



THE RISING SUN NEWSLETTER
SWAMP EVANGELICAL LUTHERAN CHURCH
275 SWAMP CHURCH ROAD, REINHOLDS, PA 17569

Church Telephone 717-336-2849; Fax 717-336-2840; e-mail secretary@swamplutheran.org

STAFF

MINISTERS:

Congregation

PASTOR:

Rev. Kurt Strause

ADMIN ASST:

Brenda Johnston

ORGANIST/CHOIR DIRECTOR

Susan Kreitz

BELL CHOIR

Doug Kulp

SEXTON

John Frantz

OFFICERS of COUNCIL

Lori Gockley, President

David Kupp, Vice President

Jodi Showalter, Sec.

Deb Kohl, Fin. Secy

Guy Templin, Co-Treas

Sue Knauer, Co-Treas

Congregational Council

Sandy Clouser

Randy Krater

Deb Kohl

Pam Leisey

Mike Mixell

Jan Risser

Ryan Ranck

David Sauder

From Pastor Kurt

News Flash!
Christmas Banned!
Violators Caught Celebrating Will Be Fined!
“Get back to work,” thundered one prominent preacher from his pulpit.

These lurid headlines are imaginary. Who could possibly foresee a day when our culture might forbid all celebrations of our Lord’s birth?

Except it did happen in our nation’s history. In the very strict Christian communities in New England in the 1600’s all celebrations of Christmas were forbidden. Unless December 25 fell on a Sunday it was regarded as just any other work day. Puritan preachers railed against anyone who dared to engage in any kind of celebration of Christmas.

Why? Because less than 200 years ago Christmas was celebrated in a very much different way throughout the world. Today we celebrate Christmas as a quiet, home-centered occasion as we gather with family to exchange presents with one

another. Christians will often go to church on Christmas Eve to hear again the story of the birth of Jesus. But in New England, and throughout the rest of the Christian world, Christmas was more often celebrated as a raucous, outdoor, street carnival. Peasants would go door to door to the homes of the wealthy and ask for food and drink (“so bring us some figgy pudding, and bring it right here!”). For the twelve days between Christmas and the Epiphany the streets of towns and villages were filled with noisy, often inebriated, revelers. It was this kind of Christmas celebration that the strict Puritans tried to stop.

My point? We often believe how we celebrate Christmas is timeless, and that our traditions were handed down thousands of years ago, when in fact that’s not true. This year we aren’t going to be able to celebrate Christmas in quite the same way we always have. But it’s im-

portant to remember we’ve adapted to changes in our culture in the past and we can do so again. The viral pandemic we are all facing will mean our celebrations will be different. We will miss some of the traditions that we cherish.

The pandemic doesn’t change the message of Jesus’ birth, though the traditions we create to tell that story may change. Christmas is more than the sum of traditions which surround it. Christmas is God’s timeless and eternal declaration of love for the whole world.

On a personal note:

Lois and I thank all of you deeply for the very generous and thoughtful gift given to us during “Pastor Appreciation Month.” We have come to discover that this congregation is a wonderful community of God’s people!



Church Office Requests

Please call the church office at 717-336-2849

when:

- You are in the hospital or prior to going to the hospital** (or have a relative call for you). . In an emergency, call Pastor Strause at 717-475-4377.
- You are confined to your home for an extended period of time**

because of illness or accident.

- You are going to a rehab center or a nursing home.**
- There is a change in your family status** (birth, death, marriage, or divorce).
- You move to a new home, move out of the area, or go away to college or graduate**

school. keeping data base current.

- You schedule a meeting or an event** of a group or committee. To be open and communicative with everyone, we would like to include all scheduling on the Church Calendar and in the Weekly Bulletin.

Feeding the Hungry alongside EASS and Central PA Food Bank

Our monthly food distribution to those who have been negatively impacted by different factors including but not limited to COVID19 successfully completed its second month. In December we will continue to receive assistance from the Central PA Food Bank in the form of shelf stable dry goods. Starting in January 2021, Swamp Lutheran Church will have full responsibility for building the shelf stable dry good boxes. It is our intent to serve 20-25 families a month. We need the involvement of all as we collect donations of dry goods that should include items such as peanut butter, jelly, tuna, pasta, cereal, rice, canned goods, etc. Man power in the form of volunteers is also a need. Please contact John Franz if you are able to volunteer your time. Next distribution will be December 9, 2020. Your donations of goods can be brought to the office or left in the church on a Sunday.



