Lutheran Church of the Incarnation Council Meeting Minutes
May 13, 2025, 7:00 pm

Council Member Roster: Tim Paulson (2026), Karen Slabaugh (2027), Kathryn Schnaible (2026), Jenny Fortuna (2025), Vern Holmes (2025), Bob Kerr (2025), Kenny Doss (2026), ~~Ralph Holderbein (2027),~~ Mark Bandstra (2027), and Pr. Bob Wilse

A. Introduction: Tim

B. Opening Prayer: Pastor Bob

C. Approval of April Council meeting minutes: Jenny
Emailed on 4/6 & 5/11. Motion Kenny; 2nd Bob; Vote 8-0-0. Jenny to send to Lindsey to post to the website.

D. President' Report: Tim
1) The Nominating Committee has prepared a slate for three (Judy Hull, Judy Moren, and Dan Walker) new 3-year terms to begin June 1. The congregation will vote on May 18. The new council will meet for about 15 mins following the Electing meeting to appoint officers (President, Vice President, and Secretary). Council Installation will be on June 8.

2) Review Liaison Roles: Overall the structure works well when committee chairs communicate with liaisons and liaisons bring information forward to council. Council feels well informed about what is happening within our church community. Things that could be improved upon are Check lists for Weddings, Memorials, and the Columbarium (in progress). We also need to acknowledge and thank members who exit. There are several chair and liaison positions to fill with the new Council coming on board.

E. Council Action Items:
1) Ellen is asking Council to approve adding our name (LCI) to the Interfaith Housing Davis Justice - Advocacy Statement for Faith Groups. See attached. So far the following congregations have signed on: Davis United Methodist Church, Davis Community Church, Congregation Bet Haverim, The social justice committee of Unitarian Universalist also signed on. Motion Kenny; 2nd Karen; VOTE: 8-0-0.

2) A member of the congregation would like to contribute funds to buy live-stream equipment to support our outreach efforts. Council agreed that a dedicated "volunteer friendly" camera would help streamline the process to operate for any event (instead of a personal iphone). Attached is Mark's research on camera equipment for the LCI sanctuary. Kenny made a Motion not to exceed $2,000 for a new camera & accessories. Tim to help Mark make a decision. Mark to purchase and request reimbursement. 2nd Kathryn; VOTE: 8-0-0.

3) Attached is Mark's research on Wi-Fi upgrades for the LCI buildings. Mark will follow up with Pastor Dan's contact and ask for "good-better-best" options for $1,000. Also call up AT&T and Comcast about upgrading our plan. Find out about fiber optics in the area. No rush.

4) The Sierra Pacific Synod Assembly had a Regional gathering on May 10th in Chico and was well attended. Remote business meeting will be on June 14th. Voting Members to attend the Zoom will be Pastor Bob Wilse, Kathryn Schnaible, and Tim Paulson.

5) Annual Council Retreat at Mount Cross. Possible dates: Aug or Sept. Wait until new members are on board to confirm. Check availability with Mount Cross. Aug 23 is booked.

F. Committee Reports:

1) Treasurer's Report(s) attached. Synod contribution to be fulfilled for 2024 and half of 2025 in June.

2) Stewardship Report (Vern): Putting together new program for fall.

3) Liturgical Furnishings Report (Bob Wilse): Banner project is underway and funds are coming in.

4) Worship & Music Report (Karen): NA

5) Hospitality Report (Bob Kerr): It's been a busy month with Easter and 2 memorial services.

6) Social Justice Report (Vern): A new book study called Transforming. Table at Pride Celebration June 7.

7) Property Report (Kenny): John Huegli has resigned.

Next Executive Council Meeting = June 3 at 7pm
Jenny to send out Agenda = June 8 (Please have all supplementary materials to me by this date)
Next Council Meeting = June 10 at 7pm

IJHD Advocacy Statement for Faith-Groups

Interfaith Housing Justice Davis (IHJD) is dedicated to advancing equitable housing solutions for our community's unhoused neighbors, renters, and first-time homebuyers. As faith-based organizations, we are committed to promoting diverse, inclusive, and sustainable development practices that foster long-term housing stability and opportunity for all.

