



164th Annual Congregational Meeting

January 24, 2021

2020 Committee Reports

2021 Proposed Budget

First Congregational United Church of Christ

Sioux City, Iowa

164th Annual Congregational Meeting

January 24, 2021

Agenda

1. Call to Order
2. Prayer of Invocation
3. Overview and Approve the minutes of the 163rd Annual Meeting
4. Q&A of Reports:
 - a. President
 - b. Committees & Teams
 - c. Treasurer
5. New Business
 - a. Nominating Report
 - Slate of Officers:
 - President: Pam Ridgway
 - Vice President: Kathie Petrie
 - Treasurer: Jeff Stellish
 - Financial Secretary: John Kiernan
 - Secretary: Donna Popp
 - Council Members: Peggy Hoffmeyer, Nan Cord, Jay Rosenberg, Jan Nowlen, and (someone from B&G).
 - Standing Committee Members – as listed
 - b. Presentation of proposed 2021 Budget
 - c. Selection of Search Committee
 - d. Rewording of Endowment Policy to match the Bylaws.
6. Adjournment

Order of Reports

Minutes of the 163rd Annual Meeting Feb 2, 2020

Council President's Report

Treasurer's Report

2020 Profit and Loss Statement & Budget vs. Actuals

Committee Reports

Vital Statistics

2021 First Congregational Finance & Endowment/ Endowment Fund allocation report

2021 Proposed Budget

First Congregational United Church of Christ
Sioux City, Iowa
163rd Annual Congregational Meeting Minutes
February 9, 2020

1. Call to Order – Council President, Greg Gregerson
 1. 48 Congregants Present
 2. Duane Hoffmeyer served as Parliamentarian
2. Prayer of Invocation – Pastor Anne Dilenschneider, Interim Pastor
3. Minutes
 - a. Minutes of First Congregational UCC, 162nd Congregational Meeting were presented.
 - b. Following discussion, Jan Nowlen moved and Jerrod Kiernan seconded a motion to approve the minutes. Motion carried
4. Reports with Q&A
 - a. Pastor’s report – Pastor Anne reviewed:
 - i. Observations and findings from the time she has spent as Interim Pastor.,
 - ii. Recommendations for moving forward with reorganization and search for a Pastor.
 - b. Council President’s Report – Greg Gregerson
 - iii. Growth of the organization with assistance from the Pastoral Relations Committee
 - iv. Opportunities for reaching out to the community are being pursued. An electronic sign has been purchased to be installed in the area near Hamilton Boulevard where current stone signage exists and also complete an upgrade of the site.
 - v. Thank you to Susanne Piplani (Past President) in her support and guidance to the Council during 2019
 - c. Treasurer’s report –
 - i. 2019 Budget vs. Actuals
 - ii. Endowment Fund SummaryJeff Stellish, Chris Schwerin and Barb Knepper answered questions to clarify budget details.
 - d. Committee and Team Reports
 1. Church Council
 2. Christian Education
 3. Missions
 1. Moving On Boxes
 2. Rummage Sale Team
 3. Children’s Closet Team
 4. Bake Sale Team
 4. Pastoral Relations
 5. Communications Team
 6. Nurture
 7. Ushers and Greeters
 8. Caring Caterers Team

- 9. Search Committee
- 10. Personnel
- 11. Building and Grounds
- 12. Worship Committee
- 1. Communion Team
- 2. Scripture Readers Team
- 3. Stewardship

All committee and team reports were presented in writing. Pam Ridgway moved, and Dick Owens 2nd that the committee reports be received and approved. Motion carried.

5. New Business

a. Nominations:

Slate of Church Council Officers

- 1. President – Lois Darrow
- 2. Vice President – Pam Ridgway
- 3. Treasurer – Jeff Stellish
- 4. Financial Secretary – Chris Schwerin
- 5. Secretary – Donna Popp
- 6. Council Members – John Kiernan, Nan Cord, Jay Rosenberg, Jim France and Jan Nowlen

Committees and Teams – Standing Committee Members

Penny Fee moved and Jay Rosenberg 2nd the approval of the slate of officers, and the standing members for committees and teams.

b. Presentation of proposed 2020 Budget.

- 1. Dick Owens and Ginger France spoke to the need for additional funds above the proposed budget for the Moving On Boxes program. Rick Darrow moved and Jan Nowlen 2nd a motion to amend the proposed budget for Moving on Boxes to \$1500. The motion failed.
- 2. The following discussion clarified that there are existing funds designated and available in our Endowment Funds for Missions to use The spending needs of the Moving On Boxes could be met with approval of the Missions Committee to use these dollars.
- 3. Anne Shaner moved and Pam Ridgway 2nd a motion to approve the 2020 Proposed Budget. Motion carried.

6. Adjournment

There being no further business for consideration, Pam Ridgway moved and Peggy Hoffmeyer 2nd a motion to adjourn. Motion carried.

Pastor Anne offered Closing Prayer

Respectfully submitted,
Jim France 2019 Church Council Secretary

President's Report

Lois Darrow

The year 2020 will be remembered by all of us as the year of the "Great Pandemic" that took many of our friends and relatives from us. It became a year of many stresses and changes in the way we lead our lives; and, in the way we worship.

With our interim, Dr. Rev. Anne Dilenschneider, we discovered how to have "Virtual Church" on Zoom and how to connect with each other in new ways. That connection has brought many of us closer than ever before by discovering our weekly highs and lows and finding out about each other in ways we would not have connected if not for the pandemic.

The hiring of our Office Administrator, Tiffany Watts, has helped us with our re-organizing of the staff offices and filing systems. Since not meeting in person many of our committees have taken this opportunity to review their committee policies and update them.

We have added on a "Live Streaming" team as part of the Worship Committee and with the help and guidance of Paul Ebsen, director of S.D. Public Radio, and member of UCC in Vermillion, S.D., we were able to purchase the proper broadcasting equipment and begin Live Streaming our church services on Facebook and hopefully soon on YouTube. This has given us all the ability to attend the church service safely from home. It has also given us the opportunity to think "outside the box" on how we do our worship services and what we can include.

Also, while the church was closed to "in person" services and while setting up and learning how to Live Stream, we took the opportunity to update the Sanctuary. The skylight was beginning to leak so the glass was replaced. The lighting in the Sanctuary was updated with all LED bulbs that are more efficient and brighter; the wall behind the Cross was painted and lighting was added behind the cross to enhance the church services.

