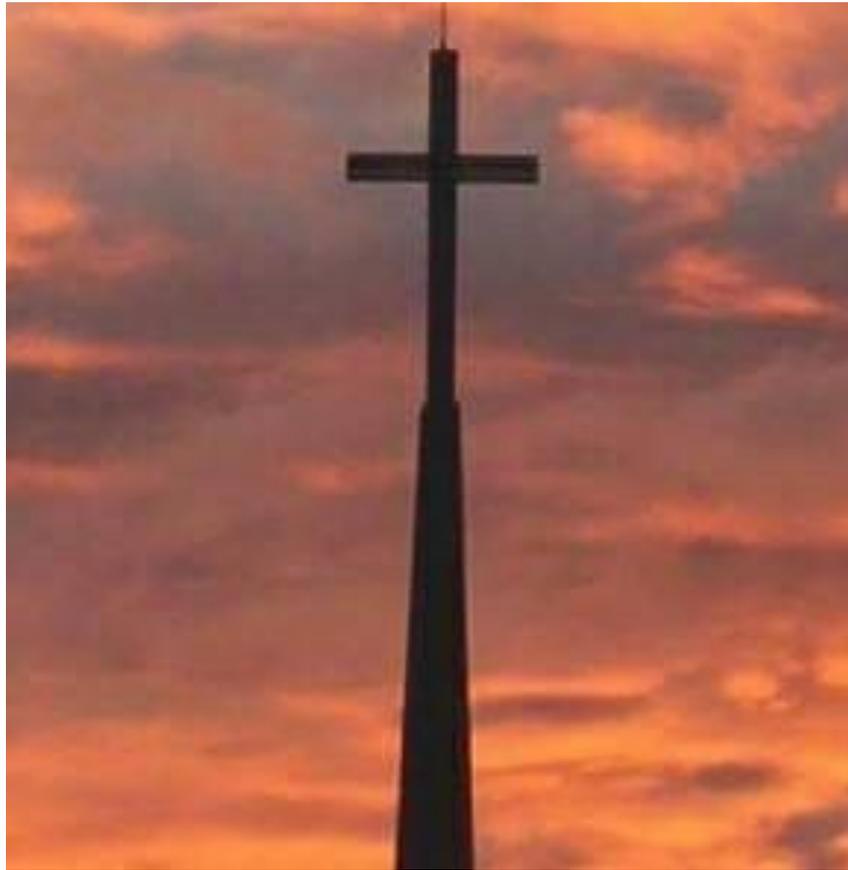


# 2019 ANNUAL REPORT



## **GOOD SHEPHERD LUTHERAN CHURCH**

**876 GROVE STREET**

**CONNEAUT, OH 44030**

**(440) 599-8908**

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Find us on: Facebook, Instagram & Twitter

MEMBER CONGREGATION OF THE

EVANGELICAL LUTHERAN CHURCH IN AMERICA

NORTHEASTERN OHIO SYNOD

### **MISSION STATEMENT FOR GSLC**

We are a Christian community united in God's call to serve others by sharing the love of Christ.

*Approved during the Annual Congregational meeting on February 9, 2020*

## **PASTOR'S REPORT**

**The Rev. Patrick J. Van De Motter**

### **Lead Pastor's Annual Report**

Grace and Peace to you all from God our Father in heaven and our Lord Jesus Christ. May the Spirit of God be with you in this very new year given to us as a gift from God.

**Leading Worship and Preaching:** These two weekly tasks have been shared equally between Pastor Bailie and me, one presides over the sacrament and the other preaches, until his resignation in September. After that, I have presided over all of the Sunday and Wednesday Advent services. I preached at the Lenten services with the other Lutheran churches in Ashtabula (and Madison). Our Advent services were held in the gathering space this year and were quiet and contemplative. I also preached at the Church of Christ for the CAMA Lenten services on a Sunday evening.

