

Trinity Evangelical Lutheran Church
Milledgeville, Illinois

Annual Reports for
2018 Congregation Meeting
January 28, 2018

Agenda

1. Determination of a Quorum (10% of 121 Active Members = 13)
2. Adoption of Agenda
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9. Closing Prayer

Secretary's Report

Secretary's Report

1. **The Annual Congregational Meeting:** Called to order by Kevin Anderson after a quorum was determined. Twenty members were present with Thirteen needed for a quorum.
2. **Agenda:** Kim Stewart made a motion to accept the agenda. Janet Barkley seconded the motion. Motion passed.
3. **Secretary's Report:** Jim Brubaker moved to accept the Secretary's Report. Barb Brubaker seconded. Motion passed.
4. **Audit Report:** Kim Stewart moved to accept the Audit Report. Carol Frederick seconded the motion. Motion passed.
5. **Financial Report:** Becky Anderson moved to accept the Financial Report. Janet Barkley seconded the motion. Motions passed.
6. **Program Reports:** Jim Brubaker Moved to accept the Program Reports. Cherrie Simpson second the motion. A recommendation was made to drop the Cradle Roll, and Ladies Aid from these Reports as they are no longer functioning. Motion passed.
7. **New Business:**
 - A. Recognition for Retiring Council Members and Officers:

Ken Kauffman and Collin Eubanks have finished their terms on Council. Kevin Anderson thanked them for their service.
 - B. Report of the Nominating Committee:
 1. The Nominating Committee has nominated Kevin Anderson and Harlen Meinsma to serve their second three-year term. The nominations passed.
 2. Connie Brockhouse nominated Kim Stewart to serve on Council. Jim Brubaker seconded the Motion. Jim Brubaker moved to close the nominations. Barb Brubaker seconded. Motion passed.
 - C. Elect Synod Assembly Delegates, and Alternates.
 1. Jim and Barb Brubaker volunteered to be the delegates for Synod Assembly. Carol Frederick moved to nominate them to serve as delegates. Janet Barkley seconded. Motion passed.

Secretary's Report

D. Adoption of Wedding Policy:

Council presented an updated Wedding Policy for members to vote on, Kevin Anderson explained the process that went into forming this policy. After some discussion, the members approved the policy with a vote of 16 for, and 4 against.

E. Adoption of the 2017 Program Proposal

1. Kevin Anderson commented that this budget while lower than last year, will be very channeling to meet if offerings continue to drop. Kim Stewart commented that with people getting older in the congregation, that they may not have the resources to increase their giving.

2. Jim Brubaker made a motion to change the budget by \$600 due to West Jordan increasing their contributions. Kim Stewart seconded the motion. Motion passed.

3. Becky Anderson made a motion to adopt the 2017 Program Proposal. Cherrie Simpson seconded the motion. Motion passed.

F. Adjournment:

1. Kevin Anderson closed with thanking all who volunteered their time and talents to do the work of the Church, and encouraged all to get involved.

2. Kim Stewart made a motion to adjourn. Cherrie Simpson seconded the motion. Motion passed.

3. Pastor Jamie closed with a prayer

Audit Report

January 24, 2018

The Audit Committee reviewed the records and accounts of the Church on January 24, 2018.

The following accounts were audited:

- General Fund
- Parsonage Fund
- Ham Supper & Bazaar Fund
- Memorial Fund
- WELCA Fund
- Sunday School Fund
- Petty Cash Fund
- Scholarship Fund
- Choir Fund
- Youth Group Fund

The following accounts were unavailable to audit:

None

The financial activity and balances meet our approval.

Audit Committee,

Janet Barkley

Donna Landis

Ken Kaufman

Financial Secretary's Report

	<u>2017</u>
<u>MEMBERSHIP OFFERINGS</u>	
Regular Envelopes	\$85,264.00
Initial Envelopes	\$81.00
Lenten Envelopes	\$0.00
Other Member Offerings	<u>\$1,480.00</u>
TOTAL	\$86,825.00
 <u>OTHER OFFERINGS</u>	
Sunday School	\$0.00
Loose Offering	<u>\$713.25</u>
TOTAL	<u>\$713.25</u>
TOTAL OFFERINGS	\$87,538.25
 <u>OTHER INCOME</u>	
Other Income	\$11,614.26
COOP Ministry	\$16,800.00
Bazaar & Ham Supper	<u>\$1,000.00</u>
TOTAL	<u>\$29,414.26</u>
GENERAL FUND INCOME	\$116,952.51
 DEDICATED FUNDS	<u>\$6,355.00</u>
TOTAL INCOME	<u>\$123,307.51</u>

