SEMI-ANNUAL CONGREGATIONAL MEETING
December 8, 2019
Agenda
December 8, 2019

OPENING PRAYER

CONGREGATIONAL MEETING MINUTES
- Approve previous meeting minutes

STAFF/MINISTRY/COMMITTEE REPORTS
- Staff
- Directors/Ministry

FINANCIAL REVIEW 2019

PROPOSED 2020 BUDGET

OPEN DISCUSSION

ADJOURN (LORD’S PRAYER)
Semi-Annual Congregation Meeting Minutes  
June 16, 2019

Present: See Sign-In Sheet

Mike Ziraldo called the meeting to order at 11:50pm with prayer.

The December All Congregation Meeting Minutes were presented in the June 2019 Semi-Annual Report packet. A motion to approve the minutes was made by Bree Leshinsky and seconded by Joyce Ervin. All were in favor; the vote was approved. The congregation was referred to the printed reports; there were no questions.

- Pastor Allen explained this past April & May the Dry Fire Suppression System experienced a leak within an 80’ pipe. Bids to repair are being solicited with cost estimated to be $4,000. The expense will come from the Unexpected Large Expense Fund.
- Parking lot repairs are being planned. It’s unclear what this will cost. We will begin seeking bids and report back to the congregation; a special meeting may be called as information becomes available.

Nominations
Pastor Allen began with expressing gratitude for the service given by out-going Council Members Mike Ziraldo as Director of Finance, Bill Reaves as Director of Worship, and Lindsay Cochran as Youth Representative; the congregation recognized their efforts with applause. Nominations to fill these Council positions follow:

Karen Strader, Director of Finance  
Penny Bennett, Director of Worship  
Sammy Miller, Youth Representative

With there being no nominations made from the floor, nominations were closed. A motion to accept these nominations was made by Ted Goupil and seconded by Tammy Schild. All were in favor; the vote carried.

Open Discussion
Sally Neil offered input into our newly installed T-Coil System noting only those who spoke through a microphone could be heard; those making announcements from the floor remain difficult to hear. Sally mentioned seeing other churches passing a microphone around; congregation thought ushers could handle this task if necessary.

Sally Neil inquired if a pavilion has ever been considered; stating with increased use of parking lot for food distribution and other possible uses, it might be a nice addition. Pastor Allen stated nothing has been pursued at this time; however, Council will look into cost, size, location, etc. and report back to the congregation next December.

A motion to adjourn the meeting was made by Diana Lozon and seconded by Leon Moore at 12:15pm. All were in favor; the meeting adjourned with The Lord’s Prayer.

Meeting minutes submitted by Tammy Hingtgen
“[Zacchaeus] was trying to see who Jesus was, but on account of the crowd he could not, because he was short in stature. 4 So he ran ahead and climbed a sycamore tree to see him, because he was going to pass that way. 5 When Jesus came to the place, he looked up and said to him, "Zacchaeus, hurry and come down; for I must stay at your house today." 6 So he hurried down and was happy to welcome him.” -Luke 19:3-6 NRSV

I love the story of Zacchaeus for many reasons: First, Jesus surprises Zacchaeus by calling him down. Second, he ends this story with words of grace for Zacchaeus, “Today salvation has come to this house, because he too is a son of Abraham. For the Son of Man came to seek out and to save the lost.” But what I love most is the eagerness of Zacchaeus to see Jesus. I get the impression that Zacchaeus is willing to do almost anything just to see Jesus. He’s not even planning on a face-to-face interaction, but when it happens, Zacchaeus is left a changed man.

Over the past year, we have had multiple opportunities to “see Jesus” at work among us. So where have you seen Jesus at work among us? Here are just a few moments that I have seen Jesus:

As a congregation, I think we saw Jesus when we received 13 new members as a part of our congregation. On February 24, we welcomed Mark Pieper and Gwyneth VanBrandeghen, Dave & Mary Kraut, and Matt, Kennedy and Kinsley Todd. On July 21, we welcomed Jerry and Dee Baker and Casey, Jacklyn, Brody & Olivia Thompson. Like Zacchaeus dining with Jesus, we also gladly welcomed Angelina Christen, Lars and Liam Wilson, and Olga Zemaitis to the Lord’s Table on June 2.

