



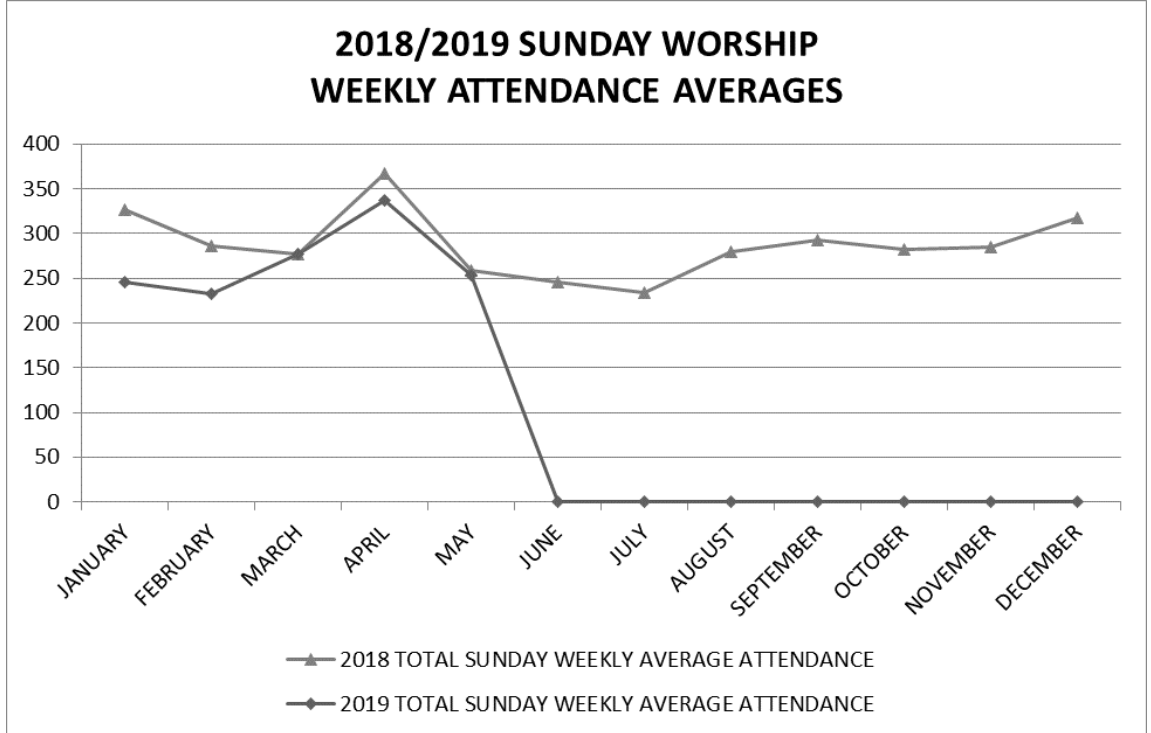
**INFORMATION PACKET**  
**for**  
**Our Savior Lutheran Church's Semi-Annual Meeting**  
**(6-9-19)**

