NORTH/WEST LOWER MICHIGAN SYNOD OF THE EVANGELICAL LUTHERAN CHURCH IN AMERICA

REPORT ON FINANCIAL STATEMENTS (with supplementary information)

YEAR ENDED JANUARY 31, 2023 (with comparative totals for the year ended January 31, 2022)



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2425 E. Grand River Ave., Suite 1, Lansing, MI 48912

517.323.7500

517.323.6346

INDEPENDENT AUDITOR'S REPORT

To the Synod Council of North/West Lower Michigan Synod of the Evangelical Lutheran Church in America

Opinion

We have audited the accompanying financial statements of North/West Lower Michigan Synod of the Evangelical Lutheran Church in America (a nonprofit organization), which comprise the statement of financial position as of January 31, 2023, and the related statements of activities, functional expenses and cash flows for the year then ended January 31, 2023, and the related notes to the financial statements.

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of North/West Lower Michigan Synod of the Evangelical Lutheran Church in America as of January 31, 2023, and the changes in its net assets and its cash flows for the year ended January 31, 2023 in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of North/West Lower Michigan Synod of the Evangelical Lutheran Church in America and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about North/West Lower Michigan Synod North/West Lower Michigan Synod's ability to continue as a going concern within one year after the date that the financial statements are available to be issued.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements, including omissions, are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with generally accepted auditing standards, we:

- > Exercise professional judgment and maintain professional skepticism throughout the audit.
- ➤ Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- > Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of North/West Lower Michigan Synod of the Evangelical Lutheran Church in America's internal control. Accordingly, no such opinion is expressed.
- ➤ Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- > Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about North/West Lower Michigan Synod North/West Lower Michigan Synod's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control related matters that we identified during the audit.

Report on Summarized Comparative Information

We have previously audited North/West Lower Michigan Synod of the Evangelical Lutheran Church in America's 2022 financial statements, and we expressed an unmodified audit opinion on those audited financial statements in our report dated March 28, 2022. In our opinion, the summarized comparative information presented herein as of and for the year ended January 31, 2022, is consistent, in all material respects, with the audited financial statements from which it has been derived.

Report on Supplementary Information

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Our 2023 audit was conducted for the purpose of forming an opinion on the financial statements as a whole. The supplementary information, as identified in the table of contents, is presented for purposes of additional analysis and is not a required part of the financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the information is fairly stated in all material respects in relation to the financial statements as a whole.

April 19, 2023

NORTH/WEST LOWER MICHIGAN SYNOD OF THE EVANGELICAL LUTHERAN CHURCH IN AMERICA STATEMENT OF FINANCIAL POSITION JANUARY 31, 2023

(with comparative totals for January 31, 2022)

	2023	2022
ASSETS		
Current assets		
Cash and cash equivalents	\$ 723,142	\$ 772,743
Investments	2,504,089	2,719,333
Contributions receivable	54,312	50,151
Prepaid expenses	7,912	8,917
1		
Total current assets	3,289,455	3,551,144
Operating lease right-of-use assets	31,034	_
Property and equipment, less accumulated depreciation	63,964	8,335
TOTAL ASSETS	\$ 3,384,453	\$ 3,559,479
LIABILITIES AND NET ASSETS		
LIABILITIES LIABILITIES		
Current liabilities		
Accounts payable	\$ 87,402	\$ 103,080
Accrued payroll and related	15,737	13,600
Accrued expenses	17,753	14,048
Deferred revenue	38,249	52,686
Current portion of operating lease liabilities	11,462	-
current per tion or operating reason manners		
Total current liabilities	170,603	183,414
Operating lease liabilities, less current portion	19,572	-
	,	
TOTAL LIABILITIES	190,175	183,414
NET ASSETS		
Without donor restrictions		
Undesignated	509,323	483,290
Designated	617,210	674,245
Total without donor restrictions	1,126,533	1,157,535
Total without dollor restrictions	1,120,333	1,137,333
With donor restrictions	2,067,745	2,218,530
TOTAL NET ASSETS	3,194,278	3,376,065
TOTAL LIADILITIES AND NET ASSETS	ф 2204.4 5 2	ф 2.FF0.470
TOTAL LIABILITIES AND NET ASSETS	\$ 3,384,453	\$ 3,559,479

NORTH/WEST LOWER MICHIGAN SYNOD OF THE EVANGELICAL LUTHERAN CHURCH IN AMERICA STATEMENT OF ACTIVITIES YEAR ENDED JANUARY 31, 2023

	2023			2022
	Without Donor	With Donor		
	Restrictions	Restrictions	Total	Total
REVENUES AND SUPPORT	ф. 1.201.000	ф	ф. 4.204.000	ф. 4.222.220
Mission support	\$ 1,201,099	\$ -	\$ 1,201,099	\$ 1,323,338
Committee revenue	24,606	3,600	28,206	21,543
Investment return, net	(32,584)	(105,551)	(138,135)	202,502 179,094
Grant revenue	10,000	7 100	10,000	
Living stones	4.250	7,198	7,198 4,250	10,938 5,820
Synod assembly revenue Synod events	4,250 2,080	-	2,080	5,820
Seminary education assistance	2,000	1,397	1,397	79,051
Synod congregational support	-	69,787	69,787	79,031 78,721
Leadership events	5,370	09,707	5,370	540
Gain on disposal of property and equipment	23,426	-	23,426	340
Other revenue	44,902	34,315	79,217	19,768
Net assets released from restrictions	161,531	(161,531)		17,700
TOTAL REVENUES AND SUPPORT	1,444,680	(150,785)	1,293,895	1,921,315
EXPENSES				
Program services				
Agency-organizational ministry support				
ELCA church-wide support	600,549	_	600,549	661,669
Living Water Ministries	25,000	_	25,000	25,000
Samaritas	2,400	_	2,400	7,400
Trinity Lutheran Seminary	16,000	-	16,000	16,000
Total agency-organizational ministry				
support	643,949	<u>-</u>	643,949	710,069
Synod ministries			_	
Synod assembly	20,296	_	20,296	6,646
Synod council	15,947	_	15,947	617
Total synod ministries	36,243		36,243	7,263
·	30,243		30,243	7,203
Special programs	40.074		400=4	4.4.
Paul Trapp endowment	18,351	-	18,351	14,173
Wilson trust	12,079	-	12,079	12,132
Seminarian education assistance	1,435	-	1,435	1,500
Seminary debt reduction fund	12,000	-	12,000	12,000
Outreach education	20.000	-	20.000	4,177
Synod disaster relief fund	29,889	-	29,889	57,054
Honduras companion support	10,726	-	10,726	10,800
Honduras education	1,167	-	1,167	-
Helmers trust	1,700	-	1,700	-
Connect grants fund Grace mission endowment fund	6,944 18,947	-	6,944 18,947	- 19,918
				
