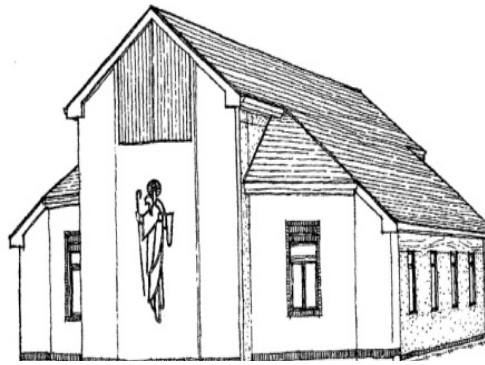


Annual Report
Good Shepherd United Church of Christ
3940 Mountain Road
Slatington, PA 18080



2023

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Pastoral Letter

Dear Family and Friends of Good Shepherd ~

Can you believe that in 2024 we begin our fifth year as a new congregation!?!? So many things have happened and are happening still. The Annual Report is always a good time to reflect on what has been accomplished as well as the challenges we will have in the future. All to the glory of God as we continue to try being faithful disciples of the living Christ.

The flexible governance that we adopted has been refreshing to the obligations as a 501(c) (3). Only needing to find three replacements for Consistory and one or two replacements for the six committees is a much easier task than trying to get commitments for approximately fourteen committees from the old days. Though it is still a challenge to get leaders to step up and become chairpersons for these committees, the work is getting accomplished, and reports are being submitted so we have a more knowledgeable group of individuals to help in the discerning process.

The adoption of using teams for the varied ministries has also been a breath of new life. Having the fluidity to participate in the numerous aspects of mission and service together through creating meaningful worship, preparing inspirational space for growing in our faith formation, opportunities to fellowship together and celebrate our life together, exploring resources to support the work of the congregation, as well as increasing the number of missions that we currently participate in or may in the future.

Looking at our call to serve Jesus Christ in new and invigorating ways lets the light of Christ shine in all our lives and our endeavors. Changing paradigms and acknowledging the need for change as we share the love of God among ourselves and with others along our faith journey assists in thinking outside the box and embrace the need for justice and peace.

However, one thing remains and that is our commitment to support all these efforts financially. That is the challenge as we enter 2024. The blessing to me is that we already have the ability to meet these needs, we just need to pray about how we can be a benefit to our family members and friends working side-by-side.

I invite you to look at all the wonderful things we have accomplished over the past five years that are revealed in this Annual Report and may you give thanks to God for blessing us with abilities and vision to be about God's work.

Your faithful servant in Jesus Christ,

Pastor James

Pastoral Report

Statement of Purpose

As Pastor of Good Shepherd United Church of Christ, Slatington, the responsibilities of the ministerial office focus primarily on creative worship, pastoral care, service ministry, administrative duties, ecclesiastical teaching, while representing the congregation to the larger community and maintaining personal/professional development.

Pastoral Data

The information concerning individuals and the sacraments (baptism) or rites (confirmation, wedding, funeral) are written in the Church Registry as an official testament.

~ 15 Baptisms ~		
Name	Birthdate	Baptismal Date
Sara Kathleen (Sanders) Ruch	February 27, 1989	January 22, 2023
Hailey Grace Ruch	January 30, 2021	January 22, 2023
Esmae Charlotte Rose Bartczak	October 15, 2021	January 29, 2023
Maverick Leve Hantz	January 5, 2023	April 2, 2023
Kelsey Janae (Spragley) Sander	February 16, 1995	April 16, 2023
Rowan Susanne Sander	July 15, 2022	April 16, 2023
Easton Endres Sander	September 23, 2022	April 16, 2023
Freya Lynn Palmer	April 29, 2022	April 30, 2023
Kellan William Heffernan	July 2, 2022	May 14, 2023
Knox Jamison Bolza	May 18, 2023	August 6, 2023
Evelyn Paige Flexer	July 4, 2023	September 10, 2023
Rowan Adam Lloyd Uhlen	December 25, 2017	September 10, 2023
Adelyn Sharon Rex	May 2, 2023	October 29, 2023
Brynlie Marie Hausman	January 30, 2023	November 12, 2023
Ryland Harvey Hausman	September 9, 2021	November 12, 2023

~ 2 Confirmations ~			
Name	Birthdate	Baptized	Confirmed
Adam Jonathan Griffith	October 4, 2010	December 19, 2010	May 28, 2023
Madison Marie Sommers	July 11, 2009	October 11, 2009	May 28, 2023

~ 7 Weddings ~		
Groom	Bride	Marriage Date
Jesse Brandon Schliesman	Susan Jennifer Blymire	April 22, 2023
Brian Paul Wisowaty	Nichole Jean Schnell	June 3, 2023
Frank John Soldridge	Linda Lou (Fritz) Bowers	August 26, 2023
Sean Anthony Bolza	Amber Lynn (White) Kunkel	August 30, 2023
Jarett Christopher Scott Loch	Alexis Rose Moser	October 14, 2023
Lee Allen Shoenberger	Nicole Marie Grande	October 21, 2023
Jonathan Michael Haas	Kailey Ellen Frable	October 28, 2023

~ 20 Funerals ~			
Name	Date of Death	Date of Service	Age (y/m/d)
Donald Anthony Felguieras	December 30, 2022	January 14, 2023	80/11/28
Wyatt Matthew Smith	January 1, 2023	January 19, 2023	00/00/00
Kathleen Joy (Strohl) Kunkle	February 9, 2023	February 9, 2023	66/03/14
Robert William Yannaccone	February 12, 2023	February 20, 2023	73/07/05
Ray Henry Haldeman	February 20, 2023	February 25, 2023	71/02/21
Barry Dean Kratzer	February 26, 2023	March 2, 2023	84/05/05
Jean Florence (Ulrich) Hewitt	March 8, 2023	March 11, 2023	94/07/21
Claude Harold "Butch" Beigly	March 29, 2023	April 4, 2023	73/02/16
Dale Ann (Zeigenfuss) Derr	April 4, 2023	April 8, 2023	64/10/17
Edith Faye (George) Frantz	April 5, 2023	April 10, 2023	71/11/29
Mary Alice (Sowden) Snyder	April 15, 2023	April 19, 2023	83/03/18
Roy Henry Rex	April 29, 2023	May 10, 2023	76/11/26
Melba May (Fritzinger) Bisko	April 9, 2023	May 13, 2023	90/03/05
Charles "Scott" Gordon	May 19, 2023	May 26, 2023	69/01/17
Sterling Stanley Frale	April 12, 2023	June 25, 2023	72/04/14
Leonard Chowansky	August 12, 2023	August 18, 2023	90/01/01
Doris Jean (Deibert) Schoch	August 27, 2023	August 31, 2023	95/10/28
Barbara Ann (Hausman) Kline	August 31, 2023	September 6, 2023	85/06/07
Sherry Ann (Schmidt) Graver	October 7, 2023	October 12, 2023	58/02/08
Karen Jean (Gutekunst) Schoenberger	October 25, 2023	October 31, 2023	64/05/06

Pastor James' Record-to-Date			
Baptisms - 256	Confirmations - 138	Weddings - 163	Funerals - 322

Submitted by: Rev. James D. Robison, Jr., Pastor of Good Shepherd UCC Church

Communication Team

Statement of Purpose

The **Communication Team**, coordinated by Deb Craig, develops various ways of communicating with the members and friends of the congregation as well as reaching the larger community through social media. Areas of Communication: Website, Face Book, Breeze, along with more traditional media such as newspaper, radio, television, and posters. Key people involved include Marie Bachman - Website; Deb Craig - Face Book and posters; Dennis Silfies - Text Messages; Eileen Andrews - Breeze, Newsletter, Annual Report, and get-well, condolence, encouragement cards.

Participants

Eileen Andrews, Marie Bachman, Deb Craig, Beth Kutzner, Dennis Silfies, Susan Zellner, and Pastor James.

Decisions Made

- To maintain the number of newsletter copies to 80 from January through November and increasing to 120 in December (January Edition)

Accomplishments

- Issued 12 editions of *Mountain Reflections Newsletter*
- Sent cards: 8 encouragement, 23 sympathy, 38 get-well, 1 thinking-of-you, 9 thank you, and 2 congratulations.
- Sent 16 visitor letters and between 16 and 18/month newsletters to homebound.
- Designed and printed 9 Event Poster
- Audio/Visual Media Task Force led by Eric Hantz continues to research ways of improving audio/visual process for live-streaming worship services.
- Maintained Church Facebook, and Newsletter/Messages page and Instagram.
- Developed PowerPoints for Sunday morning worship to include announcements and events.
- Completed and issued 2022 Annual Report

Statistics

Communication Statistics		
Category	Beginning 2023	Ending 2023
Facebook	428	469
Website	81	115
Instagram	74	69

Submitted by: Deb Craig, Communications Team Coordinator

Faith Formation Team

Statement of Purpose

The **Faith Formation Team**, coordinated by Pam Puskas and Deb Craig, focuses on such programs as traditional Sunday school, Vacation Bible School, Confirmation Process, New Members Class, Midweek Lenten Gatherings, Summer Class Series, and Autumn Focus Groups. This team also sponsors the Annual Easter Egg Hunt the day before Easter, Rally Day in September, and a Christmas program in December.

Meeting Dates (2023)

January 15, February 19, April 16, May 21, June 18, August 20, September 17, October 15, and November 19.

Team Participants

Eileen Andrews, Robin Bellesfield, Susie Blose, Tom Bollinger, Amanda Bowers, Linda Bowers, Joe Conway, Patrick Conway, Sharon Conway, Deb Craig, Terry Derhammer, Amanda Dieter, Kathy Elston, Monica Griffith, Eric Hantz, Linda Henninger, Olivia Horninger, Bob Koons, Beth Kutzner, Kerry Loch, Sallie Loch, Tina Minnich, Darlene Nothstein, Pam Puskas, Tammy Schaffer, Matt Shields, Barry Silfies, Dennis Silfies, Eddie Smith, Chad Sommers, Jennifer Sommers, Mary Storm, Tammy White, and Pastor James.

Confirmation Process

The process for confirmation involving fifteen (15) sessions offered twice a year was initiated on February 21, 2021. The following were confirmed on Pentecost, May 28, 2023: Madison Marie Sommers, and Adam Jonathan Griffith. Currently, there is one youth in the confirmation process: Connor Solt.

Midweek Lenten Gatherings

Midweek Lenten Gatherings were held March 1, March 8, March 15, March 22, and March 29. Soup and Salad was provided along with a play entitled, *The Case of Humanity vs Pontius Pilate*. Thank you to Mary Storm for directing the play and the Fellowship Team for serving the meal.

Small Groups

Women's Bible Group, April 16 – April 30, led by Sallie Loch during Faith Formation Hour Sunday mornings.

Financial Peace University, June 14 – August 16, led by Monica Griffith.

Vacation Bible School, June 25, organized by Amanda Dieter. Beth assisted with bible school by providing music instruction.

