**ADVENT LUTHERAN CHURCH**

**FY24 PROPOSED OPERATING BUDGET HIGHLIGHTS**

**For Congregation & Church Council**

**In Summary**

The proposed budget of $ 353,800 is $ 2,200 lower than last year’s budget of $ 356,000 but well above our FY 23 Contingency Plan of $ 308,000.

Projected Offering/Revenue for the Current Year is $ 346,000. The proposed budget of $353,800 necessitates an increase in Offering Revenue of 2.3% or $ 7,800.

**HIGHLIGHTS BY CATEGORY**

 **Worship & Witness** – Budget reduced from $ 41,500 to $ 34,300 primarily due to a reduction in planned Synod Benevolence from $ 24,000 to $ 20,000; reduced Altar & Communion costs (Communion “Kit” expenses), and the elimination of the Re-Opening Event line item.

 **Parish Life** – Budget reduced from $ 8,500 to $ 5,800 primarily due to eliminating the ‘extra’ funding of Youth Ministry of $ 1,000 (designated funds are available) and the Member Seminarian Scholarship line of $ 1,000 (designated funds are available).

 **Administration** – Budget Increased from $ 89,000 to $ 90,700 and includes a Capital Improvement set aside of $ 15,000 which can be a “safety valve” if Offering/Revenue does not meet budget. Significant increases to Utilities of $ 4000, Stewardship Program Costs of $ 2,500 and Paper Products of $ 500 are offset by decreases to Maintenance & Repairs of $ 3,000, Office Technology /Software of $ 1,400 and assorted other reductions of less than $ 1000 each to Council Discretionary, Pastor Professional Expense, Stationary & Office Supplies & Synod Delegates.

 **Payroll** **– Pastor** -Features restoration of $ 5,370 of Pastor’s Health Care Offset component of his salary & benefits which had been eliminated in FY 23 when Pastor joined the ELCA Health Care plan (with benefits this represents an approximate seven percent increase in his overall compensation). Note Retirement benefits were held steady at FY 22 levels and will continue at that level under the FY 24 budget. Vision coverage added to the health benefits provided.

 **Payroll – Lay Staff** – Features an overall six percent increase in salaries. Adjustments range from three to seven- and one-half percent – based upon market conditions and merit. Last adjustments to base salaries were in 2019 (one percent). In 2020 a two percent across the board bonus was paid and in 2021 and 2022 select bonuses of approximately two to two and one-half percent were paid.

 **Payroll – Overall** – Budget increased from $ 210,200 to $ 222,500 as a result of salary & benefit increases. Payroll represents approximately 63 percent of our Operating Budget.