On Pentecost, June 9, we saw the Holy Spirit at work as Mia Campioni, Gage Jameson, Dylan McKay, Zach Michelson, and Sammy Miller all affirmed their baptisms. And on August 4, the Holy Spirit welcomed Angela Pierce as a part of God’s family when she was baptized. Every baptism and confirmation is a chance to see Jesus.

In July, 68 members of three Kansas City area congregations showed up at our door and became Jesus’ hands working in our community. We were fortunate to have some of these youth do projects around the church, while most of the youth did service projects in the greater Flint community.

In October, the Community Foundation of Greater Flint recognized our congregation’s long history of working with the Food Bank of Eastern Michigan and local schools through the “backpack program” for kids. They awarded us an $1,800 grant to continue this important work. I think it is fair to say these families receive not just food for the weekend, but a hearty portion of God’s grace through our service and financial support. And if they looked closely, I bet they saw Jesus too.

Based on Zacchaeus’ response to Jesus, “Look, half of my possessions, Lord, I will give to the poor; and if I have defrauded anyone of anything, I will pay back four times as much,” I imagine he asked Jesus some questions about faith at lunch. Indeed, we have seen Jesus in our Adult Christian Education this year as well.
The Men’s Bible Study finished 1 and 2 Samuel and began a study on Philippians that will end in December. In 2020, we will turn to the book of James. On Wednesday nights, we have been studying “Strong Women of Scripture.” We have just completed Ruth and will turn to Esther next. On Sunday mornings, we are using the “Saving Jesus” study, which will continue into the new year as we examine what we know about the world in which Jesus lived.

On December 15, we will welcome Ms. Pat Hartig from the ELCA Foundation. She will share more about this important ministry, and how the development of our own endowment at HSLC could further our ministry for years to come so that future generations can see Jesus. Please plan to join us on the 15th to learn more.

A few personal notes: I continue to make slow progress on my Doctor of Ministry thesis. In order to make more progress, I plan to take a week of Continuing Education to do some writing early in 2020. As I shared with the congregation on Nov. 3, I have also agreed to serve as the Dean of our Conference (a group of 11 congregations) for the Synod. Finally, I am deeply grateful for the staff, volunteers and all the leaders of Holy Spirit, for it is through you, time and time again, that I most often see Jesus at work among us. Thank you!

Associate Pastor for Christian Education Cassie Todd

Conversations with Pastor Cassie (PC)

As you look back on last summer, what memories stick out to you?

PC “I’ll speak more about the rummage sale and VBS below, but to be honest the memory that is nearest to my heart from this summer wasn’t something most people see at all: it was the collaboration and teamwork that happened behind the scenes. It was things like seamlessly coordinating complicated summer schedules with Pastor Nathan, watching Carol Frederick take a pile of donations and arrange them into eye-turning displays, and the transformation of the Sanctuary into a space-ship for our Mission to Mars.”

Do tell us more about the rummage sale! It was a big event for us. How much money did we make and what will it be used for? Is there a plan for future rummage sales?

PC “It was a big event. So many good things came out of it besides the money that was raised. For example: as an administrator on our Facebook site, I can see how far the reach spreads when something is posted. The highest reach we normally have is around 1000 people seeing any one particular post. The rummage sale had more than one (unpaid) post that reached over double that amount. In other words, it really put our name out there! The sale gave us the opportunity to interact with different people in our community that never have set foot in our building before. It also gave us the chance to tell more people about the exciting VBS we had planned. Members wanting to clean out their closets, basements, and garages had the chance to do so and give to a good cause. Several found some great deals on treasures for their own homes! To top that off, we ended up raising $2500 for children and youth ministries. That is $2500 that we can use to do something new and exciting for the youngest in our congregation! The brainstorming has already begun and the reveal is yet to come. With this being so successful in so many ways, we are planning to hold the rummage sale again in 2020.”
What was a nice highlight from VBS?

PC “More than nice, a heart-moving moment was seeing Susan Wentworth-Hoben bringing her creative skills and gifts to children’s ministry. Through her leadership at our craft station this year, our 40 participants created inspiring messages of hope on snack bags that were handed out to the hungry and needy in Flint through coordinating efforts with our Social Missions Director, Becky Martin.”

After VBS, those water slides at Family Fun Fest seemed to be a lot of fun! Did you go down them?

