

CONNECTION

WINTER NEWSLETTER 2023

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I Can See The Promise, I Can See The Future

Dear Hawley Lutheran Family,

We're heading into the season of winter. You know what that means, right? I mean, other than snow, cold, Alberta clippers and brrrrr? The season of winter brings icy roads. We all know that feeling when the wheels just spin, spin, spin... and then finally! The treads catch, you hit the gas, and the vehicle lurches forward and moves into motion.

This is how I feel right here, right now. After a few years of our leadership, staff and ministry teams spinning our wheels, we have lunched forward and are in motion. Kids Ministry is thriving. Teen Ministry is moving intentionally in mission, discipleship and service. Outreach is guiding us to look beyond our walls. Worship services are filled with excellent music and ministry. People are volunteering, visiting and discovering God on the move. Our Capital Team is reminding us Now Is The Time and our Call Team is prayerfully waiting for God to lead an Associate Pastor to our team. After a season of spinning, I believe our season has come.

As I reflect, I'm thankful. I look back and see that God didn't waste a moment of the season of spin. He is the God of seasons, after all. But I also look back and see that **we** didn't waste a moment of that season either. It is so evident that all of those days were spent trusting in the promise and future of what was to come, trusting and believing that God had a future planned for us that was better than we could plan, design, organize or imagine. We were buried to grow. And good God Almighty, it is something else to see how we're blooming.

So why has God set us in motion, right here, right now? Simply this: to invite people in every season of life, to come, see and discover the promise and future found in Jesus Christ. That's our why, family: **welcoming all people to lifelong faith in Jesus Christ.**

This Advent and Christmas season, we have many opportunities for you to rediscover the God of every season, through serving, giving, worship, and events to help you know, grow and go. But more than that, these pages are filled with opportunities for us to invite and welcome all people to come and hear about Jesus. May this season be filled with a new, renewed passion to welcome all people to experience the promise and future found in Christ alone.

P.S. Check out the song Seasons, by Hillsong. It's one of my favorite Christmas songs!



Celebrating Pastor Darwin Stahl!

Sunday, December 17 | 10:30 a.m.

For the past 18 months, Pastor Darwin has served as Interim Care Pastor, working with our leadership to create a long term plan for Care Ministry. We are blessed by his wisdom, discernment and guidance. Join us for a cake and coffee reception as we thank him for all the ways he cares for us!

WORSHIP & SERVE



5 REASONS TO SERVE

1 Serving the church is discipleship in action.

2 Using our gifts and talents to serve one another is part of our identity as Christ followers!

3 Serving one another teaches us to love as Christ loved us.

4 Serving refines us. Transformation happens when we're in the thick of it, being challenged in and out of our comfort zones.

5 We're a family in Christ. Families serve each other.

Serving Opportunities

As we seek to live out our mission to **welcome all people to lifelong faith in Jesus Christ**, we need every member of the family to help out! The service opportunities below are great options for families to serve together, for teens to get school service hour credit, or individuals of any ages. Most opportunities are a commitment of 1 hour/month. Please check out the opportunities to serve below:

- ***Ushers***
 - Welcome people to worship
 - Hand out bulletins
 - Light candles, pass offering plates
- ***Greeters/Doorholders***
 - Stand at doors to welcome people to HLC
 - Assist families with young children, seniors or others needing assistance
 - Provide directions to visitors
- ***Worship Assistant***
 - Read scripture and prayers in worship
- ***Communion Servers***
 - Serve communion during worship
- ***Coffee Fellowship***
 - Prepare coffee for fellowship after worship
 - Set out prepared goodies for after worship (make yourself or use pre-made)
- ***Service Group***
 - Organize volunteers to serve in the kitchen for funerals or other events
 - Help with Wednesday suppers

If you have any questions about these roles or to sign up, contact the Church Office.

ADVENT & CHRISTMAS



Christmas Eve Worship

Sunday, December 24

4:00 p.m. and 5:30 p.m.

Communion and Candlelight

**no 9:30 a.m. service on December 24*

Christmas Day Worship

Monday, December 25

10:30 a.m. | Solem Lutheran Church

BLUE
Christmas
EMMANUEL, GOD WITH US

A SERVICE OF COMFORT
REMEMBRANCE & REFLECTION

MONDAY, DECEMBER 18
6:00 P.M.

DID YOU KNOW?

AMONG THOSE WHO DON'T ATTEND CHURCH, A MAJORITY (57%) SAY THEY WOULD LIKELY ATTEND A CHRISTMAS EVE SERVICE IF SOMEONE THEY KNEW INVITED THEM?