**Visitations and Villa Services:** There were visits performed at least one a week sometimes with more than one individual at a time. The Villa Services have been kept up by Andy Chiodo, Shirley Harco, and me. We perform a shorten service of worship at the Villa on the first Sunday and the Third Tuesday of the month. We continue with a service at Lake Point Rehabilitation on the third Tuesday, also. We will be performing that service every month: 12:30 at Lake Point and 1:30 at the Villa.

**Baptisms:** Pastor Bailie and I have divided the duties of baptisms during 2019. There have been three baptisms in the past year, 1 infant and 2 children.

**Confirmation:** Pastor Bailie, our Youth and Family minister, was responsible for teaching and performing the rite of Affirmation of Baptism in 2019. I am taking those responsibilities over now that Pastor Bailie is no longer with us. Confirmation is proceeding with 11 confirmands.

**Funerals:** I performed six funeral services for members of Good Shepherd.

Betty Nyman  
Jake Kesatie  
Dick Pelow  
Thelma Jean Szalai  
Mike Harco  
Charles Woodworth

**Weddings:** I performed no weddings during 2019.

**Adult Sunday school:** Unable to perform since I am teaching confirmation.

**The Wider Church:** I still attend some of the CAMA meetings and preached for the CAMA Lenten services. Since the Cleveland East conference of the Northeastern Ohio Synod of the ELCA meet on the same day as CAMA meetings, I will be splitting my time between them.

## CHURCH COUNCIL 2019

Pastor	Rev. Patrick Van De Motter
Council President	Richard Kantola
Council Vice President	Andy Chiodo
Council Secretary	Jennifer Best
Treasurer	Bob Hybert
Co-Treasurer	Stacy Racut
Ministry Team Leaders	Andy Chiodo
	Shirley Harco
Financial Team Leader	Mark Lytle
Property Team Leader	Mike Bidwell

## STANDING COMMITTEES

Abiding Memorial	Pat Haas
Christian Education	Suzanne Malys
Endowment	Mark Lytle
Evangelism	Michelle Logan
Property	Mike Bidwell
Co-Chair	Bob Reed
Social Ministry	Pearl Ann Curtis
Co-Chair	Faye Lampela/Shirley Harco
Worship & Music	Faye Lampela

## DISCIPLES SERVING

Altar Guild Chair	Ruth Brown
Accounts Keeper	Jerry Brookhouser
Financial Secretary	Clarissa Murtha
Co-Financial Secretary	Linda Hall
Member Care	Katrina Pavolino
Sunday School Superintendent	Mary Vidmar

## TERMS OF OFFICE (January – December)

### **1<sup>st</sup> Term**

#### **Ends in 2019**

Richard Kantola  
Andy Chiodo  
Pearl Ann Curtis  
Shirley Harco  
Michelle Logan  
Faye Lampela (Social Ministry)

### **1<sup>st</sup> Term**

#### **Ends in 2020**

Mike Bidwell  
Bob Reed

### **1<sup>st</sup> Term**

#### **Ends in 2021**

Jasmine Steighner  
Pat Haas  
Faye Lampela (W&M)

### **1<sup>st</sup> Term**

#### **Ends in 2022**

Mark Lytle  
Jennifer Best

### **2<sup>nd</sup> Term**

#### **Ends in 2020**

### **2<sup>nd</sup> term**

#### **Ends in 2021**

Suzanne Malys

### **2<sup>nd</sup> term**

#### **Ends in 2022**

Pearl Ann Curtis  
Shirley Harco  
Michelle Logan

*Installation of council, committee chairs and disciples completed on 1/12/2020*

## **Council President**

Rich Kantola, Council President

Andy Chiodo, Council Vice President

As we reflect on 2019...

- Thank you to the leadership team of GSLC! From Council members to Committees, your dedication and commitment to our congregation and our community is greatly appreciated!
- With great sadness, GSLC Council accepted the resignation of The Reverend Paul Bailie in September. We wish Pastor Bailie and his family, God's blessings as he seeks his new call.
- A survey of congregation members was conducted in the latter half of 2019 to find ways to improve the attendance and support of GSLC. Suggestions were considered and are being carried forward by the new GSLC Council in 2020.
- Andy and I thank the congregation for their support over the past 3 years. We look forward to supporting Mark Lytle and Jennifer Best as they assume new roles as Council President and Vice President.