Over the past century, many people of color and Jewish communities were systematically denied homeownership with the explicit aim of creating segregated communities—such as Oeste Manor in Davis. Homeownership has long been a cornerstone of housing stability and a key driver of generational wealth in the United States. Although discriminatory practices like redlining and segregation are now illegal, the economic disparities and lack of neighborhood diversity they caused persist to this day.

Studies show that a person's ZIP code can have a greater impact on their health, well-being, and opportunities than their genetic code, influencing access to education, transportation, and wealth. The Fair Housing Center, 2022. Opportunity Atlas Creating mixed-income neighborhoods is not only necessary for correcting past injustices, but also vital for building a more equitable future for everyone.

1. **Encouraging Mixed-Income, Mixed-Housing Neighborhoods**
   Background: California has required that all local governments (cities and counties) adequately plan to meet the housing needs of everyone in the community. Each local government is allotted a target called the Regional Housing Needs Allocation (RHNA) that includes enough housing to accommodate all economic segments of the community within a given time frame. While in the past, the State only required communities to zone for their allotted units, compliance now demands evidence that the units are being built.

   To address historical injustice as well as reach compliance with State housing goals, new developments should integrate a range of housing types that reflect the diverse needs of our community.

   This includes:

   - **Expansion of numbers of "Big A" affordable rentals**(i.e. increasing the number of units that utilize income eligibility for residency and have specific oversight through government bodies) and subsidized rental housing to ensure stability for those with the greatest financial need.
   - **Building community-oriented neighborhood and housing options** (Cooperatives, cohousing, village models). Attached housing is more affordable and very desirable

because it increases social resilience (options for shared childcare, amenities, tools, and vehicles) as well as the safety and trust of living close to neighbors. Building social connections--Toolbox pp.17-21 from Hey Neighbor Collective

- **Market-rate rentals**, including larger floor plans suitable for lower-income families.
- **Attainable, for-purchase housing**, particularly in the "missing middle" category, such as townhomes, duplexes, and small-scale multifamily units, as well as mixed-use developments . (These types of units may be eligible for down-payment assistance programs.)

2. **Strategic Density Near Transit and Services**

   We also recognize the social justice and climate benefits of focusing on high-density development in areas with easy access to public transit, essential services, employment hubs, and parks. By concentrating housing in these areas, we can reduce reliance on private vehicles, which helps mitigate traffic congestion, air pollution, and greenhouse gas emissions. Additionally, well-planned, high-density neighborhoods promote social equity by ensuring all residents have equal access to resources, jobs, and recreational spaces, regardless of income level. These strategies support the creation of vibrant, sustainable communities that contribute to both environmental and social justice.

3. **Responsible Land Stewardship**

   Responsible land stewardship is a deeply held principle rooted in our moral obligation to care for creation and to preserve the environment for future generations. The Earth is a sacred gift, to be treated with respect and care. We advocate for development practices that ensure that the choices we make today do not compromise the ability of future generations to meet their needs.
   Some examples are:

   - Compact housing footprints to optimize land use.
   - Preservation of agricultural and open space areas of ecological significance such as vernal pools.

4. **Protecting Community Health**

   As a housing justice advocacy group, IHJD believes that protecting the health and well-being of our neighbors is a sacred responsibility. Housing development must prioritize the safety and vitality of our residents by creating environments free from harmful toxins and hazards. It is essential to provide safe spaces for families to live, while also ensuring that access to public transportation, pedestrian walkways, and bike-friendly routes are available to all, fostering a sense of community and accessibility.

Through these commitments, IHJD strives to shape a future where housing is accessible, sustainable, and just for all members of our community.

LCI Internet Improvements Report

Mark Bandstra
Prepared for LCI Council
version: 5/12/2025

Summary

There have been many complaints over the last several years about the church's poor WiFi signal strength and speed, which has led people to find various workarounds. The main limiting factor is poor WiFi coverage due to our having a single wireless access point (WAP) located in the nursery storage closet. To address this problem, we could use the church's existing ethernet infrastructure, which is largely going unused, to serve as the backbone for an expanded WiFi network. The cost of the improvement will be determined by:

(1) how many new WAPs we install,
(2) how sophisticated the WiFi network configuration is (e.g., a mesh network, which costs more than individually managed WAPs), and
(3) how professional and permanent the installation is.