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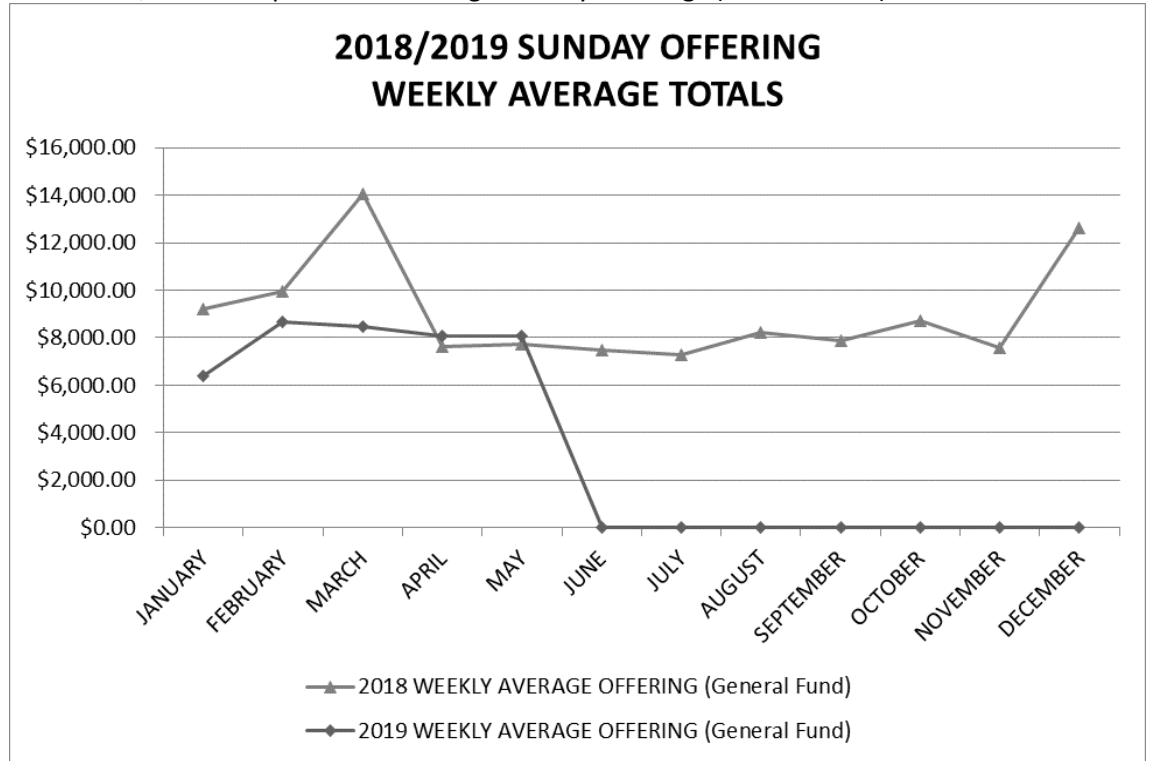
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**A. MINISTRY BY THE NUMBERS**

1. 2018/2019 Comparison of Average Weekly Worship Attendance (as of 5-28-19):



2. 2018/2019 Comparison of Average Weekly Offerings (as of 5-28-19):



**B. SENIOR PASTOR'S REPORT (Reported by Rev. Dr. Richard Davis)**

**Semi-Annual Senior Pastor's Report:**

**Reported by: Rev. Dr. Richard J. Davis**

I thank my God for you. This is how the Apostle Paul addressed many of the churches he wrote to in his letters. I am very thankful each and every day that I am able to be a part of Our Savior's Ministry and a part of this Body of Christ.

**1. OSLC staffing for effective ministry.**

- I am so blessed to be able to have such a great staff and volunteers to do ministry with here at Our Savior.
- Having a staff so focused on God and the ministry and their own personal walk with the Lord is such a blessing.
- I want to give a big thank you to the staff for the ministry they have provided over the past 8 months.
- I will continue to rely on the staff to assist me with the day to day ministry of Our Savior.

**2. The transition journey update.**

- See updated Intentional Interim Journey/Process Timeline. (attached)
- Call committee has been formed.
- Call committee has met with President Bertsch
- Call committee is working on the congregation's self-study.
- Call committee has put together a survey for the whole congregation to be involved with the calling of the Senior Pastor.

**3. Ministry is Happening all around us.**

- I am so pleased to see the laity step up and volunteer in different ministry opportunities that are going on in the congregation to the Glory of God.
- Having all the God given talent in the music and other ministries is wonderful for me as pastor to see and enjoy.
- We are stewards of what God has given us. Seeing all the time a lot of people give to the ministry and the talent everyone has to offer is wonderful blessing to return to God.
- Financial Peace University nine-week course will be offered again before my time is up. We have had people inquire about it already. Also, people have offered scholarships.
- We had 20 people take the Financial Peace University class from Feb.-March.
- 2 Wedding in so far this year.
- 5 baptisms since January.
- Shut-ins and hospital visits are being conducted by me and the elders and the People Care Visitation people.

