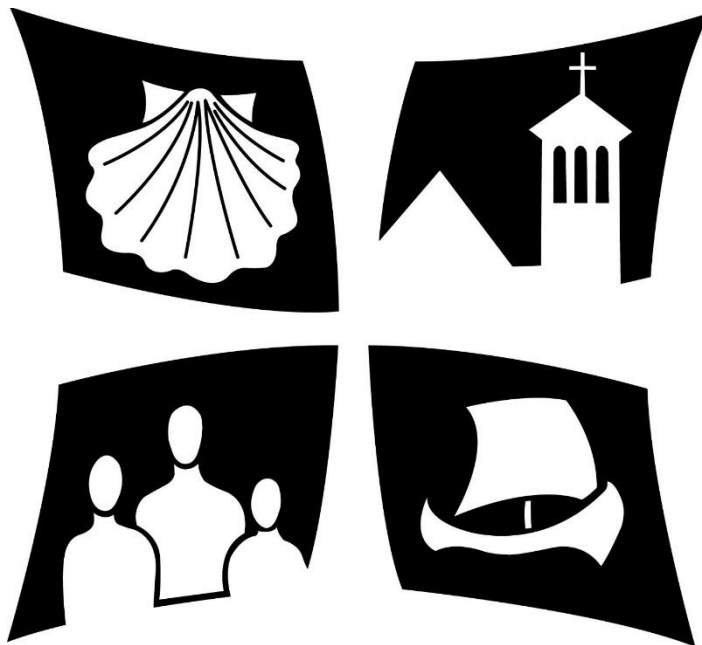


# *St. James Lutheran Church*

## **2019 Annual Report**



Annual Congregation Meeting

Sunday, November 17, 2019

Noon, Dining Room

Meal Provided

1:00pm, Meeting Commences in the Worship Space

St. James Lutheran Church, ELCA  
P.O. Box 4596 | 109 York Street | Gettysburg, PA 17325  
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**Welcome to long-time Lutherans, Christians from every tradition, and people new to faith.** Welcome to all who have no church home, want to follow Christ, have doubts, or do not believe. Welcome to new visitors and old friends. Welcome to people of every age and size, color and culture, every sexual orientation, gender identity and expression, socio-economic status, marital status, ability and challenge. Welcome to believers and questioners, and to questioning believers. This is a place where you are welcome to celebrate and sorrow, rejoice and recover. This is a place where lives are made new. Come and listen for the Holy Spirit calling you to love your neighbor wholeheartedly, seek justice, create peace and practice compassion.

**As members of the body of Christ, we are called to be ministers of reconciliation both in the church and in the world.** Through our baptism, we are reconciled to God through the saving grace of Christ Jesus and challenged by the Gospel to be agents of healing and love within our church and society. As a community of faith, we proclaim this statement of welcome.

### Staff Extension Numbers & E-mail Addresses

201	Katy Clowney	Office Manager	kclowney@stjamesgettysburg.org
202	Debra Nimtzt	Administrative Assistant	dnimtzt@stjamesgettysburg.org
203	Lisa Poole	Spiritual Gifts Coordinator	lpoole@stjamesgettysburg.org
204	Karen Lentz	Church Treasurer	finance@stjamesgettysburg.org
205	Pr. Mike Allwein	Lead Pastor	mallwein@stjamesgettysburg.org
206	Pr. Andrew Geib	Associate Pastor	ageib@stjamesgettysburg.org
207	Kristin Slaybaugh	Youth Minister	youth@stjamesgettysburg.org
209	Timothy Braband	Minister of Music	tbraband@stjamesgettysburg.org
215	Tom Bender	Building Superintendent	sexton@stjamesgettysburg.org

### Council Members

Lyne Aurand	darylaurand@gmail.com	Serving until July 2020
Dan Bringman, <i>Council President</i>	bringman0195@gmail.com	
Kim Guise	kimmike03@embarqmail.com	
Cindy Zepp	ACZepp@gmail.com	
Emili Scavitto, <i>Youth Representative</i>	eescavitto@gmail.com	Serving until July 2021
Peggy Green	peggy2012@comcast.net	
Sharon Kaya	misioneralatina@gmail.com	
Leon Pisano	plpisano@comcast.net	
Kyle Smith, <i>Council Vice President</i>	kyles@adamsec.coop	Serving until July 2022
Wayne Glaser	ieg82@earthlink.net	
Barbara Neth	fillo@comcast.net	
Shirley Sanders	sandersds@comcast.net	
Bill Shoemaker, <i>Council Secretary</i>	wmshoemaker@comcast.net	

## Committee Chairs

Art & Design	Rebecca Brown	brownezell@earthlink.net
Capital Campaign	Dan Bringman & Denise Wood	bringman0195@gmail.com denisewood@mac.com
Christian Education	Julie Dunlop	jzdunlop@gmail.com
Columbarium	Richard Englund	rhegme@aol.com
Creation Care Task Force	Debby Luquette	debby.luquette@gmail.com
Early Learning Center Governance	Barbara Vossler	barbvossler@comcast.net
Endowment Fund	Dee Wells	dee.lockman@gmail.com
Evangelism & Fellowship	Anne Gomer	anne.gomer2@gmail.com
Finance	Jim Lohuis	jlohuis@embarqmail.com
History & Archives	David Flesner	dflesner@gettysburg.edu
Kitchen	Lyne Aurand	darylaurand@gmail.com
Landscaping	Lyne Aurand	darylaurand@gmail.com
Library	David Flesner	dflesner@gettysburg.edu
Memorial Fund		
Mission Fund	David Flesner	dflesner@gettysburg.edu
Mission Support	Jan Keefer	keefer424@comcast.net
Personnel	Jim Lohuis	jlohuis@embarqmail.com
Prayer Shawl Ministry	Kathy Reider and Jane Blocher	kathyreider@comcast.net janelb65@yahoo.com
Property	Brad Smith	bcsmith00@comcast.net
Reconciling in Christ	Shirley Armstrong	sarmstro@gettysburg.edu
Social Ministry	Priscilla Shuba	pfsgburg@aol.com
World Outreach	Claire Anderson	battleburg@gmail.com
Worship & Music	Pete Riley	prfrog@embarqmail.com
Youth Ministry	Kyle Smith	kyles@adamsec.coop

## Parochial Statistics

<b>2019</b> <small>(Nov. 1 2018 – Oct. 31, 2019)</small>	<b>2018</b> <small>(Oct. 29, 2017 – Oct. 31, 2018)</small>	<b>2017</b> <small>(Jan. 1 – Oct. 28, 2017)</small>
<b>Baptisms:</b> 15 (includes 4 adults)	<b>Baptisms:</b> 9	<b>Baptisms:</b> 14
<b>First Communion:</b> 4	<b>First Communion:</b> 19	<b>First Communion:</b> 12
<b>Confirmations:</b> 4	<b>Confirmations:</b> 25 <small>Oct. 29, 2017 – 7 Oct. 28, 2018 – 16 Other dates - 2</small>	<b>Confirmations:</b> 5
<b>New Members:</b> 38 <small>(includes baptisms)</small>	<b>New Members:</b> 33 <small>(includes baptisms)</small>	<b>New Members:</b> 30 <small>(includes baptisms)</small>
<b>Weddings:</b> 9	<b>Weddings:</b> 7	<b>Weddings:</b> 12
<b>Funerals:</b> 34 <small>(20 members)</small>	<b>Funerals:</b> 44 <small>(29 members)</small>	<b>Funerals:</b> 40 <small>(27 members)</small>

# 2019 Annual Congregation Meeting Agenda

Sunday, November 17 at 1:00pm

## Opening

- Call to Order – Dan Bringman, Council President
- Hymn and Devotion – Minister of Music, Tim Braband and Pastor Mike Allwein
- Call for Quorum – Dan Bringman
- Introduction of Council Members

## Minutes

- Minutes from the November 18, 2018 Annual Congregation Meeting
- Minutes from June 29 & 30, 2019 Congregation Meeting

## Report of Officers and Standing Committees

- Treasurer’s Report – Karen Lentz  
*Motion to refer for audit*
- Endowment Fund Report – Dee Wells  
*Motion to refer for audit*
- Social Ministry Budget and Treasurer’s Report – Priscilla Shuba
- Early Learning Center Treasurer’s Report – Karen Lentz  
*Motion to refer for audit*
- Standing Committee Reports

## Special Orders

- 2020 Annual Budget and Mission Plan  
*Motion to adopt 2020 Mission Plan and Annual Budget*
- Sharing Ministry 2020 Budget  
*Motion to adopt Budget*
- Early Learning Center 2020 Budget  
*Motion to adopt proposed Early Learning Center Budget*
- Capital Campaign – handout will be provided at Congregation Meeting
- Endowment Fund Committee  
*Motion for Revised Endowment Fund Policy*  
*Committee Member appointments –*  
John Fry (fulfilling Shawn Amba’s term until Jan. 2022)
- Election: Voting members to the Lower Susquehanna Synod Assembly in June 2020  
Conference assembly (April); Day of Edification (May 16 or 30); Legislative Business (June 6)  
*Council Nominated & Motioned for Approval (10/16/2019)*  
Female nominee – Sharon Kaya  
Male nominee – Leon Pisano  
Young Adult nominee – Emili Scavitto

## Closing

- Good for God! Good for St. James!
- Prayer
- Motion to Adjourn
- Thank you

## 2018 Annual Congregation Meeting Minutes Sunday, November 18

Meeting Commenced at 1:00 PM

Devotion led by Pastor Mike Allwein

**Hymn** *What a Friend we have in Jesus*

**Call for Quorum** – Jim Lohuis, Council President

**Introduction of Council members present** – Pastor Mike Allwein, Pastor Andrew Geib, Dan Bringman – *Council Vice President*, Kim Guise, Karen Lentz – *Church Treasurer*, Brienna Waybrant – *Council Secretary*, Lyne Aurand, Shirley Sanders, Peggy Green, Sharon Kaya, Leon Pisano, Craig Reber, and Kyle Smith

**Minutes from the 2017 Annual Congregational Meeting** – Approved by consent

**2018 Treasurer's Report** – Karen Lentz presented

Synopsis of Income & Expenditures for 2018

Income: \$1,012,974.41

Expenditures: \$ 949,063.06

Discussion: How does the new every 2 months mailings system compare to the cost of the old envelope box pick up system?

Answer: Karen explained the savings.

Dan Bringman moved that the 2018 Treasurer's Report be referred for audit; Kim Guise seconded. Motion carried.

**St. James Early Learning Center Report** – Karen Lentz and Suzan Seibel-Willard presented

Synopsis of Income & Expenditures for 2018

Income: \$716,481.64

Expenditures: \$719,154.97

Discussion: Suzan Seibel-Willard explained the impact of elimination of STAR grants.

Barb Vossler moved that the 2018 St. James Early Learning Center Financial Report be referred for audit; Shirley Sanders seconded. Motion carried.

**Sharing Ministry Report** – Priscilla Shuba presented

Leon Pisano moved that the Social Ministry Treasurer's Report be accepted as presented; Sharon Kaya seconded.

Discussion: Why are there two different accounts for Sharing Ministry and Social Ministry?

Answer: Karen Lentz clarified that the Sharing Ministry account is overseen by the Social Ministry Committee. Sharing Ministry is funded by income from trusts; Social Ministry is funded via the church budget.

Motion carried.

**2019 Early Learning Center Budget** – Suzan Seibel-Willard and Karen Lentz presented Motion made by Kim Guise to adopt 2019 Early Learning Center Budget as presented; seconded by Barbara Vossler. Motion carried.

**2019 Mission Plan and Annual Budget** – Jim Lohuis presented 2019 St. James Budget, St. James Personnel Budget, and Mission Plan pie chart were reviewed. Budget is a 3.6% increase versus 2018.

Motion made by Shirley Sanders to adopt 2019 Mission Plan and Annual Budget as presented; seconded by Leon Pisano. Motion carried.

#### **Endowment Committee**

Kay MacDowell moved to re-elect Shawn Abma and elect Tom Uhlig to the Endowment Committee; Sharon Kaya seconded. Motion carried.

#### **Elect Voting Members for Lower Susquehanna Synod Assembly**

Dee Wells moved to accept the following members selected by Council to represent St. James as voting members at the 2019 Synod Assembly: Leon Pisano, Sharon Kaya, and Emili Scavitto. Alan Haynes seconded. Motion carried.

Lucinda Bringman, Vice President of Lower Susquehanna Synod, gave a brief report about upcoming Synod Assembly dates, times, and topics: June 6, 7, and 8. She encouraged members to help with the social ministry activity: packaging food. The announcement was made that Bishop Dunlop will run for re-election, as well as, Lucinda Bringman for vice-president. Sharon Kaya called for a round of applause for Lucinda's time and leadership commitment.

#### **Property Committee** – Brad Smith presented

Discussion: Brad Smith informed the congregation that there is approximately \$18,000 in the Property Committee restricted fund, but \$80,000 is needed to repair the roof. Pictures were shown of the emergency situation in two areas where the ceilings are leaking.

Joe MacDowell, Property Committee member, described that the brick walls need repointed due to water penetration. Future action will need to be taken. Property Committee will submit to Council a comprehensive plan to resolve building problems by Spring. A special congregation meeting may be needed to approve funding for the comprehensive plan.

Alan Haynes made the motion to withdrawal of up to \$80,000 from the Endowment to be used for repair or replacement of the roof; seconded by Leon Pisano. Following considerable discussion, the question was called and the motion carried with one dissenting vote.

#### **Closing Prayer** by Pastor Andrew Geib

Motion to adjourn by Sharon Kaya; seconded by Dennis Carter. Motion carried.

Meeting Adjourned at 2:15 PM

Respectfully Submitted,  
Lyne Aurand, Council Member

**Congregation Meeting Minutes**  
**Saturday & Sunday, June 29 & 30, 2019**  
**Meeting to approve the three-year Capital Campaign**  
**Renewing God's House to Share God's Love**

St. James Lutheran Church had a congregation meeting following the services on June 29 at 5:30pm, June 30 at 8:15am and June 30 at 10:45am. President Jim Lohuis opened the meeting at all three services and closed it following the 10:45am service.

The Capital Campaign Planning Phase Report was previously presented by Pastor Renee LiaBraaten from Renaissance Consulting at services on June 15-16, 2019 and the 8-page summary report was provided to the congregation. It was also emailed to the congregation.

The motion which was recommended by congregation council reads as follows:

**That St. James Lutheran Church move forward with a three-year Capital Campaign in the fall of 2019 with the financial goal in the range of \$1 Million to raise funds for the proposed repairs and upgrades.**

The vote was taken by written ballot. **The motion was approved by a vote of 175-12.**

The Planning Phase Report provided the plan for the capital campaign and communication materials. Further events are planned in the Fall, including a Case Statement for the campaign, various events and working with many volunteers of teams to support the Campaign.

A status report will come to the Congregation meeting on November 17, 2019.



