



# Annual Report 2015

January 31, 2016

Spirit of Hope Lutheran Church

Annual Meeting

January 31, 2016

Agenda

Welcome Jason Ladman (Council President)

Devotions Pr Lance Ferguson

Meeting Jason Ladman

Quorum

Call to Order

Pastor's Reflection

Parochial Report

Ministry Outlook

Ministry Spending Plan

Voting

Ministry Spending Plan

Council

Synod Assembly

Audit

Closing Jason Ladman

Closing Prayer Pr Lance Ferguson

## Preliminary Annual Report – 2015

Included in the preliminary annual report are the annual meeting agenda, ministry spending plan for 2016, sample ballot parochial report and the 2015 financials.

Some things of note:

One of the challenges of our ministry spending plan process is using actual versus projected numbers. Last year we began projecting a pastoral compensation cost for Pr Lance based on ELCA insurance coverage by its carrier, Portico Benefits. This is what would ordinarily be paid for benefits for the pastor called to Spirit of Hope but Pr Lance is currently covered under his wife Lora's insurance. This represents quite a savings to the congregation but won't last forever so we started budgeting for that cost even though we knew we wouldn't spend it.

What we didn't predict was how that would make our projected ministry spending plan numbers for 2016 look like compared to the actual numbers for 2015. Our 2015 ministry spending plan included \$8,000 dollars in this insurance offset but this wasn't actually spent. Our proposed ministry spending plan for 2016 includes \$10,000 in insurance offset that makes it look like we have a much larger proposed net budget deficit compared to last year.

Another part of total compensation is adding back \$1,500 in continuing education for Pr Lance. This was not in the plan last year as those dollars were allocated for pastoral coverage while he was on sabbatical. The coverage expense is in a different part of the spending plan, falling under the worship ministry team expense.

There are staff raises included at the rate of 3%. This includes Pr Lance, the first time we've been able to give him a raise since he started with us in September 2010.

The administrative ministry team expense is something of a mixed bag. We have a new copier which is a savings for us and we are also outsourcing our payroll and some of our accounting functions. Payroll and accounting have become more and more complex and time consuming over the years and it seems prudent to have people who do those functions on a daily basis take care of it.

Regarding the change percentages, there are some changes that we budget for but sometimes start from zero. In creating the change percentage we have to substitute a "1" to avoid a 'divide by zero' error. This creates some interesting percentages but don't generally represent a lot of dollars.

On that same line, there are some line items that may increase (or decrease) but are actually budget neutral. For example, the dollars planned for Lutheran Disaster Relief or Kicks for Kids income are exactly the same as the dollars planned for the expense side.

We have a sample ballot with council nominations for a new council member, audit team member and synod assembly representatives. As always, nominations from the floor are allowed if there is someone you believe should be on the ballot. Please ensure the person being nominated is agreeable to the nomination before submitting their name.

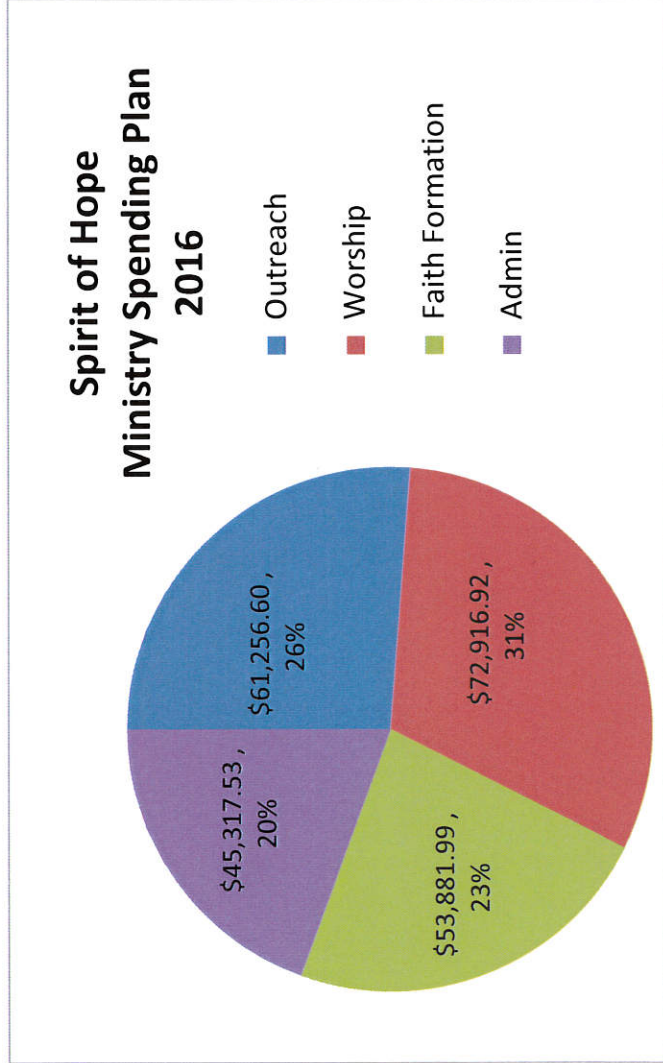
Feel free to discuss our annual report with any council member or Pr Lance.

