



St. Jacob's UCC



St. Jacob's UCC

100 East George St, PO Box 111
Office@stjacobsucc.org — www.stjacobsucc.org—Find us on Facebook!

Worship: Sunday's at 10:30 am

You're invited to join us live on Facebook / YouTube!

Susan's Scribbles

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Dear Members and friends of St Jacob's,

As I sit to write this epistle, I am also pondering New Year's Resolutions on this New Years Day 12/31/2020.

I've made resolutions before and yet when I look back I see a lot of futile endeavors. So why was I feeling such a strong pull to write out resolutions; to sit in prayerful discernment and listen for God's voice. I've begun using a different way of keeping a journal and I'm pretty psyched about it. No, I'm not selling anything! It's a system that helps keep me accountable to my spiritual practices. Some of my resolutions linked to St Jacob's are:

This year I felt the strong urge to put some resolutions in writing and to share them with others for accountability! So! Number one is to improve computer literacy. I'm aware that we have members who are good at this stuff and will be asking around. If you would be interested in volunteering to help unravel the mysteries of the internet and how Churches utilize it, I would love to spend time with you! The conference has access to grants of up to 3,000.00 for churches to upgrade computer usage. I would love some help pursuing these options!

I'd like to set and establish regular office hours. I've been committed to staying on Wednesday evenings til 8 PM. And encouraging folks to reach out via phone, e-mail, texting. Beginning a visitation schedule while observing safe Covid guide lines is also a goal. Finally, implementing some innovative ways to connect with members in this time of pandemic. And finally, I resolve to eat a healthier diet and to meditate for 20 minutes every day.

Lets all pray that 2021 will be a healthier and more prosperous than 2020 was. This past year has been exhausting and financially brutal to many people. My prayer is that we can all open our eyes to see through the eyes of Christ. This simple practice will be more challenging than one might expect as well as more difficult to maintain....

(continued)

Blessings, Pastor Susan



Susan's Scribbles cont.

...I'd also like to suggest setting some time aside each day to intentionally sit quietly in the Spirit. I am certain that many of you already have such practices so let's not be afraid to ask one another the question, "How is your Spirit?" and then perhaps ask them how they practice their spirituality on a daily basis and then share your practices. Ask another member to be your prayer partner for accountability. If you would like to meet with me we can arrange a zoom call or a regular phone call. I can also meet you at the church as long as we observe all of the Covid precautions.

And now we enter the season of Epiphany, On January 6, 2021. Epiphany means "**Revelation.**" You might have heard the expression "I've just had an EPIPHANY" meaning they have come upon an insight, usually suddenly. As when the "Wise Ones" saw the baby Jesus wrapped in Glory and knew he was the newborn king they had been searching for, may we all be open to Epiphanies of our own in this blessed season. *Love & Light, Pastor Sue*

A Poem I'd like to share with each of you...

What I'd really like to give you for Christmas is a star
 Brilliance in a package,
 Something you could keep in the pocket of your jeans
 Or the pocket of your being.

Something to take out in times of darkness,
 Something you would never snuff out nor tarnish,

Something you could hold in your hand,
 Something for wonderment,
 Something for pondering,

Something that would remind you of
 What Christmas has always meant:
 God's Advent Light into the darkness of this world.

But stars are only God's for giving,
 and I must be content to give you words and wishes and,
 packages without stars.

But I can wish you life

As radiant as the star

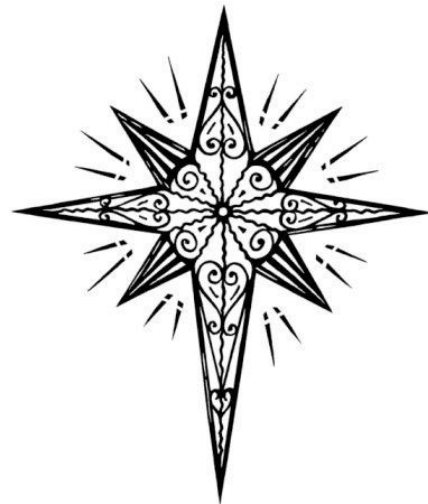
That announced the Christ Child's coming,
 And as filled with awe as the shepherds stood
 . beneath its light

And I can pass on to you the love
 That has been given to me,
 Ignited countless times by others

Who have knelt in Bethlehem's light.