General Fund Report

	2017 Budget	2017 Actual	\$ Difference	% Difference
INCOME:				
<u>Church Offerings</u>				
Regular Envelopes	92,000.00	85,264.00	(6,736.00)	-7.32%
Initial Envelopes	200.00	81.00	(119.00)	-59.50%
Lent Services	0.00	0.00	0.00	0.00%
Other Member Offerings	1,100.00	1,480.00	380.00	34.55%
Church Offering Total:	<u>\$93,300.00</u>	<u>\$86,825.00</u>	<u>(\$6,475.00)</u>	<u>-6.94%</u>
<u>Other Offerings</u>				
Sunday School	0.00	0.00	0.00	0.00%
Loose Offering	1,000.00	713.25	(286.75)	-28.68%
Other Offering Total:	<u>\$1,000.00</u>	<u>\$713.25</u>	<u>(\$286.75)</u>	<u>-28.68%</u>
<u>Other Income</u>				
Other Income	500.00	11,614.26	11,114.26	2222.85%
COOP Ministry	16,800.00	16,800.00	0.00	0.00%
Bazaar & Ham Supper	1,000.00	1,000.00	0.00	0.00%
Other Income Total:	<u>\$18,300.00</u>	<u>\$29,414.26</u>	<u>\$11,114.26</u>	<u>60.73%</u>
INCOME TOTAL:	<u>\$112,600.00</u>	<u>\$116,952.51</u>	<u>\$4,352.51</u>	<u>3.87%</u>
<hr/>				
DISBURSEMENTS				
<u>Property - Building</u>				
Cleaning	3,384.00	3,382.43	(1.57)	-0.05%
Electric	2,500.00	2,177.86	(322.14)	-12.89%
Gas	3,000.00	3,352.57	352.57	11.75%
Telephone	1,165.00	1,155.29	(9.71)	-0.83%
Water, Sewer & Garbage	600.00	630.70	30.70	5.12%
Property Insurance	6,265.00	6,539.92	274.92	4.39%
Supplies	250.00	685.97	435.97	174.39%
Repairs & Maintenance	1,000.00	1,370.97	370.97	37.10%
Miscellaneous Building	100.00	219.73	119.73	119.73%
Building Total:	<u>\$18,264.00</u>	<u>\$19,515.44</u>	<u>\$1,251.44</u>	<u>6.85%</u>
<u>Property - Grounds</u>				
Lawn & Landscape	0.00	0.00	0.00	0.00%
Miscellaneous Grounds	200.00	200.00	0.00	0.00%
Grounds Total:	<u>\$200.00</u>	<u>\$200.00</u>	<u>\$0.00</u>	<u>0.00%</u>
PROPERTY TOTAL:	<u>\$18,464.00</u>	<u>\$19,715.44</u>	<u>\$1,251.44</u>	<u>6.78%</u>
<u>Program - Christian Education</u>				
Adult Education	50.00	0.00	(50.00)	-100.00%
Awards	50.00	0.00	(50.00)	-100.00%
Conf. & 1st Communion	100.00	0.00	(100.00)	-100.00%
Curriculum	150.00	0.00	(150.00)	-100.00%
Community Events	250.00	0.00	(250.00)	-100.00%
Supplies	100.00	45.00	(55.00)	-55.00%
Youth	0.00	0.00	0.00	0.00%
Misc. Christian Ed.	100.00	43.69	(56.31)	-56.31%
Christian Education Total:	<u>\$800.00</u>	<u>\$88.69</u>	<u>(\$711.31)</u>	<u>-88.91%</u>