ELCA Good Gifts Catalogue is in the Narthex. If you are looking for Christmas gift ideas that make a difference have a look at the catalogue. You can also look online at ELCA.org/goodgifts or phone 800-638-3522. Your gift will be tax deductible and assists ELCA to support work in 77 different countries.



Parking Lot "Carol Sing" on Sunday, December 20

Join us for an afternoon of singing traditional Christmas carols on Sunday afternoon, December 20 at 2:00 p.m. Weather permitting, we will gather outside on the parking lot to sing the familiar carols celebrating our Lord's birth. Coffee and hot chocolate will be provided to help keep you warm. No reservations needed, just come and celebrate!

OPPORTUNITY - You can help those in need by contributing to the Action Fund. Christmas gifts for needy families and funds for emergencies such as heat, housing, food, or medicine are just some of the ways we help others. If you want to make a contribution to the Action Fund please make your check payable to "Swamp Lutheran Action Fund" and give it to Pastor Strause.





Sue Kittler
 Katie Houck
 Jean Wolf
 Don Risser
 Mary Jane Miller
 Susan Levan
 Nancy Kulp
 Shirley Achey—neighbor of
 Sue Kreitz
 Mary Kring—aunt of Linda
 Ream
 Ray Fox—cousin of Connie
 Taylor

Sue Templin
 Barb Mizdail
 Faye Harting—Nana of Abbey Rineer
 Dorothy Good
 Roger Gehman—father of Gaile Gehman
 Jan Risser

When someone is put on the prayers list, we will keep them on for four weeks. After that time, they will be taken off the unless you make another request to have them put back on.

A new year is quickly approaching and we need to update our Birthday records to reflect those born in the year 1952 or prior. Please send the church an email at secretary@swamplutheran.org or call the office at 717 336-2849. We would love to include your name, address and date of birthday each month in our newsletter. Thank you!

*We
 Need
 Your
 Help!*



**EPHRATA
 AREA
 SOCIAL
 SERVICES**

Street ,Ephrata, PA 17522.

Ephrata Area Social Services is experiencing high demand during this time of pandemic with a decrease in donations. They are accepting monetary donations to help bridge the gap. Monetary donations can be made out to EASS. Their address is: EASS , 227 North State Street ,Ephrata, PA 17522. Thank you in advance for your help.

Bell Choir Schedule—December 2020

PRACTICES 7:30P—8:30P

Mon. Dec. 07
 Mon. Dec. 14
 Mon. Dec. 21



PLAY DATES

Play Sunday, December 13
 Play Thursday December 24
 (Christmas Eve)

UPDATES ON MEMBERS



Please put these changes in your pictorial directory.

Michael Crowther
 Clarice Haws
 Betty Hornberger
 Charles Moyer
 Henry Rehlich
 Ella Shirk
 Alverta Showalter



Clyde Showalter
 Mary Ann Weitzel
 Mary Jane Miller

CALL COMMITTEE UPDATE

Call Committee Update: 11/8/20

Call Committee Members: Abbey Rineer, Anita Kupp, Connie Taylor, Sue Knauer, Lowell Haws, Dave Sauder

General Info:

The team has met 4 times since being appointed to the call committee and have been following a weekly cadence to get the call process underway

At our initial meeting Pastor Strause stressed the importance of prayer throughout the process. The team has selected a Chaplain (Lowell Haws) and Lowell opens each meeting with scripture and prayer

The committee asks for the congregation's prayers for wisdom, guidance, open hearts and minds, our congregation, the call process and our future candidates

Dave Sauder was nominated and approved as Chairman of the Committee

Current Activities:

Currently the call committee is working on populating a **Ministry Site Profile (MSP)**

The MSP will provide insight into our community, our Church history, our congregation, or current state of affairs and our future goals and visions

The MSP will be used by the Synod to select candidates for our church, by the candidates to understand our church environment and by the call committee and council to evaluate candidates as they are interviewed

We will be reaching out to Church Council, Committees and the Congregation to assist in populating the MSP

The MSP will be shared along the way as it gets populated, and can be viewed by the Congregation in the coming months

The MSP will need to be approved by the Church Council and the Synod

Next Steps:

A congregation survey will be sent out. There will be two different options to complete the survey, a paper version and an electronic version. The electronic version will arrive in email. The printed version will be available at the Church and also sent out in the Newsletter. We will be asking each confirmed member to complete the survey within a 4 week period.