Accomplishments

- February 26, Scout Sunday with 1 adult and 5 youth attended.
- April 8, Drive-thru Easter Egg Hunt was organized by Deb Craig and Pam Puskas with 25 preregistered and 1 sign-up the day of event.
- June 11, Graduate Sunday with the following young people receiving a gift: Riley J. Fallon, Emma Hope, Landis Meckes, Lexa Meckes, Cameron Shields, Ariana Smoyer, Calista Smoyer, Gabriella Smoyer

Attendance and Offering Data

The following is the average attendance of our Faith Formation Classes for each month along with the total offering collected.

Faith Formation Data Youngsters Attendance					
Month	Attendance	Offering	Month	Attendance	Offering
January	4	\$31.00	July	3	\$15.00
February	7	\$14.00	August	4	\$15.00
March	6	\$18.00	September	4	\$32.00
April	5	\$56.42	October	4	\$10.00
May	7	\$64.00	November	6	\$19.00
June	6	\$20.00	December	6	\$14.00
				Average	Total
				5	\$308.42

Submitted by: Pam Puskas & Deb Craig, Faith Formation Team Coordinators

Fellowship Team

Statement of Purpose

The **Fellowship Team**, coordinated by Dennis Silfies, provides social ministry to members and friends of Good Shepherd by organizing and serving congregational luncheons, confirmation receptions, funeral luncheons, church picnics, and many similar events.

Meetings (2023)

January 1, August 20, September 24, and December 17.

Fellowship Team Members

Madeline Balliet, Robin Bellesfield, Sherry Bishop, Amanda Bowers, Matthew Bowers, Joe Conway, Deb Craig, RaeAnne Creyer, Amanda Dieter, Drew Fatzinger, Jim George, Tracey Gursky, Bonnie Hewitt, Penny Keen, Rich Keen, Alice Kegel, Carol Krum, Beth Kutzner, Kerry Loch, Sally Loch, Robert Shelly, Matt Shields, Barry Silfies, Dennis Silfies, Eddie Smith, Karen Smith, Frank Soldridge, Linda Soldridge, Mary Storm, and Pastor James.

Accomplishments

- January 8 – Volunteer Appreciation Sunday – served 68 – 38 volunteer hrs.
- January 21 – Ecclesiastical Council – served about 30 – 5 volunteer hrs.
- May 28 – Confirmation Reception – served about 40 – 2 volunteer hrs.
- August 27 – farewell Reception for Mitchell Hourt – served about 45 – 2 volunteer hrs.
- September 3 – Welcome Reception for Yezi Chen – served about 55 – 2 volunteer hrs.
- September 17 – Annual Church Picnic – served about 94 – 43 volunteer hrs.
- October 1 – Celebration of Pastor James’ 25 years as pastor – served about 114 – 46 volunteer hrs.
- October 18 & 19 – served Basket Social Fundraiser – 160 volunteer hrs.
- December 24 – Staff Christmas Eve – served 6 staff working from 3 to midnight – 2 volunteer hrs.

Respectfully submitted by: Dennis C. Silfies, Fellowship Team Coordinator

Resource Team

Statement of Purpose

The **Resource Team** collects data concerning monies coming into Good Shepherd treasury and assesses the health and well-being of finances at Good Shepherd. Key leaders for this team include Bonnie Hewitt - Fundraising Group; Susan Zellner – Memorial Group; Eileen Andrews - Hall Rental, Colleen Shields - Envelope & E-giving; Marilyn Reitz - Corporate Giving; and Monica Griffith - Scrip Program. In addition, in the spring and autumn, the Resource Team lifts-up the stewardship concepts of volunteer hours and financial giving.

Goal

To keep an accurate account of financial resources and talented volunteers supporting the ministry and mission of Good Shepherd.

Resource Team Members

Eileen Andrews, Madeline Balliet, David & Carol Blose, Michael Bowers, Joe & Sharon Conway, Patrick Conway, RaeAnne Creyer, Terry Derhammer, Kathy Elston, Drew Fatzinger, Jean Fatzinger, Monica Griffith, Tracy Gursky, Bonnie Hewitt, Bryan Horninger, Penny Keen, Chris & Alice Kegel, Carol Krum, Beth Kutzner, Kerry & Sally Loch, Cindy Parks, Susie Sensinger, Robert Shelly, Colleen Shields, Barry Silfies, Dennis Silfies, Eddie & Karen Smith, Kellie Smith, Ruth Smith, Linda Soldridge, Tammy White, Susan Zellner, and Pastor James.

Fundraising

Fundraising is concerned with ways to increase finances through special events to increase support. Each event has a coordinator and volunteers to assist with the tasks for that event.

Fundraising Data 2022/2023					
2022	Event	Profit	2023	Event	Profit
Apr 29	Pizza Sale	\$636.00	Feb 6	Pizza Sale	\$1,158.00
Mar 28	Soup Sale	\$437.00	Feb 11	Soup Sale	\$371.83
Aug 13	Sports Night	\$4,520.70	Mar 4	Gone Fishin'	\$2,420.34
			Mar 5	Desserts from G.F.	\$84.00
Apr 9	Basket Bingo	2,026.25	Apr 15	Gift Card Bingo	\$1,499.83
			May 28	Grill Raffle	\$3,971.82
Jun 6	Rada Knives	\$110.81	Jun 10	Church Yard Sale	\$617.65
Oct 21, 22, & 23	Basket Social	\$3,216.70	Oct 19	Walk-in Basket Social	\$1,966.78
Nov 12	Gift/Card Bingo	\$2,410.04	Nov 11	Gift/Card Bingo	\$1,468.02
All Year	Floyd's Shed	-0-	All Year	Floyd's Shed	\$880.00
All Year	Redner's Save-a-tape	-0-	All Year	Redner's Save-a-tape	\$129.28
All Year	Narthex Water	\$24.05	All Year	Narthex Water	\$42.25
All Year	Lottery	\$1,200.00	All Year	Lottery	\$1,200.00
	Total	\$14,144.55		Total	\$15,809.80

Memorials

When the congregation receives contributions in memory of a loved one over \$100, the monies are deposited in the Memorial Fund in that person's name until an appropriate memorial can be purchased or an item is needed. There is a five (5) year grace period after which monies not used will be transferred into the Discretionary Fund of the Savings Account. Monies left in memory of a loved one totaling less than \$100 will automatically be transferred to the General Fund. Families

will be encouraged to consider placing the memorial money in the Discretionary Fund of the Savings Account.

Memorial Data 2023					
Memorial	Amount	Memorial	Amount	Memorial	Amount
Zach Solt	\$2,030	Jim/Luella Miller	\$1,355	Freda Horn	\$300
				Total	\$3,685

Scrip Program

Monica Griffith oversees this program whereby individuals purchase gift cards, and the congregation receives a percentage from Scrip program at no expense to the congregation or purchaser.

Scrip Program Data 2023					
Month	Participants	Profit	Month	Participants	Profit
January	7	\$98.78	July	7	\$121.15
February	8	\$105.50	August	10	\$152.15
March	8	\$137.55	September	8	\$112.83
April	7	\$97.99	October	9	\$157.10
May	9	\$142.75	November	13	\$270.18
June	11	\$161.53	December	16	\$350.65
				Total	\$1,908.16

Envelope Data

Offering and Special Giving Envelopes are sent to those who request them. Once they are returned, Deacons mark the amount and give the money to the Church Treasurer to deposit and the envelopes are given to the Financial Secretary to record the amounts based on the envelope number in order to generate a giving statement for contributors at tax time. Colleen Shields oversees the data entry weekly and generating weekly, monthly, and quarterly reports.

Envelope/Revenue Data			
	2021	2022	2023
Envelope	Amount	Amount	Amount
Current Expense	122,372.26	121,871.41	127,398.91
Building	3,046.31	2,333.00	1,755.00
Our Churches Wider Mission	2,431.31	2,304.00	1,430.00
One Great Hour of Sharing	125.40	126.10	83.40
Strengthen the Church	84.40	206.40	51.40
Neighbors in Need	151.70	140.10	59.40
The Christmas Fund	214.70	510.10	118.00
Initial Envelopes	370.40	532.00	384.40
Energy/Fuel	474.10	528.10	537.10
Mortgage	623.96	728.87	416.00
Organ	174.00	3,390.20	273.00
Emergency	5,456.80	606.40	247.00
Communion	1,959.20	2,843.71	2,325.00
Ash Wednesday	305.10	343.70	239.00
Lenten Offering	809.76	1,133.90	934.00
Lenten Folders	-0-	161.00	150.00
Maundy Thursday	196.56	317.96	251.00
Good Friday	81.56	306.70	99.00
Easter	1,018.96	1,348.80	1,673.50
Harvest Home	241.30	269.40	263.40

Thanksgiving	341.11	224.10	215.00
Advent	25.97	10.00	-0-
Christmas Eve	4,633.10	4,511.52	2,498.00
Music Sponsors	125.00	590.00	-0-
Ukrainian Relief	-0-	2,567.00	-0-
Roof	4,770.00	-0-	-0-
Total	150,032.96	147,904.47	141,401.51

Comparison of Giving Units for the Period of 2020 to 2023

To have Giving Units challenge their personal giving, the following allows disciples to see where they are in relationship to others in total contributions. A Giving Unit is based on envelopes assigned to disciples, so a couple or parents with unconfirmed children/youth are considered one unit even though there might be two adult members. Normally, a Confirmand and newly confirmed are given their own envelopes.

Total Yearly Contributions per Giving Unit						
Yearly Contributions/ Number of Giving Units	2020	2021	2022	2023	2024	2025
Under \$50	50	45	43	48		
\$50-\$100	26	23	18	23		
\$100-\$500	71	57	65	50		
\$500-\$1K	25	25	17	22		
\$1K-\$2K	28	40	35	34		
\$2K-\$5K	25	19	20	19		
\$5K+	2	2	3	2		
Total Giving-Units	227	211	201	198		

Comparison of Revenue Resources for the Period of 2020 to 2023

All contributions for Sunday morning are recorded by the Deacons with information passed on to the financial secretary for data entry and money to the treasurer for depositing. In addition to these resources, there are a few activities and programs that bring financial support such as Hall Rental coordinated by Eileen Andrews, and PNEC donation for Pastor James' Community of Practice. In addition, dividends are withdrawn from investments as needed.