The cost could range from $100 on the low end to possibly several thousand dollars or more on the high end. In addition, though it is not the main limiting factor, we may be able to increase the data rate delivered by our internet service provider with little to no additional monthly cost, or at least try to get a better deal on our existing speed.

1 - Internet service at LCI

The internet is used in a variety of ways at LCI, among them:

- Office and administrative use: email, search, printing, etc.
- Making and displaying slides for worship services
- Livestreaming and recording worship services
- Video and movie watching at special events
- Applegate preschool use (presumably administrative use)

1.1 - Internet Service Provider (ISP) and data plan information

John Huegli kindly provided information about our ISP. Kathryn Schnaible confirmed that the AT&T account is on autopay and was able to send me some recent bills. The church is currently paying $156.96 each month for combined telephone and internet service, which is the base price ($110 for internet, $30 for phone) plus some fees.

Item	**Information**
Plan name	Internet 50

Monthly price	$130 (before fees and taxes)
Monthly cost assessment fee	$9.10
Typical download speed	58.0 Mbps
Typical upload speed	11.6 Mbps
Data	Unlimited

1.2 - Physical infrastructure

Most of the network hardware is in the storage closet off of the nursery, which holds the gateway and switch, which connects to about 15 voice and data ports wired throughout the building. I have only checked a couple data ports (with Bob Willse's help) to see if they actually connect to the switch. The port in the library does not work, while the port in the music storage room (Rob's former office) does work. In addition to providing ethernet connections to the internet via the switch, the AT&T gateway also provides a wireless access point, from which is broadcast the church's WiFi network LCIWireless.

2 - Reported issues and problems

2.1 - Questionnaire results

Lindsey Burns reports the following:

- *"When I am hardwired at the main desk everything is fine, I believe this to be the case with the slides computer in the Sanctuary."*
- *"However, when I am on WiFi back in my youth office, when we are in the library, or out on the back patio, coverage is terrible. Usually I end up hot spotting my phone."*
- *"When Rob W was here he spent time in the music library and could not use the WiFi. The youth room has a smart tv and while it works when streaming it is VERY slow."*
- *"There is an extender in the fellowship hall that belongs to the preschool and John H put an extender into the Sunday School room about 5 years ago that really helped."*
- *"We have outside groups that ask about using our wireless connection and the feedback I usually get is that in general it is not great."*

John Huegli reports the following:

- *"The WiFi is a little weak in the Library. If trying to stream to the big TV in the Fellowship hall via Google Cast, the results are less than acceptable. That's why most people plug in an HDMI cable to the TV."*
- *"There are no service interruptions during streaming."*

