

Annual Congregational Meeting
Committee Reports

February 5, 2023

Hilton Presbyterian Church

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Book of Reports

Pastor.....	Rev. Clark DeSarro-Raynal
Clerk of Session.....	Andy Grayson
Administration & Finance Committee.....	Chip Shefelton
Christian Education Committee.....	Anna Chenoweth & Allison Hund
Congregational Care & Fellowship Committee.....	Barbara Savage
Mission & Outreach Committee.....	David Kluttz & Mary Ellen Dreybus
Property Committee.....	Melissa Goodson & Sam Heatwole
Worship Committee.....	Kathryn Dabbs & DesiRee Mujais
Director of Music.....	Lois Reese
Presbyterian Women.....	Beth Rivenbark
Hilton Presbyterian Preschool.....	April Miller

Minister's Report for the Annual Congregational Meeting

Hilton Presbyterian Church

February 5, 2023

I thank God for Hilton Presbyterian Church! I thank God for seeing us through the pandemic wilderness of these last three years. It hasn't been easy. We had to pause so many things, as we just weren't free to gather as we like. But look at us now. Covid is manageable. We are in classrooms again, not just big rooms. Worship attendance is getting back up to 90 and more. Ministries that had to slow down are returning. And we've new ideas, new energy, and new friends. How invigorating! God is doing a new thing among us, and it is very exciting! I am so blessed to be your pastor! God bless us all! ~ Pastor Clark

Here are a few Highlights and Hopes:

- It's been so nice to welcome so many new faces in worship and service. We're making new friends!
- We have five new members: Kiel Curran, Betsy Hughes, Jaime Cox, Matthew Cox, and Gigi Baughman.
- Sunday School is back! And wow! What fun! Lisa Sullivan and Anna Chenoweth teach the grades K-5 class and Dan Chenoweth teaches the grades 6-12 class. Last week we had almost 20 kids present! The schedule of Sunday School following worship instead of before is working well. We're presently gauging what interest there is in starting an adult class!
- Four elders were installed in May: Eli DeSarro-Raynal (youth), Allison Hund, David Kluttz, and DesiRee Mujais!
- Patti Grayson is our office manager. She keeps everything in tip top shape.
- Beth Rivenbark and Pax Goodson are our treasurers. Splendid stewards they are.
- Andy Grayson, our Clerk of Session, is working on a church Manual of Operations. This is a task we've long postponed. Session will review a draft soon. It will say who we are, what we do, and how we do it.
- Our Congregational Care Team is busy *every* day. They are so faithful. They do so much to keep us all in God's love and care. Their prayers never stop. Wanna learn more? Join this ministry today!
- Our property team keeps all our buildings and grounds in top notch care. In December we had a big workday with 25 people helping. We got a lot done and had a lot of fun. How will our facilities be ready for all we hope to do in years to come? That's a question we must keep asking. Thanks to Melissa Goodson and Sam Heatwole for their devotion, talent, and vision.

- Our music ministry has grown, with new additions to our Choir, Ensemble, Hilton Ringers, and Youth Jam. Thanks to Lois Reese and Doris Slagle for all their gifts. They help us sing a new song to the Lord! In May we had a wonderful Celebration Sunday. The meal was yummy, and the choir offered their spring cantata, "Rejoice!" This spring we'll have another. They keep our toes tapping!
- Our worship committee brings their wise and talented watch to Sunday worship and special services throughout the year. They grow leaders in church. They are poets, visual artists, musicians, storytellers, audio and video technicians, and more. We thank them for bringing it each and every week. They are a blessing!
- All hands on deck for our PORT homeless shelter ministry assignments! What a blessing in our city! And what a team effort! We also do food drives, clothing offerings, and partner with groups like Thrive, CROP, the Red Cross, and more. Currently we are asking what interest there may be in sending a mission team to Puerto Rico! Can you imagine? Our Mission and Outreach team offers a lot, and there is so much more we can be. Let's think of ways we can help and jump right in!
- In July, we had four youth attending the Middle School Conference at Massanetta Springs. Scott Hines was their leader. Also, with Denbigh Memorial P.C. and St. Andrews P.C., we had a group of eight youth attending the Montreat Youth Conference. These are rich opportunities for youth to grow in their faith. We look forward to this summer's offerings. The Montreat conference will be July 16-23. Massanetta dates are to be determined.
- This summer will see the return of Vacation Bible School! Mark your calendar and sign up to volunteer! It will be the evenings of July 11, 12, and 13. The theme is *"Renew! Grow in faith, Have Fun. Change the world,"* with lessons in creation care. Focus scripture for the week will be Mark 4:1-9, "a sower went out to sow."
- Our church welcomes all people. There is a place for you here! Everyone counts. Everyone is valued. All are made in the image of God. You are our friend. Let's share God's love in Jesus Christ with everyone.

