



*Developing Faith — Strengthening Families — Making Friends*

# 2020-2021 ANNUAL REPORT

Trinity E.C. Church  
250 Sweinhart Rd.  
Boyertown, PA 19512  
610-369-1507  
[www.trinityboyertown.org](http://www.trinityboyertown.org)

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**Church Staff**  
**of Trinity Evangelical Congregational Church, Boyertown, PA**

<i>Church Staff</i>
<b>Lead Pastor</b>  <b>Les Cool</b> <a href="mailto:revcool@trinityboyertown.org">revcool@trinityboyertown.org</a> 717-951-8433
<b>Associate Pastor for Youth and Young Adults</b>  <b>Dale Miller</b> <a href="mailto:dmiller@trinityboyertown.org">dmiller@trinityboyertown.org</a> 610-858-2545
<b>Assistant Pastor</b>  <b>Gary Bosler</b> <a href="mailto:gbosler@trinityboyertown.org">gbosler@trinityboyertown.org</a> 610-405-1487
<b>Director of Children's Ministries and Cornerstone Preschool</b>  <b>Celeste Jenkins</b> <a href="mailto:cjenkins@trinityboyertown.org">cjenkins@trinityboyertown.org</a> 610-369-1507
<b>Property Director, Website Manager, Sound &amp; Livestream Manager</b>  <b>Matt Obarow</b> <a href="mailto:mobarow@trinityboyertown.org">mobarow@trinityboyertown.org</a> 610-369-1507
<b>Office Manager &amp; Church Financial Officer</b>  <b>Elaine Stein</b> <a href="mailto:estein@trinityboyertown.org">estein@trinityboyertown.org</a> 610-369-1507

## Lead Pastor Report

During my ministry career, I have been a youth pastor, a church planter, and a lead pastor. I have served on community and denominational planning and ministry teams, making my gifts and skill set available as time has allowed. I have done my best to stay fresh and current with as-needed training. **This past year has pressed and stretched me in ways I never imagined.** Thank you for your patience as I've searched for solid ground and a healthy pace for all of us, as I've tried to help us acclimate to every "new" that we've face together.

Our Covid-19 pandemic adventures have been less than fun, some days downright difficult. But I believe we have managed to thrive. And though we are not what we once were, we are obviously becoming what we might be. And that is a good thing. That is a good thing because we no longer minister to the world we once knew. Love it or hate it, the truth is that the Covid-19 pandemic has enabled us to become more than we were so we might be more than enough for what is now before us.

I scrolled back through my calendar/journal in search of the moments I just know I probably won't quickly forget. We have shared so much. We have suffered losses and celebrated victories. We have said good-bye and hello, sometimes on the same Sunday. We have tried old things that flopped and new things that flopped. We've also enjoyed some magnificent successes.

You have trusted my decisions, even while we were still strangers, because a decision needed to be made. And we have made a gazillion decisions together. I think that is what Body Life is all about. I think we have corporately made Jesus smile over and over again.

We have returned to the building, hopefully for the final time, and have begun to slowly resurrect programs that had been set aside, as well as adjust others to serve in a new world. We are imagining new ministries and, in some cases, are bravely looking to attempt what we have never done before.

I think it's way too easy to say, "Praise the Lord!" Especially too easy to say such without NAMING the reason for the praise. I have been thankful for each one of you. You are Trinity Church. My new church. My new family. And I am richer because of these new relationships. You have helped Carol and me settle into our new home, new town, new region. From best pizza to good doctors to parks and entertainments, you have been amazing.

Praise the Lord! Praise God for each one of you responsible for ministry roles. I hope you KNOW the staff alone cannot make everything happen that needs to happen to serve the people of Trinity Church. Your hands and feet and voices are the muscle that makes Trinity happen. Too many times, our newest plan or idea has been met with one or more of you showing up or stepping up at the absolute best time. And we are off and running. Thank you.

Praise the Lord! For what have you been praising the Lord?

We share new concerns that will become our agenda for the new year. **Connections.** As we regather as a worshipping family, we MUST figure out how to connect with those not yet in the building. **Volunteers.** As we relaunch old ministries or start new ministries, we are looking to each of you to help us succeed by exercising your gifts and abilities. **Money.** God has been good. The bills are paid. Our continued corporate commitment to worship giving will ensure that we are able to fund each ministry adventure. **Leaders.** In addition to our current leadership team members, we are aggressively looking to deepen our pool of future leaders. I thank you in advance for praying about what God has gifted you to do, and what that might look like here at Trinity. **Imagination.** I might have lots of ideas, a few of which might have value; but it's OUR ideas that will make the day. Do you have an idea for Trinity? Please do not keep it to yourself. Tell me! Or any one of our staff or leadership team members. Let's see if your idea might become the next initiative for our church family or community.

The next twelve months should be filled with new spiritual and Kingdom adventures as we seek to develop ministries that make sense for us, as well as help us engage our communities in significant ways. We don't want to "just be busy." We want to discover what God is doing and join him as Jesus' hands and feet and voices.

Our goal is to balance growth through learning (preaching, teaching, conversations, etc.) and experience (on-the-job adventures). A noble goal is to enable each person to recognize how God has empowered them and then to launch them into meaningful ministry. Pray with us, please, as we seek to develop systems that make this a realistic endeavor.

My early adventures to learn "why we do what we do the way we do" have resulted in a few proposed adjustments to our bylaws and policy documents. A few have been minor, easy to process. Others are a bit more complicated, demanding your input and approval. I've asked the CAs and LT members to consider several proposals I hope to set before you.

- Restore the Pastoral Relations Committee (PRC) to our leadership structure and to our bylaws. The PRC provides a wider foundation of pastoral and congregational care than our current structure.
- Add a policy statement describing our counting team to the bylaws and/or policy manuals. People do count our money every week but are not identified in our literature.
- Create and add a "best practices" statement to our policies regarding the handling of money. This would apply to the church and preschool. We also ask for liberty to tweak this policy statement as we develop new systems.
- Create and add a Worship Ministry Team for our church and add this to the Ministry Team Handbook. This team would assist the pastor(s) as they plan meaningful worship services, including help prepare Communion elements as needed.
- Create and implement hands-on/on-the-job leadership training pipelines for future leaders, both for adults and teens (under Pastor Dale's supervision).

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I recently held a new member class. Along with teaching about the EC Church and Trinity Church, I shared with the candidates (all of whom have officially joined Trinity Church) my five “Bs” of church life. I offer these to you as an invitation to make the most of your partnership with Trinity Church. We need your....

- Bodies . . . attendance, fellowship, participation . . . we need you here.
- Buddies . . . family, friends, coworkers, neighbors . . . bring them with you.
- Brawn . . . gifts and graces, abilities, talents . . . don't just sit there, do something.
- Bucks . . . tithing, giving, sharing, sacrificing . . . your faithful worship giving.
- Brain . . . ideas, resources, contacts . . . we are in this together.

Every church could become more. But there needs to be an intentional plan to become more. Though we don't advertise it this way, the above five areas of church life are vital. Not only that, these five “Bs” reflect the scriptural ideals for Body Life and for our personal walk with Jesus.

As we roll right on into a new year of life and ministry together, I plan to continue to listen and watch and learn. And ask more questions and learn more. Why? Because leading only makes sense when “we” is our concern. Who are we? What can we do? What do we need in order to be more fruitful? What might we attempt for Jesus? I don't know. You don't know. At least, not yet! But I am sure that together, as we seek God, he will unfold his plans for us . . . probably on a need-to-know basis. And that is usually best. We can only do so much at one time. We will trust God for the timing.

Again, thank you for inviting Carol and me to join your faith family (now our faith family). Thank you for receiving our gifts, graces, skills, and abilities. We excitedly anticipate the many new daily life and ministry adventures we will share and long remember and tell others about. “Do you remember the time....?”

Serving a BIG God,

Leslie “Les” Cool, Lead Pastor

## Assistant Pastor Report

Another “interesting” year for me! First, more adaptations and alterations had to be made at our church due to the effects of the worldwide pandemic. Second, we experienced our first full year with a new lead pastor, which I thoroughly enjoyed. Third, I had to re-adjust to my previous position as assistant pastor over time after serving as the transition pastor for most of 2019 and 2020. There were some tasks and responsibilities I was happy to pass off to Pastor Les and there were some I wish I had back. However, I am at peace with everything that has happened, both in my career and personal life. I feel at peace with all the decisions that have been made at Trinity over the last year and I believe God is currently blessing our church because of those decisions.

Some highlights of my year were assisting Pastor Les with various activities and tasks, growing closer to the church staff, and leading communion during one of our worship services. Of course, I liked preaching when I had a chance to do so as well. One new adventure I took on was leading us into the realm of social media. We always kept up with our presence on platforms such as Facebook and Twitter, but it was more of a maintenance presence than a proactive, intentional presence. Now, we create posts six out of seven days of the week and we are seeing much more interaction with other users, including many from our church. As members of our congregation share these posts with their friends and families, we can reach more and more people for Jesus and hopefully encourage them to become a part of the Trinity family.

One thing I always like to include in the annual report is a short personal career update for your knowledge. In April of 2021, I completed my 3<sup>rd</sup> full year as a stationed Evangelical Congregational Assistant Pastor and my 6<sup>th</sup> full year as a member of the pastoral staff here at Trinity Church. In order to become an ordained elder within our denomination, I needed to complete an educational program consisting of 12 college-level courses. So far, I have completed eight of them, and will complete the other four over the next year. It has been a long but enjoyable journey and I am thankful I was able to, and will continue to, spend it with my Trinity Church family.

I love our church! I love the perseverance shown by our church throughout the pandemic. I love the brotherhood and sisterhood within our congregation. I love our church staff and leadership team. I love our ministry team leaders. Most of all, I love you! I love your kids! I love your families! I am so happy to serve within God’s kingdom with you. Thank you the love you show to me as well. It makes my job much easier and more enjoyable when I know people are there to support me on my journey! Thank you for being you!

Your brother in Christ,

Pastor Gary Bosler

## **Elevate Student Ministries Report**

### **THEMES**

It has been my privilege to serve as the Associate Pastor of Youth & Young Adults this past year at Trinity E.C. Church. There were four major themes of this past year within the student ministry. The first one was integrated student ministry. In the fall I cast vision during our “Student Ministry Sunday Service” about seeing teens more integrated into the Sunday Service, instead of being detached from the congregation during the service for Sunday School. Soon after casting vision, we then saw teens serving on the worship team, reading Scripture, and being on the greeting team. The other way we saw more integration was having my leadership team of teens include middle school students for the first time. Allowing our middle school students to have a more influential voice in our student ministry has been a welcomed addition. Another way we were intentional about integration was adjusting our event schedule to align better with the incoming 6<sup>th</sup> grade students. Instead of waiting until the late fall and Christmas to have all-nighter events, we moved those type of events to the beginning of the school year when the dust is still settling on students figuring out their friend groups that school year. To do this, I placed a camp out at Trinity for the first event for Boom Week. This allowed a lot of time for new students to connect with each other. We also did a sleepover at church a month later, which continued to give plenty of time for the new students to feel like they were a part of our ministry and find their new friends at church. The last way we saw integration was having multiple generations plugged in and serving in the student ministry. This has strengthened the faith of the younger generation. When teens can connect with the older generation, they can see modelled for them that being a Christian isn’t just something for when you are younger, but it important for every season of your life.

The second theme was increased relational ministry. The first way this was done was by creating more structure and training for our Life Group leaders. Doing this allowed our Life Groups to grow in number and depth of authenticity happening during Life Group meetings. The second way we became more relational was that we increased our small group time during Youth Group on Sunday night. This allowed for these times not to feel rushed, and gave more time for teens to open up. The last way we increased relational ministry was having our Winter Retreat this year be all together as a group, instead of separate High School & Middle School weekends. We spent the whole weekend in a massive cabin in the Poconos. One of the highlights from that weekend was when our whole group of 29 had a late-night worship session together in the bottom level of the cabin lead by my wife. Weekends like this help build relationships with students.

The third theme was building more structure into the student ministry. One of the ways I did this by breaking the year into four quarters, assigning discipleship themes to those quarters, and building everything around that. Another way I continued to build structure is that I implemented Life Groups meeting every Wednesday. Before, the days and times of Life Group meetings would be determined by each individual leader. This put a lot of the logistical responsibility on

each leader, which caused frustration. It also created a disconnected Life Groups culture. Now, Life Groups meet at church every Wednesday at a set time. This caused the leaders to focus more time and attention on creating high quality Life Group experiences, instead of focusing on logistics. It also created more Life Group ministry momentum as a whole because Life Group teens and leaders would see each other at church each week.

The last theme was being flexible. This past year we still dealt with varying levels of Covid restrictions. In the fall we played socially distant games, in December when things closed down again, I switched back to the online model for a few weeks, then in Spring the restrictions started to loosen up a bit. Through all of the adjustments, my team and I were able to navigate it while continuing to meet the spiritual needs of our teens. My team and I would like to thank you for your continued support, and ask for your continued prayers as we seek to impact the next generation for Christ.

## **YOUTH GROUP**

Through this past year, we were mostly able to meet at church which was nice. Our discipleship theme for August-October was “Spend Time with Others”. We had lessons about Friendship, Spiritual Habits, and Identity through that lens. Our discipleship theme for November-January was “Use Your Gifts”. We did lessons about Loving Others, Christmas, and Wisdom through that theme. From February to April, our discipleship theme was “Spend Time with God”, and we looked at the topics of Worship, Jesus, and Relationships through that theme. And then lastly, “Share Your Story” was our discipleship theme for May-July. We looked at Doubt, Evangelism, and Justice through that theme. Besides teaching, we had several students take their next step in their relationship with God. During Youth Group, we had two students place their faith in Jesus for salvation, and three students rededicated their life to God. Some other highlights from the year were introducing our new pastor and his wife to our youth group one night. Another fun thing we did was during the December lock-down, was that I did a YouTube Live session where I ate super-hot spicy chicken wings while giving the lesson. Lastly, we were able to purchase the “9-Square” game which is one of the best games for youth groups right now. Overall, our Sunday night gatherings were filled with a lot of fun, learning, and significant spiritual moments.