The Search Committee was able to continue working on our Church Profile during the Pandemic via Zoom and Conference Calling. They were able to get the profile published by mid-May and began interviewing Candidates via Zoom. Finding a Pastor during a Pandemic is exceedingly difficult, and our efforts were not as successful as we had hoped. The pastor we were hopeful for resigned after 3 months so another search will begin next year.

I feel that FCUCC has worked hard this year to move forward and together we have accomplished many good things. I would like to thank the Church Council and all the Committees and Teams that have worked so hard this year to keep us going and looking forward. I appreciate all the support we have been shown by our congregation members and know that we are looking for a better and easier year in 2021.

President

Lois Darrow

Treasurer's Report

Jeff Stellich

First off, thank you to everyone that has helped me along the way on my third term as Treasurer for First Congregational UCC of Sioux City. Chris Schwerin, Greg Gregerson, Jim France, Barb Knepper, Michele Schwerin, Dr. John Kiernan, Jay Rosenberg and many other friends have been very helpful this year and all help is appreciated.

To say that 2020 was rough would be an understatement. Starting 2021 off on a new foot will also be quite challenging, but we will make it through this rough patch together.

Looking ahead, we have great potential to move forward in a positive manner. Continued, generous support of the congregation will help us to focus on moving forward while being able to maintain the building and grounds, make payroll and continue our strong commitment to many missions, and continued search for a new full-time Pastor.

I thank each and every donor for their continued support and gratefully ask that the generosity continue throughout 2021 and beyond. Please give generously and often!

We also secured Tithe.ly as an online giving service in 2019. A link to sign up with Tithe.ly is on our new webpage (www.1stcongregationalucc.org) at this link (www.1stcongregationalucc.org/donate) or just find the "donate" button in the menu on the main page.

Thank you all and please feel free to contact myself or Dr. John Kiernan with any questions, anytime.

Dr. Jeff Stellich, Treasurer

Dr. John Kiernan, Finance Secretary

First Congregational United Church of Christ

PROFIT AND LOSS January - December 2020

	TOTAL
Income	
41000 Ordinary Income	
41010 Member Support - Pledges	121,715.00
41020 Unpledged Contributions	626.85
41021 Transfer	68,000.00
41022 Stimulus Dollars	16,895.00
Total 41000 Ordinary Income	207,236.85
41030 Designated Income	
41031 Memorial Gifts	2.43
41040 Other Income / Building Util	390.00
41060 Staff Appreciation	505.00
41070 Miscellaneous Income	22.00
51080 Flowers	270.00
51240 The Christmas Fund - Veterans of the Cross	345.00
51241 Leadership Funding	226.00
51310 Moving-On Boxes	630.00
51320 Children's Closet	125.00
51330 Fall Festival	5,038.00
51440 Giving Tree Funds	1,200.00
51450 Thanksgiving Dinner	350.00
Total 41030 Designated Income	9,103.43
51000 Restricted Income	
51010 Endowment - B&G	7,253.60
51020 Endowment - Missions	32,641.20
51030 Endowment - Council	32,641.20
51040 Endowment - Eisdmoie	150.00
51060 Waller Scholarship Endowment	6,000.00
51070 Endowment Income - Miscellaneous	2.52
Total 51000 Restricted Income	78,688.52
Uncategorized Income	2.42
Total Income	\$295,031.22
GROSS PROFIT	\$295,031.22
Expenses	
60000 Expenses	
60100 Conference Giving	
60140 The Christmas Fund-Veterans of the Cross	500.00
60141 Leadership Funding	226.00
Total 60100 Conference Giving	726.00

First Congregational United Church of Christ

PROFIT AND LOSS January - December 2020

	TOTAL
60200 Missions	4,158.91
60215 OCWM	950.02
60225 Local Agency Support	9,200.00
60245 Moving-On Boxes	757.21
Total 60200 Missions	15,066.14
60300 Christian Education	
60334 Nursery	16.41
Total 60300 Christian Education	16.41
60400 Nurture & Growth	
60415 Worship	77.25
60420 Coffee Hour	116.42
Total 60400 Nurture & Growth	193.67
60500 Church Council	
60510 Miscellaneous Expenses	13,520.44
60515 Miscellaneous Projects	801.71
60520 Staff Appreciation	2,665.00
Total 60500 Church Council	16,987.15
60550 Deacons / Worship	
60530 Communion Meals	24.52
60551 Pulpit Supply	150.00
60552 Music Fund - Soloists	1,950.00
60553 Instrument Maintenance	557.00
60554 Music / Choir Supplies	51.45
60555 Church Supplies	2,353.96
Total 60550 Deacons / Worship	5,086.93
60600 Buildings & Grounds	
60620 Utilities	15,316.38
60630 Water / Sewer	910.15
60640 Grounds - Snow & Lawn	8,797.50
60650 Insurance	8,385.00
60660 Supplies	1,988.32
60670 Repairs	10,857.29
60680 Proposed Capital Expenditure	14,573.61
Total 60600 Buildings & Grounds	60,828.25
60720 Finance	
60727 Banking Fees	36.91
Total 60720 Finance	36.91
60750 Stewardship	
60751 Fall Campaign	353.10
Total 60750 Stewardship	353.10

First Congregational United Church of Christ

PROFIT AND LOSS January - December 2020

	TOTAL
60800 General	
60810 Waller Scholarships	6,000.00
60812 Flowers	303.33
Total 60800 General	6,303.33
60850 Office	2,116.62
60610 Telephone / Internet	2,322.06
60851 Office Supplies	5,818.55
60852 Office Postage	674.59
60853 Computer	1,148.67
60854 Printer/Copier	2,093.06
60855 Tech	2,217.73
60859 Software	5,069.22
60860 Hardware	23,894.19
Total 60855 Tech	31,181.14
60857 Office Equipment	529.44
Total 60850 Office	45,884.13
60900 Staff Expenses	
60910 Pastor	-365.00
60912 Continuing Education	549.61
60913 Mileage Reimbursement & Incidentals	2,848.75
60914 Pension	14,621.27
60915 Health & Dental Premiums	2,093.10
60916 Life / Disability Insur Premium	1,243.86
60917 Housing Allowance	17,137.31
60918 SS Offset	4,528.71
60919 Flex Spending Costs	100.00
Total 60910 Pastor	42,757.61
60925 Workers Compensation Insurance	70.00
Total 60900 Staff Expenses	42,827.61
Total 60000 Expenses	194,309.63
66000 Payroll	1,809.56
66100 Pastor	32,470.92
66200 Program Coordinator	16,750.00
66210 Payroll Taxes	1,281.38
Total 66200 Program Coordinator	18,031.38
66300 Office Manager/Secretary	891.40
66301 Office Coordinator	27,918.80
66310 Payroll Taxes	2,372.12
Total 66300 Office Manager/Secretary	31,182.32

