

St. Paul's Lutheran Church

2020 Annual Report

**Prepared for Annual Meeting on
November 15, 2020**

**25 W. Springettsbury Ave.
York, PA 17403
717/843-8155**

Table of Contents

Meeting Agenda	3
November 17, 2019 Annual Congregational Meeting Minutes	4-7
Pastor Reep's Report	8-16
Parochial Information	17-18
Council President's Report	19-20
Committee Reports:	
Benevolence Committee	20
Boy Scout Troop 19	20-21
Christian Education Committee	21-22
COVID-19 Task Force	22
Family Ministry and Youth	22-24
Mpuguso Committee	24
Mutual Ministry Committee	24
Organist, Choir Director	25
Pantry	25-26
Preschool	26-27
Preschool Director	27
Property Committee	27-28
Social Ministry	28-29
Stewardship Committee	29
Witness Committee	30-31
Worship and Arts Committee	31
Proposed 2019 Budget	32-33

- | | | |
|----|--|-------------------------------|
| A. | Call to Order | |
| B. | Opening Prayer | Pr. Reep |
| C. | Council President's Remarks | Tristan Ericson |
| D. | Approval of 2019 Annual Congregational Meeting Minutes | Tristan Ericson |
| E. | Summer Cottage Meetings Report | Tristan Ericson |
| F. | Nominating Committee Report | Harold Sargeant and Tony Culp |
| G. | Nominations from floor and election | Tristan Ericson |
| | a. Congregation Council | |
| | b. Benevolence Committee | |
| | c. Mutual Ministry Committee | |
| | d. Voting Members 2021 Synod Assembly | |
| H. | Old Business | |
| | a. Report on transitioning construction loan to mortgage | Tristan Ericson |
| I. | New Business | |
| | a. Report of elections, second ballot if needed | Tristan Ericson |
| | b. Presentation of budget | Peter O'Connor |
| | c. Approval of budget | Tristan Ericson |
| | d. Motion to update Preschool Committee area of by-laws | Tristan Ericson |
| | e. Motion to approve purchase of sound/video system | Tristan Ericson |
| J. | Parish/Ministry News and Reports | |
| | a. Food Pantry | Larry Moore |
| | b. Preschool | Kathryn Garber |
| | c. Mpuguso | Joe Moyer |
| K. | Other Business | |
| L. | Adjournment and Closing Prayer | Pr. Reep |

St. Paul's Lutheran Church
Mission: To Teach the World that God is Love
Annual Meeting Minutes
November 17, 2019 at 12:00 PM

- A. Call to Order** Tristan Ericson at 12:38 pm
B. Opening Prayer Pastor Reep
C. Council President's Remarks Tristan Ericson

It was the best of times, it was the worst of times - St. Paul's has great energy and excitement, but wrestles with strategies to manage building debt.

- Renewed spaces increases ministry capacity and engagement
- However, we are confronted with greater debt than expected.
 - Renovation costs exceeded expectations by \$600,000 (boiler, roof issues)
 - We didn't attain the consultant predicted that the congregation would give \$800,000 and we only received \$400,000.
 - Combined we are \$1,000,000 short of what we expected
- Leadership remains focused on:
 - Supporting the capital campaign
 - Engaging and supporting new members and visitors
 - Empowering our ministries and committees by considering alternate structures.
 - Supporting our Christian education activities, especiall for children and youth
 - Planning the next round of Cottage MEetings to develop our vision and dreams for the next generation of St. Paul's.

D. Approval of 2018 AND 2017 Annual Congregational Meeting Minutes

- a. Moved for 2017 minutes: moved by Rhada Hartman, seconded Harold Sargeant. Approved
- b. Moved for 2018 minutes: moved by Aaron Jacobs and seconded by Tim Yakim. Approved.

E. Update on Council Membership: Vacancies and Appointments, Report of Nominating Committee and Nominations from Floor & Election

- a. Council (7 open)
 - i. Tristan Ericson
 - ii. Kathleen Lemke
 - iii. Kathryn Wicker
 - iv. Nancy Bennett
 - v. Dan Garber
 - vi. Ellen Doughty
- b. Benevolence (3 open)
 - i. Tim Yakim
 - ii. Rhada Hartman
 - iii. Melissa Yakim
- c. Mutual Ministry (3 open)
 - i. Melissa Yakim
- d. Synod Reps. (3 open)
 - i. Andrew Doughty
- e. No contested spots, Motion made to moved by Tom Gibson. Seconded Denise Rider. Approved.

F. Old Business

a. Completion of renovation project with overruns:

- i. Discovered asbestos
- ii. We had to replace the roof
- iii. We painted the nave
- iv. The elevator had a water issue before it could be fixed by the Contractor
- v. The sound system is \$29,000 and we have not been able to do that because of the financial burden. Everything else has been done except for the sound system.

G. New Business

a. Presentation of budget

Peter O’Conor

i. 2020 Proposed Budget

1. All committees submit a budget over the summer before Finance Committee meets in August. We usually get it all in September.
2. Finance then looks at every submission to state what is needed for the year
3. Budget has revenues at \$618,664: significant portions come from 38% from envelopes, 21% from trusts, 15% from preschool, 21% from investment distribution.
4. Expenses are at \$786,054: significant portions come from 41% from person office, 13% is from preschool, 19% is debt service and 12% is from property & utilities.
5. The 2019 actuals is almost perfect to the 2019 budget.

b. Approval of budget Moved by Rhada Hartman to approve St. Paul’s 2020 Annual Budget as Presented. Seconded by Harold Sargeant. Approved.

c. Motion from finance regarding mortgage

- i. Conversation: budget about the mortgage.
- ii. Question: If you give to the capital campaign will your donation then go into the mortgage? Yes, we will use your pledged capital campaign donation and actual donations to pay the mortgage.
- iii. Estate donations will be used to pay down the principal
- iv. Journey from 2015-2020 until today when our renovation is now completed.
 1. Currently we have about \$4,200,000 in our investment income. We have debt of \$3,400,000 for the mortgage.
 2. Finance committee has been researching and talking to all the banks to see what they have to offer in mortgages for the last few years.
 3. Only one institution would help us go past \$2 million. Fulton Bank would do \$2,500,000 permanent mortgage for 20 years (with 5 year rolling call periods after the initial 7 year rate lock). Fulton Bank is using the collateral on our building. Fulton is paying the \$7,000 appraisal fee if we go with Fulton. Also considering moving our Investment accounts to save more money.
 4. We will have to take \$1,150,000 from Investment fund to get to the mortgage rate of \$2,250,000 (remaining fund would be \$3,050,000). Over 1,000 variations were run on what could happen over the next 20 years with what will be left in the investment fund for the next 20 years. Even with the extreme of taking an extra \$96,000 a year we could end up with investment money of \$1,765,905 in 20 years. If we do not take an extra in 20 years we should still have around

\$3,075,552.

5. Does not include any estate gifts in our investment fund at this time.
 6. Two streams: trust AND investment income is being accessed. We will continue to honor 10% to benevolence from estate giving unless specifically designated otherwise.
 7. Best time to take money out is when the market is up so now is the time. We are currently spending \$11,000 each month on interest only. We
- v. Motion made to approve a mortgage of \$2,250,000 with the Fulton Bank as presented. Principal and interest amortized over 20 years. 7 year Fixed Rate Loan Interest of 3.9% moved by Peter Hartman. Second Ellen Doughty. Approved.

H. Parish/Ministry News and Reports

a. Capital Campaign

Ann Anstadt/Mike Hanson

An additional \$80,000 was pledged when asked months ago. Produce a calendar from Pastor's art work and we raised over \$9,000 from those calendars. And we have 2020 calendars now ready for sale! The Wine Harvest dinner was a resounding success of \$25,000 so another one will be done next year!

b. Committee Structure

Tristan Ericson

- i. Goals
 1. Improve committee participation
 2. Reduce "on the committee for life" concerns
 3. Add fellowship/spiritual enrichment component
 4. Improve committee communication
- ii. Proposal
 1. All committees meet on same night
 2. Evening begins with short worship/prayer (everyone)
 3. Committees break out into separate rooms
 4. Each committee has 3 leaders (stick with that group)
 5. If you weren't 3 leaders you could bounce around and help where needed

c. Engaging visitors and new members

Tristan Ericson

- i. Special invitation to the next round of dinner groups
 1. Making visitors/new members aware of all the unique yearly of periodic things we do
- ii. Summer events: more meals at the park
- iii. Video tour of St. Paul's on the website

d. Food Pantry

Larry/Janet Moore

We have settled into the new space with improvements for our clients. We now have both fridge and freezer space to provide those products when those are available to us. Considering an evening distribution in the future.

e. Preschool

Kathryn Garber

Excited for a normal year. There is less stress now that construction is over. They love the new beautiful classroom with its own bathroom. Grateful for the new space here in Fellowship Hall so they can run around when not being able to get outside due to bad weather. Parents are very grateful for the elevator to use. Also grateful for full access to the parking lot again. The preschool is also much more secure. They have a new Friday class that offers a fifth day. They also have their own

custodian that has helped a lot also. They also point out what a great outreach program for our ministry that preschool has provided.

f. Christian Education

Patty Snyder

It is committed to providing opportunities to people of all ages to have access to Christian education because it takes practice to grow your faith and become closer to God. We have reached over 40 children this fall between Tuesday and Sunday ministries. Bible Study on Sundays and Wednesday for adults has been going very well. The first week of Advent will be a breakfast at 9:15 along with breakfast the first Sunday of Epiphany. Online devotional group is doing devotions with the book Blue Christmas during Advent.

