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The Mission of the Episcopal Church of the Advent
Making Christ Visible; Changing Lives; Making a Difference -Together

2019 One Hundred and Thirty-Eighth Annual Report

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Minutes of the Annual Meeting – April 28, 2019

Opening: George James, Sr. Warden called the meeting to order at 11:37 am. The Rev. Dr. Nancy Hauser led everyone in an opening prayer. Jim Palic moved to accept the minutes of the 2018 Annual Meeting. Art Holveck seconded the motion and it was passed unanimously. Bryan Bente moved to appoint Donna Elliott to take the notes of the 2019 Annual Meeting. Jim Palic seconded the motion and it was unanimously passed. The Election judges were introduced. They are Doranne Easler, Jim Palic, and Celia Kaucic. There were about 60 congregants present and each received a printed copy of the Annual Report. The report is also available electronically. Clergy and Vestry will give a brief overview of each section.

Clergy Report: The Rev. Dr. Nancy Hauser thanked all for being at the meeting. She emphasized that we must have a clear and strong vision for the future. Rev. Nancy cannot do all that is needed by herself, and she strongly urges members of the congregation to take on more responsibilities. This is an amazing community considering all of its accomplishments, but we need to spread out the duties more.

Senior Warden Report: George James thanked both the Vestry and the congregation for their time, talent, and support over the previous year. It has been a busy year, but we must be mindful of upcoming challenges. The average Sunday attendance has fallen under 200. As our congregation grows older, we need a strategic plan to grow our community. Our staff is nearing retirement, so a personnel committee has been formed to assess our future staffing needs. The Vestry made the decision to move the offices back to the south wing of the church building. This will enable the church to rent the PCOC and use the future revenue for the capital needs of the church.

Diocesan Convention: Elizabeth Curtis Swain reported members of Advent attended the 236th Convention in Nov. 2018. Elizabeth attended and presented the Wellness Commission report and the resolution on the assessment for Clergy Financial Assistance. The 2019 budget includes not seeking increases in parish pledges, and closely watching administrative expenses. Drawing on endowments is permissible to balance the budget after funding mission programs. The Diocese is asking for input and advice from the parishes on pursuing mission programs and controlling costs. Advent needs to learn more about the Diocesan mission programs.

Celebration of SWEEPS Ministries:

Service: Partnerships in Mission meets the 1st Monday of the month at 6 pm. Its funding traditionally came from the Christmas and Easter collections of the previous year, designated donations, and various fundraising events. In Dec 2018 the Vestry decided to make PIM a General Fund line item in the annual budget. Any funds remaining from the 2017 collections will be added to the 2018 collections in the PIM line item. If any funds are left over in 2019, they will be rolled over into the 2020 budget. PIM supports programs both in the church, the community, and the world.

Worship: The primary purpose of our church is the worship of God, and for that we need a congregation working together. Many contribute to our worship services: clergy, altar guild, music, ushers, lectors, acolytes, Eucharistic ministers, and sub deacons. We have 3 services on Sunday, each suited to the diverse needs of the congregation.

Education: Education is not just for the youth. Adult formation is important, and was served through the Lenten Suppers, Bible study, Tuesday evening programs on current issues, a Sunday morning series on

Christianity, and a class on Meditation and Mindfulness. The Godly Play program will be presented to both youth and adults through the coming year. Lori Lang has been trained last summer, and more people will be trained in the future. Our Youth is meeting with the Youth of St. Michael Lutheran Church for a combined Youth Ministry.

Evangelism: Evangelism is reaching out into the community through our greeters, communications, special events, coffee hours, Lenten suppers, and community events. There are plans to have food trucks parked in the church lot during the Memorial Day Parade.

Pastoral Care: These are very active ministries, and more congregants are welcome to join. Ministries include Altar and Baptism headed by Sally Palic, Casserole headed by Rachael Frey, Lay Visitation headed by Judy Mason, and Prayer Shawl headed by Gerry and Diane Cousins.

Stewardship: Stewardship is not just collecting money, but how it is used to maintain the campus and all the expenses that the church incurs. The church was built in 1956. The north wing was built in 1990 and the Sanctuary and south wing were redone in 2005. Over the years, the buildings and grounds have deteriorated. An engineering firm was hired to review the status and determine what needs should be addressed in the future. An estimate of \$1.74 - \$1.78 million was arrived at. The minor repairs can be done as needed, and the major ones can be spaced out over 15 years. This will be financed by a Capital Campaign. A feasibility study is underway on how to conduct the campaign.

Election Report: Thank yous were given to the outgoing Vestry members; Bryan Bente, Josh Auld, Tori Robinson, and Karen Rodgers. Jim Palic announced that Stuart Davies, Kevin Delaney, Kim Hoeschel, Cindy Reindl and Tim Shelly were elected to the Vestry. Jay Hummel was elected as a delegate to the Diocesan Convention, with Bryan Bente elected as an alternate delegate.

Discussion & Questions: Pete Peterson asked if it is now mandatory to give money to the Diocese. Elizabeth Curtis Swain replied that part is mandatory to cover pensions and expenses, but the assessment for missions is flexible. There is a Diocesan meeting coming up soon, and Liz encourages people to attend. Details are on the website. The Diocese is trying to cut back on expenses. They are selling Wapiti and are moving the offices from the Cathedral to St. John in Norristown. Collis Townsend said Advent is doing okay financially. We have turned a corner and are moving forward. We need to grow the church.

Adjournment: Kevin Delaney moved to adjourn the Annual Meeting at 12:35 pm. Kim Hoeschel seconded the motion and it was passed unanimously.

Closing Prayer: The Rev. Dr. Nancy Hauser led the meeting in praying the Prayer for Episcopal Church of the Advent.

Respectfully submitted by Donna Elliott, Temporary Corporate Secretary

Rector's Report

“Love the Lord your God with all your heart, soul, mind and strength; and love your neighbor as yourself.”
Matthew 22:37-39

2019 has been a year at Advent where we have continued to deepen our relationships with God and one another. We have continued traditions and developed new programs and events. We have gathered as a faith community for worship, baptisms, weddings and funerals. We have studied and served; all the while growing in the reconciling love and compassion of God.

Enjoy reading this review of the past year and consider what you may want to participate in next year. It is through your participation and presence that we accomplish our mission....”to make Christ visible, together.”

An attitude of gratitude is critical in ministry. When we acknowledge and appreciate the gifts God has given us, and it changes our perspective. We focus on the abundance of blessings God has given us, instead of what we think is missing or absent. At Advent we have been blessed by people, many people of all ages who generously share their gifts.

I want to thank the staff at Advent for their care and keeping of this beautiful place. Brian, Irma and Antonio work hard to keep the buildings and grounds in excellent condition. Ann and Kathy are constantly on the front lines keeping our administration effective; serving as the face of Advent to those who call or visit our church during the week. Wilson and Leon keep a song in our hearts, and we thank you.

A special thank you to George James, our Senior Warden for the past six years. He has served as a guide for this congregation, leading us to the very good place we are now. I can't imagine finding the way through these past years without his wisdom and guidance. George, we thank you.

Thank you to all those who serve on the Vestry, those who serve as ministry leaders, choir members, committee members, altar guild, ushers, greeters, acolytes, Sunday School teachers, coffee hour hosts, worship support and most importantly, the congregants of Episcopal Church of the Advent. Your time, talent and leadership help move us forward as a vibrant faith community. A special thank you to our receptionists who serve as our hospitality committee every day. Thank you all for your faithful presence and ministry to one another.

As we look ahead, I want this to be a church that is empowered for ministry. I pray that Advent will be capable of moving ahead with an unshakable faith into the future; continuing to grow and attract new members of all ages. In order to do that, members of the congregation must continue to grow as disciples of Jesus Christ, strengthening their spiritual discipline and engaging in ministry. Everyone must be empowered to use their spiritual gifts and skills to continue to build the Body of Christ. Over the next year we will provide these opportunities. Please, take advantage of them.

May we continue to be a blessing to one another both, to bless the space between us, and most importantly ~ to be a blessing to God.

Respectfully submitted,
The Rev. Dr. Nancy Hauser+
Rector

Senior Warden's Report

There are two major roles of the Vestry, select a Rector and manage the resources and finances of the church. Six years ago, when I joined the vestry, we didn't have a Rector, had multiple physical plant issues and we were spending beyond our means. We were over \$100,000 in debt.

Reverend Nancy was reluctant to lead the congregation because of the polarization that occurred during the time of the previous Rector. After some reassurances, Reverend Nancy agreed to become the Priest in Charge until such time we could appoint a Rector. After a short period of time, it became clear to both Nancy and the vestry that she was the right person to become Rector. Knowing the Diocese did not usually appoint a Rector from within the church where the person served as priest, the vestry decided to go before the interim Bishop to appoint Nancy as our next Rector. Fortunately, Bishop Dan enthusiastically supported our decision and we proceeded with the right person for the job at the right time.

Financially, our congregation has stabilized. The vestry reviewed our staffing and decided we needed to change our staffing. After careful review, the vestry deleted two positions, Parish Administrator and Director of Children & Youth Ministries. Also, the Music Director's hours were reduced. Careful control of expenses and the continued generosity of our congregation have enabled us to eliminate our debt, continue our programs and prepare for the future of the church.

Over the years, we have not budgeted for regular maintenance, so our buildings and grounds have not been maintained adequately. Without incurring debt, the vestry managed in the short run to make necessary repairs to the PCOC and the main church buildings and grounds. These repairs will not be sufficient to maintain the campus for future generations. The vestry made some very important space utilization decisions and moved all the church offices back to the south building where they were located for many years. The PCOC was renovated so once again it can be used as a house. As a rental property, income from the house, as well as the preschool rent, is being used to support a capital fund so that necessary repairs and improvements can be made to the campus. When we need to search for a new Rector the house can, if desired, become a Rectory once again.

