

# **St. Paul's Lutheran Church**

## **2023 Annual Report**

**Prepared for Annual Meeting on  
November 19, 2023**

**25 W. Springettsbury Ave.  
York, PA 17403  
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- A. Call to Order Ann Anstadt
- B. Opening Prayer Pr. Reep
- C. Council President’s Remarks Ann Anstadt
- D. Approval of 2022 Annual Congregational Meeting Minutes Ann Anstadt
- E. Nominating Committee Report Ann Anstadt
- F. Nominations from floor and election
  - a. Congregation Council
  - b. Benevolence Committee
  - c. Mutual Ministry Committee
  - d. Voting Members 2024 Synod Assembly
- G. New Business
  - a. Report of elections, second ballot if needed Ann Anstadt
  - b. Financial report Sheridan Palmer
  - c. Presentation of budget Sheridan Palmer
  - d. Approval of budget Ann Anstadt
- H. Parish/Ministry News and Reports
  - a. Benevolence Mike Bingham
  - b. Mpuguso Pr. Reep
  - c. Preschool Alexis Heistand
  - d. Property- Pantry Project Kem Vaught
- I. Pastor’s Report and Closing Prayer Pr. Reep

| <b>SLATE OF NOMINEES a/o this printing</b> |                                    |
|--|------------------------------------|
| <b>Council</b>                             | <b>3 Year Terms (4 max)</b>        |
|  | Ann Anstadt (2 <sup>nd</sup> Term) |
|  | Keith Kates                        |
|  | *                                  |
|  | *                                  |
| <b>Mutual Ministry</b>                     | <b>(2 max)</b>                     |
|  | Kem Vaught                         |
|  | *                                  |
| <b>Benevolence</b>                         | <b>(1 max)</b>                     |
|  | Jamie Palmer                       |
| <b>Synod Reps</b>                          | <b>(3 max)</b>                     |
|  | Jill Striebig                      |
|  | Kelly Moore-Spencer                |
|  | *                                  |

**St, Paul’s Lutheran Church**  
**Congregational Meeting Agenda**  
**November 20, 2022**

**A. Call to Order:** The meeting was called to order at 10:48am

**B. Opening Prayer: Pr. Reep**

**C. Council President’s Remarks: Tristan Ericson**

-What drives the success of St. Paul’s?

- Pastoral leadership: blessed to have Pr. Reep’s perspective and focus on our relationship with God.
- Engaging ministries: attract new people to our various ministries
- Dedicated staff: privilege to work with each & engage their vision of St Paul’s
- Passionate leadership: interested in the service and missions of our church
- Unity of membership and vision – extends between older & newer people working collaboratively. We are all part of a united continuum
- Excitement for the future with great respect for the history and the future of the church
- We remain focused on Christ and the work of God – we stay focused on the message of God

What defines St Paul’s?

- Worship
- Fellowship
- Music
- Children, youth, families
- Service – what we do and how we connect to the community and world around us

\*We are blessed with a sustained community of faith. Regardless of challenge, we remained focused on the Word of the Lord and the mission of St. Paul’s

**D. Approval of 2021 Annual Congregational Meeting Minutes: Tristan Ericson:**

*A motion was made to accept the minutes from 2021: Approved*

**E. Nominating Committee Report Tristan Ericson**

**F. Nominations from floor and election**

- a. **Congregation Council**
- b. **Benevolence Committee**
- c. **Mutual Ministry Committee**
- d. **Voting Members 2023 Synod Assembly**

A motion was made to approve the recruited list of nominees: Approved

**G. New Business**

- a. **Report of elections, second ballot if needed** **Tristan Ericson**
- b. **financial report** **Peter O’Conor**

- Thanks given to those who support the financial process of the church
- Thanks given to Dottie Moore for her service and Harold Sergeant for stepping into his new role with finance.
- Building furniture: and equipment less depreciation 4162,284
- Mortgage loan original loan 30yrs
- Current Balance 2077, 454
- Monthly payment 13225 Current interest rate 3.6%
- Investment portfolio as of 10/31/2022: &3,290, 944
- The General offering for the year: \$223, 754

**c. Presentation of budget Peter O’Conor**

- Reviewed the Proposed 2023 Budget and the 2022 Budget
- The amount spent on property has increased because of maintenance work
- Utilities has increased (added \$7500)
- \$25,000 to start the renovation process to add an awning to the food Pantry entranceway
- 25000 for outside upkeep to the property
- Total expense: \$784,332 (Difference Income Expense: \$70,537)
- We are careful regarding how we spend and understand that the budget functions as a roadmap that can adjust and change during the course of the year
- This year we are \$20,000-\$30,000 under budget for 2022

Question posed: Is there money dedicated to an increase in salaries?

Answer: There is money tagged for salary increased (Mutual Ministry)

Question posed: What happens if there is a deficit in the budget?

Answer: The Money comes from the investment account

Question posed: What % of investment is unrestricted funds

Answer: The book value is between \$500,000-\$600,000

**d. Approval of budget Tristan Ericson**

A motion was made to accept and pass the 2023 budget: *Approved*

**e. Pr. Reep sabbatical Tristan Ericson**

- This was started prior to the pandemic and has started again
- Background:
  - Pr Reep has had one sabbatical in 2013. The recommended sabbatical is approximately every seven years
  - There is extreme value in a sabbatical for both the pastor and the church itself

1. Why is a sabbatical necessary?

-Reciprocity and rightness

-Consider the call of the pastor and the relationship between the congregation and the pastor

2. What are some of the tangible benefits to a sabbatical?

-Pastor

-Congregation

Proposal of Sabbatical Time: Summer, 2023

- Utilize some existing resources: retired pastors within our parish who covered pastoral needs & care
- Use the network of clergy in our area
- Our retired pastors have started a planning team to create a schedule that allows for Pr. Reep's sabbatical
- Focus on Summer of 2023 (Memorial Day-Labor Day w/one service)

Sabbatical Questions:

Question: Any additional expenses?

Answer: Nothing beyond what we can easily manage (there is money available for this purpose). There is a meeting scheduled 11/21/22 – no significant financial need is expected.

Question: Will there be finances to support how Pastor will spend his time

Answer: Initial conversation indicate that this would not be a significant piece or requirement

*A motion was made to continue & approve the process of Sabbatical creation for Pr. Reep:  
Approved*

*Note: Any major changes will result in a second meeting/discussion*

## **H. Parish/Ministry News and Reports**

### **a. Benevolence Mike Bingham**

- Background Context: Very fortunate to the great leadership. In the early years there was a need for change in the church. It was necessary to look at the church in a strategic way. Determine how to set short-term & long-term goals for Benevolence:
  - Cottage Meetings utilized for discussions around where we were, where we are, & where we wanted to go
  - Discovered the need/desire to do more:
    - How do we love our neighbors and share our stewardship
    - Vision Statements, Mission Statement & Bylaws were established
- Application Process: Benevolence evaluates the applications (church secretary has the application & available on the website)  
Examples of Projects:
  1. School Backpacks & supplies
  2. Blessing bags for the needy
  3. Health Kits to Lutheran World Relief

### **b. Mpuguso Pr. Reep**

-Mission in Africa (Tanzania)

Question was posed to begin the relationship with sister congregation:

What can St. Paul's do to help Mpuguso?

- Answer: Educational Scholarships: We started with 32 children regardless of gender
- Purchased motorcycles to allow evangelist to spread the word of the Lord
  - Benevolence committee funds built a Youth Hostel for young women& later added a kitchen
  - Began focusing on doctors & grant work to provide congregation with trained evangelist
  - Cookie Walk helped to support/fund improved healthcare
  - Committed to help fund the building of the new church. We took on the responsibility of providing translated devotionals
  - Raise the Roof: \$6,500 raised to allow members to build the roof for the new church
  - Future plan: Mother's Day bake sale to raise money for further scholarships
  - Future Plan: 2024 congregational trip to Tanzania **(January 2023 meetings will begin)**

**c. Witness Earline Jones**

- Witness only met twice this year in April, 2022 and in Nov, 2022 (Pandemic impacted meeting)
  - Bring new members into the church. The strongest way to do this is through our webpage.
  - 2022 a designer was hired and the church website as well as the preschool website was updated and made mobile
  - Continually updating the images to reflect the events at St Paul's. There is also a gallery of photos available
  - The stream is available through the website as well
  - The link to our Facebook Page is also available
  - Please forward any pictures to Earline Jones
  - Giving link is available to donate
  - The newsletter also functions to engage the congregation
- Plans:
- Restart the dinner groups at the home of a designated host.
  - Valentine's dinner on Friday, February 10, 2023
  - Ash Wednesday 11am service & lunch for seniors
  - Updating the church directory (information forthcoming)
  - Summer coffee hours will return in June 2023
  - Looking for volunteers to help support the various events

**I. Pastor's Report Pr. Reep**

- Offered a word of thanks to co-workers and the supported sabbatical
  - Noted in the Good Shepard Room: the calendar sales, the remaining SERVV items, Raise the Roof Model, Advent resources, Time & Ability forms/Commitment cards, Living Lutheran Magazine, God's Global Barnyard, bags for Pantry, winter supplies for Jackson Elementary School. All of this reflects the love of our church and the commitment we have to show that God is Love
- Glorious gift to serve at St. Paul's
- 

**J. Closing Remarks, Adjournment, and Prayer Tristan Ericson**

- **Continual look forward:**  
**What will St Paul's become in the next 5-10 years?**

## Report of the Pastor 2023

This year marked for me the 35<sup>th</sup> Anniversary of Ordination in Gospel Ministry. The gift of a sabbatical was greatly appreciated. Such a gift brought with it additional work for those serving in positions of leadership. I take this opportunity to thank members of the Congregation Council and of the Sabbatical Committee, especially Ann Anstadt, president and Tristan Ericson, chairperson. I also thank the retired clergy who graciously gave of their time and talent providing coverage for each Sunday and pastoral care for each week. And to our three lay preachers who proclaimed the good news of Christ in the public assembly! Collectively their thoughtful attention to details, pastoral leadership, daily operation and sustaining of the overall Christian witness of the congregation, was truly experienced by the entire faith community. Thank you.

