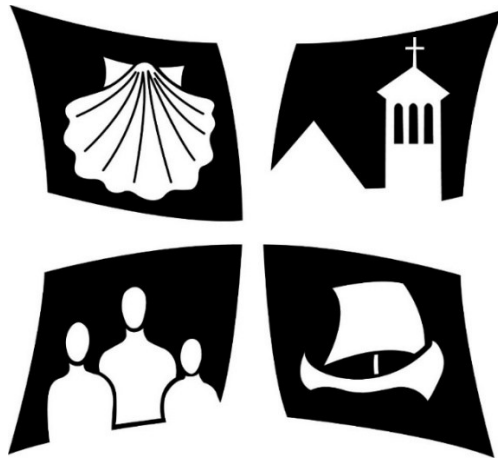


ST. JAMES LUTHERAN CHURCH

2025 ANNUAL REPORT



Annual Congregation Meeting
Sunday, November 16, 2025, Noon
Worship Space, in-person only

Parking Meters along the church's block of Stratton and Middle Streets, and both side of York Street will be paid starting at 1:00 p.m. (when meters become active) to facilitate attendance and full participation.

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.

*For all supporting documents for the annual meeting, please visit
StJamesGettysburg.org/AnnualMeeting.*

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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

Debra Baker, <i>Council Secretary</i>	debrabakerj76@gmail.com	Serving until July 2026
Carol Cook	caecook@comcast.net	
Kristine Scott	kgetty3@aol.com	
Mark Withrow, <i>Council President</i>	withamark@gmail.com	
Jim Flanagan	jasfsp799@gmail.com	Serving until July 2027
Jason Howe, <i>Council Vice President</i>	jah137@yahoo.com	
Glenn Munsee	glennmeister101@hotmail.com	
Don Schade	motetmaster@gmail.com	
Emily Harte	runninsoon@aol.com	Serving until July 2028
Ann Ketterman	annieketterman@aol.com	
Will Lane	wlane@gettysburg.edu	
Ed Main	emain01@centurylink.net	
Youth Representative	Gabbi Scavitto	Serves 1 yr term; July 2026

COMMITTEE CHAIRS

Building Use Taskforce	Bill Shoemaker	wmshoemaker@comcast.net
Christian Education		
Columbarium	Beth Becker	beth_becker@comcast.net
Creation Care Task Force	Kay MacDowell	joekaym65@gmail.com
Early Learning Center Governance	Barbara Vossler	barbvossler@comcast.net
Endowment Fund	Lucinda Bringman	lbringman3742@gmail.com
Evangelism & Fellowship	Anne Gomer	anne.gomer2@gmail.com
Finance	Cathy Haynes	dreamhouse26@comcast.net
History & Archives	David Flesner	dflesner@gettysburg.edu
Kitchen	Lyne Aurand	darylaurand@gmail.com
Landscaping	Lyne Aurand	darylaurand@gmail.com
Library	David Flesner	dflesner@gettysburg.edu
Memorial Fund		
Mission Fund	Claire Anderson	battleburg@gmail.com
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 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

2025

(Nov. 1, 2024 – Oct. 31, 2025)

Baptisms: 12

First Communion: 0

Confirmations: 7

New Members: 35

(Includes baptisms)

Weddings: 1

Funerals: 18

(13 members)

Current Baptized Membership:

1,176

Active Membership: 488

Average Worship Attendance: 275

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

2025 ANNUAL CONGREGATION MEETING AGENDA
SUNDAY, NOVEMBER 16 AT NOON

Opening

- Call to Order – Mark Withrow, Council President
- Devotion – Pastor Libby Baker-Mikesell
- Call for Quorum – Mark Withrow (16 needed for quorum)
- Introduction of Council Members

Minutes

- Minutes from the November 17, 2024 Annual Congregation Meeting
 - o *Motion to approve minutes*

Report of Officers and Standing Committees

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

Special Orders

- 2026 Annual Budget and Mission Plan *Motion to adopt Annual Budget and Mission Plan*
- Sharing Ministry 2026 Budget *Motion to adopt Sharing Ministry Budget*
- Early Learning Center 2026 Budget *Motion to adopt Early Learning Center Budget*
- Constitution Revisions *Motion to approve, pending approval by Synod Office*
 - o The 28 page Constitution & Bylaws document is not included in the annual report. You may review the revisions on the St. James website: <https://stjamesgettysburg.org/about/resources/constitution/>; there is also a supporting document *Model Constitution for Congregations* with rationale for changes.
 - Mandatory changes by the ELCA are highlighted in yellow
 - Line-by-line comparison of the Model Constitution and SJLC current constitution differences are highlighted in turquoise
 - General revisions are highlighted in gray
- Revisions to Endowment Policy *See pages 47 - 50 for supporting documents*
 - o **Requested action #1:** *The council moves that the St. James Endowment Policy proposed revision for Section IV of St. James AMENDMENT TO RESOLUTION ESTABLISHING ST. JAMES LUTHERAN CHURCH ENDOWMENT FUND be adopted (Policy 4.70). (Motion made at 9/19/2025 council meeting)*
 - o **Requested action #2** (to be used only if the congregation adopts action #1): *The council moves that the Implementing Resolutions for the Endowment Fund Policy change be adopted. (Motion made at 9/19/2025 council meeting)*

- Acknowledgement of members to attend Lower Susquehanna Synod Assembly (June 2026): Sally Kopp, Steve Kopp, and a *youth representative*
- Gettysburg C.A.R.E.S. – extension of hosting overnights at St. James for the 2026/2027 season, and beyond with annual council review and approval

Closing

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

<p style="text-align: center;">2024 ANNUAL CONGREGATION MEETING MINUTES SUNDAY, NOVEMBER 17 AT 12:00 P.M. AT ST. JAMES AND VIRTUAL VIA ZOOM</p>

Opening

- Call to Order – Alan Haynes, Council President
- Devotion – Pastor Libby Baker-Mikesell
- Call for Quorum – Alan Haynes (21 needed for quorum; Quorum present with 107 attendees)
- Introduction of Council Members

Minutes

Minutes from the November 19, 2023, Annual Congregation Meeting: Motion to approve minutes was seconded and adopted

Special Reports

- Adam Michael (Director of Youth & Family Ministry) noted there are 50 children in the K-5 category and 30 children in the middle/high school category. The youth theme for 2025 will be Bravery, Happiness and Work Ethic. Seven youth already had signed up for 2025 work camps that will take place in North Carolina or Tennessee, but more youth and adult volunteers are needed. Adam also mentioned Wednesday-morning chapel with the Early Learning Center children. Also of note is that youth raised \$500 for Tree of Hope school in Guatemala, and they collected more than 100 bikes for charity. Scholarships for Camp Nawakwa in 2025 are available.
- Ashley Drechsler (Director, Early Learning Center) provided an update on the center's morning and afternoon programs.
- Bill Shoemaker (Liaison, Gettysburg CARES) said the cold-weather shelter here at St. James served 30 guests per night (men, women and children) in its 2023-2024 season and would be serving the same number during the 2024-2025 season. One paid employee and two volunteers from the 10 rotating churches run the shelter nightly; each church has volunteers staying overnight for two weeks, and they also provide the food and cooking for the breakfasts, and they wash the blankets. There are now cameras in the rooms, and a weekly cleaning team has been hired for upkeep. Bill stressed the need for cash donations along with juice, milk and cereal for the daily breakfasts.
- Brad Smith (Property chair) reported that rooms 305-306 are almost completely renovated, and room 307 is set to be painted. Storm windows were scheduled for installation on the Stratton Street side of the building.

Report of Officers and Standing Committees

- Treasurer's Report: Motion to refer for financial review (moved, seconded and adopted): Mark Withrow explained how the church budgeting process works, and that St. James should reach its giving goal for 2024 if it keeps on track the rest of the year. The goal for FY 2025 is \$851,000, which is a \$30,000 increase over 2024. There are 302 giving households in the congregation and, if everyone adds another \$10 per month, that goal will be reached.
- Endowment Fund Report Motion to refer for financial review: seconded and adopted
- Sacristy Financial Report Motion to refer for financial review: seconded and adopted

- Social Ministry Financial Report Motion to refer for financial review: seconded and adopted
- Early Learning Center Treasurer’s Report Motion to refer for financial seconded and adopted

Special Orders

- 2025 Annual Budget and Mission Plan Motion to adopt Annual Budget and Mission Plan: seconded and adopted
- Sharing Ministry 2025 Budget Motion to adopt Sharing Ministry Budget: seconded and adopted
- Early Learning Center 2025 Budget Motion to adopt proposed Early Learning Center Budget: seconded and adopted
- Election of Endowment Committee Nominees (Council approved 10/16/2024): 1st term candidates: Beth Becker, Ernie Kranias, Cara Russo, Carol Widerman; all 4 elected
- Election of members to attend Lower Susquehanna Synod Assembly (tentative 6/5-7/2025): Debra Baker, Jason Howe, Bri Howe, youth representative; All three candidates elected
- Discussion & vote to purchase a church van (Council approved motion on 5/15/2024) (See Church Van Proposal): Council President Alan Haynes explained that the van will be paid for with an anonymous donation, and that a task force now needed to be formed for a proposed purchase.
 - Q&A regarding this motion: where would the van be parked (next to the garage across from the back of the church); should there be a “not to exceed” price (van purchase and upkeep are paid for during the first year); should it be a 12- or 15-person van (a motion to vote on van size did not pass); would the van be handicapped-accessible (this would be addressed by the task force)
 - Motion to purchase a church van was seconded and adopted

Closing

- Good for God! Good for St. James!
 - \$21,000 was raised for hurricane relief, and 38 blue buckets were filled with supplies
 - The generosity of the church was praised, including the formation of the meal train by Joe MacDowell
 - A new member noted that St. James is the most welcoming and friendly Lutheran church ever, and that she loves our name tags.
- Prayer by Pastor Andrew Geib
- Motion to Adjourn: seconded and adopted. Meeting adjourned at 1:49 pm.

Minutes submitted by Debra Baker, council secretary

ST. JAMES INCOME & EXPENDITURES

ST JAMES LUTHERAN CHURCH FOR THE 12 MONTHS ENDED SEPTEMBER 30, 2025 INCOME & EXPENDITURES

Balance as of September 30, 2024		\$831,274.39
Income		
Actual Giving Fund	910,012.04	
2025 Liabilities (see Balance Sheet)	(34,837.20)	
Building Fund	24,887.30	
Camping Scholarship Fund	1,100.00	
Memorial Fund	34,734.86	
Mission Fund	12,966.00	
Sharing Ministry Fund	16,734.85	
Undesignated Bequest Fund	14,960.26	
Youth Nat'l Gath / Workcamp Fund	17,005.81	
Van Fund	40,000.00	
PNC - Money Market Interest	9,437.30	
PNC - CD Earnings	18,927.73	
Total Income		\$1,065,928.95
Expenditures		
Actual Giving Fund	910,893.55	
2024 Liabilities (see Balance Sheet)	925.55	
Braband Scholarship (organist)	300.00	
Building Fund	27,883.25	
Camping Scholarship Fund	2,360.00	
Capital Campaign	63,619.13	
Columbarium Fund	1,176.00	
Memorial Fund	14,635.32	
Mission Fund	12,966.00	
Sharing Ministry Fund	18,700.00	
Undesignated Bequest Fund	27,460.26	
Youth Nat'l Gath / Workcamp Fund	13,723.76	
Total Expenditures		\$1,094,642.82
Balance as of September 30, 2025		\$802,560.52
Investments:		
ACNB - Checking Account Balance		\$259,518.31
PNC - Money Market Account Balance		\$324,042.21
PNC - CD		\$219,000.00
Total Investments		\$802,560.52

ST. JAMES BALANCE SHEET - ASSETS

	Sep 30, 25	Sep 30, 24	\$ Change	% Change
ASSETS				
ACNB Church Checking Account				
Actual Giving Fund	246,125.81	282,857.37	(36,731.56)	(12.99%)
Braband Scholarship (Organ Lessons)	1,758.10	2,058.10	(300.00)	(14.58%)
Building Fund	18,807.29	21,803.24	(2,995.95)	(13.74%)
Camping Scholarship Fund	1,440.00	2,700.00	(1,260.00)	(46.67%)
Capital Campaign Fund	(99,001.47)	(35,382.34)	(63,619.13)	(179.81%)
Church / Community Fund	117.32	117.32	0.00	0.0%
Columbarium Fund	2,992.22	4,168.22	(1,176.00)	(28.21%)
Memorial Fund	37,048.08	16,948.54	20,099.54	118.59%
Sharing Ministry Fund	14,081.71	16,046.86	(1,965.15)	(12.25%)
Undesignated Bequests Funds	(10,000.00)	2,500.00	(12,500.00)	(500.0%)
Van Fund	40,000.00	0.00	40,000.00	100.0%
Youth Group (Wrkcmp/Nat'l Gat)	6,149.25	2,867.20	3,282.05	114.47%
Total Checking Acct ACNB	259,518.31	316,684.51	(57,166.20)	(18.05%)
Other Church Checking Accounts				
Sacristy Checking Account	2,951.57	3,718.80	(767.23)	(20.63%)
Social Ministry Checking Account	10,189.29	5,849.60	4,339.69	74.19%
	13,140.86	9,568.40	3,572.46	37.34%
Total Current Assets	272,659.17	326,252.91	(53,593.74)	(16.43%)
INVESTMENTS				
PNC Bank Investments				
PNC Money Market - Capital Campaign	324,042.21	314,604.91	9,437.30	3.0%
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 - interest earned	19,000.00	72.27	18,927.73	26,190.3%
Total PNC Investments	543,042.21	514,677.18	28,365.03	5.51%
Other Assets				
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				
Ministry Growth - Church	1,443,736.28	1,316,428.07	127,308.21	9.67%
Ministry Growth - Braband Organ Scholarship	33,259.41	29,457.35	3,802.06	12.91%
Total ELCA Endowment	1,476,995.69	1,345,885.42	131,110.27	9.74%
Total Investments	2,024,716.72	1,865,241.42	159,475.30	8.55%
TOTAL ASSETS	2,297,375.89	2,191,494.33	105,881.56	4.83%

