.37
Flexable Certificate of Deposit	0.00	34,406.54	(34,406.54)
Certificates of Deposit	0.00	10,810.47	(10,810.47)
Total Internal Ministries	32,652.63	57,274.27	(24,621.64)
External Ministries:			
Checking Account	2,609.05	3,314.11	(705.06)
Payroll Protection Fund	0.00	17.00	(17.00)
Endowment Fund	48,217.85	77,108.78	(32,319.60)
Total Dedicated Funds	83,479.53	137,714.16	(57,663.30)
<b>Total Cash and Investments</b>	<b>121,496.56</b>	<b>156,665.00</b>	<b>(38,597.11)</b>
Fixed Assets			
Buildings	2,623,725.23	2,623,725.23	0.00
Children's Park	66,964.80	66,964.80	0.00
Furniture & Equipment	66,268.63	66,268.63	0.00
Land	411,021.00	411,021.00	0.00
Musical Instruments	87,639.00	87,255.00	384.00
Prayer Garden	4,299.94	3,424.94	875.00
Sound System	43,397.91	43,397.91	0.00
<b>Total Fixed Assets</b>	<b>3,303,316.51</b>	<b>3,302,057.51</b>	<b>1,259.00</b>
<b>TOTAL ASSETS</b>	<b>3,424,813.07</b>	<b>3,458,722.51</b>	<b>(37,338.11)</b>

**TREE OF LIFE LUTHERAN CHURCH  
COMPARATIVE BALANCE SHEET  
AS OF DECEMBER 31, 2022 AND 2021 (cont')**

LIABILITIES	12/31/2022	12/31/2021	INCREASE (DECREASE)
Current Liabilities			
Accounts Payable	8,209.44	8,762.49	(553.05)
Credit Cards	7,017.58	3,951.29	3,197.17
Payroll Taxes	9,492.44	10,006.62	(514.18)
Benefits	898.06	290.90	607.16
<b>Total Current Liabilities</b>	<b>25,617.52</b>	<b>23,011.30</b>	<b>2,737.10</b>
Long Term Liabilities			
New Seeds For Growth	178,051.80	122,036.81	57,230.32
Church Mortgage	1,109,767.16	1,160,370.50	(50,643.87)
SBA PPP Loan	0.00	0.00	0.00
<b>Total Long Term Liabilities</b>	<b>1,287,818.96</b>	<b>1,358,201.86</b>	<b>6,586.45</b>
<b>TOTAL LIABILITIES</b>	<b>1,313,436.48</b>	<b>1,305,418.61</b>	<b>9,323.55</b>
EQUITY			
Dedicated	287.00	287.00	0.00
Unrestricted	2,111,089.59	2,153,016.90	(46,661.66)
<b>TOTAL EQUITY</b>	<b>2,111,376.59</b>	<b>2,153,303.90</b>	<b>(46,661.66)</b>
<b>TOTAL LIABILITIES AND EQUITY</b>	<b>3,424,813.07</b>	<b>3,458,722.51</b>	<b>(37,338.11)</b>

**TREE OF LIFE LUTHERAN CHURCH  
DEDICATED FUNDS  
AS OF DECEMBER 31, 2022**

<b>Dedicated Fund</b>	<b>12/31/2021 Balance Forwarded</b>	<b>Donations / Income</b>	<b>Expenditures</b>	<b>12/31/2022 Balance</b>
Adopt a Soldier:	92.90	0.00	(14.00)	78.90
Disaster Relief:	3,314.11	0.00	(860.58)	2,453.53
Emergency Building Repairs:	6,129.90	0.00	(6,590.98)	(461.08)
Endowments	180.00	30.00	0.00	210.00
Internship:	2,361.25	0.00	0.00	2,361.25
King's Embrace:	50.00	30,381.20	(21,770.71)	8,660.49
Seminary Scholarship:	50.00	0.00	0.00	50.00
Stephen Ministry:	4,015.00	2,603.26	(813.54)	5,804.72
Women of ToL:	1,501.66	20.00	0.00	1,521.66
Payroll Protection Plan:	17.00	0.00	(17.00)	0.00
New Seeds For Growth:	119,209.08	(10,443.94)	(56,018.99)	52,746.15

**TREE OF LIFE LUTHERAN CHURCH  
OPERATING FUND REVENUES, EXPENSES & BUDGETS  
THROUGH DECEMBER 31, 2022**

	2022 Actual	2022 Budget	Over / (Under)	% Difference
<b>Revenues:</b>				
Pledged Offering	250,346.00	227,328.00	23,018.00	110.1%
Non-pledged Offering	171,939.83	168,856.00	3,083.83	101.8%
<b>Total Offerings</b>	<b>422,285.83</b>	<b>396,184.00</b>	<b>26,101.83</b>	<b>106.6%</b>
<b>Other Revenue:</b>				
Amazon Smile Foundation	444.58	450.00	(5.42)	98.8%
Audio Visual	0.00	500.00	(500.00)	0.0%
Building Projects	4,400.00	10,000.00	(5,600.00)	44.0%
Camps/Retreats/Missions	275.00	2,250.00	(1,975.00)	12.2%
Facebook Payout	2,235.00	1,600.00	635.00	139.7%
Garage Sale	16,349.22	10,000.00	6,349.22	163.5%
Kroger Rewards	628.88	500.00	128.88	125.8%
Memorials	2,025.00	6,000.00	(3,975.00)	33.8%
Money Wall	0.00	2,000.00	(2,000.00)	0.0%
Murder Mystery	0.00	2,000.00	(2,000.00)	0.0%
Name Tags	230.00	100.00	130.00	230.0%
Other	2,000.62	12,000.00	(9,999.38)	16.7%
Prayer Path	108.99	3,000.00	(2,891.01)	3.6%
Thrivent	70.00	500.00	(430.00)	14.0%
<b>Total Other Income</b>	<b>28,767.29</b>	<b>50,900.00</b>	<b>(22,132.71)</b>	<b>56.5%</b>
<b>Building Use Fees</b>	<b>16,825.00</b>	<b>15,000.00</b>	<b>1,825.00</b>	<b>112.2%</b>
<b>Interest</b>	<b>3,420.97</b>	<b>3,000.00</b>	<b>420.97</b>	<b>114.0%</b>
<b>Total Revenue:</b>	<b>471,299.09</b>	<b>465,084.00</b>	<b>6,215.09</b>	<b>101.3%</b>
Borrowed from (Repaid to) Seeds	56,014.99		56,014.99	
<b>Available Revenue:</b>	<b>527,314.08</b>	<b>465,084.00</b>	<b>62,230.08</b>	<b>113.4%</b>

