

LifeJourney Church

2015 Annual Congregational Meeting

Our Annual Congregational Meeting will take place on February 8, 2015, at 12:45 pm in the sanctuary. Only members can vote, but all are welcome. Agenda items are:

1. Adopt 2015 Budget.
2. Elect Board Members.

This document contains the information you'll need. Please bring it to the meeting.

Proposed 2015 Budget

When developing this year's proposed budget, the Board of Directors was guided by three priorities:

1. Ensure that current vital ministry programs are all adequately funded.
2. Provide substantial new funding for a big media campaign later this year. The goal will be to share word about our church in a sustained, professional media campaign, so we can welcome others who long for what we offer – a warm, inclusive, nonjudgmental Christ-centered church!
3. Provide substantial new funding for building maintenance, so we don't keep deferring much needed repairs and upgrades. For example, the exterior of our building desperately needs painted, and the carpeting in the social hall is old and worn.

It's because of everyone's generous response to the October/November stewardship drive that the Board is able to present a budget proposal that meets the foregoing objectives. We believe this year's budget will propel us out of the sustaining mode and into the growth mode!

If you're not a yet a regular giver, but would like to be part of what God is doing through LifeJourney Church, you can establish your own private giving account at www.LifeJourneyChurch.cc/donate. Even small amounts make a huge difference when given regularly!

Base Budget and Budget Steps

For those who are new, here is some basic information you'll need to understand the budget proposal. Each year, the Board proposes a "base budget." The "base budget" represents what we can afford with giving at its current level. Beyond that, the Board also proposes "budget steps." These "budget steps" identify additional initiatives we hope to activate as giving grows during the year.

Once approved, the base budget goes into effect immediately. Thereafter, the Board is then authorized to activate budget steps if, and when, giving growth will support those steps.

- This year's proposed base budget is sufficient to adequately fund all current ministry programs, while also adding \$2,500 for our 2015 media campaign and \$5,000 for building maintenance and upgrades.

- Budget Step 1, if reached, will add another \$2,500 for our 2015 media campaign and another \$2,500 for building maintenance and upgrades.
- Budget Step 2, if reached, will add yet another \$2,500 for our 2015 media campaign and yet another \$2,500 for building maintenance and upgrades.

	<u>Weekly</u>
Proposed 2015 Base Budget	\$9,749
Budget Step 1	\$9,852
Budget Step 2	\$9,955

Explanatory Notes for Budget Proposal

The notes below correlate to specific line items in the proposed budget, which begins right after these notes. These notes are meant to provide background information. The Board will also be happy to take any questions at the Congregational Meeting.

Other Income. This line item includes income from sources other than donations from the congregation. Examples are rental payments from outside groups using our building, interest earned on bank accounts, fees from discipleship classes, paper recycling, etc.

Designated Reserve Funds. Occasionally someone will make a donation that they designate for a specific purpose. For example, someone may give a large one-time donation to fund new media equipment. Or someone may make special donations to support our missions work. This is the first year we are showing a line item for designated gifts. Our goal is to give you a better idea of the amount of funds we receive with special designations.

Advertising. This is the line item that will be used to fund our special 2015 media campaign. If we are able to reach Budget Step 2, we will be able to spend up to \$10,000 on our media campaign. In addition, outside the current budget proposal, we have already received \$12,000 from a bequest by Joe Hardesty that is reserved for the media campaign. The Board is also pondering holding another Art Auction in 2015. If that occurs, it could raise another \$10,000. If all these objectives are met, we will be able to invest about \$30,000 in a major media outreach campaign. This is gonna be big! We're gonna "let our light shine," just like Jesus said!

Bank Charges. We switched banks this year and anticipate slightly lower charges.

Building Maintenance/Repairs. This line item funds routine maintenance and small, incidental repairs.

Building Major Repair Reserve. This line item is new and is meant to better position us for periodic large repair expenses. We're talking about things like a new air conditioning unit or furnace, painting the building exterior, reroofing the building, replacing worn carpet, etc. In the past, these occasional major repairs have been budget busters. As a result, we've had a tendency to put off major repairs long past when they were needed. With this budget proposal, we're going to try to be more responsible stewards of our building.

