



2023 Annual Report

Evangelical Reformed
United Church of Christ

Frederick, Maryland



Annual Meeting Agenda2

Nominating Committee Report2

Pastoral Record3

Ministers and Staff of ERUCC3

Interim Senior Pastor..... 4-5

Associate Pastor..... 6-7

Children’s Ministry 8-9

Youth Ministry 10-11

Music.....12

Children’s & Youth Music12

Chimers13

Handbell Choirs13

Consistory 16-17

Office Administration.....18

Spiritual Council19

Fellowship19

Mission & Social Action Committee..... 20-21

Worship Committee.....22

Christian Education Committee24

Evangelism25

Deacons25

Scholarship Committee28

Green Team29

Property Committee29

Stewardship and Generosity Committee.....30

Faithful Friends31

Personnel & Policy Council31

Audio Visual Team32

Finance Committee 33-34

Financial Reports 35-40

2024 AGENDA FOR THE ANNUAL MEETING

May 5, 2024, Noon

Welcome and Call to Order	Peter Brehm, President of the Consistory <i>Brief comments on submitting questions / votes via Zoom chat</i>
Opening Prayer	Rev. Dr. Marvin L. Morgan, Intentional Interim Senior Pastor
Review of Annual Program Reports	Peter Brehm
Review of Financial Reports	Rodney Martin, Treasurer Will Duncan, Finance Committee Chair
Nominating Committee Report	Peter Brehm
Old Business	
Columbarium status	Glenn Wallace Weitz
New Business	
Closing Questions	
Adjournment	
Benediction	Rev. Dr. Marvin L. Morgan

NOMINATING COMMITTEE REPORT

To be elected by the Congregation

Elder, first three-year term	Jeanellen Kallevang
Elder, second three-year term	Eric Weakly
Deacon, first two-year term	Kyle Miller
Deacon, first two-year term	Quynn Adkins
Deacon, first two-year term	<i>Vacant at time of publication</i>
Deacon, second two-year term:	Harrison Fisher

Finance Committee Chair, second one-year term:	Will Duncan
Christian Education Chair, first two-year term:	<i>Vacant at time of publication</i>
Property Committee Chair, first two-year term:	Dan Ebersole
Mission and Social Action Chair, first two-year term:	Shelley Weakly

To be elected by the Consistory

Secretary	David Kehne
Treasurer	Robert Morris

PASTORAL RECORD

(January 1, 2023 to December 31, 2023)

Baptisms

Laszlo Caughy Sarita Fisher Chloe Fromknecht Hayes Messner Lucy Moulton Paisley Schaeberle

Deaths of Members and Funerals Officiated by Staff

Connor Crutchley Peggy Githerman Ed Hoffman Anne Jones* Nicholas Jones*
Donald Kline* Evelyn Manwiller Joann Miller*

**denotes non-member*

New Members

Thomas Bradshaw James Brittain Jenni Caughy Leandra Caughy Dan Ebersole Julie Ebersole
Kathy Gelles-baxter Joan Quinlan Rich Stolz Robert Van Dyk Diane Waggy

Confirmands

Quynn Adkins Eli Baker Peyton Bowen Lucas Nguyen-Powell Katie Zander

Evangelical Reformed UCC Membership 367 starting membership

Members Transferred (by request): 3

Deaths of Members: 4

Members Removed (by request or inactivity): 16

New Members Received: 16

New Members through Confirmation: 5

Total confirmed Membership as of December 31, 2023: 360

MINISTERS AND STAFF OF ERUCC

as of May 2024

Marvin L. Morgan, Interim Senior Pastor • mmorgan@erucc.org • (o) 301-662-2762 ext.1

Kirstin Shrom-Rhoads, Associate for Faith Formation & Parish Life • ksrhoads@erucc.org • (o) 301-662-2762 ext.3

Alison E. Shafer, Music Director • alisonshafermusic@yahoo.com • (c) 301-964-9641

Tyler L. York, Office Administrator • tyork@erucc.org • (o) 301-662-2762 ext.0

Jaci Clayton, Facilities Manager • jclayton@erucc.org • (o) 301-662-2762

Tricia Coffey, Head Chimer and Children & Youth Choir Director

Kelly Esslinger, Assistant Director for Bell Choirs & Children's Music

Jenna Duranko, Social Media Assistant

Ashley Murphy, Nursery Attendant



Barbara Kershner Daniel, Pastor Emerita

Frederick A. Wenner, Pastor Emeritus



What a blessing it is for this child of a sharecropping family from Zebulon, NC, to be called to serve as Intentional Interim Senior Pastor at ERUCC, Frederick, MD. I fervently pray the journey we've begun together will yield long-term benefits that will help to ensure a strong and faithful future for this congregation. It appears you have already acknowledged the reality of "change" when you decided to call an interim pastor. If the congregation embraces and engages in the process with deep intentionality, we'll be able to uncover and address some key "transition" issues that will place the congregation in a favorable position to call its next Settled Pastor. I have used our initial four months to get settled in and to become better acquainted with ERUCC (its members, officers, ministry leaders, and leadership structure, its local community and denominational connections, etc.). I have also maintained an attentive ear as I have tried to discern the levels of ongoing grief and anxiety currently extant within the congregation. Many of you have already "moved on;" that is, you have expressed keen appreciation for your most recent, strong, and highly pastoral Senior Pastor and are ready to "turn the page" to a new chapter in the life and ministries of this wonderful congregation. However, some others have not been able to move that far and are continuing to carry some rather heavy grief and anxieties because of this need for transition. As I indicated in an earlier sermon, this is a normal experience that requires extraordinary patience by all of us so church participants may handle their grief in ways that are most helpful and meaningful

for themselves.

During this highly important settling-in time, it has been necessary for me to "hit the ground running" as this well-informed and highly engaged congregation, having been prepped for a period of transition by your former Senior Pastor, has revealed a keen determination to remain vibrant, pending the call and the arrival of your next Settled Pastor. What your level of determination has meant for me is that you did not invite me to ERUCC to be a supply preacher, occupying the pulpit, but rather to become fully immersed in the life and ministries of the congregation. This helps to ensure that the extravagant welcome, congregational vitality, and community engagements will not decline during the interim period. The challenges you've placed before me are challenges that I warmly and wholeheartedly accept and trust I am adequately fulfilling, with support from all of you and with the help of Almighty God.

About a month ago, the church Consistory consented to our distribution of a "Sankofa Survey" designed to "check the temperature/measure the pulse" of the congregation as we prepare to begin working with the Transition Team you have chosen. I have been blessed by reading your responses, using a document that contained NO signatures. As has been true in prior interim ministry settings, the responses warrant review and discussion by as many of you as possible. When viewed collectively, they reveal some widely held views and perceptions regarding the congregational climate here at ERUCC, and some of them suggest some changes and adjustments



you might want to consider. Small group discussions will soon take place to give several of us a sense of the amount and scope of work to be done with the help of the Transition Team.

The survey discussions will be announced as Sankofa Dialogues (about three in-person sessions and two or three Zoom sessions), so we may hear from EVERY ERUCC participant who wishes to engage with us. It has proven helpful to begin interim journeys with this type of churchwide inquiry because it helps to place ownership of the overall interim journey in the hands of the congregation. The intent is to have guidance and encouragement provided by the Consistory and leadership and coordination provided by the Transition Team.

Key preliminary engagements since my arrival:

- Prepared sermons and preached (twice per Sunday), for approximately 8 of 10 weeks.
- Attended, multiple group and ministry meetings including some external groups (Religious Coalition, Downtown Clergy, etc.).
- Visited church members in (hospitals, senior residential centers, private homes, at local restaurants.)
- Watched the “best” team win the Super Bowl [Oops! This is not supposed to be here. Now, how do I delete this? Oh well, it’s too late.] (-:
- Helped to plan and coordinate the Special Celebration of the Interim Journey with Rev. Steve Camp, and CAC Conference Minister Rev. Freeman

Palmer, and Rev. Mark Wakefield, Chair of the Committee on Ministry – Catoctin Association, CAC UCC, and other local clergy

- Shared with the congregation as we received 11 NEW CHURCH MEMBERS (one via adult baptism; baptized two infants); Coordinated with families and officiated at three Memorial Services [two of the eulogies were delivered by ERUCC’s retired clergy]
- Engaged in limited but serious pastoral counseling.
- Wrote multiple articles for *Thursday Thoughts* and the *Trinity Chimes*
- As Vice President of the international professional guild for interim clergy, attended six Zoom meetings with the Board of Directors, Interim Ministry Network
- Attend two meetings with the Elon University Board of Trustees (one via Zoom and one in-person, held on the Elon campus in NC)

Ongoing:

My policy is to remain “on-call” for pastoral care 24/7 and seek always to respond as needed.

I thank ALL of you for the love and support shared with me to date. Please continue to pray for ERUCC’s interim process and for those of us [that is, ALL of us] engaged in its implementation.

Respectfully submitted,
Pastor Marvin L, Morgan



As I celebrated my first full year with ERUCC, we also had another year of transition after Senior Pastor Barbara Kershner Daniel announced her retirement in January. So, the first half of the year included efforts to learn the traditions of the church, including those of specific worship services, along with where everything is stored in the building. No doubt we did our best, but there will be things we miss, along with missing the loving and guiding presence of Pastor Daniel. This also included my attending our annual Franklinton Center at Bricks January work trip and the Bethany Beach Youth Spring Retreat to observe the processes and continue to connect with our youth, along with the plan that the mantle of leadership for these events would be passed to me in the following year. In addition, we made some more concrete plans to review first aid and emergency care supplies alongside emergency responses. We had one planned emergency evacuation and one unplanned (when a young student pulled an alarm). The unplanned one showed us that we knew what we were doing!

The second half of the year included increased staff involvement and lay leadership in decision-making for various areas. While church leaders looked for an interim, we also spent time defining processes and responding to questions and concerns with a team approach. This took different kinds of time and energy, but in the absence of leadership from a senior pastor, it served us well in ways of strengthening our trust with one another and finding consensus and confidence in the ways that we responded. One such area that I helped to lay the groundwork for—and will work with—is the process through which we welcome new members and get them integrated into the life and service of the church community, planned with Rev. Carolyn Roberts and Peter Brehm. In addition, without a senior pastor, my general supervision and guidance shifted to a collaboration with Peter Brehm, the President of the Consistory, and Marc Kline, the Chair of the Spiritual Council. I give great thanks for their presence and support over this year.

This summer and fall, I took a more regular role in Sunday worship to be the familiar and consistent face when we had a guest and supply preachers, before finding an interim pastor. This included my sharing the announcements and leading the majority of the first half of the service. In addition, having strong leadership for Junior Church, I often continued to stay in worship as a helper to guest preachers.

While it has been difficult to see Barbara leaving, I have also found myself serving in a ministry that helps people express grief and anxiety and hopes and dreams for the future of the church. Many of the committees intentionally focused on these two things: lifting love for a beloved pastor while being ready to look forward and continue striving to reach the goals in our church profile. This was certainly not a stagnant time of ministry!

The budget process for fellowship, adult, youth, and children's activities and education also changed this year. While part of that was related to the church's changing to an accounting company, it also reflects a shared goal of including committee chairs to a greater extent in setting budgets and showing both expected income and expenses to increase transparency. For example, showing the true cost of Vacation Bible School and an estimated income based on fees paid by parents for children to attend. Going into 2024, we hope to do more of this with the youth budget and other things that might see giving or endowments support them regularly, like the youth events historically supported through the Fisher Fund.

2023 saw continued growth and energy in children's and youth ministry! The Education Committee has grown, and the number of families in our congregation has also increased. We had a dramatic shift in locations for our young people's Sunday School rooms when it was decided, going into our fall restart of Sunday School, that Trinity Chapel would temporarily close out of an abundance of caution for safety. Thanks to many able and willing volunteers and our Sunday School teachers, we moved our classes into the main building. (I'll share more about each location later).

A change in nursery staff was an additional transition in our faith formation team. I was overjoyed that we hired Ashley Murphy as our nursery caregiver. She began in April 2023 and quickly became connected to and appreciated by our parents of infant-3-year-olds. We celebrated thanks on January 29 for the many years that Sherry Murphy cared for our families and watched infants grow into teenagers! Sherry has been able to support Ashley when needed.

We revived the Everybody's Birthday event and were overjoyed at the response that showed up in the creativity of families who volunteered to decorate tables, the enthusiasm of decorating cupcakes, sharing birthday memories, and celebrating the age range from a 1-year-old to a 91-year-old, as John Hane responded

to the invitation to come to this event! This event, the Eggstravaganza at Easter, Family Camp Weekend in June at Cowan’s Gap State Park, and the youth Trunk-or-Treat in October all had amazing turnout for our family fellowship/parish life events!