WE'RE ON SPOTIFY!

Worship Playlists!

LISTEN TO WEEKLY WORSHIP SETS
AND SEASONAL LISTS!

SEARCH: HLC MINISTRY

HAWLEY LUTHERAN CHURCH PRESENTS:

Lead Me Back to
Bethlehem

CHRISTMAS CANTATA
SUNDAY, DECEMBER 3 | 9:30 a.m.
WEDNESDAY, DECEMBER 6 | 6:00 p.m.

Children's activities provided during Cantata on Wednesday, December 6. For children under 4, RSVP to the Church Office by Wednesday, November 29.

KIDS MINISTRY



Manger Tales
CHRISTMAS PROGRAM
DECEMBER 10, 2023 | 3:30 P.M.



December 10, 2023
A Family Christmas
Christmas Program | 3:30 p.m.
Visit from Santa | 4:30 p.m.
Live Nativity | 4:30 p.m. - 6:00 p.m.
Sleigh Rides, Cookies and Cocoa, Crafts and More
Please bring non-perishable food items to support REACH

Opportunities to Serve!

- Christmas Program:** costumes, decorations, tech
 - Live Nativity:** bring animals, provide sleigh rides, dress as nativity characters, help with clean up
 - Family Celebration:** make cookies and cocoa, serve cookies and cocoa, lead games for kids and families
- Contact Megan Aakre to sign up to serve!



Christmas Program Practice
Sunday, December 3 | 10:30 a.m.
Wednesday, December 6 | 7:00 p.m.



ALL NEW
VBS
2024
START the PARTY
Celebrate the Good News

VBS 2024
Save the Date:
June 9 — 13, 2024
Details coming soon!



IS CHANGING THE WORLD
FOR **ONE** CHILD

Treasure Kids Child Sponsorship

Did you know Treasure Kids sponsors Sosthene through Compassion International? To learn more about child sponsorship, visit [compassion.com](https://www.compassion.com).

What a Night!

Thanks to all of our volunteers, businesses, families, HLS, Confirmation Small Groups and the Rise Team for making Trunk or Treat a wonderful community event!



TEEN MINISTRY



Confirmation at Hawley Lutheran

HLC Teens are on a roll! We've participated in Trunk or Treat and packed shoeboxes for Operation Christmas Child. Our teens serve as Wednesday Worship Ushers, Sunday morning acolytes, and assist with Wednesday night tech crew. Like Treasure Kids, Teen Ministry utilizes Orange curriculum and strategy. Orange is dedicated to helping teens know the word of God, grow deep roots of faith in Jesus Christ. This year's focus is rooted in this question: "how do we help middle and high schoolers develop an everyday faith?" Our goal this year is helping teens develop a faith that goes with them everywhere, into everything, transforming their sense of identity, belonging and purpose.

Follow Teen Ministry on Instagram and Snapchat! @hlcteens



Congratulations Confirmands!

Front Row: Pastor Andrea, Rachel Hanna, Kailee Kirsch, Kylie Dewey, Amelia Joy, Faith Sannes, Ella Hockett, Dru Dauner, Hailey Jelinek, Grace Meidinger, Hattie Jackson
Back Row: Carter Sparrow, Dane Hinkle, Zach Libak, Grayson Fossen, Tristan Lilleby, Noah Nelson, Jayden Joy, Jack Ames, Harrison Hinz, Gunnar Flemming, Drake Dagenais



Teen Mission News: Alaska 2024

The Alaska Mission Team is finalized and monthly meetings begin this month. They will host a Christmas Bake Sale December 13 and 17. If you are a baker and would like to donate items, contact Pastor Andrea.



Jr. High Quest Mission

It's time to register for Quest! Quest is specifically designed for kids and teens currently in grades 6 — 8.

Forms available online!

Due December 13, 2023

OUTREACH MINISTRY

Hawley Lutheran @ Feed My Starving Children | January 10, 2024

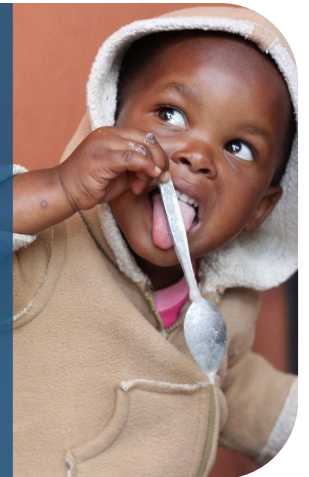
It is the 10th Anniversary of Feed My Starving Fargo and they're going big.