First Congregational United Church of Christ

PROFIT AND LOSS January - December 2020

	TOTAL
66400 Custodian	12,926.55
66410 Payroll Taxes	988.89
Total 66400 Custodian	13,915.44
66500 Nursery Care Attendant	908.98
66510 Payroll Taxes	69.54
Total 66500 Nursery Care Attendant	978.52
66600 Organ/Choir	13,013.52
66610 Payroll Taxes	995.54
Total 66600 Organ/Choir	14,009.06
Total 66000 Payroll	112,397.20
Total Expenses	\$306,706.83
NET OPERATING INCOME	\$ -11,675.61
NET INCOME	\$ -11,675.61

First Congregational United Church of Christ

BUDGET VS. ACTUALS: 2020 BUDGET - FY20 P&L

January - December 2020

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
Income				
41000 Ordinary Income				
41010 Member Support - Pledges	121,715.00	120,000.00	1,715.00	101.43 %
41020 Unpledged Contributions	626.85	12,000.00	-11,373.15	5.22 %
41021 Transfer	68,000.00		68,000.00	
41022 Stimulus Dollars	16,895.00		16,895.00	
Total 41000 Ordinary Income	207,236.85	132,000.00	75,236.85	157.00 %
41030 Designated Income				
41031 Memorial Gifts	2.43		2.43	
41040 Other Income / Building Util	390.00	3,000.00	-2,610.00	13.00 %
41060 Staff Appreciation	505.00	500.00	5.00	101.00 %
41070 Miscellaneous Income	22.00		22.00	
51080 Flowers	270.00	400.00	-130.00	67.50 %
51210 Strengthen the Church		100.00	-100.00	
51220 One Great Hour of Sharing		100.00	-100.00	
51230 Neighbors in Need		100.00	-100.00	
51240 The Christmas Fund - Veterans of the Cross	345.00	300.00	45.00	115.00 %
51241 Leadership Funding	226.00	100.00	126.00	226.00 %
51310 Moving-On Boxes	630.00	500.00	130.00	126.00 %
51320 Children's Closet	125.00	20,000.00	-19,875.00	0.63 %
51330 Fall Festival	5,038.00	10,000.00	-4,962.00	50.38 %
51440 Giving Tree Funds	1,200.00		1,200.00	
51450 Thanksgiving Dinner	350.00		350.00	
Total 41030 Designated Income	9,103.43	35,100.00	-25,996.57	25.94 %
51000 Restricted Income				
51010 Endowment - B&G	7,253.60	7,253.60	0.00	100.00 %
51020 Endowment - Missions	32,641.20	32,641.19	0.01	100.00 %
51030 Endowment - Council	32,641.20	32,641.19	0.01	100.00 %
51040 Endowment - Eisdmoie	150.00		150.00	
51060 Waller Scholarship Endowment	6,000.00	6,000.00	0.00	100.00 %
51070 Endowment Income - Miscellaneous	2.52		2.52	
Total 51000 Restricted Income	78,688.52	78,535.98	152.54	100.19 %
Uncategorized Income	2.42		2.42	
Total Income	\$295,031.22	\$245,635.98	\$49,395.24	120.11 %
GROSS PROFIT	\$295,031.22	\$245,635.98	\$49,395.24	120.11 %
Expenses				
60000 Expenses				
60100 Conference Giving				
60110 Strengthen the Church		100.00	-100.00	
60120 One Great Hour of Sharing		100.00	-100.00	
60130 Neighbors in Need		100.00	-100.00	
60140 The Christmas Fund-Veterans of the Cross	500.00	300.00	200.00	166.67 %

First Congregational United Church of Christ

BUDGET VS. ACTUALS: 2020 BUDGET - FY20 P&L

January - December 2020

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
60141 Leadership Funding	226.00	100.00	126.00	226.00 %
Total 60100 Conference Giving	726.00	700.00	26.00	103.71 %
60200 Missions	4,158.91		4,158.91	
60215 OCWM	950.02	10,000.00	-9,049.98	9.50 %
60220 Children's Closet Reimbursement		18,000.00	-18,000.00	
60221 Children's Closet - Expenses		2,000.00	-2,000.00	
60225 Local Agency Support	9,200.00	10,000.00	-800.00	92.00 %
60245 Moving-On Boxes	757.21	500.00	257.21	151.44 %
Total 60200 Missions	15,066.14	40,500.00	-25,433.86	37.20 %
60300 Christian Education				
60310 Adult Study Programs		500.00	-500.00	
60334 Nursery	16.41	500.00	-483.59	3.28 %
Total 60300 Christian Education	16.41	1,000.00	-983.59	1.64 %
60400 Nurture & Growth				
60415 Worship	77.25	500.00	-422.75	15.45 %
60420 Coffee Hour	116.42		116.42	
Total 60400 Nurture & Growth	193.67	500.00	-306.33	38.73 %
60500 Church Council				
60510 Miscellaneous Expenses	13,520.44	2,500.00	11,020.44	540.82 %
60515 Miscellaneous Projects	801.71	1,000.00	-198.29	80.17 %
60520 Staff Appreciation	2,665.00	500.00	2,165.00	533.00 %
Total 60500 Church Council	16,987.15	4,000.00	12,987.15	424.68 %
60550 Deacons / Worship				
60530 Communion Meals	24.52	100.00	-75.48	24.52 %
60551 Pulpit Supply	150.00	500.00	-350.00	30.00 %
60552 Music Fund - Soloists	1,950.00	500.00	1,450.00	390.00 %
60553 Instrument Maintenance	557.00	1,500.00	-943.00	37.13 %
60554 Music / Choir Supplies	51.45	500.00	-448.55	10.29 %
60555 Church Supplies	2,353.96	500.00	1,853.96	470.79 %
Total 60550 Deacons / Worship	5,086.93	3,600.00	1,486.93	141.30 %
60600 Buildings & Grounds				
60620 Utilities	15,316.38	22,000.00	-6,683.62	69.62 %
60630 Water / Sewer	910.15	1,200.00	-289.85	75.85 %
60640 Grounds - Snow & Lawn	8,797.50	10,000.00	-1,202.50	87.98 %
60650 Insurance	8,385.00	6,306.00	2,079.00	132.97 %
60660 Supplies	1,988.32	2,500.00	-511.68	79.53 %
60670 Repairs	10,857.29	20,000.00	-9,142.71	54.29 %
60680 Proposed Capital Expenditure	14,573.61		14,573.61	
Total 60600 Buildings & Grounds	60,828.25	62,606.00	-1,777.75	97.16 %
60700 Personnel / Pastor Relations		200.00	-200.00	
60720 Finance				

