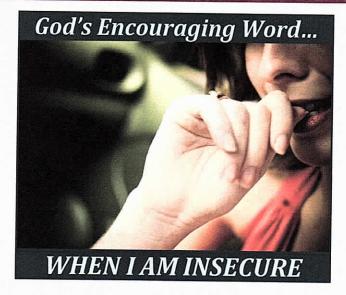
## The Messenger



The Monthly Newsletter of Zion Lutheran Church, Columbus, WI



July 2018

What is the strongest building in your neighborhood? I'm guessing that many people have never even thought about it, but if you live in a trailer home in tornado alley or near an ocean where hurricanes can strike, you've probably considered that question many times. When a tornado approaches, being in building that you know is constructed to withstand the worst, provides a sense of security in the chaos of a storm.

Where do you go when the threat isn't from the weather? Where do you go when you and your spouse are having a rough time? Where do you go when the doctor says, "I'm sorry, it's cancer." Where do you go when you did something that really hurt a person you love and you can't change it now? Where do you go when you are troubled with thoughts of what lies beyond this life? The Bible gives us the answer.

In the book of Proverbs, God's Word says, "The name of the LORD is a strong tower; the righteous run to it and are safe."

Does that mean if we call on God, he will whisk away whatever trouble or hardship is weighing us down? No, the storms of life will rage on, but like a strong building God will give us what we need to weather the storms. When we connect with him by reading the Bible or hearing his promises as we attend worship services, God gives us strength. There we find the LORD God who loves us no matter how big the messes we have made in life. There we find the LORD God who loves us no matter how much confidence we have in ourselves. There we find the LORD God who doesn't leave us asking, "Have I been good enough?" or "Have I done enough?" Instead we find the LORD God who has freely given us a place in heaven after we die. There we find the LORD God who will give us the strength we need to survive the storms of this life until we reach the next.

Have you noticed that many churches have a tower or steeple? What a fitting reminder that in these buildings we find the LORD God who is the strongest tower ever built! This Sunday would be a good time to visit.

## Worship with Us!

Thursday Evening 6:30 PM Sunday Mornings 8 & 10:30 AM Sunday Bible Study 9:30



# Zion Lutheran Church and School July 2018

			99	31 Teacher Inservice 6:30 pm Worship Committee Meeting	30	8:00 am Worship with Holy Communion 9:15 am Bible Study 10:30 am Worship with Holy Communion 1:00 pm Meyers bridal shower
28	27 6:00 am Bible Breakfast	26 6:30 p m Worship	25	24	23	8:00 am Worship 9:15 am Bible Study 10:30 am Worship
21	20 6:00 am Bible Breakfast	<b>19</b> 6:30 p.m. Worship	18	17	16	15 8:00 am Worship with Holy Communion 9:15 am Bible Study 10:30 am Worship with Holy Communion
14	Worship with Holy 6:00 am Bible Breakfast Communion	12 6:30 p.m Worship with Holy Communion	11	10 7:00 pm Stewardship Board	9	8:00 am Worship 9:15 am Bible Study 10:30 am Worship
7	6:00 am Bible Breakfast	56:30 pan Worship	4 Independence Day	ω	2	1 8:00 am Worship with Holy Communion 9:15 am Bible Study 10:30 am Worship with Holy Communion
Saturday	Friday	Thursday	Wednesday	Tuesday	Monday	Sunday

## Questions for Cooleys

1. Where did you grow up and go to school? How did you two meet and marry?

Rodney was born and raised on a farm in Bloomington, WI, which is just outside of Prairie du Chien. During the school year, however, he attended the public schools in La Crosse, WI because he is hard of hearing and required sign language interpreters to understand his teachers in the mainstreamed classrooms. Melissa was born in La Crosse. She attended Mt. Calvary Lutheran School through eighth grade and then went to public high school in La Crosse.

We first met in speech class when we were sophomores in high school. She made such an impression on him that he has no recollection of her being in class with him. But something about Melissa stood out because 12 years later, they ran into each other at a local gas station and he did remember her. After a five-minute conversation, Rodney thought, "Now there's a nice girl." A month after that chance meeting, he managed to track Melissa down and asked her out on a date. Seven weeks later, we were engaged and got married the following year. This winter, we will be celebrating our 20-year anniversary.

2. How did you end up in Columbus?

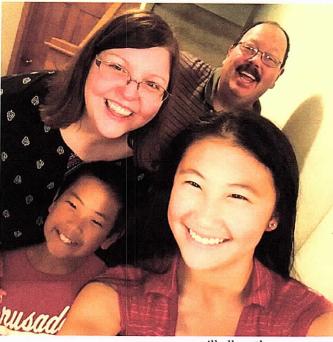
We first moved to the general area in Spring 2002, renting out the bottom half of a farmhouse between Lodi and Prairie du Sac. One summer of stinking silage was all that Melissa could handle, however, so we made plans to move somewhere – anywhere – before the weather heated up too badly in 2003.

