

Dear Friends,

We have had one of the more difficult and interesting years of my entire life as a minister. The year started out with great promise as the elders gathered for another officer retreat. We had set goals, and planned our 30th anniversary celebration to take place on March 15. Then the world changed. I am happy to say we as a congregation have much to celebrate in this odd year as God has blessed us in countless ways, and so many church members have stepped up to provide leadership, guidance, and service to the congregation and the community. The session has asked me to share with you our year-in-review as the narrative section of this year's annual report, since it has been a year with few ministry team meetings and activities. Instead, people have stepped up to fill the void in many ways spiritually as well as in missions and ministries.

The first two months of the year were a busy time of planning for our 30th Anniversary Celebration of the first service of our congregation back on March 20, 1990. We reached out to everyone we could find who had ever been a member, friend, or acquaintance of the church. We planned a big worship service, banquet to follow worship, timeline, slide show, and other fun ways to engage people in celebrating what God has done over these 30 years. When the concerns over covid-19 started to grow the situation seemed to change daily. There were rumblings that our state and country would shut down, including churches early in the week of March 15. I declared to anyone that would listen that we would not shut down. However, the situation grew worse quickly and a decision about whether to have the celebration needed to be made by the session. We called an emergency prayer meeting for that Thursday. Members of Life Church were cleaning the sanctuary carpet and joined us for the discussion and listening prayer. It was a blessed time of prayer as God showed us that too many people who wanted to attend were older and in the at-risk category, and may try to attend anyway. It was agreed that we would postpone the event, but continue having regular worship.

I asked Adam Wilson if he could get us going with internet church beginning on March 15. He put all the pieces together using two eight-year-old cell phones and a free program from the internet. Over the months many people have made donations so we now have three nice cameras mounted on the back wall of the sanctuary, a new sound board, and some other equipment that has vastly improved the internet church broadcast. Internet Church is now a permanent part of our ministry, as we have had people watch from all over the country as well as Canada. We are now looking for ways to better use this resource God has given us to share the Gospel and evangelize the bored, apathetic and lost.

By March 22 Governor Beshear asked/required (it is uncertain which the declaration was exactly) that all churches be closed to in-person worship. So we organized a worship team that would do worship each week. This consisted of our music team, Danielle and Al Earley, and Jamie Wilson, led by Kay Tyler. Adam Wilson provided AV services. Kelly Wilson and Martha Earley provided the prayer leadership with the support of session members and other church members. What we were told would be a two-week period of time to "flatten the curve" of hospital overcrowding turned into months. This worship team did an amazing job during those months, providing music, worship leadership, prayer, and Internet Church throughout the rest of the year.

Spiritually, I found our church under severe attack during those early months. I do not believe satan sent covid to disrupt the world, but he certainly used it. That it came to the world through the godless Chinese communist government is no coincidence. The first place I saw satan attack us was the building and grounds. Each week I walk the prayer trail and pray protection and cleansing of the land. Then I go inside the ministry center and pray the same through the whole building. Many years ago a trusted friend shared a vision that we had a spiritual moat around the church property that protects us, and he described the prayer trail. So when I walk the trail I pray for the spiritual moat to protect us, that any breaches will be repaired, and the moat will be reinforced by a great wall and guardian angels to repel evil far away. In March, April, and May this prayer walk was an intense battle time. It got so intense I asked the session to join Men's fraternity to pray protection over me while I walked. Some of the things I encountered included garbage including a toilet thrown on the

property, human feces on the prayer trail, destruction of the fire pit area, an abandoned deer carcass on the prayer trail, and urine thrown on a sanctuary window. The trail itself looked like it was in a war zone with new trees falling on a weekly basis. The woods around the prayer trail were in such bad shape that I asked God to show me how we could turn this battle around. He guided me to ask the scouts to do a church service project with chain saws, lots of hands, and other equipment. It took 50 scouts and parents four hours to clear the prayer trail producing a burn pile 15 feet high. I'll never forget the next Sunday morning prayer walk, and how the trail looked and felt so peaceful. Since then the spiritual attacks have ended, and the trail looks beautiful to this day. The prayer support of our Sunday morning prayer warriors was critical to turning around the battle.

