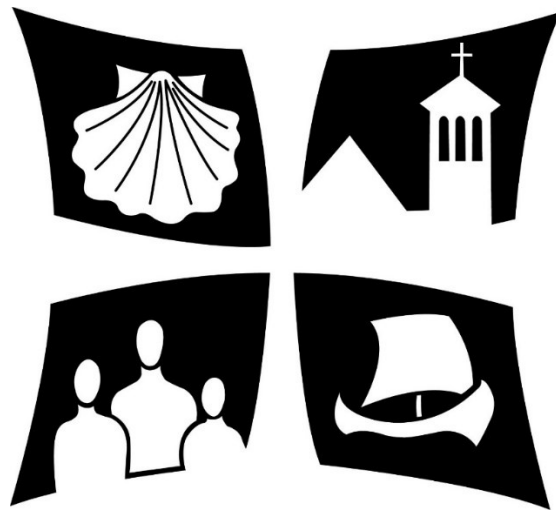


ST. JAMES LUTHERAN CHURCH

2024 ANNUAL REPORT



Annual Congregation Meeting
Sunday, November 17, 2024
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

MISSION STATEMENT

*We respond to God's abundant grace
by being hearers, proclaimers, and doers of the Word.*

VISION STATEMENT

Forgiven and invited to live and to love like Jesus.

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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	Director of Youth & Family Ministry	youth@stjamesgettysburg.org
204	Karen Lentz	Church Treasurer	finance@stjamesgettysburg.org
205	Pastor Libby Baker-Mikesell	Associate Pastor	lbakermikesell@stjamesgettysburg.org
206	Pastor 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

email: council@stjamesgettysburg.org

Ann Ketterman	annieketterman@aol.com	Serving until July 2025
Will Lane	wlane@gettysburg.edu	
Ed Main	emain01@centurylink.net	
Shirley Sanders	sandersds@comcast.net	
Debra Baker, <i>Council Secretary</i>	debrabakerj76@gmail.com	Serving until July 2026
Carol Cook	caecook@comcast.net	
Alan Haynes, <i>Council President</i>	cardreamer88@comcast.net	
Mark Withrow, <i>Council Vice President</i>	withamark@gmail.com	
Jim Flanagan	jasfsp799@gmail.com	Serving until July 2027
Jason Howe	jah137@yahoo.com	
Janina Kloster	janinakloster@yahoo.com	
Glenn Munsee	glennmeister101@hotmail.com	
Youth Representative		Serves 1 yr term

COMMITTEE CHAIRS

Building Use Taskforce	Bill Shoemaker	wmshoemaker@comcast.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	darylraurand@gmail.com
Landscaping	Lyne Aurand	darylraurand@gmail.com
Library	David Flesner	dflesner@gettysburg.edu
Memorial Fund		
Mission Fund	Claire Anderson	battleburg@gmail.com
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	Shirley Armstrong, Baird & Sarah Tipson	sarmstro@gettysburg.edu btipson@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

A Congregation Council, Staff Team and Committees Booklet is a yellow directory that is available. It lists committee meeting times, committee members, and contact information. If you cannot find one in the church, and would like one, please come to the office for a printed copy.

PAROCHIAL STATISTICS

2024

(Nov. 1, 2023 – Oct. 31, 2024)

Baptisms: 8

First Communion: 0

Confirmations: 0

New Members: 24

(Includes baptisms)

Weddings: 3

Funerals: 19

(23 members)

Current Baptized Membership:

1,151

Active Membership: 456

Average Worship Attendance: 248

2023

(Nov. 1, 2022 – Oct. 31, 2023)

Baptisms: 6

First Communion: 4

Confirmations: 3

New Members: 42

(Includes baptisms)

Weddings: 3

Funerals: 29

(20 members)

Current Baptized Membership:

1,129

Active Membership: 482

Average Worship Attendance: 246

2022

(Nov. 1, 2021 – Oct. 31, 2022)

Baptisms: 4

First Communion: 1

Confirmations: 5

New Members: 27

(Includes baptisms)

Weddings: 4

Funerals: 31

(18 members)

Current Baptized Membership:

1,158

Active Membership: 519

Average Worship Attendance: 215

<p style="text-align: center;">2024 ANNUAL CONGREGATION MEETING AGENDA SUNDAY, NOVEMBER 17 AT NOON</p>
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Opening

- Call to Order – Alan Haynes, Council President
- Devotion – Pastor Libby Baker-Mikesell
- Call for Quorum – Alan Haynes (21 needed for quorum)
- Introduction of Council Members

Minutes

- Minutes from the November 19, 2023 Annual Congregation Meeting
 - o *Motion to approve minutes*

Report of Officers and Standing Committees

- | | |
|--|---|
| - Treasurer’s Report | <i>Motion to refer for financial review</i> |
| - Endowment Fund Report | <i>Motion to refer for financial review</i> |
| - Sacristy Financial Report | <i>Motion to refer for financial review</i> |
| - Social Ministry Financial Report | <i>Motion to refer for financial review</i> |
| - Early Learning Center Treasurer’s Report | <i>Motion to refer for financial review</i> |
| - Standing Committee Reports | |

Special Orders

- 2025 Annual Budget and Mission Plan *Motion to adopt Annual Budget and Mission Plan*
- Sharing Ministry 2025 Budget *Motion to adopt Sharing Ministry Budget*
- Early Learning Center 2025 Budget *Motion to adopt proposed Early Learning Center Budget*
- Election of Endowment Committee Nominees *Council approved 10/16/2024*
 - Beth Becker – 1st term
 - Ernie Kranias – 1st term
 - Cara Russo – 1st term
 - Carol Widerman – 1st term
- Election of members to attend Lower Susquehanna Synod Assembly (*tentative 6/5-7/2025*)
 - Debra Baker
 - Jason Howe
 - Bri Howe, youth representative
- Discussion & vote to purchase a church van *Council approved motion; 5/15/2024*
See Church Van Proposal on following page

Closing

- Good for God! Good for St. James!
- Prayer by Pastor Andrew Geib
- Motion to Adjourn

CHURCH VAN PROPOSAL FROM VAN TASK FORCE

Task Force Chair: Alan Haynes

Task Force Members: Daryl Aurand, Pastor Libby Baker-Mikesell, John Doerfler, Daniel Folkemer, Janina Kloster, Alan Zepp

The St. James Van Task Force is recommending that our church consider the purchase of a passenger van to help facilitate:

- Youth Group functions where part of the activity requires transporting to different functions. Currently we rely on several volunteers and multiple vehicles to fulfil our transportation needs.
- Transportation of church members to and from church on Sunday morning.
- Church staff needs (Sam's Club, staff events, etc.)

The Task Force realizes that extra managerial functions would be required to monitor the van usage including scheduling, qualified drivers, maintenance, etc. Because of these extra functions it is recommended that the van management fall under a separate ministry or committee within our church.

The Task Force has inquired about additional insurance coverage through our current provider and got an estimate that is around \$2,500 per year. It is difficult to get an exact annual cost estimate because we do not own the vehicle. To keep within the guidelines of the insurance requirements we were told the following:

- All drivers must be a minimum of 25 years of age.
- All drivers must meet the insurance requirements of the provider.
- The maximum distance for coverage without special notification is 250 miles from Gettysburg.

Not related to the insurance requirements, but related to St. James requirements, include:

- All drivers must pass a background check (Same requirement as CARES).
- There must always be 2 adults in the van when transporting youth.

After discussing van ownership with other churches in our area, the consensus within the Van Task Force was a newer van would best suit our needs for reliability, dependability, and safety. The recommendation from the Van Task Force is that the church acquire a 15 passenger non-CDL van that is 2014 or newer, with less than 80,000 miles.

Regarding parking the van, the Task Force strongly recommends that the van be parked in the church parking lot. Some of the concerns of "offsite" parking are security of the van, potential target for vandalism and keeping the van on the church property would promote utilization of the van.

Finally, the Van Task Force recommends that the purchase of the van be done with ELCA Endowment Fund pooled trust funds.

2023 ANNUAL CONGREGATION MEETING MINUTES
SUNDAY, NOVEMBER 20 AT 12:00 P.M. AT ST. JAMES AND VIRTUAL VIA ZOOM

Opening

- Meeting called to order at 12:08 pm in the Worship Space
- Devotions by Council President Carol Widerman
- Carol Widerman declared a quorum (75 voting congregants present; 21 needed for quorum)
- Introduction of Council Members

Minutes

- A motion to approve the minutes of the 2022 Annual Congregation Meeting was voted and carried

Report of Officers and Standing Committees

- Treasurer’s Report *Motion to refer for financial review was voted and carried.*
- Endowment Fund Report *Motion to refer for financial review was voted and carried.*
- Sacristy Financial Report *Motion to refer for financial review was voted and carried.*
- Social Ministry Financial Report *Motion to refer for financial review was voted and carried.*
- Early Learning Center Treasurer’s Report *Motion to refer for financial review was voted and carried.*
- Standing Committee Reports
Standing Committee Reports were adopted, with the only comment being the committees as a whole needed some new chairmen and members to sustain.

Special Orders

- 2024 Annual Budget and Mission Plan
Cathy Haynes provided highlights of the report, including increases and decreases of selected line items. Council Member Mark Withrow provided details into the projected budget and projected shortfall (if St. James were fully staffed next year) along with a solution to the shortfall: if the 310 giving families at St. James were to increase their 2023 giving by \$18 per month, the shortfall would be met.
A motion to adopt the 2024 budget was voted and adopted.
- Sharing Ministry 2024 Budget
Motion to adopt was voted and carried.
- Early Learning Center 2024 Budget
Treasurer Karen Lentz discussed increases and decreases in selected line items.
Motion to adopt was voted and carried.
- Endowment Fund Committee
The Endowment Fund Committee recommended Lucinda Bringman for a second term; Council approved motion 8/16/2023. *Motion was voted and carried.*
- Election: Voting members to the Lower Susquehanna Synod Assembly (May 31 – June 1, 2024). Nominations: Debra Baker, Dan Folkemer, Sharon Kaya. Youth Representative (still vacant). *Motion carried.*

Closing

- Good for God! Good for St. James!
 - Recognition of all those who have been making many of the repairs and enhancements to the church buildings
 - Thanks to the many who contributed to and assembled the Operation Christmas Child boxes
 - Reminder from the Endowment Committee to consider legacy giving
 - Reminder of the need for newer and younger members on all standing committees, thanks to Vicar Libby and the St. James staff, thanks for all the new families who have joined the church in the past year, reminder that we still need an associate pastor and a reminder for everyone to consider increasing their giving in 2024 by an additional \$18 per month.
 - Thanks to Council Vice President Alan Haynes for his service.

- Council Vice President Alan Haynes offered the closing prayer.

- Church Council President Carol Widerman asked for a motion to adjourn, which was seconded and voted. Meeting was adjourned at 1:00 p.m.

Minutes submitted by
Debra Baker
Congregation Council Secretary

ST. JAMES INCOME & EXPENDITURES

ST JAMES LUTHERAN CHURCH FOR THE 12 MONTHS ENDED SEPTEMBER 30, 2024 INCOME & EXPENDITURES

Balance as of September 30, 2023	\$799,620.69
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Income

Actual Giving Fund	945,047.88
2023 Liabilities (see Balance Sheet)	925.55
Building Fund	8,175.59
Camping Scholarship Fund	1,400.00
Capital Campaign	75.00
Columbarium Fund	4,400.00
Memorial Fund	7,895.20
Mission Fund	11,530.00
Sharing Ministry Fund	17,833.55
Undesignated Bequest Fund	141,429.98
Youth House - Kitchen Renovation	42,425.56
Youth Nat'l Gath / Workcamp Fund	16,112.37
PNC - Money Market Interest	12,146.12
PNC - CD Earnings	72.27

Total Income	\$1,209,469.07
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Expenditures

Actual Giving Fund	803,642.22
2023 Liabilities (see Balance Sheet)	1,148.42
Braband Scholarship (organist)	1,100.00
Building Fund	7,775.21
Camping Scholarship Fund	3,380.00
Capital Campaign	91,932.23
Church/Community Fund	43,095.56
Memorial Fund	9,296.78
Mission Fund	11,530.00
Sharing Ministry Fund	23,600.00
Undesignated Bequest Fund	158,680.98
Youth House - Kitchen Renovation	3,619.68
Youth Nat'l Gath / Workcamp Fund	19,005.29
PNC Money Market - Fees	9.00

Total Expenditures	\$1,177,815.37
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Balance as of September 30, 2024	\$831,274.39
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Investments:

ACNB - Checking Account Balance	\$316,597.21
PNC - Money Market Account Balance	\$314,604.91
PNC - CD	\$200,072.27

Total Investments	\$831,274.39
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ST. JAMES BALANCE SHEET - ASSETS

