

**St. Paul Lutheran Church Voters Meeting Minutes
August 8, 2021**

Meeting called to order by President John Petzold at 1:35PM.

Opening prayer and devotion by Pastor Bruner. Hymn "Seek Ye First."

Moved and supported to accept Voters' Minutes of June 13, 2021.

Motion carried.

Moved and supported to accept the following new voting members: Tim Sergent, Melvin Ayotte, Eleanor Ayotte, Angie O'Neil, Lillian Sergent, Terri Jo Keinath, Lynnzee Burns, Katie Sheppard, Connie Singer, Aaron Singer.

Motion carried.

New Business:

- John read a letter from Christy Ostrander requesting a peaceful release of her Call.

Moved and supported to peacefully release Christy Ostrander from her Call to St. Paul as teacher.

Motion carried.

- Every year we commit money to the district. Last year we committed \$10,000.

Moved and supported to commit \$10,000 to District.

Motion carried.

Old Business:

Board Reports:

- *Principal / Board of Education*

- Families still registering for school.
- \$7,370 in Grantparent Fund to give to families in need for education.
- New computer system - compatible with the public schools.
- New Childcare lead hired. Two full 4 year old classes, 3 & 4 year old half day. We have the mission field right here. Many are unchurched. Help welcome them to St. Paul. We have a group of individuals committing to praying for these families and helping develop relationships.
- Mrs. Ostrander took a teaching position in Millington, Miss Devereaux in Mt. Morris, and Mrs. Phillips in Clio. These are trying times, but God is at work. Trust in Him. He has been faithful and we have developed plans. Patti Martinal will teach art, Elanie Bickel math, Lisa Bach ELA, April Ellis 4th grade. Elaine Bickel and Lisa Bach are synodically trained.
- The Board of Ed has had changes and challenges. We appreciate all the staff help and creative ideas. Continued prayers are appreciated.

- *Board of Elders*

- Membership Changes:

- Transfer In: Jim & Elaine Bickel from Immanuel, Frankentrost

Moved and Supported to accept the Membership Changes listed.

Motion Carried.

- Jan Snyder and Steve Kern are in charge of the fish booth this year. Filling in the shifts - still need 6 people to help set up and take down for the community.
- MMR is providing free training on emergency medical care. Sextons, ushers, elders, and anyone else interested will be able to sign up. We are also enlisting the help of Tuscola County Emergency Preparedness to look at our church security.
- Starting in September, we will have more consistent church office hours.
- Watch for information in the coming weeks about In-Home Small Group Bible Studies.
- Worship Scheduling - Concerns of Elders

- Time for Sunday School, Adult Bible Study, and Fellowship
 - Want to see attendance up and thriving
 - Restart Sunday School with a superintendent and with the "Enduring Faith" curriculum. All coordinated from Pre-K to Youth to Adults. Take home materials
- Communion offered every weekend

Option 1:

Saturday Night Divine Service at 7PM (Traditional)

Sunday Divine Service at 9AM (1st & 3rd Sunday Contemporary, 2nd & 4th Traditional, 5th Matins)

Fellowship time following service

Sunday School/Adult Bible Study at 10:30AM

Option 2:

Sunday Only Divine Service at 9AM (1st & 3rd Sunday Contemporary, 2nd & 4th Traditional, 5th Matins)

Fellowship time following service

Sunday School/Adult Bible Study at 10:30AM

- Discussion on the two options
- Reason for these two choices: attendance is low, difficult getting ushers, acolytes, screen techs. Extra services need extra people.
- Volunteers are needed. The current ones are getting burned out.
- Streamline the volunteers. Suggestions to have Family Group Ushers.
- One choice of service time won't bring more people.

Moved and supported to add a third option of: Saturday at 7PM, Sunday at 8:30 & 11AM)

Motion carried.

Option 3:

Go back to original schedule: Saturday at 7PM (Traditional)

Sunday at 8:30 & 11AM (1st & 3rd Sunday at 11 Contemporary)

- Paper ballots handed out to vote for option 1, 2, or 3.
- Results: Option 1 - 16, Option 2 - 2, Option 3 - 31

Moved and supported to change the service times to Saturday at 7PM and Sunday at 8:30 & 11AM through the end of December. Evaluate the end of December.

Motion carried.

