



# **ILC Financial Recap Sept 2025**

---

# Agenda

---

- Open meeting – President Kathy McEnelly
- Opening Prayer – Vice President Steve Westerberg
- Background and early conversations
- Recap of 2025 financials
- What's at risk?
- Comments and feedback



# Financial Recap

---

- Background and early conversations
- Year end result in 2022: **-\$11,733**
- Year-end result in 2023: \$15,245
- Year-end result in 2024: **-\$17,148**
- Executive council (officers) met in January 2025 to discuss options and ideas.

# Fixed expenses and notes

## Fixed Budgeted Expenses

- Property insurance \$32,259 (2025)
- Property insurance \$27,000 (2024)
- Utilities \$28,250 (2025)
- Utilities \$35,000 (2024)
- Benefits (medical, disability, FICA, pension) \$113,309 (2025)
- Benefits \$102,027 (2024)
- Pastor salaries (2) \$145,616 (2025)
- Pastor salaries (2) \$141,458 (2024)
- **Total 2025: \$314,434**
- **Total 2024: \$305,485**

## Notes

Total budget 2024: \$640,760

Total budget 2025: \$690,236

- Pastor Jeniffer's salary and benefits are paid for by Waldorf and Endowment Fund.
- Benefits are paid to office admin staff (1) and two full-time pastors.
- The Endowment Funds support capital campaign expenditures, education, and mission initiatives.

# Other Income

---

- Four Oaks (rent): \$18,405
- Bethany (pastor support): \$35,172
- Waldorf/Endowment pays Pastor Jeniffer's salary and benefits
- Endowment total \$55,000 to \$68,000/year

2025 Total: \$68,000



# Review of general offerings

	2022	2023	2024	2025 thru July (7 mo)
Yearly Offerings	\$478,690	\$480,794	\$458,646	2024 thru July \$234,630 2025 thru July \$229,199
Yearly Budget	\$488,550	\$494,497	\$494,032	\$480,406
Monthly Budget	\$40,714	\$41,250	\$41,169	\$40,034
Monthly Avg Giving	\$39,891	\$40,066	\$38,212	\$33,475
Financial Position	-\$11,733 (12 mo)	\$15,244 (12 mo)	-\$17,149 (12 mo)	-\$44,848 (thru 8 mos)

# How do we balance the budget?

---

- Council Executive Leadership discussed potential contingency plans to save or move dollars to support future budgets.
- Hard conversations and decisions will be necessary to balance the budget
- At this time these are potential targets; Council desires church input

# Potential Contingency Plan – Move Wednesday Night Meals and Child Ed Coordinator Salaries to Endowment Fund (\$16,676)

---



- Wednesday night meal: Cook salary \$6,500
- Meal cost \$7,500. We come very close to break-even with the meal cost with cash donations, our partnership with the Food Bank of Iowa in Des Moines and Thrivent card meal sponsorships.
- We could consider moving the cook salary to be covered by Endowment funds.
- **Children's Ed Coordinator: Salary \$10,176**
- Many children participating in VBS and PL are from outside of our congregation, suggesting a mission focus



# Potential Contingency Plan- Cut Worship & Music Personnel (\$5,000/yr)

Music Event	Cost	Remove or Retain
Easter	\$200	Keep
PL Music Support Person	\$300	Keep
Piano/Organ	\$5,000	Keep
Christmas	\$400	Keep
Regular Band/Musicians	\$5,000	????

## Worship & Music Personnel:

- Budget 2023: \$ 9,900
- Budget 2024: \$12,000
- Budget 2025: \$13,000

Note: Currently some musicians and singers are paid, some choose to volunteer.

# Potential Contingency Plan: Staff Cuts (\$57,600-\$102,600)

---

- Reduce Pastoral staff from 2 to 1.5 or 1
  - Potential savings: \$40,000-\$85,000 + benefit costs
- Reduce office admin position to 32 hours/week
  - Potential savings: \$8,700
- Reduce finance manager position from 20 to 15 hours/week with reduction pay
  - Potential Savings: \$8,900
- “Farm out” financials and payroll
  - Cost per year \$4,000 (monthly + year end + budget)
  - Savings in paid staff \$8,905
  - Save \$1,200 in payroll expense
  - Difference = save \$6,100 per year

# Other ideas

---

- Ask for emergency contribution pledges
- Establish “adopt-a-bill” program to help pay ILC fixed expenses
- Further share Pastors with other local congregations in need of support (Synod meeting of local pastors at Waldorf Sept. 21)

# INITIATIVES

---

## SHORT TERM

Borrow \$50,000 from Endowment Fund to make expenses through the end of 2025

- 10 years to repay
- 2026 pay interest only
- 3.5% interest

Move salaries to Endowment

- Cook
- Children's Ed Director (partial)

## Cuts on the Table for 2026

- Consider band/musician expenses
- Consider other staff expense (office admin, finance manager)
- Reducing pastoral staff or sharing
- Reducing benefits
- Reducing Synod contributions



# Thank you

---

## ILC Executive Council

Kathy McEnelly, President

Steve Westerberg, Vice President

Jen Jenkins, Treasurer

Ben Arentsen, Secretary

A motion to withdraw \$9,999 from endowment by Jen with a second by Kristine with annual payments made for the next 10 years in January at an interest rate to be determined by the endowment committee, excluding January 2026, which will be an interest only payment. Motion carried. A second motion was made by Jen to bring a motion to the special congregational meeting to withdraw \$40001 from endowment with annual repayments for the next 10 years, in January, with an interest payment alone made in January 2026. The reason two motions were made was because the Immanuel Lutheran Church Constitution is unclear how to proceed in withdrawing funds from endowment; thus Council elected to withdraw 20% of the \$50,000 under a Council vote, then get the other 80% approved by the Congregation.

---

A MOTION FROM ILC  
CONGREGATION COUNCIL  
8/11/25 MEETING.