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2025 Annual Meeting Preview Information

As a church family, we have much to celebrate and much to consider in this season of ministry. This packet is meant to help us prepare our hearts and minds for the important conversations ahead—grounded in prayer, guided by God’s Word, and united in purpose. Here you’ll find updates on our budget submission, missions, leadership, and other areas of church life relevant to your preparation.

Attendance and Membership Trends

God is working in and through Spry Church - praise the Lord! There are various indicators of spiritual health and vitality for churches. Two such markers have to do with active, faithful engagement in relationship with God and in the life of the church through membership and worship attendance. In both of these areas, along with others, Spry is blessed as the Lord continues to grow our church spiritually and increase our impact for his kingdom here in our community and beyond.

That growth is reflected, for example, in the addition of 26 new members (bringing the current total to 345) and a 14% increase in worship attendance over the last year (to a weekly average of 391 people in person and 69 online). We’re so grateful for what God is doing, and we look forward to taking the next steps of faith and joyful obedience together in Christ.

Of course, what matters more than simply numbers or percentages is the transformation that Jesus brings about in people’s lives. While in some ways transformation can be more difficult to quantify or track than numbers alone, we do see many signs of deepening spiritual maturation within our church community. We’ll share some stories of transformation in Christ at our Annual Meeting. The Holy Spirit continues to lead us toward the fulfillment of our God-given mission to *Love Jesus. Be Transformed. Declare Hope.*

We are so thankful for all the Lord has done over the past year here at Spry, for all that he is doing now, and for the plans he has for us as his people, which are good plans for a future with hope. We continue, with humility yet bold in faith, guided by the Lord through prayer, to fix our eyes on Jesus and follow together where he is leading us. We want more of God in our hearts, our homes, our church, our community, our region, and more of God throughout our nation and world. This is our prayer: “We want you, God.” Again (we can’t say it too much), praise the Lord!

Our Giving and Budgetary Expectations

Spry Church exits 2025 in a strong financial position with a general fund balance providing 4-5 months of expense coverage and we are debt free, having paid off our disaffiliation loan to Traditions Bank with proceeds from our Whitney Drive property. This is a reflection of carefully planned and monitored spending of the gifts entrusted to our church.

In 2026, we are recommending an increased budget, a call for our congregation to be generous and faithful in their giving to support the ministry and mission of Spry Church. The change in budget has two key drivers:

Staff Care and Realignment (an increase of \$99,500)

- (1) 50% of the increase is a placeholder to allow for some staff realignment, potentially including a new position, to meet the needs of our growing congregation, particularly at Pine Grove where staff has not been adjusted since the campus opened nearly five years ago
- (2) 22% of the increase addresses annual cost of living / merit raises for our staff as determined by our Staff Relations Committee at an average of 3%
- (3) 16% of the increase is a placeholder to provide some funding to support any needs we may have during a proposed sabbatical for Pastor Ken Loyer
- (4) 10% of the increase addresses the continually increasing costs for healthcare coverage

A Step Forward in Faithful Giving to Missions (an increase of \$114,000)

Our budget has a new line item – a 10% first fruits offering to Missions. This represents \$117,000 intended for missions. Our intent? To continue in our growth as an outwardly-focused, missions oriented church, giving 10% of our income directly to those missions partners recommended and approved by our missions teams. This is an exciting time in the life of our church as we take this step of faith, together, in response to God’s grace.

Giving to Support These Budgetary Changes

In 2024, Spry Church had general giving was \$850,549 or \$16,356/wk. This year we are projected to \$900,000 or over, averaging \$17,300/wk. This increase in general giving was short of our budgetary expectations, but we continued to grow our cash position through controlled spending, rental income, and designated giving to things like missions.

To meet our proposed 2026 budget, our giving trends must increase by the following:

\$1,800/wk to support our operational budget increases

NEW! \$2,200/wk to support our new missional giving goal

We will utilize approximately \$75,000 of available funds on our balance sheet

These are big asks, but ones that we believe our congregation will step forward in faith to support. That said, we are (1) prepared to monitor monthly and reduce budgetary spending to stay in line with actual giving and maintain a balanced budget and (2) change our approach to giving, beginning with our current Gratitude teaching series but also providing more visibility to the ways to give to Spry Church.