- *Board of Evangelism - No Report*
- *Board of Fellowship*
 - Discussing lunch or brunch after or between services. Events to bring people back: open gym, movie night, comedy act.
 - Two vacancies on the Fellowship board. If interested, please let us know.
 - Shopping Bus Trip for Deer Widows Weekend Nov. 13th.
- *Board of Finance - See attached finance reports.*
 - Budget information coming soon.
 - Walk-in freezer donations just below \$10,000.
 - Comparing teacher pay to other churches.
- *Board of Social Concerns - No Report*
- *Board of Stewardship - No Report*

- *Board of Trustees*
 - Smith Estate finally closed. Total sale \$117,000 with a net of \$107,000 to go to the Building Fund.
 - Freezer repairs complete. Thanks to Millington Schools for letting us use their empty freezer.
 - Question raised as to why we asked the congregation for money for the freezer instead of Trust & Investment. T & I should be for planned items and not repairs. We have tried to put money away for repairs and it gets voted out because of being over budget.
 - Fire Alarm Upgrade - needed a major overhaul. The State Fire Marshall required an update for all the light strobes to be insync. Asked T & I for funds for an extra \$7,000.
 - Architect came in to look at the roof. Revisions have caused some of the leaking issues in church. Could be the cause of some brick decay, new roof on old roof, etc. Will need a thorough inspection to give a full recommendation that will cost just under \$10,000. Need to do soon to prevent further issues.
 - Scheduling garage and pavilion roof replacement.

- *Salary & Personnel* -
 - April Ellis' teaching contract approved.
 - Looking at how to appreciate staff or how to showcase them.
 - Salaries are low, teachers are leaving.
 - The budget is a reality. We don't need more from the members giving - we need more active members. How can we build the church. Invite people to church, be excited, be intentional, give from the heart, volunteer from the heart.

- *Trust & Investment*
The Trust & Investment Committee are presenting two requests to be voted on by the Voters' Assembly. Our committee recommends to the Voters' to approve the following requests.

- The Board of Trustees has requested funds to purchase a Dewalt 20V Max String Trimmer and an extra 5AH battery
 - Reason for purchase: The gas string trimmers are all "hand me downs" and are hard for volunteers to start. We would like to purchase this tool to allow additional volunteers to be able to help with this task. We want two batteries so one can always be ready to go as it will likely take more than one to complete all the trimming.
 - Amount requested: \$350.00

Moved and supported to approve Trust & Investment request for \$350.00 to purchase a Max String Trimmer and battery. Motion carried.

- The Board of Trustees has requested funds to purchase Fire Alarm Annunciation Devices (Horn/Strobe) and accessories (Power Supply)
 - Reason for purchase: Fire alarm replacement/upgrades were completed; however, the State Fire Inspector has required additional upgrades so that all the strobes flash at the same time. This was not an expected requirement at the time of the original bid as it is a fairly new bid. Contractor has agreed to install for materials and labor only (no markup.)
 - Amount requested: \$7,800.00

Moved and supported to approve the Trust & Investment request for \$7,800.00 to purchase Fire Alarm Annunciation Devices. Motion carried.

- There is \$6,000.00 left in the account to spend. If no requests, it will carry over to be spent next year.

- *Associate / Administrative Pastors - Combined Report*
 - If we look at everything as a problem, we have the same problems. If looked at as an opportunity, we have the opportunity to step forward and be different. We would love to see the pews filled. Convince people not here to be a part of serving Christ. Keep trying, even when things may not work.
 - Working on a new logo/theme for 2022. Also the 125th anniversary of the church. Celebrate - reflect Christ - past and future trust in God.
 - Trying to make shut-in visits. Not always able to because of the rules.
 - The staff continues to show their love for Jesus and the children.

