

ANNUAL REPORT

2020

St. Paul's UCC
Rev. Jeremy Hysten, Pastor
Annual Meeting
January 31, 2021
(1928 – 2020)

2020 Consistory

John Brown, President	Bruce Neils
Jim Schwarten, Vice President	Rhoda Cheney
Melody Kolb, Secretary	JoAnn Laux
Greg Peterson, Treasurer	Vicki Radovan
Mason White, Head Trustee	Steve Flook
Deb Severns, CE Board Liaison	April Koranda

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Pastor's Report

Well, 2020 has been such an unexpected year. I am grateful for all of you and the work you do as the hands and feet of Christ despite Covid-19. Rather than belaboring the struggles we have endured during this ongoing global pandemic, I would like to invite you to look at some silver linings with me. Here are a few of the highlights:

- St. Paul's can now share worship online. The pandemic made us adapt, and so we now have a "new ministry," if you will. What a gift we now have to worship online and to share with the wider world.
- The Gathering Area, Community Room, and upstairs hallways now have new carpet. The multi-week project happened while the building was closed.
- The Community Room has a new countertop, and a dishwasher was installed, allowing us to begin "greening" our fellowship by no longer using disposable dishware.
- The creation and sharing of special Advent candle sets, under the leadership of Deb Severns. Her crew of workers (Shawn, Greg, Brendan, Logan, Brian, Jim, Bonnie, Richard, Carol) made an enduring gift to our congregation, and to many others in our community.

As you know, the church functions, especially in a time like this, because of the dedication of our congregation. Thank you to the Consistory for all your hard work and devotion to St. Paul's. Thank you to Lisa Drews for continuing the work of the church office from her home. Thank you to Carol Reineking for continuing to care for the church and doing all those long-forgotten projects this time affords. Thank you to our incredible music leaders (Leslie, Lisa, Mandy, Mike, Pat) your willingness to record music in this time has been invaluable.

Thank you to the Christian Education Board for the way they continue to work with our kids via an online Sunday School.

I look forward to where the Spirit will call us and lead us for the sake of the Gospel in this coming year. For all that you do to support Laurie, Hannah, and I, as well as the ministry of this church, I thank you graciously!

Pastor Jeremy

Consistory Organization Meeting – January 26, 2020

Following Annual Congregational Meeting

Present: Jeremy Hysten (Pastor), John Brown, Melody Kolb, Deb Severns, Mason White, Greg Peterson, Rhoda Cheney, Vicki Radovan, Bruce Neils, Jim Schwarten, and April Koranda

Called to Order: President John Brown called the Meeting to order at 11:15 a.m. and conducted the meeting. Notice was made of the purpose of the Consistory Organizational Meeting:

Nomination and election of officers: President John Brown asked all existing officers if they were willing to serve as officers during the current year of 2020 and all agreed to being nominated, except for Mike King, Vice President. John gave a description of duties for Vice President. The only member that came forward to being Vice President was April Koranda.

President: John Brown

Vice President: ~~April Koranda~~ (Amendment): Jim Schwarten

Secretary: Melody Kolb

Treasure: Greg Peterson

Trustee: Mason White

Vicki Radovan moved to accept the nominated officers. Rhoda Mueller seconded. Motion carried. Congratulations to our elected officers. The installation date for all existing and new elected members of the Consistory, Board of Christian Education, and the Endowment Committee is set for Sunday, February 2, 2019.

Adjournment: Mason White moved to adjourn, seconded by April Koranda. Motion carried.

AMENDMENT: After the meeting, it was determined that the Vice President must have one year of consistory experience.

Constitution Article VIII.B. ... The President and Vice-President shall have at least (1) year of church council experience”.

It was determined that we need to follow the Constitution and an email was sent out asking those with one year of church council experience step forward to fill the Vice President since this is April’s first time on consistory. Jim Schwarten has prior Consistory experience and has agreed to serve as our Vice President. To make this official, President John Brown sent an Electronic Vote email to all

Annual Report/Consistory Organization Meeting (Cont.)

