

# 2023

## Annual Report



*"Our mission is to follow Jesus and serve as He would"*



## **Pastor's Report**

### **We are a growing and vital part of God's Kingdom.**

I am delighted to report that 33 people have joined our congregation this past year. Thanks to our Social Ministry our community has come together to make a significant impact on the lives of those in need. The annual Ingathering hosted at ULC, we combined with seventeen local churches, and were able to distribute a large number of donations to various organizations, including Gracedale, Sayer Center, Kids Peace, Ripple, Rescue Mission, and Kindness Project. In addition, our Adopt A Family program was a huge success, with 66 gifts donated for 22 children from the NL Food Bank and 20 gifts to Kids Peace. We are grateful for the outpouring of support from our community and can't wait to see the positive impact these donations will have on those in need. Keep spreading kindness and generosity together, we can make a difference!

At Union, we believe in fostering a strong sense of community and faith, and I am excited to share all the amazing news with you! Our small groups are buzzing with activity, and I am thrilled to announce the launch of Elementary Youth Group led by the amazing Josh Dietz, is a tremendous success. Kandy Lang & Kate Geren have been truly inspirational in their guiding Joyful Moments Group, for those in our church or community that are without a partner, whether that be from being divorced, being widowed or being single. As well as Sip N Share- "Cultivating Meaningful Conversations". We are also proud of Hearts for Music, a program that provides opportunities and avenues for individuals with special needs wanting to pursue their love for creating and performing music, founded by the incredible Jackie Bucks.

### **But that's not all - we host both spiritually uplifting and exciting activities!**

Our Sunday morning worship and Lenten Services with Holden Evening Prayer, where you'll experience a moving spiritual journey through music and prayer.

You won't want to miss the Sacred Voices Concert, a special event where our amazing Director of Music, Susan Frickert directs her summer regional choir with some of the most beautiful and inspiring music.

And as if that wasn't enough, we are happy to announce that the Ormrod baseball team has been using our facility for their winter practice. We are proud to partner with them and look forward to seeing them excel on the field.

With such a strong sense of community and faith, our congregation is the perfect place to grow and thrive in the love of God. May God continue to guide us on this thrilling journey of faith and community!

## Annual Report - Director of Music Ministries 2023 Susan Frickert

"I play the notes as they are written, but it is God who makes the music." J.S. Bach

"Out with the old; in with the new." In January we said goodbye to our 2000 Rodgers organ, and hello to a 2016 Allen digital organ, an amazing gift from the people of Emmanuel UCC, Allentown, who unfortunately had needed to close their church in November 2022. The costs of disconnecting and reinstalling the new organ were made possible by generous donations from the following sponsors: Robert and Lynne Banzhoff, Ed and Anne Davis, Sherwood and Kathy Geiger, Ann Kern, Robert and Bonnie Krause, David and Gail Lafferty, Mr. and Mrs. Alexander Masetti, Sr, June McCracken, and Shirley Schneck. We joyfully dedicated our new instrument on January 29, with several members of Emmanuel singing with our choirs and many others seated within our congregation.

In February we launched a monthly Praise Service on the second Sunday of the month, led by our excellent Praise Band. After a six-month trial period, the congregation's enthusiasm for the service encouraged us to continue to make it a regular part of our worship ministry.

During Lent, cantors from Union Chorale and Praise Band took turns leading the beautiful Holden Evening Prayer for our Midweek Services.

For Easter Sunday we again combined the forces of Union Chorale and Praise Band to sing some powerful and inspiring choral music.

In May I transported our handbells and chimes to Schulmerich in Hatfield for much needed refurbishment - they came back looking and playing like new! At the end of May, Praise Band and I performed in the Benefit Concert for the kick-off of "Hearts for Music", with Jackie Bucks as the founding Director of our new Lehigh Valley branch. This wonderful organization offers the rewarding experience of making music together for children and adults with special needs.

Also in May I said my fond goodbyes to Lehigh University, after fifteen stimulating years of serving as one of two professional accompanists for Dr. Steven Sametz and Sun Min Lee, and for various vocal and instrumental instructors. I also bid farewell to my volunteer work at Moravian Hall Square Community, where I had enjoyed directing the chapel choir for the past six years.

In June we welcomed forty-seven singers from the surrounding Lehigh Valley area (eleven of them from ULC) to join in another summer of song, preparing for our second September Sacred Voices Concert here. That concert, with guest harpist Andrea Wittchen, guest violinist Linda Kistler, guest percussionists Ben Kern and Craig Mandelbaum, attracted a large appreciative crowd in spite of monsoon-type weather.

In August our Praise Band was asked to return to St. Timothy Lutheran in Allentown, to provide music for one of their WOW Summer services. This was our third year.

In September 2023, our little Junior Choir, which I had started in September 2022 with six children, had grown to nine singers. They continue to add joy and spirit to our Sunday services. StarSong, our teen ensemble of three talented young ladies, rehearses in spring and fall rehearsal modules, enriching our worship during those two eight week periods.

With the unique situation of Advent 4 and Christmas Eve occurring on the same Sunday this year, we used the opportunity to showcase some of our musically talented college students at the morning worship. We welcomed back vocalists Sierra Hohenshilt and Justin Kuhlmann; violist Brittney Lang; violinist Carson Mesics; and pianist Jordan Bucks, whose gifts made the morning worship sparkle.

My personal thanks to the members of Union Chorale, Praise Band, Glory Ringers, StarSong, Junior Choir, Worship and Music Committee (Lynne Banzhoff, chair), and to all the parents and spouses who move heaven and earth to get them to rehearsals and worship! I am so blessed to work every week with Pastor Camp, Katie Stauter and Terry Hoffman. I am grateful to so many members of the congregation who support my ministry with appreciation and love. *To God be the glory forever!*



# 2023 Financial Analysis

Council Liaison - Jason Marakovits

Committee Members - Michael Busser, Hannah Geiger, Jason Marakovits,  
Charles Mosser, Sue Mosser, Cathy Shaffer

December givings were the highest of the year which is normal; however, they were higher than last December by 21.9% with the Christmas Eve services higher than last year by 32.2%. Total income for December was higher than last year by 24.8% and YTD total income for 2023 was higher than last year by 5.8%.

Total expenses for December were lower than last year by 26.9% largely as a result of the basket social funds resulting in a negative expense of approximately \$6200 classified as a miscellaneous expense. Most of the remaining costs were close to the previous year except property expenses which were also lower than the previous year by 34.4% due to various reasons such as no snow removal in December.

As a result, we experienced an income gain of \$22,611 as compared to last year's gain of \$2,304. Our YTD loss was reduced to \$22,061 as compared to the 2022 loss of \$30,329 or a reduction of \$8,268. We were hoping for a strong December and the parishioners responded.

<b>Committee Name</b>	Christian Education Committee
<b>Purpose/Mission What the committee does?</b>	The Christian Education Committee oversees all of the Christian Education at ULC. Our major organizations include Sunday School (3 years old – 5 <sup>th</sup> Grade), Youth Group (6 <sup>th</sup> – 12 <sup>th</sup> Grade), Happy Hour (Adult Sunday School), Catechetical Classes, First Communion, Vacation Bible School, Sip N' Share, and Elementary Youth Group.
<b>Committee Chair</b>	Joshua Dietz
<b>Council Liaison</b>	Valerie Snyder
<b>Committee Members</b>	Joshua Dietz, Valerie Snyder, Pastor Camp
<b>Current Year Accomplishments</b>	<p>Growth in number of average students attending Sunday School.</p> <p>Creation of Sip N' Share, a monthly social gathering at various local eateries for members to drink, eat, share, and grow in their faith together.</p> <p>Restarted Elementary Youth Group, which is a time for elementary students to come together and do fun activities. Some examples of activities included water guns, Halloween, cookie making, and a Nerf War.</p> <p>Vacation Bible School was held from July 17<sup>th</sup> through July 21<sup>st</sup>. This was the first time returning to full in person sessions over a week period since 2019.</p> <p>(See separate Youth Group report for 2023 accomplishments)</p>
<b>New Year Goals</b>	<p>Successful trip for the youth attending the ELCA Youth Gathering in New Orleans in July 2024.</p> <p>Continuation of new groups and old groups.</p> <p>Increase in attendance for all groups.</p> <p>Rebranding of Happy Hour from a weekly meet-up to a special event celebration.</p> <p>Vacation Bible School to be held in-person from June 24<sup>th</sup> through June 28<sup>th</sup>.</p>

