



Trinity Lutheran Church

2025 Proposed Ministry Funds Plan

Prepared by:

Trinity Lutheran Church Finance Ministry

Congregational Meeting November 17, 2024

Trinity Lutheran Church Fort Collins
Ministry Funds Plan (MFP) 2025 Overview

	2023 Actual	2024 MFP	Actual 9/30/2024	2025 MFP with 2 FT Clergy
Ministry Receipts:				
Ministry Offering	\$ 404,503	\$ 380,000	\$ 268,952	\$ 439,400
St. Paul's & Mary Magdala	49,111	49,000	41,822	\$ 55,000
Building Use Receipts	14,161	12,000	8,690	\$ 12,000
1) Benevity Funds	16,875	17,000	13,004	\$ 17,000
Total Ministry Receipts	\$ 484,650	\$ 458,000	\$ 332,468	\$ 523,400
Ministry Expenditures:				
Congregational Support	\$ 325,616	\$ 294,800	\$ 212,165	\$ 353,000
Administration	15,006	15,600	9,697	19,200
2) Congregational Benevolence	7,583	28,500	11,243	30,800
Faith Formation	4,595	5,300	2,685	5,400
Hospitality and Evangelism	2,173	3,400	1,266	3,000
Property	98,323	100,600	70,395	99,200
Social and Eco Justice	983	2,600	1,777	2,900
Stewardship	2,500	2,000	1,435	2,100
Worship and Music	6,280	6,600	4,325	7,600
Total Ministry Expenditures	\$ 463,059	\$ 459,400	\$ 314,988	\$ 523,200
Over/(Short)	\$ 21,591	\$ (1,400)	\$ 17,480	\$ 200

Notes for 2025:

- 1) These are employee/employer matching funds that are managed by a company called Benevity. Trinity certifies annually that we are using these funds to benefit the community according to Benevity's requirements. Our facility and grounds are an important outreach to our community and therefore the funds are released for property budgeted expenses. The Benevity funds are overseen by our Finance Ministry.
- 2) This amount is based on 7% of projected Ministry Offerings. Benevolence is paid quarterly. If we are unable to pay 7%, the percentage will be adjusted to the Ministry Funds available."

Congregational Support
2025 Ministry Funds Plan (MFP)
Includes all staff salaries and benefits

	<u>2023 Actual</u>	<u>2024 MFP</u>	<u>Actual 9/30/2024</u>	<u>2025 MFP with 2 FT Clergy</u>
Salaries:				
Salaries	\$ 254,296	\$ 228,600	\$ 169,780	\$ 275,200
Benefits (Pension/Health):				
Clergy	53,310	45,200	28,801	55,700
Taxes/Insurance:				
Payroll Taxes	9,921	10,200	7,526	11,000
Worker's Compensation	1,205	1,300	998	1,300
1) Payroll Processing Fee	1,325	1,300	1,159	1,600
Staff Expenditures:				
Administrator Expenditures	-	200		200
Clergy				-
Car Allowance	4,000	4,000	3,000	4,000
Continuing Education	456	2,000	375	2,000
Professional Expenditures	359	1,000	326	1,000
Pastor's Discretionary Fund	394	400	200	400
Pastor's Sabbatical accrual				-
Pulpit Supply	350	600	-	600
Total	\$ 325,616	\$ 294,800	\$ 212,165	\$ 353,000

Contact: Executive Council (Personnel)

2025 Notes:

- 1) Includes W-2s for 15 people = \$150, 941's = \$150. and processing fee \$52.73*24 payrolls=\$1265, Total \$1565

Administration
2025 Ministry Funds Plan (MFP)

		2023 Actual	2024 MFP	Actual 9/30/2024	2025 MFP
Office Support:					
1)	Advertising	\$ -	\$ 100	\$ -	\$ 300
2)	Fees/Dues/Subscriptions/ Background checks	3,758	3,700	3,499	4,800
	Information Technology (I.T.)	45	200	39	200
	Copier Lease	5,392	4,700	3,466	4,900
	New Member's Class	143	200	-	200
	Office Equipment	61	200	-	200
	Office Supplies	732	1,200	615	1,000
	Paper Supplies	248	600	161	400
3)	Postage	1,188	1,500	949	1,500
	Volunteer Appreciation	-	100	-	300
	RMS N. Colorado Conference Dues	100	100	100	100
4)	Council/Staff Development	75	500	200	400
5)	Synod Assembly	3,264	2,500	668	3,400
6)	Theological Conference			\$ -	\$ 1,500
Total		\$ 15,006	\$ 15,600	\$ 9,697	\$ 19,200

