



# Penn Northeast Conference



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## BUSINESS ITEMS for the 2024 Spring Conference Meeting

## ADVANCE REPORTS

**2024 Spring Conference Meeting**  
(virtual or in-person)

**JUNE 7-9, 2024**

The Penn Stater Hotel & Conference Center, State College, PA

**Keynoter:** Rev. Dr. Karen Georgia Thompson

**THEME:** Together We Are Stronger

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**Penn Northeast Conference Spring Meeting**  
**Saturday, June 8, 2024**  
In Person or Virtual

**The Penn Stater Hotel and Conference Center**  
State College, Pennsylvania  
**Room 207**

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**Tentative Agenda**

- 8:15 a.m. In-Person Registration – Room 207
- 8:30 a.m. Log in Time for Zoom Participants
- 9:00 a.m. Opening Devotions – Rev. Dr. Bonnie Bates, Conference Minister
- 9:15 a.m. Call to Order – Rev. Dr. James Gottwald, Moderator
- Adopt Agenda
  - Registrar’s Report – Mrs. Lori Balliet, Assistant Moderator
  - Define the Bar of the House
  - Adopt Business Guidelines
- 9:20 a.m. Video from Generosity Team
- 9:25 a.m. Accept the Report of the 2023 Year-End Financials – Rev. Martin Nuscher, Treasurer
- 9:30 a.m. Accept the Minutes of the 2023 Fall Meeting – Ms. Helena Lindquist, Board Secretary
- 9:35 a.m. Receive the Reports in the Advance Reports – James Gottwald
- 9:40 a.m. Recognition of Board and Committee Members Who Have Completed Their Terms – Rev. Denise Fry, Chair, Nominating Committee
- 9:45 a.m. Nominating Committee Report – Denise Fry
- 9:50 a.m. Installation of Officers, Board, and Committee Members
- 10:00 a.m. Discussion of Keystone Merger and Motion
- 11:10 a.m. Recognitions:
- Anniversaries of Ordination – Rev. Teresa Martin, Oversight Working Group Co-Chair
  - New Pastors – Bonnie Bates
  - Time of Remembrances – Bonnie Bates
  - Ambassadors for PNEC – Mrs. Tracy Whitehead, Generosity Team
  - 5 for 5 and OCWM Announcements – Rev. Richard (Rich) Teitsworth, Local Congregational Support Working Group

- Legacy Congregations and Congregations Requesting Removal – Bonnie Bates
- 11:30 a.m. Acknowledgement of Planning Team and Fall Meeting Announcement – James Gottwald
- 11:35 a.m. Passing the Gavel from James Gottwald to Lori Balliet
- 11:40 a.m. Adjournment of the Meeting – Lori Balliet
- 11:45 a.m. Blessing for Lunch – James Gottwald

**Officers of the Penn Northeast Conference**

President and Conference Minister: Rev. Dr. Bonnie Bates  
Moderator: Rev. Dr. James Gottwald  
Assistant Moderator: Mrs. Lori Balliet  
Treasurer: Rev. Martin Nuscher  
Secretary: Ms. Helena Lindquist

**Tellers for the Meeting**

Rev. Martin Nuscher  
Rev. Rebecca Sausser

**IT Crew**

Mr. Doug Lander  
Rev. Rebecca Sausser  
Mr. Bill Castello

## **BUSINESS GUIDELINES for the Spring 2024 Conference Meeting at The Penn Stater, State College, PA**

- (1) All proceedings of a Conference meeting shall be governed by the parliamentary procedures in **Robert's Rules of Order, Newly Revised 12<sup>th</sup> Edition**, unless otherwise provided for in these guidelines.
- (2) Participants in the Zoom meeting who are delegates have voice and vote. Those who want to speak shall secure permission from the Chat Teller – Rev. Rebecca Sausser – through the Zoom Chat Function or by raising their hand in the Participants Panel in Zoom to be recognized. Delegates who are in person in the Bar of the House have voice and vote. They can raise their hand to be recognized by the Moderator. Please give your full name and the church you represent.
- (3) To cast a vote, one must have been named by a local church as its delegate (or alternate if the delegate is absent) or be an authorized minister who holds standing in the Penn Northeast Conference or be a lay member of the Conference Board.
- (4) Only the votes of those qualified to vote and within Room 207 at The Penn Stater and the Zoom participants, which are declared to be within the bar of the house, will be counted on any issue. Voting will be done by polling (virtually) or raising of the official delegate card for those physically present.
- (5) When a motion is introduced, the person speaking shall be limited to a maximum of five (5) minutes for the initial presentation. Anyone speaking about an issue already introduced shall be limited to a maximum of two (2) minutes. No previous speaker on a specific issue shall be permitted to speak again until all who want to speak about that issue have had an opportunity to do so. Attendees may request their chat to be spoken by the Chat Teller – Rebecca Sausser.
- (6) The right to limit the time for discussion shall be vested in the presiding officer.
- (7) All amendments and main motions from attendees who are in person shall be presented in writing to the Conference Secretary. If the attendee is on Zoom, amendments and motions should be presented to the Conference Secretary in the chat function to Rebecca Sausser.
- (8) Members of the Budget Committee shall be available at the Conference Meeting to discuss any pertinent items relating to the proposed budget.
- (9) The Officers of the Conference Board will serve as the Business Committee. It will receive all business items, recommendations, overtures, proposals, resolutions, etc., and determine when they are to be considered by the Conference. It shall also arrange business items in such a way that duplication may be avoided, and the agenda expedited.
- (10) All resolutions, proposals, etc. submitted should be in the Conference Office prior to the Conference Meeting.
- (11) Any resolution not accepted for consideration shall be referred to the Conference Board for consideration and possible referral to the Conference at a later meeting.

# Treasurer's Report

## Investment Committee Report:

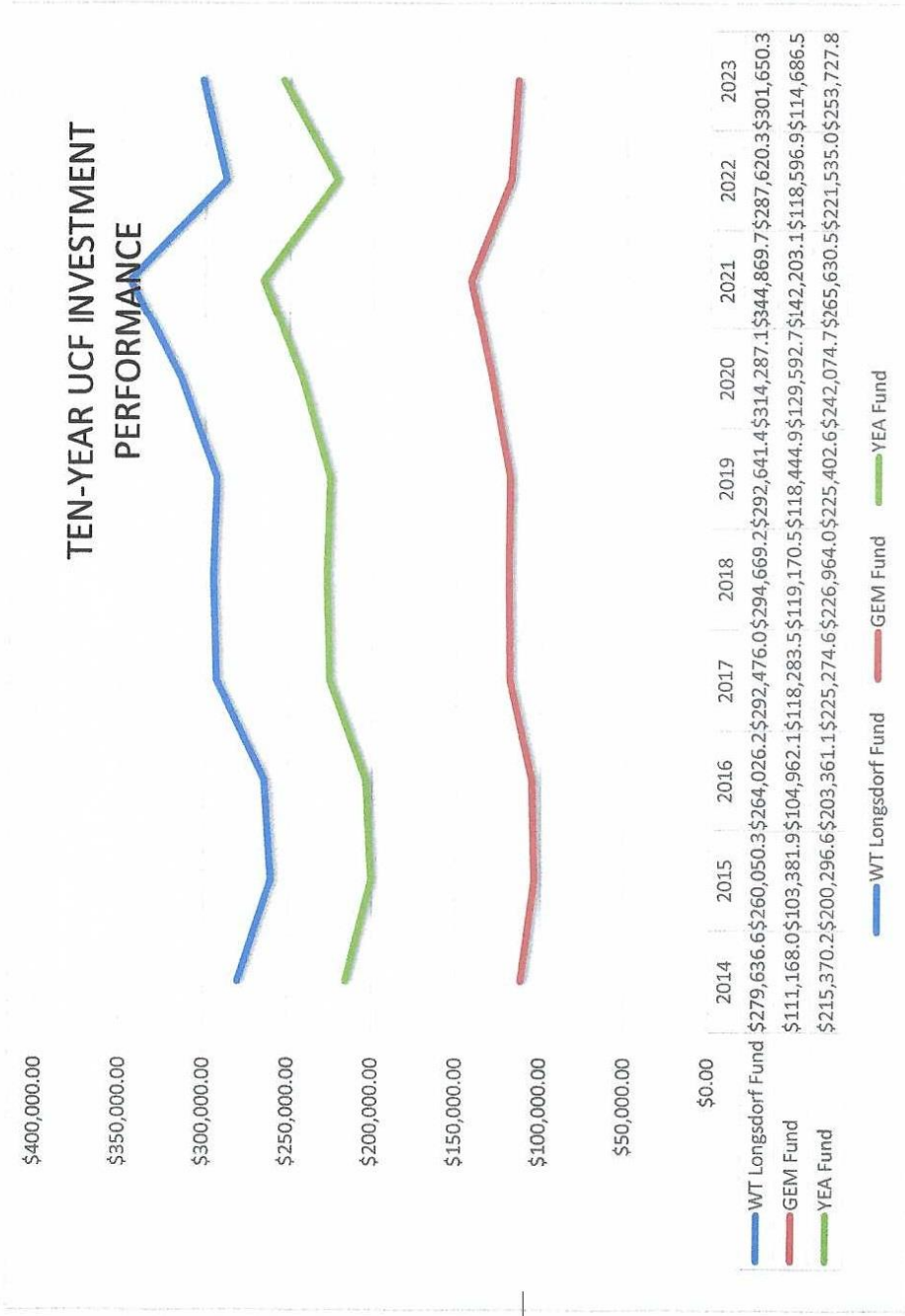
The following chart displays the activity and performance of our investments held by United Church Funds. Over the last few years, the UCF funds have performed extremely well and the funds have grown substantially. During 2020 we withdrew \$25,000 from the Current and Exceptional Expense funds to shore up Cash Flow for 2020. We have fully recovered from the fiscal year 2022 losses and are above EOY 2020 balances in total.

### PENN NORTHEAST CONFERENCE UCF PERFORMANCE FOR 2023

ACCOUNT	12/31/2015	12/31/2016	12/31/2017	12/31/2018	12/30/2019	12/31/2020	12/31/2021	12/31/2022	3/31/2023	6/30/2023	9/30/2023	12/31/2023
58950001 Current Fund	\$197,105.77	\$210,422.85	\$243,669.09	\$224,727.62	\$267,833.93	\$290,444.82	\$318,707.42	\$265,800.99	\$279,906.23	\$289,202.34	\$278,193.09	\$304,426.40
58950002 Longsdorf Fund	\$260,050.38	\$264,026.27	\$292,476.01	\$257,567.57	\$292,641.46	\$314,287.13	\$344,869.76	\$287,620.31	\$302,883.44	\$312,942.65	\$276,250.79	\$301,650.34
58950003 YEA Fund	\$200,296.66	\$203,361.15	\$225,274.69	\$198,387.95	\$225,402.61	\$242,074.75	\$265,630.55	\$221,535.06	\$233,291.24	\$241,039.19	\$232,636.48	\$253,727.87
58950005 GEM Fund	\$103,381.97	\$104,962.10	\$118,283.55	\$104,219.86	\$118,444.98	\$129,592.74	\$142,203.14	\$118,596.98	\$124,890.56	\$129,038.36	\$105,029.74	\$114,686.58
58950006 Exc.Exp.Res.Fund	\$17,364.54	\$18,537.74	\$21,466.64	\$19,797.60	\$23,595.52	\$9,569.40	\$10,500.58	\$8,757.44	\$9,222.18	\$9,528.46	\$9,185.50	\$10,030.05
58950007 P & E Fund	\$19,819.55	\$21,158.63	\$24,501.64	\$10,487.12	\$12,498.71	\$14,083.29	\$15,453.71	\$12,888.34	\$13,572.29	\$14,023.05	\$13,518.31	\$14,761.24
58950008 STD Fund	\$41,618.37	\$44,430.24	\$51,450.09	\$18,573.22	\$22,135.86	\$24,942.24	\$27,639.31	\$22,825.92	\$24,037.22	\$24,835.53	\$23,941.63	\$26,142.92
58950009 NewCong.Dev.Fnd	\$19,645.71	\$20,973.04	\$24,286.74	\$22,398.83	\$26,695.28	\$30,079.70	\$33,006.69	\$27,527.48	\$28,988.27	\$29,951.02	\$28,872.99	\$31,527.68
<b>TOTAL INVESTED AT UCF</b>	<b>\$859,282.95</b>	<b>\$887,872.02</b>	<b>\$1,001,408.45</b>	<b>\$856,159.77</b>	<b>\$989,248.35</b>	<b>\$1,055,074.07</b>	<b>\$1,158,011.16</b>	<b>\$965,552.52</b>	<b>\$1,016,791.43</b>	<b>\$1,050,560.60</b>	<b>\$967,628.53</b>	<b>\$1,056,953.08</b>
Quarterly Change	\$25,195.55	(\$3,856.01)	\$7,349.80	(\$107,982.83)	\$58,503.90	\$95,727.01	\$39,657.21	\$61,266.00	\$51,238.91	\$33,769.17	(\$82,932.07)	\$89,324.55
Y-T-D Change	(\$49,901.37)	\$28,589.07	\$113,556.43	\$145,248.68	\$133,088.58	\$65,825.72	\$102,937.09	(\$192,458.64)	\$51,238.91	\$85,008.08	\$2,076.01	\$91,400.56
Annual % Change	-5.5%	3.3%	12.8%	-3.6%	15.5%	6.7%	9.8%	-8.5%	20.3%	15.2%	0.9%	9.5%
Current Fund Annual % Change	-2.5%	6.8%	3.4%	-4.6%	19.2%	8.4%	9.7%	-8.5%	22.4%	15.2%	5.3%	14.5%
Current Fund 2-Year % Change		2.1%	7.9%	3.4%	5.0%	14.6%	9.5%	-4.2%	-3.0%	-3.6%	-4.8%	-2.2%

# INVESTMENT FUND END-OF-YEAR MARKET VALUE BALANCES

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
WT Longsdorf Fund	\$279,636.66	\$260,050.38	\$264,026.27	\$292,476.01	\$294,669.24	\$292,641.46	\$314,287.13	\$344,869.76	\$287,620.31	\$301,650.34
GEM Fund	\$111,168.00	\$103,381.97	\$104,962.10	\$118,283.55	\$119,170.54	\$118,444.98	\$129,592.74	\$142,203.14	\$118,596.98	\$114,686.58
YEA Fund	\$215,370.27	\$200,296.66	\$203,361.15	\$225,274.69	\$226,964.00	\$225,402.61	\$242,074.75	\$265,630.55	\$221,535.06	\$253,727.87

