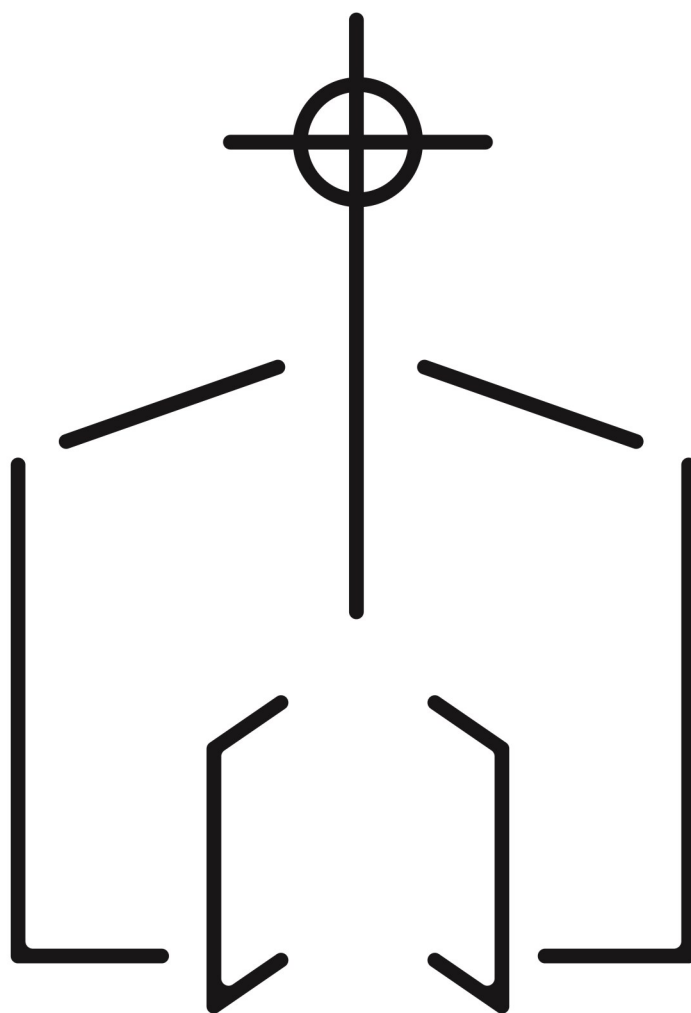


2022 Annual Reports

St. Andrews Presbyterian Church



January, 2023

Rev. Robin Morgan, Pastor

Mission Statement

Inspired by the love of Christ, we are building a community that invites our neighbors into a relationship with God and each other.

Values

Christ First

We will do all things as a reflection of Christ.

Inviting

We will extend Christ's welcome to all.

Joyful

We will vibrantly serve Christ with courage, enthusiasm, and a fun-loving attitude.

Open-Minded

We will embrace people and consider ideas with empathy and without judgment.

You shall love the Lord your God with all your heart, and with all your soul, and with all your mind. This is the greatest and first commandment. And a second is like it: You shall love your neighbor as yourself.

-Matthew 22:37-39

Agenda
Annual Meeting of St. Andrews Presbyterian Church
January 22, 2023 11AM

Motion that the meeting has been properly called, a quorum is present and the congregation and corporation with meet simultaneously.

Opening Prayer

Report on the minutes of the October 23, 2022 meeting.
Motion to approve the recommendation of the Session.

Moving Forward in Christ:

Pastor's Letter	page 1-2
Transformation Team	page 3-4
Vision Summit Outcomes	page 5-6
Visioning Committee	page 7
Structure Discussion Outcomes	page 8-9
<i>Motion to amend the church By-laws</i>	page 9
Nominating Committee	page 10
For the Congregation:	Elect 1 Member of Session
For the Corporation:	Elect the President of the Trustees

Following Christ into Ministry:

Board of Deacons	page 11
Mission	page 12-13
Christian Education	page 14
Director Children & Youth Ministries	page 15
Fellowship (formerly Congregational Life)	page 16
Worship	page 17-18
Flower Calendar	page 18

Serving & Supporting Christ's Church:

Administration and Personnel	page 19
Safe Sanctuaries Policy	page 20-24
Clerk's Report / Church Officers	page 25-26
Trustees Report	page 27
Stewardship and Finance	page 27-28
<i>Treasurer's report available Jan. 22</i>	

Reflecting Together & Giving Thanks for God's Presence in 2022

Motion to Adjourn
Prayer for the Year Ahead

Moving Forward in Christ

PASTOR'S LETTER

January 2023

Dear Beloved People of God,

As I look back on this year, I am amazed. So much has happened, I know I will not be able to gather it in one letter. But, what I know with certainty is that, this year, ***God showed up.***

We started the year, honestly naming where we were as a congregation. We invited Ministry Architects to come. We prayed, we spoke, and we listened to God and to one another. ***In the Listening Visit, we spoke the truth in love, and God was right there in the middle of it.*** A part of this sharing connected to the practice of lament, pouring out our fears and our wounds, our unrealized hopes and our frustrations - letting it all come out of us as a community, offering it to God and to one another. In this we claimed that our story, in Christ, is one of confession and forgiveness. Every word that was spoken was valued and out of it came an assessment that offered assets and challenges. All of this was taken to heart. The Deacons immediately acted, reaching out to our lost sheep. The staff started evaluating and re-imagining our communications. The Christian Education Committee started talking about what would become Follow-ship Groups. And the newly formed Transformation Team began to work through a step-by-step process to move us forward.

While we were listening and praying, a few workers showed up in the side yard and made the dream of Spark Park a reality. While not everyone was sure this was the right thing, the Visioning Committee saw the possibilities and finished the project. And then Rob Cochran took a leap of faith and re-shaped our youth ministry to offer every child in the neighborhood a place to be. I was not in the middle of it, and so I got to see it. Many days, I arrived with Spark Park Day already in full swing. I could see children playing and laughing, parents sitting and talking and all of them having a place to be and to be known. ***Through the Spark Park, God connected us to many people, and a few of them have already become family. As I watched this, I saw what amazing things happen, when you love people, just as they are, in the name of Christ.***

In the middle of this year, you came together, as God's people, for a Vision Summit. Out of that time, the conversations, the weaving together of words came our new Mission Statement, Values and Goals. Unexpectedly (and giving no thanks to Covid) again I was on the outside. And I saw these wonderful words come together that offered us a way to focus, to continue our ministries with fresh intention. I remember one person who said: *'This is like the 2022 version of our Mission Statement.'* And I think those words were so perfect. The new statement and values are true to who we are *and who we have been*, and with them we are offered a renewed invitation to live together into our call. ***In the vision summit I saw more clearly that God has been faithful, God is faithful, and God will be faithful.***

In September we welcomed 9 more people into the St. Andrews family of faith. Some of them had been with us through the pandemic and had already become family, others were new. ***As we welcomed new members we discovered again that it is Christ who brings us together and makes us a family of faith.*** As we go into 2023, we will be working to find more ways to connect to those who come and visit, to those seeking God in this world. And so we go into this year, more ready to intentionally invite our neighbors into a relationship with God and each other here at St. Andrews.

