



Tree of Life

LUTHERAN CHURCH - ELCA

2015 Annual Report

**Annual Meeting
January 24, 2016**

Rev. Christopher E. Lake, Senior Pastor

Tree of Life Lutheran Church
Annual Meeting Agenda
January 24, 2016

- 1) Call to order
- 2) Establish a quorum (count from tellers)
- 3) Opening prayer - Pastor Chris Lake
- 4) Approval of meeting agenda
- 5) Approval of minutes from January, 25 2015, annual meeting
- 6) Approval of minutes from April 26, 2015, special congressional meeting
- 7) Recognition for service for retiring council members: Linda Bliese, Vickie Funderburk.
- 8) Nominations for church council positions (3 year terms)
 - i) Susan Blough (recording secretary)
 - ii) Heidi Beckham (current member, new position - financial secretary)
- 9) Election of council members
- 10) Church Updates - Dennis
- 11) Seeds for Growth update - Larry Anderson,
- 12) Stewardship update for 2015/2016 -Dennis and Chris
- 13) Financial report for 2015 - Larry Anderson, treasurer
- 14) Presentation and adoption of 2016 budget
- 15) Report of tellers*
- 16) New business
- 17) Closing prayer
- 18) Motion to adjourn 2016 congregational meeting

Tree of Life Lutheran Church

Congregational Meeting

April 26, 2015

The meeting was called to order at 9:30 a.m. by President Dennis McConnell. A quorum was established. Sign-in sheets are attached. Pastor Chris Lake led us in prayer.

Update for 1st quarter for Seeds of Growth Campaign: We reached our goal of \$440,000. By December 31, 2014 we had received \$67,436 in contributions and another \$40,533 from January through March 31, 2015. As of March 31st we have used \$27,300 on the following items: restoration of the restrooms, added chips to playground, purchased a storage container, purchased the first water well for "Water to Thrive", and gave to Family Promise. Planned expenditures for 2015 include: showers added to Fellowship Hall Building and purchase of a sound board that will work with the band's instruments and microphones. The current sound board being used will be moved to the Fellowship Hall. We also plan to tithe \$5,000 at each \$50,000 milestone in contributions. We will likely use some for the mortgage payments in the amount of \$24,400.

A video was shown from Dani Trip, the summer intern we hired. She shared information about herself. She is looking forward to working with Tree of Life in our youth program.

Treasurer Larry Anderson gave an update on our finances for the 1st quarter (January –March 31, 2015). We are 4% below the budgeted amount on pledged offerings, 60% below the budgeted amount on unpledged offerings and 50% under budget on other income. Expenses are also below budget by \$900.

The congregation was asked to consider a recommendation to provide a \$2500 "supplement" to Pastor Chris to help offset extra out-of-pocket expenses associated with Ben's surgery in June. After discussion by the congregation Daphne Cox recommended we increase it to \$5000. President Dennis McConnell made it clear that the \$5000 is not part of the budget and extra contributions need to come in to cover this. A motion was made by Butch Nye to give

Pastor Chris \$5000 to supplement his expenses due to Ben's surgery. The motion was seconded by Ann Siede and the motion carried.

Daphne Cox stated that St Vincent de Paul is doing very well in the financial area but do need more volunteers to work at the facility. Daphne made a motion to stop donations to St Vincent de Paul and it was seconded by Larry Anderson. The motion carried with 1 member abstained.

Closing prayer was led by Pastor Chris Lake.

With there being no further business a motion was made by Butch Nye to adjourn the meeting. The motion was seconded by Mary Dinklage and the meeting adjourned at 10:15 a.m.

Dennis McConnell, President
Secretary

Vickie Funderburk,

Tree of Life Lutheran Church

Congregational Meeting

January 25, 2015

The meeting was called to order at 9:30 a.m. by President Dennis McConnell. A quorum was established. Sign-in sheets are attached. Rev. Chris Lake led us in prayer.

The Agenda was displayed as a PowerPoint slide. Larry Finke made a motion to accept the agenda with the change of adding Matt Hannes to the nominations for council. The motion was seconded by Alicia Macha and carried.

Mary Dinklage made a motion to approve minutes from the Congregational Meeting in January, 2014. The motion was seconded by Maxine McConnell and carried. Maxine McConnell made a motion to approve the minutes from the special called Congregational Meeting on April 27, 2014. The motion was seconded by Jan Zuehlke and carried.

Outgoing Council members: Daphne Cox, Karen Solberg and Alicia Macha were recognized for their service. Matt Hannes' term was complete but he agreed to stay on in place of Alicia Macha who had to resign due to conflict in her schedule to make council meetings.

A motion was made by Shirley Finke to accept the nominations for church council positions. Nominees include Heidi Beckham, Chuck Will, Lawrence Zuelke and Matt Hannes. A question was asked which positions these members are filling, President McConnell answered that they will be "at large" positions. With no further nominations being made from the floor Mary Dinklage seconded the motion to accept these nominees and the motion carried.

President Dennis McConnell said he agreed to fill the president's seat for another 2 year term. He asked if there were any other nominees from the floor. There being none, he asked for a vote to accept his position and received a unanimous vote for him to stay in the position for two more years.

Council recommended the congregation consider hiring Pastor Larry Smith for pastoral care. Pastor Chris Lake explained what we are hoping to do with this position. Larry will be our Senior Director called the Amen Ministries. He will do for our adults what Ryan Dockery does for our youth. He will help us bolster new areas in the church and also will be a good mentor for Ryan as he continues his studies to become a pastor. \$20,000 will be added to the budget. Jim Rust asked about a job description. Pastor Chris said we have one but it has to go to the Synod for approval. A copy will be handed out when it is complete. Daphne Cox made a motion to hire Pastor Larry Smith and make his employment retroactive to January 1st since he has been filling in for Pastor Chris while he has been off. Jeanie Anderson seconded and the motion carried.

