



2016 ANNUAL REPORT

FIRST EVANGELICAL LUTHERAN CHURCH

GREENSBURG, PENNSYLVANIA

FIRST EVANGELICAL LUTHERAN CHURCH
246 South Main Street

Greensburg, Pennsylvania

ANNUAL REPORT - 2016

SUNDAY, JANUARY 22, 2017

ORDER OF BUSINESS

Devotions

Minutes

Treasurer's Report

Financial Secretary's Report

Trust and Building & Repair Fund Reports

Pastor's Report

Music Director's Report

President's Report

Report of the Committees of Council

Report of the Audit Committee

Approve the 2017 Budget

Election of Trustees

Report of Nominating Committee and Election

Old Business

New Business

Adjournment

Benediction

Note: Members having questions regarding this report are encouraged to submit them in advance to the church office so that the appropriate persons or committees will be prepared with responses at the meeting. All other questions that arise in the course of our time together that cannot be answered at the meeting will receive a response as soon as possible.

ANNUAL CONGREGATIONAL MEETING

Sunday, January 24, 2016

Council President Rebecca Brunetta called the meeting to order at 12:30 PM. Marvin Huls and Rebecca Brunetta led the opening devotions by leading the Congregation in the Doxology. As there were not enough members present to constitute a quorum, all voting was postponed to the end of the 8:15 service and the beginning of the 10:45 service on January 31, 2016.

Minutes from the 2015 annual meeting were presented on pages 3 & 4 of the annual report.

Minutes from 3 additional congregational meetings held in 2015 on April 26, November 8, and November 22, 2015 were presented.

The Treasurer's Report was presented. Dave Cobb offered thanks for the job that Patty Sias does in preparing the paperwork for our budget and the monthly Council meetings. Dr. Cobb also stated that the chair of the Finance Activation Team, Don Long, will be stepping down from his posts as Trustee and chair of the Finance Activation Team, effective December 31, 2016. We will need to find a suitable replacement for both positions.

The Financial Secretary's report was presented.

The Trust and Building and Repair Fund reports were presented on pages 11-14 of the 2015 Annual Report. Rebecca Brunetta commented on the Outreach Ministry opportunities that First Evangelical Lutheran Church can provide to organizations in our community, as well as the world, due to the abundance received from past benefactors. Shirley Huls offered extra thanks concerning the Gift to Lutheran World Relief for the Quilt and Kit Shipping Fund for our quilts and the school kits we sent out this year. For this donation, we were allotted two bricks with our congregations name on them at the headquarters for worldwide shipping.

Pastor Jerry's written report was presented by Rebecca Brunetta, in his absence.

Director of Music, Marvin Huls, presented his report. Marvin added a statement about our glass being half-full, rather than half-empty. He also commented about the group of Duquesne University basketball players who pitched-in to help feed many of those stranded on the PA Turnpike. He also commented on how a few of those stranded prepared an Ice-Altar and held a Catholic mass alongside the turnpike. He pulled those experiences together with our experience this morning of many people pulling together to assure First Evangelical Lutheran Church's services went off without a hitch this morning.

Reports from the following council activation teams were presented: Christian Education, Evangelism, Fellowship, Personnel, Property, Social Ministry, IT, Worship and Music, Youth Ministry and Pre-school. No extra comments were heard, except praise for Jaison's work this morning to clear the snow and ice from the church's sidewalks, parking lot and the alley in the back of the church. The church's sidewalks were the best in Westmoreland County this morning.

The President's Report was presented, with one addition by Rebecca, thanking the Fellowship Activation Team for the great meal and their generous service to our congregation over the past year.

The Audit Team will be meeting to finalize their Audit next month. The results will be reported to the Finance Activation Team and then reported to Council. Dan Lucas is the chairperson of the Audit Team.

The 2016 budget was reviewed by Congregational Council and recommended for approval.

The congregational Council nominated Don Long, Malcolm Sias and Dave Cobb to serve as Trustees for the 2016 year, in accordance with the Trust Agreement.

The Nominating Committee (people who select new members of Council) consists of 5 members (2 members of Council and 3 members from the congregation). The Congregational Council has recommended that Rebecca Brunetta and Bob Errett (Council representatives) and three Congregation members yet to be announced, serve as the 2016 Nominating Activation Team.

There was no old business.

There was no new business.

Rebecca Brunetta dismissed the annual meeting at 12:40 PM. The Annual Business of the church: approval of the budget, election of Trustees, approval of minutes, treasurer's reports, Trustee's reports, the Financial Secretary's report, and the election of the Nominating Activation Team will be conducted at the end of the 8:15 AM service and the beginning of the 10:45 AM service on January 31, 2016.

Respectfully Submitted,

Bob Errett, Church Council Secretary

ANNUAL CONGREGATIONAL MEETING

Sunday, February 14, 2016

1st service

Council President Rebecca Brunetta called the meeting to order at the end of the 8:15 service.

Minutes from the 2015 annual meeting were presented on pages 3 & 4 of the annual report. Minutes from 3 additional congregational meetings held in 2015 on April 26, November 8, and November 22, 2015 were presented. A motion was made by Mark Barnhart and seconded by David Delisi to accept the minutes of all of the congregational meetings of 2015, as written. Motion passed.

The Treasurer's Report for 2015 was presented. A motion was made by Mark Barnhart and seconded by David Delisi to accept the Treasurer's Report, as written. Motion passed.

The Financial Secretary's Report for 2015 was presented. A motion was made by Mark Barnhart and seconded by David Delisi to accept the Financial Secretary's Report, as written. Motion passed.

The 2016 budget was reviewed by Congregational Council and recommended for approval. A motion was made by Mark Barnhart and seconded by Becky Blank to approve the budget for 2016. Motion passed.

The congregational Council nominated Don Long, Malcolm Sias and Dave Cobb to serve as Trustees for the 2016 year, in accordance with the Trust Agreement. A motion was made by Kim Hahn and seconded by Mark Barnhart to approve these nominations as Trustees for the 2016 term. Motion passed.

The Nominating Committee (people who select new members of Council) consists of 5 members (2 members of Council and 3 members from the congregation). The Congregational Council has recommended that Rebecca Brunetta and Bob Errett (Council representatives) and Beth Giglio, Rocco Marusko and Kip Boggs (Congregation members) to serve on the Nominating Activation Team. A motion was made by David Delisi and seconded by Becky Blank to approve these nominations to the Nominating Activation Team. Motion passed.

Rebecca Brunetta set-aside this meeting until the beginning of the 10:45 service.

Respectfully Submitted,

Bob Errett, Church Council Secretary

ANNUAL CONGREGATIONAL MEETING

Sunday, February 14, 2016

2nd service

Council President Rebecca Brunetta called the meeting to order at the beginning of the 10:45 service.

Minutes from the 2015 annual meeting were presented on pages 3 & 4 of the annual report. Minutes from 3 additional congregational meetings held in 2015 on April 26, November 8, and November 22, 2015 were presented. A motion was made by Daniel Lucas and seconded by Robert Strickland to accept the minutes of all of the congregational meetings of 2015, as written. Motion passed.

The Treasurer's Report for 2015 was presented. A motion was made by Shirley Huls and seconded by Rocco Marusko to accept the Treasurer's Report, as written. Motion passed.

