

# ***Zion Evangelical Lutheran Church***

## **2020 Annual Report**



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www.zionhempfield.net**

### **STATEMENT OF PURPOSE**

*United in Christ, we are called to love and serve.*

### **ACTION STATEMENT**

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

### **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.*

## **INTERIM PASTOR'S REPORT [Nov. – Dec.]**

Although I have only been onboard as Interim Pastor for a short time I have been busy learning about the people and the congregation. I have read Zion's policy books, Council minutes back to 2017, employee handbook, and the Transition Teams guidelines for opening the church for face to face worship.

Activities have included:

- Participating in Tuesday Bible Study
- Meeting with the Quilting group
- Assisting with Community Meal
- Visiting the Food Bank
- Meeting with Anne and James to plan Advent
- Talking with many people about Zion
- Council Executive Committee, Council, and other groups

As we end 2020 and look forward to 2021 the pandemic still looms large. Will we be able to continue face to face worship? When can we fill the church again? When can previous ministries be resumed? These questions have no firm answers at this point. We must wait, trust our leaders and above all be assured God is with us through it all.

My goals for the time I am with you include:

- Being a strong Pastoral presence
- Emphasizing Biblical knowledge and values
- Getting to know you as individuals and a congregation

I am here to serve you and I want to hear your concerns. Don't worry that I might hear some 6 times – I'd rather heard something 6 times than not at all.

May God bless you all.

Pastor Sell

# CHURCH COUNCIL

Adele King, President

*Now faith is confidence in what we hope for and assurance about what we do not see. (Hebrews 11:1) I have faith that this pandemic will end, and then we can all be together again, in some assurance of normalcy. It takes faith from us all!*

## **Voting Members**

Adele King (President), David Wise (Vice President), Pastor Barbara Caruana (Jan.-Sept.13), Pastor Melody Sell (Since Nov. 1), David Dumeyer, Joel Janisewski, Mark Rosen, Cathy Benedict, Diane Ramer, and Riley Klepper

## **Non-Voting Members**

Ron Crawford, Financial Secretary, John Hay, Treasurer, Phil Houseal, Assistant Financial Secretary, Lisa Nelson, Assistant Treasurer, Brenda Stover, Secretary

## **2020: THE YEAR IN REVIEW**

### **In January, we**

- \* Welcomed Synod Bishop Dunlap, who attended our meeting to thank our congregation for our contributions and to explain how they are used.
- \* Approved a task force to help us with our goal of a church identity. (John Hinkle, Donna Dumeyer, James Polinsky, and Alane Klepper)
- \* Approved the renewal of our Annual Child Fund.

### **In February, we**

- \* Held a retreat on Saturday, February 15th, and invited members of the call profile writing team as well as members of the church identity team.
- \* Were briefed on the process by the call profile writing team. \* Discussed ways to be more visible in the community.

### **In March, we**

- \* Voted to cancel all services and activities as of 3/13.
- \* Received a recommendation from the personnel team for the nursery attendants to continue until Easter, and then eliminate the positions. It was unanimous to do so.

### **In April, we**

- \* Made calls to members of the congregation on two separate occasions.
- \* Learned that John Hay applied for a Payroll Protection Loan.
- \* Appointed a transition team.

### **In May, we**

- \* Received a grant from the Paycheck Protection Program in the amount of \$50,000.
- \* Approved guidelines to be in place prior to opening of the church for worship.
- \* Approved the gift of a mini library box from Amanda Grube, to be placed outside of Cooper House.
- \* Received notice that Synod Assembly was postponed.
- \* Distributed surveys from the Call Profile writing team to the congregants.
- \* Distributed surveys to the congregation regarding re-opening the church.

### **In June, we**

- \* Approved the transition team document with some minor revisions.
- \* Received survey results indicating that the majority of people were choosing to wait and decide later when they will return for worship.
- \* Approved the change from Safe Serve to the PA. Dept. of Agriculture due to less regulations for a non-profit.
- \* Discussed salary and benefits package for a newly called pastor.
- \* Discussed and approved John Hay's request to re-instate the nursery attendants and make their end date go the end of the PPP.

- \* Discussed team meetings and how to “get together” for them.
- \* Discussed the replacement of locks at the Church and Cooper House.
- \* Approved the recommendation by the personnel team to revise the handbook regarding insurance (spousal insurance changed to 50% in 2021 and vacation days roll-over moved to 2 per year) and office hours.

#### **In July, we**

- \* Sent out a second survey to the congregation. Results of 130 respondents: 11.5% wanted to open by August 2nd, 43.1% wanted to open after Labor Day, and 54.6% wanted to wait for a vaccine. Based on these results, it was voted to re-open services by September 13th.
- \* Discussed Live streaming as an issue as we will not have the equipment necessary. Riley Klepper has been using her personal equipment thus far to sustain our services.
- \* Discussed the transition team document and clarified insurance if all guidelines are in place.
- \* Changed the Community Meal Program in order to give us the ability to supply “take out” dinners. Randy Miller sent in our application and paid for the initial fee.
- \* Voted to continue the Child Fund at the current level.
- \* Approved budget dates
- \* Went forward with the changing of the locks, thanks to the efforts of Mark Coons. New keys were made and distributed by Anne Rankin.
- \* Approved the updates to the Use of Facility and Sanctuary by outside parties. Fees were not determined.
- \* Finalized the document completed by the Call Writing Team.
- \* Scheduled a date of September 13, 2020 to re-open the church.

#### **In August, we**

- \* Received a recommendation from Personnel, and Executive Council agreed, to eliminate the position of CYFM Director. Vote was taken by Council and passed.
- \* Accepted, with regret, the resignation of Pastor Caruana, effective September 12, 2020.
- \* Discussed re-opening steps. Temperatures will be taken each week, and cleaning actions were defined.
- \* Discussed video equipment purchasing. Additional meetings with vendors were held. David Klepper managed to get a base set up and has it up and running.
- \* Approved Scouts meeting outside the building.
- \* Recommended that teams continue to meet via zoom or other virtual means, as well as outdoors.
- \* Established a nominating committee for Council: John Hinkle, Linda Bear, and Ed Blough.
- \* Discussed budget meeting particulars since we must maintain small group in sanctuary.
- \* Approved the facility policy, including fees, dealing with commercial or for-profit activities.
- \* Met with the Call Profile Writing Team, along with a member of synod. The Profile was revised.

#### **In September, we**

- \* Named the Call Profile Team: Bob Wildasin, Brenda Stover, Al Ramer, Lynda Sherwood and Steve Haun. They met and named Bob Wildasin as chairperson.
- \* Approved the Ministry Site Profile and Doug Rhoads sent it to the Synod Office.
- \* Accepted the resignation of Joel Janisewski from Council, effective immediately.
- \* Discussed our HVAC system and approved \$3,000. to be spent to improve the filtration system in the Nave.
- \* Discussed going to one Service and still following CDC guidelines. A survey was sent out to get input from the congregation, once again.
- \* Completed the Use of Facility form, and amended policies and fees. Rates were named for non-members.
- \* Approved the community meal “take out” program and gave permission for other outside groups to partake here at Zion. Mary Hetrick has been getting folks organized both in and outside the church. A Thrivent Grant was obtained by Lisa Nelson.
- \* Discussed “children’s sermons”. Volunteers can be used when a supply does not want to do it.

- \* Received word that the Community Aid donation box will be removed. We can still get credit by taking items to a designated collection site and using a code number.
- \* Received word that The Call Profile was sent in and posted on the synod website.
- \* Established goals for 2021, and since we could not move forward in 2020, used the same ones since COVID stopped all progress.
- \* Granted Bible Study their request to begin again.

#### **In October, we**

- \* Reviewed survey results showing that 98% preferred going to one service at 9 A.M.
- \* Announced that Brenda Stover and Lisa Nelson agreed to be representatives for Synod Assembly, should it be held.
- \* Approved the hiring of Pastor Melody Sell as our new part-time interim pastor.
- \* Sent letters to the congregation informing them of our new pastor, new worship time and candidates for Council.
- \* Approved the new budget for 2021.
- \* Allowed for use of facilities by the comforter ministry, model club and scouts.
- \* Discussed shutting down of Community Aid Box and our need to advertise location.
- \* Got updated from both the call committee and community meal team.
- \* Approved Amy Thompson as scout representative.
- \* Discussed and planned calls to the members of the congregation once again.

#### **In November, we**

- \* Held congregational meetings on November 1st and 15th. All candidates were approved: three-year terms for Randy Miller and Denise Haun, and a one-year term for Kim Paternoster. Lisa Nelson and Brenda Stover were approved for synod assembly. The budget was approved by a vote of 47 for, 3 against and 1 abstention.
- \* Dates were set for Council affirmation and installation (December 20th, and Council Retreat, February 13th).
- \* Discussed decorations and Christmas Services.
- \* Listened to the idea of purchasing paper through a paper co-op.
- \* Lamented the lack of “chair” people for many committees.
- \* Discussed what to do if numbers of participants in church is greater than our seating capacity, while social distancing.