A somber season, which has continued to be unresolved into 2024, began in October 2023 after Hamas tragically and traumatically invaded Israel, taking hostages. Then, the Israeli government continued to invade and destroy property and people through a long siege, which created a humanitarian crisis in the Gaza Strip. During this time, there is much pain for both the Jewish and Muslim communities here in Frederick and abroad. ERUCC worked with the Frederick Interfaith community to host “Love Our Neighbor: A Prayer Service for Peace, Shalom, Salam,” which was attended by many in our interfaith community and received well by most. I’m thankful for Rebecca and John Shillingburg and Tyler York and Peter Brehm as we worked in an ever-changing environment to make public statements, share information, and be present with our Jewish and Muslim neighbors as much as they would let us.

Our fall and winter had a lot of positive community-building energy. The women’s retreat invited speaker Kara Young from Gettysburg, Pennsylvania, to lead us through a process of Tending Soul Gardens, which included painting our own flower canvas and reflecting on life through the lens of flowers and gardens. Jumping off of this retreat, there was new energy for women’s gatherings, which included multiple viewings of the *Barbie* movie. Special thanks to Karen Justice and Kathleen Jefferson for helping design and lead the weekend retreat and Kathleen’s hosting the movie viewings.

We’ve also seen growth in our young adult attendance and, towards the end of 2023, had begun to gather a small group, including Jenna Duranko, Eliza Stitely, Kelly Esslinger, Kyle Miller, and Catie Schaeberle, to give guidance to where this group might go. They enjoyed some creative time painting pottery, fellowship at several dinner outings and a Frederick Ghost Tour, and serving hot chocolate as part of the Kris Kringle Parade Outreach. Going into 2024, more is planned for this growing group of 22-35 year olds.

Together with Jenna Duranko’s recording, editing, and production prowess, we offered a different spin on our December evening videos and we created “ERUCC Advent Musical Gifts” which featured both children and adults each sharing musical talents. Some sang, some

played an instrument, and some did both. A “special guest” featured was our incoming Interim Senior Pastor, Dr. Marvin Morgan, who played a couple of melodies on his harmonica. It was a beautiful introduction!

My participation this year in the church and community included working with:

- The Religious Coalition
- SHIP
- Downtown Clergy
- Frederick Area Ministerial Association
- Central Atlantic Conference Planning team for the Annual Meeting
- Blessings in a Backpack
- The Frederick Center
- Camp Jamie and Frederick Health Chaplains
- Noble Women: A Clergy Mom’s Group
- District Committee on Ministry, BWCUMC

I’m incredibly thankful to be doing ministry with ERUCC and for completing this first year together with you! I find joy, enthusiasm, encouragement, hope, and engagement in so many different places.

May God’s Joy be Yours!

Respectfully submitted,
Pastor Kirstin Shrom-Rhoads



Sunday School

Goodbyes are hard! In June, our children also said goodbye to Pastor Barbara Kershner Daniel. They sang on her last Sunday. The song was a re-write of the Mickey Mouse Club theme song with a chorus of “We Love You—BKD!” In addition, all our children, tots through 5th grade, participated in a creative drawing project to make Pastor Daniel a book. Each page said, “We love you!” with a letter. Together, all the letters spelled the phrase, “We Love You Lots, Pastor Daniel!” For each letter, children made a drawing of Pastor Daniel or something beginning with the letter that made them think of her.

In September, we moved our classrooms into the 1848 building. This was a large and quick shift, and we are thankful for everyone’s flexibility and willingness to change. Our PreK-2nd grade taught by Audrey Rayfield, Donna Smith, and Kate Fromknecht is now in the Liz Coffey Room. The 3-5th grade taught by Dawn Lagrotteria, Thomasa Pomeroy, and Julie Ebersole is in the Thomas Room. The biggest physical change was moving the 6-12th grade youth group, taught by Tyler York, Eliza Stitely, and Jim Brittain, into the Clapp Room in the office, which included their furniture, while moving the conference table into the main office space. We are thankful for substitute teachers, including Evie Frazier, Julie Ebersole, Jim Weitz, Maria Lagrotteria, Justin and Ashley Coen, and Beth Bowen, as well as greeters Eleanor Fisher and Jack Stush who help new families find their way to class and assist parents in picking up their children. Trish Coffey and Kelly Esslinger continue to teach Children’s Music and Movement at the end of our Sunday school hour. Many young singers have gotten involved!

Our parents have strongly preferred the new location of Sunday School for all ages of kids in the same building. We also have an increased awareness of the need for designated children and youth spaces: places where our young people know by walking in and what is in the room that this is prepared for them. Therefore, our youth and children’s spaces are not multipurpose rooms. As we look forward to what might be possible in Trinity Chapel, making spaces that are designed to both invite and work for the groups involved is a critical evaluative thought.

God’s Kids Club

God’s Kids Club continued to be a fun alternative for kids to come to church when there was a weekday without school. This 9 AM-3 PM program generally had a theme. Some favorites included Fall Fun making scarecrows and caramel apples, co-led by Thomasa Pomeroy; Fun with Food, including a Kid “Chopped” cooking competition, co-led by Kim Sexton; and A Good

Friday/Holy Week Scavenger Hunt, including making a Resurrection Garden, co-created by Karen Justice and co-led by Thomasa Pomeroy and Julie Ebersole.

Kid’s Creation Care Club

The Kid’s Creation Care Club cleaned Monocacy Park in May, but the Fall Potomac River cleanup at Point of Rocks was canceled due to high winds and rain. However, we did include creation care in many ways during other activities. Perhaps a favorite was the Tots making pinecone birdfeeders and hanging them on the trees beside our back parking lot. In addition, our pumpkins from the Trunk-or-Treat decorating contest were tossed in the woods for deer to eat.

Return of Junior Church

Junior Church has continued to be a mid-service alternative for children ages 5 years to 5th grade. The creative and interactive spiritual formation activities were chosen by Thomasa Pomeroy, who used resources from Messy Church. We are thankful for volunteers Thomasa and Matt Pomeroy, Jean Fish, Barb Biser, Justin and Ashley Coen, Emily Kambic, Julie Ebersole, Kate Fromknecht, Linda Coyle, Audrey Rayfield, Emily Spear and youth Alyssa Kline, Paige Coffey, Lucas Nguyen-Powell, Katie Zander, Peyton Bowen, and Quynn Adkins.

Vacation Bible School

We enjoyed our summer VBS called Food Truck Party, where we explored the lines of the children’s prayer, “God is Great. God is Good. Let Us Thank God for our Food.” Thanks to many helpers! Over 12 adults and four youth helped by teaching science, crafts, Bible Study, recreational games, and having snacks. Our children gathered gifts of cash, 82 bottles of water, and 453 individual snacks to give to the emergency shelters at the Religious Coalition, which related to our theme. Other activity highlights included spending an afternoon trip to the Baker Park pool, having a giant water balloon fight with cardboard food truck barriers, and singing the theme song *Feed My Sheep* during church on Sunday. Many thanks to Barb Biser for preparing us to sing that song together!

Tiny Tots

In 2023, our tots gathered for just a few weekend activities. Some highlights were Catocin Wildlife Preserve and Whispering Meadow Alpaca Farm Days. The Fromknecht family played the Holy Family on Christmas Eve at the kids’ service, and one of our tots, Chloe, played Jesus. It’s been a great Joy this year seeing babies become toddlers and Tots become Kindergarteners!

Advent

In December, we shifted our giving focus to Heifer International. Each Sunday School class chose an item for which to save their change. We also invited the congregation to support them with spare change as well. The children's Sunday Schools collected change until January 28 and, together with the youth, raised over \$500. Each age group chose a gift of different animals to purchase through Heifer International to help a family learn and use small business skills and provide for their family. They also collected cake mixes and donated twelve birthday parties-in-a-bag to the Emergency Family Shelter at the children's pageant.

In addition, we created a Mid-week Family Advent Activity. This included a meal, painted rock nativities, giant snowflakes, making Chrismons, and (the favorite!!) caroling at a neighboring retirement home, Record Street Home. Kids enjoyed youth babysitting and outreach by serving hot cocoa at the Kris Kringle parade and shared their gifts of joy and music in the annual Children's Christmas Pageant, to which we also added a meal.

Safe Church Training

With the partnership of the Christian Education Committee, even more adults have been trained in our Safe Church Plans. The Christian Education Committee also recommended a photography and images policy approved by the Risk Management Team comprised of Peter Brehm, Marc Kline, and Pastor Kirstin Shrom-Rhoads, as outlined in the Children and Youth Safety Policy. This update was sent to all trained children's ministry leaders and made visible in the Trinity Chimes with a link to the policy online. Our insurance company continues to emphasize that we always make a supervision plan.



ERUCC YOUTH activities, like children’s activities, are designed to offer experiences of fellowship and community building, education, faith formation, and giving and service.

Service

Our youth are very open to lend a hand to others. This year, they volunteered on church clean-up days, collected Souper Bowl funds to give to the Frederick Food Bank, helped with leading Vacation Bible School and Junior Church as well as God’s Kids Club, gathered snacks and toiletry supplies for our October “reverse trick-or-treat” to support the Religious Coalition, designed and offered a Trunk-or-Treat to the children of our church, packed care packages for our college students, young adults, and active military, and served hot cocoa during the Kris Kringle Parade. Special thanks to Kim Sexton for leadership with care packages.

Another highlight of our service was our annual trip to Franklinton Center at Bricks. This year, the group included most of our confirmands and four of our older youth. Our projects included a lot of painting, led by team captain and high school senior Alyssa Kline. We also laid a lot of flooring in the administration center and worked on renovating a bathroom in the same building.

Trips and More

Springtime brought Good Friday interfaith visits, the Bethany Beach trip, a celebration of Confirmation Sunday, and Senior Recognition. The Bethany retreat offered much-needed downtime: time at the beach, board games, and ice cream. It was the last group event with our German exchange student. Smaller fun “trips” included activities for team building on a low ropes course and ziplining at Camp Manidokan. Unfortunately, a tree-trekker fall activity got postponed to 2024 due to too much wind.

Confirmands impressed our elders with their poise, faith questions, and desire to be committed to the church. For example, Eli Baker has taken on making and serving coffee to be available during the Sunday School hour, and Quynn Adkins wants to help more in worship.

Confirmation weekend included overnight at the church, making stoles, leaving their painted footprints on white banners to mark their journey, decorating candles to mark how the light of Christ is alive in them, and sharing a meaningful memory verse during worship. On Pentecost, we welcomed Quynn Adkins, Eli Baker, Peyton Bowen, Lucas Nguyen-Powell, and Katie Zander. We are

thankful for Confirmation teachers Jim Weitz and Maria Lagrotteria and mentors Peter Brehm, Jim Brittain, Trish Coffey, Linda Coyle, Dawn Lagrotteria, and Bud Rossig.

Our youth group was invited to share some special time with Pastor Daniel during what she coined her “Gratitude Tour”. A campfire and pool party at Rodney and Becky Martin’s was highlighted as the goodbye for youth and former youth. People shared what Pastor Daniel meant to them at this time, as she shared what they meant to her. The tradition of pillows with “God is Still Speaking” as gifts for our seniors continued this year. These gifts were made by Jean Fish and Barb Biser. Youth members Alyssa and Alex spoke at the two events celebrating Pastor Daniel and her ministry as a goodbye gift. In addition, a group of youth and young adults performed as Young Spirit and Youth, including some who returned to church to sing “Dream a Little Dream” for Pastor Daniel’s last Sunday.

Germany

The summer included our trip to Eastern Germany, July 6-20, for our annual intercultural exchange program through our partnership with congregations in Klein Schwechten! This year we highlighted our 10th anniversary, sharing gifts of a candle with an engraved votive holders and an altar cloth with handprints and names of our congregation. The team included leaders Joe Adkins, Hollie Mercier, and Pastor Kirstin Shrom-Rhoads and young adults and youth Quynn, Lucy, Liam, Alex, Colleen, Jared, Alyssa, Liam, and Trevor.