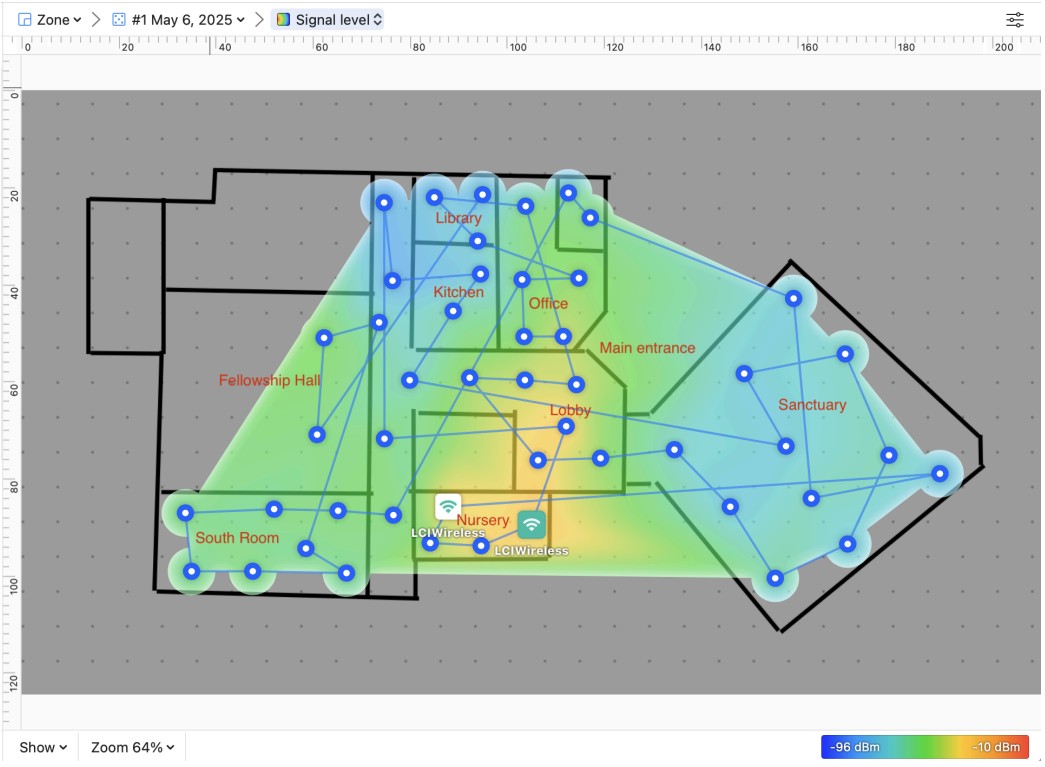
2.2 - Speed test results

Here are the results of a speed test I conducted using the NetSpot app on my iPhone. The readings were taken at various points in the church office and lobby. The main takeaway is that the expected download speed of 58.0 Mbps is not reached (perhaps due to poor signal).

Name	Download speed (Mbps)	Upload speed (Mbps)
Test 1	28.0	13.9
Test 2	21.5	16.0
Test 3	45.9	14.9
Test 4	42.0	14.4
Test 5	45.6	15.5
Test 6	33.5	15.5
AT&T typical values for “Internet 50” plan	**58.0**	**11.6**

2.3 - WiFi mapping results

I also made a map of the WiFi signal strength using the NetSpot app on a MacBook Pro. The results were consistent with what was reported in the survey — that the WiFi signal is weak in most of the church, especially in the library:



3 - Recommendations

3.1 - Re-establish ability to configure existing wireless access point

This is a relatively small issue but I have not been able to find anyone who knows how to log into and configure the gateway and its wireless access point. I tried going to the default internet address (http://192.168.1.254) connected both over wireless and over ethernet but the connection dropped. It is good practice to have the ability to do this in case we need to, e.g., reset the password to something other than what it has been for the last 10+ years.

3.2 - Install more WAPs

We need better WiFi coverage, and that means installing more devices. Here are some possible options, ranked roughly in order of increasing cost:

3.2.1 - Install WiFi extenders around the church

WiFi extenders are a relatively inexpensive way to extend the coverage of a WiFi network, costing around $30-150 per device. This approach is actually already being done at LCI — there is an extender plugged into the north wall of the fellowship hall. However, either because it receives a weak signal or is not configured optimally, it does not seem to be helping much. **I think this option is unlikely to solve the problem.**

3.2.2 - Install one WAP using existing ethernet port in the music library

A significant improvement to the church's internet could be made by setting up a new WAP in the music library, connecting it to the existing ethernet port, and configuring it to broadcast the same SSID as the main gateway (LCIWireless). This would not be a comprehensive solution but could deal with some of the worst issues. This could cost anywhere from $50 to upwards of $300 to purchase a single WAP.

3.2.3 - Same, but install a few more WAPs using existing ethernet ports

We could purchase multiple WAPs and place them other locations, such as the youth office and/or the South Room, in order to boost coverage. The drawbacks are that we would need to maintain each WAP separately, and there could be "handoff" issues when moving between them.

3.2.4 - Same, but create a mesh WiFi network with ethernet backhaul

This is a more sophisticated version of the previous suggestion. We would purchase a mesh router and two or more "satellites". Basically the router and satellites communicate with each other over both WiFi and ethernet to provide a more seamless experience. Another advantage of this option is that it is easier to monitor and configure the various access points, since the software needed to run the mesh allows us to see all of the devices at once. Examples of reasonable options would be:

- TP-Link Deco Powerline Mesh WiFi 6 System (Deco PX50) (designed for “homes with thick walls”) with 3 units is $220 on Amazon
- NETGEAR Orbi Whole Home Tri-band WiFi 6 Mesh Network System (RBK853) with 3 units is $500 on Amazon

We would also likely need to also purchase a small Gigabit-speed switch for the ethernet backhaul connections (~$50). We can easily purchase and integrate an additional unit into the network if we later decide we need better coverage.

