

Annual Winter Meeting
of the
Congregation and Corporation
January 26, 2020
AGENDA

1. Opening Prayer
2. Motion that the meeting is properly called, a quorum is present and that the congregation and corporation meet simultaneously.
3. Approval of minutes for October 27, 2019 Congregational Meeting.
4. Pastor's Report, pages 2-3, Rev. Robin Morgan
5. Presbyterian Women, page 4, P.W. Coordinating Team
4. Reports of Church Boards
 - a. Board of Deacons, page 5, Donna Kuntz, Moderator
 - b. Board of Trustees, page 6-7, Fred Jones, President
 - c. Session
 - i. Clerk's report, pages 8-9, Clerk of Session
 - d. Session Committees / Ministries Chairpersons
 - i. Christian Education, Youth, pages 10-11, Rick Borger, Rob Cochran
 - ii. Congregational Life, page 12, Carla Dowd
 - iii. Mission, pages 13-14, Betsy Sensenig, Robin Gries (includes Free Noon Meal schedule for 2020, page 14)
 - iv. Worship, pages 15-16, Beckie Dreibelbis (includes chancel flower calendar, page 16)
 - e. Joint Committees
 - i. Nominating, page 17, David Overholt
 - ii. Visioning, page 18, Rebecca Lister
 - iii. Administration & Personnel, page 19, Ron Hetrick
Safe Sanctuaries Report, pages 20-24, Ron Hetrick
 - iv. Stewardship and Finance, page 25, Rob Lowrie
report of the Treasurer, Marc Hamme
7. Any other business which may properly come before this meeting.
8. Motion to Adjourn
9. Adjourning Prayer

PASTOR'S REPORT

January 2020

Dear People of God,

As I shared in worship a few weeks ago, my Epiphany word for 2019 was 'Balance.' There was a great deal for me, personally, to learn to balance. I remain grateful for all of your support and encouragement as we share the journey of faith and life together, that for me in this season includes ministry and motherhood.

Being attentive to the concept of 'Balance' has opened my eyes to the beautiful balance in our staff and leadership here at St. Andrews. Cliffy, Rob, and I are in the office most days of the week and between our different skills and talents, ideas become reality, and the office runs smoothly. Between Carole and Lisa, Kent and Rebecca, our music staff has an abundance of talent and enthusiasm that brings a huge variety of music to enliven our worship. And for just this year, we have an LVC student, Rachel Cheston, working with our youngest bell ringers, who also plays the cello beautifully. I wonder how many of you realize that in each worship service we have Neal balancing a video camera, a computer running multiple programs for streaming that includes checking all the audio, and he is running the slides on the screens. He truly is doing a balancing act that keeps worship running smoothly. Daphne faithfully cares for us all, as she comes to clean up and/or set up, preparing for what is next, while taking care that all is settled from what has been.

In this year, we continued to come together and step into the call God gives to us. I am always thankful for everyone on our church boards, and this year when my time was so different, their leadership was invaluable, moving things forward, and guiding meaningful work in our boards and committees. Fred's leadership with the Trustees has attended to the big projects, but also to the details. This place is well cared for. The trustees ensure that this building is always ready to house the work of the Lord and our worship together. The Deacons, under Donna, have focused on their flocks and reached out to all of us, and cared for so many, including me. The Elders run the ministries of this church bringing continuity and balancing new ideas with the current ministries. The service, energy, and commitment to Jesus Christ and St. Andrews, of each and every one, is what enables our life together.

As a church, we balance one another with our structure, with simply reaching out to connect and help one another. All of you are a part of this. And through your commitment and generosity, in 2019 we ran a balanced budget! This has been a goal and hope for years, and this year it happened. There is an amazing blessing and gift in the balance here at St. Andrews. With Christ as our foundation, our life together builds a peaceful, meaningful place to glorify God and share the journey of faith with all we meet.

While I spent the year attending to balance, and being so grateful for how the balance at St. Andrews allows our life together to run smoothly, there were some standout moments this year, that cannot go unnoticed. Our Wednesday Evening Bible Study courageously agreed to read and discuss Welcoming the Stranger about immigration. This is a hot political issue, yet letting faith lead, this group was able to learn and discuss this issue well. I so hope, as God's people, we can create more and more meaningful conversations. The other huge standout

from this year is our 12 musicians who traveled to Carnegie Hall. The excitement of going did not compare to their enthusiasm as they came back. The light in their eyes reminded me of why the Westminster Confession says: The chief end of humanity is to glorify God and enjoy God forever! It seems like our musicians lived into this as they joined with singers from all over to glorify God, to proclaim the good news of Christmas, and they really enjoyed it! There are more highlights for this year and each report shares such meaningful ministries. I hope you read them all.

St. Andrews, 2019 was a good year. A year when God was glorified, when we wrestled with a tough issue, when we continued to worship and work together. 2020 lies ahead. A new year, a new decade and so many new possibilities. May Christ go before us and behind us. May we trust in God, and in one another, as we seek to balance what we already do, and what we need to do to share our faith, to share the good news of Christ with our neighbors.

In the hope of Jesus Christ
And the courage of the Spirit,

Rev. Robin Morgan

PRESBYTERIAN WOMEN

Purpose:

Forgiven and freed by God in Jesus Christ, and empowered by the Holy Spirit, we commit ourselves:

- To nurture our faith through prayer.
- To support the mission of the church worldwide.
- To work for justice and peace and build an inclusive, caring community of women that strengthens the Presbyterian Church (U.S.A.) and witnesses to the promise of God's Kingdom.