After compiling the survey results we will share them with the congregation and take the final steps in completing the Ministry Site Profile

After approval of the MSP, we will be prepared for the interview process

We will be provided 3 candidates at a time. After interviewing, if we decide to go farther with any candidates, the next step will be to go onsite to observe a candidate conduct a worship service

If a unanimous decision is made to move forward, the candidate will then be presented to Church Council for interview and approval

If Church Council approves the candidate, the candidate will conduct a Worship Service at Swamp Lutheran Church. At that time, our church will vote on the candidate.

If we receive majority approval (66% or greater) we will offer the Pastor a position at Swamp Lutheran Church. If we receive less than majority approval, the interview process will start over with a set of 3 new candidates.

We will continue providing monthly updates along the way. We thank you for your prayers, patience and support during this important process and selection of our next Pastor. Swamp Lutheran Church Call Committee

Congregational Survey

The call committee is requesting your input for the call process. This is an opportunity to help steer us in the process of finding a new pastor. Please take a few minutes to look over this survey, reflect and pray over it and enter your responses. All confirmed members of the congregation are asked to complete a survey. Your input is valuable. This is your opportunity to share your opinion and help to guide the call committee in understanding the desires of the congregation. This is the same as the paper version in the bulletin and newsletter, please only complete one survey. If you completed the paper version you do not need to complete the online version and vice versa.

All surveys need to be received/submitted by 12/20/2020.

Click here to complete the online version: <https://forms.gle/ocIzoZEB4qNywWaN7>



**SWAMP
EVANGELICAL
LUTHERAN CHURCH**

275 Swamp Church Road
Reinholds, PA 17569

Phone: 7173362849

Fax: 57173362840

Email:

secretary@swamplutheran.org

Office Hours: 8:30am—12noon

www.swamplutheran.org

Next Council Meeting :
December 16, 2020

Newsletter Submission for
January 2021
Friday, December 18

JAMES R. WAGNER 12/2
35 WOODLYN ESTATES
MILLSBORO, DE 19966-9018

PAULINE WASSMER 12/5
585 N. RIDGE ROAD
REINHOLDS, PA 17569

EARL MYERS 12/6
1845 FURNACE HILLS ROAD
DENVER, PA 17517

JOHN BERGMAN 12/6
17 RAY DRIVE
DENVER, PA 17517

PATSY GRESS 12/8
165 S. BLAINSPORT ROAD
REINHOLDS, PA 17569

HAROLD CRILLS 12/9
EPHRATA MANOR, APT. 119
250 PARKVIEW HEIGHTS
EPHRATA, PA 17522

ALICE FASNACHT 12/11
1050 S. COCALICO ROAD
DENVER, PA 17517

SYLVIA FETTER 12/14
360 SANDY HILL ROAD
DENVER, PA 17517

EDGAR GRESS 12/14
155 S. BLAINSPORT ROAD
REINHOLDS, PA 17569

HELEN WERNER 12/19
125 S. BLAINSPORT ROAD
REINHOLDS, PA 17569

BONNIE OPLINGER 12/21
327 E WALNUT STREET
SHILLINGTON, PA 19607

INGRID TATE 12/31
225 VERA CRUZ ROAD
REINHOLDS, PA 17569

Pastor Dennis Trout 12/31
430 Blue Lake Road
Denver, PA 17517

CHURCH COUNCIL COMMITTEES

Lori Gockley, President - Helping Hands	Tom Showalter
David Kupp, V. President - Safety and Security/Scouts	Jodi Showalter, Secretary Service
Sandy Clouser Welcome	Sue Ellen Knauer, Co-Treasurer Personnel and Constitution
Randy Krater Property	Guy Templin, Co-Treasurer Finance & Worship
Pam Leisey Learning	Deb Kohl, Financial Secretary Stewardship/Social Media
Mike Mixell	
Ryan Ranck Youth Ministry	
Jan Risser Love, Inc	
David Sauder Stewardship/Social Media	

