

Silver Spring Presbyterian Church

2027 Financial Narrative ~ October 27, 2026 ~



Wholehearted Commitment

Silver Spring Presbyterian Church

Jesus first cites Moses' instructions in Deuteronomy 6:4-5, Hear, O Israel: "The Lord our God, the Lord is one. And you shall love the Lord your God with all your heart and with all your soul and with all your strength."

Jesus then pairs this with Leviticus 19:18, "Love your neighbor as yourself."

Dear Silver Spring Church Family,

Our rich legacy of Christian faith and discipleship at Silver Spring Presbyterian Church is long and deeply cherished. The purpose of this document is to communicate Silver Spring's current plans for 2027 and our **wholehearted commitment** to providing the resources required to achieve them in order for us to continue pursuing our Vision, while living out our Values and fulfilling our Mission in the process.

Our Vision: Seeking to be a grace-filled family of faith, sharing Christ's love with all

Our Values: Glorifying God, Showing Compassion, Practicing Hospitality, Nurturing Relationships, Stewarding God's Gifts
Consistent with our vision and values,

Our Mission is to love and praise God, love and nurture our church family, and love and serve our neighbors, through worship, prayer, fellowship, education, hands-on work, financial support and compassionate care in order to follow Jesus and make known the Kingdom of Heaven.

Everything we do should focus on one or more of these areas - *Loving and Praising **God**, Loving and Nurturing our **Church Family** and Loving and Serving our **Neighbors**.*

Based on the current preliminary goals and wishes received from the various Committees of Session for 2027 and the expected allocation of resources, the tentative estimated financial resources required next year total **\$1,377,890**, to be focused as follows:

- **Loving and Praising God:** **\$436,244 (32%)**
- **Loving and Nurturing our Church Family:** **\$330,739 (24%)**
- **Loving and Serving our Neighbors:** **\$610,907 (44%)** – this includes \$232,161 for operating our Preschool, which is covered by student tuition payments

Beyond your financial support, if you would like to become more involved in helping us achieve our exciting goals, please reach out to one of the church leaders using the contact information provided in each section. **We ask that you please read this 2027 Financial Narrative and let us know if you have any questions or suggestions for how we could be more effective and impactful in Loving and Praising God, Loving and Nurturing our Church Family and Loving and Serving our Neighbors.**

Thank you, very much, for your continued generous support of Silver Spring Presbyterian Church. God bless you!

Jim Bogar
Commitment, Legacy and Endowment Committee Co-Chair
jbogar@bogarlaw.com or 717-608-8773