I learned many things this year about myself and about ministry. First, it took nearly a month to truly disconnect from my pastoral duties. Pastoral ministry has never been a job for me; it is a calling and a life. I have tried to balance that calling with the roles as husband, father, friend, neighbor, community member, and lover of the arts. I have done that with some successes and some failures. I discovered the joy of spontaneity. The congregation's weekly and monthly schedule gives little room for time to participate in unplanned activity. I truly enjoyed the ability during sabbatical to accept invitations, go for walks, or simply start the day painting a picture or painting a room in the house!

Second, the gospel of our Lord Jesus Christ is the primary lens through which I view life and living. It isn't just a Sunday morning thing. I know that this may sound surprising, but being highly engaged in the life of the congregation there isn't much time to contemplate and consider other aspects of life and what Christian faith brings to bear. Time away from a rigorous schedule permitted time to read, reflect and evaluate that a gospel centered life keeps you grounded.

Third, we are incredibly blessed at St. Paul's with infrastructure that supports our life together. Being free to travel and attend other congregations was eye opening. I was provided the luxury to take inventory. We have worship space that is conducive for Christian worship. It is bright, well lighted, acoustically geared for singing, handicapped accessible and mostly clutter free. We have first rate musical instruments that are maintained. The worshipers are friendly and reach out to guests and visitors. Restrooms are plentiful, well-marked, and modern in that they accommodate individuals and families. The renovations carried out several years ago have truly extended our life, and by extension, St. Paul's Christian witness.

Fourth, we have young families with children attending worship and activities with regularity. It has been my practice to encourage families with young children to be present in worship. Through advance worship planning I attempt to hold the liturgy at 55 minutes in the knowledge that the youngest members of the faith community cannot endure much more! Consistently I plan for the children to take an active part in worship through one or more ways. One aspect of sabbatical planning was to arrange for children's sermons for the summer months. Not only did folks volunteer to present a children's sermon, there were children in worship who joyfully participated! You can deduce that in my time away from St. Paul's this was not the case when visiting other congregations.



Fifth, signs of mission, reaching out to neighbors, are plentiful at St. Paul's. The Food Panty, clothing drive, backpacks, engagement with Jackson elementary school, York Conference Tutoring, Bridge of Hope, global mission, SERVE, Lutheran World Relief, the World Hunger Appeal, and our companion synod and congregation in Tanzania are visibly present as you read the bulletin, look around the building and hear people talking during coffee hours. These signs among us reflect that we are convicted by the Great Commission in Matthew chapter 28 to "*Go therefore and make disciples.*" Maintaining an outward focus keeps us from turning in on self. This theological position drives our committee planning and our budgeting process. Having a mission focus is simply good stewardship.

Sixth, Sunday morning fellowship times provide opportunity to connect with current guests, visitors and members. While we have provided such times at St. Paul's, it was a delight to take part in such events as I visited congregations throughout the summer. I was amazed at how such events in one situation led to conversation about faith and life, in another provided the occasion for a tour of the facility, and at another permitted time to share ministry ideas. Luther wrote often about the importance for God's people to meet informally to support and encourage one another. I experienced fellowship times in a new way during sabbatical. It was also something that I missed when it was not provided.

And for the sake of completion there is a seventh. The energy created by an enthusiastic staff cannot be underestimated. I have been blessed to work with staff members willing to take on challenges, consider possibilities, and try innovative approaches to advance the mission of the church. *To teach the world that God is love*, as the St. Paul's mission statement puts it, is a tall order. As we experience changes in the world it is the steadfast love of God made known in Christ Jesus that sustains and energizes us for work in God's kingdom. I know that I am blessed to work with the creative and talented staff members at St. Paul's Church.

On most Sunday mornings I greet the congregation in the name of the Lord and publicly witness, to all in attendance in person and through the livestream, that I have the privilege to serve as Pastor of St. Paul's Lutheran Church, a congregation in its 187<sup>th</sup> year of Gospel Ministry in the city of York, Pennsylvania. It is a privilege because I continue in ministry where others led the way. Through these past 19 years I have worked with you to proclaim Christ our crucified and risen Savior. It is through his abundant grace and mercy that we serve in this time and place. I thank you for your partnership, for your encouragement, and for your genuine expressions of Christian love.

In love and service to our Lord,  
Pastor Reep

**St. Paul's Lutheran Church**  
**2023 Parochial Information**  
(a/o 11-13-23)

**Baptized Membership Gains: 1**

**The Sacrament of Holy Baptism**

Clara Ferrell            5-14-23

**Non-confirmed membership Transfers – 6**

Naomi Patterson        4-2-23

Melanie Patterson      4-2-23

Caden Hutchinson      4-2-23

Adalyn Hutchinson     4-2-23

Frederick Jones        4-2-23

Hazel Jones             4-2-23

**Confirmed membership received – 14**

Robert Hoover          4-2-23

Judy Hoover             4-2-23

Margaret Dickerson    4-2-23

Cameron Dickerson    4-2-23

Joshua Patterson       4-2-23

Johanna Patterson     4-2-23

Jonthan Jenkins        4-2-23

Laura Jenkins           4-2-23

Clifton Beck            4-2-23

Janene Beck            4-2-23

Tracy Groft             4-2-23

Jenna Hutchinson      4-2-23

Andrew Jones          4-2-23

Julianna Jones         4-2-23

**Total Baptized Membership Gained - 21**

**Baptized Membership Losses: 7**

**Request to be removed – 0**

**Death- Members - 7**

Eddie Turner, Jr.        1-3-23

Richard Riese           4-18-23

Gloria Jean Williams   6-2-23

Audrey Houck           10-2-23

**Funerals – 6**

Orven Cook              12-10-22        St. Paul's        Garden of Memory

William Banta            1-7-23           St. Paul's        Garden of Memory

|                   |         |            |                               |
|-------------------|---------|------------|-------------------------------|
| Eddie Turner, Jr. | 1-10-23 | St. Paul's | Paddletown Cemetery           |
| Linda Kowalewski  | 3-11-23 | St. Paul's | Garden of Memory – Non-member |
| Richard Riese     | 4-24-23 | St. Paul's | Mt. Rose Cemetery             |
| Audrey Houck      | 10-6-23 | St. Paul's | Mt. Rose Cemetery             |

**Total Membership Losses – 4**

**Confirmations – 3**

|                 |        |
|-----------------|--------|
| Anna Herdson    | 5-7-23 |
| Maxwell Jacobs  | 5-7-23 |
| Jaclyn Kinkella | 5-7-23 |

**Marriages – 1**

|                             |         |            |
|-----------------------------|---------|------------|
| Juliana Kates/Andrew Orozco | 5-27-23 | St. Paul's |
|-----------------------------|---------|------------|

**Membership Statistics**

| <b>Year</b>                 | <b>2015</b> | <b>2016</b> | <b>2017</b> | <b>2018</b> | <b>2019</b> | <b>2020</b> | <b>2021</b> | <b>2022</b> | <b>2023</b> |
|-----------------------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| <b>Baptized Membership</b>  | <b>670</b>  | <b>676</b>  | <b>696</b>  | <b>722</b>  | <b>739</b>  | <b>746</b>  | <b>751</b>  | <b>762</b>  | <b>776</b>  |
| <b>Confirmed Membership</b> | <b>564</b>  | <b>578</b>  | <b>584</b>  | <b>595</b>  | <b>603</b>  | <b>604</b>  | <b>608</b>  | <b>617</b>  | <b>626</b>  |
| <b>Active Participation</b> | <b>380</b>  | <b>405</b>  | <b>430</b>  | <b>450</b>  | <b>512</b>  | <b>463</b>  | <b>468</b>  | <b>472</b>  | <b>490</b>  |

## **Report of the Council President – Ann Anstadt**

We are so richly blessed at a time when we are all witnessing the struggles of our neighboring churches whether through attrition, finances, lack of leadership or a combination of the above, that is not our current situation.

We, on the other hand, have much for which to be thankful. As I look around the congregation on any Sunday morning I see my friends, brothers and sisters in Christ. These are my friends, we are brothers and sisters in Christ. I have never felt such cohesiveness, and connection to each other as I have experienced in the last 10-15 years. I have been a member of this congregation for over 40 years. (yes, I am that old) and what we are experiencing is unique.

Whether you are 95 or less than 5 years of age, there is a sense of family here at St. Paul's. How does this happen? It does not just happen. There by the grace of God and Pastor Stanley Reep we are so blessed with a POWERFUL sense of hope and a strong, community of faith. As your council president, I have witnessed this faith through all the committees here at St. Paul's. From Fellowship to Mutual Ministries, Food pantry, preschool, Property and all the committees. The commitment from our members is extraordinary, as we remain focused on the word of God and the mission of St. Paul's, "To teach the world that God is love" and our Capital Campaign motto, "Building in Faith, for future generations", we all are drawn in with a responsibility to keep the mission alive.

I am so proud of the work the council has been able to achieve over the years however, the one item I am most delighted about this year is the approval from the Benevolence committee as well as council's approval, to help offset the cost of the Tanzania Mission Trip. The Benevolence committee member along with the Council, have approved \$1,000 for each traveler and the entire cost of Pastor Reep's travel. In return, the Benevolence Committee has requested a follow-up summary from them, as to how the grant has impacted each participant and to a greater extent St. Paul's community.