Perhaps if you ask, God will give you a star.

-Ann Weems, *Kneeling in Bethlehem*



Contact Pastor Susan!

717-377-5928

susanbrace@gmail.com

This Month

Sundays

January 3rd	Epiphany
January 10th	Baptism of the Lord
January 17th	Second Sunday after Epiphany
January 24th	Third Sunday after Epiphany

Mark your Calendar!

January 24th Congregational Meeting

Right after church!

January 31st Installation of new consistory members & Pastor Susan

*2:00 via Zoom**

**on the same channel we use for worship (MEETING ID?)*

From Our Consistory President

“

And endurance produces character, and character produces hope, and hope does not disappoint us, because God's love has been poured into our hearts through the Holy Spirit that has been given to us.”

-ROMANS 5:4-5



Hello St. Jacobs Family,

Our December was definitely one that we never thought we would see in our life times the challenges we have faced this year at times have been very overwhelming. While we wish we could have celebrated the birth of Jesus together our worship team put together our services so that we could be together virtually. Bob did a wonderful job on our Christmas Cantata again this year and our worship team was able to share his and the choirs beautiful gift with us and so many others virtually. We took a moment to think outside of our box and put together a Breakfast with Santa that brought smiles to so many faces. Our drive thru Breakfast with Santa served over 100 meals and provided children with a gingerbread bread house kit to put together with their families. As we move into the New Year I am sure we will be facing more challenges but with our faith in our Lord he will lead us thru and the support of each other we can do anything.

Sincerely,

Heather Kuhn

From Your Treasurer's Desk

The following are summaries of financial information as of November 30, 2020. Weekly church receipt and church and ELC detailed disbursement information is posted by our administrative office. Let Eric Barley (717) 792-2402 or a Consistory Member know of any questions. Thank you.

ST. JACOB'S UNITED CHURCH OF CHRIST NOVEMBER 30, 2020

	GENERAL ACCOUNT	BUILDING ACCOUNT	BENEVOLENCE ACCOUNT
	-----	-----	-----
CHECKING ACCT. BALANCE OCT. 31, 2020	\$3,503.82	\$5,777.55	\$3,988.37
RECEIPTS:			
OFFERINGS AND RECEIPTS	7,616.00	6,452.00	930.00
EARLY LEARNING CENTER			
SHARED EXPENSES	3,000.00	-----	-----
DISBURSEMENTS:			
PAYMENTS AND SAVINGS TRANSFERS	(6,465.54)	(6,140.58)	(218.00)
CHECKING ACCT. BALANCE NOV. 30, 2020	\$7,654.28	\$6,088.97	\$4,700.37
	=====	=====	=====
SAVINGS ACCOUNT BALANCES:	\$18,894.69	\$112,021.74	\$3,000.00
	=====	=====	=====
BILLS TO PAY / OFFERINGS TO FORWARD	\$8,894.69	\$0.00	\$1,845.41
	=====	=====	=====

ST. JACOB'S UCC EARLY LEARNING CENTER SCHEDULE OF NET RESOURCES AVAILABLE NOVEMBER 30, 2020

Cash on hand as reconciled	NOVEMBER 30, 2020	\$137,422.22
Credit card charges 11/05/2020-11/30/2020, paid 12/07/2020		(\$2,710.21)
Perrydell Farm - November, 2020 approx.		(320.00)
Set aside for play area renovation		(37,500.00)
Staff education support for on-line tuition through Penn Foster		(1,750.00)
Memorial donations received to date		(2,310.00)
Lutheran Church facility use 10/15/2019		(150.00)
CARES Act grant monies		(43,600.00)
St. Jacob's parking area repaving support @ 50%		(15,000.00)
St. Jacob's rubber roof replacement support @ 50%		(13,495.00)
Workers' compensation premium 12/20/19 - 12/20/20, paid in advance: \$5,202.00 x 1/24		216.75
Child Care Consultants tuition support Oct./Nov., 2020 - estimate		1,000.00
Staff tuition withholding checks to be deposited		955.33
Paid Time Off earned but not yet used as of 11/15/2020		
Amount includes gross wage + Employer payroll taxes		
+ approximate workers' compensation cost		(9,479.20)
Additional net amounts to be disbursed/set aside		(\$124,142.33)
		=====
		(124,142.33)

ELC net resources available 11/30/2020		\$13,279.89
		=====

2020 Altar Guild Schedule

2021 Alter Guild Schedule



“Thanks be unto
God for His inde-
scribable
Gift.”