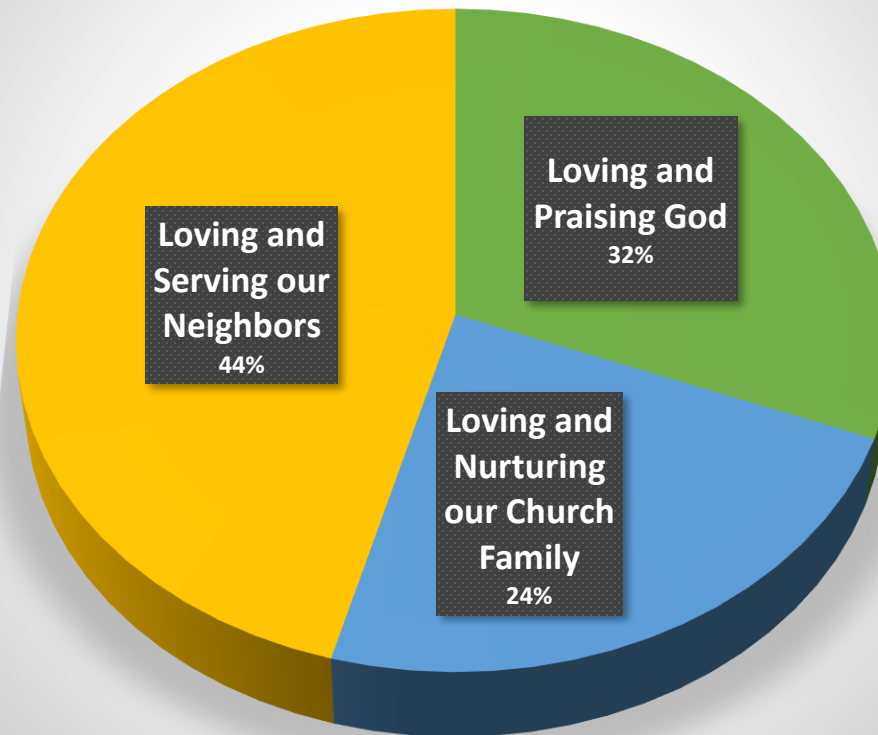
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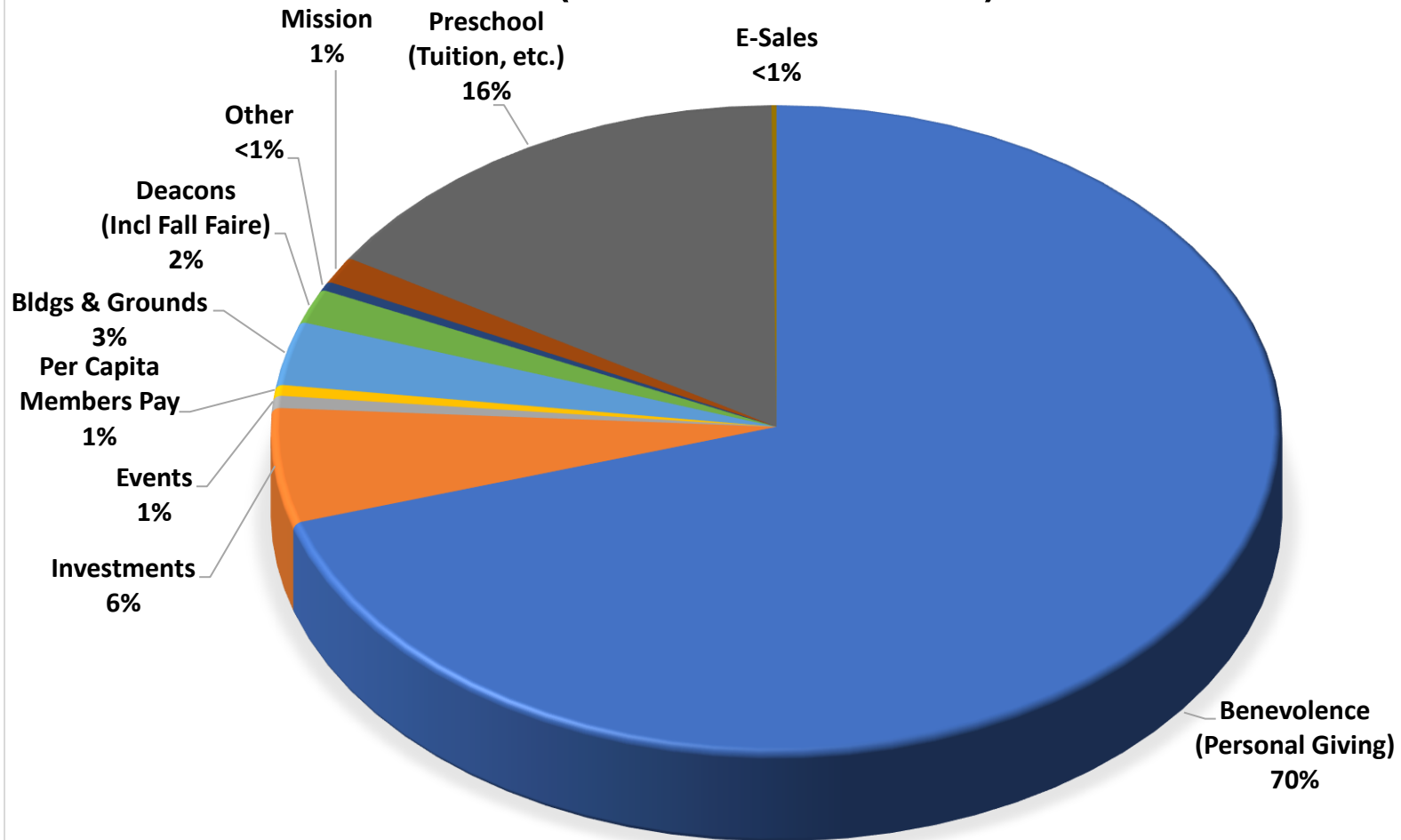
SSPC 2027 Narrative Budget