The rents collected from the house and the preschool will not be enough to address the long-term capital needs of the campus. The vestry engaged an engineering firm to assess the condition of our buildings and grounds. Some very important assets and systems of the church are aging and will need significant repair or replacement over the next few years. The roof(s), HVAC, parking lot, sound system and lighting are just a few of the major needs identified in the report. The entire report is available for your review in the church office. To address the need, we have kicked off a capital campaign to fund the capital reserve as well as a capital endowment to meet these challenges for the life of this church.

The good news is the Episcopal Church of the Advent is in great shape. However, we still face challenges. Our membership is aging, and the national trends show church membership declining. We need creative solutions, like our 8:45 service, to help address this serious threat to our congregation. Our finances are good now and the vestry needs to keep close watch on income and expenses to ensure we live within our means and maintain our important ministries. Our biggest challenge will be addressing the natural progression of staff turnover. Our clergy, sexton and office staff will be retiring over the next few years. This changing of the guard will require a careful review of their duties and a thoughtful process to determine the future support staff needs.

The biggest challenge will be a search for a new Rector. Reverend Nancy has determined she will retire in the next few years. Although **not imminent**, her retirement will trigger a comprehensive search for a replacement. Before the search can begin the congregation will need to determine what attributes we want in our next Rector. Reverend Nancy can never be replaced. We owe her our sincere appreciation for holding this congregation together through some very stressful times. **She is not leaving immediately** but we need to prepare ourselves for this eventual parting.

Thank you to the congregation and Reverend Nancy for allowing me to serve as Rector's warden for the past six years. I leave the vestry knowing the church is positioned for a bright future.

God Bless,
George James

Parish Statistics From Parochial Reports

	<u>2015</u>	<u>2016</u>	<u>2017</u>	<u>2018</u>	<u>2019</u>
Number of Services of Holy Eucharist					
Sunday	155	149	162	157	159
Weekdays	54	50	52	46	56
Private	37	42	78	22	114
Attendance					
Total Attendance	10127	9908	11210	9753	9741
Average Sunday (ASA)	198	194	212	188	187
Key Date Attendance					
Lent 1	54	159	223	141	158
Easter	587	504	592	521	555
Pentecost	178	211	207	165	234
Advent 1	247	218	216	249	182
Christmas	824	768	840	700	646
Number of Services					
Holy Baptism	13	17	13	5	13
Holy Matrimony	3	3	4	4	1
Confirmation	0	17	0	0	9
Receptions into ECUSA	0	2	0	0	1
Burials	14	11	4	9	15
Communicants in Good Standing	694	706	695	697	704
Pledging Units	204	205	191	205	172
Baptized Members	694	706	695	697	704
Total Church School Enrolled	62	70	65	66	29

Diocesan Report

Diocesan Convention

Here is an update from Diocesan Convention 2019 which occurred Saturday, November 2, 2019. The 2019 Convention was held at the Philadelphia Episcopal Cathedral. At convention we elected Members of the Board of Trustee for the EDOPA. A member of our parish was elected to the board. Elizabeth Curtis-Swain was elected for a 3-year term to the board.

Bishop Daniel offered these inspiring words during his report.

We are not a social club based on a religious ideal. Neither are we a social service organization, or a political entity. We are the Church centered in Jesus Christ. All our words, actions and life must be formed and centered in Christ. Christ, in every breath, word, thought and action. Christ should be holy encounter after holy encounter. If we do not proclaim Jesus Christ, we should not exist... – The Rt. Rev. Daniel G.P. Gutiérrez

If you have any questions or concerns, please feel free to contact me.

Submitted by,
Jay Hummel
Church of the Advent, Convention Delegate

Service

Partnerships in MISSION

For the past three years, we have been working to move our understanding of the work we do in the world from “*Outreach work*” to “*Mission work*.” This is a huge undertaking because we are attempting to change not only the name, but our understanding of this work. The word *mission* is derived from the Latin verb *mittere*, meaning, “to send.” It also means “purpose.” As disciples of Jesus we are sent out into the world to serve *God’s purpose*. This understanding is reflected in our *congregational mission statement*, “*To make Christ visible; changing lives and making a difference, together as the Body of Christ.*”

There are two components to mission, the spiritual component of evangelism and the outreach or development component. Without the spiritual component, the work can be done by any agency. You may see this at the check-out counter in the grocery or drug store when you are asked for a donation of extra money to be given to a charitable organization. This is outreach/development *without* the spiritual component. For this reason, we have renamed our former “*Outreach Committee*” as *Partnerships in Mission, or PIM*. We want to be sure that we honor the spiritual nature of mission.

In 1990, the Anglican Communion adopted the Five Marks of Mission. These are the five different attributes that characterize our understanding of mission.

- To proclaim the good news of the kingdom.
- To teach, baptize and nurture new believers.
- To respond to human need with loving service.
- To see transformation of unjust structures of society; challenge violence of every kind and to pursue peace and reconciliation.
- To strive to safeguard the integrity of Creation and sustain and renew the life of the earth.

These *Five Marks of Mission* reflect sharing the good news through our actions, both in sharing the gospel, and by meeting the physical, mental and spiritual needs of God's people. This is an expanded understanding of mission (outreach) for all of us. It takes time to incorporate this kind of thinking into our thought process, and it would have been far easier to simply continue the outreach model we lived with for years. However, MISSION is at the heart of everything we believe and everything we do at Advent. And we *can* do better with this expanded understanding and the carefully discerned stewardship of our financial resources. As Rowan Williams, the retired archbishop of Canterbury has said, "Mission requires a great deal of patience and an awareness that people...move and discover at a different rate."

We are called together by God as a community, for worship and for our own sanctification. As disciples, we are sent out into the world with a mission; to do the work that God has given us to do. The time and effort we offer to "*make Christ visible, changing lives and making a difference – together, as the Body of Christ*" is a gift to this community and the world.

Nancy+

2019 PIM Spending

Recipient of Funds	\$ Amount of Funds	Notations
Heart of Hope	500	
Kennett Area Community Service (KACS)	2,120	Summer Snacks
Kennett Area Community Service (KACS)	2,731	KACS Fire
Episcopal Relief & Development	264	Peace Pipe
Episcopal Relief & Development	1,009	Lenten Boxes
Kennett Square Preschool Cooperative	1,985	Scholarship
Operation Warm	500	
Episcopal Relief & Development	5,262	Hurricane Dorian
Trinity Coatesville	364	Veterans Brunch
Family Promise	783	Host Week Expenses
Diocese of Massachusetts	750	UTO Match
After the Bell	2,289	Lion King Proceeds & Donations
Global Episcopal Mission Network	100	Membership
Kids Against Hunger	5,200	Orphan Grain Train
Compass Rose Society	1,000	Supports Work of Anglican Communion
UTO Mission Sunday	300	
Youth Center	309	Christmas Stockings Expense
Souper Bowl Sunday	642	
Clergy Discretionary Fund	2,483	
TOTAL	28,591	

Worship Support

Worship Overview

The worship of God is our primary purpose according to Advent's original charter and the updated Articles of Incorporation. We strive to make Christ visible and our worship is an important part of that process. In community prayer and praise, we focus on God and on the way Jesus has taught us to relate to God and to each other. Through our worship we feel the Holy Spirit move us to better lives. In our worship we share our sorrows and joys with God and each other and find strength and courage to carry our worship experience into our lives beyond Sunday.

Worship cannot happen without the participation of many people. A priest cannot celebrate the Eucharist without at least one other person to say the Great "AMEN" at the end of the Eucharistic Prayer. We welcomed four Sub-Deacons to our Worship ministry in April 2019, to support our wonderful rector with the Eucharist in the absence of a full-time second clergy. Our rector continues to share the Eucharist monthly at Jenners Pond, Kendal and Crosslands.

For worship to happen, we need a congregation. We are blessed to be able to offer three service choices every Sunday in an attempt to meet the needs of our parishioners. In 2019, Advent celebrated one wedding and 15 funerals. To further assist our members' preparation for worship, our weekly email includes a link to our website where an overview of scripture and lectionary readings are made available. We also explored a new service offering in 2019 - a Taize prayer service that involved the singing of distinctive and much-repeated prayer chants designed to help meditation and prayerfulness and a weekly Healing Service was re-instituted in 2019 to support the healing of body, mind and spirit. Tried and true favorites like the Bluegrass Mass and Jazz Vespers were also offered again in 2019.

Many hands support these services weekly to uplift us and help us to reflect on the beauty and order of the liturgy and our rituals. The Altar Guild sets and clears the table with reverence and care. The acolytes carry the cross, light the candles and assist at the altar. The ushers help our members and guests find seats and navigate through the service if they are new. They are also available to help in emergencies and received formal Emergency training in April of 2019. Lay Eucharistic Ministers offer the chalice during the Eucharist and Eucharistic Visitors take communion to shut-ins. Lectors read the lessons and lead the prayers. God's word at our lectern needs our earthly voice to proclaim it, to infuse it with life and to deliver His message home to all who hear it. We took time in the fall to kick off the start of Liturgical year A and recognized our Lector ministry with an appreciation breakfast and a lapel pin for their faithful service. Lector training was provided and development through on-going mentoring was established.

Our worship ministries are blessed to have dedicated members to support our services which offer different times and styles to meet the diverse needs of the congregation. However, more volunteers are needed to support our services. We would love to have more youth serve as acolytes. We currently have 22 acolytes; 12 of whom solely serve as youth ushers. This is contrasted against 79 youth enrolled in Sunday youth education programs, so there is some opportunity to recruit more youth to support this ministry. We have wonderful banners and are looking for younger members to serve as banner-bearers, as well as, torch bearers. We will gladly welcome adults to support this ministry during any service. There is also a need for Lectors at our 7:45 service.