Membership Report for 2022

Total # of Active Members 01/01/21 168

ADDITIONS:

Profession of Faith

Letter of Transfer

Reaffirmation of Faith by Confession 5

TOTAL: 173

LOSSES:

Deaths 9

Letter of Transfer

Removal by Request

Removal Due to Inactive Status

Active Membership as of December 31, 2022 TOTAL: 164

Names of Additions:

Kiel Curran

Betsy Hughes

Jaime Cox

Matthew Cox

Gigi Baughman

Marriages:

Baptisms:

IN MEMORIAM – Necrology 2022:

Blair Smith

Jay Taylor

Nancy Milton

Tim Wertheimer

Owen Hitch

Carol Bruce

Libby Crutchfield

Claire Hubbard

Bo Bohon

Doug Chapman

Edith Elliott

Average Weekly Attendance: 68

We are in good standing with both the PCUSA and The Presbytery of Eastern Virginia

Andy Grayson, Clerk of Session

Administration & Finance Committee

- A. The A and F committee consists of the following members:
 - a. George Barber
 - b. Paul Clear
 - c. Pax Goodson
 - d. Blythe Raines
 - e. Beth Rivenbark
 - f. Eli DeSarro-Rayna
 - g. Pastor Clark
 - h. Chip Shefelton
- B. During the past year, the committee has continued to meet to discuss the financial and personnel status of the church. Including, but not limited to, counting offering, personnel issues (if any arose), budget and making sure that the church continues to strive to meet the needs of God, the world, and our community.
- C. Hilton, unlike some other churches has continued to strive and, in some instances, grown.
- D. We will continue to meet monthly, and at other times if needed, to do God's and Hilton's work and strive to make the world a better place.
- E. I would like to thank everyone on our committee for their hard and diligent work.
- F. For 2023, the entire staff received a 3% raise.

Chip Shefelton

Treasurer's Report

Dear Church Family,

Let's get right to the numbers.

- 2022 was tighter than recent years, but still a good year, as our income covered our expenses. We had a surplus of \$2,761. We had budgeted a slight deficit, so this surplus is better than expected.
- Our regular operating income dropped 7%, to \$293,507 from the year before. Still, it did exceed the budgeted income.
- Expenses dropped a bit as well, down 2% to \$290,746. Spending on the property ticked up and was a bit higher than the previous record in 2021, but the A&F Committee and Session were apprised along the way and approved the actions. All other categories were in line with previous history.
- Thus, while we ran a surplus, the surplus was much smaller than it has been in the past. Balancing the books is no small accomplishment.
- We continued to pay down our mortgage, and the balance is now \$44,698. Six years ago, the balance was over \$155,000.
- It's been a pleasure to have Assistant Treasurer Beth Rivenbark help keep the books this year, and we look forward to doing it again in 2023.