First Congregational United Church of Christ

BUDGET VS. ACTUALS: 2020 BUDGET - FY20 P&L

January - December 2020

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
60726 Accounting Services		400.00	-400.00	
60727 Banking Fees	36.91	50.00	-13.09	73.82 %
Total 60720 Finance	36.91	450.00	-413.09	8.20 %
60750 Stewardship				
60751 Fall Campaign	353.10	100.00	253.10	353.10 %
60752 Campaign Postage		50.00	-50.00	
Total 60750 Stewardship	353.10	150.00	203.10	235.40 %
60800 General				
60810 Waller Scholarships	6,000.00	6,000.00	0.00	100.00 %
60812 Flowers	303.33	400.00	-96.67	75.83 %
Total 60800 General	6,303.33	6,400.00	-96.67	98.49 %
60850 Office	2,116.62		2,116.62	
60610 Telephone / Internet	2,322.06	2,000.00	322.06	116.10 %
60851 Office Supplies	5,818.55	5,000.00	818.55	116.37 %
60852 Office Postage	674.59	100.00	574.59	674.59 %
60853 Computer	1,148.67	500.00	648.67	229.73 %
60854 Printer/Copier	2,093.06	500.00	1,593.06	418.61 %
60855 Tech	2,217.73	500.00	1,717.73	443.55 %
60859 Software	5,069.22		5,069.22	
60860 Hardware	23,894.19		23,894.19	
Total 60855 Tech	31,181.14	500.00	30,681.14	6,236.23 %
60857 Office Equipment	529.44	500.00	29.44	105.89 %
Total 60850 Office	45,884.13	9,100.00	36,784.13	504.22 %
60900 Staff Expenses				
60910 Pastor	-365.00		-365.00	
60912 Continuing Education	549.61	750.00	-200.39	73.28 %
60913 Mileage Reimbursement & Incidentals	2,848.75	5,000.00	-2,151.25	56.98 %
60914 Pension	14,621.27	1,000.00	13,621.27	1,462.13 %
60915 Health & Dental Premiums	2,093.10	15,000.00	-12,906.90	13.95 %
60916 Life / Disability Insur Premium	1,243.86	1,000.00	243.86	124.39 %
60917 Housing Allowance	17,137.31	20,000.00	-2,862.69	85.69 %
60918 SS Offset	4,528.71	5,000.00	-471.29	90.57 %
60919 Flex Spending Costs	100.00		100.00	
Total 60910 Pastor	42,757.61	47,750.00	-4,992.39	89.54 %
60925 Workers Compensation Insurance	70.00	1,278.00	-1,208.00	5.48 %
Total 60900 Staff Expenses	42,827.61	49,028.00	-6,200.39	87.35 %
Total 60000 Expenses	194,309.63	178,234.00	16,075.63	109.02 %
66000 Payroll	1,809.56		1,809.56	
66100 Pastor	32,470.92	26,000.00	6,470.92	124.89 %
66200 Program Coordinator	16,750.00	20,000.00	-3,250.00	83.75 %
66210 Payroll Taxes	1,281.38	1,500.00	-218.62	85.43 %

First Congregational United Church of Christ

BUDGET VS. ACTUALS: 2020 BUDGET - FY20 P&L

January - December 2020

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
Total 66200 Program Coordinator	18,031.38	21,500.00	-3,468.62	83.87 %
66300 Office Manager/Secretary	891.40	16,000.00	-15,108.60	5.57 %
66301 Office Coordinator	27,918.80		27,918.80	
66310 Payroll Taxes	2,372.12	1,200.00	1,172.12	197.68 %
Total 66300 Office Manager/Secretary	31,182.32	17,200.00	13,982.32	181.29 %
66400 Custodian	12,926.55	14,000.00	-1,073.45	92.33 %
66410 Payroll Taxes	988.89	1,000.00	-11.11	98.89 %
Total 66400 Custodian	13,915.44	15,000.00	-1,084.56	92.77 %
66500 Nursery Care Attendant	908.98	1,800.00	-891.02	50.50 %
66510 Payroll Taxes	69.54	150.00	-80.46	46.36 %
Total 66500 Nursery Care Attendant	978.52	1,950.00	-971.48	50.18 %
66600 Organ/Choir	13,013.52	20,000.00	-6,986.48	65.07 %
66610 Payroll Taxes	995.54	1,600.00	-604.46	62.22 %
Total 66600 Organ/Choir	14,009.06	21,600.00	-7,590.94	64.86 %
Total 66000 Payroll	112,397.20	103,250.00	9,147.20	108.86 %
Total Expenses	\$306,706.83	\$281,484.00	\$25,222.83	108.96 %
NET OPERATING INCOME	\$ -11,675.61	\$ -35,848.02	\$24,172.41	32.57 %
NET INCOME	\$ -11,675.61	\$ -35,848.02	\$24,172.41	32.57 %

COMMITTEE MEMBERS - 2021

CHURCH COUNCIL

President Pam Ridgway
Vice President Kathie Petrie
Secretary Donna Popp
Treasurer Jeff Stellish
Financial Secretary John Kiernan
Member At Large Peggy Hoffmeyer
Member At Large Nan Cord
Member At Large Jay Rosenberg
Member At Large Jan Nowlen
Member At Large

Committee Representative

COMMITTEE REPRESENTATIVE

Personnel

Missions

Worship

Christian Education

Building & Grounds

CHRISTIAN EDUCATION

Todd Siefker
Suzanne Johnson
Ellen Shaner
Jay Rosenberg – Council Representative

BUILDING AND GROUNDS

Kevin Knepper
Bob Nicholson
Phyllis Nicholson
Darin Johnson
Doug Helvig
Jim France

MISSIONS

Donna Popp
Peggy Hoffmeyer – Council Representative
Ruth Holder
Jan Nowlen
Ginger France

PERSONNEL

Kathie Petrie – Council Representative
Barb Knepper
Earl Miller

WORSHIP COMMITTEE

Kathy Flinginger
Verlee Owens
Nan Cord - Council Representative
Minister – ex officio
Organist – ex officio

FINANCE

President
Vice President
Treasurer
Financial Secretary

MINISTRY TEAMS

Ministry Teams are created by the Standing Committees to handle specific things. They may or may not be active all year. During the Pandemic, many teams have been inactive. Ad Hoc Committees are temporary committees assigned by the Council to perform specific functions.

