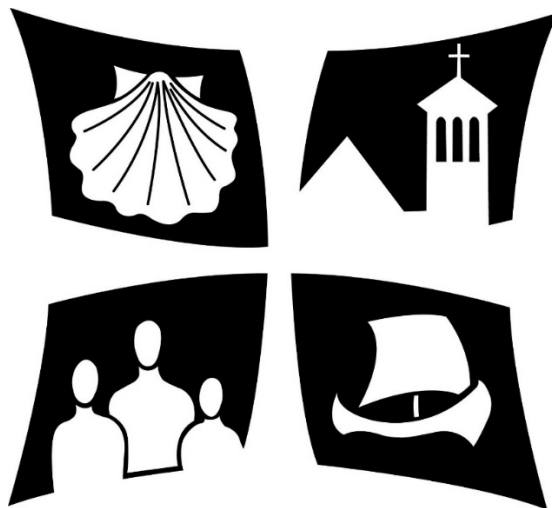


St. James Lutheran Church

2023 Annual Report



Annual Congregation Meeting
Sunday, November 19, 2023
At NOON

PARTICIPATE

In-Person: Worship Space

Via Zoom: meeting access link:

www.StJamesGettysburg.org/NovMeeting

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

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

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

STAFF EXTENSION NUMBERS & E-MAIL ADDRESSES

201	Katy Clowney	Church Administrator	kclowney@stjamesgettysburg.org
202	Julie Albert	Administrative Coordinator	jalbert@stjamesgettysburg.org
203	Adam Michael	Dir. of Youth & Family Ministry	youth@stjamesgettysburg.org
204	Karen Lentz	Church Treasurer	finance@stjamesgettysburg.org
205	Vicar Libby Baker-Mikesell	Seminary Intern	lbakermikesell@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

Peggy Green	peggy2012@comcast.net	Serving until July 2024
Sharon Kaya	misioneralatina@gmail.com	
Kyle Smith	kyles@adamsec.coop	
Carol Widerman, <i>Council President</i>	cwiderman52@gmail.com	Serving until July 2025
Ann Ketterman	annieketterman@aol.com	
Will Lane	wlane@gettysburg.edu	
Ed Main	emain01@centurylink.net	Serving until July 2026
Shirley Sanders	sandersds@comcast.net	
Debra Baker, <i>Council Secretary</i>	debrabakerj76@gmail.com	
Carol Cook	caecook@comcast.net	Serves 1 yr term
Alan Haynes, <i>Council Vice President</i>	cardreamer88@comcast.net	
Mark Withrow	withamark@gmail.com	
Youth Representative		

Committee Chairs

Building Use Taskforce	Bill Shoemaker	wmshoemaker@comcast.net
Call Committee	Lucinda Bringman	bringman@earthlink.net
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	Claire Anderson	battleburg@gmail.com
Mission Support	Jan Keefer	keef424@comcast.net
Personnel	Jim Dunlop	jamesadunlop@gmail.com
Prayer Shawl Ministry	Kathy Reider and Jane Blocher	kathyreider@comcast.net janelb65@yahoo.com
Property	Brad Smith	bcsmith00@comcast.net
Reconciling in Christ	Baird Tipson. Shirley Armstrong	btipson@gettysburg.edu sarmstro@gettysburg.edu
Social Ministry	Priscilla Shuba	pfsgburg@aol.com
World Outreach	Claire Anderson	battleburg@gmail.com
Worship & Music	Judy Seilhamer	js360@comcast.net
Youth Ministry	Kyle Smith	kyles@adamsec.coop

PAROCHIAL STATISTICS

2023

(Nov. 1, 2022 – Oct. 31, 2023)

Baptisms: 6
First Communions: 4
Confirmations: 3
New Members: 42
(Includes baptisms)
Weddings: 3
Funerals: 29
(20 members)

2022

(Nov. 1, 2021 – Oct. 31, 2022)

Baptisms: 4
First Communions: 1
Confirmations: 5
New Members: 27
(Includes baptisms)
Weddings: 4
Funerals: 31
(18 members)

2021

(Nov. 1, 2020 – Oct. 31, 2021)

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

2023 ANNUAL CONGREGATION MEETING AGENDA

SUNDAY, NOVEMBER 19 AT NOON

Opening

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

Minutes

- Minutes from the November 20, 2022 Annual Congregation Meeting
 - o *Motion to approve minutes*

Report of Officers and Standing Committees

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

Special Orders

- 2024 Annual Budget and Mission Plan *Motion to adopt Annual Budget and Mission Plan*
- Sharing Ministry 2024 Budget *Motion to adopt Sharing Ministry Budget*
- Early Learning Center 2024 Budget *Motion to adopt proposed Early Learning Center Budget*
- Endowment Fund Committee *Election of Lucinda Bringman for a second term;
Council approved 8/16/2023*
- Nominating voting members to attend the Lower Susquehanna Synod Assembly (details forthcoming).
 - o
 - o
 - o

Closing

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

<p style="text-align: center;">2022 ANNUAL CONGREGATION MEETING MINUTES (ABBREVIATED) SUNDAY, NOVEMBER 20 AT 1:00 P.M. AT ST. JAMES AND VIRTUAL VIA ZOOM</p>
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Opening

- Call to Order – James Dunlop, Council President
- Devotion – Pastor Andrew Geib
- Call for Quorum – James Dunlop
A quorum of 23 was needed. Quorum was met.
- Introduction of Council Members

Minutes

- Minutes from the November 21, 2021 Annual Congregation Meeting were approved and accepted.

Report of Officers and Standing Committees

- Treasurer’s Report
A motion to approve the report and send for financial review was unanimously approved.
- Endowment Fund Report
A motion to approve the report and send for financial review was unanimously approved.
- Early Learning Center Treasurer’s Report
A motion to approve the report and send for financial review was unanimously approved.
- Standing Committee Reports
There were no questions about the standing committee reports in the Annual Report booklet.

Special Orders

- 2023 Annual Budget and Mission Plan
The motion to adopt the 2023 Annual Budget and Mission Plan was unanimously approved.
- Sharing Ministry 2023 Budget
The motion to adopt the Sharing Ministry Budget was unanimously approved.
- Early Learning Center 2023 Budget
The motion to accept the Early Learning Center 2023 Budget was unanimously approved.
- Sale of Boy Scout land in MD
The value of the land is \$150,000. The scout troop is the beneficiary of the sale of the property. Funds from the sale will be used to upgrade the cabin and the trails. Money will also be used for those scouts in need of funding to attend camp.
The motion to authorize Pastor Andrew Geib, the officers of the congregation, and the scout leaders to conduct a transaction to sell a parcel of land gifted to St. James Boy Scout Troop 79 was unanimously approved.
- Endowment Fund Committee
The Endowment Fund Committee recommended Cathy Haynes for a first term; Council approved 8/17/2022.
The motion to approve Cathy Haynes for a first term was unanimously approved.
A nomination from the floor was made for Janina Kloster to fill a recent vacancy on the Endowment Fund Committee. It was moved and seconded.
The motion to approve Janina Kloster on the Endowment Fund Committee was unanimously approved.
- Endowment Policy Updates

Updates to the Endowment Policy were approved by Council in April 2022.

The motion to adopt the updates was unanimously approved.

– Seminary Intern [Jan. -Dec. 2023]

Pastor Andrew Geib presented information of an opportunity for St. James to accept an intern from the seminary for the calendar year Jan-Dec 2023. The \$2,000/month stipend and cost of housing would be approximately \$36,000.

The motion to approve the intern was unanimously approved.

– Election: Voting members to the Lower Susquehanna Synod Assembly.

Recommended representatives:

- Alan Haynes
- Cathy Haynes
- Youth Representative:

Alan and Cathy Haynes were unanimously approved. The youth/young adult representative is still open.

Closing

– Good for God! Good for St. James!

Bill Shoemaker announced that St. James will be hosting CARES Dec 5-25. Members of St. James are needed as hosts to welcome the guests and overnight folks. Signup will be available through the e-blast.

Shirley Sanders thanked the congregation for their continued support of the Boy Scout troop. She also thanked everyone for contributing to the 60 boxes for Operation Christmas Child.

Pastor Andrew lifted up that the youth group has grown substantially since Adam Michael was hired as Youth Director. He also made note that visitors have been present at all services throughout the year. There have been 27 members so far this year with possibly 10-15 to join at a future time. This ties in with a church growth strategy that members will be asked to take part of in 2023.

– President Jim Dunlop led the members in the Lord's Prayer.

– The meeting adjourned.

Minutes submitted by

Carol Widerman

Congregation Council Secretary

ST. JAMES INCOME & EXPENDITURES

ST JAMES LUTHERAN CHURCH FOR THE 12 MONTHS ENDED SEPTEMBER 30, 2023 INCOME & EXPENDITURES

Balance as of September 30, 2022		\$925,174.34
Income		
Actual Giving Fund	815,762.53	
2023 Liabilities (see Balance Sheet)	1,148.42	
Braband Scholarship (organist)	25.00	
Building Fund	26,152.50	
Camping Scholarship Fund	200.00	
Capital Campaign	20,973.00	
Columbarium Fund	6,600.00	
Memorial Fund	4,513.20	
Mission Fund	14,400.00	
Sharing Ministry Fund	17,155.24	
Undesignated Bequest Fund	16,305.76	
Youth House - Kitchen Renovation	23,700.00	
Youth Nat'l Gath / Workcamp Fund	14,246.08	
PNC - Money Market Interest	2,468.01	
Total Income	\$963,649.74	
Expenditures		
Actual Giving Fund	741,908.15	
2022 Liabilities (see Balance Sheet)	2,005.08	
Braband Scholarship (organist)	24,491.95	
Building Fund	23,498.17	
Camping Scholarship Fund	1,800.00	
Capital Campaign	140,280.39	
Columbarium Fund	318.00	
Memorial Fund	20,006.79	
Mission Fund	14,400.00	
Organ Refurbishment Fund	6,500.00	
Sharing Ministry Fund	22,600.00	
Undesignated Bequest Fund	28,352.76	
Youth House - Kitchen Renovation	62,505.88	
Youth Nat'l Gath / Workcamp Fund	536.00	
PNC Money Market - Fees	0.22	
Total Expenditures	\$1,089,203.39	
Balance as of September 30, 2023		\$799,620.69
Investments:		
ACNB - Checking Account Balance		\$297,152.90
PNC - Money Market Account Balance		\$302,467.79
PNC - CD		\$200,000.00
Total Investments		\$799,620.69

ST. JAMES BALANCE SHEET - ASSETS

	Sep 30, 23	Sep 30, 22	\$ Change	% Change
ASSETS				
Current Assets				
Actual Giving Fund	141,587.28	193,589.56	(52,002.28)	(26.86%)
Braband Scholarship (Organist)	3,158.10	27,625.05	(24,466.95)	(88.57%)
Building Fund	21,402.86	18,748.53	2,654.33	14.16%
Camping Scholarship Fund	4,680.00	6,280.00	(1,600.00)	(25.48%)
Capital Campaign Fund	56,474.89	475,782.28	(419,307.39)	(88.13%)
Church / Community Fund	43,212.88	43,212.88	0.00	0.0%
Columbarium Fund	(231.78)	(6,513.78)	6,282.00	96.44%
Memorial Fund	18,350.12	33,843.71	(15,493.59)	(45.78%)
Organ Refurbishment Fund	0.00	6,500.00	(6,500.00)	(100.0%)
Sharing Ministry Fund	21,813.31	27,258.07	(5,444.76)	(19.98%)
Undesignated Bequests Funds	19,751.00	56,798.00	(37,047.00)	(65.23%)
YH Kitchen Renovation	(38,805.88)	0.00	(38,805.88)	(100.0%)
Youth Group (Wrkcmp/Nat'l Gat)	5,760.12	42,050.04	(36,289.92)	(86.3%)
Total Checking Acct ACNB	297,152.90	925,174.34	(628,021.44)	(67.88%)
PNC Bank Money Market (Cap Cam)	302,467.79	0.00	302,467.79	100.0%
PNC CD - Actual Giving	125,000.00	0.00	125,000.00	100.0%
PNC CD - Undesigned Bequest	25,000.00	0.00	25,000.00	100.0%
PNC CD - Youth Fund	50,000.00	0.00	50,000.00	100.0%
Total PNC Investment - CD	200,000.00	0.00	200,000.00	100.0%
Sacristy Committee Fund	3,311.37	3,311.37	0.00	0.0%
Social Ministry Fund	15,859.80	15,859.80	0.00	0.0%
Total Checking/Savings	818,791.86	944,345.51	(125,553.65)	(13.3%)
Total Current Assets	818,791.86	944,345.51	(125,553.65)	(13.3%)
Other Assets				
Investments				
C. Leslie Fair CD	1,000.00	1,000.00	0.00	0.0%
Reuben/Harriet Stallsmith Trust CD	1,678.82	1,678.82	0.00	0.0%
Robert J Cook Trust CD	2,000.00	2,000.00	0.00	0.0%
Total Certificates of Deposit	4,678.82	4,678.82	0.00	0.0%
ELCA Endowment Fund Pooled Trust	1,075,793.68	1,075,793.68	0.00	0.0%
Total Investments	1,080,472.50	1,080,472.50	0.00	0.0%
Total Other Assets	1,080,472.50	1,080,472.50	0.00	0.0%
TOTAL ASSETS	1,899,264.36	2,024,818.01	(125,553.65)	(6.2%)

In 2023, we utilized a new CPA: Raffensperger, Martin & Finkenbinder, to conduct our 2021 financial review. Per their recommendation, to give the congregation a full and complete view of our financials, we added to our QuickBooks accounts ALL financial accounts of the church. This includes separate checking accounts managed by the Sacristy Committee and Social Ministry Committee, as well as our Endowment Funds. The figures included here reflect 2021 only, and QuickBooks will be manually adjusted on an annual basis for these accounts moving forward.

