

2020 Annual Report



20 Wisconsin American Dr.
Fond du lac, WI 54937
920-921-4545

Worship Services
Saturday 5:30 pm
Sunday 8:30 am & 10:30 am

Immanuel-Trinity Staff

Pastor Tom Meyer
Pastor

Leann DeVries
Administrative Assistant

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The date of the Annual Meeting of Immanuel-Trinity Lutheran Church is to be determined yet when it is safe to gather again in person.

Note: *This is your annual report from 2020.
Please read this report and bring it with you to the annual meeting.*

ANNUAL MEETING MINUTES

January 19, 2020

1. Call to order at 9:40 a.m.
2. Devotion given by Pastor Tom.
3. January 20, 2019 annual meeting minutes approved. MSC
4. Review Annual Congregation Reports – Motion was made to place reports on file. MSC
5. Delegates needed:
Conference Assembly – Grace Lutheran Church, Ripon. Shar Raube and Barb Hurtgen
Synod Assembly – May 15/16 in Oshkosh – Karla Reehl and Becky Bast Skorik
6. Election of Council Members –
 - a. Motion was made to open nominations from the floor. MSC
 - b. Motion made to close nominations. MSC
 - c. Motion made to elect Barb Hurtgen and Karla Reehl as Council Representatives. MSC
7. Financial Proposal and Approval
 - a. Motion made that the congregation request from the Ministry Fund up to \$15,000 monthly as needed through January 2021 from the Ministry Fund for the sole purpose of continuing the mission and ministry of the congregation. This 0% interest loan will be paid back to the Ministry Fund at the earliest possible convenience when monies become available and the congregation is financially able to do so. MSC
Congregational Vote on the motion: 57 Yes and 3 No
8. Budget Proposal and Approval
 - b. Motion made to accept the proposed budget based on the Council acceptance on 1-14-2020. MSC
9. Adjournment at 10:20 a.m. MSC

2020 CHURCH MEMBERSHIP STATISTICS AND ATTENDANCE

Baptized & Confirmed = 583

Average Attendance

Services	2019	2020
5:30 p.m. Saturday	59	60
8:30 a.m. Sunday	62	54
10:30 a.m. Sunday	63	48
Total	184	162
Midweek Lenten	96	133
Holy Week	103	136
Easter 5:30 a.m.	82	0
Easter 8:30 a.m. (YouTube)	156	(187)
Easter 10:30a.m. (Facebook)	174	(422)
Thanksgiving Eve	61	64
Midweek Advent	61	81
Christmas Eve 3:30 p.m.	254	0
Christmas Eve 5:30 p.m.	100	83
Christmas Day 9:00 a.m.	67	114

1st Communion –
Postponed due to Covid-19

Accept into Membership

None

Deaths – 11
Jody Overbo
Lorraine Mayer
Ethel Braford
Janet Sinotte
Joanne Wilhelms
Gordon Abrahamson
Robert Matasek
Eugene Nell
Miriam Steinke
David Palkovich
Connie Palkovich

Confirmation –
Postponed Due to Covid-19

Remove from Membership

Anne Paradise
Stephanie, Arianna,
Jonathan Korb
Linda Arndt
Terry and Rita Baumhardt
Jordan and Pat Hansen
Jean Pritzl
Marie, Cody, Zander Scannell

Weddings – 1
Lori Rozelle/Eric Mickelson

Baptisms – 4
Ruby Louise Baumann
Dawson Owen Meyer-Bremer
Wayden Allen Teichmiller
Lincoln William Dalton

2020 OFFICERS

President, Bob Greenwood
Vice President, Gary Dilling
Secretary, Becky Bast-Skorik
Financial Officer, Faye Gokey

CHURCH COUNCIL

As of December 31st, 2020

*Bob Greenwood 2018-2020

*Gary Dilling 2018-2020

Becky Bast-Skorik 2018-2020

Lori Jurgensmier 2018-2020

Shar Krueger-Raube 2019-2021

John DeMontmollin 2019-2021

Barb Hurtgen 2020-2022

Karla Reehl 2020-2022

(indicates 2 terms)*



PASTOR TOM MEYER REPORT

⁹ So let's not allow ourselves to get fatigued doing good. At the right time we will harvest a good crop if we don't give up, or quit.