We continue to thank all those who currently serve so faithfully and invite everyone to consider the joy in becoming part of these ministries.

Submitted by,
Cindy Reindl

Altar Guild

The Altar Guild membership includes 24 members, 2 of whom are youth. We have also included the church secretaries, Kathy and Ann, as members because of the ongoing support they provide to us. One new member joined us this past year.

Altar Guild supports all services held at the Church of the Advent including the three weekly Sunday services and any special services held during the church year. This includes cleaning the altar and sacristy, preparing all elements for the services, prepping the flowers or greens for Sunday and cleaning up after all services. We assist the clergy in preparing for Eucharists held in the community such as those at Kendal and Jenner's Pond, if requested. A monthly calendar assigning all duties each week is completed by Troy Patterson.

The Altar Guild prepares for all funerals and weddings held at the Church of the Advent as well as returning the church to its normal order after these events. We have committees who are responsible for organizing the help needed for these events although all members willingly pitch in whenever needed.

Kathy Corkadel handles our finances. Our budget is supported with the income generated by flower donations at Christmas and Easter, wedding and funeral fees, and occasional donations. We purchase all the supplies needed for the services at Advent from our budget. These supplies include but are not limited to linens, vestments, candle oil, wine, wafers and Priests' hosts, supplies for flower distribution, memorial candles, dish soap, hand sanitizer, Baptismal candles and replacement vessels.

Submitted by,
Mary Garrett

The Reverend Canon David Powers Thomas Memorial Garden

At the entrance to the Garden, there is a bronze plaque set in a rock that reads "Advent Memorial Garden. A place for Meditation and Eternal Rest". There are 74 "angels" interred in the Garden. Many of us, including family of those interred, go into the Garden to enjoy the peaceful surroundings, to meditate, and to just enjoy God's bounty.

There is a small, but very dedicated, group of volunteers who spend time during the four seasons maintaining the Garden. Special thanks to them and Brian, Ann and Kathy for all their help.

During the summer months, our “Layweederers” assist with the garden chores during the specific week in which they have volunteered. I will post a sign-up sheet for “Layweederers” listing each week in June, July, August and September. You need not be a gardener to help. It’s a great family opportunity! We are so fortunate that each year some of our parish members are so willing to give of their time. You are all so much appreciated. Thank you.

The original bronze plaque that holds the names of the 74 interred in the Garden has just a few spaces left. Two new bronze plaques will be mounted on the wall on each side of the original plaque when the weather permits.

We are always happy to receive a donation, whether it is in memory of a loved one or in thanksgiving to The Rev. Canon David Powers Thomas Memorial Garden Endowment Fund or to the Garden. Please contact the clergy, the office staff or me for information regarding the Endowment Fund or Memorial Garden.

Submitted by,
Phyllis Wenner

Music Director’s Report

In the past year (2019) the music program at Advent has continued to be exemplary on several levels. First, the Chancel Choir continues to serve the parish on three out of four Sundays leading worship in the liturgical settings, hymns as well as being featured at the Offertory with a variety of anthems from the canon of Episcopal Cathedral and other classic sacred repertoire. Members of the choir: Cheryl Robinson, Charlotte Paulsen, Kathleen Rhodes, Donna Kirkpatrick, Jeanne Searer, Donna Elliot, Emily Dryden, Mary Doscher, Bryan Bente, Art Holveck, Paul Bente, Matt Ochs, Jim Palic, Steve Pember and newcomer John Halberstadt have demonstrated an amazing resilience to form an effective and cohesive choral ensemble. More than once this season, the Chancel Choir has sung a cappella demonstrating their amazing choral blend. Second, there are the musicians in the parish without whose support the program would be bereft. Organists Chris Dome and Bill Robinson offer substantial support; special artists: Leon and Kathy Spencer, guest Soprano Amanda Johnson, Gerry and Diane Cousins; Kevin Delaney and Dean Pappas all offer exquisite music gifts. As I often share with the Chancel Choir, their contributions are rare in the church these days. A few well-endowed churches have full time paid choirs and unfortunately others have just given up and no longer are able to field a voluntary choir worthy of the four-part harmonies and literature indigenous to the journey of Episcopal worship. Advent is extraordinarily blessed to have such a choir. This choir is **also** not just a Sunday morning event. Their service extends to the Advent **family**. In this past year alone, they have sung at the Requiem Mass services of Ed Kirkpatrick, our dear Janice Kirk and Colonel Len Bieberbach.

In the words of the great Vince Lombardi, “The measure of who we are is what we do with what we have”. And we are humbled to do so.

I would also like to add that every Sunday I am honored to attempt to play organ music worthy of the 'mighty' Moller Pipe Organ with its 3700 pipes and additions. This instrument reminds me so much of my 'home' Moller pipe organ at St. John's Cathedral in Wilmington, DE, the instrument that I began my studies at the age of 12. I would also like to add a special thanks to Gerry Cousins, our resident piano curator (formerly of Steinway, NYC). The pianos are at such an extraordinary performance level... they almost play themselves. *Well...almost.*

Submitted by,
Wilson G. Somers, Music Director and Organist

Bell Choir

Advent Handbell Choir has enjoyed a year of significant musical growth. The members continue to accept the challenges of increasingly difficult repertoire as a part of our ultimate commitment to give God our fullest and best.

There are 14 regular musicians in the ensemble. Four of them, while not members of the Advent parish, continue to faithfully share their musical gifts with us. Kathy Spencer currently serves as the lone substitute adding her expertise as a seasoned ringer.

Submitted by,
Leon Spencer
Handbell Choir Director

Children & Youth Formation

After Rev. Greg Wilson left Advent in the spring and was not replaced, the responsibility for Christian Education fell to Rev. Nancy and volunteer parishioners. Lori Lang leads Children's Christian Education, Meredith Jankov leads Youth, and Kim Hoeschel assumed responsibility for Adult Christian Education in late spring when Bryan Bente's vestry term ended.

Children's Christian Education

Continuing to re-ignite Godly Play at Advent!

This year Godly Play has evolved into teaching preschool through 2nd grade and older youth and adults. With the help of many volunteers this past summer, the Godly Play classroom transformed into a larger classroom as well as created a space for the older youth (middle to high school) and adults to respond and discuss biblical stories.

The summer of 2019, Godly Play training was offered on our campus. In attendance, Celia Kaucic, Carolyn Waibel, Kim Hoeschel, Bryan Bente, Charlotte Paulsen, Suzette Butler, Nancy Hauser, Judy Kelly, Sally Palic, Lori Lang, Hannah Radic and 3 others from outside churches. Our goal was to get more people at Advent involved with the curriculum in helping children and adults explore their faith through story, to gain Christian language and to enhance their spiritual experience through "wonder" and "response." Another goal was to increase the number of trained storytellers and door persons so more individuals could teach the lessons throughout the Sunday school year.

In the fall, we attempted to tell the Godly Play stories in the sanctuary, to include more of the congregation in a sacred place. After the story was told, the children, youth, and adults would go to their respective classrooms to respond to the story through wondering, discussion, art response or through working with the story materials. In January, we invited everyone to the Godly Play classroom to hear the stories, finding the sanctuary was too distracting and noisy between services.

On an average, we have 4 to 10 children attending our class regularly this year, ranging in ages 3 to 8 years (preschool through second grade) with a few adults and occasionally a youth or two. Sunday school attendance, preschool through second grade, is staying pretty consistent with last year's numbers.

In addition, Godly Play stories have been told during the three church services in the summer and four Godly Play stories are being told at all three services during the program year: Creation, All Saint lesson, Epiphany, and the Mystery of Pentecost. A Godly Play St. Nicholas story was told at a special St. Nicholas evening event where 15 children and 14 adults were in attendance. The Sunday before Advent began, we also told the story of Advent to 25 children and 18 adults in the fellowship hall.

Our vision is to continue having annual Godly Play training to keep the momentum going and to train new Sunday School teachers on the curriculum. The Godly Play curriculum is a wonderful program for all generations, for the entire congregation to experience at Advent.

Students in grades 3 through 6 continue expanding their knowledge of our faith using the Living the Good News Curriculum. This class has a solid core of students, with attendance running between 4 and 11, averaging 6 students. Trish James and Michele Pepe continue to teach this class with an extraordinary level of dedication. In addition, they planned and executed the Advent intergenerational events including Meet & Potatoes, no-sew blankets, and ornament decorating.

Submitted by,
Lori-Ann Lang, Children's Christian Education Chair

Confirmation Class and High School Youth Group

In the spring of 2019, we continued our partnership in youth ministry (Confirmation Class and High School Youth Group) with St. Michael Lutheran Church. Significant events occurring after the 2018 annual report included the confirmation of 9 students from our parish. Additionally, 10 students participated in the Good Neighbors Work Camp in July. The youth repaired a house in Nottingham, PA. They replaced the siding on the entire house, replaced windows, and removed an old deck and rebuilt a brand new one. For our annual Mushroom Festival parking youth fundraiser, students, parents and parishioners worked together to raise \$3,514 for youth scholarships for the 2020 Good Neighbors Work Camp.

In the fall of 2019, our Confirmation Class and High School Youth Groups began new programming entitled "Be. Belong. Become." Here we encourage students to "Be who you are. Belong to a faith community. Become who God is calling you to be." Clergy from St. Michael Lutheran Church and Church of the Advent as well as Confirmation mentors and volunteers have contributed to the production of curricula and activities that are meant to help guide students through their faith journeys.

