2024
ANNUAL REPORT



ZWINGLI UNITED CHURCH OF CHRIST
PAOLI, WISCONSIN

OUR PURPOSE AS A CONGREGATION

To worship God,
to preach and teach the Gospel of Jesus Christ,
to celebrate the sacraments,
to realize Christian fellowship and unity
within our church and the church universal,
to render loving service toward all humankind,
and to strive for righteousness, justice, and peace.

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COVENANT

"We covenant one with another to seek and respond to the Word and the Will of God. We resolve to walk together in the ways of the Lord, made known and to be made known to us. We hold it to be the mission of the Church to witness to the gospel of Jesus Christ in all the world, while worshipping God, and striving for truth, justice, and peace. As did our fathers and mothers, we depend on the Holy Spirit to lead and empower us. We pray for the coming of the kingdom of God, and we look with faith toward the triumph of righteousness and eternal life."

Zwingli UCC Constitution, p. 2

2024 ANNUAL MEETING AGENDA

Sunday, January 26, 2025

Call to Order – Petra Streiff, Council President

Reading of the Congregational Covenant - *Unison*

Opening Prayer – Rev. Karla Schmidt

Approval of Agenda (additions)

Approval of Minutes from January 28, 2024 Annual Meeting & May 26, 2024 special meeting

Acceptance of Annual Reports (additions/questions)

Pastor:	Rev. Karla Schmidt
Council President:	Petra Streiff
Treasurer/Finance:	Cole Leystra
Ad Hoc Building & Grounds Committee:	Larry Stuessy
Memorial Committee:	Faith Wittwer
Search Committee:	Petra Streiff

Nominations — Council – Faith Wittwer, Louise Brunkow, Brian Brown

2025 Budget Presentation - Discussion and Approval

Other Business

Closing Prayer

Adjournment

2024 ANNUAL REPORT OF THE WISCONSIN CONFERENCE MINISTER

"Arise, shine; for your light has come, and the glory of the Lord has risen upon you. Then you shall see and be radiant; your heart shall thrill and rejoice." Isaiah 60: 1 and 5

I write this year-end Wisconsin Conference UCC summary on Epiphany Day and send it with prayers of light and love to you and your congregation. This day happens to coincide with the certification of Electoral College votes and the formal election of the next president of the United States. Four years ago, our Capitol was under siege by people seeking to undermine a free and fair election. This year we pray that the peace of Epiphany will abide. Inauguration Day, Jan. 20, this year coincides with the holiday commemorating the life and work of the Rev. Dr. Martin Luther King Jr. In true UCC spirit, I invite you to pray for the dignity, equality and basic human rights of all who are marginalized or poor or feel unwelcome in this country.

The Epiphany season is about Christ's incarnation through the way we embody the teachings of Jesus. The role of the wider United Church of Christ is to resource, equip and support local churches in this vital ministry of incarnation. We do this in myriad ways, from guiding the Search and Call process and facilitating pastoral authorization, care and oversight; to our Damascus Project coursework and the training we offer on "best practices" for the church; to faith formation retreats and the many justice working groups that are eager to support your church's local efforts.

Sixteen months ago, the Conference Board of Directors and staff met in a retreat setting to begin conversations about the restructuring of our Conference life. Those discussions were an acknowledgment of the challenges inherent in maintaining two midlevel judicatories – the associations and Conference – in a Conference less than half the size of our founding membership in 1962. We wondered if unburdening ourselves of the many committee slots in the current structure might allow us to redeploy volunteer time and talent according to people's passions.

Throughout our conversations with stakeholders two ideas stood out like bright epiphanies – first, our desire to nurture UCC **relationships beyond the local church,** and second, our desire to **collaborate in the sharing of ministry ideas and resources**. This reframed the question about structural change from *What are we letting go of?* to *What are we living into?* Last fall, after several listening sessions and in consultation with Association leaders, the Board and staff recommended that we dissolve our four Associations at the Wisconsin Conference Annual Meeting in June. We have scheduled additional conversations in each Association in late February and early March for the purpose of sharing more details and illustrating the ways in which we might connect and support one another for greater ministry impact.