Goals for 2020:

- Continue to strengthen stewardship to meet the approved 2020 budget.
- Raise average worship attendance to 125 through engaging others with the love of Christ.
- Reach out to the local community in support of those in need.

## **FINANCIAL SECRETARY**

Ministry Chairperson: Clarissa Murtha

Ministry Co-Chairperson: Linda Hall

- 2019 marked my 21<sup>st</sup> year as Financial Secretary for the church. Linda Hall continues to serve as the co-financial secretary.
  - Duties include recording, depositing and posting your offerings and sending statements to you. We are members of the church's finance committee to maintain the financial health of the church. We also provide council with a monthly income report. Please use your offering envelope number along with your name on any type of offering. Every effort is made to accurately record your offerings.
- Laura Gustafson and Jan Uveges faithfully volunteer their time to count the offering every single week.

Goals:

- Continued support in the ministries of our church.
- May our offerings be our blessings in 2020.
- If you have any questions concerning your offering, please contact me at the church office 599-8908.

## Altar Guild

Chairperson: Ruth Brown

Judy Barch	Ellen Gee	Suzanne Malys	Amanda Sanford
Ruth Brown	Pat Haas	Mary Lou Moio	Susan Tan
Robin Bryant	Peggy Harco	Betty Monday	Rosemarie Uthe
Susan Chapin	Shirley Harco	Stephanie Newsome	Stephanie Van Norman
Janelle Cole	E. Jay Hybert	Tammy Owens	Connie Woodring
Pearl Ann Curtis	Heidi Parkomaki	Phyllis Waid	Pam Deemer
Michelle Logan	Katrina Pavolino		

Many of the things are repetitious throughout the year.

- Preparing the altar-chancel area for every worship service.
- Weekly basis the group is cleaning, taking care of the flower arrangements and candles and arranging for Holy Communion.
- Changing the paraments and banners while preparing for baptisms, funerals and weddings.

Goal for 2020:

- To try to get new members to join Altar Guild

## CHRISTIAN EDUCATION

Christian Education Chairperson: Suzanne Malys

Christian Education Director: Mary Vidmar

Sunday school began in August by celebrating "Rally Day" and the church picnic. Many of the activities that happen for children and their families are a group effort with the Evangelism and Christian Education working together. Pastor Bailie and Mike Malys led the class discussions with the kids in grades 7-12.

Pastor Bailie completed many of the activities early on in the year. They consisted of:

- Acolyte training
- Bible Sunday
- First Holy Communion
- Confirmation
- Preparation for Advent and the Family Christmas Eve service.
- VBS was a big success with the theme: "Who is My Neighbor?"
- There was not a youth service planned because of the loss of interest in Sunday school.

Many activities were planned with the Youth Ministry in mind, young adults, and grade 7-12. Some of these activities included:

Many of these events included planning and presentation with Evangelism and Christian Education. They included:

- Trunk OR Treat (great community event)
- Haunted hayride, cider and donuts at Brandt's Apple Orchard
- Family Fun Nights
- Swimming at the YMCA
- Bowling at El Camp Lanes
- And the newest event, was "TGIF; Today God Is First" – a week long, local service week. It was held at Camp Luther in North Kingsville, Ohio. This event was the idea of Jasmine Steighner, a sophomore at Edgewood High School. This event came to fruition because of the strong support of adults; Pastor Van De Motter, Rae

Van De Motter, Michelle Logan and the many other volunteers that spent the night at camp, cooked many meals for the youth, or helped us work through any of the situations. There were 9 youth in attendance with the hope of making this an annual event that keeps getting bigger and bigger.

- Fundraisers: Sub sales for the Super Bowl and candy sales for Easter.
- Also, held in August, which is usually the hottest and most humid times of the year, is the Rummage sale.

