



LANCASTER
ALLIANCE CHURCH

ANNUAL REPORT 2024-2025

present

surrendered

others
focused

MISSION & VISION



LEADING PEOPLE
TO JESUS
AND HIS
LIFE-TRANSFORMING
WORK LOCALLY
AND AROUND
THE WORLD

PASTORAL REPORT

Thanks to everyone at LAC who prayed for the pastoral team over the past year, sent an encouraging note or email, or even greeted with a smile or hug. Your love is evident by the way you engage, pray for, and provide care for the pastoral team as you reflect Jesus to us and throughout our community.

A WORD FROM BEAR

It has been my privilege to serve as LAC's Lead Pastor for the past five years, and I look ahead with great joy and anticipation. The pastoral team that the Lord has assembled is a blessing.

This year's report is similar to last year's as we, the pastoral team, share about being present with Jesus, surrendered to Him, and others focused as He leads through the various LAC ministries. LAC is continuing on this path toward an active pursuit of *leading people to Jesus and His life-transforming work, locally and around the world.*



Rev. Dr. Bernt King
Lead Pastor



Rev. Joseph Burchill
Congregational Care &
Executive Pastor



Rev. Rick Rosati
Family Engagement
& Student Ministries Pastor



Ray Taylor
Connections & Worship
Ministries Pastor



Anita Hatch
Director for Communications
& Executive Assistant to
the Lead Pastor



Patty Schappell
Director for
Preschool



Sarah Rosati
Director for K-4 &
Family Engagement



Dan McClary
Discipleship &
Outreach Pastor

THANKFUL & PRAISING GOD

As you read through the statistics and reports from this past year, be sure to stop with the purpose of thanking and praising God. He continues to do great things in and through us at multiple levels. Your part in the things that LAC has done is important. Lives changed because of your part in inviting, serving, giving, praying and caring. Every number you see has a name. Every name has a story. Every story matters to God ... and thereby us. Celebrate with our ministry leaders as you discover success stories. Thank ministry leaders for engaging and pray for them as we head into a new season. Pray for our elders and liaisons as we continue to lead and discern God's will for LAC.

Let's together lead people to Jesus and His life-transforming work locally and around the world.

Much love,
Rev. Dr. W. Bernt King, *Lead Pastor*,
and the Pastoral Team



**PRAY FOR
ELDERS AND
LIAISONS AS
THEY LEAD
AND DISCERN
GOD'S WILL
FOR LAC.**

REPORT OF THE CHURCH LEADERSHIP TEAM [CLT]

Dear LAC family,

This has been a great year for LAC by multiple measures. We celebrate continued positive trending in our weekend services, new members, baptisms, and people that have accepted Christ as their personal Savior and engage at LAC regularly. We have noted a stabilization in family engagement and a posture toward greater engagement with kids and families at LAC. While our Riverside partnership is changing due to world events and the redeployment of our International Workers [IWs], we continue to see movement in supporting the Great Commission work. Such measures are encouraging. The most encouraging metrics are less tangible. Examples include the sense that the Gospel message is being spoken regularly in both formal and informal settings and that the work of discipleship is at the forefront of pastoral discussions. These are hallmarks of a place that seeks to “lead people to Jesus and His life-transforming work.”

This is not to say we haven’t had challenges this year. We have walked paths of loss with the passing of dear family and friends including 4 members. One of those members was Ruth Kaspar who attended LAC for over 90 years. We have been stretched in our various staffing searches as we look to follow the Lord in our steps forward. Yet in each of our challenges the Lord has met us. One challenge we faced was an unexpected dip in giving over the course of the year. We thank the Lord for His provision for His people as we are currently projected to finish the year in the black.

WE CELEBRATE...

CONSISTENT
INCREASE IN
SUNDAY
ATTENDANCE

24
NEW
MEMBERS
(NET 12)

DEVELOPMENT
OF
DISCIPLESHIP
WORK

POSITIVE
MOMENTUM IN
FAMILY
ENGAGEMENT

REPORT OF THE CHURCH LEADERSHIP TEAM [CLT]

Overall, we are excited to report that we see our mission/vision and core values as being well executed by our pastoral team, staff, and volunteers. As your Church Leadership Team (CLT), we are passionate about our privilege to lead LAC. We appreciate your prayers for us. It is our prayer that God would grant us wisdom and humility in following Jesus. We pray He will use the people and ministries of LAC to draw many to Himself.

Respectfully submitted,

Mark Litton, *Vice Chairman*

Rev. Dr. W. Bernt King, *Lead Pastor*

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POSITIVE
MOMENTUM IN
FAMILY
ENGAGEMENT

**See page 35 for current CLT members*

LAC IS...

Leading people to Jesus and his life-transforming work locally and around the world.

GOAL
SUNDAY
ATTENDANCE
AVERAGE = 526

*between October 1,
2024 and Easter 2025*

525

**CONTINUED
POSITIVE
TRENDLINE**

GOAL
1%
CONVERSION
GROWTH

*5 individuals of our
Sunday attendance*

4

**COMMITMENTS
& ENGAGEMENT**

GOAL
8
BAPTISMS

8

DECLARATIONS



**PRAY EXPECTANTLY:
24-HOUR CALL TO PRAYER**

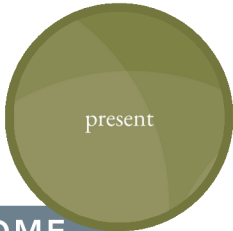


CELEBRATE...

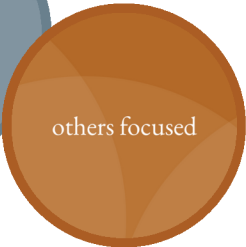
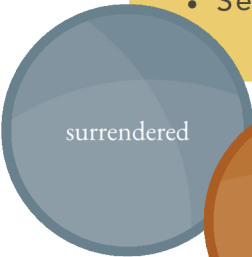
the life-transforming work of Jesus!

LEADERSHIP GOALS

- Development and teaching on common language surrounding revised **Core Values** (*being present with Jesus, surrendered to Him, and others-focused as Jesus leads*).
- Weekly **biblically based, gospel-focused messages & services** (*Sunday mornings, Christmas Eve, & Easter*).
- Continued call for weekly & special event **prayer engagement** (*Sunday & Wednesday prayer gatherings, Global Impact Festival (GIF), C&MA 40 Days of Prayer, National Day of Prayer*).
- Increased engagement with **discipleship** initiatives (*LAC Men & Women*).



