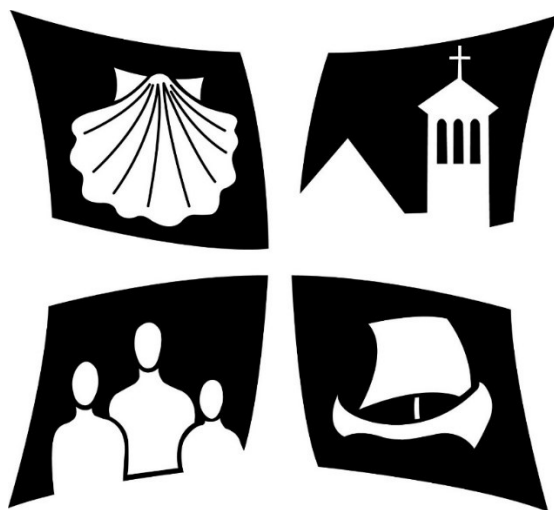


St. James Lutheran Church

2022 Annual Report



Annual Congregation Meeting
Sunday, November 20, 2022
1:00 p.m.

PARTICIPATE

In-Person: Worship Space

Via Zoom: meeting access link,

www.StJamesGettysburg.org/NovMeeting

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

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

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

STAFF EXTENSION NUMBERS & E-MAIL ADDRESSES

201	Katy Clowney	Church Administrator	kclowney@stjamesgettysburg.org
202	Megan Fitzpatrick	Administrative Coordinator	mfitzpatrick@stjamesgettysburg.org
203	Adam Michael	Dir. of Youth & Family Ministry	youth@stjamesgettysburg.org
204	Karen Lentz	Church Treasurer	finance@stjamesgettysburg.org
205	Pr. Clif Suehr	Interim Associate Pastor	csuehr@stjamesgettysburg.org
206	Pr. Andrew Geib	Lead Pastor	ageib@stjamesgettysburg.org
207	Jonathan Noel	Minister of Music	jnoel@stjamesgettysburg.org
215	Tom Bender	Building Superintendent	sexton@stjamesgettysburg.org

Council Members

Carol Cook	caecook@comcast.net	Serving until July 2023
Jim Dunlop, <i>Council President</i>	jamesadunlop@gmail.com	
Alan Haynes	cardreamer88@comcast.net	
Brent Smith, <i>Council Vice President</i>	bkmktse@hotmail.com	
Youth Representative		
Peggy Green	peggy2012@comcast.net	Serving until July 2024
Sharon Kaya	misioneralatina@gmail.com	
Kyle Smith	kyles@adamsec.coop	
Carol Widerman, <i>Council Secretary</i>	cwiderman52@gmail.com	
Ann Ketterman	annieketterman@aol.com	Serving until July 2025
Will Lane	wlane@gettysburg.edu	
Ed Main	emain01@centurylink.net	
Shirley Sanders	sandersds@comcast.net	

Committee Chairs

Art & Design	Becky Brown	brownezell@earthlink.net
Building Use Taskforce	Bill Shoemaker	wmshoemaker@comcast.net
Call Committee	Lucinda Bringman	bringman@earthlink.net
Capital Campaign	Daniel Bringman & Denise Wood	bringman0195@gmail.com denisewood@mac.com
Christian Education	Julie Dunlop	jzdunlop@gmail.com
Columbarium	Beth Becker	beth_becker@comcast.net
Creation Care Task Force	Debby Luquette	debby.luquette@gmail.com
Early Learning Center Governance	Barbara Vossler	barbvossler@comcast.net
Endowment Fund	Dee Wells	dee.lockman@gmail.com
Evangelism & Fellowship	Anne Gomer	anne.gomer2@gmail.com
Finance	Cathy Haynes	dreamhouse26@comcast.net
History & Archives	David Flesner	dflesner@gettysburg.edu
Kitchen	Lyne Aurand	darylaurand@gmail.com
Landscaping	Lyne Aurand	darylaurand@gmail.com
Library	David Flesner	dflesner@gettysburg.edu
Memorial Fund		
Mission Fund	David Flesner	dflesner@gettysburg.edu
Mission Support	Jan Keefer	keefer424@comcast.net
Personnel	Kyle Smith	kyles@adamsec.coop
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

2022 (Nov. 1, 2021 – Oct. 31, 2022)	2021 (Nov. 1, 2020 – Oct. 31, 2021)	2020 (Nov. 1, 2019 – Oct. 31, 2020)
Baptisms: 4	Baptisms: 13	Baptisms: 10
First Communion: 1	First Communion: 3	First Communion: 7
Confirmations: 5	Confirmations: 4	Confirmations: 0
New Members: 27 (Includes baptisms)	New Members: 19 (Includes baptisms)	New Members: 10 (All baptisms)
Weddings: 4	Weddings: 6	Weddings: 11
Funerals: 31 (18 members)	Funerals: 36 (16 members)	Funerals: 30 (21 members)

2022 ANNUAL CONGREGATION MEETING AGENDA

SUNDAY, NOVEMBER 20 AT 1:00 P.M.

Opening

- Call to Order – James Dunlop, Council President
- Devotion – Pastor Andrew Geib
- Call for Quorum – James Dunlop
- Introduction of Council Members

Minutes

- Minutes from the November 21, 2021 Annual Congregation Meeting
 - *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

- 2023 Annual Budget and Mission Plan *Motion to adopt 2023 Mission Plan and Annual Budget*
- Sharing Ministry 2023 Budget *Motion to adopt Sharing Ministry Budget*
- Early Learning Center 2023 Budget *Motion to adopt proposed Early Learning Center Budget*
- Endowment Fund Committee *Election of Cathy Haynes for a first term; Council approved 8/17/2022*
- Seminary Intern [Jan. -Dec. 2023] *Motion to approve*
- Election: Voting members to the Lower Susquehanna Synod Assembly, at Messiah University (subject to change). Recommended representatives, to be approved at the November 16 Council Meeting:
 - Lay male
 - Lay female
 - Youth Representative:

Closing

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

<p style="text-align: center;">2021 ANNUAL CONGREGATION MEETING MINUTES (ABBREVIATED) SUNDAY, NOVEMBER 21 AT 12:30PM AT ST. JAMES AND VIRTUAL VIA ZOOM</p>
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Opening

Kyle Smith, Council President, called the meeting to order. Pastor Mike Allwein led devotions and Jonathan Noel lead the congregation in the singing of a hymn. A quorum was met with 47 members present and 11 present virtually. (28 were needed.) All Council members were introduced.

Minutes

Minutes from the November 15, 2020, annual congregation meeting were accepted and approved.

Report of Officers and Standing Committees

Treasurer's Report of the Church – Through September 30, 2021, the income totaled \$1,124,773.62; expenditures totaled \$1,157,740.61.

- A motion to approve the report and send for financial review was unanimously approved by show of hands.

Endowment Fund Treasurer's Report – Through September 30, 2021, the ending balance totaled \$991,095.60.

- A motion to approve the report and send for financial review was unanimously approved by show of hands.

Early Learning Center Treasurer's Report – From October 2020 through September 30, 2021, the income totaled \$1,016,152.85 and total expenditures were \$843,649.20.

- A motion to approve the report and send for financial review was unanimously approved by show of hands.

Standing Committee Reports – There were no questions about the standing committee reports in the Annual Report.

Special Orders

2022 Annual Budget and Mission Plan – The total budget for 2022 was proposed at \$843,818.91 increased from \$820,840.33 in 2021.

- Asked whether the church can support this increase, Kyle Smith responded that Council will reduce expenditures if in a situation occurs where income is not at expected levels. The motion to approve the 2022 budget was unanimously approved by show of hands.

Sharing Ministry Budget – The proposed budget allocation of \$23,400 was divided among 11 charities and an emergency fund.

- Asked why the emergency fund of \$2,000 was reduced from \$3,000 to be used for vouchers, Pris Shuba, chair of Social Ministry, responded that the emergency fund is not for vouchers. The voucher program is supported by another fund. The motion to approve the Sharing Ministry budget was unanimously approved by show of hands.

Early Learning Center Budget – The total budget for 2022 was \$863,749 increased from \$756,450 in 2021.

- The motion to approve the 2022 budget was unanimously approved by show of hands.

Endowment Fund Committee – The Endowment Committee recommended Tom Uhlig for a second term on the committee. Council approved on 10/13/21.

- The motion to approve Tom's second term was unanimously approved by show of hands.

Congregation Constitution & Bylaws – The proposed constitutional change limited Council members to serve no more than two full terms consecutively.

- The motion to approve the constitution change was unanimously approved by show of hands.

Election to Synod Assembly – The following were proposed to represent St. James at Synod Assembly in spring 2022: Alan Haynes, Kasey Smith, Addy Dunlop (Youth).

- The representatives were unanimously approved by show of hands.

Closing

Good for God! Good for St. James! – Dan Bringman thanked Pr. Mike Allwein for his 18+ years of service to St. James. A rousing and sustained applause was heard from those in attendance.

A motion to adjourn by Jim Dunlop, seconded by Josh Main, was approved.

Kyle Smith reminded attendees that additional discussion was needed immediately following the meeting to discuss Building Usage and the lead pastor call process.

Minutes submitted by

Bill Shoemaker

Congregation Council Secretary

ST. JAMES INCOME & EXPENDITURES
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**ST JAMES LUTHERAN CHURCH
FOR THE 12 MONTHS ENDED SEPTEMBER 30, 2022
INCOME & EXPENDITURES**

Balance as of September 30, 2021	\$840,562.33
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Income

Actual Giving Fund	724,529.29
2022 Liabilities (see Balance Sheet)	2,005.08
Braband Scholarship (organist)	26,950.00
Building Fund	5,166.50
Capital Campaign	149,796.50
Church/Community Fund	24,985.00
God on the Ground Fund	34.66
Memorial Fund	14,373.00
Mission Fund	9,300.00
Sharing Ministry Fund	19,297.18
Undesignated Bequest Fund	64,645.20
Worship Area Renewal Fund	3,735.10
Youth Nat'l Gath / Workcamp Fund	3,481.88

Total Income	\$1,048,299.39
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Expenditures

Actual Giving Fund	721,471.05
2021 Liabilities (see Balance Sheet)	5,568.08
Building Fund	601.13
Camping Scholarship Fund	320.00
Capital Campaign	91,348.42
Church/Community Fund	50.00
Columbarium Fund	697.00
Memorial Fund	5,401.11
Mission Fund	9,300.00
Sharing Ministry Fund	21,400.00
Undesignated Bequest Fund	107,634.55

Total Expenditures	\$963,791.34
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Balance as of September 30, 2022	\$925,070.38
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ST. JAMES BALANCE SHEET

	Sep 30, 22	Sep 30, 201	\$ Change	% Change
ASSETS				
Current Assets				
Actual Giving Fund	193,485.60	190,190.36	3,295.24	1.73%
Braband Scholarship (Organist)	27,625.05	675.05	26,950.00	3,992.3%
Building Fund	18,748.53	14,183.16	4,565.37	32.19%
Camping Scholarship Fund	6,280.00	6,600.00	(320.00)	(4.85%)
Capital Campaign Fund	475,782.28	417,334.20	58,448.08	14.01%
Church / Community Fund	43,212.88	18,277.88	24,935.00	136.42%
Columbarium Fund	(6,513.78)	(5,816.78)	(697.00)	(11.98%)
Endowment Loan	0.00	3,800.00	(3,800.00)	(100.0%)
God on the Ground Fund	0.00	(34.66)	34.66	100.0%
Memorial Fund	33,843.71	24,871.82	8,971.89	36.07%
Organ Refurbishment Fund	6,500.00	6,500.00	0.00	0.0%
Sharing Ministry Fund	27,258.07	29,360.89	(2,102.82)	(7.16%)
Undesignated Bequests Funds	56,798.00	99,787.35	(42,989.35)	(43.08%)
Worship Renewal	0.00	(3,735.10)	3,735.10	100.0%
Youth Group (Wrkcmp/Nat'I Gat)	42,050.04	38,568.16	3,481.88	9.03%
Total Current Assets	925,070.38	840,562.33	84,508.05	10.05%
TOTAL ASSETS	925,070.38	840,562.33	84,508.05	10.05%
LIABILITIES & EQUITY				
Liabilities				
Current Liabilities				
Adult Discussion Class	205.00	0.00	205.00	100.0%
Designated Giving	600.08	568.08	32.00	5.63%
Youth Program Donations	1,200.00	1,200.00	0.00	0.0%
Total Other Current Liabilities	2,005.08	1,768.08	237.00	13.4%
Total Current Liabilities	2,005.08	1,768.08	237.00	13.4%
Long Term Liabilities				
Loan from Endowment	0.00	3,800.00	(3,800.00)	(100.0%)
Total Long Term Liabilities	0.00	3,800.00	(3,800.00)	(100.0%)
Total Liabilities	2,005.08	5,568.08	(3,563.00)	(63.99%)
Equity				
Temporarily Restricted Net Asse	122,224.47	122,224.47	0.00	0.0%
Unrestricted Net Assets	661,706.87	596,418.55	65,288.32	10.95%
Net Income	139,133.96	116,351.23	22,782.73	19.58%
Total Equity	923,065.30	834,994.25	88,071.05	10.55%
TOTAL LIABILITIES & EQUITY	925,070.38	840,562.33	84,508.05	10.05%

ST. JAMES INCOME STATEMENT

ST JAMES LUTHERAN CHURCH FOR 12 MONTHS ENDED SEPTEMBER 30, 2022 ACTUAL GIVING FUND

Balance as of September 30, 2021		\$190,190.36
Income		
Offerings	646,112.79	
2022 Liabilities (balance sheet)	2,005.08	
Building Usage	2,250.00	
Child Care Financial Mgmt Fee	15,525.00	
Child Care Building Exp Fee	29,625.00	
Christmas/Advent Offering	12,979.50	
Easter / Lent Offering	7,972.00	
Tfr from Undesignated Fund - Personnel Youth	10,000.00	
Sunday School Offerings	65.00	
Total Income		\$726,534.37
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	1,000.00	
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	1,400.00	
World Outreach - Other	1,849.41	
World Outreach - Palmer (Synod)	2,800.00	

Expenditures continued on following page.