Consistory members on Friday, January 31, 2020. President John Brown sent an email to the Consistory on February 1, 2020 with the electronic vote results stating that Jim is officially approved as our Vice President. This will be reviewed at our next consistory meeting for approval of the meeting and amendment.

Respectfully submitted by, Melody Kolb, Secretary

Consistory Report 2020

The year of 2020 has probably been one on the most challenging years in our church history as well as our entire country. COVID has affected every aspect of our lives. Nothing remains "normal" and we have all had to find new ways to do things and this includes our church. Your Consistory was often meeting twice a month and at many points weekly, working hard to find new and creative ways to keep our church functioning, while keeping our church family together with a priority of keeping everyone safe.

Pastor Jeremy literally become a master scheduler, video photographer, and film editor, producing wonderful Sunday services for us. Although not in the pulpit like normal on Sunday mornings, he did a masterful job of helping us worship Sunday mornings, apart in our homes and yet still together. So many people stepped up to help with music, readings, Sunday school via zoom meetings, and even a Christmas program. We managed to have a number of outdoor Sunday services this Fall as well as outdoor drive through communion.

There are many other accomplishments this year, some with building improvements, but they seem relatively unimportant to me at this time. You will have plenty of opportunity to see them when we are back together on Sundays to worship together. Personally, it has pained me terribly that we were not able to find a safe way to open our sanctuary to worship together. I know we all look forward to being able to worship together again.

I want to thank Pastor Jeremy, the Consistory, and everyone who stepped up all year to help during these challenging times.

Respectfully submitted, John Brown

Women's Guild Executive Board Report

The Women's Guild Executive Board meets three times a year following church services except the third meeting is on a Monday, when we redo the upcoming book and budget for changes, etc. Executive Board President Linda Horn, Secretary Agnes Kunstmann, Treasurer Linda Mueller, Dept. Co-Faith Mary Ann Hovey and Linda Mueller, Chairperson/Mission Linda Horn, Planning Diana Neils, Sharing and Caring Beverly Wilke, and Remembrance was Mary Reinemann. Guild Chairpersons Naomi Holzwart and Ervida Van Straten.

The Women's Guild sponsored one Lenten breakfast and Emmaus meal which was August 18, 2020 but the Emmaus Meal was a sack lunch. A very generous couple of our congregation paid for the sandwich makings and food served in the bags, except the cookies were donated by a Sisters Circle member. You folks know who you are, and how very much your generosity is appreciated by the Guild and those receiving the sack lunches. A heart-felt thank you to each of you. Then the coronavirus set in and things changed, and we have not met for any meetings.

The Women's Guild did give contributions to Our Church's Wider Mission (OCWM), the NE Association and our Sunday school. May the year 2021 be a much better year filled with new hope.

Respectfully submitted, Agnes Kunstmann

Sisters Circle

The Sisters Circle has 17 members and 4 inactive members. In September 2019 we started the year with a potluck dinner open to all church members. We had a January meeting at which time we signed valentines as a project for Angel Hugs. We served one Lenten breakfast, and then the coronavirus set in. We did give monetary gifts and backpacks, in place of collecting paper products, cleaning items, cereals, and pantry items to organizations we sponsor, Trisha's House, Deland Receiving Home, Safe Harbor, Rainbow Kids, Bridgeway House and Angel Hugs. We have not met in person for any meetings since the onset of the coronavirus.

Chairpersons Naomi Holzwart and Ervida Van Straten, Secretary Agnes Kunstmann, Missions all Circle members, Telephone Committee Linda Horn, Faith

Sisters Circle (Cont.)

Mary Ann Hovey and Linda Mueller, Remembrance Bev Wilke and all Circle members. We are looking forward to a new and better year 2021.

