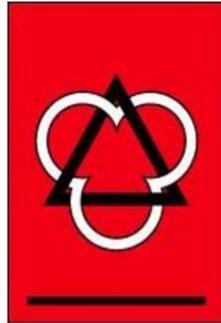


TRINITY LUTHERAN CHURCH



*Order, Adjustment, & Accountability
as Disciples of Christ*

**Annual Report to the Congregation
2016**

*Have I not commanded you? Be strong and courageous. Do not be afraid;
do not be discouraged, for the LORD your God will be with you wherever
you go. Joshua 1: 9*

Mission Statement

Trinity Lutheran Church is a discipling congregation – welcoming, growing, and caring in the name of Christ.

Trinity Lutheran Church reflects God's gracious love in Christ through our worship, fellowship, witness, and service.

We strive to respond with love and charity to those in need – in our church, in our local neighborhood and in the global community.

We dedicate ourselves to continual prayer, Bible reading and dialogue about how God is calling us to live our faith in the ever-changing world around us.

**2016 Annual Meeting Booklet
Table of Contents**

Council and Staff Listing
Meeting Rules of Procedure
Meeting Agenda
2015 Annual Meeting Minutes

Staff Reports

Pastor
Minister of Music & Visitation Pastor
Praise Worship Director
Christian Education Coordinator
Executive Administrator

Financial Reports

Endowment Report
Statement of Income and Expense
2017 Budget Plan

Committee Reports

Christian Communications
Christian Education
Fellowship & Parish Life
Personnel
Property
Senior Ministry
Social Ministry
Trinity Community Outreach
Worship & Music

Rules of Procedure

Trinity Lutheran Church Congregational Meeting October 30, 2016

1. Eligible voters include those confirmed members who have made a contribution of record and received Holy Communion during the current or preceding year.
2. In addressing the Chair, speakers shall identify themselves by name.
3. Speeches from the floor shall be limited to three minutes.
4. No person shall speak more than twice on the same questions and only after all others have spoken.
5. When there are numerous pro and con statements on any motion, the Chair will attempt to recognize alternately persons making a pro or con statement.
6. No motion is before the Assembly until it is recognized and stated by the Chair, and no discussion shall occur without a second before the Assembly.

* * *

2016 Church Council Members

Ed Drawbaugh, President*
Mike Mowen, Vice-President
Judy Conrad, Secretary
Mary Ann Harne*
Erin Harman
Sam Young

Lauren Rowe
Carol Martin
Virginia Doarnberger*
Ken Fehlauer*
Barbara Smith
Brian Hammond

*Term ending 12/31/2016

Trinity Staff Members

The Rev. Elizabeth Wolinski
The Rev. Gregory Shook
Mr. Andrew Wallace
Mrs. Stephanie Angels
Mrs. Genny Hammond
Mrs. Colleen Gildee
Mr. Ricky Stoner

Senior Pastor
Minister of Music and Visitation Pastor
Contractor - Praise Worship Director
Coordinator of Christian Education
Coordinator of Christian Education
Contractor - Executive Administrator
Sexton

AGENDA

Table Grace	Pastor Bettye Wolinski
Lunch	
Devotions	Pastor Bettye Wolinski
Call to order	Ed Drawbaugh
Election of Council and Endowment Fund Board members Hand out ballots, collect and tellers adjourn to tally	Judy Conrad
Receive reports from staff and committees	Ed Drawbaugh
Endowment fund report	John Hershey, III
State of the Church Presentation	Ed Drawbaugh
Review and discuss 2017 budget	Ed Drawbaugh
Recognize off-going Council members	Pastor Bettye Wolinski
Announce results of election	Judy Conrad
Adjournment	Ed Drawbaugh
Closing Prayer	Pastor Chris Ramsey

**2015 ANNUAL MEETING
TRINITY LUTHERAN CHURCH**

Meeting called to order at 1:00PM by President Rob McCoy. A count was done and a quorum was present.

Jane Drawbaugh provided Christkindl Markt updates and requested volunteers.

Genny Hammond presented an academic scholarship to Alex Paddack.

Opening prayer and devotions were offered by Pastor Bettye Wolinski.

A discussion regarding the proposed changes to the Constitution & Bylaws was held. A motion was made, seconded, and passed to add to B5.05(b): *Committee shall provide for the welcoming, shepherding, and assimilation of visitors and new members.*

A motion was made, seconded, and passed to approve the changes to the Constitution & Bylaws as presented and discussed.

A discussion regarding the proposed changes to the Endowment Fund Guidelines was held. Points of clarification were made that the Board will take part in the budget process, determining what amount should be withdrawn (with congregational approval).

A motion was made, seconded, and passed to approve the Endowment Fund Guidelines as presented.

Charlie Riley opened the floor for nominations for Council and the Endowment Board. Charlie announced nominees for Church Council for terms beginning January 1, 2016 through December 31, 2018: Lauren Rowe, Sam Young, Carol Martin, and Barbara Smith.

A motion was made, seconded, and passed to suspend the Bylaws and approve the 4 nominees presented for Council's 4 vacancies.

A motion was made, seconded, and passed to suspend the Bylaws and approve the 6 nominees presented for the Endowment Board's 6 vacancies.

John Hershey III presented information regarding the endowment.

Ed Drawbaugh presented information regarding the state of the church.

Rob McCoy presented information regarding the request for an additional endowment draw for property maintenance expenses above and beyond the normal, budgeted amounts. Although specific projects were reviewed, the congregation was asked to approve the amount and allow the Property Committee, with the assistance of the Executive Team as needed, to determine how the funds are best spent.

A motion was made, seconded, and passed to approve an endowment draw in the amount of \$104,300 in addition to the endowment draw which supports the operating budget.

The proposed budget was reviewed and the Finance Committee was recognized for their hard work in this process.

A motion was made, seconded, and passed to approve the budget as presented.

A motion was made, seconded, and passed to change the name of the Evangelization Committee to the Christian Communications Committee in all documents.

Off-going council members were recognized for their work: Rob McCoy, Gary Nunamaker, Peggy Hardinge, Jean Price, and Charlie Riley.

Pastor Bettye recognized the staff members for their work.

A motion was made, seconded, and passed to adjourn the meeting at 2:41pm.

STAFF REPORTS

PASTOR
Rev. Bettye Wolinski

Dear Friends in Christ,

Grace, mercy and peace to you this day in the name of our Lord and Savior, Jesus Christ!

