



Overview of the Proposed 2024-2025 Budget

God is working through Damascus Road in powerful ways through the faithful generosity of the congregation. God continues to use this *Community of Light* to serve thousands locally and globally. Faith professions, baptisms and child dedications continue to take place. Since the beginning of 2023, we've had close to 150 baptisms! Weekend service in-person attendance is increasing with 400+ devices consistently engaging online. Contributions are slightly down year-over-year (-9%), however, most recent months have been more on par with last year.

Hundreds of people regularly participate in small groups and hundreds have served in the local community to bring hope and healing. The next generation is being reached and discipled. We remain committed to advancing our mission to proclaim Christ and present everyone mature in Him (Colossians 1:28) while continuing to adapt to reach the changing world around us!

The current fiscal year 2024 budget (July 2023 – June 2024) remained unchanged in total from the prior year. Holding the budget flat is increasingly difficult in a rising cost environment in an aging facility and as ministries grow, so this year we are proposing a slight increase in expenses. The proposed FY25 expense budget is \$3.58M, a 5% increase. We estimate we will receive about \$3.4M in contributions and \$150,000 in interest income. While we estimate a small deficit, we have sufficient funds on-hand to cover a deficit if needed. We strongly believe God will continue to provide as we follow His heart for our future!

Ministry

- Overall, the ministry budget will increase by 2% (\$10,890).
- Increase in the youth budget due to increased retreat travel costs and food costs as the ministry grows.
- Creation of family ministry budget aimed at equipping parents to be primary spiritual influencers.

Operations

- Overall, the operations budget is increasing by 6.8% (\$42,080).
- Our building is approaching twelve years old and because it has been heavily utilized, building maintenance costs continue to rise.

Personnel

The Human Capital Committee (HCC), a sub-committee of the Trustees, recommends the following broad-based personnel investment:

- 2% salary increases for staff

Overall, the personnel budget is increasing by 5% (\$116,580). Health insurance premiums continue to rise by 10%+. The budget includes hiring the Teaching & Experience Pastor.

Thank you for your faithful generosity in fueling the work that God is doing through Damascus Road. Because of your partnership, lives are being impacted with the hope of Jesus locally, through our global partners on four other continents and around the world through our online worship services. You are making an eternal impact.



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Campus Development Update

Though the world has changed greatly over the past few years, and our needs and challenges may look different, the DRCC mission is still the same: to proclaim Christ and present everyone mature in Him (Colossians 1:28-29) using ministry methods and approaches adapted to an ever-changing world.

Our plan addresses three core areas: 1) attract the community to campus, 2) bring the Church to the community, 3) invest in the existing facility. Additional updates will be shared at the congregational meeting on June 11th.

Completed:

- In 2021, 60 new parking spots were constructed in the front of the building for \$220,000.
- In 2022, we partnered with an architect to develop a multi-year master site plan for the campus.
- In the fall/winter of 2022, we converted our 2,400 sq. ft office space to classrooms (adult, children), refreshed the hallway, transformed rooms 4/5 into youth friendly space and enhanced the AVL (audio/video/lighting) in The Bridge. The construction and outfitting costs were ~\$800,000.
- In 2023, we spent ~\$200,000 to replace components of our 12+ year audio system in the auditorium. This was an urgent replacement as components were malfunctioning.

In-progress:

- A permit from the county was granted to construct a new roadside sign that contains an LED screen and is viewable from the road. Estimated cost is ~\$150,000. A generous restricted gift for \$64,000 was received for this project.
- Continued pursuit of our master site plan which includes development of the east lawn and creating flexible, multi-purpose classroom and gathering space.
- The AVL (audio/video/lighting) in the auditorium is 12+ years old and beginning to malfunction. We experienced a significant lighting outage during a Christmas Eve service. We are beginning a complete overhaul of equipment and networking costing about \$1.3M. The project is expected to be completed by the end of December 2024. The equipment replacement will enhance the in-person and online experience and will strongly position us for a second campus launch in the future. This is an investment that we hope will provide value for the next 10+ years. We will also remove the auditorium carpet and will stain the concrete floor.
- Continued discussions take place to define our off-campus ministry expansion plan. Our vision still contains launching a second campus in the future, however, the timeline is still TBD.