

Zion Evangelical Lutheran Church
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2016

Annual Report



FAITH COMMITMENT

Our faith commitment is to be an inclusive and welcoming Lutheran church home that educates and emboldens children, youth, and adults of all ages to serve God and spread His word in our local communities. Guided by the Holy Spirit, nurtured by the words of our Lord Jesus Christ, firm in our desire for congregational in-reach and community outreach, and strengthened by our fellowship with each other, we strive as a church family to achieve spiritual growth and maturity.

STATEMENT OF PURPOSE

Our purpose is to complete the work assigned to us by our Lord Jesus, to spread the good news about the wonderful grace of God with the Holy Spirit's guidance, and to love all.

ACTION STATEMENT

Connecting with God; Connecting with others; Connecting others with God

PASTOR'S REPORT

Janice Marie E. ("JMe") Lowden

Grace to you and peace from God the Father and our Lord Jesus Christ.

On December 15, 2016, I marked my 6th year as pastor of Zion. The years have gone by quickly, and our partnership in ministry has been both a joy and a challenge.

During the year, a very special ministry of education and outreach was ended: Zion Nursery School. After 29 years of providing academic preparation for three- and four-year-olds and teaching these little ones Christian values, the school closed at the end of the 2015-16 year. A special celebration of this ministry of Zion was held on May 1, 2016 during worship and afterwards with a reception. Former teachers were recognized as well as Alice Carr and Dianne Moore, who led the program during the last two years. Appreciation goes to Mary Hetrick, Julia Grove, Mitch Gunzenhauser and David Wise, who served on the Nursery School Board during the difficult months of decision-making about the fate of the school. Mary and others spent many hours during the summer taking inventory of, selling or donating the nursery school furniture and educational resources. Many items from Zion Nursery School now bless other preschools and their programs.

It has been a joy to minister with so many committed brothers and sisters who are willing to use their time, talents and spiritual gifts to serve in the various ministries of our congregation. Although there is not space enough to name all of these servants, an overview of the ministries they do follows. To reword an old saying, "It takes a community to run a church." Unfortunately, a significant percentage of our members are not involved in any way in the many ministry opportunities at Zion congregation. Imagine what we could accomplish if more of our members were willing to share their time, talents and spiritual gifts!

The largest group of volunteers is the Sunday Servants (ushers, acolytes, assisting ministers, communion assistants, altar guild, worship leaders, greeters, praise band members, audio and video volunteers, and all those who coordinate these volunteers). Do you know that it takes at least 26 volunteers each week to ensure that our Sunday worship services are prepared, set up and cleared up, presented, led, and managed? The next time you attend worship, take a moment to thank one of these dedicated people. Or better yet, if you are not already helping on Sunday in some way, consider joining the fun.

Also serving on Sundays are our Faith Formation Teachers for students ranging in age from two-years-old to 90+. These good folks prepare and lead lessons to enrich the faith lives and knowledge of our members every week. There is something for everyone who seeks to know the Lord better and to gain in spiritual strength needed to meet the challenges of life. No matter your age or your knowledge of the bible, why not take advantage of what Zion provides? Parents, our faith formation program is available to support you in fulfilling the promises you made when your child was baptized. It is a gift provided to help both you and your children grow and mature in faith.

Our ministries would not be organized, overseen and maintained if it were not for those who serve as Congregation Council members and Ministry Team Leaders and members. As they have completed their three-year terms, special appreciation goes to John Hinkle and Doug Rhoads who have served this year as President and Vice President of the Congregation Council as well as Deb Overly, who has been Council Liaison to the Social Outreach Team and a member of the Zion Strategic Planning Committee.

Then there are so many others who volunteer to keep our weekly Community Meal going by serving as hosts, preparing meals and desserts, and serving the guest who come. After close to 10 years of coordinating and overseeing the Community Meal, Joanne Grim has passed on the organization of these meals to a dedicated team of Zion volunteers who take

care of the kitchen inventory, oversee the financial needs, coordinate the hosts, and pitch in to provide and serve meals when outside groups and congregations are not scheduled. Notice that it takes a “team” to step into her shoes? We give thanks for Joanne’s ministry over the years to our community through the meal. Joanne has continued to oversee the scheduling of the area congregations and community organizations that regularly provide and serve meals.

There are so many members of the congregation that are actively involved in serving in the various ministries of Zion. I must mention those who help with and lead the Kids’ Club nights (both teens and adults). Kids’ Club is a relatively new ministry of Zion that began in 2015. This ministry has grown and become an important outreach to families not only of the congregation but also of our Hempfield community. Also, I should mention the parents and young adults who provide support and leadership for our youth program. I know that there are many others who volunteer for projects both large and small that help Zion to continue to serve our community. There are even those who merely take on a project, unasked, because they see something that needs to be done. Have you seen Connie Grow washing the windows of the new “Connection Zone” or Dick Heim painting the doors to the old church building? They are just two of many unknown servants who maintain and beautify our property during the year.

If you have seen the work in progress in the courtyard behind the parlor, be sure to thank Darrell Gerke. He conceived of and developed a means to mitigate the water problems that have plagued our basement areas for years. Darrell and other members of the congregation (adults and youth) have worked together to dig out a new drainage system, to fill with stone and stabilize the huge, old oil tank that resides under the ground, and to haul many loads of stone, donated by Rodger Myers’ excavation business, to form a new, more pleasing surface in the courtyard.

All these wonderful, loving, committed people are what make the ministries of Zion possible. Thank you all, for you are a blessing to your congregation!

In late March, Chris Reinford resigned as Director of Children, Youth and Family Ministry (CYFM).. The Personnel Team quickly put together a team for the process of hiring a new staff member to fill this position. Our thanks go to Sue Wise and Deb Grube, members of the Personnel Team who led this search process and to all the youth and adults of the congregation who served on the interview team. It has been a joy to welcome Jeff Engroff as Zion’s new Director of CYFM. He started in August and has already made a significant impact on the ministries under his oversight. His enthusiasm for sharing the love of Jesus, his relationship-building abilities (with all ages), and organizational skills are blessings for the congregation.

Dave Albin began helping in the office early in the year and serving in the new part-time staff position of “Worship Tech Assistant.” He is preparing and overseeing the presentation of the worship slides and videos used for both services. His technology skills and creativity have been a great addition to the church office.

Zion is blessed with a wonderful staff. I am honored to work and minister with all of them: Anne Rankin, our Parish Administrator, Dennis Dezort, our Director of Music and Worship Arts, Brian Bourassa and Tom Miller, our Sextons, and of course, Jeff and Dave. Because of financial cut-backs in order to better manage our congregation budget, none of the Zion staff members received salary raises for 2017 and two (Dennis and Anne) had their working hours, and thus their salaries, lowered. Regardless, your church staff is faithful to their Lord and committed to the congregation. It is my hope that we will be able to show greater appreciation in the future for these partners in ministry whose work makes it possible for Zion to do its ministries.

What are the challenges that have hindered the hoped-for results of my ministry goals over the past year? The following commentary provided about accomplishment of my annual goals will elucidate the challenges faced by me and the congregation.

Pastor's Annual Goals and Ministry Review

Goals carried over from 2014-15

1. *Work with the Congregational Council and congregation to complete the Discernment Process, and based on the findings, formulate and implement a plan for Zion's ministries moving forward.*
2. *With the assistance of Jon Wright and the Parish Administrator, update the Constitution and Bylaws of Zion to meet the requirements of the ELCA Model Constitution, and to include the amendments approved at the Congregational Council meeting on January 20, 2014.*

Due to the challenges, financial and other, faced by Zion during 2015, these two goals were deferred to 2016. The first goal that grew out of the Discernment 2014 was delegated to a new team developed in 2016, Zion Strategic Planning Committee (ZSPC). The results of this process and proposals of the team will be reported to the congregation in January 2017. I appreciate the leadership of Doug Rhoads, who shepherded his team through this process.

As for the goal relating to an update of the Constitution and Bylaws, Joel Janisewski took the lead in completing the project begun in 2015, and the updated Constitution and Bylaws were presented at the Annual Meeting in November 2016.

We give thanks for those who have completed the Safe Church process to become approved adults. I, also, thank Diane Coons for her agreement to coordinate volunteers for the Sunday nursery. Unfortunately, we still lack the number of approved adults necessary to provide child care for Sunday mornings. We need at least 16 approved adults (two each Sunday) to provide childcare at the 10:30 a.m. service. With this number, volunteers will be scheduled to serve every other month. Since June 2015, we have not had nursery attendants to care for children of families attending worship. This is a major concern for outreach to families with small children.

Annual Goals for 2016

1. *Working with the CYFM, to plan, develop and implement an intergenerational faith formation program using both congregation and online resources. Development of this program will be in consultation with John Roberto of Lifelong Faith Associates and the LSS Reimagining Faith Formation process. First phase of implementation will be online by January 31, 2016.*
This goal continues as a "work in progress" in part due to the resignation of Chris Reinford in April 2016 and the hiring of our new CYFM Director, Jeff Engroff in August. Stay tuned for some exciting new things in 2017!
2. *To develop and facilitate an offsite discussion/study group focusing on seekers and unchurched. Implementation by May 2016.* Although I led an off-site bible study during the summer of 2016, this goal was not completed. I will continue to seek out ways to take our ministries out into the community.
3. *Working with the Council and staff, to reorganize the structure of the Ministry Teams in order to provide a more focused and better coordinated means of visioning and planned guided by Zion's statements of Commitment, Purpose and Action. Completion Date: June 30, 2016 Implementation Date: September 1, 2016.*
4. *Working with the Council and staff, develop a five-year plan for Zion's ministries and facilities based on emerging needs of the Hempfield community. Completion Date: June 30, 2016 with Approval by Congregation at November 2016 Annual Meeting.*

The two above goals were not met due to a change in focus of the council and the results of the ZSPC process.