So far, we have nearly completed the proposal for a unified Committee on Ministry with regional representation. We appreciated the generous mission and scholarship support provided by the Associations and have made provisions for continuing them. We have drafted a new framework

for membership dues and are preparing to streamline Association finance ledgers. And we have created a graphic that explains the Conference-wide resource web by showing the connections among our many resource hubs and active working groups. Imagine all the innovative ideas that will surface!

I feel the heart of this beloved Conference rejoicing at the advances we made in 2024:

- We launched a new website. Check it out at wcucc.org.
- We offered several marketing resources around the theme “Where God Is Still Speaking.”
- We made progress on the Leadership Forward campaign, with more than $1.1 million pledged.
- We expanded Damascus Project course offerings and added an online Confirmation program.
- We created a volunteer Legacy Team that will accompany churches in closing decisions.
- We challenged our congregations to surface 20 new potential pastors over two years.
- We continued to strengthen our partnership with United Church Camps Inc.
- We advanced our anti-racism training through a course taken by Board and staff in the fall.

Joyfully submitted,



The Rev. Franz Rigert
Conference Minister

ZWINGLI UCC CHURCH LEADERSHIP 2024

Interim Pastor:	Rev. Susan Schneider-Adams (Sept 2023– June 2024)
Settled Pastor:	Rev. Karla Schmidt (June 2024)
Church Council Officers:	
President:	Petra Streiff (2026)
Vice President:	Ken Bauman (2025)
Secretary:	Larry Stuessy (2026)
Elders:	Sue Bovre (2027) Judy and Don Batker (2026) Cindy & Dennis Hustad (2026) Jerry Brown (2027)
Treasurer:	Cole Leystra
Financial Secretary:	Larry Brunkow
Administrative Assistant:	Kathie Wagner
Accompanist/Pianist:	Becky Stilwell
Ad Hoc Building & Grounds Committee:	Larry Stuessy, reporter; Sue Bovre, Council liaison Brian Brown, Ken Bauman
Memorial Committee:	Faith Wittwer, Doug & Gail Dahlk, Debbie Versnik
Stewardship/Finance Oversight:	Cole Leystra, Dennis Hustad, Petra Streiff and the Council
Search Committee:	Kriss Ace, Sue Bovre, Louise Brunkow, Petra Streiff
Custodian:	Cathy Sonnenburg

NOMINATIONS FOR THE YEAR 2025

Church Council:
2027 – Brian Brown
2028 – Faith Wittwer
2028 – Louise Brunkow

2024 STATISTICAL REPORT

Average Weekly Attendance for 2024: 26

Total Membership reported as of January 1, 2024:		86
New Members Received		0
Births		0
Baptisms		0
Weddings		0
Deaths		- 2
Rachel Eichelkraut	May 30, 2024	
Marly Tollefson	December 17, 2024	
Status Change (transfers, inactive, etc.)		-22
Total Membership reported as of December 31, 2024		62

2024 ANNUAL MEETING MINUTES

January 28, 2024

Call To Order: 10:26 AM

Members Present: (25) Larry Stuessy, Don Batker, Lee Stillwell, Becky Stillwell, Doug Dahlk, Gail Dahlk, Katie Batker, David Batker, Dale Kahl, Eileen McCormick, Dwight Spring, Sandra Spring, Dennis Hustad, Cindy Hustad, Cole Leystra, Ken Bauman, Gail Bauman, Kriss Ace, Jason Ace, George Brown, Louise Brunkow, Larry Brunkow, Linda Everson, Sue Bovre, Jerry Brown

Others Present: Rev. Susan Schneider-Adams (Interim Minister)

Opening Prayer: Pastor Susan

Approval of Agenda: Ken Bauman moved and Kriss Ace seconded. Passed 25-0

Approval of 02-05- 2023 Annual meeting Minutes: Sue Bovre moved and Jerry Brown seconded. Passed 25-0