NOTE: Everything we do is in support of loving God
and reflecting his love



This is how we plan to focus our resources in fulfilling our Mission in 2027

SSPC SOURCES OF FINANCIAL RESOURCES (5 YEAR AVERAGE)



Historically, this is where the resources needed to fulfill Silver Spring's Mission have come from

Proposed *NET* Additional Operating Fund Resources Required in 2027

Committee	Description of Key Initiatives/Enhancements and/or Factors in 2027	<u>NET</u> Additional Resources Needed (2027 Request vs 2026 Budget)
Personnel & IT	<ul style="list-style-type: none"> - For 2027, the Cost of Living Adjustment is 3.6% - This budget includes a \$3,500 salary increase for our pastor and associate pastor, a 3% salary increase for all other staff members (except preschool) plus an additional 1% bonus for all staff members (except preschool) to be paid in December 2027, depending on the Silver Spring's year-end financial position as estimated on November 30, 2027. - (+)\$15,000 for the new Business Manager salary - This includes \$2,833 for IT operations inflation 	\$49,898
Buildings & Grounds	<ul style="list-style-type: none"> \$40,000 – heat pumps need to be replaced (one has been deferred over many years) \$4,200 – Retreat Center upkeep 	\$47,550 (<u>Net</u> impact, based on year-to-year changes in spending and income)
Mission	<ul style="list-style-type: none"> - \$2,000 increase in support for Feed My Starving Children - We are increasing funds for Presbytery Shared Giving by \$1,700 because of new initiatives for children and new worshipping communities. - Increase the budget for Meals on Wheels by \$600 since food costs have escalated. 	\$3,000 (<u>Net</u> impact, based on year-to-year changes in spending and income)
Other Committees	<ul style="list-style-type: none"> - CE, Finance, Fellowship, CLE, Membership, Worship and Deacons 	- \$1,769 (an overall reduction in year-to-year planned spending)
	NET Impact to our Operating Fund in 2027:	\$98,679

***NOTE: These preliminary additional financial resource requirements for 2027 – with which we ask for your help – are subject to change. Please note they could increase or decrease over the coming weeks, based on the finalization of committee plans/assumptions and Session's review and approval for 2027.**

In order for us to fully fund the preliminary 2027 Net Operating Fund Expenses as currently identified, our Pledged and Unpledged Benevolence (personal) giving would likely have to increase from 2026. When we consider the outlook for our investment and committee incomes, it yields the following:

Current 2027 Financial Outlook

Total Projected Committee Expenses:	\$1,135,228 (<i>*Does not include the Preschool</i>)
Committee Income from Various Sources:	(-) \$106,658
<u>Estimated Investment Income:</u>	<u>(-) \$64,719</u>
Income Needed from <i>Personal</i> Giving:	\$963,851 (\$142,221 increase from \$821,630 in 2026)

As you can see, we may need as much as **\$142,221 (or 17+%)** more in Pledged and Unpledged Benevolence (personal) giving than in 2026 to fulfill the hopes and dreams submitted by the Session committees.

Please prayerfully consider this when determining your financial pledge to SSPC for 2027.

*(*NOTE: These figures do not include the Preschool budget, which is funded separately by tuition. Our infrastructure support (heating/cooling, electricity, water, playground, custodial services and general maintenance) is provided but not specifically quantifiable and is considered part of fulfilling our church's Mission.)*

The remaining sections of this narrative will provide details on the role of each major SSPC entity in pursuing our Vision and fulfilling our Mission as well as their key wishes and goals for 2027.

Personnel and Information Technology (IT) Committee

Co-Chair: Forrest Adams ('28), forada@icloud.com, 717-856-6021

Co-Chair: Drew Crompton ('28), jandrewcrompton@gmail.com, 717-579-2417

The Personnel portion of the committee functions under the authority of Session to collaborate with the Head of Staff to:

(i) assist in building an effective work environment; (ii) recommend new and revised policies and (iii) develop and revise staff positions in a consistent effort to meet the present and future needs of our members and community. We will work closely with the Head of Staff to determine how to better utilize and support our present staff to both improve existing ministries and provide new ministries developed by our church's committees and members to enhance our ability to focus on Loving and Praising God, Loving and Nurturing our Church Family and Loving and Serving our Neighbors. Through this process we will also determine if we need to increase hours of our present staff or add full- or part-time staff members to pursue our Vision while living out our Values and fulfilling our Mission.

