



2023 Annual Reports

St. Andrews Presbyterian Church

January, 2024

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.

Agenda
Annual Meeting of St. Andrews Presbyterian Church
January 28, 2024 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 22, 2023 meeting.
Motion to approve the recommendation of the Session.

Motion to amend the church Bylaws	Page 2
Safe Sanctuary Report	Pages 24-28
Nominating Report	Page 15
Elect 1 member of Session	

Motion to adjourn the formal meeting

Prayer

Move into the informal meeting
All are invited and encouraged to visit the ministry tables, considering their reports, engaging in conversation about the ministries, about what God has done, and where God is moving.

*May we all consider how God is calling us to **Know, Grow and Serve** in 2024.*

Ministry Reports

Pastor's Letter	page 3-4
Vision, Values, Discipleship Pillars	page 5-6
Ministry Opportunities	page 7-8
Clerk's Report / Church Officers	page 9-10
Transformation Team	page 11-12
Nominating Committee	page 13
Board of Deacons	page 14
Mission	page 15
Free Noon Meal Calendar	page 16
Christian Education	page 17
Director Children & Youth Ministries	page 18-19
Fellowship	page 20
Worship	page 21
Flower Calendar	page 22
Administration and Personnel	page 23
Safe Sanctuaries Policy	page 24-28
Property Committee	page 29
Stewardship and Finance	page 30

Treasurer's report - available Jan. 28

Bylaw Change For Annual Meeting

January 28, 2024

Suggested by Session for the purpose of adjusting the language of our annual meetings to allow flexibility with the worship schedule.

Original Language

102 - Annual Meetings of the Congregation

There shall be an annual meeting of the congregation in the church edifice on the fourth Sunday of October following morning worship service for the purpose of electing church officers and to present the next year's financial budget to the congregation.

There shall also be an annual meeting of the congregation on the fourth Sunday of January to hear the reports of the congregation and organizations of the church along with any other business which might properly come before it.

Suggested New Language

102 - Annual Meetings of the Congregation

There shall be an annual meeting of the congregation in the church edifice on the fourth Sunday of October for the purpose of electing church officers and any other business that might properly come before it.

There shall also be an annual meeting of the congregation on the fourth Sunday of January to hear the reports of the congregation and organizations of the church along with any other business which might properly come before it.

Rationale

The change allows the meeting to be called before or after worship, as appropriate. If we are having a meal, the flexibility of time would be greatly appreciated. It also removes the requirement for presenting the budget, as our budget process is not complete in October. The budget is included in the annual report and thus shared with the congregation in January. The changes create consistency in the language for both of our congregational meetings.

Dear Beloved People of God,

As I look back on this last year, all I can think is, *Surely the presence of the Lord is in this place!*

I walked into the sanctuary on Easter morning, and looked up to see the sanctuary full! 154 were gathered for worship, and I got a bit nervous. As we began to worship, the nerves faded as I was filled with wonder and joy as we celebrated new life, our new life in Christ. Easter began a season of great joy! Our regular attendance grew and we ended the year with an average attendance of 94 in person and 45 households online. The numbers are encouraging, but what is even more encouraging is that our worship is enlivened by the peace and hope of God. I cannot count how many times one of you, or even a visitor, walked out of worship and told me they could feel God's presence. I could not ask for anything more.

And yet, even more blessings came. This year our church family grew, as we welcomed 15 new members, as well as some new regular attenders. A few weeks before the year ended, we gathered 4 of our youth for the sacrament of Baptism. Each one chose members of the church to be their God parents. In this, they showed us the family of God, our family of God, as we gathered around the baptismal font claiming God's promises and sharing them together. *'Inspired by the love of Christ, we are indeed, building a community that invites our neighbors into a relationship with God and each other.'*

In the background we adjusted our structure, adapting the number of boards and the number of people on our boards. We also moved to two nights a month for committee meetings, creating more space for discipleship. Thus, in May we were ready for the Discipleship Summit. As I walked into Snyder Hall, my heart was overwhelmed, because you showed up! And you were ready to talk about Discipleship with passion, sharing what is a vital part of your faith and needs to be part of our discipleship path together. The conversations at the Discipleship Summit, reminded me how essential the basics are, and how we are enriched by the basics. No matter how often we come back to them, we discover more of God. This led to a cultivating the Fruits of the Spirit and revisiting Bible basics, in our worship together.

A Discipleship Task Force comprised of: Perry Latshaw, Ken Gries, Tim Peelen, Beckie Dreibelbis, Rebecca Lister, Rob Cochran and me, took those conversations and worked to form a clear path for each one of us, and all of us together to **Know God's Word, Grow in Faith and Serve Christ**. This truly feels like our foundation. *Our vision statement points us toward where God is leading us. Our values reflect who we are, and who we long to be. Our Discipleship Path, is the last piece of this puzzle, the piece that grounds us in faith keeping our heart, mind and feet moving as we follow Jesus.*

Through the year we continued to connect to our neighbors through Spark Park, the Easter Egg Hunt, Trunk-or-Treat, Story time with St. Nick and our revitalized Concert Series! The community is starting to believe that this is a place where they are always welcome. My favorite neighborhood story is from the day our parking lot was transformed by a 100-foot water slide. One of our neighbors shared how that day, she saw a little boy and his father walking by, they asked what was going on, and then with wide eyes, the little boy asked if he could go down the slide, and our neighbor, not even someone who attends, said without hesitation, YES! As she walked a little farther she saw another little girl getting out of a car, she asked if she had seen the slide and she said; *'YES, I am so excited, we are going after my appointment.'* Our neighbors are feeling more welcome, and we are blessed as we get to know them and find way to share God's love.

Pastor's Letter cont'd

2023 started, with a leap of faith. We had a huge budget shortfall, and yet the Elders committed to moving forward, while we committed to bridge the gap over the next two years. The Elders and staff worked creatively to continue to expand our ministries and explore where God was leading us, while keeping expenses low. I am overwhelmed and grateful that our finances are already turning around. This year giving increased, and expenses stayed low. We still have work to do, but with our finances and our ministries we are moving in the right direction.

In 2022 we began a new Chapter, intentionally partnering with Ministry Architects. In 2023, when our momentum changed. We embraced our mission to know God, our neighbors and one another. This year we gained traction with who we are and who God is calling us to be as we seek *to Know God's Word, Grow in Faith and Serve Christ*. 2024 is our year to keep going and to know and believe that *surely the presence of the Lord is in this place!* It is tempting to stay right here, things are good. And yet, as Jesus stood on a mountain with his disciples with Moses and Elijah, the Glory of God appeared and then Jesus turned and kept going, taking the glory of God into the world.

As we go into 2024, my question for each one of you is *where is God leading you?* We are the people of God, in this place and time and all of us are invited to be a part of what God is doing. As we live as disciples of Jesus, the Spirit leads us, often in wonderfully unexpected ways. As God moves St. Andrews forward, how is God leading you to *Know, Grow and Serve?*

This year our Annual Meeting will be different. We will gather in Snyder Hall for a short formal meeting, and then move into the informal meeting, where we can have conversations. The Elders and Ministry leaders have written reports and then in Snyder Hall offer a space to share about the ministries and where they have seen God. I encourage you, to go look and see where you find God moving and to consider where the Spirit is leading you as we go into 2024. How are you feeling called to *Know God's Word*? Have you talked to someone in a Sunday School class or a Fellowship Group? How are you feeling led to Grow in Faith? And where are you feeling called to Serve Christ. God is moving. God is moving us. Take some time, to intentionally seek the place God is already preparing for you, as the Spirit move us, all of us forward.

Beloved People of God, together let us keep going following Christ into this world that longs to know God's love.

In the Hope of Christ,
Pastor Robin

2023 St. Andrews Vision, Values, Goals With a Discipleship Path for all

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.

Discipleship Pathway

KNOW / GROW / SERVE

This is a pathway to come back to, again and again, seeking to Know God, Grow in Faith and to Serve Christ. May we find a place on this path to deepen our connection to God, as we follow Christ and are led by the Spirit.