	Sep 30, 24	Sep 30, 23	\$ Change	% Change
ASSETS				
Current Assets				
Actual Giving Fund	282,770.07	141,716.77	141,053.30	99.53%
Braband Scholarship (Organ lessons)	2,058.10	3,158.10	(1,100.00)	(34.83%)
Building Fund	21,803.24	21,402.86	400.38	1.87%
Camping Scholarship Fund	2,700.00	4,680.00	(1,980.00)	(42.31%)
Capital Campaign Fund	(35,382.34)	56,474.89	(91,857.23)	(162.65%)
Church / Community Fund	117.32	43,212.88	(43,095.56)	(99.73%)
Columbarium Fund	4,168.22	(231.78)	4,400.00	1,898.35%
Memorial Fund	16,948.54	18,350.12	(1,401.58)	(7.64%)
Sharing Ministry Fund	16,046.86	21,813.31	(5,766.45)	(26.44%)
Undesignated Bequests Funds	2,500.00	19,751.00	(17,251.00)	(87.34%)
YH Kitchen Renovation	0.00	(38,805.88)	38,805.88	100.0%
Youth Group (Workcamp/NYG)	2,867.20	5,760.12	(2,892.92)	(50.22%)
Total Checking Acct ACNB	316,597.21	297,282.39	19,314.82	6.5%
PNC Money Market - Capital Campaign	314,604.91	302,467.79	12,137.12	4.01%
PNC CD - Actual Giving	125,000.00	125,000.00	0.00	0.0%
PNC CD - Undesigned Bequest	25,000.00	25,000.00	0.00	0.0%
PNC CD - Youth Fund	50,000.00	50,000.00	0.00	0.0%
PNC Investment - CD - Other	72.27	0.00	72.27	100.0%
Total PNC Investment - CD	200,072.27	200,000.00	72.27	0.04%
Sacristy Committee Checking Account	3,311.37	3,311.37	0.00	0.0%
Social Ministry Checking Account	15,859.80	15,859.80	0.00	0.0%
Total Checking/Savings	850,445.56	818,921.35	31,524.21	3.85%
Total Current Assets	850,445.56	818,921.35	31,524.21	3.85%
Other Assets				
Investments				
C. Leslie Fair CD	1,000.00	1,000.00	0.00	0.0%
Reuben/Harriet Stallsmith Trust	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	1,930,918.06	1,899,393.85	31,524.21	1.66%

ST. JAMES BALANCE SHEET - LIABILITIES
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LIABILITIES & EQUITY

Liabilities

Current Liabilities

Other Current Liabilities

Artisans Olive Wood	143.50	0.00	143.50	100.0%
Creation Cares Taskforce	536.97	625.34	(88.37)	(14.13%)
Designated Giving	518.08	523.08	(5.00)	(0.96%)
Gettysburg CARES	<u>(273.00)</u>	<u>0.00</u>	<u>(273.00)</u>	<u>(100.0%)</u>
Total Other Current Liabilities	<u>925.55</u>	<u>1,148.42</u>	<u>(222.87)</u>	<u>(19.41%)</u>
Total Current Liabilities	<u>925.55</u>	<u>1,148.42</u>	<u>(222.87)</u>	<u>(19.41%)</u>
Total Liabilities	925.55	1,148.42	(222.87)	(19.41%)
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	956,314.33	1,016,158.68	(59,844.35)	(5.89%)
Net Income	<u>(61,580.75)</u>	<u>(153,172.18)</u>	<u>91,591.43</u>	<u>59.8%</u>
Total Equity	<u>1,929,992.51</u>	<u>1,898,245.43</u>	<u>31,747.08</u>	<u>1.67%</u>
TOTAL LIABILITIES & EQUITY	<u><u>1,930,918.06</u></u>	<u><u>1,899,393.85</u></u>	<u><u>31,524.21</u></u>	<u><u>1.66%</u></u>

ST. JAMES INCOME STATEMENT

ST JAMES LUTHERAN CHURCH
FOR 12 MONTHS ENDED SEPTEMBER 30, 2024
ACTUAL GIVING FUND

Balance as of September 30, 2023		\$266,587.28
Income		
Offerings	858,835.45	
2024 Liabilities (balance sheet)	925.55	
Building Usage	3,211.00	
Child Care Financial Mgmt Fee	17,499.99	
Child Care Building Exp Fee	25,800.00	
Christmas/Advent Offering	12,289.44	
Easter / Lent Offering	12,412.00	
Tfr from Undesignated Fund - Personnel	10,000.00	
Tfr from Undesignated Fund - Personnel Youth	5,000.00	
Total Income		\$945,973.43

Expenditures continued on following page.

ST. JAMES INCOME STATEMENT

Expenditures	
Faith Commitment	52,000.00
Gbg Community Soup Kitchen	1,000.00
Gettysburg Pride	500.00
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
Seminarian Support	1,000.00
Source of Life Ministries	2,100.00
SpiriTrust Foundation - Benev Care	1,000.00
SpiriTrust Foundation - Hospice	1,000.00
St James Social Ministry	14,000.00
United Lutheran Seminary	500.00
World Hunger	2,800.00
World Mission Prayer League - Saha	500.00
World Outreach - Emmaus	1,600.00
World Outreach - Global Mission	2,800.00
World Outreach - Other	4,000.00
World Outreach - Palmer (Synod)	2,800.00
World Outreach - Tree4Hope	1,300.00
2023 Liabilities (balance sheet)	1,148.42
Void & Reissue Ck from May 2023	(129.49)
Archives	206.75
Audit	2,500.00
Bank & Credit Card Charges	2,063.08
Borough Storm Water Mgmt Fee	1,470.00
Building Maint - Landscaping	380.57
Building Repair/Maintenance	16,006.87
Building Supplies	6,919.96
Caregiving Ministry Expenses	700.46
Christian Education	1,436.43
Contingencies/Misc.	739.34
Envelopes	1,784.07
Evangelism/Fellowship	650.60
Health Ministry	546.82
Insurance	13,679.00
Library Expense	303.17
LWR - Quilting Mission	250.08
Marketing	1,591.98
Music & Supplies	7,493.93
Office Repair & Maintenance	0.00
Office Supplies	5,130.74
Organ Repair & Maintenance	914.67
Payroll Processing Fees (ADP)	352.45
Personnel Expenses	535,167.54
Postage Expenses	1,630.80
Retreats/Workshops	988.36
St. James Camping Scholarship	2,000.00
Stewardship / Mission Support	100.00
Technology	7,727.88
Telephone	7,160.33
Trash Removal	1,903.35
Utilities	57,768.90
Worship Materials	2,886.15
Youth Activies	23,417.43
Total Expenditures	<u>(\$804,790.64)</u>
Balance as of September 30, 2024	<u>\$407,770.07</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, 2023		\$21,813.31
Income		
C. Leslie Fair Interest - CD	3.71	
Cook Trust Interest - CD	4.02	
Stallsmith Trust Interest - CD	3.40	
Checking Account Interest	413.86	
L. David Plank Trust	8,262.81	
Pfeiffer Trust	9,145.75	
Total Income	9,145.75	\$17,833.55
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	
The Emergency Fund ¹	1,000.00	
Total Expenditures	1,000.00	(\$23,600.00)
Balance as of September 30, 2024		\$16,046.86

¹ assistance with custody fees for family in need

ST. JAMES FUND ACTIVITIES

BUILDING FUND

Balance as of September 30, 2023		\$21,402.86
Income		
Offerings	8,175.59	
Total Income		\$8,175.59
Expenditures		
Bradley Smith - Reimb Back Door Ramp @ Slentz House	294.21	
Schinder Elevator - Elevator repairs	7,481.00	
Total Expenditures		(\$7,775.21)
Balance as of September 30, 2024		\$21,803.24

Offerings received through the church envelopes or designated "Building Fund" in the memo is placed into the building fund. Income also includes money donated by organizations who utilize the building for meetings.

BRABAND SCHOLARSHIP (ORGAN LESSONS)

Balance as of September 30, 2023		\$3,158.10
Income		
Contributions	0.00	
Total Income		\$0.00
Expenditures		
Gettysburg Times - advertisement	150.00	
Richard Frey - stipend for lessons	350.00	
Jonathan Noel - stipend for lessons	600.00	
Total Expenditures		(\$1,100.00)
Balance as of September 30, 2024		\$2,058.10

ST. JAMES FUND ACTIVITIES

CAPITAL CAMPAIGN FUND

Balance as of September 30, 2023		\$356,474.89
Income		
Contribution	75.00	
Total Income		\$75.00
Expenditures		
Stonewood Construction - Restoration of Leaded Glass	44,690.00	
Schindler Elevator Co - Elevator Access Control - Securing ELC	17,056.00	
WFX Fire, Lock & Security - Elevator Access Control - Securing ELC	2,785.00	
Bank of America - B&H - Switch for Security Cameras	699.00	
Shaffer Design Assoc - CARES Alterations Drawings	1,415.00	
PA Municipal Code Alliance - Permit for Building Alterations	675.00	
Dietrick Plumbing & Heating - Demolition Work Rm 305/306	1,300.30	
Glessner Technologies - Exterior Camera Install 50%	3,698.25	
Roy M Williams & Sons - Painting Upper Level + other	7,223.00	
Stryker Sales, LLC - LifePak CR2 Defibrillator (2 AEDs)	5,423.84	
Kirk Smith - Windows & Cabinets	5,230.00	
Bradley Smith - Reimburse for Materials/Supplies	1,736.84	
Total Expenditures		(\$91,932.23)
Balance as of September 30, 2024		\$264,617.66

ST. JAMES FUND ACTIVITIES

CAMPING SCHOLARSHIP

Balance as of September 30, 2023		\$4,680.00
Income		
Contribution	1,400.00	
Total Income		\$1,400.00
Expenditures		
Lutheran Camping Corp	3,380.00	
Total Expenditures		(\$3,380.00)
Balance as of September 30, 2024		\$2,700.00

CHURCH / COMMUNITY FUND

Balance as of September 30, 2023		\$43,212.88
Income		
Contribution	0.00	
Total Income		\$0.00
Expenditures		
PA Municipal Code Alliance - Permit to remove windows (Youth Ho	670.00	
Tfr to YH Kitchen Fund - Cover final expenese	42,425.56	
Total Expenditures		(\$43,095.56)
Balance as of September 30, 2024		\$117.32

ST. JAMES FUND ACTIVITIES

COLUMBARIUM FUND

Balance as of September 30, 2023		(\$231.78)
Income		
Niche Deposits	4,400.00	
Total Income		\$4,400.00
Expenditures		
Codori Memorials - Brass Engraved Plate	0.00	
Total Expenditures		\$0.00
Balance as of September 30, 2024		\$4,168.22

MEMORIAL FUND

Balance as of September 30, 2023		\$18,350.12
Income		
Memorials Received	7,895.20	
Total Income		\$7,895.20
Expenditures		
Gwen Weiser - Ordination Stole (Pr Libby)	350.00	
Judy Seihamer - Altar Paraments fabric	643.92	
Summit Coaching & Behavioral Consulting	3,000.00	
1517 Media - New Pew Hymnals	5,302.86	
Total Expenditures		(\$9,296.78)
Balance as of September 30, 2024		\$16,948.54

ST. JAMES FUND ACTIVITIES

MISSION FUND

Balance as of September 30, 2023		\$0.00
Income		
Tfr from Endowment - Mission's portion	11,530.00	
Total Income		\$11,530.00
Expenditures		
Common Ground Recovery Community	2,530.00	
LWR - Ukraine Regional Task Force	2,000.00	
ELCA - Beit Jala & Bethlehem Lutheran Churches	2,000.00	
Good Shepherd Travel - Olive Wood Project	5,000.00	
Total Expenditures		(\$11,530.00)
 Balance as of September 30, 2024		 \$0.00

UNDESIGNATED BEQUEST FUND

Balance as of September 30, 2023		\$44,751.00
Income		
Interest from Kime Trust	12,862.12	
McVicker Trust - Distribution	1,911.86	
Fred Schutt Estate Bequest	13,456.00	
Randy Smith Estate Bequest	113,200.00	
Total Income		\$141,429.98
Expenditures		
Tfr to Actual Giving - Personnel	10,000.00	
Tfr to Actual Giving - Personnel Youth	5,000.00	
Tfr Kime Trust Distributions to Endowment	15,113.12	
Tfr Fred Schutt Estate to Endowment	13,456.00	
Tfr Randy Smith Estate to Endowment	113,200.00	
Tfr McVicker Trust to Endowment	1,911.86	
Total Expenditures		(\$158,680.98)
 Balance as of September 30, 2024		 \$27,500.00

ST. JAMES FUND ACTIVITIES

YOUTH HOUSE - KITCHEN RENOVATION

Balance as of September 30, 2023		(\$38,805.88)
Income		
Tfr from Church/Community Fund	42,425.56	
Total Income		\$42,425.56
Expenditures		
Bradley Smith - Reimburse for Electric Exp	3,334.82	
Bank of America - Amazon	284.86	
Total Expenditures		(\$3,619.68)
 Balance as of September 30, 2024		 \$0.00

All funds have been expended for the Youth House Kitchen Renovation, and the project is complete; this fund may be removed from the St. James' financials for 2025.