Starting in September 2019, we had 9 students from Church of the Advent regularly attend our joint Confirmation class with St. Michael Lutheran Church (4 returning- to be confirmed in 2020 and 5 new students-to be confirmed in 2021). Confirmation Class is a two-year journey for young people primarily in grades 7 and 8 to deepen their faith and sense of belonging in their faith community. The program includes regular meetings, small groups, retreats, service events, interfaith field trips, and a mission trip. Confirmation meets from 6-8 pm on the second and fourth Sunday nights each month (at either St. Michael or Advent). In October, 4 of our Confirmation students participated in a Confirmation Retreat with students from St. Michael to Camp Kirchenwald, Pennsylvania. This trip fostered relationships between the students in our parish as well as with students from St. Michael and based on student feedback, was a spiritually meaningful weekend for the students.

So far in Confirmation class this year, we have finished discussing topics from the Old Testament (Creation, the Great Family, the 10 Commandments, etc.) and will be continuing with studies in the New Testament (the life of Jesus, parables, the early Church, etc.). Our students continue to impress us with their insightful questions and thoughtful reflections of the class topics. We are also impressed with the fellowship among students and between parishes. Currently, we have 7 students enrolled in Confirmation class as 2 students have decided they were not yet prepared to make the commitment to be confirmed. We are scheduled to have 6 students confirmed in May 2020, 4 who will complete the Confirmation Class this year and 2 who completed the class last year but were unable to attend the Confirmation service in 2018.

While we had 5 high school students from Church of the Advent attend our Amazing Race event, we have not had any students from Church of the Advent regularly attend Youth Group. The programming we had planned for youth in grades 9-12 was Sunday Night Study Breaks on the second and fourth Sunday of the month (6-8 pm) which are opportunities for youth to meet, relax, have fun, and be themselves. We had scheduled several fun events such as lock-ins, game nights and parties but these events have been cancelled due to lack of interest from our students as well as students from St. Michaels Lutheran Church. High school students have expressed difficulties in attending youth group regularly due to academic and sports obligations. Despite the present dissolution of the Youth Group, we are optimistic for future growth of the high school quorum as current confirmation students, who have formed strong bonds, will move into this age group and future programming intends to be more accommodating of the high school students' busy schedules.

Submitted by,

Meredith Jankov, Youth Christian Education Leader

Adult Formation

Adult Christian Education

Two program options were offered at the 2019 Lenten Suppers. Discussions about the Anglican Communion's Five Marks of Mission were led by Rev. Greg Wilson. Two Lenten Suppers featured guest speakers. The second program option was a meditation practice led by parishioner Ellen Davies. The spring programs were St. Patrick and Stations of the Cross, both led by Bryan Bente. An End of Life Planning workshop with a workbook binder was presented by Collis Townsend, Rev. Nancy, and Kim Hoeschel.

Fall programs included a discussion of Pastor Daniel Nicewonger's book *The Journey Continues*; *Duel or Dance*, a three-session series on science and theology presented by Rev. Dick Kirk; *Caregiver's Journey*, a discussion with Nancy Nicewonger; and *Estate Planning Basics* by Tip McCabe. The *On Being* (podcast) Discussion Group meets one Sunday morning a month led by Jay Hummel. Rev. Nancy continued offering weekly Wednesday morning Bible study.

An Adult Christian Education committee was formed in the fall and has been working together to offer an eclectic variety of programs.

Submitted by,

Kim Hoeschel

Communications

The primary focus of our communications in 2019 was to increase visibility of The Episcopal Church of the Advent: our worship services and events.

Technology

We have increased our social media presence and technology and see the need for additional development and use of both in our communication efforts. We continue to maintain and upgrade office information technology.

Website

We are working on developing a new website and hope to have it finished by early spring. Our goal is to provide an up-to-date electronic resource for information on our worship services, program offerings, events, church news, children and youth programs and community events hosted or sponsored by our church. We also want to offer convenient access to sign-ups and volunteer opportunities.

Facebook

Our Facebook page offers information and photos on current and upcoming events. We are hoping to increase our use of live streaming services in the near future. A huge “thank you” to Trish James for her work on maintaining the Facebook page.

Weekly E-Newsletter

The weekly newsletter offers articles from Vestry members, clergy and committee members, calendar of upcoming events, and local community and diocesan events. A huge “thank you” to Barbara Thornton for her creative work on our weekly e-newsletter.

Banners/Signs

In an attempt to reach the wider community, we have increased our use of banners, yard signs and posters throughout the community.

Two of our biggest challenges are maintaining our communications so they are up to date and having someone oversee all aspects of communications. This person needs to be a staff member who is on-site and integrated into the daily life of the congregation. Continued work on maintaining and upgrading our IT must also be a priority.

Nancy+

Fellowship

Our ministry’s purpose is to bring the congregation of Advent together in a positive, relaxed, and inviting environment and, at the same time, offer welcoming events for new parishioners to meet and interact with our church members. “Many hands make light the work” is true of so much of what we do at Advent and applies to the hospitality ministry as well. The organization, setup, serving and cleanup for all church events, brunches and dinners are wonderful ways to contribute and interact with our church family. Lend a hand if you can. We had the following events in 2019:

- Wednesday night Lenten potlucks
- Easter brunch
- Pentecost picnic
- Parish Picnic
- St. Nicholas Reception
- Wassail party/ hanging greens
- Various brunches and special events

We are always looking for new ideas for fellowship and hospitality, and we welcome any and all who would like to participate.

Submitted by,
Kevin Delaney

Pastoral Care

Pastoral Care implies people of caring for others in a manner which mirrors the way Jesus cared for people and taught his people to do the same.

There are many ministries that are involved with Pastoral Care: Lay Visitors, Prayer List- Prayer Chain Altar Flower delivery, Casserole committee, Prayer Shawl, Baptismal Mentoring and Funeral Receptions.

We currently have eleven Lay Visitors who visit ten fellow parishioners who are unable to attend church. This helps those parishioners to continue to feel connected to the Church. We also have five Lay Visitors that help drive four parishioners to church.

There were thirteen Baptisms and nine Confirmations. Sadly, this committee handled five funeral receptions.

We thank all of those who currently serve so faithfully and encourage everyone to consider becoming part of these ministries.

Submitted by,
Mary Nichols

Endowments

Endowment Committee Report

An endowment is a bequest or a gift and lasts in perpetuity i.e. indefinitely. Endowments can support a specific purpose i.e. property/grounds, music or they can be gifted to the General operating fund which gives the Vestry more flexibility to readily fund emergent church needs. Advent endowments are controlled by the Vestry and managed by the Endowment Committee.

Contrary to popular belief, you don't have to be "old" to make an endowment gift. It can be young people, older parishioners and retired parishioners. By contributing to Advent's endowment program, you show your family and friends that your life mattered. You will be remembered! You also don't have to be "rich."

Contributions large and small are welcome, valuable and appreciated. You will also help secure Advent's future and continue to Make Christ Visible for decades to come.

The Endowment Committee oversees the Episcopal Church of the Advent's major gift program. Its members have a wide range of skills to offer. In February, the Committee placed a small (green) card in each pew encouraging parishioners to make an endowed gift to the church. This resulted in a number of new inquiries being made.

The Church can accommodate all types of planned gifts:

- A bequest in your Will: "I hereby give _____ to the Episcopal Church of the Advent."
- A life income gift, such as to a pooled income fund, annuity or charitable remainder trust.
- An outright gift of a special asset, such as real estate, closely held stock or life insurance.

The Endowment Committee and church staff have the ability to handle almost all types of assets including:

- IRA charitable rollover. Up to \$100,000. Significant tax benefit to donor.
- Appreciated Stocks
- Insurance
- Savings accounts
- 401K
- Real Estate, including unimproved land
- Vehicles (car, boat, etc.)

Our preference is that endowed gifts be unrestricted, to support Advent's future needs whatever they may be. However, upon review, Advent can also accept gifts dedicated for specific purposes, such as the Music Endowment Fund, Leadership & Training Fund and the Building Fund. While the Endowment Committee has the appropriate administrative and legal documents available, we encourage people to consult with their financial or estate planners, as well as family members, about how such gifts may impact their estate plans.

One of the most important characteristics of Christianity is generosity. If you would like to learn more about how you might make a planned gift, please talk to Reverend Nancy or any member of the Endowment Committee. We would be happy to arrange a private, confidential meeting at the church or another place of your choosing.

Stuart Davies, Chair

Larry Bosley

Ann Dome

Kim Hoeschel

Penn Yeatman

Advent's Endowments

All endowment investments are held at Merrill Lynch, except for Hadley, which is held by the Church Foundation under the terms of the gift. An Investment Policy Statement (IPS) revised in 2008, provides guidelines for investing endowment funds to balance the need to maximize income, minimize risk, and maintain liquidity. The IPS establishes a spending policy that is subordinate to restrictions imposed by the donors.

A. Sanford – This fund was established in 1993 to support Christian youth education and pastoral ministry for youth. The terms of the gift limit distributions to the accumulated income of the fund. During 2019 the amount drawn from this fund was \$48,201. The value of the Sanford account as of December 31, 2019 was

\$1,548,177. The fund's holdings were comprised of Cash (3%), Fixed Income (17%), Equities (66%) and Mutual Funds (14%).

B. General Endowment – This fund was established in 1996 to create a perpetual, long-term investment fund to receive gifts from individuals who wish to support the general operations of Church of the Advent, via annual draws from this fund. Major gifts to this fund were received from the estate of Frieda McMullen in 2005 and 2006. During 2019 the amount drawn from the General Endowment fund was \$41,643. The value of the General Endowment account as of December 31, 2019 was \$906,868. The fund's holdings were comprised of Cash (3%), Fixed Income (16%), Equities (64%), and Mutual Funds (17%).

C. Clergy Discretionary Fund – Major gifts to this fund were received from the Beale family in 1968 and the Hollis family in 1988. A draw of \$1,709 was taken from this fund in 2019. The value of the fund as of December 31, 2019 was \$35,542. The fund's holdings consist of Cash (5%) and Mutual Funds (95%).