- We will soon be debt free. If we continue giving at the same rate, we can put the money toward other needed ministries/items/programs.
 - Working on anniversary celebration. Give thanks to God. Make the community aware of us. Show we are Christians by our love. Emphasize the blessing of our heritage. Have a spiritual reawakening. Show what impact giving to the mission will have on the ministry.
- Printed Report:
- Eph. 3:20-21 Now to him who is able to do immeasurably more than all we ask or imagine, according to his power that is at work within us, to him be glory in the church and in Christ Jesus throughout all generations, for ever and ever! Amen.**
- **Romans 15:5 May the God who gives endurance and encouragement give you the same attitude of mind toward each other that Christ Jesus had...**
 - **Worship** schedule and **Bible Study** evaluation
 - · We have two key concerns. How do we provide worship for all age groups? The time of each service can include or exclude different ages and types. What affects our older members? What will attract or inhibit families?
 - · Second, what will help improve Bible study attendance? After the service, between two services? We are going to return to the library as the site for Bible study to help with acoustics.
 - **Confirmation**
 - · Finishing the curriculum plans for SPL and identifying potential students for Public School class.
 - **Visitation and Contacts**
 - · Phone calls to those in **hospital**
 - · **Shutins** – only able to make a few visits and made phone contact with others. Have made multiple attempts to visit those in the Vassar facility and finally have an appointment this coming Thursday.
 - **Misc.**
 - · Have been involved in various discussions and meetings concerning the **staffing changes** in our school. Thankful for our teachers and the support staff. They continue to show their love for Jesus and His children in finding solutions. Will continue to work with Boards to find permanent solutions and improvement of compensation, which is a primary reason for the changes.
 - · Rejoicing that we will soon be **debt free!** This is a great time to discuss how we can encourage continued stewardship, as well as inspire growth for other members. We want to share (in a visual way) how we can support existing ministry and accomplish even more ministry, if everyone currently giving just continues to give the same once we are debt free. We also want to invite others to grow in their stewardship of time, talents and treasure.
 - · Have one young person committed to teach **Sunday School** and another young person considering it.
 - · **Summer Recess** has been well received by members and the community. Jake Petzold will submit a summary of the concept to the District website, so other churches could adapt it to their ministry. Several families have shown interest in our school, as well as others are enrolled and have built relationships through this ministry.
 - · Continue Preparation time for **Adult Bible Class** and **The Gathering**. The Gathering is on break and will resume in the Fall.
 - · Have been sharing District Videos **encouraging return to “in person worship.”** There are some who cannot return in person. We are glad they do watch our livestream. At the same time, in person fellowship is important to being the Church (body of Christ).
 - · Numerous **Baptisms** have taken place. Due to COVID concerns, many have been private ceremonies.
 - · **Premarriage counseling** sessions for MayLynne Wager and Joe Bickel, Jason Hiles and Ashley Rockefeller, Alex Kern and Becky Learman. Officiated **wedding** for Jason Hiles and Ashley Rockefeller in Bay City on June 26th. Rev. Abatelli will officiate the Wager/Bickel wedding. Kern wedding done at Becky’s church in Caro.
 - · **Bereavement care** provided for the family of Ben Mays (parents Fred and Kim, wife Michelle) and funeral service on July 9th. Committal for Travis Opperman at Great Lakes National Cemetery this week.
 - · **Equality Act** – Have not heard any updates on this legislation that will affect our religious freedoms. District and Synod continue to monitor and inform us of concerns.
 - · For the first time since 1976, the House of Representatives has passed annual spending bills without the **Hyde and Helms Amendments** which prohibit taxpayer funding for abortion at home and abroad. These bills now head to the Senate which becomes the final backstop to protecting these critical pro-life policies. Stand for life and urge your Senator to prevent you and me from having to pay for abortions.
 - · **L.E.A.P.** is working on new goals to help alliance members. One committee (Funding Options) is seeking ideas on areas that cost sharing could be accomplished. One such example that has taken place

is the Admissions Coordinator for interested schools. There have also been previous discussions on bulk supplies and health care through Concordia Plans.

- **Ministry ideas:**

- · Orphan Grain Train – Thank you to Mike and Gloria LaPointe and Loretta Weber for delivering the donations to the Sebewaing warehouse.
- · Working on a Sermon Series for the Fall to encourage engagement and coming back for fellowship and being the Church together.
- · Christmas break begins a week before Christmas Eve. The faculty suggested that we have children groups present a **Christmas service at each of the Advent midweek services**. On Christmas Eve we would involve volunteer children to present some of the key aspects of a children service. It could possibly look like this:
 - o Dec 1 PS-K
 - o Dec 8 1-3rd grades
 - o Dec 15 4-8th grades
 - o Dec 24 Children Volunteers do readings, pageant, and song(s) from Christmas concert.
-

Moved and supported to adjourn.

Motion carried. Meeting adjourned at 3:37PM.

Closed with the Doxology.