Pax Goodson

Hilton Presbyterian Church 2023 Budget with Comparison to Last Five Years

	<u>Actual Results</u>					<u>Budget</u>
	<u>2018</u>	<u>2019</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>
Operating Revenue	277,894	273,027	324,900	316,541	293,507	296,335
Transfers from Restricted Funds						6,606
V&A Capital Campaign Revenue	45,956	3,815	-	-	-	
Personnel Expenses:						
Pastor	87,966	87,108	89,626	91,300	92,304	99,230
Office Mgr	38,931	38,431	39,816	40,675	41,082	43,127
Choir Dir	22,845	22,095	23,287	23,900	24,446	25,253
Organist	11,204	10,831	11,547	11,842	11,663	12,163
Custodian	14,761	14,563	14,547	15,838	16,302	16,790
Childcare & Other	756	836	271	592	2,551	5,318
Insurance, PNC, Misc	1,524	1,569	1,429	889	787	1,550
Subtotal	<u>177,990</u>	<u>175,433</u>	<u>180,523</u>	<u>185,036</u>	<u>189,135</u>	<u>203,430</u>
Committees:						
A&F (Supplies, Copier, Accounting)	18,562	14,883	15,184	18,782	13,995	13,681
Property (Maint, Utilities, Insurance)	48,556	46,325	42,985	59,695	61,996	56,600
Christian Education	3,300	2,223	1,278	468	2,874	3,100
Worship	5,589	6,230	3,651	4,313	5,778	7,200
Stewardship & Session	429	235	292	-	597	377
Missions	17,119	14,391	14,518	24,450	15,443	16,450
Cong Care	1,125	1,098	96	-	927	1,200
Total Expenses	272,911	261,316	258,684	292,919	290,746	302,038
Surplus/(Deficit)	4,983	11,712	66,215	23,621	2,761	903
Year-End Balance Sheet:						
Total Assets (*)	210,279	187,327	245,271	243,126	250,031	
Long-Term Debt	(149,366)	(95,152)	(85,835)	(50,629)	(44,698)	
Total Unrestricted Equity	30,591	42,302	37,080	60,489	63,251	
Total Restricted Equity	30,323	49,872	122,357	132,007	142,298	

(*) By tradition, we do not include the land and building in our assets.

Christian Education Committee

We are finally back to in person Sunday school classes!! This past summer we decided to schedule summer Sunday school for the first time. K-5 and Middle/High School met every Sunday after church. It was a much bigger hit than we expected, and we were so happy to see all of our children every week. Lisa Sullivan and Anna Chenoweth were our K through five Sunday school teachers and Dan Chenoweth was our middle school and high school Sunday school teacher.

The K-5 class treated summer as an extended vacation Bible school where we had a little bit of VBS every Sunday. We had a Sunday school lesson, but then we also had a fun project every week along with a snack lunch. K-5 continues to meet every week with a more traditional class during the school year. We are using the Spark Holy Moly curriculum on the Old Testament currently. Our youth music class meets right after Sunday school class.

The middle school/high school Sunday school class is a class/youth group combo. They met in the church kitchen every Sunday after church. Their class baked and made some sort of interesting recipe every Sunday. They have baked cookies, baked soft pretzels, strawberry jam, enchiladas and much more. They also have time for a Sunday school lesson in the kitchen. This class continued into the school year after so much success over the winter!

We are in the process of creating some adult Sunday school classes.

We have created a Sunday school small group for women who have children still living at home or in college. We meet once a month in the fellowship hall for a light dinner and a lesson.

Anna Chenoweth

Congregational Care & Fellowship Committee

Our dedicated members include: Charlie Slagle, Diane Clear, Judi Riutort, Amy and Matt Burgener, Beth Rivenbark, Carol Preston, Izzy Drewer, Barbara Savage, and Debbie Barber. We also greatly appreciate the assistance of Paul Clear, Doris Slagle, Al Riutort, Ruth Wood and George Barber when needed.