Thank you to the many volunteers who help in any area with Christian Education. Through the support and efforts of many of the congregation, it is easier to accomplish many goals where our children are our most important focus.

A heartfelt thank you to Suzanne Malys, who has agreed to extend her appointment as Christian Education Chair for one more year, this is Suzanne's 26<sup>th</sup> year as Christian Education Chair. Her support in this ministry has helped create the substantial foundation for many children of our own and in the community.

## **VACATION BIBLE SCHOOL**

Planners: Pastor Bailie and Michelle Logan

Thank you to the extensive list of volunteers including Pastor Van De Motter and Pastor Bailie and multiple others, approximately twenty.

This year's theme: "Who is my Neighbor?"

- There were approximately 34 children enrolled that attended each day of the week. The last day was celebrated with families as the children sang the songs that they learned this week and then a feast ended our great week.

Goals:

- Online registration through the website.
- Early registration.
- Get more children involved.

## **EVANGELISM COMMITTEE**

Chairperson: Michelle Logan

Committee Members: Janice Boyle, Andy Chiodo, Ray and Gail Burlingham

This year has been a busy but very rewarding year for the Evangelism committee. We held several fundraisers which included, D-Day Parking and Soup to Go. Due to the generosity and hard work by many we were able to raise over \$5000.00.

With the blessing of these funds, we were able to support many different activities and committees within our community and church. This included: Helping with the purchasing of the new round table and chairs, signs for the fish dinner, T-shirts and signs for TGIF, One Step Program, Christmas families and the Church Picnic.

This past year we hosted a Spa Day. It was a great success. While we did charge \$10.00 for this event this was not a fundraiser. Spa day is intended to be a community outreach.

We are working with Sunday school and the youth in order to bring more family events to Church. As an incentive for children attending Sunday school on a regular basis; many of the events for them have been free. We do charge a small fee for those that do not attend, in hoping that they will bring their friends to these events.

We have updated how we send our recorded worship services to the City. We now upload them via computer to the City, where they download them and air them. It took some time and training but we finally have it in place.

We brought back the Church Picnic. Thank you to Jim Fuller and his band for supplying the music. There were games for all ages such as; bingo, dig for dinosaurs, water balloon toss and a bounce house, which even some of the adults

enjoyed! The Watermelon eating contest was a huge hit with the older youth. We had a great turn out with approximately 56 people in attendance. The Church Picnic will be held again the last Sunday in August for next year.

Finally we would like to thank all that have helped with the many different events. Their continued support helps us bring the love of Christ not only to our church family for to those outside of our walls.

Goals for 2020: Host another Spa Day with more attendance from the community and continue with the church picnic and hope that more people will be in attendance.

## **SOCIAL MINISTRY**

Committee Chairperson: Pearl Ann Curtis

Co-Chairperson: Shirley Harco

Committee Members: Sue Chapin, Julie Kantola, Pam Deemer, Pat Haas, Betty Monday

- The congregational dinner was very successful this year with more people attending and the new tables made the conversation so much nicer.
- The fish dinner was a success but not as well attended this year. We found out at the last minute there would not be any perch so we had to take what was available and it was very hot in the fellowship hall.
- We adopted 13 families for Christmas this year. We had Thrivent cards to help with the costs.
- We supplied socks, underwear and sweat pants to the elementary schools
- Cooks for Christ are still active and remain busy.
- Nisua bakers have a new mixer and new ovens to continue baking the delicious bread.
- The dinner theater chaired by Faye Lampela was a success this year and is planned for April eighteenth 2020.

Goal: To continue our ministry and recruit some new people to be helping hands in doing God's work.

## **QUILTING MINISTRY**

Ministry Chairperson: Shirley Harco

Ministry Members who quilt at home: E. Jay Hybert & Peggy Harco

Honorary members: Millie Hennessey & Pauline Arbuckle

Church-Carol Allds, Sue Cummins, Kay Peterson, Judy Barch, Ruth Brown, Sheri Walbridge, Diane McCall, Caroline Palo, Barb Bisbee, Shirley Brookhouser, Jan Uveges, Robin Bryant, Laura Gustafson, Mary

Lou Moisio, Laurie Bidwell, Jan Cole, Dianne Young and Susan Combs.