January – Deb Stough & Meghan Kuhn

February – Hilary Barley & Lois Wakeland

March – Scott & Lynn Becker

April – Amy Meyer & Wendy Bubb

May – Doris Goodling & Lou Ann Markle

June – Mary Brungard & Janet Hengst

July – Michele Harper & Dorine Hagarman

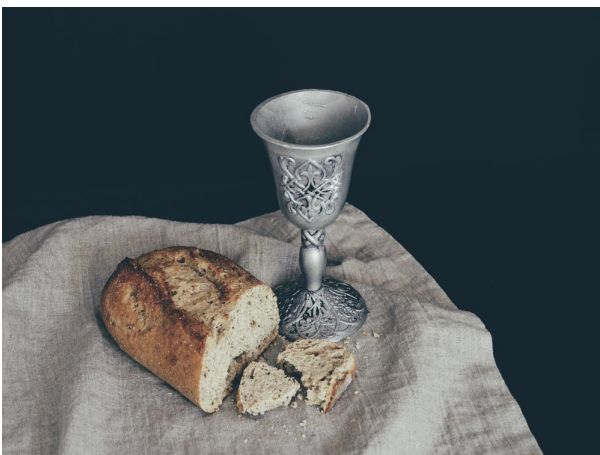
August – Sheryl Paules & Heather Kuhn

September – Deneen Harbold & Dorine Hagarman

October – Kimberly Starner & Heather Kuhn

November – Kathryn Forry & Nancy McIntyre

December – Consistory



Communion dates:

- January 3rd, the first of the month

November Consistory Minutes

Nov. 16th, 2020 St. Jacob's Consistory Minutes

Those Present

Pastor - Rev. Susan D'heedene
President - Heather Kuhn
Vice President - Kathryn Forry
Treasurer - Eric Barley
Deacon - Deb Stough
Youth Consistory Member - Emmaleigh Hagarman
Guest - Glenn Geiple
Office Administrator - Zoë D'heedene (took minutes)

Meeting Minutes

- 6:56 Consistory President Heather called the meeting to order
Pastor Sue opened with a devotional,
A Litany to Darkness and Light, NCH 880
- 7:02 **Treasurer's Report, Eric Barley**
No Questions
Thanks were lifted to Eric for his hard work, and his dedication to making finances understandable for "the rest of us."
- 7:09 Deb moves to approve.
Kathy Seconds.
Treasurer's report passes unanimously.
and is available for review on the bulletin board.
- 7:10 **ELC Board Report**
Brief discussion of hiring difficulties and maintenance.
No Questions. (see more under by-law discussion.)
ELC Financials are available on the bulletin board.
- 7:12 Consistory President Heather announces changes to consistory.
Velinda Johnson has stepped down.
Deb Stout has accepted her seat as Deacon.
Emmaleigh Hagarman has accepted a seat as Youth Consistory Member.
Other openings and potential candidates for filling them were discussed briefly.
- 7:20 Zoë D'heedene was introduced as the new Office Administrator.

November Consistory Minutes (cont.)

- 22 Breakfast with Santa logistics were discussed.
Follow-up discussion to happen at another meeting.
- 7:26 Discussed our Poinsettias for Christmas.
- 7:27 **Pastor's Report - Rev. Susan D'heedene**
Ways of reaching out to our Young at Heart group were discussed and agreed upon.
No questions
Kathryn Forry moved to approve.
Deb Stough seconded.
The Pastor's report passes unanimously.
and is available for review on the bulletin board.
- 7:40 Maintenance needs were discussed.
COVID precautions discussed. Discussed purchases include:
Air purifiers
UV light
- 7:46 **Treasurer Eric Barley presents items including:**
Head Ushers
Consistory members will each take a month.
Floor maintenance
Outdoor lighting
Our November Mission - Strengthen the Church
Supports the Penn Central Conference
Our December Mission - the UCC Christmas fund
National Office's fund to support clergy in crisis.
These funds were heavily leaned in 2020.
Sanctuary Decoration
Take place Nov. 27-28th
Snow removal was discussed.
Church Cancellations were discussed.
Handicapped parking in the lot across the street was discussed.
- 8:04 **Budget for 2021 - Treasurer Eric Barley**
Draft will be ready by Nov 29th.