ST. JAMES BALANCE SHEET - LIABILITIES

	<u>Sep 30, 23</u>	<u>Sep 30, 22</u>	<u>\$ Change</u>	<u>% Change</u>
LIABILITIES & EQUITY				
Liabilities				
Current Liabilities				
Other Current Liabilities				
Adult Discussion Class	0.00	205.00	(205.00)	(100.0%)
Creation Cares Taskforce	625.34	0.00	625.34	100.0%
Designated Giving	523.08	600.08	(77.00)	(12.83%)
Youth Program Donations	0.00	1,200.00	(1,200.00)	(100.0%)
Total Other Current Liabilities	<u>1,148.42</u>	<u>2,005.08</u>	<u>(856.66)</u>	<u>(42.72%)</u>
Total Current Liabilities	<u>1,148.42</u>	<u>2,005.08</u>	<u>(856.66)</u>	<u>(42.72%)</u>
Total Liabilities	1,148.42	2,005.08	(856.66)	(42.72%)
Equity				
Beginning Balance Correction	913,034.46	913,034.46	0.00	0.0%
Temporarily Restricted Net Asse	122,224.47	122,224.47	0.00	0.0%
Unrestricted Net Assets	1,016,158.68	848,420.04	167,738.64	19.77%
Net Income	<u>(153,301.67)</u>	<u>139,133.96</u>	<u>(292,435.63)</u>	<u>(210.18%)</u>
Total Equity	<u>1,898,115.94</u>	<u>2,022,812.93</u>	<u>(124,696.99)</u>	<u>(6.17%)</u>
TOTAL LIABILITIES & EQUITY	<u>1,899,264.36</u>	<u>2,024,818.01</u>	<u>(125,553.65)</u>	<u>(6.2%)</u>

ST. JAMES INCOME STATEMENT

**ST JAMES LUTHERAN CHURCH
FOR 12 MONTHS ENDED SEPTEMBER 30, 2023
ACTUAL GIVING FUND**

Balance as of September 30, 2022		\$193,589.56
Income		
Offerings	742,714.77	
2023 Liabilities (balance sheet)	1,148.42	
Building Usage	2,889.00	
Child Care Financial Mgmt Fee	15,900.01	
Child Care Building Exp Fee	24,000.00	
Christmas/Advent Offering	7,421.00	
Easter / Lent Offering	15,337.75	
Tfr from Undesignated Fund - Personnel Youth	7,500.00	
Total Income		\$816,910.95

Expenditures continued on following page.

ST. JAMES INCOME STATEMENT

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	1,850.00
SpiriTrust Foundation - Benev Care	1,000.00
SpiriTrust Foundation - Hospice	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	1,075.00
World Outreach - Emmaus	1,600.00
World Outreach - Global Mission	1,400.00
World Outreach - Other	282.67
World Outreach - Palmer (Synod)	2,800.00
World Outreach - Tree4Hope	975.00
2022 Liabilities (balance sheet)	2,005.08
Archives	0.00
Art & Design Expenses	0.00
Audit	2,500.00
Bank & Credit Card Charges	1,534.42
Borough Storm Water Mgmt Fee	1,470.00
Building Repair/Maintenance	13,511.98
Building Supplies	6,605.90
Caregiving Ministry Expenses	88.28
Christian Education	2,117.01
Contingencies/Misc.	908.35
Envelopes	2,372.83
Evangelism/Fellowship	1,093.18
Health Ministry	679.11
Insurance	15,123.30
Library Expense	311.57
LWR - Quilting Mission	320.96
Marketing	902.27
Music & Supplies	9,276.20
Office Repair & Maintenance	129.49
Office Supplies	4,225.92
Organ Repair & Maintenance	1,280.98
Personnel Expenses	493,035.88
Postage Expenses	1,826.83
Retreats/Workshops	2,342.17
St. James Camping Scholarship	2,000.00
Stewardship / Mission Support	268.97
Technology	6,539.98
Telephone	6,122.07
Trash Removal	1,863.15
Utilities	52,670.80
Worship Materials	3,360.09
Youth Activities	16,143.79
Total Expenditures	<u>(\$743,913.23)</u>
Balance as of September 30, 2023	<u>\$266,587.28</u>

ST. JAMES FUND ACTIVITIES

The Funds itemized in the following reports are funds which are separate from the Actual Giving Budget & Benevolence.
These funds roll-over year after year, and special consideration is taken to utilize these funds.

SHARING MINISTRY FUND

Balance as of September 30, 2022		\$27,258.07
Income		
C. Leslie Fair Interest - CD	6.49	
Cook Trust Interest - CD	4.02	
Stallsmith Trust Interest - CD	3.41	
Checking Account Interest	874.47	
L. David Plank Trust	8,240.30	
Pfeiffer Trust	8,026.55	
Total Income		\$17,155.24
Expenditures		
Adams County Children's Advocacy	800.00	
Adams Rescue Mission	3,000.00	
Fruitbelt Farmworkers	1,300.00	
Gettysburg C.A.R.E.S.	3,900.00	
Gettysburg Fire Department	1,200.00	
Holiday Family Outreach	1,000.00	
Prision Society	1,000.00	
Recycle Bicycle of Harrisburg	600.00	
SCCAP - Where Needed Most	3,800.00	
St. James Childcare Scholarship Fund	6,000.00	
Total Expenditures		(\$22,600.00)
Balance as of September 30, 2023		\$21,813.31

ST. JAMES FUND ACTIVITIES

BUILDING FUND

Balance as of September 30, 2022		\$18,748.53
Income		
Tfr from Endowment	13,400.00	
Tfr from Early Learning Ctr (50% of refrigerator expense)	1,124.50	
Offerings	11,628.00	
Total Income		\$26,152.50
Expenditures		
Neubauer Plumbing - Slentz House Backflow / Motors	255.00	
Schinder Elevator - Elevator repairs	13,368.00	
WFX fire, Lock & Security - Automatic Door Opener	2,635.00	
WFX fire, Lock & Security - Repairs to back door	1,781.86	
Holtzople Heating & AC - Cpre,ax repair unit 2	1,461.00	
BradleySmith - Reimburse for Refrigerator	2,249.00	
Desco Services Relay & Power Supply	542.67	
Tom Bender - Reimburse Pump Part	1,205.64	
Total Expenditures		(\$23,498.17)
Balance as of September 30, 2023		\$21,402.86

Any offering received through church envelopes or designated "Building Fund" in the memo is placed into the Building Fund.

ST. JAMES FUND ACTIVITIES

BRABAND SCHOLARSHIP (ORGANIST)

Balance as of September 30, 2022		\$27,625.05
Income		
Contributions	25.00	
Total Income		\$25.00
Expenditures		
Move to set up Endowment Account	23,000.00	
J.W. Pepper & Son - supplies for lessons	291.95	
Richard Frey - stipend for lessons	750.00	
Jonathan Noel - stipend for lessons	450.00	
Total Expenditures		(\$24,491.95)
Balance as of September 30, 2023		\$3,158.10

CAPITAL CAMPAIGN FUND

Balance as of September 30, 2022		\$475,782.28
Income		
Contribution	20,973.00	
Total Income		\$20,973.00
Expenditures		
Armbruster AV - AV system upgrade	21,002.62	
Modernfold of Reading - Folding Partition - Dining Room	48,903.00	
Bank of America - B&H - AV Equipment	1,611.55	
Schmitt's Interiors - Flooring (Upper Level)	19,630.00	
Glessner Technologies - Exterior Camera Install 50% deposit	4,350.00	
Roy M Williams & Sons - Paint Rooms / Hall (Upper Level)	2,800.00	
Glenn Blocher - Reimburse for Supplies	27.81	
Kirk Smith - Services	1,160.00	
Bradley Smith - Reimburse for Materials/Supplies (windows, etc.)	40,795.41	
Total Expenditures		(\$140,280.39)
Balance as of September 30, 2023		\$356,474.89

ST. JAMES FUND ACTIVITIES

CAMPING SCHOLARSHIP

Balance as of September 30, 2022		\$6,280.00
Income		
Contribution	200.00	
Total Income		\$200.00
Expenditures		
Lutheran Camping Corp	1,800.00	
Total Expenditures		(\$1,800.00)
Balance as of September 30, 2023		\$4,680.00

In 2023, 24 St. James Youth attended Camp Nawakwa, receiving \$3,800 in camp scholarships. Of those scholarships, \$1,800 was supported by this camping scholarship fund, PLUS \$2,000 from the Camping Scholarship line item of the 2023 Annual Budget.

CHURCH / COMMUNITY FUND

Balance as of September 30, 2022		\$43,212.88
Income		
Contribution	0.00	
Total Income		\$0.00
Expenditures		
Borough of Gettysburg - meter bags	0.00	
Total Expenditures		\$0.00
Balance as of September 30, 2023		\$43,212.88

COLUMBARIUM FUND

Balance as of September 30, 2022		(\$6,513.78)
Income		
Niche Deposits	6,600.00	
Total Income		\$6,600.00
Expenditures		
Codori Memorials - Brass Engraved Plate	318.00	
Total Expenditures		(\$318.00)
Balance as of September 30, 2023		(\$231.78)

ST. JAMES FUND ACTIVITIES

MEMORIAL FUND

Balance as of September 30, 2022		\$33,843.71
Income		
Memorials Received	4,513.20	
Total Income		\$4,513.20
Expenditures		
Brunner & Associates - Organ Repairs	5,870.00	
Bank of America - Panera Bread (retreat luncheon)	351.45	
Bank of America - GWOH Bags for LWR	237.88	
New Holland Church Furniture - Advent Candle Stand	3,426.50	
Stephen Ministries - Retreat Expenses	1,687.00	
Summit Coaching & Behavioral Consulting (Church Growth)	8,333.46	
Tfr Memorial (youth) to Current (tickets) - Sight & Sound	100.50	
Total Expenditures		(\$20,006.79)
Balance as of September 30, 2023		\$18,350.12

MISSION FUND

Balance as of September 30, 2022		\$0.00
Income		
Social Ministry -donation for ELCA - school in Bethlehem	3,000.00	
Tfr from Endowment - Mission's portion	11,400.00	
Total Income		\$14,400.00
Expenditures		
Holiday Family Outreach	3,200.00	
LWR - Turkey Earthquakes	1,000.00	
ELCA - Dar al-Kalima School in Bethlehem	7,000.00	
Gbg Methodist - Refugee Resettlement Partnership	3,200.00	
Total Expenditures		(\$14,400.00)
Balance as of September 30, 2023		\$0.00

ST. JAMES FUND ACTIVITIES

ORGAN REFURBISHMENT FUND

Balance as of September 30, 2022		\$6,500.00
Income		
Offerings	0.00	
Total Income		\$0.00
Expenditures		
SCCAP - construction project	6,500.00	
Total Expenditures		(\$6,500.00)
Balance as of September 30, 2023		\$0.00

All funds have been expended in the Organ Refurbishment Fund (inception 2016), and this fund may be removed from the St. James' financials for 2024.