I. Other Business

J. Adjournment and Closing Prayer

Adjournment called at 2:04 pm with prayer.

Respectfully submitted

Kathryn Wicker
Council Secretary

Cottage Meetings 2020
St. Paul's Lutherna Church
25. W. Springettsbury Ave. York PA 17403
stpaulsyork.org

Pastoral Summary

Participation in the gatherings was not robust. I believe that Covid-19 had a significant bearing on attendance at cottage meetings. Few parishioners selected the electronic Zoom option. 56 persons participated. This is less than half of the participation we experienced in our 2012 meetings following the 175th Anniversary celebration. Those gatherings clearly identified a direction for the congregation to move forward to renovate the entire church building. The congregation is most likely unique in its attempt to convene groups, share in conversation and prepare a strategy for the coming months and years during this time in which physical distancing is emphasized. We extend our sincere thanks and appreciation to our hosts: Josh and Lisa Miller, Sean and Leah McComas, Jeff and Rose Riese, Ann Anstadt, Alex and Erin Bastian, Jim and Carolyn Kapoun, Tina Llorente, Wayne and Amber Dull, Sheridan and Jamie Palmer, and Dan and Kathryn Garber.

Each gathering followed a similar outline as they approached five questions that were provided through the church newsletter and website. The questions were configured to encourage conversation and discussion. Yes, there was overlap in the questions by design. The questions are included in this summary. A synopsis of the information gathered follows each question. Collated themes are added as an Appendix.

1. Last year we rededicated our building and shared a wide range of ideas regarding future ministry. At this time in our congregation's life, please identify which areas of ministry are: life-giving? Enriching? Helping? Which areas of our ministry need attention or perhaps need to be discontinued?

It is affirming that the faith community holds in high esteem public worship. Article VII of the Augsburg Confession gives definition to what the Church is "The assembly of all believers among whom the Gospel is preached in its purity and the holy sacraments are administered according to the Gospel." The liturgical worship life of the congregation, preaching, hymnody, Holy Communion, and special services throughout the year were all identified as being life-giving and enriching. The congregation's mission work, at home and abroad, were highlighted: Children's programming, preschool and companion synod relationship in Tanzania were deemed to be life-giving. The Food Pantry was possibly the most recognizable as being life giving in our neighborhood especially during this time of unprecedented unemployment. The educational and fellowship aspects of the congregation provide enrichment through Bible study, religious education, preschool chapel, Advent and Lenten dinners, and during the time of physical distancing digital connections. Relationships that have been made through congregation outreach were viewed as enriching for faith and life. Boy Scout Troup 19 and the ability to host community meetings and groups were all deemed to be enriching for participants.

Identifying areas that need attention seemed to be an easy task for participants. There were several large themes that emerged through conversations: structure, mission, evangelism, technology, stewardship, education and preschool. Clarity in leadership, providing training for volunteers, and creating a succession plan for the next pastor dominated the conversations

surrounding church structure. Mission, especially as it related to our sister congregation in Tanzania, needs a more robust approach so that it is clearly communicated across a variety of platforms; newsletter, website, Facebook and in person temple talks. Evangelism is a topic from which many run. It was noted that we are horrible at inviting others, reaching out to welcome, especially noting the desire for greater ethnic diversity. During the current pandemic the weakness of our technology was exposed. Time, skill and money will be needed to improve the digital platforms needed to connect the gospel message with others.

With the quickly changing times it was noted that both our Scout Troup and Preschool if not adapting to meet the mission of the congregation may need to be discontinued. Both areas of ministry garnered huge support as well as concern. More about both areas of ministry surface later in the summary.

2. In February this year we celebrated the 184th anniversary of St. Paul's Lutheran Church. In 1836 our ancestors recognized the need for an English Lutheran service in order to meet a growing need in York. In our fall Stewardship emphasis the congregation offered visions for the congregation (shared in the February newsletter). What needs are recognized now short term, three years, and long term, five to ten years?

This question seemed to be the one that got short changed in most every cottage meeting. It also seemed to be compressed to "what is God calling us to do?" All responses were fixed firmly in the area of evangelism. The current opportunity of providing digital services and educational events has presented itself clearly before us. The ongoing desire to welcome all people when they attend St. Paul's was stated often. The distinction to invite people to "know Jesus" rather than "come to church" helped bring clarity and a shift in understanding about the purpose and nature of the church (the body of Christ). And there continues to be a strong desire to minister in the neighborhood and local community. Looking out beyond the current time of global pandemic did not gain much traction during these summer gatherings.

3. Eager to secure their own house of worship, the Charter members of St. Paul's congregation celebrated their first Christmas in the basement of the previous site at the corner of S. Beaver and W. King Streets. St. Paul's members wasted no time completing the main level of the church building and appointing it for the services of God. Having completed a huge renovation project last year, what projects do we need to begin or complete in order to equip us for ministry in 2020 and beyond?

Projects that need to be completed neatly landed in the area of the physical plant. The desperate need to complete the sound system in the church nave so that worshipers can clearly hear the spoken word, it can be accessed in the Nursery, Narthex and Good Shepherd Gathering Room, and provide support for digital video recording was mentioned across cottage meetings. Signage, both internally and externally is highly desired so that guests experience a greater sense of welcome. With the completion of the renovations during 2017-2019 building use policy and updated procedures need to be made available to the congregation. Policies and procedures must be revisited, reviewed and up-dated to meet current needs. Paying for the renovation was stated clearly in that a new campaign should be envisioned, planned and launched to reduce the mortgage debt.

4. Over the past 184 years, facilities and grounds, education and mission, pastoral ministry and service were provided through regular giving and generous benefactors. What stewardship and financial education needs to be provided to equip, provide and lead us into our third century of ministry?

Technology was again highlighted. This time it was keeping online giving and ways to give electronically. Ways to give need to be easily understood and with clearly identified options. Information about the mortgage, a financial dashboard providing updates to our financial goals could be placed in publications. A panel discussion of the financial stewardship of the congregation was suggested as a way to help educate participants in the need to give. For those who have taken advantage of the Stewardship Committee's Wills and Trusts planning and the event for college planning they were given high marks. The greatest need remains education for members of the faith community to grasp the importance of giving for their own health and spiritual wellbeing.

5. As we approach our 200th anniversary what congregational strengths do you identify? What weaknesses do you identify? How can we build on the strengths and strengthen our weaknesses?

Identifying strengths and weaknesses often felt like the lightning round in a gameshow!

We were quick to point out the caliber of caring people who comprise the congregation, the broad range of Christian traditions from which they come, the welcoming nature of the congregation, the faithfulness of young families and their children and the friendly atmosphere at gatherings. It is the people who comprise the church. It is comforting to know that we identified the greatest strength as the people who call St. Paul's Lutheran Church home.

The next strength was firmly centered in the worship life of the faith community. The rich liturgical life, music, preaching, leadership, and broad range of hymnody are among those things that anchor our congregation.

Moving down the list, the modernization to a beautiful church building was stated. Now during the pandemic we appreciate the state of the art HVAC system to carry fresh air throughout the building. We appreciate the nursery and the plethora of changing stations provided in restrooms. And we identified the overall ease and flow as we utilize renovated spaces.

Also making high marks are the relationships that have been and are being build and sustained through collaboration with York College of PA, Preschool Sunday, Jackson Elementary School, Food Pantry clients, and outside organizations utilizing the building.

I have alluded to weaknesses earlier in this summary. This category provided a catch all for things that didn't get stated earlier during the gatherings. The weaknesses comprise five large categories; evangelism, communication, technology, preschool/scouts, fellowship.

One looming weakness is how horrible we are at inviting people. It is an activity in which we have not engaged. Consensus points out that we are not equipped to tell our story. And lacking the skills to tell our story we do not tell the gospel story with conviction. The other side

of reaching out is the ability to remain connected with members. The pandemic exposed how short staffed and shorted sighted we are in staying connected with our members.

Communication regarding our mission activity in Tanzania, highlighting the work of committees, identifying short and long term tasks, and publicizing information regarding the parish community were identified as weaknesses. We have an active parish community but that activity is not reflected in our communications.