Conference. Every year we set aside a small amount of money so we can afford to send voting delegates to our denomination's General Conference. General Conference occurs once every three years. The next Conference is in 2016.

Congregational Care System. This line item funds our annual fee to the company that provides and maintains the software system that enables us to track the attendance, activity, and special needs of people in our congregation, so we can provide the best possible loving care.

Guest Speaker Expenses. No funds are allocated to this line item since we're not planning to fund the travel of any outside speakers this year.

Mortgage. We refinanced our church mortgage this past year at a much lower interest rate, resulting in substantial savings.

403(b) Employer Contribution. This line item reflects our church's matching contributions to our employees' retirement plans. The church matches the first \$100 each employee contributes to his/her retirement account monthly.

HR Outsourcing. This line item reflects fees we pay to an outside payroll processor.

Salary Expense. The Board of Directors periodically compares our staff salaries to those of similarly-sized churches, using a nationally respected survey source. ***Currently, our staff salaries lag behind similarly-sized churches by about 20%.*** Gradually, over time, as giving permits, we are closing this gap.

Media Team. Media team expenses were higher than usual last year because we received a special designated contribution to purchase some much needed media equipment. For 2015, we have increased the media budget slightly over the prior year's budget to better keep pace with technology and equipment needs.

Member Care Gatherings. This new line item is meant to fund the cost of food for bimonthly dinners for members of the church hosted by Pastor Jeff. The goal is to be able to have an intimate small-group conversation with every active member of the church at least once every couple years, starting with the longest-serving members and working backward through the membership roll.

Pastoral Training Program. Both of the students who were in our Pastoral Training Program, Justimore Musombi and Graham Melendez, have had to take breaks from seminary for financial reasons. Both are working full-time jobs and saving funds for an eventual return to seminary. As a result, we have suspended our Pastoral Training Program. Going forward, our church will continue to serve as a site for seminary students to do their field education work, but we do not plan to resurrect our intensive supplemental Training Program. That means we anticipate no expenses for Pastoral Training this year, and we will not receive an MCC Tithe Credit for those expenses.

Missions (Navajo/Sudan/Guatemala). The "actual 2014" column for this line item shows our total investment in missions last year, \$24,749. About half that came from the weekly giving of our congregation, and the remainder came from designated donations. For example, when church members go on missions trips, they pay a portion of their trip costs out-of-pocket, which gets recorded as a designated donation. We expect a similar pattern to occur this year, allowing us to maintain our current level of missions outreach.

MCC Denominational Tithes. Each year we pay a denominational assessment equal to 12% of our income. This is required for us to continue as a member congregation in MCC.

Alarm. We have switch our alarm monitoring company, netting substantial savings.

Gas/Water/Sewer. The increase in this line item is based on meter readings.

The budget appears on the next page.