#### **In December, we**

- \* Were installed and reaffirmed as members of Council.
- \* Elected officers: Adele King, president, Dave Wise, vice-president.
- \* Placed members into liaison positions.
- \* Established a new goal for 2021: Determine how to regather and reestablish the life of our congregation, post pandemic.
- \* Discussed topics for the Council retreat.
- \* Approved members for the personnel team.
- \* Decided on devotions for the year.
- \* Discussed the leak in the sanctuary and the property issue in the parking lot.
- \* Approved a use of facility by a member of the congregation
- \* Discussed use of a food truck in our parking lot.
- \* Talked about secure church and how to move forward.
- \* Discussed a “camp liaison”.

### **CHALLENGES/OPPORTUNITIES FOR 2021**

- \* It continues to be a concern that volunteers are not available to take on committee chairmanship roles. It also is an opportunity for someone who wants to serve the congregation and the Lord! It could be a positive reward!
- \* We have made significant changes in order to lower our budget. This also provides the opportunity for people to volunteer and serve. Some people are doing video zoom classes, for adults, but we

are concerned that our youth are not meeting expectations regarding their Christian education. We are attempting to keep them safe, but we know that, due to this situation, their experience is not being met.

\* Our biggest challenge will continue into 2021....the pandemic. It affects everything about the way we worship, how we meet and how we help others, as well as socialize. It takes many people to plan, prepare, and assist. Many opportunities are open to us!

\* It is difficult for us to get prospective pastors to apply during this changing, difficult time in our world. We must keep praying that someone will answer our call.

### **GOALS**

\* Our goals for 2020 were not achieved, as the pandemic interfered. We have, therefore, decided to keep the same goals for the coming year, with the addition of one new goal:

1. Determine how to regather and reestablish the life of the congregation, post pandemic.
2. Become more visible within the community.
3. Continue the call process along with the Susquehanna Synod.
4. Create an identity specific to Zion Lutheran Church.

# PARISH ADMINISTRATOR

Anne Rankin

- ***Support to/of Ministries, Community Groups, & Congregation***
  - **Worship & Music Team** (Weekly Service Bulletin Creating & Printing; Ordering of liturgical and worship supplies; Christmas decorations & poinsettia ordering & sponsorships; Livestreaming links/email/FB/website; Coordination with supply & interim Pastors (Pastor Caruana, Pastor Klepper, & Pastor Sell); Coordination with James A. on music selections; Flower/Communion/Bulletin sponsorships)
  - **Social Outreach Team** (CROP Walk coordinator with Randy M.; Joyful Noise Offering announcements & follow-up letters to organizations & initiated the conversation about restarting it after the COVID break; Promoted and helped coordinate the Food Pantry Drive; Blessing of the Blankets with LWR)
  - **Property Team** (Attend meetings & write minutes; Regular communication with team members & contractors; Snow removal coordination; Communicated seasonal work days; Oversight of new key distribution; Air Filtration System involvement with Dave D)
  - **Faith Formation Team**
    - **ZYM** (Shrove Tuesday French Market; Graduate slideshow)
    - **Kids' Club** (Promotion of meetings; Easter Egg Hunt planning)
    - **Sunday School** (Wired Word Communication about Class Info, Kids' Offering Collections Coordination)
    - Valentine Care Package Initiation for 2021
  - **Finance Team** (Invoice/Bill processing; Monthly reports; Write contribution acknowledgement letters; Year-end statements)
  - **Profile Writing Team** (Created 2 surveys for the congregation; Various other tasks associated with updating the Profile as they progressed through the process)
  - **Call Team** (Various tasks as asked by the team to help with the process)
  - **COVID Task Force** (2 Surveys for the congregation to evaluate comfort level & factors to return; Re-opening document & implementation based on CDC & Synod Guidelines)
  - **Personnel Team** (Annual Reviews for Sextons; Met & communicated several times throughout the year)
  - **Care & Prayer Teams** (Communication about contact with homebound members; births, deaths, hospitalizations, etc.)
  - **Parish Fellowship Team** (Lunch Bunch Gatherings; Baby Boomers & Beyond; Beer & Bible – communication & advertising)
  - **Columbarium** (Coordination with Bob Traup about inurnments; Maintain records)
  - **Council** (Communicate & work with - based on recommendations and church functioning)
  - **Concert Series & First Thursday Recitals** (Communication with Musicians; Advertisement of events)
  - **Community Meal** (Advertised; Helped Zion & community groups with facility logistics and scheduling)
  - **Women of Zion** (Blanket Dedication; Breakfasts/Luncheons)
  - **Lutheran Camping Corporation** (Advertising all the events and programs offered throughout the year at all 3 camps/facilities)
  - **ChildFund Sponsorship** (Slideshow of letters & history about Zion's long-time relationship with Brenda & her family; Correspondence throughout the year)
  - **Model Club** (Communication & Coordination with leader about meetings & scheduling)
  - **Boy Scouts** (Communication & Coordination with leaders about meetings & scheduling)
- ***Electronic Communication***
  - Weekly Newsletters
  - Weekly Bulletins

- Daily Advent Reflections
- Midweek Musical Meditations
- Announcements throughout the week about Zion-related things as well as wider church events/happenings
- Letters to the congregation from Council & Pastor
- Weekly/Daily Reflections from both Pastor Caruana & Pastor Sell
- Website
- Facebook page
- Wired Word Class
- Congregational Meeting information
- Christmas at Zion Video
- Slideshows (ChildFund/Brenda Alimo; Graduates; Year-End Celebration)
- ***Mailed Communications***
  - Weekly Bulletins
  - Advent Reflections
  - Announcements & Other Electronic or Printed Media
  - Offering Envelopes to Shut-Ins
  - Our Daily Bread Devotionals
  - Letters from the Pastor and/or Council President
  - Annual Meeting Letters
  - Budget
  - Annual Report
- ***Email/Phone Calls***
  - Everyday, all day – members & non-members
  - Parishioners Check-Ins/Follow-ups/Other church matters)
  - Contractors/Vendors/Suppliers
  - Food Pantry Clients
- ***Daily Meetings and/or Communication with Pastor Caruana, Pastor Sell, & James Alfieri***
- ***Weekly Coordination with Dave Albin on Worship Slides***
- ***Daily Oversight, Coordination, Meetings with Sextons***
- ***Worship Reservations & Attendance Records***
  - In Accordance with Seating Capacity & CDC Guidelines
- ***Monthly Worship Attendance Record-Keeping***
- ***Updated Directories throughout the year***
  - Member Information Updates Throughout the Year
- ***Updated the Facility Use Form***
  - Based on Council's Recommendations and Approval)
- ***Lay Volunteer Coordination & Scheduling for all Worship Services (Sundays, Funerals, Weddings, Lenten, etc.)***
  - Assisting Ministers
  - Advent Wreath Lighters
  - Ushers; Acolytes; Readers; etc...
- ***Office Drop-Ins (Throughout the day, Every day)***
- ***Council Reports & Packets***
- ***2020 Video & Annual Report Compilation***
- ***ELCA/Synodical Congregational Statistics Report Completion & Submission***
- ***Additional Duties During Transitions of Church Staff***
  - Elimination of Youth & Family Ministries Director
  - Resignation of Pastor Caruana
  - 2 months of supply pastors
  - Start of Pastor Sell's Interim



## **DIRECTOR OF MUSIC & WORSHIP ARTS**

James Alfieri

### **2020**

- Zion Musik: The Isosceles Trio performed on February 9, 2020. This concert was well attended with generous donations/sponsors. Due to COVID-19 the remaining four concerts in 2020 were cancelled/postponed. All of the venues have expressed interest in rescheduling sometime in the future. *These include:* The Lancaster Brass Quintet, The Pennsylvania Flute Choir, Rizzetta's Tones and the Hershey Handbell Ensemble.
- Coordinated, selected music, recruited singers, musicians for recorded services prior to in-person worship/livestreaming.
- Emailed "Midweek Musical Meditations" with the congregation. These included my own pre-recorded piano and organ music, music from St. James Music Press and YouTube videos.
- Post a link on the church website for the Hempfield singers Christmas concert. (if available)