Since our Business Manager, Diane Rabold, has notified us that she will be retiring in February, we will conduct the search for her replacement. This involves careful review of the functionality required, revision of the job description to reflect this, and conducting the search itself.

The Personnel Committee realizes that to provide a positive church atmosphere and programs for our congregation and community a highly qualified and effective staff is essential. At Silver Spring Presbyterian Church we are blessed with such a staff as well as a Head of Staff to provide leadership. As a committee, we support our staff with both our assistance and financial recommendations. Financially, we do this by making recommendations to Session for authorizing compensation and benefits that demonstrate both our support for, and commitment to them in response to their loyalty to our church and community

For 2027, the Cost of Living Adjustment or COLA is 3.6 percent. To fairly compensate our staff for their efforts we *recommend* the following: a \$3,500 salary increase for our pastor and associate pastor, a 3% salary increase for all other staff members (except preschool) plus an additional 1% bonus for all staff members (except preschool) to be paid in December 2027, depending on the Silver Spring's year-end financial position as estimated on November 30, 2027. In addition, we anticipate needing to pay our new Business Manager approximately \$15,000 more in salary than we're currently paying.

The Total Personnel Expense Budget request for 2027 is currently projected to be \$638,018 compared to \$590,953 for 2026.

Information Technology (IT): Bill Vipperman, bvipperman@icloud.com, 717-991-5825

Effective July 1, 2026, the IT Committee is a sub-committee operating under the governance of the Personnel Committee. This change to the Personnel Committee reflects that the main role of IT is to support administrative operations and the staff of the church.

The IT Sub-Committee is responsible for making sure Silver Spring has the information technology infrastructure (servers, laptops/desktops, printers, copiers, networking, Realm church management software, office software, audio/visual capabilities, Wi-Fi, etc.) so the church staff, committees and members have the tools they need to carry out the day-to-day operations and the Mission of the church.

In 2026, thanks to a special allocation from session funds, an OWL camera will be purchased to improve hybrid gatherings in Room 204. This will provide a better hybrid meeting experience as the person speaking in the room will be shown on the screen. In addition, investigation of camera upgrades to the Meeting House is continuing.

Continuing in 2027, the IT Sub-Committee will focus on working with each committee to better utilize the congregation's IT capabilities to enable all members to be connected to the church and each other no matter their location. This will focus on increasing use of Realm Connect software and utilizing features already available to the church within the Realm package to streamline church operations.

The sub-committee is actively seeking members who wish to learn how to operate any of the streaming systems, help with the implementation of Realm, or simply wish to help advise us on maintaining the church's information infrastructure.

The IT Sub-Committee anticipates an increase in our Net Operating Fund Impact in 2027 (\$26,262) compared to our 2026 Budget of \$23,429. This \$2,833 increase is entirely driven by increases in our support service contract and minor increases in software licensing and internet connection costs.

SSPC Preschool

Director: Emily Cocores, preschool@silverspring.org

For over thirty years, Silver Spring Presbyterian Church's Preschool has been gently encouraging thousands of small children, ages 2 to 6, to begin the transition from home to learning and social environments. We believe that early stimulation in a calm, caring atmosphere leads to a healthier home, school, church and community life in the future. In everything we do, Christian values of love, patience and respect for God, our families, our elders, our peers and ourselves are stressed. Children explore and learn through play with their peers and their understanding teachers by their side. Classrooms are divided into learning centers where children develop new skills and practice previously learned ones, including but limited to social living, science, art, music, math and language.

PLEASE NOTE: The preschool is "self-funded" through tuition income paid by our Preschool families. This narrative assumes that 100% of the preschool's expenses are focused on Loving and Serving our Neighbors.

The tuition collected in 2026-2027 will fund the salaries of the preschool director, assistant director, 14 classroom teachers, and a preschool custodian (which we currently do not have). In addition, the preschool reserves 6 enrollment spots for those students requiring early intervention through the Capital Area Intermediate Unit. By doing this, our inclusive learning environment is teaching the youngest members of our community to love one another regardless of differences from the very beginning!