2019 Planning Team: Judy Borger, Lorna Everhart, Margie Hearson, Marianne Kopp, Sue Mechura, Ann Ormond, Karen Regester, Carol Schiller, Betty Ann Seiser, Bonnie Tenney, Kathy Wissinger

Looking Back at 2019:

We are so very grateful for the generosity of the St. Andrews Family. Because of you, we were able to support Presbytery Appeals like the Birthday Offering, Blanket Sunday, Thank Offering and the Missions of Presbyterian Women of the Carlisle Presbytery. Through Celebration Giving and the Bakeless Bake Sale, we supported local, state, national and International Missions such as Agape, the Ronald McDonald House, Lebanon County Christian Ministries, Lebanon Rescue Mission, DVI of Lebanon County, Ting Ministries, Lend-a-Hand, Sunset Gap TN Community Center, American Foundation for Children with AIDS, and Glad Tidings India. In addition, because of you, we filled 50 stockings with toiletries and other items for Church Women United, who distributed them to women in Lebanon County nursing homes, and our used clothing appeal yielded dozens of bags of clothing which were delivered to area agencies.

We completed our 3rd year of Active Community Outreach by serving meals to the children of True Life Youth Ministries (formerly Youth for Christ) on the first Thursday of each month. This outreach has proven to be a truly heartwarming experience. Roz Presby led an interesting and thought-provoking Spring Bible study, and the Tuesday Sewing Group continued to sew for charity each week. The proceeds from the Christmas Craft tables fund the sewing group's projects.

Looking Ahead at 2020

As we start the New Year, we encourage all women of St. Andrews to become actively involved in our ministry, especially in our community outreach. We are service- and mission-oriented, and welcome your help as we reach out to our community and beyond to spread God's love.

Prayers for our Ministry:

Dear God in Heaven, we thank you for the many blessings you have given us, especially our St. Andrews' family and the willing workers of the women of the congregation. You have called us to love with more than words, but with actions. We pray that you will help us continue your work with joy and dedication as we seek to do your will and spread your love in the coming year. All Glory is yours, Amen.

Isaiah 58:10 "...and if you spend yourselves in behalf of the hungry and satisfy the needs of the oppressed, then your light will rise in the darkness, and your night will become like the noonday."

BOARD OF DEACONS

"To everything there is a season." Ecclesiastes 3:1

The deacons are called to celebrate, support, and mourn with their fellow Christians.

Board Members: Maggie Beatty (Secretary), Judy Borger, John Butler, Annette Chevalier, Mel Cochran, Robert Kopp, Jean Gigler, Ken Gries, Donna Kuntz (Moderator), Lorraine Lowrie, Christine Nelson, Nikki Overholt, Karen Regester, Lew Sauerwein (Vice Moderator), Kathy Wissinger.

Looking back at 2019:

God has called us to serve the congregation as models of Jesus Christ. We have given our time and talents in many ways. We have supported the sick, and those who were hospitalized. God has called us many times to serve his people. We have prepared meals for those who were not physically able to do so. We have made hospital and nursing home and residential home visits. We send greeting cards on religious holidays, birthdays and "just because we care". We serve communion during the church service and also to our members in the community. We organize and serve funeral luncheons when we are requested to do them. The needs of the people are unique and every Deacon has God given talents to serve his "flock" in his name.

Looking ahead to 2020:

We look forward to our continued ministry as we welcome four new Deacons on the Board. We will be re-organizing our member list assignments so you may have a different Deacon this year. We will review our duties to make sure we are being effective and efficient.

Praying for our Deacon Ministry:

Prayers of discernment to accept the gifts and limitations that God imparts, are always welcome.

BOARD OF TRUSTEES

Committee/Board Members:

Fred Jones (President), Bob Capobianco, Jody DeWald, Ben Donley, Connie Dowhower, John Goetze, Craig Lowrie, Barry Kohr, John Reitz, Lee Samuelson, Tom Shott, and Gary Strock

Looking back at 2019:

2019 started with the promise/hope that all the problems were solved - the steeple was fixed, the sinkhole was filled, and the parking lot ready for the final macadam application, the HVAC system was purring – we were ready to coast through 2019.

Many things did go smoothly – lawn care and spring planting (thanks to Glenn Royer) went well; major yard clutter and pruning was completed; the Kitchen Exploratory Committee was active and new kitchen faucets were installed (and more updates will follow); a new trash hauler was contracted to start January 2020 (saving over \$300/yr.); insurance premiums were lowered; continued upgrade to LED lighting is almost completed; the church office has equipment upgrades – new copier and folding machine – we are working with Visioning Committee on their plans for upgrades of the Prayer Labyrinth and development of an area to attract the public and carpet cleaning was completed.

BUT it didn't take long for problems to arise. A new sinkhole "appeared." It was filled. But the final macadam application was postponed. It was finally completed in mid-June and the parking lot re-lined. We keep our fingers crossed that this is the final challenge.

For a long time the Trustees had been discussing painting projects and Mission Week provided a good starting point. The plan was to do the wall prep in the hallway between the area under the Narthex and the Christian Ed classroom hallway plus the classroom at that corner (the home of Band Together). Don Beatty started to prep away but found water damage in both areas thereby postponing the painting project and starting the search for the source of the water. It was noted by a few "old" members and the contractor that the North wall was always a problem. Initially it was discovered there was clogging of the drain pipes from the downspouts to the storm sewer at the intersection of 12th and Poplar and the possibility of replacing this system was estimated at \$40,000. But further investigation revealed that with heavy rain there was overflow of the gutters which was blown by the north wind into the wall. The overflow problem underwent a temporary fix and since then the interior walls have remained dry. It is the hope that less expensive corrections to the gutters and downspouts will correct the problem for a much lower cost.

Then there was the elevator. We were blindsided by an inspection that resulted in us being in violation — no functioning alarm bell/no phone. This resulted in some special instructions for those using the elevator. A dedicated phone line was installed and after many attempts we finally had the elevator repairs done to give us an alarm and allow full use. A phone (which we never had but will provide max safety) will be installed.