Fellowship events this past year included a resumption of the monthly lemonade socials, a luncheon in May, a movie night and ice cream social in August and a Christmas Finger Food Luncheon in December. Keenagers have also resumed their monthly luncheons. After all of the Covid restrictions, it has been a blessing to gather together again for fun and fellowship.

The Care portion of our committee took on a dramatic and sad increase this year. Several memorial receptions were held as we grieved the passing of far too many members. The committee is honored to assist families as they say goodbye to their loved ones. We continue to reach out to members through calls, cards or visits that are recovering from illness, loss of a loved one, or no longer able to be with our church family in person. As additional assistance is needed with providing rides and meals to church members, we have asked people to sign up for "Helping Hands" and their help is very much appreciated.

We are ALWAYS looking for new members on our committee! If interested, please contact Barbara or Debbie. We'd love to have you join us on our very rewarding committee.

Barbara Savage and Debbie Barber, Co-chairs

Mission & Outreach Committee

The Missions/Outreach committee plans to meet in person quarterly, or as needed, this year. We seek God's guidance in serving others, and we are thankful to have been able to carry out Kingdom work in 2022 with the help of the congregation:

- In February we once again participated in the Souper Bowl, donating to local hunger action organizations. This year the monies will go to the Virginia Peninsula Food Bank.
- In April, four Hilton members attended the first Hampton Roads Social Justice Conference held at Christopher Newport University, hosted by their new Center for Crime, Equity, and Justice Research and Policy. Some of us plan to attend again this year to connect with local faith groups and other organizations working for justice.
- In August we provided a luncheon for the preschool teachers and staff during their teacher workdays prior to the start of school--they really enjoyed it!
- The committee agreed to be a PORT partner church twice for the 2022-2023 season. We assisted St. Stephen's Episcopal in November (2022) and helped out at Hilton Baptist in January of 2023. We are thankful for all who shopped, cooked, or volunteered to serve on site. We especially appreciate the flexibility of our in-person volunteers! We also agreed to serve as Site B for two weeks, but so many other churches volunteered that we were not needed.
- In October, members participated in the CROP walk, inviting youth and others from several area Presbyterians churches to walk and raise money for Thrive, the Foodbank, and Church World Service. PEVA was well represented, and also donated.
- We hosted an American Red Cross blood drive in November. Donors from the Hilton Pres community gave 19 pints.
- We joined neighborhood events including the One City Marathon, the July 4th parade, and the October Fall Festival, where we once again collected food in the red truck for Thrive. On Halloween, we offered our restrooms for a break to trick or treaters, and distributed water. Our neighbors continue to appreciate the Little Free Library and the benches for rest.
- Members donated clothing, shoes, food, and hygiene items, all of which are distributed to our local mission partners. Specific drives included boxes of cereal for the 757 region, boxers and tee shirts for PORT guests, and long-sleeve shirts for agricultural workers on the Eastern Shore. Our Sunday School youth helped make health kits and birthday kits.
- The Rachs in Mexico continue to be led by the Spirit to provide safe, small groups and Bible studies for youth and adults that are hurting, searching, and hungry for God's Word.
- We rejoice that CNU Exam Snacks are back! We happily gave out goodies in December to students and staff.

- Our generous congregation donated more than \$6,000.00 over and above the mission/outreach budget to PCUSA Special Offerings, Presbyterian Disaster Assistance, and to our local and global ministry partners featured at Advent Workshop.
- We invited representatives from our partner ministries at Canlink and Thrive to share a Minute for Mission, and will continue to invite others this year as we strive to make stronger connections with all of our mission partners.
- For the 2023 budget, we increased the Pastor's discretionary fund.
- We are considering a mission trip in 2023 or 2024 to Puerto Rico to volunteer with Presbyterian Disaster Assistance in rebuilding in the wake of Hurricanes Maria, Irma, and Fiona.

We look forward to where and how God will have us serve in 2023!