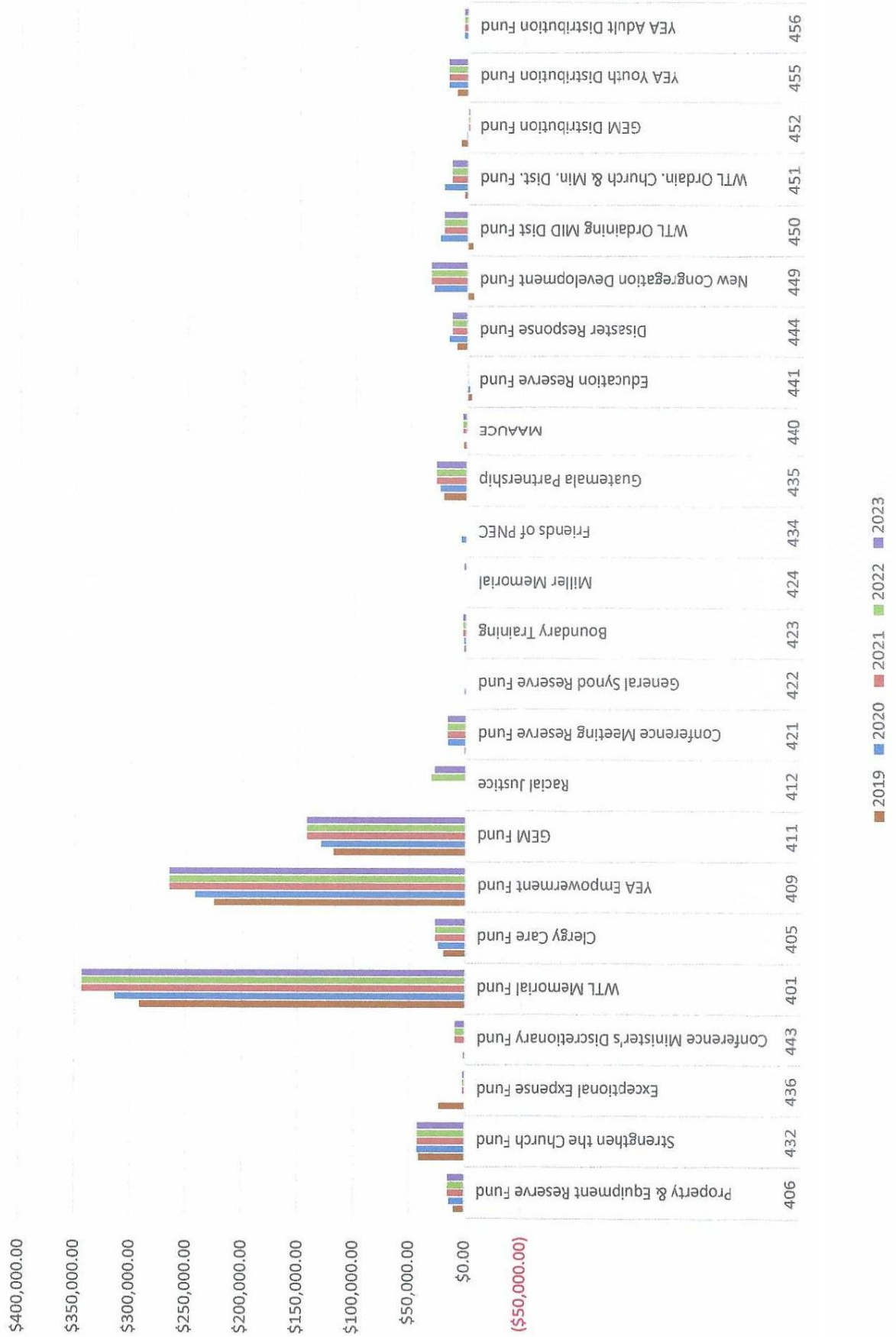




	2019	2020	2021	2022	2023
406 Property & Equipment Reserve Fund	\$9,841.34	\$14,083.29	\$15,453.71	\$15,453.71	\$15,453.71
432 Strengthen the Church Fund	\$41,354.62	\$42,781.45	\$42,720.49	\$42,720.49	\$42,720.49
436 Exceptional Expense Fund	\$23,595.52	\$940.88	\$1,872.06	\$1,872.06	\$1,872.06
443 Conference Minister's Discretionary Fund	\$1,593.50	\$945.68	\$8,717.64	\$8,717.64	\$8,717.64
401 WTL Memorial Fund	\$291,893.78	\$314,287.13	\$343,222.54	\$343,222.54	\$343,222.54
405 Clergy Care Fund	\$19,815.86	\$24,942.24	\$27,423.10	\$27,423.10	\$27,423.10
409 YEA Empowerment Fund	\$225,402.61	\$242,074.75	\$265,630.55	\$265,630.55	\$265,630.55
411 GEM Fund	\$118,444.98	\$129,592.74	\$142,203.14	\$142,203.14	\$142,203.14
412 Racial Justice			\$31,356.07	\$31,356.07	\$28,262.75
421 Conference Meeting Reserve Fund	\$1,209.00	\$16,349.74	\$16,894.99	\$16,894.99	\$16,894.99
422 General Synod Reserve Fund	\$0.00	\$1,530.78	\$0.00	\$0.00	\$0.00
423 Boundary Training	\$2,137.90	\$2,419.42	\$3,216.54	\$3,216.54	\$3,216.54
424 Miller Memorial					\$2,231.00
434 Friends of PNEC	\$0.00	\$4,831.70	\$0.00	\$0.00	\$0.00
435 Guatemala Partnership	\$21,000.62	\$23,943.21	\$27,525.09	\$27,525.09	\$27,525.09
440 MAAUCE	\$3,080.22	\$0.00	\$3,859.52	\$3,859.52	\$3,859.52
441 Education Reserve Fund	(\$3,544.33)	(\$1,862.33)	(\$862.33)	(\$862.33)	(\$862.33)
444 Disaster Response Fund	\$9,219.29	\$16,589.79	\$13,410.33	\$13,410.33	\$13,410.33
449 New Congregation Development Fund	(\$5,145.17)	\$30,079.70	\$33,006.69	\$33,006.69	\$33,006.69
450 WTL Ordaining MID Dist Fund	(\$4,178.10)	\$24,665.90	\$21,426.02	\$21,426.02	\$21,426.02
451 WTL Ordain. Church & Min. Dist. Fund	\$3,003.65	\$21,294.23	\$14,080.72	\$14,080.72	\$14,080.72
452 GEM Distribution Fund	\$5,950.94	\$1,360.94	(\$1,189.06)	(\$1,189.06)	(\$1,189.06)
455 YEA Youth Distribution Fund	\$9,752.67	\$17,622.67	\$17,622.67	\$17,622.67	\$17,622.67
456 YEA Adult Distribution Fund	\$967.97	\$3,590.97	\$3,590.97	\$3,590.97	\$3,590.97

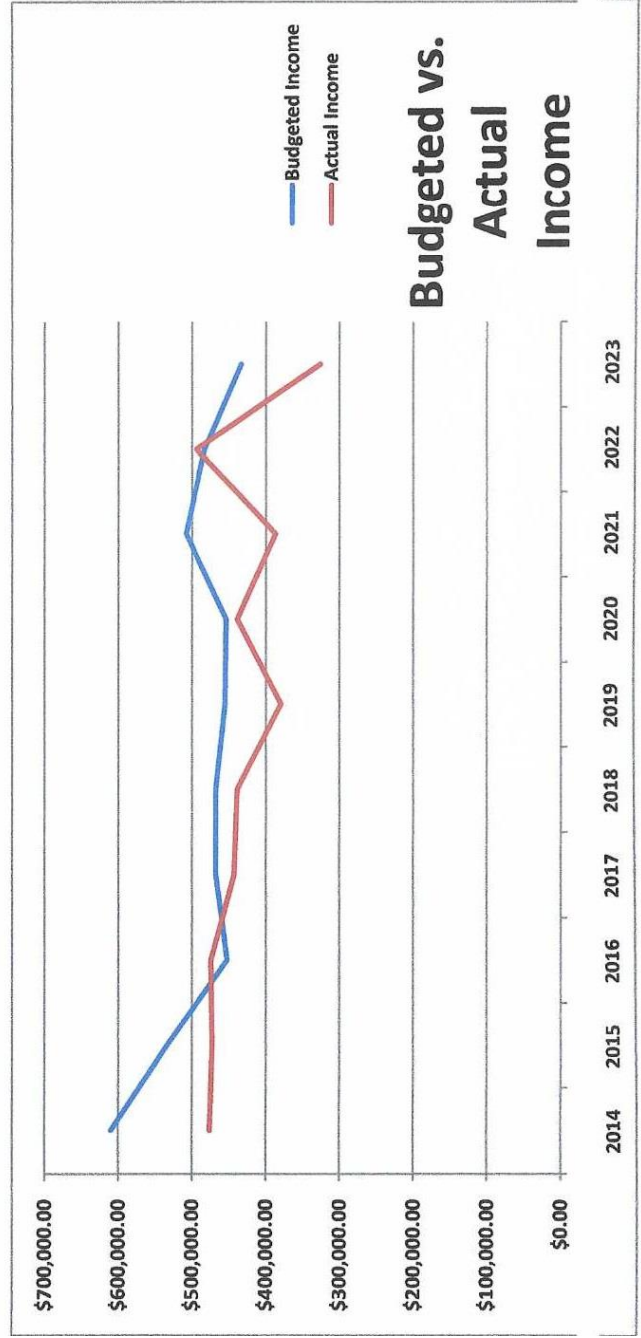


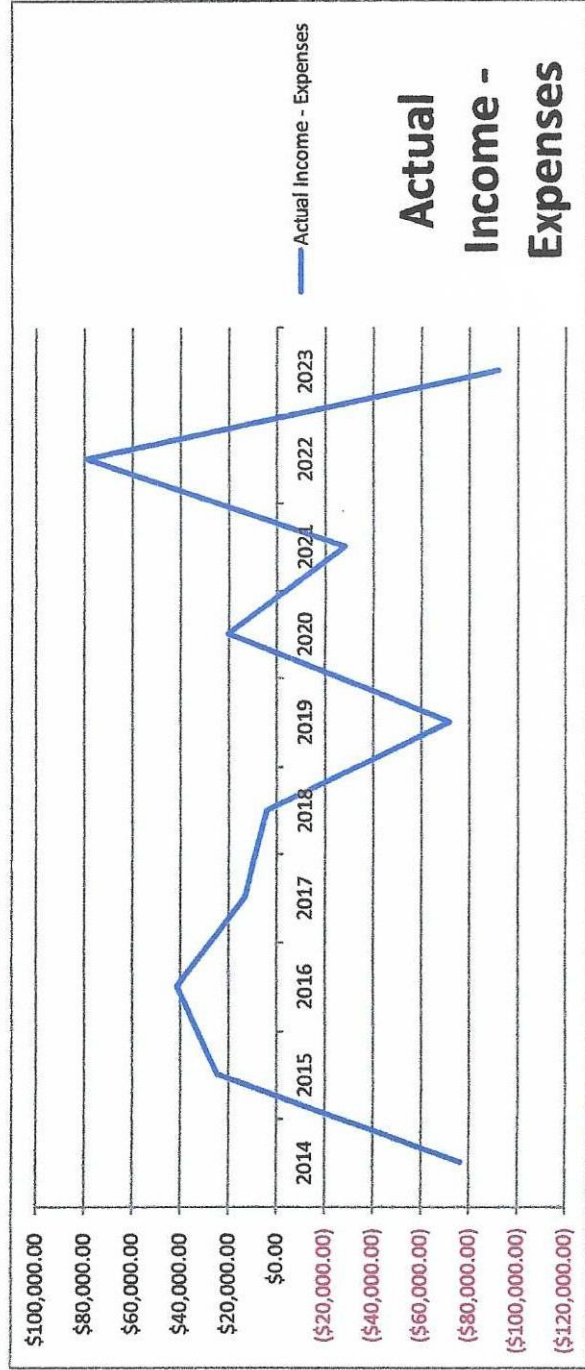
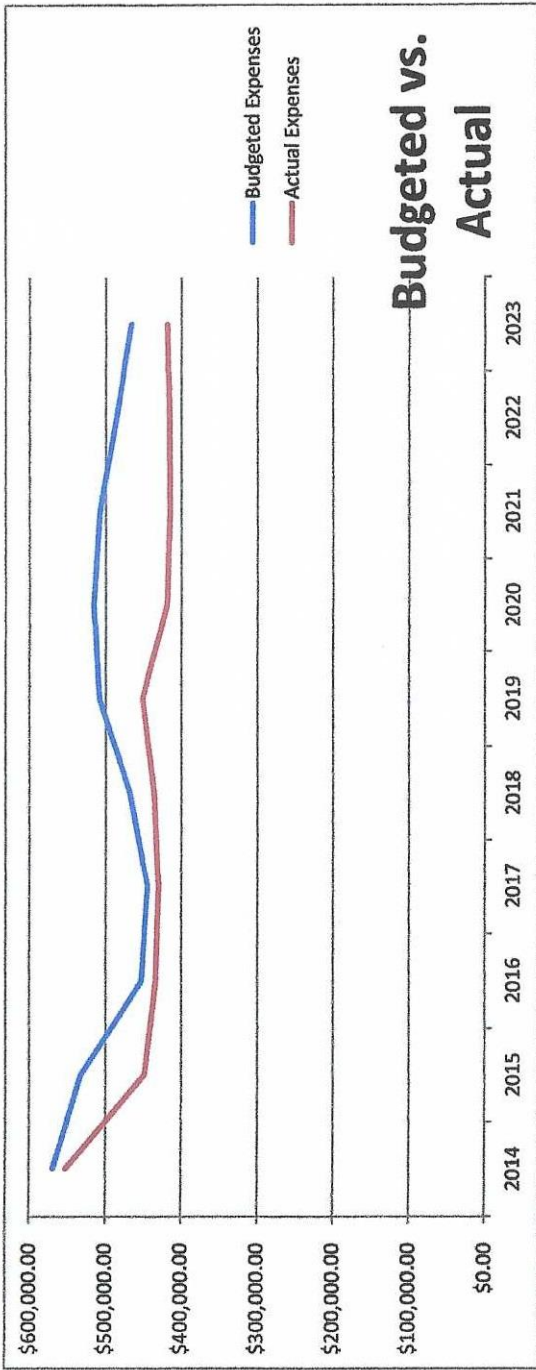
PNEC  
Select 5-Year Fund Balance Comparison



# 10-YEAR CURRENT FUND PERFORMANCE

Year	Budgeted		Actual		Budgeted		Actual		Actual Income		Current Fund		Notes
	Income	Expenses	Income	Expenses	Expenses	Income	Expenses	- Expenses	End-of-Year Balance				
2006	\$709,000.00	\$704,969.32	\$704,969.32	\$703,783.00	\$661,065.72	\$43,903.60	\$270,589.44						
2007	\$694,169.00	\$678,633.85	\$678,633.85	\$694,169.00	\$671,835.01	\$6,798.84	\$277,388.28						
2008	\$703,399.00	\$609,494.65	\$609,494.65	\$703,399.00	\$618,959.39	(\$9,464.74)	\$267,798.54						
2011	\$715,639.00	\$628,186.33	\$628,186.33	\$715,639.00	\$675,540.36	(\$47,354.03)	\$214,226.90						
2012	\$698,517.00	\$622,830.28	\$622,830.28	\$698,517.00	\$645,305.76	(\$22,475.48)	\$191,828.49						
2013	\$646,287.00	\$564,309.89	\$564,309.89	\$579,296.00	\$567,087.29	(\$2,777.40)	\$188,893.38						
2014	\$610,000.00	\$475,612.17	\$475,612.17	\$568,764.00	\$552,086.43	(\$76,474.26)	\$112,419.12						
2015	\$533,242.00	\$472,221.58	\$472,221.58	\$531,242.00	\$447,706.54	\$24,515.04	\$137,014.79						
2016	\$452,032.00	\$473,813.34	\$473,813.34	\$452,032.00	\$432,633.14	\$41,180.20	\$179,394.99						
2017	\$467,500.00	\$442,459.78	\$442,459.78	\$444,500.00	\$429,200.66	\$13,259.12	\$222,555.38						
2018	\$467,500.00	\$438,844.34	\$438,844.34	\$467,500.00	\$434,698.68	\$4,145.66	\$248,856.59						
2019	\$454,900.00	\$378,863.64	\$378,863.64	\$507,800.00	\$450,786.90	(\$71,923.26)	\$244,492.33						
2020	\$453,500.00	\$438,634.32	\$438,634.32	\$515,200.00	\$418,320.08	\$20,314.24	\$244,630.36						includes grants and PPP
2021	\$508,000.00	\$386,280.95	\$386,280.95	\$507,450.00	\$414,619.00	(\$28,338.05)	\$233,485.49						includes grants, generosity and programs
2022	\$483,000.00	\$494,161.09	\$494,161.09	\$485,255.00	\$415,129.52	\$79,031.57	\$312,517.06						
2023	\$432,800.00	\$325,719.93	\$325,719.93	\$465,715.00	\$417,727.63	(\$92,007.70)	\$220,509.36						







Penn Northeast Conference							
BUDGET COMPARISON REPORT							
For the Year Ended December 31, 2023 and 2022							
		Year Ended December 31, 2023			Year Ended December 31, 2022		
		Actual	Budget	Variance	Actual	Budget	Variance
<b>Revenue</b>							
	OCWM Basic Support	\$ 277,306.36	\$ 325,000.00	(47,693.64)	\$ 314,587.59	\$ 350,000.00	\$ (35,412.41)
	OCWM Special Gifts	21,644.81	35,000.00	(13,355.19)	159,444.00	35,000.00	124,444.00
	Interest/Earnings	10,148.10	4,500.00	5,648.10	4,207.24	3,000.00	1,207.24
	Generosity Programs	3,098.09	28,300.00		2,304.76	30,000.00	(27,695.24)
	Conference Programming	12,021.03	20,000.00		13,617.50	35,000.00	(21,382.50)
	Budget Reimbursement (Grants)	1,501.54	20,000.00	(18,498.46)	-	30,000.00	(30,000.00)
	<b>Total Revenue</b>	<b>325,719.93</b>	<b>432,800.00</b>	<b>(73,899.19)</b>	<b>494,161.09</b>	<b>483,000.00</b>	<b>11,161.09</b>
<b>Expenses</b>							
<b>Wider Church:</b>							
	OCWM to National	27,730.64	32,500.00	4,769.36	31,458.76	35,000.00	3,541.24
	UCC Council of Conf Ministers	5,119.98	5,300.00	180.02	5,132.54	5,400.00	267.46
	Lancaster Theological Seminary	-	-	-	-	4,000.00	4,000.00
	UCC Affiliated Institutions	4,550.00	4,250.00	(300.00)	4,250.00	5,000.00	750.00
	Pennsylvania Council of Church	3,300.00	3,300.00	-	3,300.00	3,300.00	-
	<b>Total Wider Church</b>	<b>40,700.62</b>	<b>45,350.00</b>	<b>4,649.38</b>	<b>44,141.30</b>	<b>52,700.00</b>	<b>8,558.70</b>
<b>Conference Wide Ministry Expenses:</b>							
	Conference Programming Support	10,646.21	25,000.00	14,353.79	15,090.80	40,000.00	24,909.20
	National Youth Event	1,200.00	1,200.00	-	-	1,200.00	1,200.00
	Staff Salaries	220,964.99	220,000.00	(964.99)	209,441.56	222,455.00	13,013.44
	Staff Benefits	71,506.35	76,000.00	4,493.65	72,474.10	77,500.00	5,025.90
	Staff Professional Expenses	15,345.90	24,000.00	8,654.10	19,822.61	20,000.00	177.39
	Retired Ministers Health Insur	3,397.59	3,465.00	67.41	3,460.00	6,500.00	3,040.00
	General Synod Delegate Expense	2,000.00	2,000.00	-	-	-	-
	Board & Committee Expenses	410.55	1,250.00	839.45	744.92	1,000.00	255.08
	<b>Total Conference Wide Ministry Expenses</b>	<b>325,471.59</b>	<b>352,915.00</b>	<b>27,443.41</b>	<b>321,033.99</b>	<b>368,655.00</b>	<b>47,621.01</b>
<b>Administrative Expenses:</b>							
	Bldg. Maintenance	3,607.78	3,800.00	192.22	2,702.99	5,200.00	2,497.01
	Heat	3,115.89	3,400.00	284.11	3,245.68	3,400.00	154.32
	Light	5,147.52	6,000.00	852.48	5,468.38	4,500.00	(968.38)
	Taxes	9,137.10	9,800.00	662.90	9,710.22	9,500.00	(210.22)
	Insurance	13,715.15	18,000.00	4,284.85	11,731.50	13,400.00	1,668.50
	Telephone	6,636.42	6,200.00	(436.42)	6,293.30	6,000.00	(293.30)
	Office Equipment	1,236.44	2,000.00	763.56	2,897.12	2,000.00	(897.12)
	Accounting Services & Software	2,453.69	10,000.00	7,546.31	2,390.40	8,000.00	5,609.60
	Office Supplies	3,421.51	4,000.00	578.49	2,459.16	4,000.00	1,540.84
	Postage	1,992.77	2,500.00	507.23	1,568.72	2,500.00	931.28
	Copier	1,192.00	750.00	(442.00)	1,036.00	900.00	(136.00)
	Other	(100.85)	1,000.00	1,100.85	450.76	1,000.00	549.24
	Annual Meeting	-	-	-	-	3,500.00	3,500.00
	Wider Church Dues	-	-	-	-	-	-
	<b>Total Administrative Expenses:</b>	<b>51,555.42</b>	<b>67,450.00</b>	<b>15,894.58</b>	<b>49,954.23</b>	<b>63,900.00</b>	<b>13,945.77</b>
	<b>Total Expenses</b>	<b>417,727.63</b>	<b>465,715.00</b>	<b>47,987.37</b>	<b>415,129.52</b>	<b>485,255.00</b>	<b>70,125.48</b>
	<b>Excess Ministry Support</b>						
	<b>(Shortfall for Ministry Support)</b>	<b>\$ (92,007.70)</b>	<b>\$ (32,915.00)</b>	<b>\$ (25,911.82)</b>	<b>\$ 79,031.57</b>	<b>\$ (2,255.00)</b>	<b>\$ 81,286.57</b>

