



Cross Roads  
Community  
Presbyterian Church  
2023  
Annual Report



**Cross Roads Community Presbyterian Church**  
**Congregational/Corporation meeting agenda**  
**January 28, 2024**  
**Rev. Sue Washburn, Interim Pastor**

1. Check for quorum (10% of total membership/13)
2. Opening prayer
3. Purpose of the meeting
4. Approve the 2023 Annual Report
6. Motion to approve the joint ministry agreement with First Lutheran Church and the terms of call for Rev. James Arter:

Salary	50,121
Social Security	5817
Pension	9124
Health and Dental	11,712
Disability, survivor support	760
Housing	20,098
Spouse Health benefits.	4200

Reimbursable expenses with receipt	
Continuing Ed	700
Travel	2250
Media Allowance	200
Professional Expenses	400
<b>Total</b>	<b>105,383</b>
<b>Cross Roads' share</b>	<b>52,692</b>

Includes four weeks of vacation (including Sundays) and two weeks of study leave (including Sundays)

To compare: Pastor Sue's 2023 terms of call for 1/2 time: \$51,573 with vacation and study leave

7. Motion to allow the session to approve the meeting minutes of the congregational and corporation meetings on behalf of the congregation.

8. Motion for the adjournment of the congregational (church) meeting

# Clerk of Session Report for 2023

*Submitted by Sue Ellen Rupert*

Session Members: Sue Ellen Rupert, Antoinette Cockroft, Mike Dunnivan, Sally Baker, Marilyn Klugh, Sharon Nelmes, Paula Mahar, Candi Stewart, and Dennis Bringer

Members January 1, 2022	166
Additions (by profession of faith):	0
Losses By:	
Death:	4
Removal by Role:	27
Total Members December 31, 2023	135

## **Statistical Report of Session Members Deaths and Funerals**

Membership losses in 2023:

Deaths: Anna Mae Speicher (1/22/23), Howard Shearer (February 2023), Pat Berta (September 30, 2023), and Merle Sober (November 4, 2023)

Removal From Rolls: The following were removed from rolls via session action after no response was received after the church sent a letter and/or made a phone call:

Kristin Bowser (Swartzlander)  
Sarah Braden  
Brittany (Carroll) Brahm  
Matthew Cockroft  
Carol Faulk  
Dawn Frejkowski  
Shane Hall  
Cheryl Hall  
Elizabeth Hall  
Clair Held  
Judy Kestner

Catherine Mattu  
Brian & Darlene Potter  
Haley Potter  
Sheila Ramaley  
Melissa Renwick  
Todd Rupert  
Melissa Shearer  
Jason & Kristy Snyder  
Jeff & Holly Swartzlander  
Justin & Katlyn Swartzlander  
Morgan Weaver (Ceschini)  
Jeffrey Roberts

## Additions by Profession of Faith

None

## Baptisms

2023 Baptisms: Zoe Varga (1/29/23), Briggs Romaniw (10/29/23), and Liam Vulgris (11/19/23)

## Marriages

None



# Pastor's Annual Report 2023

*On this rock I will build my church, and the gates of Hades will not overcome it.  
Matthew 16:18*

Our time of ministry together is coming to an end in the next few months. It has been an honor and a joy to serve as your pastor and I'm truly excited for your ministry with Rev. Jim Arter! I'd like to offer these words of hope for you as Christ's church.

The question so many people have asked me is, Will our church survive? That answer is YES! But there is a qualifier. God's church never dies. You will have a church as long as you are willing to BE a church. As long as you continue to love God through worship and love your neighbors through mission, you will be Christ's church. Jesus told Peter he was a rock upon which the church is built. The same is true for you! You are the church!

This will be even more true with a half-time pastor. It means each of you will have to take on leadership responsibilities for things like organizing worship, praying out loud, planning events, keeping track of the finances, visiting shut ins, copying bulletins and maybe even sharing your faith on occasion. It's like the lesson my husband learned driving to work on the Parkway East for many years. You aren't IN traffic. You ARE traffic.

## **You don't GO to church. You ARE the church.**

You don't need much money to be a church.

You don't need a building to be a church.

You don't even have to pay a pastor to be a church.

BEING God's church may mean you have to change the way you think of church. Church is not a place to go. It's a group of people responding to God's call to worship and mission. Churches around the world meet in homes, coffee shops, school gyms and buildings with chancels, organs and steeples. Some churches have guitars, some have organs and some people just use their voice too glorify God. I know of one church that sings the same hymns every week because that's what the volunteer pianist can play!

As the old hymn says: The church is not a building; the church is not a steeple; the church is not a resting place; the church is the people!

You are God's church here in the Cross Roads' building and at down at the coffeeshop!

You are God's church at the diner and in your own living room!