YOUTH NATIONAL GATHERING / WORKCAMP FUND

Balance as of September 30, 2023		\$55,760.12
Income		
Offering / Donations	5,014.17	
Participants Deposits (\$200 per youth)	1,600.00	
Fundraisers (fastnacht profit)	9,498.20	
Total Income		\$16,112.37
Expenditures		
National Youth Gathering Expenses	19,005.29	
Total Expenditures		(\$19,005.29)
 Balance as of September 30, 2024		 \$52,867.20

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 2024 CAPITAL CAMPAIGN REPORT

Capital Campaign
Income & Expense Summary

St. James Lutheran Church
Through 09/30/2024

Campaign period
October 2019 to November 2022
INCOME RECEIVED FOR CAMPAIGN

	Capital Campaign original	updated or revised	Contractor	Revised Estimate or Actual	Income received or expense paid	Gift In Kind	Comment
	\$ 1,000,000				\$ 1,080,883		
EXPENDITURE ANALYSIS							
Year One							
Replace flat rubber roof & repair damage from leaks	\$ 90,000		Donald B. Smith	\$ 77,252	\$ 77,252	\$ 6,000	Completed
Replace 3 HVAC units	\$ 14,000		From Building budget				Completed
Repaint 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	\$ 46,356		Completed
Repair windows on west	incl above	\$39,650		\$ 39,650	\$ 44,690		\$150k in progress
Refurbish kitchen cabinets	\$ 40,000		Crouthamel Construction	\$ 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			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	\$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	\$ 482,810	\$ 45,000	

Year Two

Redesign of gathering area	tbd			\$ 115,000	\$ 110,327		Schematic design needs updated
Upgrade worship area sound/AV System	\$ 60,000		Armbruster AV				Completed
Install new, cost and energy efficient lighting	tbd			\$ 20,000	\$ 2,090	\$20,000	Completed gift in kind
Gettysburg C.A.R.E.S., Slentz house, 2nd floor	\$ 20,000			\$ 135,000	\$ 112,417	\$20,000	\$20k from separate grant
Subtotal year two not including tbd	\$ 80,000						

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		Completed
Replace flooring & Carpet (upper level)	\$ 40,000	\$44,922	Schmitt's interiors	\$ 45,000	\$ 19,630	\$ 362	\$25k in progress
Replace folding partitions in the dining room	\$ 48,000		Modernfold of Reading, Inc	\$ 48,000	\$ 54,481		Completed
Paint (stairwells, upper/main level rooms)	\$ 15,000	\$17,150	Property Committee	\$ 17,150	\$ 4,755		\$15k 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
Elevator			Upgrade		\$ 18,449		Completed
Room 305&306			reconfigure rooms		\$ 6,050		\$25k in progress
Contingency: Cameras, AED	\$ 80,000		Glessner Technologies	\$ 80,000	\$ 15,564		\$50k in progress
Subtotal year three	\$ 298,000			\$ 294,280	\$ 221,039	\$ 362	
Grand Total Expenditures not including tbd	\$ 877,000			\$ 959,000	\$ 816,266	\$ 65,362	

Balance of Campaign Funds

Does not include accumulated earnings on campaign of \$14,500

\$ 264,618

ST. JAMES 2024 ENDOWMENT FUND REPORT

ELCA ENDOWMENT FUND POOLED TRUST – Church Account x 423
January 1, 2024 through September 30, 2024

PORTFOLIO SUMMARY

Asset Description	Market Value
Ministry Growth Fund	\$1,316,428.07
	<u>\$1,316,428.07</u>

ACCOUNT ACTIVITY SUMMARY

Beginning Balance	\$1,053,212.68
Additions	171,689.94
Transfers In	0.00
Withdrawals	11,530.00
Transfers Out	0.00
Change in Market Value	103,055.45
Ending Balance	<u>\$1,316,428.07</u>

ASSET DETAILS

Asset Description	Units	Market Price	Market Value
Ministry Growth Fund	843.926825	1,559.88	\$1,316,428.07
		Grand Total	<u>\$1,316,428.07</u>

INCOME DISTRIBUTIONS

Description	Date	Amount
St.James Lutheran Church Endowment Fund - Add Interest To A Primary Account	03/31/2024	(10,530.90)
St.James Lutheran Church Endowment Fund - Add Interest To A Primary Account	06/30/2024	(10,766.50)
St.James Lutheran Church Endowment Fund - Add Interest To A Primary Account	09/30/2024	(11,885.30)
	Total Income Distributions	<u>\$(33,182.70)</u>

ADDITIONS AND WITHDRAWALS

Purchase Details	Date	Price	Units	Amount
Ministry Growth Fund	01/31/2024	1,430.36	2.862146	4,093.90
Ministry Growth Fund	03/31/2024	1,450.35	7.260957	10,530.90
Ministry Growth Fund	03/31/2024	1,450.35	9.277787	13,456.00
Ministry Growth Fund	06/30/2024	1,473.07	3.281995	4,834.60
Ministry Growth Fund	06/30/2024	1,473.07	7.308898	10,766.50
Ministry Growth Fund	07/31/2024	1,493.97	75.771084	113,200.00
Ministry Growth Fund	09/30/2024	1,532.25	1.907477	2,922.74
Ministry Growth Fund	09/30/2024	1,532.25	7.756741	11,885.30
			Total Purchases	<u>\$171,689.94</u>
Sale Details	Date	Price	Units	Amount
Ministry Growth Fund	06/03/2024	1,473.07	7.827204	11,530.00
			Sales	<u>\$11,530.00</u>

INVESTMENT POOL TRANSFERS

NOTES

Effective November 1, 2021 the fund's name was changed from "Fund A" to "Ministry Growth Fund".

Annual distribution amount (paid quarterly) for 2023 was \$54.923 per unit. The annual distribution amount for 2024 is \$56.986. Both represent 4.0% of the average market value of the five previous year ends. All purchases, including reinvestments, are made at the previous month end unit value. For example, all March additions and reinvestments were purchased at the February month end unit value. Accounting for the Endowment Fund Pooled Trust is on a market value basis.

The management fee is based on the Ministry Growth Fund's net asset value and is paid monthly to the trustee on the last business day of each month. The management fee is an administrative fee of 60 bps and an expense ratio of approximately 49 bps. Please refer to the current Disclosure Statement for a full description of the Fund's fees and expenses.

ELCA ENDOWMENT FUND POOLED TRUST – Braband Scholarship x222
January 1, 2024 through September 30, 2024

PORTFOLIO SUMMARY

<u>Asset Description</u>	<u>Market Value</u>
Ministry Growth Fund	\$29,457.35
	<u>\$29,457.35</u>

ACCOUNT ACTIVITY SUMMARY

Beginning Balance	\$26,248.36
Additions	792.00
Transfers In	0.00
Withdrawals	0.00
Transfers Out	0.00
Change in Market Value	2,416.99
Ending Balance	<u>\$29,457.35</u>

ASSET DETAILS

<u>Asset Description</u>	<u>Units</u>	<u>Market Price</u>	<u>Market Value</u>
Ministry Growth Fund	18.884319	1,559.88	\$29,457.35
		Grand Total	<u>\$29,457.35</u>

INCOME DISTRIBUTIONS

<u>Description</u>	<u>Date</u>	<u>Amount</u>
St James Lutheran Church Braband Scholarship, Gettysburg, PA - Add Interest To A Primary	03/31/2024	(261.40)
St James Lutheran Church Braband Scholarship, Gettysburg, PA - Add Interest To A Primary	06/30/2024	(264.00)
St James Lutheran Church Braband Scholarship, Gettysburg, PA - Add Interest To A Primary	09/30/2024	(266.60)
	Total Income Distributions	<u>\$(792.00)</u>

ADDITIONS AND WITHDRAWALS

<u>Purchase Details</u>	<u>Date</u>	<u>Price</u>	<u>Units</u>	<u>Amount</u>
Ministry Growth Fund	03/31/2024	1,450.35	0.180233	261.40
Ministry Growth Fund	06/30/2024	1,473.07	0.179218	264.00
Ministry Growth Fund	09/30/2024	1,532.25	0.173992	266.60
			Total Purchases	<u>\$792.00</u>

INVESTMENT POOL TRANSFERS

NOTES

Effective November 1, 2021 the fund's name was changed from "Fund A" to "Ministry Growth Fund".

Annual distribution amount (paid quarterly) for 2023 was \$54.923 per unit. The annual distribution amount for 2024 is \$56.986. Both represent 4.0% of the average market value of the five previous year ends. All purchases, including reinvestments, are made at the previous month end unit value. For example, all March additions and reinvestments were purchased at the February month end unit value. Accounting for the Endowment Fund Pooled Trust is on a market value basis.

The management fee is based on the Ministry Growth Fund's net asset value and is paid monthly to the trustee on the last business day of each month. The management fee is an administrative fee of 60 bps and an expense ratio of approximately 49 bps. Please refer to the current Disclosure Statement for a full description of the Fund's fees and expenses.

SACRISTY FINANCIALS & REPORT 2024
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Balance as of September 30, 2023 **\$ 2,803.04**

Income

Deposits for Sacristy	\$ 4,330.00
Deposits for World Hunger	\$ 974.00
<i>Sacristy Memorial (restricted) 3/15/2024</i>	\$ 1,362.31

Total Income	\$ 6,666.31
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Expenses

Altar Flowers (Flower Boutique)	\$ 3,502.00
Musselman's Greenhouse	\$ 1,237.35
ELCA World Hunger	\$ 974.00
Whistler Cleaners (Old Green Paraments)	\$ 37.20

Total Expenses	\$ 5,750.55
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Balance as of September 30, 2024 **\$ 3,718.80**

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
 Flower Coordinator & Treasurer

SOCIAL MINISTRY 2024 TREASURER'S REPORT
--

Balance as of September 30, 2023 **\$8,123.39**

Income

St. James Budget *	\$	17,500.00
Donations: Undesignated	\$	2,545.00
Donations: Designated for Rent Assistance	\$	3,900.00
Donations: Designated for Utility Assistance	\$	400.00
Support: Gettysburg Ministerium: hotel room damages	\$	125.00

Total Income **\$ 24,470.00**

Expenses

Groceries: Kennie's Market	\$	6,468.96
Groceries: Ahold Financial (Giant)	\$	10,056.75
Utility Assistance (Met-Ed)	\$	1,958.26
Utility Assistance (Phone)	\$	356.42
Motel/Rent Assistance	\$	5,649.03
Gettysburg Soup Kitchen (monthly meal support)	\$	1,200.00
Adams Rescue Mission Pizza Dinner with Social Ministry	\$	172.14
Samaritan's Purse: Operation Christmas Child shipping donation for boxes	\$	75.00
Other: Hotel damages from guest	\$	300.00
Other: Vehicle Tow Assistance	\$	200.00
Other: Transportation Assistance (bus fare)	\$	307.23

Total Expenses **\$ 26,743.79**

Balance as of September 30, 2024 **\$5,849.60**

* \$3,500 gifted from the Actual Giving budget per quarter
 There are 2 quarterly gifts from 2023 (deposited September and December) and 3 quarterly gifts from 2024 (deposited March, June and September)

ST. JAMES EARLY LEARNING CENTER
BALANCE SHEET

	<u>Sep 30, 24</u>	<u>Sep 30, 23</u>	<u>\$ Change</u>	<u>% Change</u>
ASSETS				
Current Assets				
Checking/Savings				
MIF Term Investment (2 yrs)	77,032.23	75,666.46	1,365.77	1.81%
MIF Term Investment (3 Yrs)	79,830.40	76,497.33	3,333.07	4.36%
MIF Term Investment (4 Yrs)	78,511.58	76,144.26	2,367.32	3.11%
PNC Bank - Money Market	261,847.00	251,746.73	10,100.27	4.01%
St James Early Learning Center	<u>164,769.98</u>	<u>82,348.85</u>	<u>82,421.13</u>	<u>100.09%</u>
Total Checking/Savings	661,991.19	562,403.63	99,587.56	17.71%
Accounts Receivable				
Customer Invoices				
Allowance for Doubtful Accounts	(3,398.92)	(2,276.42)	(1,122.50)	(49.31%)
CCW Receivables	18,220.20	7,648.64	10,571.56	138.22%
Self Paid Receivables	<u>6,325.29</u>	<u>6,143.10</u>	<u>182.19</u>	<u>2.97%</u>
Total Customer Invoices	21,146.57	11,515.32	9,631.25	83.64%
Total Accounts Receivable	21,146.57	11,515.32	9,631.25	83.64%
Other Current Assets				
Accrued Receivable	<u>2,260.00</u>	<u>1,807.44</u>	<u>452.56</u>	<u>25.04%</u>
Total Other Current Assets	2,260.00	1,807.44	452.56	25.04%
Total Current Assets	685,397.76	575,726.39	109,671.37	19.05%
TOTAL ASSETS	<u>685,397.76</u>	<u>575,726.39</u>	<u>109,671.37</u>	<u>19.05%</u>
LIABILITIES & EQUITY				
Liabilities				
Current Liabilities				
Other Current Liabilities				
Accrued Payroll	12,035.74	9,735.41	2,300.33	23.63%
Accrued PTO	18,495.23	14,089.93	4,405.30	31.27%
Security Deposit Fee	<u>11,969.00</u>	<u>10,654.50</u>	<u>1,314.50</u>	<u>12.34%</u>
Total Other Current Liabilities	42,499.97	34,479.84	8,020.13	23.26%
Total Current Liabilities	42,499.97	34,479.84	8,020.13	23.26%
Total Liabilities	42,499.97	34,479.84	8,020.13	23.26%
Equity				
Retained Earnings	532,245.58	472,535.02	59,710.56	12.64%
Net Income	<u>110,652.21</u>	<u>68,711.53</u>	<u>41,940.68</u>	<u>61.04%</u>
Total Equity	642,897.79	541,246.55	101,651.24	18.78%
TOTAL LIABILITIES & EQUITY	<u>685,397.76</u>	<u>575,726.39</u>	<u>109,671.37</u>	<u>19.05%</u>