Total special programs	113,238		113,238	131,754

NORTH/WEST LOWER MICHIGAN SYNOD OF THE EVANGELICAL LUTHERAN CHURCH IN AMERICA STATEMENT OF ACTIVITIES YEAR ENDED JANUARY 31, 2023

	2023			2022
	Without Donor With Donor			
	Restrictions	Restrictions	Total	Total
EXPENSES (continued)				
Program support	ф 0.420	ф	ф 0.420	ф 0.0 Г 0
Publicly engaged church committee	\$ 9,420	\$ -	\$ 9,420	\$ 9,850
Mission support table committee	2,740	-	2,740	500
Global missions committee	5,100	-	5,100	4,500
Equipping leaders for mission and ministry	4,057	-	4,057	5,004
Candidacy committee	3,700	-	3,700	68
Campus ministry committee	60,000	-	60,000	55,000
New and redeveloping congregation table committee	37,855		37,855	29,092
Multicultural ministry committee		-	·	29,092 9,000
	21,150 698	-	21,150 698	9,000
Worship committee Ministry committee	750	-	750	-
•				112.014
Total program support	145,470		145,470	113,014
Total program services	938,900		938,900	962,100
Support services				
Staff salaries and benefits	16010			
Salary - administrative support staff	46,048	-	46,048	51,037
Salary and housing - called staff	196,131	-	196,131	189,567
Salary - deployed staff	65,727	-	65,727	59,566
Social security allowance	15,090	-	15,090	14,712
Payroll taxes	8,808	-	8,808	8,463
Health insurance and retirement	69,913	-	69,913	91,419
Continuing education	4,000	-	4,000	6,000
Other insurance	1,073		1,073	374
Total staff salaries and benefits	406,790		406,790	421,138
Synod administration				
Bishop's discretionary fund	9,078	-	9,078	3,768
Insurance	8,734	-	8,734	9,324
Lease expense	13,130	-	13,130	16,940
Office equipment - maintenance	3,700	-	3,700	4,370
Office supplies	12,891	-	12,891	8,846
Postage	1,747	-	1,747	1,080
Professional fees	25,456	-	25,456	25,200
Telephone Travel - staff	12,904 13,289	-	12,904 13,289	10,969 3,532
Website and network	15,423	-	15,423	6,729
Total synod administration	116,352		116,352	90,758
Depreciation expense	13,640	-	13,640	12,749
Total support services	536,782		536,782	524,645
TOTAL EXPENSES	1,475,682		1,475,682	1,486,745
CHANGE IN NET ASSETS	(31,002)	(150,785)	(181,787)	434,570
NET ASSETS, beginning of year	1,157,535	2,218,530	3,376,065	2,941,495
NET ASSETS, end of year	\$ 1,126,533	\$ 2,067,745	\$ 3,194,278	\$ 3,376,065

NORTH/WEST LOWER MICHIGAN SYNOD OF THE EVANGELICAL LUTHERAN CHURCH IN AMERICA STATEMENT OF FUNCTIONAL EXPENSES YEAR ENDED JANUARY 31, 2023

	2023				 2022	
		Program	Ма	nagement		
		Services	an	d General	Total	 Total
Church-wide and other mission support	\$	938,900	\$	-	\$ 938,900	\$ 962,100
Salaries and related		272,549		134,241	406,790	421,138
Bishop's discretionary fund		6,082		2,996	9,078	3,768
Insurance		5,852		2,882	8,734	9,324
Lease expense		8,797		4,333	13,130	16,940
Office equipment - maintenance		2,479		1,221	3,700	4,370
Office supplies		8,637		4,254	12,891	8,846
Postage		1,170		577	1,747	1,080
Professional fees		17,056		8,400	25,456	25,200
Telephone		8,646		4,258	12,904	10,969
Travel - staff		8,904		4,385	13,289	3,532
Website and network		10,333		5,090	15,423	6,729
Depreciation		9,139		4,501	 13,640	 12,749
	\$	1,298,544	\$	177,138	\$ 1,475,682	\$ 1,486,745

NORTH/WEST LOWER MICHIGAN SYNOD OF THE EVANGELICAL LUTHERAN CHURCH IN AMERICA STATEMENT OF CASH FLOWS YEAR ENDED JANUARY 31, 2023

	2023	2022
INCREASE (DECREASE) IN CASH		
AND CASH EQUIVALENTS		
Cash flows from operating activities		
Change in net assets	\$ (181,787)	\$ 434,570
Adjustments to reconcile change in net assets to net		
cash provided (used) by operating activities		
Depreciation	13,640	12,749
Gain on disposal of property and equipment	(23,426)	-
Forgiveness of paycheck protection program loan proceeds	-	(169,094)
Realized and unrealized (gain) loss on investments	231,708	(116,832)
Contributions receivable	(4,161)	7,975
Prepaid expenses	1,005	2,827
Operating lease right-of-use assets	6,405	, -
Accounts payable	(15,678)	(17,336)
Accrued payroll and related	2,137	442
Accrued expenses	3,705	14,048
Assets held on behalf of others	, -	(46,665)
Operating lease liabilities	(6,405)	-
Deferred revenue	(14,437)	23,991
Total adjustments	194,493	(287,895)
Net cash provided by operating activities	12,706	146,675
Cash flows from investing activities		
Purchase of investments	(91,785)	(115,894)
Sale of investments	75,321	71,061
Purchase of property and equipment	(69,939)	(3,997)
Proceeds from sale of property and equipment	24,096	(5,777)
recooled from our or property and equipment		
Net cash used by investing activities	(62,307)	(48,830)
Cash flows from financing activities		
Proceeds from note payable - paycheck protection program		84,547
INCREASE (DECREASE) IN CASH AND CASH FOILWALENTS	(40,601)	102 202
INCREASE (DECREASE) IN CASH AND CASH EQUIVALENTS	(49,601)	182,392
CASH AND CASH EQUIVALENTS		
Beginning of year	772,743	590,351
	,3	
End of year	\$ 723,142	\$ 772,743