SWAMP EVANGELICAL LUTHERAN

Treasurer's Report by Major Group

October of Fiscal Year 2020

Responsibility: All

Fund: 01 - CHECKING ACC'T

	October Actual	Year-to-date Actual	Year-to-date Budget	Percent of Budget
Income				
REGULAR	20,518.28	228,436.74	0.00	0.00 %
Total Income	20,518.28	228,436.74	0.00	0.00 %
Expense				
Group 00	2,233.37	31,287.20	28,488.30	109.82 %
LEARNING	0.00	868.94	4,275.00	20.33 %
WELCOME	0.00	244.15	4,041.70	6.04 %
STEWARDSHIP	0.00	0.00	150.00	0.00 %
SERVICE	0.00	1,284.60	816.60	157.31 %
WORSHIP	489.52	4,605.71	5,858.40	78.62 %
PROPERTY	977.98	18,721.18	10,975.00	170.58 %
YOUTH MINISTRY	0.00	0.00	666.70	0.00 %
REIMBURSED EXP.	232.70	1,345.56	0.00	0.00 %
REBUILDING	0.00	0.00	0.00	0.00 %
THROUGH STAFF	10,764.33	134,315.61	118,490.80	113.36 %
BENEFITS	3,026.45	31,271.72	40,750.00	76.74 %
ADMINISTRATION	1,497.11	16,631.49	18,525.00	89.78 %
OPERATIONS	3,583.09	27,229.40	41,550.00	65.53 %
INVESTMENTS	0.00	0.00	0.00	0.00 %
RESTORATION	0.00	0.00	0.00	0.00 %
200TH ANNIVERSARY	0.00	0.00	0.00	0.00 %
Total Expense	22,804.55	267,805.56	274,587.50	97.53 %
Income Less Expense	-2,286.27	-39,368.82	-274,587.50	