LifeJourney Church 2015 Proposed Budget

	'2014 Budget	'2014 Actual	2015 Base Budget	2015 Budget Step 1	2015 Budget Step 2
Income					
General Offering	494,133.49	487,119.11	506,980.41	512,321.32	517,662.23
Other Income	9,500.00	9,374.32	7,229.43	7,229.43	7,229.43
Total Income	503,633.49	496,493.43	514,209.84	519,550.75	524,891.66
Designated Reserve Funds		15,828.99			
Total Funds		512,322.42			
General Expenses					
Advertising	2,500.00	1,040.40	5,000.00	7,500.00	10,000.00
Bank Charges / Credit Card / Merch Serv Fee	4,400.00	4,545.25	4,300.00	4,300.00	4,300.00
Building Maintainance/Repairs	7,500.00	7,077.38	8,000.00	8,000.00	8,000.00
Building Major Repair Reserve		0.00	5,000.00	7,500.00	10,000.00
Cleaning / Grounds	7,000.00	7,241.87	7,200.00	7,200.00	7,200.00
Conference	1,500.00	1,500.00	1,500.00	1,500.00	1,500.00
Congregational Care System (Fellowship One	4,050.00	4,050.00	4,050.00	4,050.00	4,050.00
Guest Speaker Expenses	650.00	0.00	0.00	0.00	0.00
Insurance - Building & General Liability	13,200.00	12,263.00	13,200.00	13,200.00	13,200.00
MCC Pension Fund	1,850.00	2,625.75	2,850.00	2,850.00	2,850.00
Mortgage - Interest	24,137.89	18,259.38	18161.31	18161.31	18161.31
Mortgage - Principle	25,920.59	18,645.58	16499.49	16499.49	16499.49
Office Supplies	1,650.00	516.28	1,000.00	1,000.00	1,000.00
Postage	2,700.00	1,681.31	2,000.00	2,000.00	2,000.00
Printing	9,000.00	8,483.77	9,000.00	9,000.00	9,000.00
Sanctuary supplies	1,500.00	944.55	1,000.00	1,000.00	1,000.00
Employee related expenses					
403(b) Employer Contribution	7,200.00	7,050.00	7,200.00	7,200.00	7,200.00
Payroll taxes - Comp FICA	11,400.00	11,606.89	11,107.80	11,107.80	11,107.80
Christmas Gifts / other employee expenses	275.00	289.50	275.00	275.00	275.00
HR Outsourcing	1,750.00	1,555.98	1,500.00	1,500.00	1,500.00
Insurance - Employer paid LIFE / LTD	3,170.00	3,364.77	3,600.00	3,600.00	3,600.00
Insurance - Worker's Compensation	1,420.00	1,549.00	1,550.00	1,550.00	1,550.00
Staff Development	350.00	403.04	450.00	450.00	450.00
Recruitment Expenses	0.00	2,758.94	0.00	0.00	0.00
Salary Expense	271,424.46	274,413.32	270,625.00	270,625.00	270,625.00
Ministry Team Expenses					
Benevolence	0.00	968.44	0.00	0.00	0.00
Children's / Nursery Ministry	7,000.00	6,671.63	7,000.00	7,000.00	7,000.00
Family Ministry	1,750.00	1,640.59	1,750.00	1,750.00	1,750.00
*Homeless	500.00	626.29	500.00	500.00	500.00
Hospitality	3,300.00	2,391.02	1,800.00	1,800.00	1,800.00
*Media Team	1,500.00	4,598.36	3,000.00	3,000.00	3,000.00
Member Care Gatherings	0.00	0.00	1,000.00	1,000.00	1,000.00
Oasis	450.00	732.76	450.00	450.00	450.00
Other / Special Events	4,100.00	4,956.13	4,100.00	4,100.00	4,100.00
Pastoral Care	2,200.00	2,098.89	1,700.00	1,700.00	1,700.00
Pastoral Training Program	4,500.00	3,275.07	0.00	0.00	0.00
Worship Arts	6,000.00	5,105.03	6,000.00	6,000.00	6,000.00
Global Outreach					
*Missions Board: Sudan/Navajo/Guatemala	12,600.00	24,749.29	12,600.00	12,600.00	12,600.00
MCC Tithe credit for Pastoral Training Progran	-25,000.00	-11,745.34	0.00	0.00	0.00
MCC Denominational Tithes	58,045.55	54,100.37	57,031.24	57,372.15	57,713.06
Utility Expenses					
Alarm	1,540.00	1,070.46	600.00	600.00	600.00
Electric	11,000.00	10,341.00	11,000.00	11,000.00	11,000.00
Gas Water Sewer	5,600.00	5,388.90	6,300.00	6,300.00	6,300.00
Internet	1,400.00	981.04	1,360.00	1,360.00	1,360.00
Stormwater	1,200.00	1,134.00	1,150.00	1,150.00	1,150.00
Telephone	1,400.00	1,667.20	1,800.00	1,800.00	1,800.00
Budget Expense Total	503,633.49	496,788.10	514,209.84	519,550.75	524,891.66
Expense Total with designated reserve funds		512,617.09			
Weekly Budget Amount	\$9,502.57	\$9,367.68	\$9,749.62	\$9,852.33	\$9,955.04
Increase in weekly budget				\$102.71	\$102.71

* 2014 Actual expense line item includes budget and designated reserve funds. Actual Budget Expense Total only includes budget amount

Balance Sheet - As of 12/31/2014

(Includes unrealized gains)
As of 12/31/2014 (Accrual Basis)