## **LIFE GROUPS**

Our life group ministry grew in number and in depth. Before the school year started, we had two Life Groups, but now we have five Life Groups. We had two guy groups, one lead by me and one lead by Dave Endy. We were able to add a middle school girls’ group, which grew to the point of needing to split into two. Then later in the school year we were able to add a high school girls’ group. I have been focusing more on building a good life group leader culture. I’ve done this by having our team read and discuss the book “Lead Small”, having weekly follow up

texts, and having an official end of the year celebration night. We saw teens invite friends, open up about real life issues, and transformation happen.

### **WINTER RETREAT**

My philosophy with the Winter Retreat changed this year. Instead of having a separate middle school and high school weekend, we did one combined weekend. I did this because I wanted at least one time in the year where our group is all together for an extended period of time. To do this, we went to Spruce Lake Retreat Center in the Poconos. This was a new place for us, but overall it went very well. We saw deeper connections being formed, and a teen gave their life to Christ. One of the highlights from the weekend was a teen placing their faith in Christ for salvation!

### **ONLINE GAMING**

One of the pivots that happened during Covid was creating an online gaming team. This is one of the new developments that has stuck around. Once a week for an hour and a half, I hop online to play video games with a few of our teens. We can talk to each other from each other's homes while we play the game. It has been a great way for me to connect and mentor some of our teens and their friends.

In Christ,

Dale Miller

## **Young Adult Ministry**

It has been my privilege to serve as the Associate Pastor of Youth & Young Adults this past year at Trinity E.C. Church. This was the third year of the young adult ministry that I have started. It was nice to bring my focus back to this ministry after having to focus more on the church at large because of not having a pastor.

Even with getting back to it, to say it was a little different than my first year running it would be an understatement. It was nice to start moving in a good direction with loosening Covid restrictions, but we still hit some snags. I was able to meet with a few young adults as normal, but the events and group meetings were still hard to manage with Covid restrictions. I wanted to have this year be a year where we leaned more on the social events side of things to just help build back up relationships, and meet the social needs of young adults who haven't gotten out much since 2020.

We had a great social event at a Fro-Yo back in November, where 13 young adults came out to reconnect, which has been our most well attended event so far. Sadly, our event in December got cancelled because of an increase in Covid cases in PA. With not wanting to risk planning an event and then Covid numbers spiking again, we waited until May of this year to have our summer kickoff event. Things seem to be starting to move in a good direction again and we hope 2021-2022 will bring back a level of normalcy again to the group.

In Christ,

Dale Miller

## Children's Ministries Report

This past year has been a time of transition. The unexpected changes that came about due to COVID opened the door of opportunity for more creative ministry, and I am looking ahead in excitement and anticipation of what God has planned for the future! "Being confident of this, that He who began a good work in you will carry it on to completion until the day of Christ Jesus." Philippians 1:6

**Kids Connection:** This time last year, we began to reimagine ways to connect with the children during our time of COVID closures. We pre-recorded video Bible lessons every week, but we soon realized that more was needed. Some home visits were made, and eventually, the children themselves got involved in our video lessons by recording and sharing their talents and reading scripture. Pre-recorded videos morphed into live Zoom meetings, where we learned about Jesus, sang, played, and prayed together. Another change that has come about due to COVID is a time of family worship every Sunday morning. Our desire is for the children to know that they are an important part of the Body of Believers and that they belong. Gathering together as a family in the sanctuary allows the children to witness (and join in with) their families in worship before being dismissed to Kids Connection before the sermon.

We have a handful of faithful volunteers that lovingly invest themselves into our children each week. Currently, ages 3 through 5th grade are meeting together in one large group. We are taking a journey through the Bible chronologically and are about to make the exciting jump from the Old Testament to the New Testament. God has been working in the hearts and lives of the children! With a smaller group in a more intimate setting, we have had some really beautiful moments of learning about and loving Jesus and connecting with each other. Our Nursery continues to be self-serve. Please join me in praying that the Lord leads people that are willing to serve in the Nursery, so that we can open up this vital ministry.

**VBS:** We were *thrilled* to be able to offer Rocky Railway VBS this year, and it was a great success! Forty-eight dedicated volunteers helped to share Jesus' love with 80 individual children from our community! Even though we decided to place a cap on attendance, not one child was turned away! We pray that the Holy Spirit stirs the hearts of these precious children, and that seeds of faith were planted through this ministry! For our VBS Missions Project, the children raised over \$1,200.00 to help the E.C. Church in Nepal purchase property to building a training center.

**GAK (God's Amazing Kids):** GAK was placed on hold last year due to circumstances surrounding COVID, but we are prayerfully working on starting this ministry back up in November! At GAK, we invite children ages 3 through 5th grade to join us for a fun night of learning about God and making friends. GAK runs every Wednesday evening from the beginning of November until the end of April.

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Thank you, Trinity family, for continuing to pray for, volunteer in, and give to Children's Ministry. God continues to do good things and is using you to share His love and the good news of God's salvation with our children. I am excited for what is ahead!

Serving in Children's Ministry continues to be one of the greatest joys and blessings of my life!

Warmly in Christ,

Celeste Jenkins, Director of Children's Ministries

## Cornerstone Preschool Report

The ministry of Cornerstone Preschool continues to be a wonderful outreach to families in our community. Families of children who attend Cornerstone are introduced to and have gone on to attend Kids Connection on Sunday mornings, GAK (God's Amazing Kids) on Wednesday evenings, Sunday worship services, VBS, youth group, and other Trinity events! Cornerstone provides quality Christian education to children from ages 2 through pre-kindergarten.

During the 2020/2021 school year, a total of 68 children were enrolled. Enrollment was down due to circumstances surrounding COVID. Even in the middle of a pandemic, we were able to be creative and safely hold special, in-person events like the Book Fair, Easter Egg Hunt, Pre-K Graduation, and our End-of-School Celebration. The Frecon Farms Thanksgiving Pie Sale was a huge success and will be returning in the fall! Proceeds from the pie sale go to support our Children of Promise Scholarship Fund. Our first annual Blessing Others Christmas Tree provided Cornerstone families the opportunity to show love to others by donating food items. Because of their donations, more than one dozen Christmas baskets were given to our Trinity homebound friends! In an effort to be as safe as possible, Grandparents Day turned into Grandparents Week, and nearly every child at Cornerstone had at least one grandparent attend! Because our Christmas Program was held virtually, we recorded it so families could share the program with others and enjoy it for years to come. One of my highlights from the year was our Kiss-the-Pig contest. If the children met our Book Fair goal, all of the teachers, including me, had to kiss a pig. The children surpassed that goal by \$1,000! These gatherings and events provided opportunities to bond with our families and create memorable experiences for our children.

While operating a Preschool in a pandemic proved to be challenging at times, we also experienced overwhelming blessing. We took steps in faith reopening Cornerstone at the start of school the year, and God was faithful in providing for our every need. There were many moments that I found myself speechless and in awe of what God had done and was doing. Many of our families were struggling deeply with how to navigate life in COVID. They were experiencing a lot of unexpected life changes -- lost jobs, depression, loneliness, sickness, and uncertainty about the future. Out of these difficulties, families were more willing and even eager to open up their hearts and engage in deeper, spiritual conversation. Thank you so much for praying us through this past school year, Trinity family.

Our Children of Promise Scholarship Fund is supported through Cornerstone fundraising efforts as well as contributions from our Trinity family. This scholarship has allowed many families to send their children to Preschool, even when financial difficulties would otherwise keep them from participating. We were able to support four families this past school year. Thank you, Trinity family, for the generous gifts you have given to support this scholarship fund. By doing so, you have helped to financially sponsor children and partnered with us in sharing Jesus' love.

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For the upcoming 2021/2022 school year, there is a lot to be excited about. All of our morning classes are full with waitlists, and our afternoon classes are filling up quickly! We currently have 112 students enrolled, and the numbers continue to grow! Because of the increase in enrollment from last year, we have added 4 more classes. With those additions, we currently have two staff positions to fill. Please pray that the Lord will lead the right people with a heart for Jesus and children to fill these roles.

As preparations and plans are being made, we ask for prayer for our Cornerstone staff. Please also join us in praying for the children and families who will come under our care. May we reflect the love of Jesus in everything that we say and do.

Warmly in Christ,

Celeste Jenkins, Director of Cornerstone Preschool

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## Pastoral Staff Statistics

<b>MEMBERSHIP</b>	<b>2021</b>	<b>2020</b>	<b>2019</b>	
Membership August 1	319	370	343	
Losses	25	53*	6	
Gains	7	2	35	
Membership July 31	301	319	372**	
<b>ATTENDANCE</b>	<b>2021</b>	<b>2020</b>	<b>2019</b>	
Average Sun. Morning Worship	129	292	345	
Average Total Sunday School	17	89	108	
Average Children's Sunday School	8	39	45	
Average Children's G.A. K	0	53	39	
Average Children's VBS	70	0	131	
Average Youth Sunday School	0	18	25	
Average Youth Group	26	29	28	
<b>PASTORAL ACTIVITIES</b>	Pastor Les	Pastor Dale	Pastor Gary	Celeste J.
Weddings	0	0	0	0
Funerals	8	2	0	0
Baptisms	0	0	0	0
Dedications	1	0	0	0
Visits	127	35	0	8
Counseling Sessions	37	20	0	0
Trinity Meetings	148	196	58	64
Denominational Meetings	52	1	3	0
Community Meetings/Outreach	41	22	0	0
Ministry Training	63	2 conferences	29	1
Discipleship Contacts	49	43	4	1
Children/Youth Events	8	121	1	14
Children/Youth-related Meetings	0	26	0	57
<b>SPIRITUAL TRANSFORMATIONS</b>				
Conversions		3		
Rededications		2		

\*Our Counselor-Advocates performed a review of our membership rolls and contacted many inactive members to ascertain if they were involved in another church and if not, to encourage their return to Trinity. The large number of "losses" is the result of this review.

\*\*The July 31<sup>st</sup> membership count of 372 was corrected to 370, as we learned of the deaths of two long-term inactive members after the 2019 Annual Report was published.

## Property Director Report

2020-2021 was a great year for the property and grounds at Trinity! Some noteworthy accomplishments for the year were:

- We had a very active year for snow plowing, especially in February. Between the nuisance storms that glazed our lot, to the couple of deep snows that we had, it was a challenge keeping things safe and salted for the preschool and worship services each week!
- Our livestream technology continues to improve with better lighting, a high-quality HD camera, a dedicated livestream pc, a motorized camera base, and more trained volunteers to run the equipment each Sunday. We are thankful that we can now stream our services reliably to anywhere in the world!
- Our mowing crew has been doing a great job keeping the church property grass cut each week, and our zero turn Big Dog mower and John Deere tractor are both running great!
- The main lower-level air conditioning unit was replaced in early May, following the congregational approval at our meeting January. A 15-ton Trane unit was installed and is operating very well. This was an important repair since the children's ministry and preschool depend on that area of the church to be comfortable as they learn about Jesus!
- Costs have been kept very low over the 12-month period, and most repairs such as toilet repairs and light fixture ballast replacements were able to be handled "inhouse".
- The playground was re-mulched this Spring for the Cornerstone Preschool kids (and any children) who love playing on the equipment every day. Another load will be added in September for the start of the school year to keep it looking great!

Every year I am thankful and feel blessed to be able to further improve and enhance our Lord's house and His property. It is a privilege to work with so many generous individuals at Trinity who donate countless hours towards the many projects that are completed each year. It is a great honor to be able to devote my efforts each and every week serving at Trinity Church.

In His service,

Matt Obarow Property Director

## Church Financial Officer Report

Well, we've been back to meeting together (albeit through many Covid restrictions) for a year as I write this report. And we are enjoying and growing through the ministry of Pastor Les. And we realize that a large number of individuals and families have made the decision not to return to Trinity. All of this makes for a rather different Trinity than the one we left in March 2020. And if there's one thing I know, it's that different isn't bad, it's just different.

One thing that hasn't changed is that salaries and bills still need to be paid, which means we still need faithful donors to contribute to the work of God here at Trinity. We are so grateful for every dime, even every penny that comes into our offering boxes. We thank YOU for deciding to honor the commitment you made at membership to support Trinity Church financially as God enables you. We thank YOU for giving above and beyond when special needs arise. We thank YOU for giving when it isn't easy or comfortable because you believe that's what God asks of you.

Because of your faithfulness to give, I am able to report that all salaries, taxes, bills, and other obligations have been paid in full and on time. While giving has definitely decreased, we remain solvent in no small part due to careful spending measures that were put into place for all staff and other Trinity purchasers. It's a simple rule of thumb – when there is less coming in, we have to make sure less goes out! We began the year with a fairly good-sized cushion and have eaten into that a bit, but a cushion remains.

We began a new protocol in 2021 – quarterly statements. These letters are designed to let you know critical information about our finances and reflect our desire to be open and transparent in all things relating to money at Trinity. The letter includes several numbers –

- The amount needed since January 1<sup>st</sup> to date to meet our budget in full
- The amount actually received since January 1<sup>st</sup> to date
- The amount spent to meet all our financial obligations from January 1<sup>st</sup> to date
- The amount you gave in recordable giving from January 1<sup>st</sup> to date

These letters are meant to be informative, to keep you up-to-date, and to help you make giving decisions. While they are another part of the “different” at Trinity, I will personally say that of the four churches I've attended as an adult, Trinity is the first one that did not routinely issue quarterly statements. (By the way, Hank Bishe, our church historian, told me that in the 1940s and 1950s, there was a board on the right as you entered the church building that listed offerings received by envelope number. And those numbers were issued by alphabetical order, so it wasn't hard to at least estimate what number was whose. For me, I much prefer our current way – your personal giving information is accessible to only a very limited number of trusted, confidential individuals.)