<b>Committee Name</b>	Christian Life Committee
<b>Purpose/Mission What the committee does?</b>	The purpose of the Christian Life Committee is to help connect individuals to our church community to further grow their lives in Christ. The group continues to meet for monthly Zoom meetings.
<b>Committee Chair</b>	Kaitlin Snyder
<b>Council Liaison</b>	Barbara Mahoney
<b>Committee Members</b>	Pastor Camp, Katie Stauter, Kim Kuhlman, Kaitlin Snyder, Kandy Lang Barbara Mahoney
<b>Current Year Accomplishments</b>	<p>Revisited and launched our church directory, which is available digitally and print.</p> <p>Continued developing new opportunities to reach out to members within the community</p> <p>connected with community services to offer support and service to our church and build awareness of community resources</p>
<b>New Year Goals</b>	<p>establishing new meaningful ways to connect with potential new members in the community.</p> <p>planning for hosting/developing events for the congregation and community.</p> <p>retreat opportunities and workshops</p> <p>continuing to connect members with service opportunities within the church.</p>

<b>Committee Name</b>	Fellowship Committee
<b>Purpose/Mission What the committee does?</b>	The Fellowship Committee organizes most of the events outside of worship hours.
<b>Committee Chair</b>	Patti Hoffman (for 2023)
<b>Council Liaison</b>	Patti Hoffman (for 2023)
<b>Committee Members</b>	Diane Ward, Ruth Weaver, Billy & Lori Beck and Ron & Cindy Pugh
<b>Current Year Accomplishments (List form)</b>	<p>The Fellowship Committee organizes most of the events outside of worship hours. Our regular schedule of events include:</p> <p>Sticky Bun Sunday</p> <p>Holy Chocolate Sunday</p> <p>Apple Sunday</p> <p>Pumpkin Sunday</p> <p>Peach Sunday</p> <p>Ice Cream Sundae Sunday</p> <p>Annual Easter Egg Hunt</p> <p>Advent Celebration</p> <p>Lenten Soup Suppers</p> <p>Night at the Phantoms Game</p> <p>Evening with the Iron Pigs</p>
<b>New Year Goals (List form)</b>	<p>Designate Committee Chair and find new members</p> <p>Continue with offerings listed above</p> <p>Our meetings are on the 3<sup>rd</sup> Thursday of the month at 7pm</p>

<b>Committee Name</b>	Journeymen
<b>Purpose/Mission What the committee does?</b>	Any male member of the church is considered a member of our Journeymen Group at Union Lutheran Church. Our mission statement is easy - "To be faithful servants of Jesus Christ". The main purpose of our group is for all the men of our church to have a time for fellowship with one another, do fun group activities together, and be of service to our congregation and our community. Meetings and Breakfast – second Saturday of every month at 07:00am at the church, continental breakfast will be supplied.
<b>Committee Chair</b>	N/A
<b>Council Liaison</b>	N/A
<b>Committee Members</b>	Journeymen Officers - 2024 Bob Snyder – President Jim Hersh – Vice President Jim Steward – Treasurer Ron Pugh – Secretary
<b>Current Year Accomplishments</b>	Journeymen – 2023 Thank you to outgoing President Jim Hersh <ul style="list-style-type: none"> <li>• Chicken Pot Pie dinner – was held and very successful in January 2023.</li> <li>• Continued outreach:</li> <li>• Sent a check to the New Tripoli Fire Fighter Fund for \$400 for the two fallen firefighters.</li> <li>• Cornhole event – first night at the church, March 13, 12 people attended.</li> <li>• Journeymen made the "Land Rover" for Vacation Bible School.</li> <li>• Dan organized a night for ULC at the Miracle League, May 19<sup>th</sup>, 2023.</li> <li>• Collected \$75.00 and sponsored 15 Easter Goodie Bags</li> <li>• Prepared and served dinner for the Lions Club, August 29<sup>th</sup>, 2023.</li> <li>• DayBreak Charity – Served a meal on October 13th</li> <li>• Christmas Tree Giving – Numerous gifts were purchased for the children and additional funds were given to the Pastor's discretionary fund, 2023 collected \$350.46 in total</li> <li>• Set up for various events throughout the year at the church, such as <ul style="list-style-type: none"> <li>• Designer Purse Bingo, Basket Party, set up and tear down for various concerts.</li> <li>• Trunk or Treat 2023</li> <li>• Carnival Games</li> <li>• Great turnout and fun for all</li> <li>• Christmas Meeting Gift Exchange</li> <li>• The 2023 Christmas exchange gift party was held on 12/9/2023.. We had 9 total participants, exchanging gifts and laughs.</li> </ul> </li> </ul>
<b>New Year Goals</b>	As always, the Journeymen are looking for more active members, ideas, and adventures for our group to grow. We as a group look forward to seeing you in 2024.



<b>Committee Name</b>	Library Committee
<b>Purpose/Mission</b> <b>What the committee does?</b>	The Union Lutheran Church Library is open to our congregation and community. We seek to provide resources that strengthen the educational work of the church, increase knowledge of our faith, address social and economic issues, foster appreciation of literature, and deepen our relationship with Jesus Christ.
<b>Committee Chair</b>	Jeff Sweigart
<b>Council Liaison</b>	Robert Drews
<b>Committee Members</b>	Dianne Gillikin, Barb Mahoney, Robyn Monkiewicz, Sean Nickerson, Jeff Sweigart
<b>Current Year Accomplishments</b>	<ul style="list-style-type: none"> <li>• Continued to provide an educational/literary resource to the congregation and community</li> <li>• Continued the Book Club</li> <li>• Continued to inform members and guests of resources available</li> <li>• Created articles for the Newsletter</li> <li>• Continued to stock Little Free Library</li> <li>• Continued to try to grow committee and volunteers.</li> <li>• Asked the congregation, "Are there any books that we should add to our collection. We encouraged all congregational members to visit the library. Summarized that the committee meets several months throughout the year (Jan, Mar, May, Aug, and Oct) on the 3<sup>rd</sup> Tuesday of the Month at 6:30 PM in the Library.</li> <li>• Accepted a very generous donation of Childrens Books from the Giffords</li> <li>• Very successful Book Fest held in September with excellent response from the community.</li> <li>• Hosted Coffee and Conversation with display of library offerings</li> </ul>

<b>Committee Name</b>	Property Committee
<b>Purpose/Mission What the committee does?</b>	The function of this committee is to oversee the maintenance of the church and its grounds.
<b>Committee Chair</b>	Jeff Sweigart
<b>Council Liaison</b>	Brian Geren
<b>Committee Members</b>	Dan Grim, Carl Gillikin, Richard Handwerk, Jim Hersh, Terry Hoffman, Jeff Sweigart
<b>Current Year Accomplishments</b>	<ul style="list-style-type: none"> <li>• Bi-Annual hood suppression system – inspected – no deficiencies.</li> <li>• FLC outdoor closure replacement part ordered and repaired.</li> <li>• LED Outside sign installation competed.</li> <li>• Replace the photocell for parking lot lights.</li> <li>• Put Up and Took Down Easter Crosses.</li> <li>• Investigate and get Quote for Lawn Fertilization</li> <li>• Green Lawn Fertilization selected - 4 applications applied (3,4,6,7)</li> <li>• Installed grates on the ground HVAC units to prevent vandalism.</li> <li>• Directors Stand was constructed.</li> <li>• Electronic items were taken to Electronic Recycling Community Event,</li> <li>• FLC HVAC unit was replaced.</li> <li>• Evaluated Gathering Space lights to LED or rewire/replace ballasts. LED was selected, getting pricing in 2024.</li> <li>• Selected Electrical Supplier Contract with Shipley Energy goes through February 2025.</li> <li>• Team Dash approved to snow removal and salting.</li> <li>• Held Spring workday on May 13, 8:00-Noon.</li> <li>• Completed Island shrub trimming.</li> <li>• Label control box to turn circuit breaker back on after hood suppression test.</li> <li>• On left when entering front doors, Trim bushes and clear out the area.</li> <li>• On left when entering front doors, put up FDC connection sign.</li> <li>• Patch nail pops on roof and any other holes.</li> <li>• Hollies need trimming by the outside alter.</li> <li>• Held Fall workday on November 11, 8:00-Noon.</li> <li>• Mopped Family Life Center, Cleaned the Kitchen, Cleaned floor scrubber.</li> <li>• Installed reflectors at end of driveway, install snow poles, Closed attic eaves with Styrofoam inserts, Parking lot lights adjusted to EST, Unpacked filters, Replaced filter in FLC.</li> <li>• Removed Poles at parking lot entrance and replace with reflectors and reflective tape.</li> <li>• Completed HVAC Filter inventory.</li> <li>• Security – Fire Alarm batteries – ordered and installed (replace again in 2028).</li> </ul>