Pastor Chris gave an update on the Seeds for Growth campaign. He announced we had made our goal of \$440,000. As money comes in we will focus on the Fellowship Hall building first. Member, Larry Klotz will be our general contractor. We have estimates for the work and we need to have an asbestos check before we can begin. The bathrooms will be updated but we will not be able to add a shower in that area due to drainage pipe issues. We do have a water line in the old sacristy in the back of the fellowship hall and this is where we will be able to add the shower and dressing area. Adding a toilet to this area is still being considered if it will be able to be done. The next items will be the fellowship hall sound system, sound baffling, air conditioners, floors, paint and more lighting. The money is there now for all these items and to buy one or two of the wells for "Water 2 Thrive" program. Jim Rust asked about the mortgage reduction and when will start paying on this. Pastor Chris explained that the reconstruction is more important especially for Family Promise. We also need to focus outside our own needs so the drilling of the wells is just as important. Mary Dinklage asked about the time period for all these updates. Pastor Chris said we do not have a time frame but the bathrooms have to be first because of the drainage issues. Pastor Chris pointed out that the shower would not only benefit Family Promise but we would now be able to offer our church as a place for other youth groups coming to the area to sleep and shower.

Larry Anderson gave the financial report for 2014. A copy of the report is added to these minutes. Larry gave highlights on the Balance Sheet. We ended the year with a decent amount in the checking account of \$18,456.99. We did have to dip into our CD but we are still at \$15,000 in the CD. The Seeds of Growth account had \$67,436.00 at the end of the year. He explained that Jim Voelz will put together a cash flow spread sheet for the Seeds for Growth money.

He then presented the 2015 budget. Our giving units did not suffer with the Seeds of Growth pledges, they actually grew. The expenses will be the same with the exception of 3% pay increase for staff and Bunny Stoutes' salary will be increased to match Ida Craig's. She has taken on more responsibilities, some being what Ida did. We have also added the \$20,000 for the hiring of Pastor Larry Smith. Jim Rust made a motion to approve the 2015 budget. Mary Pressley seconded and the motion carried.

There were no reports from the tellers and no new business.

Closing prayer was led by Rev. Chris Lake.

With there being no further business the meeting adjourned at 10:20 a.m.

Dennis McConnell, President

Vickie Funderburk, Secretary

President's Report

The president's annual report gives us a chance to look back over the past year and at the same time look forward to our ministries over this next year and possibly longer.

2015 Highlights

Let's give thanks for the many blessings we have received in 2014, both individually and as a church body at Tree of Life, which reminds me of the old song: "*Count your many blessings, name them one by one, and it will surprise me you what the Lord has done.*" This is one of my favorite hymns.

We began and completed renovation on the fellowship hall restrooms and began work to install shower and restroom facilities in the fellowship hall. This work is still ongoing. We updated the soundboard in the sanctuary, making it simpler to operate and much easier for our contemporary band.

We donated \$5000 to drill one of Tree of Life's wells in Africa to help people there enjoy clean, clear water, donated \$5000 to Family Promise, and donated \$5000 to the ELCA Lead program. What a blessing to be able to financially support these exciting ministries!

We assembled a team to develop a long-range plan and vision for Tree of Life and we look forward to implementing some of their suggestions in 2016.

2016 Ministry Plans

Because Ryan's relationship with Tree of Life will change in the fall of 2017 as he moves to the next stage of his ministry, we face the challenge of finding and developing a youth leader who can continue to grow our youth ministries. I see this as our top priority in 2016 and early 2017.

Tree of Life will sponsor 70 participants in camp and our mission trip this summer. Parents will be asked to help support these ministries, and we will have a couple of fundraisers which we need and ask for congressional support.

Pastor Larry is working to expand our adult education programs, offering Bible studies on Wednesday nights and a second adult class on Sunday's between services. As Jesus invited 2 of his disciples, I would also invite you to "*Come and see.*"

This spring, the really low interest on our mortgage is likely to adjust. We expect any adjustment in the rate to be higher, which will impact our budget.

We plan to implement some of the Vision team suggestions including more frequent financial reporting back to the congregation, and having Mr. and Mrs. Peterson in our facilities more frequently than once per week to better keep up with our growing custodial and maintenance needs. You will hear more about this throughout the year.

Proverbs 16:3 (NIV) Commit to the Lord whatever you do, and he will establish your plans.

Thank you,
Dennis McConnell
President - Church Council
Tree of Life Lutheran Church

President@TreeChurch.net

*"Be quick to listen, slow to speak and slow to become angry," James
1:19b*

Pastor Chris Annual Report

2015 was personally a difficult year for my family and me. This fact does not necessarily define what happened at Tree of Life, but it certainly had an effect on my ministry and you, the people I serve. When I wrote the annual report last year, I did so with my elbow pinned together after shattering it from a fall I took while setting up for Christmas Eve. I was very appreciative of all the support and kindness shown to me during this time. I wish it had been the only time that I needed such help. Six months later with my son Ben, we go in for open-heart surgery for the third time, and it would take over a month to get him out the hospital. Once we got home, tragedy struck again when my wife tripped and fell due to exhaustion, breaking bone, requiring surgery. It ended up taking a total of two surgeries to get her completely healed. I'm personally glad 2015 is over.

Professionally though, there were many good things happening at Tree of Life and I was excited to see new ministries be born. Like in years past, we brought on more staff with the addition of The Rev. Larry Smith who took on monthly preaching engagements and started more adult ministry. He has done an amazing job and his experience and presence is greatly appreciated.

Ryan Dockery has continued with his studies and has learned many lessons this year about how pastors are expected to serve the church. Overall, our youth program continues to get stronger and healthier all the time.