PC “Oh yeah, I was not going to miss out on that. The foam machine was a huge hit too with the children as we “splashed out of summer and into fall Sunday school!”

What was different about Fall Sunday School this year?

PC “We had some new faces join our teaching team this fall: Susan Wentworth-Hoben joined the rotating leadership of our upper elementary group in the Spark room, Reed Jameson, Megan Martin, and Sydney Glady stepped forward to assist in the children’s classrooms, and Melanie VanDyke joined Bree to work with our middle and high school students. Working with the team in the Dove classroom this fall, I can personally say it’s been a real blessing to see Megan grow in her faith and leadership as she’s stepped forward not only to assist but to take up the challenge of leading the teaching of some of our lessons. If you’d like to be part of our teaching team this winter or spring, be sure to let me know!”

The Fall Fest was a nice break in the schedule: chili cook-off, indoor trick-or-treating, painting mugs, carnival games, cider, donuts, deconstructed caramel apples, and of course the ever-popular pumpkin sling shot! What are your insights for 2020?

PC “After much positive feedback, including enjoying the games and snacks, an idea we have for 2020 is to go ahead and hold the entire festival after the 10:30 service on a Sunday prior to Halloween.”

I heard there was a couples study too this fall, it seemed intriguing but it just didn’t work with my schedule.

PC “Yup! Through the couples study, I Said This, You Heard That, we are exploring how to improve communication (and lessen miscommunication) in our relationships through the lens of understanding our deep wiring partnered with the call in Ephesians 4:29, ‘Do not let any unwholesome talk come out of your mouths, but only what is helpful for building others up according to their needs, that it may benefit those who listen.’ I’m looking at offering the study again after the New Year. Let me know if you might be interested.”

As the Associate Pastor for Christian Education, it’s cool to hear about all those things, but we also know you are really involved in worship leadership. What are some highlights from our services?

PC “Although I’ve cut back a bit on preaching to better manage my time and calling, I still really enjoy being a part of the worship leadership of our church. Some highlights for me include the honor this fall to present
bibles to our 3rd graders on behalf of the congregation, and the church’s willingness to try something new in worship for young families by exploring if a play-ground would be a good fit for us.”

What is coming up soon that you excited about that we should mark our calendars for?

PC “Just in December there is plenty to put on your calendar. In order: our Advent wreath workshop is Sunday, December 1st at 9:45am. Our family friendly advent worship services will be on Wednesday nights at 7:00pm. Wednesday evenings (6:30-6:55) and Sunday mornings (9:45-10:20) in December, our children will be preparing props and practicing for an interactive Christmas Eve program as part of the 4:30pm family service on December 24th. I’m also really looking forward to our very first Advent by Candlelight for women on December 13th, as well as our annual Breakfast with Santa the next morning on December 14th. If you’d like to hear more about any of these, or want to help with any future events I’d love to hear from you. Many blessings, and if I don’t see you before the end of the year, Merry Christmas!”

Director of Music, Frank Pitts

The choir has been working hard this fall preparing beautiful music for our services. I am so proud of the work they do, and believe they are on of the best church choirs in our area. HSLC was the host for this year’s Ecumenical Thanksgiving service and once again our choir provided the bulk of the choir members.

Preparations for the Christmas Cantata are well under way and we will have another beautiful offering of choir and orchestra on December 22nd at the 10:30 service. It continues to be a highlight of our ministry here at HSLC. Last year’s cantata had an attendance of over 300 people. We look forward to blessing the community with that service again this year.

The children’s choir will be active in some fashion during the Advent and Christmas Eve services. We are trying to see the best way to make this a viable ministry as we struggle to have enough children to participate. With many of the school and sports activities our children participate in, we find it difficult to have enough singers in our program. If you have students in grades 3-8 who would like to participate, please let me know.

As you are aware this has been a difficult year for me with the loss of my father and wife. I cannot thank you enough for the continued prayers, love and encouragement you provide to help make the difficult days easier to manage. I am especially grateful to Pastor Nathan and his unwavering friendship and pastoral care. I am truly blessed to be here with such a loving family to share in this ministry. May the music of our services be a blessing to each of you and strengthen you in your walk of faith. I thank God daily for each of you.