**TREE OF LIFE LUTHERAN CHURCH  
OPERATING FUND REVENUES, EXPENSES & BUDGETS  
THROUGH DECEMBER 31, 2022 (cont')**

	2022 Actual	2022 Budget	Over / (Under)	% Difference
<b>Expenses:</b>				
<b>Staff:</b>				
Organist/Choir Director	30,402.95	30,403.00	(0.05)	100.0%
Substitute Organist	400.00	300.00	100.00	133.3%
<b>Total Music Staff</b>	<b>30,802.95</b>	<b>30,703.00</b>	<b>99.95</b>	<b>100.3%</b>
Nursery Staff	2,626.56	7,511.00	(4,884.44)	35.0%
<b>Total Nursery</b>	<b>2,626.56</b>	<b>7,511.00</b>	<b>(4,884.44)</b>	<b>35.0%</b>
<b>Office Manager:</b>				
ELCA Benefits Package	11,981.31	12,000.00	(18.69)	99.8%
Office Manager Salary:	25,440.00	25,440.00	0.00	100.0%
<b>Total Office Manager</b>	<b>37,421.31</b>	<b>37,440.00</b>	<b>(18.69)</b>	<b>100.0%</b>
<b>Pastor:</b>				
Continuing Education	2,170.91	3,598.00	(1,427.09)	60.3%
ELCA Benefits Package	51,235.86	42,703.00	8,532.86	120.0%
Housing Allowance	37,407.00	37,407.00	0.00	100.0%
Professional Expenses	1,546.02	1,700.00	(153.98)	90.9%
Salary	50,171.00	50,171.00	0.00	100.0%
Social Security Allowances	7,384.00	7,384.00	0.00	100.0%
Substitute Pastor	2,700.00	3,000.00	(300.00)	90.0%
Travel/Mileage	2,771.71	980.00	1,791.71	282.8%
<b>Total Pastor</b>	<b>155,386.50</b>	<b>146,943.00</b>	<b>8,443.50</b>	<b>105.7%</b>
Visual Tech. Salary	2,947.92	2,948.00	(0.08)	100.0%
<b>Total Visual Tech.</b>	<b>2,947.92</b>	<b>2,948.00</b>	<b>(0.08)</b>	<b>100.0%</b>
<b>Youth Director:</b>				
Continuing Education	0.00	420.00	(420.00)	0.0%
Mileage	60.00	125.00	(65.00)	48.0%
Salary	14,469.00	15,264.00	(795.00)	94.8%
<b>Total Youth Director</b>	<b>14,529.00</b>	<b>15,809.00</b>	<b>(1,280.00)</b>	<b>91.9%</b>
Payroll Tax Expense	5,527.08	6,240.00	(712.92)	88.6%
<b>Total Staff</b>	<b>249,241.32</b>	<b>247,594.00</b>	<b>1,647.32</b>	<b>100.7%</b>

**TREE OF LIFE LUTHERAN CHURCH  
OPERATING FUND REVENUES, EXPENSES & BUDGETS  
THROUGH DECEMBER 31, 2022 (cont')**

	2022 Actual	2022 Budget	Over / (Under)	% Difference
<b>Mortgage:</b>				
Interest	46,848.66	47,788.00	(939.34)	98.0%
Principal	50,603.34	49,664.00	939.34	101.9%
<b>Total Mortgage</b>	<b>97,452.00</b>	<b>97,452.00</b>	<b>0.00</b>	<b>100.0%</b>
<b>Administration:</b>				
Computer/Software	5,997.53	5,500.00	497.53	109.0%
Copier, Lease & Maintenance	6,579.52	5,500.00	1,079.52	119.6%
Office Supplies	2,555.46	1,500.00	1,055.46	170.4%
Postage	393.80	800.00	(406.20)	49.2%
Telephone	6,378.58	6,600.00	(221.42)	96.6%
<b>Total Administration</b>	<b>21,904.89</b>	<b>19,900.00</b>	<b>2,004.89</b>	<b>110.1%</b>
<b>Benevolence:</b>				
Pastor Discretionary	855.68	1,000.00	(144.32)	85.6%
Synod Benevolence	24,100.00	24,000.00	100.00	100.4%
<b>Total Benevolence</b>	<b>24,955.68</b>	<b>25,000.00</b>	<b>(44.32)</b>	<b>99.8%</b>
<b>Buildings:</b>				
Building Maintenance	4,434.77	3,000.00	1,434.77	147.8%
Cleaning Service	9,336.10	13,650.00	(4,313.90)	68.4%
Security	2,063.91	1,500.00	563.91	137.6%
Utilities:				
Electricity	23,764.22	16,000.00	7,764.22	148.5%
Natural Gas	453.51	600.00	(146.49)	75.6%
Water - Inside	4,736.92	2,000.00	2,736.92	236.8%
Water - Outside	516.78	900.00	(383.22)	57.4%
<b>Total Utilities</b>	<b>29,471.43</b>	<b>19,500.00</b>	<b>9,971.43</b>	<b>151.1%</b>
<b>Total Buildings</b>	<b>45,306.21</b>	<b>37,650.00</b>	<b>7,656.21</b>	<b>120.3%</b>
<b>Education:</b>				
Confirmation	62.25	500.00	(437.75)	12.5%
Education Supplies	536.84	200.00	336.84	268.4%
Sunday School	178.79	300.00	(121.21)	59.6%
<b>Total Education</b>	<b>777.88</b>	<b>1,000.00</b>	<b>(222.12)</b>	<b>77.8%</b>