ST. JAMES INCOME STATEMENT

2021 Liabilities (balance sheet)	1,768.08	
Archives	0.00	
Art & Design Expenses	0.00	
Audit	2,500.00	
Bank & Credit Card Charges	1,414.38	
Borough Storm Water Mgmt Fee	1,470.00	
Building Repair/Maintenance	19,894.47	
Building Supplies	6,895.41	
Caregiving Ministry Expenses	916.21	
Christian Education	1,764.25	
Contingencies/Misc.	1,711.33	
Covid-19 Related Expenses	225.79	
Envelopes	1,829.99	
Evangelism/Fellowship	399.31	
Health Ministry	601.55	
Insurance	13,229.26	
Legal Fees	1,500.00	
Library Expense	298.19	
LWR - Quilting Mission	0.00	
Marketing	725.52	
Music & Supplies	4,805.01	
Office Repair & Maintenance	267.46	
Office Supplies	6,548.83	
Organ Repair & Maintenance	1,725.70	
Personnel Expenses	488,782.87	
Postage Expenses	3,158.37	
Retreats/Workshops	460.00	
St. James Camping Scholarship	1,999.36	
Stewardship / Mission Support	152.00	
Technology	5,587.51	
Telephone	6,132.34	
Trash Removal	1,673.46	
Utilities	36,980.98	
Worship Materials	2,831.43	
Youth Activities	11,140.66	
Total Expenditures	(\$723,239.13)	
Balance as of September 30, 2022		\$193,485.60

ST. JAMES FUND ACTIVITIES

ST JAMES LUTHERAN CHURCH FOR 12 MONTHS ENDED SEPTEMBER 30, 2022 SHARING MINISTRY FUND

Balance as of September 30, 2021		\$29,360.89
Income		
C. Leslie Fair Interest - CD	6.54	
Cook Trust Interest - CD	9.03	
Stallsmith Trust Interest - CD	7.55	
Checking Account Interest	868.63	
L. David Plank Trust	8,416.52	
Pfeiffer Trust	9,988.91	
Total Income	9,988.91	\$19,297.18
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.	3,900.00	
Gettysburg Fire Department	1,200.00	
Holiday Family Outreach	1,000.00	
Prision Society	600.00	
Recycle Bicycle of Harrisburg	500.00	
SCCAP - Where Needed Most	3,700.00	
St James Childcare Scholarship Fund	5,600.00	
Total Expenditures	5,600.00	(\$21,400.00)
Balance as of September 30, 2022		\$27,258.07

ST JAMES LUTHERAN CHURCH FOR 12 MONTHS ENDED SEPTEMBER 30, 2022 BUILDING FUND

Balance as of September 30, 2021		\$14,183.16
Income		
Offerings	5,166.50	
Total Income	5,166.50	\$5,166.50
Expenditures		
Coldsmith Roofing - Shingles on Slentz House	338.45	
Joe MacDowell - reimburse Slentz House repairs	262.68	
Total Expenditures	262.68	(\$601.13)
Balance as of September 30, 2022		\$18,748.53

ST. JAMES FUND ACTIVITIES

**ST JAMES LUTHERAN CHURCH
FOR 12 MONTHS ENDED SEPTEMBER 30, 2022
BRABAND SCHOLARSHIP (ORGANIST)**

Balance as of September 30, 2021		\$675.05
Income		
Contributions	26,950.00	
Total Income		\$26,950.00
Expenditures		
Braband Scholarship Expenses	0.00	
Total Expenditures		\$0.00
Balance as of September 30, 2022		\$27,625.05

**ST JAMES LUTHERAN CHURCH
FOR 12 MONTHS ENDED SEPTEMBER 30, 2022
CAMPING SCHOLARSHIP**

Balance as of September 30, 2021		\$6,600.00
Income		
Contribution	0.00	
Total Income		\$0.00
Expenditures		
Camping Scholarships Expenses	320.00	
Total Expenditures		(\$320.00)
Balance as of September 30, 2022		\$6,280.00

ST. JAMES FUND ACTIVITIES

ST JAMES LUTHERAN CHURCH FOR 12 MONTHS ENDED SEPTEMBER 30, 2022 CAPITAL CAMPAIGN FUND

Balance as of September 30, 2021		\$417,334.20
Income		
Contribution	149,796.50	
Total Income	<u>149,796.50</u>	\$149,796.50
Expenditures		
Armbruster AV - AV system upgrade	87,622.34	
Kenneth Keller - Repair water damage	875.00	
Bank of America - Amazon - AV desk/chair	90.98	
Tfr to Worship Area Renewal (Pay Off Loan)	2,760.10	
Total Expenditures	<u>2,760.10</u>	(\$91,348.42)
Balance as of September 30, 2022		<u>\$475,782.28</u>

ST JAMES LUTHERAN CHURCH FOR 12 MONTHS ENDED SEPTEMBER 30, 2022 CHURCH / COMMUNITY FUND

Balance as of September 30, 2021		\$18,277.88
Income		
Contribution	24,985.00	
Total Income	<u>24,985.00</u>	\$24,985.00
Expenditures		
Borough of Gettysburg - meter bags	50.00	
Total Expenditures	<u>50.00</u>	(\$50.00)
Balance as of September 30, 2022		<u>\$43,212.88</u>

ST. JAMES FUND ACTIVITIES

**ST JAMES LUTHERAN CHURCH
FOR 12 MONTHS ENDED SEPTEMBER 30, 2022
COLUMBARIUM FUND**

Balance as of September 30, 2021		(\$5,816.78)
Income		
Niche Deposits	0.00	
Total Income		\$0.00
Expenditures		
Refund portion of Deposit	400.00	
Codori Memorials - Brass Engraved Plate	297.00	
Total Expenditures		(\$697.00)
Balance as of September 30, 2022		<u><u>(\$6,513.78)</u></u>

**ST JAMES LUTHERAN CHURCH
FOR 12 MONTHS ENDED SEPTEMBER 30, 2022
ENDOWMENT LOAN**

Balance as of September 30, 2021		\$3,800.00
Loan Receivable		
Loan from Endowment (money market / investments)	0.00	
Total Receivable		\$0.00
Expenditures		
Repayment on loan	3,800.00	
Total Expenditures		(\$3,800.00)
Balance as of September 30, 2022		<u><u>\$0.00</u></u>

ST. JAMES FUND ACTIVITIES

ST JAMES LUTHERAN CHURCH FOR 12 MONTHS ENDED SEPTEMBER 30, 2022 GOD ON THE GROUND FUND

Balance as of September 30, 2021		(\$34.66)
Income		
Donations from outside sources	34.66	
Total Income		\$34.66
Expenditures		
God on the Ground Expenditures	0.00	
Total Expenditures		\$0.00
Balance as of September 30, 2022		\$0.00

God on the Ground has found another church to over see funds for their event. This fund may be removed from St. James' financials for 2023.

ST JAMES LUTHERAN CHURCH FOR 12 MONTHS ENDED SEPTEMBER 30, 2022 MEMORIAL FUND

Balance as of September 30, 2021		\$24,871.82
Income		
Memorials Received	14,373.00	
Total Income		\$14,373.00
Expenditures		
Quality Logo Products - items for new members	1,816.41	
Menchey Music - digital piano w/ accessories	420.12	
Expenses related to Braband & Allwein celebrations	2,359.58	
Tfr Unrestricted Memorials to Endowment	805.00	
Total Expenditures		(\$5,401.11)
Balance as of September 30, 2022		\$33,843.71

ST. JAMES FUND ACTIVITIES

**ST JAMES LUTHERAN CHURCH
FOR 12 MONTHS ENDED SEPTEMBER 30, 2022
MISSION FUND**

Balance as of September 30, 2021		\$0.00
Income		
Tfr from Endowment - Mission's portion	9,300.00	
Total Income		\$9,300.00
Expenditures		
ELCA - US Tornadoes - MF Contributions	5,300.00	
Prince of Peace - Refugee Resettlement Partnership	4,000.00	
Total Expenditures		(\$9,300.00)
Balance as of September 30, 2022		\$0.00

**ST JAMES LUTHERAN CHURCH
FOR 12 MONTHS ENDED SEPTEMBER 30, 2022
ORGAN REFURBISHMENT FUND**

Balance as of September 30, 2021		\$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, 2022		\$6,500.00

ST. JAMES FUND ACTIVITIES

ST JAMES LUTHERAN CHURCH FOR 12 MONTHS ENDED SEPTEMBER 30, 2022 UNDESIGNATED BEQUEST FUND

Balance as of September 30, 2021		\$99,787.35
Income		
Interest from Kime Trust	12,593.97	
Tfr from Endowment - AC Unit in ELC	14,646.81	
Annoynous Donation - goes to Personnel	35,000.00	
McVicker Trust - Distribution	2,200.28	
Mary Finkboner Estate Bequest	204.14	
Total Income	\$64,645.20	\$64,645.20
Expenditures		
Holtzolple - A/C Units for ELC	29,293.61	
Tfr to Actual Giving - Personnel Youth	10,000.00	
Tfr Balances including Kime to Endowment	30,170.93	
Tfr Lynne Kreisher Estate to Endowment	10,000.00	
Tfr Mary Finkboner Estate to Endowment	25,969.73	
Tfr McVicker Trust to Endowment	2,200.28	
Total Expenditures	(\$107,634.55)	(\$107,634.55)
Balance as of September 30, 2022		\$56,798.00

ST JAMES LUTHERAN CHURCH FOR 12 MONTHS ENDED SEPTEMBER 30, 2022 WORSHIP AREA RENEWAL FUND

Balance as of September 30, 2021		(\$3,735.10)
Income		
Offerings / Pledges Received	975.00	
Transfer from Capital Campaign	2,760.10	
Total Income	\$3,735.10	\$3,735.10
Expenditures		
Expenses	0.00	
Total Expenditures	\$0.00	\$0.00
Balance as of September 30, 2022		\$0.00

ST. JAMES FUND ACTIVITIES

ST JAMES LUTHERAN CHURCH FOR 12 MONTHS ENDED SEPTEMBER 30, 2022 YOUTH NATIONAL GATHERING / WORKCAMP FUND

Balance as of September 30, 2021		\$38,568.16
Income		
Participants Deposits & Donations	3,236.00	
Fundraisers	245.88	
Total Income	\$3,481.88	\$3,481.88
Expenditures		
Reach Mission Trips	0.00	
Total Expenditures	\$0.00	\$0.00
Balance as of September 30, 2022		\$42,050.04

ST. JAMES 2022 ENDOWMENT FUND REPORT

ELCA ENDOWMENT FUND POOLED TRUST January 1, 2022 through September 30, 2022

PORTFOLIO SUMMARY

<u>Asset Description</u>	<u>Market Value</u>
Ministry Growth Fund	\$872,640.49
	<u>\$872,640.49</u>

ACCOUNT ACTIVITY SUMMARY

Beginning Balance	\$1,071,188.68
Additions	43,780.55
Transfers In	0.00
Withdrawals	9,300.00
Transfers Out	0.00
Change in Market Value	(233,028.74)
Ending Balance	<u>\$872,640.49</u>

ASSET DETAILS

<u>Asset Description</u>	<u>Units</u>	<u>Market Price</u>	<u>Market Value</u>
Ministry Growth Fund	703.219106	1,240.92	\$872,640.49
		Grand Total	<u>\$872,640.49</u>