5. *Develop a formal succession plan for Dennis' eventual retirement.*

Dennis has announced that he plans to retire December 31, 2018. We are in conversation around the steps that need to be taken to hire someone who will be able to lead the varied worship and music ministries of Zion. With Dennis, we have a true gem of a musician who can plan and accompany both traditional and contemporary worship. This combination of expertise and skill will be difficult to find in a person to follow him.

Staff changes, changes of focus, worries about finances, and concern about the future are all challenges that affected the ministries of Zion during 2016. However, I think that the greatest challenge that continues to plague us is a lack of unity among our membership. My over-arching goal continues to be to bring greater unity at Zion among the members. How might we truly live out our Action Statement: "Connecting with God, connecting with others, connecting others with God"?

Throughout the year, my desire has been to bring our members together in different ways so that we will come to know and appreciate one another as beloved children of God and to view our congregation as one community of faith instead of defining ourselves as 8 o'clock "traditional service" people or 10:30 "contemporary service" people.

One effort made to bring us together as a worshipping community was the summer schedule of one, combined service at 10 a.m. I remember that more than one person commented that he or she would not attend the summer services due to the change of schedule. Reasons given were based on preconceived beliefs that the worship styles of these services would be "too traditional" or "too contemporary." On the other hand, others stated how much they enjoyed seeing the nave full of people and getting to know their fellow parishioners better through the gathering time after worship. Sadly, both attendance and giving decreased during these months.

A second effort was the development of a worship series throughout the summer that would highlight the historical development of Lutheran liturgy from early Christianity until the present. Dennis Dezort and I did a lot of research and took special care to provide worship experiences that would educate worshipers about the ways that our Lutheran liturgy has changed throughout the centuries as cultural and community needs have changed. Our goal was to show that Lutheran worship is constantly evolving in style even though the basic structural elements and focus on Word and Sacrament have been maintained. One has only to view the many different hymnals used throughout the years to see that Lutheran worship has changed and continues to change in style. Whatever style of liturgy we use, worship is the work of the people who come to give honor and praise to God and to receive blessing for life through the Word and sacrament. In other words, all worship is contemporary in that it is a communal expression of faith by people gathered in a particular place at a particular time.

During Advent, I was drawn to the message of 1John. The author provides these words of caution, *"Do not love the world or the things of the world, the love of the Father is not in those who love the world."* (1John 2:15)

If we will cease focusing on finances and bodies in the pews and begin to focus on growing in our spiritual relationships with Jesus, then we will become healthier as a congregation.

"By this we know that we abide in him and he in us, because he has given us of his Spirit."
(1John 4:13)

If more members become immersed in God's Word apart from worship on Sunday morning, then their commitment to serve will be greater- both financially and through using their gifts. As John writes,

"We love because he first loved us." (1John 4:19)

If we cease focusing inwardly on the fears, desires and opinions of our current members and look outward as a congregation to our mission to spread the Gospel message and our ministry of bringing the Kingdom message to those who are hurting in our community, then we will experience renewal in our love and enthusiasm for ministry.

"There is no fear in love, but perfect love casts out fear." (1 John 4:18)

If we set aside the fears about change and memories of past upheavals at Zion and focus on the new and exciting opportunities that God is placing before us now, then we will be able to move on in faith and joy of serving the Lord. If we truly put our faith in Jesus, Zion will be able to accomplish great things.

"Everyone who believes that Jesus is the Christ has been born of God, and everyone who loves the parent loves the child. For the love of God is this, that we obey his commandments. And his commandments are not burdensome, for whatever is born of God conquers the world. And this is the victory that conquers the world, our faith." (1John 5:1, 3-4)

This unity in faith, love and service in Jesus' name is my hope and my prayer for Zion congregation and its members during 2017.

My goals for 2017 follow. They were developed by me with the input of the Personnel Team and Congregation Council.

PASTOR'S MINISTRY GOALS 2017

Ministry Area	Goal Description
Care/Stephen Ministry	To revitalize Zion's Stephen Ministries by recruiting and training new Stephen Ministers & Leaders. To organize and train a group of lay ministers for visitation to homebound or ill/recovering from surgery and distribution of Holy Communion.
Faith Formation/ Intergenerational & Family	To develop overall vision/plan for Zion Faith Formation for all ages incorporating intergenerational learning, milestones and family faith formation. To develop and provide a study of the Small Catechism that will have learning for children, youth, and adults.
Worship	To assure that there are fewer mistakes in presentation of 10:30 a.m. worship service by developing a framework to review & evaluate bulletins & weekly service projections as well as training of video volunteers.
Ministry Team Coordination	Work with Ministry Team leaders to create, develop, coordinate, promote and provide opportunities (programs/events) for our congregation to provide both in-reach for member fellowship and with emphasis on outreach for connecting with the Hempfield community.

CHURCH COUNCIL

John Hinkle, President

*And what does the Lord require of you, but to do justice, love kindness,
and to walk humbly with your God? -- Micah 6:8*

CHURCH COUNCIL
JOHN HINKLE, PRESIDENT

“Draw near to God and He will draw near to you.”

James 4:8

Voting Members: John Hinkle, President; Doug Rhoads, Vice President; Pastor JMe Lowden;
Anna Benedict; Ed Blough; Scott Crum; Scott Hetrick; Joel Janisewski;
Deb Overly

Non-Voting Members: Ron Crawford, Financial Secretary; John Hay, Treasurer; Phil Houseal,
Ass't. Financial Secretary; Lisa Nelson, Ass't. Treasurer; Brenda Stover, Secretary

The Year in Review

- Welcomed new council members – Anna Benedict, Scott Hetrick and Joel Janisweski to the Council
- Council heard a Lutheran camping presentation by Michael Youse / Colleen Seitz
- Approved Pastor's vacation request for April 11-29
- Approved placement of a clothing bin to be placed on Zion's parking lot in collaboration with East Hempfield Township and a Community Aide from the Lancaster County Council of Churches
- Assigned new council members to their ministry team liaison assignments
- Announced a council retreat for February 6th, 2016
- Approved the part time position of technology assistant at no more than 6 hours per week
- Approved new logo design for communications resources that will replace the ELCA logo
- Approved the formation of a strategic planning committee of 6-8 people to identify short and long term goals for the congregation
- Received resignation from Chris Reinford, CYFM Director effective April 3rd
- Approved a temporary leave of absence plan for parish administrator's maternity leave
- Received three proposals from contractors for correction of the basement moisture/mold problem
- Designated Dolly and Deb Overly to represent Zion at the June SYNOD assembly
- John Metzger invited to present topic on Judaism by Dave Dumyer during Sunday School hours in April
- Requested the Anna Mary Herr Fund and Joyful Noise collection be reported in the monthly newsletter
- CYFM director's position posted on 10-12 sites
- Scheduled interviews with 3 contractors to discuss basement moisture estimates
- Contracted Goeke Tree Service for tree trimming
- Received \$3,000 from the Ella/Mervin King Estate
- Facilitator assisted Zion with submission of two applications for rebate of health care costs for 2012 and 2013. Expect rebate of possibly \$15,000 total
- Expressed appreciation to Sue Weis, Deb Grube and the personnel committee for facilitating the search for the new CYFM director
- Jeffrey W. Engroff hired as full time CYFM director beginning August 1st
- Draft of congregational constitution in progress. ELCA changes to be added
- Solicited 4 bids for slate roof repair
- Zion Strategic Planning Committee held three meetings with SYNOD representatives
- Congregational pictorial directory event being scheduled for December

- Stewardship drive to begin October 2nd
- Work day held October 8th
- Ryan Gunzenhauser to serve as Zion's Serve-Safe representative; will survey food service facility and make recommendations
- Approved a proposal from Daryl Gerke for work to be done in the courtyard outside the parlor to alleviate basement moisture problem. Cost not to exceed \$1,600.00
- Informational budget meeting held on November 13th
- Congregational annual meeting held on November 20th
- Advent Bible studies to be held on Wednesdays (AM & PM)
- New council members elected to serve 3 year terms: Mark Coons, Adele King, Dave Albin; 1 year term – Chris Chapman
- Congregational meeting scheduled for January 29th, 2017, between services to vote on constitution changes and ZSPC report
- Joel Janisewski elected President of 2017 council and Scott Hetrick elected Vice President

Goals and Challenges for 2017

- Review the functions and organization of the ministry teams
- Begin to make scheduled improvements to Zion's aging building facilities as detailed in the Strategic Planning Committee's report
- Monitor the basement moisture/mold problem to determine if immediate action must be taken
- Improve communication efforts among the council, staff and congregation
- Discuss additional goals for 2017 at the yearly council retreat in February

Respectfully submitted,



John Hinkle
Zion Congregational Council President

CHILDREN, YOUTH, & FAMILY MINISTRY DIRECTOR

Jeff Engroff

As I celebrate my 5th month in ministry at Zion, I am reminded daily of God's grace and faithfulness in the smiling faces and warm hearts of this congregation. I have been busy and blessed by the ministry work at hand and ahead in 2017.

The best way to share with you the daily work of this ministry is to simply outline my goals and objectives from August 2016 into 2018.