November Consistory Minutes (cont.)

Congregational meeting Dec. 6th and 13th to discuss:

Seats on Consistory

Budget

8:10

By-Law Discussion

Discussion:

Discussed ELC and established that they are a non-profit organization of the Church.

Discussed ELC finances and eventual plans to improve the playground after bringing plans to be reviewed and approved by the congregation.

Discussion of ELC Board Organization and whether roles should be defined in St. Jacob's By-Laws.

8:21

Adjustments to 2a were reviewed

Church Administrator will transpose and all will review.

A copy will also be sent to Rev. Dr. Marisa Laviola - our Associate Conference Minister with focus on church transition.

Consistory has autonomy.

8:47

Reviewed by-laws 6 & 7 and agreed on minor changes.

8:58

Discussed Communication between ELC & St. Jacob's

A representative from the consistory of St. Jacob's will continue attending ELC board meetings.

A representative from ELC will come and present the ELC board report and field questions for future meetings.

Ways to increase clarity, transparency, and accessibility of both entities were discussed.

9:04

Pastor Rev. Susan D'heedene brought us to close

Brief homily on teamwork & Ephesians 3:20

We joined in The Lord's Prayer

9:05

Consistory President Heather Kuhn called meeting to a close.

ST. JACOB'S UCC

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SUMMARY OF 2021 BUDGET NOTES AND HIGHLIGHTS

Please remember our budgeting process helps to serve as a road map as we proceed into 2021.

This 2-page narrative and the two pages that follow summarize our Church and Early Learning Center financial projections for 2020 and the respective budgets that were approved by Congregational vote December 13, 2020. Final information for 2020 will be included as part of the year-end reports to be presented in January.

In all cases 2020 expected receipts reflect actual amounts through October 31, 2020 and then an approximation of amounts for November and December. Disbursements reflect actual amounts through October, 2020 and into November plus costs incurred during December, 2019.

Page 3 is a summary of our church's 2021 budget, projected activity for 2020 and the original budget for 2020.

- At the bottom of this page is shown the expected cash and savings balances of our Building and General Accounts. Had the 2020 year proceeded as planned our accounts would have shown an ending cash and savings balance of \$81,785. However, year 2020 has been a mess. In addition, most of the anticipated repair work has not yet been accomplished. We therefore, expect to end the 2020 year with combined balances of \$128,250.
- The \$128,250 is without regard to the Federal Small Business Administration (SBA) making a final determination as to granting forgiveness for the \$107,400 of Paycheck Protection Program (PPP) loan proceeds that St. Jacob's received during April, 2020. Application for this forgiveness was submitted to PeoplesBank Friday, November 20, 2020. The bank has 60-days to evaluate our application, which will then be passed up to the SBA, which has an additional 90-days to make a final determination. Acknowledgement of full forgiveness is anticipated during 2021.
- The \$15,024 shown in the 2021 column reflects our church's share (based upon loan application qualifying costs) of the PPP loan proceeds as well as a refund of certain payroll tax payments permitted by the CARES Act. Combining the \$15,024 with the expected net use of resources during 2021 results in an anticipated ending 12/31/2021 cash and savings balance of \$84,698.

The following thoughts, considerations and changes from 2020 have been incorporated into our church's 2021 budget:

Benevolence Fund:

- Support for Our Church's Wider Mission is increased \$250 for 2020 to \$3,750 in support of Penn Central Conference,
- Support for Community Fire Company No. 1 is increased by \$50 for 2020 to \$450,
- If offerings return to the same amounts as they were in 2019, we will spend \$51 of our anticipated beginning 01/01/2021 cash balance of \$5,464.

