

PALM VALLEY LUTHERAN CHURCH COUNCIL MEETING AGENDA

November 19, 2025, 6:30 pm

G.R.A.C.E.

Grow in Faith
Reach the Community
provide **A**we-inspiring Worship
Connect in Small Groups
Exceptional Serving

Call to Order

Approve Agenda

Devotion – Sue Rue

Consent Agenda

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Continuing Business

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5. Staffing updates | Associate Pastor, Director of Music and Worship Arts, Piano Accompanist
6. Campus Security – Update from Subcommittee
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New Business

1. Finance Team recommendations for 2025 and 2026 | Page 26
2. Personnel Team recommendations for 2026 | Page 28
3. FYI - AI Usage Policy | Page 44
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Other Business

1.

Information

Next Month’s Sunday CIC – Early: David Beck; Late: Vince Brunssen

Next Month’s Council Member for Devotions – Susan Ames

Adjourn

COUNCIL MINUTES

Church Council Meeting Minutes

Date: September 2025

Time: 6:30 PM – 8:57 PM

Location: Office Conference Room

Presiding: Carolyn Koehn

Attendees: Vince Brunssen, Linda Reed, JB Getz, Dave Smith, Rick Salvo, Tom Dove, Barry Hamilton, Anita Hulsman, Kathy Erwin, Jayne Baxter, Susan Ames, Linda Reed, Pastor Dave Koppel

Absent: Stephen Loyd

Excused: Sue Rue, Jen Kendrick

Staff: Lax Vardhanapu

Guests: John Reed, Joy Kovar

1. Opening and Devotion

- Pastor Koppel opened the meeting with prayer. Jane Baxter led the devotion centered on the importance of investing in what is eternal.
-

2. Consent Agenda and Financial Controls

- Rick Salvo motioned to approve the consent agenda and JB seconded. The motion passed after the following clarifications provided on payment methods: most payments will continue through Bill.com due to stronger dual-approval controls, though some recurring utility and preschool payments remain via ACH.
 - 2024 audit is internal with a three-member team. A proposal for a 2025 external audit was discussed (\$20,000 for the first year, \$12,000 annually thereafter).
 - Council also discussed the possibility of targeted external reviews for high-risk accounts.
-

3. Steeple Repair Funding Decision

- John Reed provided an update on repairing the steeple. He reviewed contractor search and bid history: only JG Contractors provided a viable solution (\$348,000 bid for a white metal roof with a 20-year warranty).
 - Current designated funds total \$217,000, leaving a \$131,000 shortfall.
 - Council approved the use of up to \$131,000 in unrestricted funds to cover the gap after fundraising.
 - A congregational giving campaign will launch in October to help replenish unrestricted funds.
 - Work will proceed with a signed contract, allowing future donations to offset expenses.
 - Dave Smith motioned and Rick Salvo seconded the motion to use unrestricted funds up to \$131,000 to cover steeple repair cost beyond the \$217,000. Use the month of October to request funds from the congregation to October 31, Rick second – motion carried
-

4. Celebrations and Ministry Updates

- Kickoff Sunday: Strong community turnout, multilingual worship, and increased preschool participation.
- Preschool: Enrollment rebounding with 18 families enrolled and more interest anticipated. This includes previously enrolled families with additional requests for tours coming.
- Youth Ministry: Attendance increasing; council members encouraged to engage.

- Land Lease: Progress slowed by city requirements; most real estate agents declined RFPs. Awaiting city feedback post-rezoning. Recommendations expected by end of October.
-

5. Budget and Financial Updates

- Most ministry budget requests received; follow-ups planned for pending submissions.
 - Congregational budget forums scheduled for early October ahead of final approval in Nov/Dec.
 - The contribution gap widened to \$100,000 due to economic factors and reduced large gifts. Communication efforts ongoing.
 - Continued work on audit and compliance improvements, including closing electronic disbursement gaps.
-

6. Strategic Plan Progress

- Three priorities identified: small groups/discipleship, youth/young families, and unification across generations and ministries.
 - Chairs confirmed for the first two priorities. Susan and Anita will lead efforts on unification, including Hispanic ministry input.
 - Strategic planning retreat scheduled for October 25; templates to be distributed in advance.
-

7. Operations and Administrative Updates

- Offering collection duties for ushers and tellers consolidated at the 11:15 service; full consolidation expected in 2026 after honoring current volunteer commitments.
 - Alcohol policy draft revisited; committee (Rick, Anita, and others) formed to review policy, gather input, and present recommendations.
 - Council retains final approval authority. Congregational forums recommended due to topic sensitivity. Insurance and liability issues noted.
-

8. Cemetery, Property, and Equipment

- Discussion on long-term master site plan, including cemetery expansion and driveway options.
 - Cemetery capacity is estimated at 117 years. Approval granted for new live oak trees and irrigation repairs using cemetery funds.
 - A committee was formed to assess cemetery mapping, columbarium expansion, and drainage improvements.
 - Susan Ames motioned and JB Getz seconded a motion to purchase a new MacBook Pro (up to \$6,000) approved for audiovisual use, funded from technology not to exceed \$6,000.00.
-

9. Grace in Action & Staff Appreciation

- Council encouraged to achieve full participation in the Grace in Action initiative (current participation ~50%).
 - \$400 raised for Staff Appreciation Week. Plan to provide monthly staff lunches through a combination of donated funds and volunteer efforts.
-

10. Personnel and Worship Updates

- Draft associate pastor job description distributed for council feedback.
- Transition committee formation discussed; potential members identified and outreach planned.
- Adjustments made to choir and Hispanic service accompanist assignments. Search ongoing for a new choir accompanist.
- Pastor Koppel and Carolyn Koehn met with Pastor Lee (Church of Antioch) where he shared plans for deeper partnership, increased contributions, and potential development near Palm Valley in years to come.

11. Community and Communication

- Discussion on how the church responds to national tragedies and events, including offering more specific, named prayers and possibly creating prayer groups.
- Suggestions made to improve clarity in prayer communications, including publishing names visually or in bulletins.

12. Meeting Logistics and Upcoming Dates

- October council meeting scheduled for October 15 due to calendar conflicts.
- Council retreat confirmed for January 30–31.
- November meeting will include an on-site property planning session.

13. Suggested Action Items

- Launch October giving campaign for steeple repair funding gap.
- Form working group to update alcohol policy and plan congregational input sessions.
- Schedule and promote Oct. 25 strategic plan retreat and confirm participation.
- Follow up on outstanding ministry budget submissions and ensure attendance at October budget forums.
- Proceed with cemetery and irrigation projects and AV equipment purchase.
- Finalize transition committee for associate pastor process and collect feedback on job description.
- Consider monthly on-site prayer gatherings for special intentions and community events.
- Review and clarify offering collection procedures for all services through 2026.
- Continue communication with the Church of Antioch on partnership opportunities.

Adjournment: 8:23 pm with prayer

Church Council Meeting Minutes

Date: October 17, 2025

Location: Virtual

Attendees: Carolyn Koehn, Vince Brunssen, Linda Reed, JB Getz, Dave Smith, Rick Salvo, Tom Dove, Barry Hamilton, Anita Hulsman, Kathy Erwin, Jayne Baxter, Susan Ames, David Beck, Sue Rue

Excused: Pastor Dave Koppel

Staff: Jen Kendrick

The October Council meeting was moved to virtual due to the schedule conflict of the City of Round Rock Planning and Zoning Committee at the same time and date. Thank you to all who were present.

Reports and updates were provided to Council.

There was one action item presented by Jen Kendrick for Live Oak IT to upgrade our computer network equipment and extend Wi-Fi capabilities campus-wide. These updates were identified as necessary to protect our system and data, and provide more stable internet coverage. Funds to cover the expense are available in the designated office computer account.

Carolyn Koehn motioned to approve up to \$10,000.00 for the Wi-Fi and network upgrades. Kathy Erwin seconded. Motion carried unanimously.

REPORT OF THE SENIOR PASTOR

Report of the Senior Pastor November 2025

It has been a month packed with special events.

Funerals

Norma Deck – celebration of life – Oct 7.
Theo Zimmerman Oct 22
Robert and Lisa Reed Oct. 25
Sampson Connell VII Nov. 8

Baptisms

Sept 21 Emelia and Gianna Montanio
Stevie Ferrito October 12

Hospitalized:

Several members

Weddings

Greg Autuori and Michelle Giuseffi October 17

Upcoming Weddings:

Ryan Klimovitz and Anna Bergman January 31, 2026
Sarah Klimovitz and Steve Miano March 28, 2026

Finances

- **Need a push now** to close the year well
- Antioch Church will begin giving \$1000/month on the 4th Sunday
-

Computer swapped out, also now data being stored in the cloud.

Strategic Planning Retreat held October 25

Hosted the **Re:Ignite the Rock festival** on October 11. Thanks to all who participated and helped.

Held **First Communion Class, Confirmation Classes**, and attended Bible studies.

Call Committee has begun: Jake Donovan, Giovanna Arias, Carol Dove, Camila Powell, our new chair of the personnel committee, Chris Terry, and myself.

Nominating committee is at work – looking to recruit 4 more candidates

Oktoberfest, Oct.25th was a great event that drew some visitors. Thanks to everyone who made it possible.

Meetings: Worship and Music, Garden Club, Exec. Committee, Council, Conference meeting with Bishop in Austin, Personnel committee, Endowment Committee, Stephen Ministry

Celebrated **Reformation Sunday** and **All Saints' Sunday:** We remembered 16 members who joined the Church Triumphant since last All Saints' Sunday.

Had a great **Trunk or Treat** combined with the Preschool.

Attended Pastor Mark Westerfield's 40 years celebration

On November 8th a team led by Worship and Music **cleaned the sanctuary** – thanks to all who helped.

Began planning for **TLU takeover Sunday**, November 16th.

Discovering Discipleship (new Member Class) is set for November 16th. Looking at dates in January for the next class.

Planned **Round Rock Community Thanksgiving Service** for **November 23** at 6 p.m.

Began planning **Annual Mayor's Prayer Breakfast** for February 2026

Thank you from the entire staff for staff appreciation week.

Other news of note from around the synod: Gethsemane Lutheran Church (Austin) has voted to leave the ELCA

As always, thank you for the privilege of partnering with you in the Gospel ministry,

Dr. Dave Koppel
Senior Pastor

Important Dates:

- November 16 TLU takeover Sunday with TLU president
- November 16 Box Lunch pick up day
- November 16 New Member Class
- November 23 Christ the King Sunday (last Sunday of the church year)
- November 23 Community Thanksgiving Service – 6 p.m. Hope Bible Fellowship, Pastor Todd Southard
- November 25 Decorate Sanctuary 6:30 p.m.
- November 27 Thanksgiving
- November 30 First Sunday of Advent
- November 30 Family Advent event 5-6, Decorate CLC 6-7

- December 1 GRACE night
- December 7 or 14 kids Christmas Pageant at 9:30 service
- December 13 Christmas Caroling
- December 24th Christmas Eve (Wednesday)

- January 18 Youth Sunday at 9:30 service
- January 25 Annual Meeting

- February 18 Ash Wednesday, beginning of Wednesday evening suppers and services

- March 22 Confirmation Anniversary celebration 5 & 10 years
- March 29 Palm Sunday

- April 2 Maundy Thursday
- April 3 Good Friday
- April 5 Easter Day
- April 12 Confirmation
- April 16 Our Community Salutes
- April 25 National Faith and Climate Forum

- May 3 High School Senior Luncheon – Pastor Brad Fuerst
- May 3 youth Sunday at 9:30 & 11:15
- May 9 Ladies' Tea

- June 14–19: Middle School Mission Trip in San Antonio
- June 21-26: Camp @ Camp Chrysalis

- July 5-10 (tentatively) Day Camp here at Palm Valley
- July 18–25: High School Mission Trip to Nashville
- July 27-31 VBS



Baptisms!



National Night Out



Norma Deck Celebration of Life



Re:Ignite the Rock!



Wedding!



Strategic Planning Retreat



Oktoberfest!



Pastor Mark Westerfield 40 years of Ministry in Round Rock celebration at Central Baptist Church



Trunk or Treat



Staff Pumpkin Decorating



Youth Group Halloween



First Holy Communion



Rejoice! Singers



Confirmation Class Relay Race



Round Rock Veterans' Celebration

INTERN PASTOR

October 2025

Greetings to you all in the name of our Lord Jesus Christ.

Fall season of the year is a time of preparation not only for the creation to let go the leaves and get ready to spring up but as faith believers it's a another opportunity for us to renew.

My journey as an Intern at Palm Valley is an incredible experience , working along with my mentor and guide Senior Pastor Dave Koppel who is walking with me through my learning, giving me opportunities to experiment my learning for the Glory of our Lord.

- With immense pleasure I want to share with you all that **my final candidacy interview** went well and I am **approved by ELCA for rostered ministry** on 11/14/25 to serve.
- Ongoing church services are keeping us busy and helping us to serve.
- Homebound visits with the help of Stephen ministries are on track and most of our congregants and their accompaniers are received home communions.
- Confirmation classes both 201 and 101 are going on as scheduled without interruptions , our kids are showing great interest in learning and are open for conversation in the sessions.
- Preparing for upcoming sermons and worship services as scheduled.
- My prayers continue for each and every one at Palm Valley.

Reformation Ecumenical event was well received on Oct 11 2025 with around 175+ attendees.

- We had presence of congregations from 10+ churches in small pockets and some had active participation.
- Thank you for sponsoring the event and would have the finalized numbers shared on the expenses from the allocated funds at the earliest.
- I thank especially the church council , lay leaders and staff at Palm valley who selflessly came forward to work together to glorify God.

Thank you for everything you are doing to make Palm Valley a better place.

Blessings,
Lax

DIRECTOR OF CHILDREN AND YOUNG FAMILY MINISTRIES

October 2025

October was a busy month for Palm Valley! Helen began the month by attending a leadership training in Asheville, NC. She is one of 30 leadership fellows that will be imagining a new way to lead in the church. This will involve 3 additional gatherings in Asheville (March 2026, October 2026 and March 2027) as well as monthly zoom meetings and homework in between gatherings. The conference was unlike any other conference Helen has attended and it was transformational!

Children's Church during the Rejoice! Service continues to go well. We started the month talking about having faith as small as a mustard seed and ended the month learning more about the Reformation and the 5 Solas. Helen continues to write Spanish lessons on the lectionary readings and provides supplies for the craft activities and games. Helen and Jordana met with Thais on October 9th to make sure we are all on the same page regarding expectations and Thais confirmed that the lessons are much appreciated and have made teaching easier for her volunteers. We meet November 13th to begin planning Las Posadas, a combined activity with Children's Ministry, Youth Ministry and Spanish Ministry.

Sunday School continues to gather weekly to focus on the Big Bible Story. We finished up Adam and Eve, learned about Abraham and Sarah, and began learning about Moses. Our 2 teams of teachers are awesome and such a joy to work with! Now that we have finished the 6-week book study with our adults, Helen is thinking through what will most speak to our families – another book study or time in fellowship. She is meeting with Nicole Castro in November to discuss her leading adult Sunday School on Sundays for our parents and other interested adults. Preschool chapel began on October 14th and it is lovely spending time with our preschoolers learning more about God. We hear a story from the Bible and sing a song. It's short and simple.

Keaton Christ went through First Communion class on October 22nd and received first communion on November 2nd. We have about a half dozen 4th graders that will be ready to attend next year, when they are in 5th grade.

Pastor Katie Wegner met with our youth and their families on October 22nd to talk about camp at Camp Chrysalis for the summer of 2026. It was floated by the families that we attend as a church June 21-26 and all of them agreed. Our total attendance will be 18 to 20 children and youth. Registration opens December 1st.

The month ended with a very successful Trunk or Treat for our church members and our neighbors. We had 18 church families, Scouts, and staff decorate their trunks and hand out treats. We had 8 carnival style games interspersed among the trunks that the Scouts helped oversee. Barry Hamilton and Rod Dietz cooked up close to 200 hotdogs to feed those in attendance. And Tammy and Garlon Oetken and their grandson hauled kiddos and their parents around the property for a hay ride. Other than it being hot, it was a very successful event that brought a lot of our neighbors onto our church property. It was lovely to see families from our preschool, our English speaking services, our Spanish speaking service, and from Antioch Christian Church all in attendance. It felt like a good blending of our worship offerings.

Upcoming events:

- 11/2 All Saints Day Themed Carnival during Sunday School
- 11/19 Friendsgiving with our children and youth families
- 11/30 Advent wreath making for the entire church, 9am-11am
- 11/30 Advent Family evening with Jesse tree ornaments and story time followed by decorating the church
- 11/30 First pageant practice
- 12/7 Second pageant practice & St. Nicholas celebration during Sunday School
- 12/14 Christmas pageant during the Rejoice! Service
- 12/20 Las Posadas w/ the Spanish speaking service

Helen Pelkey

DIRECTOR OF YOUTH MINISTRIES

Name: Jordana M. Gutierrez

Position: Director of Youth Ministry

Reporting Period: October 2025

REFLECTION | EVALUATION | VISIONING

MONTHLY REFLECTION

Youth Group

We have seen a consistent average in our attendance numbers at our weekly Wednesday Night youth group. The average is anywhere from 6-10 kids per gathering, Jordana is pleased with participation and looks forward to continued growth for the group. The team and Jordana are looking for an additional volunteer to help assist in leading the youth each week.

Meal Volunteers

On behalf of the Youth ministry team, Jordana wants to thank everyone who has signed-up to provide a meal so far for Wednesday Night youth group. This has been well received by both the youth and congregation. The team and Director Gutierrez hope that this can be an initiative that continues to receive support from the congregation.