Provident Growth Fund

Spry Church has long benefited from a generous endowment given in the 1980s. This endowment has grown to a balance of \$341,755.88 as of 6/30/2025. Over the course of the past year, interest earnings from this endowment have yielded \$8,000 – 90% of which is made available for ongoing needs of the church and 10% designated for missions as instructed in the original endowment.

The use of monies in this endowment is always subject to congregational vote. There are no current plans to make use of these funds, though we have borrowed from it in the past to help fund Pine Grove roof repairs and our disaffiliation.

Spry Church Leadership Teams

We are blessed by the service of many to staff our leadership teams at Spry Church. Our teams are composed of the following individuals for 2026. New members at large for Staff Relations, Trustees, and Finance are being sought to fully staff these teams. Only chair positions require full congregational approval.

Spiritual Leadership Team (SLT) – no proposed changes for 2026

Pastor Ken Loyer

Pastor Luke Harbaugh

Laura Brown

Nadine Goodwin

Alexis McGuigan

Scott Schreckengast

Staff Relations Committee (SRC) – no proposed change to leadership for 2026

Mindy Noll (continuing chair)

Diane Grondin

Denise Osenbach

Finance Committee – 2026 chair subject to congregational vote

Hillen Grason (proposed 2026 chair, for vote at meeting)

Robert Becker

Randy Myers

Rachel Kling (Spry Church Treasurer)

Trustees – 2026 chair subject to congregational vote

Cory Kling (proposed 2026 chair, for vote at meeting)

Brent Leib

John Frantz

Scott Wingard

Nelson Snyder

Larry Raffensberger

Gale Runkle

Andy Einsig

Frequently Asked Questions

Q: What is going on with the congregationally approved sale of our three residential properties?

A: At our 2024 Annual Meeting, members of Spry Church voted to explore the sale of our residential rental properties with the intent of addressing disaffiliation debt and providing additional funding to support a backlog of property maintenance requirements. We're pleased to report that the Whitney Drive property successfully sold – funding the full payoff of our Traditions Bank loan for disaffiliation and providing approximately \$75,000 in additional funding for trustees capital projects.

We are currently exploring a private sale of the Crestlyn property. Should that sale go through, funds will be used to further support capital projects. If the sale does not go through, we'll further evaluate next steps to make the best financial decision for our church.

We have not advanced the sale of our School Street property, and are holding on any further action with this property until we can do further evaluation.

Q. Does Spry Church have a Sabbatical policy and does one of our pastors intend to take a sabbatical in 2026?

A: Yes. Pastor Ken has asked for and has been granted a Sabbatical for an amount of time to be determined in 2026. The SRC (Staff Relations Committee) drafted and finished a written sabbatical policy for our Pastors moving forward. The SLT (Spiritual Leadership Team) approved the sabbatical time for Pastor Ken and the newly written policy. The new policy generally states that any of our full-time pastors may request a sabbatical for up to 90 days, with an adjusted salary allotment, following 7 continuous years of service to Spry Church. A copy of the full sabbatical policy can be obtained by contacting the church office.

Pastor Ken has faithfully led Spry Church for the last 15 years. Recently, we have undergone a lot of change in our church: disaffiliation, opening a second campus, restructuring of staff and policies are just some of the major challenges that Ken has led us through. Not to mention the stress that COVID placed in all of our lives as we navigated through all of these changes.

Being a Pastor is demanding. It is an around the clock, 365 days a year job. Holidays are their busiest times. They are constantly planning worship, ministries, sermons, meetings, providing pastoral care, walking with people through situations of crisis, confusion, pain, or loss, and so much more. There is no "down time" for a pastor. Our pastors spend so much time feeding and tending their flock that there is very little, if any, time for them to be fed themselves. No time to just "be" with God. Very little time to work on their own relationship with Jesus.

We have a responsibility as a congregation to make sure that we support all of our pastors physically, emotionally, and spiritually. A sabbatical will give them the time needed to be refreshed and energized, allowing them to come back ready to lead Spry Church in our pursuit of loving Jesus, being transformed, and declaring hope for years to come!