### **LOOKING AHEAD TO 2021**

- Zion Musik: 2021 season will feature 6 concerts.
- Continue the "First Thursday" recitals. May invite other local organists to participate. Possibility of serving light refreshments.
- Continue the Lenten Music Meditations
- Possible Living Last Supper drama (Maundy Thursday)
- Possible Easter Cantata/Combined choir concert with a local church
- Music Sunday Celebration: One service (in May/June) celebrating music in the church. This will be an opportunity to recognize and thank our musicians. There will be special anthems, solos, readings and hymns/songs. This will be an annual service.
- Music Ministry Picnic/Choir Christmas gathering
- Summer Music
- Extended Prelude for Christmas Eve services
- Possible Christmas Cantata/combined choir concert with a local church
- Christmas Caroling at Oak Leaf Manor and Landisville
- Hempfield Singers annual Holiday concert

*Respectfully Submitted,*

*James C. Alfieri, MSM 12/15/2020*

## **Worship Technology Assistant**

Dave Albin

- Prepare worship slides (using SongShow Plus program)
- Running & scheduling the video booth for Sunday morning worship
- Arrange importing of recordings for special music, audio, and/or videos for services
- Keep the computer programs & hardware up to date (or finding people who can)

# MINISTRY REPORTS: *OUTREACH*

## SOCIAL OUTREACH TEAM

*Submitted by Randy Miller*

Prior to the shutdown caused by the Covid-19 pandemic, regular meetings were held in January, February, and March at HotZ Pizza and the Park City Diner. Because restrictions were eased, we chose to meet in person in June on Randy's patio, enabling us to social distance. A brief meeting was held in December via email to discuss the Anna Mary Herr funds.

The following is a list of charity recipients for our monthly Joyful Noise collection, and the amount contributed. We received letters of thanks from these appreciative organizations.

Month	Charity	Contribution
January	The Abigail Longenecker Memorial Foundation	\$95.00
February	Night to Shine	\$107.00

No Joyful noise was collected in March due to lent, and beyond that due to the Covid disruptions.

During the January meeting, it was reported that all gifts from the Giving Tree were received and distributed. We thank the members of our congregation for their generous giving.

During the February meeting it was reported that a sport jacket and dress trousers were donated to the Career Link clothing bank. Because Career Link will be relocating to a new but smaller building in 2021, there will be no clothing bank in the future.

During the March meeting we discussed making a donation to Heifer International. However, rather than making a donation from Joyful Noise, it was decided to approach the Youth Director to see if we could make this a congregation wide project. This, unfortunately, was never followed up upon due to the Covid Shutdown.

The weekly Community Meal was shut down in March due to the Covid pandemic.

During the June meeting we discussed the Wired Word Sunday school class' suggestion that we resume the Community meal as a take -out meal. We also discussed the need for more in-reach programming like the October Fall Harvest Bash that was held in 2019. This will help bring us together as a congregation. While this is a fellowship activity, we feel that it could be used to identify neighborhood needs and encourage outreach.

The Community Meal was resumed on a takeout basis in October under the leadership of Mary Hetrick. The first 4 - 5 meals were served by Zion. Other community organizations sponsored the remaining meals up to and including December 10th. The number of meals distributed on a first come first serve basis ranged from 85 to 115. The program has been very successful with distribution being complete typically within 1/2 hour.

In October, a small team of members participated in the Crop Walk. This was a very successful fundraiser, bringing in more than \$400. While we did not walk the typical mileage, we did put in quite a few miles walking through the streets of Landisville, Salunga, and parts of West Hempfield,

meeting members of our congregation along the way. We are going to try to make this an annual event.

Also during the September/October timeframe, quilts made by the Women of Zion were contributed to LWR.

The email meeting in December is being held to discuss the possibility of donating funds from the Anna Mary Herr fund to Night to Shine or some other worthy cause.

Goals for 2021:

- Resume collection of the Joyful Noise when church returns to normal
- Discuss distribution of the Anna Mary Herr Fund
- Support the Community Meal in any way the team can - either by sponsoring a meal and/or funding food and supplies
- Participate in the Crop Walk
- Reach out to our congregation to determine whether a member of our church or community is in need of assistance from Mission Trip to Zion



**Zion Lutheran Hempfield**

Sep 24 · 🌐

Join Team Zion for this year's CROP Walk on October 18...meet at the front of the church at 1pm! You can sign up to walk and/or sponsor the walkers at the team link below. Help fight to stop hunger locally and worldwide!



**Zion Lutheran Hempfield**

Oct 18 · 🌐

It was a gorgeous afternoon for the CROP Walk! Team Zion walked around Landisville & Salunga to help raise money and awareness to fight hunger locally and around the world! So far Zion has raised \$450. If you still want to donate, go to <https://www.crophungerwalk.org/lancasterpa/ZionLandville>



**Zion Lutheran Hempfield** added an event.

Jul 14 · 🌐



TUE, JUL 21  
Food Drive for Hempfield Area Food Pantry

INTERESTED



**Day of Smiles**

Jan 4 · 🌐

😊🙏 Many thanks to Zion Evangelical Lutheran Church for donating their December "Joyful Noise" offering to Day of Smiles! This special offering is part of their Outreach ministry and it is used to bring joy to organizations in our community. We are thrilled and grateful that they picked Day of Smiles to support. This donation will most certainly spread joy to many in our community! Thank you! 🙏😊

# COMMUNITY MEAL

*Submitted by Randy Miller & Mary Hetrick*

- ❖ Community meals were hosted in Zion's Social Hall from January 9 through March 12. Following that, the meal was temporarily shut down due to the Covid-19 pandemic.
- ❖ During that time-frame (January-March), 2 meals were hosted by Zion. The remaining 8 meals were hosted by other churches or community organizations.
- ❖ A total of 427 meals were served, averaging 43 attendees per meal. This average reflects an increase of 1 attendee per meal, up from 42 attendees per meal in 2019 and 41 per meal in 2018.
- ❖ Between January and March, Randy Miller continued to serve as coordinator for the hosts. Seven members of Zion volunteered to serve as hosts of the meal.
- ❖ Diane Gerlach had taken over responsibility of scheduling organizations to host the meals.
- ❖ Cathy Benedict continued to set the tables, put water pitchers in the refrigerator and made lemonade each week. Jim Bear handled getting supplies as needed.
- ❖ Twelve members of Zion served as Host throughout the course of the year.
- ❖ Randy Miller coordinated scheduling of the sponsors and hosts and coordinated the meals.
- ❖ Going forward, the team has been modified. Randy Miller will continue to coordinate the hosts, handle some of the record keeping, and write the annual report. Diane Gerlach (with possible help from others) will handle the sponsor scheduling. Cathy Benedict, in addition to doing what he had done in the past, will also purchase supplies as needed.
- ❖ In October of 2020, the Community Meal resumed using a take-out process and has been very successful. The first four meals were provided by Zion members. 28 members volunteered to shop, cook, bake casseroles and desserts, pack meals, and distribute them. A total of 345 free takeout meals were provided. With generous donations and a grant from Thrivent for \$250, we were able to keep the total cost down to an average of 75 cents per meal.
- ❖ In November, some of our previous partner churches and community organizations began sponsoring and providing the weekly meal. With some help and supervision, these groups were able to continue to come to Zion and use the take-out process for the meals. Attendance continued to average 90 meals per week. We were blessed to have two churches and one community group step up to provide these meals.
- ❖ Unfortunately, the last meal scheduled in December had to be cancelled due to new restrictions put in place due to the pandemic. We plan to resume the weekly takeout meals in January 2021 and look forward to possibly returning to the served meals when it is safe to do so.



Thank you to everyone who was involved with making the Community Meal successful during 2020, and who stepped up to the plate to help in 2021.



## **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 Mark Rosen & Donna Dumeyer*

Chairperson: Jean Pretz (Jan.-Aug.)

Committee members: Donna Dumeyer (Secretary), Diane Gerlach, Jennifer Pipkin, Dave Albin, Dianne Coons, Ed Blough, Dave Wise

Council representative: Mark Rosen

Staff members: Pastor Barbara Caruana (Jan.-Aug.); Pastor Melody Sell (Nov.-Dec.), James Alfieri

Due to the virus council made the decision to suspend in-person services effective March 15 based on synod recommendations.

Pastor Caruana resigned effective September 12.

Supply Pastors (Dave Klepper & Melody Sell) September 13-October 29.

Pastor Melody Sell began as Interim Pastor on November 1.

Video equipment was purchased with Council’s approval and streaming of the service began on Sept. 13.

The church reopened for in-person worship on September 13 with two services (8:30 & 11) and only 27 people per service. Attendees were required to rsvp their attendance prior to each service. The appropriate Covid protocols were followed including temperature checks and the proper cleaning of the sanctuary between services.

Disposable Communion Kits were used for communion during the services.

Due to lagging attendance at the late service council, after surveying the congregation, decided to consolidate to one service at 9am beginning October 25 and increase attendance to 52 (20% capacity).