As the council members know, the position of Council President was not one that I aspired to holding, but it has been both a privilege and an honor to have served as your council president. Thank you for the opportunity to serve the congregation in this unique way.

## Benevolence Annual Report 2023

**Members:** Kirsten Barnes, Lauren Smith, Bill Snyder, Pastor Reep and Mike Bingham

Listed below is a summary of our activity for the year 2022. The items that met our By-Laws rules that guides our decisions of approvals and denials are listed below. 2022 was the year we got back on cycle to have applicants apply now for the following year.

|     | <b>Request update:</b>  | <b>Amount</b> | <b>Approval</b> |
|-----|---|---------------|-----------------|
| 1.  | Tanzania Bake Sale matching funds<br>To help offset cost  | \$1,278.      | Yes             |
| 2.  | Bridge of Hope 2023.<br>To help cover costs from homelessness   | \$2,000.      | Yes             |
| 3.  | Pappus House<br>To help with end of life services   | \$1,000.      | Yes             |
| 4.  | York Conference Tutoring Program<br>Assist elementary students with Reading spelling & math   | \$2,500.      | Yes             |
| 5.  | Mission Work in Ecuador<br>Smoker family Mission work   | \$2,000.      | Yes             |
| 6.  | York College European concert tour<br>Support Victor Fields participating as accompanist  | \$1,250       | Yes             |
| 7.  | School backpacks For Food Pantry<br>Fill backpacks with school supplies Pantry clients  | \$1,300.      | Yes             |
| 8.  | St. Barnabas (Tom McKee) 2024<br>Help offset costs for summer camp for children   | \$300.        | Yes             |
| 9.  | Bridge Of Hope for 2024<br>To help cover costs from Homelessness  | \$2,500       | Yes             |
| 10. | Bethlehem Lutheran Church.  | \$5,000.      | Denied          |
| 11. | Ecumenical Project Kenya.   | \$6,900.      | Denied          |
| 12. | Tanzania Trip 2024<br>Help cover costs of 26 individuals traveling to Tanzania. \$14,000.00<br>In 2023 budget and \$14,800.00 in 2024 budget. | \$28,800      | Yes             |

Approved 2023: \$25,328.00

Approved 2024: \$16,600.00

Denied 2023 : \$11,900.00

## Annual Report of the Christian Education Committee 2023

Members: June Heistand, Amy Lipp, Patty Snyder, Carrie Oberholtzer, Johanna Patterson,  
Staff: Julianna Jones, Kelly-Moore Spencer, Pastor Stanley Reep

The Christian Education Committee strives to assist the congregation to grow in their walk as disciples of Christ. They do this by providing a variety of opportunities for instruction and reflection on the Christian faith.

With the goal of giving parents tools to help them teach their children the Christian Faith, we provide a quarterly magazine called *Spark Family Magazine* to families of children between the ages of 3 and grade 3. Families with children from age 0-3 receive a monthly mailing called *Splash* filled with ideas on ways to incorporate faith formation into the events of daily life organized by Cindy Vaught. Advent and Lenten materials for families to use at home were prepared by the committee. Children received Bibles in church in September.

Sunday Mornings: A strong team of teachers engage children on Sunday Mornings. They are Dan Garber, Sheridan Palmer, Scott Herdson, Kathryn Garber, Jenna Hutchinson, Brianne Humpal, Angela Lauer, Jessica Ericson, Carrie Oberholtzer, Amy Lipp, Chris Lipp, Anna Herdson, Johanna Patterson, and Patty Snyder. Classes for Preschool, Kindergarten-Grade 2 and Grades 3-6 meet weekly upstairs averaging 15 students per week. They learn stories from the Old and New Testament as well as talking about ways to live a Christian life every day. Each of our children's classes spent time at our food pantry last spring, learning about this ministry. Teachers were treated to a brunch the week following the last day of Sunday school in May.

The Sunday morning adult class in the spring used a study guide called Who Do You Say That I Am led by rotating teachers from the group. Attendance ranged from 12-16 people. A new members class was also held in the spring. In the fall the class used a five week class on the book of Matthew. Holy Communion classes were held for children and families in the spring.

Confirmation classes are meeting in four terms on Sunday mornings with Pastor Reep and Kelly Moore-Spencer leading. There are currently eight students attending. Receiving the rite of Confirmation last year were Anna Herdson, Mazwell Jacobs, and Jaclyne Kinkella.

A group of adults meet every Wednesday for Scripture Study in Christ Hall. They enjoy reading and delving into the upcoming Sunday lessons. All are welcome.

Two special events were planned in the winter and spring to encourage enthusiasm and participation in our Lutheran Camps at Nawakwa, Kirkinwald, and the Wittle Farm. The first event was planned by two church youth, Allen Reep and Katherine Hutton who both have spent many summers at camp. six St. Paul's members attended camp last summer.

A new event was held for school age children on a Saturday morning during lent called Holy Week Adventures.. The goal was to discuss, discover and experience parts of Jesus's last days during Holy week. Many adults helped make this a wonderful event for the children.

Looking ahead – We are excited to announce an Intergenerational Breakfast and Learning Event being planned for Sunday morning December 3, 9:15-10:15 AM and also a St. Nicholas dinner on Wednesday evening, December 6, to kick off Advent this year.

New ideas for classes and experiences are always welcome. Speak to anyone on the committee or better yet, join us. - Submitted by Patty Snyder, Chair

## **Constitution and Bylaws Report 2023**

### CONSTITUTION

From the gathering of the national church in 2019 approximately 130 changes were issued to congregations to update their constitutions. The vast majority of these are of a grammatical nature. As an example of the 130 changes 70 of them are to change the word preceding “congregation” in the constitution from “the” to “this”. Thus the constitution will read “this congregation”, not “the congregation”.

One language change is in section C12.01 that is in conflict with section C5.03J, which establishes how church council members are chosen, that being by vote. Language in section C12.01 allows an additional member to be appointed, not voted. That language will be removed.

### BYLAWS ( proposed changes)

Section II N. – Benevolence Committee – to clarify that this committee is the decision maker for submitted requests, add the following to the description, “Final approval/disapproval of submitted applications will be the responsibility of this membership with each member having one vote to cast, for or against.

Section II Q. Paragraph 1. - Preschool Committee – language to clarify the mission of the preschool “St. Paul’s Lutheran Preschool is committed to the development of the whole child: socially, emotionally, physically, cognitively, and spiritually. We recognize that everyone is a unique child of God and that each grows and learns differently. Therefore, we meet each child where he or she is and help to nurture and challenge them as they grow. We believe that children learn best through active exploration and play. By providing children with opportunities to pretend, wonder, build, create, sing, move, share, and engage with books, we hope to instill in them the love of school and learning.”

Paragraph 2. – “The preschool committee is comprised of five to seven members. The preschool committee submits names of members to the Congregation Council. Of those members, one will serve as chairperson and as secretary. Members will serve three-year terms and may serve two consecutive terms. A quorum consists of half or more of the current membership.”

Reason – With the director, assistant director and pastor serving as additional non-voting members, this puts the committee at a more useful size.

All of the above changes have been reviewed by the synod office and are approved.

A motion from the floor for congregation approval is required: Such as “I propose that the membership of St. Paul’s Lutheran Church, York, Pennsylvania approve the updates to their constitution and bylaws as presented at the annual congregation meeting November 19, 2023.”

Submitted by,

Larry D. Gross, chair, Constitution and Bylaws Committee

## **Fellowship Committee Annual Report 2023**

The Fellowship Committee has the following members: Ann Anstadt, Becky Bingham, Lynn Trout, June Heistand, Earline Jones, Mary Alice Heistand, Carol Woodbury, Ellie Rosenmiller and chair Linda Hanson

We meet as needed to plan and prepare for fellowship activities, usually involving food preparation and serving.

Our activities this year:

- Second Sunday Lunches in January, February, March, April, May, October, November and December
- Facilitate refreshments each Sunday in June, July and August
- Facilitate soup and salad suppers each Wednesday during Lent
- March 26 Camping Sunday Continental breakfast
- April 2 Palm Sunday continental breakfast
- Easter Sunday refreshments
- Preschool Sunday buffet
- Reception for Confirmation Sunday
- Reception for Pastor Reep's last Sunday before sabbatical
- Reception for Pastor Reep's return from sabbatical
- Annual Meeting dinner on November 19
- St. Nicholas Day Dinner, Wed. Dec. 6
- In December, a snack tray for each of the AA groups that meet at St. Paul's

Report prepared by Linda Hanson, Chair

## **Finance Committee Annual Report**

Members of the Finance Committee: Ann Anstadt, Tristan Ericson, Peter O'Connor, outgoing treasurer, Sheridan Palmer, incoming treasurer, Pr, Reep, Harold Sargeant, chair, Norma Shue, Darren Smith, Council liaison, and Kem Vaught.

2023 was a year of change for the Finance Committee. Early in the year, Peter announced that he would be stepping down as treasurer as soon as a replacement could be found. In late summer Sheridan Palmer agreed to accept the position. After a period of acquainting himself with the post he assumed full responsibility following submission of the proposed 2024 budget to the Congregation Council. I would like to thank Peter for his several years of leadership as St. Paul's Treasurer spanning two separate stints on the job. Harold Sargeant became chair of the Committee at the first of the year. He agreed to serve one year and will be stepping down at the end of December.

Peter spent a great deal of time working with the Committee and the outside bookkeeping firm updating the Chart of Accounts for the church. This means that the accounts will be much clearer



to people working with them. Reports will be more easily understood, the bookkeeping function will be much easier and audits will also go more smoothly with fewer questions.

