



2022

Annual Report



A Letter From the Interim Lead Pastor

*“I am about to do a new thing; now it springs forth, do you not perceive it?
I will make a way in the wilderness and rivers in the desert.”*

-Isaiah 43:17

Looking Back on 2022

There is little doubt that 2020-2022 has been a rough period in the life of FPCA: a senior pastor and a Transitional pastor departed earlier than expected, the church was closed for a long time due to Covid, and a polarized political climate impacted church life. With all of that going on everyone could not help but be a little more fragile, a little more anxious. Not surprisingly, there was conflict and hurt feelings, and not surprisingly, with that conflict came a loss of members and a decrease in financial commitments to the church's ministry.

In 2022, rather than ducking the issues, the congregational leadership brought in the Lombard Mennonite Peace Center to address them. In the words of the Lombard leaders, “it was invited to propose a congregational engagement process to heal past hurts, address current differences, and develop a shared vision to facilitate a flourishing future with the First Presbyterian Church of Allentown (FPCA).”

The Lombard process included multiple phases: information gathering, education, restorative/healing sessions, and a problem-solving phase that led to a final report. That process involved almost 40 hours of in-person sessions and retreats. Well over 100 people participated at one point or another in the sessions, a participation level which the Lombard leaders praised. The Lombard final report is posted on the website, and there have been periodic town halls to discuss the report and the ongoing efforts to implement its recommendations. Of course, there is much work still to be done, but the Lombard report will serve as a guide for the Session throughout this year.

Despite the conflict, and the time and energy that went into the Lombard process, you will see in the reports that follow that God has been at work in many ways through the people of FPCA in 2022. Indeed, Kerry and I find it remarkable what has been accomplished in 2022 among and through the people of FPCA, including that you:

- Donated over 8000 pounds of food to the Food Bank, served approximately 1200 people with meals through Daybreak, provided 4700 breakfasts for unhoused and/or working poor adults and children through Jubilee, provided 220 dinners through Ripple Ministry, and raised nearly \$31,000 for the YMCA Warming Station through “Par for the Cause.”

- Through your partnership with Sheridan Elementary, over 100 adults packed and distributed 1,650 weekend food bags and 112 boxes for the Christmas break. Many church members and friends of our church again knitted and donated hats to first graders in the Allentown School District: 1,179 hats were delivered to first graders in 11 schools.
- Accepted the responsibility mid-year of settling and supporting a Guatemalan refugee family of 7 in conjunction with Bethany Christian Services. More than 20 volunteers helped resettle the Guerra family in a variety of ways, from providing transportation to finding jobs. After 6 months all 6 adults have jobs.
- Continued your ongoing commitment to our international partners through 'Serving at the Crossroads,' supporting the Manos Amigas Clinic in Honduras, and supporting communities in Malawi through 'Villages in Partnership.' You also supported one church in Lebanon and one sister church in Syria.
- Donated over \$6000 to provide animals, farming supplies, and training for a community farm through the Presbyterian Giving Catalogue.
- Committed \$20,000 to support the work of PCUSA missionaries in South Sudan, Honduras, Greece, and Pakistan.
- Through the Deacons continued the work of providing support to members of the congregation and the wider community in the areas of Bereavement Care, Milestone Celebration, Prayer Chain, Prayer Shawls, Helping Hands, Meals, Hospice Care, Expectant Parent Care, and Hospitalized Care/Discharge from the Hospital Care.
- Provided fund assistance with food, gas, rent, and lodging through the Deacons' envelope fund.
- Through the Stephens Ministers provided a listening friend to those who lost loved ones or were undergoing other tough passages in life. Seven new FPCA members volunteered to go through the training to join the team.
- Through 45 committed leaders provided Faith Formation for about 200 adults, 14 confirmands, and over 38 children and 41 youth.

Looking Ahead to 2023

In addition to the core functions of pastoral ministry of preaching and worship leadership, teaching and pastoral care, I hope in the next year that I can work with the Lombard team, the Session and Deacons, the staff, and the various committees and teams in 2023 to help the congregation:

- Develop a mission statement and vision statement for FPCA's ministry and undertake a mission study. That work will get the Pastor Nominating Committee off to a faster start when the Committee is formed.
- Strengthen the two English-language worship services in their separate formats while finding opportunities for linking all four worshipping communities together to foster the unity of this congregation as called for in the Lombard report.
- Develop a prioritized list for repairs, updates, and/or new installations for the sound and video systems in Fellowship Hall and the sanctuary so those changes can be made as money permits.