A favorite quote attributed to Martin Luther,

“That day when you sent me out so boldly to change the world, did you really think there wouldn’t be a cost?”

Have you ever thought about your ministry in the Body of Christ in this way? If not, then you should! St. Paul often speaks to us about rejoicing in all things. And so I begin this year’s Pastor’s report with a reflection through the lens of change and the natural cost of change.

First, remember that we are in a three-year cycle entitled **Order, Adjustment and Accountability**. In each of these 3 years, our work as a church has been to concentrate our efforts on these three types of activities. In 2015, we looked at what it meant to establish Trinity as a place of organizational and financial order. To do so, we had to create new ways to conduct business and curb spending. This meant exchanging old habits for new ones. As successful as these changes were, old habits die hard as we soon found out upon entering 2016. We found ourselves in need of more volunteers for the work of the church, less dependency on decreasing staff hours, decreasing attendance at worship, and decreased giving.

In 2016 we entered the year of **Adjustment**. This means we looked at how we, as the Body of Christ, are adjusting to the new order, the reality of the work of the church. We attempted to develop a Strategic Planning Team. For four months, 5-7 people met to discuss and prioritize the “dreams” for the future of Trinity. This information was to then be shared with the church council so that goal setting could take place by the congregationally appointed members of the council. What we did discover through our strategic planning efforts was based on my research as the pastor into the past 18 years of ministry. Simply stated, Trinity has a history of setting goals and not following up on the goals. With this in mind, the church council decided to pause in its strategic planning phase until a later date.

As we have attempted to live into our Adjustment year, we pursued a Stewardship Plunge this summer which was successful in giving the budget planning team a more realistic base of giving with which to work. My thanks go to each and every member of Trinity who took the time to prayerfully assess their individual giving plans for the next year. During our Time & Talents event we received 89 completed Time & Talent sheets from which we will be able to draw new names for the ever-growing needs of the church. These names will be given to the chairmen and council liaisons to work with over the coming year.

Another byproduct of the year of Adjustment is anxiety. As the old order for doing things has changed and now the expectations for adjustment are real, the Body of Christ can begin to formulate anxieties related to these new and different expectations. Working alongside the Mutual Ministry Team, we established 2 Listening Posts inviting folks to come forward and share their concerns. We also conducted 2 information gathering and sharing sessions in this year to open up dialogue and prevent "log jams" of selective information within the Body of Christ. Our Listening Posts, conducted by the Mutual Ministry Team, have offered suggestions which we as a church council are working on such as increased number of Unity services and wafers at the 11am worship instead of bread. Congregational members are still encouraged to set up time with our Mutual Ministry Team for concerns these folks would rather share with the Team only. My thanks to the Mutual Ministry team for their Christian caring efforts and professionalism!

In this year of Adjustment, we have learned to work with less staff hours. This has meant that the individual teams are taking on more responsibility, and I am taking on a more intentional role as administrative overseer. We are adjusting to this new reality and finding the change challenging as it comes to day to day management. My thanks to the staff, office volunteers and especially Colleen Gildee and each member of the existing teams that are providing the unseen work of the church.

Christian Communication both inside and outside of the church is an ongoing struggle. My thanks to the folks who diligently keep the lines of communication open through the use of the Newsletter and Mini-messenger. My concern is that as a community we have not adjusted to how important it is to READ these communication offerings. It is with regret that we have not be able to get the new website up and running. I apologize and take full responsibility for not being able to dedicate the amount of time needed to complete this task, but I am counting on the grace of people from Trinity to understand that Rome was not built in a day and neither is a new website! My thanks to Hunt Hardinge for his new "rolling" information CD which runs every day on the mounted TV screen by the Randolph Street door as well as prior to the 8:45am worship service.

Despite the adjustment fatigue which tries to set in as changes occur, our worship and study of God's Holy Word abounds. My thanks to Pastor Greg and Andy Wallace for their tireless dedication to praising God. My thanks to Ricky Stoner for his heartfelt dedication to the maintenance of God's Holy Temple. This year we have finished the curriculum entitled THE STORY across the age span and into our worship plans. We are trying to keep the Word of God central to all of our activities. Without the centrality of God's Word, we will not succeed in the next phase of change called Accountability. Thanks be to God for our Sunday School teachers, our Confirmation teachers, and Genny Hammond our Coordinator of Christian Education. Genny has been one of those rare gifts of God that you never want to let go of but she has recently moved out of her position. Stephanie Angles is now helping to facilitate the needs of Christian education. We give thanks to God for her and the members of the Christian Education team lead by Jane Drawbaugh.

For the first time in recent years the Personnel Team of Trinity has needed to take on a very intentional role in the life of the church. As senior pastor I plan, direct, lead, provide mutual goal setting, and organize the work of the staff through meetings and individual encounters. The actual professional work of overseeing human resource needs for the staff is left to the Personnel team. These tasks and the ever growing and changing regulations in today's market place are handled by this team. My thanks to the Personnel team for their diligent work.

The challenge of this year and its changes has been felt most acutely by the church council. My thanks to them for pushing through the adjustment phase of change and preparing for the accountability phase which is already at hand. Colleen Gildee, our office administrator, has done the herculean task of trying to keep all of us organized with the changing needs and requirements of what it means to be a church in 2016 not 1960.

What you have just read is a summation of my goals for the last year. It has been both joy and sorrow to address these changes within the Body of Christ. Luther was right, going out boldly into the world with the gospel message has a cost, but it does not have to be a battle. My prayers remain that as the people of God we continue to go on our way rejoicing together in Christ.

May the grace of the Lord Jesus Christ, and the love of God, and the fellowship of the Holy Spirit be with you all.

Rev. Bettye Wolinski, Senior Pastor

MINISTER OF MUSIC & VISITATION PASTOR
Rev. Gregory Shook

I soon will finish my eighth year with you. In some ways I feel like I've not been here that long and then other times it feels longer. The feeling of longer is not a dreaded one, but one that embraces a feeling of comfort, nurturing, and adventure. For sure what I embrace is the staff relationships and partnership I have with Pastor Bettye Wolinski. I am blessed to be part of a staff that does work at being accountable and working toward being the best ministers we can be to and for Trinity. Great colleagues and blessings.