Building Fund:

- Anticipated offerings are shown at the same level as 2020,
- Fundraising proceeds and the cost of fundraisers is ½ of 2020 budgeted amounts. There will likely be no bingo event in February, but a fall dinner(s) and November bingo can hopefully be held,
- Early Learning Center supporting contributions of \$750 per month are planned for 2021. These payments will be in addition to our ELC paying for shared expenses. Our ELC will also be contributing 50% toward the cost of repaving our parking lot and replacing the flat, rubber roof portion of our facility,

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- Rubber roof replacement at a cost of \$26,990 is added for 2021,
- Additional mortgage principal payments are shown for each month of 2021. These payments will only be made if cashflow is available. Four payments were accomplished in early 2020,
- A \$17,500 transfer to our General Account may be needed during 2021 to balance that account,
- For 2020 there will be approximately \$9 spent from our beginning cash and savings. For 2021, we may need to spend \$58,535 of cash and savings to balance our account. We had been planning to draw nearly \$52,000 from savings during 2020, until COVID impacts interrupted our plans.

General Fund:

- Budgeted offerings and receipts for 2021 are shown as an approximate average between 2020 budgeted amounts and the actual amounts likely to be received for 2020,
- Annual compensation for Pastor Susan is \$43,880 or \$843.85 per week. This is the same total as budgeted for Pastor Rick,
- The budget includes a 2% increase for Music Director Bob. His last increase was effective 01/01/2019,
- Several Early Learning Center shared expense reimbursement percentages have changed from the percentages used to prepare our church's 2020 budget:
 - Phone/internet % was increased from 50% to 85% as enhanced connectivity for additional ELC devices resulted in greater expense per month, which is a direct result of ELC use,
 - Water % was increased from 75% to 85% to account for a greater % of total use,
 - Trash % was increased from 75% to 85% as less material is being disposed of by our church this year.

Page 4 provides information regarding our Early Learning Center:

- The 2019 column shows disbursements exceeding receipts by (\$15,295). Similarly, on an operating basis, year 2020 shows a receipt deficit of (\$27,973). The ELC's January 1, 2020 cash balance covers the 2020 deficit and grant monies received during 2020 have allowed dollars to be set aside for; current net obligations, four weeks of payroll in the event of another closure, contributing toward 50% of our church's anticipated parking repaving and roof replacement costs and undertaking Phase 1 of play area renovation work (subject to our Congregation's approval). These allocations will leave our ELC with approximately \$13,807 of net resources heading into 2021.
- For 2021, our ELC incorporates \$9,000 in planned contributions as part of ELC disbursements to our church's building account. Assuming a reasonably normal 2021 with 60 full-time equivalent children in the Center's care, staff members receiving a 4% merit increase and associated other receipts and disbursements our ELC anticipates a resulting positive cashflow of \$11,967 for the year.

One of the most significant challenges confronting our ELC is the ability to attract and retain the required number of staff members necessary to deliver our faith-based, caring and loving approach for the children in our care. Our ELC's goal is to assist children in reaching their full potential each and every day, all the while complying with regulations and directives from licensing agencies. The service that parents rely upon today is much different than years ago when children had the opportunity to attend several hours of pre-school each week.

In conclusion, it is accurate to say that; if our church can resume some of our past fundraising efforts during 2021, if we can restore General Account offerings and receipts closer to 2020 budget levels, if we incorporate the PPP loan forgiveness as expected and we expend dollars to undertake the replacement of the rubber roof portion of our facility, our church will end 2021 in a slightly better cash position than budgeted for 2020.

Working together St. Jacob's can make that happen.