God opened my eyes last year, and continued to show me in this year that we are so good at doing the business of the church, that we sometimes miss the opportunity to be the church. A few of our faithful leaders shared how they had served and enjoyed serving the church on boards and committees for decades, but it meant they never had time *to be* in a small group or *to be* in a bible study. This imbalance was there in-between the lines of the listening report; It was there in the Vision Summit; and it was also in the work of the Nominating committee. As they worked together faithfully this year, the nominating committee clearly saw that the volume of officers we have needed is not in our best interest. From this, two things happened. First, Christian Education began forming Follow-ship Groups. Offering a space for each one of us to have a place to belong and to grow in faith. Second, all were invited to a discussion on our structure. A team met and came up with recommendations to adjust our boards, the number of elected officers and to re-consider how and when we meet. ***God is already working through the Follow-ship groups and God is already lightening our load with the structure considerations before us now. I am amazed, at how we can see God re-shape us, as soon as we say, yes.***

This year has been full. God is moving in our midst. And then, as it so often happens, just when things seemed to be going so smoothly, we hit a speed bump, our finances. Two years ago, our tithes and offerings were meeting our ministry expenses and the investment income was covering our bigger maintenance bills. This year, with inflation and a bad year for investments, as well as increased spending for some of our ministries, things very quickly became significantly unbalanced. ***Still, God has already given us everything we need. And so, we have choices: to step up to the financial challenge, to give what we can, and to use the investments when needed, while also trusting God's faithfulness to provide.***

God is good all the time. All the time God is good!
We went into this year boldly knowing we had to move into a new chapter, and God showed up and God keeps showing up again and again. Let us go into 2023 believing we will see the presence of God, again and again. Let us faithfully continue our uncertain, yet amazingly full journey of faith. Let us be wise and let us boldly put **Christ first** as we **invite** one another and our neighbors to come and know God, to live this **joyful** life of faith, and to be **open-minded** to one another *and to God*.

Our family's favorite car game is 'I Spy.' And I can't help but think that is perfect for us as a church, to be intentionally, expectantly (spying) looking for God. ***Looking back on 2022, I can see where God showed up. Let us keep moving, as we go into this year; looking, believing, knowing that God will show up.***

***May the God of HOPE, fill us with all JOY and BELIEVING,
So that we may abound, in the LOVE OF CHRIST,
By the POWER OF THE HOLY SPIRIT.***

With Faith in Christ,
Pastor Robin

Transformation Team Annual Report

Team Members

January 2022

Maggie Beatty, Robert Dowd, Kayla Lowrie, Tim Peelen

Who We Are

The Focus of the Transformation Team

- ★ To provide an accountability structure for the renovation process outlined in the Ministry Architects Assessment report.
- ★ To oversee the creation of systems and infrastructure that will ensure the church's long-term growth and effectiveness.
- ★ To ensure that the church clearly and compellingly communicates its priorities and programs, especially to the church's leadership and the larger congregation.
- ★ To provide creative troubleshooting and support when obstacles to the Transformation process arise.

Reflecting on 2022

What we have accomplished:

As we look at the state of the Transformation Process, we've laid a solid foundation for the noteworthy work to come as we continue to assist in building our future. Several challenges have already been tackled which were critical in ensuring that the foundation is aligned, strong and secure. Key areas that have been addressed thus far include:

- ★ A critical and successful Vision Summit giving us all a chance to contribute our thoughts, wishes, hopes and prayers for St. Andrew's future
- ★ Creating the church's Mission statement, goals, and values directly from the voices, hopes and dreams of our congregation
- ★ Benchmarks to assist in reaching those goals crafted and approved by session
- ★ Empowering our church leadership with tools to help maximize their impact while minimizing the potential for overload
- ★ Creating and beginning to utilize the launching document for volunteer job descriptions
- ★ Improved communication creating meaningful connections between church staff, congregation, and the community

How is this ministry connecting to our Mission Statement, Values and/or Goals?

Momentum is being created through subtle movements nudging our congregation closer to the mission statement we collectively crafted. We hope that you have begun to feel some of those changes in your interactions within the church!

Our youth program is beginning to blossom from some of the seeds being sowed. The youth are finding their voices within the walls of our church while also being encouraged to stretch their wings beyond St. Andrews by creating connections with those in our community. Both our staff and volunteers in the youth ministry are finding their rhythms

to carve time for these influential events while also remaining steadfast in minding their own spiritual, emotional and physical health.

The church's adult discipleship, educational and spiritual opportunities are expanding resulting in new relationships, support systems, and connections. We have loved seeing the Fellowship groups sprouting and continuing to grow! The current work clearly defining our volunteer roles and responsibilities will further encourage those at St. Andrews to personally create a healthy, sustainable balance between volunteerism and discipleship.

Looking ahead at 2023

Reaching more goals and building on what has started:

The Transformation Team was created to provide accountability, oversee the creation of systems, and provide creative troubleshooting if obstacles arise. We'd like to highlight a few of the upcoming tasks that we'll be keeping an eye on and encouraging within our church committees! Feel free to reach out to our team or leadership staff if you'd like more information.

- ★ Outreach follow-up strategy will be developed and implemented to capture guest information & provide timely follow-up inviting them to take the next step in the church
- ★ Current membership strategy and changes will be recommended in a young families' onramp plan to become invested church members
- ★ Monitor and creatively troubleshoot any obstacles to reaching our 2023 benchmarks keeping us on track to obtain our church goals

Praying for the Transformation Team:



The Transformation Team would ask your prayers for patience in this process. There are many things that happen "behind the scenes" which are encouraged by the work with Ministry Architects and the Transformation Team. This work isn't always glamorous and you may not even notice it's happening. This is a good thing! Remember, we are transforming but we are not changing the essence of St. Andrews.

