

St. Paul's Lutheran Church

2016 Annual Report

Prepared for Annual Meeting on November 20, 2016

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St. Paul's Lutheran Church Congregational Meeting Agenda

November 20, 2016

12:00 PM

- 1. Welcome and Prayer**
- 2. Lunch**
- 3. Approval of Agenda**
- 4. Appointment of Tellers**
- 5. Appointment of Parliamentarian**
- 6. Approval of Minutes**
 - A. November 16, 2015**
 - B. April 4, 2016**
 - C. September 18, 2016**
- 7. Old Business**
- 8. New Business**
 - A. Elections for St. Paul's Lutheran Church, York, PA 2015 (Rhada Hartmann)**
 - B. 2017 Ministry budget proposal (Tony Culp)**
 - C. Recommendations from the Finance Committee (Dottie Moore/Tony Culp)**
 - Utilize the Property Fund for the beginning of a Capital Campaign. It was restricted by the congregation to provide for ongoing major maintenance.
 - D. St. Paul's Lutheran Church Renewal update (Rhada Hartmann)**
 - Timeline
 - Capital Campaign information
 - E. Constitution/Bylaws recommended revisions (Larry Gross)**
 - F. What is honorable, just, pure, true, pleasing, excellent, and worthy of praise in our church?**
 - Committee Reports on how the Renewal Project of the physical plant will translate into Renewal for their Ministries: Pantry, PreSchool, Music and Gathering Space.
 - G. Pastor Reep**
 - H. Closing Prayer and Adjournment**

Annual Meeting of the Congregation

St. Paul's Evangelical Lutheran Church

November 15, 2015

After welcome and prayer, there being a quorum of voting members present, President Rhada Hartmann called the meeting to order at 12:30 pm.

Applause was given to Fellowship Committee for a delicious luncheon. Clarification of the term "voting member" was made: "a member who has communed and made financial contribution to St. Paul's in this or the previous year".

Agenda: The agenda was accepted upon motion by Peter Hartmann and second by Harold Sargeant. Motion passed.

Parliamentarian: Carl Jacobs was appointed by Pres. Hartmann to act as Parliamentarian for this meeting.

Election: Emily Reep, Greg Smith and Peter Hartmann were appointed as tellers if required.

Ballets available on each table offered the slate as follows:

Council (3 year term): Kem Vaught and Patty Snyder

Benevolence Committee: Cynthia Vaught

Mutual Ministry Committee: Dave Rambo and Jamie Palmer

Synod: Harold Sargeant, Donita Sargeant, and Rob Carpenter

Alternate: Tom Gibson

There being no nominations from the floor, Pastor Reep reminded us that the Constitution allows up to 15 members on Council. Electing the 2 on the slate will keep us at the current level of 12. He would like to fill all 15 slots as we address the future hopes and plans of St. Paul's and all that we will be doing in Christ as we move forward.

Bob Reed moved that nominations be closed; Harold Sargeant seconded. The motion was then amended by Lois Ann Schroeder to include that the ballot be accepted by acclamation; second by Bob Reed. Motion passed unanimously.

Minutes: With the correction to the 2014 Annual Meeting Minutes to reflect the correct term for a council member as 3 years, Bob Reed moved approval as corrected; Tom Throckmorton seconded. Motion passed.

There was no Old Business.

New Business:

Budget: Treasurer Tony Culp explained the proposed 2016 Budget. He pointed out that of the \$384,500 general income, roughly ½ comes from envelope giving; thus the budget shows \$204,000 for next year. We took \$177,000 this year from our endowment and, despite this volatile economy; we will end 2015 with roughly the same resources as we began 2015. This is the first time in 20 years or so that we will not have to take more than the allotted annual 5% withdrawal of funds. He also mentioned the significant increase in income due to the beneficence of William Eisenhart. We expect to have \$70,000 more than last year and plan to use that amount to pay off the remainder of the steeple loan before its renewal time. Tony noted that the budget reflects close to 100% of all Committee requests. As an organization we continue to be in great financial shape with the help of the Wilmington Trust and M & T Bank. We were able to donate \$5,000 to York City in lieu of taxes. The PreSchool is budgeted for 100% capacity as a result of our having a waiting list this fall.

Tony Culp moved the approval of the 2016 Budget as presented. Rod Sturges seconded and the motion passed unanimously.

Constitution and By-laws: Larry Gross explained that items 1 through 4 are corrections to verbage and that the addition to By-laws V.2. of section Q reflects the new positioning of the PreSchool. Ann Anstadt moved the addition of the word “Christian” before “ministry” in the 3rd sentence. Bob Reed seconded and the motion passed. Bob Reed moved the congregation accept the changes to the Constitution and By-laws as written and amended. Irmgard Nicolaysen-Eisenring seconded and the motion passed unanimously.

Facilities Planning: The focus team was introduced: Co-chairs Kem Vaught and Tim Yakim, Steve Uffleman, Tony Culp, Tom Throckmorton, Larry Becker, Pastor Reep and Rhada Hartmann. Kem introduced Don Main and Christopher Peters from Marotta & Main Architectural Firm (M&M) who brought color drawings for viewing. Several people stood up to tell their stories of mechanical problems in our antiquated building. Basically, Property Committee has been band-aiding problems for years and everything is deteriorating. This was outlined in the MEP (Mechanical, Engineering and Plumbing) report that was discussed at the Fall Gatherings and made available to anyone in the congregation. The project is expected to cost about \$ 4.5 million. A huge pie-chart graciously provided by Ann Anstadt showed the allocation of expected expenses. About 75% will go to absolutely necessary repairs if we want to continue coming here to worship and support our many ministries which use the building during the week. Only 25% is cosmetic and for better functionality of our space. Tim Yakim pointed out that walls, ceilings, and flooring will be ripped out to upgrade and therefore will have to be replaced; so that if the congregation does not wish to proceed with the interior re-organization of spaces, the cost of returning the facility to its present state will have to reflect the additional cost to restore floors, ceiling and walls. That will drive up the percentage to considerably more than 75% of the money allotment.

Pastor Bill Snyder spoke on behalf of the finance sub-committee, pointing out that we don't want our legacy to be that we deserted a dying building. We want to position St. Paul's as one of the foremost Lutheran and Christian beacons in York. His committee believes that our preschool and hunger ministries, among others, will appeal to benefactors outside our own congregation. Tony Culp reported on his contact with 2 Capital Campaign Companies. Their fees are approx. \$20,000 for 2 weeks of discussions with us, a search of resources and options elsewhere, assessment of our needs and a Report of all financial opportunities. A capital campaign would span 3 years.

Aaron Jacobs questioned the time frame and how immediate our needs are. Christopher Peters responded that M & M will next determine priorities and get specs to contractors for bids. Don Main added that more design work has to be done before contractor pricing, but he expects pricing to be done by May/June with work to start in summer 2016. Meanwhile band-aids are budgeted through 2016.

Financing plans for the campaign will take about 8 to 10 weeks, with the first 3 weeks being assessment, so that will fit easily into the project timeline. Bob Reed mentioned that a construction time frame depends on the engineering and should be done in phases so as to keep our systems on line.

Aaron Jacobs questioned the steeple loan plus new debt; Tony Culp explained that the steeple loan will be paid off by the Eisenhart funds and the Capital Campaign Company would be hired to address that question. Pastor Reep spoke passionately about our presently living on the generosity of past members, via endowment, not on envelope giving, and that we must keep our focus on future ministry. We are a lucky congregation to have the means to be committed to the ministry that God calls us to do. He urged members to tithe.

Tom Ruth asked what was expected of the congregation at this meeting. Rhada replied that the focus team wants direction from the congregation:

- a. To bring us to the point of bids, M & M must complete detailed drawings and detailed cost estimates of the HVAC, mechanicals and finishing. The fee for this is \$84,000.00.
- b. To hire a Capitol Campaign Company to assess and report possibilities for a fee of \$20,000.00

Rhada reviewed what goes on in the facility during the week that most members don't see: AA, PreSchool, Pantry, Diakon family support, Christian Education, etc. Pastor Allan Wysocki spoke about Bonnie and he joining St. Paul's in order to come here for worship and to hear God's word. He knows that God will give us the gifts to enable us to do what He wants us to do. Harold Sargeant mentioned that he and Donita shopped for churches when they moved to York. They joined St. Paul's because there is so much going on here.

Rhada offered several outcomes from today:

- Move Forward
- Stop
- Take time for discernment
- Hire a Campaign Company to do a finance feasibility study
- Combination of things

Larry Gross asked for a definition of "Move Forward". Moving forward was explained to mean moving into the combined next phases with M&M to bring us to a point of knowing exactly how much this project would cost. Peter Hartmann moved to approve M & M to continue detailed drawings and to hire a Campaign Company to tell us if in their professional opinion we can accomplish it. Shirley Thornton seconded. During discussion Bob Reed wondered if we are wasting the architects' time if our finances are uncertain. Kem Vaught and Don Main explained that the architects will do 2 more drawing phases: 1. Schematic design, and 2. Design development. This is expected to take 3 months and includes specifics and dollar costs. In order not to waste precious time, the architects and the Campaign Company ought to be at work simultaneously. We are not obligated by either outcome.

The motion was rephrased by Peter Hartmann, seconded by Shirley Thornton, to approve \$84,000 for the architect and \$20,000 to hire a campaign company with a not-to-exceed figure of \$104,000. Upon 72 Yes votes, 0 No, and 4 Abstentions, the motion passed. We will have to reconvene in about 3 months to reassess from that point.

Bob Reed moved and Tom Throckmorton seconded the motion to give Congregational Council approval to commit to make this expenditure on the congregation's behalf. With 67 Yes votes, 0 No, and 2 Abstentions, the motion passed.

Committee Reports:

Witness: Earline Jones reported that the completed Congregational Roster has been computerized and each member numbered. She is working on the website and getting the Newsletter up in a new format. To coincide with our 180th Anniversary, a new pictorial Directory will be created with photographs taken in April.

Kudos: Emily Reep told us that Amelia Reep, Shannon Pizzirusso, and Katherine Hutton have been accepted for the National Choir and will travel to Long Beach, CA, in March.

Pastoral Report: Pastor Reep mentioned that he is passionate about what he does here at St. Paul's. A great deal of his work is ministry to non-members, as St. Paul's ministry provides to those in a time of tribulation. He especially voiced appreciation for Sylvia "Big Momma" Little's leadership of the Pantry; for Larry and Janet Moore's acceptance of part of her job on Pantry; for Janet Berkheimer's long service on Finance Committee and as money counter.

Pastor praised all our committees and hopes that we can work more collaboratively as we go forward. He pointed out that Wilmington Trust and Finance Committee deserve our ongoing thanks for overseeing church funds and noted that Bill Eisenhart's generosity to us will provide \$100,000 annually in perpetuity. He thanked Larry Gross for all his work keeping our Constitution and ByLaws up to date.

