LANCASTER
ALLIANCE CHURCH

ANNUAL REPORT 2025-2026

present

surrendered

others focused

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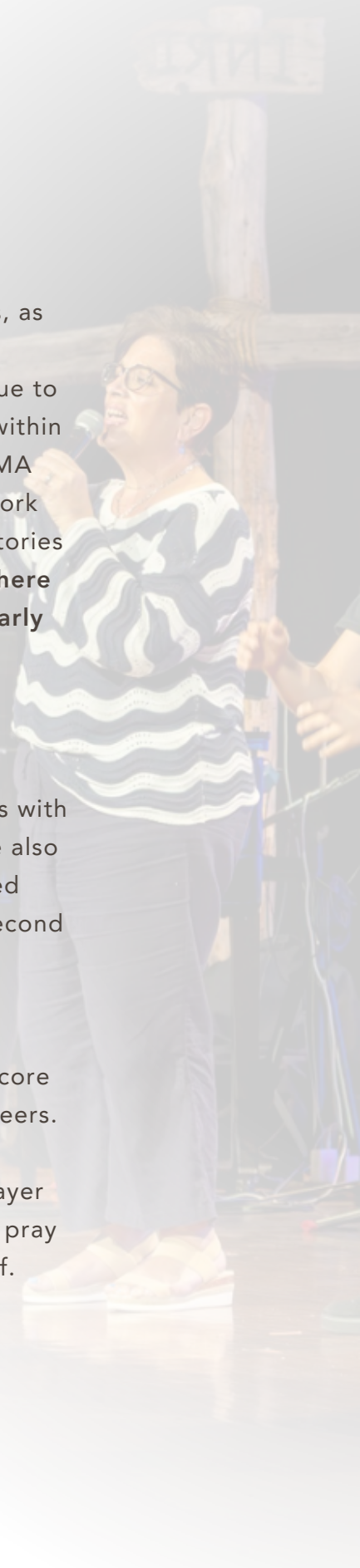
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CHURCH LEADERSHIP TEAM [CLT]



Dear LAC family,

This has been a grounding year for LAC. We continue to celebrate positive trends in our weekend services, new members, and baptisms, as well as further developing our approach to disciple making across generations. Family engagement had a slight increase and we continue to see movement in increased support for the Great Commission work within the C&MA. Examples include our support for Josh and Rachel as CAMA workers on home assignment as well as further exploring a partner work with aXcess workers in Bosnia and Herzegovina. All of the previous stories are encouraging, but the most promising metrics are less tangible. **There is a growing sense that the Gospel message is being spoken regularly in both formal and informal settings, which is a clear marker of a community that seeks to "lead people to Jesus and His life-transforming work."**

This year has had its challenges as well. We have walked paths of loss with the passing of dear family and friends including 5 members. We have also been stretched in our various staffing transitions as we have navigated significant retirements as well as unexpected dips in giving for the second year. We thank the Lord for His provision for His people as we are currently projected to finish the year in the black.

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,

Rev. Randy Gehman, *Vice Chairman*
Rev. Dr. W. Bernt King, *Lead Pastor*

OUR MISSION & CORE VALUES

Lancaster Alliance Church (LAC) seeks to fulfill its mission – ***leading people to Jesus and His life-transforming work locally and around the world.***

Jesus's invitation to all believers is simple yet profound: "Follow me." That call is what LAC's disciple-making process is built around – the Core Life Pathway.

We celebrate that 67 people engaged in their spiritual growth this year!

A disciple is someone who is following Jesus (by staying present with Him), being changed by Him (through surrender to Him), and committed to His mission (by staying others focused as He leads). That's lived out through our Core Values:



> ***My identity*** *is not in who people say that I am, but* ***who Jesus says I am.***
>
> *- David*

OUR MISSION & CORE VALUES

DEFINITION	CORE VALUE
Following Jesus staying close to Jesus	**Present with Jesus** the practice that makes it real
Being changed by Him Jesus' transformation, not our effort	**Surrendered to Him** the ongoing posture that allows change
Committed to His mission Jesus' heart for others to become His disciples	**Others focused as He leads** following Jesus' lead to move toward people

The goal of the Core Life Pathway is transformation — experienced uniquely as each person responds to the work of the Holy Spirit around specific areas of need, growth, and healing. Jesus changes us and then puts us in motion to share the Gospel as ministers to others in ways only we can. LAC desires that all those who are part of the LAC Community become mature, mission-focused disciples who understand the gospel and integrate it into every aspect of their lives — sharing Jesus as our Savior, Sanctifier, Healer, and coming King!