There was one goal that was not met. We had planned to organize documents so that there would be a record for what previous decisions/investigations/work had been completed so we could avoid the waste of time/effort when facing issues only to find that they were not “new” problems but had been dealt with in the past. To quote T.S. Eliot: “We shall not cease from exploration, and the end of all our exploring will be to arrive where we started and know the place for the first time.”

Plans for 2020:

Continue to respond to ideas coming from the Kitchen Committee; final resolution of the water drainage problem and with that resolved complete the painting of hallway and Christian Ed room; install a phone in the elevator; see the trees removed that were to have been removed in 2019; CPR class for staff and interested church members; and change the entry codes for the back door, to go into effect 2/1/20.

We stand by for what unexpected challenges 2020 will provide.

*Many Blessings,
The St. Andrews Board of Trustees*

CLERK'S REPORT

Church Membership as of December 31, 2018-----256

Additions

Received by Letter of Transfer-----	3	
Received by Profession of or Reaffirmation of Faith-----	13	
Restored from Inactive Roll-----	1	
Total Additions -----		-----17

Losses

Dismissed by Letter of Transfer-----	1	
Deceased-----	7	
Moved to Inactive Roll-----	0	
Resigned -----	1	
Total Losses-----		-----9

Active Church Membership as of December 31, 2019-----264

Baptisms

Infant -----	1	
Adult -----	0	
Total Baptisms-----		1

<u>2019 Necrology</u>	<u>Date of Death</u>
Roseanna Slayton	March 1, 2019
Delores Jean Miller	March 8, 2019
Nyla Mack	June 8, 2019
Jay Mack	June 29, 2019
Meredeth Capobianco	September 29, 2019
Carroll Ditzler	November 6, 2019
Anita Sauerwein	December 29, 2019

CURRENT CHURCH OFFICERS

Treasurer: Marc Hamme, Session Clerk: Glenn Royer

Session

2020	2021	2022
Carla Dowd	Fredrick Borger	Karen Dielmann
Rebecca Lister	Beckie Dreibelbis	Robin Gries
William Mulligan	Stuart Juppenlatz	Penny Samuelson
Jere Shiner	Robert Lowrie	Dennis Shalters

Deacons

2020	2021	2022
Maggie Beatty	Judy Borger	Ellen Arnold
Jean Gigler	John Butler	Benjamin Donley
Lorraine Lowrie	Melynda Cochran	Ken Gries
Lewis Sauerwein	Robert Kopp	MaryLynne Mulligan
Kathy Wissinger	Christine Nelson	Diane Pomeroy

Trustees

2020	2021	2022
Robert Capobianco	John Goetze	Jody DeWald
Fred Jones, President	John Reitz	Connie Dowhower
Barry Kohr	Tom Shott	David Sensenig
Craig Lowrie	Gary Strock	Steve Schulte

Visioning Committee

2020	2021	2022
Karen Dielmann	Kayla Lowrie	Rosamond Presby
David Overholt	Ann Ormond	Kate Tshudy

Additional members from Session, Deacons, and Trustees

Congregational Members Church Nominating Committee 2020

Nominating Chair Stuart Juppenlatz

Annette Chevalier, Lisa Hamme, Nancy Leshner, Doug Lister, Ann Ormond

Two members from Session, One from Deacons, One from Trustees

CHRISTIAN EDUCATION

Mission Statement: The Mission of St. Andrews Christian Education Committee is to provide Biblically-based curriculum and educational opportunities for all ages, which will provide for continued spiritual growth with a deepening relationship with our Savior Jesus Christ.

Committee Members: Rick Borger, Tim Chevalier, Rob Cochran, Karen Fedder, Ken Gries, Lisa Hamme, Kayla Lowrie, Mary Lynne Mulligan, Jere Shiner.

Throughout the year we have continued our commitment to spiritual outreach both within our congregation and in the larger community. Leading the way have been our Sunday school teachers and aides, who have willingly assumed their weekly obligation to lead our children, youth and adult members in their classes: Rick Borger, Tim Chevalier, Mel Cochran, Connie Dowhower, Karen Fedder, Ken Gries, Lisa Hamme, Barry Kohr, Mary Lynne Mulligan, Tim Peelen, Penny Samuelson. Maggie Beattie, Rob Cochran, Lorraine Lowrie and Jere Shiner once again led the Confirmation Class. St. Andrews is truly blessed in having the leadership and commitment of these individuals who are absolutely essential to the educational ministry of this congregation.

Our focus on community engagement continued in 2019 as the Christian Education Ministry supported the ongoing projects of the Little Free Library and the Free Pantry, originally developed by Shelby Lister, and the interactive Lenten prayer wall. We reached out to 13 college students with notes and care packages, hosted young people from our Lebanon community in the Krislund Traveling Camp, encouraged the community to be part of the Creation Festival, and held an October Trunk or Treat outreach celebration for all in our parking lot.

A major priority for 2020 is to find an alternative to the Krislund Camp program in which we have participated for the past several years. Under new leadership, Krislund has changed its policies and practices which will significantly limit our ability to participate in its programs. A Task Force consisting of Betsy Sensenig, Kayla Lowrie, Tim Peelen and Perry Latshaw will study possible alternatives to Krislund and will plan for a summer program to be held here at Saint Andrews to replace it. To be successful, such a program will need the support and participation of the members of the congregation. Come and join in the excitement and joy of creating a new program for God's children!

Yours in Faith, Rick Borger

Director of Children and Youth Ministry

Robert W. Cochran

Psalms 34:3 *“O magnify the Lord with me,
and let us exalt his name together.”*

Looking back at 2019:

Creation 2019: Creation is always a good event, but this year was a little different. The numbers of students involved were lower and provided a challenge looking ahead for 2020. This is a part of the conversation that is happening in the planning and promo for 2020.