**ST. JAMES EARLY LEARNING CENTER
PROFIT & LOSS STATEMENT**

	<u>Oct '23 - Sep 24</u>		<u>Oct '23 - Sep 24</u>
Income		Expense	
Interest Inc	17,731.23	Classroom & Building	
Keystone Grant	6,500.00	Building & Maint Supplies	5,903.97
Literacy Grant	2,497.80	Classroom Supplies	2,361.67
Miscellaneous Income / Fees	2,978.91	Cleaning Service	26,394.40
Scholarship Fund	15,593.30	Curriculum	11,538.50
Tuition		Equipment	624.16
CCW	169,324.14	Field Trips	4,542.37
Employee Discount	(14,216.50)	Insurance	12,692.00
Parent Pay	868,854.58	Special Events	464.08
Scholarship Discount	(7,526.31)	Total Classroom & Building	<u>64,521.15</u>
Sibling Discount	(45,919.35)	Classroom Technology	7,586.82
Vacation Week Credit	(12,210.17)	Groceries and Meals	
Total Tuition	<u>958,306.39</u>	CACFP-Dept. of Ed. - meal reim.	(31,262.81)
Total Income	<u>1,003,607.63</u>	Formula / Infants	1,292.47
Gross Profit	1,003,607.63	Groceries	47,587.63
		Milk & Produce	1,921.35
		Total Groceries and Meals	<u>19,538.64</u>
		Personnel	
		Disability & Life	5,607.07
		Health Ins. - Employee Contrib.	(13,950.00)
		Medical Insurance	85,201.21
Expense		Payroll - Employer FICA Taxes	43,764.48
Administration		Retirement	30,022.47
Audit Expense	2,750.00	Salaries & Wages	590,342.11
Bad Debt	1,122.50	Total Personnel	<u>740,987.34</u>
Bank Charge	550.76	Professional Development	
Office Supplies	1,403.15	Memberships	120.00
Teacher Appreciation	2,345.11	Staff Training	1,016.00
Telephone	2,303.01	Total Professional Development	<u>1,136.00</u>
Total Administration	<u>10,474.53</u>	St. James Lutheran Church Fees	
Building Equipment	14,411.92	Child Care Building Expenses	25,800.00
		Financial Management Fee	17,499.99
		Total St. James Lutheran Church Fees	<u>43,299.99</u>
		Total Expense	<u>901,956.39</u>
		Net Income	<u><u>101,651.24</u></u>

GENEROSITY OF ST. JAMES: ABOVE & BEYOND

The generosity of members of St. James Lutheran Church extends beyond the Actual Giving/Benevolence Budget + Sharing Ministry Benevolence on the following pages. There are special giving opportunities throughout the year that demonstrate the abundant generosity of the people of St. James. Below is just a synopsis of the generosity that goes above and beyond our Annual Giving/Benevolence Budget. There are many financial gifts that flow directly through our church doors (and checking account!) and go directly to organizations both near and abroad to further aid the communities of which they serve.

Maroon giving envelopes enable members to support specific funds each month *within* the church and other organizations *outside* of the church. This includes:

- Building Repairs & Maintenance: \$8,175; deposited in Building Fund; pg. 15
- Youth Mission Trips/NYG: \$4,433; deposited in NYG/Workcamp Fund; pg. 20
- Early Learning Scholarship: \$2,625; funds transferred to the ELC
- Lutheran World Relief: \$2,043*
- ELCA's World Hunger: \$2,371*
 - Plus \$974 from Sacristy's Easter & Christmas Flower Collections; pg. 24

** Funds benefiting Lutheran World Relief and ELCA's World Hunger are given to the Lower Susquehanna Synod and then directed appropriately; this is done to show collective synod support.*

- **Noisy Offerings**
 - Gettysburg Community Soup Kitchen for "Souper" Bowl Sunday: \$781
 - Tree4Hope: \$204
 - Vacation Bible School: \$681 for Habitat for Humanity
- **Free-Will Offerings** through special music concerts & worship services
 - October Benefit Concert with Jesse Holt & Friends: \$231 distributed each to LWR, SCCAP, Gettysburg C.A.R.E.S.
 - Thanksgiving Eve Worship Service: \$963 – Gettysburg C.A.R.E.S.
 - Additionally, a member gave funds to support the purchase of cots for Gettysburg C.A.R.E.S. guests (\$1,650)
 - April Bluegrass Worship Service: \$250 – Gettysburg Green Gathering, Youth Volunteer Support
- **Adult Discussion Sunday School Class Collections**
 - Project Gettysburg Leon: \$100
 - SCCAP Circles: \$387
 - HABPI (memorial gift for Jack Chambers)
 - Afghan Family Meals for Ramadan: \$178
 - Battery Recycling Boxes: \$180
 - Boy Scout Camping Scholarship: \$608
 - Adams County Community Foundation (memorial for Pat Crowner)
 - Library Books (memorial for Carey Moore)
- **5th Sunday Servant Events**
 - October 2023 – Holiday Family Outreach: \$225 cash (plus checks made out directly to HFO)

- December 2023 – Supplies for Hanover YWCA Safe Home
- March 2024 – Supplies for SCCAP Homeless Shelter
- June 2024 – School Supplies for the United Way; plus \$360 in financial donations
- September/October 2024 – Monetary Donations for Holiday Family Outreach: \$1,455
- **Tree4Hope Collections + Support for Pediatric Wheelchairs**
 - \$2,212 member contributions, plus \$20,000 to support travel expenses; excess travel funds were donated to Tree4Hope
 - \$720 donated specifically for the purchase of 2 pediatric wheelchairs
- **First Sunday Food Collection** – Donated to SCCAP’s Food Pantry
- **Individual Veggie Servings/Portions** – Donated to Ruth’s Harvest, Gettysburg Area School District for weekend backpack meals
 - St. James also has 2 teams which help to pack the backpacks
- **Source of Life Evacuation Fundraiser** - \$7,170
- **Hurricane Relief Efforts** -
 - In a 3-week timespan in October 2024, St. James members donated \$5,074; we will be collecting monetary donations until November 10. Council voted at the October Council meeting to match dollar-for-dollar using the Endowment “Good for Church” funds. These financial gifts will be sent to ELCA’s Lutheran Disaster Response and Emmanuel Lutheran in Asheville, NC.
 - 40 buckets were distributed to church members to be filled with flood clean-up supplies and will be delivered to Church World Services in New Windsor, MD for distribution in North Carolina and Florida.

Week after week, Pastor Andrew and Pastor Libby stand behind the ambo and encourage us to give – for we can take nothing with us to the grave – and that all of the gifts that we possess are gifts given to us by God. We are called to share our gifts of abundance.

The remaining pages of this annual report are filled with committee reports. There are hundreds of hours spent in thoughtful discussions and decisions, which lead to impactful actions. The committees of St. James – the people of St. James – round out all of the hard numbers, and they fill in any remaining gaps with our mission. They fill them with acts of love, thoughtfulness, kindness, mercy, peace and hope.

Members of St. James, you do indeed give with your heart.

When there is a call...

When there is a need...

Even when there is a silent plea...

You give.

You give with your heart.

You fulfill the call to serve. And you do it abundantly! THANK YOU!

Keep fulfilling the mission!

Katy Clowney

Church Administrator

2025 ST. JAMES BUDGET

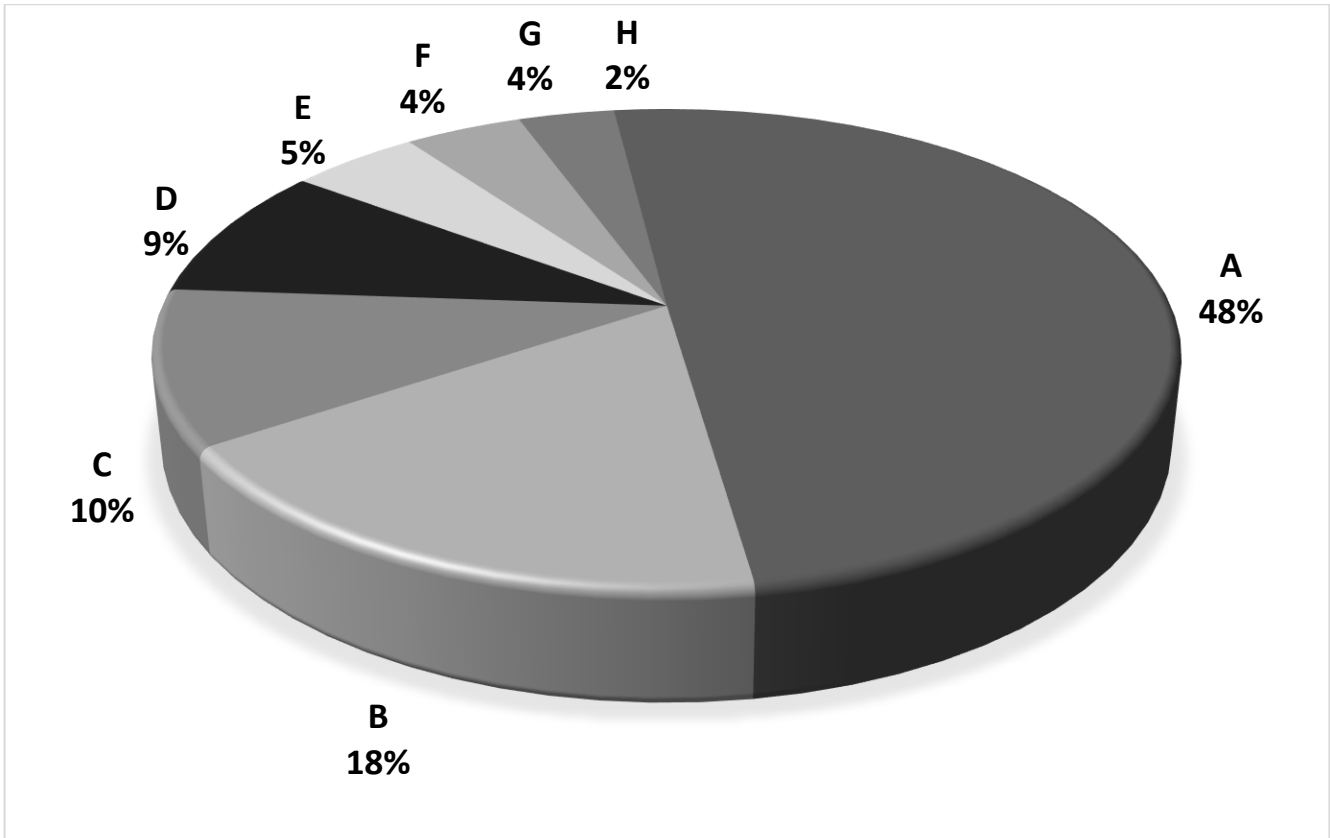
Revenues	2023 Actuals	2024 Budget	2024 Actuals (9/30/2024)	2025 Proposed Budget
ACTUAL GIVING	\$ 779,189.98	\$ 813,560.88	\$ 601,138.31	\$ 851,352.01
Other Income	\$ 70,964.19	\$ 48,000.00	\$ 48,878.00	\$ 48,000.00
Personnel Undesignated Bequest - Youth	\$ 7,500.00	\$ 5,000.00	\$ 5,000.00	\$ 2,500.00
Personnel Undesignated Bequest - Other		\$ 10,000.00	\$ 10,000.00	\$ 10,000.00
Total Revenues	\$ 857,654.17	\$ 876,560.88	\$ 665,016.31	\$ 911,852.01

Benevolence	2023 Actuals	2024 Budget	2024 Actuals (9/30/2024)	2025 Proposed Budget
Commitment Support LSS and ELCA	\$ 52,000.00	\$ 52,000.00	39,001.00	\$ 55,000.00
Gettysburg Community Soup Kitchen	\$ 1,000.00	\$ 1,000.00	750.00	\$ 1,000.00
Gettysburg Pride		\$ 500.00	500.00	\$ 500.00
Habitat for Humanity	\$ 1,000.00	\$ 1,000.00	750.00	\$ 1,000.00
Lutheran Camping Corporation	\$ 1,000.00	\$ 1,000.00	750.00	\$ 1,000.00
Mission of Mercy	\$ 2,000.00	\$ 2,000.00	1,500.00	\$ 2,000.00
SCCAP-Circles	\$ 1,000.00	\$ 1,000.00	750.00	\$ 1,000.00
SCCAP-Food Pantry	\$ 1,000.00	\$ 1,000.00	750.00	\$ 1,000.00
Seminarian Support		\$ 1,000.00	1,000.00	\$ 1,000.00
SpiriTrust-Benevolent Care	\$ 1,000.00	\$ 1,000.00	750.00	\$ 2,000.00
SpiriTrust-Hospice	\$ 1,000.00	\$ 1,000.00	750.00	\$ 1,000.00
St. James Social Ministry	\$ 14,000.00	\$ 14,000.00	10,500.00	\$ 14,000.00
United Lutheran Seminary	\$ 500.00	\$ 500.00	375.00	\$ 500.00
World Outreach-Emmaus Ministry	\$ 1,600.00	\$ 1,600.00	1,200.00	\$ 1,600.00
World Outreach-Global Mission Scholarship	\$ 1,400.00	\$ 1,400.00	1,400.00	\$ 1,400.00
World Outreach-Lutheran World Relief	\$ 3,000.00	\$ 3,000.00	2,250.00	\$ 3,000.00
World Outreach-Missionary Support: Palmer	\$ 2,800.00	\$ 2,800.00	2,100.00	\$ 2,800.00
World Outreach-Other Projects/Visits	\$ 2,000.00	\$ 2,000.00	2,000.00	\$ 2,000.00
World Outreach-Source of Life Ministry, Haiti	\$ 2,100.00	\$ 2,100.00	1,575.00	\$ 2,100.00
World Outreach-Tree4Hope	\$ 1,300.00	\$ 1,300.00	975.00	\$ 1,300.00
World Outreach-WMPL-Saha, LAMB Hosp.	\$ 500.00	\$ 500.00	375.00	\$ 500.00
World Outreach-World Hunger - ELCA	\$ 2,800.00	\$ 2,800.00	2,100.00	\$ 2,800.00
Total Benevolence	\$ 93,000.00	\$ 94,500.00	\$ 72,101.00	\$ 98,500.00