INCOME DISTRIBUTIONS

<u>Description</u>	<u>Date</u>	<u>Amount</u>
R272423_00_StJames Lutheran Church Endowment Fund	03/31/2022	(9,395.00)
R272423_00_StJames Lutheran Church Endowment Fund	06/30/2022	(9,445.30)
R272423_00_StJames Lutheran Church Endowment Fund	09/30/2022	(9,585.06)
Total Income Distributions		<u>\$(28,425.36)</u>

ADDITIONS AND WITHDRAWALS

<u>Purchase Details</u>	<u>Date</u>	<u>Price</u>	<u>Units</u>	<u>Amount</u>
Ministry Growth Fund	01/31/2022	1,576.73	0.510551	805.00
Ministry Growth Fund	01/31/2022	1,576.73	2.410054	3,800.00
Ministry Growth Fund	03/31/2022	1,481.21	3.913005	5,795.97
Ministry Growth Fund	03/31/2022	1,481.21	6.342801	9,395.00
Ministry Growth Fund	06/30/2022	1,418.64	3.492236	4,954.22
Ministry Growth Fund	06/30/2022	1,418.64	6.658005	9,445.30
Ministry Growth Fund	09/30/2022	1,346.06	7.120823	9,585.06
		Total Purchases		<u>\$43,780.55</u>
<u>Sale Details</u>	<u>Date</u>	<u>Price</u>	<u>Units</u>	<u>Amount</u>
Ministry Growth Fund	05/17/2022	1,408.53	6.602633	9,300.00
		Sales		<u>\$9,300.00</u>

SACRISTY FINANCIALS & REPORT 2022

Balance as of September 30, 2021 **\$ 3,681.37**

Income

Deposits for sacristy	\$ 3,636.50
Deposits for World Hunger	\$ 1,744.00
Domestic Wire Transfer *	\$ 25,000.00
<i>Sacristy Memorial (restricted) 3/22/2019</i>	\$ 1,300.00

Total Income	\$ 31,680.50
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Expenses

Altar Flowers (Flower Boutique)	\$ 2,973.00
Musselman's Greenhouse	\$ 1,080.46
ELCA World Hunger	\$ 1,744.00
Domestic Wire Fee *	\$ 15.00
St. James Lutheran Church *	\$ 24,985.00
St. James Lutheran Church (swag material - purple & turquoise)	\$ 515.38
Service Fees (ACNB)	\$ 24.00

Total Expenses	\$ 31,336.84
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Balance as of September 30, 2022 **\$ 4,025.03**

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

* There was a transaction of \$25,000 (minutes \$15 wire transfer fee) in and out of the Sacristy account; the funds were placed in the Church/Community Fund; consultation with council president to securely receive this wired gift.

SOCIAL MINISTRY 2022 TREASURER'S REPORT
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Balance as of September 30, 2021	\$ 14,935.79
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Income

St. James Budget*	\$	11,500.00
Donations	\$	1,120.00
Returned check; incorrect payee (reissued)	\$	225.00

Total Income	\$	12,845.00
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Expenses

Groceries: Kennie's Market	\$	3,104.81
Groceries: Ahold Financial (Giant)	\$	3,128.92
Utility Assistance (Met-Ed, etc.)	\$	238.75
Auto Insurance Assistance	\$	52.00
Storage Rental Assistance	\$	300.00
Transportation Assistance	\$	601.92
Motel/Rent Assistance	\$	4,012.14
Gettysburg Soup Kitchen (monthly meal support)	\$	1,500.00
Samaritan's Purse (Operation Christmas Child: shipping for boxes)	\$	450.00
Diapers for St. James Early Learning Center	\$	197.30
Lutheran World Relief: Ukraine	\$	2,000.00
Mission of Mercy Donation	\$	1,000.00
St. James Lutheran Church: WalMart gift cards for assistance	\$	200.00
St. James Lutheran Church (credit card reimbursement: SCCAP personal hiegene items; Pizza for Rescue Mission Dinner)	\$	484.39

Total Expenses	\$	17,270.23
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Balance as of September 30, 2022	\$ 10,510.56
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ST. JAMES EARLY LEARNING CENTER

BALANCE SHEET

	Sep 30, 22	Sep 30, 21	\$ Change	% Change
ASSETS				
Current Assets				
Checking/Savings				
St.JamesChild Care	541,850.20	350,170.56	191,679.64	54.74%
Total Checking/Savings	541,850.20	350,170.56	191,679.64	54.74%
Accounts Receivable				
Customer Invoices				
Allowance for Doubtful Accounts	(1,015.01)	0.00	(1,015.01)	(100.0%)
CCIS Receivables	19,873.57	13,711.19	6,162.38	44.94%
Self Paid Receivables	2,195.40	6,345.79	(4,150.39)	(65.4%)
Total Customer Invoices	21,053.96	20,056.98	996.98	4.97%
Total Accounts Receivable	21,053.96	20,056.98	996.98	4.97%
Total Current Assets	562,904.16	370,227.54	192,676.62	52.04%
TOTAL ASSETS	562,904.16	370,227.54	192,676.62	52.04%
LIABILITIES & EQUITY				
Liabilities				
Current Liabilities				
Other Current Liabilities				
Accrued Payroll	10,596.48	7,941.01	2,655.47	33.44%
Accrued PTO	22,694.22	14,827.22	7,867.00	53.06%
Security Deposit Fee	10,754.50	10,204.95	549.55	5.39%
Total Other Current Liabilities	44,045.20	32,973.18	11,072.02	33.58%
Total Current Liabilities	44,045.20	32,973.18	11,072.02	33.58%
Long Term Liabilities				
Pledge - Capital Campaign	0.00	25,000.00	(25,000.00)	(100.0%)
Total Long Term Liabilities	0.00	25,000.00	(25,000.00)	(100.0%)
Total Liabilities	44,045.20	57,973.18	(13,927.98)	(24.03%)
Equity				
Opening Bal Equity	33,470.93	33,470.93	0.00	0.0%
Retained Earnings	352,876.28	170,708.56	182,167.72	106.71%
Net Income	132,511.75	108,074.87	24,436.88	22.61%
Total Equity	518,858.96	312,254.36	206,604.60	66.17%
TOTAL LIABILITIES & EQUITY	562,904.16	370,227.54	192,676.62	52.04%

ST. JAMES EARLY LEARNING CENTER

PROFIT & LOSS STATEMENT

	<u>Oct '21 - Sep 22</u>		<u>Oct '21 - Sep 22</u>
Income		Expense Con't	
ACAC STAR Grant	500.00	Classroom & Building	
ARPA Grant Income *	284,270.00	Building & Maint Supplies	9,948.30
Enrollment Fee	1,030.00	Classroom Supplies	4,084.96
Fundraising	16,134.25	Covid 19 Expenses	932.74
Interest Inc	497.28	Equipment	5,303.67
Miscellaneous Income	65.00	Field Trips / Special Events	4,168.79
Scholarship Fund	11,307.05	Insurance	15,160.74
Tuition		Total Classroom & Building	39,599.20
CCIS	204,797.02	Fundraising Expense	13,738.93
Employee Discount	(12,920.50)	Groceries and Meals	
Parent Pay	731,226.60	CACFP-Dept. of Ed. - meal reim.	(38,869.97)
Scholarship Discount	(30,692.10)	Groceries	30,716.39
Sibling Discount	(37,134.10)	Milk & Produce	13,194.01
Vacation Week Credit	(5,744.57)	Total Groceries and Meals	5,040.43
Total Tuition	849,532.35	Payroll Expenses	22.88
Workforce Grant Income *	54,790.00	Personnel	
Total Income	1,218,125.93	ARPA Bonus *	29,000.00
Gross Profit	1,218,125.93	Covid19 Virus Payroll Exp	2,870.21
		Disability, Life & Admin	11,519.86
		Health Ins. - Employee Contrib.	(12,750.00)
		Medical Insurance	84,684.59
		Payroll - Employer FICA Taxes	49,772.40
		Retirement	31,418.21
		Salaries & Wages	599,472.42
		Vaccine Bonus	400.00
		Workforce Grant Payroll Exp *	36,000.00
		Total Personnel	832,387.69
		Professional Development	
		Memberships	120.00
		Staff Training	1,988.34
		Total Professional Development	2,108.34
		St. James Lutheran Church Fees	
		Child Care Building Expenses	29,625.00
		Financial Management Fee	15,525.00
		Total St. James Lutheran Church Fe	45,150.00
		Workforce Grant Expenses *	3,288.35
		Total Expense	1,011,521.33
		Net Income	206,604.60
		Net Loss w/out ARPA, Workforce & CARES Funding/Exp incl FICA *	(1,156.84)

2023 ST. JAMES BUDGET

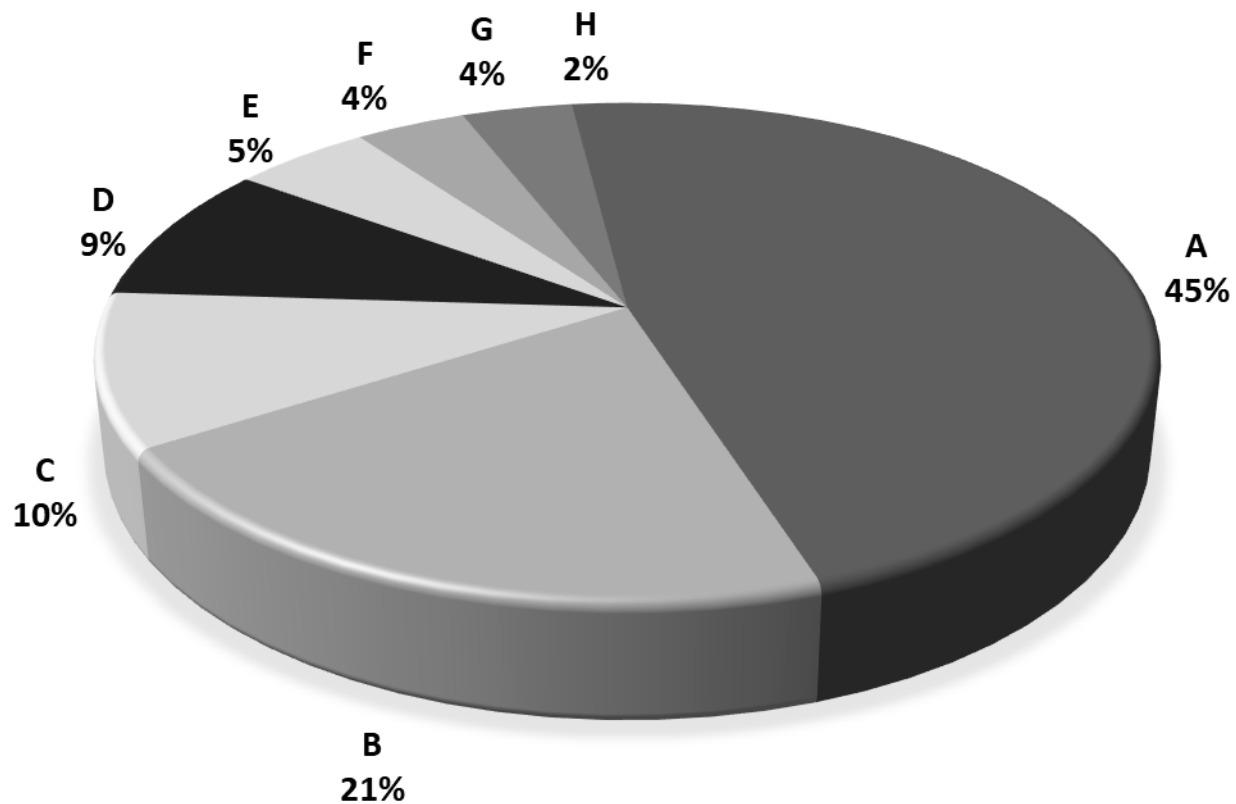
Revenues	2021 Actuals	2022 Adopted Budget	2022 Actuals 9/30/2022	2023 Proposed Budget
ACTUAL GIVING	734,073.29	773,818.91	469,001.05	787,551.91
Tentative Undesignated Bequest (Personnel)		10,000.00	10,000.00	7,500.00
Other Income	39,391.00	60,000.00	46,212.00	48,000.00
PPP Forgiveness Grant <i>(forgiven in full)</i>				
Total Revenues	773,464.29	843,818.91	525,213.05	843,051.91