GOAL	OUTCOME
• Increased volunteers serving in ministry teams.	335
• >24 men engaged in mid-week discipleship (<i>mid-week weekly average attendance was 22</i>)	44
• Serve a minimum of 110 people (<i>20% of the average Sunday attendance</i>) in receiving Congregational Care (<i>i.e. Crisis, Chronic, Hospitality, Counseling, and Financial Care</i>)	121
• See 150 people connecting in Shepherding Care (<i>Confirmed over 150 connections, but have struggled to document each connection</i>)	>150
• Connect with 40 adults at Discover and Connect events (<i>Additional opportunity events were offered that contributed to lower engagement at these specific events</i>)	26
• See positive net of 12 new members	24



CELEBRATE...

the life-transforming work of Jesus!

LEADERSHIP GOALS

GOAL	OUTCOME
Continued initiatives toward gospel fluency in the fall and spring	✓
Provide one special initiative in support of the Riverside partnership (<i>Green Creations</i>)	✓
Formalize a local outreach partner (<i>Ukrainian family support</i>)	✓
See Great Commission Fund reflect over 200 giving units giving from 10/1/2024-5/11/2025 (<i>all funds 200-230</i>) tied to GCF giving or initiatives tied to our international partnership	163
See Great Commission Fund contributions in excess of \$222,000 - giving from 10/1/2024-5/11/2025 tied to GCF or initiatives tied to our international partnership	\$193,373.22 (+ \$17,142 given to LIFE2025 Youth Auction)



DISCIPLESHIP

Come and Grow

GROWING DISCIPLES TOGETHER

For over 100 years, LAC has consistently proclaimed the gospel. Yet like many churches, we've noticed people can attend services and join groups while still feeling spiritually stuck. We realized we were informing people about Jesus without effectively helping them follow Jesus in everyday life. Through the encouragement of the Eastern PA District of the Alliance, a team of leaders went through a one-year workshop on effective disciple making. Over the past three years, we have gotten clarity on our context, our season, and what discipleship could look like at LAC.

Through **pilot groups** with LAC **Men** and **Women** using the tools we've developed, we're discovering what Jesus modeled: spiritual growth happens best in an authentic community. Participants are moving beyond Sunday politeness into real relationships where they encourage each other, pray together, and learn to see their stories within God's larger story.

CORE LIFE PATHWAY

A **disciple**, in our view, is someone who is following Jesus, being changed by Him, and is committed to His mission. We believe this to be an ongoing invitation to be more **present with Jesus, surrendered to Jesus, and others-focused as Jesus leads** - as LAC defines its Core Values.

The Core Life Pathway is about creating spaces where effective life transformation is taking place in this way. We're not replacing existing ministries but asking how they can function where:

- Authentic community replaces superficial friendliness.
- Conversations go deeper than "How are you?" "Fine."
- People naturally share their faith because they're genuinely living it.
- Small groups multiply as people guide others.
- A cultural shift of people growing in Jesus is the norm, not the exception.

These spaces may be created by how we show hospitality and love to others around us, and by how we use and redesign our physical facilities.

DISCIPLESHIP

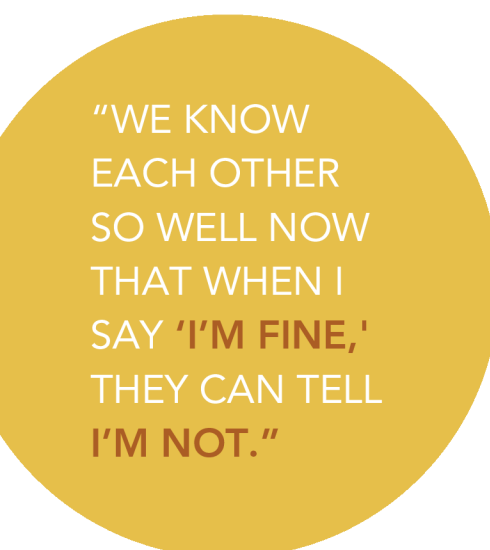
Come and Grow

These activities are increasingly being integrated into LAC gatherings. **Core Life Groups** of 3-6 people are forming to walk and grow together using tools for Bible Reading, Prayer, and sharing our Story. The gospel stays central and Jesus remains the hero. They're communities where we practice following Jesus in real time.

WHERE WE'RE GOING

Our LAC mission is transformational: **What if** LAC became known as a place where people don't just attend church, but are genuinely changed by Jesus? **What if** visitors looked at us and thought, "I want what they have"?

Jesus' final command was "**Go and make disciples**" (Matthew 28:19)—not just for pastors, but for all of us. As we're transformed by Jesus, we naturally invite others into that same transformation.



"WE KNOW
EACH OTHER
SO WELL NOW
THAT WHEN I
SAY 'I'M FINE,'
THEY CAN TELL
I'M NOT."

OUTREACH GLOBAL & LOCAL

OUR STRATEGIC PRIORITY

As part of our mission statement and commitment to Jesus's command in Matthew 28:18-20, LAC has a strategic priority to establish **mission-aligned partnerships** both globally and locally. These partnerships are designed to be **mutually beneficial**, allowing us to serve others while also learning how to be more effective in our own spheres of influence. They are also intended to be **multi-generational**, where everyone can serve alongside anyone.

GLOBAL PARTNERSHIP | RIVERSIDE

Toward having a gospel presence in a rapidly changing world, we began an official partnership with Riverside in a creative-access country. LAC has sent four teams to serve and build relationships: A Vision Team served and confirmed our partnership in 2022. A Medical Team provided vital training in 2023; one family later shared that they used what they learned to save their baby's life. An ESL Teacher served for a full term, and a Construction Team helped increase the capacity of their community centers in 2024.

The **Riverside model of meeting basic needs in the community to create a gospel presence** has served over 6,000 people and has even influenced the design of the Alliance's new national headquarters. Their community center is a place where people can gather, feel at peace, and see that there is something different going on in the people serving there. For LAC, it reminds us to ask how we can best use our facilities.

Due to military conflicts and changes in grant funding, the work in Riverside has been dramatically affected. The work will reformat in ways still being determined. Our main contact team there will continue to oversee this work but will be based in Ukraine after their home assignment ends in 2026. We are in conversation with them and other international workers about ongoing and potential new global partnerships.