General Fund Report

	2017 Budget	2017 Actual	\$ Difference	% Difference
<u>Program - Evangelism</u>				
Coop Projects	0.00	0.00	0.00	0.00%
Miscellaneous Evangelism	50.00	0.00	(50.00)	-100.00%
Workshops & Advertising	200.00	61.00	(139.00)	-69.50%
Evangelism Total:	\$250.00	\$61.00	(\$189.00)	-75.60%
<u>Program - Music & Worship</u>				
Bulletins	450.00	424.76	(25.24)	-5.61%
Candles	100.00	0.00	(100.00)	-100.00%
Communion Supplies	100.00	0.00	(100.00)	-100.00%
Devotionals	300.00	236.30	(63.70)	-21.23%
Guest Musician	150.00	0.00	(150.00)	-100.00%
Instrument Maintenance	250.00	0.00	(250.00)	-100.00%
Music	150.00	124.00	(26.00)	-17.33%
Organist	0.00	0.00	0.00	0.00%
Choir Director	0.00	0.00	0.00	0.00%
Supply Organist	2,400.00	2,400.00	0.00	0.00%
Supply Pastor	500.00	393.38	(106.62)	-21.32%
Misc. Worship & Music	100.00	0.00	(100.00)	-100.00%
Copyright Insurance	50.00	0.00	(50.00)	-100.00%
Music & Worship Total:	\$4,550.00	\$3,578.44	(\$971.56)	-21.35%
<u>Program - Outreach</u>				
Benevolence	10,000.00	9,983.73	(16.27)	-0.16%
Special Charities	1,000.00	1,000.00	0.00	0.00%
Other Benevolence	0.00	(3.50)	(3.50)	0.00%
Outreach Total:	\$11,000.00	\$10,980.23	(\$19.77)	-0.18%
<u>Program - Social Ministry</u>				
Program & Advocacy	100.00	0.00	(100.00)	-100.00%
Social Ministry Total:	\$100.00	\$0.00	(\$100.00)	-100.00%
<u>Program - Stewardship</u>				
Envelopes	175.00	180.77	5.77	3.30%
Fall Campaign	100.00	0.00	(100.00)	-100.00%
Stewardship Total:	\$275.00	\$180.77	(\$94.23)	-34.27%
PROGRAM TOTAL:	\$16,975.00	\$14,889.13	(\$2,085.87)	-12.29%
<u>Administrative - Office Administration</u>				
Business & Professional	3,000.00	3,166.35	166.35	5.55%
Convention	600.00	216.00	(384.00)	-64.00%
Office Supplies	600.00	655.68	55.68	9.28%
Machine Maintenance	1,500.00	1,673.37	173.37	11.56%
Workman's Compensation	520.00	802.78	282.78	54.38%
Secretary	2,857.00	2,672.46	(184.54)	-6.46%
Petty Cash	400.00	600.00	200.00	50.00%
Staff FICA	478.00	454.22	(23.78)	-4.97%
Misc. Office Administration	1,000.00	974.70	(25.30)	-2.53%
Office Administration Total:	\$10,955.00	\$11,215.56	\$260.56	2.38%
<u>Administrative - Pastoral</u>				
Salary	29,282.00	28,942.56	(339.44)	-1.16%
FICA	2,240.00	2,214.00	(26.00)	-1.16%
Pension and Health	12,642.00	14,281.00	1,639.00	12.96%
Housing Allowance	7,617.00	7,528.80	(88.20)	-1.16%
Salary - COOP	9,161.00	9,500.40	339.40	3.70%
FICA - COOP	701.00	726.96	25.96	3.70%
Pension and Health - COOP	3,955.00	2,122.13	(1,832.87)	-46.34%
Housing Allowance - COOP	2,383.00	2,471.28	88.28	3.70%
Continuing Education	200.00	0.00	(200.00)	-100.00%
Pastoral Total:	\$68,181.00	\$67,787.13	(\$393.87)	-0.58%
ADMINISTRATIVE TOTAL:	\$79,136.00	\$79,002.69	(\$133.31)	-0.17%
DISBURSEMENTS TOTAL:	\$114,575.00	\$113,607.26	(\$967.74)	-0.84%
<u>CASH FLOW</u>	(\$1,975.00)	\$3,345.25	\$5,320.25	

General Fund Report

Dedicated Funds

	Beginning Balance	Year-to-Date		Current Balance
		Receipts	Expenses	
Reimbursements	(45.00)	602.75	607.75	(50.00)
Bibles	0.00	0.00	0.00	0.00
Ridgeway Loan	0.00	0.00	0.00	0.00
World Hunger	0.00	0.00	0.00	0.00
Vision for Mission	225.00	0.00	0.00	225.00
Katrina Mission Fund	0.00	0.00	0.00	0.00
Other Dedicated Gifts	157.31	5,752.25	5,597.95	311.61
Rebuilding Fund	0.00	0.00	0.00	0.00
Total	337.31	6,355.00	6,205.70	486.61