Short term 08/16-08/17 goal: Re-paint and decorate new connection zone, repaint and redecorate ZYM room (basement)

September goals: Created youth event calendar for remainder of 2016. Prepared and hosted youth and family night (games and introductions & sharing information regarding youth events for 2016-2018. Created retreat curriculum for fall retreat. Created and implemented new Kids' Club schedule, monthly theme and volunteer base for 2016-2017. Sent three parental mailers home to communicate ZYM & H2H schedule as well as synod's Alive! Camping event and to inform parents of the ELCA youth gathering in 2018. Connection Zone room repainted and redecorated. (All Sept. goals were accomplished)

October-Fine tune Kids' Club schedule (based on volunteer feedback), commissioned new Kids' Club banner. Set up a children's chat schedule with the pastor. Prepare ZYM curriculum for Sunday mornings and bi monthly meetings for the remainder of 2016. Foundational work for a possible revamp of our faith formation hour (children's Sunday school and H2H/middle school ministry). Working on long term goals for Kids' Club sustainability. (Checking out other curriculum and format ideas) (all goals set were accomplished)

November- prep work for three major fundraisers for 2017. Gift card fundraiser. Invite Sr. Youth to synod's Winterfest (January weekend event). Working with other congregations on a possible VBS joint/cooperative initiative for 2017.

December-help pastor with prep for Christmas Eve service, prepare Lent youth meetings, prepare intergenerational component for Easter morning. Create and implement a three year cycled youth ministry by introducing a mission trip every third year, a local servant event every third year and attending the ELCA gathering every third year. Created and led my first senior high retreat with ZYM youth at Camp Kirchenwald. Working with the Faith Formation team to take inventory of how we 'do' ministry and how we can better serve those we minister to. Prepare to lead Jan. Faith Formation meeting. (All Dec goals set were realized)

Long term 2017-2018.

Lead and host a multi-church youth group event: 30 Hour Famine event will be held at Zion March 31-April 1. We will host 6 other groups-raising awareness and funds to stomp out hunger. Establish a middle school youth ministry. Continue to work on building a 'tween youth ministry for a possible 2018 debut. Continue work on creating a long term sustainable Kids' Club ministry blueprint by the end of 2017. Fundraisers for 2018 ELCA Gathering. Creating a CYFM enhancement team of volunteers-training leaders for ministry. I will create and lead a volunteer day-retreat in the spring. Currently looking at Cooperative VBS and youth ministry initiatives for 2017 and beyond. . Creating a starting point for a college age/young adult ministry. Furnish and equip the Connection Zone with WIFI. Furnish and reorganize ZYM room in lower level and return current ZYM room for other congregational needs/uses. Creating and leading cross generational events at Zion. (First one will be on Easter morning in the social room). Will coordinate Easter Egg hunt event for Lent.

Longer term 2018-2020: Mission-minded ministry for CYFM programs. Cooperative, regional youth ministry initiative. Working in ministry with others for the common good for all. Training teens and young adults to mentor and better use their God-given talents and gifts for the ministry God is calling them to. Have a healthy and sustainable young adult and middle school ministry.

Current physical ministry needs: WIFI in the Connection Zone and ZYM room. Inexpensive high top tables for the Connection Zone as well as some light, modern furniture in the ZYM room. Keurig Coffee makers (in the Zone and ZYM rooms).

Other ministry needs: Trained volunteers to help teach, lead, and to be in relationship with our young people. Fundraising continues to help fund ZYM senior youth's attendance at the ELCA's tri annual gathering in Houston, TX.

Thank you all for your amazing support!

Respectfully,
Jeffrey Engroff

MINISTRY REPORTS: OUTREACH

SOCIAL OUTREACH TEAM

Social Outreach Team members: Melodie Dearolf (chair), Joanne Grim, Dolly Overly, Randy Miller, Wayne Dearolf, Pastor JMe, and Joan Oberrender. Occasional visitor-Lisa Nelson

- Helped with park playground build with snacks etc.
- Helped youth with the Pancake Breakfast.
- Highway clean up, Spring & Fall.
- Community aid bins in place
- Collection of coupons for military overseas.

Anna Mary Herr Fund Activity - 2016				
Date	Amt Recvd	Amt Distrib	Description	YTD Balance
16-Jan	\$ 1,003.29			\$ 1,003.29
16-Jan		\$501.64	North Star Initiative	\$ 501.65
16-Apr	\$ 953.91			\$ 1,455.56
30-Apr		\$150.00	E. Hempfield Twp - pickets	\$ 1,305.36
16-Jul	\$ 953.91			\$ 2,259.27
16-Aug		\$250.00	Silent Samaritan Fund	\$ 2,009.27
16-Aug		\$500.00	North Star Initiative	\$ 1,509.27
16-Oct	\$ 964.39			
Total	\$ 3,875.50	\$1,401.64		\$1,509.27
Joyful Noise Offerings - 2016				
			Carryover from 2015	\$159.66
16-Jan	\$126.05	\$126.05	Water Street Rescue Mission	\$159.66
16-Apr	\$138.79	\$138.79	LSS Hunger JAM	\$159.66
16-May	\$104.38	\$189.12	LSS Hunger JAM	\$74.92
16-Jun	\$139.11	\$139.11	Zion Friends in Need	\$74.92
16-Jul	\$134.28	\$134.28	Housing Dev Corp - Sr Games	\$74.92
16-Aug	\$106.01	\$106.01	LWR Fabric Kits Mailing Cost	\$74.92
16-Sep	\$108.26	\$108.26	LWR - West VA Flooding	\$74.92
16-Oct	\$114.33	\$114.33	Oak Leaf Manor Veterans	\$74.92
16-Nov	\$140.07	\$140.07	ZELC Women - Pantry Stckgs	\$74.92
16-Dec	\$126.04	\$126.04	LWR - added to Adult SS contril	\$74.92
			(cow & coffee tree seedlings)	
Total	\$1,237.32	\$1,322.06		\$74.92
Community Aid Box - 2016				
16-Apr	\$52.60			\$52.60
16-Aug	\$203.00			\$255.60
Total	\$255.60	\$0.00		\$255.60

COMMUNITY MEAL

Submitted by Linda Bear

The purpose of the Community Meal Ministry is to provide a free, nutritious meal and socialization time for friends and families in the community. This meal is offered every Thursday evening during the months of September through June with doors opening at 5:00 PM. The meal is served at 5:30 PM. The meals are provided by several different church and community groups who send a team of volunteers to prepare, serve and clean-up. A host or hostess from Zion is in attendance each Thursday to open the church, meet, greet, and assist the volunteers and guests, and make sure the kitchen is cleaned and the doors are locked before leaving.

Following is a list of jobs and responsibilities and the people who complete them:

1. Joanne Grim - recruits groups of volunteers; maintains a list of contact persons and phone numbers; prepares and distributes a yearly calendar of volunteer participants.
2. Randy Miller - recruits and schedules Zion congregational members to be a host or hostess each week.
3. Jim Bear- purchases, picks up, and delivers kitchen supplies such as disposable plates, cups, napkins, utensils, coffee, tea, hot chocolate, lemonade, sugar and sweetener packets, aluminum foil, plastic wrap, condiments, etc.. The Friends in Need fund is used as the monetary source for the purchase of these kitchen supplies and food.
4. Cathy Benedict-set the tables each week, prepares the cold drinks such as water and lemonade.
5. Connie Alsedek and Linda Bear - recruit and organize volunteer teams from Zion's congregation to order, pick-up, deliver, prepare, host, serve, and clean-up for five of the meals throughout the year on the second Thursday of the following months: February, April, June, October, and December. The Friends in Need fund is used as the monetary source for the purchase of the necessary food items for these five meals, also.
6. On occasion, other groups of Zion members are recruited by Joanne Grim to prepare and serve a meal when open dates appear on the yearly calendar.

HEMPFIELD AREA FOOD PANTRY

Submitted by Diane Gerlach

Matthew 25:35..."For I was hungry and you fed me." The purpose of the Hempfield Area Food Pantry is "to show the underserved of the Hempfield communities the gracious love of God by feeding the body, mind, and soul of its clients with dignity and respect."

The pantry serves families who live in the boundaries of the Hempfield School District. We have a few families who live in surrounding communities who were "grandfathered" in when the pantry moved to Zion. The food pantry has grown in the number of client families we serve. In 2016 we added 109 new families to our registered client list of over 300 families. In December, 2016 we served 159 families which included 213 children; 367 adults; and 78 seniors for a total of 658 people served in December.

The pantry is a faith-based organization which began in May, 2003 at Real Hope Church serving 9 people a month. Due to an increase in clients, need for more space and added volunteers, Zion Evangelical Lutheran Church, offered to "house" the pantry as an outreach project. The pantry moved permanently to Zion in May, 2008. "Seed money" to move the pantry to Zion was received from the Kraft Funeral Home in Landisville. THANK YOU Zion for the outreach mission to our community. In appreciation for the outreach Zion provides to the Hempfield community through the pantry space and electricity usage, the pantry contributed \$1,000.00 in 2016 to Zion as a good faith donation.

The pantry received its own 501 (c) (3) status as of July 29, 2009. This non-profit status opened up avenues to apply for and receive grants and other programs to help support the pantry. It also provides a tax deduction for any contributions written to "Hempfield Area Food Pantry, Inc." During the 2016 holiday season (Thanksgiving through New Year), the monetary contributions and food donations received for the pantry again surpassed all expectations and totals for previous years. Zion contributed 185 pounds of food in December and a total of 2,006 pounds of food for 2016. We are thankful for the regular food donations and the monetary donations we receive from Zion members. Our clients are very thankful and appreciative for the bread/bakery items, staples, and fresh produce they receive each week!