	<u>2017</u>	<u>2018</u>	<u>2019</u>	<u>2020</u>	<u>2021</u>
BENEVOLENCE	\$ 25,000.00	\$ 25,000.00	\$ 25,000.00	\$ 25,000.00	\$ 25,000.00
SAMARITAN COUNSELING CENTER	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00
GETTYSBURG SEMINARY	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00
MEALS ON WHEELS	\$ 440.00	\$ 440.00	\$ 440.00	\$ 440.00	\$ 440.00
LUTHERCARE	\$ 4,000.00	\$ 4,000.00	\$ 4,000.00	\$ 4,000.00	\$ 4,000.00
LUTHERAN CAMPING (UNDERPRIVILEGED)	\$ 400.00	\$ 400.00	\$ 400.00	\$ 400.00	\$ 400.00
EPHRATA AREA SOCIAL SERVICES	\$ 800.00	\$ 800.00	\$ 800.00	\$ 800.00	\$ 800.00
LOVE INC	\$ 250.00	\$ 250.00	\$ 250.00	\$ 250.00	\$ 250.00
HABITAT HOUSE	\$ -	\$ -	\$ -	\$ -	\$ -
MISCELLANEOUS	\$ 100.00	\$ 100.00	\$ 100.00	\$ 100.00	\$ 100.00
Jan's Circle of Friends	\$ 250.00	\$ 250.00	\$ 250.00	\$ 250.00	\$ 250.00
SUMMER MEALS	\$ 600.00	\$ 600.00	\$ 600.00	\$ 600.00	\$ 600.00
REINHOLDS FIRE/AMBULANCE	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00
TOTAL BENEVOLENCE	\$ 34,840.00	\$ 34,840.00	\$ 34,840.00	\$ 34,840.00	\$ 34,840.00
CONFIRMATION RETREAT	\$ 2,300.00	\$ 3,300.00	\$ 3,300.00	\$ 2,000.00	\$ 2,000.00
CURRICULUM	\$ 400.00	\$ 400.00	\$ 1,500.00	\$ 1,500.00	\$ 1,500.00
VACATION BIBLE SCHOOL	\$ 400.00	\$ 400.00	\$ 400.00	\$ 400.00	\$ 400.00
SPECIAL	\$ 250.00	\$ 250.00	\$ 300.00	\$ 350.00	\$ 350.00
CHRISTMAS PLAY	\$ 50.00	\$ 50.00	\$ 50.00	\$ 50.00	\$ 50.00
MISCELLANEOUS LEARNING	\$ 250.00	\$ 400.00	\$ 400.00	\$ 400.00	\$ 400.00
TOTAL LEARNING	\$ 3,650.00	\$ 4,800.00	\$ 5,950.00	\$ 4,700.00	\$ 4,700.00
SENIOR CITIZEN BANQUET	\$ 1,200.00	\$ 1,200.00	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00
CHURCH PICNIC	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00	\$ 1,800.00	\$ 2,000.00
CARDS	\$ 300.00	\$ 300.00	\$ 300.00	\$ 300.00	\$ -
GIFT CARDS	\$ 500.00	\$ 500.00	\$ 500.00	\$ 500.00	\$ 500.00
MOTHER/FATHER/VETS DAY	\$ 300.00	\$ 500.00	\$ 500.00	\$ 250.00	\$ 300.00
PASTOR APPRECIATION	\$ 350.00	\$ 350.00	\$ 350.00	\$ 150.00	\$ 450.00
BASKETS	\$ 300.00	\$ 300.00	\$ 300.00	\$ -	\$ -
FAMILY RETREAT	\$ 300.00	\$ 300.00	\$ -	\$ -	\$ -
OUTREACH	\$ 50.00	\$ 550.00	\$ 550.00	\$ 300.00	\$ -
TOTAL WELCOME	\$ 4,300.00	\$ 5,000.00	\$ 4,500.00	\$ 4,300.00	\$ 4,250.00
STEWARDSHIP	\$ 200.00	\$ 200.00	\$ 200.00	\$ 200.00	\$ 200.00
	\$ 200.00	\$ 200.00	\$ 200.00	\$ 200.00	\$ 200.00
HANGING OF THE GREENS	\$ 100.00	\$ 100.00	\$ 100.00	\$ 150.00	\$ 150.00
COMMUNITY MEAL	600	\$ 600.00	\$ 600.00	\$ 600.00	\$ 600.00
LUTHERAN WORLD RELIEF	0	\$ -	\$ -	\$ 200.00	\$ 150.00
LUTHER ACRES ACTIVITIES	\$ 100.00	\$ 100.00	\$ 100.00	\$ 100.00	\$ 50.00
MISCELLANEOUS	\$ 100.00	\$ 100.00	\$ 250.00	\$ 100.00	\$ 50.00
TOTAL SERVICE	\$ 900.00	\$ 900.00	\$ 1,050.00	\$ 1,150.00	\$ 1,000.00
ORGANIST CONTINUED EDUCATION	\$ 300.00	\$ 300.00	\$ 300.00	\$ 300.00	\$ 300.00
SUPPLY PASTORS	\$ 800.00	\$ 800.00	\$ 800.00	\$ 800.00	\$ 800.00
.MUSIC	\$ 650.00	\$ 650.00	\$ 650.00	\$ 700.00	\$ 1,000.00
SUNDAYS AND SEASONS	\$ 900.00	\$ 900.00	\$ 900.00	\$ 900.00	\$ 1,100.00
BULLETINS & CELEBRATES	\$ 800.00	\$ 800.00	\$ 800.00	\$ 1,100.00	\$ 1,100.00
ALTAR GUILD SUPPLIES	\$ 500.00	\$ 500.00	\$ 500.00	\$ 500.00	\$ 500.00
CERTIFICATES	\$ 50.00	\$ 50.00	\$ 50.00	\$ 50.00	\$ 150.00
SUPPLY ORGANISTS	\$ 750.00	\$ 750.00	\$ 750.00	\$ 1,050.00	\$ 1,050.00
CANDLES	\$ 100.00	\$ 100.00	\$ 100.00	\$ 50.00	\$ 250.00
OIL FOR CANDLES	\$ 650.00	\$ 650.00	\$ 650.00	\$ 400.00	\$ 800.00
ACOLYTE PINS	\$ -	\$ -	\$ -	\$ -	\$ -
DRY CLEANING	\$ 100.00	\$ 100.00	\$ 100.00	\$ 100.00	\$ 100.00
MISCELLANEOUS	\$ 500.00	\$ 500.00	\$ 500.00	\$ 500.00	\$ 500.00
TOTAL WORSHIP	\$ 6,100.00	\$ 6,100.00	\$ 6,100.00	\$ 6,450.00	\$ 7,650.00
SEXTON SUPPLIES	\$ 150.00	\$ 200.00	\$ 200.00	\$ 200.00	\$ 750.00
GROUND UPKEEP	\$ -		\$ 100.00	\$ 100.00	\$ 100.00
MOWING	\$ 4,400.00	\$ 4,800.00	\$ 4,950.00	\$ 4,750.00	\$ 4,900.00
SNOW REMOVAL	\$ 750.00	\$ 500.00	\$ 250.00	\$ 250.00	\$ 50.00
PIANO TUNING	\$ 840.00	\$ 900.00	\$ 900.00	\$ 900.00	\$ 900.00