I had the privilege to announce to you in June that we received a very generous bequest – just over \$163,000. Leadership Team approved the spending of about \$86,000 on four items – ministry funds (\$9,300), payoff of the 2017 mortgage (\$67,000), Pastor Gary's past-due pension

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contributions (which we just learned about in February 2021)(\$2300), and replacing one last AC unit (\$7,400). As we move into the future and are better able to estimate anticipated giving, the Finance Ministry Team and the Leadership Team will continue to discuss how the remainder of these funds should be used. As is the case with all my tasks at Trinity, I continue to ask the Holy Spirit to guide and direct me as I compile figures and plan for what comes next.

As we begin a new fiscal year DEBT-FREE I look forward to seeing God at work through our finances. He knows what we need, He is ever faithful and has never failed to keep any one of His promises. I believe that God honors our careful stewardship and if we will follow His leadings, He will use what is given to change lives, and to change our community, our nation, and our world.

I am so very blessed to be a part of the Trinity staff, and will continue to strive to do my best for His honor and glory.

Sincerely,

Elaine Stein

## **Trinity Camp Scholarship Program Report**

Every year, we offer a Camp Scholarship program whereby children and teens who plan to participate in a summer Christian camp experience can earn a part of the tuition to that camp.

This year Pastor Dale and Elaine created a program that offered kids the opportunity to earn either one-third or one-half of the cost of their summer program. In the end, eight kids completed the required reading, writing or art work, scripture memorization and the bonus work of doing out-of-the-ordinary chores around their house and earned a total of \$1,339.00 toward the cost of their summer programs. These funds were paid toward their tuition for the Group work camp in Pittsburgh, high schoolers week at Harvey Cedars, and a week at Twin Pines Camp.

Trinity raises the scholarship funds through the sale of grocery cards. We purchase gift cards from Giant, Redners and Weis at a discount and sell them at face value. The 5% profit we make on each card is how we provide the funds for scholarships.

Pre-Covid, the cards were available for purchase each Sunday before the services. During Covid, Carolyn Boswell reached out to those who regularly purchase the cards and made arrangements to sell and deliver cards to those individuals so the scholarship program could continue. It is our hope that before long Sunday morning sales will resume.

We are very thankful for Carolyn's faithful service to this ministry. And we do encourage everyone who regularly shops at Giant, Redners or Weis to consider purchasing gifts cards here to help support our children and teens as they participate in Christian camps.

Sincerely,

Elaine Stein

## Leadership Team Report

While the past year brought us some confusing times, your Leadership Team experienced a progression of camaraderie and Christian fellowship. While we had new members discovering their ministry responsibilities we also have many experienced leaders.

With the difficulties of the pandemic, our focus was to “steady the ship” as we navigated through the rough seas. “A smooth sea never made a skilled sailor”, as they say.

We are streamlining our meetings by submitting reports well in advance in order to have a quick discussion on past events and concentrate on current and upcoming tasks.

We were able to react efficiently to immediate tasks through the use of “email votes”. While not the optimal avenue for complicated situations, this method proved valuable for more generic yet important issues. While prompted by our inability to meet in person, this method helped to keep the team in touch with the workings of the church even though we could not meet at times.

With the advent of Pastor Les we are receiving insight on what leadership is and how we can improve. While we have not been able to meet for a leadership retreat as we have in the past, the Leadership Team is looking forward to meeting with past, present, and possibly future leaders this July (this report is being written before this occurs). We will meet for an evaluation of our spiritual gifts in order to be more effective leaders.

Our hope is that we can have our leaders be more visible to the congregation, giving you a better understanding of our structure and to be more involved with moving Trinity Church forward in the growing of The Kingdom of God in our community and throughout the World!

It is my privilege to serve you as President of the Leadership Team.

Charles D. Krause

## **Counselor-Advocates' Report**

Locally our Counselor Advocate (CA) group - Michael Montanye, Jann Huggens, Dave Endy and I along with the Pastoral Staff worked on the following:

- Coordinated the recognition of Pastor Les' 25 years of ministry which included several guest speakers as well as video from Bishop Bruce Hill.
- Coordinated Pastoral Staff Recognition which was completed in December 2020.
- We participate and offer insight at the Leadership Team level on an ongoing basis.
- Some CAs are currently involved in COVID-19 plans for Trinity as part of the Working Group.

Each individual has tremendous gifts and I am so fortunate to be able to work with them. In closing I would like to thank the CAs and the other Leaders at Trinity.

Respectfully submitted,

Shawn McGlinchey  
Your Brother in Christ

## Lay Delegate's Report

Thank you to the Trinity Evangelical Congregational Church of Boyertown for allowing me to be your Lay Delegate. What a year since the last annual report!

With COVID-19 we as a Church and a Denomination needed to pivot. Last fall our Penn-Jersey District activity & meetings under the direction of District Field Director Reverend Ralph Owens moved to zoom, a term prior to COVID associated with the Mazda car ad. We as a group at the district level forged forward and eventually returned to live meeting as vaccines rolled out. Also on the district level, I have been asked to serve on the National Ministry Team as the lay representative of the Penn-Jersey District which is a five year commitment.

Fortunately with vaccinations and considerable amount of prayer and communication the Evangelical Congregational Church held Annual Conference in-person at Messiah University. The theme for this year's conference was "KNOW HIM BETTER, LOVE HIM MORE" from I John 2:3, 5 "We can be sure that we know him if we obey his commandments... Those who obey God's word truly show how completely they love him." We as a denomination selected a new Bishop at Annual Conference. Rev. Randy Sizemore was elected as our next Bishop of the E C Church and will be installed at 2022 Annual Conference.

Other significant business conducted at Annual Conference was the review, discussion & approval of amendments to the EC Church Discipline. This is a multi-year project lead by Bishop Bruce Hill essentially lining up what we already do as denominational leadership structure, bringing the ministry closer to the church, moving procedural items into working documents that may be review more readily, and modernizing structures to better fit our current ministry context. All proposed changes were reviewed, discussed and accepted by the National Conference and will commence after next year's National Conference. Please note that nothing changed regarding our doctrine or minimizes the local church in any way. We are still EC to the core.

I am humbled by this opportunity to represent Trinity as your Lay Delegate, I have personally grown spiritually through this responsibility and thank you!

Respectfully submitted,

Shawn McGlinchey

Your Brother in Christ and Lay Delegate

## First Impressions Ministry Team Report

The First Impressions Ministry team (greeters, ushers, welcome desk teammates, and coffee servers) is a valuable and vital ministry for Trinity Church. Making people feel welcomed and wanted sets them at ease and opens their hearts and minds to better hear a message from God. Our church vision is “a place to belong” and the First Impressions Ministry team provides a way to fulfill this vision.

In addition, our team has two of its own vision statements: GOD experiences begin with GOOD experiences and first impressions lead to long-lasting impressions. I make sure to write this in every annual report because our church mission is to help people love and follow Jesus. If a person or family does not feel welcomed and wanted, if they feel like an “outsider”, if they sense a “cold” sanctuary, they may miss out on a God experience and it could tarnish our reputation as a church. Our First Impressions Ministry team is committed to fulfilling the vision and mission of Trinity Church.

I love leading this amazing and important ministry and am grateful for the great group of people who are on the team. Unfortunately, the effect of the pandemic over the last year has caused us to make some changes. We needed to temporarily add and/or remove some positions. We also had to reconsider the way we served in those specific positions in order to keep everyone safe and comfortable. I felt we did a great job of implementing these changes and we will continue to reevaluate our processes in the future. I am looking forward to seeing our team grow as we move into another year as a ministry team at Trinity Church.

Here is where I direct my attention to you. Yes, you, the one who is reading this report. We already have a passionate group of people on the team, but we could always use more. If you love people and know how to smile, you would be a perfect fit for this team. Please email me at [gbosler@trinityboyertown.org](mailto:gbosler@trinityboyertown.org) if you are interested in serving in any area of the First Impressions Ministry. We would love to have you.

Your brother in Christ,

Pastor Gary Bosler

## Congregational Care Ministry Team

At this point in time, this ministry does not have a Team leader so the tasks are being handled by the church staff. If you feel the Lord leading you to participate in ministry directed toward your Trinity family, please let Pastor Les know. He'll be glad to meet with you to determine how you can best help in this venue.

Elaine Stein currently handles the organization and purchase of the flowers that are distributed to Trinity widow(er)s, our home-bound friends and those who have suffered a loss within the last year at Christmas and Easter. At Christmas, our Cornerstone children participated by donating snack and food items that were given to our home-bound friends with their poinsettias. Then Sue Cook added special touches by creating lovely baskets with the donated items. Church staff and several faithful volunteers participated in deliveries both at Christmas and Easter. Elaine would be glad to turn this important task over to someone (or two) who feels led.

Our former Parish Nurse, Jackie latesta, began a program that reaches out to folks who have lost a loved one at several points during the first year following the death with materials that offer support and comfort. Pastor Les continues to minister with these same materials. Again, a volunteer to send the booklets out at the appropriate times would be greatly appreciated.

When a Trinity family faces a health challenge, we often offer to provide meals for a period of time. This allows lots of folks to participate in caring for our church family by making and delivering meals to the family. Elaine Stein currently organizes these meal drives using the TakeThemAMeal app, but she'd be glad to help you learn how to do this, if you're interested.

We also hope to find a volunteer to organize and send Care Packages to our college students once or twice during the school term. Who wouldn't enjoy getting a box of homemade chocolate chip cookies and packages of cocoa mix while studying for finals? Might that be a job for you?

Congregational Care budget includes a line for the Health Ministry. At this point, the only task involved is basically monitoring a basket we keep filled with snacks in case anyone with diabetes needs quick sugar.

This ministry also oversees benevolence gifts that help folks meet needs that go beyond their budget. This year, your response to the benevolence needs of the Graber family who lost everything in a house fire was overwhelming! We were able to present them with a check for \$7,750.00.

Sincerely,

Elaine Stein

## Discipleship Ministry Team

Members of the Team: Pastor Les Cool, Kevin Bean, Mike Montanye, Kerry Bean, and Diane Felicetti, Team Leader

At the close of 2020, I was in the position of needing a whole new team that would begin a new direction in the discipleship ministry. As always, God is faithful and has brought together a team to bring a focus and vitality answering our call to the Great Commission.

My vision was to have smaller ministries within the larger group. We spent many meetings discussing how we disciple here at Trinity. Kerry Bean aptly took on the idea of a Women's Ministry using Zoom meetings and a study on Kingdom Women to build a group of dynamic women known as the Bloom Ministry. They are now planning to fellowship and reach out to our community as they study the Word together. Kevin Bean has come alongside the already existing Men's Ministry that has fellowshiped together for many years. These men continue to create an atmosphere where men can come together to talk and pray.

Mike Montanye as one of our Counselor-Advocates on the Leadership Team has been invaluable discussing new studies for Biblical teaching with his background in ministry. Pastor Cool is leading us through a new phase of discipleship as we regroup the phases of a believer's journey from rebirth in Jesus to our continual growth as a disciple.

As a team, we have reviewed encouraging literature and studies on the path taken by a disciple. One writer, Doug Franklin, has written a concise process for us to follow. Look for this as the team develops many of his suggestions: 1) Mature disciples understand their need for a Savior, 2) Mature disciples know the God of the Bible, 3) Mature disciples recognize that they are made in God's image, 4) Mature disciples serve out of love, 5) Mature disciples share their faith story, 6) Mature disciples worship regardless of circumstance, 7) Mature disciples defend their faith, 8) Mature disciples join in the community of believers.

I step down this year from the Leadership Team and my time as leader of what once was known as the Grow team and now known as the Discipleship team. I pray my spiritual gifts have been used to help fulfill our Savior's command to "...go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you." Matt. 28: 19-20

May we at Trinity continue to grow as a "chosen people, a royal priesthood, a holy nation, a people belonging to God, that we may declare the praises of Him who called us out of darkness into His wonderful light." I Peter 1

Respectfully,

Diane Felicetti

## **Worship Ministry Team**

We've seen many changes in our worship music ministry during the past year! Several folks left our former praise team, and Elizabeth's praise team began ministering during each service, Erica Creed, our organist, left Trinity to take another church job, and the Lord provided a whole variety of wonderful musicians once we realized that finding a full-time organist was probably not going to happen. Who knew they were a dying breed?

We are so very grateful to the amazing teams of volunteers, including our faithful chorister Lynn Miller, who lead us musically before the throne of Grace each Sunday. Their ministry is an important part of our corporate worship time, and their commitment to quality, to being open to the Spirit of God, and to working with all the other worship participants continues to be a huge blessing to us all!

As we look forward, we hope to possibly find an organist who will commit to playing for us one or two Sundays a month. We want to continue to use our volunteers on other Sundays. Since God has gifted them, we want to give them opportunity to minister to Him and to us.

We plan to hold a Christmas concert this year. If you have musical talent that you'd like to share with us, please reach out to Joe Slavinski as soon as possible. On Sunday mornings you'll find him upstairs at the projection computer. As I write this, Bruce Outland and Bob Stuart plan on contacting past participants before they decide if we're ready to begin Adult Choir or Bell Choir in the fall. We'll let you know!

And we are looking for folks willing to serve on the Worship Ministry Team. Not everyone on the team needs to be musical – just willing to work with and support those who are. Please let Pastor Les know if you might be interested – he'll be glad to talk with you.

Sincerely,

Elaine Stein

## Prayer Ministry Team

Prayer is so much more than fulfilling a spiritual discipline that the Father has commanded us to fulfill. “The Father desires relationship and relationship requires communication.” Pete Briscoe

In a variety of ways we have tried to promote, encourage and provide individual and corporate opportunities for anyone to be drawn by the Spirit to communicate with our Father. There are many ways you can participate in the prayer life of Trinity Church:

Tuesday Evening Corporate Prayer via Zoom – we “meet” from 7:00 pm to 8:00 pm. Contact me for the Zoom link - 610-987-8022 or [steinoley2@gmail.com](mailto:steinoley2@gmail.com).

Email Prayer Chain – receive prayer requests from the church office. Email Elaine at the office – [estein@trinityboyertown.org](mailto:estein@trinityboyertown.org) to be added to this list.

Prayer Warrior – every week I email or mail a letter that includes a very brief devotional and guided prayer suggestions for our church, community, nation and the world. If you'd like to join the Prayer Warrior's Army, please reach out to me.

