



# **Mt ZION**

## **UNITED CHURCH OF CHRIST**

### **2020 Annual Report**

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Rev. Danielle E. Neff, Senior Pastor  
Rev. Jeff Kardisco, Associate Pastor (served until September 2020)  
Pastor Stephanie Dorsey, Part-time Transitional Minister (began November 2020)  
Mr. Denny Daugherty, Adult Choir Director & Tech Director  
Mr. Travis Pinci, Accompanist, Children's Music Coordinator, & Secretary

## 2020 COUNCIL

John Schriver, Moderator  
 Sandy King, Vice Moderator  
 Suzanne Skennonto, Secretary  
 Jesse Smith II, Treasurer  
 Joan Masimore, Assistant Treasurer  
 Robin Schriver, Financial Secretary

Natalie Behrends  
 Elaine Bevivino  
 Joey Bevivino (served until August 2020)  
 Layla Beyer (served until August 2020)  
 Hayden Dallam (began term August 2020)  
 David Firestone  
 Jodi Graham  
 Scott Kiefer  
 Sandy King

Bonnie Murphy  
 Katrina Rhinehart (began term August 2020)  
 John Schriver  
 Jason Shiffer  
 Melissa Shindler  
 Suzanne Skennonto  
 Joe Vacante

## PENN CENTRAL CONFERENCE DELEGATES

Moderator: John Schriver

Vice Moderator: Sandy King

*The purpose of Mt. Zion United Church of Christ  
 is to accept Christ as our Savior, to share in His love,  
 to meet and grow in Christian fellowship, and to serve the  
 community and the world in his name.*

### *2020 Vision Statement*

*Because of our commitment to God our Creator, Christ our Savior, and  
 the Holy Spirit who guides us, we, the people of Mt. Zion United Church  
 of Christ aspire to create meaningful and loving relationships through  
 ministry and mission that is empowering and supportive of all  
 generations of God's people, locally and globally.*

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# CONGREGATIONAL MEETING AGENDA

February 28, 2021

9 AM ~ Zoom

PLAN TO JOIN US AS WE CELEBRATE ON OUR SUCCESSES OF 2020,  
AND LOOK TO MOVE AHEAD ON OUR FAITH JOURNEY IN 2021.

A DIGITAL VERSION OF THE ANNUAL REPORT WILL BE AVAILABLE AND WILL BE VOTED ON.

- ~ Call to Order
- ~ Opening Prayer
- ~ Update on End of Year Giving
- ~ Self Study Team Update
- ~ Action to Accept 2020 Annual Reports
- ~ Recognize Outgoing Council Members
- ~ Closing & Adjourn

**MT. ZION UNITED CHURCH OF CHRIST  
CONGREGATIONAL MEETING MINUTES  
February 16, 2020**

*Meeting was called to order at 9:00 AM by Council Moderator John Schriver.*

- I. Devotions/Opening Prayer – John Schriver**  
Video shown about past Shenandoah Camping events by Mt. Zion youth and families.
- II. Update on End of Year Giving – Barry Epley**  
*a. Barry gave an update regarding how we finished the year financially. At the beginning of 2019, we began with approximately 41,000-42,000 in our operating reserves and current expense accounts. Mid year (June), we borrowed \$10,000 from ourselves (operating reserves) to cover expenditures. At year's end, we were able to pay ourselves back the \$10,000. We did not meet our budget and we overspent by \$8,000. As of January 2020, our giving was within \$1,000 of budget- this is great news. Barry encouraged the congregation to continue with consistent giving so that we can meet our budget obligations.*  
*Motion to accept the 2019 Annual Report made by Mary Jane Snyder; seconded by Tori Everhart. Motion passed unanimously.*
- III. Update from Open & Affirming Team – Scott McCracken**  
 Since our last congregational meeting in November, the Open and Affirming (ONA) committee has been engaged in gaining a spiritual, social, and biological understanding of LGBTQ+ and other populations. We have met with Mt. Zion Youth, and worked on educational opportunities that we plan to offer to the congregation at large over the coming months. These will include special education sessions and film screenings, among other opportunities. While the complete schedule still is yet to be determined, I'm happy to share that our first session will be Sunday, March 29, 2020 from 12pm to 2pm. It is titled "ONA: Breaking Bread and Building Bonds", and will include an overview of the ONA process and our planned educational topics, as well as an opportunity to provide input to the educational and ONA process. All are welcome, but as we plan to serve food, we are asking folks to register ahead of time. Childcare will be provided here at the church. There will be more sessions to follow, about once monthly, through the spring and summer, and a complete schedule will be posted in the narthex, and in the eSpirit.
- IV. Recognizing Outgoing Council Members**
- Terry Barnes
  - Bob Katherman
  - Lana Fritz
  - Carrah Wagaman
  - Megan Merritt

A thank you was given to Bill Murphy and his team of Lana Fritz, Natalie Behrends and Barb Stebbins.

Mary Jane Snyder reminded the congregation that there are still opportunities to sponsor bulletins and flowers for 2020. If flowers are sponsored and not wanted, they will be distributed to care disciples.

- V. Closing & Adjourn – John Schriver**

Motion to adjourn the meeting made by Michael Maletz; seconded by Jim Beyer. Motion passed unanimously.

Meeting was adjourned at 9:30 am.

**MT. ZION UNITED CHURCH OF CHRIST  
CONGREGATIONAL MEETING MINUTES  
September 13, 2020 on Zoom**

*Meeting was called to order at 9:30 AM by Council Moderator John Schriver.*

**VI. Roll Call – Pastor Danielle Neff**

- Roll Call of all attendees via Zoom

**VII. Powerpoint Presentation - John Schriver**

- Application for the PPP Loan ~ \$16,000 is the amount that could be borrowed without congregational vote (By-Laws Article 3.14.B.2); amount not to exceed 5% of the current expense budget
- A requirement for congregational meetings in Article 7.01 of the Constitution – Two congregational meetings shall be held each year in the Spring and Fall.
- Recommendations from Penn Central Conference and the UCC General Counsel was to use Zoom as the platform.
- *Proposed amendment to make an addition to Article 7 – Remote Congregational Meetings stating Council has the authority to call a congregational meeting using an electronic platform to be used in the event that the congregation cannot meet in person by John Schriver; seconded by Allen Neff. Motion carried.*
- Post card ballots will be sent to all attendees of the September 13<sup>th</sup> Zoom meeting. Ballots should be returned by September 30, 2020.

**VIII. Motion to adjourn the meeting made by Jim Firestone; seconded by Dave Firestone. Motion carried.**

**MT ZION UNITED CHURCH OF CHRIST  
CONGREGATIONAL MEETING MINUTES  
November 15, 2020 on Zoom**

- I. Call Meeting to Order John Schriver, Moderator
- II. 2020 Budget Update John Schriver, Moderator & Jesse Smith, Treasurer
- III. Presentation of the 2021 Budget Barry Epley, Finance Committee  
John Schriver, Moderator
- A. Explanation of Budget
- B. Motion to Adopt 2021 Budget/Second - *Michael Maletz moved to adopt the 2021 budget and Carol Bair seconded.*
- C. Explanation of Sponsorship
- D. Discussion & Questions
- E. Vote to Adopt the Budget – *Postcards were sent by mail for voting.*
- IV. Presentation of Council Candidates Sandy King, Vice Moderator
- Tori Everhart, Karen Gibbs, Tammy Gordon, Cindy Hogentogler*
- A. Motion to Accept Slate of Candidates/Second – *Carol Bair motioned to accept the candidates & Jesse Smith seconded.*
- B. Election of Council Members
- V. Presentation of Cemetery Board Candidate – *Bonnie Murphy motioned to accept the candidate and Jane Graham seconded.*
- Barbara Krier*
- VI. Adjournment of Meeting- *Meeting was adjourned at 9:40 AM* John Schriver, Moderator

**Mt. Zion Ministry Teams 2020**

**Altar Guild**

Brenda Beyer  
 Mary Jane Epley  
 Joan Masimore, Chair  
 Joann Snyder  
 Mary Jane Snyder  
 Barb Stebbins  
 Shirley Kline  
 Dawn Almoney  
 Robin Schriver  
 Marty Wenck

**Community Life Core**

Jodi Graham, Council Liaison  
 Natalie Behrends  
 Robin Schriver

**Finance**

John Schriver  
 Jim Shiffer  
 Jesse Smith  
 Barry Epley, Chair  
 Anne Henry  
 John Kollasch  
 Neil Crowell

**Investment Advisory**

Rick Hogentogler, Chair  
 Don Butcher  
 Al Fauth  
 Anne Henry

**Memorials Committee**

George Pfeiger, Chair  
 Tillie Henry  
 Barb Minnich  
 Nancy Sleeper

**Missions Core**

Joe Vacante, Council Liaison  
 Mike Gibbs  
 Barbara Krier  
 Jennifer Damon  
 Les Loucks  
 Doris Loucks  
 Jim Shiffer  
 Connie Wolfe  
 Carol Hartman  
 Kathy Ensminger

**Nursery Care Coordinator**

Kathy Sweeney

**Outreach Core**

Melissa Shindler, Council Liaison  
 Denny Daugherty  
 Brigitte Bradnick  
 George DeMers

**Pastor Parish Relations Team**

Anne Henry  
 Rev. Ted Trout-Landen  
 Mary Jane Snyder  
 Rick Hogentogler  
 John Schriver  
 Tori Everhart