The Financial Secretary's Report for 2015 was presented. A motion was made by Ronald Lambie and seconded by Babs Pascarella to accept the Financial Secretary's Report, as written. Motion passed.

The 2016 budget was reviewed by Congregational Council and recommended for approval. A motion was made by Babs Pascarella and seconded by Al Leopold to approve the budget for 2016. Motion passed.

The congregational Council nominated Don Long, Malcolm Sias and Dave Cobb to serve as Trustees for the 2016 year, in accordance with the Trust Agreement. A motion was made by Merle Baker and seconded by Sue Baker to approve these nominations as Trustees for the 2016 term. Motion passed.

The Nominating Committee (people who select new members of Council) consists of 5 members (2 members of Council and 3 members from the congregation). The Congregational Council has recommended that Rebecca Brunetta and Bob Errett (Council representatives) and Beth Giglio, Rocco Marusko and Kip Boggs (Congregation members) to serve on the Nominating Activation Team. A motion was made by Robert Strickland and seconded by Babs Pascarella to approve these nominations to the Nominating Activation Team. Motion passed.

A motion was made by Marvin Huls and seconded by Sue Baker to adjourn this Congregational meeting. Motion passed. The service began.

Respectfully Submitted,

Bob Errett, Church Council Secretary

CONGREGATIONAL MEETING

November 6, 2016

A meeting was called to order by Church Council Vice President, Bobbie Laciak, at the beginning of the 8:15 AM worship service. The purpose of this meeting was to receive nominations for Council seats that will become vacant at the end of 2016. There are 7 openings: 4 3-year terms, 2 1-year terms and one 2-year term. The Nominating Activation Team placed the following names into nomination: Bob Errett, Rebecca Brunetta, Jeanne Kiss, Cindy Black, Kim von Schlichten, Lisa Moore, and Amy Schultz. Nominations from the floor were opened and none were received. Vice President Bobbie Laciak then recessed the meeting until the beginning of the 10:45 AM service.

At the beginning of the 10:45 AM service, the Congregational Meeting was reconvened. Vice President Bobbie Laciak read the names of the nominees and opened the floor to nominations. None were received. A motion was made by Marvin Huls to close the nominations. It was seconded by David von Schlichten. Motion was approved. A motion was made by Bob Errett to adjourn the meeting. It was seconded by David von Schlichten. Motion approved.

CONGREGATIONAL MEETING

November 20, 2016

A meeting was called to order by Council President, Rebecca Brunetta, at the beginning of the 8:15 AM worship service. The purpose of the meeting was to elect the nominees for Council seats that will become vacant at the end of 2016. The seven openings include four 3-year terms, one 2-year term and two 1-year terms. The nominations approved by Church Council were Bob Errett, Rebecca Brunetta, Jeanne Kiss and Cindy Black for 3-year terms; Lisa Moore for the two-year term; and Kim von Schlichten and Amy Schultz for 1-year terms. A motion was made by David Cobb to elect the nominees to Church Council. It was seconded by Brian Erdman. Motion approved. The meeting was recessed until the 10:45 service.

At the beginning of the 10:45 AM worship service, the Congregational Meeting was reconvened. President Rebecca Brunetta read the names of the nominees and asked for a motion to elect the nominees to Church Council. A motion to elect the nominees to Church Council was made by Rocco Marusko and seconded by David Delisi. Motion was approved. A motion was made by Bob Errett to adjourn the meeting. It was seconded by Bob Strickland. Motion approved.

STATEMENT OF CURRENT FUND CASH RECEIPTS, DISBURSEMENTS, CASH BALANCE
12 MONTHS ENDING DECEMBER 31, 2016

INCOME	2015 ACTUAL	2016 ACTUAL	BUDGET TOTAL	OVER/(UNDER) BUDGET
Offerings	\$205,781.72	\$195,910.39	\$216,000.00	(\$20,089.61)
Special Offerings	\$29,819.45	\$34,975.78	\$34,850.00	\$125.78
Miscellaneous	\$4,049.51	\$4,268.00	\$4,800.00	(\$532.00)
Unbudgeted Income	\$6,987.81	\$7,651.39	\$1.00	\$7,650.39
Preschool Income	\$22,275.00	\$20,665.00	\$23,505.00	(\$2,840.00)
SUBTOTAL RECEIPTS	\$268,913.49	\$263,470.56	\$279,156.00	(\$15,685.44)
Rental Income	\$66,173.00	\$66,246.00	\$65,511.00	\$735.00
Trust Fund Account Transfer	\$102,213.00	\$37,643.00	\$37,643.00	\$0.00
B & R Investment Account Transfer	\$126,439.00	\$108,608.00	\$108,608.00	\$0.00
Special Preschool Scholarship	\$1,185.00	\$1,500.00	\$0.00	
TOTAL INCOME	\$564,923.49	\$477,467.56	\$490,918.00	(\$14,950.44)
EXPENSES				
Benevolences	\$80,400.00	\$80,400.00	\$80,400.00	\$0.00
SPECIAL BENEVOLENCES				
ELCA Synod Special Benevolences	\$10,546.00	\$14,239.00	\$10,000.00	\$4,239.00
Local Benevolence/Community Service	\$15,023.07	\$13,124.73	\$10,000.00	\$3,124.73
Global Mission	\$93.00	\$10.00	\$500.00	(\$490.00)
(subtotal)	\$25,662.07	\$27,373.73	\$20,500.00	\$6,873.73
WORSHIP				
Altar/Bulletins/Flowers	\$7,181.15	\$7,973.34	\$7,500.00	\$473.34
Choir Music/Guest Musicians	\$4,490.07	\$4,358.12	\$4,500.00	(\$141.88)
Devotional Material	\$135.30	\$196.80	\$200.00	(\$3.20)
(subtotal)	\$11,806.52	\$12,528.26	\$12,200.00	\$328.26
LEARNING				
VCS/Weekday/Adult	\$1,483.05	\$817.34	\$2,500.00	(\$1,682.66)
Confirmation/New Member	\$95.87	\$0.00	\$500.00	(\$500.00)
Youth Ministry/Camperships/Van	\$4,089.01	\$870.60	\$4,000.00	(\$3,129.40)
Library	\$465.54	\$162.88	\$500.00	(\$337.12)
Sunday Church School	\$2,989.05	\$2,755.19	\$2,500.00	\$255.19
(subtotal)	\$9,122.52	\$4,606.01	\$10,000.00	(\$5,393.99)