Acceptance of Annual Reports

Interim Pastor – Pastor Susan
Council President – Petra Streiff
Treasurer – Cole Leystra
Finance Committee – Cole
Building & Grounds Committee – Dale Kahl
Memorial Committee – Faith Wittwer
Search Committee – Petra
Women's Guild – Debbie Versnik

Larry Stuessy moved and Katie Batker seconded to accept all reports as written. Passed 25-0

Nominations: For Council – Jerry Brown and Sue Bovre -- Dave Batker moved and Lee Stillwell seconded. Passed 25-0

2024 Budget: Cole Leystra presented/answers questions and noted that current total assets are $280,000. Lee moved and Dave seconded to approve as written. Passed 25-0.

Closing Prayer: Pastor Susan

Adjourned at 11:11 AM minutes by Larry S.

2024 SPECIAL CONGREGATION MEETING MINUTES
05-26-2024

Call to Order: The Congregational Meeting began right after the Trial worship service by candidate Rev. Karla Schmidt had been concluded. Rev. Karla left the Sanctuary to wait until the vote was taken.—10:35 am

Prayer: given by President Petra

Presentation of the Call Agreement: Petra went through the important details of the Call Agreement and answered all questions asked about it.

Congregational Vote: Dwight Spring moved and Rich Legler/Ken Bauman/Brian Brown simultaneously seconded, to Call Rev. Karla to be our Minister. All members present voted yes. Passed unanimously. Petra went out to get Karla, and Karla was greeted back into the Sanctuary with loud clapping. Rev. Karla thanked us and confirmed she felt Called to be our Pastor.

Announcements: Petra announced that on June 2nd an exit interview for Pastor Susan would take place. And on June 16, there would be a Thank You celebration for Susan Schneider-Adams.

Meeting Adjourned. Karla greeted members as they left the Sanctuary.

Minutes by Larry/Petra

PASTOR'S REPORT FOR THE YEAR 2024

I began at Zwingli on June 17, so technically this is a 6 ½ month report! It's been a time of on-boarding as I learn all about Zwingli and get to know members and friends of the congregation. I am so grateful to all of you who have helped me onboard. I am so grateful to this congregation for your very warm welcome. You have lived true to your motto: A small church with a big and open heart!

I am very impressed with your hard-working Council – they have been very attentive to the needs of Zwingli and each member shares his/her gifts and time – there are no slackers on this Council!

I am also very impressed with the many volunteers who step up in so many ways – using their gifts or even challenging themselves to grow in new ways! Thank you to all of you. Special thanks to Cole Leystra who is such a blessing as our treasurer.

Finally, I feel blessed with a wonderful staff: Kathie brings so much knowledge and so many gifts to the Administrative Assistant position, making my onboarding so much easier; and Becky is so talented and so easy going and flexible when it comes to music and worship. Zwingli is truly blessed with Kathie and Becky.

It's been a joy to serve you and among you in ministry in numerous ways:

- Leading Worship on Sundays and participating in the Community Thanksgiving Service
- Working with the Council to support their work for Zwingli
- Visiting those in the hospital, nursing homes or shut-in, or those requesting a visit from me.
- Being there with members of Zwingli during the difficult times when pastoral care and ministry is most needed
- Leading the Book Group – a meaningful time for all of us as we learn from each other as well as from the book we read this Fall
- Keeping the congregation connected through newsletters, Friday emails, letters, and FB
- Visioning with Council and members on how Zwingli can become more visible in the area
- Celebrating my installation with Zwingli members/friends, and welcoming many others from the Association (including former Zwingli pastors Rich Pleva, Steve Davis, and Susan Schneider-Adams) as well as friends, family, and some of my former university students.
- Celebrating my first Advent and Christmas season with Zwingli
- Celebrating Rich and Ruby Pleva – so that there can be a joyful in-person closure to Rich's ministry at Zwingli

I join other colleagues of small rural churches in being enthusiastic and hopeful for the congregations we serve – because we see the reality of strong community, the desire to be of service to the community and world, and the desire to learn and grow in God's grace. May we move forward in 2025 seeking ways to reach out to the community with Zwingli's big, open heart – so that all people will know there is a radical Christ welcome for them here.