At present time, our only choir is the Parish Choir and they have had a great year. When everyone is there, we have 24 people making a joyful noise. We've had some personnel changes this year; said goodbye to Dick Hershey after a long singing time here and we've added a new also, Annie Goble. Elizabeth Farmer has now become a regular in the soprano section. Rehearsals continue to be challenging, uplifting, and full of fun, fellowship, and some great music. We've presented everything from middle age chant to 20th century, chorales to spirituals, and then some. This group continues to be an extended family and, even with their various life challenges, they remain very loyal and

dedicated to our musical outreach here at Trinity. I continue to appreciate their spunk, dedication, tenacity, and allowing me to provoke them to be the best singers they can be. Thank you, so much, Parish Choir.

We sponsored a number of wonderful concerts during the past year, especially the summer series, *Music To Be Cool*. Last year we were privileged to host the new and vibrant group, *The Maryland Wind Festival*. They returned this year with a varied program and have now decided to make Trinity a “regular stop” for their annual summer tour. These summer programs continue to be successful and reasonably well-attended and they seem to be growing. Next summer will be our fifth year and so hopefully we will do some special programs to celebrate that milestone. I enjoy planning these programs with friend and flutist, Julie Belle Huff. We also continue to have a relationship with the Barbara Ingram School for the Fine Arts and their choral ensembles.

Trinity Lutheran Church has enjoyed a legacy of being a place of worship, concerts, educational opportunities, and as a resource, and I pray this will continue for many years to come.

After my first full year as your Visitation Pastor I continue to be excited about offering caregiving for our parish. It takes constant tweaking in terms of scheduling and being able to multi-task. There are many times that planned visits had to be put aside for immediate needs of caregiving. There was a day when we worked with a domestic abuse situation that began at 5 a.m. and went through 1:30 p.m. Some weeks went by when we had no one at Meritus and then there were others where on a particular week I logged in 18 visits there. The key for this to work has been members letting us know of needs. We do work to try and stay on top of members in nursing homes, assisted living facilities, and homebound, providing communion and visits on a regular basis. We are especially appreciative of our Lay Eucharistic Minister team that assists with visits and communion in coordination with the pastors. Pastor Bettye and I divide up on visits to Meritus as needed. Sometimes we do not hear of needs right away for folks. We strongly encourage (and greatly appreciate) folks letting the pastors know of any caregiving needs of our congregation.

In writing this report I reflect back to our meeting last year with then Assisting to the Bishop, Kati Kluckman Ault from the Synod. She spoke to a very small group that remained after 11 a.m. worship on trends of churches during the 20th/21st centuries and in the course of her presentation, she presented us with a list of areas to target for growth. They included: Prayer & Bible Study, Worship & Hospitality, Evangelism & Outreach, Stewardship, and Leadership Development. Trinity is working its best to work on all these areas. Pastor Bettye is involved in development in each of these areas. There are hopeful signs; it is a slow process and a process that needs you, me, everyone possible to be an integral part of growth. That growth must start with a theological basis before we can hope to build and grow. What we must agree upon is that we must have patience and that there is no instant fix to this process. I heard a rabbi speak years ago to a group of clergy and he ended his talk with words similar to these:

...we can be in darkness and if we find ourselves there, we have two choices: we can do nothing and curse the darkness or we can light a candle. If each of us lights one candle we light the path for each other.

We need as many people as possible to do God's work, to insure that the ministry continues far beyond where we are now. It's time to let go of personal agendas, selfish pride, and to unite ourselves in the Spirit to bring about ministries that are first based in the teachings of Jesus Christ, implemented through strong faith in God, and nurtured through trust and guidance of the Holy Spirit. I pray for a full house and cooperative spirits for the annual meeting on Sunday, October 30th. Light a candle, catch the Spirit, and watch it grow!

DIRECTOR OF PRAISE WORSHIP
Andrew Wallace

Overview:

In 2016, I continued to oversee the ministry of Praise Worship. As Praise Worship Director, I worked with Pastor Bettye to keep a steady flow along with Colleen Gildee, Genny Hammond, Ricky Stoner and Pastor Greg Shook.

Stepping away from Youth Ministry in 2015 and working with a 15 hour a week schedule here at the church has worked to my advantage, especially since my full time job at Western Heights Middle School takes a great deal of my time nowadays. I continue to perform the good work here at TLC with an excellent staff and volunteers in the Praise Band and Praise Worship tech-team. I am blessed to have such a great crew of people to work with as we give praise to our Lord and Heavenly Father, Jesus Christ.

Here is a list of duties and services performed by Andrew Wallace in the year 2015:

- Continued working with Praise Worship and the Praise Band (which includes PPT and selecting music on a weekly basis
- Attended staff meetings and various committee meetings
- Fulfilling deadline with Council reports on a monthly basis
- Worked with the Worship and Music Committee
- Continued to promote TLC activities and events on Facebook.
- Helped with events that needed to use our visual and audio facilities in Fellowship Hall including Genny Hammond with Family Movie Nights and VBS, this year's Confirmation Class, Literacy council and more.

Highlights of 2015:

- Upgraded visual aspect for Praise Worship going from MediaShout 5 to MediaShout 6 (given to us for free from the parent company due to the complications we had using MS5). It's been a bit of a learning curve, but we are managing as best as we can.
- Working with Pastor Bettye and Pastor Greg on both our outdoor services on Sunday July 3rd at Doubs Woods and again on Sunday September 11th for our Rally Day picnic at Washington Co. Reginal Park (Black Rock).

Upcoming events, goals and services:

- Phase 2 of Fellowship Hall upgrade is still in progress. I am working with Scott Paddack, Judy Conrad, and Aaron Little on a *possible* Eagle Scout project to build a coffee bar in Fellowship Hall. As well as working with Judy Conrad on the aesthetics of the room as well.
- Working with Stephanie Angles on Family Movie Nights at the church.

Team Reports:

Praise Worship Band and Committee:

Pr. Bettye Wolinski
Kathy and Bill Griemsmann
Cathy and Mike Gorsuch
Jena Staley
Peggy and Hunt Hardinge
Annie Goble
Lisa McCoy
Dave Harman
Dave Krueger
Carl Disque
Dan McCarthy
Penny Gaver
MaryAnn Harne
Judy Conrad
Scarlett Michael
Scott Paddack
Gary Little

Praise Worship Sound and Visual Team:

Penny Gaver
Scott Paddack
Gary Little
Hunt Hardinge
Barry Oxendine

Thank you Trinity for another great year. I'm looking forward to worshipping and working with you all in 2017!

