



Christ Lutheran Church

69 Main Street • Hellertown • Pennsylvania

Rev. Philip C. Spohn

2025 Annual Report

January 19, 2025

Covering January 1 - December 31, 2024 Church Activity

Annual Meeting

Sunday, February 2, 2025

11 am • Following Worship

Our Values:

- † **Inclusiveness:** We welcome all people to participate in our ministries. We are all children of God, created in God's image. You are welcome here.
- † **Faith Journey:** We realize each one of us is on a faith journey. We value questions, searching, discussions and debates. Each of us sees faith from our own unique perspective. We want to grow in faith as we age in life. Come join the journey.
- † **Service:** We practice our faith in loving service to others.

Our Faith Statement

The people of Christ Lutheran Church of Hellertown invite you to experience Christianity as a way of life, not a set of creeds and doctrines demanding total agreement. We invite you to join us as we seek to discover the relevance of Jesus' teachings for our time. We look to scripture, faith, experience and reason to inform our journey. We affirm that all people are created in the divine image, and that God is active in many people, including those who do not profess the Christian faith. We acknowledge and respect people of other faiths who understand that God is working in them and through them to bring about peace, justice, love, and reconciliation among God's people. We take the Bible seriously, not literally. We strive to transform our lives to live the teachings of Jesus and, above all, to love unconditionally. We welcome all persons into our midst, without regard to race, age, gender, sexual orientation, or abilities.

Annual Meeting Agenda

February 2, 2025, 11:00am, following Worship in the Sanctuary

- Call to Order – Secretary Roll Call, Approval of Quorum
- Meeting Procedures Governed by Robert’s Rules of Order
- Devotions
- Reading & Approval of 2024 Annual Meeting Minutes
- Council President Report – Brenda Tarulli
- *The Strategic Plan* Progress Report – Ed Alosi
- Pastor Report – Pastor Phil
- Staff & Team Reports
- Endowment Trustees Committee Report – Joe Tarulli
- Endowment Mission Team Report and Approval – Kim & Corky Blake
- Financial Report – Jim McCallister
- Review and Approval of 2025 Budget – Jim McCallister
- Nomination and Election of New Council Members
- New Business
- Adjournment and Prayer

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Annual Meeting Minutes - February 4, 2024

Council Members Present: Brenda Tarulli (P), Ed Alosi (VP), Rachel Anthony (S), Ferd Piccuiro, Dale Hazel, Gary Milla, Ken Doremus, Glenn Clouser, Glenn Butterfield

Call to Order: Brenda Tarulli (P), called meeting to order and welcomed attendees at 11:10am.

Approval of Quorum: Rachel Anthony, (S) verified there were enough participants for a quorum and meeting could proceed.

- Meeting Procedures Governed by Robert's Rules of Order
- Approval of 2023 Meeting Minutes Motion: pp 4-5 of Annual Report

MOTION: Regina Sands-Corl made a motion to approve the 2023 Annual Meeting Minutes. Lee Wagner seconded the motion. Motion is passed with no objections.

• **Council President Report** – Brenda Tarulli delivered the 2023 review of Council accomplishments. Council will focus on the guidance using the values of the church which are: inclusiveness, faith journey and service Church membership and attendance have increased in 2023. Youth, Family Ministry program participation and volunteerism have increased enough to restart Faith Formation. The church website and social media has greatly improved with the addition of the Church's Communication Specialist. Giving significantly increased throughout 2023. Our Strategic Plan has been in place for 2023 with great success in implementing programs for the church. The 2024 Council goals include; re-evaluating and updating the Strategic Plan, broadening programs and activities. Continue to increase support to the Youth & Family Ministry. Support Learning Center ensuring economic stability.

• **Strategic Plan Progress Report** – Ed Alosi showed the current programs and activities in each Theme and strategic initiative.

• **Pastor Report** – Pastor Phil

• **Team Reports** – Chris Myers reviewed Stewardship program results and volunteers brochure to encourage members to get involved. Louise Wagner introduced her Valentine's project to encourage members to write on the Valentine's cards thing they like, want to change or new ideas.

• **Endowment Trustees Committee Report** – Joe Tarulli pp 38-39

MOTION: Kelley Meyer made the motion to distribute \$16,400 from the Endowment Fund, and \$7,500 from the Memorial Fund. Glenn Butterfield seconded the motion. Motion passes with no objections

• **Endowment Mission Team Report and Approval** – Kim & Corky Blake pp 40-42

MOTION: Louise Wagner made the motion to approve the distribution of funds as recommended by the Endowment Committee proposed for 2024. Kathy Jones seconded the motion. Motion passes with no objections.

- **Financial Report** – Chris Uttard reviewed the Financial Statements for 2023 and the Comparative Balance Sheet. She discussed the Learning Center financial shortcomings compared to previous years, the 2023 buildings and grounds upgrades, and the 2024 Budget.

Review and Approval of 2024 Budget - Jim McCallister pp 36

MOTION: Glenn Butterfield made the motion to approve the 2024 Christ Lutheran Church proposed budget. Sam Raup seconded the motion. Motion passed with no objection.

- **Nomination and Election of New Council Members** - Bios pp 43

- **Introduction of New Church Council Nominees** - Mandy Mayer, Kelly Meyer, and Sam Raup

MOTION: A motion was made by Enid Rank to approve the nominations of Mandy Mayer, Kelly Meyer and Sam Raup to the 2024 Church Council. Angela Drake seconded the motion. Motion passed with no objections.

- **New Business** - None.

MOTION: Kelly Meyer made the motion to adjourn the Annual Meeting. Angela Drake seconded the motion. Motion passes.

Meeting Adjourned: 12:05pm

Respectfully submitted,
Rachel Anthony
Church Council Secretary

Council President Report

The Church Council strives to live our values, be good stewards of our resources, encourage the congregation to create and participate in activities and programs, and help guide the congregation to live our values. We work with our dedicated church staff, team leaders and other volunteers to ensure we are stable and achieving our goals. Our Annual Report offers a perspective on what our thriving faith community is all about.

At the 2024 Leadership Retreat we reviewed where we were in relation to the goals we set when we created our Strategic Plan six years ago. Over time, we have combined some of our original goals. As we implemented our programs, we realized they were not separable. We have continued to expand, adding new programs in the directions set out in the plan. The number one goal we set for 2024 was to engage more volunteers, so we could do more. One method we selected was to create Volunteer Sundays. They provide the opportunity for our Ministry Teams to meet – discuss ongoing, new programs and work across Teams when needed. It also provides a chance to share with everyone what we do. We start with a light lunch immediately following the Sunday service, to which all are invited. Maybe there is a project or a program that interests you. You can sit with the groups, learn, and hopefully participate. We will continue in 2025 with more Volunteer Sundays. The Teams are encouraged to provide a balance between in-person and on-line meetings and discussions and seek out event volunteers. It isn't necessary to join a Team to lead an event, and we can provide the leader with a road map of how to accomplish the task. Another way to find more volunteers is to meet and get to know people, which we believe will be enhanced using name tags which make it easier to become familiar with our members. Simply sign up in the narthex if you would like a name tag.

The Church Council granted Pastor Phil's request for a Summer Sabbatical to study the Gospel of John. This sabbatical will be his last and will run from June 2nd to September 2nd, 2025. During prior sabbaticals, he traveled with his family. This year he plans to stay local and has agreed to officiate church funerals in-person as well as continuing Thursday Bible Study remotely. Josh Gulotta, our Youth & Family Minister will be our primary replacement for this period. Let's all help and support Josh as he takes on this additional responsibility.

Overall, we are in a solid financial position because of your generous giving and the conscientious spending of the leadership, our Teams and Church Staff. The Learning Center did not make its 2024 budget with a loss of \$9,700, but that is a \$30,000 improvement over the 2023 loss. Our Finance Group has worked closely with the Learning Center Director and Assistant Director so that all understand how to achieve a breakeven year in 2025. The church's net income for 2024 more than offsets the Learning Center loss for the year.

Church pledges for 2025 increased over 2024 pledges, and giving was also greater in 2024 than 2023. Every Special Offering asking to support our staff and those in need has been very, generously answered. Thank you for your continuing generosity. You provide the church with the resources to do more and to more appropriately compensate our church staff who continually contribute more than what is in any job description. They work well together and with our volunteers. Thank you to all on our staff for your dedication and hard work.

We are a thriving faith community. 'Community' is the key word. We are a growing community. In 2024 we welcomed 19 New Members. Our youth programs and attendance are growing as well, thanks to Josh's work. We worship, serve and socialize as a community, creating relationships with one another on our faith journeys. We lean on each other during trying periods and celebrate with one another whenever we can. We look forward to the time we spend together at worship, doing service projects, and coordinating events which bring us together to meet new people and enjoy each other's company. It takes our whole Community – Pastor Phil, Josh, our staff, leadership and volunteers to carry out our ministries.

I would like to give special thanks to our Church Council and Team Leaders for the love they give and the time they devote to church matters. However, every one of our volunteers makes a difference. The time given by each volunteer at church and throughout the community are the heart and soul of what makes our faith community thrive. Caring for one another and serving others is the essence of sharing the love Jesus teaches us.

Yours in Service,
Brenda Tarulli,
Church Council President

Theme 1: Faith Journey

Strategic Initiative: Provide opportunities and pathways that encourage and support learning, spiritual growth, and caring relationships across the lifespan.

Goals 1&2 Offer opportunities for people of all stages and ages to learn, have fun, and develop relationships with one another. Grow and sustain social and study groups.

Pacesetters	Diane Stehly	Resumed with big success i.e. Yanni's
Quilters	Mary Ann Horvath	Getting out to shows i.e. Community Days
Men's Group	Kelly	10 to 12 participants weekly. We learn, listen, share, empathize, support, care and love one another.
Book Club	Evolving Leaders	7 to 8 participate on average
Yoga	Lenore	5-13 people on any given Saturday. It is about 50-50 Church members vs people from the community. People really love practicing outside!
Chair Yoga	Nancy DeVogel	8 regulars -4 from the community. We go to lunch as a group after yoga. People have indicated to me that they like the class and feel that it is helping them.
Thirsty Thurs.	Phil	Sept, Oct, Nov set. Average 20 people. Want to attract more outside our church community

Goal 3: Continue to offer a variety of worship and faith formation opportunities and experiences.

Sunday School	Josh	Consistent attendance of a dozen students
Wed Meditative	Ferd	Slowly growing avg around 11 participants
Adult Class	Phil	15+ meet consistently every Sunday
Bible Study	Phil	Every Thursday - 10 plus weekly
Confirmation	Josh	Septembers: Hiking, class, and volunteering at Oktoberfest
Communion Class	Josh	Need to get people signed up (Spring 2024)
Giggles	Enid	Meeting weekly Wed mornings 10 am-12 noon; Average 10-16 attendees. Bold Women's Sunday

Goal 4: Develop new outreaches to the underrepresented demographics of CLC (youth, young adults, and families)

Faith Fellowship Fridays	Kurt & Enid	Variety of Friday night activities. Feb DeSales show (15), March Phantoms game (19), April Newcomer Social Carriage House (75), May Movie night, June Steele Club social (90), July Pigs game (30), Aug Deck night socials (38), Oct Oktoberfest (TBD), Nov State Theater Rumours concert (20), Dec Tree lighting
VBS	Josh	12 children throughout the week with help from five adult volunteers and two youth volunteers.
Outdoor & Jr. Gardener Clubs	Josh	Done for year
2024 Youth Gathering	Josh	6 participants – looking for more!