Many of our tasks are disguised as "pebbles" rather than being prominent boulders. At first, they may seem insignificant on God's journey for our church. But have faith that these pebbles will create ripples that expand beyond our wildest imaginations.

Thank you!

Church Staff, Ministry Architects, Congregation, Session, God!

2022 Vision Summit Outcomes

May 31, 2022 People of St. Andrews Gathered to consider our Vision, Values and Goals.

Rev. Anthony Prince and Rev. Aqueelah Ligonde, from Ministry Architects, led us through conversations that welcomed all ideas, and all perspectives. All the ideas and information was gathered and refined the next day by the Session, Staff and Transformation Team. Finally, Wednesday evening the Transformation Team, went through the mission statement and values one more time to be sure they reflected the responses from the congregation at large. The result is the Mission Statement and Values below, that were approved and adopted by Session in June of 2022.

The Transformation Team, continued to work on the goals. The goals below and the guiding benchmarks were approved and adopted by Session in October of 2022.

*Out of our Vision Summit together, we now have the mission statement, values and goals you see below, to lead and guide us as we intentionally move forward, following Christ together. **Keep these goals, values and mission before you and let us pray for God to lead us as we actively move forward.***

Mission Statement

Inspired by the love of Christ, we are building a community that invites our neighbors into a relationship with God and each other.

Values

Christ First

We will do all things as a reflection of Christ.

Inviting

We will extend Christ's welcome to all.

Joyful

We will vibrantly serve Christ with courage, enthusiasm, and a fun-loving attitude.

Open-Minded

We will embrace people and consider ideas with empathy and without judgment.

Goals

Goal 1 - By 2025, we will create balance for all adults, youth, children, and young adults to be more actively involved in discipleship activities than in committee meetings.

2024

1. 10 new small groups have been formed for congregants to engage
2. A new Sunday school structure has been developed and implemented
3. Check-in on the new committee structure to ensure rationality and sustainability

2023

1. Assess the Sunday School program according to the measurable actions from the previous year.
2. Review each committee's responsibilities including but not limited to membership, meeting structure and goals
3. Create and enact a plan to re-align the committee structure to support the church's mission statement and meaningfully reduce the number of committees to make more space and energy for discipleship
4. Create a robust volunteer pool further defining the robust group of leaders who are enthusiastic about building discipleship

2022

1. Create the process to assess the Sunday School program
2. Create the process to assess the committee meeting structure
3. Quickly assess the committee and meeting structure
4. Identify volunteer leaders who are excited about discipleship

Goal 2 - By 2025, each member will have a regular rhythm of inviting at least 3 people, each year, into our welcoming worshipping community.

2024

1. The worship committee has taken ownership of planning and implementing the various worship opportunities
2. Resources have been created and provided for members to regularly invite others to worship

2023

1. Continually encourage creativity and freedom in worship practice
2. Expand our communication of worship opportunities into the congregation and congregation.
3. A clear way and resources for people to connect and become a part of the church community has been developed and implemented.

Goal 3 - By 2025, we will re-imagine how we use and invest in our physical and online space to bless our neighborhood, by leveraging and elevating our members' existing community relationships and partnerships.

2024

1. Further embrace the technology!
2. A calendaring system has been implemented to keep track of all events, activities, and programs
3. Have engaged 5 new partners

2023

1. Revise and implement the building use policy
2. A team of hosts have been recruited and trained for in person or online
3. Ensure we have custodial, set-up and tear-down support for activities and events
4. A community communication plan has been developed and implemented

Visioning Committee

Committee/Board Members: Chair, Rebecca Lister; John Butler, Nadine Jones, Kayla Lowrie, Ann Ormond, Tim Peelen, Jim Reilly, David Overholt, Roz Presby; Pastor Robin Morgan

Reflecting on 2022:

Visioning Committee is currently on standby during the Mission Architects process. Our last meeting was July 1, 2022.

Things we tried: The Visioning Committee joyfully watched as St. Andrews SPARK Park was installed last spring. Since its installation, it has attracted numerous new families to our space, especially during the summer SPARK days (Tuesday mornings and Thursday evenings). Rob Cochran invited some guests to do specific workshops/activities as well, including a puppet show, a music and drum circle class, and water play.

SPARK contains colorful, eye-catching equipment that is accessible to all age levels and experiences, from grandchildren to grandparents. The poured rubber surface allows for easy wheel-chair access and a picnic table and benches for relaxing and conversation. It is surrounded by a white vinyl fence with gates for safety and features reflective signs stating SPARK's rules. Additionally, some attractive wooden signs with Bible verses are attached to the fence around the park, perhaps to "spark" questions and discussion. The congregation voted on the following verses for the signs:

Psalm 100: Make a joyful noise to the Lord, all the earth!

1 John 4:19: We love because God first loved us.

Mark 9:37: Whoever receives one such child in my name receives me.

We believe SPARK continues to provide new and exciting opportunities for fellowship, both within the church and within the community. We know God will use this space for God's glory and for building up the Body of Christ in Lebanon.

A moment we loved:

Watching the land be prepared for SPARK park

Driving by and seeing children & families playing safely -experiencing God's love at St. Andrews.

Looking ahead at 2023:

Hopes for the year:

To continue working with Pastor Robin, the Session, and the congregation as we are led by Ministry Architects during the 24-month process of discernment beginning in 2022.

To determine how (or if) the Visioning Committee fits into our committee structure.

New ideas being considered:

Nothing except the above, and to continue hearing from other members of committees and the congregation about pursuing other ideas.

One goal to guide the ministry:

To be responsive and to listen for what our community needs.

Prayer:

God of all surprises,

We are humbled as we watch the work you are doing at St. Andrews through SPARK park. We can see your joy reflected in the faces of every person who plays and prays within its space; use it for your glory in our neighborhood. We ask for your continued care as we face challenging financial times. Help us learn from our struggles and grow even stronger. Draw us together in your light and your hope.

We pray these things in the name of Jesus, the Light and Hope of the world. AMEN.

Structure Discussion Outcomes

After Worship on October 30th all were invited to a discussion on our committee structure. The need for this conversation came from three places. First, Nominating realized the number of our officers was not correlating well with the size of our membership or worship attendance. Second, Christian Education was and is discussing discipleship for every age and realized that the number of committee meetings we have complicates the ability of people to participate in separate discipleship opportunities. Third, the Transformation Team identified, and Session approved one of the goals from our vision summit to be as follows: *By 2025, we will create balance for all adults, youth, children, and young adults to be more actively involved in discipleship activities than in committee meetings.* Thus, a clear need was identified to look more closely at our structure.