## St. James Income & Expenditures

### ST JAMES LUTHERAN CHURCH FOR THE 12 MONTHS ENDED SEPTEMBER 30, 2019 INCOME & EXPENDITURES

Balance as of September 30, 2018 \$226,248.95

Income

Actual Giving Fund	776,825.32
2019 Liabilities (see Balance Sheet)	3,970.30
Building Fund	21,783.30
Capital Campaign	21,450.00
Columbarium Fund	1,100.00
God on the Ground	1,170.00
Memorial Fund	5,665.00
Mission Fund	1,270.00
Sharing Ministry Fund	17,319.74
Undesignated Bequest Fund	10,010.22
Worship Area Renewal Fund	16,628.55
Youth Nat'l Gath / Workcamp Fund	22,866.96

Total Income \$900,059.39

Expenditures

Actual Giving Fund	763,854.16
2018 Liabilities (see Balance Sheet)	2,718.00
Building Fund	19,169.58
Camping Scholarship	300.00
Capital Campaign	16,807.25
Columbarium Fund	39,730.00
Endowment Loan Payment	16,628.00
God on the Ground	1,655.00
Memorial Fund	7,894.01
Mission Fund	5,743.81
Sharing Ministry Fund	19,700.00
Undesignated Bequest Fund	1,170.00
Youth Nat'l Gath / Workcamp Fund	13,256.05

Total Expenditures \$908,625.86

Balance as of September 30, 2019 \$217,682.48

## St. James Balance Sheet

	Sep 30, 19	Sep 30, 18	\$ Change	% Change
<b>ASSETS</b>				
<b>Current Assets</b>				
Actual Giving Fund	24,822.05	10,708.59	14,113.46	131.8%
Building Fund	21,125.01	18,511.29	2,613.72	14.12%
Camping Scholarship Fund	6,600.00	6,900.00	(300.00)	(4.35%)
Capital Campaign Fund	4,642.75	0.00	4,642.75	100.0%
Columbarium Fund	(11,146.78)	27,483.22	(38,630.00)	(140.56%)
Endowment Loan	44,235.00	60,863.00	(16,628.00)	(27.32%)
God on the Ground Fund	5.34	490.34	(485.00)	(98.91%)
Memorial Fund	55,427.62	57,656.63	(2,229.01)	(3.87%)
Mission Fund	100.00	4,573.81	(4,473.81)	(97.81%)
Organ Refurbishment Fund	6,500.00	6,500.00	0.00	0.0%
Sharing Ministry Fund	33,711.08	36,091.34	(2,380.26)	(6.6%)
Undesignated Bequests Funds	48,398.92	39,558.70	8,840.22	22.35%
Worship Renewal	(44,235.10)	(60,863.65)	16,628.55	27.32%
Youth Group (Wrkcmp/Nat'l Gat)	27,496.59	17,885.68	9,610.91	53.74%
<b>Total Current Assets</b>	<b>217,682.48</b>	<b>226,358.95</b>	<b>(8,676.47)</b>	<b>(3.83%)</b>
<b>TOTAL ASSETS</b>	<b>217,682.48</b>	<b>226,358.95</b>	<b>(8,676.47)</b>	<b>(3.83%)</b>
<b>LIABILITIES &amp; EQUITY</b>				
<b>Liabilities</b>				
<b>Current Liabilities</b>				
Adult Discussion Class	119.76	82.00	37.76	46.05%
Designated Giving	1,739.54	1,090.00	649.54	59.59%
Holiday Family Outreach.	650.00	0.00	650.00	100.0%
Social Ministry School Supplies	0.00	60.00	(60.00)	(100.0%)
Youth Program Donations	1,200.00	1,200.00	0.00	0.0%
Youth Sunday School Offering	261.00	286.00	(25.00)	(8.74%)
<b>Total Other Current Liabilities</b>	<b>3,970.30</b>	<b>2,718.00</b>	<b>1,252.30</b>	<b>46.07%</b>
<b>Total Current Liabilities</b>	<b>3,970.30</b>	<b>2,718.00</b>	<b>1,252.30</b>	<b>46.07%</b>
<b>Long Term Liabilities</b>				
Loan from Endowment	44,235.00	60,863.00	(16,628.00)	(27.32%)
<b>Total Long Term Liabilities</b>	<b>44,235.00</b>	<b>60,863.00</b>	<b>(16,628.00)</b>	<b>(27.32%)</b>
<b>Total Liabilities</b>	<b>48,205.30</b>	<b>63,581.00</b>	<b>(15,375.70)</b>	<b>(24.18%)</b>
<b>Equity</b>				
Temporarily Restricted Net Asse	122,224.47	122,224.47	0.00	0.0%
Unrestricted Net Assets	62,712.86	71,770.34	(9,057.48)	(12.62%)
Net Income	(15,460.15)	(31,216.86)	15,756.71	50.48%
<b>Total Equity</b>	<b>169,477.18</b>	<b>162,777.95</b>	<b>6,699.23</b>	<b>4.12%</b>
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b>217,682.48</b>	<b>226,358.95</b>	<b>(8,676.47)</b>	<b>(3.83%)</b>

## St. James Income Statement

**ST JAMES LUTHERAN CHURCH  
FOR 12 MONTHS ENDED SEPTEMBER 30, 2019  
ACTUAL GIVING FUND**

Balance as of September 30, 2018		\$10,598.59
Income		
Offerings	730,166.97	
2019 Liabilities (balance sheet)	3,970.30	
Building Usage	2,350.00	
Child Care Financial Mgmt Fee	14,715.00	
Child Care Building Exp Fee	22,500.00	
Easter / Lent Offering - portion	4,905.35	
Sunday School Offerings	2,188.00	
Total Income		\$780,795.62

*Expenditures on following page.*

## St. James Income Statement

### Expenditures

Faith Commitment	50,000.00	
Gbg Community Soup Kitchen	1,000.00	
Habitat for Humanity	1,000.00	
Lutheran Camping Corp	1,000.00	
Lutheran World Relief	3,000.00	
LWR - Quilting Mission	456.92	
Mission of Mercy	2,000.00	
SCCAP - Circles	1,000.00	
SCCAP - Food Pantry	1,000.00	
Source of Life Ministries	1,100.00	
SpiriTrust Foundation - Benev Care	1,000.00	
SpiriTrust Foundation - Hospice	1,000.00	
St James Social Ministry	14,000.00	
United Lutheran Seminary	875.00	
World Hunger	2,800.00	
World Mission Prayer League - Saha	2,800.00	
World Outreach - Emmaus	1,600.00	
World Outreach - Global Mission	0.00	
World Outreach - Other	1,050.00	
World Outreach - Palmer (Synod)	2,800.00	
2018 Liabilities (balance sheet)	2,718.00	
Archives	63.50	
Art & Design Expenses	0.00	
Audit	2,400.00	
Bank & Credit Card Charges	561.38	
Bank Fees - Vanco	105.45	
Building Repair/Maintenance	28,698.22	
Building Supplies	6,664.47	
Caregiving Ministry Expenses	1,495.93	
Christian Education	1,969.13	
Contingencies/Misc.	599.00	
Envelopes	2,322.72	
Evangelism	844.94	
Fellowship	715.20	
Health Ministry	679.39	
Insurance	15,787.39	
Library Expense	272.57	
Music & Supplies	6,984.85	
Office Repair & Maintenance	949.00	
Office Supplies	5,610.59	
Organ Repair & Maintenance	1,770.00	
Personnel Expenses	525,914.27	
Postage Expenses	2,159.06	
Retreats/Workshops	2,920.00	
St. James Camping Scholarship	2,525.00	
Stewardship / Mission Support	217.94	
Technology	5,302.69	
Telephone	6,313.27	
Trash Removal	1,328.00	
Utilities	30,428.11	
Worship Materials	1,253.42	
Youth Activities	17,516.75	
Total Expenditures	(766,572.16)	(\$766,572.16)
Balance as of September 30, 2019		\$24,822.05

## St. James Fund Activities

### ST JAMES LUTHERAN CHURCH FOR 12 MONTHS ENDED SEPTEMBER 30, 2019 SHARING MINISTRY FUND

Balance as of September 30, 2018		\$36,091.34
Income		
C. Leslie Fair Interest - CD	6.52	
Cook Trust Interest - CD	18.71	
Stallsmith Trust Interest - CD	15.70	
Checking Account Interest	127.28	
L. David Plank Trust	7,577.63	
Pfeiffer Trust	9,573.90	
Total Income	9,573.90	\$17,319.74
Expenditures		
Adams County Children's Advocacy	700.00	
Adams Co. Prison Reading Program	700.00	
Adams Rescue Mission	2,000.00	
Fruitbelt Farmworkers	1,000.00	
Gettysburg C.A.R.E.S.	2,000.00	
Gettysburg Fire Department	500.00	
Holiday Family Outreach (2018 & 2019 payments)	2,000.00	
Pedals for Progress	500.00	
Prision Society	1,000.00	
SCCAP - Where Needed Most	1,000.00	
St James Childcare Scholarship Fund	4,000.00	
Survivor's Inc	750.00	
The Emergency Fund	3,500.00	
The Walk In Monies	50.00	
Total Expenditures	50.00	(\$19,700.00)
Balance as of September 30, 2019		\$33,711.08

### ST JAMES LUTHERAN CHURCH FOR 12 MONTHS ENDED SEPTEMBER 30, 2019 BUILDING FUND

Balance as of September 30, 2018		\$18,511.29
Income		
Offerings	21,783.30	
Total Income	21,783.30	\$21,783.30
Expenditures		
M&M Heating & Cooling	13,060.00	
Frantz Plumbing	4,690.00	
GBSWA - Storm Water	1,372.00	
Other Building Fund Expenses	47.58	
Total Expenditures	47.58	(\$19,169.58)
Balance as of September 30, 2019		\$21,125.01

<b>St. James Fund Activities</b>
----------------------------------

**ST JAMES LUTHERAN CHURCH  
FOR 12 MONTHS ENDED SEPTEMBER 30, 2019  
CAMPING SCHOLARSHIP**

Balance as of September 30, 2018		\$6,900.00
Income		
Contribution	0.00	
Total Income		\$0.00
Expenditures		
Camping Scholarships Covered in 2019	300.00	
Total Expenditures		(\$300.00)
Balance as of September 30, 2019		\$6,600.00

**ST JAMES LUTHERAN CHURCH  
FOR 12 MONTHS ENDED SEPTEMBER 30, 2019  
CAPITAL CAMPAIGN FUND**

Balance as of September 30, 2018		\$0.00
Income		
Contribution	21,450.00	
Total Income		\$21,450.00
Expenditures		
Rev Renee LiaBraaten - consulting	16,400.00	
Other Capital Campaign Expenses	407.25	
Total Expenditures		(\$16,807.25)
Balance as of September 30, 2019		\$4,642.75

## St. James Fund Activities

### ST JAMES LUTHERAN CHURCH FOR 12 MONTHS ENDED SEPTEMBER 30, 2019 COLUMBARIUM FUND

Balance as of September 30, 2018		\$27,483.22
Income		
Niche Deposits	1,100.00	
Total Income		\$1,100.00
Expenditures		
Conrad Pickel Studio - Add Columbarium Unit	38,760.00	
Kirk Smith Construction	740.00	
Codori Memorial - brass plates	230.00	
Total Expenditures		(\$39,730.00)
Balance as of September 30, 2019		(\$11,146.78)

### ST JAMES LUTHERAN CHURCH FOR 12 MONTHS ENDED SEPTEMBER 30, 2019 ENDOWMENT LOAN

Balance as of September 30, 2018		\$60,863.00
Loan Receivable		
Loan from Endowment (money market / investments)	0.00	
Total Receivable		\$0.00
Expenditures		
Repayment on loan	16,628.00	
Total Expenditures		(\$16,628.00)
Balance as of September 30, 2019		\$44,235.00

## St. James Fund Activities

### ST JAMES LUTHERAN CHURCH FOR 12 MONTHS ENDED SEPTEMBER 30, 2019 GOD ON THE GROUND FUND

Balance as of September 30, 2018		\$490.34
Income		
Donations from outside sources	1,170.00	
Total Income		\$1,170.00
Expenditures		
God on the Ground Event Expenses	1,655.00	
Total Expenditures		(\$1,655.00)
Balance as of September 30, 2019		\$5.34

### ST JAMES LUTHERAN CHURCH FOR 12 MONTHS ENDED SEPTEMBER 30, 2019 MEMORIAL FUND

Balance as of September 30, 2018		\$57,656.63
Income		
Memorials Received	5,665.00	
Total Income		\$5,665.00
Expenditures		
New Computers - Pastors & Tim and DVD/CD	4,776.51	
AV Table in Naïve	1,290.00	
Step Ladders	676.00	
Festival of Joy Paraments	690.00	
GWOH T-Shirts	336.50	
Richard Anderson Obit in paper	125.00	
Total Expenditures		(\$7,894.01)
Balance as of September 30, 2019		\$55,427.62



<b>St. James Fund Activities</b>
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**ST JAMES LUTHERAN CHURCH  
FOR 12 MONTHS ENDED SEPTEMBER 30, 2019  
MISSION FUND**

Balance as of September 30, 2018		\$4,573.81
Income		
40% of Endowment end of 2018 (from Undesignated)	1,170.00	
10% of Bequest - John Sheffer Jr	100.00	
Total Income		\$1,270.00
Expenditures		
Sunday Nursery Attendant - from 2018	2,500.00	
Evangelique Lutherienne UA Rwanda + fees	3,243.81	
Total Expenditures		(\$5,743.81)
Balance as of September 30, 2019		\$100.00

**ST JAMES LUTHERAN CHURCH  
FOR 12 MONTHS ENDED SEPTEMBER 30, 2019  
ORGAN REFURBISHMENT FUND**

Balance as of September 30, 2018		\$6,500.00
Income		
Offerings	0.00	
Total Income		\$0.00
Expenditures		
SCCAP - construction project (\$6,500) not yet paid	0.00	
Total Expenditures		\$0.00
Balance as of September 30, 2019		\$6,500.00

## St. James Fund Activities

### ST JAMES LUTHERAN CHURCH FOR 12 MONTHS ENDED SEPTEMBER 30, 2019 UNDESIGNATED BEQUEST FUND

Balance as of September 30, 2018		\$39,558.70
Income		
Interest from Kime Trust	9,110.22	
90% of Bequest - John Sheffer Jr	900.00	
Total Income		\$10,010.22
Expenditures		
Transfer to Mission Fund - 40% of Endowment	1,170.00	
Total Expenditures		(\$1,170.00)
Balance as of September 30, 2019		\$48,398.92

### ST JAMES LUTHERAN CHURCH FOR 12 MONTHS ENDED SEPTEMBER 30, 2019 WORSHIP AREA RENEWAL FUND

Balance as of September 30, 2018		(\$60,863.65)
Income		
Offerings / Pledges Received	10,013.00	
Christmas / Advent Offering - 1/2 portion	6,615.55	
Total Income		\$16,628.55
Expenditures		
Expenses	0.00	
Total Expenditures		\$0.00
Balance as of September 30, 2019		(\$44,235.10)

## St. James Fund Activities

**ST JAMES LUTHERAN CHURCH  
FOR 12 MONTHS ENDED SEPTEMBER 30, 2019  
YOUTH NATIONAL GATHERING / WORKCAMP FUND**

Balance as of September 30, 2018		\$17,885.68
Income		
Participants Deposits & Donations	10,103.00	
Portion of Fastnacht's Fundraiser	10,803.00	
Other Fundraisers	<u>1,960.96</u>	
Total Income		\$22,866.96
Expenditures		
Reach Workcamp Expenses	<u>13,256.05</u>	
Total Expenditures		<u>(\$13,256.05)</u>
Balance as of September 30, 2019		<u><u>\$27,496.59</u></u>

# St. James 2019 Endowment Fund Report

## ELCA ENDOWMENT FUND POOLED TRUST

January 01, 2019 Through September 30, 2019

**Account Number:**

**Account Name:** ST.JAMES LUTHERAN CHURCH ENDOWMENT FUND

**ELCA Endowment Fund**

8765 West Higgins Road  
Chicago, IL 60631  
Phone 800-638-3522 x2970

### PORTFOLIO SUMMARY

Asset Description	Market Value	Percent
FUNDA	\$ 555,816.15	100.00 %
	<u>\$555,816.15</u>	<u>100.00 %</u>

### ACCOUNT ACTIVITY SUMMARY

<b>Beginning Balance - Close of Business Dec 31, 2018</b>	\$480,446.54
Additions	11,863.00
Withdrawals	-
Reinvestment - Fund A	15,292.57
Reinvestment - MMA	1.89
Change in Market Value	<u>48,212.15</u>
<b>Ending Balance - Close of Business Sep 30, 2019</b>	<u>\$555,816.15</u>

### ASSET DETAILS

Asset Description	Shares	Market Price	Market Value
FUNDA	431.1838	\$ 1,289.046985	\$ 555,816.15
		<b>Grand Total</b>	<u>\$555,816.15</u>

### INCOME DISTRIBUTIONS

Description	Date	Amount
QUARTERLY INCOME DISTRIBUTIONS STJAMES LUTHERAN CH END,PA,GET	03/31/2019	\$(4,961.79)
QUARTERLY INCOME DISTRIBUTIONS STJAMES LUTHERAN CH END,PA,GET	06/30/2019	(5,102.97)
QUARTERLY INCOME DISTRIBUTIONS STJAMES LUTHERAN CH END,PA,GET	09/30/2019	(5,227.81)
		<u>\$(15,292.57)</u>

### MMA INCOME DISTRIBUTIONS

Description	Date	Amount
INTEREST INCOME MMA ASSET MONEY MARKET ASSET	01/30/2019	\$ 1.60
INTEREST INCOME MMA ASSET MONEY MARKET ASSET	05/30/2019	0.29
		<u>\$1.89</u>

## Sacristy Financials & Report

**Balance as of September 30, 2018** **\$ 2,666.40**

**Income**

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Deposits for flowers	\$	2,969.00
Deposits for World Hunger	\$	939.00
<i>Sacristy Memorial (restricted) 3/22/2019</i>	\$	1,200.00

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**Total Income** **\$ 5,108.00**

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**Expenses**

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Flowers	\$	2,916.44
ELCA World Hunger	\$	939.00
Tim Braband (reimburse - 2 chalices)	\$	1,104.00
Tim Braband (reimburse - glow sticks)	\$	121.89
Whisler's (dry cleaning - white & green paraments)	\$	86.80

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**Total Expenses** **\$ 5,168.13**

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**Balance as of September 30, 2019** **\$ 2,606.27**

The Sacristy Committee is a sub-committee of the Worship and Music Committee. It oversees the flowers for all worship services, maintains the paraments and linens, and cares for communion items. Sacristans are responsible for setting out the bread, grape juice, and wine for communion services, as well as putting these items away after the services.

