A PUBLICATION OF COMMUNITY PRESBYTERIAN CHURCH OF WEST FARGO, NORTH DAKOTA. ORGANIZED APRIL 1, 1928

COMMUNITY CALL

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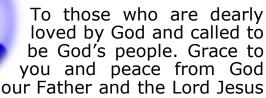
SPECIAL ANNOUNCEMENT

Session has elected to recommence in-person worship beginning 10:00 a.m. Sunday, January 17. We welcome you to worship with Community Presbyterian Church of West Fargo either in the sanctuary or at home with the online service at www.cpcwf.org.

For in-church worship, CPC is using special recommendations in regard to reducing the spread of COVID-19. We will be wearing masks and physically distancing ourselves from one another. During this yellow time as categorized by ND Smart Restart, there will be no fellowship gathering preand post-worship services.

Following these guidelines, in-person Sunday School will recommence at 9:00 a.m. Sunday, January 24.

PONDERINGS FROM PASTOR CATHIE



Christ. (Romans 1:7 CEB)

It is a new year and a new beginning! We have had our Annual Meeting. We have a full slate of Ruling Elders, Deacons, and Building and Grounds. We have identified our delegates to the Presbytery for 2021 and have a full Nominating Committee for 2021.

We are worshiping in the sanctuary and providing weekly on-line services as well. Sunday School will start on January 24. We pray that Covid-19 dissipates as more people receive their vaccinations. Hope is in the air. While I suspect life will never be quite the same, my prayers are that we are able to spend more time with one another come spring and summer.

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Regardless of what happens, we know that God is walking with us. Advent and Christmas were different, but we found ways to focus on the birth of



Jesus. Now we are approaching Lent and Easter. Life continues as we prepare to walk through the season of Lent.

We will have an Ash Wednesday service at 7:00 p.m. on Wednesday, February 17. It will be a little different than the last couple of years. I look forward to gathering with you as we begin our Lenten Journey together. In visiting with people, I find some people look forward to the Ash Wednesday service and others choose not to attend. Do you ever wonder why we would participate in an Ash Wednesday service?

Lent begins with Ash Wednesday and ends on Maundy Thursday. It lasts 40 days plus 6 Sundays. This year it begins on February 17 and ends on April 1. During the 46 days of Lent we are invited to prepare ourselves through spiritual renewal. It is an opportunity to reflect on God's love for us and the gift of God's grace. It is a time to remember that "from dust you came and to dust return." Note shall that vou Wednesday is about acknowledging that we do come from dust and we will return to dust. It also is a time for prayer, service, and contemplation.

This year I invite you to reflect upon the gift of shalom, the Hebrew word for peace. The word shalom is also interpreted as tranquility, security, wellbeing, health, welfare, completeness, and safety. This is an opportunity to reflect on your life, knowing that we all sin and make mistakes. It is not just about sin. It is about how we can reach out to make a difference in the lives of others. A question you may ponder is: how can you receive the gift of shalom and then

give it to others?

I leave you with a word from the Gospel of John 14:27. "Peace I leave with you; my peace I give to you. I do not give to you as the world gives. Do not let your hearts be troubled, and do not let them be afraid."

Shalom, Pastor Cathie

FEBRUARY MISSION FOCUS

CPC's mission focus for February is Open Doors 65.
Open Doors - 65 is a non-



profit 501(c)(3) faith-based ministry in Fargo. They reach out to the F-M metro area by providing a free thrift store (clothing, shoes, household items, linens, etc.) to those in need. Open Doors-65 seeks to follow their Mission Statement: "To reach people for Jesus by providing for physical and spiritual needs in a Christ-honoring way." They offer friendship and encouragement to all who visit them; they offer prayer, Bibles, and information about local churches for those who seek.

As a Christian organization, they use the message of Christ's forgiveness and love to help serve the people who come through their doors. They are a caring community of volunteers who love God, doing their best to bless others by meeting their physical needs, spiritual needs, or both. For those open to religion, Open Doors - 65 talks about Christianity or offers prayer, but mostly it exists to support those in need by offering a kind word, a helping hand, and hope for a better tomorrow.

How can we help at CPC? You may donate items or funds. The Mission Committee will be collecting items to be donated in the narthex. Desired articles include clothing, personal care items, household items, or non-perishable food/snacks.