Box Lunch Fundraiser

On October 5th we launched the start of a new fundraising opportunity for youth mission trip expenses. Director Jordana Gutierrez wants to thank Linda Dufner for the idea of the Box lunch fundraiser, which took the place of the Pancake breakfast. The Youth have been selling boxes since October 5th through November 2nd. Up to this point we have raised a total of \$845 dollars which is amazing. We can not thank the congregation enough for the overwhelming amount of support.

Carol Dove and Johnathan Brunssen will be preparing the food for the fundraiser. We want to thank them for their cooking expertise because this fundraiser would not be possible without them.

Hallow-Lutheran Event

On October 18th Jordana hosted a Halloween event in partnership with Elizabeth Ogle at Immanuel Pflugerville. Unfortunately the Hallow-Lutheran event had to make an unexpected pivot when two of the other churches were pulled from the planning. This left both Jordana and Elizabeth to form a different plan at the last minute. Already for Palm Valley we were expecting lower attendance from our youth given busy schedules and prior commitments. Jordana did not have any youth who could attend but still went to the event herself.

Cross Trail Visit

Pastor Katie Wagner from Camp Chrysalis joined Director Jordana Gutierrez on Wednesday October 22nd. Jordana set up this arrangement back in August in a separate meeting with Pastor Katie. The intention behind this was to allow Cross Trails the opportunity to talk about summer programming to parents and a chance for them to meet our youth.

Strategic Planning Retreat

October 25th we had our final strategic planning retreat with the staff, council, and members of the congregation. Jordana was deemed the permission to attend virtually by Pastor Koppel and Helen Pelkey due to prior engagements. She found success in the conversations that were facilitated by Linda Dufner. As a whole we have a lot of things to be excited for within Youth, Children, and Preschool ministry. She is grateful for those who attended and gave a listening ear to help contribute to the vision of our ministries.

Fields of Faith

On October 27th Director of youth ministry Jordana Gutierrez attended Fields of Faith at Hutto High School. This event provided us the ability to connect with our wider community and share the programming opportunities PVLC has available. She attended alongside colleague Pastor Matthew and Elizabeth Ogle from Immanuel Pflugerville. Jordana had the chance to meet lead Pastors Bradon and Maya who are starting up a new church in 2026 based in Hutto called, The Movement.

To further invest in our marketing efforts, Jesscia Brunssen designed a 33 x 81 sign that we ordered from PostNet (sign pictured below.) Jordana was able to have conversations with youth varying across grade level with even a few who were interested in attending weekly youth group meetings. Attending events similar to Fields of Faith allows our ministry an outlet to showcase what all it is we are doing. Jordana intends to seek out more outreach opportunities to attend to further share Palm Valley's mission with the larger surrounding community.

MONTHLY EVALUATION

Youth Group

The structure of our weekly gatherings are well received by the youth who have attended this year. Jordana will remain with the same schedule and continue to evaluate based on observation and comments from the youth.

Box Lunch Fundraiser

The youth ministry team and Director Jordana will evaluate all areas of the fundraiser after our assessment we will determine if this is something we do next year.

Meal Volunteers

Jordana will send out a survey at the end of the quarter to those who have volunteered to provide a meal for the youth group. The purpose is to see if this is something that's sustainable and to gauge their interest in recommitting to volunteer again.

Hallow-Lutheran Event

After further conversation Jordana and Elizabeth have not reached a consensus if this will be an annual event. They will need to reconvene once schedules for the upcoming school year are released to better plan around their shared youth calendar. Overall Jordana finds importance in collaboration and hopes future opportunities for it work out better.

Cross Trail Visit

Pastor Katie's visit to the youth group was well received by the youth and parents who attended. Jordana was going to follow up with Katie and see if this is something that Cross Trails would like to do annually.

Fields of Faith

Jordana intends to have another staff or member of the Youth Ministry team attend this event alongside her next year. Due to receiving information regarding Fields of Faith last minute she was unable to secure an additional volunteer. The interest in having someone else attend stems from her evaluation of the other ministries there all having a counterpart who helped them run their table.

Strategic Planning Retreat

Jordana intends to continue to meet monthly with the youth ministry team that she has assembled. She is in conversation with (C) Linda Dufner regarding recruiting additional members to the existing team. Reasons for this is as we are growing in youth within our youth ministry there is need for additional assistance. These opportunities are where we can empower lay leaders, to assist or take lead on different programming that we have available. On behalf of the youth ministry team, we thank those who have helped shape the program this far and are excited for the future of youth ministry here at Palm Valley.

QUARTERLY VISIONING

Director Jordana is pleased with the direction that our youth ministry is headed here at Palm Valley. She encourages everyone to take a moment to be proud of what has come to fruition, change is difficult and now our youth group is seeing the better side of it. There is a lot to look forward to and I am excited to see the outcome of it all.

Jordana encourages anyone looking to get more involved with youth ministry to contact her. There are ways for everyone to serve both at a large and small capacity so do not feel deterred if there is not something directly that you can see yourself a part of.

On behalf of the youth ministry team we will continue to be adaptive and curate programming that best serves our youth, young adults, and families. By re-evaluating programs and opportunities to serve until we find a rhythm that best suits our ministry.

PRESCHOOL MINISTRY

Palm Valley Lutheran Preschool Director's Report

Prepared by: Becky Simpson

November 2025

Family Outreach and Enrollment

Preschool enrollment is currently 19 students. This reflects both withdrawals and new enrollments throughout the month, and all changes were due to personal family circumstances and not concerns with the preschool. We also have one child registered to begin in January, and another family actively working to confirm a start date either later this month or in December. We continue to welcome consistent inquiries and tour requests.

Early childhood programs often experience a seasonal rise in prospective family engagement following the holidays. Historically, January brings increased inquiries and tours as families begin planning for the upcoming year. We are preparing for this anticipated seasonal momentum and continue to nurture strong relationships with prospective families.

Staffing

We have a strong and committed teaching team that continues to grow in its collaboration, professionalism, and shared support of the preschool mission and values. Our contracted substitute teachers have been reliable, kind, and enthusiastic partners, each expressing that Palm Valley is a special place they are delighted to serve. Their support ensures continuity of care and stability for the children when substitute coverage is needed.

Marketing and Visibility

To strengthen visibility within the broader community and reach families considering care options for the new year, we will be running targeted Facebook ads throughout the holiday season. Updated marketing materials and printed flyers have been shared across church ministries to ensure consistent outreach and increased presence on campus.

In alignment with our mission of community connection, we are preparing holiday cards created by the children to deliver to local businesses, community helpers, and nearby senior living and nursing homes. These cards will support outreach efforts and help spotlight the preschool presence and values within the Round Rock community.

We recently celebrated Veterans Day, during which our Pre K class wrote thank you letters to service members, reinforcing both gratitude and service learning within the curriculum.

Looking ahead, we are working to develop a Palm Valley Preschool song, an alma mater style piece the children can sing together at special church services, intergenerational events, or community celebrations.

Community Engagement and Intergenerational Connection

Intergenerational engagement remains a key priority. As part of this initiative, we will be reaching out to the PVLC Quilters to explore opportunities for the children to observe quilting, learn about its history, and engage in small hands-on experiences during their gathering days.

We are also preparing a plan of action to deepen preschool visibility and involvement within the church community. This includes identifying opportunities for the children to participate through singing, service activities, or sharing their work, especially as we enter the Thanksgiving and Christmas seasons.

Next week, the preschool will host our Preschool Friendsgiving Celebration, a special in-house gathering for the children. All classes will come together at one long communal table in the Parish Hall to share a special lunch and give thanks. This celebration highlights community, gratitude, and fellowship among the children.

Throughout the season, children will also be creating gratitude notes and holiday cards, contributing meaningfully to both our church family and the surrounding community.

Next Steps

- Continuing enrollment tours and prospective family follow up
- Prepare for the anticipated January increase in inquiries
- Strengthen preschool presence through church events, intergenerational partnerships, and community outreach
- Distribute holiday cards to local partners and greater community
- Continue refining marketing strategies and campus visibility

Palm Valley Lutheran Preschool remains committed to providing a nurturing, joyful, faith centered learning environment. We continue to build strong momentum, deepen connections, and serve families with warmth, professionalism, and purpose as we move forward.

SMALL GROUPS AND VOLUNTEERS

Report Submitted by Kelley Adams

11/12/2025

FALL FOCUS SERMON SERIES SMALL GROUPS FEEDBACK

The Fall Focus Feedback Form was sent to 46 participants, and we received 27 responses. Overall, the feedback was very positive! Ten participants said they were *very satisfied*, 15 said they were *satisfied*, and only two were *neutral*.

When asked if the series was meaningful and relevant to their lives, 26 said *yes* and just one said *no*. It was also great to see that four of our respondents were first-time participants!

Looking ahead, 84% said they would *very likely* attend similar small group offerings, 9% said *likely*, and 7% were *undecided*.

We also received some helpful feedback regarding how we can improve the experience moving forward. The form was still open at the time of this report and hope to receive more feedback. I will be sharing the details of the full survey with Pastor once the form closes on Friday, November 14th

RE:IGNITE THE ROCK FESTIVAL

I attended this event and assisted our volunteer team and helped with other duties as assigned. It was a long day, but we had a great time and volunteer recruitment for this event was very successful with 46 people signing up and showing up to serve! I assisted Pastor Lax in thanking the volunteers with personal thank you notes.

WELCA/Gather Women's Bible Study

This bible study met for the first time on October 2nd with 9 women committing to the group!

NEW SMALL GROUPS

No new small groups have been formed since the last report.

OUTREACH ACTIVITIES

Adopt-a-Street was originally scheduled for November 8th but was rescheduled due to low participation but has been rescheduled for November 13th.

OTHER ACTIVITIES

The focus since my last report has been on strategic planning work.

Long Term Strategic Planning for Expanding Small Groups and Discipleship Pathways:

- The Small Group Steering Team held its first meeting on November 4th. Our focus was to complete the final action plan for the *Expanding Small Groups and Discipleship Pathways* initiative assigned at the Strategic Planning retreat. We successfully finalized the initial plan and will meet again at the beginning of December to brainstorm additional action items that will help us achieve our goals.
- I believe the goals created by the team directly support Palm Valley Lutheran Church's mission and ministry statements by turning vision into action. Together, they cultivate a culture of shared ministry and active discipleship, strengthening relationships through meaningful connection events, and enhancing visibility and engagement in small groups. The goals also prioritize leadership development, inclusive opportunities for service across all life stages, and clear measures of success. Collectively, they foster spiritual depth, belonging, and growth—building a vibrant, Christ-centered community of faith where all people are invited, equipped, and empowered to serve.

- I have been refining possible Mission and Vision statements for this initiative, beginning the development of strategic plans for each goal, and will establish a timeline to start implementing action items for each goal by the beginning of the new year.

October 9th - Met with Thais Rowland with Hispanic ministries along with youth and family ministries to get a better understanding of how I can help support their small group ministries.

October 16th – Attended the Women’s Forum

October 26th – I participated in Trunk or Treat

Finally, I have updated and expanded a document listing all the current small groups and ministries available at Palm Valley. This document will be shared with new members during the Discovering Discipleship New Member class on November 16.

EVANGELISM TEAM

Evangelism Team Meeting October 6, 2025 7:00 p.m.

Attendees: Jayne Baxter, Sally Cotton, Paula Dietz, Pat Jacobs, Joy Kovar, Laurie Denchik, Otto Pfahl and visitors Helen Pelkey-Children & Young Families Director and Kelley Adams-Volunteer & Small Groups Coordinator

Not attending: Donna Balshaw, Angela Beck, David Beck-Council Rep., Deborah Franke, Anita Hulsman-Council Rep., Gaile Swoyer and Rita Whitely

Joy, the acting chair, opened the meeting, welcomed everyone and introduced our visitors.

A motion to approve the **August 4, 2025 Minutes** was made by Paula, with a second made by Pat, and the motion passed.

In **Old Business**, Sally reported that the **Contacting the First-time Visitors** program have enough volunteers for 2025. The team discussed that we are not receiving contact cards from our first-time visitors, but have received a few requests for information about worship services from the link on the PVLC website. Helen said that they (staff members) will try to help update our team with information about any new visitors that they are aware of that have not filled out a contact card.

Paula reported on the **First-time Visitor Gifts** program. She asked which team members are passing out the gifts at the 8am and the 11:15am services. Joy, Pat and Jayne reminded everyone that they were helping along with Angela and if needed, the ushers have been passing them out. Paula also asked that they let her know when the gift supplies are low and need replenishment.

As part of the **GriefShare Ministry**, a single session two-hour class was held on September 4th to help with the loss of a spouse. It was attended by four PV members and six members of our local community. There will be another single session class held on November 9th entitled “Surviving the Holidays”. The class size will be capped at twelve individuals. The GriefShare classes are advertised in the Echoes, on our PVLC sign and also at the GriefShare.org website. Palm Valley is the only Lutheran church in our community that offers this ministry.

The **Plant Sale/Bake Sale** was held on September 27th and it went very well. We raised \$742 from the Plant Sale and \$723 from the Bake Sale for a total of \$1,465 that will be added to the Fall Fair account. It was well attended and enjoyed by many PV members as well as many visitors from our community.

The **Reignite The Rock Program** will be held on October 11th from 3pm-7pm. It will include musical performances by our PVLC choir as well as other individuals and groups. There will be a comedy show, messages from Pastor Brad Fuerst of LUMIN at UT Austin and also from the former Bishop of the TX LA Gulf Coast Synod, Michael Rinehart. The Worship Service will include Communion and the worship offering will be donated to the Round Rock Serving Center. Following the Worship Service, a dinner will be held, but reservations are required.

The team also brainstormed ideas for the **Caller Program** that Gaile mentioned at our previous meeting. It could include phone calls or visits to individual's homes if they would enjoy having visitors. Paula mentioned the 35 PV members that enjoy the visits when they receive home communion. Joy would like to know if we can get a list of potential persons from the PV staff in order to organize a program to call or visit persons that would welcome contacts from our PVLC family.

In **New Business**, the **Fall Fair** was discussed. Laurie and Otto have volunteered to be the new chairs for the event. The team discussed a possible date and Sept. 26th was picked as a tentative date. Pat said that she heard about the city of Round Rock having a new festival called the Fall Fest, but she did not have the date or any other information about it. Laurie said she will find out more about it before we set our FF date. There was also discussion on the vendor fair and avoiding vendors that sell products that compete with items sold at the Fall Fair. Otto and Laurie would like to have the Car Show again. We also talked about the different ways that the Fall Fair is advertised to our local community. Kelley said she will meet with Otto and Laurie to go through the Advertising binder that she received from Deborah Franke from last year's FF. Sally also has two binders of information that she will pass onto them. Since this is an event for our entire community, Laurie said that she would like to explore the possibility of inviting other local Lutheran churches to join us in hosting this event.

Jayne asked the team about their ideas for some type of **Fellowship Activity** for the attendees of the 11:15am worship service. She mentioned the coffee after the 8am service and the coffee before and after the 9:30am service, but wondered if something could be added to provide fellowship time for the late service as well. The team discussed some type of lunch after this service, but decided to try having coffee (at the counter which was used previously for the 8am coffee service) available for approximately fifteen minutes before the worship service in order to encourage attendees to come a few minutes early to enjoy coffee and share fellowship with each other.

Angela volunteered to **chair** our next meeting on December 8th.

At 8:10pm, the meeting was adjourned with the Lord's Prayer.

Respectfully submitted,
Sally Cotton

FINANCE TEAM

Finance Committee Meeting Minutes | November 13, 2025

Attendance:

- Joy Kovar
- Donna Ferrell
- Cindi Hailes
- Jen Kendrick

Not attending:

- Barry Hamilton
- Carolyn Koehn
- Pastor Koppel

Meeting Called to Order

The meeting was called to order by Joy at **6:31 PM**. Donna Ferrell led the committee in prayer.

Approval of Minutes:

Donna moved to approve the minutes from **August 5, 2025**. Joy seconded.

Motion carried; minutes approved.

Budget Review – Presented by Jen

- Income in October was down approximately **\$1,000** but still \$139,937.93 over budget for Regular Offering
- Expenses are \$21,777.70 over budget for October
- Net Income is short \$186,107.94 per budget as of October 31, 2025
- Pastor is working on a **stewardship and giving letter** to the congregation.
- Approx **\$40,000 in pledged gifts** will not be funded due to the members' passing.
- Receipts are running low compared to last year; this mirrors a broader trend where contributions are behind.
- Discussion on how to cover **operating shortfalls**.
- Some maintenance and repairs are offset by endowment grants; third quarter distribution of **\$10,000 will be reflected in November financials**.
- Discussion on balancing the financial statement by **year end**.
- Committee discussed recommendations to make to Church Council.

Overtime details

- Jen and Pastor are working to reduce overtime.
- Facilities staff overtime schedules were discussed.
- Volunteers will need to play a greater role.
- Deadline enforcement for Echoes submissions noted.

Recommendations for 2025

- Increase use of volunteers:
 - Folding Echoes newsletters
 - Answering phones
 - Processing Sunday attendance cards
 - Encourage staff to identify additional tasks that volunteers could handle.
- Look at Facilities staff roles; could some tasks be done by volunteers
- **Hiring freeze** until the budget is stabilized.
- **Recommendation to use funds from the Davidson Unrestricted Fund** to meet the 2025 budget shortfall.

Motion: Donna moved to approve the above recommendations for 2025; Cindi seconded.

Motion approved unanimously.

Planning and Recommendations for Budget 2026

- Begin **Temple Talks** to educate the congregation about ministry funding and financial needs.
- Increase awareness and encourage Sunday service attendance.
- Discussion regarding the **piano under Worship & Music** (is this new or is this the previous purchase). If new, should be deleted from budget & moved to the **Capital Improvement Fund**.
- Follow financial policy for **pre-approval expenses**, including exceptions submitted to the Council President before payment.