- Develop a prioritized and comprehensive list of repair and maintenance needs in the buildings that not only includes current needs, but also anticipates facility issues in the next five to ten years, with an eye for determining how to pay for these projects.
- Discern the appropriate staff size and design to lead this congregation's ministry in time for the 2024 budget.
- Determine how best to be a good steward of these building and grounds that will foster ministry, build partnerships, and develop additional income for ministry.
- Build on, and live out, the Lombard recommendations to prepare for a healthy new chapter of ministry.

Looking to God

In eight short years this congregation will celebrate its 200th anniversary. I am convinced that the God who has been “our help in ages past” is our “hope for years to come.” This interim period in which I am serving this congregation is the briefest of blips in this congregation's long history of ministry. I look forward to walking with you in this time, seeking what God has in mind for this congregation which stands at two crossroads: the crossroads of Cedar Crest and Tilghman, and at the crossroads of the church and the world!

Grace and peace,

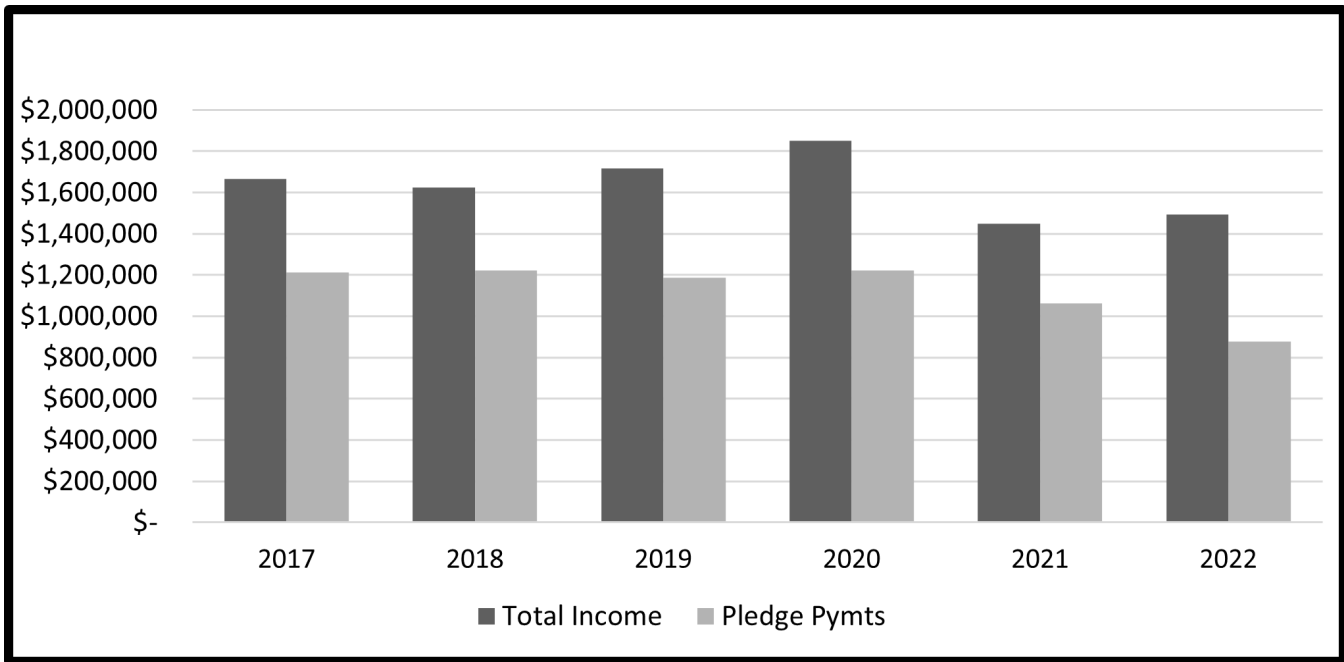


Carter Lester

2022 Financial Position (unaudited)

Total Income/Annual Pledge Comparison 2017-2022

The chart below shows our 6-year trend of total income and annual pledges. Session continues to evaluate what this means for the future of the church.