Revenue Resource Data				
Source	2020	2021	2022	2023
Envelope/Cash	\$149,032.47	\$135,806.94	\$134,507.25	\$127,836.90
Electronic Giving	\$27,384.46	\$22,136.51	\$21,096.09	\$21,013.12
Texting	\$55.00	-0-	\$30.00	\$20.00
Fundraising	\$4,297.44	\$5,521.05	\$14,144.55	\$15,809.80
Scrip	\$1,581.66	\$2,047.54	\$2,200.49	\$1,908.16
Special Gift/Bequest	\$15,000.00	\$12,000.00	-0-	-0-
PNEC Community of Practice	\$1,200.00	\$1,200.00	\$1,200.00	\$250.00
Hall/Grove Donations	\$600.00	\$1,050.00	\$1,500.00	\$2,850.00
Investments	---	\$10,316.68	\$41,798.00	\$51,842.00
Total	\$199,151.03	\$190,078.72	\$216,476.38	\$221,529.88

Submitted by: Bryan Horninger, Resource Team Coordinator

Mission Team

Statement of Purpose

The **Mission Team** focuses on the numerous missions Good Shepherd supports by raising awareness and financial support through our Mission Calendar, Five-for-Five missions of the United Church of Christ, Joyful Noise Offering, and our Endowment. This year our Mission was evaluated and changed so that more organizations receive our support. Katy Griffith has agreed to assist in creating a more informative process in our Mission efforts as part of her Gold Award for Girl Scouts. Key people involved: Deb Craig - VALOR; Christian Action Council of Palmerton Area Churches (CACPAC) - Gail Nonnemaker; Northern Lehigh Food Bank (NLFB) - Michele Hunsicker; Backpack Buddies Program - Denis Trelease; Family Promise - Ann Hayes.

Mission Team Participants

Eileen Andrews, Madeline Balliet, Peter Beblavy, Susie Blose, Deb Craig, Barbara DeLong, Sheri Fallon, Katy Griffith, Monica Griffith, Tracey Gursky, Ann Hayes, Biff Hayes, Linda Henninger, Brett Hunsicker, Jordan Hunsicker, Michele Hunsicker, Bob Koons, Denise Koons, Karen Kuntzman, Kevin Minnich, Tina Minnich, Gail Nonnemaker, Darlene Nothstein, Pam Puskas, Tammy Schaffer, Colleen Shields, Janice Silliman, Barry Silfies, Dennis Silfies, Chad Sommers, Mary Storm, Tammy White, John Zellner, Susan Zellner, and Pastor James.

Joyful Noise

Joyful Noise is an offering that allows children to participate in worship by circulating red buckets during the offering to collect loose change each Sunday. In 2023, \$100 was donated to Connor Dugan's Light of the Gap to assist in purchasing gifts for children in the hospital.

Joyful Noise Offering							
Month	Amount	Month	Amount	Month	Amount	Month	Amount
January	\$74.14	April	\$40.70	July	\$49.82	October	\$205.37
February	\$51.83	May	\$17.76	August	\$62.43	November	\$148.02
March	\$60.79	June	\$354.99	September	\$76.67	December	\$143.89
						Total Collected '23	\$1,630.81
						Current Balance	\$1,386.92

Mission Calendar

There are twelve (12) missions that are designated for the congregation to support by signing the name of a loved one you wish to remember or honor along with a donation placed in a Mission Calendar Envelope located by the Narthex bulletin board to be placed in the Mission Box or Offering Plate. The ministry designated for 2024 will be: Jan - VALOR, Feb - Allentown Soup Kitchen, Mar - Feed My Starving Children, Apr - Autism Awareness, May - Muscular Dystrophy, Jun - Habitat for Humanity, Jul - Lancaster Theological Seminary, Aug - Northern Lehigh Pastoral Group, Sep - Allentown Rescue Mission, Oct - Guardianship Support Agency, Inc., Nov - Turning Point, and Dec - AIDS Awareness.

Mission Calendar Contributions					
Month	Mission	Amount	Month	Mission	Amount
January	VALOR	\$90.00	July	Lancaster Seminary	-0-
February	Soup Kitchen	-0-	August	Bethany Children	-0-
March	Habitat for Humanity	\$20.00	September	Allentown Rescue	\$20.00
April	Autism Awareness	\$25.00	October	Meals-on-Wheels *	-0-

May	Muscular Dystrophy	-0-	November	Turning Point	\$5.00
June	NL Foodbank	\$20.00	December	AIDS Awareness	\$50.00
				Total	\$230.00

Submitted by Colleen Shields

Five for Five

The United Church of Christ as a denomination requests the support of local congregations for our churches' wider mission (OCWM) which includes missionaries around the world and relief where there are needs. In addition to OCWM, there are four (4) additional missions that the United Church of Christ sponsors: One Great Hour of Sharing which is nondenominational, Neighbors in Need that helps other UCC congregations throughout the United States, Strengthen the Church which supports new church starts in underrepresented areas of the country, and the Christmas Fund that assists retired authorized ministers who served congregations unable to provide retirement for their pastors.

Greater Mission Contributions			
Mission Fund	Amount	Mission Fund	Amount
Our Churches Wider Mission	\$2,304.00	Strengthen the Church	\$206.40
One Great Hour of Sharing	\$126.10	Christmas Fund	\$510.10
Neighbors in Need	\$140.10		
		Total	\$3,286.70

Submitted by Colleen Shields

VALOR Program

VALOR (Veterans Assistant Living Out Reach) provides shelter, food, supplies, and access to healthcare for homeless veterans. Members of Good Shepherd UCC volunteer normally the last Sunday of the month to cook an average of 16 meals per month and deliver them to Paul's House in Jonas, PA.

CACPAC Program

CACPAC (Christian Action Council of Palmerton Area Churches) was founded as early as 1971 by Sacred Heart Catholic Church, First United Church of Christ, St. John's United Church of Christ, and St. John's Episcopal Church. Food and monetary donations help stock the shelves of the CACPAC Food Pantry where canned food and other nonperishables are distributed to community residents who have a temporary need for food.

Northern Lehigh Food Bank Program

The Northern Lehigh Food Bank began in 1987 under the leadership of Rev. David Johnson and the directorship of Ruthann Mantz and has continued serving the needs of those in the Northern Lehigh School District struggling to put food on the table for themselves and their families ever since. In addition to the weekly distribution of food, the foodbank spearheads holiday meal baskets with Good Shepherd UCC collecting cans of corn which included in 2023 the following 168 cans of corn for Easter, 212 cans of corn for Thanksgiving, and 254 cans of corn for Christmas.

'Soup'er Bowl Program

The Youth of Good Shepherd UCC has spearheaded the collection of soup and crackers since prior to 1998. These items are collected during the month of January leading up to the Super Bowl with a monetary request on Super Bowl Sunday. The items collected are donated to the Northern Lehigh Food Bank and the cash gifts are given to CACPAC to help in the distribution of food to those in need. The Super Bowl was held on February 12, 2023, and the following was collected: 68 cans of soup and 17 boxes of crackers.

Family Promise Program

Since 2022, Good Shepherd UCC and Heidelberg Union Church have worked together to house homeless families at the Heidelberg facilities with volunteers from both congregations providing meals and overnight coverage for a span of one week increments for up to four (4) families that have no homes. In 2023, our volunteers hosted from February 26 to March 4, and October 15 to 22.

Backpack Buddies Program

Since 2018, the Northern Lehigh School District designed a program with the help of local congregations to provide food for young people who depend on the school district to provide subsidized meals during the school week with backpacks full of canned fruit, vegetables, canned chicken, canned tuna, boxes of macaroni & cheese, canned ravioli, and other nonperishable items high in nutritional value. The students pick up their backpacks filled with items each Friday to provide food through the weekend, then bring the backpacks back on Monday to be refilled.

Mitten Tree Program

Each winter season, a Mitten Tree is placed in the Narthex for people to place hats, gloves, mittens, scarves, etc. for those in need of such items during the winter. The items are divided between men, women, and children with the men's items going to Allentown Rescue Mission and the women and children's items going to the Sixth Street Shelter. In 2023, the following was collected: 10 pairs of women's gloves, 9 hats, 2 scarves, 1 pair of earmuffs, and 1 hat-scarf-hat set; 9 pairs of children's gloves/mittens, 5 hats, and 1 pair of earmuffs; and 5 pairs of men's gloves, and 4 hats.

Secret Santa Program

Northern Lehigh Food Bank began the Secret Santa Program in 2008 and is currently sponsored by Friedens UCC. Good Shepherd UCC adopted five (5) children: a girl aged 6, a girl aged 10, a boy aged 6, a boy aged 16, and a boy aged 17. Three (3) gifts with a minimum of \$25 were purchased for each child with the donor wrapping the gifts and the coordinator bagging the gifts for pickup at Friedens UCC.

Endowment Program

For many years, members of First UCC, Palmerton provided money to the Endowment Fund to help missions beyond the church walls. The dividend of his money is portioned quarterly with 80% of the dividends designated to ministries apart from Good Shepherd UCC while the remaining 20% is returned to the fund's principal. In 2023 the following received grants:

Endowment Contributions			
Mission Fund	Amount	Mission Fund	Amount
Bethany Children's Home	\$400.00	Northern Lehigh Food Bank	\$400.00
CACPAC	\$400.00	Phoebe	\$400.00
Care Net of Carbon County	\$400.00	West End Pantry	\$400.00
Family Promise of LV	\$400.00	Phoebe Christmas (J. Bollinger)	\$400.00
Meals on Wheels	\$400.00		
		Total	\$3,600.00

Future Goals

- Increase general giving to Mission Work for 2024.
- Participate in the Feed My Starving Children Program in March 2024.
- Participate in the Blanket Sunday Program in December 2024.

Submitted by: Pastor James Robison on behalf of the Mission Team

Worship Team

Statement of Purpose

The **Worship Team**, coordinated by Pastor James, concentrates on the hour each week devoted to the worship of God as a community of faith. Key areas needing volunteers include: Altar Guild – primarily focused on flowers for Sunday mornings and changing Altar and Pulpit Cloths; AV Technicians – primarily focused on creating power point screens prior to Sunday morning and operating projector during service on Sunday morning; Esthetics – primarily focused on decorating the sanctuary and narthex to highlight the season such as autumn, Christmas, Lent; Worship Leaders – those interested in serving as Greeters, Acolytes, Lectors, and/or Ushers on Sunday mornings; and Music – focusing on singing in the Chancel Choir, performing with the Bell Choir, or participate in vocal or instrumental solos, duets, trios, etc.