Prayer Requests – you can submit your requests by calling the church office during regular hours or completing the form on the church website – [www.trinityboyertown.org](http://www.trinityboyertown.org). Because of HIPAA limitations, we cannot share requests that you make for another person without that person's express permission.

Prayer Insights on our Facebook Page – these are posted every Thursday

Missionary Prayer Partnership – several times a year we have the opportunity to pray for one specific missionary or missionary family for an entire month. By participating, you'll be assigned to a specific day to pray for our missionary as they are praying for you.

Sunday Bulletin – On the back of each bulletin there is a section that lists areas of prayer focus for that week.

Altar Prayer – this post-service opportunity for prayer was suspended due to Covid and will be reinstated when it is safe to do so.

During the past year we offered special times of prayer:

- Prayer Emphasis Week (Sept. 27 to Oct. 3)
- The Return: 10 Days of Prayer (Sept. 26 to October 6)
- International Day of Prayer (Nov. 1) with bulletin Inserts highlighting the needs of six specific countries
- 40 Days of Prayer for our cities (Feb. 17 to March 28)
- National Day of Prayer (May 6) and
- Eleven Days of Praise (May 13 to 22)

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We will continue to seek the face of the Lord in prayer in a variety of ways in the coming year.

“If our Father knows what we need before we ask, why ask? The point of prayer is not in order to get answers from God; prayer is perfect and complete oneness with God. If we pray because we want answers, we will get huffed (irritated) with God.” Oswald Chambers.

We welcome each and every one who reads this report to pursue “perfect and complete oneness with God” by participating in prayer both private and corporate. We welcome hearing your ideas of how we might promote and engage in prayer at Trinity and our communities.

Respectfully submitted,

Bob Stein

## Human Resources Ministry Team

Progress is slow--very slow. Covid and small team slow. And yet we managed to make a few strides this past year and remain appreciative of the faithful prayers from the Prayer Ministry.

Pastor Les and I huddled a few times and set a course for the next couple of years. Three steps:

1. identify what we have and what is lacking
2. define what needs to be corrected or developed
3. address the issue(s) or recruit help to do so

We have identified a number of issues to address.

To date, we have collected copies of all (we believe) current pastoral and staff job descriptions and policy manuals. We have, in conjunction with the pastors and staff members, begun the work of creating updated and more precise job descriptions. We hope to complete this project in early 2022. Policy manuals are being studied. Our current goal is to see that job descriptions, policy manuals, and personnel files parallel one another.

Pastor Les developed a church staff (non-stationed pastor) hiring policy and part-time organist job description that have been approved by the Leadership Team. Pastor Les and Jann Huggens have been looking for an organist.

Pastor Les is slowly, around other endeavors, seeking to add members to our small team. Once the team is developed, we will take a run at the before noted projects. Other projects will be addressed as identified.

Thank you for your prayers.

Respectfully submitted,

Lynelle Fitzmier  
Pastor Les Cool

## Tech Ministry Team

The Tech Ministry covers everything from lights, sound, projection, livestreaming, etc. The main goal of this ministry is to provide the IT and A/V technology necessary to support the vision of the staff and ministry teams for the worship services that are conducted in the church. This includes Sunday worship services, special services that are held in the sanctuary and also the Christmas concert, sportsmen's banquet, kids programs, etc.

Before the services, we make sure that all of the sound and video equipment is in working condition. During the service the presentation is run, and the video camera is operated to record the service and stream it on the Internet. After the service, a copy of the video of the service is put online so people can watch at anytime.

Last year at this time when I was writing this report, we were only two weeks into livestreaming. Now here we are one year later, still reaching out to our congregation so they can watch from home. During the last year we found a permanent place for the livestream camera, and also added a remote motorized base for it.

We plan to continue as we have in the past, but we could use some improvements in equipment. At some point we will update our projection program to the newest version.

We are very blessed to have such a dedicated team, but we would like some additional volunteers. If you like computers, flashing lights and pushing shiny buttons, we will be happy to train you and go at whatever pace you wish.

I want to THANK our booth-workers Matt Obarow, Mike Montanye, John Jenkins and Darbie Pelachick, our newest team member. THANK YOU VERY MUCH !!!

We also wish to THANK others who have been of great help to us: Alex Obarow, Caitlyn Riddell, and PJ Riddell, some of who will be heading to college in the Fall. THANK YOU VERY MUCH !!!

*Each of you should use whatever gift you have received to serve others, as faithful stewards of God's grace in its various forms. (1 Pet. 4:10-11)*

Respectfully submitted,  
Joe Slavinski

## **Media Ministry Team**

The Media Ministry Team continues to be a valuable asset for the overall ministry of Trinity Church. Media primarily refers to visual forms of communication, such as video production, PowerPoint presentations, graphic design, etc. Most of the time, we create slideshows and countdown videos, which are utilized at various points before, during, and after our worship services. However, our team also produces these types of visual media for our supporting ministries, such as Cornerstone Preschool and BLOOM women's ministry.

This year, we made an intentional decision to become more present on social media platforms, which include Facebook, Twitter, and Instagram. We post almost every day and the posts include: prayer quotes, Bible verses, sermon video clips, interactive questions, thoughtful statements, event promotions, and more. We have seen positive feedback, both from inside and outside our church, as a result of this decision to be more present. Social media truly allows Trinity Church to fulfill a commission of Jesus, which is to witness Him "to the ends of the earth" (Acts 1:8).

As we move into the rest of 2021 and beyond, we will be looking for volunteers to serve in the areas of photography, social media, graphic design, and video production so we can continue utilizing media to serve God in unique and creative ways. It would be advantageous for our church to add more talent to the media ministry team. If you are interested, please seek me out.

Your brother in Christ,

Pastor Gary Bosler

## **World Missions Ministry Team**

Trinity Church helps to support 18 full time missionaries and three missionary groups through the Global Ministries Commission of the Evangelical Congregational Church. We support the Denominations administrative efforts as well as local missional churches.

There are five sections to the AMF budget. The Denominational Missions Offerings, Missions Support through the Global Ministries Community, Support Funds for Missions Works, Additional Outreach Ministries and a Miscellaneous category. Here is a summation of the mission efforts:

### **General Denominational Missionaries**

Dan & MaryLynn Wills – Bible Translation with JAARS

Brian & Missy Wagner – Teachers with Rift Valley Academy in Kenya

David & Conce Roof – Church support, planting and community outreach in Belem, Brazil

Jonathan & Kathy Wilson – Bible Translation in Ukarumpa, Papua New Guinea

Joe & Wendy Toy – Preaching and community outreach as well as street evangelism at special events around the country

Ken Sears – Teaching, preaching and outreach in Ukraine

BJ and Rachel Whittaker – Church planting in Spain

Kurt and Nancy Graff – Training Missionaries with Café 1040

Robert & Bettina Schaeffer – Ministering to the homosexual community in NYC

Dan & Melinda Moury – Wycliffe Bible Translators producing documentaries and promotional videos

Gloria Smethers – Nurse working at a retirement home for missionaries in Florida

Ed & Val Schubert – Community outreach and schooling in Honduras

Jamie & Anita Farr – Wycliffe Bible Translators – Church workforce administration

Dave & Emily Hershey – Penn State Campus Ministry

**Independent Missionaries**

Dan & Carolyn Rehder – Spreading the Gospel to the Deaf with Wycliffe Bible Translators

Denny & Lauren Kriczky – CRU/Pure Desire Ministries - Helping men to lead Godly lives

Kate & TJ Renninger – Penn State Campus Ministry with Disciplemakers

Brian & Esther Hudson – Spreading the Gospel in the Middle East with Pioneers

**World Mission Organizations**

Evangelical College of Theology – India Facility

EC Church of Liberia

EC Missions General Fund

**Local Outreach**

Helping Pottstown Bible Church as well as other local outreach needs

**Global Missions Summation**

The Adult Missionary Fellowship group met in person four times this year. We had missionary Kate Wetzel (now Kate Renninger) visit with us in person during our Worship Services. We tried to have others visit but the pandemic conditions made it difficult. We were able to have the BJ and Rachel Whitaker family “visit” with us via a Zoom meeting during our Sunday Worship experience. This meeting went well and we are looking forward to having more Missionaries “visit” with us in this manner.

Your faithful giving during these difficult times allowed us to meet our financial commitment to our Missionaries. Your dedication to serving the Lord is evident even when our normal pattern of Worship is interrupted by outside events. Even while sequestered, we realized that the work of the Lord goes on and as we depend on each other when we are close, we realize that others depend on us even when we live at a distance. Your faithful giving is very much appreciated by those we support and is duly noted in the communications we receive from them.

While our basic financial commitments were met this past year, there were many special needs that we were not able to address. Schools need to be built, churches built or repaired, and special personal needs need to be tended to. While we have kept the budget the same for the upcoming fiscal year, our hope is that as the Lord provides and prompts us, we can attend to special needs that come up as we go along during the year.

Sincerely,

Chas. Krause

## Community Outreach Ministry Team

It's a privilege to oversee the Outreach Team this past year. Sadly, this time last year, our Outreach Team bottomed out as the last team member left our church. I had to work on recreating the team from the bottom up. In this past year, Carol Cool joined the team as a team member and co-leader. We have met 4 times to start envisioning what our Community Outreach Team could be, and taking practical steps to get there. Carol provided a great resource called "Visual Strategic Planning" which really helped us stay focused and map out what we hope to do. One of the first action steps we took was meeting with the manager of "Building a Better Boyertown" to listen to how we could best partner with them.

Besides that, we plan on working with people within our congregation use their gifts to help meet the needs of our community. Several people in our congregation have already been doing this over the past year. First, we did a food drive in the fall and delivered food to Multi-Service and Salvation Army. Second, we held our annual Sportsmen's Dinner event. Lastly, is our Community Garden. Below are more details about how we have impacted our community through those events. Thank you for all of your support through this past year. Let us continue to find ways to connect with our community.

Respectfully Submitted,

Pastor Dale

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I'm happy to report that once again our annual Sportsman's Dinner was a huge success! Even with the challenges of COVID!

I am grateful that we have a team that instead of looking at the situation and saying ... "we just can't this year", we have strong leadership that said, "this is too important not to", followed by "how can we do this"! We pulled it off by holding the dinner this year as an outdoor picnic followed by the program held in the Sanctuary. Over 250 guests attended and were fed bison burgers, elk hotdogs, wild boar (with pulled bbq pork) and Pastor Les' venison chili. No one left hungry!

More importantly, our guests were treated to a very informative message delivered by our guest speaker, Troy Ruiz from Primos Outdoors. Troy shared his hunting strategies along with his personal testimony and invited people to accept Jesus into their lives! As a result we had six first time commitments and another dozen who rededicated their lives to Christ.

As icing on the cake, we raised over \$3,000 that was split between the three (3) charities that we sponsored this year.

Respectfully Submitted,

Steven Rothenberger

The Organic garden was started in 2013 a mere 800 sq. feet. Each year it has grown and now presently measures 1800 sq. feet. It is now handicap friendly, has water and a storage shed on site thanks to two grants from the Pottstown Health and Wellness Foundation. Raised beds were added three years ago by Logan Ossman for his Eagle Scout Project. The members of the community are welcome to come and garden with us and have their own plots. The garden is funded through the Trinity budget, and generous donations from the congregation and local businesses. This year our Trinity Budget amount is \$200.

At the close of the garden last year 2020 the total organic produce that has come out of the garden over the last 8 years has been 6,097 lbs. – over three tons!

This year we have 18 volunteer gardeners from youth to seniors. The Staff at Trinity is a vital part of our team as well.

The produce is shared with the community via Salvation Army, Multi-Service and our church community. Salvation Army offers a free lunch Monday thru Friday where some of the garden's produce is shared with over 1200 people a year. God is amazing! Countless families have received the produce through Multi-Service.

Ministry happens in the garden in many different ways besides sharing the produce. Our Cornerstone Pre-school children plant seeds, harvest produce and learn how the garden helps to feed people like Jesus did.

This year the garden is looking great and expected to produce 700-800 lbs. All are welcome to visit the garden or even better come garden with us. Thank your support in feeding our community. Any questions please contact me via email: 4jiatesta8@gmail.com or by phone at 484-948-5292.

Respectfully Submitted,

Jackie Iatesta

**MINUTES OF ANNUAL MEETING OF  
TRINITY EVANGELICAL CONGREGATIONAL CHURCH  
OF BOYERTOWN  
SUNDAY, AUGUST 30, 2020**

Pastor Les Cool called the meeting to order following the 10:00 AM worship service. Members had been directed to return to the seats they held during worship since there was not enough time or volunteers to perform the necessary Covid cleaning between the service and the meeting.

He read the requirements to be a member in good standing and stated that only members in good standing would be eligible to vote at today's meeting.

He opened the meeting in prayer.

He appointed Elaine Stein as secretary of the meeting.

He appointed the following tellers –

Joe Slavinski, head teller; Leverne Boyer; Megan Carr; John Jenkins; Jim Maurer; Lynn Miller; Cathy Nicolosi; and Mike Overend.

Pastor Cool explained a Covid-required change to the sign-in process. Since we cannot safely pass a clipboard and pen among the rows, he asked those present who were members in good standing to rise. Tellers went to each person standing, asked him or her to state their name, and took attendance in this way. During this time ballots and pencils were also distributed.

After reviewing the sign-in sheets, a quorum of 51 was announced. (This was later changed to 52 – one of the tellers was missed during the counting process.) This makes the meeting and all actions taken at it official.

Pastor Cool reported that there were no communications to review.

The next matter he presented was the Slate of Election as posted in the 2019-2020 Annual Report. He called for a motion to adopt the entire Slate. The motion was made by Matt Obarow, seconded by Diane Felicetti. Pastor Cool then called for discussion or questions. There being none, he called for the vote.

While the ballots were being collected and tallied, he asked if there were any ministry team leaders who wanted to add to or elaborate on the report they prepared for the Annual Report. He also asked if any members had questions or comments about the report. There were none.