Respectfully submitted,  
 Judith Seilhamer  
 St. James Sacristy Committee Chair

<b>Social Ministry</b> <b>2019 Treasurer's Report</b>
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\$ 4,313.52

**Income**

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St. James Budget*	\$	10,500.00
Donations (covers "Grant" expenses below)	\$	1,429.16
Interest	\$	0.24

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<b>Total Income</b>	<b>\$</b>	<b>11,929.40</b>
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**Expenses**

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Groceries: Kennie's Market	\$	3,774.38
Groceries: Ahold Financial (Giant)	\$	3,228.96
Rent Payments	\$	1,279.74
Utility: National Energy	\$	156.07
Utility: Met-Ed	\$	150.00
Utility: Adams Electric Co-Op	\$	140.00
Utility: Columbia Gas	\$	43.00
Utility: Shipley Energy	\$	50.00
Auto Insurance: State Farm Insurance	\$	200.00
Auto Insurance: PA National	\$	50.00
Transportation Assistance	\$	75.00
Sandoes Mini Storage	\$	200.00
Bank of America (reimburse purchases made on church credit card)	\$	125.00
Wells Fargo (Supporting St. Paul's AME Zion Church, Gettysburg)	\$	600.00

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<b>Total Expenses</b>	<b>\$</b>	<b>10,072.15</b>
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**Balance as of September 30, 2019** **\$ 6,170.77**

*\* St. James Budget disbursement is quarterly, and the 4th payment of \$3,500 was received in October 2019; total received from church annually is \$14,000, per the 2019 budget.*

## St. James Early Learning Center Balance Sheet

	Sep 30, 19	Sep 30, 18	\$ Change	% Change
<b>ASSETS</b>				
<b>Current Assets</b>				
<b>Checking/Savings</b>				
St.JamesChild Care	229,120.89	199,682.88	29,438.01	14.74%
<b>Total Checking/Savings</b>	229,120.89	199,682.88	29,438.01	14.74%
<b>Accounts Receivable</b>				
<b>Customer Invoices</b>				
CCIS Receivables	8,661.30	10,579.08	(1,917.78)	(18.13%)
Self Paid Receivables	4,141.07	1,966.15	2,174.92	110.62%
<b>Total Customer Invoices</b>	12,802.37	12,545.23	257.14	2.05%
<b>Total Accounts Receivable</b>	12,802.37	12,545.23	257.14	2.05%
<b>Total Current Assets</b>	241,923.26	212,228.11	29,695.15	13.99%
<b>TOTAL ASSETS</b>	<b>241,923.26</b>	<b>212,228.11</b>	<b>29,695.15</b>	<b>13.99%</b>
<b>LIABILITIES &amp; EQUITY</b>				
<b>Liabilities</b>				
<b>Current Liabilities</b>				
<b>Other Current Liabilities</b>				
<b>Payroll Liabilities</b>				
Pension	0.00	(181.08)	181.08	100.0%
<b>Total Payroll Liabilities</b>	0.00	(181.08)	181.08	100.0%
Security Deposit Fee	9,789.00	7,976.90	1,812.10	22.72%
<b>Total Other Current Liabilities</b>	9,789.00	7,795.82	1,993.18	25.57%
<b>Total Current Liabilities</b>	9,789.00	7,795.82	1,993.18	25.57%
<b>Total Liabilities</b>	9,789.00	7,795.82	1,993.18	25.57%
<b>Equity</b>				
Opening Bal Equity	33,470.93	33,470.93	0.00	0.0%
Retained Earnings	187,174.13	178,599.47	8,574.66	4.8%
Net Income	11,489.20	(7,638.11)	19,127.31	250.42%
<b>Total Equity</b>	232,134.26	204,432.29	27,701.97	13.55%
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b>241,923.26</b>	<b>212,228.11</b>	<b>29,695.15</b>	<b>13.99%</b>

## St. James Early Learning Center Profit & Loss Statement

	<u>Oct '18 - Sep 19</u>		<u>Expense</u>	
<b>Income</b>			<b>Administration</b>	
<b>Fees</b>	645.00		<b>Audit Expense (2018 &amp; 2019 Exp)</b>	5,600.00
<b>Field Trips &amp; Special Events</b>	141.30		<b>Bad Debt</b>	1,345.80
<b>Fundraising</b>	14,200.25		<b>Bank Charge</b>	516.38
<b>Interest Inc</b>	112.28		<b>Office Supplies</b>	1,181.44
<b>Miscellaneous Income</b>	237.01		<b>Teacher Appreciation</b>	344.38
<b>Scholarship Fund</b>	8,322.00		<b>Telephone</b>	1,055.66
<b>Tuition</b>			<b>Total Administration</b>	10,043.66
<b>CCIS</b>	138,108.65		<b>Classroom &amp; Building</b>	
<b>Employee Discount</b>	(8,395.00)		<b>Building &amp; Maint Supplies</b>	5,463.47
<b>Parent Pay</b>	642,219.52		<b>Classroom Supplies</b>	3,454.88
<b>Scholarship Discount</b>	(51,090.30)		<b>Equipment</b>	11,910.47
<b>Sibling Discount</b>	(23,885.15)		<b>Field Trips</b>	2,765.81
<b>Tuition Discount for ACH Debit</b>	(1,624.00)		<b>Insurance</b>	12,292.61
<b>Vacation Week Credit</b>	(2,360.60)		<b>Total Classroom &amp; Building</b>	35,887.24
<b>Total Tuition</b>	692,973.12		<b>Fundraising Expense</b>	11,979.17
<b>Total Income</b>	716,630.96		<b>Groceries and Meals</b>	
<b>Gross Profit</b>	716,630.96		<b>CACFP-Dept. of Ed. - meal reim.</b>	(28,839.33)
			<b>Groceries</b>	24,278.73
			<b>Milk &amp; Produce</b>	9,441.35
			<b>Total Groceries and Meals</b>	4,880.75
			<b>Personnel</b>	
			<b>Bonus</b>	2,950.00
			<b>Disability</b>	13,576.22
			<b>Health Ins. - Employee Contrib.</b>	(11,150.00)
			<b>Medical Insurance</b>	73,842.73
			<b>Payroll - Employer FICA Taxes</b>	34,907.73
			<b>Pension</b>	23,061.68
			<b>Salaries &amp; Wages</b>	449,546.90
			<b>Total Personnel</b>	586,735.26
			<b>Professional Development</b>	
			<b>Memberships</b>	240.00
			<b>Staff Training</b>	1,947.91
			<b>Total Professional Development</b>	2,187.91
			<b>St. James Lutheran Church Fees</b>	
			<b>Child Care Building Expenses</b>	22,500.00
			<b>Financial Management Fee</b>	14,715.00
			<b>Total St. James Lutheran Church Fees</b>	37,215.00
			<b>Total Expense</b>	688,928.99
			<b>Net Income</b>	27,701.97



## 2020 St. James Budget

	2017 Actuals	2018 Budget	2018 Actuals	2019 Budget	2019 Actuals Sept YTD	2020 Proposed Budget
<b>Revenues</b>						
ACTUAL GIVING	746,430.50	724,561.84	692,595.91	749,039.01	552,545.01	759,808.25
Other Income	53,592.31	45,529.00	47,315.02	46,000.00	34,500.00	48,000.00
<b>Total Revenues</b>	<b>800,022.81</b>	<b>770,090.84</b>	<b>739,910.93</b>	<b>795,039.01</b>	<b>587,045.01</b>	<b>807,808.25</b>

	2017 Actuals	2018 Budget	2018 Actuals	2019 Budget	2019 Actuals Sept YTD	2020 Proposed Budget
<b>Benevolence</b>						
Commitment Support LSS and ELCA	50,000.00	50,000.00	50,000.00	50,000.00	37,505.00	52,000.00
Gettysburg Community Soup Kitchen	1,000.00	1,000.00	1,000.00	1,000.00	750.00	1,000.00
Habitat for Humanity	1,000.00	1,000.00	1,000.00	1,000.00	750.00	1,000.00
Lutheran Camping Corporation	1,000.00	1,000.00	1,000.00	1,000.00	750.00	1,000.00
Mission of Mercy	2,000.00	2,000.00	2,000.00	2,000.00	1,500.00	2,000.00
SCCAP-Circles	1,000.00	1,000.00	1,000.00	1,000.00	750.00	1,000.00
SCCAP-Food Pantry	1,000.00	1,000.00	1,000.00	1,000.00	750.00	1,000.00
SpiriTrust-Benevolent Care	1,000.00	1,000.00	1,000.00	1,000.00	750.00	1,000.00
SpiriTrust-Hospice	1,000.00	1,000.00	1,000.00	1,000.00	750.00	1,000.00
St. James Social Ministry	14,000.00	14,000.00	14,000.00	14,000.00	10,500.00	14,000.00
United Lutheran Seminary	500.00	500.00	500.00	1,000.00	750.00	500.00
World Outreach-Emmaus Ministry	1,600.00	1,600.00	1,600.00	1,600.00	1,200.00	1,600.00
World Outreach-Global Mission Scholar	1,400.00	1,400.00	0.00	1,400.00	0.00	1,400.00
World Outreach-Lutheran World Relief	3,000.00	3,000.00	3,000.00	3,000.00	2,250.00	3,000.00
World Outreach-Missionary Supp.Palmer	2,800.00	2,800.00	2,800.00	2,800.00	2,100.00	2,800.00
World Outreach-Other Projects/Visits	907.00	2,000.00	2,000.00	2,000.00	0.00	2,000.00
World OutreachSource of Life Min.-Haiti	1,100.00	1,100.00	1,100.00	1,100.00	825.00	1,100.00
World Outreach-WMPL-Saha,LAMB Hosp.	2,800.00	2,800.00	2,800.00	2,800.00	2,100.00	2,800.00
World Outreach-World Hunger - ELCA	2,800.00	2,800.00	2,800.00	2,800.00	2,100.00	2,800.00
<b>Total Benevolence</b>	<b>89,907.00</b>	<b>91,000.00</b>	<b>89,600.00</b>	<b>91,500.00</b>	<b>66,080.00</b>	<b>93,000.00</b>

## 2020 St. James Budget

Current Expenses	2017 Actuals	2018 Budget	2018 Actuals	2019 Budget	2019 Actuals Sept YTD	2020 Proposed Budget
<b>Personnel Budget</b>						
Personnel: Compensation Total	344,848.52	362,819.62	357,895.45	376,794.13	271,145.80	397,986.85
Personnel: Benefits Total	130,842.33	136,398.19	135,969.24	147,274.51	105,643.11	131,373.74
Personnel: FICA Total	16,209.01	17,447.03	17,051.98	18,260.37	12,835.47	20,387.66
Personnel: Prof Expenses Total	12,209.02	14,276.00	11,833.20	16,160.00	12,504.65	17,660.00
Personnel: Moving Exp						
<b>Total Personnel</b>	<b>504,108.88</b>	<b>530,940.84</b>	<b>522,749.87</b>	<b>558,489.01</b>	<b>402,129.03</b>	<b>567,408.25</b>
<b>Other Current Expenses</b>						
Archives	59.99	50.00	63.50	50.00	0.00	50.00
Art and Design	0.00	500.00	225.00	500.00	0.00	500.00
Audit Expense	2,250.00	3,000.00	2,325.00	2,500.00	2,400.00	2,500.00
Bank & Credit Card Charges	459.12	300.00	542.14	350.00	420.51	350.00
Bank Fees - Heartland/Vanco	931.19	200.00	163.92	150.00	59.12	150.00
Borough Storm Water Mgmt Fee						1,500.00
Building Repair/Maintenance	13,343.67	10,000.00	22,491.78	10,000.00	14,877.08	10,000.00
Building Supplies	6,773.74	7,500.00	7,884.90	7,500.00	5,023.95	7,500.00
Caregiving Ministry	3,285.50	0.00	2,324.47	1,000.00	413.52	1,000.00
Christian Ed.	1,900.34	3,000.00	2,029.40	2,029.40	1,743.89	3,000.00
Contingencies/Misc	388.91	500.00	528.59	500.00	599.00	500.00
Envelopes/Lenten Folders	1,978.83	2,700.00	2,323.90	2,500.00	2,011.15	2,500.00
Evangelism	935.50	800.00	892.62	800.00	361.60	800.00
Fellowship	217.95	150.00	763.48	500.00	496.80	500.00
Health Ministry	792.03	500.00	500.46	500.00	344.59	500.00
Insurance-Property/Workers Comp	14,421.52	16,500.00	15,199.15	17,500.00	11,707.64	17,500.00
Library	310.52	300.00	293.15	300.00	272.57	300.00
LWR - Quilting Mission		500.00	403.92	500.00	185.00	150.00
Music & Supplies	9,003.90	11,000.00	9,309.35	9,600.00	4,431.36	10,100.00
Office Repairs & Maintenance	1,931.86	2,800.00	949.00	2,500.00	499.00	2,500.00
Office Supplies	7,176.02	6,000.00	6,261.31	6,000.00	3,562.65	5,000.00
Organ Repair/Maintenance	934.00	1,500.00	2,456.00	2,000.00	591.00	2,000.00
Postage	2,297.10	2,800.00	1,755.13	2,600.00	1,719.67	2,400.00
Retreats	2,906.50	5,000.00	6,224.00	4,000.00	2,920.00	5,000.00
St. James Camping Scholarships	2,000.00	2,000.00	1,600.00	2,000.00	925.00	2,000.00
Stewardship/Mission Support	43.67	300.00	242.26	300.00	217.94	300.00
Strategic Planning/Congregational Renewal		150.00	0.00	100.00	0.00	0.00
Technology-Computer Supplies	8,533.37	5,000.00	3,154.75	5,000.00	4,068.58	5,000.00
Telephone/Internet	6,038.90	6,000.00	5,485.31	6,000.00	4,852.05	7,000.00
Trash Removal	2,337.31	1,200.00	1,332.00	1,400.00	1,010.00	1,400.00
Utilities	29,884.17	32,500.00	32,331.17	32,000.00	23,370.18	32,000.00
Worship Materials	1,806.02	2,400.00	1,321.92	2,400.00	947.33	2,400.00
Youth Activities	20,160.85	23,000.00	22,084.68	21,000.00	13,996.37	21,000.00
<b>Total Other Current Expenses</b>	<b>143,102.48</b>	<b>148,150.00</b>	<b>153,462.26</b>	<b>144,079.40</b>	<b>104,027.55</b>	<b>147,400.00</b>
<b>Total Current Expenses</b>	<b>647,211.36</b>	<b>679,090.84</b>	<b>676,212.13</b>	<b>702,568.41</b>	<b>506,156.58</b>	<b>714,808.25</b>
<b>Total Benevolence &amp; Current</b>	<b>737,118.36</b>	<b>770,090.84</b>	<b>765,812.13</b>	<b>794,068.41</b>	<b>572,236.58</b>	<b>807,808.25</b>

# 2020 St. James Personnel Budget

Raise for salaried personnel: 3.0%      Raise for hourly Personnel. Pension Rate: 10.0%

