

January 23, 2024

Dear Brothers and Sisters,

As you know, our congregational meeting is this Sunday in the Sanctuary at 10:00 a.m. The following pages contain the 2024 budget information that we will be presenting to you on Sunday. You will find both the General Church Budget and the World Missions Budget. We have also included some explanatory notes to highlight the main points. God has been incredibly generous to our congregation in 2023! I am thankful for both your sacrificial giving, and for the stewardship of our officers in administering these funds for God's glory and the transformation of His people.

Don't forget that we will also be voting on new ruling elders and deacons, and on the following motions:

- MOTION 1: *To accept the resignation of Carl Kalberkamp as Associate Pastor of Pear Orchard Presbyterian Church with great sorrow and with great joy for his thirty years of ministry among us, and to concur with his request that the Presbytery of the Mississippi Valley dissolve the pastoral relation between him and the church.*
- MOTION 2: *To elect Carl Kalberkamp as Pastor Emeritus of Pear Orchard Presbyterian Church, effective April 1, 2024, pending his being designated as honorably retired by the Presbytery of the Mississippi Valley in February.*
- MOTION 3: *To approve the purchase of 419 Northpark Drive for a staff office building.*

More information on the officer candidates and on these motions can be found in the letter that you received earlier this month. Please make every effort to be present at this important moment in the life of our congregation!

In the Service of King Jesus,

Caleb Cangelosi

Pear Orchard Presbyterian Church
2024 Budget Notes

2023 Results

In 2023, the General Fund received regular contributions of \$2,395,134, which is under the 2023 budgeted amount by \$120,866 (-4.8%). Regular expenses were under budget by \$162,875 (-5.8%), and the 2023 surplus from regular contributions and expenses was \$34,802.

In 2023, the General Fund received a special one-time contribution of \$1,420,000. The surplus from the special one-time contribution was \$1,278,000, after \$142,000 was tithed to the Missions Fund. Of this surplus, \$100,000 will be deposited to the Capital Improvements Fund, \$14,200 will be deposited to Deacons Fund, and the remainder will be held for possible new building costs and possible future Sanctuary renovation costs.

In 2023, member contributions to the Missions Fund were over the pledge goal by \$85,722. Member contributions to the Deacon Fund during December were \$30,437.

2024 Budget

The total budget for 2024 is \$2,754,787, which is under the 2023 budget by \$55,137 (-2.0%).

General contributions are budgeted for 2024 at \$2,425,763, which is under the 2023 budget by \$90,237 (-3.6%) and which is over 2023 actual regular contributions by \$30,629 (1.3%).

CCS reimbursements for operating expenses and capital expenses allocated to CCS have been evaluated by a joint POPC-CCS team over the last two years to assess any updates needed to our historical calculation formula. The team presented to the Session its recommendations for some adjustments for 2024 that resulted in budgeted reimbursements totaling \$327,024, which is an increase of \$63,424 (24.1%) over 2023. The POPC budget provides approximately \$163,000 of support to CCS in the form of costs that are allocated to CCS but are not included in the reimbursements to POPC.

Staff expenses are budgeted at \$1,499,021, which is 54% of the total budget. \$1,158,428 of this amount is for current position salaries (positions from 2023 budgeted for 2024, before staff raises). Staff raises are budgeted at \$55,679, which is 4.8% of current position salaries. The staff budget has one new position for 2024 (Assistant Youth Director), and one position from 2023 has been eliminated (Youth Ministry Intern). The retirement match is budgeted at \$49,744 for 17 positions, capped at 5%. Health insurance is budgeted at \$113,181 for 13 positions.

General expenses other than staff are budgeted at \$134,080, which is 5% of the total budget.

Facilities maintenance expenses other than staff are budgeted at \$647,238, which is 23% of the total budget. The budget includes Building Maintenance Reserve Fund deposits of \$32,152. The budget includes Capital Improvement Escrow Fund deposits of \$181,140 for future replacements of HVAC equipment, asphalt, water heaters, roofing, flooring, elevator, and other items. For 2024, approximately \$339,000 of such replacements are currently identified for consideration from Capital Improvement Escrow Funds already on hand.