Prepared by Eric Barley, Treasurer

ST. JACOB'S UCC

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2021 BUDGET SUMMARY

	2021 BUDGET	2020 EXPECTED	2020 BUDGET
	-----	-----	-----
BENEVOLENCE FUND ACCOUNT:			
Estimated cash balance 01/01/2021 = \$5,464			
Offerings	\$10,625	\$8,475	\$11,605
Account disbursements	(10,676)	(10,127)	(15,391)
Account transfers	0	0	0
	-----	-----	-----
Net cash (spent)	(\$51)	(\$1,652)	(\$3,786)
	=====	=====	=====
BUILDING FUND ACCOUNT:			
Offerings, receipts, interest (net of Christmas gifts to St. Jacob's)	\$66,760	\$66,098	\$74,130
Early Learning Center contributions and support	37,495	0	0
Account disbursements	(67,300)	(61,782)	(70,800)
Repair projects	(77,990)	(4,325)	(55,325)
Account transfers to our General Account	(17,500)	0	0
	-----	-----	-----
Net cash (spent)	(\$58,535)	(\$9)	(\$51,995)
	=====	=====	=====
GENERAL FUND ACCOUNT:			
Offerings, other receipts, and interest	\$81,740	\$68,823	\$94,472
	-----	-----	-----
Disbursements:			
Worship expenses	2,415	1,454	2,395
Fellowship expenses	540	0	540
Christian Education and Evangelism	1,565	532	2,065
Compensation	61,006	48,838	62,347
Travel reimbursement	2,600	2,156	2,000
Health insurance reimbursement	5,200	3,206	2,500
Payroll taxes and insurances	2,395	1,582	2,256
Office supplies	1,260	3,439	1,255
Education and memberships	550	8	950
Church utilities, insurance, and repairs (net)	19,803	18,820	20,534
Contingency and other	1,947	0	1,937
	-----	-----	-----
Total disbursements	(99,281)	(80,035)	(98,779)
	-----	-----	-----
Net cash (used)	(17,541)	(11,212)	(4,307)
Funds transferred from Building Acct.	17,500	0	0
	-----	-----	-----
Net cash (used)	(\$41)	(\$11,212)	(\$4,307)
	=====	=====	=====
BUILDING AND GENERAL ACCTS. CASH - BEG.	\$128,250	\$139,471	\$138,087
NET (USE OF) ADDITION TO RESOURCES	(58,576)	(11,221)	(56,302)
PPP LOAN TO GRANT \$\$\$ PLUS CARES ACT	15,024	-----	-----
	-----	-----	-----
BUILDING AND GENERAL ACCTS. CASH - ENDING	\$84,698	\$128,250	\$81,785
	=====	=====	=====

ST JACOB'S UCC EARLY LEARNING CENTER

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2021 BUDGET	2021 Budget	2020 Projection	2019 Actual
RECEIPTS			
TUITION, FEES, REGISTRATIONS, ETC.	\$600,000	\$358,662	\$539,745
FUND RAISING PROCEEDS	20,000	8,701	18,626
CHILD CARE CONSULTANTS TUITION SUPPORT	18,500	30,364	14,191
PRIOR YEAR SHARED EXPENSE OVERPAYMENT	0	0	3,112
MEMORIAL OFFERINGS	0	55	1,610
SUMMER TRIP PAYMENTS	0	0	989
CREDITS FROM USE OF CREDIT CARDS	500	500	500
ST. JUDES CHILDRENS HOSPITAL DONATION	0	0	73
TOTAL RECEIPTS	\$639,000	\$398,282	\$578,846

2021 budgeted tuition equals 60 FTE children X \$200/wk X 50 weeks.
Effective date of most recent tuition increase: January 1, 2020.