ST. JAMES BALANCE SHEET - LIABILITIES

LIABILITIES & EQUITY	Sep 30, 25	Sep 30, 24	\$ Change	% Change
Liabilities				
Current Liabilities				
Other Current Liabilities				
Accrued Accounts Payable	3,000.00	0.00	3,000.00	100.0%
Artisans Olive Wood	0.00	143.50	(143.50)	(100.0%)
Creation Cares Taskforce	512.32	536.97	(24.65)	(4.59%)
Designated Giving	618.08	518.08	100.00	19.3%
Gettysburg CARES	0.00	(273.00)	273.00	100.0%
Greece Trip	308.00	0.00	308.00	100.0%
Guatemala Trip	(512.00)	0.00	(512.00)	(100.0%)
Payroll Liabilities	(38,763.60)	0.00	(38,763.60)	(100.0%)
Total Other Current Liabilities	<u>(34,837.20)</u>	<u>925.55</u>	<u>(35,762.75)</u>	<u>(3,863.95%)</u>
Total Current Liabilities	<u>(34,837.20)</u>	<u>925.55</u>	<u>(35,762.75)</u>	<u>(3,863.95%)</u>
Total Liabilities	(34,837.20)	925.55	(35,762.75)	(3,863.95%)
Equity				
Beginning Balance Correction	913,034.46	913,034.46	0.00	0.0%
Temporarily Restricted Net Asse	122,224.47	122,224.47	0.00	0.0%
Unrestricted Net Assets	1,307,902.52	1,216,803.30	91,099.22	7.49%
Net Income	(10,948.36)	(61,493.45)	50,545.09	82.2%
Total Equity	<u>2,332,213.09</u>	<u>2,190,568.78</u>	<u>141,644.31</u>	<u>6.47%</u>
TOTAL LIABILITIES & EQUITY	<u>2,343,305.89</u>	<u>2,237,059.33</u>	<u>106,246.56</u>	<u>4.75%</u>

ST. JAMES INCOME STATEMENT

**ST JAMES LUTHERAN CHURCH
FOR 12 MONTHS ENDED SEPTEMBER 30, 2025
ACTUAL GIVING FUND**

Balance as of September 30, 2024		\$407,770.07
Income		
Offerings	833,275.86	
2025 Liabilities (balance sheet)	(34,837.20)	
Void Check from Aug 2024	37.30	
Void Check from April 2024	50.00	
Building Usage	3,216.00	
Child Care Financial Mgmt Fee	18,900.00	
Child Care Building Exp Fee	27,975.00	
Christmas/Advent Offering	11,335.88	
Other Income	2,722.00	
Tfr from Undesignated Fund - Personnel	10,000.00	
Tfr from Undesignated Fund - Personnel Youth	2,500.00	
Total Income		\$875,174.84

Expenditures continued on following page.

ST. JAMES INCOME STATEMENT

Expenditures	
Faith Commitment	54,250.00
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	268.22
Source of Life Ministries	2,100.00
SpiriTrust Foundation - Benev Care	1,750.00
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	1,400.00
World Outreach - Other	400.00
World Outreach - Palmer (Synod)	2,800.00
World Outreach - Tree4Hope	1,300.00
2024 Liabilities (balance sheet)	925.55
Archives	0.00
Audit	3,000.00
Bank & Credit Card Charges	2,137.17
Borough Storm Water Mgmt Fee	750.00
Building Maint - Landscaping	342.00
Building Repair/Maintenance	36,176.03
Building Supplies	8,185.22
Caregiving Ministry Expenses	1,973.40
Christian Education	1,375.82
Contingencies/Misc.	2,846.91
Envelopes	1,645.26
Evangelism/Fellowship	1,440.67
Health Ministry	885.78
Insurance	17,208.90
Legal Fees	371.00
Library Expense	343.42
LWR - Quilting Mission	122.39
Marketing	1,476.67
Miracle Workers	54.67
Mission Support / Creation Cares	388.00
Music & Supplies	7,070.49
Office Repair & Maintenance	0.00
Office Supplies	3,933.89
Organ Repair & Maintenance	1,841.30
Payroll Processing Fees (ADP)	3,046.89
Personnel Expenses	603,303.34
Postage Expenses	2,211.10
Retreats/Workshops	1,581.30
St. James Camping Scholarship	2,000.00
Technology	6,286.17
Telephone	7,943.17
Trash Removal	2,381.01
Utilities	66,409.83
Worship Materials	3,207.26
Youth Activies	23,786.27
Total Expenditures	(\$911,819.10)
Balance as of September 30, 2025	\$371,125.81

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, 2024		\$16,046.86
Income		
C. Leslie Fair Interest - CD	4.02	
Cook Trust Interest - CD	4.00	
Stallsmith Trust Interest - CD	3.36	
Checking Account Interest	360.14	
L. David Plank Trust	8,010.82	
Pfeiffer Trust	8,352.51	
Total Income		\$16,734.85
Expenditures		
Adams County Children's Advocacy	600.00	
Adams Rescue Mission	2,500.00	
Fruitbelt Farmworkers	975.00	
Gettysburg C.A.R.E.S.	2,925.00	
Gettysburg Fire Department	900.00	
Holiday Family Outreach	750.00	
Prision Society	750.00	
Recycle Bicycle of Harrisburg	450.00	
SCCAP - Where Needed Most	2,850.00	
St James Childcare Scholarship Fund	6,000.00	
The Emergency Fund	0.00	
Total Expenditures		(\$18,700.00)
Balance as of September 30, 2025		\$14,081.71

ST. JAMES FUND ACTIVITIES

BUILDING FUND

Balance as of September 30, 2024		\$21,803.24
Income		
Offerings	8,510.05	
Tfr from Endowment - Youth Yard Turf	16,377.25	
Total Income		\$24,887.30
Expenditures		
Titamium Technologies - Security Camera	556.00	
Foreverlawn Lancaster - Youth Yard Turf	16,377.25	
M&M Heating - Install 2 AC mini split heads in ELC	10,950.00	
Total Expenditures		(\$27,883.25)
Balance as of September 30, 2025		\$18,807.29

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, 2024		\$2,058.10
Income		
Contributions	0.00	
Total Income		\$0.00
Expenditures		
Jonathan Noel - stipend for lessons	300.00	
Total Expenditures		(\$300.00)
Balance as of September 30, 2025		\$1,758.10

ST. JAMES FUND ACTIVITIES

CAPITAL CAMPAIGN FUND

Balance as of September 30, 2024		\$264,617.66
Income		
Contribution	0.00	
Total Income		\$0.00
Expenditures		
Schmitt's Interiors - Carpet & LVP - 3rd Floor	11,950.00	
Stonewood Construction - Storm Windows for Nave	20,000.00	
Modernfold of Reading - Folding Partition - SS Room	15,762.00	
PNC Bank CC - Amazon - AED Trauma Kits	615.68	
Roy M Williams & Sons - Painting Projects	1,100.00	
BFPE International - Relocate Sprinkler Heads	628.00	
Kenneth Keller - Repair Water Damage - Sewing Room	325.00	
Kirk Smith - 2nd Floor Storage Cabinets & Countertop	7,390.00	
Bradley Smith - Reimburse for Materials/Supplies	5,848.45	
Total Expenditures		(\$63,619.13)
Balance as of September 30, 2025		\$200,998.53

CAMPING SCHOLARSHIP

Balance as of September 30, 2024		\$2,700.00
Income		
Contribution	1,100.00	
Total Income		\$1,100.00
Expenditures		
Lutheran Camping Corp	2,360.00	
Total Expenditures		(\$2,360.00)
Balance as of September 30, 2025		\$1,440.00

St. James sent 21 youth to Camp Nawakwa on a scholarship: \$200 per week for overnight camp, and \$100 per week for day camp. One child was given a full scholarship to attend Camp Nawakwa.

ST. JAMES FUND ACTIVITIES

CHURCH / COMMUNITY FUND

Balance as of September 30, 2024		\$117.32
Income		
Contribution	0.00	
Total Income	<u>0.00</u>	\$0.00
Expenditures		
Church/Community Fund Expenses	0.00	
Total Expenditures	<u>0.00</u>	<u>\$0.00</u>
Balance as of September 30, 2025		<u><u>\$117.32</u></u>

COLUMBARIUM FUND

Balance as of September 30, 2024		\$4,168.22
Income		
Niche Deposits	0.00	
Total Income	<u>0.00</u>	\$0.00
Expenditures		
Codori Memorials - Brass Engraved Plates (3)	1,176.00	
Total Expenditures	<u>1,176.00</u>	<u>(\$1,176.00)</u>
Balance as of September 30, 2025		<u><u>\$2,992.22</u></u>

ST. JAMES FUND ACTIVITIES

MEMORIAL FUND

Balance as of September 30, 2024		\$16,948.54
Income		
Memorials Received	22,969.00	
Tfr from Endowment - Hymnals* / Furnance / Artwork	11,765.86	
Total Income		\$34,734.86
Expenditures		
Chris Lauer - Commission for Artwork (endowment)	2,000.00	
Mann Plumbing & Heating - Boy Scout Cabin Furnace (endowment)	5,450.00	
Good Shepherd Travel - Olive Wood Purchases (art pieces for clapper cabinet, hand crosses for gifts, Christmas ornaments for congregation)	2,600.00	
GASD Activities Fund - T-shirts for members of church	1,610.00	
Olivia's House, Hanover - Counseling for Scouts (donation)	200.00	
Julia Dunn - Counseling Services for Scouts (thank you)	200.00	
Celebrations - Choir Picnic / Pr Andrew's 10th Anniversary	821.01	
Kennies Market - Gift Cards (youth gifts)	250.00	
4 Imprint - Promo Items (pens)	514.91	
Judy Leslie - RRP Family Meals	233.45	
VistaPrint - Sympathy & Thinking of You Cards	210.95	
Olive Wood Items - crosses for confirmation gifts	195.00	
Gwen Weiser - Stole for Bishop Steve Herr's ordination	350.00	
Total Expenditures		(\$14,635.32)
Balance as of September 30, 2025		\$37,048.08

* The purchase of *All Creation Sings* hymnals occurred in September 2024, and is reflected in the 2024 annual report. The endowment funds to cover the transaction were received in November 2024, and hence are reflected in the 2025 annual report.

ST. JAMES FUND ACTIVITIES

MISSION FUND

Balance as of September 30, 2024		\$0.00
Income		
Tfr from Endowment - Mission's portion	12,966.00	
Total Income		\$12,966.00
Expenditures		
Lutheran Disaster Response - USA	3,966.00	
The Hartley Residence	500.00	
Gettysburg Ministerium - RRP Education Fund	2,000.00	
Gettysburg Community Theatre - Penguin Project	1,500.00	
ELCA - Fund For Leaders Scholarship Program	1,000.00	
Fruitbelt Farmworkers Christain Ministry	4,000.00	
Total Expenditures		(\$12,966.00)
Balance as of September 30, 2025		\$0.00

UNDESIGNATED BEQUEST FUND

Balance as of September 30, 2024		\$27,500.00
Income		
Interest from Kime Trust	11,317.34	
McVicker Trust - Distribution	2,008.36	
Dotty Johnson Estate Bequest	1,634.56	
Total Income		\$14,960.26
Expenditures		
Tfr to Actual Giving - Personnel	10,000.00	
Tfr to Actual Giving - Personnel Youth	2,500.00	
Tfr Kime Trust Distributions to Endowment	11,317.34	
Tfr Dotty Johnson Estate to Social Ministry	1,634.56	
Tfr McVicker Trust to Endowment	2,008.36	
Total Expenditures		(\$27,460.26)
Balance as of September 30, 2025		\$15,000.00

ST. JAMES FUND ACTIVITIES

YOUTH NATIONAL GATHERING / WORKCAMP FUND

Balance as of September 30, 2024		\$52,867.20
Income		
Participants Deposits & Donations	3,756.96	
Fundraisers (fastnacht profit)	13,248.85	
Total Income		\$17,005.81
Expenditures		
Workcamp Exp - Registration / Van Rentals / Activity	13,723.76	
Total Expenditures		(\$13,723.76)
 Balance as of September 30, 2025		 \$56,149.25

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.

VAN FUND

Balance as of September 30, 2024		\$0.00
Income		
Donation towards Van purchase	40,000.00	
Total Income		\$40,000.00
Expenditures		
Van Fund Expenses	0.00	
Total Expenditures		\$0.00
 Balance as of September 30, 2025		 \$40,000.00

ST. JAMES 2025 CAPITAL CAMPAIGN REPORT

	<u>Capital Campaign</u>	<u>update or</u>	<u>Revised</u>	<u>Income</u>	<u>Gift In</u>	
St. James Lutheran Church	<u>original budget</u>	<u>revised</u>	<u>Estimate or</u>	<u>received or</u>	<u>Kind</u>	<u>Comment</u>
Through 09 30 2025	<u>\$</u>	<u>\$</u>	<u>Actual</u>	<u>expense paid</u>	<u>\$</u>	
Campaign period	<u>\$</u>	<u>\$</u>	<u>\$</u>	<u>\$</u>	<u>\$</u>	
October 2019 to November 2022	<u>\$</u>	<u>\$</u>	<u>\$</u>	<u>\$</u>	<u>\$</u>	
INCOME RECEIVED FOR CAMPAIGN	\$ 1,000,000			\$ 1,080,883		
EXPENDITURE ANALYSIS						
Year One						
Replace flat rubber roof & repair damage from leaks	\$ 90,000		\$ 77,252	\$ 77,252	\$ 6,000	Completed
Replace 3 HVAC units	\$ 14,000					Completed
Repoint exterior brick and repair capstones	\$ 41,000		\$ 30,550	\$ 31,907		Completed
Replace windows on North East	\$ 175,000		\$ 103,950	\$ 103,950		Completed
Replace windows on Old section (office)	incl above	\$ 56,900	\$ 56,900	\$ 46,356		Completed
Repair windows on west	incl above	\$ 39,650	\$ 39,650	\$ 64,690		\$150k in progress
Refurbish kitchen cabinets	\$ 40,000		\$ 35,953	\$ 34,953		Completed
Replace generator & install gas line	\$ 19,000		\$ 19,000		\$ 19,000	Materials & Supplies donated
Update fire alarm system	\$ 30,000		\$ 29,873	\$ 29,873		Completed
Install and wire fire alarm system	\$ 30,000	\$ 20,000	\$ 20,000		\$ 20,000	Completed
Enclose lower level stairway, elevator	\$ 20,000		\$ 55,000	\$ 52,237		Completed
Repair/add exit crash bars to three north entry doors	\$ 40,000		\$ 25,121	\$ 25,121		Completed
Campaign administrative costs	\$ 40,000		\$ 36,470	\$ 36,470		Completed
Subtotal year one	<u>\$ 499,000</u>		<u>\$ 529,720</u>	<u>\$ 502,810</u>	<u>\$ 45,000</u>	
Year Two						
Redesign of gathering area	tbd					Completed
Upgrade worship area sound/AV System	\$ 60,000		\$ 115,000	\$ 110,327		Completed gift in kind
Install new, cost and energy efficient lighting	tbd					Completed
Gettysburg C.A.R.E.S., Slentz house, 2nd floor	\$ 20,000		\$ 20,000	\$ 2,090	\$ 20,000	\$20k from separate grant
Subtotal year two not including tbd	<u>\$ 80,000</u>		<u>\$ 135,000</u>	<u>\$ 112,417</u>	<u>\$ 20,000</u>	
Year Three and beyond						
Replace damaged ceiling tiles, water damage	\$ 15,000			\$ 1,221		As needed
Install third Columbarium niche	\$ 40,000		\$ 44,900	\$ 44,900		Completed
Replace flooring & Carpet (upper level)	\$ 40,000	\$ 44,922	\$ 45,000	\$ 31,905	\$ 362	In progress
Replace folding partitions in the dining room	\$ 48,000		\$ 48,000	\$ 54,481		Completed
Paint (stairwells, upper/main level rooms)	\$ 15,000	\$ 17,150	\$ 17,150	\$ 4,755		In progress
Resurface parking lot	\$ 20,000		\$ 23,230	\$ 23,230		Completed
Complete Worship Area Renewal project	\$ 40,000		\$ 36,000	\$ 32,760		Completed
Elevator				\$ 18,449		Completed
Room 305&306				\$ 36,779		In progress
Contingency: Cameras, AED	\$ 80,000		\$ 80,000	\$ 16,179		
Subtotal year three	<u>\$ 298,000</u>		<u>\$ 294,280</u>	<u>\$ 264,658</u>	<u>\$ 362</u>	
Grand Total Expenditures not including tbd	<u>\$ 877,000</u>		<u>\$ 959,000</u>	<u>\$ 879,885</u>	<u>\$ 65,362</u>	
Balance of Campaign Funds				\$ 200,999		