¹⁰ Right now, therefore, every time we get the chance, let us work for the benefit of all, starting with the people closest to us in the community of faith.

Galatians 6:9-10 (MSG)

Dear Partners in the Gospel,

Please except this abbreviated Annual Report as a testimony of the trials of 2020.

Immanuel-Trinity has been in transition for a couple of years now. In several articles over the last year, I shared that after many changes in staff, program and ministries at I-T, we have moved from a "Corporate Programmatic Church" (staff does ministry for people) to a "Volunteer Empowered Church" (Volunteer passion energizes ministries). That means that the days of "Serve me" instead of "service" are no longer relevant. As the Pandemic hit in mid-March, our council conversations revolved around how to continue the ministries of I-T with so few volunteers. In the days during the pandemic, most ministries have been postponed and that time has given us an opportunity to rethink the priorities of our congregation.

In my faith formative years, my family moved to a new community and happened to join a developing church that was about to charter itself in the American Lutheran Church. In the sixth grade, I was introduced to an active, passionate Christian community that has shaped my entire ministry career. The people of Christ the Servant Lutheran Church, Norfolk, NE, loved me when I was at in my unlovable teenage years. I was the only person in my confirmation class, adults and other people came to class with me so I wouldn't be alone. We fed the poor together. We ate millions of doughnut holes as one body. I was educated in both bible and human anatomy as we were worshipping at a Mental health institution chapel before we had a church building. One Sunday, a naked resident ran through our worship area being chased by staff. The meaning of church became very different for the 13-year-old me. This was the Body of Christ that sent me to my first National Youth Gathering as well as supported me as I served as the President of the Central District ALC youth. I haven't been in that congregation since 1983, yet their faith and Spirit dictates my expectations of Christian community and my yearning to grow faith in God in all ages of our congregation.

Why share this at this time? I fear that the history of Immanuel-Trinity has led us to a place where we expect activities be done for the members, instead of looking for ways to share ourselves with others, both inside and outside our building walls. Many have shared that we will not be able to financially continue as a congregation, and as that may be a possibility (not in the near future), I have a greater fear that we will run out of committed volunteers before we will ever run out of money. We have 5 open council seats that need to be filled, but no one has stepped up or committed their gifts to that opportunity. Our ministries can only continue if we have passionate

people step up. In many ways, we will have to “reboot” our ministry lives together. What will our ministry priorities be in the upcoming year? I pray that some of the “mission church” spirit and relational realities will be our future as well. Mission congregations like Christ the Servant was always on the cusp of closing if its people lost their Spirit passion and commitment.

The pandemic has magnified our ministry challenges. I grieve the days of not being able to do relational ministry as groups and individuals. I miss you... but I would rather be lonely for ministry than do a great number of funerals in order to qualm our short term “wants”. I look forward to the day that we can again worship as a community. I grieve the opportunities lost because of our time apart. I hope that as we come back together as a community in 2021, we will develop a new appreciation for each other and encourage a passion for growing closer to Jesus Christ as we worship, nurture, witness, serve and fellowship together.

I have a request.... If you have any thoughts or suggestions for the future of Immanuel-Trinity, please share them. If you have a sense that God is calling you to be a part of the leadership that will lead us forward, call Bob Greenwood and become a part of the council leadership. You may call, e-mail or text me at 920-921-4545 (office) 920-517-6879 (cell) or tameyer@juno.com. I'm sure Cong. Pres. Bob Greenwood would take those calls as well. We have some significant challenges in front of us. Yet God promises that there is no mountain to tall that Christ won't assist his followers to scale. If life brings us to it, God's Spirit will bring us through it! Please pray for me, Admin Ass't Leann, and the council leadership continuously. May God bless us in 2021.