Krislund 2019: This year Krislund was a learning experience for Rick Borger and me. Krislund has been a wonderful ministry these last 5 years, however some changed at Krislund mean we will not be partnering with them in 2020. In 2020 we will be doing something different. While the plans are in the early stages of developing, I believe that St. Andrews 2020 summer outreach (the name of it will also be determined soon) will be an excellent opportunity and offer significant outreach. I look forward to this challenge.

Epyc: I am thankful for the students that we have! At the end of the school year we were studying through the Bible Project and discussing the books of the bible. This school year the students wanted to do in depth study of the books. This has led to a time of discussion and study in the book of Romans. Epyc has also been working to grow this year as several students graduated out of the program last year. Growth presents its own series of challenges, but the students are beginning to invite friends.

TrailBlazers: The students of TrailBlazers have been having a blast! I am thankful for the help and guidance of Tim Peelen, Marylynne Mulligan, and Melynda Cochran as they lead the students. The kids have also taken to the lessons from What's in the Bible with Phil Vischer. It is a great moment to sit with them and hear them recall the lessons and see how Tim, Marylynne, and Melynda are reinforcing these lessons in the group.

Looking ahead at 2020:

This school year 2019/20 one of my objectives has been for a youth mission trip. I am looking forward to this opportunity to work in the mission field with the students. Mission work and service to the community provides unique opportunity for everyone to connect and grow in the love of God. I look forward to this opportunity with the youth and the connections that it will build.

As mentioned above I am looking forward to the possibilities that will be presented in the summer outreach for St. Andrews. The outreach will require the church to come together in reaching out to our community.

Praying for our Youth Ministry:

Prayers are always appreciated for the students and families of the church. Students are presented with a multitude of demands on their time, pray for them and the ministry as we seek to work within the demands on their time and minister to the needs of students and families.

In Christ's Peace
Rob

CONGREGATIONAL LIFE

Mission: The mission of the SAPC Congregational Life Committee is to create opportunities to bring members and non-members of our church and community together in ways beyond the traditional Sunday Services using the gifts and talents of our church body to care for people by means of planning events that will foster relationships with one another.

Committee/Board Members:

Carla Dowd and Bill Mulligan - Co-Chairs

Ben Donley, Rev. Robin Morgan, Ann Ormond, Tim Peelen, Barb Shreve, Carol Smith-Kilgore Scott Stambaugh, Kathy Wissinger

Looking back at 2019:

2019 was a busy year for the Congregational Life Committee as we've been defining our direction and limitations. It was our second year with new leadership and weathering some learning curves, we successfully organized and ran many events that brought folks together.

With Scott Stambaugh's thorough upkeep of the pew pads, we've begun to consistently reach out to visitors and help to guide and walk along with them as they consider joining the church.

With the help of Barb Shreve, there's been a beautiful new pamphlet developed that gives a detailed list of the groups and activities within the church and a direct contact for each one.

We have established a list of parishioners who will help with specific events and be on call as needed. This list will be utilized and increased in 2020.

The Gathering Area Coffee Hours are being maintained and opportunities for volunteering to host are clearly posted.

Looking ahead to 2020:

In 2020, we believe that this committee will grow and expand in new ways that will be creative and exciting, without losing touch with the traditions that our members have come to expect and enjoy. Our intent is to increase community outreach through more targeted advertising and social media. We'll continue to look for new ideas and possibilities to bring people together in meaningful and interesting ways.

Praying for our Congregational Life Ministry:

Through Jesus Christ, we pray that our members and visitors feel warmly welcomed and excited by our church home. Let each of us continue our personal faith journeys and work together to increase opportunities for growth, connection and learning here at St. Andrews.

MISSION

MISSION STATEMENT The Mission Committee of St. Andrews Presbyterian Church seeks to encourage and support people called by Christ to the work of missions by planning, publicizing and implementing “hands on” mission opportunities for members of the congregation, their families and regular participants at St. Andrews, locally, nationally, and internationally.

COMMITTEE MEMBERS: Co-Chairs Robin Gries and Betsy Sensenig, Maggie Beatty, Kathy Crager, Bob Dowd, Connie Dowhower, Beckie Dreibelbis, and Margi Hearson.

SPECIAL OFFERINGS The four PCUSA Special Offerings were collected including: One Great Hour of Sharing, Pentecost, Peace and Global Witness, and Christmas Joy.

LEBANON COUNTY CHRISTIAN MINISTRIES St. Andrews supports this ministry in many ways. Robin Gries and Betty Ann Seiser are St. Andrews Delegates to LCCM. The “Monthly Spotlight” saw over 575# of donations of much needed food and personal care items. Instead of food for 3 months we collected new socks, underwear, and T-shirts and delivered them. During the 2 months we host Emergency Shelter Program, “Fresh Start” we collected juice and snacks for the shelter guests. Those two-week periods, twice a year are hosted by wonderful St. Andrews volunteers. On the second Saturday of every month in Snyder Hall, groups committees and boards of the church hosted, prepared, and served the Free Noon Meal. In November, we supported the annual fundraiser by providing a themed basket for the Silent Auction.

ALTERNATIVE GIFT FAIR This year marked the 15th annual fair raising money for charitable organizations, while giving an opportunity to provide alternative gifts for family and friends. Over \$4,000 was raised through donations to Lebanon Community Library, Lend A Hand, PCUSA Medical Benevolence, Habitat for Humanity, Heifer International, Compassion International, LifeWater International, and Fair Trade items.

CHRISTMAS ANGEL TREE Church members generously provided Christmas gifts for children who are under the care of Lebanon County Children and Youth Services. A mitten, glove, scarf, and hat collection was also taken for distribution through LCCM and Agape Shelter.

COLLECTION CORNER The corner across from the church office continues to be put to good use. The rebates for the ink cartridges go into the EPYC fund. Aluminum pull tabs are collected for the Ronald McDonald House in Hershey. Food and personal care items are collected for LCCM as well as for our Little Free Pantry. Box Tops for Education are collected for Jack and Jill, and aluminum cans are collected for Habitat for Humanity.

