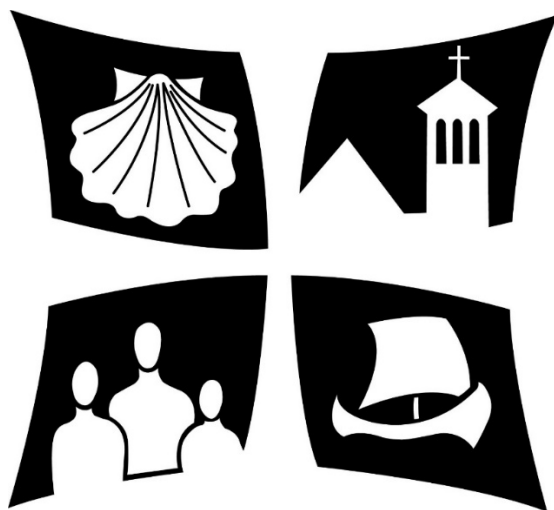


St. James Lutheran Church

2021 Annual Report



Annual Congregation Meeting

Sunday, November 21, 2021

12:30pm

PARTICIPATE

In-Person: Worship Space

Via Zoom: meeting access link,

www.St.JamesGettysburg.com/NovMeeting

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

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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
209	Jonathan Noel	Minister of Music	jnoel@stjamesgettysburg.org
215	Tom Bender	Building Superintendent	sexton@stjamesgettysburg.org

Council Members

Wayne Glaser	ieg82@earthlink.net	Serving until July 2022
Will Lane (1 year) <i>fulfilling remaining year on Barbara Neth's term</i>	wlane@gettysburg.edu	
Shirley Sanders	sandersds@comcast.net	
Bill Shoemaker, <i>Council Secretary</i>	wmshoemaker@comcast.net	
Carol Cook	caecook@comcast.net	Serving until July 2023
Jim Dunlop, <i>Council Vice President</i>	jamesadunlop@gmail.com	
Alan Haynes	cardreamer88@comcast.net	
Brent Smith	bkmktse@hotmail.com	
Peggy Green	peggy2012@comcast.net	Serving until July 2024
Sharon Kaya	misioneralatina@gmail.com	
Kyle Smith, <i>Council President</i>	kyles@adamsec.coop	
Carol Widerman	cwiderman52@gmail.com	
Emili Scavitto, <i>Youth Representative</i>	eescavitto@gmail.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	keef424@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

2021

(Nov. 1, 2020 – Oct. 31, 2021)

Baptisms: 13
First Communion: 3
Confirmations: 4
New Members: 19
(Includes baptisms)
Weddings: 6
Funerals: 36
(16 members)

2020

(Nov. 1, 2019 – Oct. 31, 2020)

Baptisms: 10
First Communion: 7
Confirmations: 0
New Members: 10
(All baptisms)
Weddings: 11
Funerals: 30
(21 members)

2019

(Nov. 1, 2018 – Oct. 31, 2019)

Baptisms: 15 (includes 4 adults)
First Communion: 4
Confirmations: 4
New Members: 38
(Includes baptisms)
Weddings: 9
Funerals: 34
(20 members)

2021 ANNUAL CONGREGATION MEETING AGENDA

SUNDAY, NOVEMBER 21 AT 12:30PM

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 15, 2020 Annual Congregation Meeting
 - o *Motion to approve minutes*

Report of Officers and Standing Committees

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

Special Orders

- 2022 Annual Budget and Mission Plan *Motion to adopt 2022 Mission Plan and Annual Budget*
- Sharing Ministry 2022 Budget *Motion to adopt Sharing Ministry Budget*
- Early Learning Center 2022 Budget *Motion to adopt proposed Early Learning Center Budget*
- Endowment Fund Committee *Election of Tom Uhlig for a second term; Council approved 10/13/2021*
- Congregation Constitution & Bylaws
 - o C12.02. The members of the Congregation Council, except the pastor(s) and deacon(s), shall be elected at a legally called meeting of this congregation during the month of May. Their term of office shall be for three (3) years, **beginning at the July meeting of the Congregation Council**, except **for** the member-at-large who will be elected for one (1) year ~~with the term of office~~ beginning at the July meeting **of the Congregation Council**. Newly elected/~~appointed~~ Congregation Council members shall be installed at worship prior to assuming office. **Such members shall be eligible to serve no more than two full terms consecutively.**
- Election: Voting members to the Lower Susquehanna Synod Assembly, at Messiah University (subject to change).

Closing

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

2020 ANNUAL CONGREGATION MEETING MINUTES (ABBREVIATED)
SUNDAY, NOVEMBER 15 AT 1:00PM AT ST. JAMES AND VIRTUAL VIA ZOOM

Opening

Kyle Smith, Council President, called the meeting to order. Pastor Mike Allwein led devotions. A quorum was met with 17 members present and over 33 members present virtually. Smith introduced all council members.

Minutes

Minutes of the 2019 congregation meeting were accepted and approved.

Report of Officers and Standing Committees

Treasurer's Report (Church): through September – income of \$1,832,461.37; expenditures of \$1,176,641.53

- Motion to approve report and refer for financial review: Unanimously approved by voice vote.

A concern was raised from the floor regarding chat comments from the Zoom. Smith clarified that chat was not part of the record and that those present were unable to see it and that any comments for the official record must be done via voice communication.

Endowment Fund Report: through September – ending balance of \$699,254.51; distributions of \$16,485.69

- Motion to approve report and refer for financial review: Unanimously approved by voice vote.

Treasurer's Report (ELC): through September – income of \$715,335.70; expenses of \$701,432.50

- Motion to approve report and refer for financial review: Unanimously approved by voice vote.

Standing Committee Reports

Smith solicited questions from the assembly around reports. No questions were raised.

Special Orders

2021 Annual Budget and Mission Plan

- Motion to adopt 2021 Mission Plan and Annual Budget coming from Council totaling \$820,840.33 – 1.6% total increase over last year's budget: Unanimously approved by voice vote.

A motion came from the floor by Lucinda Bringman. Bringman made a motion: **That a portion of a loan from the endowment to the worship space refurbishment be repaid in an amount of \$30,000 from the current capital campaign cash on hand.** The motion was seconded. **Motion carried with 34 yes votes, 21 no votes, 2 abstentions.**

Sharing Ministry 2021 Budget

- Motion to adopt Sharing Ministry Budget coming from Council for \$22,000: Unanimously approved by voice vote.

Early Learning Center 2021 Budget

- Motion to adopt proposed Early Learning Center Budget coming from Council totaling \$756,450.00 representing a 1% decrease: Unanimously approved by voice vote.

Endowment Fund Committee

- Motion to appoint Lucinda Bringman to Endowment Committee: Approved by voice vote with one abstention.

Congregation Constitution

- Congregation council recommended changes to the congregation's constitution Motion to approve changes to Constitution coming from Council: Unanimously approved by voice vote.

Election

Voting members to the Lower Susquehanna Synod Assembly in June 2021: Sharon Kaya, Shirley Sanders, Emili Scavitto. A question was raised regarding having 2 females as opposed to a male and a female representative as in the past. Smith indicated that while it was encouraged, it wasn't required. L. Bringman made a motion to refer the motion to council to get an exception from the synod secretary on having 2 females. Motion received a second. After some discussion a vote was held to refer. **Motion to refer passed with 40 yes and 17 no votes and one abstention.** [update: 2021 actual attendees to Synod Assembly were Sharon Kaya, Alan Hayne and Emili Scavitto]

Sharon Kaya rose to indicate that she wished to add Tim Kyner and Tim Pelc to the Worship and Music report as substitute musicians during the music minister transition.

Closing

Good for God! Good for St. James!

- Compliments were made for the hard work shown by the church and ELC staff during COVID, appreciation for the capital campaign committee and task force for the work completed so far, appreciation for Lucinda Bringman's service to our synod for many years of service as vice president. Appreciation for the pastors for their work in keeping people calm during a time of social unrest. Appreciation to the congregation for their hard work during the pandemic, and their willingness to conduct the congregation meeting virtually.

Pr. Andrew Geib led the congregation in a closing prayer

Meeting to adjourn carried unanimously.

Minutes submitted by

James Dunlop

Congregation Council Secretary

ST. JAMES INCOME & EXPENDITURES

ST JAMES LUTHERAN CHURCH FOR THE 12 MONTHS ENDED SEPTEMBER 30, 2021 INCOME & EXPENDITURES

Balance as of September 30, 2020	\$873,529.32
Income	
Actual Giving Fund	737,957.31
2021 Liabilities (see Balance Sheet)	1,768.08
Braband Scholarship (organist)	675.05
Building Fund	7,107.00
Capital Campaign	247,889.55
Church/Community Fund	0.00
Columbarium Fund	4,800.00
God on the Ground Fund	1,050.00
Memorial Fund	12,119.12
Mission Fund	6,225.00
Sharing Ministry Fund	17,142.92
Undesignated Bequest Fund	46,464.79
Worship Area Renewal Fund	35,096.00
Youth Nat'l Gath / Workcamp Fund	6,478.80
Total Income	\$1,124,773.62
Expenditures	
Actual Giving Fund	681,338.56
2020 Liabilities (see Balance Sheet)	1,827.08
SBA PPP Loan Forgiveness tfr to SJELC	127,800.00
Building Fund	8,991.01
Capital Campaign	126,212.25
Church/Community Fund	24,222.12
Columbarium Fund	570.00
Endowment Loan Payment	36,200.00
God on the Ground Fund	1,090.00
Memorial Fund	45,160.92
Mission Fund	6,225.00
Sharing Ministry Fund	19,000.00
Undesignated Bequest Fund	73,798.67
Youth Nat'l Gath / Workcamp Fund	5,305.00
Total Expenditures	\$1,157,740.61
Balance as of September 30, 2021	\$840,562.33