Your Servant in Christ

PASTOR Tom

FROM THE COUNCIL PRESIDENT

Dear members of Immanuel-Trinity,

All plans and expectations for our church moving forward in 2020 have been turned upside down after Covid-19 hit the world. No one knew what to expect from this or how to deal with it. Here at Immanuel-Trinity the council decided to follow the direction and recommendations of the Wisconsin Council of Churches. They have kept up on the latest information on the virus from the most reliable sources and made recommendations to churches for safe worship practices. We will consider re-opening the doors for in house worship after the virus cases in Fond du Lac County fall below 15% of those tested.

Beginning in March 2020, we began worshipping online. We also started drive thru communion at the church on the first and third Sundays of the month from 10 AM to 12 Noon. This continues today. DVD's of services are mailed to our shut-ins and those without internet service.

The summer of 2020 brought us together for in person worship services outside in our picnic shelter. This was well received and proved to be safe as long as we masked and kept our distance from each other. Winter, of course, shut us back down and we were all again worshipping online.

Our Scout Troop and Strong Women have also shut down until the church reopens when it is considered safe. The office has continued to stay open and Pastor Tom has done several funerals and baptisms for small, family only services. Our building has continued to be maintained and heat and A/C have been set to save energy.

The ministries of Immanuel-Trinity have continued but with changes. The WELCA Fall Festival and the Thanksgiving dinner were cancelled for 2020 as was Loaves and Fishes. We did send quilts and kits to Lutheran World Relief. Coats and clothes were collected for the warming shelter and food was collected for Salvation Army weekly and special food items were collected for Thanksgiving. Faith in Action Team has been meeting monthly to identify community needs.

Our congregation was also very generous again in 2020 with the Angel Tree that gave presents (toys and clothing) to children in need through the Salvation Army. Thank you to all who participated in our ministries for 2020.

Thinking about our future, the church council has been meeting monthly. We don't yet know where God is leading us, but we have faith that He is! We are also certain that the church will look much different post quarantine. I am asking everyone to be thinking about and praying for our church. What is our purpose? How will our education be done? Who will continue to provide leadership on council and action teams? In 2020 we have lost volunteerism. The church is people volunteering to do ministries and church management. We no longer have staff to do everything for us. What we do is who we are. Please consider volunteering and be involved in your church. Please contact Pastor Tom or me if you have questions or ideas.

As we are now beginning to receive Covid-19 vaccines, hopefully we will get to the point of getting back into church for worship and programming. As opportunities arise, please pray and be an active part of where God is leading our church. This could be an exciting time for us.

God's Blessing to All,
Bob Greenwood, Council President

FACILITIES ACTION TEAM REPORT

Sadly, in this 2020 year of turmoil, we have not met on a regular basis, so I'd like to bring you a little status report to keep you up to date. Without the regular use of our facilities, our upkeep needs were also reduced somewhat, except for things like the lawn, which was not at all affected by covid-19. We miss the hustle and bustle of the normal everyday church life and of course the presence of Margaret and the Strong Women in our gym. Most all of the events since March have been cancelled, not the least of which included the traditional Thanksgiving Dinner as well as weekly services. The sparse upside to this that we have saved some wear and tear on facilities that, for the most part, have sat empty. Thanks to our custodial staff the building has remained clean and ready to once again open its doors whenever the time is right.

We have accomplished a few things this summer that have been on the radar for a long time, the most notable being the repair and updating of the outside lights. Thanks to Ryan's connections, he was able to get a man lift capable of reaching the steeple roof and was finally able to replace the shingles that had blown off last year. Another big thank you to Ryan for supplying us with his Sky Trac so that we could access all the parking lot lights that were out. With the use of his equipment, Bob and I were able to convert all the defunct lights to LED and also removed the original lights from under the entrance canopy. They were the ones that were inviting the birds to nest in them besides most of them being out. We were able to replace them with flat LEDs that were more efficient, gave better light, were very inexpensive and were sealed, so no more bird mess! Win-win! The only other light noted to be not working is the night light in the shelter. If anyone wants to take a look at it, please do so.