1/29/2015

Page 1

Account	12/31/2014 Balance
ASSETS	
Cash and Bank Accounts	
PNC Building Fund	20,000.00
PNC Checking	29,738.76
PNC Designated Savings	35,287.32
PNC LJPress	18,179.47
Special Events - MCC Network	-145.98
TOTAL Cash and Bank Accounts	103,059.57
Other Assets	
2931 & 2933 E. 56th	232,000.00
55th Place Building	1,346,794.47
Accumulated Depreciation, Bldg	-312,384.77
TOTAL Other Assets	1,266,409.70
TOTAL ASSETS	1,369,469.27
LIABILITIES & EQUITY	
LIABILITIES	
Credit Cards	
A Leguern 0349 LJP	0.00
A Platt 0323	0.00
A Thurnall 0331	0.00
Control 0240	0.00
D Hays 0543	0.00
D Zier 0315	0.00
G Miner 0281	0.00
J Hamilton 0257	0.00
M Merida 0273	0.00
R Ramsey 0307	0.00
S Bradford 1772	0.00
S James 0265	0.00
V Wyatt 0299	0.00
TOTAL Credit Cards	0.00
Other Liabilities	
Mortgage 55th Place	359,544.49
Mrtg, Rental 2931 & 2933	110,611.28
TOTAL Other Liabilities	470,155.77
TOTAL LIABILITIES	470,155.77
EQUITY	899,313.50
TOTAL LIABILITIES & EQUITY	1,369,469.27

Candidate Forms For Board of Directors

Five Board of Director positions are up for election at our Annual Meeting. The Board of Directors is responsible for overseeing the operations of LifeJourney Church. The Nominating Committee has nominated the following awesome candidates for the five open Board seats:

Todd Cox, nominated for reelection

Sheryl Holko, nominated for reelection

Donna Hays, nominated for reelection

Jon Hamilton, nominated for reelection

Crystal Allen, nominated for the first time to replace Board member Kristen Actis-Grande, who has decided to step aside due to a significant increase in business travel. Kristen served with great distinction! We are grateful for her service.

An informational form prepared by each candidate follows.

BOARD CANDIDATE QUESTIONNAIRE

Name: Todd Bailey Cox

Date: 1-18-15

1. Please state why you feel called to run for the Board of Directors.

I have served on the Board of Directors since 1999, and I still enjoy it. I love the challenge of looking at an issue and finding an answer that is Christ centered and just. I am grateful that I have had the opportunity to help guide our church from a small congregation in rented to space to the vibrant diverse congregation that we are today. My long tenure gives me a historical perspective for future decisions and my history as clerk allows me to know how we got to where we are today. I feel that maintaining a mix of new and old board members provides us with continuity and will provide consistency and stability as we move into the future.

2. Please describe any past experiences that you believe will help you serve effectively on the Board.

I have served on the board and as clerk for the since 1999. I am a pharmacist with a doctoral degree by training, but I have served as an administrator for the past sixteen years. I am a manager for Eskenazi Health where I supervise ten pharmacies and their staff. I am responsible for tasks ranging from creation of policies and procedures to budget preparation and compliance. I have been blessed the geeky gift of administration and I enjoy it. I have been with my husband since 1995 and I have learned a great many lessons over the years that help me to understand people and relationships.

3. Please describe your spiritual background.

I was raised in the Church of Christ (no musical instruments). I went on to become a member of the 700 Club in my early twenties. After much therapy, soul searching, and investigation of other religions, I came to terms with my orientation and began an exciting new life. Phil and I came to Jesus MCC in 1998 and it has been our spiritual home ever since. We had a Holy Union in 1999 and we were married in Canada in 2003. I have had many years of spiritual growth at LifeJourney and find myself a much better person today because of it.

4. Board members are expected to attend all Board meetings except in emergencies. Are you willing to make this commitment? (The Board usually meets on the second Tuesday evening of each month.)

Yes

No

5. Board members must be members in good standing. To be a member in good standing, you must: (a) attend our Church regularly; (b) provide regular financial support to our Church in an identifiable form; (c) serve in at least one area of church ministry; and (d) follow principles of responsible conflict resolution (Mt 18:15-17). Do you meet these requirements?