God's blessings and peace to you all,
Andrew Wallace

COORDINATOR OF CHRISTIAN EDUCATION
Genny Hammond and Stephanie Angles

See below for the activities and responsibilities over the past year for Christian Education and Family Ministry.

The following items occurred on a monthly basis or several times throughout the year.

- Movie Nights were held each month; some of them were Parents' Night Out Events where dinner and a craft were provided for the children and parents had the option of dropping their children off for the evening.
- The Trinity Educator, the monthly Sunday School newsletter, was created and distributed each month to the Sunday School children to help keep parents in the loop on upcoming events of the church. This newsletter, beginning in the spring, was sent to 3 of the local Lutheran pastors in the community.
- Monetary Christmas gifts, Birthday gifts and our annual sponsorship was sent to our 2 Child Fund children; Sherri Ann and Ibrahim. Sherri Ann graduated from the program this year so in September, we received a new Child Fund child who is 4 years old.
- Christian Education/Family Ministry meetings were held monthly whether in-person or by email each month.
- Upcoming events were announced each week in the eNews and Mini Messenger, as well as, being announced on a monthly basis through the church newsletter.
- Youth Sundays were started during the 9am Contemporary Worship on the 4th Sunday of each month. During this time, youth participated in the worship service by being greeters and handing out the Mini Messenger, collecting offering, and by assisting with the grape juice during Communion.
- Scholarships were offered and awarded in both the spring and fall.
- Sunday School children donated toys to the clothing bank. The toys had a special label indicating they were donated by the children. Those members of the community taking advantage of the toys wrote notes to the children thanking them.

December

- Youth of all ages and their families participated in Christmas Caroling at 2 local nursing home/assisted living facilities. Following caroling, the families returned back to Trinity for dinner and a holiday craft.

January/February

- VBS meetings were held prior to making the decision to have Mobile Mar-Lu counselors come to Trinity to hold a Summer Camp rather than do the traditional Vacation Bible School.

March

- The younger youth participated in an Easter egg hunt in the Sanctuary following the Easter service and brunch.

May

- The prayer blanket ministry for kids was started. Donations, both monetary and of fabric, were made for this ministry. Adults prepared the blankets and the children tied the blankets.
- Children invited their school teachers to attend the 9am worship service with them where the teachers were recognized for all they do. The teachers were each given a small gift and flower.

June

- Mobile Mar-Lu – 32 children came together with the Mar-Lu counselors for 5 days of camp. Camp was held from 8:30 until 3:00 each day. Breakfast, lunch, and 2 snacks were provided to the children each day.
- Teacher Appreciation and Student Recognition reception was held in between the 2 services. Students were recognized for their accomplishments both in and outside of church.

August

- Confirmation class began.
- Adult VBS class was held for a week.
- Blessing of the backpacks was held during both services.

September

- Rally Day service and picnic was held at Black Rock Park. Games were held for the children.
- Sunday School began. The Story curriculum was continued for 4 weeks in Sunday School, Tuesday morning bible study, and Wednesday evening bible study.

October

- I Believe curriculum began in Sunday School, Tuesday morning bible study, and Wednesday evening bible study.

EXECUTIVE ADMINISTRATOR
Colleen Gildee

I realize how quickly time passes when I sit down each year to put the Annual Report information together. This process also allows me time to reflect on the previous year and all of the work that has happened around the church.

Highlights from the past year include:

- Establishing direct deposit for staff and contractors
- Reassigning Randolph Ave door entry codes
- Pictures for and work on a new church directory

Mailing of annual contributions statements
Archiving of historical information per Synod guidelines
Updating the insured items list (with Fellowship & Parish Life)
Contacting church members who have been absent for some time
Policy work on Building Use Agreement and Parking Lot Use
Researching changes to the Fair Labor Standards Act
Continuing the normal work of newsletters, bookkeeping, etc.

Every item on this list was accomplished with the help of volunteers. We have some regular, weekly volunteers, and some special project volunteers; I am grateful for every minute you spend doing the work of the church. It would certainly be a challenge to get everything accomplished without you!

All of this work has benefitted not only our congregants, but also many outside of the church. We continue to provide meeting space to several organizations on a regular basis: Literacy Council, Civitan, Blind Industries and Services, Barbara Ingram School for the Arts, and Hagerstown Choral Arts. This past year we also welcomed the choir from Saint Maria Goretti School and hosted Synod events.

Working with the staff and congregants here over the last 3 ½ years has been a blessing to me in so many ways that I never could have imagined. I look forward to the next year with all of you.

FINANCIAL REPORTS

ENDOWMENT REPORT Marshfield Associates

We seem to be living in unusually interesting times. Just as political pollsters and pundits have been confounded this year, so have economists had trouble understanding the mixed signals emanating from the economy: unemployment is strikingly low but so is participation in the workforce. Job creating is above its long-term average but if you include part-time workers and those too discouraged to keep looking for work, unemployment sits at an uncomfortable 9.7%. Those looking for short-term signals have found no guide in volatile consumer sentiment and new home start numbers, which seem to have the lifespan of Snapchat messages. Meanwhile, global trade, once a reliable growth engine, moves at the pace of snail mail. Notwithstanding all this, however, investors this past quarter donned their ear buds and grooved to their own tune, blocking out the static and setting aside the fears that had beset them earlier in the year. Last quarter, we took the market to task for thinking it could understand the data dump of cross-cutting indicators and complex global events and predict with certainty what the future held. This quarter, investors may have been doing some of the same thing, but after reaching a more optimistic conclusion, they gave the market – and especially stocks tilted toward economic recovery – an emphatic thumbs-up. Out of fashion were the carefully crafted portfolios of supposedly bullet-proof consumer staple and utility stocks that trade for growth for dividend income; trending were names primed to exploit happier days, like payments and financial services stocks. Whatever the reason, investors appeared to be focusing more on individual company fundamentals than on finding sectors that could be described with the hashtag #middlingbutsafe. Given that our portfolio is fundamentals-driven and that we think safety is only to be found when price, company quality, and industry structure are in alignment regardless of the economic environment, this shift was a good development for us.

Accordingly, stocks like MasterCard, Moody's, and Visa, each of which had been shown little love earlier in the year, came a bit more into their own this quarter. We don't own these companies because we are bullish on the economy. We own them because we believe they are well positioned to exploit a recovering economy but also sufficiently well armored against a downturn that we can afford to be agnostic about where the economy is headed.