On **Wednesday, January 10** there will not be worship. Instead, HLC will worship by serving! We're taking our Kids, Teens, CREW and YOU to make a difference. We've got **200 slots to fill** and we expect HLC to go big! There are serving opportunities for people age 5 — 100+, including options for younger children and those with mobility challenges!

Here's what you need to do:

1. Sign up in the Church Office by January 7. (we need to register everyone)
2. Recruit your friends, family, neighbors.
3. Don your Nugget or HLC gear and make it an event to remember!

ten
days
10
million
meals



REACH Giving Tree + Food Drive

As Christmas approaches and we plan our family celebrations, it's easy to forget that many families struggle just to put food on the table, let alone a gift under the tree. **You can make a difference!** Food donations can be made now through December 24. Distribution of Giving Tree tags begins November 12 before or after worship services.

Please return purchased gifts to REACH offices by December 4.

Operation Christmas Child

Thank you to all HLC members who grabbed a box to participate in Operation Christmas Child! Many shoeboxes have been picked up and we anticipate a great response! Due to the excellent participation of our Kids and Teen Ministry, please consider making a monetary donation to help offset shipping costs!

***** Return all packed boxes to HLC November 12 — 15 *****



Spring Bazaar: April 13, 2024

We are planning a bazaar to coincide with the Hawley Art Show. We hope to hold an event that will draw a crowd! We'd love for you to participate. The options are endless: host a lunch counter, bake sale, raffles, craft take home corner. We are also seeking committee members to help plan this event. New ideas welcome! If interested in serving on the committee, providing a raffle item, or helping in any way, contact Elaine Kluck 218.790.0010, Dianne Haugen 701.367.3919, or Ruth Smith 701.361.1832.



OFFICE NEWS

HLC Office Team

Tiff: office@hawleylutheran.org

Karly: karly@hawleylutheran.org



Tiffany Fossen
office@hawleylutheran.org



Karly Havens
karly@hawleylutheran.org

Stop By The Church Office

In December, Karly and Tiff celebrate one year of being on our team.

Thank you for a great year, Karly and Tiff!

What can the Church Office help with?

- Help you get signed up to serve or volunteer
- Create posters, printables and media
- Sermon notes, confirmation schedules, acolyte information
- Schedule an event or reserve a space
- Assistance, printing, copies and projects for your ministry team
- Update your membership information
- Say hi, visit, get assistance, connect, have a cup of coffee
- Receive offerings, forms, payments, etc.

Information, including the Church Calendar, can be found on our website: hawleylutheran.org and Facebook @[hawleylutheran](https://www.facebook.com/hawleylutheran).

We look forward to serving you as we continue to assess and adjust processes to best serve our congregation!

Worship Times

Traditions | Sunday, 9:30 A.M.

Communion 1st and 3rd Sunday

Modern | Wednesday, 6:00 P.M.

Communion 2nd and 4th Wednesday

Fall Office Hours

Monday 10 A.M. – 3 P.M.

Tuesday 10 A.M. – 3 P.M.

Wednesday 10 A.M. – 3 P.M.

Thursday 10 A.M. – 3 P.M.

Friday STAFF SABBATH



Want to schedule an event?

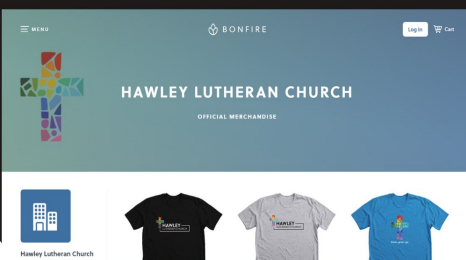
Please contact the Church Office to make sure the date, time and room request are available.

Thank You!

**WATCH US
ONLINE**

live.hawleylutheran.org

**HLC MERCH
HLC MERCH**



Represent HLC!

We have a website for you to get Hawley Lutheran shirts, hoodies, mugs and more. Items ship directly to you. Proceeds benefit the mission and ministry of our church. Visit our Bonfire store and get your HLC gear today!

<https://www.bonfire.com/store/hawleylutheran/>

HAWLEY LUTHERAN CHURCH

Anniversary
Thank You!

FOR MAKING OUR
125TH ANNIVERSARY
CELEBRATION
A GREAT DAY!

UPCOMING EVENTS

SAVE THE DATE:

Spreading Joy: Hawley Homes Christmas Tour

DECEMBER 3, 2023



Hawley Homes Christmas Tour

1:00 p.m. — 4:00 p.m.

Come experience the **joy of Christmas** in local homes featuring their personal holiday décor — both new and sparkly or filled with tradition — beautifully decorated for the season. Stop at Hawley Lutheran Church for Treats, Christmas Music and a Silent Auction! All are welcome!