STATEMENT OF CURRENT FUND CASH RECEIPTS, DISBURSEMENTS, CASH BALANCE
12 MONTHS ENDING DECEMBER 31, 2016

	2015	2016	BUDGET	OVER/(UNDER)
EXPENSES	ACTUAL	ACTUAL	TOTAL	BUDGET
WITNESS				
Evangelism	\$1,726.39	\$2,563.72	\$3,850.00	(\$1,286.28)
Stewardship Material	\$100.00	\$0.00	\$150.00	(\$150.00)
(subtotal)	\$1,826.39	\$2,563.72	\$4,000.00	(\$1,436.28)
SERVICE				
Social Ministry Expenses	\$3,960.00	\$4,364.66	\$9,000.00	(\$4,635.34)
Preschool	\$31,248.42	\$31,859.52	\$34,066.00	(\$2,206.48)
(subtotal)	\$35,208.42	\$36,224.18	\$43,066.00	(\$6,841.82)
SUPPORT				
Salaries	\$163,848.21	\$129,965.19	\$126,757.00	\$3,208.19
71a Intern	\$0.00	\$0.00	\$13,200.00	(\$13,200.00)
Staff Benefits/FICA	\$73,875.06	\$52,197.02	\$47,642.00	\$4,555.02
Utilities	\$20,113.01	\$17,458.47	\$21,000.00	(\$3,541.53)
Expected Allowances	\$14,465.72	\$8,691.98	\$9,232.00	(\$540.02)
Office Supplies	\$5,797.02	\$5,347.28	\$5,800.00	(\$452.72)
Offering Envelopes	\$694.67	\$588.25	\$750.00	(\$161.75)
Communication/Mailings	\$9,489.01	\$9,357.38	\$10,000.00	(\$642.62)
Maintenance	\$15,090.76	\$14,999.76	\$15,000.00	(\$0.24)
Fellowship	\$1,568.61	\$730.56	\$2,150.00	(\$1,419.44)
Miscellaneous/Contingency	\$0.00	\$0.00	\$500.00	(\$500.00)
Unbudgeted Expense	\$6,706.27	\$5,543.52	\$1.00	\$5,542.52
(subtotal)	\$311,648.34	\$244,879.41	\$252,032.00	(\$7,152.59)
BUILDING AND REPAIR				
Insurance	\$10,381.00	\$9,181.00	\$10,520.00	(\$1,339.00)
Housing	\$37,102.82	\$22,000.00	\$22,000.00	\$0.00
Building Repair/Improvements	\$27,997.93	\$28,174.52	\$29,000.00	(\$825.48)
Furniture/Equipment/Computer	\$6,640.97	\$6,464.61	\$7,200.00	(\$735.39)
(subtotal)	\$82,122.72	\$65,820.13	\$68,720.00	(\$2,899.87)
TOTAL EXPENSE	\$557,796.98	\$474,395.44	\$490,918.00	(\$16,522.56)
Special Expenses Preschool Scholarship	\$1,185.00	\$1,500.00		
TOTAL EXPENSE	\$558,981.98	\$475,895.44	\$490,918.00	(\$16,522.56)
Excess of Cash Disbursements over Receipts	\$5,941.51	\$1,572.12		
Cash Balance January 1	\$537.80	\$6,479.31		
Cash Balance December 31	\$6,479.31	\$8,051.43		

**STATEMENT OF CASH RECEIPTS, DISBURSEMENTS, AND CASH BALANCE
OTHER FUNDS FOR THE 12 MONTHS ENDING DECEMBER 31, 2016**

WOMEN OF THE ELCA

BALANCE JANUARY 1, 2016			\$365.05
Receipts	2016	\$792.33	
	TOTAL		\$1,157.38
Disbursements	2016	\$0.00	
BALANCE, DECEMBER 31, 2016			\$1157.38

PASTOR'S DISCRETIONARY FUND

BALANCE JANUARY 1, 2016			\$11.77
Receipts	2016	\$0.00	
	TOTAL		\$11.77
Disbursements	2016	\$11.77	
BALANCE, DECEMBER 31, 2016			\$0.00

MEMORIAL FUND

BALANCE JANUARY 1, 2016			\$10,738.52
Receipts	2016	\$3,752.00	
	TOTAL		\$14,490.52
Disbursements	2016	\$9,648.52	
BALANCE, DECEMBER 31, 2016			\$4,842.00

LUTHERAN MEN IN MISSION

BALANCE JANUARY 1, 2016			\$625.97
Receipts	2016	\$0.00	
	TOTAL		\$625.97
Disbursements	2016	\$0.00	
BALANCE, DECEMBER 31, 2016			\$625.97

GREENSBURG LUTHERAN MINISTERS

BALANCE JANUARY 1, 2016			\$886.27
Receipts	2016	\$0.00	
	TOTAL		\$886.27
Disbursements	2016	\$0.00	
BALANCE, DECEMBER 31, 2016			\$886.27

Mission Trip

BALANCE JANUARY 1, 2016			\$6,370.19
Receipts	2016	\$0.00	
	TOTAL		\$6,370.19
Disbursements	2016	\$6,370.19	
BALANCE, DECEMBER 31, 2016			\$0.00

FLY

BALANCE JANUARY 1, 2016			\$1,563.56
Receipts	2016	\$0.00	
	TOTAL		\$1,563.56
Disbursements	2016	\$0.00	
BALANCE, DECEMBER 31, 2016			\$1,563.56

Interest Income/Check Cost

BALANCE JANUARY 1, 2016			\$54.87
Receipts	2016	\$12.85	
	TOTAL		\$67.72
Disbursements	2016	\$0.00	
BALANCE, DECEMBER 31, 2016			\$67.72

Total Other Funds \$9,142.90

CONTRIBUTION ANALYSIS 2016
FIRST EVANGELICAL LUTHERAN CHURCH
01/01/16 TO 12/31/16

The following is a report of the giving patterns of the members of FIRST EVANGELICAL LUTHERAN CHURCH of Greensburg, Pennsylvania. The offerings take into account all recorded contributions to the church, including all special funds.

<u>ENVELOPES</u>	<u>%</u>	<u>WEEKLY RANGE</u>	<u>YEARLY RANGE</u>
		of giving	of giving
321	59%	No Contributions	No Contributions
41	8%	0.01 - 1.00	0.01 - 52.00
43	8%	1.01 - 3.00	52.01 - 156.01
27	5%	3.01 - 5.00	156.01 - 260.00
35	6%	5.01 - 10.00	260.01 - 520.00
16	3%	10.01 - 15.00	520.01 - 780.00
10	2%	15.01 - 20.00	780.01 - 1040.00
7	1%	20.01 - 25.00	1040.01 - 1300.00
10	2%	25.01 - 30.00	1300.01 - 1560.00
3	1%	30.01 - 35.00	1560.01 - 1820.00
6	1%	35.01 - 40.00	1820.01 - 2080.00
2	0%	40.01 - 45.00	2080.01 - 2340.00
3	1%	45.01 - 50.00	2340.01 - 2600.00
3	1%	50.01 - 60.00	2600.01 - 3120.00
2	0%	60.01 - 70.00	3120.01 - 3640.00
2	0%	70.01 - 80.00	3640.01 - 4160.00
4	1%	80.01 - 90.00	4160.01 - 4680.00
3	1%	90.01 - 100.00	4680.01 - 5200.00
5	1%	100.01 - 200.00	5200.01 - 10400.00
1	0%	200.01 - 300.00	10400.01 - 15600.00
1	0%	300.01 - 400.00	15600.01 - 20800.00
0		400.01 - 500.00	20800.01 - 26000.00
0		Over 500.00	Over 26000.00