Contact: Deana Andrist

2025 Notes:

- 1) Online advertising for Christmas Eve, Easter, church events (Easter Egg Hunt, Young Adults, Pumpkin Fest, etc.). Increased for ads on activities.
- 2) Includes online subscriptions for Zoom, Realm (our database), Microsoft, etc.
- 3) Mailing the Tidings and Giving Statements is first class now
- 4) Includes \$440 for Excellence in Leadership training.
- 5) We received a scholarship this year for Synod Assembly. Synod Assembly next year will be in Albuquerque, NM . Cost is for two lay people and two rostered (\$3,400).
- 6) The Theological Conference will probably be local. (\$1500), In 2024 Deacon Katie attended for \$0 (Synod paid) but normally it would have been \$600 for one person to attend.

Congregational Benevolence 2025 Ministry Funds Plan (MFP)

	2023 Actual	2024 MFP	Actual 9/30/2024	**2025 MFP
<u>Rocky Mountain Synod Benevolence 45%</u>	\$ 3,413	\$ 12,825	5058	\$ 13,860
Neighbor to Neighbor 16%	225	846	334	2710
Larimer County Food Bank 14%	450	2,257	891	2372
ELCA World Hunger/Good Gifts 13%	342	1,285	507	2202
Trees Water People 8%	171	643	253	1355
Campus Ministry LUMIN - Fort Collins 7%	296	1,113	439	1186
Sky Ranch 7%	296	1,113	439	1186
Global Refugee formerly Lutheran Immigration refugee Services (LIRS) 7%	142	-	0	1186
Lutheran Episcopal Campus Min. -Greeley 6%				1016
ISAAC of Northern Colorado (Interfaith Sanctuary and Accompaniment Coalition) 6%	142	1,066	421	1016
Outreach Fort Collins 6%				1016
Teaching Tree 5%	209	784	310	847
Lutheran Family Services 5%	171	643	253	847
Homeward Alliance 0%	225	846	334	0
Habitat for Humanity 0%	225	846	334	0
McBackpack 0%	150	-	0	0
Wildlands Restoration Volunteer 0%	-			
Lutherans Restoring Creation 0%	171	643	253	0
Black, Indigenous, and People of Color (BIPOC) 0%	267	1,003	396	0
Saints Senior Alternative In Transportation 0%	125	-	0	0
Meals on Wheels 0%	125	941	371	0
Summitstone 0%	229	862	340	0
ELCA Good Gifts Water0%	209	784	310	0
Total	\$ 7,583	\$ 28,500	\$ 11,243	\$ 30,800

**The total Congregational Benevolence is 7% of the Ministry Offerings of \$439,400 (with some rounding) equaling \$30,800. Rocky Mountain Synod Benevolence is 45% of the total Congregational Benevolence of \$30,800. The remainder after taking out Rocky Mountain Synod was divided amongst the remaining charities.

We eliminated some past recipients so that the remaining agencies can receive a larger benevolence donation Percentage for these areas was then readjusted. This will be reevaluated again in 2026. Priorities in identifying benevolence recipients are Lutheran agencies, action services, and education advocacy. This amount is based on 7% of projected Ministry Offerings. Benevolence is paid quarterly. If we are unable to pay 7%, the percentage will be adjusted to the Ministry funds available."

Faith Formation Ministry 2025 Ministry Funds Plan (MFP)

		2023 Actual	2024 MFP	Actual 9/30/2024	2025 MFP
Faith Formation Ministry					
1)	St. Paul's Sunday School (with Trinity)	\$ 2,520	\$ 2,600	\$ 1,965	\$ 2,800
	Adult	765	1,100	362	1,000
2)	Living Lutheran Subscription	118	-	-	
	Intergenerational Growth & Activities	73	300	45	300
3)	College Ministry-Campus Ministry Ambassador	300	300	-	300
	Middle School and High School	423	500	226	500
	Nursery-Elementary Programming	361	300	31	300
	Vacation Bible School	35	200	56	200
Total		\$ 4,595	\$ 5,300	\$ 2,685	\$ 5,400

2024 Ministry Chair: Shelley Aust

2025 Notes:

- 1) We have a shared staff member between St Paul's and Trinity for Sunday School. St. Paul's pays the salary and Trinity's portion is \$2,600.
- 2) Living Lutheran is no longer offering a print subscription
- 3) This money includes supporting a college student through LuMin to be our Lumin Congregational Ambassador (1 semester for \$1,500). Anticipate other churches helping offset cost.