Bunny Stoutest, who took on finances in 2015 along with media, has done an outstanding job. Her attention to detail and productivity is beyond measure and though the work is difficult she is willing to put time and energy well beyond the expectation to bring completion to her assigned task.

John Burkwall continues to serve as our musician and choir director. I am so impressed by the amount of growth and vitality that John brings to his position. I should add that his willingness to prerecord music for our 8am service has always been a labor of love for him and I appreciate the care he brings to the task. It is a goal that one day we will have a live musician in this role, but until that time John's efforts have made that worship service a viable and living experience.

After over 8 years of opening the church on Sunday morning and

cleaning the building, Mark Sauls chose to resign, as the church's needs exceeded his time available. This required some creativity on our part to fill his empty shoes. First, Ida Craig, who is truly a great gift to this congregation, took over role of opening the church along with all of her other secretarial duties, making a more seamless transition. Then, a new cleaning staff was hired. Bob and Karen Peterson are well established members of Conroe and have decades of experience in teaching and administration. Now retired, they sought out a new challenge together and were interested in taking of this new and demanding role. They are excited and have picked up right where Mark left off. I am excited about having them join the staff and look forward to what new ideas they bring with them in 2016.

After our successful capital campaign, we started on improvements to the fellowship hall. Our first goal was to improve and recondition the two bathrooms located in that building. I dearly appreciate Larry Klotz and the time and energy he put into that project to get it to completion. As I write this we are nearing the end of our second project, which was to install a shower in the fellowship hall to support one of our most significant ministries, Family Promise. Linda Baumgartner and her team have also outdone themselves with this project.

One of the most important things that our leadership took on this year was a long-range plan. Thanks to our friends at GSB (the group that helped us with our capital campaign), a group of members known as the vision team created a list of long-term goals. The list has a long range with the first several addressing matters of finance such as, creating an emergency fund, better financial communication and increased benefits for staff just to name a few. Work has already begun to help bring these into reality and it is my hope that this will give us a better scope and understanding where to place our future resources.

Worship attendance and overall growth has been just as strong as in 2014. Our overall average was 176, which is an increase from 173 the prior year. What is more interesting is that we are seeing less fluctuation in our weekly worship where in years past it would vary greatly. In total we brought in 39 new people and with their help, we are a stronger church.

It has been an interesting year and as I mentioned personally I am glad it's over, but from a ministry perspective it is very exciting. We have not seen this much activity in attendance or finance in over 7 years and I am glad to see our Tree starting to stand stronger every year. I wish at times things were moving faster but I also know that we want strong roots and foundation to build on as we head into 2016 and beyond.

Matthew 7:24-25

24 “Everyone then who hears these words of mine and acts on them will be like a wise man who built his house on rock. 25 The rain fell, the floods came, and the winds blew and beat on that house, but it did not fall, because it had been founded on rock.

Let us be the church that is founded on a solid foundation. It is hard work, but I would not want to do it any other way.

Chris Lake, pastor
Tree of Life Lutheran Church

Births (1)

Molly Lou O’Hagan

Deaths (2)

Bob Myers
Ron Wilkins

Baptisms (3)

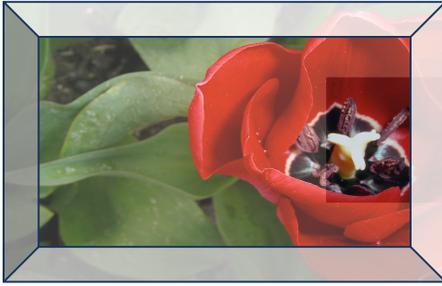
Ardyn Chapman
Ella Pasechnick

Confirmed (8)

Devin Craig
Ian Grigsby
Drew Helberg
Bethany Hillebrandt
Andrew Knauf
Josh Kovar
Caleb Robinson
Brooklyne Stoutes

New Members (39)

Tom, Rachel, Grace, & Brynn Gros
Chris, Pandora, Cameron, Drake Peckne &
Aiden & Bailey Waters
Curtis & Judy Haight
Kira & Phillip Hoffzimmer, Cindi Hannes
Jeff, Nicole, Jeffery, & Riley Blaker
Russell & Robin Thiel
David & Kathy Gray
George & Bonnie Marrero
Doug, Deanne, Sarah, & Erik Mittlesteadt
Asher, Jeredith, & Ella Pasechnick
Jack & Deb Zimmer
Bill & Susan McKinnon
Matthew, Carrie, & Ellen Peterson



From the desk of Larry Smith

PASTOR LARRY SMITH - ANNUAL REPORT 2015

January 14, 2016

I am pleased to report my activities in my role as Director of AMEN ministries at Tree of Life Lutheran Church for 2015.

I have preached in worship at TOL on eleven occasions; presided at the communion table three times; lead worship once; served a lector or assistant minister three times.

I have represented the church at various workshops, community and synod events on five occasions.

In my assigned role, I have:

- conducted a congregational survey seeking information and directions concerning educational opportunities within the congregation;
- informed the congregation and raised funds to enable participation in Stephen Ministries;
- organized and lead two congregation wide educational studies (Christianity & Islam and Disciples and Other Sinners);
- organized and led a Seder ceremony;
- participated in the work of the worship committee, council, choir, hand bells, Lunch Bunch, and Dynamic Dinners
- lead a Visitor Awareness Seminar for the Church Council
- planned a new Adult Sunday School class
- supported the ministry of TOL through hospital and home visits

Tree of Life

Vision Planning Taskforce

Project Synopsis



Introduction

First we would like to thank the Church Council for showing their trust in us as a diverse cross section of the Tree Of Life congregation, to provide a vision for the future and just what we might accomplish as Christian disciples. One of the main points of focus was to keep our mission “To Invite, Inspire, and Include ALL People in Christ’s Love” as a constant reminder of our purpose as the Tree of Life congregation. The members of the Vision Planning Taskforce are Brian Chaffee, David Zuehlke, Chris Lake, Linda Baumgartner, Susan Blough, Melissa Minieri, Jim Johnson, Kirk Helberg and Jeremie Brown. We hope that through our efforts we are at least able to give Tree of Life a start on accomplishing its mission.