Tickets: \$30.00

Purchase in advance at Hawley Lutheran Church or day of event at any participating home.



XYZ

Xtra Years of Zest



November 16 | 2:00 p.m.

Our guest will be Pastor Micah Johnson, pastor at Solem and Hegland Lutheran Churches. Pastor Micah will share his faith journey and call to ministry. Following his presentation, we will have lunch and a time of fellowship. Anyone willing to host this month, contact Pastor Darwin 218.486.7401.

There will not be a December meeting! Meetings will resume January 18, 2024.

Spreading Joy: Silent Auction

DECEMBER 3, 2023



HOSTED BY HAWLEY LUTHERAN CHURCH
PROCEEDS BENEFIT: NOW IS THE TIME - CAPITAL CAMPAIGN

Please consider donating a basket or providing a monetary donation for items to be purchased for the baskets.

Be creative! Movie night, spa day, baking, Christmas, reading, children's baskets, etc. The list is endless! We ask that baskets and donations be turned in to the Church Office by Wednesday, November 22. We plan to have baskets ready to bid on at worship Wednesday, November 29 and Sunday, December 3.

Questions may be directed to Jane Eklund or Lora Petermann.

NOW IS THE TIME



Dear Hawley Lutheran Church Family,

We want to take a moment to thank you for your support of our capital campaign, **Now Is The Time**. For those who have turned in your pledge cards, we want to extend a sincere thank you. Thank you for your prayer, thoughtfulness and generosity during this exciting chapter! We are amazed by the support of our church family. We are eager to see what God has in store for us as a church and community. At the time of this printing, we have **\$787,300** pledged to this project. What a gift! We are so grateful! Yay God!

You may remember that our campaign goal was **100% of pledge cards** returned. To date, we have received cards from approximately **35%** of our church family. We want to remind you today that your participation in this project matters! The return of **your** family pledge card makes a huge difference — not only in fundraising, but also helping us know and assess the insights and dreams of each member of Hawley Lutheran Church.

Because we want to meet our goal of 100% participation, the Now Is The Time team has **extended the deadline for pledge cards to Wednesday, November 22**. We ask each member of our church family to prayerfully and intentionally consider what their best gift over the next four years might look like. Remember: *every dollar* pledged counts and *every gift* matters as we plan for the future. To submit your pledge, stop by the Church Office, drop your card in the mail, or give online: <https://secure.myvanco.com/L-YSJV/campaign/C-ZH4S>

If you need a replacement pledge card, they are available in the Church Office. Once all of pledges are accounted for, our team will make a recommendation to the congregation for next steps, including a feasible scope of work.

In considering pledges, we pray that our church family keeps the **why** of this project in mind. We know we have deferred maintenance that needs attention (roof repair/replacement, heating and cooling, windows, foundation repair, etc.). But we are also eager to extend our mission to our community by having a welcoming, functional space to provide ministry. This would include a preschool/daycare space, small group meeting spaces, a teen ministry update, safe parking and outdoor worship, among other opportunities. We **know** that the members of Hawley Lutheran have the heart and capacity to continue the vibrant ministry for 125 more years and beyond.

Information about our strategic plan, goals and more can be found online: www.hawleylutheran.org/now
If you have questions, concerns, would like clarification about the pledge process, or to learn more about the scope of the project, do not hesitate to reach out to any member of the Now Is The Time team.

Thank you again for your support of Now Is The Time.



ANNUAL MEETING: JANUARY 21, 2024
POTLUCK AND MEETING @ 11:00 A.M.

HLC UPDATES

Call Team Update

Greetings from the HLC Call Team! This team began meeting July 25, 2023, digging into what we are called to do. Each member of the team brings their unique perspective and represents different ages and life stages of our congregation. Everyone feels called to represent the congregation at this time, and expresses a responsibility to follow first, what God intends, and second, what the needs of the congregation are (both current and future). Each member of this team has brought thorough, thoughtful and intentional perspectives to our meetings. As a result, God has lead us to focus on a call for Pastoral Care and Discipleship. A job description was created by our team and presented to the Vision Council. The Vision Council approved our recommendation September 19, 2023 and the position was posted September 20. We have received some interest and we are currently vetting candidates, praying and waiting on the Lord's perfect timing. Thank you for your support and prayer during this process so far. Please continue to pray for this process, our team and whomever God is leading to HLC. We are excited to see what and who the future brings! Learn more: hawleylutheran.org/callprofile
Blessings, Jana Fischer

Year-End Gifts & Offerings

Thank you for your generosity in 2023. As you consider a year-end gift, here are a few ministry opportunities and special projects to consider!