**TREE OF LIFE LUTHERAN CHURCH  
OPERATING FUND REVENUES, EXPENSES & BUDGETS  
THROUGH DECEMBER 31, 2022 (cont')**

	2022 Actual	2022 Budget	Over / (Under)	% Difference
<b>Evangelism:</b>				
Advertising	2,077.58	2,000.00	77.58	103.9%
General Outreach	1,690.99	1,000.00	690.99	169.1%
Image Rights	0.00	110.00	(110.00)	0.0%
Outreach Supplies	34.00	200.00	(166.00)	17.0%
Website Fees	886.77	700.00	186.77	126.7%
<b>Total Evangelism</b>	<b>4,689.34</b>	<b>4,010.00</b>	<b>679.34</b>	<b>116.9%</b>
<b>Fellowship:</b>				
Fellowship Supplies	1,611.05	2,000.00	(388.95)	80.6%
Kitchen Supplies	125.99	450.00	(324.01)	28.0%
<b>Total Fellowship</b>	<b>1,737.04</b>	<b>2,450.00</b>	<b>(712.96)</b>	<b>70.9%</b>
<b>Grounds:</b>				
Lawn Service	8,640.00	7,200.00	1,440.00	120.0%
Materials & Supplies	62.94	1,000.00	(937.06)	6.3%
Trash Service	7,041.07	5,700.00	1,341.07	123.5%
<b>Total Grounds</b>	<b>15,744.01</b>	<b>13,900.00</b>	<b>1,844.01</b>	<b>113.3%</b>
<b>Insurance:</b>				
Church Liability Insurance	18,936.89	13,000.00	5,936.89	145.7%
Worker's Compensation	582.72	900.00	(317.28)	64.7%
<b>Total Insurance</b>	<b>19,519.61</b>	<b>13,900.00</b>	<b>5,619.61</b>	<b>140.4%</b>
<b>Worship &amp; Music:</b>				
Audio Visual Technology	2,460.01	1,500.00	960.01	164.0%
Choir & Handbell Attire	203.37	0.00	203.37	--
Choir Music	885.13	450.00	435.13	196.7%
Copyrights	1,322.00	1,400.00	(78.00)	94.4%
Sanctuary Supplies	1,211.83	1,000.00	211.83	121.2%
Worship Planning	3,401.51	1,500.00	1,901.51	226.8%
<b>Total Worship &amp; Music</b>	<b>9,483.85</b>	<b>5,850.00</b>	<b>3,633.85</b>	<b>162.1%</b>
<b>Youth Ministry:</b>				
Camp Youth Trips	3,755.93	4,500.00	(744.07)	83.5%
VBS	3,737.18	5,000.00	(1,262.82)	74.7%
Youth Fellowship	1,522.45	2,000.00	(477.55)	76.1%
Youth Gathering	0.00	4,750.00	(4,750.00)	0.0%
<b>Total Youth Ministry</b>	<b>9,015.56</b>	<b>16,250.00</b>	<b>(7,234.44)</b>	<b>55.5%</b>

**TREE OF LIFE LUTHERAN CHURCH  
OPERATING FUND REVENUES, EXPENSES & BUDGETS  
THROUGH DECEMBER 31, 2022 (cont')**

	2022 Actual	2022 Budget	Over / (Under)	% Difference
<b>Other Expenses:</b>				
Bank Charges	3,126.02	2,600.00	526.02	120.2%
IRS 2010 Penalty	463.69	573.00	(109.31)	80.9%
Synod Conventions	825.00	0.00	825.00	--
Undistributed Cr. Card Charges:	0.00	0.00	0.00	--
<b>Total Other Expenses</b>	<b>4,414.71</b>	<b>3,173.00</b>	<b>1,241.71</b>	<b>139.1%</b>
<b>Total Expenses</b>	<b>504,242.10</b>	<b>488,129.00</b>	<b>16,113.10</b>	<b>103.3%</b>
<b>Net</b>	<b>23,071.98</b>	<b>(23,045.00)</b>	<b>46,116.98</b>	

# TREE OF LIFE LUTHERAN CHURCH

## 2023 APPROVED BUDGET

*Confirmed at Tree of Life Congregation Meeting on January 22, 2023*

REVENUE			
	2022 Budget	2022 Actual	2023 Proposed Budget
<b>STEWARDSHIP</b>			
PLEDGED OFFERINGS	\$227,328	\$250,346	\$228,870
<i>Sub Total Pledged Offerings</i>	<i>\$227,328</i>	<i>\$250,346</i>	<i>\$228,870</i>
ONLINE-NOT PLEDGED (REALM)			\$22,240
REGULAR GIVER NON PLEDGED			\$151,393
ONE OFF DONATIONS			\$9,038
CASH OFFERING			\$2,231
COUNCIL OVERVIEW			\$12,709
<i>Sub Total Not Pledged Offerings</i>	<i>\$168,856</i>	<i>\$171,940</i>	<i>\$197,611</i>
<b>TOTAL STEWARDSHIP</b>	<b>\$396,184</b>	<b>\$422,286</b>	<b>\$426,481</b>
<b>MISC. INCOME</b>			
AMAZON SMILE FOUNDATION	\$450	\$445	\$0
AUDIO VISUAL	\$500	\$0	\$0
BUILDING PROJECTS	\$10,000	\$4,400	\$5,000
CAMPS/RETREATS/MISSIONS	\$2,250	\$275	\$300
FACEBOOK PAYOUT	\$1,600	\$2,235	\$2,500
GARAGE SALE	\$10,000	\$16,349	\$0
KROGER REWARDS	\$500	\$629	\$500
MEMORIALS	\$6,000	\$2,025	\$2,500
MONEY WALL	\$2,000	\$0	\$0
FUNDRAISER DINNER	\$2,000	\$0	\$0
NAME TAGS	\$100	\$230	\$250
PRAYER PATH	\$3,000	\$109	\$1,000
THRIVANT	\$500	\$70	\$100
OTHER	\$12,000	\$2,001	\$3,000
<b>TOTAL MISC. INCOME</b>	<b>\$50,900</b>	<b>\$28,767</b>	<b>\$15,150</b>