Vision Statement

Our first task was to help create a Vision Statement for Tree of Life Lutheran Church. We were supplied with a variety of words and phrases from our initial Vision and Planning

meeting on January 24th of 2015, which included the church council and several other congregation members, to further define our vision. GSB then supplied us with a suggested vision statement using the various exercises and input from that meeting. After our own review and revisions we settled on suggesting:

"Our vision is that TOL will be a shining example of Christ's love for all people by helping to meet the physical, emotional and spiritual needs of people in our church, our community and our world. We will do this by sharing the Word and Faith with all who desire it, our blessings of space and hospitality with those who seek it, and our treasure with those in need."

The idea behind the vision statement was to keep our mission in mind while defining who our vision will help, how it will help them and where we can accomplish our vision.

Goals Assessment

The other aspect of our taskforce was to take the goals generated in the original meeting, add to them and then prioritize by value and ability to achieve them. Here is the link to the spreadsheet that was created to rank the goals after an analysis and voting process that was then averaged to rank by priority based on the input of all parties involved in the taskforce:

<https://docs.google.com/spreadsheets/d/15Tv6GH3dPM6JQLy1PS2tedSV7LTqEsvFicYUe6wg4Rk/edit?usp=sharing>

Summary

Through this process we believe we were able to accomplish the goal to at a minimum create the necessary information for a roadmap for Tree of Life and it's future. We approached this project with much prayer in hope that God would guide us on this incredible path. We think that our story is just beginning and we hope to have played a small part in the beginning of that story...

Youth and Family Annual Report

The year 2015 has come and gone. The year was jam packed with many blessings, milestones, and celebrations. Last year we witnessed 8 students (Devin Craig, Ian Grigsby, Bethany Hillebrandt, Drew Knauf, Josh Kovar, Caleb Robinson, Brooklyne Stoutes, and Drew Helberg) be confirmed. We celebrated and rejoiced as Ethan Helberg and Monique France graduated high school.

This summer we set another record for people sent to summer camp at Lutherhill, 46. We also sent 19 youth and adults to join with 30,000 other youth and adults in Detroit for the National Youth Gathering. We welcomed Dani Tripp as our summer intern. She did an amazing job building relationships with our youth and volunteers, helping lead worship musically, sharing her testimony of her time spent on the World Race, and renewing my own passion for ministry. This summer we hosted another successful year of Vacation Bible School. With the help of over 50 adults and youth volunteers we were able serve almost 100 youth from all over the community.

We continue to offer weekly Sunday school for high school aged all the way down to 3-year-olds. Our 6-12 graders have been exploring a new curriculum called Faith Lens, which takes the Gospel reading for that Sunday and connects it with current events going on in the world. It has been an incredible experience for them. Our elementary classes are using an amazing curriculum through Group Publishing called Hands-On. This has received overwhelmingly positive feedback from both the youth and adults who are teaching each week.

Wednesday nights we continue to invite, inspire, and include all youth and adults from the community. Every week we gather as a community for a shared meal. Then, we sing, play, and talk about what is going on in our lives. Youth are continuing to bring friends to share this important moment in their week. Wednesday nights continue to be a highlight of my week.

For the second year in a row I have spent my Tuesdays in different schools having lunch with students. At the beginning of the year, youth sign up for me to bring them lunch from McDonalds, Chick-Fil-A, or wherever they choose. This has been an amazing opportunity to talk one-on-one with our youth and get to see their world and where they spend much of their time.

This could not be done without the dozens of volunteer leaders that show up each and every week. This could not be done without a congregation who continuously supports and prays for this ministry. This could not be done without the guidance and leadership of Pastor Chris. This could not be done without the blessing and gifts God continuously provides for God's people. With that, I can only say thank you and hope you know I mean it with my entire heart. Thank you, each and every one of you, for the gift and blessing you are. I am excited and look forward to what the new year has upon us!

God's Peace & Love,
Ryan Dockery
Director of Youth & Family Ministries

Media Manager Annual Report

Tree of Life enjoyed many "wins" in 2015!

We lost a few members this year due to relocations. We will miss Larry & Linda Crochet, Ann Siede, Gretchen Griffin, and Bonnie Buckles. We wish you the best in your new homes! We lost Bob Myers & Ron Wilkins this year, as they now rest with our heavenly Father. Two members transferred their membership to another place of worship.

We gained 42 new members this year, comprised of 14 families. Our new members have immersed themselves in different ministries at Tree of Life! We had one birth, sweet Molly Lou to John & MariAnn O'Hagan.

Tree of Life had 147 first time visitors (the ones we can count, as most do not turn in attendance slips.) We also had 476 guest visits! Our worship attendance grew from an average of 160 in 2013, 173 in 2014, and 176 in 2015. We are definitely headed in the right direction!

Our following on Facebook has greatly increased, from 818 to 2,229! Some of it was natural growth, and some it was by paid advertising. Each year, we advertise our First Responder's Sunday, Easter, and Christmas services, in addition to general advertisements.

Our mailings were greatly increased this year, as we created postcards for Easter and Christmas. Part of our mailing list is comprised of anyone who has visited Tree of Life in the past three years. This year, we increased our mailings up the FM 2854 corridor, sending over 1,000 postcards inviting people to worship with us.