You are God's church when you are belting out worship songs in your car!

Keep the faith as you go forward in ministry as Christ's church!!

*Rev. Sue Washburn*

# Board of Deacons

*Submitted by Layne Ralph*

Members: Anita Leonard, Karen Ferrero, Donna Cline, Gordon Davidson, Alyson Bell, Layne Ralph, Brienne Ralph, Vicki Stephenson

The Deacons started off a busy year by coordinating the Ash Wednesday dinner!

We served home Communion to our shut-ins both alongside Pastor Sue and on our own. Gifts were delivered to shut-ins also at Christmas and Easter.

As our fundraiser this year, we had a spaghetti dinner that raised about \$400. The Deacons supported the local food bank and in particular the PATH program. Gifts for a family in the Prison Mission were purchased and delivered. Thank you Karen Ferrero for taking care of the shopping and delivering!

The Deacons stretched this year with a good deal of outreach! We started out with a day at the Mingle on Market serving up meatballs, bottled water, and God's Love! Cross Roads was represented at Pink Day with a booth organized and manned by the Deacons. Costumes were donned for carrying a banner in the Leechburg Halloween parade! We finished the year by serving free hot chocolate and treats at Leechburg's Light-Up Night.

Thanks to all the Deacons and a special thanks to Dennis Cline and Chris Ralph who were drafted to help several times! Thanks to our Deacons who are leaving, Brie and Layne. Welcome to our new Deacons, Sue and Micah!

## DEACON FINANCIAL REPORT

### EXPENSES:

Check #	Written to:	Amount
505	Karen Ferrero, 4 gift cards for college students	\$86.35
506	Gordon Davidson, 12 Christmas flowers	\$120
507	Leechburg Food Bank, PATH Program	\$100
508	Donna Cline, Ash Wednesday ham	\$54.09
509	Check was lost at church	0
510	Sweetlane, 10 Easter gifts for shut-ins	\$150
511	Bene fit for Anna Shaffer	\$200
512	Leechburg Food Bank	\$100
513	One Great Hour of Sharing	\$100
514	Donna Cline, 2 communion kits	\$42.38
515	Anita Leonard, postage and cards	\$50.00
516	Gordon Davidson, 30 Easter flowers	\$270.00
517	Cross Roads Church, plastic containers	\$150
518	Karen Ferrero, Subway gift card for Bailey Spiering	\$20.00
519	Donna Cline, grief books and Mingle on Market supplies	\$288.45
520	Leechburg Food Bank	\$100.00
521	Donna Cline, kids' treats for Sunday	\$17

*continued on next page*

522 Karen Ferrero, 3 Subway gift cards for college students	\$60
523 Karen Ferrero, 9 artificial Christmas flowers	\$68.13
524 Donna Cline, Leechburg Light-up Night supplies	\$51.12
525 Karen Ferrero, Prison Ministry gifts	\$116.61
<b>TOTAL:</b>	<b>\$2,144.13</b>

**DEPOSITS:**

Date	Source	Amount
24-Feb	Ash Wednesday offering	\$50
17-Mar	1st quarter for 2023	\$150
5-Apr	Easter flower and candy money	\$230
26-Jun	2nd quarter + \$10 flower money	\$160
11-Aug	Meatball sale proceeds	\$93
8-Sep	3rd quarter	\$150
2-Oct	Spaghetti dinner proceeds	\$476.00
11-Dec	Light-up Night donations	\$7
15-Dec	4th quarter + \$45 flower money	\$195
	<b>TOTAL:</b>	<b>\$1,511.00</b>

**DEACONS' ENDING BALANCE: \$3,071.27**

## Personnel Committee

*Submitted by Sue Ellen Rupert*

Members: Sue Ellen Rupert, Antoinette Cockroft, Carrie Riggle

With a new year, we at Cross Roads had a few changes with our personnel. We were very fortunate to have hired Lindsay Croce as our new secretary and Mike Dunnivan as our new maintenance man. Thanks to both Lindsay and Mike for all that they are doing for the church. Unfortunately, we did receive a resignation from our music director, Joe Kantor. With many regrets, we accepted his resignation. So with the beginning of the new year, the Personnel Committee will begin the search for a new music director. If anyone has any suggestions, please let Antoinette Cockroft, Carrie Riggle, or Sue Ellen Rupert know. If anyone has any type of suggestions for the Personnel Committee for 2024, please reach out to one us.

## Tech Team Overview

*Submitted by Bob Rupert*

Members: Bob Rupert, Antoinette Cockroft, Donna Cline, Chris Ralph, Scott Baker, Cory Rupert, Paula Mahar, and Bill Vulgris.