2022 Financial Position (unaudited)

Despite the challenges of living in a COVID world, giving remained consistent and we carefully monitored our spending to end the year in a positive position.

Assets

General Fund	\$980,325.00
Property Fund	1,050,036.00
Endowment Funds	3,903,586.00
TOTAL ASSETS	\$5,933,947.00

Liabilities & Fund Balances

General Fund	\$137,006.00
Session Designated Funds	267,618.00
Deacon's Funds	21,165.00
Restricted Funds	419,095.00
Property Fund	1,050,036.00
Endowment Funds	3,906,132.00
	\$5,801,052.00

Surplus (Deficit)	\$132,895.00
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TOTAL LIABILITIES AND FUND BALANCE	\$5,933,947.00
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2021/2022 Operating Results (unaudited)

We carefully stewarded the funds entrusted to the care of the Session, staff, Deacons and other ministry teams - keeping spending on budget.

	2022 RECEIPTS (UNAUDITED)	2021 RECEIPTS (REVIEWED)
General Fund Revenue	\$ 1,443,233.00	\$ 1,404,860.00
Restricted Mission	48,510.00	46,351.00
TOTAL REVENUE	\$ 1,491,743.00	\$ 1,451,211.00
	2022 EXPENDITURES (UNAUDITED)	2021 EXPENDITURES (REVIEWED)
Worship	\$ 13,182.00	\$ 10,352.00
Mission	148,052.00	143,603.00
Restricted Mission	48,510.00	46,351.00
Discipleship and Pastoral Care	28,322.00	24,755.00
Ministry Support - Office	95,554.00	75,576.00
Facilities/Plant	222,846.00	196,892.00
Staffing	954,773.00	902,095.00
TOTAL EXPENSE	\$ 1,511,239.00	\$ 1,399,624.00
SURPLUS/DEFICIT	\$ (19,496.00)	\$ 51,587.00

Some 2022 Highlights from Various Session Teams, Ministries, and the Board of Deacons

Arabic Ministry – Elder Afaf Houry

- Like all churches, we had our ups and downs during the pandemic “season.” Now we are endeavoring to rebuild. The results are encouraging, and this is giving us energy and perseverance to look back and learn from what we did in the past. We were not perfect, but our progress seems to be in line with other churches, if not better. The online worship service is quite a success since it reaches people in Lebanon, Syria, Iraq, Croatia, Bahrain, The Emirates, and Egypt.

Assurance – Elder Anne Ferrera

- Met with and provided guidance to Mission team regarding FPCA’s covenant with Family Promise.
- Discussed and took necessary action on items identified by the PC (USA) Office of Legal and Risk Management that congregations should review on an annual basis.
- Reviewed corporate filings of FPCA and updated information with the PA Dept. of State.
- Provided assistance for the transition of phone service provider.

Board of Deacons – Moderator, Alicen Bailey-Silfies

- The Board of Deacons continued their work of supporting the congregation and the wider community. The ten Deacon teams worked closely to support the Pastors and provide the best possible care. The ten teams are....
 - Bereavement Care Team
 - Milestone Celebration Team
 - Prayer Chain Team
 - Prayer Shawl Team
 - Helping Hands Team
 - Meal Team
 - Hospice Care Team
 - Expectant Parent Care Team
 - Hospitalized Care/Discharge from the Hospital Care Team
 - Support at Home Care Team
- Also, the Deacons helped organize the delivers of holiday flowers at both Easter and Christmas. Many prayer squares continue to be shared with our members and friends.
- The Deacons helped the Family Promise Team with creating welcome bags for families.
- The Deacons secured the beautiful flower arrangements that adorn our alter. We worked with our community partner Phoebe Florist to secure silk flowers for the fall, winter and spring months. Look for more ways in the future to help us beautify the area with fresh flowers and other arrangements.
- No one is ever turned away when in need, and our Christian care never stops! The Deacons envelope fund assists with food, gas, rent, and lodging.
- The Deacons will continue to find ways to involve any church members who would like to actively be a part of our ministries.
- As always your Deacons share in all of your joys and concerns throughout the year.