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The head teller reported that the Slate of election vote was 51 in favor, none against. (This was later recounted and amended to 52 in favor, none against.)

Pastor Cool reported that there was no unfinished or old business to be brought before the meeting.

He said that the only order of new business was the approval of the proposed 2020-2021 fiscal year budget. He asked for a motion to adopt the proposed 2020-2021 budget as presented in the Annual Report. The motion was made by Shawn McGlinchey and seconded by Cathy Nicolosi. He called for questions from the floor; there were none. Pastor Cool called for the vote.

While the ballots were collected and tallied, Pastor Cool called attention to the vacancies that currently exist on the Leadership Team. He said those vacancies exist because no one has been identified to serve. His motto is “the right person in the right role for the right reason”. He believes God gifts and calls individuals to serve, so we will wait and pray. As individuals are identified, they will be installed as “interim” and confirmed at the annual meeting next year. He encouraged everyone to pray about their role at Trinity Church. He encouraged everyone to pray about their role at Trinity Church. He also encouraged members to reach out to members who are not in good standing, to invite them back to Trinity and also to invite members who are not now serving to consider how they might serve. He also asked the meeting to be praying for the Leadership Team. It is LT’s goal to do things well.

The head teller reported that the budget vote was 52 in favor, none against.

Pastor Cool called for a motion to refer the minutes of this meeting to the Leadership Team for approval. The motion was made by Lynn Miller, seconded by Mike Overend. Pastor Cool called for a voice vote on the motion. The vote was all in favor, none against.

The tellers were thanked for their service and dismissed.

Pastor Cool called for a motion to adjourn. The motion was made by Chas Krause, seconded by Gary Bosler. The meeting was adjourned.

Pastor Cool closed the meeting in prayer.

Respectfully submitted,

Elaine Stein

## Administrative Committee

### MEMBERSHIP GAINS AND LOSSES

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#### Additions:

Ralph W Owens	5/30/21	Transfer from Trinity, Royersford
Connie S Owens	5/30/21	Transfer from Trinity, Royersford
Kerry Bean	7/11/21	Profession of Faith
Cyndi Hunter	7/11/21	Profession of Faith
Sharon Miller	7/11/21	Profession of Faith
Brooke Patton	7/11/21	Profession of Faith
Kevin Patton	7/11/21	Profession of faith

#### Losses:

Linda Schlegel	8/2/20	Removed at her request
Gary Pantano	8/21/20	Removed at his request
Francesca Pirello	8/21/20	Removed at her request
Matt Veneziale	8/21/20	Removed at his request
Kirstyn Veneziale	8/21/20	Removed at her request
Hendrik Burger	9/18/20	Removed at his request
Jessica Burger	9/18/20	Removed at her request
Ruth Yentsch	9/21/20	Death
Andy Engleman	9/28/20	Removed at his request
Dawn Engleman	9/28/20	Removed at her request
George Clemens	9/28/20	Death
Robert Krupp	11/26/20	Death
Terry Landis	12/13/20	Removed at his request
Gail Landis	12/13/20	Removed at her request
Gene Nowacki	2/27/21	Transfer to Christ Comm, Church, Myerstown
Rhea Nowacki	2/27/21	Transfer to Christ Comm. Church, Myerstown
Kevin Fritzingler	4/6/21	Removed at his request
Michele Fritzingler	4/6/21	Removed at her request
Tyler Kapp	6/21/21	Removed at his request
Karen Kapp	6/21/21	Removed at her request
David Ward	6/22/21	Removed at his request
Robin Ward	6/22/21	Removed at her request
Chris Piazza	6/24/21	Removed at his request
Jena Piazza	6/24/21	Removed at her request
Brent Mortimer	7/19/19	Removed at his request*

July 31, 2021 – 301

\*Not reported in prior Annual Reports

## OFFICIAL MEMBERSHIP ROLL - JULY 31, 2021

According to our Church Discipline, a Member in Good Standing is one who fulfills four responsibilities during the year:

- Worships faithfully as physically able
- Partakes of the Lord's Supper
- Supports the church financially as God prospers
- Lives in harmony with the E.C. Discipline

This list is published to remind all of our members of the opportunities and responsibilities of membership and to encourage the highest level of participation possible.

### MEMBERS IN GOOD STANDING

AGELWEI, MARIE	DETWEILER, DARRYL	HARNER, ESTHER
	DETWEILER, DENISE	HARNER, NORMAN
BEAN, KERRY	DOYLE, GINNY	HAZEL, JOHN
BEAN, KEVIN	DUCOMMUN, SHARON	HAZEL, MARY
BISHE, CINDY L	DUCOMMUN, WILLIAM	HEYDT, CHESTER
BISHE, HAROLD		HILBERT, GARY
BISHE, JEAN	ELLIOTT, DENNIS	HILBERT, PAULA
BISHE, MARK	ELWELL, MICHAEL	HOFFMAN, DAVID
BOSLER, GARY	ELWELL, MINDY	HOFFMAN, DAWN
BOUCHAT, RUSSELL	ENDY, CHRIS	HUGGENS, JANN
BOUCHAT, SHARON	ENDY, DAVE	HUNTER, CYNDI
BOWER, BARBARA	ENGLEMAN, MARIE	
BOYER, GARNETT	ENGLEMAN, RONALD	IATESTA, JACQUELINE
BOYER, LEVERNE		IATESTA, KENNETH
BROWN, DAN	FELICETTI, DIANE	
BROWN, KELLI	FELICETTI, PAUL	JENKINS, CELESTE
	FINE, DAVID	JENKINS, JOHN
CARR, MEGHAN	FINE, REBECCA	JONES, DEBBIE
CARR, TIMOTHY	FITZMIER, LYNELLE	JONES, NORMAN
CARRAGHAN, DON	FRYER, GRACE	
CARRAGHAN, JUDY	FRYER, PATRICIA	KERR, GLORIA
CHESBRO, ANDREW		KNIER, DON
CHESBRO, SALLIE	GEIGER JR, EARL	KNIER, SUSAN
CLEMENS, SANDRA	GEORGE, SHERRY	KOVACH, NANCY
CLEMENS, VANESSA	GERANCHER, BETH	KRAUSE, CHARLES
COOK, RUSSELL	GRIMALDI, CAROL	KRAUSE, MARY
COOK, SUSAN	GROFF, PAM	KREISCHER, SHIRLEY
COOL, CAROL		
COOL, LESLIE	HAFER, PEGGY	LAHR, LENOIR
	HARNER, CAROL	LAHR, ROGER

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LARKIN, FRANK	MOYER, WILLIAM	SCOTT, TAMMY
LARKIN, KATHY		SLAVINSKI, JOSEPH
LEARY, JOYCE	NICOLOSI, CATHY	SMITH, ANN
LEFFEL, DAN		SMITH, MARLENE
LEFFEL, RITA	OBAROW, MATTHEW	SNOVEL, MARY ANN
LINDSAY, PAT	OBAROW, SARA	SONDER, ANNA
LINDSAY, WILLIAM	OSSMAN, COLLEEN	STAUFFER, JIM
LUCAS, PAT	OSSMAN, IRENE	STAUFFER, SUSAN
	OSSMAN, KAREN	STEIN, ELAINE
MAUGER, MARLENE	OSSMAN, RICK	STEIN, ROBERT
MAUGER, TOM	OSSMAN, VERDELLA	STUART, PEG
MAURER, JAMES	OUTLAND, BRUCE	STUART, ROBERT
McCAULEY, ERIN	OUTLAND, SUE	
McGLINCHEY, JILL	OVEREND, MICHAEL	UHLER, SUSAN
McGLINCHEY, SHAWN	OVEREND, VALERIE	UPDEGROVE, HENRY
McHENRY, ANN	OWENS, CONNIE	UPDEGROVE, JOANANN
MERTZ, ANITA	OWENS, RALPH	
MILLER, DALE		WAMPOLE, TAMMY
MILLER, DOROTHY	PATTON, BROOKE	WEBSTER, CHARLES
MILLER, LYNN	PATTON, KEVIN	WEISER, DANIEL
MILLER, SHARON	PELACHICK, DARBIE	WEISER, DEBORAH
MOCK, ROBERT		WEISER, JOANNA
MONTANARO, ROSEANNE	RICHARDSON, DOREEN	WERNER, DONNA
MONTANYE, MARISSA	RICHARDSON, JEFF	WERNER, WARREN
MONTANYE, MICHAEL	ROGERS, GRETCHEN	
MONTANYE, PHOEBE	ROTHENBERGER, LUKE	ZAJAC, HOLLY
MOORE, HARRY	ROTHENBERGER, BECKY	ZAJAC, MATTHEW
MOORE, SANDY	ROTHENBERGER, SETH	ZERN, BARBARA
MOSER, RALPH	ROTHENBERGER, STEVEN	ZERN, KENNETH
MOSER, SANDRA		ZIEGLER, LINDA
MOYER, JUDY	SAUL, FRED	ZIEGLER, WILLIAM G
MOYER, STERLING	SAUL, KAREN	ZIMMERMAN, VAUGHN
MOYER, TINA		ZIMMERMAN, WENDY

## INACTIVE MEMBERS

ACITO, JIM	KEIFER, LAUREN	ROHRBACH, PAT
ACITO, KIM	KELIUS, HOLLY	
ALGEO, BRAD	KREMM, BECKY	SHARP, SYLVIE
ALLEN, NICHOLE	KULP, HOLLY	SMITH, DEE
ALLEN, TONY	KULP, JEFFREY	SOLAZZO-RAMBO, ASHLEY
	KULP, KIM	STUTZMAN, REBECCA
BARTHOLOMEW, MARY	KUMPF, MATTHEW	SWAVELY, DANA
BENEDICT, TONYA	KUMPF, RACHEL	
BLACK, TAMMY		THOMPSON, CAROL
BROWNE, KEVIN	LANDIS, ADRIENNE	THOMPSON, DOUG
BROWNE, TANYA	LANDIS, DEREK	
BUCCI, GLENN	LAUBENHEIMER, GARY	VIOLA, HELENE
BUCCI, MIYUKI	LEARY, JIM	VIOLA, RICHARD
BURGER, JOAN	LEARY, MARY	VROMAN, VICTOR
	LYTLE, DOUGLAS	
CARPENTER, BETH	LYTLE, ELIZABETH	WAGNER, LORI
CHOATE, KELLY		
CLARK, MICHAEL	McCLURE, DAN	ZIEGLER, KIM
CLARK, RHONDA	McCLURE, WENDY	ZIEGLER, WILLIAM T
	McLAUGHLIN, LEE	
DERR, COLLEEN	McLAUGHLIN, PAM	
DERR, GARY	MEITZLER, STANLEY	
	MERKEL, DEBORAH	
FINNEGAN, GARY	MORRIS, MICHELLE	
FINNEGAN, MELINDA	MORTIMER, BRIDGET	
FORT, THERESA	MOYER, MARY ANN	<u>AT JOURNEY 53</u>
FRITZ, SHANNON	MOYER, MELISSA	BLACK, FRANCINE
	MYERS, JUSTINE	BLACK, RICHARD
GEISS, RICHARD	MYERS, TOM	CHRISTMAN, KAREN
GEISS, SUZANNE		CHRISTMAN, RICK
GILBERT, KAREN	NIHART, AUDRA	CONLEY, KRISTIN
HARDGROVE, EILEEN	NIHART, KEN	CONLEY, PAUL
HARDGROVE, TIMOTHY		HOLLEY, GLENN
HEIMBACH, CLINT	PARISH, JOHN	HOLLEY, JOAN
HEIMBACH, JENNIFER	PATRICK, SHARON	LINDSAY, JOHN
HILL, DAN	PELLETIER, DENIS	LINDSAY, LORI
HILL, MARY	PELLETIER, VICKI	

## MEMBERS LIVING OUT OF THE IMMEDIATE AREA

BERTOTI, DAVID	HERRLINGER, SCOTT	NICOLOSI, DANIEL
BERTOTI, KATHY	HESSER, JUNE	
BLAYDON, ELEANOR	HOFFMAN, COLLEEN	PAWLOSKI, FRANCES
BRYNAN, JOHN	HOFFMAN, GRANT	
BRYNAN, TERRY		RATH, LEE
	KIRBY, JANE	REYNOLDS, ACACIA
COBB, ROBERT		REYNOLDS, WILLIAM
	LEIBENSPERGER, JAMES	RITTER, MELISSA
ECONOMOPOULOS, NICK	LEIBENSPERGER, PETER	
	LUFT, REBECCA (Hazel)	TROUT, JAMIE
FRIEDLUND, ANDREW		TROUT, ROBERT
FRIEDLUND, MATTHEW	McGLINCHEY, KATE	
	McGLINCHEY, MEGAN	WHITE, DEBORAH
GALLAGHER, RUTH (Hazel)	MILLER, JOHN (WBT)	WHITE, EUGENE
	MILLER, CAROLYN (WBT)	
HARTMAN, STACEY (Moyer)	MOCK, KEVIN	
HERRLINGER, DONNA		

## HOME-BOUND MEMBERS AND THOSE RESIDING IN FACILITIES

BAUMAN, DORIS	KLEE, SHIRLEY	LICHT, IRMA
GRESH, LOIS	KUMPF, ELEANOR	NAGLE, JUDY
HOFFMAN, GRACE	LICHT, BERNHARD	ROGERS, GEORGE

## 2021-2022 PROPOSED SLATE OF ELECTION

<b>2021-2022 Leadership Team of Trinity E. C. Church</b>		
<b>Pastoral Staff Members</b>	<b>Counselor-Advocates</b>	<b>Ministry Team Leaders</b>
Les Cool, Lead Pastor <a href="mailto:revcool@trinityboyertown.org">revcool@trinityboyertown.org</a> 717-951-8433	Shawn McGlinchey (Lay Del.) <a href="mailto:shawnmcglinchey@gmail.com">shawnmcglinchey@gmail.com</a> 267-228-8536	Congregational Care – Vacancy
Gary Bosler, Assistant Pastor <a href="mailto:gbosler@trinityboyertown.org">gbosler@trinityboyertown.org</a> 610-405-1487	Jann Huggens <a href="mailto:jcchuggs@aol.com">jcchuggs@aol.com</a> 610-850-2048	Discipleship – Vacancy
Dale Miller, Youth/YA Assoc. Pastor <a href="mailto:pdalemiller@gmail.com">pdalemiller@gmail.com</a> 610-858-2545	Mike Montanye <a href="mailto:mpmontanye@msn.com">mpmontanye@msn.com</a> 267-577-0890	Prayer – Bob Stein <a href="mailto:steinoley2@yahoo.com">steinoley2@yahoo.com</a> 610-698-8718
Celeste Jenkins, Children/C-stone <a href="mailto:cjenkins@trinityboyertown.org">cjenkins@trinityboyertown.org</a> 484-431-8216	Vacancy	World Missions – Chas Krause <a href="mailto:krause54@comcast.net">krause54@comcast.net</a> 484-374-0534
	Vacancy	Community Outreach – Pastor Dale Miller <a href="mailto:pdalemiller@gmail.com">pdalemiller@gmail.com</a> 610-858-2545
		Finance - Elaine Stein <a href="mailto:estein@trinityboyertown.org">estein@trinityboyertown.org</a> 610-698-8716
		Property – Matt Obarow <a href="mailto:mobarow@trinityboyertown.org">mobarow@trinityboyertown.org</a> 610-724-2699
		Worship – Vacancy
		Member-at-Large – Vacancy
		Member-at-Large – Vacancy

2021-2022 Ministry Team Leaders not a part of Leadership Team
First Impressions – Pastor Gary Bosler
Media – Pastor Gary Bosler
Human Resources – Lynelle Fitzmier; <a href="mailto:lmfitzmier@gmail.com">lmfitzmier@gmail.com</a> ; 484-356-6414
Tech – Joe Slavinski; <a href="mailto:jp1942gpw@aol.com">jp1942gpw@aol.com</a> ; 610-836-1063

In addition to the above Pastoral Staff, Counselor-Advocates, and Ministry Team leaders that comprise the 2021-2022 Leadership Team, the following individuals are included on the Slate of Election.