	2022 Budget	2022 Actual	2023 Proposed Budget
<b>OTHER INCOME</b>			
BUILDING USE FEES	\$15,000	\$16,825	\$28,500
INTEREST	\$3,000	\$3,421	\$2,000
<b>TOTAL OTHER INCOME</b>	<b>\$18,000</b>	<b>\$20,246</b>	<b>\$30,500</b>
<b>TOTAL REVENUE</b>			
	<b>\$465,084</b>	<b>\$471,299</b>	<b>\$472,131</b>
BORROWED FROM SEEDS	\$0	\$56,015	\$0
<b>TOTAL INCOME</b>	<b>\$465,084</b>	<b>\$527,314</b>	<b>\$472,131</b>

### STAFF EXPENSES

	2022 Budget	2022 Actual	2023 Proposed Budget
<b>CHOIR DIRECTOR SALARY</b>	<b>\$30,403</b>	<b>\$30,403</b>	<b>\$30,403</b>
<b>SUBSTITUTE ORGANIST</b>	<b>\$300</b>	<b>\$400</b>	<b>\$300</b>
<b>NURSERY SALARIES</b>	<b>\$7,511</b>	<b>\$2,627</b>	<b>\$2,627</b>
<b>OFFICE MANAGER</b>			
OFFICE MGR CONTINUING ED	\$0	\$0	\$450
OFFICE MGR BENEFITS	\$12,000	\$11,981	\$12,581
OFFICE MGR SALARY	\$25,440	\$25,440	\$26,203
<b>OFFICE MANAGER Sub Total</b>	<b>\$37,440</b>	<b>\$37,421</b>	<b>\$38,785</b>
<b>PASTOR</b>			
PASTOR CONTINUING ED	\$3,598	\$2,171	\$1,300
PASTOR BENEFITS	\$42,703	\$51,236	\$49,059
PASTOR FSA	\$0	\$0	\$3,050
PASTOR HOUSING	\$37,407	\$37,407	\$37,407
PASTOR PROF EXP	\$1,700	\$1,546	\$1,600
PASTOR SALARY	\$50,171	\$50,171	\$51,676
PASTOR SS ALLOWANCE	\$7,384	\$7,384	\$7,384
PASTOR TRAVEL/MILEAGE	\$980	\$2,700	\$2,700
SUBSTITUTE PASTOR	\$3,000	\$2,772	\$2,730
<b>PASTOR Subtotal:</b>	<b>\$146,943</b>	<b>\$155,387</b>	<b>\$156,906</b>
<b>VISUAL TECH SALARY</b>	<b>\$2,948</b>	<b>\$2,948</b>	<b>\$2,948</b>
<b>YOUTH DIRECTOR</b>			
YOUTH DIRECTOR CONTINUING ED	\$420	\$0	\$423
YOUTH DIRECTOR MILEAGE	\$125	\$60	\$125
YOUTH DIRECTOR SALARY	\$15,264	\$14,469	\$14,906
<b>YOUTH DIRECTOR Subtotal:</b>	<b>\$15,809</b>	<b>\$14,529</b>	<b>\$15,454</b>
<b>PAYROLL TAX EXPENSE</b>	<b>\$6,240</b>	<b>\$5,527</b>	<b>\$5,960</b>
<b>TOTAL STAFF EXPENSES</b>	<b>\$247,594</b>	<b>\$249,241</b>	<b>\$253,832</b>

**BUILDING EXPENSES**

	2022 Budget	2022 Actual	2023 Proposed Budget
<b>MORTGAGE</b>			
INTEREST	\$47,788	\$46,849	\$45,663
PRINCIPAL	\$49,664	\$50,603	\$51,789
<b>TOTAL MORTGAGE</b>	<b>\$97,452</b>	<b>\$97,452</b>	<b>\$97,452</b>
<b>ADMINISTRATION</b>			
COMPUTER/SOFTWARE	\$5,500	\$5,998	\$5,500
COPIER, LEASE & MAINT.	\$5,500	\$6,580	\$5,500
OFFICE SUPPLIES	\$1,500	\$2,555	\$2,500
POSTAGE	\$800	\$394	\$400
TELEPHONE / INTERNET	\$6,600	\$6,379	\$6,500
<b>TOTAL ADMINISTRATION</b>	<b>\$19,900</b>	<b>\$21,905</b>	<b>\$20,400</b>
<b>BUILDINGS</b>			
BUILDING MAINTENANCE	\$3,000	\$4,435	\$5,000
CLEANING STAFF	\$13,650	\$9,336	\$9,000
SECURITY	\$1,500	\$2,064	\$2,000
ELECTRICITY	\$16,000	\$23,764	\$20,000
NATURAL GAS	\$600	\$454	\$600
INSIDE WATER	\$2,000	\$4,737	\$5,000
OUTSIDE WATER	\$900	\$517	\$500
<b>TOTAL BUILDINGS</b>	<b>\$37,650</b>	<b>\$45,306</b>	<b>\$42,100</b>
<b>GROUNDS</b>			
LAWN SERVICE	\$7,200	\$8,640	\$8,640
MATERIALS & SUPPLIES	\$1,000	\$63	\$100
TRASH SERVICE	\$5,700	\$7,041	\$5,000
<b>TOTAL GROUNDS</b>	<b>\$13,900</b>	<b>\$15,744</b>	<b>\$13,740</b>
<b>INSURANCE</b>			
CHURCH LIABILITY INS.	\$13,000	\$18,937	\$19,000
WORKERS' COMPENSATION	\$900	\$583	\$450
<b>TOTAL INSURANCE</b>	<b>\$13,900</b>	<b>\$19,520</b>	<b>\$19,450</b>
<b>TOTAL BUILDING EXPENSES</b>	<b>\$182,802</b>	<b>\$199,927</b>	<b>\$193,142</b>