The Total Preschool Expense Budget approved by Session for the 2026-27 school year is currently \$232,161. This does not, however, include unanticipated part-time custodial services that may be necessary.

Buildings and Grounds Committee

Co-Chair: Alan Flenner ('26), aflenner@gfnet.com, 717-649-7982

Co-Chair: Fred Voigt ('27), cabin45tree@outlook.com, 717-738-4332

The Buildings and Grounds Committee is responsible for the operation, maintenance, improvement, and overall management and protection of the physical assets of our church. This includes the stewardship of real and personal property situated on the historic 25-acre campus comprising the Meiting House, Christian Education Building, McCormick Chapel, Gym, Manse, Waugh Wilson House (Silver Spring Retreat Center or SSRC), Cemetery, James Silver's Spring, open space and woodlands, driveways and parking lots, and the playground. The committee's work enables us to continue worshipping God while serving our members and the community as we have for almost 300 years in this sacred place.

The resource estimates for 2027 reflect the distribution of Buildings and Grounds Committee expenditures in support of our three Mission focus areas, with the Main Campus (non-SSRC) expenses divided evenly between the three areas except for the manse and insurance supporting the Loving and Nurturing our Church Family focus area. 100% of the SSRC resources are focused on Loving and Serving Our Neighbors.

A significant enhancement anticipated for our beautiful, historic property in 2027 requiring additional financial resources is an additional \$40,000 for aging heat pump replacements (one is 35 years old).

The estimated Buildings and Grounds Net Operating Fund Impact in 2027 is \$251,650 compared to \$204,100 in 2026, resulting in an increase of \$47,550.

Mission Committee

Co-Chair: John Carroll ('28), johnwcarroll1968@gmail.com, 717-763-1968

Co-Chair: Barb Wiggins, ('29), wigginsbarb@icloud.com, 973-214-1394

The Mission Committee supports approximately thirty agencies that provide humanitarian and financial services to senior citizens, disabled individuals, homeless and disadvantaged people. These services are distributed throughout Central Pennsylvania, the country and internationally. The services these agencies provide include daily meals and shelter for homeless individuals; serving the spiritual, social and physical needs of migrant workers; safe and affordable housing; meals to the elderly and shut-ins; rent/mortgage assistance; assistance for utilities to keep families safe and warm; assistance for transportation; supporting a mobile food pantry; emergency humanitarian aid to those in need including shelter; case management assistance for homeless/almost homeless; electricity/fuel oil assistance; emergency medication assistance and food vouchers; services for those affected by crime and incarceration; permanent housing for 25 men who have been chronically homeless with a mental illness; monthly meals for people throughout Central Pennsylvania; listening, comfort, counsel, spiritual guidance and a reminder of God's saving love to individuals who work at or use the Carlisle area truck stops; free home repair and modification services to low-income homeowners; relief (locally and throughout the country) for those in need as a result of a natural disaster; assistance for sudden, unexpected emergencies locally; the empowerment of those who are experiencing domestic violence; a free faith-based primary health care clinic; diapers, period supplies and other basic needs to underserved families; free, 24/7 confidential listening, health and human services information & referral; and assistance to get runaway children/teens off the streets.

When contemplating supporting any community social service agency or request for assistance, the Mission Committee always carefully considers Silver Spring's five core values and makes sure each agency's work aligns with them. Also, many congregants volunteer their time completing hands-on projects that support these core values and needs.

Changes reflected in the Mission Committee's 2027 Operating Fund Expense budget include:

- **Our initiative is a continuation of increased support for four agencies because of new programs, the need to feed the hungry and the increased cost of food.**
- **We are adding \$2,000 to Feed My Starving Children since SSPC is sponsoring a mobile, two-day packing event in July, 2027. Since every 4 seconds another person in the world dies of starvation, we feel we should fulfill Christ's mandate to feed the hungry. We also want to increase the budget for Meals on Wheels by \$600 since food costs have escalated. We are increasing funds for Presbytery Shared Giving by \$1,700 because of new initiatives for children and new worshipping communities.**
- **We have decreased funding to local ROAR because fewer funds are needed.**
- **The Mission Committee's requested increase in 2027 Net Operating Funds to support its work is \$3,000 for a total of \$62,850, compared to a budget of \$59,850 in 2026.**