## Personnel Budget Budget Worksheet for 2020

9/21/2019

Start with 2019  
Housing

Name	Date of call/hire	Benefit Group	Hours per week	Hourly Rate	Hours per year	Position	Lead Pastor	Associate Pastor	Minister of Music	Youth Minister	Building Superintendent	Church Administrator	Administrative Assistant	Spiritual Gifts Coordinator	Assistant Sexton	Treasurer	Nursery Attendant	
M Alwein	May-04	A				Salaried	\$ 56,574.74	\$ 36,243.41	\$ 64,919.23	\$ 36,500.00	\$ 40,075.33	\$ 34,839.75	\$ 17.14	\$ 15.45	\$ 12.67	\$ 17.57	\$ 12.50	
							\$ 17,115.00	\$ 19,000.00										
<b>Base 1</b>																		
Base Salary/Wage							\$ 58,785.43	\$ 41,900.71	\$ 66,866.81	\$ 37,595.00	\$ 43,277.59	\$ 39,473.44	\$ 30,506.46	\$ 10,311.95	\$ 12,984.85	\$ 7,329.33	\$ 2,375.00	\$ 351,406.57
Housing							\$ 17,115.00	\$ 19,000.00										\$ 36,115.00
Soc Sec Allowance 7.65%							\$ 5,806.38	\$ 4,658.90										\$ 10,465.29
<b>Total Base 1</b>							<b>\$ 81,706.82</b>	<b>\$ 65,559.61</b>	<b>\$ 66,866.81</b>	<b>\$ 37,595.00</b>	<b>\$ 43,277.59</b>	<b>\$ 39,473.44</b>	<b>\$ 30,506.46</b>	<b>\$ 10,311.95</b>	<b>\$ 12,984.85</b>	<b>\$ 7,329.33</b>	<b>\$ 2,375.00</b>	<b>\$ 397,986.85</b>

### Benefits

Retirement Contribution Rate	12.0%	12.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	\$ 39,443.90	
Pension	\$ 9,804.82	\$ 7,867.15	\$ 6,686.68	\$ 3,759.50	\$ 4,327.76	\$ 3,947.34	\$ 3,050.65												\$ -
Disability Rate	1.5%	1.5%	1.5%	1.5%	1.5%	1.5%	1.5%	1.5%	1.5%	1.5%	1.5%	1.5%	1.5%	1.5%	1.5%	1.5%	1.5%		
Disability	\$ 1,225.60	\$ 983.39	\$ 1,003.00	\$ 563.93	\$ 649.16	\$ 592.10	\$ 457.60												\$ 5,474.78
Basic Group Life	0.7%	0.7%	0.7%	0.7%	0.7%	0.7%	0.7%	0.7%	0.7%	0.7%	0.7%	0.7%	0.7%	0.7%	0.7%	0.7%	0.7%		
Life Rate	\$ 571.95	\$ 458.92	\$ 468.07	\$ 263.17	\$ 302.94	\$ 276.31	\$ 213.55												\$ 2,554.91
Retiree Support Rate	0.7%	0.7%	0.7%	0.7%	0.7%	0.7%	0.7%	0.7%	0.7%	0.7%	0.7%	0.7%	0.7%	0.7%	0.7%	0.7%	0.7%		
Retiree Support	\$ 571.95	\$ 458.92	\$ 468.07	\$ 263.17	\$ 302.94	\$ 276.31	\$ 213.55												\$ 2,554.91
Medical Insurance	\$ 16,941.60	\$ 20,642.64	\$ 14,965.00	\$ 5,496.00	\$ 10,320.00	\$ 2,000.00	\$ 10,980.00												\$ 81,345.24
<b>Total Benefits</b>	\$ 29,115.92	\$ 30,411.02	\$ 23,590.82	\$ 10,345.77	\$ 15,902.80	\$ 7,092.06	\$ 14,915.35	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 131,373.74

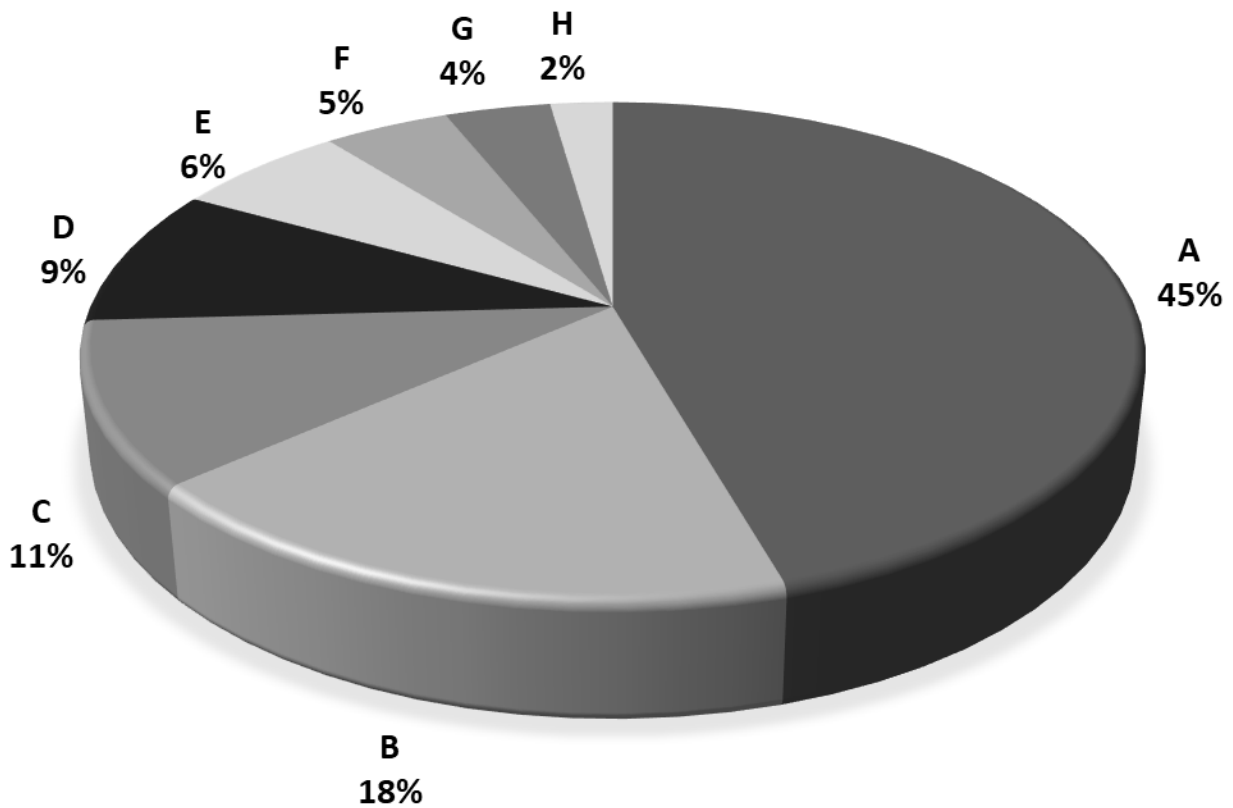
### Expenses

Automobile Allowance	\$ 4,000.00	\$ 4,000.00	\$ 1,030.00	\$ 1,030.00	\$ 1,030.00	\$ 1,030.00	\$ 1,030.00	\$ 1,030.00	\$ 1,030.00	\$ 1,030.00	\$ 1,030.00	\$ 1,030.00	\$ 1,030.00	\$ 1,030.00	\$ 1,030.00	\$ 1,030.00	\$ 1,030.00	\$ 1,030.00	\$ 10,060.00
Education	\$ 2,000.00	\$ 2,000.00	\$ 1,200.00	\$ 1,200.00	\$ 250.00	\$ 250.00	\$ 250.00	\$ 250.00	\$ 250.00	\$ 250.00	\$ 250.00	\$ 250.00	\$ 250.00	\$ 250.00	\$ 250.00	\$ 250.00	\$ 250.00	\$ 250.00	\$ 6,900.00
Funeral Coverage	\$ 700.00	\$ 700.00	\$ 700.00	\$ 700.00	\$ 700.00	\$ 700.00	\$ 700.00	\$ 700.00	\$ 700.00	\$ 700.00	\$ 700.00	\$ 700.00	\$ 700.00	\$ 700.00	\$ 700.00	\$ 700.00	\$ 700.00	\$ 700.00	\$ 700.00
<b>Total Expenses</b>	\$ 6,000.00	\$ 6,000.00	\$ 2,230.00	\$ 2,230.00	\$ 950.00	\$ 250.00	\$ 250.00	\$ 250.00	\$ 250.00	\$ 250.00	\$ 250.00	\$ 250.00	\$ 250.00	\$ 250.00	\$ 250.00	\$ 250.00	\$ 250.00	\$ 250.00	\$ 17,660.00

### FICA

FICA Rate	7.65%	7.65%	7.65%	7.65%	7.65%	7.65%	7.65%	7.65%	7.65%	7.65%	7.65%	7.65%	7.65%	7.65%	7.65%	7.65%	7.65%	7.65%	7.65%
<b>Total FICA</b>	\$ 6,269.31	\$ 2,876.02	\$ 3,364.29	\$ 3,019.72	\$ 2,333.74	\$ 788.86	\$ 993.34	\$ 560.69	\$ 181.69	\$ 20,387.66									
<b>Package Total</b>	<b>\$ 116,822.74</b>	<b>\$ 101,970.63</b>	<b>\$ 98,956.94</b>	<b>\$ 53,046.79</b>	<b>\$ 63,494.68</b>	<b>\$ 49,835.22</b>	<b>\$ 47,755.55</b>	<b>\$ 11,100.81</b>	<b>\$ 13,978.19</b>	<b>\$ 7,890.02</b>	<b>\$ 2,556.69</b>	<b>\$ 567,408.25</b>							

**2020 Mission Plan**



<b>A</b>	<b>Word &amp; Sacrament (45%):</b> Worship Services & Music Ministry, Home & Hospital Visits, Prison Ministry, Spiritual Direction, Funerals, Baptisms, Weddings
<b>B</b>	<b>Youth Group (18%):</b> Elementary, Middle and High School Youth Groups
<b>C</b>	<b>Local Ministry (11%):</b> Gettysburg C.A.R.E.S., Soup Kitchen & Food Pantries, SCCAP, Habitat for Humanity, Lutheran Camping Corporation, United Lutheran Seminary, SpiriTrust Lutheran
<b>D</b>	<b>Mission Support, LSS &amp; ELCA (9%):</b> LAMPa, Lower Susquehanna Synod, and the ELCA
<b>E</b>	<b>Small Group Study (6%):</b> Sunday School & Confirmation, Weekday & Evening Study, VBS
<b>F</b>	<b>Community Outreach (5%):</b> SJLC Early Learning Center Scholarships, Support Group Meetings, Scouts
<b>G</b>	<b>Community Ministry (4%):</b> Voucher assistance programs (gas, food, utility bills); additional organizations are helped through the Sharing Ministry Fund, which is separate from the Annual Budget
<b>H</b>	<b>Global Missions (2%):</b> Lutheran World Relief, Lutheran Disaster Response, ELCA World Hunger, Source of Life Ministries in Haiti, The Emmaus Ministry of Andrea Pradesh, Utpal & Stacy Saha’s ministry work in Bangladesh, Brian Palmer’s ministry work in Liberia

## Sharing Ministry 2020 Budget

### SHARING MINISTRY BENEVOLENCE 2020 Paid out of St James Sharing Ministry Fund

	2019 Budget	2020 Budget
<b>Sharing Ministry Expense</b>		
Adams County Childrens Advocacy	700.00	700.00
Adams Co. Prison Reading Program	700.00	700.00
Adams Rescue Mission	2,000.00	2,900.00
Fruitbelt Farmworkers	1,000.00	1,200.00
Gettysburg C.A.R.E.S.	2,000.00	2,100.00
Gettysburg Fire Department	500.00	500.00
Holiday Family Outreach - paid out in Oct'19	1,000.00	1,000.00
Pedals for Progress	500.00	600.00
Prison Society	1,000.00	1,200.00
SCCAP - where needed most	1,000.00	1,900.00
St. James Early Learning Center Scholarship	4,000.00	4,700.00
Survivor's Inc.	750.00	-
Emergency Fund *	3,000.00	3,000.00
Emergency Fund Gift Cards	1,000.00	1,500.00
Walk-in monies	500.00	-
	19,650.00	22,000.00
<b>Total Sharing Ministry Beveolence</b>	19,650.00	22,000.00

\* The Emergency Fund is reserved for emergency needs, primarily food and medical help. A petition for funds must be made to the Social Ministry Committee and disbursed only at their direction.

NOTE: The income from certain trusts held by others has been designated for use by Social Ministry by the Congregation (not the donor)

## St. James Early Learning Center 2020 Budget

	2018 Actuals	2019 Budget	Jan - Sept 2019 Actuals	2020 Budget
<b>Income</b>				
Enrollment Fee	515.00	400.00	520.00	550.00
Activity Fee	1,480.00	1,800.00	141.30	1,600.00
Fundraising	14,059.30	2,000.00	2,240.25	15,000.00
Interest Inc	104.24	100.00	85.89	100.00
Miscellaneous Income	69.08		211.01	
Scholarship Fund	7,270.00	9,000.00	7,547.00	12,000.00
<b>Total Other Income</b>	<b>23,497.62</b>	<b>13,300.00</b>	<b>10,745.45</b>	<b>29,250.00</b>
<b>Tuition</b>				
CCIS	175,305.20	163,000.00	101,846.13	112,500.00
Employee Discount	(9,232.00)	(9,180.00)	(6,043.00)	(8,000.00)
Parent Pay	629,585.31	660,000.00	485,366.32	697,000.00
Scholarship Discount	(44,276.00)	(40,000.00)	(40,935.70)	(43,000.00)
Sibling Discount	(28,429.90)	(31,200.00)	(17,908.25)	(24,000.00)
ACH Debit Pay Discount	(7,150.00)	0.00		0.00
Vacation Week Credit	(6,919.30)	0.00	(117.90)	0.00
<b>Total Tuition</b>	<b>708,883.31</b>	<b>742,620.00</b>	<b>522,207.60</b>	<b>734,500.00</b>
<b>Total Income</b>	<b>732,380.93</b>	<b>755,920.00</b>	<b>532,953.05</b>	<b>763,750.00</b>
<b>Expenses</b>				
<b>Administration</b>				
Audit Expense	2,750.00	2,850.00	2,850.00	2,850.00
Bad Debt	308.40	2,000.00	1,037.40	1,200.00
Bank Charge	552.72	560.00	385.60	685.00
Office Supplies	891.50	1,000.00	762.85	1,000.00
Postage	0.00	0.00	0.00	0.00
Teacher Appreciation	390.43	1,000.00	215.43	1,000.00
Telephone	990.79	1,000.00	802.52	1,100.00
<b>Total Administration</b>	<b>5,883.84</b>	<b>8,410.00</b>	<b>6,053.80</b>	<b>7,835.00</b>
<b>Classroom and Building</b>				
Building & Maint Supplies	7,010.14	5,000.00	3,125.88	4,000.00
Classroom Supplies	4,134.08	4,500.00	3,211.40	4,750.00
Equipment	7,251.45	7,500.00	5,580.26	5,000.00
Field Trips	3,370.49	3,000.00	2,765.81	2,800.00
Insurance	10,324.85	10,500.00	9,631.36	12,500.00
<b>Total Classroom</b>	<b>32,091.01</b>	<b>30,500.00</b>	<b>24,314.71</b>	<b>29,050.00</b>
<b>Fundraising Expense</b>	<b>13,515.63</b>		<b>565.41</b>	<b>12,600.00</b>
<b>Groceries and Meals</b>				
CA CFP-Dept. of Ed. - meal reim.	(31,725.84)	(30,000.00)	(21,233.89)	(29,000.00)
Groceries	28,613.43	30,000.00	18,122.51	23,500.00
Milk & Produce	11,963.51	12,500.00	6,878.69	9,000.00
<b>Total Groceries and Meals</b>	<b>8,851.10</b>	<b>12,500.00</b>	<b>3,767.31</b>	<b>3,500.00</b>
<b>Personnel</b>				
Bonus	2,950.00			
Disability, Life & Admin	16,742.84	15,000.00	9,962.74	12,880.00
Health Ins. - Employee Contrib.	(12,100.00)	(12,150.00)	(8,710.00)	(13,000.00)
Medical Insurance	77,692.27	79,500.00	56,325.92	92,800.00
Payroll - Employer FICA Taxes	36,174.42	40,260.00	27,611.05	39,230.00
Retirement	25,168.22	26,300.00	17,641.66	26,650.00
Salaries & Wages	477,342.50	526,220.00	354,444.62	512,760.00
<b>Total Personnel</b>	<b>623,970.25</b>	<b>675,130.00</b>	<b>457,275.99</b>	<b>671,320.00</b>
<b>Professional Development</b>				
Professional Memberships	120.00	125.00	120.00	125.00
Staff Training	1,481.48	2,000.00	1,376.63	2,000.00
<b>Total Professional Developm€</b>	<b>1,601.48</b>	<b>2,125.00</b>	<b>1,496.63</b>	<b>2,125.00</b>
<b>St. James Lutheran Church Fees</b>				
Child Care Building Expenses	22,500.00	22,500.00	16,875.00	22,500.00
Financial Management Fee	14,400.00	14,820.00	11,115.00	14,820.00
<b>Total StJLC Fees</b>	<b>36,900.00</b>	<b>37,320.00</b>	<b>27,990.00</b>	<b>37,320.00</b>
<b>Total Expense</b>	<b>722,813.31</b>	<b>765,985.00</b>	<b>521,463.85</b>	<b>763,750.00</b>
<b>Net Income</b>	<b>9,567.62</b>	<b>(10,065.00)</b>	<b>11,489.20</b>	<b>0.00</b>

## Report from Lead Pastor, Mike Allwein

***“Our God knows that in so many ways we are lame and half blind. We will never win the Olympics of humanity, racing for perfection, but we can walk together in hope, celebrating that we are loved in our brokenness.”<sup>1</sup>***

I absolutely love the above quote as a reminder to myself personally and to our congregation of St. James, that we are both “sinner and saint,” individually and as a congregation. Perfection need never be our goal; however, celebrating and sharing the giftedness of God’s love together most certainly becomes our life force in the mission of this congregation.