## Penn Northeast Conference

Fund Balance Report  
As of December 31, 2023

	Beginning Fund Balance	Total Revenue	Total Expense	Due to/ (Due From) <sup>2</sup> Adjustments	Ending Fund Balance
<b>Unrestricted Funds:</b>					
101 General Fund	\$ 237,391.35	\$ 358,860.92	\$ 419,229.17	\$ 773.93	\$ 177,797.03
406 Property and Equipment Reserve	7,756.53	1,872.90	-	5,131.81	14,761.24
432 Strengthen the Church	42,520.53	3,863.16	2,200.00	-	44,183.69
436 Exceptional Expense	(1,849.66)	1,272.61	-	1,978.58	1,401.53
443 CM Discretionary Fund	7,589.27	1,555.00	3,791.00	75.00	5,428.27
701 Fixed Assets	76,299.00	-	-	-	76,299.00
<b>Total Unrestricted Funds:</b>	<u>369,707.02</u>	<u>367,424.59</u>	<u>425,220.17</u>	<u>7,959.32</u>	<u>319,870.76</u>
<b>Temporarily Restricted:<sup>1</sup></b>					
102 In/Out Fund	32,683.45	-	17,656.91	(15,026.54)	-
201 Designated Offerings Fund	3,211.82	626,097.48	626,097.48	-	3,211.82
401 WTL Memorial Fund	286,244.09	27,799.66	13,769.63	1,376.22	301,650.34
402 G.T. Williams Fund	14,457.71	64,771.70	74,996.00	-	4,233.41
405 Clergy Care Fund	17,155.92	3,317.00	-	5,670.00	26,142.92
409 YEA Empowerment Fund	221,535.06	32,192.81	-	-	253,727.87
411 GEM Fund	118,596.98	7,779.68	11,690.08	-	114,686.58
412 Racial Justice	31,356.07	630.00	3,723.32	-	28,262.75
413 Keystone Study Group	19,351.51	26,000.00	48,670.15	-	(3,318.64)
421 Conference Meeting Reserve	21,735.43	7,225.00	7,005.58	-	21,954.85
422 General Synod Reserve	-	8,617.82	8,617.82	-	-
423 Boundary Training	3,216.54	-	-	-	3,216.54
424 Miller Memorial	-	2,136.40	(94.60)	-	2,231.00
435 Guatemala Partnership	30,935.19	15,152.47	9.00	-	46,078.66
440 MAAUCE	2,808.40	-	-	-	2,808.40
441 Education Reserve	(862.33)	1,200.00	-	-	337.67
444 Disaster Response	20,012.11	22,781.02	594.70	21.00	42,219.43
449 New Congregation Development	24,408.37	4,000.20	-	-	28,408.57
450 WTL MID Dist	22,038.22	5,412.26	5,789.76	-	21,660.72
451 WTL C&M Dist.	3,020.53	28,467.35	12,127.23	-	19,360.65
452 GEM Fund Dist.	(3,605.06)	20,418.00	4,000.00	-	12,812.94
455 YEA Distribution - Youth	12,222.67	-	1,793.00	-	10,429.67
456 YEA Distribution - Adult	1,790.97	-	2,344.00	-	(553.03)
475 UCB for Ministerial Assistance	-	-	-	-	-
<b>Tot: 500 Conference Programming</b>	<u>21,475.00</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>21,475.00</u>
<b>Total Temporarily Restricted Funds</b>	<u>903,788.65</u>	<u>903,998.85</u>	<u>838,790.06</u>	<u>(7,959.32)</u>	<u>961,038.12</u>
<b>Notes:</b>	<u>\$ 1,273,495.67</u>	<u>\$ 1,271,423.44</u>	<u>\$ 1,264,010.23</u>	<u>\$ (0.00)</u>	<u>\$ 1,280,908.88</u>

- 1 Temporarily restricted funds result from donor restrictions that require a specific event to occur in order for the Conference to expend the funds (i.e. grants for education expense - Longsdorf Fund or pass-thru from donors to other organizations)
- 2 Due to/(Due From) Accounts are amounts owed between funds. These adjustments are provided for those accounts which have actual checking/investment account balances to reflect and tie to the monthly/quarterly statements. The remaining funds do not have actual checking/investment accounts and therefore the monies are maintained within the general checking account



## Penn Northeast Conference

### Pass-Thru Revenues

For the Twelve Months Ended December 31, 2023 and 2022

	Year Ended 12/31/23	Year Ended 12/31/22
One Great Hour	\$ 18,690.80	\$ 26,092.30
Neighbors in Need	12,919.65	12,993.20
Strengthen the Church	7,726.33	7,773.75
Christmas Fund	9,176.16	12,604.48
Heifer Project	4,199.20	2,013.02
Church World Service	1,050.05	738.80
Church World Service - Blanket	2,450.00	2,078.00
Miscellaneous National Offerings	15,453.89	24,920.88
Phoebe Ministries	22,933.35	24,324.20
Freedom School	1,414.00	-
Bethany Children's Home	9,889.83	10,998.41
Lehigh County Council of Churches	765.98	1,292.40
Northern Lehigh Food Bank	-	-
Lehigh County Meals on Wheels	105.00	-
Lancaster Theological Seminary	5,776.06	5,670.64
Miscellaneous Local Offerings	513,547.18	977,689.27
UCBMA Campaign	-	750.00
	<b>\$ 626,097.48</b>	<b>\$ 1,109,939.35</b>
Total	56.41%	737.27%



**Penn Northeast Conference of the United Church of Christ  
2024 Fall Conference Meeting (Zoom/Hybrid)  
Saturday, November 4, 2023, at Ben Salem UCC, Lehigh PA**

After the Rev. Randy Lentz, Pastor at Ben Salem UCC, welcomed delegates and guests, opening devotions were conducted, during which the Alan Miller Memorial Fund was introduced via a video presentation. The purpose of this fund will be to help support PNEC pastors in taking sabbaticals that will restore and re-energize them and bring renewed energy to their ministries.

Conference Minister, Bonnie Bates introduced several guests who were present, including:

- Rev. David Ackerman, Conference Minister, Penn West
- Rev. Dr. Nora Foust, Associate Conference Minister, Penn Central
- Rev. William Worley, Conference Minister, Pennsylvania Southeast
- Doug and Marge Taylor, Bridge of Faith
- Brian Wiersch and Andrew Parry, United Church of Christ Insurance Board
- Allison Berger, Moravian & Lancaster Theological Seminaries
- Rev. Matt Seeds and Rev. Jameson Baxter, and Rev. Albert Martin, Phoebe Ministries

**Call to Order**

**Appointment of a Parliamentarian**

**Adoption of the Agenda**

The business meeting began with the call to order by Moderator Rev. James Gottwald. He appointed Geoff Brace as the Parliamentarian, and called for a motion to adopt the agenda for the meeting. Rev. Suzanne Schaeffer made the motion and Rev. Kayli Freeman seconded. **The motion passed.**

**Establishment of a Quorum**

**Definition of the Bar of the House**

The Moderator then called on Asst. Moderator Lori Balliet to give the report from the Registrar. She mentioned that the total registration as of 11/2/23 was 129 individuals with 92 in attendance in person and another 37 on Zoom. One youth delegate was added since that date. Sixty-nine churches of the Conference were represented. **This report confirmed that a quorum for conducting business was established.**

Moderator Gottwald defined the Bar of the House as the Ben Salem sanctuary plus the Zoom platform. He then called for a motion to adopt the Business Guidelines sent to the attendees beforehand. Rev. Michael Iski made the motion and Lee Schaeffer seconded. **This motion also passed.**

**Approval of the Minutes of the Spring Meeting**

Helena Lindquist was called upon to present the minutes from the Spring Conference Meeting held on April 29, 2023, for approval by the body. The Moderator asked for any questions or corrections. Hearing none, he requested a motion for approval. Gary Barracco made the motion and Kathryn Foster seconded. **The motion to approve the minutes passed.**

**Recognition of Churches**

The Moderator then called upon Rev. Richard Teitsworth, Co-Chair of the Local Congregational Support Working Group of the Committee on Ministry to announce Anniversaries being celebrated by churches in PNEC in 2024:

- 275<sup>th</sup> -St. Paul's Indianland (1749-2024)
- 250<sup>th</sup> – Trinity UCC, Mount Bethal (1774-2024)
- 175<sup>th</sup> – St. John UCC, Riegelsville (1849 – 2024)
- 175<sup>th</sup> - Christ UCC, Bethlehem (1849 – 2024)
- 175<sup>th</sup> - Emmanuel UCC, Dorrance, Mountaintop (1849-2024)
- 175<sup>th</sup> - St. John Mickleys, Whitehall (1849-2024)
- 175<sup>th</sup> – Jerusalem, Trachsville (1849-2024)

#### Previous Open and Affirming Congregations

St. John's Allentown  
St. John's UCC, Fullerton  
St. John, Riegelsville  
New Creation UCC, Easton  
Faith UCC, Center Valley  
Trinity Reformed UCC, Bloomsburg  
Forks UCC, Stockertown  
First Reformed UCC, Berwick

#### Most Recently Designated Open and Affirming Congregations

St. Paul's Big Creek, Lehighon  
Good Shepherd UCC, Slatington  
Heidelberg Union Church, Slatington

#### New W.I.S.E. Congregations

St. Thomas Macada, Bethlehem  
St. John's, Allentown

Bonnie Bates listed the most recent Legacy Churches and those congregations which decided to opt out of the UCC denomination:

- Church of the Manager in Bethlehem held their final worship a week ago and their remaining members decided to join St. Thomas, Macada in Bethlehem
- Dille Parish UCC in LeRaysville, and Trinity Congregational UCC in Scranton each voted to leave the UCC Denomination.

#### **Adoption of the Proposed 2024 Budget**

The Moderator then moved to the final major item on the agenda of the business meeting, adoption of the proposed Conference operating budget for 2024. He first called on Rev. Becky Sausser, member of the Finance Committee, who offered a slide presentation of the narrative version of the proposed budget; explaining what programs, and services will be supported by the 2024 budget, in areas of education, worship, and collegial support. In illustration, she listed specific investments in preparing clergy for ordination, congregational leadership training, and more than \$82,000 in grants distributed to individuals and congregations in 2022.

Then, Rev. Martin Nuscher, PNEC Treasurer, presented the line-item budget which had been distributed for delegate review earlier, and offered some comments on it. He acknowledged that the proposed budget was not balanced, and that if, through special offerings Like Covenant Sunday this month, individual

members would contribute a little more than one additional dollar, we will balance the budget. He indicated that giving trends indicate we should receive about 96% of the income projected for 2023 by year end, and went on to note several areas where expenses were expected to increase in the upcoming year, such as insurance costs and conducting a financial audit. He then answered several questions from the floor, and mentioned that, since the motion to approve came from a Committee of the Board and the Board had already approved it, the proposed budget was ready for an approval vote from the delegates. **Approval was given by all, with only 3 abstentions.**

### **Keystone Working Group**

After a break, the period for discussion regarding the work of the Keystone group began, and it resumed after the lunch hour. In addition to Bonnie Bates of PNEC, Rev. David Ackerman, Conference Minister of Penn West, Rev. Dr. Nora Foust, Associate Conference Minister of Penn Central, and Rev. Bill Worley, Conference Minister of PSEC, took turns making presentations and answering questions from those gathered. (Please refer to an addendum to the minutes listing some of the questions/discussions. This addendum is below the minutes.)

After the Keystone Conversations wrapped up, Bonnie Bates presented gifts of thanks to Randy Lentz, pastor of Ben Salem Church, and the three representatives of Pennsylvania Southeast, Penn Central and Penn West conferences, and gave sincere thanks to the technology “crew” including Anthony and Janet Newett, Doug Lander and Becky Sausser. Then the Moderator took the podium again to thank the Conference Meeting Planning Team and the PNEC staff, to remind attendees to complete the meeting evaluation form, to attend the Joint Summer Conference Meeting at the Penn Stater Hotel and Conference Center June 6-9, 2024, and to consider donating to the Alan Miller Memorial Fund. He then asked for a motion to adjourn the meeting. Kayli Freeman made the motion, and it was passed by acclamation. This action was followed by a worship service with communion.

*Submitted by Helena Lindquist, Secretary to the PNEC Board*

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### **Summary of Discussion/Q&A about Keystone Group, as part of PNEC Fall Meeting November 4, 2023**

The presentations given by representatives of the four UCC Conferences in PA began by outlining the sequence of the group’s discussions, facilitated and guided by Rev. Bill Metzger, and prefaced by an analysis of why an earlier effort at merging PNEC and PSEC did not come to fruition. Then they moved on to determine “why” we would want to expand to one state-wide Conference now. Some reasons mentioned were the strength of the relationship of the four CMs and Rev. Metzger; to share the strengths and expertise of the staff; and the fact the four CM’s need the depth of their other colleagues to rely on. They wondered if perhaps a merger didn’t get enacted the last time was because God had something better in mind...?

Ultimately, they decided to summarize the “Why” by concluding “Together We are Stronger”. They also did some soul-searching saying, “The decline in our churches is real. Do we (our people) still believe?” They discussed “What role is God playing in this work?” Recognizing the Conferences only exist for those in the churches, they asked, “What do they want from us?” That led the group to follow the question of “Why” with “What?” That launched their next discussion:

**What** do Conferences provide (or need to provide) to their churches, which led to this list of agreed upon functions:

Faith formation  
Mission  
Generosity and Stewardship  
Oversight/Authorization/Support  
Search and Call  
Digital Ministries / Tech  
Communication  
Congregational Futures

Leadership  
Disaster Ministries  
Ecumenism  
Spiritual Revival  
UCC Identity  
Administrative / Legal /and Fiscal Oversight  
Pastoral care

Having developed this list, they realized a need to determine how to first prioritize the functions and then assign responsibility for them to Individuals and/or teams, which may or may not be made up of paid staff. Hopefully, the next few months of town hall meetings, presentations, discussions on the Keystone website, and questions submitted on the Keystone email account will guide them in prioritization.

The Working Group is now forming subgroups to determine more detail in areas where structure and process need to be defined. The CMs will lead the efforts in these different subgroups.

Governance and Staffing - Bonnie Bates  
Finance – Bill Worley  
Legal structure and Process - Carrie Call  
Synod Resolution Draft – David Ackerman

### Expected Timeline

- Discussion / question and answer sessions across the four conferences – **remainder of 2023 and 1st quarter 2024**
- Sharing the results/work of subgroups suggesting potential structure for a state-wide conference – **Joint Conferences Meeting June 6-9, 2024, at the Penn Stater Conference Center, State College**
- Resolution for General Synod is complete and all four conferences vote on it individually at the same time, **November 9, 2024**
- General Synod will vote on merger resolution – **July, 2025**, and implementation will begin

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### Notes on questions regarding the merger process from the PNEC Conference Meeting (11/4/2023), Courtesy of Nora Foust, Assoc. Conference Minister, Penn Central Conference

- Where is the focus on attracting kids/youth/young adults?
- What functions might you – the conference – need to absolve yourself of so that the focus can be on loving God/loving neighbor? What is the role of outsourcing or delegation?
- What is the plan for governance?
- What do people in the local churches want? (sub? How do we really get this info if they don't show up?)
- Are we looking at other prototypes of unified conferences? When will we have an idea of what this one will look like structurally? (undertone: staff)
- Is the finance group looking at 5 and 10-year projections? Are we just going to be doing this again?
- Did we discuss “Why not?” and what was the answer?