Theme 2: Service

Strategic Initiative: Increase Christ Lutheran Church's service in, connection with, and support of people and organizations in the community

Goal 1: Develop more extensive relationships and partnerships with community groups and with other faith communities

H.A.M.	Phil	125 people a night for Lenten Soup supper. Meeting with Bethlehem Emergency Shelter to develop a partnership. Christ UCC Church
Light-up Night	Josh	Setting light for Holiday Season on November 24th

Goal 2: Develop and maintain special programs/outreaches to support community members experiencing loss or chronic challenges (e.g. food insecurity)

Food Bank	Corky - Angela	Food Drives & Donations, Garden, Monthly drop-offs. Food pick up 2x a month from Valley Farm Market
New Bethany	Corky	Happening continuously! Souper Day luncheon. Everyday baked goods picked up and delivered. Helping to serve lunch on 4th Wednesdays.
Caregiving	Enid, CG Team	Many ongoing initiatives every month: cards for homebound, soup ministry, service projects, homebound
Blessing Box	Enid, FCN	Community Outreach for food insecurity; continuous
Blood Drives	Enid, FCN	Scheduled in partnership w Miller-Keystone Blood Bank Feb & Nov 2023
Support Group	Enid, FCN	Monthly support group at Saucon Manor Senior Apt building
Monthly Communion	Pastor, Josh, Enid FCN	Saucon Valley Manor & Saucon Manor Apt Northampton St

Goal 3: Expand the open, welcoming, and caring culture of Christ Lutheran Church in the community

Garden	Angela	Lack of gardeners caused the need for a sign up genius to attract outside help in harvesting. Hopefully next year we will have more gardeners.
Labyrinth	Angela	A couple of shrubs that need to be replaced. The south west bench needs a new shoe cap and the paver needs to be resealed properly and new sand placed there.
Bless the Bikes Ride	Ed	Date to be determined by end of March: Open to congregation and friends. Trip along the Delaware to Dilly's at Centre Bridge.
Holiday Bazaar	Alice Karpa	Next one November 18, 2023 Have 25 vendors and a nice variety of products

Goal 4: Develop and offer educational opportunities, programs, and support services to the community at large

ECO page!	Angela	Add ECO page on the church website for sharing ideas and suggestions on how to be more informed and involved on climate change, recycling, environmental protection and all related issues.
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Goal 5: Provide support and outreach for community groups such as veterans, first responders, and essential workers

First Responder Breakfast invite	GWOH, Service Teams, Men's monthly breakfast	GWOH in Sept extending breakfast invite for 9/17 to Hellertown Police. Plan to target Dewey Fire Dept in Oct (Fire prevention month), and Dewey Ambulance Nov during monthly Men's Sunday brunch.
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Theme 3: Communications

Strategic Initiative: Develop a structural process of communication throughout CLC that creates and enables timely, effective communication

Goals 1&2: Identify and use established lines and methods of communication to insure that information is shared and related to all parties throughout the organization in a timely, effective manner & Create a technology team, which includes 2-3 youth/young adults

Website Updates & Improvements	Debbie, Dave, Communication w/Community	Website is vastly improved (goal?)
Consolidate and Simplify	Ed	Meet in February. Exploring many avenues for efficient communication between Leadership, Staff, Council, Teams, Members

Goal 4 Enhance communication, worship, and fellowship experiences through integration of digital technology

Zoom + Live & Online Service	Ken & Mark	There are 3 people (Mark, Ken, and Tia) in rotation
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Theme 4: The Children's Learning Center

Strategic Initiative: Develop a structural process of communication throughout CLC that creates and enables timely, effective communication

Goals 1&2 Maintain and expand relationships and interactions between Christ Lutheran Church and the Children's Learning Center.
Provide learning and support opportunities for children and families of the Children's Learning Center

JoshTime	Josh	Have a regular staff presence and is highly engaged with learning center
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Pastor Report

“I am the church! You are the church! We are the church together!” I remember those lyrics to a favorite, childhood Sunday School song that we’d sing at Trinity Lutheran Church, Lehighton. Church; it was nothing to have 50-70 kids in Sunday School each week. Then again, there was nothing else happening on Sundays. Stores were closed, and there definitely were no sporting events on Sunday mornings.

Things have changed. People no longer go to church because of obligation. They go because they find meaning, encouragement, help for life’s journey, friends for that journey, and an experience that lifts their spirits. My vision for this church is a Spiritual Growth Center; a church meeting spiritual needs and encouraging spiritual growth, not only Sunday mornings, but every day of the week. We can no longer expect worship to be the only connection with our community. Meaningful programs, different types of worship, staff that is relational, and staff with a variety of gifts to meet a variety of needs will ensure that Christ Lutheran continues to thrive.

You have heard it said that word-of-mouth advertising is the best. Great products, doctors or plumbers sell themselves. No need to advertise. One of the things that I hear time and again is that our church is friendly and welcoming. We are fortunate to have people who notice someone they don’t recognize and introduce themselves. This helps create an atmosphere of welcome! Thank you to everyone who says hello, helps someone with direction to the bathroom, or shares a bulletin. Your small acts of welcome help us get our message out to people. People notice a difference when they come to our church.

In this report, I usually commend all the staff who serve as our hands, eyes and ears during the week. This year you have really helped me in thanking them with our Employee Christmas Bonus. It was extra special this year thanks to our generous members and friends, our Quilters and Breakfast Team. We generated \$12,000 for our 30 employees. That allowed all full-year, full-time staff a \$450 bonus, and all full-year, part-time staff a \$300 bonus! You value their work and ministry, and I can’t thank you enough. I also want to highlight two other projects that were a first for us:

1. ELCA Good Gifts Lenten Giving - Five families matched up to \$5000 toward ELCA Good Gifts Program. We raised \$8600 matched by the \$5000 allowing us to purchase \$13600 worth of things like pigs and goats, education for school girls, and two fresh water wells to name a few.
2. ELCA Disaster Response Hurricane Relief - Due to the hurricanes that hit the southern US this fall, Council made a \$5000 match to ELCA Disaster Response. You met the challenge with another \$8500, and we were able to forward a check for \$13500 to help the ongoing cause.

Your boundless generosity and heartfelt support is overwhelming!

I also want to thank our Church Council for allowing me to take a Summer Sabbatical. From June 2nd thru September 2nd, I will step away from my regular church duties to study the Gospel of John. This will be different from my last two sabbaticals as I am not planning any extensive traveling. I will be available for church funerals and emergencies as well as continuing my Thursday Bible Study, although remotely. I am slowly choosing my books that will shape my daily reading routine. I am getting excited, and I thank you for supporting me!

As we look to the future, we must be open to where God is leading us. I believe that this church is to be a Spiritual Growth Center, helping people grow in faith, creating people with hearts of Christ.

Thank you to all those who worship with us, to all those who participate in our ministries and to our incredible staff. Together, we ARE the church, helping people come to know God, grow in faith, and sow seeds of love with thanksgiving and joy.

Know God loves you!
Pastor Phil

Youth & Family Minister Report

It's been another great year of faith formation at Christ Lutheran as we build up our youth programs. Attendance is growing in our Sunday School and confirmation classrooms and our semi-monthly youth nights.

My time in the Children's Learning Center has strengthened the relationships between childcare families and the church, and we're even beginning to see CLC family's attend church and join our community! Classroom time is spent singing songs, learning new words, acting out plays, and preparing for our winter concert. I also helped organize and rehearse last spring's Pre-K graduation.

Sunday mornings are busier than ever. Currently, we have a pre-school through third grade classroom that meets during worship, and a 4th-6th grade classroom that meets before worship. Many thanks to Fran, Kathleen, Mariah, Nancy Frederick and Nancy DeVogel, Bre, Elise, and everyone else who have helped in our classrooms. During worship, Sunday School can have as many as 20 children! Time For All Ages continues to be a successful ministry. We received a great deal of positive feedback for our Christmas pageant, selected scenes from *The Best Christmas Pageant Ever*.

Our confirmation classes now meet almost every week, as our confirmands meet together to read the bible and discern their spiritual paths. These students range from seventh to ninth grade, and engage in Christian practices of biblical study, fellowship and community, and thanksgiving and service. When they're not in the classroom, you might find them hiking, canoeing, decorating the church for Christmas, or raising funds this February for the Souper Bowl. Curriculum is adapted from *Manna and Mercy*, which follows the story of the bible in an accessible, teen-friendly way.

Easy to forget, a fun and successful ministry last summer was our Vacation Bible School. Last year's VBS saw eighteen young people come together to learn about the beauty of caring for God's world. Lots of thanks to Nancy, Sheryl, Enid, Louise, Lee, Kathleen, Kelly, Dana, and the rest of our volunteers for their hard work.

Our faith formation team meets monthly over zoom, and we're looking for new congregants to join the fun! If you're interested in making a difference in the lives of the families and young people of Christ Lutheran, please let me know!

Thanks so very much for letting me be a part of your community! I look forward to another year in ministry together.

Joyfully submitted,
Josh Labadie-Gulotta
Youth & Family Minister

Children's Learning Center Report

Service to Our Community:

In February, we made Valentine's cards for the homebound. Our students enjoyed making cards, and our Ready Set classroom even became pen pals with a friend! Our program participated in a Food Bank donation drive in March. In August, we participated in the God's Work, Our Hands initiative and we had a supply drive for Cay Galgon. We collected essential items for young children and infants in need.

Summer Camp for School Age:

The Summer Camp teachers began planning in late Winter for the summer fun. Some of the activities were splash days/giant water slide, swimming at the Hellertown Pool, Dimmick Park, Polk Valley Park, Reptile show, Water Street Park, Jacobsburg Park, Dewey Fire Company, fishing with Pastor Phil, Rita's, and so much more! We had 38 students attend our Summer Camp this year.

Special Events:

- We hosted a Mother's Day event and Father's Day celebration that were well attended and received.
- We celebrated and thanked our teachers for a week of Teacher Appreciation events and food in May.
- The Pre-K Graduation in the sanctuary was a big success
- We had an "end of the summer" celebration.
- We had an interactive visit from the Hellertown Water Authority and (separately) a visit from the firefighters at Dewey Fire Company. Both community partners helped us to understand the important role they play in our health and safety as well as what we can do to help.
- In the Fall, Grandparents were invited to come to the classrooms for snacks, conversation, and read together with the students. This was well attended and lots of fun and smiles were shared.
- We hosted a free training with our local Intermediate Unit to share more information regarding challenging behaviors and ways that we can proactively benefit the students and classroom as a whole.
- We had an awesome Halloween parade and trunk-or-treat festivities.
- Our Holiday Concert was on 12/20. Mr. Josh helped each classroom to prepare for the self-selected songs and performance. We had a special visit from Santa!

Updates:

We completed a trial run with two of our classrooms for a new assessment tool through our existing Lillio application. The two classroom teachers were able to complete the assessment on the tablet and share the developmental information and progress with families during our Fall conferences. We have shared the feedback with the rest of our classroom teachers and we may move to use this assessment tool with more classrooms as well. The tool is simpler and keys in to the PA Early Learning Standards for child development in all domains.

Support for our Employees with Children:

In 2024, seven employees received a total of \$84,199 in subsidized childcare as an employee discount.

Current Learning Center Staff

Years of Service

Nancy Frederick - Center Director	2
Jaclyn Ruch - Assistant Director	3
Jamie Bechtel	2
Michelle Bonfrancesco	15
Mady Buss	1 (November 2025)
Patrice Califano	2
Erica Carr	2
Jessica Flok	10
Kim Harte	4
Erin James	1 (August 2025)
Emily Kalinchock	4
Victoria Kenderdine	1 (June 2025)
Lily McCarty	1
Michelle Mora	2
Brittany Nadal	3
Eva Quici	1
Carolyn Raudenbush (substitute)	2
Andrea Rivera	1 (November 2025)
Semaj Sailor	1
Paige Schaefer	1 (October 2025)
Lisa Stockton	1
Danielle Turdo	5
Leslie Venable	4
Mary Weddle	1 (October 2025)

Summer Camp Teachers: Morgan Mixa, Madelyn Adams, Skye Santiago, and Rylie Baer

2025 Plans:

We are adding to our student enrollment from our waiting list early in the new year. We look forward to welcoming new students and families! As teachers are interested, we may add the assessment piece for the classrooms through our online portal in Lillio (we also have a previously approved document that teachers utilized in 2024 as an ongoing option).

If you have a talent, passion, or interest that you'd like to share with a classroom, please reach out so that we can arrange a time for a visit. We do require a volunteer PA criminal clearance and a completed child abuse clearance if you would like to come in to volunteer. I can be reached at the Children's Learning Center by phone at 610.838-9790 or by email at nfrederick@clcht.org. We'd love to hear from you; our students love visitors. We are excited for the new year and fun adventures for 2025!