Media changed a bit this year with the implementation of "The Roots" newsletter. We streamlined the look of this monthly newsletter to make it eye catching and easy to read. We've worked hard on cross posting on multiple platforms, including verbal announcements, the weekly newsletter, the emailed newsletter, the Roots, and word of mouth, ensuring that the congregation knows about the great things happening at Tree of Life. We've also added a car seat page to the website, making it easier for people to book appointments.

For the second year, we have spent a great deal of time on the Advent devotions. We've heard great feedback on these, and believe this investment is definitely worth the time it takes to create them.

The outside signage at Tree of Life is starting to change too! The old church sign with the "3 Pines" was horribly termite damaged and needed to be replaced, along with the entry signs at each driveway. We designed larger, easier to read, matching signs! Many thanks to Lawrence Zuehlke and his helper Chuck Will for the installation of the large sign! They were able to combine the large sign with the banner stand, making it easier for passerby's to read the signs without their eyes going in 20 different directions with all of our signage.

This year, our youth participated in two large events to spread the word about Tree of Life - the Trick or Treat Trail and the Conroe Christmas parade. Almost 2,000 pieces of candy with our information on it were handed out at the Trick or Treat Trail, and almost 3,000 candy canes at the parade.

We had tons of fun taking photos in our makeshift photo studio for the new directory.

Finally, this is the first year for me to take charge of our accounts payable. I'd like to give a huge shout-out to Larry Anderson, our treasurer, for his help in teaching me the ropes. I am grateful for your assistance and your patience with all my questions!

It has been a great year to work at Tree of Life. I am grateful for each experience and new challenge. I can't wait to see what 2016 has in store!

All my love,

Bunny Stoutes
Media Manager
Tree of Life Lutheran Church

Music Department Annual Report

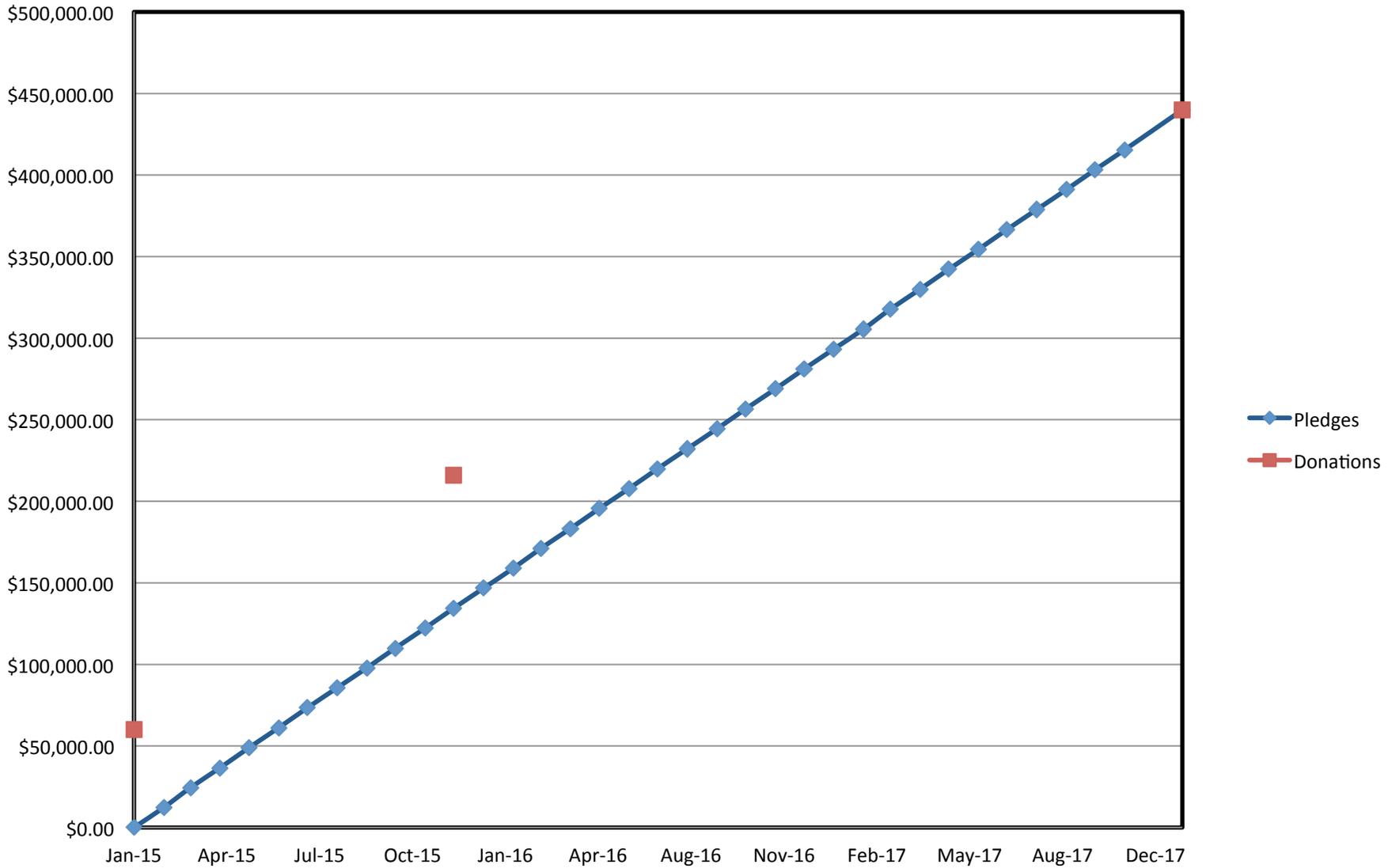
It has been a very busy year this past year. We have grown in membership to 18 choir members, so we are able to do larger choral pieces on a regular basis. The choir has also continued to partner with Grace Lutheran's choir for high holy days. Amazingly enough, when combined with Grace, our choir can number over 30! In addition to our choir we have a steadily growing bell choir led by Richard Griffin. It has grown in membership as well, and represents all ages.