At the discussion on October 30th in Snyder Hall, groups looked at all our committees (and needs) and worked to arrange them in various ways. A *Structure Team*, made up of Elder Robin Gries, Deacon Donna Kuntz, Trustee Doug Lister, Transformation Team member Tim Peelen, Member-at-Large Glenn Royer, and Pastor Robin Morgan, took all the information, gathered more information from other congregations, and after 2 months of consideration, made the following recommendations to Session:

1. Form a Unicameral Board of Session and Trustees

In a unicameral board the members of Session are identical to the members of the Trustees. One member of Session would be elected by the congregation to be the President of the Board of Trustees and the President of the Corporation. The Session member and President of the Board of Trustees would chair a committee to care for the building, grounds and technology.

2. Readjust board sizing

- **Session: keep 12 elders** (who would also be Trustees)
- **Deacons: adjust to 12 over the next 2 years**
- **Trustees: 0 elected**, all current and active trustees would be asked and encouraged to be on the new committee.
- **Nominating: 3 at large members**, 1 elder and 1 deacon (5 total)

This adjusts our officer numbers of elected positions from 44 down to 27.

(The visioning committee is not included in these numbers, as they are currently on hiatus).

If approved, the Nominating committee would annually be seeking:

4 Elders, (1 President of the Trustees from the current Elders)

4 Deacons

3 members at large for the Nominating Committee

For a total of 11 elected positions annually, instead of 18.

3. Move to having 2 committee nights a month

To help balance our time and energy as a congregation.

- 2 nights would be chosen in the month for committees to choose between.
- On Committee nights all committees meeting that night would meet together in the sanctuary, to open with prayer and a devotion.
- Session, has approved this and identified 2 nights in February to begin:
 - ◊ 2nd Monday at 5:30PM
 - ◊ 3rd Tuesday at 7PM
 - ◆ As we try this, the dates and times may change as we figure out what works best for us in this new model.

4. Committee Chairs and Boards are encouraged to consider *if* they need to meet every month

In looking at the rhythm of a particular ministry, we may find a better balance through the calendar year. This is most helpful to the life of the congregation, if it is possible to identify in advance of the month.

Items #1 and 2, are recommended by Session to you as a congregation. Changing our board structure to a Unicameral Board, where the Session is also named as Trustees, and the Trustee ministry is moved to a committee of session is a Bylaw change and thus this is a vote left to you. Likewise, the adjusting of our officer numbers is a bylaw change, and the final say lies with you as a congregation. The official motion is below. If you would like a full copy of the Bylaws, please ask the church office. They can be printed or emailed.

Thank you for your consideration. Thank you to all who were a part of this discussion. If you have any questions, please talk to any member of the Structure Team: Robin Gries, Donna Kuntz, Doug Lister, Tim Peelen, Glenn Royer, or Pastor Robin. You may also talk to any current member of Session.

MOTION FOR CONGREGATIONAL MEETING

Motion to amend the church By-Laws as follows:

Remove the word Trustees from the following By-Law sections: 114.2, 114.3.

Change section 113 Deacons - Election - Term Limits

113.1 There shall be twelve Deacons divided into three equal classes, one class shall be elected each year for a three-year term. No Deacon shall serve on the Board of Deacons for consecutive terms, either full or partial, aggregating more than six years, and shall be ineligible to be elected to a new term until one year shall have elapsed.

Change section 114 Trustees

114 - Trustees - The Session shall meet as the Board of Trustees when necessary with the President of the Corporation as Moderator and the Clerk of Session as Secretary.

Change section 116 Election of President of Corporation

116 - Election of President of Corporation

The congregation shall elect a member of Session as the President of the Corporation at its annual meeting.

Change section 117.1 Quorum Requirements

A quorum for Session meetings shall be provided in the Form of Government;

A quorum for the transaction of business as Trustees shall be the same requirement as for Session meetings with the President of the Corporation as Moderator.

Change section 118 Nominating Committee

Nominating Committee- There shall be a representative nominating committee chosen in accordance with the Form of Government. The committee shall bring to the congregational meeting nominations for each office to be filled. Additional nominations of qualified persons may be made from the floor by any eligible voter. The committee shall consist of one member of Session, who will be the Chair, one representative from Deacons and three members at large elected by the congregation.

Nominating Committee

Committee Members: Penny Samuelson, Fred Jones, Beckie Dreibelbis, Rick Borger, Rob Lowrie, Jere Shiner, Nickie Overholt, Sue Mechura, Jody DeWald

The group was tasked to fill a slate of 4 members of session, 5 Deacons, 5 Trustees (including one opening from the previous year.) and the next year's Nominating committee of 9 people. As the Visioning committee is "on hiatus", no candidates were sought for that committee.

We first met as a committee on April 21, 2022. The role of the committee was reviewed. Penny had already contacted all current officers eligible for a second term to identify their interest in continuing. That left us with 2 openings on Session, 4 on Deacons, 3 Trustees and the Nominating Committee for 2023 to fill. Over the next few months, we canvassed the congregation for possible nominees and developed a ranked list of appropriate potential candidates. Each candidate was sent a letter outlining the invitation and the responsibilities of the office. A few days to a week after receiving the letter the candidate received a call from a committee member. We met with limited success. We updated our invitation letters to reflect the vibrancy of the committees as we faced the new challenges identified by the Ministry Architects.

By July, we alerted the Session that our Board sizes may be too large for our current congregation. Investigation of the "Book of Order" and Presbytery on Board sizing was sought. We reviewed the Transformation Team goals which included a goal for 2022 to "assess the committee and meeting structure". In October, the congregation received the slate of officers that had accepted our invitation to serve. There was still one opening on Session, 2 on Deacons, 3 on Trustees and 1 on Nominating Committee. In October we also started a congregation-wide conversation on the size of our structure. By-law changes from this discussion are in process.

The Nominating Committee met again in January to fill the one Elder vacancy, specifically for an elder who we would also nominate to be the President of the Trustees (anticipating the by-law changes in process). Thus, if the way be clear, we are nominating Doug Lister to be an elder. We are also nominating Doug Lister to be the President of the Trustees.