<b>New Year Goals</b>	<p>Continue 4-step fertilization for grass areas.          Hold some working meetings.          Increase property participation.          Convert some of the lighting to LED.              Gathering space down the center and ceiling down lights              Portico lights          Re-lamp Nave (Bulb Replacements)          Investigate roof repairs.          -We encourage all congregational members interested in the Property to join us, especially those that have special talents in electrical work.  <b>We meet the 2nd Tuesday of each month at 7:00 PM.</b></p>
<b>Committee Name</b>	Staff Support
<b>Purpose/Mission</b>  What the committee does?	Our purpose is to support the staff of Union Lutheran Church. This is accomplished through meeting with them on an annual basis; being available throughout the year to help with any concerns they may have; and to address any concerns members of the congregation may have with staff. The committee also maintains job descriptions and recommends compensation. Currently, the church staff includes the Pastor, the Director of Music Ministries, the Treasurer, the Communications Specialist, the Faith Formation Coordinator, and the Sexton. Excluding Pastor, all positions are part-time.
<b>Committee Chair</b>	Brad Smith
<b>Council Liaison</b>	Deb Grundstrom
<b>Members</b>	Deb Geiger, Shirley Rennolds, Ron Pugh, Graeme Camp, & Ruth Weaver
<b>Current Year Accomplishments</b>	<ol style="list-style-type: none"> <li>1. New Treasurer - updated the job description, advertised, and interviewed for a replacement for Cathy Shaffer who retired at the end of 2023. Sue Mosser was recommended and approved by Council and transitioned into this role in Q4 2023.</li> <li>2. Recommended a 2024 COLA of 2.5% for staff. Approved by Council.</li> <li>3. Recommended a salary increase for the Sexton position from \$11.97 to \$15 per hour effective January 2024. Approved by Council.</li> <li>4. Reviewed and updated staff job descriptions: Faith Formation Coordinator, Sexton, Treasurer</li> </ol>
<b>New Year Goals</b>	<p>Meet with Staff individually for an annual “health check”.          Address any staffing issues<sup>11</sup> as they arise</p>

Committee	Worship & Music
Purpose/Mission  What the committee does?	<p>The duty of the committee is to assist the Pastor and Church Council in providing a high-quality worship experience for the congregation.</p> <p>The committee plans and reviews the worship services by reviewing music, Sunday bulletins, choirs, instrumentalists, lay readers, flowers, acolyte assistants, ushers, communion assistants and greeters.</p>
Committee Chair	Lynne Banzhoff
Council Liaison	Sherwood Geiger
Committee Members	Gail Allison, Gail Lafferty, Sherwood Geiger, Sandy Mosser, Shirley Renolds, Bonnie Krause, Pastor Camp, Susan Frickert, Kate Geren
Current Year Accomplishments	<p>New Organ from Emmanuel UCC was dedicated</p> <p>Praise Service continued the second Sunday of each month</p> <p>Carpet squares were placed around the drum set to reduce some of the volume</p> <p>Bells and chimes were repaired</p> <p>Added one of the settings to the liturgy on the first Sunday of each month for the Traditional Service</p> <p>Altar communion was brought back for the Traditional Service on the first Sunday of each month</p> <p>Brought back passing of the peace for all services</p> <p>New worship guidelines were created and put in a binder at the podium in the gathering space.</p> <p>A Temple Talk was presented at worship</p> <p>Purchased battery operated candles for the candelabras</p> <p>Carla Holdridge offered to bake the Communion bread</p> <p>Acolytes were more involved with altar communion</p> <p>Continued to have in-person, virtual, and parking lot worship services</p> <p>Reviewed the church calendar at meetings</p> <p>Susan, once again, organized the Sacred Voices Concert in Sept.</p> <p>2024 budget review</p> <p>Committee gained a new member, Kate Geren</p>
New Year Goals	<p>Adding more liturgy to the Traditional Service the first week of each month</p> <p>Looking to bring back the hymnals to the pews</p> <p>Providing more training for acolytes</p> <p>Continuing to bring children up front for the Children's Sermon</p>

Worship & Music (continued)	Continuing to review the Worship Calendar Looking for more committee members
	<p>Come and join with us in the planning and review of ULC worship. If you have an idea or a concern regarding worship or music, please speak to one of the committee members.</p> <p>Thank you to everyone who plans and takes part in the worship and music at ULC!</p>

<b>Committee Name</b>	Joyful Moments
<b>Purpose/Mission What the committee does?</b>	Joyful Moments is a group created for any member of ULC or a friend of a member who enjoys having fun but does not like to do things solo. Our members may have lost their spouse, have gone through a divorce or are single but all can appreciate a friendly face and a pal to join in on activities. We would love to welcome you to our group! We gather the third Thursday of each month and try to have a different themed get together with fun activities to help us enjoy each other's company. In addition, we plan quarterly day or evening trips to dinner and a show or to attend a larger event.
<b>Committee Chair</b>	Kate Geren and Kandy Lang
<b>Committee Members</b>	Congregation and Friends of Congregation Sign up for events
<b>Current Year Accomplishments</b>	Some highlights from our first year include many evenings of food and fellowship, a trip to see Circus Mechanics at Zoellner Arts Center, Dinner and Elvis Show, Moses at the Sight and Sound Theatre, an amazing Christmas show in Lancaster, decoupage pumpkins, game night and movies together. Kandy and Kate have been blessed to share time with our wonderful members and we hope to grow in the new year! Please reach out to the group coordinators, Kate Geren or Kandy Lang, if you are interested in joining in on this fun adventure!
<b>New Year Goals</b>	Continue to offer programming per our mission/purpose.

<b>Committee Name</b>	WOW (Women of the Word) Bible Study
<b>Purpose/Mission What the committee does?</b>	This is a very informal, small gathering of women who like to discuss faith issues, share our thoughts on selected bible studies, books, etc., and just be supportive of each other.
<b>Committee Chair</b>	Linda Rebuck
<b>Committee Members</b>	The congregation signs up throughout the year.
<b>Current Year Accomplishments (List form)</b>	<p>Typically we meet the first Saturday of each month at 9 a.m. in room 206.</p> <p>We began our study of the Ten Commandments in January 2023 and continued through April. Using the bible study presented in the GATHER magazine we were able to look at the commandments in a refreshing new way.</p> <p>Our next study commenced in September and continues this year – Who Is Jesus? What a Difference a Lens Makes.</p>
<b>New Year Goals (List form)</b>	Continue to offer opportunities for Women of the Word to gather and study. Please consider joining us for this informal study time. Watch the monthly newsletters and bulletin announcements to see what we're studying each month. Contact Linda Rebuck at 610-613-6196 or <a href="mailto:linda.rebuck@gmail.com">linda.rebuck@gmail.com</a> for more information.