Respectfully submitted,
Nancy Frederick
Children's Learning Center Director

Church Office Report

Baptisms

01/21/2024 Calliope Luna Brown
04/28/2024 Luca Christopher Sagrati
06/23/2024 Hadlee Grace Washburn
07/21/2024 Stevie Lana Weikert
08/25/2024 Evie Marie Gower
11/24/2024 Niyah Rainn Doklan
11/24/2024 Harper Eleanor Blake
12/22/2024 Harrison Bradley Wagner

Confirmations 10/27/2024

Braden Greenawald
Mason Kares
Gavin Laslo
Conner Pierce
Patrick Taylor
Tanner Traub

Funerals

01/04/2024 Meryl John Reiss
01/29/2024 Janet E. Weirbach
01/30/2024 William Joseph Lawler, Jr.
02/23/2024 Terry A. Martin
03/01/2024 Diane P. Voron
03/06/2024 Judy M. Malandrucca
05/04/2024 Stephen J. Schlegel
06/06/2024 Jennifer L. Friedel-Hoffman
06/13/2024 Nancy D. Rice
06/17/2024 Elaine J. (Klotz) Davis
07/16/2024 Leon E. Werkheiser
07/18/2024 Edna Elizabeth Gardner
09/09/2024 Sandra Lee (Becker) Lipsky

Spring New Comers 06/30/2024

Anthony & Megan Bruno, Gianna
Janis & John Hadley
Andrew & Emily Mason, Theo and Tatum
Bonnie & Earl Wismer

Fall New Comers 11/17/2024

Dianne Borovies
Laura & Stephen Penske, Lincoln and Henry
Elaine & John Snyder
Jack Whalen

Weddings

10/19/2024 Morgan Mary Tietz and Nicholas John Savant

Respectfully submitted,
Barry Stauffer
Office Administrator

Minister of Music Report

Let the word of Christ dwell in you richly; teach and admonish one another in all wisdom; and with gratitude in your hearts sing psalms, hymns, and spiritual songs to God. Colossians 3:16

Can you imagine Christ Lutheran Church without music as part of our church life and worship experience? Music is an important part of our Christian heritage. We are bound together in spirit through music, refreshed, renewed, touched, motivated and inspired! How easily we might take for granted the music we have each week year-round! It doesn't just happen. It takes planning, organization and dedicated volunteers. We have so much to be grateful for, and the gift of music is integral to our worship and outreach. Thank you to the volunteers and participants that make our music ministry possible. I challenge each of you to join me in appreciation for everyone who has a part in it: Our staff - especially Phil, Josh, Enid, Barry, and my assistant, Bonnie. Thanks to Worship Assistants, Song Leaders, Praise Band instrumentalists and singers, Chimers, Choir singers, AV/sound booth helpers, soloists, instrumentalists, guest musicians, summer musicians, Worship Team Members, Altar Guild, tree lighting helpers, Christmas carol singers, and all those who add their voice when we worship together.

Our music program is built on volunteers willing to share their time, energy and talents. Do you sing or play an instrument? Consider yourself invited! Our 10am Worship Service each week includes both traditional hymns as well as praise band selections and special instrumental music, solos, duets and ensembles. The music is selected to support the varying biblical themes we encounter each week. Our choir is always looking for singers. You do not have to make a year-round commitment to join choir! Pick a month or season, and give it a try. Recently we added an additional opportunity in our Song Leaders. The Song Leaders join together up front to lead the singing of a featured hymn each week. I have an email list (just say the word, and we will add you), and I send out the feature hymn each week. We take a few moments before the service to practice the hymn tune together. Please don't be shy about getting involved! This is a great time to offer your musical talents as your gift to our Christ Lutheran ministry.

Save the date: **Thursday, March 27th, 7:00pm.** We will host the 2025 Spring debut concert of the RTO Pennsylvania. It promises to be a fun event with a wide variety of performers from our area. The concert will be open to the public, affording us an opportunity to welcome folks from across the local community to Christ Lutheran Church. The PA Chapter of the RTO has grown from a small group and now hovers around 75 members! You will see that several of our members are musicians in the group.

We certainly have much to be grateful for, and it is exciting to make music in a church such as ours which continues to grow and serve our local community and reach out beyond. To all who support our efforts to bring music to our midst, we say THANK YOU. In closing, let's say a prayer of gratitude, sure in the knowledge that church music, worship and service will continue to thrive in the years ahead:

Dear God, we thank you today for your gift of musicians and music in our church. Knowing that every good gift comes from you, God, we thank you for the custodians of the music in our congregation and beyond. We thank you for our singing voices, brass instruments, string instruments, wind instruments, and percussion. We ask that you continue to bless all who guide and engage in the ministry of music in our worship. We pray that the music we make brings you glory as it binds us together. We celebrate our musicians and pray that their gifts continually lift you up, providing light and renewal. We ask that you continue to inspire them to create and share the gift of music through instrument and voice. Lord, let all creation sing your praise! In your name we pray, Amen.

In Christian Love,
Stephen Wysocki
Minister of Music

Faith Community Nurse Report

The continued support of the FCN ministry by the Faith Community is greatly appreciated. The Faith Community Nurse continues to utilize the Care Giving resources of Christ Lutheran to provide comprehensive support to the homebound, parishioners and community at large.

Staff & FCN Responsibilities:

1. Communication of care giving referrals to Pastor when identified by FCN, or follow-up of referrals from Pastor to FCN.
 - a. Referrals included, but not limited to end of life or hospice, pre/post hospitalization, illness, surgery, health agencies & facility information.
 - b. Advanced Seniors, Homebound & other Parishioner communications within the Faith Community via email, FCN homebound monthly visitations or mailings, E-greeting cards, Phone calls, and Texts
2. Visitations to facilities, hospitals, and private residences. Monthly communion visits for the homebound.
3. Contributions to Dayspring newsletter, E-blast, and Sunday announcements
4. Transportation: Coordination of transports for doctor appointments, outpatient therapies, service activities, or other essential errands ~ 54 for 2024
5. Blood Drive Coordinator: Three mobile blood drives were completed at Christ Lutheran in March yielding 24 units, June yielding 27 units, and October yielding 18 units of whole blood.
6. Monthly mailings of "Hope Through Healing" bereavement series
7. Care to Share durable medical equipment donations
8. Worship & Music collaboration regarding service recommendations, the scheduling of SVM monthly communion, and holiday services. Recommendations to Steve Wysocki for December homebound caroling
9. Identifying Thrivent members to sponsor Thrivent Action team to support CLC Ministries and related service projects. Assisting with the information needed or writing the grant requests and closing reports for the Thrivent grant process.
10. Liaison with local Food Bank for delivery of emergency community food requests
11. Monitor Blessing Box for appropriate donations & re-fill box as needed
12. Sunday Service Worship volunteer participant and Coffee Hour host

(continued)

13. Networking misc. needs and making referrals to requests for yard work help, family food support, durable medical equipment, furniture, etc.
14. Completion of continuing ed on-line offerings for maintenance of nursing license.
CPR recertification.
15. Matter of Balance class: Co-taught 8 week Matter of Balance Class March thru May at the Lower Macungie Township building in partnership with St. Luke's Trauma outreach program director
16. Member of the National Lutheran Faith Community Nurse Association in. Board of Director position representing Synod District 7 Parish Nurses since 2023. Monthly agenda and facilitation of monthly FCN Peer support meetings for synod regions 7 & 8 in 2024
17. Monthly support group "Coffee and Conversation" at Saucon Manor Northampton St. Apt building
18. Riverton Personal Care Devotion/Communion offering by FCN

Care Giving Team Liaison:

1. Coordinator for the Care Giving Team ministries. (*See Care Giving Team Report Pg. 19*)
2. Donation distribution from church ministry groups & parishioners to community agencies, individuals or families in need

FCN Service Projects 2024:

- A. Participation & collaboration with Outreach team leader for monthly CLC drive-up food collection events and assistance with transport of donations to New Jerusalem Church or families in need.
- B. February "Sharing Love" FCN & Care Giving Ministry collaboration
 - a. Sunday School animal cracker bags x 9
 - b. Learning Center animal cracker bags to the infant & toddler rooms x 19
 - c. Riverton Health Center treat bags x 20
 - d. Riverton Personal treat bags x 30
 - e. Homebound & Parishioner Valentine treat boxes x 20
 - f. Saucon Manor Apartments treat bags x 50
 - g. Fairways at Saucon Creek treat boxes x 19
 - h. Staff Valentine treat bags x 10
 - i. Homebound & Senior Valentine gift bags x 12
 - j. Front St treat bags x 28
 - k. Feb FCN Homebound visitation bracelets x 15

† With gratitude to Annie & Laurie Stewart for the creation of bracelets for the Homebound

† With gratitude to Claire Kostbar for the assembly of Valentine treat bags

(continued)

C. GWOH 2023 Co-coordinator of 15 Service Projects

- a. Execution of FCN stuffed animal project collection for St. Luke's Pediatric Hospital and LVHN Children's Hospital
- b. Distribution of boxed senior meals boxed lunches post GWOH volunteer lunch with volunteer assist of Carol Dishmon
- c. Oversight of Restore GWOH Service Project (9 volunteers)

D. October Trunk or Treat Learning Center participation by FCN

E. November Holiday Bazaar oversight of Concession stand, Bake Sale & Soup Sale as FCN fundraiser

- a. Coordinator support of Suzanne Daage & Claire Kostbar of Bake Sale and Soup Sale

F. December Christmas service blitz supported by FCN's Thrivent Grant

- a. Homebound Christmas Caroling
- b. Holiday Cookie Tray for Saucon Valley Manor Christmas Service
- c. FCN Holiday Gifts to Homebound
- d. Holiday Treat Tray for Fairways at Saucon Creek

G. December Habitat ReStore Retail Service Project (8 volunteers)

H. Thrivent-sponsored family meal gift bags x 41 service project for the Blessing Box, families in need, or illness

- a. Volunteer support of Janis Hadley and Kay Cole for this project

I. Blue Christmas Service: FCN Prayer Station with Dianne Borovies

J. Care Packages as needed for illness, surgery, or sympathy via Discretionary Fund x 4

Faith Community Fellowship Friday Events: Coordinated by FCN unless stated otherwise below

- a. January: Phantoms Hockey Game
- b. February: Karaoke for charity & Phil's 60th Birthday celebration
- c. March: "Twelfth Night" play DeSales Act 1
- d. April: "Queen" at State Theater Easton
- e. May: Family Picnic coordinated by Faith Formation
- f. June: Church Social SV Country Club coordinated by Brenda Tarulli
- g. July: Deck Night Socials coordinated by Alice Karpa
- h. Aug: Iron Pigs game coordinated by Alice Karpa
- i. Sept: Phil Collins at State Theater Easton
- j. Oct: Oktoberfest coordinated by Angela Drake and Civic Theater "Sound of Music"
- k. November: "Mr. Dickens' Hat" DeSales Act 1
- l. December: Annual Tree Lighting coordinated by Youth & Family Ministry

Respectfully submitted,
Enid Rank, BSN, RN
Faith Community Nurse

Care Giving Team Report

The Care Giving Ministries at Christ Lutheran include the ministries within the Faith Community that support parishioners, families, and Outreach for local community needs. The Faith Community Nurse continues to utilize the Care Giving ministry resources of Christ Lutheran as well. The team hosts service opportunities throughout the year to support the Homebound, Faith Community, and Community beyond our parish walls. The Care Giving Team hosts Coffee Hour to network with parishioners.

A. The active ministries within Care Giving Team in 2024:

1. The Blessing Box: Coordinator Enid Rank

Christ Lutheran's Blessing Box was certainly blessed by the continued generosity of many community donors, the monthly food drive-through events and parishioners, all who faithfully gifted much needed food support to the local community. The Blessing Box has seen an increase in usage as families struggle with economic and food instabilities

† Grateful for neighbors helping neighbors. A Thrivent Action team by Janis Hadley financed the creation of 41 family meals kits for the blessing box

2. The Card Ministry: Coordinator Enid Rank

Anniversary, Birthday, Get Well, Sympathy, Thinking of You, Valentine, Easter, Thanksgiving, and Christmas cards. The Card Ministry is also supported by e-greetings and homebound cards generated by the Faith Community Nurse.