GENERAL FUND

Support day to day ministry

HARTFORD PROPERTY

Give towards the mortgage
(Annual Payment: \$12,000)

NOW IS THE TIME

Contribute to our Capital Campaign, Now Is The Time

For Tax Credit, year-end gifts must be received in the Church Office by 3:00 p.m. Wednesday December 27, 2023.

Offering Counters Needed!

Over the years, we've been fortunate to have several faithful volunteers who count our weekly offerings. However, after serving for many years, some of these members are looking to pass the baton! We are looking for new team members to join a small team of volunteers who count offering contributions. We'd love to get **seven** new team members, to create four two-person teams. With a full team, these four teams of two members would rotate weeks throughout the month. Once we have a full team, the time commitment would be about one hour, once per month! Team members have great flexibility in scheduling. Offerings can be counted at various times, from after service, to over coffee, or a weekday morning! This truly is a vital ministry, but one that can fit into just about anyone's schedule. Plus we'll train you! If this is an area you feel called to serve, contact the church office or Josh Prosocki (treasure@hawleylutheran.org).

Make A Call, Send A Card

Eventide on Eighth:

Grant & Peg Ramstad – Rm 1104
Donna Solum – Room 238A

Hawley Sr. Living:

Duane Rafteseth – Room 11
Joyce Larson – Room 20S
Bill/Joyce Langer – Room 10N
Anne Elton – Room 18

Farmstead/Estates

Bob and Helen Olson
Bob and Dee Dalen
Lorilee Petermann
Delores Johnson
Gene Hoagland

Pelican Landing

Rose Bergan
Janet Burns
Margaret Sellin

Ulen Viking Manor

Marvin Corneliussen
Edna McDougall

Please Contact the Church Office if you or your family member would like to be added to the this list. Thank you.

NOVEMBER 2023

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
<p>Calendar is correct at time of printing. Please inform the Church Office of any calendar additions or changes. All activities are subject to change. Full and updated calendar is available at hawleylutheran.org/calendar</p>					3 Staff Sabbath Office Closed	4
5 8:20 Choir Practice 9:30 All Saints Worship 10:30 Treasure Kids 10:30 Fellowship 5:00 Bell Choir Practice	6 6:30 Worship Practice	7 10:00 Staff	8 1:00 Bible Insights 3:00 Prayer Shawl 5:00 Community Supper 6:00 Worship Comm 7:00 Treasure Kids 7:00 CREW 7:00 Confirmation 7:00 In the Word Study	9 10:00 HLS Women's Study 1:45 Pastor Andrea @ Hawley Manor 7:00 Christian Ed Meeting	10 Staff Sabbath Office Closed	11
12 8:20 Choir Practice 9:30 Worship 10:30 Treasure Kids 10:30 Fellowship 10:30 Pastor @ HLS 10:30 Personnel Team 12:00 New Members 5:00 Women of Faith 5:00 Bell Choir Practice	13 6:30 Worship Practice *OCC Boxes Due!	14 10:00 Staff *OCC Boxes Due!	15 OCC Boxes Due! 3:00 Prayer Shawl 5:00 Community Supper 5:20 Capital Steering 6:00 Worship Comm 7:00 Treasure Kids 7:00 CREW 7:00 Confirmation 7:00 In the Word Study	16 9:30 Altar Guild 10:00 HLS Women's Study 10:30 Hawley Area Ministerial Assoc. @ Hawley Alliance 2:00 XYZ	17 1:00 MIDCO 4:00 Wedding Rehearsal Staff Sabbath Office Closed	18 10:00 Building Use Alm Wedding
19 8:20 Choir Practice 9:30 Worship Comm 10:30 Treasure Kids 10:30 Fellowship 10:30 Property Team 5:00 Bell Choir Practice	20 5:45 Worship Team Meeting 6:30 Worship Practice	21 10:00 Staff 1:00 Calvary PN Meeting 6:00 Vision Council	22 3:00 Prayer Shawl 6:00 Thanksgiving Worship	23 Happy Thanksgiving Office Closed	24 Staff Sabbath Office Closed	25
26 8:20 Choir Practice 9:30 Worship Baptism 10:30 No Treasure Kids 10:30 Fellowship 5:00 Bell Choir Practice	27 6:30 Worship Practice	28 10:00 Staff	29— ADVENT 1 3:00 Prayer Shawl 5:00 Community Supper 5:20 Capital Steering 6:00 Worship 7:00 Treasure Kids 7:00 CREW 7:00 Confirmation 7:00 In the Word Study	30 10:00 HLS Women's Study Mary Martha Room 1:45 Pastor Darwin @ Hawley Manor		