On May 4 of this year, I quietly remembered the anniversary of being called to St. James 15 years ago as your Lead Pastor. That was the weekend Paul Oman was here and demonstrated his extraordinary gift of painting magnificent artistic pieces during our worship services. Immediately after the worship services on that Sunday, I left for the conference held each year for Lead Pastors of Larger Lutheran churches, giving me time to reflect more intentionally on the gift this congregation continues to be to me, to each other, to Adams County and beyond.

I continue to give thanks for our staff, each and every one working diligently, giving long hours, very often being on call on weekends when a situation requires additional attention. I have never heard any staff person complain when they are asked to respond to a crisis or unexpected situation that comes up unexpectedly. Each one is a gift to be appreciated and treasured!

This is the year where so many individuals have worked diligently to put our Capital Campaign into motion – “Renewing God’s House to Share God’s Love.” Our intent is to reinvigorate our building for ministry and mission into the years ahead. This campaign becomes an invitation to our spirit of togetherness shoring up the foundation today and into our future.

This is the year Pastor Andrew and Christina, their children, Gabrielle and Noah, and their families invited us to join with them on their wedding day in August as a new beginning in their lives together. We also bid a sad farewell to Jess Smith, our Youth Minister who left us in July to join her husband who took a call at a Lutheran Church near Indianapolis. But in response to God’s nudging, and many hours of searching, interviewing and praying, we hired Kristin Slaybaugh as our new Youth Minister.

The brokenness we too often experience in our lives today offers us both a challenge and an invitation. Each day when I hear the children from our Early Learning Center; as I hear Tim practicing the organ; Tom running the vacuum cleaner; as I see the commitment from you to work for the care of God’s creation; to respond to the homeless, the food insecurities, immigrants and elderly, I am forever grateful for the generosity of your hearts. It is in recognizing our own brokenness, healed by God’s grace, knowing it is God’s love we share, that we, indeed, become the community of faith to which we are called!

God’s love and blessings to each one of you!

*~Pastor Mike*

<sup>1</sup> Jean Vanier. [The Broken Body](#). 1999.

## Report from Associate Pastor, Andrew Geib

What a year it has been! As I sit to write my annual report, reflecting over the past year, I find myself filled with a grateful heart.

To begin, I am thankful for the ways God has blessed me over the past year in my personal life. As we all do in our moments of hardship, I have spent a lot of time in prayer over the past few years. Through Christina and Noah coming into my and Gabrielle's life, my prayers have been answered in ways far more than I could have ever anticipated. As grateful as I am for Christina and Noah, the family we now have, and for our journey together that lays ahead of us, so too, am I grateful for our family of faith here at St. James; grateful for your presence on our wedding day, for the cards and prayers we have received over the past year, and for your continued support.

As I reflect on the past year in regard to our work together in Christ, I am both thankful for, and amazed by, the ministry we have done. From the continued growth of our Advent and Lent mid-week dinners and worship services, to the number of children who experienced the Good News through our Vacation Bible School program, to our weekly youth programming and weekend worship experiences, to the countless people in need whom we extend Christ's love to in various ways. Our monthly grief luncheons have become a powerful witness to the healing power of the Spirit that comes to us through the Body of Christ. Our first Annual Halloween Open House was a huge hit, bringing people together from our St. James family, families from our St. James Early Learning Center, and people from the Gettysburg community for a night of fun, fellowship, and evangelism. In all these ministries and so many more, I am proud to be a part of St. James and to serve as your pastor.

In addition to the ministry we have done this past year, are the people that make it all possible. I can't say enough about our St. James staff. Each and every one of our staff members are a blessing to our congregation and to our community. From our Office Manager, Katy Clowney, to our Administrative Assistant, Debby Nimitz, to our Spiritual Gifts Coordinator, Lisa Poole, to our Treasurer, Karen Lentz, to our Youth Minister, Kristin Slaybaugh, to our Early Learning Center Director, Suzan Seibel-Willard and the many staff members downstairs, to our Building Superintendent and Assistant Sexton, Tom Bender and Cingdon Kim, to our Minister of Music and Associate Organist, Tim and Barbara Braband, to Pastor Mike. Our staff goes above and beyond on a daily basis to care for God's people and spread God's love. With this being said, it is easy for the work of the staff to go unnoticed and underappreciated. As you come in contact with our staff, please take the time to thank them for their hard work and dedication. A thoughtful word or card expressing your appreciation goes a long way.

Reflecting on the past year leads me to think about the future as well. I am excited about our current Capital Campaign and thankful for your participation and generosity as we seek to *Renew God's House to Share God's Love* for generations to come.

As church participation continues to decline across the United States, it is all the more critical that we do the work we are called to do. As our baptismal promises reflect: *to live among God's faithful people, to hear the Word and take communion, to proclaim the Gospel message through word and deed, and to serve all people following the example of Jesus, striving for justice and peace in all the world.*



My personal prayer for each of you and for our family of faith is that we bear the name of Christ proudly and faithfully, not just in our work together here at church, but at all times and in all places. From family crisis and personal hardships to global violence and environmental issues, living in the manner Christ calls us to live is more critical today than ever before. In a world in which good news is increasingly difficult to come by, may we be a sign of the Good News. May we live among God's faithful people, hear the Word and take communion, proclaim the Gospel through word and deed, and serve all people following the example of Jesus, striving for justice and peace.

With love and gratitude,

*~Pastor Andrew*

## Report from Minister of Music, Tim Braband

Thank you for the privilege of allowing me to serve as your Minister of Music here at St. James.

This past year included exploring the richness of the *Evangelical Lutheran Worship*, our primary worship resource. My philosophy is that we continue to worship God with materials that are true, honorable, high quality, participatory, and a representative balance of memory and vision. Waterlife Services have given our children an opportunity to take on leadership roles, at the same time allowing us to worship with a variety of additional resources: *LifeSongs*, *This Far by Faith* and *Worship and Praise*.

A sincere thank you to all our choir members and parents of our younger singers: Alleluia Choir (K, 1, 2), Jubilant Choir (3, 4, 5), and our Martin Luther and Adult Choirs. These individuals rehearse regularly so that our worship is enriched on a regular basis. Please take a moment to thank a choir member, or soloist, and perhaps sing with us or encourage others to sing. Our Summer Choir, along with vocalists and instrumentalists, has enhanced our worship over the summer months.

In addition to our three regularly scheduled worship services on any given weekend and choir rehearsals for our four vocal choirs, my calendar remains full of additional times of celebration and thanksgiving at weddings and funeral/memorial services. Mid-week communion services during Advent and Lent add to our worship opportunities with the "Unfailing Light" liturgy. My work as staff liaison with our Worship and Music Committee, and Art and Design Committee allows interaction with creative hard-working members of the parish. The visit by guest artist Paul Oman augmented our Wednesday afterschool program, as well as our youth services on May 5. Additionally, we now have three original paintings.

Each week as I plan out individual worship liturgies, I am reminded of our beautiful worship space and the many people who work behind the scenes to enrich the worship life for our St. James family as well as guests who regularly attend worship.

A special word of thanks to my Mutual Ministry Committee: Jan Hartzell (convener), Rebecca Brown, Jim Dunlop and Gary Shaffer. Your support throughout the year has been and continues to be a real blessing.

The Susquehanna University Choir presented a concert here on March 24. A special word of thanks to those who attended the concert and helped with the meal. It was a real treat, especially for our own John Uhlig, as he sang with this top-notch choral ensemble in his senior year at SU.

A thank you to my wife Barbara, for her continued work accompanying the Adult Choir and for taking on additional assignments as needed. As we welcome Kristin Slaybaugh to the position of Youth Minister, I am grateful for our talented and hardworking staff who are agents of healing and love within our church and society.

Soli Deo gloria!  
Tim

## Report from Youth Minister, Kristin Slaybaugh

2019 has brought another change of leadership! My name is Kristin Slaybaugh and in September 2019 I began the role of Youth Minister, formerly held by Jess Smith. I have been on staff for a little under two months now, and I am already learning so much about this active church in downtown Gettysburg. I'm originally from North Carolina and love how impactful local outdoor ministry's role in faith formation has impacted the life and growth within the ELCA's North Carolina Synod. I am excited to be on a team that is so willing to delve into what it means to live and love like Jesus and the joy we have serving others as a community of faith.

So far I have already seen St. James authentically hold true to its biblical namesake where the verse "Faith by itself, without works, is dead" (James 2:17) is taken. There are many ways that I have witnessed congregation members and teams putting their faith into action. Since arriving at St. James, I have found this to be a community of faith that understands what it looks like to serve *all* our neighbors – acting local, thinking global. Though I have only been here for a short time, there have been many events to be a part of – a Fall Festival, Youth Groups, a Halloween Open House, and investing in this ministry space through the work of the Capital Campaign. I am excited to see St. James continue to grow with and nurture its members and the greater community around Gettysburg. It is my hope that I can assist St. James as a place apart, where people young and old can enter and be held in a community and faith met with the grace to be known and loved as they are.

Moving forward out of this transitional time with St. James, I am looking to build relationships with our families and seek creative ways to build up our community and faith. I am hoping to continue to strengthen our relationship with the neighboring opportunities for outdoor ministry, engage in service leadership, and global outreach and education with our youth.

*Kristin*

## Art & Design

Committee Chair: Rebecca Brown

Committee Members: Tim Braband, Geoff Thulin, Ken Unger, Becky Harris, Margaret Swartz, and Becky Carter

We meet the fourth Tuesday of every month at 7:30pm, or when work requires.

We spend much of our time hanging and taking down the swags and banners in the worship area, according to the church calendar and with the help of Property Committee.

As our committee was the spearheading one for the Paul Oman worshipful painting experiences, we spent a good bit of time both collectively and individually on this project. There were scheduling tasks as well as actual physical labor involved. We determined the theme and Bible passages to be used along with the number and size of the paintings to be produced. Other members of the church, beyond our committee, contributed time and their skills, but the basic time and materials plan was in the hands of our committee. Now we are working on locating and hanging the completed pieces.

We compiled the booklet enumerating art throughout the building and it is now available at both Stratton Street and York Street entrances to aid an interested visitor (or member) in familiarizing themselves with paintings and sculptures. We will be updating it once the Paul Oman pieces are hung.

## Christian Education

Committee Chair: Julie Dunlop

Committee Members: Pastor Andrew Geib, Shirley Sanders, Holly Schneider, Jess Smith, Brienna Waybrant, Kim Guise, Kim McGlaughlin, Jenny Martin, Diane Joiner, and Wendy Machemer

Christian Education Committee Mission: *We are to teach the Good News of Jesus Christ in the St. James congregation, providing diverse opportunities for learning for Christians of all ages.*

We are blessed at St. James to have six adult Sunday School classes and their teachers/coordinators! There are also five children's classes, confirmation classes and a Senior High class all led by gifted teachers committed to passing on our faith to the next generation of Christians.

The Christian Education Committee instituted a "Second Sunday of Service" project at the end of 2014. On the second Sunday of each month, the children from age 4 to grade 6 meet together to engage in a service activity. This creates opportunities for projects that are difficult to accomplish separately. In 2019 the children made craft kits for *Caitlin's Smiles* and sent Valentines to the families of church members who passed away. They painted and hid rocks around the church, inviting community members to attend Holy Week and Easter services. They planted flowers around the church and packed bags of snacks and supplies for Gettysburg C.A.R.E.S.

Approximately 150 community children participated in *Shipwrecked* Vacation Bible School in June. The Vacation Bible School sub-committee worked with volunteers from Christ Lutheran to plan and coordinate a successful week.

The Christian Education Committee supports Rally Day, Teacher Appreciation Sunday, and the Christmas Pageant. We provide bibles to preschoolers and 4<sup>th</sup> grade students, ensure compliance with the Safe Church Policy, and purchase curriculum for Sunday School classes as needed.

We are very grateful to the team of adults who teach our children and adult classes. We welcome new teachers who joined this fall and extend heartfelt thanks to those who have led faithfully for many years. Your commitment furthers our mission to share the Good News of Jesus to member, old and new. Thank you!

## Columbarium

Committee Chair: Richard Englund

Committee Members: Pastor Andrew Geib, Linda Griffin, Beth Becker, Roy Keefer, Dick Unger, and Tom Bender

In 2019, we saw the installation of the second set of niches. At the time of the installation, we were informed that the person who had designed, built and who was also installing the niches was approaching the age of retirement. He told us we should think about doing the last section within a couple of years. This was brought to the attention of the Congregation Council, who referred it to the Capital Campaign Committee. We are grateful it is now a part of the campaign, coming to us as a loan which is to be repaid as the niches are sold.

There are still a couple of niches in the original section which can be purchased at \$1,100 per niche. Due to increased costs of the second arch, these niches are \$1,300 per niche.

The terms of two members of the committee are up for renewal in 2020. We are submitting the names of Richard Englund, and one to be determined at the November 20 Council Meeting.

## Early Learning Center Governance

Committee Chair: Barbara Vossler

Committee Members: Dan Bringman, *Council Representative*, Wendy Machemer, Priscilla Shuba, Shirley Sanders, Karen Vanderboegh, Suzan Seibel-Willard, Karen Lentz and Pastor Mike Allwein

*The St. James Lutheran Church Early Learning Center is a ministry of service and stewardship of the St. James Lutheran Church. The Center aspires in its operation to provide quality early childhood care and education in a loving Christian environment, to support families in need and to empower the Early Learning Center staff in this mission.*

The responsibility of the Early Learning Center Governance Committee is to assure that the Early Learning Center carries out its mission. It reviews, develops and recommends policies and plans of the Early Learning Center to Council. The Center is accredited as Keystone STARS level four, the highest possible rating, thus qualifying it to apply for and receive Merit, Education and Retention Awards from the state.

**Enrollment and Staffing:** As of September 2019, the Center enrolls approximately 97 full and part-time students and employs 20 staff members full and part-time and three seasonal staff over the holidays and summer. In 2019 to date, there has been no staff turnover. An additional full and part-time staff were hired this year to bring staffing up to compliance as we ended 2018 with the loss of two full-time staff members, as well as a cook. This year 50% of our staff were eligible for the Education and Retention Award through Keystone STARS. This award is based on individual professional qualification and length of service to St. James Lutheran Church Early Learning Center.

The Early Learning Center program serves 9 infants, 20 toddlers, 15 pre-schoolers, and 20 pre-kindergarteners and 33 school age children. The center is open 11 hours each day requiring full-time and part-time employees. Enrollment operates on a first come, first serve basis, depending on the openings in each classroom. The policies for calculating staffing needs in time of low enrollment are in place.