PASTORAL REVIEW

A year of *learning* to measure *what matters.*

This year, someone at LAC made the decision to follow Jesus for the first time. **His name is Cohen,** and while he's the only person we can point to by name this year, several more are in active, ongoing conversations about that same decision — conversations we're praying will bear the same fruit. We also asked two people preparing for baptism to wait a little longer, not because they weren't welcome, but because we wanted them to be sure of what they were stepping into. Both moments — one person saying yes, two others being asked to wait — are what it looks like to lead people to Jesus and His life-transforming work, **one story at a time**.

It has been my privilege to serve as LAC's Lead Pastor for the past six years, and this has been a year I look back on with real gratitude. Sunday mornings are fuller than they were a year ago — our **average attendance grew to 538** — and giving is ahead of where it stood at this point last year. Discipleship has taken root more broadly than ever: what began last year as a group carried mostly by men now includes **35 men and 32 women meeting regularly**, and our students in **grades 5–12 are engaging** at a rate we haven't seen before.

This is also the first year we've measured ourselves fully against the core values the Church Leadership Team approved in 2025 — **present, surrendered, others focused** — and building the tools to measure something as personal as spiritual transformation honestly hasn't been easy. Building new instruments to track something as personal as spiritual growth does not happen cleanly in one season, and this report says so plainly where the data fell short. What the year also shows is a church where the numbers

67	60	538
Core Life Pathway Participants	Families Engaged	Average Sunday Attendance

keep pointing back to real people: a first-time believer, two people asked to wait for baptism, a room full of new discipleship groups, and **family engagement number that held its ground through a year of change.**

Four stories shape the year

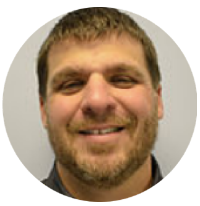
01	**Participation: Being Present with Jesus**	Discipleship widened across men, women, students, and families.
02	**Transformation: Surrendered to Jesus**	Choosing depth, care, and honest measurement in addition to easy counts.
03	**Mission: Others Focused as Jesus Leads**	Hospitality and service grew, while Great Commission giving softened.
04	**Engagement: Sunday Attendance, Giving & Membership**	Attendance and giving rose as formal membership declined.

With gratitude,
Rev. Dr. W. Bernt King, *Lead Pastor*, and the Pastoral Team

LAC Pastoral Team



Rev. Dr. Bernt King
Lead Pastor



Rev. Rick Rosati
Family Engagement & Student Ministries Pastor



Ray Taylor
Connections & Worship Ministries Pastor



Dan McClary
Discipleship & Outreach Pastor



David Franklin
Church Administrator



Anita Hatch
Care Director & Communications



Bill Cliff
Next Gen Director



Vicky Miller
Preschool Coordinator

Participation

BEING PRESENT WITH JESUS

Discipleship is becoming a *shared rhythm* across *generations.*

35	32	45	27
Men Engaged	Women Engaged	Grades 5-12 Students Engaged	Families Engaged

The clearest sign of momentum this year is how far discipleship reached beyond where it started. Last year's Core Life Pathway [CLP] launch was carried almost entirely by men: 44 participants, most of them men. This year, **35 men and 32 women are actively engaged** across Spring Wednesday nights and CLP gatherings.

Next Gen also retooled its Wednesday programming so students in grades 5–12 could share the same weekly rhythm of discipleship. Early results are encouraging: **45 students from 27 families are now engaged,** up from 28 students and 26 families last year. Much of that growth came as younger students aged into the pathway.

METRIC	GOAL	OUTCOME	STATUS
Core Life Pathway Engagement [CLP]	65 people engaged 2x/month, September through Easter	**67 of 98 individual attenders**	ACHIEVED
Family Engagement	Sustain prior-year level	**60 families engaged**	ACHIEVED

Discipleship at LAC is no longer one age group's initiative – it spans men, women, and a rising generation of students, which is the kind of **broad-based "present with Jesus" disciple-making culture** we desire.

Engaging with Next Gen and their families.