Worship Committee

Co-Chair Ashley Rinquist ('28), allendale21@aim.com, 717-421-0394

Co-Chair: BJ Lopez ('27), beejksl@gmail.com, 717-215-1083

The Worship Committee oversees the Traditional Service, the Gathering Service and seasonal services of Silver Spring Presbyterian Church which includes the music programs, training and scheduling of liturgists, ushers, communion preparers and communion servers including supplying the elements needed for Communion. This accounts for the 1-5 items on the worship budget of communion supplies, choir expense, bell choir, Gathering Band, music and copyrights. This also includes music substitutes for worship and special music performances. (e.g. BagPiper, Advent Vesper services and special occasions) Please note that we accept donations at these events to help fund the music program. Weekly expenses include flowers for worship, bulletins and worship supplies which are line-item costs.

Pulpit supply covers the cost of guest preachers. We follow the guidelines from the Carlisle Presbytery for this cost. Other special expenses are advent decor and supplies, holiday flowers expense, which includes both Advent and Lent. We do receive revenues from the poinsettias, lilies and flowers for worship to offset these costs. The live nativity is a separate line-item of the budget.

Several initiatives completed in 2026 include:

1. New Advent banners
2. Youth commissioned for lay liturgists and ushers throughout the year
3. Increased opportunities with musical praise in worship setting to more effectively glorify God with congregational musical talent

Initiatives planned for 2027 include the following:

1. Placement of the Passing of the Peace in the Traditional Service
2. Expand the outdoor services as weather permits
3. A special service on affirmation via the Journey to Bethlehem during Advent
4. Recruit more congregants to serve as liturgists, ushers, communion preparers and servers

We feel the above narratives cover the purposes of Loving and Praising God, Loving and Nurturing our Church Family, and Loving and Serving our Neighbors through our weekly services, special services and our on-line services that are watched not only by our members but by other members of our community. We are presently of the opinion that funding for the proposed 2027 special initiatives can be accomplished within the suggested 2027 budget.

Deacons

Moderator: Megan Crompton, crompton.megan@gmail.com, 717-701-2056

A significant percentage of the funds raised via our annual Fall Faire is used by the Deacons to benefit SSPC members and neighbors in need.

The Deacons continue to support our congregation members and the church in many ways. These five Care Groups assist with the ministry of SSPC:

- **COMMUNICATION** which sends birthday, sympathy and get-well cards to all members of the church.
- **COMMUNITY SERVICE** oversees the Fall Faire, Angel Tree and College and Military remembrances.
- **CARE OUTREACH GROUP** provides and coordinates meals and/or transportation to members experiencing illness, family death or adversity.
- **TRANSITION** is our care group that provides hand crocheted prayer shawls, afghans, baby hats and prayer squares to families experiencing joy as well as difficult times.
- **FUNERAL LUNCH COMMITTEE** assists families with planning, serving and cleaning up after funeral lunches at SSPC. Deacons provide a caring and supportive presence so families can focus on their loved ones.

Stephen Ministry also receives support from the Deacon budget.

Coffee and beverages are provided weekly for both services and are funded, organized and staffed by Deacons.

Deacons also provide support to health ministries and youth group activities at the church. We help host "Meal with a Mission" events where volunteers pack food boxes for New Hope Ministries, etc.

Care Communities – Deacons are assisting with outreach to SSPC members organized by geographic area to provide support in times of need.

Deacons anticipate expenditures for coffee hour supplies to remain high in 2027.

Membership Committee

Co-Chair: Susan Neville ('28), susan.neville@gmail.com, 717-919-8994

Co-Chair: Josiah Montgomery ('29), joshiahmont@gmail.com, 814-388-9289

Our efforts include producing member testimonials, being more intentional with online Advertising to help increase in-person and online attendance at our worship services, producing the Enlighten newsletter, organizing the Rally Day Event, linking mentors to new members and promoting the importance of members helping Silver Spring by paying their 2027 \$38.00 per person per capita apportionment (which supports our Presbytery, Synod and General Assembly).