Worship Team Participants

Organist: Dr. Yezi Chen

Supply Organists: Judy Bingaman, Patty Ditzel, Mitchell Hourt, Joe Plechavy

Greeters: Randy & Eileen Andrews, Madeline Balliet, Matthew Bowers, Joe & Sharon Conway, RaeAnne Creyer & Lisa & Judy, Debbie DeLong, Gary & Jean Fatzinger, Linda Henninger, Tracey Gursky, Penny Keen, Donna Keener, Alice Kegel, Carol Krum, Karen Kuntzman, Marilyn Rice, Tammy Schaeffer, Caden Shields, Matthew Shields, Matt Shields, Janice Silliman, Eddie & Karen Smith

Acolytes: **Matthew Bowers**, Adam Griffith, Jazmin Richardson, Cameron Shields, Maddie Sommers, Holden White

Lectors: Marie Bachman, Susan Bankes, Linda Coffin, RaeAnne Creyer, Amanda Dieter, Eric Hantz, Jodie Hourt, Kelsey Knittle-Moser, Karen Kuntzman, Beth Kutzner, Darlene Nothstein, Pam Puskas, Linda Soldridge, Mary Storm, Tammy White

Choir Members: Sherri Bishop, Amanda Bowers, Terry Derhammer, Darlene Nothstein, Shirley Phillips, Pam Puskas, Breonna Richardson, Barry Silfies, Dennis Silfies, Eddie Smith, Linda Soldridge, Mary Storm, Pastor James

Musicians: Patty Ditzel, violin; Eric Hantz, guitar; Macie Hourt, vocal; Mitchell Hourt, guitar/vocal; Beth Kutzner, vocal/ukulele; Jennifer Mann & Kayla Bacek, Flute Duet; David Matsinko, dulcimer; Mandy Muschette, flute; Pam Puskas, vocal; Dennis Silfies, vocal

General Participants: Rev. Dr. Bonnie Bates, Lori Balliet, Emily McGinnis

Liturgical Dancers: Breonna Richardson

Preachers: Rev. Becky Beckwith, Rev. Christian Creyer, Pastor James

Altar Guild: Linda Coffin, Sharon Conway, Deb Craig, Fiona Dieter, Linda Henninger, Bonnie Hewitt, Penny Keen, Dennis Silfies, Julie Solt, Jen Sommers, Maddie Sommers, Mary Storm

Media Production: Deb Craig, Riley Fallon, Tracey Gursky, Eric Hantz, Evan Horninger, Bryan Horninger, Beth Kutzner, Eileen Andrews

Videographer: Beth Kutzner

A total of approximately 73 participants.

General Overview

We continued to live stream the services for those who felt more comfortable to worship at home. A hardy thank-you to everyone who helped during our worship hour in 2023.

Youth Ensemble: under the direction of Beth Kutzner, performed bells as well as songs with the following participants: Fiona Dieter, Isabella Palmer, Mackenzi Palmer, Breonna Richardson and Jazmin Richardson. Youth ensemble continues to meet on the 2nd, 3rd, and 4th Sundays of each month and presents music at various times throughout the church year.

Chancel Choir: led by our Choir Director, Beth Kutzner, rehearsed Tuesday evenings at 7 in the sanctuary. All are welcome. Chancel Choir met weekly, Tuesday evenings from 7-8 PM. During the Lenten season, rehearsals were moved to Wednesday evenings from 7:30-8:30 PM. The choir presented a variety of music (see attached document) as well as a Christmas Cantata, “Touched by a Child, Touched by a King”. Two additional singers joined in for the Christmas Cantata; they were Raeanne Cryer and Allie Wommer. During the Easter Services the choir was joined by a brass group consisting of:

Beth Kutzner, trumpet

Mike Reph, trumpet

Joe Plechavy, trombone

Mitchell Hourt, Trombone

Additional musicians joined the choir at various times throughout the church year; Jennifer Mann, flute and Patti Dietzel, violin.

Special Services: Installation & Volunteer Appreciation Sunday 1/8, Souper Bowl Sunday 2/12, Ash Wednesday 2/22, Scout Sunday 2/26, Palm Sunday 4/2, Maundy Thursday 4/6, Good Friday 4/7, Easter Sunrise 4/9, Mother’s Day 5/14, Confirmation 5/28, Outdoor Worship 9/17, Pastor’s Appreciation Sunday 10/1, Reformation Sunday 10/29, Community Thanksgiving Eve 11/21, Christmas Cantata 12/17, Christmas Eve 12/24 (4x).

Community Good Friday Service: took place Friday evening 4/7 with 19 people gathering at Heidelberg Union Church.

Community Thanksgiving Eve Service: took place Tuesday evening 11/21 with 24 people gathering at Heidelberg Union Church.

Hanging of the Greens took place Saturday morning 12/2 with 11 people gathering to decorate the sanctuary for the Christmas season.

Musical Compensation: Recommends \$75 to professional musicians who are not members of the congregation and \$50 to non-professionals who are not members of the congregation. We continue to solicit sponsors for other musicians based on their requested rate. A request for \$2,000 for 2023 was made with the following flexible amounts: Easter (\$400), Thanksgiving Eve (\$200), Summer Music (\$225), Christmas (\$400), and for other special occasions (\$775).

Media Task Force

Members

Marie Bachman, Deb Craig, Riley Fallon, Tracey Gursky, Eric Hantz, Bryan Horninger, Evan Horninger and Beth Kutzner Pastor James and Dennis Silfies are team participants as well.

Purpose

Evaluated our current equipment, which includes the pastor's wireless mic, a handheld Shure SM58 wireless, a pulpit gooseneck mic, a Shure SM58, and an Electro-Voice 660, a few microphone stands and some XLR cables. We have a 12-channel mixer, a small amplifier, tape and CD player and recorders. We have 4 sanctuary speakers (different makes and models). (Ceiling speakers are not included.) For visuals we have the Eiki projector with remotes for the projector and screen.

Accomplishments

- Met with companies City Entertainment, PenTeleData, Visual Sound, AVT (Audio Visual Technology) as well as Chad Christof.
- Visited 3 churches, St Peter's UCC in Seemsville on 2 separate occasions and St. Paul's Klecknersville

Goals

- Plan to meet with one more representative from at least one more company in the coming year.
- Begin Primary Phase to upgrade the video part of our presentations for streaming.
- Secondary Phase would be to review audio.
- Go back to all companies and revisit our opportunities with them.

Submitted by: Eric Hantz

Average Worship Attendance

Average Attendance						
Month/Year	2018	2019	2020	2021	2022	2023
January	78	68	86	61.5	61	73
February	82	85	113.5	58	77	78
March	105	78	102	72.5	83	71
April	101	101	-0-	75.5	106.5	117
May	93	66	-0-	55	70	81.5
June	79	99	-0-	62	79	75
July	67	80	-0-	55	60	61
August	74	91	-0-	55	53	73
September	82	86	62	54	61	75
October	106	96	59	69	70	83
November	81	107	59	84	79	73
December	93	108	61.5	79	78	76
Average	87	89	78	65	73	78
X-mas Eve	297	285	163	230	262	271

Submitted by: Pastor James Robison, Worship Team Coordinator

Youth Fellowship Team

Statement of Purpose

The **Youth Fellowship Team** helps create opportunities for young people ages 5ish to around 25 to participate in the life and ministry of the congregation and create a welcoming place for all youth to practice their Christian discipleship.

Participants

Youth: Emily Benner, Fiona Dieter, Brynn Frano, Weslie Frano, Noah Griffith, Isabelle Palmer, McKenzie Palmer, Breonna Richardson, Jazmin Richardson.

Adults: Deb Craig, Deb DeLong, Amanda Dieter, Beth Kutzner, Brandi Palmer, and Pastor James.

Meetings (2023)

January 8, April 2, June 4, and September 5, November 6, December 10.

Projects

- February 12, “Soup”er Bowl Sunday – collected cans of soup and boxes of crackers for the Northern Lehigh Food Bank and took up a collection for CACPAC
- April 2, Palm Sunday – presented an Easter skit entitled Easter Told by the Bunny
- June 16 – held Fun Night at Urban Air with 3 adults and 6 youth attending
- December 10 – made eight (8) Christmas Baskets for homebound members
- December 24 – Gingerbread Houses to raise funds for Joyful Noise

Youth Ensemble

The Youth Ensemble met the 2nd, 3rd, and 4th, Sunday of each month with the exception of June, July, and August. Youth Ensemble is a time for children to gather and play games, sing songs, play instruments, and enjoy a snack together after church until 11:45. Children ages 5 and up are invited to participate. Littles, ages 3 and 4, can participate with an adult present. Music consisted of bells, percussion, singing, or singing with some fun choreography! A special Thank You to our Choir Director, Beth Kutzner, who creates the space for our young folk to experience new opportunities and share their creative talents.

Financial Report

Financial Data			
Inflow		Outflow	
Opening Balance	\$1,869.81		
June '23	\$80.00	August '23	\$3.00
July '23	\$80.00		
		Ending Balance	\$2,026.81

Submitted by: Pastor James on behalf of the Youth Fellowship Team

CHURCH SECRETARY REPORT

Staff Statement

The Church Secretary offers a variety of support to the Pastor, the Staff, and to Church members. The Secretary handles most of the administrative responsibilities that help maintain and organize the Church's day-to-day operations. The secretary updates members files and creates important documents, such as baptismal, wedding, and funeral certificates. She or he must always maintain a high degree of discretion, empathy, and confidentiality.

Goals

- Harbor good relations with the Pastor, Consistory, staff, and members of Good Shepherd UCC.
- Efficiently oversee day-to-day operations of the church office.
- Accurately maintain and update member database.
- Prepare necessary documents related to official events, such as baptisms, weddings, and funerals.
- Effectively handle correspondence as it relates to church business.
- Recruit volunteers as needed and maintain respectful relationships.
- Ensure that the church is equipped with adequate supplies at reasonable costs.
- Distribute all documents, such as church directory and membership lists to all persons who request information or to those who need documents to do their job.

OFFICE VOLUNTEERS

The Church Office uses volunteers, who work together with the secretary and Pastor on weekly tasks, such as creating, editing, and printing the bulletin and bulletin cover, or on large projects such as updating the church data base for example. During 2023 the volunteers were: Susan Zellner, Mary Storm, and Madeline Balliet. Thank you to all for your dedication and assistance.

Volunteer names and estimated hours for 2023			
Name	Function	Hours (approx.)	
Susan Zellner	Printed, folded, and collated Church Bulletins; assisted with mass mailings, and helped to research new copiers.	140	
Mary Storm	Assisted in office projects	20	
Madeline Balliet	Assisted in office projects	5	

Yearly Achievements (Jan 1, 2023 – December 31, 2023)

- Updated Breeze whenever there was a necessary change.
- Created a new church directory for 2023.
- Prepared 52 Sunday Bulletins & covers and 10 bulletins & covers for special services (Ash Wednesday, Lenten services, Holy Week Services, Christmas Eve) and 2 large bulletins for each service.
- Prepared and printed bulletins for Memorial Day, 1 funeral and 4 weddings.
- Prepared and printed 15 baptism certificates.
- Supervised and worked with volunteers to print, fold bulletin covers, bulletins and newsletters.
- Created and edited 12 Newsletters.
- Mailed 16-18 newsletters monthly to those who are homebound.
- Ordered paper and supplies for the office.
- Went to Post Office when necessary to purchase stamps and pick up postage due items.
- Researched and ordered a new copier.

- Filing
- Set up personnel files.
- Purged obsolete files.
- Transcribed First UCC baptism records from 1930 to 1994.
- Reorganized office cabinets
- Created and sent correspondence when needed (59 discipleship letters, 18 communion notification letters, 26 visitor letters, 16 Totenfest letters, 6 thank you for your donation letters).
- Edited the 2023 Schedule
- Created the 2024 Schedule
- Created the Deacon’s offering grid for 2024.
- Finalized the 2022 Annual Reports printed and distributed accordingly.
- Submitted the Penn Northeast Conference Annual Report for 2022.
- Updated worship team volunteers for acolyte, greeter, lay reader for 2023.
- Created sign-up sheets for acolyte, greeter, lay reader for 2024.
- Created color coordinated calendar for Altar Guild for 2024.
- Created flower and bulletin calendar for 2024.
- Created Mission Calendar for 2024.
- Maintained a petty cash fund for incidental office supplies, i.e., stamps, envelopes.