Worship Committee – Teams

- a. **Communion Team**
In-active

- b. **Worship Leaders Team**
Ginger France
Barb Knepper
Ruth Holder
Suzanne Johnson
Eileen Helvig
Anne Shaner
Greg Gregerson

- c. **Nurture Team**
Jan Nowlen
Ginger France

- d. **Live Streaming Team**
Jim France
John Kiernan
Jerrod Kiernan
Todd Seifker
Dave Ven Berkum

- e. **Sound Team**
Jim France
John Kiernan
Gary Shaner
Leon Koster
Kevin Knepper

- f. **Search Committee**
Ad Hoc
To be Organized

Missions Committee - Teams

- a. **Moving On Boxes**
Ruth Koster
Ginger France
Julie Ducommun

- b. **Rummage Team - Inactive**
Jan Nowlen
Pam Ridgway
Volunteers

- c. **Children's Closet - Inactive**
Mary Elder
Volunteers

- d. **Bake Sale Team - Inactive**
Penny Fee
Volunteers

- e. **Caring Caterers Team - Inactive**
Verlee Owens
Volunteers

Open and Affirming Committee – (ONA) Ad Hoc

Jay Rosenberg
Ruth Holder
Penny Fee
Ellen Shaner
Kelley McCarthy
Suzanne Johnson

2020 COMMITTEE REPORTS

PASTORAL RELATIONS COMMITTEE'S (PRC) ANNUAL REPORT

Dick Owens

After considerable search efforts, the PRC started with only three members in 2020. This number did not change until mid summer. The three members included Eileen Helvig, Mary Elder and Dick Owens. Constance Popkin became an additional member in mid summer.

Mary Elder and Dick Owens were selected to be on the pastoral search committee. This search started in early 2020 and ended in the late summer. During this time, the various search documents were completed. Several candidates applied and based on the needs of our church, Dr. Michael Castle became our pastor.

During the early summer the PRC had limited meetings. This was due in part to differences related to interpretations of what was needed to provide support to the members of the congregation who had unresolved differences.

In August and early September, the PRC had meetings with Pastor Mike and began a planning process for implementation in 2021. The PRC continued to meet after the resignation of Pastor Mike. The two main documents that the PRC used to begin the planning process included *The Pastoral Relations Committee Guide* and the *Expectation and Responsibilities of the PRC*.

The main responsibilities that the PRC are reviewing and studying which include:

- a) How PRC will work with the Council.
- b) How PRC will work with the Personnel Committee.
- c) Is there a need for our church to have a Church Covenant? If so, the PRC will propose a covenant to be considered by the congregation.
- d) What changes and modifications are needed in the responsibilities as stated in our church's By-Laws?
- e) What changes and modifications are needed in the PRC conflict resolution process?

Submitted by Dick Owens in behalf of the PRC. 12- 30-2020

WORSHIP COMMITTEE REPORT – 2020

Nan Cord

Worship Committee members for 2020 are Kathy Fliginger, Steve Lundberg, Verlee Owens, Rick Darrow – Organist, Nate Hettinger – Choir Director and Nan Cord – Council representative.

In 2020 worship services began normally in the sanctuary with Rev. Anne Dilenschneider, interim pastor, preaching, the choir singing, and a fellowship time following the service. The worship committee was mainly seeking worship leaders and scripture readers and planning for Lent/Easter. This changed drastically after 3/15. From 3/22 to 8/30 the services were on ZOOM. Rick Darrow played for these services from his home. (Nate Hettinger filled in for him on one Sunday.) Our committee provided only the scripture readers.

Our work increased in August. Some of our members served on the Reopening Committee. August 9th was the last Sunday for Pastor Anne. Our committee secured the supply ministers: 8/16 – Rev. Alva F. Hohl, Jr.; 8/23 – Todd Siefker, and 8/30 – Neil Peck, LS. Our committee prepared the Orders of Worship for these three weeks.

Our church reopened for services on September 6th with the Rev. Michael Castle as our new pastor. Social distancing rules were in place with masks required and temperature checks. Worship leaders were again provided and also read the scriptures. Worship committee members were ushers. Rick was back at the organ and piano. Steve Lundberg, Randy Peters and Morgan Darrow have been our cantors. Services are live streamed on Facebook and recorded for later viewing.

Plans were made for the Thanksgiving Dinner. Due to the pandemic, we could not eat together. The turkey, dressing, potatoes and gravy were served into individual containers and distributed by carryout and drive-up. We ordered for 75 servings and all was used. Thanks go to those who helped with serving.

Following November 22nd the sanctuary was closed again, but services continue to be live streamed. Since the December 4th resignation of Pastor Mike, the worship committee has prepared the Orders of Worship. Todd Siefker delivered the sermons from December 6-24. The 12/27 sermon was given on video by Rev. Jim Somerville.

Our committee ordered 10 poinsettias for the Advent Season. Thanks go to Rick and Lois Darrow for getting them from Sam's Club and for arranging and caring for them. Other decorating was limited to the area that would be seen on video screen.

Attendance was taken from 1/6 to 3/15 and 9/6 to 11/22 and reported to the office.

BUILDING & GROUNDS REPORT-2020

John Kiernan

Serving on the committee this year was Doug Helvig, Darrin Johnson, Kevin Knepper, Bob/Phyllis Nicholson, and John Kiernan

Activities of note this year were the installation and management of the new video sign by Hamilton Blvd. Todd Siefker keeps it up to date. Also, the skylight glass in the sanctuary was leaking so it was replaced and the color was changed to be more conducive for Live Steaming. The area behind the cross was repainted with a lighter color.

The Ministers office and the Administrators office were painted.

All the lighting in the sanctuary was replaced with new and more efficient LED bulbs.

Live streaming our church services caused us to add two video cameras to the back wall. Also, we ran a direct Ethernet cable from the office all the way to the sound/video area in the back of the sanctuary.

Jim, our custodian, has put better bulbs in the Fireside room so we now have brighter lighting.

