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**SPECIAL POINTS OF INTEREST**

- *Living in Faith*  
baking & caroling  
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## Pastor's Page

Before I forget . . .  
 We've found that the "round building" door—the right-hand one of the pair going in, left-side if exiting—doesn't want to close by itself in cold weather.

If you use this door, please check behind you and either pull (inside) or push (outside) to make certain it latches. Both security needs and the heating bill thank you!

Now, to the fun stuff . . .

It's time for the holiday season. As I write this, visions of turkey meat heaped on the platter run through my mind. Festive decorations are emerging. Lights are shooing the early darkness into the background. Despite the advancing cold, it's a pleasant time in many ways. I hope all of you are able to enjoy it in good health and peaceful circumstances.

People at Messiah have made some suggestions for this holiday season, not to change the trajectory of Christian history, but just for fun. One of these is the idea of setting

up trains at Messiah for people of all ages to enjoy.

We plan to put the trains up on the stage rather than on the second floor so that everyone can see them without climbing stairs. Please keep this in mind so that if the stage steps are blocked, you won't walk right past the obstacles and wreak havoc on a defenseless Lionel locomotive.

If you'd like to help with this, or just bring your own train out of the storage closet at home and let it run again, join us. We will have one or more "set-up sessions" on a Saturday or Sunday afternoon soon, and keep trains up into January.

Not everyone has toy or model trains, but most of us have Nativity sets. Some have several sets.

Another recent idea was the suggestion that we invite everyone interested to bring one or more of your home Nativity sets (indoor type) for a "Nativity exhibition" here. We plan to set these up on the stage as well for their

safety and visibility (eliminating concerns that a table might be bumped and send unfortunate shepherds and wise men plummeting to the floor).

If you would like to share in this, no reservations are necessary. For this event, we plan to make time during the Living in Faith learning hour for folks to set up your sets.

Please make sure that you mark each piece of your particular set in some way (examples: colored nail polish or Sharpie ink on the bottom of each piece, perhaps with your initials, or a sticker or piece of tape with a symbol you can recognize).

There will be no "best Nativity" contest, this is just for fun and, perhaps, for a bit of insight and inspiration, a chance to reflect on the many ways people express their vision of that Holy Night. I hope you'll also express your thanks for the birth of our Savior through faithful Advent and Christmas worship. May these holy days bless you. +

## 2015 Congregation Council

Nicholas Adams, *President, Social Ministry & Property chair*

Charlotte Varone, *Vice President & Personnel chair*

Nancie Whelan, *Secretary & Christian Education chair*

Pam Knouff, *Treasurer*

Ernestine Batdorf, *Financial Secretary & Publicity chair*

Deborah Lutz, *Evangelism chair*

David Machamer

Lori Oliver

Donald Smith, *Stewardship chair*

### Non Council Committee Chairs and their positions:

Karen Fox, *Worship & Music chair*

Janet Gassert, *Altar Guild president*

Karen Hatt, *Fellowship chair*

Gayle Hoffman, *Strategic Planning chair*

Kathaleen Lilley, *Assistant Treasurer & Finance chair*

Rita Savant, *Assistant Financial Secretary*

## Christmas Eve Worship

***The Nativity of Our Lord***

*Thursday, December 24*

*4 PM and 7:30 PM*

*A liturgy of Holy Communion, carols and candle lighting*



## Living in Faith Cookie Baking & Caroling

The *Living in Faith* Sunday School will once again put their culinary skills and vocal talent to good use! We will be baking Christmas cookies for our shut-ins, then distribute them during the *LiF* hour every Sunday in Advent. The schedule is as follows:



November 29—Baking cookies

December 6—Caroling/cookie distribution

December 13—Caroling/cookie distribution

December 20—Caroling/cookie distribution

## One Phone Line



Due to fiscal concerns the decision has been made to eliminate the second phone line for the church. This means that, if we are on the phone, you may hear either a busy signal or get the voice mail. **Please leave a message** and either Pastor or Robin will get back to you promptly. Thank you.