**Lay Delegate**  
Shawn McGlinchey

**Church Historian**  
Hank Bishe

## **AN AMENDMENT TO THE 2019 BYLAWS OF TRINITY E.C. CHURCH**

This amendment was unanimously approved by the Leadership Team of Trinity E.C. Church on July 24, 2021. It will replace the current Article XI of the 2019 Bylaws of Trinity E. C. Church. All changes (additions and deletions) are in **red**.

### **ARTICLE XI– THE LEADERSHIP TEAM**

#### **SECTION I PURPOSE**

1. A Leadership Team shall be organized to conduct such temporal and spiritual affairs of the congregation as are not otherwise specifically reserved by the DISCIPLINE of the Evangelical Congregational Church to others.
2. The Leadership Team is responsible for coordinating the activities of the Church through the Ministry Teams, and other standing and special committees that it may appoint. In concert with the Finance Ministry Team, the Leadership Team shall prepare an annual budget. It will also establish church policy and with the assistance of the HR Ministry Team, **and** oversee the hiring and termination of non-stationed employees. The Leadership Team will develop and implement the furtherance of Trinity’s vision, mission and passion through a long range plan.

#### **SECTION II MEMBERSHIP**

1. The membership of the Leadership Team shall consist of the pastoral staff; five Counselor-Advocates (which includes the Lay Delegate); **and** the leader of the seven ministry teams here listed— Community Outreach, Congregational Care, Discipleship, Finance, Prayer, Property, World Missions, and Worship; **and up to two members-at-large**. The congregation, at the Annual Meeting, will approve the Counselor-Advocates, **and** Ministry Team Leaders presented, **and members-at-large**. Team Leaders shall be selected by the Leadership Team after training and apprenticeship. A biography of each new Leadership Team member will be presented to the congregation in written form a month prior to the annual meeting. Team Leaders are subject to annual renewal. With the exception of staff members, couples may not serve on the Leadership Team together. **Members-at-large shall be recruited and presented by the Leadership team**. If there is a situation where a couple is serving on the Leadership Team, only one of them has voting privileges.

#### **SECTION III OFFICERS AND VOTING RIGHTS**

1. The Lead Pastor will choose the President of the Leadership Team from among those Leadership Team members approved by the congregation.
2. A Vice President and a Secretary will be elected by the Leadership Team at the November meeting.
3. A Church Financial Officer will be appointed as the chairperson of the Finance Ministry Team by the Leadership Team.

4. The President, Vice President, Secretary, Church Financial Officer, and Lay Delegate shall, for all purposes, constitute the officers of the incorporated congregation. (When decisions pertain to church buildings/grounds, the officers of the incorporated congregation will include the Property Ministry Team Leader, and no less than two Property Ministry Team representatives. ~~will also be members of the executive board~~). Vacancies in these offices shall be filled by the Leadership Team.
5. With the exception of any spouse serving on the Leadership Team, every duly selected member of the Leadership Team (see section II—previous) shall be entitled to a single vote on all issues that require a ballot. The Leadership Team may conduct votes via e-mail if they deem it necessary for ministry to be carried out in a timely fashion. A quorum will consist of no less than one-half of the Leadership Team.
6. President - The President shall preside at all Leadership Team meetings and assist the Lead Pastor in presiding at the Annual Congregational Meeting. *The Vice President shall be permitted to enter into legal contracts at the request of, and on behalf of the Congregation. In case of a vacancy in the office of Church Financial Officer the Vice President of the Leadership Team shall be authorized to assume the duties of the Church Financial Officer until the vacancy is filled.*
7. Vice-president - The Vice-President shall act as President of the Leadership Team in the absence of the President.
8. Secretary – The Secretary shall engage in any correspondence on behalf of the Leadership Team and the congregation as directed. The Secretary will also review and sign the official minutes of the Leadership Team meetings, Local Conference, and Annual Congregational Meeting once approved, and any other official documents as authorized by the Leadership Team. He or she will keep a copy of all minutes and supporting documents on file and make them available to the general congregation within thirty days of the meeting (requests for electronic copies can be made by congregants and a hard copy will be kept on file in the front office).
9. Executive Board - The aforementioned officers, along with the full-time Pastoral Staff, Church Financial Officer and the Lay Delegate, form the Executive Committee of the Leadership Team (When decisions of the executive board pertain to church buildings/grounds the Property Ministry Team Leader and not less than two Property Ministry Team representatives will also be members of the executive board). The executive board shall be responsible for the appointing of Standing Committees annually following the organization of the Leadership Team. In case of an emergency, where it is not feasible to call a special Leadership Team meeting, the Executive Committee has the authority to act on behalf of the Leadership Team. Their action will be subject to ratification by the Leadership Team at their earliest convenience.

## **AN AMENDMENT TO THE 2019 BYLAWS OF TRINITY E.C. CHURCH**

Over the past few years, Trinity Church has shifted from a Pastoral Relations Committee (PRC) model to a Counselor-Advocate model for pastoral and congregational care. Not wrong, probably not the best. After careful study of our policy and practices, it appears we could do a better job in pastoral care and relational care in our church. We will also more closely approximate the expectations of the Evangelical Congregational Church. What follows is the proposed material to be dropped into our current bylaws to replace the Counselor-Advocate section. It is numbered to do that.

### **ARTICLE X - PASTORAL RELATIONS COMMITTEE**

#### **SECTION I PURPOSE**

The purpose of the Pastoral Relations Committee (PRC) shall be to aid the pastor, and any additional members of the pastoral staff, to effectively serve the needs and programs of the local congregation. It shall be a conferring and counseling committee and shall be available for consultation with the pastor concerning conditions with the local congregation that pertain to various pastoral duties.

#### **SECTION II MEMBERSHIP**

The PRC shall be constituted annually at the Leadership Team meeting following the annual congregational meeting and the reorganization of the Leadership Team. The PRC shall consist of not less than five (5) members (at least one per staff member), plus the pastor(s). The total number of lay members shall be an odd number. Membership shall include the pastor(s), the lay delegate, and the Leadership Team president. The lead pastor, in consultation with the lay delegate and the Leadership Team president, shall present additional names to the Leadership Team for approval.

Only one member of an immediate family shall be permitted to serve on the committee. In cases where the inclusion of the lay delegate or president would result in a second person from the same family serving on the committee, the alternate lay delegate or vice president respectively shall replace that person. However, where the pastor, president of the Leadership Team and the lay delegate are in unanimous agreement, the second member of an immediate family may serve.

Additional members may be added where necessary and appropriate, especially when the committee is involved in seeking a new pastor.

#### **SECTION III ORGANIZATION**

Following the appointment of the PRC, the lead pastor shall convene the same within thirty (30) days to elect a chairperson, vice chairperson, and secretary, and to schedule the committee's meetings for the year. No member of the pastoral staff shall serve as an officer of the PRC.

#### SECTION IV FUNCTION

The PRC shall provide a confidential forum within which the lead pastor, and additional members of the pastoral staff, may seek and receive counsel, input, and insight regarding the work of the local church. In all meetings and activities of the committee, it is expected that biblical principles of conduct in relationships; in particular, those principals drawn from Matthew 18, shall be the norm.

The committee shall assist the pastor in developing a written description of responsibilities for the pastor. The description of pastoral responsibilities shall incorporate the pastor's vision as well as the mission of the church. The senior pastor in consultation with his pastoral team shall develop a written description of the responsibilities for each additional member of the pastoral staff, taking into account the mission and goals of the church, as well as the input of the PRC. Each description of pastoral responsibilities shall be submitted to the Leadership Team for approval.

*The committee shall sensitively monitor the relationship between the pastor(s) and the local congregation and cultivate that relationship through consultation with the pastoral staff.*

The committee shall also communicate to the people the nature and function of the pastoral office. The committee shall assist the pastor(s) in balancing and prioritizing family and personal needs with church needs. It shall remind him of the wisdom of using all annual vacation days unless deferral arrangements have been made. In addition, assistance shall be given to *appropriately use a week for ministry leave for the purpose of personal spiritual development, study, service, or a global ministry experience.* The committee shall also expect the pastor(s) to avail themselves of one day off per week so that, through wise stewardship of time, "burnout" can be avoided, and the biblical requirement of "keeping the Sabbath" can be met. As a result of this wise stewardship of time, the pastor(s) will realize a greater protection of adequate family time, in addition to greater physical, emotional, and spiritual health. The committee shall also work to help the congregation understand these needs.

The committee and the pastor shall annually assess the health and progress of the overall ministry of the church in achieving its mission, vision, and goals. As part of that assessment, the committee and pastor shall together consider the pastor(s) role in light of the mission, vision and goals of the congregation, and his progress in fulfilling the responsibilities agreed upon the statement of pastoral responsibilities. The conclusions of this consultation shall be kept in written form in the records of the committee for future reference. The portion of this consultation concerned with the pastor's role shall have as its objectives both to encourage the pastor and to discern areas for potential means by which that growth may be achieved. In the case of any additional member of the pastoral staff, the senior pastor shall conduct the annual consultation with each staff member, keeping in mind the objectives set forth above. The lead pastor shall then share the written conclusions of each consultation with the committee. The committee may then consult with each staff member individually, keeping a written record of the conclusions of such consultations.

*Pastoral transition requests shall comply with the established procedures of National Conference. (See Section 900)*

## SECTION V MEETINGS

The PRC shall hold at least four (4) meetings each year, one each quarter. Special meetings may be called by the chairperson, lead pastor, the Stationing Elder, or the District Field Director (DFD).

## SECTION VI BIBLICAL RESOLUTION PROCESS

*(For a comprehensive description of the EC Church's statement on Conflict Resolution and Redemptive Church Discipline please see the 2016 EC Discipline Part 6.)*

### **Covenant –**

In obedience to God's Holy Word and commitment to practicing Biblical Resolution, I promise to follow the Principle of Priorities. That is, my priorities are to glorify God, build harmony in the church, and avoid conflict. I will do as Matthew 18 admonishes – go to an offending brother "first alone".

### **First Step –**

I will not first share the offense with another person. I am committed to restoring the relationship, rather than exposing possible sin. I recognize most problems with people are personality clashes, and I will try to understand their actions based upon their perspective.

### **Second Step –**

If going to a person "first alone" does not resolve our differences, I promise to seek an objective and spiritual mature leader of the church who will listen to each of our perspectives on the problem. As a mediator in this dispute, this person will be able to advise one or both disputing parties concerning blind spots or areas of needed growth in order to resolve the issue and bring glory to God.

### **Warning –**

*I will not seek to find others who have also been offended, nor share my concerns with others prior to the meeting with my "offending brother". The purpose of involving an objective and mature leader of the church is not to validate my hurt but rather to open my heart and mind to the possible needs I may have regarding my relationship with others and serve as a mediator in the dispute.*

*I realize my friends may naturally listen to my concerns, but also take up my offense. I will, therefore, not cause them to become a party to a possible division and disharmony because of our friendship. Whenever I feel an urge to share the offense with my friends, I will pray and commune with God about my hurt.*

### **Third Step –**

When I am in a dispute with a fellow believer that cannot be resolved voluntarily, even with a mediator present, the one with who I am at odds and I will request that the church appoint an arbitrator(s) to listen to our disagreement. The arbitrator(s) will then render a binding decision to resolve the disagreement.

### **Fourth Step –**

If a person who professes to be a believer refuses to be reconciled to a fellow believer in a conflict situation, refuses the advice of a mediator, or fails to submit to the binding decision of arbitrator(s), and if the party found guilty of an offense refuses to repent, seek forgiveness and

be reconciled, then his or her church leaders will formally intervene with the disciplinary measures of trial and removal from the local fellowship as is deemed necessary for the restoration of justice and order in the local church.

(These steps are based on the principles found in Matthew 18:17-20 and Proverbs 6:16-19.)