Respectfully submitted,
Stacey Force,
Congregational Secretary

CEF Building Fund Summary

Mortgage Balance as of 7/31/2021: \$171,645.13
 Debt free date if nothing changes: October, 2022
 Balance as of 7/31/21 in contingency fund: \$19,978.88

July offerings received to pay mortgage sent to CEF in August \$10,906.43
 July 2021 Mortgage Payment:P-\$9,383.01;I-\$616.99 \$10,000.00

July 2021 Income & Expense Summary

| | |
|-----------------------------------|----------------|
| July General Fund Income: | \$66,444.22 |
| July General Fund Expenses: | \$73,948.95 |
| July surplus (deficit) | \$ (7,504.73) |
| Overall surplus (deficit) to date | \$ (44,334.23) |
| Gen Fund Checking Balance | \$120,838.18 |

RESTRICTED Cash Accounts Summary**

| | |
|-------------------------------------|--------------|
| School Designated Accounts balance: | \$121,874.43 |
| Church Designated Accounts balance: | \$67,771.79 |
| All Memorials balance: | \$19,060.42 |

** This money is RESTRICTED***

\$208,706.64

Accounts Receivable

| | | |
|--|--------------|-------------|
| <i>School - SY 21/22</i> | \$93,755.00 | |
| <i>School - SY 20/21</i> | 657.00 | \$94,412.00 |
| | | |
| <i>His Little Lambs</i> | | |
| > Current | \$1,477.48 | |
| > 7-14 days | \$566.71 | |
| > 14-21 days in arrears | \$159.21 | |
| > 21-28 days in arrears | \$0.00 | |
| > more than 28 days in arrears | \$282.24 | \$2,485.64 |
| <i>Collections (ICS)(Active)</i> | \$1,555.47 | |
| <i>Collections (CSM) through 6/30/21</i> | \$3,859.84 | |
| <i>Collections (In House) 1 Family</i> | \$11,704.00 | |
| Total AR: | \$114,016.95 | |

ADDITIONAL INFORMATION

Contributions to Grantparent Fund July \$334.06
Walk in freezer contributions \$3,600.00

**St Paul Lutheran Church & School
Statement of Activity Comparison
January - July, 2021**

| | Total | |
|---|------------------------|-----------------------------|
| | Jan - Jul, 2021 | Jan - Jul, 2020 (PY) |
| Revenue | | |
| 40000 General Operating Revenue | | |
| 40200 Education | | |
| 40201 Prior Year Balances | 1,000.88 | 1,866.59 |
| 40203 Tuition - K-8 Member | 63,503.52 | 57,083.27 |
| 40204 Tuition - K-8 Community | 17,543.15 | 27,593.74 |
| 40206 Processing Fees | 917.35 | 1,006.53 |
| 41213 (Church GF) Child Care / Latchkey / Preschool | 84,632.21 | 57,501.06 |
| Total 40200 Education | \$ 167,597.11 | \$ 145,051.19 |
| 40300 Elders | 4,358.00 | 849.80 |
| 40500 Finance | | |
| 40501 Envelopes - General | 344,547.05 | 370,723.35 |
| 40502 Other Revenue | 15,480.08 | 9,205.75 |
| 40503 Plate - Cash | 4,509.64 | 5,155.80 |
| 40504 Other Offerings | 4,937.67 | 15,089.10 |
| 40505 Interest Earned | 877.45 | |
| Total 40500 Finance | \$ 370,351.89 | \$ 400,174.00 |
| 40600 Salary & Personnel | 2,535.00 | 1,365.00 |
| 40800 Trustees | | |
| 40801 Rental Revenue | 520.00 | 900.95 |
| 40802 Other Revenue | | 322.50 |
| Total 40800 Trustees | \$ 520.00 | \$ 1,223.45 |
| Total 40000 General Operating Revenue | \$ 545,362.00 | \$ 548,663.44 |
| 41000 Designated | | |
| 41750 Stewardship (Des) | | |
| 41752 Mission Envelope Offerings (Des) | | 326.00 |
| Total 41750 Stewardship (Des) | | \$ 326.00 |
| Total 41000 Designated | | \$ 326.00 |
| Unapplied Cash Payment Revenue | | 2,890.00 |
| Total Revenue | \$ 545,362.00 | \$ 551,879.44 |
| Expenditures | | |
| 50000 General Operating Expense | | |
| 50200 Education | | |
| 51213 CC/LK/PS Expenses | 5,029.90 | 1,720.22 |
| Total 50200 Education | \$ 5,029.90 | \$ 1,720.22 |
| 50300 Elders - General Fund | 8,601.36 | 4,868.39 |
| 50500 Finance | | |
| 50502 Merchant Service Fees | 1,606.15 | 1,165.87 |
| 50503 Bank Fees | (77.60) | (151.21) |
| 50505 Office Supplies | 90.58 | 41.31 |
| 50506 Postage | 113.00 | 11.05 |