Pastor notified the congregation that our 180th Anniversary Celebration will include the Old English Service (as used for the 175th) on February 18 and Bishop James Dunlop's visit with us for our Healing Service in October, 2016. He pointed out that today's conversation about the renovations bears out the fact that Christian Ministry has changed in the last 75 years, as we open our doors more and more to those in need. We are on track to double last year's gift to World Hunger.

Everyone is urged to come to Sunday School and bring non-members to services. Thanks were given to our incredible staff and each was recognized in turn: Victor, Emily, Patee, Dale, Ted, and Preschool staff.

Pastor Reep especially wanted it known how much he appreciates, when out in the world, being associated with St. Paul's Church.

Meeting was adjourned at 2:00 pm

Carol Woodbury, Church Council Secretary

The Report of the Pastor 2016

Telling the story of God's love in Christ Jesus is at the heart of pastoral ministry. This year was no exception. Actually I found myself telling the story with greater regularity. For some reason it seemed that opportunities for telling the story of grace and mercy shown us in Jesus; the Baby in a manger, the Galilean preacher, and the One on Calvary's cross, abounded. This message; punctuates Sunday sermons, flows through baptismal water, is made tangible in the Lord's Supper, provides for Confession's words of absolution, it anchors confirmation classes, preschool chapel, Wednesday Bible study, and gets lived out through welcoming fellowship groups, pantry clients, and guests who stop by for a myriad of requests. It is the story behind pastoral care, visits, baptisms, weddings, and funerals. In 2016 I have especially worked to keep the story of God's love at the heart of all of our plans for the renewal of St. Paul's physical plant.

Telling God's story is why we find ourselves at the cusp of embarking on a massive mission renovation project. It is because of our ongoing ministry that we must give consideration to our house of worship, our place for fellowship, and rooms for education. We are blessed to be in such a position. As many mainline congregations in small cities struggle to keep doors open and worshipers actively participating, we find ourselves growing. This is yet another year in which we welcomed more people into our faith community than we lost through transfer or death. We regularly have guests at Sunday liturgies. The preschool continues to have a waiting list. Community groups request the use of facilities for social, educational, and enrichment opportunities. As more people come, I am aware of the needs for improved accessibility, safety and security. In order to tell the story to a new generation we need to position ourselves for life and longevity. It is what our forbearers did after the 1938 fire, moving to the south side of the city and erecting a modern facility that could not be rivaled at that time. They were bold. They told the story with clarity and acted in faith.

But not only are we growing in number, we are growing in commitment and in action. The food pantry volunteers have increased in number, so there are enough workers to meet the demands of the Tuesday pantry clients who battle food insecurity in our community and rely on St. Paul's Food Pantry. We embark on *God's work our hands* projects cleaning up the neighborhood. Reading the reports of the congregation's numerous committees you will find illustrations of faith in action; community gardening, meals for McKinley, Lutheran World Relief, camp Nawakwa, Meals of Mercy, Seminary scholarship, Cookie Walk for Lutheran's in Tanzania, Scouting, Christmas gifts for SpiriTrust Lutheran, cards for those beyond our doors, and gifts for the World Hunger Appel to name a few. We have a highly committed group who tell God's story through our vibrant music ministry. Children and adults give of their time to rehearse and learn music that proclaims God's story of hope and salvation. We have a host of faithful bell ringers and choir members whose musical gifts regularly enhance and lead us in our prayer, praise and thanksgiving to God through worship. The congregation's energetic spirit is especially fueled by young talented leadership willing to serve as Sunday school teachers, helpers, Council members, synod voting members, and active participants on special onetime projects.

Telling the story has also moved many among us to become better stewards. Support for the financial mission and ministry of St. Paul's continues to increase. This is reflected in regular giving as well as through special appeals. While an alarming 10% contribute nearly 80% of the annual receipts, it is clear that there is plenty of room for growth through financial support. This statistic also bears out the ability for us to truly tackle the mission renewal project. Like those who came before us we need to act with bold confidence and give with extraordinary generosity.

Opportunities to hone my craft as preacher, teacher and worship leader are an important part of my yearly planning. Telling the story can easily become burdensome or lackluster on my part. Seeking out continuing education that is challenging and that enhances the mission and ministry of the St. Paul's congregation is a priority. This year courses on *growing the church and mission* and *morals and*

ethics in the public arena yielded much fruit. Pastor Foss presented insightful aspects for improved communication and strategic planning at an event sponsored by St. Matthew Lutheran Church, York. A week at the Chautauqua Institute, Chautauqua NY, examined the public arena and the importance that moral and ethical leadership makes in the market place, in politics, and in religious communities. Credible witness is essential in telling any story, be it employment opportunities, propelling policies, or proclaiming faith. These two weeks added to my participation in regular monthly Conference meetings and the annual Synod Assembly rounded out my continuing education for 2016.

Telling the loving story of God's hope and salvation is not done alone. At St. Paul's I am blessed with a fine staff with whom to work. They are highly professional, provide tremendous support, and work enthusiastically to keep improving the ministry we share. Knowing that there are always things that could be done better, I know that I am not providing the level of pastoral care that I once was able to provide. I am covering the critical areas but there are many aspects of pastoral care that are languishing. As a parish community we utilized the skills and gifts of seminary interns to cover a great deal of pastoral care. In the absence of Interns and in the presence of additional work and time affiliated with the renewal project and a forthcoming capital campaign the reality that we are shorthanded on the pastoral care side of our staffing is very evident. I will continue to do my best, but I know that our story would be the richer with some additional help. This is not a new concern. The Mutual Ministry Committee has been discussing the need for future staffing as well as different ways we might meet all of our ministry needs. This along with our congregation's witness needs to be remembered in daily prayer.

As the Pastor of St. Paul's, I am humbled by the love, affection, and support that are shown to me and my family. Such kindness does not go unnoticed. I am honored to serve the congregation during this significant time in our life of faith. As we move through the year ahead, may all of the challenges we encounter be appropriately placed in light of God's story of love made known in Christ Jesus.

In love and service to our Lord,

Pastor Reep

**St. Paul's Lutheran Church
2016 Parochial Information**

(a/o 11/15/16)

Baptized Membership Gains:

The Sacrament of Holy Baptism – 6

Samantha Carly Jacobs – 1-10-16

Spencer Alan Nicoll – 1-10-16

Jordan (Rainy) Yakim – 3-23-16

Grant Thomas Reid – 6-26-16

Coralyn Jayne Gordon – 9-4-16

Thomas Throckmorton, III – 9-18-16

Non-confirmed membership Transfers – 4

Ezra Ericson

Jacqueline Collins

Emily Collins

Henry Garber

Confirmed membership received - 10

Tristan Ericson
Jessica Ericson
Michael Collins
Elesa Collins
Daniel Garber
Kathryn Garber
Paul Kerlinger
Betty Hoffmaster
Sean McComas
Leah McComas
Carrie Oberholtzer
Mike Berkey
Barbara Young

Total Baptized Membership Gained - 20

Baptized Membership Losses:

Transfers to other congregations - 0

Request to be removed - 0

Removed – Inactive - 0

Death - 3

Carl Riese
Paul Kerlinger
Nick Albright

Funerals – 8

Roger St. Clair – non-member 1-27-16
Carol Blackwell – non-member 6-10-16
Carl Riese – 6-11-16
Marlene Heede – non-member 8-5-16
Paul Kerlinger – 8-18-16
Donald Culp – 11-4-16
Nick Albright – 11-6-16
Elenor List – 11-18-16

Total Membership Losses - 3

First Communion Reception – 1

Parker Culp

Confirmations - 1

Daniel Butler – 5-15-16

Marriages - 3

Jeffrey Davidson & Angels Herbster - Non-members 12-12-15

Wesley Brown & Megan Hanson – 8-13-16

Devin McDonald & Jade Riese – 10-15-16

Baptized Membership 2016 676

Confirmed Membership 2016 578

Active Participants 2016 405

Baptized Membership 2015 670

Confirmed Membership 2015 564

Active Participants 2015 380

Report of the Congregation Council President

We have accomplished much in the past year as can be seen by reading the reports of the committees of the congregation elsewhere in this Annual Report. We are in a period of change in the congregation as well as change in the makeup of the Congregation Council. Carl Jacobs, Rhada Hartmann, Carol Woodbury and June Heistand will be leaving the Council at the end of the year following the completion of their terms. Tim Yakim is standing for election to his second term. I would like to thank all of them for their service to God and to the people of St. Paul's.

A major step was taken by the congregation in September when it was decided to move forward with the renewal of the building. We are now in discussions with banks to find the best way to finance the project. The architects are now working on drawings to present to contractors as we seek the firm that will do the work. There is much preliminary work that needs to be done before actual construction can begin. We will report to the congregation regularly on progress.

There will be disruption as the work proceeds which will mean that there will be changes in our regular way of doing things at St. Paul's. That is to be expected. There will be further changes when the work is completed. As we have all learned throughout our lifetimes, change is a part of life. There is an old chestnut about a Lutheran's reaction to change – “**Change?!?!?**”. I believe that our congregation will respond to change better than the joke implies.

In the discussion leading up to the decision to renew the building there was also thought of potential future changes in staffing. A common way of measuring the size of a congregation is to talk about average weekly worship attendance. Those who study churches report that the dynamics of a congregation averaging 150-175 per week are such that a solo pastor finds it very difficult to keep up with the work required or expected of him or her. This is often a point where staffing changes begin to happen. With changes in staffing, changes in the way a congregation functions begin to happen.

St. Paul's average has been consistently about 160 for the last number of years while other mainline Protestant churches around us have been declining steadily. Generally, members of the congregation are stepping up when there is a need for people to do the work of the church. There are, however, some times when people are not coming forward. There has been an occasional time when something needed to be cancelled because nobody was willing to take responsibility for it.

Should the time come to make changes in paid staff, there are two ways we could choose to go. If we wished to call a second pastor, we would need to be aware that currently the number of students in our seminaries is extremely low. Over the next 10 - 20 years many pastors who are part of the boomer generation will be retiring. All of this means that churches seeking to call a second pastor may not be able to do so. I suspect the same is true for persons on the lay roster(s). These are Deaconesses, Diaconal Ministers and Associates in Ministry. This could mean that St. Paul's might need to hire lay persons who are not theologically trained to be responsible for specific ministries of the congregation. Leaders of the congregation will likely need to make imaginative staffing decisions in the coming years.

I believe the future for St. Paul's is bright. With prayer and openness to change, the people of our congregation will be able to continue to do God's work with our hands for many years to come.