Lisa Schlickemeyer

Property Committee

Ephesians 2: 19-22 reminds us that *we* are the building that God inhabits with the Spirit. As we gather, grow, and do God's 'housework' through our caring and serving, we constantly renovate ourselves. The same is true for our property. We want to ensure that our spaces and furnishings support our changing needs and make room for our future.

In 2022, despite setbacks, we finally attained a dry roof and working HVAC and fire systems everywhere. New service providers are up to speed in keeping them maintained, and we continue our efforts to map and label where important valves, pipes, panels, and switches are located. This means we have a green light in 2023 to finally repair interior water damage and remove abandoned components that are in our way. We also completed our Clean Slate project, removing van loads of trash and old furniture. From the basement to the attic, our different committees have helped weed out, sort, and consolidate their belongings into new storage locations. Now we know where to find everything!

We improved security last year, moving toward our goal of eventually having one exterior and one interior master key to replace the nearly 70 separate keys of various vintages. In 2022, we rekeyed the exterior locks, and then simplified the key system for an Admin zone and Preschool Zone. In 2023, we will rekey our Utility spaces and continue to phase in other doors as needed.

The Narthex bathroom received a make-over last summer, as did the kitchen. We refreshed the kitchen, adding upper cabinets, refurbishing the stove and butcher block, repairing the screen door, and replacing the kitchen hand sink. Drains were replaced as well as outlets. Our thanks to Beth Rivenbark and Debbie Barber for their enormous help painting! We are happy to announce that Diane Clear has agreed to become our new Kitchen Captain, to help us best coordinate and care for this important resource.

We are grateful for all who helped us indoors and outdoors last year: pushing a mower, removing trash and scrap metal, repairing wall damage, selling items on eBay, and loaning both brawn and pick-up trucks when needed! We had a wonderful workday in December, and plan on having two in 2023. Even with such generous help, we have some ambitious projects ahead of us this year. We need help cleaning and repairing windows, prepping and painting several rooms, and doing light carpentry. We are tackling the replacement of more overhead lights, electrical outlets, and switches. Two of our most visible features need work: the Little Free Library needs to be replaced and the fence needs painting. We are creating a 'small-jobs' list for families or friends to tackle together with us. Please let us add your name to our call list, so that 'many hands will make light work.' Lastly, we need help updating our furnishings. Please consider sponsoring some new furniture, lamps, and artwork. Thank you!

Melissa Goodson and Sam Heatwole

Worship Committee

The worship services at our church continue to be engaging, creative, faithful, and filled with God's love. Pastor Clark offers sermons that inspire and motivate us to share God's love in the world. The music ministry under Lois and Doris' leadership fills the sanctuary with the spirit every Sunday.

To enrich our seasonal services, we adapted themed resources from Marcia McFee, "Good Enough for God's Love," for Lent, and "From Generation to Generation" from A Sanctified Art for Advent/Christmas. Each offered fresh perspectives through these liturgical seasons. When Francie rotated off session, Kathryn and DesiRee took over as chairs of the committee. Francie led with love, humility, and her amazing creativity. She offered a smooth transition and continues to help in worship.

At Melissa's urging, we cleaned out all of our many worship spaces. We gleaned, disposed, repurposed, saved, and reorganized it all in the old basement kitchen. This consolidation makes accessing and utilizing our materials more efficient.

We were fortunate to hire Jaime Cox as our paid nursery worker, and Logan Chelgren to run the sound during our Sunday morning services.

Our church is growing in numbers, diversity, and mission. While some continue to worship online as members and visitors, our in-person attendance numbers are equal to and exceeding pre-COVID figures. We have welcomed new members in Kiel Curran, Betsy Hughes, Matthew and Jaime Cox with daughters Ella and Zoey, and Gigi Baughman with her wife Eleca and son Yohan, and several other new families and individuals are visiting regularly.