Quilting Helpers--Joe Reed & the 3Ms

- The Quilting Ministry still remains a very important part of the mission outreach at GSLC. The group meets every Tuesday morning from September to May.
- We have sold several quilts which provide money to purchase batting. We also use our Thrivent Action team grants and receive donations from our congregation and other non-members.
- We made quilts and sent some to Lutheran World Relief. We provided quilts for our Christmas families and sent 15 quilts to the Human Resource Center as part of Blanket Sunday.
- We are thankful for the helpers and those who contribute to our group.

Our goals for 2020...

- To gain new members who can help in any area.
- To make more quilts that can be used for outreach.

## **NISUA MINISTRY**

Ministry co- chairpersons: Suzanne Malys and Amy Gallagher

Ministry members include: Phyllis Waid, Nyla Lindgren, Pearl Ann Curtis, Judy Barch and daughters, Budd and Shirley Brookhouser, Paul and Janelle Cole, Dave and Martha Jayne Thompson, Jerry Lampela, John and Sue Chapin, Kathy Mills, Heidi Parkomaki, Kimberly Chiodo, Amy Gallagher, Suzanne Malys and friends from outside of our congregation....Sherry Vignal and Joanie Norton.

For 2019, more volunteers were added to the team: Carol Allds, Laurie Bidwell, and Debbie Sturtevant!

In February, a new mixer was purchased for \$4700.00.

During the year, 951 loaves were baked totaling \$4755.00.

Donations were made to the following: \$500.00. Family Member Care  
500.00 Church Council  
500.00 General Fund  
200.00 Pastor's Discretionary Fund

Balance \$ 3036.03

Goal for next year:

- To continue to support GSLC
- Add more volunteers

## **CRADLE ROLL MINISTRY**

Ministry Chairperson: Laurie Bidwell

- At the end of last year, a newer online curriculum was purchased for this ministry.
- After Baptism until a child turns 3, monthly parent pages are sent to families. The parent pages show families how to grow with the child in God's love. There were 25 mailings of the parent pages.
- In addition, there were 9 music CDs sent to families.

Goals for next year:

- Design a new Baptismal board.
- Get the specifics of the new curriculum analyzed to see how it can be helpful to our families with young children.

## **MEMBER CARE MINISTRY**

Ministry Chairperson: Katrina Pavolino

- Cards are sent to members of our congregation who might be sick and in need.
- This year began with sending every member a birthday card to remember their special day.
- The prayer chain continues every day and is very faithful in praying for those in need.

Goal for 2020:

- Encourage members to use the prayer box in the gathering space to let us know about people who might need prayers, encouragement, visits, etc.

## **PROPERTY – 3Ms**

Co-Chairpersons: Mike Bidwell and Bob Reed

Accomplishments for 2019:

- Air conditioner in the library.
- Lighting behind the cross on the altar.
- Water leak.

Goals for next year:

- Fix the library dampness problem. (in progress)
- Focus on the church's garage across the street that needs major repairs. (incomplete)

Goals for 2020:

- Finish library project
- Continue changing church lighting to LED. (5% currently done)
- Clean all drain crocks.
- Church garage repair.
- Baptismal Font repair.

## **WORSHIP AND MUSIC COMMITTEE**

Committee Chairperson: Faye Lampela

Committee members: still looking for volunteers

- In January of 2019, Worship and Music started using the overhead screen to cut down on cost. Bulletins were still used, but the amount was cut in half. The bulletins were also printed and folded differently to save on paper.
- Kimberly Chiodo and Faye Lampela put the "Our Father" cross on the Sanctuary glass window before Easter. Also, the organ was tuned before Easter.
- Decorations were purchased for special services, such as; Red balloons and red cloths that draped on the altar for Pentecost and the waterfalls for Maundy Thursday, as well as supplies for washing of the feet. Bible Sunday was on October 22<sup>nd</sup>, Reformation Sunday.
- Acolyte training was November 3<sup>rd</sup>, All Saints Day.
- Blanket Sunday was on November 10<sup>th</sup>.
- Hanging of the Greens November 24<sup>th</sup>.
- The Sanctuary was cleaned before Easter and Christmas.