Respectfully Submitted, Harold Sargeant

Benevolence Committee of St. Paul's Lutheran Church

Since its inception in 2005, the mission of the Benevolence Committee has been to provide a formal mechanism to actively engage in charitable giving of St. Paul's resources of time, talent and money and to empower and unify the faith community to make suggestions for outreach activities.

With thoughtful prayer and consideration the following committee members have performed these duties: Pastor Stanley Reep, Church Council Representative Thomas Throckmorton, Chairperson Scott Herdson, Secretary Karl Graham and Cynthia Vaught.

In 2016 there were ten requests submitted, all of which were accepted. They were:

1. Pinnacle Health Spiritual Care Services submitted an in-cycle request for \$2,000 a year to provide picture bibles for those with impaired site or with reading challenges. The Committee decided to approve funding of \$1,000 as a one-time gift to this cause.
2. St. Paul's Pre-school submitted an out-of-cycle application for monies to fund fellowship activities for the pre-school children and their families. The Committee agreed to provide this funding in the amount of \$400 for a one time-gift.
3. Katallasso submitted an in-cycle request for volunteers and funding in the amount of \$3,750 to run this health center for one week. Since the St. Paul's Womens Group is already providing \$1,500 in 2016, the Committee decided to modify and approve a one-time gift of \$3,750 to be presented in 2017.
4. St. Paul's Stewardship Committee submitted an application for funding to host a presentation by MacGregor Brillhart. The purpose of the presentation being to show the congregation the need and value for members to have a will and powers of attorney documents. The Stewardship Committee requested \$10,000 to cover the expense of this valuable service. The Benevolence Committee agreed to provide the necessary funding and approved this application.
5. The Bridge of Hope, Inc. is requested the sum of \$250.00 for sponsorship at their annual conference. The Bridge of Hope will conduct a workshop focusing on 'assessing and meeting the needs of children.'
6. The Women of St. Paul's requested the sum of \$500.00 that will aid in their remuneration for Pastor Haupt's time and leadership during their retreat.
7. Veteran's Helping Hand Emergency Shelter: second installment of two for \$5000.00 to assist homeless Veterans.
8. Stop Hunger Now: the Committee approved \$1,000 to support the stop hunger now campaign.
9. St. Paul's Fair Trade Project: the committee approved \$1,500 for the cost to startup the project.
10. St. Paul's Social Ministry: the committee approved \$400 to fund backpacks for clients of the Food Pantry.

A total of \$23,800 was distributed to these various entities. Four applications met the local criteria representing 47% of funds allocated; three applications were regional undertakings representing 41% of funds; one application was a national endeavor (1% of funds); and two applications were global initiatives representing 11% of funds apportioned.

The Benevolence Committee set four goals for the year 2016:

- I. Increase awareness of the Benevolence Committee's mission
- II. Increase the number of applications submitted annually.
- III. Increase the number of smaller denominated projects

IV. Encourage all Church Committee's to submit at least one application per annum.

V. Create a mechanism to measure the above listed goals.

We feel we have met our goals through temple talks, articles in the bulletins and newsletters and by making use of the St. Paul's website.

The Benevolence Committee met in January, April, May, June, July and eventually will meet in December of 2016. Minutes have been submitted to the Church Secretary from each meeting. The final meeting in December will be to finalize all business for the year.

Respectfully submitted, Karl E. Graham, Secretary

St. Paul's Lutheran Church Boy Scout Troop 19 2016 Annual Report

Our Boy Scout Troop has reached its 99th year of providing Boy Scouting to the families of St. Paul's Church, their friends, and the boys of the neighborhood. We are one of two Troops in the City of York and have the honor of being the longest chartered Troop in the York area. Thanks to the many people of St. Paul's Lutheran Church for your leadership and support of the Troop over these many years that allows us to have Troop 19 at St. Paul's Lutheran Church since 1918. Tom Gibson has joined us as our new Scoutmaster.

Troop 19 continues to provide a quality program that has over 80 Scouts earn their Eagle Scout Rank with lots of hard work and much learning. Next year we should have scout Ariel Arrieta, who lives in Urban York City earn his Eagle Scout Rank and become the first Eagle Scout from the city in this Troop since at least 1977. He will join a proud group of Eagle Scouts starting with John Monk, our committee chairman, who became an Eagle Scout in 1973, his son Ian Monk (2006) who earned a PhD in Chemical Engineering, Jake Schroeder (2006) who is a Medical Doctor, and Stephen Logue (2009) who is at the Vatican studying to become a Catholic priest.

A few of our Scouts are young Scouts who live the city of York. They enjoy the usual Scout activities including camping on weekend and at Summer Camp. Since boys join Scouting to use knives and build fires we teach them how to do it safely and then let them do it.

A Boy Scout does a good turn daily and some of their good turns for the church include a food drive for the pantry, scrap cleanout, and helping at the cookie walk. Again, this year they will bake cookies and help at the cookie walk.

We are open to all boys who follow the Scout Oath and Law. Boys in the church are welcome to join Troop 19 and experience living Scouting with a mixture of Scouts. If you have a boy who would like to be a Scout bring him and a friend or two to a 7pm Monday night meeting or give Bill Banta a call. We are trying to recruit Scouts from McKinley School.

It takes money to provide a quality Scout program and we ask our Scouts to earn what they can with a popcorn sale and scrap metal collection. We also have donations of money and equipment from people who believe in what we are doing to provide Scouting for the youth in urban York.

Please contact me with questions or comments:

Bill Banta, COR, St. Paul's Boy Scout Troop 19 848-6627 w1939banta@comcast.net

Children's Choir and Handbell Choir Annual Report November, 2016

Our children's music ministry at St. Paul's continues to evolve and change as we try to meet the needs of today's busy families. The children's Cantabile bell choir has made excellent progress and continues to rehearse on Tuesday evenings in the nave. We are looking forward to the completion of our renovations when we will be able to rehearse in our relocated music room on the main floor. This will alleviate the current need for loading instruments on a cart upstairs, transporting them down to the nave level in the elevator, and setting them up in the nave before rehearsals.

After carefully evaluating the Wednesday evening Exploring Music and Crafts program, we decided that we were not maximizing our time as staff members or that of the students by continuing to hold classes for an average of 6-8 students. Once again, sports schedules seem to be our main competition for the children's time and commitment. However, we wanted to continue to provide an early childhood music experience within a sacred setting. In conjunction with the Christian education committee, we reimagined our Sunday morning program and included the new Godly Praise time preceding the focused Sunday school class time. This arrangement seems to be working very well. Our attendance and energy during the Sunday morning time has been tremendous!

The adult handbell choir continues to blossom and grow their talents in service to our worship services at St. Paul's. However, as we continue to experiment with new instrumentation, arrangements that include multiple instruments, and the desire to try new table arrangements for musical communication, we find that we are limited by our current space allotment in the nave. We are looking forward to the new possibilities that the renovation will bring. We continue to develop new young players in the bell choir, as well as treasure the musical talents of our faithful members who have played for many years.

Respectfully Submitted,

Emily Reep

Annual Report of the Christian Education Committee 2016

Members: Bill Banta, June Heistand (Co-Chair), Dottie Moore, Patty Snyder (Co-Chair), Alexis Gordon
Staff: Pastor Reep, Kelly Moore-Spencer

Sunday School for children and adults ran from January-May 2016 and began again in September 2016.

During January and February, A Holy Communion Class for preschool through grade 6 was led by Pastor Reep and Kelly Moore Spencer. Two classes for children were offered in the spring. Four classes are being offered this fall. A restructuring of the morning schedule includes games, organized by Kelly Moore Spencer and singing, led by Emily Reep. These activities support the lessons and have been enthusiastically welcomed by the children. Former teachers and many new teachers are working in teams to provide our children with important stories of the faith using Spark Curriculum from Augsburg Fortress. Kid's Connection, a child friendly story time during the sermon, was offered during the 5 weeks in Lent with an average attendance of 12 children.

Starting in 2016, Kelly Moore Spencer began using social media to communicate with youth about classes, service opportunities and fellowship activities on Sundays and at other times.

The York Conference Catechetics program was held at St. Paul's for 7 weeks starting on Feb. 14, 2015. The Conference banquet was held at St. Paul's on May 14. Confirmation Sunday was May 16 with one student confirmed and a reception following the late service. Classes resumed in September with several St. Paul's students participating. A new morning class is being offered one Sunday each month for the 2016-2017 school year only. Students attend worship, take sermon notes, attend the class with

one parent and do homework. Materials and topics covered will be the same as what happens in the evening classes. Five students and parents are participating.

A Lenten/Easter mailing was sent to families in the spring and a similar Advent/Christmas mailing will be sent in November. These mailings include 1. A magnet set that children can use to retell the Easter and Christmas story. 2. Project, prayers and activity ideas for families, 3. A list of worship, services and fellowship activities offered during each season.

A Maundy Thursday lesson was presented to children during the Maundy Thursday evening service. An Intergenerational Palm Sunday activity was planned which concluded with children being part of the Palm Sunday Procession. The Easter Egg hunt was held on Saturday March 26 with members of the congregation and preschool families attending.

Bible School was held June 20-24 for ages 3 through grade 5. The theme was Stay Connected - Kid's and Prayer.

Sunday morning classes for adults included:

- A study of Revelation
- Law and Gospel - God's Balance in our Lives
- Transforming Power of Care Giving
- Religion, Psychiatry, and the Nature of Mental Illness
- In the fall of 2015 we heard from many guest speakers who represent some of our partners in ministry.
- In late October, a guest from Gettysburg Seminary led a study of the Reformation.
- In November and December, we will offer a series designed to assist participants with their Advent preparations.

Additional Adult Education

A two-week adult book study was offered in conjunction with Sunday evening Catechetics in the spring to all churches involved. New Members classes were held in the spring and again in the fall. Wednesday morning Lectionary Study ran from January through May and began again in September. Attendance averages 12-15.

We reviewed the Christian Education Committee statement of purpose and presented a revised statement to council for approval. We reviewed the ministries of the Christian Education Committee deciding to keep all that we do and added family mailings, and an Advent book table.

We continue to brainstorm new ideas to help in the formation of faith for all ages.

Respectfully submitted, Patty Snyder, Co-chair

2016 Columbarium Report

In an ongoing effort to keep the membership aware of the "Garden of Memory" as a choice for their end of life decisions, quarterly articles appear in the church newsletter and two question/answer sessions are conducted, one in spring and one in fall. The committee members are Tom Ruth, chair, Ron Sturges, Bob Little, Pastor Reep, and Larry Gross. Please feel free to contact any committee member for information about our "Garden of Memory"

The following is the list of those individuals who are either interred or have a recognition plaque placed on the Columbarium wall: Howard Barnhart Jr., Ivy Jo Jacobs, Helmut M. Schaffler, David Thomas III, James R. Zarfoss Jr., Eric R. Zehner, Robert C. Zehner, David Stephen Daley, Henry F.

