

Voters' Assembly Minutes Sunday, November 12, 2023

The chairman, Larry Onesky, called the meeting to order at 10:12 am followed by a prayer from Pastor McCanless.

The minutes of the April 23, 2023, Voters' Assembly meeting and the May 21, 2023, Special Voters' Assembly were read and accepted as presented.

New Members/Roll Call: Applying for membership are Leslie and Michael Dolsen, Julie Metzger, Reverend McCanless, Shirley Rusnak, Curtis and Christy Welch.

Letters and Communications: None

Reports of Pastors and Boards:

Pastor: attached.

In addition to the attached report, he stated that he is enjoying his time with the Holy Cross Lutheran School students, and looking forward to the upcoming season of Advent. Per Julie Metzger's request, he will look into Trail Life USA for the boys in the school and American Heritage for the girls. These organizations are the equivalent of the former Boy Scouts and Girls Scouts of America. He would also like to get members and school families involved in camping and hiking.

President's Report: attached.

Brief – state of the financial situation. When asked if he could make any projection for the church, he stated that we have already exceeded a projection he had earlier. Alan asked if any funds might be available from the English District as mentioned by Bishop Hardy at an earlier meeting. Alan also mentioned an insurance policy owned by the church that would give us an additional \$70,000. No discussion. Larry stated that our problem is cash flow, we are simply not taking in enough money in offerings.

Board of Elders: attached.

In addition to the printed report, Alan said that we will now have a Christmas Eve service at 4:00 pm, which will be a Hymn Sing of favorite carols.

The church will be decorated on December 5 – later changed to November 28th. The poinsettia tree will depend on how many orders for poinsettias we receive.

The school Christmas program will be on Wednesday, December 13, at 6:30 pm.

The Board of Elders is working to see if we can have a Blended Service with more modern hymns/songs either at worship services and/or at a Wednesday evening service sometime in the future. Larry Onesky said he has been in touch with Pastor Weldon who suggested a book called Songs for Praise and Worship that he uses in his church. Larry has been able to order the book online. When it arrives, he will then give it to Pastor McCanless.

Board of Christian Education:

No written report. Charline said that the Board will meet at the beginning of the year to plan for this year's confirmation. She asked Pastor McCanless if anyone from the school would be confirmed, and he said no.

Board of Property: attached.

Ed expressed appreciation for Lutheran West students who helped with church clean-up.

He will be meeting with Lutheran West to discuss our apportionment and a grant that he, Julie, and Amber have worked to achieve for security purposes.

Alan said he is questioning a heating valve in the library. He will wait to hear from Julie and Pastor McCanless if room is overheating. Curtis volunteered to help with the problem.

School Board Report: attached.

Julie was able to obtain a grant of \$50,000, which may enable her to obtain a reading and math specialist for the school.

Standing Committees

Financial Secretary's Report: attached.

Treasurer's Report for 3rd Quarter: attached.

Finance Committee (Budget): attached. Adjustments to this year's budget: Custodian's salary, Concordia Plans for Pastor, Secretary's salary.

Ed moved that we approve the budget, seconded by Kathy Nehrenz. The motion carried.

Ad Hoc Committees, Delegates, and Other Groups

Nominating Committee

Alan conducted the elections since Cindy was unable to attend the meeting.

Chairman: Larry Onesky was unanimously elected as chairman.

Secretary: No nominations from the floor, no volunteers.

Board of Elders: Dan Kenney and Pat Loomis were elected to the Board of Elders.

Board of Christian Education: Charline Mueller and Shirley Rusnak were elected to the Board of Christian Education.

Board of Property: Michael Gold, Ed Himmelein, and Curtis Welch were elected to the Board of Property.

Secretary: This position was once again addressed with no resolution. Larry said that although we are in violation of the Constitution without a Secretary, he will find a way to address the problem.

No other delegate or group reports.

Closing Business:

Unfinished and New Business: none.