OUTREACH GLOBAL & LOCAL

LOCAL INITIATIVES

We celebrate several local outreach initiatives from this past year. One powerful example began with Bethany Christian Services, with whom we worked to sponsor a refugee family from Ukraine. Although BCS's Lancaster office has since closed, our congregation embraced the family. Many people provided rides, tutored English, and supported them during their dramatic transition. The family has now moved into their own home, with both parents and older children working. They are doing very well and often thank us and speak of their "beloved church."

We continue to actively explore way in which the Lord is leading us toward intentional local outreach. For example, our building is being used to exercise loving hospitality with organizations like **Servant Stage**, a Christian-based theater group. We've also hosted **conferences** and other entities, and are actively exploring ways in which **hospitality leads to effective gospel conversations** within our community.

Within our congregation, people are involved in other local outreach activities, such as leading a Bible-based after-school program at the nearby **Country Club Apartments**, or volunteering and serving at places like **Water Street Mission, Anchor, Seeds, Inc., Lancaster Prison**, and in other ways. This past year, our church also rallied to gather and deliver a truckload of **supplies for hurricane disaster relief**.

LOOKING AHEAD

As partnerships may change or new doors may open, we want to remain faithful. We want to be serving and sharing the gospel in our local spheres of life, as well as being a church community where people are being transformed and also looking to be **others focused as Jesus leads**.



OUTREACH GLOBAL & LOCAL

LOCAL OUTREACH | CAMP CONNECT

As LAC seeks to be others-focused as Jesus leads, we are grateful for the 55 volunteers who invested in the 52 children (mostly from LAC) attending **Camp Connect** from August 4-7. Additionally, a generous team of 6 helpers cared for 12 preschoolers of parents volunteering at Camp Connect.

Volunteer training continued to emphasize that what we do matters because declaring and living out the truth of the gospel matters. Many volunteers put gospel-focused conversations into practice during the few hours we had with the children each evening, which was encouraging. Campers not only learned a skill and their Bible verse during camp, but also heard that **Jesus loves them and that they are valued** because God created each of them.

As we continue to pray that the gospel message takes root in their hearts and minds, we prayerfully **seek direction for increased local outreach** to our community.





FAMILY ENGAGEMENT

HISTORY

We completed a Family Engagement initiative that was launched five years ago, to explore data and trends to better understand what was happening, so that we could prepare an appropriate response. We celebrate the insight and headway that the Lord has granted as well as the culmination of a lot of work, but also to set the stage for the next steps ahead.

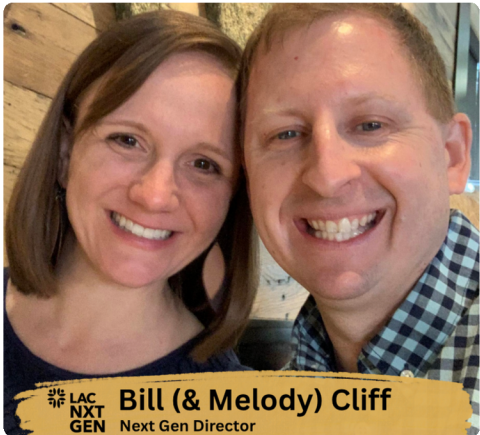
GOAL

Create a **gospel-centered environment** that engages the next generation and their families to serve, equip, and reach people in the life-transforming work of Jesus. We believe Jesus accomplishes this through us by...

- Providing a safe environment for the next generation to engage in biblical teaching.
- Equipping healthy Jesus following leaders through development and training.
- Creating fun and engaging interaction with caring adults.
- Developing and providing resources that empower parents to disciple their families.

WE CELEBRATE

- **Increase** of **kids and students** on our rosters.
- **Increase** of **families** with school-aged children regularly engaging in Next Gen ministry.
- The **stabilization of family engagement** over time - parents and kids - evidenced in our discipleship initiatives.
- We are grateful for our **volunteers and staff** who serve on a regular basis. Their engagement with the next generation is consistent, intentional, and gospel-focused. Each of them have been vetted and have opportunities for development and training to be well developed for serving our next generation.
- The hiring of **Bill Cliff** as **Director of Next Gen** ministries as Sarah Rosati transitioned to a part-time administrative support role.



MINISTRY GROUPS

LAC CARE

Congregational Care at LAC is categorized as Crisis, Chronic, Counseling, Hospitality, Shepherding, and Financial care. We desire to connect individuals within the LAC community to serve within their giftedness. If interested in learning more about these opportunities and serving as a care provider, please contact Pastor Joe Burchill.

GOALS

- Serve 110 individuals through Crisis, Chronic, Hospitality, Counseling, and Financial care **121**
- Serve 150 individuals through Shepherding care **>150**

YOUNG ADULTS

We believe Jesus wants to transform the lives of the Young Adults (18-30) of LAC. Young Adults are welcomed into a space that invites the individual to belong and be a part of what Jesus wants to do in and through us.

There were weekly opportunities on Sundays and Tuesdays to engage in a community that fosters meaningful, growing relationships throughout the fall and spring seasons. We connected 8-10 new freshmen to LAC this fall who were in need of a gospel community who study at Lancaster Bible College while away from their hometown.



LAC
YOUNG
ADULTS

MINISTRY GROUPS

PRO +

Our Pro+ group is for active, working, professional singles over the age of 35 who are looking for friendship, fellowship, and a desire to serve others. It is also for outreach for those who do not have a home church.



PRIMETIMERS

Primetimers is for mature adults and retirees, but welcome all who desire to come. Primetimers seek ways to use their lives as a testimony of God's love as they serve in their community. They desire to:

- Build healthy relationships and create meaningful fellowship through bus trips and luncheons.
- Provide opportunities for personal and spiritual growth.
- Minister to the needs of retirement age adults with the LAC community.



MINISTRY GROUPS

LAC WOMEN



LAC Women provide opportunities for women of all ages and stages to join together for the purpose of caring for and encouraging one another through honest, open, and authentic relationships. As stories are shared with one another, it is our desire to help one another grow and mature in godliness in order to better serve our families, our church, our communities, and our world. Our gospel-focused conversations occur around:

- **Bible studies**
- **Encouragers** - a fellowship for single women over 60 who are widowed, divorced, or single by choice or circumstance
- **Minis and Me** - young moms in the same phase of life who are expecting a baby or mothers of young children through kindergarten
- **Alliance Women** - gatherings highlighting our C&MA Eastern PA District international workers, and workers in our church with other missions groups
- **Page Turners** - open discussion, learning, and fellowship centered around books that the group reads
- **Casting our Nets** - for those with experience or a desire to learn knitting or crocheting
- **Prayer groups**
- Saturday morning **monthly breakfasts**
- **Flourish** - a 9 month mentoring journey for women over the age of 18
- **Women's Retreat** - annual gathering of women for gospel-focused and Jesus' life-transformation conversations

God is at work in the hearts, minds, and lives of women who desire continued Jesus' life-transforming work and we are encouraged.