Daley, Nancy Lenker Daley, Lillian E. Riese, Carl F. Riese, Paul A. Kerlinger , Nicholas Albright, Donald A. Culp

Respectfully submitted, Larry D. Gross, committee member

Annual Report – 2016 – Constitution and Bylaws

All approved changes to the constitution and bylaws as approved by the members at the annual Congregation meeting held on Sunday, November 15, 2015 were incorporated into our documents and forwarded to the synod secretary for review and approval.

At the council retreat held in January 2016 a complete review of both documents took place resulting in the following list of changes/corrections. The congregation council has reviewed them and recommends adoption by the members:

BYLAWS: Section V

- section 1 – change the word “vote” to “voice” in the last three sentences
- section 2, L – add “s: to the word “sister” so it becomes “sisters”
- “ O – Nominating Committee, change “delegates” to “voting members”: and add the word “Lutheran” before “Church in America”
- “ Q – Preschool Committee, Add the word “Christian” after the word “foster” in the first sentence, and add a “comma” after the word “ministry” in the third sentence and add a “period” after the word “learning” in the third sentence.
- R. –new section, to read as follows: Women of St. Paul’s – The Women of St. Paul’s welcomes all women to join them for friendship and study/discussion. Our friendships, with study and discussion, drives our fellowship, ministry projects, our faith formation, and collaboration with other committees, the community and the world.

CONSTITUTION:

- 6.03.c – add the word “Lutheran” before “Church” in two places in the last sentence.
- 6.05.h – add the word “Evangelical” before the word “Lutheran”.
- 9.05.a.5 – delete one “(rev.11/16/14), it appears twice.
- 9.07 – make the “D” in the word “Duties” to lower case “d”, so it reads “duties”.
- 9.11 – Make “C” in “Congregation” to lower case “c” so it reads “congregation”.
- 10.01 – add “nominations to the Mutual Ministry Committee” after the words “Benevolence Committee”.
- 12.05.d – After the words “congregation meeting” in the first sentence add “with the exception of an emergency situation as noted in C12.05c”.
- 17.01 – add “Evangelical” in the first sentence.

Additionally, all committees were asked to review their descriptions as written in the Bylaws and correct them as needed. The following changes were approved by the Congregation Council and recommends these changes be approved by the members:

Mutual Ministry – remove “formerly staff parish committee”

Worship and Arts Committee - remove all language regarding the prayer chain

Christian Education Committee – replace the existing description with the following: “The purpose of the Christian Education Committee of St. Paul’s is to assist all ages in their walk as disciples of

Christ. The committee will do this by providing opportunities for instruction, formation and reflection of the Christian faith.

Some of the ways the committee will do this is through Sunday morning classes, training opportunities for teachers, Summer Bible School, Youth Group activities, Confirmation Classes, opportunities for youth to serve in the life of the congregation, weekly Bible Studies, newsletter articles, intergenerational learning opportunities, service/learning projects, educational and devotional materials for families to use at home, family activities, and others as they are created.”

The 2016 Churchwide Assembly was held in New Orleans from August 8-13. One of the agenda items was the recommendation from the Word and Service Task Force that the three rosters of church lay leaders be unified into a single body and that its members be known as deacons. This change results in some 250 language changes within the model constitution, which are mandatory, because of the following:

1. Strike the words “ordained minister/s” and replace with the words “minister/s of Word and Sacrament”
2. Strike the word “clergy” and replace with the words “ministers of Word and Sacrament”
3. Strike the words “pastor/s” and replace with the words “minister/s of Word and Sacrament” where appropriate.
4. Strike the words “associate in ministry, diaconal minister and deaconess” and replace with the word “minister/s of Word and Service”.
5. Make editorial corrections that identify the rosters of this church and implement the creation of the ministers of Word and Service roster.

Additionally, sections C10.02, C10.04, and C17.01 had some language changes that would allow us to change the numerical values within those sections. The congregation council reviewed these sections and recommends that we retain the same values as we currently have in these sections.

Respectfully submitted,

Larry D. Gross, chair – Constitution and Bylaws

Family Ministry and Youth 2016 Annual Report

St. Paul’s has been so blessed this year to have many active families with children and youth. It has been a wonderful year seeing how God has been at work in the Family Ministry and Youth activities. All our children and youth enjoy participating visibly in some aspect of the church’s ministry. They assist during worship service as lectors, communion assistants, acolytes, ushers, hand bells and choir members.

So many people in St. Paul’s church family have been willing to help this year to make sure the events run smoothly and are held without any problems. I try to plan a wide variety of events that give both families and youth something to want to be part of. While I know, it is sometimes hard to capture the attention of the youth I always try to incorporate active, fun and service oriented activities. I strive to create a positive, fun and safe environment where all children and youth feel accepted, wanted and comfortable.

Spring was busy this year, the children attend Wednesday evening **Exploring Music and Crafts**, where they made paper with seeds in to plant. **Foosball Friday** was held, the families that attended enjoyed an evening of fun and fellowship, after dinner the children and adults all played foosball, life size Jenga and Headbanz. **Stop Hunger Now** was an event where adults and youth gathered along with the Unitarian Church, Luther Memorial and the Synagogue to pack food boxes that will be distributed to needy families throughout the world. During this time, I oversaw keeping the younger

children active, they had the chance to color pictures, make bead necklaces, play with Legos and talk about what the adults were doing. During the **Maundy Thursday** worship service, we did a story play with the children. They heard the story, talked about it and then dressed up like the disciples did at the Last supper. They also enjoyed giving each other communion with bread and juice. On **Palm Sunday** during Sunday school hour the children heard the Holy week story from the Bible for Kids. They then recreated the story with Jesus on a donkey, palms and cloaks. They also watched a short video and practiced the Palm procession. In June **Vacation Bible School** was held and focused on Kids and Prayer. The children learned about communication with God and staying connected with God through prayer. They sang Bible songs, listened to Bible stories, made meaningful crafts and played games on the playground and in the gym. **Camp** continues to be a big hit for the families and youth, several children attended summer camp programs at Camp Nawakwa and in July the families attended a week of family camp. During the winter months, I will be focusing on getting new families and children interested in the summer church camp experience. Once again this year St. Paul's and Luther Memorial members worked together to clean up the neighborhood surrounding the Church for **"God's work. Our hands."** There were 46 members from both congregations that helped with this task. Lunch was provided from Second Sunday Fellowship and Ice Cream was enjoyed at the end of the cleanup. The youth and their parents helped to make, serve and clean up the Spaghetti Dinner to support the **"By the Foot"** program for the Camping Corporation. The spaghetti sauce was donated by Marshall Coyle. The youth and their parents that helped with this dinner. Another opportunity to spend a day at Camp Nawakwa was for **Fall Foliage Day**, families enjoyed an afternoon to enjoy fall activities, worship, and a picnic style supper. This was a wonderful opportunity to meet up with old friends and introduce new families to camp.

Throughout the year I am in contact with the families and youth about upcoming events and ideas, through social media, email, phone calls and text messages. This works out very well, everyone's lives are very busy and sometimes a reminder at the last minute allows them to attend an event that may have missed.

This year has been filled with many opportunities to learn, grow, share and serve. I would like to thank all the volunteers who work with our children and youth and St. Paul's church family for your prayers and constant encouragement. With the support of the congregation, great things will continue to happen here at St. Paul's. The children and youth of St. Paul's give me great hope for the future. I am looking forward to all the exciting programs that will be offered in 2017. Thank you all. I feel incredibly blessed.

Respectively submitted,

Kelly Moore-Spencer, Family Ministry and Youth Director

Fellowship Committee Annual Report 2016

The Fellowship Committee is comprised of Shirley Thornton, Debbie Flinchbaugh, June Heistand, Becky Bingham, Mim Boyer, Deb Becker, Dottie Moore, Nancy Sturgis, Mary Alice Heilig and Linda Hanson, Chair.

We meet on Fridays at 9:05 in the Chapel as needed to plan our activities and events.

Our activities this year were the following:

- We provided Second Sunday Sandwiches for the congregation on the second Sunday of each month except June, July and August.
- Our Shrove Tuesday Pancake Dinner was cancelled because we had 24+ inches of snow.

- We provided scones, clotted cream and lemon curd and hot tea on Feb. 28 in observance of the 180th anniversary of St. Paul's Church.
- We prepared and served Easter Breakfast between the services on Easter Sunday.
- On Commitment Sunday, June 5, we provided breads for the early service and a reception with heavy appetizers after the late service.
- We had a reception for our confirmand Daniel Butler on May 15.
- We organized the church picnic on June 12 and furnished pulled pork barbecue.
- We provided a farewell reception for Pastor Lindsey on August 7.
- We provided a continental breakfast for a congregational meeting on September 18.
- To round out the year, we will prepare lunch for the congregation for the Annual Meeting on November 20 and as a Christmas treat we will prepare a tray of snacks for each of the AA groups that meet at the church.

Respectfully submitted by Linda Hanson, Chair

Facility Focus/Finance Teams Annual Report 2016

Facility Focus Team members included Kem Vaught and Tim Yakim (co-chairs), Larry Becker, Steve Uffleman, Rhada Hartmann, Pastor Reep, Tom Throckmorton, Tony Culp

Finance Focus Team members included Tony Culp, Larry Gross, Ann Anstadt, Bill Snyder, Pastor Reep

Architect Team included Donald Main and Christopher Peters from Marotta/Main Architects.

Capital Campaign Consultant: Pastor Renee LiaBraaten of Renaissance Consulting

Communication was done through Newsletter and Bulletin Articles, Bulletin Board Displays, Web Site, Private St. Paul's Facebook page, Temple Talks and First Class postage letters and packets sent to every home.

Timeline

January: The Finance Focus Team interviewed several Capital Campaign Firms. Members of the Focus Team and the Architects met with anyone who was an end user, stake holder or interested party regarding detail of proposed renovations with regard to material specifications and project standards and associated cost.

February: The architects worked to incorporate all of the suggestions received in January into the drawings. They also shared an updated opinion of probable cost of the pricing of building components. They worked to make sure the cost estimate was in line with the estimate made at the November, 2015 Congregational Meeting. The Architects reviewed our Mechanical, Engineering and Plumbing needs in more detail with their MEP consultants during a building walk through.

The Finance Focus Team chose Rev. Renee LiaBraaten of Renaissance Consulting to lead our Financial Feasibility Study as directed by the congregation. Additionally, the Finance Committee was in conversation with our representatives from Wilmington Trust about our proposed project.

March: Pastor LiaBraaten held the Feasibility Study interviews with individuals, small and large groups. She then met with the Focus Teams and Architects to discuss her findings from the interviews and to share her recommendations. The Architects met again with the end users, stake holders and interested parties to review the changes recently made to the proposed renovations. Updated blow ups were made available for congregational review and consideration.