Our committee is so grateful for those faithful volunteers who continue to bless our church with their hospitality, giving of their time, their prayerful planning, and their voices in worship through being a lay reader, giving a children's message, running technology, ushering, playing bells, preparing communion, decorating the sanctuary, singing in choir, and singing and playing in ensemble. We are thankful for the gifts of Patti Grayson, Francie Pearce, Lois Reese, and Debby Heatwole in choosing the screen slides that run during worship. Clark, Lois, Patti, and Doris continue to "make it all happen" in such glorious ways!

We look forward to future worship services with excitement and joy!

Kathryn Dabbs

Director of Music

Lois Reese, Music Director

Doris Slagle, Organist

Highlights for the year 2022

After a brief return to online only worship in January we finally are making our way back to the music program that we were pre-covid. Our Adult Choir and Ensemble continue to enjoy the freedom of alternating weeks leading in worship. Our Hilton Ringers and Youth Jam are back to their monthly offerings.

In spring we presented the cantata, Rejoice! We are just so glad to be singing together again and Lois rejoiced at 30 years of music ministry.

The Hilton Ringers have once again reached full strength with the addition of Lisa Sullivan, Chad Lenz, Betsy Hughes, and Gigi Baughman. It is very exciting to see our new members jumping right into our music program.

With the new worship and Sunday School schedule, Youth Jam is finding its way back with two overlapping sessions for elementary and older youth.

Lois was joined by her husband Al at the Montreat Music and Worship conference. It was a wonderful experience to sing under the direction of Dr. André Thomas and learn more about middle eastern percussion from River Gergerian. Mark Britt, instrumental director, always keeps Lois busy with percussion and flute parts for the morning services and evening events.

Our Ensemble welcomed Al Riutort on guitar this fall. Do you have a talent to share? Talk to Lois!

With the number of youth and children in worship now, we were able to do another Hanging of the Greens service in Advent. The congregation loved seeing the sanctuary brought to life with wreaths, chrismons, poinsettias, and nativity; all being brought in by the youth and children along with narration about their meaning. Adult Choir, Ensemble, Hilton Ringers, and Youth Jam all added to the musical beauty of this service.

High Notes music school continues its monthly drum circles, private lessons, and classes for PK and elementary children. Summer camp returned where we made some awesome rainsticks. Students also add to our musical offerings throughout the year with Evelyn Hitch on flute, Lucy Thornton on piano, and Chad Lenz on handbells.

Many thanks to our organist Doris for the inspiring preludes and postludes, awesome hymn leading, and her supportive accompaniments for the choirs. Thanks also to Pastor Clark for jumping in on the big gospel pieces for the choir on piano. We just love to hear you dig into those keys.

Presbyterian Women

Presbyterian Women is an integrated auxiliary of the Presbyterian Church U.S.A

We are guided by the shared PW purpose: 'Forgiven and freed by God in Jesus Christ, and empowered by the Holy Spirit, we commit ourselves:

- to nurture our faith through prayer and Bible study,
- to support the mission of the church worldwide,
- to work for justice and peace, and
- to build an inclusive, caring community of women that strengthens the Presbyterian Church (U.S.A.) and witnesses to the promise of God's kingdom.'

Here at Hilton, we began meeting again in September. This year's study uses Carol Bechtel's *Celebrating Sabbath – Accepting God's Gift of Rest and Delight*.

Women gather on the third Saturday each month at 9am in the fellowship hall. We enjoy food and fellowship along with a lesson that focuses on a different scripture each month. An offering is collected to help the mission work of PW; however it is not necessary to contribute to attend. There is a study book that supports the sessions but is not essential. In addition to the lesson, we are exploring ways to celebrate the Sabbath. So far, we've created art in an easy, fun way, we've practiced the Jewish Sabbath ritual, and Lois lead us in a drumming session.

As we continue in 2023, I hope you will consider adding PW gatherings to your monthly journey in faith. You will be glad you did.