NOTE 1 - ORGANIZATION AND SIGNIFICANT ACCOUNTING POLICIES

The North/West Lower Michigan Synod of the Evangelical Lutheran Church in America (the "Synod") is a non-profit corporation. The fiduciary responsibility of the Synod is to develop and administer a comprehensive and coordinated plan of fiscal and administrative policies, procedures, and management services for the member churches. The member churches are located in the northern and western half of the Lower Peninsula of Michigan ("Region 6"). Using ministry support and special offerings received from its member churches, the Synod contributes to denominational ministries and provides support for various missions, educational programs and youth outreach. The Synod is exempt from income taxes under provisions of Section 501(c)3 of the Internal Revenue Code.

Basis of Accounting

The books and records of the Synod are maintained on the accrual basis of accounting, which recognizes income when earned and expenses when incurred. The Synod is required to report its financial position and activities according to two classes of net assets based on donor-imposed restrictions.

Net Assets

Net assets, revenues, gains and losses are classified based on the existence or absence of donor or grantor-imposed restrictions. Accordingly, net assets and changes therein are classified and reported as follows:

Net Assets without Donor Restrictions - Net assets available for use in general operations and not subject to donor or grantor restrictions. The Synod has designated, from net assets without donor restrictions, net assets to be used for various purposes in future years.

Net Assets with Donor Restrictions - Net assets subject to donor (or grantor) imposed restrictions. Some donor restrictions are temporary in nature, such as those that will be met by the passage of time or other events specified by the donor. Other donor restrictions are perpetual in nature, where the donor stipulates that resources are maintained in perpetuity. Gifts of long-lived assets and gifts of cash restricted for the acquisition of long-lived assets are recognized as revenue when the assets are placed in service. Donor restrictions are released when a restriction expires, that is, when the stipulated time has elapsed, or when the stipulated purpose has been accomplished.

Financial Statement Presentation

The financial statements include certain prior-year summarized comparative information in total but not by net asset class. Such information does not include sufficient detail to constitute a presentation in conformity with accounting principles generally accepted in the United States of America. Accordingly, such information should be read in conjunction with the Synod's prior-year statement of activities from which the summarized information was derived.

NOTE 1 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

Programs

> Agency-organizational ministry support:

ELCA Agencies and Organizations

This activity promotes resources available for monthly or quarterly ministry support for various ELCA related ministries within Region 6.

Church-wide Ministry Support

This activity provides non-restricted resources for distribution through the church-wide expression of the Evangelical Lutheran Church in America for missions domestically and globally.

- Synod Ministries This activity provides resources for the Synod Assembly, the highest-level synod legislative body, and for the Synod Council which transacts and oversees the ministries of the Synod between assemblies.
- Special programs:

Paul Trapp Endowment

This activity oversees requests for financial support for synod congregations in the northern portion of the Lower Peninsula, funded by annual earnings received by the Paul Trapp Endowment Fund Pooled Trust.

Wilson Trust

This activity provides financial resources for synod member churches located in Saginaw County, Michigan, funded by a one-time bequest and annual earnings received by the Wilson Endowment Trust.

Seminarian Education Assistance

This activity oversees requests for financial support for tuition and/or non-tuition expenses of seminarians toward calls in ELCA ministries, which is funded by donations and annual earnings received by the To Whom Shall We Go Endowment Fund Pooled Trust.

New and Renewing Congregations

This activity provides financial resources for new congregations and other congregations in renewal within the Synod, funded by donations and annual earnings received by the To Whom Shall We Go Endowment Fund Pooled Trust.

NOTE 1 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

Programs (continued):

Program support (continued):

Center for Mission and Ministry

Originally intended to be part of a campus which would also include a Lutheran Episcopal congregation and the synodical offices, this activity evolved to provide programs including spiritual discernment and formation throughout the Synod.

Companion and Other Congregational Support

Through the global Lutheran family, the ELCA has bilateral "companion church" relationships with many national Lutheran church bodies. These global relationships are deepened by the ELCA Companion Synods Program, which connects 65 ELCA synods in over 120 international companion relationships. Through these companion relationships, members of ELCA synods live out the accompaniment model of the global mission.

Faith Formation Table Committee

This committee shall be the conduit between congregations, the Synod, the region and church-wide bodies to promote Christian education. The committee shall recruit, train, and equip educational leaders within congregations. The committee shall also provide oversight of the Synod resource room.

Publicly Engaged Church Committee

This committee shall respond to the Gospel and thereby address social issues through study, grants, advocacy and social statements. This committee shall assist congregations in establishing and implementing social ministry programs.

Communication Committee

This committee shall communicate and interpret the ministries of the Church, especially focusing on three levels: congregational, synodical and church-wide. It will accomplish these tasks using periodicals, resources, and media instruments most beneficial.

Mission Support Table Committee

This committee oversees stewardship consultations with congregations each year. It acts as a catalyst and advocate for programs and resources beneficial for stewardship growth within the congregation.

Global Mission Committee

This committee shall be responsible for supporting and interpreting the mission work of the church that is done outside the United States as well as that done within. The committee may include in its work the Companion Synod program, congregational advocates, and their assisting tools.

NOTE 1 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

Programs (continued):

Program support (continued):

Ministry Committee

This committee shall be responsible for candidacy, leadership support, specialized ministry, and ministry of laypersons in daily life.

Campus Ministry Committee

This committee shall be responsible for providing a comprehensive ministry with the communities of higher education in accordance with the policies of the Division for Education & Schools of the Evangelical Lutheran Church in America.