UNDESIGNATED BEQUEST FUND

Balance as of September 30, 2022		\$56,798.00
Income		
Interest from Kime Trust	13,526.36	
McVicker Trust - Distribution	1,779.40	
Helen Wilkinson Estate Bequest	1,000.00	
Total Income		\$16,305.76
Expenditures		
Holtzolple - A/C Units for ELC		
Tfr to Actual Giving - Personnel Youth	7,500.00	
Tfr Kime Trust Distributions to Endowment	18,073.36	
Tfr Helen Wilkinson Estate to Endowment	1,000.00	
Tfr McVicker Trust to Endowment	1,779.40	
Total Expenditures		(\$28,352.76)
Balance as of September 30, 2023		\$44,751.00

ST. JAMES FUND ACTIVITIES

YOUTH HOUSE - KITCHEN RENOVATION

Balance as of September 30, 2022		\$0.00
Income		
Adams County Community Foundation Grant	16,000.00	
Gettysburg C.A.R.E.S. Donation	6,000.00	
Social Ministry Donation	1,700.00	
Total Income		\$23,700.00
Expenditures		
Kirk Smith - Services	52,680.00	
Bradley Smith - Reimburse for Equipment	7,582.85	
PA Municipal Code Alliance - Permit	780.00	
Bank of America - Webstaurant & Amazon	1,463.03	
Total Expenditures		(\$62,505.88)
Balance as of September 30, 2023		(\$38,805.88)

YOUTH NATIONAL GATHERING / WORKCAMP FUND

Balance as of September 30, 2022		\$42,050.04
Income		
Participants Deposits & Offering Donations	3,317.60	
Tfr from Balance Sheet - donation	1,200.00	
Fundraisers	9,728.48	
Total Income		\$14,246.08
Expenditures		
Reach Mission Trips	536.00	
Total Expenditures		(\$536.00)
Balance as of September 30, 2023		\$55,760.12

Any offering received through church envelopes or designated "NYG, Workcamp or Youth Activities" in the memo is placed into the National Youth Gathering / Workcamp Fund.

ST. JAMES 2023 CAPITAL CAMPAIGN REPORT

	<u>Capital Campaign</u> Income & Expense Summary	<u>update 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>	<u>Comment</u>
St. James Lutheran Church							
Through 09 30 2023							
Campaign period							
October 2019 to November 2022	\$ 1,000,000				\$ 1,080,808		
INCOME RECEIVED FOR CAMPAIGN							
EXPENDITURE ANALYSIS							
Year One							
Replace flat rubber roof & repair damage from leaks	\$ 90,000		Donald B. Smith	\$ 77,252	\$ 77,252		Completed
Replace 3 HVAC units	\$ 14,000		From Building budget		\$ 6,000		Completed
Repoint exterior brick and repair capstones	\$ 41,000		Cor Construction	\$ 30,550	\$ 31,907		Completed
Replace windows on North East	\$ 175,000		Cor Construction	\$ 103,950	\$ 103,950		Completed
Replace windows on Old section (office)	incl above	\$ 56,900	Property Committee	\$ 56,900	\$ 39,339		In progress
Repair windows on south	incl above	\$ 39,650		\$ 39,650			In progress
Refurbish kitchen cabinets	\$ 40,000		Crouthamel Constructi	\$ 35,953	\$ 34,953		Completed
Replace generator & install gas line	\$ 19,000		install/gift in kind	\$ 19,000	\$ 19,000		Materials & Supplies donated
Update fire alarm system	\$ 30,000		Johnson Controls	\$ 29,873	\$ 29,873		Completed
Install and wire fire alarm system	\$ 30,000		gift in kind	\$ 20,000	\$ 20,000		Completed
Enclose lower level stairway, elevator	\$ 30,000		Cor Construction	\$ 55,000	\$ 52,237		Completed
Repair/add exit crash bars to three north entry doors	\$ 20,000		Westminster fire/lock	\$ 25,121	\$ 25,121		Completed
Campaign administrative costs	\$ 40,000		Consultant/expenses	\$ 36,470	\$ 36,470		Completed
Subtotal year one	\$ 499,000			\$ 529,720	\$ 431,103	\$ 45,000	
Year Two							
Redesign of gathering area	tbd						Schematic design needs updated
Upgrade worship area sound/AV System	\$ 60,000		Armbruster AV	\$ 115,000	\$ 110,327		Completed
Install new, cost and energy efficient lighting	tbd						Completed gift in kind
Slentz House improvements-Gettysburg C.A.R.E.S.	\$ 20,000			\$ 20,000		\$ 20,000	Coming from separate Grant fund
Subtotal year two not including tbd	\$ 80,000			\$ 135,000	\$ 110,327	\$ 20,000	
Year Three							
Replace damaged ceiling tiles, water damage	\$ 15,000		Property Committee		\$ 1,221		As needed
Install third Columbarium niche	\$ 40,000		Pickel Studios	\$ 44,900	\$ 44,900		Item completed August 2021
Replace flooring & Carpet (upper level)	\$ 40,000		Schmitt's Interiors	\$ 45,000	\$ 19,630	\$ 362	In progress
Replace folding partitions in the dining room	\$ 48,000		Modenfold of Reading, Inc	\$ 48,000	\$ 54,013		Completed
Paint (stairwells, upper/main level rooms)	\$ 15,000		Property Committee	\$ 17,150	\$ 2,800		In progress
Resurface parking lot	\$ 20,000		CE Williams	\$ 23,230	\$ 23,230		Completed
Complete Worship Area Renewal project	\$ 40,000		Payoff loan	\$ 36,000	\$ 32,760		Completed
Other: Cameras, etc.	\$ 80,000		Glessner Technologies	\$ 80,000	\$ 4,350		Completed
Subtotal year three	\$ 298,000			\$ 294,280	\$ 182,903	\$ 362	
Grand Total Expenditures not including tbd	\$ 877,000			\$ 959,000	\$ 724,334	\$ 65,362	
Balance of Campaign Funds					\$ 356,475		

ST. JAMES 2023 ENDOWMENT FUND REPORT

ELCA ENDOWMENT FUND POOLED TRUST – Church Account x 423

January 1, 2023 through September 30, 2023

PORTFOLIO SUMMARY

Asset Description	Market Value
Ministry Growth Fund	\$972,893.88
	<u>\$972,893.88</u>

ACCOUNT ACTIVITY SUMMARY

Beginning Balance	\$955,834.94
Additions	38,625.46
Transfers In	0.00
Withdrawals	24,800.00
Transfers Out	23,000.00
Change in Market Value	26,233.48
Ending Balance	<u>\$972,893.88</u>

ASSET DETAILS

Asset Description	Units	Market Price	Market Value
Ministry Growth Fund	725.137974	1,341.67	\$972,893.88
		Grand Total	<u>\$972,893.88</u>

INCOME DISTRIBUTIONS

Description	Date	Amount
St.James Lutheran Church Endowment Fund	03/31/2023	(9,872.50)
St.James Lutheran Church Endowment Fund	06/30/2023	(9,870.20)
St.James Lutheran Church Endowment Fund	09/30/2023	(9,858.40)
	Total Income Distributions	<u>\$(29,601.10)</u>

ADDITIONS AND WITHDRAWALS

Purchase Details	Date	Price	Units	Amount
Ministry Growth Fund	02/28/2023	1,376.47	4.086808	5,625.36
Ministry Growth Fund	03/31/2023	1,334.44	7.39821	9,872.50
Ministry Growth Fund	05/31/2023	1,371.59	2.478144	3,399.00
Ministry Growth Fund	06/30/2023	1,341.46	7.357777	9,870.20
Ministry Growth Fund	09/30/2023	1,376.10	7.164022	9,858.40
			Total Purchases	<u>\$38,625.46</u>
Sale Details	Date	Price	Units	Amount
Ministry Growth Fund	03/03/2023	1,334.44	10.041632	13,400.00
Ministry Growth Fund	07/17/2023	1,387.60	8.215611	11,400.00
			Sales	<u>\$24,800.00</u>

INVESTMENT POOL TRANSFERS

Transfer Out	Date	Units	Amount
Transfer 17.626844 units to 20230000 St James Lutheran Church Braband Scholarship, Gettysburg, PA from St.James Lutheran Church Endowment Fund Gettysburg,PA – 01/01/2023	01/01/2023	17.626844	23,000.00
		Total Transfer Out	<u>\$23,000.00</u>

There was a mis-understanding when establishing the Braband Scholarship Endowment, and the original deposit of \$23,000 was deposited into the church endowment fund, then transferred to the new endowment fund for the Braband Scholarship.

ELCA ENDOWMENT FUND POOLED TRUST – Braband Scholarship x222
January 1, 2023 through September 30, 2023

PORTFOLIO SUMMARY

Asset Description	Market Value
Ministry Growth Fund	\$24,378.03
	\$24,378.03

ACCOUNT ACTIVITY SUMMARY

Beginning Balance	\$0.00
Additions	733.50
Transfers In	23,000.00
Withdrawals	0.00
Transfers Out	0.00
Change in Market Value	644.53
Ending Balance	\$24,378.03

ASSET DETAILS

Asset Description	Units	Market Price	Market Value
Ministry Growth Fund	18.169949	1,341.67	\$24,378.03
		Grand Total	\$24,378.03

INCOME DISTRIBUTIONS

Description	Date	Amount
St James Lutheran Church Braband Scholarship, Gettysburg, PA	03/31/2023	(242.00)
St James Lutheran Church Braband Scholarship, Gettysburg, PA	06/30/2023	(244.50)
St James Lutheran Church Braband Scholarship, Gettysburg, PA	09/30/2023	(247.00)
	Total Income Distributions	\$(733.50)

ADDITIONS AND WITHDRAWALS

Purchase Details	Date	Price	Units	Amount
Ministry Growth Fund	03/31/2023	1,334.44	0.181349	242.00
Ministry Growth Fund	06/30/2023	1,341.46	0.182263	244.50
Ministry Growth Fund	09/30/2023	1,376.10	0.179493	247.00
			Total Purchases	\$733.50

INVESTMENT POOL TRANSFERS

Transfer In	Date	Units	Amount
Transfer 17.626844 units from James Lutheran Church Braband Scholarship, Gettysburg, PA from St. James Lutheran Church Endowment Fund Gettysburg, PA – 01/01/2023	01/01/2023	17.626844	23,000.00
		Total Transfer In	\$23,000.00

SACRISTY FINANCIALS & REPORT 2023

Balance as of September 30, 2022 **\$ 4,025.03**

Income

Deposits for sacristy	\$	4,712.50
Deposits for World Hunger	\$	1,312.50
<i>Sacristy Memorial (restricted) 3/31/2023</i>	\$	1,325.00

Total Income	\$	7,350.00
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Expenses

Altar Flowers (Flower Boutique)	\$	3,468.00
Musselman's Greenhouse	\$	1,471.75
ELCA World Hunger	\$	1,312.50
St. James Lutheran Church (Black Stoles)	\$	750.00
New Holland Furniture (Wreath Stand)	\$	1,468.50
Service Fees to ACNB (plus checks & deposit books)	\$	101.24

Total Expenses	\$	8,571.99
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Balance as of September 30, 2023 **\$ 2,803.04**

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,
 Dee Wells
 St. James Sacristy Committee Chair

SOCIAL MINISTRY 2023 TREASURER'S REPORT

Balance as of September 30, 2022 (per 2022 Annual Report)		\$ 10,510.56
<i>adjustment to match actual ACNB October Statement - additional</i>	\$ 893.94	\$ 11,404.50

Income

St. James Budget *	\$ 14,000.00
Donations	\$ 2,448.00
Grace Lutheran Church **	\$ 14,638.40

Total Income	\$ 31,086.40
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Expenses

Groceries: Kennie's Market	\$ 5,748.28
Groceries: Ahold Financial (Giant)	\$ 3,659.50
Utility Assistance (Met-Ed, Adams Electric, Columbia Gas, water/sewer)	\$ 864.50
Utility Assistance (Phone)	\$ 50.77
Auto Assistance (Insurance, Registration, Battery)	\$ 460.24
Motel/Rent Assistance	\$ 6,228.03
Dugan Funeral Home (cremation contribution to family in need)	\$ 200.00
Gettysburg Soup Kitchen (monthly meal support)	\$ 1,200.00
Adams Rescue Mission Spaghetti Dinner (by Jesse Holt)	\$ 50.00
Adams Rescue Mission Pizza Dinner with Social Ministry	\$ 134.12
Camp Nawakwa Prayer & Dinner (9/1/2022)	\$ 315.80
GWOH Ag Workers Fiesta & Dinner (9/11/2022)	\$ 68.52
Samaritan's Purse: Operation Christmas Child shipping donation for boxes	\$ 600.00
Table Decorations for Thanksgiving Eve Dinner	\$ 40.00
Stop check fee	\$ 33.00
Check printing fee	\$ 33.40

Grace Lutheran Gift: Gettysburg Black History Museum	\$ 2,000.00
Grace Lutheran Gift: Lutheran World Relief (Turkey/Syria)	\$ 7,500.00
Grace Lutheran Gift: Dar al-Kalima School	\$ 3,000.00
Grace Lutheran Gift: Youth House/Gettysburg C.A.R.E.S. Stove Range	\$ 1,700.00
Grace Lutheran: purchase for SCCAP (diapers and incontinence products)	\$ 481.35

<i>Total Grace Lutheran Gift Expenditures</i>	\$ 14,681.35
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Total Expenses	\$ 34,367.51
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Balance as of September 30, 2023		\$ 8,123.39
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* \$3,500 gifted from the Actual Giving budget per quarter

** Grace Lutheran Church of Gettysburg closed and St. James was gifted a portion of their funds to oversee, as they knew we are heavily involved in the community and would oversee good use and stewardship of their funds