MINISTRY GROUPS

LAC MEN

LAC Men promote a solid, balanced, biblical education to build men who are growing spiritually, being equipped for ministry, sharing their faith, and leading in their home, workplace, and community through spiritual life and development, service, and connection opportunities such as:

- **Bible studies**
- Wednesday evening **Core Life Groups** - discipleship conversations
- Saturday morning **monthly breakfasts**
- **Men's Softball** - spring season
- **Oil Change** - a ministry to provide oil change and light automotive maintenance service for single women and widows in the church



"The **prayer tool** took my prayers to a **more intimate** place with God."



DEACONS, TRUSTEES & DEACONESSES

DEACONS

The Deacons are members of Lancaster Alliance Church and qualify according to the scriptural standards for church leadership. They oversee the benevolence ministries of LAC and are in charge of receiving and disbursing money from the Deacons' fund. They work with individuals who are in crisis by providing spiritual encouragement, physical assistance, and financial help. They desire to assist people in finding long-term solutions to issues that may be part of their lives. Throughout the year, the Deacons have financially assisted community agencies (i.e. local food bank), LAC families, oil changes for single women and older adults, and grocery gift cards for widows. We are grateful for the financial contributions from within the LAC community to be others focused as Jesus leads.

TRUSTEES

The Trustees are members of Lancaster Alliance Church and qualify according to the scriptural standards for church leadership. They are responsible for the maintenance and development of the buildings and grounds of the church in conjunction with the administrative staff. Throughout the year, the Trustees assisted with roof repairs, tree removal, security camera installation, carpet replacement, ministry house repairs, mulching, new door locks, and new security doors in the preschool area. We are grateful for each Trustee and their skilled care of our facilities.



DEACONS, TRUSTEES & DEACONESSSES

DEACONESSSES

The Deaconesses are appointed by the Church Leadership Team [CLT]. They provide encouragement and assistance to the body, and those in life transitions. The Deaconesses assist church leadership by coordinating communion, baptism, kitchen operations, visitation, meal ministries, as well as helping seniors with home care. We are grateful for each Deaconess and their ministry of care and encouragement.

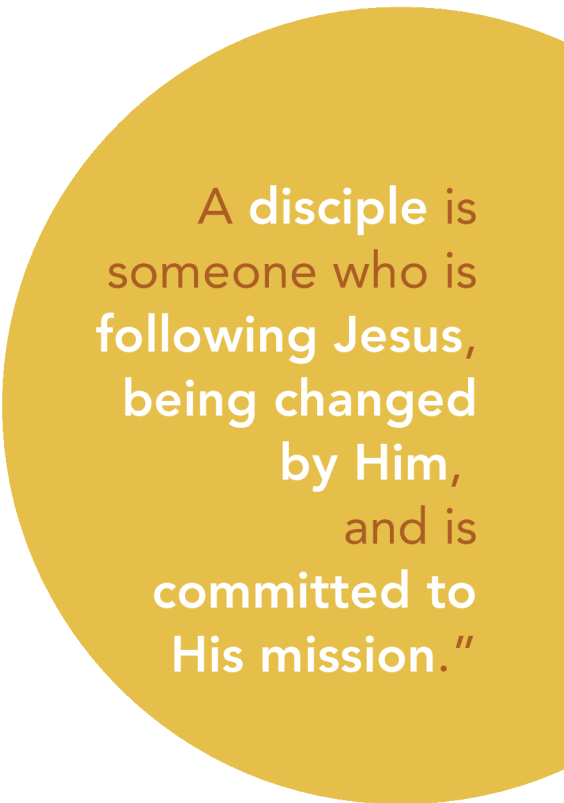




 LAC celebrates increasing evidence of a **welcoming** and **inviting** environment **for others** as Jesus leads.



BUSINESS



A disciple is
someone who is
following Jesus,
being changed
by Him,
and is
committed to
His mission."

AGENDA FOR ANNUAL MEETING OF THE MEMBERSHIP

OCTOBER 19, 2025

- I. Welcome & Call to Order
- II. Appointment of Tellers
- III. Determination of a Quorum
- IV. Legislative Proceedings
 - A. Minutes of Last Year's Annual Meeting
 - B. Elections for 2023-2024
 - i. Nominating Committee Report
 - ii. Explanation of the Ballot
 - iii. Casting of Ballots
 - C. Financial Reports
 - D. Mission & Vision Presentation
 - E. Presentation of 2025-2026 Budget
 - F. Vote to Approve the 2025-2026 Budget
- V. Season of Prayer for Celebration, and Wisdom and Commitment to Future Ministry
- VI. Report on Voting Results for Election of New Leaders and Budget
- VII. Action to Accept All Reports and Commit the Minutes of the Meeting to the Church Leadership Team for Review, Editing and Adoption, with Subsequent Posting
- VIII. Conclusion

2024 ANNUAL MEETING OF THE MEMBERSHIP MINUTES

OCTOBER 20, 2024 – 6:30 PM

1. Welcome & Call to Order: Pastor King called the meeting to order at 6:31 p.m. Pastor King read I Corinthians 1:10 and led a time of prayer.

2. Appointment of Tellers: Pastor King appointed Jared & Faith Feister, Rick & Donna Jones, and Ken & Ruthie Spade to serve as tellers for the meeting.

3. Determination of Quorum: A quorum was present with 101 members in attendance on-site and 63 members in attendance online. In accordance with the Lancaster Alliance Church By-Laws, a quorum is determined by 25% of the membership in attendance. With 371 active members on the membership list, 93 members were needed for a quorum. There were 6 non-members also in attendance on-site.

4. Minutes of Last Year's Annual Meeting: Pastor King announced that the minutes from last year's Annual Meeting of the Membership were remanded to the Church Leadership Team (CLT) for review and approval. Accordingly, no motion is needed to approve the minutes. Pastor King noted the minutes were provided to the membership for their review following approval and are also included in the annual report.