<b>Committee Name</b>	Prayer Shawl Ministry
<b>Purpose/Mission What the committee does?</b>	Provide comfort, support and encouragement to people in need. We support the congregation, and family and friends of the congregation and support groups. We knit and crochet prayer shawls, hats, scarves, baby hats and blankets and lap robes.
<b>Committee Chair</b>	Sandra Castaldi
<b>Committee Members</b>	Sandra Castaldi, Dianne Gillikin, Sally Grimm, Carol Hausman, Sueann Hregician, Shirley Rennolds, and Carol Schneck.
<b>Current Year Accomplishments</b>	<p>28 Prayer Shawls were given to members of the congregation, family members and friends of the congregation. Several were given to people outside of the area.</p> <p>10 Prayer Shawls were given to the Cancer Support Community of Greater Lehigh Valley in August.</p> <p>5 Scarves were sent to college students.</p> <p>31 Lap robes and an afghan were donated to "Project Warmth" in support of the Northern Lehigh Food Bank in November.</p> <p>35 Hats and scarves were donated to "Project Warmth" and the "In Gathering" in November and December.</p> <p>16 Baby Blankets were given to children who were baptized in the Church during the year.</p> <p>32 Baby hats were donated to the NCIU at Lehigh Valley Hospital.</p>
<b>New Year Goals</b>	<p>We will continue to crochet and knit prayer shawls, baby blankets, hats and scarves for the congregation and the community.</p> <p>We are always looking for areas to donate shawls and baby blankets.</p> <p>We gladly accept knitting yarn for our projects.</p> <p>We will continue to support the Social Ministries' special projects.</p>

<b>Committee Name</b>	Youth Group
<b>Purpose/Mission</b> <b>What the committee does?</b>	Faith, Fun with Friends, and Outreach
<b>Committee Chair</b>	Jen Bauer
<b>Council Liaison</b>	Pastor Camp
<b>Committee Members</b>	Jen Bauer, Bailey Miller, Joann Michael, Pastor Camp, Katie Stauter
<b>Current Year</b> <b>Accomplishments</b>	<p>Attended a Retreat at High Point Camp Feb. 3, 4 &amp; 5, 2023</p> <p>Delivered 40 Easter Baskets to the Children of Jerusalem House Ministries</p> <p>Handed out Easter Egg Hunt prizes</p> <p>Served as worship greeters and hosted coffee and conversation</p> <p>Youth Sunday May 7, 2023</p> <p>Organized a Fall mum fundraiser</p> <p>Participated in Trunk or Treat</p> <p>Volunteered to help hand out Baskets for The Basket social and assisted in the kitchen</p> <p>Held monthly Team Building events to prepare for the National Youth Gathering</p> <p>Delivered 100+ Christmas gifts to the children of The Jerusalem House Ministries</p> <p>Di Fiore Lunch as a group</p> <p>Organized a Coat Drive and delivered 50+ coats to the families at The Jerusalem House Ministries</p> <p>Christmas Party with games, 9 Square and Nativity Escape Room</p>
<b>New Year Goals</b>	<p>Shop and deliver Easter Baskets to the Children of The Jerusalem House Ministries</p> <p>Spaghetti Dinner Fundraiser March 23, 2024</p> <p>Youth Sunday April 14, 2024</p> <p>Host a Yard Sale and Food Truck Fundraiser May 4, 2024</p> <p>Send a group of 8 to the ELCA National Youth Gathering in New Orleans</p> <p>Shop and deliver Christmas Presents to the Children of The Jerusalem House Ministries</p> <p>Attend a retreat in early Spring 2024</p> <p>Game plan with Youth in Fall/Rally Day for the remainder of the 2024 year.</p>

<b>Committee Name</b>	Social Ministry
<b>Purpose/Mission What the committee does?</b>	Extend Christian compassion to persons in need. Provide and assist with missions that help to provide aid to individuals in our community near and far.
<b>Committee Chair</b>	Patty Hersh
<b>Council Liaison</b>	Sally Grim
<b>Committee Members</b>	Sarah Anderson, Dottie Bealer, Dana Busser, Sally Grim, Patty Hersh, Bonnie Krause, Robin Lynn, Joni Snyder
<b>Current Year Accomplishments (List form)</b>	<p><b>Food Banks we support monthly:</b>  Northern Lehigh Food Bank – food donations, fresh produce from Harvest Home and \$1,750.00 donated for holiday meat purchases and additional food needs.  Parkland Cares – monthly food donations and \$750.00 for additional food needs.</p> <p><b>Food Pantry we support daily</b> - Our Little Pantry at ULC  Over a 9 ½ month period, we have supplied Our Little Pantry with the following:</p> <div> <div> &gt;Soup/Chili/Ramen - 733  &gt;Fruit cups/cans - 197  &gt;Peanut Butter - 140  &gt;Pancake mix - 65  &gt;Pasta - 206  &gt;Hygiene products - 94 </div> <div> &gt;Canned Veg/Beans - 597  &gt;Canned Fish/Meat - 431  &gt;Canned Pasta - 344  &gt;Pancake syrup - 58  &gt;Jelly - 94 </div> <div> &gt;Spaghetti Sauce - 148  &gt;Mac &amp; Cheese - 388  &gt;Box Potato/Rice/Helper - 69  &gt;Granola/  &gt;Cereal - </div> </div> <p><b>Super Bowl Sunday Soup Collection</b> – 483 cans of soup donated by the congregation to benefit our Little Pantry, Parkland Cares and Northern Lehigh Food Bank.  Loud offering collected \$665.65 which was given to Parkland Cares and Northern Lehigh Food Bank.</p> <p><b>Homebound Members</b> – cookies were delivered to our homebound members.</p> <p><b>Lenten “Books Under the Cross”</b> – 146 bookmarks were sponsored at \$5.00 each. The proceeds enabled the kindergarten teachers at Luis Ramos Elementary School, Allentown to purchase Scholastic books and give to the students.</p> <p><b>Easter Bags</b> – \$880.00 in sponsors from our congregation. Fidgets and 150 Easter bags were distributed to Parkland Cares.</p> <p><b>Kids Packs</b> – 100 granola bars and 100 flavored powdered drink mixes for water bottles were donated to Northern Lehigh Food Bank</p> <p><b>School Supplies Collection</b> – collected school supplies donated by congregation, supplies were delivered to Northern Lehigh Food Bank in August.</p>



<b>Current Year Accomplishments</b>	<p><b>Birthday Bags</b> – donated to children at Ironton School that would qualify under the snack pack program. Three bags were donated in fall, each bag has supplies for a cake and “fun” items.</p> <p><b>College Care Packages</b> – mailed packages to five members currently in college. Packages included handmade scarves from Prayer Shawl group, snacks and school supplies.</p> <p><b>Trunk or Treat</b> – 300+ children attended. There were 19 trunks at the event.</p> <p><b>God’s Work, Our Hands</b> - three boxes of hygiene products were donated to Northern Lehigh Food Bank. Three fleece blankets were tied by congregation and donated to Ripple Community with the Ingathering donations.</p> <p><b>Project Warmth</b> – collected hats, scarves, socks, lap robes and blankets. Items were donated by the congregation, as well as handmade items (scarves, hats, lap robes, afghan) from the Prayer Shawl group. Three large boxes were donated to the Northern Lehigh Food Bank.</p> <p><b>Adopt-A-Family</b> – 86 gift tags were fulfilled by our congregation. Gifts were donated to clients of Northern Lehigh Food Bank and children living at Kids Peace</p> <p><b>Ingathering</b> – we were the host church for the event which included 16 additional Lutheran churches gathering at our location. Each church brought their donations of gifts and requested needs for Kidspeace, Ripple Community, Sayre Center, Gracedale, Rescue Mission and Kindness Project. The items were separated and distributed to the receiving organizations.</p> <p><b>Advent Food Collection Boxes</b> - 23 boxes of collected food were donated to the food banks/pantries we support.</p> <p>It has been a very busy year with many missions and we are extremely grateful to our very generous congregation. We couldn’t have done it without YOU! A big thank you to every member of this committee. It is a pleasure to work with each of you and together we have been able to provide successful missions that help our neighbors in need.</p>
<b>New Year Goals</b>	<p>Support Northern Lehigh Food Bank, Parkland Cares, and Our Little Pantry at ULC.</p> <p>Super Bowl Sunday Soup Collection</p> <p>Lenten mission – To be determined</p> <p>Birthday Bags – donated to children at Ironton School that would qualify under the snack pack program.</p> <p>College Care Packages</p> <p>Trunk or Treat</p> <p>God’s Work, Our Hands</p> <p>Adopt-A-Family</p> <p>Ingathering –</p> <p>Advent mission – To be determined</p> <p>Other missions as requests are made</p> <p>We will continue to review the needs of our community and add new missions and opportunities as needed.</p>

# Membership Data 2023

## Baptisms

3/12 Greyson Karl-Lee Kieffer

3/26 Elianna Saige Clifford

4/2 Everett Timothy Badesso

5/21 John Joel Semanchik

7/9 Amara Sage Battle

9/23 Stephen Negrón

9/23 Stacey Marie Negrón

9/23 Elaine Negrón

9/23 Bianca Rose Negrón

9/23 Steven Anthony Negrón

9/23 Amina Indigo Negrón

10/8 Eloise Catherine Steele

10/8 Adeline Marie Steele

10/29 Blake Nathan Daniel

12/10 Mason Cole Yerger

12/10 Carter Rhys Yerger

## First Communion 4/6/23

Claire Ellie Bleiler

Hunter Matthew George

Thomas John McGowan, III

## Confirmations 6/4/23

Rachel Arnold

Hunter Bucha

Rebekah Gottlieb

Aiden Roth

Ella Stauter

## New Members

3/19

Bill Casaceli

Tim and Debbie Holt

Michael and Carle Holdreidge

Minday and Emaline Lowe

Scott, Nicole, Eli, Abel and Isaac Perin

David and Carolyn Riddle

9/17

Ryan, Jessica and Cooper Christman

## Deaths

3/18 Karl Drumm

5/21 George J. Fredericks, Jr.