**Personnel**

Current Moderator- John Schriver  
 Current Vice Moderator- Sandy King  
 Previous Year's Moderator- Bob Katherman

**Property Committee**

John Schriver, Chair/Council Liaison  
 Red Arnold  
 Jim Firestone  
 Bill Murphy  
 Tom Mulligan  
 Jim Shiffer  
 Corey McCarthy

**Spiritual Formation/Discipleship Core**

Jason Shiffer, Council Liaison  
 Kathy Sweeney  
 Elaine Bevivino  
 JJ Rhinehart

**Stewardship of Resources Core**

**(Managing Core)**

John Schriver, Council Liaison (Chair)  
 Bob Katherman  
 Barry Epley  
 Rick Hogentogler  
 George Pfeiger

**Worship Core**

Bonnie Murphy, Council Liaison  
 Dave Firestone  
 Denny Daugherty  
 Melissa Shindler

**Youth Core**

Layla Beyer, Council Liaison  
 Joey Bevivino, Council Liaison

Bronson Gordon  
JJ Rhinehart

Elaine Bevivino  
Tammy Gordon

**Cemetery Board**

Sherry Dunbar, Pres. (3-2012 elected)  
Barb Krier, Assist. Treasurer (appointed)  
Jim Whorl, Treasurer (appointed)  
Byron Almoney (3-2011 elected)  
Mary Jane Snyder (3-2012 elected)  
Ken Dunbar (3-2011 appointed)

**Contact People for groups and ministries:**

**Ridgerunners**

Diane Strine  
Nancy Sleeper  
Becky Hester

**Aid Society**

Nancy Kinard

**20/30**

Robin Schriver  
Danika Dallam  
Tami Grimes

**Woven Threads**

Brenda Beyer

**Singles**

Carol Hartman

**Mr. Sandy's**

Connie Wolfe

**Ronald McDonald House**

Jim Shiffer

**Soup Kitchen**

Nancy Sleeper

## 2020 Pastors' Report

Dear Mt. Zion Family,

My star word for 2020 was “learning.” I had no idea just how much that word would apply to the year that was ahead. There has been so much learning. Learning about what COVID-19 is, learning about safety precautions, learning about streaming worship, learning about patience, learning about disappointment, learning about how much make up I need to not look washed out on camera, learning about zoom, learning about zoom burnout, learning about what works and what doesn't work. Learning to say goodbye to my dear friend and faithful partner in ministry, Pastor Jeff and his precious family, Dani and Ivyn. Learning to adjust my expectations. Learning and relearning, over and over again, what gifts I have for ministry and relearning, over and over again, what my growing edges are. This has been a year of learning. But the learning hasn't all been difficult.

It has been a true blessing to learn and relearn just how connected we are as a church family. To bear witness, over and over again, to how faithful you are in your gifts of time, talent and treasure. To be reminded, day in and day out, that God is faithful and present amidst all that we face. To find joy, repeatedly, in your acts of kindness and generosity and ministry despite challenges. This learning is truly what has mattered. It is learning that will stick with me, learning that keeps my heart buoyed when worry or sadness threaten to make me sink.

In the book of Jeremiah, the prophet reports that the Lord has said:

*“I will give them one heart and one mind so that they may worship me all the days of their lives, for their own good and for the good of their children after them. I will make an everlasting covenant with them, never to stop treating them graciously. I will put into their hearts a sense of awe for me so that they won't turn away from me. I will rejoice in treating them graciously, and I will plant them in this land faithfully and with all my heart and being.”*  
(Jeremiah 32:39-41)

Though we have faced many challenges, what has been clear to me, throughout 2020 is that God's everlasting covenant is holding firm, God's graciousness has continued. I have been gifted with a sense of awe over what is possible. When the prophet Jeremiah wrote those words, he wrote them to a community that had known suffering and hardship (far greater than we have). Those words, so filled with hope, remind us that though for this moment, we might be enduring difficulty, we are also bearing witness to the power and presence of God, a God that has not abandoned us and has in fact, invested in our future.

Mt. Zion, THANK YOU for being who you are. Thank you for learning with me, thank you for growing with me. Thank you for entrusting the care of this church family to me as your pastor. There are far too many people to thank, and not enough space to thank them all, but I must take time to express my deepest gratitude to Bill Murphy for his tireless efforts maintaining the church building. I want to give a resounding yelp of praise to Travis Pinci and Denny Daugherty, for being a team that is truly a joy and blessing to work with. And I want to thank you, the people of Mt. Zion for your generosity, your love of God, and your continued desire to shine the light of Christ in the world.

My star word for 2021 is trust. I look forward to seeing how that word unfolds, as together, we serve our great, loving, compassionate God.

Faithfully,

Pastor Danielle

**MT. ZION UNITED CHURCH OF CHRIST  
TREASURER'S REPORT  
FOR THE YEAR ENDED DECEMBER 31, 2020**

<b><u>RECEIPTS</u></b>		<b><u>ACTUAL</u></b>	<b><u>BUDGET</u></b>
<b><u>CURRENT FUND</u></b>			
4.001.0101	Envelopes	\$ 290,295.91	\$ 299,522.00
4.001.0102	Plate	3,257.50	8,500.00
4.001.0103	Sunday School	1.51	-
4.001.0106	Initial	234.00	300.00
4.001.0107	Communion	589.00	1,500.00
4.001.0109	Advent Offering	6,860.00	5,000.00
4.001.0112	Rent	792.00	900.00
4.001.0114	Lenten Offering	2,525.00	3,000.00
4.001.0116	Interest - Money Market	183.57	350.00
4.001.0117	Interest - Checking Account	24.00	20.00
4.001.0122	Endowment Income	20,757.50	20,000.00
	Total Actual and Budget	<u>\$ 325,519.99</u>	<u>\$ 339,092.00</u>
4.001.0115	Miscellaneous Income	1,615.00	
4.001.0193	Payroll Protection Program	16,900.00	
4.001.0194	Music	564.00	
	<b><u>TOTAL RECEIPTS - CURRENT</u></b>	<u>\$ 344,598.99</u>	
<b><u>CAPITAL IMPROVEMENTS</u></b>			
4.002.0201	Envelopes	\$ 16,582.56	\$ 10,000.00
4.002.0203	Endowment Income	4,987.50	4,000.00
	Total Actual and Budget	<u>\$ 21,570.06</u>	<u>\$ 14,000.00</u>
4.002.0204	Community Aid Box	682.00	
4.002.0298	Major Repairs to Church Property	-	
	<b><u>TOTAL RECEIPTS - CAP. IMPROVE.</u></b>	<u>\$ 22,252.06</u>	
<b><u>BENEVOLENCE</u></b>			
4.003.0301	Envelopes	<u>\$ 20,863.00</u>	<u>\$ 33,909.00</u>
<b><u>MEMORIALS</u></b>			
4.008.0001	Memorials	<u>\$ 2,725.00</u>	
<b><u>ENDOWMENT FUND</u></b>			
4.010.0001	Contributions	<u>\$ 1,045.00</u>	
<b><u>MICRO LENDING</u></b>			
4.009.9910	Contributions	<u>\$ 6,284.00</u>	

**MT. ZION UNITED CHURCH OF CHRIST  
TREASURER'S REPORT  
FOR THE YEAR ENDED DECEMBER 31, 2020**

<u>IN/OUT ACCOUNTS</u>		<u>ACTUAL</u>	<u>BUDGET</u>
4.101.0105	Flowers	\$ 359.50	
4.101.0111	Bulletins	236.00	
4.101.0188	Good Samaritan Fund	9,220.00	
4.101.0189	RIP Medical Benefits	9,000.00	
4.101.0190	ECO Justice	650.00	
4.101.0194	Women's Retreat	3,675.00	
4.101.0196	Mugs, Tumblers and T-Shirts	10.00	
4.101.0197	Youth Fund Raiser	1,717.00	
4.101.0199	Miscellaneous Events	395.00	
	<u>TOTAL IN/ OUT</u>	<u>\$ 25,262.50</u>	
<b><u>SPECIAL CHURCH OFFERINGS</u></b>			
4.103.0304	Neighbors In Need	\$ 260.00	
4.103.0305	One Great Hour of Sharing	985.00	
4.103.0307	Blanket Sunday	940.00	
4.103.0308	Strengthen the Church	945.00	
	<u>TOTAL SPECIAL CHURCH OFFERINGS</u>	<u>\$ 3,130.00</u>	
<b><u>SPECIAL BENEVOLENCES</u></b>			
4.104.0313	Monthly Missions	\$ 25,181.03	
4.104.0314	Endowment Income- Wider Missions	10,606.00	
4.104.0320	North Hills Backpack Program	30.00	
4.104.0340	Mr. Sandy	5.00	
4.104.0399	Disaster Relief	209.00	
	<u>TOTAL SPECIAL BENEVOLENCE</u>	<u>\$ 36,031.03</u>	
<b><u>SPONSORSHIPS</u></b>			
4.105.0001	Sponsors of Ministries	\$ 4,915.00	\$ 5,300.00
	<u>RECEIPTS - ACTUAL/BUDGET TOTALS</u>	<u>\$372,868.05</u>	<u>\$ 392,301.00</u>
	<u>RECEIPTS - TOTAL FOR THE YEAR</u>	<u>\$467,106.58</u>	