Yes

No

6. Do you support the Mission Statement and 25 Year Strategic Plan of the Church?

Yes

No. If no, please explain:

7. Are you a regular generous giver to the Church?

Yes, I tithe

I don't tithe, but I'm a regular giver

Other (explain): _____

8. If elected, will you respect the LifeJourney Leadership Guidelines (copy attached)?

Yes

No. If no, please explain: _____

BOARD CANDIDATE QUESTIONNAIRE

Name: Sheryl L. Holko

Date: January 15, 2015

1. Please state why you feel called to run for the Board of Directors.

I have been honored to serve on our Board for two terms and I have found it to be very personally rewarding. My seat on the Board allows me to cover the "Service" block on my Soul Care plan. I hope I have brought value to our discussions and I feel like I still have more to say. I'd like to continue to represent the congregation to the best of my ability.

2. Please describe any past experiences that you believe will help you serve effectively on the Board.

I have two terms of service under my belt now; I can bring that history and experience to future discussions and issues. I also continue to serve on the Board of Directors for my neighborhood association, an experience that continues to hone my negotiating skills. Lastly, I was a part-owner of a company and I was an officer on that Board. Let's pray that "more experience" equals "better service."

3. Please describe your spiritual background.

I was raised in the Presbyterian church. As an adult I searched for a church that would be a great home for me, my wife, and our son. LifeJourney Church welcomed us and has nurtured us as a family.

4. Board members are expected to attend all Board meetings except in emergencies. Are you willing to make this commitment? (The Board usually meets on the second Tuesday evening of each month.)

Yes No

5. Board members must be members in good standing. To be a member in good standing, you must: (a) attend our Church regularly; (b) provide regular financial support to our Church in an identifiable form; (c) serve in at least one area of church ministry; and (d) follow principles of responsible conflict resolution (Mt 18:15-17). Do you meet these requirements?

Yes No

6. Do you support the Mission Statement and 25 Year Strategic Plan of the Church?

Yes No. If no, please explain:

7. Are you a regular generous giver to the Church?

Yes, I tithe I don't tithe, but I'm a regular giver
 Other (explain): _____

8. If elected, will you respect the LifeJourney Leadership Guidelines (copy attached)?

Yes No. If no, please explain: _____

BOARD CANDIDATE QUESTIONNAIRE

Name: Donna Hays

Date: 14 January 2015

1. Please state why you feel called to run for the Board of Directors.

LifeJourney Church's mission: make disciples, do justice, and help those in greatest need, speaks to my heart because this is how I strive to live my life. I feel LJC is at a very important crossroad and is being called by God to wonderful things. I continue to feel called to serve on the Board of Directors to utilize the spiritual gifts God has given me: administration, leadership, and wisdom, to help further His mission. I believe this is the direction God is leading me.

2. Please describe any past experiences that you believe will help you serve effectively on the Board.

My formal training in analytical chemistry and physics honed my natural ability to objectively interpret detailed data and examine issues from multiple angles while maintaining sight of the larger, overarching question. This ability has enabled me to become very skilled at project management, process development, and process implementation. In my 25 years at Eli Lilly and Company, I have held many supervisory/management positions. I have had extensive training in situational leadership, communication, collaboration, and organizational change management. My roles have given me vast experience working with diverse groups of individuals and making decisions in a collaborative environment. My current position requires me to develop and execute short-term tactical and long-term strategic plans; create and implement new business processes; identify and implement IT solutions; and manage local and international projects. During my years at LifeJourney Church I have been involved in various ministries. In addition to currently serving as the Treasurer for the Board of Directors, I have served in multiple capacities including the Treasurer of the Missions Board, ChildFund International Coordinator, Navajo Nation Mission Service Trip Leader, Oasis Leader, Discipleship Class Teacher, and Communion Server.

3. Please describe your spiritual background.

My family did not attend church services when I was growing up. I began developing a relationship with God as a teenager but struggled with the church environments I encountered. I began regularly attending services at LifeJourney Church approximately 13 years ago and have been a member since 2004.

4. Board members are expected to attend all Board meetings except in emergencies. Are you willing to make this commitment? (The Board usually meets on the second Tuesday evening of each month.)

Yes No

5. Board members must be members in good standing. To be a member in good standing, you must: (a) attend our Church regularly; (b) provide regular financial support to our Church in an identifiable form; (c) serve in at least one area of church ministry; and (d) follow principles of responsible conflict resolution (Mt 18:15-17). Do you meet these requirements?