Following the completion of the 2022 audit, the large amount of the cost for the audit led to discussion of the function of the audit and its cost. Several alternatives were considered and the committee recommended to the Council that St. Paul's move to an AUP. The firm Hamilton and Musser was retained to review a specified set of Agreed Upon Procedures (AUP) to evaluate them and to make recommendations as they felt were needed. That review has been completed and the Committee is in the process of considering the report from H&M. Professional audits will continue to be done, but not annually because of the cost. There will be internal checkups.

While working on the Chart of Accounts, Peter noted that the church needs to update its retention policy. What items need to be kept and for how long? In what format should or can they be retained? Should they be retained off site? A small group is currently working on that task and is expected to report back later in the year. A proposal will probably go to the Council next year.

There are likely to be several less far-reaching changes that will come from the AUP report when the Committee and the Council complete their work on it.

I would like to thank the Committee and our treasurers for their hard work and dedication over the past year.

Respectfully Submitted,  
Harold Sargeant, Chair

### **Report of the Harvest Dinner Committee**

St. Paul's hosted its fourth annual Harvest Dinner to benefit the Food Pantry on Saturday October 7<sup>th</sup>. This continues to be a successful fundraiser for a ministry experiencing increasingly greater needs to sustain its life-giving mission. Proceeds from the event this year, in excess of \$10,000, will assist the planning and construction of a much-needed awning at the pantry entrance. The awning will shelter patrons waiting to access the pantry from rain and snow, and it will alleviate water backup concerns by sheltering a storm drain near the pantry entrance.

This past year our Food Pantry coordinators and helpers have reported significant increased patronage and greater challenges to keeping the shelves stocked, as we always do, with a wide variety of nutritious and enjoyable food. But we're pleased to report that our own increased involvement with this fundraiser has exposed us to the great generosity of all who participate in the event. The wider community joins with St. Paul's members and friends to attend the event, sponsor tickets for others, plan and prepare, contribute auction items, serve at the event, bid on auctions, buy note cards, and simply donate to the effort without bidding on or buying anything! On one hand there is a great need to provide food to the hungry in our community. On the other hand, there is generous support to sustain that effort.

This past year our event offered free childcare, and this helped alleviate some challenges for younger families with interest in participating. Unfortunately, we had to push the date back a week due to a work conflict with our chef. Some folks who had already purchased tickets could not attend on the new date. Refunds were offered, but not typically accepted. There was, however, a redemptive element to the undesirable date switch: several of those unusable tickets

were provided as a blessing to others. While this dinner is clearly a fundraiser geared toward financial support of a critical ministry, it is also a fellowship event at the church. Bringing in some new faces was a delight!

Please pray that God helps our parish navigate the heightened demands seen by our Food Pantry ministry. Our committee will meet, like every year, to determine whether the dinner event will continue, and if so, what changes we should make. If there is a 2024 event and you haven't experienced it yet, we hope to see you there. It's one of the most fun things we do all year!

Yours in Christ,

Tristan and Jessica Ericson

### **Annual Report of the Mpuguso Committee**

Part of the ongoing ministry of St. Paul's Lutheran Church has been providing scholarships so that the children of pastors and other church workers from the Konde Diocese can attend secondary schools and continue their education. This year St. Paul's is sponsoring eleven students – nine of which are attending Manow Lutheran Secondary School, a school sponsored by the Konde Diocese. Besides giving the opportunity for these students to receive a secondary school education, opening many future doors for them, sponsoring and paying for these students also help assure the financial health of this diocese-sponsored school.

On Wednesday, January 18, the committee sponsored a luncheon and informational meeting for members and friends of St. Paul's who were considering being part of the mission trip to Mpuguso. Pastor Cliff Eshbach, a member of our synod's Konde Diocese Committee, presented information about previous trips he has led. The committee was delighted with the large turnout and the great excitement about the proposed trip.

On April 23, St. Paul's hosted three guests from an East African (Kenya and Tanzania) congregation in Manheim. They sang some traditional hymns in Swahili during the service. Following the service, the committee invited the members of the congregation to Christ Hall, decorated with many handicraft items from the Konde Diocese, for a traditional African meal cooked by Cass and other members of the committee. Once again, after the meal, our guests entertained us with beautiful music.

On Mother's Day Sunday, the committee sponsored a baking extravaganza. St. Paul's members provided some spectacular desserts, befitting this day honoring our mothers, and generously bought these same desserts. The extravaganza netted \$1,283. This amount was generously matched by the Benevolence Committee. \$2,566 was wired to the Mpuguso congregation to have chancel furniture of their choice, either altar, pulpit, font, or cross, designed and made locally for their new church building.

By the end of May, those who were interested in making the trip were asked to make a commitment by beginning to make payment on the cost of the trip. Twenty-six persons signed up to participate in this mission trip. We thank the Benevolence Committee, the Women's Group, and many members who have contributed funds to help underwrite the cost of this trip for these St. Paul's members.

Pastor Reep has spent many hours planning and making concrete arrangements for this trip. We thank him for spear-heading this adventure. Those attending continue to meet regularly to get

updates on the arrangements and to ensure that all participants are doing all that is necessary to prepare for the trip. The mission trip is scheduled for June 10 to June 23, with June 15-16 being spent with our sisters and brothers in Christ at Mpuguso.

The congregation is invited to a pot-luck dinner on Wednesday, November 29 at 6, followed by a presentation by Deacon April Trout, our synod's representative to the Konde Diocese, who will update us on all that is happening with our companions in Christ and who will orient our mission trip participants to what they may expect on their trip.

We continue to work with our companion congregation on the construction of the new church building. They are at the point of adding the church tower and cross and plastering the exterior and the interior of the building. They are holding a fund-raising event to pay for the remaining plastering, and, because of generous donations from our members, we will be able to match the funds that they are raising through their fund-raising event.

We are pleased to announce that two members of our congregation have given \$585 to pay for the first year of schooling for a member of Mpuguso congregation to attend evangelism school to become a lay evangelist who will minister in the Mpuguso congregation to increase its ministry and outreach. It is also our hope that this person will help ensure the continuation of our companionship relationship.

We continue to correspond regularly by email with our friend Elisha, who keeps us informed about what is happening within our companion congregation. He also shares St. Paul's news with our companions. Two members of our committee are also communicating by email with two pen pals within the Mpuguso congregation.

We thank the members of St. Paul's congregation for your faithful and generous support of our ministry with our companions in Christ. We continue to seek your prayers for the well-being of our friends and for the construction of their new church building - and for our travelers that through this trip our companionship relationship will blossom and grow and that not only will they have a safe trip but will have a life-changing experience.

We continue to seek new members for this committee, and we are willing to reschedule our meetings to enable other to participate fully.

Submitted by Judy and Tom McKee

## **Music Ministry**

### **Organist– Choir Director 2023 Annual Report**

While we hardly think much about Covid anymore, our music ministry has seen significant growth and participation from young and old who have joined the ranks of singing, ringing, and making music with the pandemic behind us.

Our congregational music is strong, secure, innovative, creative and utilizes such a wide variety of creativity.

We are a singing congregation which helps to embolden our faith and resolve to minister to those in need.

Finally, we have a functional music library system that is fully catalogued and easily accessible via Excel database spreadsheets. Over 2000 choral anthems have been compiled in 3-ring binders for perusal.

We look forward to hearing new instruments in worship for children to play.

Respectfully Submitted, Victor Fields, Organist and Choir Director

### **Children's Choirs Director Annual Report**

When I look back on this past year and think about the music that the children and I have made together, it makes my heart full. Back in the spring, we sang several times during the church service, we played several types of instruments (handbells/tone chimes, xylophones, shakers, etc.), and we had a lot of fun on Tuesday nights playing and creating together. During the summer months, Miss Kelly and I collaborated and held three summer family picnics that included time for fellowship, play, creating, and singing. This fall, the children and I resumed playing, singing, and creating together; it has been so much fun. We enjoyed sharing Psalm 96 and singing and playing Jesus Loves Me on the handbells (the older group of kids REALLY love the handbells!) during the service. As we enter into the winter season and the new year, we will continue to play instruments, sing, and create together. We have planned a drumming ensemble for the month of November and will be singing and ringing at the 4 o'clock service on Christmas Eve. We look forward to collaborating with other musicians in the church and will be working on an Easter Program to be shared during the service in April. I have so much fun working with the children in our congregation and am so excited to continue working with them and building these relationships together through music.

Respectfully Submitted, Julianna Jones, Childrens Choir Director

### **Mutual Ministry Annual Report 2023**

Members: Mike Bingham, Sharon Diaczon, Janet Fitch, Kathy Ruth, Tom Ruth

Ex-officio- Sheridan Palmer, Stan Reep

The mutual ministry committee provides support and advise to the pastor and staff. We seek to maintain a productive and mutually beneficial relationship between the congregation, staff, and pastor. Additionally, the committee serves as a source of support for the pastor and other leaders ensuring effective and faithful Gospel ministry.

The mutual ministry committee met faithfully each month of 2023 with a continuous effort to support Pastor Reep and staff members of St. Paul's. Revision of the current Employee Handbook served as our most significant goal as several policies were outdated or nonapplicable. After several meetings and staff input, the Handbook revision is completed and will be distributed to the staff in December 2023.

The mutual ministry committee continued to focus on and support healthy staff relations as well as staff recognition. Several activities were sponsored and executed by the mutual ministry committee to support such efforts. These include:

The Staff Epiphany Dinner (January 5<sup>th</sup>, 2023)

Staff Meeting Breakfast (March 7<sup>th</sup>, 2023)

Staff Meeting Lunch (May 2<sup>nd</sup>, 2023)

Staff Meeting Lunch (October 17<sup>th</sup>, 2023)

In addition, the staff will be formally recognized at the Annual Meeting, November 19th, 2023.