Benevolence	2021 Actuals	2022 Proposed Budget	2022 Actuals 9/30/2022	2023 Proposed Budget
Commitment Support LSS and ELCA	52,000.00	52,000.00	39,001.00	52,000.00
Gettysburg Community Soup Kitchen	1,000.00	1,000.00	750.00	1,000.00
Habitat for Humanity	1,000.00	1,000.00	750.00	1,000.00
Lutheran Camping Corporation	1,000.00	1,000.00	750.00	1,000.00
Mission of Mercy	2,000.00	2,000.00	1,500.00	2,000.00
SCCAP-Circles	1,000.00	1,000.00	750.00	1,000.00
SCCAP-Food Pantry	1,000.00	1,000.00	750.00	1,000.00
SpiriTrust-Benevolent Care	1,000.00	1,000.00	750.00	1,000.00
SpiriTrust-Hospice	1,000.00	1,000.00	750.00	1,000.00
St. James Social Ministry	14,000.00	14,000.00	10,500.00	14,000.00
St. James Social Ministry - COVID Relief	4,000.00			
United Lutheran Seminary	500.00	500.00	375.00	500.00
World Outreach-Emmaus Ministry	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
World Outreach-Lutheran World Relief	3,000.00	3,000.00	2,250.00	3,000.00
World Outreach-Missionary Supp. Palmer	2,800.00	2,800.00	2,100.00	2,800.00
World Outreach-Other Projects/Visits	1,500.00	1,500.00	1,000.00	2,000.00
World OutreachSource of Life Min.-Haiti	1,100.00	1,100.00	825.00	2,100.00
World Outreach-WMPL-Saha, LAMB Hosp.	2,800.00	2,800.00	2,100.00	500.00
World Outreach-World Hunger - ELCA	2,800.00	2,800.00	2,100.00	2,800.00
World Outreach-tree4hope				1,300.00
Total Benevolence	96,500.00	92,500.00	68,201.00	93,000.00

2023 ST. JAMES BUDGET

Current Expenses	2021 Actuals	2022 Proposed Budget	2022 Actuals 9/30/2022	2023 Proposed Budget
Personnel Budget				
Personnel: Compensation Total	355,465.51	414,597.57	251,415.46	389,928.56
Personnel: Benefits Total	99,725.48	150,559.66	83,951.79	170,142.56
Personnel: FICA Total	13,327.10	21,181.68	13,014.87	21,155.79
Personnel: Prof Expenses Total	9,239.17	19,210.00	2,939.13	17,210.00
Personnel: Pandemic Compensation				
Personnel: Supply Preacher			2,030.00	
Total Personnel	477,757.26	605,548.91	353,351.25	598,436.91
Other Current Expenses				
Archives	0.00	50.00	0.00	50.00
Art and Design	0.00	500.00	0.00	500.00
Audit Expense	2,500.00	2,550.00	0.00	2,550.00
Bank & Credit Card Fees	1,413.34	1,500.00	1,097.75	1,500.00
Building Repair/Maintenance	17,558.32	10,000.00	12,506.21	14,000.00
Building Supplies	6,239.14	7,500.00	4,661.11	7,500.00
Caregiving Ministry	0.00	1,000.00	916.21	1,000.00
Christian Ed.	1,415.65	3,000.00	1,409.36	3,000.00
Contigencies/Misc /COVID related expenses	2,679.29	500.00	657.12	500.00
Envelopes (for offering)	1,884.78	2,300.00	1,272.30	2,300.00
Evangelism / Fellowship	214.88	800.00	384.43	800.00
Health Ministry	620.04	500.00	601.55	500.00
Insurance-Property/Workers Comp	9,572.77	16,120.00	13,229.26	16,765.00
Legal Fees			1,500.00	
Library	300.00	300.00	298.19	300.00
LWR-Quilting Mission	0.00	500.00	0.00	500.00
Marketing	1,017.24	2,000.00	75.00	1,500.00
Music & Supplies	9,410.51	8,100.00	3,912.91	8,100.00
Office Repairs & Maintenance	475.00	1,000.00	267.46	1,000.00
Office Supplies	5,823.82	4,000.00	4,301.15	4,000.00
Organ Repair/Maintenance	2,436.91	2,000.00	675.97	2,000.00
Postage	2,679.78	2,400.00	2,073.59	2,400.00
Retreats	2,125.00	4,000.00	460.00	4,000.00
St. James Camping Scholarships	1,930.00	2,000.00	1,999.36	2,000.00
Stewardship/Mission Support	227.00	300.00	25.00	300.00
Stormwater Management	1,470.00	1,500.00	1,470.00	1,500.00
Technology-Computer Supplies	5,733.18	7,000.00	4,036.97	5,500.00
Telephone/Internet	6,154.46	7,200.00	4,682.34	7,200.00
Trash Removal	1,534.86	1,750.00	1,272.33	1,750.00
Utilities	27,323.75	32,000.00	28,804.40	35,200.00
Worship Materials	3,389.04	2,400.00	1,188.42	2,400.00
Youth Activities	4,885.67	21,000.00	8,227.97	21,000.00
Total Other Current Expenses	121,014.43	145,770.00	102,006.36	151,615.00
Total Current Expenses	598,771.69	751,318.91	455,357.61	750,051.91
Total Benevolence & Current	695,271.69	843,818.91	523,558.61	843,051.91

2023 MISSION PLAN



A	Word & Sacrament (45%): Worship Services & Music Ministry, Home & Hospital Visits, Prison Ministry, Spiritual Direction, Funerals, Baptisms, Weddings
B	Youth Group (21%): 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 (4%): 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

2023 SHARING MINISTRY BENEVOLENCE BUDGET

	2021	2022	2023
Adams County Child Advocacy	\$ 700.00	\$ 700.00	\$ 800.00
Adams Rescue Mission	\$ 3,000.00	\$ 3,000.00	\$ 3,000.00
Fruitbelt Farmworkers	\$ 1,200.00	\$ 1,200.00	\$ 1,300.00
Gettysburg C.A.R.E.S.	\$ 2,900.00	\$ 3,900.00	\$ 3,900.00
Gettysburg Fire Department	\$ 1,200.00	\$ 1,200.00	\$ 1,200.00
Gettysburg Soup Kitchen	\$ 1,200.00	\$ -	\$ -
Holiday Family Outreach	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00
Prison Society of Adams County	\$ 600.00	\$ 600.00	\$ 1,000.00
Recycle Bicycle of Harrisburg	\$ 500.00	\$ 500.00	\$ 600.00
SCCAP (Where needed most)	\$ 2,100.00	\$ 3,700.00	\$ 3,800.00
St. James Early Learning Center Scholarship	\$ 4,600.00	\$ 5,600.00	\$ 6,000.00
Emergency Fund	\$ 3,000.00	\$ 2,000.00	\$ 2,200.00
Total	\$ 22,000.00	\$ 23,400.00	\$ 24,800.00

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 \$1,200 check annually to support the meatloaf meals, that we are no longer permitted to prepare per the Soup Kitchen's COVID-19 guidelines/restrictions.

2023 ST. JAMES EARLY LEARNING CENTER BUDGET INCOME

	2021 Actuals	2022 Budget	January to Aug 2022	2023 Budget
Income				
Enrollment Fee	665.00	1,000.00	705.00	1,000.00
Activity Fee	236.51	1,800.00	0.00	1,800.00
Covid Parent Gifts	2,475.00			
Fundraising	15,499.99	5,000.00	785.00	3,500.00
Interest Inc	164.50	300.00	357.85	520.00
Keystone Star Merit	18,535.00			
Miscellaneous Income	15,000.00		65.00	2,000.00
PA Covid Relief CARES	119,400.00			
PPP Forgiveness Grant	127,800.00			
Scholarship Fund	5,970.00	12,000.00	6,135.00	10,000.00
ACAC STAR Grant			500.00	
Pandemic Relief Award				
CARES Funding				
Total Other Income	305,746.00	20,100.00	8,547.85	18,820.00
Tuition				
CCIS	105,016.58	166,338.00	145,418.67	205,000.00
Employee Discount	(6,861.75)	(10,250.00)	(9,068.50)	(13,000.00)
Parent Pay	475,798.95	732,561.00	517,451.60	803,000.00
Scholarship Discount	(10,795.00)	(30,000.00)	(23,591.46)	(35,000.00)
Sibling Discount	(22,088.05)	(35,000.00)	(26,621.50)	(40,000.00)
Vacation Week Credit	(5,379.45)		(5,723.67)	
Total Tuition	535,691.28	823,649.00	597,865.14	920,000.00
Total Income	841,437.28	843,749.00	606,412.99	938,820.00

2023 ST. JAMES EARLY LEARNING CENTER BUDGET EXPENSE

Expenses

ACAC STAR Grant Expenses

Administration

Audit Expense	2,925.00	3,000.00	0.00	3,000.00
Bad Debt	6.50	1,200.00	180.00	1,200.00
Bank Charge	488.24	700.00	269.16	500.00
Office Supplies	1,395.47	1,200.00	1,205.93	2,000.00
Professional Fees			1,483.50	1,500.00
Teacher Appreciation	19.08	1,000.00	1,365.88	2,400.00
Telephone	1,321.24	1,100.00	1,306.55	2,000.00
Total Administration	6,155.53	8,200.00	5,811.02	12,600.00

Classroom and Building

Building & Maint Supplies	4,223.24	5,000.00	7,080.79	4,000.00
Classroom Supplies	3,511.08	4,800.00	3,126.16	4,800.00
Cleaning Service				26,000.00
Covid-19 Related Expenses	6,064.36		194.90	750.00
Equipment	4,966.69	6,500.00	2,650.76	5,000.00
Field Trips	49.00	3,000.00	3,001.33	3,000.00
Insurance	13,700.70	13,000.00	15,196.74	15,200.00
Total Classroom and Building	32,515.07	32,300.00	31,250.68	58,750.00

Fundraising Expense

	14,728.91	1,000.00	293.15	1,000.00
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Groceries and Meals

CACFP-Dept. of Ed. - meal reim.	(17,521.43)	(29,000.00)	(24,943.18)	(36,000.00)
Groceries	20,184.94	25,000.00	23,256.06	36,000.00
Milk & Produce	8,011.37	10,000.00	9,295.88	13,500.00
Total Groceries and Meals	10,674.88	6,000.00	7,608.76	13,500.00

Personnel

Covid-19 Hazard Pay	22,200.00			
Covid-19 Virus Payroll Exp	13,040.25			
Disability & Life	10,996.22	10,800.00	7,773.60	9,700.00
Health Ins. - Employee Contrib.	(11,025.00)	(13,000.00)	(8,250.00)	(13,000.00)
Keystone Star Merit Awards	18,535.00			
Medical Insurance	80,303.24	85,800.00	55,881.18	94,000.00
Pandemic Relief Award Exp			0.00	
Payroll - Employer FICA Taxes	37,971.25	40,000.00	32,016.83	49,000.00
Retirement	26,066.59	29,100.00	21,201.22	35,000.00
Salaries & Wages	458,335.55	516,750.00	400,797.85	636,000.00
Vaccine Bonus			0.00	
Total Personnel	656,423.10	669,450.00	509,420.68	810,700.00

Professional Development

Professional Memberships/Materials	120.00	200.00	120.00	270.00
Staff Training	2,710.15	1,500.00	1,142.96	2,000.00
Total Professional Development	2,830.15	1,700.00	1,262.96	2,270.00

St. James Lutheran Church Fees

Child Care Building Expenses	22,500.00	22,500.00	22,000.00	24,000.00
Financial Management Fee	14,820.00	15,300.00	10,400.00	16,000.00
Total SJLC Fees	37,320.00	37,800.00	32,400.00	40,000.00
Total Expense	760,647.64	756,450.00	588,047.25	938,820.00
Net Income	80,789.64	87,299.00	18,365.74	0.00

REPORT FROM LEAD PASTOR, ANDREW GEIB

¹⁵ If you love me, keep my commands. ¹⁶ And I will ask the Father, and he will give you another advocate to help you and be with you forever—¹⁷ the Spirit of truth. The world cannot accept him, because it neither sees him nor knows him. But you know him, for he lives with you and will be[c] in you. ¹⁸ I will not leave you as orphans; I will come to you.

John 14:15-18

As I write my annual report for the year, my first annual report as Lead Pastor, I find it difficult to get the words on paper. What a year it has been. For me, it has been a year of learning. At times more subtle. At times, trial by fire. Following Pastor Mike's retirement in February, we entered almost immediately into the season of Lent – one of our busiest times in the life of the church – which of course wraps up with Holy Week, then Easter. Needless to say, I was more than ready by the time Easter came around.

While the things of COVID-19 still manage to rear their ugly head here and there, it is good to be in a place of endemic. Like you, I wondered if we'd ever get back to any semblance of normalcy. It has been a joy to worship as we once did – To sing hymns, to enjoy the gifts of special music and of our choirs, to share the peace, and to gather around the table for the eucharist. And too, it has been a joy to gather in fellowship again – To spend time together over food and conversation out at the Vossler Farm for our annual *Fall Festival and Blessing of the Animals*. To open our doors to the community for benefit concerts and for our annual *Halloween Open House*. To walk with one another in the *Gettysburg Pride Parade*. To be together for in-person Bible studies. To pray together and to play together.