For more information about Open Doors-65, a more detailed listing of desired items, or how you can help, go to its website at: http://opendoors65.com

DECEMBER CLERK'S CORNER

The regular meeting of Session was held on Wednesday, December 16, 2020, at 7:00 p.m.

via Zoom. Elders present were Lee Dobrinz, Laurie Elhard, Melissa Engebretson, Melanie Hansen, Bob Kozojed, Mike Misheski, and Gayle Thostenson. Moderator - Cathie Bishop, Clerk of Session - Becky DeJong, and Treasurer - Carolyn Meester were present. Carrie Leopold and Adam Montgomery were absent.

The meeting was opened with devotions by Mike Misheski.

Consent Agenda:

- a. approval of the minutes of November 18, 2020
- b. Session will meet the third Wednesday of every month unless otherwise noted, and communion will be served the first Sunday of every month, as well as, Easter, Christmas Day and Maundy Thursday unless otherwise noted.

Moderator's report:

- Contributed newsletter articles by November 19, 2020.
- Saturday, November 21, 2020 Met with Gayle Thostenson regarding Elder Training.
- Monday, November 23, 2020 Met with Gayle Thostenson regarding Deacon Liaison role.
- Sunday, November 29, 2020 Served sack dinners for Salvation Army 5th Sunday, along with Gayle Thostenson.
- Wednesday, December 2, 2020 Moderated Session at Grandin Presbyterian Church.
- Thursday, December 3, 2020 Hosted meeting at CPCWF with area Presbyterian Pastors.
- Monday, December 2020: 6:00 p.m. Met with Worship Committee via Zoom; Moderated Mendenhall Presbyterian Church Session via Zoom at 7:00 p.m.

- Wednesday, December 9, 2020 Led Blue Christmas Service with Lise Alves. Piano-Larry Swingen, Bell Choir, and Andrew Thostenson online.
- Saturday, December 12, 2020 Delivery of Angel Tree gifts with Paul Campbell.
- Tuesday, December 15, 2020 Will be leading worship for Touchmark at 4:00 p.m.
- Worship preparation and preaching: Sunday, November 22, 2020 with Service of Ordination & Installation for Gayle Thostenson; Sunday, November 29; Sunday, December 6 with communion; Sunday, December 13. Additional prep completed for Sunday, December 20, service, Thursday, December 24, Christmas Eve service, and Friday, December 25, Christmas Day service.

Clerk's report -

- i. 20 served communion on December 6, 2020.
- ii. Committee summaries are due in December.

Elder to serve communion on Friday, December 25, 2020, will be Paul Campbell, and elders to serve communion on Sunday, January 3, 2021, will be Lee Dobrinz and Melanie Hansen.

The financial report was read, discussed and received.

Lee Dobrinz explained the suggested changes to the current bylaws. Discussion was held, and the committee will further review the bylaws. Pastor Cathie Bishop, Lee Dobrinz, Carrie Leopold, Adam Montgomery, and Mary Jo Moorhead comprise the Bylaw Committee.

A wooden Presbyterian Seal from the office in Grand Forks will now be displayed at CPC.

The Session meeting in January was moved from January 20th to January 13th.

The annual meeting is scheduled for (Continued on page 4)

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Šunday, January 17, 2021. Preparations are being made to have the annual meeting via Zoom, if necessary. If we are able to meet in person, those that prefer Zoom may still attend.

Christian Education Committee met and did some work on the Christmas program. We also discussed how we want to come up with ideas on how to connect with the Sunday school students moving forward. - Melanie Hansen

Deacons: Seasonal care packages are being delivered. Deacons' goals and accomplishments for the year and the future were listed and discussed. - Gayle Thostenson

The Nominating Committee will meeting in the coming week. Positions that need to be filled have been identified. The committee will be considering options to fill the slate of candidates for Elder, Deacons, Trustees, and Presbytery Delegates. If you have ideas for a candidate(s) or know of someone that has expressed interest in a position, please contact someone on the Nominating Committee.

Personnel: Pastor Cathie will be working on her thesis and out-of-office the following dates:

> December 28 - January 1 January 4 - January 8 January 11 - January 14

Adam Montgomery will be conducting the worship service on January 10. Personnel will handle all administrative items that may arise during this time. Deacons will be on notice to handle any pastoral care issues that may arise. -Adam Montgomery

Service and Fellowship Committee met in November. The committee is starting to plan the church's next photo directory and making calls to find the 2021 head ushers. Also, it has been trying to come up with virtual fellowship events. The committee will not meet in December.-Laurie Elhard

Stewardship Committee: The church has

received relief from two grants, ERG and PPP, to help during the pandemic. Both loans will be forgiven. It is the hope of the church that the POD loan will be retired in June. \$15,000+ will be liquidated from the Presbyterian Funds and allocated to help pay off the loan.