As the grass grew, so did the weeds and shrubs. I've tried to keep weeds at bay around the building by pulling and spraying and with the help of others such as Jeff Dilling, Norm and Carol Thielman and my wife Deb, we did our best to stay ahead of mother nature. We'll have to try to get more shrubs trimmed before spring time. Thanks to anyone else who may have done some yard work also.

As for inside the building, we passed all the required inspections, had to have J&H Controls out for a few minor HVAC issues, including reassembling the second furnace for the gym that had a tiny crack in the heat exchanger. Right now, J&H has the big blower motor out for a motor overhaul to avoid having it trip the reset and shutting down the heat for the gym. We will all need to be diligent about building temperatures as the winter turns colder, so we don't get caught with frosty pipes, a hazard of dropping thermostats too far. There are a few bulbs out in the kitchen ceiling, but we'll have ample time to take care of them this winter.

Like everyone in this country and beyond, the covid-19 epidemic has affected how life is conducted in almost all areas. It has been strange not to gather and celebrate in the traditions that we have been accustomed to, so in that light, I want to wish you all good health and safety!

Submitted by Len Mallas

MEMORIAL ACCOUNTS DECEMBER 31, 2020

General Fund	4962.05
Altar	450.84
Baptismal Candles	222.69
Library	130.78
Music Ministry	260.24
Stephen Ministry	445.76
Sunday School	264.79
Tape Ministry (DVD, Media)	292.10
Youth Fund	<u>92.19</u>
 TOTAL	 7121.44
 Checkbook Balance	 7121.44

In the year 2020 there were no expenditures from the Memorial Account. A total amount of \$3,290.00 was given.

BEQUEST FUND ACTIVITY 2020

		Deposits	Transfers	Balance
1/1/2020	Beginning Balance			92,201
Jan	Interest	12		92,212
Feb	Transfer to Checking		5,000	87,212
Feb	Interest	11		87,223
Mar	Transfer to Checking		5,000	82,223
Mar	Interest	11		82,234
Apr	Transfer to Checking		10,000	72,234
Apr	Interest	9		72,243
May	Interest	9		72,252
Jun	Interest	3		72,255
Jul	Interest	3		72,258
Aug	Interest	3		72,261
Sep	Transfer to Checking		15,000	57,261
Sep	Interest	3		57,264
Oct	Transfer to Checking		15,000	42,264
Oct	Interest	2		42,266
Nov	Transfer to Checking		15,000	27,266
Nov	Deposit from Donor	1,684		28,950
Nov	Interest	1		28,951
Dec	Interest	1		28,953
	Totals	1,752	65,000	

MINISTRY FUND EXPENDITURES

The mission and purpose of the Ministry Fund is to support educational development of members and staff of I-T. During the 2020 calendar year, the following received funds with the blessing of the Ministry fund trustees.

\$15,000.00 Immanuel Trinity Lutheran Church

Ministry Fund Assets December 31,2020

<u>Account</u>	<u>Report Date</u>	<u>Value</u>	<u>Restricted</u>
FVS Checking Balance	12/23/2020	\$37,511.09	
Klipstine Scholarship			
Endowment American Funds	12/31/2020	\$1,514,670.99	Yes
Original Scholarship Fund			
American Funds	12/31/2020	<u>\$130,392.56</u>	Yes
Total		\$1,682,574.64	
Interest earned on scholarship funds:		\$134,819.24	
Money Loaned to church:		<u>\$15,000.00</u>	
Total Profit:		\$119,819.24	

Submitted by Faye Gokey

YOUTH MINISTRY CHECKING ACCOUNT – YEAR END 2020 BREAKOUT

General	Campership	Youth Gathering	Quake	VBS
\$11,612.44	\$2,607.13	\$606.55	\$487.40	\$2879.06

Balance as of 12/31/2020 \$18,192.58

WOMEN of the ELCA of IMMANUEL-TRINITY

All women of Immanuel-Trinity are members of the WELCA.