A quick word about Wells Fargo, which those of you who've been with us for a while own. We're not pleased. But not because we think this is likely to have any material long-term economic consequences for the company, either directly or indirectly. We're disturbed that an otherwise well-run company allowed poorly aligned incentives to persist for so long, in service to so little. We think this can be attributed to a risk management culture attuned largely to inbound risks to the institution rather than outbound risks to the customer, a consumer franchise that has never been warm and fuzzy, and – the accelerant on the fire – an economic and regulatory environment that poses huge challenges for banks trying to make a buck. These are explanations, of course, and not excuses. We're happy we sold some of the position last year because of concerns about the company's scale. We do not, ultimately, believe that this bespeaks a cultural problem beyond some front-line and middle managers gaming what they viewed as an unfair system of compensation. But we're also mindful of the dangers of being lulled into a false sense of complacency through our long and positive history with the company.

Marshfield Associates
Trinity Lutheran Church Master Account
September 30, 2016

PORTFOLIO COMPOSITION

	Market Value	Pct. Assets	Est. Income
Cash Equivalents	78,815.54	4.4	0
Fixed Income	708,600.03	39.6	24,150
Equities	1,002,174.75	56.0	15,002
Mutual Funds	0.00	0.0	0
Other	0.00	0.0	0
Total	1,789,590.32	100.0	39,152
Unsupervised Assets	100,295.09		0.0

CHANGE IN PORTFOLIO

Portfolio Value on 09-30-15	1,801,444.21
Accrued Interest	7,555.16
Net Additions/Withdrawals	-143,259.28
Realized Gains	-15,830.35
Unrealized Gains	98,905.24
Income Received	42,729.37
Change in Accrued Interest	-1,954.03
Portfolio Value on 09-30-16	<u>1,783,989.19</u>
Accrued Interest	5,601.13
	1,789,590.32

	Quarter To Date	Year To Date	Inception 03-25-93 To Date
Account	4.59	7.18	854.36
Equities	7.58	9.05	1,752.09
S & P 500	3.85	7.84	666.53
Russell 3000 Value	3.87	10.40	752.61
Fixed Income	0.86	5.06	330.90
Barclays Interm. Gov/Credit	0.16	4.24	223.67

***Unsupervised Assets (Cash coded for distributions).**
(Inception date - month end closest to a/c inception)

TRINITY LUTHERAN CHURCH, HAGERSTOWN, MD
TREASURER'S REPORT SEPTEMBER, 2016

STATEMENT OF INCOME AND EXPENSE - CURRENT EXPENSE FUND

	2016 ANNUAL BUDGET	SEPTEMBER BUDGET	SEPTEMBER ACTUAL	YTD ACTUAL	BUDGET LESS YTD ACTUAL	YTD ACTUAL AS % BUDGET
<u>Income</u>						
Offerings-Current Expense	330,000.00	24,131.74 *	23,107.50	225,117.84	104,882.16	68.22%
Offerings-Seasonal	0.00	0.00	0.00	4,087.00		
Sunday School	0.00	0.00	20.00	164.25		
Misc.Income (Incl.HF Boiler)	23,906.60	1,992.22	388.51	15,789.24	8,117.36	66.05%
From Hershey Fund (HF)-TCO	13,479.00	0.00	0.00	13,479.00	0.00	100.00%
From Endowment	67,308.00	5,609.00	0.00	34,000.00	33,308.00	0.00%
Total Income	434,693.60	31,732.96	23,516.01	292,637.33		67.32%

* projection based on Sept. 2013-15 offerings rec'd. (2016 budget:330000/12=27500)

<u>Expense</u>						
Church Staff	258,856.00	21,571.35	18,177.52	194,955.36	63,900.64	75.31%
Administration	35,200.00	2,933.33	3,977.72	24,549.75	10,650.25	69.74%
Admin/Staff-Misc.	5,600.00	466.67	0.00	1,762.50	3,837.50	31.47%
Property	83,126.00	4,409.44 **	7,169.36	59,519.11	23,606.89	71.60%
Programs	33,311.60	2,968.88 **	3,462.69	16,939.75	16,371.85	50.85%
Ministry Disburse-Endowm.	5,121.00	1,550.00	0.00	5,421.00	-300.00	105.86%
Ministry Disburse-HF	13,479.00	0.00	0.00	13,479.00	0.00	100.00%
Total Expense	434,693.60	33,899.67	32,787.29	316,626.47	118,067.13	72.84%

** seasonally adjusted (2016 budget:83126/12=6927.17 & 33311.60/12=2775.92)

Income Less Expense

-9,271.28

-23,989.14

TRINITY LUTHERAN CHURCH, HAGERSTOWN, MD
TREASURER'S REPORT SEPTEMBER, 2016
STATEMENTS OF FINANCIAL POSITION

CURRENT EXPENSE FUND

<u>Assets</u>	Balance As Of Jan. 1, 2016	Balance As Of Sept. 30, 2016
Checking Accounts		
General	42,786.68	26,124.62
ELCA Youth Ministry	1,091.66	1,094.95
Savings-Dedicated Accounts	63,054.38	63,063.82
Receivables		
Misc.	312.00	312.00
Loan	72,800.00	75,373.44
Loan (Tax)	4,454.08	0.00
Dedicated Accounts	871.17	5,308.93
Investments-RBC(Endowment)		
General	1,090,546.57	1,128,896.39
CP Loan Collateral	560,045.91	597,586.58
Paddock Youth Fund	155,338.12	157,719.01
Total Assets	1,991,300.57	2,055,479.74
 <u>Liabilities</u>		
Accounts Payable	-2.86	310.00
Misc. Reserves-Hershey Fund	13,479.00	13,479.00
Dedicated Accounts Payable	99,835.50	109,422.43
Total Liabilities	113,311.64	123,211.43
 <u>Fund Balance/Equity</u>	1,877,988.93	1,932,268.31
Total Liabilities and Fund Balance	1,991,300.57	2,055,479.74

CAPITAL PROJECT FUND-BOILER

<u>Assets</u>		
Cash	11,228.26	18,469.44
Total Assets	11,228.26	18,469.44
 <u>Liabilities</u>		
Note Payable	97,046.98	91,745.57
Total Liabilities	97,046.98	91,745.57
 <u>Fund Balance/Equity</u>	-85,818.72	-73,276.13
Total Liabilities and Fund Balance	11,228.26	18,469.44