Our choir performed several major pieces this past year, including "Prayers at the Cross" by Lee Dengler, "Total Praise" by Richard Smallwood, John Rutter's Requiem, "Ubi Caritas" by Maurice Durufle, and "Salvation is Created" by Pavel Tschesnokoff. We also joined 5 other choirs in the annual Gospel Extravaganza on August 16th, 2015, where I directed "Total Praise".

In the next year we plan on singing during the Gospel Extravaganza again, as well as doing parts of the Deutsche Requiem by Johannes Brahms for All Saints. All are welcome to join, whether old or young! We look to grow our choir still further in the coming year.

John Burkwall
Traditional Music Director, Grace Lutheran and Tree of Life Lutheran
Church

New Seeds for Growth Income



New Seeds Expenses

Family Promise	\$5,000
LEAD	\$5,000
Water to Thrive - Well	\$5,000
Mortgage Pay Down	\$10,000
Mortgage Payments	\$56,721
Asbestos Inspection	\$725
Storage Container	\$2,570
Restrooms & Water Fountain	\$17,263
Playground Fill	\$2,273
Soundboard & Projectors	\$5,079
Shower	\$18,000
TOTAL	\$127,631

Tree of Life Lutheran Church
Income & Expenses Budget vs. Actual
For the Year 2015

	Total		Actual Over / (Under) Budget
	2015 Actual	2015 Budget	
New Seeds for Growth			
Income	141,053.52	-	141,053.52
Expenditures			
Family Promise	5,000.00	-	5,000.00
Lead	5,000.00	-	5,000.00
Mortgage Pay Down	10,000.00	-	10,000.00
Old Building Refurbishment	45,913.87	-	45,913.87
Water To Thrive	5,000.00	-	5,000.00
To General Fund for Mortgage Payment	56,721.00	-	56,721.00
Total Expenditures	127,634.87	-	127,634.87
General Fund			
Income			
Pledged Offering	349,385.15	321,550.00	27,835.15
Non-pledged Offering	67,241.08	137,893.00	(70,651.92)
Other Income	71,662.26	70,000.00	1,662.26
Building Use Fees	3,650.00	-	3,650.00
Interest	91.98	-	91.98
Deposit Adjustment	1.40	-	1.40
Total Income	492,031.87	529,443.00	(37,411.13)
Total Expenses	568,351.43	557,312.00	11,039.43
Net Income	(76,269.56)	(27,869.00)	(48,400.56)
Expenses			
Administration			
Computer/Software	6,645.17	6,000.00	645.17
Copier, Lease & Maintenance	6,580.88	5,000.00	1,580.88
Office Supplies	2,620.98	3,000.00	(379.02)
Postage	1,330.26	1,000.00	330.26
Telephone	3,903.81	3,500.00	403.81
Total Administration	21,081.10	18,500.00	2,581.10
Benevolence			
Campus Ministry	900.00	900.00	-
Missionary Support	400.00	-	400.00
Pastor Discretionary	1,868.45	1,200.00	668.45
Seminary Scholarship	2,797.51	5,000.00	(2,202.49)
St. Vincent DePaul	666.68	2,000.00	(1,333.32)
Synod Benevolence	24,000.00	24,000.00	-
Total Benevolence	30,632.64	33,100.00	(2,467.36)
Buildings			
Building Maintenance	6,984.21	10,000.00	(3,015.79)
Building Supplies	4,320.41	3,000.00	1,320.41
Cleaning Service	11,500.00	11,100.00	400.00

Tree of Life Lutheran Church

Income & Expenses Budget vs. Actual

For the Year 2015

Security	1,515.84	2,000.00	(484.16)
Utilities			
Electricity	17,415.76	19,000.00	(1,584.24)
Natural Gas	522.75	500.00	22.75
Water	5,225.19	6,000.00	(774.81)
Total Utilities	23,163.70	25,500.00	(2,336.30)
Total Buildings	47,484.16	51,600.00	(4,115.84)
Capital Campaign	12,444.45	10,000.00	2,444.45
Education			
Adult Education	2,856.66	2,000.00	856.66
Confirmation	3,528.61	3,200.00	328.61
Education Supplies	127.08	500.00	(372.92)
Sunday School	882.31	900.00	(17.69)
Total Education	7,394.66	6,600.00	794.66
Evangelism			
Advertising	3,988.75	4,925.00	(936.25)
Equipment	504.67	1,000.00	(495.33)
Evangelism Supplies	1,100.32	1,500.00	(399.68)
General Outreach	1,543.87	500.00	1,043.87
Image Rights	478.19	1,000.00	(521.81)
Printing	181.66	300.00	(118.34)
Website Fees	736.69	775.00	(38.31)
Total Evangelism	8,534.15	10,000.00	(1,465.85)
Fellowship	-	-	-
Fellowship Supplies	8,239.86	7,000.00	1,239.86
Kitchen Supplies	2,404.81	1,000.00	1,404.81
Total Fellowship	10,644.67	8,000.00	2,644.67
Grounds			
Grounds Maintenance	-	400.00	(400.00)
Lawn Service	7,788.00	5,000.00	2,788.00
Trash Service	4,443.81	4,800.00	(356.19)
Total Grounds	12,231.81	10,200.00	2,031.81
Insurance			
Church Liability Insurance	11,400.75	12,000.00	(599.25)
Worker's Compensation	2,205.77	1,500.00	705.77
Total Insurance	13,606.52	13,500.00	106.52
Mortgage			
Interest	55,707.38	57,000.00	(1,292.62)
Principal	41,528.62	40,200.00	1,328.62
Total Mortgage	97,236.00	97,200.00	36.00
Other Expenses			
Bank Charges	579.64	650.00	(70.36)
Council Misc	27.15	500.00	(472.85)
IRS 2010 Penalty	520.00	-	520.00
Synod Conventions	570.00	500.00	70.00

