

**MOUNT CROSS LUTHERAN CHURCH
2025 Approved Budget**

	2025 Requested Budget	2025 Funded Budget	Source of Funds			2025 Notes
			Operational	Dedicated	Ded Acct	
Income						
50000 Operating Income						
50100 Pledged	322,026.00	322,026.00	322,026.00			As of Dec 23, 67 households had pledged (one more received afterwards ... not shown in pledged amount).
50200 Envelope-Non Pledged	46,076.30	46,076.30	46,076.30			Non-pledged plus pledged set equal to 2024 actuals.
50300 Loose Plate	10,000.00	10,000.00	10,000.00			Reduced from 2024 actuals to reflect other giving methods.
50500 Misc	22,298.58	22,298.58	22,298.58			Same as 2024 actuals.
50600 Special General Giving (LCO)	17,300.00	17,300.00	17,300.00			As of Nov 18,3 households had pledged.
Total 50000 Operating Income	\$ 417,700.88	\$ 417,700.88	\$ 417,700.88			
52000 Interest Income						
52100 Bank	12,000.00	12,000.00	12,000.00			\$300,000 x 4%
Total 52000 Interest Income	12,000.00	12,000.00	12,000.00			
53000 Facility Use	32,990.00	32,990.00	32,990.00			CDC Agreement: 2,650/mo first half of year, \$2,715/mo second half. Plus \$800 for other organizations.
54000 Endowment Income (Fund Withdrawal)		23,375.00	0.00	23,375.00		Planned withdrawal of 4.25% of Endowment Fund three-year average balance as of March 31. Projected balance of \$550,000.
Total Income	\$ 462,690.88	\$ 486,065.88	\$ 462,690.88	\$ 23,375.00		
Gross Profit	\$ 462,690.88	\$ 486,065.88	\$ 462,690.88	\$ 23,375.00		
Expenses						
61000 Benevolence & Welcoming						
61100 Benevolence						
61101 Mission Support	28,828.86	28,828.86	28,828.86			7.2% of Operating Income minus LCO. \$1,000 per month pledged to Synod, adjusted to 7.2% quarterly.
61110 Hunger	1,680.00	1,680.00		1,680.00	35151	
61130 Lutheran Social Services	420.00	0.00				Submit request to Endowment
61170 PLTS	420.00	0.00				Submit request to Endowment
Total 61100 Benevolence	31,348.86	30,508.86	28,828.86	1,680.00		

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61800 Welcoming	600.00	600.00	600.00			
Total 61000 Benevolence & Welcoming	\$ 31,948.86	\$ 31,108.86	\$ 29,428.86	\$ 1,680.00		
62000 Salaries & Benefits						
62100 Pastor						
62110.2 Pastor Salary (Pr. Julie)	38,970.00	38,970.00	38,970.00			Same basic salary as 2024 plus uncovered dependent health care insurance costs.
62120 Pastor Housing Allow	75,000.00	75,000.00	75,000.00			Pastor request for housing allowance
62130 Pastor Pension	20,514.60	20,514.60	20,514.60			18% of base salary + housing (Episcopal Reqt)
62131 Pastor Insurance Benefits	26,391.00	26,391.00	26,391.00			Episcopal Diocese rates plus estimated WC
62140 Pastor Car Allow	1,000.00	1,000.00	1,000.00			
62150 Pastor Cont. Ed.	1,000.00	1,000.00	1,000.00			
62151 Pastor Phone Allowance	600.00	600.00	600.00			
62161 Pastor Sabbatical Fund (Accrual)	1,200.00	1,200.00	1,200.00			Sabbatical accrual
Total 62100 Pastor	164,675.60	164,675.60	164,675.60	0.00		
62300 Music Staff						
62340 Organist	19,900.00	19,900.00	0.00	19,900.00	35586	\$100/hr x (4 hrs/wk x 43 wks + 3 hrs/wk x 9 wks/yr)
62390 Guest & Sub. Musicians	2,000.00	1,500.00	0.00	1,500.00	35586	
62391 Music Director	28,392.00	28,392.00	0.00	28,392.00	35586	\$39/hr x 14 hrs/wk x 52 wks
Total 62300 Music Staff	\$ 50,292.00	\$ 49,792.00	\$ 0.00	\$ 49,792.00	35586	
62400 Office Staff						
62410 Office Manager						
62411 Office Manager Salary	27,508.00	27,508.00	27,508.00			\$23/hr x 23 hrs/wk x 52 wks/yr
62412 Office Manager Mileage	200.00	200.00	200.00			
Total 62410 Office Manager	27,708.00	27,708.00	27,708.00	0.00		
62420 Volunteer Coordinator	0.00	0.00	0.00			
62430 Communications Coordinator	7,904.00	7,904.00	7,904.00			\$19/hr x 8 hrs/wk x 52 wks/yr
Total 62400 Office Staff	\$ 35,612.00	\$ 35,612.00	\$ 35,612.00	\$ 0.00		
62500 Director, CYFM						
62510 CYFM Salary	68,640.00	68,640.00	68,640.00			CA Labor Code 515, Exempt 2 X min wage \$16.50/hr