A major requirement we had was that there needed to be a WELS church and school in the community. (Though we didn't have children at the time, we prayed that they would be a part of our future. Thankfully, God answered that prayer!) © After going on home tours and open houses for 3-4 months,

we found our house in Columbus. It met all of our needs – a church and school in the community, it was within commuting distance for our jobs, big enough to accommodate any additions to our family, and no silage! We closed on it in June 2003 and have been here ever since.

3. What do you like to do with time off - your day off and vacation?

Lately, time off consists of cheering on our children at their sporting events and traveling to visit family.



4. Tell us a little about each of your kids – name and ages and what they are into.

We adopted both of our children from Korea. Micaela joined our family when she was 16 months old, and Allen came along 16 months later at 9½ months. Micaela is now 12 and going into 7th grade in the fall. Sports of one kind or another fill her days. At the beginning of the school year, she plays volleyball. In November, practice for basketball season starts. By January, she is starting practice for her summer fastpitch softball league. Micaela also enjoys music, particularly piano and singing. When asked what her favorite subject is, Micaela replies without hesitation, "Religion."

Allen is 10 and going into 5th grade. He has long had a fascination with big vehicles – semi trucks, construction equipment, farm equipment. Going to some kind of event with big equipment is something he looks forward to doing every summer. He also loves basketball, Legos, and (because of Rodney's influence) the Chicago Bears. And Allen's favorite part of school? "Recess."

5. Both your kids go to Zion Lutheran School. How do you see their time at Zion affecting them as young adults? The impact of going to a Christian day school like Zion is immeasurable. Every day begins with God's Word. That alone provides them with a good start to the day. No matter what may be happening in life, their spiritual

foundation is fortified. This is a practice that they can continue throughout their lives.

We also like the fact that all the subjects at Zion are taught from a Biblical standpoint. This is important because, as they go out on their own, they will face some perspectives that are very different than what God tells us. The teachers at all grade levels provide daily instruction in the Biblical truths as they relate to each course and then. when the students are old enough, compare these truths with the beliefs of the world so the children have a better understanding that they are being taught the Word of God in all its truth and purity. This

will allow them as young adults to better defend their faith when it is challenged.

The knowledge that everyone who teaches at Zion is a member of a WELS church is very comforting, as well. With our children being in school roughly half of their waking hours in any given year, that is a lot of influence that teachers have over them. We feel assured that Christian values and attitudes are being emphasized in every interaction, and that the teachers' love for their Savior motivates them to be positive role models that our children can emulate in the future.

6. How has your own faith helped you through a challenge that you have faced?

While adoption was always a part of how we hoped to grow our family, we didn't realize that God would intend for it to be the only way for us to become parents. As friends and family members were having babies, the inevitable question of "When are *you* going to have a baby?" came. It was very difficult seeing babies everywhere, and yet our arms were empty. We leaned hard on our faith, not understanding God's plan for us, but trusting that he would work all things for our good.

Just after our 7th anniversary, God led us to the woman who would help us make our dream of becoming parents a reality. She was a local social worker who had a connection to an adoption agency in the Midwest, and they worked with an agency in Korea. Three months after our first meeting, we saw the picture of the little girl who was being referred to us – our daughter, Micaela. Melissa cried upon seeing the picture because she had no doubts that this was our daughter; this was God's answer to our prayers. Nine months after seeing her photo, Micaela arrived home, and Allen followed 16 months after that.

It is such a miracle that two children born half a world away could be just the perfect fit for our family!

7. Can you point out a blessing that Zion has which you enjoy the most and a challenge we face? What do you think we need to face that challenge?

A blessing we have enjoyed as members of Zion is the openness to accommodate Rodney's hearing loss. When we first looked into transferring our membership here, we asked if it was possible to have a sign language interpreter to sign the services for Rodney. They were very willing to find an interpreter who came about once a month. It was especially appreciated when she was able to sign a special event like a baptism or confirmation,

which made it more meaningful to Rodney since he could understand everything that was being said.

Prior to the new church being built, we had visited another church that had an induction hearing loop in its sanctuary, and it worked well with the technology in Rodney's hearing aids. Along with lip reading and the printed liturgy, he was able to follow along with a good portion of the service. When we brought this information back to the technology committee for the new church, they were enthusiastic about learning more since this would help members of all ages who wear behind-the-ear hearing aids. We were very pleasantly surprised when we learned that they put in an induction hearing loop in both the sanctuary and the fellowship hall.

Regarding the challenges that Zion faces, our prayer in meeting them as a unified congregation is that we respect all perspectives and, when considering the solutions that are offered, we stay true to God's Word and glorify his name with the actions we take.

## ZION LUTHERAN SCHOOL NOW ENROLLING!

- Accredited Education for K4 – 8th Grade
- Safe, Christian Learning Environment
- Experienced teachers in small classrooms
- Competitive Athletic and Music programs
- Affordable Tuition

To set up a family tour, ask questions or enroll, please call (920) 623-5180 or visi WWW.ZIONCOLUMBUS.ORG today!