The process of staff evaluation was completed by Pastor Reep prior to his sabbatical. Fostering open lines of communication remains an important facet of our committee. As a result, each committee member met, individually, with a staff member to openly discuss the evaluation process and other issues of concern. Written reports were submitted, and areas of concern were addressed.

Lastly, the committee reviewed staff job descriptions and determined the 2024 staff budget with consideration of the economic environment.

Respectfully submitted,

Christine Kates, Mutual Ministry Chair

## **Preschool Reports**

### **Preschool Committee Annual Report 2023**

This year had several changes to the preschool committee. With Stephanie Harrington stepping down as the chairperson, Carrie Oberholtzer and Amy Lipp replaced her as co-chairs. The committee includes nine members, three of which are church staff. A new committee member, Lauren Smith, joined the committee in August. Alexi Heistand serves as the council liaison. Changes to the preschool include a tuition increase, additional trainings for the teachers and screening for the students, membership in the Evangelical Lutheran Education Association, and new events sponsored by the Parent Group. In addition, each classroom has been equipped with an anti-chocking device and the preschool Director and Assistant Director received automated external defibrillator (AED) training.

This fall, tuition was increased for the second consecutive year and a third increase was approved for the 2024-2025 school year. These tuition increases will help balance our budget while keeping the tuition rates similar to other preschools in the community.

This year, preschool staff saw an increased need to help teachers recognize and better support students with special needs. To address this and better help both the preschool staff and our preschool families, several changes were made. All preschool staff were trained in early intervention, the preschool became a member of the Evangelical Lutheran Education Association, and for the first-time speech evaluations were offered to our students. Early intervention for students with developmental delays can help prevent or minimize potential problems with behavior, learning, reading and social interactions. With the new training and evaluation, we hope to better support our preschool families.

The Preschool Parent Group was also very active this year, planning three fundraisers, teacher appreciation events, and a Fall Fest for the preschool students and their families. We continue to have an active group of parents supporting the preschool. Fundraisers included a donut sale in

February, a sandwich sale in the spring, and a T-shirt sale in November. Starting next year, each student will receive a St. Paul's Preschool t-shirt.

We continue to see growth with our enrollment, giving us hope that enrollment will continue to grow.

### **Preschool Directors Annual Report 2023**

Excitement abounds and smiles brighten the Preschool rooms and hallways.

The Preschool staff took part in an informative staff development in-service about children with sensory needs. A Developmental Specialist from Early Intervention presented ideas and activities on sensory children. We hope to provide additional programs for the staff.

We have several students with speech delays and sensory concerns. We were also fortunate to have a speech therapist come to the preschool and assess students with problems. We will also be having vision screenings.

Pastor Reep continues to have Chapel with the Preschool children. The children love singing songs, hearing Bible stories and learning the Lord's Prayer.

We have a great group of children and an attentive and supportive group of parents. We have added new activities and resurrected old ones.

The Parent Group has been quite active. Recently, Amy Lipp and Carrie Oberholtzer organized a Fall Fest with the help of Johanna Wagner, Deb Becker and Allison Lehr. The children and parents participated in Zumba put to Halloween music. There was Table or Treat, pumpkin and cookie decorating, games, snacks, and a photo op. A spooktacular time was had by all. Last spring, the Parent Group offered a sandwich sale as a fundraiser. We will be sponsoring another sandwich sale this spring. Shortly, the group will be organizing a T-Shirt sale. All proceeds go to providing toys and materials for the preschool. The Group hopes to provide a Spring Festival for the children.

In addition to our Spring Program, we are having a Christmas Program. All classes will be singing songs together. Hopefully, Pastor Reep will present the Christmas Story and Santa will make a surprise visit.

In order to instill community out-reach in our children and families, the Preschool has become involved in several projects. This November, we are collecting Blessing Bags for the homeless. In December, we will be collecting Pajamas for Access York. In March, we will be collecting books during Read Across America Week to donate to children who are less fortunate. This spring we are also anticipating collecting food for the pantry at St. Paul's.

The Preschool website continues to flourish under the leadership of Earline Jones who helps Allison with the updates.

Enrollment continues to increase since Covid. Our goal for the 2024-25 school year is to have two classes of Fours. In January, we will begin accepting registrations for the 2024-25 school year. Every child who attends the Preschool next year will receive a St. Paul's T-Shirt.

The Preschool will be celebrating its 60<sup>th</sup> Anniversary. We are looking forward to exciting events to celebrate.

We wish to thank the congregation and staff for supporting the Preschool.

Deb Becker and Allison Lehr

### **Property Committee 2023 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.

The primary objective of the Property committee this year has been the renovation/repairs to the interior of the building leased to Diakon Adoption and Foster Care. With that in mind, we completed painting to most of the facility, added wainscoting and a commercial dehumidifier to the basement level, and replaced the flooring in the entrance area while thoroughly cleaning the remaining floors. Additionally, lighting was improved, and doors were installed to provide better security for our tenant. These upgrades were not only to improve the cosmetic look of the building but also added property value. It should be noted that most, if not all of these expenses, were paid for by a grant which Ann Anstadt worked diligently to secure for St. Paul's.

Additional accomplishments in the year 2023 included the following:

- Safety concerns were addressed in conjunction with the Council and the York City Police Department. Many of their suggestions have already been implemented while others are still under consideration. We expect to soon have a camera installed at the Springettsbury Ave. entrance to better safeguard all personnel in the building.
- Contracted with York Tree Service to prune the trees in the south lawn.
- Continue to work on tweaking the HVAC system to maximize its performance.
- Coordinated non routine maintenance to the linoleum floors on the lower level.
- Added a new freezer for the kitchen in the Fellowship Hall.
- All special thank you to Dan May who re-painted the lines, curbs, and bumper guards in the parking lots this summer.

Future projects that the Property committee will be considering include the design and construction of a roof structure to cover/protect the Pantry entrance and re-designing the lower parking lot for better egress. Additionally, we will look at installing dimmer switches for the lighting in the Fellowship Hall and replacing several rose bushes at the George St. entrance. Finally, to those members who eagerly served this past year we greatly appreciated your time and energy.

Respectfully Submitted, Jeff Riese

## **Report of the Sabbatical Steering Committee**

This past summer, from Memorial Day to Labor Day, Pr. Reep was on sabbatical for the second time since beginning to serve our parish. We are extremely blessed to have so many resources within our parish to sustain worship and fellowship through this time of reprieve without putting strain on our general operations. A sabbatical has many benefits for both pastor and parish. For the pastor, these include rejuvenation, reflection, vision formation, and the ability to connect with friends and family in ways that “most people” take for granted but are typically difficult or impossible for a servant of parish ministry. For the parish, we had the opportunity to hear the Word of God speak through new voices and see members contribute to worship and fellowship in new ways.

This endeavor would not have been possible without the contribution of many individuals, but a few should be especially recognized. The sabbatical would have been impossible the way we designed it without several retired pastors within our congregational membership presiding at Sunday services and providing pastoral care: Tom McKee, Judy McKee, Bill Snyder, George Fitch, and Bob Hoover. I’m confident that our church body has expressed its appreciation for these five, and they certainly have my immeasurable gratitude and admiration. Two other individuals deserve recognition and thanks for their work to facilitate a smooth sabbatical period: our Secretary Patee Pizzirusso and Council President Ann Anstadt. If the summer months seemed to go smoothly, they are to thank!

Beyond those already named, so many more helped sustain our worship and fellowship that my best efforts to recognize everyone would likely fail to mention someone as important as “the body’s own right hand.” As one of our retired ministers reflected “It was easy because we shared the load.” That sharing of the work involved is, for me, the greatest gift that St. Paul’s gave itself through this endeavor. As much as Pr. Reep is loved, valued, and critical to our parish ministry beyond eloquent words of appreciation, our parish made a strong statement through continued vibrant worship and fellowship through the sabbatical period. Summer wasn’t “time off” at St. Paul’s. It was the continuation of a trajectory that preceded and succeeded it.

I’m grateful to have worked with a thoughtful, caring, and rigorous steering committee: Janet Fitch, Amy Lipp, Steve Schedin, and Joe Kinkella. Also, for Rhada Hartman and Harold Sargeant who led previous groups that paved the way for us. I’m beyond excited to see where God takes a refreshed and focused St. Paul’s next!

Yours in Christ, Tristan Ericson

## **Social Ministry and Pantry Annual Report**

BRIDGE OF HOPE is a national organization matching Christian groups with homeless families with the goal of moving homeless mothers and children into housing and self-sufficiency. Twelve members of our congregation and one person from another church have been directly involved in the Bridge of Hope program for almost two years. We serve as neighboring volunteers to a mother and daughter who were homeless at the time we met them. The first year we helped them move into housing, helped collect and move furniture and household goods, and provided meals. The second year we continued our support and friendship through meals shared, trips to playgrounds and the pool, birthday celebrations, a girls night out,



car repairs, picnics, and financial help when needed. Our mother received monthly counseling and support from the Harrisburg Bridge of Hope office as well as decreasing financial assistance to pay for bills. Our mother is employed, and in school and grateful for new friendships. We will conclude our time with her early in 2024 at which time we will be evaluating our experience and deciding if the congregation will begin with another mother. Many of us hope that the friendships begun with this first mother will continue.

CONGREGATIONAL CARE offers encouragement and support to our church family by sending cards on behalf of the congregation.

GOD'S GLOBAL BARNYARD is an opportunity for our church to make a significant contribution to family farmers around the world. Our children's Sunday School class takes the lead on this worthwhile project. With donations from the quarter tube, special offerings and Advent offerings, in January we were able to purchase 5 chicks, 1 rooster, 2 goats, 1 piglet, 2 honeybee colonies, 1 fish farm and 1 family farm to supply food and income in much needed areas. This year, we will be moving our campaign from the Advent season to the Lenten season.