Respectfully submitted, Agnes Kunstmann

Coffee/Refreshments after Church Services

January and February 2020 refreshment serving after church services were shared by young students and Board of Education leaders as well as myself, alternating dates. From March on to the present date all things were discontinued due to the coronavirus. We hope for a new safe and better future 2021.

Respectfully submitted, Agnes Kunstmann

Funeral Luncheons

Funeral luncheons at St. Paul's UCC will again be served in the future when the guidelines are available for us to move forward. Thank you for understanding.

Contact persons Jean Dickmann and Agnes Kunstmann

Board of Christian Education Report

Many changes were made to Christian Education this year due to COVID-19. Sunday School stopped meeting in-person in April and, due to church closure, Confirmation was not able to proceed as normal in May. Confirmation was moved to the outside service on October 4th, 2020 with two Confirmands (Kyle Flook and Brendan Severns) becoming our newest members. Twenty-two children received weekly lessons, activities, and messages during our Summer Sunday School session in July/August. Children were encouraged to join in one of two weekly half-hour Zoom meetings on Sunday afternoons (younger kids @ 4:30/youth @ 5:00). During the summer, Sunday School averaged eleven kids per week. Every child that participated in the weekly meeting received a "reward" that reinforced the prior week's message.

Fall Sunday School was like the summer platform but expanded to also include weekly trivia questions and printed worksheets. It began in mid-September and ran through December 20th. Fall Sunday School averaged twelve children per week. Children received treats, glowing cups/balloons and activities for a special

Board of Christian Education Report (Cont.)

Halloween Party and Christmas bingo cards, treats and a family Advent book for a Christmas Party. Families met separately in church to record their parts for the Christmas play. Pastor Jeremy then combined the recordings into one piece and placed them online for viewing in December. CE created two Glad Tidings newsletters highlighting the positive things still taking place at church and served hot chocolate and cookies during drive-thru Communion in December. Stained Glass Advent Candles were handed out free to each family at St. Paul's and CE participated in the design, production, and delivery of the candles. Easter Breakfast/Egg Hunt, Spaghetti Dinner, Carnival, and Trunk or Treat events were put on hold in 2020 due to Covid.

Respectfully submitted, Ded Severns

Chancel Choir and Men's Choir Report

This past year has been so trying on so many levels. The hardest, not meeting together. By some great grace, the church has retained its musicians, something for which I am so very grateful. I have tried to post at least 3 or 4 times a week on the church's Facebook page. Playing music and sharing music that touches my heart in hopes it will and has touched yours.

Lisa Flook and I put together some Piano/Organ duets for Thanksgiving and Christmas and hope to do so again for Easter. I was able to help bells some over the summer and Pat Jaberg was kind enough to ask me to accompany some duets at Christmas time. These collaborations have been fun.

Ultimately, I miss the congregation and choir immensely. It is with faithful hope that we will be able to gather soon. From my Heart to yours, may we all be blessed in the year to come.

Respectfully submitted, Leslie Ellair

Bells & Chimes Report

With the current situation we are all experiencing, many people are looking for ways to connect. Late last spring, the handbell members did Zoom to keep our relationships going. Then in June, we began playing chimes outside with social distancing and masks. We met in the west parking lot and looked like quite a ragtag

Bells & Chimes Report (Cont.)

group at times with various contrived music stands and seating options. Some nights we wore warm clothing and then on a few nights we were quite warm. A constant seemed to be the wind and it was a challenge to keep our music from flying away! Another constant seemed to be with other outdoor sounds such as motorcycles and the occasional siren. But we had great fun and loved making music together. On the first night together, no one wanted to leave; it felt like much longer than three months since we had seen each other.

I am very thankful to the church for approving the purchase of a fourth octave of chimes. If you heard the chimes in worship, you may have heard the deep sound of the lower chimes. Because we used the chimes and sat in a facsimile of a circle, Linda Horn coined the term, "Chime Circle." We hope the situation improves so we can again meet and make music. I am always recruiting so if there is anyone who would like to join us when it is safe, please let me know.