There are three active women's groups at Immanuel-Trinity. The Chancel Guild with duties at this time of preparing for drive through communion on the 1st and 3rd Sundays of each month. Their special project is making baptism banners. Greeting cards will be available when the church is back to in-house worship. Dorcas Quilting Circle meets on the third Wednesday of the month and this group assembles quilts for Lutheran World Relief. Deborah Circle has met on the first Thursday of the month and the ministry of this group is personal care kits for LWR as well as Samaritan's Purse Christmas Boxes and the Men's Warming Shelter.

Due to COVID-19 this year we did not host any events such as the Fall Festival and Cookie Walk. We were however able to send items to Lutheran World Relief.

Thanks to Audrey Greenwood who researched the date and location for us to send our donations.

Thanks to members of Immanuel-Trinity who made monetary donations as well as material for the Quilts and items needed for the Baby Care Kits. Donations for shipping costs helped too.

Thanks to the Dorcas ladies who cut squares and made beautiful Quilt tops. They put backing, filler and tops together. Then sewed them together around the edges and tied them.

Thanks to a former Immanuel-Trinity member who donated completed Personal Care Kits.

Thanks to Len Mallas and Bob Greenwood for transporting our 16 boxes of donations to Appleton. Items sent were 23 Quilts, 117 Personal Care Kits and 20 Baby Care Kits.

Dorcas Circle also donated two quilts to the Solutions Center Family Shelter.

LITTLE DRESSES FOR AFRICA

This was a challenging year for the shipping of Little Dresses. Nancy's Notions was bought out and the new company discontinued the shipping of the dresses. Doing some research, the information needed to ship dresses was obtained. The dresses had to be boxed and sent to LDFA in Rockwood, Michigan. This was the central gathering place for our dresses to be added to many others and they loaded a 40 foot container to ship them onto their final destination. It cost WELCA of Immanuel-Trinity \$300 to send the 156 dresses that were made by a few ladies from our church. **"Thank You"** to the ladies who contributed to this ministry.

Additional research will be needed to try to get the dresses shipped so the cost won't be so high. The 2021 guidelines may be very different than what they were in 2020 so time will tell what the future of this ministry will be at I-T.

WELCA sponsors Bibles for the Third graders.

We did not do any Mission Moments this year due to the virus. We are planning on using the Beacon by constant contact to let church members know what we need for quilts and kits in case anyone would like to help with these ministries.

Submitted by Audrey Greenwood, WELCA Secretary
and Caryl Thielman, WELCA Board Member

WOMEN OF THE ELCA – IMMANUEL-TRINITY ANNUAL REPORT 2020

Members: All women of Immanuel-Trinity Lutheran Church

Co-Presidents: Marion Blakely and Martie Schmalz

Secretary - Audrey Greenwood

Treasurer - Luella Miller

Balance on Hand January 1, 2020 **\$3,410.77**

Receipts:

Circle Offerings	\$72.00	
I-T Member Donations for Missions Kits	\$175.00	
Cookie/Candy Sale from 2019	\$25.00	
Donation for serving Funeral Luncheon	\$100.00	
I-T Member Memorial Donation	\$20.00	
Donation from Lynne Belling for Mission Kits	\$200.00	
I-T Member Memorial Donation-Mayer Donation	\$175.00	
Sale of Cook Book	\$5.00	
Donation from Lynne Belling for Mission Kit Shipping	\$265.00	
Total Deposit	\$1,037.00	\$1,037.00
Sub Total		\$4,447.77

Disbursements:

Dept. of Administration Gaming-Raffle License Renewal	\$25.00	
Caryl Thielman for Baby Kit Items Purchased	\$208.22	
Women of the ELCA - Circle Offerings	\$72.00	
East Central Synod of WI - Shipping of Mission Kits	\$387.80	
LDFA-Donation for Shipping Costs of Little Dresses for Africa	\$200.00	
Total Disbursements	\$893.02	\$893.02

Balance in Checking Account (December 31, 2020) **\$3,554.75**

Respectfully Submitted

Lu Miller

DEBORAH CIRCLE 2020 TREASURER'S REPORT

Co-Chairpersons: Martha Schmalz, Marion Blakely

Treasurer: Sue Brennan

Funeral Serving Coordinator: Beth Krause

Samaritan's Purse Boxes Chair: Lu Miller

Summary of 2020 activities:

Individual members assembled 11 boxes for Samaritan's Purse Operation Christmas Child boxes.

Donated to the Salvation Army's warming shelter.

Donated to the Thanksgiving dinner.

Participated in the ELCA women's Bible study in Gather magazine.

FINANCIAL STATEMENT FOR DEBORAH CIRCLE 2020

Balance as of January 1, 2020:	\$608.51
Receipts for 2020:	
Meeting offerings	119.00
Member donations for Thanksgiving meal	<u>155.00</u>
Total:	\$882.51
Disbursements:	
Transfer of meeting offerings to Immanuel-Trinity WELCA	72.00
Immanuel-Trinity for Thanksgiving meal	200.00
Samaritan's Purse mailing fee for 11 Operation Christmas Child boxes	99.00
Salvation Army for warming shelter	100.00
Gordon Abrahamson memorial	<u>50.00</u>
Total:	\$521.00
Balance as of December 15, 2020	\$361.51

DORCAS CIRCLE 2020 REPORT

Co-presidents: Nan Gray & Sue Brennan

Dorcas Circle consists of 5 regular members, 1 home sewer, and 1 very generous non-member

We meet at church from 8:30 am until we finish the work we have, generally by 11:30 am. This year we made 23 quilts to be sent to Lutheran World Relief and 2 quilts for Solutions Family Shelter. We were unable to meet for 6 months due to limitations by the Covid-19 virus.

Dorcas Quilting needs: Large pieces of cotton fabric, old sheets (double or larger if fitted, flat any size), spreads, curtains and tablecloths. People to help cut 11" squares and sew tops together (6--11" squares across by 8--11" squares down for 48 total squares used. This can be done at home. Please contact Nan or Sue if you are interested.

We put together the quilt layers and tie the layers together at our meetings. We also sew around the quilts to finish them.

Funds to help with shipping are appreciated. It costs \$2.25 to ship each quilt. The money should be donated to Immanuel-Trinity's WELCA with Dorcas Circle in the notation.

