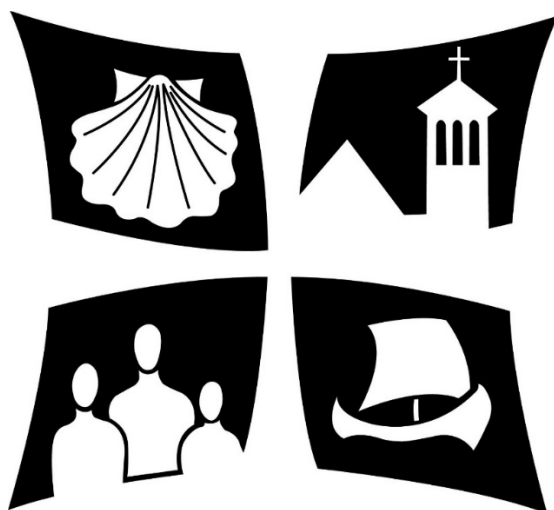


St. James Lutheran Church

2020 Annual Report



Annual Congregation Meeting
Sunday, November 15, 2020
1:00pm

PARTICIPATE

In-Person: Worship Space

Via Zoom: meeting access link,

www.StJamesGettysburg.org/NovMeeting

St. James Lutheran Church, ELCA
P.O. Box 4596 | 109 York Street | Gettysburg, PA 17325
Phone: 717-334-2012 | Fax: 717-334-3596
www.StJamesGettysburg.org

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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	Church Administrator	kclowney@stjamesgettysburg.org
202	Staci Grimes	Administrative Coordinator	sgrimes@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
215	Tom Bender	Building Superintendent	sexton@stjamesgettysburg.org

Council Members

Peggy Green	peggy2012@comcast.net	Serving until July 2021
Sharon Kaya	misioneralatina@gmail.com	
Leon Pisano	plpisano@comcast.net	
Kyle Smith, <i>Council President</i>	kyles@adamsec.coop	
Emili Scavitto, <i>Youth Representative</i>	eescavitto@gmail.com	Serving until July 2022
Wayne Glaser	ieg82@earthlink.net	
Barbara Neth	fillo@comcast.net	
Shirley Sanders	sandersds@comcast.net	
Bill Shoemaker, <i>Council Vice President</i>	wmshoemaker@comcast.net	Serving until July 2023
Carol Cook	caecook@comcast.net	
Jim Dunlop, <i>Council Secretary</i>	jamesadunlop@gmail.com	
Alan Haynes	cardreamer88@comcast.net	
Brent Smith	bkmktse@hotmail.com	

Committee Chairs

Art & Design	Rebecca Brown	brownezell@earthlink.net
Capital Campaign	Daniel Bringman & Denise Wood	bringman0195@gmail.com denisewood@mac.com
Christian Education	Julie Dunlop	jzdunlop@gmail.com
Columbarium	Beth Becker	beth_becker@comcast.net
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	Cathy Haynes	dreamhouse26@comcast.net
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	Daniel Bringman	bringman0195@gmail.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

2020 (Nov. 1, 2019 – Oct. 31, 2020)	2019 (Nov. 1 2018 – Oct. 31, 2019)	2018 (Oct. 29, 2017 – Oct. 31, 2018)
Baptisms: 10	Baptisms: 15 (includes 4 adults)	Baptisms: 9
First Communion: 7	First Communion: 4	First Communion: 19
Confirmations: 0	Confirmations: 4	Confirmations: 25 Oct. 29, 2017 – 7 Oct. 28, 2018 – 16 Other dates - 2
New Members: 10 (all baptisms)	New Members: 38 (includes baptisms)	New Members: 33 (includes baptisms)
Weddings: 11	Weddings: 9	Weddings: 7
Funerals: 30 (21 members)	Funerals: 34 (20 members)	Funerals: 44 (29 members)

2020 Annual Congregation Meeting Agenda Sunday, November 15 at 1:00pm

Opening

- Call to Order – Kyle Smith, Council President
- Devotion – Pastor Mike Allwein
- Call for Quorum – Kyle Smith
- Introduction of Council Members

Minutes

- Minutes from the November 17, 2019 Annual Congregation Meeting
 - o *Motion to approve minutes*

Report of Officers and Standing Committees

- Treasurer’s Report
 - o *Motion to refer for financial review*
- Endowment Fund Report
 - o *Motion to refer for financial review*
- Early Learning Center Treasurer’s Report
 - o *Motion to refer for financial review*
- Standing Committee Reports

Special Orders

- 2021 Annual Budget and Mission Plan
 - o *Motion to adopt 2021 Mission Plan and Annual Budget*
- Sharing Ministry 2021 Budget
 - o *Motion to adopt Sharing Ministry Budget*
- Early Learning Center 2021 Budget
 - o *Motion to adopt proposed Early Learning Center Budget*
- Endowment Fund Committee
 - o *Motion to appoint Lucinda Bringman to Endowment Committee*
- Congregation Constitution & Bylaws
 - o *Motion to approve changes to Constitution & Bylaws*
- Election: Voting members to the Lower Susquehanna Synod Assembly in June 2021; Conference assembly (March 28); Legislative Business (June 5)
 - o *Council Nominated & Motioned for Approval (10/21/2020)*
 - Adult nominee – Sharon Kaya
 - Adult nominee – Shirley Sanders
 - Young Adult nominee – Emili Scavitto

Closing

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

2019 Annual Congregation Meeting Minutes (abbreviated) **Sunday, November 17**

Meeting called to order at 1:00 p.m. Devotions were held. Quorum of 50 or more members was confirmed. Printed agenda was approved. Council members present were introduced.

Minutes from the Annual Congregation Meetings, 2018, and June 29 & 30, 2019 were approved.

Treasurer's Report that ran from October 1, 2018 - September 30, 2019, was approved.

Endowment had balance of \$555,816 as of September 30, 2019. Report was approved.

Social Ministry report was approved.

Early Learning Center Treasurer's Report was approved.

Standing committee reports were referenced on pages 36-63 of the Annual Report.

2020 Annual Budget and Mission Plan of \$807,808.25 was approved.

Sharing Ministry 2020 Budget was approved with an amendment to increase the line item for the Gettysburg Fire Department from \$500 to \$2,500, thus increasing the total Sharing Ministry budget to \$24,000.

Early Learning Center Budget of \$ 763,750 was approved.

Capital Campaign Report. Pledges of \$926,452 toward the campaign goal of \$1 million has been received. \$100,000 was pledged by the Early Learning Center, of which \$50,000 has already been received. Total cash received to date is \$248,568. The focus by Property Committee and the Architectural Design Team is currently on year one projects.

Endowment Fund. Revised policy would divide the interest earned from the fund as follows: Mission-30%, Youth-30%, Building-25%, Music-10%, Good of the Church-5%. Motion passed. John Fry was approved to fill an uncompleted term until January 2022.

Voting Members to the Lower Susquehanna Synod Assembly for 2020. Leon Pisano, Shirley Sanders and Emili Scavitto were approved.

Meeting closed with prayer at 2:20 p.m.

[A copy of complete minutes can be found in Church Office.]

St. James Income & Expenditures

ST JAMES LUTHERAN CHURCH FOR THE 12 MONTHS ENDED SEPTEMBER 30, 2020 INCOME & EXPENDITURES

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

Income

Actual Giving Fund	750,568.41
2020 Liabilities (see Balance Sheet)	1,827.08
SBA PPP Loan (still to be determined)	235,000.00
Building Fund	9,379.50
Capital Campaign	640,699.41
Church/Community Fund	50,000.00
Columbarium Fund	1,100.00
Memorial Fund	7,538.00
Mission Fund	4,900.00
Sharing Ministry Fund	17,006.89
Undesignated Bequest Fund	87,222.31
Worship Area Renewal Fund	5,404.00
Youth Nat'l Gath / Workcamp Fund	21,815.77

Total Income	\$1,832,461.37
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Expenditures

Actual Giving Fund	746,816.63
2019 Liabilities (see Balance Sheet)	3,970.30
Building Fund	14,437.34
Capital Campaign	349,685.26
Church/Community Fund	7,500.00
Endowment Loan Payment	4,235.00
Memorial Fund	5,052.00
Mission Fund	5,000.00
Sharing Ministry Fund	19,500.00
Undesignated Bequest Fund	8,500.00
Youth Nat'l Gath / Workcamp Fund	11,918.00

Total Expenditures	\$1,176,614.53
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Balance as of September 30, 2020	\$873,529.32
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St. James Balance Sheet

	Sep 30, 20	Sep 30, 19	\$ Change	% Change
ASSETS				
Current Assets				
Actual Giving Fund	261,430.61	24,822.05	236,608.56	953.22%
Building Fund	16,067.17	21,125.01	(5,057.84)	(23.94%)
Camping Scholarship Fund	6,600.00	6,600.00	0.00	0.0%
Capital Campaign Fund	295,656.90	4,642.75	291,014.15	6,268.14%
Church / Community Fund	42,500.00	0.00	42,500.00	100.0%
Columbarium Fund	(10,046.78)	(11,146.78)	1,100.00	9.87%
Endowment Loan	40,000.00	44,235.00	(4,235.00)	(9.57%)
God on the Ground Fund	5.34	5.34	0.00	0.0%
Memorial Fund	57,913.62	55,427.62	2,486.00	4.49%
Mission Fund	0.00	100.00	(100.00)	(100.0%)
Organ Refurbishment Fund	6,500.00	6,500.00	0.00	0.0%
Sharing Ministry Fund	31,217.97	33,711.08	(2,493.11)	(7.4%)
Undesignated Bequests Funds	127,121.23	48,398.92	78,722.31	162.65%
Worship Renewal	(38,831.10)	(44,235.10)	5,404.00	12.22%
Youth Group (Wrkcmp/Nat'l Gat)	37,394.36	27,496.59	9,897.77	36.0%
Total Current Assets	873,529.32	217,682.48	655,846.84	301.29%
TOTAL ASSETS	873,529.32	217,682.48	655,846.84	301.29%
LIABILITIES & EQUITY				
Liabilities				
Current Liabilities				
Adult Discussion Class	0.00	119.76	(119.76)	(100.0%)
Designated Giving	518.08	1,739.54	(1,221.46)	(70.22%)
Holiday Family Outreach	0.00	650.00	(650.00)	(100.0%)
SBA PPP Loan	235,000.00	0.00	235,000.00	100.0%
Youth Program Donations	1,200.00	1,200.00	0.00	0.0%
Youth Sunday School Offering	109.00	261.00	(152.00)	(58.24%)
Total Other Current Liabilities	236,827.08	3,970.30	232,856.78	5,864.97%
Total Current Liabilities	236,827.08	3,970.30	232,856.78	5,864.97%
Long Term Liabilities				
Loan from Endowment	40,000.00	44,235.00	(4,235.00)	(9.57%)
Total Long Term Liabilities	40,000.00	44,235.00	(4,235.00)	(9.57%)
Total Liabilities	276,827.08	48,205.30	228,621.78	474.27%
Equity				
Temporarily Restricted Net Assets	122,224.47	122,224.47	0.00	0.0%
Unrestricted Net Assets	443,924.03	62,712.86	381,211.17	607.87%
Net Income	30,553.74	(15,460.15)	46,013.89	297.63%
Total Equity	596,702.24	169,477.18	427,225.06	252.08%
TOTAL LIABILITIES & EQUITY	873,529.32	217,682.48	655,846.84	301.29%

St. James Income Statement

ST JAMES LUTHERAN CHURCH FOR 12 MONTHS ENDED SEPTEMBER 30, 2020 ACTUAL GIVING FUND

Balance as of September 30, 2019		\$24,822.05
Income		
Offerings	693,017.41	
2020 Liabilities (balance sheet)	1,827.08	
SBA PPP Loan (still to be determined)	235,000.00	
Building Usage	2,685.00	
Child Care Financial Mgmt Fee	14,820.00	
Child Care Building Exp Fee	22,500.00	
Christmas/Advent Offering - portion	9,356.00	
Easter / Lent Offering - portion	7,122.00	
Sunday School Offerings	1,068.00	
Total Income		\$987,395.49
Expenditures		
Faith Commitment	51,496.00	
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	
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	625.00	
World Hunger	2,800.00	
World Mission Prayer League - Saha	2,800.00	
World Outreach - Emmaus	1,600.00	
World Outreach - Global Mission	2,450.00	
World Outreach - Other	1,000.00	
World Outreach - Palmer (Synod)	2,800.00	

Expenditures continued on following page.