The Stewardship Committee made a motion to liquidate the Presbyterian Funds and allocate it towards the mortgage. Motion was carried.

Discussion was held regarding the 2021 budget.

Lee Dobrinz made a motion to approve a 1% salary increase for Pastor Cathie Bishop.

Motion was seconded and carried.

The Stewardship Committee made a motion to accept the proposed budget. Motion was carried.

The Trustees did not meet. However, we've been working on getting the building ready for the winter months. The overhead light diffusers cleaned. – Bob Kozojed

Worship Committee met worked through all the details for the advent services. We wanted to add some caroling outside of church just before Christmas. Details will be coming out shortly. - Melissa Engebretson

No reports: Mission Committee

Meeting closed with prayer by Pastor Cathie at 9:15pm.

Respectfully submitted, Becky DeJong

WALK THE PSALMS

Journey through the book of Psalms with the presbytery on Tuesdays at 10:30 a.m.



Join Zoom Meeting

https://us02web.zoom.us/

i/88583523513?

pwd=Y2RLRjY5Y01Zd09nOVIUZzExK1F2

UT09

Meeting ID: 885 8352 3513

Passcode: 924057

JANUARY CLERK'S CORNER

The regular meeting of Session was held on Wednesday, January 13, 2021, at 7:00 p.m. in the narthex. Elder

p.m. in the narthex. Elders present were Lee Dobrinz, Laurie Elhard, Melissa Engebretson, Melanie Hansen, Bob Kozojed, Carrie Leopold, Adam Montgomery, and Gayle Thostenson. Mike Misheski was present via Zoom. Moderator - Cathie Bishop, Clerk of Session - Becky DeJong and Treasurer - Carolyn Meester were present.

The meeting was opened with devotions by Lee Dobrinz.

Consent Agenda:

- a. approval of the minutes of December 16, 2020
- b. next Session meeting Wednesday, February 3, 2021
- c. remove Blair Moorhead Gallagher from the membership rolls. She is a clergy member of the National Capital Presbytery.
- d. approval of revised 2021 budget
- e. Jim Martin funeral 1:00 p.m. on January 15, 2021
- f. Statistical report 2020

Moderator's report -

- Worship and sermon preparation for 5 services: 4th Sunday of Advent -Christmas December 20, Eve December Day 24, Christmas December 25 with Communion, 1st Sunday of Christmas - December 27, Sunday of and 2nd Christmas-January 3, 2021 with Communion.
- December 20, 2020 Participated in Caroling around the Nativity at CPC.
- December 28-31, 2020-time off to work on paper # 1.
- January 4-10, 2021-time off to finish paper, turned it in on Friday, January 8, 2021. Then began working on the first chapter of my thesis which is due January 31, 2021.
- January 4, 2021-moderated Session for Mendenhall via Zoom from 7:00 p.m. - 8:30 p.m.

- January 4, 2021 Had a Covid test required to visit Jim Martin, received negative results on Wednesday. Visited Jim at Bethany on University on Thursday, January 7, on Friday, January 8, and Saturday, January 9, 2021.
- Will be preparing for the Annual meeting and worship/sermon January 11-13; meeting with the Worship Committee on Tuesday, January 12, and moderating Session on Wednesday, January 13.
- Possible funeral during the week of January 11th.

Clerk's report -

- i. 10 served communion on December 25, 2020 and 18 served communion January 3, 2021.
- ii. Blair Gallagher was removed from the membership rolls on January 13, 2021.
- iii. Jim Martin passed away on January 11, 2021. His funeral will be held at CPC on January 15, 2021 with burial at Sunset Memorial Gardens.

Elders to serve communion on Sunday, February 7, 2021, will be Adam Montgomery and Gayle Thostenson.

The financial report was read, discussed, and received.

The spring Presbytery meeting will be held on April 17, 2021. The meeting details will be coming soon.

Discussion was held regarding returning to in-person worship and the logistics with gathering together.

All decisions were based on the North Dakota Smart Re-start guidelines. ND is currently in 'yellow".

- ⇒ Community Presbyterian Church will return to in-person worship in the sanctuary on January 17, 2021. Proper protocols will be in place including social distancing, wearing masks, and sanitizing.
- ⇒ There will be no pre- or post-fellowship gathering for Sunday worship.