The goal for 2020:

- To have the Sanctuary cleaned monthly.
- To find more members who would like to serve on the committee.

## **CHURCH OFFICE**

Stephanie Patriarco

Chris Murtha

- We are thankful for the faithful group of volunteers who come Thursday mornings to fold the bulletins.
- In addition, the group folds and labels letters that are mailed to the Congregation.
- Jan also assumes the tasks of updating the children's activity bags and the information on the bulletin boards and kiosk. Volunteers: Judy Barch, Laura Gustafson, Nyla Lindgren, Sue McCarron, Martha Jayne Thompson and Jan Uveges.

Goal for 2020: Develop any type of system that promotes a smooth process.

## **IT and Computer Ministry**

Committee Member: Dan Patriarco

Committee Support: Pastor Van De Motter

- Continue to change and update the digital sign on a regular basis
- Add to the website when information is passed along
- Correct website when errors are made by others
- Installed new laptop for use with the sign and transferred the software for the sign to the new computer
- Assisted with computer issues in the office when called upon and with the computer in sanctuary

Goals for 2020:

- Keep things up and running.
- Try to establish a system where items are placed on the outside sign quicker.

## **ABIDING MEMORIAL**

Committee Chairperson: Patricia Haas

Members of the committee include: Ruth Brown, Ellen Gee, and Molly Todaro.

- Abiding Memorial Deposits received from 11-1-17 to 11-1-18 in name of the following people:
  - Evelyn Peterson
  - Betty Nyman
  - Jacob Kesatie
  - Richard Pelow
  - Charles Woodworth
  - Kimberly Schwartz
  - Thelma Szaylai
  - Michael Harco
- Abiding Memorial Deposits received for Honorarium:
  - Mary Behling
- Expenses: Round Tables and Chairs for the Fellowship Hall.

Goal for 2020:

- Work with others to follow the paperwork process in order to help with communication with all people involved.

## ENDOWMENT COMMITTEE

### Committee Members

Mark Lytle, Chairman    Dave Nolan    Stacy Racut    Paul Mechling    Pastor Van De Motter  
Robert Hybert (non-voting)

### Purpose

The Endowment Committee oversees three endowment funds. Our principle responsibilities are to prudently invest the funds and to manage the accounts in complete compliance with the bylaws. The bylaws allow for distributions of income or growth but never the principal. The following is a brief description of each fund, the 2019 activities, and investment performances.

### Capital Improvement Fund

As the name implies, this fund was established to provide funding for the purchase and maintenance of capital assets (land, buildings, and equipment) owned by Good Shepherd as well as making loan payments associated with those assets. In 2019 we made two disbursements; 1) \$5,625 on July 19<sup>th</sup> to pay for a Kubota lawn mower and 2) \$1,200 on October 16<sup>th</sup> to help pay for new tables and chairs.

### Mission and Education Fund

The purpose of this fund is to provide funding for internal and external missions of Good Shepherd and to provide higher education scholarships for qualified members. In 2019 there were no disbursements as only one applied for a scholarship but did not qualify because of attendance.

### Family Center Fund

This was the fifth year for the Family Center Fund, having started with \$20,000 in February 2015. The cash came from donations and funds raised over several years from GSLC members and other citizens of Conneaut with the long-term goal of building a family center on the west side of Grove Street.