MISSION WEEK Plans began in February for the August 4-10 week dedicated to giving back to the community. It started with a congregation-wide kick-off of mission projects at church on Sunday, directly after the service. During the week volunteers painted a building at the Northeast Playground; provided a meal at the VA hospice, assembled school kits at Mission Central; hosted DDS clients for a bingo night; cleaned up portions of the local Rails to Trails; and prepared and served the Free Noon Meal. Ages of participants spanned multiple generations, working side by side to share the Light of God in the world. Jesus’s disciples are never too young or too old to “do something” in service to Him and the world that needs Him.

Praying for our Mission Ministry:

- For plenty of volunteers when we host the Fresh Start Emergency Shelter
- For God’s guidance to discern mission opportunities which bring Him glory
- For enthusiastic volunteers to participate in the local Habitat for Humanity build
- For growing interest throughout the congregation to try new things and share in God’s Mission

FREE NOON MEAL SCHEDULE FOR 2020

REMINDER: Please call in the number of meals served, and the number of volunteer hours given within the week of service -every time you serve. It is important for the sake of our funding that we track these numbers as accurately as possible, so we can continue doing what we do. You can call in the information to Andrew (717-272-4400 ext. 217) or email them to andrew@lccm.us. Thank you for your faithful service!!

DATE:	GROUP	LEADER
January 11	PW	Ann Ormond
February 8	WEBS	Ken Gries
March 14	Praise Team	Bob Dowd
April 11	Deacons	Ken Gries
May 9	Trustees	Barry Kohr
June 13	Trail Blazers	Rob Cochran
July 11	Session	Robin Gries
August 8	Mission	Robin Gries
Sept. 12	EPYC	Rob Cochran
Oct. 10	Choirs	Carole Haines
Nov. 14	Visioning	Rebecca Lister
Dec. 12	Adult Sun. Sch.	Beckie Dreibelbis

WORSHIP MINISTRY

“Worthy are you, our Lord and God, to receive glory and honor and power, for you created all things, and by your will they existed and were created.” Revelation 4:11

Mission Statement: *The Worship Ministry, acting as Christ’s disciples, will seek the spiritual development and renewal of faith of all members and others by planning and ordering all worship services.*

Committee Members: Beckie Dreibelbis, Chair; Marcus Battaglia; Bob Capobianco; Annette Chevalier; Carole Haines; Rebecca Lister; Mary Lynne Mulligan; Karen Regester; Lewis Sauerwein; Cliff Shiner; Pastor Robin Morgan

Looking back at 2019: Three Taize services were held, two during Lent and one in the fall. These services of contemplative worship using sung prayers, meditation, readings, and silence were very lightly attended. However, those who did participate were encouraged and connected to God in the quiet atmosphere. A general lack of understanding of how the Taize type of service can be helpful and perhaps the times we held them may have contributed to the small turnout.

Two additional “intergenerational” worship opportunities were held. An outdoor service and potluck in June and an Advent Worship/Workshop in December were each attended by about 35, bringing “kids” of all ages together for true “Spirit-filled” fellowship. The committee is blessed to have many faithful members and is very thankful for all who serve by PREPARING for worship (ushering, preparing/serving communion, leading music, reading scripture, managing the sound and screens, ordering and placing flowers, drafting the bulletin, counting offering, etc.). We are also blessed by all who PARTICIPATE in worship each and every time we gather. These acts are our gifts to the Lord and serve to encourage each other as we worship Him, “taking our whole selves and placing them before God as an offering” (Romans 12:1).

Looking ahead at 2020: The Worship Ministry committee will continue to seek and explore worship opportunities which will serve to invite members and non-members alike to “serve the LORD with gladness and come before his presence with singing” (Psalms 10:2).

Praying for our Worship Ministry: “Oh come, let us worship and bow down; let us kneel before the Lord, our Maker” (Psalms 95:6).

FLOWER CALENDAR

February 2020 - January 2021
Nadine Jones, Chairman (272-2346)

February - Ellen Arnold, Chair

2 Lynn Phillips
9 Marian Batz
16 OPEN
23 Karen Shalters

March - Jody DeWald, Chair

1 OPEN
8 OPEN
15 Nan Hoff
22 Marilyn Marshall
29 Carla Dowd

April - Marianne Kopp, Chair

5 Bob and Perry Latshaw
12 Easter Flowers
19 Barry Kohr
26 Bob and Marianne Kopp

May - Pat Yates, Chair

3 Ted and Shirley Etter
10 Gary and Sue Strock
17 David and Nicki Overholt
24 OPEN
31 Pat Yates

June - Sharon Schulte, Chairperson

7 Karen Shalters
14 Beckie Dreibelbis
21 Carol Smith-Kilgore
28 Karen Regester

July - Barb Moyer, Chairperson

5 Lee and Barbara Moyer
12 Stuart Juppenlatz
19 Joy Eubanks
26 Tom Shott

August - Molly Barahona, Chair

2 Lew Sauerwein
9 Tom Jackman
16 Glenn and Mev Royer
23 Beckie Dreibelbis
30 Marilyn Griffin

September - Kathy Wissinger, Chair

6 Rob Cochran
13 Don and Maggie Beatty
20 Terry Williams
27 Emily Grun

October - Nicki Overholt, Chair

4 Ken and Robin Gries
11 Tom and Wanda Bechtold
18 Helen Leaman
25 David and Betsy Sensenig

November - Betty Ann Seiser/Lorraine Lowrie, Chairs

1 Rob and Lorraine Lowrie
8 Rick and Judy Borger
15 Leo and Betty Ann Seiser
22 Molly Barahona
29 OPEN

December - Phillips/Jones Co-chairs

6 Lynn Phillips
13 Nadine Jones
20 Christmas Poinsettias
27 Christmas Poinsettia

January - Joy Eubanks, Chair

3 David and Nicki Overholt
10 Claude Miller
17 Wilma Miller/Molly Barahona
24 Ron and Kathy Hetrick
31 Tom Shott

NOMINATING

Committee Members:

David Overholt (Chairman), Stuart Juppenlatz (Elder), Melynda Cochran (Deacon), Jody Dewald (Trustee) Merry Capobianco, Bruce Kurtz, Lynn Phillips, Penny Samuelson (members at large), Pastor Robin Morgan (Ex Officio)

Looking back on 2019:

We began the nominating committee work early in April to fill 2 positions on the Trustee Board and one position for the Session. We were able to fill these positions quickly with Tom Shott and Gary Strock for the Trustees and Bill Mulligan for the Session. From there we were able to move on to the slate of nominations for the class of 2022. With careful discernment, prayerful consideration, and guidance from the Holy Spirit, we were able to present the following nominees for election at the congregational meeting on October 27:

For **Ruling Elder**, Class of 2022 (3-year term beginning in 2020):

Robin Gries, Karen Dielmann, Penny Samuelson, and Dennis Shalters

For **Deacon**, Class of 2022 (3-year term beginning in 2020):

Ellen Arnold, Ben Donley, Ken Gries, MaryLynne Mulligan, and Diane Pomeroy

For **Trustee**, Class of 2022 (3-year term beginning in 2020):

Jody DeWald, Connie Dowhower, David Sensenig, and Steve Schulte

For **Trustee President**: Fred Jones

For **Visioning Committee**, Class of 2022 (3-year term beginning in 2020):

Roz Presby and Kate Tshudy;
David Overholt (1-year-term)

For **Nominating Committee** for 2020 (1-year term):

Annette Chevalier, Lisa Hamme, Nancy Leshner, Doug Lister, and Ann Ormond

Our committee worked exceptionally well together to complete our goal and the only disappointing occurrence was the loss of our dear friend, Merry, to her illness in September. She was a perfect example of leadership and service to her church that lasted her entire life.

Looking Ahead to 2020:

Leadership has always been a strong part of life at St. Andrews. The Congregation has been very supportive of the nominees selected by the Nominating committee and I am confident that the committee for next year will present an excellent slate of nominees for the Class of 2023.

Lord, we thank you for all the blessing you have given to St. Andrews this past year. Please continue to inspire us and lead us to do your work in this community. We pray for the individuals who are now part of the leadership of this congregation. Guide them with the Holy Spirit, and give them the

VISIONING

Committee Members: Rebecca Lister, Chair

John Butler, Kayla Lowrie, Ann Ormond, Karen Dielmann, MaryLynne Mulligan, Scott Schreve, Roz Presby, Dick Hofman; Pending: David Overholt

Looking back at 2019:

The Visioning Committee (then chaired by Scott Shreve) lead a Leadership Retreat involving the Session as well as other church elders. Many ideas came out of that retreat, but one that kept recurring was that we should find ways to grow our church and be a welcoming presence in our community. We also discussed ways to improve our physical space to make it more community friendly and inviting. At times, the tone of the conversation was difficult, but this is to be expected when tough issues are being discussed.

In March of 2019, the committee hosted an enjoyable afternoon game of Bingo in Snyder Hall. Attending were members from Developmental and Disability Services. Members of the Committee provided snacks, prizes, and encouragement to the players. The Committee did the same thing again in August of 2019 during Mission Week. It was a wonderful gathering and we plan to do it again in Spring 2020.

The Committee served the free noon meal in November 2019. It was an especially busy day, as we fed a hot meal to over 70 people. We even ran out of food! We will do so again as needed.

Looking ahead to 2020:

The Visioning Committee is following up on ideas from the retreat as well as in *The Agile Church*. This book discusses how people do not “do church” the way they used to. Our committee wondered: is there a way to let our community *know* they are welcome to share our space? Can we utilize the beautiful green space we already have to its full advantage while also inviting our community to share it with us? Could doing so attract young families onto our property, and then, into church?

We are proposing a project to expand the boundaries of our church by creating an outside space for prayer and play. First, we plan to create an Outdoor Prayer Chapel by sprucing up and expanding the Prayer Labyrinth. In summer, we plan to add a few interactive playthings for children. These would be colorful and attractive, for climbing on or under, for sitting on, or simply to experience. The Memorial committee is supporting these efforts financially.

The Committee will continue to respond to ideas for growth that come from the congregation to determine how to best implement them.

Praying for our Visioning ministry:

- For our two-pronged process of *listening* (to God, to others) and *responding with action* (processing, delegating, and implementing possibilities for transformation)
- That our congregation and our committee remain open to the opportunities that surround us in our community

ADMINISTRATION & PERSONNEL

The Administration and Personnel Committee of St. Andrews was established as a joint committee consisting of representatives from the Session, Trustees and Deacons, as well as a congregational member-at-large. The Committee reviews, evaluates and serves in support and management of the staff of St. Andrews Presbyterian Church of Lebanon, PA. The goal of this committee is to provide the best support for the church body in Christ's name.

Committee/Board Members: Dr. Ronald Hetrick (Chairperson), Glen Royer (Clerk of Session), John Reitz (Trustees), Judy Borger (Deacons), Dr. David Overholt (Session), and Susan Mechura (Member at Large and Secretary)

Looking back at 2019:

The Administration and Personnel Committee was kept busy during 2019, with the updating of our policy book, conducting staff reviews, and preparing staff-related budget recommendations for 2020.

After reviewing our current Safe Sanctuary Policy, it was determined that we needed to add a statement to the policy dealing with Social Media. Working with our insurance carrier, a statement to address this need was written, and the updated Safe Sanctuary Policy was prepared, sent to the Session, and then approved.