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## MINISTRY AND OTHER EXPENSES

	2022 Budget	2022 Actual	2023 Proposed Budget
<b>BENEVOLENCE</b>			
PASTOR DISCRETIONARY	\$1,000	\$856	\$1,000
SYNOD BENEVOLENCE	\$24,000	\$24,100	\$24,000
<b>TOTAL BENEVOLENCE</b>	<b>\$25,000</b>	<b>\$24,956</b>	<b>\$25,000</b>
<b>EDUCATION</b>			
CONFIRMATION	\$500	\$62	\$500
EDUCATION SUPPLIES	\$200	\$537	\$750
SUNDAY SCHOOL	\$300	\$179	\$300
<b>TOTAL EDUCATION</b>	<b>\$1,000</b>	<b>\$778</b>	<b>\$1,550</b>
<b>EVANGELISM</b>			
ADVERTISING	\$2,000	\$2,078	\$1,500
GENERAL OUTREACH	\$1,000	\$1,691	\$1,000
IMAGE RIGHTS	\$110	\$0	\$0
OUTREACH SUPPLIES	\$200	\$34	\$100
WEBSITE FEES	\$700	\$887	\$925
<b>TOTAL EVANGELISM</b>	<b>\$4,010</b>	<b>\$4,689</b>	<b>\$3,525</b>
<b>FELLOWSHIP</b>			
FELLOWSHIP SUPPLIES	\$2,000	\$1,611	\$1,500
KITCHEN SUPPLIES	\$450	\$126	\$200
<b>TOTAL FELLOWSHIP</b>	<b>\$2,450</b>	<b>\$1,737</b>	<b>\$1,700</b>
<b>WORSHIP &amp; MUSIC</b>			
AV TECHNOLOGY	\$1,500	\$2,460	\$1,000
CHOIR AND HANDBELL ATTIRE	\$0	\$203	\$200
CHOIR MUSIC	\$1,500	\$885	\$2,400
COPYRIGHTS	\$450	\$1,322	\$1,500
SANCTUARY SUPPLIES	\$1,400	\$1,212	\$1,500
WORSHIP PLANNING	\$1,000	\$3,402	\$3,000
<b>TOTAL WORSHIP &amp; MUSIC</b>	<b>\$5,850</b>	<b>\$9,484</b>	<b>\$9,600</b>

	2022 Budget	2022 Actual	2023 Proposed Budget
<b>YOUTH MINISTRY</b>			
CAMP YOUTH TRIPS	\$4,500	\$3,756	\$0
MISSION TRIPS	\$0	\$0	\$0
VBS	\$5,000	\$3,737	\$2,500
YOUTH FELLOWSHIP	\$2,000	\$1,522	\$2,000
YOUTH GATHERING	\$4,750	\$0	\$0
<b>TOTAL YOUTH MINISTRY</b>	<b>\$16,250</b>	<b>\$9,016</b>	<b>\$4,500</b>
<b>OTHER EXPENSES</b>			
BANK CHARGES	\$2,600	\$3,126	\$3,300
COUNCIL MISC.	\$0	\$0	\$0
IRS PENALTY	\$573	\$464	\$0
SYNOD CONVENTIONS	\$0	\$825	\$500
UNDISTRIBUTED CREDIT CARD CHARGES	\$0	\$0	\$0
<b>TOTAL OTHER EXPENSES</b>	<b>\$3,173</b>	<b>\$4,415</b>	<b>\$3,800</b>
<b>TOTAL MINISTRY AND OTHER EXPENSES</b>	<b>\$57,733</b>	<b>\$55,074</b>	<b>\$49,675</b>

## BUDGET SUMMARY 2023

	2022 Budget	2022 Actual	2023 Proposed Budget
<b>REVENUE</b>			
PLEGGED GIVING	\$227,328	\$250,346	\$228,870
NON PLEGGED GIVING	\$168,856	\$171,940	\$197,611
MISC. INCOME	\$50,900	\$28,767	\$15,150
OTHER REVENUE	\$18,000	\$20,246	\$30,500
<b>TOTAL REVENUE</b>	<b>\$465,084</b>	<b>\$471,299</b>	<b>\$472,131</b>
BORROWED FROM SEEDS	\$0	\$56,015	\$0
<b>TOTAL AVAILABLE FUNDS</b>	<b>\$465,084</b>	<b>\$527,314</b>	<b>\$472,131</b>
<b>EXPENSES</b>			
TOTAL STAFF EXPENSES	\$247,594	\$249,241	\$253,832
BUILDING EXPENSES	\$182,802	\$199,927	\$193,142
MINISTRY EXPENSES	\$54,560	\$50,659	\$45,875
OTHER EXPENSES	\$3,173	\$4,415	\$3,800
<b>TOTAL EXPENSES</b>	<b>\$488,129</b>	<b>\$504,242</b>	<b>\$496,649</b>
<b>SHORTFALL / OVERAGE</b>	<b>(\$23,045)</b>	<b>(\$32,943)</b>	<b>(\$24,518)</b>
<b>SHORTFALL / OVERAGE W SEEDS LOAN</b>	<b>(\$23,045)</b>	<b>\$23,072</b>	<b>(\$24,518)</b>



Tree of Life Lutheran Church  
Annual Report 2022  
Pastor's Report

I always find it helpful to go back and read my report from the year before. Where have we been. Where have I been. What did I do. What happened to all of us. This is year 20 for me in ministry, and I have spent a majority of it here at Tree of Life. It seems like I just got here. Every year seems to be going faster and faster. I love this place and its people, and I am blown away by the fact that each year a new challenge, a new ministry or a new peoples seem to come into our midst.