We learned a lot from the theme: “Faith, Peace, Earth.” We traveled to the Baltic Sea, where we stayed at a youth hostel named Prora. We learned about the history of Prora, from the Nazi working-class vision for leisure to being a youth hostel and luxury apartments today. We explored the forest and tree canopies on a unique walk that took us above the canopies, reaching a height of 140 feet. We went to several museums in Berlin, Rugen, and other locations that highlighted historical events of WWII as well as the unification of Germany and the Berlin Wall. On our day trip to Berlin, we visited their parliament building, the Reichstag, Brandenburg Gate, and Checkpoint Charlie. Then, to finish up the environmental aspect of our trip, we had a very informative two-hour tour of a waste-to-energy plant. These experiences evoked both an intellectual interest and an emotional/spiritual response.

Sunday School

After a Return to School Splash Party, this year at the home and pool of Dan Smith and Austin Byrd, our youth started Sunday School in a new space. The Clapp Room became home to our navy-blue couches moved over from Trinity Chapel, and the group began a new year with teachers Tyler York, Jim Brittain, and Eliza Stitely, with Pastor Kirstin Shrom-Rhoads as the youth leader. The new curriculum and teachers have found this group engaged in great discussions on Sunday mornings. The end of the year for Sunday School included raising funds for Heifer International, too.

Other educational topics in youth group this year included exploring God’s Care for Us, mental health exploration of anxiety and depression, projects to support suicide prevention, introduction of a prayer sand garden, and a discussion of ways we pray using symbols of the labyrinth, sand, and candles, interfaith learning about Diwali, and the causes and long-term impact of wildfires. The confirmation class enjoyed breadmaking, decorating their candle holders, and having a weekend retreat that included visits to Beth Shalom Congregation, the Islamic Center of Frederick, Saint Katherine Drexel Catholic Church, and Evangelical Lutheran Church.

Leadership

After a planning meeting with some team-building games and lots of new ideas, the youth planned an incredibly successful trunk-or-treat, sure to be a new tradition. Each youth decorated a trunk, and over 50 people attended, including some first-time trick-or-treaters from our younger families.

Our youth spent some time practicing leadership this year. In October, several youth and young adults participated in the Central Atlantic Conference UCC Annual Meeting, both in person and by making short video testimonies about the ways that being a part of ERUCC has gifted them, as well as sharing the things that they want the greater church to know about the specific areas of fellowship/mission/church life/and worship. We give special thanks for videos sent by Lucy Adkins, Colleen Hueting, Catie Schaeberle, and Maria Lagrotteria and for the presence of Quynn Adkins, Ethan Kline, Ben Mercier, and Katie Zander who worked with Pastor Kirstin to create a youth panel and quiz. This great leadership opportunity showed how ERUCC has had a positive influence on the lives of our young people and an impressive level of spiritual development in their readiness to share. Katie Zander also led us in music for

opening worship, and Ethan Kline played music during a very rainy food truck lunch for the same event.

Another tradition of the group is to fundraise for their activities. They continued their Super Bowl Sub Sale and Pancake Breakfast. They also led a fabulous Youth Babysitting Night in December. These funds help them to go to Bethany Beach and Franklinton Center at Bricks.

It took some time for this group of confirmands to find their groove, but by the end of this year, they were a solid center to a growing group. They enjoy time together to visit and play, which this year included times between retreat activities, after packing care packages, at a campfire night (and goats!) at the farm with hospitality from the Hoewing-Moxley Family, and a fabulous fancy Christmas dinner party planned by Beth Bowen and Barb Barry with many volunteers including Peter Brehm, Drew Jones, Joe Adkins, Wes Bowen, Evie Frazier, Dan Zander, and Pastor Kirstin Shrom-Rhoads. This was a perfect end to a year with many changes as the youth showed engagement, invited many friends, and truly enjoyed this celebration gifted to them by their parents and other church leaders. We look forward to the next year with this group!

— Pastor Kristin Shrom-Rhoads



Major works sung by **Senior Choir** this year were *Requiem* by John Rutter, movements II and VI, and *The Winter Rose* by Joseph Martin. Many choir members were beset by illness during the first couple of months of 2023, and rehearsal time for the *Requiem* was diminished, thus the abbreviated version. David Howard, cello, and Mary Huegel, oboe were our guest musicians for the Rutter.

Our schedule of **Spirit** (contemporary music group) singing on the second Sunday of each month continued. We are accompanied by a trio of piano, Laura Walling on bass, and Joseph Baker on drums.

Worship services on Palm Sunday, Pastor Daniels Service of Farwell, and Reformation Sunday were enhanced by the brass quintet Market Street Brass. Guest musicians Cathy Fronck and Jeffrey Baker played for Easter and Christmas Eve. ERUCC member Jenna Duranko treats us to beautiful marimba music on occasion. In December, our Service of Lessons and Carols featured oboist Mary Huegel and C. Douglas Remsberg on clarinet.

On April 1, the Senior Choir was honored to sing for the Celebration of Life for our longtime and beloved choir member Ed Hoffman. Ed was devoted to the choir, and we miss his presence in the bass section.

The Senior Choir launched the new church year with a potluck picnic in September. Twenty-three members began the year with us. Rehearsals are twice a week, Thursday and Sunday, and the choir sings anthems three Sundays a month. They are a devoted group at ERUCC.

Respectfully submitted,
Alison E. Shafer



ERUCC CHILDREN'S & YOUTH MUSIC

The children's and youth music ministry programs at ERUCC have a rich history and have undergone various transformations. Despite maintaining consistent attendance, participants' age ranges and requirements have evolved. The program's primary objective remains steadfast: to cater to the needs and desires of our children, youth, families, and congregation members.

Children's Music and Movement, under the guidance of Tricia Coffey and Kelly Esslinger, encompasses children aged four through middle school. This group actively contributes to worship services, sharing music approximately once a month during the 10:30 AM worship service. Participation has been consistent over the past year, with approximately 15-20 children participating in the program. The group continues to rehearse each Sunday morning following Sunday School. This change has made it more accessible for families to integrate into their schedules while attending both Sunday School and worship services.

Throughout 2023, the group continued to engage in music-related activities, incorporating rhythm instruments and movement exercises. The music program actively encourages children and youth to partake in choral and instrumental music activities, facilitating an understanding of expressing faith through music. The program remains flexible and designed to meet the evolving needs and desires of the congregation's children, youth, families, and members.

The team worked to prepare for a musical production in the summer of 2023; unfortunately, the level of participation was limited and insufficient to stage a complete show. Our strategy for 2024 involves conducting surveys among families to gauge interest levels and assess the feasibility of organizing similar events in the years to come.

In response to the evolving challenges encountered by middle to high school-aged youth, marked by busy schedules and conflicting obligations, the **Children's Music Ministry** program has undergone adjustments. We have successfully integrated interested youth into the Children's Music and Movement group, where they become mentors, assistants, soloists, or leaders. This inclusive strategy ensures that the music ministry remains a meaningful and enriching experience for all participants, promoting growth and active involvement within the congregation.

— Tricia Coffey & Kelly Esslinger

CHIMERS

The ERUCC chimers continued their regular chiming schedules during the first part of 2023. The chimers provided bell ringing announcing the 10:30 AM worship service on Sunday mornings and a brief concert on Saturday evenings from 4:30-4:45 PM. These services were supported on a voluntary basis by several faithful congregation members, including Robin and David Cooney, Tricia Coffey, Nancy Doll, Kelly Esslinger, Suzanne Morris, and Dick Williams. Due to the structural instability of the clock tower, the program was halted until the structure could be stabilized.

We are looking forward to returning to this schedule once possible to welcome all to ERUCC and the City of Frederick.

— Tricia Coffey

HANDBELL CHOIR PROGRAM

During 2023, ERUCC continued to maintain a thriving handbell program, a cherished and integral component of our worship tradition. The **Cambridge Handbell Choir**, an inclusive multi-generational ensemble open to both high school students and adults, supports the 10:30 AM worship service with musical offerings approximately once per month. Rehearsals for this choir take place on Thursdays from 6:15 – 7:00 PM.

Similarly, the **Chancel Handbell Choir**, designed for elementary and middle school students, contributes to the worship experience by ringing once a month during the 10:30 AM service. Rehearsals for the Chancel Handbell Choir are scheduled on Sundays from 11:30 AM - 12:00 PM. Both choirs offer an avenue for musical expression and create a platform for individuals to learn, develop handbell skills, and foster the enriching teamwork that accompanies collective music-making.

The handbell choir is equipped with a five-octave set of handbells crafted by the Schulmerich Handbell Craftsmen of Hatfield, Pennsylvania. ERUCC initially acquired a three-octave set in the 1960s, followed by expansions with a fourth and fifth octave in the 1970s. Adhering to best practices, the church acknowledges the need for periodic maintenance, including cleaning, polishing, and adjustments every five years. Through a fundraising effort and the congregation’s support, the entire five-octave set of bells completed a comprehensive refurbishment in the summer of 2023. The prior refurbishment was last completed in 2001. The congregation supported funding ongoing maintenance to facilitate this essential upkeep in the coming years.

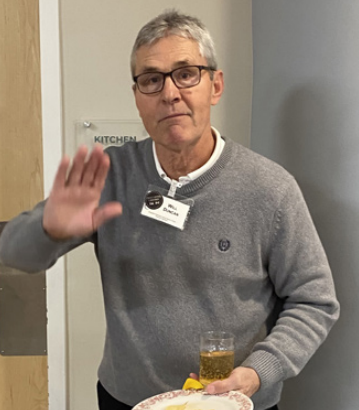
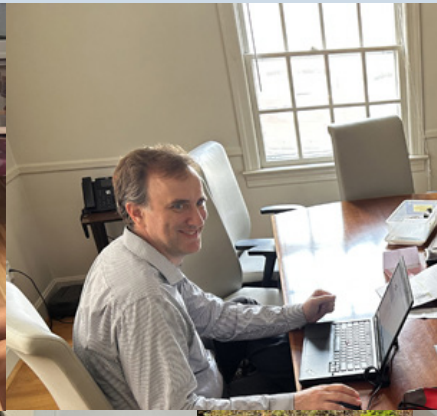
ERUCC has long maintained two sets of Schulmerich handbells - one 5-octave set (along with hand chimes) and one 3-octave set. The 5-octave is a fully refurbished set used regularly by the ERUCC handbell choirs. The 3-octave set has not been used by ERUCC in over five years. ERUCC was approached by the Capital Ringers, a community handbell choir in Delaware, with some members who were previously ringers from ERUCC. This group expressed interest in potentially purchasing the 3-octave set of handbells. These handbells would likely require refurbishment if they are to be used regularly, and it is estimated that the condition of this 3-octave set of handbells (in their current state) is fair to good. Following discussion with the Worship Committee and Consistory, approval was granted to loan this set of handbells to the Capital Ringers for a nominal ‘rental’ fee. This would allow the group to determine if they would like to proceed with the purchase. Any funds received through the rental and/or purchase would be reinvested into the ERUCC handbell program to support purchasing items necessary to replace many aging items used regularly by the choirs.

The ERUCC handbell program remains inclusive, welcoming all individuals irrespective of prior musical experience or music reading skills. Participants merely need the ability to ring a bell! Each handbell choir member is typically assigned a set of two to four handbells, and music is marked for ease of reading. The handbell choir continues to extend an open invitation for new members to join and contribute to the musical community we have cultivated through this program.

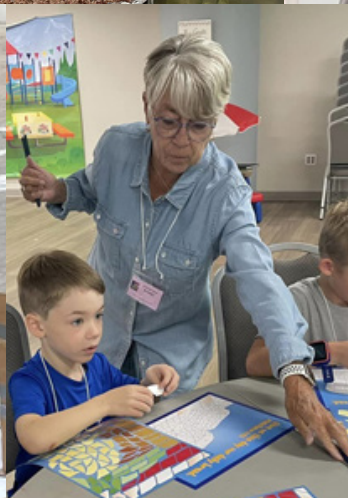
— Tricia Coffey & Kelly Esslinger



When I was a child and would see scary things in the news, my mother would say to me,



“Look for the helpers. You will always find people who are helping.” ~ Fred Rogers



Because many of us come from different faith traditions, it is useful to understand ERUCC's approach to governance. In summary:

- The entire church membership is responsible for making decisions regarding church operations.
- Those decisions are made at congregational meetings, with one in the fall focused on our mission spending plan and one in the spring focused on the election of lay leaders.
- Between congregational meetings, church operations are overseen by the Consistory, which acts on behalf of the membership.
- Members of Consistory are elected by the full membership at the spring congregational meeting and include the Head Elder, the Head Deacon, the Treasurer, the chairs of all Standing Committees (Mission and Social Action, Worship, Christian Education, Finance & Budget, Property, and Stewardship/Generosity), and a Member-at-Large. The Pastor and Associate for Faith Formation and Parish Life also attend Consistory meetings and have a voice but no vote.