We have not spent much time in the church building this year because of Covid 19. The three groups who were coming in all had to find alternative locations.

I must commend our building custodian for all the behind the scene fixes and repairs he does to keep this old building maintained.

Thanks to the committee members for their help this year.

Chair/ Secretary- John Kiernan

Committee membership:

Ginger France-Chairperson

Peggy Hoffmeyer-Secretary

Donna Popp-Council Rep

Ruth Holder

Jan Nowlen

Todd Siefker

Dick Owens resigned from Missions in February of 2020 to accept another committee assignment. Austin Johnson resigned in April as he was a graduating senior and going to college. Mike Timblin resigned for health reasons. We thank them all for serving on this committee.

Our annual Souper Bowl collection was taken in February with proceeds of \$288 donated to the Siouxland Soup Kitchen. Clothing items collected in January were also taken there to help stock Eric's Closet.

March 15 was the final 'in-person' committee meeting, as that is when the coronavirus pandemic shut everything down. After that time, Mission Committee meetings were held monthly via zoom, as they continue to be. Volunteering at the Soup Kitchen ended as they stopped accepting volunteer help because of COVID.

At their April meeting, the Council approved Missions proposal that \$1,000 be given to **each** of four agencies: the Soup Kitchen, Food Bank of Siouxland, the Homeless Dinner Program (Joe Twidwell), and the Voucher transportation program. This voucher program provides support to qualified individuals for transportation needed when the city's transit system does not run at nights and on weekends. None of these funds were distributed from the Younglove account, but came from the Missions portion of the general budget.

The Sanford Center opened their summer program in June and our church members continued to collect snacks and cereal for them. It was also suggested that if members want to donate money they could send checks directly to the Sanford Center.

The spring/fall Children's Closet and Fall Rummage & Bake Sale were not held because of COVID restrictions. Missions determined that we wanted our church to continue to support the eight agencies which are normally gifted through these events. A special Thanksgiving Fund Drive was held in Oct/Nov to replace some of the funds that would have come from these sales. The amount collected for this fund drive, including the profit from the turkey dinner and several rummage items sold independently totaled \$5038. An additional \$2962 was taken from the

Missions budget so that \$8000 could be distributed to the agencies. In December, checks for \$1000 each were mailed to:

- Mary J Treglia Community House
- Food Bank of Siouxland
- Safe Place (formerly CSADV)
- Sanford Center
- Siouxland Soup Kitchen
- Warming Shelter
- Welcome Home
- Women Aware

Our annual Christmas Giving Tree for Siouxland Mental Health also had to take a different approach this year because of the pandemic. Instead of shopping for and wrapping gifts, church members donated money to purchase Walmart gift cards for clients of Siouxland Mental Health. Fifty \$25 gift cards were purchased with the \$1250 contributed.

Moving-On-Boxes is a subcommittee under Missions and has its own report in this packet of committee reports. Church members have continued to support this ministry through donated items, shopping, and checks specifically given to MOB.

It is a blessing that First Congregational UCC has been able to continue many of its mission priorities because of the kindness and benevolence of our church members. I would like to conclude this report with Dick Owens statement from last year:

‘Our membership is a caring community that strives to practice our belief that we have a responsibility of caring for and serving others.’

‘So then, just as you received Christ Jesus as Lord, continue to live your lives in Him, rooted and built up in Him, strengthened in the faith as you were taught, and overflowing with thankfulness.’ Colossians 2:6-7

MOVING-ON-BOX MINISTRY

Ginger France

This ministry team is part of the work of the Missions Committee. Because of the COVID-19 pandemic, 2020 was a quieter year for this ministry. Nineteen Moving-on-Box sets were distributed. This is a decrease from the 27 sets distributed in 2019. This year 14 sets were given to Safe Place (formerly CSADV) and 5 sets were given to Welcome Home. These are two of the agencies that are also supported through our annual Thanksgiving fall campaign.

Each set usually consists of a wastebasket with cleaning supplies, a clothes basket with towels and laundry supplies, a utility tub with a frypan, saucepan, toaster + a box with dishes, bowls, glasses, silverware and more! The ministry team spent a total of \$757.21 in 2020. Church Council had budgeted \$500 for Moving-on-Boxes in 2020 and designated gifts of \$630 were received. Therefore, only \$127.21 came from the budget. Additionally, your regular donations of needed items contributed to MOB support. We hope you will continue these donations as needs are communicated through the Straight to the Point newsletter.

Monetary donations are always appreciated and for those dollars ~THANK YOU! Should you choose to make a monetary donation to Moving-on-Boxes in 2021, please make notation to 'MOB ministry' so that the money goes directly for this project.

We continue to value this worthwhile ministry and the support it provides to families starting over. We are able to continue because of you~ our faithful FCUCC congregation. Thank you!

MOB Ministry Team

Julie Ducommun

Ginger France

Ruth Koster

PERSONNEL COMMITTEE

Barb Knepper, Chair

The Personnel Committee members included Barb Knepper, Pam Ridgway and Earl Miller. We had a busy year with the hiring of a new Church Administrator (Tiffany Watts) in the Spring. The Church Administrator reported to the Personnel committee throughout the summer. This position began as a part-time position and moved to full-time in September with the hiring of the new Pastor.

The committee identified two goals for 2020:

- 1) Scheduling and completing performance reviews for all staff
- 2) Revising the Employee Handbook.

Both of these goals were completed after many hours of work by the committee members. We hope this will provide a good framework for all staff in the future.

Many thanks to Earl and Pam and the Church Council for their support through this transitional year.

Vital Statistics for 2020

Membership, December 31.2020 (and per Church Profile May 2020)

Active Participants	81
Non- Active Participants	<u>20</u>
Total Membership	101
Births	none
Baptisms	none
Deaths	2
Bob Eidsmoe	
Bud Ziebell	
New Members	none
Members in Church Directory	88
Giving Units for 2020	54

With the Pandemic and the churches being closed for live services, it is very difficult to count the number of members actually attending the live streaming services.

ENDOWMENT & MEMORIAL GIFTS

Barb Knepper

2020 was a surprisingly positive year in the financial markets. The Endowment Fund's 2020 market value increased \$90,912 and had income of over \$39,000. The value of the Endowment Fund ended the year (after distributions) at \$1,270,403 which was slightly lower than the start of the year. As usual, there were distributions (quarterly payments to help supplement the Council expenses, Building and Grounds and Missions and management fees) and \$60,000 to help with operating expenses totaling \$146,357.