	<u>2017</u>	<u>2018</u>	<u>2019</u>	<u>2020</u>	<u>2021</u>
BUILDING MAINTAINENCE#	\$ 6,750.00	\$ 14,500.00	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00
PLAYGROUND UPKEEP	\$ 100.00	\$ -			\$ -
WATER SOFTENING	\$ 195.00	\$ 300.00	\$ 320.00	\$ 320.00	\$ 450.00
SOUND SYSTEM	\$ 200.00	\$ 200.00	\$ 150.00	\$ 150.00	\$ 7,500.00
FIRE SYSTEM MAINTENANCE	\$ 750.00	\$ 900.00	\$ 18,950.00	\$ 1,200.00	\$ 1,200.00
HVAC REPAIRS AND SUPPLIES	\$ 500.00	\$ 2,000.00	\$ 2,000.00	\$ 2,000.00	\$ 2,000.00
ELECTRICAL REPAIRS	\$ 250.00	\$ 150.00	\$ 1,150.00	\$ 500.00	\$ 500.00
MULCH AND STONE	\$ 350.00	\$ 550.00	\$ 450.00	\$ 600.00	\$ 450.00
LANDSCAPING	\$ 100.00	\$ 1,000.00	\$ 200.00	\$ 350.00	\$ 350.00
EQUIPMENT RENTAL	\$ 250.00	\$ 350.00	\$ 350.00	\$ 200.00	\$ 200.00
SCOUT CABIN MAINTENANCE	\$ 50.00	\$ 200.00	\$ 200.00	\$ 200.00	\$ 200.00
EQUIPMENT REPAIRS	\$ 500.00	\$ -		\$ 200.00	\$ 250.00
MISCELLANEOUS	\$ 200.00	\$ 200.00	\$ 250.00	\$ 250.00	\$ 250.00
TOTAL PROPERTY	\$ 16,335.00	\$ 26,750.00	\$ 31,420.00	\$ 13,170.00	\$ 21,050.00
YOUTH MINISTRY	\$ 800.00	\$ 1,250.00	\$ 800.00	\$ 800.00	\$ 800.00
TOTAL YOUTH MINISTRY	\$ 800.00	\$ 1,250.00	\$ 800.00	\$ 800.00	\$ 800.00
PASTOR'S SALARY	\$ 54,264.00	\$ 55,349.00	\$ 56,456.00	\$ 56,456.00	\$ 56,456.00
HOUSING	\$ 25,469.00	\$ 25,469.00	\$ 25,979.00	\$ 25,979.00	\$ 28,000.00
CONTINUING EDUCATION	\$ 400.00	\$ 400.00	\$ 400.00	\$ -	\$ -
SEXTON'S WAGES	\$ 14,997.00	\$ 15,296.00	\$ 15,602.00	\$ 16,102.00	\$ 16,425.00
SECRETARY'S WAGES	\$ 14,997.00	\$ 15,296.00	\$ 15,602.00	\$ 16,102.00	\$ 14,560.00
ORGANIST/CHOIR DIRECTOR	\$ 20,157.00	\$ 20,560.00	\$ 20,972.00	\$ 21,400.00	\$ 21,828.00
BELL CHOIR DIRECTOR	\$ 5,464.00	\$ 5,573.00	\$ 6,000.00	\$ 6,150.00	\$ 6,275.00
TOTAL STAFF EXPENSES	\$ 135,748.00	\$ 137,943.00	\$ 141,011.00	\$ 142,189.00	\$ 143,544.00
PENSION	\$ 14,500.00	\$ 15,000.00	\$ 15,000.00	\$ 15,000.00	\$ 11,000.00
LIFE INSURANCE	\$ 3,700.00	\$ 3,800.00	\$ 3,800.00	\$ 900.00	\$ 700.00
MEDICAL INSURANCE	\$ 16,000.00	\$ 16,250.00	\$ 16,250.00	\$ 15,000.00	\$ 15,000.00