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62550 CYFM Cont. Ed	800.00	800.00	800.00			
62561 CYFM Auto Allowance	500.00	500.00	500.00			
62562 CYFM Phone Allowance	600.00	600.00	600.00			
62563 CYFM Insurance	7,962.24	4,152.72	4,152.72			Portico (50% share) changing to school health plan. Portico disability, life insurance
62564 CYFM Retirement (Portico)	4,118.40	4,118.40	4,118.40			6 percent of salary
Total 62500 Director, CYFM	\$ 82,620.64	\$ 78,811.12	\$ 78,811.12	\$ 0.00		
62625 CYFM Asst	15,600.00	7,333.33	7,333.33			CYFM Request: 10-12 hrs/wk at \$18-25/hr. Calc: 11 hrs/wk x 40 wks x \$20/hr. Assumed March 1st hire.
62700 Honoraria for Sub. Preacher	2,700.00	2,700.00	2,700.00			Request from Pastor: 9 Sundays x \$300 per Sunday.
62800 Virtual Services Support Staff						
62810 Virtual Services Manager		10,400.00	10,400.00			Moved to employee status. \$50/hr x 4 hrs/wk x 52 wks/yr
62820 Virtual Services Technician		4,160.00	3,210.00	950.00	35202	Employee. \$20/hr x 4hrs/wk x 52 wks/yr
Total 62800 Virtual Services Support Staff		14,560.00	13,610.00	950.00		
62900 Payroll Taxes	13,000.72	13,443.91	13,443.91			7.65% of non-pastor employee wages.
Total 62000 Salaries & Benefits	\$ 364,500.96	\$ 366,927.96	\$ 316,185.96	\$ 50,742.00		
62600 Deacon						
62601 Deacon Compensation	17,800.00	17,800.00	9,800.00	8,000.00	35205	Synod employee ... 1/4 time at MC x \$71,200 annual salary.
62602 Deacon Car Allowance						Provided by Synod as Synod employee.
62603 Deacon Con. Ed Allowance						Provided by Synod as Synod employee.
62604 Deacon Phone Allowance						Provided by Synod as Synod employee.
Total 62600 Deacon	\$ 17,800.00	\$ 17,800.00	\$ 9,800.00	\$ 8,000.00	35205	
63000 Operational Expenses						
63100 Fees & Interest						
63110 Mortgage Interest	11,509.21	11,509.21	11,509.21			Provided by Thrivent, 6.25% interest.
63111 Mortgage Principal	15,586.79	15,586.79	15,586.79			Provided by Thrivent, payoff in April, 2034.
63120 Bank Charges	75.00	75.00	75.00			
63140 Merchant Fees	2,000.00	2,000.00	2,000.00			Fees for on-line giving
Total 63100 Fees & Interest	\$ 29,171.00	\$ 29,171.00	\$ 29,171.00	\$ 0.00		
63200 Utilities						