St. James Income Statement

Expenditures (cont'd)	
2019 Liabilities (balance sheet)	3,970.30
Archives	0.00
Art & Design Expenses	32.52
Audit	0.00
Bank & Credit Card Charges	1,178.08
Bank Fees - Vanco	82.04
Borough Storm Water Mgmt Fee	1,470.00
Building Repair/Maintenance	8,788.00
Building Supplies	6,117.20
Caregiving Ministry Expenses	996.29
Christian Education	1,486.85
Contingencies/Misc.	645.53
Covid-19 Related Expenses	441.53
Envelopes	1,502.82
Evangelism	1,079.21
Fellowship	240.18
Health Ministry	787.00
Insurance	15,368.50
Library Expense	5.59
LWR - Quilting Mission	146.50
Music & Supplies	7,046.48
Office Repair & Maintenance	1,141.50
Office Supplies	5,420.10
Organ Repair & Maintenance	2,100.00
Personnel Expenses	541,944.87
Postage Expenses	2,665.65
Retreats/Workshops	390.00
St. James Camping Scholarship	0.00
Stewardship / Mission Support	120.00
Technology	6,481.66
Telephone	7,050.01
Trash Removal	1,457.10
Utilities	25,829.23
Worship Materials	2,651.67
Youth Activities	9,479.52
Total Expenditures	(\$750,786.93)
Balance as of September 30, 2020	\$261,430.61

St. James Fund Activities

ST JAMES LUTHERAN CHURCH FOR 12 MONTHS ENDED SEPTEMBER 30, 2020 SHARING MINISTRY FUND

Balance as of September 30, 2019		\$33,711.08
Income		
C. Leslie Fair Interest - CD	6.52	
Cook Trust Interest - CD	9.04	
Stallsmith Trust Interest - CD	7.59	
Checking Account Interest	702.80	
L. David Plank Trust	7,715.93	
Pfeiffer Trust	8,565.01	
	8,565.01	
Total Income		\$17,006.89
Expenditures		
Adams County Children's Advocacy	700.00	
Adams Co. Prison Reading Program	700.00	
Adams Rescue Mission	2,900.00	
Fruitbelt Farmworkers	1,200.00	
Gettysburg C.A.R.E.S.	2,100.00	
Gettysburg Fire Department	2,500.00	
Holiday Family Outreach	1,000.00	
Pedals for Progress	600.00	
Prision Society	1,200.00	
SCCAP - Where Needed Most	1,900.00	
St James Childcare Scholarship Fund	4,700.00	
	4,700.00	
Total Expenditures		(\$19,500.00)
Balance as of September 30, 2020		\$31,217.97

ST JAMES LUTHERAN CHURCH FOR 12 MONTHS ENDED SEPTEMBER 30, 2020 BUILDING FUND

Balance as of September 30, 2019		\$21,125.01
Income		
Offerings	9,379.50	
Total Income	9,379.50	\$9,379.50
Expenditures		
Anderson's Chimney & Masonry	5,321.00	
Neubauer Plumbing & Heating	3,105.80	
Swain Supply	2,389.35	
Holtzople Heating & Air Conditioning	1,701.00	
Frantz Plumbing	1,540.44	
BFPE International	269.75	
GBSWA - Storm Water	110.00	
	110.00	
Total Expenditures		(\$14,437.34)
Balance as of September 30, 2020		\$16,067.17

St. James Fund Activities

ST JAMES LUTHERAN CHURCH FOR 12 MONTHS ENDED SEPTEMBER 30, 2020 CAMPING SCHOLARSHIP

Balance as of September 30, 2019		\$6,600.00
Income		
Contribution	0.00	
Total Income		\$0.00
Expenditures		
Camping Scholarships Expenses	0.00	
Total Expenditures		\$0.00
Balance as of September 30, 2020		\$6,600.00

ST JAMES LUTHERAN CHURCH FOR 12 MONTHS ENDED SEPTEMBER 30, 2020 CAPITAL CAMPAIGN FUND

Balance as of September 30, 2019		\$4,642.75
Income		
Contribution	640,699.41	
Total Income		\$640,699.41
Expenditures		
Cor Construction Services	134,987.75	
Donald B Smith	74,230.00	
Johnson Controls Fire Protection	29,873.24	
Crouthamel Construction Company	33,470.00	
C.E. Williams Sons Inc	20,930.00	
WXF Fire, Lock & Security	23,076.00	
Rev. Renee LiaBraaten - consulting	16,400.00	
Shaffer Design Associates, PC	7,735.00	
McGlaughlin's Refrigeration & Appliance	2,202.88	
Catering - different gatherings	1,860.00	
Borough of Gettysburg	1,347.00	
Frantz Plumbing	623.55	
Sherwin Williams - paint	609.39	
Dacco Erectors - ceiling tiles	345.60	
PA Municipal Code Alliance	331.75	
Mike Lilley Painting	250.00	
Other Capital Campaign Expenses	1,413.10	
Total Expenditures		(\$349,685.26)
Balance as of September 30, 2020		\$295,656.90

St. James Fund Activities

ST JAMES LUTHERAN CHURCH FOR 12 MONTHS ENDED SEPTEMBER 30, 2020 CHURCH / COMMUNITY FUND

Balance as of September 30, 2019		\$0.00
Income		
A.R.K. Foundation	50,000.00	
Total Income		\$50,000.00
Expenditures		
St James Early Learning Ctr - help w/ Covid Exp	7,500.00	
Total Expenditures		(\$7,500.00)
Balance as of September 30, 2020		\$42,500.00

ST JAMES LUTHERAN CHURCH FOR 12 MONTHS ENDED SEPTEMBER 30, 2020 COLUMBARIUM FUND

Balance as of September 30, 2019		(\$11,146.78)
Income		
Niche Deposits	1,100.00	
Total Income		\$1,100.00
Expenditures		
Columbarium Fund Expenses	0.00	
Total Expenditures		\$0.00
Balance as of September 30, 2020		(\$10,046.78)

ST JAMES LUTHERAN CHURCH FOR 12 MONTHS ENDED SEPTEMBER 30, 2020 ENDOWMENT LOAN

Balance as of September 30, 2019		\$44,235.00
Loan Receivable		
Loan from Endowment (money market / investments)	0.00	
Total Receivable		\$0.00
Expenditures		
Repayment on loan	4,235.00	
Total Expenditures		(\$4,235.00)
Balance as of September 30, 2020		\$40,000.00

St. James Fund Activities

ST JAMES LUTHERAN CHURCH FOR 12 MONTHS ENDED SEPTEMBER 30, 2020 GOD ON THE GROUND FUND

Balance as of September 30, 2019		\$5.34
Income		
Donations from outside sources	0.00	
Total Income		\$0.00
Expenditures		
God on the Ground Event Expenses	0.00	
Total Expenditures		\$0.00
Balance as of September 30, 2020		\$5.34

ST JAMES LUTHERAN CHURCH FOR 12 MONTHS ENDED SEPTEMBER 30, 2020 MEMORIAL FUND

Balance as of September 30, 2019		\$55,427.62
Income		
Memorials Received	7,538.00	
Total Income		\$7,538.00
Expenditures		
Danner's Bernina Shoppe - quilt sewing machines	2,698.00	
Studio Three 17 - white paraments	1,385.00	
Brunner & Associates - portion for re-voicing organ	700.00	
Lowe's store card	169.00	
New Microphone	100.00	
Total Expenditures		(\$5,052.00)
Balance as of September 30, 2020		\$57,913.62

St. James Fund Activities

ST JAMES LUTHERAN CHURCH FOR 12 MONTHS ENDED SEPTEMBER 30, 2020 MISSION FUND

Balance as of September 30, 2019		\$100.00
Income		
Tfr from Endowment - Mission's portion	4,900.00	
Total Income		\$4,900.00
Expenditures		
Lutheran World Relief - Middle East Appeal	2,500.00	
REACH Ministries International - donation	2,500.00	
Total Expenditures		(\$5,000.00)
 Balance as of September 30, 2020		 \$0.00

ST JAMES LUTHERAN CHURCH FOR 12 MONTHS ENDED SEPTEMBER 30, 2020 ORGAN REFURBISHMENT FUND

Balance as of September 30, 2019		\$6,500.00
Income		
Offerings	0.00	
Total Income		\$0.00
Expenditures		
Total Expenditures	0.00	\$0.00
 Balance as of September 30, 2020		 \$6,500.00
*balance is to be given to SCCAP per 2019 records and upon project completion		

St. James Fund Activities

ST JAMES LUTHERAN CHURCH FOR 12 MONTHS ENDED SEPTEMBER 30, 2020 UNDESIGNATED BEQUEST FUND

Balance as of September 30, 2019		\$48,398.92
Income		
Interest from Kime Trust	13,923.64	
Mildred Beard Estate Bequest	73,298.67	
Total Income		\$87,222.31
Expenditures		
SpiriTrust Foundation - Fuel the Spirit Campaign	8,500.00	
Total Expenditures		(\$8,500.00)
Balance as of September 30, 2020		\$127,121.23

ST JAMES LUTHERAN CHURCH FOR 12 MONTHS ENDED SEPTEMBER 30, 2020 WORSHIP AREA RENEWAL FUND

Balance as of September 30, 2019		(\$44,235.10)
Income		
Offerings / Pledges Received	5,404.00	
Total Income		\$5,404.00
Expenditures		
Expenses	0.00	
Total Expenditures		\$0.00
Balance as of September 30, 2020		(\$38,831.10)

St. James Fund Activities

**ST JAMES LUTHERAN CHURCH
FOR 12 MONTHS ENDED SEPTEMBER 30, 2020
YOUTH NATIONAL GATHERING / WORKCAMP FUND**

Balance as of September 30, 2019		\$27,496.59
Income		
Participants Deposits & Donations	5,944.00	
Fastnacht's Fundraiser	13,915.00	
Other Fundraisers	<u>1,956.77</u>	
Total Income		\$21,815.77
Expenditures		
REACH Workcamp Expenses*	<u>11,918.00</u>	
Total Expenditures		<u>(\$11,918.00)</u>
Balance as of September 30, 2020		<u><u>\$37,394.36</u></u>
*Expenses paid in 2020 to REACH will be applied to 2021 Workcamp		

St. James 2020 Endowment Fund Report

ELCA ENDOWMENT FUND POOLED TRUST January 01, 2020 Through September 30, 2020

PORTFOLIO SUMMARY

Asset Description	Market Value	Percent
FUNDA	\$ 699,254.51	100.00 %
	<u>\$699,254.51</u>	<u>100.00 %</u>

ACCOUNT ACTIVITY SUMMARY

Beginning Balance - Close of Business Dec 31, 2019	\$594,676.32
Additions	104,235.00
Withdrawals	(4,900.00)
Reinvestment - Fund A	16,485.69
Reinvestment - MMA	35.36
Change in Market Value	<u>(11,277.86)</u>
Ending Balance - Close of Business Sep 30, 2020	<u>\$699,254.51</u>

ASSET DETAILS

Asset Description	Shares	Market Price	Market Value
FUNDA	526.9129	\$ 1,327.077886	\$ 699,254.51
		Grand Total	<u>\$699,254.51</u>