2025 ST. JAMES BUDGET

Current Expenses	2023 Actuals	2024 Budget	2024 Actuals (9/30/2024)	2025 Proposed Budget
Personnel Budget				
Personnel: Compensation Total	\$ 346,251.61	\$ 417,622.45	\$ 293,883.70	\$ 438,725.61
Personnel: Benefits Total	\$ 109,132.88	\$ 152,752.14	\$ 94,691.52	\$ 140,131.18
Personnel: FICA Total	\$ 19,779.91	\$ 22,976.29	\$ 14,444.03	\$ 23,185.22
Personnel: Professional Expenses Total	\$ 4,624.88	\$ 17,210.00	\$ 4,910.19	\$ 17,210.00
Personnel: ULS Intnership Fees/Housing	\$ 10,740.00			
Personnel: Supply Preacher	\$ 240.00			
Total Personnel	\$ 490,769.28	\$ 610,560.88	\$ 407,929.44	\$ 619,252.01
Other Current Expenses				
Archives	\$ -	\$ 50.00	\$ 206.75	50.00
Art and Design	\$ -	\$ -	\$ -	0.00
Audit Expense	\$ 2,500.00	\$ 3,000.00	\$ -	3,000.00
Bank & Credit Card Fees	\$ 1,568.25	\$ 1,500.00	\$ 1,624.79	2,000.00
Building Repair/Maintenance	\$ 15,296.00	\$ 15,200.00	\$ 12,903.04	18,000.00
Building Maintenance: Landscaping		\$ 2,000.00	\$ 380.57	2,000.00
Building Supplies	\$ 6,437.65	\$ 7,500.00	\$ 5,888.41	9,000.00
Caregiving Ministry	\$ 620.35	\$ 1,200.00	\$ 468.39	1,200.00
Christian Education	\$ 1,713.17	\$ 2,000.00	\$ 1,357.44	2,000.00
Contingencies/Misc	\$ 830.88	\$ 500.00	\$ 420.70	500.00
Envelopes (Offering)	\$ 2,277.15	\$ 2,000.00	\$ 1,305.35	2,000.00
Evangelism/Fellowship Coffee	\$ 726.42	\$ 800.00	\$ 539.71	800.00
Health Ministry/Stephen Ministry	\$ 799.76	\$ 500.00	\$ 426.17	800.00
Insurance-Property/Workers Comp	\$ 19,933.05	\$ 17,700.00	\$ 8,869.25	20,000.00
Library	\$ 311.57	\$ 350.00	\$ 303.17	350.00
LWR-Quilting Ministry	\$ 103.96	\$ 500.00	\$ 250.08	500.00
Marketing	\$ 1,157.90	\$ 1,000.00	\$ 920.10	1,200.00
Miracle Workers				1,000.00
Mission Support/Creation Care	\$ 265.97	\$ 300.00	\$ 100.00	300.00
Music & Supplies	\$ 8,041.02	\$ 8,100.00	\$ 6,370.27	8,100.00
Office Repairs & Maintenance	\$ -	\$ -	\$ -	0.00
Office Supplies	\$ 4,094.39	\$ 5,000.00	\$ 3,738.04	5,000.00
Organ Repair/Maintenance	\$ 914.67	\$ 2,000.00	\$ -	2,000.00
Payroll Processing Fees			\$ 352.45	
Postage	\$ 1,840.35	\$ 2,400.00	\$ 1,263.21	2,400.00
Retreats/Staff -Synod Assembly	\$ 2,396.70	\$ 1,500.00	\$ 933.83	1,500.00
St. James Camping Scholarships	\$ 2,000.00	\$ 2,000.00	\$ 2,000.00	2,000.00
Stormwater Management	\$ 1,470.00	\$ 1,500.00	\$ 1,470.00	1,500.00
Technology-Computer Supplies	\$ 5,782.64	\$ 5,500.00	\$ 6,188.99	8,000.00
Telephone/Internet	\$ 6,263.62	\$ 7,200.00	\$ 5,575.23	8,000.00
Trash Removal	\$ 1,890.51	\$ 1,800.00	\$ 1,451.88	2,500.00
Utilities	\$ 54,568.19	\$ 55,000.00	\$ 47,323.09	65,000.00
Worship Materials	\$ 3,782.65	\$ 2,400.00	\$ 2,167.44	2,400.00
Youth Activities	\$ 18,093.42	\$ 21,000.00	\$ 15,447.05	21,000.00
Total Other Current Expenses	\$ 165,680.24	\$ 171,500.00	130,245.40	194,100.00
Total Current Expenses	\$ 656,449.52	\$ 782,060.88	\$ 538,174.84	813,352.01
Total Benevolence & Current	\$ 749,449.52	\$ 876,560.88	\$ 610,275.84	\$ 911,852.01

2025 MISSION PLAN



A	Word & Sacrament (48%): 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 (10%): Gettysburg C.A.R.E.S., Soup Kitchen, SCCAP Food Pantry, 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, Weekly Bible & Book Studies, 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

2025 SHARING MINISTRY BENEVOLENCE BUDGET

	2023	2024	2025
Adams County Child Advocacy	\$ 800.00	\$ 800.00	\$ 600.00
Adams Rescue Mission	\$ 3,000.00	\$ 3,000.00	\$ 2,500.00
Fruitbelt Farmworkers	\$ 1,300.00	\$ 1,300.00	\$ 975.00
Gettysburg C.A.R.E.S.	\$ 3,900.00	\$ 3,900.00	\$ 2,925.00
Gettysburg Fire Department	\$ 1,200.00	\$ 1,200.00	\$ 900.00
Holiday Family Outreach	\$ 1,000.00	\$ 1,000.00	\$ 750.00
Prison Society of Adams County	\$ 1,000.00	\$ 1,000.00	\$ 750.00
Recycle Bicycle of Harrisburg	\$ 600.00	\$ 600.00	\$ 450.00
SCCAP (Where needed most)	\$ 3,800.00	\$ 3,800.00	\$ 2,850.00
St. James Early Learning Center Scholarship	\$ 6,000.00	\$ 6,000.00	\$ 6,000.00
Emergency Fund	\$ 2,200.00	\$ 2,200.00	\$ 1,650.00
Total	\$ 24,800.00	\$ 24,800.00	\$ 20,350.00

The Social Ministry Committee oversees the distribution of Sharing Ministry Benevolence funds. 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 item is used some years and not others. It is at the discretion of the Social Ministry Committee to determine how the Emergency Fund monies should be used.

The Sharing Ministry Benevolence Fund is supported solely by interest generated on checking account balances, CDs, and trusts that are in the church's name. The trusts are the largest contributing factor to the available funds in the Sharing Ministry Benevolence Fund, and reflect market performance. The annual distribution dollar amount is determined by the market and interest received in the *previous* year.

Please see the Sharing Ministry Fund Report on page 14 to compare annual income and expenditures, and read the Social Ministry Committee report on page 57.

**2025 ST. JAMES EARLY LEARNING CENTER BUDGET
INCOME**

INCOME	2023 Actuals	2024 Budget	January to Sept 2024	2025 Budget
Enrollment Fee	1,645.00			
Activity Fee				
Literacy Grant			2,497.80	
Fundraising	780.00			
Interest Inc	11,450.10	12,000.00	12,956.89	14,400.00
Keystone Star Merit			6,500.00	
Miscellaneous Income / Fees	278.95	2,700.00	2,070.10	2,000.00
Scholarship Fund	18,339.57	10,000.00	9,065.72	10,000.00
CARES Funding				
Total Other Income	32,493.62	24,700.00	33,090.51	26,400.00
Tuition				
CCW	141,585.51	118,500.00	140,967.06	140,000.00
Employee Discount	(16,637.75)	(13,000.00)	(10,466.00)	(12,000.00)
Parent Pay	792,496.80	988,000.00	674,368.58	995,000.00
Scholarship Discount	(24,408.00)	(41,500.00)	(6,896.31)	(25,000.00)
Sibling Discount	(42,044.20)	(42,000.00)	(36,174.35)	(45,000.00)
Vacation Week Credit	(5,893.90)		(11,556.17)	
Total Tuition	845,098.46	1,010,000.00	750,242.81	1,053,000.00
Total Income	877,592.08	1,034,700.00	783,333.32	1,079,400.00

Early Learning Center Full-Time Tuition Rate History

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

	2023	2024	2025	Student : Teacher ratio	Current Class Enrollment
Infant	\$ 245	\$ 263	\$ 268	4 : 1	7
Young Toddlers	\$ 240	\$ 258	\$ 263	5 : 1	10
Older Toddlers	\$ 235	\$ 253	\$ 258	6 : 1	13
PreSchool	\$ 225	\$ 243	\$ 248	10 : 1	16
PreK	\$ 225	\$ 243	\$ 248	10 : 1	16
Kids Club - before school	\$ 80	\$ 90	\$ 92		5
Kids Club - after school	\$ 85	\$ 95	\$ 97	12 : 1 (younger school age)	7
Kids Club - before & after	\$ 145	\$ 165	\$ 168	14 : 1 (older school age)	20
Kids Club Summer (12 wks)	\$ 220	\$ 243	\$ 248		36

2025 ST. JAMES EARLY LEARNING CENTER BUDGET EXPENSE

EXPENSES	2023 Actuals	2024 Budget	January to Sept 2024	2025 Budget
Administration				
Audit Expense	2,750.00	3,300.00	0.00	3,300.00
Bad Debt	1,122.50	1,200.00	0.00	1,200.00
Bank Charge	447.62	550.00	442.00	580.00
Office Supplies	1,051.10	2,000.00	826.87	2,000.00
Teacher Appreciation	2,109.16	2,400.00	645.67	2,400.00
Telephone	2,150.20	2,200.00	1,762.83	2,400.00
Total Administration	9,630.58	11,650.00	3,677.37	11,880.00
Building Maint/Repair & Equip	21,149.50		14,411.92	
Classroom and Building				
Building & Maint Supplies	4,504.05	4,500.00	4,390.53	5,000.00
Classroom Supplies	5,207.84	4,000.00	1,720.21	4,000.00
Cleaning Service	23,130.92	29,500.00	20,463.48	29,500.00
Curriculum		2,500.00	11,538.50	7,000.00
Equipment	5,808.34	6,000.00	162.17	3,500.00
Field Trips	4,666.12	3,800.00	4,163.60	4,500.00
Special Events		800.00	464.08	800.00
Insurance	23,902.95	15,750.00	3,899.75	14,500.00
Total Classroom	67,220.22	66,850.00	46,802.32	68,800.00
Classroom Technology			7,586.82	
Groceries and Meals				
CACFP-Dept. of Ed. - meal reim.	(32,231.34)	(35,000.00)	(21,281.87)	(36,000.00)
Groceries	37,507.62	52,000.00	39,378.59	50,700.00
Formula / Infants	8,672.15		1,292.47	1,500.00
Total Groceries and Meals	13,948.43	17,000.00	19,389.19	16,200.00
Legal Fes	4,435.00			
Personnel				
Disability & Life	6,942.49	6,300.00	3,744.04	3,250.00
Health Ins. - Employee Contrib.	(11,200.00)	(13,000.00)	(10,650.00)	
Medical Insurance	66,063.13	110,000.00	67,613.20	127,600.00
Payroll - Employer FICA Taxes	42,733.48	53,000.00	32,116.08	54,270.00
Retirement	24,671.77	37,500.00	23,387.74	38,800.00
Salaries & Wages	529,683.34	698,000.00	434,369.38	709,500.00
Total Personnel	658,894.21	891,800.00	550,580.44	933,420.00
Professional Development				
Professional Memberships/Materials	0.00	200.00	120.00	200.00
Staff Training	2,603.58	2,800.00	394.00	1,200.00
Total Professional Development	2,603.58	3,000.00	514.00	1,400.00
St. James Lutheran Church Fees				
Child Care Building Expenses	24,000.00	26,400.00	19,800.00	28,500.00
Financial Management Fee	16,000.00	18,000.00	13,500.00	19,200.00
Total Fees Paid to the Church	40,000.00	44,400.00	33,300.00	47,700.00
Total Expense	817,881.52	1,034,700.00	676,262.06	1,079,400.00
Net Income	59,710.56	0.00	107,071.26	0.00

REPORT FROM LEAD PASTOR, ANDREW GEIB

For as in one body we have many members, and the members do not all have the same function, so we, though many, are one body in Christ, and individually members one of another.

-Romans 12:4–5

I recently shared an article with our current Council President Alan Haynes, who then passed it on to Council, entitled *Where will our next pastor come from?* The article was written by my first-year seminary field education supervisor, Pastor Rob Myallis, who currently serves Saint Paul Lutheran Church in Lititz.

Throughout its' pages, Pastor Myallis reflects on the current reality of the Church at large – the lack of pastors available for call, the negative impact that politics has had on congregations and the challenges it has caused for clergy, the increased cost of living expenses that has placed many clergy in difficult financial realities, and the unrealistic expectations placed on clergy to be all things to all people at all times. In all of it, the Church's lack of ability to address such issues.