> ***Discipleship at LAC*** *is no longer one age group's initiative – it spans men, women, and a* ***rising generation of students.***









Transformation

SURRENDERED TO JESUS

We celebrate *deeper transformation.*

1	6
Conversion	Baptisms

Cohen's decision to follow Jesus is a story we celebrate! His story of surrendering to Jesus in a personal relationship, alongside several ongoing conversations with people weighing the same decision, represents LAC's documented conversion growth. In addition to conversion growth, baptism told a similar story of care over data. **Six people were baptized** – 3 in the fall and 3 in the spring – but two candidates were gently asked to wait in order to more clearly articulate what baptism means to a disciple of Jesus. And when the team tried to **measure deeper transformation** – Core Life Pathway participants demonstrated growth in specific, observable ways – the data simply wasn't reliable enough to trust.



While we did not see levels we prayed for regarding surrender, every metric also tells a story of a church choosing depth over volume. One conversion held up rather than glossed over, several baptism candidates asked to wait rather than rushed forward, and an honest admission that measuring transformation takes better tools than the church has built yet. This year's outcome was about building a better baseline, not hitting the mark.



*I want to show others that **Jesus offers grace** to everyone who thinks their way is better, and to show that **we can never outrun His love.***

- Seth

*The giving sermon series has revealed areas where I am **struggling to trust and surrender to Jesus** as it plays out in my marriage.*







Mission

OTHERS FOCUSED AS JESUS LEADS

We celebrate *living on mission.*

35+	17+	8
Used Disciple-making Tools	Invited Someone to CLP	In CLP Guide Training

When we asked Core Life Pathway [CLP] participants how they had represented Jesus to others this year, the answers were concrete. A 20+ year old participant met with a co-worker, listened to their story, and shared boldly that Jesus loves them and desires a relationship with them, a picture of what it means to live on mission. More than half of participants, **over 35 people, describe using LAC's disciple-making tools** with someone outside the church, and over one quarter have invited someone else in. Eight more people have completed or are exploring CLP Guide training, and LAC's **care ministry welcomed two new volunteers** even as it said goodbye to Pastor Joe Burchill in retirement.

LAC also affirmed this year that **our building itself is part of our hospitality**, a **purposeful tool for welcoming our community** – meeting with Servant Stage Company casts, sharing our availability and inviting them into conversation – alongside the individuals who invite others into spiritual conversations. More on that later in this report.



Being others focused as Jesus leads also reaches beyond our neighborhood. **Giving to the Great Commission Fund**, which supports Alliance work around the world, totaled $138,277 through April, down $31,948 from $170,225 last year, even though we promoted it the same way. We name that plainly and we want to invite LAC back into outward-facing generosity, because giving is what makes global partnership possible.

Global partnership is a strategic priority for LAC, rooted in Jesus's command in Matthew 28:18-20. In July 2026, a team from LAC took a Vision Trip to discern our next global partner. Our existing partnership with Josh and Rachel is through CAMA Services (Compassion & Mercy Associates), the Alliance's relief and development ministry. A new partner would be through aXcess, which multiplies networks of faith communities among the least-reached of the world. On the trip, the team observed, listened, served, and evaluated each opportunity through three lenses:

- Missional: Is it aligned missionally?
- Multi-generational: Can people of any age or family situation serve?
- Mutually beneficial: Can we both give to their work and learn from them?

The team unanimously recommended Bosnia and Herzegovina, where the work spans multiple locations in partnership with local church networks. As with Josh and Rachel, this partnership would mean deeper engagement: designated Great Commission Fund giving, sending teams, regular communication, mutual prayer, and hosting our partners when possible.









Engagement in Attendance, Giving, Membership

GREATER ENGAGEMENT

We celebrate God's *faithfulness & provision* through His people!

538	+$23K	-20
Average Attendance	LAC Impact Fund Giving YTD	Net Membership

Sunday mornings at LAC are fuller and more generous than a year ago – **average attendance climbed to 538, family engagement increased to 60,** and **total giving is beyond $23K** over the same period last year. At the same time, membership moved the opposite direction – **366 active members** as of May 30th, down 20 from 386 at last year's Annual Meeting. Thirteen individuals joined the LAC membership; five members passed away; 28 disengaged, moved or were removed from the membership list. **More people are in the room** but fewer are moving toward the commitment of membership.

We celebrate that attendance and generosity are trending positive, which is cause for thanks – but a shrinking membership, even alongside a fuller room, is worth reflecting on. Formal commitment and casual attendance are telling two different stories that provide an opportunity to better understand why. We desire for all LACers to grow as a disciple of Jesus and live on mission.