Again, thank you for the warm big open-hearted welcome you have given me! It's a true joy to serve you and serve with you in ministry. May God continue to bless Zwingli in our ministry and mission as the Church of Jesus Christ.

Karla

COUNCIL PRESIDENT'S REPORT 2024

We again had two pastors this year, Rev. Susan Schneider-Adams for about six months and Rev. Karla Schmidt for the second half of the year. We were so fortunate to have each of them serve us and share their gifts. And Pastor Karla is here for the indefinite future! After a long and sometimes frustrating search we now have our settled pastor and we are thrilled! I'll briefly recap some of the activities and accomplishments of the year.

Pastor Sue led us in book group. We read "The Art of Gathering." While this book turned out to not be what she expected, we did talk a bit about the purpose of gathering as a church and having a reason for each time a group meets.

There was enthusiastic participation in a service/mission project that Pastor Sue spear-headed. Many people donated items and time to compile hygiene kits and school bags to be donated to Church World Service. The hygiene kits are taken anywhere in the world where there have been natural disasters or destruction from conflicts. School bags are also taken to many places in the US and around the world where families cannot afford to buy basic school supplies for their children. Some of our skilled sewers even made some bags for the school supplies (thank you Debbie and Louise!). Grubby Sunday was also a success with many, many tasks accomplished (see Building/Grounds report).

Pastor Susan finished her time with us on June 16th with another inspiring worship service and Pastor Karla began her time on June 17th.

We have called Pastor Karla for a ¾ time position with hope for growth and increased participation in the coming years in to sustain our ministry here. We all are called to be a part of this joint ministry to show we are a vital and active church here in Paoli. Karla has already brought many ideas to us to let people in the area know we are here. She has been intentional about getting to know all of our members and being present with those who are experiencing health challenges. Her worship services are meaningful and inspiring. She planned a wonderful Installation service. We are blessed by her presence with us and her leadership.

There are so many to thank for their part of our work and ministry this year! First of all, Becky Stilwell for her amazing music every Sunday and adaptability to new things even as she helps Lee with his health issues. Thanks to Cole Leystra for his management of our finances and getting out reports. He had lots to do this year with another change of pastors and a new contract to figure out. Thanks to Larry Brunkow for counting our donations and sorting them all out to the

proper accounts for deposit. Thanks to Kathie Wagner for once again helping to orientate a new pastor and keeping so many things organized and communicated. I am still awed by her creativity in putting together the newsletter. Thank you to Cathy Sonnenberg for the good cleaning of our building and a big thanks to Brian Brown for plowing and clearing our parking lot and so many other things he does (I can't list them all!). We also appreciate our lawncare crew. The Tollefson's do a great job.

But also, I want to thank so many people for their many acts of kindness and hospitality. Thanks to all who provided food and helped with receptions and potlucks, those who helped with planting and tending flowers (mostly Sue and Kriss), those who provided special music, coffee time volunteers, Christmas decorators, Council members who did so much including ushering and communion prep; the list goes on and on!

It truly takes a village! And, with a rather small active membership now, we need to continue to build our connections with each other and our ability to talk with each other in the easy times and when we don't all agree on issues. Our goal will not be to always agree, but to know we can talk with each other and come to some middle ground that we all can agree to. Not an easy task, but we can do this by listening carefully with respect and non-judgement.

We go into 2025 with hope; hope because of our faith, hope because of each other, hope for a future that holds many more years of sharing our love for God, serving in the name of Jesus Christ and strength derived by the presence of the Holy Spirit.