Highlights from 2023, some of which will be reflected in other committee reports, include:

- After 17 years of devoted service, our Senior Pastor, the Rev. Dr. Barbara Kershner Daniel, retired in June. On behalf of the congregation and Consistory, I want to express gratitude for her provision of a six-month notice of this and her engagement with the congregation through her last day and many debriefing sessions about church processes with staff and lay leaders. As part of this six months, which we called a Season of Celebration, we invited leaders from our community to share their thoughts on the many contributions Barbara made not only to ERUCC but also to organizations whose efforts reflect ERUCC's values. We also celebrated with Barbara and her family at a reception and a luncheon that followed her final Sunday's service, including the unveiling of the Downtown Community Room being dedicated in her honor and the decision to designate her as Pastor Emerita.
- We called the Rev. Dr. Marvin L. Morgan as our Intentional Interim Senior Pastor. He began his work with us on January 2, 2024, and will lead us for the next 18 to 24 months as we discern what God calls our congregation to be in preparation for calling a Settled Pastor.

- Participation in in-person and online services, Bible study groups, book groups, mission trips, and other ERUCC spiritual and mission efforts is robust.
- Thanks to the ministry of the Rev. Kirstin Shrom-Rhoads and a tremendous cohort of Sunday School and Youth Group teachers, many children, youth, and families are attending church Sunday School and church services.
- Under Julie Clark's guidance, we experienced our second Consecration Sunday, which encouraged us to reflect on asking each other how our giving reflects our relationship with God.
- We remain a supportive Five for Five Church, providing funds to Our Church's Wider Mission (OCWM) and the Special Mission Offerings: One Great Hour of Sharing, Strengthen The Church, Neighbors In Need, and The Christmas Fund.
- We learned that our handbells needed a major refurbishment of all octaves, costing just under \$12,000. The congregation subsequently undertook a campaign that raised \$15,989—several thousand dollars more than what was needed—to accomplish this work, with the surplus to be used for annual handbell maintenance needs.
- Because our bookkeeper became ill and could not continue in this role for ERUCC, with thanks to Treasurer Rodney Martin and Finance Committee Chair Will Duncan, we identified an organization called Jitasa to take over these functions. The transition to this firm largely concluded in late 2023. At the same time, we made this move, we also agreed to change our Chart of Accounts, which added to the stress and complexity surrounding this change.
- We contracted with a building engineer to evaluate the historic clock tower. Based on that firm's report, the Consistory voted to suspend the use of Trinity Chapel, which meant asking groups using that space (two congregations plus NA and AA groups) to find alternate venues, relocating the Early Worship Service to the 1848 sanctuary, and relocating Sunday School classes to the meeting rooms within the main building.
- Linked to the temporary closure of Trinity Chapel and drawing on a Worship Committee suggestion, we moved two pews from the sanctuary to the balcony to accommodate a more permanent set up of bell tables while also allowing space for the children's table and wiggle room. Our space rearrangement evaluation will continue into 2024.
- Thanks to Glenn Wallace Weitz for his leadership of this project, we continue exploring the feasibility of

building a columbarium behind the sanctuary. ERUCC finally received utility approval to build under the telephone/cable lines over this space and subsequently received the City of Frederick's permission to build. In early 2024, we made plans to have cores drilled to understand what lies beneath the spot that may affect the construction of the above-ground structure.

Last year, I closed this report by noting that while the pastoral staff is supportive of and central to the ERUCC congregational family, ERUCC is not the Pastor – not the retired Pastor, not the Intentional Interim Senior Pastor, and not the Settled Pastor. ERUCC is the congregational family, and this understanding requires all of us to steward our God-given knowledge, interests, aptitudes, and financial resources in support of the church – not only for external missions such as visits to and from our German friends and work trips to the Franklinton Center at Bricks, NC, to Kentucky, and to other places needing hands-on help, but also for internal missions such as assisting with Fellowship, helping with counting gifts after Sunday services, welcoming people into our spaces, teaching Sunday School and Youth Group, and serving as a member of one of our committees, councils, and task forces. All of these efforts call for our engagement. Sustained by retired clergy who worship at ERUCC and a very proactive, perceptive, and diligent staff, I will also note that our voyage through 2023 was calm, focused, and steadfast as a broad range of congregation members consistently offered their support. Our congregational family should be proud of itself and take heart that we were faithful in honoring our mission statement, which states that we “seek to celebrate in word and deed the gospel of Jesus Christ, by nurturing spiritual growth through worship, study, and prayer; by caring for one another as God cares for us; and by proclaiming God’s love for all people as we work to help our neighbors near and far. We commit ourselves to develop and implement specific programs to fulfill our mission.” Amen!

Through the strong commitment by our pastors, staff, and members of the congregation as individuals and through collaboration on committees, teams, task forces, councils, mission trips, and other working groups in the church, the Consistory is optimistic that ERUCC will continue to live out our missions for 2024. We are also confident with Dr. Morgan’s guidance and under the T-Team’s leadership, we will move in a reflective and deliberate manner on our journey to discern who God is

calling us to be and the qualifications we need for our Settled Pastor.

The Elders and the Consistory welcome hearing your questions, comments, and concerns at any time, as we continue our transition journey.

Respectfully submitted,
Peter Brehm, President



In 2023, one of the primary roles undertaken by the church office was to assist in the pastoral transition initiated by Rev. Dr. Barbara Kershner Daniel's announcement in January that she would be retiring at the beginning of June. I worked closely with Pastor Daniel to help coordinate her Gratitude Tour, learn and take responsibility for operational and administrative tasks, and build relationships with key external organizations and individuals.

We also completed and published *Expressions*, a collection of essays by church members and former pastors initiated in 2020 as part of our 275th-anniversary celebrations, edited by Barbara Prescott.

In June, the office assumed a central role in coordinating church life and worship in the absence of a Senior Pastor. Weekly staff meetings expanded to regularly include Peter Brehm as Consistory President and Rebecca Shillingburg as Worship Chair. This collaboration allowed staff and lay leaders to work closely together to continue creating consistent and meaningful worship experiences, programming, and clear communication. Similarly, Robin Cooney's coordination of preachers and Nancy Manthey's coordination of the pastoral care team were invaluable ministries benefitting the office and the congregation.

Our building was frequently used by the community, hosting many unique events and gatherings, often a dozen or more groups each week! Our primary goal is to offer space at free or discounted rates to non-profit and community organizations and local business groups, though we were able to host a conservative number of larger, private gatherings throughout the year. This remains a vital ministry of outreach and welcome. We are immensely grateful to all those who volunteered in support of these events; your commitment to extending a radical welcome and the love and extravagant hospitality of ERUCC to our neighbors is truly remarkable.

As you will read elsewhere in this Annual Report, the need to temporarily close Trinity Chapel in September impacted the use of our buildings as a way to fulfill our mission. Most directly, the support and recovery groups that met in Trinity Chapel spaces were relocated, with the help of Bud Rossig, to our sister congregation, Grace United Church of Christ. Unfortunately, we were not able to accommodate or assist in locating space for the two congregations that held services on Saturday and Sunday afternoons. The closure put pressure on the main building as well, with smaller meeting spaces being converted into classrooms for Christian Education.

Demand also grew for use of the North Room and Community Room. After several Sundays when demand for meeting space far exceeded supply, we inquired through the Worship Committee if the handbell choirs would consider moving rehearsals from the Flora Room to the same location where they perform during worship in the sanctuary. We hoped this would reduce the work of moving bells and equipment several times each month and make a room available for small meetings. The handbell choirs relocated rehearsals on a trial basis, and it will be determined in 2024 whether this arrangement will continue. In 2024, we will be able to utilize some ground-floor space in Trinity Chapel, further utilizing our buildings as places of welcome.

We are extremely grateful for the support of the congregation and the many members who volunteer their time and talents to assist in the office's work. A special thanks to Angela Brittain for her monthly work designing *Trinity Chimes* and John Shillingburg for his superb proofing, Dawn Lagrotteria and Susan Kulp, who helped staff the office at times when I was away, and to Janice Staley and Diane Waggy for their frequent help tidying the sanctuary.

Respectfully submitted,
Tyler L. York, Office Administrator



The **SPIRITUAL COUNCIL** consists of the Intentional Interim Senior Pastor, Rev. Dr. Marvin L. Morgan, Associate for Faith Formation and Parish Life, Rev. Kirstin Shrom-Rhoads and six elders, including Marc Kline (Chair), Matt Hueting (Vice Chair), Eric Weakly (Secretary), Robin Cooney, Peter Brehm, and Ave Barr.

The council is responsible for assisting the Intentional Interim Senior Pastor in the spiritual affairs of the church. These roles include exercising discipline, maintaining order, ministering to the members' spiritual growth, reviewing members' attendance and participation, and making appropriate recommendations for action to the Consistory. The council reviews the readiness of confirmands and recommendations for their confirmation, advises and assists the pastors in performing their duties and in planning for professional and spiritual growth, and reviews the performance and compensation of the pastors. The Spiritual Council organizes itself annually, electing its Chair, Vice Chair, and Secretary. The council meets at least monthly or more if needed. Importantly, the Spiritual Council ensures all members have someone to speak with concerning the pastor's performance and spiritual matters. Please remember that all feedback will remain confidential if so desired.

The year began with the announcement of Rev. Dr. Barbara Kershner Daniel's retirement the first week of June 2023. The Spiritual Council was tasked with appointing committee chairs to lead the celebration of her 17 years at ERUCC and 40 years of ministry. Thank you to Cathie Duncan and Betsy Fisher for leading this momentous occasion. We also put together an interim plan to continue our ministry while we completed a search for an intentional interim minister. I thank all the ministers and volunteers who fulfilled this ERUCC ministry through visitations with our members, preaching on Sundays, and administratively helping with the life of ERUCC. Through many meetings and interviews, the Spiritual Council was ultimately able to call Dr. Morgan to fill the role of Intentional Interim Senior Pastor. We are pleased he accepted this calling. These highlights of 2023 do not necessarily cover all the duties and tasks completed by the Spiritual Council throughout the year.

The members of the Council are very talented, and we are very blessed to have them in these leadership positions. I thank them for their contributions over the year and find it a privilege to chair the council and work with each member.

Marc Kline, Chair

It has been a busy year for the **FELLOWSHIP** teams. We are seeing more members and visitors coming down to the Community Room for fellowship and refreshment after worship. Adults have time to connect and offer support to one another, and children can visit in an unstructured manner. The most exciting news is the formation of seven teams to rotate throughout the year. Each team only has this responsibility every other month. The responsibility list for Fellowship has been updated.

Non-compostable serving items have been removed from the kitchen and will be donated to the family shelter. The Green team received a grant, which they have graciously shared with Fellowship should there be a time needed to use compostable plates and bowls.

We have had various activities that required more planning and food. This has been easily managed as team members are willing to help without hesitation.

The decision was made to keep fellowship food simpler by only allowing donations that can be eaten with a napkin. However, each team has the independence to serve more food on their given week. Another improvement will be adding a drying rack in 2024 for washed dishes, which will streamline clean-up.

We still need a team for the second Sunday of odd months. If you are interested in leading a team or becoming a team member, please contact Laura or Starr. The Fellowship teams meet every other month, which allows us to brainstorm.

Thanks to Cathe Duncan and Marj Berkheimer for continuing to manage funeral receptions that are held at church.

Respectfully submitted,
Starr Schaeberle and Laura Rhoderick, Co-Chairs



The **MISSION AND SOCIAL ACTION COMMITTEE** worked in 2023 to advance congregational awareness and engagement with our double-blessing charge: 1) to share the Good News of Christ and promote God's Kingdom promises through acts of compassion and justice advocacy and 2) to awaken congregants to their call to discipleship and connect them with opportunities to live out those callings.

Encouraging a Mindset of Active Discipleship

The United Church of Christ celebrates that our life in Christ is not characterized by isolated and solitary moments but rather is an invitation to ongoing and dynamic relationship — a way of moving with the Spirit through the world consistent with the will of God. “Jesus is a movement, not a moment” was the motto of the committee's initial strategy to encourage individual and collective discernment of the call to active discipleship in the advancement of peace and justice. As the year progressed, committee members hosted numerous opportunities during Fellowship after worship to elicit feedback from congregants about their missional areas of interest.