Financial Reports

Account Balance Summary

	Balance December 31, 2016	Balance December 31, 2017
<u>GENERAL FUND</u>		
Checking Account	\$3,998.86	\$7,743.41
<u>PARSONAGE FUND</u>		
CD	16,574.24	16,574.24
<u>HAM SUPPER & BAZAAR FUND</u>		
Checking Account	249.24	545.36
Savings Account	\$15,809.96	\$8,191.57
	\$16,059.20	\$8,736.93
<u>MEMORIAL FUND</u>		
Checking Account	302.71	302.71
Savings Account	19,281.06	8,320.31
Mission Plus Account	91,035.02	91,737.84
	\$110,618.79	\$100,360.86
<u>WELCA FUND</u>		
Checking Account	501.48	606.41
<u>YOUTH GROUP FUND</u>		
Checking Account	\$330.96	\$732.46
<u>SUNDAY SCHOOL FUND</u>		
Savings Account	\$599.43	\$550.11
<u>PETTY CASH FUND</u>		
Checking Account	\$63.03	\$7.73
<u>SCHOLARSHIP FUND</u>		
Income Fund Account	\$1,322.50	\$2,794.44
<u>CHOIR FUND</u>		
Savings Account	\$259.97	\$256.29
	\$0.00	\$0.00
	\$150,328.46	\$138,362.88

Program Reports

Pastor's Report

No Written Report

President's Report

As our congregation moves forward we will be facing some very challenging times. Our membership is getting older and many of these older members are not able to participate and support the church as much financially as they were able to do when they were younger.

We have seen a significant decrease in offerings the past 2 years which resulted in the decision by the council to take \$10,000 from our Mission fund to help pay our bills. That trend will continue in 2018 as the proposed budget anticipates the need to take another \$17,000 to meet our 2018 financial obligations. The council did make the decision to change insurance carriers this year that will save about \$2,000. Unfortunately, there aren't a lot of other options to reduce expense without cutting payroll.

The biggest cause for these financial challenges comes from a steady decline in worship attendance over the past 6 years. Again, in large part because the older members are not able to attend regularly. In general, if someone is not attending worship, then they will also not be giving an offering. We have gone from an average attendance of 40.1 in 2012 to 30.1 in 2017.

Trying to find younger members in our community is not easy. There aren't a lot of new families moving to Milledgeville and many of the ones that grow up here move away. This is not a new problem, but it is finally getting to a point that the older population of our congregation can no longer provide all of the financial support that is required to keep a church like ours going without major changes. For now, we can continue to get help from our Mission account, but we will need to find an alternative.

I don't want to overlook the fact that we still have a very active and strong core group of members that are doing a lot of work to keep our church going. This includes helping with the Bazaar, participating in Bible Study, providing meals, and supporting our youth, among others.

I wish I had some answers to these problems, but I don't. I am confident however that we will overcome these challenges and our church will be a strong community presence for years to come.

Kevin Anderson
President

Program Reports

Standing Committee Reports

Christian Education

No Written Report

Evangelism

No Written Report

Stewardship

The stewardship campaign letters were sent on November 22, 2017. The theme was “Prepare the Royal Highway”. So, we prepared by reviewing the 4 principles of the Biblical Stewardship. The Principal of Ownership, Responsibility, Accountability and The Principle of Reward.

The Stewardship campaign ended December 3rd with the collection of pledge card. Of course, if you haven’t turned one in yet, you still can.

The Stewardship committee would like to thank everyone who has turned in a pledge card.

Submitted by

Connie Brockhouse
Janet Barkley

Music & Worship

No Written Report

Social Ministry

No Written Report

Program Reports

Property

Other than general maintenance the only major project we had was repairing the stairway on the South end of the Church. That was completed early this spring. Looking ahead, sometime in the future we will need to replace the roof over the handicapped area, as well as addressing issues we are having with the outer stairway leading to the kitchen. Some of the brick are crumbling. We have also looked into a different insurance provider for our Church building.

Committee Members

Ken Harlan Jim

Mutual Ministry

No Written Report

Youth

No Written Report

Program Reports

Organizational Reports

W-ELCA

No Written Report

Alter Guild

No Written Report

Bazaar

Our Bazaar was successful again this year. We would like to thank everyone for their help and donations.

At our Bazaar we made \$3781.90.

We donated a quilt for Dana Eastabrooks benefit.