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63210 Electric	10,000.00	8,300.00	8,300.00	0.00		Based on 2024 actuals.
63220 Gas	3,500.00	3,500.00	3,500.00	0		Based on 2024 actuals.
63230 Telephone	3,850.00	3,850.00	3,850.00			Based on 2024 actuals.
63250 Water & Sewer	3,200.00	3,500.00	3,500.00			Based on 2024 actuals.
63260 Trash	3,300.00	3,300.00	3,300.00			Based on 2024 actuals.
Total 63200 Utilities	\$ 23,850.00	\$ 22,450.00	\$ 22,450.00	\$ 0.00		
63400 Office Expense						
63410 Office Supplies	3,000.00	3,000.00	3,000.00			
63420 Postage	2,900.00	2,900.00	2,900.00			
63430 Printing and Copying	6,500.00	6,500.00	6,500.00			
63431 Digital Subscription	1,400.00	1,400.00	1,400.00			Zoom, SignUps, ICON, Microsoft 365
Total 63400 Office Expense	\$ 13,800.00	\$ 13,800.00	\$ 13,800.00	\$ 0.00		
63500 Mailers & Periodicals						
63510 Advertising	1,500.00	1,500.00	1,500.00			Print only.
63515 Website Hosting/Maint	200.00	200.00	200.00			
63520 Lutheran Magazine	0.00	0.00	0.00			<i>Living Lutheran</i>
63540 Devotionals	600.00	500.00	500.00			<i>Word in Season, Taking Faith Home</i>
Total 63500 Mailers & Periodicals	\$ 2,300.00	\$ 2,200.00	\$ 2,200.00	\$ 0.00		
63600 Outside Services						
63610 Treasurer/Fin Secretary	6,000.00	6,000.00	6,000.00			\$500 x 12
63620 Bookkeeping Services	15,725.00	15,725.00	15,725.00			185 hrs/yr x \$85 per hr in 2025. Increase from \$80 per hr.
63621 Bookkeeping Support Fees	2,220.00	2,220.00	2,220.00			Increase to \$185 per month.
63630 Janitor	18,000.00	18,000.00	18,000.00			Based on 2024 contract price plus potential increase.
63650 Outside Contractors	0.00	0.00	0.00			
63660 Virtual Services Support Staff	14,000.00	0.00	0.00			Converted to employees.
63670 Meal Preparer	7,800.00	7,800.00	1,400.00	6,400.00	35800, 35890	Funded at 52 wks x \$150/wk for caring meals.
63680 Outside CPA Auditor	4,000.00	0.00	0.00			No outside audit.
63690 HR Attormey/Professional Fees	1,500.00	0.00	0.00			No HR review.
Total 63600 Outside Services	\$ 69,245.00	\$ 49,745.00	\$ 43,345.00	\$ 6,400.00	35800	

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63700 Property Expense						
63710 Property Taxes	650.00	650.00	650.00			Based on 2024/25 tax bill.
63720 General Maintenance	6,100.00	6,100.00	6,100.00			Kitchen semi-annual inspection and annual cleaning \$2000, pest control \$1600, contingency \$2500.
63730 Grounds Maintenance	5,450.00	5,450.00	5,450.00			Landscaping \$2950, contingency \$2500.
63735 Van Maintenance	600.00	600.00	600.00			
63765 Tech Equipment	2,500.00	2,500.00		2,500.00	35363	Repair and replacement.
Total 63700 Property Expense	\$ 15,300.00	\$ 15,300.00	\$ 12,800.00	\$ 2,500.00		
63800 Training/Meetings						
63810 Synod Assembly	1,200.00	600.00	600.00			
63815 Synod Leadership Conference	1,800.00	1,200.00	1,200.00			
63840 Council-Sponsored Events	500.00	250.00	250.00			
63841 Staff/Volunteer Recognition	500.00	500.00	0.00	500.00	35312	Request by OM on behalf of Pastor.
Total 63800 Training/Meetings	\$ 4,000.00	\$ 2,550.00	\$ 2,050.00	\$ 500.00	35312	
Total 63000 Operational Expenses	\$ 157,666.00	135,216.00	\$ 125,816.00	\$ 9,400.00		
63300 Insurance	15,000.00	15,000.00	15,000.00			In 2024, dropped earthquake.
64000 Faith Formation						
64100 Senior Ministry	5,000.00	5,000.00	1,000.00	4,000.00	35395	Afternoon chapel, quarterly events, senior ministry outreach. \$6400 request in 2024.
64300 Adult Education	500.00	300.00		300.00	35396	Bible study mat'ls, guest teacher honoraria.
64400 Children and Youth Education		0.00				
64200 Safeguarding	1,800.00	1,800.00	1,800.00			Backchecks, fingerprinting for all CYFM volunteers.
64440 Fun with Faith and Sunday School	0.00	1,550.00	550.00	1,000.00	35477	
64530 Confirmation/Middle School	1,500.00	1,100.00	600.00	500.00	35477	Mat'ls for confirmation plus middle school events.
64570 Senior High	1,500.00	13,743.00	1,500.00	12,243.00	35408, 35412, 35478, 35401, 35477	Supplies, curricula, travel, camp, gas, meals, events, etc.
64587 Wednesday Evening Dinners	1,500.00	2,330.00	2,000.00	330.00	35470	Subsidize cost. Donation is \$9 per adult, \$6 per child.
Total 64400 Children and Youth Education	\$ 6,300.00	\$ 20,523.00	\$ 6,450.00	\$ 14,073.00		
Total 64000 Faith Formation	\$ 11,800.00	\$ 25,823.00	\$ 7,450.00	\$ 18,373.00		

