DISCIPLE RESOURCE ALLOCATION 2027 - PROPOSED					
	2026	2027	Monthly	2027	2027
HOME MINISTRY	Allocation	Proposed	allocation	$ Change	% Change
Staff Salary (including taxes and benefits)	145,240	**148,237**	12,353	**2,997**	**2.06**
Staff Education Allowance	500	**500**	42	**0**	**0.00**
Supply Pastors	1,200	**1,200**	100	**0**	**0.00**
Church Services Supplies (Office)	12,500	**13,000**	1,083	**500**	**4.00**
Worship & Music Supplies/Workshop	1,000	**1,000**	83	**0**	**0.00**
Worship & Music Organ Repair	1,000	**1,000**	83	**0**	**0.00**
Church Insurance	8,200	**9,085**	757	**885**	**10.79**
Propane	8,200	**8,200**	683	**0**	**0.00**
Electric	6,000	**7,500**	625	**1,500**	**25.00**
Facility Maintenance	14,000	**14,000**	1,167	**0**	**0.00**
Cleaning Services and Supplies	6,000	**6,000**	500	**0**	**0.00**
Lawn Care/Snow Removal	500	**500**	42	**0**	**0.00**
Social Ministry Committee	300	**300**	25	**0**	**0.00**
Discipleship Committee	300	**300**	25	**0**	**0.00**
HOME MINISTRY TOTAL	204,940	**210,822**	17,569	**5,882**	**2.87**
COMMUNITY MINISTRY					
Donations	3,000	**3,000**	250	**0**	
Needy Fund (in addition to Great 8)	2,000	**2,000**	167	**0**	
Ephrata Area Social Services (+Grt8)	1,200	**1,200**	100	**0**	
Catechetical Tuition	500	**0**	0	**(500)**	**-100.00**
L. Susquehanna Synod Assembly	700	**700**	58	**0**	**0.00**
COMMUNITY MINISTRY TOTAL	7,400	**6,900**	575	**(500)**	**-6.76**
WORLD MINISTRY					
ELCA Hunger Appeal	1,550	**1,550**	129	**0**	**0.00**
ELCA Mission Support	6,000	**6,000**	500	**0**	**0.00**
WORLD MINISTRY TOTAL	7,550	**7,550**	629	**0**	**0.00**
	219,890	**225,272**	18,773	**5,382**	**2.45**
MINISTRY TOTALS	219,890	**225,272**	**18,773**	**5,382**	**2.45**

	2026	2027	2027	2027	
	Allocation	Proposed	$ Change	% Change	
Staff Salaries	**145,240**	**146,906**	**1,666**	**2.5**	
Pastor's Salary	36,276	36,276	0	0.0	
Pastor's Housing Allowance	22,185	22,185	0	0.0	
Pastor's Car Allowance	4,396	4,396	0	0.0	
Pastor's Benefits	16,284	18,230	1,946	0.1	
Pastor's FICA Tax	9,973	9,973	0	0.0	
Director of Music's Salary	30,872	31,800	928	3%	926.16
Dir of Christian Ed Salary	8,248	8,495	247	3%	247.44
Secretary's Salary	12,413	12,785	372	3%	372.39
Treasurer's Salary	3,977	4,097	120	3%	119.31
Total Salary and Benefits	**144,624**	**148,237**			
	615		Payroll tax prepare		
Total Salary and Benefits	**145,239**	**148,237**			



HOLLY—With its glossy green leaves and bright red berries, holly is a familiar Christmas decoration rich in Christian symbolism. Its prickly leaves recall Jesus' crown of thorns, while its berries represent the blood He shed. Its evergreen foliage reminds us of eternal life through Him.

Though old legends connect holly with Christ's footsteps and cross, these stories are folklore rather than Scripture. At Christmas, holly reminds us that the child born in Bethlehem came to bring salvation, hope and everlasting life.

Making Room for What Matters

Julie Reynolds of Snohomish, Washington, tells of one Advent season when all her young children came down with chickenpox. Everything planned was put on hold or forgotten altogether. They missed many church and community activities, as well as gatherings with family and friends.

But Julie discovered something during that unexpected pause: she had time to enjoy being with her children. They were well enough to take part in family activities that the usual Christmas rush might have prevented.



She read Christmas stories to them. Using blankets, walking sticks, and other objects, the children reenacted the story of the Holy Family traveling to Bethlehem. Together, they discovered the joy of family fellowship and spent time reflecting on the meaning of Christmas.

Julie recalled other Christmases when she had been so busy shopping, decorating, cooking, and running about that she missed Jesus. She said, "I completely missed celebrating the joy of His birth in my own heart. And the emptiness I have felt at those times brought a sorrow and regret deep in my soul."

No more! Now she deliberately schedules "open days" on her calendar, especially during Advent. These are days for waiting upon God, praying, listening, and enjoying His peace. They are also days for truly being with her family, strengthening their bonds and nurturing their relationships. Today, she looks back with gratitude on the lesson she learned during that Advent years ago.

A Christmas Prayer of Love and Peace

Gracious Father, as we celebrate the birth of Your Son, draw our hearts toward the quiet wonder of Bethlehem. Help us receive Jesus with the joy of the shepherds, the reverence of the wise men, and the faithful love of Mary and Joseph.

Let Your peace settle over our homes and reach those who feel lonely, weary, or forgotten. Open our eyes to the needs around us, and make our hands willing to serve. May every gift carry kindness, every greeting offer warmth, and every gathering leave room for someone who needs to belong.

Forgive our impatience and selfishness. Teach us to forgive one another freely and to treasure people more than possessions.

When Christmas Day is done, may our gratitude remain. Help us carry the love of Christ into ordinary days, sharing His hope wherever You lead us.

In the name of Jesus, our Savior and newborn King, we pray. Amen.