In 2017 we purchased

Freezer	\$ 725.00
Fix S. Stairs	\$7794.35
Gibbs Heating	\$ 500.00
Tables	\$ 26.67
Advertising	\$ 213.40
Supplies & Gifts	\$ 707.26

Submitted By

Carol Bushman

Carol Frederick

Memorial

No Written Report

New Business

- a. Recognition of Retiring Council Members and Officers
 - i. None
- b. Report from Nominating Committee
 - i. Council Nominations
 - ii. Council Elections
- c. Elect Synod Assembly Delegates and Alternates
 - i. Need Volunteers
- d. Items for the Congregation to be Aware Of
 - i. Simply Giving Program
 - ii. Church Website – www.trinitymville.com
 - iii. Facebook
- e. Constitution
 - i. Copy available on the church website at <https://trinitymville.360unite.com/newsletter> or in the church office
- f. 2018 Program Proposal

New Business

	2017 Budget	2017 Actual	2018 Budget	Change in Budget	%
INCOME:					
<u>Church Offerings</u>					
Regular Envelopes	92,000.00	85,264.00	86,000.00	(6,000.00)	-6.52%
Initial Envelopes	200.00	81.00	100.00	(100.00)	-50.00%
Lent Services	0.00	0.00	0.00	0.00	0.00%
Other Member Offerings	1,100.00	1,480.00	1,500.00	400.00	36.36%
Church Offering Total:	\$93,300.00	\$86,825.00	\$87,600.00	(\$5,700.00)	-6.11%
<u>Other Offerings</u>					
Sunday School	0.00	0.00	0.00	0.00	0.00%
Loose Offering	1,000.00	713.25	1,000.00	0.00	0.00%
Other Offering Total:	\$1,000.00	\$713.25	\$1,000.00	\$0.00	0.00%
<u>Other Income</u>					
Other Income	500.00	11,614.26	17,500.00	17,000.00	3400.00%
COOP Ministry	16,800.00	16,800.00	16,800.00	0.00	0.00%
Bazaar & Ham Supper	1,000.00	1,000.00	1,000.00	0.00	0.00%
Other Income Total:	\$18,300.00	\$29,414.26	\$35,300.00	\$17,000.00	92.90%
INCOME TOTAL:	\$112,600.00	\$116,952.51	\$123,900.00	\$11,300.00	10.04%
DISBURSEMENTS					
<u>Property - Building</u>					
Cleaning	3,384.00	3,382.43	3,468.00	84.00	2.48%
Electric	2,500.00	2,177.86	2,500.00	0.00	0.00%
Gas	3,000.00	3,352.57	3,500.00	500.00	16.67%
Telephone	1,165.00	1,155.29	1,165.00	0.00	0.00%
Water, Sewer & Garbage	600.00	630.70	650.00	50.00	8.33%
Property Insurance	6,265.00	6,539.92	4,200.00	(2,065.00)	-32.96%
Supplies	250.00	685.97	500.00	250.00	100.00%
Repairs & Maintenance	1,000.00	1,370.97	1,000.00	0.00	0.00%
Miscellaneous Building	100.00	219.73	200.00	100.00	100.00%
Building Total:	\$18,264.00	\$19,515.44	\$17,183.00	(\$1,081.00)	-5.92%
<u>Property - Grounds</u>					
Lawn & Landscape	0.00	0.00	0.00	0.00	0.00%
Miscellaneous Grounds	200.00	200.00	200.00	0.00	0.00%
Grounds Total:	\$200.00	\$200.00	\$200.00	\$0.00	0.00%
PROPERTY TOTAL:	\$18,464.00	\$19,715.44	\$17,383.00	(\$1,081.00)	-5.85%
<u>Program - Christian Education</u>					
Adult Education	50.00	0.00	50.00	0.00	0.00%
Awards	50.00	0.00	50.00	0.00	0.00%
Conf. & 1st Communion	100.00	0.00	100.00	0.00	0.00%
Curriculum	150.00	0.00	150.00	0.00	0.00%
Community Events	250.00	0.00	250.00	0.00	0.00%
Supplies	100.00	45.00	100.00	0.00	0.00%
Youth	0.00	0.00	0.00	0.00	0.00%
Misc. Christian Ed.	100.00	43.69	100.00	0.00	0.00%
Christian Education Total:	\$800.00	\$88.69	\$800.00	\$0.00	0.00%
<u>Program - Evangelism</u>					
Coop Projects	0.00	0.00	0.00	0.00	0.00%
Miscellaneous Evangelism	50.00	0.00	50.00	0.00	0.00%
Workshops & Advertising	200.00	61.00	100.00	(100.00)	-50.00%
Evangelism Total:	\$250.00	\$61.00	\$150.00	(\$100.00)	-40.00%