Respectfully submitted, Patricia Jaberg

Chancel Care Committee Report

The Chancel Care Committee would like to thank the Pastor, Laurie Hylan, Amanda Radloff, and Carol Reineking for taking care of the chancel during the past year. We look forward to returning to our duties again when we are able to gather together.

Respectfully submitted, Ervida Van Straten

Audit Report

The Audit Committee has reviewed the financial records of St. Paul's and have found that they are correct and in order.

Respectfully submitted, Steve Flook, Leon and Charlotte Jump

Helping Hands Ministry

The Helping Hands Ministry is a confidential aid for our church members. There were a few requests to help our church family in 2020. Thank you to all who filled our cart and the kids who bring it forward and bless our gifts for people in need. If anyone needs assistance, please let us know.

Respectfully submitted, Kathy Brown

Liturgist and Scripture Readers Report

Current members include: Ken Cornell, Carol Drews, Steve Flook, Laurie Hylan, Charlotte Jump, Michael King, Linda Mueller, Vicki Radovan, Keith Risse, Allye Ritt, James Schwarten, Daniel and Ervida Van Straten, and Mason White. Jaymz Stempihar, Joanne Lensink, and Naomi Holzwart resigned, and we miss their voices.

The reading of Scripture and Liturgy was recorded for online worship, and adults and youth participated including Mike King, April Koranda, John Brown, the White family, The Hylan family, Daniel and Ervida Van Straten, James Hoppe, the Severns family, the Radloff family, Leslie Ellair, Ken Cornell, Steve Flook, Becky & Emerson Huberty, Shawn Peterson, Linda Mueller, Richard Reineking, Keith Risse, James Schwarten, and others. Thanks to all participating in this blessed ministry.

We are a very visible group, both adults and youth, taking part in most worship services, adding a different voice, assisting the Pastor. We hope we add something to worship for each of you. We know it adds to our lives to be a part of the church community in this manner. We always have room for more. If you have any ideas for this ministry, please talk to us at church, call, or email us. We are always open to suggestions!

Respectfully Submitted by Daniel and Ervida Van Straten

Memorial Fund Report

In 2020 the fund received donations in memory of: Shirley Schilling, Jeanette Schutt, Madeline Herr, Ken & Mary Reinemann, and Violet Kuitert. These gifts are an ongoing recognition of how St. Paul's was a part of these saints in light's relationship with God.

Trustee Report

While the building has been closed due to the pandemic, we have been busy completing projects. This year we have replaced the carpet in the gathering area, community room, and the upstairs hallways. The furniture has been replaced in the gathering area. The countertop has been replaced in the community room (thanks Travis Damrow) and a dishwasher has been installed. Thank you to all the members who helped maintain our church and church grounds.

Respectfully submitted, Mason White

Usher Committee

I would like to thank all ushers that helped this unusual year. We will regroup and make a new usher book when we return to regular worship. If you have any questions or ideas, please feel free to talk with either Carol or me.

Respectfully submitted, Richard Reineking

Congregational Statistics

Number of members, January 1, 2020	152
New members received in 2020:	4
by Confirmation	2
by transfer, affirmation of faith, and other	2
Members lost in 2020:	9
by death	7
by erasure	
by transfer	2
Number of members, December 31, 2020	147

Confirmation – 2 Kyle Steven Flook, and Brendan Henry Severns

New Members – 2 Larry & Bonnie Kairys

Baptisms – 2 Jackson Douglas Mosser, and Adeline Noel Oakley Jones

Funerals – 7 Shirley Schilling, Jeanette Schutt, Madeline Herr,
Ken & Mary Reinemann, Violet Kuitert, Clarence Lallemon