ST. JAMES BALANCE SHEET

	<u>Sep 30, 21</u>	<u>Sep 30, 20</u>	<u>\$ Change</u>	<u>% Change</u>
ASSETS				
Current Assets				
Actual Giving Fund	190,190.36	261,430.61	(71,240.25)	(27.25%)
Braband Scholarship (Organist)	675.05	0.00	675.05	100.0%
Building Fund	14,183.16	16,067.17	(1,884.01)	(11.73%)
Camping Scholarship Fund	6,600.00	6,600.00	0.00	0.0%
Capital Campaign Fund	417,334.20	295,656.90	121,677.30	41.16%
Church / Community Fund	18,277.88	42,500.00	(24,222.12)	(56.99%)
Columbarium Fund	(5,816.78)	(10,046.78)	4,230.00	42.1%
Endowment Loan	3,800.00	40,000.00	(36,200.00)	(90.5%)
God on the Ground Fund	(34.66)	5.34	(40.00)	(749.06%)
Memorial Fund	24,871.82	57,913.62	(33,041.80)	(57.05%)
Organ Refurbishment Fund	6,500.00	6,500.00	0.00	0.0%
Sharing Ministry Fund	29,360.89	31,217.97	(1,857.08)	(5.95%)
Undesignated Bequests Funds	99,787.35	127,121.23	(27,333.88)	(21.5%)
Worship Renewal	(3,735.10)	(38,831.10)	35,096.00	90.38%
Youth Group (Wrkcmp/Nat'l Gat)	38,568.16	37,394.36	1,173.80	3.14%
Total Current Assets	<u>840,562.33</u>	<u>873,529.32</u>	<u>(32,966.99)</u>	<u>(3.77%)</u>
TOTAL ASSETS	<u>840,562.33</u>	<u>873,529.32</u>	<u>(32,966.99)</u>	<u>(3.77%)</u>
LIABILITIES & EQUITY				
Liabilities				
Current Liabilities				
Designated Giving	568.08	518.08	50.00	9.65%
SBA PPP Loan	0.00	235,000.00	(235,000.00)	(100.0%)
Youth Program Donations	1,200.00	1,200.00	0.00	0.0%
Youth Sunday School Offering	0.00	109.00	(109.00)	(100.0%)
Total Other Current Liabilities	<u>1,768.08</u>	<u>236,827.08</u>	<u>(235,059.00)</u>	<u>(99.25%)</u>
Total Current Liabilities	<u>1,768.08</u>	<u>236,827.08</u>	<u>(235,059.00)</u>	<u>(99.25%)</u>
Long Term Liabilities				
Loan from Endowment	3,800.00	40,000.00	(36,200.00)	(90.5%)
Total Long Term Liabilities	<u>3,800.00</u>	<u>40,000.00</u>	<u>(36,200.00)</u>	<u>(90.5%)</u>
Total Liabilities	<u>5,568.08</u>	<u>276,827.08</u>	<u>(271,259.00)</u>	<u>(97.99%)</u>
Equity				
Temporarily Restricted Net Asse	122,224.47	122,224.47	0.00	0.0%
Unrestricted Net Assets	596,418.55	443,924.03	152,494.52	34.35%
Net Income	116,351.23	30,553.74	85,797.49	280.81%
Total Equity	<u>834,994.25</u>	<u>596,702.24</u>	<u>238,292.01</u>	<u>39.94%</u>
TOTAL LIABILITIES & EQUITY	<u>840,562.33</u>	<u>873,529.32</u>	<u>(32,966.99)</u>	<u>(3.77%)</u>

ST. JAMES INCOME STATEMENT

ST JAMES LUTHERAN CHURCH FOR 12 MONTHS ENDED SEPTEMBER 30, 2021 ACTUAL GIVING FUND

Balance as of September 30, 2020		\$261,430.61
Income		
Offerings	675,976.31	
2021 Liabilities (balance sheet)	1,768.08	
Building Usage	1,875.00	
Child Care Financial Mgmt Fee	15,180.00	
Child Care Building Exp Fee	22,500.00	
Christmas/Advent Offering	13,030.00	
Easter / Lent Offering	8,963.00	
Sunday School Offerings	433.00	
Total Income		\$739,725.39
Expenditures		
Faith Commitment	52,000.00	
Gbg Community Soup Kitchen	1,000.00	
Habitat for Humanity	1,000.00	
Lutheran Camping Corp	1,000.00	
Lutheran World Relief	3,000.00	
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 Covid	3,000.00	
St James Social Ministry	14,000.00	
United Lutheran Seminary	500.00	
World Hunger	2,800.00	
World Mission Prayer League - Saha	2,800.00	
World Outreach - Emmaus	1,600.00	
World Outreach - Global Mission	0.00	
World Outreach - Other	2,050.59	
World Outreach - Palmer (Synod)	2,800.00	

Expenditures continued on following page.

ST. JAMES INCOME STATEMENT

2020 Liabilities (balance sheet)	1,827.08	
SBA PPP Loan Forgiveness trf to SJELC	127,800.00	
Archives	0.00	
Art & Design Expenses	0.00	
Audit	2,475.00	
Bank & Credit Card Charges	1,531.12	
Borough Storm Water Mgmt Fee	1,470.00	
Building Repair/Maintenance	11,589.31	
Building Supplies	5,931.28	
Caregiving Ministry Expenses	0.00	
Christian Education	1,220.80	
Contingencies/Misc.	1,516.86	
Covid-19 Related Expenses	465.65	
Envelopes	1,589.79	
Evangelism/Fellowship	655.02	
Health Ministry	620.04	
Insurance	12,748.03	
Library Expense	300.00	
LWR - Quilting Mission	210.00	
Marketing	366.72	
Music & Supplies	12,038.41	
Office Repair & Maintenance	475.00	
Office Supplies	4,986.61	
Organ Repair & Maintenance	2,599.89	
Personnel Expenses	471,045.13	
Postage Expenses	2,275.00	
Retreats/Workshops	2,125.00	
St. James Camping Scholarship	2,930.00	
Stewardship / Mission Support	35.00	
Technology	6,123.25	
Telephone	6,513.32	
Trash Removal	1,500.03	
Utilities	24,294.19	
Worship Materials	3,154.30	
Youth Activies	3,903.22	
Total Expenditures	(\$810,965.64)	
Balance as of September 30, 2021		\$190,190.36

ST. JAMES FUND ACTIVITIES

ST JAMES LUTHERAN CHURCH FOR 12 MONTHS ENDED SEPTEMBER 30, 2021 SHARING MINISTRY FUND

Balance as of September 30, 2020		\$31,217.97
Income		
C. Leslie Fair Interest - CD	6.54	
Cook Trust Interest - CD	9.02	
Stallsmith Trust Interest - CD	7.57	
Checking Account Interest	869.94	
L. David Plank Trust	7,913.43	
Pfeiffer Trust	8,336.42	
Total Income		\$17,142.92
Expenditures		
Adams County Children's 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 Community Soup Kitchen	1,200.00	
Holiday Family Outreach	1,000.00	
Prision Society	600.00	
Recycle Bicycle of Harrisburg	500.00	
SCCAP - Where Needed Most	2,100.00	
St James Childcare Scholarship Fund	4,600.00	
Total Expenditures		(\$19,000.00)
Balance as of September 30, 2021		\$29,360.89

ST. JAMES FUND ACTIVITIES

**ST JAMES LUTHERAN CHURCH
FOR 12 MONTHS ENDED SEPTEMBER 30, 2021
BUILDING FUND**

Balance as of September 30, 2020		\$16,067.17
Income		
Offerings	7,107.00	
Total Income		\$7,107.00
Expenditures		
Herrick, Septic & Excavating	7,081.72	
Catocin Lighting Services	115.00	
Reimb Tom Bender	38.97	
Ensor & Sowers Heating & AC	96.75	
Holtzople Heating & Air Conditioning	158.00	
Len Dick Signs	440.00	
Neubauer Plumbing & Heating	148.22	
WFX Fire, Lock & Security	912.35	
Total Expenditures		(\$8,991.01)
Balance as of September 30, 2021		\$14,183.16

**ST JAMES LUTHERAN CHURCH
FOR 12 MONTHS ENDED SEPTEMBER 30, 2021
BRABAND SCHOLARSHIP (ORGANIST)**

Balance as of September 30, 2020		\$0.00
Income		
St James Choir - ACNB account closed	675.05	
Total Income		\$675.05
Expenditures		
Braband Scholarship Expenses	0.00	
Total Expenditures		\$0.00
Balance as of September 30, 2021		\$675.05

ST. JAMES FUND ACTIVITIES

**ST JAMES LUTHERAN CHURCH
FOR 12 MONTHS ENDED SEPTEMBER 30, 2021
CAMPING SCHOLARSHIP**

Balance as of September 30, 2020		\$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, 2021		\$6,600.00

**ST JAMES LUTHERAN CHURCH
FOR 12 MONTHS ENDED SEPTEMBER 30, 2021
CAPITAL CAMPAIGN FUND**

Balance as of September 30, 2020		\$295,656.90
Income		
Contribution	247,889.55	
Total Income		\$247,889.55
Expenditures		
Cor Construction Services, Inc	45,300.00	
Conrad Pickel Studio, Inc	44,900.00	
C.E. Williams Sons Inc	2,300.00	
Roy MWilliams & Sons, Inc	2,045.00	
WXF Fire, Lock & Security	1,667.25	
Tfr to Worship Area Renewal (Pay Down Loan)	30,000.00	
Total Expenditures		(\$126,212.25)
Balance as of September 30, 2021		\$417,334.20

ST. JAMES FUND ACTIVITIES

**ST JAMES LUTHERAN CHURCH
FOR 12 MONTHS ENDED SEPTEMBER 30, 2021
CHURCH / COMMUNITY FUND**

Balance as of September 30, 2020		\$42,500.00
Income		
Contribution	0.00	
Total Income		\$0.00
Expenditures		
Ensor & Sowers Heating & AC - Slentz House	5,965.00	
Brian Buch Painting - Slentz House	7,695.00	
Schmitt's Interiors - Slentz House Flooring	3,062.12	
St James Early Learning Ctr - help w/ Scholarships	7,500.00	
Total Expenditures		(\$24,222.12)
Balance as of September 30, 2021		\$18,277.88

**ST JAMES LUTHERAN CHURCH
FOR 12 MONTHS ENDED SEPTEMBER 30, 2021
COLUMBARIUM FUND**

Balance as of September 30, 2020		(\$10,046.78)
Income		
Niche Deposits	4,800.00	
Total Income		\$4,800.00
Expenditures		
Codori Memorials - 2 Brass Engraved Plates	570.00	
Total Expenditures		(\$570.00)
Balance as of September 30, 2021		(\$5,816.78)

ST. JAMES FUND ACTIVITIES

ST JAMES LUTHERAN CHURCH FOR 12 MONTHS ENDED SEPTEMBER 30, 2021 ENDOWMENT LOAN

Balance as of September 30, 2020		\$40,000.00
Loan Receivable		
Loan from Endowment (money market / investments)	0.00	
Total Receivable		\$0.00
Expenditures		
Repayment on loan	36,200.00	
Total Expenditures		(\$36,200.00)
Balance as of September 30, 2021		\$3,800.00

ST JAMES LUTHERAN CHURCH FOR 12 MONTHS ENDED SEPTEMBER 30, 2021 GOD ON THE GROUND FUND

Balance as of September 30, 2020		\$5.34
Income		
Donations from outside sources	1,050.00	
Total Income		\$1,050.00
Expenditures		
GARA - Golf Cart Rental	25.00	
All Sound Pro - Sound System	500.00	
Gettysburg Rental - Tent / Tables / Chairs	565.00	
Total Expenditures		(\$1,090.00)
Balance as of September 30, 2021		(\$34.66)

In October, leaders of God on the Ground paid the \$34.66, so the account does not have a negative amount