Director of Youth Ministries, Bree Leshinsky

Blessing brothers and sisters in Christ! This season for the youth here at Holy Spirit has been one of growth, relationship building, and learning. We ended the summer with our 3rd annual Backyard Mission. We had nine youth from incoming 6th graders to incoming 11th graders. Our youth stayed at the church and worked within our community. We worked at Forgotten Harvest, but in a new way! We got to go to their warehouse in South-field this year and sort fresh vegetables and then pack lunches for kids in summer programs. We also worked in Flint at Crossover Downtown Outreach Mission. Our youth wrapped gifts in
anticipation for Christmas and made housewarming boxes for families going into new homes. We also had a professor of law from Cooley Law School come and talk to the youth about how we can use our faith to minister to people in more ways than just being a pastor or church leader.

Our youth have really taken to decorating the youth room. We use it as a space to grow as a group and as a faith family. The youth did a great job decorating it for Halloween and have just redecorated it for Christmas. Since the beginning of the new school year we have started meditating on Wednesday nights. This helps to center the youth before Bible study and also helps us remember that part of rejoicing in Christ is taking care of our bodies, minds, and souls.

We have been working hard to teach open mindedness and compassion this year in both groups, but more so in confirmation. Our FLAME (confirmation) class visited the Islamic Center in Grand Blanc in September. They were gracious hosts, and we all learned a lot. Our main goal in showing the youths other faiths (we went to a synagogue in February) is to show our youth that we have a lot in common with other people of faith, and even though there are differences, this does not prevent us from working together and getting to know one another. With increasing diversity in Grand Blanc, this generation especially is one that needs to know the value of our own roots, and also that Jesus wants us to be kind and understanding to those around us.

Our youth have been brainstorming new ways to fundraiser for their upcoming 2021 trip to Minneapolis. We had a successful coaster making event; thanks to all of you we raised $620! Another thank you to everyone who ordered wreaths for this Christmas season. We have a few other fundraisers coming up in the new year that we are excited for. We will be having an auction in March (official date TBD). We are most looking forward to our first (hopefully annual) car show! This will be on May 23, 2020. If you are interested in entering your car into the show, please contact Briana Leshinsky. The is a facebook event page that you can share with friends and family. We will also have good ole' flyer's to hand out around our community. Please help us spread the word!

Speaking of Facebook, we have a "Holy Spirit Youth Programs" page. Please "like" us to join in on our adventures and see what we're up to! We wish you all a Merry Christmas and wish you the most beautiful blessings in 2020!
DIRECTOR REPORTS

Council President, Mike Lipka

Another six months have passed already and the holidays are upon us. I encourage all to take a part in one or more of the many opportunities to serve our church provides. You will be amazed by the rewards spreading God’s love will provide you.

I also encourage anyone with children to take full advantage of the wonderful opportunities our youth have. We have an excellent Sunday school program that Pastor Cassie and the teachers work very hard to provide. Having a youth (and adult) choir led by someone with Maestro Frank Pitts’ credentials is a true blessing that is being underutilized.

It is truly an honor for me to represent all of you and Holy Spirit Lutheran Church. As always, if you have questions or concerns you can contact me at melipka@msn.com or (810) 543-1031.

Council Vice-President, Rick Ballreich

Personnel Committee: Committee Members: Pastor Nathan Allen, Ken Ervin, Nancy Glady, Karen Michelson, Mary Tucker, and Rick Ballreich (Chairman)

When there is a staff position that becomes open, it is responsibility of the committee to find qualified candidates to fill the position. We usually use such tools like job websites, example indeed.com. There we list the job description and requirements needed. At this current time all positions are filled and that is a HUGE BLESSING. It’s a good thing when our committee is not busy. I would like to thank the members, knowing they are willing and able when the time comes to step into action when needed.

Nominating Committee: No report needed at this time.

Director of Finance, Karen Strader

This fall, we re-launched a Finance Team comprised of Karen Strader, Pastor Nathan, Ken Ervin, Jean Ott, Alex Murray, and Kristine Kuerbitz. Our plan is to meet approximately quarterly to review finances and provide recommendations to Council on financial matters as they might request. This will include working with the Property Team to establish a list of expected large expenses so that we can (hopefully) budget more effectively for necessary replacement components (such as HVAC units and the roof). We are also currently looking into additional savings account options that may provide a slightly higher rate of return for the money we currently have in a checking account.

