

**Exhibit L.7c**  
**September 2021**

Program Budget Narrative  
Phase III Proposal - North Carolina Synod  
National Initiative to Address Economic Challenges Facing Pastoral Leaders  
September 10, 2021

**Income**

Lilly NAIECFPL Phase III Lilly Endowment will grant \$125,000 in each of the two years of our proposal. The second \$125,00 in 2023 will be granted only after matching funds have been raised.

Caribbean Synod The Caribbean Synod, a financially-challenged synod will only be participating in the pandemic-related portion of the grant which does not require matching funds.

Florida Bahamas Synod The Florida Bahamas Synod will raise \$25,000 before September 2023 in matching funds.

North Carolina Synod The North Carolina Synod will raise \$41,000 to cover the matching funds for Phase III plus additional expenses for a resources development director and miscellaneous expenses.

Southeastern Synod The Southeastern Synod will raise \$25,000 before September 2023 in matching funds.

Southeastern Iowa Synod The Southeastern Iowa Synod will raise \$5,000 before September 2023 in matching funds.

South Carolina Synod The South Carolina Synod will raise \$25,000 before September 2023 in matching funds.

Virginia Synod The Virginia Synod will raise \$25,000 before September 2023 in matching funds.

**Expenses**

Program Director The salary for the program director is only needed for the second year of Phase III due to the overlap between Phase II and Phase III. Most of the work of the program director already has well established structures and most of the work will be done in the second half of 2023, thus making more money available for grants.

Program Staff Assistant The salary for the program staff assistant follows the same logic as that for the program director, namely there was well-established structures in place and most of the work will be done in the second half of 2023.

Resource Development Director(NC) The resource development director will be paid in 2022 out of Phase II monies. Th resource development director works to raise monies in North Carolina and will therefore be paid in 2023 out of monies raised only in North Carolina.

Finance Manager Management of income and expenses, with regular reports to the program director. The finance manager will also write checks for grant monies. The North Carolina Synod, in part subsidizes the work of the finance manager.

Travel The travel line item will be used to cover travel expenses for the resource development director and the program director..

Miscellaneous Office expenses and supplies, along with other unexpected expenses will be covered by this budget line item.

#### Caribbean Synod

COVID Grants The pandemic-related needs of the Caribbean Synod are greater than other synods in Region 9, therefore the line item is larger. The monies will be distributed by the Synod Distribution Team in accordance with the guidelines established by Lilly Endowment's NIAECFPL.

Education Grants The need for education debt relief in the Caribbean Synod is small. Therefore, the synod staff did not request monies for education grants.

#### Florida Bahamas Synod

COVID Grants The monies will be distributed by the Synod Distribution Team in accordance with the guidelines established by Lilly Endowment's NIAECFPL.

Education Grants Grant monies will be distributed through the synod distribution team based on debt manageability scores.

#### North Carolina Synod

COVID Grants The monies will be distributed by the Synod Distribution Team in accordance with the guidelines established by Lilly Endowment's NIAECFPL.

Education Grants Grant monies will be distributed through the synod distribution team based on debt manageability scores.

#### Southeastern Synod

COVID Grants Southeastern Synod, with its greater percentage of ethnic minorities has greater pandemic related needs, and therefore, a larger line item than four other Region 9 synods. The monies will be distributed by the Synod Distribution Team in accordance with the guidelines established by Lilly Endowment's NIAECFPL.

Education Grants Grant monies will be distributed through the Synod Distribution Team based on debt manageability scores.

#### Southeastern Iowa Synod

COVID Grants The Southeastern Iowa Synod is a late entry to our Phase III proposal. Research was not done in this synod. No pandemic-related grant monies will be used in Iowa as their main interest is in developing an education debt relief program.

Education Grants Grant monies will be distributed through the Synod Distribution Team based on debt manageability scores.

#### South Carolina Synod

COVID Grants The monies will be distributed by the Synod Distribution Team in accordance with the guidelines established by Lilly Endowment's NIAECFPL.

Education Grants Grant monies will be distributed through the Synod Distribution Team based on debt manageability scores.

#### Virginia Synod

COVID Grants Research revealed that pandemic-related needs are smaller than those found in other synods. The monies will be distributed by the Synod Distribution Team in accordance with the guidelines established by Lilly Endowment's NIAECFPL.

Education Grants Grant monies will be distributed through the Synod Distribution Team based on debt manageability scores.