D. Pete Peterson Leadership Fund – This fund was established in 2012 with an initial deposit of \$23,000 donated by members of Church of the Advent who wished to recognize the important leadership role played by Pete Peterson and to establish a fund which can help pay for vestry leadership development via annual draws. During 2019 the amount drawn from this fund was \$1,288. The value of this fund as of December 31, 2019 was \$27,408. The fund's holdings consist of Cash (6%) and Mutual Funds (94%).

E. Music Concert Fund – This fund was established in 2012 with an initial deposit of \$50,000 received from members of Church of the Advent who requested anonymity. The purpose of this fund is to provide funding for music concerts via periodic draws. A draw of \$5,302 was taken from the Music Concert Endowment fund during 2019. The value of this fund as of December 31, 2019 was \$52,915. The fund's holdings consist of Cash (6%) and Mutual Funds (94%).

F. The Rev. Canon David P. Thomas Memorial Garden Fund was established in 2012 with an initial deposit of \$21,000. This fund is unique to Advent, because it is our only endowment fund that is not intended to be perpetual. There are no limitations on the amount that may be drawn from this fund in any year. Although assets within this fund are intended primarily for use in the operation and maintenance of the memorial garden, a portion of those assets may be designated by the Memorial Garden Chairperson to be used for the general purposes of the Church of the Advent. During 2019, we did not make a withdrawal from this fund. The value of this fund as of December 31, 2019 was \$29,548. The fund's holdings consisted of Cash (6%) and Mutual Funds (94%).

G. Hadley - This fund was established in 1959, pursuant to a bequest from Harry C. Hadley for the purpose of providing aid to the very old and very young among poor families in the parish. The Church Foundation was named trustee by a court appointment and they continue to hold and manage the investments of the fund. Following a period of many years without any draws, accumulated income in the amount of \$15,511 was drawn from the Hadley fund during 2013. We did not draw from the Hadley Endowment fund during 2019. Assets of the fund are held in a pooled investment fund that is managed by the Church Foundation. The value of the account as of December 31, 2019 was \$55,423.

Submitted by,
Bill Steller – Treasurer
Chris Pepe - Finance Warden
Stuart Davies - Endowment Committee Chair

Stewardship

The Stewardship Committee is charged with the task of planning and executing the Annual Giving Canvass and promoting the concept of stewardship within the congregation. We rely on the participation of our clergy and members to help execute the annual canvass.

This year Reverend Nancy preached on Stewardship Sunday underscoring the concept that our personal relationship with God provides the foundation for our financial support of the church. The following Sundays, Gen. Craig LaFave, Steve McQueen and Debbie Peterson testified as to how Advent has supported them and their families. The "Growing in Faith & Numbers" campaign generated \$534,973 in support from 172 pledging families (including 14 new members), and \$55,000 more coming from non-pledging families.

The Stewardship Committee extends our sincerest thanks to the congregation for its wonderful support of Advent and its mission.

Submitted by,
Your Stewardship Committee
Branan Cooper, Ed Hauser, Art Holveck, Vicki Knotts, Dick McCoy, and Jim Palic

Special Events

On Memorial Day, we held our first Pop-up Food Court. This was a huge success and brought many parade watchers to stop by the church. We would like to thank Tori Robinson for taking this on. This worked out so well, we will be doing this again this Memorial Day.

In October we held our annual Fall Rummage Sale. Thanks to the congregation for your support, whether you helped to set up, clean up, work the day of the sale or your donation. Special thanks to Tori Robinson, Fran Wilson, Marianne Gillman, Rosanne Lisi, Suzanne Pusey and for Richard and Mark Nichols who help deliver items to Goodwill. All proceeds from this sale were dedicated to the Kennett Food Bank after their electrical fire. We were able to donate \$1,706.45. Thank you all for your support to this Ministry.

On November 9th we held a Salt Shaker Dinner. We had 13 people who attended. I would like to thank Jim and Sally Palic and Dave Scott for hosting.

November 18th was the Wisdom Keeper Luncheon held at La Verona. This Luncheon was attended by about 30 of our wisest parishioners.

November 22nd and 23rd was our 6th Annual Artisan Fair. Friday night was for parishioners, their family and friends. Light fare food and drinks were provided. Music was provided by our own Wilson Somers. There was a silent auction with 90 items donated by local merchants along with seven raffle baskets donated by the Vestry. We had eleven artists selling their own creations, ranging from jewelry, pottery, photography, wooden items, fiber arts, and desserts. If you missed this, please plan to attend next year. November 6th and 7th. This would not have been possible without our wonderful volunteers who helped set up, clean up, solicit donations, sell raffle tickets, help with food both Friday and Saturday, and our cashiers. Again, thank you to Dick McCoy who still had peacock feathers to donate.

Special thanks to Frank and Kevin DiCamillo for serving lunch on Saturday, Irene Bosley for providing the food Friday night, Nancy McKeon and Mary Nichols for the beverages and Mike Schubert our bar tender. Once again Jim Palic helped us with announcements. We could have not done this without our cashiers, Richard Nichols, Mark Nichols and Collis Townsend,

Artisan Fair Steering Committee: Diane Bieberbach, Irene Bosley, Bobbe Curry, Kym Dyer, Nancy McKeon, Mary Nichols, Christy Trautman, and last but not least Collis Townsend.

On February 1st, we held a Chili Cook Off. We had about 25 people attend and some of the best and unique chili. Thank you all who cooked and attended.

March 7th was the fabulous Spaghetti dinner. Lexi, Frank, and Keven did a wonderful job. Not only was the food wonderful, the ambience was enchanting. We had a wonderful turnout of this event; 80 tickets were sold prior to the event and then we had people pay at the door. In total probably 85-90 people. Once again thank you to everyone who came and made this a great evening and, also, to those who stayed and helped to clean up.

As you can see, we are a very busy and exciting committee. Special Events along with the Fellowship committee are trying to host events to bring us together for a time of fellowship, but also to invite the community to see what Advent has to offer so we might have the opportunity to help the growth of the church. If you would like to be a part of any of these events, we would love to have you.

I also want to offer my sincere appreciation and thanks to Ann Daemer and Kathy Corkadel. Without these ladies nothing I did would have gotten done. Thank you both so much. You are both such a Blessing to the Church of the Advent.

Serving Christ through Fellowship,
Mary Nichols

Treasurer's Report

Review of 2019

2019 was another strong financial year. The starting surplus in the General Reserve was \$147,559 and we finished the year with a surplus of \$215,262, an increase of \$67,703. We did not borrow from our line of credit in 2019 and remain debt free.

Actual pledge income of \$521,796 was \$13,042 below budget and well below 2018 pledge collections of \$590,434. The 2018 matching gift program did not continue into 2019. Non-Capital expenses were under budget.

Actual 2019 Source of Funds was \$834,009, \$92,317 below 2018 but \$47,426 above Budget. The increase vs. Budget largely came from increased endowment draws, and special gifts that totaled \$79,779. Also helping inflows was \$15,171 more of a drawdown than budgeted from restricted reserves, including \$5,250 in excess PIM spending. The yearly contribution from the Advent Endowments was \$98,143.

Actual 2019 Use of Funds was \$766,306 compared to a Budget of \$786,583. The decreased spending of \$20,277 was realized from savings on Communications and Assistant Clergy salary, overcoming unbudgeted repairs and maintenance, and increased spending on Stewardship (Capital Campaign), music concerts, Altar Guild and Memorial Garden plaques. Capital spending was slightly over budget due to paving repairs.

A summary and more detailed comparison of line item Source and Use of Funds versus budgeted amounts are shown on the next pages.

We continue to monitor a few dashboards to help us understand the key metrics of our financial operations: the General Reserve, Restricted Reserve Cash Accounts and the Endowments. The December dashboards are below. Monthly we forecast our Source and Use of Funds to understand our progress throughout the year, predict where we are headed and make changes in spending to accommodate budget needs.

Dashboard

General Reserve	2019	
	<u>12/31/2018</u>	<u>Dec. YTD</u>
Beginning Balance		147,559
Operation Inflows		834,009
Operation Outflows		(739,580)
Capital & Debt Changes		(23,685)
Other		(3,041)
Ending Balance	\$147,559	215,262
<i>Increase/(Decrease)</i>		67,703

Restricted Reserves	2019	
	<u>12/31/2018</u>	<u>Dec. YTD</u>
Beginning Balance		148,987
Contributions/Inflows		200,256
Expenditures/Outflows		(109,365)
		(2,964)
Ending Balance	\$148,987	\$236,914

Endowments	2019	
	<u>12/31/2018</u>	<u>Dec. YTD</u>
Beginning Balance		2,299,465
Contributions/Inflows		0
Expenditures/Outflows		(98,143)
Investment Changes		454,559
Ending Balance	\$2,299,465	\$2,655,881
<i>Memo:</i>		
Cash/money accounts		83,841
Fixed income		408,609
Equities		1,604,616
Mutual funds		501,112
Options		0
Other		55,423
Estimated accrued interest		2,280
<i>Total</i>		<u>\$2,655,881</u>

Budget Summary	2019	
	<u>Actual</u>	<u>Budget</u>
Source of Funds	\$ 834,009	\$ 786,583
Pledge Income	\$ 526,896	\$ 534,838
Endowment & Reserve Income	\$ 200,497	\$ 174,983
Other Gifts & Plate	\$ 86,532	\$ 61,262
Christmas/Easter	\$ 11,660	\$ 13,500
Preschool Donation & Fundraising	\$ 8,424	\$ 2,000
Other	\$ -	\$ -
Use of Funds	\$ 766,306	\$ 786,583
SWEEPS	\$ 129,926	\$ 124,506
OPERATING MINISTRIES	\$ 512,936	\$ 567,577
INFRASTRUCTURE (B&G/Interest)	\$ 96,718	\$ 84,500
Capital Expenditures	\$ 23,685	\$ 10,000
Other	\$ 3,041	\$ -
Surplus / (Deficit)	\$ 67,703	\$ -