Does not include accumulated earnings on campaign of \$22,576.36

ST. JAMES 2025 ENDOWMENT FUND REPORT

ELCA ENDOWMENT FUND POOLED TRUST – Church Account x 423
January 1, 2025 through September 30, 2025

PORTFOLIO SUMMARY

Asset Description	Market Value
Ministry Growth Fund	\$1,443,736.28
	<u>\$1,443,736.28</u>

ACCOUNT ACTIVITY SUMMARY

Beginning Balance	\$1,294,387.87
Additions	47,481.10
Transfers In	0.00
Withdrawals	36,793.25
Transfers Out	0.00
Change in Market Value	138,660.56
Ending Balance	<u>\$1,443,736.28</u>

ASSET DETAILS

Asset Description	Units	Market Price	Market Value
Ministry Growth Fund	850.230703	1,698.05	\$1,443,736.28
		<u>Grand Total</u>	<u>\$1,443,736.28</u>

INCOME DISTRIBUTIONS

Description	Date	Amount
00_St.James Lutheran Church Endowment Fund - Add Interest To A Primary Account	03/31/2025	(12,329.70)
00_St.James Lutheran Church Endowment Fund - Add Interest To A Primary Account	06/30/2025	(12,315.90)
00_St.James Lutheran Church Endowment Fund - Add Interest To A Primary Account	09/30/2025	(12,308.00)
	<u>Total Income Distributions</u>	<u>\$(36,953.60)</u>

ADDITIONS AND WITHDRAWALS

Purchase Details	Date	Price	Units	Amount
Ministry Growth Fund	01/31/2025	1,534.32	1.904904	2,922.74
Ministry Growth Fund	03/31/2025	1,551.96	7.944582	12,329.70
Ministry Growth Fund	04/30/2025	1,513.12	1.849289	2,798.20
Ministry Growth Fund	05/31/2025	1,527.61	1.314711	2,008.36
Ministry Growth Fund	06/30/2025	1,569.20	7.848523	12,315.90
Ministry Growth Fund	07/31/2025	1,619.42	1.727904	2,798.20
Ministry Growth Fund	09/30/2025	1,649.19	7.463047	12,308.00
			<u>Total Purchases</u>	<u>\$47,481.10</u>
Sale Details	Date	Price	Units	Amount
Ministry Growth Fund	02/25/2025	1,568.90	1.274776	2,000.00
Ministry Growth Fund	05/23/2025	1,527.61	12.055465	18,416.00
Ministry Growth Fund	07/21/2025	1,619.42	10.113042	16,377.25
			<u>Sales</u>	<u>\$36,793.25</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 2024 was \$56,986 per unit. The annual distribution amount for 2025 is \$58,417. 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.

Please contact your Regional Gift Planner with any questions regarding your statement. Contact information for your Regional Gift Planner can be found at: Foundation.ELCA.org/contact.

ELCA ENDOWMENT FUND POOLED TRUST – Braband Scholarship x222
January 1, 2025 through September 30, 2025

PORTFOLIO SUMMARY

Asset Description	Market Value
Ministry Growth Fund	\$33,259.24
	<u>\$33,259.24</u>

ACCOUNT ACTIVITY SUMMARY

Beginning Balance	\$29,238.79
Additions	842.70
Transfers In	0.00
Withdrawals	0.00
Transfers Out	0.00
Change in Market Value	3,177.75
Ending Balance	<u>\$33,259.24</u>

ASSET DETAILS

Asset Description	Units	Market Price	Market Value
Ministry Growth Fund	19.586696	1,698.05	\$33,259.24
		Grand Total	<u>\$33,259.24</u>

INCOME DISTRIBUTIONS

Description	Date	Amount
St James Lutheran Church Braband Scholarship, Gettysburg, PA - Add Interest To A Primary	03/31/2025	(278.30)
St James Lutheran Church Braband Scholarship, Gettysburg, PA - Add Interest To A Primary	06/30/2025	(280.90)
St James Lutheran Church Braband Scholarship, Gettysburg, PA - Add Interest To A Primary	09/30/2025	(283.50)
	Total Income Distributions	<u>\$(842.70)</u>

ADDITIONS AND WITHDRAWALS

Purchase Details	Date	Price	Units	Amount
Ministry Growth Fund	03/31/2025	1,551.96	0.179321	278.30
Ministry Growth Fund	06/30/2025	1,569.20	0.179008	280.90
Ministry Growth Fund	09/30/2025	1,649.19	0.171902	283.50
			Total Purchases	<u>\$842.70</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 2024 was \$56.986 per unit. The annual distribution amount for 2025 is \$58.417. 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.

Please contact your Regional Gift Planner with any questions regarding your statement. Contact information for your Regional Gift Planner can be found at: Foundation.ELCA.org/contact.

SACRISTY FINANCIALS & REPORT 2025

Balance as of September 30, 2024 **\$ 3,718.80**

Income

Deposits for Sacristy	\$	4,699.75
Deposits for World Hunger	\$	1,067.00
<i>Sacristy Memorial (restricted) 3/15/2024</i>	\$	1,400.00

Total Income	\$	7,166.75
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Expenses

Altar Flowers (Flower Boutique)	\$	(3,945.00)
Musselman's Greenhouse	\$	(1,195.75)
ELCA World Hunger	\$	(1,067.00)
Green Stoles & Paraments - Gwen Weiser, green parament fabr	\$	(147.90)
Green Stoles & Paraments - Pr Bill Weiser Scholarship Fund doi	\$	(1,100.00)
Gettysburg Custom Framing - preservation of old green parame	\$	(490.00)
Pink Stoles (qty 2)	\$	(113.13)
Pink Advent Candle	\$	(135.20)

Total Expenses	\$	(8,193.98)
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Balance as of September 30, 2025 **\$ 2,691.57**

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 2025 TREASURER'S REPORT
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Balance as of September 30, 2024 **\$ 5,849.60**

Income

St. James Budget *	\$ 14,000.00
Donations: Church Members' Offering	\$ 5,851.00
Donations: Estate of Dotty Johnson	\$ 1,634.56

Total Income	\$ 21,485.56
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Expenses

Groceries: Kennie's Market	\$ (5,671.64)
Groceries: Ahold Financial (Giant)	\$ (4,756.65)
Utility Assistance: Electric (Met-Ed & Adams Electric)	\$ (489.70)
Utility Assistance: Gas (Columbia & Shipley)	\$ (475.54)
Auto Assistance: Car Insurance	\$ (74.98)
Auto Assistance: Car Payment	\$ (218.00)
Auto Assistance: Windshield Replacement	\$ (414.45)
Transportation Assistance (Bus & Train fare)	\$ (848.69)
Rent/Motel Assistance	\$ (2,586.68)
Gettysburg Soup Kitchen (monthly meal support)	\$ (1,200.00)
Adams Rescue Mission Pizza Dinner with Social Ministry	\$ (213.59)
Other: WellSpan Pharmacy	\$ (29.45)
Other: Family Hygiene Assistance	\$ (130.00)
Other: Checks ordered	\$ (36.50)

Total Expenses	\$ (17,145.87)
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Balance as of September 30, 2025 **\$ 10,189.29**

* \$3,500 gifted from the Actual Giving budget per quarter

Effective the end of September 2025, Social Ministry granted permission to church staff to discontinue distributing food vouchers to Giant. Giant's (Ahold) billing does not accommodate the church's reconciliation practice of matching transactions by voucher recipient's name. Therefore, we have a large outstanding balance with Ahold.

Though not reflected in this financial report, on October 13, 2025, a check of \$5,000 was distributed to Ahold to cover 55 vouchers distributed between January 2024 – September 2024. On top of that, there is still roughly \$4,000 in outstanding 2024 & 2025 expenditures that we have not received adequate paperwork for payment. Before the end of 2025, we aim to pay the balance due to Ahold in full. This will be reflected in the 2026 annual report.

As a substitute for Giant's food vouchers, the church staff will distribute gift cards to Aldi's. While Aldi's cannot accommodate Social Ministry's traditional voucher paperwork (because of the overhead incurred by Aldi's), the staff felt that Aldi gift cards were an adequate solution: 1) no alcohol or tobacco products are sold at Aldi's, as transactions and use of gift card is not monitored and approved by Aldi's employees (as was the case at Giant with the paper food voucher) and 2) prices at Aldi's are more reasonable than Giant.

In the middle of October, notice of stopping SNAP food assistance benefits was made public. This means that individuals and families who participate in the food assistance program will not receive the monthly funds on their debit cards that they use to purchase food. SNAP benefits will not be released until a federal budget is passed or the state budget is passed. This will impact over 9,000 households in Adams County who depend on that financial distribution to put food on their family's table.

SCCAP, who administers our local food pantry, is also feeling this impact, as a portion of their funding is also tied up in the budget impasse. And they too are experiencing the increased food costs to stock their pantry shelves.

The First Sunday of each month, we set out tubs to collect food pantry donations for SCCAP. The months of November and December we will have the bins set out for ongoing food collections. Please give what you are able. If you would like to make a financial contribution, you can donate directly to SCCAP (153 N. Stratton Street, Gettysburg) OR you can make your check payable to *St. James Lutheran Church*, memo line *SCCAP* and we will make a contribution on behalf of the church. All ways of giving will make a difference!

Usually around the holidays we see an increased need for food assistance. This year we anticipate an even greater demand for assistance.

The Social Ministry Committee greatly appreciates the church offerings that are being designed to Social Ministry. Your gifts allow us to continue helping those in need in our community. Thank you!

ST. JAMES EARLY LEARNING CENTER
BALANCE SHEET

	Sep 30, 25	Sep 30, 24	\$ Change	% Change
ASSETS				
Current Assets				
Checking/Savings				
MIF Term Investment (1 yr)	79,414.16	77,032.23	2,381.93	3.09%
MIF Term Investment (3 Yrs)	83,179.45	79,830.40	3,349.05	4.2%
MIF Term Investment (4 Yrs)	80,952.51	78,511.58	2,440.93	3.11%
PNC Bank - Money Market	269,701.72	261,847.00	7,854.72	3.0%
St James Early Learning Center	186,552.13	164,769.98	21,782.15	13.22%
Total Checking/Savings	699,799.97	661,991.19	37,808.78	5.71%
Accounts Receivable				
Customer Invoices				
Allowance for Doubtful Accounts	0.00	(3,398.92)	3,398.92	100.0%
CCW Receivables	19,428.00	13,359.06	6,068.94	45.43%
Self Paid Receivables	2,241.95	6,325.29	(4,083.34)	(64.56%)
Total Customer Invoices	21,669.95	16,285.43	5,384.52	33.06%
Total Accounts Receivable	21,669.95	16,285.43	5,384.52	33.06%
Other Current Assets				
Accrued Receivable	2,725.00	2,260.00	465.00	20.58%
Total Other Current Assets	2,725.00	2,260.00	465.00	20.58%
Total Current Assets	724,194.92	680,536.62	43,658.30	6.42%
TOTAL ASSETS	<u>724,194.92</u>	<u>680,536.62</u>	<u>43,658.30</u>	<u>6.42%</u>
LIABILITIES & EQUITY				
Liabilities				
Current Liabilities				
Other Current Liabilities				
Accrued Accts Payable	3,300.00	0.00	3,300.00	100.0%
Accrued Payable - Curriculum	7,000.00	0.00	7,000.00	100.0%
Accrued Payroll	18,754.85	12,035.74	6,719.11	55.83%
Accrued PTO	21,192.24	18,495.23	2,697.01	14.58%
Security Deposit Fee	13,697.00	11,969.00	1,728.00	14.44%
Total Other Current Liabilities	63,944.09	42,499.97	21,444.12	50.46%
Total Current Liabilities	63,944.09	42,499.97	21,444.12	50.46%
Total Liabilities	63,944.09	42,499.97	21,444.12	50.46%
Equity				
Retained Earnings	608,013.66	532,245.58	75,768.08	14.24%
Net Income	52,237.17	105,791.07	(53,553.90)	(50.62%)
Total Equity	660,250.83	638,036.65	22,214.18	3.48%
TOTAL LIABILITIES & EQUITY	<u>724,194.92</u>	<u>680,536.62</u>	<u>43,658.30</u>	<u>6.42%</u>