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The mission of Zion
Evangelical Lutheran Church
and School is to preach and
teach God's saving Word in
all its truth and purity.

## Get in Touch

Church/School Office (920) 623-5180 office@zioncrusaders.com www.zioncolumbus.org

Tim Schwartz, Pastor (509) 480-2967 tschwartz24@gmail.com

Robert Wilke, Pastor (920) 623-4870 revrwilke@gmail.com

Alex Vandenberg, Principal (507) 353-0719 avandenberg@zioncrusaders.com

Jim Grasby, Lakeside Principal (920) 648-2321



## Council Names and Numbers

Rick Gentz, Chairman	920-623-2507
Don Lamb, Vice-Chairman	920-623-0556
Nick Uebelacker, Secretary	608-225-8861
Brady Weiland, Treasurer	920-285-7362
Dan Retzlaff, Education	920-319-0018
Jeff Krakow, Elders	920-210-2388
Nils Johansson, Outreach	608-239-5123
Jim Greiling, Property	920-948-1746
Otto Mattke, Stewardship	608-516-5279
Craig Lathrop, Family Ministry	608-770-2498



## Greeter Schedule



July 1

8:00am — E12 10:30am — L13

Waldamar Vick Aaron & Rachel Larson

July 8

<u>July 15</u>

8:00am — E1 10:30am — L2

Jeff & Melody Krakow Laurie Kirchberg & Pat Premo

<u>July 22</u>

8:00am — E2 10:30am — L3
Dave & Kathy Harle Rick & Lisa Gentz

July 29

8:00am — E4 10:30am — L4

Delmar & Carol Vick Bernard & Genevieve Setz

If you are interested in being added as a greeter or need to be removed from the schedule, please contact Melody Krakow at (920) 210-6323.



## Video Team Schedule July 2018

1 Randy Koehn

8 Phil Manteufel

15 Gary Schuhmacher

22 Matt Greiling

29 Mark Lindell



July 1

8:00am - Team E8

Mike Vick (C)

Troy Kehoe (A)

Dale Schilling

Logan Kehoe

Jake Bonness

Brian Peck

10:30am - Team L5

Phil Manteufel (C)

Peter Lewke

John Cares

Paul Musser

Brian Baney

Andy Tratar

<u>July 8 & July 15</u>

8:00am - Team E1

Jeff Henning (C)

Daryl Berndt (A)

Leo Fischer

Matt Weidner

Rodney Hacht

Mark Tiedt

10:30am - Team L6

Otto Mattke (C)

Paul Kehl (A)

Paul Kehl (A)

Dennis Winter

Carl Wolf

William Mattke

Nils Johansson

**July 22 & July 29** 

8:00am - Team E2

Delmar Vick (C)

Dale Gajdosik

Randy Vick

Kenneth Schulz

Eric Turnquist

R:00am - Team L7

Roger Weiland (C)

Bryce Weiland

Brett Weiland

Peter Klokow

Randy Koehn

Eliot Turnquist

If you have any questions about the schedule, would like to be added as an usher or won't be able to serve any longer as an usher, please call Randy Koehn at (608) 296-4333.



## May Church Attendance

10 To	
Date	Total
3/6	327
10/13	283
17/20	315
24/27	407



## **Membership Changes**

**Accept:** Noah and Melissa Litherland and children Nina, Julia and Elana

Transferred: Julie and J Doyle

## **Ministrations**

## Death:

5. Laura Hundley Born 8/5/1925. Died 5/14/2018.

## Marriage:

2. Calvin Higgins and Kaitlin Lepke Married 5/20/2018.



Genevieve Diels	1st	86 years
Verna Maier	5th	95 years
June Derr	19th	88 years

## Thank You, Zion

A sincere thank you to all of you, our brothers and sisters at Zion. What a joy it has been to serve you these past eight years! More than a joy, our time here has been filled with blessings from God many of which came directly through this congregation. Thank you for all of your generous words, actions, and gifts throughout our years together and especially these last months as we have said farewell. We are leaving with an abundance of happy memories and dear friends. Zion will always have a special place in our hearts. The LORD bless and keep you always.

Matt, Jill, and Martin Kanzenbach

## Messenger Deadline

Please submit your Messenger articles by July 20th. Contact Sue Henning at (608)



225-4853 or <u>suehenning25@gmail.com</u> if you have any questions.