As you would expect, the article has caused a great deal of conversation among local clergy here in the Lower Susquehanna Synod (for good reason). I can tell you, a quick survey of congregations here in Adams County, Lutheran and otherwise, would reflect the painful reality the article describes. Most of our neighboring churches are struggling – struggling to find a pastor (and afford one), struggling to make ends meet, struggling to get people in the pews, struggling to do the ministry God has called them to do in this time and place.

So, pastor, why write about such a reality in your annual report? While I could come up with a whole list of reasons, the most important is because of what Saint Paul writes in his letter to the Romans – as church, *we are one body in Christ, individually members one of another*. In other words, what happens across the Church impacts all of us. We are all one.

In the countless challenges of ministry described throughout Pastor Myallis' article and others, I am grateful to serve here at St. James. I know Pastor Libby would say the same. We have an amazing staff – not just in their work, but in their hearts, which leads them to do the work that they do. And too, we have (we are) an amazing congregation made up of members of the body of Christ who give of themselves in countless ways, known and unknown, for their neighbors in need.

Some highlights of this work in neighborly love from the past year include welcoming the CARES residents under our roof for the first full cold weather season, the life-giving financial assistance that has come out of our office, our continued work as an RIC congregation, and our first mission team to Tree4Hope in Guatemala. In addition to these ministries we have presided over weddings, buried the saints triumphant, made regular hospital and homebound visits, and tended those other daily pastoral responsibilities.

A few things as we look to the year ahead.

- First, should everything go according to plan, we will begin a recovery ministry here at St. James beginning in January. Following over a year's worth of work and conversation, *Common Ground Gettysburg* will gather in the choir room on the first Monday of every month for worship rooted in the Twelve Step program. It is open for everyone, not simply those in recovery or living in addiction. I am grateful for those here at St. James who have been a part of the process thus far, and for Pastor Tom Scornavacchi of the original *Common Ground* for his gracious support.
- Because of the increased need for affordable housing in our community, along with Pastor Jeremiah of Intersection Church and Pastor Will Hudson and Paul Henderson of the Adams County Rescue Mission, we will be holding a housing summit conversation in February. Following several organizational meetings, our hope is to bring together local resources (churches, social service organizations, businesses, etc.) to see how we might work together to serve the least among us here in Gettysburg. While there is a lot of work to be done, I am excited about the possibilities.
- Our Church Growth Taskforce continues to meet to work on the results we gathered during our Church Growth campaign beginning in 2022 with Pastor Nathan from *Summit Consulting*. Current priorities of the taskforce include challenging small groups within the congregation to think about how they might include evangelism in their current work, working on St. James branding items (stickers, magnets, t-shirts, etc.), getting the *Common Ground* recovery ministry up and running, and guiding members to be more invitational in their day to day lives. In essence – creating a culture of evangelism here at St. James.

If I were to draw our focus to one take away from this year's annual report is this. The world is an increasingly difficult place. Families struggle to keep up with the demands placed on them. We've all been affected by the increased cost of living. The things of politics continue to cause conflict and division. All of which has impacted the Church. Yet, we are truly blessed as a congregation – by each other and by what we do together. The Spirit is alive and well within our walls, guiding us to do God's neighbor loving work in the world. My challenge for us over these next months, individually and as a congregation, is to commit (and recommit) ourselves to the work of the Gospel – to go and tell, make disciples, care for our neighbor in need and the world God made, and in all things love. There are things happening within our family of faith worthy of being shared and there is always room for more.

With love,
~Pastor Andrew

REPORT FROM ASSOCIATE PASTOR, LIBBY BAKER-MIKESELL

Siblings in Christ,

Jesus said, “All authority in heaven and on earth has been given to me. Go therefore and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything that I have commanded you. And remember, I am with you always, to the end of the age.” -Matthew 28: 18-20

This text from Matthew, called the Great Commission, is the framework to ministry. With it, Jesus sent out the Eleven to spread the message of Christ, his glory, and love.

Six months ago, Bishop Jim Dunlop read these words as part of my ordination service. I was reminded of the call to which I serve: to forgive sins, to baptize, and to teach. It is an honor to do as your pastor here at St. James. Thank you for welcoming me with open arms and hearts, and for providing a space for me to grow in my ministry.

When people ask about the church I serve, I tell them that “it’s everything I hoped a church could be.” We have done wonderful work together this year. St. James has welcomed dozens of new members through baptism and affirmation of faith. Our youth program continues to grow, as have the number of young families we see in our congregation. We’ve welcomed many through our doors, from Gettysburg CARES to those seeking financial assistance through our voucher programs, and have cared for God’s children near and far through relief efforts in Haiti and a mission trip to Guatemala.

Our current church council has been focusing on creating a ‘culture of evangelism’ here at St. James. Matthew’s Great Commission reminds us that we are all called to be evangelists throughout our faith journey. Our church members may not be preaching, baptizing, or forgiving sins each week. The ELCA reminds us that “Evangelism is the simple act of sharing the good news of God’s love in Jesus and inviting others to trust in this love and join in God’s work.”

We all can do our part to share the good news and invite others to share in God’s work with us. Perhaps our own evangelism starts through a personal invitation to church or a community event, starting our own small group ministry, or infusing more evangelism into our current committee responsibilities and structure. Saint Paul reminds us in his letter to the Corinthians that “we are ambassadors for Christ.” May we continue to do God’s good work, share the Good News, and proclaim the grace of God to those here at St. James and in the world.

With love,
Pastor Libby

REPORT FROM MINISTER OF MUSIC, JONATHAN NOEL

As I look back on the past year, I am filled with gratitude for the wonderful people of St. James who continue to make me feel welcomed, valued, and appreciated. At a time when so many ELCA congregations are languishing, St. James shows energy, vision, and growth. Our ministries are diverse and strong. We could rest on our laurels but there is always more to do, and I pray God continues to bless us with people and resources that enable us to make a difference in our community and world.

I am blessed to collaborate with a staff that values each other as individuals and as a team. It was a joy to collaborate on special services this year including Reconciling in Christ Sunday, Scout Sunday, PRIDE Sunday, Creation Care Sunday, Lutheran World Relief Sunday, a service reflecting on the Guatemala mission trip with Spanish-language hymns, a service reflecting on the National Youth Gathering, and a service and concert led by contemporary musician, Jonathan Rundman. Bluegrass Services preceded by community meals were held on Thanksgiving Eve and in the spring. The *Unfailing Light* Services on Wednesdays in Advent and Lent remain popular. I wrote many of the songs for the K-5 youth curriculum so that I could match themes and Bible stories for each unit. These songs were presented during six WaterLife services and were well received.

I am grateful to the many members of St. James who have poured themselves into the music ministry in a variety of ways: providing musical offerings, serving as cantors, and singing in choirs. They are the lifeblood of the music ministry. Seeking to enlarge our song resources, we added *All Creation Sings* as a companion to our current worship book. The Gettysburg Community Concert Association brings world-class performers to our sanctuary, and we are happy to continue hosting them. A Reformation Day hymn festival featuring the combined choirs of St. James and Christ Lutheran was presented as a good-will gesture between the two historic Lutheran Churches of Gettysburg and to celebrate our common heritage.

One student took advantage of the Braband Organ Scholarship this year, and I also teach two non-scholarship students. For continuing education this year, I attended the National Conference of the Association of Lutheran Church Musicians held in Valparaiso, Indiana in July. It is a privilege to serve here, and I look forward to journeying with you for many years to come.

In Christ,
Jonathan Noel
Minister of Music

The theme for the 2024-25 youth group year is renovation – when we take a thing of value and look for ways to give it new life.

Renovation is a timely topic, not only because our church seems to be in a constant state of flux. On an individual level, we are asking our youth to reexamine the integrity of some common markers of happiness and ego. Collectively as a youth group, we are also in a state of renovation.

In my first two years on the job, we worked to get buy-in from the kids. That meant making youth group an enjoyable experience and providing a space for fellowship. We've continued to do that this year but have also asked our kids to think about what it means to be a member of St. James Youth Group. Is this just a fun place to hang out and be yourself, or is it place to have important discussions about who we hope to be and how we move through the world? Should we continue to invest in ourselves, or look to do more for our local and global communities? Hopefully this leads to a renovation of purpose.

To help get there, we've invested in some extra curriculums for middle and high school. The first, *Actually Fun – Next Level Youth Ministry*, puts creative games at the center of our lessons. The second, *Gathering Remix*, was created by the ELCA and is a companion to the National Youth Gathering we attended this year in New Orleans. Both have helped our kids think about complex spiritual issues in fun ways. While our enrollment at this level remains at roughly 30 kids, our average attendance is up from 14 to 22 so far this year. Our confirmation program has reached new heights, with 18 kids currently attending classes at least once so far this year.

At the K-5 level, Jonathan Noel and I continue to develop our own curriculum, this year around renovation. While renovating our outlook on friendship, confidence, joy, bravery and hard work, we're using the Bible as a blueprint to make sure we don't stray too far from our values. We had 50 kids registered at the start of the year, up from 48, but our average attendance has crept from 42 to 47 kids in the first six weeks of fall youth group.

Chapel Time, a time of Biblical exploration with the kids from the St. James Early Learning Center, expanded from 30 to 60 minutes this year. In the past our Preschool and PreK kids attended together but we felt it was important to separate them so we could cater games and activities to their abilities, providing new opportunities for connection.

Our group continues to expand its national and global mission as well. This year, our K-5 group spearheaded a campaign to raise money for Tree4Hope Academy in Guatemala. We provided a "random acts of kindness" drive in which the kids were asked to report these acts each week. In return, they received a wooden coin worth \$3 that would go toward a child's education in Guatemala.

Our high school group attended National Youth Gathering in New Orleans for the first time since the pandemic. Eight of our best and brightest kids joined Pastor Libby and I learning

how we were created to be brave, authentic, free, disruptive and disciples of God while exploring a new city. We also helped to paint a homeless shelter in the area. Several of our kids returned emboldened to make an imprint in their community. This is largely funded by a church-wide Fastnacht fundraiser that sold roughly 1,700 dozen sugary treats this year.

Roughly 30 kids spent a week at Camp Nawakwa, aided by \$100 and \$200 scholarships from our congregation. Our middle and high school kids regularly attended weekly trips to state parks, trampoline parks, paintball facilities and more during the summer.

We continue to draw large numbers to our popular community events. The Halloween Bash and Breakfast with Santa each draw in roughly 200 people, providing a place of shelter and exciting activity before large community events in Gettysburg. Our space-themed vacation bible school also drew nearly 150 kids and 50-plus teen and adult volunteers. We gathered 110 bikes during our Recycle Bicycle event. These bikes will be fixed up and given to people in need of transportation or recreation in the inner city, as well as overseas.

For the past two years, we measured our success based largely increased registration and attendance. As our growth plateaus during our year of renovation, my aim is to coach our kids to live more into their values as Christians while still enjoying each other's friendship.

-Adam Michael
Youth and Family Director

Christian Education

Committee Chair: Julie Dunlop

Committee Members: Marianne Drummond, Melanie Finkenbinder, Pastor Andrew Geib, Melinda Johnson, Sharon Kaya, Bridget Munsee, Shirley Sanders, *Sunday School Superintendent*

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.*

Sunday School classes continued to meet throughout the year. Our 2024-2025 Sunday School year kicked off with Rally Day on September 8. Bibles were distributed to fourth grade students during worship services. Preschool students were given picture bibles during Rally Day festivities. Children participated in activities that revolved around prayer and gratitude. 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, Pastor Libby or Adam Michael and a snack.

The committee is still in need of teachers to help run the Sunday School program for children. In particular, we need additional teachers for the Preschool class and 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!

Committee Chair: Barbara Vossler

Committee Members: Ashley Drechsler, *ELC Director*, Kim Ellis, *ELC Assistant Director*, Pastor Andrew Geib, Alan Haynes, *Council President (2024)*, 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 ensure that the Early Learning Center carries out its mission. It reviews, develops and recommends policies and plans of the Early Learning Center to Council. In 2024, a new assistant director, Kim Ellis, was promoted from within the center to assist with center and office responsibilities. The ELC has maintained full enrollment within the Early Learning Center, and very minimal staff turnover. The ELC passed our annual DHS inspection in April 2024, as well as successfully completing one of two drop-in visits, for the year. The ELC successfully completed their redesignation of Keystone STARS level four, for quality care. A STAR four facility focuses on staff credentials, the environment, family involvement, and curriculum.

The ELC purchased an updated curriculum and assessment tool: *Creative Curriculum and Teaching Strategies*. This curriculum has been used in the past in the ELC, but an updated version had to be purchased as a STARS requirement. Along with this new curriculum and assessment tool, we upgraded technology for the teaching staff. iPads were purchased and have been used daily for observation and documentation of the children's development.

The ELC Governance, along with the ELC administration, has made much needed updates to our Parent Handbook which will be available early 2025. The employee handbook will soon follow.

Partnership with the community: Ashley, ELC director, serves on the Ready to Learn committee, 1st 10 committee, the counselor advisory committee and the director networking committee. Working together to bridge the gap between early childcare and the school district.