New Business

	2017 Budget	2017 Actual	2018 Budget	Change in Budget	%
<u>Program - Music & Worship</u>					
Bulletins	450.00	424.76	450.00	0.00	0.00%
Candles	100.00	0.00	100.00	0.00	0.00%
Communion Supplies	100.00	0.00	100.00	0.00	0.00%
Devotionals	300.00	236.30	300.00	0.00	0.00%
Guest Musician	150.00	0.00	150.00	0.00	0.00%
Instrument Maintenance	250.00	0.00	250.00	0.00	0.00%
Music	150.00	124.00	150.00	0.00	0.00%
Organist	0.00	0.00	0.00	0.00	0.00%
Choir Director	0.00	0.00	0.00	0.00	0.00%
Supply Organist	2,400.00	2,400.00	2,400.00	0.00	0.00%
Supply Pastor	500.00	393.38	500.00	0.00	0.00%
Misc. Worship & Music	100.00	0.00	100.00	0.00	0.00%
Copyright Insurance	50.00	0.00	50.00	0.00	0.00%
Music & Worship Total:	\$4,550.00	\$3,578.44	\$4,550.00	\$0.00	0.00%
<u>Program - Outreach</u>					
Benevolence	10,000.00	9,983.73	10,000.00	0.00	0.00%
Special Charities	1,000.00	1,000.00	1,000.00	0.00	0.00%
Other Benevolence	0.00	(3.50)	0.00	0.00	0.00%
Outreach Total:	\$11,000.00	\$10,980.23	\$11,000.00	\$0.00	0.00%
<u>Program - Social Ministry</u>					
Program & Advocacy	100.00	0.00	100.00	0.00	0.00%
Social Ministry Total:	\$100.00	\$0.00	\$100.00	\$0.00	0.00%
<u>Program - Stewardship</u>					
Envelopes	175.00	180.77	185.00	10.00	5.71%
Fall Campaign	100.00	0.00	100.00	0.00	0.00%
Stewardship Total:	\$275.00	\$180.77	\$285.00	\$10.00	3.64%
PROGRAM TOTAL:	\$16,975.00	\$14,889.13	\$16,885.00	(\$90.00)	-0.53%
<u>Administrative - Office Administration</u>					
Business & Professional	3,000.00	3,166.35	3,000.00	0.00	0.00%
Convention	600.00	216.00	600.00	0.00	0.00%
Office Supplies	600.00	655.68	600.00	0.00	0.00%
Machine Maintenance	1,500.00	1,673.37	1,700.00	200.00	13.33%
Workman's Compensation	520.00	802.78	600.00	80.00	15.38%
Secretary	2,857.00	2,672.46	2,929.00	72.00	2.52%
Petty Cash	400.00	600.00	400.00	0.00	0.00%
Staff FICA	478.00	454.22	500.00	22.00	4.60%
Misc. Office Administration	1,000.00	974.70	1,000.00	0.00	0.00%
Office Administration Total:	\$10,955.00	\$11,215.56	\$11,329.00	\$374.00	3.41%
<u>Administrative - Pastoral</u>					
Salary	29,282.00	28,942.56	30,890.00	1,608.00	5.49%
FICA	2,240.00	2,214.00	2,364.00	124.00	5.54%
Pension and Health	12,642.00	14,281.00	19,858.00	7,216.00	57.08%
Housing Allowance	7,617.00	7,528.80	7,840.00	223.00	2.93%
Salary - COOP	9,161.00	9,500.40	8,515.00	(646.00)	-7.05%
FICA - COOP	701.00	726.96	652.00	(49.00)	-6.99%
Pension and Health - COOP	3,955.00	2,122.13	5,474.00	1,519.00	38.41%
Housing Allowance - COOP	2,383.00	2,471.28	2,161.00	(222.00)	-9.32%
Continuing Education	200.00	0.00	200.00	0.00	0.00%
Pastoral Total:	\$68,181.00	\$67,787.13	\$77,954.00	\$9,773.00	14.33%
ADMINISTRATIVE TOTAL:	\$79,136.00	\$79,002.69	\$89,283.00	\$10,147.00	12.82%
DISBURSEMENTS TOTAL:	\$114,575.00	\$113,607.26	\$123,551.00	\$8,976.00	7.83%
CASH FLOW	(\$1,975.00)	\$3,345.25	\$349.00	\$2,324.00	