We also purchased the following new equipment:  
 new wireless microphones  
 a stream deck for a better view on Facebook

## **Property Team Report**

*Submitted by Mike Dunnivan*

Members: Mike Dunnivan, Gary Cockroft, Bob Rupert, Danny Ferrero, Tammy Dunnivan

We replaced 19 electric receptacles in the Manse for the sale. We had to clean the Manse and move things that we had stored there. We bought a new shed and built it behind the church. We painted behind the cross in the Sanctuary. We had a new hot water tank installed. The roof was repaired in several places where the slate tiles were bad.

## **Nominating Committee**

*Submitted by Denny Bringer*

Members: Denny Bringer, Tammy Dunnivan, Angela Vigna, Jamie Rimmel, Gary Cockroft

The committee suggested the following leaders who were approved by the congregation:

Elders: Gary Cockroft, Candi Stewart, and Joe Vigna

Deacons: Sandy Troiano (1 year), Carol Start, Sue Gainor, and Micah Silvis

Auditor: Cory Rupert

For the Joint Ministry Council: Tammy Dunnivan, Gary Cockroft, Carol Start, and Joe Vigna

2024 Nominating committee: Marilyn Klugh\* Jamie Rimmel, Patty Brady, Angela Vigna and a deacon

## **Investment Committee**

*Submitted by Marilyn Klugh*

Members: Pastor Sue, Karen Disciscio, Carol Start, Bob Rupert, Carrie Riggle, Marilyn Klugh

The Investment Committee met in April to go over the Merrill Lynch funds. Carol is the leader of this committee, however Marilyn was the temporary leader while Carol was on vacation and through the sale of the manse. No changes to the distributions were made. The Manse Corporation consisted of Mike Dunnivan, Bob Rupert, Gary Cockroft, Donna Cline, and Marilyn Klugh. The manse sale went smoothly and was sold for \$195,000. Once the fees were deducted, the church received a check for \$178,879. The Missions fund was refunded \$11,265.23, which had been “borrowed” and a check for \$167,614 was deposited into Merrill Lynch.

Many of the memorial funds are restricted and can only be used for specified items (or only the interest can be used). After a conversation with the Parks family, Bob was able to get the Parks fund unrestricted. Other funds will be pursued.

## **Budget Committee**

*Submitted by Marilyn Klugh*

Members: Karen Disciscio, Bob Rupert, Mike Dunnivan, Donna Cline, and Marilyn Klugh

The Budget Committee met in October to review the numbers the treasurer Karen Disciscio put together for the 2024 budget. They did a great job and only a few things were changed. It was difficult to finalize some of the categories since it's unknown what the pastor salaries will be in 2024. The current budget is \$132,901 and has a \$21,000 deficit, but the hope is that some categories will adjust and giving will pick up. Marilyn presented this at the congregational meeting on November 12th.

## **Liturgical Arts Team**

*Submitted by Layne Ralph*

Members: Layne Ralph, Sally Baker, Anita Leonard, Donna Cline, and Brienne Ralph

Liturgical Arts enhanced our worship this year with highlights being at Easter, Pentecost, and Christmas.

At Pentecost we had red, orange, and yellow streamers emanating from behind the Cross, and the dove medallions from several years ago were brought out again!

The theme for Christmas was “O Holy Night,” and our stars were brightly shining! We used blues, pink, and silver to give the impression of an evening in Bethlehem. There were two trees, one large and one small.

The large tree came from the Boy Scouts that sell trees at Stanford, and the other was donated by the D’Amico family that now own the Kiski Garden Center! The team was particularly pleased with the success of using wire decorations on the heater and the wreaths on the doors!

But the real show-stopper this year was the lily-covered Cross at Easter! Everything else paled with that up front.

Thanks to Sally Baker, Anita Leonard, Donna Cline, and Brienne Ralph for all of their hard work. Special thanks to Scott Baker and Chris Ralph for being Christmas tree wranglers!

## **Party Planners Committee**

*Submitted by Antoinette Cockroft*

Members: Sandy Troiano, Anita Leonard, Sue Ellen Rupert, Antoinette Cockroft, Donna Cline, and Candi Stewart

This year, we had food available for a mandated reporter class and meetings with Allegheny Church and the Lutheran Church. We celebrated a back-to-church Sunday in September with sandwiches and potluck sides. We look forward to sharing time with the Cross Roads family in the coming year!

## **Christian Education Committee**

*Submitted by Paula Mahar*

Members: Donna Cline, Mary Ellen Vulgris, Elizabeth Rozich, Pastor Sue Washburn, Patty Brady, Sarah Cuffia, Claire Hess, Anne Romaniw, Anita Leonard, Sue Ellen Rupert, Sharon Nelmes, Faith Vulgris, Natalie Vulgris, and Lindsay Croce.

Cross Roads Community Presbyterian Church recognizes the importance of nurturing opportunities for lifelong learning in our youngest members as well as our adults.