In 2027 the Membership Committee will be focused on:

- Digital strategies to enhance our ability to reach prospective members
- Efforts to reconnect with current members
- Welcoming visitors through the Manna Project (we could use your help, if you feel called to do so)
- Encouraging visitors to become a member of Silver Spring
- Assisting with New Member classes
- Helping new members feel connected
- Expansion of our “Meals with a Mission” to four
- Exploring new marketing initiatives
- Encouraging members to update their Realm profile to include their current contact information and a recent picture in order to make the online Directory function more useful

Christian Education (CE)

Co-Chair: Scott Pepperman ('27), puppytrainer52@aol.com, 717-389-5100

Co-Chair: Heather McCarthy ('29), hjd.gmb@gmail.com , 817-789-3381

The Christian Education Committee supports the worship life of our congregation by helping Silver Spring members and friends address our inherent hunger to know and love God with our minds as well as our hearts. To accomplish this, we offer Sunday School worship for all ages, from children over three years old to Adult Bible study on Sunday mornings, Monday and Wednesday afternoons, and Monday evenings, as well. We also support our youth group (CORE) and youth mentors. We choose events and curriculum and share them with the congregation, through minutes for mission and presentations. We also include the surrounding community, starting with our SSPC Preschool.

The Christian Education Committee worked on many new initiatives in 2026, including beginning our new Men's Bible Study, becoming more engaged with Earth Care including a guest speaker at an Adult Forum about Environmental Concerns, participating in more service projects with our youth and youth mentors, and completion of a new Preschool Garden. We continue to sponsor events for the congregation and our neighbors like the End of School Bash, VBS, Rally Day (along with Membership), Parent Drop - Off nights, the Easter Egg Hunt, Trunk N' Treat, the Advent Feast and Festival, and Christmas Breakfast.

New CE Initiatives/Enhancements for 2027

We have budgeted for a new event to take the CORE youth to the Bible Museum in Washington, DC. Plans are being made to work with the Carlisle Presbytery to take a Civil Rights trip during the summer of 2027. We have budgeted \$1,000 for the events. We're also hoping to sponsor participation of our youth at Salt 'n Life Ministry's ZETEO Conference. (Loving and Praising God)

The Youth Sunday School curriculum will include a new high school/middle school class, starting in October 2026. We also look to begin a new Adult Sunday School for Moms, starting in January 2027. There is no budget increase for these efforts as we are transitioning most of our CE classes to video-based classes with no need for books and DVDs, resulting in a savings in the budget. (Loving and Praising God)

We also will be reforming the Victory Garden along with Earth Care, moving the location and using raised beds for ease of maintenance, we have budgeted \$150 for this effort. (Loving and Praising God)

CE would also like to begin new Young Adult studies and events. We will work with the new Youth Council, in Carlisle Presbytery to join together with other congregations and churches for Youth and Adult Programs and studies. We have budgeted \$500 for this effort. (Loving and Praising God)

Special Offerings

<https://specialofferings.pcusa.org/>

Over the course of our church year, we collect and distribute separate *special offerings* during worship that significantly impact the lives of our neighbors – near and far. These are “pass-thru” funds and include:

- **One Great Hour of Sharing** (during Lent) – Around the world, millions of people lack access to sustainable food sources, clean water, sanitation, education, and opportunity. The work done in support of the causes supported by One Great Hour of Sharing (OGHS) — disaster, hunger, poverty, climate change, and immigration/migration and refugees — serves individuals and communities in need. This work provides people with safety, sustenance, and hope. Typically received during the season of Lent, this Offering helps to improve the lives of people in these challenging situations.
- **World Communion Offering** (on World Communion Sunday) – All of God's people gather around the Table to celebrate the life, death and resurrection of Jesus Christ. Part of the atonement that happens around this Table is reconciliation, which is the focus of the World Communion Offering. Experience the grace that comes from reconciling all peoples from all nations around the corner and around the globe through the ministry of this offering.
- **Christmas Joy Offering** (during Advent) – Each year during the Advent and Christmas season, we lift up past, present, and future leaders of the church. God has blessed the church with incredible leadership in every time and place, but those leaders often need to be supported by their communities as well. This Offering provides support for Presbyterian church workers and their families in their time of need and leadership development and education for communities of color at Presbyterian-related schools and colleges equipping communities of color.

Based on our generosity in 2026, we estimate these three special offerings will raise approximately \$10,500 in support of the above individuals and organizations in 2027.