7/15/23 Cameron Olson

9/3 Frances Fogel

5/31 Alice M. Brooks

10/7 Kenneth R. Muth, Jr.

10/9 Joanna B. Maurer

12/8 Doris Reph

12/31 Annie M. Kern

## Requested Removal

Dennis and Andrea Shimer

Tom and Sally Crowe

Carole Hausman

**UNION EVANGELICAL LUTHERAN CHURCH**

**MINUTES OF CONGREGATIONAL MEETING**

**FEBRUARY 26, 2023**

Meeting was brought to order by Charlie Mosser at 9:46am

1. Approval of minutes from the December 11, 2022 meeting.
  - a. Motion to accept: 1. Bill Steele 2. Patti Hersh Motion carried.
2. Approval of 2023 budget report.
  - a. Budget is available on the church's website. Thank you, Cathy Shaffer, for a tremendous job. No questions to budget.
  - b. Motion to accept: 1. Patti Hoffman 2. Mike Busser Motion carried.
3. Review of 2022 & outlook for 2023
  - a. Even though 2022 ended in a deficit, it was still a very good year. Our attendance is up, even while other congregations are struggling with membership. We were able to continue our support to Parkland Cares, Northern Lehigh Food Bank, Jerusalem House, and our own Little Pantry. THANK YOU to the congregation for their support.
  - b. The deficit we are in is not currently breaking our back, thankfully, due to reserves, special gifts, and financial help from the government. However, our financial outlook is something to keep an eye on. Our reserves will not last forever, and the government help is over.
  - c. Challenge to the congregation: We are not looking to solve this issue in one year, but please sit down with your families and discuss what you can do to help keep our church running. Can you volunteer more? Can you be a greeter, usher, or communion assistant? Can you help our alter guild? Can you teach Sunday School? And yes, please prayerfully consider your donations. Can you give a bit more financially? Can you set up an automatic donation so that your giving is received even when you can't make it to the service? Thank you, again, for your support and prayerful considerations.
4. Open Discussion: None
5. Motion to adjourn the meeting: 1. Bill Steele 2. Jeff Sweigart Motion carried.

Respectfully submitted,

Valerie Snyder

Secretary for the Congregational Council

**UNION EVANGELICAL LUTHERAN CHURCH**

**CONGREGATIONAL MEETING MINUTES**

**DECEMBER 10, 2023**

**Called to order:** Meeting called to order by Congregational Council President, Charles Mosser, at 9:57am.

This meeting is a closed agenda with two items to be voted on:

1. Budget
2. Council nominations

**Budget:**

Proposed 2024 budget had been distributed via email and newsletter.

Floor was opened for questions and/or comments, of which there were none.

**Motion to accept the 2024 budget:** 1. Roy Bottjer 2. Sean Nickerson Motion approved.

**Council Nominations:**

Four terms are closing at the end of 2023.

Nominations for:

Rob Drews (2<sup>nd</sup> term)

Barbara Mahoney (2<sup>nd</sup> term)

Michael Busser (1<sup>st</sup> term)

Ryan Parker (1<sup>st</sup> term)

Floor was opened for any other nominations, of which there were none.

**Motion to accept the above nominations:** 1. Doug Kuhlman 2. Sean Nickerson Motion approved.

10am the meeting was adjourned.

Respectfully submitted,

Valerie Snyder

Congregational Council Secretary

Union Evangelical Lutheran Church  
**Consolidated Balance Sheet**  
12/31/2023 year end

<b>ASSETS</b>			
<b>CASH</b>			
Neffs National Bank		\$60,844.87	
<b>OTHER CASH</b>			
Petty Cash		30.00	
<b>SAVINGS ACCOUNT</b>			
Office Equipment Savings		3,681.66	
AV Equipment Escrow Savings		2,276.53	
Electronic Giving Savings		100.35	
Youth Ministries Savings		3,592.16	
Subtotal Savings Account		9,650.70	
Subtotal Cash		70,527.93	
	interest avail	balance	principle
<b>INVESTMENT ACCOUNTS</b>			
Youth Ministries CD	0.00	30,000.00	30000.00
Krause Disaster Res. CD	8,503.67	20,483.67	11980.00
Wilson & Emma Snyder CD	939.92	40,939.92	40000.00
Living Legacy CD	19,862.90	160,697.67	140834.77
Benevolent Endowment CD	3,983.92	23,983.92	20000.00
Lloyd Memorial CD	735.26	10,000.26	9265.00
Henry Scholarship CD	17,099.70	42,099.70	25000.00
Klotz Scholarship CD	1,518.62	71,518.62	70000.00
Stewardship Growth CD	-416.15	68,083.85	68500.00
Subtotal Investment Accounts		467,807.61	
<b>OTHER ASSETS</b>			
Equipment		30,227.06	
New Worship Facility		3,736,529.85	
Subtotal Other Assets		3,766,756.91	
<b>TOTAL ASSETS</b>		<b>\$4,305,090.09</b>	
<b>LIABILITIES</b>			
<b>PAYROLL TAXES PAYABLE</b>			
Fed Inc Tax Withholding		\$2,730.06	
FICA Withholding		375.10	
Medicare Tax Withholding		-670.40	
PA Income Tax Withholding		-1,561.02	
Parkland EIT Withholding		1,465.63	
Local Services Tax		-29.96	
AAL - 403(b)		-2,412.43	
Pension Contribution		-1,439.70	
Medical Care FSA		0.48	
Supp Life Insur.-taxable		-3.19	
Subtotal Payroll Taxes Payable		-1,545.43	
<b>TOTAL LIABILITIES</b>		<b>-1,545.43</b>	
<b>FUND BALANCE</b>			
Fund Balance		\$2,277,986.19	
Beginning Balance		405,333.39	
Transfers In (Out)		1,626,420.75	
Subtotal Fund Balance		4,309,740.33	
Transfers In (Out)		-3,104.81	
<b>TOTAL FUND BALANCE</b>		<b>4,306,635.52</b>	
<b>TOTAL LIABILITIES AND FUND BALANCE</b>		<b>\$4,305,090.09</b>	

Union Evangelical Lutheran Church  
**Income and Expense Statement**  
GENERAL FUND  
For the Year Ended December 31, 2023

	Current Period
<b>INCOME</b>	
<b>CONTRIBUTIONS</b>	
UNRESTRICTED	\$317,484.71
DESIGNATED GIFTS	19,380.41
Subtotal Contributions	336,865.12
INVESTMENT INCOME	102.36
<b>TOTAL INCOME</b>	<b>336,967.48</b>
<b>EXPENSES</b>	
<b>PERSONNEL</b>	
SALARIES	\$159,527.65
BENEFITS	80,132.36
MISCELLANEOUS PERSONNEL	13,817.04
Subtotal Personnel	253,477.05
<b>GENERAL &amp; ADMINISTRATIVE</b>	
OFFICE EXPENSES	15,323.60
PROPERTY	54,150.21
Subtotal General & Administrative	69,473.81
BENEVOLENCE/MISSION	10,350.00
<b>PROGRAMMING &amp; COMMITTEES</b>	
COMMUNICATION	14.95
EDUCATION	2,140.79
CHRISTIAN LIFE	416.29
FELLOWSHIP	813.77
SOCIAL MINISTRY	2,277.62
SYNOD ASSEMBLY DELEGATES	150.00
WORSHIP/MUSIC	10,149.64
YOUTH MINISTRY	4,208.91
CONTINGENCY FUND	205.76
Subtotal Programming & Committees	20,377.73
PAYMENTS-DESIGNATED GIFTS	9,865.32
MISCELLANEOUS	-4,513.38
<b>TOTAL EXPENSES</b>	<b>359,030.53</b>
<b>EXCESS INCOME/EXPENSES</b>	<b>-\$22,063.05</b>