When the number of children participating in weekly Sunday School classes dropped, the Christian Education Committee adopted a monthly program, known as Quest, which was open to children of the congregation as well as to the community. Quest was designed to build upon the very successful Vacation Bible School program which features an opening, a meal, activities, crafts, and stories.



## **Christian Ed, Cont'd**

Today, Quest welcomes approximately 30 children from ages 3 to 11 as students; students above the age of 11 also provide help with the younger children. Quest sessions average approximately 25-30 children per session.

In 2023, the year began in January with an Epiphany-themed session. Following the after-church lunch, the kids learned the story of the 3 Wise Men who brought gifts to the Baby Jesus in Bethlehem. They made and decorated golden crowns in honor of the Wise Men, who are also described as kings in the story.

God's love was the theme for the February session to combine the Bible story of Jesus washing the feet of his disciples with Valentine's Day. Instead of serving lunch before the session began, the children and helpers enjoyed brunch with pancakes, sausages, and fruit juice.

In April, Quest went outdoors in what is now an annual tradition of timing the program to coincide with Leechburg's last day of school before Spring Break. Brightly colored eggs were "hidden" throughout the front lawn. The story of Holy Week and Jesus fulfilling his promise to rise from death was told with "Resurrection Eggs." For a craft, the children made windchimes. The children also played a Cross Toss game and colored paper crosses. In keeping with the outdoor "Eggstravaganza" setting, the children had cheese quesadillas, chips, and a drink in place of the usual indoor meal and were given an Easter treat bag to take home.

In celebration of Teacher Appreciation Week in May, the Quest leaders delivered snacks to the Leechburg elementary and high school teachers.

The Vacation Bible School and Pool Party program took place August 7 – 9. The lessons were based upon the nautical aspect of Jesus' ministry as he told the disciples to follow him, and fish for people. Approximately 40 children took part in this year's "Jesus Goes Fishing" VBS. On the last day of the program, the children and parents were invited to the annual Pool Party for an afternoon of swimming and pizza. This program is more important than ever because not all of the local churches are able to run a multi-day VBS experience.

In October, Quest resumed with treats and toilet paper for the story of Jesus raising Lazarus from the dead. The children took turns being Lazarus to see who could be the fastest at wrapping one another in toilet paper to simulate the burial cloths. Treat bags were distributed as part of the Halloween fun.

November is the month for giving thanks and the Quest participants learned that in ancient times, giving thanks was an important part of religious celebrations. This year the children helped to make communion bread, which was used in the November 26 communion service.

The Quest scheduled concluded in December with the annual Christmas party which is open to adults and children alike. Following a lunch of pizza, sandwiches, and desserts, the young (and young at heart) welcomed Santa making his annual visit to CRCPC. The kids were sent home with treat bags and a reminder that Quest will return in 2024.

A special thanks to: Patty Brady, who prepares the meals that are served for each Quest gathering; the Leechburg Little League, for donating French fries for Quest meals; Mike Dunnivan, for setting up the social hall for Quest; Donna Cline, for coordinating the Quest planning sessions; Faith Vulgris, for her gift of music and teaching songs to the kids, and Sue Ellen Rupert, who coordinates pizza delivery for the VBS pool party and the Christmas party.

Adult Sunday school, or Zoom School, as it's now called, provides an opportunity for lessons and discussion from the comfort of our own homes. The weekly classes, which meet Mondays at 6:30 pm, are led by Sharon Nelmes. This year's lessons explored the role of angels in the Bible and in our own lives. We're currently studying the "flawed families" of the Bible. We invite all ages to join us in our Christian Education programming. Volunteers and students are always welcome and there is a place for you in the stories of our

# **Mission and Outreach**

*Submitted by Antoinette Cockroft*

Members: Jim and Pat Potter, Gary and Antoinette Cockroft, Mike and Tammy Dunnivan, Clarence and Evelyn Grantz, Carol Start, Jamie Rimmel, Patty Brady, Marilyn Klugh, and Denny Bringer.

Mission and Outreach was restructured this year to encompass the mission tasks of the church and the disaster relief travel team.

Thank you to Sharon Nelmes, Paula Mahar, and Anita Leonard who participated in the adult personal hygiene mission project.

## **Activities:**

Our Pot Love volunteer roster includes church and community members. This year, the Catholic and Methodist churches each took a turn preparing and serving meals. Pot Love is now serving 60 meals monthly!

The free Thanksgiving Day meal continues to be a successful outreach. This year 176 meals were served by Jamie Rimmel and her volunteer team.

Salt of the Earth now has a designated Sunday to receive food items shared with the chemo patients at Allegheny Valley Hospital. Salty Sunday is the fifth Sunday of the month. Easy to prepare foods are distributed when our supplies are sufficient.