JACKSON ELEMENTARY SCHOOL - As a congregation, we continue to make a positive impact on the lives of the students at Jackson elementary school. This year for their summer break, we provided activities for enjoyment and learning such as board games, jump ropes, sketch pads, activity books, etc. We also provided household cleaning supplies and personal hygiene products. Also, Jim Mummert secured a grant from Thrivent which allowed us to donate 20 lice kits. The school is very grateful for everything we have provided for them.

PANTRY - The food pantry continues to operate every Tuesday morning from 9:30 - 11:30. The number of families has grown from last year's average of 65 families per Tuesday to this year's average of 110 - 115 families per week. In turn, we needed to increase our volunteers to offset the client increase. We now use 13 - 14 volunteers every Tuesday. We also have a crew of volunteers on Thursday mornings for the food deliveries and Sunday mornings for extra help stocking the pantry.

We would like to recognize and thank Larry and Janet Moore for their many years of dedication to the food pantry, they worked for many years serving the pantry and the clients of York City. Ken Hinkle has joined Patty Snyder in ordering nutritional food for the pantry. We would like to add at least one more person to the ordering team. The food pantry is funded by a state grant and from donations from the congregation, we also receive food from the Preschool food drive and many other local food drives. We receive donations from Hillandale farms and Panera bread. This year in addition to the fresh vegetables from the garden at the Unitarian Universalist Congregation of York, we are also providing our client with women's products through the National Women's Products Program. We continue to need volunteers for all aspects of the food pantry program, please contact Teresa Rohrbaugh or Patty Snyder if interested in helping.

SPIRITRUST LUTHERAN AUXILIARY provides support services for residents of the campuses of the Village at Kelly Drive and the Village at Sprengle Drive. This year our church members contributed \$520 to the auxiliary. In addition to supporting the geranium drive, members also volunteered in the catering areas at the York Revolution games. This provided an

additional donation of \$1,688 for the auxiliary. If enough volunteers from the church sign up, this revenue will be used for our pantry next year. See Jennifer Ports if you are interested.

Respectfully submitted, Jennifer Ports

### **Stewardship Committee 2023**

The Stewardship Committee was responsible for the 2023 campaign, *From Bread and Wine to Bountiful Giving*. Kirstin Barns and Nicki Herdson were co-chairs and arranged for the many components of the campaign. The guest preacher for the day was The Rev. Beth Garber-Martini, Assistant to the Bishop of the Lower Susquehanna Synod.

Information about the campaign appeared in the newsletter for several months. Temple talks were given on three Sunday mornings prior to the event on October 22. Also, reservation cards for the celebration fellowship time were made available three weeks leading up to Commitment Sunday. This year we tried having a celebration brunch follow the 8:00 AM liturgy and a celebration lunch follow the 10:30 AM liturgy. In previous years we have held a combined service with a dinner following. This year we had a solid response by our active membership with over 40 participants at the brunch and 103 at the luncheon. The brunch was catered by Copper Crust and the lunch by Stephanie's. Both did a fine job in providing us with excellent food for the events.

Time and Ability forms were included in direct mailings into member's homes and as inserts in the Sunday bulletin. Commitment Cards were included in the October newsletter and on the three Sundays preceding Commitment Sunday. Response of both Time and Ability forms and Commitment Cards was below historic trends. However of the roughly 40 Commitment Cards received to date, \$168,000 was pledged. Of those more than half indicated an increase in giving for 2024.

The committee chose to highlight the work of six areas of ministry; Food Pantry, Mpuguso Lutheran Church, Worship Servers, Altar Care, Christian Education, and Fellowship. The hope was to stir up some interest and seek out persons to take a more active role in several aspects of our life together. Information was provided in the October Sunday bulletin highlighting two areas each week. The Time and Ability forms that have been returned indicate 10 persons willing to care for the altar, set up and clean up following each liturgy. Knowing that we need at least four persons each Sunday, we are in desperate need of additional helpers. The desire to return to the use of common loaf of bread for Holy Communion has been articulated many times. The forms identify 9 bread bakers. Training will be coordinated through the Worship and Arts Committee with a date set for mid-January 2024. And 5 persons are willing to launder the altar linens. This is an increase over the past year. In the area of Christian Education three persons have indicated a desire to teach adults and one person to teach children. The Women of St. Paul's saw an uptick with 8 women showing interest in the group and planning activities. By far the largest group is the 18 who identified as willing to help with the Christmas decorating! We are still in the process in tabulating all of the data and sharing it with leadership. We extend our thanks to everyone who took time to attend the brunch and luncheon and for returning your stewardship materials. Please note that it is not too late to return stewardship materials.

For the Stewardship Committee, Pastor Reep, Acting secretary

## Witness Committee Annual Report 2023

Witness Committee Bylaws – The Witness Committee shall bring new members into the Church. It shall continue to support new members. It shall foster support for outreach ministries of the wider Church and develop shared ministries with other congregations and ecumenical agencies in the community. It shall lead all members of the Congregation to awareness of the calling to be witnesses and equip them for their ministries in daily life. This committee shall also encourage congregational fellowship by promoting communication, awareness, and involvement, by fostering a sense of responsibility and ownership for activities and programs.

The Witness Committee meets the second Tuesday of the month at 1:00 p.m. if there are items to discuss and for planning events. In 2023, we have only met 3 times to set up Dinner Club, Valentine's Dinner, Ash Wednesday Senior Luncheon and discuss the new Church Pictorial Directory.

The Webpage is very important to our congregation in bringing in new members and communicating with our members. The Webpage has a monthly calendar but more importantly a weekly calendar which is being constantly updated with activities and programs by Patee. The Webpage is constantly changing. You will find the monthly newsletter in color, bulletins for Sunday services, links to YouTube for live streamed services and for giving and so much more. Photographs are changed out frequently showing what St. Paul's has to offer. The Webpage stresses our mission statement which is to "*Teach the World that God is Love*". Our Website is being viewed and the more it is viewed, the higher St. Paul's will be on the google list of Lutheran Churches for people looking for a church. Check it out often! The Webpage address is: [stpaulsyork.org](http://stpaulsyork.org)

Our major accomplishment in 2023 will be the new Church Pictorial Directory. Our last directory was in 2019. Gretchen Nevin, local photographer, will be taking photographs on November 12th and 19<sup>th</sup>. We thank everyone who scheduled an appointment and came in to have their photos taken. For members who were not able to have their photos taken, we will be accepting member provided photos. The deadline will be December 1 to receive photos. We are working on getting photos for our members who are unable to attend services and those out of state. It is our hope to have the new directory available by Christmas.

In 2023, we had a spring Dinner Group which met in March/April. We had 19 households participate. Dinner Groups are a time of good food, fellowship, and some fun over a casual meal. Groups of roughly six people (couples or singles) gather at the home of the designated host. Hosts can also invite other members or guests to come and join. You don't have to host, just sign up and bring a dish to share. Those who volunteer to host will call the guests to schedule a day and time that works for all. The hosts provide the main dish and guests provide the rest (appetizers, salad, and dessert). It is a great way to get to know one another in a whole different way, socialize and get better acquainted with our church friends, new and old. The groups are selected randomly, and we try to have a different mix of people at each gathering. They have been great fun, and we hope you will join us in 2024. Watch the newsletter for Information as it becomes available regarding the Dinner Group for spring 2024!

On February 10, 2023, the Witness Committee hosted a dinner for St. Paul's young couples for Valentine's Day. Invitations were sent out and we had 12 couples (24) sign up and 21 attended.

They were served a four-course dinner with appetizers, salad, entrée, and desserts. It was prepared mostly by members of the Witness Committee. It was a great event and appreciated by the young couples. They were talking about it days later. The couples with children were able to have a relaxing dinner and conversation without interrupting (lovingly said) children who were with Miss Kelly elsewhere in the building. It was a time for the couples to get acquainted and socialize. At the end of the evening, they gathered the little ones who were all ready for bed. The adults and the children had a great time. We thank all those who helped make the evening a success by helping with decorations, preparing, and donating food and their time to help with the dinner. We are planning another Valentine's Dinner for 2024. The Witness Committee, because of the number of members on the committee, will be asking for help with the event and food donations of desserts and appetizers from a few of our members who like to cook and bake after the menu is planned. Start thinking of Valentine's desserts! The main entrée will be catered this year.

On February 22, 2023 (Ash Wednesday), the Witness Committee hosted a luncheon for St. Paul's seniors. The Witness Committee planned a menu and prepared the lunch with some help from members of the congregation. We had soup, salad, casserole, and desserts. Our members attended the Ash Wednesday service and then met in Christ Hall for lunch. It was a great event and appreciated by everyone who attended. A time to socialize and laugh. We had 36 attend the luncheon and delivered lunch to 3 households of seniors who could not attend. We thank all those who donated and prepared food and their time to help with the luncheon. We are planning another Ash Wednesday Senior Luncheon for 2024 which falls on Valentine's Day, February 14, 2024. The Witness Committee, because of the number of members on the committee, will be asking for help with the event and food donations from a few members who like to cook and bake after the menu is planned.

We started celebrating "Vintage Birthdays" for our members 80 and over in June 2023. If the member is active and we see them in church regularly, we send a card and if the member is unable to attend services, someone from the Witness Committee visits the member celebrating their birthday. For those with computers and an email address or a cell phone, Jacquie Lawson animated e-cards are sent out. The e-cards are fun and the recipients seem to enjoy receiving them. We have sent out 16 e-cards since June and paid a visit to Audrey Houck in July, Janice Cromer in September, and Shirley Haugh in October.