INCOME DISTRIBUTIONS

Description	Date	Amount
QUARTERLY INCOME DISTRIBUTIONS STJAMES LUTHERAN CH END,PA,GET	03/31/2020	\$(5,425.72)
QUARTERLY INCOME DISTRIBUTIONS STJAMES LUTHERAN CH END,PA,GET	06/30/2020	(5,485.16)
QUARTERLY INCOME DISTRIBUTIONS STJAMES LUTHERAN CH END,PA,GET	09/30/2020	(5,574.81)
		<u>\$(16,485.69)</u>

MMA INCOME DISTRIBUTIONS

Description	Date	Amount
INTEREST INCOME MMA ASSET MONEY MARKET ASSET	09/29/2020	\$ 35.36
		<u>\$35.36</u>

ADDITIONS AND WITHDRAWALS

Purchase Details	Date	Price	Shares	Amount
FUNDA	03/31/2020	\$ 1,128.795208	4.8066	\$ 5,425.72
FUNDA	06/30/2020	1,262.733200	4.3439	5,485.16
MONEY MARKET ASSET	09/04/2020	1.000000	100,000.0000	100,000.00
MONEY MARKET ASSET	09/09/2020	1.000000	4,235.0000	4,235.00
FUNDA	09/30/2020	1,327.077886	78.5714	104,270.36
FUNDA	09/30/2020	1,327.077886	4.2008	5,574.81
		Total Purchases		<u>\$224,991.05</u>
Sale Details	Date	Price	Shares	Amount
FUNDA	08/13/2020	\$ 1,308.227507	(3.7455)	\$ 4,900.00
MONEY MARKET ASSET	09/30/2020	1.000000	(104,270.3600)	104,270.36
		Total Sales		<u>\$109,170.36</u>

Sacristy Financials & Report

Balance as of September 30, 2019 **\$ 2,605.87**

Income

Deposits for sacristy	\$	2,398.00
Deposits for World Hunger	\$	1,024.00
<i>Sacristy Memorial (restricted) 3/22/2019</i>	\$	1,220.18

Total Income	\$	4,642.18
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Expenses

Flowers	\$	2,115.95
Flower refund	\$	20.00
Wreath Reimbursement (Judy Seilhamer)	\$	65.00
ELCA World Hunger	\$	1,024.00
Whisler's (dry cleaning)	\$	13.40
Service Fees (ACNB)	\$	22.00

Total Expenses	\$	3,260.35
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Balance as of September 30, 2020 **\$ 3,987.70**

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

Social Ministry 2020 Treasurer's Report

Balance as of January 1, 2020 **\$ 1,765.63**

Income

St. James Budget*	\$	9,000.00
Donations	\$	1,355.00

Total Income	\$	10,355.00
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Expenses

Groceries: Kennie's Market	\$	4,030.28
Groceries: Ahold Financial (Giant)	\$	2,784.80
Utility: Met-Ed	\$	100.20
Auto Repair Assistance	\$	162.10
Gettysburg Soup Kitchen	\$	533.57
Motel/Rent Assistance	\$	976.94
Pizza for staff at SpiriTrust	\$	359.05
Transportation Assistance (Compassion Transportation)	\$	95.00
Bank of America (reimburse purchases made on church credit card)	\$	412.12

Total Expenses	\$	9,454.06
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Balance as of September 30, 2019 **\$ 2,666.57**

* St. James Budget disbursement is quarterly, and Social Ministry receives \$14,000, per the 2020 budget. The Social Ministry committee elected to contribute \$1,500 to SpiriTrust Lutheran Village to their "Fuel the Spirit Campaign" to help cover additional COVID-19 expenses. The SpiriTrust benevolence check was issued directly from the Church's checking account from the Social Ministry budget line item, hence the actual dollars received by the Social Ministry in the 2nd quarterly benevolence was less \$1,500.

St. James Early Learning Center Balance Sheet

	Sep 30, 20	Sep 30, 19	\$ Change	% Change
ASSETS				
Current Assets				
Checking/Savings				
St.James Child Care	191,289.61	229,120.89	(37,831.28)	(16.51%)
Total Checking/Savings	191,289.61	229,120.89	(37,831.28)	(16.51%)
Accounts Receivable				
Customer Invoices				
CCIS Receivables	8,775.96	6,524.36	2,251.60	34.51%
Self Paid Receivables	3,375.40	4,141.07	(765.67)	(18.49%)
Total Customer Invoices	12,151.36	10,665.43	1,485.93	13.93%
Total Accounts Receivable	12,151.36	10,665.43	1,485.93	13.93%
Total Current Assets	203,440.97	239,786.32	(36,345.35)	(15.16%)
TOTAL ASSETS	203,440.97	239,786.32	(36,345.35)	(15.16%)
LIABILITIES & EQUITY				
Liabilities				
Current Liabilities				
Other Current Liabilities				
Security Deposit Fee	9,540.45	9,789.00	(248.55)	(2.54%)
Total Other Current Liabilities	9,540.45	9,789.00	(248.55)	(2.54%)
Total Current Liabilities	9,540.45	9,789.00	(248.55)	(2.54%)
Long Term Liabilities				
Pledge - Capital Campaign	50,000.00	0.00	50,000.00	100.0%
Total Long Term Liabilities	50,000.00	0.00	50,000.00	100.0%
Total Liabilities	59,540.45	9,789.00	49,751.45	508.24%
Equity				
Opening Bal Equity	33,470.93	33,470.93	0.00	0.0%
Retained Earnings	89,918.92	187,174.13	(97,255.21)	(51.96%)
Net Income	20,510.67	9,352.26	11,158.41	119.31%
Total Equity	143,900.52	229,997.32	(86,096.80)	(37.43%)
TOTAL LIABILITIES & EQUITY	203,440.97	239,786.32	(36,345.35)	(15.16%)

St. James Early Learning Center Profit & Loss Statement

	<u>Oct '19 - Sep 20</u>		<u>Oct '19 - Sep 20</u>
Income		Expense	
COVID Parent Gifts	2,475.00	Administration	
Fees	765.00	Bad Debt	6.50
Field Trips & Special Events	202.50	Bank Charge	493.20
Fundraising	14,368.91	Office Supplies	1,222.15
Interest Inc	158.99	Teacher Appreciation	256.28
Keystone Star Merit	18,535.00	Telephone	1,252.56
Miscellaneous Income	7,500.00	Total Administration	3,230.69
PA Covid Relief Grant	119,400.00	Classroom & Building	
Scholarship Fund	6,211.40	Building & Maint Supplies	3,944.53
Tuition		Classroom Supplies	2,646.90
CCIS	96,322.20	Covid 19 Expenses	5,132.47
Employee Discount	(6,378.00)	Equipment	4,668.45
Parent Pay	495,689.75	Field Trips	0.00
Scholarship Discount	(17,852.10)	Insurance	13,997.66
Sibling Discount	(22,062.95)	Total Classroom & Building	30,390.01
Total Tuition	545,718.90	Fundraising Expense	13,428.59
Total Income	715,335.70	Groceries and Meals	
Gross Profit	715,335.70	CACFP-Dept. of Ed. - meal reim.	(17,867.27)
		Groceries	21,810.09
		Milk & Produce	8,217.17
		Total Groceries and Meals	12,159.99
		Personnel	
		Covid19 Virus Payroll Exp	13,040.25
		Disability	12,015.02
		Health Ins. - Employee Contrib.	(11,550.00)
		Keystone Star ERA Merit	18,535.00
		Medical Insurance	81,233.57
		Payroll - Employer FICA Taxes	34,044.13
		Pension	25,363.97
		Salaries & Wages	429,387.96
		Total Personnel	602,069.90
		Professional Development	
		Memberships	120.00
		Staff Training	2,713.32
		Total Professional Development	2,833.32
		St. James Lutheran Church Fees	
		Child Care Building Expenses	22,500.00
		Financial Management Fee	14,820.00
		Total St. James Lutheran Church Fees	37,320.00
		Total Expense	701,432.50
		Net Income	13,903.20

2021 St. James Budget

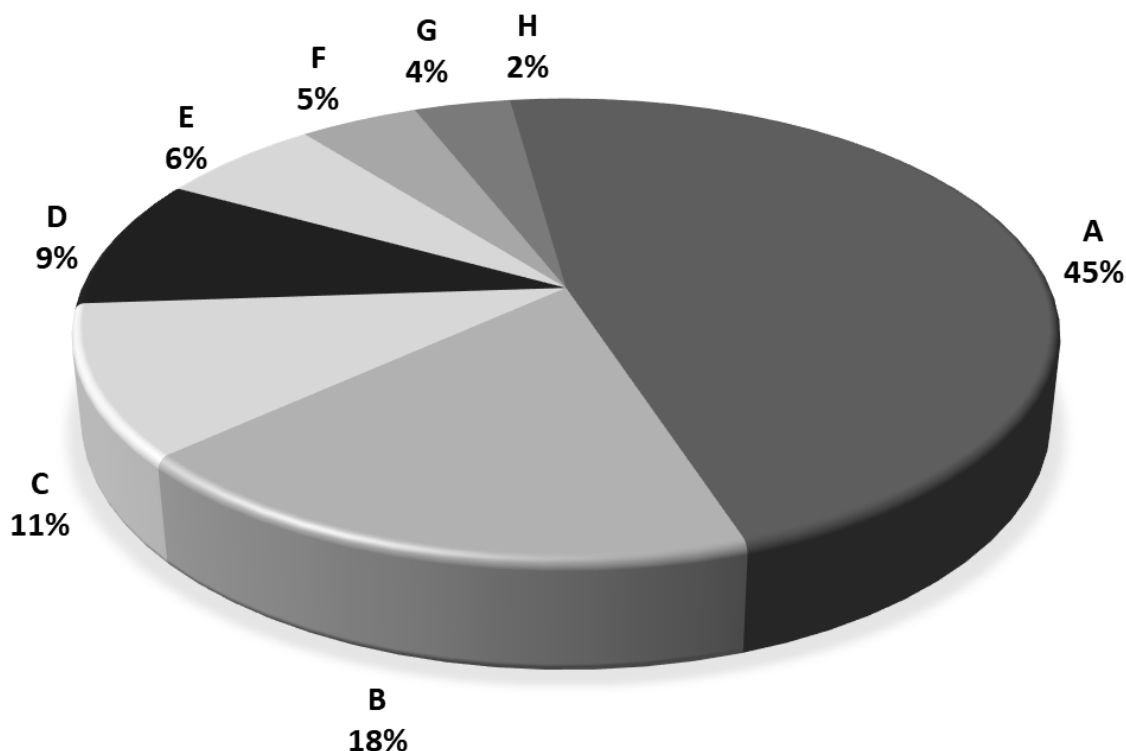
	2019 Proposed Budget	2019 Actuals	2020 Proposed Budget	2020 Actuals Sept YTD	2021 Proposed Budget
Revenues					
ACTUAL GIVING	749039.01	709,665.31	759808.00	520,426.30	772840.33
Other Income	46,000.00	57,690.35	48,000.00	36,510.00	48,000.00
Total Revenues	795,039.01	767,355.66	807,808.00	556,936.30	820,840.33