† With gratitude to Kathy Jackson for assisting with Thanksgiving and Christmas cards to the Homebound

3. The Eucharistic Lay Ministry: Coordinator Enid Rank

The Lay Eucharistic Ministers are utilized during the Faith Community's monthly communion service. Quiet Communion is facilitated by Eucharistic Team once a month. Pastor Phil and the Faith Community Nurse are continuing monthly communion rounds with the activity director for the memory units at Saucon Valley Manor, in addition to expanded holiday services for Easter, Thanksgiving, and Christmas. We've also added a monthly communion offering for the residents of Saucon Manor Apartments. The Faith Community Nurse coordinates and schedules the above communion offerings.

† With gratitude to Lay Eucharistic team for officiating Quiet Communion & assisting with monthly communion services

† With gratitude to Josh Gulotta for assisting with SVM monthly communion when Pastor or FCN unavailable

† With gratitude to Bonnie Banks-Beers for providing music for SVM Easter and Christmas holiday services

† Congratulations to Claire Kostbar for completing Eucharistic Lay Ministry program.

† With gratitude for new Eucharistic team members Claire Kostbar & De Del Re

4. Love Is Food Today, L.I.F.T.: Coordinator Lori Gough

LIFT food support is used for new moms, post hospitalization, and special circumstances

† With gratitude to all the earthly angels known or unknown that make soup & meals to support the needs within the Faith Community > 33 meals

5. Prayer Chain Ministry: Coordinator Enid Rank

The electronic prayer chain distributes prayer requests via email or group text message

6. The Prayer Shawl Ministry: Coordinator Enid Rank

Baby Blankets/Lap Quilts (7), Prayer Shawls (4), Prayer Pockets (2), and 2 Baby Layette Outfits were gifted

† With gratitude to Nancy Bokan, Cheryl Enslin, Kathy Kach, Sandy Moran, and Evelyn Patterson for their hand-made creations that support GIGGLES new mom baby baskets, baptisms, and care giving needs for illness or grief

7. Quilters: Coordinators Mary Ann Horvath and Alice Karpa

(See *Quilters Report Pg. 33*)

† Grateful for the many donations of baby blankets, and quilts generously outreach to both Community partners and to the Faith Community for baptisms and GIGGLES new baby baskets

8. Sanctuary Prayer Box: Coordinator Enid Rank

The sanctuary box prayer petitions are forwarded to the bulletin prayer list and/or prayer chain by the Faith Community Nurse.

9. Soup Ministry: Coordinators Lori Gough and Enid Rank

Monthly soup ministry deliveries to the homebound were completed ~ 110 meals

† With gratitude to Lori Gough for her donations of food and time to prepare our monthly food delivery meals

† With gratitude to Jeanette Alosi, Carol Dishmon, Lori Gough, and Mark Wilten for assisting the FCN with food delivery

B. Care Giving Service Projects 2024

1. February "Sharing Love" FCN & Care Giving Ministry collaboration

(See *Faith Community Nurse Report Pg. 16*)

(continued)

2. Easter Service blitz with FCN & Care Giving Ministry collaboration
 - a. Homebound & Parishioner Easter baskets x 35
 - b. Sunday School Easter pails (Faith Formation Team) x 30
 - c. Riverton Health Center treat bags x 20
 - d. Riverton Personal treat bags x 24
 - e. Saucon Manor Apartments treat bags x 8
 - f. Fairways at Saucon Creek treat bags x 19
 - g. Staff Easter treat bags x 10

† With gratitude to Claire Kostbar for assisting with creation of Easter treat bags

3. "God's Work. Our Hands" sponsored projects: Collaboration of Eucharistic Ministry with Worship & Music Team for GWOH Communion Service & Hymn Sing at Saucon Valley Manor.
Care Giving Coffee Hour, celebration for Grandparent's Day
4. Card ministry Narthex Christmas Tree holiday cards for the Homebound
5. Caroling & Homebound distribution of a holiday wall decoration

C. 2025 Goals: Involve new volunteers in the Care Giving Ministries. Imagine new service initiatives.
May Compassion & Love continue to guide Christ Lutheran's Care Giving efforts in 2025!

Respectfully submitted,
Enid Rank
Care Giving Team Lead

Connections with Each Other (CWEO) Team Report

The Connections with Each Other Team is all about “Fun and Fellowship.” We provide hospitality to our members and visitors and support all the social events within the church.

Team members: Louise Wagner (Team Leader), Lee Wagner, Dale Hazel, Carolyn Raudenbush, Rachel Anthony, (Council Liaison), Lois Apple, Jeanette Boos, Nancy DeVogel, Terry Long. Added to our team this past year are Mariah Butterfield, Caitlyn McNeish (Coffee Hour coordinators), Carol Dishmon, Janet Zavacky, Sheryl Calguire, and Dave Mayer. Thank you to all our team members. We appreciate these new members stepping up to help with the coordination of events within the church.

Our Sunday Brunch held on the third Sunday of the month continues to be a great function for bringing members together and is also an opportunity to reach out to members of the community. In addition to the brunch, we host a soup supper during Lent, a social for newcomers, Bunco, and continue to support many of the ministries within the church.

We are always happy to welcome new ideas and opportunities for our members to build relationships within the church, as well as in the community.

We do have many volunteer opportunities available, and it is rewarding to see how many of our members take part in these efforts to make Christ Lutheran a welcoming church. My experience as the Team Lead for Connections with Each Other has been inspiring as well as rewarding for many years. While I am happy to continue to serve on this team, my term as the leader has expired and we are looking for someone to take on this role for 2025.

Thank you for your support and for contributing to the growth of Christ Lutheran Church by sharing your time and talents.

Respectfully submitted,

Louise Wagner

CWEO Team Lead

Connections with Our Community (CWOC) Team Report

Team Members: Carolyn Brzezicki, Nancy DeVogel, Ken Doremus, Dave Jackson, Dave Willard, Kelly Suarez, Staff Liaison: Debbi Pereira (Communications Specialist)

This year was a rebuilding year for the CWOC Team, as leadership transitioned and members took on various projects – old and new.

The flagship event of the year – Hellertown Community Day – was heralded as a big success. The team extends its gratitude to David Willard for his leadership, Kevin Gough for his assistance with set-up and tear down, Josh Gulotta for helping to provide heavily discounted raffle gifts and all of the volunteers who made the day exceptional.

As the team gets back into gear, there are many new opportunities on the horizon. Initial discussions are focused on annual planning and strengthening outreach and communications. This includes but is not limited to identifying tentpole events/activations, streamlining process for soliciting and tracking volunteers, creating a brand style guide, sharpening the church’s use of social media, a website audit and driving membership and engagement within current congregants.

Finally, we’d like to remind the congregation that the purpose for our team is to let our community know about the unique character, welcoming spirit, and many programs and opportunities that Christ Lutheran has to offer. If you’d like to join our team in any capacity, please feel free to reach out to Kelly Suarez, Dave Willard or any Church Council member. They will help you get connected!

Respectfully submitted,

Kelly-Anne Suarez

CWOC Team Lead

Finance Team Report

Summaries for the 2024 financials and 2025 annual budget are included in this packet and will be explained during the annual meeting.

During 2024, the church received over \$9,000 more in contributions than budgeted and spent approximately \$10,000 less than budgeted. This gave us a net profit for the year of just over \$20,000. The Learning Center's receipts were about \$2,000 more than anticipated and their expenses were \$10,000 more than budgeted, leaving them with a deficit of about \$9,700.

The 2025 Church budget was set to assume that expenses are in line with anticipated revenues which were based primarily on the 2025 pledge campaign, 2024 giving, and anticipated attendance at the Church. Revenues and expenses are budgeted as an increase of 5% over 2024.

The 2025 Learning Center budget is balanced with both the income and expenses increasing by 7%. A 4% tuition increase for the primary classrooms (excluding before & after care) starting in February and a 2% Summer Camp price increase have been implemented for 2025 to allow the Learning Center to keep pace with expected expenses for the year. With the tuition increases and a substantial waiting list, we expect the Learning Center to cover its costs throughout the year. The committee has working diligently with Nancy and Jaclyn to ensure we understand how they must manage the inflow and outflow of students to the Center along with internal classroom movements as students age out of one class and into another. This is one of the greatest variables we face in budgeting for the Learning Center on an annual basis. The increase in expenses is primarily led by raises necessary to obtain and retain teachers. Given the necessary increases on the revenue and expense side, the committee has created a net zero budget for the Learning Center. We intend to periodically (no less than quarterly) review the budget vs. actual figures with Chip (our Financial Administrator) and Nancy (the Learning Center Director) to ensure we are on target and discuss what actions must be taken in order to remain as close to budget as possible.

The Finance Team is currently working on several funding needs for the Church and Learning Center. If there are additional funding needs desired by ministry teams and/or the congregation, our committee is open to assist in any way possible.

Respectfully submitted,
Jim McCallister
Finance Team Lead

Mutual Ministry Team Report

Team Members Participating in 2024: Nancy DeVogel, Karen Milla, Ali Myers, Lou Savant

Executive Summary:

The role of a Mutual Ministry Team is to act as a human resources function, with involvement in staffing, personnel matters, staff compensation analysis, training, maintaining the church employee handbook, and ensuring Christ Lutheran adheres to employment laws. The Mutual Ministry Team provides support for Church Council, management staff, and employees in personnel related matters.

Mutual Ministry Team Vision

The Vision for Mutual Ministry Team is to provide supportive counsel and enable Church staff and Council to effectively manage the operations of the church related to personnel.

What Support Does Mutual Ministry Provide?

- Review documents for content, potential compliance considerations, and provide ideas/suggestions (e.g., job descriptions, performance evaluation forms, policies, etc.).
- Conduct an annual review of the Employee Handbook to keep current with laws, regulations, and industry best practices.
- Advise and maintain confidentiality on personnel related issues when church staff and council members feel they need additional support or ideas.
- Provide a safe outlet for church employees to contact and ensure Christ Lutheran provides a safe, fair, equitable, and supportive work environment.
- Interviewing and hiring support for department heads and when Church Council or an appointed Hiring Committee needs additional help.

Key Activities in 2024:

- Conducted an annual review of Church personnel policies and payroll.
- Updated the following sections of the Employee Handbook: Staff Time-Off policy, Medical Leave Policy, COVID Policy, and Sick Days Policy. Updates were approved by Church Council.
- Provided guidance to the Learning Center Director on hiring criteria for teachers and the handling of personnel issues.