ST. JAMES EARLY LEARNING CENTER BALANCE SHEET

	Sep 30, 23	Sep 30, 22	\$ Change	% Change
ASSETS				
Current Assets				
Checking/Savings				
MIF Term Investment (2 yrs)	75,666.46	0.00	75,666.46	100.0%
MIF Term Investment (3 Yrs)	76,497.33	0.00	76,497.33	100.0%
MIF Term Investment (4 Yrs)	76,144.26	0.00	76,144.26	100.0%
PNC Bank - Money Market	251,746.73	0.00	251,746.73	100.0%
St James Early Learning Center	82,348.85	541,850.20	(459,501.35)	(84.8%)
Total Checking/Savings	562,403.63	541,850.20	20,553.43	3.79%
Accounts Receivable				
Customer Invoices				
Allowance for Doubtful Accounts	(2,276.42)	(1,015.01)	(1,261.41)	(124.28%)
CCW Receivables	11,290.72	15,375.09	(4,084.37)	(26.57%)
Self Paid Receivables	7,841.10	2,195.40	5,645.70	257.16%
Total Customer Invoices	16,855.40	16,555.48	299.92	1.81%
Total Accounts Receivable	16,855.40	16,555.48	299.92	1.81%
Other Current Assets				
Accrued Receivable	1,807.44	0.00	1,807.44	100.0%
Total Other Current Assets	1,807.44	0.00	1,807.44	100.0%
Total Current Assets	581,066.47	558,405.68	22,660.79	4.06%
TOTAL ASSETS	581,066.47	558,405.68	22,660.79	4.06%
LIABILITIES & EQUITY				
Liabilities				
Current Liabilities				
Other Current Liabilities				
Accrued Payroll	9,735.41	10,596.48	(861.07)	(8.13%)
Accrued PTO	14,089.93	22,694.22	(8,604.29)	(37.91%)
Security Deposit Fee	10,654.50	10,754.50	(100.00)	(0.93%)
Total Other Current Liabilities	34,479.84	44,045.20	(9,565.36)	(21.72%)
Total Current Liabilities	34,479.84	44,045.20	(9,565.36)	(21.72%)
Total Liabilities	34,479.84	44,045.20	(9,565.36)	(21.72%)
Equity				
Retained Earnings	472,535.02	386,347.21	86,187.81	22.31%
Net Income	74,051.61	128,013.27	(53,961.66)	(42.15%)
Total Equity	546,586.63	514,360.48	32,226.15	6.27%
TOTAL LIABILITIES & EQUITY	581,066.47	558,405.68	22,660.79	4.06%

ST. JAMES EARLY LEARNING CENTER PROFIT & LOSS STATEMENT

	Oct '22 - Sep 23		Oct '22 - Sep 23
Income		Expense	
Enrollment Fee	1,125.00	Classroom & Building	
Fundraising	9,244.50	Building & Maint Supplies	10,705.20
Interest Inc	7,162.80	Classroom Supplies	5,664.93
Miscellaneous Income	210.14	Cleaning Service	17,200.00
Scholarship Fund	13,146.74	Equipment	7,741.12
Tuition		Field Trips / Special Events	4,748.23
CCW	161,985.24	Insurance	15,002.70
Employee Discount	(18,100.25)	Total Classroom & Building	61,062.18
Parent Pay	778,923.30	Fundraising Expense	8,115.23
Scholarship Discount	(33,237.50)	Groceries and Meals	
Sibling Discount	(40,358.70)	CACFP-Dept. of Ed. - meal reim.	(34,834.73)
Vacation Week Credit	(5,397.40)	Groceries	36,410.70
Total Tuition	843,814.69	Milk & Produce	9,167.87
Workforce Grant Income	41,956.00	Total Groceries and Meals	10,743.84
Total Income	916,659.87	Legal Fees	4,435.00
Gross Profit	916,659.87	Personnel	
		Disability, Life & Admin	7,742.29
		Health Ins. - Employee Contrib.	(11,400.00)
		Medical Insurance	68,947.50
		Payroll - Employer FICA Taxes	44,164.54
		Retirement	25,299.59
		Salaries & Wages	511,632.59
		Suspended Leave	13,940.78
		Workforce Grant Payroll Exp	41,956.00
		Total Personnel	702,283.29
		Personnel - Severance Pay	23,795.00
		Professional Development	
		Staff Training	1,996.58
		Total Professional Development	1,996.58
		St. James Lutheran Church Fees	
		Child Care Building Expenses	24,000.00
		Financial Management Fee	15,900.01
		Total St. James Lutheran Church Fees	39,900.01
		Workforce Grant Expenses	1,443.72
		Total Expense	884,433.72
		Net Income	32,226.15
		Net Loss w/out ARPA, Workforce & CARES Funding/Exp incl FICA *	37,209.40

2024 ST. JAMES BUDGET

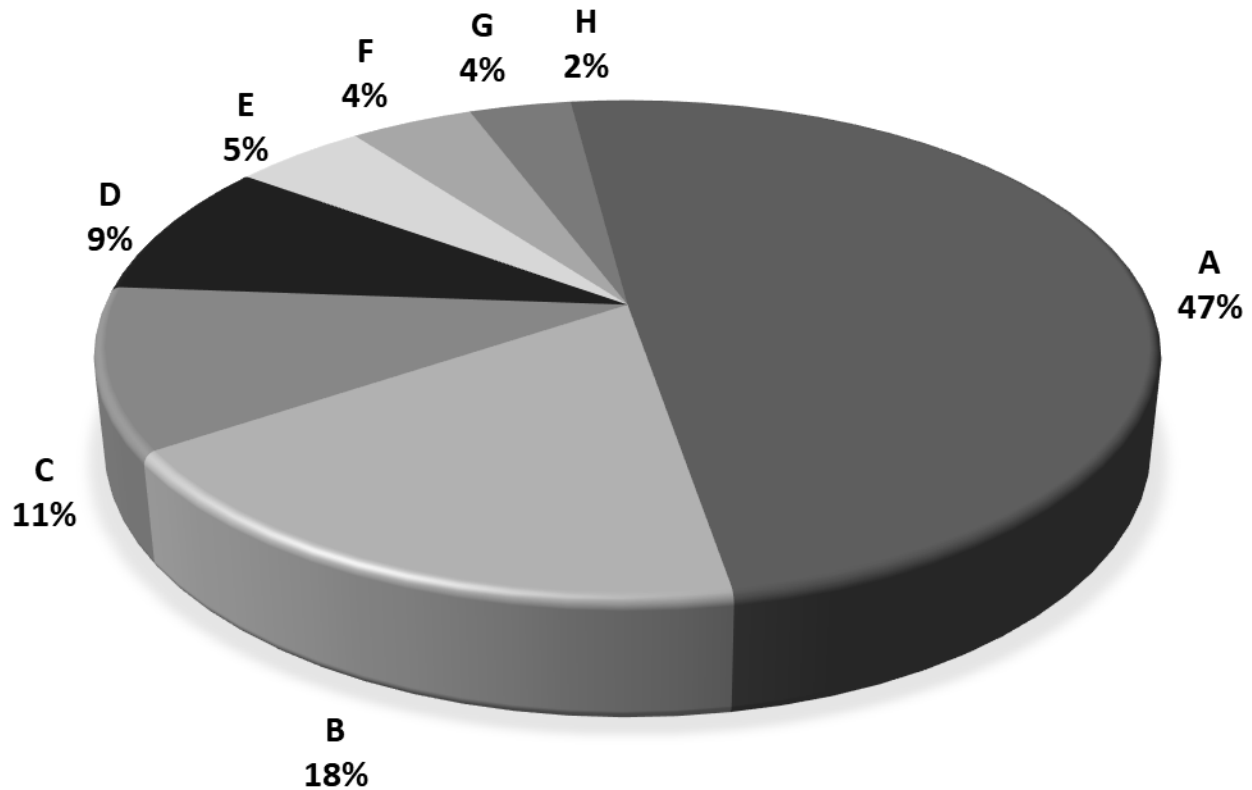
Revenues	<i>2022 Actuals</i>	2023 Adopted Budget	<i>2023 Actuals 9/30/2023</i>	2024 Proposed Budget
ACTUAL GIVING	690,222.98	787,551.91	521,492.84	813,560.88
Tentative Undesignated Bequest (Personnel)	10,000.00	7,500.00	7,500.00	5,000.00
Other Income	51,678.19	48,000.00	48,629.76	48,000.00
Personnel Supplement from Undesignated Bequest				10,000.00
Total Revenues	751,901.17	843,051.91	577,622.60	876,560.88

Benevolence	<i>2022 Actuals</i>	2023 Adopted Budget	<i>2023 Actuals 9/30/2023</i>	2024 Proposed Budget
Commitment Support LSS and ELCA	52,000.000	52,000.00	39,001.00	52,000.00
Gettysburg Community Soup Kitchen	1,000.000	1,000.00	750.00	1,000.00
Habitat for Humanity	1,000.000	1,000.00	750.00	1,000.00
Lutheran Camping Corporation	1,000.000	1,000.00	750.00	1,000.00
Mission of Mercy	2,000.000	2,000.00	1,500.00	2,000.00
SCCAP-Circles	1,000.000	1,000.00	750.00	1,000.00
SCCAP-Food Pantry	1,000.000	1,000.00	750.00	1,000.00
SpiriTrust-Benevolent Care	1,000.000	1,000.00	750.00	1,000.00
SpiriTrust-Hospice	1,000.000	1,000.00	750.00	1,000.00
St. James Social Ministry	14,000.000	14,000.00	10,500.00	14,000.00
United Lutheran Seminary	500.000	500.00	375.00	500.00
Seminarian Support				1,000.00
Gettysburg Pride				500.00
World Outreach-Tree4Hope		1,300.00	975.00	1,300.00
World Outreach-Emmaus Ministry	1,600.000	1,600.00	1,200.00	1,600.00
World Outreach-Global Mission Scholar	1,400.000	1,400.00	0.00	1,400.00
World Outreach-Lutheran World Relief	3,000.000	3,000.00	2,250.00	3,000.00
World Outreach-Missionary Support: Palmer	2,800.000	2,800.00	2,100.00	2,800.00
World Outreach-Other Projects/Visits	2,000.000	2,000.00	0.00	2,000.00
World OutreachSource of Life Min.-Haiti	1,100.000	2,100.00	1,575.00	2,100.00
World Outreach-WMPL-Saha, LAMB Hosp.	2,800.000	500.00	375.00	500.00
World Outreach-World Hunger (via ELCA)	2,800.000	2,800.00	2,100.00	2,800.00
Total Benevolence	93,000.00	93,000.00	67,201.00	94,500.00

2024 ST. JAMES BUDGET

Current Expenses	2022 Actuals	2023 Adopted Budget	2023 Actuals 9/30/2023	2024 Proposed Budget
Personnel Budget				
Personnel: Compensation Total	324,512.20	389,928.56		417,622.45
Personnel: Benefits Total		170,142.56		152,752.14
Personnel: FICA Total	18,769.18	21,155.79		22,976.29
Personnel: Prof Expenses Total		17,210.00		17,210.00
Personnel: Pandemic Compensation				
Personnel: Moving Exp				
Total Personnel	486,085.45	598,436.91	363,351.18	610,560.88
Other Current Expenses				
Archives	0.00	50.00	0.00	50.00
Art and Design	0.00	500.00	0.00	0.00
Audit Expense	2500.00	2,550.00	0.00	3,000.00
Bank & Credit Card Fees	1502.21	1,500.00	1,129.96	1,500.00
Building Repair/Maintenance	13826.32	14,000.00	12,192.17	15,200.00
Building Repair/Maintenance - Landscaping				2,000.00
Building Supplies	5860.91	7,500.00	5,406.10	7,500.00
Caregiving Ministry	616.21	1,000.00	388.28	1,200.00
Christian Ed.	1892.19	3,000.00	1,634.18	2,000.00
Contingencies/Misc	1053.23	500.00	517.60	500.00
Church Offering Envelopes	1846.70	2,300.00	1,798.43	2,000.00
Evangelism / Fellowship	862.08	800.00	615.53	800.00
Health Ministry	601.55	500.00	679.11	500.00
Insurance-Property/Workers Comp	13229.26	16,765.00	15,123.30	17,700.00
Library	298.19	300.00	311.57	350.00
LWR-Quilting Mission	217.00	500.00	103.96	500.00
Marketing	491.25	1,500.00	486.02	1,000.00
Music & Supplies	6271.75	8,100.00	6,917.36	8,100.00
Office Repairs & Maintenance	267.46	1,000.00	0.00	0.00
Office Supplies	5825.38	4,000.00	2,701.69	5,000.00
Organ Repair/Maintenance	1956.95	2,000.00	0.00	2,000.00
Postage	2427.66	2,400.00	1,472.76	2,400.00
Retreats	460.00	4,000.00	2,342.17	1,500.00
St. James Camping Scholarships	1999.36	2,000.00	2,000.00	2,000.00
Stewardship/Mission Support	28.00	300.00	265.97	300.00
Stormwater Management	1470.00	1,500.00	1,470.00	1,500.00
Technology-Computer Supplies	6333.20	5,500.00	4,243.75	5,500.00
Telephone/Internet	6125.89	7,200.00	4,678.52	7,200.00
Trash Removal	1696.44	1,750.00	1,439.04	1,800.00
Utilities	37352.82	35,200.00	44,122.38	55,000.00
Worship Materials	1484.57	2,400.00	3,063.94	2,400.00
Youth Activities	14248.72	21,000.00	10,247.17	21,000.00
Total Other Current Expenses	132745.3	151,615.00	125,350.96	171,500.00
Total Current Expenses	618,830.75	750,051.91	488,702.14	782,060.88
Total Benevolence & Current	711,830.75	843,051.91	555,903.14	876,560.88