While our worship attendance and regular giving is not yet where we would like (or need it to be), there is much to be thankful for. Attendance continues to grow, with visitors in worship at virtually every service. We held one of our largest new members classes in recent years. Our weekly Youth Group programming has grown across all ages. We have new faces participating in worship leadership roles – including young children and the St. James *Miracle Workers*. As a part of our *Season of Creation*, we contributed nearly 400 native trees to the *Keystone Ten Million Tree Partnership*, welcomed the *Steppin' Woofs* dancing dogs to help celebrate the feast day of St. Francis, packaged Personal Care Kits for Lutheran World Relief, and collected money to go towards the relief effort in Ukraine. In the background, our Council has been honest and faithful in their conversations around where we currently find ourselves as a congregation and where the Spirit may be leading us in the days ahead. At the same time, our Call Committee has worked tirelessly in gathering information and finalizing our Ministry Site Profile as we move towards calling an Associate Pastor.

Some highlights yet to come before the end of the year: On Thanksgiving Eve, we will hold a community meal in the fellowship hall, then unveil a Bluegrass liturgy that Jonathan and some of our musicians have been working on over the past few months. My hope is that this will begin a new tradition of Thanksgiving worship here at St. James, as well as serve as an evangelism tool for those in the community who may not attend more traditional worship services. Who doesn't like some good ol' hillbilly music?! Advent potluck suppers will return prior to midweek *Unfailing Light* services. Breakfast with Santa will be here before we know it. Christmas Eve services will include our more traditional indoor services, as well as our outdoor youth and family service, *Christmas Eve on Stratton* – our most attended service last year.

While we have found ourselves understaffed more often than not over the past couple of years, I continue to be amazed by the team we have built. Interim Associate, Pastor Clif has brought with him a calmness, and a willingness to jump in and help whenever and wherever it is needed. Since beginning his time as Director of Youth

and Family Ministry, Adam has worked tirelessly to build up the youth program following a number of difficult COVID-19 years. He has brought energy and excitement to the office and certainly to our youth. Jonathan has yet to disappoint as he makes his way through his first full year on staff. I am thankful for his kind heart, his smile, and his ability to approach the things of worship and music with both professionalism and flexibility. Karen has continued to manage her responsibilities as Treasurer, working closely with our elected leadership on how best to faithfully handle the finances of the church. While Megan is still new to the team, she has fit in just right. She is eager to learn, isn't afraid to ask questions, and is gentle and thoughtful with all who come through the office doors. Katy never ceases to amaze me. As I said in my report from last year, she seems to be capable of managing anything that comes across her desk – including the impossible feat of managing the pastors! And Mr. Bender? I have yet to find a person who smiles and sings so beautifully while they work as Tom. Not to mention a single speck of dust in the building. For all of this, I am grateful to come to work each day. To be surrounded not simply by colleagues, but by friends.

This would be the point in my annual report when I would typically get to the things more personal. Though, to be honest, more and more it is becoming increasingly difficult to separate the things of “work” from the things of “home.” While this may sound like a bad thing, I am grateful for it. Even in the more difficult of times.

Christina is amazing. She has been my rock since coming into my life and continues to be. Fulltime mom. Fulltime worker. Fulltime student, working her way towards a master's in social work. Gabs, my little girl, isn't quite so little anymore. She has gone from our cute beginner's ballerina, prancing around the house in a tutu, to a member of the Vibe Dance Studio travel/performance team, solos, and all. Noah continues to grow into my little buddy. His laughter is contagious. He is our star student and most likely of the Geib children to become a future pastor.

And me? This is where the things from home and the things from work tend to blend together. Last year I wrote of the mentors whose deaths I was struggling with. This year, I added two more to the list – Pastor Keyser and Pastor Marty Young. Ugh... While death is no stranger to the life of the ordained, there is an added piece when those you frequently go to for a listening ear and for advice are no longer there. *Lord, have mercy.*

On the positive side of things, I continue to grow more and more thankful for this place, for all of you. St. James has truly become our home. And you, our family. It is a joy and a pleasure to be your pastor, as we walk as yet by faith doing the work that Christ has called us to do. Thank you for calling me to this place and for supporting me along the way. For your care and commitment to God's people and to Christ's Church. For your presence and your prayers.

In all things, may we continue to keep Christ's commands – none more so than his command to love as we are loved. Those outside the walls of the church and those inside as well. Trusting, at all times, that the Spirit – our advocate – walks with us, guiding our every step.

With Love,
~Pastor Andrew Geib

REPORT FROM INTERIM ASSOCIATE PASTOR, CLIF SUEHR

Dear Siblings in Christ,

Grace and peace to you from our Lord Jesus Christ.

It has been a joy and privilege to serve our Lord with you since the middle of May 2022. Proclaiming the Gospel, presiding at the Lord's Supper, and visiting those in need are the essence of pastoral ministry for me. Working with Pastor Andrew and the entire staff has been a pleasure!

When I was contacted and contracted to do this ministry, the focus was to help with the pastoral ministry that is beyond the scope of one pastor. St. James is a Gospel centered, service to the Lord devoted, and service to others-oriented congregation. It is a wonderfully busy congregation. I believe this is what living out our baptism is all about for the faithful. You exemplify "God's Work, Our Hands." Keep up the good works/acts of love. Such acts of love don't save us. We do them because we are saved. Luther pointed out that faith and love are two sides of the same coin. Again, from Luther, (slight paraphrase) "Good works do not a good person make, but a good person does good works."

Since circa 1900, there has been a paradigm shift in American culture. We have moved from trying to be good to trying to feel good. Emotions are fluid, moving from one feeling to another often very quickly. St. James seems to be primarily aiming at being good from my observation. Ironically when make we our imperfect attempts at being good (same time saint and sinner), we often begin feeling good about ourselves in the long run. Do good and feel good about it!

Your partner and Sibling in Christ,
Pastor Clif

REPORT FROM MINISTER OF MUSIC, JONATHAN NOEL

Worship, the community gathered around word and sacrament, is a central act of our congregation. Music serves a vital role in this act, and I am fortunate to serve a congregation that is passionate about worship. There is an openness to creativity, new music and forms, and the desire to celebrate community through the involvement of more people. These factors became evident recently as I worked with Pastor Andrew, Worship and Music, Creation Cares, and several other individuals in developing a new liturgy for the eight-week Season of Creation. This series is an example of what is possible when staff and a congregation mutually support one another.

The St. James Choir and the Martin Luther Choir continue the long heritage of fine choral music at St. James. We have welcomed new voices but mourn the loss of others. When I asked choir members recently to tell me why they sing in choir, the most frequent reason given was the sense of community they feel. I am assessing how to make choir membership attractive to new singers to ensure our numbers stay healthy into the future.

The WaterLife Choir (K-5) is flourishing. About 35 children are attending the Wednesday after-school program this season. I am grateful for Adam Michael coming on staff in January, as we have similar visions for the ministry. Each week's presentation, songs, crafts, and activities follow a child-friendly, lectionary-based theme. I want to thank all the volunteers who help with the Wednesday afternoon youth group. At the suggestion of a parent, we now post song videos on the website for children and parents to review at home in preparation for WaterLife services. Five such services were held last season. This year we are on track to offer six. These continue to be a wonderful way to engage parents and children, many of whom have become members.

Monday afternoons, I led songs with the middle school youth group. We also created a video of them playing their instruments on Beethoven's Ode to Joy. This video was presented during worship in July. More of that is planned this season, as well as the addition of singing and worship into a new Sunday evening middle and high school youth group format.

During the pandemic, many individuals were called upon to present special music for the virtual services. When I came on staff in August 2021, I called upon those individuals to continue to share their talents as the church re-opened for public worship. This is a ministry area to be further explored and developed to include children, youth, and adults who have yet to be encouraged.

St. James honored the 45-year ministry of Timothy and Barbara Braband with a Celebration of Ministry event in May. Scriptures, readings, spoken remarks, and hymns (for which I created some of the arrangements) were presented. A large choir of present and past members sang accompanied by organ and trumpet. At the event, the Brabands were presented with the honor of an organ scholarship in their name. I thank the committee for their tireless work organizing this grand event.

Other special programming this past season included worship led by the Miracle Workers class in the spring, a brass ensemble for Reformation Sunday, and a program of scary organ music during the

Halloween open house. Fundraising concerts were presented this past season by Jesse Holt and Will Lane. Pastor Andrew and Dr. Gil Waldkoenig approached me about exploring bluegrass liturgy at St. James. A small group of musicians have been practicing and the first service will be held Thanksgiving Eve following a community meal.

The Gettysburg Community Concert Association began to have many of its concerts at St. James. Schools and other venues that have hosted the organization prior to the pandemic have limited their availability to such groups. St. James is happy to partner with GCCA by opening our doors to the community.

I am still learning faces and names and I appreciate your patience with me. Please do not hesitate to re-introduce yourself. Please let me know if there is something I can do for you. I am always happy to speak with you about music and worship in general and ways in which you might offer your musical gifts in worship.

In Christ,
Jonathan Noel

REPORT FROM DIRECTOR OF YOUTH & FAMILY MINISTRY, ADAM MICHAEL

Since I was a kid, St. James Youth Group has encouraged kids to unpack their worries in confidence and leave any other baggage at the door.

As we emerge from a pandemic and continued to exist among political division and heightened anxiety, having a safe space to crack jokes, play silly games and think about God's place in our lives has never been more important for kids.

In the past year, St. James has provided our youth opportunities to go to large-scale retreats like Winterfest and Alive. Next year we will return to workcamp. This past year, the kids bounded through trampoline parks, split plywood boards with axes, studied lakes and waterfalls, braved thrilling rides at Hershey Park (twice), and have splattered one another with paintballs.

In return, the youth group has aimed to make the congregation ponder parables, reflect on what it means to love and be loved, and cackle with laughter during WaterLife services. The youth were integral in entertaining and educating nearly 130 kids during a week-long quest for saintly knighthood during Vacation Bible School. This fall, our older kids also helped collect 121 bicycles to be refurbished and used in communities in need.

Through these journeys, we've begun to experience the three core tenants of our youth group: joy, truth and honesty, and community-building. Coming out of the pandemic, no one was sure how many kids would return. I'm happy to report our numbers are growing.

Our Wednesday K-5 youth group has expanded from 25 kids in the spring to 38 in the fall. We've added four volunteers as well. In the spring, we relied heavily on a pre-purchased Sparkhouse curriculum. This fall, we've crafted our own lessons to align with Creation Care, Reformation and Christmas liturgy. In January, I plan to jump into an origin story theme that focuses on strength of character, how to build our physical and mental abilities, and moments when God interjects. We will also learn the ways we can lean on God when we need him most.

Once an after-school program, our middle school youth group moved to Sunday evenings. This has allowed kids from New Oxford and Fairfield to join us and grow our ranks from 7 to 11 kids. Particularly at this level, we should target even more. This group is rambunctious but asks important questions. They face their fears and look out for one another. We will continue to build a sense of togetherness over the next year while introducing building blocks for more mature conversations.

The high school program is small, but mighty. Five sophomores have returned to youth group and have been our lifeblood after being confirmed in the spring. They continue to volunteer in services and community projects while embracing their silliness. A few juniors continue to join us for breakfast each Wednesday morning as well.

We've built some trust during discussions, but we're still working on creating a sense of earnestness when delving into topics of self-discovery, and honesty with one another. Right now, our kids tend to shy away, seemingly lacking courage or to avoid fleeting embarrassment. My biggest goal over the next year is to help them work through that nervousness, knowing that anxiety, fear and sadness grow exponentially when bottled up. We know God will provide solutions, but he requires us to be honest and patient with ourselves as we learn who we are in His eyes. When we've achieved confidence in this image, we remain true to ourselves and are armed to combat and eventually overcome the insecurities and temptations that plague us in more uncertain states of being.

Adam Michael
Director of Youth & Family Ministry

Committee Chair: Rebecca Brown

Committee Members: Becky Carter, Margaret Swartz, Geoff Thulin

Members of the Art & Design Committee have continued to hang swags to coordinate with the altar paraments. In addition to members of the Art & Design Committee, a group of volunteers coordinate the changing of the swags: Daryl Aurand, Glenn Blocher, Brad Smith, Gary Smith, Dee Wells, and Scott Zimmerer. If you are interested in helping, able-bodies are always welcome! When swags are changed, individuals walk along the catwalk above the worship space ceiling; the space is quite remarkable as you can see remaining marks from the fire.

In coordination with Worship & Music and Sacristy, material for a turquoise swag (to be hung during the season of Pentecost in the summer) and a purple swag (to be hung during the season of Lent) have been purchased.

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

¹¹ “I am the good shepherd. The good shepherd lays down his life for the sheep. ¹² The hired hand is not the shepherd and does not own the sheep. So when he sees the wolf coming, he abandons the sheep and runs away. Then the wolf attacks the flock and scatters it. ¹³ The man runs away because he is a hired hand and cares nothing for the sheep.