Buildings and Grounds – Elder Rick Ensley

- The building and grounds of the church continue to pose a challenge for this congregation. Whereas we have a great facility and a plot of ground that has many possibilities, it also comes with a high price tag to maintain.

- Our custodial staff has been working very hard and as the year progressed, the building started to come back to life with more and more activities returning after COVID. Our new property manager, Dan LaBombard, is learning the building, the grounds and the systems that make things tick. Dan has been able to do his very best in holding the line on expenses, including re-negotiating contracts and maintaining others at current prices. Dan and the rest of the custodial staff have been trying to do as much work in-house as possible but knowing their limits and calling the professionals when needed. In the later half of 2022, one of the custodians left the church which resulted in a one-third reduction of the staff. This made for creative scheduling but with the hard work and dedication of the entire custodial staff, things seemed to work out. The hope is that by early in 2023 an additional full-time custodian will be hired. I would encourage ALL the members of this church to extend their appreciation to Dan LaBombard, Pete Boyle and Kevin Litzinger. Job well done!!
- I would like to thank the members of the Building & Grounds team. Their collective thoughts and ideas continue to serve this church in the best way possible. Thank you, Staci Bell, Dan, LaBombard, Karen Layfield, Marilyn Leiby, Ted Parcel, Becky Short and Lynda Wiseman.
- There have been several building systems that had to have major repair work completed this year. The outdated heating system continues to be a challenge. Air conditioner units have been repaired and there are 2 units that need to be replaced. The parking lot and exterior lights have been repaired and for the most part are in working order. In a way of cutting the electric usage for the parking lot lights, we will be looking at going with LED fixtures.
- The grounds of the property continue to be maintained with the help of Parkland Nursery donating all the mulch for the beds. This makes for great curb appeal as folks drive through or pass the property. There has been tree trimming around the church. This is a project that had been put on the back burner but because of necessity, it is being addressed currently. It should be completed in 2023.
- As stated above, the building continues to be a challenge. In the next year, the Building and Grounds team will be working on identifying and prioritizing the various needs for repairs, updates, and replacements so that a long-term plan can be developed, not just for what we know needs to be fixed now, but also those we can anticipate needing to address in the future.

Chin-Burmese Ministry – Elder Abraham Pa Cawi

- As of February 2023, God has blessed us with 34 church members who worship in our Sunday Worship service regularly and 3 members only participate in our worship sometimes due to distance.
- Every Saturday night from 7:00 - 10:00 p.m., we meet up at a church member's house (take turns) and hold a home cell worship service.
- Due to the growth of people that want to participate in our Saturday night home cell worship service, we had to change our location to the church. Massive thanks to Pastor Carter, all the elders, and decon for willingly accepting our offer (change of location) and allowing us to worship at church every Saturday night.
- Every Sunday, I, Pastor Abraham share and preach the word of God during our Chin Burmese Worship Service.
- We have 8 Sunday School kids, split into 2 classes (3:5) taught by 2 teachers (Kim & Junia) every Sunday morning from 9:00 - 11:00 am.
- If by any chance any of our church members are sick, Pastor Abraham & Chin Burmese elders visit their homes and pray for them.
- Our Youth used to have Bible Study every Friday night at church, however, due to some scheduling conflicts they have to pause it for a while. We will inform the church if there are any further changes to it.
- During the Fall of 2022, our youth got a chance to attend Vision School at church. Thank you so much to Pastors and Elders for giving us the possibility to hold Vision School at church.

- We also have different Chin Burmese Pastors from different states visiting us 3 or 4 times a year to share the gospel.

Financial Income

- Every year our Chin Burmese community as a whole delivers \$5,000 to the congregation. The reason why we chose to give it as a whole instead of individually is that we have some members that do not bring one-tenth 1/10 to church faithfully.
- We also get a couple of opportunities to donate our offerings to our Chin Burmese people in Myanmar hiding and suffering from war. We also help those who have blood cancer, paralysis, and orphanage in Burma who do not have any family members.
- Our Youth held fundraising during the summer of 2022 and raised a fund for our people that are suffering from despair back in Myanmar. Every penny received from fundraising is donated. We also visited another state to share the gospel. Chin Burmese church Syracuse NY & NY ALBANY and I, Abraham Pa Cawi visit Chin church of Buffalo NY to preach the word of God.