	FINAL - 2018	FINAL - 2019	FINAL - 2020
Accounting - Program Support	15,600.00	16,300.00	16,900.00
Accompianist Expense			200.00
Bank Fees (Vanco & CC)	1,636.39	1,145.30	1,147.17
Benevolence Expense	12,775.00	9,424.00	6,801.00
Bldg/Gr-Church Maint & Repair	4,515.65	6,940.73	9,333.53
Bldg/Gr-Equip Maint & Repair	5,002.98	5,010.22	11,031.93
Bldg/Gr-Lot Maint & Repair	2,284.28	4,382.00	12,762.90
Bldg/Gr-Waste/Dumpsters	1,951.68	2,512.08	2,903.49
Bldg/Grounds-Snowplowing	437.50	47.65	7,400.00
Campership Expense	2,265.14	2.50	
Christ in Our Home	323.09	269.76	280.00
Christian Ed Programming Adult	449.92	131.12	
Christian Ed Programming Youth	1,944.85	2,087.48	697.80
Christian Ed Grow Faith-Family	284.67	60.28	559.00
Church Literature Expense		56.00	
Conference Expenses	650.00	1,050.00	679.00
Cleaning Service	12,025.00	15,000.00	18,000.00
Cradle Roll	796.04	91.09	107.09
Discretionary Expense	140.72	0.00	337.31
Faith in Action Expense	473.55	0.00	
Flowers Expense	1,374.96	622.10	484.73
Furniture-Fixture, and Equip	520.07	633.88	
Griefshare Expense		53.97	58.06
In-Kind Giving Offset	15,142.06	7,039.33	502.10
Interest Expense		0.23	
Internet & Cloud Support Exp	1,808.24	1,729.00	1,523.37
Kitchen & Janitorial Expense	2,025.54	1,245.72	1,282.23
Library Expense	89.51	0.00	
Misc Maint & Repairs Exp	139.55	49.54	
Lead Pastor Car Allowance	3,000.12	3,000.14	3,000.14
Lead Pastor Housing Allowance	14,400.10	14,650.22	14,650.22
Lead Pastor Medical Allowance	15,830.79	15,840.00	16,752.00
Lead Pastor Pension Allowance	6,971.13	6,963.12	7,072.80
Lead Pastor Prof. Exp	946.83	103.25	795.95
Lead Pastor SS Tax Allowance	3,681.32	3,791.84	3,985.28
Lead Pastor - Disability Ins.	1,985.64	1,740.72	1,060.92
Lead Pastor - Life Ins.	198.60	139.32	495.12
Lead Pastor - Retiree Support	914.97	487.44	247.56
Lead Pastor - Supply Expense	0.00	22.00	
V Pastor Car Allowance	3,000.12	328.38	
Music Coordinator-Medical	8,151.06	3,282.01	
Music Coordinator-Disability	968.76	346.45	
Music Coordinator - Life Ins	96.84	27.70	
Music Coordinator-Retirement	1,955.81	807.44	
Music Coord Retiree Support	227.01	97.00	
Insurance - Commercial Pkg	7,030.00	7,587.00	5,188.00
Insurance - Business Auto	200.00	495.00	391.00

	FINAL - 2018	FINAL - 2019	FINAL - 2020
Insurance - Comm Umbrella	353.25	981.00	805.00
Insurance - Work Comp	602.00	1,783.00	935.00
Office Equip Upkeep/Maint	3,573.96	3,541.73	873.56
Office Supplies/Misc	3,669.41	2,260.63	1,235.52
Postage Expense	2,262.94	1,608.10	1,405.64
PR & Int on Mtg Loan	206,422.81	238,706.00	194,904.79
Printing and Copying Exp.	1,901.42	1,559.24	3,691.48
Special Speakers Expense	300.00	0.00	
Subscriptions & Dues Expense	1,729.85	1,288.51	1,762.72
Telephone & Internet Expense	3,024.55	3,193.70	3,719.40
Salaries-Pastor	48,208.04	49,551.32	52,093.10
Salaries-Visitation Pastor	12,959.58	1,629.60	
Salaries-Youth Coordinator	34,206.19	12,717.73	
Salaries-Music Coordinator	32,345.37	16,757.79	
Wages-Admin Asst.	18,054.21	18,579.00	25,480.00
Wages-Accompianist	11,751.48	11,901.46	7,082.12
Stewardship Expense	1,426.35	1,379.17	
Synod Assembly Expense	600.00	525.00	244.98
Utilities - Gas/Heat Expense	8,578.21	8,461.65	6,394.24
Utilities - Electricity Exp	16,440.35	16,758.13	12,827.58
Utilities - Water/Sewer Exp	2,170.87	1,372.01	1,662.65
World Hunger Expense	1,000.00	654.24	
Worship - Continuing Education	1,051.50	241.00	
Worship - Equipment Maint	930.72	210.00	415.85
Worship - Supplies & Misc	2,638.94	3,337.18	2,791.26
Other Expense	575.00	0.00	
Total Expenses	578,247.90	538,733.61	467,449.45
Net Income	(\$64,060.36)	(\$57,061.56)	(\$91,341.97)