ST. JAMES FUND ACTIVITIES

**ST JAMES LUTHERAN CHURCH
FOR 12 MONTHS ENDED SEPTEMBER 30, 2021
MEMORIAL FUND**

Balance as of September 30, 2020		\$57,913.62
Income		
Memorials Received	12,119.12	
Total Income		\$12,119.12
Expenditures		
Quality - new printer	7,486.00	
All Sound Pro - outdoor portable audio	2,018.98	
Americana Souvenirs - Six Sundays of Summer T-Shirts	732.50	
Kona Ice of Adams County - after service treat	175.00	
State Parks - Reservations at Calendonia	173.00	
Musselman Wholesale - Extra Easter Flowers	157.41	
Carroll Valley - Pavilion Rental	50.00	
GARA - Pavilion Rental	27.00	
St James Social Ministry - Donna Taylor Memorial	60.00	
Tfr Unrestricted Memorials to Endowment	34,281.03	
Total Expenditures		(\$45,160.92)
Balance as of September 30, 2021		\$24,871.82

**ST JAMES LUTHERAN CHURCH
FOR 12 MONTHS ENDED SEPTEMBER 30, 2021
MISSION FUND**

Balance as of September 30, 2020		\$0.00
Income		
Tfr from Endowment - Mission's portion	6,225.00	
Total Income		\$6,225.00
Expenditures		
Lutheran World Relief - Yemen Humanitarian Relief	2,000.00	
SCCAP - Emergency Rent / Utility Program	2,225.00	
Bethlehem Lutheran Church - Community Table Program	2,000.00	
Total Expenditures		(\$6,225.00)
Balance as of September 30, 2021		\$0.00

ST. JAMES FUND ACTIVITIES

**ST JAMES LUTHERAN CHURCH
FOR 12 MONTHS ENDED SEPTEMBER 30, 2021
ORGAN REFURBISHMENT FUND**

Balance as of September 30, 2020		\$6,500.00
Income		
Offerings	0.00	
Total Income		\$0.00
Expenditures		
SCCAP - construction project (\$6,500) not yet paid	0.00	
Total Expenditures		\$0.00
Balance as of September 30, 2021		\$6,500.00

**ST JAMES LUTHERAN CHURCH
FOR 12 MONTHS ENDED SEPTEMBER 30, 2021
UNDESIGNATED BEQUEST FUND**

Balance as of September 30, 2020		\$127,121.23
Income		
Interest from Kime Trust	10,199.20	
Mazie Keefer Estate Bequest	500.00	
Lynne Kreisher Estate Bequest	10,000.00	
Mary Finkboner Estate Bequest	25,765.59	
Total Income		\$46,464.79
Expenditures		
Tfr Mildred Beard Estate to Endowment	73,298.67	
Tfr Mazie Keefer Estate to Endowment	500.00	
Total Expenditures		(\$73,798.67)
Balance as of September 30, 2021		\$99,787.35

ST. JAMES FUND ACTIVITIES

**ST JAMES LUTHERAN CHURCH
FOR 12 MONTHS ENDED SEPTEMBER 30, 2021
WORSHIP AREA RENEWAL FUND**

Balance as of September 30, 2020		(\$38,831.10)
Income		
Offerings / Pledges Received	5,096.00	
Transfer from Capital Campaign	30,000.00	
Total Income		\$35,096.00
Expenditures		
Expenses	0.00	
Total Expenditures		\$0.00
Balance as of September 30, 2021		(\$3,735.10)

**ST JAMES LUTHERAN CHURCH
FOR 12 MONTHS ENDED SEPTEMBER 30, 2021
YOUTH NATIONAL GATHERING / WORKCAMP FUND**

Balance as of September 30, 2020		\$37,394.36
Income		
Participants Deposits & Donations	2,255.00	
REACH Refunded Deposits	3,600.00	
Fundraisers	623.80	
Total Income		\$6,478.80
Expenditures		
Reach Mission Trips	4,680.00	
Reimburse Families for Reach Deposits	625.00	
Total Expenditures		(\$5,305.00)
Balance as of September 30, 2021		\$38,568.16

ST. JAMES 2021 ENDOWMENT FUND REPORT

ELCA ENDOWMENT FUND POOLED TRUST January 1, 2021 through September 30, 2021

PORTFOLIO SUMMARY

Asset Description	Market Value
FUNDA	\$991,095.60
	<u>\$991,095.60</u>

ACCOUNT ACTIVITY SUMMARY

Beginning Balance	\$855,942.30
Additions	94,920.41
Withdrawals	6,225.00
Change in Market Value	46,457.89
Ending Balance	<u>\$991,095.60</u>

ASSET DETAILS

Asset Description	Units	Market Price	Market Value
FUNDA	646.368266	1,533.33	\$991,095.60
		Grand Total	<u>\$991,095.60</u>

INCOME DISTRIBUTIONS

Description	Date	Amount
Endowment Quarterly Reinvestments	03/31/2021	(7,567.30)
Endowment Quarterly Reinvestments	06/01/2021	(360.15)
Endowment Quarterly Reinvestments	06/30/2021	(7,972.42)
Endowment Quarterly Reinvestments	09/30/2021	(8,039.51)
	Total Income Distributions	<u>\$(23,939.38)</u>

ELCA ENDOWMENT FUND POOLED TRUST

01/01/2021 Through 09/30/2021

Account Number: E272423

Account Name: ST.JAMES LUTHERAN CHURCH ENDOWMENT FUND GETTYSBURG,PA

ADDITIONS AND WITHDRAWALS

Purchase Details	Date	Price	Units	Amount
FUNDA	01/31/2021	1,455.91	22.322826	32,500.00
FUNDA	03/31/2021	1,468.30	5.153767	7,567.30
FUNDA	04/30/2021	1,488.20	0.806344	1,200.00
FUNDA	04/30/2021	1,488.20	1.343907	2,000.00
FUNDA	06/01/2021	1,468.30	0.245283	360.15
FUNDA	06/30/2021	1,543.73	5.164384	7,972.42
FUNDA	09/30/2021	1,574.69	0.317523	500.00
FUNDA	09/30/2021	1,574.69	1.587614	2,500.00
FUNDA	09/30/2021	1,574.69	5.105456	8,039.51
FUNDA	09/30/2021	1,574.69	20.499928	32,281.03
			Total Purchases	<u>\$94,920.41</u>
Sale Details	Date	Price	Units	Amount
FUNDA	05/20/2021	1,522.74	4.08802	6,225.00
			Sales	<u>\$6,225.00</u>

SACRISTY FINANCIALS & REPORT

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

Income

Deposits for sacristy	\$	2,955.50
Deposits for World Hunger	\$	1,230.50

Sacristy Memorial (restricted) 3/22/2019	\$	1,250.00
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Total Income	\$	5,436.00
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Expenses

Flowers	\$	1,767.00
Musselman's Greenhouse	\$	953.23
Garland Reimbursement (Judy Seilhamer)	\$	267.60
ELCA World Hunger	\$	1,230.50
All Sound Pro (outdoor speaker system)	\$	1,500.00
Service Fees (ACNB)	\$	24.00

Total Expenses	\$	5,742.33
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Balance as of September 30, 2021 **\$ 3,681.37**

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 2021 TREASURER'S REPORT

Balance as of September 30, 2020 **\$ 2,666.57**

Income

St. James Budget*	\$	20,500.00
Donations	\$	2,245.00

Total Income	\$	22,745.00
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Expenses

Groceries: Kennie's Market	\$	1,760.68
Groceries: Ahold Financial (Giant)	\$	2,458.30
Utility: Met-Ed	\$	343.45
Utility: Waste Connection of PA	\$	63.57
Storage Rental Assistance	\$	50.00
Auto Insurance Assistance	\$	71.00
Motel/Rent Assistance	\$	1,809.22
Gettysburg Soup Kitchen (monthly meal support)	\$	900.00
Gettysburg C.A.R.E.S.	\$	500.00
St. James Early Learning Center	\$	2,000.00
Office of Aging	\$	500.00
Junteeth Jamboree (Indigenous Glow)	\$	60.00

Total Expenses	\$	10,516.22
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Balance as of September 30, 2021 **\$ 14,895.35**

**ST. JAMES EARLY LEARNING CENTER
BALANCE SHEET**

	Sep 30, 21	Sep 30, 20	\$ Change	% Change
ASSETS				
Current Assets				
Checking/Savings				
St.JamesChild Care	350,170.56	194,139.61	156,030.95	80.37%
Total Checking/Savings	350,170.56	194,139.61	156,030.95	80.37%
Accounts Receivable				
Customer Invoices				
CCIS Receivables	14,827.16	8,450.30	6,376.86	75.46%
Self Paid Receivables	9,513.07	3,834.50	5,678.57	148.09%
Total Customer Invoices	24,340.23	12,284.80	12,055.43	98.13%
Total Accounts Receivable	24,340.23	12,284.80	12,055.43	98.13%
Total Current Assets	374,510.79	206,424.41	168,086.38	81.43%
TOTAL ASSETS	374,510.79	206,424.41	168,086.38	81.43%
LIABILITIES & EQUITY				
Liabilities				
Current Liabilities				
Accounts Payable				
Accounts Payable	0.00	2,850.00	(2,850.00)	(100.0%)
Total Accounts Payable	0.00	2,850.00	(2,850.00)	(100.0%)
Other Current Liabilities				
Accrued Payroll	7,941.01	0.00	7,941.01	100.0%
Accrued PTO	14,827.22	0.00	14,827.22	100.0%
Security Deposit Fee	10,204.95	9,540.45	664.50	6.97%
Total Other Current Liabilities	32,973.18	9,540.45	23,432.73	245.62%
Total Current Liabilities	32,973.18	12,390.45	20,582.73	166.12%
Long Term Liabilities				
Pledge - Capital Campaign	25,000.00	50,000.00	(25,000.00)	(50.0%)
Total Long Term Liabilities	25,000.00	50,000.00	(25,000.00)	(50.0%)
Total Liabilities	57,973.18	62,390.45	(4,417.27)	(7.08%)
Equity				
Opening Bal Equity	33,470.93	33,470.93	0.00	0.0%
Retained Earnings	170,708.56	89,918.92	80,789.64	89.85%
Net Income	112,358.12	20,644.11	91,714.01	444.26%
Total Equity	316,537.61	144,033.96	172,503.65	119.77%
TOTAL LIABILITIES & EQUITY	374,510.79	206,424.41	168,086.38	81.43%