	2015 (638)	2016 (545)
TOTAL ENVELOPE CONTRIBUTIONS	\$213,295.62	\$214,668.76
AVERAGE WEEKLY PER ENV.	6.43	7.57
AVERAGE MONTHLY PER ENV.	27.86	32.82
AVERAGE YEARLY PER ENV.	334.32	393.89
ENVELOPES THAT GAVE IN	2015 (229)	2016 (224)
AVERAGE WEEKLY	17.91	18.43
AVERAGE MONTHLY	77.62	79.86
AVERAGE YEARLY	931.42	958.34
PERCENT THAT GAVE	35.9%	41.1%

Respectfully submitted,
Patricia Pluck, Financial Secretary

**FIRST EVANGELICAL LUTHERAN CHURCH
TRUST FUND
ACTIVITY FOR THE YEAR ENDED DECEMBER 31, 2016**

Cash Balance - January 1, 2016		\$477,889.38
Receipts:		
Dividend Income	\$69,425.44	
Interest Income	25,525.81	
Capital Gain Distributions	29,010.37	
Sales of Investments	6,226,541.51	
Gifts and Bequests	<u>13,867.25</u>	<u>6,364,370.38</u>
		\$6,842,259.76
Disbursements:		
Purchase of Investments	\$6,569,727.89	
Management Fees	38,182.34	
Income Distribution:		
Outreach Disbursements – (Note 2&3)	\$87,940.00	
General Budget Transfer	<u>37,643.00</u>	<u>125,583.00</u> <u>6,733,493.23</u>
Cash Balance - December 31, 2016		\$108,766.53
Investments - at Cost - December 31, 2016 – (Note 1)		<u>3,933,967.56</u>
Balance - Trust Fund – at Cost - December 31, 2016		<u>\$4,042,734.09</u>

Note 1 – The Market Value of Cash and Investments in the Trust Fund at December 31, 2016 is \$4,072,713.48. The Cost at December 31, 2016 was \$4,042,734.09.

Note 2 - In accordance with the amended Trust Agreement dated March 22, 2005, the Trustees have agreed to an amount of \$127,596.00 to be expended from the Trust Fund in 2016. This amount represents 3% of the average market value of the Trust account for the calendar years ending December 31, 2010, 2011, 2012, 2013 and 2014.

Note 3 - Detail of 2016 Outreach Disbursements –

Matching Gifts		\$9,940.00
SWPA Synod – ELCA –		
Camp Lutherlyn	2,500.00	
Glade Run	1,500.00	
Gettysburg Seminary	2,500.00	
Lutheran Sr Life– Rosecrest Assisted Living and Alzheimer’s Care Facility	2,500.00	

**FIRST EVANGELICAL LUTHERAN CHURCH
TRUST FUND
ACTIVITY FOR THE YEAR ENDED DECEMBER 31, 2016**

Detail of 2016 Outreach Disbursements Continued

ELCA Disaster Relief	6,000.00
ELCA – Always Being Made New	5,000.00
Thiel College – Pfeifer/Scanlon/First Lutheran Scholarships	3,000.00
Lutheran World Hunger	3,500.00
Feeding the Spirit	1,000.00
Salvation Army Meals Program	1,000.00
Blackburn Center	2,500.00
Westmoreland County Blind Association	1,000.00
St Vincent DePaul Greensburg	2,500.00
Westmoreland Fayette Council BSA	1,000.00
Westmoreland Community Action – Provide overdose reversal drug Narcan to each of 63 churches in Greensburg	4,500.00
Head Start/Early Head Start	2,500.00
Sage’s Army – Funding for hotline	1,000.00
Westmoreland County Food Bank	5,000.00
Stepup Unit for Torrance State Hospital – Latrobe	1,000.00
Westmoreland Co. Medical Society – William S Keck MD Student Loan Fund	1,000.00
Messiah Lutheran Church – Henry Reinsburrow Fund	5,000.00
Westmoreland/Frick Hospital Foundation – Babies Project and Charitable care	2,500.00
Funding for FLC Mission Trip to Louisiana or West Virginia	5,000.00
Union Mission Greensburg	2,500.00
Faith Forward/Greater Things	1,000.00
Private Industry Council – Dads Matter	1,000.00
Westmoreland Drug and Alcohol Commission – Council on substance abuse and use in Mt Pleasant	2,500.00
Angela’s Angels – Latrobe – Funding to provide clothing for young women	1,000.00
Community Living Care – Rehabilitation of adult mentally disabled individuals	1,000.00
Children’s Hospital of Pittsburgh/UPMC – Beads of Courage Program	1,000.00
Family Services of Western PA – Parentwise Program	2,500.00
Angel Arms – Infant recovery program – managed care for infants exposed to drugs	<u>2,500.00</u>
 Total 2016 Outreach Disbursements	 <u>\$87,940.00</u>

**FIRST EVANGELICAL LUTHERAN CHURCH
BUILDING AND REPAIR INVESTMENT ACCOUNT
ACTIVITY FOR THE YEAR ENDED DECEMBER 31, 2016**

Cash Balance, January 1, 2016		\$22,717.17
Receipts:		
Dividend Income	\$21,414.64	
Interest Income	245.42	
Capital Gain Distributions	3,742.54	
Proceeds from Sale of Investments	<u>567,654.73</u>	<u>593,057.33</u>
		\$615,774.50
Disbursements:		
Distribution of Income to FLC	\$108,608.00	
Purchase of Investments	510,205.20	
Management Fees	5,346.58	
Interest Expense	<u>(.88)</u>	<u>624,158.90</u>
Cash Balance, December 31, 2016		(\$8,384.40)
Investments at Cost, December 31, 2016		<u>765,724.84</u>
Balance, Investment Account, at Cost, December 31, 2016 (Note 1)		<u>\$757,340.44</u>

Note 1:

The Market Value of Cash and Investments in the Building and Repair Investment Account at December 31, 2016 was \$758,774.75. The Cost at December 31, 2016 was \$757,340.44.

**FIRST EVANGELICAL LUTHERAN CHURCH
MILLION DOLLAR LEGACY
ACTIVITY FOR THE YEAR ENDED DECEMBER 31, 2016**

Cash Balance - January 1, 2016		\$430.20
Receipts:		
Interest	\$45.69	
Dividends	1,038.79	
Capital Gain Distributions	1,662.46	
Sale of Investments	<u>44,498.47</u>	<u>47,245.41</u>
		\$47,675.61
Disbursements:		
Management Fees	\$833.72	
Purchase of Investments	<u>44,781.25</u>	<u>45,614.97</u>
Cash Balance - December 31, 2016		\$2,060.64
Investments – at Cost - December 31, 2016		<u>65,792.47</u>
Balance - Million Dollar Legacy - December 31, 2016 (Note 1)		<u>\$67,853.11</u>

Note 1 - The Market Value of Cash and Investments in the Million Dollar Legacy Fund at December 31, 2016 is \$72,062.87.

Annual Report of Pastor Jerry Nuernberger, 2016

This past year, our church council has carefully worked to create a mission statement for our church. We have prayed together. We have studied the Bible together. We have dreamed and wondered together. The purpose of our mission statement is to provide a focus for our life and work together. Who are we? Why are we here? What are we to do? If one doesn't have a target, who knows what you'll hit. Our mission statement gives us a target at which to aim, a target that we hope is God's will for us.

“As servants of Jesus Christ, we strive to impact our families, neighbors and the world by sharing our faith, empowered by God's grace.

“As servants of Jesus Christ...”