St Paul's UCC Treasurer's Report 2020

GENERAL FUND

	12/31/2019 Balance	Change	12/31/2020 Balance
Assets			
Cash	\$ (4,512.09)	\$ (4,495.14)	\$ (9,007.23)
Liabilities			
Payroll Taxes	(1,085.96)	936.13	(149.83)
Clearing Accounts	<u>(11,847.00)</u>	<u>11,747.00</u>	<u>(100.00)</u>
Fund Balance	<u>\$ (17,445.05)</u>	<u>\$ 8,187.99</u>	<u>\$ (9,257.06)</u>

Donations

Weekly Envelopes	\$ 105,331.85	
Plate/Loose	269.00	
Lenten	175.00	
Maundy Thursday	58.00	
Christmas	530.00	
Easter Offering	318.00	
Ash Wednesday	370.00	
Thanksgiving	2,130.00	
Initial Offering	193.00	
Weddings/Baptisms	-	
Second Mile	3,900.00	
OCWM	680.00	
Fund Raisers		
Scrip	786.03	
Brat Fry	-	
Thrivent Funds	383.00	
Amazon Smile	62.32	
Texas Roadhouse	<u>13.95</u>	
Total Donations		\$ 115,200.15

Other Income

Endowment Income Transfer	\$ 15,000.00	
Building Usage	90.00	
Women's Guild	100.00	
Federal COVID-19 Pay Tax Credit	404.76	
Federal PPP Loan Forgiveness	21,638.00	
Cash Back from Credit Card	<u>128.53</u>	
Total Other Income		\$ <u>37,361.29</u>

Total Donations and Other Income \$ 152,561.44

St Paul's UCC Treasurer's Report 2020

Expenses

Dues and Meetings	
Northeast WI Association Dues	\$ 675.00
Conference Meetings	-
OCWM	1,080.00
Employees	
Pastor - Salary/Housing Allowance	57,784.00
Retirement Contribution	3,000.00
Development	933.29
Guest Pastors	-
Organist	8,515.00
Office Secretary	9,811.25
Choir Director	3,480.00
Bell Choir	1,920.00
Custodian	2,909.69
FICA/Medicare Tax	2,006.69
Pastor Health Insurance	19,323.80
Operating Expenses	
Office Supplies/Postage	3,792.93
Envelopes	444.43
Custodial Supplies	344.13
Garbage	1,584.92
Snow Removal/Lawn Maintenance	1,741.80
Permits/Inspections/Licenses	415.50
Property Insurance/Workers Comp.	5,228.00
Maintenance - Elevator Contract	4,599.39
Fire Alarm Service	306.00
Maintenance - Other	790.04
Copy Machine Lease/Maintenance	1,593.48
Streaming Expenses	586.21
Utilities	
Electric	5,504.39
Gas	2,869.80
Telephone/Internet	1,935.49
Water	756.84
Devotional Expenses	
Stewardship	146.35
Chancel Supplies	237.33
Flowers & Hospitality	57.70
	144,373.45
Total Expenses	\$ 144,373.45
 Net Revenue over Expenses	 \$ 8,187.99

St Paul's UCC Treasurer's Report 2020

Clearing Accounts	<u>Received</u>	<u>Paid Out</u>
Endowment Donations	\$ 2,510.00	\$ 2,710.00
Sheb Food Bank/Harvest Home	40.00	100.00
Sharing and Caring	7.00	7.00
Mission Trip	100.00	-
Pledges for 2020	-	11,400.00
Poinsettias	-	187.00
Poinsettias Donations for Food Bank	<u>400.00</u>	<u>400.00</u>
	<u>\$ 3,057.00</u>	<u>\$ 14,804.00</u>