Benevolence	2019 Proposed Budget	2019 Actual	2020 Proposed Budget	2020 Actuals Sept YTD	2021 Proposed Budget
Commitment Support LSS and ELCA	50,000.00	50,000.00	52,000.00	39,001.00	52,000.00
Gettysburg Community Soup Kitchen	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	750.00	1,000.00
Lutheran Camping Corporation	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	1,500.00	2,000.00
SCCAP-Circles	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	750.00	1,000.00
Spiritrust-Benevolent Care	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	750.00	1,000.00
St. James Social Ministry	14,000.00	14,000.00	14,000.00	10,500.00	14,000.00
St. James Social Ministry-COVID					4,000.00
United Lutheran Seminary	1,000.00	1,000.00	500.00	375.00	500.00
World Outreach-Emmaus Ministry	1,600.00	1,699.00	1,600.00	1,200.00	1,600.00
World Outreach-Global Mission Scholar	1,400.00	1,050.00	1,400.00	1,400.00	1,400.00
World Outreach-Lutheran World Relief	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	2,100.00	2,800.00
World Outreach-Other Projects/Visits	2,000.00	1,000.00	2,000.00	0.00	1,500.00
World OutreachSource of Life Min.-Haiti	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	2,100.00	2,800.00
World Outreach-World Hunger - ELCA	2,800.00	2,800.00	2,800.00	2,100.00	2,800.00
Total Benevolence	91,500.00	90,249.00	93,000.00	68,601.00	96,500.00

2021 St. James Budget

Current Expenses	2019 Proposed Budget	2019 Actuals	2020 Proposed Budget	2020 Actuals Sept YTD	2021 Proposed Budget
Personnel Budget					
Personnel: Compensation Total	376,794.13	367,770.27	397,986.85		399,684.95
Personnel: Benefits Total	147,274.51	142,936.97	131,373.74		135,656.13
Personnel: FICA Total	18,260.37	17,450.73	20,387.66		19,829.25
Personnel: Prof Expenses Total	16,160.00	15,430.80	17,660.00		19,700.00
Personnel: Moving Exp					
Total Personnel	558,489.01	543,588.77	567,408.25	400,485.13	574,870.33
Other Current Expenses					
Archives	50.00	0.00	50.00	0.00	50.00
Art and Design	500.00	32.52	500.00	0.00	500.00
Audit Expense	2,500.00	2,400.00	2,500.00	0.00	2,400.00
Bank & Credit Card Fees	350.00	574.48	350.00	1,024.11	1,500.00
Bank Fees - Heartland/Vanco	150.00	141.16	150.00		0.00
Building Repair/Maintenance	10,000.00	16,235.21	10,000.00	7,429.87	10,000.00
Building Supplies	7,500.00	6,525.81	7,500.00	4,615.34	7,500.00
Caregiving Ministry	1,000.00	1,115.46	1,000.00	294.35	1,000.00
Christian Ed.	2,029.40	2,079.08	3,000.00	1,151.66	3,000.00
Contingencies/Misc	500.00	594.93	500.00	649.60	500.00
Envelopes/Lenten Folders	2,500.00	2,407.96	2,500.00	1,106.01	2,100.00
Evangelism / Fellowship	800.00	517.24	800.00	1,163.75	1,000.00
Fellowship	500.00	496.80	500.00		0.00
Health Ministry	500.00	611.39	500.00	520.20	500.00
Insurance-Property/Workers Comp	17,500.00	15,829.94	17,500.00	11,246.20	15,500.00
Library	300.00	272.57	300.00	5.59	300.00
LWR-Quilting Mission	500.00	317.50	150.00	14.00	500.00
Marketing					2,660.00
Music & Supplies	9,600.00	6,854.79	10,100.00	4,623.05	7,600.00
Office Repairs & Maintenance	2,500.00	949.00	2,500.00	691.50	2,500.00
Office Supplies	6,000.00	5,281.04	5,000.00	3,701.71	4,000.00
Organ Repair/Maintenance	2,000.00	1,591.00	2,000.00	1,100.00	2,000.00
Postage	2,600.00	2,249.05	2,400.00	2,136.27	2,400.00
Retreats	4,000.00	2,920.00	5,000.00	390.00	4,000.00
St. James Camping Scholarships	2,000.00	925.00	2,000.00	0.00	2,000.00
Stewardship/Mission Support	300.00	217.94	300.00	120.00	300.00
Stormwater Management			1,500.00	1,470.00	1,500.00
Strategic Planning/Congregational Renewal	100.00		0.00		0.00
Technology-Computer Supplies	5,000.00	4,755.58	5,000.00	5,794.66	10,000.00
Telephone/Internet	6,000.00	6,628.09	7,000.00	5,273.97	7,200.00
Trash Removal	1,400.00	1,368.20	1,400.00	1,098.90	1,560.00
Utilities	32,000.00	29,388.78	32,000.00	19,810.63	32,000.00
Worship Materials	2,400.00	2,429.95	2,400.00	1,169.05	2,400.00
Youth Activities	21,000.00	16,794.68	21,000.00	6,681.21	21,000.00
Total Other Current Expenses	144,079.40	132,505.15	147,400.00	83,281.63	149,470.00
Total Current Expenses	702,568.41	676,093.92	714,808.25	483,766.76	724,340.33
Total Benevolence & Current	794,068.41	766,342.92	807,808.25	552,367.76	820,840.33

2021 Mission Plan



A	Word & Sacrament (45%): Worship Services & Music Ministry, Home & Hospital Visits, Prison Ministry, Spiritual Direction, Funerals, Baptisms, Weddings
B	Youth Group (18%): Elementary, Middle and High School Youth Groups
C	Local Ministry (11%): Gettysburg C.A.R.E.S., Soup Kitchen & Food Pantries, SCCAP, Habitat for Humanity, Lutheran Camping Corporation, United Lutheran Seminary, SpiriTrust Lutheran
D	Mission Support, LSS & ELCA (9%): LAMPa, Lower Susquehanna Synod, and the ELCA
E	Small Group Study (6%): Sunday School & Confirmation, Weekday & Evening Study, VBS
F	Community Outreach (5%): SJLC Early Learning Center Scholarships, Support Group Meetings, Scouts
G	Community Ministry (4%): Voucher assistance programs (gas, food, utility bills); additional organizations are helped through the Sharing Ministry Fund, which is separate from the Annual Budget
H	Global Missions (2%): 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

2021 Sharing Ministry Benevolence Budget

Adams County Child Advocacy	\$	700.00
Adams Rescue Mission	\$	3,000.00
Fruitbelt Farmworkers	\$	1,200.00
Gettysburg C.A.R.E.S.	\$	2,900.00
Gettysburg Fire Department	\$	1,200.00
Gettysburg Soup Kitchen	\$	1,200.00
Holiday Family Outreach	\$	1,000.00
Recycle Bicycle of Harrisburg	\$	500.00
Prison Society	\$	600.00
SCCAP (Where needed most)	\$	2,100.00
St. James Early Learning Center Scholarship	\$	4,600.00
Emergency Fund	\$	3,000.00
<hr/>		
Total	\$	22,000.00

2021 St. James Early Learning Center Budget

	2019 Actuals	2020 Budget	Jan - Sept 2020 Actuals	2021 Budget
Income				
Enrollment Fee	695.00	550.00	590.00	600.00
Activity Fee	141.30	1,600.00	202.50	1,250.00
Fundraising	15,639.16	15,000.00	970.00	3,500.00
Interest Inc	125.81	100.00	119.07	100.00
Keystone Star Merit			18,535.00	
Miscellaneous Income	211.01		9,975.00	
PA Covid Relief CARES			119,400.00	
Scholarship Fund	8,248.40	12,000.00	5,510.00	12,000.00
Total Other Income	25,060.68	29,250.00	155,301.57	17,450.00
Tuition				
CCIS	120,210.50	112,500.00	75,820.89	100,000.00
Employee Discount	(8,149.00)	(8,000.00)	(4,272.00)	(11,000.00)
Parent Pay	655,200.82	697,000.00	325,855.25	710,000.00
Scholarship Discount	(49,643.80)	(43,000.00)	(9,144.00)	(30,000.00)
Sibling Discount	(24,935.15)	(24,000.00)	(15,036.05)	(30,000.00)
Vacation Week Credit	(117.90)			0.00
Total Tuition	692,565.47	734,500.00	373,224.09	739,000.00
Total Income	717,626.15	763,750.00	528,525.66	756,450.00
Expenses				
Administration				
Audit Expense	2,850.00	2,850.00	0.00	3,000.00
Bad Debt	1,037.40	1,200.00	6.50	1,200.00
Bank Charge	532.08	685.00	346.72	700.00
Office Supplies	1,115.73	1,000.00	869.27	1,200.00
Postage	0.00	0.00	0.00	0.00
Teacher Appreciation	452.63	1,000.00	19.08	1,000.00
Telephone	1,073.22	1,100.00	981.86	1,100.00
Total Administration	7,061.06	7,835.00	2,223.43	8,200.00
Classroom and Building				
Building & Maint Supplies	4,099.63	4,000.00	2,970.78	5,000.00
Classroom Supplies	3,543.69	4,750.00	2,314.61	4,800.00
Covid-19 Related Expenses			5,132.47	
Equipment	5,610.26	5,000.00	4,638.45	6,500.00
Field Trips	2,765.81	2,800.00	0.00	3,000.00
Insurance	12,812.06	12,500.00	10,816.96	13,000.00
Total Classroom	28,831.45	29,050.00	25,873.27	32,300.00
Fundraising Expense	12,970.48	12,600.00	1,023.52	1,000.00
Groceries and Meals				
CACFP-Dept. of Ed. - meal reim.	(27,067.44)	(29,000.00)	(12,033.72)	(29,000.00)
Groceries	25,637.76	23,500.00	14,294.84	25,000.00
Milk & Produce	9,300.00	9,000.00	5,795.86	10,000.00
Total Groceries and Meals	7,870.32	3,500.00	8,056.98	6,000.00
Personnel				
Covid-19 Payroll Exp			13,040.25	
Disability, Life & Admin	13,579.24	12,880.00	8,398.52	10,800.00
Health Ins. - Employee Contrib.	(12,385.00)	(13,000.00)	(7,875.00)	(13,000.00)
Keystone Star Merit Awards			18,535.00	
Medical Insurance	76,982.06	92,800.00	60,577.43	85,800.00
Payroll - Employer FICA Taxes	36,908.26	39,230.00	24,746.92	40,000.00
Retirement	24,023.53	26,650.00	18,982.10	29,100.00
Salaries & Wages	479,930.16	512,760.00	303,902.42	516,750.00
Total Personnel	619,038.25	671,320.00	440,307.64	669,450.00
Professional Development				
Professional Memberships/Material	120.00	125.00	120.00	200.00
Staff Training	1,669.80	2,000.00	2,420.15	1,500.00
Total Professional Development	1,789.80	2,125.00	2,540.15	1,700.00
St. James Lutheran Church Fees				
Child Care Building Expenses	22,500.00	22,500.00	16,875.00	22,500.00
Financial Management Fee	14,820.00	14,820.00	11,115.00	15,300.00
Total StJLC Fees	37,320.00	37,320.00	27,990.00	37,800.00
Total Expense	714,881.36	763,750.00	508,014.99	756,450.00
Net Income	2,744.79	0.00	20,510.67	0.00

Executive Summary of Constitution and Bylaw Changes

Approved by Congregation Council for Congregation adoption on November 15, 2020

1. Minor wording changes throughout as approved by 2019 Churchwide Assembly and recommendations by Synod Secretary, Rev. Beth Schlegel.
2. Clarification of provisions in section C6.04d *if* SJLC ceases to exist.
3. Revised procedures in section C6.05 *if* SJLC wanted to terminate its relationship with the ELCA
4. Clarification of voting members of the congregation in section C8.02 that are seasonal members of another congregation.
5. Statement that each pastor with a congregational call shall encourage adherence to a covenant relation with this church in section C9.03b.
6. Authority to call a deacon replaces the previous wording of a minister of Word and Service throughout in sections C9.21, etc.
7. Congregation meeting is required with at least one regular meeting per year in Section C10.01.
8. Change in the quorum required for a congregation meeting from 50 voting members to 5% of voting members in Section C10.04.
9. Revised language for handling significant disagreement in the congregation in Section C15.11.
10. Revised procedures for amending the constitution in Section C16.02.
11. Indemnification and liability is extended to those on task forces in addition to committees and others in section C19.01.