STAFF GROSS PAYROLL COSTS	\$460,674	\$304,284	\$427,276
GEN'L FUND SHARED EXPENSE PAYMENTS	34,567	29,527	34,567
FOOD, SUPPLY, AND CRAFT PURCHASES, STAFF CLEARANCES, ADVERTISING	34,000	28,219	33,309
EMPLOYER PAYROLL TAXES	35,242	23,278	32,687
FEES AND OTHER DIRECT FOOD PURCHASES	15,000	5,937	13,712
WORKERS' COMPENSATION PREMIUMS	5,000	4,886	9,448
FUND RAISING COSTS	10,000	4,320	8,580
CONTRIBUTION FOR SANCTUARY LEVEL FLOORING	0	0	6,711
WASHER AND DRYER INSTALLATION AND ELECTRICAL BREAKER UPGRADE	0	0	4,786
PERRYDELL DAIRY PURCHASES	4,750	3,292	4,392
NEW KITCHEN DISH MACHINE	0	0	4,192
JANITORIAL/PAPER SUPPLIES	3,000	2,147	2,772
BRIGHTWHEEL SOFTWARE ACCESS AND LICENSE	2,400	2,000	2,400
STAFF TRAINING AND SUPPORT	4,500	5,186	3,566
PLUMBING & EQUIPMENT REPAIRS / MAINTENANCE	2,000	1,254	1,433
PHOTOCOPIER SUPPLIES & MAINTENANCE	650	536	553
CLASSROOM EXPENSES	3,000	2,712	530
PEST CONTROL	0	504	504
KITCHEN REFRIGERATOR GASKET REPLACEMENT	0	0	475
SUMMER TRIP COSTS	0	0	408
KITCHEN VENTILATION AND HOOD CLEANING	400	400	400
LOWER PLAY AREA MULCH	400	0	390
WATER FOUNTAIN REPAIR	0	0	317
GENERAL OFFICE EXPENSES	200	55	317
ST. JUDES CHILDRENS HOSPITAL	0	0	244
OTHER EXPENSES	500	441	173
TRI-COMMUNITY AMBULANCE	150	150	0
COVID SUPPLIES	1,500	3,677	0
AUXILLIARY HOT WATER HEATER	0	885	0
TRASH OVERAGE REIMBURSEMENT	100	115	0
USED PHOTO COPIER PURCHASE	0	2,450	0
CHURCH BUILDING ACCOUNT CONTRIBUTION	9,000	0	0
TOTAL DISBURSEMENTS	\$627,033	\$426,255	\$594,141

EXCESS (DEFICIT) OF RECEIPTS VS DISBURSEMENTS	\$11,967	(\$27,973)	(\$15,295)
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BEGINNING CASH BALANCE		35,222	
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CARES ACT AND GRANT MONIES RECEIVED		119,569	
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NET OBLIGATIONS AT 10/31/2020		(14,616)	
ADD'TL SET ASIDE FOR FOUR WEEKS OF GROSS PAYROLLS		(38,532)	
SET ASIDE FOR PHASE 1 PLAY AREA RENOVATION		(37,500)	
2021 PARKING LOT REPAIR SUPPORT		(15,000)	
2021 RUBBER ROOF REPLACEMENT SUPPORT		(13,495)	

APPROXIMATE NET RESOURCES AVAILABLE AT 12/31/2020 AFTER 2021 REPAIR ALLOCATIONS		\$7,675	
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2021 staff P/R costs = 750 hours/wk X 52 weeks X \$12.35/hr (Pay+P/R tax+PTO+Work Comp) X 1.04% merit increase
= \$500,916. Shown as: Compensation \$460,674, Employer P/R Taxes \$35,242, Workers' Compensation premium \$5,000

ELC November Minutes

ELC Board Meeting Agenda 11.2.2020

- Treasurer's Report
 - Eric shared nothing received from CCIS for two months
 - PTO amounts higher due to higher wages paid to staff
 - Profit \$341.62 from Sentsy includes a \$100 donation Katie is going to order the electrostatic sanitizer this money was earmarked for
 - Enrollment
 - Challenging to enroll when staff is not getting hired - currently we are not able to enroll
 - Staffing
 - Any new ideas with finding qualified candidates?
 - Napping multiple age groups to help with breaks
 - Katie suspects that folks are applying to meet unemployment requirements but not showing up because unemployment doesn't require that
 - Possibility that schools will shut down for 3 weeks in the very near future, this will make us very tight
 - Carrie in office - Justin is in classroom full time
 - Covenant with Church
 - Short doc talking about the groups staying as two groups and working together while keeping confidentiality
 - Kathryn reached out to Deb, Eric, Scott, Wendy, Amy and Kim to start the ball rolling
 - Stars
 - Katie has a good grip on this not a lot left to finish
 - Staff finishing their requirements at the next staff meeting
 - Due Nov 13th
 - State Inspection
 - Due January
 - Black out dates will be given closer to time
 - New fence is the minimum we need to do to pass inspection
 - Fundraising
 - Pumpkin rolls - we are set to go - need to look at going to restaurant store for supplies and food items because they are cheaper- fire hall time is good for Nov
 - Church is planning drive through Santa breakfast if ELC wants to help
 - Maintenance
 - Classroom Floors need waxed- possibly over Thanksgiving break- is it possible to get rooms prepped Wednesday before by moving furniture to sides of rooms? That will work
 - Playground status - Katie doesn't have time right now -do what we can to pass inspection
 - ✦ Leveling
 - ✦ Fencing
- Surface