In faith,

Petra Streiff, Council President

SEARCH COMMITTEE REPORT 2024

Our Search Committee continued to meet in 2024 and evaluated any profiles that came to us. There were not many to look at. We were very happy in May to receive a profile from Rev. Karla Schmidt. After a couple of conversations both we and she agreed that she would be a good fit for our congregation. We all agreed to recommend her to the congregation for a ¾ time position. Karla agreed to come and lead worship on Sunday, May 26. After worship we held a special congregational meeting and Karla was called to be our next pastor and teacher by unanimous vote. She began her ministry with us on Monday June 17.

We finally have a happy ending to a very long search process. Our committee worked extremely well together and will continue as a pastoral support group for Pastor Karla.

Petra Streiff, Chair
Kriss Ace, Sue Bovre, Louise Brunkow

AD HOC BUILDING & GROUNDS COMMITTEE REPORT 2024

Most of the Bldg. & Grds. work was handled by the Church Council members (Judy & Don Batker, Ken Bauman, Sue Bovre, Jerry Brown, Cindy & Dennis Hustad, Petra Streiff & Larry Stuessy), Brian Brown, Pastor Karla, Dale Kahl, and Dave Batker. Other volunteers, especially on Grubby Sunday, helped complete the cleaning inside and outside. Thanks to all of you! Our Triune God was smiling on us as the work was getting done.

Some highlights of this work are:

- Judy's research and purchase of a sound system & projector
- Our new outside sign welcoming visitors (Karla design, Larry reinforcement, Dennis securing)
- A security assessment of our building by David Melby a Protective Security Adviser of the U.S. Dept. of Homeland Security (arranged by Karla)
- Replacement of bumpers on the cabinet doors in the kitchen & replacement of the sweep on the basement door (Brian)
- Cutting the thistles along the road bank
- Working on improving the back yard drainage
- Installing a deadbolt on the back outside door
- Weeding, watering, planting our front flower bed (Sue & others)
- Having Access Door, LLC. assess our front door opening/closing ADA system & giving us repair and replacement quotes (Larry)
- Seasonal sanctuary floral displays composed of dried/artificial flowers purchased through donated funds (Petra)
- Window cleaning, closet sorting, yard work, reassembling broken basement window, etc. (many volunteers)
- Curtain at entrance to small room off the entrance to the Sanctuary
- LED tubes and ballast installed in upper room light fixture
- purchase of a new ear microphone for the sound system

Larry Stuessy, reporter; Sue Bovre, council liaison, Brian Brown, Ken Bauman

MEMORIAL COMMITTEE REPORT 2024

The Memorial Committee is tasked with receiving and allocating funds for various church projects as requested by the Church Council. Again this past year, generous monetary donations were gifted to the Memorial Committee.

In 2024, the Memorial Committee purchased a new office printer, office stationery, stamps, and audio/video equipment for the sanctuary.

Suggestions for allocating funds towards a project are always welcome! Please contact any Council member, or one of the Memorial Committee members with your suggestions. MC members are: Doug and Gail Dahlk, Faith Wittwer, and Debbie Versnik.

BALANCE as of 12/15/2023 (checking account)		$2834.52
INCOME 2024 from donations:	Esther Pulfer	$ 690.00
	Rachel Eichelkraut	$1700.00
INTEREST earned: (checking account)		$ 1.85
EXPENSES:	Office printer	$ 316.28
	Stamps	$ 27.20
	Audio/Video Equipment	$ 954.21
BALANCE as of 12/15/2024 (checking account)		$3928.68

The Memorial Committee also has four CD's, each over $5000.00, invested in Cornerstone Funds.