Financial Data

Certificates	Paper for copier	Office Supplies	Bulletins	Postage
\$37.40	\$276.04	\$331.80	\$520.00	\$388.11

Respectfully Submitted by: Eileen Andrews, Church Secretary

Consistory

Statement

Consistory is the governing body of Good Shepherd United Church of Christ and oversees policies, manages finances and projects as well as assuring the work of the congregation is carried out from annual meeting to annual meeting. Consistory meets on the second Monday of each month and consists of four (4) elders and eight (8) deacons as well as the Pastor, Secretary, and Treasurer who serve the Consistory in an advisory capacity.

Meeting Dates (2023)

January 9, February 13, March 13, April 10, May 8, June 12, July 10, August 14, September 11, October 9, November 13, December 11. Special meeting held October 5.

Goals

- Install permanent cameras in sanctuary to record services live on Facebook and download on YouTube.
- Establish an Organ Committee to choose an organ to replace the current one and get bids as well as developing a viable funding plan.
- Support the Building Committee to approve an addition plan for office upgrades, storage area and two large classrooms.

Committee Members

Elders: Chris Kegel, Pam Puskas, Dennis Silfies, Tammy White

Deacons: Susan Bankes, Amanda Bowers, Joe Conway, James George, Darlene Nothstein, Cameron Shields, Eddie Smith, Mary Storm

Decisions Made

- Approved hiring of Matt Shields as Sexton effective January 1, 2023
- Approved hiring of Yezi Chen as Organist/Musician effective September 1, 2023
- Accepted resignation of Amanda Dieter as Faith Formation Director effective November 1, 2023
- Approved change to Memorial Fund, any monies under \$100 be transferred to the Discretionary Fund, and monies over \$100 be transferred to Discretionary Fund after five (5) years.
- Approved three (3) Personnel Policy changes.

Accomplishments

- January 7 ~ Volunteer Appreciation Dinner
- May ~ Good Shepherd UCC officially became Open and Affirming effective May 7, 2023, #1,824
- August ~ hired Matt Shields to paint Fellowship Hall and strip and wax the floor.
- September 17 ~ Church Picnic in grove

Submitted by: Dennis Silfies, Consistory President

Discipleship Committee

Committee Statement

The Discipleship Committee includes the Elders and Pastor of Good Shepherd UCC. This committee is charged with reviewing new and delinquent disciples, oversee the confirmation process, assure pulpit coverage, create communion schedules, and handle other spiritual matters as they arise.

Committee Members

Pastor James Robison, Chairperson; Susie Blose, Chris Kegel, Pam Puskas, Tammy White, Dennis Silfies.

Open and Affirming Task Force

- March 13 - Consistory approved [8 in favor, 1 abstention] to proceed with the process of becoming Open and Affirming by writing a Covenant/Welcoming Statement for congregational approval
- May 21 - Congregation approved the covenant making Good Shepherd UCC the tenth congregation in Penn Northeast Conference to become Open and Affirming
- June 14 - Good Shepherd UCC officially became Open and Affirming according to the Coalition as church #1824
- August 19 - Good Shepherd UCC participated in the 30th Annual Lehigh Pride Event at Bethlehem SteelStacks
- Thank you to those participating with the Open and Affirming Task Force: Mary Storm, Facilitator; Lori Balliet, Sharon Conway, Eric Hantz, Biff & Ann Hayes, Linda Henninger, Bryan Horninger, Beth Kutzner, Pam Puskas, Breonna Richardson, Barry Silfies, Dennis Silfies, Tracey Gursky

Discipleship Roll

Discipleship Roll for Good Shepherd UCC as of January 1 = 371

- 2 joined by rite of confirmation [Adam Jonathan Griffith, Madison Marie Sommers - May 28, 2023]
- 2 joined by Sacrament of Baptism [Sara Ruch - January 22, 2023; Keyla Sander - April 16, 2023]

- 4 joined by Reaffirmation of Faith [Jonathan Ruch - January 22, 2023; Carlee Hunsicker - January 29, 2023; Drew & Mary Beth Fatzinger - February 5, 2023]
- 0 joined by Letter of Transfer
- 51 removed by action of the Committee [Bryce Allen, Larry Allen, Keyla Babb, Angela Carbin, Melissa Castillo, Stacy Cunningham, Kayla Farber, Brad Ferber, Craig Ferber, Kaitlin Fink, Kiersten Fink, Timothy Fogelman, Donna Fox, Jed & Lisa Gilly, Amy Haas, Clinton Haas, Keith Haas, Candy Hartwig, Jenelle Heilman, Donna Heller, Nick Horvath, Tina Hunsicker, Cory John, Ronda Kern, Katrina Knittle, Andrew Mack, Lynne Newhard, Amber Orendach, Robert & Roxie Pierce, Madison Posivak, Gary Reider, Stephen Reimert, Stephanie Reimert, Barry Rice, Jr., Kristine Rinker, Greg & Tami Schuck, David Silfies, Matt & Amber Snyder, Scott Voth, Eric & Michelle Walters, Faye Wentz, Ashley White, Bob White, Donovan White, Seth White, Michael White - October 9, 2023]
- 3 removed by their request [David & Shannon Williams - June 13, 2023; Nancy Mendsen - July 9, 2023]
- 4 removed by death [Jean Hewitt - March 8, 2023; Claude “Butch” Biegly, Jr. - March 29, 2023; Dale Derr – April 4, 2023; Melba Bisko - April 9, 2023]

Discipleship Roll for Good Shepherd UCC as of December 31 = 326

Accomplishments

- Dennis Silfies became Elder June 12th; replaced Susie Blose who resigned February 15th.
- Created Communion Schedule for Head Elders.
- The Pastor Record from October 1, 1998 to September 30, 2023 shows the following:

Number of Baptisms - 253	Number of Weddings - 160
Number of Confirmands - 138	Number of Funerals - 320
- Adopted the following Covenant and Mission Statement:

We are a Christian fellowship that invites all people “no matter who they are or where they are on life’s journey” to join in the ministry of Christ demonstrating that all are welcome here. Our community encourages the freedom of expression from our varied backgrounds. Yet, with all our differences there is a coming together as one at the table of our Lord Jesus Christ. Through this unity we agree to seek and follow the Word of God as made known to us through the witness and teaching of Jesus Christ. With this simple understanding we work together for growth in Truth, Grace, Wholeness, and Peace in ourselves, in our faith community, and in the wider community in which we live and serve.

As a community formed by the living presence of Jesus Christ, we embrace Christ’s teachings and regard each human being as a sacred child of God, to be treated with respect and dignity. We welcome to this fellowship all those who seek to build, by God’s direction and grace, lives based upon personal integrity, compassion for others, and faithfulness in human relationships. The presence and spiritual gifts of each person are treasured regardless of age, marital status, education, gender-identity, race, sexual orientation, economic circumstance, politics, cultural background, or physical, cognitive, or emotional abilities. The services and ministries of this congregation are available to all. As a diverse people, we commit ourselves to the ongoing work of being an Open and Affirming congregation, one that lives out the belief that “God is still speaking.” Guided by the Holy Spirit and faithful to Jesus and his commandment to love our neighbors as ourselves, we seek to break down the barriers that divide us as a human family and to bring healing to all of God’s creation.

Submitted by: Pastor James Robison
Discipleship Committee Chairperson

Fiscal Oversight Committee Report

Committee Statement

The Fiscal Oversight Committee tends to the financial matters of the congregation and designates four (4) subcommittees to handle various aspects of church money. These subcommittees include Audit, Budget, Endowment, and Investment. The reports of these subcommittees can be found following this report.

Meeting Dates (2023)

Met January 19 (via Zoom), August 23 (via Zoom). There was also e-mail correspondence on May 9 to discuss transfer of monies from the investment accounts to the church checking account.

Committee Members

Chris Kegel, Chairperson; Eileen Andrews, Peter Beblavy, Darlene Nothstein, and Dick Nothstein.

Decisions Made

- Recommendations on recipients of Endowment Fund by Endowment Subcommittee
- Recommendation for financial books audited from January 2023 to December 2023 by the Audit Subcommittee
- Reviewed all investment accounts' performances.
- Recommendation of the 2024 Budget created by the Budget Subcommittee: Chris Kegel, chairperson; Eileen Andrews, Tammy White, Edward Smith, Susan Zellner, Dennis Silfies, Darlene Nothstein, and Richard Nothstein.

Thank You

Thank you to those who served on the Audit Subcommittee: Susan Zellner, Chairperson; Madeline Balliet, Alice Kegel, and Chris Kegel; Budget Subcommittee: Peter Beblavy, Ch Eileen Andrews, Susie Blose, Darlene Nothstein, and Richard Nothstein, Endowment Subcommittee: Darelene Nothstein, Chairperson; Sheri Fallon, Gail Nonnemaker, and Peter Beblavy and Investment Subcommittee: Dick Nothstein, Chairperson; Chris Kegel.

Accomplishments

- Completed Audit for Good Shepherd UCC, Slatington January 2022 through December 2022

Submitted by: Chris Kegel, Fiscal Oversight Committee Chairperson

Nominating Committee

Committee Statement

The Nominating Committee keeps an accurate list of current members serving on Consistory and Committees assuring positions are filled by qualified volunteers when vacancies arise.

Committee Members

Rae Anne Creyer, Janice Farber, Eddie Smith, Kellie Smith, and Mary Storm.

Thank You to Our Volunteers

Outgoing Volunteers			
Committee	Name	Began	End
Consistory/Elder	Susie Blose	2019	2023
Consistory/Deacon	Cameron Shields	2019	2023
Property	Kerry Loch	2018	2023
Ongoing Volunteers			
Committee	Name	Began	End
Consistory/Elder	Tammy White	2019	2027
Consistory/Deacon	Jim George	2019	2027
Consistory/Deacon	Darlene Nothstein	2019	2027
Fiscal Oversight	Eileen Andrews	2019	2026
Nominating	Rae Anne Creyer	2023	2024
Nominating	Janice Farber	2019	2026
Pastoral Relations	Monica Griffith	2019	2026
Personnel	Monica Griffith	2019	2026
Property	Jeff Coffin	2019	2026
PNEC Delegate	Biff Hayes	2019	2024
PNEC Alternate	Ann Hayes	2019	2024
PNEC Youth			
Entering Volunteers			
Committee	Name	Began	End
Consistory/Elder	Dennis Silfies	2023	2026
Consistory/Deacon	Matt Shields	2024	2026
Nominating	Eddie Smith	2024	2026
Personnel	Terry Derhammer	2024	2026

Submitted by: Janice Farber, Nominating Committee Chairperson

Pastoral Relations Committee

Committee Statement

The Pastoral Relations Committee meets at least twice a year to build up the Body of Christ, the life of the Church and its ministry through sensitive care and careful discernment of issues affecting the Pastor and the Congregation. This committee maintains a file with the original call agreement for the Pastor, a record of the Three-Way Covenant between the Pastor, the Congregation, and the Penn Northeast Conference, along with performance reviews, vacation time, and sabbatical time.