**MT. ZION UNITED CHURCH OF CHRIST  
TREASURER'S REPORT  
FOR THE YEAR ENDED DECEMBER 31, 2020**

<u>EXPENSES</u>		<u>ACTUAL</u>	<u>BUDGET</u>
<b><u>WAGES</u></b>			
5.001.4102	Wages - Secretary	\$ 20,089.00	\$ 20,089.00
5.001.4103	Wages- Organist	19,517.00	19,517.00
5.001.4104	Wages - Director of Music	15,141.00	15,141.00
5.001.4107	Wages- Part-Time Pastor	4,037.00	-
5.001.4109	Wages/Housing - Senior Pastor	75,000.00	75,000.00
5.001.4110	Wages/Housing - Associate Pastor	47,038.00	55,590.00
	<b><u>TOTAL WAGES</u></b>	<b><u>\$ 180,822.00</u></b>	<b><u>\$ 185,337.00</u></b>
<b><u>FRINGES</u></b>			
5.001.4111	Social Security Taxes	\$ 13,880.12	\$ 14,179.00
5.001.4112	Pension	19,037.76	18,283.00
5.001.4113	Health and Dental Insurance	32,444.71	34,803.00
5.001.4114	Insurance - Workmen's Compensation	1,630.99	1,540.00
5.001.4115	Family Protection	2,538.94	2,700.00
	Actual and Budget	\$ 69,532.52	\$ 71,505.00
5.001.4117	Flexible Spending Account	553.35	
	<b><u>TOTAL FRINGES</u></b>	<b><u>\$ 70,085.87</u></b>	
	<b><u>TOTAL WAGES AND FRINGES</u></b>	<b><u>\$ 250,907.87</u></b>	<b><u>\$ 256,842.00</u></b>
<b><u>SPIRITUAL FORMATION</u></b>			
5.001.4201	Curriculum - Church School	\$ 1,467.07	\$ 3,000.00
5.001.4202	Materials and Supplies - Church School	363.53	300.00
5.001.4203	Confirmation Education	388.71	1,500.00
5.001.4205	Summer Program	149.99	800.00
5.001.4209	Adult Education	427.47	400.00
	<b><u>TOTAL SPIRITUAL FORMATION</u></b>	<b><u>\$ 2,796.77</u></b>	<b><u>6,000.00</u></b>
<b><u>PROPERTY MAINTENANCE</u></b>			
5.001.4301	Repairs and Maintenance	\$ 5,118.56	\$ 6,000.00
5.001.4302	Services	2,576.09	2,500.00
5.001.4303	Supplies	2,835.62	1,400.00
5.001.4304	Maintenance - Piano and Organ	1,440.20	1,800.00
5.001.4305	Real Estate Taxes	2,741.79	3,000.00
5.001.4306	Insurance - Property	7,065.93	5,500.00
5.001.4307	Furnishings and Equipment	519.00	500.00
5.001.4308	Maintenance - Grounds	4,434.32	3,500.00
5.001.4309	Sound System Maintenance	533.59	1,500.00
	<b><u>TOTAL PROPERTY MAINTENANCE</u></b>	<b><u>\$ 27,265.10</u></b>	<b><u>25,700.00</u></b>

**MT. ZION UNITED CHURCH OF CHRIST  
TREASURER'S REPORT  
FOR THE YEAR ENDED DECEMBER 31, 2020**

<b><u>EXPENSES</u></b>		<b><u>ACTUAL</u></b>	<b><u>BUDGET</u></b>
<b><u>COMMUNITY LIFE CORE</u></b>			
5.001.4401	Kitchen Supplies	\$ -	\$ 150.00
5.001.4405	Hospitality	199.03	350.00
5.001.4406	Appreciation and Welcome	<u>582.24</u>	<u>600.00</u>
	<b><u>TOTAL COMMUNITY LIFE CORE</u></b>	<b><u>\$ 781.27</u></b>	<b><u>1,100.00</u></b>
<b><u>YOUTH CORE</u></b>			
5.001.4420	Family and Youth Ministries	\$ 1,657.85	\$ 1,600.00
5.001.4421	Youth Fellowship	268.32	1,800.00
5.001.4425	Camperships	-	500.00
5.001.4427	Younger Youth (J-Walkers)	<u>290.10</u>	<u>300.00</u>
	Total Actual and Budget	<b><u>\$ 2,216.27</u></b>	<b><u>4,200.00</u></b>
5.001.4422	Youth Trips	<u>-</u>	
	<b><u>TOTAL YOUTH CORE</u></b>	<b><u>\$ 2,216.27</u></b>	
<b><u>MISSION</u></b>			
5.001.4436	Mission Committee	<u>\$ -</u>	<u>\$ 200.00</u>
<b><u>OPERATING EXPENSES</u></b>			
5.001.4502	Conference Meeting Expense	\$ 133.54	\$ 600.00
5.001.4506	Staff/Lay Persons Cont. Ed.	927.36	1,000.00
5.001.4507	Staff Travel Reimbursement	305.09	2,500.00
5.001.4511	Telephone	1,119.09	1,300.00
5.001.4512	Electric	4,051.74	7,000.00
5.001.4513	Heat - Gas	7,831.13	8,000.00
5.001.4514	Water	507.76	700.00
5.001.4515	Sewer	300.00	300.00
5.001.4516	Office Supplies	2,976.25	3,200.00
5.001.4517	Postage	2,258.21	1,700.00
5.001.4520	Library Books/Subscriptions	990.05	600.00
5.001.4521	Repairs/Maintenance - Office Equipment	3,902.86	3,700.00
5.001.4522	Internet Service	1,156.91	1,300.00
5.001.4523	Bank Service Charges	625.50	600.00
5.001.4527	Flowers	-	100.00
5.001.4529	Bulletins	-	650.00
5.001.4537	Church Council	340.30	250.00
5.001.4538	Computer Hardware/Software	870.07	1,500.00
5.001.4539	IT Services - Kirbtech	<u>3,053.80</u>	<u>1,900.00</u>
	Total Actual and Budget	<b><u>\$ 31,349.66</u></b>	<b><u>36,900.00</u></b>
5.001.4525	VANCO Fees	\$ 23.68	
5.001.4527	Miscellaneous	<u>1,550.00</u>	
	<b><u>TOTAL OPERATING EXPENSES</u></b>	<b><u>32,923.34</u></b>	

**MT. ZION UNITED CHURCH OF CHRIST  
TREASURER'S REPORT  
FOR THE YEAR ENDED DECEMBER 31, 2020**

<u>EXPENSES</u>		<u>ACTUAL</u>	<u>BUDGET</u>
<b><u>WORSHIP MINISTRY</u></b>			
5.001.4601	Supplies	\$ 653.23	\$ 400.00
5.001.4602	Sub. Organist/Accom.	-	300.00
5.001.4603	Choir Recognition	-	100.00
5.001.4604	Supply/Guest Pastors	-	200.00
5.001.4605	Music	476.87	600.00
5.001.4606	Licenses - Music	-	-
5.001.4607	Envelopes - Congregation	1,233.03	1,200.00
5.001.4608	Guest Musician	-	200.00
5.001.4609	Messy Church	-	300.00
5.001.4611	Audio/Visual Subscriptions	2,909.99	2,500.00
	<b><u>TOTAL WORSHIP MINISTRY</u></b>	<b><u>5,273.12</u></b>	<b><u>5,800.00</u></b>
<b><u>OUTREACH CORE</u></b>			
5.001.4701	Advertising and Signage	\$ 859.70	\$ 1,350.00
5.001.4706	Community Outreach	177.68	500.00
5.001.4707	Web Development	-	500.00
	<b><u>TOTAL OUTREACH CORE</u></b>	<b><u>\$ 1,037.38</u></b>	<b><u>\$ 2,350.00</u></b>
	<b><u>EXPENSES - ACTUAL/BUDGET- CURR.</u></b>	<b><u>\$ 321,074.09</u></b>	<b><u>\$339,092.00</u></b>
	<b><u>EXPENSES - CURRENT - TOTAL</u></b>	<b><u>\$ 323,201.12</u></b>	
<b><u>CAPITAL IMPROVEMENTS</u></b>			
5.002.0201	Capital Improvements	\$ 3,242.00	<u>\$ 14,000.00</u>
5.002.0202	Major Church Repairs	5,946.20	
5.002.0298	Furnishing?Equipment - Replacement	-	
5.002.0299	Audio and Visual Church Upgrade	3,411.16	
	<b><u>TOTAL CAPITAL IMPROVE.</u></b>	<b><u>\$ 12,599.36</u></b>	
<b><u>BENEVOLENCES</u></b>			
5.003.0301	Our Wider Church Mission	\$ 21,519.00	\$ 33,109.00
5.003.0302	York Association Membership	743.75	800.00
	<b><u>TOTAL BENEVOLENCES</u></b>	<b><u>\$ 22,262.75</u></b>	<b><u>\$ 33,909.00</u></b>
<b><u>SPONSORSHIPS</u></b>			
5.105.0001	Summer Program	\$ -	\$ 1,000.00
5.105.0002	Children's library	249.49	300.00
5.105.0003	Worship Supplies	608.11	500.00
5.105.0004	Camperships	-	500.00
5.105.0005	All Church Events	1,442.34	1,300.00
5.105.0006	Music For Worship	100.00	100.00
5.105.0007	Messy Church	244.98	500.00
5.105.0008	Family and Youth	290.68	400.00
5.105.0009	Younger Youth (J-Walkers)	-	300.00
5.105.0011	Adult Education/Speakers	100.00	100.00
5.105.0012	Postage	298.38	300.00
	<b><u>TOTAL SPONSORSHIPS</u></b>	<b><u>\$ 3,333.98</u></b>	<b><u>\$ 5,300.00</u></b>