Know God's Word

- Worship
 - Gather, hear and respond to God's Word together
- Bible Basics
 - Bible 101- Foundational principles of scripture
 - Ten Commandments • Psalm 23 • Lord's Prayer
 - The Great Commandment • The Great Commission
- The Narrative of the Bible
 - How to read the Bible
 - Find things in the Bible • Timeline of Bible
 - Bible Stories
 - Classic Bible Stories: Old Testament & New Testament
 - Life of Jesus
 - Prophecies, Stories and Parables
 - Wider range of Bible Stories to expand our understanding
- Live Into the Bible
 - Study and meditate on the Word individually and collectively
 - Connect the Bible to your life
 - Past and present understandings
 - Sacraments • Creeds and Confessions • Other traditions

Discipleship Pathway continued...

Grow in Faith Together

- Study God's Word
 - Learn who we are as beloved children of God in the Bible narrative
 - Face faith questions • Space to share doubts
- Our Personal Faith
 - Know our faith journey
 - Share how the Gospel affects us personally • Connect to God through prayer
- Our Corporate Faith
 - Foster our knowledge
 - Church history • St. Andrews history
- Build and strengthen relationships
 - Fellowship
 - Pray together • Play and be together • Eat together

Serve in Christ

- Serve is a Vital Part of Worship
 - Know who we are in God's beloved community
 - Pray for one another and the world
 - Offer our gifts to God
 - Share our testimony
 - Take God's Word into the world
- Live What We Believe
 - Invite others into a relationship with Christ
 - Serve the church through leadership and teaching
- Follow Christ's Example
 - Support
 - Local missions and charities
 - Global missions and charities
 - Help families and individuals spiritually and physically

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.

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

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.

Ministry Opportunities

KNOW • GROW • SERVE

Where is God calling you to Know, Grow and Serve in 2024?

As we gather in Snyder Hall for our meeting and ministry conversations, here is a list of possible ministries to consider. If you are feeling led towards another ministry, please share where the Spirit is leading you.

Worship Committee

Chancel Choir
Praise Team
Bell Choir

Usher
Sound System
Streaming Video
Worship Slides

Prepare Communion Elements
Serve Communion
Serve Home Communion

Interested in prayer chain
Interested in an in-person prayer team

Seasonal worship decorations
Interested in helping with flowers for worship
Interested in ways to connect our worship to our outdoor space
I am interested in helping with Outdoor and/or Special Services

Concert Committee
Concert Usher
Concert Reception

Fellowship Committee

Coffee Hour
Church dinners
Special Events
Helping with new Era events

Mission Committee

Helping with Free Noon Meal
Helping with LCCM Spotlight
Helping with Free Little Pantry
Participating in Mission Week
Helping with Free Little Pantry and/or Free Little Library

Christian Education Committee

Interested in Fellowship Group
Interested in Adult Sunday School/Bible Studies
Helping with Sunday School

Christian Ed continued on next pg...

Ministry Opportunities...Continued

KNOW • GROW • SERVE

Where is God calling you to Know, Grow and Serve in 2024?

Christian Education Committee continued...

Helping with Youth Group

Dinner Makers

Volunteer with Youth Group/Outreach

Volunteer with an outreach team: *Easter egg Hunt, Spark Park, Trunk or Treat, Story Time*

Helping with Nursery

Helping with Spark Park Days

Helping with Music Camp

Interested in Special Events (Trunk-R-Treat, Storytime with St. Nick, Movie Nights)

Deacon Ministry

Interested in helping with Funeral Receptions

Interested in helping with meals

Interested in helping with transportation for members

Property Committee

Building Maintenance/Painting

Yard Clean Up

Gardening

Response Team

Opportunity to help in dynamic situations
to our communities/neighbors needs as they arise.

CLERK'S REPORT

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

Additions

Received by Letter of Transfer-----6

Received by Profession of or Reaffirmation of Faith-----9

Restored from Inactive Roll-----

Total Additions -----15

Losses

Dismissed by Letter of Transfer-----

Deceased-----

Moved to Inactive Roll-----19

Resigned-----

Total Losses-----19

Active Church Membership as of December 31, 2023-----199

Baptisms

Infant -----

Youth-----5

Adult -----

Total Baptisms-----5

2023 Necrology

Date of Death

None

N/A

CURRENT CHURCH OFFICERS

Treasurer: Marc Hamme, Session Clerk: William Mulligan

Session/Trustees

2024	2025	2026
Frederick Jones <i>Fellowship Co-Chair</i>	Karen Dielmann <i>Admin & Personnel</i>	Rick Borger <i>Clerk / Nominating</i>
Stuart Juppenlatz <i>Stewardship & Finance</i>	David Overholt <i>Mission Chair</i>	Karen Fedder <i>Fellowship Co-Chair</i>
Kayla Lowrie <i>Transformation Team & Mission</i>	Penny Samuelson <i>Worship Co-Chair</i>	Ken Gries <i>Christian Ed Co-Chair</i>
Lewis Sauerwein <i>Worship Co-Chair</i>	Doug Lister <i>Pres. Trustees / Property Chair</i>	Jack Kopeski <i>Christian Ed</i>

Deacons

2024	2025	2026
Rosemary Birt	Kathy Crager	IvaJean Conley
John Butler	Lorna Everhart	Karen Regester
Jean Ditzler	Mary Lynne Mulligan	Astrid Santiago
Robert Kopp	Bonnie Houtz	Gwen Yordy
Sue Mechura		

Visioning Committee (On Hiatus)

Nominating Committee

Members-at-Large: Don Dreibelbis, Robin Gries, Lorraine Lowrie

Transformation Team Annual Report

Team Members

January 2024

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 2023

What we have accomplished:

The second half of the Ministry Architect process has expanded the team by reaching out into our committees to continue driving this important work forward. The Transformation Team has continued to guide these processes and ensure that key opportunities for improvement have been optimized. Key areas that have been addressed thus far include:

- ★ Ministry Impact Inventory – Includes the scope of the church's programs and the target audience of each program
- ★ Marketing Game Plan Implementation – Ensuring this program has a clear owner and monthly goals are achieved
- ★ Building Use Policy Updated – An updated policy will allow us to continue driving towards our church's third goal
- ★ MIA Care and Contact Game Plan – Intentional plan for following up with those who have been missing so that no one falls through the cracks
- ★ Event & Worship Service Visitor Info Process– Capturing info of visitors to special events so that we can provide welcoming follow-up contact
- ★ And many more!

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

Momentum has continued to build and has overflowed into every aspect of our congregation and continues to drive us closer to the mission statement we collectively crafted. We hope that you have continued to feel these changes in your interactions within the church!

The youth program has continued to blossom and stretch their wings beyond St. Andrews by planting, nurturing and strengthening connections with those in our community. Both our staff and volunteers in the youth ministry are continuing to carve time for these influential events while also remaining steadfast in minding their own spiritual, emotional and physical health. Steps towards defining our discipleship opportunities have allowed us to continue to see the future and how we can each both make and create an impact.

The church continues to have a strong faith in volunteerism both within and outside of our church. Additionally, we will continue to invite the community into the church utilizing our revised building use policy. This will allow us to explore additional avenues for discipleship, volunteerism and creating a safe and loving environment for our community.

Looking Ahead at 2024 and Beyond

Reaching more goals and building on what has started:

The Transformation Team is winding down as we approach the end of this two-year journey. There are a few tasks in-progress that need to be completed prior to the end of our contract with Ministry Architects. The biggest potential challenge for us going forward will be to continue with our current momentum, continue solidifying the steps forward and adjusting as necessary to continue on our new path.

Praying for the Transformation Team:



The Transformation Team would ask your prayers for continuing to keep our value, mission and goals visible. These statements are integral and must remain at the top of mind to reach our goals. It is easy to lose sight of your goals if you aren't regularly checking back in with them.

We are excited to continue God's journey for our church. We know his strength will continue to expand our reach beyond our wildest imaginations.

Thank you!