Respectfully submitted,
Lou Savant
Mutual Ministry Team Lead

Outreach Team Report

Christ Lutheran's Service/Outreach ministry is an opportunity for church members and friends to positively affect our community and beyond. Our team is a vehicle to help those who desire to volunteer for projects or become involved with non-profit agencies that improve the lives of those who are in need of basic services such as food, clothing and shelter. Our goals in 2025 are to strengthen current programs while exploring new areas of ministry that will inspire our members and friends to make a difference in Hellertown and beyond. Here is a review of 2024:

- Christ Lutheran expanded its relationship with Habitat for Humanity Lehigh Valley by assisting in the renovation of the old Neighbors property on Main Street that has transformed into Habitat's newest ReStore. We continue to volunteer and assist with different tasks at the store since its opening in October.
- Christ Lutheran generously supplements the Hellertown Area Food Bank's twice-a-month distribution of canned and dry goods with fresh produce from Valley Farm Market. This ministry is financed through donations and the church budget. The volunteers are allocated \$350 per trip to purchase fresh produce.
- Our collection of canned and dry goods for the Hellertown Area Food Bank and our Blessing Box is a year-round endeavor. We coordinate with the Food Bank to collect requested items each month. Midway through 2024, we discontinued our monthly community drive-by collections to focus on themed events. They include the annual Harvest Home and Reverse Advent collections. Our Learning Center augmented this ministry with a month-long collection of canned goods.
- The Church Garden produces fresh vegetables during the summer with a portion of each gardener's harvest being donated to the Hellertown Area Food Bank, residents of Hellertown's senior high-rise apartments and anyone else who would benefit from fresh vegetables.
- Christ Lutheran returned to New Bethany in 2024 to prepare and serve lunch in the agency's hospitality center on the fourth Wednesday of each month. A unique aspect of this ministry is it is a mix of church members and non-members who were seeking to volunteer in the community and reached out to the church to become part of our team.
- Church members faithfully pick up and deliver bakery items on weekdays from Giant Hellertown to the New Bethany pantry on southside Bethlehem. On average, we deliver 25 to 30 pounds of donations to New Bethany. This ministry is in desperate need of volunteers who can serve as substitutes when the regular delivery people are unavailable.
- Christ Lutheran members made more than 80 quarts of soup in September for the clients of New Bethany as part of God's Work Our Hands. A Thrivent Action Grant covered the project's expenses.
- Christ Lutheran participated in the annual Bethlehem/Easton Mission District Ingathering event in November and early December. We met our goals of collecting 150 tubes of toothpaste and 50 toothbrushes. Scarfs and mittens also were collected. Our congregation donated \$300 through the Service/Outreach budget to cover the purchase of additional items that were distributed to a variety of local non-profit agencies.
- In December, Christ Lutheran members and friends donated Christmas gifts for children of Hellertown Area Food Bank clients and for some men and women who are assisted by New Bethany.
- Christ Lutheran, through the Service/Outreach budget, donated \$200 to help defray expenses for the free-will Hellertown Area Thanksgiving Meal that was served to nearly 100 people at New Jerusalem Lutheran Church on November 16.
- Christ Lutheran began a Coat Drive in December that will run through the winter. Nearly 50 coats were donated to New Bethany in December.

Respectfully submitted,

Kim Blake, Outreach Team Leader

Property Team Report

The Property Team's mission is to help care for the church building, grounds and property of the congregation. To accomplish this, we will rely on the experience and knowledge of our team members and their contacts throughout the contractor industry. The team will perform research for the purpose of making educated recommendations to church council and perform selected tasks internally at our own discretion. Numerous maintenance action items have been addressed throughout the year. Following are project highlights:

2024 Projects

- Spring Clean Up: mulched around property including Labyrinth, trimmed shrubs, transplanted trees, weeded and general property clean up. Refurbished, sanded and stained picnic tables.
- Repaired lighting on bell tower and installed higher lumens bulbs for better lighting.
- Installed security & mirror film finishes on learning center and elevator entrances.
- Refreshed fellowship hall bathrooms and adjacent hall. Installed new flooring, ceiling tiles, lighting, vanities, base cove and mirrors. All areas sanded and painted.
- Replaced Narthex doors. New doors are handicap accessible including push button automatic door openers.
- Repaired cracks, seal coated and line striped all of the parking lot/ driveway areas.
- Mounted large screen TV in fellowship hall.
- Refurbished and vinyl sided shed.
- Skim coated and painted fellowship hall south wall and kitchen area.

Potential 2025 Projects

- Upgrading toddler and Pre-K playground surface areas to turf.
- Expanding parking lot.
- Refurbishing Narthex lady's room.
- Convert men's room in Narthex to a single-user multi-function restroom. It would be handicap accessible and included amenities for families with small children.
- Expand security cameras.
- Replace church van safety step.

Respectfully submitted,
Mike Karpa
Property Team Lead

Stewardship Team Report

Thank you everyone for your financial contributions, as well as for giving of your time and talent throughout 2024! We genuinely appreciate all the resources each of you continue to contribute towards our many programs, services, and improvement projects.

Stewardship's goal for 2025 is to continue implementing our strategic plan to **S.T.R.I.V.E.** toward **S**uccessful ministries, a **T**hriving faith community, **R**elationships with God and each other, **I**nclusivity, **V**olunteering, and **E**xpanding our reach.

The results of this November's Stewardship Campaign were the best in recent history, eclipsing last year's financial results! Overall, we received **93** pledge cards for **2025**. The total financial amount pledged for **2025** of **\$365,136** exceeds the amount pledged in **2024** of **\$344,098**! Included in these amounts are **\$40,766** pledged towards the Faith Community Nurse, **\$57,346** towards the Youth & Family Minister, **\$2,200** to the Food Bank and an additional Employee Bonus pledge of **\$120**. Important to note is that, included in the numbers above, a total of **\$12,284** was pledged for **2025** by **4** new church member families!

In addition to the Annual Stewardship Campaign held each fall, 2024 also marked the third year of "Special Monthly Envelopes". In January we had a "Special Monthly Envelope" to help support our church's ministry of supporting our local Hellertown Food Bank & raised a total of **\$2,516**, compared to \$2,232 in 2023. In May, our "Special" envelope was to help support the salary for our Faith Community Nurse and a total of **\$22,249** was raised, compared to \$6,627 in 2023. In September, we had another "Special Monthly Envelope" to help support the salary of our Youth and Family Minister and a total of **\$19,568** was given, compared to \$14,752 in 2023. We will continue the "Special Monthly Envelopes" throughout 2025, while also limiting the number to 3-4 per year. We thank you for being so supportive of these ministries.

We also continued the monthly team leader presentations in 2024. Having a leader of one of our ministry teams or groups speak at a service each month gives the congregation an opportunity to learn more of what each ministry team and/or group does and provides information about how to get involved. We anticipate continuing this throughout 2025.

As we move into next year, in addition to building on what we did this last year, we will be focusing on several important initiatives that we started in 2024. These involve the following:

- A. Getting more members to give online via the church website or from their bank
- B. Providing education on the benefits of giving through your IRA RMD(s) (Required Minimum Distributions)
- C. Providing education on how to include Christ Lutheran Hellertown in your Estate Planning

Jesus teaches us that generous giving of our time, talent, and treasure is how we show our love for one another, so help us spread the love, and get involved!

Thank you for all you do, now let's continue to **S.T.R.I.V.E.** to do more!

Respectfully submitted,
Chris Myers
Stewardship Team Lead

Worship & Music Team Report

Members - Lois Apple, Bonnie Banks-Beers, Glenn Butterfield, Ken Doremus, Josh Gulotta, Alice Karpa, Mandy Mayer, Ursula Merriman, Ferd Piccuiro, Kurt Rank, Enid Rank, Phil Spohn, Mark Stana, Steve Wysocki
Worship

Altar Guild - Alice Karpa, Kathy Paskewicz, Leanne Weirback and Kay Cole enrich the look and feel of our sanctuary and ensure that supplies are on hand for communion, baptisms, devotional and altar candle lightings and other special service needs. Flowers and altar decorations enhanced Easter, Harvest Home, Advent, Christmas, and other special services.

Sunday Services – Pastor Phil, with the support of Josh Gulotta for various sermons and “Time for All Ages”, delivered inspiring and thought-provoking messages unifying biblical passages with today’s challenges.

Attendance Averages -

	2 Services			1 Service		
	Pre-Covid			Post-Covid		
	2010	2015	2019	2022	2023	2024
IN-PERSON	174	163	151	95	126	131
STREAMING	N/A	N/A	N/A	41*	35*	31*
TOTAL	174	163	151	136	161	162

*may underrepresent viewership w/household screen sharing

1st Wednesday Meditation - Ferd Piccuiro and Bonnie Banks-Beers. Attendance averaged nine people (Six In-person; Three Streaming); similar to 2023. In late 2024, Christ Lutheran initiated advertising to increase awareness of this unique service. Thank you to Ken Doremus for supporting Zoom access.

Christmas Eve - Two services: 229 people attended the 4pm service and 270 attended the 7pm service. Last year we had similar numbers, but the 4pm/7pm attendance was flipped.

PowerPoint/Live Streaming - Ken Doremus, Tia Kentopp and Mark Stana present PowerPoint content, created by Barry Stauffer, while directing video streaming for Zoom and Facebook.

Music

♪ Steve Wysocki, Minister of Music, creates uplifting music by combining the talents of the Praise Band, choir ensembles, vocalists and instrumentalists. Steve also provides Prelude/Postlude selections on the organ. (*See Minister of Music Report Pg. 15*)

♪ Bonnie Banks-Beers, Assistant Minister of Music, fills in when Steve is away and leads the Chime Choir on special Sundays. Bonnie also coordinates our Summer Music Series with vocalists and musicians performing various genres of music. Bonnie accompanied some soloists and provided Prelude/Postlude music. The variety of music was unique and included congregational contributions from Ferd Piccuiro, Josh Gulotta, and the Praise Band.

♪ The Praise Band was hosted by St. Timothy’s Church of Allentown on July 24th to support their Worship on Wednesday (W.O.W.) outdoor service program which features music from local churches. Bonnie and the Praise Team (Six Singers & Nine Instrumentalists) loaded up their gear and provided the music. Pastor Phil officiated the service.

Other Supported Activities

Tree Lighting - Our December 8th Annual Tree Lighting ceremony included Christmas carols led by Steve Wysocki followed by fellowship, treats and a movie.

Caroling - Coordinated by Enid Rank and Steve Wysocki, brought Christmas cheer to local friends of Christ Lutheran, and the carolers gathered for food and fellowship afterwards (10 locations, 13 carolers).

Saucon Valley Manor - Bonnie Banks-Beers, Josh Gulotta, Enid Rank and Pastor Phil Spohn brought Christmas cheer and carol singing to the manor again this year.

Volunteers - Volunteers are a vital part of our Worship & Music ministry. We are blessed to have so many talented and dedicated people contributing to our service experience. My thanks to all team members, readers, communion servers, ushers & greeters (and to Enid who coordinates them), praise band and choir members, chimers, soloists, musicians, and the A/V Team. You are truly appreciated.

Respectfully submitted, Kurt Rank, Worship & Music Team Lead

BookClub Report

The 2024 BookClub met during the year to discuss the novels selected by the members from some of the best authors in the country. The conversations are always simulating and provocative. Christ Lutheran graciously agreed to provide ten books of each novel selected. The total cost of books purchased by Christ Lutheran in 2024 was \$936.00. The donations received from the congregation for 2024 were \$486.00. The Book Club will continue to meet in 2025 with a fabulous reading list!

Respectfully submitted,
Nancy DeVogel

Brunch Report

The brunch guys (and a few girls to add the feminine touch) thank all who attend our monthly brunch. We always try to provide a wide variety of selections and are happy for donations of baked goods, fruit or your own specialty.

All are welcome, and if you enjoy the brunch, please invite your friends to join us. Brunch is open to all members as well as the community. The brunch is typically held on the third Sunday of each month, except for the summer months. Our average attendance is approximately 70 to 80 people. A free will offering is taken, but we do not charge for the brunch. Any donations we receive are used to support the ministries of the church.

If you are interested in helping, you can contact the church office or approach us during the brunch.

Respectfully submitted,
The Brunch Team

Bunco Report

Members of Bunco team: Louise Wagner, Carolyn Raudenbush, Sandy Richard, Patty Ivenz, Terry Long, Marianna Tlush, Sharon Coe, Carol Dishmon, Doris Icove, Cheryl Lawler

Typically, we have 12 players and get together once a month, except for the summer months. We have 10 members and are still looking for two permanent members. Right now, we fill in with substitutes and have a list of subs we use to fill the spots, so we have 12 players. Bunco is a dice game (No gambling involved) to provide a fellowship opportunity.

Each player donates \$5, and the money is turned into the church on a monthly basis and used to provide contributions to church-related programs and ministries.

Respectfully submitted,
Louise Wagner

Garden & Labyrinth Report

The church garden had a relatively successful growing season despite the drought that stretched from August through the end of the season. The reason for our success was the drip irrigation system we installed last year and added several more beds to it in 2024. We started using a timer so no one had to turn on the system. It could be set for specific times to run and even could be turned on for extra watering. It made all the difference for our growing success. We grew roughly the same amount of vegetables to give away to various charities as last year despite the drought. We used to take turns watering the beds which was very time consuming and frankly I had to do the majority of it with respect to the charity beds. Now we can garden with careful planning so each crop got its watering.

We had to redo the netting on the blueberry patch as it tore during last winter. Three of us were able to take care of that in a couple of sessions. Thank goodness for my electric staple gun!