We are not in charge. Jesus is. It isn't our church. It is Jesus' church. We are not willing volunteers. We are chosen servants, bought with the blood of Jesus Christ. We live and serve, not for our own glory, but for the glory of God. As Jesus says in Luke 17, “We are worthless slaves; we have done only what we ought to have done!”

“We strive to impact our families, neighbors and the world...”

We are here to do something, not just exist. We are here to impact people; to make a dent in people's lives. The object of our work is not just us. Of course, an aspect of it is us: or families. However, it is far more than just us: our neighbors and the world. We are here to make a difference in each other's life, and we are here to make a difference in the lives of those near and far from us.

“By sharing our faith...”

We have something to give to the world, faith in Jesus Christ. There are plenty of places in the world that help people be good people, only we have the gift of faith that transforms people into God's people. What's the difference? The world has all sorts of ideas as to what is good. As people who have been given the gift of faith, we are people who trust in God's goodness to shape and mold us, goodness that comes to us in Jesus Christ.

“Empowered by God's grace.”

Our power comes from God, and the fuel God gives us is grace. God's unfettered, unconditional, unending, unmerited, unforecloseable, unreplaceable love...that is grace. The font is where our tanks are filled. Worship is where our tanks are refilled. The Altar is where our tanks sealed. The doors are where God's grace takes us, driven to be little Christ's (Christians) in the world.

God's grace and peace, (ggap)

Pastor Jerry Nuernberger

MUSIC MINISTRY

The Music Ministry at First Lutheran provides musical leadership for our worship life together as a community of faith. We gather in worship to praise God in grateful thanksgiving as a response to what we have received. In addition to Sunday worship, musical leadership is provided for Lent, Holy Week, Christmas Eve, weddings, funerals and other worship events as needed.

Sincere thanks to singers, ringers, lectors, acolytes, ushers, altar guild, worship assistants, greeters, communion assistants, and office staff for their continued cooperation and participation in our worship life. Thanks also to those who assist in a variety of other ways, including church decorating, food preparation, setup and cleanup. Thanks to the Worship and Music Activation Team and the entire staff for their support of the music program.

As a departure from the norm, I invite you to read part of a column by Sharon Randall, Columnist for McClatchy-Tribune News Service:

HOME CHURCH IS EVERLASTING, EVEN AMONG STRANGERS

When I visit my family in my hometown, time is always at a premium. Sunday in the South has long been the day when families go to church and gather for Sunday dinner. It still is, more or less, even if nobody cooks. We still eat, but we go to Cracker Barrel or order pizza. Wonder what my grandmother would say about that? She might think it's the best idea to come along since store-bought snuff. Anyhow, I had things to do after church, family to visit, pizza to eat, so I was thrilled to get a seat in the back pew.

Growing up here a lifetime ago, I called this beautiful old building and its congregation my "church home" See that pew near the front? That's where I sat most Sundays teasing my brother to make him laugh and causing our mother to nearly lose her religion. The baptismal font? That's where my sins were washed away when I was 12. I quit teasing my brother after that. Well, more or less.

The organ played the hymns I learned word for word, every note, every verse. The pulpit held a pastor who preached sermons that taught me things I needed to know, some of which I still recall. The stained-glass windows cast long fingers of holy light that reached into our souls and lifted our prayers up to heaven.

That's how it was when I was growing up, a good place to be on Sunday or any time, a safe harbor for sinners, young and old alike. It still is. I visit once a year or so whenever I'm in town. The only difference is now I'm a guest. They welcome me warmly; say they're glad I am here. I smile just as warmly and say, thanks, I'm glad, too.

Continued on next page

But they don't know me from Adam's house cat and I don't recognize a soul. People look different. Things change. I could tell you dozens of people I loved in this church. I could show you the exact pews where they sat. They're all gone now, moved on from this world to the next. On this Sunday, I found myself missing them a lot. I felt ill at ease, a guest in a place where I once felt entirely at home.

We rose for one of my favorite hymns, "O for the Thousand Tongues to Sing." I sang extra loud, no need for a hymnal, taking comfort in the music. That's when I saw the plaques on the stained-glass windows. I'd been fascinated by them as a child. They said the windows were placed in memory of people who worshiped in that church almost 100 years ago. I grinned. If those folks came back today after so long away, would they feel like guests or make themselves at home?

Things change. Faces age. People die. Babies are born. We are here for just a while. But the church is an everlasting family of faith. Here, gone or visiting, we aren't guests. WE ALL BELONG.

Marvin Huls
Director of Music

p.s. See you in church! You ALL belong!!!

REPORT FROM THE PRESIDENT

Great ministry continued in 2016 for First Evangelical Lutheran Church. This year brought a new Mission Statement that the Council members diligently worked and prayed on month after month to get it just right:

“As Servants of Jesus Christ, we strive to impact our families, neighbors and the world by sharing our faith, empowered by God’s Grace.”

We fulfill this Mission Statement with, not only our weekly worship services, but also with our weekly Food from the Heart luncheons, monthly Food Bank distribution, our daily Christian-based preschool program and emergency food program for those in need. Our Shut-in members continue to be visited, given recordings of the worship services and receive communion by several members of the congregation.

The ministry of this congregation once again extended to both world and local issues including the funds to build 57 “loos” during our Lenten Loo’s project (and it was such a joy to watch the children become so involved with the “building” of our own makeshift loo), the monthly JAVA table that supports Fair Trade workers, monthly Angel Food Cakes collected and delivered to Meals on Wheels, collection of canned and dried goods for food bank distribution during our Harvest Home Sunday, our Christmas Angels gifts and the Indian Reservation Christmas glove/scarf/hat tree that is sponsored by our Preschool classes. And new this year – “Thank You for Your Service to Our Community” treat trays of pumpkin rolls, cookies and coffee delivered Thanksgiving Day to the Greensburg Police Department, Excelsa Hospital – Westmoreland Campus Emergency Department and the State Police Barracks in Greensburg.

Our twelve Activation Teams continue to do great work in keeping our ministry current and growing. I encourage members of our congregation to become involved in one or more of these Teams. The church would not run as smoothly as it does without them.

Exciting things continue to evolve in our ministry but only through the Grace of God and the strength that he provides us daily will we be glorifying his name.

It has been my honor and privilege to serve as your Congregational Council President for the past two years. I thank all members of the Council, Activation Teams and Congregation for your support and encouragement.

With Blessings,

Rebecca Brunetta

CHRISTIAN EDUCATION ACTIVATION TEAM

The Christian Education Committee continues to plan, develop and support all of the educational programs at First Lutheran Church.

The new church school year began with Rally Day held as an open house which included inviting the parents into the student's class rooms. The Sunday Church School classes from preschool through sixth grade continues with the Whirl Lectionary from Sparkhouse. Seventh and Eighth grade classes are combined into our confirmation class. These students are being led by Pastor Jerry during the Sunday School hour. Our adults continue to gather on Sunday mornings and have learned more about their faith through various classes by different instructors. All of our dedicated teachers deserve a very special thank you for their time, effort and gift of teaching.