Nominating Committee

Committee Members:

William Mulligan (Elder), Sue Mechura (Deacon), Lynn Phillips, and Diane Pomeroy.

Looking Back on 2023:

As the church has continued its journey through the transformation process after the pandemic, the Nominating Committee invested its time to consider how to help the church grow into its new mission statement. With careful discernment, prayerful consideration, and guidance of the Holy Spirit, we were able to present the following nominees for election at the congregational meetings in October 2023 and January 2024 (1 additional Ruling Elder nomination pending):

For Ruling Elder for a three-year term on the Session in the class of 2026: Karen Fedder, Ken Gries, and Dave Overholt. Jack Kopeski will be nominated at the January meeting of the Congregation.

For Deacon for a three-year term in the class of 2026: Gwen Yordy, IvaJean Conley, Astrid Santiago, and Karen Regester.

For Deacon for a two-year term in the class of 2025: Bonnie Houtz

For President of the Corporation for a one year term: Doug Lister

For the 2024 Nominating Committee At Large Members: Don Dreibelbis, Robin Gries, and Lorraine Lowrie.

Our committee worked very well together and were very dedicated and diligent in carrying out this important function of the church.

Looking Ahead to 2024:

We are very blessed by the strong leadership of our members who have accepted the call to serve. If you are interested in serving or desire to learn more about different volunteer roles, please contact anyone on the 2024 Nominating Committee.

William Mulligan, Chair

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

Board Members: Pastor Robin Morgan-Ex Officio; Lorraine Lowrie-Moderator; John Butler-Vice Moderator; Mary Lynne Mulligan-Secretary; Rosemary Birt; Kathy Crager; Jean Ditzler; Lorna Everhart; Bob Kopp; Donna Kuntz; Sue Mechura; Ann Ormond; Kathy Wissinger; Gwen Yordy

We thank those deacons who ended their terms of service in 2023: Donna Kuntz, Lorraine Lowrie, Ann Ormond, and Kathy Wissinger

The Deacons have been serving the St Andrews community faithfully by reaching out to all members of the church and visitors throughout the year in the form of daily prayers, visiting homebound and the sick, offering assistance to those in need, assist in homebound communion, helping with funeral receptions, and keeping in touch through cards and phone calls.

To be able to connect to everyone in our church community, the Deacons have prayerfully implemented some new ideas. We have established a welcome team. The purpose of this team is to get to know our members and visitors and share information regarding upcoming events and activities available at St. Andrews. We are blessed in that our members of our congregation have always reached out and welcome all who attend St Andrews but don't always know all the upcoming events or to whom to go to if interested in learning more. To help identify those on the welcome team, look for a nametag with blue and white ribbons attached.

We have also implemented a Visitors/New Members team. This team reaches out to visitors through a welcome letter, offering visitor bags filled with information and goodies, and in 5 visits are assigned a deacon because “Caring for the community of St. Andrews is important to us. We want to be sure that everyone is cared for.”

In 2024, our mission is to continue to grow with Christ as we build our relationships with all of St Andrews community.

Respectfully Submitted,

Lorraine Lowrie - Moderator

Mission Committee

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: David Overholt (co-chair), Fred Jones (co-chair), Maggie Beatty, Kathy Crager, Connie Dowhower, Robin Gries, Betsy Sensenig, Bod Dowd and Judy Wood.

Our ministry in 2023 continued the work of the Mission Committee in supporting local ministries of Lebanon that provide valuable resources to the community and volunteer opportunities for our Congregation. Several of these ministries share with us during our Moment for Mission portion of our Sunday Service including Habitat for Humanity, Lebanon Rescue Mission and the Chestnut Street Community Center. The Free Noon Meal, second Saturday of the month, continues to draw congregational involvement in this important local mission and we had a successful Mission Week in August helping our neighbors with a variety of community projects.

We saw God's faithfulness and God leading us throughout the year with our work on the Mission committee. As my first year as co-chair on the committee, I was blessed with a committee of individuals so dedicated to the mission of St. Andrews. Many of our mission projects have continued and strengthened thanks to their faithfulness and service. The committee has endeavored to take the values and goals of St. Andrews out into our church neighborhood extending Christ's welcome to all and, hopefully, reflecting the love of Christ as we volunteer in the community. The congregation has also been very generous in donating to the monthly Mission, Spotlight, the Angel Tree and the Giving Train at Christmas, the Alternative Gift Fair and the special annual offerings for One Great Hour of Sharing and the Peace and Global Witness.

Mission Opportunities will continue in 2024

- *Donations for Mission Spotlight each month
- *Volunteering to serve a Free Noon Meal
- *Donations for Special Offerings
- *Donate @ Christmas to the Angel Tree and Giving Train
- *Shop at the Alternative Gift Fair
- *Sign up for any of the projects for Mission Week August 4-10, 2024

Our hope for 2024 is to continue the work of the Mission Committee in helping St. Andrews support the social and spiritual needs of our community. As homelessness becomes more prevalent in Lebanon, we are hoping to partner with the Lebanon County Coalition to End Homelessness. We also hope to continue encouraging the congregation to volunteer in local ministries.

We humbly thank the congregation for their generous support this past year. God has blessed St. Andrews this past year and pray for His continued love and guidance in 2024.

David Overholt, Co-Chair Mission Committee

FREE NOON MEAL SCHEDULE FOR 2024

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 13	Ad-hock, gathering area signup sheet.	Ann Ormond	717-867-5659
FEBRUARY 10	WEBS Study Group	Ken Gries	717-679-0677
MARCH 9	Praise Team	Bob Dowd	717-269-5780
APRIL 13	DEACONS	Lorraine Lowrie	717-274-3011
MAY 11	EPYC Trail Blazers	Rob Cochran	717-847-7618
JUNE 8	Trustees	Doug Lister	717-272-8150
JULY 13	SESSION	Bill Mulligan	717-202-5909
AUGUST 10	Mission Committee	Bob Dowd	717-269-5780
SEPTEMBER 14	Friends of LCCM	Maggie Beatty	717-304-2379
OCTOBER 12	CHANCEL CHOIR/BELL CHOIR	Carole Haines	717-838-6037
NOVEMBER 9	Ad-hock, gathering area sign-up sheet.	Open	717-679-3988
DECEMBER 14	Adult-Sunday School	Rick Borger	717-769-2813

CHRISTIAN EDUCATION - Reflection on 2023

Members: Rebecca Lister (Co-Chair), Kayla Lowrie (Co-Chair); Rick Borger, Rob Cochran, Pastor Robin Morgan, Karen Fedder, Ken Gries, Katie Martel, Mary Lynne Mulligan, Tim Peelen

Our Ministry in 2023:

We created a general outline indicating the tasks/activities normally present in a year (attached).

Beginning in January 2023, they included planning for and carrying out:

- SPARK park “Let’s Play” event in coordination with several community groups (March, 2023).

- Easter Egg hunt (stuffing Easter Eggs) (Lent/Easter)

- Youth Sunday (May)

- Sunday School Teacher and Graduate Recognition Sunday (May)

- Meeting with Ministry Architects to have a CE Summit; included groundwork on what eventually became our “pillars of knowing.” Several members became part of a task-force to continue developing this document and an assessment instrument (check-off list of activities)

- SPARK park days throughout the summer on Tuesdays and Thursdays (Summer)

- Sunday School curriculum and teacher support (throughout the year)

- Follow-SHIP groups – writing curriculum, hosting a facilitators’ luncheon (June, throughout the year)

- WEBS – continuing adult education and fellowship (throughout the year)

- Planning an Adult Sunday School class run by different individuals on a monthly basis (throughout the year)

- Trunk or Treat (October)

- Advent Family Activity—Storytime with St. Nicholas (December)

Committee members were very involved in helping out in these activities; our members are very involved in providing their hands and feet to participate in God’s work in our community.