The poor production quality of digital services (not content) posted to the website, antiquated technology and the utilization of it to further the mission, lack of audio visual in the church nursery and a more intuitive website design all detract from our public witness. It is clear that technology travels at a rate that eclipses most historic congregations. Our weakness has been rightfully acknowledged. There is a great deal to learn and a great area for growth in our faith community through the embrace of modern technology to assist us in proclamation of God's Word in Christ Jesus.

The preschool has a long history with St. Paul's and the York community but is viewed by younger families as antiquated based on current need. The week day schedule of three day/four day as it currently stands limits community participation. Consideration to create a five day a week schedule, align it with local public school schedules, and lengthen the class day were suggested as ways to move it from a weakness to a strength. The modernized facilities are not being used to their full potential. Similarly the Boy Scout Troup 19 has a long history with St. Paul's and the York community but is currently struggling amid a rash of national scandal and lack of local participation. Clarity of mission and purpose as set against a negative back drop needs to be thoughtfully worked through to create a positive, life-giving experience for participants in scouting if it is to survive.

Fellowship groups are lacking. Men's and women's groups have all but ceased to exist. Study groups started but then stopped. Small group ministry would have aided us greatly during this time of pandemic with physical distancing and the need for us to forgo large gatherings. A prayer chain for 21st century use would better connect us in our spiritual life and would benefit from utilizing technology. The lack of organized trips both for education and edification diminish the vibrancy of our parish community.

Conclusion

Participating in all but two of the groups it was reassuring to listen as participants spoke with passion and conviction, with love and affection, with encouraging hope and support for the mission of the congregation. Congregation leaders will need time for thoughtful discernment as they explore the ramifications gleaned from the cottage meetings. Astute observation and further exploration is needed when confronting suggestions of what is "wanted" and the willingness to participate physically and financially in activities, events, and ministries of the congregation.

Appendix

Cottage meeting notes from gatherings 2020. This is a compilation of the meetings. The responses are not weighted or listed in any order.

Things that are:

- a. life-giving
 - i. Prayer at the close of the day
 - ii. Holy Communion
 - iii. Hymns
 - iv. Digital presence Bible stories
 - v. Children's programming/ministry
 - vi. Pastoral presence
 - vii. Food Pantry
 - viii. Preschool
 - ix. Sermons
 - x. Mission in Africa with Konde
 - xi. Worship
 - xii. Digital presence during this time of pandemic
 - xiii. Boy Scouts

- b. Enriching
 - i. Digital presence
 - ii. Worship
 - iii. Liturgical tradition
 - iv. Biblical connections
 - v. Bible study mid-week preparing for Sunday worship
 - vi. Relationships with neighborhood
 - vii. Preschool
 - viii. Religious education
 - ix. Advent/Lenten dinners and worship
 - x. Outdoor worship in the summer
 - xi. Hosting community meetings/groups

- c. Need attention
 - i. Social media improve, podcast, Instagram
 - ii. Share more content about Konde Diocese and the work we do together
 - iii. Ethnic make up
 - iv. Increased financial giving from/by participants/members
 - v. Clarity of leadership/who is in charge?
 - vi. Reaching out to others
 - vii. Inviting others in
 - viii. We have a leadership void – provide training
 - ix. Identifying human resources
 - x. Boy Scout Troup 19
 - xi. Creating a succession plan for the next pastor, implications, experiences needed

- xii. More participation in Christian education
 - xiii. Christian Education needs to meet the needs of the congregation
 - xiv. Preschool all day, 5 day needed
 - xv. Better connections between preschool and congregation, communication with families
 - xvi. Improve digital platform as a way to connect the gospel message with others
 - xvii. Hymns we do not know
 - xviii. Publicizing our services in local media and synod
 - d. Need to discontinue
 - i. Boy Scout Troup
 - ii. Preschool if it does not fit the mission of the congregation
2. What is God calling us to do?
 - a. Huge opportunity in social media posting our services and educational events
 - b. Invite people to “know Jesus” rather than “come to church”
 - c. Making sure all people are welcome
 - d. Minister in the neighborhood/community
 3. What projects need to be completed?
 - a. Sound system
 - b. Signage
 - c. Video feed to the nursery
 - d. AV equipment for video feed and digital platform
 - e. Paying off the mortgage, new round of capital campaign
 - f. Building use policy
 - g. Procedures
 - h. Diakon property needs to be painted
 4. What Stewardship and financial education needs to be provided?
 - a. Information regarding the mortgage
 - b. Continue financial plan event for college
 - c. Wills and trusts planning
 - d. Financial stewardship for congregation members
 - e. Easier access for online giving options
 - f. A financial dashboard provided in the newsletter and or bulletin
 - g. Panel discussion of the financial stewardship of the congregation
 5. What are our strengths/ weakness?
 - a. Strengths
 - i. Music
 - ii. Sermons
 - iii. Structure/spaces since renovation
 - iv. Leadership

- v. Food pantry
- vi. Air flow/HVAC
- vii. Young families
- viii. Broad range of Christian traditions represented at St. Paul's
- ix. Mid-week worship
- x. Nursery/restrooms with changing stations
- xi. Welcoming nature
- xii. Caliber of caring people
- xiii. Worship life/liturgy/music
- xiv. Adaptable to change programs to meet needs
- xv. Website and the person who keeps it current
- xvi. Friendly
- xvii. Relationships
 - 1. York College
 - 2. Preschool Sunday
 - 3. Jackson Elementary School
 - 4. Fellowship/food/meals

b. Weakness

- i. Preschool schedule/need to consider full day five day
- ii. More ways to give, donate, venmo
- iii. Konde communication needs to be better publicized
- iv. Preschool only being part-time- does not meet the greatest need for families
- v. No audio/visual in nursery
- vi. More small groups/ men/women
- vii. Horrible at inviting people
- viii. Member outreach
- ix. Stewardship/financial giving
- x. Engagements
- xi. Communication telling our story
- xii. Casting a clear vision, what are we working towards?
- xiii. Technology
- xiv. Signage
- xv. Publicizing the death of members
- xvi. Production Quality of digital services, not content
- xvii. Establish a working prayer chain for 21st century use
- xviii. Highlighting the work of committees, long term and short term tasks

2020 Report of the Pastor

Naïvely I believed that if I survived the planning, execution, and completion of a major church renovation it would prove to be one of the most tasking aspects of parish ministry I would ever encounter. Then arrives 2020, a year thought to be brimming full of good things. Why we even titled the 2020 calendar “Italian Holiday.” The year has proved anything but a holiday.

We began the year with incredible momentum. A massive building project brought to completion. Newly elected Congregation Council members rounded out a dedicated talented leadership team. Sunday worship attendance was on the rise. A new member’s class had formed with participants ranging from infant to retired. Sunday education was front and center with adequate spaces in which to meet. Community groups were reserving spaces. The College had reserved concert dates. Our planning calendar was brim full; a joyful thought coming out of an extended period of construction.

It was at our council winter retreat that we made the decision to close for a few weeks due to COVID-19. Initially my family, Victor and I gathered safely in the building to video record a Sunday service to post on social media. We thought it would be for a week or two. We learned Psalm settings, anthems, and hymns to bolster faith in a challenging time. I learned to deliver a sermon to a completely empty church nave. Victor prepared music that would soothe the soul. Those few weeks turned into three months. And in many ways they have not really subsided.

During a State lockdown, in the midst of a global pandemic, beloved members of our faith community died. The challenges associated with how to conduct funerals, provide pastoral care, manage community expectations, and do what was fitting and proper weighed heavily. Through prayer and candid conversations with each family we found a way to proceed. Funerals were conducted all be it with great reserve and caution. Those bereaved were not afforded the comfort of the faith community gathering to lovingly show affection, grief, appreciation, or hope filled consolation.

When the State lifted the ban on public gatherings we had already been spending time considering possibilities. Planning to safely resume in person worship led to the creation of a COVID-19 task force. With their diligent study of guidelines, infectious disease updates, and knowledge of St. Paul’s facilities they provided oversight for plans to re-open. Council members, their families and our retired Pastors and Deacons were invited to participate in trial services. The services provided an actual setting for the faith community to gather for worship, physically distanced, with limited audible participation and a compressed format. Those four liturgies proved the necessary experiment in order to resume Sunday services in person.

The 8:00 AM liturgy was held outside on the south lawn. Staff members gave significantly of their time and energy setting up for worship and then dismantling it at the conclusion. This 8:00 AM formula provided a relatively safe way for us to gather for nearly five months. It also proved to be a vivid witness to all who passed by. The 10:30 AM liturgy was held inside. The newly installed HVAC system provided peace of mind knowing that a constant flow of fresh exterior air was being provided. Worshipers were respectful and courteous. A small group of singers served as Cantors. This greatly enhanced the worship experience. With the change of temperature and the need to be indoors a third worship option has been added to the Sunday schedule, 5:00 PM Vespers. The additional service was added as a way to keep the percentage of

people in the building at any one time to within our 20% capacity. This of course is a complete change in direction as we not so long ago were working toward a schedule with one robust Sunday liturgy. The pandemic has stretched us in many ways.