**Financial Assistance:** As of September 30, 26 of our families are receiving financial assistance. This figure is the state funding previously known as CCIS, now *Child Care Works*, as well as our own scholarships. We have more than doubled our scholarship discounts to children and families in need from August 2001 to the present.

The Early Learning Center held three fundraisers to support the scholarship fund: Friendly's Family Fun Night, a spaghetti dinner, and a gift card sale over the holidays. A donation from the local Gettysburg Eagles Post 1562 was also received, as well as from our own Social Ministry Committee. In total, we received about \$7,500.00 specifically for scholarships year-to-date, and granted approximately \$41,000 leaving the scholarship funding at a loss.

**Continuing Education:** All our staff members are required to fulfill 18 hours of staff training in required categories for both the Department of Human Services, Child Adult Care Food Program, and Keystone STARS. Topics include: fire safety, emergency management, first aid, active shooter, civil rights, mandated reporter, health and safety, child nutrition and in various areas of early childhood development, e.g. learning standards, curriculum, child observation and assessment, communication, positive behavior strategies and guidance, partnerships and families.

In the spring, both Suzan and Melanie Soliday, Assistant Director, successfully completed training in Mental Health First Aid, as well as Amy Miller in the fall. Additionally, Suzan serves on the Early Learning Committee for United Way of Adams County and the Early Learning Advisory Board for the Adams County Vo-Tech Program. Melanie Soliday, Assistant Director, also serves on the advisory board. Suzan also attends the Early Childhood Education Summit every October for three full days of training.

**Religious Education:** Pastor Andrew Geib and volunteers from the church have weekly Child Care Chapels. The children who attend the Early Learning Center participate in Vacation Bible School and our Youth Director and Minister of Music have invited the after-school age children to participate on Wednesdays as they did last year.

**Financial Matters:** This year the Center ended in a fiscally sound position and maintained a reserve fund that is needed to effectively manage cash flow. The Early Learning program has committed to maintain three months of expenses in our reserve account, so we do not have to rely on St. James for financial assistance in time of need.

We have generously pledged \$100,000 to the Capital Campaign. Contributions are \$50,000 this year and \$25,000 for the following two years.

The 2020 budget has been developed for recommendation to Council and to the congregation. It has been recommended that salaries be adjusted by a 2% pay increase.

**Accomplishments:** This year, in addition to the annual certification visit by the Department of Human Services, the staff successfully completed the bi-annual Environmental Assessment with scores exceeding the Star 4 standard, a very challenging audit by the Child Care and Adult Food Program, as well as renewing their Keystone STAR 4 designation.

Suzan facilitated a very successful *Week of the Young Child* Community Celebration last spring bringing Early Learning Programs together to offer a free event to children and families at the Gettysburg Rec Park. Funding for the event was secured by a donation from the United Way of Adams County and an in-kind donation by the Gettysburg Area Recreation Authority.

In house activities include: Healthy Heart Fair, Mother's Day Tea, Doughnuts for Dads & Dudes, Pre-Kindergarten Graduation, Open House/Meet the Teacher, Fall Harvest Fest, Thanksgiving Parent/Child Luncheon and Christmas "Advent"ure.

Additionally, Suzan and Assistant Director, Melanie Soliday wrote, applied for and received a grant for the school age summer program entitled "Dealing with Drama" from the Adams County Arts Council. In conjunction with the Gettysburg Community Theater, the school age program performed the play, *Alice@Wonderland*, a spoof on Alice in Wonderland with several hidden messages instilling positive values for successful relationships. The children had the opportunity through this camp to learn about theater, performance and everything that goes on behind the scene to produce a live play.

Suzan and her staff do an excellent job providing quality care and education to young children and families and building community and school relationships to improve opportunities for success in the future.

Respectfully submitted,  
Barbara Vossler, Committee Chairperson, in consultation with Suzan Seibel-Willard, Program Director



## Endowment

Committee Chair: Dee Wells

Committee Members: Pastor Mike Allwein, Karen Lentz, Shawn Abma, Robert Cook, Cathy Haynes, and Tom Uhlig

The decision was made some time ago to keep St. James Lutheran Church as a community of faith facility in downtown Gettysburg. Its presence is known and well used by many community organizations in addition to its three weekly worship services. Being of older construction it requires constant maintenance and upkeep. Since the Endowment Fund is not designed to address large repairs/construction or major purchases, such as property, a Capital Campaign was recently initiated to cover some major repairs and upgrades to the facility. The success of this campaign is very important at this time.

St. James members initiated an Endowment Fund in 1996 to provide needed funding to keep St. James a viable ministry in Gettysburg and the surrounding area. The initiation of this Capital Campaign for seriously needed roof repairs and improvements is a strong indicator that the desire is still here for St. James to remain a focal point of ministry and mission, as well as being open and welcoming to community organizations.

The envisioned purpose of the Endowment Fund, as indicated within the policy revisions, is:

TO PROVIDE a regular source of income for repairs and improvements to the building and property; to replace “fundraising” for the youth; and to provide support for the music program (which could include choir robes, paraments, instrument upkeep, tuning, repairs, etc.). It provides a way for the congregation to give, outside of our established methods that will also provide for the long-term continuation of St. James.

If we assume the weekly offerings come from our checking account; and likewise assume special offerings and fundraisers come from our savings accounts. As parishioners, our retirement accounts are not necessarily destined to include legacy giving. As you consider legacies or gifts to St. James, a growing Endowment has the ability to adequately supplement costs relating to Building, Mission, Youth, Music, and Good of the Church through dividends received. The Endowment Fund at its current level (\$550,000.00) and current dividend (4%) will provide: \$6,600 for Mission (30%), \$6,600 for Youth (30%), \$5,500 for Property (25%), \$2,200 for Music (10%), \$1,100 for Good of the Church (5%) per year. These dividend amounts grow, if we let the fund grow, and encourage a new way of legacy giving.

The Church Council, at its September 2019 meeting, unanimously recommended that at the November 2019 Congregation Meeting, the congregation consider approving the updated/revised Endowment Policy (included here in the Bulletin of Reports).

## Endowment Policy Revision

ST. JAMES LUTHERAN CHURCH  
GETTYSBURG, PENNSYLVANIA

Number 4.70  
Subject: Endowment Fund  
Effective Date 2/13/97  
Revised: 1/22/2012  
Committee: Endowment

### AMENDMENT TO RESOLUTION ESTABLISHING ST. JAMES LUTHERAN CHURCH ENDOWMENT FUND

St. James Lutheran Church Gettysburg, PA

WHEREAS, the congregation of St. James Lutheran Church adopted a resolution establishing an endowment fund on March 24, 1996 and now desires to amend the previous resolution in its entirety as hereinafter set forth;

WHEREAS, Christian mission involves the faithful management of all the gifts God has given to humankind -the created world, the gospel, life, time, abilities, money, including accumulated, inherited and appreciated resources;

WHEREAS, the Scriptural principle of proportionate giving, to return to the Lord a portion of the gifts God has first given to his beloved children, is both a privilege and an appropriate response in all times and circumstances;

WHEREAS, Christians can give to the work of the church through bequests in wills, assignment of life insurance charitable gift annuities, charitable remainder and other trusts, assignment of certificates of deposit, and transfers of property (cash, stocks, bonds, real estate);

AND WHEREAS, it is the desire of St. James Lutheran Church to encourage, receive and administer these gifts in a manner consistent with the loyalty and devotion to our Lord expressed by the donors and in accord with the policies of this congregation.

THEREFORE, IT IS RESOLVED that this congregation in annual meeting assembled on February 13, 1997, approve and establish on the records of the church a separate fund to be known as the St. James Lutheran Church Endowment Fund (hereafter called the "**Fund** ") of St. James Lutheran Church, Gettysburg, PA.

IT IS FURTHER RESOLVED that the purpose of this **Fund** is to establish a capital fund for the long-term support of St. James Lutheran Church and its mission.

IT IS FURTHER RESOLVED that the Endowment Fund shall consist of gifts made outside the regular contributions to the existing funds of the church and shall be segregated and used for the specific purpose designated by the donor if so designated.

IT IS FURTHER RESOLVED that the St. James Lutheran Church Endowment Committee (hereinafter called the "Committee") shall be the custodian of the **Fund**.

IT IS FURTHER RESOLVED that the following Plan of Operation sets forth the administration and management of the **Fund**.

## I. Membership

- A. The Committee shall consist of at least five members, all of whom shall be voting members of St. James Lutheran Church. The term of each member shall be three (3) years. The congregation shall elect the necessary number for a term of three (3) years. The term of an elected member shall commence immediately after the Congregation meeting in which the member is elected.
- B. No member shall serve more than two consecutive three (3) year terms. After a lapse of one (1) year, former Committee members may be re-elected.
- C. A called pastor of the Congregation shall serve as a voting member.
- D. The president of the Congregation Council, or the President's Designee, (who shall be a member of the Congregation Council), and the Congregation's Treasurer, shall be advisory members of the Committee.
- E. The Congregation Council shall nominate members of the Committee and report at the annual congregation meeting in the same manner as for other offices and committees.
- F. In the event of a vacancy on the Committee, the congregation council shall appoint a member to fill the vacancy until the next annual meeting of the congregation, at which time the congregation shall elect a member to fulfill the term of the vacancy.

## II. Duties

- A. The Committee shall meet as needed in the best interest of the **Fund**.
- B. A quorum shall consist of three members. When only three members are present, a unanimous vote shall be required to carry any motion or resolution.
- C. The Committee shall elect from its membership a chairperson and a recording secretary. The chairperson, or member designated by the chairperson, shall preside at all committee meetings.
- D. The recording secretary of the Committee shall maintain complete and accurate minutes of all meetings, and supply a copy thereof to each member of the Committee. The recording secretary shall also supply a copy of the minutes to the Congregation Council.
- E. The congregation's treasurer shall maintain complete and accurate accounts for the **Fund** and shall prepare a year-end report to be included in the treasurer's report to Congregation Council. The report should include a balance sheet and statement of activities, and any other information the Committee feels relevant.
- F. The books shall be available for review and audit to coincide with the St. James financial review annually by a certified public accountant or other appropriate person who is not a member of the Committee.
- G. The Committee may request other members of the congregation to serve as advisory members and, at the expense of **Fund** income, may provide for such professional counseling on investments or legal matters as it deems to be in the best interest of the **Fund**.
- H. Members of the Committee shall not be liable for any losses which may be incurred upon the investments of the assets of the **Fund** except to the extent such losses shall have been caused by bad faith or gross negligence. No member shall be personally liable as long as he/she acts in good faith and with ordinary prudence. Each member shall be liable only for his/her own willful misconduct or omissions, and shall not be liable for the acts or omissions of any other member. No member shall engage in any self-dealing or transactions with the **Fund** in which the member has direct or indirect financial interest and shall at all times refrain from any conduct in which his/her personal interests would conflict with the interest of the **Fund**.
- I. All assets are to be held in the name of St. James Lutheran Church Endowment Fund.
- J. Recommendations to hold, sell, exchange, rent, transfer, convert, invest, reinvest, and in all other respects to manage and control the assets of the **Fund**, including stocks, bonds, debentures,

mortgages, notes, or other securities, as in their judgment and discretion they deem wise and prudent, are to be made by the Committee with a majority vote.

- K. The Committee will endeavor to inform members of the congregation to the advantage of Planned Giving.

### **III. Endowment Fund Investment Policies, Objectives, Guidelines and Restrictions**

- A. The primary investment strategy shall be the realization of total investment return from the assets invested.
- B. It shall be the policy of the **Fund** to invest the available assets in the ELCA Endowment Fund Pooled Trust using the Fund A asset in accordance with the published policies of said fund.
- C. The cash portion of the **Fund** will be maintained in the congregation's checking account at a level established annually by the Congregation Council. This cash shall be held in an "Undesignated Bequests" fund and portions of this fund shall be transferred to the ELCA Endowment Fund Pooled Trust upon recommendation of the Endowment Committee and approval by Congregation Council.
- D. The assets of the **Fund** shall not be invested in non-authorized investments and specifically not be invested in personal loans to church members and staff.
- E. The Endowment Committee shall invest in a socially conscientious manner taking into account the mission and principles of St. James Lutheran Church, and the investment guidelines established by the ELCA and Fund A.

### **IV. Distribution of Income and Principal of the Fund A**

- A. The annual distribution of income (paid quarterly) shall be reinvested in the ELCA Endowment Fund Pooled Trust using Fund A
- B. Congregation Council may set up restricted subaccounts attached to specific committees, with records kept by the Congregation's Treasurer. Initially, these subaccounts are *Mission* attached to the Mission Fund Committee, *Youth* attached to the Youth Committee, *Building* attached to the Property Committee, *Music* attached to the Worship and Music Committee, and *Good of the Church* attached to the Congregation Council.
- C. The Congregation's Treasurer shall keep records that credit the income distributions from Paragraph A into the subaccounts from Paragraph B using percentages established by Congregation Council. Initially, these percentages are 30% to *Mission*, 30% to *Youth*, 25% to *Building*, 10% to *Music*, and 5% to *Good of the Church*.
- D. A committee to which a subaccount from Paragraph B is attached may, with Congregation Council's approval, elect to use a portion of the balance of that subaccount in consultation with the Congregation's Treasurer. Any utilization of that subaccount is restricted to that committee.
- E. If the Congregation Council desires to withdraw an amount from the unrestricted portion of the ELCA Endowment Fund Pooled Trust for the mission of the church, it shall have the right to do so without congregation approval, provided the total withdrawal from the unrestricted portion in any calendar year does not exceed the ELCA Endowment Fund Pooled Trust's reported percentage of the average change in market value of the five (5) year ends.
- F. Withdrawals from the unrestricted portion of the ELCA Endowment Fund Pooled Trust Fund A in excess of the amount set forth in Paragraph E, must be approved by a two-thirds vote of members present at the annual congregation meeting or a special congregation meeting called for this purpose.
- G. The Congregation's Treasurer shall maintain an ongoing record using a restricted subaccount of any designated gift or designated bequest that is invested in the ELCA Endowment Fund Pooled Trust.
- H. Withdrawals from any restricted portion of the ELCA Endowment Fund Pooled Trust Fund A may only be made in accordance with the restrictions attached to that portion.

- I. All transactions and records within the subaccounts are kept only by the Congregation's Treasurer and not by the ELCA Endowment Fund Pooled Trust.

#### **V. Amending the Resolution**

Any amendment to this resolution shall be adopted by a two-thirds vote of the members present at an annual meeting of the congregation or at a special congregation meeting called specifically for the purpose of amending this resolution.

#### **VI. Disposition or Transfer of the Fund**

In the event St. James Lutheran Church ceases to exist either through merger or dissolution, disposition or transfer of the **Fund** shall be at the discretion of the congregation council in conformity with the approved congregation constitution and in consultation with the bishop of the synod to which this congregation belongs at such time.

## Evangelism & Fellowship

Committee Chair: Anne Gomer

Committee Members: Pastor Andrew Geib, John Doerfler, Ray Hopkins, Cindy Scott, Sherry Waybright, Susan Henry, Cindy Zepp, Karen Vanderboegh, and Lisa Poole

Evangelism Committee Mission: *To increase our invitation and ministry to neighbors near our church and near our homes; offer outreach to the community using technology; be welcoming to all.*

- *One yearly event to extend to the greater community*
- *Creatively seek ways to encourage our members to reach out to others*

**Fellowship:** The committee was asked to add fellowship to their responsibilities and the committee readily approved.

***I Can Only Imagine Dinner and a Movie:*** Karen Vanderboegh masterminded and organized the event with the assistance of Cindy Zepp to obtain a Thrivent Action Plan. With their organization and the culinary skills of John Doerfler and the rest of our committee, February 22 was a success. Pastor Andrew welcomed everyone and operated the equipment for the showing in the sanctuary. Stay tuned for our community event for 2020.

**Advent Meals & Lenten Soup and Bread:** The meals were a great success with the congregation! Attendance was impressive and grew with each fellowship. Once again, the eBlast reminder was a positive aspect that encouraged attendance. The meals were pot-luck with delicious contributions by church members.

Our committee also coordinated the mid-week Lenten soup meals with the various Sunday School classes to provide the soup and bread each week. Once again, the meals were successful with good attendance and fellowship. The method of dropping off the crock pots of soup at the York Street entrance with the coordination of the youth group worked well.