Other ministries of the Christian Education Committee include a monthly Perfect Attendance Ribbon, the Cradle Roll, Vacation Bible School, our church library, and First Communion Instruction. Our youth earn attendance awards every month in which they have perfect attendance and at the end of the year they receive gifts for their efforts. The Cradle Roll, under the direction of Jenny Ott, continues to reach out to the families of newborn infants from baptism until they enter our SCS program in preschool. This year's Vacation Bible School was a combined effort with Zion's Lutheran Church. VBS was held at Zion's in the evening with adult classes led by Pastor Jerry & Pastor Chaffee. Sunday School teachers from both congregations led students through various activity stations. It was a fun-filled week with the help of a wonderful group of volunteers. Our librarian, Bonnie Rich, continues to grow our church library along with having the Sunday School classes visit the library during the Sunday School hour. We invite the congregation to stop by the library and check out a book or DVD to enjoy.

The committee is grateful to all of our teachers, students, parents and family members who make our education programs successful. Thank you to those who are teaching this year, whether it is short-term or the whole year, your time and commitment is appreciated. Special thanks to parents and students. Without your commitment Sunday Church School could not happen. Thank you to our committee members.

Respectfully Submitted,
The Christian Education Committee

2016 Members: Pastor Jerry, Dianna Marusko, Bonnie Rich, Megan Danilko, Erika Colonna, Kelly Vuick, Sue Boggs and Joan Orr

EVANGELISM ACTIVATION TEAM

A new member reception was held on April 10, 2016 to welcome 7 individuals.

With coordinators Marsha Danilko and Amy Erdman the committee continues to have greeters at the doors following both worship services. Thank you to both for their dedication to this service.

The CD ministry is an important ministry to our shut ins. Thanks to the IT Activation Team for creating the CD's and the church office for coordinating the delivery of the CD's.

A continental breakfast continues to be enjoyed by many of our members. A special thanks to all volunteers who offer their help so that the breakfast may continue.

Hot chocolate, hot dogs and sauerkraut were served at the annual Christmas parade. I heard many Thank You's for the refreshments on a rather chilly day. Special thanks to all who helped.

“Thank You” trays of cookies and pumpkin rolls were delivered to 3 organizations (Greensburg Police Department, Excelsior Westmoreland Hospital Emergency Department and the State Police Barracks in Greensburg) where people were working on Thanksgiving Day. Thanks to Rebecca Brunetta for delivering the trays!

Both Christmas Eve and Christmas Day services were advertised in the Tribune Review.

I want to thank those who serve on the Evangelism Activation Team and all the others who help us carry out our responsibilities. We would welcome anyone with a desire to join the team.

Respectfully submitted,

Sue Boggs, Chairperson

Committee members: Amy Schultz, Sue Boggs, Amy Erdman, Charlie Kaylor and Pastor Jerry.

FELLOWSHIP ACTIVATION TEAM

The Fellowship Committee started the year 2016 with the annual Congregational Dinner. Meat and rolls were provided by the church with covered dishes provided by our congregation. A great meal again this year.

Rally Day for the start of the 2016-2017 Sunday School year was held on Sept. 11, 2016. A luncheon featuring chicken croissant sandwiches and sides was served after the 10:45 a.m. worship service. It was enjoyed by all.

A subcommittee of the Fellowship Committee is our Lutheran Ladies who prepare and serve the Funeral Luncheons throughout the year. These women are often called at the last minute. They come and always do a wonderful job of serving and comforting others at a sad time. Thank you for doing God's work among us.

Thank you to all committee members who faithfully come when they can, helping to plan events, order food and do the grocery shopping, and cleaning up, including: **Beverly Attenberger, Teresa Grove, Gwen Irwin, Joanie Knobloch, Babs Pascarella, Charla Keffer, Sue Ross, Joanne Cunningham, Patti and Malcolm Sias, and Rick and Molly Maga.** Also, a BIG THANK YOU to everyone who pitches in for the various events during the year. If you baked a cake, cleaned a table or dried a dish, THANK YOU ALL.

Come and join the Fellowship Committee, there is always room for one, two, or three more. Working together is fun and is a great way to meet your fellow church members.

Respectfully submitted,

Sue Ross

Finance Activation Team Annual Report

The Budget and Finance Activation Team has been busy in 2016. The members of the team include: **Don Long, Chairperson; Bob Errett, Church Council Liaison;** Trustees: **Malcolm Sias, David J. Cobb and Don Long; David Mickley, Dan Lucas** and Pastoral support from **Pastor Jerry**. The Budget and Finance Team is charged with developing the budget for the church and maintaining relationships with our vendors that manage income for the church (Morgan Stanley...Eric and Alex Koter; Wesley Long, Esq.; Tony Ferry; Robert Boyle; Church Mutual Insurance, and the ELCA Foundation...Ryan Ebner).

For over 40 years, this, and managing the Trust accounts of the church, has been the job of the Budget and Finance Team, under the leadership of Don Long. As of December 31, 2016, Don Long will be stepping down from his leadership of both the Budget and Finance Team and leadership in the Board of Trustees. The team would like to thank Don for his decades of trustworthy and loyal service to the church.

The church has seen increases in rental income from the Mid-town Plaza property. We have also seen increases in the General Trust Fund value and changes made to increase the likelihood of an increase in the Building & Repair Fund value. Morgan Stanley has kept the team abreast of the volatile market changes this year. The Audit Report was finalized for 2015 and all recommendations were accepted by Church Council. The paperwork is in hand to begin to make a determination of how the church should act on the coming transfer of ownership of the Mid-town Plaza property from Robert Boyle Properties to First Evangelical Lutheran Church on March 1, 2018. Letters were written for the newsletter about making bequests to the church. Ryan Ebner from the ELCA Foundation was invited to speak about how to assure one's bequests are handled correctly. The 2017 budget was developed. Recommendations were made to Church Council to help make some budget line items sounder.

The Budget for 2017 totals \$476,352.00, funded 40.5% by offerings. The remainder is funded by the B&R Investment Account Transfer, rental income and a transfer from the General Trust Fund. The General Trust Fund Transfer will be larger in 2017, because of moving the Housing Allowance and IT items to the General Fund transfer, from the B&R Investment Account transfer, so that the B&R Fund can heal from being used to pay-off the loan for the park.

We would like to thank **Patti Sias** for her diligent work as Treasurer and her help in developing the budget. We would also like to thank the **office staff** for their help in developing the budget, and all that they do for us.

Sincerely,

Robert W. Errett, MBA

Church Council Liaison to budget and finance and chairperson elect for 2017

INFORMATION TECHNOLOGY ACTIVATION TEAM

The IT Activation Team was busy in 2016. Updates were made to the sound system to bring it up to date. A new wi-fi- access point was assembled in the Chancel to enhance recording and monitoring capabilities. Current membership of the Audio-Visual Team include: **Dwight Miller, Drew Erdman, Dennis Acita, Liz Rowe, Al Danilko, Tim Irwin, Spencer Irwin, Scott Hahn, Lexi Hahn and Bob Errett.** All of these members are trained to turn on the sound system and record the services. Drew Erdman, Tim Irwin, Spencer Irwin, Scott Hahn and Bob Errett are trained to edit services, burn CDs for the tape ministry and upload the sermons onto the website. Drew Erdman and Tim Irwin are trained to train others in all of the operations listed above.

