

HOPE CHURCH

20  
24  
BUDGET

CONNECT  
GROW  
SERVE

Hope Church Family,

"When Jesus spoke again to the people, he said, 'I am the light of the world. Whoever follows me will never walk in darkness, but will have the light of life.'" – John 8:12

Have you ever experienced a sunrise? I'm talking about a true sunrise where you get up before first light and sit in anticipation for the sun to come. If you have, you might remember the first light, the sun peeking up over the horizon, and the way the light covered you and all things around you. Similar to the anticipation of a sunrise to come, our church is in a season of anticipation and excitement for how God will use us to reach our friends, neighbors, community, and world.

God has been so faithful to our church over the last 25 years with our previous Senior Pastor and friend Matt Collins and his wife Carol. Pastor Matt and Carol have led a thriving ministry at Hope Church and, as God has directed their steps, are leaving a legacy for us to continue.

Our church is in a healthy position to obediently take steps towards what God has for us next. With our vision of "Helping people connect with God", we have the opportunity to help each other to take steps of truly connecting with God in Christ on the weekends, growing with others in Christ through life groups and other pathway events, and serving our community and world by the power of the Holy Spirit within us. Our ministries, like Hope Kids and Hope Students, are making an impact on the next generation and helping them understand that they are part of the church today. Our Life Groups are meeting weekly and growing in following Jesus together. We have women's pathway events that meet often to encourage, love and grow with one another in their walk with Christ. God is doing amazing work through our music ministry on the weekends and beyond - even building a band of teenagers to lead consistently on the weekends! All in an effort to help each of us connect with God through worship on the weekends. There is so much more I could mention, but that's just the start. I am praising God for all He has done and will continue to do with our church planted here in Dubuque.



As we look ahead to this next year of ministry together, may we fix our eyes on Jesus and trust in Him every step of the way. –Hebrews 12:1-3

It's All About Jesus,

**ROSS HARRISON**  
SENIOR PASTOR

A handwritten signature in black ink, appearing to read "Ross Harrison".

Dear Hope Church,

"Lord, you are my God; I will exalt you and praise your name, for in perfect faithfulness you have done wonderful things, things planned long ago." –Isaiah 25:1

As we look toward the next year for Hope Church, it's hard to do so without looking back. For the past 25 years, God has exhibited his faithfulness as He blessed our church with Pastor Matt and Carol. Hope Church would not be where it is today without them. Through their leadership, God gave us a thriving, stable and consistent church. Hope Church has also built a reputation as a church whose people love Jesus and we have expressed that throughout the community and beyond.

More recently, we have seen God's faithfulness in how He listened to our prayers and answered them and provided us with a new Senior Pastor. It is such a blessing to have Ross and his sweet family with us at Hope Church.

Despite all of the past and more recent displays of God's faithfulness, it leaves me with the questions... What are we, as a church, going to do with these wonderful blessings of His faithfulness? What are we going to do with all that we've learned from Pastor Matt and Carol? And, what are we going to do with what we are now learning from Pastor Ross? As we look forward, the Elder Board and I would like to ask each of us to search our hearts and ask God to reveal what steps we can take to help us pursue Him like never before. Furthermore, ask Him to reveal in what areas we need to be more faithful to Him. My guess is that He will be faithful in answering our prayers and that He will show us new and exciting ways to help strengthen Hope Church and spread His Gospel message.

A handwritten signature in black ink, appearing to read "Mike Tracy".

Serving Him with you,  
**MIKE TRACY**  
ELDER BOARD  
CHAIRMAN



# CELEBRATING WHAT GOD IS DOING!

Hope Church is in a healthy place! Our Elder Board is healthy, our staff is healthy, our ministries are healthy. God has blessed us through a season of transition and we're excited as we look forward!

God is doing great things at Hope Church. We get to teach 70-90 children about Jesus every Sunday (and 200+ kids came to VBS!); our Student Ministry has the opportunity to pour into 60-70 students each week; the MOPS program is building into 60-70 young moms; over 30 people were baptized this year; 300 people volunteered to share the love of Christ with 200 people with special needs through Night to Shine; over 450 people are connected in Life Groups; and 60-90 households join us online each week. We have lots to be thankful for and lots to build upon!