## SECTION VII PASTORAL CHANGES

### **RULES OF CONFERENCE “INITIATING A PASTORAL CHANGE”**

*(Current National Conference Journal )*

#### **903 INITIATING A PASTORAL CHANGE**

**903.1 The Pastor.** A pastor may request a new assignment in writing to the Bishop.

**903.2 The Pastoral Relations Committee [PRC].** The PRC may make the request for a pastoral change when there are valid reasons for such a request. A careful yet confidential assessment of the attitudes and concerns of the congregation and its other leaders should be considered. The counsel of the DFD should be sought. A request for a new pastor must be made in writing to the Bishop.

**903.3 The Stationing Committee.** The Stationing Committee may ask a pastor to consider a change when his gifts and graces are needed elsewhere. They may also initiate a change when the present assignment is not resulting in healthy ministry.

**903.4 Early Withdrawal.** Negotiations for an early, regular withdrawal shall be conducted with the stationing committee members from that region through the Bishop.

**903.5 Irregular Withdrawal.** When a pastor withdraws irregularly (that is, before the end of the assignment year) from our denomination, the Ministerial Development Community shall be authorized but is not required to request the return of his credentials. This request shall be made by the Ministerial Development Community Secretary unless the pastor has negotiated an early release with the Stationing Committee.

**903.6 Exit Interview.** The Ministerial Development Associate and/or the Bishop shall conduct an exit interview with pastors who withdraw from ministry.

#### **Process of Facilitating Pastoral Change**

There are times when pastoral change is needed to facilitate health in the congregation. The following process presupposes a healthy congregation, which has a sense of itself, its values and a vision for the future and a clear mission. [Note: There is a document on Goals, Mission and Vision in the Appendix] While it is true that many churches are not at this point of health, the following process can help clarify the mission of a local congregation, while honoring those called by God to lead her as pastor.

##### **Step 1 The Strategic Plan**

It is healthy when a PRC can evaluate a request for a change of pastors against clearly stated and understood goals and plans. As PRC's (including the pastor himself) assess the direction of the church they might come to step two.

**Step 2 Decision to Consider requesting a change**

As part of a reasoned strategic process, a local PRC could conclude that a pastoral change should be considered. This ought not be a regular nor annual consideration. Once the decision to consider is made, the next step can be taken.

**Step 3 PRC to ask the DFD to facilitate the assessment**

Since the decision impacts three parties, the congregation, the pastor, and the Conference the DFD is invited to facilitate a discussion to discover whether or not “there are valid reasons for such a request”. (Journal 903.2)

**Step 4 DFD facilitates the assessment with the PRC including the pastor in the discussion.**

Questions to ask in considering a pastoral change are explored in an attempt to come to agreement on this matter. (See “Questions to Ask...” document)

**Step 5 A Request is made by the PRC for a pastoral change**

**OR**

**The pastor asks to be considered for a new assignment**

To help in stationing, requests should be made in writing to the Bishop by January 1 in the year in which a new assignment is to be made.

**Step 6 Stationing Committee considers and acts on the request**

If the stationing committee concurs with the request, the stationing process is begun and a search for a new pastor is launched.

*(Resignations: As National Conference assigns the pastor; any pastoral resignation is to be offered to the Bishop for consideration rather than to any entity of the local congregation.)*

**Questions to ask in assessing whether or not to request a pastoral change**

1. Has this pastor’s mission here been accomplished?
2. Would this pastor be better deployed in another church?
3. Does this pastor have a sense of restlessness with his current assignment?
4. Has a turning point been reached in the family life of the pastor (retirement, death of a spouse, graduation of a child, etc.)?
5. Which are the voices calling for a change?
6. If we requested a change now would we be “negotiating with terrorists”?
7. What time of the stationing year is it? (see deadlines in rule 904.1)
8. How well do the needs and expectations of the congregation at this point in the life of the church meet the gifts and graces of this pastor?

**Process in Receiving a New Pastor**

1. Announcement a move will be taking place.
2. A Stationing Elder is assigned.
3. Church completes Church Information Profile (the “CHIP”).
4. National Conference Stationing Committee chooses a candidate for interview.
5. Local church may expand PRC for purpose of the interview process.

6. The Stationing Committee presents the Pastoral Information Profile (PIP) of a potential pastoral candidate to the local PRC for review.
7. Candidate interviews with the church PRC to confirm a “match”.
8. An agreement is confirmed concerning expectations and compensation at a local conference convened by the Stationing Elder.
9. A transition task force prepares for saying good-bye and welcoming the new pastor.
10. National Conference makes the appointment of the new pastor.
11. A new pastor moves to the field. Moving expense reimbursed to local church by National Conference according to schedule.
12. New Pastor is installed.

#### SECTION VIII PASTORAL DISMISSAL

Meetings for the purpose of discussing the dismissal of a pastor(s).

1. As soon as possible after the initial request to the Lay Delegate or PRC, a meeting of the PRC is to be held to determine if the request is warranted.
2. If the request is warranted it must be brought to the attention of the Leadership Team, the DFD, and the Pastor(s).
3. All rules of the Denomination and the DISCIPLINE must be followed.
4. A meeting should be conducted with the PRC, the DFD, and the Pastor(s) to determine what action/actions are required. *(As PRC meetings are confidential, only the above-mentioned people will be present at these meetings.)*
  - a. If a warning only is required, action should be taken by the PRC with immediate notification to the Leadership Team.
  - b. If dismissal is required, after notification to the Leadership Team, meetings must be conducted with the PRC, Pastor(s), and DFD to hear from all parties involved. At the end of these meetings, and prior to the meeting where a vote is taken, there should be at least a one-week time period. During this time period a meeting with the Leadership Team is required.
  - c. A meeting must then be held by the PRC, along with the DFD, to review all information from the parties involved and the Leadership Team’s input. A vote is then taken. If requested and feasible, an extension in time may be allowed with approval of those mentioned above.
  - d. The results of the vote are to be written and sent to the Leadership Team, the DFD, and the Pastor(s) over the signature of the PRC Chairperson. Verbal notifications are to be made as soon as possible by the PRC President or appointee.
  - e. Congregational notification of the proceedings and the results are to be conducted by the decision of the Leadership Team.
  - f. Voting personnel are members of the PRC. The DFD does not vote, and the pastors do not vote, but may be consulted.
  - g. These By-Laws may be revised, per request of the PRC, DFD, or Pastor(s), to meet any unique situation that may arise during the process with the approval of those mentioned above—*iv*.

## SECTION IX HIRING A NON-STATIONED PASTOR

Meetings for the purpose of hiring a non-stationed pastor(s).

1. A search committee is to be formed by a combination of the Leadership Team and PRC, with as many congregational members as is felt necessary.
2. The DFD is to be notified of the pending action and invited to be part of the committee.
3. All rules of the Denomination and DISCIPLINE must be followed.
4. The search committee will elect a Chairperson and Secretary, keeping the Leadership Team and the PRC advised on their progress.
5. Consultation with the Finance Committee must be held to determine the salary package and benefits.
6. When the “final candidates” are identified, the committee is to include the PRC Chairperson, the Leadership Team President, the DFD, and all Pastors.
7. When the final candidate is identified a report shall be submitted to the Chairperson of the PRC and the President of the Leadership Team. After the PRC and Leadership Team have met, the President of the Leadership Team shall send a letter to the Chairperson of the search committee with the authorization to hire or reject the candidate.
8. If the applicant accepts the position a letter shall be sent to the DFD by the President of the Leadership Team.
9. Congregational notification of the proceedings and the results are to be conducted by the decision of the Leadership Team.
10. These By-Laws may be revised as needed to apply to the hiring of a non-denominational pastor(s) upon the approval of the PRC and Leadership Team.

## SECTION X REPORTS

1. All specific matters discussed by the PRC are considered confidential.
2. In February, the PRC shall report to the Leadership Team on its reorganization and inform them of their planned meeting schedule.
3. Following each meeting, general summaries will be shared with the Leadership Team.
4. The Chairperson shall submit a summary of PRC activities for the Annual Report to the congregation.

## PASTORAL APPRECIATION SUGGESTIONS

October is Pastoral Appreciation month and an opportunity to encourage your pastor by honoring him by acts of love and appreciation. The PRC should take the lead in encouraging the congregation to appropriately celebrate the ministry of the pastor(s), wife, and family. The following suggestions are meant to stimulate your thinking. You may be able to prayerfully think of other creative ways of “appreciating” your pastor(s). Whatever you do, it will lift and refresh your pastor’s spirit!

### **Suggestions can include:**

1. Thoughtful gifts that are bought or made.

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2. Monetary gift in a card.
  3. Scrapbook of memories.
  4. A special day off with pre-paid activities such as:
    - a. Dinner arrangements
    - b. Bed and Breakfast for a night
    - c. Concert or show
    - d. Tickets for an attraction your pastor has expressed interest in
  5. A congregational dinner to honor your pastor with testimonies.
  6. Card shower.
  7. A combination of several of the above.
- Whatever you may seek to do, it will bless you and your pastor(s).

**STATEMENT OF CASH ASSETS AND DEBTS**

<b>I. CASH</b>	<i>7/31/21</i>	<i>7/31/20</i>
A. General Checking	118,885.58	149,064.60
B. General Savings	148,107.17	37,072.10
C. AMF Checking Account	5,567.65	4,496.95
D. AMF Savings	2,242.27	5,940.91
D. Scholarship Fund (Grocery Cards)	5,324.25	4,778.25
E. Sr. Fellowship	2,173.15	2,173.15
F. Youth Fellowship	1,758.86	1,452.36
G. Kids' Sale (now Cornerstone Proceeds)	4,075.79	2,953.31
H. Cornerstone Savings (Tuition deposits)	48,323.84	15,125.69
I. PPP Loan Proceeds	0.00	32,500.00
<b>TOTAL CASH</b>	<b>336,458.56</b>	<b>255,557.32</b>
<b>II. DEBTS</b>		
A. Mortgage (E. C. Center 2017)	0.00	84,455.70
<b>TOTAL DEBTS</b>	<b>0</b>	<b>84,455.70</b>

**STATEMENT OF GENERAL FUND INCOME AND EXPENSES**

<b>UNRESTRICTED INCOME</b>	<b>8/1/20 to 7/31/21</b>	<b>8/1/19 to 7/31/20</b>
Unrestricted Gifts - annually	469,705.17	510,507.75
<i>Unrestricted Gifts - weekly</i>	<i>9,032.80</i>	<i>9,825.15</i>
Rental Income	100.00	1,230.00
Memorial Gifts	163,522.17	100.00
Interest Income	33.58	30.41
<b>Total Unrestricted</b>	<b>633,360.92</b>	<b>511,868.16</b>
<b>RESTRICTED INCOME</b>		
Debt Reduction	13,461.00	55,700.00
Other Designated	26,521.14	59,886.07
Cornerstone & Child/ Promise	101,389.26	138,559.61
Worship Pastor Escrow	3,735.00	3,016.00
AC Projects	4,405.00	18,995.00
<b>Total Restricted</b>	<b>149,511.40</b>	<b>276,156.68</b>
<b>TOTAL INCOME</b>	<b>782,872.32</b>	<b>788,024.84</b>
<b>EXPENSES</b>		
Expenses	223,007.56	307,060.01
Wages and FICA	343,644.65	342,022.35
<b>TOTAL EXPENSES</b>	<b>566,652.21</b>	<b>649,082.36</b>

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MINISTRY TEAM	FY21 BUDGET	FY21 EXPENSES	PROPOSED FY22 BUDGET
<b>WORLD MISSIONS</b>			
a. Christmas Mission Offering	2,400.00	2,400.00	2,400.00
b. Self-Denial Mission Offering	2,400.00	2,400.00	2,400.00
c. VBS Mission Project	640.00	0.00	640.00
d. GMC General Fund	2,400.00	2,400.00	2,400.00
e. Global Missions Support			
1. BJ and Rachel Whitaker	5,040.00	5,040.00	5,040.00
2. Kurt and Nancy Graff	9,480.00	9,480.00	9,480.00
3. Jonathan and Kathy Wilson	4,080.00	4,080.00	4,080.00
4. Joe and Wendy Toy	7,080.00	7,080.00	7,080.00
5. Ken Sears	6,480.00	6,480.00	6,480.00
6. David and Conce Roof	10,080.00	10,080.00	10,080.00
7. Brian and Missy Wagner	9,480.00	9,480.00	9,480.00
8. Dan and Mary Wills	8,040.00	8,040.00	8,040.00
9. Robert and Bettina Schaeffer	2,400.00	2,400.00	2,400.00
10. Dan and Melinda Moury	6,000.00	6,000.00	6,000.00
11. Gloria Smethers	1,200.00	1,200.00	1,200.00
12. Ed and Val Schubert	2,400.00	2,400.00	2,400.00
13. Jamie and Anita Farr	6,000.00	6,000.00	6,000.00
14. Dave and Emily Hershey	1,200.00	1,200.00	1,200.00
f. Mission Works			
1. Evan. College Theology - India	5,040.00	5,040.00	5,040.00
2. Missionary General Fund	1,200.00	1,200.00	1,200.00
3. Liberia Support	2,400.00	2,400.00	2,400.00
g. Additional Offerings			
1. Thank Offering Project	150.00	0.00	150.00
2. AMF Dues/Memorials	800.00	0.00	800.00
3. Christmas Gifts	1,400.00	650.00	1,400.00
4. Pottstown Bible Church	3,600.00	3,600.00	3,600.00
5. Dan and Carolyn Rehder	3,600.00	3,600.00	3,600.00
6. Denny and Lauren Kriczky	1,200.00	1,200.00	1,200.00
7. Kate and TJ Renninger	1,200.00	1,200.00	1,200.00
8. Brian and Esther Hudson	1,200.00	1,200.00	1,200.00
h. Speakers and Program Expenses	1,400.00	400.00	1,400.00
i. Emergency Relief/Special Needs	500.00	500.00	500.00
j. Mission-Minded Kids	200.00	0.00	200.00
k. Miscellaneous	500.00	0.00	500.00
<b>TOTAL</b>	<b>111,190.00</b>	<b>107,150.00</b>	<b>111,190.00</b>