**MT. ZION UNITED CHURCH OF CHRIST  
TREASURER'S REPORT  
FOR THE YEAR ENDED DECEMBER 31, 2020**

<u>EXPENSES</u>		<u>ACTUAL</u>	<u>BUDGET</u>
<b><u>MEMORIALS</u></b>			
5.008.0001	Memorial Expenses	\$ 3,904.37	
<b><u>ENDOWMENT FUNDS</u></b>			
5.010.1001	Distributions - Endowment	\$ 505.00	
<b><u>MICRO LENDING EXPENSE</u></b>			
5.099.9910	Micro Lending Expense	\$ 3,750.00	
<b><u>IN/OUT ACCOUNTS</u></b>			
5.101.4528	Flowers - Alter Weekly	\$ 375.00	
5.101.4529	Bulletins - Weekly	917.18	
5.101.4588	Good Samaritan Fund Expenses	8,370.00	
5.101.4589	RIP Medical Debts	9,000.00	
5.101.4590	ECO - Justice	650.00	
5.101.4594	Women's Retreat	465.55	
5.101.4599	Miscellaneous Events	95.75	
	<b><u>TOTAL IN/OUT ACCOUNTS</u></b>	<b><u>\$ 19,873.48</u></b>	
<b><u>SPECIAL CHURCH OFFERINGS</u></b>			
5.103.0304	Neighbors In Need	\$ 260.00	
5.103.0305	One Great Hour of Sharing	985.00	
5.103.0307	Blanket Sunday	940.00	
5.103.0308	Strengthen the Church	945.00	
	<b><u>TOTAL SPECIAL CHURCH OFFERINGS</u></b>	<b><u>\$ 3,130.00</u></b>	
<b><u>SPECIAL BENEVOLENCES</u></b>			
5.104.0313	Monthly Missions	\$ 21,515.50	
5.104.0314	Endowment Expenses - Wider Missions	17,192.78	
5.104.0316	Share The Heart	-	
5.104.0317	Mt. Zion Food Ministries	600.00	
5.104.0320	North Hills Backpack Program	-	
5.104.0340	Mr. Sandy	521.32	
5.104.0399	Disaster Relief	-	
	<b><u>TOTAL SPECIAL BENEVOLENCE</u></b>	<b><u>\$ 39,829.60</u></b>	
	<b><u>EXPENSES - ACTUAL/BUDGET TOTALS</u></b>	<b><u>\$349,912.82</u></b>	<b><u>\$ 392,301.00</u></b>
	<b><u>EXPENSES - TOTAL FOR THE YEAR</u></b>	<b><u>\$432,389.66</u></b>	

**MT. ZION UNITED CHURCH of CHRIST  
BALANCE SHEET  
FOR THE YEAR ENDED DECEMBER 31, 2020**

**CURRENT ASSETS**

1.101.0101	Cash Account - Peoples Bank	\$ 500.00
1.101.0103	Cash Account - First National Bank	23,017.43
1.101.0104	Cash Account - Spec. Mission - Manigold	11,471.46
1.101.0105	Cash Account - Operating Reserve	25,800.00
1.101.0107	Cash Account - Youth Group	4,748.23
1.101.0108	Cash Account - Mission Trips	3,207.64
1.101.0109	Cash Account - Disaster Relief	3,841.28
1.101.0110	Cash Account - Share the Heart	2,400.02
1.101.0111	Cash Account - Money Market A/C	54,579.93
1.101.0112	Cash Account - Mt. Zion Food Ministries	4,709.82
1.101.0113	Cash Account - North Hills Backpack Program	7,090.00
1.101.0195	Cash Account - Christian Education	10,324.51
1.101.0196	Cash Account - Community Service	5,324.05
1.101.0197	Cash Account - UCC Wider Mission	7,233.62
1.101.0198	Cash Account - I.A.C.	2,107.00
1.101.0199	Cash Account - Holding Account	4,075.00

**Total General Fund Cash** \$ 170,429.99

1.102.0202                      Cash Account - Capital Improvement \$ 15,910.50

1.103.0302                      Cash Account - Benevolence \$ 1,941.00

1.104.0402                      Cash Account - Monthly Missions \$ 2,410.03

1.110.1002                      Endowment - Semi-Permanent \$ 887,597.68

1.110.1003                      Endowment- Permanent 30,723.27

1.110.1009                      Endowment Cont. - To Be Transferred 420.00

**Total Endowment Fund** \$ 918,740.95

**BOARD DESIGNATED FUNDS**

1.111.1102                      Big Brother/Big Sister - Restricted \$ 4,825.87

1.111.1104                      Lakota Mission - Restricted 9,417.70

1.111.1105                      Memorials 4,794.47

1.111.1106                      Pastor Transitional Fund 13,842.61

1.111.1107                      Capital Improvement 44,127.57

1.111.1108                      Mt. Zion Cabin Restoration - Hartman Center 1,505.11

1.111.1109                      Music Fund 8,221.30

1.111.1110                      Kitchen Improvement 10,561.10

**Total Board Designated Funds** \$ 97,295.73

**TOTAL ASSETS** \$1,206,728.20

**MT. ZION UNITED CHURCH of CHRIST  
BALANCE SHEET  
FOR THE YEAR ENDED DECEMBER 31, 2020**

**LIABILITIES and FUND BALANCES**

<b><u>LIABILITIES</u></b>		
2.201.0109	Local Wage Tax Withheld	287.91
2.201.0112	Local Services Tax	<u>48.00</u>
	<b><u>Total Liabilities</u></b>	<b>\$ <u>335.91</u></b>
 <b><u>FUND BALANCES</u></b>		
3.301.0101	General Fund Balance	\$ 190,775.61
3.310.1001	Endowment Fund Balance	918,320.95
3.311.1101	Board Designated Funds Balance	<u>97,295.73</u>
	<b><u>Total Fund Balances</u></b>	<b>\$ <u>1,206,392.29</u></b>
	<b><u>TOTAL LIABILITIES and FUND BALANCES</u></b>	<b>\$ <u>1,206,728.20</u></b>

## RIDGERUNNERS - 2020 ANNUAL REPORT

Ridgerunners is a group of men and women of all ages joining in fellowship the first Wednesday of each month at noon in the Fellowship Hall, unless otherwise noted in the Announcement sheet. Members bring a sandwich and enjoy snacks, dessert and drinks provided by the host/hostess. One does not have to be a member of Mt. Zion UCC to attend and community outreach is encouraged.

JANUARY - We enjoyed a covered dish luncheon and retained the same officers:

President - Nancy Sleeper; Vice President - Jerry Hester; Secretary - Nancy Schwartz; Treasurer - Nancy Kinard; Social Director - Becky Hester. We then discussed activities for the remainder of the year and signed up for hosts/hostesses.

FEBRUARY - We met in the Fellowship Hall and played Bingo following lunch.

MARCH - We enjoyed our Founders' Day Luncheon at Stony Brook Family Restaurant.

We did not meet the remainder of the year due to the Covid-19 virus. We communicated monthly via email or letter. We did decide to increase our end of year contributions because of the great need in our community. The financial report will be submitted by Nancy Kinard.

Respectfully Submitted,

Nancy Sleeper

Mt. Zion UCC Ridgerunners  
Treasurer's Report for 2020

Beginning Balance		\$1,209.15
Income		
	Dues	\$58.00
	Candy Sales	\$116.00
	American Music Theater	\$112.00
	Transfer from Ladies' Aid	\$1282.48
	Sight and Sound	\$1155.20
	Total Income	\$2,723.68
Expenses		
	Mt. Zion Leaf	\$200.00
	Refunded American Music Theater	\$112.00
	Refunded Candy Sales	\$110.00
	Bell Shelter	\$200.00
	Northeastern Food Pantry	\$400.00
	Salvation Army	\$400.00
	CYSD Families	\$200.00
	Total Expenses	\$1,622.00
Ending Balance		\$3,010.83

Nancy Kinard  
Treasurer

Mt. Zion UCC Ladies Aid SocietyTreasurer's Report for 2020

Beginning Balance		\$1,466.84
Income		
Luncheons	\$200.00	
Misc.	\$50.00	
Total Income		\$250.00
Expenses		
Mt. Zion Leaf	\$200.00	
Blouse Paper	\$133.00	
Luncheon	\$91.36	
Bank Service Charge	\$10.00	
Transfer to Rdigerunners (close out acct.)	\$1,282.48	
Ms. PA Meal	\$58.99	
Octoberfest	\$44.50	
Bill Murphy	\$100.00	
Summer Program Leaf	\$200.00	
Altar Flowers	\$30.00	
Mr. Sandy's	\$39.00	
Youth	\$37.50	
Total Expenses		\$1,716.84
Ending Balance		\$0