Monetary contributions help to purchase food items at the Central Penn Food Bank at below super market costs (many items at 18 cents a pound) which include meats, eggs, dairy products and other food products not received through food drives and donations. AND, our managers are also able to purchase food items at local grocery stores during special sales. The pantry is truly an ecumenical service to the community..... churches who support the pantry with food donations and financial contributions include Chiques United Methodist Church, Church of God of Landisville, Hempfield Brethren in Christ Church, Hempfield Church of the Brethren, Hempfield United Methodist Church, Holy Spirit Lutheran Church, Lancaster County Bible Church, Landisville Mennonite Church, Mountville Church of the Brethren, New Apostolic Church, Reality Church, Reformation Lutheran Church, Salem United Church of Christ, Saint Edwards Episcopal Church, Saint Leo's Catholic Church & School, Wayside Presbyterian Church, and Zion Evangelical Lutheran Church. In addition,

some of the other regular sources of food donations and dollars come from: local boy scout and girl scout troops, HARC (employees, day campers and playground), Hempfield School District students/staff, Hempfield Women's Club, Mountville Lions Club, Mountville Fire Company, Hempfield/Lancaster Rotary Club, Postal workers, Union National Bank Salunga Branch clients, Village Grande Community, and Willow Valley Retirement Community.

During the recent holiday season, we received donations from many community groups, local businesses, and private individuals. Due to the large donations of food during the months of November and December, the Hempfield School District (seven elementary schools, two middle schools, the high school and district administration office) decided to "move" their 2016 food collection to the month of February, 2017. The district is aware that food is needed for distribution to families year round not just during the holiday season. Their collection will be delivered to the pantry in March, 2017. J. K. Mechanical, a district sponsor, will again provide the transport and man power to deliver the food to the pantry.

Businesses contribute food items to the pantry weekly.....during 2016, Darrenkamps of Mount Joy donated 18,154 pounds of fresh produce; Forry's donated 1,895 pounds of produce; Giant (Lancaster) 754 pounds of bakery and breads; Giant, Mount Joy donated 5,732 pounds of bakery items; Giant, Lititz 4,095 pounds of bread and bakery items; Penn State Extension farms donated 3,040 pounds of fresh produce; S. Clyde Weaver donated 3,189 pounds of bread and bakery items; Target (Lititz) donated 23,271 pounds of produce and 1,819 pounds

of bread and bakery items; Weis (Columbia) donated 11,513 pounds of bread and bakery items; and Weis (Stony Battery Road) donated 4,209 pounds of food items; bagels and other miscellaneous bakery items 1,500 pounds. Private individuals donated 5,060 pounds of food items. The Hempfield pantry received 30,494 pounds of food from private businesses/organizations too numerous to mention in this report.

CAP (Community Action Program) supplied the pantry with 23,795 pounds of food at no cost to the pantry. In addition to the all the donations received, the pantry purchased 58,992 pounds of food from the Central Penn Food Bank, Harrisburg.

The pantry is a total community volunteer service...there are no paid persons on the staff. Our volunteer list includes 131 volunteers from many churches and other members of the Hempfield community. During the month of December, 60 volunteers served a total of 625 hours to the operation of the pantry. During 2016, the volunteers donated 7,994 hours. These volunteers serve with a joyful and true servant's heart!! The clients mention to us weekly...."we are so thankful to have a pantry with caring volunteers and a conveniently located place for us to receive food on a weekly basis!"

"Thank you Lord for the blessings and encouragement you give to the Hempfield Area Food Pantry!" Together we will feed the hungry!

MINISTRY REPORTS: WORSHIP & FAITH FORMATION

“Proclaiming the Kingdom of God and teaching about the Lord Jesus Christ with all boldness and without hindrance”

– Acts 28:31

WORSHIP AND MUSIC TEAM

Submitted by Tom Williams

Chairperson	Tom Williams, 492-0527 or twilliams070569@gmail.com
Committee Members:	Barb Williams, Donna Dumeyer, Adele King, Dave Albin
Council Representative:	Ed Blough
Staff Consultants:	Pastor JMe, Dennis Dezort

2016 Achievements

- Renewal of Marriage Vows Service & Reception
- Ash Wednesday and Weekly Lenten Services
- Palm Sunday/First Holy Communion
- Maundy Thursday and Good Friday Tenebrae services held
- 2 Easter Services
- Variety of Flowers used to decorate the church for Easter
- Mother's Day Celebration
- Affirmation of Baptism/Confirmation
- Father's Day Celebration
- Flag Day, Veteran's Day
- Summer Taize Worship
- Independence Day & Labor Day Recognition
- "God's Work Our Hands" Sunday
- Harvest Home, Thanksgiving Decorating
- Advent Hanging of the Greens through-out the church
- Hempfield Singers Concert, December 19th
- Christmas Services
- 2016 Budget held within limits and Submitted 2017 Budget with no increase

Goals for 2017

- Continued focus on areas which enhance the worship services
- Recruit additional help, when it comes to decorating, especially Christmas

ACOLYTES

Submitted by Amy Thompson

With the graduation of the seniors from last year we lost three acolytes. Two new active 7-12 graders were added to the schedule for the upcoming year. We will lose two students at the end of this school year due to graduation and another has been asked to be removed from the rotation due to a work conflict. Because of the decreased number of youth available they are being called on to serve more frequently. Therefore, I have been in contact with the pastor and youth director to see if there are other options such as using sixth graders or possibly adults. We continue to have processionalists as they are requested by the pastor on special occasions like Palm Sunday, Easter and Christmas Eve.

FAITH FORMATION TEAM

Committee Members: Matt Adams, Linda Bear, Cathy Benedict, Ed Blough, Joanne Grim, Millie Gundel, Joel Janisewski, Corrie Stream, Alane Klepper

Staff Consultant: Pastor JMe Lowden

Council Liaison: Joel Janisewski

ZION YOUTH MINISTRY (CYM) HEAD 2 HEART (H2H) CONFIRMATION PROGRAM

Submitted by Jeff Engroff, CYFM Director

The months of August and September were ones that allowed me time to assess where the ministry was, at that time, and to plan a parent/teen meeting for Rally Day to formally meet the teens and their families. The group played games, ate pizza and shared stories about youth group and why it's important to them.

Bi-monthly meetings and retreats were planned for the remainder of 2016 and into the fall of 2017. I led these meetings with the help of a few former ZYM students, currently in college. The winter retreat at Kirchenwald was well attended and it solidified my new relationship with them as we played, prayed, ate and simply hung out for a long weekend.

All of the ZYM meetings for the year and into 2017 are thematically planned and are thus far well attended. I also lead ZYM Sunday school every Sunday morning in the Connection Zone. Most times there are between 6-8 youth in attendance on Sunday mornings, and about 10-12 youth attend ZYM meetings (on average).

I initiated and completed my first fundraiser at Zion for ZYM. The gift cards were a huge success and raised a little over \$900.00 towards our trip expenses for the 2018 ELCA Gathering in Houston.

ZYM youth has helped me clean, paint and redecorate the basement area where the pool tables are. We had a paint party in November.

I also help lead H2H Confirmation with the pastor. We have six confirmands as well as 2 or 3 older ZYM youth attend bi monthly meetings and help lead certain components of the class. It's wonderful to be a part of such a healthy and nurturing group of young people!

I have met with several adults within our congregation inviting them to be a part of ZYM and H2H. Pastor and I will work with these volunteers to ensure that they are well acclimated to the teaching materials/curriculum as well as helping them forge new relationships with our young people.

I have proposed to the pastor that H2H meet Sunday mornings to better accommodate family schedules. That change went into effect Jan.1, 2017.

CHILDREN'S FAITH FORMATION

SUNDAY SCHOOL

Submitted by Linda Bear

Zion's Sunday Children's Ministry is held on Sunday mornings from 9:15 AM to 10:15 AM. It consists of two multi-age classes: the preschool class and the elementary class.

The Preschool class is designed for children two to five years of age who have not yet attended Kindergarten. This class is taught by Millie Gundel and Joanne Grim, and they have three registered students.

The Elementary class is for children from Kindergarten through Sixth Grade. It is taught by Linda Bear, Pat Landis, and Robin Ginther who follow a rotating monthly schedule. The students in attendance range from Kindergarten through fifth grade; however, the majority of the attendees are in Kindergarten through third grade. Number of students in attendance from week to week has ranged from two to ten. This class also participates in 15 minutes of music and singing activities led by Mr. Dennis Dezort from 9:15 AM to 9:30 AM.

The SPARK Curriculum Lectionary Series is provided for all the students and is being used in different ways. The teachers of the Preschool class use the lessons as guidelines and supplement their lessons with additional age-appropriate activities. The Kindergarten through Sixth Grade teachers may use any of the materials that are provided for K-2nd grade students, 3rd-4th grade students, and 5th-6th grade students and are able to choose the materials and activities that are most appropriate to meet the needs of the students who are in attendance.

The children's offerings are being collected to support the Evangelical Lutheran Church of America's program entitled "God's Global Barnyard." They have donated approximately \$25.00 from September through December of 2016 to go towards the purchase of farm animals-chicks, ducks, sheep, goats, cows- for families in less developed countries.

FIRST HOLY COMMUNION

It was with joy that the following children were welcomed to the Lord's Table for their First Holy Communion on Palm Sunday, March 20th: Emma Baumgardner, daughter of Deb Overly; Joshua Deibler, son of Aarin and Doug Deibler; Miriam Janisewski, daughter of Jean Pretz and Joel Janisewski; and Allie Provanzo, daughter of Aubrey and Jason Provanzo. In preparation, the children and their parents participated in two Saturday morning sessions of instruction about Holy Communion led by Pastor JMe, and they attended the Passover Seder Meal led by the H2H Confirmation Class students.