Living as a Supportive Covenantal Member of the United Church of Christ and the Greater Community

A core tenet of our identity as a people of faith is our profession that God created us to live and work in community, a belief essential to the very design of The United Church of Christ. In 2023, we continued to honor our covenant with the wider UCC through our financial support of Our Church's Wider Mission, the Catocin Association, and the promotion of four UCC-wide special offerings: One Great Hour of Sharing, Strengthen the Church, Neighbors in Need, and The Christmas Fund. The Committee also dedicated \$1,000 to the Justice and Witness Action Network of the Central Atlantic Conference of the UCC.

ERUCC generously designates and administers multiple funding sources intended to strengthen the care and justice networks of our local community and beyond. The committee faithfully fulfilled the congregation's trust by discerning where those resources could both support these services and advance the causes of racial justice and LGBTQ rights. The Religious Coalition for Emergency Human Needs continued to be a priority partner for ERUCC, with the ongoing designation of a significant line-item allocation for general support. Other community partners who received direct financial

support from ERUCC included The Frederick Community Action Agency's Soup Kitchen, The AARCH Society, Centro Hispano de Frederick, the Asian American Center of Frederick, Steadfast (for transitioning unhoused youth), Frederick County's Student Homelessness Initiative Partnership (S.H.I.P., for current unhoused children and youth), and Community For Frederick (via The Frederick Center).

The Mission and Social Action Committee facilitated numerous supply drive campaigns for congregational participation in 2023. Throughout June, we collected supplies and financial donations for “**Period Packs**” in collaboration with General Synod. ERUCC adopted the month of October to collect items for the Religious Coalition's various housing programs through a “reverse trick-or-treat.” During Advent, we collected hygiene supplies for S.H.I.P. Throughout 2023, ERUCC also served as a reliable monthly provider of quality lunches for Mission of Mercy.

Leadership In Justice: Community For Frederick

2023 witnessed the emergence of community voices seeking to advance a rollback of Frederick County Public Schools Policy 443 which provides important protections for transgender and gender nonconforming students. In response, ERUCC joined with other community partners to form Community For Frederick, a group that is dedicated to ensuring that ALL students in FCPS feel welcome, respected, and affirmed for who they are. In addition to active support from many members, ERUCC supports CFF by opening its doors and providing meeting space to host its regular meetings both in-person and via Zoom.

Supporting Immigrant and Refugee Communities

In 2023, ERUCC continued its active presence as a founding member of the Refugee Welcoming Committee, birthed from countywide efforts to support the arrival of Afghan refugees in 2021. 2023 also marked the strengthening of ERUCC's role as a founding partner of the Immigrant and Refugee Coalition (I&R Coalition), a collaborative effort led by The Asian American Center of Frederick, Nigerians In Frederick, and Centro Hispano de Frederick. Together, our four organizations secured a \$7,000 UCC Global H.O.P.E. grant in December 2022 to support a series of immigrant community listening sessions to assess the accessibility of trauma-informed, culturally competent mental health care for immigrant and refugee youth (ages 11-18). In 2023,

ERUCC congregants designed and hosted seven adult listening sessions (English- and French-speaking African Community, English- and Spanish-speaking Hispanic Community, Burmese Community, Chinese Community, and South Asian Community) and one middle and high school youth session (Hispanic Community). The I&R Coalition also secured two grants for a total of \$60,000 to 1) support six additional youth listening sessions, 2) host two Town Halls with major stakeholders to share the findings of both the adult and the youth studies, and 3) hire a firm to begin the initial work of a financial forecast for enhancing and increasing access to appropriate mental health care services for immigrant and refugee youth. This work continues into 2024.

Engaging With Other Congregational Partnerships

The Mission and Social Action Committee is pleased to work in dynamic partnership with other working groups in the congregation. The Green Team continued to be a conversation partner and maintain representation on the committee throughout 2023. However, because much of the work of the Green Team is inward-facing (congregationally based) and educational, the Consistory moved to relocate it within the Christian Education Committee beginning in 2024. In our effort to bring our messages of love of God, love of neighbor, and love of creation out into the streets, the Mission and Social Action Committee members supported ERUCC's Frederick Pride efforts by sponsoring and co-hosting an ERUCC booth and supporting the annual Interfaith Pride worship service. While such activities are not essentially the responsibility of the Mission and Social Action Committee, committee involvement in this event brought greater relief to the need for ERUCC to have a more intentional strategy for public presence at such events. Committee members submitted a grant application to The Central Atlantic Conference for an event tabling kit. In the fall, ERUCC was awarded a \$2,500 Trinity Trust Grant for 2024 to purchase equipment and supplies to be used both for Evangelism (during community events) and for promoting ERUCC when guests visit our building.

Faithfully submitted with gratitude,
Michelle Beadle, Chair



2023 brought many changes in **WORSHIP**, beginning when our beloved pastor retired, and we began searching for an interim pastor. Our congregation stepped up and learned to take responsibility for all aspects of worship, from preaching to worship design. The congregation's appreciation reminded us of who we are as a church. The number of people who helped with every aspect of worship was a blessing. While some served in visible ways, we are also thankful for those who help behind the scenes.

During the time between Pastor Daniel's retirement and the start of Dr. Morgan's Interim ministry, different congregation members led us in a centering prayer and lit a multicolored candle to remind us that we are a community of light filled with love and hope. The prayer served as a reminder of our strengths: our extravagant welcome, our leadership on social and ecumenical issues, our youth, and the commitment of our congregation.

Pastor Kirstin's presence was invaluable as she helped lead us in worship. We were blessed to hear different voices as our retired and visiting clergy preached. During the summer, we walked through the stories of our biblical ancestors and the beginning of the Exodus until Moses' call to lead the Israelites out of bondage in Egypt. During Advent, we used liturgy from Sanctified Arts, which helped us reflect on How Does a Weary World Rejoice at a time when many of us felt we carried the stress of our world.

The 8:30 AM Service

Our 8:30 AM service faced one of the most significant changes – the move to the 1848 Church Sanctuary when we temporarily closed Trinity Chapel. We appreciate this group of faithful worshipers and how they embraced this change in worship. In December, we switched from using the worship booklets to a bulletin designed explicitly for this service. The purpose was to enable people in this service to share the Sanctified Arts Advent liturgy, How Does a Weary World Rejoice, used in the 10:30 AM service. The response was positive, so we will continue using the bulletin through Easter. Then, we will evaluate whether to continue using a bulletin in that service.

Music Ministry

We are grateful for the blessing of our music ministry and all who gave their time and talents. Our music director, Alison Shafer, blessed us with music that filled our spirits as she guided us in singing hymns and led our Senior Choir and Spirit. Trish Coffey and Kelly Esslinger led our children's and adult handbell choirs and our children's choir. We were also blessed with solos and musicians.

Handbells

Our handbells were refurbished this fall in time for us to enjoy them during Advent. We appreciate the congregations' financial support for this ministry. The Worship Committee decided to lease our second, unused 3-octave set of handbells to the Capital Ringers with an option to purchase it.

AV Team

We are grateful to Jeff Schaeberle and our AV Team. We added microphones in the front of the sanctuary to help us hear our handbells choirs and the Thought for the Day. These mics enabled us to remove unsightly mics while ensuring satisfactory streaming with no "dead sound" areas. We will continue to explore areas where we need to update our equipment.

Worship Design Team

The Worship Design Team inspired our imaginations with their artful additions to our worship. We are grateful for Ave Barr's leadership and the team's work as they provide banners and artwork displays that speak to each season and give us opportunities to participate in the worship service.

The Mechanics of Worship

Many members work behind the scenes to make our worship service flow smoothly. We are grateful to everyone from our Communion Preparation Team, Scripture Readers, and individuals (Barbara Rhoads), who changes our paraments, and individuals who hang our greens and set up the putz.

Pews

During Advent, we removed two pews on the pulpit side to accommodate our children's area and the handbell choir. The goal was to have a place where the handbells would be, with a few exceptions like baptisms and the Candlelight Tour of Historic Houses of Worship. The space worked, but it was tight with the putz. We will evaluate this later in 2024.

Grace and Peace,
Rebecca Shillingburg, Chair, Rev. Kirstin Shrom-Rhoads,
Alison Shafer, Trish Coffey, Kelly Esslinger, Ave Barr,
Peter Brehm, and Jeff Schaeberle



In 2023, the retirement of our pastor, Barbara Kershner Daniel, and the closing of Trinity Chapel led to changes in our Christian Education program—in teaching leadership and class locations.

For **ADULTS** on Sunday mornings, Revs. John and Rebecca Shillingburg continued to lead **Let's Study the Bible** as a hybrid class. In September, responding to requests from some congregants unable to attend on Sunday mornings, they started a Wednesday evening version of the class, also on a hybrid basis. Both classes focus on how the Bible was written, organized, and translated as an approach to improve our understanding of passages of scripture.

In the Spring, Pastor Daniel continued teaching the Tuesday morning Bible study, using Amy-Jill Levine's *The Difficult Words of Jesus* and *Entering into the Passion of Christ and Soul Feast* by Marjorie Thompson to focus the group's reflection and discussion. Her final classes were cherished by both new and long-time class members.

On Wednesday afternoons in March, Rev. Esther Ziegler taught a **Bible study also based on** *The Difficult Words of Jesus* by Amy-Jill Levine for anyone who had missed the Tuesday classes on this book or who wanted to delve more deeply into the difficult words of Jesus.

Following Pastor Daniel's retirement, Rev. Rebecca Shillingburg assumed the lead for the Tuesday morning class in September. The group used the books *Freeing Jesus* by Diana Butler Bass and *Reading the Bible Again for the First Time* by Marcus Borg.

Let's Talk, the Sunday morning topical class, met several Sundays in the spring and experimented with using choral singing as a spiritual practice. Titled **Let's Sing**, these classes were led by Kathy Gelles-Baxter. **Let's Talk** returned in November, with David Howard leading a class on *The Creation* by Joseph Haydn, an oratorio depicting and celebrating the world's creation. In December, Rev. Carolyn Roberts taught and led *Advent for Adults! Exploring Advent through the Lens of Matthew*.

CHILDREN'S AND YOUTH EDUCATION grew under Pastor Kirstin Shrom-Rhoads leadership, with programs drawing in all ages and fostering community development. Familiar programs begun by her predecessor, Kim Sexton, were continued, and new opportunities for spiritual growth and fun were created!

The decision to close Trinity Chapel due to safety concerns was unexpected and posed challenges for restarting classes in the fall. With staff and volunteer help, the Sunday School classes were moved to the main church: the PreK-2nd grade class relocated to the Coffey

Room; the 3-5th grade class moved to the Thomas Room; and the Middle School/High School class found itself in the conference room in the Parish House. Though unplanned, the transitions happened quickly and have been embraced by families and teachers as a safer, more convenient location for our children and youth.

Our Children's classes were well attended and continued to grow, led by these dedicated volunteer teachers:

- PreK-2nd grade: Audrey Rayfield, Donna Smith, and Kate Fromknecht;
- 3rd-5th grade: Dawn Lagrotteria, Thomasa Pomeroy, Kirstin Shrom-Rhoads (spring), and Julie Ebersole (fall);
- **Music and Movement** (offered at the end of Sunday School time for all ages): Tricia Coffey and Kelly Esslinger.
- Eleanor Fisher and Jack Stull served as greeters for the Sunday School classes.

The PreK-5th grade Sunday School curriculum used in previous years was no longer available in 2023. With leadership from Pastor Kirstin Shrom-Rhoads, a team of Sunday School teachers reviewed multiple curricula and chose one for the 2023-24 Sunday School year. In Spring 2024, the team will reassess the curriculum and make recommendations for the 2024/25 year.

Our Junior Church program for K-5 students occurred on the 2nd, 3rd, and 4th Sundays during the sermon portion of the 10:30 AM service. Thomasa Pomeroy was the lead teacher, using the **Messy Church** curriculum, which includes fun and sometimes messy activities, crafts, and games. Youth and adult volunteers also supported the class.

Ashley Murphy staffed the nursery with support from regular volunteers for our youngest children.

A year-long **Confirmation** class taught by Jim Weitz and Maria Lagrotteria concluded in the spring of 2023, with confirmands Katie Zander, Peyton Bowen, Quynn Adkins, Eli Baker, and Lucas Nguyen-Powell graduating and becoming full ERUCC members. They were supported by mentors Tricia Coffey, Jim Brittain, Bud Rossig, Linda Coyle, and Dawn Lagrotteria.

In the fall, Tyler York, Jim Brittain, and Eliza Stitely started a new middle school/high school class, offering youth a safe, welcoming space to grow and learn in faith and service.

We are blessed and grateful for many knowledgeable and generous teachers willing to share their gifts and encourage us to think more deeply about our faith.