2024 MISSION PLAN



A	Word & Sacrament (47%): Worship Services & Music Ministry, Home & Hospital Visits, Prison Ministry, Spiritual Direction, Funerals, Baptisms, Weddings
B	Youth Group (18%): Elementary, Middle and High School Youth Groups
C	Local Ministry (11%): Gettysburg C.A.R.E.S., Soup Kitchen & Food Pantries, SCCAP, Habitat for Humanity, Lutheran Camping Corporation, United Lutheran Seminary, SpiriTrust Lutheran
D	Mission Support 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

2024 SHARING MINISTRY BENEVOLENCE BUDGET

	2022	2023	2024
Adams County Child Advocacy	\$ 700.00	\$ 800.00	\$ 800.00
Adams Rescue Mission	\$ 3,000.00	\$ 3,000.00	\$ 3,000.00
Fruitbelt Farmworkers	\$ 1,200.00	\$ 1,300.00	\$ 1,300.00
Gettysburg C.A.R.E.S.	\$ 3,900.00	\$ 3,900.00	\$ 3,900.00
Gettysburg Fire Department	\$ 1,200.00	\$ 1,200.00	\$ 1,200.00
Holiday Family Outreach	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00
Prison Society of Adams County	\$ 600.00	\$ 1,000.00	\$ 1,000.00
Recycle Bicycle of Harrisburg	\$ 500.00	\$ 600.00	\$ 600.00
SCCAP (Where needed most)	\$ 3,700.00	\$ 3,800.00	\$ 3,800.00
St. James Early Learning Center Scholarship	\$ 5,600.00	\$ 6,000.00	\$ 6,000.00
Emergency Fund	\$ 2,000.00	\$ 2,200.00	\$ 2,200.00
Total	\$ 23,400.00	\$ 24,800.00	\$ 24,800.00

These gifts of community support are single checks distributed at the beginning of the year. The Holiday Family Outreach check is distributed in October.

The Emergency Fund line item is often times not used. As noted on page 13: *Sharing Ministry Fund Report*, only \$22,600 was expended in 2023.

2024 ST. JAMES EARLY LEARNING CENTER BUDGET INCOME

	2022 Actuals	2023 Budget	January to Sept 2023	2024 Budget
Income				
Enrollment Fee	1,215.00	1,000.00	805.00	
Activity Fee	0.00	1,800.00		
Covid Parent Gifts				
Fundraising	10,123.75	3,500.00	780.00	
Interest Inc	891.62	520.00	6,675.76	12,000.00
Keystone Star Merit				
Miscellaneous Income / Fees	65.00	2,000.00	210.14	2,700.00
Scholarship Fund	7,469.75	10,000.00	11,811.99	10,000.00
CARES Funding				
Total Other Income	19,765.12	18,820.00	20,282.89	24,700.00
Tuition				
CCW	202,147.86	205,000.00	118,550.51	118,500.00
Employee Discount	(15,505.50)	(13,000.00)	(12,887.25)	(13,000.00)
Parent Pay	750,698.60	803,000.00	598,028.80	988,000.00
Scholarship Discount	(36,230.96)	(35,000.00)	(23,778.00)	(41,500.00)
Sibling Discount	(37,039.00)	(40,000.00)	(32,299.20)	(42,000.00)
Vacation Week Credit	(5,881.17)		(5,239.90)	
Total Tuition	858,189.83	920,000.00	642,374.96	1,010,000.00
Total Income	877,954.95	938,820.00	662,657.85	1,034,700.00

Early Learning Center Full-Time Tuition Rate History

Three day and Two day a week tuition rates are also offered

	2022	2023	2024	Student : Teacher ratio	Current Class Enrollment
Infant	\$ 230	\$ 245	\$ 263	4 : 1	8
Young Toddlers	\$ 225	\$ 240	\$ 258	5 : 1	10
Older Toddlers	\$ 220	\$ 235	\$ 253	6 : 1	12
PreSchool	\$ 210	\$ 225	\$ 243	10 : 1	15
PreK	\$ 210	\$ 225	\$ 243	10 : 1	17
Kids Club - before school	\$ 70	\$ 80	\$ 90		6
Kids Club - after school	\$ 80	\$ 85	\$ 95	12 : 1 (younger school age)	7
Kids Club - before & after	\$ 130	\$ 145	\$ 165	14 : 1 (older school age)	17
<i>Kids Club Summer (12 wks)</i>	<i>\$ 200</i>	<i>\$ 220</i>	<i>\$ 243</i>		<i>31</i>

2024 ST. JAMES EARLY LEARNING CENTER BUDGET EXPENSE

	2022 Actuals	2023 Budget	January to Sept 2023	2024 Budget
Expenses				
Administration				
Audit Expense	2,750.00	3,000.00	0.00	3,300.00
Bad Debt	1,441.41	1,200.00	0.00	1,200.00
Bank Charge	421.42	500.00	338.86	550.00
Office Supplies	2,902.98	2,000.00	474.82	2,000.00
Professional Fees	1,483.50	1,500.00	0.00	
Teacher Appreciation	1,988.74	2,400.00	409.72	2,400.00
Telephone	1,960.89	2,000.00	1,610.02	2,200.00
Total Administration	12,948.94	12,600.00	2,833.42	11,650.00
Classroom and Building				
Building & Maint Supplies	17,179.96	4,000.00	2,990.61	4,500.00
Classroom Supplies	4,610.74	4,800.00	4,566.38	4,000.00
Cleaning Service		26,000.00	17,200.00	29,500.00
Covid Expenses	194.90	750.00		
Curriculum				2,500.00
Equipment	5,045.53	5,000.00	5,346.35	6,000.00
Field Trips	4,358.69	3,000.00	4,287.35	3,800.00
Special Events				800.00
Insurance	15,052.74	15,200.00	15,110.70	15,750.00
Total Classroom	46,442.56	58,750.00	49,501.39	66,850.00
Fundraising Expense	8,408.38	1,000.00		
Groceries and Meals				
CACFP-Dept. of Ed. - meal reim.	(37,312.59)	(36,000.00)	(25,831.36)	(35,000.00)
Groceries	32,212.18	36,000.00	29,298.58	52,000.00
Milk & Produce	13,212.70	13,500.00	6,750.80	
Total Groceries and Meals	8,112.29	13,500.00	10,218.02	17,000.00
Personnel				
Disability & Life	11,334.73	9,700.00	5,079.46	6,300.00
Health Ins. - Employee Contrib.	(12,750.00)	(13,000.00)	(7,900.00)	(13,000.00)
Medical Insurance	83,768.88	94,000.00	48,475.13	110,000.00
Payroll - Employer FICA Taxes	49,311.02	49,000.00	31,085.08	53,000.00
Retirement	30,913.76	35,000.00	18,037.04	37,500.00
Salaries & Wages	596,890.54	636,000.00	373,710.61	698,000.00
Total Personnel	759,468.93	810,700.00	468,487.32	891,800.00
Professional Development				
Professional Memberships/Materials	120.00	270.00	0.00	200.00
Staff Training	2,710.15	2,000.00	1,981.58	2,800.00
Total Professional Development	2,830.15	2,270.00	1,981.58	3,000.00
St. James Lutheran Church Fees				
Child Care Building Expenses	30,000.00	24,000.00	18,000.00	26,400.00
Financial Management Fee	15,600.00	16,000.00	12,000.01	18,000.00
Total StJLC Fees	45,600.00	40,000.00	30,000.01	44,400.00
Total Expense	883,811.25	938,820.00	563,021.74	1,034,700.00
Net Income	(5,856.30)	0.00	99,636.11	0.00

REPORT FROM LEAD PASTOR, ANDREW GEIB

“Therefore, if anyone is in Christ, the new creation has come: The old has gone, the new is here!”

~2 Corinthians 5:17

At the core of the Christian faith is the belief in new beginnings... of newness of life – in this earthly kingdom and in the one to come. St. Paul writes in 2 Corinthians that those who are in Christ are a *new creation*. As Lutheran Christians, we believe that this newness is rooted in baptism, where, by water alongside of God’s word, our old sinful self is washed away as we are given new birth. When discussing this new life in Christ, Luther reminds us that it is not a once and done act, but rather something given to us again and again – a daily dying to sin and a daily rising to new life each and every day.

In my annual report from last year, I began by reflecting a bit on my first year as Lead Pastor of SJLC – both on the challenges and on the blessings. As I think about our year together for 2023, the word that comes to mind above all else is gratefulness. I am grateful to serve a congregation, that is open to change and thrives in newness. Something not all pastors can say about the congregations that they serve.

While there are far too many specifics to list in this report, there are a few pieces of gratitude I’d like to draw special attention to.

The first is our willingness to become a Seminary Internship site – something St. James hasn’t done in quite some time. While there was some concern about taking on an intern at a time we had no associate pastor, it’s safe to say that Vicar Libby has been a wonderful addition to the church staff and to our family of faith. I am grateful for this opportunity to help shape a future rostered leader of the church. And too, I am grateful for her presence, for her proclamation of the gospel, and for her friendship. I only hope we have provided her with as much as she has for us.

Next on my list of gratitude is our Church Growth Campaign. In reflecting on the new members we’ve brought in more recently and those visitors who worship at SJLC each week. Council proposed that we seek guidance from a consultant on how to build on this momentum and to help us reflect in a deeper way on how we might better live into Christ’s Great Commission to go forth and make disciples. This proposal eventually led us to contract with Pastor Nathan Swenson-Reinhold from *Summit Coaching and Behavioral Consulting*. Pastor Nathan has provided us with valuable insight into congregational life here at SJLC and within our local community – insight that we have just begun to put to work.

Last, but certainly not least, I am grateful for our congregational vote to become the host site for Gettysburg C.A.R.E.S. during the cold weather months – to care for the least among us by housing the homeless in our local community. I am grateful for the prayerful conversations that took place and for the heartfelt support that came. It has become one of my proudest pastoral moments to date.

As we look to the year ahead, there are a few things I'd like to lift up for 2024:

When it comes to our Church Growth Campaign, it's important for each of us to remember that we all have a part in this work. As Christ commissioned his disciples to make new disciples, so too has he commissioned us. It's true, we are blessed to have visitors in worship on a regular basis, many of whom eventually move towards membership. Something most congregations can't say. But the days are gone when people flooded into churches simply because that's what one did on a Sunday morning. We pride ourselves in being the congregation that welcomes all, we must also be the congregation that invites all. Each of us has people in our lives that have no church home – family, friends, neighbors, coworkers, etc. At the same time, each of us could come up with all sorts of ways our lives have been enriched through our presence at St. James. We must share this story – of what this place means to us. Bring people to church. Bring them to fellowship events. Tell them about our wonderful family of faith and invite them to experience it for themselves.

Lastly, in looking to year ahead, I'd be remiss if I didn't take the time to mention the things of stewardship. As the father of young children, I understand how difficult giving can be – giving of time, talent, and treasure. As a person of faith, I understand that everything I have is not mine but God's – given to me, not to store up, but as a gift from God to use to God's glory. The new beginnings that we have, the newness of life we receive in baptism, the forgiveness and grace given to us each and every day – gifts given to us freely, that we would pass on in exactly the same way.

As you reflect on your life here at SJLC, take the time consider how you might give a bit more to the place that has given so much you – how you might give back to God who has given everything for you. Without your time, without the sharing of your talents, without the generosity of your treasure, we simply can't do the work that Christ calls us to. Sign up to assist in worship. Volunteer in the office. Talk with Jonathan about sharing your musical talents. Ask Adam about how you can support our youth programming. Increase your regular giving as best as you are able. For, by grace we have been so richly blessed. Let us then continue to be a blessing to others.

In all this, in all our work together, I truly am grateful. I am grateful for every member of our amazing staff team – for Julie, Katy, Tom, Karen, Adam, Libby, and Jonathan. I am grateful for our Early Learning Center, for Ashley our ELC Director and for all the staff who cares so deeply for the children in our community. I am grateful for my amazingly supportive wife, Christina, who without I wouldn't be who I am, and for our amazing kids who make all the hard work worth it. I am grateful for our family of faith – for each of you and your presence. Above all things, I am grateful for the One, Christ Jesus – our rock, our strength, and our redeemer. The One, who through his lifegiving sacrifice all things are possible. The One, who raises us to new beginnings and newness of life and calls us to do the same for our neighbor.