Meeting Dates (2023)

Tuesday September 19 (Via Zoom), Tuesday October 24 (Via Zoom), Tuesday November 14 (Via Zoom), Sunday December 3 (In Person)

Committee Members

Matthew Shields, Chairperson; Susan Bankes, Sheri Fallon, Monica Griffith, Kelsey Knittle-Moser

Decisions Made

- Reviewed 2024 Minister Compensation Guidelines from the UCC Penn Northeast Conference. And looked over UCC Pension Boards 2024 Benefit Rates. After discussion about the current state of the church's finances, and the compensation increases and rationale behind those increases for the staff employees by the personnel committee, it was proposed that the conference suggestion of a 4% cost of living adjustment be adopted.
- Pastor James will send an update on his vacation and sabbatical time to the committee via email.

Accomplishments

- Met to review the older evaluation forms used in past years. Made up to date changes and eliminated questions based on current events.
- Made copies of the new evaluation form and prepared envelopes. They were then sent out to approximately thirty people from various facets of the church. These groups include some part-time employees, members of Consistory, homebound members, those who have received pastoral care, members of the original Pastoral Search committee, members of the Merge committee with First UCC, Committee members, Team members, and worship service participants. Approximately thirty-two evaluations were sent out, and twenty were returned.
- Scanned all individual evaluation responses and saved as a PDF. The committee reviewed each response and discussed how to summarize the results in a meaningful way. A point scale, similar to the one used by Personnel Committee, would be utilized.
- The committee met with Pastor James briefly to share the summary of the results of his Pastoral Evaluation. The average responses were discussed, and the individual comments were summarized.

Submitted by Matthew Shields, Pastoral Relations Committee Chairperson

Personnel Committee

Committee Statement

The Personnel Committee oversees the paid staff of the congregation, which includes the Secretary, Treasurer, Financial Secretary, Sexton, Organist, Choir Director, and Preschool Director. Responsibilities include reviewing and updating job descriptions and conducting performance reviews annually while assuring appropriate paperwork such as annual covenants, criminal background checks, and FBI fingerprinting are on file. In addition, the committee makes recommendations for financial compensation to the Budget Subcommittee and develops ways of showing appreciation to the staff.

Committee Members

Susie Bose, Monica Griffith, Tina Minnich, Marilyn Reitz, Karen Kuntzman, and Sally Loch

Meeting Dates (2023)

Met January 8, February 12, October 8.

Goals

- Update Job Descriptions for the staff.
- Complete evaluation of hours the staff are working to ensure appropriate compensation.
- Meet with staff for Annual Performance Reviews and discuss individuals' job descriptions, compensations, and signatures on Covenants.

Decisions Made To

- Recommended to Consistory to hire Matt Shields as Sexton effective January 1, 2023
- Accept resignation of Susie Blose as chairperson and member of Personnel Committee effective February 15, 2023
- Recommended to Consistory to hire Yezi Chen as Organist/Musician effective September 1, 2023
- Accepted resignation of Amanda Dieter as Faith Formation Director effective November 1, 2023
- Delay on hiring a new Faith Formation Director at this time due to budget constraints.

Accomplishments

- Approved three (3) policies: Paid Time Off Policy, Attendance Policy, and Progressive Discipline Policy adopted January 8, 2023
- November - Presented proposed salary increases for part-time staff to Budget Subcommittee. Met with part time staff members individually to discuss 2024 Salary amounts.

Submitted by: Pastor James on behalf of Personnel Committee Chairperson

Property Committee

Committee Statement

The Property Committee maintains the campus (property) and physical plant (building and pavilion) assuring upkeep of mechanical, electrical, heating, and cooling systems. In order to do this, they solicit volunteers to mow the lawn and weed gardens in the summer, and shovel snow from sidewalks in the winter. In addition, the Property Committee keeps an inventory of church furniture and equipment (every five years) as well as all service agreements in the Church Office along with a list of phone numbers and contacts in addition to a list of keyholders having access to the buildings.

Meeting Dates (2023)

Met as needed.

Committee Members

Kerry Loch, Chairperson; Jeff Coffin, Kevin Minnich, Barry Silfies, and Linda Soldridge. Volunteers included Deb Craig, Sean Harding, Bonnie Hewitt, Chad Loch, Daniel Loch, Pam Puskas, Richard Schock, Karen Smith, Linda Soldridge and John Zellner.

Volunteers

Sean Harding, Bonnie Hewitt, Carol Krum, Andrew Mack, Michael Passaro, Matt Shields, Dennis Silfies, Eddie & Karen Smith, Craig Solt, and John Zellner.

Accomplishments

- January – Removed Christmas tree from Sanctuary.
- January – Orchestrated packing Christmas decorations and storing them above Narthex.
- January – Disassembled the outdoor manger scene and stored it in Grove Pavilion
- March – Spring Cleaning
- March – Collected reflector guides used for snow plowing around Campus.
- April – Began soliciting volunteers to mow and serviced lawn mower.
- May – Spread rubber mulch in Meditation Garden
- May – Stored Old Rugged Cross in the Grove Storage
- June – Planted geraniums around campus.
- June – Septic was pumped out
- July – Replaced outside faucet and hose for watering Faith Formation Garden
- July – Removed bees from ceiling and rafters in Fellowship Hall
- July – Spackled and painted Fellowship Hall and hung new bulletin boards.
- August – New weather stripping placed on double doors in Fellowship Hall
- August – Stripped and waxed Fellowship Hall floors
- August – Drain to kitchen sink need to be unclogged and fixed cold water faucet.
- September – New locks installed on single door entrance by Fellowship Kitchen and on Main Entrance in the Narthex to meet fire regulations.
- October – Winterized Grove
- October – Two trees near front of Sanctuary removed along with Shrubs along the Fellowship Hall facing the main parking area.
- November – Began soliciting volunteers for snow shoveling.
- November – Exit light throughout the Church were repaired.
- December – Placed outdoor manger scene and retrieved Christmas decorations from above Narthex.

- December – Assisted decorating Sanctuary, Faith Formation Wing, and Fellowship Hall
- December – Placed rock salt, snow shovels, and snowblower for easy access for winter

Future Projects

- Place outside signage for Sanctuary, Church Office (both Courtyard and entrance by Pastor’s Study, Faith Formation Wing, Fellowship Hall (both Courtyard and entrance from back lawn, Grove Kitchen, Pavilion, and Maintenance Building
- Sell old storage trailer near volleyball court for scrap metal.

Thank You

- I would like to thank the committee for all their hard work along with the volunteers.

Submitted by: Linda Soldridge, Property Committee Chairperson



Little Shepherd's Preschool

Statement of Purpose

It is the philosophy of Little Shepherd's Preschool that Early Childhood should be a time of fun, warmth, security, and discovery. Preschool children are creative and receptive. Our staff strives to nurture and encourage these qualities in the children who attend. The preschool's purpose is to provide an atmosphere that encourages social, emotional, physical, cognitive, and creative growth and the development of the child as a whole.

Participants

Staff: Karen Weaver, Lisa Engle, Samantha Rex

Decisions Made

*Preschool Director will continue to collect and deposit tuition monies. The Church Treasurer will electronically transfer funds for payroll and expenses submitted.

*Fundraisers will include: Thomson's hoagies and Krispy Kreme donuts, Thirty-One Fundraiser, Santa Photos, Super Bowl grid.

Accomplishments

*Currently have 11 children enrolled in 3's program and 16 children enrolled in the 4's program.

*Hoagie/Donut profit \$2,125.00

*Thirty One Profit 51,180-00

*Photos with Santa \$1,377.75

Submitted by: Karen Weaver, Preschool Director

Penn Northeast Conference

The focus of the fall meeting of the Penn Northeast Conference of the United Church of Christ was to explain the progress in combining the four conferences in Pennsylvania into one Keystone Conference. The conference ministers of Penn Northeast, Penn Southeast, Penn Central and Penn West spoke of the needs and different responsibilities of each area.

The obvious need of all four conferences was to save money, and cutting from four conference ministers to one, and some overlapping staff, will help. Still, core responsibilities must be met. Search and call for churches and pastors; legal, administrative and financial oversight; conflict resolution; church starts and closings; these are the highest priorities. Close behind are local staff, seniors, youth, disaster relief, pastoral care and congregational futures. Then how much UCC identity is needed? How much ecumenism? How much spiritual revival? How much continuing education do pastors need, and who will provide it? Who will document it? The questions go on and on.

Several people asked the conference minister panel, “Why don’t we focus on loving God and neighbor? Make everything else secondary.” The answer came from the audience as they continued to push their own pet projects. And, as one who came to Good Shepherd from First, where every three years we were in a search committee or seeking an interim pastor, we would have been lost without conference’s guidance.

Finally, the four conferences are looking to resolve all these issues by November 9, 2024. That is when the proposal must be in the hands of the national church in order to be accepted at the next Synod. Any later and there is a two year wait until the next Synod. We don’t know how the four conferences will fare with that delay.

Respectfully submitted,
William F. Hayes

Budget Hearing Minutes

The budget hearing began after worship on November 12, 2023. Tammy presented the budget, briefly explaining certain parts such as what the “wash” items were.

Monica Griffith asked about the investment income. She wanted to know if we were using any of the money from the principle. Chris Kegel answered and said we have not had to use any of the principles. We are predicting the investments will provide \$20,000 in 2024.

It was also brought up that Preschool has their own budget and the only things we get from the Preschool are the rent and things they buy or do for the church, such as the playground arc, the paint for Fellowship Hall, etc. Therefore, Preschool is a “wash”.

Progress on returning borrowed money to the savings account has been made but bills still need to be paid, so money still needed to be moved from savings to checking to pay the bills.

Lastly, it was mentioned that the salary for the Faith Formation Director was kept in the budget even though we don’t currently have one.

Meeting was adjourned at 11:25 am.

Congregational Meeting

The Congregational Meeting took place on November 19, 2023, at 10:55 am. The vote meeting was called to order beginning with a prayer. There were 26 members in attendance and 30 names on the list. Carol Krum made a motion to vote, and Joe Conway seconded the motion.

One comment mentioned for the budget was that Matt Shields did not accept a raise for 2024.

There were 24 “yes” votes and 0 “no” votes. 6 votes were initially unaccounted for, however, it was later determined that these were members who had cast their vote the week before at the Budget Hearing, because they knew they would not be at the Congregational Meeting for the actual vote.

The budget passed.

Joe Conway made a motion to adjourn the Congregational Meeting and Eddie Smith seconded the motion. The meeting was adjourned at 11:08 am.