— Linda Coyle, Chair



The Constitution and Bylaws of ERUCC state that “the **EVANGELISM TEAM** works to welcome members and visitors to the church. This team is responsible for integrating new members into the life of the congregation.”

ERUCC’s Evangelism Team has been active over recent years overseeing the welcoming of visitors and members on Sunday mornings and at special services with greeters, Welcome Table volunteers, and written notes under the coordination of Sue Pinner.

Robin Cooney, assigned as Elder liaison to the Evangelism Team, has worked with Sue to bring more team members on board over the past nine months. The team has created detailed informational handouts and brochures (about ERUCC and its many varied programs) that can be found at the Welcome Table and in the church lobby. It has also created a New Member Interest Survey. The group is exploring and implementing hands-on ways to connect with new members and regular visitors and actively integrate them into ERUCC’s church community.

— Sue Pinner & Robin Cooney



Our dedicated group of **DEACONS** is an integral part of our radical hospitality at ERUCC. They’re the backbone of our Sunday 10:30 AM services, and they never fail to fully support those services and our congregation’s needs every week. We also provide support for many other services throughout the year, including but not limited to memorial services, and other special worship services.

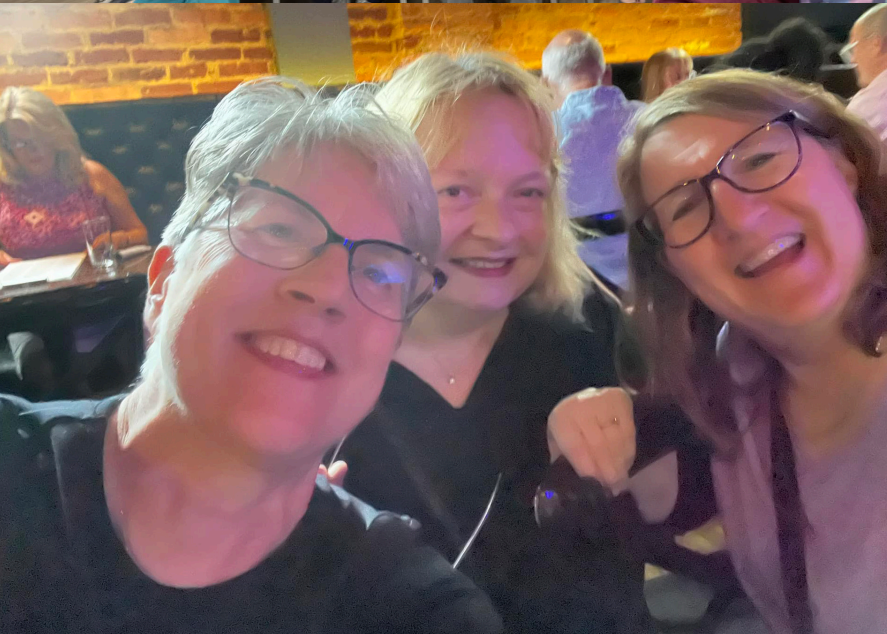
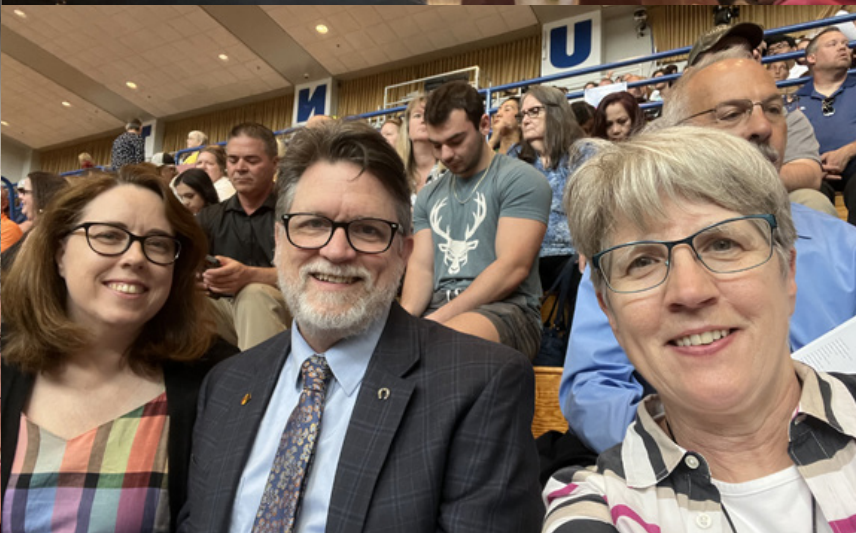
This year, we prepared food for a **Mission of Mercy** luncheon. Everyone brought and/or made food to provide an entire meal for medical professionals that help those in need of their services but unable to pay for them. We’re continuing to attend training to have the safest church possible, including attending meetings of our newly formed Safety and Security Team.

Your deacons are Betsy Selby, Jim Brittain, Matt Davis, Harrison Fisher, Robin A. Brady-Slifer, Robin L. Brady-Slifer, Darryl Glick, and Mark Ulrich.

They are all amazing, and I’m proud to be one of them. I have deep gratitude for all of them.

Respectfully submitted,
Mark Ulrich, Head Deacon







Evangelical Reformed UCC is fortunate to have scholarship programs available to our post-secondary students as they seek educational opportunities to develop knowledge and skills to realize their full potential.

Robert McCardell established the McCardell Scholarship Fund in honor and memory of his family. The Kieffer Scholarship Fund was established in honor of Dr. Henri L. Kieffer, pastor of this church from 1910 to 1946. The Liz Coffey Scholarship Fund was established in memory and in honor of our beloved youth Liz Coffey. Contributions to these Scholarship Funds by members and friends of the church are always welcomed.

The **SCHOLARSHIP COMMITTEE** awards gifts to church members for post-secondary undergraduate education based on the quality of the candidate's plan for the use

of the funds, the ability and promise of the applicant, the need for financial assistance, and active participation in the life of the church. The aid may continue for subsequent years after an interview with the committee, submission of intent to reapply, and submission of their transcript of grades from the current year.

Our committee was very impressed with the academic accomplishments of all of this year's recipients. They shared their involvement in many worthwhile extracurricular programs during the annual phone interviews with committee members.

Scholarship Committee

Sandra Trout, Chair, Tricia Coffey, Cathie Duncan, and Dan Smith

For the 2023 academic year, the following members were recipients of scholarships:

Kendall Johnson	Senior	Frederick Community College
Ben Mercier	Senior	Indiana University
Aiden Baldree	Junior	Millersville University of Pennsylvania
Colleen Huetting	Junior	Susquehanna University
Lucy Adkins	Sophomore	St. Mary's College of Maryland
Alex Cumber	Sophomore	St. Mary's College of Maryland
Erin Gohegan	Sophomore	Wilson College
Trevor Weakly	Sophomore	Gettysburg College
Veronica Beadle	Freshman	Towson University
Luke Chappell	Freshman	University of Maryland, Baltimore County
Paige Coffey	Freshman	Millersville University of Pennsylvania
Autumn Crutchley	Freshman	Frederick Community College
Matthew Mercier	Freshman	Penn State University



ERUCC is a **Creation Justice Church** in which the whole church is committed to actions that create a healthier, cleaner, and more sustainable earth. The **GREEN TEAM** creates opportunities for us to live out this mission.

In February, ERUCC received a purple air quality monitor installed on the church building as part of a collaboration between the Justice and Witness Network of the UCC Central Atlantic Conference, Interfaith Power and Light, and the University of Maryland. As a participating church, we later received \$500 from a grant designated for use on green initiatives. The \$500 was given to the Fellowship Team to purchase compostable products for those occasions when it is not practical to wash dishes.

In March, the Green Team partnered with the Multi-Faith Alliance for Climate Stewards (MACS) to host the first Green Team Networking event, including representatives from numerous church and community green teams. We came together to share successes and gain insights from one another about sustainability and creation care practices. It was inspiring to learn how the cumulative efforts of our many small organizations to reduce waste, cut carbon emissions, and plant sustainable landscaping were adding up and making a difference.

Throughout 2023, the Green Team continued to support the whole church's effort to reduce waste through composting, recycling, and washing dishes. Even at Pastor Daniel's retirement party and other whole church luncheons, the organizers made every effort to minimize landfill waste.

The small amount of green space behind the church is transitioning from grass and weeds to native plants supporting pollinators and other wildlife, an ongoing project. Compost was put down to cover the grass, but the dry summer impeded the plantings. The work will continue in 2024.

The Green Team hosted several fellowship and learning walks, including a tour of Carolyn Roberts' native plant gardens, a walk along Carrol Creek in downtown, and a tour of Mount Olivet Cemetery. These walks offered fun opportunities to connect and appreciate our natural world.

ERUCC also participated in the nationwide UCC Climate Hope postcards initiative. Congregation members completed postcards asking the Environmental Protection Agency to take action to update protections that impact our environment and health. The postcards were collected nationally and then delivered to the EPA. ERUCC contributed over 50 postcards to the effort.

We hosted Rev. Gerald Fuss as our guest pastor for a Creation Justice Sunday in November. At that service, we offered congregants a chance to advocate for the Maryland EMPOWER ACT by signing a pledge to be delivered to our state legislators. The EMPOWER ACT supports funding for home energy efficiency upgrades that will help reduce greenhouse emissions with extra support for low-income households.

Respectfully submitted,
Linda Coyle, Team Lead

The biggest **PROPERTY COMMITTEE** undertaking of 2023 was the decision to temporarily close Trinity Chapel out of an abundance of caution due to the need for repairs and restoration of the historic clock tower. In late summer, just before the new Sunday School year began, the building closure necessitated the relocation of all our activities there to our main building. A quick effort was undertaken to move Sunday School classes into former meeting spaces, including the Thomas Room, Liz Coffey Room, and the John Clapp Conference Room. Moving the restoration project forward has been slow, but progress has been made.

Throughout the year, many volunteered on various projects, including painting, cleaning, and minor repairs and maintenance. We are grateful for every person who volunteered to help; it helps save our congregation a significant amount in labor costs.

— Owen York, Chair



The **STEWARDSHIP AND GENEROSITY COMMITTEE** educates our members on the importance of giving and encourages them to commit to supporting the work of the church. Specifically, the team is responsible for the organization and implementation of a stewardship program each year and also to “help members discern their vocation, their spiritual gifts, and passions, and find ways within the Church for them to use those gifts”

For the second year, our committee used an approach to our annual stewardship campaign called Consecration Sunday by Herb Miller with Eugene Grimm. The program guides us in a spiritual growth-oriented process designed to enrich our biblical understanding of Christian stewardship. Rather than focusing on the church’s need to receive, the experience concentrates on the giver’s need to give for his or her own spiritual development.

During the four weeks of our fall Consecration Sunday program, Matt Huetting, Holly Davis, and Justin Coen generously shared personal testimonies and invited us to prayerfully consider questions such as “What percentage of my income is God calling me to give?” and to examine our relationship with money. Our guest leader, Rev. Suzanne Schmidt led our Consecration Sunday team behind the scenes and provided the program’s closing meditation on October 8, Consecration Sunday. After the services, we joined together for a Celebration Breakfast in the lobby and the Community Room for a joyful Celebration Luncheon, culminating our month of

exploring together how financial stewardship is a part of our relationship with God. Throughout the weeks of the program, a faithful group prayed daily for the Consecration Sunday team, the congregation, and the program led by Suzanne Morris on Zoom. Will Duncan also provided a great deal of support as Chair of Finance.

As shared at the Congregational Meeting in December 2023, 94 families or single persons completed Estimate of Giving Cards this year. Of these, 62 increased their 2024 financial commitment above their 2023 pledge. Per the Estimate of Giving Cards, \$299,054 was committed. Combined with income expected from loose offerings, expected giving from people who have consistent giving patterns during the past twelve months but have not yet completed Estimate of Giving Cards, and income from non-donor sources such as interest, rentals, and fees gives us a total of \$789,793 in anticipated income for 2024. This is a 7.2% increase in total giving above last year.

We continued to bring forward stories from members of the congregation during the 10:30 AM worship service about how their relationship with God is strengthened or changed through their generosity. We heard from Rodney Martin, Peter Brehm, and Matt and Kelly Huetting. We thank you for your generous and faithful giving.