Also, at the beginning of quarantine I reached out to the hospital and Chaplain Susan Arnold to offer donut and prayer support. There were other churches that reached out as well, but all the other churches have ceased their support, except for our donut ministry. Each Tuesday our mission team purchases 10 dozen assorted donuts for the doctors, nurses, support staff, and construction workers, all over the hospital. The first four months we also sent a "Basket of Joy" to the Medical/Surgical unit each month. It was full of FUN: treats, buttons, trinkets, noise makers, and whatever else Lauren Rittman, Jamie Wilson, and Kelly Wilson could think of to help people laugh, smile, and have fun. In addition, I send 80 copies of a letter to the hospital community to go with the donuts each week. These letters have included a scripture, prayer, words of encouragement, and beginning in December my Oldham Era newspaper article. Finally, Barry Broyles (Pastor at the LaGrange Assembly of God) and I have prayed with Chaplain Arnold each week, and then prayer walked the hospital campus praying for good health, safe workplace, and revival to sweep across the hospital campus. Many thanks goes to Paul Villigran who has stepped in to pray when either Barry or myself couldn't be there. Also, some wonderful prayer warriors have prayed protection over us each week as well. Thanks goes to Lauren Rittman, Kay Tyler, Martha Earley, and Jennifer King for their prayers of protection. Like when I prayer walked our church property, when we first started prayer walking the hospital grounds I experienced a lot of spiritual pushback and physical pain. It slowly lessened over the first few months, until it is now very rare for me to experience either of these any longer. The response from the hospital community has been one of great thankfulness. It means a lot to them that they have not been forgotten in the battle for good community health which is waged fiercely at Baptist Hospital NE. Also, Chaplain Arnold has reported many times that our hospital does not seem to have near the spiritual and emotional problems of many other hospitals as she talks to chaplains and administrators throughout the Baptist system and larger hospital community. She is absolutely certain prayer has played a key role. So are the construction workers rebuilding the Emergency Room. In April I spoke to one of the foreman and he said they were far behind schedule due to bad winter weather and covid, and therefore over budget. He didn't know if there had been any injuries. Barry and I started praying right then for the project to come in under budget, on time, and with no injuries. As far as I know all three prayers have been answered completely.

The Mission Team met periodically via zoom throughout the year. Thanks to Adam Wilson for continuing to lead the Mission Ministry Team even though he is no longer on the session. In addition to the hospital ministry the other mission projects we have supported this year include financial support of our missionaries, Mission Highpoint, and many other local mission projects (see below for a financial breakdown), Toys for Lotts Creek Christmas Celebration, and South Oldham Christmas Baskets.

Blessings in a Backpack	\$125.00
Dare to Care	\$562.32
Donut/Hospital Ministry	\$1,982.79
Elijah & Ellen Ombati	\$700.00
Garbat-Welch	\$650.00
Good News Shelter	\$938.96
HighPoint Charitable Serv	\$4,488.96
Highpoint Thanksgiving	\$237.60
Hope Health Clinic	\$938.96
Lotts Creek Community Sch	\$345.00
MISSION: Hope	\$700.00
Oldham County Christmas B	\$3,555.06
One Great Hour of Sharing	\$399.20
Presbyterian Disaster Ass	\$524.77
Sawyers	\$1,400.00
St. Vincent DePaul	\$938.96
Uspiritus-Brooklawn	\$1,349.65
Wayside Christian Mission	\$938.96

The scripture and prayer I use for the hospital community is the same scripture and prayer I send to the congregation each week. Back in late March I was praying about how I could help keep our congregation connected. The Lord directed me to start writing these scripture and prayers to encourage the congregation. The first one was on April 2, and I have written 2-3 every week since the quarantine began. I have also posted those on my Facebook page. I get 10-15 likes, shares, and whatever else you can do with Facebook with each post. I also felt led to put together a similar “Words of Encouragement” email for all our scout troops and homeschool families. They really appreciate me reaching out to them on behalf of the church family.