Also: Vacation Bible School (summer) & Kids' Club- No reports

ADULT FAITH FORMATION CLASSES

WIRED WORD CLASS

Submitted by Barb Gerke

Wired Word Sunday School class that meets in the social room discusses issues that come up in the week from a Biblical perspective. We welcome any one who would like to join.

ADULT CLASS IN THE PARLOR

Submitted by Dave Dumeyer

This class uses a variety of videos by a variety of teachers to develop a greater understanding of our Christian discipleship. Videos are viewed by the class, along with the reading of related Bible passages, and then discussed. The class began in January with John Ortberg's series about GOD working in our lives, titled *All the Places to Go!* In February and March, the class explored its understanding of money and material goods as resources to bring about GOD's kingdom, led by Adam Hamilton's video series *Enough!* (One session of that series was

shown in worship service during our stewardship campaign.)

We turned to pastor/author/teacher Ray Vander Laan to lead us in a discussion of our Christian mission to others by focusing on GOD's purpose for His People in *Israel's Mission*. (NOTE: Vander Laan's lessons take place in the Middle East and the Holy Land to emphasize the importance of the setting when receiving GOD's instructions.) The summer vacation interrupted a pair of Adam Hamilton videos, *Confronting the Controversies* (dealing with divisive issues such as abortion, homosexuality, the teaching of evolution, etc.) and *Half-Truths* (certain beliefs we have grown up with but which may not be entirely biblical or Christ-centered.) In October and early November, the Scholars followed the development of the *Mission of Jesus* (Vander Laan) and how his message has revealed him to be the messiah and savior of all. Finally, during the Advent season, Adam Hamilton took us to the Holy Land to delve into the Scriptural accounts of Mary and Joseph and to observe the circumstances surrounding the birth of Jesus in *The Journey*.

The Scholars meet Sunday at 9:15 AM. We study the Bible and seek the truth of GOD's love and purpose for our lives. If you have a need to learn more about this precious gift of Jesus, we encourage you to come and join us.

PARENT CAFÉ

Parents of children and youth began meeting on the first Sunday of the month for the "Parent Café" facilitated by Jean Pretz and Joel Janisewski. All parents are welcome to join the group for coffee and conversation about pertinent faith and life topics.

ADULT WEEKDAY BIBLE STUDIES

Studies Led by Pastor JMe

January: Facebook Book Discussion

Lenten Bible Study: The Ten Commandments

May: From Paul to Titus: A Study of the Epistle

June: 1 Timothy

July: Bible Study and Breakfast at Miss Callee's: 2 Timothy

Sept: James

Oct: Stewardship Emphasis- "Because of God's Great Mercy" Study

Nov-Dec: Inductive Bible Study of the Gospel According to Matthew

Monthly Study led by Ted Symonds: The Acts of the Apostles

MINISTRY REPORTS: INREACH CARE & FELLOWSHIP

*"Proclaiming the Kingdom of God and teaching about the Lord Jesus Christ with
all boldness and without hindrance"
– Acts 28:31*

CARE MINISTRY TEAM

Submitted by Judy Traup, Committee Chair

Council Rep. Scott Crum

Committee Members:

Women of Zion – Millie Gundel
Prayer Team –Dolly Overly
Senior Ministry Contact – Diane Gerlach
Health Ministry – Mary Hetrick
Meals for Members – Zion members & Mealtrain.com
Card Ministry – Linda Bear & Dolly Overly
Funeral Coordinator – Diane Gerlach
Transportation – Judy Traup, Congregation
General requests – Judy Traup, Congregation
Columbarium Ministry– Co-Chaired Ron Crawford & Bob Traup, Dick Heim
Baby Basket Ministry- Diane Gerlach & Joanne Grim
Stephen Leaders – Pastor JMe, & Judy Traup
Stephen Ministers – Linda Bear, & Judy Traup

Shared Commitment: Zion Evangelical Lutheran Church is to be an inclusive and welcoming Lutheran church home that educates and emboldens children, youth and adults of all ages to serve God and spread His word in our local communities;;guided by the Holy Spirit, nurtured by the words of our Lord Jesus Christ, firm in our desire for congregational in-reach and community outreach, and strengthened by our fellowship with each other, we strive as a church family to achieve spiritual growth and maturity.

The Care Team assists the pastoral staff in the caring for members within our congregation.

Thanks to all who contributed time and talents for the care of Zion's members. God blessed this family of Zion with "active laity" again during 2016. Care ministry involves all of us doing what Christ asked us to do...minister to the lonely, the old, the young, the ill, the imprisoned, the unemployed, the bereaved, the hungry, etc. **Care Ministry includes all of these actions "within the walls of Zion."** We are the ministers of the church; we are the ones who minister to one another whenever there is a need. However, Zion requires your help to keep us informed of the needs of our brothers and sisters. **It is difficult to know the needs of all of our members, unless we can depend on YOU to assist by informing us of who, what, when and where the touch of Jesus is needed.** WE are His hands, His feet, and His love! HE and WE are dependent upon one another!

The Team is responsible for the oversight of:

**Stephen Ministries
Prayer Team
Women of Zion
Baby Baskets
Senior Ministry
Transportation
General Help
Card Ministry**

**Health Ministry
Meals for members
Hospital/Home visiting
Yarn Ministry/Prayer Shawl Ministry
Funeral Coordinator
Columbarium Team**

CARE MINISTRY SUPPORTED THE FOLLOWING in 2016:

- visitation to our shut-ins
- visitation to our members in retirement homes
- continued prayers for our congregation and requests
- visitation to our hospitalized, ill and recuperating members
- delivery of special flowers at Christmas and Easter
- delivery of baskets for new babies
- preparation of meals to members in need
- transportation for members as requested
- sending of cards for baptisms, weddings, to the hospitalized and ill, to the bereaved, new members, graduates, etc.

2017 PLAN FOR MINISTRY

This ministry team will continue to:

1. Monitor the membership records
2. Provide support to the church staff
3. Use Time, Talent and Spiritual Gifts of our members to involve and encourage one another in the care ministry of the church in His Name and for His Glory
4. Provide "care" ministry and information to members, as requested
5. Provide information and presentations for those at Zion, and the community.

Care Ministry will continue to support all the efforts that we previously supported at Zion in 2016. As always we will continue to look for new venues to support in 2017.

Every member of the congregation is a part of the Care Ministry Team. YOU are encouraged to support our ministry efforts. Share Jesus Christ....be His hands, His feet, His ears, His eyes, and His heart! Get to know your Zion family by listening, sharing, caring, responding, and praying. This is Care Ministry! We all can do something! Your actions in His name bring honor and glory to Him. That is what He expects of us! HE and WE are dependent upon one another! Thank you for responding to His call to be His ministers in His body here at Zion.

Reports for specific Care Ministry sub-teams follow.



PRAYER TEAM ANNUAL REPORT

Submitted by Dolly Overly

Prayer Team meets the third Tuesday of each month. We have five members who are dedicated to praying on a regular basis for our church and all those who request prayer. If you have an interest in being a part of this team, we would love to have you join us. Contact Dolly Overly at 917-9549 or at doisme@comcast.net.

BABY BASKETS

Submitted by Diane Gerlach & Joanne Grim

Baby baskets from the family of Zion were given to the following families:

- Daisy Jane Propst, born November 17, 2015, daughter of Twila Flaud and Matt Propst
- Jordan Scott Provanzo, born January 6, 2016, son of Aubrey (Rhoads) and Jason Provanzo
- Andrew Malachi Rankin, born on January 29, 2016, son of Anne & Chris Rankin
- Erika Morgan Landis , born February 10, 2016, daughter of Katie and Jason Landis
- Maddox William Miller, born February 29, 2016, son of Amy (Stathopulos) and Joshua Miller
- Noah Brian Crum, born May 29, 2016, son of Liz (Stathopulos) and Scott Crum
- Rylie Grace Kernon, born September 15, 2016, daughter of Erika (Haun) and John Kearon
- Stone Patrick Smeltz, born November 23, 2016, son of Shanna and Philip Smeltz
- Sarah Margaret Auchey and Joseph Charles Auchey daughter and son (twins), born December 2, 2016, to Helen and Joe Auchey

STEPHEN MINISTRY

Submitted by Pastor JMe Lowden

During 2016, Zion's Stephen Ministry team focused primarily on educational programs for persons in the congregation and community. After the success of the 2015 3rd Third of Life series, the team decided to choose subjects that would be of interest to a wider audience.

The "Life Matters" series of presentations began in October with 12-15 attendees per session- both members and non-members. On October 8, Patti Anewalt, Director of the Pathways Center of Hospice and Community Care, gave a presentation entitled "Grieving Well." The purpose of this presentation was to help anyone who has experienced the loss of a loved one or who wants to help someone who is grieving. "How to Make Downsizing Easier" was the theme of the second Life Matters presentation on October 22. Rochelle ("Rocky") Welkowitz, the manager of Transition Solutions for Seniors, was the presenter. Zion's own Judy Traup

and Pat Landis both work with Rocky helping seniors to make transitions to new, smaller residences or apartments in the Lancaster area.

The series will continue in 2017 with two additional presentations planned. On Saturday, March 4th, a presentation will provide help for those who are contemplating how to have "Necessary Conversations between Adult Children and Their Parents." Presenters of this program will be Gerald W. Kaufman, MSW and L. Marlene Kaufman, MSW. The Kaufmans are Family Therapists and authors.

Their presentation will offer suggestions for discussing finances, medical care, driving, and living arrangements before the crises hit. A fourth presentation entitled "Being Mortal" is planned for later in the spring months. This last Life Matters program will include viewing of the PBS Frontline presentation of *Being Mortal* followed by a discussion of the video.