ST. JAMES EARLY LEARNING CENTER PROFIT & LOSS STATEMENT

	<u>Oct '20 - Sep 21</u>		<u>Oct '20 - Sep 21</u>
Income		Expense	
ACAC STAR Grant	1,000.00	ACAC Star Grant Expenses	772.00
Activity Fee	34.01	Administration	
CARES Funding	91,300.00	Audit Expense	2,925.00
Enrollment Fee	720.00	Bad Debt	481.62
Fundraising	17,200.99	Bank Charge	557.00
Interest Inc	276.54	Office Supplies	1,746.58
Miscellaneous Income	7,500.00	Teacher Appreciation	410.63
Pandemic Relief Award	12,600.00	Telephone	1,514.57
PPP Forgiveness Grant	127,800.00	Total Administration	7,635.40
Scholarship Fund	7,930.00	Classroom & Building	
Tuition		Building & Maint Supplies	3,839.22
CCIS	168,208.00	Classroom Supplies	5,970.25
Employee Discount	(10,577.25)	Covid 19 Expenses	5,163.91
Parent Pay	646,769.52	Equipment	1,908.21
Scholarship Discount	(16,831.06)	Field Trips / Special Events	2,691.09
Sibling Discount	(32,398.45)	Insurance	12,013.97
Vacation Week Credit	(5,379.45)	Total Classroom & Building	31,586.65
Total Tuition	749,791.31	Fundraising Expense	15,428.21
Total Income	1,016,152.85	Groceries and Meals	
Gross Profit	1,016,152.85	CACFP-Dept. of Ed. - meal reim.	(26,528.85)
		Groceries	24,961.31
		Milk & Produce	9,467.25
		Total Groceries and Meals	7,899.71
		Personnel	
		Covid-19 Hazard Pay	22,200.00
		Disability, Life & Admin	10,620.22
		Health Ins. - Employee Contrib.	(12,300.00)
		Medical Insurance	83,015.22
		Pandemic Relief Award Exp	12,600.00
		Payroll - Employer FICA Taxes	43,747.14
		Retirement	29,163.48
		Salaries & Wages	549,156.92
		Vaccine Bonus	3,600.00
		Total Personnel	741,802.98
		Professional Development	
		Memberships	120.00
		Staff Training	724.20
		Total Professional Development	844.20
		St. James Lutheran Church Fees	
		Child Care Building Expenses	22,500.00
		Financial Management Fee	15,180.00
		Total St. James Lutheran Church Fees	37,680.00
		Total Expense	843,649.20
		Net Income	172,503.65

2022 ST. JAMES BUDGET

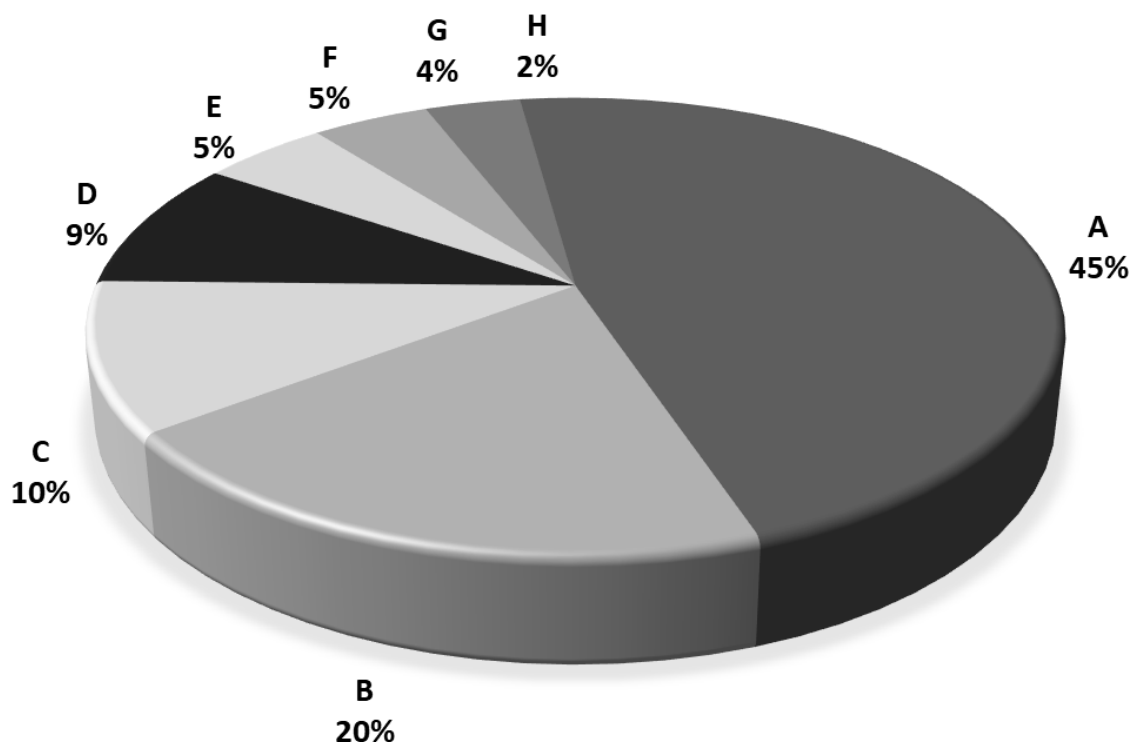
Revenues	2020 Proposed Budget	2020 Actuals	2021 Proposed Budget	2021 Actuals Sept. YTD	2022 Proposed Budget
ACTUAL GIVING	759,808.00	701,036.56	772,840.33	495,366.05	773,818.91
Tentative Undesignated Bequest (Personnel)					10,000.00
Other Income	48,000.00	59,100.00	48,000.00	39,391.00	60,000.00
PPP Forgiveness Grant <i>(forgiven in full)</i>		107,200.00			
Total Revenues	807,808.00	867,336.56	820,840.33	534,757.05	843,818.91

Benevolence	2020 Proposed Budget	2020 Actuals	2021 Proposed Budget	2021 Actuals Sept. YTD	2022 Proposed Budget
Commitment Support LSS and ELCA	52,000.00	52,000.00	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 Relief			4,000.00	3,000.00	
United Lutheran Seminary	500.00	500.00	500.00	375.00	500.00
World Outreach-Emmaus Ministry	1,600.00	1,600.00	1,600.00	1,200.00	1,600.00
World Outreach-Global Mission Scholar	1,400.00	1,400.00	1,400.00	0.00	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	1,400.00	1,500.00	650.59	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	93,000.00	92,400.00	96,500.00	70,851.59	92,500.00

2022 ST. JAMES BUDGET

Current Expenses	2020 Proposed Budget	2020 Actuals	2021 Proposed Budget	2021 Actuals Sept. YTD	2022 Proposed Budget
Personnel Budget					
Personnel: Compensation Total	397,986.85	394,085.19	399,684.95	256,750.33	414,597.57
Personnel: Benefits Total	131,373.74	93,726.44	135,656.13	71,565.21	150,559.66
Personnel: FICA Total	20,387.66	17,797.42	19,829.25	9,516.66	21,181.68
Personnel: Prof Expenses Total	17,660.00	11,966.07	19,700.00	7,722.94	19,210.00
Personnel: Pandemic Compensation		8,400.00			
Personnel: Moving Exp					
Total Personnel	567,408.25	525,975.12	574,870.33	345,555.14	605,548.91
Other Current Expenses					
Archives	50.00	0.00	50.00	0.00	50.00
Art and Design	500.00	0.00	500.00	0.00	500.00
Audit Expense	2,500.00	2,475.00	2,400.00	0.00	2,550.00
Bank & Credit Card Fees	500.00	1,458.52	1,500.00	1,096.71	1,500.00
Building Repair/Maintenance	10,000.00	8,849.12	10,000.00	10,170.06	10,000.00
Building Supplies	7,500.00	6,617.98	7,500.00	4,004.84	7,500.00
Caregiving Ministry	1,000.00	294.35	1,000.00	0.00	1,000.00
Christian Ed.	3,000.00	1,311.70	3,000.00	1,060.76	3,000.00
Contingencies/Misc /COVID related expenses	500.00	1,560.73	500.00	1,625.08	500.00
Envelopes/Lenten Folders	2,500.00	1,368.71	2,100.00	1,327.09	2,300.00
Evangelism / Fellowship	800.00	1,618.77	1,000.00	200.00	800.00
Health Ministry	500.00	740.20	500.00	620.04	500.00
Insurance-Property/Workers Comp	17,500.00	14,421.46	15,500.00	9,572.77	16,120.00
Library	300.00	5.59	300.00	300.00	300.00
LWR-Quilting Mission	150.00	224.00	500.00	0.00	500.00
Marketing			2,660.00	366.72	2,000.00
Music & Supplies	10,100.00	8,143.05	7,600.00	8,518.41	8,100.00
Office Repairs & Maintenance	2,500.00	691.50	2,500.00	475.00	1,000.00
Office Supplies	5,000.00	5,147.70	4,000.00	3,576.14	4,000.00
Organ Repair/Maintenance	2,000.00	2,312.71	2,000.00	1,387.18	2,000.00
Postage	2,400.00	2,816.27	2,400.00	1,595.00	2,400.00
Retreats	5,000.00	390.00	4,000.00	2,125.00	4,000.00
St. James Camping Scholarships	2,000.00	1,000.00	2,000.00	1,930.00	2,000.00
Stewardship/Mission Support	300.00	120.00	300.00	100.00	300.00
Stormwater Management	1,500.00	1,470.00	1,500.00	1,470.00	1,500.00
Technology-Computer Supplies	5,000.00	7,987.27	10,000.00	4,182.64	7,000.00
Telephone/Internet	7,000.00	7,082.83	7,200.00	4,704.46	7,200.00
Trash Removal	1,400.00	1,465.20	1,560.00	1,133.73	1,750.00
Utilities	32,000.00	24,957.65	32,000.00	19,147.17	32,000.00
Worship Materials	2,400.00	2,669.38	2,400.00	1,746.03	2,400.00
Youth Activities	21,000.00	8,616.59	21,000.00	1,972.98	21,000.00
Total Other Current Expenses	146,900.00	115,816.28	149,470.00	84,407.81	145,770.00
Total Current Expenses	714,308.25	641,791.40	724,340.33	429,962.95	751,318.91
Total Benevolence & Current	807,308.25	734,191.40	820,840.33	500,814.54	843,818.91

2022 MISSION PLAN



A	Word & Sacrament (45%): Worship Services & Music Ministry, Home & Hospital Visits, Prison Ministry, Spiritual Direction, Funerals, Baptisms, Weddings
B	Youth Group (20%): Elementary, Middle and High School Youth Groups
C	Local Ministry (10%): 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 through LSS & ELCA (9%): Lower Susquehanna Synod and the ELCA
E	Small Group Study (5%): 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

2022 SHARING MINISTRY BENEVOLENCE BUDGET

	2021	2022
Adams County Child Advocacy	\$ 700.00	\$ 700.00
Adams Rescue Mission	\$ 3,000.00	\$ 3,000.00
Fruitbelt Farmworkers	\$ 1,200.00	\$ 1,200.00
Gettysburg C.A.R.E.S.	\$ 2,900.00	\$ 3,900.00
Gettysburg Fire Department	\$ 1,200.00	\$ 1,200.00
Gettysburg Soup Kitchen	\$ 1,200.00	\$ -
Holiday Family Outreach	\$ 1,000.00	\$ 1,000.00
Recycle Bicycle of Harrisburg	\$ 500.00	\$ 500.00
Prison Society	\$ 600.00	\$ 600.00
SCCAP (Where needed most)	\$ 2,100.00	\$ 3,700.00
St. James Early Learning Center Scholarship	\$ 4,600.00	\$ 5,600.00
Emergency Fund	\$ 3,000.00	\$ 2,000.00
Total	\$ 22,000.00	\$ 23,400.00

Note:

The Gettysburg Soup Kitchen is still receiving \$1,200 annually, however, it is given through the Social Ministry expenses (\$14,000 received in total from the St. James Benevolence line item). Social Ministry issues a \$300 check per quarter to support the meatloaf meals, that we are no longer permitted to prepare per the Soup Kitchen's COVID guidelines/restrictions.