Motion: Cindi moved to approve the recommendations for 2026 Budget; Donna seconded.

Motion approved unanimously.

Next Meeting –

Monday, December 8, 2025, at 5:00 pm in conference room and by Zoom.

Adjournment

Donna moved to adjourn; Joy seconded

Joy led the team in the Lord's Prayer

Meeting adjourned at 8:00 pm

PERSONNEL TEAM

Personnel Team Meeting Agenda November 4, 2025

Members Attending:

- Chris Terry (2025)
- Deborah Franke (2025)

Absent:

- John Reed (2025)
- Mildred Krienke (pre 2023)

Others Attending:

- Pastor Dave Koppel
- Jen Kendrick, Exec Adm
- Carolyn Koehn, Council President

1) Committee Membership

- a. The group recognized Jim Dufner's resignation and discussed potential backfills to get the personnel team back to 5
- b. Chris Terry accepted the role as personnel committee chair
- c. We highlighted that finance committee members are not able to sit on personnel committee

2) Pastor explained the associate pastor call process

As Personnel chair, Chris will be part of the call committee.

3) We reviewed job descriptions and shared initial feedback

- a. Three job descriptions are still pending: publications, video/social media, and Executive Administrator.
 - i. Add strategic plan leadership to Music Director and Associate Pastor
 - ii. We discussed scope of publications: cemetery responsibilities returning to Executive administrator and supporting bulletin deadlines so that Receptionist could take on the printing of Sunday materials.
- b. Action: John Reed is asked to review Maintenance and Groundskeeping and confirm if there are any additional questions re: church staff roles and property committee
- c. The committee also discussed clarifying the reporting relationship for our Small Groups and Volunteer coordinator. Pastor and Jen will confirm to whom she will report.
- d. Action: The team will share additional feedback on the job description by the end of the week.

4) Annual people processes

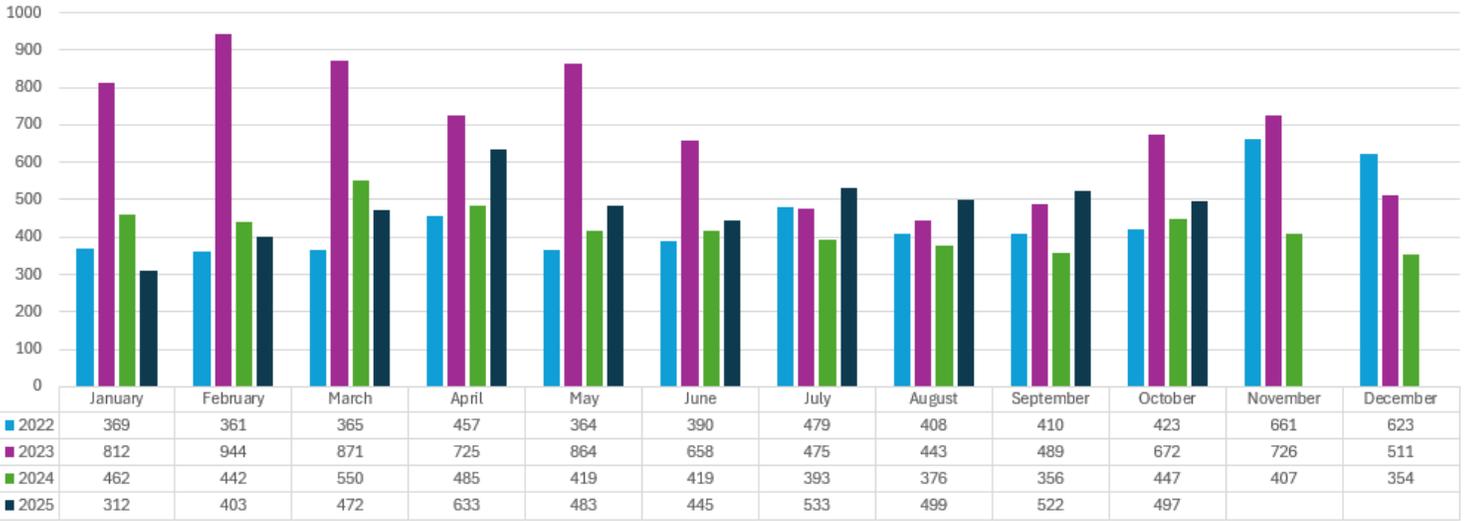
- a. We reiterated the importance of job descriptions so that everyone is clear on their role and expectations.
 - i. We share the example of our Videography role as one requiring clarity as it has significantly evolved since the role's inception at COVID.
 - ii. Action: Pastor and Jen to complete the remaining three job descriptions.
 - iii. Action: Pastor and Jen to review the job descriptions with all staff prior to year end, in support of personnel feedback.

- b. ERC: raises funded for 2026; encouraging the right team dynamics to foster Palm Valley Ministry
 - i. We discussed the pros and cons of performance reviews; the need to drive stronger professionalism amongst staff and discussed some behaviors we were encouraged to see and others that are important to address.
 - ii. It will be important that performance reviews have some type of reward that Pastor/Jen can use to reward impact (what and how)
 - iii. ERC will fund 9% raises this year. Personnel team recommended using half of the raises at the beginning of the year for staff and half in Q2 to award merit; the merit awards could be retroactive to January
 - iv. Feedback and Performance reviews would be required for the merit reviews and differentiated awards for performance, recognizing impact and how behaviors

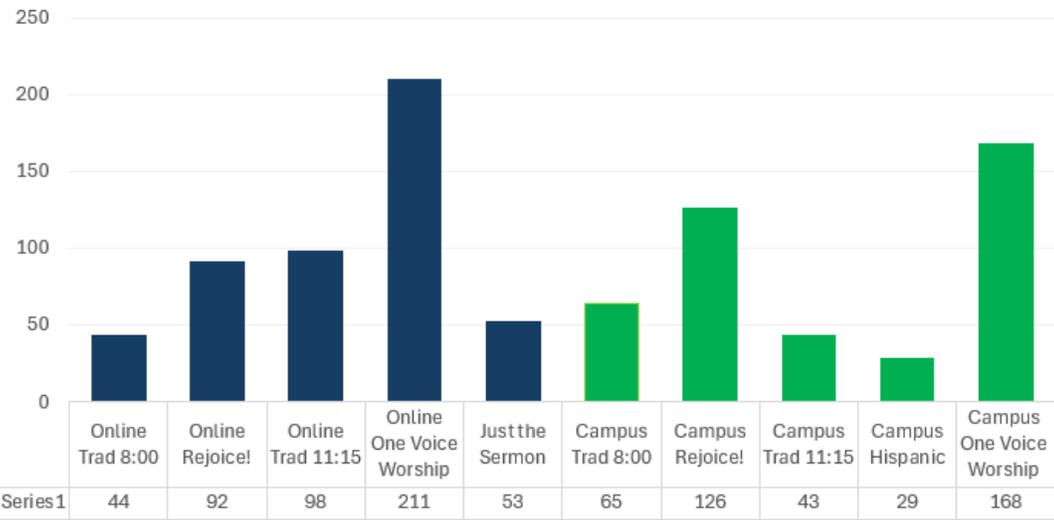
5) Jen shared that we need to update our Employee Handbook. She will coordinate this with the personnel team.

EXECUTIVE ADMINISTRATOR

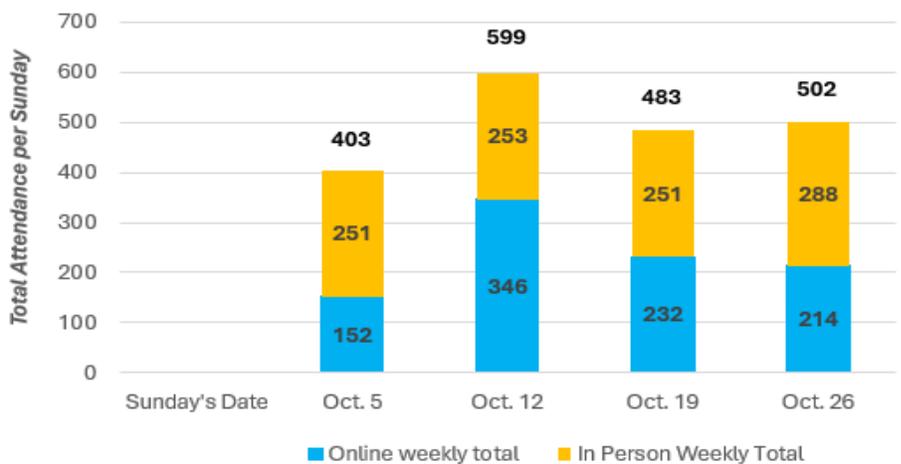
AVERAGE WEEKLY ATTENDANCE BY MONTH
Year-to-Year Comparison | On Campus & Online

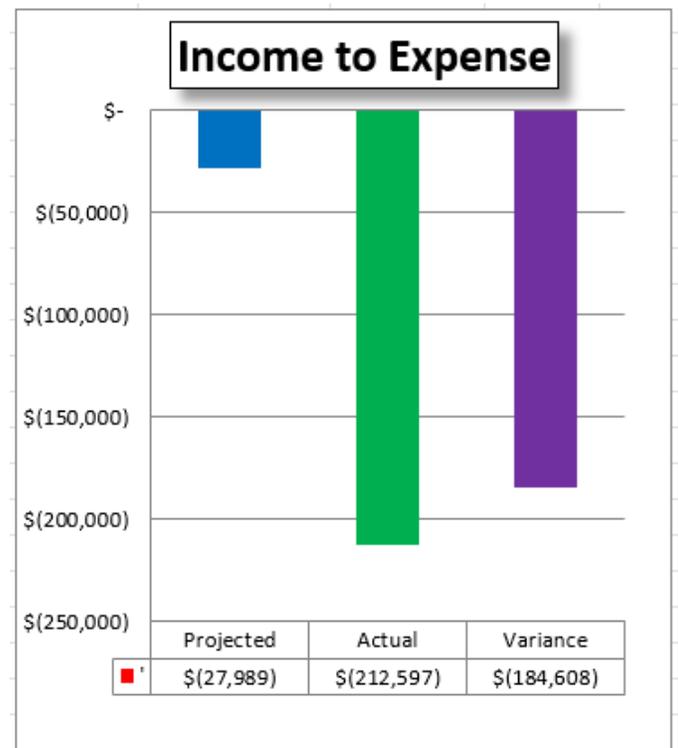
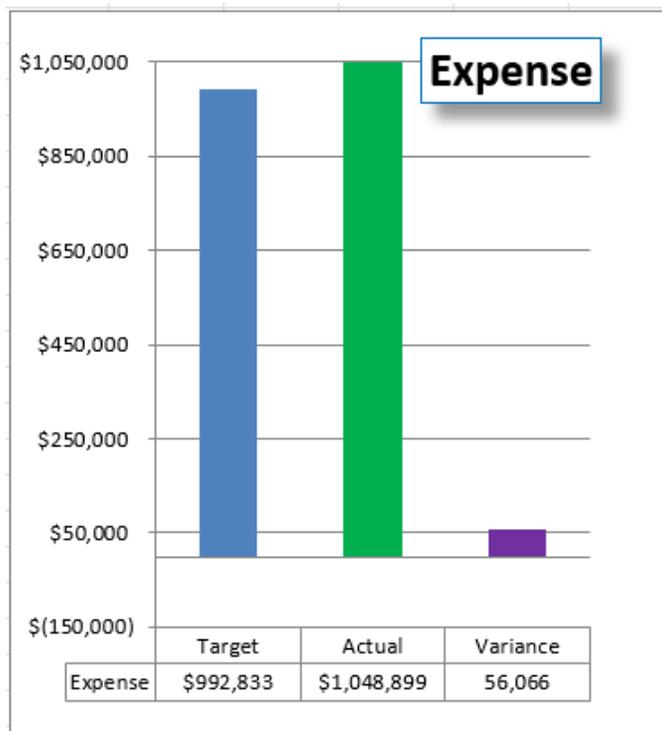
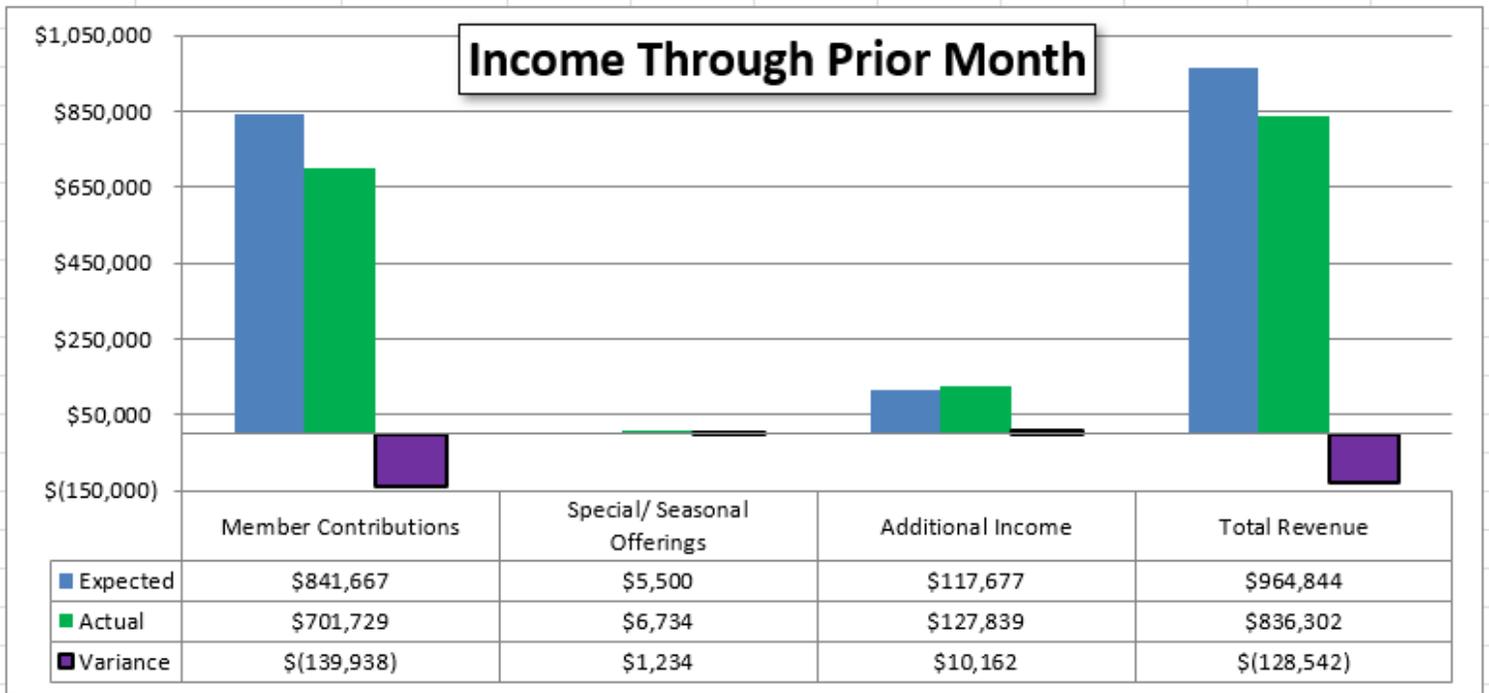


Average Weekly Attendance - January through October 2025



October 2025 Weekly Attendance





2026 Generosity Campaign – Giving Update

- As of November 18th, we have received 78 responses, with 73 estimates of giving for 2026 totaling \$413,964.00.
- At the November 2024 Council meeting, we reported through October 2024 –
 - 95 commitments totaling \$560,971.76
 - received to date total of \$457,494.30, 81.5% of pledged
 - we had 193 individuals/non-pledgers who had given to date total of \$264,191.20
 - we received loose plate offerings of \$11,213.03
- Current data for 2025 -
 - we have a total of 98 commitments for \$584,651.76
 - received to date total of \$368,331.31, 63% of pledged
 - we have 205 individuals/non-pledgers who have given to date total of \$289,672.10
 - we have received loose plate offerings of \$11,618.25 to date

	Jan - Oct 2025			2025 Budget
	Actual	Budget	over Budget	
41110 Regular Offering				
41111 Member Contributions	\$ 688,694.90	\$ 829,166.70	\$ (140,471.80)	\$ 1,030,000.00
41112 Loose Plate Offering	\$ 11,618.25	\$ 12,500.00	\$ (881.75)	\$ 15,000.00

	Jan - Oct 2024			
	Annual Budget (This Year)	YTD Budget (This Year)	YTD Actual (This Year)	YTD Budget/Actual (This Year)
Tithes & Offerings				
01-4-1010 - Member Contributions	\$951,952.00	\$737,998.12	\$737,304.96	(\$693.16)
01-4-1020 - Prior Year Pledge Pmt	\$0.00	\$0.00	\$2,721.60	\$2,721.60
01-4-1030 - Loose Plate Offerings	\$15,000.00	\$12,029.52	\$11,213.03	(\$816.49)
Total Tithes & Offerings	<u>\$966,952.00</u>	<u>\$750,027.64</u>	<u>\$751,239.59</u>	<u>\$1,211.95</u>

Davidson Capital Management Funds– Current Value as of November 10, 2025

Endowment <i>Restricted – funds are allocated annually by the Endowment Committee</i>	\$5,051,287.05
Total available for withdrawal as of September 30, 2025	\$1,387,528.99
Church Capital Expansion <i>Restricted use – Future Building Needs</i>	\$149,294.92
Church Capital Reserve (Maintenance) <i>Restricted use – Major repairs and renovations</i>	\$30,381.91
Cemetery <i>Restricted use – day-to-day upkeep of Cemetery, and major improvements</i>	\$996,874.90
Isedor & Pauline Wallin (Maintenance Fund) <i>Restricted use – income only; Major repairs and renovations</i>	\$373,689.46
Total available for withdrawal as of September 30, 2025	\$2,097.04
Iver Wallin (Capital Expansion/Improvement) <i>Restricted use – income only; Future building needs</i>	\$175,808.54
Total available for withdrawal as of September 30, 2025	\$915.77
Telander Fund <i>Benevolence funds and to meet special needs of congregation not covered by Budget</i>	\$132,527.24
Trinity Place Senior Care <i>Restricted use – for programs and ministries to support Seniors (income only?)</i>	\$618,788.31
Total available for withdrawal as of September 30, 2025	\$88,925.17
Designated funds for PTO liability	\$108,007.87
Unrestricted Investments <i>Unrestricted use</i>	\$1,145,268.92
TOTAL	\$8,781,929.12

Note: Davidson provides a detailed quarterly report on all funds. Download available upon request, please let Jen know if you would like to review.