Respectfully submitted,

Faith Wittwer

TREASURER/FINANCE OVERSIGHT REPORT 2024

	Jan - Dec 24	Annual Budget	% of Budget
Income			
Member Contributions/Offerings	50,086.88	55,000.00	91.07%
Women's Guild Income	0.00	0.00	0.0%
Other Income			
Book Fund	-12.58		
Fundraisers	735.00	2,400.00	30.63%
Interest Income	3,097.50	1,500.00	206.5%
Poinsettias	38.00	0.00	100.0%
Total Other Income	3,857.92	3,900.00	98.92%
Total Income	53,944.80	58,900.00	91.59%
Expense			
Operational Expenses			
Snow Removal	0.00	500.00	0.0%
Lawn Care	1,000.00	800.00	125.0%
Cleaning Expenses	2,160.00	2,080.00	103.85%
Advertising	288.00	360.00	80.0%
Church Related Insurance	4,263.00	3,995.00	106.71%
Electrical	1,555.80	1,800.00	86.43%
Heating	958.96	1,800.00	53.28%
Maintenance & Repairs(Building)	1,304.10	2,400.00	54.34%
Music-Organist/Piano	149.25	300.00	49.75%
Off Supp, Newsletters, Bulletin	1,981.38	2,640.00	75.05%
Professional Expenses	931.20	1,200.00	44.48%
Telephone/Internet Expense	1,599.28	1,622.65	98.56%
Total Operational Expenses	16,190.97	19,497.65	83.04%
Staff Expenses			
Pastor's Annual Salary	48,826.32	39,710.40	122.96%
Health Insurance	5,779.74	645.00	896.08%
Pension Payments	7,175.83	6,020.00	119.2%
Pulpit Supply	0.00	750.00	0.0%
Administrative Staff	5,865.29	5,400.00	108.62%
Accompanist	0.00	2,750.00	0.0%
Wis. Workers Compensation	-35.00	985.00	-3.55%
Pastoral Search Expenses	254.19	1,000.00	25.42%
Total Staff Expenses	67,866.37	57,260.40	118.52%

Program Expenses			
Mission	250.00	500.00	50.0%
Lillies	-225.00	0.00	100.0%
Poinsettias	119.88		
Special Recognition	650.78	400.00	162.7%
Christian Education	181.64	200.00	90.82%
Worship Support	31.90	240.00	13.29%
Wider Church Support			
OCWM	5,000.00	5,000.00	100.0%
Southwest Association Dues	516.00	642.00	80.37%
Total Wider Church Support	5,516.00	5,642.00	97.77%
Program Expenses - Other	0.00		
Total Program Expenses	6,475.20	6,982.00	92.74%
Total Expense	90,532.54	83,740.05	108.11%
Net Income	**-36,587.74**	**-24,840.05**	**147.29%**

2024 BALANCE SHEET

	Dec 31, 24	Dec 31, 23	$ Change	% Change
ASSETS				
Current Assets				
Checking/Savings				
General Fund Checking Account	19,402.09	32,271.62	-12,869.53	-39.88%
Bank of New Glarus CD	44,955.78	43,034.36	1,921.42	4.47%
Cornerstone DOT - 232	54,448.49	78,875.78	-24,427.29	-30.97%
Cornerstone Fund - 230	5,524.59	5,340.41	184.18	3.45%
Cornerstone - 201	5,337.56	5,223.12	114.44	2.19%
Cornerstone 231	5,524.60	5,327.08	197.52	3.71%
Cornerstone 260	5,595.59	5,408.01	187.58	3.47%
Total Checking/Savings	**140,788.70**	**175,480.38**	**-34,691.68**	**-19.77%**
Other Current Assets				
Investment Account	**96,009.71**	**87,874.09**	**8,135.62**	**9.26%**
Total General Assets	**236,798.41**	**263,354.47**	**-26,556.06**	**-10.08%**
Memorial Fund				
Memorial Fund Checking	3,928.89	2,518.36	1,410.53	56.01%
MF - Cornerstone 263	5,517.31	5,340.41	176.90	3.31%
MF - Cornerstone 264	5,517.31	5,230.98	286.33	5.47%
MF - Cornerstone 265	5,465.38	5,327.08	138.30	2.6%
MF - Cornerstone 267	5,625.60	5,385.64	239.96	4.46%
Total Memorial Fund	**26,054.49**	**23,802.47**	**2,252.02**	**9.46%**
TOTAL ASSETS	**262,852.90**	**287,156.94**	**-24,304.04**	**-8.46%**
LIABILITIES & EQUITY				
Liabilities				
Current Liabilities				
Other Current Liabilities				
Schnake - Reimbursement	-101.50	-101.50	0.00	0.0%
Payroll Liabilities	72.28	97.64	-25.36	-25.97%
Total Current Liabilities	-29.22	-3.86	-25.36	-657.0%
Total Liabilities	-29.22	-3.86	-25.36	-657.0%