New and Renewing Mission Table Committee

This committee shall be responsible for working with synod leaders to develop, initiate, and maintain a synod mission plan. This would include fostering new congregations and worshiping communities, providing support to urban and rural ministry strategies, working with the Mission Support Table committee to promote Mission Partners, coordinating mission efforts of the ELCA, providing oversight of Lutheran Campus Ministry and its funding, and fostering renewal ministries across the synod. This shall include reviewing partnership support proposals to the ELCA, outreach grants to the New and Renewing Mission Endowment, and funding for Lutheran Campus Ministry. The table shall promote the proclamation of the gospel in word and deed as an integral part of mission development and redevelopment

Multicultural Ministry Committee

This committee shall promote and facilitate inclusivity, and consult with and/or relate to synod congregations, other synod committees, units of the ELCA, and/or Region 6 on matters which are multi-cultural.

Worship Committee

This committee shall advise, plan and coordinate workshop for synodical events. The committee shall make available resources, workshops, and worship events to congregations of the Synod.

Youth Committee

This committee shall serve the youth of the synod as they do ministry in congregations, conferences, the synod and the church-at-large. The committee shall listen to the goals and needs of youth and be advocates in planning and implementation of these goals, work with the Lutheran Youth Organization of the Synod and strive to empower the youth in their ministry. The committee shall also serve as a resource to congregations in the area of youth ministry.

NOTE 1 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

Functional Allocation of Expenses

The costs of providing program and other activities have been reported in the statement of activities. The statement of functional expenses presents the natural classification of expenses that are allocated to program or supporting functions of the Synod. Allocated expenses primarily consist of salaries and related, professional fees, travel, depreciation, and various other expense classifications necessary to support the day-to-day operations of the Synod. Employee driven expenses are allocated based on salary and wage analysis. All other allocated expenses utilize management's estimated use of resources.

Cash and Cash Equivalents

Cash and cash equivalents consist of cash accounts and money market funds. Cash held by investment managers is considered an investment rather than cash equivalent.

Investments

Investments are reported at fair value. Net investment return or loss is included in the statement of activities and consists of interest and dividend income, realized and unrealized gains and losses, less investment expenses.

Contributions Receivable

Contributions receivable represent consideration from third-parties, of which the Synod has an unconditional right to receive. Contributions receivable are stated at the amount the Synod expects to collect. The Synod provides for probable uncollectible amounts through a provision for bad debt expense and an adjustment to a valuation allowance based on its assessment of the current status of individual accounts. Currently, no allowance for doubtful accounts is considered necessary. Changes to the valuation allowance have not been material to the financial statements.

Property and Equipment

Property and equipment are recorded at cost. Donated assets are recorded at fair value at the date of donation. Depreciation is computed over the estimated useful life of assets using the straight-line method. The Synod capitalizes property and equipment in excess of \$1,000. Cost of maintenance and repairs are charged to expense when incurred.

Assets Held on Behalf of Others

Assets held on behalf of others consist of cash held in an agency capacity.

Deferred Revenue

The Synod records deferred revenue when cash payments are received or due in advance of the Synod's performance, including amounts which are refundable.

NOTE 1 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

Contribution Revenue

Contributions of cash and other assets received without donor stipulations are reported as revenue and net assets without donor restrictions. Gifts received with a donor stipulation that limits their use are reported as revenue and net assets with donor restrictions. When a donor-stipulated time restriction ends, or purpose restriction is accomplished, net assets with donor restrictions are reclassified to net assets without donor restrictions and reported in the statement of activities as net assets released from restrictions.

Donations of property and equipment are recorded as support at their estimated fair value at the date of donation. Contributions of land, buildings, equipment, and other long-lived assets are reported as revenue and net assets without donor restrictions unless explicit donor stipulations specify how such assets must be used, in which case the gifts are reported as revenue and net assets with donor restrictions. Absent explicit donor stipulations for the time long-lived assets must be held, expirations of restrictions resulting in reclassification of net assets with donor restrictions as net assets without donor restrictions are reported when the long-lived assets are placed in service.

Unconditional contributions expected to be collected within one year are reported at their net realizable value. Unconditional contributions expected to be collected in future years are initially reported at fair value determined using the discounted present value of estimated future cash flows technique. The resulting discount is amortized using the level-yield method and is reported as contribution revenue.

Conditional contributions depend on the occurrence of a specified future and uncertain event to bind the donor and are recognized as assets and revenue when the conditions are substantially met, and the gift becomes unconditional.

NOTE 2 - RISKS AND UNCERTAINTIES

The Synod is required to disclose significant concentrations of credit risk regardless of the degree of such risk. Financial instruments which potentially subject the Synod to concentrations of significant credit risk consist of cash and cash equivalents and investments. The Synod places its cash with FDIC insured financial institutions and thereby limits the amount of credit exposure to any one financial institution. Although such cash balances may exceed the federally insured limits at certain times during the year and at year-end they are, in the opinion of management, subject to minimal risk. Credit risk with respect to investments is limited due to the wide variety of investment vehicles used as part of participation in the Evangelical Lutheran Church in America (ELCA) Endowment Fund Pooled Trust and the Evangelical Lutheran Church in America Mission Investment Fund. These investments are not insured by the FDIC or any other regulatory agency. The Synod's investment portfolio is also subject to market risk.

Investments are disclosed in Notes 4 and 5 and consist largely of amounts invested in various funds by the Evangelical Lutheran Church in America Endowment Fund Pooled Trust and the Evangelical Lutheran Church in America Mission Investment Fund.

The Synod conducts essentially all transactions, other than purchases of goods and services and sales of certain property, with affiliated congregations. Certain administrative expenses are reimbursed by related organizations.

NOTE 2 - RISKS AND UNCERTAINTIES (continued)

The process of preparing financial statements in conformity with accounting principles generally accepted in the United States of America requires the use of estimates and assumptions regarding certain types of assets, liabilities, revenues, and expenses. Such estimates primarily relate to unsettled transactions and events as of the date of the financial statements. Accordingly, upon settlement, actual results may differ from estimated amounts.

Tax positions are taken based on interpretation of federal, state, and local income tax laws. Management periodically reviews and evaluates the status of uncertain tax positions and makes estimates of amounts, including interest and penalties, ultimately due or owed. No amounts have been identified, or recorded, as uncertain positions. Federal, state, and local tax returns generally remain open for examination by the various taxing authorities for a period of three to four years.