**2022 ST. JAMES EARLY LEARNING CENTER BUDGET
INCOME**

	2020 Actuals	2021 Budget	January - Sept 30 2021	2022 Budget
Income				
Enrollment Fee	665.00	600.00	645.00	1,000.00
Activity Fee	236.51	1,250.00		1,800.00
Covid Parent Gifts	2,475.00			
Fundraising	15,499.99	3,500.00	2,671.00	5,000.00
Interest Inc	164.50	100.00	231.11	300.00
Keystone Star Merit	18,535.00			
Miscellaneous Income	15,000.00			20,000.00
PA Covid Relief CARES	119,400.00			
PPP Forgiveness Grant	127,800.00			
Scholarship Fund	5,970.00	12,000.00	7,470.00	12,000.00
ACAC STAR Grant			1,000.00	
Pandemic Relief Award			12,600.00	
CARES Funding			91,300.00	
Total Other Income	305,746.00	17,450.00	115,917.11	40,100.00
Tuition				
CCIS	105,016.58	100,000.00	139,224.25	166,338.00
Employee Discount	(6,861.75)	(11,000.00)	(7,909.00)	(10,250.00)
Parent Pay	475,798.95	710,000.00	496,668.82	732,561.00
Scholarship Discount	(10,795.00)	(30,000.00)	(15,180.06)	(30,000.00)
Sibling Discount	(22,088.05)	(30,000.00)	(25,346.45)	(35,000.00)
Vacation Week Credit	(5,379.45)			
Total Tuition	535,691.28	739,000.00	587,457.56	823,649.00
Total Income	841,437.28	756,450.00	703,374.67	863,749.00

2022 ST. JAMES EARLY LEARNING CENTER BUDGET EXPENSE

Expenses				
ACAC STAR Grant Expenses			772.05	
Administration				
Audit Expense	2,925.00	3,000.00	0.00	3,000.00
Bad Debt	6.50	1,200.00	481.62	1,200.00
Bank Charge	488.24	700.00	415.48	700.00
Office Supplies	1,395.47	1,200.00	1,220.38	1,600.00
Teacher Appreciation	19.08	1,000.00	410.63	1,200.00
Telephone	1,321.24	1,100.00	1,175.19	1,500.00
Total Administration	6,155.53	8,200.00	3,703.30	9,200.00
Classroom and Building				
Building & Maint Supplies	4,223.24	5,000.00	2,586.76	4,000.00
Classroom Supplies	3,511.08	4,800.00	4,773.78	4,800.00
Covid-19 Related Expenses	6,064.36		4,232.02	1,000.00
Equipment	4,966.69	6,500.00	1,579.97	5,000.00
Field Trips	49.00	3,000.00	2,642.09	3,000.00
Insurance	13,700.70	13,000.00	9,130.23	13,000.00
Total Classroom	32,515.07	32,300.00	24,944.85	30,800.00
Fundraising Expense	14,728.91	1,000.00	1,722.82	1,000.00
Groceries and Meals				
CACFP-Dept. of Ed. - meal reim.	(17,521.43)	(29,000.00)	(21,041.14)	(25,000.00)
Groceries	20,184.94	25,000.00	19,071.21	25,000.00
Milk & Produce	8,011.37	10,000.00	7,251.74	9,500.00
Total Groceries and Meals	10,674.88	6,000.00	5,281.81	9,500.00
Personnel				
Covid-19 Hazard Pay	22,200.00			
Covid-19 Virus Payroll Exp	13,040.25			
Disability & Life	10,996.22	10,800.00	8,022.52	11,760.00
Health Ins. - Employee Contrib.	(11,025.00)	(13,000.00)	(9,150.00)	(13,000.00)
Keystone Star Merit Awards	18,535.00			
Medical Insurance	80,303.24	85,800.00	63,289.41	96,000.00
Pandemic Relief Award Exp			12,600.00	
Payroll - Employer FICA Taxes	37,971.25	40,000.00	30,522.81	45,750.00
Retirement	26,066.59	29,100.00	22,078.99	32,500.00
Salaries & Wages	458,335.55	516,750.00	394,723.79	586,439.00
Vaccine Bonus			3,600.00	
Total Personnel	656,423.10	669,450.00	525,687.52	759,449.00
Professional Development				
Professional Memberships/Material	120.00	200.00	120.00	200.00
Staff Training	2,710.15	1,500.00	434.20	2,000.00
Total Professional Development	2,830.15	1,700.00	554.20	2,200.00
St. James Lutheran Church Fees				
Child Care Building Expenses	22,500.00	22,500.00	16,875.00	36,000.00
Financial Management Fee	14,820.00	15,300.00	11,475.00	15,600.00
Total St.JLC Fees	37,320.00	37,800.00	28,350.00	51,600.00
Total Expense	760,647.64	756,450.00	591,016.55	863,749.00
Net Income	80,789.64	0.00	112,358.12	0.00

REPORT FROM LEAD PASTOR, MIKE ALLWEIN

*You are the Body of Christ and individual members of it.
To each member is given a gift, a manifestation of the Spirit for the common good.*
1 Corinthians 12:7, 27

I was out walking the other evening just after sunset. The sky was filled with clouds but there was still light weaving wonderful colors through and around the darkening heavens. The changing lights in the sunset sky on this simple evening was my assurance that the Light of Christ continues to weave itself through the ministry of St. James and the ongoing work of the church.

This past year continued to be one of finding different ways to do the mission of God. The exploring continues as we seek to accomplish the work of responding to the needs of the homeless and the food insecure, as well as responding to our own members, those who have felt lonely, neglected and forgotten, most especially during this past year and one-half. We continued to tape our worship services through the winter; then moved them to our parking lot, beginning on Easter, and finally, moving inside in June. Minister of Music *Jonathan Noel* joined our staff as a wonderful addition in late summer. The departure of Youth Minister *Kristin Slaybaugh*, created a gap, now being filled by staff and other wonderful volunteers in order to continue our active youth programs into the fall.

We had fun! A wonderful initiative, *Six Sundays of Summer*, was begun by the women in the office, as a way to gradually bring us back together on six Sunday afternoons at various outside parks in the area. The work continues! Your faithfulness to your Capital Campaign commitments allows us to complete the work planned as part of the Campaign.

This year *SpiriTrust* pulled out of their supervisory relationship with Stephen Ministry. This change has caused us to reevaluate and reorganize in various ways. One supervision group was disbanded. Our Stephen Ministers now meet as one group. One Stephen Minister from the Chambersburg area also joined our supervision group. One individual was trained as a Stephen Leader; another as a Stephen Minister. Our supervision group continues to meet monthly.

In all of this, our staff continues to be outstanding in their ongoing commitment to the mission of this congregation. I cannot say enough gratitude for our amazing staff! *Pastor Andrew* continues to be a true colleague and friend on this journey. *Katy Clowney*, our Church Administrator, and *Staci Grimes*, our Administrative Coordinator have shown terrific determination and a lively creative spirit! *Tom Bender* (Building Superintendent) keeps the building in magnificent condition! *Suzan Seibel-Willard* (Early Learning Center Director) does a stellar job in upholding the care for our children at its highest level of attention and safety. *Karen Lentz* (Church Treasurer) quietly comes into the office at calm times to do the critical work of paying bills and keeping a close eye on the finances of the church.

We are all the Body of Christ together. It takes each and every one of us to make this congregation of St. James a beacon of light, even when clouds are changing colors, most especially when the light weaves beautiful colors, keeping the dance going!

Blessings & love
~pastor michael allwein

REPORT FROM ASSOCIATE PASTOR, ANDREW GEIB

As I write my annual report, it seems that much of what I reflected in my report from last year applies to this year as well. As with 2020, 2021 has been a time of “*newness*.” We have continued to navigate through the things of COVID, discerning what it means for our world, our lives, and our faith – of who God is and how God is present, and of who God calls us to be. We have brought on a new Minister of Music – Jonathan Noel, we said “see ya later” to our Youth Minister – Kristin Slaybaugh, and we have begun to discern what congregational life will look like without Pastor Mike as Lead Pastor with the announcement of his retirement.

Even amidst the quote “*normal*” things of congregational life, nothing is exactly as it was before COVID-19 began to impact our nation two years ago. While our worship attendance continues to grow and visitors enter through the church doors for just about every service, numbers have yet to get to where they were before. There are people we know and love who aren’t sitting next to us – some have died and joined their voices to the saints triumphant, some have moved on to another congregation, some have left the Church for good, and some still just aren’t yet comfortable gathering in person yet.

As a pastor – one who cares deeply for this congregation and those who are a part of it – this has been difficult to say the least. Regardless of the reasons, I miss those who haven’t been around. If you’re reading this and you’re among those I haven’t seen, know that you’re among those I miss!

Outside of the things of Church, 2021 has had its challenges for me personally. Like so many of you, I have lost loved ones. My seminary internship supervisor, the Rev. Bill Wisner, died all too soon, shortly after being diagnosed with a rare/aggressive form of cancer. Outside of those pastors connected to me by blood, Pastor Bill was for me, right up there with Pastor Mike, a key mentor in shaping who I am as a pastor and a person. But too, he was a friend and someone I miss deeply. Not too long after Bill’s death, we laid to rest my paternal grandfather, the Rev. Richard Geib. For me, one of those deaths I’ll never quite get over. I miss our weekly phone calls, his guidance and support, his humanness, and his humor. And then, there was the unexpected/tragic loss of our nine-month-old niece, Isabella Hope Smith. To date, the hardest funeral I have had. I miss her smile and the smiles she brought to everyone around her, and I hate the pain her death has caused our family.

In all these losses, I have done all I can to hold onto the promise of Resurrection Life. Reminding myself amidst the “*Oh, bothers*” of life, that while there comes a day for each of us to leave this world and the ones we love behind, of “*How lucky am I to have something that makes saying goodbye so hard.*” – The Gospel according to Winne the Pooh.

It’s been said a time or two that the Church is resistant to change. While there are times this is certainly true, the past years a very real test of this notion, it couldn’t be further from the truth when it comes to our St. James staff, who continues to amaze me as they adapt to new challenges, creating new ways to do ministry.