A complete *2020 Constitution & Bylaws* document with all revisions and updates is posted on the St. James website: <https://stjamesgettysburg.com/constitution/>
Resources Tab, *Constitution (2020)*

Report from Lead Pastor, Mike Allwein

Leaving the crowd behind, they took him with them in the boat, just as he was. A great windstorm arose, and the waves beat into the boat, so that the boat was already being swamped. But he was in the stern, asleep on the cushion; and they woke him up and said to him "Teacher, do you not care that we are perishing?" He woke up and rebuked the wind, and said to the sea, "Peace! Be still!" Then the wind ceased. There was a dead calm. He said to them, "Why are you afraid?"

[Mark 4:35-40]

It has been a year like no other! And I'm not even talking about the pandemic!

When Tim and Barbara Braband, as well as Debby Nimtz all retired within a month of each other, the congregation of St. James lost more than 125 years of mutual service and shared ministry to this congregation as well as to the community. Debby was instrumental in beginning the voucher ministry within this community which continues to make real the admonition of Jesus, "When you did it to the least of mine, you did it for me" [Mt. 25:40]. More than 35 years cannot be captured in a few words, so I respond with deep gratitude. Tim's job description became outdated many years ago only because he did so many things, mostly unnoticed, that were part of his heart, commitment and love for St. James, things he did not need a job description to direct him to accomplish. Barbara may often have seemed to be in Tim's shadow, but even in a shadow, her gifts for music and her gentle presence were most needed, noticed and appreciated. In the midst of these personnel changes, Lisa Poole, our Spiritual Gifts Coordinator left her position as we reassigned staff duties within the office. The loss of colleagues and the daily work of committed staff members during this difficult time became the hallmark this past year from within the office!

When the pandemic struck, closing the weekend worship on March 15, I know that no one could have predicted how the remainder of 2020 would unfold. I remember coming back from C.A.R.E.S. breakfast on that Sunday morning to an empty parking lot and a quiet, dark church. It was eerie and sad!

But I want to lift up the ongoing faith put into action by so many of you! I want this report to be honest in the sadness, grief and distress we all are feeling to varying degrees, but I also want us to be standing confidently in the boat with Jesus, when it felt as if everything was being torn apart and sinking, as Jesus rebuked the chaos before turning to the disciples and enjoining them not to be afraid! Fear prevents us from being who we are—people who have encountered unexpected turmoil before. It is up to us to use our gifts over and against the current storm!

Our staff has been absolutely amazing! **Pastor Andrew** has stepped into many unanticipated roles of leadership and pastoral care. **Katy Clowney** (Church Administrator), in her determined manner, has directed a steady church staff. **Kristin Slaybaugh** (Youth Minister) has been the creative one to keep in touch with our youth, anticipating coming out of this difficult time with programming connecting with our youth. **Tom Bender** (Building Superintendent) has remained

secure throughout the shutting down, keeping our building in a manner unsurpassed. Especially with the opening of the Early Learning Center and other small groups, the degree of cleaning and organizing needed to make our building safe for the children and all others who are present in the building, has been outstanding! **Suzan Seibel-Willard** (Early Learning Center Director) has been persistent and diligent in making sure we could open in a way where all would be safe. **Karen Lentz** (Church Treasurer) continues to work with the finances and payroll for our entire staff. **Staci Grimes** joined our team in August as Administrative Coordinator and has “hit the ground running.” She has become such a valuable part of the staff team! Welcome, Staci! There are so many others in leadership positions in this congregation, and the Early Learning Center, who have gone beyond the work they may have anticipated, all to make the mission of this congregation viable in this continued time of uncertainty!

I feel our Youth have suffered most through this pandemic time. The Washington, DC trip was cancelled, as was Vacation Bible School, Confirmation Camp and the two Workcamps. All of these events bring the youth from our congregation together in ways no other experience can duplicate. Major losses with our youth, but new opportunities for growing!

I cannot even begin to express my sincere gratitude for the ways so many have stepped up, learned how to conduct “zoom” meetings, how to stay connected by phone and other means, how to step into the places where you are needed most. But with so much gratitude, and recognizing so very much grace and love in these times, I cannot put into words the loss I feel in not being with each of you in your times of suffering and sickness, in your times of celebration, in your times of worshipping, in your times of questioning as we travel this journey of faith together.

In the midst of these difficult time, when racial issues have come to overflowing in our community and in our nation; when issues of justice related to poverty, gender identity, consumerism, and just plain old being together as family in both difficult and in good times—there is a lot of work being done and a lot more work to be done! In the simplest terms I say: **Thank you! Thank you!** You are beloved as God’s people, you are loved by me! In your most desperate moments, please know that Jesus is not sleeping, even when it can feel that way. He is here with us, and we will survive, and this pandemic will subside. We will survive because of your faith and because of your commitment. And I believe we will be renewed in such a way that life that has remained stifled during these past months will burst forth! This is a time to touch the Spirit that filled Jesus in that boat, that same Spirit waiting to come alive in us!

~pastor michael allwein

Report from Associate Pastor, Andrew Geib

To put it gently, 2020 has been a year of newness. A global pandemic leading to government shutdowns. People out of work. Children home from school, leaving parents left at their wits end. Grandparents asked to help in ways they haven't before. Hundreds of thousands of people left dead and even more infected because of a virus we know little about and even less of what to expect from in the years ahead. As if this hasn't been challenging enough, throw in racial tensions that haven't been experienced since the race riots of the 1960's, and political discourse at its worst maybe ever, at least in my 35 years of life. Amidst all of this, we can't even begin to calculate the impact it has had on the world, our nation, on our local community here in Gettysburg, on our family of faith here at St. James, in our homes, and on ourselves as individuals. A year of newness...

Like many (if not all) of you, living the life of love Christ commands of us over the past year has, for me, been challenging at times. None the less, as people of faith, we are called to reflect this love in all that we do, clinging onto it for ourselves, regardless of what this world throws our way.

In saying this, amidst the challenges of this year, has been abundant blessing. And while the seclusion of COVID-19 presented (and continues to present) its challenges, I am reminded repeatedly of its gifts. Gifts worthy of our thanks and praise.

Families once too busy, have suddenly found themselves sitting down several nights a week around the dinner table, enjoying each other's company and praying together. Parents are taking the time to bring church and faith into their homes by teaching their children the Lord's Prayer and the Apostles Creed. Intentional family Zoom times are connecting family members in ways they never have before.

Here at St. James, while we said goodbye to four beloved staff members, Debby Nimtz, and Tim and Barbara Braband, and Lisa Poole, our staff has pushed through, taking on new learnings and new responsibilities. Katy, our Church Administrator, has single-handedly learned how to produce and edit digital worship services on top of her seemingly never-ending list of responsibilities. With Staci joining our staff team, our communication within and outside the congregation and our social media outlets have increased dramatically, allowing us to reach more and more people. Kristin, our Youth Minister, has created and implemented new ways to stay in touch with the youth of our congregation and others, including digital formats for K-5 Sunday School and confirmation. Our building superintendent, Tom, has worked tirelessly in order to ensure that our building is safe for all of those who enter it. Our Treasurer, Karen, along with our previous Council President, Daniel Bringman, has worked in ways she hasn't before to ensure that our staff and that of our Early Learning Center are being paid and the budget is properly balanced. Suzan, the director of our Early Learning Center, has worked diligently alongside her staff to ensure the safety and wellbeing of our children. In regard to Pastor Mike and myself, well... our work certainly looks different. Because of the need to social distance, most of our pastoral care has taken place through phone calls, emails, and Zoom meetings. We have learned how to preach to a camera and work through social media outlets. With Tim's retirement, we have spent more time in worship planning and preparation than in years past. We have baptized babies and buried the faithful departed.

In addition to the work of our staff, Sunday School classes have continued to meet via Zoom with friends and family from out-of-state joining in, a Music Ministry task force has been formed, our COVID-19 task force has been hard at work so we can do ministry in as safe a way as possible, and so much more.

On a personal note, I would be remiss if I failed to lift up my wife, Christina, who is ever present in keeping me grounded and supporting me. It's been said before, that the work of the ordained isn't for the faint of heart. This is especially true in days such as these. If it weren't for Christina's love and support, not just for me but for our children, I wouldn't be able to serve in the ways that I do.

As always, I am grateful to all of you, my family of faith. For your care. For your faithfulness to God and neighbor. For your faithfulness to Christ's Church. And for your faithfulness to St. James. God has so richly blessed us. Let us continue to give thanks to God for these blessings and may we continue to be a blessing to others through our work together!

With love,
~*Pastor Andrew Geib*

Report from Youth Minister, Kristin Slaybaugh

Chorus

***We are the church, the body of our Lord;
We are all God's children. We have been restored.***

1 The church is not a building; where people go to pray;
it's not made out of stick and stones, it's not made out of clay.

4 The church, it is the people; living out their lives,
called, enlightened, sanctified; for the work of Jesus Christ.

The song, *We are the Church*, has been sung in outdoor chapels, in fellowship halls by children singing proudly out of tune, and with organs accompanying the simple, true words. This song is what it means to be called as Youth Minister.

I was thrilled to lead our Middle School Youth for our Quake retreat in January alongside Rich Luquette, to experience and serve in our annual Fastnachts Fundraiser in February, and to welcome sixteen excited K-5th graders into the Youth House for a lock-in March 7-8, 2020... possibly the last sleepover of 2020!

I *love* to connect people with Christ, Community, and Creation. I've mourned expectations for cancelled activities in our calendar year, especially in those summer months, but there's much to be grateful for. Doors to our sanctuary were shut, but the church was never closed. I've been thankful for masked Walks to Emmaus with St. James members around South Central Pennsylvania. There's been child-like-faith as Zoom calls led to pet-show-and-tell, figuring out how to play favorite Youth Group games virtually, and a lot of laughter at a background change every few seconds. I've been thankful for the moments to know St. James as its people, even with the doors shut.

There have been so many people that have made this year extra special for our children and youth. Thank you to our incredibly hardworking staff, consistently going above and beyond to keep people connected to our God and each other. Thank you to our Youth Committee and Christian Education committee, your tireless commitment and love for supporting our children and youth has been invaluable. Thank you to every volunteer, adult leader, Sunday School teacher, and Youth Breakfast helper! Everything you all do, whether in front of youth or "behind the curtain," is seen, appreciated, and makes all the difference in the lives of the children and young adults in our congregation.

"They'll know we are Christians from our love" ... thank you for loving your neighbors, big and small, this year!

Much Love,
Kristin Slaybaugh

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.

We hung one of the Paul Oman pieces in the stairwell.

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 all the Paul Oman pieces are located.

Our work was brought to a stop by the quarantine due to COVID-19 which cancelled services and closed the nave.

Capital Campaign

Steering Committee Members: Pastor Michael Allwein, Lyne Aurand, Tom Bender, Daniel Bringman, *co-chair*, Dennis Carter, Katy Clowney, Pastor Andrew Geib, Peggy Green, Alan Haynes, Bill Shoemaker, Kyle Smith, Barbara Vossler, Brienna Smith, Denise Wood, *co-chair*; Pastor Renee LiaBraaten, Generosity Consultant

Renewing God's House to Share God's Love

So those who were engaged in the work labored, and the repairing went forward in their hands, and they restored the house of God to its proper condition and strengthened it. II Chronicles 24:13

Planning Phase

In Spring 2019, the Capital Campaign Task Force developed a summary of the proposed facility repairs and updates, and invited congregation members to review the summary and participate in an interview or focus group to share their input.

Pastor Renee LiaBraaten, from Renaissance Consulting, conducted confidential interviews and focus groups during May 17-20, 2019. Participants represented a wide cross-section of the congregation, with 55 people participating in the interviews and 34 additional people participating in the focus groups. The interviews were designed to capture quantifiable and comparable data in the form of perceptions, opinions, advice, etc.