Over the past two years, several of our Stephen Ministry Team members have "retired" after serving their terms: Tom and Mary Grzybowski, who were among the first Stephen Leaders trained, and Angela and Rich Sieglitz, members of the first Stephen Ministers training class. We give thanks to God for the leadership and caring ministry that they provided during their time of service.

Remaining on the team are Stephen Leaders, Judy Traup and Pastor JMe Lowden, and Linda Bear, who was commissioned as a Stephen Minister in 2015. In addition to providing special programming for the congregation, the Stephen Ministry of Zion has provided care to three individuals of the congregation and assisted with visitation and pastoral care of others when there was need. Sadly, because we now have only one active Stephen Minister, we have not been able to respond to many care needs that have been identified during the past year.

We invite those who have the gifts of mercy, listening to others and caring to consider joining our team. You will receive excellent training and support for your ministry as a Stephen Ministry. As more than one Stephen Minister has stated, providing this special care may be a blessing for the care receiver; however, the one providing care receives just as many blessings from the care-giving relationship. One care receiver has commented that the care received from Stephen Ministry was a life-saver. Please pray about whether God is calling you to join this important ministry at Zion.

WOMEN OF ZION

Submitted by Millie Gundel

Comforter Ministry - Met once a month to make comforters for the needy. The materials that we used were either donated or purchased with funds provided by Thrivent. 12 comforters were given to Lutheran World Relief and 6 to Hempfield Schools for needy students.

Yarn Ministry - Met twice a month to knit and crochet prayer shawls, hats, scarves, confirmation mantles, prayer squares, chemo hats. Prayer shawls and chemo hats are displayed on a rack near the mailboxes. They may be taken to give to those who need comfort. Please add your name and the name of the recipient in the attached book.

Christmas Gift Bags - Collected donations of gifts from Zion and other Hempfield churches and filled 164 bags to be given to children of the Food Pantry. Funds donated by Thrivent Action Team were used to purchase the gift bags and additional gift items.

Fabric Kits - Collected donations of fabric and thread which were then folded into 20 kits. These were given to Lutheran World Relief to be sent to third world countries.

Fleece Blankets - Red and black fleece was purchased with Thrivent funds and assembled into 7 blankets given to Hempfield Schools for children in need.

Social Events - New Year breakfast, Spring breakfast and Advent breakfast at Country Table
Organized group trip to Samson at Sight and Sound.
12 women went to Nawakwa Craft Retreat in November

We thank everyone, men and women, who have participated in any of our activities and welcome ideas for future projects, service or social!

PARISH FELLOWSHIP TEAM

Submitted by Liz Crum

This past year we have had several events put together by the Parish Fellowship team. We started the year off in February with another "Soup"-er bowl lunch where everyone brought a soup to share, then about 8 of us went to the Race Against Racism in downtown Lancaster this past April, and after the second service throughout the summer we had conversations on the lawn with snacks and drinks.

For this coming year, I plan on continuing the fun and adding a few more events to the calendar. We will do the "Soup"-er bowl lunch, Race Against Racism, and conversation on the lawn again. We will also try to get something together this coming year for a Barnstormers game and a Nissley Vineyards night. In October I plan on putting together an Oktoberfest and sometime in November and before Christmas I plan on getting ideas from people so I can put together a little cookbook for leftover Thanksgiving/Christmas recipes for breakfast, lunch, and dinner so that we all have some fun ways to make things with the tons of leftover holiday foods we always have! And hopefully at some point this coming spring/summer we will be able to put together an outdoor worship service that would be a combined service followed by a brunch.

Of course any thoughts or ideas are welcome! Some of the dates are set in stone, but there is wiggle room for most of the events. I will make sure everyone is kept up to date when plans or ideas change so that we are all on the same page and can make 2017 a fun, memorable year!

<p style="text-align: center;">SUPPORT</p> <p style="text-align: center;">Finance (Treasurer, Endowment, Columbarium, Financial Secretary), Stewardship, Property, Personnel, Congregational Statistics</p>

TREASURER'S REPORT

Submitted by John Hay

	2016 Budget	2016 Actual	(Over)Under Budget
Salary & Benefits	\$275,637	\$257,182	\$18,455
Christian Education	\$5,800	\$3,810	\$1,990
Evangelism	\$3,600	\$2,369	\$1,231
Administration	\$27,375	\$24,438	\$2,937
Property	\$77,530	\$57,218	\$20,312
Stewardship	\$30,500	\$30,700	(\$200)
Worship & Music	\$5,820	\$4,152	\$1,668
ZYM	\$3,730	\$2,321	\$1,409
Parish Fellowship	\$1,015	\$1,115	(\$100)
Executive Committee	\$1,250	\$919	\$331
Care Ministry	\$1,580	\$830	\$750
Total	\$433,837	\$385,054	\$48,783

Endowment Fund Report

Submitted by Lisa Nelson

Fund	December	Year-to-Date Values			Dec
	31, 2015	Principle +/-	Income	Mkt Val Chg	31, 2016
General Fund (JMS)	\$ 164,014	\$ (10,000)	\$ 2,645	\$ (1,043)	\$ 155,616
Koser Trust Fund (JMS)	\$ 39,566	\$ -	\$ 784	\$ (3,329)	\$ 37,021
Christian Ed Fund (JMS)	\$ 71,013	\$ -	\$ 1,559	\$ (3,880)	\$ 68,692
Kauffman Fund (JMS)	\$ 60,991	\$ -	\$ 1,265	\$ (3,685)	\$ 58,571
Anna Mary Herr Fund (ELCA)	\$ 100,789	\$ (3,875)	\$ -	\$ 2,880	\$ 99,794
General Fund (ELCA)	\$ 101,527	\$ 5,000	\$ -	\$ 3,012	\$ 109,539
Totals	\$ 537,900	\$ (8,875)	\$ 6,253	\$ (6,045)	\$ 529,233

2016 Endowment Fund Activity:

- \$10,000 was withdrawn from the JMS accounts to cover current expenses
- \$5,000 was received from the Pauline Hess Fisher Estate and deposited into the ELCA General Fund
- \$3,875 was distributed from the Anna Mary Herr Fund, partially used for outreach supporting the following causes:
 - A Her Park Playground
 - North Star Initiative
 - Silent Samaritan Fund

All Janney Montgomery Scott (JMS) accounts are 100% invested in GNMA bonds.

The ELCA accounts are part of the ELCA Endowment Fund Pooled Trust, a diversified balanced investment fund, administered by the ELCA.

Complete account statements are available in the church Finance office.

COLUMBARIUM COURTYARD/ MEMORY GARDEN

Submitted by Robert Traup & Ron Crawford

Zion's Columbarium & Memory Garden was dedicated on Sunday, January 14, 2007 and it has been a successful venture ever since.

Our Columbarium team is currently composed of the following people:

Ron Crawford – 1/1/17 – 12/31/19

Richard Heim -- 1/1/17 – 12/31/18

Robert Traup -- 1/1/17 – 12/31/17

Pastor JMe -- Term is based on the term of her call.

On January 1, 2013, Burnell Hostetter stepped down as chairman of the Columbarium Committee. At that time, we decided to split the two areas of responsibility. Ron will assume all of the financial responsibility and Robert will assume the non-financial responsibility (i.e. Robert will maintain the Columbarium niche records, correspondence and inurnment service details, and Ron will take care of the financial details.)

The financial picture is as follows:

Income: \$27,900 – Sale of 31 niches
 \$7,847 -- Donations from the congregation
 \$1,911 -- Certificate of Deposit interest income
 \$20,000 -- Loan from the endowment fund -- *to be repaid*
 \$57,658 – Total receipts to date

Expense: \$46,020 -- Total cost to date
 \$11,638 – Remaining funds as of 12/31/16
 \$15,300 – Anticipated sale of 17 remaining niches
 \$26,938 – Estimated leftover funds after all niches are sold

(\$15,000) – Loan repayment

\$11,938 – Estimated balance after all niches are sold

The rules and regulations and costs have remained the same since 2006 when the columbarium was installed. Use of the columbarium is open to Zion members and their immediate family. The total cost per niche is \$900; \$600 is for the cost and is refundable if the family should change their minds about this type or location of burial. The remaining \$300 fee is treated as a donation and is not refundable. In 2016 there was one niche sold.