**Palm Valley Lutheran Church of Round Rock Texas
Budget vs Actual FY25**

	Oct-25		Jan - Oct 2025		2025 Budget
	Actual	Budget	Actual	Budget	
Income					
40000 Revenue					
41000 Church Revenue					
41100 Tithes & Offerings					
41110 Regular Offering					
41111 Member Contributions	\$ 81,855.53	\$ 82,916.67	\$ 688,694.90	\$ 829,166.70	\$ 1,030,000.00
41112 Loose Plate Offering	\$ 1,084.00	\$ 1,250.00	\$ 11,618.25	\$ 12,500.00	\$ 15,000.00
41113 Hospitality (donuts, coffee, etc)	\$ 115.25	\$ 115.25	\$ 1,415.62	\$ 1,415.62	\$-
Total 41110 Regular Offering	\$ 83,054.78	\$ 84,166.67	\$ 701,728.77	\$ 841,666.70	\$ 1,045,000.00
41120 Holiday Offering					
41121 Lenten Offering		\$ -	\$ 5,506.00	\$ 1,300.00	\$ 1,300.00
41122 Easter Offering		\$ -	\$ 1,202.74	\$ 4,200.00	\$ 4,200.00
41123 Thanksgiving Offering		\$ -	\$ -	\$ -	\$ 1,125.00
41124 Christmas Offering		\$ -	\$ 25.00	\$ -	\$ 10,000.00
Total 41120 Holiday Offering	\$ -	\$ -	\$ 6,733.74	\$ 5,500.00	\$ 16,625.00
Total 41100 Tithes & Offerings	\$ 83,054.78	\$ 84,166.67	\$ 708,462.51	\$ 847,166.70	\$ 1,061,625.00
41200 Additional Revenue					
41210 Rental/ Building Use Income					
41211 PV Preschool Rent	\$ 2,921.22	\$ 1,996.02	\$ 23,369.76	\$ 19,960.20	\$ 23,952.25
41212 Senior Access Rental	\$ 750.00	\$ 862.50	\$ 8,250.00	\$ 8,625.00	\$ 10,350.00
41213 Counseling Center Rental	\$ 250.00	\$ 287.50	\$ 2,250.00	\$ 2,875.00	\$ 3,450.00
41214 Building Use	\$ 925.00	\$ 1,666.67	\$ 8,536.27	\$ 16,666.70	\$ 20,000.00
Total 41210 Rental/ Building Use Income	\$ 4,846.22	\$ 4,812.69	\$ 42,406.03	\$ 48,126.90	\$ 57,752.25
41220 Staff Recognition		\$ -	\$ 555.00	\$ -	\$ 555.00
41240 Events					
41241 Lenten Suppers		\$ -	\$ 769.00	\$ 800.00	\$ 800.00
Total 41240 Events	\$ -	\$ -	\$ 769.00	\$ 800.00	\$ 800.00
41260 Altar Flower	\$ 160.00	\$ 333.33	\$ 2,880.00	\$ 3,333.30	\$ 4,000.00
41265 ROW Sale Interest Income		\$ -	\$ 14,248.41	\$ 14,248.41	\$ 36,000.00
41266 ROW Principal Withdrawl		\$ -	\$ 30,000.00	\$ 30,000.00	\$ 30,000.00
41267 Capital Maintenance Fund Income		\$ -	\$ 19,668.00	\$ 19,668.00	\$ 32,000.00
41270 Other Income	\$ 838.73	\$ 150.00	\$ 17,312.45	\$ 1,500.00	\$ 1,800.00
Total 41200 Additional Revenue	\$ 5,844.95	\$ 5,296.02	\$ 127,838.89	\$ 117,676.61	\$ 162,352.25
Total 41000 Church Revenue	\$ 88,899.73	\$ 89,462.69	\$ 836,301.40	\$ 964,843.31	\$ 1,223,977.25
Total 40000 Revenue	\$ 88,899.73	\$ 89,462.69	\$ 836,301.40	\$ 964,843.31	\$ 1,223,977.25
Total Income	\$ 88,899.73	\$ 89,462.69	\$ 836,301.40	\$ 964,843.31	\$ 1,223,977.25
Gross Profit	\$ 88,899.73	\$ 89,462.69	\$ 836,301.40	\$ 964,843.31	\$ 1,223,977.25

	Oct-25			Jan - Oct 2025			2025 Budget
	Actual	Budget	over Budget	Actual	Budget	over Budget	
Expenses							
50000 Expenses							
51000 Children							
51120 Special Events	\$ 1,144.01	\$ 41.67	\$ 1,102.34	\$ 2,279.32	\$ 416.70	\$ 1,862.62	\$ 500.00
51130 Sunday School	\$ 75.08	\$ 41.67	\$ 33.41	\$ 1,399.81	\$ 416.70	\$ 983.11	\$ 500.00
51140 JAM		\$ 62.50	\$ (62.50)	\$ 241.02	\$ 625.00	\$ (383.98)	\$ 750.00
51150 Worship		\$ 33.33	\$ (33.33)		\$ 333.30	\$ (333.30)	\$ 400.00
51160 Vacation Bible School		\$ -	\$ -	\$ 2,952.17	\$ 6,810.00	\$ (3,857.83)	\$ 6,810.00
51170 Day Camp		\$ -	\$ -	\$ 2,559.56	\$ 1,000.00	\$ 1,559.56	\$ 1,000.00
51180 First Communion		\$ 16.67	\$ (16.67)		\$ 166.70	\$ (166.70)	\$ 200.00
51220 Nursery Care Supplies		\$ 10.42	\$ (10.42)		\$ 104.20	\$ (104.20)	\$ 125.00
Total 51000 Children	\$ 1,219.09	\$ 206.26	\$ 1,012.83	\$ 9,431.88	\$ 9,872.60	\$ (440.72)	\$ 10,285.00
52000 Youth							
52100 Jr. High							
52110 Retreat / Gathering		\$ 29.17	\$ (29.17)		\$ 291.70	\$ (291.70)	\$ 350.00
52120 Mission Trip		\$ 41.67	\$ (41.67)		\$ 416.70	\$ (416.70)	\$ 500.00
Total 52100 Jr. High	\$ -	\$ 70.84	\$ (70.84)	\$ -	\$ 708.40	\$ (708.40)	\$ 850.00
52200 Sr. High							
52210 Retreat / Gathering		\$ 29.17	\$ (29.17)		\$ 291.70	\$ (291.70)	\$ 350.00
52220 Mission Trip	\$ 1,200.00	\$ -	\$ 1,200.00	\$ 1,200.00	\$ 4,200.00	\$ (3,000.00)	\$ 4,200.00
Total 52200 Sr. High	\$ 1,200.00	\$ 29.17	\$ 1,170.83	\$ 1,200.00	\$ 4,491.70	\$ (3,291.70)	\$ 4,550.00
52300 Confirmation		\$ 18.75	\$ (18.75)	\$ 220.77	\$ 187.50	\$ 33.27	\$ 225.00
52310 Van Rental		\$ 387.50	\$ (387.50)		\$ 3,875.00	\$ (3,875.00)	\$ 4,650.00
52400 Activities / Projects	\$ 117.41	\$ 133.33	\$ (15.92)	\$ 1,597.57	\$ 1,333.30	\$ 264.27	\$ 1,600.00
52500 Education / Training	\$ 485.00	\$ 8.33	\$ 476.67	\$ 485.00	\$ 83.30	\$ 401.70	\$ 100.00
Total 52000 Youth	\$ 1,802.41	\$ 647.92	\$ 1,154.49	\$ 3,503.34	\$ 10,679.20	\$ (7,175.86)	\$ 11,975.00
53000 Worship / Music							
53100 Worship	\$ 19.50	\$ -	\$ 19.50	\$ 19.50	\$ -	\$ 19.50	\$ -
53120 Communion Supplies	\$ 160.69	\$ 191.67	\$ (30.98)	\$ 837.70	\$ 1,916.70	\$ (1,079.00)	\$ 2,300.00
53130 Supplies / Kitchen items / hospitality	\$ 367.77	\$ 416.67	\$ (48.90)	\$ 8,017.31	\$ 4,166.70	\$ 3,850.61	\$ 5,000.00
53140 Altar Flower	\$ 720.00	\$ 333.33	\$ 386.67	\$ 2,783.38	\$ 3,333.30	\$ (549.92)	\$ 4,000.00
Total 53100 Worship	\$ 1,267.96	\$ 941.67	\$ 326.29	\$ 11,657.89	\$ 9,416.70	\$ 2,241.19	\$ 11,300.00
53200 Music							
53210 Adult Choir	\$ 264.63	\$ 58.33	\$ 206.30	\$ 627.12	\$ 583.30	\$ 43.82	\$ 700.00
53220 Handbell Choir		\$ 16.25	\$ (16.25)		\$ 162.50	\$ (162.50)	\$ 195.00
53230 Rejoice Team	\$ 767.00	\$ 100.00	\$ 667.00	\$ 1,082.77	\$ 1,000.00	\$ 82.77	\$ 1,200.00
53240 Instruments		\$ 58.33	\$ (58.33)	\$ 601.65	\$ 583.30	\$ 18.35	\$ 700.00
Total 53200 Music	\$ 1,031.63	\$ 232.91	\$ 798.72	\$ 2,311.54	\$ 2,329.10	\$ (17.56)	\$ 2,795.00
Total 53000 Worship / Music	\$ 2,299.59	\$ 1,174.58	\$ 1,125.01	\$ 13,969.43	\$ 11,745.80	\$ 2,223.63	\$ 14,095.00
54000 Education / Outreach / Evangelism							
54100 Christian Education							
54110 Curriculum		\$ 208.33	\$ (208.33)	\$ 981.95	\$ 2,083.30	\$ (1,101.35)	\$ 2,500.00
54120 Adult Education		\$ 50.00	\$ (50.00)	\$ 340.24	\$ 500.00	\$ (159.76)	\$ 600.00
Total 54100 Christian Education	\$ -	\$ 258.33	\$ (258.33)	\$ 1,322.19	\$ 2,583.30	\$ (1,261.11)	\$ 3,100.00

	Oct-25			Jan - Oct 2025			2025 Budget
	Actual	Budget	over Budget	Actual	Budget	over Budget	
54200 Evangelism							
54210 Supplies	\$	29.17	\$ (29.17)	\$	291.70	\$ (291.70)	\$ 350.00
54220 New Member / Projects	\$	62.50	\$ (62.50)	\$	625.00	\$ (235.50)	\$ 750.00
54230 Sundaes on Mondays	\$	-	\$ -	\$	1,000.00	\$ (936.13)	\$ 1,000.00
54240 Fall Fair	\$	27.26	\$ (972.74)	\$	2,000.00	\$ (1,661.95)	\$ 2,000.00
54250 1st Time Guest	\$	16.67	\$ (16.67)	\$	166.70	\$ (166.70)	\$ 200.00
Total 54200 Evangelism	\$	1,108.34	\$ (1,081.08)	\$	4,083.40	\$ (3,291.98)	\$ 4,300.00
54300 Spiritual Life							
54310 Home Devotional	\$	75.00	\$ (75.00)	\$	750.00	\$ (229.20)	\$ 900.00
54320 Misc. Expense	\$	20.83	\$ (20.83)	\$	208.30	\$ (208.30)	\$ 250.00
54330 Small Groups	\$	50.00	\$ (50.00)	\$	250.00	\$ 934.20	\$ 300.00
54340 Events	\$	41.67	\$ (41.67)	\$	416.70	\$ (416.70)	\$ 500.00
Total 54300 Spiritual Life	\$	187.50	\$ (187.50)	\$	1,625.00	\$ 80.00	\$ 1,950.00
54400 Generosity Team							
54410 General	\$	50.00	\$ (50.00)	\$	500.00	\$ (435.26)	\$ 600.00
Total 54400 Generosity Team	\$	50.00	\$ (50.00)	\$	500.00	\$ (435.26)	\$ 600.00
Total 54000 Education / Outreach / Evangelism	\$	1,604.17	\$ (1,576.91)	\$	8,791.70	\$ (4,908.35)	\$ 9,950.00
55000 Missions / Care							
55100 Benevolence							
55110 SWTS (Synod)	\$	-	\$ -	\$	-	\$ -	\$ 30,000.00
55120 Campus Ministry	\$	116.67	\$ (116.67)	\$	1,166.70	\$ (1,166.70)	\$ 1,400.00
55130 Outside Ministries							
55131 Round Rock Serving Center	\$	-	\$ -	\$	-	\$ -	\$ 1,300.00
55132 World Hunger	\$	-	\$ -	\$	-	\$ -	\$ 1,300.00
55133 Meals on Wheels	\$	-	\$ -	\$	-	\$ -	\$ 1,300.00
55134 Lutheran World Relief - WELCA	\$	-	\$ -	\$	-	\$ -	\$ 1,700.00
Total 55130 Outside Ministries	\$	-	\$ -	\$	-	\$ -	\$ 5,600.00
Total 55100 Benevolence	\$	116.67	\$ (116.67)	\$	1,166.70	\$ (1,116.70)	\$ 37,000.00
55200 Hispanic Ministry							
55210 Worship	\$	16.67	\$ (16.67)	\$	166.70	\$ (166.70)	\$ 200.00
55220 Christian Education	\$	27.08	\$ (27.08)	\$	270.80	\$ (220.85)	\$ 325.00
55230 Projects	\$	12.50	\$ (12.50)	\$	125.00	\$ 264.81	\$ 150.00
Total 55200 Hispanic Ministry	\$	56.25	\$ (56.25)	\$	562.50	\$ (122.74)	\$ 675.00
55400 Stephen Ministries							
55410 Supplies	\$	33.33	\$ (33.33)	\$	333.30	\$ (307.80)	\$ 400.00
Total 55410 Supplies	\$	33.33	\$ (33.33)	\$	333.30	\$ (307.80)	\$ 400.00
Total 55400 Stephen Ministries	\$	33.33	\$ (33.33)	\$	333.30	\$ (307.80)	\$ 400.00
Total 55000 Missions / Care	\$	206.25	\$ (206.25)	\$	2,062.50	\$ (1,547.24)	\$ 38,075.00
56000 Ministry / Program Personnel							
56100 Ministers / Program Staff	\$	33,745.67	\$ 2,712.33	\$	337,456.70	\$ (18,731.18)	\$ 404,948.00
56105 Contra Ministry / Personnel Staff	\$	(1,663.32)	\$ (1,663.32)	\$	(15,380.92)	\$ (15,380.92)	\$ -
Total 56100 Ministers / Program Staff	\$	33,745.67	\$ 1,049.01	\$	337,456.70	\$ (34,112.10)	\$ 404,948.00
Total 56000 Ministry / Program Personnel	\$	33,745.67	\$ 1,049.01	\$	337,456.70	\$ (34,112.10)	\$ 404,948.00