The input from the Planning Phase indicated high regard and gratitude for the dedication of the pastors, staff and lay leadership of the congregation and strong consensus around the need to address necessary repairs. The congregation did express a desire for more details about the proposed repairs and updates, and also a willingness to volunteer time and make financial commitments to the capital campaign.

Congregational Approval

A congregation meeting was held at the end of June 2019 during which a written ballot was taken on the following: *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 motion was approved by a vote of 175-12.

Campaign Results

The Capital Campaign was formally opened during the weekend of November 9-10, 2019, after a leadership phase in October. Astoundingly, by early December, the Campaign had received more than \$967,000 in pledges toward the \$1,000,000 goal.

Financial results through September 30, 2020 follow on the next page.

We are very appreciative of all the people who volunteered and who have responded with pledges and contributions. We are very thankful to God for all the blessings given to our congregation which enable us to meet this challenge. Over one hundred people volunteered on various committees to make this successful.

St. James Lutheran Church
As of September 30, 2020

Capital Campaign
Income & Expense Summary

<u>Description</u>	<u>Capital Campaign</u>		<u>Contractor</u>	<u>Revised</u>	<u>Income</u>	<u>Gift In Kind</u>
	<u>original</u>	<u>update</u> <u>or</u> <u>revised</u>		<u>Estimate or</u> <u>Actual</u>	<u>received or</u> <u>expense paid</u>	
INCOME RECEIVED FOR CAMPAIGN	\$ 1,000,000			\$ 1,084,034	\$ 662,149	
EXPENDITURE ANALYSIS						
Year One						
Replace flat rubber roof & repair damage from leaks	\$ 90,000		Donald B. Smith	\$ 77,252	\$ 77,252	
Replace 3 HVAC units	\$ 14,000		From Building budget			\$ 6,000
Repoint exterior brick and repair capstones	\$ 41,000		Cor Construction	\$ 30,550	\$ 31,907	
Replace windows on North East	\$ 175,000		Cor Construction	\$ 103,950	\$ 103,950	
Replace windows on Old section (office)	incl above	\$56,900	tbd		\$ 2,465	
Repair windows on south	incl above	\$39,650	tbd			
Refurbish kitchen cabinets	\$ 40,000		tbd	\$ 35,953	\$ 34,953	
Replace generator & install gas line	\$ 19,000		install/gift in kind	\$ 19,000		\$ 19,000
Update fire alarm system	\$ 30,000		Johnson Controls	\$ 29,873	\$ 29,873	
Install and wire fire alarm system		\$20,000	gift in kind	\$ 20,000		\$ 20,000
Enclose lower level stairway, elevator	\$ 30,000		tbd	\$ 55,000	\$ 5,270	
Repair/add exit crash bars to three north entry doors	\$ 20,000		tbd	\$ 23,076	\$ 23,076	
Campaign administrative costs	\$ 40,000		Consultant/expenses	\$ 38,000	\$ 36,470	
Subtotal year one	\$ 499,000			\$ 432,655	\$ 345,217	\$ 45,000
Year Two						
Redesign of gathering area	tbd					
Upgrade worship area sound/AV System	\$ 60,000					
Install new, cost and energy efficient lighting	tbd					
Slentz House improvements-Gettysburg C.A.R.E.S.	\$ 20,000					
Subtotal year two not including tbd	\$ 80,000			\$ -	\$ -	\$ -
Year Three						
Replace damaged ceiling tiles	\$ 15,000				\$ 346	
Install third Columbarium niche	\$ 40,000					
Replace flooring & Carpet (upper level)	\$ 40,000	\$44,922				
Replace folding partitions in the dining room	\$ 48,000					
Paint (stairwells, upper/main level rooms)	\$ 15,000	\$17,150				
Resurface parking lot	\$ 20,000			\$ 20,930	\$ 20,930	
Complete Worship Area Renewal project	\$ 40,000			\$ 36,000		
Contingency	\$ 80,000					
Subtotal year three	\$ 298,000			\$ 56,930	\$ 21,276	\$ -
Grand Total Expenditures not including tbd	\$ 877,000			\$ 489,585	\$ 366,493	\$ 45,000
Balance of Campaign Funds					\$ 295,657	

Christian Education

Committee Chair: Julie Dunlop

Committee Members: Pastor Andrew Geib, Shirley Sanders, Holly Schneider, Jenny Martin, Diane Joiner, Wendy Machemer, Marianne Drummond, Amy Beck, Janina Kloster and Kristin Slaybaugh

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.*

2020 has certainly been an interesting year in Christian Education. Prior to March, we had six active adult Sunday School classes, five children's classes, and classes for Confirmation and Senior High students. We are grateful for the teachers and leaders who volunteered their time for these important faith formation opportunities.

The Christian Ed 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 2020 the children delivered and sorted food items collected for Ruth's Harvest, made Valentines for shut-ins and assembled care packages for St. James college students.

The COVID-19 pandemic put Christian Education activities to an abrupt halt in mid-March. However, by early April, children's Sunday School classes and a few adult classes were meeting over Zoom. Children's classes continued to meet weekly through May and bimonthly through mid-summer. Multiple adult classes continued to meet over Zoom throughout the summer and some have begun finding creative, safe ways to meet in-person throughout the Fall. Children's Sunday School and Confirmation classes have pivoted to a learn-at-home format, with Youth Minister, Kristin Slaybaugh, taking charge of a majority of the planning and organizing.

"Knights of the North Castle" Vacation Bible School was planned and scheduled for June, but was postponed until 2021 due to the COVID-19 pandemic.

The committee continues to discuss ways to keep Christian Education alive during this challenging time.

We are very grateful to the team of adults who have taught our children and adult classes. We 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 members, old and new. Thank you!

Early Learning Center Governance

Committee Chair: Barbara Vossler

Committee Members: Daniel Bringman, *Council President 2019*, Wendy Machemer, Priscilla Shuba, Shirley Sanders, Karen Vanderboegh, Suzan Seibel-Willard, Karen Lentz, Kyle Smith, *Council President 2020*, 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 an Education and Retention Award from the state.

Enrollment and Staffing: As of September 2020, the Center enrolls approximately 94 full and part-time students and employs 19 staff members full and part-time and two seasonal staff over the holidays and summer.

In 2020, we have lost two full-time staff and one part-time staff to date. Two left prior to the COVID-19 shutdown and one because of COVID-19. One staff person who is considered high-risk is still on a leave of absence. As a result of one staff loss, we welcomed Ashley Drechsler as Assistant Director in April 2020. She comes to St. James with more than 20 years of experience in Early Childhood Education which includes three years as an Assistant Director.

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 8 infants, 24 toddlers, 18 pre-schools, and 18 pre-kindergarten and 26 school-age children. The center is open 11 hours each day requiring full 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, 21 of our children are receiving financial assistance. This figure includes state funding, previously known as CCIS, now *Child Care Works*, as well as from our own scholarship funds. Although the number of children on scholarships have been reduced, all families who need financial assistance, are receiving assistance. More families have applied for and received state funding that has become available.

The Early Learning Center held no fundraisers due to complications from the COVID-19 pandemic. However, we were able to apply for and retain \$119,400 in CARES (Coronavirus Aid,

Relief, and Economic Security) Act funding which greatly reduced the losses from the pandemic, as well as rewarded the staff with pandemic compensation for their service.

Continuing Education: During the closure, training plans were developed for each staff member to fulfill all standards for the next two years. All our staff members are required to fulfill more than 18 hours of staff training in the 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 various areas of early childhood development (e.g. learning standards, curriculum, child observation and assessment, communication, positive behavior strategies and guidance, partnerships and families). The training plans also included training and webinars specifically addressing issues, procedures, and standards during COVID-19.

Religious Education: This year the chapel-time looked differently, as all the church staff took turns during the closure and posted stories, songs, and prayers to our Facebook group for children and families. The children who attend the Early Learning Center school-age program were invited by Youth Minister, Kristin, to participate in Wednesday Youth Group, as they did last year.

Financial Matters: This year the Center was faced with challenges, as we all have been, that we have never imagined. Somehow, by the grace of God, we are slowly recovering our losses and returning to a fiscally sound position. I am grateful for the financial expertise of Daniel Bringman and Karen Lentz as they have assisted me through these turbulent times.

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. As a result of this commitment, we were able to survive the financial struggles during the months we were closed without income.

The 2021 budget has been developed for recommendation to council and to the congregation. It has been recommended that salaries be adjusted by a 3% pay increase.

Accomplishments: This year we successfully navigated our first COVID-19 annual certification visit by the Department of Human Services. The staff successfully, during challenging times navigated renewing their Keystone STARS Level Four designation. Additionally, we have mastered the many new policies, procedures and protocols presented with COVID-19.

All in-house activities for the year have been cancelled due to the numerous precautions in place.

During the shutdown, we were able to stay connected by developing a private Facebook group for the families and staff. During that time, the children received daily story times, activity ideas and songs. After the reopening, this continued for several months. However, since families are no longer allowed to visit and volunteer in the classroom, the Facebook group has now become an avenue for families to connect with classroom activities that the staff share. Staff regularly post pictures of classroom activities and events. This enables the families to see what is going on in the classroom, without actually being physically present and talk with the children about their accomplishments.

Additionally, Suzan wrote, applied for, and received a grant for the school-age summer program entitled “The Art of Cooking” from the Adams County Arts Council. The children were able to enjoy, in a totally safe environment, the art of cooking healthy and prepared meals for their families.

Finally, before the pandemic, Suzan, working with the Gettysburg Area School District and United Way, wrote and received a proposal and grant in the amount of \$7,000 to write and improve the transition process from community Early Learning to the public school setting. The plan is not yet complete, and the challenges have been huge, but we are hopeful that by next year, families and children in our community will benefit from a more fluid and engaging transition as they move through the milestones together.

Suzan was instrumental in staying in contact with families during the COVID-19 shut down and keeping track of all DHS state and church policies. Suzan and her staff do an excellent job keeping the children safe during this pandemic. 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.

Endowment

Committee Chair: Dee Wells

Committee Members: Pastor Mike Allwein, Karen Lentz, Robert Cook, Cathy Haynes, Tom Uhlig, John Fry, Kyle Smith

The year 2020 will not necessarily be long remembered, but it will not be soon forgotten either.

2020. St James has undergone some pretty significant changes in 2020. The Capital Campaign was successful enough to allow improvements to be completed beyond the Year 1 timeline. There are not enough letters in “Thank You” to cover the degree of appreciation felt for the generous spirit of the St. James people. Your gifts speeded things along beyond the most optimistic wishing.

2020. March 8th was St. James’ last in-house worship service due to a scary pandemic that changed the world. No longer being able to gather for worship, to gather with our church family, to worship as we always had was disappointing and depressing for all of us. Not only was our week messed up with no worship service but our world was impacted with the stringent limitations on our comings and goings, our relationship with other people, and in so many other ways. Despite all that (I borrow a statement from the Finance Committee), This “Congregation’s generous and faithful stewardship during the COVID-19 pandemic has been a blessing to the St. James community.” Your continued support has kept the church afloat while the staff worked harder, worked longer hours, and got creative as never before to produce digital services for its members, and all who tune in via YouTube. To add to their busy-ness they added the bi-monthly Nawakwa services for July, August, September, October and November. It is with appreciation and thanks for their ingenuity, talent and hard work in giving us a new way to worship.....together.

2020. Sadly we lost valuable staff in the midst of this pandemic. But, our very best wishes go with those retiring staff members, Tim & Barbara, and Debby, in appreciation for their many years of service and their gifts of dedication and hard work. You have given us many fond memories as we try to carry on without you. God’s Blessings to you. And to Lisa Poole for her several years with us as spiritual gifts coordinator.