Cottage meetings were scheduled for the summer of 2020. From inception they were planned to be held out of doors, in small groups, at the homes of members. This was one plan that seemed to align with the new reality brought on by COVID-19. Ten families hosted. Conversations moved beyond the immediacy of the pandemic and focused on faith, life, and ministry. Participants provided many important insights for the congregation to consider. A Pastoral Summary has been prepared and will be included with this report.

For an extrovert the pandemic has been exceedingly challenging. I thrive on being with you, working with you, sharing life with you, and most importantly proclaiming the gospel of Christ Jesus for you. Our diminished gatherings for worship, education and edification have all presented me with personal challenges. I am most appreciative of my family who has remained incredibly supportive. This has been a time of great anxiety, stress, and emotional loss for all of us. As pastor I am not immune from those human characteristics associated with such a time as this. Your words of support and encouragement have been a source of strength for me to persevere. Our Council President, Tristan, stated it well using the example of St. Paul to push through and endure for the sake of Christ Jesus and his message of hope and salvation for the world.

I am incredibly grateful for our St. Paul's staff members; Patee, Ted, Kelly, Dale, Deb, and Victor. During this pandemic they continue to find new ways to carry out ministry through their ability to adapt and innovate. That creative cooperative spirit keeps us together and advances our mission to teach the world that God is love. With the resignation of our Children, Youth and Handbell Choir Director we are aware of the vibrancy that Emily brought to the position and to our staff team. We anticipate the day when that position will be filled, adding to the creative energy of the staff, and adding beautiful musical elements for our life together.

I am thankful for our Congregation Council and the Executive Team who have been proactive throughout this pandemic. Their faithfulness has aided tremendously in our ability to make a way forward. Their attention to detail, concern for the faith community, and desire to continue reaching out to the larger community during a global pandemic is remarkable. Balancing science, safety, protocol, common sense, and mission, their leadership has kept St. Paul's going during an unprecedented time. If you have not done so, please extend words of thanks to them.

Thank you for the continuing privilege to serve as Pastor of St. Paul's Church. It is an honor to be part of such an extensive ministry. Now in its 184th year we have lived through a Civil war, two World Wars, arson, multiple building projects, and are in the midst of a second global health pandemic. Throughout such history the congregation has remained focused on the Cross of Christ Jesus and his love for all humanity. May the present season unit us in love, strengthen us through prayer, and sustain our commitment to make God's love known to the world.

In love and service to Our Lord,
Pastor Reep

2020 Parochial Information - St. Paul's Lutheran Church
(a/o 11-05-20)

Baptized Membership Gains:

The Sacrament of Holy Baptism – 1

Henry Smith	12-20-20
-------------	----------

Non-confirmed membership received – 5

Blake Humpal	11-08-20
Ellie Humpal	11-08-20
Brynn Humpal	11-08-20
Emmie Humpal	11-08-20
Dylan Lauer	11-08-20

Confirmed membership received – 13

George Fitch	02-20-20
Janet Fitch	02-20-20
Eric Humpal	11-08-20
Brianne Humpal	11-08-20
Michael McKee	11-08-20
Kristin McKee	11-08-20
Kennedy McKee	11-08-20
Micah McKee	11-08-20
Darren Smith	11-08-20
Lauren Smith	11-08-20
Angela Lauer	11-08-20
Fred Rosenmiller	11-08-20
Phil Wysocki	11-08-20

Total Baptized Membership Gained - 19

Baptized Membership Losses:

Request to be removed – 4

Michael Hoffacker	02-25-20	St. Matthew, York, PA
Joanne Hoffacker	02-25-20	St. Matthew, York, PA
Scott Coyle	08-06-20	
Cliff Stambaugh	02-05-20	

Death- Members – 8

Bruce Hilt	04-21-19
William D. Bortner	11-29-19
Evelyn Loyd	01-20-20
Sylvia Little	04-20-20
Monte Smith	04-29-20
Lois Boll	08-04-20
Margaret Martin	08-11-20
Gene Shue	08-21-20

Funerals – 8

William D. Bortner	12-5-19	St. Paul's	(not on 2019)
--------------------	---------	------------	---------------

Pearl McKee	01-19-20	St. Paul's	non-member
Evelyn Loyd	01-23-20	Kuhner Assoc	
Charles Boll	03-26-20	St. Paul's	non-member
Helen McWilliams	04-03-20	Kuhner Assoc.	non-member
Sylvia Little	04-25-20	St. Paul's	
Monte Smith	05-14-20	St. Paul's	
Lois Boll	08-08-20	St. Paul's	

Total Membership Losses – 12

Confirmations – 0

Marriages – 1

Jordan Yakim & Blake Courtney 11-26-19 (not on 2019)

Membership Statistics

Year	2014	2015	2016	2017	2018	2019	2020
Baptized Membership	688	670	676	696	722	739	746
Confirmed Membership	594	564	578	584	595	603	604
Active Participation	374	380	405	430	450	512	463

Report of the Congregation Council President

“These are unprecedented times.” I suspect you’ve heard that more than once throughout the past eight months. If you’ve listened to the two messages from me posted to the St. Paul’s Facebook page this spring/summer, then you’ve heard me say it! It’s not an untrue statement, *per se*, but it deserves an asterisk. You, and I, and the world we know have never been through something quite like this before, but humanity and the Christian faith certainly have.

I enjoy a podcast called *The Anthropocene Reviewed* where host John Green “reviews different facets of the human-centered planet on a five-star scale.” The show takes a *far more detailed than I ever thought necessary* look at any seemingly-trivial thing you can think of (scratch ‘n’ sniff stickers, Auld Lang Syne, Sycamore trees, the Kaua’i ‘o’o, etc.) and analyzes humanity’s relationship with the subject in amazingly reflective and profound ways. The last episode studies historical outbreaks of bubonic and pneumonic plague, and I can’t argue with Green’s conclusion that our current times are “very unprecedented.” Humanity has been down this road (and far worse) before.

Christianity too, and the Lutheran church, have historically faced hard challenges that we modern American Christians have not been required to confront. St. Paul, *for whom our parish is named*, faced hardships very unfamiliar to us, including imprisonment, severe beating, hunger and thirst, shipwreck, stoning, and more. Adversity is no stranger to the wider and historical Christian church, but neither is endurance.

I’ve worked hard to understand our parish’s history and our current place in it. St. Paul’s Lutheran Church of York has many reasons to feel excited about our future, even against the backdrop of pandemic, because we have always pushed to advance our mission of teaching the world that God is love. Taking the easy road is not in our DNA. Consider major turning points in our history: striking out as the first English-speaking Lutheran church west of the Susquehanna river, building and rebuilding, our response to a devastating fire, our merger with St. Luke’s and Augsburg, and selection of our current facility site. I honestly believe that future generations will consider our present time to be a critical moment in St. Paul’s church history too, starting with our decision to renovate the facility and through the age of COVID-19.

So how *are* we navigating this era? From the Council decision to suspend in-person services (March 14th) when shutdown’s appeared eminent, through the movement to resume them as soon as York County “went green,” we have continuously had Sunday services. Our worship leadership (Pr. Reep, Victor, and support) have continued to provide worship opportunities despite a changing backdrop. Our congregation’s response has been amazingly positive, in both participation and continued financial support. Our Food Pantry ministry also continued, uninterrupted, despite obvious challenges and changing protocols to keep volunteers and those seeking relief safe. Our Preschool opened this fall, as usual, because that ministry’s leadership and our COVID-19 Task Force worked together in diligent review of government guidelines and medical professional recommendations. Ministry continues. Council’s philosophy has always erred on the conservative side of identifying a path forward, but successfully *identifying a path forward* is essential.

Thanks to everyone who has continued to participate in worship: online, in-person, inside, outside. Thanks for your continued financial support; we continue to turn on the lights! We also have made no cuts in staff compensation because you have been faithful in giving. Thanks to

everyone who has been safe and respectful when we do meet in the building. Thanks to our staff, for helping to identify and pursue a path forward. Thanks be to God!

Yours in Christ, Tristan Ericson

Benevolence Report 2020

During this year 2020, three applications for The Benevolence Committee were processed and accepted.

The Backpack Program for \$1102.30

Project Linus for \$500.00

Hygiene Kits for Jackson Elementary School for \$500.00

Members of the committee include Becky Bingham, Amber Dull, Rhada Hartmann, Kathryn Wicker and Melissa Yakim.