Through prayer and engagement of our whole church family, we believe we can do more for God's glory. More to welcome the new people we see almost every weekend; more to serve our community; more to build the relationship with our partner church in Panama; and more to prepare for the future. More people in our community need the mercy and grace that only comes through Jesus.



## FINANCIAL STATUS & PROPOSED BUDGET

Financially, Hope Church is in a relatively good position, but that picture is a little more mixed. On one hand, through extra, one-time gifts and tight management of expenses, most of the long-term, large maintenance items in our facility have been addressed over the last 6-8 years. By God's grace, our cash reserve is healthy. We are also within about 5 years of paying off our mortgage. These are all signs of financial health and we thank God for His provision.

On the other hand, on the income side, giving is down ~8% post-COVID. Two years ago, we reduced our budget by ~8% from \$1.615M to \$1.500M and have held it steady since then. We have responsibly controlled spending to be good stewards of the resources God has entrusted to us. At the same time, it is getting more and more difficult to do that in the face of rising costs of everything from utilities to property insurance and health insurance to the general cost of ministry materials across the board.

As we prayerfully consider the next fiscal year, we feel led to keep our budget flat at \$1.500M and ask our church family to consider what each of us can do to increase our collective giving around 10% in order to meet this budgeted amount. With your help, we can move into this next season being even more effective – in our church, in our community, and globally as we carry out the mission we believe God is calling us to.

The table at the right shows FY23's approved budget and estimated spending for the year, along with the plan to allocate spending in FY24. This budget reflects what we feel God is calling us to do, both in ministry next year and in setting aside funds for the future ongoing care and maintenance of our facility. It represents hours of prayer, planning, discussion, and thought by the Elder Board and staff. Will you join us in working to fund this budget as we strive to be faithful to God's call on our church?

## CASH RESERVE AND MORTGAGE STATUS

After covering the costs of the Senior Pastor transition and replacing 5 old HVAC units this summer, our remaining cash reserve will be about \$684,000 or about 5.5 months of our operating budget. Our Elder Board believes it would be responsible to keep the cash reserve level at 3.5 months of our operating budget to serve as an emergency fund. We are proposing to use the surplus cash reserve over the 3.5-month mark to pay down our mortgage and help us become debt-free sooner. After our August payment, our mortgage balance will be ~\$700,000. By applying the excess cash reserve to the mortgage, we can knock off about 20 months of payments and be debt-free by August 2026 in about 3 years! The Board is asking our membership to approve this step when we approve the FY24 annual budget.

## STATUS OF OTHER FUNDS

OTHER FUNDS	ESTIMATED FY23 INCOME	ESTIMATED FY23 EXPENSES	ESTIMATED YEAR-END BALANCE
Good Samaritan	\$37,050	\$22,413	\$55,234
Expansion Fund <sup>1</sup>	\$20,292	\$13,355	\$414

<sup>1</sup> Pre-payment of renovation costs caused a temporary negative balance at the start of FY23.

### Notes:

- The Good Samaritan Fund is our benevolence fund to assist regular attendees experiencing unexpected financial difficulties. We also use these funds to: 1) provide partial scholarships to those in need so they can attend Hope ministries, 2) assist local & international non-profits, and 3) support vital ministries of the church. For FY23, the breakdown was: \$1,853 to support 6 church families in need; \$1,390 in partial scholarships; and \$19,000 to support 5 local or international non-profits (EFCA Hurricane Ian relief, Hoover School winter clothing, EFCA Turkey earthquake relief, Tri-State Christian School, and our partner church in Panama).
- The Expansion Fund is used to renovate/improve new or existing facilities and to support efforts related to expanding ministry. All expenditures from the Expansion Fund are first approved by the Elder Board. This year, funds were used to finish the renovation of our NextGen ministry spaces and replace the 43-year-old windows in the east building.