Beth Rivenbark

Hilton Presbyterian Preschool

Annual report for the Hilton Presbyterian Preschool for the period of July 1, 2021 through June 30, 2022

The board of directors met five times during the school year to plan and discuss preschool business, focusing on student and family needs, fiscal status, operations, and staffing. As always, the meetings were well attended. Members include: April Miller (chair), Ginny Chilton (vice chair) Jennifer Reed (treasurer), Allison Hund (Church Member at Large), Elizabeth Jackson (secretary), Crystal Cyr (parent rep), Jeanne Papas (member at large), Sarah Flowers (member at large), and Susan Murphy (Preschool Director and advisor to the board). The board of directors is committed to supporting the purpose of the preschool in fostering a Christian environment that nurtures the student's readiness for literacy and celebrates the individual child.

Hilton Presbyterian Preschool had another wonderful year with steady enrollment, even though there were many challenges due to Covid-19. With the many Covid-19 protocols in place, the preschool was able to stay open while keeping our students and staff as safe as possible given the current circumstances. Although the year looked different than previous years, our staff was dedicated to make the pre-school experience for the children just as rich and meaningful. The preschool community is blessed to have such amazing teachers and the leadership of Susan Murphy.

There are a few staffing changes to report. Sharon Rodgers needed to step away to help with the caregiving of a family member. Cara Miller replaced Sharon as the Tuesday/Thursday assistant for the 2.5 year old classroom and was additionally hired as the floating assistant for Monday/Wednesday/Friday. We also welcomed Sara Leone on to the staff as the Morning Arrival Helper. This position was needed to accommodate the staggered start times to allow for less hallway congestion and align with our Covid-19 protocols.

Attached is the end of year financial statement that reports a summary of the receipt and disbursement of funds. We were fortunate to have received a few grants to help off-set some of the financial loss which occurred due to Covid-19.

In closing, 2022-2023 has begun the 58th year of Hilton Presbyterian Preschool. Although the pandemic has brought new challenges, our teachers have done an amazing job to keep our children safe and the learning environment positive. This educational ministry of HPC provides a Christian foundation and love of learning for many of the children of Hilton and its surrounding communities. We are thankful to the church and session for its support and prayers for the years ahead.

Sincerely,

April Miller (Hilton Presbyterian Preschool Board Chair, 2022-2023)

2021-2022 Budget

INCOME:

	Students	Fee	Total
Registration			
5 Day	16	\$75	1,200
3 Day	24	\$75	1,800
2 Day	16	\$75	1,200
Co-op	8	\$75	600
			4,800
Supplies			
5 Day	16	\$100	1,600
3 Day	24	\$85	2,040
2 Day	16	\$80	1,280
Co-op	8	\$80	640
			5,560
Tuition (9 month totals)			
5 Day	16	\$245	35,280
3 Day	24	\$185	39,960
2 Day	16	\$135	19,440
Co-op	8	\$135	9,720
			104,400
Lunch Bunch Receipts			1,200
Tuition Remission			(4,185)
TOTAL INCOME			111,775

EXPENSES:

Salaries	115,280
Substitutes	1,400
Workers Comp	350
Conf/Training/CPR	1,500
Utilities	4,000
Supplies and Equipment	2,000
Petty Cash	800
Special Events	375
Advertising	0
TOTAL EXPENSE \$	125,685
Projected Profit/Loss	(13,910)

Teacher	Salary	Raise	New Salary
Director Pay	8,650	259.49	8,909
Teacher (5)	15,312	459.35	15,771
Teacher (5)	15,312	459.35	15,771
Teacher (3+Co-Op)	15,312	459.35	15,771
Teacher (3)	9,005	270.16	9,275.52
Aide (5)	9,084	272.51	9,356
Teacher (3)	8,584	256.92	8,821
Teacher (2)	6,124	183.72	6,308
Teacher (2)	6,124	183.72	6,308
New Aide (5)	3,632	108.97	3,741
Morning Arrival Helper	798		798
Lunch Bunch	625		625
Obligation w/FICA			107,089
			115,280
	2,913.53		