During Ken's absence, Pastor Luke and Pastor Austin, along with staff and lay leadership, will be covering and filling in for his responsibilities here at Spry Church.

Q: Are the trustees being appropriately funded to address the needs of our church properties?

A: The Trustees have been working hard on updating the list of facility-related projects and determining priorities. We believe that the progress the Trustees have made in planning sets us up to move ahead according to the list of needs and priorities. As far as funding, there are several sources to draw from in addition to the 2026 budget. The balance of the property proceeds (approximately \$75,000) has gone to support funding for capital projects. There is also a substantial amount in the 2025 budget for Trustees' planned projects that has not yet been used. So those funds can be applied to projects that the Trustees wish to go forward with in the remainder of 2025. Will the combined total of these sources enable us to accomplish every project? No, or at least not yet. We want to do the best we can with what is before us and proceed wisely as faithful stewards of the resources God has provided, including caring for our beautiful facilities and using them for God's glory. We recognize we are playing catch-up with Trustees funds, but we've shown we are taking big steps in that direction - for example, so far we added \$50,000 to the budget last year and also gave Trustees the difference of the property sale after the debt was paid off. We look forward to additional steps that we will be able to take in the future to provide funding for the Trustees, including the potential of additional property sales, increased budgeting with generous giving, capital funds available on our balance sheet, and capital campaigns for significant expenditures such as boiler replacement.

Q: Why is it necessary for us to budget so much money to give to missions? Can we give less money and do more service?

Two years ago, we began the process of aligning our church's missions efforts with our renewed vision to *Love Jesus. Be Transformed. Declare Hope*. Since then, we have spent significant time and energy developing a clear philosophy of missions and discerning partners who embody the mission God has called us to pursue. This year, the Missions Team introduced a slate of seven partners (both local and global) whom we believe reflect that calling. Our prayer is that this renewed clarity and commitment will encourage the people of Spry Church to *serve graciously, care deeply, share boldly, give generously, and love unconditionally* alongside these partners.

Our goal is to support these partners through both financial resources and hands-on service. The proposed commitment of allocating 10% of our overall budget to missions is a significant step, and it demonstrates our intention to support our partners generously. It also models the biblical principle of tithing, as our church sets aside and pays forward 10% of its income each year to ministries that are building God's Kingdom. Our hope is that everyone who gives to Spry Church will see themselves as participating in "resourcing the mission" holistically—trusting that every dollar given is advancing ministry, whether through direct programming, stewarding our ministry environments, or supporting our missions partners.

In addition to our financial support, the Missions Team will also be creating regular opportunities to serve, pray for, and encourage our partners in hands-on ways. These experiences will help deepen our relationships with neighbors experiencing spiritual or material need and create meaningful opportunities for others to encounter Christ.



Love Jesus. Be Transformed. Declare Hope.

Honor the Lord with your wealth,
with the firstfruits of all your crops;
then your barns will be filled to overflowing,
and your basin will brim over with new wine. Proverbs 3:9-10

Spry Church Proposed Budget 2026

	Budget 2025	Budget 2026	Increase/ Decrease	Percent (%) Incr./Decr.
<u>Staff Support</u>				
Total Staff Support	594,000	693,513	99,514	16.75%
<u>Worship - both campuses</u>				
Instrument Tuning	500	800	300	60.00%
Music	1,050	100	(950)	-90.48%
Worship Events	-	3,000	3,000	100.00%
Equipment	4,500	4,000	(500)	-11.11%
Musicians/Speakers	800	700	(100)	-12.50%
Worship Expenses	6,700	6,000	(700)	-10.45%
Flowers	1,000	1,500	500	50.00%
CCLI/Song Select/CVLI License Fee	1,500	1,500	0	0.00%
Total Worship	16,050	17,600	1,550	9.66%
<u>General Administration - both campuses</u>				
Office Supplies & Expenses	20,000	22,000	2,000	10.00%
Church Offering Envelopes	1,200	1,200	0	0.00%
Postage	800	1,000	200	25.00%
Media Expense	3,050	4,000	950	31.15%
School Street Streaming	-	10,000	10,000	100.00%
Technology Expense	10,000	15,000	5,000	50.00%
Total General Admin.	35,050	53,200	18,150	51.78%
<u>Hospitality - both campuses</u>				
Next Steps	5,000	-	(5,000)	-100.00%
Membership Matters	-	300	300	100.00%
Membership Matters	-	300	300	100.00%
Connection Hour Sunday Morning	2,000	1,700	(300)	-15.00%
First Sunday Breakfast	-	600	600	100.00%
Seasonal Events	-	1,000	1,000	100.00%
Staff Meeting Lunch	-	850	850	100.00%
Miscellaneous Supplies	-	1,000	1,000	100.00%
Total Hospitality	7,000	5,750	(1,250)	-17.86%