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⇒ Sunday School will resume on Sunday, January 24, 2021, following

proper protocols.

⇒ HOREMOW (Holiness Revival Movement Worldwide) will return to their previous schedule: Saturday 4:00 - 6:00 p.m. and Sunday noon-2:00 p.m. on Saturday, January 23, 2021, following proper protocols.

⇒ Church groups are allowed to meet at 65% capacity following proper protocols. Signs will be posted at all rooms to indicate capacity allowed.

Christian Education: We spoke about the thank you cards we were sending to everyone involved in the Sunday School Christmas program. We talked about 3rd grade Bibles. We have one 3rd grade child this year. We have extra boxes of crayons that were given to the committee that we would like to put in the back of the sanctuary so children could use them during Church and take them with them when they leave. also talked about plans on getting the children back into the classrooms for Sunday School and what precautions we will need to take. We are going to contact parents and let them know how we will welcome their children back and make sure they feel comfortable sending them back or their concerns about sending them back. - Melanie Hansen

The Deacons plan to meet the last Wednesday of each month. If you are aware of any of our members or friends who need extra care, please reach out to us. All requests are kept in confidence. – Gayle Thostenson

Mission: The current mission focus is Open Door 65.

Nominating Committee: Most committee positions have been filled. There is one position available on each: Session, Deacons and Trustees. If you are interested in serving on any committees please contact the nominating committee.

Service & Fellowship: The committee

has set three goals:

- at least one fellowship building event each quarter
- to reinstate service groups and foster those groups
- to oversee the creation of a congregational photo directory

Stewardship: The Project Open Door Capital Campaign continues as the project open door debt begins to decrease. Very generous donations have put the church in a position to retire the mortgage in 2021. A new round of PPP grants is now available for organizations that had a decrease in revenue of 25% during any quarter in 2020. It was determined that during the third quarter the church experienced a dip of 25.5%. The amount available to the church is approximately \$12,500 and the process will be similar to the previous round of PPP. – Mike Misheski

The Worship Committee is continuing to work on church vitality. The following dates were approved:

Feb 17 - Ash Wednesday service at 7:00 p.m.

April 1 – Maundy Thursday service at 7:00 p.m. with communion

April 2 – Good Friday service at 7 p.m. April 4 – Easter service at 10.00 a.m. with communion

No reports: Personnel, Trustees

Meeting closed with prayer by Pastor Cathie at 9:05 p.m.

Respectfully submitted, Becky DeJong

CARDS BY CARD MAKERS

Looking for an opportunity to be creative, make awesome cards, and enjoy fellowship with some goodies? The CPC narthex is the place on Thursdays at 1:00 p.m.



Cards are available for purchase any time in the CPC narthex. Someone will be available to assist you in your purchase on Thursdays from 1 to 3 p.m.



MINUTES OF THE ANNUAL MEETING

OF THE CONGREGATION AND CORPORATION OF COMMUNITY PRESBYTERIAN CHURCH OF WEST FARGO

January 17, 2021

The annual meeting of Community Presbyterian Church was held on January 17, 2021 at 11:05 a.m. in the church sanctuary. The meeting was opened with prayer by Moderator Rev. Cathie Bishop. The clerk verified there was a quorum present with 41 (33 in the sanctuary and 8 online) people in attendance.

The minutes of the Annual meeting of the Congregation and Corporation of Community Presbyterian Church from January 20, 2020 were presented.

Committee reports from 2020 were presented to the congregation. All reports were received.

Carolyn Meester reviewed the financial reports. The reports were received.

Mike Misheski presented the Terms of Call for Rev. Cathie Bishop. The pastor was dismissed from the sanctuary during the salary discussion. It was proposed that Rev. Bishop be given a 1% raise.

Mike Misheski reviewed the budget. Thanks was given to all who give of their time and talents. A special thank you was given to Carolyn Meester for her help with financial issues and helping to file applications for church grants. There is an ongoing capital campaign to retire the mortgage. The budget was reported and received.

Lee Dobrinz presented Kevin Galt, Yvonne Hummel and Mary Jo Moorhead to be elected as Elders for the Class of 2024. The moderator called for nominations from the floor. There were no additional nominations.

Lee Dobrinz presented Linda Bishop and Dawn Larson to be elected as Deacons for the Class of 2024. The moderator called for nominations from the floor. There were no additional nominations.