The current Trustees will be invited to be members of the Property Committee under Doug's leadership. With these expected changes, the Nominating Committee did not look to fill any other Trustee positions. Our other nominations this year, also aligned with the numbers proposed, in the by-law changes.

This has been a challenging year. We did a lot of praying and sought outside guidance from both inside and outside the congregation. We appreciate and thank those who provided insights. Ultimately, we feel we have a workable structure that will not overtax our volunteers.

How is this ministry connecting to our Mission Statement, Values and/or Goals?

We have addressed a reevaluation of committee structure- one of the goals under the transformation team for 2022. We are hoping that our new structure will allow us to build a community that invites neighbors into a relationship with God and each other inspired by the love of Christ.

Ahead to 2023

With a more realistic number of invitations to serve to be made, we hope that each person can appreciate their value to the church and that enthusiastic, appropriate people feel compelled to answer the call to serve.

Following Christ into Ministry

Deacons

"A new commandment I give to you, that you love one another, even as I have loved you, that you also love one another. By this all will know that you are my disciples, if you have love for one another" John 13:34-35

Committee/Board Members: Pastor Robin Morgan-Ex Officio; Ken Gries-Moderator; Diane Pomeroy-Vice Moderator; Mary Lynne Mulligan-Secretary; Ellen Arnold; Rosemary Birt; John Butler; Jean Ditzler; Ben Donley; Bob Kopp; Donna Kuntz; Lorraine Lowrie; Sue Mechura; Ann Ormond; Kathy Wissinger; Gwen Yordy

Reflecting on 2022:

We thank those deacons who ended their terms of service in 2022: Ken Gries – Moderator; Diane Pomeroy – Vice Moderator; Ellen Arnold, and Ben Donley. Thank you for your dedicated service to the members and friends of St. Andrews! Well done good and faithful servants.

Home Communion was restarted in 2022! If you would like to receive Home Communion or if you are an Elder or Deacon and would be interested in helping serve, please contact the church office. A lot of the ministry of Deacons slowly returned to more normal in 2022. Along with Home Communion, funeral luncheons and home and hospital visitations were, for the most part, able to return. In 2022 the Deacons also focused some of our efforts on those members who have been “lost sheep” since we returned to in-person worship.

How is this ministry connecting to our Mission Statement, Values and/or Goals?

The Deacons keep Christ first and we share the love of Jesus as we care for our flocks. We continue to invite all to attend worship. We work joyfully to tend to our flocks, and we do embrace all who come through our doors for worship.

Looking ahead at 2023:

In 2023 the Deacons will have a new Moderator and Vice Moderator. Lorraine Lowrie and John Butler will fill these roles respectively. Also, the deacons will be taking on the role of tracking and care of visitors and potential new member classes from the Congregational Life committee. This will cause some realigning of Deacon responsibilities. Please be assured that the care that we have for our flocks will continue as before.

Praying for our ---ministry:

As the deacons begin to navigate the care and tracking of visitors to St. Andrews, please pray for the transition of the process and that we will be able to continue to reach out to those who are searching for a church home.

Respectfully Submitted:

Ken Gries - Moderator

Mission

Mission statement: *The Mission Committee of St. Andrews Presbyterian Church seeks to promote mission awareness to the members of the church, allocates funds for Strategic (local) Missions, and publicizes opportunities for members of the church to become involved in service to others.*

Committee Members: Robin Gries* (Chair), Maggie Beatty, Kathy Crager*, Bob Dowd, Connie Dowhower, Lorraine Lowrie, Betsy Sensenig, and Dennis Shalters.

(* LCCM Delegate)

Reflecting on 2022:

New this year was the invitation of 8 different Christian Organizations in the Lebanon area to share with the congregation during worship about their ministry and how we can become more involved. Each organization was also supported with a financial gift to further their ministry. Another new project this year was the creation of Blessings Bags that the congregation assisted in assembling and passing out to those in need. We participated in the 4 PCUSA Special Offerings (One Great Hour of Sharing, Pentecost, Peace and Global Witness, Christmas Joy) and in 1 of the PW Offerings (Birthday Offering). Free Noon Meal returned to SAPC on the second Saturday of each month. Mission week brought together multiple generations at the church and in the community to complete a wide variety of projects. The Alternative Gift Fair offered Christmas shopping opportunities to aid local, national, and international organizations. The Angel Tree was a great success providing gifts for over 30 children and youth in the Lebanon community. Gently used shoes were collected and delivered to LCCM at the start of the school year and in December 20+ new and used coats, hats/gloves, socks, pajamas, and underwear were collected for LCCM to distribute to those in need. We continued to collect monthly contributions for the LCCM Pantry, this year reaching 667 pounds of food, paper products, and personal care items. Our Little Free Pantry continued to be used by the community and was supported by members of our congregation, and community.

How is the Mission Committee connecting to our Mission Statement, Values and/or Goals?

Some of the community projects during Mission Week unexpectedly drew neighbors into the work allowing God's Love to blossom, supporting our new Mission Statement.

On a regular basis, the Mission Committee attempts to serve Christ with enthusiasm in a fun-loving attitude, supporting our Joyful value.

Looking ahead at 2023:

We hope to help the members of the congregation to personally connect to ministries that they feel called to, whether this be building with Habitat, volunteering with Fresh Start homeless shelter, serving Free Noon Meal, walking for a cause, or going on a mission trip to another state or country. We are here to help you get there. The SAPC Relay for Life team will be back this year. Keep an eye out for it.

Praying for our ---Mission Ministry:

Pray for: The ministry of LCCM especially for the Fresh Start program that there would be enough volunteers to keep it operational, The Little Free Pantry and those who need its offerings, Habitat for Humanity Volunteers and the new homeowners, Dori Halmarson, PCUSA Mission Co-Worker in Honduras, Additional members of the Mission Committee to be able to expand programming, and open hearts to new ideas to further the Mission work of SAPC.

FREE NOON MEAL SCHEDULE FOR 2023

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, if serving at SAPC. It is important for the sake of LCCM funding that these numbers be tracked as accurately as possible. You can call in the information to Heather Kumler at (717-272-4400 ext. 217), Mobile [\(717\) 383-5047](tel:7173835047) or email it to heather@lccm.us **If the meal is being served at the LCCM kitchen, LCCM will take care of tracking.** Thank you for your faithful service!!