We Saw God’s Presence:

Because much of what we did this past year dealt with our community, it is always edifying to see non-church members coming onto our property and feeling welcomed. Several people at Trunk-or-Treat told me how they look forward to our event every year, and it never ceases to thrill me to drive by and see people playing in SPARK park. CE hopes to continue building a more active relationship with our immediate neighbors and the community-at-large. This is how we can come to *know Christ and make Christ known.*

Our Ministry Connects to St. Andrews Mission and Values Through:

- We try to meet others with the compassionate love of Christ, accepting them for who they are and where they are in their faith journey.

- We offer activities that invite others to walk alongside us in ways that are experiential as well as educational.

- We find the joy of God’s presence when we play, pray, and stay together.

- We provide opportunities rooted directly in all three of our Pillars: learning about God’s word, growing in faith together, and serving Christ in our community.

Hopes for 2024:

- Further growth in our church, not simply for the sake of growing, but because we are spiritually hungry for an authentic relationship with God. We want for others to experience this, too.

- Further development of our Sunday School and small group programs.

- Further development of our youth program by serving more youth and attracting more adult support from within and outside of SAPC.

Join Us in Praying For:

- Gratitude for the blessings from the past year; many members have commented to me about a new sense of “excitement” and “energy” within in church. It is the mysterious and powerful work of the Holy Spirit.

- Open eyes, ears, and hearts to see, hear, and love others in our community who need the hope Christ has to offer in this time and place.

- Willingness to step into the challenges God continues to place in front of us.

Director of Children and Youth Ministry

Robert W. Cochran

Epyc Youth Ministry

Kim Briggs, Doug Lister, Melynda Cochran, Rob Cochran, Tim Peelen, Astrid Santiago and all our Dinner Makers! In addition to the amazing volunteers over the course of the years outreaches who gave 500+ hours of God's Love to our youth and community.

Our Ministry in 2023:

Outreach to the kids of the community and their families. Through a multitude of outreaches, discipleship, and fellowship.

One of my favorite moments of ministry this year was the Let's Play Day we did in early March. On a slightly chilly day the community and church came together in the spirit of play to celebrate. We had a multitude of engagements that day with our neighbors and kids. One of the greatest and that I saw kids, parents, and congregation members loving was with Doug and the newspaper rockets. I still here about those rockets occasionally! But, I am also blessed by the range of people who showed up at the church. It is easy for us to retreat and love on those who are like us, but that day we lived into the example of Jesus.

That day, God was glorified in a space meant for kids to play, and we loved our neighbors from every walk of life.

We saw God's faithfulness and God's leading in...

Epyc and Trailblazers have been a testbed for outreaches and ministry opportunities with Ministry Architects. As this process has gone on, we have seen God working and leading through the very nature on loving our community. It can be and often is messy, but filled with meaningful contact that can bring change and growth in students and family's lives.

A moment of seeing the meaningful work that has been done, was this past fall when we as a congregation celebrated the baptism of several students. The stage filled with family, godparents, and those students. Our family of faith gathering in this moment represented a continued walk and growth in faith together. I look forward to how this journey will continue.

The Mission, Values and Goals of St. Andrews guided our ministry of 2023 as we...

KNOW: I often think of our outreaches as the first hand shake. This moment of reaching and introducing who we are as a church and introducing that we love you because God loves us. As we have looked and built our quarterly outreaches we have worked to continue to build this element of love and welcome, and will continue to do so every time. Seeking to improve and listen to the community needs that we can me as a church.

Continued on next page...

Director of Children and Youth Ministry cont'd...

GROW: If Know is the handshake, Grow are the first steps we take together. Listening and walking with one another. Finding our community together in Christ love and learning more. This is an incredibly, dynamic piece. But one filled with a deeper connection and walk with discipleship as we study God's word together.

In the Youth ministry we have two vital pieces to this time. The first is the time we gather around God's word together in our lessons. The second is our meals together. The time of commonality, we all need to eat, that breaks barriers and opens hearts.

SERVE: Big or Small moments, this is where students are having the opportunity to put faith into action. Students have taken ownership of pieces of service in the church. Desiring to volunteer, serve as acolyte, help with mission and books club. I am thankful that the students are owning their faith through these actions and look forward to how this will increase!

Ministry Opportunities! Let us know where God is leading you.

Dinner Makers: Come and see how the kids interact and are growing in bringing a meal! See Rob or Astrid.

Volunteer:

Join a Ministry Team: Help plan and execute one of our Community Outreaches

Help With Youth Group: Good with Kids, want to help with a lesson? Get your clearances and join the fun!

Help With Sunday School: Sign up with Karen F. to help with Sunday School.

Response Team: Be a part of the churches ability to respond to the needs of the community and families. See Rob for details

Hopes for 2024:

Many. God has opened and begun to move in so many ways, and we are only in the beginning.

To put words to specifics. We are seeing the specific growth of students and families. My prayer as that we continue to grow in the community as a place where families can find God's love.

Our prayers reflecting on 2023 and looking ahead to 2024...

Pray with us for our ability to grow deeper into the community and love on our neighbors, families, and the students. In this world and moment God's love and grace is needed all the more everyday.

FELLOWSHIP COMMITTEE

January 2024
Reflection On 2023

Members: **K. Fedder, F. Jones**, A. Ormond, L. Rahalewich, L. Sauerwein, T. Peelen, N. Overholt, R. Cochrane, Pastor R. Morgan

Our Ministry in 2023:

We hosted several fellowship events for the whole church, as well as several New Era opportunities. We also created instruction pages for each event that we typically host throughout the year. We continue to stock and host coffee hour, with the much-appreciated help of some volunteer hosts and our generous volunteer bakers. A special THANK YOU to Carla Dowd (our outgoing chair) for her faithful dedication to our church family and the fellowship between us.

We Saw God's Presence:

The families that cook for our church picnic show God's generosity, as do our bakers when they spoil us with treats, or our cooks when they share at our potlucks.

Our Ministry Connects to St. Andrews Mission and Values Through:

As we gather to eat, talk, and play together, we have opportunities to encourage each other in faith and service. We are investing in our potential to build our faith and share God's love with each other and our community.

Hopes for 2024:

We hope to expand participation in our New Era events so that we can provide as many opportunities for fellowship and companionship as possible. We always look forward to continuing to host our favorite traditional gatherings, like our picnics and Christmas Dinner. We hope that everyone at St. Andrews knows that they belong here, and that they are valued and loved by our church family.

Join Us in Praying For:

*Thanksgiving for the opportunity to gather in-person to dine together and share interesting activities.

*Those who may not be able to gather in-person with us due to medical or mobility concerns.

Worship Committee - 2023 Annual Report

Core Team: Penny Samuelson and Lew Sauerwein (Co-chairs), Cliffy Shiner, Perry Latshaw, Mary Lynne Mulligan, Diane Pomeroy, Carole Hains, and Pastor Robin Morgan.

Our Ministry in 2023: 6 Elders participated in Presbytery training to allow them to preside over the Lord's Supper at our church.

Online options improved adding the friendship register and prayer request options. Technology in the sanctuary improved with new cameras allowing the chance to view time with the children and better views of the pulpit.

Wednesday Outdoor Worship (WOW) services continued in the summer- providing a more casual worship atmosphere and offering communion monthly while having members of the congregation sharing their faith journeys.

Family friendly Christmas services allowed for sharing of Christmas joy with all. Attendance in person increased by 21% over 2022 and live streaming increased by 55%.

We saw God's faithfulness and God's leading in: bringing the congregation into the church and having the congregation be welcoming and aware of each other. We valued the addition of online opportunities to share concerns and to easily contact the church to highlight attendance and prayer requests. We were glad to add additional languages in our prayers and announcements. We were blessed in the opportunity to use postcards to make the congregation and community aware of special events and services. We can see increased involvement as the involvement of the children in worship and the return of the bells to the music program. The music program continues to thrive and embraces traditional and contemporary music. The concert committee resumed and invites more community members to join us. Community groups are making use of the sanctuary for recitals bringing many people in. The addition of new members and the baptisms demonstrate that we are a growing vibrant congregation.