	Oct-25			Jan - Oct 2025			2025 Budget
	Actual	Budget	over Budget	Actual	Budget	over Budget	
57000 Operations							
57100 Administration							
57110 Bank Fees	\$ 574.91	\$	\$ 574.91	\$ 5,304.92	\$	\$ 5,304.92	\$-
57120 Office Expenses	\$ 882.51	\$ 125.00	\$ 757.51	\$ 7,482.89	\$ 1,250.00	\$ 6,232.89	\$ 1,500.00
57130 Accounting Services	\$ 3,000.00	\$ 3,000.00	\$ -	\$ 32,000.00	\$ 30,000.00	\$ 2,000.00	\$ 36,000.00
57140 Janitorial							
57141 Janitorial Services	\$ 6,993.38	\$ 6,250.00	\$ 743.38	\$ 65,873.38	\$ 62,500.00	\$ 3,373.38	\$ 75,000.00
57142 Janitorial Supplies	\$ 521.98	\$ 420.00	\$ 101.98	\$ 3,627.96	\$ 4,200.00	\$ (572.04)	\$ 5,040.00
Total 57140 Janitorial	\$ 7,515.36	\$ 6,670.00	\$ 845.36	\$ 69,501.34	\$ 66,700.00	\$ 2,801.34	\$ 80,040.00
57150 Synod Convention	\$	\$ 191.67	\$ (191.67)	\$ 330.00	\$ 1,916.70	\$ (1,586.70)	\$ 2,300.00
57160 Worker's Comp Insurance	\$	\$ 520.83	\$ (520.83)	\$	\$ 5,208.30	\$ (5,208.30)	\$ 6,250.00
57170 Dues and Subscriptions	\$ 4,319.17	\$ 43.33	\$ 4,275.84	\$ 10,368.97	\$ 433.30	\$ 9,935.67	\$ 520.00
57180 Background Checks	\$	\$ 45.83	\$ (45.83)	\$ 570.15	\$ 458.30	\$ 111.85	\$ 550.00
57190 Council Support	\$	\$ 41.67	\$ (41.67)	\$ (323.25)	\$ 416.70	\$ (739.95)	\$ 500.00
57191 Staff Development	\$ 49.73	\$ 250.00	\$ (200.27)	\$ 2,542.92	\$ 2,500.00	\$ 42.92	\$ 3,000.00
57195 Operations Mileage Reimb	\$	\$ 50.00	\$ (50.00)	\$	\$ 500.00	\$ (500.00)	\$ 600.00
57199 Other Expenses	\$ 482.26	\$ 125.00	\$ 357.26	\$ 3,128.76	\$ 1,250.00	\$ 1,878.76	\$ 1,500.00
Total 57100 Administration	\$ 16,823.94	\$ 11,063.33	\$ 5,760.61	\$ 130,906.70	\$ 110,633.30	\$ 20,273.40	\$ 132,760.00
57200 Information Technology							
57210 General IT	\$ 1,973.45	\$ 1,666.67	\$ 306.78	\$ 20,913.98	\$ 16,666.70	\$ 4,247.28	\$ 20,000.00
57220 Copier Expense	\$ 2,604.54	\$ 2,083.33	\$ 521.21	\$ 15,539.72	\$ 20,833.30	\$ (5,293.58)	\$ 25,000.00
Total 57200 Information Technology	\$ 4,577.99	\$ 3,750.00	\$ 827.99	\$ 36,478.00	\$ 37,500.00	\$ (1,022.00)	\$ 45,000.00
57400 Property							
57410 Maintenance Repair / Equipment	\$ 6,130.54	\$ 3,633.33	\$ 2,497.21	\$ 115,081.87	\$ 36,333.30	\$ 78,748.57	\$ 43,600.00
57411 Contra Maintenance Repair/Equip	\$ -	\$ -	\$ -	\$ (45,000.00)	\$ -	\$ (45,000.00)	\$ -
Total 57410 Maintenance Repair / Equip	\$ -	\$ -	\$ -	\$ 70,081.87	\$ 36,333.30	\$ 33,748.57	\$ 43,600.00
57415 Building Service Contracts	\$ 258.50	\$ 341.67	\$ (83.17)	\$ 3,112.03	\$ 7,500.00	\$ (4,387.97)	\$ 9,000.00
57420 Fuel	\$ 5,263.68	\$ 4,085.00	\$ 1,178.68	\$ 2,088.80	\$ 3,416.70	\$ (1,327.90)	\$ 4,100.00
57430 Property Insurance	\$ -	\$ -	\$ -	\$ 48,043.75	\$ 40,850.00	\$ 7,193.75	\$ 49,020.00
57435 Contra Property Insurance	\$ -	\$ -	\$ -	\$ (4,700.00)	\$ -	\$ (4,700.00)	\$ -
Total 57430 Property Insurance	\$ -	\$ -	\$ -	\$ 43,343.75	\$ 40,850.00	\$ 2,493.75	\$ 49,020.00
57440 Utilities							
57441 Gas	\$ 164.26	\$ 175.00	\$ (10.74)	\$ 4,534.71	\$ 4,600.00	\$ (65.29)	\$ 5,500.00
57442 Electricity	\$ 2,700.63	\$ 3,041.67	\$ (341.04)	\$ 27,418.84	\$ 30,416.70	\$ (2,997.86)	\$ 36,500.00
57443 Water / Sewer	\$ 1,296.26	\$ 1,037.08	\$ 259.18	\$ 9,126.38	\$ 10,370.80	\$ (1,244.42)	\$ 12,445.00
Total 57440 Utilities	\$ 4,161.15	\$ 4,253.75	\$ (92.60)	\$ 41,079.93	\$ 45,387.50	\$ (4,307.57)	\$ 54,445.00
57450 Trash	\$ 366.50	\$ 225.00	\$ 141.50	\$ 1,766.79	\$ 2,250.00	\$ (483.21)	\$ 2,700.00
Total 57400 Property	\$ 16,180.37	\$ 13,288.75	\$ 2,891.62	\$ 161,473.17	\$ 135,737.50	\$ 25,735.67	\$ 162,865.00
57500 Operations Personnel							
57510 Operations Salary and Benefits	\$ 50,310.23	\$ 32,835.35	\$ 17,474.88	\$ 483,200.87	\$ 328,353.50	\$ 154,847.37	\$ 394,024.25
57511 Contra Ops Salary and Benefits	\$ (7,890.91)	\$	\$ (7,890.91)	\$ (98,927.67)	\$	\$ (98,927.67)	\$
Total 57510 Operations Salary and Benefits	\$ 42,419.32	\$ 32,835.35	\$ 9,583.97	\$ 384,273.20	\$ 328,353.50	\$ 55,919.70	\$ 394,024.25
57515 Payroll Fees	\$ 155.33	\$	\$ 155.33	\$ 1,119.90	\$	\$ 1,119.90	\$

	Oct-25			Jan - Oct 2025			2025 Budget
	Actual	Budget	over Budget	Actual	Budget	over Budget	
57525 Nursery School Contractors/1099	\$ 806.00	\$ 806.00	\$ 806.00	\$ 806.00	\$ 806.00	\$ 806.00	\$-
57526 Contra Nursery Childcare	\$ (806.00)	\$ (806.00)	\$ (806.00)	\$ (806.00)	\$ (806.00)	\$ (806.00)	\$-
Total 57525 Nursery School Contract/1099	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total 57500 Operations Personnel	\$ 42,574.65	\$ 32,835.35	\$ 9,739.30	\$ 385,393.10	\$ 328,353.50	\$ 57,039.60	\$ 394,024.25
Total 57000 Operations	\$ 80,156.95	\$ 60,937.43	\$ 19,219.52	\$ 714,250.97	\$ 612,224.30	\$ 102,026.67	\$ 734,649.25
Total 50000 Expenses	\$ 120,299.98	\$ 98,522.28	\$ 21,777.70	\$ 1,048,898.83	\$ 992,832.80	\$ 56,066.03	\$ 1,223,977.25
59000 Uncategorized Expense	\$ -	\$ -	\$ -	\$ 1,500.00	\$ -	\$ 1,500.00	\$ -
Reimbursable Expenses	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total Expenses	\$ 120,299.98	\$ 98,522.28	\$ 21,777.70	\$ 1,050,398.83	\$ 992,832.80	\$ 57,566.03	\$ 1,223,977.25
Net Operating Income	\$ (31,400.25)	\$ (9,059.59)	\$ (22,340.66)	\$ (214,097.43)	\$ (27,989.49)	\$ (186,107.94)	\$ (186,107.94)
Net Income	\$ (31,400.25)	\$ (9,059.59)	\$ (22,340.66)	\$ (214,097.43)	\$ (27,989.49)	\$ (186,107.94)	\$ (186,107.94)

Balance Sheet - Jan to last month FY25
Palm Valley Lutheran Church of Round Rock Texas
As of October 31, 2025

Distribution account	Total
Assets	
Current Assets	
Bank Accounts	
Cemetery Savings (6454)	\$ 74,550.39
Church MM 2023 (5153) - 1	\$ 128,055.78
Church Operating (1246) - 1	\$ 399,763.93
Endowment MM 2023 (5161) - 1	\$ 183,937.22
Old Project Checking (0995)	\$ 310.77
Total for Bank Accounts	\$ 786,618.09
Accounts Receivable	
Other Current Assets	
Total for Current Assets	\$ 786,618.09
Fixed Assets	
Other Assets	
Total for Assets	\$ 786,618.09
Liabilities and Equity	
Liabilities	
Current Liabilities	
Accounts Payable	
Credit Cards	
Bill / Divvy Credit Card	\$ 3,795.74
Total for Credit Cards	\$ 3,795.74
Other Current Liabilities	
Total for Current Liabilities	\$ 3,795.74
Long-term Liabilities	
Total for Liabilities	\$ 3,795.74
Equity	
30000 Funds	
310000 Designated Funds	
31100 Memorial Funds	
31101 Memorial Gifts	\$ 22,337.48
31102 Johnson Memorial Musician Fund	\$ 398.33
31103 Adult Choir Memorial Fund	\$ 1,213.33
Total for 31100 Memorial Funds	\$ 23,949.14
31200 Youth Ministry	\$ -
31210 Youth Fundraising	\$ 1,666.70
31211 Youth National Gathering	\$ 4,974.48
31212 Youth Scholarship	\$ 3,596.89
31213 Youth Summer Camp	\$ 752.44
Total for 31200 Youth Ministry	\$ 10,990.51
31300 Capital Improvement Funds	
31303 Steeple Repair Fund	\$ 254,127.84
Total for 31300 Capital Improvement Funds	\$ 254,127.84
31400 General Designated Funds	
31401 Columbarium Niche Engraving	\$ 8,511.07
31402 Fall Fair Fund	\$ 15,484.69
31403 Grounds Beautification Fund	\$ 5,724.96
31404 Hispanic Service	\$ 120.00
31405 Office Equipment - Pecht Zinke Fund	\$ 36,834.25
31406 Computer Equipment Fund	\$ 40,508.84

Distribution account	Total
31408 El Salvador Love	\$ 5,835.07
31409 World Hunger	\$ 350.00
31410 Round Rock Serving Center	\$ 775.00
31411 July 4th Parade	\$ 473.57
31414 Water for Africa	\$ 1,634.48
31415 Day Camp	\$ 471.54
31416 God's Work. Our Hands.	\$ 2,794.27
31417 Community Care	\$ 5,159.76
31418 Women's Retreat Fund	\$ 1,177.80
31419 VOLT Ladies Fund (Val, Oktob, Ladies Tea)	\$ 1,347.17
31420 Grief Sharing Group Fund	\$ 0.19
31421 Counseling Construction	\$ 9,864.00
31423 Disaster Relief Fund	\$ 4,165.70
Total for 31400 General Designated Funds	\$ 141,232.36
31500 WELCA Funds	\$ (35.00)
31501 WELCA Bereavement Fund	\$ 1,893.24
31502 WELCA Rebecca Quilters	\$ 2,174.78
31503 WELCA Convention	\$ 174.44
31504 WELCA Kitchen Fund	\$ 140.67
31505 WELCA Lutheran World Relief	\$ 3,699.38
31506 WELCA General Fund	\$ 1,153.54
Total for 31500 WELCA Funds	\$ 9,201.05
31600 Cemetery Fund	\$ 78,986.41
31700 ERC	\$ 136,310.00
31701 Lange Trust Gifts	\$ 115,248.27
Total for 310000 Designated Funds	\$ 770,045.58
Total for 30000 Funds	\$ 770,045.58
31424 Reformation Celebration	\$ 7,549.56
Retained Earnings	\$ 102,266.97
Net Income	\$ (97,039.76)
Total for Equity	\$ 782,822.35
Total for Liabilities and Equity	\$ 786,618.09

Palm Valley Lutheran Preschool
Budget v Actual Fiscal year to last Month

August - October, 2025

	Actual	Total Budget	Budget vs Actual
Income			
40000 Revenue			
40100 Tuition & Fees			
41105 Registration	\$ 1,240.00		\$ 1,240.00
41110 Tuition	\$ 22,210.00	\$ 16,920.00	\$ 5,290.00
Total 40100 Tuition & Fees	\$ 23,450.00	\$ 16,920.00	\$ 6,530.00
41150 Other Income			
41115 Scholarship Fund	\$ 3,800.00		\$ 3,800.00
41155 Interest	\$ 240.17		\$ 240.17
41190 ERC Funds	\$ 29,893.73		\$ 29,893.73
Total 41150 Other Income	\$ 33,933.90	\$ -	\$ 33,933.90
Total 40000 Revenue	\$ 57,383.90	\$ 16,920.00	\$ 40,463.90
Total Income			
	\$ 57,383.90	\$ 16,920.00	\$ 40,463.90
Expenses			
50000 Expenses			
52000 Administration			
52700 Bank Charges/Fees		\$ -	\$ -
52705 Postage		\$ -	\$ -
52725 Dues - Subscriptions	\$ 199.27		\$ 199.27
52730 Advertising	\$ 751.51	\$ 200.00	\$ 551.51
52740 Workers Comp Insurance		\$ -	\$ -
52750 Licensing Fees	\$ 14.57	\$ -	\$ 14.57
Total 52000 Administration	\$ 965.35	\$ 200.00	\$ 765.35
52005 Operations			
52811 Copier Lease Pmt	\$ 228.00	\$ 228.00	\$ -
52820 Telephone/Internet	\$ 313.50	\$ 315.00	\$ (1.50)
52821 Building Rent	\$ 3,000.00	\$ 3,000.00	\$ -
52825 Utilities	\$ 3,571.41	\$ 3,571.41	\$ -
52827 Custodial		\$ -	\$ -
52828 Church Support Staff	\$ 1,650.75	\$ 1,650.75	\$ -
52830 Insurance Property		\$ -	\$ -
52860 School Software & Security	\$ 352.78	\$ 267.00	\$ 85.78
Total 52005 Operations	\$ 9,116.44	\$ 9,032.16	\$ 84.28
52009 Personnel			
52900 Teacher Salaries/Hourly	\$ 13,254.29	\$ 13,444.59	\$ (190.30)
52905 Teachers- FICA/Med	\$ 2,182.06		\$ 2,182.06
52930 Administrative Salaries	\$ 15,006.84	\$ 16,248.00	\$ (1,241.16)
52935 Administrative FICA/Med	\$ 2,486.28		\$ 2,486.28
52945 Continue Educ Staff	\$ 144.00		\$ 144.00
52950 Payroll Fees	\$ 481.80	\$ 273.00	\$ 208.80
52955 Staff Background Checks		\$ 50.00	\$ (50.00)
52960 Contract Substitute Services	\$ 1,348.20		\$ 1,348.20
Total 52009 Personnel	\$ 34,903.47	\$ 30,015.59	\$ 4,887.88

	Actual	Total Budget	Budget vs Actual
53000 Program Needs			
53300 18 mos Classroom Supplies		\$ -	\$ -
53301 2's Classroom Supplies		\$ -	\$ -
53305 3's Classroom Supplies		\$ -	\$ -
53310 4's Classroom Supplies		\$ -	\$ -
53325 Shared Classroom Supplies	\$ 476.85	\$ -	\$ 476.85
53326 Film Development		\$ -	\$ -
53335 Basic Classroom Supplies		\$ -	\$ -
Total 53000 Program Needs	\$ 476.85	\$ -	\$ 476.85
54000 Activities Cost			
54130 Small Activity Cost	\$ 71.30	\$ -	\$ 71.30
54205 Staff Food	\$ 83.55	\$ -	\$ 83.55
Total 54000 Activities Cost	\$ 154.85	\$ -	\$ 154.85
Total 50000 Expenses	\$ 45,616.96	\$ 39,247.75	\$ 6,369.21
Total Expenses	\$ 45,616.96	\$ 39,247.75	\$ 6,369.21
Net Operating Income	\$ 11,766.94	\$ (22,327.75)	\$ 34,094.69
Net Income	\$ 11,766.94	\$ (22,327.75)	\$ 34,094.69

PVPS Balance Sheet FY to last month
Palm Valley Lutheran Preschool
As of October 31, 2025

Distribution account	Total
Assets	
Current Assets	
Bank Accounts	
10011 Operating PS Regions 1415	\$ 33,081.46
10025 MM Preschool - Regions	\$ 135,503.85
Total for Bank Accounts	\$ 168,585.31
Accounts Receivable	
Other Current Assets	
Total for Current Assets	\$ 168,585.31
Fixed Assets	
Other Assets	
Total for Assets	\$ 168,585.31
Liabilities and Equity	
Liabilities	
Current Liabilities	
Accounts Payable	
Credit Cards	
Divvy Credit Card	\$ 1,523.48
Total for Credit Cards	\$ 1,523.48
Other Current Liabilities	
Total for Current Liabilities	\$ 1,523.48
Long-term Liabilities	
Total for Liabilities	\$ 1,523.48
Equity	
Opening Balance Equity	\$ 173,441.98
Retained Earnings	\$ (18,147.09)
Net Income	\$ 11,766.94
Total for Equity	\$ 167,061.83
Total for Liabilities and Equity	\$ 168,585.31

Policy for the Usage of Artificial Intelligence (AI)

Why does it matter?

- AI is still in its infancy, but its usage is growing and will continue to improve. *“The AI we have right now is the worst we will ever have.”*
- Employees may already be using AI technology (spoiler alert – they are), we need to make sure it is done well.
- How do we leverage AI to explore and expand our mission?
- We need guardrails – ethical, responsible policies.
- We need alignment – making sure all staff and related volunteer teams are using the same tools.
- We need guidance for staff – i.e. AI tools don’t know what full access to data you should have, it reads everything you DO have; and confidential data should not be put into random tools.

What needs to go in a policy?

- What data is okay to put in a tool?
- Ethical use of AI tools
- Plagiarism and Copywriting
- IT Integration – how do the tools work with the software and systems we have?
- How do AI tools align with our mission?

What AI tools should we look for?

- Paid AI tools should be better than freeware, but must be evaluated.
- What to look for:
 - Terms of use for the AI
 - AI privacy policy for your data
 - Does the AI use copyrighted material?
 - Does the AI use your data to train?
 - Who owns the generated response?
 - May the church copyright the generated response?
 - Does the AI exhibit any objectionable bias in its response?

Implementation:

- Assess organizational readiness
- Start small – look at personal assistant type tools that benefit everyone
- Define pain points and opportunities – i.e. repetitive administrative tasks
- Align on needs and tools, standardize
- Is it working? – “11x11 principle” (goal to save 11 minutes per day, takes about 11 weeks to fully implement)

Tool Brands Recommended:

- Microsoft Copilot – we already use Microsoft suite products; also recommended by Live Oak IT
- ChatGPT Business – this will allow multi-users, including a login for the Council Secretary

Palm Valley Lutheran Church — Strategic Initiative Worksheet

Use this worksheet to clearly define your team’s strategic initiative. Work together to articulate its name, why it matters to Palm Valley’s mission, and the key goals that will bring it to life.