3.2.5 - Same, but power the devices using power over ethernet (POE)

Most devices can be powered over ethernet instead of having a separate power supply. This has advantages in being simple to install the device more professionally — mounting it high up on a wall, for instance. We would need to purchase the same equipment as in previous sections but also a POE switch to provide the power, since the current switch does not provide POE. Such a switch can cost $70-$500.

3.2.6 - Same, but install new ethernet cables that are dedicated to the WiFi network

This option would add an unknown cost to the previous option, and its primary purpose would be to keep the wall ethernet ports available for other uses and to hide the cables leading to the WAPs.

3.2.7 - Work with a networking consultant and company

I have not done this, but Pastor Dan had a contact we could ask to take a look and give us a quote. I assume this would likely be the most expensive option, but would be by definition the most professional one.

3.2.8 - Other options?

I am not an expert in any of this so it is possible that I have made errors or missed other possible solutions!

3.3 - Upgrade data plan with AT&T

We are paying $110/month for 50 Mbps. This is the same that I pay for home internet service with Comcast getting 300 Mbps, so we should be able to get a better deal at the same or greater speed. With 50 Mbps, that is plenty of speed for a few computers to simultaneously stream high definition video (at least 5 Mbps per stream) or even one 4K stream (25 Mbps). Our service appears to be over DSL, which will likely cap our top speed at 100 Mbps unless AT&T runs fiber optic cable through our area. I have not yet contacted AT&T about possible pricing or availability of different plans.

All of our network infrastructure (the switch, the ethernet cables) support up to 1 Gbps speeds, so the limiting factor is what speed AT&T can deliver.

Lutheran Church of the Incarnation

Profit and Loss

March 2025

	TOTAL
Income	
41000 Income	
41100 Offerings	27,081.15
41310 Rents Applegate Nursery	2,106.00
41320 Rents Other	2,300.00
41400 Other Misc Income	344.00
Total 41000 Income	**31,831.15**
Total Income	**$31,831.15**
GROSS PROFIT	**$31,831.15**
Expenses	
61000 Worship	
61202 Music Licenses & Worship Supplies	216.00
Total 61000 Worship	**216.00**
62000 Witness	
62301 Pastor Outreach	141.28
Total 62000 Witness	**141.28**
67000 Administration	
67700 Office Supplies & Equipment	600.49
67704 Bookkeeper	4,341.46
Total 67000 Administration	**4,941.95**
68000 Property General Maintenance	1,051.92
68750 General Maintenance & Supplies	104.00
68751 City Services	676.94
68752 Telephone	157.11
68753 Fire System	293.31
68754 Utilities - PG&E	1,100.65
68755 Utilities - Solar	350.00
68757 Cleaning Services	1,000.00
68772 Mortgage (est 2015) Interest	1,937.01
Total 68000 Property General Maintenance	**6,670.94**
70000 Support Staff	
70701 Administrative Asst Pay	1,170.00
70703 Youth Director Salary	1,635.00
70708 Pianist/Organ Pay	1,235.25
70709 Cantor Pay	500.00
70721 Payroll Taxes	345.51
70722 Payroll Service Fees	272.00
Total 70000 Support Staff	**5,157.76**

Lutheran Church of the Incarnation

Profit and Loss

March 2025

	TOTAL
71000 Pastors Compensation Package	
71900 Defined Compensation	
71901 Net Salary	4,492.56
71902 Elective Deductions - FSA, Pension	455.14
Total 71900 Defined Compensation	**4,947.70**
71903 Housing Allowance	3,700.00
71904 Benefits- Retirement	910.28
71906 Benefits- Disability	27.31
71910 Benefits- Basic Group Life	18.21
Total 71000 Pastors Compensation Package	**9,603.50**
Total Expenses	**$26,731.43**
NET OPERATING INCOME	**$5,099.72**
NET INCOME	**$5,099.72**