Josh had two beds for the children to garden in this season. Our flower pollinator beds were well cared for by two of the volunteer gardeners. We had eight families/individuals who gardened in their personal beds and helped weed and harvest the charity beds.

This year we expanded the plastic covering of pathways to include the majority of the pathways other than the wide main path between the gates. This reduced the weeding of said areas. We covered the plastic with straw that we placed on the beds for winter to reduce soil loss due to wind over stormy winter days.

The charities we delivered to this year include the local food bank, the Front Street senior apartments (via a CSA program) and the Northampton Street senior high rise. Enid also delivered fresh blueberries to senior shut ins.

One more good thing: three of the gardeners started helping with the produce buys for the food bank. We were very thankful for their help. Hopefully all the gardeners will return this next growing season in 2025.

In the labyrinth area, we replaced the back row shrubs that were not growing well with six St. John's wort shrubby as well as one of those same bushes located in the second wind block row which was failing. We tried twice to plant some of the baby trees from the nursery beds at the church garden. The scarlet oaks had to be replaced and it is doubtful the second planting made it; in a drought situation baby trees are hard pressed to survive even with regular watering. Hopefully next growing season sees more success at that project. The rest of the plants/trees/shrubs are doing well and the grass looks healthy. All the 6 inch pavers and bench pavers are intact. The mulching of the labyrinth in the spring was very helpful. We relocated the back row shrubs to the front gardening areas and the four at the sidewalk steps have settled in nicely. We moved a number of Dutch iris from an overcrowded bed to the front church area and they are growing fine all the rest of 2024; they are very sturdy plants. Next season there are one or two plants in the small beds that will need replacing.

Respectfully submitted, Angela Drake

Dungeons & Dragons Report

The club started out strong, with fairly regular attendance into the later Summer months. With summer activities, then fall sports, attendance dropped off, and the decision was made to temporarily shelve the program until the beginning of the new year. We are currently planning to seek a resumption of club activity in January. Communications will be sent out to all current members to seek a day/time that works best for most members. Once we solidify this information, we will be resuming regular activity! We are hoping to see a return to full attendance with six members. Special thanks to Josh for his support in helping to facilitate communications with new members.

Respectfully submitted, Sam Raup

Pacesetters Report

Due to a time restraint in 2024, Pacesetters had just two scheduled events. The first was held at the new local restaurant Taste of Italy in April, and the other at a favorite, the Springtown Inn in September. Both were very successful; breaking attendance records of 40 or more. Pacesetters was started in 2017 for those age 55+ and has become not only about having a meal but also a time to socialize and meet other members.

Respectfully submitted, Diane Stehly

Quilters Report

The Quilters are a wonderful group of dedicated sewers who keep their hands busy all year. We hand quilt tops for customers, make lap quilts to sell at craft shows, and donate quilts to various organizations. We quilt Wednesdays 8:30am-1:30pm and Thursdays 5:30-7:30pm and welcome new quilters. We teach!

We donated 50 lap or twin quilts to various organizations including St. Luke's Hospice, Family Promise, Habitat for Humanity, Faith Community Nurse, SV Football Bingo, and the Bear Creek Camp Auction. We quilted nine tops for customers which were wall hangings up to queen size for a total of \$1,170.00. We did six craft shows this year. Between the shows and using Facebook Marketplace, we were able to sell 226 quilts and 5 Twin quilts.

During 2024, we were able to donate our profits for the Christ Lutheran Annual Summer Church Social at Saucon Valley Country Club, Norma Siglin Memorial (former quilter), Hellertown Community Food Bank, year-end staff bonuses, Faith Community Nurse and Youth & Family Minister positions, ELCA Good Gifts and Disaster Response.

Our year always concludes with a beautiful lunch and gift exchange. We are a dedicated group, busy, busy, busy spreading joy and helping others!

Respectfully submitted, Alice Karpa

Yoga, Chair Yoga, Reiki Report

Saturday Yoga, provided by Lenore Spohn, meets at 9:30 in Fellowship Hall each Saturday. Yoga fees are \$5.00 per person, youth/students are free. There are 2-3 fundraisers per year which take place on multiple Saturdays, where all yoga fees go to a charity of choice. In 2024, \$263.00 was raised for the Good Gifts campaign and \$140.00 was raised for the ELCA Disaster Relief Program.

The 2024 Chair Yoga class, provide by Nancy DeVogel, met on Tuesday mornings and had a faithful student group of 10 – 13 students with the largest class size reaching 22 students in September. The fee is \$5.00 per student. A donation of \$200.00 was given to the church. Chair Yoga is providing an exercise option for church members and the community. Many of the students from the community have also attended Christ Lutheran worship services. In October, a Thursday morning class was added and it has a class size of about 10 students. The key to longevity is exercise and community. The Yoga ministry at Christ Lutheran provides both of these to the community.

The Reiki outreach ministry provided five (5) session to the community in 2024. Each session consisted of 3-4 Reiki practitioners, volunteering their time and equipment and Greg Clemens volunteering to act as receptionist. There were 71 Reiki sessions provided to Christ Lutheran members and the community. Total donations for 2024 were \$623.00 which was donated to the Christ Lutheran Yoga Ministry for yoga equipment.

Respectfully submitted, Lenore Spohn, Nancy DeVogel, Judith Chernikovich Clemens

					Christ Lutheran Church						
					P&L Statement v. Budget						
					Church						
					For Year Ended December 31, 2024						
								Actual 2024	Budget 2024	\$ Variance	
Ordinary Income/Expense											
Income											
CHURCH											
Total 40000 · Contributions							421,582	420,662		920	
Total 41000 · Church Projects & Programs							655	500		155	
42100 · Faith Community Nurse							38,626	38,626		0	
42150 · Youth & Family Minister							53,825	53,825		0	
42200 · Facility Contribution							1,160	0		1,160	
Total 42300 · Outreach Donation							8,328	7,200		1,128	
42400 · Employee Bonus Contributions							5,838	0		5,838	
42910 · Reimbursed Incremental Cost CLC							85,262	85,261		1	
42999 · Misc Income							100	0		100	
43000 · Bank interest							1	0		1	
Total CHURCH							615,377	606,074		9,303	
Total Income							615,377	606,074		9,303	
Expense											
CHURCH EXP											
Total 60000 · GROSS PAYROLL							335,448	330,018		5,430	
Total 60300 · Church Payroll Taxes and Fees							22,704	22,641		63	
Total 60400 · PASTORAL SUPPLEMENTS							75,400	76,721		(1,321)	
Total 60700 · YOUTH & FAMILY MINISTRY SUPPLEM							304	800		(496)	
61000 · Ministry Teams											
Total 61100 · CAREGIVING							3,599	4,400		(801)	
Total 61200 · CONNECTIONS WITH COMMUNITY							3,913	4,400		(487)	
Total 61300 · CONNECTIONS WITH MEMBERS							1,768	1,750		18	
Total 61400 · FAITH FORMATION							4,823	8,440		(3,617)	
Total 61500 · STEWARDSHIP							3,039	5,260		(2,221)	
Total 61600 · OUTREACH							27,024	25,950		1,074	
Total 61700 · WORSHIP AND MUSIC							5,531	7,250		(1,719)	
Total 61000 · Ministry Teams							49,697	57,450		(7,753)	
Total 62000 · INSURANCE							17,482	16,632		850	
Total 62300 · OFFICE EXP.							28,965	32,270		(3,305)	
Total 62400 · PROPERTY							32,184	42,175		(9,991)	
Total 62500 · UTILITIES							32,573	26,741		5,832	
Total CHURCH EXP							594,757	605,448		(10,691)	
Total Expense							594,757	605,448		(10,691)	
Net Ordinary Income							20,620	626		19,994	

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Christ Lutheran Church									
Balance Sheet w/ previous Year End									
As of December 31, 2024 and December 31, 2023									
							Dec 31, 24	Dec 31, 23	
ASSETS									
Current Assets									
Checking/Savings									
Truist									
10000 · Checking							73,834	85,060	
10500 · Savings							542	4,531	
10505 · Truist Money Market Account							26,395	0	
Total Truist							100,771	89,591	
10600 · Morgan Stanley									
10601 · Endowment							409,909	399,731	
10602 · Maintenance							52,457	49,685	
10603 · Memorial							193,600	188,620	
10604 · Scholarship							91,910	85,557	
Total 10606 · Savings Alternative							484,916	461,756	
Total 10600 · Morgan Stanley							1,232,792	1,185,349	
10650 · Mission Investment Fund - 1 YR							52,432	50,000	
10700 · Mission Investment Fund 4149							260	259	
Total Checking/Savings							1,386,255	1,325,199	
Total Current Assets							1,386,255	1,325,199	
TOTAL ASSETS							1,386,255	1,325,199	
LIABILITIES & EQUITY									
Liabilities									
Current Liabilities									
Other Current Liabilities									
Total 23000 · Designated & Restricted Funds							510,779	505,468	
Total Other Current Liabilities							510,779	505,468	
Total Current Liabilities							510,779	505,468	
Total Liabilities							510,779	505,468	
Equity									
30000 · Opening Bal Equity							430,083	430,083	
31000 · Unrealized Gain							73,843	78,018	
39000 · Retained Earnings							311,632	309,654	
Net Income							59,919	1,978	
Total Equity							875,477	819,733	
TOTAL LIABILITIES & EQUITY							1,386,256	1,325,201	

Christ Lutheran Church						
2025 Budget						
Church						
		2025	2024		2024	
		Budget	Actual	\$ Variance	Budget	\$ Variance
Ordinary Income/Expense						
Income						
CHURCH						
	Total 40000 · Contributions	441,646	421,582	20,064	420,662	20,984
	Total 41000 · Church Projects & Programs	650	655	(5)	500	150
	42100 · Faith Community Nurse	40,171	38,626	1,545	38,626	1,545
	42150 · Youth & Family Minister	55,564	53,825	1,739	53,825	1,739
	42200 · Facility Contribution	0	1,160	(1,160)	0	0
	Total 42300 · Outreach Donation	8,400	8,328	72	7,200	1,200
	42400 · Employee Bonus Contributions	0	5,838	(5,838)	0	0
	42910 · Reimbursed Incremental Cost CLC	88,800	85,262	3,538	85,261	3,539
	42999 · Misc Income	0	100	(100)	0	0
	43000 · Bank interest	0	1	(1)	0	0
	Total CHURCH	635,231	615,377	19,854	606,074	29,157
Total Income		635,231	615,377	19,854	606,074	29,157
Expense						
CHURCH EXP						
	Total 60000 · GROSS PAYROLL	348,687	335,448	13,239	330,018	18,669
	Total 60300 · Church Payroll Taxes and Fees	23,712	22,704	1,008	22,641	1,071
	Total 60400 · PASTORAL SUPPLEMENTS	79,505	75,400	4,105	76,721	2,784
	Total 60700 · YOUTH & FAMILY MINISTRY SUPPLEMENTS	950	304	646	800	150
	Total 61100 · CAREGIVING	4,200	3,599	601	4,400	(200)
	Total 61200 · CONNECTIONS WITH COMMUNITY	4,400	3,913	487	4,400	0
	Total 61300 · CONNECTIONS WITH MEMBERS	3,200	1,768	1,432	1,750	1,450
	Total 61400 · FAITH FORMATION	8,790	4,823	3,967	8,440	350
	Total 61500 · STEWARDSHIP	3,695	3,039	656	5,260	(1,565)
	Total 61600 · OUTREACH	27,200	27,024	176	25,950	1,250
	Total 61700 · WORSHIP AND MUSIC	6,700	5,531	1,169	7,250	(550)
	Total 61000 · Ministry Teams	58,185	49,697	8,488	57,450	735
	Total 62000 · INSURANCE	17,850	17,482	368	16,632	1,218
	Total 62300 · OFFICE EXP.	30,168	28,965	1,203	32,270	(2,102)
	Total 62400 · PROPERTY	45,936	32,184	13,752	42,175	3,761
	Total 62500 · UTILITIES	30,824	32,573	(1,749)	26,741	4,083
	Total CHURCH EXP	635,817	594,757	41,060	605,448	30,369
Total Expense		635,817	594,757	41,060	605,448	30,369
Net Ordinary Income		(586)	20,620	(21,206)	626	(1,212)