Union Evangelical Lutheran Church  
**Income and Expense Statement**  
 GENERAL FUND  
 For the Year Ended December 31, 2023

Page: 1

	Current Period	Annual Budget	Annual Budget Differ.
<b>INCOME</b>			
<b>CONTRIBUTIONS</b>			
<b>UNRESTRICTED</b>			
Weekly Envelope Offering	\$291,527.02		
General Basket Offering	7,306.69		
Communion Offering	1,803.00		
Initial Offering	375.00		
Lenten Offering	1,397.00		
Ash Wednesday	420.00		
Easter	3,676.00		
Christmas	10,316.00		
Good Friday	501.00		
Maundy Thursday	163.00		
Subtotal Unrestricted	317,484.71		
<b>DESIGNATED GIFTS</b>			
Bulletin Sponsors	593.96		
Flower Sponsors	2,505.74		
Poinsettias	416.98		
Sunday Church School	218.03		
Use of Family Life Center	7,450.00		
Easter Flowers	229.63		
Sacred Voices	5,645.39		
Hearts For Music	2,220.68		
Youth Ministries Savings	100.00		
Subtotal Designated Gifts	19,380.41		
Subtotal Contributions	336,865.12		
<b>EQUITY</b>			
<b>INVESTMENT INCOME</b>			
Checking Account Interest	72.73		
Office Equip. Savings Interest	12.50		
AV Equipment Savings Interest	7.97		
Electronic Giving Savings Interest	0.35		
Youth Ministries Savings Interest	8.81		
Subtotal Equity	102.36		
<b>TOTAL INCOME</b>	<b>336,967.48</b>		
<b>EXPENSES</b>			
<b>PERSONNEL</b>			
<b>SALARIES</b>			
Pastor's Salary	\$42,084.27	\$42,084.27	\$0.00
Director of Music Min.	34,646.64	34,646.63	-0.01
Treasurer	13,025.33	19,052.28	6,026.95
Communication Spec. Sal.	36,564.56	34,444.80	-2,119.76
Sexton	13,226.85	15,553.98	2,327.13
Faith Form. Coordinator	19,980.00	24,219.00	4,239.00
Subtotal Salaries	159,527.65	170,000.96	10,473.31

Union Evangelical Lutheran Church  
**Income and Expense Statement**  
 GENERAL FUND  
 For the Year Ended December 31, 2023

Page: 2

	Current Period	Annual Budget	Annual Budget Differ.
<b>BENEFITS</b>			
Pastor's Housing	26,000.00	26,000.00	0.00
Pastor's Social Security	4,999.92	5,000.00	0.08
Staff's Auto Reimbursement	0.00	500.00	500.00
Pastor's Pension	49,132.44	49,132.44	0.00
Subtotal Benefits	80,132.36	80,632.44	500.08
<b>MISCELLANEOUS PERSONNEL</b>			
Supply Organists	0.00	800.00	800.00
Retirement	4,140.27	4,663.50	523.23
Workmen's Compensation	433.50	500.00	66.50
Soc.Sec./Med. Tax Payment	9,043.27	10,247.74	1,204.47
Supply Pastor	200.00	1,400.00	1,200.00
Subtotal Miscellaneous Personnel	13,817.04	17,611.24	3,794.20
Subtotal Personnel	253,477.05	268,244.64	14,767.59
<b>GENERAL &amp; ADMINISTRATIVE</b>			
<b>OFFICE EXPENSES</b>			
Equipment Maintenance	4,525.07	4,400.00	-125.07
Telephone	1,810.31	2,000.00	189.69
Computer support	3,201.57	4,200.00	998.43
Supplies	3,594.79	5,000.00	1,405.21
Postage	962.91	1,500.00	537.09
Office Equipment Escrow	500.00	500.00	0.00
Administrative Fees	728.95	900.00	171.05
Subtotal Office Expenses	15,323.60	18,500.00	3,176.40
<b>PROPERTY</b>			
Bd. of Gov.- Union Church	900.00	900.00	0.00
Property Tax on Land	18.33	20.00	1.67
Insurance	10,563.00	8,029.00	-2,534.00
Electric/Heat	25,784.74	20,000.00	-5,784.74
Janitorial Supplies	1,891.77	2,000.00	108.23
Water	662.96	500.00	-162.96
Maintenance Equipment	371.17	125.00	-246.17
Repairs & Maintenance	2,151.40	8,000.00	5,848.60
Snow Plowing & Removal	2,125.00	9,000.00	6,875.00
Lawn Care Supplies	5,355.00	6,000.00	645.00
Propane Fuel	1,416.74	1,500.00	83.26
Elevator Inspection	1,390.67	900.00	-490.67
Fire Extinguisher Inspect	55.00	100.00	45.00
Hood Suppression Inspect.	0.00	450.00	450.00
Alarm Service	1,464.43	1,400.00	-64.43
Subtotal Property	54,150.21	58,924.00	4,773.79
Subtotal General & Administrative	69,473.81	77,424.00	7,950.19
<b>BENEVOLENCE/MISSION</b>			
Synod Monthly Support	10,000.00	10,000.00	0.00
Lutheran Inst/Agency Support	0.00	1,000.00	1,000.00
LV Conference of Churches	250.00	250.00	0.00
Neffs Fire Company	100.00	100.00	0.00
23			
Subtotal Benevolence/mission	10,350.00	11,350.00	1,000.00

Union Evangelical Lutheran Church  
**Income and Expense Statement**  
 GENERAL FUND  
 For the Year Ended December 31, 2023

Page: 3

	Current Period	Annual Budget	Annual Budget Differ.
PROGRAMMING & COMMITTEES			
COMMUNICATION			
Website fees	14.95	300.00	285.05
EDUCATION			
VACATION BIBLE SCHOOL			
VBS	1,537.80	1,400.00	-137.80
SUNDAY CHURCH SCHOOL			
Sunday School/Happy Hour	589.99	1,600.00	1,010.01
Child Protection Policy	13.00	200.00	187.00
CAT. CLASS			
Cat Class Support	0.00	1,650.00	1,650.00
First Communion	0.00	100.00	100.00
Subtotal Education	2,140.79	4,950.00	2,809.21
CHRISTIAN LIFE			
Program	135.49	175.00	39.51
Advertising	280.80	350.00	69.20
Subtotal Christian Life	416.29	525.00	108.71
FELLOWSHIP			
Events	620.80	1,150.00	529.20
Hospitality-Kitchen Sup.	192.97	900.00	707.03
Subtotal Fellowship	813.77	2,050.00	1,236.23
SOCIAL MINISTRY			
Trunk or Treat	353.68	250.00	-103.68
Homebound Gifts	177.50	112.50	-65.00
Program Support	281.44	90.00	-191.44
Pastor's Discretionary Fd	900.00	450.00	-450.00
Parish Nurses	0.00	112.50	112.50
Grief Ministry	0.00	135.00	135.00
AED/CPR Train. & Supplies	205.00	180.00	-25.00
Card Ministry	360.00	350.00	-10.00
Subtotal Social Ministry	2,277.62	1,680.00	-597.62
SYNOD ASSEMBLY DELEGATES			
Delegate Registration	150.00	600.00	450.00
WORSHIP/MUSIC			
Choral Music Supplies	876.28	2,000.00	1,123.72
Altar Supplies	4,754.00	3,000.00	-1,754.00
Copyrights	2,201.02	1,750.00	-451.02
Worship Resources	76.39	150.00	73.61
Seasonal Worship Services	377.09	650.00	272.91
Piano Tuning	820.00	625.00	-195.00
Devotionals	449.00	350.00	-99.00
Seasonal Advertisements	0.00	300.00	300.00
AV Equipment Repair	345.86	500.00	154.14
AV Equipment Escrow	250.00	250.00	0.00
Bell Repair	0.00	500.00	500.00
Subtotal Worship/music	10,149.64	10,075.00	-74.64