We have 4 Memorial Gift accounts: An unrestricted checking account with \$9,395 (some of these funds were used for the Live Streaming expenses) and 3 Restricted accounts (Waller Scholarship account \$40,510, Eidsmoe Music Fund \$57,564 and the Younglove Mission Account \$42,769) ending values in 2020.

All the Endowment and Memorial accounts have diversified investments with a conservative asset mix which minimized our risk and gave us a well-balanced return. The goal for these accounts is to protect the principal yet gain some moderate growth over time.

These accounts have been made possible by the generosity of many past members who have included our Church in their estates. ***Please include our Church as you look at your financial and estate plans. Many aspects of our church life are enriched by the generosity of you and others.***

FIRST CONGREGATIONAL CHURCH				
ENDOWMENT FUND SUMMARY				
as of December 31, 2020				
	SNB TRUST	DESIGNATED	DESIGNATED	DESIGNATED
	#4-03747-00	BLDG & GRNDS	COUNCIL	MISSIONS
BALANCE FORWARD	\$1,286,333.77	\$7,253.60	\$32,641.19	\$32,641.19
January Income	\$1,134.66			
January Adjustment to Market	(\$9,727.99)			
February Income	\$1,092.25			
February Adjustment to Market	(\$55,493.69)			
February Other	\$69.69			
March Income	\$2,397.49			
March Adjustment to Market	(\$138,361.63)			
March Disbursements	(\$18,134.00)	(\$1,813.40)	(\$8,160.30)	(\$8,160.30)
Sec Nat Management Fee	(\$2,209.72)			
April Income	\$1,072.47			
April Adjustment to Market	\$75,061.74			
May Income	\$ 916.44			
May Adjustment to Market	\$38,679.76			
June Income	\$ 2,656.44			
June Adjustment to Market	\$ 21,933.96			
June Disbursements (qtrly)	(\$18,134.00)	(\$1,813.40)	(\$8,160.30)	(\$8,160.30)
Sec Nat Management Fee	\$ (2,442.55)			
July Income	\$ 976.13			
July Disbursements (audit fee)	\$ (4,110.00)			
July Adjustment to Market	\$ 38,463.94			
August Income	\$ 895.93			
August Adjustment to Market	\$ 30,882.64			
September Income	\$ 2,565.27			
September Adjustment to Market	(\$23,528.58)			
Sec Nat Management Fee	(\$2,496.21)			
Sept. Disbursements	(\$18,134.00)	(\$1,813.40)	(\$8,160.30)	(\$8,160.30)
October Income	\$2,180.93			
October Adjustment to Market	(\$11,976.23)			
November Income	\$2,915.27			
November Adjustment to Market	\$102,036.03			
Nov 11, 2020 Disbursement (\$28K gen. a \$1000 Mission acct, \$1000 B&G acct)	\$ (30,000.00)			
December Income	\$20,640.76			
December Adjustment to Market	\$22,942.74			
December Disbursements	(\$18,134.00)	(\$1,813.40)	(\$8,160.30)	(\$8,160.30)
Dec 30, 2020 Disbursement to gen. a	\$ (30,000.00)			
Sec Nat Management Fee	(\$2,562.69)			
BALANCE	\$1,270,403.02	\$0.00	(\$0.01)	(\$0.01)
Total Disbursements for 2020	(\$146,357.17)			
Total Income for 2020	\$ 39,444.04			
Market Value Increase for 2020	\$ 90,912.69			

FIRST CONGREGATIONAL CHURCH					
MEMORIAL GIFTS SUMMARY					
as of December 31, 2020					
	CHECKING	Security	Security	Security	
	SNB	Endowment	Endowment	Endowment	Waller
	Memorial Gifts	WALLER	EIDSMOE	Younglove	Farm
	8109354	4-03747-03	4-03747-01	4-03747-02	Land
BALANCE FORWARD 1/1/20	\$19,790.65	\$38,574.58	\$61,488.72	\$37,511.27	\$ 15,000.00
January Income	\$ 4.19	\$ 34.90	\$ 49.01	\$ 30.04	
January withdrawals (soloist fees)			\$ (150.00)		
January Adjustment to Market		(\$329.56)	(\$555.95)	\$ (338.54)	
February Income	\$ 3.93	\$ 34.08	\$ 48.17	\$ 29.57	
February Adjustment to Market		\$ (2,021.32)	\$ (3,209.88)	\$ (1,963.25)	
February Other		\$ 1.89	\$ 3.07	\$ 1.91	
February Deposits					
March Transfer Funds					
March Income	\$ 3.19	\$ 69.52	\$ 109.64	\$ 67.06	
March Income (farm rental)		\$ 3,616.00			
March Adjustment to Market		\$ (4,348.67)	\$ (6,970.39)	\$ (4,258.36)	
March Management Fee		\$ (82.59)	\$ (116.83)	\$ (71.46)	
April Income	\$ 2.43	\$ 33.58	\$ 51.18	\$ 31.28	
April Adjustment to Market		\$3,030.57	\$4,344.73	\$2,655.58	
April Expense					
May Expense- Waller Scholarships (3)		\$ (3,000.00)			
May Income	\$ 2.52	\$ 30.69	\$ 44.05	\$ 26.92	
May Adjustment to Market		\$ 1,378.79	\$ 2,160.97	\$ 1,320.82	
May Expense					
June Income	\$ 2.43	\$ 79.06	\$ 127.26	\$ 77.85	
June Adjustment to Market		\$ 768.92	\$ 1,269.62	\$ 775.90	
June Management Fee		\$ (85.70)	\$ (132.67)	\$ (81.14)	
June Deposit					
July Income	\$ 2.68	\$ 32.10	\$ 47.81	\$ 29.53	
July Adjustment to Market		\$ 1,376.54	\$ 2,110.10	\$ 1,504.40	
July Deposit	\$ 10,000.00				
July Disbursements (streaming expenses)	\$ (7,500.00)	\$ (3,000.00)	\$ (10,000.00)		
August Income	\$ 2.42	\$ 28.97	\$ 40.29	\$ 25.21	
August Maintenance fee	\$ (6.99)				
August Disbursements (streaming expense to Gen acct)	\$ (12,919.92)				
August Adjustment to Market		\$ 1,229.08	\$ 1,732.01	\$ 1,392.99	
September Income	\$ 1.15	\$ 73.94	\$ 105.74	\$ 77.56	
September Adjustment to Market		\$ (779.88)	\$ (1,110.77)	\$ (874.63)	
Security Management Fee	\$ (6.99)	\$ (81.32)	\$ (115.20)	\$ (84.95)	
September Property Taxes (both installments)		\$ (396.00)			
October Income	\$ 0.27	\$ 70.57	\$ 100.00	\$ 69.61	
October (refund of checking acct fees)	\$ 13.98				
October Adjustment to Market		(\$424.41)	(\$603.18)	(\$468.61)	
November Income	\$ -	\$ 95.32	\$ 135.03	\$ 95.67	
November Adjustment to Market		\$3,139.59	\$4,575.47	\$3,604.88	
December Income		\$695.24	\$ 1,006.05	\$ 772.16	
December Adjustment to Market		\$753.42	\$ 1,104.54	\$ 901.68	
Security Management Fee		(\$87.04)	\$ (123.67)	\$ (91.83)	
TOTAL	\$ 9,395.94	\$ 40,510.86	\$ 57,564.92	\$ 42,769.12	\$ 15,000.00