Christmas Eve services were held at 7pm and 9pm with the appropriate virus protocols. Minimal decorations were used (poinsettias, window sill decorations, tree in Narthex, banners, but no live trees in Sanctuary).

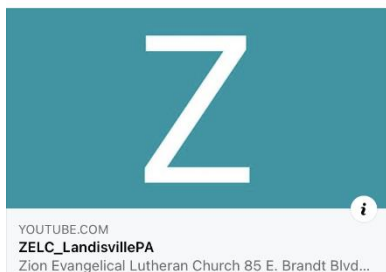


Lent 2020 begins this day-journey with Christ these next forty days.



**Zion Lutheran Hempfield**  
Oct 4 · 🌐

Join us for worship on this World Communion Sunday! at 8:30! Blankets for Lutheran World Relief will also be blessed.  
\*You can view the bulletin here:  
[https://www.zionhempfield.net/hp\\_wordpress/wp-content/uploads/2020/03/October-4-Bulletin.pdf](https://www.zionhempfield.net/hp_wordpress/wp-content/uploads/2020/03/October-4-Bulletin.pdf)



**Zion Lutheran Hempfield**  
Sep 13 · 🌐

Join us for worship! We welcome Pastor Klepper this morning as worship leader and preacher.  
The bulletin can be found here: [https://www.zionhempfield.net/hp\\_wordpress/wp-content/uploads/2020/03/Sept-13-Bulletin-1.pdf](https://www.zionhempfield.net/hp_wordpress/wp-content/uploads/2020/03/Sept-13-Bulletin-1.pdf)



**Zion Lutheran Hempfield**  
Sep 2 · 🌐

**In-person worship will begin on September 13. Services are at 8:30 & 11:00. Reservations are required due to seating limitations. Call or text 717-945-4585 to reserve your spot.**

**Zion Lutheran Hempfield**  
Feb 7 · 🌐

Join us this Sunday - February 9 - at 4:00pm for a concert by The Isosceles Trio! There is no charge, but a free-will offering will be taken to help support the Concert Series at Zion. Light refreshments will be served after the concert. All are welcome!

Recording Maundy Thursday and Good Friday services. Stay safe everyone! 🙏







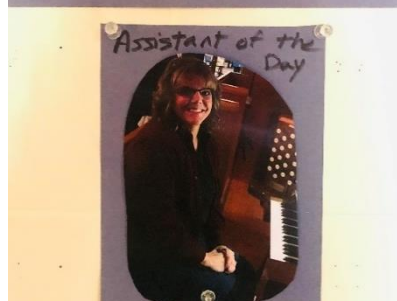
Until we gather again...stay safe, keep faith, and continue to share God's love with everyone



FIRST  
THURSDAY  
RECITAL  
SERIES

ASSISTANT  
ORGANIST  
OF THE DAY

ZION MUSIK  
CONCERT  
SERIES



## **FAITH FORMATION**

### ***ADULT BIBLE STUDY***

*Submitted by Millie Gundel*



Bible Study met on Tuesday mornings from 9:00-10:30 in the Zone in January, February, & March. During the COVID shutdown, when we could not meet in person, we “met” through weekly email. When the weather permitted, we also met in person, socially distanced, at Rapho Township Park for picnics. Once it was safe enough to meet in-person again at the church, gathered, but safely distanced and wearing masks!

Each week we read the Scriptures for the coming week and discuss what we have learned. We pray for guidance from the Holy Spirit and share whatever is on our hearts.

If you are free on Tuesday morning, we invite you to join us in the Zone! Bring your favorite Bible and wear your favorite mask!

### ***ADULT CLASS IN THE PARLOR***

*Submitted by Dave Dumeyer*

The Sunday Scholars is a Sunday Bible study class that meets in-person in the parlor at 9:15 each Sunday. The format is prayer and scripture passages, followed by a historical explanation using the video series *That the World May Know* with historian, teacher and theologian Ray Vander Laan. After an initial month of study in January, the class was unable to meet in-person due to the coronavirus outbreak. The class will reconvene as Zion re-opens this spring or summer. All are welcome to attend.

### ***BEER & BIBLE***

*Submitted by Anne Rankin*

Beer & Bible met in January and February at Chancey’s Pub. This was a joint gathering of Zion (Landisville) & Zion (East Petersburg) where discussion was focused on the Bible & topics in Christianity today and in biblical times.





**ZYM**  
*Submitted by Anne Rankin*

**\*Winter Youth Retreat**



**\*Mini-Golf**



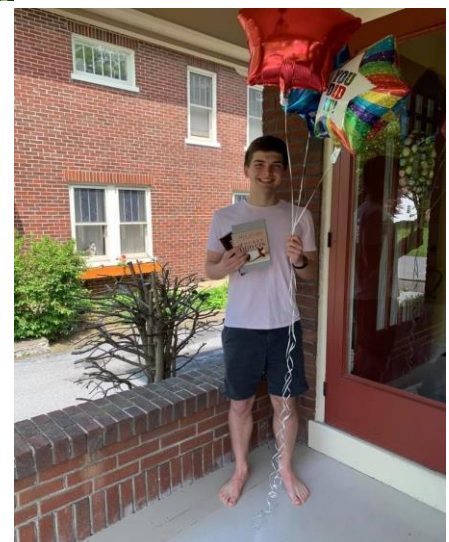
A relaxing afternoon mini golfing with the new high school grads!

**\*FaceTime Meetings**



Senior high zoom face time! So great to keep in regular contact even though it's virtual!

**\*Graduate Recognition**





## \*Shrove Tuesday French Market





## ***KIDS' CLUB***

*Submitted by Anne Rankin*

Kids' Club met in January, February, & March. This elementary-aged youth group was an opportunity for kids from the church and the community to come together for dinner, games, activities, & bible lessons. Volunteers included adult members of the church as well as the older youth.

Kidsclub fun! Mystery night!



**Zion Lutheran Hempfield**

Mar 11 · 🌐

Due to the recent health concerns around COVID-19 and to be proactive in staying healthy, Kids' Club has been canceled for this evening. Hopefully we'll see you on April 1st!

***...Unfortunately, that meeting in April did not happen, nor did any other through the rest of the year.***

## ***WIRED WORD CLASS***

*Submitted by Barb Gerke*

Please join the Social Room Adult Sunday School class as we look at current events from a Biblical perspective as presented by The Wired Word. Each week The Wired Word gives a thought provoking look at just what has been in the news and how Christians can relate to these events.

This class met in person each week through mid-March, have continued to meet weekly via Zoom. The Zoom address is included in the weekly electronic announcements, the bulletin, and website each week.



**JOIN US FOR SUNDAY SCHOOL!**

**SUNDAYS from 10:30-11:15 a.m.**

*[You may sign on early at 10:15 to catch up with friends before class begins.]*

**The Zoom link is emailed out each week.**

Questions? Contact Sue Wise

(717-898-2169 or swoogle53@aol.com)



# 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*

### **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  
Baby Basket Ministry- Diane Gerlach & Joanne Grim

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**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.

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

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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 2020. 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:**

*Health Ministry*

*Prayer Team*

*Women of Zion*

*Baby Baskets*

*Funeral Coordinator*

*Columbarium Team*

*Card Ministry*

*Meals for members*

*Hospital/Home visiting*

*Senior Ministry*

*Transportation*

*General Help*

*Because of Covid-19 in 2020, there were requirements to our Care Ministry we were unable to fulfill.  
We worked around this as best we could.*

### **CARE MINISTRY SUPPORTED THE FOLLOWING in 2020:**

- Visitation to our shut-ins - **Not possible in 2020**
- Visitation to our members in retirement homes **Not possible in 2020**
- Continued prayers for our congregation and requests - **Prayers were continued as always**
- Visitation to our hospitalized, ill and recuperating members **Not possible in 2020**
- Delivery of special flowers at Christmas and Easter - **Yes, flowers were delivered**
- Transportation for members as requested
- Transportation to Zion on Sundays for 3 members not driving - **Not possible in 2020**
- Sending of cards for baptisms, weddings, to the hospitalized and ill, to the bereaved, new members, graduates, etc. **This was continued through our Card Ministry**
- Phone calls - **This was supported by the Ministry Team. Phone calls to members of our congregation is ongoing daily.**

### **2021 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

**Care Ministry will continue to support and serve the members of our congregation. We will keep safety in mind for all involved. The team is looking forward to the return of visitation to our members in 2021.**

**As always, we will continue to look for new venues to support in 2021.**



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! 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**

*Submitted by Dolly Overly*

Prayer Team Members: Joanne Grim, Randy Miller, Jo Stone, and Dolly Overly.