Fellowship

Chair: John Brown ('29), johnbrown@verizon.net or 717-350-2610

The Fellowship Committee's mission is to practice hospitality by hosting events and activities that foster a sense of church community in an atmosphere that encourages meaningful relationships and connections through a variety of fun, shared experiences that promote feelings of belonging and inclusion.

Our activities have historically included:

- Friendship Luncheon in February
- Palm Sunday Brunch in March
- End of summer Brunch Social between the services in August
- Rally Day in September
- Fall Dinner event in November
- Christmas Cantata Reception and Christmas Cookie Social in December
- Valentine Chocolate Social in February
- Veterans' Celebration
- Women's Tea and Retreat
- Soup Cookoff
- Potluck Dinner in the Winter

Finance Committee

Co-Chair: Gary Hollinger ('27), ghollinger52@gmail.com, 717-574-5374

Co-Chair: Charlie Dagino ('29), cedagino@gmail.com, 717-460-1640

Treasurer: Don Winning, winningd@comcast.net, 717-732-2154

Vice Treasurer: Betsy Neilson, bcneilson@comcast.net, 717-329-7788

The Finance Committee is responsible for managing the financial affairs of Silver Spring and keeping Session and the congregation informed as to our financial status. This includes:

- Monitoring and reporting Silver Spring's income and expenses throughout the year, reporting detailed line-by-line results to Session on a monthly basis and providing weekly summaries to the congregation.
- Monitoring and managing our bank accounts, including making sure our cash is invested properly.
- Working with the Preschool to insure their finances are in synch with the church's.
- Working with various financial institutions to insure we have a clear understanding of the status of the various investment funds (both permanent and non-permanent) that were established to benefit Silver Spring.

Finance Committee's work is considered to be focused on loving and nurturing our church family.

Commitment, Legacy and Endowment (CLE) Committee

Co-Chair: Bill Resser ('27), billresser@gmail.com, 717-580-7667

Co-Chair: Jim Bogar ('29), jbogar@bogarlaw.com, 717-608-8773

The Commitment, Legacy and Endowment (CLE) Committee has the mission of connecting the personal Stewardship of the membership of the church to the overall Stewardship of our ministry together as the Body of Christ at Silver Spring. We recognize that stewardship is an essential and lifelong activity. As we, individually and as a church, are blessed with our time, our talents, and our treasures, it is imperative that each of us faithfully discerns and acts upon what God is calling us to do with these gifts. At the core of this is the decision of what we need to do now and what we need to invest in for the future. The committee breaks this down into two separate areas:

- Current year support of the church's ministry and mission (operations) through communications like this Narrative and an annual Commitment/Stewardship Campaign
- Long-term support through development of legacy gifts (through wills and trusts) and the establishment of permanent endowment funds, through the **1734 Legacy Society of Silver Spring**:
 - The Heritage Fund (through the Presbyterian Foundation for General Operations)
 - The Fund for the Living Word (through the Foundation for Enhancing Communities)
 - The Buildings and Grounds Fund (through the Foundation for Enhancing Communities)

CLE's work is considered "Administrative" and our expenses are divided evenly over the three Mission focus areas.

The committee's expenses are primarily associated with hosting the Annual Meeting of the 1734 Legacy Society. Our Net Operating Fund Expense budget is \$1,200 in 2027. This may be offset by generous gifts in support of our committee's work.

Session

Session's expenses are considered "Administrative" and, as such, are divided evenly between the three Mission focus areas.

\$500 has been budgeted for 2027 to cover the cost of a Session planning meeting.

Nominating Committee

Co-Chair: Kris Carpinello ('27), beach3806@comcast.net, 717-737-1415

Co-Chair: Diane Lupia ('28), tjlupia@gmail.com, 717-497-0937

While the Nominating Committee does not require any financial resources from Silver Spring, the work it does is extremely critical to the successful operation of our church. It is responsible for identifying open leadership positions called by the congregation, as well as positions appointed by Session. The committee meets early in the year to address this responsibility – and also as needed throughout the year – to fill vacancies that may arise due to a variety of reasons. Members of the congregation are invited to consider their own gifts and callings for leadership positions by contacting current Ruling Elders / Committee Chairs or identifying themselves to the Nominating Committee.