The adult hygiene project was concluded by sharing the incontinence briefs with those in need. The remaining items were given to local care homes.

The annual golf tournament fundraiser was held in August and raised \$5,257. Since no disaster relief trip is planned, \$4,000 was contributed to the general fund of the church.

Christmas gifts for families at HAVIN women's shelter were collected in December.

The congregation participated in One Great Hour of Sharing, Peace and Global Witness, and Christmas Joy offerings again this year.

# **AUDIT REPORT**

*Submitted by Cory Rupert*

Members: Donna Cline, Bob Rupert, Cory Rupert

On July 27th, Donna Cline, Bob Rupert, and Cory Rupert met and did the financial review of the books for 2022-2023. The books were found to be in order. The team would like to thank Karen Disciscio and Karen Ferrero for all of their hard work throughout the year.

## CRCPC TREASURER'S REPORT – 2023

*Submitted by Karen Disciscio, CRCPC Treas.*

<b>Income:</b>	
Opening Balance on January 1, 2023	<b>\$50,875.72</b>
Envelopes - General	87,110.06
Envelopes – Mission	536.00
Adult Church School Offerings	0.00
Loose Offerings	3,446.00
Mission (Christmas Joy, Food Bank, OGHS, Peacemaking, PATH, Salt of the Earth)	1,394.00
Per Capita	1,965.05
Maintenance & Improvement	994.00
Use of Facilities (Groups, social hall & parking)	3,035.00
Miscellaneous & Donations (Includes proceeds from Mission/Outreach fundraisers, Pot Love, Thanksgiving Day, Quilters, Amazon Smile, HIBB Grant)	21,718.64
M-1 (General Memorial)	12,425.00
M-4 (Youth Triennium)	50.00
Investment Income (inc. \$8,800 roof repair)	19,600.00
Sale of Manse Proceeds	178,879.58
<b>Total Income</b>	<b>\$382,029.05</b>

<b>Expenses:</b>			
<b>Acct. No.</b>	<b>Item</b>	<b>2023 Budget</b>	<b>Actual Spent</b>
<b>100</b>	<b>Staff/Ministry</b> (Salaries in "Actual Spent" are net amounts less taxes withheld. Tax totals withheld are listed in Acct. No. 500 a – d)		
101a	Pastor Susan Washburn	\$53,000.00	\$10,992.78
102	Secretary – Sherry Jenks	\$9,369.00	1,222.40
	Secretary – Lindsay Croce		3,139.53
103	Treasurer – Karen Disciscio	4,000.00	3,351.28
105	Music Director – Joe Kantor	6,214.72	4,459.40
106	Custodian -Chris Hall	6,240.00	814.12
	Custodian – Mike Dunnivan		4,330.61
107	Guest Speaker (includes stipend + mileage)	500.00	372.71
108	Board of Pensions	20,670.00	18,620.49
109	Social Security for Staff – Church Portion	1,975.52	
110a	Pastor Expenses		
	a. Study Leave	1,000.00	0.00
	b. Educational Resources	1,100.00	0.00
	c. Professional Expense Reimb.	0.00	0.00
	d. Medical Self-Insurance	0.00	0.00
	e. Social Security Reimbursement	4,054.50	3,243.60
	f. Automobile Reimbursement	3,200.00	0.00
	g. 403B		27,000.00

<b>200</b>	<b>Program Expenses</b>		
201	Christian Education		
	a. Adult Church School	125.00	129.71
	b. Child Protection Policy	0.00	0.00
	c. McCallum Christmas Gift	150.00	124.28
	d. Middle School Youth/Confirmation	0.00	0.00
202	Service & Sacraments		
	a. Organ Maintenance	550.00	350.00
	b. Piano Maintenance	600.00	595.00
	c. Worship & Service Supplies	300.00	339.90
	e. Ordered Music	75.00	0.00
	f. Guest Accompanist	0.00	0.00
	g. Guest Musicians	100.00	575.00
203	Stewardship	250.00	0.00
204	Outreach & Mission		17.15
205	Party Planners	200.00	0.00
206	Office Supplies		
	a. Financial Sec. & Memorial Expenses	50.00	0.00
	b. Computer & Office Supplies	650.00	518.63
	c. Postage	700.00	598.80
	d. Copier Maintenance & Repair	500.00	485.03
	e. New Offering Envelopes	0.00	0.00
207	Session Administration		
	a. Non-budget Program	0.00	0.00
	b. Music Licensing/Streaming (One License paid twice in 2023 – late for 2023 subscription and on-time for 2024)	400.00	823.83
	c. Web Site	275.00	286.41
	d. Electronic Banking	650.00	649.86
	e. Food License (paid from Pot Love \$)	123.00	
	f. Other – Zoom Subscription, Calendars, etc.	100.00	305.22
	g. Pastoral Nominating Committee	1,500.00	0.00
208	Liturgical Arts		
	a. Resources	100.00	34.26
	b. Christmas	100.00	103.70
209	Marketing – Leechburg Youth B-ball Signage	100.00	250.00
211	Church Supplies		
	a. Take Out Containers	200.00	0.00
	b. Kitchen & Cleaning Supplies	200.00	98.42
212	Pot Love Dinners (includes take-out containers & Food License) Funds come out of Pot Love grant & donations		3,221.26
<b>300</b>	<b>Operating Expenses</b>		
301	Taxes – CRCPC's prorated share for 2023 was taken from sale of manse proceeds	4,700.00	0.00
302	Insurance – Property & Work Comp	5,500.00	4,984.00
303a	Utilities – First Street Church		
	a. Gas	4,200.00	3,837.31
	b. Electric	2,800.00	2,056.82