Submitted, Becky Bingham

BSA Troop and Crew 19 2020 Annual Report of St. Paul's Lutheran Church

BSA Troop 19 celebrated 102 years of continuous sponsorship by St. Paul's Lutheran Church in 2020.

Our Scout Troop, the oldest troop in the city of York, provides the Scouting experience to the families of St. Paul's Lutheran Church, their friends, and boys in the neighborhood.

Thanks to the many people from the church who have provided leadership and support these many years with special thanks to Tom Gibson for stepping up to be our Scoutmaster more than four years ago.

Along with the rest of the world we are working through many challenges due to Covid-19 including meeting online and outdoors. Our Scouts are continuing to work on advancement during these trying times.

Troop 19 Senior Patrol Leader Johnathan Capps completed his Eagle Scout Requirements and has advanced to this highest level in the Scouting program. Due to Covid-19 restrictions, he was one of the first Scouts in the Country to present his Eagle Scout Project online.

With three Life Scouts working on Eagle Scout Projects, we are obviously a vibrant and active outreach and youth group at St. Paul's. Two of the Eagle Scout projects will directly support our Church.

Baking cookies for the St. Paul's Cookie Walk has become our largest service project. We used a grant from Thrivent Financial to buy ingredients for 60 dozen cookies. The Scouts and their families met in the church kitchen and baked cookies on the Friday evening, before the cookie walk.

The scouts perform many other service projects including the collection and retirement of American Flags and collection of scrap metal. Thanks to all of you who purchased nuts and popcorn supporting our troop activities.

Troop 19 is open to all youth age 11 and older. We usually meet on Monday evenings at 7pm in the Scout Community Room.

We are attempting to restart our Cub Scout Program at St. Paul's. Cub Scouting has changed from the program where a Cub Scout was square that I knew years ago to a new family program for families with boys and/or girls in Kindergarten through 5th grade. The whole pack will meet monthly with all family members attending. Cub Scout Pack 19 will be organized into dens of Cub Scouts in the same grade with separate dens for boys or girls. I know it sounds complex, but it is not. For additional information or to offer your help in starting Cub Scout Pack 19 call Bill Banta at 717-848-6627.

Bill Banta, Charter Organization Representative of BSA Troop 19

Christian Education Committee Annual Report 2020

Members: June Heistand, Jamie Palmer, Patty Snyder, Kelly-Moore Spencer, Pastor Reep

The Christian Education Committee named four goals this year. We hope to help St. Paul's members to.... 1. Develop a pattern of daily prayer. 2. Become more familiar with stories from the Bible and know these stories as part of their own history, and how it relates to their daily lives. 3. Learn ways to navigate the Bible. 4. Build relationships with other church members. Thank you to teachers, students, and participants for your commitment to growing in faith.

Sunday morning education continued in January and February for all ages. We added a new component to help Sunday School teachers in preparing their lessons each week. Pastor Tom and Judy and McKee and Pastor William Snyder took turns preparing a summary of the lesson providing some background information as well as faith insights. The Epiphany breakfast and learning event was a big hit. Grades 3,4, &5 Sunday school class led our Advent 2019 fund raiser for God's Global Barnyard and made choices in January on how that money would be allocated. Thank you to the students and teachers for their leadership. Zach Weis from the Camping Corporation preached in church and gave a presentation to families during the Sunday School hour. Attendees were greatly enthusiastic for summer camp. First Communion Class was held in February following 2nd Sunday Sandwiches with 4 families participating.

As the pandemic arrived during March, the committee quickly began discussing how to provide educational opportunities through new formats. Weekly Bible Stories for children were put on Facebook and read by a different Sunday School teacher or child each week through the spring. Many stories were the same as one of the lessons read on the upcoming Sunday to help children and families make connections while they participated in worship from home. The original plan to replace Bible School for 2020 was to be three evening picnics at Lake Redman. This was changed to a stay at home picnic where families were provided materials on a Bible story with many options for many ages. Participants sent in pictures of their events that were included in the newsletter. Pastor Reep put together a Road Rally through York County to be used on Palm Sunday. Participants drove their families to different sights and had reading and reflections to discuss at each one.

Pastor William Snyder got in two classes in March before the pandemic, called Key Teachings of the Reformation. A subcommittee met virtually to begin planning Adult Education opportunities for the 2020-2021 school year. When March interrupted plans, the committee sent out a survey about how to best hold classes and gatherings. Over 35 participants returned their electronic survey, and the results are being used to plan future classes. In person Bible study began again in September on Wednesday mornings. Zoom classes have been offered on *The Irrational Season* by Madeleine L'Engle led by Pastor Judy McKee and on Philippians led by Pastor Tom McKee. Pastor Judy, assisted by Patty Snyder will offer a Zoom class on *The Women in Jesus Lineage*

this November and December. We are not offering a class every week but trying to change the days and topics to attract new participants.

Children between the ages of 3 through grade 3 continue to receive a quarterly magazine sent directly to their homes called *Spark Family Magazine*. Families have been encouraged to use this resource for at home Bible study with their children during this time when we can't meet together. Two supplemental lessons that compliment the lessons in the magazine have been included in the monthly church newsletter. Children age 0-3 continue to receive a monthly mailing called *Splash* which supports them as they raise their children in the Christian faith. Thank you to Cindy Vaught for overseeing this important ministry.

While things look very different during these times of Covid, we will continue to look for ways to support our congregation in their Christian walk. Please be in touch with any from the committee with ideas or needs.

Submitted by Patty Snyder, Chair

Covid-19 Taskforce Annual Report November 2020

The St. Paul's Lutheran Church Covid-19 Taskforce was created to provide guidance on worship services and other aspects of St. Paul's ministries as needed.

The members of the taskforce are Deacon Ellen Doughty (chair); Deacon Harold Sargent, Tim Yakim, Sheridan Palmer and Dr. Jessica Ericson

The committee started meeting on June 9, 2020 via Teams and sometimes email. We started out meeting weekly and then shifted to every three weeks and currently meet if there are items that need to be discussed.

We discussed the development of procedures for safe conduct of worship services, including the entering/exiting the building, signage, usher assistance, seating within pews, "safe" worship activities, length of service, the need to wear masks and social distance. We reviewed information from the Synod, state of PA and CDC regarding all of the above items as part of our discernment. Members also surveyed nearby churches to find out what they were doing during the pandemic concerning worship and communion.

The taskforce also gave guidance and assistance to the preschool when they drafted their health and safety plan. Members continue to monitor how the services are flowing and keep an eye out for new information.

Respectfully submitted,

Deacon Ellen D. Doughty, chair

St. Paul's Lutheran Church Covid-19 Taskforce

Family Ministry and Youth 202 Annual Report

After looking over my Annual Report from 2019, I have tears in my eyes and my heart is heavy with missing all the activities I do with the children and youth here at St. Paul's. For the past 9 months I have kept in touch with the families through mailings, driveway drop offs, videos, emails, texting and Zoom. During these extraordinary circumstances, my goal is to stay

connected with the families and assist the parents in teaching the children about God's Love. The projects are created for the children to work on when they have time, many families have commented that they like activities that are not on-screen time and that can be done at their own convience. It is always wonderful to receive a response from the children and youth with pictures and videos of them doing the activities and the end results of their projects. I will continue to move forward with new ideas and ways to reach out to everyone.

CREATE this year has remained a large part of St. Paul's ministry to the children and youth. Even though it has changed dramatically since the beginning of the year, the children are still participating in the activities that we offer. After putting my imagination hat on I came up with several different ways to reach out to everyone. In January Tuesday evenings started off in house with grades 2 through 6 creating a cross that was a collage made with St. Paul's 2019 calendars. The kids were full of creativity and had fun working on the projects. Most of the projects were finished when we went into quarantine, but I was able to drop the unfinished ones off at their homes to finish. Pastor and I moved ahead and displayed the projects in the Sanctuary, and they were shown as part of the online worship service. During Easter, all families were sent a text message asking the kids to create an Easter picture to be used in a greeting for all the members of St. Paul's. Many beautiful pictures were received, and many positive thankyou's were returned from the congregation. In May, each child received a handwritten letter from me along with a cut-out butterfly and age appropriate coloring pages and word finds. They were asked to decorate the butterfly and to always remember that God created them just like he created the butterfly.

Graduation this year I reached out and asked the congregation to send cards of congratulations to the high school seniors. I also delivered to each senior a gift box filled with snacks and fun graduation things from the congregation.

During the summer, each family received a letter that included activities for the children to do to learn about the Fruits of the Spirit. There were ideas for hands on activities, creative projects, action ideas and snack ideas. Before school started the children each received a bucket full of fun activities that included, bubbles to blow prayers to God, sidewalk chalk to create a favorite bible story, beach ball to hit back and forth while saying things they are thankful for, popcorn to enjoy with their family, a kazoo to play their favorite songs and a magnifying glass to search for Gods tiny creatures. Many families sent me fun videos of their children enjoying the bucket goodies.