Union Evangelical Lutheran Church  
**Income and Expense Statement**  
 GENERAL FUND  
 For the Year Ended December 31, 2023

Page: 4

	Current Period	Annual Budget	Annual Budget Differ.
YOUTH MINISTRY	4,208.91	4,100.00	-108.91
Senior/Elementary Youth			
CONTINGENCY FUND	205.76	500.00	294.24
Payments			
	20,377.73	24,780.00	4,402.27
Subtotal Programming & Committees			
	353,678.59		
TOTAL BUDGETED EXPENSES			
PAYMENTS-DESIGNATED GIFTS	139.00		
Bulletins	3,251.37		
Flowers	500.00		
Poinsettias	4,154.27		
Sacred Voices	1,820.68		
Hearts For Music			
	9,865.32		
Subtotal Payments-designated Gifts			
MISCELLANEOUS	-4,513.38		
Miscellaneous			
	359,030.53		
TOTAL EXPENSES			
	-\$22,063.05		
EXCESS INCOME/EXPENSES			

**Union Evangelical Lutheran Church**  
 Unrestricted General Fund Giving  
 For the Year Ended December 31, 2023

		2023		2022	Change (\$)	% + (-)
January	5	23,965.81	5	21,395.33		
February	4	22,070.75	4	18,933.05		
March	4	33,310.91	4	23,376.47		
April	4	27,811.72	4	28,822.40		
May	5	22,916.72	5	26,542.25		
June	4	22,059.15	4	21,281.28		
July	5	27,706.12	5	26,559.69		
August	4	21,178.43	4	23,942.16		
September	4	21,412.08	4	19,334.63		
October	5	24,261.80	5	23,750.10		
November	4	22,902.73	4	27,828.84		
December	5	47,888.49	4	39,297.81		
Year-to-Date	<b>53</b>	<b>317,484.71</b>	<b>52</b>	<b>301,064.01</b>	16,734.63	5.60%
Total Budget for Unrestricted Giving		381,798.64		375,253.65		
YTD as % of Budget		83.16%		80.23%		

2024 Budget Union Lutheran (Approved by Congregation 12-10-23)	2022 Actual	2023 Budget	2023 Actual thru 10/31/2023	Final 2024 Budget	Comments
<b>INCOME:</b>					
UNRESTRICTED GENERAL FUND GIVING:	318,355.08	315,000.00	246,693.49	320,000.00	
GENERAL FUND RESERVES		20,000.00		20,000.00	
OTHER INCOME			16,465.66		
<b>ANTICIPATED DEFICIT</b>		<b>46,798.64</b>		<b>26,171.98</b>	
<b>TOTAL INCOME</b>	<b>318,355.08</b>	<b>381,798.64</b>	<b>263,159.15</b>	<b>366,171.98</b>	
<b>EXPENSES:</b>					
<b>BENEVOLENCE</b>					
ELCA/SYNOD MISSION SUPPORT	10,000.00	10,000.00	8,333.30	8,000.00	
LUTHERAN INSTITUTION/AGENCY	1,000.00	1,000.00	-	-	
LC CONFERENCE OF CHURCHES	250.00	250.00	-	-	
NEFFS FIRE COMPANY	100.00	100.00	100.00	100.00	
BOARD OF GOVERNORS - UNION CHURCH	800.00	900.00	900.00	1,000.00	
<b>TOTAL BENEVOLENCE &amp; MISSION GIVING</b>	<b>12,150.00</b>	<b>12,250.00</b>	<b>9,333.30</b>	<b>9,100.00</b>	
<b>PERSONNEL</b>					
<b>PASTOR'S COMPENSATION PACKAGE</b>					
DEFINED COMPENSATION	71,959.48	73,084.27	60,903.40	74,136.38	Defined compensation for the Pastor includes the base salary; a housing allowance and a Social Security allowance.
BOARD OF PENSIONS - PENSION, DISABILITY, HEALTH INSURANCE, ETC.	47,017.39	49,132.44	40,943.70	50,377.68	
<b>TOTAL PASTOR'S COMPENSATION PACKAGE</b>	<b>118,976.87</b>	<b>122,216.71</b>	<b>101,847.10</b>	<b>124,514.06</b>	
<b>DIRECTOR OF MUSIC</b>	<b>33,475.00</b>	<b>34,646.63</b>	<b>28,872.20</b>	<b>35,512.80</b>	
<b>TREASURER</b>	<b>29,496.15</b>	<b>19,052.28</b>	<b>10,521.26</b>	<b>15,600.00</b>	
<b>SEXTON</b>	<b>15,028.00</b>	<b>15,553.98</b>	<b>12,987.45</b>	<b>19,500.00</b>	reflects hourly wage increase
<b>COMMUNICATION SPECIALIST</b>	<b>34,440.00</b>	<b>34,444.80</b>	<b>29,985.05</b>	<b>35,305.92</b>	*All staff received a 2.5% salary increase based on a cost of living increase (COLA).
<b>FAITH FORMATION COORDINATOR</b>	<b>3,141.00</b>	<b>24,219.00</b>	<b>16,416.00</b>	<b>23,985.00</b>	
<b>RETIREMENT</b>	<b>3,662.43</b>	<b>4,663.50</b>	<b>3,495.92</b>	<b>4,719.55</b>	5% pension contribution of the gross income for the Faith Formation Coordinator, Communication Sp., Sexton, Treasurer.
<b>BENEFITS</b>					
PASTOR'S CONTINUING EDUCATION		-	-	-	\$600 funded by Living Legacy Fund - Staff Development interest
DIRECTOR OF MUSIC MINISTRIES CONTINUING EDUCATION		-	-	-	\$500 funded by Living Legacy Fund - Staff Development interest
<b>TOTAL BENEFITS</b>		<b>-</b>	<b>-</b>	<b>-</b>	
<b>MISCELLANEOUS PERSONNEL EXPENSES</b>					
SUPPLY PASTORS	550.00	1,400.00	200.00	-	\$1400 Fund from Living Legacy Fund - Staff Development interest
SUPPLY ORGANISTS		800.00	-	-	\$800 Fund from Living Legacy Fund - Staff Development interest
WORKMAN'S COMPENSATION	225.75	500.00	433.50	500.00	
SOCIAL SECURITY PAYMENTS	9,333.86	10,247.74	7,556.77	9,937.64	
STAFF'S AUTO REIMBURSEMENT		500.00	-	-	\$500 Fund from Living Legacy Fund - Staff Development interest
PASTOR'S CONFERENCE FEES		-	-	-	
<b>TOTAL MISCELLANEOUS PERSONNEL EXPENSES</b>	<b>10,109.61</b>	<b>13,447.74</b>	<b>8,190.27</b>	<b>10,437.64</b>	
<b>TOTAL COMPENSATION &amp; BENEFITS</b>	<b>248,329.06</b>	<b>268,244.64</b>	<b>212,315.25</b>	<b>269,574.97</b>	