(continues on page 4)

#### 4. Looking ahead.

- A strong stable platform for our congregation's future has been envisioned by our Governing Board for 2019.
- Caring for the needs of God's people will continue to be a priority for 2019. The Board of Elders has been active in meeting needs in the lives of our members with the development of a well-designed Mercy Care.
- We will continue to live-stream services of OSLC's worship services and other events. Technology can be a vital part of service and outreach to those beyond our doors, both in the rural areas like Tolley and in our own community.
- The Youth Ministry Action Team is active in finding a DCE, one call has gone out and we await the answer.
- We confirmed 13 young adults.
- A Stewardship Ministry Action Team should be formed in the fall in order to put a good stewardship program in place.
- The rest 2019 will be a fantastic year as we grow together in our Spiritual Walk with the Lord.
- We continue with the mission of Our Savior Lutheran Church with God's power and guidance.

To **Bring** people to Jesus Christ

To **Build** people to mature faith in Jesus Christ

To **Equip** people for life-long service to Jesus Christ

And to **Send** God's people into mission for Jesus Christ

Respectfully Submitted;

Pastor Rich Davis

(continues on page 5)

### Intentional Interim Journey/Process Timeline

Month	Timeline Item	2018/2019 Dates
October	Transition Task Force Team Organized.	10/10/18
	Transition Task Force 1 <sup>st</sup> Meeting	10/25/18
	Small Cottage Meetings to be set up towards the end of the month.	TBD
	Transition Team will meet twice a month. They will organize the cottage meetings and start the study of Temporary Shepherd.	
November	Cottage Meetings (Date and Time TBD). The need is to find a comfortable time for members to come.	TBD
	*Pastor Rich Gone	11/7/18-11/17/18
	Transition Team Meeting to study and organize the Legacy/History event	11/6/18 & 11/20/18
	Legacy/History Time Line Celebration	10/25/18
December	Cottage Meetings Continue as need. (But with Advent and Christmas this may be postpone until January.).	TBD
	Transition Team Meeting. Will only meet once this month.	TBD
	*Pastor Rich Gone	12/26/18-1/5/18
January	Transition Team Meeting To continue the study and start looking at the demographic information that LCEF of North Dakota District will do for Minot and surrounding area.	TBD
	Cottage Meetings continue if needed. (To give every member a chance to participate in the process.)	TBD
February	Do a Seminar on Discovering and Developing Your Spiritual Gifts.	2/9/19
	*Pastor Rich Gone	2/11/19-2/21/19

	Possibility of setting up and conducting a FPU Financial Peace University Workshop. This is a 9-week course.	TBD
	Transition Team Meeting twice to continue the study.	
March	Transition Team Meeting twice to look at the mission and vision statement of the congregation. Just to make sure it reflexes the mission and the vision of the congregation as it moves forward. (The Governing Board may be involved with this part.).	TBD
April	Lent starts the 6 <sup>th</sup> of March and goes through Easter the 22 <sup>nd</sup> of April.	TBD
	During this period the Transition Team will only meet a couple of times.	TBD
	*Pastor Rich Gone	4/22/19-5/1/19
May	Call committee formed. Meeting with District President Bertsch	5/1/19 to 5/30/19
	Call committee starts filling out the District's self-study.	
	*Pastor Rich Gone	5/29/19-6/12/19
June	<i>Call committee with the congregational input finishes the District's Self Study.</i>  <i>Congregation nominates Pastoral Candidates to be sent to the District office with the Self Study</i>	6/15/19
July	The congregation to receive the Personal Information Files and the Self Evaluation Tool from the District. (These will be from the candidates that the congregation submitted and the names that the District President comes up with on Pastor's that will fit the ministry here at Our Savior).	
August	Continue the Call Process and Prayerfully narrow the candidates down to 2 or 3 pastors.	
	Then to start the actual call process in order to find the Senior Pastor God has chosen for Our Savior.	