C HALL
GYM/KITCHEN
RESTROOM





The Next Season

LOOKING AHEAD TO 2026-2027

... more than 4 years *praying* and *researching*

As you read this report, we hope you see God at work in our efforts to be present with Jesus and surrendered to Him. Participation in the CLP has grown, and families remain engaged. We also saw signs of transformation, though fewer conversions and baptisms than we prayed for. In the year ahead, we intend to stay the course and to see more people come to faith and be baptized.

This year we also turned to a further question: **how can LAC, as a corporate community, be others focused as He leads?** Part of the answer is our legacy. As part of the Christian and Missionary Alliance, we have always supported international workers, and we will continue to, as we pursue "all of Jesus for all the world." At the same time, we need to address how LAC represents Jesus in our own community. The CLT and pastoral staff have spent more than four years praying and researching what that looks like in Lancaster, and what follows is where that work has led.

MOVING TOWARD HOSPITALITY

For several years, LAC hosted the Dementia Conference. We did not plan or govern it; our posture was simply to serve and to share the good news of Jesus as opportunities arose in one-on-one conversations. Multiple volunteers recounted key moments, and the most common one began with **a guest asking, "What kind of church is this?"** Volunteers were delighted to answer: "LAC is a community of people that are about Jesus and His life-transforming work locally and around the world. We are here to be present with Him, surrendered to Him, others focused as He leads."

That posture is not entirely new to us. Many who have joined LAC over the last 15 years name relational hospitality as what first drew them. Today we host a polling place during elections, and we have been invited to share the Gospel with Servant Stage casts, where volunteers have also served to represent Jesus well.

As we explored our community's needs, we sensed a need for day camp options when school is out, and for event and conference space. One of the main catalysts was the example of our international partners who use their facility for ministry. Meeting these needs with **intentional, Gospel-focused hospitality** gives us time and space to testify to the Gospel in the lives of the people we host.

In short, our surrounding community needs to be seen and served in this way, and these opportunities are expanding. We sense God calling us to deepen our investment and commitment to this area. The sections that follow show what that looks like: what the CLT has affirmed about hospitality and our building, what we learned from Camp Connect and what comes next, and a year-end project that supports it.

OUR THEOLOGY OF HOSPITALITY

The CLT has actively developed a theology of hospitality rooted in Scripture:

- **God as the Gracious Host**: In the New Testament, hospitality begins with God welcoming sinners into His family through Christ, making them members of His household *(Ephesians 2:12–19; Romans 5:8–10)* and inviting them to His table *(Luke 22:14–20; Revelation 19:6–9)*.
- **Our Call to Welcome**: Because believers have received this welcome, we are commanded to extend generous hospitality to others—especially the marginalized and vulnerable (Luke 10:25–37; Matthew 25:35–40; Luke 14:12–14; Hebrews 13:2).
- **Living it Out:** The early church embodied this by opening their homes for worship and meals (Acts 2:42–47), supporting traveling workers (3 John 5–8), and practicing hospitality without grumbling (Romans 12:13; 1 Peter 4:9).

Based on these principles, the CLT affirms the following guidelines for facility stewardship:

1. We affirm that our church building is a strategic expression of hospitality to our community and a purposeful tool for ministry.
2. Because we acknowledge our primary mission to lead people to Jesus and His life-transforming work, it is also our intention to provide the resource of our facilities to community-based groups and organizations seeking to improve, support, encourage, and enrich the lives of others in and around our community as a starting point for Gospel-driven hospitality.
3. We affirm the external use of our facility can be a limiting factor for the health of the church. We thus reserve the right to refuse any group that compromises our mission/vision.

4. We recognize that stewarding our facility for community use involves both capital investments and ongoing operational costs.
5. We affirm that while certain costs may be recovered at the discretion of the pastoral staff, facility use will not be approached as a profit-generating activity.
6. We believe our people fulfill the law of Christ by serving and engaging those who use our facility, recognizing that every hospitable interaction is an opportunity to bear witness to the transforming work of Jesus.

TWO STRATEGIC CHANGES

This year, we are introducing two key changes: a **reformatted Camp Connect** – budgeted within our 2026-27 ministry plan – and a separate Year-End Hospitality Project.

1. Camp Connect

Since 2013, Camp Connect has been our outreach to children and families. Annual attendance grew into the hundreds by 2019, but subsequent analysis found that no new unchurched families were attending LAC as a result. Children from outside our community came, but the outreach we had prayed and worked toward did not follow. Over the next three years we adjusted our approach but results remained unchanged.