BUILDING IMPROVEMENT FUND

Cash Balance 12/31/19	\$ 20,160.58
Add: Donations Received	7,069.00
Less: Heating	(3,017.84)
Less: Carpeting	(10,497.57)
Less: Wi-Fi	(331.68)
Less: Family Room Flooring	(327.88)
Less: Kitchen Project	(4,500.00)
Less: Gathering Area Furniture	(1,000.00)
Less: Dishwasher	(429.77)
Less: General Maintenance	<u>(1,680.00)</u>
Cash Balance 12/31/20	<u>\$ 5,444.84</u>

PARSONAGE FUND

Cash Balance 12/31/19	\$ 109,510.27
No activity during 2020	<u>-</u>
Cash Balance 12/31/20	<u>\$ 109,510.27</u>

St Paul's UCC Treasurer's Report 2020

MEMORIAL FUND

Cash Balance Memorial Fund 12/31/19	\$	538,937.78
Endowment Investments 12/31/19		-
		-
Beginning Balance 12/31/19	\$	538,937.78
Add: Memorial Gifts		235,949.59
Add: Endowment Income		93,641.00
Add: Kitchen/Advent Candle Projects		220.00
Add: Interest Income		28.64
Less: Candle Boards		(250.00)
Less: Choir and Handbells		(1,732.66)
Less: Canopies/Outdoor Worship		(710.87)
Less: Office Computer		(4,813.27)
Less: Courtyard and Garden		(762.35)
Less: Interest Transferred to General Fund		(15,000.00)
Less: Streaming		(3,545.99)
		(3,545.99)
Ending Balance 12/31/20	\$	841,961.87
Cash Balance Memorial Fund 12/31/20	\$	13,320.87
Endowment Investments 12/31/20	\$	828,641.00

Endowment Investments are held by the Wisconsin Foundation UCC.

SUNDAY SCHOOL FUND

Cash Balance 12/31/19	\$	6,313.27
Add: Student Donations		40.00
Add: Church Donations		780.00
Add: Pizza Sale		576.00
Less: Blue Harbor Event		(381.00)
Less: Messy Church		(208.58)
Less: Curriculum and Supplies		(1,176.04)
Less: Pizza Sale Costs		(377.25)
Less: Church Activities and Outreach		(165.10)
Less: CE Supplies		(193.20)
		(193.20)
Cash Balance 12/31/20	\$	5,208.10

Prepared and Submitted by Linda Mueller

St. Paul's Women's Guild
January 1, 2020 - December 31, 2020

12/31/19	Checking Account Balance		\$ 107.67
	Savings Account Balance		<u>\$ 2,083.89</u>
			\$ 2,191.56
Income	Receipts		
	Circle Offerings	\$ 412.00	
	Lenten Breakfasts	\$ 65.00	
			\$ 477.00
	Sales and Projects		
	Mission Fund		
	Chili Sales	\$ 835.50	
	Emmaus	\$ 95.00	
	Soup Sale		\$ 930.50
	Interest on Savings	<u>\$ 0.12</u>	\$ 0.12
	Total Income		\$ 1,407.62
Expenses	Sales and Projects		
	Emmas Meals	\$ 92.22	
	Chili Sale		\$ 92.22
	Dues, Gifts, and Remembrances		
	Misc Gift	\$ 50.00	
	Christmas Gifts	\$ 400.00	
	Safe Harbor/Rainbow Kids/Deland Home	\$ 200.00	
	SCIO-Bridgeway & Trisha's House/Angel Hugs	<u>\$ 250.00</u>	\$ 900.00
	Funeral Memorials	\$ 150.00	\$ 150.00
	St Paul's UCC		
	Library Books	\$ 16.23	
	OCWM and NEA Dues	\$ 200.00	
	Second Mile		\$ 216.23
	Miscellaneous Expenses		
	Lenten Breakfast Speakers	<u>\$ 50.00</u>	\$ 50.00
	Total Expenses		\$ 1,408.45
	Net Income		\$ (0.83)
12/31/20	Checking Account Balance		\$ 106.72
	Savings Account Balance		<u>\$ 2,084.01</u>
			\$ 2,190.73