Acceptance of New/Returning Members

Leslie and Michael Dolsen, Pastor McCanless, Julie Metzger, Shirley Rusnak, Christy and Curtis Welch.

Adjournment: The meeting was adjourned at 11:07 am.

Closing Prayer: Pastor McCanless led us in the Lord's Prayer.

Respectfully submitted,

Diane Apelt, Secretary

Voters' Assembly Minutes Sunday, April 23, 2023

The chairman, Larry Onesky, called the meeting to order at 10:15 am followed by a prayer from Pastor Scheer.

The minutes of the November 13, 2022, Voters' Assembly meeting were read and accepted as presented.

Three members will be applying for membership at the end of the meeting: Mark Forrester, Michael Gold, Irene Walters.

Letters and Communications: None

Reports of Pastors and Boards:

Pastor and Principal: attached

School

Cheryl has 18 preschoolers not 16 as printed on the report.

Outlook for 2023-24: Currently Pastor Scheer has re-enrollment papers for 40 students.

Julie Metzger-Rader is assuming more responsibilities as principal and already has a calendar for the new school year.

She plans to have the Christmas program on a Wednesday evening to possibly coincide with an Advent Service.

She and her husband, Tim plan to transfer to Holy Cross from Faith Lutheran in Avon.

Cheryl Poppe reported that her Preschool parents were disappointed that preschool would not be reopening in the fall.

Someone has inquired about using the preschool building for a Day Care facility, but nothing has been established.

Church

Pastor has 6 more Sundays to preach and lead worship. The Altar Guild will need to revisit many of the duties Pastor has assumed since and during COVID. Discussion followed in which it was established that a meeting will be needed to transition into additional duties by members.

The school has been paying the church secretary's salary for a few years. This may have to change. The current secretary will only work 1 day a week during the summer months. Pastor Scheer will need to instruct an individual on how to do the bulletin. This will involve contacting the vacancy pastor regarding hymns, readings, and other items related to the services.

The organist issue has been resolved. Celeste Stonebraker will play for at least a year beginning May 14. Hon Ki will be relocating to Texas. However, an organist is needed for June 4, Pastor's last day to preach at Holy Cross, since neither Celeste, nor Hon Ki is available that Sunday.

Holy Cross will be hosting a concert by the Ashland University Choir on Monday, May 8. Pastor Scheer will distribute posters that he has obtained announcing this event. Holy Cross is also hosting a meal for the choir members at 5:00 pm prior to the concert. Those interested in helping should call Ed and Suzanne Himmelein who are preparing the dinner.

President's Report: attached.

Call Committee: Larry Onesky moved that we form a Call Committee; Kathy Nehrenz seconded the motion. The motion passed.

School Line of Credit: Larry Onesky moved that the Voters approve a Line of Credit for \$60,000 for 1 year needed for the school to meet payroll during the summer months. Kathy Nehrenz seconded the motion. The motion passed.

The Church Finances were reviewed. Some discussion followed.

Board of Elders:

A meeting between the Elders, Deacons, and those interested in serving on the Altar Guild needs to be scheduled.

Larry would like a list of Altar Guild duties. Diane will provide the previous list of duties. Larry stated that Ed has agreed to deacon. We could still use a few more deacons.

The Board of Elders is responsible for forming the Call Committee.

Discussion followed regarding congregation members' thoughts about a new pastor and Holy Cross' services/activities in the future.

Thank you to Cheryl for having the preschool sing at the service this morning.

Board of Christian Education:

Charline Mueller reported that the Board will provide corsages and robes for the confirmands, and refreshments after service for those attending Confirmation Sunday, May 28, 2023.

Board of Property:

The Preschool building is being considered for a Day Care facility. Cheryl Poppe said that one advantage to this would be an After-School care program available for our day school students. Larry said that more information will be forthcoming once this solidifies.

Standing Committees

Financial Secretary's Report: 2 reports attached.

Treasurer's Report: attached.