	Budget 2025	Budget 2026	Increase/ Decrease	Percent (%) Incr./Decr.
<u>Discipleship Ministries - both campuses</u>				
Kids Ministry Expenses	10,000	-	(10,000)	-100.00%
Curriculum	-	1,500	1,500	100.00%
Sunday Morning Materials	-	1,500	1,500	100.00%
Bibles/Prayer Book/Etc.	-	900	900	100.00%
Continuing Education Expenses	-	4,000	4,000	100.00%
Classroom Furniture	-	1,000	1,000	100.00%
Volunteer Appreciation	-	500	500	100.00%
Back-2-School Sunday	-	200	200	100.00%
SPLASH Teacher Appreciation	-	1,000	1,000	100.00%
Winter/Summer Curriculum	-	750	750	100.00%
Easter Outreach Expenses	-	750	750	100.00%
Christmas Outreach Expenses	-	750	750	100.00%
Misc. Expenses	-	1,150	1,150	100.00%
Camps	6,075	6,000	(75)	-1.23%
Vacation Bible School	5,000	5,000	0	0.00%
Total Kids Ministry Expenses	21,075	25,000	3,925	18.62%
Youth Ministry Expenses	10,000	-	(10,000)	-100.00%
Curriculum	-	1,100	1,100	100.00%
Food/Supplies	-	1,200	1,200	100.00%
Events/Outreach	-	1,800	1,800	100.00%
Retreats	-	1,500	1,500	100.00%
Volunteers	-	300	300	100.00%
Service	-	600	600	100.00%
Contact Work	-	500	500	100.00%
Youth Building	-	2,000	2,000	100.00%
Miscellaneous	-	1,000	1,000	100.00%
Total Youth Ministry Expenses	10,000	10,000	0	0.00%
Adult Ministry Expenses				
Short-Term Classes & Bible Study	1,500	1,500	0	0.00%
Adult Sunday School Literature	250	250	0	0.00%
RightNow Media	2,550	2,550	0	0.00%
Discipleship Resources	250	250	0	0.00%
Life Group Events	4,000	4,000	0	0.00%
Community Outreach	1,000	-	(1,000)	-100.00%
Total Adult Ministry Expenses	9,550	8,550	(1,000)	-10.47%
Total Discipleship Ministries	40,625	43,550	2,925	7.20%
<u>Missions - both campuses</u>				
Missions	4,000	117,746	113,746	2843.65%
Total Missions	4,000	117,746	113,746	2843.65%
<u>Trustees - Property Responsibilities</u>				
<u>Projects/Insurance</u>				
Triage List Projects	65,600	69,170	3,570	5.44%
Unplanned Repairs/Maintenance	10,000	15,000	5,000	50.00%
Property/Casualty Insurance - GMC	30,000	32,000	2,000	6.67%
Total Projects/Insurance	105,600	116,170	10,570	10.01%