Trinity Lutheran Church 2017 Financial Plan

	2016 Budget	2017 Recommended	Increase %	% of Current Offering	
A1	Ordained Ministry Staff	\$78,295	\$80,201	2.4%	25.1%
A2	Program Staff	\$93,219	\$95,758	2.7%	29.9%
A3	Administrative Staff	\$40,560	\$41,777	3.0%	13.1%
A4	Building Staff	\$37,122	\$47,745	28.6%	14.9%
A5	Related Personnel Costs	\$9,060	\$9,060	0%	2.8%
A6	Miscellaneous	\$5,600	\$4,600	-17.9%	1.4%
B	Music & Worship	\$7,750	\$8,650	11.6%	2.7%
C	Stewardship	\$1,350	\$1,500	11.1%	0.5%
D	Youth Ministry	\$0	\$0	0%	0.0%
E	Christian Education	\$8,275	\$8,675	4.8%	2.7%
F	Christian Communications	\$8,445	\$3,685	-56.4%	1.2%
G	Social Ministry	\$1,000	\$4,200	320.0%	1.3%
H	Church Administration	\$25,200	\$25,550	1.4%	8.0%
I	Property	\$83,126	\$84,346	1.5%	26.4%
J	Finance- Property Insurance	\$10,000	\$20,000	100.0%	6.3%
K	Fellowship/Parish Life	\$4,000	\$4,000	0.0%	1.3%
L	Senior Ministry	\$425	\$380	-10.6%	0.1%
M	Fine Arts & Memorials	\$200	\$0	-100.0%	0.0%
N	Long Range Planning	\$0	\$0	0%	0.0%
O	Personnel	\$200	\$200	0%	0.1%
P	Mutual Ministry	\$1,050	\$1,350	28.6%	0.4%
Total Current Expense Budget		\$414,877	\$441,677	6.5%	138.0%
Synod Benevolence		\$0	\$9,600		3.0%
	3% of Actual Offerings	0.0%	3.0%		
Disbursements suggested by Endowment Guidelines					
	Foundation	\$0	\$0	0.0%	0.0%
	Scholarship	\$2,500	\$2,500	0.0%	0.8%
	Trinity Charity	\$2,000	\$2,000	0.0%	0.6%
	Trinity Community Outreach	\$14,100	\$14,100	0.0%	4.4%
		\$18,600	\$18,600	0.0%	5.8%
Total Expenditures		\$433,477	\$469,877	8.4%	146.8%
Receipts					
	Offering - Current (Projected)	\$330,000	\$320,000	-3.0%	
	Offering - Benevolence - Synod Pledge	\$0	\$0		
	Total Offerings	\$330,000	\$320,000	0.0%	
	Hershey Foundation (Comm Outreach)	\$13,479	\$13,479	0.0%	4.2%
	Misc Income (incl Hershey funds for boiler)	\$23,290	\$23,290		
	Other Dedicated Funds	\$0	\$0	NA	
	Endowment Draw to meet Current Expense	\$66,708	\$113,108	69.6%	
	Total Receipts	\$433,477	\$469,877	8.4%	146.8%
	Current Endowment Value – 9/30	\$1,663,466	\$1,726,483		
	Proposed Endowment Spend	\$66,708	\$113,108	69.6%	35.3%
	Percent of Endowment	4.0%	6.6%		

COMMITTEE REPORTS

CHRISTIAN COMMUNICATIONS
Nancy Showe

At last year's annual meeting, upon Church Council recommendation and voter approval, the Evangelism Committee was renamed and repurposed as the Christian Communication Committee. The committee was charged with increasing Trinity online presence and the redevelopment of the church's website.

We have contracted with Power Marketing to develop the website and provide ongoing maintenance and support. We are gathering the information from church committees as to what they want included on the site. If you, as an individual member, have suggestions as to what you would like to see on the website, please make your ideas known. Many thanks go to current committee members Ken Fehlauer and Craig Fentress as well as council liaison Erin Harmon for their work thus far on the website.

We have also continued to make use of both print and online options for advertising with the Herald-Mail newspaper, the Yellow Book phone directory, and the Washington County Visitors and Convention Bureau. For the past few years, our committee has sponsored Trinity Tasters, a fellowship opportunity for small groups of Trinity members and friends to gather to share a meal, usually on a monthly basis. Thanks to the Parish Life/ Fellowship Committee who has agreed to take over this responsibility.

Once the new website is up and running, the committee will be looking for ways to expand our online presence via resources such as Facebook and Twitter. I must admit that social media is not really my thing, and the idea that we want peoples' phones out during worship so they can text, tweet, and post what is happening at church seems a bit strange to me. However, I had a bit of an "Ah-hah" moment while traveling in Germany this past summer. One of Luther's greatest contributions was the work he did on translating the Bible into the German language, making God's message of salvation available to the people in a way that it had not been before and in a way that was useful and familiar to them. There is little doubt in my mind that if Luther were alive today and saw how we as a society currently communicate using technology, he would be all in favor of the church using platforms such as Facebook and Twitter to get His message out there. If you have an interest and comfort level with social media that I clearly do not have and would be interested in helping with this endeavor, please let me know.

Respectfully submitted,

Nancy Showe, Chairperson

FELLOWSHIP AND PARISH LIFE
Judy Conrad and Scarlett Michael

2016 was another busy year for our team!! We continue to provide food and fellowship at every opportunity to bring people of Trinity together!

Our yearly report actually begins last December, just after our last congregational meeting as we moved into preparation for the Christmas holidays and Tour of Historic Houses of Worship. Both Fellowship Hall and the Nave were decorated beautifully and a new, trustworthy tree was purchased for the Nave. Trinity was a welcoming place for the Tour and all who stopped by were greeted by the smiling faces of volunteer hosts and provided with cookies and hot cider. We were a very popular spot for photographers and Pastor Greg provided beautiful music to top the evening off.

After the first of the year, we headed straight into our annual Shrove Tuesday Pancake Supper. We fed lots of people lots of pancakes! We had wonderful music provided by Carl Disque and a wonderful time was had by all! That same day FPL hosted the luncheon meeting for HARC and they enjoyed our Pancake Supper menu for lunch.

For the first time, Trinity held a Seder Meal on Maundy Thursday. We worked very hard with Pastor Bettye and were so encouraged to see such a wonderful response. We kept adding more tables and chairs! Easter breakfast was a huge success! We fed the masses and had some left over to share with several shelters around town.