The Synod evaluates events and transactions that occur after year end for potential recognition or disclosure in the financial statements. These subsequent events have been considered through April 19, 2023, which is the date the financial statements were available to be issued.

NOTE 3 - LIQUIDITY AND AVAILABILITY

The Synod regularly monitors the availability of resources required to meet its operating needs and other contractual commitments, while also striving to maximize the investment of its available funds. For purposes of analyzing resources available to meet general expenditures over a 12-month period, the Synod considers all expenditures related to its ongoing program service activities as well as the conduct of services undertaken to support those activities to be general expenditures. The following reflects the Synod's financial assets as of January 31, 2023 and 2022, which are deemed available for general expenditures within one year of the date of the statement of financial position. Amounts not available include donor-restricted resources reserved for purpose and perpetual use and Synod-designated net assets set aside for cash flow reserves and other Synod related expenses.

	2023	2022		
Cash and cash equivalents Investments Contributions receivable	\$ 723,142 2,504,089 54,312	\$ 772,743 2,719,333 50,151		
Total financial assets	3,281,543	3,542,227		
Less donor-restricted net assets Less Synod-designated net assets	(2,067,745) (617,210)	(2,218,530) (674,245)		
Financial assets available to meet cash needs for general expenditures within one year	\$ 596,588	\$ 649,452		

In addition to financial assets available to meet general expenditures over the next 12 months, the Synod anticipates collecting sufficient revenue to cover general expenditures. While the Synod's governing board (Synod Council) has designated a portion of its non-restricted resources as noted above, these funds remain available and may be spent at the discretion of the Synod Council.

NOTE 4 - INVESTMENTS

Investments at January 31 consist of the following:

	2023	2022
ELCA Mission Investment Fund		_
Money market fund	\$ 229,425	\$ 228,279
ELCA Endowment Fund Pooled Trust	2,274,664	2,491,054
	\$ 2,504,089	\$ 2,719,333

Investment return for the year ended January 31 consists of the following:

	2023						
	Without Donor Restrictions			ith Donor estrictions	Total		
Interest and dividends, net ELCA pooled trust dividend Realized/unrealized gain (loss)	\$	2,772 22,659	\$	160 67,982	\$	2,932 90,641	
on investments - net		(58,015)		(173,693)		(231,708)	
Total investment return, net	\$	(32,584)	\$	(105,551)	\$	(138,135)	
				2022			
		nout Donor strictions		ith Donor estrictions		Total	
Interest and dividends, net ELCA pooled trust dividend Realized/unrealized gain (loss)	\$	1,113 21,377	\$	233 62,947	\$	1,346 84,324	
on investments - net		29,779		87,053		116,832	
Total investment return, net	\$	52,269	\$	150,233	\$	202,502	

NOTE 5 - FAIR VALUE MEASUREMENTS

The framework for measuring fair value provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1) and the lowest priority to unobservable inputs (Level 3). The three levels of the fair value hierarchy are described as follows:

- Level 1: Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the Synod has the ability to access.
- Level 2: Inputs to the valuation methodology include:
 - quoted prices for similar assets or liabilities in active markets;
 - quoted prices for identical or similar assets or liabilities in inactive markets;
 - inputs other than quoted prices that are observable for the asset or liability;
 - inputs that are derived principally from or corroborated by observable market data by correlation or other means.
- Level 3: Inputs to the valuation methodology are unobservable and significant to the fair value measurement. In situations where quoted prices or observable inputs are unavailable or deemed less relevant, unobservable inputs may be used. Unobservable inputs reflect the Synod's own assumptions about the factors market participants would use in pricing an investment, and would be based on the best information available.

If the asset or liability has a specified (contractual) term, the Level 2 input must be observable for substantially the full term of the asset or liability.

The asset or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques used need to maximize the use of observable inputs and minimize the use of unobservable inputs.

Following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at January 31, 2023 and 2022.

ELCA Endowment Fund Pooled Trust

Valued at the net asset value (NAV) of the units held by the Synod, the Fund is available for exclusive investment by Evangelical Lutheran Church in America related institutions. The primary investment objective of the fund is to provide for long term capital growth. The fund seeks to achieve its investment objectives by investing in a diversified portfolio of equity, bond and real estate securities. Investments held at the ELCA Endowment Fund Pooled Trust include numerous securities that are combined with the investment portfolios of other ELCA related organizations. As such, they are considered Level 3 investments.

ELCA Mission Investment Fund

Valued at the NAV, the Fund is available for exclusive investment by Evangelical Lutheran Church in America related institutions. The fund participates in short-term investments offering demand, saving and term investment accounts. As such, they are considered Level 2 investments.

NOTE 5 - FAIR VALUE MEASUREMENTS (continued)

The preceding methods described may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, although the Synod believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

The following is a market value summary by the level of the inputs used, as of January 31, 2023 and 2022, in evaluating the Synod's assets carried at fair value. The inputs or methodologies used for valuing securities may not be an indication of the risk associated with investing in those securities.

Description	2023	2022
Level 3 measurement ELCA Endowment Fund Pooled Trust	\$ 2,274,664	\$ 2,491,054
ELCA Mission Investment Fund Money market funds at cost	229,425	228,279
Total	\$ 2,504,089	\$ 2,719,333

The following is a reconciliation of the beginning and ending balances for assets and liabilities measured at fair value on a recurring basis using significant unobservable inputs (Level 3):

Balance February 1, 2021	\$ 2,283,053
ELCA pooled trust dividend	84.324
Realized/unrealized gain on investments - net	116,832
Purchases	77,906
Proceeds from sale	(71,061)
Balance January 31, 2022	2,491,054
balance january 51, 2022	2,471,034
ELCA pooled trust dividend	90,641
Realized/unrealized gain on investments - net	(231,708)
Purchases	-
Proceeds from sale	 (75,323)
Balance January 31, 2023	\$ 2,274,664

NOTE 6 - LEASE COMMITTMENT

The Synod maintains an operating lease for occupancy space which is categorized as a right-of-use asset on the statement of financial position in the amount of \$31,034 at January 31, 2023. The operating lease matures August 2025 with monthly estimated payments ranging \$994 to \$1,063 over the life of the lease. The Synod utilized the federal daily risk-free rate of 3% to calculate the discount rate for the operating lease.