Detailed Source of Funds

	December 2019 Year to Date			
	YR-TO-DATE		OVER / UNDER	
	ACTUAL	BUDGET	\$	%
Source of Funds:				
CURRENT YTD PLEDGES	521,796	534,838	(13,042)	(2%)
ALLOWANCE FOR UNCOLLECTED PLEDGES	0	0	0	0%
TOTAL YTD PLEDGES	521,796	534,838	(13,042)	(2%)
PRIOR YEAR PLEDGES (COLL. CURR. YR)	5,100	0	5,100	0%
PLATE COLLECTIONS	6,753	6,500	253	4%
<i>Sanford Endowment</i>	48,201	42,000	6,201	15%
<i>General Endowment</i>	41,643	40,000	1,643	4%
<i>Rector's Disc. Fund (04384) - see Res. Accts.</i>	1,709	1,600	109	7%
<i>Memorial Garden</i>	0	1,000	(1,000)	(100%)
<i>Music Concerts - see Res. Accts.</i>	5,302	2,000	3,302	165%
<i>Peterson Endowment</i>	1,288	1,200	88	7%
INCOME FROM ENDOW. ACCTS	98,143	87,800	10,343	12%
<i>Music Reserve Fund</i>	\$0	\$0	0	0%
<i>Music Concerts (reserve spending)</i>	8,706	9,000	(294)	(3%)
<i>Music Concerts (donations)</i>	0	2,000	(2,000)	(100%)
<i>Clergy Disc. Checking (non-ops)</i>	6,678	1,500	5,178	345%
<i>Youth (non-ops)</i>	3,258	2,500	758	30%
<i>Altar Guild (non-ops)</i>	9,479	2,233	7,246	324%
<i>Memorial Gifts</i>	0	0	0	0%
<i>PIM Fund (non-ops)</i>	15,615	10,000	5,615	56%
<i>Family Promise</i>	635	1,000	(365)	(37%)
<i>Memorial Garden Fund (non-ops)</i>	10,357	3,390	6,967	206%
<i>Capital Reserve</i>	47,626	55,560	(7,934)	(14%)
<i>Hadley</i>	0	0	0	0%
INTER. TRANS FROM CHECKING/FUND ACCTS	102,354	87,183	15,171	17%
CHRISTMAS/EASTER COLLECTIONS	11,660	13,500	(1,840)	(14%)
PRESCHOOL RENT	0	0	0	0%
OTHER DONATIONS	79,779	54,762	25,017	46%
MATCHING GIFT DONATION	0	0	0	0%
FUNDRAISING EVENTS	8,424	2,000	6,424	321%
TOTAL Source of Funds	\$834,009	\$786,583	\$47,426	6%

Detailed Use of Funds

	2019 December YEAR-TO-DATE ACTUAL	2019 December YEAR-TO-DATE BUDGET	OVER / UNDER)	
			\$	%
SWEEPS				
Stewardship	22,640	11,650	10,990	94%
STEWARDSHIP	23,298	9,150	14,148	155%
ENDOWMENT/Development	(658)	2,500	(3,158)	(126%)
Worship	36,579	23,550	13,029	55%
ALTAR GUILD FUND	9,479	3,700	5,779	156%
WORSHIP SUPPORT	4,637	4,000	637	16%
MUSIC	7,277	7,850	(573)	(7%)
MUSIC RESERVE FUND	0	0	0	0%
MUSIC CONCERT EXPENSES	14,008	6,000	8,008	133%
ORGAN MAINTENANCE	1,178	2,000	(822)	(41%)
Education	13,663	20,550	(6,887)	-34%
ADULT ED.	711	2,900	(2,189)	(75%)
CHILDREN & YOUTH EDUCATION	8,089	12,150	(4,061)	(33%)
YOUTH MUSICAL	1,605	3,000	(1,395)	(47%)
YOUTH GROUP FUND EXPENDITURES	3,258	2,500	758	30%
Evangelism	8,257	24,050	(15,793)	-66%
COMMUNICATIONS	1,849	19,000	(17,151)	(90%)
NEW MEMBERS	31	300	(269)	(90%)
RECEPTIONS / SPECIAL EVENTS	4,319	1,900	2,419	127%
FELLOWSHIP	1,263	1,850	(587)	(32%)
FUNDRAISING	795	1,000	(205)	(21%)
Pastoral Care	12,313	8,705	3,608	41%
PASTORAL CARE	30	405	(375)	(93%)
PASTORAL - MEMBERSHIP & MINISTRY	1,775	2,500	(725)	(29%)
CLERGY DISCRETIONARY FUND	8,387	4,000	4,387	110%
PASTORAL ADMINISTRATIVE	2,121	1,800	321	18%
Service	36,474	36,000	474	1%
PIM	10,224	13,000	(2,776)	(21%)
OUTREACH Hadley	0	0	0	0%
PIM FUND	15,615	10,000	5,615	56%
FAMILY PROMISE	635	1,000	(365)	(37%)
PIM FROM MUSIC CONCERT	0	2,000	(2,000)	(100%)
DIOCESAN Pledge	10,000	10,000	0	0%
TOTAL SWEEPS	129,926	124,505	5,421	4%
OPERATING MINISTRIES & INFRASTRUCTURE				
BUILDING, EQUIPMENT, AND GROUNDS	96,718	84,500	12,218	14%
MEMORIAL GARDEN	10,357	3,390	6,967	206%
DIOCESAN SUPPORT	35,576	36,345	(769)	(2%)
EXTERNAL AUDIT	4,550	4,000	550	14%
OFFICE AND ADMINISTRATIVE/FINANCE	27,066	25,000	2,066	8%
PERSONNEL	434,804	496,343	(61,539)	(12%)
SENIOR WARDEN	358	1,000	(642)	(64%)
PCOC EXPENSES	225	500	(275)	(55%)
INTEREST EXPENSE	0	1,000	(1,000)	(100%)
TOTAL OPERATING MINS & INFRASTR	\$609,654	\$652,078	(\$42,424)	(7%)
TOTAL OPERATING EXPENSE	739,580	776,583	(37,003)	(5%)
Capital Expenditures-PCOC	3,500	0	3,500	0%
Capital Expenditures-Non PCOC	20,185	10,000	10,185	102%
Other Outflow / (Inflow)	0	0	0	0%
Total Use of Funds	763,265	786,583	(23,318)	(3%)

Church of the Advent Summary Balance Sheet

Period ending December 31, 2019

ASSETS

Cash and Equivalents

	Nov. 30, 2019	Dec. 31 2019
Money Markets	\$55,852	\$55,860
Main Checking Account		
Operating (unrestricted)	232,060	
Memorial Garden	7,306	
Memorial Gifts	16,215	
Music Reserve	0	
Music Concert	377	
ECW	2,033	
Hadley Transfer	11	
Capital Reserve	184,472	
Youth Group Fund	7,243	
PIM	7,253	
Altar Guild Fund	8,490	
Other Checking Accounts		
Clergy Discretionary	3,615	
Total Checking Accounts	372,051	469,075
	\$427,903	\$524,935

Endowment

Sanford Endowment	\$1,516,082	\$1,548,177
Church Foundation (Hadley)	52,172	55,423
Other Merrill Lynch	1,035,140	1,052,281
	\$2,603,394	\$2,655,881

Fixed Assets

Building	3,069,164	3,069,164
Equipment	529,406	529,406
Depreciation	(2,104,150)	(2,104,150)
	\$1,494,420	\$1,494,420

TOTAL ASSETS

\$4,525,717 **\$4,675,236**

LIABILITIES & FUND PRINCIPAL

Withholdings & Payables	-	-
Other Liabilities	36,500	72,658
TOTAL LIABILITIES	\$36,500	\$72,658

Unrestricted Fund Balance	\$1,736,482	\$1,736,482
Restricted Fund Balance	2,349,509	2,349,509
Excess Cash Received	403,226	516,587

TOTAL FUND PRINCIPAL **\$4,489,217** **\$4,602,578**

TOTAL LIABILITIES & FUND PRINCIPAL **\$4,525,717** **\$4,675,236**

2020 Budget

The Vestry approved a 2020 Operating Budget in January 2020. Guidelines and objectives we followed were:

- Create a balanced budget
- Transparency – show all income and expense details
- Consider Capital funding

All of these objectives were dialed into the attached Budget. The budget format is identical to the prior pages and 2019 actual.

The Budget includes \$10,000 of non-PCOC capital spending, which may not be enough to properly maintain the physical property. Beginning in 2019, net income from both the Pre-School and the PCOC now resides in the Capital Reserve. These funds form one pillar of our capital financing strategy. The other pillars are donations from the 2020 capital campaign, the new Capital Endowment fund, and in case of emergency, our line of credit.

Also included in the 2020 Budget is a drawdown from endowment funds that totals \$101,032 or about 3.8% of the value of the endowment funds as of 12/31/19. This figure is allowed by the endowment guidelines (5% of running 3-year average balance for most funds).