Faith Formation – Elder Trish Brown

- We used the Presbyterian Church (USA)'s Follow Me curriculum to shape and unify our worship and faith formation for all ages during the seasons of Lent, Easter, and Advent.
- JoAnn Jones, Director of Children's Faith Formation, retired in June 2022.
- With the anticipation of JoAnn's retirement, a team was put together to draft a new full-time job description for Director of Children and Families and to hire a candidate to fill this new role.
- Hubert Huang was hired as the Director of Children's and Families Ministry in July and he guided us through the fall before resigning in December to spend more time with his family.
- The Confirmation Program was redesigned and approved by Session. Confirmation is now open to 8th and 9th grade (or older) and happens every other year.
- Four youth were received as new members after writing a statement of faith and completing the confirmation program. There are 14 youth enrolled in the confirmation program this year.
- Youth Group continued to meet Sunday evenings from January to June. In the fall, at Session's recommendation, Youth Group was moved to Sunday mornings during the Faith Formation hour.
- The youth went to Ocean Grove, NJ for a half-week beach retreat in August.
- Special small groups met during the Seasons of Lent and Advent with around 80 total participants for fellowship, study, reflection, and prayer focusing on Practicing Spiritual Disciplines (Lent) and Go Tell: Sharing the Gospel as a Gift of Love (Advent).
- Our Adult Faith Formation opportunities expanded to 3-4 offerings on a Sunday mornings and 3-4 offerings during the week. New offerings include: "The Hear, and Now", "Happy Hour", and Mission & Justice-specific classes. These offerings meet in-person, on ZOOM, and a hybrid between the two.
- Our children, youth, and adults in "The Hear, and Now" group focused this fall on the worship theme of Together: Building a Home with God. Each Sunday we expanded on the topic and scripture(s) used in worship that day using lessons provided by Pastor Taylor and Hubert.
- Sunday Morning Faith Formation now begins with intergenerational music and prayer in the sanctuary with children, youth, parents, choir, and is open to everyone to join. This started in early Fall 2022.
- We partnered with the Local Mission Team to provide an intergenerational faith formation and mission event in November 2022 focusing on local food insufficiency.
- Pre-K, 3rd Grade, and Confirmation Students received Bibles in Worship in November 2022.
- The Safe Sanctuaries policy has been updated to accept PA Department of Human Services (DHS) Mandated Reporter training as well as the Boy Scouts of America (BSA) training. The intent is to allow professionals who are required to keep up to date with their clearances and Mandated Reporter training to use these as their submission for the Safe Sanctuaries process.

- We received 3 new members in October 2022 using our New Members program offering information about our denomination and our church through three classes.
- We have nearly 45 adults serving as regular faith formation leaders for children, youth, and adults.

Fellowship – Elder Denise Jennings

- Easter – Fellowship event in the Narthex between English language services where church members signed up to bring desserts
- Pentecost – Fellowship event in Fellowship Hall after one all-church service. Church members signed up to bring a variety of foods and the children’s ministry ran a craft/activity table and Pentecost-related kid’s food table.
- Yard Sale – The Yard Sale was held in June outside on the parking lot, lead by Kathy Schmied.
- Pastor Jan Nolting Carter’s Appreciation Event, held in Fellowship Hall after one all-church service, was sponsored mostly by the Elders and deacons
- Fall Back to Fellowship Event – Originally an outside all church cook off on the front lawn, due to weather moved to Fellowship Hall. Church members brought dessert, sides, and snacks. Burgers, hot dogs, and beverages were provided by Fellowship Team. Children’s ministry brought a water slide and other games for kids. Deacons primarily ran the event.
- All Church Christmas Celebration – The Fellowship Committee sponsored the Christmas Celebration. The program began with our own Chin Burmese singers. The Whitehall Chorale performed in the Sanctuary. We finished with Laura Rabenold accompanying us on piano as participants sang carols, ending with Silent Night in a candle lit sanctuary. We then moved to Fellowship Hall for time together with desserts and warm beverages. Fellowship Hall crafts included Christmas cards to be included with the poinsettias that FPC delivers to shut-ins, and a children’s Christmas coloring table.