With Love,
~Pastor Andrew Geib

REPORT FROM SEMINARY INTERN, VICAR LIBBY BAKER-MIKESELL

“Now faith is the assurance of things hoped for, the conviction of things not seen.”

Hebrews 11:1

Siblings in Christ,

It is hard for me to believe that ten months have passed since I began my internship here at St. James Lutheran Church. My experience here has been one of welcome, trust, and faith on many levels. When I began to look for an internship site, I knew that I wanted to serve in a vibrant congregation where I could learn from an experienced pastor. I delayed my internship for a year, choosing to opt for a capstone fourth-year experience instead of the traditional third-year internship experience, hoping that I could find a church that allowed me to serve in multiple areas and fed my soul. I am so fortunate to have found that place at St. James.

Hebrews reminds us of a *“conviction of things not seen.”* Thank you all for having a strong conviction at last year’s annual meeting when you chose to embrace a seminary internship with open minds and hearts. Thank you especially to Pastor Andrew, who has been an exceptional internship supervisor. I am grateful to have an advisor who provides gentle guidance, embraces new ideas and perspectives, and gives supportive feedback. Thank you also to Katy, Jonathan, Adam, and Julie for bringing me on to the team and for your patience as I navigate ministry in a large congregation.

I am thankful for you all in your support, welcome, and learning opportunities that I have experienced here at St. James. My internship has provided more opportunities for growth and community involvement than I could have hoped for. I have loved the chance to learn about youth ministry, and cherish my time with our youth each week. I love seeing how our “littles” embrace our Lutheran faith, and how faith develops throughout our young adulthood. The time I have spent this year with our youth program will be cherished forever.

I have also appreciated the community-focused approach to ministry here at St. James, and the opportunity to be a part of many Gettysburg events. Thank you to the Reconciling in Christ (RIC) and Creation Care Task Forces for including me in meetings, discussions, and events. It has been an honor to represent St. James at Gettysburg Pride and National Coming Out Day, providing a witness to God’s inclusive love to all people. Thank you for the chance to learn what it looks like to be church in community with others, bringing the message of Christ’s love to all whom we encounter.

I do not know what the next step of my ministry looks like following the end of my internship this December. Regardless of the path to which I am called, I will cherish my internship at St. James and will remain ever thankful to realize my ministry potential in a space that has been full of kindness, shared knowledge, and endless opportunities for growth.

With Love,
Vicar Libby

REPORT FROM MINISTER OF MUSIC, JONATHAN NOEL

The final months of 2023 mark the beginning of my third year with you. As I reflect on this past year, I feel fortunate to be here with you, this amazing congregation. You have entrusted me with the care and guidance of a rich heritage of music. One of the ways you support me is by allowing me to attend educational events such as the National Conference of the Association of Lutheran Church Musicians held in Philadelphia in July. It was a time of refreshment, renewal, and re-connecting.

I was happy to collaborate with staff in planning special services this year including Reconciling in Christ Sunday, PRIDE Sunday, Creation Care Sunday, Lutheran World Relief Sunday, and six WaterLife Family Services. It was too cold outside for the Christmas Eve Family Service, so we moved indoors. The annual service of Lessons and Carols is a cherished tradition on the Sunday after Christmas allowing one final opportunity to sing favorite carols. The Miracle Workers class led a Taizé-style service the Sunday after Easter. Bluegrass Services preceded by community meals were on Thanksgiving Eve and in the spring. The *Unfailing Light* Services on Wednesdays during Advent and Lent remain popular. We instituted a children's parade to end the All-Saints Day service with the singing of "Oh, When the Saints Go Marching In."

Psalms have been reintroduced into worship services with plans for introducing other elements of liturgy that fell away during the pandemic. To create more room in the service without added time, the prelude now begins prior to the announced service time. Other worship-related items: the organ keyboards were refurbished this summer. No more sticking keys! We purchased an Advent Wreath Stand of the same design as our worship area furnishings. A service of dedication will be the first Sunday of Advent.

St. James is happy to host community events beyond the scope of worship. Benefit concerts by Jesse Holt and Friends and Will Lane raised funds for community organizations such as SCCAP, LWR, Gettysburg C.A.R.E.S., and the Adams County Literacy Council, among others. The Gettysburg Community Concert Association now holds concerts here as well. The quality of their programming is world class. Two students have benefited from the Braband Organ Scholarship. I also have two non-scholarship organ students.

I am grateful for all the people who together create the community of faith we call St. James. Take a moment to thank the talented singers and musicians in the congregation who have presented musical offerings. This tradition started during the pandemic for recorded services and has continued. Dan Powell, long-time bass player for WaterLife services, and more-recently Bluegrass services, retired from playing. We thank Dan for his service to St. James. I want to thank the members of the St. James Choir and Martin Luther Choir for their dedication to bringing fine choral music into the services. I also want to thank the parents who bring their children to the Wednesday afternoon youth group and Sunday School where they learn songs as part of faith formation and to sing in worship.

In Christ,
Jonathan Noel

REPORT FROM DIRECTOR OF YOUTH & FAMILY MINISTRY, ADAM MICHAEL

Learning should be an adventure with a particular set of ingredients – fun, trust, and challenges.

The first time we play any youth group game, we provide the kids with the rules and tell them to go out and have fun. On the second or third pass, we ask what is working and what is not. What's causing anxieties? What's leaving people feeling left out? What might we be able to change to make the game more fair or even more enjoyable?

As I look at the youth programming, we've rolled out over the last two years at St. James, I am asking myself some of the same questions while focusing on our learning ingredients. Do our programs make people feel joy? Do they make our kids feel fully seen? Do they help them feel accomplished?

I think we do a wonderful job of hitting the mark when it comes to joy and accomplishment. I am still not satisfied with our attempts to help kids feel comfortable being vulnerable, so that's what I will work on most this year.

The good news is our numbers are surging. Elementary youth group had 48 kids on the roster to start the year, up from 37 and 25 respectively from the past two years. Through play, art, music and storytelling, we explored themes related to the lectionary through the 2022-23 school year. While this provided needed repetition for kids who came to church and Sunday school, it produced a non-thematic and scattered storytelling approach for most of our youth group kids.

This year, we have broken the youth group season into six units related to social-emotional learning: awareness, persistence, curiosity, grit, self-control, and unity. Vicar Libby Baker-Mikesell and I chose stories related to each category to tell each week, and Minister of Music, Jonathan Noel, wrote songs and choreography to tie the stories and themes together for our WaterLife services. So far, they've been a smashing success.

Middle school and high school youth group attendance has also been on the rise. Fifteen kids have attended middle school youth group, up from 10 last year, and our high school youth group has more than doubled, up to 13 from six last year. While we still focus primarily on fellowship and fun on Sunday evenings, we've also begun discussions about traits universal through most theological belief systems – truth, goodness, beauty, love, compassion, joy, equanimity, and loss of fear of death. Each month we focus on one topic. Thus far, the truth discussions have provided space for kids to have more vulnerable, soulful conversations.

This past summer, our *Food Truck Party* themed Vacation Bible School also drew roughly 130 kids and more than 50 volunteers. We focused on the goodness and greatness of God, and what it means to be fed spiritually. We also held spirited Halloween and Christmas festivals at the church during the school year.

St. James confirmed three new members, bringing our total to eight over the past two years. Confirmation classes have had as many as 12 kids involved this year.

Though we did not return to workcamp as we had hoped, our youth were very involved throughout the summer. First and foremost, we sent nearly 30 kids to Camp Nawakwa, many utilizing funds from the church's Camping Scholarship Fund. We had the largest boost in registrations from one year to the next of any church in the synod! We also continued trips to canoe at Codorus, explore lakes and waterfalls at Cunningham Falls, improved our teamwork on paintball courses and felt our anxiety turn into joy while braving rollercoasters at Hershey Park.

Our kids also contributed to the community by once again committing themselves to an event that recycles bicycles within the Harrisburg area. They rallied together to make and sell fastnachts and are preparing for a bake sale during the Family Halloween Party this year to raise money for this coming summer's National Youth Gathering. Youth Leader Rich Luquette and I have encouraged them to channel their inner philanthropist for their next fundraising project, but having the kids put some sweat-equity into the Youth Gathering seems like a good idea.

A workcamp for next summer may still prove to be a challenge. Many of the kids who are going to the National Youth Gathering cannot afford, either financially or in time commitments, to take another week away. We have discussed one-time service projects to help less able-bodied members of the church tend gardens, clean garages and attics, while exploring other service projects.

This year, one of my biggest goals is to grow our youth committee and volunteer banks. We have several of the same parents committed to multiple works within the youth group. Some are questioning whether they will continue based on the age of their children and the demands of other commitments. I need to find time to work the phones and invite more people to be part of our programs.

I have been grateful for the church's patience as I find my stride as a parent for the first time. While my church family has revitalized my soul since I began working here, my wife and son have needed to be my first priority at times and the grace extended by the church in those moments has been life-giving. I continue to love my time working at St. James.

Thanks to the church council and the staff for making this a wonderful place to work.

Adam Michael
Director of Youth & Family Ministry

Art & Design

Committee Chair: Rebecca Brown

Committee Members: Becky Carter, Chris Lauer, Margaret Swartz, Geoff Thulin, Dee Wells

The Art & Design Committee members, along with members of Property Committee, coordinate the hanging of colored ceiling swags in the worship space. If you are interested in helping out with this periodic and seasonal task, able bodies are always welcome!

In 2024, the Art & Design Committee will be assessing the artwork in the church building, based off of feedback from the “Secret Shopper” who visited in June 2023, as part of our Church Growth consultation.

Call Committee

Call Committee Chair: Lucinda Bringman

Call Committee Members: Amy Crist, Jim Flanagan, Ernie Kranias, Glenn Munsee, Kasey Smith, Anne Lane, committee alternate, Shirley Sanders, Congregation Council Liaison

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 initial task was to complete the *Ministry Site Profile (MSP)*, an in-depth document which hopes to completely describes who we are as St. James, why we are here, and what we hear God calling us to do and be. It identifies 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. The MSP may be viewed by requesting a link through the office.

We utilized a resource of the ELCA called *A Guide to the MSP* to lead our congregation through a discernment process. This was an extensive process carried out in the summer of 2022, utilizing various methods including open meetings, surveys, and general conversation. The MSP was adopted by the Congregation Council on October 10, 2022, following a joint meeting with the Rev. Beth Martini, Assistant to the Bishop for Mobility, our council, and the Call Committee.

The MSP was submitted to our Bishop’s office and the ELCA. Following the Bishop’s office review it was subsequently posted in summary form to the ELCA site for congregations in a call process. A pastor who

is interested in our congregation can request that our synod office provide them with the full MSP. 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.

The Bishop's team considers what candidates there are that might be a match for us. They give a name to Pr. Andrew, and he reviews that person's Rostered Minister Profile. If it's for 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. Pr. Andrew determines if we continue with that person. Once he is ready, he will 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 has been and will be confidential, so neither Pr. Andrew nor we will be able to share what is happening. I can neither confirm nor deny that any of these actions have taken place. When the committee can recommend someone unanimously, it will go to the council. Then the council will decide whether to recommend the candidate to the congregation. The final step is a call vote. Due to this confidentiality, the Call Committee has been unable to inform the congregation of actions being taken in regard to our congregation's call. We have done our best to keep the congregation up to date and have included information in the Messenger in May and August 2023 on our status.

Be assured that Bishop Dunlop and his staff are well aware of our congregation and our call process. Lucinda Bringman met with the Bishop on October 2, 2023. He discussed the difficulties facing our whole church right now with the increasing numbers of pastors retiring and decreasing numbers of seminary students graduating to begin serving the church. He pointed to a number of congregations in our Lower Susquehanna Synod currently in a call process and the lack of pastors available for call. But he also said he feels that there will be a right pastor to serve us and encouraged patience and prayer.

At this point, we have no control over how long it will take. But we rely on the Holy Spirit, Who has guided and supported us throughout this time. We rest in the texts below to lead us and invite our congregation to keep these texts in mind as we continue to pray for Pr. Andrew, our congregation, our call process, and the pastor who we will call to serve with us in this place.

Philippians 3: 13b- 14

But this one thing I do--forgetting everything which is past and stretching forward to what lies in front of me, with my eyes fixed on the goal I push on to secure the prize of God's heavenward call in Christ Jesus.

Galatians 6:9-10

And let us not grow weary while doing good, for in due season we shall reap if we do not lose heart. Therefore, as we have opportunity, let us do good to all, especially to those who are of the household of faith.

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.