Tree of Life Lutheran Church

Income & Expenses Budget vs. Actual

For the Year 2015

Total Other Expenses	1,696.79	1,650.00	46.79
Social Ministry	-	500.00	(500.00)
Staff			
Associate Minister of Pastoral Care			
Professional Expenses	347.11	6,000.00	(5,652.89)
Salary	13,080.00	12,960.00	120.00
Total Associate Minister of Pastoral Care	13,427.11	18,960.00	(5,532.89)
Interns			
Multi-Media	-	3,000.00	(3,000.00)
Youth	3,000.00	3,000.00	-
Total Interns	3,000.00	6,000.00	(3,000.00)
Media Manager			
Continuing Education	754.90	1,000.00	(245.10)
Salary	22,145.03	22,145.00	0.03
Total Media Manager	22,899.93	23,145.00	(245.07)
Music Staff			
Instrumentalist	150.00	400.00	(250.00)
Organist/Choir Director	17,160.00	17,160.00	-
Substitute Organist	300.00	500.00	(200.00)
Total Music Staff	17,610.00	18,060.00	(450.00)
Nursery			
Salary	6,844.70	6,300.00	544.70
Total Nursery	6,844.70	6,300.00	544.70
Office Manager			
Continuing Education	917.42	1,000.00	(82.58)
Salary	22,145.03	22,145.00	0.03
Total Office Manager	23,062.45	23,145.00	(82.55)
Pastor			
Continuing Education	2,842.52	4,500.00	(1,657.48)
ELCA Benefits Package	33,520.20	29,500.00	4,020.20
Housing Allowance	27,293.00	27,300.00	(7.00)
Medical Expense Savings	9,152.51	-	9,152.51
Professional Expenses	1,418.06	2,000.00	(581.94)
Salary	41,200.07	41,200.00	0.07
Social Security Allowances	6,438.00	6,500.00	(62.00)
Substitute Pastor	-	2,000.00	(2,000.00)
Travel/Mileage	550.94	2,500.00	(1,949.06)
Total Pastor	122,415.30	115,500.00	6,915.30
Payroll Tax Expense	8,523.64	8,157.00	366.64
Staff Christmas	3,500.00	-	3,500.00
Youth Director	27,580.10	27,580.00	0.10
Total Staff	248,863.23	246,847.00	2,016.23

Tree of Life Lutheran Church Income & Expenses Budget vs. Actual For the Year 2015

Stewardship	31.96	1,500.00	(1,468.04)
Wedding	52.81	-	52.81
Worship & Music			
Bulletins	1,158.77	1,000.00	158.77
Choir Music	914.66	700.00	214.66
Copyrights	1,201.00	523.00	678.00
Equipment Maintenance	937.22	500.00	437.22
Flowers	2,245.56	1,500.00	745.56
Handbell Music	117.40	-	117.40
Sanctuary Supplies	2,684.66	3,000.00	(315.34)
Worship Planning	2,105.09	2,500.00	(394.91)
Total Worship & Music	11,364.36	9,723.00	1,641.36
Youth Ministry			
Camp / Mission Trip	37,809.88	31,282.00	6,527.88
VBS	4,048.52	4,010.00	38.52
Youth Fellowship	3,193.72	3,100.00	93.72
Total Youth Ministry	45,052.12	38,392.00	6,660.12



TREE OF LIFE LUTHERAN CHURCH

BALANCE SHEET

As of December 31, 2015

	Total
ASSETS	
Current Assets	
Bank Accounts	
1stnb - General Fund Checking	-6,073.17
1stnb - Seeds for Growth	89,825.75
Certificates of Deposit	
313110881	568.22
313111623	10,158.37
Total Certificates of Deposit	10,726.59
Mission Investment Fund	101.25
Total Bank Accounts	\$94,580.42
Total Current Assets	\$94,580.42
Fixed Assets	
Fixed Assets	
Buildings	2,593,905.23
Children's Park	66,964.80
Furniture & Equipment	63,983.67
Land	411,021.00
Musical Instruments	87,000.00
Prayer Garden	3,424.94
Sound System	37,356.67
Total Fixed Assets	3,263,656.31
Total Fixed Assets	\$3,263,656.31
TOTAL ASSETS	\$3,358,236.73
LIABILITIES AND EQUITY	
Liabilities	
Current Liabilities	
Accounts Payable	
Bills Entered	3,075.55
Total Accounts Payable	\$3,075.55
Credit Cards	
Cardmember Credit Cards	2,150.88
Office Depot	160.14
Sam's	720.89
Total Credit Cards	\$3,031.91
Other Current Liabilities	
All Pass-through Accounts	
Water-to-Thrive	2,992.53
Total All Pass-through Accounts	2,992.53
Payroll Liabilities	0.00

	Total
Federal Taxes (941/944)	2,663.97
Federal Unemployment (940)	280.40
Total Payroll Liabilities	2,944.37
Total Other Current Liabilities	\$5,936.90
Total Current Liabilities	\$12,044.36
Long-Term Liabilities	
Mortgage - Mission Inv Fund	1,453,234.52
Total Long-Term Liabilities	\$1,453,234.52
Total Liabilities	\$1,465,278.88
Equity	
Camp / Mission Trip	3,360.21
Car Seat	2,559.25
M Dockery Mem Seminary Fund	6,378.32
Memorial	3,749.75
Net Fixed Assets	1,811,023.84
Operating Fund	44,753.60
Staff Christmas Gifts	317.00
Unrestricted Net Assets	26,780.36
VBS	613.85
Net Income	-6,578.33
Total Equity	\$1,892,957.85
TOTAL LIABILITIES AND EQUITY	\$3,358,236.73