5. By-Law Revision: Pastor King reviewed a proposed change to the Lancaster Alliance Church by-laws to adjust the term limits of the liaisons that serve on the Church Leadership Team (CLT). Pastor King said the CLT consists of seven individuals – 5 elders and 2 liaisons – and all seven individuals have a vote. The by-laws specify a term of two years for the liaisons without the ability to serve an additional term. Pastor King noted there is required reading for the CLT members and it takes some time to be familiar with the governance role. Pastor King also noted the inconsistency between the elders and liaisons with years of service and terms allowed. Pastor King said the by-law revision would standardize that all members of the CLT would serve three-year terms and be eligible to serve two terms (total of six years). Pastor King responded to a question regarding how the current liaisons would be impacted by the revision and said terms would be extended by one year. Pastor King responded to a second question regarding how the revision impacts the number of CLT members up for election annually and said there would be only two members up for election each year – 2 + 2 + 2. Pastor King moved and Mike Julian seconded a motion to approve the by-law revision as detailed below. The motion carried with three members voting against the motion.

By-Law Revision:

Two at-large members shall be elected by the membership to serve on the Church Leadership Team. Such liaisons must be members of this church and qualified according to the Scriptural standards for church leadership. ***The term of office shall be a term of three calendar years. A liaison may serve two consecutive full terms on the Church Leadership Team,*** but then must take at least a one-year sabbatical before being elected to another term. Such liaisons may be male or female.

CONTINUED

6. Elections: Pastor King reviewed the report of the Nominating Committee as detailed below.

Position	Name(s)	Term Length	Term
Church Leadership Team Secretary (1)	Kimberly Lapham	3 years	1/1/2025 – 12/31/2027
Elder (1)	Randy Gehman**	2 years (remaining)	1/1/2025 – 12/31/2026
Elder (1)	Mort Averett	3 years	1/1/2025 – 12/31/2027
Liaison to Church Leadership Team (1)	Katie Sandoe***	2 years	1/1/2025 – 12/31/2026
Treasurer	Kaitlyn Grove	3 years	1/1/2025 – 12/31/2027
Nominating Committee Member (1)	Lois Blake*	3 years	1/1/2025 – 12/31/2027
Deacons (5)	Wally Calderon*, Ben Eisemann*, Guy Gillespie*, Mike Long*, Jim Taylor*	2 years	1/1/2025 – 12/31/2026
Trustees (4)	Carter Hurst, Eric Foster*, Shawn Sandoe*, Harold Shirk*	2 years	1/1/2025 – 12/31/2026

* signifies incumbent eligible for another term

** signifies filling remaining term of open position

*** contingency nomination should the proposed By-Law revision not be approved

Pastor King explained the nomination of Katie Sandoe to serve as liaison on the Church Leadership Team would not be needed since the by-law revision was approved and Brooke Kabakjian's term has now been extended by one year. Pastor King said there have been no nominations subsequent to the report being presented. Pastor King said election would occur by ballot unless a motion was made and approved to dispense with the vote by ballot. Keith Woods moved and Nikki Hess seconded a motion to dispense with ballots for the election. The motion carried with unanimous approval. Caleb Reely moved and Juan Millet seconded a motion to approve the candidates as recommended by the Nominating Committee. The motion carried with unanimous approval.

7. Financial Reports: Pastor King said the church finished the fiscal year well with income exceeding expenses by approximately \$33,000. Pastor King noted a significant gift provided to the church from Charlie Samas' estate and the approximate \$600,000 gift was earmarked for capital improvements. The gift was not reflected in the financial reports due its designation. Pastor King noted use of the gift will become part of the conversations that already began regarding capital improvement projects at the church. There were no questions regarding the financial reports.

8. Mission & Vision Presentation: Pastor King said the report is full of numbers that are exciting! Pastor King celebrated the 5 conversions, 11 baptisms, 20 new members and 530 average attendees. Pastor King said the greater celebration is the work happening outside of numbers. The Church Leadership Team and pastoral staff have been investing focus on gospel conversations and discipleship. Pastor King discussed the words in Matthew 4:19 as they relate to discipleship and reviewed a vision focus to 1) follow Jesus, 2) be changed by Him and 3) join Him in His mission. The mission statement of LAC aligns well with this vision. Pastor King said the CLT has been working on Core Values that will tie the vision and the mission statement together and selected three words that aid in identifying what a disciple looks like – Present ("Leading People to Jesus" in the mission statement), Surrendered ("Life Transforming Work" in the mission statement) and Others Focused ("Locally and Around the World" in the mission statement). Pastor King noted a focus on discipleship will influence the way we look at Sunday services and Life Conversation classes. Pastor Kint noted this emphasis even had an influence on the budget that is being presented.

CONTINUED

9. Presentation of 2024-25 Budget: Pastor King reviewed the proposed budget for 2024-25 of \$1,107,184, noting an increase of 3% from the 2023-24 budget. Pastor King said the budget reflects a change in salary costs with the movement of the accounting function to an outside entity. Pastor King responded to a question and explained the shift allows expertise to be utilized for payroll and accounting needs. Pastor King noted that an outside entity will be engaged to assist with the fundraising needed for the capital improvement projects.

10. Vote to Approve the 2024-25 Budget: Herb Fisher moved and Jesse Skaggs seconded a motion to approve the 2024-25 General Fund Budget as presented. The motion carried with unanimous approval.

11. Season of Prayer: Pastor King led a time of prayer over discipleship, the core values, the budget and the pastoral staff.

12. Report on Voting Results for Election of New Leaders and Budget: Since voice vote was used for all action taken at the meeting, voting results were already announced.

13. Acceptance of Reports and Commitment of the Minutes to Church Leadership Team for Review, Edit and Adoption: Nikki Hess moved and Keith Woods seconded a motion to accept the reports presented and commit the minutes of the meeting to the Church Leadership Team for review, edit, and adoption with subsequent posting. The motion carried with unanimous approval.

14. Adjournment: Nikki Hess moved and Keith Woods seconded a motion to adjourn. The motion carried unanimous approval. The meeting adjourned at 7:33 p.m.

Respectfully Submitted,



David A. Franklin, Secretary

OFFICE HOLDERS

CHURCH LEADERSHIP TEAM [CLT]

The elected Church Leadership Team is the governing body of our church, composed of 7 people. Those 7 are the Lead Pastor, 4 elders elected from the membership, and 2 liaisons elected from the membership. They provide guiding principles for the Lead Pastor to operationalize with the help of the pastoral staff and ministry leaders. The CLT meets monthly for prayer and approximately 5 times per year to conduct business.