Date:	Group:	Group Leader	Phone:
JANUARY 14	Team is assembled!	Ann Ormand	717-867-5659
FEBRUARY 11	WEBS Study Group	Ken Gries	717-679-0677
MARCH 11	Praise Team	Bob Dowd	717-274-8333
APRIL 8	DEACONS	Lorraine Lowrie	717-274-3011
MAY 13	EPYC/Trail Blazers	Rob Cochran	717-847-7618
JUNE 10	TBD	TBD	
JULY 8	SESSION	TBD	
AUGUST 12	Mission Committee	TBD	
SEPTEMBER 9	Friends of LCCM	Maggie Beatty	717-304-2379
OCTOBER 14	CHANCEL CHOIR	Carole Haines	717-838-6037
NOVEMBER 11	TBD	TBD	
DECEMBER 9	Adult-Sunday School	Rick Borger	717-769-2813

CHRISTIAN EDUCATION

Committee Members: Lewis Sauerwein (Co-Chair), Rebecca Lister (Co-Chair), Rick Borger, Rob Cochran, Ken Gries, Tim Peelen, Karen Fedder, Mary Lynne Mulligan

During 2022, the Christian Education Committee supported all the ongoing activities required to provide a Sunday school and other educational opportunities. We supported the Youth Director's Spark Park activities, and "Story Time with St. Nick", for youth and families, in December. Resulting from the discussions in our Ministry Architects workgroups, the Christian Education Committee initiated a small group opportunity this past Fall.

The Mission Statement and Core Values resulting from our Ministry Architects discussions mention building caring relationships (both inside our church and within the community), being welcoming and open-minded in our interactions, and doing so with a joyful and fun-loving attitude. Our Mission Statement claims that we are inspired by Christ, and our first value claims that we want to put Christ first in every aspect of our church life. To move forward in this direction, the Christian Education Committee began a small groups initiative which we designated as "Follow-ship Groups", a combining of the concepts of "fellowship," a relationship with God, and with one another to which the Holy Spirit calls all people of God and the cross-carrying of "following" in the footsteps of Jesus.

Your voice and presence are needed in a group. Please consider how God might be calling you to join one of the existing groups or by starting another. Talk to Rebecca Lister or Gayle Reilly for details.

During the coming year the Christian Education Committee will strive to infuse teachings relating to our mission statement, our four core values and our three goals in all appropriate and possible settings. We will also be fostering the continuance of the Followship groups with the hope that they become a meaningful part of participants lives and bring forth the fruit of following Christ.

The Christian Education Committee is grateful to all our volunteer teachers and classroom helpers who so freely give of their time and talents to our Sunday school program.

Praying for our Christian Education Ministry:

1. Pray for the creativity of the committee to develop ways to inculcate our Mission Statement, core values and goals through our mission of Christian education.
2. Pray for the flourishing and growth of our Follow-ship Groups.
3. Pray for the growth of increased discipleship activity and the resultant fruit.

Director of Children and Youth Ministry

Robert W. Cochran

Reflecting on 2022:

The beginning of 2022 offered several uncertainties. The primary uncertainty was of course the continued navigation of Covid 19, but also this new era in which we find ourselves. I clearly remember the feelings of frustration trying to work and navigate youth ministry on abbreviated schedules and desires for a new normal. As an example of this Epyc and Trailblazers were each getting an hour of youth ministry and discipleship on Sundays, but separate and compressed in such a way that did not build connections or growth. The Youth Ministry, kids, and heart of the work was in decline.

While this may sound bleak and filled with frustration, it is only a reflection of what is the beginning of a wild year! 2022 offered up a whole new set of opportunities and growth for the youth ministry of St. Andrews. One of the greatest milestones that 2022 offered was the installation of the playground. Visioning, through prayer and diligent listening, listened for what possibilities God would do through a playground. I am grateful for this as it has been one of the greatest tools of outreach! Over the course of the summer, alongside faithful congregation members and volunteers we reached 300 connections with students through Spark Park Days. The ministry hours for Spark Park came out to 482 hours of time with students! In addition, meeting 40 new students and families in the community! Spark Park Day provided a means to break through barriers and be present with our community here in Lebanon County.

As I mentioned in the first paragraph student numbers at the beginning of 2022 were also in decline for Youth Group. This was a disheartening and a brutal reality of the youth ministry. On average in the first part of 2022, we saw 10-12 students every Sunday. But, like many things in 2022, even this was in a state of transition. Through a series of God provided opportunities and moments this too began to change. Starting with Spark Park, but including guidance from Pastor Robin, coaching from Aqueelah, and continued support of the volunteers and Christian Education Committee, has enabled a greater push towards outreach and discipleship. This has resulted in growth of the youth ministry where we are averaging 18-20 students every week at youth group!

The best conclusion that I would offer towards this past year, is to borrow from Isaiah 43:19 (NIV).

"See, I am doing a new thing! Now it springs up; do you not perceive it?

I am making a way in the wilderness and streams in the wasteland."

I believe that God is starting a new work in this church! While the beginning of this year represented concern and heart ache. Now I look and see how God is on the move. With Prayer, listening, and a perspective change the youth ministry has begun to change and grow. I look forward to how this is just a beginning as we continue to pray and listen for what God is doing!

FELLOWSHIP COMMITTEE

Fellowship (formerly “Congregational Life”) Committee: The mission of the SAPC Fellowship Committee is to create opportunities to bring members and non-members of our church and community together in ways beyond the traditional Sunday services.

Committee Members:

Carla Dowd and Karen Fedder Co-Chairs

Rev. Robin Morgan, Ann Ormond, Tim Peelen, Louise Rahalewich, Scott Stambaugh, Kathy Wissinger

Rob Cochran- Digital Ministry Consultant

Reflecting on 2022:

We continued to provide and coordinate mealtime fellowship through the following events: Lenten Service Meager Meal, Summer Potluck Picnic, Fall Kickoff Picnic, and the Christmas Luncheon. We provided weekly coffee hour fellowship opportunities after services, with some coffee hours outside (weather permitting). Thank you to all who help with events like these; they provide important chances for friendship and sharing, and we are very grateful for your support.

We are thankful for Scott Stambaugh and his faithful work with church attendance records; he continues to tally online as well as in-person attendance. We have been blessed with many new visitors this year, and we reach out to them with a welcome letter when contact information is available. This year’s new member class was something to celebrate; we welcomed nine new members to our St. Andrews church family.

Looking ahead to 2023:

We look forward to our new luncheon group called “New Era” to provide more opportunities for fellowship. We are also interested in starting a walking group for anyone interested in meeting to walk together for exercise and fellowship. We will continue to provide coffee hours, picnics, and meals so that we can gather as a family and support each other. If you would like to help with any of these ministries, please contact Carla or Karen; we would love to hear from you!