Our new Minister of Music, Jonathan, in addition to his high level of musicality – bringing with him a wealth of knowledge and experience – has truly been a joy to work with. He is easy going, lighthearted, and graciously jumps in wherever he can be of help. Our Church Administrator, Katy Clowney, seems to be capable of managing anything that comes across her desk, while somehow keeping track of us pastors. Staci Grimes, our Administrative Coordinator, has taken our social media presence to new heights and seems to always have a thoughtful approach when challenges arise. Our Building Superintendent, Tom Bender – or *Saint Thomas*, as I prefer to call him – continues to be a living image of what Luther deemed *the Priesthood of All Believers* – all of his work to the glory of God. Our treasurer, Karen Lentz, has worked with our elected leadership in creative ways

around the things of finance, often coming in to conduct her work long after others have gone home for the night. And our Early Learning Center Director, Suzan Seibel-Willard, has worked tirelessly along with her staff, doing all she can to keep our children safe and healthy. Please, please, please take the time to express your gratitude to these amazing people when you have the time.

As you know by now and I have already said in this report, Pastor Mike has announced his retirement – his last Sunday as Lead Pastor at St. James being February 27, 2022. Truth be told, there are no words that can fully express my gratitude for being called to work alongside of Pastor Mike over six years ago. He has been a mentor and friend, a listening ear, a colleague, and a steadfast place of support. He has walked with me through ups and downs. We have laughed together and cried together. It has been a joy, a privilege, and an honor to serve beside him. For those who have been here long enough, you know that his call process took place at a difficult time in St. James history – one of anxiety and uncertainty. One shortly after the retirement of two long-term, beloved pastorates – a time when any incoming pastor would have faced some insurmountable odds. In his years of ministry here at St. James, he has visited the sick, buried the dead, baptized the living, and proclaimed the Gospel through word and deed – and he has done so faithfully, out of love of God and love of God’s people. May his final days serving as lead pastor be a time of remembrance, recognition, and celebration.

Amidst all of the newness of these past months, while newness can certainly be difficult, it is *newness* itself that is at the core of our theology. We are a resurrection people. In order for new life to take place, so must death. Yet, while the world tells us that the only constant is change, as people of faith, we place our faith in the One who is constant even amidst the change – the One here from the beginning, the Word made flesh, Him crucified and risen.

In times of uncertainty, we are called to do what we are always called to – to walk as yet by faith, trusting that God walks with us wherever we go. *Forgiven and invited to live and love like Jesus*, may we do so according to our Mission Statement – *by being hearers, proclaimers, and doers of the Word*. Come to worship. Reach out to those you haven’t seen and invite the stranger. Care for the vulnerable. Feed the hungry. Pray for the sick. Mend relationships that have been damaged – forgiving others as you yourself have been forgiven. Tend to the earth and all of God’s creatures big and small. And in all things – love, love, love, love, love.

With love,
~Pastor Andrew Geib

REPORT FROM MINISTER OF MUSIC, JONATHAN NOEL

Let me begin by saying that this will hardly be an “annual report” as I have been here just over two months at the time of this writing. I am happy to have this opportunity, however, to offer my thanks for your warm welcome and to share my experiences so far.

First, I must commend the search committee, chaired by Kay McDowell, for their work. Sifting through so many applicants and conducting interviews was most certainly a daunting task. The experience from my viewpoint as a candidate was smooth and well-organized and gave me the sense that St James is truly an extraordinary congregation. I am glad to have been chosen for this position and eager to nurture the musical expression of the congregation for years to come. I want to thank the pastors and staff for preparing for my arrival, helping me to acclimate to a new environment, and continuing to answer my many questions.

My first Sunday at the organ was August 22, 2021. Shortly thereafter, the K-5 after-school program started up again. The 20+ children registered for the program are divided grades K-2 and grades 3-5 and I work with each group for half an hour. Currently we are learning hymns and an anthem for the *WaterLife* Service to be held on the Second Sunday of Advent, December 5. This is the first such service since the pandemic began. Not all the children in the after-school program are from St James or even affiliated with a church making this opportunity to talk about and sing about our faith a valuable outreach ministry of this congregation.

The Adult Choir and Martin Luther Choir began their seasons with a combined rehearsal for an anthem on Rally Day, September 12th. Thirty-three participants jump-started the choir season. We are following pandemic protocols of masking and socially-distancing for rehearsals. The choir members are encouraged to sit with their families on Sundays and to come forward for the anthem. The number of participants has slowly risen as comfort levels rise and we all look forward to the day when the choirs will take a more active role in leading the music of a richer, fuller liturgy.

I hope everyone will be patient with me as I learn faces and names. It will take some time to learn about the congregation. Please do not hesitate to introduce (or re-introduce) yourself. Please do let me know if there is something I can do for you. Please let me know if you are interested in participating as an instrumentalist or vocalist. My goal is to find a way for everyone who wishes to participate to do so.

In Christ,
Jonathan Noel, Minister of Music

Art & Design

Committee Chair: Rebecca Brown

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

Members of the Art & Design Committee reconvened for the first time since COVID to hang the green swags for Pentecost. The swags were also hung to aid in determining where new speakers will be located when the AV system is upgraded.

If you would like to become involved in the Art & Design Committee we are always looking for new & creative individuals.

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. 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.

Congregational approval

A congregational 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. For the first two years of the three-year campaign, we have received \$910,000 and spent \$493,000 for a balance of \$417,000. For the first 9 months of this year we received \$184,000 in income and spent \$92,000. We should be on track for total campaign income of almost \$1.2 million.

Financial results through September 30, 2021 follow below.

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, 2021

Capital Campaign
Income & Expense Summary
Capital

	<u>Campaign</u> <u>original</u> <u>budget</u>	<u>update</u> <u>or</u> <u>revised</u>	<u>Contractor</u>	<u>Revised</u> <u>Estimate or</u> <u>Actual</u>	<u>Income</u> <u>received or</u> <u>expense paid</u>	<u>Gift In</u> <u>Kind</u>
October 2019 to November 2022						
INCOME RECEIVED FOR CAMPAIGN	\$ 1,000,000				\$ 910,039	

EXPENDITURE ANALYSIS

Year One

Replace flat rubber roof & repair damage from leak	\$ 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		\$ 56,900	\$ 2,465	
Repair windows on south	incl above	\$39,650		\$ 39,650		
Refurbish kitchen cabinets	\$ 40,000		Crouthamel Construction	\$ 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		Cor Construction	\$ 55,000	\$ 52,237	
Repair/add exit crash bars to three north entry doors	\$ 20,000		Westminster fire/lock	\$ 25,121	\$ 25,121	
Campaign administrative costs	\$ 40,000		Consultant/expenses	\$ 36,470	\$ 36,470	
Subtotal year one	<u>\$ 499,000</u>			<u>\$ 529,720</u>	<u>\$ 394,229</u>	<u>\$ 45,000</u>

Year Two

Redesign of gathering area	tbd					
Upgrade worship area sound/AV System	\$ 60,000			\$ 115,000		
Install new, cost and energy efficient lighting	tbd					
Slentz House improvements-Gettysburg C.A.R.E.S	\$ 20,000			\$ 20,000		
Subtotal year two not including tbd	<u>\$ 80,000</u>			<u>\$ 135,000</u>	<u>\$ -</u>	<u>\$ -</u>

Year Three

Replace damaged ceiling tiles	\$ 15,000				\$ 346	
Install third Columbarium niche	\$ 40,000		Pickel Studios	\$ 44,900	\$ 44,900	
Replace flooring & Carpet (upper level)	\$ 40,000	\$44,922		\$ 45,000		
Replace folding partitions in the dining room	\$ 48,000			\$ 48,000		
Paint (stairwells, upper/main level rooms)	\$ 15,000	\$17,150		\$ 17,150		
Resurface parking lot	\$ 20,000		CE Williams	\$ 23,230	\$ 23,230	
Complete Worship Area Renewal project	\$ 40,000		Payoff loan	\$ 36,000	\$ 30,000	
Contingency	\$ 80,000			\$ 80,000		
Subtotal year three	<u>\$ 298,000</u>			<u>\$ 294,280</u>	<u>\$ 98,476</u>	<u>\$ -</u>

Grand Total Expenditures not including tbd	<u>\$ 877,000</u>			<u>\$ 959,000</u>	<u>\$ 492,705</u>	<u>\$ 45,000</u>
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Balance of Campaign Funds \$ 417,334

Christian Education

Committee Chair: Julie Dunlop

Committee Members: Pastor Andrew Geib, Shirley Sanders, Marianne Drummond, 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.*

In August, St. James joined with Christ Lutheran church to host Vacation Bible School for 3 days at Rec Park. Children participated in activities with the “Won’t You Be My Neighbor?” theme. Approximately 60 children from the two churches, St. James Early Learning Center and the community participated in the program. Approximately 20 volunteers helped ensure a smooth three days.

After an 18-month hiatus from in-person Sunday School, classes resumed in September. Several classes were meeting virtually or at remote locations prior to that time. Some adult classes continue to meet virtually.

When in-person Sunday School for children resumed in September, we began using a new format for the program. Children ages 2-6th grade, gather together in the nave for an opening lesson. Announcements related to youth activities are made. Mr. Jonathan leads the children in a few songs. Pastor Andrew introduces the bible story for the day. Children are then taken to their classrooms where they have a quick snack and participate in activities related to the story for the week. Activities include projects in art, science, games and building. For the first four weeks of the program, we piloted a new curriculum from Sparkhouse, called “Theme Sunday School.” All four weeks centered around the story of the Good Samaritan. Following that, the Holy Moly curriculum was used (also from Sparkhouse), focusing on stories from the Old Testament.

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. We resumed the Second Sunday of Service projects in the fall. Children assembled Blessing Bags for people in need and will pack boxes for Operation Christmas Child in November.

The committee is still in need of teachers to help run the Sunday School program for children. In particular, we need additional teachers for the 2-3 year old class, 1st and 2nd grade, 3rd and 4th grade and 5th and 6th grade classes. If you are interested in helping, please contact Pastor Andrew or Julie Dunlop.

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!

Committee Chair: Barbara Vossler

Committee Members: Daniel Bringman, Priscilla Shuba, Shirley Sanders, Karen Vanderboegh, Hannah Gardner, Suzan Seibel-Willard, Ashley Drechsler, Karen Lentz, Kyle Smith, *Council President*, and Pastor Mike Allwein

We regretfully accepted the resignation of Wendy Machemer in the spring and would like to publicly thank her for her service and commitment.

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. This year the committee was successful in reviewing and revising the job descriptions for the Assistant Director and Director, COVID-19 Policies and Procedures and the Employee Handbook.

The Center is accredited as Keystone STARS level four, the highest possible rating. During the pandemic, Education and Retention Awards from the state was suspended and replaced with the Pandemic Award for staff working in Early Childhood Education. All staff were eligible.

Enrollment and Staffing: As of September 2021, the Center enrolls approximately 100 full and part-time students and employs 20 staff members full and part time. The Early Learning Center program serves 12 infants, 24 toddlers, 15 preschools, and 19 prekindergarten and 31 school age children. The center is open 11 hours each day requiring full-time and part-time employees. Enrollment operates on a first come, first serve basis depending on the openings in each classroom. The policies for calculating staffing needs are in place and comply with the Pennsylvania Department of Human Services child care regulations.