- I didn't hear in the core functions a discussion of what the church ought to be – a theological sharing of the future of the church.
- We need a paid staff for children/youth/young adults.
- Somewhere there has to be topics that interest c/y/ya like climate, guns, etc.
- There should also be topics of importance to seniors as we have a large number of 55+ in our churches.
- Finance and staffing
- Role of Oversight and associations
- Who's going to do marketing and branding. The evangelical church has this down pat. We need the right person and skill set
- We say broad tent, be it
- When I talked with SNEC folks at general synod, they had nothing but positive things to say about the merger there. Unified vision of progressive church in NE.
- Need language to talk about geography vs. connections
- Role of technology – issues and excuses (David)
- Its good for the conference to model sharing vs. silo model for local churches
- What are we doing to make sure everyone knows they are welcome? Intentional outings? Fellowship gatherings?
- Christianity is growing nationally, conservatively. Where are we in that?
- When and how will we know about staffing?
- What happens if one conference votes no?
- Need more info on timeline? June 24, November 24 – what happens between those two dates?
- Need more mechanisms for local churches to chime in and ask questions?
- What about my church? Urban, rural, suburban, small, medium, conservative, progressive, etc.?
- How do we that show up share this and make it matter to our local congregation
- Will this streamline authorization?

## **Nominating Committee Report to the 2024 Spring Conference Meeting**

### **Officers – Class of 2025**

Moderator: Mrs. Lori Balliet

Assistant Moderator: Rev. Cecilia Baxter

### **Board of Directors - Class of 2027**

Rev. Al Bastin

Rev. Robert Rapp Jr

Mrs. Tracy Whitehead

Mrs. Dawn Hummel

### **Staff & Personnel Committee – Class of 2027**

Mrs. Nancy Kramer Moyer

Rev. Don Quayle

Mrs. Barbara Davies

### **Nominating Committee – Class of 2027**

Rev. Rebekah Thomas  
Rev. Dr. Allan Kramer Moyer  
Ms. Amanda (Mandy) Muschett

### **Committee on Ministry Authorization Working Group – Class of 2027**

Rev. Gary Barraco  
Mrs. Linda Held  
Rev. Gilberto Garcia Rodriguez  
Ms. Trudi Egan  
Mrs. Jane Joyce

### **Committee on Ministry Oversight Working Group – Class of 2027**

Rev. Richard Teitsworth  
Rev. Dr. Heather Hunnicutt  
Mr. Steve Henderson  
Mrs. Phyllis Knelly  
Rev. Dale Sattizahn

### **Committee on Ministry Local Congregational Support Working Group – Class of 2027**

Rev. Dr. Matthew Mardis-LeCroy  
Mr. Dave Stuempfle  
Rev. Todd Fennell

*(Nominees' Bios follows this report.)*

## **Biographical Information and Contact Information for Each Nominee**

### **Officers – Class of 2025**

Moderator: **Mrs. Lori Balliet**, Member St. Paul's Northampton, PA  
PNEC: Assistant Moderator, Committee on Ministry, Board of Governors, GTW, General Synod Del.  
Local church: Consistory president, Christian Education Chair, Confirmation co-teacher, Bible Study leader, Elder, Conference meeting delegate  
Cell: 484-201-0911 email: [imatchurch@aol.com](mailto:imatchurch@aol.com)

Assistant Moderator: **Rev. Cecilia Baxter**, Co-Pastor, New Creation UCC, Easton, PA  
Cecilia is an alum of two UCC institutions, Catawba College and United Theological Seminary of the Twin Cities. She was ordained in the MN Conference where she volunteered with the Faith Formation Team, Pilgrim Point Camp, and as a General Synod delegate. She served two UCC churches in Minneapolis, MN, as well as Christ Church UCC in Bethlehem, PA prior to her call to New Creation in 2017. Cecilia served on the PNEC Authorization Working Group for six years (chair for three), Vitality Team, Mental Health Ministry Team, and as a COACH and General Synod delegate. Cecilia recently earned her M.S. in clinical and counseling psychology from Chestnut Hill College, and is the owner of a private practice called Peaceful Nest Counseling. She is happily married to her spouse, Jameson, with whom she co-pastors New Creation and co-parents five beautiful children.  
Cell: 610-360-7332 Email: [ceciliafbaxter@gmail.com](mailto:ceciliafbaxter@gmail.com)



## **Board of Directors - Class of 2027**

**Rev. Al Bastin**, pastor, St Paul's UCC, Trexlertown

Current Community of Practice facilitator, PNEC

Former Board of Directors member, Michigan, Ohio, PNEC Conferences

Past President, Board of Directors, Michigan Conference; Past Moderator, Michigan Conf.

Past Interim Association Minister, SONKA, Ohio Conference

Virginia Institute of Pastoral Care; Myers-Briggs Type Indicator Administrator

Spiritual Director; Troy, Ohio Young Leaders program

(Cell) 484-553-0607 [albastin@yahoo.com](mailto:albastin@yahoo.com)

**Rev. Robert T. Rapp Jr.** Co-Pastor of Christ Church UCC in Bethlehem, PA. In addition, Bob is also the Executive Director of Bethlehem Emergency Sheltering Inc., overseeing emergency shelter operations for adult men and women in Bethlehem. He is currently working on a strategic plan for a permanent year-round homeless shelter and solutions for the housing crisis. He serves on the Bethlehem Community Advisory Board, including the Homeless subcommittee and is a board member of the Lehigh Valley Regional Homeless Advisory Board. He has served as a multi-year volunteer and is currently co-chair of the RHAB Point in Time Count. He resides with his wife, Linda, in Lower Saucon Township. They enjoy visiting with their combined seven children and 30 grand and great grandchildren. Bob enjoys rides on his Harley and can be found working in his garage in his spare time.

[bobrapp@christucc.org](mailto:bobrapp@christucc.org)

**Mrs. Tracy Whitehead** Lives in Bradford County, PA

PNEC: Attended 4 National UCC Youth Events, PNEC Coordinator for Florida Youth Event, attended 4 Regional Youth Events, Attended General Synod in Atlanta and Hartford as a visitor; served on the PNEC Conference Board from 2021-2024 and on the Generosity Committee as the Ambassador Group chair.

Local Church: Twice past Board Moderator, 20-year Youth Group Co-Leader, Conference Meeting Delegate

Cell Phone: 570-295-6739 (Doesn't work at my house.) Home Phone: 570-364-5964; Email Address:

[tracywhitehead82@gmail.com](mailto:tracywhitehead82@gmail.com)

**Mrs. Dawn Hummel**, member of Trinity Reformed, Bloomsburg, PA

PNEC: Nominating Committee, Oversight Working Group, General Synod Delegate to two General Synods, GEM Fund

Local: Youth Formation Teacher, Visitation Team Coordinator, Conference Member Delegate

Hobbies: Hospice Volunteer, New Possibilities Drop-in Center Volunteer, gardener and foodie at heart

Cell Phone 484-239-2175; Email Address: [dawnleeh810@gmail.com](mailto:dawnleeh810@gmail.com)

## **Staff & Personnel Committee – Class of 2027**

**Mrs. Nancy Kramer Moyer** recently moved to Chestnut Ridge at Rodale, cultivated by Phoebe!

My church is St. John's UCC in Allentown where I am presently on Consistory and serve other ways.

I have served PNEC both as a delegate to Synod and on Oversight Committee. Most recently have served my first term on Staff and Personnel.

(cell phone) 484-725-1172 (email) [ankm@verizon.net](mailto:ankm@verizon.net)

**Rev. Don Quayle Sr.** Pastor of Christ Church UCC for 16 years. Conference Moderator, Chair of Church and Ministry Committee, Two Interim Ministry positions, 2 and 1 year supply positions.

**Mrs. Barbara Davies** (Mrs. Wyn V.) member Christ UCC, Bethlehem, PA  
PNEC: PNEC Former Member of Board of Directors & Executive Committee ;Past Chair of the Gem Committee; Member and current chair of the GTW Scholarship Committee; Current member and chair of the Staff & Personnel Committee; Member of the YEA Committee; Former Coach  
Local Church: Fellowship and Hospitality volunteer; Church Bagged Lunch Program volunteer; Church BES Shelter Team volunteer; Liturgist/reader  
Past service includes: Futures Committee, Chr.; Christian Education Committee, Chr.; Minister of Music Search Committee, Chr.; Senior Pastor Search Committee, Mbr.; Visitation Committee, Member.; Habitat for Humanity Work Group; Handbells,  
Cell Phone: 610-360-3955; Home Phone: 610-838-6142; email: [bjdavies3@verizon.net](mailto:bjdavies3@verizon.net)

### **Nominating Committee – Class of 2027**

**Rev. Rebekah Thomas**, Pastor at Lower Saucon UCC and First UCC, Hellertown, PA  
PNEC: Staff and Personal Committee, PNEC Meeting Planning Team, General Synod delegate to two General Synods.  
Cell Phone: (610)297-2295  
Email Address: [pastorbecky1121@gmail.com](mailto:pastorbecky1121@gmail.com)

**Rev. Dr. Allan Kramer Moyer** is a retired UCC pastor, chaplain and educator. He retired from full time ministry in 2011 as Director of Pastoral Care and Clinical Pastoral Education at Phoebe Ministries. Since then he has served as interim pastor and supply preacher in several PNEC congregations, including Union UCC, Neffs, and Christ UCC, Bath. He has served several terms on Authorization Ministry Committee and Nominating Committee in PNEC. Email Address: [moyer.allan@gmail.com](mailto:moyer.allan@gmail.com)

**Ms. Amanda (Mandy) Muschett**, Member St. John, Riegelsville, PA  
PNEC: Mental Health Ministry Team, Racial Justice Ministry Team, Committee on Ministry, General Synod Delegate to three General Synods  
Local Church: Consistory Mbr., Musician Conference Meeting Delegate  
Cell Phone: 908-763-0728; Email Address: [achadeayne@gmail.com](mailto:achadeayne@gmail.com)

### **Committee on Ministry Authorization Working Group – Class of 2027**

**Rev. Gary Barraco**, Associate Chaplain with St. Luke's Health Network and recurring supply pastor for the Penn Northeast Conference. Gary, a retiree from the US Army, works full-time as the Vice President of product marketing for an international software company. He travels extensively, seeing God's world through his professional work and reflecting his experiences back to his ministry work. Gary received a BS from the State University of New York and Moravian College Theological Seminary. He lives in Stockertown with his husband, Eric, foster children Charlee and Josh, and their family of animals. He is a member of New Creation UCC in Easton, PA. [garybarraco@verizon.net](mailto:garybarraco@verizon.net)

**Mrs. Linda Held**, member of Jerusalem Western Salisbury Church, Allentown PA  
PNEC- Annual Meeting delegate  
Serves on Authorized Working Group PNEC  
Parish Coordinator since 1986 at Jerusalem Western Salisbury  
Treasurer of the United Church of Congregation at JWS  
Sunday School Superintendent and Teacher  
Treasurer of the Greater Allentown CROP Walk  
Grandma of six wonderful grandchildren  
Cell Phone: 484-553-8922, Email Address: [mnhllh@gmail.com](mailto:mnhllh@gmail.com) or [JUCC3441@ptd.net](mailto:JUCC3441@ptd.net)

**Rev. Gilberto Garcia-Rodriguez** born in Ponce, Puerto Rico, had been in PNEC since 2002. Pastor at St. Paul UCC and Jerusalem Red UCC in Kempton. Works with Amigos of Guatemala team. Lives in Bethlehem PA.

**Ms. Trudi Egan**, Member of St. John's UCC, Allentown  
PNEC: Committee on Ministry, Authorization Working Group  
Local Church: Elder, Consistory Vice President, Adult Forum Facilitator, Fellowship Committee, Food Bank, Freedom School  
Community: Allentown Art Museum store volunteer and docent, Allentown Volunteer Medical Response Corp  
Cell Phone: 484-201-4893      Email: [trudiegan@gmail.com](mailto:trudiegan@gmail.com)  
Address: 1422 Hamilton St. Allentown, PA 18102

**Mrs. Jane Joyce**, Member at First, Hellertown, PA  
PNEC: Retired Associate Conference Minister (ACM) 1995-February 2008 with responsibilities consulting with congregations on education, youth ministry and mission trips. January 1984 was commissioned as UCC Commissioned Minister and held that status until my retirement.  
UCC: Education Consultant 2000-2008  
Local Church: Member of Board of Faith Formation, Soup Kitchen  
Cell Phone: 610-248-2337; Email Address: [djanejoyce@verizon.net](mailto:djanejoyce@verizon.net)

### **Committee on Ministry Oversight Working Group – Class of 2027**

**Rev. Richard Teitsworth** is a retired UCC minister who served 42 years prior to his retirement in June of 2017 and is Pastor Emeritus of First United Church of Christ in Hellertown. Rich serves on a ministry working group of the Penn Northeast Conference and does Sunday supply several times a month. His wife Jackie and he reside in Hellertown and celebrated their 51th wedding anniversary in August. They have three grown sons, two daughters-in-law and three grandchildren. Together they attend numerous sporting events for their grandsons which include baseball and ice hockey. He makes time to fish regularly and is enthusiastic about this endeavor and surprisingly is sometimes successful.  
Richard Teitsworth    [pastorrlteitsworth@gmail.com](mailto:pastorrlteitsworth@gmail.com)

**Rev. Dr. Heather Hunnicutt**  
PNEC: Mental Health Ministry, Disaster Ministries  
Local Church: Pastor, Salem UCC Pocono Pines  
Cell Phone: 678-687-1376; Email Address: [hgoff79@gmail.com](mailto:hgoff79@gmail.com)

**Mr. Steve Henderson** I am a United States Air Force veteran who honorably served my country for 21 years. I am currently the Calibration and Instrumentation Supervisor at ThermoFisher Scientific in Allentown, PA and have been employed with them for eight years. I am a member in good standing and the Sight & Sound Director at Resurrected Life Community Church, UCC as well as the interim facilities manager. I am a current member on the PNEC Committee on Ministry-Oversight Working Group. I have been married to my high school sweetheart for 38 years. I am father to one son and pop-pop to two beautiful grandchildren. When not working I enjoy cooking, travel and snowboarding.

**Mrs. Phyllis Knelly**, member of Emmanuel UCC, Nuremberg  
Currently serving as a member of the Committee on Ministry, Oversight Working Group  
[knellyphyllis@gmail.com](mailto:knellyphyllis@gmail.com)

**Rev. Dale Sattizahn** was ordained to Ministry in the United Church of Christ in September 1996. At that time, he was the pastor at Hetzel's in the PSEC Conference. In 2001 he moved to Penn Central Conference and served the Nittany Valley Charge and in 2007 he moved to PNEC when he became the settled pastor in Milford NJ. His past Conference and committee work includes: President of the Pine Grove Ministerium, the Board of Directors for Schuylkill Woman in Crisis, the Swatara Water shed Association, and has served on various Historical societies; Moderator of the Schuylkill Association, Church and Ministry committee (Penn Central), Church Vitality (Penn Central), ), Lay Licensing committee, (PNEC) PNEC Board of Directors, attended General Synod (2015 & 2017) He is currently serving in a shared ministry setting in Belfast PA with St Luke's UCC and Grace Lutheran. He is currently the Convener of the Easton Mission Council, Chair of the GEM Fund, and serves on the Committee on Ministry on the Oversight.

### **Committee on Ministry Local Congregational Support Working Group – Class of 2027**

**Rev. Dr. Matthew Mardis-LeCroy**, Pastor, College Hill Presbyterian Church (Easton)  
Cell phone: 515-979-9671; Email: [matt.mardislecroy@gmail.com](mailto:matt.mardislecroy@gmail.com)

**Mr. David Stuempfle**, Member First U.C.C. Hellertown, Hellertown, PA  
PNEC: Member on Local Congregational Support Working Group Committee  
Local Church: Member on Pastoral Relations Committee, Lay Reader, Member on Stewardship/Fundraising Committee, Counting Team  
Phone: 610-838-7493; E-mail Address: [gdflea@yahoo.com](mailto:gdflea@yahoo.com)

**Rev. Todd Fennell** Retired

Served 24 years at First UCC, Milford NJ; Served 15 years at St.Paul's UCC, Northampton  
Served 4 years at Bethany, Bethlehem  
Served on Authorized Ministry and Local Church Working Groups, Board of Directors and Nominating Committee.  
Attended 4 General Synods.  
Cell # 908 507 0824 Email: [tnjfnl@gmail.com](mailto:tnjfnl@gmail.com)

# *Celebrating Their Anniversary*

We congratulate the following PNEC Pastors who will celebrate a Special Anniversary of Ordination in 2024

## ***60th Anniversary of Ordination***

Rev. Neil Mumma (6/1/64) – Retired, living in Allentown

## ***55th Anniversary of Ordination***

Rev. John Dech (6/1/69) – Retired, living in Bethlehem

Rev. John Stowell (12/7/69) – Retired, living in Easton

## ***50th Anniversary of Ordination***

Rev. Emily Jean Gilbert (6/1/74) – Retired, living in Bethlehem

Rev. Lamar Handwerk (5/12/74) – Retired, living in South Carolina

## ***45th Anniversary of Ordination***

Rev. David DeRemer (6/10/79) – Retired, living in Macungie

Rev. Emmajane Finney (2/18/79) – Retired, living in Bethlehem

Rev. Frank Gassler (5/27/79) – Retired, living in Bethlehem

Rev. Sharon Harfman (5/13/79) – Retired, living in Easton

Rev. Curtis Kemmerer (9/30/79) – Retired, living in Bethlehem

Rev. Allen Heckman (5/20/79) – Retired, living in Florida

## ***40th Anniversary of Ordination***

Rev. Lee Schleicher (8/5/84) – Retired, living in Allentown

## ***35th Anniversary of Ordination***

Rev. Lori Esslinger (9/10/89) – Pastor, Old Zionsville UCC

## ***30th Anniversary of Ordination***

Rev. Dean Luther (5/1/94) – Chaplain; Pastor, Grace UCC, Mt. Carmel

## ***25th Anniversary of Ordination***

Rev. Stephen Engelhardt (4/1/99) – Retired, living in Bloomsburg

Rev. Jeffrey Mensendiek (5/20/99) – Missionary in Japan

## ***20th Anniversary of Ordination***

Rev. Candi Cain-Borgman (9/12/04) – Pastor, Cedar UCC, Cetronia, Allentown

## ***15th Anniversary of Ordination***

Rev. Debra Hess (11/1/09) – Pastor, St. Thomas (Macada) UCC, Bethlehem

Rev. Dennis Schappell (9/26/09) – Pastor, Trinity UCC, Bethlehem

Rev. Catherine Strouse (8/30/09) – Retired, living in Bethlehem

Rev. Gregory Edwards (8/2/09) – Pastor, Resurrected Community Life Church UCC, Allentown