Praying for our Ministry:

Through Jesus Christ, pray that our members and visitors feel included and welcomed at every opportunity.

Worship Committee

Committee/Board Members: Karen Dielmann; Penny Samuelson; Pastor Robin; Mary Lynne Mulligan; Lew Sauerwein; Diane Pomeroy; Carole Haines; Perry Latshaw; Cliff Shiner; Jonathon Shuey (as needed)

Reflecting on 2022:

We continued with one service, in person/live streamed/recorded; service has a blended music style format.

We returned to altar communion on Easter Sunday. Individual sealed elements are available for those who wish to utilize those to participate in the sacrament. The Worship Committee prepares the elements and the sanctuary and coordinates elders and deacons to serve in the Sunday morning service.

We returned to Home Communion in October. The Deacons coordinate which members of the congregation are interested in participating in the sacrament; the Worship Committee coordinates elders and deacons to serve. We plan to continue this practice into 2023 in the hopes that the number of participants interested in home communion will increase.

In the months of June, July and August, we offered Wednesday Outdoor Worship services again this year. This simple service was held every Wednesday evening on the lawn of the church during those months (most of the time outdoors, but a few times inside the sanctuary due to weather concerns). The Worship Committee coordinated the order of worship and the music which was led by our church musicians; the weekly message was led by elders, deacons and other members of the congregation.

The Chancel Choir offered a Christmas Cantata at the December 11 Sunday morning service. The musical piece called "A Weary World Rejoices", provided an immersive worshipful experience for our congregation and those participating in the service online.

A special thanks to Maggie Beatty and her dedication to re-igniting the children's music ministry. We now have a diverse group of children singing and ringing! Their participation in our services adds so much joy and praise to the worship of our Lord.

Worship ministry connecting to our Mission Statement, Values and/or Goals...

The Worship Committee looks to offer worship experiences and opportunities that glorify our Lord Jesus Christ, build relationships within the congregation and engage our community.

Looking ahead to 2023:

We are always looking for additional musicians to participate in the Sunday morning services in either the Praise Team and/or the St. Andrews Singers.

Looking forward to the summer months, we hope to offer the Wednesday Outdoor Worship services again, and we will need the help of additional musicians and those willing to share a message with those who attend the outdoor services.

We need assistance in serving communion during the Sunday morning services and also during home communion (both are once per month). Anyone who has been ordained as an Elder or Deacon in the Presbyterian Church and is willing to help is encouraged to serve in this manner.

The Worship Committee is always seeking liturgists to assist in the Sunday morning services.

We look forward to continuing to work with Ministry Architects, the Transformation Team, the Session, our church staff and the congregation as we continue our journey as a church.

Praying for our ---Worship Ministry:

We pray that our worship experiences will glorify You Lord in the upcoming year. Amen.

FLOWER CALENDAR

February 2023 - January 2024

Nadine Jones, Chairman (272-2346)

February - Ellen Arnold, Chair

5 Lynn Phillips
12 Marian Batz
19 Donna Kuntz
26 Karen Shalters

March - Jody DeWald, Chair

5 Borgers
12 Jody DeWald
19 Carla Dowd
26 Lorna Everhart

April - Marianne Kopp, Chair

2 Bob and Perry Latshaw
9 Easter Flowers
16 Barry Kohr
23 Bob and Marianne Kopp
30 Ted and Shirley Etter

May – Lynn Phillips, Chair

7 Gary and Sue Strock
14 David and Nicki Overholt
21 Julie Ogurcak
28 Pat Yates

June - Sharon Schulte, Chairperson

4 Karen Shalters
11 Beckie Dreibelbis
18 Carol Smith-Kilgore
25 Karen Regester

July – Donna Kuntz, Chairperson

2 Lee and Barbara Moyer
9 Stuart Juppenlatz
18 Joy Eubanks
23 Tom Shott
30 Lew Sauerwein

August - Molly Barahona, Chair

6 Colleen Tuisl
13 Glenn and Mev Royer
20 Beckie Dreibelbis
27 Marilyn Griffin

September - Kathy Wissinger, Chair

3 Rob Cochran
10 Don and Maggie Beatty
17 -Open-
24 Emily Grun

October - Nicki Overholt, Chair

1 Ken and Robin Gries
8 Tom and Wanda Bechtold
15 Helen Leaman
22 David and Betsy Sensenig
29 Rick and Judy Borger

November - Betty Ann Seiser/Lorraine Lowrie, Chairs

5 Rob and Lorraine Lowrie
12 Leo and Betty Ann Seiser
19 Maggie Beatty for Nan Hoff
26 Diane Pomeroy

December – Nadine Jones Chair

3 Lynn Phillips
10 Nadine Jones
17 Christmas Poinsettias
24 Christmas Poinsettias

January - Julie Ogurcak, Chair

David and Nicki Overholt
7 Molly Barahona
14 Bob and Julie Ogurcak
21 Louise Rahalewich
28 Tom Shott

Serving & Supporting Christ's Church

ADMINISTRATION & PERSONNEL

MISSION / PURPOSE STATEMENT

The Administration & Personnel Committee of St. Andrews was established as a joint committee of Session, Trustees, and members-at-large from the congregation. The Committee reviews, evaluates, serves in support and management of the duties of the staff at St Andrews. The goal is to provide the best support for the Church body in Christ's name.

MEMBERS OF THE COMMITTEE

Committee members included William Mulligan, Chair, Fred Jones, Glenn Royer, Donna Kuntz, Annette Chevalier, and Kathy Crager.

ACTIVITIES IN 2022

This year has been an exciting year of several transitions while the church was working to move from a pandemic to a post-pandemic future.

In January, Lew Sauerwein joined the staff as the Media Coordinator (a role that he had been graciously fulfilling as a volunteer). Over the course of the year, Lew has made numerous improvements to processes and coordinated software and equipment updates.

Also in January, Johnathan Shuey joined St. Andrews in two roles: Contemporary Music Leader and Digital Media Specialists. Johnathan has helped to enliven our worship services and has been a welcome member to the music team. Behind the scenes, he has been working to improve digital communication and has been helping to improve sound systems and the church's website. We'd like to thank Maggie Beatty and the Praise Team for leading worship in the interim before Johnathan was hired.