Respectfully submitted,
Amanda Bowers, Secretary

2024 Holy Communion Schedule

January

07 – Epiphany 10:00 am

February

14 – Ash Wednesday 7:00 pm

March

28 – Maundy Thursday 7:00 pm

31 – Easter 6:00 am/10:00 am

May

19 – Pentecost 10:00 am

July

07 – God & Country 10:00 am

August

04 – Summer Communion

September

01 – Labor Day Communion

October

06 – World Communion Sunday

December

01 – Advent Communion

25 – Christmas Eve 3:00 pm/5:00 pm/11:00 pm
With Candlelight Service

2024 Lenten Schedule

February

14 – Ash Wednesday (Imposition of Ashes) 7:00 pm

21 – Lenten Gathering 6:30 pm

28 – Lenten Gathering 6:30 pm

March

06 – Lenten Gathering 6:30 pm

13 – Lenten Gathering 6:30 pm

20 – Lenten Gathering 6:30 pm

24 – Palm Sunday (Procession with Donkey)

28 – Maundy Thursday 7:00 pm

29 – Good Friday Meditation Noon – 3:00 pm

Good Friday Service 7:00 pm

30 – Easter Egg Hunt

31 – Easter 6:00 am/10:00 am

Last Updated 02/06/2024 by EJA

GOOD SHEPHERD UCC, SLATINGTON, PA – 2024 SCHEDULE

January

- 01 – *Initial Offering* \$8.00
- 02 – Back to School-Preschool
- 07 – **Epiphany Communion**
- 14 – Volunteer Sunday
- 21 – Installation of Consistory's Committee
- 21 – Super Bowl Fundraiser for preschool
- 27 – Sportsman's Night Doors open at 4:00 pm
- 28 – *Energy/Fuel Special Offering*

February

- 01 – Enrollment for Preschool begins for children currently enrolled and Church members
- 11 – Chili and Soup sale 12:00 pm to 2:00 pm
- 11 – Souper Bowl Sunday
- 11 – Hoagie Fundraiser
- 14 – **Ash Wednesday Imposition of Ashes/ Communion – 7:00 pm**
- 21 – Lenten Gathering 6:30 pm
- 25 - Scout Sunday**
- 28 – Lenten Gathering 6:30 pm

March

- 01 – Enrollment for Preschool begins for General Public
- 06 – Lenten Gathering 6:30 pm
- 10 – Daylight Savings Time begins
- 13 – Lenten Gathering 6:30 pm
- 17 – *Mortgage Special Offering*
- 20 – Lenten Gathering 6:30 pm
- 23 – Indoor Clean-up 9:00 am
- 24 – Palm Sunday
- 28 – **Maundy Thursday Communion 7:00 pm**
- 29 – Good Friday Prayer Vigil 12:00 pm-3:00 pm
Good Friday Service at Good Shepherd 7:00 pm
- 30 – Easter Egg Hunt 11:00 am
- 31 – **Easter Communion Service 6:00 am/10:00 am**
- 31 – *One Great Hour of Sharing Special Offering*

April

- 06 – Walk-In Basket Social 12 pm
- 20 – Outdoor Clean – up 9:00 am – 12:00 pm
- 20 – *Gone Fishin Night Doors open at 4, Meal at 5*
- 22 – Earth Day
- 28 – *Capital Fund/Emergency Special Offering*
- 28 – May 5 – Family Promise at Heidelberg

May

- 04 – Cash & Gift Card Bingo 12:00 pm
- 11 – PNEC Spring Meeting
- 12 – Mother's Day
- 19 – **Pentecost Sunday Communion**
- 19 – Confirmation Sunday**
- 22 – Preschool Graduation 6:00 pm
- 26 – Faith Formation Promotion Sunday
- 26 – *Strengthen the Church Offering*
- 27 – Memorial Day – Slatedale Cemetery 8:00 am

June

- 06 – 09 – Mini Synod at State College
- 09 – Graduate Sunday
- 16 – Father's Day
- 16 – *Organ Fund Special Offering*
- 23 – Meat & Grill Raffle
- 25 – 67th Anniversary of the United Church of Christ
- 30 – Open and Affirming Sunday

July

- 07 – **God & Country Communion**
- 12 – 14 – Barnstormers
- 21 – 26 – Vacation Bible School

August

- 04 – **Summer Communion**

September

- 01 – **Labor Day Communion**
- 04 – Preschool Meet the Teacher Night 6:00 pm
- 05 – Preschool Meet The Teacher Night 6:00 pm
- 08 – Christian Education Registration Day 9:30 am
- 08 – Faith Formation Sunday
- 08 – Grandparents' Day
- 09 – First day of Preschool for 4-year-olds
- 10 – First day of Preschool for 3-year-olds
- 15 – *Mortgage Special Offering*
- 16 – Preschool Hoagie/Donut Sale
- 22 – *Harvest Home*

October

- 06 – **Worldwide Communion Sunday**
- 06 – *Neighbors in Need Offering*
- 13-20 – Family Promise at Heidelberg
- 19 – Winterize Grove Kitchen
- 21 – Thirty-one Fundraiser for preschool

November

- 02 – PNEC Fall Meeting
- 03 – Daylight Saving Ends at 2:00 am
- 03 – Totenfest
- 09 – Cash & Gift Card Bingo 12:00 pm
- 10 – Stewardship Sunday
Consistory Elections
Budget Hearing
- 17 – Congregational Meeting
- 17 – *Energy/Fuel Special Offering*
- 23,24 – Photos with Santa
- 26 – Thanksgiving Eve Service at Good Shepherd 7:00 pm
- 30 – Hanging of the Greens

December

- 01 – **Advent Communion**
- 01 – *Capital Fund/Emergency Special Offering*
- 08 – Christmas Caroling sponsored by Youth Fellowship 12:30 pm
- 15 – *Christmas Fund special Offering*
- 24 – **Christmas Eve Holy Communion at**
3:00 pm/5:00 pm/11:00 pm
with Candlelight Service

2023 FINANCIAL AUDIT AND REVIEW OF ACCOUNTING BOOKS

For the Period December 29, 2022 thru December 28, 2023

All monthly transactions and payments were reviewed for accuracy and verified with the bank statement and monthly reconciliation reports.

GENERAL FUND CHECKING

Bank Balance as of 12/28/2023	12,194.37
Income – 12/29/2022 thru 12/28/2023	336,786.76
Expenses - 12/29/2022 thru 12/28/2023	(-334,144.27)
Bank Balance as of 12/28/2023	14,836.86
Uncleared Bank Transactions	(-2,109.12)
Church Register Balance as of 12/28/2023	12,727.74

SAVINGS ACCT

Bank Balance as of 12/29/2022	8,394.82
Income – 12/29/2022 thru 12/28/2023	19,830.18
Expenses - 12/29/2022 thru 12/28/2023	(-26,869.92)
Bank & Church Register Balance as of 12/28/2023	1,355.08

FUND RAISING CHECKING

Bank Balance as of 12/29/2022	2,087.98
Income – 12/29/2022 thru 12/28/2023	28,388.18
Expenses - 12/29/2022 thru 12/28/2023	(-27,294.44)
Bank & Church Register Balance as of 12/28/2023	3,181.72

Note: This account was closed 11/05/2021 and all transactions were conducted thru the church General Checking and Savings accounts. Account was re-opened 08/05/2022.

LITTLE SHEPHERD PRE-SCHOOL

Bank Balance as of 12/29/2022	37,628.33
Income – 12/29/2022 thru 12/28/2023	61,969.47
Expenses - 12/29/2022 thru 12/28/2023	(-70,059.72)
Bank & Church Balance as of 12/28/2023	29,538.08

Information regarding the investment accounts can be obtained from the Fiscal Oversight Committee

Audit Committee: Madeline Balliet, Susan Zellner, Chris Kegel, Alice Kegel

02/12/2024

<u>2024 PROPOSED BUDGET</u>	<u>2023 BUDGET</u>	<u>2023 ACTUAL 10/1/22-9/30/23</u>	<u>2024 BUDGET PROPOSED</u>	<u>% Change to 2023 Actuals +/-</u>
-	-	-	-	-
INCOME				
Bulletins	\$185.00	\$150.00	\$200.00	33.33%
Fund Raising	\$14,000.00	\$15,642.00	\$18,000.00	15.07%
Hall/Grove Donations	\$2,000.00	\$2,850.00	\$3,000.00	5.26%
Scrip	\$2,525.00	\$2,523.00	\$2,500.00	-0.91%
Investment Income				
Endowment	\$2,000.00	\$3,600.00		-100.00%
Fritz Financial group Gen. use	\$5,000.00	\$40,000.00	\$20,000.00	-50.00%
Roth Ministry	\$20,000.00	\$20,000.00	\$20,000.00	0.00%
Strohl Trust		\$6,842.00	\$6,500.00	-5.00%
Flowers				
Altar Flowers	\$452.00	\$610.66	\$700.00	14.63%
Candelabra Flowers	\$160.00	\$24.55	\$190.00	673.93%
Easter Flowers	\$250.00	-	\$300.00	300.00%
Geraniums	\$275.00	\$310.00	\$350.00	12.90%
Poinsettia	\$228.00	\$35.00	\$350.00	900.00%
Other Income				
Faith Formation	\$425.00	\$63.00	\$700.00	1011.11%
Luminaria sponsors	\$94.00	-	\$100.00	100.00%
Music Worship	\$975.00	\$975.00	\$600.00	-38.46%
VBS	\$400.00	\$60.00	\$100.00	66.67%
Youth Fellowship	\$286.00	\$245.00	\$200.00	-18.37%
Weekly Envelope				
Building	\$2,340.00	\$2,678.00	\$2,800.00	4.56%
Current Expenses	\$121,279.00	\$132,503.40	\$140,000.00	5.66%
Emergency/Capital Fund *	\$5,465.00	\$536.00	\$1,000.00	86.57%
Initial offering envelopes *	\$547.00	\$375.00	\$400.00	6.67%
Joyful Noise	\$100.00	\$2,072.00	\$300.00	-85.52%
Mortgage principle		\$518.00	\$518.00	0.00%
Mission Calendar	\$500.00	\$70.00	\$300.00	328.57%
OCWM	\$2,652.00	\$1,622.00	\$1,500.00	-7.52%
OGHS	\$126.00	\$73.00	\$50.00	-31.51%
Plate	\$2,002.00	\$3,457.13	\$3,500.00	1.24%
Special Envelopes				
Advent	\$26.00	\$10.00	\$25.00	150.00%
Ash Wednesday	\$350.00	\$544.00	\$350.00	-35.66%
Christmas Eve	\$5,338.00	\$3,613.52	\$3,500.00	-3.14%
Christmas Fund	\$230.00	\$482.10	\$50.00	-89.63%
Communion	\$2,504.00	\$1,619.00	\$1,500.00	-7.35%