2022 was no different. Our life with Covid-19 has finally run its course. It's out there but no more masks or fears of spreading a virus. Since June of 2022 we finally are leaning into the work of the church without having consider what precautions we need to take to keep people safe. However, Covid has left its mark on this church. Some of those marks are good such as our live streaming and online presence. Some of those marks are painful and deep as we lost people either by death or separation by space or ideas. However, since December of last year we have seen new people coming to church at a rate not experienced in years. It has been exciting and lovely as we have new ideas and new people to reinvigorate our congregation. In fact, this year: 38 new people joined our church, and we had four Baptisms, three first communions, and only four funerals (compared to the 13 in 2021).

And then there was Kenya. I have been trying to get over to Bungoma, Kenya for three years and last year in May, after Easter, I finally made it to The Kings Embrace. There are not words to describe just how life changing that was for me and I am beyond thrilled by what we accomplished this year for that ministry. In particular, we (you and I) managed to raise 30k for the ministry there and helped drill a well for the boys of the Kings Embrace and the people of the community. Granted, the well did not go as planned but that is just a given in the land of Kenya. Jim Rust is the real hero on that front. It was not the perfect well we wanted as it is already struggling in the midst of the drought, but I have no doubt in my mind that it would have been a complete and total disaster if Jim had not gotten involved and made the connection with Water to Thrive. Jim, you saved the lives of over 40 boys, and I will never forget what you did. Geologists don't always get the respect that the oil engineers get, but as far as I am concerned, they are the MVP and Jim should be commended for his knowledge and willingness to get involved.

I concluded the report last year about losing our trailer and having my car vandalized here on campus. I was disheartened by those events which is why I am thrilled to share in this report that I found the stolen trailer. It needs some work, but it will be just fine. I managed to convince the person who had to return it to us, and in return I did not call the police - although I did have Wayne Rambarran and Ikeria Green with me when he drove up that Sunday morning. Wayne said that he and Ikeria looked like undercover cops and the guy was really nervous. It all worked out and I hope to have the trailer back in service ASAP. We have also added a gate to the driveway to keep people from coming into the lower parking lot. We have been using cones to

block the entrance but in either case blocking the lower parking lot has been very effective in keeping our place safer. Basically, our keeping people from being able to drive quickly in and out of our parking lot allows our cameras to capture license plates and details. It appears to be a good deterrent.

Last of all: this week I will head back to Kenya. I am taking one pseudo undercover cop with me (Wayne Rambarran) and Pat Rowe, his mother-in-law, is coming along as well to chaperone us. Therefore, I will say this is end of my report and the beginning of my 2023 report should begin "We went back to Kenya and.... "

God's Peace –  
Pastor Chris Lake

Tree of Life Lutheran Church, Annual Report 2023  
Youth & Families

In the year of 2022, I survived my first year as a Youth Director and it's safe to say I am still 100% sure this is for me and is the best decision I've ever made!

June of 2022 we were finally off to Lutherhill!! How exciting, right? This was my first time ever going to Lutherhill and it was quite the experience. I was able to take 5 of our students (more than what I expected) which was great! The feeling of walking each one to their cabins and getting them settled in was absolutely amazing. Seeing the smiles and excitement in their faces gave me pure joy. The whole week was about having "The Best Week Ever" and that is just what he had. Each day consisted of Worship, Bible Study, Activities, Eating, Sing-A-Long, All Camp (which was fun), eating again, worship again then bed. The kids enjoyed Worship, rock climbing, swimming (also in the pond) and arts/crafts the most!!! It was something to get used to with it being my first time, but I made it through and I'm so ready to go back!! We are planning on going back the second week of June of 2023!

In July of 2022, Bringing new things in was a part of those goals I had set for myself and for our church so ,therefore, I hosted my first VBS also known as "Tree Camp". This was a collaboration with the YMCA and Lutherhill Staff! It was way different than what it used to be. We had an estimate of 70 kids show up from both YMCA and Tree of Life. Unfortunately, I got Covid the first day of VBS so I was unable to be there the whole week. It was definitely a challenge, lessons were learned and we will be doing something different in the future.

August of 2022 brought us Sunday School and Confirmation, Blessings of backpacks and a Back to School Bash. It started to feel like something again in our Youth world. Things were starting to get back to normal.

In September, we did a church family event at TimeSpare Bowling! Seeing everyones bowling skills was hilarious. Peggy and Alan F. defintely showed us! It was good to have some members join us along with our parents and youth.

In October we had our 2nd Annual Fall Festival and Trunk or Treat.... On the same day! We had a pumpkin decorating contest, raffle for a Fall Quilt that our wonderful creative hands did for us, Chili Cookoff (which was a great idea especially with it being a little chilly that day), trunk or treat..the cars were decorated so well and everyone's favorite... A BOUNCE HOUSE! We welcomed our congregation and also the community, which had a quite a crowd of our community and they stayed a good while! We are looking forward to our 3rd Annual in the future. We also had a Confirmation Lock in! Just imagine being with 6th and 7th graders all night long.... Yeah trust me I know. It was an experience. We went from Pastor going over rules that took almost 2 hours, rock painting, decorating confirmation shirts with paint, playing Sardines which was everyone's favorite game, Bible Bingo, Bible Verse Scavenger Hunt and to trying to get the kids to go to sleep. I can't wait for the next one!