Finance Committee: Larry asked if there were any questions about the reports presented. He also asked the members to take the reports home, study them, then if anyone has questions to contact himself, Charline Mueller, or Diane Apelt.

Ad Hoc Committees, Delegates, and Other Groups**Call Committee**

We need to get a list of candidates from the English District or nominations from people in the congregation for the Call Committee to consider. Since no names have been submitted so far, Bishop Hardy will start working on a list. Larry stressed that those on the committee need to know that the entire process is totally confidential. In fact, those on the committee will need to sign a Confidentiality Agreement. Committee procedures were discussed. Alan asked if anyone would like to volunteer to be considered for the Call Committee. The Board of Elders is responsible for selecting the Call Committee for a pastor. Leslie Dolsen, Lynn Gold, Ed Himmelein, and Kathy Nehrenz would like to be considered. Larry Onesky will be an ex-officio member. Once the Board of Elders has established a Call Committee, it must be approved by the Voters' Assembly.

Michael Gold asked if there has been any contact with a church regarding a merger. Larry says there has been no activity in this regard. Discussion followed.

Nominating Committee

Larry stated that approximately one-half of the Board of Directors have terms expiring. At least 5 people are needed for the Nominating Committee. Larry Onesky cannot be on this committee. The following volunteered to be on the Nominating Committee: Alan Apelt, Robin Hellisz, Pat Loomis, Keith Monson, Cindy Rambert. Kathy Nehrenz moved that nominations be closed, and we elect all five. Motion passed. Larry Onesky will provide a list of eligible voters to the committee.

No other delegate or group reports.

Closing Business:

Unfinished and New Business: none.

General Welfare (Open Forum)

Mark Forrester expressed appreciation for the landscaping work done by Robin Hellisz, Marta Ivancic, and Cindy Rambert.

Cindy asked for donations to the Landscaping Fund. Lutheran West is being asked to provide some students to help with landscaping, especially to rake out the flower beds.

Acceptance of New/Returning Members

Mark Forrester, Michael Gold, and Irene Walters were accepted as returning members.

Adjournment:

Kathy Nehrenz moved for adjournment seconded by Pat Loomis.

The meeting was adjourned at 11:24 am.

Closing Prayer:

Larry Onesky led us in the Lord's Prayer.

Respectfully submitted,

Diane Apelt, Secretary

Special Voters' Assembly Minutes
Sunday, May 21, 2023

The chairman, Larry Onesky, called the meeting to order at 9:56 am.

Since this is a Special Voters' Assembly called to approve the Call Committee presented by the Board of Elders, there is no sign-in sheet, and no agenda.

A copy of the Call Committee members approved by the Board of Directors last Tuesday, May 16, 2023, was presented to those present. Alan Apelt, chairman of the Board of Elders announced that since the meeting on Tuesday, two more people have expressed a desire to serve on the Call Committee – Pat Loomis and Julie Metzger. After consulting with the elders present at this meeting, who gave their approval for the two names to be added to the Call Committee list, the list was presented as a motion from the Elders to accept the 7 listed and the 2 additional names. The motion passed.

Larry announced that he would like to meet with the Call Committee immediately following the meeting of the Altar Guild/Deacons set to discuss the reorganization of those entities.

The meeting ended at 10:01 am.

Respectfully submitted,

Diane Apelt, Secretary

MINISTRY: by the numbers

at

Holy Cross Lutheran Church – Cleveland - 2023

*Presented to the
Voter's Assembly;
November 12, 2023*

How does one *quantify* the “Office of Holy Ministry,” and the work done in that office? Can the work of a pastor be boiled down to its mathematical essence – like the box score of a baseball game? **No.** But for convenience' sake, here IS a basic *outline* of the kinds of work done in the midst of the People of God in this congregation, since my arrival in September for this Voter's Assembly, that you might better understand the work of the Holy Spirit through the Pastoral Office.