Committee Chair: Julie Dunlop

Committee Members: Hannah Barber, Katie Becker, Marianne Drummond, Melanie Finkenbinder, Pastor Andrew Geib, Melinda Johnson, Sharon Kaya, Adam Michael, *Director of Youth & Family Ministry*, Bridget Munsee, Shirley Sanders, *Sunday School Superintendent*, 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 “Food Truck Party” 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. Our 2023-2024 Sunday School year kicked off with Rally Day on September 10. Bibles were distributed to fourth grade students during worship services. Preschool students were given picture bibles during Rally Day festivities. Children also made new page markers for bibles and hymnals in the worship space. Sunday School teachers are using Spark Classroom curriculum that focuses on old and new testament stories. Students also enjoy songs with Mr. Jonathan, a story with Pastor Andrew, Vicar Libby or Adam Michael and a snack. We are excited to welcome four new teachers to the children’s Sunday School program.

Sunday School classes will once again pack boxes for Operation Christmas Child in November. Many thanks to members of the congregation for donating items for the packing project and to Shirley Sanders for organizing this project.

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 3rd-5th grade 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!

Early Learning Center Governance

Committee Chair: Barbara Vossler

Committee Members: Daniel Bringman, Ashley Drechsler, *ELC Director*, Jim Dunlop, *Council President (2022)*, Pastor Andrew Geib, Karen Lentz, *Treasurer*, Priscilla Shuba, Shirley Sanders, Karen Vanderboegh, Hannah Viersma, Carol Widerman, *Council President (2023)*

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

The responsibility of the Early Learning Center Governance Committee is to assure that the Early Learning Center carries out its mission. It reviews, develops and recommends policies and plans of the Early Learning Center to Council. Unfortunately, due to an incident from October of 2022 involving an allegation of inappropriate physical discipline by a teacher, and a failure of certain Center staff to appropriately report that allegation internally, to effected families, and to appropriate governmental agencies, the Center's license was placed on temporary probationary status. Over the course of the past year, the Center, along with the ELC Governance, ensured that appropriate reporting has taken place. In cooperation with the Pennsylvania Department of Human Services the Center has worked diligently to reinstate our license and regain our Keystone STARS level four, for quality care. We are grateful for the leadership of our ELC Director, Ashley Drechsler and for the dedication of the ELC staff throughout this difficult time, to make the Center a stronger and safer program for all students and families.

Update: *As of October 31, 2023, we are very pleased to share that the Early Learning Center received their full operational license and is no longer operating on a provisional license!*

Enrollment and Staffing

As of October 2023 the Center enrolls approximately 94 full and part-time students and employs 20 staff members full and part-time. The Early Learning Center program serves 8 infants, 22 toddlers, 10 pre-schoolers, and 17 pre-kindergarteners, and 23 before-school and 24 after-school age children. The center is open over 11 hours each day requiring full-time and part-time employees. Enrollment operates on a first come, first served basis depending on the openings in each classroom and time of the submitted application on the waitlist. Our enrollment has been steady over the last few months, but we are low on our pre-school enrollments, which we are hoping to increase by the end of 2023. One classroom remains empty; we are seeking the right teacher and age group for this classroom. We have a solid waitlist for children under the age of 3. The policies for calculating staffing needs in time of low enrollment are in place.

We hired 5 new staff and are still in the process of hiring others.

Financial Assistance

As of September 30th, 15 of our families are receiving financial assistance. This number includes the State Funding, *Child Care Works*, as well as our own scholarships. We have 3 children that have IEP or IFSP plans for speech and 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 and Keystone STARS of fire safety, emergency management, first aid, active shooter, mandated reporter, health and safety, child and adult food program and in various areas of early childhood development, e.g. learning standards, curriculum, partnerships and families.

Religious Education

Adam Michael, Director of Youth & Family Ministry, Vicar Libby Baker-Mikesell and volunteers from the church host weekly Child Care Chapel on Wednesday mornings. Adam has greatly extended and developed the programming that the preschool and preK youth experience each week. Adam continues to invite the after-school age children to participate in K-5 Youth Group on Wednesdays.

Financial Matters

This year the Center ended in a fiscally sound position. The 2024 budget has been developed for recommendation to council and to the congregation.

We received first place in the child care category of the Gettysburg Times' *Pick of the Counties* for 2023. We are also participating in the Giving Spree on Nov 9th.

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.

Endowment

Committee Chair: Dee Wells

Committee Members: Vicar Libby Baker-Mikesell, Lucinda Bringman, Bob Cook, Jim Dunlop, *Council President (2022)*, Pastor Andrew Geib, Cathy Haynes, Karen Lentz, Janina Kloster, Tom Uhlig, Carol Widerman, *Council President (2023)*

See Endowment Financial Reports on pages 21 & 22.

The ELCA Endowment Fund Pooled Trust

Account Number	x423
Balance as of 09-30-2022	\$872,640.49
Bequests received	\$3,399.00
Balance as of 09-30- 2023	\$972,893.88
<i>(accrued dividends remain in the Trust until allocated)</i>	

Braband Scholarship

Account Number	x222
Account opened 01-01-2023	\$23,000.00
Balance as of 09-30-2023	\$ 24,378.03
<i>(accumulated dividends of \$465 remain in the fund)</i>	

Two individuals are currently taking advantage of the Braband scholarship and are receiving organ lessons.

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.

How Dividends are Allocated

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.

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

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

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

\$11,539.21
\$43,364.21
\$8,090.13
\$14,454.74
\$7,227.37

The following allocations were made in 2022–2023:

Mission

Total Spent: \$11,400

- Dal Al-Kalima School, Bethlehem, Palestine \$4,000
 - (Social Ministry added another \$3,000 = \$7,000 total)
- Holiday Family Outreach \$3,200
- Lutheran World Relief, Turkey Earthquakes \$1,000
- Gettysburg United Methodist Church for Refugee Resettlement Program \$3,200

Building

- Elevator Repairs \$3,780

Help Us Continue to Grow the Endowment

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

Committee Chair: Anne Gomer

Committee Members: Carol Cook, John Doerfler, Pastor Andrew Geib, Alan Haynes, Jesse Holt, Joe MacDowell, Shirley Sanders, Cindy Scott, Carole Smith, 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*

Human Capital Campaign

Being the Evangelism Committee, we recognize we are an integral part in this effort to get people back into the pews, return to Sunday School classes, join choirs, find members who have *dropped off*, or going through illnesses or surgeries, etc. Pastor Andrew keeps us posted during our monthly meetings of certain strategies we can employ. Fortunately, the number of new members and young families both present and joining is encouraging.

Name Tags/Membership Directory

Due to the generosity of the Zimmerers, materials to make permanent name tags for our members have been provided. By wearing the permanent name tags, we hope to promote our welcoming, evangelistic spirit to our fellow members and visitors alike. However, the first step in creating the name tags was to update our membership notebook. This update of the notebook was due to the efforts of Carole Smith and Cindy Zepp checking at various events or phone calls. This outreach enabled the members to check their information and make any needed changes. *PLEASE NOTE:* This generous name tag offer by the Zimmerers has provided the impetus for the corrections with the membership directory being directly related to our new church directory. Currently the name tags continue to be on hold and discussion is ongoing how and where the name tags can be stored.

Welcome Area

Through the efforts of our new member Joe MacDowell, the informative trifold was updated and reprinted with our current information. Also, the committee moved the location of the Welcome Area to the left of the office entrance doors. Ideas are still formulating to include Sunday School information, etc.

Church Directory

It's time for a new church directory and lots of effort went into the selection of *Instant Church Directory*. The selection was spearheaded by Carole Smith with thorough research and direction by Katy Clowney, church administrator. It is available as an app or hard copy, members can submit photos and edit their information, photos can be taken at church in a matter of minutes, and the app/website is intuitive and

easy to use! The goal is to have all the photos taken and inserted by late November. Copies of the directory will be printed and available after Christmas.

New Member Luncheons

Our committee provides food and drink and serves as hosts at the Youth House during New Member Luncheons. Luncheons were hosted on March 12, 2023, and September 15, 2023. Each luncheon welcomed and educated new and potential new members. The March luncheon had over 30 people in attendance, and about 20 people at the September luncheon. Also included were informative segments presented by Pastor Andrew, Jonathan, Adam, and Katy about the many going-ons at St. James.

Dinner Groups

Last year, forty-two members signed up to participate in our dinner group program. There were five groups consisting of eight or nine members per group. Once again, all the groups met at the Gomers' *Gettysburg Daylilies* in July of 2023 for a pot-luck picnic. The 2023-2024 groups have already been assigned with fifty-one people participating resulting in seven groups.

Evening Meals for the Community/Bluegrass Liturgy

Once again we were the hosts for the meal and provided drinks, ice, and paper products for both the November 23, 2022 and May 13, 2023 events. Several of our committee helped serve and assist the generous efforts of John Doerfler.

Midweek Advent/Lenten Meals

The potluck and soup meals continued through both the Advent and Lenten season and were well-attended. Our team members assisted with the set-up, serving, and clean-up. We also provided name tags to enable the personal connection of those attending.

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.

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. There was a Stephen Ministry Information Session on Sunday, October 22 to encourage interested individuals to learn more about the program, and Stephen Ministry leaders anticipate holding a training session in the beginning of 2024.

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.

In addition, the *Grief Ministry Lunch & Fellowship* sessions have resumed the 3rd Wednesday of the month at Federal Pointe Grill at noon. All are welcome to attend this causal time with Pastor Andrew.

A newer member of our congregation, Frank George, is leading a seven week series on grief. This is a new program and has been well received. Frank is a Stephen Minister, a licensed grief counselor and has a lifetime of experience walking with people through various stages of grief at a funeral home in Baltimore. We are happy to be offering this series and hope that we continue to offer this and similar short courses in the future.

In November, and continuing into 2024, church member, Alli Crowell, will be offering free yoga classes on Friday afternoons at the church. Each series will have a focal theme, starting off with *Gratitude* in November & December. Yoga classes will accept free-will donations; 50% will be given to the *Love Your Brain Foundation* and the remainder to St. James Lutheran Church.

History & Archives

Committee Chair: David Flesner

Committee Members: Susan Hill, Wayne 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. The good news is that we can finally move into a larger space, Room 304. We are working on plans for setting up the room to meet our needs.

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

Library

Committee Chair: David Flesner

Committee Member: Brittney Bollinger, Martha Riley, Heidi Stone, and Linda Zimmerman

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.

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.

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 p.m. Contact Dave Flesner 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.

October 2022 – September 2023 Purchases Include (total of \$20,006.79 in expenses):

- 10% downpayment for organ repairs
- Purchase of a new Advent wreath and candle stand
- Stephen Ministry Training & Retreat Expenses
- Church Growth Campaign: consultant and associated expenses
- Church Growth Campaign: retreat luncheon
- Youth Soweto Concert Tickets at the Majestic
- God’s work. Our hands.: LWR school kit support (purchase of canvas drawstring bags)

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

In 2023, St. James Lutheran Church received \$4,513.20 in memorial funds. Financial gifts were given in memory of 12 people, and in honor of 9 people/households, by 55 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 & mission of the church.

Mission Fund

Committee Chair: Claire Anderson

Committee Members: Daniel Bringman, Dennis Carter, *World Outreach Representative*, Jim Dunlop, *Council President (2022)*, Pastor Andrew Geib, Priscilla Shuba, *Social Ministry Representative*, Barbara Vossler, *Early Learning Center Governance Representative*, Carol Widerman, *Council President (2023)*

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 31st of each year.

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

There was a balance of \$11, 432.59 in the Mission Fund for the 2023 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 18 through March 28. This year we received four proposals. Given the funds available, the committee made a recommendation to Council to fund all proposals.

In its March 28, 2023 report to Council, the Mission Fund Committee recommended that the Congregation Council allocate the indicated amounts from the Mission Fund for the distribution to four mission projects which were approved by council:

LWR-Earthquakes in Turkey	\$1,000
Dar Al-Kalima School Bethlehem*	\$4,000
Holiday Family Outreach	\$3,200
Refugee Resettlement Partnership of Gettysburg	\$3,200
Total	\$11,400

Council approved the recommendations 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.

** In addition to the \$4,000 for the Dar Al-Kalima School in Bethlehem, Social Ministry contributed \$3,000, for a total gift of \$7,000.*

See complete Mission Fund Financial Activity on page 17.

Committee Chair: Jan Keefer

Committee Members: Pastor Andrew Geib, Ann Ketterman

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 not held regular monthly meetings this year, but had several informal discussions via e-mail and met twice with Pastor Andrew and Vicar Libby. The focus of these discussions has been to review the current function of the committee and consider potential changes.

As St. James explores the Church Growth Campaign, it is the perfect time to review the individual ministries provided through the various committees and task forces. We encourage all committees to do the same. We contacted committee chairs and asked them to review the following questions, but received limited feedback.

- All committees have a purpose for the good of the church, community, or world. How does your committee support the mission, and/or the operation of St. James?
- What is the most inspiring/exciting thing that this committee/task force does or has done? What are some ideas for future undertakings?
- Do you see unmet needs within St. James or within your committee/task force?
- What support or resources does your committee need?
- Are there any areas/tasks which your committee could coordinate with another committee, to be more effective and impactful?