Yes No

6. Do you support the Mission Statement and 25 Year Strategic Plan of the Church?

Yes No. If no, please explain:

7. Are you a regular generous giver to the Church?

Yes, I tithe I don't tithe, but I'm a regular giver
 Other (explain): _____

8. If elected, will you respect the LifeJourney Leadership Guidelines (copy attached)?

Yes No. If no, please explain:

BOARD CANDIDATE QUESTIONNAIRE

Name: Jon Hamilton

Date: 1/18/15

1. Please state why you feel called to run for the Board of Directors.

After attending the church for more than 10 years, the church sought new board candidates with accounting and financial skills. I joined the Board of Directors in 2012 and have enjoyed the service to this ministry.

2. Please describe any past experiences that you believe will help you serve effectively on the Board.

In the 1990's I served on the local neighborhood association Board of Directors for about 4 years. I have served as assistant treasurer on the LJC Board of Directors since 2012.

3. Please describe your spiritual background.

Born and raised in the Wesleyan Church in Anderson, Indiana. I attended with my family until my late teens. The church was never accepting of homosexuality which contributed to a period of limited church involvement until my mid 30's. I was aware of JMCC but never attended a worship service until this sanctuary was opened. I was there on that opening Sunday and felt the presence of Christ. A Christ Jesus that accepted me Just as I am. Ever since, I have been a dedicated worshiper with this congregation. Eventually I became a member and began serving on ministry teams such as usher/greeter and scripture reading.

4. Board members are expected to attend all Board meetings except in emergencies. Are you willing to make this commitment? (The Board usually meets on the second Tuesday evening of each month.)

YES

5. Board members must be members in good standing. To be a member in good standing, you must: (a) attend our Church regularly; (b) provide regular financial support to our Church in an identifiable form; (c) serve in at least one area of church ministry; and (d) follow principles of responsible conflict resolution (Mt 18:15-17). Do you meet these requirements?

YES

6. Do you support the Mission Statement and 25 Year Strategic Plan of the Church?

YES. Though I feel we need to revisit, update and further refine this long range plan.

7. Are you a regular generous giver to the Church?

Yes, I tithe I don't tithe, but I'm a regular giver
 Other (explain): _____

8. If elected, will you respect the LifeJourney Leadership Guidelines (copy attached)?

YES

BOARD CANDIDATE QUESTIONNAIRE

Name: Crystal Allen

Date: 1/21/15

1. Please state why you feel called to run for the Board of Directors.

I have both experienced and witnessed the work of God's people in this church, impacting lives and souls. The opportunity to serve on the board of this church will offer me another opportunity to be a part of the good work that is done in this church.

2. Please describe any past experiences that you believe will help you serve effectively on the Board.

I have served nonprofit boards, established to impact change in our communities. In these capacities, I have been able to use my technical skills and my passion for their work to develop sound organizational practices and implement/strengthen foundations for growth. I tend to offer fact based insight in the decision making process which has proven to be helpful for the boards I support.

3. Please describe your spiritual background.

I was raised in the Greater Refuge Church of Our Lord Jesus Christ, an apostolic church, deeply rooted in its traditions. These traditions were often very divisive and it was difficult for me to relate them to the life Jesus lived while he was here on Earth. I am grateful for a church that allows gods people to see and feel the love of God with and through each other.

4. Board members are expected to attend all Board meetings except in emergencies. Are you willing to make this commitment? (The Board usually meets on the second Tuesday evening of each month.)

Yes No

5. Board members must be members in good standing. To be a member in good standing, you must: (a) attend our Church regularly; (b) provide regular financial support to our Church in an identifiable form; (c) serve in at least one area of church ministry; and (d) follow principles of responsible conflict resolution (Mt 18:15-17). Do you meet these requirements?

Yes No

6. Do you support the Mission Statement and 25 Year Strategic Plan of the Church?

Yes No. If no, please explain:

7. Are you a regular generous giver to the Church?

Yes, I tithe I don't tithe, but I'm a regular giver

Other (explain): _____

8. If elected, will you respect the LifeJourney Leadership Guidelines (copy attached)?

Yes No. If no, please explain: _____