Membership

- 3 adults are currently interested in Adult Catechesis with one of these adults awaiting Baptism
- 1 adult is to be released to another Lutheran Church body

Pastoral Care

- 9 Pastoral visitations (most with Communion);
 - o 0 @ Hospitals
 - o 7 @ Nursing Homes
 - o 1 In parishioner's home
- 1 graveside committal (pending)
- 0 Pastoral Counseling sessions (NON-catechesis/NON-pre-marital work)
- 0 Divine Services conducted outside Holy Cross to date

Catechesis & congregational life

- 19 Youth in Catechism (10 in 2nd year; 9 in 1st year)-via our school
- Weekly Chapel with our school with “Q & A with the Pastor” afterward
- 2 presentations given to Amazing Grays
- 1 additional science presentation given to our 4th graders in school
- Adult Sunday School/Bible Study now underway

Circuit/District/ meetings

- 1 Circuit Winkel
- 1 Concordia Lutheran Ministries Annual Mtg (attended with Curtis Welch & Kathy Nehrenz as our congregational delegates)
- 1 English District Lake Erie Regional Conference

Beyond the formality even of these statistics, is my work with many of the Committees and members of Holy Cross, on matters ranging from the School to Elders to Church Council.

Attending events with parishioners has run the gamut - from getting together for lunch, to riding the Cuyahoga fall excursion train ride

Of all these things however, one of our most important initiatives is reaching out to our lapsed members, as well as to our families in our school. By including them in our worship service next Sunday, as well as our upcoming Advent Wednesday services, this is the perfect opportunity to “catch fish in a barrel.” Jesus has transformed us here @ Holy Cross in Word & Sacrament to be MORE than mere fishermen of the Rocky & Lake Erie. *“¹⁶And as Jesus walked by the Sea of Galilee, He saw Simon and Andrew his brother casting a net into the sea; for they were fishermen. ¹⁷Then Jesus said to them, “Follow Me, and I will make you fishers of men.” ¹⁸They immediately left their nets and followed Him.”* (Mark 1) If Jesus could do this

with uneducated first century Judean fishermen, just imagine what He CAN do with the dozens of erudite & well-fed members of Holy Cross in this corner of His Kingdom?!

My abiding motto since joining the LCMS in 1998 has been – “Wherever there’s Lutherans, is a **GOOD** place to be!” As a transplanted Pittsburgher of the past 21 years, I can honestly say that’s true even of Cleveland, now. But that’s preaching to the choir, no? **YOU already know that**- it’s **why** you’re **HERE** – but do our friends, neighbors, & school families **KNOW THAT?** If the Good News of the Gospel is not worth sharing, what **IS** it worth to you?! A way to kill an hour or so before the Browns or Indian’s game on Sunday? A way to get free donuts that morning? A place to be seen by the neighbors, that they might think you a righteous dude the rest of the week? This place that mom & dad dragged you to as a child & a habit you can’t seem to break? Or is it the very house of God where Jesus comes to serve us – in Word & Sacrament regularly – **IN** the Divine Service, unto salvation?