## Zion Evangelical Lutheran Church Financial Statement May 2018

	Ma	y 2018		
	May 18	<i>Estimated</i> Monthly Budget	Fiscal Year to Date Jul 17 - May 18	Budget
Ordinary Income/Expense	· · · · · ·			
Income				
Church Picnic Income			310,00	
Extra Synod Missions Income	170.00		890,00	
General Fund Offerings	48,201.49		605,119.13	
LLHS Building Income	274.00		1,448.55	
Other Donations	143.00		6,608.37	
Other Receipts	(574,35)		293.45	
Transfered from Undesignated	10,000.00		73,500.00	
WLCFS Income	208.00		1,316.00	
WLIM Income	213,00		1,130,00	
Total Income	58,635.14		690,615.50	
Expense				
ACH fee	-		104.90	
Apartment Rent	655.00	635.00	7,165.00	7,620.00
Called Workers Salaries & Taxes	28,815.17	28,229.75	308,757.74	338,757.00
Church Supplies	381.28	208,33	2,862.66	2,500.00
Convention/Cont' Education	43.50	66,67	610.50	800.00
Copier	-	283.33	3,637.87	3,400.00
Elders Board	-	29.17	-	350.00
Family Ministry Board	•	358.33	1,680,38	4,300.00
Guest Pastor	-	58.33	368.20	700.00
Health Insurance	7,807.00	7,150.00	81,765.00	85,800.00
HRA Savings	2,023.00	2,016.67	22,253.00	24,200.00
Custodial	1,696.89	1,225.00	10,168.41	14,700.00
LLHS Building Expense	274.00		1,617.55	
LLHS Expense	2,407.57	2,250.00	30,123.26	27,000.00
Maintenance	1,406.31	2,204.17	15,233.91	26,450.00
Meditations	-	125.00	1,435.00	1,500.00
Mileage	256.25	358.33	4,077.69	4,300.00
Miscellaneous	15,00	16.67	130.06	200.00
Organists	337.32	282.67	3,255.37	3,392.00
Outreach Board	•	291.67	1,618.03	3,500.00
Payroll Expenses	323,30	241,67	3,326.65	2,900.00
Pension Insurance	<u> </u>	2,445.00	23,970.00	29,340,00
Postage and Delivery	43.34	116.67	1,348.15	1,400.00
Secretaries	2,217.10	2,033.33	25,361.18	24,400.00
Stewardship Board	118.60	391,67	6,148.70	4,700.00
Substitute Teaching	86.38		(162.31)	
Sunday School/VBS	•	233.33	2,668.42	2,800.00
Synod Mission Expense	4,985,15	4,666,67	61,628.65	56,000.00
Telephone & Internet Expense	251.95	258.33	2,952.74	3,100.00
Utilities	3,893.83	3,093,75	48,248.98	37,125,00
WLCFS Expense	208.00		1,509.00	
WLIM Expense	213.00		1,303.00	
Worker Comp/Liability Insurance	9,546.00	1,066.67	13,174.00	12,800.00
184	,		· •	
Worship	8.39	316.67	5,750.43	3,800.00

## Zion Lutheran Church - Estate Funds Rep ort

Report for the Month of:

Total Transactions	-\$17.718.07		New Church/School Total	nl Total
Total Current Assets	\$247,979.45		\$178,139.75	checking/savings
Accounts	Undesignated Checking c	Undesignated Savings	hool	NEW Church/School Checking
Previous Balance	\$594.72 atio	\$31,708.78 tio	\$184,926.40 atio	\$781.55
Monthly Transactions*	_			
Current Balance	_		\$177,358.20 EX	
	П	П		ΙĪ
Transactions	(\$150.00) Joan Marks	5-30 Transfer to (\$10,000.00) General Checking	\$284,00 5—1 Deposit	
	\$0.13 6.1 Interest		5—1 Mortgage (\$5,425.00) p⊟yment	
			\$20.00 S—2 Deposit	
			\$50.00 5—4 Deposit	
			\$2,136.40 5—7 Deposit	
			\$1,130.00 5—14 Deposit	
			5—15 Mortgage (\$5,425.00) payment	
			\$20.00 5—16 Deposit	
			\$1,600.00 5—21 Deposit	
			\$446.40 5—22 Deposit	
			\$2,620.00 5—29 Deposit	
			5—29 Mortgage (\$5,425.00) Payment	
			\$200.00 5—30 Deposit	
			\$200.00 5—31 Deposit	
Monthly Transactions TOTAL	(\$149.87)	(\$10,000.00)	(\$7,568.20)	\$0.00
TOTAL TRANSACTIONS	(\$17,718.07)	Notes:		
Interest Received	\$0.13			