Prepared and submitted by Linda Mueller, Treasurer

ENDOWMENT FUND REPORT

The Endowment Fund was established to sustain long-term financial support for St. Paul's programs and community mission projects. The Fund's investments are listed below and include both a stock and bond mutual fund. Congregational donations and investment appreciation add to the Endowment Fund's principal. Since inception, the

Fund has accumulated over \$205,000. The focus of the Endowment Committee continues to be support for our local community and St. Paul's programs. Members of the Endowment Committee during 2020 included Charlotte & Leon Jump, Gloria & Jim

Schwarten, Sharon Quicker, Denise Cornell, Kathy Brown, Allye Ritt and Maddie Peterson. Denise Cornell also serves as our investment advisor. Members are rotated on a three year term. If you are interested in serving on the endowment committee, please contact a committee or consistory member.

St. Paul's UCC Endowment Fund Year Ending December 31, 2020

Donations and Investment Income	
Congregational donations	\$ 2,710.00
Interest and Dividend Income	2,498.52
Capital Gains on investments	<u>20,789.24</u>
Sub-total	\$ 25,997.76
Grant Distributions	
The Salvation Army - Sheboygan	(1,000.00)
Sheboygan County Food Bank	<u>(1,000.00)</u>
Net Income	<u><u>\$ 23,997.76</u></u>
Money Market Account	\$ 9,596.79
American Funds Investments	
Global Insight Equity Fund	101,251.81
Bond Fund of America	<u>94,229.07</u>
Total Cash and Investments	<u><u>\$ 205,077.67</u></u>

Prepared and submitted by Greg Peterson

**St. Paul's United Church of Christ
2021 Budget Proposal**

	2020 Projected	2020 Budget	2021 Budget	Increase (Decrease)
<u>Donations & Income</u>				
Weekly White Envelopes	105,332	110,000	108,000	(2,000)
Christmas, Easter, Plate, etc.	4,823	6,000	5,000	(1,000)
Second Mile	3,900	8,000	8,000	-
Investment Income	15,000	24,000	30,000	6,000
PPP Loan Forgiveness	21,638	-	-	-
Fundraisers/Scrip/Building Usage	1,868	2,000	1,500	(500)
Total Donations & Income	152,561	150,000	152,500	2,500
<u>Expenses</u>				
Pastor's Salary/Housing Allowance	57,784	56,784	59,055	2,271
Pastor's Health & Dental Insurance	19,324	19,075	19,500	425
Pastor's Retirement	3,000	3,000	3,000	-
Pastor's Expenses	933	900	1,000	100
Guest Ministers	-	500	500	-
Office Wages	9,811	10,440	10,440	-
Custodian Wages	2,910	3,600	3,600	-
Organists and Subs.	8,515	8,860	9,100	240
Choir Wages	3,480	3,480	3,480	-
Bell Choir Salary	1,920	1,920	1,920	-
FICA & Medicare Tax	2,007	2,060	2,060	-
NE Association Dues	675	657	689	32
Other Dues and Annual Meeting	-	500	500	-
OCWM - World Missions	1,080	500	500	-
Church Supplies	2,122	2,040	2,400	360
Office Supplies and Expense	5,386	4,320	4,800	480
Electric	5,504	6,000	6,000	-
Gas	2,870	5,300	4,800	(500)
Telephone/Internet	1,935	1,920	1,920	-
Water and Sewer	757	720	720	-
Garbage	1,585	1,720	1,720	-
Licenses/Permits/Boiler Insp	416	480	480	-
Snow Removal/Lawn Care	1,742	1,600	1,600	-
Property Insurance	4,304	5,400	5,400	-
Workers Comp Insurance	924	950	950	-
Elevator Maintenance Contract	4,599	4,560	4,800	240
Maintenance General	790	2,400	1,500	(900)
Total Expenses	144,373	149,686	152,434	2,748
Net Income	8,188	314	66	