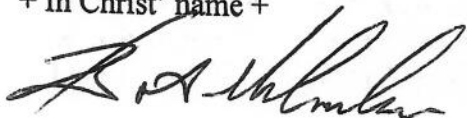
It is meet, right & salutary that the Season of the End Times has begun this year with our neighbors who **don’t know** Jesus voting to legalize dope & the killing of babies. Clearly, 57% of our fellow Ohioans haven’t the foggiest notion **who** Jesus **is**. This mission field is not “over there”... somewhere nebulous in something-or-other-istan in some distant corner of the globe where they speak a different language, eat weird food & dress in funny clothes. Most days of the week, we don’t even need to leave 4260 Rocky River Road in order to find people hungry for more than our food pantry, but for the Gospel of Jesus – if only one of His modern fishers of men, would cast their nets in their direction. Jesus has kindly herded a *school of fish* into our midst. Let’s wade in with our nets & bring them here on Sunday mornings & other times as well – make them part of the **family** here that **THEY** may “*taste & see that the Lord IS good!*” In His Great Commission, we often get the language wrong. We simply read what’s in our Bible not realizing that adherents of false doctrine have done a lousy job of interpreting the original Koine Greek of scripture. We look at the first half of Mt.28:19, & just assume that “¹⁹ *Go therefore and make disciples of all the nations*” is the correct interpretation. “¹⁸ *And Jesus came and spoke to them, saying, “All authority has been given to Me in heaven and on earth. ¹⁹ Therefore, AS you are going, make disciples of all peoples, baptizing them in the name of the Father and of the Son and of the Holy Spirit, ²⁰ teaching them to observe all things that I have commanded you; and lo, I am with you always, unto the end of the age. Amen,”* is the more ACCURATE translation of this passage, because Jesus understands we **CAN’T ALL** go it “somewhere-over-there-istan,” but we are **CONSTANLY** going **WHERE we ARE**. Therefore, as we are going... to our dental appointment... as we **ARE** going... to Giant Eagle... as we are going to... Jiffy Lube... **WHEREVER** it is, **is OUR MISSION FIELD**. Holy Cross does not exist in a vacuum. We are in Kamm’s Corners on the sw side of Cleveland, OH – a place with a multitude of shops, restaurants, & neighbors we visit over the fence of our backyard, while waiting for a haircut, while waiting at a doctor’s appointment, while waiting to pick up their children from **OUR** school!!!

THE mission field is ALL around us – we go to it EVERY DAY. And if you’re bored, come hang out @ school around 3pm daily & greet our school children & parents as they prepare to leave for the day – cast your net & invite them to the Divine Service on Sunday. Remember, 57% of Ohioans are just fine with killing babies- we cannot presume that just because someone claims a church membership somewhere else, they **actually** **KNOW** Jesus & His Word. We have a mosque a mile away here on Rocky River Rd. – a monument to a false, man-made religion of works (mohammedanism) in **OUR** neighborhood. The mission field is ready for some REAL Good News in 2023 & beyond. Is it worth sharing, ye who **KNOW** it?

I believe God has bold plans in store for His people, here on the solid rock of Christ at Holy Cross. I **cannot begin** to imagine what He will have shown us, by this time *next* year.

Faithfully submitted,

+ In Christ’ name +



Pastor Bob McCanless

Report of the President of the Congregation November 12, 2023

Finances

Recent saving account balances are:

Thrivent Specials: \$25,815.72

Stifel: \$53,471.86 was \$99,873.02 last meeting

Total: \$79,287.58

LCEF Loan Balance \$138,688.11

Budget

The budget for 2024 will be presented for approval later in the meeting.

Voters Meeting 11/12/23 – Elders Update

Pastor's Report

- Sept / Oct Visits – Mueller, Paul & Dorothy Kenney (2x) , Guenther Frank (2x)
- Pastor calling Church roster to make contact with all members (attending & not attending). He is having to leave a lot of messages or phone numbers are not valid.
- Attended Circuit Winkel on 9/12, and planning to attend another on 11/14.
- Leading chapel with school children
- Teaching 2nd year catechesis for 7th & 8th graders and 1st year catechesis for 5th & 6th graders
- 11/1 - Attended Concordia annual meeting with Chris Welch and Kathy Nehrenz
- 10/16 – 10/17 – attended Lake Erie English District Regional Conference (Ascension North Olmsted)
- Given 2 presentations to Amazing Grays.
- Bible Study started up on 10/22 – Started the study of the Gospel of Matthew
- Pastor meeting with a couple in West Park to possibly join, and a member's niece for possible baptism.

Holiday Service Schedule

- 11/19 – School Program in service
- 11/22 – Thanksgiving Eve at 7pm
- Advent: 12/6, 12/13, & 12/20 at 11 am
- Monday 12/25 – Christmas Day 10am

Other Information

- Elders and President gathering materials to help include or devise a blended service on some basis – TBD
- Proceeding with decorations for the church over the Christmas season.