Name of Initiative

Reignite Youth and Family Ministries

Why this Initiative Matters

Why is this important to Palm Valley Lutheran Church’s mission and vision? How does it strengthen who we are or who we’re called to be?

We believe that our children, youth and families are the future of PVLC and the broader Christian faith; and, as part of the body of Christ, we should prioritize helping the next generation grow in faith. This initiative is important to PVLC’s mission and vision because it will:

- Build a foundation of faith for youth and families;
- Serve and support children and families in their daily lives and in their faith lives; and
- Spread God’s love and grace to PVLC families and the wider community.

Goals that Bring this Initiative to Life

List 2–6 specific, measurable goals that would indicate this initiative is succeeding.

1. increase involvement of children/youth/families in church services [Linda Dufner]
2. provide more options for fellowship and Bible studies for parents and young adults [Nicole Castro]
3. encourage all members (regardless of service preference, age, etc.) to get involved in children and youth ministries [Rick Salvo]
4. improve intergenerational relationships (such as creating an “adopt-a-grandparent” program) [Tammy Oetken]

Leadership & Accountability (optional)

Who will lead this work? How will success be measured?

Leaders for each goal are identified above; need to develop action steps for each goal to better determine how success would be measured for each goal.

Palm Valley Lutheran Church — Strategic Initiative Worksheet

Use this worksheet to clearly define your team's strategic initiative. Work together to articulate its name, why it matters to Palm Valley's mission, and the key goals that will bring it to life.

Name of Initiative

Expand Small Groups and Discipleship Pathways

Why This Initiative Matters:

- Small groups provide meaningful opportunities for all members of the church to connect, grow, and serve, supporting everyone and helping fulfill the needs of our community.
- Small groups provide opportunities where the most meaningful life changes can happen
- Small groups deepen discipleship and spiritual growth
- Small groups expand our understanding of God's Word
- Small groups strengthen unity and meaningful community engagement across different worship styles and life stages

Goals that Bring this Initiative to Life:

- Create a strategic plan that fosters a congregational cultural shift toward shared ministry and active discipleship, encouraging more members to engage in serving, leading and participating in small groups
- Build community by hosting regular connection events that foster relationships, inspire faith growth, and help people feel confident joining small groups and engaging in community outreach events and activities
- Develop a strategic plan for more effective communication which increases visibility of small group opportunities through consistent storytelling, promotion, and success sharing by leveraging and expanding the creative use of technology, the traditional church communication tools and personal invitation
- Develop a strategic leadership recruitment and growth plan by identifying, equipping, and empowering emerging small group leaders through intentional recruitment, mentorship and training pathways.
- Develop a strategy for creating meaningful volunteer opportunities and support small groups tailored to the diverse needs and experiences of individuals at different stages of life, promoting deeper connection and personal growth.
- Development of evaluation & Success Metrics for these goals

Palm Valley Lutheran Church — Strategic Initiative Worksheet

Use this worksheet to clearly define your team’s strategic initiative. Work together to articulate its name, why it matters to Palm Valley’s mission, and the key goals that will bring it to life.

Name of Initiative

Become One Body

Why this Initiative Matters

Why is this important to Palm Valley Lutheran Church’s mission and vision? How does it strengthen who we are or who we’re called to be?

It builds discipleship through intergenerational community. It builds a foundation for Christian discipleship through all ages.

Goals that Bring this Initiative to Life

List 2–6 specific, measurable goals that would indicate this initiative is succeeding.

1. Wider participation (leaders: Jessica Brunssen, Vicki Wall, Jayne Baxter)
2. Family inclusive—faith education for all (leaders: Susan Ames, Jordana Gutierrez, Helen Pelkey)
3. 3. Worship teams working together regularly (leaders: Susan Ames, Gus Reichert)
4. Plan events and worship around different needs and schedules (leaders: Jayne Baxter, staff)
5. Does GRACE Night work? Evaluate effectiveness of GRACE Night for ministry planning. (leaders: Kathy Erwin, Carolyn Koehn)

Leadership & Accountability (optional)

Who will lead this work? How will success be measured?

See above for who will lead this work. One measure of success will be the number of members participating in events. Other measures may be somewhat subjective: the mood of the congregation (are we happy, are there disagreements, are we getting along with each other); the cohesiveness of the church (are we working as one, are newcomers and old-timers both finding a place to fit in and participate).

Land Lease Task Force

October 27, 2025



Agenda: October 27, 2025

- Open In Prayer
- Feedback from the P&Z meeting
 - Change from public to commercial land use
 - Unanimous vote to support; no public comments
 - Land use approval does not include development requests (ex: driveway variance); no obligation for development, permits (60-90 days) required for development
- Quotes for additional development
- Updated financials with additional development
- Taskforce Recommendation: Pause, Proceed, Stop
 - Nov 12 Exec Council
 - Nov 19 Council
 - Nov 20 PVLC Rezoning scheduled for City Council meeting



Land Lease Task Force Prayer

Gracious and Loving God,

We gather today with grateful hearts, humbled by the opportunity to serve this congregation and mindful of the trust that has been placed in us. Thank You for the generations who have nurtured Palm Valley Lutheran Church and for the responsibility You have given us to steward its future.

As we begin this work, we ask for Your wisdom and guidance. Help us to listen deeply, speak kindly, and remain open to Your leading. May our discussions be rooted in respect, our decisions grounded in faith, and our actions reflective of the unity we share in Christ.

We thank You for the gifts You have entrusted to this church—its people, its ministries, and its land. May we discern carefully how to use these gifts in ways that further Your mission—not for our comfort, but for the good of this community and the generations yet to come.

Bless this team. Fill our time together with clarity, peace, and purpose. And above all, remind us that we do this work not for ourselves, but for Your glory.

In Jesus' name we pray,
Amen.



Development Costs and RFP response

- Bojangles development will include the restaurant, a strip mall, and a multifamily property. This development has preceded Palm Valley's proposed land lease and changed our infrastructure requirements for a second driveway, sewer and water. These changes are estimated to increase development costs by ~\$465K, considerably increasing upfront costs or reducing lease income.
 - Driveway & road: \$107,659
 - Sewer line work: \$257,681
 - Water line work: \$98,363
 - Total: \$463,703
- In addition, market conditions have worsened. Three of four real estate companies declined to participate in our RFP.

Based on this information, the commercial land lease recommends that we stop this commercial land lease project.

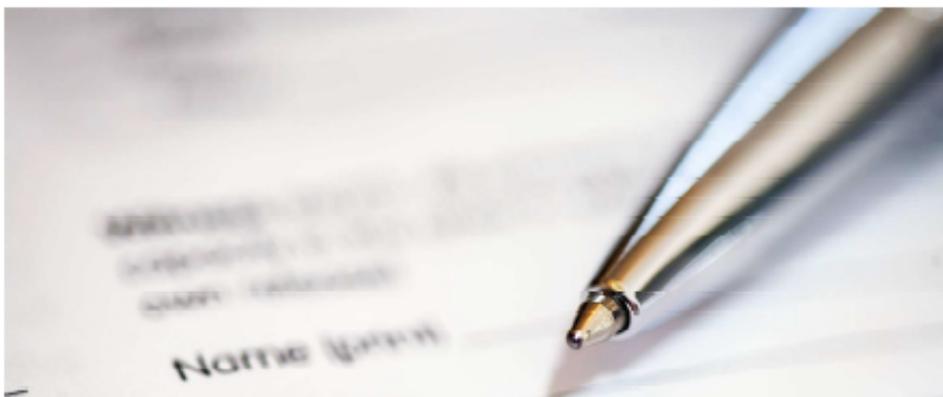


Decisions and Next Steps: 10/27/25

- Dwayne will work with Terry Hagood to remove the PVLC rezoning application from City Council's Nov 20 meeting. We can add to a future City agenda if council prefers a different approach.
- Carolyn will share details with Executive Council on Nov 12
- Carolyn and Linda will share details with Council on Nov 19
- Nov 19 - Council evaluates taskforce recommendation and makes decision to pause, stop, or continue the project
- Nov 19 - Determine when and how to update the congregation with Council decision



Additional Information



Decisions and Next Steps: 9/8/25

- Submit zoning application for City feedback
 - Share sidewalk update with Terry Hagood (John Reed)
- Legal and accounting vendor for stand-up
- Property management and accounting vendor for maintenance
- Present commercial land lease cash flow projections to council for 2026 budget cycle
- Share proposed motion to establish for profit legal entity, governing documents with PVLC, initial funding, and use of proceeds; final proposal after City feedback
- Agreed to align commercial land lease fencing requirements with cemetery's security fencing project



July 21 Decisions and Next Steps

- Approved our [commitments](#), [meeting cadence](#) (second Monday of each month), and [task force prayer](#)
- Approved proposed layout of the commercial land lease
- Approved to hire [Terry Hagood as Civil Engineer](#) for this project (\$3,500 quote); 7/16 council approval up to \$5,000
 - PVLC to countersign the quote (routed to Jen Kendrick for signature)
 - [Contract surveyor that was previously used to update survey with metes and bounds survey for commercial zoning application \(estimate \\$2,500 and 7/16 council approval for \\$2,500\)](#)
 - Get estimate for water pipe sleeve under Joe Dimaggio Blvd; coordinate with Bojangles developer. (Civil Engineer)
 - Determine if waste water capacity analysis will be required (estimate \$4,000)
- Build out financial projection timeline (Carolyn)
- Future meetings on 2nd Monday of each month



8/7 PreDev Call with City of Round Rock

Attendees: Terry Hagood/HEA and Dwayne Kostha

- The developer next door will be starting the Joe DiMaggio extension in the next 60-90 days if all goes well.
- The city confirmed that there are no current plans to modify Hwy 79 in front of our church at this time or in the near future. The current Hwy 79 improvement plan goes from IH 35 to AW Grimes.
- The city staff seemed to be ok with us requesting to be rezoned to C1A which would allow for restaurants, banks, car washes, general retail etc.
- They confirmed our proposed 3.20 acres is not in the flood plain.
- They confirmed that any of our future tenants would need to provide detention pond(s) as needed which was expected.
- The Fire Dept had no concerns with this proposal.
- The city said that they would want a sleeve or utility encasement installed by the developer and GC doing the road construction for the future water line to these parcels. Terry will contact the developer and GC to discuss further and get pricing as needed for these items. The city said that we should install an 8-inch sewer lateral line into the man hole of Joe DiMaggio north of our site during road construction as well for sewer service for our future tenants during the road construction.
- The city staff said they would like our driveway on to Joe DiMaggio to be aligned with the driveway to the development on the east side. This would require our driveway to be about 120-140' farther north on Joe DiMaggio than we had shown on our current plans. This was new information to us today. This would probably not work well for us if we want to keep our overall site at 3.20 acres or less because it would make our site along Joe DiMaggio too narrow. It looks like we may only have one driveway on to our parcels if this is the case. Terry said he will talk to city staff one on one about this issue for us in the near future.
- **Historical View:** We are in a Historical View overall district due to our historical marker and sanctuary designation. The lady from the city that manages that category for the city said that she likes the idea that we will limit our buildings to one story, our parcels are shown to be L-shaped to allow more open frontage on Hwy 79 for people to see our sanctuary. She said she wanted to discuss our proposed layout with Bradley, the City Planner to make sure he is ok with it. Terry and I explained to her that Terry and I had already had two previous calls with Bradley and had him review our layout and discuss our overall plan which he said he supports and will recommend for passage to P & Z and City Council in the future, but that she was happy to discuss it with him again as needed. I told her that we would be selecting tenants that we feel would be cohesive with our campus and church's community values as well. We are hopeful that no, new additional restrictions will be added to our possible parcels by the city which could make our sites less marketable to our potential user audience.
- Terry/HEA will be able to submit our rezoning application to the city for review once the city sends us the written notes from today's meeting which they said they would do in the next ten business days. The city will let us know when our item will be placed on the
- P & Z and Council agendas after HEA submits the application soon.

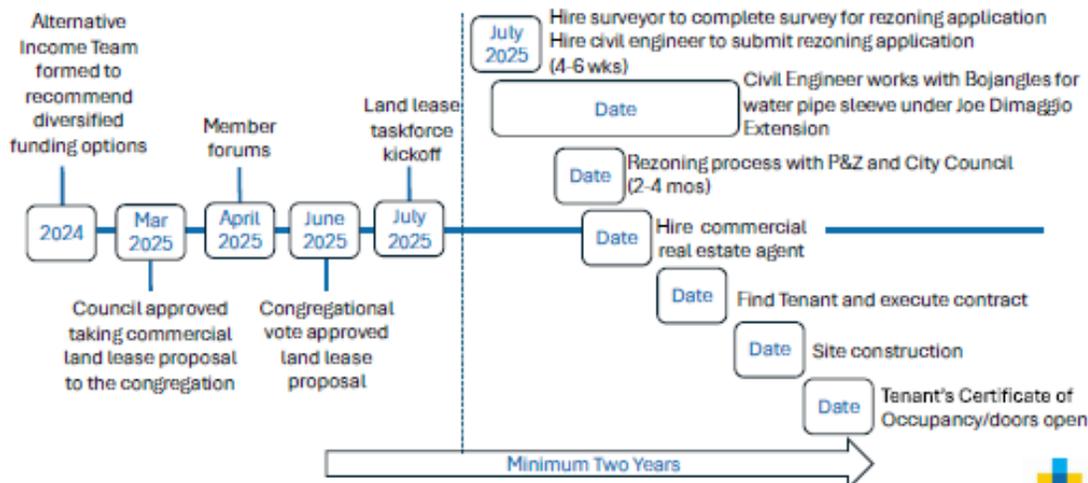


8/11 Decisions and Next Steps

- Contract with CPA – recommend using current PVLC CPA if possible (Carolyn with Jen)
 - Contract for federal tax filing, if different than CPA
- Continue to refine cash flow projections (Carolyn)
- Share a joint recommendation between property team and cemetery team for 2nd driveway entry to PVLC from Joe Dimaggio (John and Linda)
- Meet with Round Rock City Attorney, Don Childs, to discuss two driveways from Joe Dimaggio – continuation from ROW sale (John and Dwayne with Terry Hagood)
- We will share Commercial Real Estate RFP due September 15 with 4 agents:
 - [Endeavor Real Estate Group | 500 W. 5th Street Suite 700 Austin, Texas 78701](#) - shared previous market analysis for the property
 - Todd Milligan of [jwcommercial.com](#) - Todd has reached out to us directly asking about our real estate needs.
 - JLL (**Nicole** to provide contact info)
 - Aquila (**Nicole** to provide contact info)



Commercial Land Lease Journey



Project timeline is projected to take a minimum of two years after congregational approval.

Timelapse not to scale.



Our Commitments

Mission Alignment: Every decision and conversation should reflect our core mission—to invite people to know Christ, build a community of faith, and serve all in love to the glory of God.

Congregational Unity: While opinions may differ, we are one church. Let our work reflect a spirit of collaboration, respect, and a shared purpose to make the best long-term decision for the whole body of Christ.

Transparency and Communication: We will provide frequent, clear, and accessible updates to the congregation throughout this process. Our goal is not only to inform, but to build trust and invite prayerful support along the way.

Discernment and Professionalism: We will engage the right professionals—brokers, engineers, legal counsel—and conduct our work in a manner that is informed, thorough, and aligned with both industry standards and our church's values.



Leadership and Meeting Cadence

The Land Lease Task Force

- Dwayne Kostiha
- Gary Bounds
- Jennifer Donovan
- John Reed
- Linda Reed
- Nicole Castro
- Scot Donovan
- Sitting Council President (Carolyn Koehn)

Meeting & Comms Cadence

- Land Lease Task Force
 - Second Monday of the Month (prior to Executive Council)
 - Virtual meetings and live as necessary
- Congregational Updates
 - Monthly Report to Council – Second Tuesday of the Month for inclusion in monthly council package
 - Echoes newsletter – as needed
 - Land Lease Task Force Kickoff (7/20)
 - Quarterly Congregational Update



Proposed Layout of Commercial Land Lease for Rezoning Application



Timelines for City Approval for PVLC Rezoning Application

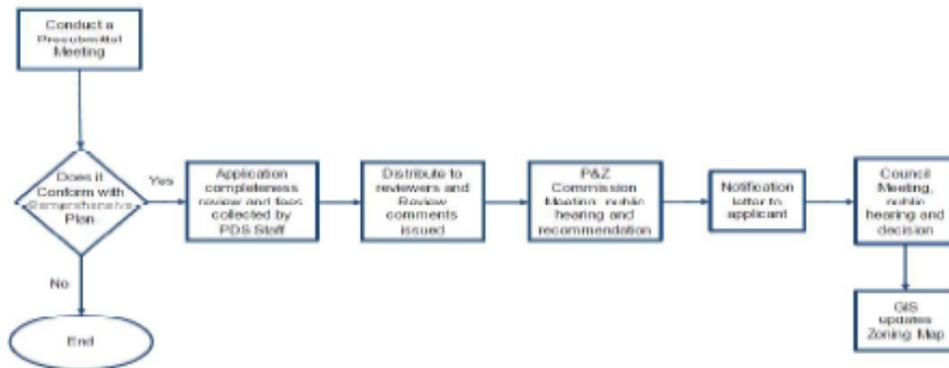
Rezoning Submission	Planning and Zoning Review and Recommendation for Approval	City Council Review and Approval
August 19	September 17	October 23
September 2	October 1	November 6

8/11 update: Likely looking at second set of dates for PVLC Commercial Land Lease



City of Round Rock Zoning Process

Zoning Process



Commercial Lease

- PVLC continues to own the land
- Lease 1-3 acres at SE property corner (Joe Dimagio & Hwy 79)
- 15-25 year long-term lease with businesses and/or developers
- Palm Valley would have full approval over the type of business, and the appearance of the building and the improvements.
- The lessee would construct their buildings at their own expense.
- Estimated annual taxable leased property is \$60,000 to \$90,000 per acre.