Office lease expense recognized in costs and expenses on the statement of operations related to the operating lease agreement are as follows for the year ended January 31, 2023:

Operating lease expense Short-term lease expense	\$ 7,214 5,916
Total office lease expense	\$ 13,130

Future minimum lease payments under the operating lease agreement consist of the following:

Year Ending January 31,	
2024	\$ 12,174
2025 2026	12,585 <u>7,441</u>
Total undiscounted cash flows Less: present value discount	32,200 (1,166)
Total lease liabilites	\$ 31,034

NOTE 7 - PROPERTY AND EQUIPMENT

Property and equipment and their depreciable lives as of January 31, are summarized as follows:

	Useful Life (in Years)	 2023	 2022
Furniture and equipment Vehicles	5 3	\$ 53,011 71,947	\$ 37,188 58,240
		124,958	95,428
Less accumulated depreciation		 60,994	87,093
Net property and equipment		\$ 63,964	\$ 8,335

NOTE 8 - RETIREMENT PLAN

The Synod participates in a multi-employer defined contribution pension plan administered by Portico, formerly the Evangelical Lutheran Church in America Board of Pensions, which covers all eligible employees. The Synod contributes on a discretionary basis between 10% and 12% of each participant's eligible wages. Contributions made by the Synod amounted to \$31,064 and \$32,854 for the years ended January 31, 2023 and 2022, respectively.

NOTE 9 - PAYCHECK PROTECTION PROGRAM LOAN FORGIVNESS

In May 2020, the Synod qualified and received a loan pursuant to the Paycheck Protection Program, a program implemented by the U.S. Small Business Administration under the Coronavirus Aid, Relief, and Economic Security Act, from a qualified lender, for an aggregate principal amount of \$84,547 (the "PPP loan"). The loan was potentially forgivable, to the extent the Synod used the funds on eligible expenses over the 24-week period following the date of the loan. Eligible expenses include payroll, mortgage, lease and utility payments. Any portion of the loan not forgiven will be paid back over two years, with interest accruing at 1%. The Synod anticipated full loan forgiveness by spending the funds only on eligible expenses. On April 12, 2021, the Synod received notification of full loan forgiveness. As a result, the Synod recognized the proceeds as revenue for the year ended January 31, 2022.

In March 2021, the Synod qualified for and received its second loan pursuant to the Paycheck Protection Program in the amount of \$84,547. The Synod met the conditions for forgiveness as outlined under the loan for eligible expenses during the covered period and received forgiveness in November 2021. As a result, the Synod recognized the proceeds as revenue for the year ended January 31, 2022.

NOTE 10 - NET ASSETS

Net assets without donor restrictions at January 31 were comprised of the following:

	2023		 2022
Without donor restrictions, designated		_	 _
Cash flow reserve	\$	14,620	\$ 13,640
Severance pay - called staff		20,000	20,000
Shared risk deductible		5,000	5,000
Synod staff growth fund		3,835	3,835
Automobile purchases		7,500	7,500
Synod-designated endowment fund		566,255	 624,270
Total designated net assets		617,210	674,245
Without donor restrictions, undesignated		509,323	 483,290
Total net assets without donor restrictions	\$	1,126,533	\$ 1,157,535

NOTE 10 - NET ASSETS (continued)

Net assets with donor restrictions at January 31 are available for the following purposes:

	 2023	 2022
Endowment fund		
Original gifts in perpetuity subject to spending policy		
Paul Trapp endowment fund	\$ 279,545	\$ 279,545
New and renewing congregations endowment fund	120,997	120,997
Seminary education assistance endowment fund	154,216	154,216
Grace mission endowment fund	 447,788	 447,788
Total endowment gifts in perpetuity	1,002,546	1,002,546
Total endowment girts in perpetuity	 1,002,340	 1,002,340
Gifts and accumulated investment gains		
subject to appropriation and expenditure		
when a specified event occurs		
Paul Trapp endowment fund	155,308	200,183
Honduran education endowment fund	59,856	65,922
New and renewing congregations endowment fund	81,942	94,117
Seminary education assistance endowment fund	35,168	46,529
Grace mission endowment fund	73,831	124,007
Wilson trust endowment fund	 351,977	385,000
Total gifts and accumulated		
investment gains available	 758,082	 915,758
Total endowment related restricted net assets	1,760,628	1,918,304
i otai endowinent i elated i esti icted net assets	1,700,020	 1,710,304

NOTE 10 - NET ASSETS (continued)

Net assets with donor restrictions at January 31 are available for the following purposes:

	2023		 2022
Net assets subject to expenditure for a specified purpose:			
New and renewing congregations fund	\$	4,218	\$ 4,212
Seminary education assistance fund		60,531	60,493
Coalitions / Multi-cultural ministries fund		32,354	49,904
Adult theological education fund		23,076	23,741
Papua New Guinea Companion Synod fund		2,517	2,736
Honduras health team Salud Para La Vida fund		774	4,400
Honduras three P's fund		605	1,205
Honduras companion fund		6,398	6,398
Honduras LaCanada kindergarten snack program fund		692	1,342
Outreach fund		23,268	16,759
Bishop's teaching fund		3,537	2,131
Interim minister's support fund		-	5,406
Bishop's fund		6,405	6,464
Seminary debt fund		27,750	17,941
Living stones fund		, -	8,452
Connect grants fund		13,280	10,224
Women's Jubilee scholarship fund		1,785	-
Closed congregations fund		22,250	10,000
James 3:17 fund		24,521	27,521
Synod disaster fund		47,479	34,720
Helmers trust fund		5,677	6,177
Total net assets subject to expenditure			
for a specified purpose		307,117	300,226
Total net assets with donor restrictions	\$	2,067,745	\$ 2,218,530

NOTE 10 - NET ASSETS (continued)

Net assets with donor restrictions released as a result of satisfying their restricted purposes or by occurrence of other events specified by donors for the years ended January 31, 2023 and 2022 as presented on the statement of activities are comprised of the following:

	2023		2022
Paul Trapp endowment fund	\$	18,351	\$ 14,173
Honduran education endowment fund		1,167	-
Grace mission endowment fund		18,947	19,918
Wilson trust endowment fund		12,079	 12,132
Total endowment related			
restricted net assets released		50,544	46,223
Seminary education assistance fund		1,435	1,500
Adult theological education fund		665	400
Coalitions / Multi-cultural ministries fund		21,150	9,000
Outreach fund		-	4,177
Closed congregations		1,750	, -
Honduras health team Salud Para La Vida fund		10,726	10,500
Honduras companion support fund		-	300
Bishop's teaching fund		4,000	-
Bishop's fund		2,078	1,518
Seminary debt reduction fund		12,000	12,000
Living stones fund		15,650	22,666
Connect grants fund		6,944	-
Papua new guinea		1,200	-
Synod disaster fund		29,889	57,054
James 3:17 fund		3,000	2,000
Helmers trust fund		500	
Total purpose restricted net assets released		110,987	121,115
Total donor restricted net assets released	\$	161,531	\$ 167,338

NOTE 11 - ENDOWMENTS

The Synod's endowment includes both donor restricted funds and funds designated by the Synod to function as endowments. Net assets associated with endowment funds, both donor restricted and funds designated by the Synod, are reported based on the existence or absence of donor-imposed restrictions.

The Synod has interpreted the Michigan Uniform Prudent Management of Institutional Funds Act (UPMIFA) as permitting the preservation of the fair value of the original gift as of the date of the donor-restricted endowment funds, unless there are explicit donor stipulations to the contrary. At January 31, 2023 and 2022, there were no such donor stipulations. As a result of this interpretation, the Synod classifies as net assets with donor restrictions (a time restriction in perpetuity) (a) the original value of gifts donated to the donor restricted endowment, (b) the original value of subsequent gifts to the donor restricted endowment, and (c) accumulations to the donor restricted endowment made in accordance with the direction of the applicable donor gift instrument at the time the accumulation is added to the fund. Investment income from the donor restricted endowment is classified as net assets with donor restrictions (a purpose restriction) until those amounts are appropriated for expenditure by the Synod in a manner consistent with the donor stipulated purpose within the standard of prudence prescribed by UPMIFA. In accordance with UPMIFA, the Synod considers the following factors in making a determination to appropriate or accumulate donor restricted endowment funds.

- 1. The duration and preservation of the fund.
- 2. The purposes of the Synod and the donor-restricted endowment fund.
- 3. General economic conditions.
- 4. The possible effect of inflation and deflation.
- 5. The expected total return from income and the appreciation of investments.
- 6. Other resources of the Synod.
- 7. The investment policies of the Synod.

The Synod's investment and spending practices for endowment assets attempt to provide a predictable stream of funding to programs supported while seeking to maintain the purchasing power of the endowment assets.

From time to time, certain donor-restricted endowment funds may have fair values less than the amount required to be maintained by donors or by law (underwater endowments). We have interpreted UPMIFA to permit spending from underwater endowments in accordance with prudent measures required under law. There were no such deficiencies for the years ended January 31, 2023 and 2022, respectively.

NOTE 11 - ENDOWMENTS (continued)

Changes in endowment net assets are as follows:

Without
Donor

	Re	strictions	With Donor Restrictions					
		<u> </u>		Gifts and				
			Ac	cumulated				Total Net
		Synod	In	vestment	Ori	ginal Gifts in		ndowment
	De	esignated		Gains		Perpetuity		Assets
Endowment net assets		8				<u> </u>		
at February 1, 2021	\$	594,491	\$	812,247	\$	924,638	\$	2,331,376
Contributions		-		-		77,908		77,908
Investment return								
Investment income, net		21,377		63,180		-		84,557
Net appreciation		29,779		87,053		-		116,832
Transfer to reclassify								
donor contribution		-		(499)		-		(499)
Appropriation of								
endowment assets								
for expenditure		(21,377)		(46,223)				(67,600)
Endowment net assets								
at January 31, 2022		624,270		915,758		1,002,546		2,542,574
Contributions		-		-		-		-
Investment return								
Investment income, net		22,659		68,061		-		90,720
Net depreciation		(58,015)		(173,693)		-		(231,708)
Transfer to reclassify								
donor contribution		-		(1,500)		-		(1,500)
Appropriation of								
endowment assets								
for expenditure		(22,659)		(50,544)				(73,203)
Endowment net assets								
at January 31, 2023	\$	566,255	\$	758,082	\$	1,002,546	\$	2,326,883

NOTE 11 - ENDOWMENTS (continued)

The composition of endowment net assets at January 31 were comprised of the following:

	2023	2022
Cash and cash equivalents ELCA Endowment Fund Pooled Trust (Note 4)	\$ 52,219 2,274,664	\$ 51,520 2,491,054
Endowment net assets	\$ 2,326,883	\$ 2,542,574

The composition of endowment net assets at January 31, 2023, were comprised of the following:

		Without Donor strictions	or					
				Gifts and				
		0 1		cumulated		. 10.6		Total Net
	ъ.	Synod	ln	vestment		ginal Gifts in	Endowment	
	De	esignated		Gains		Perpetuity		Assets
Synod-designated fund Paul Trapp fund	\$	566,255	\$	- 155,308	\$	- 279,545	\$	566,255 434,853
New and renewing				155,500		27 7,3 13		13 1,033
congregations fund		-		81,942		120,997		202,939
Seminary education								
assistance fund		-		35,168		154,216		189,384
Honduran education								
fund		-		59,856		-		59,856
Wilson trust fund		-		351,977		-		351,977
Grace mission fund				73,831		447,788		521,619
	\$	566,255	\$	758,082	\$	1,002,546	\$	2,326,883

NOTE 11 - ENDOWMENTS (continued)

The composition of endowment net assets at January 31, 2022, were comprised of the following:

Without

		Donor						
	Re	estrictions	With Donor Restrictions					
	•	Gifts and						
			Ac	cumulated			1	Total Net
		Synod	In	vestment	Ori	ginal Gifts in	E	ndowment
	Do	esignated		Gains	F	Perpetuity	Assets	
Synod-designated fund	\$	624,270	\$	-	\$	-	\$	624,270
Paul Trapp fund		-		200,183		279,545		479,728
New and renewing								
congregations fund		-		94,117		120,997		215,114
Seminary education								
assistance fund		-		46,529		154,216		200,745
Honduran education								
fund		-		65,922		-		65,922
Wilson trust fund		-		385,000		-		385,000
Grace mission fund		-		124,007		447,788		571,795
	\$	624,270	\$	915,758	\$	1,002,546	\$	2,542,574

NOTE 12 - CHANGE IN ACCOUNTING PRINCIPLE

For the year ended January 31, 2023, the Synod implemented the Financial Accounting Standards Board (the "FASB") Accounting Standard Updated ("ASU") No. 2016-02, Leases (Topic 842). On February 25, 2016, the FASB issued ASU 2016-02, and thereafter issued additional ASUs to clarify and update the guidance in ASU 2016-02 (collectively, the "new leases standard"). The objective of ASU 2016-02 is to increase transparency and comparability in financial reporting by requiring financial position recognition of leases and note disclosure of certain information about lease arrangements. The Synod adopted the new lease standard using the effective date method of the modified retrospective transition.

SUPPLEMENTARY INFORMATION

NORTH/WEST LOWER MICHIGAN SYNOD OF THE EVANGELICAL LUTHERAN CHURCH IN AMERICA NET ASSETS WITHOUT DONOR RESTRICTIONS BUDGET TO ACTUAL SCHEDULE YEAR ENDED JANUARY 31, 2023

	Budget	Actual	Favorable (Unfavorable)
REVENUES AND SUPPORT			
Mission support	\$ 1,200,000	\$ 1,201,099	\$ 1,099
Committee revenue	20,000	24,606	4,606
Investment income - net	21,125	(32,584)	(53,709)
Grant revenue	10,000	10,000	-
Living Stones	15,000	-	(15,000)
Synod assembly revenue	55,000	4,250	(50,750)
Synod events	-	2,080	2,080
Synod-wide revenue	7,040	-	(7,040)
Leadership events	-	5,370	5,370
Gain on sale of fixed assets	-	23,426	23,426
Other income	900	44,902	44,002
Net assets released from restrictions	35,000	161,531	126,531
TOTAL REVENUES AND SUPPORT	1,364,065	1,444,680	80,615
EXPENSES			
Program services Agency-organizational ministry support			
ELCA church-wide support	600,000	600,549	(549)
Living Water Ministries	25,000	25,000	(347)
Samaritas	2,400	2,400	_
Region 6 support (includes archives)	4,800	2,100	4,800
Trinity Lutheran Seminary	16,000	16,000	-
Total agency-organizational ministry support	648,200	643,949	4,251
Synod ministries			
Synod events and Leadership events	300	-	300
Synod assembly	55,000	20,296	34,704
Synod council	500	15,947	(15,447)
Total synod ministries	55,800	36,243	19,557
Special programs			
Paul Trapp endowment	-	18,351	(18,351)
Wilson trust	-	12,079	(12,079)
Seminarian education assistance	-	1,435	(1,435)
Seminary debt reduction fund	-	12,000	(12,000)
Synod disaster relief fund	-	29,889	(29,889)
Honduras companion support	-	10,726	(10,726)
Honduras education	-	1,167	(1,167)
Helmers trust	-	1,700	(1,700)
Connect grants fund	-	6,944	(6,944)
Grace mission endowment fund		18,947	(18,947)
Total special programs	<u> </u>	113,238	(113,238)
Program support	40.000	0.400	0 #00
Publicly engaged church committee	12,000	9,420	2,580
Mission support table committee Global missions committee	- 8,000	2,740 5,100	(2,740) 2,900
	-,	-,	,

NORTH/WEST LOWER MICHIGAN SYNOD OF THE EVANGELICAL LUTHERAN CHURCH IN AMERICA NET ASSETS WITHOUT DONOR RESTRICTIONS BUDGET TO ACTUAL SCHEDULE YEAR ENDED JANUARY 31, 2023

	Budget	Actual	Favorable (Unfavorable)
EXPENSES (continued)			
Program services (continued)			
Program support (continued)	¢ 2.400	¢ 4057	¢ (1.(57)
Equipping leaders for mission and ministry Candidacy committee	\$ 2,400 4,000	\$ 4,057 3,700	\$ (1,657) 300
Campus ministry committee	55,000	60,000	(5,000)
Multicultural ministry committee	33,000	21,150	(21,150)
New and redeveloping		21,130	(21,130)
congregation table committee	38,400	37,855	545
Living stones	-	-	-
Ministry committee	-	750	(750)
Worship committee	500	698	(198)
Youth committee	400		400
Total program support	120,700	145,470	(24,770)
Total program services	824,700	938,900	(114,200)
Support services			
Staff salaries and benefits			
Salary - administrative support staff	52,077	46,048	6,029
Salary and housing - called staff	216,172	196,131	20,041
Salary - deployed staff	50,347	65,727	(15,380)
Social security allowance	15,336	15,090	246
Payroll taxes	7,101	8,808	(1,707)
Health insurance and retirement	96,000	69,913	26,087
Continuing education Other insurance	4,000 1,600	4,000 1,073	- 527
Total staff salaries and benefits	442,633	406,790	35,843
	442,033	400,790	35,645
Synod administration			
Bishop's discretionary fund	2,500	9,078	(6,578)
Insurance - operating	14,000	8,734	5,266
Lease expense	17,479 4,000	13,130 3,700	4,349 300
Office equipment - maintenance Office supplies	9,000	12,891	(3,891)
Postage	1,500	1,747	(247)
Professional fees	27,000	25,456	1,544
Telephone	11,000	12,904	(1,904)
Travel - staff	25,000	13,289	11,711
Website and network	3,500	15,423	(11,923)
Total synod administration	114,979	116,352	(1,373)
Depreciation expense	20,000	13,640	6,360
Total support services	577,612	536,782	40,830
TOTAL EXPENSES	1,402,312	1,475,682	(73,370)
CHANGE IN NET ASSETS	\$ (38,247)	\$ (31,002)	\$ 7,245