Finance Team – Elder Josh Luey

- The Finance Team has been hard at work tracking the church’s income and expenses to ensure God’s gifts to us are well cared for.
- We are tracking everything against the annual budget and have created a new budget for the coming year.
- The investment team continues to monitor the church’s long term investments in this unusual financial environment.

Lombard Steering Team - Elder Bruce Gunn

- Recommended thirteen FPCA interviewees to Session as part of the Lombard Information Gathering Process.
- Provided logistical support for Lombard Workshops, including Healthy Congregations, Conflict Transformation skills for Congregations, Restorative Conversations, and two Problem-Solving Sessions.
- Recruited members of the Congregation to provide Minutes for Mission on the benefits of the Lombard Process prior to the Problem-Solving Sessions.
- Reviewed initial proposals from the Congregation identified in the Lombard final report, developed recommendations on how to prioritize these proposals, including those where work was already underway, proposals on which work should be done now, and those which could be addressed later.
- Planned and hosted a Congregational Town Hall to review the proposals approved by Session and their order of priority, and enlisted volunteers to work on the proposals on which work needed to be done immediately.

FPCA Mission Ministries - Elders Afaf Khoury, Kathy Matthews, and Becky Tacca

This congregation seeks to serve God not only in the Lehigh Valley, but working with mission partners far and wide, throughout the country and in the world. Through our Per Capita giving, we support the ministry and mission of the Presbyterian Church through the Lehigh Presbytery, Synod of the Trinity, and Presbyterian Church USA. During 2022, here are some of the ways members and friends of our church family lived Christ's love in cooperation with our mission partners:

Family Promise of Lehigh Valley - <https://familypromise.org>

- This new mission project started in November and we hosted families in Fellowship Hall for two one-week periods.
- Over 50 volunteers helped 7 families (10 adults and 13 children) by preparing and serving dinners and breakfasts, playing games, doing crafts, enjoying fellowship, and sleeping overnight for 14 nights.

Greater Allentown YMCA Warming Station - <https://www.gv-ymca.org/Warming%20Station>

- Raised \$30,678 from "Par for the Cause" our annual golf tournament for the Warming Station.

Missionaries

- We donated \$20,000 in support of 4 missionaries in Honduras, Greece, South Sudan and Pakistan.
- In our continuing partnerships with Serving at the Crossroads and Villages in Partnership, we provided support to the Manos Amigas Clinic in Honduras, communities in Malawi, a church in Lebanon, and a sister church in Syria.

Refugee Family

- We accepted the responsibility mid-year of settling and supporting a Guatemalan refugee family of 7 in conjunction with Bethany Christian Services.
- Volunteers supported the family with food, clothing, and supplies; and assistance with medical visits, obtaining social security cards, driver's licenses, school registration and completing employment applications.
- Approximately \$12,000 was donated in support of the family.
- Presently, the family has become self-sufficient.

Refugee Scholarships

- The Refugee Scholarship fund awarded a total of \$6,000 to 3 applicants.

Christmas Alternate Gift Giving

- The congregation donated over \$6,000 to provide animals, farming supplies, and training for a community farm through the Presbyterian Giving Catalogue.

Food Insufficiency Event

- In November, we hosted an informational intergenerational event highlighting challenges and impact of food insufficiency on people in the Lehigh Valley.
- About 100 members of the congregation packed over 90 bags of food for the Sheridan children for the Thanksgiving weekend. We also packed over 90 Christmas gift bags of school supplies and treats and made 100 Christmas cards to be included in the Christmas boxes.

Daybreak - <https://lehighchurches.org/what-we-do/daybreak/>

- Prepared and served over 28 meals with an average of 75-80 clients at each meal.
- Bussed 40 people to our church in September for a picnic with food, games, prizes, and gift cards for each participant.
- Purchased new shoes for 40 clients during the holidays.