The Mission, Values, and Goals guiding our ministry in 2023 "Inspired by the love of Christ, we are building a community that invites our neighbors into a relationship with God and each other"

Ministry Opportunities- let us know your interests, we would love to include you

Flowers coordinated by Nadine Jones

Ushers coordinated by Bob Kopp

Concert committee- Carole Haines, Maggie Beatty, Andy Timm and Robin Gries.

AV ministry coordinated by Lew Sauerwein, Johnathan Shuey, Jim Reilly, and Doug Lister

Music- Carole Haines coordinator and choir director, Lisa Meyer, organist, Johnathan Shuey- contemporary music leader, Maggie Beatty- childrens' ring and sing

WOW coordinator- Perry Latshaw

Communion coordinators- Penny Samuelson and Perry Latshaw

Liturgists coordinator- Mary Lynne Mulligan (sign-up in gathering area)

Hopes for 2024

Celebrate the gift of Easter for the whole 50 day Easter season with joy.

Provide Pastor Robin some additional planning time and work-life balance.

Emphasize the foundational elements of faith (like the Lord's prayer)-to help all in various stages of their faith journey.

Continue the WOW services and increase appropriate technology

Intentionally create space for others to join us

Our prayers reflecting on 2023 and looking ahead to 2024

We pray that the worship opportunities allow those participating to grow a deeper personal faith and that they would regularly incorporate prayer in their daily lives. We pray to continue to reach out to our neighbors to share the joy, comfort, and enthusiasm that the faith affords us.

FLOWER CALENDAR

February 2024 - January 2025

Nadine Jones, Chairman (814-599-1534) Nadineljones@gmail.com

February - Ellen Arnold, Chair

4 Lynn Phillips
11 Marian Batz
18 Donna Kuntz
25 Karen Shalters

March - Jody DeWald, Chair

3 Borgers
10 Jody DeWald
17 Carla Dowd
24 Lorna Everhart
31 -Easter-

April - Marianne Kopp, Chair

7 Bob and Perry Latshaw
14 Barry Kohr
21 Bob and Marianne Kopp
28 Ted and Shirley Etter

May – Lynn Phillips, Chair

5 Gary and Sue Strock
12 David and Nicki Overholt
19 Julie Ogurcak
26 Pat Yates

June - Sharon Schulte, Chairperson

2 Karen Shalters
9 Beckie Dreibelbis
16 -Open-
23 Karen Regester
30 Lee and Barbara Moyer

July – Donna Kuntz, Chairperson

7 Stuart Juppenlatz
14 Joy Eubanks
21 Tom Shott
28 Lew Sauerwein

August - Molly Barahona, Chair

4 Colleen Tuisl
11 Glenn and Mev Royer
18 Beckie Dreibelbis
25 Marilyn Griffin

September - Kathy Wissinger, Chair

1 Rob Cochran
8 Don and Maggie Beatty
15 Bill & Mary Lynne Mulligan
22 Emily Grun
29 Helen Leaman

October - Nicki Overholt, Chair

6 Tom and Wanda Bechtold
13 Ken and Robin Gries
20 David and Betsy Sensenig
27 Rick and Judy Borger

November - Betty Ann Seiser/ Lorraine Lowrie, Chairs

3 Rob and Lorraine Lowrie
10 Leo and Betty Ann Seiser
17 Maggie Beatty for Nan Hoff
24 Diane Pomeroy

December – Nadine Jones Chair

1 Lynn Phillips
8 Nadine Jones
15 Christmas Poinsettias
22 Christmas Poinsettias
29 Christmas Poinsettias

January 2025 - Julie Ogurcak, Chair

5 Molly Barahona
12 Bob and Julie Ogurcak
19 Louise Rahalewich
26 Tom Shott

ADMINISTRATION & PERSONNEL

Ministry Team/Committee/Board Members:

Annette Chevalier; Kathy Crager; Karen Dielmann; Paul Kilgore; Donna Kuntz; Glenn Royer

Our Ministry in 2023:

Changed the office hours to better reflect the actual workload and use of time of the Office Manager.

Monitored expenses and use of administrative resources.

Worked closely with Pastor Robin to ensure staff performance reviews were held in a timely and effective manner. Committee members assisted with those reviews and facilitated Pastor Robin's own performance review.

Ensured housekeeping responsibilities were covered when church custodian was on medical leave.

Recommended a modest increase in staff salaries and wages for the 2024 budget year and facilitated a modest Christmas gift for the staff to show appreciation for their dedication and hard work during 2023.

We saw God's faithfulness and God's leading in...

Ensuring the staff at St. Andrews that feel appreciated, welcomed and heard when they have concerns.

Providing the kind of work environment and culture where the staff can continue to lead their respective ministries and perform their work duties with excellence.

Working with the Chief of Staff to resolve staff issues or concerns that may arise during the year.

The Mission, Values and Goals of St. Andrews guided our ministry of 2023 as we...

Embracing the goal of balance, the Committee recommended a change in the bylaws to require only one elder be on the Committee.

Additionally, the Committee met only when necessary business required a face to face meetings and electronic discussions and voting occurred in between the required on-site meetings.

In order to provide a welcoming, Christ-centered and fun loving environment, it is important that the staff feel appreciated and heard. Our commitment to the staff and to providing that kind of work environment is directly linked to fulfilling our mission as a church.

Ministry Opportunities! Let us know where God is leading you.

The committee is always looking for more members!

Hopes for 2024:

To continue to provide an environment for our staff that will allow them to lead St. Andrews as we move forward in building a community that invites our neighbors into a relationship with God and each other.

Our prayers reflecting on 2023 and looking ahead to 2024...

Lord, thank you for leading us during the past year and we pray for wisdom, discernment and your guidance in the year ahead. Lead us as we seek to put you first in all that we do. Amen.

Respectfully submitted,
Karen Dielmann

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.

SAFE SANCTUARIES POLICY cont'd...

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.

SAFE SANCTUARIES POLICY cont'd...

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

SAFE SANCTUARIES POLICY cont'd...

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.

SAFE SANCTUARIES POLICY cont'd...

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.

Property Committee 2023 Report

Committee Members:

Doug Lister, Chair, Annette Chevalier, Ann Keith, Rod Keith, Barry Kohr, Jim Reilly, Johnathan Shuey, Mike Yordy

Having switched to a unicameral form of government for 2023, this past year was an experiment for all of us here at St. Andrews. No one knew exactly what to expect. But from our committee perspective, it couldn't have been any better.

The newly formed Property Committee didn't miss a beat picking up where the old "Trustees" Board left off with a good mix of new members and some who remained from the previous year. Knowing the financial state of the church, my main goal was to keep spending in check by using talents within the church to do what repairs we could, and by spending wisely when we did need to hire outside.

To that end, we switched providers for our HVAC maintenance, getting better pricing on our service. We learned how to put up and take down the canopy on the Spark Park. We painted exterior doors. And, thanks to new members Rod & Ann Keith, our flower beds and planting boxes in the front of the church have been looking great.

We also created and adopted a new Facilities Use Policy in October, necessary because
a) our old one was out of date with fees that wouldn't cover expenses, and
b) we wanted to clarify for what and who could use the church building outside of our regular members (Vision Summit, Goal 3). To do this we gathered information from other churches in the Presbytery to see what they had on file, then made a document that was unique to St. Andrews.

We were blessed this year to not have any unexpected major expenses (e.g. sink holes in the parking lot, or replacing our entire HVAC system). There is, however, a need for some significant masonry work around the church which will be taken up in the spring of 2024.

In May of 2023, St. Andrews created its Pillars of Discipleship: Know, Grow, Serve. The Property Committee feels its role is directly in line with Serving, offering our talents in a way that keeps the doors open and the lights on. In the new year we will continue to serve the congregation with joy and enthusiasm, putting Christ first in all that we do.

If you see a job around the church that needs to be done or have a concern about something around the building or grounds, let one of us know. Better yet, join us for a meeting (third Tuesday of the month, 7:00 p.m.) and get involved. We're looking forward to even more improvements in the coming year.