The Benevolence expense budget includes \$242,576 for Missions underwrite, which is the General Fund's contribution to the Mission Fund and which is calculated at 10% of the General contributions budget.

POPC World Missions Budget Notes: TY

2023 Missions Giving Results:

- 1) World Missions Revenues come from two sources; Direct Member Giving and an Underwrite from the General Fund of 10% of Revenues.
- 2) Missions Giving in 2023 was record breaking due to the generosity of Direct Member Giving and an increase in the Mission Underwrite.
- 3) Direct Member Giving minimum goal was \$97,913. The actual giving was \$183,635.
- 4) The expected Underwrite was \$251,600. The actual U/W was \$381,500 due in part to a large one-time gift to the General Fund, thus 10% flowed to the Missions U/W.
- 5) As a result of this generosity, not only were we able to fulfil our monthly commitments to our Partners, but we were also able to grant one-time gifts or designated accounts of \$181,940 to bless our Missionaries and their Ministries. With increased cost due to inflation, these yearend gifts were mightily appreciated.

To God be the Glory, great things he has done!

2024 World Missions Budget Notes:

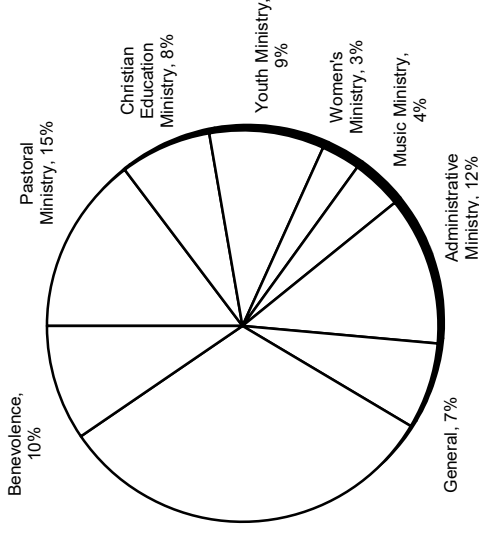
- 1) The overall World Mission Budget has increased from \$349,513 to \$355,892.
- 2) The Direct Member Giving Minimum Goal for 2024 is \$113,316. Please be praying how your family will give to Missions in 2024.
- 3) The attached budget will show the changes in **BOLD**.
 - a) you may note that **CCM** is no longer on the budget as they are being absorbed by a local ministry in Zambia which has been in the planning for about 5 years. Therefore, some of those funds were reallocated to Bonnie and Bennet and to their Unreached Missions Ministry.
 - b) For the **NE Jackson Church Plant**, due to the generous giving we were able to place our 5 year \$60k commitment into a designated account for when the church planter is in place. We committed to Presbytery we would gift \$12k /year for 5 years.
 - c) **Kaylee Epps**, wife of our new Youth Director Bobby Epps is now on staff at RUF Belhaven, thus she was added to the budget Under the National section.
 - d) **Mustard Seed** is no longer on the monthly budget as we decided to instead increase needed funding for our own **Sonbeams** Ministry.

We are so thankful for the faithfulness of POPC saints for Giving to and Praying for our Missions Partners!

Pear Orchard Presbyterian Church 2024 Budget

REVENUES		
General Contributions	\$2,425,763	88%
Reimburse From CCS-Operating Exp	\$277,024	10%
Reimburse From CCS-Capital Exp	\$50,000	2%
Other	\$2,000	0%
TOTAL REVENUES	\$2,754,787	100%

EXPENSES				
	Staff	Other	Total	%
Pastoral Ministry	\$377,276	\$27,600	\$404,876	15%
Christian Education Ministry	\$193,134	\$15,500	\$208,634	8%
Youth Ministry	\$202,612	\$58,250	\$260,862	9%
Women's Ministry	\$59,611	\$28,800	\$88,411	3%
Music Ministry	\$99,484	\$16,600	\$116,084	4%
Administrative Ministry	\$272,553	\$65,122	\$337,675	12%
General	\$61,761	\$134,080	\$195,841	7%
Facilities Maintenance	\$232,590	\$647,238	\$879,828	32%
Benevolence	\$0	\$262,576	\$262,576	10%
TOTAL EXPENSES	\$1,499,021	\$1,255,766	\$2,754,787	100%