| | | |
|---|-----------------------|-----------------------|
| 50507 Quickbooks Software | 948.59 | 2,399.31 |
| Total 50500 Finance | \$ 2,680.72 | \$ 3,466.33 |
| 50600 Salary & Personnel | | |
| 50601 Independent Contractors | 5,375.90 | 5,100.89 |
| Total 50600 Salary & Personnel | \$ 5,375.90 | \$ 5,100.89 |
| 50750 Stewardship | 1,128.48 | 1,283.86 |
| 50800 Trustees | 48,478.99 | 42,787.38 |
| 55000 Wages - Salaried | | |
| 55001 Pastoral | 63,211.82 | 62,832.56 |
| 55002 Principal | 28,978.74 | 28,920.50 |
| 55004 Teachers | 177,894.22 | 176,999.24 |
| 55005 Custodial | 19,275.98 | 19,217.38 |
| 55006 CC/LK/PS Director | 20,748.06 | 20,748.00 |
| Total 55000 Wages - Salaried | \$ 310,108.82 | \$ 308,717.68 |
| 56000 Wages - Hourly | | |
| 56001 Administrative | 21,634.93 | 21,196.00 |
| 56002 Child Care / Latchkey Lead | 11,543.26 | 11,011.59 |
| 56003 Child Care / Latchkey Aides | 9,934.99 | 17,761.33 |
| 56004 Custodial | 7,656.77 | 6,585.63 |
| 56005 Lunch Workers | 11,990.98 | 11,261.96 |
| 56007 Organists | 700.00 | 1,550.00 |
| 56008 Preschool | 8,293.36 | 8,686.31 |
| 56012 Bookkeeper | 8,491.00 | 1,010.75 |
| Total 56000 Wages - Hourly | \$ 80,245.29 | \$ 79,063.57 |
| 57000 Employer Paid Taxes / Benefits | | |
| 57001 Health Insurance | 71,924.93 | 72,110.63 |
| 57003 SS/Medicare Employer Taxes | 7,052.17 | 12,006.37 |
| 57004 Health Care - Medicare Eligible | 7,471.38 | 7,512.98 |
| 57005 Concordia - Pension | 41,598.29 | 42,038.77 |
| Total 57000 Employer Paid Taxes / Benefits | \$ 128,046.77 | \$ 133,668.75 |
| Total 50000 General Operating Expense | \$ 589,696.23 | \$ 580,677.07 |
| Net Revenue | \$ (44,334.23) | \$ (32,013.63) |

St Paul Lutheran Church & School
Annual Budget vs. Actual
January - July 2021

| | Actual | Budget | Over/(Under) Budget | % of Budget |
|--|-------------------|-------------------|------------------------|---------------|
| Revenue | | | | |
| 40000 General Operating Revenue | | | | |
| 40200 Education | | | | |
| 40201 Prior Year Balances | 1,000.88 | 3,000.00 | (1,999.12) | 33.36% |
| 40203 Tuition - K-8 Member | 63,503.52 | 111,073.00 | (47,569.48) | 57.17% |
| 40204 Tuition - K-8 Community | 17,543.15 | 65,387.00 | (47,843.85) | 26.83% |
| 40206 Processing Fees | 917.35 | 1,500.00 | (582.65) | 61.16% |
| 41213 (Church GF) Child Care / Latchkey / | | | | |
| Preschool | 84,632.21 | 162,215.00 | (77,582.79) | 52.17% |
| Total 40200 Education | 167,597.11 | 343,175.00 | (175,577.89) | 48.84% |
| 40300 Elders | 4,358.00 | 2,400.00 | 1,958.00 | 181.58% |
| 40500 Finance | | | | |
| 40501 Envelopes - General | 344,547.05 | 595,447.00 | (250,899.95) | 57.86% |
| 40502 Other Revenue | 15,480.08 | | 15,480.08 | |
| 40503 Plate - Cash | 4,509.64 | 19,888.00 | (15,378.36) | 22.68% |
| 40504 Other Offerings | 4,937.67 | 16,078.00 | (11,140.33) | 30.71% |
| 40505 Interest Earned | 877.45 | | 877.45 | |
| Total 40500 Finance | 370,351.89 | 631,413.00 | (261,061.11) | 58.65% |
| 40600 Salary & Personnel | 2,535.00 | 7,000.00 | (4,465.00) | 36.21% |
| 40800 Trustees | | | | |
| 40801 Rental Revenue | 520.00 | | 520.00 | |
| Total 40800 Trustees | 520.00 | 0.00 | 520.00 | |
| Total 40000 General Operating Revenue | 545,362.00 | 983,988.00 | (438,626.00) | 55.42% |