FINANCIAL SECRETARY REPORT

Submitted by Ron Crawford

	YTD ACT	YTD BUD	YTD ACT
	<u>2016</u>	<u>2016</u>	<u>2015</u>
CURRENT & BENEVOLENCE	\$ 348,508	\$ 433,838	\$ 360,853
SUNDAY SCHOOL	\$ 1,501	\$ -	\$ 1,167
PAPER	\$ 1,160	\$ -	\$ 1,406
FLOWERS	\$ 2,990	\$ -	\$ 2,630
ZYM INCOME	\$ 332	\$ -	\$ 158
VACATION BIBLE SCHOOL	\$ 439	\$ -	\$ 151
COMMUNION WINE	\$ 315	\$ -	\$ 280
BUDGETED OFFERINGS	\$ 355,245	\$ 433,838	\$ 366,645
ADULT SCS	\$ -	\$ -	\$ -
BUILDING FUND	\$ 5,205	\$ -	\$ 5,170
FRIENDS IN NEED	\$ 5,003	\$ -	\$ 6,923
FUTURE LAND PURCHASE	\$ 35	\$ -	\$ 210
ELCA WORLD HUNGER	\$ 1,200	\$ -	\$ 1,200
ELCA DISASTER RELIEF	\$ -	\$ -	\$ -
MEMORIAL FUND	\$ -	\$ -	\$ -
MEMORIAL FUND / MISSION TRIP	\$ -	\$ -	\$ -
MEMORIAL FUND / BELL TOWER	\$ -	\$ -	\$ -
MEMORIAL FUND / COLUMBARIUM	\$ -	\$ -	\$ -
PARISH FELLOWSHIP	\$ 236	\$ -	\$ 341
MISC. UNBUDGETED	\$ 50,065	\$ -	\$ 26,976
BEQUESTS	\$ -	\$ -	\$ -
ZYM PROJECT	\$ 15,749	\$ -	\$ 24,216
UNBUDGETED OFFERINGS	\$ 77,493	\$ -	\$ 65,036
TOTAL INCOME/TRANSFER	\$ 432,738	\$ 433,838	\$ 431,681
NUMBER OF WEEKS	52	52	52
BUDGET AVG. PER WEEK	\$ 6,832	\$ 8,343	\$ 7,051
UNBUDGETED AVG. PER WEEK	\$ 1,490	\$ -	\$ 1,251
TOTAL AVG. PER WEEK	\$ 8,322	\$ 8,343	\$ 8,302
CHURCH ATTENDANCE:	6,970	9,257	8,132
ATTENDANCE PER WEEK	134	178	156
BUDGETED GIVING PER ATTENDEE	\$ 50.97	\$ 46.87	\$ 45.09
FINANCIAL SECRETARY, RON CRAWFORD			
ASST FIN SECRETARY, PHIL HOUSEAL			

STEWARDSHIP REPORT

Submitted by Darrell Gerke.

As Stewardship chairman, I wrote several newsletter articles during the year covering various topics under the title of Fearless Generosity to try to show the members of Zion how God has blessed us in so many ways and how we can give back to God through our church to help all those who need our help and love.

The Mission of Stewardship is an ongoing Ministry that focuses on Stewardship as a mark of discipleship. We can and should give back in so many ways, not just money but we should use the time and talents God has given us to make our world a better world for all.

PROPERTY TEAM

Submitted by Jere Grube, Chair

MEMBERS

Jere Grube – Chair

Scott Hetrick- Council Rep.

Committee Members: Darrell Gerke, Bob Traup, Bill Grove, Connie Grow, Doug Grow, Todd Benedict, Joe Auchey, Mark Coons,

Staff: Anne Rankin, Parish Administrator, Tom Miller, Sexton, Brian Bourassa, Sexton

2016 ACTIVITIES/PROJECTS

I. SPRING CLEAN-UP DAY – April 9, 2016

- Approximately 3 volunteers
- !! SNOW !!
- Edged beds to get ready for mulch

II. SPRING MULCH DAY – April 30, 2016

- Approximately 9 volunteers
- 14 yards of mulch delivered (Landyshade Mulch) and spread in beds around church, Cooper house and columbarium courtyard

III. FALL WORK DAY – October 8, 2016

- Approximately 7 volunteers
- a. Weeded beds & deadheaded flowers, trimmed bushes
- b. Removed stone walls at social room entrance along Cooper avenue

IV. Projects Started & Completed 2016

- Disconnected main boiler room sump pump discharge from sanitary sewer as required by LASA. Replumbed the discharge to the outside (back) of the church.
- Completed trimming of 7 trees (Goeke Tree Service) around church and Cooper house.

- Completed chimney repair for boiler in old church. (Glen Good)
- Completed slate roof repair (Zimmerman Slate Roofing Specialists of Lititz) on old church and Cooper house. Also painted flat porch roof and valley areas on Cooper house.
- Continued contract with Weedman lawn service to fertilize and improve church lawns. Added Cooper house yard to Weedman contract.
- Continued to contract with Dominion Pest Control for indoor and outdoor pest control (Bi-monthly general pest control + Annual termite control w/ warranty)
- Continued service contract w/ Haller for air conditioning/hot air system and nursery air purifier/dehumidifier.
- Continued to investigate source of moisture problems in old church basement. Entertained 3 basement waterproofing companies with similar proposals (trench and drain along inside of exterior basement walls). Decided not to proceed with any of their proposals at this time. Purchased and installed a second 700 pint/day dehumidifier to maintain humidity control during the summer months. The dehumidifiers along with maintaining/cleaning the spoutings seems to keep the basement moisture under control.
- Completed parlor courtyard improvements including: 1. Decommissioned and closed existing 550 gallon fuel oil tank by cutting it open and filling it with crushed stone. 2. Graded the courtyard with a slope toward the center and installed a drain connected to existing spouting drains to move rain water out to the street. 3. Installed a rubber pond liner over a base of fine crushed stone to direct all water to the drain. 4. Covered pond liner with decorative stone for a finished appearance.
- Renewed contract w/ Hess Lawn & Landscape for snow removal for winter 2016/2017
- Began an investigation of plumbing /heating contractors with a goal of improving our heating system service and developing a maintenance plan for the heating systems.

GOALS/CHALLENGES FOR 2017 (AND BEYOND)

- Coordinate at least 2-work days at church property
- Continue to monitor and maintain low moisture levels in old church basement.
- Continue to maintain a master contractor listing for various repairs, services etc.
- Begin to develop a church "Operators Manual" including system explanations, maps, breaker box labelling etc.
- Continue to investigate plumbing/heating contractors in an effort to receive reliable service and a maintenance plan for the heating systems.
- Continue to evaluate and improve phone and wireless internet system.
- Continue to review electric choice decisions for Cooper House and church accounts to save electric costs.
- Repaint doorways in parlor and food pantry hallways in cooperation with food pantry personnel.

The Property Team would like to thank everyone who helped with the work days and other projects, including members who worked on their own to maintain and improve the church property.

PERSONNEL TEAM

Submitted by Dave Dumeyer

Members: Dave Dumeyer, Deb Grube, Sue Wise, Karen Wright
Council Liaison: Doug Rhoads (Council Liaison)

The Personnel Team is tasked with developing recommendations to Congregational Council regarding the employment of staff members; the annual performance evaluations of staff; general working conditions or policies affecting staff; and the update of job descriptions for staff positions. Current members of the Team bring professional experience in human relations to this ministry.

One of our first major tasks was to give guidance to Council on the request by Parish Administrator Anne Rankin for maternity leave and follow-up family leave. The Council, with Team guidance, adopted a special arrangement to give Anne some scheduling flexibility dealing with the birth of her son Andrew. That involved a clarification of leave time. Anne's ability to plan and prepare for her leave, and the help of key volunteers, allowed the office to function in her brief absence. The Team also guided Council with the modification of Anne's summer office schedule to allow additional time for Andrew's care. Anne continues to be a vital part of the congregational operations, and we affirm her value and assist her in fulfilling her duties.

Another major challenge to this congregation was the transition to a new Director of CYFM (Children, Youth and Family Ministries). Chris Reinford's departure on March 30th came at an inopportune time, with several youth events and programs planned. Two of the Team members, Sue Wise and Deb Grube, spearheaded important roles in keeping the CYFM programs moving forward. Based on Chris's exit interviews, the Council adopted changes to the job description for CYFM Director. Sue worked with Anne to publicize the staff vacancy and to gather resumes from interested applicants. Meanwhile, Deb undertook liaison with parents regarding planned youth events and solicited volunteers for leading Kids' Club. Team members, along with the Pastor and parish members appointed by Council, began the interview process. Overwhelming support for Jeff Engroff was the outcome, and Council approved his hiring. All of this happened within 4 months of Chris Reinford's resignation—an amazing turn-around time to find and bring on a new staff member in an important role. We welcome Jeff to Zion and look forward to a long and bright relationship.

During July and August we reviewed the Performance Appraisals completed for staff's performance during the previous year in preparation for budget salary recommendations. Between August and September we also reviewed the staff's goals for 2017, and made recommendations on some changes before those recommendations were presented to Council.

The Team reviewed the Employee Handbook and presented Version 2.3 of the Handbook to Council in December. We also updated and presented the document "Definition of Compensation, Benefits and Responsibilities of the Pastor", a document that had not been updated since the congregation issued its statement of call to Pastor Lowden in December 2010. This was long overdue.

One issue which was put on hold by Council at the Team's request was the possibility of hiring a Nursery Director to provide adult care for very young children during worship service. Council opted to use volunteers instead. The Team worked with interested volunteers to (a) complete State-required background checks for nursery volunteers; and (b) complete the training for Safe Church and Commonwealth program certification. In addition, Dianne Coons has agreed to lead the effort to have adequate adult supervision in the nursery. This is a huge benefit to have her leading the program.

Upcoming matters for 2017 include:

- Developing a timeline for hiring new worship/music staff in anticipation of Dennis's planned retirement on December 31, 2018.
- Determining the impact of the continuation of Anne's schedule, especially as it relates to her availability and expected office hours, throughout the coming year.
- Work with Council to fulfill the promise of having a Shared/Mutual Ministry Team to support the Pastor in her ministry.

This Team offers unique ministry for those who share a concern that Zion is an active, Christ-centered congregation and who have experience in the field of human resources. Meetings are often confidential in nature and information should not be shared. Potential members might also need some flexibility in personal time management. If you feel called to this ministry, please share your interest with the Pastor or any member of Congregational Council.