Lutheran Church of the Incarnation

Profit and Loss

April 2025

	TOTAL
Income	
41000 Income	
41100 Offerings	24,686.84
41310 Rents Applegate Nursery	2,102.00
41320 Rents Other	126.00
41400 Other Misc Income	1,226.64
Total 41000 Income	**28,141.48**
Total Income	**$28,141.48**
GROSS PROFIT	**$28,141.48**
Expenses	
62000 Witness	
62301 Pastor Outreach	270.12
Total 62000 Witness	**270.12**
64000 Learning	
64551 Youth - LCI Activities	54.63
Total 64000 Learning	**54.63**
65000 Congregational Events	
65612 Professional Leadership Conference	180.00
Total 65000 Congregational Events	**180.00**
67000 Administration	
67700 Office Supplies & Equipment	831.52
Total 67000 Administration	**831.52**
68000 Property General Maintenance	412.22
68751 City Services	779.42
68752 Telephone	157.17
68754 Utilities - PG&E	468.61
68755 Utilities - Solar	350.00
68757 Cleaning Services	1,000.00
68772 Mortgage (est 2015) Interest	1,932.23
Total 68000 Property General Maintenance	**5,099.65**
70000 Support Staff	
70701 Administrative Asst Pay	1,398.00
70703 Youth Director Salary	1,635.00
70708 Pianist/Organ Pay	1,448.75
70709 Cantor Pay	300.00
70721 Payroll Taxes	366.05
70722 Payroll Service Fees	202.00
Total 70000 Support Staff	**5,349.80**

Lutheran Church of the Incarnation

Profit and Loss

April 2025

	TOTAL
71000 Pastors Compensation Package	
71900 Defined Compensation	
71901 Net Salary	4,492.56
71902 Elective Deductions - FSA, Pension	455.14
Total 71900 Defined Compensation	**4,947.70**
71903 Housing Allowance	3,700.00
71904 Benefits- Retirement	910.28
71906 Benefits- Disability	27.31
71910 Benefits- Basic Group Life	18.21
71911 Professional Reimbursements	973.00
Total 71000 Pastors Compensation Package	**10,576.50**
Total Expenses	**$22,362.22**
NET OPERATING INCOME	**$5,779.26**
Other Expenses	
SUSPENSE	-38,548.35
Total Other Expenses	**$ -38,548.35**
NET OTHER INCOME	**$38,548.35**
NET INCOME	**$44,327.61**

Lutheran Church of the Incarnation

Balance Sheet

As of April 30, 2025

	TOTAL
ASSETS	
Current Assets	
Bank Accounts	
1 First Northern Bank	-820.00
4 MM - First Northern Bank	69,649.92
8 First Northern Bank - operating	200,734.47
PayPal Account	0.00
Total Bank Accounts	**$269,564.39**
Total Current Assets	**$269,564.39**
Fixed Assets	
10000 Land	418,822.93
11000 Church Building	319,896.49
12000 Fellowship Hall	1,749,202.30
15000 Personal Property	60,154.11
Total Fixed Assets	**$2,548,075.83**
TOTAL ASSETS	**$2,817,640.22**
LIABILITIES AND EQUITY	
Liabilities	
Current Liabilities	
Accounts Payable	
20000 Accounts Payable	-1,410.94
Total Accounts Payable	**$ -1,410.94**
Other Current Liabilities	
20115 Special Benevolences	6,350.00
20602 Lutheran Magazine	0.00
20605A Fair Trade Coffee Project	0.00
24000 Payroll Liabilities	0.00
24502A Crossways	0.00
26650 Offering Envelopes	0.00
26652A Food & Faith	0.00
Total Other Current Liabilities	**$6,350.00**
Total Current Liabilities	**$4,939.06**
Long-Term Liabilities	
20754 Mortgage	0.00
20755 AOB Bad Debt	0.00
20769 Organ Fund	0.00
20774 Mortgage - regular	451,302.67
20775 Mortgage - Facility Renovation	0.00
27200 Other Liabilities	0.00
Total Long-Term Liabilities	**$451,302.67**
Total Liabilities	**$456,241.73**