## Staff Christmas Gifts

Christmas is coming, and our custom has been to request donations towards Pastor Kendall's Christmas gift. As we did last year, we are also asking that you donate towards gifts for our other staff members. As you know, there has been a deficit in congregation giving for the past several years, and we are not able to budget an appropriate amount for our employees. Please help us to give each of our employees a generous Christmas gift. Please give your contribution to any Council member or officer (see list on the upper left of this page).



Nick Adams

Congregation Council President

# December 2015 Schedules

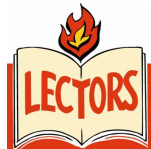
## Assisting Minister By Sharon Garner

- 6 Mary Garrett
- 13 Michael Bowman
- 20 Nancie Whelan
- 24 4 PM Nicholas Adams
- 7:30 PM Sandra Smith
- 27 Pam Knouff



## Lector By Sharon Garner

- 6 Mary Garrett
- 13 Michael Bowman
- 20 Nancie Whelan
- 24 4 PM Richard Miller
- 7:30 PM Sandra Smith
- 27 Pam Knouff



## Greeters

- 6 Marion Bowman
- 13 Carol Artz
- 20 Daniel LaRue
- 24 4 PM Deborah Lutz
- 7:30 PM The Bowman Family
- 27 Nicholas & Barbara Adams



## Finance Steward Deborah Lutz

## Head Usher Rick Knouff



## Altar Guild

- Janet Gassert, chair
- Carol Anspach
- Raymond Anspach
- Tom Gassert



## Crucifer By Carol Artz

- 6 Nicholas Adams
- 13 Carol Artz
- 20 Carol Artz
- 24 4 PM Ernestine Batdorf
- 7:30 PM Robert Bowman
- 27 Ernestine Batdorf



## Acolyte By Sharon Garner

- 6 Ernestine Batdorf
- 13 Michelle Blouch
- 20 Deborah Lutz
- 24 4 PM Keeley Hartman
- Abbey Hartman
- 7:30 PM Mary Whelan
- Mikayla Bowman
- 27 Harry Hatt



## WELCOME TIME Sponsors (Welcome Time is held the first Sunday of month at 10:30 AM.)

December 6—The Bowman Family



# For Your Information

**December 6**

**FOOD COLLECTION SUNDAY**

The first Sunday of each month we collect food and personal care products for our neighbors in need. Unless there is a special request from a specific agency, the schedule is as follows:



December  
Rescue Mission

**PLEASE DO NOT MIX SOAP AND FOOD IN THE SAME BAG.** Thank you.



Please sign up today to be a **Greeter!** The sign up sheets for 2016 are posted and ready for you to fill in your name!

The **Welcome Time** sponsor sheet for 2016 is posted on the Information Center in the narthex.



Volunteers are needed to set up the **luminaries on Christmas Eve** before the 4 PM service and to remove them after the 7:30 PM service. If you can help please contact the Evangelism Ministry Team: Deb Lutz, Charlotte Varone, Sharon Garner or Mary Garrett.



The **Lebanon County Choral Society's Christmas concert** will be held on **Sunday, December 13 at 3 PM** at **Friedens Lutheran Church**, 301 W. Washington, Ave, Myerstown). The Choral Society is performing **Handel's Messiah**. If you are interested in tickets please see Charlotte Varone.



Do you need **COFFEE, TEA, OR COCOA?**

It's not too late to add them to your Christmas list. They are very tasty gifts. Look for the Social Ministry Committee's display table during Welcome Time on December 6 and see what is available from a new order.