DECEMBER 2023

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
					1 Staff Sabbath Office Closed	2
3 — ADVENT 1 9:30 Christmas Cantata 10:30 Program Practice 10:30 Fellowship 1:00 Home for Holidays 5:00 Bell Choir Practice	4 6:30 Worship Practice	5 10:00 Staff	6 — ADVENT 2 9:00 Food Distribution 1:30 Befrienders Meeting 3:00 Prayer Shawl 5:00 Community Supper 6:00 Christmas Cantata 7:00 Program Practice Treasure Kids & CREW 7:00 Confirmation 7:00 In the Word Study	7 10:00 HLS Women's Study Mary Martha Room	8 Staff Sabbath Office Closed	9
10 — ADVENT 2 8:20 Choir Practice 9:30 Worship Comm 10:30 No Treasure Kids 10:30 Fellowship 10:30 Personnel Team 3:30 Christmas Program 4:30 Live Nativity 5:00 Women of Faith	11 6:30 Worship Practice	12 10:00 Staff	13 — ADVENT 3 1:00 Bible Insights 3:00 Prayer Shawl 5:00 Community Supper 5:20 Capital Steering 6:00 Worship Comm 7:00 Treasure Kids 7:00 CREW 7:00 Confirmation 7:00 In the Word Study	14 10:00 HLS Women's Study Mary Martha Room 10:30 Ministerial @ Hawley Luth	15 Staff Sabbath Office Closed	16
17 — ADVENT 3 8:20 Choir Practice 9:30 Worship 10:30 Treasure Kids 10:30 Fellowship 10:30 Property Team 10:30 Pastor Darwin Thank You Celebration	18 6:00 Worship Blue Christmas	19 10:00 Staff 6:00 Vision Council	20 — ADVENT 4 3:00 Prayer Shawl 5:00 Community Supper 6:00 Worship 7:00 Kids Min CREW Christmas Celebration 7:00 Confirmation Christmas Party! 7:00 In the Word Study	21 9:30 Altar Guild 10:00 HLS Women's Study Mary Martha Room 1:45 Pastor Andrea @ Hawley Manor	22 Staff Sabbath Office Closed	23
24 — ADVENT 4 NO AM WORSHIP 4:00 and 5:30 Christmas Eve Worship	25 Merry Christmas! Office Closed	26	27	28	29	30
		Church Office hours may vary during Christmas Break as our Staff takes time to be with family. Thank you for understanding!				Sunday 12/31 9:30 Worship 10:30 Fellowship

2024 DRAFT BUDGET

A Note From Our Treasurer

As if budgeting for Christmas isn't "fun" enough, it's time to plan our 2024 Church Budget. You'll notice things look a bit different. We're taking a big swing at being intentional about how and where money is being spent, what ministry needs actually are and empowering teams to think about what they'd like to accomplish in the year to come. This is a significant shift from past budget processes, designed to formulate our budget around actual needs and create a historical record of what was spent and for what purpose, as we strive to live into our mission of *welcoming all people to lifelong faith in Jesus Christ*.

A few important notes:

- Our 2023 budget was \$427, 280. Our proposed budget for 2024 is \$513,343.
- We have line item for an **Associate Pastor** and **Accountant**.
- The proposed budget for both line items are in the very early stages. Our Personnel and Call Teams will refine these numbers as we move forward in the planning process. The Accountant line may be removed entirely if quotes come back too high.
- If Associate Pastor and Accountant lines are unused, proposed budget for 2024 would be \$438,343 (\$11,000 higher than 2023).

We welcome feedback and suggestions! Keep in mind this is a **draft**, we will provide a final draft at the Annual Meeting. Line items/dollar amounts can be changed up to and during the annual meeting if needed. Contact Josh Prosocki with any questions.