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

	<u>Oct '24 - Sep '25</u>		<u>Oct '24 - Sep '25</u>
Income		Expense	
Interest Inc	16,649.10	Classroom & Building	
Miscellaneous Income / Fees	2,420.00	Building & Maint Supplies	7,721.20
Scholarship Fund	14,892.63	Classroom Supplies	3,306.08
Tuition		Cleaning Service	29,573.78
CCW	203,771.54	Curriculum	22,384.59
Employee Discount	(18,182.80)	Equipment	2,057.01
Parent Pay	862,978.15	Field Trips	3,234.00
Scholarship Discount	(444.00)	Insurance	15,456.10
Sibling Discount	(44,483.53)	Special Events	1,062.81
Vacation Week Credit	(253.00)	Total Classroom & Building	<u>84,795.57</u>
Total Tuition	<u>1,003,386.36</u>	Groceries and Meals	
Total Income	<u>1,037,348.09</u>	CACFP-Dept. of Ed. - meal reim.	(29,422.43)
Gross Profit	<u>1,037,348.09</u>	Formula / Infants	551.66
		Groceries	51,627.51
		Total Groceries and Meals	<u>22,756.74</u>
		Personnel	
		Bonus	3,550.00
		Disability & Life	3,388.68
		Health Ins. - Employee Contrib.	(4,683.00)
		Medical Insurance	104,463.28
		Payroll - Employer FICA Taxes	47,949.39
		Retirement	34,664.98
		Salaries & Wages	643,126.28
		Total Personnel	<u>832,459.61</u>
		Professional Development	
		Memberships	120.00
		Staff Training	451.75
		Total Professional Development	<u>571.75</u>
		St. James Lutheran Church Fees	
		Child Care Building Expenses	27,975.00
		Financial Management Fee	18,900.00
		Total St. James Lutheran Church Fees	<u>46,875.00</u>
		Total Expense	<u>1,015,133.91</u>
		Net Income	<u><u>22,214.18</u></u>
Expense			
Administration			
Audit Expense	3,300.00		
Bad Debt	1,319.24		
Bank Charge	524.36		
Office Supplies	1,695.08		
Teacher Appreciation	1,965.91		
Telephone	2,632.74		
Total Administration	<u>11,437.33</u>		
Building Equipment	13,742.07		
Literacy Grant Expenses	2,495.84		

2026 ST. JAMES BUDGET

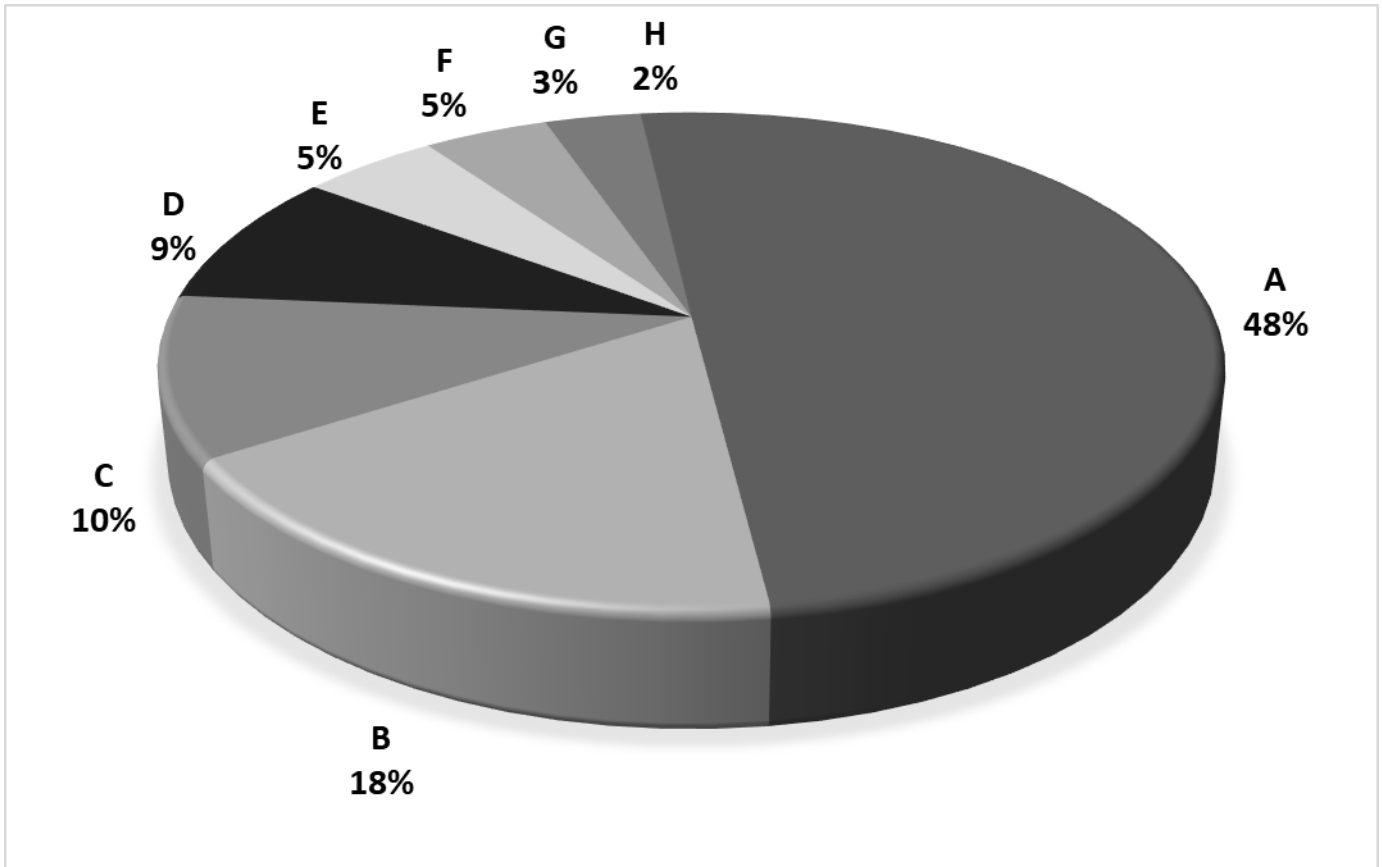
Revenues	2024 Actuals	2025 Budget	2025 Actuals (9/30/2025)	2026 Proposed Budget
ACTUAL GIVING	\$ 807,818.77	\$ 851,352.01	\$ 626,595.40	\$ 924,753.89
Tentative Undesignated Bequest (Personnel)	\$ 5,000.00	\$ 2,500.00	\$ 2,500.00	
Other Income	\$ 72,553.88	\$ 48,000.00	\$ 40,473.00	\$ 48,000.00
Personnel - Undesignated Bequest	\$ 10,000.00	\$ 10,000.00	\$ 10,000.00	\$ 10,000.00
Total Revenues	\$ 895,372.65	\$ 911,852.01	\$ 679,568.40	\$ 982,753.89

Benevolence	2024 Actuals	2025 Budget	2025 Actuals (9/30/2025)	2026 Proposed Budget
Faith Commitment LSS and ELCA	\$ 52,000.00	\$ 55,000.00	\$ 41,251.00	\$ 57,000.00
Gettysburg Community Soup Kitchen	\$ 1,000.00	\$ 1,000.00	\$ 750.00	\$ 1,000.00
Gettysburg Pride	\$ 500.00	\$ 500.00	\$ 500.00	\$ 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
Lutheran World Relief	\$ 3,000.00	\$ 3,000.00	\$ 2,250.00	\$ 3,000.00
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	\$ 268.22	\$ 1,000.00
Source of Life Ministries (Haiti)	\$ 2,100.00	\$ 2,100.00	\$ 1,575.00	\$ 2,100.00
SpiriTrust-Benevolent Care	\$ 1,000.00	\$ 2,000.00	\$ 1,000.00	\$ 3,000.00
SpiriTrust-Hospice (effective 9/2025 - Journey Hospice in NJ)	\$ 1,000.00	\$ 1,000.00	\$ 750.00	\$ -
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 Hunger (ELCA)	\$ 2,800.00	\$ 2,800.00	\$ 2,100.00	\$ 2,800.00
World Mission Prayer League-U. & S. Saha/LAMB hospital	\$ 500.00	\$ 500.00	\$ 375.00	\$ 500.00
World Outreach-Emmaus Ministries	\$ 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-Other	\$ 2,000.00	\$ 2,000.00	\$ 400.00	\$ 2,000.00
World Outreach-B. Palmer Liberia missionary (synod)	\$ 2,800.00	\$ 2,800.00	\$ 2,100.00	\$ 2,800.00
World Outreach-Tree4Hope (Guatemala)	\$ 1,300.00	\$ 1,300.00	\$ 975.00	\$ 1,300.00
Total Benevolence	\$ 94,500.00	\$ 98,500.00	\$ 72,269.22	\$ 100,500.00

2026 ST. JAMES BUDGET

Current Expenses	2024 Actuals	2025 Budget	2025 Actuals (9/30/2025)	2026 Proposed Budget
Personnel Budget				
Personnel: Compensation Total	\$ 405,933.08	\$ 438,725.61	\$ 319,645.18	\$ 466,811.30
Personnel: Benefits Total	\$ 128,104.22	\$ 140,131.18	\$ 106,709.20	\$ 155,105.11
Personnel: FICA Total	\$ 19,759.21	\$ 23,185.22	\$ 14,977.96	\$ 25,227.48
Personnel: Prof Expenses Total	\$ 6,315.75	\$ 17,210.00	\$ 9,148.18	\$ 20,110.00
Personnel: Supply Preacher			\$ 640.00	
Total Personnel	\$ 560,112.26	\$ 619,252.01	\$ 451,120.52	\$ 667,253.89
Other Current Expenses				
Archives	\$ 206.75	\$ 50.00	\$ -	\$ 50.00
Audit Expense	\$ 3,000.00	\$ 3,000.00	\$ -	\$ 3,000.00
Bank & Credit Card Fees	\$ 2,185.16	\$ 2,000.00	\$ 1,576.80	\$ 2,000.00
Building Repair/Maintenance	\$ 22,633.57	\$ 18,000.00	\$ 26,445.50	\$ 20,000.00
Build Maintenance: Landscaping	\$ 380.57	\$ 2,000.00	\$ 342.00	\$ 2,000.00
Building Supplies	\$ 7,420.31	\$ 9,000.00	\$ 6,653.32	\$ 9,000.00
Caregivers Ministry (funeral receptions)	\$ 1,334.95	\$ 1,200.00	\$ 1,106.84	\$ 1,200.00
Christian Education	\$ 1,826.18	\$ 2,000.00	\$ 907.08	\$ 2,000.00
Contingencies/Misc	\$ 2,994.61	\$ 500.00	\$ 273.00	\$ 500.00
Envelopes (Offering)	\$ 1,664.83	\$ 2,000.00	\$ 1,285.78	\$ 2,000.00
Evangelism/Fellowship Coffee	\$ 890.37	\$ 800.00	\$ 1,090.01	\$ 2,000.00
Health Ministry/Stephen Ministry	\$ 426.17	\$ 800.00	\$ 885.78	\$ 1,000.00
Insurance-Property/Workers Comp	\$ 14,488.00	\$ 20,000.00	\$ 11,590.15	\$ 22,500.00
Legal Fees	\$ -	\$ -	\$ 371.00	\$ 2,000.00
Library	\$ 228.17	\$ 350.00	\$ 418.42	\$ 350.00
LWR-Quilting Mission	\$ 372.47	\$ 500.00	\$ -	\$ 500.00
Marketing	\$ 1,919.63	\$ 1,200.00	\$ 477.14	\$ 1,200.00
Miracle Workers	\$ -	\$ 1,000.00	\$ 54.67	\$ 1,000.00
Mission Support/Creation Care	\$ 100.00	\$ 300.00	\$ 388.00	\$ 300.00
Music & Supplies	\$ 8,347.44	\$ 8,100.00	\$ 5,043.32	\$ 8,100.00
Office Supplies	\$ 5,112.16	\$ 5,000.00	\$ 2,559.77	\$ 5,000.00
Organ Repair/Maintenance	\$ 1,315.50	\$ 2,000.00	\$ 525.80	\$ 2,000.00
Payroll Processing Fees	\$ 939.64	\$ -	\$ 2,459.70	\$ 5,000.00
Postage	\$ 1,995.55	\$ 2,400.00	\$ 1,478.76	\$ 2,400.00
Retreats/Staff/Synod Assembly	\$ 1,027.59	\$ 1,500.00	\$ 1,487.54	\$ 2,000.00
Stormwater Management	\$ 1,470.00	\$ 1,500.00	\$ 750.00	\$ 1,500.00
St. James Camping Scholarships	\$ 2,000.00	\$ 2,000.00	\$ 2,000.00	\$ 2,000.00
Technology/Computer Supplies	\$ 9,007.45	\$ 8,000.00	\$ 3,467.71	\$ 8,000.00
Telephone/Internet	\$ 7,439.15	\$ 8,000.00	\$ 6,079.25	\$ 10,000.00
Trash Removal	\$ 1,935.84	\$ 2,500.00	\$ 1,897.05	\$ 3,000.00
Utilities	\$ 60,404.72	\$ 65,000.00	\$ 53,328.20	\$ 70,000.00
Worship Materials	\$ 3,283.15	\$ 2,400.00	\$ 2,054.25	\$ 2,400.00
Youth Activities	\$ 24,542.21	\$ 21,000.00	\$ 14,691.11	\$ 21,000.00
Total Other Current Expenses	\$ 190,892.14	\$ 194,100.00	\$ 151,687.95	\$ 215,000.00
Total Current Expenses	\$ 751,004.40	\$ 813,352.01	\$ 602,808.47	\$ 882,253.89
Total Benevolence & Current	\$ 845,504.40	\$ 911,852.01	\$ 675,077.69	\$ 982,753.89

2026 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 (5%): SJLC Early Learning Center Scholarships, Support Group Meetings, Scouts
G	Community Ministry (3%): 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

2026 SHARING MINISTRY BENEVOLENCE BUDGET

	2024	2025	2026
Adams County Child Advocacy	\$ 800.00	\$ 600.00	\$ 600.00
Adams Rescue Mission	\$ 3,000.00	\$ 2,500.00	\$ 2,500.00
Fruitbelt Farmworkers	\$ 1,300.00	\$ 975.00	\$ 950.00
Gettysburg C.A.R.E.S.	\$ 3,900.00	\$ 2,925.00	\$ 3,000.00
Gettysburg Fire Department	\$ 1,200.00	\$ 900.00	\$ 500.00
Holiday Family Outreach	\$ 1,000.00	\$ 750.00	\$ 750.00
Prison Society of Adams County	\$ 1,000.00	\$ 750.00	\$ 750.00
Recycle Bicycle of Harrisburg	\$ 600.00	\$ 450.00	\$ 450.00
SCCAP (Where needed most)	\$ 3,800.00	\$ 2,850.00	\$ 3,000.00
St. James Early Learning Center Scholarship	\$ 6,000.00	\$ 6,000.00	\$ 2,000.00
Emergency Fund	\$ 2,200.00	\$ 1,650.00	\$ 2,000.00
Total	\$ 24,800.00	\$ 20,350.00	\$ 16,500.00

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 63.

