

St. John's Three Year Goals (Jan 2022 – Dec 2024)

By December 2024, St. John's will have...

WORSHIP



- expanded our Sunday morning worship pattern to include three services with distinct formats and music to support an increasingly diverse parish
- begun offering Sunday evening PRAYground service (worship for all ages, outdoors when possible) at least 2x per month
- begun offering anointing and prayers for healing at each of our weekly Sunday morning services
- established a monthly contemplative worship service (or other worship style distinct from Sunday morning)

MUSIC



- created **musical ensemble(s)** to support all of the services above, including:
 - A. **re-establishing a handbell choir**
 - B. re-establishing a program with children and/or families such as a Children's Choir and/or a **Ukulele Program**
- completed planning for (if not also begun to operate) a youth music school to serve a diverse community in northern Wake County, including students who may not otherwise have access to regular musical training and experience

CHILDREN & FAMILY MINISTRIES (families with school-aged children)



- **established monthly gatherings for families with children to foster faith development and spiritual community**
- created regular practice of providing resources to families and supporting "faith at home" development
- **fostered regular group outreach/service activities**
- created several new family-based small groups
- cultivated practices that build intergenerational relationships between young people and elder members

SMALL GROUP MINISTRY

- cultivated multiple **new small groups for fellowship, service,** and/or spiritual growth to help new parishioners build relationships, create communities of belonging within a larger parish, and foster spiritual growth and connection
- included relationship-building practices within our more "administrative" teams and serving ministries so they may become small communities in which we are known and loved, and not only valued for "getting things done" for God and the church

EMPOWERING & EQUIPPING CHURCH MEMBERS FOR MINISTRY

- developed and fully implemented a **process for inviting, empowering, and supporting volunteer lay ministers in their service**, including the **regular rotation of most volunteer leadership roles**
- established an **annual, public celebration of each ministry at St. John's** that includes celebrating the impact of the ministry, blessing their labors, and inviting others to join them in service (Spotlight on Ministry)

COMMUNITY OUTREACH & CARE OF GOD'S CREATION

- established a regular practice of **8-12 organized efforts at improving food security and expanding/preserving affordable housing** in Wake Forest and adjacent communities
- prioritized activities which:
 - A. **grow our awareness of systems** that perpetuate social injustice and the degradation of God's Creation;
 - B. **engage us in concrete actions** both within our parish life and in the wider community that improve the physical, mental, and spiritual well-being of vulnerable neighbors and the well-being of Earth's creatures and ecosystems;
 - ★ C. evaluate the environmental impact of our activities as a parish and our use of parish resources (buildings, grounds, technology, etc.), with the goal of reducing negative impacts and increasing positive impacts;
 - D. **build enduring relationships with diverse neighbors**, and;
 - E. enable us to join forces with neighbors and other community organizations to **advocate for social justice and the health of the environment/climate**

PARISH CARE (Caring for One Another)

- **created 10-12 distinct, coordinated ministries of parish care** such as home visitation, help with errands or transportation, and helping seniors or disabled parishioners with household tasks like changing light bulbs or raking leaves
- established a practice of **offering**
 - A. **at least two half-day mini-retreats each year** to equip parishioners in sharing God's healing love with one another through topics such as "Praying with Others In Crisis"
 - B. **at least two events/workshops each year** to equip parishioners in responding to challenging life circumstances through topics such as "Downsizing, Opting for Assisted Living, or Aging Place?"

BUILDINGS & FACILITIES

- **paid off its existing mortgage debt for the Education Building**
- ★ • begun (if not completed) a renovation and/or expansion of church buildings to better serve the fellowship, meeting, office, and storage needs of the parish
- ★ • considered the feasibility of converting St. John's Preschool to a state-licensed facility offering full-time preschool and daycare

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INCOME

	Period Activity	YTD 2022 Actual	2022 Annual Budget
Loose Plate Offering	\$8,869	\$67,390	\$59,000
Current EOG's	\$30,936	\$355,446	\$363,895
Special Gifts	\$10,144	\$11,672	\$10,000
Contributions Sub-Total	\$49,949	\$434,508	\$432,895
Preschool Usage Income	\$725	\$6,888	\$6,700
Investment Income	\$10	\$46	\$100
Contingency Fund Donations	\$2,145	\$5,565	\$0
Columbarium Purchase Revenue	\$0	\$15,410	\$0
Total Income	\$52,829	\$462,416	\$439,695

- Loose plate Offering was really good. We are at 114% of the annual budget.
- EOG contributions was also good this month. We finished the year at 98% of the annual budget.
- We received \$46,530 in 2023 pledges paid already that aren't reflected above.
- At the end of this month, overall expenses have exceeded income by \$13,509, which is outstanding compared to the budget.