	*Pastor Rich break.	8/5/19- 8/14/19
September	<b>Have a call extended and a Pastor Accept with Installation planned.</b>	9/15/19

**C. MUSIC AND CONGREGATIONAL MINISTRIES (Reported by Bonnie Rennich)**

<p><b><u>Director of Music and Congregational Ministries</u></b>  <b><u>Semi-Annual Report to the Congregation</u></b>  <b>June 2019</b></p> <p><b><u>Music/Worship:</u></b>  <i>Maintaining excellence in music is the #1 Key Result Area in my job description. The expectation is that I manage and develop an ever greater excellence in the areas of music and worship so that the overall ministry of OSLC glorifies God and touches people's lives. In addition to the many day to day, week to week responsibilities, here are some of the specifics for Dec - June.</i></p> <ul style="list-style-type: none"> <li>• Choirs: I direct the OSLC choir and children's choir, The F.R.O.G.S. (Fully Relying on God Singers). We ended our year with 27 in OSLC Choir and 17 in The FROGS. An Easter cantata was presented on Palm Sunday both at OSLC and Trinity Tolley. Choir music was provided at 3 out of 4 Sundays each month.</li> <li>• Band: eleven AM continues to lead music for worship services at both the 9:30 and 11:00 times. We have added additional musicians to the band and we rehearse weekly. Prepared and presented a Christmas concert and also played for an Easter service at the DBGR. These folks volunteer approximately 6 hours per week. Please remember to thank them for their dedication.</li> <li>• Worship: I strive to support the theme set by the scriptures as I put together the worship services, for OSLC and Tolley. Karen Atwood plays piano almost every Sunday at the 8:15 service, so HUGE thanks to her for her servant's heart.</li> <li>• I schedule volunteers for both ProPresenter and Livestream each Sunday</li> <li>• I schedule volunteers for to read scripture at all three worship services</li> <li>• LHLH: I lead chapel on Tuesday mornings and spend 15 minutes in 4 classrooms on Wednesday afternoon teaching music. The kids prepare and present a concert for their parents/families twice a year.</li> <li>• Planning a congregational summer picnic under the big tent for July 7<sup>th</sup> which will include a concert by Lindley Creek</li> <li>• Hosted a concert by Nate Hance on April 28<sup>th</sup></li> <li>• Contacted Tim from Dakota Hope to set up our Baby Bottle Campaign and will work with DBGR and SHCR (our mission organizations chosen by the congregation) to schedule Sundays for their ministries</li> </ul> <p style="text-align: center;">(continues on page 9)</p>	
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**Small Group Ministries:**

*Small Group Ministry is the #2 Key Result Area in my job description. The expectation is that I develop, organize and manage an effective, comprehensive small group ministry at OSLC that draws people to involvement, and encourages groups of believers to grow deeper in their connections with Jesus Christ and with one another.*

- There are currently 5 groups meeting.
- I provide resources for small group Bible study leaders

**Volunteer Ministry:**

*Management of volunteer ministry teams in the #3 Key Result Area in my job description. The expectation is that I develop and effectively manage teams of volunteers who will help meet both short term and long range needs within the congregation. I like to think of this as helping people discover the gifts God gave them and put them to work in service to God's people. Here are some of the specific goals on which I focused for Dec-June:*

- Taught the myLife Discovering Your Spiritual Gifts class with Cheryl Coyle in February
- I schedule people for reading scripture, running Livestream and Pro Presenter, and to be greeters.
- Assist in identifying specific people for specific needs
- Serve on the Leadership Team for Adult Mission Team, assisted in all fundraisers and participated in the Mission Trip to Juarez MX
- Serving on the nominating committee
- Serving on the call committee
- Served on the Transition Task Force

**People Care:**

*People Care is my very broad Key Result Area #4. The expectation here is that I show the care and concern of the Savior to people in one on one settings as the Lord arranges them. Almost every day, God provides an opportunity for me to share His love with someone who stops in the church office. I spend time listening and praying with whomever He sends my way.*