Enrollment and Staffing: As of October 2024, 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 7 Infants, 22 Toddlers, 16 Preschooler's, and 17 Prekindergartners, and 31 before & after-school children enrolled in our school age program. The center is opened 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 the time of the submitted application on the waitlist. Our enrollment has been slower than normal over the last few months. We hope to have the classrooms fully enrolled in January 2025. One

classroom remains empty; however, there are plans to launch a pilot program in January 2025. The pilot will be a half-day PreK program, operating from 9:00 a.m. until 12:30 p.m., providing 1 meal (lunch). This program will only operate during the school year and care for 10 PreK children. If it takes off, we will continue next fall taking only children that will be going to kindergarten in the fall of 2026. We have a solid waitlist for children under the age of 3. The policies for calculating staffing needs are in place for times of low enrollment.

We hired 3 new full-time & part-time staff, and we are still in the process of hiring a permanent PreK teacher.

Financial Assistance: As of October 2024, 16 of our families receive financial assistance from State Funding and Child Care Works (CCW). Currently, no families receive ELC scholarships. Three staff members receive employee tuition discounts for their children enrolled in the program. We have 6 children that have IEP or IFSP plans for speech, occupational, and physical therapy, and behavioral problems.

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. Two staff members have exceeded their training hours to receive their CDA's. One of the two is continuing her education, working towards her associate's degree in early childhood education.

Religious Education: Adam Michael, Director of Youth & Family Ministry, and Pastor Libby Baker-Mikesell, host weekly Child Care Chapel on Wednesday mornings with our Preschool and PreK children. Adam has greatly extended and developed the programming that the Preschool and PreK children experience each week. Adam continues to invite the afterschool program children to participate in K-5 Youth Group on Wednesdays.

Financial Matters: This year the Center ended in a fiscally sound position. The 2025 budget has been developed for recommendation to council and to the congregation. We are also participating in the Giving Spree on Nov 7th. 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. We continue to struggle financially to pay our staff a quality and equal wage they deserve. We want to retain and hire quality employees for this field, and it is very hard to do without assistance or raising tuition. We continue to encourage families and staff to advocate for our teaching staff through *Start Strong PA*, and contacting our legislators informing them how important quality childcare is for working families.

The following allocations were made in 2023–2024:

Mission Fund (Totaling \$11,530)

- | | |
|-----------------------------------|---------|
| • LWR - Ukraine | \$2,000 |
| • Beit Jala, Bethlehem Churches | \$2,000 |
| • Common Ground Recovery Ministry | \$2,530 |
| • Olive Wood | \$5,000 |

Youth

- | | |
|------------|---------|
| • Retreats | \$2,310 |
|------------|---------|

Good of the Church

- | | |
|--------------------------------|---------|
| • Internship Gift, Vicar Libby | \$2,000 |
|--------------------------------|---------|

Total Endowment Funds Expended **\$15,840**

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.

Note: The monthly statements are available for review on the 25th of the following month.

See Endowment Financial Reports on pages 22 & 23.

Also see the Mission Fund Report on page 53.

Committee Chair: Anne Gomer

Committee Members: Pastor Libby Baker-Mikesell, Carol Cook, John Doerfler, Diane Fulton, Alan Haynes, Joe MacDowell, Sally Michael, Shirley Sanders, Cindy Scott, Carole Smith, Sherry Waybright, Cindy Zepp

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*

Church Growth Campaign: We are continuing our conversations on helping the congregation become more invitational and welcoming. Included in our discussions are ideas for small group activities such as women's retreats, couples' retreats, small groups, etc. Also to be encouraged is Congregational Storytelling but no specifics have been put in place yet.

Welcome Area: The welcoming space continues to be located at the table outside of the office entrance with the updated trifolds.

Church Directory: Our Instant Church Directory now contains over 350 photos as compared to our printed pictorial 2018 directory with 210 photos. A printed version of our current directory is in process. The Instant Church Directory app has been so successful that the immediate need of a printed copy has diminished. Special thanks to Carole Smith, Cindy Zepp, and church staff for making this effort successful.

Name Tags: The process was simplified allowing members to create and decorate their own name tags, then have them laminated. Storage was made simpler by encouraging members to take their tags home with them. An overwhelming majority are wearing their name tags to church and various events. Alan Hayes, Diane Fulton and Anne Gomer sponsored lanyards for the name tags. Kudos to Scott and Terri Zimmerer for fostering the idea of name tags.

Committee/Worship Information Fair: The information fair was held Sunday, October 27 between services. This fair will be our first one in five years since September 16, 2019. Hopefully it encourages members to get more involved and sign up for various committees and worship responsibilities.

Fellowship Opportunities

- *Fall Blessing:* Our committee supplies the beverages for the picnic, and in an effort to go green, uses the large coolers for water and encourage members to bring their own place settings.
- *Bluegrass Liturgies:* We are responsible for the set up/serving/clean-up and beverages for both events in the spring and fall.
- *New Members Luncheons/Class:* Classes were held on October 29, 2023 and May 19, 2024. Our committee is currently questioning the return of individual sponsors for the

members. Plans to update our word usage from sponsors to mentors and make some changes to make it more of an opportunity to be evangelistic. We would also like to provide new member packets and a checklist of ways to get involved at St. James. There was discussion, too, about sharing a PowerPoint presentation for new member classes. For these luncheons we supply the food, desserts, and beverages for our guests.

- *Midweek Advent Meals:* Meals were held in the dining room November 29, December 6, 13, and 20. We help set-up, label the food contributions, furnish handwritten name tags, and clean up.
- *Lenten Meals:* The soup & bread meals were held consecutive Wednesdays from February 14 thru March 28. We coordinated the assignments of eight soups and six breads. Once again, we were involved with the set-up, placing water pitchers and cups on the tables, furnishing handwritten name tags, labeling the soup and bread contributions, and clean up.
- *Dinner Groups:* Fifty-one sign-ups were divided into seven active Dinner Groups for 2022-2023 year. Once again, the Summer Dinner Group Picnic was held at Gettysburg Daylilies and Peafowl (Charlie and Anne Gomer's home) on June 21, 2024. Currently due to the QR code, the eBlast advertisement, and pastoral announcements, we had 70 people sign-up to participate in the meaningful fellowship for the coming 2024-2025 year.

Special thanks to Pastor Libby, Pastor Andrew and our new Team Members Sally Michael and Diane Fulton. Continued thanks for our dedicated, hard-working, creative Team Members!

Through the Health Committee budget line in 2023/2024, Stephen Ministry Training Manuals & DVDS were purchased to train new Stephen Ministers. The training will be put on hold until the new year.

Also pertaining to the health of the congregation, 3 new AEDs were purchased; two via capital campaign funds and one using funds from the Early Learning Center. An AED and trauma kit will be located on each level of the building, plus in the Youth House.

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

Stephen Ministry

To whom can you turn when friends and family are not enough in your time of need? There are those in St. James who can listen to your concerns and walk with you during your journey to peace.

Stephen Ministry continues to be an integral part of outreach and care at St. James. The lay group includes several congregants plus Stephen Ministers from other Gettysburg churches who provide personal, distinctly Christian care to people who are experiencing myriad difficulties including, depression, isolation, divorce, a death in the family, illness, the problems of both young families and empty nests, and other life challenges.

Trained Stephen Ministers are matched individually with care receivers through a process that includes the two Stephen Leaders and our pastors. Stephen Ministers each see one (and sometimes two, in special circumstances) care receivers who have requested a Stephen Minister via the pastors or the Stephen Leaders; women visit women and men visit men. Conversations and care-receiver names are confidential; even the group doesn't know. Each relationship is open-ended.

The Stephen Ministers meet every month for group supervision and continuing education. During the past year, the group has hosted speakers from the Adams County Council on Aging and the Adams County Sexual Assault Services along with hearing presentations on grief counseling, caregiver self-care and how to deal with people in a post-Covid society. Like other groups at St. James, Stephen Ministry is subject to attrition as longtime ministers complete their commitments. As such, Stephen Leaders will be seeking those in the congregation who feel a calling to use their faith in ways they never imagined. A new class is scheduled for some time in 2025; are you moved to consider an exciting way to serve God and your congregation?

Stephen Leaders:

Paula Shoemaker, shoemakp@comcast.net

Debra Baker, debrabakerj76@gmail.com

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. There was a major change in plans. We originally worked out plans on how we would utilize the large space in Room 304 to house our Archives collection. However, at the last minute, Room 304 was used as part of the C.A.R.E.S. project. We were then given the smaller Room 205 for housing our Archives Collection. A plan was worked-up to squeeze our collection, including projected growth, into the much smaller space. We are now waiting to get set up with the furniture we need to continue to process our archival materials going forward.

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

Library

Committee Chair: David Flesner

Committee Member: 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.

This past year we have gone through a stringent process of weeding the collection to provide shelf space for the most important and relevant items in our collection.

As we work through the library, we are very impressed with the breadth and depth of our collection. Everyone is encouraged to take some time to browse in the Library itself. We also highlight certain books in the collection through articles in *The Messenger*, plus showcase themed books on the cart outside of the library doors.

There are many books yet to be processed, and we definitely need more help. The committee welcomes volunteers who like books and wish to help with the processing; please join us. We meet on the first and third Thursdays of each month from noon until 2:00 pm. Contact David Flesner at 717-334-7714 or dflesner@gettysburg.edu.

How to check out a book from the library:

- Each book has a library card in the back; remove the book card from pocket
- Print your name on the book card
- Write due date (2 weeks from check out) on book card
- Leave book card in the box
- Return book in two weeks to the table in the Library

Library books are organized by theme: Fiction, Literature/Poetry/Drama, Inspiration, Devotionals, Theology/Doctrine, Morales/Ethics, Psychology/Education (just to name a few!), plus sections for youth of all ages.

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 2023 – September 2024 Purchases Include:

- Gift for Pastor Libby’s Ordination: Red Stole
- Purchase of Green Luther Rose brocade fabric for new green paraments
- Summit Coaching & Behavioral Consulting (final payment for Church Growth Consulting)
- Purchase of *All Creation Sings* Hymnals

Total expenditures: \$9,296.78

(See *Memorial Fund Activity* on pg. 18)

In 2024, St. James Lutheran Church received \$7,895.20 in memorial funds. Financial gifts were given in memory of 17 people, and in honor of 7 people/couples, by 58 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 Shirely 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 and mission of the church.

Mission Fund

Committee Chair: Claire Anderson

Committee Members: Daniel Bringman, Dennis Carter, *World Outreach Representative*, Pastor Andrew Geib, Priscilla Shuba, *Social Ministry Representative*, Barbara Vossler, *Early Learning Center Governance Representative*, Carol Widerman, *Council President (2023)* and Alan Haynes, *Council President (204)*

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, 530 in the Mission Fund for the 2024 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 through April. This year we received four proposals. Given the funds available, the committee made a recommendation to Council to fund all proposals.

In its April 17 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:

Lutheran World Relief: Ukraine Regional Task Force	\$2,000
Beit Jala and Bethlehem Lutheran Churches, Palestine	\$2,000
Olive Wood Project, Palestine	\$5,000
Common Ground Recovery Ministry	\$2,530
	<hr/>
	\$11,530

Council approved the recommendations in April.

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.

See complete Mission Fund Financial Activity on page 19.

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 the remaining 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, Vacation Bible School, Gettysburg C.A.R.E.S. hosting and other events.

Projects in process or completed this year include the following:

Renovation of Rooms 305 and 306: A separating wall was removed, and divider curtains have been installed. Carpet was removed and replaced with new flooring, and walls were painted. The cabinets and youth bathroom were removed and reconfigured for a small kitchenette.

Dining room and storage areas: 22 Round tables (7 foot) were donated by Gettysburg Fire Department, repaired, and are stored in the new storage area. Storage areas in the dining room are mostly complete.

Landscape and exterior: Landscaping around the church includes mulching, pulling weeds and some plantings. Anyone interested in helping should contact Lyne Aurand. Mowing is done by volunteers, primarily Alan and Cathy Haynes. Zimmerman Landscaping are repairing the brick sidewalks. Snow removal is done by Brad Smith and C. E. Williams.

Lighting: Energy efficient light installation is an ongoing building project.

Replacement Windows: We signed a contract with Nick Bair of Stonewood Homes to replace the 16 storm windows on the west side of the building (Stratton Street) for \$126,900, not including lift rental, painting or repair. Installation is expected soon.

Painting and Carpeting: The upper level hall was painted, and carpet installed. Painting and new carpet remain in Rooms 304, 307, 308 and 309. Pastor Andrew's office was also painted.

Closets: New closet areas were created in Room 307 to better store equipment and supplies for the Scouts and Gettysburg C.A.R.E.S.

Quilters: New wall shelving units were installed for added organization.

Elevator: Upgrades have been completed to provide better security of the Early Learning Center.

Security Cameras: Cameras were installed in various locations throughout the church property. Cameras were installed in each classroom, halls and dining room in the Early Learning Center to aid with monitoring classroom safety. Cameras were installed in the upper level at the request of Gettysburg C.A.R.E.S. Other cameras were installed in the halls and exterior of the property for additional security & monitoring measures.

Special thanks to Crouse Electric, Kirk D. Smith Construction, Brad Smith and Glenn Blocher and other businesses and individuals that have done work as a donation or at a reduced rate. Special thanks to our amazing 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 \$816,266 for an ending balance of \$264,618 for completion of windows and other projects. This does not include over \$14,000 of investment earnings on campaign funds. In addition, there are restricted building funds with a balance of \$21,803 plus part of the endowment is for building projects. *See complete financial report for the Capital Campaign on page 21.*

The Property Committee meets on the first Monday of the month at 6:30pm. All are welcome to attend.