2024 Budget Union Lutheran (Approved by Congregation 12-10-23)	2022 Actual	2023 Budget	2023 Actual thru 10/31/2023	Final 2024 Budget	Comments
<b>OFFICE MANAGEMENT</b>					
EQUIPMENT MAINTENANCE	4,248.89	4,400.00	3,864.46	4,400.00	
SUPPLIES	2,694.54	5,000.00	2,621.33	3,500.00	
POSTAGE	945.91	1,500.00	683.26	1,000.00	
OFFICE EQUIPMENT ESCROW	500.00	500.00	-	500.00	
TELEPHONE & INTERNET	1,813.56	2,000.00	1,673.40	1,800.00	
ADMINISTRATIVE FEES	706.53	900.00	611.96	800.00	
COMPUTER SUPPORT/HARDWARE/SOFTWARE	2,582.51	4,200.00	2,016.06	2,800.00	
<b>TOTAL OFFICE MANAGEMENT</b>	<b>13,491.94</b>	<b>18,500.00</b>	<b>11,470.47</b>	<b>14,800.00</b>	
<b>PROPERTY</b>					
INSURANCE	10,052.50	8,029.00	7,865.25	9,968.00	
PROPERTY TAX	17.97	20.00	18.33	20.00	
ELECTRIC/HEAT	24,065.01	20,000.00	22,641.82	25,000.00	attempt to lower from 2023 with rate decrease and thermostat control
PROPANE FUEL	1,538.45	1,500.00	908.38	1,500.00	
SUPPLIES/JANITORIAL	1,750.69	2,000.00	1,377.29	1,800.00	
WATER	494.12	500.00	662.96	764.06	
MAINTENANCE EQUIPMENT	-	125.00	371.17	-	
MAINTENANCE/REPAIRS	2,418.65	8,000.00	1,839.60	3,500.00	
SNOW PLOWING & SALTING	11,180.00	9,000.00	2,125.00	7,000.00	
LAWN CARE/MOWING/MULCHING/TREE REMOVAL	3,920.00	6,000.00	4,575.00	5,000.00	
ELEVATOR INSPECTION	130.00	900.00	1,390.67	900.00	
FIRE EXTINGUISHER INSPECTION	52.50	100.00	55.00	100.00	
HOOD SUPPRESSION INSPECTION	365.40	450.00	-	450.00	
ALARM MONITORING	1,139.88	1,400.00	769.41	1,400.00	
<b>TOTAL PROPERTY</b>	<b>57,125.17</b>	<b>58,024.00</b>	<b>44,599.88</b>	<b>57,402.06</b>	
<b>TOTAL GENERAL &amp; ADMINISTRATIVE</b>	<b>70,617.11</b>	<b>76,524.00</b>	<b>56,070.35</b>	<b>72,202.06</b>	
<b>EDUCATION COMMITTEE</b>					
VACATION BIBLE SCHOOL	611.88	1,400.00	1,227.81	1,400.00	
SUNDAY CHURCH SCHOOL	584.29	1,600.00	544.52	700.00	
CHILD PROTECTION POLICY	48.00	200.00	13.00	100.00	
CAT CLASS	123.58	1,650.00	-	500.00	
FIRST COMMUNION		100.00	-	100.00	
<b>TOTAL EDUCATION COMMITTEE</b>	<b>1,367.75</b>	<b>4,950.00</b>	<b>1,785.33</b>	<b>2,800.00</b>	
<b>CHRISTIAN LIFE COMMITTEE</b>					
PROGRAMS	(320.00)	175.00	135.49	175.00	
JOYFUL MOMENTS		-	-	250.00	
ADVERTISING (Parkland Press)	433.50	350.00	257.76	350.00	
<b>TOTAL CHRISTIAN LIFE COMMITTEE</b>	<b>113.50</b>	<b>525.00</b>	<b>393.25</b>	<b>775.00</b>	
<b>FELLOWSHIP COMMITTEE</b>					
FELLOWSHIP COMMITTEE EVENTS	189.26	1,150.00	354.34	950.00	
HOSPITALITY/KITCHEN SUPPLIES	197.80	900.00	344.72	700.00	
<b>TOTAL FELLOWSHIP COMMITTEE</b>	<b>387.06</b>	<b>2,050.00</b>	<b>699.06</b>	<b>1,650.00</b>	

2024 Budget Union Lutheran (Approved by Congregation 12-10-23)	2022 Actual		2023 Budget	2023 Actual thru 10/31/2023	Final 2024 Budget	Comments
<b>STAFF SUPPORT</b>			-		-	
<b>SOCIAL MINISTRY COMMITTEE</b>						
FLOWERS/GIFTS FOR HOMEBOUND	139.01		112.50	177.50	200.00	
PROGRAM SUPPORT	304.69		90.00	244.44	300.00	
PASTORS' DISCRETIONARY FUND			450.00	900.00	450.00	
PARISH NURSES			112.50	-	-	
GRIEF MINISTRY			135.00	-	-	
AED/CPR TRAINING & SUPPLIES			180.00	205.00	180.00	
TRUNK OR TREAT	292.77		250.00	307.70	300.00	
CARD MINISTRY	413.85		350.00	360.00	500.00	
<b>TOTAL SOCIAL MINISTRY COMMITTEE</b>	<b>1,150.32</b>		<b>1,680.00</b>	<b>2,194.64</b>	<b>1,930.00</b>	
<b>CHRISTIAN STEWARDSHIP COMMITTEE</b>						
ENVELOPES			-	-	-	\$2000 funded by Living Legacy Fund - mission interest
<b>TOTAL CHRISTIAN STEWARDSHIP COMMITTEE</b>			-	-	-	
<b>TOTAL SYNOD ASSEMBLY DELEGATES</b>	<b>198.00</b>		<b>600.00</b>	<b>150.00</b>	<b>150.00</b>	
<b>COMMUNICATIONS COMMITTEE</b>						
WEBSITE FEES	14.95		300.00	14.95	14.95	
<b>TOTAL COMMUNICATIONS COMMITTEE</b>	<b>14.95</b>		<b>300.00</b>	<b>14.95</b>	<b>14.95</b>	
<b>WORSHIP/MUSIC COMMITTEE</b>						
CHORAL MUSIC SUPPLIES			2,000.00	876.28	-	\$2000 Fund from Living Legacy Music Ministries
ALTAR SUPPLIES	2,278.57		3,000.00	3,049.24	3,000.00	
COPYRIGHTS	1,858.55		1,750.00	2,201.02	2,500.00	
WORSHIP RESOURCES	141.08		150.00	72.03	150.00	
SEASONAL WORSHIP SERVICES	764.32		650.00	192.43	500.00	
DEVOTIONALS	350.00		350.00	337.50	350.00	
SEASONAL ADVERTISEMENTS	-		300.00	-	-	
A/V EQUIPMENT REPAIR	106.97		500.00	260.70	350.00	
A/V EQUIPMENT ESCROW			250.00	-	-	
BELL REPAIR			500.00	-	-	\$250 Fund from Living Legacy Music Ministries
DECORATIONS					-	\$400 Fund from Living Legacy Music Ministries
PIANO TUNING	740.00		625.00	560.00	625.00	
<b>TOTAL WORSHIP/MUSIC COMMITTEE</b>	<b>6,239.49</b>		<b>10,075.00</b>	<b>7,549.20</b>	<b>7,475.00</b>	
<b>YOUTH MINISTRY</b>						
ELEMENTARY YOUTH GROUP			-	-	-	
SENIOR/JUNIOR YOUTH	3,754.29		4,100.00	1,489.88	-	\$2500 Fund from Youth Ministries CD & Savings
<b>TOTAL YOUTH MINISTRY</b>	<b>3,754.29</b>		<b>4,100.00</b>	<b>1,489.88</b>	<b>-</b>	
<b>CONTINGENCY FUND</b>						
PAYMENTS	165.40		500.00	354.76	500.00	
<b>TOTAL CONTINGENCY FUND</b>	<b>165.40</b>		<b>500.00</b>	<b>354.76</b>	<b>500.00</b>	
<b>TOTAL PROGRAMMING &amp; COMMITTEES</b>	<b>13,390.76</b>		<b>24,780.00</b>	<b>14,631.07</b>	<b>15,294.95</b>	
<b>MORTGAGE</b>			-	-	-	
<b>TOTAL BUDGETED EXPENSES</b>	<b>344,486.93</b>		<b>381,798.64</b>	<b>292,349.97</b>	<b>366,171.98</b>	



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Staff	
<b>Pastor</b>	The Rev. Gordon A. Camp
	<a href="mailto:pastor@ulclv.org">pastor@ulclv.org</a>
	Cell 610-554-8061
<b>Pastor Emeritus</b>	The Rev. Dennis W. Moore
<b>Treasurer</b>	Cathy C. Shaffer
<b>Director of Music</b>	Susan Frickert
<b>Communications Specialist</b>	Katie Stauter
<b>Faith Formation Coordinator</b>	Joshua Dietz
<b>Sexton</b>	Terry Hoffman
<b>Parish Nurses</b>	Dorothy Bealer
	Jane Borbe

***"Our Mission is to follow Jesus and serve as He would."***