First Congregational United Church of Christ

BUDGET OVERVIEW: 2021 BUDGET UPDATE - FY21 P&L

January - December 2021

	TOTAL
Income	
41000 Ordinary Income	
41010 Member Support - Pledges	125,000.00
41020 Unpledged Contributions	2,500.00
Total 41000 Ordinary Income	127,500.00
41030 Designated Income	
41040 Other Income / Building Util	400.00
41060 Staff Appreciation	500.00
41070 Miscellaneous Income	100.00
51080 Flowers	300.00
51210 Strengthen the Church	100.00
51220 One Great Hour of Sharing	100.00
51230 Neighbors in Need	100.00
51240 The Christmas Fund - Veterans of the Cross	100.00
51241 Leadership Funding	100.00
51310 Moving-On Boxes	500.00
51320 Children's Closet	100.00
51330 Fall Festival	100.00
Total 41030 Designated Income	2,500.00
51000 Restricted Income	
51010 Endowment - B&G	7,165.35
51020 Endowment - Missions	32,244.10
51030 Endowment - Council	32,244.10
51040 Endowment - Eisdmoie	150.00
51060 Waller Scholarship Endowment	3,000.00
Total 51000 Restricted Income	74,803.55
Total Income	\$204,803.55
GROSS PROFIT	\$204,803.55
Expenses	
60000 Expenses	
60100 Conference Giving	
60110 Strengthen the Church	100.00
60120 One Great Hour of Sharing	100.00
60130 Neighbors in Need	100.00
60140 The Christmas Fund-Veterans of the Cross	100.00
60141 Leadership Funding	100.00
Total 60100 Conference Giving	500.00
60200 Missions	
60215 OCWM	10,000.00
60245 Moving-On Boxes	500.00
Total 60200 Missions	10,500.00
60400 Nurture & Growth	

First Congregational United Church of Christ

BUDGET OVERVIEW: 2021 BUDGET UPDATE - FY21 P&L

January - December 2021

	TOTAL
60415 Worship	500.00
Total 60400 Nurture & Growth	500.00
60500 Church Council	
60510 Miscellaneous Expenses	2,500.00
60515 Miscellaneous Projects	1,000.00
60520 Staff Appreciation	500.00
Total 60500 Church Council	4,000.00
60550 Deacons / Worship	
60530 Communion Meals	100.00
60551 Pulpit Supply	3,200.00
60552 Music Fund - Soloists	150.00
60555 Church Supplies	2,000.00
Total 60550 Deacons / Worship	5,450.00
60600 Buildings & Grounds	7,500.00
60620 Utilities	22,000.00
60630 Water / Sewer	1,200.00
60640 Grounds - Snow & Lawn	10,000.00
60650 Insurance	8,229.00
60660 Supplies	2,500.00
60670 Repairs	15,000.00
Total 60600 Buildings & Grounds	66,429.00
60750 Stewardship	
60751 Fall Campaign	125.00
60752 Campaign Postage	50.00
Total 60750 Stewardship	175.00
60800 General	
60810 Waller Scholarships	3,000.00
60812 Flowers	300.00
Total 60800 General	3,300.00
60850 Office	
60610 Telephone / Internet	3,000.00
60851 Office Supplies	4,000.00
60852 Office Postage	500.00
60853 Computer	1,200.00
60854 Printer/Copier	3,600.00
60855 Tech	
60859 Software	500.00
60860 Hardware	500.00
Total 60855 Tech	1,000.00
60857 Office Equipment	500.00
60858 Online Streaming	3,000.00
Total 60850 Office	16,800.00

First Congregational United Church of Christ

BUDGET OVERVIEW: 2021 BUDGET UPDATE - FY21 P&L

January - December 2021

	TOTAL
60900 Staff Expenses	
60910 Pastor	
60913 Mileage Reimbursement & Incidentals	2,400.00
60914 Pension	2,233.66
60915 Health & Dental Premiums	4,155.00
60916 Life / Disability Insur Premium	200.00
60917 Housing Allowance	4,879.14
60918 SS Offset	1,220.53
60919 Flex Spending Costs	100.00
Total 60910 Pastor	15,188.33
60926 Hiring Expenses - Advertising	2,000.00
Total 60900 Staff Expenses	17,188.33
Total 60000 Expenses	124,842.33
66000 Payroll	
66100 Pastor	11,075.58
66200 Program Coordinator	16,920.00
66210 Payroll Taxes	1,294.38
Total 66200 Program Coordinator	18,214.38
66300 Office Manager/Secretary	
66301 Office Coordinator	41,600.00
66310 Payroll Taxes	3,182.40
66313 Office Manager Health Insurance	6,948.00
Total 66300 Office Manager/Secretary	51,730.40
66400 Custodian	14,040.00
66410 Payroll Taxes	1,074.06
Total 66400 Custodian	15,114.06
66500 Nursery Care Attendant	1,300.00
66510 Payroll Taxes	99.45
Total 66500 Nursery Care Attendant	1,399.45
66600 Organ/Choir	13,000.00
66610 Payroll Taxes	994.50
Total 66600 Organ/Choir	13,994.50
66800 Choir Director	3,900.00
66810 Payroll Taxes Choir Director	298.35
Total 66800 Choir Director	4,198.35
Total 66000 Payroll	115,726.72
Total Expenses	\$240,569.05
NET OPERATING INCOME	\$ -35,765.50
NET INCOME	\$ -35,765.50