**2026 ST. JAMES EARLY LEARNING CENTER BUDGET
INCOME**

INCOME	2024 Actuals	2025 Budget	Jan to Sept 2025	2026 Proposed Budget
Interest Inc	16,998.30	14,400.00	12,607.69	14,550.00
Keystone Grant	6,500.00			
Literacy Grant	2,497.80			
Miscellaneous Income / Fees	2,215.10	2,000.00	2,350.00	2,200.00
Scholarship Fund	15,304.57	10,000.00	8,653.78	10,000.00
Amount Covered From Reserves	0.00	0.00	0.00	21,000.00
Total Other Income	43,515.77	26,400.00	23,611.47	47,750.00
Tuition				
CCW	178,666.20	140,000.00	161,136.26	210,000.00
Employee Discount	(13,968.30)	(12,000.00)	(14,680.50)	(12,200.00)
Parent Pay	878,395.18	995,000.00	658,951.55	910,000.00
Scholarship Discount	(6,896.31)	(25,000.00)	(444.00)	(5,000.00)
Sibling Discount	(47,053.05)	(45,000.00)	(33,604.83)	(40,000.00)
Vacation Week Credit	(11,809.17)			
Total Tuition	977,334.55	1,053,000.00	771,358.48	1,062,800.00
Total Income	1,020,850.32	1,079,400.00	794,969.95	1,110,550.00

Early Learning Center Full-Time Tuition Rate History

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

	2024	2025	2026	Student : Teacher ratio	Current Class Enrollment
Infant	\$ 263	\$ 268	\$ 286	4 : 1	9
Young Toddlers	\$ 258	\$ 263	\$ 281	5 : 1	8
Older Toddlers	\$ 253	\$ 258	\$ 276	6 : 1	12
PreSchool	\$ 243	\$ 248	\$ 266	10 : 1	16
PreK	\$ 243	\$ 248	\$ 266	10 : 1	19
Kids Club - before school	\$ 90	\$ 92	\$ 100		7
Kids Club - after school	\$ 95	\$ 97	\$ 105	12 : 1 (younger school age)	6
Kids Club - before & after	\$ 165	\$ 168	\$ 180	14 : 1 (older school age)	14
Kids Club Summer (12 wks)	\$ 243	\$ 248	\$ 266		31

2026 ST. JAMES EARLY LEARNING CENTER BUDGET EXPENSE

EXPENSES	2024 Actuals	2025 Budget	Jan to Sept 2025	2026 Proposed Budget
Administration				
Audit Expense	3,300.00	3,300.00	0.00	3,300.00
Bad Debt	433.98	1,200.00	885.26	1,200.00
Bank Charge	570.58	580.00	395.78	550.00
Office Supplies	1,466.78	2,000.00	1,055.17	2,000.00
Teacher Appreciation	1,695.63	2,400.00	915.95	2,400.00
Telephone	2,352.03	2,400.00	2,043.54	2,700.00
Total Administration	9,819.00	11,880.00	5,295.70	12,150.00
Building Equipment				
	14,411.92		13,742.07	
Classroom and Building				
Building & Maint Supplies	6,316.16	5,000.00	5,795.57	7,000.00
Classroom Supplies	2,660.29	4,000.00	2,366.00	3,600.00
Cleaning Service	27,757.40	29,500.00	22,279.86	31,000.00
Curriculum/Tech	24,298.15	7,000.00	9,624.94	9,800.00
Equipment	890.10	3,500.00	1,329.08	3,500.00
Field Trips	4,163.60	4,500.00	3,234.00	4,000.00
Insurance	14,720.00	14,500.00	4,635.85	15,700.00
Special Events	1,101.59	800.00	425.30	800.00
Total Classroom	81,907.29	68,800.00	49,690.60	75,400.00
Classroom Technology				
	7,586.82			
Groceries and Meals				
CACFP-Dept. of Ed. - meal reim.	(31,784.53)	(36,000.00)	(22,500.73)	(32,000.00)
Formula / Infants	1,514.45	1,500.00	329.68	1,500.00
Groceries	50,122.39	50,700.00	40,883.71	51,800.00
Total Groceries and Meals	19,852.31	16,200.00	18,712.66	21,300.00
Literacy Grant Expenses				
	2,495.84			
Personnel				
Bonus	3,550.00			
Disability & Life	4,980.33	3,250.00	2,152.39	3,250.00
Health Ins. - Employee Contrib.	(15,333.00)			
Medical Insurance	90,145.73	127,600.00	81,930.76	121,450.00
Payroll - Employer FICA Taxes	44,674.62	54,270.00	35,390.85	56,100.00
Retirement	31,126.74	38,800.00	26,925.98	38,300.00
Salaries & Wages	604,661.64	709,500.00	472,834.02	732,600.00
Total Personnel	763,806.06	933,420.00	619,234.00	951,700.00
Professional Development				
Memberships	120.00	200.00	120.00	200.00
Staff Training	683.00	1,200.00	162.75	1,500.00
Total Professional Development	803.00	1,400.00	282.75	1,700.00
St. James Lutheran Church Fees				
Child Care Building Expenses	26,400.00	28,500.00	21,375.00	29,100.00
Financial Management Fee	18,000.00	19,200.00	14,400.00	19,200.00
Total StJLC Fees	44,400.00	47,700.00	35,775.00	48,300.00
Total Expense	945,082.24	1,079,400.00	742,732.78	1,110,550.00
Net Income	75,768.08	0.00	52,237.17	0.00

REPORT FROM PASTOR ANDREW GEIB

We were therefore buried with him through baptism into death in order that, just as Christ was raised from the dead through the glory of the Father, we too may live a new life. ~Romans 6:4

There's an old story (like most old stories, the lines between legend and truth are a bit blurred), that dates the standard width of our modern-day railroad tracks back to centuries ago. A measurement deriving from the track-width of Roman war chariots, long before locomotives were invented.

As the story goes, those first roads across the Roman world, laid for imperial expansion, eventually saw some wear and tear. Us Pennsylvanians understand – you haven't really driven until you've come face to face with a pothole while travelling 70 miles per hour down the Turnpike! While ancient Rome didn't have quite the temperature fluctuations or the rush hour traffic that we do here in Central PA, over time the iron rim of imperial chariot wheels created ruts in the road. Ruts, exactly 4-feet-8.5-inches apart. As transportation methods developed – from horse drawn chariots to wagons to trams and train cars – age after age of travelers followed these ruts across Europe. With little thought as to why, outside of "we've always done it this way," calibrating their trackwidth to the same measurement as those imperial chariots of the past.

Fast forward a bit on the historical timeline, settlers here in the U.S. did what they knew how to do in the ways they knew how to do them. Laying tracks in their expanse westward exactly as their parents and grandparents had before them across the pond. Still today, the width between our standard railroad tracks 4-feet-8.5-inches apart. A gauge, thought by many to be less than ideal. Engineers arguing throughout the ages that a wider gauge would allow for higher speeds and for a more comfortable ride. Nonetheless – regardless of changes in the landscape, regardless of new technologies, regardless of new knowledge and deeper understanding – here we are laying tracks as we always have.

One of my favorite things about serving as pastor at St. James is while we certainly have our traditions, we aren't afraid to try new things and do things differently. An identifying quality of our life together that has longstanding roots. From the 1847 decision to separate from the Reformed tradition at the corner of High and Stratton Streets and build our own church where we sit today. To acting as a field hospital following the Battle and extending free hospice for families during the flu epidemic of 1918. To rising from the ashes of two devastating fires and begin anew. To our readiness to call female clergy when many other congregations would not (and still won't). To our steady voice in speaking out against the things of injustice and standing beside the outcast and oppressed, opening our doors to those that others wouldn't. Pastors Fritz Foltz and Ed Keyser actively working against the things of racism throughout the race riots of the 1970's and beyond. Pastor Mike Allwein working alongside committed members to become a Reconciling in Christ congregation and extend an inclusive welcome to the LGBTQIA+ community. Our embracing the unhoused through the work of Gettysburg C.A.R.E.S. And most recently, our development of Common Ground Recovery Ministry Gettysburg.

I share a bit of this history, not so we get stuck in the ruts of our past, but to remind us that we are a congregation that has always been willing to take the track less traveled – never afraid to alter the route to care for our neighbor in need, whoever our neighbor may be. A defining factor in who we are called to be as Lutheran Christians, always reforming. As our ELCA Social Statement, *The Church in Society: A Lutheran Perspective* proclaims, “The Gospel does not take the Church out of the world but instead calls it to affirm and to enter more deeply into the world.”

As I look back over 2025, the world in which we are called to enter deeply into has been one of increasing divisiveness and division – a recent Gallup poll reporting that 80% of U.S. adults believe Americans are greatly divided. A reality that our staff and elected leaders here at SJLC have become more and more aware of, that the church isn’t exempt from. From differences of opinions on what government efficiency should look like and how our tax dollars should be put to use, to those on immigration and immigration enforcement, to those on the ongoing conflict in the Holy Land, to those on the topics of diversity, equity, and inclusion, the list goes on. In attempts to respond to such a reality, under the leadership of Council President Mark Withrow, our Congregation Council has begun developing a covenant agreement that will guide us over the course of the next year in how we interact with each other and with those outside the church walls. An attempt to help us to stay grounded in who we are as baptized people of God, raised to new life in Christ, called to care for each other and the world God has made, amidst a world at odds.

In navigating such things, I am forever grateful for the faithful support of our church staff. Katy continues to keep track of all that comes through the office, while at the same time keeping track of all of us. Julie continues to develop her position and take on new responsibilities, while building relationships with congregants and those seeking assistance. Karen continues to quietly go above and beyond in her financial management of the church and the childcare. Ashley, our ELC Director, continues to do a wonderful job in the administration of her staff and in caring for the children of our community. Our youth programming continues to grow under Adam’s leadership – not just in size but in Christian friendship. Jonathan’s care over our worship and music life is both true to our Lutheran tradition and invitational to those from other walks of life. Pastor Libby has been everything I hoped for and more in a colleague and friend. And Tom... I would be remiss if I didn’t lift up Mr. Bender in a special way as he completes his final year as our Building Superintendent. As we all know, Tom has been so much more than an employee of the church throughout his tenure on staff. I often tease him, deeming him “St. Thomas.” Though, for too many reasons to name, the title couldn’t be more appropriate. I can’t personally say enough about what working alongside Tom has meant to me over the past ten years. He has been steadfast in his care of our building and of all who use it. He has been a true friend. And he has been a model of what it means to walk in the way of the cross – always giving of himself for the needs of others. I will miss having him around in the day-to-day, whistling and singing as he works. While I am saddened to see him go, I certainly celebrate his well-earned retirement (as we all should).

In addition to staff, I am grateful for the care, support, and understanding of my family, and for each of you who make our family of faith here at SJLC all that it is – your participation, your generosity, and for your faithfulness. It truly is a blessing to do God’s work in this place.

As we lay the tracks for yet another year, we do so together, guided by the light of Christ. The path won’t always be straight. It won’t always be smooth. There will be times when the cross we are called to carry is heavy, when we are at odds with the world around us. In such times, we look to the cross of Christ trusting in the hope and promise of the empty tomb – that where there is sin and death, forgiveness and new life awaits.

So, be who you already are – saint and sinner, flawed and called. And remember, that those you meet along the way are as well. Be wary of ruts in the road, but don’t let them discourage you. Don’t be afraid to break the old rails no longer fit for use and remain open to new gauges that lead to a deeper sense of faith-filled service. Love God and love your neighbor. Repent for your wrongs and do your best to forgive those who have wronged you. Care for those in need and care for yourselves. In all things, know that we are here for you and that God is all the more.

With love,
~Pastor Andrew

REPORT FROM PASTOR LIBBY BAKER-MIKESELL

Siblings in Christ,

It is difficult to believe that I have been part of the St. James family as your pastor for a year and a half. These past 18 months have been filled with so much love, welcome, and countless heartfelt moments. I continue to give thanks for the ways this congregation embodies Christ's grace and hospitality.

A special word of thanks to Pastor Andrew for his mentorship, to our incredible staff for their steady support as I navigated my first year in ministry, and to all of you—for your encouragement, care, and prayers for those who serve in ministry here at St. James. Together, you have made the first full year of ministry both joyful and deeply meaningful. I am so grateful to serve here at St. James Gettysburg.

It is indeed a difficult and challenging time for our Church in 2025. At this year's Synod Assembly, Bishop Dunlop shared some sobering statistics about the state of the Lutheran Church in our synod and beyond. Over the past 20 years, regular worship attendance has declined from 42% in 2005 to just 30% in 2025—a 12% decrease. This trend extends across the broader Protestant church as well, with recent studies showing that nearly 80% of all Mainline Protestant congregations report no growth or are experiencing a decline in membership and attendance.

Our church body, The Evangelical Lutheran Church in America (ELCA) reflects similar realities. Between 2015 and 2023, 834 congregations closed their doors. Even among those that remain open, 45 percent of all congregations are no longer able to afford a full-time pastor. The hard truth is that the landscape of the church as we know it is changing. We are living through a time of deep change in how people connect with faith, how they worship, and how they form and maintain communities.

Many of you know that I am continuing my education with a PhD in Organizational Leadership from Eastern University. One of the questions I hope to understand in my research is: "What makes a successful church?"

Although I am biased, I believe that St. James falls into the "successful" church category. Our church continues to be a church with open doors. We are blessed by a full staff, and active and growing membership, and real community impact. In 2025, we have welcomed 10 new members through baptism and 25 through affirmation of faith. We are an active presence in discussions regarding the housing crisis in Adams County, and continue to house Gettysburg CARES during the winter months. We welcome our neighbors, sharing the love of God through word and deed in our status and work as a Reconciling in Christ community. We have developed a new worshipping community through Common Ground Gettysburg, giving a space for worship through recovery.

St. Paul's letter to the Romans reminds us:

For just as each of us has one body with many members, and these members do not all have

the same function, so in Christ we, though many, form one body, and each member belongs to all the others. We have different gifts, according to the grace given to each of us.
(Romans 12:4–6a)

It is my hope that, amid the divisions and distractions of our world, St. James will continue to be a place of authentic welcome—a community where all who enter our doors can come just as they are, bringing their stories, gifts, and questions. May this be a place where each person knows they already belong, and where together we discover the beauty of the diverse body of Christ at work in and through us.