- This has been my most important role in the past 15 months. I have spent many hours caring for people one on one during this challenging time in our church. It is good to see the healing that God has provided on this journey.
- I send names to the People Care Team for care, prayer and follow up
- I track the visits made to people in the hospital and our shut ins

**Stephen Ministry:** In 2008, OSLC enrolled in Stephen Ministry. Our Stephen Ministers work alongside our pastors to care, encourage, and provide ongoing emotional and spiritual support to people who are going through a difficult time of crisis. We currently have 12 active Stephen Ministers. Stephen Ministers meet once a week for an hour with their care receivers. In addition, we meet once a month in peer supervision groups for accountability and support.



### **Staffing and Office Duties:**

#### **Staffing**

- It's been absolutely incredible to have Rev Dr Richard Davis on staff as our Intentional Interim Minister. He brings so many amazing gifts and abilities to OSLC as we move forward. Thank you, Good Lord, for providing exactly what we needed!
- Pam Trueblood serves as our part-time office administrator but is now dealing with caring for aging parents and her own health issues. She has cut back quite a bit on her hours.
- Marsha Deslauriers serves as our office assistant and has stepped up to cover the office while Pam is needing to spend some time away. Thank you Marsha!
- Sue Dodd serves as our full-time Family and Children's Ministry Coordinator
- Joelle Schaan serves as our part-time Youth Ministry Coordinator.
- Betsy Jones serves as our part-time Communications Coordinator.
- Paul Klug serves as our part-time maintenance person and lawn care.
- In the process of calling a DCE
- I try to spend some one on one time with each staff member a couple times a week to offer encouragement and to be aware of any struggles/needs.
- I attend Governing Board meetings to provide accountability reports for us as a staff
- God has provided an incredible staff of people- OSLC is so very blessed!

#### **Day-to-day Office Duties:**

This responsibility takes at least 1/3 of my time now. I can't even begin to explain the specifics, but my longevity here has definitely been a blessing as I've had to deal with things I've never done before but at least have a bit of familiarity. Mail, phone calls, just all the stuff that requires an "answer" has been taken care of, hopefully in a seamless manner. I will continue in this role during Pastor Rich's time here so that he can concentrate on offering the pastoral care that is so important.

I serve here with a humble and thankful heart.

Bonnie Rennich, Director of Music and Congregational Ministries

**"My purpose is that they be encouraged in heart and united in love . . . in order that they may know Christ." Colossians 2:2**

#### D. CHILDREN'S AND FAMILY MINISTRIES (Reported by Sue Dodd)

##### Children's Ministry

- Sunday School

- We finished out the year with an enrollment of 142 kids. Our total attendance for the year was 1695, with an average attendance of 52 kids per week.
- Our offering total was \$577.58, with an average giving of \$18 per week. We finished the year fully staffed; however, three staff members have submitted resignations for the upcoming year.
- We will continue with the Kingdom Quest Sunday School curriculum for grades Pre-K through grade 8. The teachers have repeatedly said how much they enjoy this curriculum and it continues on with each grade for a two- or four-year curriculum.
- We continued to send home the God Talk and Shepherd's Path devotional to stimulate family discussion and devotions and they will be made available in the summer months for families.
- A \$300.00 donation was sent to Kids Kount Publishing for their generous offering of Sunday School curriculum. We will also keep in mind future donations as we continue to use this valuable resource.

I am so very grateful for the very generous, caring, and loving group of people that are willing to teach and share their love of Christ.

- Glo

- We finished with 48 kids enrolled and averaged 27 kids a week for the year. Our attendance was hampered by inclement weather and cancellations; however, we were able to maintain good numbers and finished strong with a group of kids who are so committed to their faith.
- I am very grateful for the wonderful staff we finished the year with, who were willing to provide a very caring and positive experience.
- We continued with announcements, music, Bible and craft time. For the latter part of the year, we did more service projects which the kids thoroughly enjoyed. It gave them the opportunity to apply their faith.
- My favorite part of the evening was having the kids partner up to get to know each other better, share our ups and downs, and then close with the Lord's Prayer. It was so awesome to see them establish relationships in more of a multigenerational level.
- We finished the year with a celebration and awards for the kids who worked diligently to memorize their Bible verses. Five kids received awards with four of them memorizing 50% or better of their verses.