Requirements from the Congregation

- Businesses that align with PVLC mission
- Minimize the visual impact to our cemetery and church
 - Require minimum 6' privacy fence that is provided and maintained by tenant; aesthetically pleasing from cemetery vantage point
 - Limit construction to single story
 - Follow Round Rock ordinances for signage, lighting



Protections in the Land Lease Agreement

- rental rate and rent increases
- hold harmless agreements
- prohibited uses
- hours of business
- maintenance
- abandonment
- holdover
- subletting
- legal compliance
- insurance requirements
- payment of commercial property tax
- Backstop for lease payments to initiate: earlier of business opening or X dates after contract signature
- Review and approve site plan and elevations



HOLD pending feedback from city

Proposed Motion for Council Approval

- **After reviewing feedback** from council zoning and planning committee
- Allow the commercial land lease to draft a formal agreement between PVLC's for profit entity and PVLC's non-profit operating entity. Terms will include:
 - Approve the cash flow projections as presented for presentation at annual meeting;
 - Use right of way unrestricted funds to support initial cash flow investments;
 - Net proceeds (income less all relevant expenses ex: income tax, CPA fees) from commercial land lease will repay all funding from PVLC.
 - Once repayment concludes, income will be used X% for operating budget and Y% for capital maintenance
 - Council will review and approve the recommended agreement from the commercial land lease team



For Profit Entity Stand-Up and Maintenance

- Retain an attorney to draft charter, by-laws, etc (leverage draft from Laura J)
- Create entity: Single member or Series LLC - confirm this with our attorney
 - \$350 to create (\$325 plus small fee for processing payment to create entity) – cost is similar for both
- Apply for EIN
- Open bank account
- File federal income tax and TX franchise tax return annually
- Evaluate a property management company for monthly financials, lease collection, lease T&C enforcement (ex: insurance coverage, cost pass through)





**Commercial Land Lease
Cash Flow Projections**

Assumptions	
Zoning	C1A
# Tenants	3. Costs are lower with fewer tenants
# Years Leased	15. Hope to achieve 25 year lease
Land Value / Acre	\$ 1,000,000
Improvement / Acre	\$ 1,500,000
Property Tax Rate	1.77%
Property Tax Inflation	2026. This inflation when we lose 501CS and the land passes to the for profit entity, here to denote property to LLC
Revenue / Acre / Year	\$ 300,000. Could be \$125K per acre, dependent upon additional development costs (rows 33-36)
Income Tax Rate	21%
Annual Land Appreciation	5%
Rent Increase every 5 years	10%

Awaiting update from HAE and City meeting on required or requested construction

	2025	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035	2036	2037	2038	2039	2040	2041	2042
Total	\$ 1,000,000	\$ 1,000,000	\$ 1,050,000	\$ 1,102,000	\$ 1,157,625	\$ 1,215,506	\$ 1,276,282	\$ 1,340,096	\$ 1,407,100	\$ 1,477,455	\$ 1,551,328	\$ 1,628,856	\$ 1,710,339	\$ 1,796,856	\$ 1,888,649	\$ 1,979,532	\$ 2,070,528	\$ 2,162,875
Land Value	\$ 1,000,000	\$ 1,000,000	\$ 1,050,000	\$ 1,102,000	\$ 1,157,625	\$ 1,215,506	\$ 1,276,282	\$ 1,340,096	\$ 1,407,100	\$ 1,477,455	\$ 1,551,328	\$ 1,628,856	\$ 1,710,339	\$ 1,796,856	\$ 1,888,649	\$ 1,979,532	\$ 2,070,528	\$ 2,162,875
Improvement Value																		
Upfront Expenses																		
Meets and bound Survey	\$ 1,500	\$ 1,500																
Surveys for Tenants	\$ 2,500	\$ 2,500																
Re zoning App / Civil Eng	\$ 3,500	\$ 3,500																
Risk Estimate, Commissions	\$ 297,900																	
Legal Costs, Tenant Agreements	\$ 30,000	\$ 148,950																
Legal Entity Set Up and P/LC Agre	\$ 5,000	\$ 5,000																
1st Acre - Site Planning	\$ 1,000	\$ 1,000																
2nd Acre - Site Planning	\$ 1,000	\$ 1,000																
3rd Acre - Site Planning	\$ 1,000	\$ 1,000																
Shower / Utility Encasement*																		
Sewer lateral line*																		
Additional civil engineering *																		
Entrance Easement Construction for JD entrance*																		
Recurring Expenses																		
1st Acre - Property Taxes	\$ 1,031,100	\$ 17,714	\$ 18,600	\$ 46,101	\$ 48,406	\$ 50,826	\$ 53,367	\$ 56,036	\$ 58,837	\$ 61,779	\$ 64,868	\$ 68,112	\$ 71,517	\$ 75,093	\$ 78,848	\$ 82,790	\$ 86,930	\$ 91,276
2nd Acre - Property Taxes	\$ 1,031,100	\$ 17,714	\$ 18,600	\$ 46,101	\$ 48,406	\$ 50,826	\$ 53,367	\$ 56,036	\$ 58,837	\$ 61,779	\$ 64,868	\$ 68,112	\$ 71,517	\$ 75,093	\$ 78,848	\$ 82,790	\$ 86,930	\$ 91,276
3rd Acre - Property Taxes	\$ 1,031,100	\$ 17,714	\$ 18,600	\$ 46,101	\$ 48,406	\$ 50,826	\$ 53,367	\$ 56,036	\$ 58,837	\$ 61,779	\$ 64,868	\$ 68,112	\$ 71,517	\$ 75,093	\$ 78,848	\$ 82,790	\$ 86,930	\$ 91,276
1st Acre - Income Taxes	\$ 347,550			\$ 21,000	\$ 21,000	\$ 21,000	\$ 21,000	\$ 21,000	\$ 21,000	\$ 23,100	\$ 23,100	\$ 23,100	\$ 23,100	\$ 23,100	\$ 25,410	\$ 25,410	\$ 25,410	\$ 26,410
2nd Acre - Income Taxes	\$ 347,550			\$ 21,000	\$ 21,000	\$ 21,000	\$ 21,000	\$ 21,000	\$ 23,100	\$ 23,100	\$ 23,100	\$ 23,100	\$ 23,100	\$ 23,100	\$ 25,410	\$ 25,410	\$ 25,410	\$ 26,410
3rd Acre - Income Taxes	\$ 347,550			\$ 21,000	\$ 21,000	\$ 21,000	\$ 21,000	\$ 21,000	\$ 23,100	\$ 23,100	\$ 23,100	\$ 23,100	\$ 23,100	\$ 23,100	\$ 25,410	\$ 25,410	\$ 25,410	\$ 26,410
CPA Services/Income Tax Filing	\$ 217,616	\$ 10,000	\$ 10,300	\$ 10,609	\$ 10,927	\$ 11,255	\$ 11,593	\$ 11,941	\$ 12,299	\$ 12,668	\$ 13,048	\$ 13,439	\$ 13,842	\$ 14,258	\$ 14,685	\$ 15,126	\$ 15,580	\$ 16,047
Pass Through Reimbursement	\$ (2,589,358)	\$ 3,000	\$ 3,000	\$ 3,000	\$ 3,000	\$ 3,000	\$ 3,000	\$ 3,000	\$ 3,000	\$ 3,000	\$ 3,000	\$ 3,000	\$ 3,000	\$ 3,000	\$ 3,000	\$ 3,000	\$ 3,000	\$ 3,000
General Liability Policy	\$ 51,000	\$ 500	\$ 500	\$ 500	\$ 500	\$ 500	\$ 500	\$ 500	\$ 500	\$ 500	\$ 500	\$ 500	\$ 500	\$ 500	\$ 500	\$ 500	\$ 500	\$ 500
Land Maintenance- until tenant occ	\$ 8,500	\$ 500	\$ 500	\$ 500	\$ 500	\$ 500	\$ 500	\$ 500	\$ 500	\$ 500	\$ 500	\$ 500	\$ 500	\$ 500	\$ 500	\$ 500	\$ 500	\$ 500
Carrying cost risk - 1 mo/year	\$ 413,730	\$ 25,000	\$ 25,000	\$ 25,000	\$ 25,000	\$ 25,000	\$ 25,000	\$ 25,000	\$ 25,000	\$ 27,500	\$ 27,500	\$ 27,500	\$ 27,500	\$ 27,500	\$ 30,250	\$ 30,250	\$ 30,250	\$ 30,250
Revenue																		
1st Acre	\$ 1,655,000	\$ 100,000	\$ 100,000	\$ 100,000	\$ 100,000	\$ 100,000	\$ 100,000	\$ 100,000	\$ 100,000	\$ 110,000	\$ 110,000	\$ 110,000	\$ 110,000	\$ 110,000	\$ 121,000	\$ 121,000	\$ 121,000	\$ 121,000
2nd Acre	\$ 1,655,000	\$ 100,000	\$ 100,000	\$ 100,000	\$ 100,000	\$ 100,000	\$ 100,000	\$ 100,000	\$ 100,000	\$ 110,000	\$ 110,000	\$ 110,000	\$ 110,000	\$ 110,000	\$ 121,000	\$ 121,000	\$ 121,000	\$ 121,000
3rd Acre	\$ 1,655,000	\$ 100,000	\$ 100,000	\$ 100,000	\$ 100,000	\$ 100,000	\$ 100,000	\$ 100,000	\$ 100,000	\$ 110,000	\$ 110,000	\$ 110,000	\$ 110,000	\$ 110,000	\$ 121,000	\$ 121,000	\$ 121,000	\$ 121,000
Cash Flow	\$ 2,754,143	\$ (5,000)	\$ (69,599)	\$ 45,941	\$ 194,373	\$ 194,245	\$ 193,907	\$ 190,569	\$ 214,401	\$ 214,032	\$ 215,652	\$ 213,261	\$ 212,858	\$ 215,762	\$ 215,338	\$ 214,894	\$ 214,440	\$ 213,973
Check																		

Congregational Alcohol Policy for Events and Venue Rentals

Purpose: This policy establishes guidelines for the responsible serving of alcohol at events and venue rentals held on the Palm Valley Lutheran Church (PVLC) campus. While acknowledging the opportunity to generate income through alcohol service, the policy ensures that it aligns with the church's mission and core values. The policy aims to maintain the integrity of the church's ministry while offering space for a variety of events that promote community engagement and fellowship.

Policy Guidelines:

1. Alcohol Service Permitted for Certain Events:

- Alcohol may be served at approved private events on church property.
- Wine will be allowed for the purpose of offering the sacrament of holy communion at PVLC-sanctioned services or events.
- All alcohol service must comply with Texas Alcoholic Beverage Commission (TABC) laws. A TABC permit is required of the vendor. Alcohol will only be served by a TABC-certified bartender or caterer, who carries appropriate liability insurance
- The use of alcohol is being provided as an enhancement to events. Any revenue generated by this service will support programs, outreach, and operational needs of the church.

2. Approved Event Types: Alcohol may be served at the following types of events (but not limited to):

- Weddings and Receptions
- Showers (e.g., bridal, baby)
- Banquets and Reunions
- Professional and Corporate Events
- Faith-Based Gatherings or Events

3. Non-Approved Event Types: Alcohol will **not** be served at certain events that may be incompatible with the church's mission, including but not limited to:

- Bachelor and bachelorette parties
- Events with themes or activities that promote excessive drinking or behavior contrary to the values of Palm Valley Lutheran Church

4. Restricted Hours: Alcohol service is prohibited during the following periods:

- **Sunday Worship Hours:** Alcohol will not be served during Sunday morning worship times
- **Holiday Worship Services:** Alcohol will not be served during major holiday worship times, including Christmas Eve, Lent, Easter Sunday, Good Friday, and other significant religious observances.
- **Preschool Operating Hours:** Alcohol will not be served during the preschool's operating hours (typically Monday through Friday, 7:30 AM to 2:30 PM) to ensure the safety and well-being of children and families in the building.

5. Approved Venues for Alcohol Service:

- Alcohol service is restricted to the following designated venues on church property:
 - **The Oak Grove** (outdoor space)
 - **The Multipurpose Facility, "The Backporch"** (indoor event space)
 - **The Christian Life Center (CLC) and kitchen area of the CLC.** Specifically, this only includes the floor space that is tiled. Alcohol is not permitted in any area of the CLC that is carpeted.
- Alcohol will not be served in any other areas of the church property, including the sanctuary, classrooms, hallways, or offices.

6. Approval and Event Planning:

- Any event requesting alcohol service must be submitted to the church office no later than 30 days before the requested event date for approval.. The request must include details such as the type of event, the TABC-Certified bartender or caterer, and the alcohol service plan.
- The church reserves the right to deny alcohol service for any event that is deemed to be inconsistent with the mission and values of the church. Events that could negatively impact the church community, its reputation, or its ministry will not be approved.

7. Alcohol Service and Consumption Guidelines:

- Alcohol will be served in moderation, with beer, wine, and spirits being offered. The TABC-Certified bartender will monitor the consumption of alcohol and ensure that guests do not over-imbibe. PVLC assumes no liability; the event organizer and vendor must provide proof of liability insurance naming PVLC as additional insured.
- Alcohol may only be served and consumed within the designated areas (Oak Grove, The Backporch, and the Christian Life Center). It is prohibited to bring alcohol into other areas of the campus.
- Service will be limited to specific event times.

8. Safety and Responsibility:

- Event organizers are required to provide safe transportation options for guests who consume alcohol. This can include arranging for rideshare services, providing taxi vouchers, or promoting designated drivers.
- For large events, the church will require at the organizers' expense, security personnel and/or event monitors to ensure a safe and respectful environment.
- The event organizer is responsible for ensuring that all participants are behaving responsibly, and may be required to address any disruptive behavior associated with alcohol consumption.

9. Mission and Values Alignment:

- Alcohol service is provided with the understanding that it supports community events while promoting values of moderation, responsibility, and respect. The leadership of the church will review this policy annually to ensure it continues to reflect the congregation's commitment to living out Christian values in all activities on church property.
- Any event where alcohol service is requested must align with the mission of the church to create a safe, welcoming, and responsible environment for all attendees.

10. Enforcement:

Failure to comply with this policy may result in the cancellation of the event or the suspension of service to the event organizer for future events. Event organizers, vendors, and attendees are expected to adhere to all guidelines to ensure a safe and respectful atmosphere.

Effective Date: This policy will take effect immediately upon approval by the PVLC Congregational Council and will be reviewed annually to ensure that it continues to align with the mission and values of the church.

PVLC Event & Facility Request Form - Addendum for Requesting Alcohol Service

Event Information:

- **Event Name:** _____
 - **Event Date(s):** _____
 - **Event Organizer Contact Information:**
 - Name: _____
 - Phone Number: _____
 - Email Address: _____

 - **Type of Event (Check all that apply):**
 - Wedding
 - Reception
 - Shower (e.g., bridal, baby)
 - Banquet
 - Reunion
 - Professional/Corporate Event
 - Christian Organization Gathering
 - Other (please specify): _____
-

Alcohol Service Request:

- **Will alcohol be served at this event?**
 - Yes
 - No

If **yes**, please answer the following:
 - **Type of Alcohol (Check all that apply):**
 - Beer
 - Wine
 - Spirits
 - **TABC-Certified Bartender/Caterer Information:**
 - Name of Vendor: _____
 - License/Certificate/Permit Number: _____
 - Contact Information (Phone/Email): _____
 - **Alcohol Service Plan (please describe):**

-

Event Venue Selection:

- **Select Venue(s) for Event:**
 - The Oak Grove (Outdoor Space)
 - The Multipurpose Facility, "The Backporch" (Indoor Space)
 - Christian Life Center (CLC) limited only to the tiled floor areas.
-

Restricted Hours & Venue Policies:

Please be aware that **alcohol service is prohibited** during the following periods:

- **Sunday Worship Hours**
- **Holiday Worship Services (e.g., Christmas Eve, Easter Sunday, etc.)**
- **Preschool Operating Hours (Typically Monday –Friday, 7:30 AM–2:30 PM)**

Alcohol will only be served in the following venues:

- **The Oak Grove** (Outdoor Space)
- **The Multipurpose Facility, “The Backporch”** (Indoor Event Space)
- **Christian Life Center (CLC)** limited only to the tiled floor areas.

Event Details & Responsibilities:

- **Please initial the following:**

_____ I acknowledge that I am responsible for providing transportation options for guests who consume alcohol (e.g., rideshare, taxi services, designated drivers).

_____ I acknowledge that I am financially responsible for security for this event.

I will make arrangements with this entity/company: _____
[PVLC utilizes Williamson County Constables and can provide contact information upon request.]

_____ I acknowledge that my event may require an onsite event monitor.

_____ I agree to ensure that all guests behave responsibly and adhere to the guidelines of the alcohol policy. Further, I agree that damages caused by event attendees beyond the amount of the security deposit will be charged to the event organizer.

Agreement & Signature:

By signing this form, I acknowledge that I have read and understood the **PVLC Congregational Alcohol Policy** for events and venue rentals. I agree to adhere to all guidelines regarding alcohol service, event times, and restricted periods. I understand that failure to comply with the policy may result in the cancellation of the event or suspension of alcohol service to me and/or my organization for future events.