DESCRIPTION	FY23 BUDGET	FY23 SPENT <sup>1</sup>	FY24 BUDGET
<b>MINISTRY STAFF</b>			
<b>Pastors &amp; Directors Salaries</b>	\$540,766	\$524,949	\$548,150
SP, XP, Worship Arts & Production, Pastor of Life Groups & Connections, Student Pastor, Early Family, Elementary Min, Communications & Visual Arts			
<b>Support Staff Wages</b>	\$157,154	\$151,843	\$194,887
Student Ministry, Young Adults, Elementary, Early Family, Office, Finance, IT, HR, Connections, Custodial, Maintenance, Worship Leader, Projection, Social Media, Childcare			
<b>Staff Benefits &amp; Costs</b>	\$115,219	\$120,211	\$131,404
Insurance, Retirement, Taxes, Bonuses			
<b>TOTAL</b>	<b>\$813,139</b>	<b>\$797,003</b>	<b>\$874,441<sup>2</sup></b>
% of total	54.2% of total budget	59.0% of total spent	58.3% of total budget
<b>MINISTRY SPACES</b>			
Mortgage	\$162,300	\$162,258	\$162,300
Maintenance, Repair, Vehicles	\$137,700	\$76,367 <sup>3</sup>	\$93,500
Utilities & Insurance	\$54,450	\$53,903	\$56,375
Facilities Improvements	\$79,400	\$27,862 <sup>3</sup>	\$31,400
Computers & Office Equipment	\$6,500	\$10,351	\$12,000
<b>TOTAL</b>	<b>\$440,350</b>	<b>\$330,741</b>	<b>\$355,575</b>
% of total	29.4% of total budget	24.5% of total spent	23.7% of total budget
<b>MINISTRY STRATEGIES</b>			
<b>Admin &amp; Communications</b>	<b>\$44,643</b>	<b>\$48,616</b>	<b>\$45,450</b>
Office & Ministry Supplies, Payroll Services, Print Media, Website & Data Services			
<b>Adult Ministries</b>	<b>\$14,150</b>	<b>\$15,973</b>	<b>\$8,100</b>
Life Groups, Special Needs, College & Young Adult, Women's, DivorceCare, Safety Team			
<b>Student Ministries</b>	<b>\$14,100</b>	<b>\$18,842</b>	<b>\$14,100</b>
Middle School, High School, Camps, Retreats, Mission Trips			
<b>Elementary Ministries</b>	<b>\$7,450</b>	<b>\$8,142</b>	<b>\$6,050</b>
Hope Kids, Hope Weds, VBS, Hope 45			
<b>Early Family Ministries</b>	<b>\$9,650</b>	<b>\$11,395</b>	<b>\$7,850</b>
Weekend Nursery & Preschool, MOPS, Baby Dedications, Childcare			
<b>Worship Arts</b>	<b>\$80,418</b>	<b>\$46,132</b>	<b>\$99,814</b>
Music, Sound, Lighting, Projection, Video, Staging & Drama, Equipment, Baptisms			
<b>Care &amp; Connection</b>	<b>\$10,050</b>	<b>\$11,588</b>	<b>\$17,270</b>
Hosts, Café, Connections, Pastoral Care & Counseling, Weddings & Funerals, Guest Follow Up			
<b>Congregational Related</b>	<b>\$2,100</b>	<b>\$2,018</b>	<b>\$2,000</b>
Elder Board, Congregation Mtgs, Giving Records, Membership			
<b>Special Events</b>	<b>\$11,800</b>	<b>\$9,281</b>	<b>\$10,600</b>
Christmas Eve, Easter, Special Events			
<b>Global</b>	<b>\$38,200</b>	<b>\$38,076</b>	<b>\$43,200</b>
Missionaries	\$23,700	\$23,776	\$23,700
Denominational Support	\$9,000	\$9,000	\$9,000
International Partnerships & Other	\$5,500	\$5,300	\$10,500
<b>Staff &amp; Staff Development</b>	<b>\$13,950</b>	<b>\$13,481</b>	<b>\$15,550</b>
Strategic Planning, Staff Development, Staff Appreciation			
<b>TOTAL</b>	<b>\$246,511</b>	<b>\$223,544</b>	<b>\$269,984</b>
% of total	16.4% of total budget	16.5% of total spent	18.0% of total budget
<b>TOTAL - ALL</b>	<b>\$1,500,000</b>	<b>\$1,351,288<sup>4</sup></b>	<b>\$1,500,000</b>

1 Projected spending is estimated to be within 2% of actual

2 8 full-time employees & 15 part-time employees - 13.3 FTE's vs. 12.6 FTE's FY23

3 Giving did not support some FY23 budgeted projects

4 FY23 Giving is projected to be \$1.345-1.360M