We receive and pray for concerns and requests from individuals in the congregation, and we are available to pray with others if the need arises. We normally meet as a Team once a month, however, due to COVID we have not been meeting. Prayers are done daily by each individual.

If you have a personal request for prayer or would like someone to pray with you, please contact one of the team members, or place a pew card in the offering plate and your prayer will be added to our list. All personal prayer is strictly confidential.

## **WOMEN OF ZION**

*Submitted by Millie Gundel*

Because all church activities were shut down March 13, most of our activity was limited!

**Comforter Ministry** met several times to assemble comforters from donated and purchased materials. This year we sent 14 comforters to LWR in October. Most of them were completed before the shutdown.

**Yarn Ministry** met, or worked at home, to knit and crochet prayer shawls, prayer squares, baby blankets and other articles. These items are available for you to give to anyone who needs comfort.

**Kitchen Cleaning** was done on an “as needed” basis.



**Funeral Luncheons** were provided when requested by the family.

**Social Events**-Advent Breakfast and gift exchange was held at Country Table on December 5 and enjoyed by 9 socially distanced women. The theme for the breakfast was “COVID-19 to ADVENT”.

Thanks to all the dedicated women of Zion who share their talents and enjoy the fellowship while serving! We welcome more women to join us in 2021! Hopefully, it will be possible for us to resume our normal activities!

The goal of WOZ for the coming year is to enable the women in our congregation to serve the church, community and each other in love!

*May the God of hope fill you with all joy and peace as you trust in Him, so that you may overflow with hope by the power of the Holy Spirit. -- Romans 15:13*  
+++ Hope, Joy and Peace to you in the New Year +++

## **PARISH FELLOWSHIP TEAM**

*Submitted by Millie Gundel*

### **January**

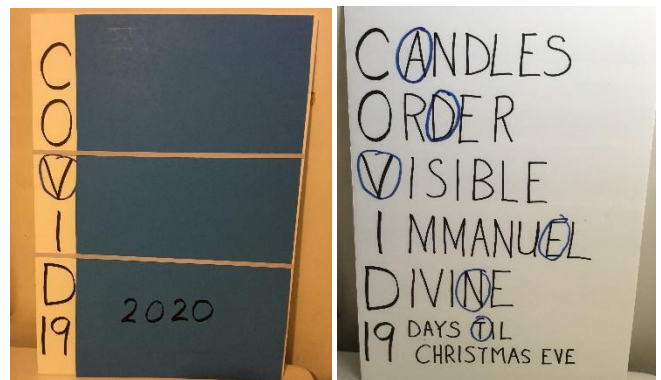
-Lunch Bunch at Hot Z Pizza

### **February**

-Lunch Bunch at Park City Diner

### **December**

-WOZ Advent Breakfast at Country Table (with COVID-Christmas Activity)  
-Christmas decorating



*Covid-Christmas Activity Boards*

Fellowship events were few during 2020 because of the COVID-19 shutdown.

Our goal for 2021 is to plan events that will bring us together again....whenever that is safe!

Bring your fellowship ideas to Millie, Pastor, or Anne and we will work with you to “make it happen!”

## **SUPPORT**

***Finance (Columbarium, Endowment, Stewardship, Treasurer,  
Financial Secretary); Property, ChildFund Sponsorship, Personnel,  
COVID/Re-Opening Transition Team,  
Congregational Statistics***

### **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 – 1/1/14 – 12/31/21

Robert Traup -- 1/1/19 – 12/31/25

Pastor -- Term is based on the term of 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:       \$31,500 – Sale of 35 niches  
                  \$7,847 -- Donations from the congregation  
                  \$2,086 -- Certificate of Deposit interest income  
                  \$20,000 -- Loan from the endowment fund -- *to be repaid*  
                  \$61,433 – Total receipts to date

Expense:       \$53,120 -- Total cost to date  
                  \$8,313 – Remaining funds as of 12/31/20  
                  \$11,700 – Anticipated sale of 13 remaining niches  
                  \$20,013 – Estimated leftover funds after all niches are sold

(\$8,000) – Loan repayment

\$12,013 – 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 2020, there was one inurnment and one niche sold.



# **ENDOWMENT FUND REPORT**

*Submitted by Lisa Nelson*

## **2020 Endowment Fund Activity**

Fund	December	Year-to-Date Values			December
	31, 2019	Principle +/-	Income	Mkt Val Chg	31, 2020
General Fund (JMS)	\$ 143,880	\$ (50,000)	\$ 1,991	\$ 4,151	\$ 100,022
Koser Trust Fund (JMS)	\$ 41,348	\$ -	\$ 822	\$ 2,085	\$ 44,255
Christian Ed Fund (JMS)	\$ 76,074	\$ -	\$ 1,326	\$ 2,942	\$ 80,342
Kauffman Fund (JMS)	\$ 64,660	\$ -	\$ 1,068	\$ 2,725	\$ 68,453
Anna Mary Herr Fund (ELCA)	\$ 112,967	\$ (4,213)	\$ -	\$ 10,978	\$ 119,732
General Fund (ELCA)	\$ 146,265	\$ 50,000	\$ -	\$ 22,301	\$ 218,566
<b>Totals</b>	<b>\$ 585,194</b>	<b>\$ (4,213)</b>	<b>\$ 5,207</b>	<b>\$ 45,182</b>	<b>\$ 631,370</b>

- \$4,213 was distributed from the Anna Mary Herr Fund, partially used for outreach
- \$50,000 was transferred from the JMS General Fund into the ELCA General 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.

## **STEWARDSHIP**

*Submitted by Darrell Gerke*

2020 started off as the beginning of another great year but quickly changed for all of us as the Covid pandemic became the main focus in our personal lives as well as for Zion. Church services were stopped for several months and our giving also decreased. I wrote two different articles reporting on the financial state of Zion to keep members informed of our situation. Many of our members did respond in a very supportive manor which was greatly appreciated.

The 2021 Pledging Campaign was conducted during the months of October and November with 34 giving units pledging \$141,542 which continued our trend of decreasing giving units and a lesser total amount pledged. In the campaign final report I stressed that this trend will have a disastrous effect upon our finances for several years and the future of Zion.

As Stewardship Chairperson, I will continue to emphasize the Mission of Stewardship which is the mark of Discipleship. We are ALL blessed with many unique, God-given talents and financial means which can be used to give back to God to help our Church be a leader in our community and the world.



## **TREASURER'S REPORT**

*Submitted by John Hay*

	2020 Budget	2020 Actual	(Over)Under Budget
Salary & Benefits	\$267,837	\$222,864	\$44,973
Christian Education	\$6,450	\$546	\$5,904
Evangelism	\$4,300	\$1,791	\$2,509
Administration	\$43,165	\$31,482	\$11,683
Property	\$111,175	\$51,033	\$60,142
Stewardship	\$25,044	\$24,347	\$697
Worship & Music	\$7,300	\$3,716	\$3,584
ZYM	\$6,150	\$1,830	\$4,320
Parish Fellowship	\$1,355	\$0	\$1,355
Executive Committee	\$1,310	\$0	\$1,310
Care Ministry	\$1,295	\$170	\$1,125
Total	\$475,381	\$337,779	\$137,602

# FINANCIAL SECRETARY REPORT

*Submitted by Ron Crawford*

	YTD ACT 2020	YTD BUD 2020	YTD ACT 2019
CURRENT & BENEVOLENCE	\$ 306,367	\$ 475,380	\$ 314,431
SUNDAY SCHOOL	\$ 503	\$ -	\$ 963
PAPER	\$ 125	\$ -	\$ 555
FLOWERS	\$ 1,720	\$ -	\$ 3,785
ZYM INCOME	\$ -	\$ -	\$ 350
VACATION BIBLE SCHOOL	\$ -	\$ -	\$ 100
COMMUNION WINE	\$ 120	\$ -	\$ 150
FUN FEST	\$ -	\$ -	\$ -
CHURCH CAMPERS	\$ -	\$ -	\$ -
ALPHA COURSE	\$ -	\$ -	\$ 60
<b>BUDGETED OFFERINGS</b>	<b>\$ 308,835</b>	<b>\$ 475,380</b>	<b>\$ 320,394</b>
ADULT SCS	\$ -	\$ -	\$ -
BUILDING FUND	\$ 1,574	\$ -	\$ 1,834
FRIENDS IN NEED	\$ 1,842	\$ -	\$ 4,195
ZION MUSIK	\$ 2,677	\$ -	\$ 6,543
ELCA WORLD HUNGER	\$ -	\$ -	\$ -
ELCA DISASTER RELIEF	\$ -	\$ -	\$ -
MEMORIAL FUND	\$ 990	\$ -	\$ -
MEMORIAL FUND / MISSION TRIP	\$ -	\$ -	\$ -
MEMORIAL FUND / BELL TOWER	\$ -	\$ -	\$ -
MEMORIAL FUND / COLUMBARIUM	\$ -	\$ -	\$ -
PARISH FELLOWSHIP	\$ 3	\$ -	\$ 56
MISC. UNBUDGETED	\$ 12,985	\$ -	\$ 30,425
BEQUESTS	\$ -	\$ -	\$ 368
ZYM PROJECT	\$ 1,504	\$ -	\$ 16,943
<b>UNBUDGETED OFFERINGS</b>	<b>\$ 21,575</b>	<b>\$ -</b>	<b>\$ 60,364</b>
<b>TOTAL INCOME/TRANSFER</b>	<b>\$ 330,410</b>	<b>\$ 475,380</b>	<b>\$ 380,759</b>
NUMBER OF WEEKS	52	52	52
BUDGETED AVG. PER WEEK	\$ 5,939	\$ 9,142	\$ 6,161
UNBUDGETED AVG. PER WEEK	\$ 415	\$ -	\$ 1,161
TOTAL AVG. PER WEEK	\$ 6,354	\$ 9,142	\$ 7,322
CHURCH ATTENDANCE	2,536	8,450	6,491
ATTENDANCE PER WEEK	49	163	125
BUDGETED GIVING PER ATTENDEE	\$ 121.78	\$ 56.26	\$ 49.36
FINANCIAL SECRETARY, RON CRAWFORD			
ASST FIN SECRETARY, PHIL HOUSEAL			