May the God of endurance and encouragement grant you to live in such harmony with one another, in accord with Christ Jesus, that together you may with one voice glorify the God and Father of our Lord Jesus Christ.
(Romans 15:5-6)

With love, grace, and peace,
Pastor Libby

REPORT FROM MINISTER OF MUSIC, JONATHAN NOEL

Worship is central to what I do as a church musician. My desire is always to plan meaningful liturgy, hymns, anthems, and other music, in order to heighten and reflect upon themes of the scriptures, of the day, or of the season. And most importantly to encourage everyone to fully participate in worship, whether by the way I lead from the organ or piano, with my voice, or through friendly conversations outside of worship. There is no greater sign of an engaged congregation than robust singing on Sunday morning. St. James is known for many good things, and I hope that our music is and will remain one of them.

Regarding worship, I began using a new psalter in worship and the response has been positive. While there are several ways of chanting the appointed psalm each week, the metrical paraphrases contained in the Psalter for Christians Worship by Michael Morgan allow psalm texts to be sung using familiar hymn tunes.

I want to thank those who stepped up to provide musical offerings over the course of the year: Kirby Scott, Gretchen Carlson, Todd Izydorski, Ed Riggs, Tom Bender, Adam Noel, Lucinda Bringman, Dwight Michael, Elaine Schade, Sue Currens, Gil Waldkoenig, Julie Aha, Henry Finkenbinder, Ernie Kranias, Wayne Hill, Ronda Sprague, Kay MacDowell, Susan Hill, Pete Riley, Tom Jolin, Will Lane, Suzanne Hubbard, Jason Howe, Pam Pisano, Mike Guise, Sharon Kaya, Jesse Holt and of course, the Flute Flock. This is an impressive list of people who have willingly shared their musical gifts with the congregation. I am grateful to them all for enhancing our worship experience this past year.

There is an even bigger list of individuals who sing with our choirs. So, whether you sing with the bi-weekly Martin Luther Choir at the early service, or with the weekly and well-rehearsed St. James Choir at the late service, I want you to know that you are highly valued by me for your commitment and for the beauty you bring to our worship services. The current season began with a choir picnic at Lake Heritage, and it was nice to see members of both choirs there. The choirs also combined to present a larger work during Reformation Day Services on October 26, and I anticipate more collaboration in the future.

Family-oriented, youth-led WaterLife Services continue to be held six times a year. The music for these services is led by the K-5 children and supported by the WaterLife band consisting of vocalists/guitarists Sharon Kaya, Sherry Waybright, Julie Aha, double bassist Alli Crowell, and me at the piano. I choose songs to match the curriculum themes that Adam Michael chooses for each unit. The children learn these songs during weekly youth group and during Sunday School hour to allow as many children to participate as possible. Beginning this school year, due to larger numbers, the 4th and 5th grade youth have been moved to Monday afternoon while the K-3 children continue to come on Wednesdays. Sharon Kaya assists with these rehearsals on Mondays, Wednesdays, and during Sunday School. Sherry Waybright assists most Mondays. I am grateful to them as their presence allows me an occasional break.

Our semi-annual Bluegrass Liturgy and Community Dinner, started a few years as a Thanksgiving Eve Service, is continuing to be popular. For next season, we are considering holding the spring liturgy at Camp Nawakwa. I especially want to thank the vocalists and

musicians who have made this unique service possible: Alli Crowell, Ryan Kozak, Gil Waldkoenig, Sharon Kaya, Gary Spence, Tom Bender, Ed Riggs, and Jesse Holt.

The Gettysburg Community Concert Association hosts concerts at St. James about four times each year, bringing world-class musicians to our community. We are happy to continue this collaboration. We are also pleased to host weekly rehearsal space for The Gettysburg Choral Society.

Two of our St. James Choir members, Wayne and Sue Hill, donated some artwork. One of the pieces is displayed in the music room, the other in the hall just inside the Stratton Street door. We are also witnessing the installation of an original work by member, Chris Lauer, currently being installed by the office doors. This is a work in ceramic and encaustic wax echoing the St. James quilt ministry and displaying St. James' commitment to being a caring, inclusive, and welcoming community.

Braband Organ Scholarship recipient Caleb Leckrone accompanied the Service of Lessons and Carols on December 29. He has since concluded his studies, and there is now an opening for another scholarship student.

In closing, I remain deeply grateful for the many ways music continues to enrich our life together at St. James. From choir rehearsals and youth-led services to special liturgies and guest performances, each musical offering reflects a shared commitment to worship that is vibrant, inclusive, and spirit-filled. I am continually inspired by the dedication, talent, and generosity of so many individuals who give of their time and gifts to make our worship life meaningful and memorable. I am excited for what the coming year will bring and pray that our music will continue to draw us closer to God and to one another. Thank you for your continued support, participation, and enthusiasm. It is truly a joy to serve as your Minister of Music.

James 1: 23-24: *Anyone who listens to the word but does not do what it says is like someone who looks at his face in a mirror and, after looking at himself, goes away and immediately forgets what he looks like.*

During the 2024-25 school year, we focused a lot on renovation, talking about how we can revisit the ideas of friendship, confidence, joy, bravery and hard work through the lens of Christ. But as James instructs, reading and talking about scripture does nothing to change hearts, so in 2025 we have focused our energy on taking big steps to renovate the youth group experience.

In the summer of 2025, we cheered as six of our most faithful youth group members graduated from high school. Our congregation promised to walk with seven more as they were confirmed as adult members of the congregation.

A few weeks later, we embarked on our first youth mission trip since the return from the COVID-19 pandemic, taking 14 kids and three adults to Asheville, North Carolina to work in neighborhoods that were still devastated by the 2024 hurricane Helene. Our kids worked hard to build a fence and a garden, paint a shed and rebuild a porch for a single mother and her two children. We also learned what it meant to love the Lord with our hearts, minds, bodies and souls while spending time with several other youth groups from around the country. We finished the trip testing our courage on a zipline course that traveled more than 300 feet above the ground.

With more than 50 kids in our kindergarten through fifth grade (K-5) programming, we decided to give our fourth and fifth graders their own day. This allows us to plan longer projects and provide larger challenges in games, conversations and studies. Fourth and fifth grade has typically been the time we've seen kids decommit, in part because they are old enough to stay at home until their parents come home from work, and in part because the curriculum was not challenging them enough. So far, we've averaged between 15 and 17 kids per week, and our fourth and fifth graders are ecstatic about opportunities to lead worship through theater or service.

All four levels of our youth group are using purchased curriculums to help us explore all facets of Christian life. The last few years, I've leaned into my strengths, but this year I wanted to make sure we weren't leaving any blind spots in our youth's picture of Christ. In our K-3 programming, we're using a nondenominational curriculum from a company called *Orange*. At fourth and fifth, and sometimes in middle and high, we are using a curriculum called *Actually Fun*, and our high school programming has also used elements from a company called *Reframe*.

This year, the pastors have graciously stepped in to reclaim confirmation and the middle school retreat. I've been focused on the preschool and elementary Sunday School education where I've had the pleasure of working with several new teachers and have the chance to be in class with my 3-year-old son Miles, which is a delight.

I was humbled to receive an invitation to go on the Steps of Paul traveling tour of Greece and Turkey with several members of the congregation. The educational trip shed some light on the scope and depth of Paul's work. The miracle of his ministry becomes clear experiencing the terrain he traveled and deeply understanding the pagan culture he influenced. I could not have been more grateful to have this experience with our congregation.

Of course, renovation doesn't mean replacing everything. Our youth group continued many annual traditions as well. We sold roughly 1,700 dozen Fastnachts. We collected 110 bicycles for Recycle Bicycle, a Harrisburg-based organization that fixes used bicycles and gives them to people in need of recreation or transportation. Our Halloween and Christmas festivals are scheduled at their usual times. We continued to have breakfast for our middle and high school kids on Wednesdays, and continued annual retreats to Winterfest and Camp Nawakwa with our high school kids.

In an effort to recognize those who regularly volunteer for youth programming, here is a list of those who have worked routinely through the year. They deserve unmeasurable credit for the stability and growth of our youth programming.

Middle School/ High School youth group: Rich Luquette, Bitsy Sanders, Alana Anderson

K-3 youth group: Cindy Zepp, Tara Baugher, Karen Smith, Kathy Smith, Ila Verdirame, Ikey Heaton, Giselle Salazar-Fonseca, Lyne Aurand, Sharon Kaya, Diane Fulton.

4-5 youth group: Cara Russo, Tina Young, Paige Betch, Paula Shoemaker, Libby Heaton, Diane Fulton, Sherry Waybright, Sharon Kaya

Middle School/ High School breakfasts: Kate and Joe Dutrow, Ernie Kranias, Julie and Andy Keyser, Rich Luquette, Ed Riggs, Petey Bender, Emily Harte, Kathy Smith, Sharon Kaya

Preschool/ Elementary Sunday School: Marianne Drummond, Bridget Munsee, Sharon Kaya, Cara Russo, Josiah and Ashlyn Robinson, Jera Aurand, Melanie Finkenbinder, Jenna Waybright, Melinda Johnson, Matt Teeter and Katie Becker

Committee Chair:

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

Teachers: Jera Aurand, Jon Churchill, Abby Eberhart, Adam Michael, *Director of Youth & Family Ministry*, Ashlyn Robinson, Josiah Robinson, Cara Russo, Matt Teeter, Jenna Waybright. Plus Jonathan Noel, *Minister of Music*, and Sharon Kaya leading music.

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 2025-26 Sunday School year kicked off with Rally Day on September 7. Children headed straight into our curriculum this year after some fun snacks. Sunday School teachers are using Whirl Classroom curriculum that focuses on Old and New Testament stories. This meant purchasing 10 new picture bibles and 10 new pre-teen bibles. Students also enjoy songs with Mr. Jonathan and Sharon Kaya.

Director of Youth and Family Ministry, Adam Michael, has stepped in for Julie Dunlop, who faithfully served as our lead Sunday School teacher for 20 years. Our committee has recruited several new teachers, including some of our high school kids who were recently confirmed. Their participation helps our younger kids feel seen by people they respect and can look up to. We are always happy to roster more teachers, so please don't hesitate to reach out to Adam Michael for more details. It would be awesome if a layperson were to step up to be committee chair, but Adam will do this job until someone feels comfortable to take it over.

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: Lyne Aruand, 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, Jenna Waybright, Mark Withrow, *Council President (2025)*

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. The ELC has maintained full enrollment within the Early Learning Center, and very minimal staff turnover. The ELC passed our annual DHS inspection in 2025, as well as successfully completing one of two drop-in visits, for the year. We are a Keystone STARS Four facility focusing on staff credentials, the environment, family involvement, and curriculum.

The governance committee, along with the ELC administration has made much needed updates to our Parent Handbook which will be available early 2026. The employee handbook will soon follow.

Partnership with the Community: Ashley, the ELC Director serves on the Ready-to-Learn Committee, 1st 10 Committee, the Counselor Advisory Committee, OAC chair member supporting ACTI, and the Director Networking Committee.

We have been voted #1 Childcare Facility in the county for 3 years in a row, via the Gettysburg Times' Pick of the County!!

Enrollment and Staffing: As of October 2025, the Center enrolls approximately 92 full and part-time students and employs 16 full and part-time employees. We are looking to hire 2 full-time and 1 part-time staff. Recent hiring has proven challenging, but we continually receive applications.

The Early Learning Center program has 6 classrooms serving 9 Infants, 20 Toddlers, 16 Pre-schoolers, and 19 Pre-kindergarteners, and 27 before & after-school children enrolled in our school age program. The center is open over 11 hours each day requiring full-time and part-time employees. Enrollment operates on a first-come, first-served basis depending on the openings in each classroom and 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 early January 2026. One classroom remains empty. We have a solid waitlist for children under the age of 3. The policies for calculating staffing needs are in place for time of low enrollment.

We are looking to hire 2 new full-time & part-time staff. The search continues.

Financial Assistance: As of October 2025, 21 of our families receive financial assistance via state funding and Child Care Works (CCW) program. Currently, no families receive ELC scholarships. Thirteen families receive a 10% sibling discount on tuition. Three staff members receive tuition employee discounts (50%). We have 5 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. We encourage staff to work towards their CDA, and encourage them to utilize state funding available. Trainings are sent to staff throughout the year. Trainings opportunities are paid fully paid by the ELC.

Religious Education: Adam Michael, Director of Youth & Family Ministry, Associate 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 experience each week. Adam continues to invite the afterschool program children to participate in K-5 Youth Group on Mondays & Wednesdays.

Financial Matters: This year the Center ended in a fiscally sound position. The 2026 budget has been developed for recommendation to council and to the congregation. We are also participating in the Giving Spree on November 7, 2025. 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 hire and retain quality early learning employees, and it is very hard to do without assistance or raising tuition significantly, so it is still affordable for families. We continue to encourage families and staff to advocate for our teaching staff through various routes, such as Start Strong PA, and by contacting legislators notifying them how important childcare is for the working families.

Committee Chair: Lucinda Bringman

Committee Members: Pastor Libby Baker-Mikesell, Beth Becker, Pastor Andrew Geib, Cathy Haynes, Ernie Kranias, Karen Lentz, *Church Treasurer*, Cara Russo, Carol Widerman, Mark Withrow, *Council President*

Proposed Revisions to the Endowment Policy

Rationale for Revision 1

In 2019, the congregation of St. James at its annual meeting approved an updated policy for the St. James Endowment Fund which determined a plan for the use of the quarterly dividends by 5 specific church areas: Mission fund, for distribution outside St. James; Youth, for use by the youth committee to fund activities and efforts of the youth of St. James; Building, for use by the property committee for needed funding for property related needs; Music, for funding of specific needs by the Worship and Music committee, and Good of the Church, for use by the congregation council where it was needed most. In the intervening years, some of these dividend subaccounts have been faithfully used for the intended purposes. Others have remained unused or nearly unused since the inception of the policy.

The Endowment committee recommends a revision of the policy to better ensure use of the money to further the vision and mission of St. James. The revision will provide for an annual amount of money to be available for mission activities that may vary from time to time in goals and amounts needed and therefore be more up to date for current needs.

The new subaccount will be named the Ministry Catalyst Fund, as a way to indicate that the intent is for the money to be a catalyst- a change agent, a facilitator, a means by which action can take place. Thus, the money is not specifically designated to any one particular area but rather available for any mission endeavor to be considered.

The Endowment committee recommends, even though according to the policy itself, changes to the policy can be made by the congregation council alone without congregational action, that the policy revision be presented to the congregation, since the congregation in an annual meeting adopted the current policy. This promotes better understanding of and support by the congregation as opposed to simply council action.