My goal is to start the next year stronger in staff numbers and to have adequate back-up for Wednesday nights.

I feel like these two ministries are the most important part of our church's building process. It seems that so much of our membership is derived from families coming to provide a spiritual foundation for their children. I would love to see more involvement

from the congregation with a focus on inter-generational interactions and relationships, providing a foundation of support for these kids as they attend and grow in faith.

- Children's Christmas Program

- We did an older Concordia Publishing House program, entitled "Shine Like Stars" that was further enhanced with some more contemporary music. We had a huge hiccup a few days before the program, however, once again God provided a stellar staff and Children's Ministry Team that rallied together so that we could have the program pulled off without a hitch. It was held on Sunday, December 16<sup>th</sup> at 4:00pm and all the kids performed in a way to make their teachers and families proud. We will make a decision in August concerning the program for this year.

- Nursery

- The nursery was staffed fairly well up until spring. It has been a challenge to keep it staffed. For the summer months, we will make everything available and open for parents to use as they need it. Hoping to have some volunteers help through the summer months for the second Sunday of the month when we have Jayme Burkhart doing Pro Presenter.

### **Family Ministry**

- Timing has been an issue for the Family Ministry as we have been trying to initiate more programs recent months. A small team of three was put together in February and we were able to brainstorm some wonderful ideas to implement. Two members have had to step down because they are already heavily involved in other aspects of our church's ministries. While there has been an interest in the Faith Legacy Series, unfortunately, the timing hasn't been right. We did have a sign-up for the Faith Legacy series and asked families to sign up in order to best serve the immediate needs. We were successful and able to schedule and have one class for the 12<sup>th</sup> graders who are done with school this year. The class presented some very good messages, which we as a church should embrace in earlier classes. For now, Family Ministry is being put on the back burner for summer and we will move forward in the fall. For the summer, family devotions, God Talk, and Shepherd's Path will be available in the Fellowship Hall for families to take home and use.

## E. HIGH SCHOOL YOUTH MINISTRY (Reported by Joelle Schaan)

Youth Ministry Update (Grades 7-12)

Presented by Joelle Schaan

June 2019

### Confirmation

- We had 12 students confirmed on May 12. This particular group of students has had a unique set of circumstances from their first year to their third. No two years in were the same, with the exception of Pastor Rick Jones being their teacher. They have endured a lot in their personal lives from family tragedy, medical struggles, and divorce to personal identity wrestling with their own faith. They have endured a lot in their church family's life like the lose of Pastor Krueger and, perhaps more significantly, the loss of Pastor Andy. The requirements changed every year for them. However, they rolled with the punches so well and I was proud listening to them share their faith statements. I pray that they will continue being present as we re-invent the youth ministry at OSLC!
- Eric Poppinga taught the first-year class and Pastor Rich Davis taught the second-year class.
- **Looking Ahead**
  - I have met with the Elder board and discussed my concerns for the 2019-2020 school year. For the last 2 years, we have begun the academic year with one senior pastor and ended the year with another. Since the same will likely be true for the 2019-2020 school year, the youth ministry team has asked the Elder board to act as the senior pastor. This means, as we set requirements for the confirmation students, we will get "approval" from the Elder board before implementation. The Elder board will help us in communication with parents when students are not meeting requirements. We all feel that it is important for parents and students to understand why we ask of them the things that we do. We want the students to have the knowledge to support their faith...but we need the parents on board. The Elder board will be helping with this.