STAFF EXPENSE		
Current Position Salaries	\$1,158,428	77%
Staff Raises	\$55,679	4%
New Position Salaries	\$24,500	2%
Relocation Bonus	\$7,000	0%
Retirement Match	\$49,744	3%
Health Insurance	\$113,181	8%
Payroll Tax Expense	\$70,489	5%
Insurance-Workers Comp	\$20,000	1%
Total Staff Expense	\$1,499,021	100%

GENERAL OTHER EXPENSE		
Travel/Vehicles	\$19,100	14%
Insurance	\$50,000	37%
Technology	\$62,955	47%
Security	\$2,025	2%
Total General Other Expense	\$134,080	100%

FACILITIES MAINTENANCE OTHER EXPENSE		
Building Maintenance	\$94,900	15%
Building Maintenance Reserve Fund	\$32,152	5%
Janitorial	\$168,816	26%
HVAC Equipment Repair/Service	\$33,983	5%
Capital Improve Escrow Funds-CCS	\$50,000	8%
Capital Improve Escrow Funds-POPC	\$131,140	20%
Utilities	\$107,862	17%
Other	\$28,385	4%
Total Facilities Maintenance Other Exp	\$647,238	100%

BENEVOLENCE		
Missions Underwrite	\$242,576	92%
Christ Covenant School Scholarships	\$20,000	8%
Total Benevolence	\$262,576	100%