2020. The Endowment Fund had a rocky start in 2020. We ended 2019 with a balance of \$594,676.32. March 31, 2020 amid turmoil in the financial sectors we faced a loss, leaving a balance of \$500,668.51. June 30, 2020 encouraged us with a balance of \$565,560.84; a considerable increase in 3 months’ time. Since then St. James has received a bequest, and proceeds from a life insurance policy, both of which were transferred to the ELCA Endowment Fund A Pooled Trust. These gifts help fulfill the Endowment’s Policy to:

- provide a regular source of income for repairs and improvements to the building and property
- replace “fund raising” for the youth
- provide support for Music (which could include choir robes, paraments, instrument upkeep, tuning, repairs, etc.)

The Endowment Fund 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' Mission. 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 delivers quarterly dividends. Mission has used part of their 2019 accumulated funds this year leaving them a balance so far in 2020 of \$6,225.71. This figure includes what was left over from 2019. Youth, Building, Music and Good of the Church have accumulated dividends from 2019 as well. Their accumulated dividends (currently 4%) with just 3 quarters earnings at the time of this report are

Youth	\$11,125.71
Property	\$9,271.43
Music	\$3,708.57
GOTC	\$1,854.29

Per the 9/30/2020 statement, the current Fund A balance is \$699,254.51. A bequest of \$73,298.67 was provided to the Endowment Fund in October, ending with an estimated balance of \$772,553.18.

The dividend amounts grow, if we let the fund grow, and encourages us in a new way of Legacy Giving.

Per the Endowment Policy adopted in November 2019, interest is divided as follows:

Mission	30%
Youth	30%
Building	25%
Music	10%
Good of the Church	5%

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, Carol Cook, 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*

We were able to accomplish the following from November 2019 until early February 2020:

Annual Dinner Groups: The *2019-2020 Dinner Groups* resulted in fifty-seven people divided into seven groups to share this meaningful tradition of food, fun, and fellowship.

Advent Meals: Once again our Advent meals were a great success with the congregation! The weekly eBlast reminder encouraged an impressive number of attendees and the attendance number grew with each meal. The voluntary pot-luck contributions by church members were delicious, including Pastor Andrew's **FAMOUS** mac-n-cheese. The meals, fellowship opportunities, and several members' reflections resulted in meaningful midweek Advent *Unfailing Light* worship services.

Choir Appreciation Event: After Adult Choir practice on Thursday, January 30, 2020, we again treated the choir members to pie and ice cream for all their time, effort, and hard work during the 2019 Advent season.

Lenten Soup/Bread Meals: Plans were underway when COVID-19 precautions prevented our traditional church gatherings.

Zoom Meetings: We have had one September meeting but plan on continuing as long as necessary.

Budgetary Items: There is now a *marketing* budget line so our committee is no longer responsible for paying for advertising the St. James' worship services in the *Gettysburg Times*.

Health Committee & Stephen Ministry

Through the Health Committee budget line, health supplies purchased were: AED pediatric pads and a new independent wheel chair. Additional *Journeying Through Grief* booklets were also purchased for the Stephen Ministry program.

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

Galatians 6:2, NRSV

Stephen Ministry offers a proven and effective way to organize, equip, and supervise a team of congregation members—called *Stephen Ministers*—to provide high-quality, one-to-one, Christ-centered care to people in the congregation and the community experiencing life difficulties. Despite the inability to meet in-person during the COVID-19 pandemic, Stephen Ministry at St. James has continued to offer service to care receivers who are experiencing excessive stress, sadness, loss, or other difficult circumstances. In lieu of personal visits, telephone ministry has provided encouragement, prayers, and caring Christian friendship to those who are burdened with ongoing concerns. New referrals have been limited in this climate of separation, but our Stephen Ministers have remained resolute in their desire to support and comfort where needed. All questions about Stephen Ministry can be directed to either Pastor Mike or Pastor Andrew. Both pastors are trained as Stephen Ministers and leaders and work directly with the Stephen Ministry team here and at St. John's Lutheran Church at Hampton. Your inquiry will be answered promptly.

Cooperating with the pastors during the pandemic, Stephen Ministers are making informal phone calls to St. James members to offer friendly interest and connection in lieu of pre-COVID personal interactions. Saying "Hello!" and "How are you doing?" to fellow members has lifted the spirits of both callers and receivers.

The St. James Supervision Group has met faithfully on Zoom throughout the pandemic. The group works together to maintain strong care giving skills in each Stephen Ministry relationship. Continuing education topics provide information and encourage conversation and growth. The national Stephen Ministry organization, for instance, recently provided to Stephen Ministry teams specific information on "Caring for Grieving People during the COVID-19 Crisis." Perhaps these principles outlined by the Stephen Ministry article will be helpful in personal congregational conversations as well as in Stephen Ministry relationships. They are:

- **Be there emotionally for the person.**
- **Use the phone or video chat.**
- **Encourage the honest expression of feelings.**
- **Listen and validate.**
- **Avoid platitudes or other words that discount the person's feelings.**
- **Let the person know it is OK to grieve.**
- **Be there for the long term.**

Grief ministers have continued to serve those who have lost loved ones during the first year after a loss. At four crucial times during that year, grief ministers send one short booklet on grief accompanied by a personal note. Published by the Stephen Ministry organization, the series, called "Journeying Through Grief," focuses each book on what the person is likely to be feeling at that point in their grief, providing understanding, empathy, compassion, and hope.

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.*

Due to the pandemic, we only met in January and February. When it is safe to return to church meetings after the pandemic has run its course, we will meet on the fourth Monday of each month (with exceptions) from 1:30pm until 4:30pm in the Gathering Area.

We welcome further committee members who are interested in history and willing to get their hands dirty. Contact me at 717-334-7714 or 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.*

Due to the pandemic, we only met in January and February. When it is safe to return to church meetings after the pandemic has run its course, we meet on the third Tuesday of each month (with exceptions) at 7:00pm in the Library.

There are many books yet to be processed, and we will definitely need more help. The committee welcomes volunteers who like books and wish to help with the processing. Please join us. You can email me (dflesner@gettysburg.edu) to check whether we are meeting in a given month.

Memorial Fund

Committee Members: Pastor Mike Allwein, Tim Braband, Katy Clowney, Karen Lentz, and David Hedrick

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 and church committees. This fund allows for purchases that normally are not included in a specific budget category.

2020 Purchases Include (total of \$5,052 in expenses):

- New wireless microphone
- Two commercial grade sewing machines for the quilting ministry
- Re-voicing the principal 8’ rank on the great division of the organ
- Festive of Joy white paraments (portion paid in 2019, and balance paid in 2020)
- Lowe’s gift card per family’s request

(see Memorial Fund Activity on pg. 14)

In a 12-month period, St. James Lutheran Church received \$7,538 in memorial funds. Financial gifts were given in memory of 17 people, and in honor of 9 people, by over 80 households or individuals.

Family members of the deceased are notified of gifts given to the church in memory of their loved ones. The church also sends notes of appreciation to the givers acknowledging their gift. A big thank you to Shirley Sanders for overseeing the memorial fund correspondence!

The memorial fund is a beautiful and simple way to continue the legacy of loved ones, and to support the needs of the church.

Mission Fund

Committee Chair: David Flesner

Committee Members: Pastor Mike Allwein and Pastor Andrew Geib, Wendy Macheimer, *Early Learning Center Governance Representative*, Shirley Sanders, *Social Ministry Representative*, and Dennis Carter and Claire Anderson, *World Outreach Representatives*, and Daniel Bringman, *Council 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 in-person on January 8 and by email on March 16. There was a balance of just over \$6,180 in the Mission Fund to distribute in 2020. An article in the February issue of *The Messenger* solicited suggestions from members of the congregation for organizations and programs to consider funding in 2020. As in past years, the committee decided to support fewer projects with more meaningful amounts rather than many projects with smaller amounts. Given the funds available this year, the committee recommended to Council both of the proposed projects.

Due to the low financial market conditions, the committee decided to draw out only \$5,000 for this year's projects and leave the remaining \$1,180 in the St. James Endowment Fund to roll over into the 2021 Mission Fund.

In its March 16 report to Council, the Mission Fund Committee recommended that Congregation Council allocate the indicated amounts from the Mission Fund for distribution to the following local and worldwide mission projects, both of which were approved by Council:

REACH Youth Workcamp Ministries Support	\$2,500
Lutheran World Relief – Middle East Appeal	\$2,500

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

Committee Mission Statement: *To encourage individual discipleship in supporting the ministries of St. James Lutheran Church and stewardship of God's creation by 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 continued to move our focus away from emphasis on an annual fall appeal toward keeping mission support front of mind throughout the year. Our activities included the following, with some being reduced or postponed during the pandemic:

- 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
- The Mission Support Wall was focused on the Capital Campaign
- Mailed personal thank you notes to individuals who have shared their time and talents
- In June, sent a postcard to all members, reminding them to let the pastors know if they are in need, but also if they have gifts to share during this time

Creation Care Task Force, sub-committee of Mission Support

Committee Chair: Debby Luquette

Committee Members: Jon and Betsy Griffiths, Margaret Swartz, Will Lane, Pete and Marty Riley, Fred and Joan Horak, and Kay MacDowell

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

Several events were held prior to the pandemic and some activities have continued:

- An eco-friendly gift idea table was set up with samples and suggestions for holiday giving.
- Groups using the church building were asked to discontinue the use of Styrofoam and signs were posted at the indoor recycling cans.
- Using a Thrivent Action Team Grant, the team partnered with the Watershed Alliance of Adams County to purchase an auger to be used in planting trees. Unfortunately, the actual tree planting event was cancelled until after the pandemic when the auger will be put to good use.
- Even though it was a recorded worship experience, Creation Care Sunday (April 26) had a theme of *Reconnecting with Nature*.
- A second Thrivent Action Team Grant was used to purchase “Big Green Boxes” for the safe recycling of batteries and the reclamation of reusable elements. An amazing 240 pounds of batteries were packed and shipped.
- Many members participate in the *Green Book Gathering*, hosted by Will Lane, which has continued via Zoom most Friday mornings from 9:00-10:00am.

Prayer Shawl Ministry

Committee Chairs: Jane Blocher and Kathy Reider

The St. James Prayer Shawl members have been knitting and crocheting from home during the pandemic. Normally, the group meets on Tuesdays from 10:00am until 12:00noon in the Gathering Area. We would love to see our ministry grow and encourage you to pick up a new hobby and talent if you are looking to fill your time with new activities.

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 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 2020, St. James Prayer Shawl Ministry gave

- 22 Prayer Shawls (given to those who have lost loved ones, or dealing with illness)
- 10 Baptism Blankets/Lambs & Banners
- 0 *Cross-In-My-Pocket* squares (given to adult new members)

Property

Committee Chair: Bradley Smith

Committee Members: Tom Bender, *Building Superintendent*, Glenn Blocher, Alan Haynes, Jim Kunkel, Joe MacDowell, Gary Shaffer, Brent Smith, and Kyle Smith

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

Projects completed or in process this year include:

1. Replace 10 windows in Youth House
2. Replace tar roof
3. Install new sump pumps in elevator pit
4. Re-point brick masonry
5. Install new emergency generator
6. Replace windows in north east section of building
7. Re-surface parking lot
8. Install panic bars and locks on York Street doors
9. Install new fire alarm system
10. Install new bollard posts to protect Youth House yard
11. Install new flooring on second floor of Youth House
12. Install stainless steel cap and liner in chimney
13. Install two new natural gas water heaters
14. Replace 2 x 4 fluorescent light fixtures with energy efficient LED light fixtures

Work in progress includes:

1. Enclosing staircase at bottom of main stairwell
2. Repairing the heating system in Slentz House
3. Replacing additional windows in older section of building
4. Replacing lights with energy efficient LED lighting
5. Installing new control wiring in elevator

Special thanks to Jim and Cathy Kunkel of Crouse Electric who donated and installed a new emergency generator and a new fire alarm system.