Hospitality and Evangelism Ministry
2025 Ministry Funds Plan (MFP)

	2023 Actual	2024 MFP	Actual 9/30/2024	2025 MFP
Hospitality Subgroup:				
1) Sunday Fellowship Food & Drink	696	\$ 1,300	\$ (134)	\$ 1,400
2) Coffee, miscellaneous beverages	574	500	207	600
3) Equipment	550	600	700	100
Saturday Fellowship	164	500	219	400
4) Miscellaneous Food	189	100	26	100
Evangelism Subgroup:				
5) Evangelism Signage and Supplies	-	400	248	400
6) Grace Tables study supplies (was Special Events)	-	-	-	
Total	\$ 2,173	\$ 3,400	\$ 1,266	\$ 3,000

2024 Ministry Chair: Cheryl Smith

2025 Notes:

- 1) Supplies include: plates, cups, foil, napkins, creamer, paper towels, dish soap and donuts
The small amount spent on Sunday Fellowship for 2024 is due to the Smiths, Backsens and Linda Cavazos purchasing treats for Sunday Fellowship but not asking for reimbursement.
- 2) Since moving TLC fellowship to after service, SPE pays us \$40/mo for coffee for their fellowship.
- 3) We have been paying Jackie's Java \$50/mo for rental of the coffee machine. Jackie's Java has gone out of business and we have purchase the machine for \$400
- 4) Miscellaneous food includes graduation cake, annual meeting food
- 5) TLC's portion of Faith partnership for directional signage in Narthex is reflected by the \$265 expense.
For 2025, committee would like to replace the red felt welcome banner in Narthex with something more cohesive with SPE and MoM and purchase a new stand.
- 6) Grace Tables will be reusing DV's and material from 6 years ago

**Property Ministry
2025 Ministry Funds Plan (MFP)**

	2023 Actual	2024 MFP	Actual 9/30/2024	2025 MFP
Property:				
1) Building Repair & Maintenance	\$ 2,716	\$ 2,000	\$ 4,101	\$ 4,000
1) Carpet Cleaning	693	1,000	325	-
1) Window Cleaning	265	600	-	-
Custodial Contract	14,580	13,000	9,345	12,700
1) Custodial Supplies	1,545	1,500	1,535	2,500
1) Grounds Maintenance	1,570	2,000	694	2,000
HVAC Maintenance	3,757	2,500	1,300	2,500
3) Liability and Property Insurance	25,631	30,600	24,612	37,300
3) Snow Removal	5,987	5,000	3,572	5,000
1) Sound System Maintenance	-	300	20	-
Building Account Accrual		-		2,000
Trash Removal	4,137	3,900	3,398	3,500
Utilities:				
Electricity	13,862	11,000	7,074	4,600
3) Gas-Excel Energy	8,666	12,000	4,557	8,800
2) Telephone/Internet	5,164	5,400	3,148	4,300
Water/Sewer	9,750	9,800	6,714	10,000
Total	\$ 98,323	\$ 100,600	\$ 70,395	\$ 99,200

2024 Ministry Chair: Steve Dugger

2025 Notes:

- 1) These expenses are not contractual, so can vary.
- 2) Contract with Comcast is about \$445 per month.
- 3) Major Increase in Insurance cost - Also in Snow Removal and Natural Gas

Social and Eco Justice Ministry 2025 Ministry Funds Plan (MFP)

	2023 Actual	2024 MFP	Actual 9/30/2024	2025 MFP
Social and Eco Justice Ministry:				
1) Bike to work or Wherever Day (1 x per year)	375	400	332	400
2) Community Education & Outreach (e.g. guest speakers)	-	300		300
3) Faith Family Hospitality	216	300	159	-
4) Interfaith Council	75	100	75	100
5) LuMinStudents Housing Initiative	-	1,000	1,000	1,600
6) Social & Eco Justice Ministry Support	(83)	100	(39)	100
RMS Assembly Charities Offering	\$ 300	\$ 300	\$ 150	\$ 300
7) RIC Donation	100	100	100	100
Total	\$ 983	\$ 2,600	\$ 1,777	\$ 2,900