Easter	\$1,349.00	\$1,648.50	\$1,700.00	3.12%
Energy	\$569.00	\$559.20	\$550.00	-1.65%
Good Friday	\$307.00	\$84.00	\$100.00	19.05%
Harvest Home	\$255.00	\$261.00	\$260.00	-0.38%
Lenten Offering	\$1,134.00	\$934.00	\$1,000.00	7.07%
Maundy Thursday	\$318.00	\$236.00	\$300.00	27.12%
Neighbors in Need	\$152.00	\$140.10	\$50.00	-64.31%
Open & Affirm Coalition *	-	-	\$50.00	50.00%
Organ Fund	\$174.00	\$175.00	\$200.00	14.29%
Strengthen the Church	\$206.00	\$41.00	\$50.00	21.95%
Thanksgiving	\$376.00	\$184.10	\$150.00	-18.52%
Preschool				
Preschool liability	\$2,000.00	\$2,000.00	\$2,820.00	41.00%
Preschool WC	-	-	\$200.00	200.00%
Preschool Payroll	\$57,400.00	\$51,223.50	\$52,760.00	3.00%
Preschool staff SS/Med match	\$4,391.00	\$4,695.76	\$4,996.00	6.39%
Preschool Donation	\$5,250.00	\$5,250.00	\$5,400.00	2.86%
Lenten folders	\$161.00	\$150.00	\$150.00	0.00%
Lenton Gatherings	-	\$280.00	\$280.00	0.00%
Memorial Fund	\$1,200.00	\$3,155.00	-	-100.00%
TOTAL INCOME	\$267,956.00	\$315,120.52	\$300,599.00	-4.61%
2023 Actual Expenses	\$305,847.00	\$288,905.24		
	(\$37,891.00)	\$26,215.28		
2024 Proposed Expenses			\$302,945.95	
Difference			(\$2,346.95)	

<u>2024 PROPOSED BUDGET</u>	<u>2023 BUDGET</u>	<u>2023 ACTUAL</u> <u>10/1/22-</u> <u>9/30/23</u>	<u>2024 BUDGET</u>	<u>%</u> <u>Change</u> <u>to 2023</u> <u>Actuals</u>
-	-		<u>PROPOSED</u>	<u>+/-</u>
EXPENSE	-			
Building Expense				
Electric	\$ 6,000.00	\$ 3,965.00	\$5,000.00	26.10%
Janitorial expense	\$ 300.00	\$ 1,321.00	\$ 1,500.00	13.55%
Conference Ins Boards liability	\$ 13,000.00	\$ 14,101.00	\$ 14,101.00	0.00%
Mortgage	\$ 10,848.00	\$ 10,258.00	\$ 10,848.00	5.75%
Mortgage Extra Principle	\$ 619.00	\$ 518.00	\$ 518.00	0.00%
Pest Control	\$ 1,050.00	\$ 670.00	\$ 700.00	4.48%
Propane	\$ 16,000.00	\$ 7,000.00	\$ 8,000.00	14.29%
Property	\$ 5,000.00	\$ 6,041.00	\$ 6,100.00	98.00%
Service contracts (ABE)	\$ 450.00	\$ 427.00	\$ 450.00	5.39%
TOTAL BUILDING	\$ 53,267.00	\$ 44,301.00	\$47,217.00	6.58%
Church Office				
Breeze	\$ 1,126.00	\$ 763.00	\$ 1,000.00	31.06%
Bulletins	\$ 520.00	\$ 520.00	\$ 500.00	-3.85%
Cloud Services	\$ 200.00	\$ 1,288.00	\$ 500.00	-61.18%
Office Equipment Service	\$ 300.00	\$ 200.00	\$ 400.00	100.00%
Internet & Telephone	\$ 3,300.00	\$ 3,739.00	\$ 4,000.00	6.98%
Mileage	\$ 3,381.00	\$ 2,876.00	\$ 4,000.00	39.08%
Offering envelopes	\$ 1,400.00	\$ 1,382.00	\$ 1,400.00	1.30%
Office supplies	\$ 2,500.00	\$ 2,774.00	\$ 2,800.00	94.00%
Postage	\$ 250.00	\$ 165.00	\$ 250.00	51.52%
Treasurer's expense	\$ 50.00	\$ -	-	0.00%
Website	\$ 319.00	\$ 856.00	-	-100.00%
TOTAL CHURCH OFFICE	\$ 13,346.00	\$ 14,563.00	\$ 14,850.00	1.97%
Ministry/Worship				
Altar flowers	\$ 452.00	\$ 684.00	\$ 700.00	2.34%
Candelabra Flowers	\$ 160.00	\$ 179.00	\$ 190.00	6.15%
CCLI copyright	\$ 340.00	\$ 586.00	\$ 600.00	2.39%
Conference meetings	\$ 140.00	\$ 300.00	\$ 300.00	0.00%
Easter Flowers	\$ 250.00	\$ 275.00	\$ 300.00	9.09%
Faith Formation	\$ 800.00	\$ 676.00	\$ 700.00	3.55%
Fellowship Team	\$ 600.00	\$ 336.00	\$ 400.00	19.05%
Geraniums	\$ 275.00	\$ 310.00	\$ 350.00	12.90%
Luminaries	\$ 94.00	\$ -	\$ 100.00	100.00%
Piano Repairs	\$ 300.00	\$ 145.00	\$ 300.00	106.90%

Poinsettia	\$ 228.00	\$ 312.00	\$ 350.00	12.18%
Supply Pastor	\$ 900.00	\$ 600.00	\$ 900.00	50.00%
VBS	\$ 400.00	\$ 14.00	\$ 500.00	3471.43%
Worship Team	\$ 2,000.00	\$ 1,405.54	\$ 2,000.00	42.29%
Worship MusiCspl,sponsors,musician	\$ -	\$ -	\$ 600.00	600.00%
Youth Fellowship Team	\$ 250.00	\$ 0.00	\$ 250.00	250.00%
Joyful Noise	\$ -			
TOTAL MINISTRY	\$7,189.00	\$5,822.54	\$8,540.00	46.67%
Missionary				
AIDS Awareness	\$ 100.00	\$ 50.00	\$ 25.00	-50.00%
Allentown Rescue Mission	\$ 100.00	\$ 65.00	\$ 25.00	-61.54%
Autism Awareness	\$ 100.00	\$ 25.00	\$ 25.00	0.00%
Bethany Children's	\$ 250.00	\$ 60.00	Endowment	-100.00%
CACPAC	\$ 250.00	\$ 250.00	Endowment	-100.00%
Care Net	\$ 250.00	\$ 250.00	Endowment	-100.00%
Christmas Fund	\$ 250.00	\$ 482.10	\$ 50.00	-89.63%
Family Promise Lehigh	\$ 250.00	\$ 250.00	\$ 50.00	-80.00%
Habitat for Humanity	\$ 100.00	\$ 20.00	\$ 25.00	25.00%
Lancaster Seminary	\$ 250.00	\$ 100.00	\$ 25.00	-75.00%
Muscular Dystrophy	\$ 100.00	\$ -	\$ 25.00	25.00%
Neighbors in Need	\$ 100.00	\$ 140.10	\$ 50.00	-64.31%
NL Meals on Wheels	\$ 250.00	\$ -	Endowment	0.00%
Northern Lehigh Food Bank	\$ 250.00	\$ 20.00	Endowment	-100.00%
OCWM	\$ 4,500.00	\$ 1,622.00	\$ 1,500.00	-7.52%
OGHS	\$ 100.00	\$ 73.00	\$ 50.00	-31.51%
Open & Affirming coalition	\$ -	\$ -	\$ 50.00	50.00%
Phoebe Home	\$ 250.00	\$ 250.00	\$ 25.00	-90.00%
Soup Kitchen	\$ 100.00	\$ -	\$ 25.00	25.00%
Strengthen the Church	\$ 100.00	\$ 41.00	\$ 50.00	21.85%
Turning Point	\$ 100.00	\$ -	\$ 25.00	25.00%
VALOR	\$ 100.00	\$ 90.00	\$ 25.00	-75.22%
West End Food Pantry	\$ 250.00	\$ -	Endowment	0.00%
TOTAL MISSIONARY	\$ 8,100.00	\$ 3,788.20	\$ 2,050.00	-45.88%
Pastor Benefits				
Continuing ed	\$ 500.00	\$ 500.00	\$ 500.00	0.00%
Disability Ins	\$ 1,103.00	\$ 1,117.00	\$ 1,015.00	2.72%
Health/Dental Ins	\$ 13,971.00	\$ 13,971.00	\$ 12,079.00	3.07%
Housing	\$ 24,000.00	\$ 24,000.00	\$ 18,000.00	0.00%

Pension dues	\$ 10,426.00	\$ 10,426.00	\$ 9,471.00	2.71%
Social security match 7.65%	\$ 5,584.50	\$ 5,696.96	\$5,851.49	2.71%
Vision	\$ 110.00	\$ 110.00	\$ 100.00	0.00%
	\$ 55,694.50	\$ 55,820.96	\$ 41,165.00	1.61%
Salary and Wages				
Choir Director	\$ 9,000.00	\$ 9,000.00	\$ 9,270.00	3.00%
Faith Formation Director	\$ 9,000.00	\$ 9,000.00	\$ 9,000.00	0.00%
Financial Secretary	\$ 800.00	\$ -	\$ 800.00	800.00%
Organist	\$ 9,000.00	\$ -	\$ 10,500.00	10500.00%
Pastor	\$ 50,470.00	\$ 50,470.00	\$ 52,490.00	4.00%
Preschool Payroll	\$ 57,400.00	\$ 51,223.50	\$ 52,760.00	3.00%
Preschool staff SS/Medicare match	\$ 4,391.00	\$ 4,696.00	\$ 4,996.00	6.39%
Secretary	\$ 11,700.00	\$ 11,700.00	\$ 12,050.00	2.99%
Sexton	\$ 7,358.00	\$ 7,358.00	\$ 7,358.00	0.00%
Supply Organist	\$ 300.00	\$ 8,170.00	\$ 700.00	-91.43%
Treasurer	\$ 5,148.00	\$ 5,148.00	\$ 5,148.00	0.00%
Medicare Employer Match 1.45% Church staff	\$ 743.00	\$ 1,508.00	\$ 1,460.00	-3.18%
Payroll Service fees	\$ 1,300.00	\$ 2,496.00	\$ 2,200.00	-11.86%
Social Security Employer match 6.2% Church staff	\$ 719.50	\$ 2,940.04	\$ 2,967.51	93.00%
Workers Comp/Amtrust	\$ 921.00	\$ 900.00	\$ 1,872.00	108.00%
Total Salary & Wages	\$ 168,250.50	\$ 164,609.54	\$ 173,571.51	5.44%
TOTAL EXPENSE	\$ 305,847.00	\$ 288,905.24	\$ 302,945.95	4.86%
2023 Actual Income	\$ 267,956.00	\$ 315,120.52		
	\$ (37,891.00)	\$ 26,215.28		
2024 Proposed Income			\$ 300,599.00	
Difference			\$ (2,346.95)	