The use of social media for enhancing church communications moved forward in 2015. Our interns, **Michelle Stang** and **Christopher Brant**, worked with our new web-master, **Erika Colonna**, to redevelop the website. Erika and Christopher made the website mobile ready. Updates are being done by Erika Colonna. Erika, Christopher and Bob Errett collaborated on expanding use of the website, Facebook and Twitter accounts by uploading and maintaining an educational program, creating a new blog called “Did You Know”, and posting to the site and social media platforms daily. Christopher Brant ran analytics on the site and social media platforms monthly. Michelle Stang resigned from her internship in February. Christopher finished his internship in August. Bob Errett oversaw both internships. Bob Errett and Erika Colonna continue to collaborate on “Did You Know”.

The second set of four sets of records has been digitally archived onto DVDs. The third set is in process. Archiving Team members are **Bob Errett, Tim Irwin, Gwen Irwin, Rebecca Brunetta, Liz Rowe, Lynn Hochrein, Dean Cichetti** and **Eric Hanzel.**

The IT Activation Team continues to develop and enhance relationships with Shepherd’s Staff, Exelos, Raney Day Design, Video Graphics and Premier Sound Systems, in order to bring the congregation better sound, uninterrupted access to staff and better, more usable records. This year the team completely overhauled the church’s wi-fi access points and capabilities and made the website a secure system.

In addition to those listed above, the following people have been involved in the decision-making process for the IT Activation Team: **Anthony and Emily Greece, Kasie Schaar, Daniel Schaar, Steven Flory, Tim Irwin, Spencer Irwin, Scott Hahn, Lexi Hahn, Rebecca Brunetta, Drew Erdman, Eric Hanzel and Bob Errett.** Drew Erdman took over leadership of the IT Activation team as of October, 2016.

Sincerely, Robert W. Errett, MBA

Member of the IT Activation Team

PERSONNEL ACTIVATION TEAM

The objectives of the Personnel Team are to handle parish personnel concerns, make appropriate recommendations to Church Council regarding hiring/dismissals, and to provide a forum where job satisfaction and performance can be evaluated and enhanced. Our specific goals for 2016 were to accomplish these objectives by:

1. Performing staff interviews
2. Reviewing and modifying as necessary personnel policies and job descriptions
3. Coordinating performance appraisals for the entire staff, and pastor
4. Providing compensation recommendations to the Budget and Finance Activation Team
5. Serving as a liaison to other teams regarding information obtained from staff interviews
6. Strengthening the relationship between this team and Church Council

Meeting eight times in 2016, we were able to accomplish our goals.

Members of the Personnel Team were: **Brian Erdman, Bob Errett, Suzy Flory, Ernie Ott, Rocco Marusko, Pastor Jerry, and Dave Cobb.** Pastor Jerry worked with our team keeping us up to date with staffing and attention to details in reference to staff concerns and needs.

Thank you to those who served on this team. If church members have comments or concerns regarding the parish staff, please feel free to communicate them to one of this team's members.

Respectfully submitted,

David Cobb

PROPERTY ACTIVATION TEAM

The mission of the Property Committee is to coordinate the maintenance and improvement of the Church, Administration and Sunday School Building, Parking Garage, Park, Front Lawn and all accesses, in order to provide comfort, safety and security to the congregation and its' assets. Committee members participated in the planning and coordination of each project and, in many instances, volunteered their own time and skills to successfully complete the projects.

The committee accomplished the following major projects in 2016;

1. Purchase of a new single door commercial kitchen refrigerator.
2. Replaced Sanctuary rafter lights with LED type bulbs.
3. Repaired and repainted the Sanctuary Chancel wall.
4. Installed a new front lawn retaining wall.
5. Aided Drew Erdman with his front lawn Eagle Scout project.
6. Installed new LED light fixtures in the Senior Choir Practice Room.
7. Pressure washed and sealed entire Parking Garage floors and other areas.

Numerous minor projects were also accomplished.

Members of the 2016 Property Committee included: **Barry Attenberger, Merle Baker, Dean Cichetti, Jim Cunningham, Rick Druschel, Brian Erdman, Drew Erdman, Rick Graziotto, Scott Hahn, Gwen Irwin, Al Leppold, Don Long, Rocco Marusko, Eric Oesterling, Roy Ott, Babs Pascarella, Malcolm Sias, Art Smith, Bob Stricklin, and Pastor Nuernberger.** I would like to thank each of them for their dedication, commitment and service!

On behalf of the Congregation and the Property Committee, I would like to thank our custodian, Jaison Smith, for his diligent custodial performance and assistance when maintenance or repair contractors are working at the church during business hours.

The Property Committee extends an invitation to all members of the congregation to participate in the upcoming 2017 projects. The Property Committee meets on the last Wednesday of each month at 6:30 P.M. in the Fellowship Hall.

Respectfully submitted,

Dean Cichetti

SOCIAL MINISTRY ACTIVATION TEAM

The Social Ministry Activating Team is involved with the following on-going projects:

Food from the Heart: The weekly lunch program continues to grow. Spiritual, social, and physical needs of between 60 – 80 people are met each week. Dedicated volunteers prepare and serve the meals each week.

Food Pantry: Partnering with Westmoreland County Food Bank, we continue to serve on average 72 families in our area who qualify for food assistance. The third Thursday of each month our volunteers, including Adelphoi students, sort and distribute groceries to these families. Emergency food assistance is also possible due to the extra food made available through the stocked Food Pantry shelves and small denomination gift cards for local grocery stores.

Holiday Ministries: With the congregation's support, The Angel Tree brought a joyous Christmas to 35 children. Operation Reindeer, the annual drive to provide Christmas gifts for Torrance State Hospital residents, was once again an overwhelming success. For Mother's Day and Father's Day, blankets and mosquito nets were donated to countries in Africa. Contributions in honor or memory of loved ones were given by members of the congregation.

PA Cleanways: Due to lack of participation, we will no longer participate in the cleanup along Union Cemetery Road.

Fair Trade: Our monthly sale of coffee, tea, chocolate, and cocoa is the fourth Sunday of each month. This benefits the poor farmers of South America, Central America, and Africa.

Respectfully submitted,

Sue and Dave Cobb for Social Ministry

Members include: Charlie Kaylor, Kathy and Dennis Acita, Bobbie Laciak, Sue and Dave Cobb

WORSHIP AND MUSIC ACTIVATION TEAM

A special thanks to members of the W&M Committee for their work this past year in overseeing the various aspects of our worship life together: music, acolytes, ushers, altar guild, lectors, etc. Thanks also to the church staff for their assistance in various aspects of worship activities that often go unnoticed but are greatly appreciated.

A great deal of behind-the-scenes work takes place in order for worship to function efficiently. In addition to regular worship services, the committee deals with Christmas and Easter decorating and both short and long-range planning issues. If you have any interest in serving on the W&M Committee, please feel free to contact me.

Respectfully submitted,

Suzy Flory

Committee members: Marvin Huls, Gwen Irwin, Rebecca Brunetta, Tom Flory, Suzy Flory, Dianna Marusko.