Blessings,

Dan Kenney

First, I am delighted to inform you Pastor has been leading us in Worship every Wednesday. The students have had some question time following chapel. Our students have had some wonderful questions to ask. This has been a wonderful opportunity for our students to deepen their spiritual connections and learn from different perspectives. They have focused on items or images they see in the chapel.

We hosted our much-anticipated Crocktober fest event at . We kindly requested that each family bring a delicious meal in a crockpot to share with everyone. It was a delightful evening of good food and great company.

I am excited to share that I have submitted a request for a \$50,000 grant from the English District to restart our preschool. This would be a fantastic opportunity for us to expand our educational offerings and provide even more children with the foundation they need for future success.

Additionally, working closely with Ed, Amber and Lutheran West we submitted to secure a \$96,000 security grant for our school. We submitted 2 grants. If successful, these funds will be used to enhance our security measures, including the installation of cameras, security locking systems, and key fobs. The safety of our students is our top priority, and I am grateful for the support we are receiving to strengthen our security protocols.

I hope you had an opportunity to visit our Christmas craft Bazaar. We already had 30 tables of vendors. It was a wonderful event for our community. If you are a crafter, please consider joining us next year. Thank you to all that participated! A special thanks to Marta, Cindy, Ed, and Suzzane! Your support and encouragement for the day was a huge blessing!

On October 26, Lutheran West conducted placement testing in our building. This will allow them to better understand the academic needs of our students and ensure they receive the best possible education moving forward. We had 4 students test for them.

I would also like to take a moment to express my gratitude for your continued partnership and support. Our enrollment remains steady at 56. I received word that our school has been awarded the second grant in the Governor's Emergency Education Relief Fund (GEER) Fund. This is an incredible achievement and will greatly assist our students in overcoming the learning hurdles caused by the ongoing challenges of COVID-19. Funds for this grant total is \$49,275 to be used for support in overcoming those covid related issues. I am immensely grateful for your continued support and partnership in creating the best educational opportunities for our students. This grant will go a long way in providing them with the resources they need to succeed.

I am proud to share that our students have raised \$145.00 for new gym equipment. Additionally, the first Tri-Channel fundraiser has raised almost \$332.50 through donut sales and donations, putting us halfway towards renting a bus for an upcoming field trip. Your contributions make a significant difference, and I am truly thankful for your generosity.

We have had a fully sponsored student in our after school dance program. Thank you for your support! This fund helps to make sure all our students have access to after school activities.

As we celebrate the achievements and milestones of our students, I encourage you to take a moment to reflect on the incredible journey we are on together. Your involvement and dedication to our children's education are invaluable, and I am honored to be a part of this community.

Board of Properties

I am pleased to inform you that the repairs on our school lawn have been completed, with the exception of the large area out front. We are currently waiting for the stump company to return and finish the necessary work. We appreciate your patience during this process.

In order to cover the costs of snow shoveling during the winter months, it has been decided to reduce the custodian's salary by \$100 per month for the next two months. Additionally, for the upcoming year, we will further reduce the salary by \$500. Out of this amount, \$300 will be allocated to the custodial assistance line to ensure adequate payment for snow shoveling.

I am pleased to inform you that the backflow inspection on our water line has been successfully completed. The cost of \$105 has been covered by the school. Ensuring the safety and functionality of our facilities is always a priority.

Over the next week, I will be installing new toilet seats, Carbon Monoxide detectors, and furnace filters. I am grateful to our generous members who have donated these items to our school. Their support is greatly appreciated.

On Tuesday, November 28th, we will be decorating our poinsettia tree and the church. This is always a joyful event, and we encourage all families to join us if possible.