Nancy Kinard  
Treasurer

9:56 AM  
01/13/21  
Cash Basis

**Mt Zion Cemetery Association Inc**  
**Balance Sheet**  
As of December 31, 2020

	Dec 31, 20
<b>ASSETS</b>	
<b>Current Assets</b>	
<b>Checking/Savings</b>	
<b>Banking/Savings</b>	
M & T Bank Checking 6561	30,479.55
Savings - Fulton Bank 1758	3,304.03
Savings - Santander 1733	3,600.04
<b>Total Banking/Savings</b>	37,383.62
<b>Petty Cash Fund</b>	178.01
<b>Total Checking/Savings</b>	37,561.63
<b>Other Current Assets</b>	
Undeposited Funds	172.00
<b>Total Other Current Assets</b>	172.00
<b>Total Current Assets</b>	37,733.63
<b>Fixed Assets</b>	
<b>Building and Equipment</b>	
Furniture and Equipment	3,577.04
Grounds Maintenance Equip	66,623.97
Office and Maintenance Building	17,115.00
<b>Total Building and Equipment</b>	87,316.01
<b>Certificates of Deposits</b>	
BB & T CD 39787	28,509.76
<b>Fulton Bank CD</b>	
120550	10,000.00
86384	10,000.00
88160	20,000.00
<b>Total Fulton Bank CD</b>	40,000.00
Fulton Bank Variable CD 8672	67,552.87
M & T CD 5284	5,056.35
<b>Santander CD</b>	
4223	41,237.89
6490	5,000.00
6870	4,000.00
7050	17,000.00
<b>Total Santander CD</b>	67,237.89
<b>Total Certificates of Deposits</b>	208,356.87
<b>Investment Account (RBC)</b>	
Royal Bank of Canada Inv 31903	271,805.73
<b>Total Investment Account (RBC)</b>	271,805.73
<b>Total Fixed Assets</b>	567,478.61
<b>TOTAL ASSETS</b>	<b>605,212.24</b>

9:56 AM  
01/13/21  
Cash Basis

**Mt Zion Cemetery Association Inc**  
**Balance Sheet**  
As of December 31, 2020

	Dec 31, 20
<b>LIABILITIES &amp; EQUITY</b>	
<b>Liabilities</b>	
<b>Current Liabilities</b>	
<b>Other Current Liabilities</b>	
<b>Payroll Liabilities</b>	
Federal 941	232.50
PA State	96.15
PA UC Fund Employee	0.77
PA UC Fund Employer	40.41
York Local	31.33
<b>Total Payroll Liabilities</b>	401.16
<b>Total Other Current Liabilities</b>	401.16
<b>Total Current Liabilities</b>	401.16
<b>Long Term Liabilities</b>	
Improvement Fund Total	8,287.64
Perpetual Fund Totals	104,101.90
<b>Total Long Term Liabilities</b>	112,389.54
<b>Total Liabilities</b>	112,790.70
<b>Equity</b>	
Retained Earnings	459,483.45
Net Income	32,938.09
<b>Total Equity</b>	492,421.54
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b>605,212.24</b>

9:57 AM

## Mt Zion Cemetery Association Inc

01/13/21

## Profit &amp; Loss

Cash Basis

January through December 2020

	Jan - Dec 20
Ordinary Income/Expense	
Income	
General Operation	
American Gas & Power Rebate	14.80
Deed Transfers	30.00
Grave Openings	43,500.00
Installation of Foundations	3,651.00
Interest CD's Trust Fund, Savin	
BB&T	1,346.46
Fulton Bank	58.84
Fulton Bank Variable Rate	336.94
M & T	5.70
Santander & Fulton	130.43
Interest CD's Trust Fund, Savin - Other	36,840.80
Total Interest CD's Trust Fund, Savin	38,719.17
Sale of Lots	11,440.92
Total General Operation	97,355.89
Total Income	97,355.89
Expense	
Buy Back Lot	4,900.00
Contract Services	
Accounting Fees	4,045.00
Total Contract Services	4,045.00
Facilities and Equipment	
Equip Rental and Maintenance	
Fuel for Equipment	640.00
Repairs/Maintance	1,673.35
Total Equip Rental and Maintenance	2,313.35
Purchases	117.79
Rent, Parking, Utilities	
Electric	1,004.04
Gas	1,157.10
Waste Disposal	600.00
Total Rent, Parking, Utilities	2,761.14
Total Facilities and Equipment	5,192.28
Grave Openings (v)	6,900.00
Operations	
Advertising	293.94
Books, Subscriptions, Reference	75.00
Postage, Mailing Service	44.00
Supplies	319.06
Telephone, Telecommunications	2,064.17
Total Operations	2,796.17
Other Types of Expenses	
Bank Fees	22.00
Insurance - Liability, D and O	
Workers Comp	894.00
Insurance - Liability, D and O - Other	2,749.00
Total Insurance - Liability, D and O	3,643.00
Investment Adjustments	15,343.62
Total Other Types of Expenses	19,008.62

9:57 AM

## Mt Zion Cemetery Association Inc

01/13/21

**Profit & Loss**

Cash Basis

January through December 2020

	<u>Jan - Dec 20</u>
Payroll Expenses	
Annual Gift	800.00
Gross Wages	18,801.75
	<hr/>
Total Payroll Expenses	19,601.75
Payroll Taxes	
FICA	1,165.71
Medicare Care	272.62
PA UC Fund	242.65
	<hr/>
Total Payroll Taxes	1,680.98
Reimbursement	
Telephone	288.00
Reimbursement - Other	5.00
	<hr/>
Total Reimbursement	293.00
Total Expense	<hr/> 64,417.80
Net Ordinary Income	<hr/> 32,938.09
Net Income	<hr/> <b>32,938.09</b>

### Mt Zion UCC Property Core Annual Report – 2020

The Property Core Team consists of Bill Murphy, Red Arnold, Jim Firestone, John Schriver, Tom Mulligan, Jim Shiffer and Corey McCarthy. Thank you to everyone not on the Property Core, for your help with various projects throughout the year.

We continue to be extremely appreciative of Bill Murphy's continued efforts providing custodial services (and much more) day in and day out. Thank you, Bill!

Again in 2020, thanks to Buzz Shindler, Mike Wagaman, and Ronnie Shindler, for the early mornings and late nights, removing the snow, and providing a clean safe parking lot, as well as walkways.

A huge thank you to Byron and Dawn Almoney for the many, many hours they have spent on beautifying and maintaining the landscaping at the church.

Bronson Gordon chose to fulfill his Eagle Scout project requirement, by renovating the two upstairs bathrooms, as well as the lady's room in Fellowship Hall. In addition, the hallway walls outside the choir rooms were sealed and repainted. Please take a moment to enjoy Bronson's work.

Needless to say, 2020 was an odd year, however maintenance and repairs to the church facility continue throughout the year. Our committee welcomes the input and suggestions of all Mt Zion members.

Thank you to the property committee for their dedication and willingness to lend a hand at a moment's notice and an additional thank you to non-committee members who have done the same.

John E. Schriver  
Committee Chair

## 2020 Organist, Accompanist & Children's Music Coordinator Report

This past year has been quite a different and challenging year. Due to COVID, we have had to rethink the ways that music has been done. During Advent of 2020 a worship team came together to decorate the sanctuary keeping in mind that services were being streamed at the time and they did a beautiful job!

Even with the changes over the past year, individuals continued to share their time and talents by submitting recordings of themselves singing and playing instruments for special music during the summer. Mike Gibbs sang two songs "Help Me" and "Singing Skies & Dancing Waters," and played guitar, Debbie Butcher sang "The Stage is Bare," and Missy & Catie Kiefer played "It Is Well With My Soul" as a duet on brass instruments. Mike Ferree played two hymns "Morning Has Broken," and "America the Beautiful" on his trumpet. Jackson Kollasch shared 3 piano solos, "It Is Well," "I Must Tell Jesus," and "What Wondrous Love." Jordyn Myers recorded herself playing four different parts of "Amazing Grace" on trumpet and put them together into a single video. Dani Kardisco sang "By Our Love," and "Simplicity." Sean McCracken played "The Happy Farmer," on the piano and Daniel McCracken played "A Short Story" on the piano.

This year, due to COVID, we had a 5 PM Christmas Eve Drive-In Service and a 7 PM service that was streaming online only. At the drive-in service Debbie Butcher sang "O Holy Night." For the 7 PM streaming service, 2 quartets recorded musical offerings as well as brass instrumentalists. The week after Christmas, Daniel & Sean McCracken submitted videos of themselves playing "Away in the Manger" and "Joy to the World" and we used them during the December 27<sup>th</sup> service.

During the beginning of 2020, the intergenerational bell choir played for the first time, incorporating individuals of all ages on Sunday, January 26<sup>th</sup>. In February, various individuals offered special music during each service. Sean and Daniel McCracken played "Ecoisaise" and "Rejoice in the Lord Always" respectively on the piano on February 2<sup>nd</sup>. On February 16<sup>th</sup>, Sam Neff played "Kum Ba Yah" on the piano. And on February 23<sup>rd</sup>, Caitlin Damon sang "Lord Be Glorified." Due to COVID, there was no children's choir or bell choir during the months of March and April. In the fall, I began to stream "Mid-Week Music" on the 2<sup>nd</sup> and 4<sup>th</sup> Wednesdays of the month where I provided Scripture, a song, and an activity for children to participate in. In September we sang "Jesus Loves Me." In October we sang "He's Got the Whole World In His Hands" and "Leaning on the Everlasting Arms." For November we sang "I've Got the Joy, Joy, Joy" and "Give Thanks." And in December we sang "Get Ready" and "Away in a Manger." I also led "Sunday Songs" where I taught children motions to different songs each Sunday during our streaming services at 10:30 AM. In September/October we learned the song "I Love Him Better Every D-A-Y" and in October/November we learned the song "The Mustard Seed." Pastor Stephanie taught sign language to the third verse of "O Little Town of Bethlehem" during Advent. Finally, during one of our 8 AM in-person worship services on September 27<sup>th</sup>, the Intergenerational Bell Choir played "Blessed Assurance."