**Pear Orchard Presbyterian Church 2024 Budget
Comparison to 2023 Budget and 2023 Actual**

	2024	2023	2024 Bud-2023 Bud		2023 Actual			2024 Bud-2023 Reg	
	Budget	Budget	\$	%	Total	One-Time	Regular	\$	%
REVENUES									
General Contributions	\$2,425,763	\$2,516,000	-\$90,237	-3.6%	\$3,815,134	\$1,420,000	\$2,395,134	\$30,629	1.3%
Reimburse From CCS-Operating Exp	\$277,024	\$243,600	\$33,424	13.7%	\$243,600	\$0	\$243,600	\$33,424	13.7%
Reimburse From CCS-Capital Exp	\$50,000	\$20,000	\$30,000	150.0%	\$20,000	\$0	\$20,000	\$30,000	150.0%
Net Staff Escrow Funds	\$0	\$28,324	-\$28,324	-100.0%	\$22,327	\$0	\$22,327	-\$22,327	-100.0%
Other	\$2,000	\$2,000	\$0	0.0%	\$790	\$0	\$790	\$1,210	153.2%
TOTAL REVENUES	\$2,754,787	\$2,809,924	-\$55,137	-2.0%	\$4,101,851	\$1,420,000	\$2,681,851	\$72,936	2.7%
EXPENSES									
Pastoral Ministry	\$404,876	\$424,927	-\$20,051	-4.7%	\$404,540	\$0	\$404,540	\$336	0.1%
Christian Education Ministry	\$208,634	\$205,853	\$2,781	1.4%	\$205,563	\$0	\$205,563	\$3,071	1.5%
Youth Ministry	\$260,862	\$240,169	\$20,693	8.6%	\$200,428	\$0	\$200,428	\$60,434	30.2%
Women's Ministry	\$88,411	\$86,149	\$2,262	2.6%	\$73,649	\$0	\$73,649	\$14,762	20.0%
Music Ministry	\$116,084	\$114,640	\$1,444	1.3%	\$112,952	\$0	\$112,952	\$3,132	2.8%
Administrative Ministry	\$337,675	\$292,129	\$45,546	15.6%	\$278,051	\$0	\$278,051	\$59,624	21.4%
General	\$195,841	\$171,980	\$23,861	13.9%	\$172,975	\$0	\$172,975	\$22,866	13.2%
Facilities Maintenance	\$879,828	\$989,977	-\$110,149	-11.1%	\$926,878	\$0	\$926,878	-\$47,050	-5.1%
Benevolence	\$262,576	\$284,100	-\$21,524	-7.6%	\$414,013	\$142,000	\$272,013	-\$9,437	-3.5%
TOTAL EXPENSES	\$2,754,787	\$2,809,924	-\$55,137	-2.0%	\$2,789,049	\$142,000	\$2,647,049	\$107,738	4.1%
REVENUES LESS EXPENSES	\$0	\$0	\$0	-	\$1,312,802	\$1,278,000	\$34,802	-\$34,802	-100.0%
STAFF EXPENSE	54.4%	51.0%			47.8%	0.0%	50.4%		
Salaries	\$1,245,607	\$1,205,325	\$40,282	3.3%	\$1,124,217	\$0	\$1,124,217	\$121,390	10.8%
Retirement Match	\$49,744	\$42,497	\$7,247	17.1%	\$37,636	\$0	\$37,636	\$12,108	32.2%
Health Insurance	\$113,181	\$104,468	\$8,713	8.3%	\$95,311	\$0	\$95,311	\$17,870	18.7%
Payroll Tax Expense	\$70,489	\$59,654	\$10,835	18.2%	\$60,338	\$0	\$60,338	\$10,151	16.8%
Insurance-Workers Comp	\$20,000	\$21,551	-\$1,551	-7.2%	\$16,845	\$0	\$16,845	\$3,155	18.7%
Total Staff Expense	\$1,499,021	\$1,433,495	\$65,526	4.6%	\$1,334,347	\$0	\$1,334,347	\$164,674	12.3%
GENERAL OTHER EXPENSE	4.9%	4.1%			4.5%	0.0%	4.7%		
Travel/Vehicles	\$19,100	\$18,000	\$1,100	6.1%	\$18,876	\$0	\$18,876	\$224	1.2%
Insurance	\$50,000	\$38,000	\$12,000	31.6%	\$45,747	\$0	\$45,747	\$4,253	9.3%
Technology	\$62,955	\$56,274	\$6,681	11.9%	\$58,681	\$0	\$58,681	\$4,274	7.3%
Security	\$2,025	\$2,689	-\$664	-24.7%	\$2,428	\$0	\$2,428	-\$403	-16.6%
Total General Other Expense	\$134,080	\$114,963	\$19,117	16.6%	\$125,732	\$0	\$125,732	\$8,348	6.6%
FACILITIES MAINT OTHER EXPENSE	23.5%	27.0%			26.0%	0.0%	27.4%		
Building Maintenance	\$94,900	\$117,500	-\$22,600	-19.2%	\$100,846	\$0	\$100,846	-\$5,946	-5.9%
Building Maintenance Reserve Fund	\$32,152	\$44,000	-\$11,848	-26.9%	\$44,000	\$0	\$44,000	-\$11,848	-26.9%
Janitorial	\$168,816	\$166,816	\$2,000	1.2%	\$160,369	\$0	\$160,369	\$8,447	5.3%
HVAC Equipment Repair/Service	\$33,983	\$33,354	\$629	1.9%	\$36,313	\$0	\$36,313	-\$2,330	-6.4%
Capital Improve Escrow Funds-CCS	\$50,000	\$20,000	\$30,000	150.0%	\$20,000	\$0	\$20,000	\$30,000	150.0%
Capital Improve Escrow Funds-POPC	\$131,140	\$232,491	-\$101,351	-43.6%	\$232,491	\$0	\$232,491	-\$101,351	-43.6%
Utilities	\$107,862	\$107,700	\$162	0.2%	\$100,486	\$0	\$100,486	\$7,376	7.3%
Other	\$28,385	\$36,773	-\$8,388	-22.8%	\$30,977	\$0	\$30,977	-\$2,592	-8.4%
Total Facilities Maint Other Expense	\$647,238	\$758,634	-\$111,396	-14.7%	\$725,483	\$0	\$725,483	-\$78,245	-10.8%
BENEVOLENCE	9.5%	10.1%			14.8%	100.0%	10.3%		
Missions Underwrite	\$242,576	\$251,600	-\$9,024	-3.6%	\$381,513	\$142,000	\$239,513	\$3,063	1.3%
Christ Covenant School Scholarships	\$20,000	\$20,000	\$0	0.0%	\$20,000	\$0	\$20,000	\$0	0.0%
Diaconal Benevolence	\$0	\$12,500	-\$12,500	-100.0%	\$12,500	\$0	\$12,500	-\$12,500	-100.0%
Total Benevolence	\$262,576	\$284,100	-\$21,524	-7.6%	\$414,013	\$142,000	\$272,013	-\$9,437	-3.5%
OTHER EXPENSE	7.7%	7.8%			6.8%	0.0%	7.2%		
Pastoral Ministry Other	\$27,600	\$28,209	-\$609	-2.2%	\$15,211	\$0	\$15,211	\$12,389	81.5%
Christian Education Ministry Other	\$15,500	\$20,550	-\$5,050	-24.6%	\$20,726	\$0	\$20,726	-\$5,226	-25.2%
Youth Ministry Other	\$58,250	\$58,830	-\$580	-1.0%	\$54,724	\$0	\$54,724	\$3,526	6.4%
Women's Ministry Other	\$28,800	\$29,565	-\$765	-2.6%	\$18,307	\$0	\$18,307	\$10,493	57.3%
Music Ministry Other	\$16,600	\$20,105	-\$3,505	-17.4%	\$19,534	\$0	\$19,534	-\$2,934	-15.0%
Administrative Ministry Other	\$65,122	\$61,473	\$3,649	5.9%	\$60,972	\$0	\$60,972	\$4,150	6.8%
Total Other Expense	\$211,872	\$218,732	-\$6,860	-3.1%	\$189,474	\$0	\$189,474	\$22,398	11.8%