Rev. Joel Biggers (1/10/09) – Pastor, St. Paul's UCC, Northampton and St. Peter's UCC, Seemsville, Northampton

***10th Anniversary of Ordination***

Rev. Kathryn Foster (3/23/14) – Interim Associate Pastor, First Presbyterian, Allentown  
Rev. Richard Mollica (1/5/14) – Pastor, St. John’s UCC, Easton

***5th Anniversary of Ordination***

Rev. Henry Distler (1/27/19) – Pastor, Bethel Congregational UCC, Slatington  
Rev. Robert Gutekunst (3/3/19) – Pastor, Grace UCC, Northampton

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**Licensed Minister Celebrating an Anniversary**

***15th Anniversary of Licensing***

Mr. Randy Lentz (4/15/09) – Pastor, Ben Salem UCC, Andreas

**PNEC Ambassadors**

**PNEC Ambassadors**

**Churches They Represent**

---

|                               |                                              |
|-------------------------------|----------------------------------------------|
| Charlotte Miller              | Grace UCC, Allentown                         |
| Karen Griffith                | UCC Greenawalds, Allentown                   |
| Lauren Kormanik               | Jordan UCC, Allentown                        |
| Dawne Beidleman               | Ben Salem UCC, Andreas                       |
| Terry Laudenslager            | Christ UCC, Bath                             |
| Linda Freas                   | First UCC, Berwick                           |
| Bev Rumble                    | Bethany UCC, Bethlehem                       |
| Shelby Danner                 | St. Thomas UCC (Macada), Bethlehem           |
| Lorri Sober                   | Trinity UCC, Bloomsburg                      |
| Terrence Field                | St. Paul’s UCC (Indianland), Cherryville     |
| Steven Carrier                | Christ UCC, Danielsville                     |
| Wendy Wandersee               | First UCC, Easton                            |
| Tamara Pammer                 | New Creation UCC, Easton                     |
| Mark Laudenslager             | St. John’s UCC, Fogelsville                  |
| Dorothy Hepner                | Salem UCC, Gilbert                           |
| Judy Mitchell                 | First UCC, Harford                           |
| Lynne Wallace & Lee Schaeffer | Faith UCC, Hazleton                          |
| Alan Byerley                  | Lower Saucon UCC, Hellertown                 |
| Mary Ann Roeder               | St. John’s UCC, Laurys Station               |
| Helena Lindquist              | Longswamp UCC, Mertztown                     |
| Taryn Jory                    | Trinity UCC, Mount Bethel                    |
| Cindy DeLuca                  | St. John’s UCC, Nazareth                     |
| Janice Metzger                | Union UCC, Neffs                             |
| Nancy Meiser                  | Zion’s Stone of West Penn Twp., New Ringgold |
| Lori Balliet                  | St. Paul’s UCC, Northampton                  |
| Wayne Williamson              | St. Peter’s UCC (Seemsville), Northampton    |
| Kathy Latshaw                 | Old Zionsville UCC, Old Zionsville           |
| Wendy Hoppel                  | Jerusalem UCC (Trachsville), Palmerton       |
| Tony Rinaldi                  | St. John UCC, Riegelsville                   |



Manda Bowers  
Eileen Andrews & Deb Craig  
Shelby Kemp  
Alice Hornbake  
Brenda Ringer  
David Allen Hines

Friedens UCC, Slatington  
Good Shepherd UCC, Slatington  
Trinity UCC (Great Swamp), Spinnerstown  
Forks UCC, Stockertown  
St. John's UCC (Mickleys), Whitehall  
St. Luke's UCC, Wilkes Barre

## **Church Recognitions**

### **Congregational Giving in 2023**

#### **OCWM Donations Over \$10,000**

1. St. John's UCC, Allentown
2. St. John's UCC, Nazareth
3. St. John's UCC Fullerton, Whitehall
4. Union UCC, Neffs
5. St. John's UCC, Slatington

#### **Top Ten per Capita OCWM Congregations**

1. St. John's UCC, Allentown
2. Emmanuel UCC, Nuremberg
3. Orangeville United UCC, Orangeville
4. Trinity UCC, Pleasant Valley
5. St. James UCC, Stillwater
6. St. Peter's UCC (Shumans), Bloomsburg
7. UCC Greenawalds, Allentown
8. Zion UCC, Orangeville
9. Jerusalem Western Salisbury, Allentown
10. St. Paul's UCC, Northampton

#### **5 for 5 Congregations**

*(Contributed to OCWM and the four special offerings: One Great Hour of Sharing, Christmas Fund, Strengthen the Church, and Neighbors in Need)*

1. Church of the Good Shepherd, Alburtis
2. UCC Greenawalds, Allentown
3. Jerusalem Western Salisbury UCC, Allentown
4. Jordan UCC, Allentown
5. Resurrected Life Community UCC, Allentown
6. St. John's UCC, Allentown
7. Salem UCC, Moorestown, Bath
8. First UCC, Berwick
9. Bethany UCC, Bethlehem
10. St. Thomas UCC, Bethlehem
11. Trinity UCC, Bethlehem
12. Trinity Reformed UCC, Bloomsburg
13. Faith UCC, Center Valley
14. Lower Saucon UCC, Hellertown

15. St. John's UCC, Laurys Station
16. Ben Salem UCC Andreas, Lehighon
17. Trinity UCC, Mt. Bethel
18. Union UCC, Neffs
19. Grace UCC, Northampton
20. St. John's UCC Howertown, Northampton
21. St. Paul's UCC, Northampton
22. Zion UCC, Orangeville
23. Trinity UCC, Pleasant Valley
24. St. John UCC, Riegelsville
25. Bethel Congregational UCC, Slatington
26. Forks UCC, Stockertown
27. Zion UCC, Stroudsburg
28. St. Paul's UCC, Swiftwater
29. St. Paul's UCC Indianland, Cherryville
30. Salem UCC, Weatherly
31. St. John's UCC Fullerton, Whitehall

### **Open and Affirming (ONA) Congregations**

1. Faith UCC, Center Valley
2. St. John UCC, Riegelsville
3. New Creation UCC, Easton
4. St. John's UCC, Allentown
5. Trinity Reformed UCC, Bloomsburg
6. St. John's UCC Fullerton, Whitehall
7. First Reformed UCC, Berwick
8. Forks UCC, Stockertown
9. St. Paul's UCC Big Creek, Lehighon
10. Good Shepherd UCC, Slatington
11. Union UCC, Neffs
12. Heidelberg Union Church, Slatington

### **WISE Congregations**

*Welcoming, Inclusive, Supportive, and Engaged in the Mental Health of the Community and the Wider World*

1. St. Thomas UCC, Bethlehem
2. St. John's UCC, Allentown

### **Legacy Churches**

Church of the Manger UCC, Bethlehem  
St. John's UCC, Coopersburg

### **Churches Opting to Leave the United Church of Christ**

Dille Parish UCC, LeRaysville  
Trinity Congregational UCC, Scranton

## **Installation of Conference Officers/Board/Committee Members at the 2024 Spring Meeting**

*Bonnie announces that all who were appointed or elected today and those currently serving on positions within the Penn Northeast to stand in their places.*

**Bonnie:** Friends in the Risen Christ, you stand before God and this faith community in answer to your call to serve among us. Speak now your promises to us.

**Elected Leaders:** We accept the call of God to serve among you as leaders of the Penn Northeast Conference. We are prepared to exercise our ministry diligently and faithfully showing forth the love of the Risen Christ.

**Bonnie:** Members and Friends of the Penn Northeast Conference speak your covenant promises to our sisters and brothers before you.

**Members of the Penn Northeast Conference:** We gather in celebration of the joy that is ours to be partners with you in service of Jesus Christ. We promise to love you, honor your leadership, and assist you that together we may be a faithful Conference of Jesus Christ.

**Bonnie:** Friends, you are now our covenanted leaders. Be merciful in all your ways, kind in heart, and humble in mind. Accept life and be most patient and tolerant with one another. Forgive us freely as God has forgiven you. And, above everything else, be truly loving. Let the peace of the Risen Christ rule in your hearts, remembering that you are called to live in harmony and never forget to be thankful for what God has done for you. Let us pray these words:

**All:** Almighty God, who through baptism received these Your servants into the church, increase in them the gifts of Your Holy Spirit. Grant love for others, joy in service, peace in disagreement, patience in suffering, kindness toward all people, goodness in evil times, faithfulness in temptation, gentleness in the face of opposition, and self-control in all things. We celebrate our covenanted leadership, the heroes of a history yet to be made. Amen and Amen.

**Bonnie:** Let us seek the grace, which moves to overwhelm us, trusting a Power greater than our own.

**All:** God sends us now into the future's wake, loved – as we are – through challenge and mistake. We follow yet the path all saints have trod, sure of one thing:

***the Ever-Speaking God!***

## Ministry Teams in PNEC – January 2024

| <b>Name of Ministry Team</b>                  | <b>Convener(s)</b>                                          | <b>Email</b>                                                                                                                                                       |
|-----------------------------------------------|-------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Amigos de Guatemala                           | Gilberto Garcia<br>Rodriguez                                | <a href="mailto:hispanicucc@rcn.com">hispanicucc@rcn.com</a>                                                                                                       |
| Authorization Working Group                   | Deb Hess<br>David Schnaars<br>(Co-Chairs)                   | <a href="mailto:pastordkhess@yahoo.com">pastordkhess@yahoo.com</a><br><a href="mailto:drschnaars@live.com">drschnaars@live.com</a>                                 |
| Coaching                                      | Michelle Funk                                               | <a href="mailto:revmichellefunk@gmail.com">revmichellefunk@gmail.com</a>                                                                                           |
| Committee on Ministry                         | Deb Hess                                                    | <a href="mailto:pastordkhess@yahoo.com">pastordkhess@yahoo.com</a>                                                                                                 |
| Conference Meeting Planning                   | Doug Taylor                                                 | <a href="mailto:dptaylor16@comcast.net">dptaylor16@comcast.net</a>                                                                                                 |
| Congregational Vitality                       | Matthew Gorkos                                              | <a href="mailto:revgorkos@gmail.com">revgorkos@gmail.com</a>                                                                                                       |
| Disaster Response                             | Steve Hummel                                                | <a href="mailto:revstevehummel@gmail.com">revstevehummel@gmail.com</a>                                                                                             |
| Ecumenical Relations                          | Amelie Sell                                                 | <a href="mailto:pastorameliesell@gmail.com">pastorameliesell@gmail.com</a>                                                                                         |
| GEM Fund                                      | Dale Sattizahn                                              | <a href="mailto:Pastordale1@verizon.net">Pastordale1@verizon.net</a>                                                                                               |
| Generosity                                    | Kathryn Foster                                              | <a href="mailto:kathryne@ptd.net">kathryne@ptd.net</a>                                                                                                             |
| Gwilym T. Williams (GTW)<br>Scholarship Fund  | Barbara Davies                                              | <a href="mailto:bdavies3@verizon.net">bdavies3@verizon.net</a>                                                                                                     |
| Local Congregational Support<br>Working Group | Kayli Freeman                                               | <a href="mailto:pastorkayli@unionucc.org">pastorkayli@unionucc.org</a>                                                                                             |
| Mental Health                                 | Emily Hall<br>Mandy Muschett<br>(Co-Facilitators)           | <a href="mailto:hopeuccpastor@rcn.com">hopeuccpastor@rcn.com</a><br><a href="mailto:achadeayne@gmail.com">achadeayne@gmail.com</a>                                 |
| Oversight Working Group                       | Bruce Stevenson<br>(Chair)<br>Teresa Martin<br>(Vice chair) | <a href="mailto:pastorbruce@faithchurchucc.org">pastorbruce@faithchurchucc.org</a><br><a href="mailto:revteresamartin@outlook.com">revteresamartin@outlook.com</a> |
| Racial Justice                                | Rick Guhl                                                   | <a href="mailto:rickguhl@gmail.com">rickguhl@gmail.com</a>                                                                                                         |
| Search and Call                               | Doug Lander                                                 | <a href="mailto:dlander@ptd.net">dlander@ptd.net</a>                                                                                                               |
| Spiritual Development                         | Kayli Freeman<br>Janet Newett<br>(Co-Conveners)             | <a href="mailto:pastorkayli@unionucc.org">pastorkayli@unionucc.org</a><br><a href="mailto:janetnewett@gmail.com">janetnewett@gmail.com</a>                         |
| YEA Fund                                      | Patience Stevenson                                          | <a href="mailto:patiencestevenson@rcn.com">patiencestevenson@rcn.com</a>                                                                                           |

# Advance Reports

## Conference Minister, Rev. Dr. Bonnie Bates' Annual Report

I want to say, plainly and clearly, that none of the work I do would be possible without the support of staff members Barbara Jennings and Patty Rehrig, the conference board, the ministry teams, and the numerous volunteers who make the work of the conference happen. I also want to thank our Treasurer Martin Nuscher, who is in the office almost weekly and manages the financial needs of the conference with insight, wisdom, and grace. The Keystone Working Group members: James Gottwald, Kris Snyder, Becky Beckwith, and Steve Davis have dedicated countless hours to working on the potential merger of the PA conferences.

As I said last year, 2023 began with another staff member, the Rev. Dr. Becky Beckwith, the sabbatical coverage conference minister, who I want to recognize now. Because of her skill, dedication, and expertise, I was able to relax and rest during my sabbatical.

The past year has been busy, busier sometimes than we would have liked. There were the ongoing tasks of leadership, governance, ministry, program and training, and the day-to-day phone calls, emails, and correspondence. We added the ongoing work of planning for the possible formation of the Keystone Conference, which entailed monthly meetings of the working group, monthly meetings of the leadership team, and almost monthly meetings of the sub-groups I convened and coordinated.

Church of the Manger UCC, Bethlehem closed in 2023 and their members moved to St. Thomas UCC in Bethlehem. Trinity Congregational in Scranton made the decision to leave the United Church of Christ.

Our Generosity Team continues to support the PNEC Ambassador Program encouraging increasing conversation between congregations and the conference, the Pentecost Campaign to support Friends of the Conference, and the resources for November worship on PNEC Sunday.

Communities of Practice continue to support our ministers through planned conversations and facilitated study. Through these Communities of Practice, we support the educational and programmatic needs of our pastors. Continuing education requirements for authorized ministers have remained consistent for several years and the requirements have been affirmed by the Conference Board. The Committee on Ministry continues to hold authorized ministers to our educational policies and monitors their standing.

Our consistent processes for Authorization Plans of Formation and Ecclesiastical Councils are models which associations in the rest of the state may follow. Our support for Members in Discernment has expanded to include a "MIDNIC" picnic for informational sharing and relationship building. The Oversight Working Group continues to support incoming and outgoing pastors with entrance and exit interviews. Additionally, fall triennial conversations continue. The Local Congregational Support Working Group has completed surveys of our local congregations, particularly those who do not participate regularly in conference activities. They are highlighting the successes those congregations are sharing. The Congregational Vitality Team with the Local Congregational Support Working Group created three "How to Church" videos which can be used as training and program supports for our congregations.

We continue our wider church participation through the Lehigh Conference of Churches, Christian Churches of Northeast Pennsylvania, the Pennsylvania Council of Churches, participation in the Join the Movement to End Racism group, the Rural Church Coalition supported by national staff and staff from other conferences, and the Council of Conference Ministers. We continue our international partnerships with the Church of South India and the Ecumenical Relations Mission Team (with PSEC) in Guatemala (through Amigos), Germany, and Japan (through our Missionary Jeff Mensendiek).

We continue working with even more effectiveness with our denominational partners: the Lehigh Valley Presbytery, the NE Pennsylvania Synod of the ELCA, and the Episcopal Diocese of Bethlehem.

The year has been busy and fruitful. As we remain connected to Jesus in all we do, we continue to support healthy congregations, healthy ministers, healthy staff and a continued focus on health, wellness, and restoration in our communities, the wider church, and the world. None of this could happen without the support of our authorized ministers and our congregations through their participation and their gifts to Our Churches Wider Mission. Thank you for your help and support. Truly, we are each and all the conference. We live and breathe and have our being in God and we succeed together. Blessings, Bonnie

## **Committee on Ministry Annual Report**

In the Penn Northeast Conference, the Committee on Ministry (COM) provides paths of authorization, oversight, and care for all ministerial leaders, and works with congregations to address their needs with respect to authorized ministers. Authorized Ministers include licensed and ordained leaders acting in public ministry on behalf of the United Church of Christ.

The Committee on Ministry is comprised of thirty-nine (39) members (when there are no vacancies) of the Conference, both lay people and authorized ministers, and Rev. Dr. Bonnie Bates, conference minister. Each COM member serves on one of the three (3) Working Groups of the Committee: Authorization Working Group, Local Congregational Support Working Group, and the Oversight Working Group. Committee on Ministry members: All (39) members of the three (3) Working Groups, Rev. Dr. Bonnie Bates, Conference Minister; Patty Rehrig, Registrar.