Making more effective use of the fund to further the mission and vision of St. James will be a more effective encouragement of congregation members and friends to contribute to the fund.

Proposed Revision 1:

The revision to Section IV is a significant re-write. To read the current policy, please reference <https://stjamesgettysburg.org/about/resources/policy-manual/>

>> Church Funds & Appendices

>> 4.70 Endowment Fund

Council voted unanimously at their September 19, 2025 meeting to recommend the St. James Endowment Policy proposed revisions for Section IV of the St. James AMENDMENT TO RESOLUTION ESTABLISHING ST. JAMES LUTHERAN CHURCH ENDOWMENT FUND, for adoption at the annual congregation meeting in November 2025.

IV. Distribution of Income and Principal of the Ministry Growth Fund

- A. The annual distribution of income (paid quarterly) shall be reinvested in the ELCA Endowment Fund Pooled Trust using the Ministry Growth Fund.
- B. The targeted spending rate of the Endowment Fund is equal to the annual distribution of income from the Fund.
- C. The Congregation Council may set up restricted subaccounts attached to specific committees, with records kept by the Congregation's Treasurer.
- D. The Congregation's Treasurer shall keep records that credit the income distributions from Paragraph A into the subaccounts from Paragraph C using percentages established by Congregation Council. These subaccounts are the *Ministry Catalyst Fund* managed by the Endowment Committee, *Mission* managed by the Mission Fund Committee, *Building* managed by the Property Committee, and the *Pastors' Discretionary Fund* managed by the Pastors. These percentages are 45% to the *Ministry Catalyst Fund*, 25% to *Mission*, 25% to *Building*, and 5% to *Pastors' Discretionary Fund*.
- E. The Pastors' Discretionary Fund Shall be managed according to the Policy for the Pastors' Discretionary Fund, adopted by the congregation council.
- F. Committees and individuals may request funds from the Ministry Catalyst Fund's accumulated dividends for projects that provide resources and support that align with the St. James Mission, Vision (Policy 1.1), and strategy. These funds can empower the congregation to launch new ministries, expand existing ones, and engage more deeply with our local community. Requesting committees or individuals must provide the Endowment Committee with a narrative detailing how the funds will further the church's mission, vision, and strategy. The Endowment Committee will review each request in a timely manner for approval or denial of the requested funds, based on the request's support of St. James' Mission. In an effort to attract additional support for the Endowment Fund by publicizing how the money is used from the fund, the receiving committee or individual will be expected to provide the Endowment Committee with a written account detailing the impact the funds or project had in furthering the mission of the church. This report is to be provided to the Endowment committee no later than 4 weeks following distribution of funds.
- G. If the Congregation Council desires to withdraw an amount from the unrestricted portion of the St. James Endowment Fund for the mission of the church, it shall have the right to do so without congregation approval, provided the total withdrawal from

- the unrestricted portion in any calendar year does not exceed 4% of the St. James Endowment Fund's average year-end market value of the most recent 5 years.
- H. Withdrawals from the unrestricted portion of the St. James Endowment Fund in excess of the amount set forth in Paragraph G, must be approved by a two-thirds vote of members present at the annual congregation meeting or a special congregation meeting called for this purpose.
 - I. Withdrawals from any restricted portion of the St. James Endowment Fund may only be made in accordance with the restrictions attached to that portion.
 - J. All transactions and records within the subaccounts are kept only by the Congregation's Treasurer and not by the ELCA Endowment Fund Pooled Trust's Ministry Growth Fund.

Rationale for Revision 2

The implementing resolutions will be needed **only** if the congregation adopts the proposed revised Endowment Fund policy (above).

The implementing resolutions make it clear how the functioning of the Endowment fund will be managed to make the change from its current version to the revised version.

There are dividend amounts currently set in subaccounts and decisions must be made about the disposition of these amounts. Instead of merely transferring these amounts to the Ministry Catalyst Fund, those committees associated with present subaccounts will be given the opportunity to describe specific plans they have including a budget for the amount of money they intend to spend on the plan, so that they would have access to the money they currently hold. These plans must be in writing, completed and submitted to the Endowment committee by February 28, 2026. Whatever amount remaining for which they do not provide specific plans will be transferred into the Ministry Catalyst Fund.

Associated staff members of St. James (Minister of Music and Director of Youth and Family Ministry) were notified on October 9, 2025, of this proposed action coming to the congregational meeting. Those staff Ministers were asked to forward the information to the chair of the respective committees. Notification was made of the specific amounts in the subaccounts for Music and Youth on or about November 4, 2025, following the Endowment Committee review of the third quarter reports of the ELCA Foundation.

Further, the resolutions provide a manner for the Endowment committee to establish a process by which committees and/or individuals can apply for grants from the Ministry Catalyst Fund.

Those receiving a grant from the Ministry Catalyst Fund will be required to provide a report to the Endowment committee explaining how the money was used and how such use furthered the mission of St. James Lutheran Church. These reports can then be shared with the congregation to illustrate the value of funding grants for specific mission uses, and to encourage additional giving to the Endowment Fund.

Proposed Revision 2:

Council voted unanimously at their September 19, 2025 meeting to recommend that the Implementing Resolutions for the Endowment Fund Policy change for adoption at the annual congregation meeting in November 2025.

Implementing Resolutions for Policy Change for the St. James Endowment Fund

1. The congregation Council shall adopt a policy regulating a Pastors' Discretionary Fund. (Proposed Policy 4.70.1 draft posted at StJamesGettysburg.org/AnnualMeeting)
2. Committees attached to those subaccounts currently included in the distribution of the dividends of the St James Endowment Fund which shall no longer be receiving dividend funding as of the first of January 2026 shall be notified by the endowment committee of the amount in their subaccounts as of the end of the third quarter 2025. This notification shall occur as soon as reasonably possible following the annual congregation meeting in November 2025. These include the subaccounts for Youth and Music/ Worship. By February 28, 2026, the committees must report to the endowment committee specific plans including expenditures required for these plans to retain the needed amounts of funds. As of March 1, 2026, all funds in excess of specific committee plans shall revert to the Ministry Catalyst Fund.
3. The dividend amount in the subaccount Good of the Church, attached to the congregation council, shall revert to the Ministry Catalyst Fund as of January 1, 2026.
4. The Endowment committee shall establish a grant application process by January 1, 2026. This application shall meet the requirements described in Section IV. F. This grant application shall go to the congregation council at their January 2026 meeting for endorsement or for recommended changes to the policy. Recommended changes shall go back to the Endowment Committee for further consideration.
5. The Ministry Catalyst Fund Grant Application shall be publicized to the congregation along with instructions for completion by February 1, 2026.
6. The Endowment committee shall begin receiving applications for grants from the Ministry Catalyst Fund at their regular quarterly meeting in May 2026.

Proposed Policy #4.70.1 – Pastor Discretionary Fund – will go to the December Council meeting IF Revision 1 is approved by the congregation. Proposed Policy 4.70.1 can be read at StJamesGettysburg.org/AnnualMeeting.

See Endowment Financial Reports on pages 22 & 23.

October 2024-September 2025 Endowment Expenditures

Nov 2024	\$15,044.86	Hurricane Relief match <i>All Creation Sings</i> hymnals	(\$10,729 from principle) (\$4,315.86 from Music subaccount)
Feb 2025	\$2,000	Quilt Mural by C. Lauer	(from Music subaccount)
May 2025	\$18,416	Mission Fund Distributions Scout Cabin furnace	(\$12,966 from Mission subaccount) (\$5,450 from Church subaccount)
July 2025	\$16,377.25	Youth Yard turf	(from Building subaccount)
Oct 2025	\$2,310	Youth curriculum	(from Youth subaccount)

Committee Chair: Anne Gomer

Committee Members: Pastor Libby Baker-Mikesell, Carol Cook, John Doerfler, Kathy Felix, Diane Fulton, Peggy Green, Alan Haynes, Joe MacDowell, Sally Michael, Shirley Sanders, Cindy Scott, 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*

Evangelistic Efforts/Church Growth Campaign:

Our team is trying to keep these two words foremost in our strategic efforts: **Invitational** and **Engagement**.

New efforts for 2025

Small Group Interest Groups: Walking Group, Games, Hootenanny, and Needlework have now been formed. These groups are led by members of the congregation and promote fellowship in a smaller, more intimate way. The groups set their own focus, schedule, and place to meet.

Dollars for Scholars: Our Team would like to designate *need-based students* therefore the Access Scholarship is the one that provides that assistance and has been approved by Council. A special collection took place the entire month September 2025, and \$1,740 was donated to Dollars for Scholars for their Access Scholarship Program.

Free Family Movie Night (Afternoon): Tentative plans are being made to coordinate with Youth Group for a February 2026 showing/meal.

Adopt a Highway: Again tentative plans are being formulated to designate the areas of our work.

Nametags & Instant Church Directory: Discussion continued about the gifted lanyards encouraging members to wear their name tags. Also the popularity of the Instant Church Directory app is making a published printed edition still under consideration. The Instant Church Directory already has more photos than any of our previously published directories.

Fellowship

Blessing of the Animals & Fall Church Picnic: We assisted with the beverages by using the large orange beverage containers from the Youth House and ice that we provide.

Bluegrass Liturgy/Community Meals: We assisted with the set-up/serving/clean-up for this well-attended event.

New Members Luncheons/Classes: We hosted one on February 9 and the other on September 14. The September session was held in the Gathering Area which gave us access to the TV and the opportunity for Katy to demonstrate the St. James website. Our Team provides the lunch, snacks, beverages, and desserts. After eating lunch, the presentations were made by Pastor Andrew, Pastor Libby, Adam, Jonathan, Katy, and Mark Withrow, Council President. The presentations also allowed the attendees to ask any pertinent questions regarding membership. Gift bags were also presented to the new members and contain a St. James lanyard, St. James pen, St. James insulated mug, and information sheets regarding Sunday School classes, Music, Committees, and Worship Assistant Opportunities. Also included at our September luncheon were St. James t-shirts printed by Gettysburg High School students. Both luncheons were wonderful fellowship opportunities to share all the benefits of St. James.

Midweek Advent Meals: We helped set up, labeled the food contributions, furnished handwritten name tags, and cleaned up.

Lenten Meals: We coordinated the assignments of eight soups and six breads. Once again we were involved with the set-up, placing water pitchers/cups on the tables, furnishing handwritten name tags, labeling the soup and bread contributions, and clean-up.

Dinner Groups: Seventy sign-ups were divided into nine active Dinner Groups for the 2024-2025 year. The combined Summer Dinner Group Picnic was held in the church dining room due to inclement weather and seasonably hot temperatures. Currently due to the QR code, the eBlast advertisement, and pastoral announcements, we had forty-nine individuals sign-up to participate in this meaningful fellowship for the coming 2025-2026 year.

Continued thanks to Pastor Libby and Pastor Andrew and for our dedicated, hard-working, creative Team Members.

Health Committee

It was a great year for Health Ministry. After discovering that one of the two AED's had been in service for over 20 years, it was time to be replaced. After reviewing several options, council approved the purchase of 3 new AED's that were placed on each floor of the church building, which were installed February 2025. The remaining current AED was placed in the Youth House. In addition to the AED's, Ever-Ready first aid kits containing 217 pieces were also added next to each AED, along with trauma kits. Learn more at StJamesGettysburg.org/AED

A monthly check is conducted and recorded to assure readiness, functionality and expiration dates. A CPR class was offered to the congregation on April 23, 2025 and 12 people signed up. A second class is planned for the fall.

Care Notes pamphlets and prayer guides were also purchased and can be found in the hallway outside the church office.

Future plans for Health Ministry could be additional CPR, first aid and health classes. A review and discussion to determine if a medical room be established within the church for the purpose of a medical incident where an individual can be taken for recovery, treatment and privacy.

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. We developed floor plans for Room 205 to house our Archives Collection. We have furniture (mainly shelving) to hold our current archival material with some shelf space for expansion. The problem is that the room has become a catch-all. We need to reclaim the room for the archival collection.

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

Committee Chair: David Flesner

Committee Member: Debra Kessler, 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. Over two weekends we had tables outside the Gathering Area with our withdrawn books free for the taking. The books not taken were then donated to the Adams County Library.

There are two new projects for the committee. First, in each of the numbered/lettered categories and subcategories, we are ordering by the last name of the first author/editor. Second, we are expanding the spine label information to include the number/lettered category, the subcategory if any, and the first three or four letters of the name of the first author/editor. It will take a while to complete the latter project.

As I work through the library, I am very impressed with the breadth and depth of our collection. I encourage everyone to take some time to browse in the Library itself and check out some books: We are also trying to highlight certain books in the collection through articles in *The Messenger*.

There are many books yet to be processed, and we definitely need more help. The committee welcomes volunteers who like books and wish to help with the processing, please join us. We meet on the first and third Thursdays of each month from noon until 2:00 p.m. Contact 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 2024 – September 2025 Purchases Include:

- Artwork Collection \$1,980.00
 - Olive Wood – display pieces for clapper cabinet
- Celebrations \$821.01
 - Pastor Andrew’s 10th Anniversary
 - Choir Summer Picnic
- Community Support \$633.45
 - RRP Family Meals
 - Evening of Counseling for BSA Troop 79
- Gifts \$1,415.00
 - Kennie’s Gift Cards – youth thank you’s
 - Olive Wood – hand crosses for confirmands
 - Olive Wood – Christmas ornaments; Christmas Eve gifts
 - Stole for Bishop Steve Herr’s Installation
- Marketing / Promotions / Communications \$2,335.86
 - T-shirts for church members
 - Pens
 - Sympathy & Thinking of You Cards
- Property (funds xfered from Endowment and then paid from memorial) \$5,450.00
 - Boy Scout Cabin Furnace
- Artwork (funds xfered from Endowment and then paid from memorial) \$2,000.00
 - Commission for Artwork by Chris Lauer (to be hung outside church office)

Total expenditures: \$14,635.32

Memorial Fund Designations per Family/Giver

Caregivers	3,350.00	
Youth	7,644.50	
Music	2,885.09	
Miracle Workers	150.00	
Pr. Discretionary*	5,040.00	*\$5,000 allocated for Christmas Gifts for family in need per will; \$500 to be used per year
General	17,978.49	
	37,048.08	

See Memorial Fund Activity on page 18.