# **PROPERTY TEAM**

*Submitted by Jere Grube, Todd Benedict, Steve Haun*

## **MEMBERS**

Dave Dumeyer - Council liaison  
Todd Benedict  
Darrell Gerke  
Jere Grube  
Steve Haun  
Marvin Hoover  
Bob Traup  
Anne Rankin, Parish Administrator  
Tom Miller, Sexton  
Brian Bourassa, Sexton

## **2020 ACTIVITIES/PROJECTS**

### **1. Spring Clean-Up/Mulch**

### **2. Projects Started & Completed 2020**

- Continued contract with Weedman lawn service to fertilize and improve church and Cooper house lawns.
- Continued to contract with Dominion Pest Control for indoor and outdoor pest control (Bi-monthly general pest control + Annual termite control w/ warranty)
- Renewed contract w/ Hess Lawn & Landscape for snow removal for winter 2020/2021
- Continued contract w/ Republic Services for dumpster/trash removal.
- Removed old ceiling tiles in the ADA bathrooms, painted grid system and installed new tiles. Also replaced two Men's room ceiling lights and added a third light over the urinal.
- Continued to search the roof for the leak in the Nursery to no avail. Hired Loser Roofing who came out to patch several suspect areas that may have been leaking. They seem to have slowed down the leak but did not manage to completely solve the problem. Purchased and installed two drip pans with a drain tube to at least catch the water and route it to a tub. The drip pans seem to be adequate in catching the small amount of moisture and allowing the water to evaporate before there is enough to drain to the tub. Will continue to try to find the leak next spring.
- Re-key locks on all exterior doors and maintain a list of key-holders.
- Replaced 3 windows (1 in the church basement, and 2 in Cooper House)
- Signed contract with Brubakers to install two ionization units on the air handler in the Sanctuary. The cost for this was covered by an anonymous donor. Bi-polar ionization system for air purification in the sanctuary was installed.

## **GOALS/CHALLENGES FOR 2021 (AND BEYOND)**

- Coordinate at least 2-work days at church property
- Continue to improve direction and accountability for sextons.
- Continue to monitor and maintain low moisture levels in old church basement.
- Continue to maintain a master contractor listing for various repairs, services etc.
- Continue to make progress toward renovations of other bathrooms throughout the church.
- Investigate options to upgrade the main church sign at Brandt Blvd. entrance.



- Begin to develop a church “Operators Manual” including system explanations, maps, breaker box labelling etc.
- Continue to develop a “contact list” of neighbors around the church.
- Continue to monitor Cooper house air conditioning. May need to replace it this year.
- Improve detail and communication on preventative maintenance contract for HVAC systems.
- Continue to “chase down” roof leak into nursery.
- Continue to sort-out, evaluate, document and improve phone, computer network.
- Investigate possible upgrades to social room (floor, ceiling, remove radiators, paint, etc).
- Pursue removal/salvage/sale of decommissioned boiler and steam radiators in social room and basement.

***The Property Team would also 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.***



## **CHILDFUND SPONSORSHIP – Brenda Alimo**

*Submitted by Anne Rankin*

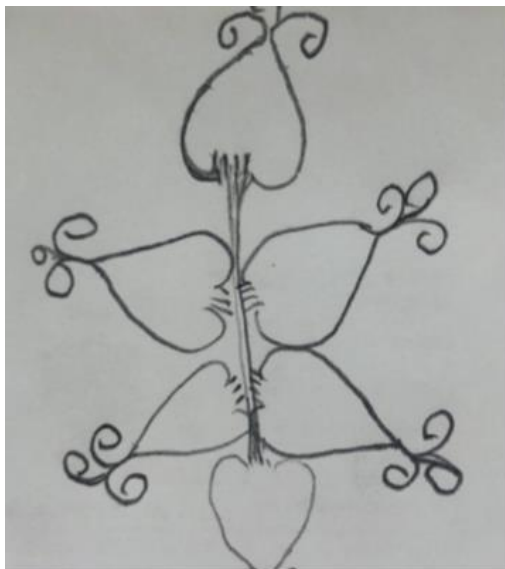
Zion has continued to financially support Brenda Alimo & her family through our partnership with ChildFund International. Because of the church's support of her & her family, they have been able to thrive in school & at home. In addition to the church's contributions, the Sunday School Class in the Parlor collected additional money to go toward Brenda's educational expenses.

From the letters we receive, the Alimo family is incredibly grateful to Zion. It is clear that they appreciate the long-standing commitment that Zion has had to supporting their basic life needs.

In addition to the financial support provided to the family, Millie Gundel keeps the personal relationship with Brenda & her family strong by writing letters and sending other fun mailings throughout the year and on special holidays like her birthday, Easter, & Christmas.

Anne created and emailed a slideshow presentation including some history about Zion's partnership with Brenda over the many decades, pictures of Brenda & her family, drawings that Brenda mailed to us, and the letters received from her throughout this year.

This partnership is a wonderful example of how Zion is living out the "connecting with others and connecting others with God" part of its Action Statement.





## **PERSONNEL TEAM**

*Submitted by Sue Wise*

Members – Karen Wright (Secretary), Lynda Sherwood, Deb Grube, Dave Dumeyer, Dave Wauls

Council Liaison – Dave Wise

Guest attending over the last year: Pastor Caruana, Adele King, Pastor Sell, Anne Rankin

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Due to the confidential nature of the discussions that take place in the Personnel Committee, this annual report is a generalized list of the activities that occurred in 2020.

- Completed handbook updates
  - Updated Benefits section to address insurance costs for an employee's spouse and/or dependents.
  - Updated the Vacation section to provide the ability for employees to rollover 2 days of unused vacation days into the next year as well as to use vacation in half-day increments rather than whole-day increments.
  - Updated the Office Hours section to more accurately reflect current expectations.
- Reviewed Pastor and Parish Administrator's written reviews of staff for consistency and legality.
- Set staff expectations on work requirements
- Evaluated use of nursery program and made recommendation to Council to discontinue the program. Reviewed decision with staff.
- Assisted Council in decision on eliminating the Child, Family and Youth Director position
- Made recommendations to Council on staff's salary increases
- Met with staff on goal setting process
- Reviewed staff's goals set for 2021

### **Upcoming Goals for 2021**

- Continue regular cycle of goal setting and performance reviews, address any emerging staff needs.
- Onboarding of new permanent pastor to include 30, 60, 90 day check-ins to ensure a smooth integration with current staff.
- Quarterly staff discussions and enrichment to ensure a culture of engagement and teamwork.

# **COVID/RE-OPENING TRANSITION TEAM**

*Submitted by Adele King*

Team Members: Dave Dumeyer, Pastor Caruana, Pastor Sell, Pastor Klepper, Cathy Benedict, Dave Wise, Scott Hetrick, Anne Rankin and Adele King

As of March 2020, the church was essentially closed down. The team began meeting in April via zoom. We had decided that the first things we would concern ourselves with were the Bishops Recommendations for Re-opening, the date to re-open, steps to take beforehand, how many services to hold, seating numbers to accommodate social distancing, flow of people, wearing of masks, how to do offering, how and IF to have communion, whether or not to distribute bulletins, and usher responsibilities. Other topics came later, such as: CDC guidelines, initial deep cleaning of the church, choirs, community meals (which had been suspended), use of the kitchen, Sunday School, ZYM, and regular meetings in the church.