	c. Water	500.00	456.71
	d. Sewage/Garbage	900.00	678.03
	e. Telephone (includes high-speed internet)	1,900.00	2,078.90
304a	Utilities – Manse		
	a. Gas	1,350.00	527.22
	b. Electric	700.00	328.79
	c. Water	250.00	96.03
	d. Sewage/Garbage	575.00	473.71
	e. Telephone	0.00	0.00
305a	Maintenance		
	a. Church – Office repair, Hot water tank, Shed, Refrigerator, Roof Repair	2,000.00	26,274.20
	b. Snow Removal	2,000.00	305.00
	c. Manse	500.00	447.06
308	College/Univ./Tech School Scholarship	0.00	0.00
<b>400</b>	<b>Mission</b>		
	a. Leechburg Food Bank includes P.A.T.H. (Donations given in 2023 sent in Jan. 2024)	0.00	0.00
401	PCUSA Mission		
	a. Designated Mission GA – 39%; Synod – 20%; Presbytery – 41%	2,000.00	2,000.00
	b. Miscellaneous (Includes Peacemaking, One Great Hour, Christmas Joy)		1,147.75
402	Meals on Wheels	300.00	300.00
403	Kiski Valley YMCA	0.00	0.00
404	Pittsburgh Theological Seminary	100.00	100.00
405	HAVIN & Caring Foundation	0.00	0.00
406	Board of Deacons Quarterly payments	600.00	600.00
409	Mission Trip & Helping Hands Includes Golf Tournament expenses & supplies for Helping Hands Local work	7,500.00	3,832.38
410	Family Crisis & Discretionary Fund Expense	0.00	280.00
411	Prayer Quilt Ministry	250.00	0.00
412	Health & Wellness – funded by HIBBS Grant	0.00	375.02
413	Youth, QUEST, Church School	0.00	647.85
<b>500</b>	<b>Unbudgeted Tax</b>		
	a. Federal (Income, Soc. Sec. & Medicare Taxes)		4,904.82
	b. State		1,705.11
	c. Local		509.92
	d. Occupation Privilege – late filing fees		100.00
503	Per Capita	5,437.50	5,038.75
	Transfer to Merrill Lynch – proceeds from sale of manse		156,000.00
	Miscellaneous Expenses (includes purchases made thru CRCPC and reimb. by members or church organizations. Also other activities or needs that were reimbursed from restricted funds.)		1,503.30
	<b>Total Expenses</b>	<b>\$163,384.24</b>	<b>\$308,642.06</b>



<b>Total Income:</b>	<b>\$382,029.05</b>
<b>Total Expenses:</b>	<b><u>\$308,642.06</u></b>
<b>Ending Balance:</b>	<b>*\$73,386.99</b>

\*The higher ending balance is due to restricted use sub-accounts held in escrow in our checking account.

As of 12/31/23 the checking account balance (general fund)  
available to pay budgeted bills was \$6,131.12

**Restricted Funds Balances as of 12/31/23:**

General Memorial Fund:	\$9,986.30
Student Loan Memorial Fund:	156.80
Maintenance Memorial Fund:	88.03
Maintenance & Improvement:	1,522.71
Food Bank:	2,041.50
Youth Triennium Memorial:	780.00
Mission (Special Programs):	4,288.90
Mission Savings (5% weekly):	2,130.25
Mission Trip Funds:	25,209.53
Pot Love Dinner Program:	4,458.39
Summer Savings (8% weekly):	3,109.00
Rwanda Fund:	42.40
Peacemaking Savings:	149.50
Transformation & Marketing:	161.98
Youth Ministry:	446.64
Christmas Joy Offering:	225.00
Family Crisis Fund:	918.67
Per Capita Savings:	296.05
Organ Repair Fund:	1,564.50
HIBBS Grant:	1,392.66
Giving Tree Donations:	81.85
Quilters/Crafters:	736.69
Church Dinners	2,402.92
Youth, QUEST & Church School	5,065.60