**Dinner Groups:** The *2018-2019 Dinner Groups* resulted in sixty-six people divided into eight groups to share this meaningful tradition of food, fun, and fellowship. The annual Dinner Group Picnic was held at the Gomers' Daylily and Peafowl Farm on Sunday, July 14, 2019 with the complete cooperation of the weather.

**God on the Ground:** Once again we participated in the annual *God on the Ground* event held at the Rec Park on Saturday, August 24 with a target audience of the Elm Street neighborhood. Several members of the Evangelism Committee provided cupcakes, food, acted as greeters, Pastor Mike was the announcer, provided the opening prayer, and message. Event photos were taken by Anne Gomer and displayed on the Evangelism bulletin board. Our committee will support *God on the Ground* in the future both monetarily and with our involvement.

**Ministry Fair:** The event was held on September 15 and orchestrated by member Lisa Poole, Spiritual Gifts Coordinator. Our committee participated with a poster with photos of our events and a place setting to encourage members for the final sign-up for Dinner Groups.

**Fall Festival & Blessing of Animals:** On September 29, the committee once again provided the beverages for this year's wonderful fellowship event and will continue to do so.

**New Members/Baptisms/Evangelism Events Bulletin Board/Ongoing:** In an effort to promote familiarity with our new members and the rest of the congregation, we continue to post pictures coupled with name tags on the bulletin board in the hallway close to our gathering area. Also included are various events that have been sponsored or attended by our committee members such as *God on the Ground*, *Fall Festival*, and the annual Dinner Group *Group Picnic*.

**Appreciation Events:** After Adult Choir practice on Thursday, January 31, we treated the choir members to pie and ice cream for all their time and hard work during Advent. On Easter Sunday, April 21, our much-appreciated Adult Choir and Staff were treated to an Easter Breakfast prepared by John Doerfler. On April 25, the committee presented Katy Clowney and Debby Nimtz each a balloon and snack basket to honor them for *Administrative Professionals Day* acknowledging their hard work.

**New Members Luncheon:** Once again we used our informal luncheon format to greet and get to know the potential new members at the Youth House on March 11. Pastor Andrew, Tim, Jess, and Pastor Mike spoke about the various aspects of St. James.

**Budgetary Items:** Our committee continues to pay for advertising the Christmas Eve services in the Gettysburg Times. Also included this year was a contribution to *God on the Ground*, visitor supplies, and additional bobbi becker designed notecards.

**Greeters/Evangelism Visitors/Visitor Pamphlet:** Continued thanks to our church members who are serving as greeters/visitors at each of our church services.

## Health Committee & Stephen Ministry

Through the Health Committee budget line, supplies for the upstairs AED were infant and adult AED pads, along with a battery pack for the AED, and a first aid kit for the nursery. Staff also received CPR training, by Karen Vanderboegh, which needs completed every two years. Additional *Journeying Through Grief* booklets were purchased for the Stephen Ministry program.

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***Bear one another's burdens, and in this way you will fulfill the law of Christ.***

Galatians 6:2, NRSV

Our Stephen Ministers feel called and ready to serve. They continue to offer service to care receivers who work through difficult situations with the presence, encouragement, and prayers of a specially trained, caring Christian friend. Care receivers continue to be folks from both St. James Lutheran Church and the surrounding community.

Current Stephen Ministers are members of Lutheran, Presbyterian, Episcopal, and Catholic congregations. St. James members Kathy Platzer and Paula Shoemaker, as well as Mike Pounder, completed training for Stephen Ministry in 2019. Pastor Mike, Pastor Andrew, Deacon Jennifer Murphy, and Susan Hill continue to work as Stephen Ministry leaders. Pastor Mike works with the St. John's supervision group while Pastor Andrew is part of the St. James group.

All active Stephen Ministers meet monthly in one of two supervision groups: St. James Lutheran Church (third Monday morning of the month, except July) or St. John's Lutheran Church in Hampton (first Monday evening of the month). Supervision groups support one another's service and provide continuing education for Stephen Ministers.

Under the auspices of Stephen Ministry, grief ministers continue to correspond over a period of one year with congregational members who have lost loved ones. *Journeying Through Grief* booklets and personal letters are shared with grieving members four times during the year, offering helpful information about the grief process, caring support, and words of hope during a difficult time.

St. James Stephen Ministry has formed covenant relationships with Gettysburg C.A.R.E.S. and Survivors, Inc. Under the covenant agreement, trained Stephen Ministers will serve referred clients who request a Christian caregiver. In addition to St. James, Stephen Ministers serve care receivers in various congregations and communities within Adams and York Counties. This ministry is ecumenical in scope.

Stephen Ministry brochures are available in various locations in our church and at community agencies. Congregation members are encouraged to distribute the brochure to friends or family who may desire and benefit from a Stephen Ministry relationship. Inquiries about Stephen Ministry may be directed to the church office (717-334-2012) and will be answered in a timely way.

***Submitted by Susan Hill***



## History & Archives

Committee Chair: David Flesner

Committee Members: Susan Hill, Brittany Long, and Leon Pisano

History & Archives Committee Mission: *To preserve, protect, and maintain the permanently valuable archival records of St. James Lutheran Church and oversee the development of historical interpretations of the life of the congregation.*

We continue working on the large collection of boxes of potential archival materials from the reorganization of files in the church office and on-going materials. We have processed a sufficient number of file folders in Record Group 2 (Congregation Council, which includes the Standing Committees) to be able to have dedicated acid-free storage boxes. We have moved towards a fairly stable structure for the organization of the archives. Brittney has been going through the files in the acid-free storage boxes to make sure that all the files are labeled along the full-length tab with the Record Group number, the Series name, the Subseries name if relevant, and the calendar year. Leon has been working through the previously digitized pdf files of the Parish Register from 1775 to the mid 1990s, and building a Table of Contents and an Index of the major categories. Soon this material will be available for perusing the records.

There is still much work still left to be done to bring our archival materials to an up-to-date status and to stabilize materials in non-acid folders and storage boxes. There are a lot of very interesting materials in our collection. Some of you may have noticed from the archives the three-dimensional model of our earlier church building along with the “Bee Hive” that was used for Sunday School offering collection. We welcome further committee members who are interested in history and willing to get their hands dirty. With some exceptions, we meet on the fourth Monday of each month from 1:30pm until 4:30pm in the Gathering Area. Contact me at 717-334-7714 or [dflesner@gettysburg.edu](mailto:dflesner@gettysburg.edu).

## Library

Committee Chair: David Flesner

Committee Member: Brittany Long and Martha Riley

Library Committee Mission: *To build, maintain, and make accessible a useful and meaningful collection of Christian materials that reaches out to all ages.*

We had several working sessions during 2019. We want to remind everyone that there are now lists of the library holdings cataloged to-date. They are in a notebook on the corner table in the Library. There is a list sorted by title, a list sorted by author, and a list with each category sorted by title. Martha has spent a considerable amount of time perusing, prioritizing, purchasing, and processing new books appropriate for our library. Brittney has been processing books and moving books on the shelves to make space for our rapidly increasing number of books. Please check regularly on the book cart outside the Library to see seasonal books and some of the new books that we have purchased and processed.

We also continue to work on cataloging books that have been donated to St. James. There is always a lot of processing work to be done, and the committee welcomes volunteers who like books and wish to help with the processing. With some exceptions, we meet on the third Tuesday of each month at 7:00pm in the Library. There are many books yet to be processed, and we could definitely use more help. Please join us. You can email me ([dflesner@gettysburg.edu](mailto:dflesner@gettysburg.edu)) to check whether we are meeting in a given month.

## Memorial Fund

Committee Chair:

Committee Members: Pastor Mike Allwein, Timothy Braband, Katy Clowney, Karen Lentz, and Mark Vanderboegh

Monies given to the church marked as “memorials” are placed in the Memorial Fund. Sometimes funds are designated for a particular use, while other times, gifts are used at the discretion of the committee after hearing suggestions from the staff. This fund allows for purchases that normally are not included in a specific budget category.

2019 Purchases Include:

- Computer AV table for worship space; matches existing furniture style
- 3 laptops and accessories for staff
- Step ladders
- Festive of Joy White Paraments (blessing on November 24)
- T-shirts for *God's Work. Our Hands.* Sunday
- Printing obituary in the Gettysburg Times for a family in need

## Mission Fund

Committee Chair: David Flesner, Chair

Committee Members: Pastor Mike Allwein and Pastor Andrew Geib, Jim, Lohuis, *Council Representative*, Wendy Machemer, *Early Learning Center Governance Representative*, Shirley Sanders, *Social Ministry Representative*, and Dennis Carter, *World Outreach Representative*

Purpose of the Mission Fund Committee: *To solicit suggestions from members of the congregation about organizations or programs to be considered for support and then to evaluate the suggestions and make specific recommendations to Council for distribution of the Mission Fund monies.*

The Mission Fund Committee met on January 23 and March 26. There was a balance of just over \$3,200 in the Mission Fund to distribute in 2019. An article in the March issue of *The Messenger* solicited suggestions from members of the congregation for organizations and programs to consider funding in 2019. As in past years, the committee decided to support fewer projects with more meaningful amounts rather than many projects with smaller amounts. However, given the very limited funds available this year, the committee recommended to Council only one of the three proposed projects.

In its March 26 report to Council, the Mission Fund Committee recommended that Congregation Council allocate the indicated amount from the Mission Fund for distribution to the following worldwide mission project:

Church Building in Rwanda	\$3,200
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Again, since this year's available funds were very limited, we decided to support the world-wide project and not a local mission project. We generally consider our recommendations to be for one-time distributions to a given project rather than on-going annual financial support, which St. James does through its other benevolence programs.

## Mission Support

Committee Chair: Jan Keefer

Committee Members: Kay MacDowell, Lyne Aurand, Leon Pisano and Pastor Andrew Geib

We also want to thank Brienna Waybrant and Gerry Lohuis for helping with special projects. Additional members are welcome.

Committee Mission Statement: *To further the mission of St. James Lutheran Church through the encouragement of individual discipleship and the faithful use of time, talents, and resources.*

Being good stewards of what God has given us means putting it to work for God. Rather than encouraging members to give to support a budget, or a line in a budget, the focus is on giving freely of the gifts we have received to support hearing, proclaiming, and doing. That's Mission Support.

We continue to move our focus away from the emphasis on an annual fall appeal, and toward keeping mission support front of mind throughout the year. During the past year this included:

- Monthly "Mission Support Corner" message in The Messenger.
- Weekly "Mission Support Corner" in the weekly screen announcements prior to worship services, incorporating one of the lectionary readings for the day.
- Mission Support bulletin board display with changing themes and questions prompting personal reflection and feedback.
- Mailed personal thank you notes throughout the year to individuals who have shared their time and talents.
- Periodic letters to thank members for their financial support.
- Processional offering of special gifts, such as Boy Scout camperships, prayer shawls, and Children's Sunday School Second Sunday of Service projects.
- On Easter Sunday, the committee distributed seed packets with note of thanks for helping to sustain and grow the mission of St. James.
- Provided members of the congregation with the ELCA Faith in Action booklets, featuring stories of Lutheran individuals and congregations living out their faith in service to neighbors, near and far.
- Continue to provide education and encourage the use of the Give+ app and other methods of electronic giving that are now available for members who prefer these alternatives.

## Creation Care, sub-committee of Mission Support

Committee Chair: Debby Luquette

Committee Members: Jon and Betsy Griffiths, Margaret Swartz, Will Lane, and Kay MacDowell

Creation Care Task Force Mission: *To encourage stewardship of God's creation by caring for the earth and environment.*

### Efforts to Reduce Plastic

- Public video presentation of *Plastic Ocean* at Gettysburg College
- Lenten Plastic Fast – handouts made available
- Creation Care Sunday emphasis – Love God, Neighbor, Creation
- Reusable mesh produce bags were distributed to members of the congregation. They were purchased with a Thrivent grant, but were quickly distributed. A generous donor provided funds for another purchase, allowing us to distribute even more of them.
- During May, the wall display in the Gathering Area showed ways in which we could replace commonly used and disposed of single use plastic items.
- Revisited the congregation's use of Styrofoam; encouraged members and organizations using to church building to use alternative containers.
- Efforts were made to clarify plastic recycling in Gettysburg and surrounding townships. (We acknowledge the efforts of Gettysburg Rising in public awareness for single-use plastic reduction.)

### Climate Change Education

- *Climate Up Close* - Brought the team of scientists who held a Q & A discussion on climate science; Followed up with a joint pot luck at the Unitarian Church for further discussion
- Public Video Showing at Gettysburg College – *The Human Element*

### General Creation Care Activities

Lenten Discipline – Reading *Laudato Si*, Pope Francis' Encyclical, as a group. Weekly discussions were held at Gettysburg College and on Facebook.

### Worship

Creation Care Weekend worship was on May 15, 2019.

We wish to thank Music and Worship Committee, Tim Braband and Pastor Mike for bringing this service together.

We wish to recognize the efforts of many in this congregation that quietly care for creation in their daily activities. These are folks whose lifestyles decrease their impact on the planet and its resources by small, thoughtful actions. When totaled, it makes an impact.

## Prayer Shawl Ministry

Committee Chairs: Jane Blocher and Kathy Reider

The St. James Prayer Shawl group meets on most Tuesdays from 10:00am until 12:00noon in the Gathering Area. We welcome anyone who knits and/or crochets to join our group. Our weekly attendance varies from just a few to as many as ten individuals...and we would love to see our ministry grow.

The Prayer Shawl Ministry accepts donations of yarn, preferably acrylic knitting worsted weight. Prayer Shawls, Baptism Blankets and Pocket Prayer "Shawls" are handmade by our group. Prayer shawls are given to both members and non-members. Baptism blankets and banners are given to babies and children. Pocket Prayer "Shawls" (a.k.a. *Cross-In-My-Pocket*) are given to new members.

The Prayer Shawl Ministry is branched off of an effort started by Janet Bristow and Victoria Galo in 1998.

*Care and the love of knitting (and crochet) have been combined into a prayerful ministry that reaches out to those in need of comfort and solace. Many blessings are knitted into every shawl. The knitter begins each shawl with prayers for the recipient. Intentions are continued throughout the creation of the shawl. When the shawl is completed, it is offered in a final ritual before being sent along its way.*

*As this gift has been sent along, some recipients have continued the kindness by making one themselves and passing it onto someone in need.*

*Thus, the blessing is rippled from person to person, with both the giver and the receiver feeling the unconditional embrace of a sheltering, mothering God!*

- Excerpt from the Prayer Shawl Ministry brochure

In 2019, St. James Prayer Shawl Ministry gave

- 34 Prayer Shawls (given to those who have lost loved ones, or dealing with illness)
- 7 Baptism Blankets & Banners
- 12 *Cross-In-My-Pocket* squares (given to adult new members)
- 1 Blanket (given to a youth new member)

## Property

Committee Chair: Bradley Smith

Committee Members: Tom Bender – *Building Superintendent*, Glenn Blocher, Ken Boyer, Alan Haynes, Jim Kunkel, Joe MacDowell, Gary Shaffer, Ron Sollenberger, and Kyle Smith

The Property Committee is charged with doing repairs to Church facilities in-house when possible and lining up outside help as needed.

Presently we are in the process of making a number of repairs to our buildings. Top priorities are roof repairs, re-pointing masonry and replacing windows.

This has been another busy year as we have had to

- Replace one of the compressors that air condition the worship space
- Replace three air conditioning units in Early Learning Center classrooms
- Make improvements to our parking lot
- Replace five windows and the back door in the Youth House
- Make repairs to the Slentz House (location of Gettysburg C.A.R.E.S), including repairs to a closet on the second floor and removing and installing a new laminate floor in main room on the first floor

**Crouse Electric** has donated and is in the process of installing a new emergency generator.

**The Landscape Committee**, a sub-committee of Property Committee has been busy weeding, mulching and planting.

Special Thanks to Crouse Electric, C.E. Williams, McGlauglin's Refrigeration and Appliance Service, and Neubauer Plumbing & Heating. These businesses and individuals have done work as a donation or at a reduced rate.

Also, a special thanks to all who help with snow removal and mowing.

Property Committee meets the first Monday of each month at 6:30 pm and always welcomes new members.