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65000 Worship & Music						
63530 Bulletins & Copyright	1,700.00	1,700.00	1,700.00			
65100 Altar Supply	1,200.00	1,200.00	0.00	1,200.00	35585	
65130 Sanctuary Items	500.00	500.00	0.00	500.00	35585	
65200 Choir Music	700.00	700.00	0.00	700.00	35586	
65400 Bell Music & Equip & Maint.	500.00	500.00	0.00	500.00	35545	
65500 Instrument Maintenance	725.00	1,725.00	0.00	1,725.00	35570	Includes Trompette rank cleaning summer 2025.
65800 Choir, Contemp Svc & Other	500.00	500.00	0.00	500.00	35586	Change name to Music for Worship?
Total 65000 Worship & Music	\$ 5,825.00	\$ 6,825.00	\$ 1,700.00	\$ 5,125.00		
66000 Fellowship						
66200 Fellowship-Hospitality Supplies	500.00	100.00	100.00			Coffee, condiments, paper goods.
66300 Fellowship Programming	0.00	300.00	300.00			Need more volunteers.
66400 Offsite Events	200.00	200.00	200.00			Church picnic.
Total 66000 Fellowship	\$ 700.00	\$ 600.00	\$ 600.00	\$ 0.00		
67000 Service & Mission	100.00	2,600.00	100.00	2,500.00	35790	
67200 Quilters	300.00	0.00	0.00			Submit request to Endowment.
67800 Peace & Justice	1,000.00	200.00		200.00	35791	
67900 Future Projects and Outreach		0.00	0.00			
Total 67000 Service & Mission	\$ 1,400.00	\$ 2,800.00	\$ 100.00	\$ 2,700.00	35790	
68000 Caring						
68100 Helping Hands	0.00	0.00	0.00			No request. Typically dedicated.
68200 Pastors Discretionary Fund	0.00	0.00	0.00			No request.
68600 Tuesday Caring Meals	5,200.00	5,200.00	0.00	5,200.00	35891	Groceries \$100/wk x 52 wks requested, same as 2024 request. Acct 35891 requested.
Total 68000 Caring	\$ 5,200.00	\$ 5,200.00	\$ 0.00	\$ 5,200.00	35891	
69000 Endowment Expenses (Grants)		23,375.00	\$ 0.00	\$ 23,375.00		
Total Expenses	\$ 611,840.82	\$ 630,675.82	\$ 506,080.82	\$ 124,595.00		
Net Operating Income	-\$ 149,149.94	-\$ 144,609.94	-\$ 43,389.94	-\$ 101,220.00		
Net Income	-\$ 149,149.94	-\$ 144,609.94	-\$ 43,389.94	-\$ 101,220.00		