Tuesday evenings this fall videos were created for the children and youth to follow along with me to work on a project. For the Healing of the Nations the kids were asked to create a leaf that would be put on the Healing Tree located on the glass wall of the Sanctuary. The All Saints project was to create a blind contour self-portrait using a mirror to guide them. For Christ the King Sunday the children received a packet with instructions and supplies to create a crown, that they can wear while at church on Christ the King Sunday or they can wear it while watching the service on line. Normally the children would be creating a Gingerbread Nativity scene on a Tuesday evening in December, this year they can sign up to receive a bag full of all the ingredients to create their Nativity scene at home with their families. Victor and I will be offering a video online, including music and instructions, for them to enjoy while making their Gingerbread Nativity. On Sundays, there are always worship packets that I have created for the children to use during the service, in church or at home.

I miss talking to the children and hearing about their week, I miss the smiles, hugs, jokes, high fives, and their laughter.

Keep sending me those videos and pictures of the children being Creative! I love to see their smiling faces and the work that they create! Everyday try to find joy in opportunities that God has given us!

Respectively submitted,

Kelly Moore-Spencer

Family Ministry and Youth Director

Mpuguso Committee Annual Report

Committee Members are: Bill Banta, Tonya Cave, Mike Hanson, Kathleen Lemke, Dan Mays, John Monk, Joe Moyer, Jim Mummert, Martina Uffelman, Kathryn Wicker, Lynn Wicker and Allan Wysocki.

In spite of Covid-19 virus creating havoc with our schedules, we have seen an expansion of our love for our sisters and brothers of the Konde Diocese and our sister congregation of Mpuguso Lutheran Church – all vital expressions of the Evangelical Lutheran Church of Tanzania.

The most recent example of our warm regard for Mpuguso has been our October collection of over \$17,000 for the construction of a new church edifice. Perhaps you've already seen a picture of the foundational work on page 3 of "Our Church" - the October edition.

Next Fall, we will provide a medical-nursing scholarship for Elizabeth Katalima. Her goal is to become a physician's assistant. She is the first member of Mpuguso congregation to pursue advanced medical training.

We are happy to note that Ansejiye Njinga will complete her final year of medical training in the Spring of 2021, and thereby join Omega Allen as a Medical Officer with the hospitals of Matema and Itete of the Konde Diocese.

Finally, our support for children of pastors, evangelists and church workers in the Konde Diocese continues as they attend the secondary education.

We welcome you to join our committee, and we encourage you to consider traveling to Tanzania to see what God is doing through us in that part of the world.

Respectfully submitted, Jim Mummert

Mutual Ministry Annual Report 10-19-20

As in all other matters of the church, 2020 saw the unexpected challenges created by the COVID19 pandemic for the committee. We maintained our focus on the church staff to the best of our ability and below highlights some of our activity.

- Annual employee reviews.
- Creating 2 part-time positions from the Youth Choir Director role to a Children's Choir Director role and a Handbell Director role.
- Updating the church employee handbook to include the preschool staff positions.

Sincerely,

Aaron Jacobs, Committee Chair

Organist– Choir Director 2020 Annual Report

During this most difficult time of Covid-19, our music ministry continues in thanksgiving to praise God through our Lord Jesus Christ. I thank all church members for their understanding and musicians for their willingness to try new and different ways to offer music. This continues to be a very challenging time for church music and musicians. Experts originally said that singing should stop because of the threat of spreading aerosols. We saw and heard the news about choirs and singers becoming infected with Coronavirus. To that end, we stopped and paused our liturgical singing during quarantine and thankfully we were able to carefully resume under limited circumstances. I was enlightened by the willingness of the congregation to begin singing once again starting in June after updated data suggested that masked singing was safe. Thanks also to our pandemic team who has provided help with making sound decisions. The reality of recording online video worship followed by outdoor and indoor live worship has reshaped our capacities to seek out various ways to serve and worship. In short, we were forced to think outside of the box! Overall success with outdoor worship and music proved to be fulfilling, rewarding if not somewhat entertaining. I personally never fashioned playing an amplified keyboard with rhythms to accompany our liturgies. I believe we will have to continue to find creative solutions with our liturgical worship for the foreseeable future.

Thanks go to Jim Flinchbaugh who has started cataloging our vast music choral and instrumental libraries onto a database.

Respectfully Submitted,

Victor Fields

Organist and Choir Director

St. Paul's Food Pantry 2020 Annual Report

The St. Paul's Food Pantry is actively engaged in assisting the York County community with their food needs.

Every Tuesday from 9:30 – 11:30, we serve an average of 50 families. During the months of March to June, we served an average of 70 families a week. In this time of extra need, we have no limits on how often families can come to the pantry (our normal operation is once a month).

Janet and Larry Moore continue to obtain quality food from both the York County and Central PA food banks, including fresh fruits, eggs, cheese, butter, and milk. We receive a state grant and have also received a Covid-19 emergency allocation which must be used by the end of 2020. We also receive monetary and food donations from the congregation.

We receive donations from a variety of sources including cases of fresh eggs from Hillandale Farms, the DoughNations program from Panera Bread, and a wide assortment of vegetables from the garden at the Unitarian Universalist Church. This year, they donated 1,100 lbs of fresh vegetables.

The Pantry works throughout the week with many volunteers. On Tuesdays to distribute food, on Wednesdays to pack boxes, and on Thursdays to process deliveries. Many new volunteers have stepped up during the past six months, so we would like to say thank-you to everyone who's been helping in any way. Anyone interested in helping can contact Teresa Rohrbaugh.

St. Paul's Pantry continues to fill an important need in our community. The number of clients continues to grow each year. 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

Preschool Committee Annual Report 2020

January and February were typical busy months at the preschool; the preschool was at full or near full enrollment in morning and afternoon classes. However, due to the pandemic the preschool closed in the spring. Following physical closure, preschool teachers posted weekly videos for students, sharing stories, songs, and crafts for children while at home. Come summer, the Preschool Director and Assistant Director met frequently with the Preschool Committee to discuss plans for the fall. Ultimately, the Committee supported the preschool's decision to open and prepare a Preschool Health and Safety Plan. A Plan was created with the guidance and support of the COVID-19 Task Force, Council, and Pastor. Council approved both the Plan and school opening. School started in September with morning classes only on Mondays through Thursdays; all afternoon and Friday enrichment classes were cancelled due to the pandemic and related concerns.

The preschool is staffed by a team of dedicated teachers and administrators who have years of experience and a passion for educating children. We are grateful for their dedication to the preschool during this pandemic. Deb Becker continues to act as Director of the Preschool. Kathy Monk retired from full-time teaching this spring. The committee thanks Kathy for her many years of service as lead teacher and dedication to the preschool. Kathy has continued to act as Assistant Director of the Preschool for the preschool and will substitute as needed as well.

Enrollment was good prior to the pandemic; however, enrollment numbers for the 2020-2021 school year are low. School opened in the fall with no 2-year-old classes, two 3-year-old classes with some openings in each class, and one full 4-year-old class (normally there are two classes). Class sizes were also capped at smaller numbers due to the pandemic. There is a possibility that we may open another class this winter if there are enough interested students. Tuition was not raised for the 2020-2021 school year. The Committee is considering raising tuition for the 2021-2022 year.

The newly renovated classrooms continue to provide a wonderful and secure space for children to learn and grow. New procedures for drop off and pick up are going well. We continue to have a dedicated cleaning staff assigned to the preschool.

Throughout the year, the Preschool Committee has continued to help facilitate open communication between preschool staff, church staff, Council, and the church. The Director of the preschool attends regular church staff meetings.

The Committee By-Laws have been updated with the assistance of Council. The Preschool Committee initiated the changes to the first paragraph to clean up the wording and more accurately clarify the mission of the preschool. Council proposed additional changes to the remainder of the Preschool Committee's By-Laws in order to eliminate any disagreements with the church's by-laws, establish consistency among committees, and strengthen the committee-parish relationship. Council approved these changes and the changes will be presented for approval at the congregational meeting on Nov. 15th.

The preschool committee did not survey parents this year due to the pandemic and school closure in the spring. We hope to survey parents either this spring or the following school year.

Allison Lehr continues to be in charge of the preschool's parent group, which organizes activities for the preschool families and teacher appreciation events. The parent group will not hold any fundraisers this fall due to the pandemic. Allison also manages the parent group's Facebook page.

The Preschool Committee and preschool staff are very grateful that the preschool has been able to open up again and appreciates the support of the church.

Pre-school Director's Annual report

After prayerful discussion and approval of Church Council, the Preschool Committee voted to open the Preschool for the 2020-21 school year. The major challenges were the health and safety of our staff and children and financial stability of the Preschool. With the guidance of the church Covid Team, strict guidelines were established. Also, Church Council agreed to support the program financially due to the reduction of children permitted in each classroom. Personally, I remain cautious but hopeful. Our success in remaining open lies in the commitment of our parents monitoring their child's health.