- **Event Organizer Signature:** _____
- **Date:** _____

Office Use Only:

- **Event Approval Status:**
 - Approved
 - Denied (reason): _____
- **Approved by (Name/Date):**

Name: _____

Date: _____

Palm Valley Lutheran Church of Round Rock Texas
2026 Budget Requests

	Jan - Oct, 2025		2025 Budget	2026 Budget
	Actual	Budget		
Income				
40000 Revenue				
41000 Church Revenue				
41100 Tithes & Offerings				
41110 Regular Offering				
41111 Member Contributions	\$ 688,694.90	\$ 829,166.70	\$ 1,030,000.00	\$ 1,030,000.00
41112 Loose Plate Offering	\$ 11,618.25	\$ 12,500.00	\$ 15,000.00	\$ 15,000.00
41113 Hospitality (donuts, coffee, etc)	\$ 1,415.62		\$ -	\$ 1,200.00
Total 41110 Regular Offering	\$ 701,728.77	\$ 841,666.70	\$ 1,045,000.00	\$ 1,046,200.00
41120 Holiday Offering				
41121 Lenten Offering	\$ 5,506.00	\$ 1,300.00	\$ 1,300.00	\$ 1,300.00
41122 Easter Offering	\$ 1,202.74	\$ 4,200.00	\$ 4,200.00	\$ 4,200.00
41123 Thanksgiving Offering		\$ -	\$ 1,125.00	\$ 1,125.00
41124 Christmas Offering	\$ 25.00	\$ -	\$ 10,000.00	\$ 10,000.00
Total 41120 Holiday Offering	\$ 6,733.74	\$ 5,500.00	\$ 16,625.00	\$ 16,625.00
Total 41100 Tithes & Offerings	\$ 708,462.51	\$ 847,166.70	\$ 1,061,625.00	\$ 1,062,825.00
41200 Additional Revenue				
41210 Rental/ Building Use Income				
41211 PV Preschool Building Use	\$ 23,369.76	\$ 19,960.20	\$ 23,952.25	\$ 30,000.00
41212 Senior Access Building Use	\$ 8,250.00	\$ 8,625.00	\$ 10,350.00	\$ 11,400.00
41213 Counseling Center Building Use	\$ 2,250.00	\$ 2,875.00	\$ 3,450.00	\$ 3,900.00
#### Church of Antioch Building Use				\$ 12,000.00
41214 Building Use	\$ 8,536.27	\$ 16,666.70	\$ 20,000.00	\$ 12,000.00
Total 41210 Rental/ Building Use Income	\$ 42,406.03	\$ 48,126.90	\$ 57,752.25	\$ 69,300.00
41220 Staff Recognition	\$ 555.00			
41240 Events			\$ -	
41241 Lenten Suppers	\$ 769.00	\$ 800.00	\$ 800.00	\$ 800.00
Total 41240 Events	\$ 769.00	\$ 800.00	\$ 800.00	\$ 800.00
41260 Altar Flower	\$ 2,880.00	\$ 3,333.30	\$ 4,000.00	\$ 4,000.00
41265 ROW Sale Interest Income	\$ 14,248.41	\$ 14,248.41	\$ 36,000.00	N/A
41266 ROW Prinicipal Withdrawal	\$ 30,000.00	\$ 30,000.00	\$ 30,000.00	N/A
41267 Capital Maintenance Fund Income	\$ 19,668.00	\$ 19,668.00	\$ 32,000.00	\$ 29,000.00
41270 Other Income	\$ 17,312.45	\$ 1,500.00	\$ 1,800.00	\$ 1,800.00
Total 41200 Additional Revenue	\$ 127,838.89	\$ 117,676.61	\$ 162,352.25	\$ 104,900.00
Total 41000 Church Revenue	\$ 836,301.40	\$ 964,843.31	\$ 1,223,977.25	\$ 1,167,725.00
Total 40000 Revenue	\$ 836,301.40	\$ 964,843.31	\$ 1,223,977.25	\$ 1,167,725.00
Total Income	\$ 836,301.40	\$ 964,843.31	\$ 1,223,977.25	\$ 1,167,725.00
Gross Profit	\$ 836,301.40	\$ 964,843.31	\$ 1,223,977.25	\$ 1,167,725.00
Expenses				
50000 Expenses				
51000 Children				
51120 Special Events	\$ 2,279.32	\$ 416.70	\$ 500.00	\$ 2,500.00
51130 Sunday School	\$ 1,399.81	\$ 416.70	\$ 500.00	\$ 1,800.00
51140 Children's Church	\$ 241.02	\$ 625.00	\$ 750.00	\$ 1,200.00
51150 Worship		\$ 333.30	\$ 400.00	\$ -
51160 Vacation Bible School	\$ 2,952.17	\$ 6,810.00	\$ 6,810.00	\$ 6,000.00
51170 Day Camp	\$ 2,559.56	\$ 1,000.00	\$ 1,000.00	\$ 1,250.00
51180 First Communion		\$ 166.70	\$ 200.00	\$ 200.00
51220 Nursery Care Supplies		\$ 104.20	\$ 125.00	\$ 125.00
#### Curriculum for Parents & Children				\$ 500.00
#### Classroom Decor/Physical Supplies				\$ 500.00
#### Volunteer Appreciation Gifts				\$ 200.00
Total 51000 Children	\$ 9,431.88	\$ 9,872.60	\$ 10,285.00	\$ 14,275.00

	Jan - Oct, 2025		2025 Budget	2026 Budget
	Actual	Budget		
52000 Youth				
52100 Jr. High				
52110 Retreat / Gathering		\$ 291.70	\$ 350.00	\$ 1,200.00
52120 Mission Trip		\$ 416.70	\$ 500.00	\$ -
Total 52100 Jr. High	\$ -	\$ 708.40	\$ 850.00	\$ 1,200.00
52200 Sr. High				
52210 Retreat / Gathering		\$ 291.70	\$ 350.00	\$ -
52220 Mission Trip	\$ 1,200.00	\$ 4,200.00	\$ 4,200.00	\$ 4,000.00
Total 52200 Sr. High	\$ 1,200.00	\$ 4,491.70	\$ 4,550.00	\$ 4,000.00
52300 Confirmation	\$ 220.77	\$ 187.50	\$ 225.00	\$ 800.00
52310 Van Rental		\$ 3,875.00	\$ 4,650.00	\$ 2,500.00
52400 Activities / Projects	\$ 1,597.57	\$ 1,333.30	\$ 1,600.00	\$ 3,500.00
52500 Education / Training	\$ 485.00	\$ 83.30	\$ 100.00	\$ 1,500.00
##### Youth Sunday School				\$ 540.00
##### Mission and Outreach Local Programs				\$ 550.00
##### Youth Volunteer Gifts				\$ 100.00
##### Youth Group Supplies				\$ 300.00
Total 52000 Youth	\$ 3,503.34	\$ 10,679.20	\$ 11,975.00	\$ 14,990.00
53000 Worship / Music				
53100 Worship	\$ 19.50			
53120 Communion Supplies	\$ 837.70	\$ 1,916.70	\$ 2,300.00	\$ 2,300.00
53130 Supplies / Kitchen items / hospitality	\$ 8,017.31	\$ 4,166.70	\$ 5,000.00	\$ 5,000.00
53140 Altar Flower	\$ 2,783.38	\$ 3,333.30	\$ 4,000.00	\$ 4,000.00
Total 53100 Worship	\$ 11,657.89	\$ 9,416.70	\$ 11,300.00	\$ 11,300.00
53200 Music				
53210 Adult Choir	\$ 627.12	\$ 583.30	\$ 700.00	\$ 700.00
53220 Handbell Choir		\$ 162.50	\$ 195.00	\$ 195.00
53230 Rejoice Team	\$ 1,082.77	\$ 1,000.00	\$ 1,200.00	\$ 1,200.00
53240 Instruments	\$ 601.65	\$ 583.30	\$ 700.00	\$ 700.00
##### Replacement Piano				\$ 2,000.00
##### Robe Cleaning & Repair				\$ 150.00
Total 53200 Music	\$ 2,311.54	\$ 2,329.10	\$ 2,795.00	\$ 4,945.00
Total 53000 Worship / Music	\$ 13,969.43	\$ 11,745.80	\$ 14,095.00	\$ 16,245.00
54000 Education / Outreach / Evangelism				
54100 Christian Education				
54110 Curriculum	\$ 981.95	\$ 2,083.00	\$ 2,500.00	\$ 2,500.00
54120 Adult Education	\$ 340.24	\$ 500.00	\$ 600.00	\$ 600.00
Total 54100 Christian Education	\$ 1,322.19	\$ 2,583.30	\$ 3,100.00	\$ 3,100.00
54200 Evangelism				
54210 Supplies		\$ 291.70	\$ 350.00	\$ 350.00
54220 New Member / Projects	\$ 389.50	\$ 625.00	\$ 750.00	\$ 500.00
54230 Sundaes on Mondays	\$ 63.87	\$ 1,000.00	\$ 1,000.00	\$ 500.00
54240 Fall Fair	\$ 338.05	\$ 2,000.00	\$ 2,000.00	\$ 2,000.00
54250 1st Time Guest		\$ 166.73	\$ 200.00	\$ 500.00
##### GriefShare				\$ 500.00
Total 54200 Evangelism	\$ 791.42	\$ 4,083.40	\$ 4,300.00	\$ 4,350.00
54300 Spiritual Life				
54310 Home Devotional	\$ 520.80	\$ 750.00	\$ 900.00	\$ 800.00
54320 Misc. Expense		\$ 208.30	\$ 250.00	\$ -
54330 Small Groups	\$ 1,184.20	\$ 250.00	\$ 300.00	\$ 800.00
54340 Events		\$ 416.70	\$ 500.00	\$ 400.00
##### ALPHA				\$ 3,500.00
##### Lumin - UT Tailgate				\$ 2,400.00
Total 54300 Spiritual Life	\$ 1,705.00	\$ 1,625.00	\$ 1,950.00	\$ 7,900.00

	Jan - Oct, 2025		2025 Budget	2026 Budget
	Actual	Budget		
54400 Generosity Team				
54410 General	\$ 64.74	\$ 500.00	\$ 600.00	\$ 600.00
Total 54400 Generosity Team	\$ 64.74	\$ 500.00	\$ 600.00	\$ 600.00
Total 54000 Education / Outreach / Evangelism	\$ 3,883.35	\$ 8,791.70	\$ 9,950.00	\$ 15,950.00
55000 Missions / Care				
55100 Benevolence	\$ 50.00			\$ -
55110 SWTS (Synod)		\$ -	\$ 30,000.00	\$ -
55120 Campus Ministry		\$ 1,166.70	\$ 1,400.00	\$ -
55130 Outside Ministries				\$ -
55131 Round Rock Serving Center		\$ -	\$ 1,300.00	\$ -
55132 World Hunger		\$ -	\$ 1,300.00	\$ -
55133 Meals on Wheels		\$ -	\$ 1,300.00	\$ -
55134 Lutheran World Relief - WELCA		\$ -	\$ 1,700.00	\$ -
Total 55130 Outside Ministries	\$ -	\$ -	\$ 5,600.00	\$ -
Total 55100 Benevolence	\$ 50.00	\$ 1,166.70	\$ 37,000.00	\$ -
55200 Hispanic Ministry				
55210 Worship		\$ 166.70	\$ 200.00	\$ -
55220 Christian Education	\$ 49.95	\$ 270.80	\$ 325.00	\$ 1,800.00
55230 Projects	\$ 389.81	\$ 125.00	\$ 150.00	\$ 1,550.00
##### Workshop				\$ 1,000.00
##### Adult Retreat (Offsite)				\$ 5,000.00
##### Teacher Training				\$ 800.00
Total 55200 Hispanic Ministry	\$ 439.76	\$ 562.50	\$ 675.00	\$ 10,150.00
55400 Stephen Ministries				
55410 Supplies	\$ 25.50	\$ 333.30	\$ 400.00	\$ 400.00
Total 55400 Stephen Ministries	\$ 25.50	\$ 333.30	\$ 400.00	\$ 400.00
Total 55000 Missions / Care	\$ 515.26	\$ 2,062.50	\$ 38,075.00	\$ 10,550.00
56000 Ministry / Program Personnel				
56100 Ministers / Program Staff	\$ 318,725.52	\$ 337,456.70	\$ 404,948.00	\$ 732,254.12
56105 Contra Ministry / Personnel Staff	\$ (15,380.92)		\$ -	\$ (286,364.72)
Total 56100 Ministers / Program Staff	\$ 303,344.60	\$ 337,456.70	\$ 404,948.00	\$ 445,889.40
Total 56000 Ministry / Program Personnel	\$ 303,344.60	\$ 337,456.70	\$ 404,948.00	\$ 445,889.40
57000 Operations				
57100 Administration				
57110 Bank Fees	\$ 5,304.92		\$ -	\$ 9,000.00
57120 Office Expenses	\$ 7,482.89	\$ 1,250.00	\$ 1,500.00	\$ 9,600.00
57130 Accounting Services	\$ 32,000.00	\$ 30,000.00	\$ 36,000.00	\$ 39,500.00
##### External Audit				\$ 20,000.00
57140 Janitorial				
57141 Janitorial Services	\$ 65,873.38	\$ 62,500.00	\$ 75,000.00	\$ 78,620.00
57142 Janitorial Supplies	\$ 3,627.96	\$ 4,200.00	\$ 5,040.00	\$ 6,000.00
Total 57140 Janitorial	\$ 69,501.34	\$ 66,700.00	\$ 80,040.00	\$ 84,620.00
57150 Synod Convention	\$ 330.00	\$ 1,916.70	\$ 2,300.00	\$ 2,300.00
57160 Worker's Comp Insurance		\$ 5,208.30	\$ 6,250.00	\$ 6,000.00
57170 Dues and Subscriptions	\$ 10,368.97	\$ 433.30	\$ 520.00	\$ 4,800.00
57180 Background Checks	\$ 570.15	\$ 458.30	\$ 550.00	\$ 550.00
57190 Council Support	\$ (323.25)	\$ 416.70	\$ 500.00	\$ 500.00
57191 Staff Development	\$ 2,542.92	\$ 2,500.00	\$ 3,000.00	\$ 3,100.00
57195 Operations Mileage Reimbursement		\$ 500.00	\$ 600.00	
57199 Other Expenses	\$ 3,128.76	\$ 1,250.00	\$ 1,500.00	\$ 8,400.00
Total 57100 Administration	\$ 130,906.70	\$ 110,633.30	\$ 132,760.00	\$ 188,370.00
57200 Information Technology				
57210 General IT	\$ 20,938.28	\$ 16,666.70	\$ 20,000.00	\$ 18,000.00
57220 Copier Expense	\$ 15,539.72	\$ 20,833.30	\$ 25,000.00	\$ 15,240.00
Total 57200 Information Technology	\$ 36,478.00	\$ 37,500.00	\$ 45,000.00	\$ 33,240.00

	Jan - Oct, 2025		2025 Budget	2026 Budget
	Actual	Budget		
57400 Property				
57410 Maintenance Repair / Equipment	\$ 115,081.87	\$ 36,333.30	\$ 43,600.00	\$ 60,000.00
57411 Contra Maintenance Repair/Equip	\$ (45,000.00)			
##### Maintenance - Major Replace/Repair				\$ 66,000.00
Total 57410 Maintenance Repair / Equipment	\$ 70,081.87	\$ 36,333.30	\$ 43,600.00	\$ 126,000.00
57415 Building Service Contracts	\$ 3,112.00	\$ 7,500.00	\$ 9,000.00	\$ 10,020.00
57420 Fuel	\$ 2,088.80	\$ 3,416.70	\$ 4,100.00	\$ 4,200.00
57430 Property Insurance	\$ 48,043.75	\$ 40,850.00	\$ 49,020.00	\$ 68,000.00
57435 Contra Property Insurance	\$ (4,700.00)		\$ (9,400.00)	\$ (9,400.00)
Total 57430 Property Insurance	\$ 43,343.75	\$ 40,850.00	\$ 58,420.00	\$ 58,600.00
57440 Utilities				
57441 Gas	\$ 4,534.71	\$ 4,800.00	\$ 5,500.00	\$ 5,200.00
57442 Electricity	\$ 27,418.84	\$ 30,416.70	\$ 36,500.00	\$ 40,500.00
57443 Water / Sewer	\$ 9,126.38	\$ 10,370.80	\$ 12,445.00	\$ 14,400.00
57450 Trash	\$ 1,766.79	\$ 2,250.00	\$ 2,700.00	\$ 3,400.00
Total 57440 Utilities	\$ 42,846.72	\$ 47,637.50	\$ 54,445.00	\$ 63,500.00
Total 57400 Property	\$ 161,473.17	\$ 135,737.50	\$ 162,865.00	\$ 262,320.00
57500 Operations Personnel				
57510 Operations Salary and Benefits	\$ 483,200.87	\$ 328,353.50	\$ 394,024.25	\$ 555,460.88
57511 Contra Ops Salary and Benefits	\$ (98,927.67)		\$ -	\$ (122,909.04)
Total 57510 Operations Salary and Benefits	\$ 384,273.20	\$ 328,353.50	\$ 394,024.25	\$ 433,751.84
57515 Payroll Fees	\$ 1,119.90		\$ -	\$ 1,200.00
57525 Nursery Contractors/1099	\$ 806.00			\$ 8,000.00
57526 Contra Nursery Contractors/1099	\$ (806.00)			\$ -
Total 57500 Operations Personnel	\$ 341,717.95	\$ 295,518.15	\$ 394,024.25	\$ 441,751.64
Total 57000 Operations	\$ 714,250.97	\$ 612,224.30	\$ 734,649.25	\$ 925,681.64
Total 50000 Expenses	\$ 1,050,398.83	\$ 992,832.80	\$ 1,223,977.25	\$ 1,443,581.04
Total Expenses	\$ 1,050,398.83	\$ 992,832.80	\$ 1,223,977.25	\$ 1,443,581.04
Net Operating Income	\$ (214,097.43)	\$ (27,989.49)	\$ -	\$ (275,856.04)
Net Income	\$ (214,097.43)	\$ (27,989.49)	\$ -	\$ -