Doug Lister, Chair
Property Committee

Stewardship & Finance 2023 Report

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

Reflecting on 2023:

In December of 2022 we sent a letter updating the congregation on the financial condition of our Church. We explained the challenges that we were facing due to reductions in giving, the market impact on our investments, and increased expenses due to inflation and unscheduled repairs and improvements. We ended 2022 with a sizeable operating deficit and began 2023 with a budget with projected expenses of \$557,943.00 and anticipated contributions of \$354,000.00. While our Church is blessed financially, we realize we cannot sustain year to year deficits of this size.

In 2023 our Church leadership and staff were effective in better managing our expenses. Contributions also exceeded projections due to increased giving by our current members and the generosity of our new members. As a result, our operating deficit in 2023 was around one half of what was projected. We also benefited from favorable investment returns in 2023.

Despite our financial challenges we remained focused in our efforts to position St. Andrews for the future. In 2023 we continued in a process of reflection and discernment with Ministry Architects. These efforts led to a St. Andrews Summit in May from which we developed the Pillars of Discipleship of “Know God’s Word”, “Grow in Faith Together”, and “Serve In Christ”. These KNOW | GROW | SERVE pillars are being incorporated into the work of our committee ministries and in the programs of our Church. Numerous activities showcased our outreach to our neighbors. Spark Park days, Water Day, and Trunk or Treat activities continue to draw participation from the local community. Wednesday Outdoor Worship in the summer brought a reflective service to our lawn. Mission Week was an opportunity to go into the community and serve Christ. Participation in the youth program continued to thrive. We welcomed fifteen new members in 2023.

Looking ahead at 2024:

We are fortunate that our financial condition showed improvement in 2023. There is still work to do. It’s important we conduct our affairs responsibly and carefully manage our expenses. Our investments can support our Church in the short term while we continue to discern God’s vision for St. Andrews. But we should be mindful these financial resources must also be preserved to support St. Andrews for years to come.

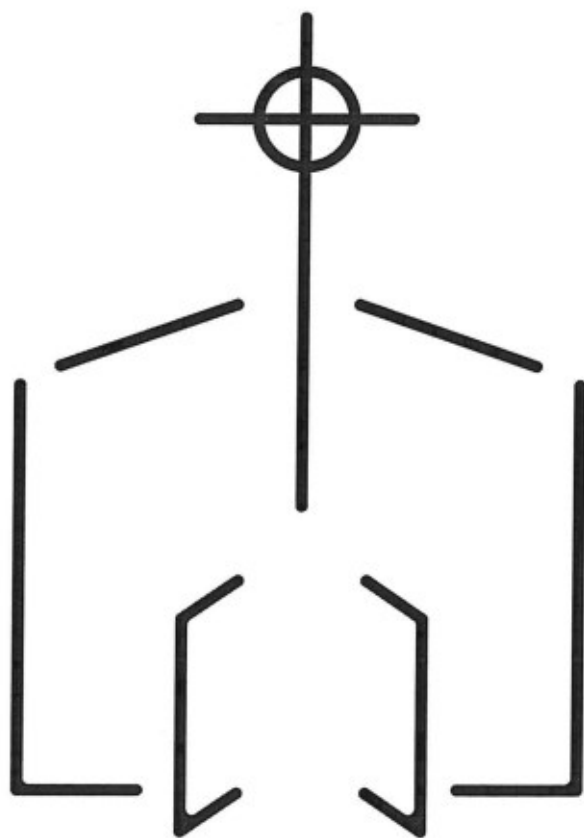
In December the Session and Trustees voted to approve a 2024 budget with expenses of \$552,751.00 and anticipated contributions of \$408,000.00. It is noted the expense budget contains one non-recurring item in the amount of \$26,800.00 for exterior masonry repairs.

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.

2023 Annual Report Supplement

St. Andrews Presbyterian Church



2023 Treasurer's Report

January, 2024

STEWARDSHIP AND FINANCE COMMITTEE

Annual Report 2023

FUND BALANCES DECEMBER 31, 2023

CURRENT EXPENSE FUND

BALANCE ON DECEMBER 31, 2022	\$0.00
EXCESS EXPENDITURES OVER RECEIPTS 2023	0.00
TRANSFER FROM RESERVE FUND	0.00
BALANCE ON DECEMBER 31, 2023	<u>\$0.00</u>

TRANSPORTATION FUND

BALANCE ON DECEMBER 31, 2022	\$841.93
EXPENDITURES IN YEAR 2023	(\$387.33)
BALANCE ON DECEMBER 31, 2023	<u>\$454.60</u>

ENDOWMENT FUND

BALANCE ON DECEMBER 31, 2022	\$1,260,898.27
RECEIPTS FROM BEQUESTS	
NET INVESTMENT INCOME (LOSS) IN 2023	145,857.07
TRANSFER TO RESERVE FUND	(94,530.74)
BALANCE ON DECEMBER 31, 2023	<u>\$1,312,224.60</u>

PERPETUAL GIFT FUND

BALANCE ON DECEMBER 31, 2022	\$82,757.25
NET INVESTMENT INCOME (LOSS) IN 2023	13,300.00
BALANCE ON DECEMBER 31, 2023	<u>\$96,057.25</u>

MEMORIAL FUND

BALANCE ON DECEMBER 31, 2022	\$51,683.54
RECEIPTS IN YEAR 2023	450.00
NET INVESTMENT INCOME (LOSS) IN 2023	5,329.00
BALANCE ON DECEMBER 31, 2023	<u>\$57,462.54</u>

RESERVE FUND

BALANCE ON DECEMBER 31, 2022	\$474,101.83
TRANSFER FROM ENDOWMENT FUND	94,530.74
EXPENDITURES IN 2023	(15,882.57)
BALANCE ON DECEMBER 31, 2023	<u>\$552,750.00</u>

CAUSE COLLECTIONS 2023

DISASTER RELIEF	\$3,800.00
ONE GREAT HOUR OF SHARING	\$1,573.90
PENTECOST	\$0.00
PEACEMAKING	\$999.00
CHRISTMAS JOY OFFERING	\$45.00

Saint Andrew's Presbyterian Church
Statement of Assets, Liabilities and Fund Balances
December 2023

Page : 1

Accounts

ASSETS		
CURRENT ASSETS		
CASH & EQUIV		
001020 - General Checking	\$14,318.12	
Total CASH & EQUIV	\$14,318.12	
INVESTMENTS		
001120 - Mutual Funds	\$2,018,629.77	
Total INVESTMENTS	\$2,018,629.77	
Total CURRENT ASSETS		\$2,032,947.89
FIXED ASSETS		
LAND		
001420 - Land Original Value	\$25,000.00	
Total LAND	\$25,000.00	
BUILDINGS		
001422 - Buildings Original	\$350,000.00	
001424 - Building Addition&Imp-1999-2000	\$992,840.25	
001426 - Building Improvements	\$397,717.38	
Total BUILDINGS	\$1,740,557.63	
EQUIPMENT		
001436 - Church Equipment	\$49,304.10	
001438 - Office Equipment	\$14,114.55	
Total EQUIPMENT	\$63,418.65	
Total FIXED ASSETS		\$1,828,976.28
Total ASSETS		\$3,861,924.17

Saint Andrew's Presbyterian Church
Statement of Assets, Liabilities and Fund Balances
December 2023