¹⁴ “I am the good shepherd; I know my sheep and my sheep know me—¹⁵ just as the Father knows me and I know the Father—and I lay down my life for the sheep.¹⁶ I have other sheep that are not of this sheep pen. I must bring them also. They too will listen to my voice, and there shall be one flock and one shepherd. ¹⁷ The reason my Father loves me is that I lay down my life—only to take it up again.¹⁸ No one takes it from me, but I lay it down of my own accord. I have authority to lay it down and authority to take it up again. This command I received from my Father.

John 10:11-18

Following Pr. Mike Allwein’s retirement in February 2022 and Pr. Andrew Geib’s subsequent call as Lead Pastor, the congregation council appointed a Call Committee. This group is charged with conducting the process followed by our Lower Susquehanna Synod and Evangelical Lutheran Church in America (ELCA) to search for and call an Associate Minister of Word and Sacrament (pastor). The committee was appointed in mid-May 2022. The group itself determined roles and appointed Lucinda Bringman as Chair, Glen Munsee as Chaplain, and Amy Crist as Recorder. The Rev. Beth Martini, Assistant to Bishop Dunlop for Mobility, is the liaison from the Office of Bishop to St. James for this process.

The committee met every week from mid-May until October 11, with the exception of 3 weeks in July. The initial task was to complete the Ministry Site Profile, an in-depth document which is to completely describe who we are as St. James, why we are here, and what we hear God calling us to do and be. It asks what the characteristics of our congregation are, what are the trends we see in our community and our congregation, for what do we have energy, what is our purpose, how are we gifted and what are some of the tasks and gifts we think are needed with our associate pastor.

We utilized a resource of the ELCA called *A Guide to the MSP* to lead our congregation through a discernment process. The committee wrote questions for use at 2 Listening Sessions, held on a Sunday in June and one in July. The committee invited our congregation to attend these sessions so we could listen to what people had to say about our congregation, what has changed for us and our community in the last 3-5 years and what are our hopes and concerns. 75 people attended between the 2 sessions.

We also wrote questions for an online congregation survey. Both the questions for the Listening Sessions and the survey aimed to provide specific information which was required by the MSP. The online survey was publicized throughout July and was available for response through August 8, 2022. (Hence no meetings for three weeks while we waited for the responses.) In addition, hard copy letters were sent to anyone who receives *The Messenger* in hard copy as opposed to electronically, to invite people to contact the office to request the survey on paper. 65 people total completed the survey. The committee spent the next 8 weeks writing the responses to all the questions on the MSP. The end result is 14 pages long. It is available for review by anyone in the congregation via an online link. On October 10, we met with our congregation council along with the Rev. Beth Martini, Assistant to the Bishop for Mobility to review it and the council has adopted it.

The MSP has now been submitted to our Bishop's office and the ELCA. Once the Bishop's office has reviewed it, they will consider possible candidates for us. We've included in our profile that we are open to either a pastor with experience or a first call candidate who is approved for ordination, that is, someone just graduated from seminary. This is the point at which the call process is when this report is being completed.

The Bishop's team will consider what candidates there are that might be a match for us. They will give a name to Pr. Andrew, and he will review that person's Rostered Minister Profile. If it's a first call person, they will only supply that person's name. If there are experienced pastor(s), they may give up to three names, but that depends on the availability of pastors. They won't delay if they don't have three; they'll just give Pr. Andrew whatever appropriate names they have. Pr. Andrew will determine if we go farther with that person. Once he is ready, he'll pass the name on to the Call Committee. We will review their documentation and interview the person at least once. We may view online sermons or travel somewhere to hear the person preach. *All of this will be confidential, so neither Pr. Andrew nor we will be able to share what is happening.* When we can recommend someone unanimously, it will go to the council. Then the council will decide whether to recommend to the congregation. The final step is a call vote.

Throughout, we have tried to keep the congregation as informed as possible. There have been Saturday evening and Sunday morning *Minute for Missions* in June, July, and October. We have provided communication for the weekly Friday eBlasts, as well as monthly articles in *The Messenger* June through November. We have invited input from the congregation throughout the process. We're happy to explain how we have done our work so far and what our plans are for our next step in the process. At this point, we have no control on how long it will take. But we rely on the Holy Spirit, Who has guided and supported us throughout our time. We are reminded of the text from John to lead us.

We know pastors are not hired hands who are employed by a congregation through the kind of process most of us use to get a job. It is because a pastor is *called* by a congregation. In fact, in the ELCA, a person cannot be ordained until they have been called by a congregation. In order to remain an ELCA pastor, one must always be under call, or on leave from call (a period of time regulated by synod bishops and synod councils). When the pastor no longer works, they are called to the Retired/ Disabled Roster.

An ordained pastor receives a call to serve both from God and from a congregation who has discerned that he/she/they should come to serve as a shepherd for their faith community. We're not hiring someone who will serve as an employee. We're looking for a shepherd to join with Pr. Andrew in knowing us and leading us.

The Call Committee is grateful to God, the council, and the congregation for gifting us with this responsibility. We have found that the work for the task has drawn us close as we do our best to have our work be rooted in prayer and the Word. Thanks be to God.

Lucinda Bringman, Amy Crist, Jim Flanagan, Ernie Kranias, Glenn Munsee, Kasey Smith, Anne Lane, committee alternate, Shirley Sanders, Congregation Council Liaison

Capital Campaign

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

St. James Lutheran Church has received \$1,059,835 in contributions towards the three year Capital Campaign that started in November 2019. For the year 2022, St. James Lutheran Church received \$81,995 and for the 12 months ended September 30, 2022 received \$179,797.

The congregation since 2019 has expended \$584,053 towards projects plus gifts-in-kind of about \$45,000 donated from generous members. Major projects substantially completed include repair and replacement of the roof, generator and repointing brick and repair of the capstones. Also completed was replacement of the windows on the North East section of the building, upgraded fire alarm system, new kitchen cabinets and counters, repair of front doors, resurfacing parking lot, and completion of much the Worship Area Renewal project. The lower-level stairway was enclosed which eliminates the security gate. The AV system has been replaced and is working very well.

The repair or replacement of remaining windows on the south and southeast portion of the building has been approved by the Historic Architecture Review Board and Borough Council and bids are pending. The balance of unspent funds as of July 31, 2022 is \$475,782, minus a final payment due on the AV system. Completion of the window project will take a large portion of these funds.

We are incredibly grateful for the volunteers and staff who have worked tirelessly on the project thus far and the many donors who have made this possible.

A building usage task force has been formed, chaired by Bill Shoemaker. This group will review building utilization and capital items needed for the ongoing ministry needs of St. James.

Submitted by Daniel Bringman, Co-Chair of Capital Campaign

Capital Campaign Income & Expense Summary
[October 2019 to November 2022] as of July 2022

	<u>Capital</u> <u>Campaign</u> <u>original</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>
INCOME RECEIVED FOR CAMPAIGN	\$ 1,000,000				\$ 1,059,835	
EXPENDITURE ANALYSIS						
Year One						
Replace flat rubber roof & repair damage from leaks	\$ 90,000		Donald B. Smith	\$ 77,252	\$ 77,252	
Replace 3 HVAC units	\$ 14,000		From Building budget			\$ 6,000
Repoint exterior brick and repair capstones	\$ 41,000		Cor Construction	\$ 30,550	\$ 31,907	
Replace windows on North East	\$ 175,000		Cor Construction	\$ 103,950	\$ 103,950	
Replace windows on Old section (office)	incl above	\$56,900		\$ 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	\$ 499,000			\$ 529,720	\$ 394,229	\$45,000
Year Two						
Redesign of gathering area	tbd					
Upgrade worship area sound/AV System	\$ 60,000			\$ 115,000	\$ 87,713	
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	\$ 80,000			\$ 135,000	\$ 87,713	\$ -
Year Three						
Replace damaged ceiling tiles, water damage	\$ 15,000				\$ 1,221	
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	\$ 32,760	
Contingency	\$ 80,000			\$ 80,000		
Subtotal year three	\$ 298,000			\$ 294,280	\$ 102,111	\$ -
Grand Total Expenditures not including tbd	\$ 877,000			\$ 959,000	\$ 584,053	\$45,000
Balance of Campaign Funds					\$ 475,782	

Committee Chair: Julie Dunlop

Committee Members: Marianne Drummond, Pastor Andrew Geib, Melinda Johnson, Sharon Kaya, Adam Michael, *Director of Youth & Family Ministry*, Shirley Sanders, and Kasey Smith

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 June, St. James joined with Christ Lutheran Church to host Vacation Bible School. Children participated in activities with the *Knights of the North Castle* theme. Approximately 150 children from the two churches, St. James Early Learning Center and the community participated in the program. Approximately 30 volunteers helped ensure a smooth week.

Sunday School classes continued to meet throughout the year. In the fall of 2022, children's classes were again realigned. Children were grouped by Preschool, K-2 and 3rd-5th grades for classes. We switched to a Spark Lectionary curriculum that matches weekly lectionary lessons. Mr. Jonathan leads us in songs each week. Pastor Andrew introduces the weekly lesson and teachers follow up with activities related to the lesson.

The Christian Ed Committee instituted a "Second Sunday of Service" project at the end of 2014. Children participate in service projects on a regular basis. This year, children packed care kits for LWR. They will pack kits for Operation Christmas Child in early November. We are looking for volunteer(s) to coordinate monthly service projects for the Sunday School children.

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 preschool class and K-2 class. 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, Ashley Drechsler, *ELC Assistant Director*, Jim Dunlop, *Council President*, Pastor Andrew Geib, Karen Lentz, *Treasurer*, Priscilla Shuba, Shirley Sanders, Suzan Seibel-Willard, *ELC Director*, Karen Vanderboegh, and Hannah Viersma

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 St. James Lutheran Church Early Learning Center Governance Committee is to assure that the Early Learning Center (SJLCELC) conducts its mission, reviews, develops, and recommends policies and plans of the Early Learning Center to Council. The SJLCELC is a Star 4 *Keystone STARS* designated center.

Enrollment and Staffing: As of October 2022, the Center

- enrolls approximately 93 full and part-time students
- employs 19 staff members full and part-time
- employs 3 seasonal staff over the holidays and summer

In 2022 to date, we continue to experience low staff turnover

- two employees retired (one worked at SJLCELC for 27 years)
- two employees (one part-time, one full-time) left to pursue careers not in Early Childhood Education; both were employed at SJLCELC for one year or less.

The receipt of the *Workforce Grant* and the *American Rescue Pandemic Award* (ARPA) were based on participation in *Keystone STARS*, providing care to low-income families through *Child Care Works*, maintaining certification and certified capacity. These funds contributed to the health and safety of children during COVID-19, providing relief to families during the pandemic, staff training, benefits, and salaries, as well as other approved operational expenses. These funds enabled us to continue to provide quality programming while ensuring health and safety to Gettysburg community.

The Early Learning Center program serves 8 infants, 21 toddlers, 17 preschoolers, and 19 pre-kindergarteners and 28 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. Our enrollment has steadily increased over the past year, reaching near capacity with hopes to build the enrollment and opening another preschool classroom in 2023. Additionally, we have a solid waiting list consisting primarily of children under the age of three years.

Financial Assistance/Children at Risk: As of September 30, 28 of our children are receiving financial assistance. This number includes the state funding, *Child Care Works*, as well as our own scholarships. In addition, we have an increased number, nine children that have behavior, IEP and IFSP plans for delays in social, emotional and language development (possibly related to the pandemic) as well as occupational and physical therapy.

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, *Child and Adult Care Food Program* and *Keystone STARS*. Topics include fire safety, emergency management, first aid, active shooter, civil rights, mandated reporter, health and safety, child nutrition and in various areas of early childhood development, e.g., learning standards, curriculum,

child observation and assessment, communication, positive behavior strategies and guidance, partnerships, and families.

In the fall, Suzan Seibel-Willard, Director, and Ashley Drechsler, Assistant Director, successfully completed training in the *Pennsylvania Area Child Care Association's Early Childhood Summit*. Additionally, Suzan participated in two community of practice training opportunities entitled *Program Administration* and was joined by Ashley for *Conscience Discipline*. These community of practices are set up with statewide participants with more in-depth training taking place over a period of time in a virtual format.

Suzan and Ashley both serve the community through Gettysburg First10 (which Suzan co-chairs with Amanda Staub, GASD Elementary Counselor) and the Early Learning Advisory committee for the Adams County Technical Institute and United Way's local Director Network. Suzan also serves on the United Way's Ready to Learn Committee.

Religious Education: Director of Youth & Family Ministry Adam Michael and church volunteer Isla Verdirame led weekly chapel with the children of SJLCELC. The children who attend SJLCELC participate in Vacation Bible School (preschool – school age children) and currently 10 of our 24 children in our after-school program participate in the Wednesday K-5 Youth Group.