Your session has been very busy praying and pulling people together to accomplish tasks throughout the year. In the first three months of the quarantine we met almost weekly via zoom to try to understand our financial situation. We spent hours in zoom meetings praying and seeking to discern God’s will when the financial crisis hit hard. Elizabeth Atherton’s leadership as Finance and Administration Elder was invaluable to helping the session focus on the true spiritual issues of our financial crisis, and calling us to listen for God’s voice and discern God’s will. Through the prayers we discerned that God’s will for how to prioritize the use of the financial resources He has given us is to take care of the salaries of the church staff first, set aside 10% for missions second, and then whatever was left should go to pay the bills. We were also blessed because Life Church and Bethel Church both paid their rent bills during the period when they were not meeting for worship, and have not missed a rent check throughout this entire year. Also, the two homeschool groups had paid tuition for use of the building, but were only able to meet about half the time that was scheduled. Neither group asked for a refund of the unused portion. The focused prayer, faithful obeying of God’s will, beginning of electronic giving, and the benevolence of these groups brought us out of the financial crisis, and since June/July we have had all the money necessary for the church to cover all expenses. To God be the glory.

Behind the scenes many members of the congregation have stepped up to take care of the building and grounds. Thanks to elder Travis Coffman for coordinating many of these activities. Inside the ministry center Vangie Faith and Mary Ellen Lewis have disinfected the church for the safety of all using it since the very beginning of the quarantine. Also, our fire alarm panel failed in the Spring and it took months to get Orr Protection to finally fix it and end the constant beeping from the panel. Thanks to Clarence and Lesa Robinson for making sure this got done. You rescued my sanity from the constant beeping next to my office door. Outside, we thank Bill Cole and Gordon Robinson for making sure the grounds were mowed each week, as well as Bob and Kay Tyler for bush hogging the property about once a month. Countless others have kept the gardens in good shape, as well as doing special projects in and around the ministry center. We are still accepting money to do the major renovations. During the year we received several thousand dollars. Our current balance is \$6997.

As a refresher of what needs to be done, as soon as we have the money we will do the following projects:

1. **Stairwell Doors and one Gym Door and Frame Replaced.** This project needs to be accomplished with item #2 below because the block must be repainted to stop new rusting when we replace the doors. This project could cost upwards around \$20,000 to \$25,000 or more combined with Item #2. A cost estimate has not yet been made by Lichtefeld.
2. **Exterior of Church not Waterproof** Prep and re-paint all the concrete block on the exterior of the building and doors. Includes removing loose paint, block filler and any misc. caulking around doors as required. Includes all labor and materials. Cost \$14,400.00
3. **Back Wall Classroom windows leaking and damaged drywall.** Repair and/or replace the drywall around eight (8) windows and two (2) door heads/sides. Repaint the adjacent wall at the window location to match existing color. Cost \$3,426.00
4. **Cement Blocks Split Above Fellowship Hall Door** Repair/replace the cracked/expanded masonry block over the double set of doors in the multi-purpose area. We will not know exactly what the repair will involve until the mason uncovers the extent of the damages. The range of cost will be between. \$680.00 and \$1,640.00
5. **Outside Lights do not work.** Replace all the existing exterior lights with new LED fixtures. Including the replacement of six (6) can lights under the existing drive canopy. Includes all labor and materials for installation. Cost \$6,520.00
6. **Upstairs Window Foggy- Not Sealed** Replace one (1) fogged glass window section in the second story window. Cost \$324.00
7. **Parking Lot- a "LOT" of issues.** Patch and repair all potholes and cracking in the existing asphalt surface. Provide one coat of Brewer Cote commercial grade sealer with Tarmax additive. Includes all labor and materials for a complete repair. Cost \$11,340.00

The Christian Education Ministry Team is led by Elder Jamie Wilson who is now our youth minister. We were scheduled to host the fireworks tent again for the Fourth of July, and Lauren was afflicted by a kidney stone. Jamie stepped in to provide leadership that helped the tent have the biggest year ever by far. The youth were able to raise \$7595.88 for youth ministry.

After thirteen amazing years Lauren felt called to other ministries and stepped aside. Jamie had handled the fireworks tent so well that the session was excited about calling her to be our new youth minister. At a worship service in August we thanked Lauren for her excellent leadership and gave her gifts of a memory book and a commemorative plate from Hadley Pottery. It was hard to say goodbye to Lauren as our youth minister. On a personal note, I always enjoyed working with Lauren and appreciated how we made each other more creative and better at the work we did for the church. She is still on our Tuesday Prayer Team, but I miss not working as closely with her as I did when she was on staff. Jamie's leadership has made that loss so much better. Jamie has done a great job planning appropriate youth events given the restrictions of covid throughout the school

year. She has had amazing support from Nick Burdette and Olivia Currell. With Jamie as our youth minister I believe once the covid concerns lessen we will see the youth group grow.