Page : 2

Accounts

LIABILITIES, FUND PRINCIPAL, & Restricted Funds		
LIABILITIES		
PAYROLL TAXES WITHELD		
002203 - FICA Employee	\$2,624.70	
002205 - Medicare Employee	\$613.96	
002206 - Federal Withholding	\$2,137.53	
002207 - PA Withholding	\$321.48	
002208 - Lebanon Co. Withholding	\$743.30	
Total PAYROLL TAXES WITHELD		\$6,440.97
OTHER EMPLOYEE W/H & BENEFITS		
002221 - Cont Ed Allowance - Sr Pastor	\$7,500.00	
Total OTHER EMPLOYEE W/H & BENEFITS		\$7,500.00
ADVANCED PLEDGES		
002230 - Total Advanced Pledges	\$15,410.97	
Total ADVANCED PLEDGES		\$15,410.97
ACCOUNTS PAYABLE		
002401 - Christmas Joy	\$45.00	
002404 - Peacemaking	\$1,535.25	
002419 - Other Offerings	\$16,772.27	
002421 - Mission Trip(s)	\$1,485.09	
002441 - Concert Series	\$6,882.84	
002444 - Cook Books/Kitchen	\$250.00	
002445 - Presbyterian Women	\$1,295.00	
002446 - Sewing Group	\$1,000.00	
002460 - Transportation Fund	\$454.60	
002465 - Memorial Fund	\$57,462.54	
Total ACCOUNTS PAYABLE		\$87,182.59
Total LIABILITIES		\$116,534.53
Excess Cash Received	\$0.00	
Total FUND PRINCIPAL and Excess Cash Received		\$0.00
Restricted Funds		
Total Temporary Restricted	\$552,750.00	
Total Permanent Restricted	\$3,192,639.64	
Total Restricted Funds		\$3,745,389.64
Total LIABILITIES, FUND PRINCIPAL, & Restricted Funds		\$3,861,924.17

**Saint Andrew's Presbyterian Church
Statement of Revenues and Expenses
January to December 2023**

Page : 1

Accounts	YTD Actual 2023	YTD Budget 2023	Annual Budget 2024
REVENUES			
OFFERINGS			
Pledge Offerings			
004010 - Current Year	\$385,027.00	\$350,000.00	\$402,000.00
Total Pledge Offerings	<u>\$385,027.00</u>	<u>\$350,000.00</u>	<u>\$402,000.00</u>
Plate			
004012 - Current Year Plate	\$21,879.00	\$4,000.00	\$6,000.00
Total Plate	<u>\$21,879.00</u>	<u>\$4,000.00</u>	<u>\$6,000.00</u>
Total OFFERINGS	<u>\$406,906.00</u>	<u>\$354,000.00</u>	<u>\$408,000.00</u>
INVESTMENT INCOME			
004050 - Northwest Savings Bank	\$5.76	\$0.00	\$0.00
004110 - Endowment Fund Income	\$75,251.02	\$0.00	\$0.00
Total INVESTMENT INCOME	<u>\$75,256.78</u>	<u>\$0.00</u>	<u>\$0.00</u>
RENTAL INCOME			
004200 - Room Rental	\$1,120.00	\$0.00	\$0.00
Total RENTAL INCOME	<u>\$1,120.00</u>	<u>\$0.00</u>	<u>\$0.00</u>
MISCELLANEOUS INCOME			
004208 - Other Misc. Income	\$66.13	\$0.00	\$0.00
Total MISCELLANEOUS INCOME	<u>\$66.13</u>	<u>\$0.00</u>	<u>\$0.00</u>
Total REVENUES	<u><u>\$483,348.91</u></u>	<u><u>\$354,000.00</u></u>	<u><u>\$408,000.00</u></u>
EXPENSES			
MINISTRY			
Senior Minister			
005010 - Salary	\$46,987.59	\$47,089.00	\$57,910.00
005012 - Housing Allowance	\$34,769.97	\$35,000.00	\$25,000.00
005013 - SECA	\$6,719.24	\$6,734.00	\$6,800.00
005014 - Pension Contribution	\$7,768.61	\$9,209.00	\$7,048.00
005015 - Expense Account - Sr	\$433.08	\$3,000.00	\$3,000.00
005017 - Continuing Education&Book Allowance	\$888.26	\$2,500.00	\$2,500.00
005018 - Medical/Dental Insurance	\$24,515.47	\$24,756.00	\$25,288.00
Total Senior Minister	<u>\$122,082.22</u>	<u>\$128,288.00</u>	<u>\$127,546.00</u>
Pastor Supply			
005030 - Cost of Pulpit Supply	\$1,250.00	\$3,000.00	\$2,500.00
Total Pastor Supply	<u>\$1,250.00</u>	<u>\$3,000.00</u>	<u>\$2,500.00</u>
Total MINISTRY	<u>\$123,332.22</u>	<u>\$131,288.00</u>	<u>\$130,046.00</u>
MISSION			
Deacons			
005221 - Funeral Lunches	\$0.00	\$1,000.00	\$800.00
005223 - Deacons Fund	\$211.41	\$2,000.00	\$2,000.00
Total Deacons	<u>\$211.41</u>	<u>\$3,000.00</u>	<u>\$2,800.00</u>
Outreach			
005214 - Shared Mission Giving	\$30,000.00	\$30,000.00	\$30,000.00
005215 - Presbyterian Seminaries	\$0.00	\$1,000.00	\$1,000.00
005216 - OGHS Special Gift	\$2,500.00	\$2,500.00	\$2,500.00
005217 - Presbytery Partnership	\$0.00	\$500.00	\$500.00
005218 - Little Pantry Supplies	\$0.00	\$500.00	\$500.00
005219 - Sewing Group	\$858.53	\$1,000.00	\$1,000.00
Total Outreach	<u>\$33,358.53</u>	<u>\$35,500.00</u>	<u>\$35,500.00</u>
Local Mission			

Saint Andrew's Presbyterian Church
Statement of Revenues and Expenses
January to December 2023

Page : 2

Accounts	YTD Actual 2023	YTD Budget 2023	Annual Budget 2024
005222 - LCCM	\$0.00	\$6,000.00	\$6,000.00
005224 - Local Mission	\$2,468.28	\$6,000.00	\$5,000.00
Total Local Mission	<u>\$2,468.28</u>	<u>\$12,000.00</u>	<u>\$11,000.00</u>
Total MISSION	<u>\$36,038.22</u>	<u>\$50,500.00</u>	<u>\$49,300.00</u>
CHURCH PROPERTY			
Utilities			
005420 - Oil & Gas	\$9,124.13	\$10,800.00	\$10,000.00
005422 - Water&Sewer	\$1,103.74	\$1,000.00	\$1,100.00
005424 - Electricity	\$9,444.64	\$9,000.00	\$9,400.00
Total Utilities	<u>\$19,672.51</u>	<u>\$20,800.00</u>	<u>\$20,500.00</u>
Custodians			
005410 - Custodian	\$16,721.51	\$21,000.00	\$20,000.00
Total Custodians	<u>\$16,721.51</u>	<u>\$21,000.00</u>	<u>\$20,000.00</u>
Insurance			
005426 - Fire& Liability Insurance	\$8,963.00	\$9,500.00	\$9,800.00
Total Insurance	<u>\$8,963.00</u>	<u>\$9,500.00</u>	<u>\$9,800.00</u>
Repairs			
005510 - Roof	\$0.00	\$1,000.00	\$1,000.00
005511 - Painting	\$0.00	\$1,200.00	\$1,000.00
005512 - HVAC	\$5,319.97	\$3,500.00	\$3,500.00
005513 - Electrical	\$552.36	\$1,100.00	\$1,100.00
005514 - Plumbing	\$1,896.22	\$3,500.00	\$3,000.00
005515 - Doors	\$0.00	\$1,500.00	\$1,200.00
005519 - Other Repairs	\$0.00	\$3,000.00	\$3,000.00
Total Repairs	<u>\$7,768.55</u>	<u>\$14,800.00</u>	<u>\$13,800.00</u>
Building Maintenance			
005520 - Bldg Supplies	\$1,415.70	\$1,000.00	\$1,100.00
005521 - Pest Control	\$984.54	\$700.00	\$750.00
005522 - Fire Protection	\$1,110.00	\$1,000.00	\$1,000.00
005523 - Trash Removal	\$1,551.80	\$1,500.00	\$1,500.00
005524 - Carpet & Drapery Cleaning	\$0.00	\$1,500.00	\$1,000.00
005525 - Elevator	\$3,378.60	\$2,700.00	\$3,200.00
005526 - Floor Stripping & Waxing	\$0.00	\$750.00	\$750.00
005529 - Other Bldg Maintenance	\$1,710.71	\$1,500.00	\$1,200.00
Total Building Maintenance	<u>\$10,151.35</u>	<u>\$10,650.00</u>	<u>\$10,500.00</u>
Grounds Maintenance			
005530 - Parking Lot Maintenance	\$212.52	\$500.00	\$500.00
005531 - Snow Removal	\$250.00	\$3,800.00	\$3,500.00
005532 - Lawn-Flowers-Shrubs	\$3,224.14	\$5,500.00	\$3,000.00
005534 - Trees	\$0.00	\$2,500.00	\$1,500.00
Total Grounds Maintenance	<u>\$3,686.66</u>	<u>\$12,300.00</u>	<u>\$8,500.00</u>
Miscellaneous Improvements			
005539 - Total Other Improvements	\$0.00	\$0.00	\$26,800.00
Total Miscellaneous Improvements	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$26,800.00</u>
Total CHURCH PROPERTY	<u>\$66,963.58</u>	<u>\$89,050.00</u>	<u>\$109,900.00</u>
CHRISTIAN EDUCATION			
005540 - Youth Curriculum	\$214.04	\$1,000.00	\$1,000.00
005542 - Adult Curriculum	\$0.00	\$400.00	\$400.00
005543 - VBS/DayCamp	\$2,575.33	\$4,000.00	\$4,000.00
005545 - Camperships	\$0.00	\$500.00	\$0.00