April: Pastor Renee presented her findings from Feasibility Study interviews to the congregation (both the 8:00 and 10:30 AM attendees). This was also a time for her to meet with anyone she was not able to meet with during her scheduled March interviews. Additional Feasibility Study reports were made available in the church office.

Later in the afternoon, the Focus Teams and Architects met with Pastor Rnee to form a recommendation for consideration by congregation council about possible funding and phasing of the renovation project. An informal Congregational Meeting was held on April 24, 2016 for the purpose updating everyone (again) on the Financial Feasibility Report. Cost continued to be concern to the congregation. To that end, an open invitation was extended to anyone in the congregation who wanted to attend the next Focus Teams meeting to help with more revisions to the project plan.

Nine people in addition to the Focus Team members and Architects attended the meeting to review Pastor LiaBraaten's report as it related to priorities of the congregation and financing concerns. It was clear that we needed to move from the "ideal" project to one that was more attainable. But there was no question that we needed to focus first on the priorities of: heating, air conditioning, electrical, plumbing, safety and an adequate elevator. Even so, the cost for this continued to be 2/3 of the project cost. The group was tasked with reviewing copies of the layout of the church to re-look at spaces, the ministries that happen in those spaces, discuss what needs to be kept and/or renovated in order to continue the work of preaching the Gospel and possible phasing of construction.

In thinking of a phased approach, several other priority considerations were identified including families with babies and young children, all restrooms renovated, and generator backup system. We were reminded to keep in mind that moving one ministry area may displace another area and what would the plans be to continue that ministry before another phase of renovation begins. We were also reminded that redundant costs associated with a phased approach increases overall cost. Additionally, are there areas that just need a little cosmetic work instead of an entire re-do. The architects asked their experts to take another look at the MEP needs with an eye to a phased approach.

May: Seven people from the congregation joined the Focus Teams and the Architects and identified absolute priorities versus cosmetic needs of the future renovation in order that we continue the work of preaching the Gospel.

Absolute priorities included: Infrastructure: Heating,Electrical,AC,Plumbing;Safety and Security: parking,outside lighting,glassed and locked vestibule on Springettsbury entrance, a lower porch roof and widend entrance ramp on one grade to eliminate steps, checkpoint for preschool entry, Preschool on one level, impact resistant windows and screening, checkpoint for pantry area, elevator and ADA restrooms with infant changing stations on all levels.

Cosmetic needs without major renovation included: Fellowship and Gathering areas such as the current chapel and fellowship hall, library, kitchens and offices.

In order to continue preaching the Gospel several areas were identified. Young families with infants and children want a glassed crying area where they can soothe their young ones but still participate in the services, family friendly gathering spaces, a nursery on the first floor; Music placed on the first floor and adjacent to the sanctuary; Youth room on the 2nd floor so the youth feel they have their "own" space; Pantry needs a larger area with a ramp entrance for those in wheelchairs; Chancel needs a reduced number of steps for safety and the ability to rearrange groups easily for music; Sanctuary needs a larger space closer to the congregation for preaching the Gospel and for communion, a reading desk and baptismal placement among the congregation.

June: Two congregants met with the Focus Teams and the Architects for the last review of a new set of drawings relative to the scope discussed at the May meeting. The Architects offered several options for consideration which decreased the construction costs by at least \$1,000,000.00. After some

additional discussion and evaluation of the spaces presented some minor revisions were added. And the Architects planned to do a final refined scope of the project for a formal review by the congregation in August. A request was made to Congregation Council for a special congregational meeting for this purpose.

August: The Teams reviewed the newly refined scope of the project. This refined scope reduced barriers to the way we do Word and Sacrament. The flow functioned for the way we “DO” worship and eliminated the “making do” of the physical space we currently occupy. The architectural revisions supported the priorities of the congregational priorities of accessibility and safety as referenced in Pastor LiaBraaten’s report.

The architects used the construction company of Dorgan and Zuck to provide a professional assessment of the cost associated with the current design development plans. The budget was also based on a walk thru by Dorgan and Zuck, accompanied by Pastor Reep along with demolition, abatement, mechanical, electrical and plumbing subcontractors. The estimate for the project cost (which includes the soft cost plus the construction cost) was \$3,679,271.00. All but \$700,000.00 of this cost was devoted to renovation of the infrastructure which would largely be unseen. The \$700,000.00 would be used to “put back” the walls, floors, ceilings, etc. This estimate reflects a decrease of \$1,000,000.00 from the initial estimate prior to project scope revisions. Pastor Reep met with representatives from York Traditions Bank. They had very creative ways to assist with financing this project.

An informational Congregational Meeting with two sets of drawings to review was held to share all of the facility and financing information to date. The Congregation Council approved a Special Congregational Meeting for September 18, 2016 for an up or down vote on the project, financing and communication plan.

September: On September 18, 2016 the Congregation voted to proceed with the renovation project: (1) proceed on the project scope as presented by the Facility Focus Team on August 28, 2016. (2) proceed with a Capital Campaign and to secure funding not to exceed \$3.6 Million (3) create an *ad hoc* committee to develop and implement a communication plan so that members of the congregation receive progress updates.

October: The Combined Focus Teams met with the Architects. Because we are moving into the Renovation Phase of the Project, the Facility Focus Team became the Renovation Team, the Finance Focus Team became the Capital Campaign Team, and a Communication Team was directed to convene by the Congregation.

The Teams reviewed the drawings with the architects and in keeping with the goal of making sure all of our members are heard, there were several tweaks to the facility plans to enlarge the gathering area as well as the upstairs kitchen at no additional expense.

The Teams reviewed the schedule/timeline given by the architects. Between November, 2016 and February, 2017 construction documents will be generated. With a positive vote by the congregation to accept the construction firm recommended to the Congregation Council, construction could begin in March, 2017 with June through August seeing renovations to the preschool. Marotta and Main will work with engineers on phasing plans that will keep the church up and running during construction.

Members of the Capital Campaign team met with representatives from York Traditions Bank. Other banks to schedule meetings include M&T and FNB (First National Bank). The 2017 draft proposed budget is strong and puts us into a perfect position for financing the renovation. Also, the Steeple Loan will be satisfied by the end of this year.

Pastor Renee LiaBraaten will lead the Capital Campaign concurrently with the renovation project.

Tim Yakim will lead the Communication Team that will keep the congregation up to date on all renovation progress.

Respectfully submitted, Rhada Hartmann

Finance Committee 2016 Annual Report

The Finance Committee meets the third Monday of each month at 7:00 p.m. to discuss the church's financial status and to support ongoing projects of St. Paul's. M&T Bank Representatives attend meeting quarterly to report on the church's investment portfolio.

It is the responsibility of the Finance Committee to oversee committee budget requests, search for funding for new projects requested by committees, create a yearly budget for approval by Church Council, with final approval by the congregation at the Annual Congregational Meeting. The Committee also oversees the allocation of memorial gifts presented to St. Paul's, bookkeeping operations and banking procedures.

A change being made this year in the investment portfolio with Wilmington Trust is to consolidate some sub-accounts to preserve their dollar value, as fees are charged on each, which would eventually consume their principal. The General Fund, Benevolence Fund, Endowment Fund, Organ and Music Fund will remain as is.

Current committee members: William (Tony) Culp (Treasurer), Byron Le Cate, Sr., Dottie Moore (Chair), Peter O'Connor, Pat Rudicille, Greg Smith. Staff: Pastor Reep. Other staff involved in financial matters of the committee are: Dale Zeigler (Bookkeeper) and Patee Pizzirusso (Church Secretary).

We are grateful to the following volunteers who are currently involved in or have committed to, count income or sign checks for St. Paul's: June Heistand, Earline Jones, Dottie Moore, Janet Moore, Nancy O'Connor, Jen Owen, Jeff Owen, Connie Reed, Bob Reed, Harold Sargeant, Pat Scarborough, William Culp, Larry Gross, Nikki Herdson, Peggy LeCates, Tom Throckmorton. Our thanks to those who have resigned this past year: Anna Mae Cook, Orvin Cook and James Tanzola, for their past service.

The Finance Committee is involved in all financial aspects of the church. Should any member of the congregation have any questions or concerns about decisions or recommendations made by the committee, please bring it to the attention of the committee.

Submitted by Dottie Moore

St. Paul's Food Pantry 2016 Annual Report

The Food Pantry is actively engaged in assisting the neighboring community with their food needs.

The Pantry served 1657 families in the 2015-2016 year and that helped 5938 people.

Serving Families in Our Community – Years by Comparison

<u>Our Clients</u>	<u>2005</u>	<u>2010</u>	<u>2014</u>	<u>2015</u>
Families Served	1021	1551	1638	1657
People Served	3407	5025	5972	5938

St. Paul's receives food from any different sources.

- Panera Bread Company has a daily “Dough-Nation” program. All bagels, bread, and pastries left at the end of each day are donated to organizations that then distribute them. We have six volunteers that pick up the bread on Monday night, organize it and bring it to the pantry on Tuesday morning. We have been participating in this program for 10 years. Nearby Eggs has provided us with 5 cases (180 dozen) of fresh eggs each month for the past year.
- Nearby Eggs provides the Pantry with five cases of eggs every month. A volunteer from the pantry picks them up every month at the farm.
- Central Pennsylvania Food Bank, our main supplier of food, works with grocery chains and other distributors to supply us with fresh vegetables, fruits and some meats.
- The Community Garden, in the spring and summer, supplies us with fresh vegetables. Thanks to volunteers that work hard in the garden every week to help us supply all the wonderful and nutritious items we offer to our clients.

We continue to receive donations from our St. Paul’s congregations, as well as from Christ Lutheran Church, Unitarian Universalist Church, and Boy Scout Troop 19 (who also helps us straighten up the Pantry). The Letter Carriers Food Drive donated 900 lbs of food. Larry and Janet Moore pick up the food at the post office and delivered it to the Pantry.

In the spring, Teresa Rohrbaugh went to a new coordinator seminar at the Central Penn Food Bank. The seminar was very interesting and closed with a tour of the facility. In June Janet and Teresa attended the annual June TEFAP meeting. There were no changes to report. In July, Larry Moore completed training for Food Safety Certification. The Pantry needs at least one person certified.

In August, the Pantry had an inspection by the Central Penn Food Bank. Everything went well with the inspection. The inspector liked our organized food, the flow of the pantry, and the number of volunteers we had scheduled each week. There were no recommendations. The inspection was attended by Teresa, Janet and Larry.

The Pantry has many volunteers, from the delivery process to taking care of the clients. There are at least 6—7 volunteers every Tuesday. We had a lot of extra help over the summer, which was greatly appreciated. We’ve had new volunteers join us recently.