Financial Assistance: As of September 30, 2021, 24 of our families are receiving financial assistance. This figure is the State funding CCIS as well as our own scholarships. We have more than doubled our scholarship discounts to children and families in need from August 2001 to the present.

Continuing Education: All our staff members are required to fulfill 18 hours of staff training in the required categories for both the Department of Human Services and Keystone Stars as well as training in fire safety, emergency management, first aid, active shooter, mandated reporter, health and safety, civil rights, child and adult food program. Additional trainings in various areas of early childhood development, e.g. learning standards, curriculum, partnerships and families are also required.

Religious Education: Pastor Andrew Geib, Kristin Slaybaugh, and volunteers from the church had weekly Child Care Chapel. This summer our school-age children participated in VBS at the Rec Park. The St. James weekly Youth Group program has invited the After-School age children to participate on Wednesdays as they did last year.

Financial Matters: This year the Center ended in a fiscally sound position despite still having effects from COVID-19. As a result of the pandemic, we were eligible for three rounds of emergency funding as child care was thrown into a crisis both financially and lack of qualified employees. During the pandemic we lost two part-time employees (both considered high risk) and two full-time staff (one whom moved). The 2022 budget has been developed for recommendation to council and to the congregation. It has been recommended that salaries be adjusted by a 4% pay increase and tuition increase.

Accomplishments: Suzan was instrumental in staying in contact with families throughout the pandemic. After reopening we had to close three classrooms at different times and the entire program once due to positive COVID cases. Additional responsibilities have included building a relationship with the Department of Health, track all of the cases, and ensuring state and church policies are successfully carried out. Suzan and her staff have done an excellent job keeping the children safe during this pandemic. Despite the challenges, they continue to provide quality care and education to young children and families and building community and school relationships. Due to COVID-19, in-house and extra activities have been reduced. Children have continued to participate in smaller events that are limited.

Respectively submitted,

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

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*

Our Committee's traditional activities have been greatly diminished due to the prudent safeguards St. James has maintained for our safety during these difficult times.

However, we are slowly resuming our activities following safe practices by providing bottled water for the October 2021 *Blessing of the Animals* and hosting a *New Members Class* on Sunday, October 31, 2021.

We look forward to the day we can safely resume our ever-changing Annual Dinner Groups, hosting the fellowship at our Advent and Lenten Soup/Bread Meals and a community event which has not been decided upon as yet.

The Evangelism/Fellowship would like to express their sincere thanks and appreciation to the Staff for their impressive and successful efforts of keeping the members of St. James connected via the various modes of technology. Kudos to our entire Staff!

Through the Health Committee budget line, health supplies purchased include: AED pads and Stephen Ministry brochures.

Bear one another's burdens, and in this way you will fulfill the law of Christ.
Galatians 6:2, NRSV

As with many areas of ministry, Stephen Ministry has seen several changes during this past year. Probably the most significant is that *SpiriTrust* is no longer serving as the “umbrella” group, overseeing and organizing the program, most specifically as it affects our local area.

The leadership in the Chambersburg group is no longer active, and one trained Stephen Minister from that area has joined us here at St. James. Also, the supervision group that was meeting at St. John Lutheran Church, Hampton is no longer meeting there. Several members of that group have also joined the supervision group meetings here at St. James.

A training class took place at Gettysburg Presbyterian Church, with Pastor Andrew and Pastor Mike both involved in the teaching of that class. Jesse Holt was trained in that class and is now attending the supervision group here at St. James. Jesse was commissioned as a Stephen Minister in a commissioning ceremony on Sunday morning, November 21, here at St. James.

Paula Shoemaker attended the Stephen Leaders training and is now a Stephen Leader.

The Stephen Leaders here at St. James are Sue Hill, Paula Shoemaker, Jennifer Murphy, Pastor Andrew and Pastor Mike. The supervision group meets every month, which includes check-ins on the relationships with Care Receivers as well as an education component. We currently have 12 trained and active Stephen Ministers.

Our *Journeying Through Grief* program is staffed by previously-trained Stephen Ministers as well as others who have expressed interest and gone through the training to be an advocate for the persons going through difficult times.

If anyone is interested in becoming a Stephen Minister, please reach out to one of the pastors or one of the Stephen Leaders. Also, if you or anyone you know might be experiencing a difficult time and could use a supportive person to walk with them, please let the church office or one of the Stephen Minister know!

History & Archives

Committee Chair: David Flesner

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

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.*

After over a year of pandemic hiatus, the committee resumed its monthly working sessions in June. No gremlins had magically processed our previous backlog of materials nor the new items that had entered the Archives Closet during our absence!

We currently are meeting one Tuesday of each month from 1:00pm until 4:00pm in the Gathering Area. We have not yet settled into a routine of a particular Tuesday in each month, so we just decide from one month to the next. 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.*

After over a year of pandemic hiatus, the committee resumed working sessions at the end of May. We were met by a deluge of books that had been donated to the Library over the previous year. Thank you to all who contributed to enhancing our collection! To facilitate processing all of the extra books, we now have working sessions twice a month instead of just once.

Following the Lenten book discussion on *Tears We Cannot Stop* by Michael Dyson, we decided to use most of our 2021 Library budget to build up our collection with books related to Black history and racial justice. These books are appearing on the book cart in the hallway, across from the Library. Stop by, look over, check out, and read! Also, take some time to browse in the Library itself. Not all of the donated books are out on the shelves yet.

There are many books yet to be processed, and we definitely need more help. The committee welcomes volunteers who like books and wish to help with the processing. Please join us. We are currently meeting on two Thursdays each month from noon until 2:00pm. We have not yet settled on which two Thursdays. You can call or email David Flesner (717-334-7714 / dflesner@gettysburg.edu) to volunteer and help in the library!

Memorial Fund

Committee Members: Pastor Mike Allwein, 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.

2021 Purchases Include (total of \$45,160.92 in expenses):

- New color copier/printer that folds and staples
Office staff adore this machine, and affectionally call it Pat the Printer
- Social Ministry contribution from memorial gift
- Extra Easter flowers
- Portable speaker and mixer for outdoor worship services
- Kona Ice fellowship after outdoor worship services
- Six Sunday of Summer: park reservation fees & St. James t-shirts
- Endowment Fund contributions (\$34,281.03)

(see *Memorial Fund Activity* on pg. 17)

In a 12-month period, St. James Lutheran Church received \$13,363 in memorial funds. Financial gifts were given in memory of 21 people, and in honor of 6 people, by almost 100 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 Co-Chairs: David Flesner & Claire Anderson

Committee Members: Pastor Mike Allwein and Pastor Andrew Geib, Shirley Sanders, *Social Ministry Representative*, and Dennis Carter and Claire Anderson, *World Outreach Representatives*, Kyle Smith, *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 Committee met via zoom on January 19 and by email on March 16, 2021. There was a balance of \$6,225.71 in the Mission Fund to distribute in 2021. An article in the February 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, the committee recommended to Council three proposed projects.

At the January 19, 2021 Mission Fund meeting, the Mission Fund Committee voted to

- 1) use monies from the first three quarters of a given year from the ELCA Fund A,
- 2) use fourth quarter ELCA Fund A monies from the previous year, and
- 3) transfer these monies to the checking account by December 31st of each year.

This change would give the Mission Fund Committee the exact amount of the Fund A allocation for a given year prior to the January Mission Fund meeting.

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

SCAAP Emergency Rent and Utility Program;	\$2,225
Lutheran World Relief Yemen Humanitarian Relief project	\$2,000
Community table at Bethlehem Lutheran Church, New Orleans	\$2,000

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, Carol Widerman, and Pastor Andrew Geib

We thank Lyne Aurand and Leon Pisano who served on the committee for most of the year.

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.*

Because we were not able to gather for in-person midweek Advent services during 2020, the messages were recorded and available online. They were given by Sharon Kaya, Rev. Dick Michael, Bert Waybright, and Natalie Kloster, and focused on Stewardship of Joy, Stewardship of Grace, Stewardship of Wishes/Prayers, and Stewardship of Gifts. Each message was viewed close to 200 times, and we received great feedback, including comments that it helped to see stewardship in a different way.

While reduced in frequency due to the pandemic, our ongoing activities included:

Periodic "Mission Support Corner" messages in the Messenger.

We have resumed the "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 currently features a "Welcome Back" theme. We will not routinely change out the display until members are able to resume using the gathering area for fellowship before and after services.

Mailed personal thank you notes to individuals who have shared their time and talents.

Creation Care Task Force, as sub-committee of Mission Support

Chair: Debby Luquette

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

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

The pandemic made meeting and accomplishing projects difficult this past year. Because someone in the congregation generously provided funds for a second battery recycling box we were able to have another battery recycling campaign. Team members were in the community actively supporting the work of several local organizations in the environmental movement, just as many St. James members and friends were supporting community ministries in their own ways. Our members worked with The Watershed Alliance and their 10 Million Trees project, Green Gettysburg Book Club, The Land Conservancy, Adams County Penn State Master Gardeners, and many others.

Committee Chairs: Jane Blocher and Kathy Reider

The St. James Prayer Shawl members have been knitting and crocheting from home during the pandemic. 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 2021, St. James Prayer Shawl Ministry gave

- 6 Prayer Shawls (given to those who have lost loved ones, or dealing with illness)
- 9 Baptism Blankets/Lambs & Banners

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 committee wishes to extend great appreciation to Joe MacDowell who retired from the Property Committee after 30 years of faithful service.

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

Projects in process or completed this year include the following.

Slentz House: Joe MacDowell and crew cleaned out food items and donated to SCCAP. Coats were donated to Adams County Prison. A new furnace was installed, exterior was painted, and floors were repaired and/or replaced in kitchen, dining area and downstairs bathroom.

Staircase Enclosure: Center staircase enclosure was installed to improve security for Child Care. Gate on first floor can now remain open.

Fire Alarm: Crouse Electric completed installation of fire alarm system.

Lighting: Crouse Electric has been replacing lighting with energy efficient LED lighting.

Air Conditioning: Several rooms received new air conditioning units.

Repairs/updates to audio video system: Kyle Smith has supervised repairs to units in Nave. A contract has been signed for upgrades.

York Street Doors: Repairs to weather stripping and electronic controls installed.

Parking Lot: Signs were installed on individual spaces to help control/reduce non-church parking.

Youth House: Kyle and Kasey Smith installed new flooring and painting of second floor.

Replacement Windows: Gary Shaffer has been busy with drawings and planning to replace stained glass windows on south and southeast section of church.

Youth House Yard: Glenn Blocher and Brad Smith installed drains to help control flooding.

Sump Pumps: Glenn Blocher, Tom Bender, and Brad Smith removed sump pumps in elevator shaft and repaired

Sewage Tank Pumps: Pumps in sewage tank replaced with grinder pumps.

Columbarium: Third arch of niches was installed by Conrad Pickle in Florida. This completes the columbarium portion of the Capital Campaign.

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

Also Special thanks to everyone who helped clean up water flooding after heavy rains, snow removal, and grass mowing.