## Kitchen Committee, sub-committee of Property

Committee Chair: Lyne Aurand

Committee Members: Karen Vanderboegh, Cindy Zepp, Raymond Hopkins, Tom Bender, Suzan Seibel-Willard – *Early Learning Center Director*, and Kathy Tosten – *Early Learning Center Cook*

*Kitchen Committee Mission: To provide a safe kitchen with simplistic functionality for all groups using the kitchen: Early Learning Center, St. James Church Committees, and community organizations and to provide welcoming esthetics and easy cleaning, maintenance, and storage.*

- Kitchen Committee meets with Kathy Tosten and Suzan Seibel-Willard occasionally to check on the maintenance and cleanliness of the kitchen since it is used by several groups.
- The Kitchen Committee meets on an as needed schedule and provides a member to attend Property Committee meetings when needed.
- Throughout the 2019 year, the Kitchen Committee met with several contractors receiving proposals for renovations to be submitted to the Property Committee and Capital Campaign Task Force.
- A *Kitchen Guidelines* booklet and *Cleanup and Sign-out* forms were created in 2019 and are in a notebook in the kitchen.
- An annual kitchen cleaning occurs after the *Fasnacht* event each year. Church staff helped to announce and solicit volunteers to help the Kitchen Committee.
- A 2019 list is available via the Kitchen Committee of recommendations for renovations developed by the Kitchen Committee with input from all groups using the kitchen.
- The following are contacts for groups that use the kitchen:
  - Karen Vanderboegh – Early Learning Center Committee member
  - Suzan Seibel-Willard – Early Learning Center Director
  - Kathy Tosten – Early Learning Center Cook
  - Cindy Zepp & Ray Hopkins – Evangelism & Fellowship, Caregivers and Youth Committees
  - Tom Bender – St. James Staff and Property Committee
  - Mike Brubaker – Boy Scouts



## Landscape Committee, sub-committee of Property

Committee Chair: Lyne Aurand

Committee Members: Tara Baugher, Sue Hill, Cindy Zepp, and Tom Bender

Landscape Committee Mission: *To engage the St. James community in the stewardship and beautification of the church landscape.*

Landscape Committee's Roles:

- Develop a sustainable volunteer program for maintaining the grounds around the St. James Church, Youth House, Slentz House (location of Gettysburg C.A.R.E.S.), and parking lots.
- Coordinate stewardship activities such as weeding, mulching, trimming, planting, and removing litter.

The committee works closely with the Property Committee to maintain plants, trees, shrubs, grass, etc. and check that St. James properties are clear of trash.

Several events of mulching, trimming, weeding, pruning, and trash clearing were scheduled throughout the year.

This year Gettysburg Borough Office of Public Works was contacted regarding replacing trees on Stratton Street that show signs of dieback. The Tree Commission will authorize Cumberland Valley Tree Service to either prune or remove and replant trees at no cost to the church.

Community groups using the church are being contacted by the Landscape Committee to commit to an annual time to help with landscape. The committee plans to create a yearly schedule to be posted on the church website calendar. A form was created and is now available as a draft to guide groups helping with landscaping.

The K-5 Youth helped with weeding and trash during a Youth Mini-Workcamp on August 17, 2019.

With the help of church staff, the Landscape Committee solicited help via event announcements and sign-ups in the eBlast, *The Messenger*, and PowerPoint morning announcements.

Meeting minutes are submitted to Property Committee & Council.

One Landscape Committee member attends Property Committee meetings when appropriate.

Landscape Committee meets on an as needed schedule.

## Social Ministry

Committee Chair: Priscilla Shuba

Committee Members: Jack and Sally Crist, Greta Englund, Lynn Fry, Peggy Green, Ami Hines, Raymond Hopkins, Joan and Fred Horak, Janet Landon, Lisa Poole, Pete Riley, Shirley Sanders, Paula Shoemaker, and Pastor Mike Allwein

Social Ministry Committee Mission: *To identify special needs in the local community and to respond with a faithful ministry of monetary assistance and participation.*

**FIFTH SUNDAY SERVANT** – Each month with five Sundays provides St. James with an opportunity to support local non-profit agencies that serve in our community. In 2019, those agencies have included St. James Early Learning Center, Holiday Family Outreach, Gettysburg C.A.R.E.S. and collecting school supplies through the United Way of Adams County.

**FOOD PANTRIES** – On the first Sunday of the month, non-perishable food items are collected and distributed to the Food Pantry at the Seminary or the SCCAP Food Pantry.

**HABITAT FOR HUMANITY** – St. James is a Covenant member of the Adams County Chapter of Habitat for Humanity. The committee and members of the congregation provide refreshments and workers at the building sites. The 40<sup>th</sup> home is under construction in Biglerville, PA.

**LAMPa** – Lutheran Advocacy Mission in Pennsylvania is an organization that advocates for social programs in Pennsylvania. They facilitate an annual meeting with local legislators in Harrisburg, as well as offering speakers detailing legislative happenings. The committee also provided information to promote a letter writing campaign to our legislators.

**SHARING MINISTRY BENEVOLENCE** – The committee offers monetary support to local agencies with monies from trusts provided by former members of St. James. In 2019, the committee selected Adams Rescue Mission, St. James Early Learning Center Scholarships, Pedals for Progress, Holiday Family Outreach, and others.

**SOUP KITCHEN** – The Soup Kitchen supplies daily meals to the homeless and other needy, hungry members of our community. *Souper Bowl Sunday* is held on Super Bowl Sunday as a fundraiser. In 2019, \$990.00 was contributed by our congregation. St. James members are also involved in the preparation and supplying of food items for the Soup Kitchen.

**GETTYSBURG C.A.R.E.S.** (Combined Area Resources for Emergency Shelter) –Local churches work together to provide shelter and other resources to homeless members of our community October through April. St. James will host guests of Gettysburg C.A.R.E.S. overnight for two weeks after the first of the year.

The Social Ministry Committee has also recently supported a renewed *Friend-a-Camp* program through the efforts of Sharon Kaya.

Other activities have included dinners at the Seminary for Seminarians and their families, as well as supper and devotions with the residents at the Adams Rescue Mission.

The Social Ministry Committee thanks the members of St. James for their support, without which we would be unable to serve the community surrounding St. James.

## World Outreach

Committee Chair: Claire Anderson

Committee Members: Pastor Mike Allwein, Dennis Carter, David and Pat Crouner, John Fisher, Kim Guise, Barbara Schmitthenner, Bill Shoemaker, Carol Widerman, and Kristine Witherow

World Outreach Committee Mission: *To engage every member in the global mission of Christ's Church in the world through prayer, education, service, and sharing of gifts.*

In order to fulfill that mission, the committee has carried out the following activities:

- Sent contribution of \$350 to LWR-Indonesia campaign, to Source of Life dental surgery fund, and to Project Gettysburg-Leon education fund with the remaining 2018 budgeted monies.
- Established a St. James Quilt Ministry Committee (10 members). The committee meets monthly to organize time, talents, and resources in preparation for the April and October quilt making. The Quilt Mission line item of \$500 in the 2019 World Outreach budget covered costs of batting and maintenance of machines. Twenty members participated, sending 40 quilts in the spring and 50+ quilts in the fall to Lutheran World Relief.
- Hosted a Lutheran World Relief National Quilting Day regional gathering on March 16, 2019. Members of St. James and Christ Lutheran Churches enjoyed this fellowship. We compared ways each group organized its quilt sessions, collected materials, and maintained the work throughout the year. Theresa Haehn from LWR attended; she reminded us that our quilts contributed to over 600,000 quilts distributed in 2018. Jen Bentzel from Inter-church Medical Assistance-World Health Organization addressed how IMA provides medical care, vaccinations, health and sanitary education, etc. Together LWR and IMA-World Health work together to provide immediate assistance and long-term recovery support around the world. We made national news with a photo of Barbara Nicks sewing on the St. James machines in LWR's *Faith in Action* spring magazine.
- Hosted Theresa Haehn, LWR, and Jen Bentzel, Inter-church Medical Assistance (IMA) World Health, for the Blessing of the Quilts on May 12<sup>th</sup>. Theresa and Jen discussed the philosophy and rationale behind the merger of LWR and IMA-World Health organizations.
- Established a relationship with Pastor Kate Warn from Zion Lutheran Church (Manheim, PA). Pastor Kate acted as the primary reference for Pastor Edward Makara in Masaka, Rwanda. Pastor Kate helped St. James carry out the transfer of \$3,200 from the Mission Fund to the Lutheran Church of Rwanda for church building supplies to Pastor Makara in Masaka, Rwanda.
- Invited Pastor Cliff Eshbach from Holy Spirit Church (Lancaster, PA), to the April World Outreach meeting. As the Lower Susquehanna Synod's representative to the Konde Mission in Tanzania, he presented the history and evolution of Lutheran ministry in the Konde mission. The committee decided to contact Pastor Eshbach annually for Mission Fund proposal ideas.

- Invited Gettysburg High School graduate and LIRS representative, Marta Spangler, to St. James. She preached at three services on September 21 and 22 and discussed the work of LIRS in an Adult Forum. Her PowerPoint presentation not only clarified confusions and misconceptions regarding terms like *immigrant, refugee, illegal, sanctuary*, but also informed us of the long history and commitment of the Lutheran Church to global immigration and displacement caused by war, weather, environment, and persecution.
- Maintained monthly communication with Source of Life Ministries in Haiti. Supplemented the mission with a March collection of school and hygiene supplies for a spring container delivery (see contributions below).
- Voted to organize mission trips to Haiti every two years. Although slated for 2020, current political unrest may postpone the trip for another year.
- Prepared and manned a display table of 2019 Global Mission Support for Stewardship Sunday, September 15.
- Raise up Natalie Witherow for her individual fundraising of \$300 to Source of Life Ministries; David Crowner, 2019 Martin Luther King award, the Children’s Sunday School 2018 offerings of \$417 for the ELCA *God’s Global Barnyard* program, and the Smith family and St. James Youth for its contribution of an additional \$1,000 to *God’s Global Barnyard* from the annual fastnacht sale.
- Committed all members to provide alerts to the congregation and advance wider awareness of global mission needs via eBlasts, PowerPoint morning announcements, bulletin boards, and *The Messenger*.

**St. James Lutheran Church’s Contribution to the  
March 2019 Source of Life, Haiti Collection**

30 rolls toilet paper	25 adult toothbrushes
2 rolls paper towels	15 childrens’ toothbrushes
2 packages sanitary napkins (72)	1 package of baby wipes
18 pens	1 bottle of shampoo
122 pencils	7 bottles of lotion
11 notebooks	2 bottle of hand soap
5 coloring books/crayons	1 bottle of dish detergent
2 cardboard storybooks	12 combs
2 bottles of acetaminophen 500 mg	2 sets of hand towels/wash cloths
5 bottles of ibuprofen 200 mg	2 packages of boys’ briefs
2 bottles of Pepto Bismol	10 packages of girls’ briefs
47 bars of soap	2 jars peanut butter
8 deodorant	17 pairs of Crocs
11 tubes of adult toothpaste	1 pair of men’s work boots
2 tubes of childrens’ toothpaste	

## Worship & Music

Committee Chair: Peter Riley

Committee Members: Pastor Mike Allwein, Tim Braband, Dave Flesner, Sharon Kaya, *Congregation Council Representative*, Martha Riley, Judy Seilhamer, Ken Unger, and Dee Wells

*Worship & Music Committee Mission: To assist the clergy, staff and council in planning and evaluating the worship services of the church so that they are conducted regularly in accordance with the liturgical practices of the ELCA. The committee also supports, supervises and provides training for volunteers serving in worship: lay readers, communion assistants, ushers, sacristy, assisting ministers, acolytes and choirs.*

The committee meets the first Tuesday of every month (except July) at 7:00pm in Room 300.

Our largest activity involves

- assuring worship assistants (ushers, acolytes, readers, communion assistants, sacristy, etc.)
- assuring proper supplies of flowers and altar cloths for each service
- reviewing and evaluating past services with ideas and plans for the future
- studying the underpinnings of our faith in order to ensure that we are properly meeting the worship needs of the congregation

As music is considered by the congregation to be one of the pillars of their love of St. James, the Worship & Music Committee works to assist Tim in planning and creating a musical framework which so deeply enhances our worship experience.

This year we have commissioned a new set of white paraments (altar cloths), based on the *Dance of Life* theme, and incorporating some St. James themes. We have purchased four new communion chalices, sponsored the Susquehanna University Choir concert in the church, repaired and cleaned several white and green paraments and stoles, formed an altar care committee and raised \$775 for World Hunger in lieu of flower donations for Christmas and Easter.

One of our concerns this year has been scheduling our worship assistants and rebuilding the directions for each set of assistants. The directions have been completed solving some problems, but we still wrestle with youth who are scheduled, but don't do their assignments.

The committee is looking for new members and is particularly looking for a youth member to help us look at our worship from a youth point of view.

## Youth Ministry

Committee Chair: Kyle Smith

Committee Members: Elizabeth Balas, *2018-2019 Council Youth Representative*, Emili Scavitto, *2019-2020 Council Youth Representative*, Joel Waybright, Craig Reber, Ami Hines, Julie Keyser, Sally Abma, Rich Luquette, Ben Hill, and Pastor Andrew Geib

2019 has been another great year for the youth and St. James.

The year kicked off with a group of Middle School youth heading to Harrisburg for Quake. The weekend provided an opportunity for learning, growing, and praising God. The annual Fastnacht fundraiser was another great success. Thank you to all the youth and church members who helped roll, fry, and sugar those treats. This fundraiser continues to be an anchor in our ability to send youth to Workcamp and the National Youth Gathering. The Youth Service in May was a great success. Many of the youth from K-12 participated and artist Paul Oman added to the service with his amazing paintings.

The Youth Group programs continue to thrive. The K-5 Youth Group averaged around 35 youth each week and were greatly assisted by our helpers Cindy Zepp and Pete Riley. The Middle School youth met on Monday afternoons and the High School youth met on Wednesday evenings. On the first Wednesday of each month, the High School youth met at the Foltzs' home for High School Reading Group and some great dinners. The Middle School and High School youth kept the tradition of Wednesday Morning Breakfast together. They are very appreciative of the many cooks who have helped with this ministry.

June continues to be a very busy month for our youth at St. James. Vacation Bible School went on a *Mission to Mars* and over 150 youth from St. James, Christ Lutheran and the community participated in the program. Special thanks to Julie Keyser and the VBS Committee for an amazing week. We sent youth to the All Saints Confirmation Camp at Nawakwa. We finished the month by sending 24 High School youth and four adult leaders to Reach Workcamp in North Lawrence, Ohio. It was an awesome week of service to the community of North Lawrence and an experience they will never forget. Special thanks to Shawn Waybrant and Susan Cole for the leadership during the trip.

July saw the next group of youth head off to a week of service; twelve Middle School youth and two adult leaders made their way to Hurricane, West Virginia. The week provided an opportunity for the Middle School youth to bond together, while working in service to our neighbors. We even got a chance to make some fresh cookies! Several youth also participated in cucumber gleaning at the Mud College Farm.

July saw the end of Jess Smith's time with St. James as the Youth Minister. The Youth Ministry Committee will always be grateful for the time, effort, and love that Jess (and her husband Wes) poured into the youth and programs at the church. We wish her the best and pray for her continued success as she and Wes begin their new adventure in Indiana.

The K-5 youth participated in a new Minicamp experience with their families in August. With guidance of some High School and Middle School youth, the youth and their families got a weekend dose of what a Workcamp is like. During the weekend, they pulled weeds, painted fire escapes,

made meatloaves for the Soup Kitchen, cleaned the nursery, and packed over 1400 pounds of potatoes at SCCAP. Over 20 of the youth served the church membership breakfast during the Youth Thank You breakfast in August.

September was the start of a new beginning as the Youth Ministry Committee welcomed Kristin Slaybaugh as the new Youth Minister. Kristin comes to us full of energy and new ideas, as well a wealth of knowledge from years of camp and mission experiences. The committee looks forward to forging a new path forward with Kristin.

The fall is already shaping up to be an event filled semester for the youth. Youth groups have all kicked off again with steady participation. Family Movie night provided youth and their families a relaxing evening of conversation, s'mores and movies. About 30 youth and family members participated in the apple gleaning in October, braving the pouring down rain to pick 1,200 pounds of apples to be given to community aid organizations in the area. Special thanks to Phil Baugher and Julie Keyser for organizing this event.

Thank you to all the youth, parents, church members, and communities who continue to make the youth program at St. James a success.