Lee Dobrinz presented Brian Elhard and Lynn Hummel to be elected as Buildings and Grounds Trustees for the Class of 2024. The moderator called for nominations from the floor. There were no additional nominations.

Lee Dobrinz presented Lise Alves and Andrew Thostenson to be delegates to the Presbytery meetings for 2021 and Lee Dobrinz to be the alternate delegate to the Presbytery meetings for 2021. The moderator called for nominations from the floor. There were no additional nominations. Dixon Moorhead is a Standing Delegate as a former Presbytery moderator and he does not require approval to serve.

Lee Dobrinz presented Lee Dobrinz, Laurie Elhard, Terry Meester, Dave Ruhnke and Jack Smith to be elected to the Nominating Committee for the Class of 2022. The moderator called for nominations from the floor. There were no additional nominations.

The meeting was closed in prayer by Moderator Bishop at 11:35 a.m.

Respectfully submitted, Becky DeJong Clerk of Session

HELP!

Community Presbyterian Church needs Sunday help. Each week we will need a liturgist. Liturgists add a second voice to leading worship. We also need assistance by someone to electronically move the slides for the bulletin using the provided laptop, so the congregation can follow the worship service.

To help, please call the office, Pastor Cathie, or sign up on the bulletin board in the narthex.

Thanks to all volunteers!

FEBRUARY DATES TO REMEMBER

BIRTHDAYS

- 2-1 Cora Carlson
- 2-6 Carolyn Koerselman
- 2-7 Tom Birrenkott
- 2-8 Jack Smith
- 2-10 Mike Arvidson Linda Bishop
- 2-11 Tammy Nelson
- 2-14 Randy Meyer
- 2-17 Kevin Galt
- 2-19 Alex Talley
- 2-20 Lise Alves
- 2-21 Scott Meyer
- 2-23 Paul Campbell
- 2-24 Lia Dobrinz

ANNIVERSARIES

2-19-81 – Dixon and Mary Jo Moorhead 2-24-79 – Scott and Vickie Meyer

THANK YOU!



Community Presbyterian Church extends its thanks for a Neil and Nancy Jordheim Pass-Through Gift Grant of the FM Area Foundation to be used in honor

of Louise and Roy Johnson. This is the third year they have contributed in this fashion to CPC.

The FM Area Foundation is a nonprofit, community foundation created by and for the people of Cass County, North Dakota, and Clay County, Minnesota. The FM Area Foundation helps people give back to the community and ensures the needs of the community are addressed now and in perpetuity. Working in partnership with individuals, families, businesses, and professional advisors, the FM Area Foundation manages charitable funds and provides grants to qualified nonprofit organizations and causes.

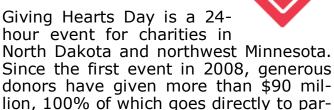
More information about FM Area Foundation is available at:

https://areafoundation.org/

GIVING ENVELOPES

2021 Contribution envelopes are available in the narthex. If you do not have envelopes and would like some, please let Carolyn Meester know.

GIVING HEARTS DAY TO BE HELD THURSDAY, FEBRUARY 11



ticipating charities. Giving Hearts Day 2021 will be held on Thursday, February 11.

Here are some reasons to give on Giving Hearts Day

- Your gift goes further with available matching dollars
- It's quick & easy at www.GivingHeartsDay.org
- 3. 100% of your donation goes directly to local charities
- 4. The event includes many of the charities CPC sponsors such as Churches United for the Homeless, F-M Emergency Food Pantry, New Life Center, Open Door Center, PATH (listed as Nexus PATH Family Healing), Red River Youth for Christ, and Salvation Army-Fargo.

Go to https://www.givingheartsday.org for more information about Giving Hearts Day.

PRESBYTERIAN SQUARES: BAD GIRLS IN THE BIBLE EMAIL DEVOTIONAL STUDY

We are halfway through our Bad Girls study. So far we have studied Tamar, Potiphar's lying wife, Jael, Delilah, Athaliah, and Sapphira. Some of these girls turned out to do good work for God even though they were harlots or liars. No matter what anyone has done in the past, God forgives us.

If you aren't in our email group and are curious about any of them, let me know, and I can send the study to you. My email is vrpeihl@gmail.com.

We will continue with our online study through April. We will plan to meet in person again next fall. Praying that you all stay healthy and warm.