MEMBERSHIP REPORT FOR 2016

Baptisms 10
Confirmations 5
Deaths / Funerals 13/11
Reception of New Members 7
Transfer / Dismissal of Members 4
Baptized Membership 12/31/2016 948
Confirmed Membership 12/31/2016 672
Communing Membership 332



FIRST LUTHERAN PRESCHOOL



First Lutheran Preschool is in its tenth year of operation. For the 2016-2017 school year, we have a total of 15 students, 9 four year olds and 6 three year olds. The four year old class meets Monday, Wednesday and Friday mornings from 9:00 – 11:30 AM. The three year old class meets Tuesday and Thursday mornings from 9:00 – 11:30 AM.

We continue to work in partnership with Clelian Heights. This year we have Miss Ashlie and her instructor, Miss Stephanie, volunteering on Tuesdays. On Thursdays Miss Krista and her instructor, Miss Pam, volunteer. We appreciate the extra help with our preschoolers and provide a learning opportunity for students involved in the Transition to Work program at Clelian Heights.

First Lutheran Preschools curriculum consists of both academic and religious components. We have a monthly unit theme, which is divided into weekly themes. For example, January's monthly unit theme is "Stories From Around the World". The weekly themes are "Bedtime Stories", "Folktales", "Fables" and "Castles and Kings". Each month, we study a different Bible story. January's Bible story is "The Life of Moses". Each week Pastor Jerry meets with our students in Chapel Time to reinforce the lesson. We also use this time to present the nonperishable items that the children bring to place in our shopping cart. This food is added to our church's Food Pantry. Fifteen children bringing food each week amounts to thousands of dollars' worth of food given to the needy families of our community.

First Lutheran Preschool enhances our students' learning experiences with field trips and guest speakers. We will have Dr. Cobb visiting in February for Dental Health Month, In March, Miss Christine will be teaching us animal yoga, and Dr. Hill, a veterinarian, will be presenting caring for pets and dog safety. We will tour the Aviation Unit of the State Police in Latrobe in April, and in May we will host a program through St. Vincent College teaching us that "We Are Special". In the spring, we also plan a tour of the horse farm at Lindwood. Preschool is a very busy, very happy educational experience. Pig week is another experience that I just have to mention. The first week of March is National Pig Week. Four year olds create a paper Mache pig and 3 year olds create a bottle piggy bank. A panel of judges chooses the pigs which represent a special talent or quality for which their designer receives a ribbon.

Thank you to all of the members of our congregation for 10 years of love and support. Miss Cindy and I strive to provide the highest quality of education for our preschoolers. Please remember our precious students, their families, our teachers, and our Preschool Board in your prayers!

God Bless you,

Barbara Krunszynsky



PROPOSED 2017 BUDGET

<u>OFFERINGS</u>		<u>2016 Budget</u>	<u>Proposed 2017 Budget</u>
Offerings		\$ 216,000	\$193,000
Special Offerings		34,850	37,000
Miscellaneous		4,800	4,800
Unbudgeted Income		1	1
Preschool Contributions		23,505	16,080
TOTAL OFFERINGS		\$279,156	\$ 250,881
<u>EXPENSES</u>			
10	Benevolences (Synod/Churchwide)	\$80,400	\$81,600
20	Special Benevolence		
	21 ELCA/Synod Special Benevolence	10,000	10,000
	22 Local Benevolence/Community Service	10,000	10,000
	23 Global Mission	500	50
		\$20,500	\$20,050
30	Worship		
	31 Altar/Bulletins/Flowers	\$7,500	\$7,500
	32 Choir Music/Guest Musicians	4,500	5,000
	33 Devotional material	200	200
		\$12,200	\$12,700
40	Learning		
	41 VCS/Weekday/Adult	\$2,500	\$1,500
	42 Confirmation/New Member	500	200
	43 Youth Ministry/Camperships/Bus	4,000	2,000
	44 Library	500	500
	45 Sunday Church School	2,500	2,500
		\$10,000	\$6,700
50	Witness		
	51 Evangelism	\$3,850	\$4,000
	52 Stewardship Material	150	150
		\$4,000	\$4,150
60	Service		
	61 Social Ministry (also 21 & 22 above)	\$9,000	\$9,000
	62 Preschool	34,066	34,894
		\$43,066	\$43,894

PERSONNEL RECOMMENDATIONS FOR 2017 FISCAL YEAR

2017 COMPENSATION/EXPENSES FOR THE EMPLOYEES OF
FIRST EVANGELICAL LUTHERAN CHURCH
OCTOBER 2016

SENIOR PASTOR

Compensation	<u>2016</u>	<u>2017</u>
Cash Salary	47,192	47,592
Housing Allowance	22,000	22,220
Utilities	<u>0</u>	<u>0</u>
TOTAL COMPENSATION	69,192	69,812
Social Security Allowance	5,732	5,783
Supplemental Benefits		
Pension	8,991	9,071
Disability/Retiree Support	2,398	2,268
Health Insurance	<u>24,435</u>	<u>25,657</u>
TOTAL BENEFITS	41,556	42,779
Reimbursement for Expenses		
Auto	4,000	4,040
Continuing Education	1,000	1,000
Professional Expenses	<u>800</u>	<u>800</u>
TOTAL REIMBURSEMENT	5,800	5,840

DIRECTOR OF MUSIC

Compensation	18,933	19,501
Prof./Continuing Education	2,332	2,402

SECRETARIES

Office Manager (1144 hrs.)	15.83 /hr.	16.30 /hr.
Assistant Secretary (1040 hrs.)	10.81 /hr.	11.13 /hr.
Estimated Annual Expense	29,352	30,222

TREASURER

	6,092	6,275
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CUSTODIAN

Custodian (1,794 hrs.)	14.04 /hr.	14.46 /hr.
Estimated Annual Expense	25,188	31,205

FIRST LUTHERAN CHURCH PRESCHOOL

Director/Teacher	17.51 /hr.	18.03 /hr.
Teacher Aide	11.07 /hr.	11.40 /hr.
Estimated Annual Expense	27,510	28,327

PERSONNEL RECOMMENDATIONS FOR 2017 FISCAL YEAR

2017 COMPENSATION/EXPENSES FOR THE EMPLOYEES OF
FIRST EVANGELICAL LUTHERAN CHURCH
OCTOBER 2016

AGREEMENTS

2017

The pastor receives four weeks of vacation including four Sundays, and two weeks of Continuing Education time (one Sunday). Vacation days do not include legal holidays or the regular day off. For the Senior Pastor, this will be viewed as six weeks total to be used between vacation and Continuing Education.

The Director of Music receives 5 Sundays of vacation and one Sunday for Continuing Education. Hourly employees receive Thanksgiving and Christmas Day as paid holidays.

Vacation for office secretary/manager, assistant secretary and custodian:

No paid vacation time for first 12 months

For the 2nd to 5th year inclusive one week paid vacation will be granted.

For the 6th to 10th year inclusive two weeks paid vacation will be granted.

For the 11th to 15th year inclusive three weeks paid vacation will be granted.

For the 16th year on, four weeks paid vacation will be granted.

Notes:

(1) These rates are set each year by the provider. 2017 increases noted here are for budget purposes only.

(2) Please note CP1 est. at 1%.

MISSION STATEMENT

“As Servants of Jesus Christ,
we strive to impact our families,
neighbors and the world
by sharing our faith,
empowered by God’s Grace”

Developed by Church Council

October 2016