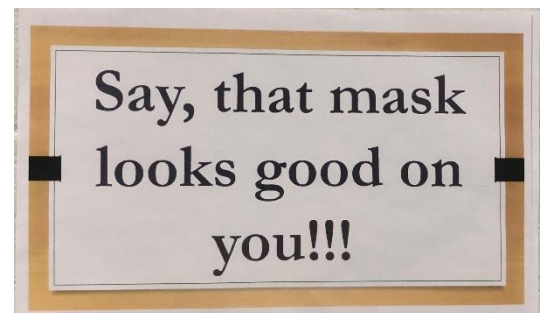
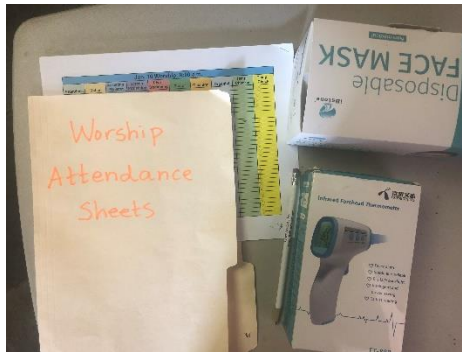
It was determined, by the Benedict's, that 22 people plus 4 in the choir area could be accommodated. In May, we sent out a survey to ask about the congregation's willingness to return to church. 36 voted to wait and decide later, while 18 voted to return during the green phase. 14 wanted to resume right away, 9 wanted to open in July or August, 8 voted to wait until there is a vaccine, while 7 voted for September. Streaming of services began right away with the assistance of David Klepper, Riley Klepper, and members of the choir and staff.

A few members of the committee attended a webinar: Transitioning to Normalcy. Updates were made by the CDC and office of the Bishop. No churches were to open until the end of May. All materials were removed from the pews. Special cleaning solution was ordered, as well as sanitizing wall units. Another survey was sent out in July. A sanctuary seating diagram was created. Meanwhile, the team worked on establishing key points to follow in these categories: deep cleaning, disinfectant, cleaning of materials, the purchasing of masks, wearing of gloves, disposal of trash, overflow issues, screening for temperatures, cordoning off of pews, reservations to worship, and ventilating the sanctuary. Also discussed was our liability and we contacted our insurance carrier. It was decided that Anne would notify the newspaper regarding services, once that happened. Scott and Dave worked on the responsibilities of the ushers and cleaning crews. Bathrooms were to be on a "one at a time" basis. Signs were needed throughout the church to reflect the rules: no water fountain usage, to use sanitizer, etc. It was decided that parishioners must contact Anne by Thursday at noon to make a reservation to attend a service. It was decided to use the overhead screen as opposed to bulletins. Offering plates were discussed and flow of traffic in and out of the sanctuary was determined. The format of worship was determined, as well as the music. No choirs or singing, but vocal recordings and pieces on the piano or organ were determined acceptable. We decided to withhold greeters, acolytes, communion, baptisms, nursery care, or outside groups. Pastoral visitations were to cease and only happen via phone calls.

A list of responsibilities by ushers was proposed and agreed upon. A comprehensive plan was put together by Pastor Caruana and Anne. It was determined to have a nurse take temperatures and Mary Hetrick and Jeannette Bomberger volunteered, while the Hetricks also supplied the thermometer, as well as doing the usher tasks. Masks were difficult to obtain, so it was suggested that everyone bring their own. Deep cleaning, temperature reading, service assistants, and offering will be documented by those doing those jobs.

Another survey went out in July. It was then determined to open the church for services the Sunday after Labor Day. By then, communion cups were able to be purchased so as to have communion at one's own seat. Two services would be held: 8:30 and 11:00 to provide enough time for cleaning in between services. No Sunday school would be held, except virtually. On September 9th, services began again. Later, it was decided to place bulletins on the table for pick up. Streaming became an issue as Riley was taking her camera and equipment to college with her. Dave Klepper purchased equipment providing us with a set-up to be able to video stream our services. Few people were attending the second service and when the team met again in October, it was decided to go to one service, since the capacity limits had eased. It is now possible to seat 52 people at one service. We sent out yet another survey and then, late in October, the 25th, we made the change to one service.

One aspect still concerned us with the coming of cold weather, and so we initiated getting bids from various companies to see if any type of air filtration system could be installed. Council agreed to pay up to \$3,000. to put one in, but then an anonymous person came through to have the new filtration system installed. As of the end of this year, we continue to have one service at 9 A. M. and we are well below the number of participants. All CDC guidelines are still being followed. Since the surge in numbers getting COVID, we have gone back to zoom meetings and have had little activity at the church. We pray that we continue to be blessed with a safe worship environment.





# **CONGREGATIONAL STATISTICS – 2021**

## **RECORD CHANGES**

### **RECEIVED INTO MEMBERSHIP**

*By Sacrament of Holy Baptism (Infants)*

None

### **REMOVED FROM MEMBERSHIP**

*Removed By Death*

Mary A. Grzybowski (6/10/1944-2/23/2020)

Kimberly A. Propst (5/9/1968-6/2/2020)

Frederic W. Hamor (8/18/1931-7/29/2020)

Jennifer L. Thompson (8/13/1972-9/8/2020)

*Removed By Transfer*

None

*Removed By Inactivity*

None

### **STATISTICS**

*Received 2020*

Baptized 0

Confirmed 0

*Removed 2020*

Baptized 0

Confirmed 0

*2020 Membership*

Baptized 428

Confirmed 313

### **OTHER PASTORAL ACTS**

*Funerals/Memorial Services*

Kimberly Propst 8/8 (Inurnment)

Jennifer Thompson 9/16 (Service)

*Rite of First Communion*

None

*Weddings*

Jessica Wise & Matthew Barcaro 7/11

### **BIRTHS**

Olivia Ramer (2/13)

Theodore Rickert (7/19)

Isaac Langseth (9/7)

Violet Smeltz (9/12)

### **MARRIAGES**

Jessica (Wise) & Matthew Barcaro (7/11)

Kevin Smeltz & Sarah Anderson (9/3)

Kristen (Long) & Joe Risalek (11/7)

Chrissy (Rickert) & Johnny Fenwick (12/18)

## **BIRTHS**



Olivia Ramer



Theodore Rickert



Isaac Langseth



Violet Smeltz

## **MARRIAGES**



Jessica (Wise) &  
Matt Barcaro



Kevin Smeltz &  
Sarah Anderson



Kristen (Long) &  
Joe Risalek



Chrissy (Rickert) &  
Johnny Fenwick

## **IN MEMORIAM**



Mary Grzybowski



Kim Propst



Fred Hamor



Jennifer Thompson

## MINISTRY TEAM CHAIRS -- 2020

Care Ministry	Judy Traup 201 Fleming Place Lancaster 17601	717-898-0625 traup201@comcast.net
Faith Formation	Jeff Engroff (thru Aug.)	717-606-2266 jeffengroff@comcast.net
Finance	John Hay 34 Country Ln. Landisville 17538	717-898-3255 jakket0349@comcast.net
Parish Fellowship	Millie Gundel 112 Ann Ave. Landisville 17538	717-898-2313 mgundel112@gmail.com
Personnel	Sue Wise 3741 Little Mac Dr. Landisville 17538	717-898-2169 swoogle53@aol.com
Property	Open	
Social Outreach	Randy Miller 107 Ridings Way Lancaster 17601	717-413-0433
Stewardship	Darrell Gerke 1015 Devonshire Rd. Lancaster 17601	717-898-8407 dbgerke@gmail.com
Worship & Music	Jean Pretz (thru Aug.) 241 Stanley Ave. Landisville 17538	717-945-9036 jean.pretz@gmail.com
Faith Formation	Jeff Engroff (thru Aug.)	717-606-2266 jeffengroff@comcast.net

## MINISTRY TEAM CHAIRS -- 2021

Care Ministry	Judy Traup 201 Fleming Place Lancaster 17601	717-898-0625 traup201@comcast.net
Faith Formation	Open	
Finance	John Hay 34 Country Ln. Landisville 17538	717-898-3255 jacket0349@comcast.net
Parish Fellowship	Millie Gundel 112 Ann Ave. Landisville 17538	717-898-2313 mgundel112@gmail.com
Personnel	Sue Wise 3741 Little Mac Dr. Landisville 17538	717-898-2169 swoogle53@aol.com
Property	Open	
Social Outreach	Randy Miller 107 Ridings Way Lancaster 17601	717-413-0433
Stewardship	Darrell Gerke 1015 Devonshire Rd. Lancaster 17601	717-898-8407 dbgerke@gmail.com
Worship & Music	Open	
ZYM	Open	