The Pantry receives a SFPP Grant through the Central Penn Food Bank, \$15,000.00 this year (July 1, 2016-June 30, 2017). We also received a \$500.00 grant through the Warchime Foundation. We received \$1800.00 from Thrivent North York County Chapter. These funds were secured for us and donated in honor of Jim Mummert for his work with the chapter over the years.

In August, the Pantry bought a new freezer, the invoice being charged to the Pantry account for \$928.00.

The Women’s Group from St. Paul’s donated \$323.00 to the Pantry to purchase feminine products for the pantry clients. They will be distributed in November.

St. Paul’s Food Pantry fills an important need in our community around the church. Our number of clients continues to grow. Through this service, we can help fulfill St. Paul’s mission to teach the world that God is Love.

Submitted by: Teresa Rohrbaugh, St. Paul’s Pantry Coordinator

Annual Report of the Mpuguso/Konde Committee

Members of this committee are Carl Jacobs, liaison from Council, Pastor Reep, Allan Wysocki, Bill Snyder, Martina Uffleman, Amber Dull, Mike Hanson, John Monk, Bill Banta, Joe Moyer, Melissa Yakim, Angie Anderson, Kathryn Wicker, Secretary and Jim Mummert, Chair.

During the six meetings held so far this year, discussions always included preparations for the Annual Christmas Cookie Walk which is set for Saturday, December 10 this year. The beneficiaries of the proceeds for the Cookie Walk will be an Evangelist for our sister congregation Mpuguso in 2017 and two more sewing machines for the women's sewing group of the church.

Early this year we sent to the Konde Diocese \$8,250 to support 11 high school students who are children of pastors and evangelists. Next year, assuming the budget is approved as presented, we plan to send \$6,750 to assist with the educational expenses of nine students.

The committee hosted the Rev. George Mwakanyamale, a second year student at Gettysburg Seminary, for his presentation to our Adult Sunday School Class on September 11. Prior to attending classes at our seminary, he served as District Pastor to seventeen congregations of the Southern District of the Konde Diocese.

The committee is considering how we may give substantial support to Ansajiye Njinga's medical training over a five-year period as well as other students who may need financial backing for specialized instruction. We also are in discussions on how to support the Mpuguso congregation as it prepares to celebrate the 500th Anniversary of the Reformation and their ingathering of funds for the expansion of their church sanctuary.

The Hammer Family Mission Trip to Tanzania also has been an agenda item at several meetings. Five members of this family are sponsored by our Synod and are now serving the church for a whole year. We are considering several ways to support their ministry.

Omega Allen has graduated from his three-year training to be a medical officer in the Lutheran hospitals of the Konde Diocese. He is under contract with us to remain in these hospitals for five years inasmuch as we provided the bulk of his expenses for his special training.

All members are most welcome to join our committee, and we eagerly urge each family to provide home-made cookies for our Annual Christmas Cookie Walk. Every effort will be made to contact you to join in this effort.

Respectfully submitted, Jim Mummert

2016 Report for Mutual Ministry Committee

Committee Members and Term Ending Dates

Pastor Stanley Reep (Ex Officio), David Rambo (12/31/18), Harold Sargeant (12/31/16), Ed Lecates (12/31/16), Melissa Yakim, Chair and Secretary (12/31/17), Shirley Thornton (12/31/17), and Jamie Palmer (12/31/18).

David Rambo resigned in the fall due to personal reasons. Thank you, Dave, for your contribution to this committee.

Mutual Ministry meets six times a year. Our committee comprises of six members. At the end of 2016, terms will end for two of our members. We currently have Tonya Cave as a Nominee to fill in for Dave Rambo's remaining two years, and Nominees Linda Nestor and Scott Herdson to begin their terms in January. Members are elected by the congregation for a three year term. Members cannot be elected to a consecutive three year term. Two members are elected each year to replace the two who leave.

The year began with Harold Sargeant stepping down as Chair of the Committee, as he is serving as President of Council. We appointed Melissa Yakim as Chair, and she has been filling in as Secretary as well. At the beginning of the year, Pastor Reep announced that Greg Lindsey would be joining St. Paul's to serve in ministry within our congregation. Pastor Lindsey participated in and served our

congregation well. He was a breath of fresh air on Sunday mornings, and his zeal for preaching became evident. We all wish Pastor Greg success in his new journey.

This year, we were tasked with reviewing and revising the Church By-Laws and Policy Manual. We had only a few revisions, and these changes were presented to Council.

Preschool has hired two Part Time Teacher Aides for the 2016/2017 School Year, Katie Paxton, and Abbey Anderson.

The committee members met with staff members individually to review each staff member's annual evaluation. During our August meeting, we discussed comments and concerns that were raised by the members of St. Paul's Staff. Everyone seemed satisfied with their reviews. Patee continues to be a huge asset to St. Paul's. Kelly's Job Description is a continuing work-in-progress. Dale, Victor, Emily and Ted enjoy their jobs and it shows in their work.

During budget discussions, we agreed to raise the year-end bonuses, and this recommendation was sent to Tony Culp.

I would like thank Pastor Reep and Harold Sargeant for helping me through this year as Chairperson and Secretary. My personal work schedule has been hectic, to say the least, and I am grateful for the patience and faithful support of the Committee Members.

Also, a huge thank you to the Staff at St. Paul's for doing such "Good Works". With your gracious efforts, our congregation continues to do God's Work.

Respectfully Submitted,

Melissa Yakim, Chair and Secretary

Organist – Choir Director 2016 Annual Report

As I reflect back over this past year, I am continually grateful and very thankful to the congregation, staff and friends of St. Paul's, to Pastor Stan and Emily, and the Worship/Arts Committee for their continued support of the music and arts ministry. I am very excited about the designs and plans that have been reworked several times that will result in a new landscape for St. Paul's to fulfill its various ministries. Laying out new designs and creating inviting spaces will serve as a catalyst for new growth and opportunities.

I wish to extend my gratitude, thanks and praise to the singers in the Chancel Choir for their committed dedication in lifting their voices in song in worship. It is truly a joyous, rewarding and humbling experience to be able to offer great choral literature of various styles, languages and types to be sung using organ, piano, handbells, instruments and percussion.

We welcome new chancel choir members, Leah and Sean McComas and Bill Snyder. Our faithful choir members who have given their time and talent weekly during the past year include Peggy Jacobs, Amelia Reep, Sarah Throckmorton, Shannon Pizzirusso, Joan Langeheine, Emily Reep, Lynn Trout, Johanna Wagner, Katherine Hutton, Stan Reep, Stephen Kwong, Larry Gross and David Rambo. Thank you to all the dedicated musicians who are willing to give of their time to give praise to the Lord through the gift of music.

We are blessed to have so many capable musicians who offer their singing and instrumental playing in worship. We have had woodwinds, brass, strings and percussion play to enhance our worship. This summer, we saw and heard the addition of 2 new drums "El Cajons" which were played during worship. The kids really enjoy playing these! Earlier in the year, the York College Chorale under the direction of Dr. Grace Muzzo joined us in worship with their singing from the sanctuary.

A music task force has been formed to assist me with recommendations to make improvements and upgrades to the pipe organ and the pianos. Presently, we have received 3 proposals for work to our Casavant organ. Pastor Stan and I have met and discussed these proposals in length with each firm. We are confident that the organ project moving forward will ensure the longevity of our beloved pipe organ as a vehicle to praise God.

This summer, I travelled to Houston to attend the American Guild of Organists National Convention. It was truly spectacular as I heard so many fine concerts and attended some very interesting workshops. I also attended the Lutheran Church Musicians Regional Conference in Fort Wayne, IN where I heard more glorious music attended worship services and heard several fine concerts including the Kings Singers.

Respectfully Submitted,

Victor Fields, Organist and Choir Director

Preschool Annual Report

The Preschool Committee at St. Paul's Lutheran Church has spent the year working to transition from a board, under the Christian Education Committee, to its own committee and to fulfill its goal of assessing the educational, financial, and property needs in order to maintain a high quality preschool.

Overall, these needs are being met, as the preschool continues to thrive and provide a quality education for two, three, four, and five year old children in the community. The preschool has been operating at capacity for a number of years and, as a result, has operated in a financially stable position. In recent years, some changes have facilitated this - the addition of a second four-year old morning class as well as the expansion of the PM pals enrichment session have both proven popular and prosperous for the preschool. This has allowed the preschool to recently purchase new equipment to replace the older equipment on the playground.

Additionally, the preschool is staffed by a team of dedicated teachers and administrators who have years of experience and a passion for educating children. The staff is led by Deb Becker and Kathy Monk who oversee the general administration of the preschool. The committee voted to approve suggestions Deb and Kathy made to pay staff for time spent collaborating with teaching teams as well as for monthly staff meetings.

To assess the preschool, the committee distributed a survey to parents last spring. More than half of the preschool parents responded to the survey. The parents had high ratings for the overall preschool experience, the teaching staff, and the church staff. The majority of parents also described the preschool facilities as above average. Some parents suggested that placing all of the preschool classrooms on one floor would help to give a community feel to the school. Parents also recommended updates to the playground.

The vast majority of parents strongly agreed (54% of respondents) or agreed (40% of respondents) that the preschool is achieving its goal "to educate the entire child by focusing on the social and academic development while working to foster independence in children." Parents also expressed high levels of satisfaction with the communication between parents and teachers, the teacher newsletters, the safety of the preschool, and the cost of the preschool.

When asked about their child's progress in the preschool, parents overwhelmingly responded that their children had grown socially and academically, as well as with language, self care and motor skills. Parent also found the chapel component of preschool with Pastor Reep as well as social events organized by the parents' group to be beneficial. When asked about why they selected to participate in

PM Pals, parents selected the opportunity for additional social interaction and the extended hours most frequently. The final survey question asked if parents would recommend the preschool, and close to 89% of respondents said they definitely would. Overall, the survey highlighted the good work the preschool has done and provided data to support the strong reputation the preschool has earned in the community. Survey data was analyzed and discussed by the committee for planning purposes and to integrate in preschool marketing materials, like the web site.

The preschool committee has also worked with the administrative staff to update the preschool personnel policy manual in hopes of standardizing procedures. Comparative salary information was collected to make raise recommendations to the mutual ministry committee. Preschool tuition rates for the next school year were also established by comparing our preschool rates with the rates at other schools.

Submitted by Nikki Herdson

Property Report for Annual Meeting 2016

- The Property Committee had a spring clean up in April. We cleaned and discarded old items that were no longer needed.
- The committee also had new line striping done and numbers placed on all the existing parking stalls.
- Security Fence Company installed a new gate in the playground so there would be two exits.
- Security Fence also repaired the playground exterior fence.
- Signage was installed at the playground for rules of the play area.
- Spouting was relocated in the alley area to redirect water from the building and to remove an icing issue at the preschool entrance.
- An evacuation plan has been installed for preschool and staff members. Plan drawings are located throughout the facility in case of an emergency.
- Exterior lighting has been updated for additional lighting in the parking areas and around the perimeter of the building.
- The committee is also working on motion sensor surveillance cameras to deter further vandalism.
- Estimates are being received for the painting of the steeple.
- Trump Landscaping is contracted to do lawn maintenance and snow removal.