Respectfully submitted,

Tyler L. York and Julie Clark, Co-Chairs, Peter Brehm, Stephanie Fisher, Robin L. Brady-Slifer, Justin Coen



FAITHFUL FRIENDS is ERUCC's caregiving and visitation ministry. The Faithful Friends team is responsible for maintaining connections with those ERUCC members who cannot attend regular Sunday morning services for various reasons, generally related to their health. The average number of individuals on the list was approximately 15. Those on the Faithful Friends list reside in nursing homes, assisted living, and other homes (e.g., their own or those of family members). Most of those on the Faithful Friends list can watch ERUCC's services online, but that is no substitute for having someone from ERUCC reach out to them.

The team communicated with individuals on the Faithful Friends list primarily through mail. Cards were sent regularly to keep in touch and commemorate birthdays. Team Coordinator Pat Hevner was known for the colorful stickers on the front of every card she sent. In addition to sending cards, the Faithful Friends team also called those on the list. Visits, which had been a mainstay of the ministry prior to COVID-19, slowly started to increase in 2023.

Pat Hevner led Faithful Friends for many years. Sadly, she passed away soon after the end of 2023. Pat brought a lot of joy and comfort to many members of ERUCC through the Faithful Friends ministry! The 2023 members of the Faithful Friends team who will continue

the ministry are Sue Pinner, Anne Hoffmann, Suan Kreh, Kelly Esslinger, and Jeanellen Kallevang (new Team Coordinator).

Participating on the Faithful Friends team is very rewarding. Those who are connected to ERUCC through Faithful Friends and their families are very appreciative of this ministry. Sometimes, correspondence starts between ERUCC members. When ERUCC members who cannot get out receive calls and visits from other members of our church, the connection between ERUCC members becomes personal, and friendships develop.

The Faithful Friends ministry desperately needs more members on its Team, especially to call and visit. The ERUCC members on the Faithful Friends list have been integral parts of ERUCC and need to continue to be included in our faith community. Team members participate on their own time and in the ways and to the extent that they choose (e.g., visit one person on the list per month, visit a specific individual once every two weeks, call certain individuals routinely, send cards every two months to everyone on the list, send birthday cards only). Please contact Jeanellen at geeegirl@hotmail.com if you are interested!

Respectfully submitted,
Jeanellen Kallevang, Team Coordinator

The **PERSONNEL AND POLICY COUNCIL** is responsible for matters involving staff members. The committee assists the Senior Pastor/Interim Pastor in staff assessments, current and future planning, and anticipated needs.

In 2023, the council assisted the Interim Pastor Selection Committee with successfully bringing Rev. Dr. Marvin Morgan on board. Salary reviews were also conducted, and COLA raises were given to all staff members.

In 2024, the council anticipates looking at the benefits package for full-time staff.

Respectfully submitted, Darryl Glick, Chair,
Marc Kline, Cliff Barr, Eric Weakly



Our core team of dedicated volunteers on the **AUDIO VISUAL TEAM** continued to ensure that our worship services were available online and that people in the sanctuary could hear the service. The team live streamed fifty-nine services, including two funerals, four special services, and Pastor Kirstin’s installation. We also supported events in the community room, including several meetings that were made available online using Zoom. The team supported several days of meetings of the Central Atlantic Conference and a Catoctin Association meeting with Zoom.

An average of sixty views were received for each Sunday worship service. We assume an average of 1.5 people watch for each viewing session, so we estimate the online attendance at 90 people per week. Our worship services were viewed from thirty-eight states and fourteen countries. The map below shows locations where people have watched the service.

Thanks to funds from the Fisher Fund and a generous gift from Penny George, we have been able to improve our systems over the past year:

- We installed new hanging microphones at the front of the sanctuary. This eliminated the unsightly

microphone stands for the choir and the bells and provided better audio for the online viewers.

- We replaced our aging PC, which we use to run the live stream. We completed this before it died!
- Installed monitor speakers so that Alison and the choir can hear the spoken part of the service (they sit behind the main speakers).
- Replaced the Community Room laptop used for projecting during meetings and other events.

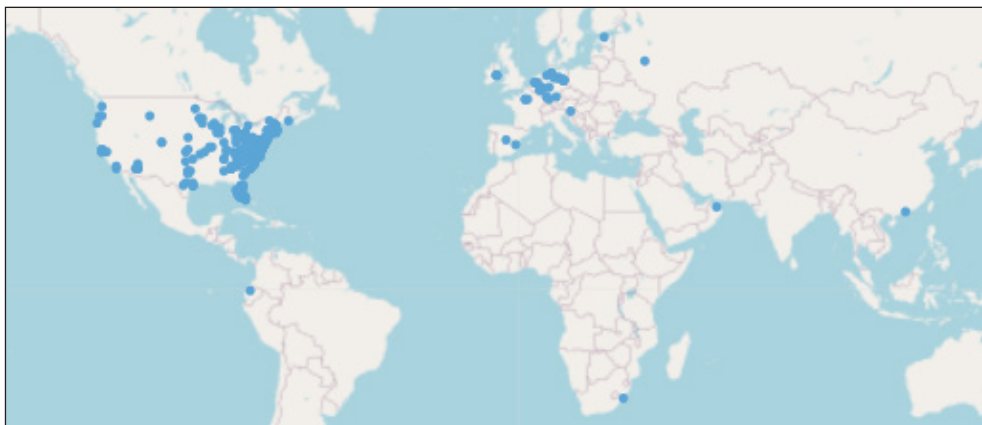
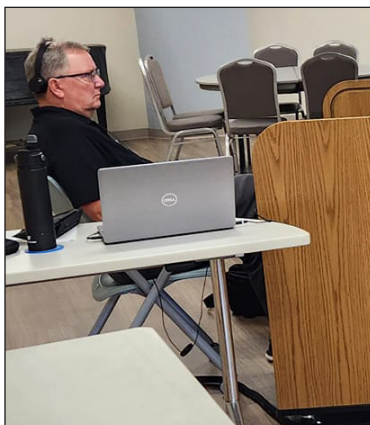
My thanks to our dedicated team of volunteers who enable the live stream and AV support at many other events:

Jeff Schaeberle
Larry Martin
Rodney Martin

Jeff Baker
Kelly Esslinger
Ethan Kline

We need more volunteers so that we can have adequate coverage every Sunday. No special skills are required. We will train you on the various systems.

— Jeff Schaeberle, Team Lead



The **FINANCE COMMITTEE**, in conjunction with the Treasurer and professional accounting personnel, works to prepare and review the monthly financial reports. The Finance Committee is responsible for keeping the Consistory and congregation apprised of the church's financial state.

The committee meets mostly monthly, and we have continued with Zoom meetings, as it is easy to share and view the financial statements. 2023 was another year of significant transition for Finance, as we contracted with the Jitasa Accounting Group to provide bookkeeping and other financial services. In addition, we engaged with Gusto payroll to provide payroll service for our staff.

Highlights for 2023:

- ***Change in bookkeeper and payroll services***

- o As mentioned above, we moved all our bookkeeping services to Jitasa, an online provider, starting in February. The initial onboarding was completed early in March. The first payroll under the new service occurred for the March 15 pay period.
- o There were some bumps along the road as staff and the finance team learned the new system and adapted to remote access and online bill-paying versus in-house bookkeeping and physical expense checks.

- ***ERUCC continued to pay on our two loans related to the building project.***

- o ACNB Bank's loan balance at the end of 2023 was: \$2,164,715.00.
- o Fisher Fund's loan balance at the end of 2023 was: \$145,229.00.
- o Note that the ACNB loan comes due December 15, 2026. At that time, we will have to negotiate a new loan and interest rate (currently at 4%).

- ***Pastor Daniel's retirement:***

- o With the announcement of her June retirement date, the committee began to deal with the financial side of supplying pastor coverage to bridge the gap between her departure and the call of an interim pastor. It was decided to utilize the sabbatical reserves to cover the costs. In addition, we provided some guidance to the interim search team regarding compensation.
- o As with many areas of the church, Pastor Daniel was a vital member of the finance team, and we will miss her guidance.

- ***Clock Tower:***

- o Stayed abreast of the Property Committee's quest to get a firm grip on the scope and cost of the needed repairs.
- o Created the Historic Clock Tower fund at the Community Foundation using the \$25,000.00 we received from the Delaplaine Foundation in 2021. This was necessary as the grant from the Delaplaine stipulated that the money must be used by the end of 2023. They agreed that establishing this fund was a suitable use.

- The 2024 Mission Spending Plan (budget) was developed. Many thanks to the staff and committees for their work.

- As noted in the 2021 report, we received \$298,000.00 from Alice Brouillet's estate. ERUCC received the final installment of \$99,089.00 in 2023, bringing the total to \$298,178.00. The finance committee allocated \$10,000.00 (\$9,761.00 was used) to help with Pastor Daniel's retirement celebrations. So, after that and the 10% allocated for Mission and Social Justice, \$258,600.00 remains.

The Finance Committee remains optimistic. We have challenges in the next few years as deferred maintenance projects must be completed, but we also have received tremendous support in 2023. The table below summarizes the final report for the close of 2023, received on April 12, 2024:

2023 Actual vs Budget

	Actual	Budget	Over (Under)
General & Investment Income	\$1,068,024.00	\$870,340.00	\$197,684.00
Expense	\$1,059,128.00	\$1,025,589.00	\$33,538.00
Net Operating Income (Loss)	\$8,896.00	\$(155,250.00)	\$164,146.00

- 1) The General & Investment income line represents all the donations received and income from investments for both what we planned (Budget) and what was received (Actual). So, we received \$197,684.00 more than we expected. THANK YOU!
- 2) The Expense line is the total of all expenses, again for both what we planned (Budget) and what was spent (Actual). So, we spent \$42,332.00 more than we anticipated.
- 3) The Net Operating Income line is simply Income minus Expenses for what we planned (Budget) and what was incurred (Actual). So, the \$8,896.00 income/surplus is a blessing compared to the \$155,250.00 forecasted deficit.
- 4) Remember that General Income also includes the Alice Brouillet estate distribution that—while very welcomed—is not something to count on year to year.

Please stay tuned for more information to be shared throughout the year. Contact us via the church office or FinanceChair@erucc.org with any questions. We are always eager to talk with you.

In 2023, the Finance Committee included Peter Brehm, RaeAnn Butler, Rev. Dr. Barbara K. Daniel, Senior Pastor (until her retirement), Rodney Martin (Treasurer), Bob Ziegler, Robert Morris, David Cooney, and Will Duncan (Chair). I want to extend my gratitude to all current and former members for their dedication to and support of this vital mission at ERUCC.

Respectfully,
Will Duncan, Chair



Evangelical Reformed United Church of Christ
Budget vs. Actuals: FY2023
January-December 2023

	Total			
	Actual	Budget	over Budget	% of Budget
Income				
4000 Direct Contributions	\$ -	\$ -	\$ -	
4010 Tithes and Offerings	\$ 560,714.91	\$ 552,399.96	\$ 8,314.95	1.02
4015 Plate	\$ 1,759.16	\$ 2,000.04	\$ (240.88)	0.88
4020 Support	\$ 58,849.97	\$ -	\$ 58,849.97	
4030 Missions	\$ 12,654.00	\$ -	\$ 12,654.00	
4040 Community Support	\$ 816.22	\$ -	\$ 816.22	
4060 Designated Funds Income	\$ 102,202.18	\$ 66,999.96	\$ 35,202.22	1.53
4070 Donations from Facility Renters	\$ 220.00	\$ -	\$ 220.00	
4080 Estate Donations	\$ 107,066.04	\$ -	\$ 107,066.04	
Total 4000 Direct Contributions	\$ 844,282.48	\$ 621,399.96	\$ 222,882.52	1.36
5100 Program Sales & Fees	\$ -	\$ -	\$ -	
5110 Facility Rental Income	\$ 20,124.45	\$ 22,000.00	\$ (1,875.55)	0.91
5115 Facility Rental Costs	\$ 750.00	\$ -	\$ 750.00	
5140 Program Registration Fees	\$ 100.00	\$ -	\$ 100.00	
Total 5100 Program Sales & Fees	\$ 20,974.45	\$ 22,000.00	\$ (1,025.55)	0.95
5400 Revenue From Sales	\$ -	\$ -	\$ -	
5410 Non-inventory Sales	\$ 610.00	\$ -	\$ 610.00	
Total 5400 Revenue From Sales	\$ 610.00	\$ -	\$ 610.00	
5600 Cashback	\$ -	\$ -	\$ -	
5610 Cashback rewards	\$ 1,997.67	\$ -	\$ 1,997.67	
Total 5600 Cashback	\$ 1,997.67	\$ -	\$ 1,997.67	
5999 Misc. Revenue	\$ 6,750.86	\$ -	\$ 6,750.86	
9030 Release from Restrictions	\$ 193,408.84	\$ 226,940.04	\$ (33,531.20)	0.85
Total Income	\$ 1,068,024.30	\$ 870,340.00	\$ 197,684.30	1.23
Gross Profit	\$ 1,068,024.30	\$ 870,340.00	\$ 197,684.30	1.23
Expenses				
7000 Grants & Direct Assistance	\$ -	\$ -	\$ -	
7010 Gifts to Individuals	\$ 26,603.04	\$ -	\$ 26,603.04	
7020 Benevolence	\$ 129,101.94	\$ 79,250.00	\$ 49,851.94	1.63
Total 7000 Grants & Direct Assistance	\$ 155,704.98	\$ 79,250.00	\$ 76,454.98	1.96
7200 Salaries & Related Expenses	\$ -	\$ -	\$ -	
7210 Salaries & Wages	\$ 258,168.95	\$ 266,982.00	\$ (8,813.05)	0.97
7215 Housing Allowance	\$ 56,492.29	\$ 69,999.96	\$ (13,507.67)	0.81
7220 401k/403b Contributions	\$ 41,197.58	\$ -	\$ 41,197.58	
7230 Employee Benefits	\$ -	\$ 110,895.00	\$ (110,895.00)	0.00
7240 Payroll Taxes	\$ 17,189.74	\$ -	\$ 17,189.74	
7250 Payroll Service Fees	\$ 1,444.04	\$ -	\$ 1,444.04	
7290 Workers Comp	\$ 1,203.00	\$ -	\$ 1,203.00	
Total 7200 Salaries & Related Expenses	\$ 375,695.60	\$ 447,876.96	\$ (72,181.36)	0.84