At the Dec. 8 meeting, we will present updated financial reports. This will include updated income figures based on any additional Statements of Intent received after the printing of the report as well as a preliminary statement through November 30. As of October 31, we were running a deficit of $8,023 in the General Fund for our 2019 budget (see pgs. 14-15 of this report for more details).
**Director of Properties, Patti Kooy**

Overall, our church building and property remain in good shape with only occasionally needing attention. As everyone is aware, our HVAC system has had compressor issues, and there are plans to replace in the spring with most of the funds having already been raised. We will also need to do some parking lot repairs, hopefully in the spring/summer once we have raised the funds. Thank you to everyone for their kind generosity in supporting these very important projects.

HSLC was blessed to have some outdoor help this summer for some of our needed maintenance from the generous youth from three Kansas City Lutheran Churches who stayed overnight with us several nights. We have also had several volunteers from the congregation help ...thank you Paul and Jan Wenstrom and Jeanette Neu among others for your care and attention to the church grounds. The fall cleanup is almost completed. Please feel free to mention to the office if you are interested in helping with gardening, (planting, trimming and mulching), we are always looking for volunteers!

Thank you, as well to Alex Murray, Alan Cochran, Don Kooy, Pastor Nathan and others who are willing to help out with general repairs when needed.

**Director of Christian Education, Julie Hargrove**

We’ve had a great 6 months in Christian Education here at Holy Spirit Lutheran Church. Our Vacation Bible School in August was well attended. Everyone appeared to have a great time and learn a lot at the same time. Our theme was “Mars & Beyond”. We had lots of Holy Spirit children and several non-member children attend. Nicole Lipka and others talked to several families about continuing to bring their children for our Sunday School program.

We had a great kick-off to Sunday School with a fun day of outdoor activities, such as water slides and a foam pool. The weather was not very cooperative, but a lot of families stayed and enjoyed the fun anyway. We’ve had several great activities with Sunday School for the kids and their families, but I’m sure Nicole has that in her report (see pg. 13).

Adult Education started this fall with Pastor Nathan teaching a class on Sunday mornings on “Earthbound-Environmental Stewardship” and Wednesday evening on “Half Truths.” Pastor Nathan has now started a series on “Strong Women of Scripture” on Wednesdays. These are stand-alone lessons, so anyone can come in any time and join the class. Pastor Nathan is also organizing a Men’s Bible Study on the second Monday of the month, which is well-attended.
Pastor Cassie started a class for couples called “I Said This, You Heard That.” Several couples are attending this fall, but another group will be starting up in January 2020, if anyone else would like to sign up. I’ve heard it’s a very good class; several couples attended and said they had enjoyed it and gotten a lot out of it. We have a family Advent wreath event coming up during Sunday School on December 1st. Families can come in and make an Advent wreath with their children to take home and use for the Advent season.

Pastor Cassie has been researching topics for next summer’s VBS; more to come on that subject.

Christian Education, with Pastor Nathan’s and Pastor Cassie’s help, has stayed well within our budget this half year and still been able to follow our mission: Worship God, Follow Jesus, Share the Word. We are always looking for more volunteers to help with Sunday School and special events, so please feel free to talk to Pastor Cassie, Nicole Lipka, or myself to let us know where you’d like to help. Our Sunday School teachers are on a rotation, so no one teaches every week. This is a great system and our students enjoy learning from different people. Looking forward to more good things to come in Christian Education!

**Director of Outreach, Diana Lozon**

First, I would like to thank everyone who volunteers for the many events we have at Holy Spirit. You all are the backbone of the church, locally and worldwide. Our volunteers are the hands of Christ to others and are sincerely appreciated. We have had a very successful season with our Food Distributions. We served over 3,900 individuals in our community. We had many events where we invited the community into our building. The Vendor Fair allowed local businesses to share information on their services. The community Rummage Sale brought in many people for the first time. Also, the sale was able to benefit our Children & Youth Ministries.

We became charter members of the Grand Blanc Area Faith Community Outreach (also called Grand Blanc Outreach). This organization pools the resources from local charities to help the less fortunate in Grand Blanc and surrounding areas. Holy Family is currently housing GB Outreach resources, and FISH has agreed to be a “partner with” GBO with the ultimate intention that the two organizations would merge their ministries together. I look forward to all we have in store for 2020.

**Director of Social Missions, Becky Martin**

Can’t believe the end of the year is closing in on us. This has been a very busy past 6 months.