Individuals are elected to serve on the CLT from among those qualified to be Elders/Liaisons who are members of LAC. The elders are biblically qualified men that serve as the majority voice in oversight of the direction, doctrine, and matters of discipline of LAC (*1 Timothy 3:1-7, Titus 1:6-9*). The liaisons (men or women) are also biblically qualified for leadership and serve to represent the member voice of LAC.

2024-2025 CLT:

ELDERS

- Chairman – Bernt King
- Vice Chairman – Mark Litton
- Mort Averett
- Randy Gehman
- Kelly McCullough



Pastor Bear



Mark Litton



Mort Averett

CONGREGATIONAL LIAISONS



Brooke Kabakjian



Kimberly Lapham
Secretary



Randy Gehman



Kelly McCullough

The **CLT** serves
to represent the
member voice
of LAC.

OFFICE HOLDERS

FINANCIAL OFFICERS

The financial officers of the church include the Treasurer and Assistant Treasurer. The treasurer is authorized to administer all accounts of the church as an official officer of the church. He/She has responsibility for and oversight of all monies of this church. An exception is the Deacons' Fund, which is administered and controlled by the Deacons. The Treasurer also gives oversight to the accounting related to local and international outreach. The Assistant Treasurer is also an official officer of the church. The Assistant Treasurer has responsibility to supervise the counting and weekly deposit of all monies received and to preserve confidential giving records and issue receipts to donors.

2024-2025 Elected **Financial Officers:**

- Treasurer – Kaitlyn Grove
- Assistant Treasurer – Jen McClary

DEACONS

The Deacons oversee the benevolence ministries of this church and are in charge of receiving and disbursing money from the Deacons' fund. They work with individuals who are in crisis by providing spiritual encouragement, physical assistance, and financial help. The Deacons' desire is to assist people in finding long-term solutions to issues that may be part of their lives. The Deacons must be members of this church and qualify according to the scriptural standards for church leadership.

2024-2025 Elected **Deacons:**

- Chairman – Mike Long
- Wally Calderon
- Ben Eisemann
- Guy Gillespie
- Gary Ile
- Cliff Miller
- Jim Taylor
- Ron Tyrrell
- Dale Weaver

OFFICE HOLDERS

TRUSTEES

The Trustees are responsible for the maintenance and development of the buildings and grounds of the church in conjunction with the administrative ministries staff.

2024-2025 Elected **Trustees**:

- Eric Eckert, Chairman
- Alex Buchanan
- Scott Cranford
- Eric Foster
- Carter Hurst
- Justin Moore
- Harold Shirk
- Keith Woods

NOMINATING COMMITTEE

The Nominating Committee works in consultation with the Church Leadership Team in the nominating of elected roles, collecting input from the CLT and the membership. The committee will then recommend these individuals to the membership for confirmation.

2024-2025 Elected **Nominating Committee**:

- Lois Blake
- Loretta Gehman
- Nancy Grossman
- Bernt King
- Frank Milliken

OFFICE HOLDERS

DEACONESSSES

The Deaconesses provide encouragement and assistance to the body, and those in life transitions. They assist church leadership by coordinating communion, baptism, kitchen operations, visitation, meal ministries, and other ministries assigned. They are selected by the Church Leadership Team.

2024-2025 Appointed **Deaconesses**:

- Lois Blake
- Amilla Hess
- Shirley Hoke
- Janet Kline
- Judy Leonard
- Joyce Miller
- Dot Milliken
- Janet Nelson
- Deanna Tibbetts
- Debbie Wenger

APPOINTED MINISTRY LEADERS

If not listed below, the ministry area is led by paid staff.

- **Encouragers Widows Fellowship:** Sue Hafner & Shirley Hoke
- **LAC Women:** Susan Julian
- **Librarian:** Nicole Miller
- **Prayer:** Bill & Beth Holden and Michael & Kimberly Lapham
- **Primetimers & Friends:** Ron Tyrrell
- **Pro+:** Mike Killinger & Sherry Oswald