The committee tried to keep expenditures in check this year until the renovation project takes place.

Scholarship Committee 2016 Annual Report

Members: June Heistand, Allan Wysocki, John Monk, Kathy Monk, Secretary, Carl Jacobs, Council Liaison, Pastor Stan Reep and Jim Mummert, Chair.

The primary duty for this committee is to provide encouragement and financial support to those of our congregation who plan to enroll in one of our ELCA seminaries.

The congregation recently approved an additional responsibility that reads: "This committee shall also promote participation by members of the congregation in the various educational and inspirational programs provided by the ELCA and offer financial support for these events."

Therefore, we strive to encourage members of all ages to consider opportunities for personal growth that are provided by seminaries, colleges, synods and other expressions of our ELCA, and that we will seek to offer material support to our members in these pursuits.

United Lutheran Seminary is the name of the new seminary that will replace the seminaries at Gettysburg and Philadelphia, effective in the summer of 2017. Use of both campuses will be made by the new seminary, but one faculty and administration will provide the leadership for this new venture.

Students who are considering attending York College on a full-time basis are encouraged to contact Pastor Reep. He administers the Nina and Philip Friedman Memorial Scholarship at the college on behalf of our parish.

Those interested in assisting in this committee's work should note that our next meeting is set for Wednesday, January 25 at 7:00 P.M. in the Library.

We meet on an average of three or four times each year.

Respectfully submitted, Jim Mummert

Social Ministry Annual Report 2016

The Social Ministry Committee meets the first Tuesday of the month, 8:45 in the morning. The current members of the committee are Larry and Janet Moore, co-chair, Irmgard Eisenring, Rhada Hartmann, Mary Heilig, Sylvia Little, Suzanne Moyer, Jim Mummert, Pastor Reep, Bonnie Wysocki and Melissa Yakim.

The **Food Pantry** continues to be our largest ongoing ministry. This year saw a transition to a new Pantry Coordinator as Sylvia Little fully stepped down and Teresa Rohrbaugh took on those responsibilities. Teresa oversees all administrative tasks and required reports, as well as scheduling and recruitment of volunteers who help on distribution day and with Panera pick-up. Larry and Janet Moore continue to be in charge of procuring food from Central Penn and York County Food Banks and deliveries. They are very grateful for their dedicated group of volunteers who help with deliveries: Jim Flinchbaugh, Kristine and Larry Gross, Mary Heilig, Jim Mummert, Ron Riese and Greg Smith. We're also very grateful to our sexton, Ted Weikert, for pitching in when needed. Please see Teresa's report for specifics on the Pantry Ministry 2016. We are grateful, too, for dedicated volunteers Tim Purcell and Joan and Steve Langeheine, who pick up donated eggs each month and deliver them to the pantry. The **Community Garden**, which supports our Food Pantry, is suffering from lack of volunteers. A mighty crew of three (Greg Smith, Mary Heilig and Kristine Gross) took full responsibility for the garden this year. A big thank you to Jim Mummert for securing \$1,800.00 from Thrivent, North York Country Chapter for our pantry fund. This included funds donated to honor Jim's work with the chapter over many years.

Our new ministry this year was the introduction of a **Fair Trade Cart** for selling Fair Trade coffee and chocolate. We are still feeling our way with this as we try to recruit more volunteers, expand our inventory of products, and develop a regular schedule. Profits from the sale of products will go back to LWR in support of their ministries. This will be done on a semi-annual basis, the end of July and the end of December.

The **York Conference of Lutherans Tutoring Program**, as always, could use additional volunteers. If you like to work with young people, this would be a good fit for you. You can get all the information you need from their web site. We support them financially and help to provide snacks for the children participating in the program.

Elaine Mummert continues to expand her **Backpack Program** that benefits the children of our pantry clients. This year she was able to provide 85 backpacks filled with school supplies.

Janet Moore, on behalf of Social Ministry, submitted a Benevolence Request for \$5,000.00 in support of **Mr. Sandy's Homeless Veteran's Shelter** on West King Street. The request was granted. The shelter had a one year anniversary celebration on October 28th, which Janet and Larry attended.

The congregation donated 28 blankets for Lutheran World Relief on **Blanket Sunday**. They will be packaged and delivered to LWR in the near future.

We are sponsoring a **SERRV Event** on November 13th. This is a retail Fair Trade organization that helps disadvantaged artisans and farmers by acting as conduit for their handcrafted product collections. The values of fair trade means change is created, not only through fair wages, but through empowering women, sending more children to school, protecting the environment, and developing relationships based on transparency and respect.

Looking forward to 2017, we are excited as we anticipate the changes our pantry will undergo as part of the renovations. These changes will be beneficial for both our clients and our volunteers.

The church works in and through its social ministry programs to serve those in God's world who have particular needs. We pray for God's guidance in discerning the needs of people, and in finding the most effective ways to meet those needs. We ask for the congregation's support with prayer and resources as we attempt to carry out this aspect of the church's work.

Respectfully submitted,

Janet Moore

Stewardship 2016

The theme for Stewardship Campaign this year was Rejoice in God's Saints

This year we chose to distribute the time and talent form and the commitment card with a letter, two weeks prior to Consecration Sunday.

There was a time and talent form for each adult and two special time and talent forms for children. The letter asked members to take the forms home and prayerfully consider their decisions and bring the forms back on Consecration Sunday.

Pastor Reep was our preacher on Consecration Sunday and led us in Rejoicing in God's Saints. There were two services followed by coffee and pastry for the early service and then a meal following the second service.

Members that were unable to attend were requested to return the forms as soon as possible.

On October 23, 2016 we had MacGregor (MAC) Brillhart of Stock and Leader return for his presentation on wills and trust. The presentation was well received in 2013. This year 24 members participated and were very positive of the presentation. These members have a opportunity to consult with MAC regarding their wills and trusts.

As we prepare for 2017, Consecration Sunday will be moved to October during the period of Reformation Celebration. The 2017 goal of St Paul's Stewardship Ministry is to help God's people grow in their relationship with Jesus Christ by the use of the time, talent and financial resources that God has entrusted to them.

Among our goals for 2017 are:

1. Plan to hold a meeting with a group of members to discuss the various options for electronic giving. Discuss the aspects of each process and benefits for members and St Paul's.
2. Analyze the results of the above session and determine the best process for expanding the use of electronic giving at St Paul's.

Respectfully Submitted, Ron Sturges, Chairperson

Witness Committee Annual Report 2016

The Witness Committee meets the 2nd Tuesday of each month at 1:00 p.m. and was involved with the following activities in 2016:

Two sessions of Dinner Club groups were held (Winter, January-March and Fall, September-November). It is a time to socialize and get to know each other outside the walls of St. Paul's. The host/hostess sets the date and provides the entrée and the guests bring either a salad or dessert. Each group is made up of 6-8 people.

The Witness Committee is involved with providing meals after funerals when requested by families.

In conjunction with the Christian Education Committee, the Witness Committee helped stuff the eggs for the Easter Egg Hunt for St. Paul's Pre-school and the children of St. Paul's.

Our major project for 2016 was completion of a new Church Pictorial Directory to coincide with St. Paul's 180th Anniversary. We worked with Lifetouch Photographers and had 127 families and staff photographed. Families received a free copy of the new directory if they submitted a picture or had their picture taken by Lifetouch.

The Witness Committee hosted a dinner at McKinley School in August for the Ready Freddy Program. The Ready Freddy Program is sponsored by the York City School District and Focus, an early education initiative of the United Way of York County. The program was made up of six sessions for children to prepare those who will be starting kindergarten in the Fall of 2016. They meet the teachers and experience a classroom environment. Brochures for St. Paul's and our scout program were distributed to all who attended. McKinley was very appreciative of our support to the school and the neighborhood children. This was done in lieu of a summer neighborhood program.

Witness Committee visits with St. Paul's members who are "Beyond Our Doors". We try to visit and stay in touch with those of all ages who are unable to come to regular church services because of injury, rehabilitation, those residing in assisted living or nursing homes, or those homebound for whatever reason and wishing someone from St. Paul's to visit with them.

On October 20, 2016, 21 members and 1 guest attended the annual Autumn Luncheon for members 55+ hosted by the Witness Committee. There was a short worship service (Praying with our Ancestors-St. Catherine of Siena, Martin Luther, and St. Augustine) held in the church nave followed by a luncheon in the chapel. It's been said that "Laughter IS the Best Medicine" and we all had our share of medicine at the luncheon. New this year: clean senior citizen jokes and a time of sharing. Prizes were given out for various categories relating to our members and guessing games. Can't forget the Suddenly Senior Trivia to challenge the minds and great food! Worship+fellowship+food+laughter = a good time for all those who attended!

The Webpage and Facebook pages are constantly changing and being updated and continue to be a work in progress with new pictures added to the slideshow and gallery as events occur. "Our Church"

Newsletter, the monthly Church calendar of events, and information regarding committees/events can be found on the Webpage.

Members of the Witness Committee are: Kristine Gross, June Heistand, Earline Jones, Peggy LeCates, Nancy O'Connor, and Bonnie Wysocki. We are always looking for new members to join our committee and help with our projects and bring new ideas. We appreciate all of the support received from St. Paul's members during the year with events and hope we can count on your continued support in 2017

Respectfully submitted, Earline Jones, Chairperson

Women of St. Paul's Annual Report 2016

“We are a community of women created in the image of God, called to discipleship in Jesus Christ, and empowered by the Holy Spirit; teaching the world that God is LOVE by committing ourselves to grow in faith, affirming our gifts, supporting one another in our callings, engaging in ministry and action and promoting healing and wholeness in the church, the society and the world”.

The Annual June Planning brunch was held at Rhada Hartmann's house. There are two regular components to the Women's group meetings: Faith formation and Service.

Faith Formation

The Lutheran magazine was used for our faith formation content. Members volunteered to lead various months. Rhada Hartmann led the October discussion on the September article, “Let's raise disciples; We should allow children to model Christ for us too”. We talked about how we can put our faith into action and reach out to the parents of young children and assure them that their children's wiggles and squeals do not take away from the church experience but remind us that Jesus loved the little children and rebuked his disciples for keeping them from him. We can encourage them to sit closer to the front where the children can see and experience the drama.