Regional & National Missions Commitments

		<u>2023</u>	<u>2024</u>	
Disaster Response	Arklie Hooten	MNA / Disaster Response	2,000	2,000
College & Youth	Reformed University Fellowship:			
	Ole Miss		4,000	4,000
	MSU		4,000	4,000
	USM		4,000	4,000
	JSU		4,000	4,000
	Delta State Univ.		4,000	4,000
	Belhaven University		4,000	4,000
	Mississippi College		4,000	4,000
	Reformed University Fellowship- Belhaven - Kaylee Epps			3,000
	Belhaven University Presbyterian Scholarship Fund		1,000	1,000
	Reformed Youth Ministries - John Perritt		7,200	7,200
Church Planting	Mid South Church Planting Network *		15,000	15,000
	Mid South Church Planting Network -Clint Wilcke support		2,000	2,000
	Mid South Church Plant- Monroe, LA (Harris Bond)		6,000	6,000
	Dayspring Community Church- Fairmont, West Virginia (David Eades)		3,000	3,000
	Ocean Springs MS Church Plant (Mark Horn)		5,000	5,000
	Northeast Jackson Church Plant		6,000	0
	Florence MS Church Plant		5,000	5,000
	New Works		0	3,000
TOTAL			80,200	80,200

Local Missions Commitments

		<u>2023</u>	<u>2024</u>	
Adoption & Pro Life	Lifeline Children's Services		4,000	4,000
	Center for Pregnancy Choices (Crisis Pregnancy Center)		5,000	5,000
	POPC Moses' Basket		2,200	2,200
Children's Outreach	Mission First support for Cheryl Reese		7,200	7,200
	French Camp Academy		3,500	3,500
	Operation Christmas Child		1,700	1,700
	Mission First		2,400	2,400
	POPC Trail Life Boy's Troop		2,500	2,500
	POPC American Heritage Girls		2,500	2,500
Community Outreach	Sons of the King		4,200	4,200
	Fellowship of Christian Athletes		1,000	1,000
	POPC Neighborhood Outreach Ministry		6,000	7,000
	Friends of Alcoholics		2,800	2,800
	Jackson Leadership Foundation		3,000	3,000
Mercy Ministry	Gateway Rescue Mission		4,000	4,000
Special Needs	Joni and Friends MS		5,000	5,000
	POPC Sonbeams		6,350	12,700
	Mustard Seed		2,400	0
Family Ministry	One Story Ministries		3,600	3,600
TOTAL			69,350	74,300

Other POPC Ministries for Prayer

Christian Education	Christ Covenant School	Funded by tuition and other fund raising efforts
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* Mid South Church Planting Network provides a variety of support services such as coaching and mentoring to church planters