**Food Distribution:** We serve close to 4000 people this past summer. This couldn’t have been possible without your help.

**Family Promise:** For next year we will be the for families here on weeks beginning: 3/15/20, 6/7/20, 12/6/20. Please welcome Tammy Hingtgen, she has agreed to step in for Jan Wenstrom in her roll as a Family Promise Coordinator. Thank you for your service, Jan! Penny Tripp continues with the program and will be able to help Tammy also.
Backpack Program: The Backpack Program continues to serve the Grand Blanc School for the children who may need that little extra food till Monday.

Lutheran World Relief: Total donations for this year were: 128 assembled school kits, 338 bars of soap, and 67 completed quilts. Thank you Sally and John Neil for all the time you spend to make this happen.

Helping Hands: What a blessing Holy Spirit Church is to sooo many people. Because of you, someone has a warm coat to wear, a hat and scarf to keep warm, and boots and socks to keep their feet dry. Mike and I are now going to the east side of Flint to help with their program. They serve meals to anyone in need of a warm meal. They also have back to school specials, Christmas bags. Right now we are trying to get together needs for Christmas. Just about anything will be used. Thank you to all of you! I couldn’t do what I do without you.

Director of Worship, Penny Bennett

New to this position as Director of Worship in May, I have settled into this very gifted team of leaders at Holy Spirit. I would like to thank Pastor Nathan, Frank Pitts, Lonnie Moore, Phil Holmblade, and Bill Reaves for helping me with this smooth transition. Our ministry and purpose is to carry out the following duties in dedication, honor, and glory of God and for the hospitality of those who worship Him.

Altar Guild: Chaired by Lonnie Moore. This team is responsible for preparing the physical setting for the shared liturgical life of our congregation. They do this by dressing our altar table and the surroundings with the seasonal colors of the church and preparing the elements of bread and wine for Holy Communion. They also prepare for baptisms and holidays. They truly are the unsung servants of God in giving their time so generously. Also a pulley system has been installed for large banners on either side of the altar. We would like to thank Liz and Katherine Sloan for creating our beautiful Thanksgiving altar decorations.

A/V System: Chaired by Phil Holmblade. The Audio Visual Team continues to be an integral part of our worship experience at Holy Spirit. There are currently six members of this team, adding two more would be ideal. A new T-Coil system has been installed in our Sanctuary to help deliver customized sound to hearing aid wearers.

Ushers: Chaired by Bill Reaves. Ushers play a very important role during our worship services. They make sure that several elements of our service run smoothly including: giving guidance to those walking into the Sanctuary, taking offering, and coordinating communion. We still need additional ushers, please consider being part of this team, training will be provided.
**Music:** Director of Music, Frank Pitts. Please see Frank’s report. The Worship Team support and assist Frank as he fulfills his ministry of music at Holy Spirit.

**Director of Youth Ministries, Nicole Lipka**

It has been another great year and I am amazed at all the great things our youth are doing. Our Confirmation and IGNITE youth have been busy with so many things. They’ve had a local mission trip, helped with Family Promise dinners, Taco Talent Night, and several fundraisers. We’ve had many fun youth events like Fall Festival and a wonderful inflatable-filled Rally Day with a foam pit, slide and slip and slide. We’re also halfway through a great Sunday School year. Our youth will also be sharing their musical gifts Christmas Eve at the 4:30 service. Come and worship!

I continue to enjoy being involved with the youth and representing them on our council again this year. I look forward to another adventurous year and watching them all grow! If you have any questions, concerns or ideas, please feel free to contact me at mnkcd@yahoo.com or call or text 248.613.9541.
# HOLY SPIRIT LUTHERAN CHURCH
## 2020 PROPOSED BUDGET

### INCOME

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### EXPENSES

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<td><strong>Subtotal</strong></td>
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<td>Mission Support/Benevolence</td>
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<tr>
<td>Mission Support SEMI Synod</td>
<td>$20,250.00</td>
<td>$27,800.00</td>
<td>$21,000.00</td>
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<tr>
<td><strong>Subtotal</strong></td>
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<td><strong>$27,800.00</strong></td>
<td><strong>$21,000.00</strong></td>
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<td>Social Ministries</td>
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<td>Stewardship</td>
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<td>Family Promise</td>
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<td>NET INCOME/(LOSS)</td>
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