CONGREGATIONAL STATISTICS – 2016 RECORD CHANGES

RECEIVED INTO MEMBERSHIP

By Sacrament of Holy Baptism (Infants)

Benjamin Emerick	5/8
Jordan Provanzo	6/5
Ava Stream	10/9
Noah Crum	10/16

By Transfer (ELCA)

Corrie Stream	10/9
James Stream	10/9
Maggie Stream	10/9
Grace Rohrbach	10/9
Carla Rohrbach	10/9

By Affirmation of Baptism (Adult)

Keith Mowry	10/9
Donna Mowry	10/9

REMOVED FROM MEMBERSHIP

Removed By Death

Phyllis Stoner	1/11
Elisabeth Dum	4/21
Marian Scott	5/3
Jason Searle	5/11
Mary E. "Bunny" Emmons	12/10

Removed Due to In-Activity & Request

Madison McCloskey
Melissa McCloskey
John McCloskey
Curt Rogers
Stacy Thornwall-Rogers
Alexander Rogers
Patrick Rogers
Brian Helm
Carole Helm
Kaitlin Helm
Bronson Helm
Griffin Helm
Brandon Spayd
Ryan Spayd
Bryan Dohner
Melissa Dohner
Bryanna Dohner
Brooke Dohner

Removed Due To Transfer

Kimberly Contino
Lucian Contino
Sam Contino
Gabrielle Contino

BAPTIZED MEMBERS CONFIRMED

Affirmation of Baptism/Confirmation
May 22, 2016

Marissa Martin
Melissa Grube

MEMBERSHIP STATISTICS

Received 2016

Baptized	4
Confirmed	7

Removed 2016

Baptized	25
Confirmed	21

2016 Membership

Baptized	471
Confirmed	413

OTHER PASTORAL ACTS

Weddings

Austin Keith & Donna Mowry	10/22
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First Communion

Emma Baumgardner	3/20
Joshua Deibler	3/20
Miriam Janisewski	3/20
Allie Provanzo	3/20

Funerals

Jason Searle	5/21
Phyllis Stoner	1/16
Marian Scott	5/7

MINISTRY TEAM CHAIRS 2016

Care Ministry Team Leader	Judy Traup 201 Fleming Place Lancaster, PA 17601	898-0625 traup201@comcast.net
Christian Ed. Team Leader	Jeff Engroff 141 Scarborough Lane Millersville, PA 17551	606-2266 jeffengroff@comcast.net
Finance Team Leader	John Hay 34 Country Ln. Landisville, PA 17538	898-3255 jacket0349@comcast.net
Parish Fellowship Team Leader	Liz Crum 303 Arch St. PO Box 444 Bainbridge, PA 17502	435-4968 ejstatho@comcast.net
Personnel Team Leader	Dave Dumeyer 1665 Silver Spring Rd. Landisville, PA 17538	898-8529 davedumeyer@gmail.com
Property Team Leader	Jere Grube 647 Champ Blvd. Manheim, PA 17545	898-7849 grubefarm@verizon.net
Social Outreach Team Leader	Melodie Dearolf 1742 Zarker Rd. Lancaster, PA 17601	394-0317 dbleoangel@yahoo.com,
Stewardship Team Leader	Darrell Gerke 1015 Devonshire Rd. Lancaster, PA 17601	898-8407 dbgerke@verizon.net
Worship & Music	Tom Williams 529 School Lane Mount Joy, PA 17552	492-0527 twilliams070569@gmail.com
ZYM Team Leader	Jeff Engroff 141 Scarborough Lane Millersville, PA 17551	606-2266 jeffengroff@comcast.net

MINISTRY TEAM CHAIRS 2017

Care Ministry Team Leader	Judy Traup 201 Fleming Place Lancaster, PA 17601	898-0625 traup201@comcast.net
Faith Formation Team Leader	Jeff Engroff 141 Scarborough Lane Millersville, PA 17551	606-2266 jeffengroff@comcast.net
Finance Team Leader	John Hay 34 Country Ln. Landisville, PA 17538	898-3255 jakket0349@comcast.net
Parish Fellowship Team Leader	Liz Crum 303 Arch St. PO Box 444 Bainbridge, PA 17502	435-4968 ejstatho@comcast.net
Personnel Team Leader	Dave Dumeyer 1665 Silver Spring Rd. Landisville, PA 17538	898-8529 davedumeyer@gmail.com
Property Team Leader	Jere Grube 647 Champ Blvd. Manheim, PA 17545	898-7849 grubefarm@verizon.net
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Worship & Music	Tom Williams 529 School Lane Mount Joy, PA 17552	492-0527 twilliams070569@gmail.com
ZYM Team Leader	Jeff Engroff 141 Scarborough Lane Millersville, PA 17551	606-2266 jeffengroff@comcast.net

2016 CHURCH COUNCIL

VOTING MEMBERS OF COUNCIL

Pastor Janice Lowden pastorjme@comcast.net	940-3602 1600 Parvin Road, Lancaster, PA 17601
John Hinkle, President jhinkle1001@comcast.net	684-6481 1001 Locust St., Columbia, PA 17512 Term expires December 31, 2016
Doug Rhoads, Vice President drhoads@Daymon.com	898-2970 271 Hiestand Ct., Landisville, PA 17538 Term expires December 31, 2016
Anna Benedict Tandc61@comcast.net	898-3646 61 E. Brandt Blvd., Landisville, PA 17538 Term expires December 31, 2016
Ed Blough cblough@embarqmail.com	653-1895 1306 Heatherwood Dr., Mount Joy, PA 17552 Term expires December 31, 2017
Scott Crum sscrum@live.com	435-4968 303 Arch St. PO Box 444, Bainbridge, PA 17502 Term expires December 31, 2017
Scott Hetrick Shetrick74@comcast.net	898-3162 74 Farmington Pl., Landisville, PA 17538 Term expires December 31, 2018
Joel Janisewski j.janisewski@gmail.com	945-9035 241 Stanley Ave., Landisville, PA 17538 Term expires December 31, 2018
Deb Overly deborahoverly@yahoo.com	824-0896 619 Walnut St., Columbia, PA 17512 Term expires December 31, 2016

NON-VOTING MEMBERS OF COUNCIL

Brenda Stover - Secretary bmstover@verizon.net	892-4917 2936 Bowman Rd., Lancaster, PA 17601 Term expires December 31, 2018
Ron Crawford - Financial Secretary roncrawfordsr@msn.com	898-8534 31 Country Lane, Landisville, PA 17538 Term Expires December 31, 2019
John Hay - Treasurer jacket0349@comcast.net	898-3255 34 Country Lane, Landisville, PA 17583 Term Expires December 31, 2017
Phil Houseal - Assistant Financial Secretary phouseal@comcast.net	898-3141 273 S. Homestead Dr. Landisville, PA 17538
Lisa Nelson - Assistant Treasurer lisacfp@msn.com	898-9410 183 Northridge Drive, Landisville, PA 17538

CHURCH COUNCIL -- 2017

VOTING MEMBERS OF COUNCIL

Pastor Janice Lowden pastorjme@comcast.net	940-3602 1600 Parvin Road, Lancaster, PA 17601
Joel Janisewski, President j.janisewski@gmail.com	945-9035 241 Stanley Ave., Landisville, PA 17538 Term expires December 31, 2018
Scott Hetrick, Vice President Shetrick74@comcast.net	898-3162 74 Farmington Pl., Landisville, PA 17538 Term expires December 31, 2018
Dave Albin dcalbin@juno.com	314-7333 1035 Nissley Rd., Lancaster, PA 17601 Term expires December 31, 2019
Ed Blough cblough@embarqmail.com	653-1895 1306 Heatherwood Dr., Mount Joy, PA 17552 Term expires December 31, 2017
Christopher Chapman oslev@comcast.net	808-7932 51 E. Brandt Blvd., Landisville, PA 17538 Term expires December 31, 2017
Mark Coons Mrcoons55@comcast.net	898-2613 150 Northridge Dr., Landisville, PA 17538 Term expires December 31, 2019
Scott Crum sscrum@live.com	435-4968 303 Arch St. PO Box 444, Bainbridge, PA 17502 Term expires December 31, 2017
Adele King Adelel3@aol.com	610-247-1497 1518 Parvin Rd., Lancaster, PA 17601 Term expires December 31, 2019

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Lisa Nelson - Assistant Treasurer lisacfp@msn.com	898-9410 183 Northridge Drive, Landisville, PA 17538

FOOD PANTRY STAFF

Managers	Amos and Mellie Geib	367-8131
Board President/Manager	David Bleil	davebleil@verizon.net
		898-0579
Vice-President/Coordinator	Diane Gerlach	898-7266
Secretary	Roz Flannelly	
Treasurer	Lisa Bernhard	lbernhard@comcast.net
		898-8598

2015-2016 SCHOOL YEAR NURSERY SCHOOL STAFF

Alice Carr	898-1790
	1170 Snapper Dam Rd. Landisville, PA 17538
 Dianne Moore	 892-7475
	140 Park Pl. Landisville, PA 17538

CHURCH STAFF

Pastor	Janice M. Lowden ("JMe")	940-3602 (c)
pastorjme@comcast.net		1600 Parvin Rd. Lancaster, PA 17601
 CYFM Director	 Jeff Engroff	 606-2266 (c)
jeffengroff@comcast.net		141 Scarborough Lane Millersville, PA 17551
 Ministry Assistant	 Diane Gerlach	 898-7266 (h)/682-2206 (c)
dlsgerlach@comcast.net		1524 English Brook Dr. Landisville, PA 17538
 Director of Music Ministry	 Dennis Dezort	 203-9863 (c)
dezort@comcast.net		121 Home Ln. Landisville, PA 17538
 Parish Administrator	 Anne Rankin	 945-4585 (c)
zionluth@comcast.net		251 Hempfield Ave. Landisville, PA 17538
 Technology Assistant	 Dave Albin	 314-7333 (c)
dcalbin@juno.com		1035 Nissley Rd. Lancaster, PA 17601
 Sextons	 (AM) Brian Bourassa	 413-9470 (c)
	(PM) Tom Miller	808-9185 (c)