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<b>CONGREGATIONAL CARE</b>			
a. Christmas and Easter Flowers	300.00	290.37	300.00
b. Sympathy Flowers	150.00	48.00	0.00
c. Hearts and Hands Together	100.00	0.00	0.00
d. Literature	100.00	0.00	100.00
e. Care Packages	500.00	0.00	500.00
f. Health Ministry	250.00	126.70	250.00
g. Benevolent Fund	4,000.00	2,010.36	2,500.00
h. Miscellaneous	50.00	178.15	50.00
<b>TOTAL</b>	<b>5,450.00</b>	<b>2,653.58</b>	<b>3,700.00</b>
<b>COMMUNITY OUTREACH</b>			
a. Sportsmen Dinner	1,000.00	0.00	1,000.00
b. On-site Outreach	1,400.00	0.00	300.00
c. Community Events	400.00	0.00	1,000.00
d. Community Work Projects	1,000.00	0.00	100.00
e. God's Garden	100.00	170.40	200.00
f. Mercy Ministries	1,000.00	1,000.00	0.00
g. Genesis Women's Clinic	1,500.00	1,500.00	1,000.00
h. Christian Endeavor Mid-Atlantic	1,000.00	1,000.00	1,000.00
i. Boyertown Area Multi-Service	1,500.00	1,500.00	1,500.00
j. Salvation Army - Boyertown Post	1,000.00	1,000.00	1,000.00
k. Building a Better Boyertown		0.00	200.00
l. Relationship Building		0.00	200.00
m. Publicity		0.00	350.00
n. Miscellaneous	50.00	100.00	300.00
<b>TOTAL</b>	<b>9,950.00</b>	<b>6,270.40</b>	<b>8,150.00</b>
<b>FIRST IMPRESSIONS</b>			
a. Congregational Meals	200.00	682.66	900.00
c. Church Picnic	900.00	0.00	0.00
c. Recreational/Social	200.00	138.53	150.00
d. Lobby Hospitality	600.00	831.00	500.00
e. Miscellaneous	50.00	75.53	50.00
<b>TOTAL</b>	<b>1,950.00</b>	<b>1,727.72</b>	<b>1,600.00</b>
<b>WORSHIP</b>			
a. Music and Supplies	500.00	189.38	300.00
b. Instrument Maint. and Upgrade	1,500.00	345.00	1,000.00
c. Bulletins	750.00	0.00	200.00

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d. Offering Envelopes	750.00	635.21	500.00
e. Guest Speaker Honorarium	200.00	1,050.00	300.00
f. Flowers and Decorations	150.00	0.00	300.00
g. Candles	150.00	143.85	75.00
h. Miscellaneous	50.00	208.46	50.00
<b>TOTAL</b>	<b>4,050.00</b>	<b>2,037.52</b>	<b>2,725.00</b>
<b>DISCIPLESHIP</b>			
a. Men's/Women's Fellowship	100.00	0.00	100.00
b. Sr. Fellowship	50.00	0.00	50.00
c. Married Couples	50.00	0.00	50.00
d. Summer Camp Scholarships	1,000.00	0.00	200.00
e. Adult Sunday School	1,000.00	622.42	1,000.00
f. Small Groups	900.00	0.00	300.00
g. Teacher Training	200.00	0.00	200.00
h. Supplies	400.00	1,082.19	300.00
i. Right Now Media	1,430.00	1,599.88	420.00
j. Daily Bread Devotional	200.00	200.00	200.00
k. Miscellaneous	50.00	0.00	50.00
<b>TOTAL</b>	<b>5,380.00</b>	<b>3,504.49</b>	<b>2,870.00</b>
<b>CHILDREN'S MINISTRIES</b>			
a. Cornerstone Preschool			
1. Operating Expenses	6,500.00	1,617.72	6,200.00
2. Teacher CPR Training	250.00	209.65	450.00
3. Gifts	500.00	258.84	400.00
4. Miscellaneous	500.00	5,261.97	100.00
b. Sunday School	2,500.00	373.35	1,200.00
c. GAK	600.00	0.00	200.00
d. VBS	2,800.00	0.00	2,800.00
e. Volunteers	400.00	0.00	300.00
f. Miscellaneous	50.00	0.00	50.00
<b>TOTAL</b>	<b>14,100.00</b>	<b>7,721.53</b>	<b>11,700.00</b>
<b>YOUTH AND YOUNG ADULT</b>			
a. Sunday Sessions	300.00	0.00	0.00
b. Youth Group	1,800.00		
1. Curriculum		1,044.64	750.00
2. Food		385.49	300.00
3. Supplies		300.89	500.00

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c. Elevate Events	7,000.00		
1. Supplies		814.55	200.00
d. Life Groups	300.00		
1. Food		0.00	200.00
2. Supplies		210.22	100.00
3. Books		0.00	400.00
e. YMT	400.00		
1. Food		65.94	150.00
2. Books		0.00	100.00
3. Retreat		0.00	100.00
f. Youth United	100.00	18.56	50.00
g. Fundraisers	400.00	0.00	
1. Food		0.00	200.00
2. Supplies		252.86	300.00
h. Weekend/Week Long Trips			
1. Boom Week		126.85	100.00
2. Harvey Cedars		0.00	300.00
3. Service Week		260.00	350.00
4. Winter Retreat		1,927.35	675.00
i. Volunteers	800.00		
1. Training and Books		109.61	100.00
2. Appreciation		35.00	50.00
3. Chaperones - Harvey Cedars		1,853.00	1,260.00
4. Chaperones - Service Week		0.00	828.00
5. Chaperones - Boom Week		0.00	200.00
6. Chaperones - Winter Retreat		0.00	400.00
7. Conference Registrations & Costs		0.00	250.00
j. Other			
1. Technology		249.68	300.00
2. Relationship Building		128.69	200.00
3. Youth Aid		124.00	800.00
4. Merchandise		195.79	600.00
k. Youth Miscellaneous	150.00	156.04	200.00
l. Middle/High School Nights	300.00	0.00	0.00
m. YA Hospitality/Events	400.00	7.02	100.00
n. YA Discipleship/Relationship Bldg.	150.00	0.00	100.00
o. YA Miscellaneous	50.00	0.00	0.00
<b>TOTAL</b>	<b>12,150.00</b>	<b>8,266.18</b>	<b>10,163.00</b>

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<b>COUNSELOR-ADVOCATES</b>			
a. Pastoral Care/Gifts	400.00	0.00	400.00
b. LT Training/Retreat	500.00	0.00	500.00
c. Annual Conference	600.00	0.00	350.00
d. Miscellaneous	50.00	0.00	50.00
<b>TOTAL</b>	<b>1,550.00</b>	<b>0.00</b>	<b>1,300.00</b>
<b>PRAYER MINISTRY</b>			
a. Training	100.00	0.00	25.00
b. Miscellaneous	100.00	78.20	50.00
<b>TOTAL</b>	<b>200.00</b>	<b>78.20</b>	<b>75.00</b>
<b>HUMAN RESOURCES</b>			
a. Pastoral Staff			
1. Salary & Housing Allowance	118,950.00	118,950.37	118,950.00
2. SECA Wage (1/2 FICA)	9,100.00	8,381.47	9,100.00
3. Pension	4,890.00	8,989.62	7,555.00
4. Mileage	3,800.00	228.94	3,200.00
5. Continuing Education	1,950.00	882.35	1,750.00
6. Hospitalization	26,800.00	26,090.85	26,180.00
7. Disability Coverage	300.00	359.00	360.00
8. Conferences/Retreats	500.00	490.00	500.00
9. Professional Expenses	5,400.00	2,510.62	5,400.00
FY22 TOTAL - \$172,995.00			
b. Full-time Support Staff			
1. Salary	123,240.00	123,240.00	123,240.00
2. Disability Coverage	409.00	398.18	465.00
3. Professional Expenses/Training	200.00		200.00
4. FICA	9,428.00	9,626.31	9,428.00
5. Retirement	3,136.00	2,574.00	2,575.00
6. Health Insurance	2,600.00	2,594.02	4,030.00
7. Vacation Coverage	600.00	0.00	300.00
8. FICA for Vacation Coverage	45.00	0.00	28.00
FY 22 TOTAL -\$140,266.00			
c. Part-time Support Staff			
1. Salary	5,148.00	5,070.26	5,148.00
2. FICA	394.00	387.88	394.00
FY 22 TOTAL -\$ 5,542.00			
d. Worship Staff			
1. Worship Leader Salary	9,000.00	2,423.05	0.00

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2. Organist Salary	6,000.00	4,920.00	3,360.00
3. Worship Musicians Salary	5,000.00	250.00	0.00
4. FICA	1,530.00	580.87	258.00
FY 22 TOTAL - \$3,618.00			
e. Trinity Staff Workers Comp	1,400.00	1,078.00	1,400.00
f. Cornerstone Staff			
1. Salary	113,617.00	64,853.17	168,064.00
2. FICA	8,692.00	4,961.27	12,857.00
4. Cornerstone Workers Comp	1,300.00	991.00	1,300.00
FY22 TOTAL - \$182,221.00			
<b>TOTAL</b>	<b>463,429.00</b>	<b>389,753.23</b>	<b>504,642.00</b>
<b>OPERATIONS</b>			
a. Administrative Expenses			
1. Postage	2,000.00	2,046.33	2,000.00
2. Office Equipment	7,500.00	4,511.63	7,000.00
3. Telephone	1,560.00	1,643.00	1,560.00
4. Internet Access	3,300.00	3,264.70	3,610.00
5. Office Supplies	2,000.00	1,632.67	1,800.00
6. Administrative Technology	400.00	116.00	0.00
7. Church Historian	100.00	50.00	50.00
8. Miscellaneous	100.00	0.00	50.00
b. Property			
1. Grounds/Parking Lot	5,800.00	11,844.13	5,800.00
2. Building Maintenance	10,000.00	3,646.08	10,000.00
3. Special Projects	4,000.00	32,860.00	2,000.00
4. Custodial and Maint. Supplies	3,600.00	2,579.28	3,200.00
5. Electric	12,000.00	8,339.18	10,000.00
6. Oil	10,000.00	7,777.20	10,000.00
7. Water/Sewer	1,700.00	839.28	900.00
8. Trash	2,350.00	2,276.65	2,660.00
9. Taxes	4,000.00	4,327.01	4,400.00
10. Insurance	8,000.00	7,843.96	8,350.00
11. Van Maintenance and Insurance	1,300.00	2,143.94	1,300.00
12. Bus Rental	1,500.00	0.00	500.00
13. Kitchen Supplies	1,500.00	464.61	800.00
14. Security/Watchman	750.00	276.13	400.00
15. Future Projects	2,000.00	0.00	2,000.00
16. Miscellaneous	1,500.00	0.00	1,000.00
<b>TOTAL</b>	<b>86,960.00</b>	<b>98,481.78</b>	<b>79,380.00</b>

TRINITY E. C. CHURCH BOYERTOWN AUG. 1, 2020 – JULY 31, 2021 ANNUAL REPORT AND  
FY21-22 BUDGET AND ELECTION SLATE

<b>FINANCE</b>			
a. Annual Offerings and Dues			
1. Mother's Day Offering	250.00	250.00	225.00
2. Twin Pines Offering	1,800.00	1,800.00	1,700.00
3. Student Aid Offering	900.00	1,800.00	850.00
4. Church Planter's Offering	450.00	450.00	425.00
5. Manna Fund	900.00	900.00	850.00
6. Evangelical School of Theology	1,800.00	1,800.00	1,700.00
7. National Assn. of Evangelicals	200.00	200.00	200.00
b. Payroll Fees	900.00	1,276.00	1,200.00
c. Bank Fees	200.00	50.00	100.00
d. Online Giving Fees	1,000.00	1,830.19	1,500.00
e. Memberships and Misc. Fees	400.00	345.25	500.00
f. ECC Ministry Funds	24,000.00	24,000.00	24,000.00
g. 2017 ECC Loan	7,326.00	7,173.98	0.00
h. Counseling Assistance	1,000.00	0.00	400.00
i. Miscellaneous	100.00	70.00	50.00
<b>TOTAL</b>	<b>41,226.00</b>	<b>41,945.42</b>	<b>33,700.00</b>
<b>TECH MINISTRY</b>			
a. Website	600.00	713.81	600.00
b. Zoom		79.45	191.00
c. Livestream Service	948.00	991.43	948.00
d. Equipment Maint. and Repairs	500.00	25.92	500.00
e. Audio/Video Upgrades	1,000.00	184.89	1,500.00
f. Copyright Licenses	1,550.00	1,243.79	1,200.00
g. Computers	500.00	74.99	600.00
h. Miscellaneous	300.00	897.88	500.00
<b>TOTAL</b>	<b>5,398.00</b>	<b>4,212.16</b>	<b>6,039.00</b>
<b>MEDIA MINISTRY</b>			
a. Publicity	200.00	0.00	150.00
b. Advertising	400.00	0.00	300.00
c. Multimedia Aids	200.00	0.00	150.00
<b>TOTAL</b>	<b>800.00</b>	<b>0.00</b>	<b>600.00</b>
<b>GRAND TOTAL</b>	<b>763,783.00</b>	<b>673,802.21</b>	<b>777,834.00</b>

## FISCAL YEAR 2021-2022 SUMMARY

<b>Mission Budget Total</b>	111,190.00
<b>General Fund Budget:</b>	
Congregational Care	3,700.00
Community Outreach	8,150.00
First Impressions	1,600.00
Worship	2,725.00
Discipleship	2,870.00
Children	11,700.00
Youth and Young Adult	10,163.00
Counselor-Advocate	1,300.00
Prayer	75.00
Human Resources	504,642.00
Operations	79,380.00
Finance	33,700.00
Tech Ministry	6,039.00
Media Ministry	600.00
Cornerstone Payroll Total*	180,921.00
Other General Budget Total	485,723.00
<b>G.F. Budget Grand Total</b>	<b>666,644.00</b>
<b>Weekly Needs:</b>	
<b>Mission</b>	2,139.00
<b>From Cornerstone Tuition</b>	3,480.00
<b>From Tithes and Offerings</b>	9,341.00
<b>TOTAL WEEKLY NEED</b>	<b>14,960.00</b>

\*Cornerstone Tuition covers Cornerstone salaries and FICA.