EXPENSES

	Period Activity	YTD 2022 Actual	2022 Annual Budget
Personnel	\$27,451	\$295,300	\$318,684
Maintenance	\$651	\$23,173	\$21,750
Office Services	\$3,536	\$25,627	\$28,850
Diocesan	\$3,367	\$40,402	\$41,340
Insurance	(\$93)	\$7,360	\$9,500
Utilities	\$1,136	\$15,817	\$15,100
Outreach Programs	\$5,004	\$10,500	\$11,250
Non-Outreach Programs	\$1,805	\$14,372	\$15,900
Loan Services	\$0	\$43,449	\$28,039
Total Expenses	\$42,857	\$476,000	\$490,413

- 5033 Contract Services has exceeded the annual budget of \$5000 by \$900 due to GFL price increases and increases for annual HVAC maintenance.
- 5034 Maintenance has gone over budget of \$4500 by \$679. \$2119 was for HVAC work.
- 5046 Communications & Web Technologies exceeded the annual budget of \$6000 by \$1731. Zoom, Realm, Google, Norton, Kaspersky, McAfee, Microsoft, Web domain, Canva, One Source
- 5069 Columbarium Expenses has exceeded the budget by \$1554 due to the purchase of 10 urns.
- 5056 Vestry Expenses has exceeded the annual budget by \$936. Included Diocesan Convention.
- 5039 Electricity has exceeded the \$8000 budget by \$754.
- 5040 Phone & Internet has exceed the annual budget of \$4900 by \$455.
- All other expense lines were along expected amounts.

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	<u>Change</u>	<u>Amount</u>
Note Payable- First Citizens	\$0.00	\$0.00

	<u>Change</u>	<u>Amount</u>
Church Operating Fund Balance	\$1,515.23	\$131,183.75
Contingency Fund Balance	\$407.44	\$33,364.44
Preschool Tuition Assistance fund	(\$145.00)	\$2,536.50
Preschool Operating Fund Balance	\$4,152.93	\$66,233.36
Preschool Donation Fund Raising Balance	\$194.37	\$2,765.56
Deferred (prepaid) EOG Contributions	\$27,030.36	\$46,530.36
Creation Care Fund Balance	\$0.00	\$2,415.32
Clergy Sabbatical Fund Balance	\$0.00	\$5,000.00
Youth Ministries Fund Balance	\$0.00	\$1,921.73
WF Community Table	\$649.26	\$22,403.73
Others Funds	(\$544.00)	\$10,490.08
Ministry Architects Fund Balance	\$3,731.00	\$0.00
Pass Thru Gifts to Send to Others	\$0.00	\$330.00
Memorial Fund Balance	\$5,300.00	\$5,300.00
Music Fund Balance	\$1,795.59	\$1,795.59
Total Current Funds	\$44,087.18	\$332,270.42

- The Church finished the year in excellent financial position.
- The Unit 3 HVAC is intermittent. It was previously approved to have \$1,700 in service performed. It has since been limping along (without the service). At this point, the AC is not needed much and the heat is provided by gas, so it was decided to NOT service the system, but plan on replacing it in the spring. It is 20+ years old.
- The Contingency Fund expenditure YTD is \$11,967. The expenses applied against the Contingency Fund are offset by Columbarium purchases and donations.
- WFCT will take the rest of their food money out of the church account early in 2023. The church will still retain the grant money and use it to continue the salary for Joy until it is exhausted in September.
- Separate funds were set up for Music and

Upcoming Expenses

- The Unit 3 AC is intermittent. It was previously approved to have \$1,700 in service performed. At this point, the AC is not needed much and the heat is provided by gas, so it was decided to NOT service the system, but plan on replacing it in the spring. The cost will be between \$7K and \$9K.
- We are adding 2 backflow preventers to the incoming water lines as required. The cost is \$7K.
- We replaced 1 of 4 duct sensors in the Ed Building that are part of the alarm system. The life of a duct sensor is only 10 years and the other 3 were installed when the Preschool started. Cost \$3K
- Sarah's sabbatical is due in 2024 and will need additional funding.

2023 Stewardship Summary

134 Pledges received for **\$417,175**.

53 families increased their pledges by **\$36,399**.

16 families decreased their pledges by **\$25,434**.

37 new pledges for **\$76,100**

23 families with the same pledge as 2022

Comparing to 2022:

9 families have moved or no longer pledging for **\$9,040**

23 families that previously pledged that have not yet responded for **\$27,095**

**St John's Episcopal Church
2023 Budget**

1/21/2023

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Acct #	2022 Actual	2022 Budget	2023 Base Budget	Comments
INCOME				
4000 Loose Plate Offerings	67,390	59,000	62,000	
4001 Current Estimates of Giving	355,446	363,895	417,175	
4003 Operating Donations (Special Gifts)	11,672	10,000	10,000	
4005 Investment Income	46	100	100	
4010 Preschool Usage Income	6,888	6,700	0	
TOTAL OPERATING INCOME	441,441	439,695	489,275	