Our worship services have been so different throughout this year. Thanks to elder Vangie Faith for her flexibility, and willingness to take care of anything that came up. We didn't miss a single worship service throughout the year. We went to the worship team led by Kay Tyler at the beginning of quarantine. As soon as the governor allowed churches to begin meeting in person we opened the doors, as did Life Church and Bethel Church, beginning in May. Though church attendance hasn't been what I hoped it would be, I am glad that everyone is either worshipping in person or watching internet church. I don't want anyone to come to worship until they feel safe doing so.

When Fall arrived, Cub Pack 200, Troop 200 (Boys and Girls), Classical Conversations (Thursday Homeschool Group), and our youth group all began meeting regularly. Faith Co-op Homeschool Group decided not to meet during the Fall semester (but they plan on meeting beginning in March 2021). I am happy to report that none of our in person church activities have been traced as spreader events as far as I know. We did require all groups meeting in person to have insurance and sign a waiver releasing the church from any liability in case of a covid outbreak. I really believe God has protected us and all the churches across the country. Even though numerous governors have focused concern on churches meeting there have actually only been .02% cases traced back to church services. I hope that helps encourage our church members to feel safe when they are ready to consider attending worship services in person again.

Thanks to elder Lesa Robinson who oversees Evangelism and Fellowship Ministry Team. We resumed Coffee fellowship for over a month before the last big increase in covid cases in November, and then discontinued them indefinitely. Those that attended really enjoyed the chance to spend time with the Spiritual family again. I look forward to when everyone feels safe returning to coffee fellowship after worship.

We had our fall kick-off two months later than usual, in November. At that time, we got Sunday school going and Solomon's Club started meeting twice a month, as well as Women's Tuesday Bible Study all via zoom or teams. Youth fellowship continued to meet through the rest of the year as well. The Wednesday Evening Men's Bible Study moved to Tuesday, and has been meeting throughout the quarantine via zoo. Zoom has been a real blessing through this whole year helping us stay connected with one another. If you have not gotten connected reach out to me and let me help you get connected. I lead the older elementary Sunday School Study on Wednesday at 5:15 and the younger elementary Sunday school Thursday at 5:15, both via zoom. Both groups are reading The Action Bible. Thanks to participation from my grandkids we have 3-6 participants each week. The Genesis class meets Sunday morning at 9:20 via zoom. We are hoping the young adult class will resume studying the Bible together via zoom or teams soon.

The year closed with a beautiful video from most of our church family on Christmas Eve. In lieu of our traditional Christmas Eve Candlelight service each family was invited to do a video of their family lighting candles and sharing a blessing upon the rest of our spiritual family. It is a beautiful video and reminds us of what a great congregation we have. If you have never watched the video simply go to www.lagrangepres.org on the internet and find the December 24, 2020 worship service. All the services for the whole year are there. You can catch up on the sermon series on the Gospel of Mark, the sermon series on the Lord's Prayer, and the sermon series on Humility. It has been a great year of worship in spite of all the complexities. We have been truly blessed by God throughout this unique year. To God be the Glory!!!