Special thanks also go out to C.E. Williams, McLaughlin's Refrigeration and Appliance Service, and Neubauer Plumbing and Heating. These businesses and individuals have done work as a donation or at a reduced rate.

Property Committee meets the first Monday of each month at 6:30pm 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 year 2020, Tom Bender oversaw kitchen renovations and met with Bob Crouthamel, contractor. Due to COVID-19, the committee limited their access to the kitchen. The renovation project is complete:

- installed new lighting, cabinets and counters
- painted
- polished the tile floor

Renovation updates and completion were submitted to the Property Committee and Capital Campaign Task Force.

A Kitchen Guidelines booklet and *Cleanup and Sign-out* form were created and are available for when the kitchen will be used by groups in the future.

An annual kitchen cleaning occurs after the *Fasnacht* event each year.

Future projects and recommendations include:

- commercial microwave
- bulletin board
- hand washing sign
- directions for use of dishwasher
- labels for cabinets

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:

1. Develop a sustainable volunteer program for maintaining the grounds around the St. James Lutheran Church, Youth House, Slentz House, and parking lots.
 2. 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.
 - The committee contacted the Property Committee in September to recommend that the grass behind the Slentz House and Youth House be "patch reseeded" in the fall with a grass that takes lots of abuse, like Kentucky 31 Fescue. Brad responded that the grass is annually over-seeded but high youth traffic during play makes growth difficult. Due to building renovations, Brad suggested waiting until spring.
 - Tara contacted Gettysburg Borough Office of Public Works, Rob Harbaugh, regarding replacing trees on Stratton Street that show signs of dieback. He shared the request with the Borough Tree Commission that agreed the trees should be replaced. They will authorize Cumberland Valley Tree Service to remove and re-plant trees at no cost to the church, possibly fall 2020 or spring 2021.
 - The Youth Group and other community groups using the church did not need to be contacted by the Landscape Committee during 2020 to help with landscape work as initially thought. The Landscape Committee was able to maintain the properties without others helping.
 - The Landscape Committee can solicit help via event announcements and sign-ups on the eBlasts, *The Messenger*, worship PowerPoints, and the church website, if needed.
 - Meeting minutes are submitted to Property Committee & Church Council.
 - One Landscape Committee member attends Property Committee meetings when appropriate.
 - The 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, Donna Mountfort, 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.*

The Social Ministry Committee is involved in several projects:

FIFTH SUNDAY SERVANT – A month with 5 Sundays provides St. James with an opportunity to give support to local non-profit agencies who serve in our community. Those agencies have included St. James Early Learning Center, Holiday Family Outreach, Gettysburg C.A.R.E.S. and school supplies through South Central Community Action Project (SCCAP) and the United Way.

FOOD PANTRIES – The first Sunday of the month non-perishable food items are collected and distributed to the Food Pantry at SCCAP.

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 next house has been started in Biglerville.

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. Unfortunately, the annual meeting was a victim of the virus and was virtually delivered.

SHARING MINISTRY BENEVOLENCE – The committee offers monetary support to local agencies with monies from trusts provided by former members of St. James. For 2020, the committee selected Adams Rescue Mission, St. James Early Learning Center Scholarships, Gettysburg Fire Department, Holiday Family Outreach, and others as beneficiaries.

SOUP KITCHEN – The Soup Kitchen supplies daily meals to the homeless and other needy, hungry members of our community. Super Bowl Sunday is held in the spring as a fundraiser. In 2020 about \$1,400 was contributed by our congregation. At the present time, all food is prepared in-house at the soup kitchen. The Social Ministry Committee is supporting the Soup Kitchen thru financial contributions.

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. At the present time, the Resource Center expects to open on November 2, and the shelter part of the program will begin on December 1, 2020 in a new format.

In 2020, due to the virus, we were unable to provide dinners at the seminary, and our annual supper and devotions with the residents of the Adams Rescue Mission. We hope at a later date to again support activities in our community.

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.

Committee Chair: Claire Anderson

Committee Members: Pastor Mike Allwein, Ron Couchman, Dennis Carter, David and Pat Crouner, John Fisher, Barbara Schmitthenner, Bill Shoemaker, Amy Beck, Kristine Witherow, and Carol Widerman

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:

- Held monthly meetings in January and February; held Zoom meetings as needed from August thru November.
- Sent contributions with *2019 World Outreach – Other Projects* budgeted monies
 - \$500 – Source of Life Ministries – guest-house birthday appeal in honor of Jacques Merine
 - \$500 – Project Gettysburg-León Talolinga – well installation fund
 - \$500 – World Mission Prayer League/LAMB Hospital – in memory of Fredric Anderson
 - \$500 – Lake Tanganyika Diocese in Rwanda, Africa
- St. James Quilt Mission highlights:
 - Made national news in LWR's *Faith in Action* Winter 2020 magazine. Responding to a special request in December, 2019 from Jen Benzstel of LWR-IMA (Inter-church Medical Assistance-World Health Organization), St. James Quilter Becky Weikert prepared a quilt top, and members Claire Anderson, Becky Carter, Kathy Reider, Barbara Nicks, and Judy Seilhamer assembled the quilt for Jen to hand-deliver to Muhimbili National Hospital in Tanzania. The magazine features a front-page photograph of cancer patient, Asaye Erasto Ligudain, receiving this quilt.
 - LWR-IMA representatives Jen Benzstel, Greg Thesslein, and Emily Worthy interviewed and photographed the group assembling the requested quilt for a video. LWR-IMA aired a video on the *LWR Quilt & Kit* website and linked to the *LWR Quilt & Kit Makers* Facebook page in March 2020. The video and article were shared on the St. James Facebook page.
 - Purchased two Bernina 475 Quilters Edition sewing machines with money from the Memorial Fund.
 - Quilt Committee members worked at home to prepare quilt tops before and during the COVID-19 quarantine. Following the church's COVID-19 *Small-Group Gathering Guidelines*, a few members worked during the fall in the quilt space to assemble and sew these quilts. The committee requested volunteers to sew and knot the quilts at home. The committee's goal is to deliver between 30-40 quilts to the New Windsor Brethren Center warehouse.
 - Following the August 4, 2020 chemical explosion in the port of Beirut, LWR sent us a personal message of the loss of four container ships carrying 22,500 Mission Quilts, 3,500 School Kits, 19,500 Personal Care Kits, and 2,250 Baby Care Kits. Quilts made here at St. James were among those on the shipment. In an October 7 letter, LWR shared with us the most amazing news:

The seal of the container containing the LWR Mission Quilts and Kits was not broken. The placement in the port, inside a concrete storage building and surrounded by other shipping containers, protected the containers enough to even prevent chemical contamination. We give thanks to God that the love of hundreds of Lutheran congregations contained in the shipment will be able to be shared with more than 24,000 of our neighbors in Beirut and across the country of Lebanon – many refugees from across the region, and now also those affected by the blast in the heart of Beirut. From the ashes rises a beautiful ray of hope: your love, intact and powerful, in just the right place, at just the right time.

- Cancelled all planning for mission trips to Haiti due to the political unrest.
- Met with Kristin Slaybaugh to generate ideas to encourage inter-generational activities that support global ministry in the 2021 post-COVID life of the church.
- Participated in the September 13 *God's Work. Our Hands.* Zoom presentation on the Lake Tanganyika Diocese.
- Reviewed, updated and approved the World Outreach committee description in the Policy Manual (policy 1.30.46).
- Contributed \$1,500 from the 2020 *Other Projects* budget monies to the following
 - \$1,100 – Lake Tanganyika Diocese in Rwanda, Africa – motorcycle mission fund
 - \$300 – Project Gettysburg-León Talolinga – well project
 - \$100 – Source of Life Ministry – recovery and rehabilitation fund for resident Tafana, following brain surgery
- Responding to a fall LWR appeal, organized a LWR School Kit collection in October.
- Maintained communications with St. James mission partners.
- Committed all members to provide alerts to the congregation and advance wider awareness of global mission needs via eBlasts, worship service announcements, bulletin boards, and *The Messenger*.

Worship & Music

Committee Chair: Peter Riley

Committee Members: Pastor Mike Allwein, Pastor Andrew Geib, Tim Braband, David Flesner, Sharon Kaya, *Congregation Council Representative*, Sam Main, Martha Riley, Judy Seilhamer, Ken Unger, Kyle Smith, Emili Scavitto 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.

As with all of us, this has been a very *interesting* year.

March: we lost in-church worship, followed immediately by very successful video worship. The committee would like to thank the Pastors, Tim, Katy, and the choir members who have been filling in, 1-4 at a time: Tom Bender, Sue Currens, Kay MacDowell, Wayne Hill, Ed Riggs, Pam Pisano, Dwight Michael, and Sharon Kaya.

Summer: Camp Nawakwa services began once a month, and then twice a month as weather permits.

August: Tim Braband's retirement of 45 years of glorious music making at St. James. What a gift he has given us. Thank you, thank you, thank you, maestro!

Fall: Lots of guest organ and piano players. Thanks to Jane Eiker, Becky Wareham, David Binkley and Steven Zumbrun.

Through all of this we have still been organizing worship assistants (Thanks Dee) and keeping the flowers and alter paraments up to date. Plans are well underway to get the church and nave ready for Advent and Christmas services. (Thanks Judy!)

Anyone who would like to help as we work with the staff to help us get ready for coming back together, contact Pete Riley.

Committee Chair: Kyle Smith

Committee Members: Emili Scavitto, *Council Youth Representative*, Joel Waybright, Craig Reber, Ben Hill, Julie Keyser, Sally Abma, Ami Hines, Rich Luquette, Ben Hill, Kristin Slaybaugh, and Pastor Andrew Geib

The 2019 year concluded strongly for the youth programs at St. James. Five High Schoolers attended Winterfest at Spooky Nook in December for a weekend of faith and fun. Approximately 85 youth and families attended the Santa's breakfast in December as well. Santa's elves worked especially hard this year creating Santa's shack!

The Spring saw nine Middle School youth attend Quake in Harrisburg for a weekend of faith, discussion, and time together. New activities included a church-wide game night and a K-5 Skyzone visit. Skyzone was well attended, providing a great opportunity for the youth to interact and the adults to fellowship.

As with many organizations/groups this year, COVID-19 wreaked havoc on the planned activities for the youth program between April and now. Many of the planned and regularly scheduled events have been postponed or cancelled. Events that were cancelled this year included the Middle School and High School Workcamp, High School Nawakwa retreat, Vacation Bible School, K-5 Mini Workcamp, and Winterfest, to name a few. Additionally, events for 2021 are already in question or being postponed, including Quake and the National Youth Gathering.

However, through these trying times, the committee has worked on ways to try to bring a sense of normalcy to the youth of St. James. In September, Wednesday breakfasts resumed for the Middle and High School youth. Additionally, K-5 afterschool Youth Group began to meet in September as well. These events have gone smoothly largely in part to the increase in volunteers willing to assist. The Fall Apple Gleaning event was very successful with approximately 60 people participating with over 60 bags of apples gleaned. Special thanks go out to Phil and Tara Baugher for their leadership for this event.

The fundraisers this year have largely been unaffected by COVID-19. While the program did lose the opportunity to do a few Hoss's fundraisers, the Cookie Walk in December and Fastnachts went off without a hitch. The Fastnacht sale was the largest in church history and continues to be the largest source of income to support the Workcamp and National Youth Gathering trips. None of these fundraisers would be possible without the hard work of the leadership teams for the fundraisers, the hard work of the Church and its members to bring the fundraiser to fruition, and the generosity of church members and the community supporting these events.

The committee thanks all of you for your continued support and prayers that are a critical part of making this youth program so strong. While we know the coming year will continue to bring challenges, especially those related to COVID-19, we are confident in our ability as a church to continue to provide this very important ministry through fellowship, fun, and faith.