**Total of Restricted Funds minus Checking Account balance for budgeted bills is \$67,255.87.**

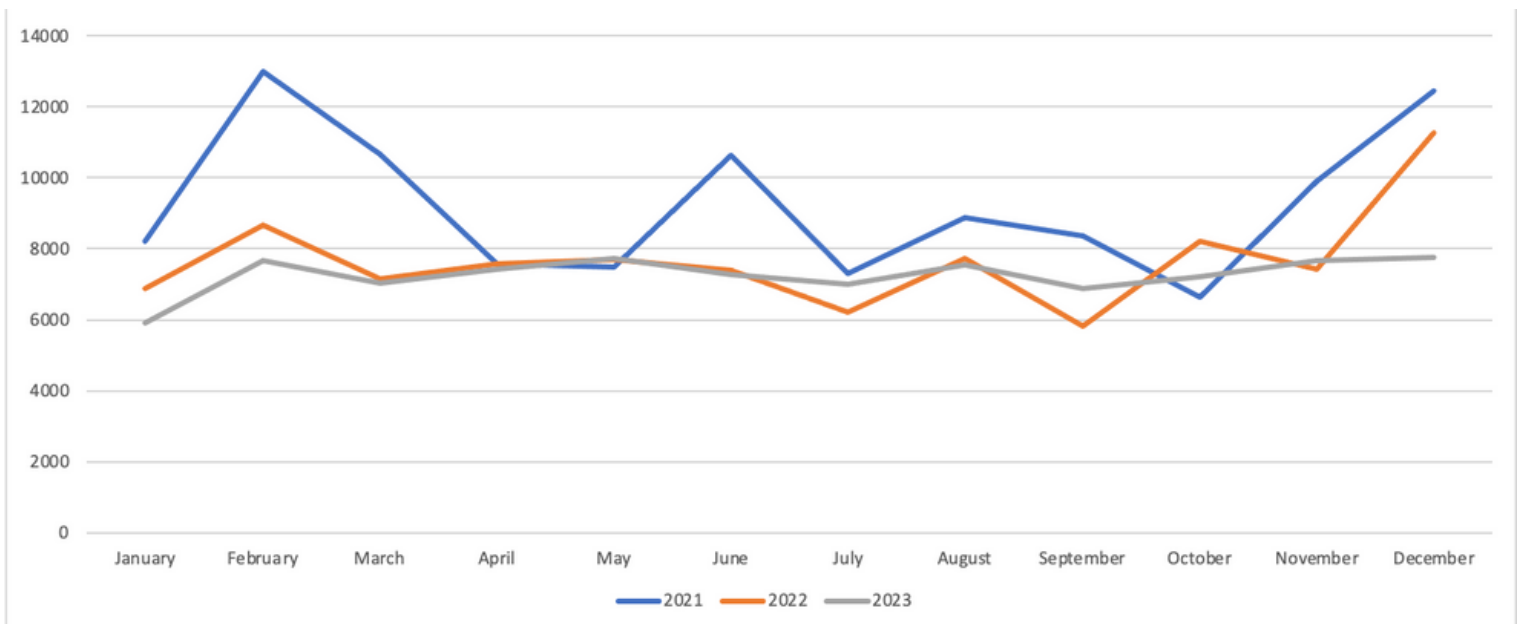
## 2023 Merrill Lynch Investment Report

	<b>Balance on Dec. 30, 2022</b>	<b>Balance on Dec. 29, 2023</b>
Church Account	\$311,266.64	\$338,251.24
Parks Memorial	28,434.17	30,818.80
Weimer Fund	4,628.92	5,028.38
Children's Relief Fund	5,934.65	6,447.03
Student Loan Fund	<u>13,627.62</u>	<u>14,806.36</u>
<b>Total</b>	<b>\$363,892.00</b>	<b>\$395,351.81</b>

Accounts added in 2023 after sale of manse:

Mission 5% of manse proceeds	\$8,047.90
Revitalization 25% of manse proceeds	40,874.01
General 70% of manse proceeds	<u>142,926.52</u>
<b>Total Portfolio Value as of December 29, 2023</b>	<b>\$587,200.24</b>

## Envelopes and offerings chart 2021-2023



A Ministry Partnership Agreement Between  
Cross Roads Community Presbyterian Church, and  
First Evangelical Lutheran Church  
both in Leechburg, Pennsylvania

In light of their shared call to Christian ministry in their community, and in keeping with the principles put forth in “A Formula of Agreement” between the Evangelical Lutheran Church in America and the Presbyterian Church (USA), Cross Roads Community Presbyterian Church and First Evangelical Lutheran Church hereby establish a 2-point ecumenical partnership for the purpose of calling and financing a shared pastor to serve these congregations both as individual churches worshipping in their respective traditions and as a joint faith community serving the people of God.