HLC Budget / Guide for Spending in 2024

Comparison Between 2023 and Proposed 2024 Budgets			
	2022 Budget	2023 Budget	Proposed 2024 Budget
Administrative Expenses			
Lead Pastor			
Books / Office Supplies	\$ -	\$ -	\$ 750
Continuing Education	\$ -	\$ -	\$ 1,500
LCMC Conference	\$ -	\$ -	\$ 1,250
Meetings	\$ -	\$ -	\$ 1,250
<i>subtotal Lead Pastor</i>	\$ -	\$ -	\$ 4,750
Associate Pastor			
Books / Office Supplies	\$ -	\$ -	\$ 500
Continuing Education	\$ -	\$ -	\$ 1,000
LCMC Conference	\$ -	\$ -	\$ 1,250
Meetings	\$ -	\$ -	\$ 1,250
2024 New Initiative - Associate	\$ -	\$ -	\$ 2,500
<i>subtotal Associate Pastor</i>	\$ -	\$ -	\$ 6,500

0.92%

1.26%

2024 DRAFT BUDGET

	2022 Budget	2023 Budget	Proposed 2024 Budget	
Other				
Cleaning Supplies	\$ -	\$ -	\$ 1,000	
Computer Supplies / Fees	\$ 5,000	\$ 5,000	\$ -	
Office Equipment Expense	\$ 5,000	\$ 5,000	\$ -	
Office Supplies	\$ 5,000	\$ 4,000	\$ 2,000	
Postage	\$ 2,000	\$ 6,000	\$ 6,000	
Staff Continuing Ed	\$ 2,000	\$ 1,000	\$ 1,000	
Tech Expenses	\$ -	\$ -	\$ 2,000	
Stewardship	\$ 4,500	\$ 4,500	\$ 4,500	
Subscriptions / Leases	\$ -	\$ -	\$ 16,000	
Wednesday Supper	\$ 3,000	\$ 5,000	\$ 5,000	
subtotal Other	\$ 26,500	\$ 30,500	\$ 37,500	7.29%
Total Administrative Expenses	\$ 26,500	\$ 30,500	\$ 48,750	9.47%
Benevolences				
Augustana District LCMC	\$ 1,250	\$ 2,000	\$ 1,000	
Churches United	\$ 1,200	\$ 2,000	\$ 2,000	
Discretionary Giving		\$ 2,500	\$ 2,500	
Feed My Starving Children	\$ -	\$ -	\$ 4,000	
Hawley Cemetary	\$ 1,000	\$ 1,000	\$ 1,000	
LCMC	\$ 2,500	\$ 2,500	\$ 1,000	
Reach	\$ 4,500	\$ 5,000	\$ 7,000	
Other Benevolences	\$ 3,000			
Total Benevolences	\$ 13,450	\$ 15,000	\$ 18,500	3.60%
Christian Education				
Treasure Kids				
Advertising	\$ -	\$ -	\$ 500	
CREW	\$ -	\$ -	\$ 750	
Curriculum	\$ -	\$ -	\$ -	
Events	\$ -	\$ -	\$ 3,000	
Life Stage Events	\$ -	\$ -	\$ 1,400	
Orange Conference		\$ 10,000	\$ -	
Sunday School	\$ 3,000	\$ 3,000	\$ -	
Supplies	\$ -	\$ -	\$ 500	
VBS	\$ 1,000	\$ 1,500	\$ 2,000	
Volunteer Support	\$ -	\$ -	\$ 500	
subtotal Treasure Kids	\$ 4,000	\$ 14,500	\$ 8,650	1.68%
Teens				
Confirmation	\$ 2,000	\$ 3,000	\$ -	
Confirmation Service	\$ -	\$ -	\$ 750	
Missions	\$ 500	\$ 1,500	\$ -	
Mission Committees	\$ 200	\$ -	\$ -	
Small Group Leader Support	\$ -	\$ -	\$ 500	
Supplies	\$ -	\$ -	\$ 2,000	
Teens and Confirmation Ministry	\$ 5,000	\$ 3,000	\$ 2,500	
Youth Trips	\$ 10,000	\$ 10,000	\$ -	
subtotal Teens	\$ 17,700	\$ 17,500	\$ 5,750	1.12%
Adult Education				
Adult Faith Enrichment Supplies	\$ 300	\$ 500	\$ -	
Conferences	\$ 2,000	\$ -	\$ 3,000	
Events	\$ -	\$ -	\$ 3,000	
New Ministry Initiatives	\$ -	\$ -	\$ 1,500	
Supplies	\$ -	\$ -	\$ 1,000	
Vision Council Led Events	\$ -	\$ -	\$ 2,000	
subtotal Adult Education	\$ 2,300	\$ 500	\$ 10,500	2.04%
Total Christian Education	\$ 24,000	\$ 32,500	\$ 24,900	4.84%