**Spirit of Hope Lutheran Church  
Ministry Spending Plan - 2016  
Sunday, January 31, 2016**

	2015 (Actual)	2016 (Proposed)	Change from 2015
<b><u>Income</u></b>			
Total General Offering	\$ 194,094.18	\$ 199,476.18	3%
Advent/Lent Offering	\$ 2,348.01	\$ 2,575.00	10%
Total Miscellaneous Income	\$ 841.82	\$ 51.50	-94%
Building Fund Income	\$ 2,826.11	\$ 2,060.00	-27%
Barnabas Project Income	\$ -	\$ 250.00	0%
Confirmation Outreach Income	\$ 113.29	\$ 118.45	5%
Matt Talbot Kitchen & Outreach Income	\$ 461.71	\$ 309.00	-33%
Kicks for Kids Income	\$ 12,079.00	\$ 9,500.00	-21%
Lutheran Disaster Relief Income	\$ 1,084.00	\$ 1,000.00	-8%
Good Samaritan Income	\$ 640.00	\$ 309.00	-52%
Thrivent Choice Income	\$ 831.00	\$ 824.00	-1%
Total Faith Formation Ministry Team Income	\$ 1,183.00	\$ 1,217.46	3%
Total Worship Income	\$ 927.00	\$ 837.39	-10%
<b><u>Total Income</u></b>	<b>\$ 218,878.62</b>	<b>\$ 218,733.98</b>	<b>0%</b>
<b><u>Expenses</u></b>			
Total Miscellaneous Expense	\$ 911.52	\$ 350.00	-62%
Building Fund Expense	\$ 2,395.49	\$ 500.00	-79%
ELCA NE Synod Mission Share	\$ 7,004.00	\$ 8,000.00	14%
Barnabas Project Expense	\$ 1.00	\$ 257.50	25650%
Lincoln Area Mission Cluster	\$ 405.00	\$ 500.00	23%
Confirmation Outreach Expense	\$ 113.29	\$ 118.45	5%
Matt Talbot Kitchen & Outreach	\$ 256.12	\$ 257.50	1%
Kicks for Kids Expense	\$ 7,525.95	\$ 9,500.00	26%
Lutheran Disaster Relief	\$ 1,059.00	\$ 1,000.00	-6%
Good Samaritan Fund Expense	\$ 408.29	\$ 500.00	22%
Total Property Expense	\$ 91,437.09	\$ 86,155.30	-6%
Youth Fund Expense	\$ 320.00	\$ 329.60	3%
Staff/Misc Expense	\$ 248.02	\$ 180.25	-27%
Total Compensation Expense	\$ 92,138.25	\$ 106,609.93	16%
Total Faith Formation Ministry Team Expense	\$ 3,160.84	\$ 2,554.50	-19%
Total Hospitality Expense	\$ 650.05	\$ 618.00	-5%
Total Worship Ministry Team Expense	\$ 4,272.04	\$ 3,570.00	-16%
Total Worship Music	\$ 648.19	\$ 726.15	12%
Total Worship Tech Systems	\$ 850.39	\$ 463.50	-45%
<b><u>Total Administrative Ministry Team Expense</u></b>	<b>\$ 8,830.11</b>	<b>\$ 11,182.35</b>	<b>27%</b>
<b>Total Expenses</b>	<b>\$ 222,634.64</b>	<b>\$ 233,373.03</b>	<b>5%</b>
Difference	\$ (3,756.02)	\$ (14,639.05)	290%

## Ministry Area

Spending Area	Outreach	Worship	Faith Formation	Admin	Total
Outreach	\$ 20,133.45	0%	0%	0%	100%
Building	\$ 86,655.30	40%	20%	25%	100%
Pastor	\$ 85,248.36	5%	35%	15%	100%
Admin	\$ 7,389.37	10%	15%	50%	100%
Worship	\$ 13,972.20	0%	10%	0%	100%
Faith Form	\$ 2,884.10	10%	85%	5%	100%
Hospitality	\$ 618.00	0%	0%	0%	100%
Worship	\$ 4,759.65	0%	0%	0%	100%
Admin	\$ 11,712.60	10%	15%	60%	100%
<b>Total</b>	<b>\$ 233,373.03</b>	<b>\$ 72,916.92</b>	<b>\$ 53,881.99</b>	<b>\$ 45,317.53</b>	<b>\$ 233,373.03</b>
	26%	31%	23%	19%	100%