1. Establishment of the Partnership
  - a. A simple majority vote of the members present and voting at congregational meetings at each congregation called in accordance with its constitution shall be required to adopt this Partnership Agreement.
  - b. The Partnership Agreement shall become effective upon approval of both congregations.
  - c. The participating congregations commit themselves to an initial **two**-year period of operations under the Partnership Agreement. They further agree to an annual review of this agreement to be handled in consultation with the Pastor, the councils of the participating congregations, and the Synod and Presbytery staff liaisons.
  - d. Changes or modifications to the Partnership Agreement may be made by a majority vote of each congregation at a congregational meeting called in accordance with the constitution of the congregation. All proposals for change shall be recommended by the Joint Ministries Council.
2. Administration and Management: **Joint Ministries Council**
  - a. The cooperative ministry shall be managed by a Joint Ministries Council consisting of 4 members identified from each congregation. The method of selection of these members shall be at the discretion of each congregation.
  - b. The purpose of the Joint Ministries Council is to develop plans and make recommendations to the respective congregation councils. Each congregation shall maintain authority for decisions.
  - c. The Council shall meet once each quarter to review the partnership, discuss concerns, and envision future cooperative ministries of the partnership. The council shall affirm the partnership in March and affirm the terms of call for salary and compensation in September.
  - d. The Council shall elect 2 co-chairpersons from among its members, one from each congregation.
  - e. A minimum of three members from each congregation must be present to constitute a quorum. If a member of the council cannot attend a scheduled

meeting, the congregation may appoint an alternate member to the council for the purposes of that meeting, per 2a.

- f. The secretary of the Joint Ministries Council shall be elected annually by the Joint Ministries Council from among its members.
  - g. Members of the Joint Council shall serve terms lasting no more than four years. Each congregation will elect a new representative at its annual fall meeting. One member of the council from each congregation shall leave the committee at the end of each calendar year or when their four-year term expires. No member shall serve consecutive terms.
3. The Pastor of the Partnership
- a. The call of a Pastor shall be under the guidance of the SWPA Bishop's Office and the Kiskiminetas Presbytery. A two-thirds majority of the votes cast in each of the participating congregations shall be necessary for approval of the pastoral call
  - b. The Pastor of the Partnership for this purpose shall be: *Ordained in the Evangelical Lutheran Church, the Presbyterian Church (USA) or other full communion partner. He/she shall be called to First Evangelical Lutheran Church of Leechburg, PA; and Cross Roads Community Presbyterian Church*
  - c. The Pastor, at his/her discretion, shall divide his/her time appropriately between the two congregations. **The Joint Ministries Council** shall assist the Pastor in reviewing the pastoral needs of the respective congregations. The Joint Council shall endeavor to work cooperatively for the sake of efficient utilization of the Pastor's time.
  - d. Annual compensation for the Pastor will meet the minimum compensation guidelines for Pastors of the Presbyterian Church as well as for Ministers of Word and Sacrament as approved by the Synod Assembly of the ELCA Southwestern Pennsylvania Synod and the Kiskiminetas Presbytery of the Presbyterian Church (USA) Those terms of call will be approved by each participating congregation.
4. Finances
- a. The total compensation package (salary, social security allowance, housing expenses, benefits and professional expenses) for the Pastor and joint programmatic expenses agreed upon by the Joint Ministries Council shall be divided equally between the participating congregations. The formula will be renegotiated annually by the Joint Ministries Council at its September meeting.
  - b. Upon establishment of the partnership, the partner congregation shall remit payment for pastoral services to the congregation of the pastor's ordination by the second Sunday of each month.
5. Termination of the Partnership
- a. In order to ensure a gracious separation, termination of this agreement shall require a six months' notice on the part of one or both congregations. Termination of this agreement by a congregation shall be by a simple majority vote of the congregation(s) and any judicatory requirements.

- b. If the pastor resigns the position, the participating congregations may form a joint call committee/pulpit nominating committee to jointly call a new pastor; or, they may choose to dissolve the partnership on the pastor's last day.
- c. All financial and ecclesiastical obligations shall be fulfilled by the pastor and the congregation(s) until the pastor's last day.
- d. During the six-month period, the pastor and Joint Ministries will meet a minimum of two times for prayer and mutual support.

Ratification of this Partnership Agreement

Sue Ellen Rupert — Clerk of Session

Cross Roads Community Presbyterian

The Rev. Dr. Donald Wilson — General Presbyter

Kiskiminetas Presbytery

Sandra Smythe — Council President First Lutheran Church

The Rev. Kurt F. Kusserow — Bishop

Southwestern Pennsylvania Synod (ELCA)

— Presbytery Representative