## Ministry Plan Summary for October

*(Budgeted need per week: \$3,476.75 )*

<u>Date</u>	<u>Offering Received</u>	<u>Attendance</u>
10/4	\$3,540.00	64 + / 9 LiF
10/11	\$2,887.00	65 + / 21 LiF
10/18	\$2,003.00	45 + / 18 LiF
10/25	\$2,634.00	66 + / 26 LiF

**Received to date: \$135,891.97**  
**Needed to date: \$150,659.17**



NOTE: "+" denotes Worship  
"LiF" denotes Living in Faith

# December Birthdays

- 1 Joan Matthew  
Jacob Anspach  
Nolan Anspach
- 5 Holly McGuire  
Joan Prestegord  
Walter Shirey  
Carol Van Raay
- 7 Eileen Lutz
- 8 Andrew Hartman
- 9 Barbara Adams  
Eric DiBiasco  
Susan Galbraith
- 12 Nancy Potteiger
- 18 Alyson Hartman
- 22 Debra Miller
- 23 Dolores Rittle
- 24 Donald Munford
- 25 Mikayla Bowman
- 26 Beckett Lutz
- 31 Mary Ellen Dietrich  
Gary Dohner



# Weekly Worship Schedule

**SUNDAYS:**

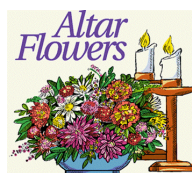
9 AM THE HOLY COMMUNION  
10:30 AM LIVING IN FAITH  
(4th Sunday of the month—Joint class)

**WEDNESDAYS:**

(as noted in the calendar and bulletin)  
10 AM Anointing and Holy Communion

# Open Flower Dates

There are FOUR open flower dates for **2016**. If you are interested in sponsoring the altar flowers (or giving an additional contribution to the General Fund in lieu of flowers) for any of these dates please contact Janet Gassert at 272-3757.



February 14  
June 19  
August 7  
August 14

# Membership Changes

**New Member:**

**Andrew Trovinger**  
124 Stony Creek Avenue  
Lansdale, PA 19446  
(717) 383-7681  
[andrewtrovinger@gmail.com](mailto:andrewtrovinger@gmail.com)



**Transfers:**

Please remove **Sam & Sue Palevo** and **Katelyn McGuire** from your membership directory. They have all transferred to new churches.

Please remember to notify the church office if you have **moved**, are planning to move, have a **new email address**, or have a **new phone number**. It is really important for the church office to stay current with addresses and phone numbers. Thank you for helping us keep our records up to date.

# 2016 Offering Envelopes

**Offering Envelopes** The 2016 offering envelopes will be available soon. Please take yours home with you at your earliest convenience.



If you live close to a shut-in, please consider helping us out by delivering their envelopes too. Please note that the envelopes will be arranged in **ALPHABETICAL** order. Thank you.

# General Fund Summary for October

	October	Year/date		October	Year/date
Income	\$10,810.24	\$135,891.97			
Expenses	\$14,686.21	\$148,135.22			
Income-expenses	<b>-\$3,875.97</b>	<b>-\$12,243.25</b>			

Income	October	Year/date	Expenses	October	Year/date
Regular giving	\$10,620.00	\$132,915.40	Staff	\$9,081.56	\$95,761.88
Jesus Tree envelopes	\$190.00	\$1,390.00	Administrative	\$674.46	\$3,967.57
Bowl of Blessings	\$0.00	\$281.00	Maintenance	\$3,405.19	\$30,146.77
Checking interest	\$0.24	\$2.57	Committee	\$0.00	\$9.00
Donations	\$0.00	\$620.00	Additional	\$375.00	\$4,500.00
Other Gen. Fund*	\$0.00	\$683.00	Benevolence	\$1,050.00	\$12,750.00
<b>Total Income</b>	\$10,810.24	\$135,891.97	Loan Repayment	\$100.00	\$1,000.00
*initial envelope, altar guild, communion gifts, etc.			<b>Total expenses</b>	\$14,686.21	\$148,135.22

Budgeted Year-to-Date	\$150,659.17	Income less expenses	<b>-\$3,875.97</b>	<b>-\$12,243.25</b>
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## Benevolence Giving