Yours In Christ,

Pastor Al Earley

Income and Expense Report

2020

	January	February	March	April	May	June	July	August	September	October	November	December	2020
INCOME													
CONTRIBUTION INCOME													
UNRESTRICTED													
Operating Fund	9,385	12,589	12,985	13,945	16,289	13,169	13,972	11,949	11,831	10,353	13,406	9,836	149,709
Missions Fund	50	50	50	0	50	150	50	74	50	0	0	0	524
Subtotal Unrestricted	9,435	12,639	13,035	13,945	16,339	13,319	14,022	12,023	11,881	10,353	13,406	9,836	150,233
DONOR RESTRICTED													
TEMPORARILY RESTRICTED													
Audio/Visual Needs Income	0	0	0	0	0	500	1,750	0	2,000	0	0	0	4,250
Highpoint Charitable Serv	0	0	0	0	0	0	0	0	25	0	45	500	570
Uspiritus-Brooklawn	0	0	0	0	0	0	0	0	25	90	0	0	115
Youth Pastor Compensation	325	0	650	0	325	0	0	325	650	325	325	325	3,250
Missions Income	0	0	0	0	0	0	0	0	109	50	50	50	259
Lott's Creek Community S	0	0	0	0	0	0	0	0	0	0	345	0	345
Gifts Income	0	0	0	0	0	0	0	0	0	0	100	100	200
Bookcase Income	25	0	0	0	0	0	0	0	0	0	0	0	25
Building Project	4,546	50	600	500	100	1,150	100	100	100	101	100	50	7,497
Carillon Bells	205	0	0	0	0	0	0	0	0	0	0	0	205
Grounds Care Income	200	0	0	0	0	0	0	0	0	0	0	0	200
Memorial Gifts	1,368	0	0	0	0	0	0	0	0	0	0	0	1,368
Nursery	205	0	0	0	0	0	0	0	0	0	0	0	205
Kitchen Appliances	50	0	700	250	100	0	0	0	0	0	0	0	1,100
Christian Education	0	12	0	0	0	0	0	156	0	0	0	0	168
Homecoming	0	230	70	0	0	0	0	0	0	0	0	0	300
Hospital Ministry Income	0	0	0	120	220	50	0	50	0	0	0	0	440
Stained Glass Project Inc	328	0	0	0	0	0	0	0	0	0	0	0	328
Mens Fraternity Income	110	0	0	0	0	0	0	0	0	0	0	0	110
Worship Income	30	0	0	0	0	0	0	0	0	0	0	0	30
Scholarship Fund Income	350	0	0	0	0	0	0	0	0	0	0	0	350
Evangelism Income	0	605	0	0	0	0	0	0	0	0	0	0	605
Subtotal Temporarily Rest	7,742	897	2,020	870	745	1,700	1,850	631	2,909	566	965	1,025	21,920
Subtotal Donor Restricted	7,742	897	2,020	870	745	1,700	1,850	631	2,909	566	965	1,025	21,920
Subtotal Contribution Inc	17,177	13,536	15,055	14,815	17,084	15,019	15,872	12,654	14,790	10,919	14,371	10,861	172,153
MISCELLANEOUS INCOME													
Building Use Income	500	2,975	500	0	500	500	1,000	500	0	1,000	500	500	8,475
Fundraiser	0	0	121	0	0	1,368	12,533	587	0	0	0	130	14,739
Subtotal Miscellaneous In	500	2,975	621	0	500	1,868	13,533	1,087	0	1,000	500	630	23,214
RELEASE FROM RESTRICTIONS													

Income and Expense Report

2020

	January	February	March	April	May	June	July	August	September	October	November	December	2020
TEMP RESTRICTED RELEASE													
Audio/Visual Needs Releas	0	0	0	0	0	0	0	-2,000	0	0	0	0	-2,000
Uspiritus-Brooklawn	0	0	0	0	0	0	0	0	0	0	-50	0	-50
Youth Pastor Compensation	0	0	0	0	0	0	0	-1,300	0	0	0	0	-1,300
Missions Release	0	0	0	0	0	0	0	0	0	0	0	-1,261	-1,261
Lott's Creek Community Sc	0	0	0	0	0	0	0	0	0	0	0	-345	-345
Kitchen Appliances	0	0	-750	-100	-100	0	0	0	0	0	0	0	-950
Hospital Ministry Release	0	0	0	-164	0	0	0	-276	-80	0	0	0	-520
Evangelism Release	0	-61	0	0	0	0	0	0	0	0	0	0	-61
Subtotal Temp Restricted	0	-61	-750	-264	-100	0	0	-3,576	-80	0	-50	-1,606	-6,487
RELEASED FROM RESTRICTION													
Released from restriction	0	61	750	264	100	0	0	3,576	80	0	50	1,606	6,487
Subtotal Release From Res	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL INCOME	17,677	16,511	15,676	14,815	17,584	16,887	29,405	13,741	14,790	11,919	14,871	11,491	195,367
EXPENSES													
FIXED EXPENSES													
PASTORAL STAFF													
PASTORAL SALARIES													
SENIOR PASTOR													
SP Salary	4,476	4,476	4,476	2,238	6,713	4,476	4,476	4,476	4,476	2,238	6,713	4,476	53,710
SP Retirement	429	858	429	0	858	0	858	429	429	429	429	429	5,577
SP Health Insurance	975	1,988	975	0	1,949	0	1,949	975	975	975	975	975	12,711
SP Medical	580	0	285	0	0	0	0	0	898	0	0	0	1,763
SP Education	300	0	0	0	0	0	0	0	0	0	0	0	300
AP Health Insurance	39	39	39	0	78	0	78	39	39	39	39	39	468
Subtotal Senior Pastor	6,799	7,361	6,204	2,238	9,598	4,476	7,361	5,919	6,817	3,681	8,156	5,919	74,529
YOUTH PASTOR													
YP Salary	599	599	599	599	599	599	599	599	0	0	0	0	4,792
Subtotal Pastoral Staff	7,398	7,960	6,803	2,837	10,197	5,075	7,960	6,518	6,817	3,681	8,156	5,919	79,321
SUPPORT STAFF													
EMPLOYER EXPENSES													
Payroll Taxes	969	0	0	0	334	0	0	0	334	0	0	0	1,637
Workers Comp Insurance	0	138	0	0	0	138	0	0	138	0	300	0	714
Subtotal Support Staff	969	138	0	0	334	138	0	0	472	0	300	0	2,351
ADMINISTRATIVE EXPENSE													
Presbyterian Covenant Com	0	333	167	0	167	167	167	167	333	167	167	0	1,835
Staff Gifts	0	0	0	0	0	0	0	0	0	0	0	105	105
Bank Charges	0	23	6	0	0	0	0	19	62	0	0	3	113