Saint Andrew's Presbyterian Church
Statement of Revenues and Expenses
January to December 2023

Page : 3

Accounts	YTD Actual 2023	YTD Budget 2023	Annual Budget 2024
005547 - Kick Off Sunday	\$199.27	\$400.00	\$400.00
005550 - Confirmation class	\$0.00	\$300.00	\$300.00
005551 - Third Grade Bibles	\$168.00	\$50.00	\$200.00
Youth			
005040 - Salary-Youth Dir.	\$56,414.43	\$56,630.00	\$57,200.00
005045 - Travel & Mileage - Youth	\$530.65	\$1,000.00	\$1,000.00
005047 - Continuing Ed. Youth Dir.	\$343.96	\$1,000.00	\$1,210.00
005548 - Youth Program	\$6,879.82	\$7,500.00	\$7,500.00
005552 - Creation	\$2,050.00	\$2,000.00	\$3,500.00
Total Youth	<u>\$66,218.86</u>	<u>\$68,130.00</u>	<u>\$70,410.00</u>
Nursery			
005046 - Wages - Nursery	\$2,045.04	\$4,000.00	\$6,000.00
Total Nursery	<u>\$2,045.04</u>	<u>\$4,000.00</u>	<u>\$6,000.00</u>
Total CHRISTIAN EDUCATION	<u>\$71,420.54</u>	<u>\$78,780.00</u>	<u>\$82,710.00</u>
WORSHIP&MUSIC			
005722 - Piano & Organ Maintenance	\$1,597.90	\$2,000.00	\$2,000.00
005724 - Choir Robe Maintenance	\$0.00	\$300.00	\$0.00
005730 - Sacraments Expense	\$80.75	\$250.00	\$250.00
005732 - Music Workshops	\$0.00	\$200.00	\$200.00
005734 - St.Andrews Day	\$325.00	\$300.00	\$300.00
005735 - Supplementary Resources	\$125.99	\$3,500.00	\$1,000.00
005737 - Worship Media Equipment	\$245.00	\$1,000.00	\$1,500.00
005741 - Contemporary Music Leader	\$13,727.48	\$13,780.00	\$13,920.00
Music			
005032 - Salary-Music Director	\$14,715.83	\$14,775.00	\$14,920.00
005039 - Fees-Soloists Etc.	\$0.00	\$500.00	\$500.00
005710 - Bell Choir Music, Supplies & Exp.	\$320.70	\$300.00	\$150.00
005712 - Music Expense Vocal Groups	\$0.00	\$1,000.00	\$500.00
005714 - Music Expense Instrumental	\$103.00	\$250.00	\$75.00
Organ Salaries			
005034 - Organist Regular Salary	\$14,939.96	\$15,000.00	\$15,150.00
005035 - Organist Funeral Wages	\$0.00	\$300.00	\$300.00
005036 - Organist Supply Wages	\$100.00	\$600.00	\$400.00
Total Organ Salaries	<u>\$15,039.96</u>	<u>\$15,900.00</u>	<u>\$15,850.00</u>
Total Music	<u>\$30,179.49</u>	<u>\$32,725.00</u>	<u>\$31,995.00</u>
Flowers&Decorations			
005744 - Flowers	\$128.36	\$500.00	\$500.00
Total Flowers&Decorations	<u>\$128.36</u>	<u>\$500.00</u>	<u>\$500.00</u>
Total WORSHIP&MUSIC	<u>\$46,409.97</u>	<u>\$54,555.00</u>	<u>\$51,665.00</u>
ADMINISTRATION			
005050 - Wages- Office Manager	\$34,862.08	\$41,900.00	\$37,000.00
005053 - Digital Communication Specialist	\$13,727.47	\$13,780.00	\$13,920.00
005054 - Media Coordinator	\$15,839.36	\$15,900.00	\$16,060.00
005060 - FICA	\$11,345.39	\$11,000.00	\$11,800.00
005062 - Medicare	\$2,653.49	\$2,500.00	\$2,800.00
005066 - Workmans Comp. Insurance	\$1,174.00	\$2,250.00	\$2,000.00
Office Expense			
005601 - Supplies-Office	\$1,367.57	\$3,000.00	\$2,000.00
005602 - Printing	\$605.00	\$500.00	\$1,500.00
005604 - Postage	\$1,000.00	\$1,900.00	\$1,900.00

**Saint Andrew's Presbyterian Church
Statement of Revenues and Expenses
January to December 2023**

Page : 4

Accounts	YTD Actual 2023	YTD Budget 2023	Annual Budget 2024
005605 - Copyrights	\$1,034.00	\$1,600.00	\$1,600.00
005606 - Equip. Purchasing/Leasing/Repairs	\$2,955.47	\$3,500.00	\$3,500.00
005607 - Computer/Data Equipment	\$3,932.12	\$3,000.00	\$2,500.00
005608 - Software/Data Expense	\$3,995.04	\$4,000.00	\$4,500.00
005609 - Audio Visual	\$1,439.90	\$1,000.00	\$0.00
005610 - Telephone/Internet/Web Hosting	\$4,126.35	\$4,000.00	\$3,000.00
005611 - Internet Fees	\$90.46	\$0.00	\$0.00
005620 - Training & Education	\$0.00	\$200.00	\$200.00
005621 - Clearances	\$0.00	\$200.00	\$200.00
005650 - Bank Service Charges	\$2,471.16	\$2,500.00	\$2,500.00
005690 - Other Office Expense	\$730.17	\$700.00	\$700.00
005695 - Ministry Architects	\$23,870.00	\$26,040.00	\$6,500.00
Total Office Expense	\$47,617.24	\$52,140.00	\$30,600.00
Presbytery Expense			
005680 - Per Capita Assesment	\$7,440.00	\$7,500.00	\$8,250.00
Total Presbytery Expense	\$7,440.00	\$7,500.00	\$8,250.00
Stewardship Expenses			
005912 - Stewardship Supplies	\$35.00	\$100.00	\$0.00
Total Stewardship Expenses	\$35.00	\$100.00	\$0.00
Total ADMINISTRATION	\$134,694.03	\$147,070.00	\$122,430.00
Congregational Life			
005738 - Advertising	\$444.89	\$1,000.00	\$1,000.00
005740 - Fellowship	\$624.36	\$700.00	\$1,000.00
005746 - Coffee Hours	\$1,526.61	\$1,000.00	\$1,500.00
005747 - Dinners	\$1,473.61	\$3,000.00	\$2,500.00
005748 - Kitchen Paper Supplies	\$420.88	\$1,000.00	\$700.00
Total Congregational Life	\$4,490.35	\$6,700.00	\$6,700.00
Total EXPENSES	\$483,348.91	\$557,943.00	\$552,751.00
Net Total	\$0.00	(\$203,943.00)	(\$144,751.00)