Lutheran Church of the Incarnation

Balance Sheet

As of April 30, 2025

	TOTAL
Equity	
20117 Memorial Fund	0.00
20212 Sanctuary A/V project 2022	0.00
20213 Worship/Music Reserve	3,203.44
20214 Flower Fund	-219.89
20301 Pastor’s Discretionary Fund	3,250.04
20401 Emergency Fund	0.00
20402 Caregivers Fund	0.00
20500 Youth / Day Camp / Mt. Cross	4,276.03
20508 Day Camp Reserve Fund	-820.00
20509 Nursery Supplies & Equipment	0.00
20551 Mission Trip Fund	4,233.01
20552 Youth	0.00
20614 Hospitality	1,361.36
20615 50th Anniversary	0.00
20759 Major Maintenance Reserve	78,434.10
20760 Columbarium Fund	38,717.17
20761 Columbarium Niche Purch-Exp	0.00
20771 Facilities Renovation	0.00
20776 Sanctuary Renovation	379.65
20777 Property Infrastructure Reserve	195.00
24150 Operating Reserve	0.00
24151 Endowment Fund	30,368.10
30000 Opening Bal Equity	110.00
32000 Unrestricted Net Assets	2,146,637.70
AMOR Scholarships	2,390.00
Net Income	48,882.78
Total Equity	**$2,361,398.49**
TOTAL LIABILITIES AND EQUITY	**$2,817,640.22**

Lutheran Church of the Incarnation

Profit and Loss

January 1 - May 13, 2025

	TOTAL
Income	
41000 Income	
41100 Offerings	97,555.20
41310 Rents Applegate Nursery	8,420.00
41320 Rents Other	3,137.00
41400 Other Misc Income	2,031.41
Total 41000 Income	**111,143.61**
Total Income	**$111,143.61**
GROSS PROFIT	**$111,143.61**
Expenses	
61000 Worship	
61200 Altar Supplies	41.56
61202 Music Licenses & Worship Supplies	216.00
61203 Rooted Service	7.22
Total 61000 Worship	**264.78**
62000 Witness	
62301 Pastor Outreach	573.76
Total 62000 Witness	**573.76**
64000 Learning	
64551 Youth - LCI Activities	147.94
Total 64000 Learning	**147.94**
65000 Congregational Events	
65603 Congregational Events	31.95
65612 Professional Leadership Conference	510.00
Total 65000 Congregational Events	**541.95**
67000 Administration	
67700 Office Supplies & Equipment	3,121.52
67703 Social Media & Advertising	170.00
67704 Bookkeeper	6,298.46
Total 67000 Administration	**9,589.98**
68000 Property General Maintenance	2,972.76
68750 General Maintenance & Supplies	208.00
68751 City Services	2,956.64
68752 Telephone	734.44
68753 Fire System	1,330.31
68754 Utilities - PG&E	3,577.67
68755 Utilities - Solar	1,750.00
68756 Property Insurance	350.00
68757 Cleaning Services	4,000.00
68772 Mortgage (est 2015) Interest	9,684.94
Total 68000 Property General Maintenance	**27,564.76**

Lutheran Church of the Incarnation

Profit and Loss

January 1 - May 13, 2025

	TOTAL
70000 Support Staff	
70701 Administrative Asst Pay	5,258.00
70703 Youth Director Salary	6,540.00
70708 Pianist/Organ Pay	4,927.50
70709 Cantor Pay	1,100.00
70721 Payroll Taxes	1,451.90
70722 Payroll Service Fees	1,116.00
Total 70000 Support Staff	**20,393.40**
71000 Pastors Compensation Package	
71900 Defined Compensation	
71901 Net Salary	17,970.24
71902 Elective Deductions - FSA, Pension	2,275.70
Total 71900 Defined Compensation	**20,245.94**
71903 Housing Allowance	14,800.00
71904 Benefits- Retirement	4,551.40
71906 Benefits- Disability	136.55
71910 Benefits- Basic Group Life	91.05
71911 Professional Reimbursements	1,963.00
Total 71000 Pastors Compensation Package	**41,787.94**
Total Expenses	**$100,864.51**
NET OPERATING INCOME	**$10,279.10**
Other Expenses	
SUSPENSE	-38,548.35
Total Other Expenses	**$ -38,548.35**
NET OTHER INCOME	**$38,548.35**
NET INCOME	**$48,827.45**