Through prayer and discernment, we believe the Lord led us to step away from the current model and toward a need we saw in our community: affordable summer day camp options for children. Beginning in **summer 2027, Camp Connect will become an eight-week summer camp** designed to:

- Meet a perceived community need through Gospel-driven hospitality.
- Build consistent long-term relationships with unchurched families.
- Provide a safe, high-quality, Gospel-centered learning environment, capped at 70 students per week (June 21 to August 13).

What this changes operationally:

- **Budget:** The estimated revenue and expense budget of $123,900 is included in the 2026-27 ministry plan. Managing something this size will take more staff time.
- **Funding**: Some staffing and facility costs are not included in the cost per camper. Once we can demonstrate what they are, we will pursue funding such as grants, and only funding that does not compromise our mission as a church.
- **Facility use**: External group bookings will be limited during camp weeks to ensure camper safety.

TWO STRATEGIC CHANGES *[continued]*

2. Year-End Hospitality Project 2026

To live out Gospel-driven hospitality, we are proposing a **$137,500 Year-End Hospitality Project** as **an initial investment in our building and programs**, ahead of a larger facility project likely in early 2028. This initial investment would fund:

AREA	ITEMS	PROJECTED AMOUNT ($)
Facility Updates	Updated lighting in kids' spaces, renovations for better space utiilization, renovations for nursing/family room	$48,500
Lower Level Air Quality	Air quality and air conditioning improvements for Lower Level rooms	$17,250
Event Space Replacements	New sanctuary lighting board, microphone improvements, touchless faucets	$16,621
Next Gen Activities	On-site activities for Camp Connect and year-round programming, including an inflatable obstacle course, laser tag, archery tag, and Skee Ball	$16,500
Next Gen Environmental Upgrades	Cabinets, storage, tables, and furniture for Camp Connect and year-round programming	$10,350
Technology and Communication Enhancements	Computers and TVs in Lower Level and nursery rooms, digital kiosks, and streaming in the nursery	$10,200
Safety and Security Installations	Additional cameras	$5,579
PROJECT COST BEFORE GCF GIFT		**$125,000**
Great Commission Fund Contribution	10% of project cost before the gift	$12,500
PROJECTED GRAND TOTAL		**$137,500**

DEACONS & TRUSTEES

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:

- LAC families
- local food bank Conestoga Valley Christian Community Services [CVCCS]
- oil changes for single women
- gift cards for widows

We are grateful for the financial contributions from within the LAC community to be others focused as Jesus leads and for our Deacons who manage those funds in caring for our church body.

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 and cared for:

- landscaping & mulching
- pressure washing tables & chairs
- property cleanup after numerous storms
- ministry house maintenance
- preventative HVAC maintenance

We are grateful for each Trustee and their skilled care of our facilities.

MINISTRY GROUPS

CARE

Congregational Care at LAC covers six areas: crisis, chronic, counseling, hospitality, shepherding, and financial care. Our desire is to help people in the LAC community care for others with their God-given gifts as Jesus leads. We are grateful for the more than 25 people who serve in this ministry of compassion.

DEACONESSES

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 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:

- Core Life Groups
- Bible studies
- Encouragers
- Minis and Me
- Alliance Women
- Page Turners
- Prayer Groups
- Saturday morning monthly breakfasts
- Women's Retreat

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 disciple-making culture** of men who are growing spiritually, being equipped for ministry, sharing their faith, and leading in their home, workplace, and community through disciple-making gatherings, service, and connection opportunities such as:

- Wednesday evening Core Life Groups - discipleship conversations
- Bible studies
- Saturday morning monthly breakfasts
- Oil Change for single women & widows

PRIMETIMERS

Primetimers is for mature adults and retirees who 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 within the LAC community.

We are grateful to the leadership and planning team who continue to serve in light of Pastor Joe's retirement.

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**; and for outreach to those who do not have a home church.

YOUNG ADULTS

We believe **Jesus wants to transform the lives of LAC's Young Adults** (ages 18–30). Our Young Adults ministry is a place to belong, build meaningful friendships, and be part of what Jesus is doing in and through us. Last fall, we welcomed new Lancaster Bible College freshmen looking for a Gospel-focused community away from home.

OFFICE HOLDERS

CHURCH LEADERSHIP TEAM [CLT]

The elected Church Leadership Team is the governing body of our church, composed of seven people. Those seven are the Lead Pastor, four elders elected from the membership, and two 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 five 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.

ELDERS

- Chairman – Bernt King
- Vice Chairman – Randy Gehman
- Mort Averett
- Pete Beers
- Kelly McCullough



Pastor Bear



Randy Gehman



Mort Averett

CONGREGATIONAL LIAISONS



Christi Minnich



Kimberly Lapham
Secretary



Pete Beers



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.