Property Committee meets the first Monday of the month at 6:30pm in the Youth House.

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.*

1. Kitchen Committee meets with Kathy Tosten and Suzan Seibel-Willard occasionally to check on the maintenance and cleanliness of the kitchen.
2. The Kitchen Committee meets on an as needed basis and provides a member to attend Property Committee meetings when needed.
3. Paper towel and soap dispenser were mounted by Tom Bender above a sink for hand washing.
4. Kathy Tosten provided a bulletin board that is posted in the kitchen for Early Learning Childcare to use.
5. A commercial grade microwave will be purchased for the kitchen before the end of 2021.
6. A *Kitchen Guidelines* booklet and *Cleanup and Sign-out* forms were created 2019 and will be placed in a notebook in the kitchen hopefully by the end 2021, due to the kitchen not being used during COVID-19.
7. An annual kitchen cleaning occurs after the *Fasnacht* event each year. Katy and Staci help announce and solicit volunteers to help the Kitchen Committee. This did not occur during 2021 due to COVID-19.
8. The following items will be completed before the end of 2021:
 - cabinets removed near kitchen entrance due to safety issue of not being attached to wall
 - hand washing sign posted by sink
 - directions for use of dishwasher
 - possibly make and apply labels for cabinets
9. The following are contacts for groups that use the kitchen:
 1. Karen Vanderboegh - Early Learning Center board member
 2. Suzan Seibel-Willard - Early Learning Center Director
 3. Kathy Tosten - Early Learning Center Kitchen Manager
 4. Cindy Zepp & Ray Hopkins - Evangelism, Care Givers and Youth committees
 5. Tom Bender - St. James Staff and Property Committee
 6. Mike Brubaker - Boy Scouts

Due to the pandemic, and limiting access to the building, as well as the kitchen/dining area and the child care, many groups have not used the kitchen in over a year.

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 and completed throughout the year.
 - Areas that are maintained by the Landscape Committee are the shrubs around all buildings, plants are trimmed and weeds are removed in parking lot, sidewalks are cleared of weeds including parking exit, Early Learning Childcare walkway and fences are cleared of weeds, and playground rubber area is cleared of weeds.
 - Tara contacted Gettysburg Borough Office of Public Works, Rob Harbaugh, in 2020 regarding replacing trees on Stratton Street that show signs of dieback. Rob shared the request with the Bureau Tree Commission that agreed the trees should be replaced. The Borough removed the trees, and the tree commission obtained a quote for replanting trees.
 - The committee has been able to maintain landscape at this time without soliciting help for other groups such as the Youth Group or Boy Scouts.
 - If the Landscape Committee needs help, Katy and Staci will solicit help via event announcements and sign-ups when appropriate on eBlasts, Messenger, worship announcements, church calendar, and social media.
 - One Landscape Committee member attends Property Committee meetings when appropriate.
 - Landscape committee meets on an as needed basis.

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, Pete Riley, Shirley Sanders, Paula Shoemaker, and Pastor Mike Allwein

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

Fifth Sunday Servant – Any month with 5 Sundays provides St. James with the opportunity to give support to local non-profit agencies who serve our community. Agencies have included Adams Rescue Mission, school supplies through United Way, the homeless Shelter at South Central Community Action Project.

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

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. In 2021, C.A.R.E.S. had to operate by using motels instead of the churches. They are expected to open in November again using churches for shelter.

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. After a delay due to the pandemic, they are again building.

LAMPa (Lutheran Advocacy Mission in Pennsylvania) – is an organization that advocates for Social Programs in Pennsylvania; support is provided through the letter writing campaign during *God's work. Our hands. Sunday.*

Sharing Ministry Benevolence - The Committee offers monetary support to local agencies with monies from trusts provided by former members of St. James. In 2021, organizations included Adams Rescue Mission, Gettysburg C.A.R.E.S., Holiday Family Outreach and others.

Soup Kitchen - The Soup Kitchen supplies daily meals to the homeless and other needy members of our community. In 2021 during the pandemic, they were unable to operate as they did previously and provided box lunches to participants. As St. James was no longer able to offer the 4th Monday meatloaves and other items, the Committee voted to provide funds for the Monday lunches.

Racial Justice Task Force is a new Committee formed to look at racial issues locally and learn what may be done to reduce the problem. In September, the Committee participated in the Heritage Festival.

In 2021 due to the pandemic, we were unable to do dinners at the Seminary. However, we were able to enjoy devotions and dinner with the resident at the Adams Rescue Mission. Hopefully in the future we may be able to again become more involved in the Gettysburg/Adams County community.

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

Committee Chair: Claire Anderson

Committee Members: Pastor Mike Allwein, Dennis Carter, David and Pat Crouner, John Fisher, Barbara Schmitthenner, Bill Shoemaker, 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 Zoom meetings as needed: January, February, March, May, September, October, November
- Sent contributions from Other Projects Line item of \$1,500
 - Source of Life Ministries
 - \$100 for physical therapy treatments for orphanage resident
 - \$300 for septic system reconstruction to Source of Life Ministries
 - Lutheran Immigration and Refugee Support
 - \$850 to LIRS for Afghan refugee support
 - LWR personal care kit supplies of \$250.59
- St. James Quilt Mission highlights:
 - Prepared quilts throughout the year thanks to Lois Allwein, Claire Anderson, Becky Carter, Carol Cook, Sally Crist, Greta Englund, Elizabeth Fair, Pegg Gardner, Brenda Heberling, Barbara Hedrick, Sam Main, Barbara Nicks, Judy Seilhamer, Paula Shoemaker, Ila Verdirame, Sandy Waybrant, Carol Widerman, and Cindy Zepp this mission has carried on through a difficult year.
 - Presented a quilt to Tim and Barbara Braband and Debby Nimitz for their service, commitment, evangelism, and leadership at St. James.
 - Delivered 38 quilts to LWR collection site (New Windsor, MD) in May.
 - Held three *Knot a Quilt* sessions in October to finish 41 assembled quilts over the summer. Quilts will be blessed during the November 14 service and delivered before December.
 - Donated a quilt to Lutheran Camping Corp./Camp Nawakwa's Quilt Auction for the 2022 auction.
- Organized a spring congregation Personal Care Kit collection in support of Lutheran World Relief's humanitarian efforts in Yemen. Collected 82 kits.
- Organized a program for the K-5 youth group with Kristin Slaybaugh, Youth Minister, and Jen Bentzel, LWR-IMA, liaison. Sharing LWR videos of Yemen, Jen led a discussion comparing similarities and differences in the lives of children in Gettysburg and Yemen. Children supported the LWR Yemen relief initiative by assembling 30 Personal Care Kits.
- Planned an after-school program on life at the Source of Life orphanage in Haiti.
- Delivered 102 Personal Care kits to the LWR collection site (New Windsor, MD).
- Encouraged the congregation to support an emergency fund to reconstruct the septic system on the orphanage property in Haiti.

- Voted to participate in a local Afghan refugee initiative sponsored by Trinity United Church of Christ and the Gettysburg Ministerium and to act as Task Force leaders within the congregation.
- Met Emma Wagner, newly assigned LWR regional liaison, in July and discussed the mutual support and relationship between St. James and LWR.
- Invited Emma Wagner to preach the weekend of November 14 and to discuss their latest Afghan initiative with the congregation.
- Encouraged the congregation to support LWR during a special envelope collection for Afghan refugees on weekend of November 14.
- Maintained communications with St. James mission partners.
- Committed all members to provide alerts to the congregation and advance wider awareness of global mission via eBlasts, service announcements, bulletin boards, and *The Messenger*.

Committee Chair: Peter Riley

Committee Members: Pastor Mike Allwein, Pastor Andrew Geib, David Flesner, Sharon Kaya, *Congregation Council Representative*, Sam Main, Jonathan Noel, *Minister of Music*, Martha Riley, Judy Seilhamer, 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.*

While 2021 has been a very interesting year with all the COVID-19 responses required, it has been rewarding to be involved in St. James' response. Throughout the past year W&M has been involved in discussions of how we have been able to schedule and site services without missing a Sunday. We are deeply grateful to Staff for all the work and decisions which have led to our successful continuing worship opportunities. Those of us who have continued to be COVID reluctant are thankful for all the on-line opportunities to take part. Kudos to church administrator, Katy, for the amazing work she's done technically to make this happen.

This has been a year of less action and more learning for our committee. We have, however:

- Raised \$1,230.50 from our World Hunger Appeal in conjunction with Christmas Poinsettias and Easter Lilies.
- Helped fund the All Sound Pro sound system used for outside services.
- Designed a special wall hanging which is aimed to be completed for Christmas.
- Assisted the committee looking to honor our recently retired Minister of Music and Associate Organist, Tim and Barbara Braband! Special things coming! Shhhh!
- Continued to work on finding worship assistants for our now live services. Anyone interested should contact Dee Wells or the Church Office.
- Welcomed with great joy our new Minister of Music and the return of Choral singing to the nave.

We really look forward to a return to normalcy in our worship, with a full congregation present. You can all help by being vaccinated to protect each other.

Committee Chair: Kyle Smith

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

The 2021 year has been a roller coaster for the Youth Ministry Committee. As with everything else, there is very little that COVID-19 and precautions around it did not touch.

Many events that involve the youth had to unfortunately be cancelled this year. Those included:

- Workcamp
- National Youth Gathering
- Winterfest
- Quake
- Fastnacht Fundraiser
- Hoss's Fundraisers
- Retreats

However, through the hard work and commitment of many of our volunteers, we were able to keep some events running. After an extended COVID break over the 2020-2021 winter, both the K-5 After-School Youth Group and the Middle/High School Breakfasts resumed in March. Many changes needed to be implemented to work within the COVID guidelines, including serving breakfast on two floors of the youth house, creating smaller K-5 groups and bringing in more volunteers. Through the willingness of these volunteers, we were able to run those two programs through the end of the 2020 school year and from the start of the 2021 year. Additionally, Vacation Bible school was held in late summer, in a shortened and outdoor format.

The end of summer brought about another big change for the Youth Ministry program at St. James. Kristin Slaybaugh felt called to a different ministry and stepped down as Youth Minister in August. Kristin's cheerful smile and positive attitude will be missed by the program. The committee wishes her the best of luck in her future ministries in Denver. Additional changes came in the form of the hiring of Jonathan Noel to the position of Minister of Music. Jonathan has jumped right into the role of working with our Youth choir as well as volunteering to help with other youth events like the Halloween Open House.

The remainder of 2021 and 2022 still hold many challenges ahead for the Youth Ministry at St. James. We continue to cautiously expand our program back to and beyond what it was pre-COVID. We are looking forward to a 2022 National Youth Gathering, as well as events like Santa's Breakfast. Additionally, the committee is looking for new energy in the form of new committee members. We also want to thank several long-time committee members who have chosen to step off the committee for their years of service to the youth of St. James. We look forward to new Director of Youth and Family Ministry, a rejuvenated committee and a growing youth ministry program.