The Mission Support Committee is inactive at this time, awaiting direction from the pastors and/or Council.

Chair: Debby Luquette

Team Members: Vicar Libby Baker-Mikesell, Jon and Betsy Griffiths, 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.*

In looking back, the Creation Care Task Force had a productive year.

1. A video was used with the youth and a Minute for Mission was given at the three services on Creation Care weekend.
2. The Green Gettysburg Book Club, under the leadership of Will Lane, continues via Zoom most Friday mornings.
3. Congregation members helped with the Spring and Fall tree and shrub distribution organized by the Adams County Planting Partnership.
4. Carol Pasternak, a Monarch Butterfly expert, gave an engaging talk during the Sunday School hour.
5. A creation care focused bulletin board was initiated.
6. St. James is switching to paper table coverings in the dining room once the current supply of plastic has been exhausted.
7. Recycling efforts included corks and old VHS tapes (once the metal components are removed). Batteries will be collected again soon.
8. The task force studied the ELCA draft on Earth's Climate Crisis and the Kairos moment that we find ourselves in. Ways to engage the congregation are being developed.
9. Our most ambitious project was starting a pollinator garden (which will be a forever project) in cooperation with SpiriTrust Lutheran on their campus. Grants from the Adams County Community Foundation's Environmental Fund and Thrivent Action Teams enabled the purchase of plants and supplies. Then with a lot of planning, garden mapping, caring for tiny seedlings, removing sod, spreading top soil and mulch, digging, planting, watering and weeding, we have successfully launched a baby pollinator garden with the help of some of our youth and SpiriTrust Lutheran villagers and staff. Feel free to come and see the garden and walk the trail at the village (1075 Old Harrisburg Road).

Property

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 arranges for outside contractors as needed. In addition they manage projects for the Capital Campaign. The Property Committee provides set-up and tear down for many congregation events including outdoor worship, church picnics, decorations for Christmas, Halloween, Fasnacht making, Gettysburg C.A.R.E.S. hosting and other events.

Projects in process or completed this year include the following:

Dining room and storage areas: Storage for tables and chairs was added to the Dining Room and the old room divider curtains were removed and replaced with new ones.

Landscape subcommittee: Landscaping around the church includes mulching, pulling weeds and some plantings. Anyone interested in helping should contact Lyne Aurand.

Lighting throughout the building is being replaced with more energy efficient lighting (ongoing).

Replacement Windows: Replacement windows were installed on the Southeast section of the building. A total of 50 windows were installed by the Property Committee consisting of Brad Smith, Glenn Blocher, Kirk Smith, and others. No contractor wanted to bid on this work. This is a painstaking project including 13 steps for each window and as of November 2023 will be mostly completed. Plans are underway in 2024 for more window replacements.

Painting and Carpeting: Several rooms on the top floor were painted and new carpeting installed.

Youth House, Slentz House: A new kitchen was installed in the Youth House thanks to a grant obtained for use by Gettysburg C.A.R.E.S. Other renovations were made to the back of the Youth House and Slentz house.

Special thanks to Crouse Electric, C. E. Williams, and Neubauer Plumbing and Heating. These businesses and individuals have done work as a donation or reduced rate. Special thanks to our awesome Building Superintendent, Tom Bender, for his stewardship in St. James ministry.

Renewing God's House to Share God's Love Capital Campaign is now managed by the Property Committee. The campaign started in Oct. 2019 and through Sept. 30, 2023 received \$1,080,808 in contributions plus \$65,362 in gifts-in-kind and spent \$724,334 for an ending balance of \$356,475 for completion of windows and other projects. In addition, there is a separate building fund with a balance of \$21,492 and additionally, part of the endowment provides support for building projects.

The 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*, Ashley Drechsler, *ELC 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.

- The Kitchen Committee meets with Early Learning Kitchen Manager and Early Learning Center Director occasionally to check on the maintenance and cleanliness of the kitchen since it is used by several groups.
- The Kitchen Committee meets on an as needed basis and provides a member to attend Property Committee meetings when needed.
- A Kitchen Guidelines booklet and Cleanup and Sign-out forms are being considered for 2024.
- An annual kitchen cleaning occurs generally after the Fasnacht event each year. Volunteers are solicited via Kitchen Committee and church office.
- The following items will be considered for 2024: hand washing sign posted by sink, directions for use of dishwasher, and possibly labels for cabinets created and attached.
- The following are contacts for groups that use the kitchen:
 1. Early Learning Center Governance Members
 2. Early Learning Center Kitchen Manager
 3. Evangelism, Care Givers and Youth Committees
 4. St. James Staff, Sexton, and Property Committee
 5. Boy Scouts

Landscape Committee, sub-committee of Property

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 Church, Youth House, Slentz House (Gettysburg C.A.R.E.S., and parking lots and (2) Coordinate stewardship activities such as weeding, mulching, trimming, planting, and removing litter.*

1. The Landscape Committee requested a budget for 2023 to help cover some of the cost of mulch, plants, and weed management. The Landscape Committee and other St. James members continue to donate time, tools, and money for mulch, plants, and weed management.
2. The committee works with the Property Committee to maintain plants, trees, shrubs, grass, etc. and checks that St. James properties are clear of trash.
3. Several events of mulching, trimming, weeding, pruning, and trash clearing were scheduled and completed throughout the year.
4. The St. James Youth group, adults, and parents were a wonderful help during the K-5 Mini Workcamp weekend, helping with weeding and litter.
5. Areas that are maintained by the Landscape Committee are weeded. All sidewalks by buildings and at the parking lot are cleared of weeds. All fences are cleared of weeds. The playground rubber matting was weeded by those involved in the K-5 Mini Workcamp.
6. The Landscape committee meets on an as-needed basis.

Social Ministry

Committee Chair: Priscilla Shuba

Committee Members: Greta Englund, Pastor Andrew Geib, Peggy Green, Ami Hines, Jesse Holt, Joan 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 SCCAP, and Holiday Family Outreach.

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. They are greatly appreciated. The Committee with the generosity of Grace Lutheran Church, were able to purchase diapers, baby food and other items for the Food Pantry.

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. For the first year, C.A.R.E.S. will be at St. James for the entire season (October – April). Other Churches will provide members to staff the program, as well as provide daily breakfast.

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 Cashtown. Habitat expects to start a new home in November. 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. *See pg. 30 for the proposed 2024 Sharing Ministry Budget.*

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.

We enjoyed devotions and dinner with the residents at the Adams Rescue Mission. We expect to host a supper with Seminarians in November. 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.

See the Social Ministry Financial Report and financial impact on our community on pg. 24.

Committee Chair: Claire Anderson

Committee Members: Dennis Carter, David and Pat Crowner, 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: January, February, March, April, August, September, October, November
- Sent 2022 Global Mission scholarship monies (\$1,400) to Lutheran Immigration & Relief Services.
- Hosted Emma Wagner, LWR's regional liaison, as the visiting preacher for May 20 -May 21
- St. James Quilt Mission highlights:
 - Prepared quilts throughout the year thanks to Lois Allwein, Claire Anderson, Jan Carey, Becky Carter, Carol Cook, Greta Englund, Megan Eppleman, Kathy Evans, Pegg Gardner, Barbara Hedrick, Brenda Heberling, Joan Leedy, Sam Main, Barbara Nicks, Shirley Sanders, Judy Seilhamer, Paula Shoemaker, Sandy Waybrant, Jean Uhlig, Carol Widerman, Ila Verdirame, and Cindy Zepp.
 - Held two Knot a Quilt sessions in April to finish 40 quilts assembled over the winter. A team of volunteers worked throughout the summer to complete another 40 quilts by October.
 - Quilt blessings held in May and November.
 - Delivered 40 quilts to the LWR collection site at the Brethren Service Center, New Windsor, MD in May and November; thank you, Dennis Carter.
 - Donated one quilt to Lutheran Camping Corp/Camp Nawakwa's 2023 Quilt Auction.
 - Received a donation of 30 boxes of quality fabric via Beth Becker. Volunteers organized these materials, sharing 10 bags of clothing quality fabric with the refugee families, and 10 boxes of quilt quality fabric with Christ Lutheran Church's Quilt Mission Committee.
- Organized a spring congregation School Kit collection in support of Lutheran World Relief's humanitarian efforts in Turkey.
 - World Outreach pre-ordered the materials to the church office.
 - Under Adam Michael's direction, engaged the K-5 Wednesday Youth Group in an LWR mission response activity assembling 120 School Kits with these materials.
 - The Youth program raised over \$2,340 as a donation supporting LWR School Kits.
 - Delivered these kits to the LWR collection site at the Brethren Service Center, New Windsor, MD in May.
- Continued to lead St. James as a member of the *Refugee Resettlement Partnership* to support the Nasiri and Ahmadzai families establish themselves in the Gettysburg community.

Worship & Music

Committee Chair: Pete Riley (2022) and Judy Seilhamer (2023)

Committee Members: Vicar Libby Baker-Mikesell, Becky Brown, Pastor Andrew Geib, David Flesner, Sharon Kaya, *Congregation Council Representative*, Sam Main, Jonathan Noel, *Minister of Music*, Martha Riley, Dee Wells, Denise Wood

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. Reviews services recently completed and those soon to come are regular agenda items.*

Highlights of 2022-2023

Judy Seilhamer replaced Pete Riley as Worship and Music Chair.

Flower Coordinator position was taken over by Dee Wells which meant that the Sacristy checking account (which is used for flowers) was also taken over by Dee.

Denise Wood is the new MSP scheduler. Denise has been streamlining volunteer guidelines.

Worship assistants + training session was conducted by current worship assistants.

A new Advent candle stand, created by New Holland Church Furniture Company at a cost of \$4990 will replace the Advent wreath. (Funded by Memorial & Sacristy monies.)

Introduction of a Thanksgiving Eve Dinner and Bluegrass service; another dinner and Bluegrass service was held on May 13, 2023

Purple swags were made to enhance the worship space during Lent.

At the request of Pastor Andrew, a black parament and 2 black stolls were added to the current ones, to be used on Ash Wednesday and Good Friday.

Benefit concerts: Jesse Holt and Suzanne Hubbard raised \$592 for SCCAP and the Literacy Council; A Valentine Concert with Jesse Holt, Ernie Kranias, Sharon Kaya, and Suzanne Hubbard raised \$1,266 for SCCAP and the Watershed Alliance of Adams County; A Fall Benefit Concert with Jesse Holt, Ernie Kranias, Sharon Kaya, Suzanne Hubbard and David Chapman raised \$693 for LWR, SCCAP and Gettysburg C.A.R.E.S.

Advent (*Journeys*) and Lenten (*Led by the Spirit: Stories of Faith Amidst the Wilderness*) midweek services were held during which members of the congregation shared personal experiences.

Miracle workers led worship on December 17/18, and April 15/16.

65 poinsettias and 75 Easter flowers enhanced the worship space. A total of \$1,362.50 was raised for World Hunger in lieu of flowers.

Rev. Carla Christopher - guest preacher in May on RIC Weekend.

Psalms have been reintroduced to the Liturgy on occasion.

Braband organ scholarship recipients: Anna Smith, Caleb Leckrone

The Worship Lectionary was rebound at a cost of \$171.78.

Jonathan Noel is supervising work on the organ.

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

2023 was a busy year for the youth of St. James. It saw opportunities for fun, faith, growth, and service for the youth in our three different age groups. While there were many things on the schedule, there was a concerted effort to provide consistent and fulfilling activities without overwhelming the schedule. This strategy seemed to have the desired effect as many of the scheduled events were well attended. Below is just a sampling of what the youth at St. James had the opportunity to participate in during the 2023 year:

- Breakfast with Santa Event
- Winterfest
- High School Nawakwa retreat
- Middle School Nawakwa retreat
- 1863 Escape Room
- Family Bowling Night
- Fastnacht Fundraiser
- K-5 Olympics
- K-5 Mini Workcamp
- Bike Recycling
- Weekly K-5 Youth Group
- Weekly Middle School Youth Group
- Weekly High School Youth Group
- Weekly High/Middle School Breakfast
- Hershey Park Trip
- Hiking Trip
- Kayaking Trip
- Peafowl Farm Trip
- Paint Ball Trip
- Family Game Nights
- Vacation Bible School
- Family Halloween Party & Open House
- Apple Gleaning
- WaterLife Worship Services

While these events are largely under the supervision of Director of Youth and Family Ministry Adam Michael, none of these would be possible without the work and dedication of a small but committed army of volunteers. These volunteers have done everything, including: driving, herding kids, helping cut out crafts, listening to a long winded story, offering a hug, cooking breakfast, and being an example of a servant heart. We cannot thank these volunteers enough for the time, effort, and belief in our youth that they show every day!

2023 has been a great year and we are looking forward to a 2024 year filled with even more activities, especially finally getting to go to the National Youth Gathering in July 2024!