The Committee on Ministry meets four (4) times a year, more/less if needed. COM provides support and accountability for those seeking or holding standing in the Conference. As stated in the Manual on Ministry, the COM attends to the covenantal relationships among those with standing, the Conference, the local church, or other ministry settings to nurture faithfulness and ensure ongoing growth in ministry according to the Marks of Faithful and Effective Authorized Ministers.

The range of work by COM includes working with individuals who are in a discernment process (Members in Discernment) and supporting them on the path toward licensure or ordination. In addition, the COM authorizes Transfers of Standing, Ministerial Standing for Lay Persons, covenants with ministry settings, and other authorization processes outlined in the Manual on Ministry. When significant concerns are raised about an Authorized Minister and especially their fitness for continued ministry, the Committee on Ministry addresses those concerns with specific procedures, such as a Situational Support Consultation and a Fitness Review.

To assist and equip MIDs in their preparation for faithful leadership as Authorized Ministers, the COM developed and established procedures that include a Plan of Formation and Ordination Paper Guidelines.

To further support MIDS, an advisor is provided for each MID. MIDS are encouraged to participate in a Community of Practice and a biennial gathering, both established just for MIDS.

Authorized Ministers are required to fulfill the requirements of Boundary Training (every 3 years), Cultural Competence Training (every 3 years), and Anti-Racism Training (every 3 years), to update an annual Information Review, and to work with the Oversight Working Group to complete a Triennial Periodic Review. Authorized Ministers are also required to complete an annual requirement of 25 Continuing Education credits (except for those claiming Exempt Status), encouraged to participate in an Area Mission Council, and in a Community of Practice.

The Committee on Ministry is also responsible for having subgroups to plan Ministry Day, the MID Retreat, and review compensation guidelines.

Highlights from the past year:

- The AWG continues to interview candidates for authorization for licensure and ordination, conduct Ecclesiastical Councils, and attend ordination and installation services. Ordination paper guidelines and the Plan of Formation for MIDS were reviewed and updated.
- The Local Congregation Support Working Group has paired with the Congregational Vitality Team to produce a series of info videos on a variety of topics that are often misunderstood or questioned. The series is called, “How to Church: I Wish I Knew...”. The LCSWG also continues to find ways to reach out to congregations that are not as connected and to continue to celebrate the good things churches are doing.
- Ministry Day was held October 2023, “Congregational Vitality and Legacy”.
- The Oversight Working Group continues to monitor the requirements of all authorized ministers, including trainings and CEU’s, in addition to entrance and exit interviews with those authorized ministers in transition.

The Committee on Ministry is grateful for the dedication of all its members and their commitment to support, care for, and encourage all ministerial leaders and our congregations. COM recognizes the service of those members who have termed off or resigned from COM this year. We extend our deep thanks for the guidance and wisdom of The Rev. Dr. Bates; and the commitment and dedication of Patty Jo Rehrig, administrative staff/registrar and Barbara Jennings, executive assistant to the conference minister, for all they do for Committee on Ministry.

On behalf of COM, I offer our thanks to all the committee members who are dedicated to this work and our thanks to Patty Jo Rehrig and Barbara Jennings for their supportive assistance to COM throughout the year. A special thank you to our Conference Minister, Rev. Dr. Bonnie Bates, for keeping our goals and purpose in front of us.

Respectfully Submitted,  
Debra K Hess 3/27/24

## **Oversight Working Group Annual Report**

The Oversight Working Group oversees individuals serving in a ministerial capacity as Authorized Ministerial Excellence, Support & Authorization (MESA) Team of the United Church of Christ. One of the key responsibilities of this Working Group is to monitor adherence to the requirements to maintain

standing as an Authorized Minister in the PNEC of the United Church of Christ. These requirements include 25 hours of continuing education ~ 5 (five) of which must be face-to-face contact hours, an annual Professional Portfolio Information Review, Professional Boundaries Training every 3 (three) years, Anti Racism Training every 3 (three) years, Cultural Competency Training every 3 (three) years, and a Three- or Four-Way Covenant. In addition to the requirements, the Oversight Working Group maintains the transfers of standing, the granting of Exempt Standing and Leave of Absence, and conducting periodic situational support conversations with Authorized Ministers which also includes entrance and exit conversations. The Oversight Working Group also allocates monies for educational purposes from the Longsdorf Fund for Authorized Ministers. The Oversight Working Group also supports Authorized Ministers who are newly ordained or new to PNEC through Mentor/Collegial Partners and sponsoring a gathering for those new PNEC as they begin their ministries among us and encourage all Authorized Ministers to participate in their local Area Mission Council and the Clergy Convocation held each May. The Conference Minister and/or the Chairperson of the Oversight Working Group can receive written concerns about the ministerial performance of Authorized Ministers.

Our accomplishments from April 2023 through March 2024 include:

### **Clergy Conversations**

#### ➤ Entrance Conversations

|                                     |                                                                 |
|-------------------------------------|-----------------------------------------------------------------|
| Rev. Joel Biggers                   | Northampton, St. Paul's & Northampton, St. Peter's (Seemsville) |
| Rev. Dennis Christie                | Retired                                                         |
| Carrie Beleno                       | Neffs, Union (Pastor of Visitation)                             |
| (MID with lay ministerial standing) |                                                                 |
| Rev. Douglas Donigian               | Riegelsville, St. John                                          |
| Rev. Joyce Donigian                 | Riegelsville, St. John                                          |

#### ➤ Transitional/Support Conversations

|                       |                                            |
|-----------------------|--------------------------------------------|
| Rev. Jameson Baxter   | Ecclesiastical Endorsement                 |
| Rev. Christian Creyer | Ecclesiastical Endorsement                 |
| Rev. Becky Beckwith   | Representing The Alan Miller Memorial Fund |

#### ➤ Exit Conversations - None

#### ➤ Triannual Situational Support Conversation

|                  |                     |                     |
|------------------|---------------------|---------------------|
| Adams, David     | Fennell, Todd       | Lentz, Randy        |
| Aita, Louis      | Frisch, Wally       | Livingston, Edward  |
| Bastin, Al       | Fry, Denise         | Mardis-Lecroy, Matt |
| Baxter, Cecilia  | Funk, Michelle      | Martin, Albert      |
| Baxter, Jameson  | Good, Margie        | Martin, Teresa      |
| Berenotto, Kim   | Gorkos, Matthew     | Matsinger, Jane     |
| Biggers, Joel    | Hagenbuch, Will     | McMichael, Rebecca  |
| Breedy, Lynn     | Hall, Emily         | Mollica, Rich       |
| Christie, Dennis | Hess, Kenneth       | Nuscher, Martin     |
| Cocca, Chris     | Hess, M. Jane       | Oesterle, Laura     |
| Davis, Steve     | Hoyt, Patti         | Quinn, Dave         |
| DeRemer, Dave    | Iski, Mike          | Rapp, Bob           |
| Dowd, Mike       | Kistler, Jeff       | Rodriguez, Alex     |
| Eckstein, George | Knappenberger, Paul | Schaffer, Frank     |
| Esslinger, Lori  | Lachcik, Joseph     | Seeds, Matthew      |



Sikorsky, Beth  
Smith, David Charles

Stephens, Becca  
Weisa, Lisa

Weishaupt, Joyce

### **Change in Standing**

#### Transfer In:

|                       |            |                                             |
|-----------------------|------------|---------------------------------------------|
| Rev. Joel Biggers     | 08.08.2023 | from NJ Association, Central Atlantic Conf. |
| Rev. Douglas Donigian | 02.13.2024 | from North Penn Association, PSEC           |
| Rev. Joyce Donigian   | 02.13.2024 | from North Penn Association, PSEC           |

#### Transfer Out:

|                     |            |                                                |
|---------------------|------------|------------------------------------------------|
| Rev. Laurene Bowers | 02.10.2024 | Rhode Island Conf., Southern New England Conf. |
|---------------------|------------|------------------------------------------------|

#### Standing Removed

|                   |                    |
|-------------------|--------------------|
| Rev. Wayne Benack | Jim Thorpe, Christ |
|-------------------|--------------------|

The Oversight Working Group had 22 financial requests for the Longsdorf Fund. The specifics of the Longsdorf Fund can be found in the Financial Report listing numerous educational grants following the guidelines of the Longsdorf Fund.

### **Thank you to those who serve on the Oversight Working Group of the Committee on Ministry:**

#### **Class of 2024**

Steve Henderson  
Pastor Kaye Lentz  
Rev. Dr. Bruce Stevenson  
Rev. Dale Sattizahn  
Phyllis Knelly

#### **Class of 2025**

Rev. Laura Oesterle  
Thomas Moyer  
Ruth Ann McCay  
Rev. Steve Davis  
Rev. Suzanne Schaeffer

#### **Class of 2026**

Carol Jastremsky  
Rev. Larry Pickens  
Rev. Teresa Martin  
Kathy Latshaw  
Rev. Becca Stephens

Respectfully Submitted, Rev. Dr. Bruce Stevenson , Chair

## **Authorization Working Group Annual Report**

The members of the Authorization Working Group (AWG) work diligently with MIDS on their journey toward authorized ministry. I want to thank each member of the AWG for their commitment of time, energy, and wisdom to accomplish what we are called to do. The scope of our work includes serving as advisors to MIDS, reading and reviewing documents, being active in our discussions, planning the biennial MID gathering. We are attentive to each individual MIDS' path to authorization for licensure or ordination.

The members of the Authorization Working Group include Bonnie Bates, Gary Barraco, Jeff Brinks, David DeRemer, Trudi Egan, Michelle Funk, Gilberto Garcia, Sharon Harfman (secretary), Linda Held, Taryn Jory, Randy Lentz, Kristen Lewis, David Quinn. Dave Schnaars (co-chair).

This past year, we approved three (3) candidates for an Ecclesiastical Council; granted two (2) for lay ministerial standing; transferred one (1) candidate from AWG to Oversight Working Group); approved three (4) candidates for privilege of call; and held ten (10) interviews. Currently, there are a total of eight (8) candidates in various stages of their journey toward authorized ministry.

Additional work of the Authorized Working Group this past year:

- We will host a gathering for MIDS on June 29, 2024, at St. John's, Fullerton. This informal time together is a biennial event to provide support and fellowship to the MIDS and help relationship building with the AWG.
- We are always looking for ways to connect with those who are considering a call to ministry and help them begin their path toward authorized licensure or ordination.
- We continue to work with the other two COM groups, the Oversight Working Group, and the Local Congregational Support Working Group to better assist our authorized ministers, MIDS and faith communities.

Regrettably, we accepted the resignations of Kathy Brearly, Don Quayle, and Barbara Kistler. We thank them for their work. We were pleased to welcome new members: Jeff Brinks, Gary Barraco, Linda Held, Gilberto Garcia, Dave Schnaars (co-chair), and Michelle Funk. We would like to offer our thanks to Amanda Muschett for her years of dedication to the Authorized Working Group. Amanda, who served as chair, is beginning a path to authorized ministry.

We offer our gratitude to Patty Jo Rehrig for her dedicated contributions to the Authorized Working Group and her faithful commitment to not only the group, but to the MIDS who submit their paperwork to the conference office. She manages countless emails, phone calls, documents, agendas, Zoom links, schedules and more for the group. Thank you, Patty, for helping us keep our work in order.

Lastly, we offer our thanks to Rev. Dr. Bonnie Bates who guides us, keeps us updated on pertinent issues, and shares her wisdom and insights with us each time we gather.

Humbly Submitted,  
Debra K Hess, chair

## **Local Congregational Support Working Group Report**

We would like to extend our greatest gratitude for those who serve as part of this working group: Diane Schnaars, David Stuempfle, Pastor Lynn Breedy, Rev. Todd Fennel, Rev. Robert Gutekunst, Rev. Kayli Freeman, Rev. Richard Teitsworth, and Rev. Steve Hummel.

We thank Rev. Virginia Heimer and Rev. Mark Rowell, who worked tirelessly with the committee, and we thank Rev. Steve Hummel for joining our group to help fill the gaps. As always, we also thank Rev. Dr. Bonnie Bates and our PNEC conference staff for their endless support for our groups.

The focus of the Local Congregational Support working group is to help provide resources for our local congregations. The needs vary for every congregation, and our focus is to encompass a wide scope of help/support. This past year has seen its share of challenges as we all try to acclimate to a post-pandemic church world. That being said, we are trying to come up with creative ways to help our congregations see their potential and to do the work God calls us to do as people of faith.

Our largest undertaking this past year was the video series “**How to Church...**”. These videos are a combined effort of Local Congregational Support Working Group and Congregational Vitality. Through surveys and conversation, we have found that many of our folks wanted more information on what it means [fill in the blank] within the life of the church. These short videos include conversations between authorized ministers and lay leaders from local congregations, with a moderator and narrator. Thanks to Anthony Newett who has helped produce these videos for us. We encourage all to take the time to view these videos and learn some of the ins and outs of how to church.

Our next initiative was to reach out to our congregations that may feel they are forgotten by the conference or that congregations that are not as “active” in conference events. We sent a survey out to these congregations, asked that the survey be talked about by their consistories/governing boards, and returned to us. We have since received many of them back and are working at highlighting all the GOOD things that our congregations are doing. So often we get bogged down by the negatives, we forget the good work we are doing. Continue to watch your weekly emails for updates on all the awesome things that are happening in our congregations. We are hopeful that through these weekly highlights, we can inspire others to celebrate all of the good work they are doing.

We know just how difficult it is to be the church in 2024 (and beyond) and this working group is striving to be able to help our local congregations know they are not alone and supply resources when possible. We encourage anyone who has a need or suggestion to please reach out so that we can supply the support needed. You can contact a member of the working group or ask Patty Rehrig to send them along to one of us. Remember that the work you do is making a difference, even on the days that you don’t think it is.

Respectfully Submitted on behalf of the team,  
Rev. Kayli Freeman—LCSWG Chair

## **Congregational Vitality Team Report**

In 2023, the Congregational Vitality Team continued trying to provide helpful resources and inspiring content to our churches and their leaders. To do so, we continued to work in close cooperation with both our conference minister and the Local Congregational Support Working Group.

Early in March, we co-hosted a Congregational Leadership Training with LCSWG on Zoom.

In the spring, we chose to discontinue our monthly Vital Conversations on Zoom due to lack of regular participants. Also in the spring, we made initial plans for a Vitality Days event in October that would’ve featured members of the writing team behind *Hear Us Out: Six Questions on Belonging and Belief*. However, that too was cancelled due to a lack of registrants.

Those two disappointments, however, ended up being the fertile ground upon which the most fruitful idea took root. In conversation with LCSWG, we recognized that people in our Conference seemed less likely to attend full-day workshops (either in-person or on Zoom), and yet, were still looking for resources to help their churches and their ministries. The resulting idea was to produce a series of insightful, informational videos on key topics and frequently asked questions of local churches and their leaders.

With the help of Anthony Newett’s production skill, we debuted the first “How to Church: I Wish I Knew…” video in the summer. The video featured a panel discussion on how to be a good Consistory member. We released a second video in late fall, which featured several testimonials on the importance of the wider church. And we released a third video—another panel discussion—on community engagement in early 2024. All the videos are available on the PNEC YouTube channel and website. And we are continuing to plan more videos for release in 2024.

In all, 2023 was a turning point of sorts in our team’s vision of how we can offer resources to our churches and leaders. We are thrilled about the “How to Church” videos and how they have been received so far, and we’re excited to make more. We’re also going to keep looking for ways to do vitality work through cooperative efforts with LCSWG and the PNEC Coaching Team. As a team, we always welcome your ideas or suggestions!

Submitted by Rev. Dr. Matthew Gorkos

## **Coaching Report**

We held a COACH training refresher on April 30th and May 1st. The first day of the training was review of the COACH model and practice. The second day of the training Joanne Marchetto and Heather Kurtz led us in Conflict training with methodology from the Lombard Peace Center.

Coaches meet monthly for coaching practice. We also meet quarterly for practice and didactics to address topics that are current and relevant to our churches.

We have opportunities for coaching within the conference for both pastors and congregations. We offer pastors 1-on-1 coaching. We also offer congregations coaching on topics such as: Visioning & Mission, Church Vitality, Legacy, Polity, and more.

We are in the process of looking into ways we can intentionally connect with local churches, especially those that are not active in the PNEC. The purpose would be to share information about the coaching process and ways a coach can help local churches in their ministry.

If you would like a coach to talk with you or your congregation, you can learn more by visiting the PNEC website at: [pneconline.org/coaching/](https://pneconline.org/coaching/) There you will find a link to the coaching application and more information about the coaching process in the PNEC.

Respectfully submitted, Michelle Funk  
PNEC Coaching Coordinator

## **GEM Fund Ministry Team Report** *(Grants Energizing Mission)*

The GEM (Grants Energizing Mission) Fund Ministry Team schedules quarterly meetings to consider grant requests from PNEC churches for projects to enhance the mission of that congregation. In 2023, the following churches received GEM Fund Grants:

Faith UCC, Center Valley- Native Plant Demonstration Garden, \$1,000  
St Thomas, Bethlehem, to help support a 50PLUS Ministry: \$500  
Heidelberg Union Church to enhance the visual presentation during worship: \$2,500

Thanks to Team members: Rev. Bob Stevens, Dawn Hummel, Rev. Dr. Jane Hess, Rev. James Robison, Rev. Edward Livingston, and support staff: Rev. Dr. Bonnie Bates and Mrs. Barbara Jennings.