Allentown Area Ecumenical Foodbank - <https://allentownfoodbank.org/>

- Through our Reverse Advent Calendar food drive, we collected over 8,000 pounds of food for the food bank, an increase of over 5,000 lbs. from this same event last year.

- Members provided weekly food donations, Spirit cards and monetary donations.
- The Quilting and Craft Group Ministry donated \$1,500 from the sale of crafts and the Mission Teams donated approximately \$8,000.
- 12 church members volunteered monthly at the food bank.

Sheridan Elementary School Food Collections

- Two food collections and monetary donations provided food bags each week for 60-70 children.
- Over the course of the year, over 100 volunteers packed and distributed 1,650 weekend food bags and 112 boxes for the Christmas break containing 71 food items and a gift bag.

Ripple - <https://www.ripple-allentown.com/>

- Hosted and provided three dinner events preparing a total of 220 meals.
- 24 members of our church assisted with these meals.
- Hosted Ripple Basket Fundraiser and donated 3 baskets for a raffle.

CROP Walk - <https://events.crophungerwalk.org/2021/event/allentownpa>

- Our church raised \$3,123 to fight hunger and homelessness through this annual event.

Jubilee Breakfast - <http://libertybellchurch.org/jbm>

- 15 volunteers from our church helped prepare and serve 4,700 to-go breakfasts for the homeless and working poor in downtown Allentown.

Sixth Street Shelter - <https://sixthstreetshelter.caclv.org/>

- 6 church members continue to volunteer their time to plant, weed, trim, and clean up the Believe Garden at the shelter.
- We hosted a social event in the Believe Garden for the residents and local neighbors.
- The Quilting and Craft Group Ministry donated a dozen quilts to residents to keep when they leave the shelter.

Little Free Libraries - <https://littlefreelibrary.org/>

- We collected and restocked books as needed at our four Little Free Libraries at the Sixth Street Shelter, Allentown Area Ecumenical Foodbank, Sheridan Elementary School, and our church's playground.

Annual Allentown Pride Festival

- Our church and First Presbyterian Church of Bethlehem co-sponsored a booth.

Allentown School District

- Many church members and friends of our church knitted and donated 1,179 hats to first graders in 11 schools in the Allentown School District.

Freedom School - <https://www.thevalleyledger.com/?p=106637>

- Partnered with Christ Lutheran Church to host a Children's Defense Fund Freedom School for local students.
- Raised \$1,620 from church offerings and church yard sale for the Freedom School

Scouting

- FPCA sponsors two Scout Troops.

Nominating - Elder Bruce Gunn

I would like to acknowledge the members of our current Nominating Team, who have worked very hard throughout this past year to put together our slate of Elder, Deacon and Nominating Team nominees for today's election. The members of the nominating team are:

- Karen Layfield, Bob Martin, Joyce Gobrecht, Maureen Fleischmann, Leslie Longyhore and Bruce Gunn
- Pastors Jan Nolting-Carter, Stephen Emick and Taylor Hall served as our Staff Support.

Before presenting our slate of nominees, the Nominating Team would like to express gratitude to those church officers and Nominating Team members who are completing their terms of service.

- **Elders:** Becky Tacca, Chip Layfield, Denise Jennings, Janine Santoro, Abraham Pa Cawi, Sophie Steirer, and Kai McGalla.
- **Deacons:** Stuart Dubbs, Kathy Salloum, Randy Schneider, and Mary Bernd
- **Nominating Team:** Karen Layfield

The Nominating Team is pleased to present the following slate of nominees for the offices of Elder, Deacon, and Nominating Team:

- **Elders for the Class of 2026:** Afaf Khoury**, Josh Luey**, Kim Ceccatti*, Joel Hurley*, Karen Layfield*, Matt Daniels*, and Rebecca Taylor*
- **Elder for the Class of 2024** (*one-year unexpired term*): Betty Jo Richards*
- **Elders, positions normally filled by a youth, for the Class of 2024:** Sophia Sciarrino* and Tommy Gilchrist**
- **Deacons for the Class of 2026:** Ibrahim Moussa**, Karen Richards**, Don Jacobs*, Brandon Remp*, Sylvia Hajewski*,
- **Deacons, positions normally filled by a youth, for the Class of 2024:** Victoria Toto** and Sam Brion**
- **Nominating Team for the Class of 2026:** Marilyn Leiby*
- **Nominating Team for the Class of 2025** (*two year unexpired term*): Marijo Taylor