2024 DRAFT BUDGET

	2022 Budget	2023 Budget	Proposed 2024 Budget	
Church Campus				
Building Maintenance	\$ 12,500	\$ 15,000	\$ 15,000	
Building Insurance	\$ 7,000	\$ 12,000	\$ 20,000	
City Utilities	\$ 32,000	\$ 32,000	\$ 32,000	
Grounds Maintenance	\$ 1,500	\$ 5,000	\$ 5,000	
Real Estate Taxes	\$ 1,300	\$ 5,000	\$ 3,000	
Telecommunications	\$ 2,500	\$ 2,500	\$ 5,000	
Total Church Campus	\$ 56,800	\$ 71,500	\$ 80,000	15.55%
Discipleship				
Advertising	\$ -	\$ -	\$ 500	
General Discipleship	\$ 4,000	\$ 5,000	\$ -	
HS Corporate Sponsorship	\$ 500	\$ -	\$ -	
Pastoral Care	\$ -	\$ -	\$ 1,000	
Special Events	\$ -	\$ 3,000	\$ -	
Subscriptions	\$ -	\$ -	\$ 700	
Wednesday Supper	\$ -	\$ -	\$ 5,000	
Total Discipleship	\$ 4,500	\$ 8,000	\$ 7,200	1.40%
Misc. Expenses				
Green House Mortgage		\$ 12,000	\$ 12,000	
Operating Loan	\$ 1,500	\$ 1,500	\$ -	
Misc. Expenses	\$ 3,000	\$ 3,000	\$ 1,000	
Total Misc. Expenses	\$ 4,500	\$ 16,500	\$ 13,000	2.53%
Staff Expenses				
Staff Benefits				
Employers FICA Contribution	\$ 8,000	\$ 8,000	\$ 9,700	
Employers Medicare Contribution	\$ 2,000	\$ 2,000	\$ 2,300	
Health Insurance	\$ 25,000	\$ 12,000	\$ 12,000	
Retirement	\$ 5,200	\$ 5,200	\$ 6,440	**
Social Security Allowance	\$ 5,000	\$ 5,000	\$ 5,000	
Transportation	\$ 3,000	\$ 3,000	\$ 3,000	
Worker's Compensation	\$ 2,900	\$ 4,000	\$ 3,500	
Associate Pastor Benefits	\$ -	\$ -	TBD	**
subtotal Staff Benefits	\$ 51,100	\$ 39,200	\$ 41,940	8.15%
Staff Salaries				
Lead Pastor	\$ 68,250	\$ 70,500	\$ 71,558	
Associate Pastor	\$ -	\$ -	\$ 65,000	
Pastoral Care Pastor	\$ 25,000	\$ 18,000	\$ -	
Bell Choir	\$ 1,000	\$ 1,100	\$ 1,000	
Custodian	\$ 28,840	\$ 30,000	\$ 30,000	
Kid's Ministry Director	\$ -	\$ 17,280	\$ 18,000	
Ministries and Office Coord.	\$ 35,000	\$ 36,000	\$ 20,000	
Ministries Assistant	\$ -	\$ -	\$ 18,000	
Youth / Worship Director	\$ 50,000	\$ -	\$ -	
Modern Worship Director	\$ -	\$ 9,360	\$ 9,360	
Organist / Piano	\$ 13,800	\$ -	\$ -	
Organist	\$ -	\$ 10,800	\$ 9,225	
Pianist	\$ -	\$ 3,740	\$ 4,510	
Sanctuary Choir Director	\$ 2,000	\$ 2,100	\$ 2,000	
Treasurer	\$ 2,400	\$ 2,500	\$ 2,400	**
Worship AV / Tech	\$ -	\$ 6,240	\$ 6,240	
"Accountant"	\$ -	\$ -	\$ 10,000	**
subtotal Staff Salaries	\$ 158,040	\$ 137,120	\$ 267,293	51.94%
Total Staff Expenses	\$ 209,140	\$ 176,320	\$ 309,233	60.09%

2024 DRAFT BUDGET

	2022 Budget	2023 Budget	Proposed 2024 Budget	
Worship Expenses				
AV / Tech Expenses	\$ 2,000	\$ -	\$ 1,500	
Bell Choir	\$ -	\$ -	\$ -	
Liturgical Expenses	\$ 2,500	\$ 5,000	\$ -	
Musicians	\$ 3,750	\$ 1,500	\$ -	
Piano Tuning	\$ -	\$ -	\$ 250	
Pulpit Supply	\$ 2,000	\$ 2,000	\$ 1,250	
Sanctuary Choir	\$ -	\$ -	\$ -	
Subscriptions	\$ -	\$ -	\$ 5,000	
Supplies	\$ -	\$ -	\$ 5,000	
Total Worship Expenses	\$ 10,250	\$ 8,500	\$ 13,000	2.53%
Total Expenditures	\$ 349,140	\$ 358,820	\$ 514,583	100.00%

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