In November we started our Christmas Program Practice and my first Angel Tree! The Angel Tree meant so much to me, not only because it was helping families with children who couldn't provide Christmas to them, but it was also because it was families from the school that I work at and I work with those kids daily. It genuinely makes my heart happy! We will definitely do it again.

December of 2022 was full of smiles, laughter, tears and joy. We started off with our now 2nd Annual Christmas at the Tree, which was a great success once again. YMCA also came and joined the fun! We had arts and crafts, smores, hot cocoa...unfortunately, we didn't do the snowball fight with Pastor Chris, but trust me it'll happen soon! Later down the road we put on a Christmas Youth Program which was phenomenal. The kids crushed it, especially only having practice once a week. I'm truly proud! It was a shorter one, but it was a lot easier for our kids because we had more littles this time. After the Christmas Program, I had a little surprise/ gift for the congregation. I did my first Praise/ Liturgical Dance for Tree of Life. It is also something very new within the church and I honestly didn't expect the outcome. The congregation's feedback was so great to hear. It had some in tears and some smiling. With the responses I've received I will be planning on doing a Liturgical Dance this Easter and some of my youth will be joining in on it. I'm super excited for them to be a part of it!

2022 was the year of change, more great things coming, learning, ups and downs and stressful times but at the end of everything it made me realize that this is what it is like to work in a healthy environment.

My visual for the year of 2023 is to get our High School group more involved in church itself and to find more things for them to be involved in. I look forward to more to come and learning new things, I look forward to continuing to build relationships with the youth and parents. It's still a change in the youth's eyes but I'm willing to work with them! I will continue to do my best in everything I do!

Blessings,  
Ikeria Green  
Youth Director

## Music and Worship 2022 Report

2022 saw many of the challenges of the previous two years finally abate. The Omicron variant failed to shut us down, and all of our ensembles continued to perform throughout the year. There have been many challenges, but also many opportunities this year.

The Choir has been going strong all year, getting several new members and growing to 15 at times. There is still a need for more Tenors, of course, but the confidence of the ensemble is strong and they are confident in trying harder material. This year we brought back the Faure Requiem for All Saints, and it was like seeing an old friend. Between that and our Christmas bells theme (more on that in a bit) we have pulled off several high-quality pieces this year, a testament to the growth of our choir.

The Bell Choir has grown, suffered some losses and then grown again. Currently it is at 10+ members and can do Level 2-3 pieces. This is considerably better than a year ago, when we brought in fresh players and started with simpler pieces. We also have brought in some new players, but also lost some players due to time conflicts. Thankfully, everyone is very adaptable and has changed with every shift in players! This year ended with a fantastic Advent/Christmas season which had Bells as the theme, so our Bell Choir was front and center throughout the season. The year ended with a piece that had bells, choir, piano and even flute during Christmas! I am so proud of everyone involved.

One thing that has somewhat stagnated since last year is our brass ensemble. I am afraid due to time constraints I have not been able to put in the time to get everyone together throughout the year. This past year we had brass for Easter, but not for Christmas (since the bell choir was everywhere). I hope to get this started again for this Easter.

Overall, the Worship committee has been very active this past year, with meetings every week. Discussions on themes for the various liturgical seasons and making sure our live-streaming is of good quality is constantly on our mind. We have a great group of volunteers who help keep things in motion, between Pastor Chris on service and tech issues, Susan Rinehart and Jill Waldrop on slides and worship bulletins, Peggy Little taking the volunteer wrangling business, Susie Rust on Altar guild needs, Linda Bliese on copyright issues and Jeremie Brown with contemporary service needs.

One last thing to mention is the major change in my life, as I became a full time choir teacher at Cleveland High School in August 2022. As a first year teacher of any type, this year has been very difficult and I have had to make constant adjustments to keep boundaries in order between my various work demands and a personal life. So far, things have gone quite well with several concerts under my belt thanks to my colleagues.

Over all, this has been a very busy year, and it looks to continue in 2023!

John Burkwall

Tree of Life Lutheran Church  
Annual Report 2022  
Office

2022 is over and another year gone, with another one beginning. I've been in this role for 2-1/2 years now – and I still love it! Running the church office isn't always the most *exciting* thing (paying bills and making copies isn't all that FUN, after all). But the fact that I get to come to a place I love, to do things I'm good at, with people I love, for people I love? Well, let's just say I never got all that at any other job I've ever had!

I had to be away from the office a few times in 2022, doing some work with my brother to close out my father's estate. I am so glad to have a church that supports my need to be away. And it's such a blessing to have a team of volunteers that will come take care of the office when I am gone and that also step up to help with other projects, like big mailings. It makes it so much easier to know that I don't have to do it all (because I am the kind of person who would probably TRY!) I'm hoping that in 2023 I will be able to I'm able to take more time for myself and to maybe even get away for some "want to" trips instead of "have to" trips! One thing I'll say – and again, never had this happen with any other job – I get a huge smile on my face even just pulling into the parking lot whenever I come back after being away for a while! I'm always glad to be back.

As the world continues to open up again after the pandemic, community groups are coming to Tree of Life as a place to meet. In addition to being used for church activities, our buildings are being used by Girl Scout troops, the YMCA, Paideia Classical School (changing from two days per week to four days per week in January 2023!), Life Line Health Screening, Silverstone HOA, and Piano Lessons by Kara. Our parking lot was even in demand as a place for the Conroe Rangerettes dance team to practice! And beginning in January, National Youth Theater will be using our buildings for rehearsals for their spring production. Our buildings will be in use SEVEN DAYS A WEEK! It means a bit of additional work for me, keeping things scheduled and organized and managing multiple groups that need space and time that sometimes overlap...but I've never been one to back down from a challenge or a little work. And I love having people – life! – around the church.