**Spirit of Hope Lutheran Church  
Treasurer's Report as of December 2015**

**Wednesday, January 20, 2016**

Account Name	YTD Balance	Annual Budget YTD	Over/Under YTD
<b><i>Income</i></b>			
Total General Offering	\$194,094.18	\$207,500.00	\$(13,405.82)
Advent/Lent Offering	\$2,348.01	\$2,100.00	\$248.01
Total Miscellaneous Income	\$841.82	\$250.00	\$591.82
Building Fund Income	\$2,826.11	\$2,000.00	\$826.11
Mission/Outreach Income	\$500.00		
Confirmation Outreach Income	\$113.29	\$400.00	\$(286.71)
Matt Talbot Kitchen & Outreach Income	\$461.71		
Kicks for Kids Income	\$12,079.00	\$7,500.00	\$4,579.00
Lutheran Disaster Response Income	\$1,084.00	\$1,000.00	\$84.00
Good Samaritan Income	\$640.00	\$400.00	\$240.00
Total Property Income	\$609.50		
Thrivent Choice Income	\$831.00	\$425.00	\$406.00
Total Faith Formation Ministry Team	\$1,183.00	\$500.00	\$683.00
Worship Equipment Income	\$340.00		
Total Worship Income	\$927.00	\$1,125.00	\$(198.00)
Endowment Fund Income	\$100.00		
Memorial Gift Income	\$35.00		
<b>Total Income</b>	<b>\$219,013.62</b>	<b>\$223,200.00</b>	<b>(\$4,186.38)</b>
<b><i>Expenses</i></b>			
Total Miscellaneous Expense	\$911.52	\$100.00	(811.52)
Building Fund Expense	\$2,395.49		
ELCA NE Synod Mission Share	\$7,004.00	\$7,000.00	(4.00)
Lincoln Area Mission Cluster	\$405.00	\$500.00	95.00
Confirmation Outreach Expense	\$113.29	\$375.00	261.71
Matt Talbot Kitchen & Outreach Expense	\$256.12	\$175.00	(81.12)
Kicks for Kids Expense	\$7,525.95	\$7,500.00	(25.95)
Lutheran Disaster Response Expense	\$1,059.00	\$1,000.00	(59.00)
Good Samaritan Fund Expense	\$408.29	\$500.00	91.71
Total Property Expense	\$91,437.09	\$92,310.00	\$872.91
Youth Fund Expense	\$320.00	\$-	(320.00)
Staff/Misc Expense	\$248.02	\$100.00	(148.02)
Total Compensation Expense	\$92,135.25	\$105,145.00	\$ 13,009.75
Total Faith Formation Ministry Team Expense	\$3,160.84	\$3,150.00	(10.84)
Total Hospitality Expense	\$650.05	\$665.00	\$14.95
Total Worship Ministry Team Expense	\$4,272.04	\$5,225.00	\$952.96
Total Worship Music	\$648.19	\$470.00	(178.19)
Total Worship Tech Systems	\$850.39	\$425.00	(425.39)
Total Administrative Ministry Team Expense	\$8,886.26	\$8,225.00	(661.26)
<b>Total Expenses</b>	<b>\$222,686.79</b>	<b>\$232,865.00</b>	<b>\$10,178.21</b>
<b>Difference</b>	<b><u>(\$3,673.17)</u></b>	<b><u>(\$9,665.00)</u></b>	<b>\$5,991.83</b>

# SAMPLE BALLOTT

1. Ministry Spending Plan      0 Yes      0 No

2. Council Member

0 Emily Trotter  
0 \_\_\_\_\_

3. Audit

0 Jason Kipper  
0 \_\_\_\_\_

4. Synod Assembly Representative

0 Eric & Misti McInteer  
0 \_\_\_\_\_

**Year End Report**  
**New Members, Baptisms, Confirmation, Funerals and Transfer Out**  
**2015**

New Members: March 29, 2015: Michelle Benson & Mike Wright (Isabella),  
Traci Sisson (Corbin & Bristol), Al & Laurie Rouse,  
Matt & Emily Trotter (Breanna & Kayla), Brian & Amy Naber (Jayma).  
October 25, 2015; Skyler Koch; Josh, Austin & Jaelyn Baldwin

Baptisms: March 8 - Kayla Marie Trotter and Breanna Christine Trotter  
April 12, 2015 Ande Avery Ann Zugmier  
May 3, 2015 Isabella Ilene Wright  
May 24, 2015 Gracie Ann Garton

First Communion: April 2, 2015: Addyson Hanson & Kiana Dostal

Confirmation: 10-18-2015; Adriane Calafiore

Funerals:

Transfers: 10-27-2015; Grant, Brandi, Kolten, Taelynn & Ryker Settje  
to Concordia Lutheran Church

Respectfully submitted,

Laurie Rouse  
Administrative Assistant