					Christ Lutheran Church							
					2025 Budget							
					Learning Center							
					2025		2024		2024			
					Budget		Actual	\$ Variance	Budget	\$ Variance		
Ordinary Income/Expense												
Income												
LEARNING CENTER												
47000 · DayCare Fees					892,111		819,068	73,043	818,094	74,017		
47100 · Title XX					29,870		27,515	2,355	35,898	(6,028)		
47150 · Fundraising					1,000		1,606	(606)	1,000	0		
47200 · LC Hourly Employee Bonus Collec					0		8,850	(8,850)	0	0		
Total LEARNING CENTER					922,981		857,039	65,942	854,992	67,989		
Total Income					922,981		857,039	65,942	854,992	67,989		
Expense												
LEARNING CENTER EXP												
67000 · LC Employment												
Total 67100 · PAYROLL Expense					716,507		674,080	42,427	667,764	48,743		
67150 · LC Employer Payroll taxes					54,741		51,382	3,359	51,017	3,724		
Total 67000 · LC Employment					771,248		725,462	45,786	718,781	52,467		
67160 · Worker's Compensation					6,111		4,671	1,440	4,674	1,437		
67200 · Continuing Education					1,500		494	1,006	756	744		
67250 · Curriculum					5,080		4,780	300	5,080	0		
Total 67300 · Supplies					4,050		4,180	(130)	4,200	(150)		
67350 · Food					4,000		3,459	541	4,800	(800)		
67400 · Software Database					4,952		3,198	1,754	3,060	1,892		
67500 · Certifications					1,221		1,611	(390)	760	461		
37550 · Summer Camp					5,000		4,717	283	4,900	100		
67600 · Special Events					1,000		979	21	1,200	(200)		
67700 · Advertising					3,100		4,206	(1,106)	2,500	600		
67800 · Equipment					2,000		3,138	(1,138)	1,000	1,000		
67850 · LC Director's Discretionary					1,500		546	954	2,000	(500)		
67900 · Tuition Payment Processing Fees					21,232		20,031	1,201	17,834	3,398		
67910 · Incremental Cost reimbursement					88,800		85,262	3,538	85,261	3,539		
Total LEARNING CENTER EXP					920,793		866,734	54,059	856,806	63,987		
Total Expense					920,793		866,734	54,059	856,806	63,987		
Net Ordinary Income - Learning Center					2,188		(9,695)	11,883	(1,814)	4,002		
Net Ordinary Income - Church					(586)		20,620	(21,206)	626	(1,212)		
Net Ordinary Income - Church & Learning Center Combined					1,602		10,925	(9,323)	(1,188)	2,790		

Christ Lutheran Church							
Designated & Restricted Funds							
As of December 31, 2024 and December 31, 2023							
					Dec 31, 24	Dec 31, 23	
23000 · Designated & Restricted Funds							
				23002 · AV Live Streaming Upgrade	146	146	
				23005 · Bazaar / Cookbooks	789	692	
				23010 · Breakfast	487	422	
				23020 · Bunco	820	470	
				23030 · Church Beautification	3,279	18,754	
				23034 · Contingency Reserve	50,000	50,000	
				23040 · Employee Bonus/ Christmas party	1,400	2,472	
				23070 · Faith Community Nurse	62,757	37,140	
				23075 · FCN Discretionary Fund	5,535	2,413	
				23080 · Food Bank	10,693	9,112	
				23085 · Community Garden	1,159	634	
				23110 · Giggles Ministry	3,836	3,080	
				23122 · Interest Inc - Council Discret	6,452	0	
				23125 · Labyrinth	22	22	
				23130 · Memorial Monies	995	3,370	
				23146 · Flowers - Special Services	1,115	963	
				23150 · Prayer Shawl	280	280	
				23160 · Quilters	18,725	15,417	
				23165 · Speaker Series	3,000	3,000	
				23170 · Undesignated Bequests	0	5,538	
				23180 · Yoga	836	0	
				23190 · Youth Activities	27,434	26,788	
				23195 · Youth & Family Minister	96,713	92,927	
				23212 · Temporary Programs	430	(322)	
				23600 · Working Cap 50K	50,000	50,000	
				23700 · Endowment - Benevolent Fund			
				23710 · Bear Creek Camp	2,500	0	
				23725 · ELCA World hunger	0	20	
				23730 · Endowment Memorial Distribution	7,068	12,068	
				Total 23700 · Endowment - Benevolent Fund	9,568	12,088	
				23800 · Endowment - Church Fund			
				23801 · Pastor's Discretionary Account	2,125	1,513	
				23805 · Y&F Minister's Discretionary Fn	1,534	1,998	
				23806 · Bibles for 5th Grade & Pews	400	0	
				23810 · LED Replacement	191	191	
				23820 · Kitchen Improvements	3,000	3,000	
				23821 · Labyrinth Fund	400	0	
				23823 · Yoga & Chair Yoga Classes & Equ	1,330	0	
				23825 · ADA Compliant Pews	1,000	1,000	
				Total 23800 · Endowment - Church Fund	9,980	7,702	
				27000 · Learning Center D&R			
				27100 · LC Donation	285	105	
				27200 · LC Security Deposits	14,109	13,666	
				27300 · LC Helping Hands Fund	4,358	5,225	
				27450 · LC State Grant	125,576	143,364	
				Total 27000 · Learning Center D&R	144,328	162,360	
				Total 23000 · Designated & Restricted Funds	510,779	505,468	

Endowment Trustees Committee Report

Five funds are managed by the Trustees - Balances as of Dec. 31, 2023, and 2024

	<u>2023</u>	<u>2024</u>
Endowment Trust Fund	\$ 399,730	\$ 409,909
Memorial Trust Fund	188,619	193,600
Scholarship Fund	85,557	91,910
Maintenance Fund	49,685	52,457
Savings Alternative	<u>461,756</u>	<u>484,916</u>
Total	\$1,185,347	\$1,232,792

The assets in each fund are professionally managed by Morgan Stanley to provide stable, short- and long-term funding to CLC for the objectives of each fund.

The Endowment Funds (Section A below) are governed by Pennsylvania Trust Regulations and Endowment Trust Agreements with CLC that define the authority and responsibilities of the Trustees.

Under Pennsylvania Trust Regulations, the money available for annual distribution from the Endowment and Memorial Trust Funds is between 2% and 7% of fund assets. The Maximum Percentage distribution for each year is determined by the Endowment Committee Trustees under the Endowment Committee By-Laws approved in 2019 by The Council. Pastor and The Council select an amount within the 2% and current year Maximum Percentage.

A. Endowment Funds

1. CLC Endowment Trust Fund

The CLC Endowment Fund was established in 1988 by a contribution from The Harrison and Myrtie Prosser Charitable Trust. The Trustee of the Prosser Trust requires fifty percent of the distribution from the fund to be used for benevolent projects and activities outside CLC. The remaining fifty percent is to be used for projects and ministries which normally are not in the operating budget of the church.

The charitable organizations outside CLC selected to receive a contribution are proposed to The Council by the Endowment Mission Team. The Mission Team is required to solicit suggestions from the congregation, make recommendations for the distribution of funds, and have them approved by The Council.

2. CLC Memorial Trust Fund

The CLC Memorial Trust Fund Agreement states the trust fund was created to encourage stewardship for religious and charitable projects other than those provided for in the current budget of the church.

B. Special Funds (Managed by The Trustees to provide funding as requested by Pastor and The Council)

1. Scholarship Fund

The Scholarship Fund was established for contributions designated to provide scholarships to members of the congregation. Interested members complete an application. The Scholarship Team reviews the applications and awards scholarships based on qualifications.

(continued)

2. Maintenance Fund

The Maintenance Fund was established for contributions designated to provide funds for major repairs and maintenance, including organ maintenance.

3. Savings Alternative

An interest-bearing cash and cash equivalent account maintained at Morgan Stanley for CLC operating, capital, and other expenditures.

2025 Distribution Recommendations

In consultation with Morgan Stanley, the Trustees estimate the long-term expected rate of return, after inflation, for the funds. This fall, we estimated a long-term 6.04% rate of return, and long-term 2.36% rate of inflation, resulting in a 3.68% after inflation real rate of return—The Maximum Percentage. The 3.68% falls within Pennsylvania Trust Regulations of 2%--7%. The method to calculate is consistent with best practice distribution policy followed by other endowment funds.

Endowment Trust Fund

Up to \$15,000, which is \$1,400 less than last year, and approximately 4% of the average balance of the previous twelve quarters ended September 30, 2024. Committee by-laws and Pennsylvania Trust regulations require a minimum distribution of 2%, or \$7,900.

Memorial Trust Fund

Up to \$7,000, which is \$500 less than last year, and approximately 4% of the average balance of the previous twelve quarters ended September 30, 2024. Committee by-laws and Pennsylvania Trust regulations require a minimum distribution of 2%, or \$3,600.

Scholarship Fund

The Scholarship Fund is not a trust under Pennsylvania law and, therefore, the amount distributed is at the discretion of Pastor and The Council. If the Scholarship Fund was managed as are the Endowment and Memorial Trust Funds, the recommended distribution would be in the range of \$1,700 to \$3,400.

Maintenance and Savings Alternative Funds

Distributions are at the discretion of Pastor and The Council.

Trustee Terms

5-Year Term, Renewable Once
14 years maximum if filling an un-expired term

Trustee	Term	Term End
Chris Nagy	2 nd	2025
Gary Milla	2 nd	2026
Joe Tarulli, Chair	1 st	2027
Laurie Stewart	2 nd	2028
Chris Myers	2 nd	2029

Respectfully submitted,

Joe Tarulli

Endowment Trustees Committee Chair

Endowment Mission Team Report

Distribution Recommendations – 2025

The Endowment Mission Team provides recommendations for the annual distribution of income from the Endowment Trust and Memorial Fund accounts. These recommendations are initially approved by church council before being presented to the congregation for a vote. The amounts from 2024 that we will be distributing are \$15,000 from the Endowment Fund and \$7,000 from the Memorial Fund for a total of \$22,000. The Endowment Fund requires that 50 percent (\$7,500) is allocated for outreach and 50 percent (\$7,500) is used within Christ Lutheran. The Memorial Fund requires disbursements be used for “religious and charitable activities of the church.” The Endowment Mission Team recommends the following distributions be made in 2025:

Benevolent (Outreach) Funding

New Bethany	\$2,000
Bear Creek Camp	\$1,000
Bloom for Women	\$500
Camel’s Hump Farm	\$500
Cay Galgon Life House	\$500
Essentials Café	\$500
Family Promise of the Lehigh Valley	\$500
Habitat for Humanity Lehigh Valley Hellertown Re-Store	\$500
Hellertown Area Library Youth Program	\$500
Lutheran Faith Community Nurses Association	\$500
Victory House of the Lehigh Valley	\$500
Total	\$7,500

Church Funding

Pastor Spohn’s Discretionary Fund	\$10,000
Church Improvement Projects Fund	\$4,500
Total	\$14,500

Proposed Outreach Funding Recipients

- **New Bethany:** This Bethlehem organization offers hope and support to people who experience poverty, hunger and homelessness. New Bethany addresses immediate needs such as food and basic hygiene, provides short-term housing solutions, and encourages long-term change that will lift individuals out of poverty through housing, case management and employment assistance.

newbethany.org

- **Bear Creek Camp:** The 3,000-acre camp just south of Wilkes-Barre is operated by the ELCA Southeastern and Northeastern Pennsylvania Synods. The camp offers year-round opportunities, including summer residential youth camps, nature day camps, environmental education programs, weekend camp retreats and outside group rentals. *bearcreekcamp.org*

- **Bloom for Women:** Bloom offers sanctuary and care to heal, empower and employ women survivors of sex trafficking and sexual exploitation. Bloom achieves this through its emergency response, its two-year residence program, pregnant survivor services and independent living housing. Bloom operates five homes in the Lehigh Valley to help the women transition to a new, positive life. *bloomforwomen.org*

(continued)