EXPENDITURE				
5000 Rector's Salary	73,869	73,869	81,256	10% salary increase
5001 Supply Clergy Honorarium	702	1,000	1,500	will need less with curate/Sr. Assoc.
5002 Clergy Pension Premiums	12,781	13,296	14,626	18% of salary
5003 Group Medical	30,485	29,572	30,880	Anthem BCBS High Deductible 20/HSA
5004 Group Life Insurance Premiums	517	336	550	
5005 Continuing Education	527	2,650	2,000	Sarah only
5006 Clergy Sabbatical Transfer	1,000	1,000	2,000	
5007 Rector Business Expense	542	750	750	
5008 Curate Discretionary Fund	0	500	0	half year only
5009 Part Time Sr. Assoc. Salary	34,000	34,000	17,182	half year only
5010 Part Time Sr. Assoc. Pension	6,120	6,120	3,093	half year only
5011 Part Time Sr. Assoc. Bus. Exp.	0	250	125	half year only
5012 Rector Discretionary Fund	500	500	500	
5013 Part Time Sr. Assoc. Disc. Fund	500	500	250	half year only
TOTAL CLERGY COSTS	161,543	164,343	154,712	

5020 Music Director's Salary	40,000	40,000	42,000	5% salary increase (stretch 3 = full time half year)
5021 Office Administrator's Salary	43,991	43,991	46,191	5% salary increase
5022 Nursery Attendant's Wages	1,590	1,700	3,120	\$15/hour at 4 hours per week (2 staff, 2 h5s/wk)
5024 Dir. of Outreach Salary	11,900	11,900	12,495	5% salary increase 1/4 time
5025 Supply Organist Honoraria	750	1,200	1,200	
5026 Social Security - Medicare Taxes	8,665	8,953	9,749	
5027 Office Book Keeper	8,710	8,710	9,282	12 hrs/wk @ \$17/hr (\$884/mo salary) Includes 12.5% preschool proposed expense sharing
5028 EYC Leader	6,167	11,900	11,900	
5029 Lay Employee Continuing Education	85	500	750	
5930 Lay Employee Pension Premiums	8,596	9,701	9,062	
5031 Lay Employee Medical Insurance	3,158	14,786	30,880	
5032 Travel Expenses	145	1,000	500	
TOTAL OTHER PERSONNEL COSTS	142,353	154,341	177,128	

TOTAL PERSONNEL COSTS	303,896	318,684	331,839	
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5033 Contract Services	5,900	5,000	6,000	
5034 Maintenance	5,180	4,500	5,500	
5035 Janitorial Services & Supplies	6,724	6,500	7,000	
5036 Landscaping	3,565	5,500	5,500	
5069 Columbarium Expense	1,804	250	250	
TOTAL MAINTENANCE EXPENSES	23,173	21,750	24,250	

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Acct #	2022 Actual	2022 Budget	2023 Base Budget	Comments
5041	4,089	5,000	5,000	
5042	2,720	2,900	1,500	
5043	6,552	7,500	8,500	includes \$1K for computer upgrade
5044	1,316	3,500	2,200	
5045	1,384	1,750	1,750	
5046	7,731	6,000	8,000	
5047	1,835	2,520	2,520	Includes preschool 2 computers @\$30 ea/mo.
TOTAL OFFICE SERVICES	25,627	29,170	29,470	
5066	40,402	41,340	44,286	10.5% of income amount in 2022
TOTAL DIOCESAN EXPENSES	40,402	41,340	44,286	
5068	7,360	9,500	7,816	Includes preschool \$660/yr. Will change in July
TOTAL INSURANCE	7,360	9,500	7,816	
5037	1,020	1,400	1,200	Includes preschool expense sharing
5038	688	800	800	
5039	8,754	8,000	9,000	Includes preschool expense sharing
5040	5,355	4,900	3,096	Includes preschool expense sharing
TOTAL UTILITIES	15,817	15,100	14,096	
5067	8,000	8,000	6,000	
5049	1,169	1,250	2,000	Fr. Stephen request
5050	1,154	1,500	1,650	
5051	4,826	4,150	4,471	
5052	793	900	1,580	
5053	1,036	1,500	350	
5072	1,111	1,200	1,200	
5071	907	900	1,000	
5054	549	250	440	
5055	300	2,000	2,150	Mike Phelps request
5056	1,435	500	2,000	
5058	414	500	1,000	Fr. Stephen request
5061	173	250	250	
5062	0	750	200	Joy request
5063	500	500	600	
5064	507	1,000	1,100	
Discretionary Expenses	0	0	0	
5065	2,000	2,000	0	dropping support for ONE Wake
TOTAL PROGRAM EXPENSES	24,872	27,150	25,991	
TOTAL OPERATING COSTS	441,147	462,694	477,748	

CASH SURPLUS /SHORTFALL

11,527

2.4% Percentage of Income