Income and Expense Report

2020

	January	February	March	April	May	June	July	August	September	October	November	December	2020
Adult Sunday School	81	0	0	0	0	0	0	83	0	0	0	0	164
Subtotal Christian Educat	99	0	0	0	0	0	0	83	0	0	0	0	182
MUSIC/WORSHIP													
Digital Media	0	0	29	0	0	0	0	0	0	0	0	0	29
Copyright Licensing	0	0	0	0	0	0	0	0	0	0	0	363	363
Audio/Visual Equipment	0	0	0	0	0	0	0	2,000	0	0	0	0	2,000
Subtotal Music/worship	0	0	29	0	0	0	0	2,000	0	0	0	363	2,392
EVANGELISM/OUTREACH													
Special Events	0	61	0	0	0	0	0	0	0	0	0	0	61
Organization Memberships	0	150	0	0	0	150	0	0	150	0	0	0	450
Subtotal Evangelism/outre	0	211	0	0	0	150	0	0	150	0	0	0	511
MINISTRY EXPENSE													
Guest Preacher	100	0	100	0	0	0	0	0	0	0	0	0	200
Books & Literature	0	0	0	0	0	0	0	40	0	0	0	0	40
Subtotal Ministry Expense	100	0	100	0	0	0	0	40	0	0	0	0	240
Subtotal Departments/comm	3,925	1,334	229	664	950	838	8,464	4,349	749	558	6,275	5,352	33,687
OTHER EXPENSES													
Miscellaneous Expense	0	0	100	0	0	0	0	0	230	0	0	0	330
TOTAL EXPENSES	13,792	13,919	11,816	8,229	18,669	10,746	21,129	18,160	13,189	5,656	25,075	15,779	176,159
TRANSFER ACCOUNTS													
TRANSFER TO OTHER FUNDS													
Transfer to Operations	0	0	0	0	-500	0	0	0	0	0	0	0	-500
Transfer to Designated	0	0	-944	-150	-150	-50	-50	0	0	0	0	0	-1,344
Transfer to Missions	0	-593	-1,259	-2,684	-1,590	-1,433	-1,037	-857	0	0	0	0	-9,453
Subtotal Transfer To Othe	0	-593	-2,203	-2,834	-2,240	-1,483	-1,087	-857	0	0	0	0	-11,297
TRANSFER FROM OTHER FUNDS													
Transfer from Operating	166	593	2,203	2,684	1,740	1,483	1,087	1,062	0	0	0	0	11,018
Transfer from Missions	0	0	0	0	500	0	0	-205	0	0	0	0	295
Subtotal Transfer From Ot	166	593	2,203	2,684	2,240	1,483	1,087	857	0	0	0	0	11,313
TOTAL TRANSFERS	166	0	0	-150	0	0	0	0	0	0	0	0	16
EXCESS INCOME\EXPENSES	4,051	2,592	3,860	6,436	-1,085	6,141	8,276	-4,419	1,601	6,263	-10,204	-4,288	19,224