Our top two accomplishments in 2019, were the ongoing updating of our policy book where needed, and approving a social media consultant to upgrade St. Andrews Presbyterian Church's Facebook page.

Looking ahead at 2020:

Representing the Session in dealing with matters of staffing needs, website issues and policy updates will continue to challenge members of the A&P Committee as we look forward to 2020.

The Committee decided that their #1 focus will be to continue to support and nurture the church staff.

Praying for our Administrative and Personnel Ministry:

Please continue praying for Pastor Robin and the entire St. Andrews staff as they continue to share their talents and gifts with the congregation throughout 2020. We are very appreciative of the staff members at St. Andrews who all have a major role in providing inspirational worship services throughout the year. The Administrative and Personnel Committee is looking forward to 2020, with great anticipation, as we continue to support this committed staff who are serving our church body in Christ's name.

Ronald Hetrick, Chairperson

SAFE SANCTUARIES POLICY
ST ANDREWS PRESBYTERIAN CHURCH
LEBANON, PA.

The Session, in an effort to continue the goal of St. Andrew's Presbyterian Church to foster a friendly, stimulating and thoughtful place for children to know God and experience the love of Jesus Christ by our example and God's blessing, adopts the Safe Sanctuaries Policy and pauses to reflect upon what Jesus was saying about how we are to treat one another, especially children.

“An argument arose among them as to which one of them was the greatest. But Jesus, aware of their inner thoughts, took a little child and put it by his side, and said to them, “Whoever welcomes this child in my name welcomes me, and whoever welcomes me welcomes the one who sent me; for the least among all of you is the greatest.” - Luke 9:46-48

The goal of the Session and therefore the goal of St. Andrews Church in adopting this policy is to provide a safe environment for the children who visit St. Andrews and worship at St. Andrews while at the same time strive to encourage staff and volunteers to continue to work with our children.

The Session, in adopting this policy, recognizes that a child, despite the good intentions of the institution within which the child dwells and is learning, can and has been by history the victim of those who would violate the individual's person and thus violate our church family.

GUIDING PRINCIPLES OF ST. ANDREW'S POLICY

To provide a safe environment for all children and youth attending St. Andrews church school, attending other activities at the church and attending activities sponsored by the church but away from the church property.

To continue to place in service teachers and volunteers who are spiritually and emotionally mature and respect the child as an individual.

To create standards which will not impede the efforts of St. Andrews to provide Christian ministry, volunteerism and at the same time, maximize safety of our children and to uphold the current legal requirements.

INTENT OF THE POLICY

The goal of St. Andrews in formulating for our children a safe sanctuaries policy, is to do all we reasonably can do to protect any child or youth from being physically, mentally or sexually abused while participating in St. Andrews sponsored events.

A BASIC PROCEDURE TO PROVIDING SAFE MINISTRY FOR OUR CHILDREN AND YOUTH

A. TWO ADULT RULE

Any activity sponsored by St. Andrews church, whether it is a program, event, or a ministry involving children, shall require two unrelated adults being present.

B. FIRST AID AND TRAINING (CPR)

St. Andrews will put into place and/or make available to all staff who work with children first aid and CPR training.

C. ANNUAL ORIENTATION (STAFF/VOLUNTEERS)

Staff, who work with children and youth, and volunteers, who regularly work with children and youth, shall receive an orientation for the purpose of being acquainted with:

1. St. Andrews policies for providing safe sanctuaries for children;
2. Appropriate steps to report an incident where a child has been abused and details of state laws regarding child abuse.

D. FIVE YEAR RULE

All paid staff of the church shall be a minimum of five years older than the children or youth they are supervising. This rule shall also apply to volunteers who assist in youth ministry or aid in youth activities except where the volunteer is assisting an adult who complies with this rule. This rule acknowledges that St. Andrews uses volunteers from its senior high students during Church school for the lower grades.

E. OPEN DOOR POLICY

Staff and volunteers shall at all times maintain the doors to their classrooms or counseling sessions with youth open and if doors are closed, then the room in which the activity is taking place should have glass panels through which someone outside the room can view the entire area.

F. SOCIAL MEDIA AND ELECTRONIC COMMUNICATIONS

Social media and digital communication are a reality in our culture. There are ministry opportunities within the use of social media and digital communication, but there is a need for safety guidelines and practices for all staff and volunteers of the church to ensure the safety of children and youth. Below are guidelines to enable appropriate communication with students through current and future forms of social media (Facebook, Twitter, Instagram, Messenger, Etc.) and digital communication (Phone calls, Texting, Messaging and video chat services, Email, Etc.).

All forms of electronic and digital communication shall be transparent. No form of electronic or digital communication shall be considered confidential. Upon request any form of communication will be made available for review by parents, guardians, staff, and appropriate parties as determined.

Due to this requirement for transparency, no form of self-deleting/ destructing messaging should ever be used in communication with children, youth, or families.

Following/friending a child or youth will be initiated only by the child/youth. (If a child/youth follows or sends a friend request, the parent/guardian will be informed).

While communication has adapted and moved to digital forms, it is best to pursue emotionally charged or sensitive conversations in a direct face to face interaction for clarity of communication of emotion and intent. (See section A., D., E., I., and J. for expected practices).

All electronic and digital communications are subject to the Safe Sanctuary policy as well as all mandated reporting requirements. (See section A., D., E., I., and J. for expected practices).

Caution is to be used in the time that communication happens with students. While it is understood that there are emergencies, communication should fall within a home phone guideline of 9am-9pm.

All adults, especially staff and volunteers will take care to ensure their communication with all children and youth is appropriate. All adults will intentionally refrain from inappropriate electronic communication including but not limited to:

Harsh, coercive, threatening, intimidation, shaming, derogatory, demeaning or humiliating comments

Sexually oriented conversations and images.