2025-2026 Elected Financial Officers

- Treasurer – Kaitlyn Grove
- Assistant Treasurer – Jeff Weiksner

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.

2025-2026 Elected Deacons

- Chairman – Mike Long
- Wally Calderon
- Josh Eberly
- Ben Eisemann
- Guy Gillespie
- Rick Jones
- Cliff Miller
- Jim Taylor
- 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.

2025-2026 Elected Trustees

- Eric Eckert, Chairman
- Martin Buttolph
- James Everett
- Carter Hurst
- Geoff McClary
- Justin Moore
- Brad Rydbom
- 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.

2025-2026 Elected Nominating Committee

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

MINISTRY LEADERS

DEACONESSES

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 appointed by the Church Leadership Team.

2025-2026 Appointed Deaconesses

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

APPOINTED MINISTRY LEADERS

We are grateful for the **more than 100 ministry leaders,** approved by the Church Leadership Team upon recommendation from the pastoral team and ministry directors, who serve in roles across LAC – as Elder Affiliates, Care Team, Core Life Pathway Guides, Deaconesses, Encouragers – Widows Fellowship, Finance Committee, Guest Services Leads, LAC Women, Librarian, Life Conversation Leaders, Next Gen Ministry (PreK, K-4, 5-12), Outreach Team, Prayer, Primetimers, Pro+, and Worship Council. Together they reflect the body of Christ described in 1 Corinthians 12: many parts, each needed, working as one.

BUSINESS

Our **core values shape** how we do **ministry.**

AGENDA FOR ANNUAL MEETING OF THE MEMBERSHIP

OCTOBER 18, 2026 | 4:30 PM

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 2026-2027
  - i. Nominating Committee Report
  - ii. Explanation of the Ballot / Election Process
  - iii. Vote for Elected Positions
- C. Financial Reports
- D. Mission & Vision Presentation
- E. 2026-2027 Ministry Plan Presentation
- F. Vote to Approve the 2026-2027 Ministry Plan [Budget]
- G. 2026 End-of-Year Hospitality Project Presentation
- H. Vote to Approve the 2026-2027 End-of-Year Hospitality Project

V. Season of Prayer for Celebration, Wisdom, and Commitment to Future Ministry

VI. Report on Voting Results for Election of New Leaders, Ministry Plan, and End-of-Year Project

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

MEMBERSHIP

As of 09.30.26

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

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292. Shields, Judy
293. Shirk, Gloria
294. Shirk, Harold
295. Shoff, Amanda
296. Shoff, Jonathan
297. Siewert, John
298. Siewert, Sandy
299. Skaggs, Jesse
300. Skaggs, Sara
301. Slater, Charlene
302. Slater, William
303. Smoker, Colton
304. Smoker, Julianne
305. Snyder, Nathan
306. Spade, Ken
307. Spade, Ruthie
308. Spotts, Kim
309. Spotts, Tim
310. Stoltzfus, Cathy
311. Stoltzfus, Cheryl
312. Stoltzfus, Elvin
313. Stoltzfus, Larry
314. Stout, Bev
315. Stout, Bill
316. Sullenberger, Wendy
317. Talbot, Shirley
318. Taylor, Erin
319. Taylor, James
320. Taylor, Ray
321. Taylor, Wendy
322. Tibbetts, Deanna
323. Townsend, Perry
324. Trein, Andrew
325. Trein, Kelly
326. Trostle, Carole
327. Trostle, Seth
328. Tuckey, Peter
329. Tyrrell, Marcia
330. Tyrrell, Ronald
331. Volpi, Robin
332. Vrzheshch, Oleg
333. Walter, Erik
334. Walter, Ketrina
335. Walters, Barry
336. Walters, Jeri
337. Weaver, Austin
338. Weaver, Carissa
339. Weaver, Dale
340. Weaver, Ida
341. Webber, Joe
342. Wegman, Bob
343. Weiksner, Deanne
344. Weiksner, Jeffrey
345. Weiler, Skip
346. Wenger, Debbie
347. Wentling, George
348. Wentling, Terryann
349. Westcott, Mary
350. Williamson, Courtney
351. Williamson, Dave
352. Wimberg, Norman
353. Wood, Ruth
354. Woods, Becky
355. Woods, Keith
356. Zook, Andy
357. Zook, Elizabeth