Wednesday evening Lenten services occurred on March 4<sup>th</sup>, March 11<sup>th</sup>, March 18<sup>th</sup>, March 25<sup>th</sup>, and April 1<sup>st</sup>. Due to COVID, the services became streaming only on March 18<sup>th</sup>.

Even during this challenging year, we have still been able to show our love for God through music and I am so grateful to be part of such a loving, kind, and supportive church family.

Respectfully submitted,  
Travis Pinci  
Organist/Accompanist/Children's Music Coordinator

## Choir Director 2020 Annual Report

*Through all the tumult and the strife  
I hear that music ringing  
It finds an echo in my soul  
How can I keep from singing?*

These words from the hymn, “How Can I Keep From Singing”, remind us that music can help to carry us through tough times and continue to remind us of God’s faithfulness. This has been proven by the dedication of all those who join in the singing at Mt Zion during these turbulent times.

The way we sing is different now than it was at the start of the 2020, and it will continue to evolve even as we finally regain more normalcy in 2021 and beyond. From January through March 8th, Worship Choir, Jubilation, and the Praise Band had a full schedule, presenting 10 anthems in as many weeks with 13 singers in the choir. When the pandemic was declared in March and focus shifted toward maintaining regular worship as best we could, we likewise needed to find a new path forward for our music program. This would need to take into account where we were, what we could do, and also the reality that while some things may eventually return to the way they were, other changes and disruptions may endure. We needed to think short and long-term.

These circumstances present an opportunity and challenge to rethink, reinvent, and adapt from prior assumptions. I expect, even as we start the year 2022, the music program will likely be different than it did at the beginning of 2020. Certainly, we will still have anthems, and a choir, and a variety of musical expressions in our worship services. However, as we always do, we adapt to the world around us, and nevertheless the singing continues. We have endured and are finding new ways to share in song. Some things, like virtual choir anthems, will help carry us through the pandemic, and others will endure. It has been extremely difficult to faithfully deal with the disruptions we have experienced, but God is still speaking new life into our songs.

As we look back at the late Spring and Fall, there is much to celebrate. Despite not being able to rehearse or sing together as freely as before, we have still been able to sing 16 anthems since the start of the pandemic. Some of these were done virtually, and others were done in-person with quartets. While our anthem schedule took a pause in March, we regrouped and were able to present fully virtual anthems for Good Friday, Easter and Pentecost. In the Fall we resumed a regular schedule of 2-3 anthems per month split between virtual choir and quartets.

Beginning on July 5th we introduced a new concept to help lead songs for our streaming services. While we are not able to have the full choir sing together, we found an innovative way to safely have up to four live singers for hymns and some anthems while being socially distanced and outside. Thanks to recent and past technology investments we were able to give each singer their own microphone, set up a second camera, and a speaker outside the front entrance so they could sing along with the hymns. It worked marvelously, and for those who joined in, it was truly a joy to sing together again. Later in the Fall, we moved the quartet just inside the front entrance while faithfully wearing masks, distancing, and opening the doors for ventilation.

After introducing the idea of quartets in July, this evolved further into what would essentially become a new music ensemble in the church that complements the choir. Since we started this new Praise Team, we have had over a dozen people participate, including some who previously did not sing in the choir. Singers can sign up whenever they are available, it doesn’t require a weekly time commitment, and we can have a variety of voicings from standard SATB to a men’s trio and more. After signing up through an online app, singers can receive the music in advance, and then just need to arrive early on Sunday morning to run through everything together. This has added greatly to the richness of our streaming services, and I am excited to see how this continues to grow even when the choir comes back fully.

Advent and Christmas programming is always a huge focus, and on December 20th, we presented a wonderful virtual cantata that included participation from over 20 people including staff. The program included two full choir anthems, two quartet anthems, and two duets. We also had a praise team anthem. For the hymns, we recorded two quartets to have an 8 voice virtual choir. The program closed out with

Hallelujah Chorus, which is ambitious enough even when you can rehearse together! We also provided an anthem and sang hymns for the Christmas Eve service.

The dedication of those who have continued to sing on the choir has been remarkable. We also recognize that, while I continue to strive to make the program as accessible as possible, technical and other hurdles have been too high for some to continue to participate. Recording for a virtual choir can be tricky. You have to sing your part without being able to hear everyone else which can be intimidating. Also, you have to record in a very specific way so all the different parts can be combined.

Rehearsing virtually is another big challenge, because it is impossible to sing together due to latency issues. We have continued to meet throughout the pandemic and hold regular rehearsals, mostly via Zoom. The Mt. Zion choir is as much a family as it is a group of people who sing together, and it has been helpful to have regular connection points with each other, even if our ability to rehearse is limited. We have been using pre-recorded resources to practice with and eventually record our parts, although this does require significantly more preparation to provide those resources which limits the amount of anthems we can sing. Still, we have been able to fellowship and stay connected. For a few weeks in October and November we experimented with hybrid in-person and virtual rehearsals, following guidelines established by other organizations including masks, distancing, and rehearsing for only 30 minutes at a time. Choir members could choose to attend in-person or via Zoom and interact in real-time. The feedback was very positive, and though we switched back to virtual only in November as cases increased, I expect we will continue to adapt to stay connected in different ways as things improve in 2021.

We have endured through the challenges, and I am extremely grateful for the many faithful contributions of those who have kept on singing through the challenges we faced in 2020. When the ministry you love and enjoy is, by its very nature, deemed to be unsafe in the conventional way it is done, that's a hard pill to swallow. And while one's instinct is to try and find a way to regain some feeling of normalcy, we have had to constantly balance the yearning for what was while being creative to focus on what we can do. I am heartened to report that, even though we have been set back, and even though the ground seemed to continue to change beneath our feet upending our plans, we have been able to do so much and to God alone be the glory.

In Christ,

Denny D Daugherty

## Tech Director 2020 Annual Report

The tech ministry at Mt Zion has faithfully supported 95 separate services or events in 2020, and I am happy to report that, despite the pandemic and lockdowns, our worship services have continued uninterrupted throughout the year. We have had to adapt considerably, and the year wasn't without its challenges and technical glitches, but we have been able to provide critical connection points week after week. Through all this we have helped the Mt Zion family stay connected, and we have also helped bring church to those outside our congregation from near and far who found us when their church was not able to meet online.

Compared to many churches, we were relatively well equipped to make the transition to streaming-only services. Thanks to the vision, commitment, and investments of this congregation nearly six years earlier, we had the necessary equipment in place and had built skillset in the team to support the needs of streaming services when that became the only way people could attend. In fact, we had already been streaming for several years, even though the implementation was basic and usage limited. Previously, some relied on it when they traveled, and others engaged with us for the first time through our online services.

Though we were mostly prepared for the challenges ahead, there was still opportunity for us to improve our streaming services to improve the experience as it became the primary and exclusive means of engaging in worship instead of something that was nice to have. We quickly developed new capabilities using spare and borrowed equipment to be able to have more control over the streaming and also introduce improvements such as lower third text so people could follow along with the hymns without needing to print out a bulletin. March 5th was the first Sunday without congregation attending in-person, and since it was new we pre-recorded, but thereafter every service has been streamed live with only a few special exceptions (Christmas Cantata, Christmas Eve, and Blue Christmas).

The third week into the pandemic we needed to adapt even further as lockdowns became a reality and the decision was made to not lead worship from the church. From March 29th through May 24th, the staff led worship services live from their homes, connecting via a Skype call that was then rebroadcast using streaming software that allowed us to cut between each person and also have a split screen view. This presented a number of production challenges and limitations, but we were able to make it work.

It soon became clear that streaming would continue to play a critical role in how we engage with the congregation. As we prepared to resume streaming from the sanctuary on May 31st, I began designing an upgrade to our audio and video systems to greatly improve on our existing capabilities. In June I presented a proposal to Worship Core which was later approved by council that provided a budget of \$3,500 for upgrades. This included an upgrade to our presentation software and a new computer to run it, a second camera with a wireless transmitter, and various other components to route audio and video for streaming. Over the summer I reconfigured the majority of our video system using the new equipment to supplement what we already had. These upgrades provided capabilities to better control the broadcast, switch between two cameras, show lower third text of the liturgy and hymn lyrics, display media in a picture-in-picture view, and more.

There were also some logistical changes that had to be made such as spreading out the tech team since it was not possible to maintain social distancing inside the existing booth. We removed a pew in front of the tech booth to accommodate space for the camera to move to one side and a dedicated desk for the video tech on the right. Currently only the sound tech sits in the original tech booth. The video tech now has a full size monitor for managing the presentation system and another to monitor the stream while controlling equipment back in the booth. The camera is off to the side as well to allow for distancing. Moving video control out of the booth was important not only for distancing but to allow space for additional equipment as this role expanded.