PASTOR'S FICA	\$ 14,258.00	\$ 14,400.00	\$ 14,976.00	\$ 13,000.00	\$ 12,000.00
STAFF FICA	\$ 4,262.00	\$ 4,350.00	\$ 4,437.00	\$ 5,000.00	\$ 5,150.00
TOTAL BENEFITS	\$ 52,720.00	\$ 53,800.00	\$ 54,463.00	\$ 48,900.00	\$ 43,850.00
POSTAGE	\$ 600.00	\$ 600.00	\$ 600.00	\$ 1,000.00	\$ 1,200.00
OFFERING ENVELOPES	\$ 1,300.00	\$ 1,300.00	\$ 1,300.00	\$ 1,200.00	\$ 1,200.00
OFFICE SUPPLIES	\$ 500.00	\$ 500.00	\$ 500.00	\$ 500.00	\$ 500.00
MACHINE REPAIRS	\$ 200.00	\$ 200.00	\$ 200.00	\$ 200.00	\$ 200.00
MACHINE SUPPLIES	\$ 300.00	\$ 300.00	\$ 300.00	\$ 400.00	\$ 400.00
EQUIPMENT LEASE					\$ 1,800.00
MISCELLANEOUS ADMINISTRATION	\$ 3,000.00	\$ 3,000.00	\$ 3,000.00	\$ 2,000.00	\$ 2,000.00
SYNOD ASSEMBLY	\$ 1,000.00	\$ 600.00	\$ 600.00	\$ 1,150.00	\$ 1,150.00
WORKER'S COMPENSATION	\$ 1,300.00	\$ 1,400.00	\$ 2,500.00	\$ 2,500.00	\$ 2,500.00
AUTO EXPENSES	\$ 10,250.00	\$ 10,250.00	\$ 10,250.00	\$ 10,250.00	\$ 10,250.00
COMPUTER EXPENSES	\$ 650.00	\$ 650.00	\$ 650.00	\$ 2,000.00	\$ 2,000.00
SECRETARY CONT ED	\$ 200.00	\$ 400.00	\$ 400.00	\$ 400.00	\$ 400.00
COUNCIL RETREAT	\$ -	\$ -	\$ -	\$ -	
VANCO FEES	\$ 200.00	\$ 350.00	\$ 350.00	\$ 400.00	\$ 1,000.00
TOTAL ADMINISTRATION	\$ 19,500.00	\$ 19,550.00	\$ 20,650.00	\$ 22,000.00	\$ 24,600.00
FUEL OIL/NATURAL GAS	\$ 7,500.00	\$ 10,500.00	\$ 13,000.00	\$ 13,000.00	\$ 11,000.00
ELECTRIC	\$ 11,000.00	\$ 10,800.00	\$ 10,500.00	\$ 10,500.00	\$ 10,500.00
TELEPHONE	\$ 3,500.00	\$ 3,800.00	\$ 3,800.00	\$ 3,800.00	\$ 3,500.00
PROPERTY INSURANCE	\$ 8,400.00	\$ 7,800.00	\$ 8,000.00	\$ 8,300.00	\$ 8,600.00
MAINTAINENCE*	\$ 30,000.00	\$ 30,000.00	\$ 45,000.00	\$ 12,600.00	\$ 6,000.00
TOTAL OPERATIONS OF PROPERTY	\$ 60,400.00	\$ 62,900.00	\$ 80,300.00	\$ 48,200.00	\$ 39,600.00
TOTAL PROPOSED GUIDELINE	\$ 335,493.00	\$ 354,033.00	\$ 381,284.00	\$ 326,899.00	\$ 326,084.00
*New Windows in Sacristy, Bathroom, Robing Room and 2 small case		5.24	7.15	-16.64	-0.25
*Paint and cap front windows					
		Needed per week	\$ 7,332.38	\$ 6,286.52	\$ 6,270.85