In 2025, St. James Lutheran Church received \$22,969 in memorial funds. Financial gifts were given in memory of 13 people, and in honor of 4 people/couples, by 47 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: Dennis Carter, *World Outreach Representative*, Pastor Andrew Geib, Priscilla Shuba, *Social Ministry Representative*, Barbara Vossler, *Early Learning Center Governance Representative*, Alan Haynes, *Council President (2024)*, and Mark Withrow (*Council President (2025)*)

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 \$12,966.00 in the Mission Fund for the 2025 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 (January – March) and met on March 19th. This year we received seven proposals. Given the funds available, the committee made a recommendation to Council to fund six of seven proposals.

In its April 8th report to Council, the Mission Fund Committee recommended that the Congregation Council allocate the indicated amounts from the Mission Fund for the distribution to four mission projects which the Council approved during its April 16th meeting,

• Lutheran Disaster Relief/ LDR	\$3,966
• Fruitbelt Farmworker Christian Ministry	\$4,000
• Refugee Resettlement Partnership Education Fund	\$2,000
• Gettysburg Community Theater Penguin Project	\$1,500
• ELCA Fund for Leaders Scholarship	\$1,000
• The Hartley Residence	\$ 500
	<hr/>
	\$12,966

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.

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

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.

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. An artificial surface was installed on the East yard behind the Slentz house this year which should work well with the heavy usage the yard gets.

Replacement Windows: We signed a contract with Nick Bair of Stonewood homes to replace the 16 storm windows on the West (Stratton Street) Side of the building for \$126,900 not including lift rental, painting or repair. Some windows have been installed, and installation of the rest is expected soon.

Painting and Carpeting: Plans are underway to replace the flooring in rooms 307, 308 and 309. The old carpeting is being removed, and new flooring has been installed in room 309, and in rooms 307 and 308 next spring.

Heating, Ventilation and Airconditioning systems: On going maintenance and upgrades to these systems continue to replace obsolete systems and provide better air temperatures and quality in the building.

Elevator: Upgrades are being made to provide better functionality and security for different floors.

Incident Management and Assessment task force has provided recommendations for a more secure environment. The property chair has been monitoring flow of people outside the worship space to provide for more hospitality and communication to people and help to maintain a secure environment.

Special thanks to Crouse Electric, Kirk D. Smith Construction, Brad Smith, Glenn Blocher and other businesses and individuals and members of the property committee that have done work as a donation or a reduced rate. Special thanks to our amazing Building Superintendent, Tom Bender, for his stewardship in St. James ministry. We are thankful for Tom's many years

of service upon his retirement at the end of this year and welcome our new Building Superintendent, Todd Izydorski, who will start later this year.

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, 2025 received \$1,080,808 in contributions plus \$65,362 in gifts in kind and spent \$879,665 for an ending balance of \$200,999 for completion of windows and other projects. This does not include over \$22,000 of investment earnings on campaign funds. In addition, there are restricted building funds plus part of the endowment is for building projects.

See Capital Campaign Fund financial activity of pages 16 & 21.

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

Kitchen Committee, sub-committee of Property

Committee Chair: Lyne Aurand

Committee Members: Karen Vanderboegh, Cindy Zepp, Tom Bender, *Building Superintendent*, Ashley Drechsler, *Early Learning Center Director*, and Kathy Tosten, *Early Learning Center Kitchen Manager*

Committee Mission Statement: *(1) Provide a safe kitchen with simplistic functionality for all groups using the kitchen: Early Learning Childcare, St. James Church Committees, and community organizations and (2) provide welcoming esthetics and easy cleaning, maintenance, and storage.*

- Kitchen Committee meets with Early Learning Kitchen Manager and Early Learning Director on an as needed basis to check the maintenance and cleanliness of the kitchen since it is used by many groups.
- Kitchen Committee meets with Property Committee on an as needed basis.
- An annual kitchen cleaning occurs generally after the Fasnacht event each year. Volunteers are solicited via Kitchen Committee and church office.
- The following items will be considered for 2025: hand washing sign posted by sink, directions for use of dishwasher, and possibly labels for cabinets created and attached.
- The following are contacts for groups that use the kitchen:
 - Early Learning Center board members
 - Early Learning Center Kitchen Manager
 - Evangelism & Caregivers Committees
 - Property Committee
 - St. James Staff, Building Superintendent
 - St. James Youth Programs
 - Boy Scouts

Landscape Committee, sub-committee of Property

Committee Chair: Lyne Aurand

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

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.*

- The Landscape committee welcomed Chad Sujeski and Jim Flanagan as new members this year. Jim will serve as liaison to the church council.
- The committee works with the Property Committee to maintain walkways, planting beds and trees and checks that St. James properties are clear of litter.
- Two small, raised beds are being maintained near the Slentz house for K-5 Sunday School youth to plant pollinator gardens. Early Learning Center children water the gardens.
- Several events of composting, mulching, weeding, pruning, and trash removal were scheduled and completed throughout the year.
- Most committee communications are via texts and emails.
- 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

At the approval of the St. James Church Council, the Reconciling in Christ Task Force has become the Reconciling in Christ Committee. The Committee meets sporadically in the library after the late worship service; in the past year our activity has revolved mainly around two events: the annual Reconciling in Christ worship service, the last weekend in January, and the Gettysburg Pride march on the first Saturday after Memorial Day.

As Pastor Andrew and Pastor Libby plan the worship service, the Committee is available to give whatever advice the pastors request. The service includes, as it did earlier this year, a sermon which draws special attention to St. James being a Reconciling in Christ congregation, and several of the hymns are specifically chosen to include “welcoming” themes. Planning for the January 2026 service is just beginning.

St. James’s involvement in the Gettysburg Pride weekend includes two important activities: hosting a table on the square from mid-morning to late afternoon, and marching with a group of St. James members behind the St. James’s Reconciling in Christ banner during the parade, which runs through several blocks of downtown Gettysburg. Activity at our table was interrupted this year by a downpour that caused everybody to seek shelter from the rain, but the members that hosted at the table were able to return and greet many of the Pride visitors. Many express surprise that any Christian organization would commit itself to welcoming everyone, and almost all who come to talk seem pleased to know about us. A few showed interest in attending our worship services, but many of the Pride visitors live far enough from Gettysburg that weekly attendance would be impractical.

In addition to our involvement with these two activities, our committee is also occasionally asked to talk to other congregations in Gettysburg about our becoming a Reconciling in Christ congregation. We may also send members to participate in borough-wide activities, such as the Annual Coming Out Day Celebration at Gettysburg College in honor of LGBTQ+ achievements (where we had a table again earlier this fall).

The Reconciling in Christ Committee welcomes all to attend the RIC meetings; you can participate in and help plan activities throughout the year.

Social Ministry

Committee Chair: Priscilla Shuba

Committee Members: Sherri Alms, Greta Englund, Kathy Felix, Dan Folkemer, Mary Folkemer, 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 an opportunity for St. James to support local non-profit agencies who serve our community. This includes organizations such as SCCAP programs and Adams Rescue Mission.

Food Pantry - On the 1st 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. Overnight accommodations for Gettysburg C.A.R.E.S. has been based at St. James since 2023.

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 building sites. Recently, 2 homes have been completed in the area and property donated by Wellspan will provides sites for homes in Gettysburg.

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.

Gettysburg Community Soup Kitchen - The Soup Kitchen offers daily boxed lunches to the homeless, as well other community members. Prior to COVID, St. James provided a monthly meatloaf meal. Since COVID, the Soup Kitchen prefers monetary donations. The Social Ministry Committee offers an annual donation of \$1,200.

The Social Ministry Committee Budget also includes monies for food vouchers, rent, travel needs, utilities as determined by the church staff.

The Committee has enjoyed suppers with Seminarians as well as devotions and a Pizza Supper with the gentlemen at the Adams Rescue Mission. We look forward to more opportunities to serve our community.

The Social Ministry Committee wishes to thank the members of St. James for their support and generosity. Without it we would be unable to serve the community.

See the Social Ministry Financial Report and financial impact on our community on pages 25-26.

Committee Chair: Claire Anderson

Committee Members: Sherri Alms, Debra Baker, Pastor Libby Baker-Mikesell, Dennis Carter, David Crowner, Pastor Andrew Geib, 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 Zoom meetings as needed: January, March, April, May, June, August, September, October, November.
- Made plans to host Andrew G. Steele, Chief Development and Mobilization Officer for Global Refuge on December 6 and 7, 2025
- Organized and raised funds to support a mission trip to Guatemala for four congregation members: Paige Betch, Petey Bender, Sue Currens, and Christine Waybright.
- Allocated 2025 Global Mission scholarship monies to pay for mission trip expenses (\$1200) for Paige Betch and remaining funds (\$200) towards her airfare.
- Thanks to the generosity of the congregation, World Outreach raised over \$3,388 and filled 5 large suitcases with medical/health supplies for the community.
- Supported the St. James Piecemakers Quilt Mission Team:
 - Collaborators: Claire Anderson, Kathy Evans, Pegg Gardner, Brenda Heberling, Jan Keefer, Sally Kopp, Barbara Nicks, Shirley Sanders, Judy Seilhamer, Paula Shoemaker, Jean Uhlig, Sandy Waybrant, Sherry Waybright, Ila Verdiame
 - Worked throughout the year to complete a total of 90 quilts.
 - Offered quilts for blessings during services in May and November.
 - Delivered 40 quilts to the LWR collection site at the Brethren Service Center, New Windsor, MD in May and 50 quilts in November.
 - Donated two quilts to Lutheran Camping Services for Camp Nawakwa's 2025 Quilt Auction.
 - Donated one quilt to the Fruitbelt Farmworkers Christian Ministry mission
- Continued to lead St. James as a member of the Refugee Resettlement Partnership to support two refugee families as they engage 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*.

Worship & Music

Committee Chair: Judy Seilhamer

Committee Members: Pastor Libby Baker-Mikesell, Becky Brown, David Flesner, Pastor Andrew Geib, Jason Howe, Sharon Kaya, Sam Main, Jonathan Noel, *Minister of Music*, 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 2024-2025:

Financial

- 47 poinsettias and 58 Easter flowers were ordered to enhance the worship space.
- In lieu of Easter & Christmas flowers, \$1,067 was raised for ELCA’s World Hunger Relief Program
- A new adjustable piano bench was purchased
- Pink stoles and a pink advent candle were purchased for Gaudete Sunday (Advent 3)

Music

- Four choirs (St. James, Martin Luther, K-5 choirs (2), and Summer) met and rehearsed on a regular basis. Jonathan has written some of the songs for the K-5 choirs.
- Low Brass Ensemble began rehearsals.
- Special music was provided by throughout the year by: Low Flute Society, Gretchen Carlson & Todd Izydorski, Sue Currens, Elaine Schade, Gil Waldkoenig, Julie Aha, Tom Bender, Henry Finkenbinder, Ernie Kranias, Wayne Hill, Ronda Sprague, Pete Riley, and Suzanne Hubbard
- WaterLife services were held 6 times this year during the 10:45 services.
- On October 6 (Creation Care Sunday) the pew editions of All Creation Sings (latest Augsburg Fortress hymnal supplement) were dedicated.
- Reformation services (Sunday morning) were patterned after Luther’s German Mass, which is contained in the ELW.
- A Hymn Festival “Voices Raised to You” was held on Reformation Sunday, (10/27/24) at 4:00 PM. This was a collaborative presentation between the choirs of St. James and Christ Lutheran, led by Jonathan Noel and Cathy Elkiss.
- Caleb Leckrone (Braband Scholarship recipient) played the organ for the December 29 Lessons and Carols 10:00 a.m. service.
- Percussion instruments were gifted to the music program by Scott Zimmerer.

Worship

- Community Dinner and Bluegrass Services (11/27/24 and 06/07/2025) were preceded with dinner.

- Advent (Peace-Love-Joy-Hope) and Lenten (Treasures in Heaven) midweek services were held during which members of the congregation shared personal experiences. *Unfailing Light* Liturgy is used during these services.
- Olive wood nativity was used for the first time. It was dedicated on December 1, 2024.
- Christmas Eve services: 4:00, 6:00 outside, 8:00 p.m. Christmas Day service included a “pick-up” choir.
- A Narrative Bulletin was introduced in January. This bulletin has a sidebar which contains explanations of the 4 main sections of the worship service: Gathering, Word, Meal, and Sending. Our recommendation is to use this style of bulletin perhaps 4 times a year.
- Guest Preachers included
 - Pastor Fritz Foltz on January 19, 2025 (St. James pastor emeritus)
 - The Rev. Dr. Teresa L. Smallwood on February 22 & 23, 2025 (ULS, Gettysburg)
 - Pastor Imad Haddad on May 10 & 11, 2025 (Jordan)
 - Bishop Jim Dunlop on June 8, 2025 (Lower Susquehanna Synod)
 - Pastor Emmanuel Mchomvu on October 19, 2025 (Konde Diocese, Tanzania)
- Metrical Psalms were introduced. This is a paraphrase that can be sung to a familiar song.
- New green paraments were commissioned from Gwen Weiser. The old green paraments were preserved under glass by Gettysburg Framing and are hanging in the church office.
- Sacristy guidelines were updated to eliminate cross-contamination between bread and rice wafers.

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

The Youth Committee meets typically on the 3rd Sunday of the month at 9:30 a.m. in room 301. All are welcome to attend the meeting and help with planning and input. We are always looking for new leaders and volunteers!

2025 was a year of growth for the youth ministry and St. James. Many of the programs saw an increased number of participants, especially regular participants. Some of the highlighted programs this year include:

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

After a 6-year hiatus started by COVID, St. James youth got to experience an off-site workcamp. Fourteen youth from grades 6-12 travelled to Asheville, NC with 3 adult leaders. The group stayed on the campus of UNC Asheville. The youth and leaders worked in a neighborhood that had been affected by Hurricane Helene. Work included tearing down and replacing fences, painting sheds, yard cleanup, and replacing decks. The youth worked hard through some challenges, including heat and bee stings. During their free day, the group challenged their courage with a high-flying zip-line course. All who attended spoke highly of the experience and were excited to go again next year. The youth and youth committee are very appreciative of the financial and spiritual support the church provided to allow for this growth opportunity.

The start of the 2025-2026 saw a small but important change in the K-5 weekly youth group. To allow the curriculum and activities to better align with the ages, the program was broken into two separate days, with 4th and 5th grade now meeting Mondays after school and K-3 continuing to meet Wednesdays after school. This change has been well received by each group.

None of these events would be possible without the work and dedication of a small (though growing) but committed army of volunteers. We cannot thank these volunteers enough for the time, effort, and belief in our youth that they show every day!

2025 has been a growth year and we are looking forward continuing that growth into 2026.