ELC November Minutes (Cont)

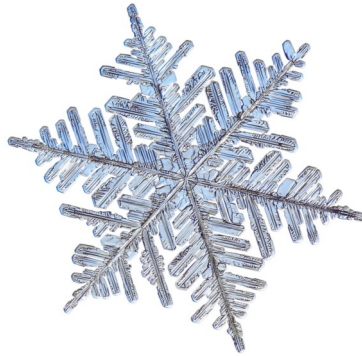
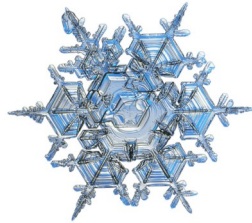
- Upcoming events/dates
 - Closed 11/26 and 27 Thanksgiving
 - Closed 12/11 staff in service
 - Closed 12/24 and 25 Christmas
 - Other
 - Social hall is getting used on Sundays
 - We need to protect our ELC kiddos things because they are sanitized on Friday so we need to put up the movable walls and signs asking Church persons to stay out
 - We also need to clean up and organize the other areas of the fellowship hall for weekends
 - Kitchen needs to be cleaned up better on Fridays
 - Next meeting
Tuesday, December 1, 2020



Prayer Chain

To add prayer concerns, text Deb Stough at 717-870-6538

- Nikki
- Tim M.
- Brenda K.
- Charles
- Family of Landon L.
- Barbara
- Stephen T.
- Margaret W. and family
- The family of BJ Danka
- Isaiah & family
- Greg S.
- Ray R.
- Yvonne H.
- Rob W.



- Stu M.
- Judy G.
- The family of Joellyn S.
- John H.
- Lois B.
- Linda C.
- Kelly A.
- Bud & Wendy B.
- Richard P.
- Danny
- Claude R.
- Jeannie & Garry
- Holly G.
- Larry H.



Special Dates

January Birthdays

- 1st - Wendy Bubb
- 4th - Kathy Diehl
Abe Mellinger
- 5th - Earle Wolfe
Lianna Cross
- 9th - Cheryl Lerew
- 18th - Delores Leppo
Lizzy Harper
- 21st - Addisyn Grace Landis
- 22nd - Leon Senft
- 26th - Brentley Hamilton
Robert Gladney
- 28th - Brad Landis
Brent Landis



“
A successful
 marriage requires
 falling in love many
 times, always with
 the SAME PERSON.

MIGNON MCLAUGHLIN

December Anniversaries

- Dec. 22nd Dave & Lois Wakeland
- 31st Doug & Kathy Landis



St. Jacob's United Church of Christ



Everyone is Welcome!

100 East George Street

P.O. Box 111

York New Salem, PA 17371

Phone: 717-792-4326

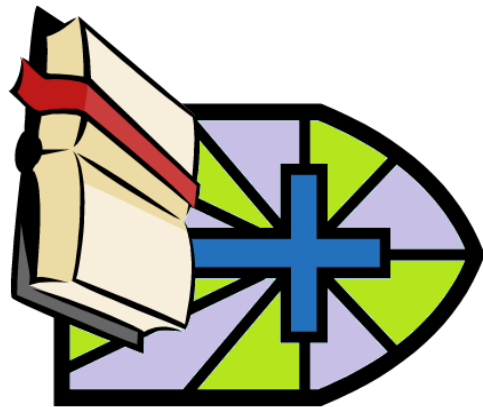
Church E-mail: Office@stjacobsucc.org

Pastor's E-mail:

Find us on Facebook— LIVE!

WE'RE ON THE WEB!

WWW.STJACOBSUCC.ORG



St. Jacob's Mission Statement

We, the family of St. Jacob's United Church of Christ, called by God, empowered by the Holy Spirit and following the example of Jesus Christ, will strive to be ambassadors of God's will by:

- Caring for others and ourselves through love and compassion
- Teaching God's word
- Accepting and seeing all people as children of God
- Committing ourselves to these responsibilities in an ever changing society.