MEMBERS PROMOTED TO HEAVEN

Janice Trostle - 12.25.25
Ronald Westcott - 01.22.26
John Evans - 05.06.26
Walter Talbot - 05.20.26
Ronald Dunkle - 05.20.26

2025 ANNUAL MEETING OF THE MEMBERSHIP MINUTES

OCTOBER 19, 2025 – 6:30 PM

1. Welcome & Call to Order: Meeting opened [06:35 pm] with the reading of the Word (1 Corinthians 1:10) and prayer.

2. Appointment of Tellers: David Franklin, Bill Sahrhage, Donna Sahrhage, Jerry Hulstrand, Lori Bergot, Sarah Kolb

3. Determination of a Quorum: In accordance with the Lancaster Alliance Church By-Laws, a quorum is determined by 25% of the membership in attendance. With 386 active members on the membership list, 97 members were needed for a quorum. A quorum was present with 101 members in attendance on-site and 53 members in attendance online. There were 4 non-members in attendance on-site.

4. Legislative Proceedings:

A. **Minutes from 2023-2024 Annual Meeting:** The Minutes from 2024 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. To note: the 2024 Minutes were provided if requested to the membership for their review following approval and also included in the 2024-2025 Annual Report.

B. **Elections for 2024-2025:**

i. Nominating Committee Report

The Nominating Committee Report was presented as detailed below.

Position	Name(s)	Term Length	Term Years
CLT Elder	Pete Beers	3 years	1/1/2026 – 12/31/2028
LAC Officer Asst. Treasurer	Jeff Weiksner	3 years	1/1/2026 – 12/31/2028
CLT Liaison	Christi Minnich	3 years	1/1/2026 – 12/31/2028
Nominating Committee	Loretta Gehman*	3 years	1/1/2025 – 12/31/2028
Deacons (4)	Josh Eberly, Rick Jones, Cliff Miller*, Dale Weaver*	2 years	1/1/2026 – 12/31/2027
Trustees (5)	Martin Buttolph, James Everett, Geoff McClary, Brad Rydbom, Keith Woods*	2 years	1/1/2026 – 12/31/2027

* signifies incumbent eligible for another term

No additional names were given for nomination. A motion was made and seconded to proscribe ballots for the election. The motion carried. The vote was unanimous. A motion was made and seconded to approve all the candidates as recommended by the Nominating Committee. The motion was carried. The vote was unanimous.

ii. Explanation of Ballots: Tabled.

iii. Casting of Ballots: Tabled.

C. **Financial Reports:** The Treasurer presented the financial report. The 2024 finances were reviewed by an independent accounting firm and deemed in good standing. The Assistant Treasurer report is a detailed analysis of contributions. The statement of financial position highlighted different vehicles of assets which include liquid cash, investments through CD's and other conservative funding representing 3 months of operating expenses, capital

CONTINUED

improvement investments, and reserves for designated funds. FY2025 ended with a slight deficit but due to historical generosity, the budget was balanced with available reserves. The use of the reserves was part of the budget process from 2024. It was expected that up to $15K of reserves would be used; only $9,098 was needed.

D. **Mission & Vision Presentation:** The Pastor presented our purpose which is to lead people to Jesus in his life transforming work locally and around the world. About a year ago, clarity around the work of Jesus and discipleship was rolled out through describing being present with Jesus, surrendered to Jesus, and others focused as Jesus leads. What is next?

- Hospitality. Outreach opportunities to show hospitality to those looking for space and hold Gospel focused conversations with those who do not know Jesus. This would require facility upgrades not for our own comfort but to position the facility for hosting community opportunities.
- Pastor Joe's retirement plan. By spring Anita Hatch will be moving into the position of Care Ministry. David Franklin was announced as Church Administrator to fill the executive duties needed.

E. **Presentation of 2025-2026 Budget:** An explanation was presented around the rationale and budgeting process. The process begins with the finance team providing a reasonable projection for a starting point. However, currently the giving units are not pacing growth. This challenge led to a consultation with Generis, a consulting organization specializing in generosity and giving. The CLT working with the lead pastor and the finance committee recommended a 3% increase.

A motion was made and seconded to receive the 2025-2026 Budget. Motion carried. Questions and discussion followed.

F. **Vote to Approve the 2025-2026 Budget**: A motion was made and seconded to approve the 2025-2026 Budget. Motion carried. The vote was unanimous.