Parents are not allowed into the church making communication difficult. Emails, texts and backpacks have become extremely valuable. The Three's enter the building through the north tower door while the Four's enter by the south tower door. The classes are kept separated at all times. The staff and children have established a daily routine: mask wearing, health and temperature checks, hand sanitizing, hand washing and social distancing. The children have adapted exceptionally well to wearing masks. Mask breaks are taken during snack and playground time. The teachers have experimented with various masks to aid in speech education and facial expressions. The staff continues to offer a quality program.

The staff feels privileged to provide this ministry to the community. It is important that we offer a safe environment for children to learn, grow and socialize in these uncertain times. Thank you to the church staff and congregation for their support while we navigate through the challenging months ahead. – Deb Becker

Property Committee 2020 Annual Report

Mission statement: The Property committee shall see to the proper maintenance and protection of all property of the congregation and shall take care that the same is kept in good repair and is adequately insured.

This year has certainly been anything but typical. Due to mandatory shutdowns and social distancing it has been very difficult to safely work as a committee. However, prior to the shutdown and then after a limited reopening, we have been involved with the following:

- Developed and posted a building escape plan for usage in the event of an emergency.
- Placement of new chairs for usage in the Fellowship Hall and throughout the building to replace the aging folding chairs.
- Planting of decorative perennials by the sidewalk to the Pantry.

- Working closely with Garden Spot Plumbing to install the new dehumidification system for the nave.
- Installation of a back-up power system for the elevator in the event of outages.
- Devising a plan for reconfiguring the lower parking lot for safer regress/egress given the challenged space available.
- Installation of a handrail for the steps at the men's room in the Fellowship Hall.

As we look at 2021 and beyond, the projects that the Property committee will be involved with include working closely with Sage Technologies to complete the installation of an upgraded sound system. Additionally, we are considering the installation of an awning over the ramp to the Pantry area to protect our patrons in the event of inclement weather. Also, the proper cleaning of all the windows will be considered as we budget for 2021. Special recognition should be given to our sexton, Ted Weikert, for his constant detail to sanitizing the facility for our safe usage. Finally, to those members who eagerly served this past year we greatly appreciated your time and energy.

Respectfully Submitted, Jeff Riese

Social Ministry Annual Report 2020

The by-laws of our constitution state that the Social Ministry Committee "shall oversee the Congregation's ministry of service to all persons of all ages who are victims of illness, injustice, poverty, or any form of suffering in mind, body, and spirit." When we look around at our community and our world and see all of the suffering in mind, body, and spirit, it is easy to feel overwhelmed and tell ourselves that we can't possibly meet all of those needs. No, we can't, but we can do something to meet some of the needs, especially during the COVID-19 pandemic. That is what our Committee is trying to do.

Members of the Committee are Pastor Stan Reep, Patsy Griffin, Janet Moore, Larry Moore, Nancy Bennett, and Jim Mummert.

Below are the Ministries that we are working on in 2020:

1. Our Pantry ministry is by far our largest ongoing ministry. Along with grants from the state to purchase food from York County and Central PA foodbanks, funds are supplemented by food drives with the boy scouts, parish donations, etc. We express our deepest gratitude to all the volunteers who make this work possible. This includes Janet and Larry Moore who order the food and take care of the financial aspects, Teresa Rohrbaugh who totals the monthly statistics, organizes the volunteer schedule and weekly operations, those who help on distribution day, those who pick up and deliver bread from Panera, those who pick up and deliver eggs from Hillendale Farms, those who help with deliveries, the wonderful fresh produce that comes from the Community Garden, and those who pray for our ministry and clients. This year many people have been hit hard by the COVID-19 pandemic. Our pantry has continued to serve anyone who needs help every Tuesday morning. We have averaged anywhere from 40 to 60 families each week.
2. Our Social Ministry has continued to partner with Jackson Elementary school in helping with the following projects:
 - a. Several boxes of books and some winter coats were donated to the school.
A thank you to Connie Reed for the children's books she donated.

- b. Hygiene kit are being assembled to deliver to the school in November (25 kits for girls and 25 kits for boys). These were requested by the school.
 - c. 10 head lice kits were purchased by Jim Mummert with a \$250 grant From Thrivent and delivered to the school.
 - d. The school requested our help with an Easter Egg Hunt for the children by donating plastic eggs and candy. Because of the shutdowns and school closures due to COVID-19 the egg hunt was cancelled. However, we did donate over 800 plastic eggs and many bags of candy to be given out to the children to take home.
 - e. Volunteers from St. Paul's gave their time one or two days a week to help during kindergarten lunch each day. They assisted students with opening their lunches, monitoring bathroom traffic, and engaging in conversation with them.
3. The Committee conducted the following project for Lutheran World Relief.
- a. A Barnyard project was kicked off with the Sunday school children in November of 2019. The children created posters to display and a plastic tube was displayed in the Good Shepherd Room to collect quarters from anyone wishing to contribute. Barnyard Banks were also given out to the Congregation to collect money. Over \$1200 was collected from the Project to purchase animals through the ELCA.
4. The Committee continues to provide backpacks filled with school supplies to children of our Pantry clients. The Benevolence Committee funded purchasing supplies and backpacks. 80 backpacks were assembled and distributed to pantry clients children. Our thanks to Kathleen Lemke, who chaired this project and purchased and assembled the backpacks.

Many thanks to our Social Ministry Committee members who have been so helpful and worked so hard on these projects.

Respectfully,

Patsy Griffin, Chair

Stewardship Annual Report 2020

For 2020 the Stewardship Committee had invited Mr. Kuhner, Kuhner Associates Funeral Directors, to provide information regarding aspects of funerals and the preplanning steps. The information session was to be March 2020 in Christ Hall at St Paul's Church. However, the Session was canceled due to the COVID-19 virus. We will explore providing the information during 2021.

Due to the COVID-19 Virus, there was no Consecration Sunday event held. During these trying economic times, Members are encouraged to continue their 2020 financial support into 2021, if they are able. If you are able to increase your support it would be appreciated.

The 2021 goal of St Paul's Stewardship Ministry is to continue helping 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 us.

Ron Sturges

Witness Committee Annual Report

The Witness Committee only met once in 2020 because of COVID-19. We usually meet the 2nd Tuesday of each month as needed at 1:00 p.m. Even though we haven't met, our presence is always there and we have been involved since our last Annual Meeting November 2019:

The Witness Committee works with families when requested to help with Funeral Luncheons. There have been 2 in the last year. On December 5, 2019, we had a funeral luncheon for Bill Bortner and on January 19, 2020, we helped serve a dinner for Tom and Judy McKee following the memorial service for Pearl McKee, Tom's Mother.

Plans were underway for St. Paul's Dinner Club for Winter/Spring 2020 and then COVID hit and all plans were cancelled. Dinner Club 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. We are considering a few options for people to socialize and not leave their homes.

The Witness Committee helped in sending out the letter and making phone calls for the 2020 Cottage Meetings.

Witness Committee had been visiting with St. Paul's members who are "Beyond Our Doors" and passed communion requests onto Eucharistic Ministry. 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 would visit with them or bring them communion. All visits for 2020 were curtailed for everyone's protection.

The annual Autumn Luncheon for 2020 for members and guests 55+ was cancelled and in lieu of the luncheon, an Autumn Care Box was assembled and delivered to 34 families (48 members) by Pastor Reep, Nancy and Peter O'Connor, and Earline Jones. The boxes and a chrysanthemum were delivered October 1. The average age of the recipients: 82. For those of us who delivered the boxes, it was very gratifying and we all felt we were able to bring some sunshine into their lives for a short period of time. We have received so many lovely thank you notes expressing their appreciation. In 2019, we had 42 attend the luncheon and are looking forward to having the luncheon again in 2021. We always have so much fun!!!! Lot's of laughs!!!!

The Webpage and Facebook pages are constantly changing and being updated. During 2020, both have been a necessity and a line of communications to our members and a way for members and children to be involved even before our reopening. The public has been able to view our services through the webpage and Facebook and the service bulletins are posted each week to use during the service. Most of the slideshow pictures on the homepage have been updated since our reopening on June 14. The page continues to be a work in progress with new pictures added to the slideshow, St. Paul's gallery, and pages as events occur. In the last year, we have had 13,562 views. We started tracking our site stats for the Webpage August 12, 2017 and have had 37,850 views as of November 1, 2020 and our Facebook presence continues to grow. Thank you Kathryn Wicker and Pastor Reep. If you want to view the current "Our Church" Newsletter in color, the monthly Church calendar of events, the serving schedule or information regarding committees/choirs/events, that information can all be found on the Webpage and is linked to our Facebook page for those who don't have a Facebook account.