2024 Ministry Chair: Cheryl Backsen

2025 Notes:

- 1) Outreach and hospitality 301 FP SEJ ministry will perhaps have financial support again from SPE and MOM
- 2) Help sponsor guest speakers for special SEJ events
- 3) To buy food for meals. Mennonite Church Friends Church co-sponsor may help cost again as done in 2023
- 4) Interfaith Council dues, plan to pay \$75 again
- 5) LuMin student housing initiative rent- 1 student is \$1600.
- 6) Funds available to support missions as needs arrive such as our selling Fair Trade Equal Exchange products
- 7) Reconciled in Christ donation

*Also will consider possibility of Thrivent grants for areas that were decreased

Stewardship Ministry
2025 Ministry Funds Plan (MFP)

	2023 Actual	2024 MFP	Actual 9/30/2024	2025 MFP
Stewardship:				
1) Electronic donations expense	\$ 1,812	\$ 1,500	\$ 1,049	\$ 1,600
2) Offering Envelopes	575	400	386	400
Stewardship drive and supplies	113	100	-	100
Total	\$ 2,500	\$ 2,000	\$ 1,435	\$ 2,100

2024 Ministry Chair: Renee Mize

2025 Notes:

- 1) Cost of Simply Giving program (deduction from a checking or savings account) and online credit card donations.
- 2) Envelopes will be ordered Quarterly rather than bi-monthly

Worship & Music Ministry
2025 Ministry Funds Plan (MFP)

	2023 Actual	2024 MFP	Actual 9/30/2024	2025 MFP
Worship & Music:				
Altar Guild	\$ 676	\$ 500	\$ 590	\$ 700
Audio/Visual supplies	82	500	200	300
Music:				
Choir Music	335	-	-	400
Handbell Music	-	-	-	400
Saturday Night Praise Sheet Music	-	-	-	-
1) Copyrights	878	1,000	906	1,000
Organ Servicing/Tuning	1,333	1,500	1,220	1,500
Piano Tuning	1,520	1,200	735	1,200
Handbell Maintenance Accrual	-	-	-	-
Organ Maintenance Accrual	-	-	-	-
Staff Development:				
Choirs Director	300	300	-	300
Organist/Pianist	90	300	159	300
Membership Subscriptions	99	200	90	100
Substitute:				
2) Choir Director	-	300	75	-
2) Organist/Pianist	-	300	-	-
Vocal & Instrumental Soloists and Ensembles	675	500	350	1,000
Worship & Music Supplies	293	-	-	400
Total	\$ 6,280	\$ 6,600	\$ 4,325	\$ 7,600

2024 Ministry Chair: Kathy Gauger

2025 Notes:

- 1) Copyrights/Licensing fees are increasing.
- 2) Substitutes have been moved to Salary Expense

Schedule for Outside Giving with Benevolence 2025 Ministry Funds Plan (MFP)

	2023 Actual	2024 MFP	Actual 9/30/2024	2025 MFP
From Admin				
RMS N. Colorado Conference Dues	\$ 100	\$ 100	\$ 100	\$ 100
From Faith Formation				
College Ministry-Campus Ministry Ambassador	300	300	-	300
From Social & Eco Justice				
Bike to work or Wherever Day (1 x per year)	375	400	332	400
Faith Family Hospitality	216	300	159	-
Interfaith Council	75	100	75	100
LuMinStudents Housing Initiative	-	1,000	1,000	1,600
RMS Assembly Charities Offering	300	300	150	300
RIC Donation	100	100	100	100
Benevolence	7,583	28,500	11,243	30,800
Total Outside Giving with Benevolence	\$ 9,049	\$ 31,100	\$ 13,159	\$ 33,700

Percentage to Offerings	2.2%	8.2%	4.9%	7.7%
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Giving, Time, and Talent

Volunteering at Irish Elementary School
 Bike to work or Wherever Day
 Habitat for Humanity
 Lutheran Campus Ministry Suppers
 Turkey Round UP
 Shared Pantry
 Alternative Gift Fair
 Quilters