Even though I am kept more than busy with my job at the church, I have started doing more outside of my "official" work:

- I joined the choir in 2022. (I did warn John and the choir that I will not always sing with talent, but I will always sing with enthusiasm!)
- I also delivered a sermon in January – that was a lot more challenging than even what I imagined it would be, but I SO enjoyed the experience and did it again in

September! I hope to preach one or two times a year if Pastor Chris and the congregation will let me!

- I've also started serving as Assisting Minister on Sundays (that preaching gig got me past my irrational fear of microphones...).
- I did a lot of background support work for Pastor Chris's Strokes 4 Water fundraiser. That wasn't really a "church project" though the people of Tree of Life were a big part of its success! It was awesome to be a part of that endeavor!

These are all things I do as "Jill," not as "Office Manager" – but as my heart fills with the joy and personal fulfillment of serving in these ways, I find myself feeling even more fulfilled in my work. And I pretty much close all the Activity rings on my Apple Watch by 11:00 am on Sundays! I'm not sure what more I will be taking on but you can be sure I'm looking for ways to do more to fill my heart! (I'm starting with organizing the Women's Retreat at Lutherhill in February!)

It's still my hope to get more people more involved with more activities at the church. There is so much love and commitment and caring and talent and fun in the people of Tree of Life, and I really want to find ways to get more of them involved in worship and especially in activities outside of worship. Mainly, just because I want to spend more time with them! ☺

Blessings to you all,

Jill Waldrop  
Office Manager

# Tree of Life Congregational Meeting

January 22, 2023

President Kevin Solberg called the meeting to order at 9:15 AM. The meeting was conducted live and via ZOOM. Quorum was established. Pastor Chris Lake opened with a prayer. The motion to accept the minutes from the 1/16/2022 congregation meeting was moved to the end of the meeting so members could review the 2022 minutes.

- I. Treasurer Jim Lemaux presented the financial report for 2022 and the proposed budget for 2023. Due to Jill Waldrop being called for jury duty, a printed version was not available for the congregation. In the interest of transparency, the congregation could suspend the meeting until a hard copy of the financial report could be presented to the members. The congregation elected to move forward with the meeting. The 2022 pledged offerings were budgeted at \$227,328 with the actual amount being \$250,346. Non- Pledged was budgeted at \$168,856 with the actual amount being \$171,940. The budgeted miscellaneous and other income was budgeted at \$68,900 with the actual additional income being \$48,509. 2022 Budget was \$465,084 with the actual amount being \$470,795. There was a total of \$57,230 borrowed from SEEDS for a total income for 2022 being \$528,026. The 2022 expenses were budgeted at \$487,711 with the actual expense being \$504,531. With the SEEDS loan the 2022 budget showed an overage of \$23,495. A motion to accept the 2022 financial report was made by R. Whitman and seconded by D. Zimmer. All were in favor and the motion passed
- II. The proposed 2023 budget was presented to members. Pledged offering is projected at \$228,870 with non-pledged at \$197,611. Miscellaneous income is projected at \$15,650 with other income projected at \$30,500 for a total income of \$472,631 there is not a planned garage sell planned this year as no one has stepped forward to coordinate this project. Borrowing from SEEDS is not budgeted this year. Total expenses are budgeted at \$490,274 for a 2023 shortfall of \$17,643. Council will review the budget in April 2023 to monitor the income/expenses up to that point. After some discussion from the members, a motion was made to accept the 2023 budget by J Watson and seconded by P Rowe. All were in favor and the motion passed. Lemaux was thanked for refinancing the church mortgage last year before interest rates climbed up, which saved the church thousands of dollars in additional interest.



- III. The 2023 council was introduced with Kevin Solberg as President, Sandy McCarthy as Vice President, Jim Lemaux as Treasurer, Heidi Beckham as Financial Secretary and Russell Bliese as Secretary. The other council members for 2023 are Deb Zimmer, Pat Rowe, Mark Templet, Peggy Little and Tom Gros.
  
- IV. President presented a report on four key areas for the congregation: Worship, Community Service, Staffing and Stewardship. The church is growing as TOL added 38 new members for 2022 and already two new members in 2023. Attendance in person is averaging 104 with also an online presence. The number of volunteers at church is also increasing. Community Service included the use of the church buildings. Paideia Classical School will be increasing to four days a week in 2023. The YMCA, Girl Scouts and National Youth Theater will also be using TOL facilities. TOL added a Youth Director in 2022, Ikeria Green. The church is looking for additional assistance for Pastor Chris in the form of an ordained pastor. Stewardship, TOL continues to expand its name among the community. Jim Lemaux was able to lock in a five-year interest rate for the church mortgage. There is to be transparency regarding finances and the budget.
  
- V. Pastor Chris Lake presented his report to the congregation. Pastor Chris stated COVID is still on members minds with a strong online presence. The church lost members to death and leaving the church but the church added 38 new members in 2022. There were four baptisms performed and three first communions. Deb Zimmer is calling on all members to distinguish their status with the church so the rolls can be updated. Pastor went to Kenya in May 2022 to visit Kings Embrace. Pastor along with Pat Rowe and Wayne Rambarran will be leaving for Kenya this month to check on the status of the water well that is being funded from the money raised by pastor during his fundraiser. Security measures will also be installed while there for the security of the boys at the home. Pastor mentioned that he received a check from his former church in Geneva, NE to help with the well. Pastor mentioned that Jim Rust got involved in helping with the installation of the water well. The stolen trailer from the property was recovered and a new gate has been installed in the parking lot. Additional safety measures have been initiated at the church during services.
  
- VI. A motion was made by J Zimmer and seconded by R Oberski to accept the 2022 congregation minutes with some minor adjustments in names. All were in favor and the motion passed.
  
- VII. President Kevin Solberg closed the meeting and Pastor Chris led the congregation in the Lords Prayer. The meeting was adjourned at 10:18 A.M.

Respectfully submitted.

Russell Bliese.

Secretary