5. Season of Prayer for Celebration, and Wisdom, and Commitment to Future Ministry: Time was designated to pray in small groups over continued guidance in the following areas of focus:

- Discipleship
- Family Engagement
- Hospitality as a service to the community
- Continued steps toward Pastor Joe's retirement plan

6. Report on Voting Results for Election of New Leaders and Budget: Since no ballots were required because open voting was used for actions taken on these items, reporting on the voting results was not necessary.

7. 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: A motion was made and seconded to accept all reports presented and commit the meeting Minutes to the Church Leadership Team for review, edit, and adoption with subsequent posting. The motion carried. The vote was unanimous.

8. Conclusion: A public statement was made in reference to the intentional efforts being made around the safety of people while in the church building. A practical exit strategy was described and practiced.
A motion was made and seconded to adjourn the meeting. The motion was carried with unanimous approval. The meeting was adjourned. [07:38 pm]

Respectfully Submitted,
Kimberly Lapham, CLT Secretary

REPORT OF THE NOMINATING COMMITTEE

THE FOLLOWING ARE PLACED INTO NOMINATION

CHURCH LEADERSHIP TEAM (3 YR TERM | EXPIRES 12/31/29)



Randy Gehman, *Elder*
Wife - Loretta
Member since 1977
Qualifications - Randy has been deeply vested in the ministry of LAC for many years. From serving as one of the pastoral staff for a season, to continuing to serve with distinction as a teacher and mentor, Randy continues to not only demonstrate the transformation of Jesus in his own life but also in the lives around him.
Up for re-election



Kelly McCullough, *Elder*
Wife - Laura
Member since 2016
Qualifications - Kelly is completing his first term as an Elder on our CLT. He has further served the LAC community by completing two terms as a Deacon, and currently as a guide in our discipleship initiative–Core Life Pathway. Their two children, Ricardo and Sloane, are currently a part of our Next Gen ministry. Kelly continues to not only demonstrate the transformation of Jesus in his own life but also in the lives around him.
Up for re-election

NOMINATING COMMITTEE (3 YR TERM | EXPIRES 12/31/29)



Chris Grove
Spouse - Kaitlyn
Member since 2022
Qualifications - Chris has been attending LAC for six years. Chris currently serves by leading our new member gathering. He also serves on the Sunday tech team and has been a part of men's ministry leadership at LAC in the past. Chris and Kaitlyn have two boys, Nathaniel and Josiah, who are a part of our Next Gen ministry.
Newly elected

DEACONS (2 YR TERM | EXPIRES 12/31/28)

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.

Wally Calderon
Wife - Andrea
Member since 2016
Up for re-election



Ben Eisemann
Wife - Cara
Member since 2008
Up for re-election



Guy Gillespie
Wife - Adrienne
Member since 2016
Up for re-election



Mike Long
Member since 2018
Up for re-election



TRUSTEES (2 YR TERM | EXPIRES 12/31/28)

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.

Eric Eckert
Member since 2015
Up for re-election



Carter Hurst
Wife - Ashley
Member since 2023
Up for re-election



TRUSTEES [CONTINUED]

Brad Rydbom
Wife - Janae
Member since 2023
Up for re-election



Harold Shirk
Wife - Gloria
Member since 2022
Up for re-election



NOMINATING COMMITTEE

Lois Blake
Loretta Gehman
Nancy Grossman
Bernt King
Frank Milliken

PROPOSED
2026-2027 MINISTRY PLAN

	2026-2027 Budget
Expenses:	
Ministry Line Items*	
Biblical Teaching	29,350
Congregational Care	66,714
Global & Local Outreach	57,150
Camp Connect (see Annual Report for Camp Connect Vision)	123,836
Relational Connection	25 600
Leadership Development	13,816
Worship	16,550
Administration Line Items:	
District Operating Fund	55,438
Facility Costs: Maintenance, Utilities, Supplies & Services	190,545
Staff Compensation & Benefits*	763,584
Other Administration Supplies & Services	86,690
Total Expense Budget	**$ 1,429,273**
Revenue:	
Anticipated Interest Income	12,770
Anticipated Camp Connect Registrations	123,900
Anticipated Ministry Receipts	40,250
Anticipated Facility Use Receipts	36,260
Budgeted LAC Impact Contributions Needed**	1,216,093
Total Revenue Budget	**$ 1,429,273**

* Staff compensation is part of the Administration budget with the exception of seasonal employment for Camp Connect that is included as a ministry line item.

** Budgeted LAC Impact Contributions equal a weekly amount of $23,386.

NOTES

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







"...the **Gospel** message is being **spoken regularly** in both formal and informal settings."