In 2023, the Witness Committee shared recycling opportunities with the congregation, and they have been well received. In an effort to save the world that God created for us, our children, grandchildren, and great-grandchildren we wanted to share this information. York has the only company that really recycles plastic. CRDC Global recycles all types of clean plastics, Styrofoam, chip/snack bags, straws, plastic bags and bottles, plastic cups and plates and converts your plastics into Resin8(trademark) which is used to build homes, commercial buildings, and roads. There are five locations to drop off your plastics in the City of York. Several are within blocks of the church. Continental Paper Grading recycles all types of paper, junk mail, magazines, paperboard, corrugated cardboard and books; paper items that can't go into the curbside recycle bins. Consolidated Scrap Resources collects aluminum cans and scrap metal and has a bin for the Ronald McDonald House for magazines and catalogs (all kinds of shiny paper). The benefit from recycling the magazines and catalogs is any money received goes to the Ronald McDonald House. Members 1<sup>st</sup> Credit Union have a container in the lobby for pull tabs from soda/beverage cans and again the money goes to the Ronald McDonald House to help

families who have children with cancer. Lifepath Christian Ministries has a program called “Corners of Your Field” which works with local churches. Lifepath has four locations where you can drop off gently used clothes, toys, household items, holiday decorations, furniture. If you mention that you are a member of St. Paul’s Lutheran on George Street, they will give the church credit and send out gift cards to be used in their stores to Pastor to give out to people in need. Information on these programs has been in the newsletter and can be found on the table in the Springettsbury Avenue vestibule or on the webpage.

The biggest concern of the Witness Committee is the number of members we have. We just lost Peggy LeCates who has been our secretary for many years. She is needed at home and not able to come to the meetings anymore. Our current members are: Kristine Gross, June Heistand, Nancy O’Conor and myself, Earline Jones, Chairperson and Webmaster. We are very fortunate in that we have a Council Liaison, Nancy Bennett who is hands-on and helps with our events. We need to recruit new members and restate and revitalize the Witness Committee and we welcome anyone who has any thoughts/suggestions/ideas to share with the Witness Committee. Even if you can’t attend our meetings, we are looking for bodies that can help with the events planned for 2024. Thank you!

Submitted by, Earline Jones, Chairperson and Webmaster

### **Worship and Arts Committee Report 2023**

The task of the committee is large and far sweeping. It arranges for Sunday liturgies to be fully staffed, all needed supplies to be on hand, and supports the music staff members in their work. The altar guild, ushers, greeters, lectors, assisting ministers, communion assistants, and acolytes all fall within the care, training, and recruitment of the worship committee. Additionally choir vestments and care, music supplies, tuning and maintenance of the instruments, and arranging for additional musicians on chief holy days and any special decoration, appointments or flowers that may be desired, find their way onto the meeting agendas.

This year was rich and full. January brought to a close the Christmas season with a combined Holy Name of Jesus liturgy on January 1 at 9:15 AM. As we packed away the Christmas decorations it was decided that we should look into an alternative candle selection for the aisle posts utilized during the Christmas season. After some research it was suggested that we purchase oil fill candles, similar to the torches by the pulpit, and secure them in time for Christmas 2023. The recommendation was approved by the council and the oil fill candles were purchased from the Memorial Fund. Also purchased were some additional choir vestments needed for new choir members. They too were approved and purchased through the Memorial Fund. In February we observed church music Sunday on the Feast of the Transfiguration, February 19, with an all choirs in the chancel filling the nave with the voices of children and adults and the beautiful sound of the handbells and organ.

Lent began with Ash Wednesday liturgies at 11:30 AM and 7:00 PM. We held mid-week Lenten vespers and shared fellowship meals prior to each service. St. Peter’s North George Street joined us for the mid-week Lenten services and for the Vigil of Easter. On March 26 we welcomed Zach Weise, Camp Director at Kirchenwald, as guest preacher. Combined liturgies were held on Palm Sunday, where we welcomed new members, and on Easter Day. Holy Week was rich especially with the addition of the Handbell Choir ringing at the Maundy Thursday

service. The Easter Day liturgy was augmented with the beautiful sound of brass quintet and timpani. We finished out the month of April with Preschool Sunday and the children rendering the 23<sup>rd</sup> Psalm. May began with the Rite of Confirmation on May 7. The Feast of Pentecost, May 28, was a combined liturgy. Victor planned for a beautiful Mass setting by Haydn for choir, strings and organ.

During the summer months we held one service each Sunday at 9:15AM. We utilized setting 9 from ELW. These Sunday's welcomed a variety of preachers and presiders as Pastor Reep was on sabbatical. Members of the congregation willingly provided children's sermons each week. The Fellowship Committee made certain that a fellowship time followed each liturgy. These times of interaction by members and guests were well received. Also well received was the single liturgy combining for worship. Those who participated appreciated the fuller richer worship experience, the ease of set up and clean up for the altar, and the opportunity to get better acquainted.

In September we resumed two liturgies on Sunday morning at 8:00 and 10:30 AM. We used setting 1 from ELW. We purchased an alto and a soprano metallophone for use with the children's choirs. These musical instruments were provided for from the McElhiney Music Fund. We observed Commitment Sunday on October 22 and Reformation on October 29. On Reformation Sunday we began using the plain song chant setting from ELW. November began with All Saints Sunday and a blessed remembrance of those members who died in the past year. It is always a moving liturgy as we give thanks for the lives of the blessed saints who have gone before us. November will conclude with Christ the King as we bring to a close one liturgical year and prepare for a new one to begin on December 3. On Christ the King two new sets of paraments and clergy vestments will be blessed and dedicated at the 10:30 AM liturgy. They were given by Martina Uffelman in memory of her late husband John Uffelman Sr.

At this writing we have planned for Advent and Christmas. On December 3 the Advent wreath will grace the chancel and the first light of four will be lighted. On that day we also host the York College Choir under the direction of Dr. Grace Muzzo. This is our 16<sup>th</sup> year to host the college ensemble. Christmas decorating on Wednesday December 13 is unusually early due to the calendar with Advent 4 and Christmas Eve sharing December 24. It makes for a short Advent season. Because of that we opted not to hold Advent mid-week vespers this year. However on Wednesday December 6, St. Nicholas Day, a parish wide celebration dinner and entertainment are planned. On Sunday December 17 the sacrament of Holy Baptism will be celebrated (5 baptismal candidates at this writing). The Christmas worship schedule sustains Christmas Eve liturgies at 4:00 and 7:00 PM and Christmas Day at 10:30 AM. Sunday morning December 24 and 31 one combined liturgy will be held at 9:15AM.

During 2023 we hosted a variety of musical events. We extend thanks to the volunteers who ushered, greeted, and prepared refreshments for these events.

1. Music Teachers Association Honors Recital, January 22, 2:00 PM.
2. York County Senior Honors Choir on February 12, 3:00 PM.
3. York Chapter of the American Guild of Organists, Daniel Aune, April 16, 4:00 PM.
4. Matinee Musical Club of York, Susan Miller Competitions, May 21, 2:00 PM.
5. Music Teachers Association Honors Recital, June 4, 2:00 PM.
6. York Chapter of the American Guild of Organists, Geoffrey Simon, October 1, 1:00 PM.
7. York College of Pennsylvania Choir, Dr. Muzzo, December 3, 4:00 PM.

We extend our sincere thanks to the committee members and staff for their work, dedication and commitment to the rich worship life of the congregation and for their collaboration with community groups desiring to utilize St. Paul's worship space for concerts and recitals. Members of the committee are: Deb Becker, Carolyn Kapoun, Martina Uffelman, Victor Fields, Julianna Jones, Leah McComas and Pastor Reep. If you would like to be part of the Worship and Arts Committee please contact any member, the church office, or Pastor Reep. Respectfully submitted for the committee, Pastor Reep, acting secretary

## **Youth Ministry 2023 Annual Report**

St. Paul's has been so blessed this year to have 38 active children and youth families. 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. I have witnessed the children and youth creating lasting friendships, they look forward to seeing each other while at church and miss the families that have moved out of town. This year there are enough active youth grades 7 through 12 that we have been having Jr. and Sr. High youth fellowship on Sundays. As of this report there are 44 children (ages 1 through grade 6) and 16 youth (grades 7 through 12) that have participated in St. Paul's church life this year.

On Tuesday evenings we are blessed to offer Music and Create. My portion of the evening is focused on bible stories, activities, and art projects. During the month of October Pastor Reep guided the children through a watercolor project on Creation. There are approximately 20 children ages 3 through grade 6 that participate in the program.

Family Picnics at the Park were well attended this summer. One evening June, July and August families were invited to join for a Picnic at the Park. Each week the children heard part of the Creation story, sang songs, and enjoyed the playgrounds. The children enjoyed playing together while the adults spent time socializing. The three parks that we visited were Rudy Park, Rocky Ridge Park and Kain Park.

Sr High Youth Fellowship grades 9 through 12 meet the 1<sup>st</sup> Sunday of each month at a different restaurant for Faith and Conversation around the table. They connect with each other while discussing different topics. Meals will be shared, stories will be told, together they will experience God's nearness, God's kindness, and God's Love. While sharing stories they will experience God's Grace. At the Table we Talk - At the Table we Listen. Jr. High Youth Fellowship grades 7 and 8 meet in the Youth room the 2<sup>nd</sup> Sunday of each month following the late liturgy for fellowship, prayer, discussion, and games.

There were 2 special events this year, Valentines Day, and the Harvest Dinner. The children enjoyed a fun-filled evening while their parents were at the adult portion of the event. There were approximately 16 children and many adults, staff, and youth helpers at both events. They enjoyed dinner together and then played Valentine and Harvest themed games, created crafts, enjoyed sensory bins, and listened to stories. Both evenings ended with snacks and a movie.