Trinity has become a popular space for workshops, meetings and conferences. Washington County Special Olympics, Order of St Stephen's Deacon's Program, Delaware Maryland SYNOD, HARC, Civitan, Hagerstown's Sister City Program, the 2016 Tour of Historic Houses of Worship and the Alzheimer's Association have all held events here this year. The new AV equipment in Fellowship Hall and our commercial kitchen allow us to host outside groups. These events do bring some income to the building use fund, but more importantly, Trinity is visited by hundreds of people and is seen in a very positive way as being supportive of our community and a place of welcome and hospitality.

The Fellowship and Parish Life team has been proud to provide meals for several Trinity families after the funerals for their loved ones. We appreciate all the volunteer hours that go into these loving events.

This year, our continuing relationship with Tri-State Civitan and Special Olympics has led us to be a participant in the Tim Tebow Night to Shine. This is an unforgettable prom night experience, centered on God's love, for people with special needs ages 14 and older. On one night, February 10, 2017, 350 churches from all 50 states and 9 countries will sponsor events. Trinity has offered to be a collection and storage point for donated dresses, shoes, suits, dress shirts and accessories. They will be stored in the 3rd floor of the Sunday School building. The actual prom will be held at the Smithsburg Valley Church.

Our big “project” this year has been the cleaning and painting of the Memorial Hall kitchen and the replacement of the floor. Our next dream project would be cleaning, painting and updating Fellowship Hall.

Our team members work very hard with sometimes two or three events in one week. We could not function without them and we thank them all! Their dedication to Trinity and faith in God are a blessing to us all.

Wilma Condo, Judy Conrad, Ginny Doarnberger, Scarlett Michael, Michelle Nearchos, Barb Pottorff, Debbie Shank, Sue Stull and Marilyn Young

MUSIC AND WORSHIP

Rick Anthony

Over the course of this past year Worship and Music Committee was involved in the following:

Completion of the upgrades to the Fellowship Hall as related to Praise Worship. Further, we also oversaw the upgrade to the next generation software to resolve video problems we were having with Mediashout.

Oversaw transition of florist per recommendations of Altar Guild. Further transitioned from baked bread back to wafers at the late service due to input from congregation.

Oversaw “streamlining” of the flower sign-up listed in an effort to resolve the unsteady coverage of payment for flowers as this had not been addressed in several years.

Recommended and implemented planning for services, unity services, outdoor unity services, and Lenten season worship including changes to the Easter services.

Discussed, recommended, and implemented changes for Christmas season this year. This year represented an unusual situation as Christmas falls on Sunday.

Recommended adjustments to Harvest Sunday so as to better coordinate the celebration with Veterans Day.

In the coming year the Committee looks forward to continuing the Unity services and fellowship interactions we have been expanding on this years, to planning to build on the dynamic Lenten season from last year, and to expanding our outreach into our community and our church and membership continue to evolve (and hopefully grow).

PERSONNEL

Lisa Kelly

Members: Lisa Kelly, Charles Riley, Gary Hammond, Karen Spessard, Cathy Gorsuch

Council Liaison: Barbara Smith

Pastor: Pr. Bettye Wolinski

Executive Committee Liaison: Mike Mowen

Notable Accomplishments for 2016:

- Developed employment contracts for Andrew Wallace and Colleen Gildee's positions.
- Members agreed to review and revise the current Employee Handbook (pages 1-5 completed).
- Reviewed and revised employment contracts for Pastor Greg Shook, Ricky Stoner, and Genny Hammond.
- Attended the April 19th monthly Church Council meeting to discuss Church employee positions and how these can best serve the congregation.
- Made a recommendation to Church Council to adjust the forty (40) hour Minister of Music/Visitation Pastor position to a breakdown of 25 hours per week for pastor visitation and 15 hours for music responsibilities.
- The Committee agreed to begin reviewing staff time sheets at its monthly meeting. This began at the October monthly meeting.
- Voted to split the ten (10) hour Coordinator of Christian Education position to two five (5) hour positions.
- Conducted an interview in July for the vacant five (5) hour Coordinator of Christian Education position. The Committee recommended Stephanie Angels to Council to fill this vacancy.
- Met with all Church staff and contractors in September and October to discuss with them how the Personnel Committee can be of aide to them in their job duties and to discuss time sheet reviews and evaluation procedures.
- The Committee will conduct a three (3) month evaluation with Stephanie Angles at its November 1st regular meeting.
- The Committee will begin the hiring process for the currently vacant five (5) hour Coordinator of Christian Education position.

Proposed for 2017:

- Continue with the update of the Employee Handbook.
- Review employee timesheets.
- Review employee goals for 2017.
- Review and change, when needed, employee job descriptions.

PROPERTY
Gary Hammond & Scott Minnich

FOLLOWING IS A LIST OF WORK COMPLETED DURING 2016

- Installation of new, removable, brass capped, hand rail on chancel steps.
- Structural Building Inspection completed by Matonak, Snyder & Associates.
- Caulked gaps in marble steps at red Sanctuary doors.
- Beam was spliced and access walkways installed in attic over music room.
- Replacement of all lighted exit signs with battery backup LED exit signs.
- Mini blinds were installed on the automatic doors at the rear entrance to Fellowship Hall.
- New AC/Heat pump installed in Narthex.
- Replaced refrigerator in Memorial Hall Kitchen.
- A/C in Dir. Christian Ed. Was replaced.
- Jeff Sabo completed required maintenance on AED's at no cost to TLC.
- Replaced tile flooring in Memorial Hall kitchen and rest room.
- Trimmed bushes front of church and Memorial Hall and along Randolph St.
- Handrail hit by auto outside 15 Randolph replaced.
- Front window of Memorial Hall Narthex replaced.
- Church sign on corner of Potomac St. and Randolph repaired.
- Brick repair work on south side of building.
- Repair plaster wall in the organ chamber pipe room, and repair the rafter support.

2017 Outlook:

- The possible replacement of the AC in the Sanctuary.
- Repair of 2nd floor storage closet, (above Randolph St. entrance).
- Repair, seal, paint baseboard and surfaces in bell tower.
- Repair, plaster and paint throughout education building.
- Repair damaged area in closet under stairs leading to the Sanctuary.