MEMBERSHIP

AS OF 07.02.25

1. Ajemba, Grace	73. Edgington, Debra	145. Holden, Stephanie	217. Lucas, John
2. Amig, Patricia	74. Eisemann, Ben	146. Holden, William	218. Lucas, Diane
3. Amig, Terry	75. Eisemann, Cara	147. Holler, Fred	219. Maerz, Martin
4. Anderson, Peter	76. Erb, Jody	148. Holler, Judy	220. Maerz, Virginia
5. Aument, Andy	77. Erb, John	149. Hostetter, Jeffrey	221. Magee, Beverly
6. Aument, Anna	78. Ervin, James	150. Hostetter-Millet, Mariela	222. Martin, Elmer
7. Aument, Carla	79. Ervin, Pam	151. Hubbard, Daniel	223. Martin, Janice
8. Aument, Steve	80. Evans, John	152. Hubbard, Mark	224. Maule, Jacqueline
9. Averett, Mort	81. Everett, James	153. Hubbard, Sarah	225. McClary, Amanda
10. Averett, Pamela	82. Everett, Melissa	154. Hubbard, Yvonne	226. McClary, Daniel
11. Baker, Gail	83. Feister, Faith	155. Hudson, Brenda	227. McClary, Geoffrey
12. Balton, David C.	84. Feister, Jared	156. Hudson, Valerie	228. McClary, Jennifer
13. Balton, David H.	85. Feister, Susan	157. Hughes, Caleb	229. McCullough, Kelly
14. Bartel, Jonathan	86. Figart, Andy	158. Hughes, Rachel	230. McCullough, Laura
15. Bartel, Sara	87. Figart, Kimberly	159. Hultstrand, Bette	231. McGinnis, James
16. Baumgardt, Kurt	88. Fisher, Dona	160. Hultstrand, Jerry	232. McGinnis, Katie
17. Beers, Kristina	89. Fisher, Herb	161. Hurst, Ashley	233. Mendez, Gladied
18. Beers, Pete	90. Flatley, Sue	162. Hurst, Carter	234. Michael, Eric
19. Benham, Sharon	91. Forry, Gary	163. Ile, Gary	235. Michael, Rita
20. Bird, Aubrey	92. Foster, Eric	164. Ile, Jan	236. Miller, Clifford
21. Bird, Jon	93. Foster, Kim	165. Irwin, Brian	237. Miller, Joyce
22. Blake, Lois	94. Franklin, David	166. Irwin, Duane	238. Miller, Scott
23. Bose, Randall	95. Frith, Jeremy	167. Irwin, Linda	239. Miller, Victoria
24. Bowman, Doris	96. Frith, Stacy	168. Irwin, Susan	240. Millet, Juan
25. Bradecich, Eli	97. Fritz, Anthony	169. Jacoby, Kim	241. Milliken, Dot
26. Bradecich, Kendra	98. Fritz, Jenny	170. Jacoby, Paul	242. Milliken, Frank
27. Breneman, Harry	99. Gackenbach, Andrew	171. Jasko, Jennifer	243. Mingora, Claudia
28. Breneman, LowAnn	100. Gackenbach, Rubia	172. Jasko, Timothy	244. Minnich, Anya
29. Breneman, Tom	101. Gehman, Loretta	173. Jones, Donna	245. Minnich, Christi
30. Broadley, Kerry	102. Gehman, Randy	174. Jones, Richard	246. Minnich, Kris
31. Broadley, Richard	103. Geibe, Arlene	175. Joost, Fred	247. Minnich, Liana
32. Brusstar, Kent	104. Geist, Jessica	176. Joost, Rosie	248. Minnich, Makayla
33. Brusstar, Mary	105. Geist, Mark	177. Jordan, Beth	249. Monroe, Brooke
34. Buchanan, Alex	106. Gibble, Angie	178. Jordan, Dennis	250. Monroe, Nick
35. Buchanan, Kaley	107. Gibble, Esther	179. Julian, Mike	251. Moore, Hannah
36. Buchanan, Kim	108. Gibble, Steve	180. Julian, Susan	252. Moore, Justin
37. Burchill, Joseph	109. Gibble Sr, William	181. Kabakjian, Brooke	253. Morris, Laura
38. Burchill, Joy	110. Gillespie, Adrienne	182. Kabakjian, Kevin	254. Motter, Douglas
39. Burget, Lori	111. Gillespie, Guy	183. Kelsner, Fran	255. Motter, Patricia
40. Burget, Mike	112. Glanzer, Austin	184. Killinger, Mike	256. Mudryk, Eileen
41. Buttolph, Fawnda	113. Glanzer, Liz	185. King, Bernt	257. Myers, Beverly
42. Buttolph, Martin	114. Gracia, Nancy	186. King, Ginger	258. Nelson, Janet
43. Calderon, Andrea	115. Graybill, Lorraine	187. King, Joe	259. Newswanger, Marianna
44. Calderon, Geraldo	116. Green, David	188. King, Jojo	260. Newswanger, Renae
45. Chaney, Regina	117. Grossman, Nancy	189. King, Kaeleigh	261. Newswanger, Ryan
46. Chieka, Odera	118. Grove, Chris	190. King, Nancy	262. Noyes, David
47. Child, Eleanor	119. Grove, Kaitlyn	191. Kirchner, Nancy	263. Noyes, Lori
48. Clark, Frank	120. Hafner, Sue	192. Kirchner III, Walter	264. Oswald, Dawn
49. Clark, Ruth	121. Hahn, Jennifer	193. Kline, Janet	265. Oswald, Gerald
50. Connell, Laura	122. Hahn, Mark	194. Kline, Tom	266. Oswald, Sherry
51. Connell, Noel	123. Hall, Jean	195. Knaub, Jeanette	267. Pace, Linda
52. Connell II, John	124. Hartsock, Audrey	196. Knaub, Jon	268. Pratt, Gil
53. Connell Sr, John	125. Hartsock, Matt	197. Kolb, Sarah	269. Pratt, Kathie
54. Cook, Bob	126. Hatch, Anita	198. Kramer, Kathy	270. Pripke, Ed
55. Cook, Sharon	127. Hatch, Kelvin	199. Kramer, Rich	271. Pripke, Linda
56. Coronado, Carlos	128. Heckman, Caleb	200. Kuria, Mbatia	272. Raymond, Kathy
57. Coronado, Patricia	129. Heffentrager, Chelsea	201. Landis, Herb	273. Reely, Caleb
58. Cranford, Faith	130. Heffentrager, Isaac	202. Lapham, Kimberly	274. Reely, Kali
59. Cranford, Scott	131. Heffner, Daureen	203. Lapham, Michael	275. Rider, Judy
60. Crow, Wayne	132. Herr, Eric	204. Law, Thomas	276. Ritchie, Mary
61. Danese, Jane	133. Herr, Melissa	205. Law, Vivien	277. Roller, Calvin
62. De Leonardis, Benjamin	134. Hess, Amilla	206. Lefever, Ripley	278. Roller, Susan
63. Deatrick, David	135. Hess, Bob	207. Lehman, Chris	279. Rosati, Becky
64. Deatrick, Susan	136. Hess, Joshua	208. Leonard, Judy	280. Rosati, Jake
65. Dunkle, Ronald	137. Hess, Nicole	209. Leonovich, Peggy	281. Rosati, Rick
66. Dutter, Minnie	138. Hilton, Jaime	210. Leonovich, Peter	282. Rosati, Sarah
67. Eaby, Bethany	139. Hilton, Ray	211. Light, Noah	283. Rupp, Marlin
68. Eaby, Jonathan	140. Hines, Carol	212. Litton, Kathy	284. Ryan, Deborah
69. Eberly, Joshua	141. Hochstetler, Doreen	213. Litton, Mark	285. Ryan, Timothy
70. Eberly, Julianna	142. Hoke, Shirley	214. Long, Michael	286. Rydbom, Brad
71. Eberts, Sandy	143. Holden, Beth	215. Lopez, Rebecca	287. Rydbom, Janae
72. Eckert, Eric	144. Holden, Mark	216. Lopez II, Wilson	288. Sahrhage, Donna