October 2015	Regular Giving Benevolence	Additional Designated Giving	Total Given to Charities
NALC	\$775.00		\$775.00
Atlantic Mission District	\$75.00		\$75.00
North American Lutheran Seminary	\$50.00		\$50.00
Independent Church in India	\$50.00		\$50.00
PACC Caring Cupboard	\$50.00		\$50.00
NALC Disaster Response	\$50.00		\$50.00
Lutheran World Relief	\$50.00	\$221.00*	\$271.00
Lebanon Rescue Mission/Agape Shelter	\$50.00		\$50.00
Lebanon Free Clinic	\$50.00		\$50.00
City of Lebanon (in lieu of taxes)	\$50.00		\$50.00
Lutheran Bible Translators	\$50.00		\$50.00
<b>Total</b>	\$1,300.00	\$0.00	\$1,521.00

\*Ingathering

**Messiah Lutheran Church**  
 1800 Oak Street  
 Lebanon, PA 17042-5852  
 Office Phone 272-2922

**E-mail**  
 Pastor Kendall: [messiahpastor@epix.net](mailto:messiahpastor@epix.net)  
 Robin Harris/office: [messiahluthleb@epix.net](mailto:messiahluthleb@epix.net)

**Web Site**  
<http://www.messiahluthleb.org>

## Upcoming Events

**BIBLE STUDY**  
**on the Gospel of John**  
**Thursday, December 10**  
**7 PM**  
 Conference Room



**EVENT NIGHT**  
**Thursday, December 17**  
**6:30 PM**

Come on out for an evening  
 of fun and fellowship!

### Christmas Office Hours

The office will be closed on  
 Friday, December 25.  
 Merry Christmas!



## November Congregation Council Meeting Highlights

The Messiah Congregation Council met on Tuesday, November 10, 2015.

- One member was absent. Devotions were led by Charlotte Varone.
- Pastor reported on the Atlantic Mission District Convocation that was held in Abington. He also thanked Nick & Barb Adams and Jim & Ruth DeLong for attending. Jim was elected to a partial term on the AMD Council to fulfill the term of Pr. David McGettigan who was elected Dean.
- The Personnel Committee proposed to replace a non-functioning back up system for the office computers. Motion passed. The money will be drawn from the Memorial Fund.
- The Property Committee reported that the furnace was inspected. The last of the lights in the rear of the fellowship hall were replaced.
- The agenda was set for the annual meeting.
- Council set a date of January 23, 2016 for a spiritual retreat for Council members, committee chairs who are not on Council, Strategic Planning Committee members, along with spouses. This is a way to get us prepared for setting up the new 5-year plan.
- Approved a motion to move \$5,000 from the Quigley Fund to help pay expenses.

Respectfully submitted,  
 Nick Adams  
 Congregation Council President

## In Case of Wintry Weather...



In the event of wintry weather or power outages on Sunday mornings, please listen to WLBR radio for information on worship schedules. If there is a power failure on a Sunday morning, worship will be held in the Fellowship Hall. The emergency generator provides enough light in that area.

Also, in the event of adverse weather/road conditions, the office will open as soon as conditions allow us to travel safely. On a Wednesday morning, if the Cornwall-Lebanon or Lebanon City school districts have a 2 hour delay or are closed, the Wednesday morning worship service is cancelled.