Landscape Committee, sub-committee of Property

Committee Chair: Lyne Aurand

Committee Members: Deb Altemose, Tara Baugher, Tom Bender, *Building Superintendent*, Jim Flanagan, Diane Fulton, Sue Hill, Cindy Zepp

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 welcomed Diane Fulton as a new member this year and met in early fall to discuss landscape needs.
2. The committee works with the Property Committee to maintain walkways, planting beds and trees and checks that St. James properties are clear of litter.
3. Two small, raised beds are being maintained near the Slentz House (Gettysburg C.A.R.E.S.) for K-5 Sunday School youth to plant pollinator gardens. The Early Learning Center children water the gardens.
4. Several events of composting, mulching, weeding, pruning, and trash removal were scheduled and completed throughout the year.
5. The Landscape Committee requests a budget to help cover some of the cost of compost, foundation plants, and weed management. The Landscape Committee and other St. James members donate time, tools, perennials, irrigation supplies and materials for Sunday School pollinator gardens.

Reconciling in Christ Committee

Committee Co-Chairs: Shirley Armstrong, Baird Tipson, Sarah Tipson

Committee Members: Alana Anderson, Pastor Libby Baker-Mikesell, Ron Couchman, Megan Eppleman, Jim Flanagan, Daniel Folkemer, Mary Folkemer, Pastor Andrew Geib, Betsy Griffiths, Jon Griffiths, Chris Lauer, Anne Lane, Will Lane, Judy Leslie, Bill Leslie, Chad Sujeski, Gloria Unger, Denise Wood

A year ago, when we were still the Reconciling in Christ Task Force, we reminded everyone that St. James proudly identifies itself as a "Reconciling in Christ" congregation. We stated that "the people of St. James are proud to be a 'welcoming' congregation. We make a promise to every visitor: when you choose to worship with us, we will greet you warmly.

In his own ministry, Jesus offered God's love to everyone, and he was especially eager to reach people at the margins of society, people like widows, orphans, and tax collectors.

For the baptized, as Paul wrote,

*'there is no longer Jew or Greek,
there is no longer slave or free,
there is no longer male and female;
for all of you are one in Christ Jesus.'*

- Galatians 3:28

The Reconciling in Christ Task Force has now been recognized as a "committee" by church council, and we continue to work with our pastors to assist the whole congregation as it maintains itself as a welcoming church. Over the past year we have met sporadically to address particular challenges. Most visibly, carrying the St. James Church banner, members of the committee took part in the Gettysburg Pride March at the beginning of the summer and were present at a St. James table on the square all day. We have provided tables at some Gettysburg College activities. On several different occasions, Pastors Libby and Andrew shared information with us about specific issues regarding LGBTQ+ individuals in the congregation and asked for our advice. The committee plans to staff a table in the gathering area around November's National Transgender Day of Remembrance. We have also begun discussions with the pastors about how the congregation will worship during Reconciling in Christ Sunday this coming January.

Social Ministry

Committee Chair: Priscilla Shuba

Committee Members: Sherri Alms, Greta Englund, Pastor Andrew Geib, Peggy Green, Jesse Holt, Joan Horak, Janet Landon, Glenn Munsee, Pete Riley, Shirley Sanders, Paula Shoemaker

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 the St. James Community with the opportunity to give support to local non-profit agencies who serve our community.

Organizations have included Adams Rescue Mission, SCCAP Homeless Shelter, and Holiday Family Outreach.

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

Gettysburg C.A.R.E.S (Combined Area Resources for Emergency Shelter) - Local churches work together to provide shelter and other resources to homeless members of our community. For the second year, C.A.R.E.S. will be at St. James for the entire season (November-April). Ten local churches as well as a civic organization will provide members to staff the program and provide a daily breakfast.

Habitat for Humanity - St. James is a covenant member of the Adams County Chapter of Habitat for Humanity. The Committee provides refreshments and workers at the building sites. Presently a duplex home is under construction in Littlestown. Volunteers are always needed at the building sites.

LAMPa (Lutheran Advocacy Mission in Pennsylvania) – Advocacy for social programs in Pennsylvania, including letter writing campaigns to local and state officials, advocating for housing and food security. They also sponsor Lutheran Day at the Capital in May.

Sharing Ministry Benevolence - The Committee offers monetary support to local agencies with monies from trusts provided by former members of St. James.

See pg. 33 for the proposed 2025 Sharing Ministry Budget, and past financial support.

Gettysburg Community Soup Kitchen - The Soup Kitchen supplies daily meals to the homeless and other needy members of the community. They provide boxed lunches to participants. In years past, St. James provided a monthly meatloaf meal. During COVID, the Soup Kitchen reorganized their meal preparations, and prefer monetary donations be made to replace our traditional/previous meal support; The Social Ministry Fund provides an annual donation of \$1,200.

Racial Justice Task Force – Addresses racial issues locally and discusses what may be done to reduce the issues.

Community Meals - The Committee enjoyed devotions and a pizza supper with the residents of the Adams Rescue Mission. We also host a supper with Seminarians each October.

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

See the Social Ministry Financial Report and financial impact on our community on page 25.

Committee Chair: Claire Anderson

Committee Members: Sherri Alms, Debra Baker, Pastor Libby Baker-Mikesell, Dennis Carter, David and Pat Crouner, Pastor Andrew Geib, John Fisher, Sharon Kaya, Barbara Schmitthenner, Bill Shoemaker, Christine Waybright

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

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

- Held monthly Zoom meetings as needed.
- Welcomed new members Sherri Alms, Debra Baker (Council representative), and Christine Waybright in September.
- Mourn the loss of Pat Crouner, longstanding member of World Outreach, model and mentor to all who champion peace and friendship to neighbors around the world.
- Hosted Reverend Brian Palmer, ELCA's missionary in Totota, Liberia as a guest speaker on June 25th.
- Offered Minutes for Mission at the May services raising up the work of our Mission Partners. Thanks to Barbara Schmitthenner (Emmaus Ministries), Dennis Carter (Source of Life), and Claire Anderson (Lutheran World Relief, Tree4Hope, ELCA in Liberia and LAMB Hospital, Bangladesh).
- Coordinated with Adam Michael and the K-5 Youth Program to initiate the Tree4Hope Guatemala Mission trip fundraiser. Youth raised \$273 during the Youth May Kindness campaign; World Outreach contributed matching funds and with the addition of monies from the May 12 Noisy Offering, the Youth chose to donate \$750 to Tree4Hope's tuition scholarship fund. Funds continue to be raised by the youth for Tree4Hope's scholarship fund.
- Allocated Other Projects monies (\$2,000): Source of Life evacuation fund: \$1,000, ELCA Brian Palmer: \$50 travel stipend, *Pray the Devil Back to Hell* pizza refreshments: \$109.19, and Tree4Hope scholarship fund: \$840.81.
- Thanks to the generosity of two major donors, youth, and donations from the congregation, World Outreach raised over \$22,000 to support the Guatemala Mission Trip in July 2024.
 - Nine congregation members (7 adults and 2 youth) participated in the mission trip: Karen Bender, Sue Currens, Elizabeth and Isabella DiCampli, Christina and Gabriella Geib, Emily Harte, Sharon Kaya, and Christine Waybright.
 - Allocated 2024 Global Mission Scholarship monies to pay for mission trip airfare for youth, Gabriella Geib, and remaining funds to the Tree4Hope scholarship fund.
 - Remaining funds from the mission trip were directed to Tree4Hope for educational materials and supplies for the new Trade School (\$5,000 designated gift) and, with the \$750 from the Youth fundraiser, \$2,071.42 for Tree4Hope's scholarship fund.

- Supported the St. James Quilt Mission Team:
 - Collaborators: Claire Anderson, Susan Clauser, Greta Englund, Kathy Evans, Pegg Gardner, Brenda Heberling, Sally Kopp, Chris Lauer, Barbara Nicks, Shirley Sanders, Judy Seilhamer, Jean Uhlig, Sandy Waybrant, Sherry Waybright, Ila Verdirame
 - Worked throughout the year to complete a total of 80 quilts.
 - Offered quilts for blessings during services in May and November.
 - Delivered 80 quilts (40 in May, and 40 in November) to the LWR collection site at the Brethren Service Center, New Windsor, MD
 - Donated one quilt to Lutheran Camping Services for Camp Nawakwa's 2024 Quilt Auction.
- Continued to lead St. James as a member of the Refugee Resettlement Partnership to support two refugee families as they establish themselves in the Gettysburg community.
- Maintained communications with St. James mission partners.
- Committed all members to provide alerts to the congregation and advance wider awareness of global mission via eBlasts, service announcements, bulletin boards, and *The Messenger*.

Coming up from World Outreach:

- Sponsoring the Chica Bean Advent calendar coffee sale in support of the Tree4Hope community business internship program.

Committee Chair: Judy Seilhamer

Committee Members: Pastor Libby Baker-Mikesell, Becky Brown, David Flesner, Pastor Andrew Geib, Jason Howe, Bri Howe, *youth representative*, Sharon Kaya, Sam Main, Jonathan Noel, *Minister of Music*, Martha Riley, Pete 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 2023-2024:

Financial

- 53 poinsettias and 60 Easter flowers enhanced the worship space. A total of \$974 was raised for World Hunger in lieu of flowers.
- Approved the purchase of \$3,000 worth of appropriate olive wood pieces to display seasonally in the Clapper Cabinet from the Memorial Fund (expended in October and not included in these financial reports)

Music

- Special music: Jesse Holt and Friends concert (10/1/23); Flute Flock (5/5/24); Gettysburg College Saxophone Quartet (4/14/24); Jonathan Rundman, folk/rock musician (8/11/24 and 8/14/24)
- A Low Brass Ensemble is being formed under the direction of Pete Riley.
- Suzanne Hubbard served as organist when Jonathan was away.
- \$5,302 from Endowment dividends & Memorial monies was used to purchase 330 copies of *All Creation Sings*, the latest Augsburg Fortress hymnal supplement. (These hymnals were dedicated on October 6, 2024.)
- Braband Organ Scholarship recipients - one student is finishing his 25 lessons. Jonathan has advertised the scholarship in the Gettysburg Times and Gettysburg Connection. He will send something to local piano teachers to hopefully find more applicants.
- Choirs are in full swing:
 - Summer Choir - sang at 10:45 service during the summer months
 - K-5 Youth Choir - approximately 50 children, as part of Wednesday after-school program
 - Martin Luther Choir (2nd and 4th Sundays each month) - gather at 7:55 a.m. for rehearsal
 - St. James Choir - practice Thursdays at 7:00 p.m.

Worship

- Community Dinner and Bluegrass Services: 11/22/23 (Thanksgiving Eve) and 4/13/24
- Advent Candle Stand in use for the first time in 2023

- Advent (*What is Your Christmas Spirit?*) and Lenten (*What is Love?*) Midweek Services were held during which members of the congregation shared personal experiences.
- Christmas services and events included Christmas caroling; multiple Christmas Eve worship times; community breakfast on Christmas Day
- Wednesday evening services in Lent used Intinction as an option for the first time since COVID.
- Pastor Andrew's Judas Proposal resulted in Judas's halo on the wall mural being painted to match the rest of the apostles' halos. This was done during the Maundy Thursday service.
- Pastor Libby Baker-Mikesell's ordination was held on May 5 at Christ Lutheran Church. Her installation ceremony was September 22, 2024, at St. James.
- All worship assistants' duty descriptions have been updated and are available on the St. James website. Training opportunities were also provided for worship assistants. Fall promotion to *worship more deeply & SERVE* were included in the eBlast and worship announcements video to encourage members to participate & lead in worship; graphics and quotes are posted on the St. James website
- Greeters have been reintroduced into the worship volunteer schedule. We also have been working with Adam to involve and encourage more youth to volunteer.
- MSP scheduling has changed to a quarterly rotation for volunteers to enter "can't serve" dates.
- Out of need, the green paraments and stoles have been retired. New green paraments and stoles have been created by Gwen Weiser and were dedicated on October 13, 2024. Geoff Thulin framed the old parament, and are currently on display in the church office.
- Turquoise swags that match our turquoise paraments and stoles were made and used for the first time in summer 2024. These were made by Judy Seilhamer, Claire Anderson, and Barbara Nicks.

Committee Chair: Kyle Smith

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

2024 was a great 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. The committee continued to look for ways to maximize participation in events but still support in providing a schedule filled with activities that fit all of the youth.

Below is just a sampling of what the youth at St. James had the opportunity to participate in during the 2024 year:

- Breakfast with Santa
- Winterfest
- High School Nawakwa retreat
- Middle School Nawakwa retreat
- Family Bowling Night
- Fastnacht Fundraiser
- K-5 Olympics
- National Youth Gathering
- Bike Recycling
- Weekly K-5 Youth Group
- Weekly Middle School Youth Group
- Weekly High School Youth Group
- Weekly High/Middle School Breakfast
- Hiking Trip
- Family Game Nights
- Vacation Bible School
- Halloween Open House
- Apple Gleaning
- WaterLife services

After a 6-year hiatus due to COVID, St. James high school youth got to experience the ELCA National Youth Gathering, located in New Orleans, Louisiana in July 2024. This trip opened the youth's eyes to both the greater Lutheran community that they are part of, as well as a different type of community that they could serve. The generosity of this congregation allowed the youth to attend at a small fraction of the price needed, ensuring that money was not a barrier to attending.

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 (though growing) 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!

2024 has been a great year and we are looking forward to a 2025 year filled with even more activities, especially finally getting to go to a work camp in 2025!

All are welcome to come to the Youth Committee Meeting! We meet during the Sunday School hour to simplify and encourage participation of busy families!