MEMBERSHIP

AS OF 07.02.25

289. Sahrhage, William	365. Webber, Joe
290. Sangrey, Bonnie	366. Wegman, Bob
291. Sangrey, Courtney	367. Wegman, Michelle
292. Sangrey, Gordon	368. Weiksner, Deanne
293. Sangrey, Robert	369. Weiksner, Jeffrey
294. Sangrey, Sue	370. Weiler, Skip
295. Sauve, Linda	371. Wenger, Debbie
296. Schappell, Joseph	372. Wentling, George
297. Schappell, Patricia	373. Wentling, Terryann
298. Schappell-Smith, Becca	374. West, Daniel
299. Schiavoni, Debra	375. West, Debbie
300. Schwartz, Grace	376. Westcott, Mary
301. Schwarz, Paul	377. Westcott, Ronald
302. Schwarz, Sophia	378. Williamson, Courtney
303. Sensenig, Betsy	379. Williamson, Dave
304. Sensenig, Dale	380. Wimberg, Norman
305. Sensenig, Geoff	381. Wood, Ruth
306. Sensenig, Iris	382. Woods, Becky
307. Shelly, Amy R.	383. Woods, Keith
308. Shelly, Dwight	384. Young, Elizabeth
309. Shenk, Harry	385. Zook, Andy
310. Shields, Allan	386. Zook, Elizabeth
311. Shields, Judy	
312. Shirk, Gloria	
313. Shirk, Harold	
314. Shoff, Amanda	
315. Shoff, Jonathan	
316. Siewert, John	
317. Siewert, Sandy	
318. Skaggs, Jesse	
319. Skaggs, Sara	
320. Slater, Charlene	
321. Slater, William	
322. Snyder, Catherine	
323. Snyder, Nathan	
324. Spade, Ken	
325. Spade, Ruthie	
326. Spotts, Kim	
327. Spotts, Tim	
328. Spriggs, Janet	
329. Spriggs, Wayne	
330. Stanley, Doris	
331. Stem, Mary	
332. Stem, Robert	
333. Stoltzfus, Cathy	
334. Stoltzfus, Cheryl	
335. Stoltzfus, Elvin	
336. Stoltzfus, Larry	
337. Stout, Bev	
338. Stout, Bill	
339. Talbot, Shirley	
340. Talbot, Walter	
341. Taylor, Erin	
342. Taylor, James	
343. Taylor, Ray	
344. Taylor, Wendy	
345. Tibbetts, Deanna	
346. Townsend, Perry	
347. Trein, Andrew	
348. Trein, Kelly Sangrey	
349. Trostle, Carole	
350. Trostle, Janice	
351. Trostle, Seth	
352. Tuckey, Peter	
353. Tuzi, Shirley	
354. Tyrrell, Marcia	
355. Tyrrell, Ronald	
356. Vrzheshch, Oleg	
357. Walter, Erik	
358. Walter, Ketrina	
359. Walters, Barry	
360. Walters, Jeri	
361. Weaver, Austin	
362. Weaver, Carissa	
363. Weaver, Dale	
364. Weaver, Ida	

MEMBERS PROMOTED TO HEAVEN

Gail Thompson - 12.29.24

Lou Danese - 12.30.24

Judy Rupp - 05.02.25

Ruth Kaspar - 08.26.25

REPORT OF THE NOMINATING COMMITTEE

THE FOLLOWING ARE PLACED INTO NOMINATION:

CHURCH LEADERSHIP TEAM (3 YR TERM)

Pete Beers, Elder

Spouse - Kristina

Member since 2013

Qualifications - Beyond attending LAC regularly for over a decade, Pete has been vested in the ministry of LAC for several years. Examples include serving as a teacher in our Core Life Conversations, as well as engaging with LAC Men on Wednesday evenings. Pete continues to not only demonstrate the transformation of Jesus in his own life but also in the lives around him.

Newly elected



LAC OFFICER (3 YR TERM)

Jeff Weiksner, Assistant Treasurer

Single

Member since 2024

Qualifications - While newer to LAC, Jeff has been a follower of Jesus for many years. His time at LAC has included intentional steps to deepen his relationship with Jesus through LAC Men on Wednesday evenings. Jeff's skill set and desire to serve is a blessing to LAC.

Newly elected



LIAISON TO THE CHURCH LEADERSHIP TEAM (3 YR TERM)

Christi Minnich

Spouse - Kris

Member since 2022

Qualifications - Christi has engaged regularly in Core Life Conversations and is deeply vested in the lives of several LAC young adults. Christi continues to not only demonstrate a transformed life by Jesus, but to call others to the same.

Newly elected



NOMINATING COMMITTEE (3 YR TERM)

Loretta Gehman

Spouse - Randy

Member since 1991

Qualifications - Loretta meets the qualifications in our Bylaws, and has served faithfully for several years with distinction in this role.

Up for re-election



REPORT OF THE NOMINATING COMMITTEE

DEACONS (2 YR TERM)

The following candidates meet the qualifications according to our by-laws to serve as one of our deacons. We are excited for the diversity of experience as well as the commitment to serving that each of these candidates bring.

Josh Eberly

Spouse - Julie

Member since 2023

Newly elected



Rick Jones

Wife - Donna

Member since 1991

Newly elected



Cliff Miller

Wife - Joyce

Member since 2008

Up for re-election



Dale Weaver

Wife - Ida

Member since 2018

Up for re-election



TRUSTEES (2 YR TERM)

The following candidates meet the qualifications according to our by-laws to serve as one of our trustees. We are excited for the diversity of experience as well as the commitment to serving that each of these candidates bring.

Martin Buttolph

Wife - Fawnda

Member since 2023

Newly elected



James Everett

Wife - Melissa

Member since 2024

Newly elected



REPORT OF THE NOMINATING COMMITTEE

TRUSTEES (2 YR TERM) [CONTINUED]

Geoff McClary

Wife - Amanda

Member since 2025

Newly elected



Brad Rydbom

Wife - Janae

Member since 2023

Newly elected



Keith Woods

Wife - Becky

Member since 2018

Up for re-election



NOMINATING COMMITTEE

Lois Blake

Loretta Gehman

Nancy Grossman

Bernt King

Frank Milliken

PROPOSED CHURCH BUDGET 2025-2026

BUDGET SUMMARY

	2025-2026 Budget	% Change
Administration	\$ 221,104	
Ministry Line Items	\$ 94,505	
Biblical Teaching	\$ 4,211	
Congregational Care	\$ 4,975	
Global & Local Outreach	\$ 14,350	
Relational Connection	\$ 11,379	
Leadership Development	\$ 7,850	
* Generosity Initiative Consultant	\$ 35,985	
Worship	\$ 15,755	
District Operating Fund	\$ 54,444	
Staff Compensation	\$ 779,947	
Total Budget	\$ 1,150,000	3%
Anticipated Interest Income	\$ 14,000	
Budgeted Contributions Needed	\$ 1,136,000	3%
Weekly Contributions	\$ 21,846	3%

** The Generosity Initiative Consultant reflects a multiple year plan to review and update the ways in which we address stewardship to be better aligned with being present and surrendered to Jesus. This initiative culminates in a capital campaign to address our facility as we look to be increasingly others focused as Jesus leads us.*

NOTES



LEADING PEOPLE
TO JESUS
AND HIS
LIFE-TRANSFORMING
WORK LOCALLY
AND AROUND
THE WORLD