**first term **second term*

Personnel – Elder Chip Layfield

During 2022 the changes in the Staff continued;

- **Additions:**
 - Linda Neely- Weekday Preschool Director
 - Hubert Huang- Director of Children and Families
 - Matt Wehr organist, Director for Traditional Worship Service
 - Hannah Lefurgy- Director for Contemporary Music
- **Retirements:**
 - Barbara Culp from Preschool
 - JoAnn Jones from Children’s Ministry
- **Changes:**
 - Cathy Boyle Wiley resigned
 - Janet Carter resigned
 - Tom Dressler from Music Director and Organist
 - Hubert Huang resigned
- **Actions:**
 - Updated seven year old Employee Handbook
 - Addressed the needs of a changing staff
 - Created an Ad Hoc hiring team to assist in filling staff vacancies
 - Continuing to balance Christian compassion with effective stewardship

Compassion, Peace and Justice Team – Elder Deb Palmer

The Racial Justice Team, a committee of Session, expanded its focus to become the Compassion, Peace and Justice Team. We will continue to work for racial justice but will expand our efforts to include justice for women, LGBTQ folks and other marginalized peoples. A few highlights from our year included:

- Creating slides for worship about notable black Americans who had died in 2021
- Inviting members of all ages to decorate a prayer for Juneteenth which was hung in the sanctuary

- Planning and presenting a class to celebrate Hispanic American Month, including a session on Sheila Clever's educational trip to the border
- Presentations by our missionary to Honduras and another missionary who serves El Salvatore, Guatemala, and Honduras
- A class by our own resettlement team. Sheila Clever orchestrated this.

We continue to seek effective ways to invite our congregation to answer God's call to do justice here at FPCA, in our families, in Allentown and the broader community.

Weekday Preschool - Elder Trish Brown

- For the 2021/2022 school year, the preschool had 60 students (ages 2 years, 7 months through 5 years) enrolled in 5 classes.
- The preschool employed 8 teachers and the Preschool Director.
- For the 2022/2023 school year, the weekday preschool enrolled 62 students in 5 classes, employing 8 teachers and a new Preschool Director.
- The preschool said goodbye to retiring Director, Barbara Culp, after more than 20 years of service, and welcomed our new Director, Linda Neely, over the summer.
- Seven of our families are members of FPCA.
- The preschool has one student on a full scholarship for the entire school year and one on a full scholarship from December through May.
- We have brought back our weekly "Chapel Time" for all students.
- We held a Christmas Program in the Sanctuary in December.
- We had two new successful fundraising events, the Dan Schantz Monthly Madness Card Sale and Pajama Night with Santa for our students.
- Enrollment for 2023/2024 is ahead of last year as of this date!



Staff:

Carter Lester
 Taylor Hall
 Moufid Khoury
 Abraham Pa Cawi
 Peter Boyle
 Tara Drayer
 Dan LaBombard
 Hannah Lefurgy
 Kevin Litzinger
 Sean Metzgar
 Caley Oels
 Matt Wehr
 Diana Worley



Preschool:

Linda Neely
 Trish Brown
 Danell Fowler
 Lori George
 Suzanne Hilton
 Jennifer Kareha
 Melissa Luksic
 Jen Palaia
 Molly Szewczak

Session:

Trish Brown
 Abraham Pa Cawi
 Rick Ensley
 Anne Ferrera
 Bruce Gunn
 Taylor Hall
 Kevin Heier
 Chad Hess
 Denise Jennings
 Chip Layfield
 Afaf Khoury
 Sara Lakatosh

Josh Luey
 Kathy Matthews
 Kai McGalla
 Dot Ouellette
 Debbie Palmer
 Nelson Rabenold
 Jenn Reidy
 Sophie Steirer
 Janine Santoro
 Becky Tacca
 Bill White
 Roger Yott

Deacons:

Alicen Bailey-Silfies
 Andy Baranek
 Mary Bernd
 Linda Boyle
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