In addition to upgrading our equipment, as a team we have had to adapt and grow our skills to support a different kind of worship service. Before the pandemic we would always have three team members for the late service: sound, video, and camera. This continues to be the case, although the role of the video tech has greatly expanded as we have introduced more presentation capabilities into our services. The video tech is the person who cues up the text of the liturgy and hymns throughout the service as well as switching camera angles and playing videos. They also monitor the audio and video for the broadcast during the service. The sound tech role has also evolved as there is now a bigger focus on the broadcast mix (which is separate from

the in-house mix that you hear when you attend in person). In addition, with up to four separate singers just about every Sunday, there are more inputs to mix and control.

Our team has responded valiantly to the challenge, and their faithful service has been critical for us to reliably broadcast every single Sunday. While we have experienced some attrition for various personal reasons, we have had nine volunteers who remained fully engaged and committed throughout the year. Many thanks to Dave Beyer, Elaine Bevivino, Joey Bevivino, Hunter King, Jack Herlocker, John Kollasch, Ron Miles, John Schriver, & Mary Jane Snyder for making it possible for our congregation to stay connected during the pandemic. Also a special thanks to Jim Firestone who has remained active in providing important feedback. It has been a steep learning curve, and though glitches do happen occasionally, we have a long way in a short time.

We also have stayed connected as a team with a few team Zoom calls and also a new tech team Slack channel. This has provided a great way for us to plan, collaborate, and also get real-time feedback during worship services in case there are any issues. Looking ahead we plan to continue working to improve the reliability and quality of our streaming week after week through refining our workflow and processes. Though we have had to focus much of our attention on learning and adapting ourselves to the new capabilities and changes, I plan to provide more opportunities in the Spring for new volunteers to join the team.

In addition to the equipment upgrades, we have made some other changes and improvements. In April we switched streaming providers and began simultaneously streaming services on our website, Facebook, and YouTube. Streaming on Facebook has made our services accessible to those who prefer that platform, and streaming on YouTube helps folks more easily watch services on their Smart TV. For those who do not have the ability to watch our streaming services, we have provided a dial-in number so they can listen to the service using their phone. We also added the ability for people to send us prayer requests or other messages using SMS which the pastors can easily see and respond to directly.

Beyond our regular worship services, there are several other special services to mention. Over the summer, we provided sound reinforcement for six outdoor worship services. On December 27th we had an incredible turnout for our first-ever drive-in service for a postponed Christmas Eve service. Our traditional Christmas Eve service was pre-recorded with contributions from many folks at Mt Zion. That service, along with the Cantata on December 20th, required extensive effort in planning, recording, and post-production. The results were incredible. On August 29th, we were asked to host the Penn Central Conference annual meeting specifically because we have gained a positive reputation for the capabilities of our tech ministry. That event involved a lot of complicated logistics including two-way Zoom call integration along with streaming, pre-recorded clips, and people attending in-person in the sanctuary with the Fellowship Hall as an overflow room.

We have had an amazing year of growth in the tech ministry and have learned so much. Going forward we still have opportunities to continue improving and to grow the team. As we develop maturity in the new capabilities we added this year, we will also want to think about what long-term investments we should make and where we can improve as this ministry becomes ever increasingly vital in connecting with our community. I am grateful for the dedicated team members and for the support of the congregation as we continue to develop and grow tech at Mt Zion.

In Christ,

Denny D Daugherty

Members Removed/Received

<b>Beginning Membership 2020</b>		<b>432</b>
<b>Members Received 2020</b>		<b><u>+ 2</u></b>
		<b>434</b>
<b>Members Removed 2020</b>		
Transfer/At Own Request (5); Death (11)	=	<b><u>- 16</u></b>
<b>Ending Membership 2019</b>		<b>418</b>
<b>Baptisms</b>		<b>1</b>

## COMMUNITY LIFE CORE

The Community Life Core is responsible for oversight of church fellowship activities, dinners, and other community life events planned by the members of our congregation. We are a congregation that thrives on time spent together and because of this, the impact of COVID was felt in significant ways. Yet throughout 2020, we found ways to connect and share with one another.

Absent COVID, Mt. Zion has several groups that meet for ongoing fellowship, including Singles, 20:30, Ridgerunners, and a book study group that meets at Panera Bread. Our Community Life events kicked off in 2020 with a game night and ice cream social held in the fellowship hall and continued with a Spaghetti Dinner hosted by the youth in February as well as a babysitting night hosted by the youth the following weekend. In July, the 20:30 group continued their annual tradition of camping at Shenandoah National Park. Though the event was smaller due to COVID, it was still a weekend of enjoyment.

During the Lenten season, we had several Wednesday evening community meals before needing to suspend in March due to COVID. A special thank you to the groups who hosted meals and to those who brought dishes on evenings when we had a potluck.

Though COVID changed the way we gathered, we still found ways to be together throughout the pandemic including a participatory element to our Lenten Wednesday evenings on Facebook and weekly facebook live sessions with staff (known as our “Connection Points”). We also hosted several zoom get togethers, including fellowship times in April; Bingo Nights in May and September; and in October, we hosted a Zoom Happy Hour and a very popular Trunk or Treat and Scarecrow Expo.

We also brought one another comfort and joy through sharing with one another at Pastors on the Porch, and finding peace during our Solace and the Sanctuary hours. We made a special effort to acknowledge our graduating seniors through a drive-by parade and signs in their yards. We even introduced Mt. Zion Monty, the gnome who has been traveling from house to house throughout the pandemic.

Over and over again we have shown that while the church building is important, the relationships that we have with one another are stronger and can endure when we are not able to gather within the building.

As we look to 2021, we remain committed to keeping our congregation strong through community life events, whether they are in person or virtual. Thank you to all those who have planned and participated in these events.

### MISSION CORE

In 2020, Mt. Zion remained committed to its to serve, even amidst challenges and changes presented by COVID. We began 2020 committed to continuing our long-standing mission commitments to Cooks on the Road (Ronald McDonald House), Chop & Peel and the Our Daily Bread Soup Kitchen, and Northeastern Food Pantry, in addition to our newer relationship with Mr. Sandy's Helping Hands for Veterans. Due to COVID, these organizations changed many of the ways that they received support, and Mt. Zion did our best to adapt. We continued to provide the meal for Our Daily Bread Soup Kitchen and until recent (temporary) changes by Northeastern Food Pantry, we continued to provide in kind donations to them. Mr. Sandy's suspended it's in person serving, but we were grateful to find other ways to support them, through in kind donations. Though the Panther Pack Ministry needed to be suspended due to COVID, the food supplies and some funding were able to be utilized to other feeding ministries within Central York School District. A special thank you to Carol Hartman, Jim Shiffer and Connie Wolfe for spear-heading efforts with Mr. Sandy's and to Barbara Krier for coordinating the relationship with the Northeastern Food Pantry. Thank you to Nancy Sleeper for her coordination of Chop and Peel.

We also continued our monthly missions and special offerings throughout the pandemic. Through your gifts, we sent support to organizations like Opportunity International, Covenant House, the York County COVID-19 Response Fund, PET Project, Olivia's House and more. Through monthly missions and other special offerings, our church family contributed over \$27,000 in benevolence giving. In addition, through a special initiative throughout Lent last year and with additional funds from the Community Service Fund, we donated \$9,000 to RIP Medical Debt, which led to the forgiveness of \$900,000 in medical debt to those in need right here in Central Pennsylvania.

Through the Endowment Fund Distributions directed to local and global mission, we as a congregation were able to support a number of grants. We granted support to Hartman Center, UCC Disaster Relief Ministries, Disaster Relief Buckets and Northeastern Food Pantry.

Mt. Zion, thank you for your incredible commitment to mission. Your generosity is inspiring and we look forward to 2021, when together we will continue to serve Christ through the mission opportunities of this congregation and beyond.

## OUTREACH CORE

The Outreach Core includes ministries that reach out to members and the community. Ministries of the Outreach Team include the Care Call Ministry (phone calls to members in need of support), the Care Disciples Ministry, Welcome Teams for funerals and special events and more. As a congregation, we have also continued our loving support of others through the gift of meals during times of transition, treatment, or hardship.

In 2020, we continued our Care Disciples Ministry within the congregation, a ministry that connects Mt. Zion Care Disciples with Mt. Zion home based members. This ministry enables a stronger connection between the homebased member and the Mt. Zion church family. Each Care Disciple has gone through a training program. We currently have nine care disciples in our congregation that care for our home based members through visitation, calls and cards. Though COVID has reduced the amount of in person visitation that is possible, our care disciples have continued to be diligent in reaching out to their ministry partners. We are grateful for this meaningful ministry in the life of our church.

In 2020, the Share the Vision Team continued their meaningful work of increasing awareness around the importance of stewardship and the many ways that we can give faithfully to our church through our time, talent and treasure. This team has done remarkable work and even managed to put together a video thanking the congregation for their generosity. The Share the Vision Team is currently looking at options to expand the ways that we can give electronically in 2021. The Share the Vision Team is made up of Michelle Kollasch, John and Connie Wolfe, Brooke Markel and Robin Schriver.

One way in which the outreach ministries of Mt. Zion has dramatically expanded in 2020 is through our presence online. Through Facebook Live, Connection Points, Mt. Zion Collective posts and more, we have found ways to further expand the reach of the ministries of Mt. Zion. We have also expanded how we stream our services at Mt. Zion continuing with our viewing capability from our website, but also facebook and YouTube. A special thanks to Denny Daugherty and our tech team for their efforts in this area.

Our outreach also expanded in 2020 through the Daily Devotional that was provided through many months of the pandemic, including devotions written by staff and Mt. Zion members to provide daily comfort and encouragement. We continue to offer twice weekly emails that include information and events and a devotional written by Mt. Zion members. A special thanks to Travis Pinci for his creative efforts each week putting together this information to share with the congregation.