<b>Investment Summary</b>	<b>Capital Improvement</b>	<b>Mission &amp; Education</b>	<b>Family Center</b>	<b>Totals</b>
Beginning Balance 12/31/2018	\$686,306.20	\$95,960.85	\$25,404.18	\$807,671.23
Purchases	+ 0.00	+ 0.00	+ 0.00	+ 0.00
Dividends and Capital Gains	+ 36,660.61	+ 5,798.39	+ 1,070.22	+ 43,529.22
Disbursements	- 6,825.00	- 0.00	- 0.00	- 6,825.00
Change in share price valuation	+ <u>89,972.06</u>	+ <u>11,042.52</u>	+ <u>4,725.16</u>	+ <u>105,739.74</u>
<b>Ending Balance 12/31/2019</b>	<b>\$806,113.87</b>	<b>\$ 112,801.76</b>	<b>\$31,199.56</b>	<b>\$950,115.19</b>

The U.S. stock markets were very strong throughout 2019 and all three of our investment accounts with Vanguard did extremely well. Collectively we gained \$149,269 when adjusting for the \$6,825 withdrawals. These results were well above normal and we expect the investment returns to be good but more moderate in 2020. Most market analysts are predicting continued growth in the economy, low inflation, favorable lending interest rates, and no recession for at least the next 12-18 months. We will base our investment strategy accordingly.

# GSLC CONSOLIDATED BALANCE SHEET

## ASSETS

### CURRENT ASSETS

DECEMBER 31, 2019

General Fund (including Sunday school)

\$ 13,665

### GENERAL SAVINGS

Discretionary	744
Bulletins, Altar Flowers, Memorial Candle – Savings	1,711
Education	261
Abiding Memorial	5,406
Estate Distribution	9,756
Detroit Street	3,949
Sandusky Street	4,966
Youth Mission	3,729
Capital Campaign – Phase II	3,974
Continuing Education	270
Miscellaneous Other Savings Accounts	<u>25,737</u>

### **TOTAL CURRENT ASSETS**

**\$ 60,503**

### LONG TERM ASSETS

Mission & Education Endowment Fund: Investment Portion	\$ 111,143
Capital Improvement Endowment Fund: Investment Portion	793,484
Family Center Fund	30,484
Thrivent Fund	<u>10,005</u>

### **TOTAL LONG TERM ASSETS**

**\$ 945,113**

### FIXED ASSETS

Land	\$ 294,000
Church Building	1,207,500
Other Buildings	3,675
Parking Lots	42,000
LED Sign	50,000
Furniture and Fixtures	131,250
Office Equipment	7,350
Pipe Organ	253,575
Pianos	18,900
Hand Bells	8,295
Digital Keyboard	8,925
Art Glass Windows	88,515
472 Detroit Street	60,000
448-450 Sandusky Street	85,000
Carillon	14,700
TOTAL FIXED ASSETS	\$ 1,979,979
TOTAL LONG TERM ASSETS	945,113
TOTAL CURRENT ASSETS	<u>60,503</u>
TOTAL ASSETS	<b><u>\$ 2,985,595</u></b>

**LIABILITIES AND NET WORTH**

**LIABILITIES**

December 20 <sup>th</sup> Payroll and 4 <sup>th</sup> Quarter 2019 Accruals	\$ 5,568
Taxes Accruals	<u>\$ 4,215.96</u>
<b>TOTAL LIABILITIES</b>	<b>\$ 9,784</b>
<b>NET WORTH</b>	<b>\$ 2,975,811</b>
<b>NET WORTH AND LIABILITIES</b>	<b><u>\$ 2,985,595</u></b>

**ENDOWMENTS AS OF DECEMBER 31, 2019**

Capital Improvement	\$ 793,481
Mission and Education	111,143
Family Center	30,484
Thrivent Fund	<u>10,005</u>
<b>TOTAL</b>	<b><u>\$ 945,113</u></b>

# GSLC GENERAL FUND INCOME & EXPENSE STATEMENT

## INCOME ACCOUNTS

DECEMBER 31, 2019

### GENERAL FUND INCLUDING SUNDAY SCHOOL

Weekly Offerings	\$ 190,380
Special Offerings	4,587
Other Income	<u>5,938</u>
<b>TOTAL</b>	<b><u>\$ 200,905</u></b>