Respectfully submitted, Rev. Dale Sattizahn, GEM Fund Ministry Team Leader

## **Staff & Personnel Committee Report**

The members currently serving the PNEC on the Staff and Personnel Committee are: Ed Taylor, Bob Quinby, Pastor Sharon Frye, Rev. Rebekah Thomas, Rev. Patty Hoyt, Nancy Kramer Moyer, Rev. Frank Schaffer and Barbara Davies, Chair. This Committee meets on an as needed basis.

The Committee provided support and leadership assessment for Rev. Dr. Bonnie Bates, Conference Minister, in her role as leader of the Conference staff.

Since the resignation of Rev. Christian Creyer in mid - 2022 his position has remained open. The major responsibility of that position focused on Search & Call and Rev. Bates wanted to wait until she returned from her 1<sup>st</sup> quarter 2023 sabbatical to reassess and determine whether we needed to fill that role going forward. Her review of the requests for PNEC assistance for Search & Call has shown that the conference has very few openings and several openings are only able to afford supply pastors which in this case congregations already have coverage for. Presently, Search & Call is not an immediate issue and the position has not been filled.

Rev. Bates expressed a concern and desire to support some of the other vital work the conference provides to our churches. With Staff & Personnel Committee's backing, she proposed a stipend to remunerate the Coach Coordinator whose position she filled with the Rev. Michele Funk, and others involved with the development of new resources for revitalization in our churches. For 2023 this stipend (Amount approx. 5k to 6K) has been drawn from the Strengthen the Church budget line and the conference Treasurer is working on its inclusion in the 2024 budget.

The Committee contracted with Decision Wise 360 for a leadership assessment tool to provide a performance evaluation for Rev. Dr. Bonnie Bates in her capacity as our conference minister. With her assistance to identify suitable Survey Participants the Survey was completed, reviewed with Bonnie in the Staff & Personnel Committee as well as with the Executive Committee and Conference Board by mid-Nov. The cost of this Survey remained the same from 2020 to 2023. In review, this tool works well to provide valuable feedback and insight for Rev. Bates in her leadership role for the Conference and those Conference groups that she most directly interacts with and reports to. For this year's evaluation, the Staff & Personnel Committee drafted 2 survey questions for addition to the overall Survey in the desire to ascertain additional feedback for Rev. Bates. She found this helpful so going forward Staff & Personnel will continue to draft questions targeted to areas Rev. Bates thinks additional feedback would be useful.

The PNEC office staff with input from Rev. Bates changed/improved the format for their performance evaluations for this year. A discussion format was adopted hoping to provide better feedback and all staff performance evals were completed, signed and placed in their respective personnel files.

The coverage plan prepared for Rev. Bates' sabbatical was successfully implemented and the work accomplished by the Interim Sabbatical Conference minister was outstanding and appreciated by all. Rev. Becky Beckwith hit the ground running and kept all business of the conference flowing in a professional manner. Upon Rev. Bates' return Rev. Beckwith provided a comprehensive summary of all pending issues facilitating a seamless transition.

It is my pleasure to work with dedicated volunteers who exhibit a true heart for service.

Barbara J. Davies, Chairperson  
Staff & Personnel Committee

## **Generosity Team Report**

*Report to the PNEC Conference Board for the PA Conference Summer Meeting 2024*

### ***Members of Committee/Team/Working Group:***

Kathryn Foster, chair - Tracy Whitehead, Helena Lindquist, Martin Nuscher, Bonnie Bates.

### ***History, Accomplishments and/or Progress:***

The Generosity Team was formed in order to promote generosity and stewardship giving among individual church members of the PNEC churches. This is separate from OCWM, as that is a church communal gift. In order to accomplish individual giving, in 2022, we created the "Friends of PNEC Conference" and began direct mailings. However, we realized that reaching the individual members of all the PNEC churches was difficult as PNEC does not have access to individual contact information for these members.

In order to popularize our team and connect with local church members, we created the PNEC Ambassadors program. We asked for volunteers at local churches to communicate for us, supplying them with a colorful newsletter every other month to highlight a few of the things that PNEC does for local churches. We feel this increases visibility for the many programs that the PNEC provides, and strategically identifies important ones. 40+ Ambassadors stepped up to help this process and we are so grateful! This media highlights the work we do together.

Realizing that individual gifts to PNEC were frequently confused with OCWM, and to increase a feeling of unity with the PNEC and local churches, we started a unity/PNEC Sunday service called "Covenant Sunday," a Sunday just before Thanksgiving in which PNEC local churches receive literature and worship supplies, flyers, etc. that asks them to remember our covenant together. Offering for Friends of Conference may be collected in local churches during that service. To further create visibility for Friends of Conference, in 2023, we created a second, direct mail, generosity program called "*May the Spirit Move you to Generosity at Pentecost*" campaign, for which we create a flyer and colorful labels including our "coffee cup" logo, sending these to churches, to highlight the Friends of Conference program in which PNEC UCC members can donate individual gifts to PNEC.

Furthermore, we created and distributed our trifold flyer, and created a short video about the Friends of Conference/Generosity Team general work. The progress has been slow, but we see more generosity each time we have sent materials for these programs! The Ambassador program feedback is mostly positive. The connection and attention that the program generates is hard to measure, but we feel it has been helpful in both tangible and intangible ways.

During the last three years, the Ambassador newsletters have included PNEC programs, special worship services, continuing education, scholarship/grant information, UCC initiatives, bible studies, coaching program, links for special videos and webinars. We have used this mode of communication to thank our members for their support and commitment. We keep our page on the website, offered information on various ways to donate to Friends of PNEC, and have visibility on the YouTube page. For now, we will continue to work on our current initiatives to make sure that local church members know what the PNEC does for them, and that we work in unity to tell the world about the Gospel of Jesus Christ, God's Realm, and how we all fit into it working together for justice and peace.

We celebrate the commitment of our team members and Ambassadors who continue to work for all the good our Conference does for the church and the world.

Respectfully submitted, Rev. Kathryn Foster

## **Youth & Adult Empowerment Fund Ministry Team (YEA)**

The YEA Fund is available to provide financial assistance for youth and adult education. Youth conferences, retreats and mission trips can have a lasting impact on someone's faith journey. Last fall, we reimbursed 3 youth and 3 adult advisors one third the cost of a mission youth trip to Irons Homestead, RI; reimbursed 1 youth and 1 adult one third of the cost for the PNEC Youth Retreat and grants of \$300 for 6 adults for General Synod. Our ministry team hopes that if your youth group or youth advisor is planning to engage in a mission trip, conference, or retreat, that you complete a YEA Fund application (available on the PNEC.org website) and have your pastor write a letter of recommendation and turn them into the conference office by October 1. We have money to help reimburse your expenses! We want to empower you and your youth!

Submitted by Rev. Dr. Patience D. Stevenson

## **Disaster Ministry Report**

The PNEC Disaster Ministry Team consists of Steve Hummel (PNEC Disaster Response Coordinator), Karl Jones (PSEC Disaster Response Coordinator), Gary Barraco (PNEC Emotional & Spiritual Care Coordinator), Dawn Hummel, Heather Hunnicutt, Martin Nuscher and Grant Fields. Our new National Disaster Response Coordinator is Katherine Howe who has coordinated a national Disaster Response Coordinator's meeting outside of Chicago this April.

Our major focus for 2023 was deciding to hold quarterly meetings via Zoom in February, May, August, and November annually. Design a tabletop display for Disaster Ministries for the Spring and Fall meetings while continuing to promote the "Willingness to Respond" Campaign with the database that was supplied to us by the Conference. We are attempting to expand the membership of the committee without a lot of success which is the same response for the "Willingness to Respond" campaign. Moving forward we will be requesting all mission councils to assist with replenishing both hygiene and clean up kits. On a positive note, Karl Jones continues to provide a wealth of knowledge and energy for the PNEC. Karl's report to the committee is below and is responsible for the majority of the committee's activity committee in 2023.

Karl's efforts are reported as follows for the PNEC and the committee's sincere appreciation goes out to him for the amazing results he has achieved.

**Bradford County** - We are getting to close to finishing this private bridge so that a gentleman can return to his home. He has been living in some rooms in his church's parsonage since the flooding of August 2018. Most people, including the Commonwealth of PA thought this was a lost cause. But some locals persisted and I am glad to report that we have a plan –

- PNEC is holding a \$20,000 national UCC grant to help to fund this project.
- We have found a bridge in Lancaster County that will work. The UCC funding will cover the cost of the bridge.
- We have found a trucking company who will move the bridge – at a discounted rate. The UCC grant should also support this effort.
- Team Orwigsburg (a PSEC group) has agreed to receive the bridge frame at the location, remove it from the truck and place it across the stream. They will also put new decking on the bridge and finish the installation. They are currently working out the budget for that work.
- Some local people have raised funds to support this project, but some additional funding might be needed. We will know when the final design work is done.

**Northampton County** – There was significant flooding in July 2023. Several private bridges were destroyed. A team of VOAD volunteers inspected the sites with county and township employees. It was decided to try to help these families. So –

- PNEC and national UCC approved a Partner in Service to serve as a case manager for these cases and for work in Lackawanna County (more on this later). The Rev. Paulette Obrecht is serving in that role.
- One bridge was replaced by Team Orwigsburg (PSEC).
- Paulette helped 4 families who share a bridge to get a Small Business Administration loan to complete their bridge with a contractor.
- One homeowner has been uncooperative.
- Paulette is working with several others to get them qualified for a Disaster Recovery Assistance Program grant to finish their bridges.
- Paulette is working with one family who has the need for volunteers to do some heavy lifting to remove rocks and debris from their yard that was washed there by the flooding.

This past year there was also a major fire in Easton. Gary Barraco was involved with that response and reported: *-Following the fire in Easton, there was an outpouring of support from multiple agencies, non-profit groups, and churches of all faiths. It was purely overwhelming in positive and negative ways – too many people were “dumping” items on the families without appropriately assessing their needs. I offered spiritual care many times, but nothing ever came about. Having a virtual presence was important, still. This recommended practice will suit us well in the future, too.*

*-Following the flood damage in the Martin's Creek region, most of the support requests were directed toward the County agencies. Nothing was needed from our group.*

**Lackawanna County** – There was significant flooding in Clark Summit and Scranton in September 2023. Paulette and I, along with United Methodist volunteers, spent 2 days in a Multi-Agency Resource Center, interviewing more than 300 survivors. From that experience we were able to develop a database of survivors and what their needs were (are). Since that time –



- Telephone call backs have been made.
- Emails have been sent to follow up.
- Muck out and clean-up crews were busy for several weeks following the flooding.
- Volunteers, coordinated by the United Methodist disaster coordinator, have been helping to rebuild some homes.
- Paulette has been helping survivors register for SBA loans and PA DRAP grants. (The application process is difficult. Paulette has received special training by the assistance experts at PA Emergency Management Agency.)
- Bi-weekly calls are held to coordinate efforts – The Elevated Studio, UCC, Lutherans, United Methodist, state and federal governments.
- The Lackawanna County government has not been too helpful (that’s a whole other discussion).

**Monroe County** – I recently learned about a fire victim in the Stroudsburg area. Paulette reached out to her and helped her get help and furnishings from the Salvation Army.

**Lehigh and Northampton Counties** – My Lutheran colleague and I recently met with Genie Watson of the Lehigh Council of Churches to talk about disaster ministries and how it dovetails with the community outreach work of the Council. Genie was excited to tell us about the new work that the Council is doing in Easton. This is a relationship to be pursued (in my opinion).

**NEPA VOAD – Karl** continues to serve as the chair of NEPA VOAD.

**Keystone Conference Meeting** – The CDRC’s of the 4 PA Conferences have been asked to conduct a disaster ministry workshop on Friday at the Conference in June. I have agreed. To date, none of the other CDRC’s have also agreed. However, it looks like the UCC Minister for Disaster Response and Recovery, Katie Howe, will be working with me on this project.

**Tool Trailer** – One of the Tool Trailers is at Eastwood United Methodist Church in Philadelphia. It will soon be moved to a United Methodist Church in Drexel Hill and will be used for recovery rebuilds in response to Hurricane Ida.

Respectfully Submitted

Rev. Steven C. Hummel, Conference Disaster Response Coordinator  
[revstevehummel@gmail.com](mailto:revstevehummel@gmail.com) and 484-239-5578

## **Spiritual Development Ministry Team**

The Spiritual Development Ministry Team, from the Youth/Young Adult Team and the Faith Formation Ministry Team, work to network and resource leaders from our local congregations who strive to equip, connect and transform the spiritual lives of children, youth and young adults. We support leaders whether they are paid staff or a volunteer, authorized minister or lay leader.

We also look to create and provide opportunities for youth and young adults outside of their local church for their continued spiritual/personal development and understanding of Christian discipleship and mission.

The Team has worked hard through the past year to meet quarterly and focus on what goals and action steps we need to be meeting for our congregations. We are also constantly evaluating the things that are changing all around us, and the impact it's having on our Faith Formation, Youth, and Young Adult programming.

In the past year, we have successfully held another **Sleep Out for Homelessness**, hosted by St. Matthews UCC, Kunkletown. Through this event, more than 30 youth/adults slept outside to raise awareness of the problem of housing insecurity and raise funds for two local organizations. As always, this is a powerful learning experience, one in which continues to be a strong event for the Youth in our conference to attend. **We plan to host this event again in 2023 at UCC Greenawalds, watch for information on this event closer to the time.**

We have also reinstated the ever-popular **Faith Formers breakfasts**, held monthly (on the 2<sup>nd</sup> Tuesday) to help those folks who work in faith formation have a place to share ideas, collaborate, and share in fellowship together. All are always welcome to attend.

As we evaluate and see the ever-changing landscape of faith formation and youth ministry, we hope to find the best and most efficient ways to resource and help our local congregations. In our brains, this includes, but is not limited to, a list of resources and places to find...books, curriculum, groups to be a part of and so much more. Beyond just these resources, we want to work at ways to bring all of the youth and young adults together in different ways that will also be meaningful.

At the time of the Annual Meeting, we will have held our Annual Youth Retreat! Watch for information on how amazing and great that event will be. We hope to be able to continue this event and bring more youth together for it in the future.

We are always looking for more folks to join us, or even if they want to know our information! Don't ever hesitate to reach out.

Respectfully submitted,

*Your co-conveners:*

Janet Newett (janetnewett@gmail.com) & Kayli Freeman (pastorkayli@unionucc.org)

with Ministry Team Members:

Marjorie Baltz, Bob Gutekunst, Marji Hughes, Tracy Whitehead and Ned Whitehead

## **Racial Justice Ministry Team**

We set the following initial, tentative, multi-year goals and objectives:

1. Send a clergy/lay delegation to Selma and Montgomery, Alabama to learn some history of the Civil Rights Movement.
2. Visit the museums in DC. and Charleston, SC on African American history and culture.
3. Offer Sacred Conversations on Race with all four PA UCC Conferences in cooperation with the PA Council of Churches.
4. Review goals from previous years.
5. Continue with small group conversations and book studies to promote assessment, dialogue, and education.

6. Encourage use of Mission Insight reports and respond to “Who is My Neighbor?” from Local Church Profile.
7. Explore impacts of racism and environment on communities and churches.

Members of Committee/Team/Working Group: Rev Rebecca Sausser, Rev. Edward Livingston, Rev. Larry Pickens, Amanda Muschett, Rev. Bob Gutekunst, Ron Smith, Rev. Rick Guhl, Chair

## **Mental Health Ministry Team**

The Mental Health Ministry team of the Penn North East Conference works to resource and educate congregations and pastors regarding: The WISE process (Welcoming, Inclusive, Supportive and Encouraging to individuals identified with Mental Illness) through the United Church of Christ, Education around counseling guidance and resources for ongoing counseling, Breaking down the silos between the community services and the local church, Advocating for individuals with Mental Health conditions, and Providing resources for conversation and worship, and Suicide Prevention education.

We are currently in full throws of planning an event for **October 5, 2024 at Union UCC, Neffs** where many of these topics will be addressed through small group programing and conversation from individuals who have been with the field of Mental Health. Working with churches to orientate and utilize the Wise System of encouraging our churches throughout the conference to be Welcoming, Inclusive, Supportive and Encouraging to individuals identified with Mental Illness is our goal for all of our churches as we seek to find peace within the chaos of our society and our world.

Mental Health First Aid training is available at any time for any church or individual within the conference bounds and if you reach out to the Team we are happy to work with you to meet your needs. This includes any concerns you may have around mental health disease and the needs of your community.

As we work together to discuss suicide prevention within our team, we recognize the troubling effects that opioid addiction and other life changing issues have had upon the people in our communities. And we continue to offer opportunities of training and dialogue around addiction of drugs and other substances, as well as information around sex trafficking in our communities and the recidivism of our individuals hwo have been incarcerated and what we as church members can do.

If you have any questions or would like to be a part of this team – please let M Mandy Muschett, [achadeayne@gmail.com](mailto:achadeayne@gmail.com) or Emily Hall ([Hopeuccpastor@rcn.com](mailto:Hopeuccpastor@rcn.com)) know! We’d love to have new voices within this work.

## **Gwilym T. Williams (GTW) Scholarship Fund Ministry Team Report**

The GTW Scholarship Fund was designed to help individuals from our UCC churches fund their educational goal when those goals are related to fields of service such as: medical doctor, a BS in nursing, occupational, physical or speech therapy, clinical counseling, ordained minister, certified teacher/educator, or other clinical degrees. Please feel empowered to share this information with your congregation.

The GTW Scholarship Fund Ministry Team convened twice in 2023 consistent with our mission. There are two cycles for application per year with deadlines of March 1 (spring) and October 1 (fall) respectively. A preview team of at least 2 Team members meet to review and screen applications to verify that all required information has been submitted. If an application is incomplete, the team, with the assistance of Barbara Jennings, contacts the applicant for follow-up and to allow for the missing info to be resubmitted before final review by the entire committee.