### High School Youth Ministry

- Andy Busch's official last day is May 29<sup>th</sup>. I don't think we as a congregation can thank him enough for the time he has put in. It was June of 2017 when Andy read his letter of resignation to the congregation. In the spring of 2018, his family moved to a new church to supports his wife, Brittany, in her new career there. We spent time looking for a replacement but ultimately concluded that the need for a DCE was so great that hiring another interim employee would be doing our youth a disservice. Andy very graciously agreed to continue working with the NUTS high school group through this school year, which has allowed us time to find a proper replacement. In addition, he has been an invaluable resource and support to me through the year. Weekly attendance was approximately 12 students on Wednesday nights.

- Vernna Anderson taught the High School Sunday School. Weekly attendance was approximately 4 students on Sunday mornings.

**Youth Ministry Team**

- Brent Detlaff, Karla Yates, Mike & Wendi Johnson, Lisa Potts, and myself
- We have been meeting monthly, if not more frequently as needed.
- This team has acted as the Call Committee for our DCE candidate. In April, we met with President Bertsch, along with Elders Lynn Nord and Steve Carbno, Pastor Davis, and Candice Saunders. This meeting produced the names of 20 DCE candidates from the field. From there, the youth ministry team narrowed the pool to 9 candidates. I sent an e-mail to all 9 asking if they would consider a call at this time. From those who said they would, we interviewed the two candidates we felt would suit our ministry best. The congregation voted and approved calling Casey Roberts. We have extended the call to Casey and are waiting for a response.
- We have decided to offer 50% scholarships for all students who wish to attend a camp at Shepherd’s Hill at the Crossroads this summer. So far, we have sent 12 registrations to SHCR.

**F. LITTLE HANDS LOVING HEARTS CHILD DEVELOPMENT CENTER (Reported by Kim Martin)**

Little Hands Loving Hearts CDC Board Report for Voters Meeting June 2019

The Board of Directors continues to be blessed with all of our new members who come with different backgrounds and different experiences and can bring new and innovative ideas to keeping the center the wonderful place it has been for raising Christian children. Re-licensing last November went smoothly with top marks again given to the center.

Our annual “Fun Night” fundraiser in March was cut short due to the explosion at the Trinity building site just a mile from the church. That coupled with 2 other fun nights at other schools the same evening kept the amount of money raised to around \$900, but the leftover food was able to be used at the Center the following week. Our newest fundraiser, the Spring Bazaar held in April was a wonderful success. Thanks to generous parents, Board members, and church members donating items we raised \$3000. This will help with our daily expenses and hopefully to continue work on the toddler playground and replacing the swing set on our other playground.

We have had some concerns from parents come up and we have had a meeting with staff which will become a regular quarterly meeting, we had a survey go out to parents and have had a meeting between parents and the Board. The Board will definitely be more available to parents and staff in the future to make sure the center is run in the best way possible to serve the children and make sure their needs are met. We have hired a new cook and we are waiting expectantly for Alyssa to come back from her maternity leave.

The portable building continues to be a great space for a second pre-K classroom but has run

into some issues with the water pipes freezing this winter, problems with the heating, the water heater having to be replaced, and the flooring in the bathroom also needs to be replaced. This building is temporary and had been re-certified by the city last July for another 2-3 years of use, but we really need to look into more permanent classroom space. We are hoping the church is still looking into expanding the education wing.

The older children recently had their spring program and the sanctuary was filled with parents, grandparents, aunts & uncles all enjoying watching the kids perform some fun songs under the direction of Bonnie. It won't be long before the pre-K class has their graduation as they get ready to move on the kindergarten in the fall.

A big thank you to all church members who support the center with their help making and donating crafts and food for the spring bazaar, for their financial donations, and their prayers. We appreciate all of you!