## EXPENSE ACCOUNTS

### GENERAL FUND

Christian Education including Sunday school	\$	0
Evangelism		0
Social Ministry		0
Worship and Music		3,352
Stewardship		474
Staff Salaries		118,870
Staff Benefits		49,595
Property		30,281
Utilities (Annual)		
Electricity	8,944	
Gas	4,657	
Water & Sewer	1,100	
Telephone	2,134	
Other Property Costs	13,448	
Parish Administration		10,312
Other		<u>20,090</u>
<b>TOTAL GENERAL FUND EXPENSES</b>		<b><u>\$232,975</u></b>

**ESTIMATE OF MISSION FUNDING**

	<b>2019 (1.5 Pastors)</b>	<b>2020 (1 Pastor)</b>	<b>Difference</b>
Staff Salaries & Benefits	\$ 180,858	\$ 133,502	\$ (47,356)
Property	\$ 28,640	\$ 30,890	\$ 2,250
<i>Electricity</i>	\$ 9,000	\$ 9,000	\$ -
<i>Snow Removal</i>	\$ 2,500	\$ 2,500	\$ -
<i>Gas</i>	\$ 4,400	\$ 5,000	\$ 600
<i>Insurance</i>	\$ 5,000	\$ 5,000	\$ -
<i>Telephone</i>	\$ 2,100	\$ 2,100	\$ -
	\$ 23,000	\$ 23,600	\$ 600
Parish Administration	\$ 10,195	\$ 9,965	\$ (230)
<i>Office Supplies</i>	\$ 2,500	\$ 2,500	\$ -
<i>Copier Contract</i>	\$ 4,500	\$ 4,500	\$ -
	\$ 7,000	\$ 7,000	\$ -
Worship & Music	\$ 3,700	\$ 4,700	\$ 1,000
Christian Education	\$ 0	\$ 2,000	\$ 2,000
Council & Finance	\$ 1,675	\$ 1,325	\$ (350)
Stewardship	\$ 500	\$ 500	\$ -
<b>SUBTOTAL</b>	\$ 225,568	\$ 182,882	\$ (42,686)
10% Biblical Tithe – NEOS	\$ 22,457	\$ 20,320	\$ (2,137)
<b>GENERAL FUND TOTAL</b>	\$ 248,025	\$ 203,202	\$ (44,823)

*“Leadership Lessons from Geese” by Joel Barfinkle*

Have you ever wondered why geese fly in a V formation?

As with most animal behavior, God had a good reason for including that in their instincts.

As each bird flaps its wings, it creates uplift for the bird following.

In a V formation, the whole flock adds at least 71% more flying range than if each bird flew alone.

Whenever a goose falls out of formation, it suddenly feels the drag and resistance of trying to fly alone.

Like geese....

People who share a common direction and sense of community

Can get where they are going quicker and easier than those who try to go it alone

When a goose gets tired, it rotates back into formation and another goose flies at the point position

If people had as much sense as geese, they would realize that ultimately their success depends on working as a team,

Taking turns doing the hard tasks. And sharing leaderships.

Geese in the rear of the formation honk to encourage those up in front to up their speed. It's important that our "honking from behind" be encouraging.

Otherwise... well...it's just honking.

When a goose gets sick or wounded, two other geese drop out of formation and follow it down to provide protection.

They stay with the unhealthy member of the flock until they are able to fly again.

Then they launch out with another passing flock or try to catch up with their own.

May we be so sacrificial, that we may be worthy of such friends in our times of need.

You don't have to be a scientist to learn from God's marvelous creation.

You only need to stop long enough to observe and let God reveal His wonders to you.

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Joel Garfinkle is recognized as one of the top 50 coaches in the U.S., and the author of 7 books, including [Getting Ahead: Three Steps to Take Your Career to the Next Level](#). He has worked with many of the world's leading companies, including Google, Deloitte, Amazon, Ritz-Carlton, Gap, Cisco, Oracle, and many more. Visit Joel online at Garfinkle Executive Coaching. Subscribe to his [Fulfillment@Work Newsletter](#) and receive the FREE e-book, *40 Proven Strategies to Get Promoted Now!*