Utilities	JULY 1,	ZION BUDO 2018 THRO		V	
Usitions School Utilities reimbursed by Tutton (10,875) (11,125) (13,125) (11,125) (13,125) (11,125) (11,125) (13,125) (11,125) (11,125) (11,125) (11,125) (13,125) (11,125) (					
School Utilities reimbursed by Tuitlon   (10,875)   (11,125)   (11,125)   (2,3%)   (14,125)   (14,275)   (14,125)   (14,275)   (14,125)   (14,275)   (14,125)   (14,275)   (14,125)   (14,275)   (14,125)   (14,275)   (14,125)   (14,275)   (14,125)   (14,275)   (14,125)   (14,275)   (14,125)   (14,275)   (14,125)   (14,275)   (14,125)   (14,275)   (14,125)   (14,275)   (14,125)   (14	Litilities			AND DESCRIPTION OF THE PERSON	
Net Amount   37,125		10.18 miles	November 1	There's area and a	
Insurance Workers Compensation & Liability Health Insurance Workers Compensation & S,800 Health Reimbursement Account Diffuse & School Expense Church Supplies Church Supplies Copier J. 400 Covention/Confinuing Education Mileage Maintenance - Building & Grounds Worship & Spiritual Enhancement Elders Courteach Spiritual Enhancement Elders Courteach Spiritual Enhancement Elders Courteach Sunday School Stewardship J. 400 J. 500 Stewardship J. 400 J. 500 J. 260 Worship/Music J. 800 J.					
Workers Compensation & Liability   12,800   13,490   14,000   94%   Health Insurance   85,800   84,182   92,800   7.9%   12,900   24,276   24,276   0.3%   24,276   24,276   0.3%   24,276   24,276   0.3%   24,276   24,276   0.3%   24,276   24,276   0.3%   24,276   24,276   0.3%   24,276   24,276   0.3%   24,276   24,276   0.3%   24,276   24,276   0.3%   24,276   24,276   0.3%   24,276   24,276   0.3%   24,276   24,276   0.3%		31,125	41,256	42,315	14.1%
Health Insurance					
Health Raimbursement Account   24,200   24,276   24,276   0,3%   0.3%			Carrier 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		
Chica School Expense Church Supplies Church Supplies 1 2,500 1 3,158 2,900 2,006 1 2,500 1 3,158 2,900 3,158 3,000 2,007 1 5,500 1 2,500 1 1,5		200000000000000000000000000000000000000			
Telephone & Internet		24,200	24,276	24,276	0.3%
Copier	Church Supplies	2,500	3,158	3,000	20.0%
Copier	Telephone & Internet	3,100	2.898	2.900	-6.5%
Postage	Copier				
Convention/Continuing Education   800   695   700   712 5%   Mileage   4,300   3,688   4,000   7.70%   Maintenance - Building & Grounds   26,450   28,514   27,000   2.1%   Worship & Spiritual Enhancement   Elders   350   250   -28,65%   28,000   -28,000   28,000   3,000   2,400   28,000   3,000   2,400   2,800   3,408   2,800   0.0%   2,800   3,408   2,800   0.0%   2,800   3,400   2,800   3,400   2,800   0.0%   2,800	Postage				
Mileage	Convention/Continuing Education				
Maintenance - Building & Grounds   26,450   28,514   27,000   2.1%					
Worship & Spiritual Enhancement   Elders   350   250   -28.6%					
Elders 350 250 -28.6% Outreach 3.500 2,067 3,000 -14.3% Family Ministry 4,300 1,401 4,300 10.0% Slewardship 4,700 6,425 6,300 34.0% Sunday School 2,800 3,408 2,800 0.0% Worship/Music 3,800 6,014 6,000 57.9% Meditations 1,500 1,422 1,500 0.0% Guest Pastors 7700 1,517 700 0.0% Alexistic Operating 27,000 32,682 27,000 0.0% Alexistic Operating 27,000 32,682 27,000 0.0% Alexistic Operating 27,000 32,682 27,000 0.0% Subtotal \$306,725.00 \$329,160.00 \$322,201.20 5.0% Subtotal \$306,725.00 \$329,160.00 \$322,201.20 5.0% Called Worker Compensation Pastor Wilke (39) 52,272 52,272 53,213 1 8% Pastor Schwartz(19) 41,592 41,592 42,423 2.0% Alex Vandenberg (8) 34,087 34,087 34,857 2.3% Mir. Grambsch (21) 38,763 38,763 39,543 2.0% Mir. Grambsch (21) 38,763 38,763 39,543 2.0% Mir. Grambsch (15) 35,856 35,856 36,614 2.1% Mirs Grambsch (15) 35,856 36,851 36,950 2.911 500 0.0% Counting the past Time Teacher 23,652 23,150 2,911 500 0.9% Organists 33,392 3,581 5,440 0.0% Counting Teacher 23,652 23,150 24,150 0.9% Counting Teacher 23,852 23,150 24,150 0.9% Counting Teacher 23,852 2		20,430	20,514	21,000	2.170
Outreach		350		250	20 60/
Family Ministry			2.007		
Slewardship					
Sunday School   2,800   3,408   2,800   0,0%					