- **Camel's Hump Farm:** A 47-acre nature education center and community garden in north Bethlehem on a 300-year-old farm that provides a variety of programs and activities for all ages including those with special needs. The site includes walking trails, small farm animals. The non-profit relies primarily on donations and grants. *thefriendsofjohnston.org*
- **Cay Galgon Life House:** The center is in the former St. Simon and Jude Convent on Broad Street in west Bethlehem. The group home features seven rooms for homeless pregnant women. The mission has expanded to include services for pregnant women, mothers and their families throughout our community. The organization meets the needs of more than 500 women each year. *caygalgonlifehouse.org*
- **Essentials Café:** A non-profit, volunteer-driven, "pay as you go" café in west Bethlehem that is open for breakfast and lunch Tuesdays through Saturdays. In its first year of operation, the café provided 8,423 meals. Of those meals, about one-third were served to customers who financially were unable to make a donation or could only donate a fraction of the food's cost, about one-third were customers who donated the suggested amount and about one-third donated above the suggested amount. *essentialscafe.org*
- **Family Promise of the Lehigh Valley.** The Allentown-based affiliate of a national organization assists families with children who are experiencing homelessness. Its mission is carried out through a network of local congregations and community services to provide shelter, food, clothing while working with the families to create a pathway to permanent housing. *fplehighvalley.org*
- **Habitat for Humanity Lehigh Valley Hellertown ReStore:** Habitat Lehigh Valley's newest ReStore at the former Neighbors property across Main Street from the church generates proceeds that are used by Habitat to carry out its primary function of providing affordable housing in the Lehigh Valley. *habitatlv.org*
- **Hellertown Area Library Youth Program:** The Youth Program offers numerous story times at the library and throughout the community, including Christ Lutheran's Learning Center. The youth services provided a spring egg hunt, a summer reading festival and a haunted library along with hosting programs by local entertainers and educators. *hellertownlibrary.org*
- **Lutheran Faith Community Nurses Association:** The national organization provides a wealth of resources, continuing education and networks for parish nurses. LFCNA also provides grants to churches wishing to start a parish nurse ministry. *lutheranfna.org*
- **Victory House of Lehigh Valley:** Victory House, located in south Bethlehem, is a non-profit organization providing local homeless veterans and men with an avenue to transition to independent affordable housing. Victory House offers case management, employment, education, recovery and mental health assistance and health center services. *victoryhouselv.org*

Christ Lutheran Funding

- **Pastor Spohn Discretionary Fund:** This fund allows Pastor Phil to discreetly assist members and families from Christ Lutheran and the community who are in need or may be facing an immediate financial crisis.
- **Church Improvement Projects Fund:** This disbursement can be used by council and/or the property committee to offset costs of church property projects.

Respectfully submitted,
 Kim Blake, Corky Blake, Karen Milla, Chris Myers, Lee Wagner
 Endowment Mission Team

Council Nominee Biographies



Judith Chernikovich Clemens

I grew up in Perkasio, PA and attended Pennridge schools for my early education. My early U.S. family started out in the coal regions of Pennsylvania. My family attended St. Agnes Roman Catholic Church in Sellersville growing up. I attended St. Paul's and St. Catherine of Siena Catholic Churches in Allentown as an adult. I eventually didn't find a Meaningful spiritual home with the Catholic Church.

I am married to Greg Clemens, and we live in Riegelsville. Greg was raised in the Mennonite Church. Christ Lutheran Church of Hellertown felt right to both Greg and me. We had searched for quite a while to find a church together. Our marriage is a second marriage for both of us. I am blessed to be the mother of two, stepmother of two, and grandmother of five. I enjoy doing yoga, gardening, biking, kayaking, stand-up paddleboarding (SUP), playing the violin, reading, crafting, baking and sewing. I am a dedicated healthcare professional with over five decades of nursing experience. I attended Allentown Hospital School of Nursing and Muhlenberg College. Since beginning my career in 1973, I have worked in various specialties, including Medical-Surgical, Intensive Care Unit (ICU), Coronary Care Unit (CCU), Operating Room (OR), Recovery Room (RR), Emergency Room (ER), and Dialysis, Infusion and Homecare and Hospice. I achieved Certifications in OR and Infusion Nursing and helped lead an OR team of a free standing surgical center to Joint Commission Accreditation with Commendation.

For many years I felt drawn to the integration of holistic practices into my patient care and began my studies in Holistic Nursing seriously around 2016. I am a Registered Yoga Teacher (RYT 200) with The Yoga Alliance. I am pursuing my RYT 500 certification to further enhance my yoga teaching skills. As a Shinpiden Reiki Master Practitioner/Teacher (Usui) since 2016, I teach Reiki levels I, II, and III. I am a member of several professional organizations, including the American Holistic Nurses Association, The Yoga Alliance, the Reiki Healing Association, the International Association of Reiki Professionals, the International Center for Reiki Training, The International House of Reiki and Healing Beyond Borders. Committed to continuous learning, I have completed coursework in Yoga Nurse Training, the Neuroscience of Yoga, the Science of Yogic Meditation, and Reiki for Animals. I have completed 3 Levels of Healing Touch courses with Healing Beyond Borders and am scheduled to complete Level 4 in 2025. I am the owner of Seasons of Life Yoga and Reiki, LLC, based in Riegelsville, Pennsylvania. At our home studio I provide Yoga Classes, Reiki sessions and Reiki Level I, II and III classes.

I have played violin since I was 8 years old and I am currently on the board for, and play with, the Reading Philharmonic Orchestra. We are a volunteer orchestra, enjoying our love for music together and the ability to laugh at ourselves for occasional notes gone astray is a prerequisite to joining. I also volunteer for the Good Shepherd Home, Bethlehem, and provide seated wheelchair yoga for the residents.



Claire Kostbar

I moved to Bethlehem in mid-2023 and was blessed to have found a home at Christ Lutheran Church. Since joining CLC, I've been involved with GIGGLES, the Book Club, the Adult Education Class and trained as a Lay Eucharistic Visitor. I've also worked at the Holiday Fair, gone caroling and worked on various projects supporting our Faith Community Nurse. I currently work part-time at the Southern Lehigh Public Library, planning and leading adult programs.

Before moving to Bethlehem, I lived in New Jersey for 24 years. For most of that time I commuted to work in NYC, most recently as Senior Vice President of Human Resources at a cable company. I have a Certificate in Human Resources from New York University and graduated from an executive leadership program in the cable industry.

While in NJ, I attended St. Andrew Lutheran Church (Parsippany) and was on the Church Council. Before joining St. Andrew, I attended St. Mark Lutheran Church (Morristown) and worked on various bible study programs together with our Pastor. (Ask me about Women and Wine!)

I retired from corporate life in 2018 and began working at Barnes & Noble in NJ as a Senior Bookseller, the perfect part-time job for me, an avid reader and book lover.

My life in the Lutheran church has always been important to me. I grew up on Staten Island and attended St. John's Lutheran School (grades K-8) and later taught at that same school for 7 years in grades 2, 4 and 5. My degrees are in Elementary Education -- a BA from SUNY Oneonta and a Master's Degree from Wagner College. While teaching I attended classes and received my colloquy from Concordia University, St. Paul. After I left teaching, I attended Zion Lutheran Church and was the President of the Board of the Day Care Program for many years.

I love to read, bake, garden and participate in church activities and projects.

Regina Sands-Corl

I currently reside in Bethlehem Township and have lived here for the past 25 years with my spouse, Fran Corl. We have 4 cats. I am a Pastry Chef currently working on the campus of Cedar Crest College. We have been a part of a Lutheran church over these last 25 years as well.

I have been active in the Lutheran church, participating with church choir, church council and numerous committees while a member at St. Mark's Lutheran Church in Bethlehem. I also had the opportunity to serve on a Call Committee.

In my downtime, I enjoy camping and the outdoors. I am also involved in Youth and Masters field hockey as a Technical Official and have had the honor of appointment to Masters World Cups in Capetown, South Africa in 2022 and Auckland, New Zealand in 2024.



John Varady

Born (1943) and raised in Bethlehem, Pa. A childhood filled with the joy of family reunions, the Catholic Church, the Bethlehem Boys' Club, and working in my father's garage business. Graduated Liberty High School '61 and Lehigh University '65 (Accounting) and '70 (MBA).

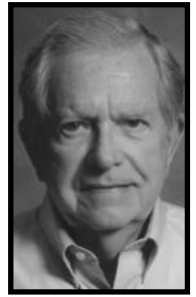
After graduation in 1965, briefly worked for the U.S. Government General Accounting Office (auditing); then served in the U.S. Marine Corps (Reserve). Joined Bethlehem Steel in 1967 and had a career in leadership positions in Accounting (Division Controllership, Financial Accounting and Reporting) and Information Services (Systems Development); also, the Treasurer of Hotel Bethlehem Corp. Transitioned to Electronic Data Systems (EDS) in 1992 in Systems Development and New Business Development on the Bethlehem Steel Account. Joined the Lehigh Office of Advancement in 2002. Retired in 2011 as Director of The Lehigh Fund (annual fundraising).

My career path has been glorified by the many fine people I have worked with (as a leader, a follower, or a team member). Two very fulfilling events occurred along the way:

1. In 1979-1980 - Honored to be selected as one of 10 Congressional Fellow (from Fortune 500 Companies) attached to various House and Senate Committees. During that year our family enjoyed living in Alexandria, VA, interacting with other Fellows-families, many influential officials, and exploring the history and grandeur of the D.C. and Virginia.
2. In the late 1980s - Member of the Bethlehem Steel Automotive Project Team (a team of talented engineers, researchers, and business people assembled by Bethlehem to address the most significant needs of the automotive industry challenged by the need for cost-effective, corrosion-free, and lightweight materials). I also led another team in the proof of concept and research and development for laminated steel products.

Over the years involved in the Boy Scouts of America (Chairman of South Mountain District, Minsi Trails Council), United Way (annual EDS Campaign Manager and overall United Way Allocation Committee), and Historic Bethlehem Inc. (Treasurer). Have supported Lehigh University in various alumni endeavors since graduation. Lehigh has honored me with the Grace Award (for distinguished service encouraging support for the university) and the Alumni Award (for support, service, and community involvement). For our 50th Reunion, currently the '65 Class President.

Married Gail Jaeger in 1968. Two children (Eric and Holly). Four Grandchildren (Ashley, Amanda, Windsor, and Spencer). We resided in Hanover Township (Holy Cross Lutheran Church) and then moved in 2000 to Four Seasons at Saucon Valley (Christ Lutheran Church). At Four Seasons, I served, at various times, as Treasurer and President of the Homeowners' Association. Gail and I have always enjoyed home improvement projects and antique furniture restoration. In retirement, we have enjoyed spending our time in Hellertown, Florida, and the New Jersey Shore. We've travelled to many places over the years – our favorites are Hawaii and the American West.



Church Council, Team Leads, and Staff

CHURCH COUNCIL

President: Brenda Tarulli

Vice President: Ed Alosi

Secretary: Kelly Meyer

Treasurer:

Rachel Anthony (*Outgoing*)

Glenn Butterfield (*Outgoing*)

Glenn Clouser (*Outgoing*)

Ken Doremus

Dale Hazel

Mandy Mayer

Judy Meier

Gary Milla (*Outgoing*)

Sam Raup

TEAM LEADS

Care Giving: Enid Rank

Connections With Each Other: Louise Wagner

Connections With Our Community: Kelly-Anne Suarez

Faith Formation: Bre Barket

Finance: Jim McCallister

Mutual Ministry: Lou Savant

Outreach: Kim Blake

Property: Mike Karpa

Stewardship: Chris Myers (*Outgoing*)

Worship & Music: Kurt Rank

STAFF

Pastor: Phil Spohn

Youth & Family Minister: Josh Gulotta

Children's Learning Center Director: Nancy Frederick

Children's Learning Center Asst. Director: Jaclyn Ruch

Faith Community Nurse: Enid Rank

Financial Administrator: Chip Rust

Minister of Music: Steve Wysocki

Asst. Minister of Music: Bonnie Banks-Beers

Sexton: Pete Kapustiak

Communications Specialist: Debbi Pereira

Office Administrator: Barry Stauffer