Financial Matters: SJLCELC ended in a fiscally sound position and maintained a reserve fund that is needed to effectively manage cash flow. SJLCELC has committed to maintain three months of expenses in our reserve account, so we do not have to rely on church for financial assistance in time of need.

The 2023 budget has been developed for recommendation to council and to the congregation. It has been recommended that salaries be adjusted by a 4 – 8% pay increase.

Accomplishments: This year in addition to the annual certification visit by the Department of Human Services, *Keystone STARS* designation by OCDEL, we completed a challenging audit by the Child and Adult Care Food Program with Department of Education federally funded food program. We have successfully continued to navigate multiple changes and announcements from OCDEL as we transition back to a more normal operation. The most notable accomplishment this year is that in 2022, we celebrate our 20th year participating in *Keystone STARS*, the state's voluntary quality initiative.

In house activities include Healthy Heart Fair, Mother's Day Tea, Doughnuts for Dads & Dudes, Prekindergarten Graduation, Open House/Meet the Teacher, Fall Harvest Fest, Thanksgiving Parent/Child Luncheon and Christmas *Adventure*.

Additionally, Suzan wrote, applied for, and received a grant for the school age summer program from the Adams County Arts Council for the children to practice their woodworking skills. The children had the opportunity through this camp to learn about woodworking, how to use "real" tools, paint, and construct birdhouses.

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

Respectfully submitted,

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

Endowment

Committee Chair: Dee Wells

Committee Members: Lucinda Bringman, Bob Cook, Jim Dunlop, *Council President*, John Fry, Pastor Andrew Geib, Karen Lentz, Tom Uhlig

The ELCA Endowment Fund Pooled Trust

Ending Balance December 31, 2021	\$1,071,188.68
Ending Balance September 30, 2022	\$872,640.49

Any undesignated bequests are transferred to the ELCA Endowment Ministry Growth Fund Pooled Trust. These gifts help fulfill the Endowment's Policy TO PROVIDE a regular source of income (i.e. dividends) for the continued mission and outreach of St. James in the community and beyond.

Mission Dividends: the Mission Fund Committee uses its dividends for two or three areas of need around the world. In 2022 they included: \$5,300 to the ELCA Tornado Relief and \$4,000 to Prince of Peace to aid the Refugee Resettlement Partnership and the supported families. **Youth Dividends:** can help replace "fund raising" for Youth Mission activities and to provide the very large amount needed for the National Youth Gathering held every three years. **Building/Property Dividends** paid for half the HVAC expense, and will be used for unexpected repairs. **Music Dividends** can support St. James' Music Ministry and outreach (which could include choir robes, paraments, additional instrument acquisition if needed, etc.). **Good of the Church Dividends** can be used for new/additional computers, to replace office equipment, when necessary, etc., which Council oversees.

The Endowment provides a way for the congregation to give, outside of our established methods that will also provide for the long-term continuation of St. James' Mission both locally and in the world.

As you consider Legacies or Gifts to St. James, a growing Endowment has the ability to adequately supplement costs relating to Mission, Youth, Building/Property, Music, and Good of the Church through quarterly dividends received. As the fund grows, the dividend amounts grow, and encourages us to continue our Legacy Giving for the Mission of St. James.

Accumulated dividends (currently 4%) at the time of this report are:

Mission	\$11,153.90
Youth	\$31,578.90
Building/Property	\$11,668.94
Music	\$10,526.30
Good of the Church	\$5,263.15

Per the Endowment Policy adopted in November 2019, dividends are divided as follows:

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

Committee Chair: Anne Gomer

Committee Members: Carol Cook, John Doerfler, Pastor Andrew Geib, Jesse Holt, Shirley Sanders, Cindy Scott, Sherry Waybright, Cindy Zepp, Terri & Scott Zimmerer

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*

New Committee Members: Our committee has been blessed by the following new members volunteering to serve: Shirley Sanders, Jesse Holt, Terri and Scott Zimmerer.

Innovative Evangelism Strategies soon to be implemented:

- **Name Tags:** Due to the generosity of the Zimmerers, permanent name tags for our members will be provided as we update our member information. By wearing the permanent name tags, we hope to promote our welcoming spirit to our fellow members and visitors alike. A membership notebook is available for members to check their information, make any needed changes, and indicate their preference for the name on their name tag.
- **Phone-call Volunteers:** Jesse Holt has suggested we organize a phone-call system in which members we haven't seen for a while, members in need of support, visitors, etc., receive a phone call from a volunteer member of St. James. A list of people in need of a call is already available in the office. Also, a script will be forthcoming. Volunteers are in need to fulfill this endeavor.

New Members Luncheon August 14: Our committee provided food/drinks and acted as the hosts at the Youth House to a group of more than thirty new and potential new members. Also included were informative segments presented by Pr. Andrew, Jonathan, Adam, and Katy about the many going-ons at St. James.

Fellowship August 28: We provided snacks and fruit after the 8:15 a.m. service to welcome the new members who primarily joined at that service.

2022 Ministry Fair/October 16: Representing our committee were Sherry Waybright and Shirley Sanders available to answer questions and encourage members to check the information notebook for their name tags and to sign-up volunteers for making phone calls.

Dinner Groups resumed: Thirty-eight members signed up to participate in the dinner group program. There are five groups consisting of seven or eight members per group.

Midweek Advent/Lenten Meals: Currently plans to host/supply beverages/set-up/serve the pot-luck midweek Advent dinners and Lenten soup/bread will resume.

Future Endeavors: Discussion will be underway to be planning a new church directory.

Through the Health Committee budget line, health supplies purchased include: AED pads, Stephen Ministry lapel pins, and *CareNotes* (self-care/self-help prayer booklets) which are displayed and available for church members and visitors to pick-up and take home.

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

Stephen Ministry continues to be an integral part of the ministry at St. James. Stephen Ministers are lay people who provide one-on-one Christian care to people who are experiencing difficulties such as loss of a loved one, hospitalization, divorce or separation, loneliness, aging, illness, or other life challenges. There has recently been an increase in the number of referrals for those needing the care of a Stephen Minister. During the past year there have also been several changes to the leadership with the retirement of Pastor Michael Allwein, the departure of Jennifer Murphy as she began a new job, and the resignation of Sue Hill as a Stephen Leader after serving in that capacity for many years. The current Stephen Leaders are Pastor Andrew Geib and Paula Shoemaker.

The Stephen Ministers meet every month for group supervision and continuing education. The format of group supervision enables the Stephen Ministers to provide the best care possible to their care receivers as they can benefit from the input of group members while maintaining confidentiality at all times. Continuing education includes information on relevant topics and updates on community resources that could benefit care receivers. We currently have 11 trained Stephen Ministers. However, a couple are temporarily inactive due to health reasons. As a result of increased referrals, two Stephen Ministers currently have 2 care receivers each. There is a definite need for more Stephen Ministers. A training will be planned for some time in 2023.

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. This program consists of a series of 4 booklets that are given to a grieving person at specified times during the first year after the loss of a loved one.

If anyone is interested in becoming a Stephen Minister, please reach out to Pastor Andrew or Paula Shoemaker. Also, if you or anyone you know might be experiencing a difficult time and could use a supportive person to walk with, please call either the church office or Paula Shoemaker at (717) 873-7894.

History & Archives

Committee Chair: David Flesner

Committee Members: Brittany Bollinger, Susan Hill, Debra Kessler, 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.*

We continue to process a backlog of materials that fill the Archives closet in the Gathering Area to overflowing. Thanks to Brad Smith for bringing in two movable shelving units that allow us to move materials off the floor. We await a decision from the building use committee and Council about where we can move into a larger space.

We currently are meeting the fourth Thursday of each month from 1:00 pm until 4:00 pm in the Gathering Area. We welcome further committee members who are interested in history and willing to get their hands dirty. Contact me at 717-334-7714 or dflesner@gettysburg.edu.

Library

Committee Chair: David Flesner

Committee Member: Brittany Long and Martha Riley

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

We continue to process a deluge of books that have been donated to the Library over time, as well as new books that we selectively purchase from our budget. Thank you to all who have contributed to enhancing our collection! A special thanks to Pastor Mike, who donated a huge portion of his library at church when he retired.

As I work through the library, I am very impressed with the breadth and depth of our collection. I encourage everyone to take some time to browse in the Library itself. The categories are:

- | | | |
|--------------------------|--|---|
| A. Pre-School | 1. Fiction | 8. Theology, Doctrine, and Sermons |
| B. Primary 1, 2, 3 | 2. Literature, Poetry, Drama | 9. Missions, Evangelism, and Pastoral Care |
| C. Junior 4, 5 | 3. Inspirational | 10. Bible Commentary and Bible Study |
| D. Middle School 6, 7, 8 | 4. Biography | 11. Morals, Ethics, Social Issues, and Christian Living |
| E. High School 9-12 | 5. Devotional | |
| | 6. Worship, Music, Art | |
| | 7. Church (organization, denominations, congregations) | |

12. Psychology, Education, and
Spiritual Development
13. Personal Problems, Social
Welfare. Death and Dying

14. History, Philosophy,
Religion
15. Geography, Travel

WS. Women's Studies
HM. Health Ministry
LP. Large Print

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 meet on the first and third Thursdays of each month from noon until 2:00 pm. Contact me at (717-334-7714) or (dflesner@gettysburg.edu).

Memorial Fund

Committee Members: Katy Clowney, *Church Administrator*, Pastor Andrew Geib, Karen Lentz, *Treasurer*, 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.

2022 Purchases Include (total of \$5,401.11 in expenses):

- Digital Piano with Accessories
- Expenses for the Retirement Picnic for Pastor Mike
- Expenses for Celebration of Service for Tim & Barbara Braband
- Evangelism products (pens, re-usable shopping bags, travel mugs)
- Transfer of funds to Endowment per memorial gift request

(see *Memorial Fund Activity* on pg. 16)

In 2022, St. James Lutheran Church received \$22,680 in memorial funds. (Of this gifted total, \$10,000 was given in memory of Pastor Ed Keyser specifically for the Refugee Resettlement Partnership, and these funds were not put in the memorial fund, yet issued directly to Prince of Peace which oversees the RRP financials). Financial gifts were given in memory of 17 people, and in honor of 2 people, by over 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.

Committee Chair: Claire Anderson

Committee Members: Daniel Bringman, Jim Dunlop, *Council President*, Pastor Andrew Geib, Priscilla Shuba, *Social Ministry Representative*, Barbara Vossler, *Early Learning Center Governance Representative*, Dennis Carter, *World Outreach Representative*

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

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 31 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.

There was a balance of \$9,300.78 in the Mission Fund for the 2022 distribution. An article in the February Messenger solicited suggestions for funding organizations and programs from members of the congregation. The Mission Committee reviewed proposals by email from January 20 through March 16. This year we received two proposals. Given the funds available, the committee made a recommendation to Council to fund both proposals.

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 two mission projects which were approved by council:

- | | |
|--|---------|
| • Lutheran World Response: U.S. Tornadoes | \$5,300 |
| • Refugee Resettlement Partnership of Gettysburg | \$4,000 |

Council approved the recommendation in May.

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.

Committee Chair: Jan Keefer

Committee Members: Pastor Andrew Geib, Ann Kettermann, Kay MacDowell, and Scott Zimmerer

We thank Carol Wideman who served on the committee for most of the year. Additional members are always welcome.

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.*

We have resumed in-person meetings. Our ongoing activities include:

- Periodic "Mission Support Corner" messages in *The Messenger*
- "Mission Support Corner" messages in the weekly screen announcements prior to worship services, incorporating one of the lectionary readings for the day
- Mailing personal thank you notes to individuals who have shared their time and talents.

The Fall Stewardship Series focused on caring for Creation, and managing God's house through use of time, talent, and treasure. This included a Ministry Fair, which provided each committee an opportunity to display information and photos, and share suggestions of ways people can provide support with specific tasks, activities, and projects.

The Mission Support Wall has been refreshed with a new bulletin board and this space will be used throughout the year to display information about various ministries, and encourage personal reflection.

Chair: Debby Luquette

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

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

With Pastor Andrew's interest, enthusiasm and guidance, the congregation worked on projects that would be considered *Creation Care*:

- Season of Creation Care Word and liturgy; thanks to Pr Andrew and Jonathan.
- Kicked off the season with St. James joined by United Lutheran Seminary with a picnic and worship at Camp Nawakwa.
- Fall Festival & Blessing of the Animals with a congregational picnic at the Vossler's. (Thanks for their hospitality!)
- 250 Tree Challenge in which members of St. James were challenged to order and plant 250 trees and shrubs on their property. St. James members acquired 367 trees. (Trees and supplies were provided by the Chesapeake Bay Foundation and administered locally by the Adams County Planting Partnership.)
- The Adult Discussion Group invited the congregation to meet with them for 3 Sundays in September to discuss 3 essays from *Braiding Sweetgrass* by Robin Wall Kimmerer. The essays focused on the Indigenous philosophy/lifestyle of Creation Care. Several non-St. James people were in attendance over the 3 weeks.