Office Manager Cliff Shiner decided to retire from her role. Cliff has been a diligent manager of the church office and a steady presence through a variety of staff and pastoral changes during her tenure. Cliff managed her role with kindness, thoughtfulness, and diligence.

Although there have been many changes, the church has been blessed with the leadership of Pastor Robin Morgan, Director of Children and Youth Ministries Rob Cochran, Music Coordinator Carole Haines, Organist Lisa Meyer, and Custodian Daphne Hoke. We are grateful for the staff as it has navigated through the pandemic and is supporting efforts to help transform the church in its ministry to our members and community.

We encourage the congregation to keep each of our staff members in their regular prayers.

William Mulligan, Chair

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/destroying 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/destroying 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.

CLERK'S REPORT

Church Membership as of December 31, 2021-----240

Additions

Received by Letter of Transfer-----6

Received by Profession of or Reaffirmation of Faith-----3

Restored from Inactive Roll-----0

Total Additions -----9

Losses

Dismissed by Letter of Transfer-----0

Deceased-----4

Moved to Inactive Roll-----42

Resigned-----0

Total Losses-----46

Active Church Membership as of December 31, 2022-----203

Baptisms

Infant -----1 1

Adult -----0 0

Total Baptisms-----1 1

2022 Necrology

Date of Death

Bob Capobianco

February 18, 2022

Leo Seiser

June 25, 2022

Virginia Brandt

July 19, 2022

Bill Andrews

October 23, 2022

CURRENT CHURCH OFFICERS

Treasurer: Marc Hamme, Session Clerk: William Mulligan

Session/Trustees

2023	2024	2025
Carla Dowd	Frederick Jones	Karen Dielmann
Karen Fedder	Stuart Juppenlatz	David Overholt
Rebecca Lister	Kayla Lowrie	Penny Samuelson
William Mulligan	Lewis Sauerwein	Doug Lister

President of Trustees: Doug Lister (To be elected)

Deacons

2023	2024	2025
Donna Kuntz	Rosemary Birt	Kathy Crager
Lorraine Lowrie	John Butler	Lorna Everhart
Ann Ormond	Jean Ditzler	Mary Lynne Mulligan
Kathy Wissinger	Robert Kopp	
Gwen Yordy	Sue Mechura	

Visioning Committee (On Hiatus)

Nominating Committee

Members-at-Large: Perry Latshaw, Diane Pomeroy, Lynn Phillips, Ken Tice,

(If the way be clear: One Elder and One Deacon)

BOARD OF TRUSTEES

2022 Board members:

Thomas Shott, President, Jody DeWald, Secretary, Barry Kohr, James Reilly, Annette Chevalier, Gary Strock, Craig Lowrie, Lee Samuelson, Steve Schulte, Dave Sensenig, Doug Lister. We want to give special thanks to Jody for her service to the trustees as our secretary for the past six years.

Repairs to water damaged Snyder Hall and Christian Ed rooms were completed on work started in 2021.

Our old tankless water heater failed and required replacement with a new updated model.

The replacement of our emergency generator was completed this past fall. It is now located in the outside quad with the HVAC fan units. Additionally we connected the sump pumps located in the basement classrooms to the generator. They had not been connected to the old generator.

Tree work was completed with removal of dead branches, trimming of the island tree and the vines cut for later removal from the large oak tree at the driveway.

We are still working to have our radiant heat in the basement classrooms operational. We are working with Bowman's and trying to complete this.

Our insurance policy was updated to include the Spark Park playground.

One additional item of maintenance remains on our list for repair. This is to the brick work at several areas of the building. Quotes have been received and will be reviewed by the 2023 property committee.

STEWARDSHIP & FINANCE

Committee Members: Stuart Juppenlatz (Chair), Rob Lowrie, Glenn Royer, Mary Reitz, Dennis Shalters, Tom Shott, Don Dreibelbis, Stuart Juppenlatz, Ken Tice, Marc Hamme and Craig Lowrie

Reflecting on 2022:

In December we sent a letter updating the congregation on the status of the fall Stewardship campaign and the current financial condition of our Church. The letter explained current challenges that we are facing due to reductions in giving, the current market impact on our investments, and increased expenses due to inflation and unscheduled repairs and improvements.

Our Church has been blessed financially in recent years. The generosity of our members along with solid investment performance has helped St. Andrews carry out its mission and do God's work. As a result, from 2018 to 2020, the work of the Church was largely supported by member giving. Especially notable was the ability of the Church to continue to do God's work during the Covid-19 pandemic years in 2020 and 2021.

The return to normal from the pandemic has revealed some challenges. Many of our members remain connected and active in the church. But there are others who have not yet returned. Our Deacons have been at work trying to reach out to these members.

During the pandemic technology played a vital role in enabling us to continue God's work through Zoom meetings and the streaming of our worship services. We are fortunate we had these capabilities, but we also discovered we have some significant technology shortfalls that must be addressed. Our Church building is also in need of brick and masonry repairs.

In 2022 we saw a reduction in member giving. This has been attributed to a variety of factors. Some larger gifts received in previous years did not materialize in 2022. There has been a decrease in giving from some member units due to retirement, health issues, family situations, and for other reasons. Based on current market conditions there will not be any investment earnings to offset the shortfall. We are also very aware of the current impact from inflation and other economic factors.

Looking ahead at 2023:

As you know we are in a period of discernment to determine God's vision for the future of our Church. This is also a time when we are trying to grow. This is a process that will take time, but we are also seeing results. With a focus on being welcoming in our neighborhood and community we recently welcomed nine new members to St. Andrews. Participation in the youth program has increased significantly to around 20 participants.

Our Church leadership is focused on the current financial challenges that we face. It's important we conduct our affairs responsibly and carefully manage our expenses. That does not mean we should curtail efforts currently underway to position St. Andrews for the future. Our investments can support our Church in the short term. But we should be mindful these financial resources must also be preserved to support St. Andrews for years to come. This is a time to discern God's will for us, right now and with our resources.

In December the Session and Trustees voted to approve a budget with expenses of \$558,543.00 and anticipated contributions of \$330,000.00. We believe our financial resources can sustain the programs and objectives of the Church for up to two years while we continue to discern God's vision for St. Andrews. During this period, we will work to build our giving base, manage our spending, and improve our financial condition.

Praying for our Stewardship and Finance Ministry:

As God's people at St. Andrews let us all pray for God to lead us through these years, and that we may serve Christ, in all that we do.