7500 Contract Service Expenses	\$	-	\$	-	\$	-	
7510 Contractors - General	\$	19,773.72	\$	-	\$	19,773.72	
7520 Accounting	\$	25,363.75	\$	-	\$	25,363.75	
7540 IT Consultant	\$	8,897.68	\$	-	\$	8,897.68	
7570 Guest Speaker	\$	200.00	\$	-	\$	200.00	
7580 Musicians	\$	8,600.00	\$	-	\$	8,600.00	
7585 Instruments Maintenance Contractors	\$	8,537.00	\$	-	\$	8,537.00	
7590 Janitorial Services	\$	40,191.66	\$	-	\$	40,191.66	
Total 7500 Contract Service Expenses	\$	111,563.81	\$	-	\$	111,563.81	
8100 Non-personnel Expenses	\$	-	\$	-	\$	-	
8110 Supplies	\$	17,341.53	\$	-	\$	17,341.53	
8115 Food & Refreshments	\$	5,168.31	\$	-	\$	5,168.31	
8120 Telephone & Internet	\$	14,007.72	\$	-	\$	14,007.72	
8130 Postage & Shipping	\$	2,218.52	\$	-	\$	2,218.52	
8150 Software & Hardware < \$X,XXX	\$	793.78	\$	9,999.96	\$	(9,206.18)	0.08
8160 Printing & Copying	\$	12,064.43	\$	-	\$	12,064.43	
8170 Subscriptions	\$	4,884.85	\$	-	\$	4,884.85	
Total 8100 Non-personnel Expenses	\$	56,479.14	\$	9,999.96	\$	46,479.18	5.65
8200 Facility Expenses	\$	-	\$	-	\$	-	
8220 Utilities	\$	28,063.44	\$	-	\$	28,063.44	
8230 Repairs & Maintenance	\$	55,736.77	\$	177,668.00	\$	(121,931.23)	0.31
8235 IT Equipment Repair and Maintenance	\$	5,679.15	\$	-	\$	5,679.15	
Total 8200 Facility Expenses	\$	89,479.36	\$	177,668.00	\$	(88,188.64)	0.50
8300 Travel & Conference Expenses	\$	-	\$	-	\$	-	
8310 Transportation	\$	1,131.10	\$	-	\$	1,131.10	
8320 Airfare	\$	25,641.90	\$	-	\$	25,641.90	
8330 Meals & Entertainment	\$	15,825.50	\$	-	\$	15,825.50	
8340 Hotels & Lodging	\$	15,668.06	\$	-	\$	15,668.06	
8350 Conference Registration Fees	\$	1,664.60	\$	-	\$	1,664.60	
8360 Vehicles	\$	51.00	\$	-	\$	51.00	
8370 Sr. Pastor Professional Expenses	\$	1,432.86	\$	-	\$	1,432.86	
8380 Associate Pastor Professional Expenses	\$	1,647.40	\$	-	\$	1,647.40	
Total 8300 Travel & Conference Expenses	\$	63,062.42	\$	-	\$	63,062.42	
8400 Other Program Specific Expenses	\$	-	\$	-	\$	-	
8410 Hospitality	\$	106.65	\$	-	\$	106.65	
8420 Decorations	\$	4,812.03	\$	-	\$	4,812.03	
Total 8400 Other Program Specific Expenses	\$	4,918.68	\$	-	\$	4,918.68	



8500 Other Expenses	\$ -	\$ -	\$ -	
8510 Interest Expense	\$ 88,892.87	\$ 153,035.00	\$ (64,142.13)	0.58
8520 Insurance - Non-employee Related	\$ 99,011.25	\$ 79,045.00	\$ 19,966.25	1.25
8525 Sr. Pastor Continuing Education	\$ 2,005.00	\$ -	\$ 2,005.00	
8530 Membership Dues - Organization	\$ 1,295.73	\$ -	\$ 1,295.73	
8535 Associate Pastor Continuing Education	\$ 572.81	\$ -	\$ 572.81	
8540 Staff & Leadership Training	\$ 1,975.80	\$ -	\$ 1,975.80	
8545 Gifts and Appreciation	\$ 1,986.29	\$ -	\$ 1,986.29	
8550 Bank Fees	\$ 917.94	\$ -	\$ 917.94	
8560 Merchant Fees	\$ 3,682.49	\$ -	\$ 3,682.49	
8570 Advertising Expenses	\$ 270.57	\$ -	\$ 270.57	
8580 Business Taxes & Licensing Fees	\$ 1,603.34	\$ -	\$ 1,603.34	
8590 Other Expense	\$ 9.99	\$ 78,715.00	\$ (78,705.01)	0.00
Total 8500 Other Expenses	\$ 202,224.08	\$ 310,795.00	\$ (108,570.92)	0.65
Total Expenses	\$ 1,059,128.07	\$ 1,025,589.92	\$ 33,538.15	1.03
Net Operating Income	\$ 8,896.23	\$ (155,249.92)	\$ 164,146.15	-0.06
Other Income				
9200 Investment Activity	\$ -	\$ -	\$ -	
9210 Interest	\$ 623.77	\$ -	\$ 623.77	
9220 Dividends	\$ 41,318.58	\$ -	\$ 41,318.58	
9230 Unrealized Gain(Loss)	\$ 247,900.07	\$ -	\$ 247,900.07	
Total 9200 Investment Activity	\$ 289,842.42	\$ -	\$ 289,842.42	
9300 Other Income	\$ -	\$ -	\$ -	
9310 Other Miscellaneous Income	\$ -	\$ -	\$ -	
Total 9300 Other Income	\$ -	\$ -	\$ -	
Total Other Income	\$ 289,842.42	\$ -	\$ 289,842.42	
Net Other Income	\$ 289,842.42	\$ -	\$ 289,842.42	
Net Income	\$ 298,738.65	\$ (155,249.92)	\$ 453,988.57	-1.92



**Evangelical Reformed United Church of Christ
Statement of Activity
January-December 2023**

	Total
Income	
4000 Direct Contributions	
4010 Tithes and Offerings	\$ 560,714.91
4015 Plate	\$ 1,759.16
4020 Support	\$ 58,849.97
4030 Missions	\$ 12,654.00
4040 Community Support	\$ 816.22
4060 Designated Funds Income	\$ 102,202.18
4070 Donations from Facility Renters	\$ 220.00
4080 Estate Donations	\$ 107,066.04
Total 4000 Direct Contributions	\$ 844,282.48
5100 Program Sales & Fees	
5110 Facility Rental Income	\$ 20,124.45
5115 Facility Rental Costs	\$ 750.00
5140 Program Registration Fees	\$ 100.00
Total 5100 Program Sales & Fees	\$ 20,974.45
5400 Revenue From Sales	
5410 Non-inventory Sales	\$ 610.00
Total 5400 Revenue From Sales	\$ 610.00
5600 Cashback	
5610 Cashback rewards	\$ 1,997.67
Total 5600 Cashback	\$ 1,997.67
5999 Misc. Revenue	\$ 6,750.86
9030 Release from Restrictions	\$ 193,408.84
Total Income	\$ 1,068,024.30
Gross Profit	\$ 1,068,024.30
Expenses	
7000 Grants & Direct Assistance	
7010 Gifts to Individuals	\$ 26,603.04
7020 Benevolence	\$ 129,101.94
Total 7000 Grants & Direct Assistance	\$ 155,704.98
7200 Salaries & Related Expenses	
7210 Salaries & Wages	\$ 258,168.95
7215 Housing Allowance	\$ 56,492.29
7220 401k/403b Contributions	\$ 41,197.58
7240 Payroll Taxes	\$ 17,189.74
7250 Payroll Service Fees	\$ 1,444.04
7290 Workers Comp	\$ 1,203.00
Total 7200 Salaries & Related Expenses	\$ 375,695.60
7500 Contract Service Expenses	

7510 Contractors - General	\$	19,773.72
7520 Accounting	\$	25,363.75
7540 IT Consultant	\$	8,897.68
7570 Guest Speaker	\$	200.00
7580 Musicians	\$	8,600.00
7585 Instruments Maintenance Contractors	\$	8,537.00
7590 Janitorial Services	\$	40,191.66
Total 7500 Contract Service Expenses	\$	111,563.81
8100 Non-personnel Expenses		
8110 Supplies	\$	17,341.53
8115 Food & Refreshments	\$	5,168.31
8120 Telephone & Internet	\$	14,007.72
8130 Postage & Shipping	\$	2,218.52
8150 Software & Hardware < \$X,XXX	\$	793.78
8160 Printing & Copying	\$	12,064.43
8170 Subscriptions	\$	4,884.85
Total 8100 Non-personnel Expenses	\$	56,479.14
8200 Facility Expenses		
8220 Utilities	\$	28,063.44
8230 Repairs & Maintenance	\$	55,736.77
8235 IT Equipment Repair and Maintenance	\$	5,679.15
Total 8200 Facility Expenses	\$	89,479.36
8300 Travel & Conference Expenses		
8310 Transportation	\$	1,131.10
8320 Airfare	\$	25,641.90
8330 Meals & Entertainment	\$	15,825.50
8340 Hotels & Lodging	\$	15,668.06
8350 Conference Registration Fees	\$	1,664.60
8360 Vehicles	\$	51.00
8370 Sr. Pastor Professional Expenses	\$	1,432.86
8380 Associate Pastor Professional Expenses	\$	1,647.40
Total 8300 Travel & Conference Expenses	\$	63,062.42
8400 Other Program Specific Expenses		
8410 Hospitality	\$	106.65
8420 Decorations	\$	4,812.03
Total 8400 Other Program Specific Expenses	\$	4,918.68
8500 Other Expenses		
8510 Interest Expense	\$	88,892.87
8520 Insurance - Non-employee Related	\$	99,011.25
8525 Sr. Pastor Continuing Education	\$	2,005.00
8530 Membership Dues - Organization	\$	1,295.73
8535 Associate Pastor Continuing Education	\$	572.81
8540 Staff & Leadership Training	\$	1,975.80
8545 Gifts and Appreciation	\$	1,986.29
8550 Bank Fees	\$	917.94
8560 Merchant Fees	\$	3,682.49
8570 Advertising Expenses	\$	270.57

8580 Business Taxes & Licensing Fees	\$ 1,603.34
8590 Other Expense	\$ 9.99
Total 8500 Other Expenses	\$ 202,224.08
Total Expenses	\$ 1,059,128.07
Net Operating Income	\$ 8,896.23

Other Income

9200 Investment Activity	
9210 Interest	\$ 623.77
9220 Dividends	\$ 41,318.58
9230 Unrealized Gain(Loss)	\$ 247,900.07
Total 9200 Investment Activity	\$ 289,842.42
9300 Other Income	
9310 Other Miscellaneous Income	\$ -
Total 9300 Other Income	\$ -
Total Other Income	\$ 289,842.42
Net Other Income	\$ 289,842.42
Net Income	\$ 298,738.65







*Many thanks to everyone for their input on this report.
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