Expenditures

| | | | | |
|---|-------------------|-------------------|---------------------|---------------|
| 50000 General Operating Expense | | | | |
| 50200 Education | | | | |
| 51213 CC/LK/PS Expenses | 5,029.90 | 7,500.00 | (2,470.10) | 67.07% |
| Total 50200 Education | 5,029.90 | 7,500.00 | (2,470.10) | 67.07% |
| 50300 Elders - General Fund | 8,601.36 | 16,595.00 | (7,993.64) | 51.83% |
| 50500 Finance | | | | |
| 50501 Other Expenditures | | 100.00 | (100.00) | 0.00% |
| 50502 Merchant Service Fees | 1,606.15 | 2,500.00 | (893.85) | 64.25% |
| 50503 Bank Fees | -77.60 | 50.00 | (127.60) | -155.20% |
| 50505 Office Supplies | 90.58 | 100.00 | (9.42) | 90.58% |
| 50506 Postage | 113.00 | 120.00 | (7.00) | 94.17% |
| 50507 Quickbooks Software | 948.59 | 3,300.00 | (2,351.41) | 28.75% |
| Total 50500 Finance | 2,680.72 | 6,170.00 | (3,489.28) | 43.45% |
| 50600 Salary & Personnel | | | | |
| 50601 Independent Contractors | 5,375.90 | 8,900.00 | (3,524.10) | 60.40% |
| Total 50600 Salary & Personnel | 5,375.90 | 8,900.00 | (3,524.10) | 60.40% |
| 50750 Stewardship | 1,128.48 | 1,300.00 | (171.52) | 86.81% |
| 50800 Trustees | 48,478.99 | 80,589.00 | (32,110.01) | 60.16% |
| 55000 Wages - Salaried | | | | |
| 55001 Pastoral | 63,211.82 | 108,363.00 | (45,151.18) | 58.33% |
| 55002 Principal | 28,978.74 | 49,678.00 | (20,699.26) | 58.33% |
| 55004 Teachers | 177,894.22 | 302,855.00 | (124,960.78) | 58.74% |
| 55005 Custodial | 19,275.98 | 33,044.00 | (13,768.02) | 58.33% |
| 55006 CC/LK/PS Director | 20,748.06 | 35,568.00 | (14,819.94) | 58.33% |
| Total 55000 Wages - Salaried | 310,108.82 | 529,508.00 | (219,399.18) | 58.57% |
| 56000 Wages - Hourly | | | | |
| 56001 Administrative | 21,634.93 | 50,789.00 | (29,154.07) | 42.60% |
| 56002 Child Care / Latchkey Lead | 11,543.26 | 17,611.00 | (6,067.74) | 65.55% |
| 56003 Child Care / Latchkey Aides | 9,934.99 | 35,828.00 | (25,893.01) | 27.73% |
| 56004 Custodial | 7,656.77 | 15,990.00 | (8,333.23) | 47.88% |

| | | | | |
|---|--------------------|---------------------|---------------------|---------------|
| 56005 Lunch Workers | 11,990.98 | | 11,990.98 | |
| 56007 Organists | 700.00 | 6,600.00 | (5,900.00) | 10.61% |
| 56008 Preschool | 8,293.36 | 17,206.00 | (8,912.64) | 48.20% |
| 56012 Bookkeeper | 8,491.00 | 14,000.00 | (5,509.00) | 60.65% |
| Total 56000 Wages - Hourly | 80,245.29 | 158,024.00 | (77,778.71) | 50.78% |
| 57000 Employer Paid Taxes / Benefits | | | | |
| 57001 Health Insurance | 71,924.93 | 129,163.00 | (57,238.07) | 55.69% |
| 57003 SS/Medicare Employer Taxes | 7,052.17 | 22,341.00 | (15,288.83) | 31.57% |
| 57004 Health Care - Medicare Eligible | 7,471.38 | 13,857.00 | (6,385.62) | 53.92% |
| 57005 Concordia - Pension | 41,598.29 | 68,982.00 | (27,383.71) | 60.30% |
| Total 57000 Employer Paid Taxes / Benefits | 128,046.77 | 234,343.00 | (106,296.23) | 54.64% |
| Total 50000 General Operating Expense | 589,696.23 | 1,042,929.00 | (453,232.77) | 56.54% |
| Net Revenue | (44,334.23) | (58,941.00) | 14,606.77 | 75.22% |