We look forward to 2021 and even more opportunities to share the love of Christ with Mt. Zion members and the community.

## WORSHIP CORE

Of the many things that changed at Mt. Zion throughout the pandemic, one of the most visible ways is our worship- and yet our worship is also one of the things that has been able to remain consistent. In March 2020, we suspended in person worship and with the exception of several weeks in the early fall, we have remained online only for much of 2020. Though this was challenging in many ways, it also provided an opportunity for us to rethink worship, our worship space, and how we reach others through worship. Mt. Zion utilized worship teams in Lent and Advent and the contributions of those teams were deeply meaningful. We especially enjoyed the transformation of our altar during the Advent season. 2020 also brought the addition of several worship experiences outside of our normal Sunday services. In addition to midweek Lenten services and Holy Week, we also offered a National Day of Prayer service in May and a Under God, One Nation service immediately following the election. In the summer, we also provided several outdoor worship opportunities with our Faith in the Field worship series. We chose to do these services to highlight our unity and commitment to prayer no matter what we face.

We continued to utilize a variety of worship themes to enhance the congregation's connection to worship and their everyday life. The series in 2020 included series on the Lord's Prayer, the I AM statements of Jesus, Building Blocks (early church), More Than Meets the Eye (James), Seeds and Weeds (parables about seeds and growth), Liturgy of the Ordinary, and The Long Wait (Advent). Our Advent season culminated in a Blue Christmas service as well as a recorded Christmas Eve service with much participation from the congregation, and a drive-in Christmas Eve service (held the Sunday after Christmas Eve due to weather).

Worship continues to be one of the most meaningful ways that we connect as a church family. Thank you to everyone for your continued support of worship at Mt. Zion, particularly in this season where we have all had to adapt. A special thank you to Denny Daugherty and Travis Pinci for their leadership in the music ministries of our congregation. Their ability to innovate and adapt to the changes necessary have been truly remarkable and we are grateful.

## SPIRITUAL FORMATION CORE

Though 2020 was a year of change, it was clear that our commitment to spiritual formation remained strong. Prior to the pandemic, our year began as it normally does, with our 9 AM Sunday school hour engaged in discussions in the fellowship hall among the adults (our January/February series involved a deeper look at the Lord's Prayer) and our children skittering around in the hallways and sharing lessons together in their Sunday school classrooms. During the 10:30 service, we continued our ministry among children with WOW Kids. Our confirmands participated in their winter retreat.

While the suspension of in-person activities in March due to the coronavirus was unexpected, as we look back over the year, we continued to offer engagement opportunities for all ages:

**Formation for Children**-- Our children's Sunday school has met intermittently on Zoom, as well as (during the warmer months), engaging in outdoor Sunday school for our "Formation & Fun" activities. We have also tried to remain cognizant of "zoom burnout" among our children and youth, as they navigate learning for their schools in a virtual format. Being mindful of those challenges meant that sometimes, we paused on zoom Sunday school so that our kids could have a break and use their weekends to fully unplug. We are grateful to our Sunday school teachers and our families for their flexibility and creativity throughout it all.

**Formation for Adults**-- Our adult formation opportunities continued all year long. We hosted a three week study on the Enneagram in lieu of our weekend retreat. This was an exciting opportunity to learn about a new topic and touch base with one another. We offered "Coffee and Conversation", our zoom format Sunday school where we read and discussed several books/devotionals including, The Liturgy of the Ordinary, The God We Can Know (on the "I Am" statements of Jesus), and the UCC Advent Devotional. We were also blessed with the opportunity to learn from Mt. Zion member, Rev. Dr. Ted Trout-Landen as he led a class on the Spirituality of Grief. Woven Threads has met periodically throughout the year and an additional book study group has been reading all of the books listed above, in addition to Jesus is the Question: the 307 Questions Jesus Asked and the 3 He Answered" and The Miracle of Christmas.

**Confirmation**-- Mt. Zion continues to utilize the retreat model for its confirmation program, though of course this is being adapted for COVID-times. In March, our spring retreat had to be cancelled, but this fall, Pastor Danielle hosted the kids for an all-day retreat at Rocky Ridge park, where we explored the themes of creation. In May, we confirmed Kasear Ray and Hayden Dallam on Pentecost.

As we look to 2021, we envision another year of opportunities to deepen our faith, engage in new ideas and strengthen our ties to the foundations of our faith. We do hope that you will join us.

## YOUTH CORE

The youth of Mt. Zion are a vibrant and critical part of our church identity. It is the belief of our congregation that the youth are not just the “future” of our church, but also a very real and vital part of the church of the present. As with many things, COVID presented challenges to the youth programming of the church, and yet it was exciting to see the ways that the Spirit continued to move in our youth programming.

In January and February, our youth had their “regular” weekly youth group schedule with opportunities for middle and high school youth, as well as a monthly meeting for our JWalkers (3rd-6th graders). The annual spaghetti dinner was held in February and the proceeds for that were intended to go towards the youth trip to the UCC National Youth Event in the summer. Unfortunately, due to COVID, the National Youth Event was cancelled. In our congregation, we were proud to have THREE Mt. Zion youth serving on the national committee that was planning this event: Megan Merritt, Joey Bevivino, and Emerson Grimes.

Beginning in March, our youth fellowship opportunities moved “online” and zoom check-ins began with our children, JWalkers, and Youth. The Youth also spent time planning their annual Youth Sunday service, with this year’s focus being, “A New Golden Rule: Treat the Earth as You Want to be Treated.” What a gift it was to witness their creativity and passion!

The summer and fall brought in person outdoor youth gatherings under the tent in the field, a lawn game Olympics in the parking lot in October, and a movie night in the fellowship hall. As we look ahead to 2021, we continue to discover new ways of engaging our youth and look forward to celebrating their many gifts.

**Share the Vision Committee**  
**2020 Annual Report**

The Share the Vision Committee works to promote giving at Mt. Zion and support a culture that encourages the sharing of gifts that include time, talents and financial support. Having a culture that talks about and celebrates giving in all forms will help our Church thrive and expand the breadth of gifts we can share.

**2020 Accomplishments**

- ~ Promoted the e-Giving process which supported automated giving for members through the COVID shutdown of live worship.
- ~ Created a video to talk about the benefits of giving consistency to our Church and members as part of the “Giving Hands, Giving Hearts” video series.
- ~ Circulated the Time and Talent Survey within the Church to provide a greater opportunity to share our gifts. Unfortunately, with the limitations to meet in person, we could not take advantage of these opportunities. We are looking forward to refreshing this survey as soon as we can again safely gather.
- ~ Created a Gratitude video to celebrate the wonderful ways our congregation was able to support each other through the COVID shutdown.

The committee has established 2021 goals to:

- ~ Expand giving options for members to possibly include online giving, mobile giving and donations through credit card
- ~ Continue to promote consistent giving through e-Giving
- ~ Create 1-2 videos on giving related topics
- ~ Identify ways to encourage members to broaden their views on giving by refreshing the Time and Talent Survey
- ~ Explore events and activities that will promote giving

Respectfully submitted by Michelle Kollasch, Brooke Markel, Robin Schriver, John and Connie Wolfe

### Open & Affirming Team Report 2020

Our Open and Affirming Exploration Team was formed in 2019 and continues it's work of researching what is entailed in becoming an Open and Affirming Congregation in the United Church of Christ. Known as O&A or ONA for short, this designation would signify (if approved by the congregation) that we are a church that supports and affirms people of all sexual orientations and gender identities. This is a thoughtful and intentional time of discernment, one that will include education session and discussion. Due to COVID, the O&A Team has paused on offering education sessions but plans to offer those when we are able to gather in person. In the spring of 2021, they plan to offer a book study that congregation members can participate in. If you would be interested in learning about the O&A process or joining the O&A team, you are invited to contact Scott McCracken.

### Self-Study/Search Team Report 2020

Upon the resignation of Rev. Jeff Kardisco from the position of Associate Pastor, Mt. Zion entered a period of transition and discernment. We began by receiving nominations for a self study team, to guide our congregation through a time of reflection and discernment in order to complete our church profile. We also received nominations for our search team, the team that will interview candidates for the called associate pastor position. Upon receiving the nominations, church council faithfully reviewed the nominations and came up with the teams.

The Self Study Team is made up of Michelle Kollasch, Danika Dallam, Connie Wolfe, John Schriver, Mike Gibbs, Scott Kiefer, Mary Jane Snyder and Joey Bevivino. The job of the Self Study team is to walk the congregation through self-reflection to determine who we are as a congregation and what we are looking for in our next associate pastor. The Self Study team will use this information to create our Church Profile, our narrative form church resume that candidates will review to learn more about our church. The congregation will have input regarding what is in the church profile.

The Search Team is made up of JJ Rhinehart, Elaine Bevivino, Melody Stine, Katelyn McCarthy, Natalie Behrends, Jason Shiffer, David Firestone and Katrina Rhinehart. The Search Team's responsibility is to review candidate profiles, interview candidates, and recommend a candidate to church council and the congregation. The congregation will then vote on the candidate after meeting them and hearing a trial sermon.

Each of these teams has met, however, the work of the Self Study Team needs to be completed before the Search Team begins their search process. The Self Study has begun meeting and will be providing details about next steps to the congregation in the near future.