Worship/Music         3,800         6,014         6,000         57,9%           Meditations         1,500         1,422         1,500         0,0%           Synod         56,000         66,842         56,000         0,0%           Askeside Operating         27,000         32,682         27,000         0.0%           Alexal Golden         200         156         150         -25,0%           Subtotal         \$ 306,725.00         \$ 329,160.00         \$ 322,201.20         5.0%           Called Worker Compensation         Pastor Wilke (39)         52,272         52,272         53,213         1.8%           Pastor Schwartz(19)         41,592         41,592         42,423         2.0%           Mrs Grambsch (21)         38,763         38,763         39,543         2.0%           Mrs Becker (6)         34,402         34,402         32,220         46,3%           Miss Kramer (12)         34,402         34,402         35,149         2.2%           Mirs Grambsch (15)         35,856         35,856         36,614         2.1%           Mrs Schwartz (10)         16,972         16,972         17,087         2.91           Partial reimburse by school tuition         (875)         (875) </td <td>•</td> <td></td> <td></td> <td></td> <td></td>	•				
Meditations         1,500         1,422         1,500         0,0%           Guest Pastors         700         1,517         700         0,0%           Synod         56,000         66,842         56,000         0,0%           Lakeside Operating         27,000         32,682         27,000         0.0%           Miscellaneous         200         156         150         -25,0%           Subtotal         \$ 306,725.00         \$ 329,160.00         \$ 322,201.20         5.0%           Called Worker Compensation         Pastor Schwartz(19)         41,592         42,423         2,0%           Pastor Schwartz(19)         41,592         41,592         42,423         2,0%           Alex Vanderiberg (8)         34,087         34,087         34,857         2,3%           Mirs Grambsch (21)         38,763         38,763         39,543         2,0%           Mirs Becker (6)         34,402         34,402         32,220         6,3%           Mirs Crambsch (15)         35,856         35,856         35,856         36,614         2,1%           Mirs Chwartz (10)         16,972         16,972         17,087         0,7%           Partial reimburse by school tuition         (875)         (875)					
Guest Pastors 700 1,517 700 0,0% Synod 56,000 66,842 56,000 0,0% Alexeside Operating 27,000 32,682 27,000 0,0% Miscellaneous 200 156 150 -25,0% Subtotal \$306,725.00 \$329,160.00 \$322,201.20 5.0% Subtotal \$306,725.00 \$329,160.00 \$322,201.20 \$3.0% Subtotal \$306,725.00 \$329,160.00 \$322,201.20 \$3.0% Subtotal \$306,725.00 \$329,160.00 \$322,201.20 \$3.0% Subtotal \$306,725.00 \$336,725.00 \$3	The state of the s				57.9%
Synod	Meditations	1,500	1,422	1,500	0.0%
Akeside Operating 27,000 32,682 27,000 0,0% discellaneous 200 156 150 2-25,0% 200 156 150 2-25,0% 200 156 150 2-25,0% 200 156 150 2-25,0% 200 200 156 200 200 200 200 200 200 200 200 200 20	Guest Pastors	700	1,517	700	0.0%
Subtotal	Synod	56,000	66,842	56,000	0.0%
Subtotal	_akeside Operating			2.4.0.4.0.4.0.0.0.0.0.0.0.0.0.0.0.0.0.0.	
Called Worker Compensation Pastor Wilke (39) 52.272 52.272 53.213 1.8% Pastor Schwartz(19) 41.592 41.592 42.423 2.0% Alex Vandenberg (8) 34.087 34.087 34.657 2.3% Mr. Grambsch (21) 38.763 38.763 39.543 2.0% Mrs Becker (6) 34.402 34.402 32.220 6.3% Miss Kramer (12) 34.402 34.402 35.149 2.2% Mrs. Grambsch (15) 35.856 35.856 36.614 2.1% Mrs Schwartz (10) 16.972 16.972 17.087 0.7% Partial reimburse by school tuition (875) (875) (875) (875) Equity compensation Total Called worker Compensation Secretarial 24.400 26.991 24.400 0.0% Custodial 14.700 12.462 15.000 0.9% Organists 3.392 3.581 5.440 60.4% Apartment Rent 7.620 7.720 7.860 3.1% Part-Time Teacher 23.652 23.150 24.150 0.9% Total Other Worker Compensation \$ 73,764.00 \$ 73,904.00 \$ 76,850.00 4.2% Related Compensation & Expenses Payroll Expenses (Paychex) 2.900 3.365 3.400 17.2% Payroll Taxes 27.634 25.615 28.304 2.4% Pension Fund 29.340 30.600 31,960 8.9% Total Compensation & Expenses Payroll Expenses (Paychex) 2.900 3.060 31,960 8.9% Total Compensation & Expenses Payroll Expenses (Paychex) 2.900 3.365 3.400 17.2% Payroll Taxes 27.634 25.615 28.304 2.4% Pension Fund 29.340 30.600 31,960 8.9% Total Compensation & Expenses Payroll Expenses (Paychex) 2.900 3.365 3.664 6.3%  Total Compensation & Expenses Payroll Expenses (Paychex) 2.900 3.365 3.664 6.3%  Total Compensation & Expenses Payroll Expenses (Paychex) 2.900 3.365 3.664 6.3%  Total Compensation & Expenses 59,874 59,580 63,664 6.3%					
Pastor Wilke (39) 52.272 52.272 53.213 1.8% Pastor Schwartz(19) 41.592 41.592 42.423 2.0% Alex Vandenberg (8) 34.087 34.087 34.087 2.3% Mr. Grambsch (21) 38.763 38.763 39.543 2.0% Mrs Becker (6) 34.402 34.402 32.220 6.3% Miss Kramer (12) 34.402 34.402 35.149 2.2% Mrs. Grambsch (15) 35.856 35.856 36.614 2.1% Mrs Schwartz (10) 16.972 16.972 17.087 0.7% Partial reimburse by school tuition Equity compensation 8.287,471.00 \$287,471.00 \$293,141.45 2.0% Other Worker Compensation \$2,911 Total Called worker Compensation \$2,911 Total Called worker Compensation \$2,911 1.4	Subtotal	\$ 306,725.00	\$ 329,160.00	\$ 322,201.20	5.0%