Witness Committee is a liaison between St. Paul's and The Community Courier to get our presence and events out into the neighborhood. Currently they are not printing.

Witness Committee Members are: Kristine Gross, June Heistand, Earline Jones, Peggy LeCates, Nancy O'Connor, and Bonnie Wysocki. We are always looking for new members to join us and help with our projects and to bring new ideas. In this day and age, everyone needs to be flexible and learn to deal with change. What a crazy year!

Respectfully submitted, Earline Jones, Chairperson

Worship and Arts Report 2020

The Worship and Arts Committee did not meet during the year. The last meeting was held in November of 2019 at which time plans through Easter were set. However, many of the plans set in motion fall of 2019 were not brought to fruition due to COVID-19 and the need for us to curtail worship and special events.

Sunday worship during the time of closure was prepared by Pastor Reep and Victor Fields. When the time arrived to resume in person worship the plans were presented to Congregation Council and our COVID-19 task force for consideration and input. Four trial services were held for those in leadership. Feedback following each Sunday service was utilized for future planning.

The 8:00 AM liturgy was held on the south lawn from June 14 through October 4. The 10:30 AM liturgy remained indoors. The new HVAC system providing a constant draw of exterior air has proved beneficial during this pandemic. Worship attendance indoors has remained under the 20% capacity recommended by the Governor and the health authorities. A 5:00 PM liturgy was added November 1st to provide an additional opportunity for worship and to keep attendance at any one service from exceeding the maximum of 20% capacity (400 persons).

All worship resources were removed from the pews. Seating in the pews was marked to identify both those to be utilized and pews to remain unoccupied to provide for physical distancing. The sexton's Sunday schedule was modified to provide for cleaning of surfaces, restrooms, door handles and the like between services. The amount of congregation participation through spoken response and singing was greatly reduced as was lay leadership participation and the total length of each service. A new guide for ushers was prepared and emailed to all former ushers. It later appeared in the newsletter as a way to communicate our procedural adaptations necessary during this unprecedented time. Communion distribution was limited to one kind, bread only.

Pastor Reep served as the altar guild for the entire year as a way to reduce the number of people in direct contact with communion vessels, the care of the altar, and service preparation. Additionally, he recorded the services digitally and posted them on social media and the church website. The weekly schedule for sermon preparation was drastically accelerated as the completed manuscript was needed by Thursday noon in order for service bulletins and a copy of the sermon to be mailed into the homes of members who do not have email.

All of this was possible because of the willingness of the St. Paul's staff to adapt and innovate providing a way forward. We are deeply appreciative for all that they have done.

Respectfully Submitted,

Pastor Reep

St. Paul's 2020 Budget Proposal

Revenues

<u>General Income</u>	
Envelopes Income	300,000
Plate Income	3,650
Trusts Income	164,000
Building Use Income	<u>33,000</u>
Total General Income	<u>\$500,650</u>
<u>Preschool Income</u>	
Tuition and Registration	112,064
Grant Income	3,500
Fundraising	1,500
Reimbursements	<u>950</u>
Total Preschool Income	<u>\$118,014</u>
Total Revenues	<u><u>\$618,664</u></u>

Expenses

<u>Personell Office</u>	
Total Salaries and Wages	258,098
Total Pensions & Other Benefits	<u>65,510</u>
Total Personell Office	<u>\$323,608</u>
<u>Debt Service</u>	
Construction Loan	90,400
Mortgage Expense	<u>60,000</u>
Total Debt Service	<u>\$150,400</u>
<u>Office Expenses</u>	
Office Supplies	3,000
Postage	1,700
Audit/Tax Prep Expense	8,000
Administrative Expense	0
Council/Delegate Expense	2,750
Bank Fees	3,220
Bookkeeping Expenses	1,350
Copier Maintenance	10,000
Computer Expense	<u>4,350</u>
Total Office Expenses	<u>\$34,370</u>

<u>Worship and Arts</u>	
Vocal Choir	600
Handbell/Children Choir	600
Worship Supplies	5,000
Guest Musicians	3,200
Organ/Piano Maintenance	<u>2,000</u>
Total Worship Expenses	<u>\$11,400</u>

<u>Witness Expenses</u>	
Publicity/Advertising	700
Funeral Meals	100
Special Events	200
Website Development	<u>0</u>
Total Witness Expenses	<u>\$1,000</u>

<u>Fellowship Expenses</u>	
Refresh/Expense/Coffee	2,200
Paper Products	786
Spec/Events/Ret/Pic/Rec.	<u>5,460</u>
Total Fellowship Expenses	<u>\$8,446</u>

<u>Christian Education Expenses</u>	
Instructional Material	3,500
Teacher Workshops	300
Youth Group Expense	2,000
Special Events Expense	700
Confirmation Expense	500
Camperships Expense	4,000
Vacation Bible School Expense	500
Childrens Ministry Expense	1,000
Youth Refreshments Expense	<u>1,000</u>
Total Christian Education Expenses	<u>\$13,500</u>

<u>Social Ministry Expenses</u>	
LWR Projects Expense	1,800
Total Social Ministry Expenses	<u>\$1,800</u>

<u>Stewardship Expenses</u>	
Stewardship Expense	4,800
Total Stewardship Expenses	<u>\$4,800</u>

<u>Property and Utilities Expenses</u>	
Major Maintenance Expense	0
Fire Insurance	18,400
Property Tax Expense	11,000
Heat/Gas/Church	4,450
Electric/Church	18,000
Water/Sewer/Refuse- Church	4,250
Water/Sewer/Refuse - Diakon	1,240
Telephone Expense	2,640
Janitor Supplies	2,400
Lawn/Shrub Maintenance	7,000
Snow Removal	7,000
Maintenance - Church	12,000
Maintenance - Diakon	4,000
Security	720
Equipment	<u>1,000</u>
Total Property & Utilities Expenses	<u>\$94,100</u>

<u>Benevolence Expenses</u>	
Konde Projects Expense	0
Konde Pastors Scholarship	0
Konde Scholarship Expense	8,250
Synod ELCA	<u>35,000</u>
Total Benevolence Expenses	<u>\$43,250</u>

<u>Preschool Expenses</u>	
Personell	82,029
Snack Foods - Preschool	300
Telephone - Preschool	2,400
Paper Supplies - Preschool	150
Advertising Expense-Preschool	350
School Supplies - Preschool	3,000
Staff Development - Preschool	2,000
Special Events - Preschool	3,500
Grant - Enrichment	1,700
Grant - Field Trips - Port Discovery	250
Equipment - Preschool	2,000
Insurance Expense - Preschool	1,400
Parent Group	<u>300</u>
Total Preschool Expenses	<u>\$99,379</u>

Total Expenses	<u><u>\$786,054</u></u>
Net Income	<u><u>(\$167,390)</u></u>

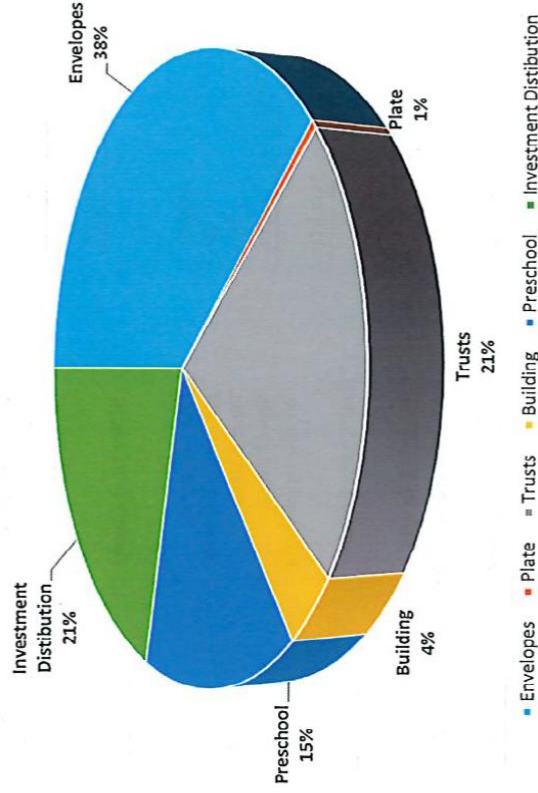
**St. Paul's
2020 Budget Plan Summary Chart**

Revenues	
Envelopes	300,000
Plate	3,650
Trusts	164,000
Building	33,000
Preschool	118,014
Total Revenues	\$618,664

Expenses	
Personell Office	323,608
Debt Service	150,400
Office	34,370
Committee	40,946
Property & Utilities	94,100
Benevolence	43,250
Preschool	99,379

Total Expenses	\$786,054
Net Income	(\$167,390)
Investment Distributions	\$167,390

2020 Budget Income



2020 Budget Expenses