Equity				
Change in Investment	15,839.89	15,839.89	0.00	0.0%
Opening Balance Equity	96,232.86	96,232.86	0.00	0.0%
Unrestricted Net Assets	175,088.05	169,937.15	5,150.90	3.03%
Net Income	-24,278.68	5,150.90	-29,429.58	-571.35%
Total Equity	262,882.12	287,160.80	-24,278.68	-8.46%
TOTAL LIABILITIES & EQUITY	**262,852.90**	**287,156.94**	**-24,304.04**	**-8.46%**

2025 BUDGET

	2024 Actual	2024 Budget	2025 Budget	Change
Income				
Member Contributions/Offerings	50,086.88	55,000.00	50,000.00	-5,000.00
Other Income				0.00
Fundraisers	735.00	2,400.00	1,200.00	-1,200.00
Interest Income	3,037.50	1,500.00	900.00	-600.00
Total Other Income	3,857.92	3,900.00	2,100.00	-1,800.00
Total Income	53,944.80	58,900.00	52,100.00	-6,800.00
Expense				
Operational Expenses				
Snow Removal	0.00	500.00	500.00	0.00
Lawn Care	1,000.00	800.00	960.00	160.00
Cleaning Expenses	2,160.00	2,080.00	2,160.00	80.00
Advertising	288.00	360.00	288.00	-72.00
Church Related Insurance	4,263.00	3,995.00	4,689.00	694.00
Electrical	1,555.80	1,800.00	1,691.00	-109.00
Heating	958.96	1,800.00	1,350.00	-450.00
Maintenance & Repairs(Building)	1,304.10	2,400.00	1,500.00	-900.00
Music-Organist/Piano	149.25	300.00	150.00	-150.00
Off Supp, Newsletters, Bulletin	1,981.38	2,640.00	1,800.00	-840.00
Professional Expenses	931.20	1,200.00	4,000.00	2,800.00
Wider Church Meetings		0.00	400.00	400.00
Telephone/Internet Expense	1,599.28	1,622.65	1,680.00	57.35
Total Operational Expenses	16,190.97	19,497.65	21,168.00	1,670.35
Staff Expenses				0.00
Pastor's Annual Salary	48,826.32	39,710.40	53,616.00	13,905.60
Health Insurance	5,779.74	645.00	10,284.00	9,639.00
Pension Payments	7,175.83	6,020.00	6,749.52	729.52
Pulpit Supply	0.00	750.00	450.00	-300.00
Administrative Staff	5,865.29	5,400.00	5,400.00	0.00
Wis. Workers Compensation	-35.00	985.00	985.00	0.00
Total Staff Expenses	67,866.37	57,260.40	77,484.52	20,224.12
Program Expenses				0.00
Mission	250.00	500.00	200.00	-300.00
Special Recognition	650.78	400.00	450.00	50.00
Christian Education	31.90	200.00	100.00	-100.00
Worship Support			240.00	240.00
Wider Church Support				0.00
OCWM	5,000.00	5,000.00	5,000.00	0.00
Southwest Association Dues	516.00	642.00	516.00	-126.00
Total Wider Church Support	5,516.00	5,642.00	5,516.00	-126.00
Total Program Expenses	6,475.20	6,982.00	6,506.00	-476.00
Total Expense	**90,532.54**	**83,740.05**	**105,158.52**	**21,418.47**
Net Loss	**-36,587.74**	**-24,840.05**	**-53,058.52**	**-28,218.47**