As always it has been a privilege to assist Pastor Reep with teaching Confirmation. The 9 students that we have each week have been excited to be part of the class and have been a joy to teach. I look forward to the winter term. On Stewardship Commitment Sunday the Confirmation youth grades 7 through 12 assisted in set up and serving the Celebration Brunch and Luncheon following both Liturgies.

Activities this December are Create, St. Nicholas Holiday dinner, Jr. & Sr. High youth groups will meet, and I will be assisting Pastor Reep in Sunday morning intergenerational Advent Sunday school for the adults and confirmation students.

Throughout the year I am in contact with the families 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 2024.

Respectively submitted,  
Kelly Moore  
Youth Director



## St. Paul's Lutheran Church 2024 Budget Proposal

### INCOME

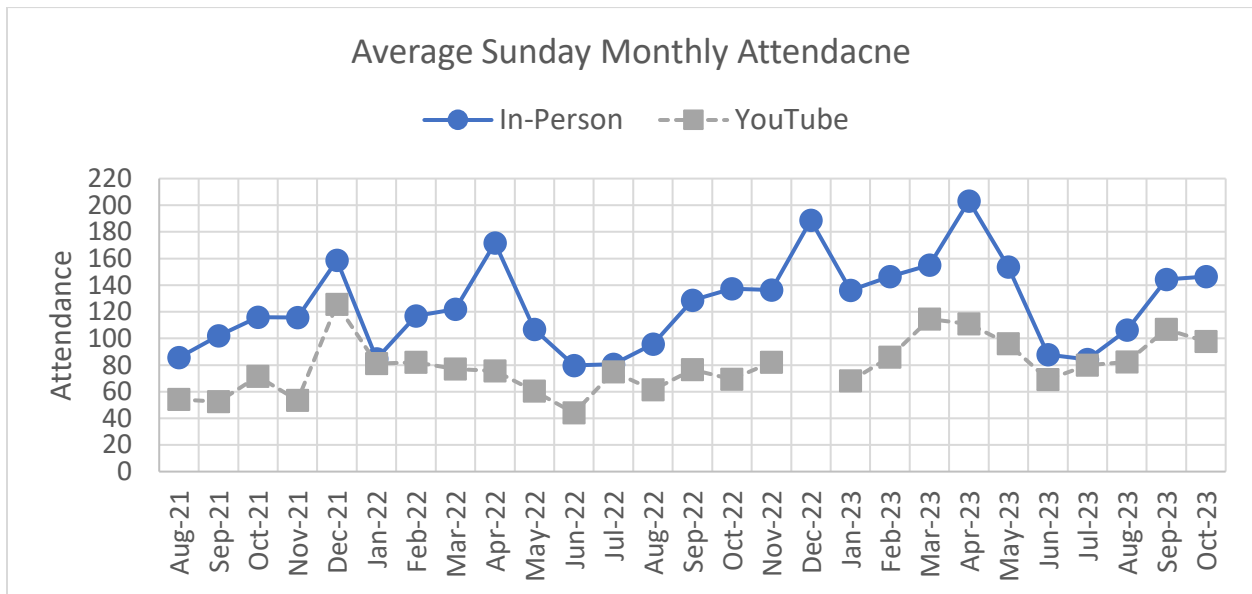
| Account                      | Budget           | 2023 Budget      | Diff +/-         |
|------------------------------|------------------|------------------|------------------|
| General Income               | \$415,000        | 406,000          | \$9,000          |
| Trust income                 | \$240,000        | 175,000          | \$65,000         |
| Grant Income                 | \$30,000         | 0                | \$30,000         |
| Pantry Income                | \$14,400         | 9,000            | \$5,400          |
| Fundraising Income           | \$25,000         | 25,000           | \$0              |
| Preschool                    | \$95,750         | 89,795           | \$5,955          |
| Konde Projects               | \$9,000          | 9,000            | \$0              |
| Synod Regular Mission Suport | \$1,000          | 0                | \$1,000          |
| <b>Total Income</b>          | <b>\$830,150</b> | <b>\$713,795</b> | <b>\$116,355</b> |

### EXPENSE

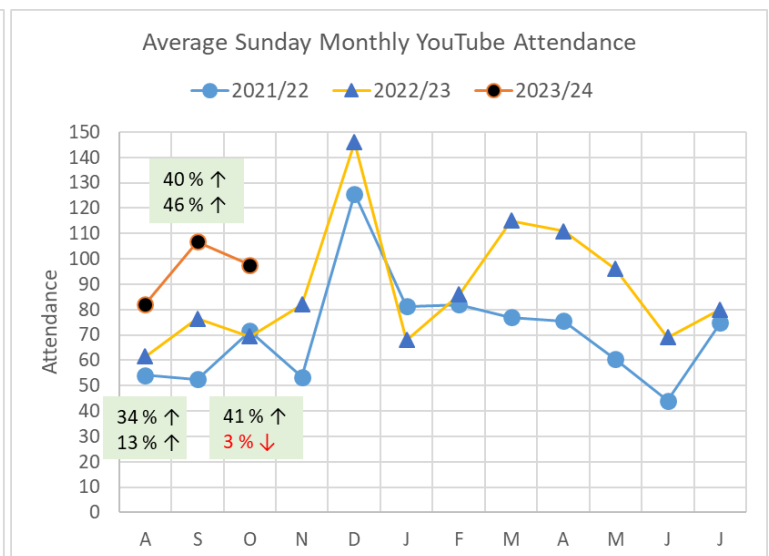
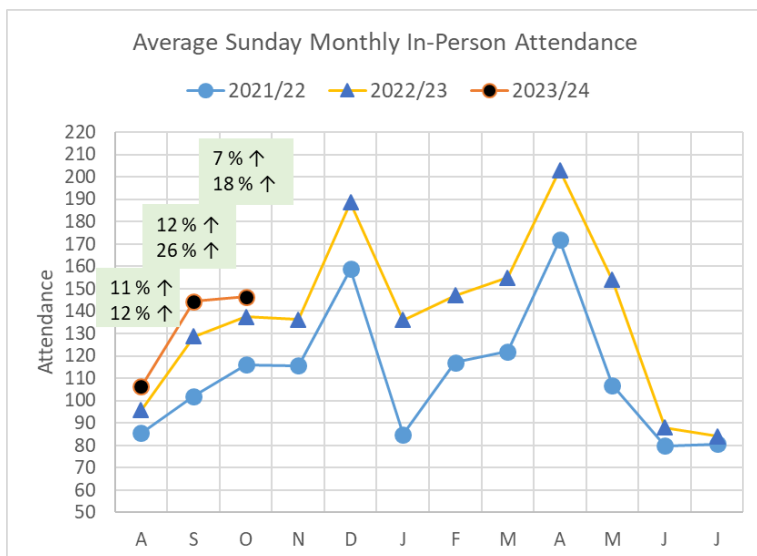
| Account Name                  | Budget            | 2023 Budget       | Diff +/-       |
|-------------------------------|-------------------|-------------------|----------------|
| Payroll - Church              | 365,400           | 325,000           | 40,400         |
| Witness                       | 3,000             | 2,500             | 500            |
| Office                        | 47,500            | 46,400            | 1,100          |
| Property                      | 162,000           | 158,050           | 3,950          |
| Christian Education           | 14,500            | 14,600            | (100)          |
| Fellowship                    | 9,000             | 5,250             | 3,750          |
| Pantry Expense                | 12,000            | 2,500             | 9,500          |
| Social Ministry Outreach      | 3,000             | 2,500             | 500            |
| Stewardship Expense           | 3,500             | 2,500             | 1,000          |
| Worship & Arts                | 20,000            | 16,900            | 3,100          |
| Synod Regular Mission Support | 37,000            | 35,000            | 2,000          |
| Konde Projects Expense        | 9,000             | 9,000             | 0              |
| Benevolence Projects          | 53,000            | 0                 | 53,000         |
| Mortgage Interest             | 75,000            | 76,000            | (1,000)        |
| Preschool                     | 96,234            | 88,132            | 8,102          |
| <b>Total Expenses</b>         | <b>910,134</b>    | <b>784,332</b>    | <b>125,802</b> |
| <b>Net Income</b>             | <b>(\$79,984)</b> | <b>(\$70,537)</b> |                |

## In-Person and Online Attendance Report

With Patee’s help, I have been tracking our in-person and online attendance since August, 2021. I receive the number attending each individual church service. In order to present the data in a reasonably understandable manner, I calculate the average Sunday attendance for each month. When there are two services, I combine those in-person figures, but I do not combine the in-person and online numbers. The first graph below shows our average monthly attendance for each month since I started collecting data. You can easily compare trends in both in-person and online figures. Spikes at Christmas and Easter appear as expected. The YouTube figure is taken by multiplying the number of online “views” by the value recommended by the synod to obtain the best approximation for the overall number of individuals participating online.



In the graphs below, I take the same data (in-person on the left and online to the right) and compare our figures for the 12-month periods from August to July. This begins with the 2021/22 year and includes 2022/23 and the first three months of the “current” 2023/24 year. A reliably consistent sustained growth coming out of the pandemic is noted. In-person attendance has been greater than the same month the previous year in every instance, and this is nearly true for online attendance as well (increases in 13 out of 15 months).



Finally, at the risk of rolling up the data too much, the following table shows the average Sunday attendance for each of the three years for in-person and online attendance. The 2023/24 year contains only three months of data, so I would expect both the in-person and online numbers for this current year (in the last row) to increase when that data includes Easter and Christmas.

|                | <b>IN-PERSON</b>   | <b>ONLINE</b>     |
|----------------|--------------------|-------------------|
| <b>2021/22</b> | 112                | 71                |
| <b>2022/23</b> | 138 (23% increase) | 88 (25% increase) |
| <b>2023/24</b> | 132*               | 96*               |

\*only three months of data

Yours in Christ,  
 Tristan Ericson