	Budget 2025	Budget 2026	Increase/ Decrease	Percent (%) Incr./Decr.
<u>Scheduled Maintenance Administration</u>				
Cleaning Expenses				
Cleaning Services	24,000	25,200	1,200	5.00%
Cleaning Supplies	1,000	1,050	50	5.00%
Bathroom/Kitchen Paper Products	2,000	2,100	100	5.00%
Grounds Maintenance Expenses				
Mowing - SSC	7,500	7,900	400	5.33%
Mowing - PGC	2,000	2,100	100	5.00%
Snow Removal - both campuses	8,000	8,400	400	5.00%
Landscaping/Gardens SSC	500	525	25	5.00%
Landscaping/Gardens PGC	500	525	25	5.00%
Elevator Expenses				
Annual Test SSC	240	260	20	8.33%
Annual Test PGC	240	260	20	8.33%
Pressure Test SSC	735	-	(735)	-100.00%
Pressure Test PGC	735	-	(735)	-100.00%
Full Load Test for Cert. of Compliance SSC	450	450	0	0.00%
Full Load Test for Cert. of Compliance PGC	-	450	450	100.00%
Certificate of Operation - SSC	-	-	0	100.00%
Certificate of Operation - PGC	-	-	0	100.00%
Boiler Cert. of Operations				
SSC	180	200	20	11.11%
PGC	180	200	20	11.11%
Scout Bldg	180	-	(180)	-100.00%
HVAC Prev. Maint. & Plumbing				
SSC HVAC PM	6,150	6,000	(150)	-2.44%
PGC HVAC PM	2,300	2,300	0	0.00%
Plumbing Backflow Inspection	175	200	25	14.29%
Pest Control Expenses				
SSC	550	600	50	9.09%
PGC	550	600	50	9.09%
Fire Equipment				
SSC Fire Extinguishers	300	300	0	0.00%
PGC Fire Extinguishers	300	300	0	0.00%
PGC Fire Suppression	260	260	0	0.00%
PGC Exhaust System	200	200	0	0.00%
Kitchen Expenses				
PGC Retail Food License	175	-	(175)	-100.00%
Total Scheduled Maintenance Admin	59,400	60,380	980	1.65%
<u>Utilities</u>				
School St. Church Utilities				
Gas	9,000	6,000	(3,000)	-33.33%
Electric	7,000	11,200	4,200	60.00%
Phone/Internet/cellphones	8,500	8,500	0	0.00%
Sewer	700	900	200	28.57%
Waste & Trash	3,300	3,400	100	3.03%
Water	700	550	(150)	-21.43%
Total School Street Utilities	29,200	30,550	1,350	4.62%
Pine Grove Church Utilities				
Gas	7,500	8,150	650	8.67%
Electric	9,000	10,800	1,800	20.00%
Phone/Internet	2,900	4,100	1,200	41.38%
Sewer	700	900	200	28.57%
Waste & Trash	1,700	2,700	1,000	58.82%
Water	600	700	100	16.67%
Total Pine Grove Utilities	22,400	27,350	4,950	22.10%

	Budget 2025	Budget 2026	Increase/ Decrease	Percent (%) Incr./Decr.
Youth Building Utilities				
Gas	900	1,050	150	16.67%
Electric	1,800	2,050	250	13.89%
Internet	-	900	900	100.00%
Water	500	350	(150)	-30.00%
Total Youth Building Utilities	3,200	4,350	1,150	35.94%
Scout Building Utilities				
Electric	1,300	1,200	(100)	-7.69%
Fuel (gas/oil)	1,600	-	(1,600)	-100.00%
Water	300	300	0	0.00%
Total Scout Building Utilities	3,200	1,500	(1,700)	-53.13%
39 E. Crestlyn Dr. Expenses				
Taxes	3,500	1,000	(2,500)	-71.43%
Repairs/Maintenance	1,000	-	(1,000)	-100.00%
Total 39 E. Crestlyn Dr. Expenses	4,500	1,000	(3,500)	-77.78%
34 School St. Expenses				
Taxes	3,600	3,800	200	5.56%
Repairs	1,000	1,000	0	0.00%
Total 34 School St. Expenses	4,600	4,800	200	4.35%
2714 Whitney Dr. Expenses				
Whitney Dr. Pest Control	400	-	0	0.00%
Whitney Dr. Property Taxes	5,200	-	0	0.00%
Whitney Dr. Repairs	4,000	-	0	0.00%
Total 2714 Whitney Dr. Expenses	9,600	-	0	0.00%
Total Trustees Budget	241,700	246,100	4,400	1.82%
<u>Disaffiliation Loan Payoff</u>				
Traditions Bank	15,901	-	0	0.00%
GRAND TOTALS	954,326	1,177,459	223,134	23.38%
Giving Needed Each Week to Support Budget	18,352	22,643		