Total Called worker Compensation         \$ 287,471.00         \$ 293,141.45         2.0%           Other Worker Compensation         24,400         26,991         24,400         0.0%           Secretarial         24,400         12,462         15,000         0.9%           Custodial         14,700         12,462         15,000         0.9%           Organists         3,392         3,581         5,440         60.4%           Apartment Rent         7,620         7,720         7,860         3.1%           Part-Time Teacher         23,652         23,150         24,150         0.9%           Total Other Worker Compensation         73,764.00         73,904.00         76,850.00         4.2%           Related Compensation & Expenses         Payroll Expenses (Paychex)         2,900         3,365         3,400         17.2%           Payroll Taxes         27,634         25,615         28,304         2.4%           Pension Fund         29,340         30,600         31,960         8.9%           Total Related Expenses         59,874         59,580         63,664         6.3%	Pastor Wilke (39) Pastor Schwartz(19) Alex Vandenberg (8) Mr. Grambsch (21) Mrs. Becker (6) Miss Kramer (12) Mrs. Grambsch (15) Mrs. Schwartz (10) Partial reimburse by school tuition	41,592 34,087 38,763 34,402 34,402 35,856 16,972	41,592 34,087 38,763 34,402 34,402 35,856 16,972	42,423 34,857 39,543 32,220 35,149 36,614 17,087 (875)	2.0% 2.3% 2.0% -6.3% 2.2% 2.1%
Other Worker Compensation         Secretarial       24,400       26,991       24,400       0.0%         Custodial       14,700       12,462       15,000       0.9%         Organists       3,392       3,581       5,440       60,4%         Apartment Rent       7,620       7,720       7,860       3.1%         Part-Time Teacher       23,652       23,150       24,150       0.9%         rotal Other Worker Compensation       \$ 73,764.00       \$ 73,904.00       \$ 76,850.00       4.2%         Related Compensation & Expenses         Payroll Expenses (Paychex)       2,900       3,365       3,400       17.2%         Payroll Taxes       27,634       25,615       28,304       2.4%         Pension Fund       29,340       30,600       31,960       8.9%         rotal Related Expenses       59,874       59,580       63,664       6.3%         Fotal Compensation & Expenses         ** 421,109.00       \$ 420,955.00       \$ 433,655.80       3.0%	Total Called worker Compensation	\$ 287,471.00	\$ 287,471,00		2.0%
Custodial         14,700         12,462         15,000         0.9%           Organists         3,392         3,581         5,440         60,4%           Apartment Rent         7,620         7,720         7,860         3,1%           Part-Time Teacher         23,652         23,150         24,150         0.9%           Total Other Worker Compensation         \$ 73,764.00         \$ 73,904.00         \$ 76,850.00         4,2%           Related Compensation & Expenses         Payroll Expenses (Paychex)         2,900         3,365         3,400         17,2%           Payroll Taxes         27,634         25,615         28,304         2,4%           Pension Fund         29,340         30,600         31,960         8,9%           Total Related Expenses         59,874         59,580         63,664         6,3%           Total Compensation & Expenses         \$ 421,109.00         \$ 420,955.00         \$ 433,655.80         3.0%	Other Worker Compensation			,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	2.070
Custodial         14,700         12,462         15,000         0 9%           Organists         3,392         3,581         5,440         60,4%           Apartment Rent         7,620         7,720         7,860         3,1%           Part-Time Teacher         23,652         23,150         24,150         0,9%           Total Other Worker Compensation         \$ 73,764.00         \$ 73,904.00         \$ 76,850.00         4,2%           Related Compensation & Expenses         Payroll Expenses (Paychex)         2,900         3,365         3,400         17,2%           Payroll Taxes         27,634         25,615         28,304         2,4%           Pension Fund         29,340         30,600         31,960         8,9%           Total Related Expenses         59,874         59,580         63,664         6,3%           Fotal Compensation & Expenses         \$ 421,109.00         \$ 420,955.00         \$ 433,655.80         3.0%	Secretarial	24,400	26,991	24,400	0.0%