Dashboards Including 2020 Budget and Forecast

<u>General Reserve</u>	2019		2020
	<u>12/31/2018</u>	<u>Dec. YTD</u>	<u>Annual Budget</u>
Beginning Balance		147,559	215,262
Operation Inflows		834,009	755,057
Operation Outflows		(739,580)	(744,271)
Capital & Debt Changes		(23,685)	(10,000)
Other		(3,041)	0
Ending Balance	\$147,559	215,262	216,048
<i>Increase/(Decrease)</i>		<i>67,703</i>	<i>786</i>

<u>Restricted Reserves</u>	2019		2020
	<u>12/31/2018</u>	<u>Dec. YTD</u>	<u>Budget</u>
Beginning Balance	148,987	236,914	236,914
Contributions/Inflows	200,256	87,350	87,350
Expenditures/Outflows	(109,365)	(87,350)	(87,350)
	(2,964)	0	0
Ending Balance	\$148,987	\$236,914	\$236,914

<u>Endowments</u>	2019		2020
	<u>12/31/2018</u>	<u>Dec. YTD</u>	<u>Budget</u>
Beginning Balance	2,299,465	2,655,881	2,655,881
Contributions/Inflows	0	0	0
Expenditures/Outflows	(98,143)	(101,032)	(101,032)
Investment Changes	454,559	101,032	101,032
Ending Balance	\$2,299,465	\$2,655,881	\$2,655,881

<u>Budget Summary</u>	2019	2019	2020
	<u>Actual</u>	<u>Budget</u>	<u>Budget</u>
Source of Funds	\$ 834,009	\$ 786,583	\$ 755,057
Pledge Income	\$ 526,896	\$ 534,838	\$ 534,973
Endowment & Reserve Income	\$ 200,497	\$ 174,983	\$ 142,822
Other Gifts & Plate	\$ 86,532	\$ 61,262	\$ 61,762
Christmas/Easter	\$ 11,660	\$ 13,500	\$ 13,500
Preschool Donation & Fundraising	\$ 8,424	\$ 2,000	\$ 2,000
Other	\$ -	\$ -	\$ -
Use of Funds	\$ 766,306	\$ 786,583	\$ 754,271
SWEEPS	\$ 129,926	\$ 124,506	\$ 123,540
OPERATING MINISTRIES	\$ 512,936	\$ 567,577	\$ 528,231
INFRASTRUCTURE (B&G/Interest)	\$ 96,718	\$ 84,500	\$ 92,500
Capital Expenditures	\$ 23,685	\$ 10,000	\$ 10,000
Other	\$ 3,041	\$ -	\$ -
Surplus / (Deficit)	\$ 67,703	\$ -	\$ 786

2020 Source of Funds Budget

	December 2019 Year to Date				2020
	YR-TO-DATE		OVER / UNDER		TOTAL
	ACTUAL	BUDGET	\$	%	ANNUAL BUDGET
Source of Funds:					
CURRENT YTD PLEDGES	521,796	534,838	(13,042)	(2%)	534,973
ALLOWANCE FOR UNCOLLECTED PLEDGES	0	0	0	0%	0
TOTAL YTD PLEDGES	521,796	534,838	(13,042)	(2%)	534,973
PRIOR YEAR PLEDGES (COLL. CURR. YR)	5,100	0	5,100	0%	0
PLATE COLLECTIONS	6,753	6,500	253	4%	7,000
<i>Sanford Endowment</i>	48,201	42,000	6,201	15%	48,689
<i>General Endowment</i>	41,643	40,000	1,643	4%	42,666
<i>Rector's Disc. Fund (04384) - see Res. Accts.</i>	1,709	1,600	109	7%	1,727
<i>Memorial Garden</i>	0	1,000	(1,000)	(100%)	1,348
<i>Music Concerts - see Res. Accts.</i>	5,302	2,000	3,302	165%	5,228
<i>Peterson Endowment</i>	1,288	1,200	88	7%	1,374
INCOME FROM ENDOW. ACCTS	98,143	87,800	10,343	12%	101,032
<i>Music Reserve Fund</i>	\$0	\$0	0	0%	0
<i>Music Concerts (reserve spending)</i>	8,706	9,000	(294)	(3%)	2,000
<i>Music Concerts (donations)</i>	0	2,000	(2,000)	(100%)	4,800
<i>Clergy Disc. Checking (non-opps)</i>	6,678	1,500	5,178	345%	4,000
<i>Youth (non-opps)</i>	3,258	2,500	758	30%	2,900
<i>Altar Guild (non-opps)</i>	9,479	2,233	7,246	324%	3,700
<i>Memorial Gifts</i>	0	0	0	0%	0
<i>PIM Fund (non-opps)</i>	15,615	10,000	5,615	56%	10,000
<i>Family Promise</i>	635	1,000	(365)	(37%)	1,000
<i>Memorial Garden Fund (non-opps)</i>	10,357	3,390	6,967	206%	3,390
<i>Capital Reserve</i>	47,626	55,560	(7,934)	(14%)	10,000
<i>Hadley</i>	0	0	0	0%	0
INTER. TRANS FROM CHECKING/FUND ACCTS	102,354	87,183	15,171	17%	41,790
CHRISTMAS/EASTER COLLECTIONS	11,660	13,500	(1,840)	(14%)	13,500
PRESCHOOL RENT	0	0	0	0%	0
OTHER DONATIONS	79,779	54,762	25,017	46%	54,762
MATCHING GIFT DONATION	0	0	0	0%	0
FUNDRAISING EVENTS	8,424	2,000	6,424	321%	2,000
TOTAL Source of Funds	\$834,009	\$786,583	\$47,426	6%	755,057

2020 Use of Funds Budget

	2019		2019	OVER / UNDER)		2020	
	December	YEAR-TO-DATE	December	YEAR-TO-DATE	\$	%	TOTAL ANNUAL BUDGET
	ACTUAL		BUDGET				
SWEEPS							
Stewardship	22,640	✖	11,650	10,990	✔	94%	11,650
STEWARDSHIP	23,298		9,150	14,148		155%	9,150
ENDOWMENT/Development	(658)		2,500	(3,158)		(126%)	2,500
Worship	36,579	✖	23,550	13,029	✔	55%	28,150
ALTAR GUILD FUND	9,479		3,700	5,779		156%	8,500
WORSHIP SUPPORT	4,637		4,000	637		16%	4,000
MUSIC	7,277		7,850	(573)		(7%)	8,850
MUSIC RESERVE FUND	0		0	0		0%	0
MUSIC CONCERT EXPENSES	14,008		6,000	8,008		133%	4,800
ORGAN MAINTENANCE	1,178		2,000	(822)		(41%)	2,000
Education	13,663	✖	20,550	(6,887)	✔	-34%	23,050
ADULT ED.	711		2,900	(2,189)		(75%)	2,100
CHILDREN & YOUTH EDUCATION	8,089		12,150	(4,061)		(33%)	12,050
YOUTH MUSICAL	1,605		3,000	(1,395)		(47%)	6,000
YOUTH GROUP FUND EXPENDITURE	3,258		2,500	758		30%	2,900
Evangelism	8,257	✖	24,050	(15,793)	✔	-66%	15,850
COMMUNICATIONS	1,849		19,000	(17,151)		(90%)	10,000
NEW MEMBERS	31		300	(269)		(90%)	300
RECEPTIONS / SPECIAL EVENTS	4,319		1,900	2,419		127%	2,700
FELLOWSHIP	1,263		1,850	(587)		(32%)	1,850
FUNDRAISING	795		1,000	(205)		(21%)	1,000
Pastoral Care	12,313	✖	8,705	3,608	✔	41%	8,840
PASTORAL CARE	30		405	(375)		(93%)	340
PASTORAL - MEMBERSHIP & MINIS	1,775		2,500	(725)		(29%)	2,500
CLERGY DISCRETIONARY FUND	8,387		4,000	4,387		110%	4,000
PASTORAL ADMINISTRATIVE	2,121		1,800	321		18%	2,000
Service	36,474	✖	36,000	474	✔	1%	36,000
PIM	10,224		13,000	(2,776)		(21%)	13,000
OUTREACH Hadley	0		0	0		0%	0
PIM FUND	15,615		10,000	5,615		56%	10,000
FAMILY PROMISE	635		1,000	(365)		(37%)	1,000
PIM FROM MUSIC CONCERT	0		2,000	(2,000)		(100%)	2,000
DIOCESAN Pledge	10,000		10,000	0		0%	10,000
TOTAL SWEEPS	129,926	✖	124,505	5,421		4%	123,540
OPERATING MINISTRIES & INFRASTRUCTURE							
BUILDING, EQUIPMENT, AND GROUN	96,718		84,500	12,218		14%	91,500
MEMORIAL GARDEN	10,357		3,390	6,967		206%	3,390
DIOCESAN SUPPORT	35,576		36,345	(769)		(2%)	42,310
EXTERNAL AUDIT	4,550		4,000	550		14%	4,500
OFFICE AND ADMINISTRATIVE/FINA	27,066		25,000	2,066		8%	25,650
PERSONNEL	434,804		496,343	(61,539)		(12%)	450,881
SENIOR WARDEN	358		1,000	(642)		(64%)	1,000
PCOC EXPENSES	225		500	(275)		(55%)	500
INTEREST EXPENSE	0		1,000	(1,000)		(100%)	1,000
TOTAL OPERATING MINS & INF	\$609,654		\$652,078	(\$42,424)		(7%)	\$620,731
TOTAL OPERATING EXPENSE	739,580		776,583	(37,003)	✔	(5%)	744,271
Capital Expenditures-PCOC	3,500		0	3,500		0%	0
Capital Expenditures-Non PCOC	20,185		10,000	10,185		102%	10,000
Other Outflow / (Inflow)	0		0	0		0%	0
Total Use of Funds	763,265		786,583	(23,318)		(3%)	754,271

Advent's Endowments - See "Endowment Report".

Bill Steller – Treasurer

Chris Pepe – Finance warden

Stuart Davies – Endowment Committee Chair

Development Warden's Report

Advent is doing well! I am amazed by our parish's generosity of spirit: the time which people put into church programs, the talent that people direct at specific tasks and, of course, the treasure provided for our general operations. Advent is a great church and truly blessed!

2019 was a busy and productive year. Reports from Jim Palic and Stuart Davies, who chair the Stewardship and Endowment committees, respectively, were listed on previous pages. They reflect good progress made throughout the year. There were a number of special events conducted throughout the year, which are highlighted in the Services section of this report.