Patty Snyder led our December discussion on the November article entitled “Jesus on the Brain”. The field of neuroscience has discovered that the first 3 years of life are impacted greatly if a child is exposed to music, positive social interactions and multisensory experiences. What we do in our church makes a difference to young minds. We discussed all of the ways our senses are affected during a church service. It reminded us of the importance of inviting the parents of small children to sit up in the front of the church.

Emily Reep led the January, 2016 discussion from the December article: “Cleaning Church Clutter: Starting Fresh” Readers shared what they've tossed and even how cleaning revived mission. Not only does clutter take up physical space in our congregation and in our homes, our hearts and minds can become cluttered with ideas that no longer work. From time to time everything needs a good cleaning: physical spaces AND mindsets. How can we begin to de-clutter our spaces, minds and souls?

Patty Snyder led the March discussion on the February article about diversity and multicultural ministry.

Emily Reep led the discussion in April from the March, 2016 article “All Are Welcome.” We discussed ways we can make newcomers/visitors feel welcome as we look for body language that may indicate their interest in a hearty welcome or a quiet welcome: passing the peace, greeters and ushers at all doors, talking with or sitting with “new faces”, invite to social hour between services, invite to 2nd Sunday Sandwiches. We discussed ways we can make our own congregants feel loved and welcomed by us. We discussed ways in which the facility may help or not help in making people feel welcome: accessibility, signage, nursery or area in the back of the church with rocking chairs and

carpet where children can play, light and bright nave, parking. We ended the discussion with brainstorming ways to reach out to our neighborhood, AA and Diakon.

Rhada Hartmann combined three articles for the May conversation: Fear, (Eco)evangelism in action and Can we answer the question “Why?”. We discussed how these three articles reflect issues happening at St. Paul’s and how we can become stewards of positive movement.

Emily Reep and Patty Snyder planned a Fall Women’s Retreat for October 21-22, 2016 at the Zeigler Hospitality Center @ New Windsor with the Reverend Laura Haupt as the Keynote Speaker.

Service

The Women’s Group received a thank you letter from Lutheran Camping Corporation of Central PA acknowledging a donation. A letter was received from Pleasant Acres for a donation of clothing from the Bon Ton Sample Sale. A thank you was received from the Katallaso Health Care Center for a donation.

Members of the group participated in the God’s Work; Our Hands Sunday by providing food for 2nd Sunday sandwiches and by working in the neighborhood that day. Some suggestions were shared to improve the experience included using wagons to haul the filled bags, having a pickup truck circling the area and picking up the filled bags, a dust pan and broom and thicker gloves. It was noted that several people thanked the various teams collecting garbage.

Meals of Mercy were planned, prepared, packaged and frozen on November 2nd.

The group continued its Outreach/Ministries in collaboration with other church committees such as Social Ministry, Witness, Fellowship, etc. to support the GREAT house; Helping Hands for Homeless Vets, ECYEH, Access York via Collage, and Pleasant Acres; Support the Children and Youth Services and Spiritrust Kelly and Sprengle (the Lutheran Homes).

The group discussed a Helping “around the house” outreach ministry to assist those in our church family who need some help caring for a loved one or with outside yard work, shopping, etc. .**PA 2-1-1** was identified as a community resource already available in the community (Pennsylvania 2-1-1 , the old F.I.R.S.T directory, which can be found on-line OR by dialing 2-1-1 to access a comprehensive, 24/7 information and referral line connecting people with specialists who can determine which health and human services or government agencies can provide the assistance needed such as light housekeeping, yard work, companionship, preparing meals, etc.) This information was shared in multiple ways with the congregation.

There were 21 attendees at the combined Men’s and Women’s Groups meeting that was held on February 6, 2016 at 7:30 AM. The conversation with the men’s group during their breakfast meeting was positive with a lot of conversation and interest in combining talents to accomplish ministry goals as needed.

Eight people went to the New Windsor SERRV center on March 3, 2016. Among those there were two men who joined.

The group participated in the Spring Cleanup held on April 23.

The group enjoyed a lovely End of The Year Dinner al fresco at the Reep home on June 6, 2016. We will also need to choose a leadership team (to work together to organize our meetings and submit minutes) for the 2016-2017 year

Eleven members (of the Women/Men of St. Paul’s) met on August 27, 2016 for breakfast to discuss collaboration on service projects and faith formation. With so little attendance and no one stepping forward to lead, the group consensus was to disband the Women of St. Paul’s group; and, since the

Men's group is also defunct, to combine together to support the church's ministries and committees. A breakfast meeting will be held in February, 2017.

Respectfully submitted,

Rhada Hartmann

Annual Report-Worship/Arts Committee - 2016

The committee members: Chair, Kristine Gross, Doris Riese, Irmgard Nicolaysen, Carol Woodbury, Emily Reep, Victor Fields, Pastor Reep, Janice Cromer, David Rambo, Sarah Throckmorton

The committee as directed in our By-laws shall help the Congregation Council and the pastor(s) plan for the proclamation of the Word and the administration of the Sacraments according to the Confessions of the Lutheran Church. It shall: (1) Work with the Music Director(s) and Pastor(s) to plan and coordinate the music program. (2) Regularly review the worship schedule and recommend to the Congregation council any required changes. (3) Provide for and supervise choirs, ushers, acolytes, deacons, assisting ministers, altar guild, Eucharistic ministers, nursery attendants and others who contribute to the worship life of the church. (4) Provide and care for hymnals, paraments, the music library, musical instruments, and other worship supplies. (5) Cultivate individual and family worship and provide appropriate materials for those purposes.

Each worship service requires hours of planning by a multitude of staff and members. You can be part of the effort by volunteering your time and talent to one or more of the following activities: the vocal and bell choirs for adults and children, altar guild, baking bread (for Communion), assisting ministers, deacons, communing assistants, lectors, acolytes, Eucharistic ministers (provide Communion to those beyond our doors), sponsors for altar flowers, greeters, ushers, and nursery attendants.

Pastor Reep schedules lay assistants, deacons, communing assistants, lectors, and acolytes. Kristine Gross schedules the Eucharistic ministers, altar guild volunteers, bread makers. Dave Kopp recruits, trains, schedules, and organizes the ushering teams. Joanne Hoffaker schedules greeters for both services.

In addition to our regular services for the year at 8:00 a.m. and 10:30 a.m. we held the following special events:

- Ash Wednesday, February 10th, two services – 12:00 p.m. and 7:00 p.m.
- The five Wednesday Lenten services at 7:00 p.m. were preceded at 6:00 p.m. with casserole dinners.
- Sunday, March 13th, the York College Chamber Singers joined us at the 10:30 a.m. service.
- Sunday, March 20th, Palm Sunday – at both services palms and the Passion narrative were incorporated into the services.
- The Holy Week schedule was as follows: Wednesday, March 23rd 7:00 p.m. service, the Confession of Sins, Thursday, March 24th, Maundy Thursday service at 7:00 p.m., March 25th, Good Friday service at 7:00 p.m., Saturday, March 26th, 7:00 p.m. The Easter Vigil service, and Sunday, March 27th, Easter services at our regular times, with a breakfast held between the two services
- Sunday, May 22nd, Celebration Sunday
- Sunday, June 5th, Consecration Sunday
- Sunday, June 12th, the 8:00 a.m. service was held in the Nave and the late service was held at Kain Park with twenty plus instrumentalists providing the music under the leadership of Emily Reep. The day concluded with a potluck picnic after the service.

- Sunday, October, 2nd, The Blessing of the Animals service was held in conjunction with Luther Memorial Church at their facility at 2:00 p.m. Pastors Haught and Reep presided.
- Sunday, October 16th, The St. Luke Healing Service was held at both services with Bishop Dunlap as our guest preacher for the day. The Blessing of Prayer Shawls took place at the early service.
- Sunday, October 23rd, James of Jerusalem, Martyr, our guest for this special day was Vincent Evener, Professor of Reformation and Lutheran Studies at the Gettysburg Seminary, who provided a very enlightening look into our Lutheran heritage during the Adult Forum between services.
- Sunday, October 30th, Reformation Sunday
- Sunday, November 6th, All Saints Sunday, notes were sent to the love ones of those who died during the year, inviting them to join us at this service.
- Sunday, November 13th, Preschool Sunday
- Sunday, November 18th, The annual Congregation Meeting following the late service.
- Sunday, November 26th, Christ The King Sunday
- Sunday, December 18th, A Cantata performed at the late service.
- Saturday, December 24th, Christmas Eve services at 7:00 p.m. and 10:30 p.m.
- Sunday, December 25th, one Christmas Day service at 10:30 a.m.

Accomplishments:

- Ushers Meeting held on June 5th
- New regular length pencils with erasers for the pews, with our name stenciled on them.
- Formation of a task force to investigate the condition/needs of the organ: Rick Hutton, Joel Reiter, Johanna Wagner, Leah McComas, VictorFields.

Goals:

- Provide a fully equipped Nursery, with a coordinator, and it will be staffed for both Sunday worship services, the Sunday School hour, and for the evening choir rehearsals.
- Recruit more volunteers to serve at the worship services, particularly with the multitude of tasks assigned to the Altar Guild.
- Continue to receive member input regarding the upcoming renovations to the nave so the space is inspirational, meaningful, and is being used in a practical manner, so that all can feel they are part of the worshipping community: the young, the old, the new, the infirmed/handicapped.

Respectfully submitted

Kristine Gross, chair – Worship/Arts Committee

Proposed 2017 Budget

	2016 Budget		2017 Budget		Variance to 2016 Budget
General Income and Revenues					
Total Church Income	\$379,875		\$446,213		\$66,338
Total Preschool Income	82,350.00		\$102,900		\$20,550
Total General Income	\$462,225		\$549,113		\$86,888
General Expenses					
Gross Pay All Departments	\$307,406		\$320,637		\$13,231
Pensions & Other Benefits	\$95,487		\$99,600		\$4,113
Office Expenses	\$26,750		\$28,350		\$1,600
Worship Expenses	\$8,500		\$11,400		\$2,900
Witness Expenses	\$1,050		\$800		(\$250)
Fellowship Expenses	\$6,950		\$8,450		\$1,500
Christian Education Expenses	\$16,250		\$13,300		(\$2,950)
Social Ministry Expenses	\$1,000		\$1,550		\$550
Property & Utilities Expenses	\$89,595		\$191,480		\$101,885
Stewardship Expense	\$4,700		\$4,800		\$100
General Benevolence Expenses	\$46,250		\$47,350		\$1,100
Total Preschool Expenses	\$10,253		\$15,624		\$5,371
Total Income	\$462,225		\$549,113		\$86,888
Total Expense	\$614,191		\$743,341		\$129,150
Net Income	(\$151,966)		(\$194,228)		
Investment Distribution @ 5%	\$177,000		\$194,228		
Additional Investment Distribution					
Net Income w/ 5% distribution	\$25,034		\$0		