Property Committee Members

Scott Minnich-Chairman	Gary Hammond-Co-Chairman	Ron Smith-Secretary
Brian Hammond-Council Liaison	Ricky Stoner- Staff Liaison	Bettye Wolinski-Sr. Pastor
Walt Bell	Todd Cochran	Ralph Conrad
Jane Drawbaugh	Ken Fehlauer	Junior Michael
Rodney Nearchos	Gary Nunamaker	Barry Oxendine
	Earl Stoner	

Respectfully Submitted,

Gary W. Hammond
Co-Chairman, Property
Committee

Ron Smith
Committee Secretary

Brian C. Hammond
Church Council Liaison

SENIOR MINISTRY

Karen Spessard

Senior Ministry Team provides services, activities and support to senior members of Trinity's congregation.

The team oversees and coordinates the following programs and activities.

Mail Ministry:

Cards are mailed to homebound and nursing home members 5 times a year. These times are Valentine's Day, Easter, summer, Thanksgiving and Christmas.

Christmas Poinsettias:

Christmas Poinsettias are purchased and delivered to all homebound and nursing home members. The delivery time was changed to be earlier last year. The poinsettias were delivered mid-December and this was very well received. Members were able to enjoy their plants longer over the holidays. This timeframe will be continued. The team also purchased a small Christmas ornament that was attached to the plant.

Hearing Earphones:

Hearing Earphones are located in the narthex and provided for use in the sanctuary. They are purchased and maintained by the team.

Bingo Event:

Bingo was held twice and is open to all ages of the congregation as an intergenerational activity. A light supper was served and provided by Fellowship and Parish Life Team. Downs Hewitt was the bingo caller and these events were greatly enjoyed.

Team Members:

Sue Bell, Downs Hewitt, Jean Kendle, Kathy King, Nancy Krueger, Ann MacDonald, Carol Martin, Barbara Pottorff, Linda Tantillo and Karen Spessard

TRINITY COMMUNITY OUTREACH **Jeff Reed**

SUPPORT FOR THE COMMUNITY

The Social Ministry Committee serves as the oversight committee for the activities of Trinity Community Outreach. The activities of the Outreach Center complement and enhance the work of the Social Ministry Committee. The most visible activity is, of course, the Food Pantry and Clothing Bank. Now in its third decade, Trinity's Food Pantry & Clothing Bank are open Tuesdays, Wednesdays, and Thursdays from 11:00 AM until 1:45 PM, and is supported by over twenty volunteers. In 2015 the Food Pantry provided food to nearly 4000 individuals. For the period January thru September 2016, the number of clients served increased by 10% over the same period 2015. This trend is expected to continue. The Clothing Bank has experienced the same number of visits.

In addition to the food and clothing programs, Trinity Community Outreach continues its commitment to help the needy in our neighborhood – in direct and indirect ways, with various household items and services, including: assistance with prescription medicines, providing basic furniture, bedding, and items for children such as a car seat or crib. On occasion, and after thorough background checks, we help families with rent and housing issues.

Support for Local Schools

We continue our support for the families of our adopted schools – Bester and Eastern Elementary Schools. Many of these families live here in our neighborhood. This support includes: school supplies, food and clothes, basic items such as laundry detergent, paper products, and personal hygiene items, beds for children and other household items, incentives to help reduce the high absenteeism, provide transportation (taxi fare) for certain students to attend medical and dental appointments, and Christmas toys. Trinity is a "Community Partner" along with other organizations that support numerous after-school programs that benefit the children and parents of these schools. Some of these

programs have included: parenting classes, child abuse prevention programs, workshops designed to build self-esteem in our children, math night, book fairs to encourage kids to read, family fitness games night, multicultural night, and summer camp that highlighted math, science, and reading skills.

Neighborhood Veterans Home

In 2015, we reached out to The North Point Veterans Home, located at 25 E. North Ave., just one block from Trinity Lutheran Church. The home is a VA-funded transitional housing program for the homeless male and female veterans. For these veterans, this is the first step towards becoming a healthy, successful person, able to function independently within the community. Several of the veteran residents have volunteered at the Food Pantry.

In meeting with the North Point director, we learned that there is a need for transportation to Martinsburg VA Medical Center – for vets who have medical appointments. So, with use of Trinity's passenger van and personal vehicles, we are fulfilling that need.

Trinity helped provide Thanksgiving 2015 for the veterans at North Point. We provided the turkeys and other holiday food that was prepared by the staff at North Point.

For its Christmas project, the Social Ministry Committee requested monetary donations from the congregation to purchase gift cards for these veterans. Each vet received a \$50 Walmart gift card. They sincerely appreciated the concern & generosity of Trinity members. These vets need to be reminded that their sacrifice and service to our country is appreciated.

Trinity Community Outreach

a ministry of

TRINITY LUTHERAN CHURCH

For the six months ended 06/30/2016

Receipts

Contributions	
Trinity members	\$ 285
Churches	-
Organizations	144
Other individuals	-
Special Events	2,898
Trinity Endowment	-
Cash grants	8,000
Memorials	-
Food grants -- USDA	(1)
Other	-
Total receipts	<u>\$ 11,327</u>

Disbursements

Food purchases	8,399
Gov't food -- USDA grants	(1)
Clothing bank purchases	560
Paper products / hygiene	47
Household items	146
Family assistance	44
Holiday programs	-
Support for schools	819
Operating supplies / expense	818
Vehicle expense / rental	487
Hired labor	224
Other expense	456
Total disbursements	<u>\$ 12,000</u>

Net activity 2016 to date	\$ (673)
plus cash balance -- beginning of year	984
plus funds due to Micah Program	1,570
cash balance -- 06/30/2016	<u>\$ 1,881</u>

Trinity Community Outreach

a ministry of

TRINITY LUTHERAN CHURCH

For the twelve months ended 12/31/2015

Receipts

Contributions		
Trinity members	\$	1,669
Churches		282
Organizations		265
Other individuals		700
Special Events		2,260
Trinity Endowment		-
Cash grants		16,698
Memorials		-
Food grants -- USDA	(1)	16,751
Other		-
Total receipts		<u>\$ 38,625</u>

Disbursements

Food purchases		15,015
Gov't food -- USDA grants	(1)	16,751
Clothing bank purchases		917
Paper products / hygiene		630
Household items		518
Family assistance		420
Holiday programs		2,440
Support for schools		1,023
Operating supplies / expense		987
Vehicle expense -- gas / repairs		790
Hired labor		505
Relocate Literacy / renovate waiting room		924
Other		441
Total disbursements		<u>\$ 41,361</u>

Net activity 2015	\$	(2,736)
plus cash balance -- beginning of year		2,220
plus funds due to Micah Program		1,500
cash balance -- 12/31/2015		<u>\$ 984</u>