### Messiah Lutheran 2016 Ministry Plan

	2016	2015	Net Change	Percent Change
<b>Staff Ministries</b>				
Pastor Salary	40,878	33,630	7,248	5.61%
Pastor Housing	31,000	31,000	0	
Pastor's Social Security	6,166	5,662	504	8.91%
Car Allowance	3,000	3,600	-600	-16.67%
Pension	9,365	8,435	930	11.03%
Medical/Dental/Disability/Survivor Insurance	16,000	20,000	-4,000	-20.00%
Pastor's Continuing Ed	100	100	0	0.00%
Secretary Salary	13,592	13,260	332	2.50%
Secretary Social Security	1,040	1,014	26	2.54%
Workers Compensation Insurance	700	700	0	0.00%
<b>TOTAL</b>	<b>121,841</b>	<b>117,401</b>	<b>4,440</b>	<b>3.78%</b>
Percent of Total Plan	72.36%	71.59%		
<b>Administrative Ministries</b>				
Consumable Supplies	1,800	1,600	200	12.50%
Technology Support	0	500	-500	-100.00%
Non-Consumable Supplies	100	250	-150	-60.00%
Postage	100	150	-50	-33.33%
Worship Supplies	500	500	0	0.00%
Telephone & Internet	1,000	1,350	-350	-25.93%
Offering Supplies	450	450	0	0.00%
NALC Convocation	0	0	0	0.00%
<b>TOTAL</b>	<b>3,950</b>	<b>4,800</b>	<b>-850</b>	<b>-17.71%</b>
Percent of Total Plan	2.35%	2.93%		
<b>Maintenance Ministries</b>				
Electric	12,000	12,000	0	0.00%
Gas	5,000	5,000	0	0.00%
Water & Sewer	600	650	-50	-7.69%
Refuse Removal	350	350	0	0.00%
Equipment Service	2,300	2,000	300	15.00%
Grounds Care	4,400	4,100	300	7.32%
Facilities Services (Contractor)	3,600	3,600	0	0.00%
Snow Removal	1,200	1,100	100	9.09%
Janitorial - Non-paper Supplies	300	400	-100	-25.00%
Janitorial - Paper Supplies	400	500	-100	-20.00%
Property & Liability Insurance	4,600	4,500	100	2.22%
Organ/Piano Tuning/Repairs	1,300	1,200	100	8.33%
Funded Depreciation	0	0	0	0.00%
<b>TOTAL</b>	<b>36,050</b>	<b>35,400</b>	<b>650</b>	<b>1.84%</b>
Percent of Total Plan	21.41%	21.59%		

The 2015 Ministry Plan was adopted by those members attending the annual congregation meeting on November 21, 2015.



### Messiah Lutheran 2016 Ministry Plan

	2016	2015	Net Change	Percent Change
<b>Committee Ministries</b>				
Publicity/Advertising	0	0	0	0.00%
Christian Ed	150	150	0	0.00%
Evangelism	200	200	0	0.00%
Fellowship	25	25	0	0.00%
Social Ministry	40	40	0	0.00%
Stewardship	50	50	0	0.00%
Youth Ministry	0	0	0	0.00%
<b>TOTAL</b>	<b>465</b>	<b>465</b>	<b>0</b>	<b>0.00%</b>
Percent of Total Plan	0.28%	0.28%		
<b>Additional Ministries</b>				
Speakers & Substitutes	150	0	150	150.00%
Organist Substitutes	5,875	5,875	0	0.00%
Pastoral Care Resources	0	0	0	0.00%
Awards & Gifts	50	50	0	0.00%
VBS	0	0	0	0.00%
Library	0	0	0	0.00%
<b>TOTAL</b>	<b>6,075</b>	<b>5,925</b>	<b>150</b>	<b>2.53%</b>
Percent of Total Plan	3.61%	3.61%		
<b>Future Ministries</b>				
		<b>2011 Figures</b>		
Organist Salary	0	7,419		
Organist Social Security	0	568		
Continuing Education	0	125		
Choir Director Salary	0	5,928		
Choir Director Social Security	0	454		
Continuing Education	0	125		
Chime Choir Director Stipend	0	800		
Chime Choir Dir. Soc. Security	0	61		
Music	0	25		
Choir Fellowship	0	0		
<b>TOTAL</b>	<b>0</b>	<b>15,505</b>		
Percent of Total Plan	0.00%	9.45%		
<b>General Fund Total</b>	<b>168,381</b>	<b>163,991</b>	<b>4,390</b>	<b>2.68%</b>
<b>Benevolence Ministries</b>				
NALC Benevolence	9,300	9,300	0	0.00%
Other Benevolence	6,700	6,300	400	6.35%
<b>TOTAL</b>	<b>16,000*</b>	<b>15,600</b>	<b>400</b>	<b>2.56%</b>
<b>Loan Repayment</b>				
Loan - Repay endowment fund	1,200	1,200	0	0.00%
<b>TOTAL</b>	<b>1,200</b>	<b>1,200</b>	<b>0</b>	<b>0.00%</b>
<b>GRAND TOTAL</b>	<b>185,581</b>	<b>180,791</b>	<b>4,790</b>	<b>2.65%</b>

These figures are here for information only in the event that the congregation would hire an organist, choir director or cantor in the future.