The biggest stewardship activity of the year was the launch of the "Where We Gather" capital campaign. This \$1.7 million effort was aimed at meeting Advent's capital needs, our physical plant, for the next 15 years and beyond. A portion of the fund is to be kept liquid to meet immediate needs, while the bulk (\$1.2M) will be held in permanent endowment. Pledges are being made on a 3 and 5-year basis.

In January, Mike Graves at MacIntyre Associates was engaged to help organize the campaign. Donna Melton, at Just-in-Time Communications, provided key messaging guidance. As of this writing, \$1.35 million has been committed, including a much appreciated \$400,000 transfer from the Sanford Endowment. Due to the State's "Shelter in Place" order, the campaign has been extended to September 7th. We are very thankful for the support received.

Of course, the big news is not about 2019, but what is happening in 2020. The COVID 19 virus is just arriving in Chester County and can be expected to dramatically alter our cherished way of life for years to come. We are reaching out to ALL parishioners and asking them how they are doing, and how we can help. This is how one grows in faith and numbers!

On behalf of the entire Advent family, I am thankful for your support.

Submitted by,
Collis Townsend, Development Warden

Building & Grounds

The April 2019 to March 2020 year has continued to be a busy one for the Building and Grounds Committee. We have worked closely with Collis Townsend, Development Warden on the role out of the Capital Campaign for Advent, which has now begun implementation in February 2020.

During the year many of the HVAC systems warranted work to keep them in good working order. Many of the HVAC units were showing black silt build up in the units resulting in the silt being blown out of the system into surrounding areas. The silt was checked and was found not to contain any mold or other harmful contaminants. We authorized the purchase of a cleaning system and all units have been cleaned and returned to service.

In the summer of 2019, we had repeated problems with the HVAC system in the St. Jude and St. Mary's rooms on the ground floor of the South Wing. It was found that the condenser controlling these rooms was defective and a new one installed. The lead technician from Worth who we contract with to maintain the HVAC system has retired and we have been allocated a new lead technician with senior back up support to ensure we get top class service.

In line with the role out of the Emergency Preparedness Plan last year, we have now installed Uline window film on all windows and doors considered a security concern. We will also be installing bolts on selected doors to allow us to shut down critical areas in the event of an unwanted intruder gaining entry into the building. We have also conducted emergency drill training with the Greeters, Ushers and Staff so that the emergency preparedness plan can be activated swiftly, if needed. We have also held a run through for the congregation and will be holding periodic training programs and drills as appropriate.

A temporary air-conditioning unit has been installed in the rooms used to house the Godly Play team. The plan will be to install full HVAC coverage for the North Wing once the Capital Campaign has been concluded. This will cover the Choir Room, Children's Chapel, Godly Play Room and the storage room on the upper floor and the Pre School space on the lower floor of the North Wing.

The main entrance into the narthex of Advent has had a major retro fit. The main step has been redone with anew stone slab to ensure it is stable and does not pose a tripping exposure to people entering and exiting the church. The bannisters have been extended to allow an aid to stability for users, and a new floor mat with Episcopal logo and welcome message installed. New room dividers have been purchased which will allow us to section off portions of the Fellowship Hall for use with Adult Education and still maintain a section for use as social setting for coffee and tea and the like. These are light weight and can be configured in many designs to meet specific needs.

In the fall, Dawn Deivert led an emergency preparedness plan training program for three churches to assist them in developing their own emergency preparedness plans (EPP). This is a good message that the EPP developed by Advent is considered to be a very good plan and one that other churches wish to replicate.

Car park lighting has continued to be a problem and flood lights have now been sited on the ends of the North and South Wings to provide additional lighting to the lower car park. The lighting in the upper parking lot has had extensive work done to repair units impacted by cars and to replace failed ballasts. In the longer term these will be replaced with a more robust lighting system.

A section of the lower parking lot was repaired during the early summer of 2019 to remove a large number of cracks which had developed. The car park surface was milled down two inches and new asphalt applied. It is anticipated that a similar exercise will be done to the lower car park later in 2020 to bring the lower lot up to speck.

In January 2020, one of the 30-foot high pole lights in the lower lot was hit by a truck and destroyed. We will be replacing this in the near term with LED lighting which will greatly improve the lighting in the lower car park. At the same time, we will retrofit the other 30-foot light pole with LED lighting.

Other Projects in Motion

The secondary heating loop on the second floor of the South Wing will be retrofitted to allow better air flow around the heater coil to allow better heat transfer.

An automatic cut in system will be installed to allow the secondary heating system to be activated in the main portion of the Advent building and the South Wing, based on the internet temperature reading hitting 30 degrees warranting the back-up system. At the moment, this needs to be done manually so that we expend more oil usage than necessary.

In the spring, the grouting in the patio paving located in the Memorial Garden and at the PCOC will be replaced with a harder grout to stop a tripping hazard that has developed.

The damaged light pole in the parking lot will be repaired in the near term. The owner of the trucking firm that caused the damage has admitted liability and we are finalizing the cost of repair with insurers.

Intercom systems are to be installed on the main entrances to the North and South Wings to allow vetting of visitors prior to allowing entrance. This will provide added security for the pre-school in the North Wing and allow more effective use of the South Wing entrance. Security Bolts have been installed throughout the Advent Campus to allow more effective shutdown in the event of an unwanted intruder.

Submitted by,
Dave Scott

Volunteer Receptionists

We have about 18 volunteer receptionists who regularly assist at the desk each week at various times throughout the month, and 4 substitutes who fill in when needed. They work in shifts of either 9:00 – 12:30 or 12:30 – 4:00 from September through May. Some even keep their regular schedule in the summer, or they come in to help when one of us is on vacation during the summer months. They answer the phones, assemble bulletins, make reminder phone calls to those serving in worship on Sundays, stuff envelopes for mailings, and sometimes you will see them knitting prayer shawls or working on one of their other volunteer ministries. They present that friendly first impression to visitors in the office, and often lend an ear and a kind word to those waiting for an appointment. They all care so much and treat their job as a true ministry of the church. We love them all and we would be lost without them in the office.

If you would like to join this wonderful ministry, please call the church office – 610-444-4624.

Submitted by,
Kathy Corkadel
Financial Secretary

Ann Daemer
Parish Secretary

Volunteer Counters

What happens to the checks and cash that are placed in the offering plates each Sunday? Where do all those pledge envelopes go? Who organizes them and counts the cash?

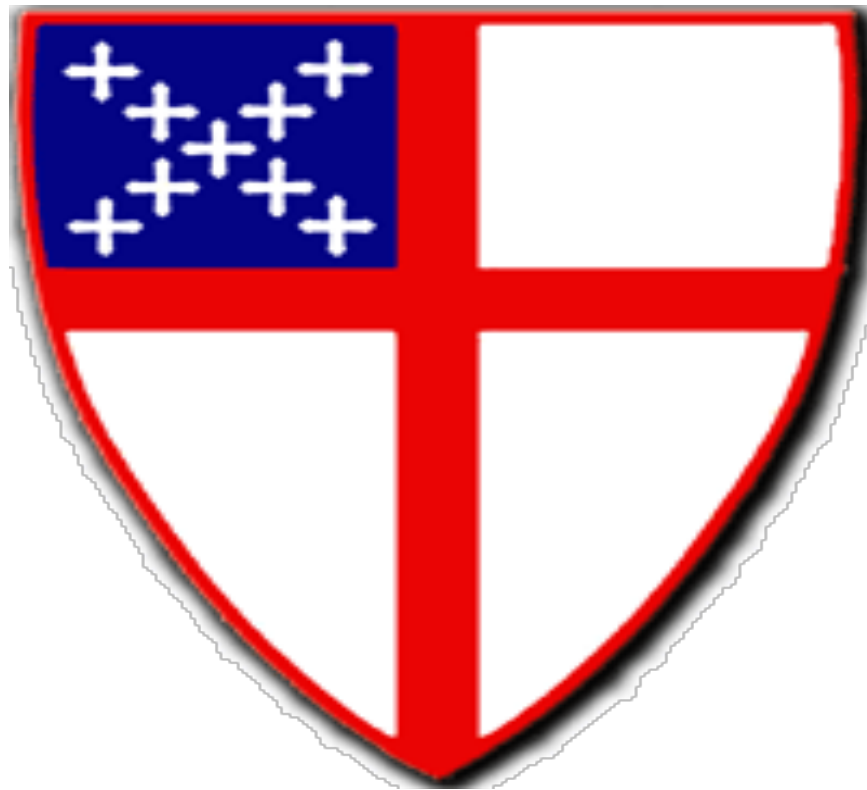
A small, discrete, faithful group of people (including Irene Bosley, Sally Palic, Troy Patterson, Al Rundle, Dave Scott, and Fran Wilson, led by Tom Struble) are Advent's counters. Meeting in pairs on Monday mornings, they note all pledges and loose offerings and total the amounts from all services. Sadly, we lost two of our long-time counters over the past year – Ray Firmin and Ed Kirkpatrick – who always appeared on their scheduled days even while battling illness.

A BIG thank you to Tom Struble and his dedicated team! And another BIG thank you to Dave Gilbert for all his time and efforts in making up the quarterly schedule of counters.

Submitted by,
Kathy Corkadel
Financial Secretary

The Episcopal Church of the Advent

Rector - The Reverend Dr. Nancy T. Hauser+



Senior Warden - George James

People's Warden - Dave Scot

Finance Warden - Christopher Pepe

Development Warden - Collis Townsend

Treasurer - Bill Steller

Terms Expire 2020

Frank DiCamillo
George James
Mary Nichols

Terms Expire 2021

Christopher Pepe
Dave Scott
Elizabeth Curtis Swain
Collis Townsend

Terms Expire 2022

Stuart Davies
Kevin Delaney
Kim Hoeschel
Cindy Reindl