## **CHURCH COUNCIL -- 2021**

### **VOTING MEMBERS OF COUNCIL**

Pastor Melody Sell prmsell2@ptdnet	570-916-8835
Adele King, President adelel3@aol.com	610-247-1497 1518 Parvin Rd., Lancaster 17601 Term expires December 31, 2022
Dave Wise, Vice President davewise47@gmail.com	717-898-2169 3741 Little Mac Dr., Landisville 17538 Term expires December 31, 2021
Denise Haun dmhaun@verizon.net	717-669-3718 353 N. Homestead Dr., Landisville 17538 Term expires December 31, 2023
Kim Paternoster krpkc@aol.com	717-342-3796 166 Northridge Dr., Landisville 17538 Term expires December 31, 2021
Randy Miller Randymiller107@comcast.net	717-413-0433 107 Ridings Way, Lancaster 17601 Term expires December 31, 2023
Dave Dumeyer davedumeyer@gmail.com	717-898-8529 1665 Silver Spring Rd., Landisville 17538 Term expires December 31, 2021
Diane Ramer adramer@comcast.net	717-898-8774 628 Eastside Dr., Landisville 17538 Term expires December 31, 2022
Cathy Benedict tandc61@comcast.net	717-898-3646 61 E. Brandt Blvd., Landisville 17538 Term Expires December 31, 2022

### **NON-VOTING MEMBERS OF COUNCIL**

Brenda Stover - Secretary bmstover@verizon.net	717-892-4917 2936 Bowman Rd., Lancaster 17601 Term expires December 31, 2021
Ron Crawford - Financial Secretary roncrawfordsr@msn.com	717-898-8534 31 Country Lane, Landisville 17538 Term Expires December 31, 2022
John Hay - Treasurer jakket0349@comcast.net	717-898-3255 34 Country Lane, Landisville 17538 Term Expires December 31, 2023
Phil Houseal - Assistant Financial Secretary phouseal@comcast.net	717-898-3141 273 S. Homestead Dr. Landisville 17538
Lisa Nelson - Assistant Treasurer lisacfp@msn.com	717-475-7250 183 Northridge Drive, Landisville 17538

## **CHURCH COUNCIL -- 2020**

### **VOTING MEMBERS OF COUNCIL**

Pastor Barbara Caruana (Thru 9/13) pastorcaruana@comcast.net	717-471-3232
Pastor Melody Sell (Beginning 11/1) prmsell2@ptdnet	570-916-8835
Adele King, President adele13@aol.com	610-247-1497 1518 Parvin Rd., Lancaster 17601 Term expires December 31, 2022
Dave Wise, Vice President davewise47@gmail.com	717-898-2169 3741 Little Mac Dr., Landisville 17538 Term expires December 31, 2020
Riley Klepper (thru Aug.) rmklepper@live.com	717-299-7062 142 Esther Dr., Lancaster 17601 Term expires December 31, 2020
Mark Rosen crmgroup@verizon.net	717-898-2804 2525 Brookside Dr., Lancaster 17601 Term expires December 31, 2020
Joel Janisewski (thru Aug.) j.janisewski@gmail.com	717-945-9035 241 Stanley Ave., Landisville 17538 Term expires December 31, 2021
Dave Dumeyer davedumeyer@gmail.com	717-898-8529 1665 Silver Spring Rd., Landisville 17538 Term expires December 31, 2021
Diane Ramer adramer@comcast.net	717-898-8774 628 Eastside Dr., Landisville 17538 Term expires December 31, 202
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Lisa Nelson - Assistant Treasurer lisacfp@msn.com	717-475-7250 183 Northridge Drive, Landisville 17538

# **CHURCH COUNCIL**

***2020 & 2021***

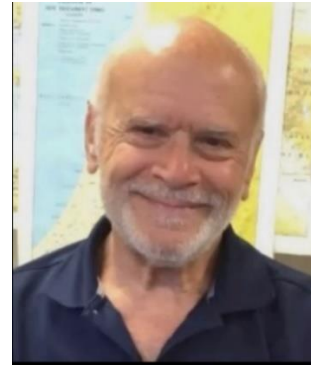
***Voting Members***



Adele King, President  
(2020 & 2021)



Dave Wise, Vice Pres.  
(2020 & 2021)



Mark Rosen  
(2020)



Diane Ramer  
(2020&2021)



Dave Dumeyer  
(2020&2021)



Randy Miller  
(2021)



Denise Haun  
(2021)



Kim Paternoster  
(2021)



Cathy Benedict  
(2020 & 2021)





Joel Janisewski  
(Thru Aug. 2020)



Riley Klepper  
(Thru Aug. 2020)

### **Non-Voting Members**



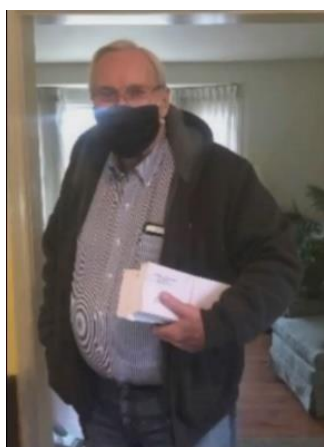
Brenda Stover, Secretary  
(2020 & 2021)



John Hay, Treasurer  
(2020 & 2021)



Lisa Nelson, Assistant Treasurer  
(2020 & 2021)



Ron Crawford, Financial Secretary  
(2020 & 2021)



Phil Houseal, Assistant Financial Secretary  
(2020 & 2021)



## MINISTRY TEAM LEADERS



Bob Traup  
(Columbarium)



Judy Traup  
(Care)



Dolly Overly  
(Prayer)



Darrell Gerke  
(Stewardship)



Millie Gundel  
(Parish Fellowship)



Sue Wise  
(Personnel)

## CHURCH STAFF 2020

Interim Pastor (Thru Sept. 12) pastorcaruana@comcast.net	Barbara Caruana	717-471-3232 (c)
Interim Pastor (Beginning Nov. 1)	Melody Sell	570-916-8835 (c) prmsell2@ptd.net
CYFM Director (Thru Aug.)	Jeff Engroff	717-606-2266 (c) jeffengroff@comcast.net
Ministry Assistant	Diane Gerlach	717-898-7266 (h) 717-682-2206 (c) dlsgerlach@comcast.net
Director of Music Ministry	James Alfieri	216-313-1381 (c) zionlandisvillemusic@gmail.com
Parish Administrator	Anne Rankin	717-945-4585 (c) zionluth@comcast.net
Technology Assistant	Dave Albin	717-898-7400 (h) 717-314-7333 (c) nagredmoonstriker@gmail.com
Sextons	(AM) Brian Bourassa (PM) Tom Miller	717-413-9470 (c) 717-808-9185 (c)

## FOOD PANTRY STAFF

Hempfield Area Food Pantry Phone Number: 717-898-2954  
Monday & Wednesday 10:00 AM - 1:00 PM

Managers	Amos and Mellie Geib	717-368-2696
Board President/Manager	David Bleil	davebleil@verizon.net 717-898-0579
Vice-President/Coordinator	Diane Gerlach	717-898-7266
Secretary	Roz Flannelly	
Treasurer	Lisa Bernhard	lbernhard@comcast.net 717-898-8598

## CHURCH STAFF 2021

Interim Pastor	Melody Sell	570-916-8835 (c) prmsell2@ptd.net
Ministry Assistant	Diane Gerlach	717-898-7266 (h) 717-682-2206 (c) dlsgerlach@comcast.net
Director of Music Ministry (Beginning Feb. 1)	John Landis	717-875-6182 (c) johnlandis@gmail.com
Parish Administrator	Anne Rankin	717-945-4585 (c) adminzelc@comcast.net
Technology Assistant	Dave Albin	717-898-7400 (h) 717-205-5962 (c) nagredmoonstriker@gmail.com
Sextons	(AM) Brian Bourassa (PM) Tom Miller	717-413-9470 (c) 717-808-9185 (c)

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Secretary	Roz Flannelly	
Treasurer	Lisa Bernhard	lbernhard@comcast.net 717-898-8598

## **CHURCH STAFF**

### ***2020 & 2021***



Interim Pastor Melody Sell  
(Beginning Nov. 1)



Anne Rankin  
(Parish Administrator)



James Alfieri  
Dir. of Music & Worship Arts  
(Thru Jan. 2021)



Dave Albin  
(Worship Technology Assistant)



Tom Miller  
(Sexton)



Brian Bourassa  
(Sexton)



John Landis  
Dir. of Music & Worship Arts  
(Beginning Feb. 1, 2021)



Interim Pastor Barbara Caruana  
(Thru Sept. 12, 2020)



Jeff Engroff  
(Thru Aug. 2020)