Thanks to all of you for the great work this year!

Two Green Boxes arrived last November to start of battery recycling. Thanks for your participation. The Adult Discussion Group is working on getting another box. (Please donate batteries that are not leaking or corroded.)

Committee Chair: Brad Smith

Committee Members: Lyne Aurand, Tom Bender, *Building Superintendent*, Glenn Blocher, Daniel Bringman, *Committee Secretary*, Alan Haynes, Jim Kunkel, Ed Main, Gary Shaffer, Brent Smith, Kyle Smith, Ron Sollenberger, Barbara Vossler

The Property Committee makes repairs to Church facilities in-house when possible and arranging for outside contractors as needed. Projects in process or completed this year include the following:

Air Conditioning Units: were replaced that serve 4 rooms.

Audio Visual System: An upgraded system was added to the Nave which includes a new control system, new microphones, cameras and speakers.

Bathrooms & Wall in Early Learning Center: Counters and fixtures were replaced in the bathrooms and a permanent wall was installed between two classrooms (younger and odder toddler rooms).

Dining room and storage areas: Storage for scouts, kitchen equipment, storage closets and obsolete furniture and odds & ends were consolidated, recycled, and relocated to make better use of space.

Front steps: The steps were cleaned, and handrails were repainted by the youth during mini-workcamp.

Landscape subcommittee: Landscaping around the church includes mulching, pulling weeds and some plantings. Trees were also planted along the Stratton Street sidewalk in coordination with the Gettysburg Borough. Anyone interested in helping should contact Lyne Aurand.

Lighting throughout the building was replaced with more energy efficient lighting.

Parking Lot: Fence was replaced, and new posts were installed.

Replacement Windows: Gary Shaffer has completed specifications for replacement of windows on the south and southeast section of the church building. The plans were submitted and approved by the Historic Architecture Review Board Requests for Proposals were sent to numerous qualified contractors, but we have not received complete responses from contractors yet.

Youth House, Early Learning Center Yard: New sod was installed in the yard and protections were installed near the drains to prevent erosion, and excessive wear and tear.

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

Property Committee meets the first Monday of the month at 6:30 p.m.

Kitchen Committee, sub-committee of Property

Committee Chair: Lyne Aurand

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

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 since it is used by several groups.
2. The Kitchen Committee meets on an as needed basis and provides a member to attend Property Committee meetings when needed.
3. A *Kitchen Guidelines* booklet and *Cleanup and Sign-out* forms were created 2019 and use of the documents will be discussed at meeting on November 5, 2022.
4. An annual kitchen cleaning occurs after the *Fasnacht* event each year. However, Fasnachts were not made during 2022 due to COVID-19, but a cleaning will take place on November 5, 2022 with Kathy Tosten leading the cleaning.
5. The following items will be completed before the end of 2022: hand washing sign posted by sink, directions for use of dishwasher, and possibly labels for cabinets created and attached.
6. The following are contacts for groups that use the kitchen:
 1. Karen Vanderboegh - Early Learning Center Governance 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
 5. Tom Bender - St. James Staff and Property Committee
 6. Mike Brubaker - Boy Scouts

Committee Chair: Lyne Aurand

Committee Members: Deb Altemose, Tara Baugher, Tom Bender, *Building Superintendent*, Sue Hill, Cindy Zepp, and Scott Zimmerer

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.
- Before the end of 2022, the Landscape Committee will discuss the possible need for a budget. At this time mulch, plants, time, and tools are donated by the Landscape Committee and other St. James members.
 - The committee works closely with the Property Committee to maintain plants, trees, shrubs, grass, etc. and checks 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 all weeded. All sidewalks by buildings and at the parking lot exit are cleared of weeds. All fences are cleared of weeds. Playground rubber area is cleared of weeds.
 - Tara worked with Gettysburg Borough Office of Public Works and had the trees along Stratton Street replaced during 2022.
 - Throughout 2022, the committee was able to maintain landscape. The youth weeded and cleaned sidewalks and beds during their mini-workcamp in August.
 - If the Landscape Committee needs help, office staff solicit help via event announcements and sign ups in the eBlast, *The Messenger*, worship announcements, and church website.
 - One Landscape Committee member attends Property Committee meetings when appropriate.
 - Landscape committee meets on an as needed basis.

Committee Chair: Priscilla Shuba

Committee Members: Jack and Sally Crist, Pastor Andrew Geib, Peggy Green, Ami Hines, Jesse Holt, Raymond Hopkins, Joan and Fred Horak, Janet Landon, Pete Riley, Shirley Sanders, Paula Shoemaker, Karen Williard

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 (SCCAP).

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 2022, C.A.R.E.S. opened on October 17 and started stays at local churches to house homeless individuals on October 31.

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. This past year a home was completed in Biglerville. A new home is under construction in Cashtown. Volunteers are always needed at the sites.

LAMPA (Lutheran Advocacy Mission in Pennsylvania) - is an organization that advocates for Social Programs in Pennsylvania. These include encouraging letter writing campaigns to State and Local officials on issues such as food safety and housing.

Sharing Ministry Benevolence - The Committee offers monetary support to local agencies with monies from trusts provided by former members of St. James. Benefactors and 2023 budget proposal are listed on page 12.

Gettysburg Community Soup Kitchen - the Soup Kitchen supplies daily meals to the homeless and other needy members of our community. Since COVID they have been unable to operate as they did previously. They now provide box lunches to participants. As St. James was no longer able to offer the 4th Monday meatloaves and other items, the Committee voted to fund the meatloaf meals directly to the Soup Kitchen (\$1,200 per year).

Racial Justice Task Force looks at racial issues locally and discusses what may be done to reduce the issues. In September the Task Force participated in the *Heritage Festival*.

We enjoyed devotions and dinner with the residents at the Adams Rescue Mission. We provided supper for *An Evening Picnic and Prayer* for the Season of Creation at Camp Nawakwa with members of St. James and Seminarians from United Lutheran Seminary. We hope that in the future we will again host Seminary Dinners and be 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 Michael Allwein, Dennis Carter, David and Pat Crouner, Pastor Andrew Geib, John Fisher, Sharon Kaya, *Council Representative*, Barbara Schmitthenner, Bill Shoemaker

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: February, March, May, August, September, October, November
- Sent contributions from Other Projects Line item of \$1,500
 - Lutheran World Relief: \$1,000 to support the LWR-Ukraine Response
 - LWR Quilt and Kit shipping: \$217.00
- St. James Quilt Mission highlights:
 - Prepared quilts throughout the year, thanks to Lois Allwein, Claire Anderson, Jan Carey, Becky Carter, Carol Cook, Greta Englund, Pegg Gardner, Brenda Heberling, Joan Leedy, Sam Main, Barbara Nicks, Judy Seilhamer, Paula Shoemaker, Sandy Waybrant, Carol Widerman, and Cindy Zepp
 - Held two *Knot a Quilt* sessions in October to finish 34 quilts assembled over the summer. Quilts were blessed during worship the weekend of October 29/30
 - Delivered 32 quilts to the LWR collection site at the Brethren Service Center, New Windsor, MD in November
 - Donated one quilt to Lutheran Camping Services/Camp Nawakwa's Quilt Auction for the November 2022 auction.
 - Finished and returned a quilt started by Margie Keyser to the Keyser family.
- Organized a fall congregation Personal Care Kit collection in support of Lutheran World Relief's humanitarian efforts in Yemen.
 - Engaged the Children's Sunday School program in an LWR mission response activity assembling 60 Personal Care Kits.
 - Delivered Personal Care Kits to the LWR collection site at the Brethren Service Center, New Windsor, MD in November.
- Led the St. James cohort in the *Refugee Resettlement Partnership*. Dennis Carter served on the Board; Judy and Bill Leslie, Dave and Pat Crouner, Adam Michael, Claire Anderson, and Tom Jolin served as Core team members to welcome and support the Nasiri and Ahmadzai families to the Gettysburg community.
- Invited Emma Wagner, the LWR regional liaison, to attend the October 27 World Outreach meeting to discuss LWR-Ukraine initiative.
- Invited Jennifer-Hope Tringali to preach before January to introduce the *tree4hope mission* with the congregation.
- Organized a noisy offering, weekend of October 22/23, to support LWR; collected and donated over \$760
- Maintained communications with St. James mission partners. Ended the mission partnership with World Mission Prayer League and the LAMB Hospital with the retirement of Stacy and Utpal Saha.
- Voted to engage *tree4hope* (tree4hope.org) in a mission partnership with St. James congregation.
- Committed all members to provide alerts to the congregation and advance wider awareness of global mission via eBlasts, worship announcements, bulletin boards, and *The Messenger*.

Committee Chair: Peter Riley

Committee Members: Becky Brown, 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.*

The Worship & Music Committee meets on Zoom, the first Tuesday of the month at 4:30 p.m. To join us, check with Katy Clowney for the link.

Our major projects have included:

- Sacristy, led by Judy Seilhamer: maintaining the altar paraments, having all communion materials supplied, cleaned, and ready for services, coordinating altar flowers.
- Worship assistant scheduling organized by Dee Wells: contact Dee or the office if you wish to help with Ushering, Assisting Minister, Greeter, Communion Assistant, Sacristy, Flower Deliverer, Bread Baker, Lay Reader, Acolyte or other roles. All scheduling is organized and managed through the *Ministry Scheduler Pro* App. We are currently rewriting the directions for each of these roles so that they are fully understood. A training session was held in June and more are possible.
- Flowers for each service and special flowers for Christmas and Easter are coordinated by Judy.
 - This year we had 60 Poinsettias at Christmas and 56 Easter flowers.
 - In conjunction, \$1,704 was raised in lieu of flowers for the two celebrations and donated to the ELCA's World Hunger Fund.
- Purchase of material for new swags (Purple for Lent and Turquoise for Pentecost in the Summer) from the Hafer Fund. Swags will be sewn over the winter months.
- Planned for the return to full pre-COVID communion procedures (as we are now).
- Accepting and reviewing applications for the Braband Organ Scholarship.
- Reviewed and made suggestions/advice on services past and in the future.

Committee Chair: Kyle Smith

Committee Members: Sally Abma, Beth Becker, Alli Crowell, Kate Dutrow, Pastor Andrew Geib, Rich Luquette, Adam Michael, *Director of Youth & Family Ministry*, Kasey Smith, Travis Smith

The 2022 year has been a year of change for the Youth Ministry Committee. We kicked the year off with the hire of the new Youth and Family Ministry Director Adam Michael. Adam's hire was focused on his ability to bring forth new energy and ideas, combined with a personal history of the program, to a youth program that has had many challenges and changes of the past few years.

Adam was able to hit the ground running by taking a small group of high school youth to Winterfest before COVID-19 restrictions and cancellations started to hamper the program once again. As those restrictions were lifted, the K-5 afterschool youth program was able to begin again, though with some mitigating steps in place. A large team of volunteers again answered the call and was able to get that program running and growing again.

2022 wasn't without its lows, as several events had to be missed by our youth. The Fastnacht fundraiser was cancelled again due to COVID-19 restrictions. The 2022 National Youth Gathering was cancelled by the ELCA due to leadership and COVID-19 concerns. High school and middle school workcamps were not attended due to the permanent closure of the organization we had previously used for these trips.

However, there were many new opportunities that were presented to our youth in late spring and over the summer including: paintball, rafting, hiking, family game nights, and axe throwing. Confirmation camp and Camp Nawakwa were well attended by our youth this summer. Vacation Bible School saw attendance of over 120 youth as well.

During this year of change, the committee has also undergone great change. Several long serving members of the committee stepped away from the committee. At the same time, a group of new, energized committee members stepped in, bringing with them new ideas.

The 2022-2023 school year has kicked off with a lot of excitement. The K-5 youth started with a weekend of service and fun with their Mini-Workcamp where they worked on projects around the church while discussing the struggle that comes with being willing to serve. The K-5 afterschool program started large and has continued to grow. The high school and middle school weekly youth group also restarted and kicked off a new format and meeting time, now meeting on Sunday evenings for a night of dinner, discussions, and fun. This change has been positive and help provide a time when more of the youth are able to attend. Volunteers again answered the call this fall as the year kicked off with Adam on family leave with the birth of his first child, Miles.

Community outreach continues to be part of this program. The Halloween Open House was again very well attended. People from the church and the community stopped in for an evening of games, candy,

and music. This outreach will continue this winter with Santa's Breakfast and possibly in the spring with an Easter event.

This committee wants to especially thank all the volunteers who have helped in any capacity with our youth programs this year. We encourage anyone with interest and a little bit of time to reach out, as we are always looking for new volunteers to help strengthen and grow our program.

We are looking forward to a hopefully more stable year ahead than the previous years and toward continued growth and energy around our youth and their programs.