Tree of Life Lutheran Church Operating Income & Expenses

	2015 Actual	2016 Proposed*
Income		
Pledged	349,385.15	337,360.00
Non Pledged	67,291.08	102,537.00
Other	71,662.26	77,000.00
Building Use Fees	3,650.00	-
Interest	91.98	-
Deposit Adjustments	1.40	-
Total Income	492,081.87	516,897.00
Expenses		
Administration		
Computer/Software	6,645.17	4,500.00
Copier	6,580.88	5,500.00
Office Supplies	2,620.98	3,000.00
Postage	1,330.26	700.00
Telephone	3,903.81	3,900.00
Total Administration	21,081.10	17,600.00
Benevolence		
Campus Ministry	900.00	900.00
Missionary Support	400.00	-
Pastor Discretionary	1,868.45	1,200.00
Seminary Scholarship	2,797.51	3,000.00
St Vincent de Paul	666.68	-
Synod Benevolence	24,000.00	24,000.00
Total Benevolence	30,632.64	29,100.00
Buildings		
Building Maintenance	6,984.21	11,000.00
Building Supplies	4,320.41	-
Cleaning Service	11,500.00	-
Security	1,515.84	1,515.00
Electricity	17,415.76	18,000.00
Gas	522.75	525.00
Water	5,225.19	5,000.00
Total Buildings	47,484.16	36,040.00
Capital Campaign	12,444.45	-
Education		
Adult Education	2,856.66	3,000.00
Confirmation	3,528.61	3,200.00

Tree of Life Lutheran Church Operating Income & Expenses

	2015 Actual	2016 Proposed*
Education Supplies	127.08	200.00
Sunday School	882.31	900.00
Total Education	7,394.66	7,300.00
 Evangelism		
Advertising	3,988.75	4,200.00
Equipment	504.67	400.00
Evangelism Supplies	1,100.32	1,500.00
General Outreach	1,543.87	500.00
Image Rights	478.19	500.00
Printing	181.66	200.00
Website Fees	736.69	700.00
Total Evangelism	8,534.15	8,000.00
 Fellowship		
Fellowship Supplies	8,239.86	8,000.00
Kitchen Supplies	2,404.81	1,000.00
Total Fellowship	10,644.67	9,000.00
 Grounds		
Lawn Service	7,788.00	7,788.00
Trash Service	4,443.81	4,500.00
Total Grounds	12,231.81	12,288.00
 Insurance		
Liability	11,400.75	11,944.00
Worker's Comp	2,205.77	2,500.00
Total Insurance	13,606.52	14,444.00
 Mortgage		
Interest	55,707.38	55,000.00
Principle	41,528.62	42,200.00
Total Mortgage	97,236.00	97,200.00
 Other Expenses		
Bank Charges	579.64	600.00
Council Misc	27.15	100.00
IRS Penalty	520.00	1,200.00
Synod Conventions	570.00	570.00
Total Other	1,696.79	2,470.00
 Social Ministry		
	-	-

Tree of Life Lutheran Church Operating Income & Expenses

	2015 Actual	2016 Proposed*
Staff		
Associate Minister		
Professional Expenses	347.11	3,000.00
Salary	13,080.00	13,080.00
Total Associate Pastor	13,427.11	16,080.00
Interns		
Multi Media	-	-
Youth	3,000.00	3,000.00
Total Interns	3,000.00	3,000.00
Media Manager		
Continuing Education	754.90	1,000.00
Salary	22,145.03	22,145.00
ELCA Benefits	-	7,285.00
Total Media Manager	22,899.93	30,430.00
Music Staff		
Instrumentalist	150.00	150.00
Organist/Choir Director	17,160.00	17,160.00
Sub Organist	300.00	500.00
Total Music Staff	17,610.00	17,810.00
Nursery		
Salary	6,844.70	6,844.00
Total Nursery	6,844.70	6,844.00
Office Manager		
Continuing Ed	917.42	1,000.00
Salary	22,145.03	22,145.00
Total Office Manager	23,062.45	23,145.00
Cleaning Staff		
Salary	-	15,000.00
Total Cleaning Staff	-	15,000.00
Pastor		
Continuing Ed	2,842.52	3,500.00
ELCA Benefits	33,520.20	36,043.00
Housing	27,293.00	34,923.00
Medical Expense	9,152.51	-

Tree of Life Lutheran Church Operating Income & Expenses

	2015 Actual	2016 Proposed*
Professional Expenses	1,418.06	1,500.00
Salary	41,200.07	34,200.00
Social Security Allowance	6,438.00	6,500.00
Sub Pastor	-	-
Travel/Mileage	550.94	1,000.00
Total Pastor	122,415.30	117,666.00
Payroll Tax Expense	8,523.64	9,524.00
Staff Christmas	3,500.00	-
Youth Director (Salary)	27,580.10	27,580.00
ELCA Benefits	-	4,657.24
Total Youth Director	27,580.10	32,237.24
Total Staff	248,863.23	271,736.24
Stewardship	31.96	1,000.00
Wedding	52.81	-
Worship & Music		
Bulletins	1,158.77	1,200.00
Choir Music	914.66	350.00
Copyrights	1,201.00	755.00
Equipment Maintenance	937.22	1,000.00
Flowers	2,245.56	-
Handbell Music	117.40	200.00
Sanctuary Supplies	2,684.66	2,700.00
Worship Planning	2,105.09	2,300.00
Total Worship & Music	11,364.36	8,505.00
Youth Ministry		
Camp/Mission Trip	37,809.88	29,360.00
VBS	4,048.52	4,000.00
Youth Fellowship	3,193.72	3,100.00
Total Youth Ministry	45,052.12	36,460.00
Total Expenses	568,351.43	563,587.69
Net Income	(76,269.56)	(46,690.69)