Upon completion of the screening process, these applications are forwarded to all Team members for their review. The PNEC treasurer identifies the pool of funds available each cycle for distribution and the Team, upon final review of applications, determines the amount to be distributed to each applicant. The checks are drawn and Barbara J. forwards them to each applicant receiving a scholarship.

In the spring of 2023, 17 applications were received and all qualified for scholarship funding. \$35,600 was distributed in this funding period.

In the fall of 2023, 17 applications were received and all qualified for scholarship funding. \$38,000 was distributed in this funding period.

The spring cycle 2024 has begun and the Team is presently reviewing 12 applications for their compliance to the requirements for a scholarship. This cycle should be completed by mid-April.

Many thanks to a dedicated Team which consists of: Janett Newett, Jillian Hessinger, Marilyn Steckel and Barbara Davies, Chair.

## **PNEC Amigos de Guatemala Report**

During this year the work of the team has been focusing on the last details of the construction work. The facility is in use after the inauguration in December 2022. Partnership with Concejo Ecumenico continues, now with different leadership in Concejo. Brayán Alvarado who was working with us is out of the Concejo, so is our expectation that other leader will take the responsibility of the work in Monte Margarita. There are a few things that are still pending in the facility, such as the generator, appliances, and furniture. The rest of the building is complete. The facility had been housing children's activities, Bible classes and community events. We are looking forward to the time when we can return to Monte Margarita with a medical team in 2024 or the beginning of 2025. We will need many medical supplies which we hope to purchase in Guatemala and have them sent directly to Monte Margarita.

Our team continues to meet monthly via zoom.

Respectfully submitted,  
Rev. Gilberto Garcia-Rodriguez

## **Pennsylvania Council of Churches Annual Report**

We celebrate our partnership with the Penn Northeast Conference of the United Church of Christ. We affirm your commitment to Health, Renewal, Restoration.



## **Addressing the Future**

In the past year, the board of directors of the Pennsylvania Council of Churches, and I have grown concerned about the future effectiveness of the organization. This has been a particular focus for me as the executive director. This led our leadership to initiate a vision process which included guidance from consultant, Susan Loucks. This was a significant step for the Council of Churches. The executive director has been intentional about reaching out to member churches and constituents to engage in conversations about the future of the Council. We made significant strides in this endeavor.

## **Reflective Leadership Grant**

When I find myself in a frenzy it is important for me to pause, reflect and assess. This has been a time of discernment for me, personally. I decided to also enter a period of discernment about the future of the Council and my leadership role within it. In 2023 I sought and received a Reflective Leadership Grant from the Duke University Divinity School; this grant is designed to create reflection time with respect to the organization and my leadership role moving forward with the future and objectives of the Council of Churches. I have the conviction that the Pennsylvania Council of Churches must take a deep dive into the question of who we are and what our future is to be. Integrity requires me to take a transparent approach to this subject. The Pennsylvania Council of Churches will not have a future if it is enmeshed in the status quo. For me to equip myself, I am seeking a 30,000-foot view of my work and the Council of Churches to ascertain the vision steps that must be taken going forward.

The Reflective Leadership Grant is an opportunity that can be spread out over an 18-month period. I am availing myself to learning opportunities to enhance my scope of vision and assist in the formation of strategies for moving forward personally and as a Council of Churches. The Reflective Leadership Grant also assists in any coverage needed when I would be traveling. This allows for a stipend for a chief of staff, who is available at times that my travel would take me away from the Council of Churches for extended periods. The grant allows me to experience the work of other organizations as we consider best practices that we can implement within the Council of Churches. I plan to visit the Wisconsin Council of Churches, the New York Council of Churches, the Minnesota Council of Churches, the Ecumenical Ministries of Oregon, and the New Mexico Council of Churches.

## **Conversation on Policing**

In May of 2023 in partnership with other community advocates we spearheaded a [Summit on Policing](#) sponsored by the Pennsylvania Council of Churches, the Pennsylvania Human Relations Commission and Penn Live. This effort was designed to do three things: 1. enter into a scholarly discussion about the policing of Black men, 2. present the experiences of local citizens and law enforcement and 3. address the development of strategies for community policing that respects people of color. Our speaker was Mr. Paul Butler, the Albert Brick Professor in Law at Georgetown University Law Center, and a legal analyst on MSNBC. He is also a contributing opinion writer for The Washington Post. Professor Butler is a significant contributor on issues of race and criminal justice. His work has been profiled on 60 Minutes, Nightline, and the ABC, CBS, and NBC Evening News. His book "*Chokehold: Policing Black Men*" was published in July 2017. W.E.B. Dubois wrote about the double consciousness of being Black and he asked this question: "How does it feel to be a problem." The essence of this question is grounded in the Black experience. This served as a backdrop for our conversation on policing in communities of color. Living in the miasma of the extrajudicial killings of George Floyd, Breonna Taylor, Eric Garner, Michael Brown, Tyre Nichols, and others there is a gap to which our faith communities and people of good will are called to fill. This was a conversation about public safety, policing, and the culture of law enforcement. We advocate for a policing posture that is community friendly and does not impose a terroristic threat grounded in violence and brute power over persons because of the color of their skin.

This was a forum that sought problem-solving action. The Pennsylvania Council of Churches is committed to playing a part in creating policy and solutions whenever possible and needed in relation to criminal justice reform. This was merely a beginning, and you will be hearing more from us as it relates to this work.

### **Participation in the GEM School**

Co-organized by the World Council of Churches, World Communion of Reformed Churches, Lutheran World Federation, World Methodist Council, and Council for World Mission, the Ecumenical School for Governance, Economics and Management responds to recommendations outlined in the “Sao Paulo Statement: International Financial transformation for an Economy of Life” and in the document “Economy of Life for All Now: An Ecumenical Action Plan for a New International Financial and Economic Architecture,” which identified as a priority the development of competencies in economics within churches. Presently churches’ ethical, moral, and theological perspectives on the workings of the global economy have minimal impact on financial and economic policies, business practices and ways of thinking. To address this gap, the GEM School aims to build economic literacy within churches by equipping participants with the tools and languages to effectively advocate for urgent transformations in the global financial and economic realm. This was a two-week course that took place in Kuala Lumpur, Malaysia.

### **The All Africa Council of Churches General Assembly- Abuja, Nigeria-2023**

The executive director participated in the assembly as a guest representing the African diaspora. Ecumenism involves making connections. With respect to this journey engaging people of the African Diaspora, making the connections is critical. I attended the 12<sup>th</sup> All Africa Conference General Assembly in Rwanda in 2018, where conversations began in about working together on common issues of concerns that we share as Africans and people of the African Diaspora. This also connects with my participation in the two forums of the United Nation’s Permanent Forum for People of African Descent. I also plan to participate in the third session that will occur in April 2024 in Geneva, Switzerland. This has provided an important framework for our work as we jointly face the impact of the trans-Atlantic slave trade, colonialism, and apartheid. Our conversations have included the importance of reparatory justice as it relates to the development needs necessitated by this history of oppression and economic exploitation.

Attending the Ecumenical School for Governance, Economics and Management was also quite pivotal in relation to the All Africa Conference of Churches. This school was held in tandem with the gathering of the New International Financial and Economic Architecture. This work was spawned by the work of the All-Africa Council of Churches. Through the leadership of the All-Africa Conference of Churches the Zacchaeus Tax (ZacTax) campaign, which formed part of the New International Financial and Economic Architecture (NIFEA) initiative was promoted by the All-Africa Conference of Churches (AACC), Council for World Mission (CWM), Lutheran World Federation (LWF), World Communion of Reformed Churches (WCRC), World Methodist Council (WMC), and World Council of Churches (WCC). The participation of the executive director was to create mission relationships with United Methodist and other Methodist congregations and leadership in West Africa.

### **Community Engagement**

I took part in the celebration, along with Pastor Dale Snyder (Bethel African Methodist Episcopal Church), bishops Cynthia Moore-Koikoi (United Methodist) and Kurt Kusserow (ELCA), of a historic agreement between the Bethel African Methodist Episcopal Church of Pittsburgh and the Pittsburgh Penguins Hockey Club. More than 60 years ago, Bethel Church was forced to give up its sanctuary, compensated for what it says was a fraction of its value, to an urban renewal project that wiped out the heart of an African American neighborhood known as the Hill District. Now, Bethel African Methodist

Episcopal Church is poised to recoup some of that loss and reclaim a spot near its former home. It has reached an agreement with the Pittsburgh Penguins — the NHL franchise that now holds development rights to the site near its current arena — for the church to use a 1.5-acre parcel that it envisions using for housing and other revenue-generating development. This is amazing history that is being made. The Council of Churches has been proud to provide accompaniment in this process of reparatory justice.

The executive director also participated in the following events: the annual meeting of the Atlantic Northeast District of the Church of the Brethren, the Eastern Pennsylvania Annual Conference of the United Methodist Church, the Saving Lives: Ending Gun Violence Prayer Service and Dialogue held at the St. Stephen Episcopal Cathedral in Harrisburg. The Juneteenth Heart, Love and Action demonstration at the Dauphin County Prison that focused on prisoner treatment and transparency at the institution and the Christian Unity Gathering of the National Council of Churches in Nashville, TN. The executive director attended and gave greetings to the Annual Council of the Upper Susquehanna Synod of the Evangelical Lutheran Church.

### **Conclusion**

The Pennsylvania Council of Churches celebrates its partnership with the Penn Northeast Conference of the United Church of Christ. We hope that there will be even greater opportunities for collaboration in 2024.

### **Rev. Dr. Larry D. Pickens, Executive Director**

The Pennsylvania Council of Churches aims to cultivate connections through camaraderie by outlining a strategic focus on three key areas in 2024.

**Food Insecurities** ~ It is crucial that we take collective action to combat the issue of childhood food insecurity. The facts and statistics related to the epidemic of youth food insecurity are distressing and demand immediate attention. It is inexcusable to note that one in every five children in the United States does not have access to adequate food, which can lead to serious physical and cognitive development issues. To address this crisis, the Pennsylvania Council of Churches should consider investing in programs that ensure every child has access to the necessary nutrients to grow, concentrate in school, and achieve their full potential. By supporting such programs, we can make a significant difference in the lives of our children and help to ensure that no child in our community goes to bed hungry.

Together, we can provide a safety net for the most vulnerable and marginalized members of our society. We can work towards building a future where every child has access to healthy and nutritious food, and where no child has to worry about where their next meal will come from.

**Community Engagement with a Focus on Racial Healing** ~ The tragic death of George Floyd ignited a widespread dialogue on policing, race, and social justice, prompting millions worldwide to protest against police brutality. In response, local leaders have taken steps to address these issues. However, communities of color, including Black, Latinx, Indigenous, Asian American, and Pacific Islander individuals, continue to face systemic injustices within institutions meant to safeguard them. There remains a pressing need for further action.

Normalizing discussions on racism and advocating for racial equity represent vital initial strides toward fostering racial reconciliation within communities. Many community members have not been afforded opportunities to acknowledge the historical impact of local government policies that perpetuate racial disparities. Collaborative efforts involving the Pennsylvania Council of Churches and local leaders can

facilitate the creation of safe spaces conducive to addressing both past injustices and current forms of racism. These dialogues should prioritize amplifying the voices of those most affected and engaging individuals traditionally excluded from decision-making processes.

**Mental Health with a Focus on Suicidal Ideation, Self-Harm, and Suicide Attempts among Youth ~** Faith communities serve as a natural and crucial setting for implementing suicide prevention measures. The incorporation of spiritual beliefs and practices commonly fosters a sense of hope and purpose among individuals. Within our communities, opportunities for cultivating positive relationships and accessing essential support systems during challenging periods are abundant. Various factors contribute to suicidal ideation within this demographic, including mental health issues, substance abuse, low self-esteem, difficulties in peer and parental relationships, and academic challenges. It's essential to protect vulnerable groups such as youth, LGBTQ+ individuals, and people of diverse backgrounds within the fabric of our society.

Given that individuals contending with mental health issues, including the risk of suicide, often turn to faith community leaders for guidance, the primary objective of the PA Council of Churches is to establish and cultivate meaningful connections through the strength of fellowship. Proactive endeavors may include enhancing emotional well-being and promoting a sense of community among members. Identifying individuals at risk of suicide and facilitating their access to necessary support services are essential actions to consider. Through comprehensive suicide prevention training, the PA Council of Churches can be equipped to respond effectively to instances of suicide and offer vital assistance to those in need.

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## Phoebe Ministries Annual Report



Phoebe Ministries is thankful for its long-time partnership with the United Church of Christ and the 105 congregations that provide financial support, in-kind donations, and volunteer service to our four continuing care retirement communities. We value the church's commitment to our seniors and its shared belief that tending to a

person's emotional and spiritual well-being is as crucial as addressing their physical needs.

We appreciate the opportunity to update the Conference on Phoebe's Pastoral Care Services, Clinical Pastoral Education (CPE) program, and our organizational accomplishments over the past year.

There have been many changes to Phoebe's pastoral care department since our last annual update. We said goodbye to colleagues and supervisors and welcomed new additions to the team. On September 1, 2023, Rev. Dr. Scott Brooks-Cope retired from Phoebe Ministries after 12 years of faithful service as our Regional Director of Pastoral Care and Education. He continues to serve as the certified educator on record for Phoebe's Clinical Pastoral Education Program. In December 2023, Phoebe welcomed Rev. Leah Knox as the new Regional Director of Pastoral Care and Education. Rev. Knox previously served as the Chaplain at Phoebe Berks for nine years and has been involved with the CPE program for five years.

Other staff changes include the addition of Rev. Traci Glover as the chaplain for Phoebe Berks and the transition of Rev. Strother Gross to Phoebe Berks Associate Chaplain. Chaplain Emily Southerton resigned from her position as Phoebe Berks Chaplain and Spirit Alive Coordinator. We also welcomed



Pastor Alex Rodriguez as a newly elected member of the Church Relations Committee of the Governing Board.

Over the last year, our pastoral care team, comprised of eight chaplains, nine Clinical Pastoral Education interns, and more than 30 pastoral care volunteers, provided services for residents at every level of care. These included Bible study, book clubs, chaplain's chats, monthly communion, devotions, men's group, meditation, one-to-one visits with residents, positive affirmations education, sing-alongs, small group activities, and weekly worship services (in-person and on TV). Chaplains facilitated support groups and provided counseling, spiritual support, and end-of-life visits through our Abiders program. In addition, interfaith worship was offered at each Phoebe community, and monthly Jewish services were provided at Phoebe Allentown and Phoebe Wyncote.

Spirit Alive™, our award-winning, interactive method of worship designed to meet the spiritual needs of seniors with mid-to-late-stage dementia, continued at each Phoebe campus. The program allows those with cognitive limitations to participate in worship services. Training for the program is offered to CPE students and is available to Phoebe staff members. Rev. Dr. Bonnie Bates, Penn Northeast Conference Minister of the UCC and Pastoral Care Services Department, is working with Phoebe to facilitate an educational program to help pastors better serve members of their congregation with dementia-related illnesses.

Under the direction of Rev. Knox, Phoebe continued to offer its Clinical Pastoral Education Program. This dynamic form of training, accredited by the Association for Clinical Pastoral Education, Inc., prepares individuals, often on a path to becoming chaplains or pastoral caregivers, with the essential skills and competencies needed to provide spiritual and emotional support in various settings. The CPE program consists of academic work, hands-on learning, and clinical supervision on-site to help students develop relationship-building skills and techniques to assist seniors coping with loneliness and loss. They also learn about the Spirit Alive program and how to work effectively with seniors with memory impairment. The 2023-2024 CPE program included a 22-week semi-intensive unit that began in September 2023. Four students completed the program. A 10-week session is planned for this summer. In June 2023, Phoebe celebrated the 25th anniversary of CPE with a dinner at Lehigh Country Club featuring guest speaker Naomi Washington-Leapheart, the Director for Faith-Based and Interfaith Affairs for the City of Philadelphia. Many thanks to all who attended and sponsored this milestone event.

The CPE program is made possible through funds from the Clinical Pastoral Education Endowment, which has grown to \$278,000. The endowment enables us to provide scholarships to CPE students and training for Rev. Knox, our Certified Educator Candidate. Once Rev. Knox completes her supervisory training, Phoebe can hold additional CPE classes and host nationally known speakers in pastoral care for the community.

I am also pleased to report several achievements within Phoebe's additional service lines. Phoebe has provided \$18 million in Charitable Care to assist our residents in need. Pathstones by Phoebe, our Continuing Care at Home (CAAH) program, provided quality services to 108 members. Phoebe Pharmacy has begun serving Wesley Enhanced Living in Bucks County and Cedar Haven in Lebanon County. Chestnut Ridge at Rodale, Phoebe's new independent living community in Emmaus, welcomed its first residents with 93 of 126 apartments sold. In March 2023, Phoebe acquired the Jesuit Center for Spiritual Growth adjacent to Phoebe Berks. We are consulting with an architect to determine uses for the 254-acre campus. Phoebe is working with Baker Tilly to perform an operational assessment for the organization. Additionally, Phoebe released a new component of its Compassion in Action program designed to help staff heal from post-traumatic stress, grief, and fatigue following the COVID-19 pandemic. Employees

now have access to "Happy," a partnership with an organization that voluntarily offers mental health services to employees, and the Calm app, which provides ways to help staff relax and manage stress.

On behalf of the residents and staff of Phoebe, thank you again for the opportunity to share our achievements and for your generous contributions.

Peace,  
Scott R. Stevenson President & CEO