Respectfully submitted,

Kim Martin, LHLH Board President

Budget:

November 2018 Debits \$43,601.81 Credits \$59,222.84 Payroll expenses \$33,087.71

December 2018 Debits \$39,072.84 Credits \$37,882.83 Payroll expenses \$31,197.91

January 2019 Debits \$39,065.93 Credits \$45,635.92 Payroll Expenses \$28,940.99

February 2019 Debits \$39,137.82 Credits \$41,252.53 Payroll Expenses \$32,008.40

March 2019 Debits \$42,613.13 Credits \$46,75.80 Payroll Expenses \$31,861.70

April 2019 Debits \$42,589.47 Credits \$62,198.21 Payroll Expenses \$30,182.36

**G. FINANCIAL REPORT (Reported by Dave Hance CPA)**

Our Savior Lutheran Church Profit & Loss Budget Performance-Summarize & % April 2019						
	Apr 19	Budget	% of Budget	Jan - Apr 19	YTD Budget	% of Budget
					Annual Budget	
Ordinary Income/Expense						
Income						
41000 · Offerings and Tithes	27,225.26	43,334.79	62.8%	124,318.92	173,339.13	71.7%
42000 · Trinity Lutheran Tolley	2,397.00	1,823.54	131.4%	9,364.00	7,294.18	128.4%
44000 · LHLH	0.00	0.00	0.0%	3,350.00	2,000.00	167.5%
45000 · Miscellaneous Income	0.00	0.00		30.00		
<b>Total Income</b>	<b>29,622.26</b>	<b>45,158.33</b>	<b>65.6%</b>	<b>137,062.92</b>	<b>182,633.31</b>	<b>75.0%</b>
Expense						
50000 · Pastoral Staff	9,713.92	9,978.79	97.3%	43,652.52	39,915.18	109.4%
51000 · Administrative & Support Staff	16,988.01	18,935.11	89.7%	63,616.47	75,740.46	84.0%
55000 · Payroll Expenses	1,108.15	1,247.26	88.8%	4,095.65	4,989.03	82.1%
55100 · Payroll Admin Fees	0.00	21.00	0.0%	0.00	84.00	0.0%
56000 · Workforce Safety Insurance	300.28	41.67	720.6%	300.28	166.64	180.2%
59000 · CPA/Treasurer	600.00	600.00	100.0%	2,400.00	2,400.00	100.0%
60000 · Office Expenses	1,512.60	1,925.00	78.6%	4,467.41	7,700.00	58.0%
61000 · Worship & Music	455.47	558.34	81.6%	1,024.03	2,233.28	45.9%
62000 · Facilities & Property	7,027.82	6,157.67	114.1%	27,858.63	24,135.64	115.4%
63000 · Parish Education	142.12	500.00	28.4%	1,171.74	2,000.00	58.6%
64000 · Parish Programs	66.34	541.68	12.2%	207.97	2,166.56	9.6%
70000 · Building Loan Payment	0.00	3,746.00	0.0%	8,092.00	14,984.00	54.0%
73000 · Church Mission Giving (Tithe)	875.00	1,000.00	87.5%	4,000.00	4,000.00	100.0%
74000 · LHLH Mission Giving	291.67	291.67	100.0%	1,166.68	1,166.68	100.0%
75000 · Capital Expenditures	0.00			507.45		
<b>Total Expense</b>	<b>39,081.38</b>	<b>45,544.19</b>	<b>85.8%</b>	<b>162,560.83</b>	<b>181,681.47</b>	<b>89.5%</b>
<b>Net Ordinary Income</b>	<b>-9,459.12</b>	<b>-385.86</b>	<b>2,451.4%</b>	<b>-25,497.91</b>	<b>951.84</b>	<b>-2,678.8%</b>
Other Income/Expense						
Other Expense	0.00			10.55		
Interest Expense	0.00			10.55		
<b>Total Other Expense</b>	<b>0.00</b>	<b></b>	<b></b>	<b>-10.55</b>	<b></b>	<b></b>
<b>Net Other Income</b>	<b>-9,459.12</b>	<b>-385.86</b>	<b>2,451.4%</b>	<b>-25,508.46</b>	<b>951.84</b>	<b>-2,679.9%</b>
<b>Net Income</b>	<b>-9,459.12</b>	<b>-385.86</b>	<b>2,451.4%</b>	<b>-25,508.46</b>	<b>951.84</b>	<b>-2,679.9%</b>
						<b>0.00</b>