

Notes for 2024 Ministry Plan

1. Pastor's salary and housing line item amounts were increased by 3%, which also increases Pastor's Social Security line item.
2. The committee has proposed \$18.00/hour for the Office Manager's salary. Robin was only getting paid \$14.00/hour after 13 years of service, so the new rate better reflects her years of service and her responsibilities. The Social Security line item increases as a result of the increased salary.
3. Technology support was reinstated for this coming year, which reflects services purchased for upgrading Messiah's Website.
4. The increases for each of these line items reflect the increased costs because of inflation.
5. The Speakers & Substitutes line item is increased to reflect the continued need for supply pastors.
6. **Benevolence Breakdown for 2024:** The Benevolence line item was increased to better reflect the 10% tithe of the congregation. The Council recommends the following benevolence amounts for 2024 as follows:
 1. NALC - \$8400 per year or \$700 each month (6.65%)
 2. Atlantic Mission District - \$1200.00 per year or \$100 per month (.9%)
 3. NALC Partner Ministries (\$500 - divided \$125.00 per quarter (.35%)):
 - a. Lutheran Military Veterans and Families Ministries
 - b. The Great Commission Society
 - c. Water Missions International
 - d. Lutheran Bible Translators
 4. North American Lutheran Seminary-- (\$500 - divided \$125.00 per quarter) (.35%)
 5. Independent Church in India -- (\$500 - divided \$125.00 per quarter) (.35%)
 6. Caring Cupboard - (\$500 - divided \$125.00 per quarter) (.35%)
 7. Lebanon Free Clinic - (\$500 - divided \$95.00 \$125.00 per quarter) (.35%)
 8. Lebanon Rescue/Agape - (\$500 - divided \$125.00 per quarter) (.35%)
 9. City of Lebanon (in lieu of taxes) - (\$500 - divided \$125.00 per quarter) (.35%)

TOTAL Estimated Benevolence Giving: \$13,100 (represents 10% of 2024 estimated giving)**

Please note: Lutheran World Relief - has been removed from benevolence giving because it is no longer recognized as a ministry partner of the NALC. The delegates and clergy at the NALC Convocation in Oklahoma voted to stop sending funds to LWR because of its position supporting abortion.

** In December of each year, the treasurer and assistant treasurer will review offerings given for the year to determine if there are additional offerings to send to each organization based upon the congregation's 10.00% tithe. The additional offerings will be divided according to the percentages listed above and sent to each organization with the December check.