\* Total Benevolence Commitment: The congregation's tithe that is designated as this congregation's benevolence support will consist of 10% of offerings received in regular giving envelopes and other benevolences as specifically determined by Congregation Council.

## Notes for 2016 Ministry Plan

1. The calculation for Pastor Kendall's salary has changed for this year. The NALC recommends using the local ELCA's synods calculations to determine a pastor's annual salary and benefits. The congregation of Messiah is required to use the Lower Susquehanna Synod's salary guidelines under Pastor Kendall's letter of call. The LSS no longer uses a range of salaries and has instead instituted a salary calculation based on a series of points relating to a pastor's experience and education.
2. The increase in pastor's salary is offset by a reduction in the health insurance line item. As a result of the Affordable Care Act, we can no longer reimburse pastor directly for Carey's healthcare premium. However, we are allowed to set up a Flexible Spending Account for him to cover the out of pocket costs of his health, vision and dental insurance plans. The annual amount allowed by law that can be put into an FSA account is \$2,550. The FSA amount along with the health insurance premium constitutes the amount of this line item.
3. The Secretary's salary was increased by 2.5% to reflect a cost of living increase for 2016. It is also recommended that she receive two additional personal days per year, since the congregation is not able to grant her a larger salary increase.
4. The following line items were reduced as follows:
  - o Phone and Internet – we will eliminate 1 phone line.
  - o Technology support – we will no longer pay the annual tech fee for Shepherd's Staff. This is the membership database used by the secretary. It will still be used but there will be no updates for the database.
  - o Pastor's car allowance, non-consumable supplies, janitorial supplies and water & sewer line items were reduced after review of expenditures in 2015.
5. Organist Substitutes - This line item still reflects one Sunday per month with no music. But if giving continues to improve as it has in 2015, consideration could be given to adding back a Sunday each month, based upon the availability of a supply organist and the increase in offerings.
6. The committee increased the Benevolence amounts to more accurately reflect the offerings that are being given in 2015.

**Benevolence Breakdown for 2016:** The committee recommends the following benevolence amounts for 2015 as follows:

1. NALC - \$9,300 per year or \$775 each month (5.8%)
2. Atlantic Mission District - \$900 per year or \$75 per month (.6%)
3. NALC Partner Ministries (\$650 - divided \$162.50 per quarter per year (.41%)):
  - a. Ethiopian Church Relief Fund
  - b. The Great Commission Society
  - c. Water Missions International
  - d. Lutheran Bible Translators
4. North American Lutheran Seminary– \$650 per year or \$162.50 per quarter (.41%)
5. Independent Church in India – \$650 per year or \$162.50 per quarter (.41%)
6. Caring Cupboard - \$650 per year or \$162.50 per quarter (.41%)
7. Lutheran World Relief - \$650 per year or \$162.50 per quarter (.41%)
8. Lebanon Free Clinic - \$650 per year or \$162.50 per quarter (.41%)
9. NALC Disaster Response - \$650 per year or \$162.50 per quarter (.41%)
10. Lebanon Rescue/Agape - \$650 per year or \$162.50 per quarter (.41%)
11. City of Lebanon(in lieu of taxes) - \$600 per year in November (.32%)

**TOTAL Estimated Benevolence Giving:** \$16,000 (represents 10% of 2016 estimated giving)

\*\*\*Please Note: In December of each year, the finance committee will review offerings given for the year to determine if there are additional offerings to send to each organization based upon our 10% tithe. The additional offerings will be divided according to the percentages listed above and sent to each organization.