Any self-deleting/destructing form of communication

G. ADVANCE NOTICE TO PARENTS

During an event for ministry with children and youth, advance notice to parents and full information regarding the events, the adult and/or young adult participants shall be given. All curriculum and materials for children and youth will be available for review, upon request.

H. PARENT AND FAMILY EDUCATION (and a session for children)

St. Andrews shall provide on occasion an information session during which members of the congregation, families and children can be educated on the facts about child abuse and the components of the church's plan. Suggested speakers and activities could include law enforcement officers, members of the local Children and Youth Agency, medical personnel, attorneys, video vignettes, the church policy and a time for worship and prayer.

I. RESPONDING TO ALLEGATIONS OF ABUSE

All staff and volunteers shall be acquainted with the reporting requirements of PA State Law and shall be familiar with this policy.

The Designated Spokesperson is the Elder from session, who is chair of the Administration and Personnel Committee. If an alternate spokesperson is needed, the Clerk of Session shall act as the designated spokesperson. All questions or contacts with respect to child abuse shall be directed to her or him.

The designated spokesperson should be prepared to state the church policy for prevention of child abuse, the concern of the church for the safety of the victim and all children, and the procedures the church has followed to reduce the risk of abuse to children.

The designated spokesperson shall, upon report or notification of abuse, contact the insurance company for the church, the attorney and prepare a brief statement, that will as far as it is possible respect the confidentiality of all involved. The Brief Statement will be a part of the Safe Sanctuaries report at the Annual Meeting of the congregation. The spokesperson and all staff will cooperate fully with any investigation by law enforcement authorities.

Notification to Parents. When an incident of child abuse from outside of the immediate family is suspected or reported, the designated spokesperson for St. Andrews shall with all due diligence notify the parents of the child.

Sympathetic Concern of the Victim. St. Andrews is committed to the faithful response to the victim which shall include taking any allegation very seriously and respecting the victim's privacy as well as providing sympathetic concern for the victim and his or her family.

Removal of the Accused from Position Without Hostility. Faithful response to the accused abuser shall include acknowledgement by the accused that the abusive behavior must stop, repent and turn in a new direction. The accused faithful response will include the removal from his or her position as a worker or volunteer with child and youth until the allegations are fully investigated and resolved. The session shall have the authority to provide for permanent removal upon a showing of abuse.

Criminal History and Information Check. St. Andrews currently has in effect a requirement that all staff and all volunteers, who regularly supervise and/or are responsible for children or youth, submit forms for:

1. Pennsylvania Child Abuse History Clearance
2. Pennsylvania State Police Criminal Record Check
3. Federal Bureau of Investigation Criminal Background Check (volunteers may provide a signed affidavit if they have resided in PA for 10 years or more)
4. Complete the required training.
5. Have all of above updated every 36 months

J. HOW TO REPORT:

All staff and volunteers shall immediately make a report of any suspected abuse directly to the PA Department of Child Welfare.

A report must be submitted in one of the following two ways:

>Orally to the PA Department of Child Welfare Information Solution @ 1-800-932-0313 which must then be followed up within 48 hours with a written report

OR

>**Mandated Reporters Must Submit a Written Report Online**, submit a report online within 48 hours to www.compass.state.pa.us/cwis where St. Andrews Presbyterian Church is registered as an organization

After a report has been submitted, one must immediately report any suspected abuse to the designated spokesperson of St. Andrews Presbyterian Church, providing the spokesperson with a copy of the written report submitted to the state.

*****IT IS NOT YOUR JOB TO DECIDE WHAT IS ABUSE, ONLY TO REPORT ANY SUSPECTED ABUSE.** Penalty for failure to report child abuse can range from a misdemeanor of second degree to a felony of the second degree.

K. CONGREGATION.

The Session shall acquaint the members of the congregation with the policy in summary form; and, provide copies to anyone upon request.

STEWARDSHIP & FINANCE

Committee/Board Members: Rick Boger, Marc Hamme, Fred Jones, Stuart Juppenlatz, Craig Lowrie, Rob Lowrie, Dennis Shalters, Glenn Royer, Ken Tice

Looking Back at 2018:

St. Andrews is the epitome of dreams and vision. Looking back 133 years ago, 35 people invested \$4500 in a vision and St. Andrews was created. In 2018, our members continue to dream and pledged another record amount for the 2019 Stewardship Campaign. These gifts not only allowed us to continue St. Andrew's ministries but to expand our dreams. We have grown our missions in support of LCCM, providing shelter for the homeless, facilitating Habitat for Humanity mission, and expanded our community outreach efforts. St. Andrew's outreach is highlighted by an ever-growing amount of people streaming our worship services online. Our music and youth ministries are vibrant and growing. To support our vision, we have opened electronic portals for online giving from individual's banks and credit cards. Our Amazon Smile program has brought a stream of revenue from member's everyday shopping on Amazon. A workshop on including the church in an individual's estate planning was well received.

Our revenues and expenses were on budget despite unplanned facility maintenance expenses including the repair of a parking lot sinkhole and a replacement of the church's steeple. Complimenting our annual pledges, we also received significant gifts from estates of departed congregational members. The benevolence of the former members is a testament to the development of our youth and the support that we have provided communities not only in the local area but also throughout the world.

Looking Ahead at 2019:

St. Andrews is a congregation of visionaries and dreamers. The Visioning Committee is diligently developing plans for St Andrews in the future. In order to support our present and future dreams we will continue to expand our online giving portals, aggressively publicize our Amazon Smile program, and continue to offer creative venues to financial support St Andrews.

Praying for Our Finance Ministry:

Christ has no body on earth except yours. We are the eyes through which Christ's compassion for the world looks; we are his feet which Christ goes about doing good; we are his hands with which he blesses the world now. Please pray for our continued wisdom in the management of the church's fiscal assets to continue our ministry and important presence in Lebanon and the world.