Although we have made progress with the clean-up, we still have a need for assistance with leaf raking and snow shoveling. I would like to express my utmost gratitude to Mark Forrester, Jeff Bartholemew, and Keith Monson for coordinating the clean-up efforts with the Lutheran West Students. Their hard work and dedication truly made a difference. Please know that thank you notes have been sent to Lutheran West to express our appreciation.

In addition to the announcements above, I would like to take a moment to express my sincere gratitude to all our families. Your continued partnership and support are invaluable to our school community. Together, we create an environment where our students can thrive and grow. Thank you for choosing to continue to support the school and its ministry to the community and Christian Education.

HOLY CROSS LUTHERAN CHURCH, Cleveland, Ohio
FINANCIAL SECRETARY'S REPORT
January 1, 2023 - September 30, 2023

GENERAL

Unified Budget	79,183.39
Thrivent Choice Deposits	805.00
Memorials/Thank Offerings	2,309.00
LHS	0.00
Property Repair	605.00
Hall Rental	50.00
Pre-School/HCLS	135.00
Refunds/English District	0.00
Workers Compensation Refund Check	0.00
Evangelism/Stewardship/Easter Candy/Soup Supper	50.00
Salary Supplement	0.00
General Total	\$83,137.39

SPECIALS

Board of Christian Education	
Youth Group	0.00
Christian Education	0.00
Food Pantry	8,732.51
Sub-total	<u>\$8,732.51</u>
Board of Elders	
Altar Guild/Flowers/Lilies/Poinsettias/Decorations	894.25
Handbells/Music	0.00
Deacons Fund/Mites	54.10
Sub-total	<u>\$948.35</u>
Board of Property	
Capital Improvement	0.00
Capital Campaign	3,795.00
Landscaping	765.00
Sub-total	<u>\$4,560.00</u>
Finance Committee	
Boosters	0.00
Crisis Center	0.00
Sub-total	<u>\$0.00</u>
School Insurance	\$0.00
Specials Total	\$14,240.86

Stifel Investment Supplement	\$61,000.94
Pastor Scheer's gift	\$195.00
TOTAL ALL FUNDS	\$158,574.19

Respectfully submitted,
Charline Mueller

HOLY CROSS LUTHERAN CHURCH					
General Fund- January 1, 2023 -September 30, 2023					
	Actual	YTD	2023	Actual	YTD
CARE OF GOD'S SERVANTS					
Pastor Scheer/Pastor McCanless	18,483	27,725	36,967		
Housing Allowance	12,500	18,750	25,000		
General Reimbursements				3,002	5,250
Utilities Allowance					0
Automobile Allowance	1,250	1,875	2,500	0	750
Pastor -Subtotal:	32,233	48,350	64,467	0	375
Concordia Plan Retirement (10.95%)	3,988	4,043	5,391	0	0
Health Care Self&Sps Opt A	18,487	27,731	36,974	0	0
Disability&Survivor w Dependents	1,031	1,046	1,394	0	375
Worker 403b Match (1% of salary)	0	484	645	0	375
Accident Insurance Plan	34	51	68	25	188
Pastoral Assistance	788	600	800	0	75
God's Servants Subtotal	56,561	82,304	109,739	0	100
STAFF SALARIES AND COMPENSATIONS					
Office Secretary	850	0	-	21,371	21,000
Financial Secretary	1,159	1,159	1,545	11,731	8,250
Treasurer	1,159	1,159	1,545	4,985	17,250
Organist (Elders) +1.2%	6,750	6,094	8,125	0	9,750
Assistance	175	0	0	41,114	63,713
Director of Choirs (Elders)	0	0	0		
Custodian (Property)	4,884	4,997	6,663	10,888	10,890
Assistance	120	386	514	105	750
FICA (Non-Pastoral Staff - 7.5%)	1,361	1,026	1,368	0	1,950
Workers Comp	67	491	655	0	1,650
Staff Salaries Subtotal	16,525	15,311	20,415	5,214	3,000
				16,207	18,240
Apportionments Commitments Sub.				130,407	179,568
Budget Total:					24,320
					239,424