Organists         3,392         3,581         5,440         60.4%           Apartment Rent         7,620         7,720         7,860         3.1%           Part-Time Teacher         23,652         23,150         24,150         0.9%           otal Other Worker Compensation         \$ 73,764.00         \$ 73,904.00         \$ 76,850.00         4.2%           telated Compensation & Expenses         Payroll Expenses (Paychex)         2,900         3,365         3,400         17.2%           Payroll Taxes         27,634         25,615         28,304         2.4%           Pension Fund         29,340         30,600         31,960         8.9%           otal Related Expenses         59,874         59,580         63,664         6.3%           fotal Compensation & Expenses         \$ 421,109.00         \$ 420,955.00         \$ 433,655.80         3.0%		14,700			
Apartment Rent Part-Time Teacher 23.652 23.150 24.150 0.9% otal Other Worker Compensation \$ 73,764.00 \$ 73,904.00 \$ 76,850.00 4.2% Related Compensation & Expenses Payroll Expenses (Paychex) 2,900 3,365 3,400 17.2% Payroll Taxes 27,634 25,615 28,304 2.4% Pension Fund 29.340 30,600 31,960 8.9% otal Related Expenses \$ 59,874 59,580 63,664 6.3% otal Compensation & Expenses \$ 421,109.00 \$ 420,955.00 \$ 433,655.80 3.0%	Organists				
Part-Time Teacher         23.652         23.150         24.150         0.9%           Total Other Worker Compensation         \$ 73,764.00         \$ 73,904.00         \$ 76,850.00         4.2%           Related Compensation & Expenses         Payroll Expenses (Paychex)         2,900         3,365         3,400         17.2%           Payroll Taxes         27,634         25,615         28,304         2.4%           Pension Fund         29,340         30,600         31,960         8.9%           Total Related Expenses         59,874         59,580         63,664         6.3%           Total Compensation & Expenses         \$ 421,109.00         \$ 420,955.00         \$ 433,655.80         3.0%					
Total Other Worker Compensation         \$ 73,764.00         \$ 73,904.00         \$ 76,850.00         4.2%           Related Compensation & Expenses         Payroll Expenses (Paychex)         2,900         3,365         3,400         17.2%           Payroll Taxes         27,634         25,615         28,304         2.4%           Pension Fund         29,340         30,600         31,960         8.9%           Total Related Expenses         59,874         59,580         63,664         6.3%           Total Compensation & Expenses         \$ 421,109.00         \$ 420,955.00         \$ 433,655.80         3.0%					
Related Compensation & Expenses         Payroll Expenses (Paychex)       2,900       3,365       3,400       17.2%         Payroll Taxes       27,634       25,615       28,304       2.4%         Pension Fund       29,340       30,600       31,960       8.9%         Total Related Expenses       59,874       59,580       63,664       6.3%         Fotal Compensation & Expenses       \$ 421,109.00       \$ 420,955.00       \$ 433,655.80       3.0%	otal Other Worker Compensation	The state of the s			
Payroll Expenses (Paychex)       2,900       3,365       3,400       17.2%         Payroll Taxes       27,634       25,615       28,304       2.4%         Pension Fund       29,340       30,600       31,960       8.9%         Total Related Expenses       59,874       59,580       63,664       6.3%         Fotal Compensation & Expenses       \$ 421,109.00       \$ 420,955.00       \$ 433,655.80       3.0%	Related Compensation & Expenses				
Payroll Taxes       27,634       25,615       28,304       2.4%         Pension Fund       29,340       30,600       31,960       8.9%         Total Related Expenses       59,874       59,580       63,664       6.3%     Fotal Compensation & Expenses  \$ 421,109.00 \$ 420,955.00 \$ 433,655.80  3.0%	Payroll Expenses (Paychex)	2,900	3.365	3,400	17.2%
Pension Fund 29,340 30,600 31,960 8.9% otal Related Expenses 59,874 59,580 63,664 6.3% fotal Compensation & Expenses \$ 421,109.00 \$ 420,955.00 \$ 433,655.80 3.0%				7.2	
Total Related Expenses       59,874       59,580       63,664       6.3%         Fotal Compensation & Expenses       \$ 421,109.00       \$ 420,955.00       \$ 433,655.80       3.0%					
Total Compensation & Expenses \$ 421,109.00 \$ 420,955.00 \$ 433,655.80 3.0%		A STATE OF THE PARTY OF THE PAR	100 Page 100		
T-tal			33,360	03,004	0.3%
Grand Total \$ 727,834.00 \$ 750,115.00 \$ 755,857.00 3.9%	otal Compensation & Expenses	\$ 421,109.00	\$ 420,955.00	\$ 433,655.80	3.0%
	Grand Total	\$ 727,834.00	\$ 750,115.00	\$ 755,857.00	3.9%
leeded Weekly \$ 13,996.81 \$ 14,425.29 \$ 14,535.71	leeded Weekly				0.0.0