YEAR-TO-DATE GIVING UPDATE

1-18-2021

2020 ended with operating income totaling \$138,147.57 and operating expenses totaling \$132,836.44 for a net income of \$5,311.13. \$20,000.00 that we received in PPP grant funds helped us to end the year in a positive. Our continued appreciation goes out to all those who volunteer their time and talents to help our church. There are far too many names to mention so thank you to everyone.

In 2020, we started the online giving access from the church web site. This has been very successful. We also have a giving station in the narthex that you can make your donation with a credit or debit card.

Our monthly payment on the building is \$3,146.54. We ended 2020 with the balance on the building fund loan at \$73,830.32 with the initiative to pay off the mortgage loan in 2021. The money designated for our building payment comes from funds that are strictly designated "building fund". To make a contribution to the building fund, write "building fund" on your check or use one of the pew envelopes and mark "building fund". Thank you for your continued contributions.

Per Capita amount for 2021 is \$48.00 for each confirmed member. The unpaid balance at the end of the year is paid out of the church general fund. Please mark on your check or envelope you are contributing to Per Capita.

2020 was indeed a very challenging year. If we give generously to others and for the building of God's kingdom, He will find ways to bless us. We can never outgive God. Jesus tells us to "give, and it will be given to you" (Luke 6:38). Our giving will reap blessings.

FEBRUARY SCRIPTURES FOR WORSHIP

Feb 7: 5th Sunday after Epiphany

Isaiah 40:21-31 Psalm 147: 1-11, 20c

Mark 1:29-39

1 Corinthians 9: 16-23 "My Will or God's Will?"

Feb 14: Transfiguration of the Lord

2 Kings 2:12; Psalm 50:1-6 2 Corinthians 4:3-6

Mark 9:2-9

"I Was Just Trying to Help"

Feb 17: Ash Wednesday Service 7 p.m.

Feb 21: 1st Sunday in Lent Genesis 9:8-17

Psalm 25:1-10

I Peter 3:18-22; Mark 1:9-15

"Words, Words, Words"

Feb 28: 2nd Sunday in Lent

Genesis 17:1-7, 15-16

Psalm 22: 23-31

Rom. 4:13-25, Mark 8:31-38

"The Church & Father Abraham"

DEACONS



If you are aware of any of our members or friends who need extra care, please reach out to us. All requests are

kept in confidence.

Lise Alves [C] 701-412-8689
Linda Bishop [H] 701-282-8515
[C] 701-200-1818
Terry Meester [C] 701-799-5102
Boots Misheski [C] 701-388-7160
Dixon Moorhead [H] 701-277-1414
[C] 701-200-9709
Vicky Whitcomb [C] 701-809-2483

Gayle Thostenson, Session Liaison

[H] 701-492-0630

[C] 701-412-6387

The March Community Call deadline will be Thursday, February 18

Pre-authorized debits customer authorization form

		financial institution listed below to initiate electronic ljustments for any debit entries in error) to my:							
	[] checking account []	savings account for \$							
(This authority will remain in effect until I have cancelled it in writing.) (Changes can be easily made) *Please select from the following options to make contributions:									
	<u>MONTHLY</u>	TWICE A MONTH							
	1 st OR 16 th	1 st AND 16 th							
Please pri	int the following:								
Name									
Address									
Financial I		Branch:							
Signature:		Date:							
Bank Routing Number (9 digits):		Please return to: Office Community Presbyterian Church							
Account N	umber:	702 Sheyenne St. West Fargo, ND 58078 (A confirmation will be sent to you)							

Forms accepted at any time

	Approximate Weekly Commitment Proportionate to Income							
Annual			·					
Income	15%	10%	7%	6%	5%	4%	39	
100,000	288.00	192.00	135.00	115.00	96.00	77.00	58.0	
75,000	216.00	144.00	100.00	87.00	72.00	58.00	43.0	
60,000	173.00	153.00	80.00	69.00	58.00	46.00	35.0	
50,000	144.00	96.00	67.00	58.00	48.00	38.00	29.0	
45,000	130.00	87.00	61.00	52.00	43.00	35.00	26.00	
40,000	115.00	77.00	54.00	46.00	38.00	31.00	23.00	
35,000	101.00	67.00	47.00	40.00	34.00	27.00	20.0	
30,000	87.00	58.00	40.00	35.00	29.00	23.00	17.0	
25,000	72.00	48.00	34.00	29.00	24.00	19.00	14.0	
20,000	58.00	38.00	27.00	23.00	19.00	15.00	12.0	
15,000	43.00	29.00	20.00	17.00	14.00	12.00	9.0	