

# *2018 Annual Report*



*Rye Presbyterian Church  
882 Boston Post Road  
Rye, New York, 10580*

## STAFF DIRECTORY 2018

The Reverend Daniel H. Love	Co-Pastor
The Reverend Dr. John W. Miller	Co-Pastor
The Reverend Jean-Paul Marshall	Associate Pastor for Christian Education
Maida Robinson	Chief Administrative Officer
Jason Charneski	Director of Music/Organist
Lisa Rawson	Director of Choirs for Children and Youth
Peggy Berretta	Administrative Assistant
Denise LeVan	Pastoral Assistant
Juan Velasquez	Head Sexton and Building Manager

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The cover photo is of the new stained glass window above the steeple entrance to the sanctuary – a gift of the Confirmation class of 2018 and their parents. It is a reminder of our calling as we leave worship...

*"You are the light of the world." Matthew 5:14*

## CO-PASTOR 2018 ANNUAL REPORT

We recently did an exercise with the middle school youth group during which they wrote a note to themselves and to God. In it, we reflected on the joys and challenges of the past year, and then looked ahead, thinking about hopes and prayers for 2019. This annual report is full of many such reflections, hopes, and prayers – a comprehensive snapshot of the life of our church. While the term “annual report” usually means a document rapidly headed for the recycling bin, I encourage you to take the time to see the many things God is up to in our midst and to join together as we pray for the year ahead.

### **From my corner of the life of this church, here are the joys I saw in 2018.**

- The co-pastorate between John and me hitting five years (!) - five good years of partnership with each other and within the broad leadership of the church.
- Jean-Paul’s first full year as a part of the team!
- The final year of the Imagine Initiative, culminating with great changes to our office space, much needed storage space, an elevator, the steeple doorway refurbished, and the great joy – the purchase of a third manse to support our commitment to children and youth!
- The great celebration as Community Synagogue ended their time worshipping in our chapel, and the parade with their congregation and their Torah scrolls back to their new home.
- Sabbatical... an amazing time of refreshment, re-centering, re-energizing and reconnection. Thank you!
- NOLA youth mission trip! We have amazing young people at this church. Period.
- Worship, bible studies, book studies and other opportunities for spiritual growth together.
- A very enthusiastic and engaged middle school youth group with Susie and Jean-Paul Marshall.
- A great staff team that works very hard to make everything go smoothly – even amid construction disruption!
- The first “Show Up and Make” Event that was a wonderful combination of worship, community and art.
- An amazing group of people both leading and participating in the Stephen Ministry training.
- Countless opportunities for joining others in their spiritual growth at baptisms, confirmation classes, weddings, funerals, and the many moments all along the way.

### **The challenges, and within them, the hopes for 2019:**

- To deepen and develop the learning and spiritually grounding practices from sabbatical.
- Even as the Imagine Initiative wraps up, to continue to imagine and together make real new ideas for how we can better be the church. Imagine funding is still there for new dreams!
- To continue to grow together in generosity and hospitality as we continue to expand our ministries and welcome new members.
- To find new ways to become more connected as a community of faith – to God, and to one another - especially with our size, our busy lives, and the rapid turnover we experience.
- That RPC might be “macro-stable, and micro-nimble” – solid and well-run, but able to creatively respond to God’s calling and opportunities that arise.

As with the middle school youth – with gratitude and hope, we place these in God’s hands, and commit to our part in this great partnership with God and each other.

Daniel Love  
Co-Pastor

## CO-PASTOR 2018 ANNUAL REPORT

2018 was a year in which it seemed as if many things we have been working toward came to fruition. It began with Jean-Paul Marshall's ordination and installation as our Associate Pastor, and his first full year of ministry with us. It was also in 2018 that the leadership and congregation voted to use the funds we raised through the Imagine Initiative to purchase a third manse for Jean-Paul and Susie to live in here in Rye. We as a congregation have invested much in this third pastor position to work with our children, youth, and families. I invite all of our families to encourage their children and youth to be engaged with the various ministries we offer: Sunday School, family events, Connection, High School Youth Group, and mission trips.

This summer looked different this year as Dan took his sabbatical from "picnic to picnic." The building was also very noisy this past summer as major construction projects (funded by the Imagine Initiative) moved forward. This included adding a third floor over our offices which affords us substantial storage space and the building of a shaft for our new elevator. (As I write this, the elevator itself is being installed.) Some of the projects that we began working on during the summer seemed to be about "connecting" folks to one another - whether it is literally connecting people via the new elevator; or helping people connect through a new updated membership pictorial directory that was distributed in September; or starting to develop our new website which is now live!

This year, after fourteen months of sharing our building with the congregation from Community Synagogue of Rye, we bid them farewell and blessings as together, on a beautiful September Sunday, we marched with them, carrying their sacred Torah scrolls, back to their newly renovated facility on Forest Ave.

Coming Home, our 18-week life skills program for the formerly incarcerated, celebrated its third year, again running from January to May. This year we began with 11 participants and graduated 8 in June. We had over 75 people from our congregation engaged in some way, preparing meals, serving as mentors, providing transportation to and from the train station, or simply joining us for the communal meal each Thursday night.

We continued to offer a full program of adult education offerings. In addition to our regular Sunday morning lectionary based bible study entitled "Feasting on the Word", we also offered a variety of other special studies and programs. We began the year by viewing the provocative documentary "13<sup>th</sup>". This was followed by two Lenten studies: "Aging Well – A Theological Perspective" and "My Song is Love Unknown: A Survey of Music for Holy Week". The spring book study featured the book, "The Gift of Failure." The fall semester included an evening on suicide prevention and a four part series entitled, "Won't You Be My Neighbor" – featuring instructional visits to the four houses of worship in Rye. The fall also included another Caring Connections Stephen Ministry Course, and our first ever "Show Up & Make" interactive sacred art experience.

In 2018 the Mission and Outreach Committee continued to live into the new design for the committee and its grants process. We narrowed the number of agencies we make grants to and gave several agencies two years grants for the first time. We focused our giving around three specific areas: providing for basic human needs (hunger, clothing, homelessness); educating youth, especially in areas of social and emotional development; and supporting restorative justice through prison ministry and re-entry programs. In our efforts to connect our members to organizations within the community with which we can partner to do more "hands on" ministry, on October 21 we held our first "Transforming Lives" event following 10am worship. Representatives from several of the agencies we support were present, and our new service menu was shared on how our members can be engaged in local mission beyond the walls of the church.

Within the presbytery, I continue to serve as the moderator of an Administrative Commission working with First Presbyterian Church, Mt. Vernon. I also continue to teach for the Rising Hope program in Sing Sing Correctional Facility in the fall semester, finding a deep sense of joy in doing so.

There is much to the day to day work that I do – preaching, teaching, pastoral care, weddings, funerals, baptisms and staffing a variety of church committees and boards. While some might call it the "routine things of pastoral life," it is yet through these varieties of encounters with you, the congregation, that I sense again and again God calling us, together, in to the important work of ministry that has been set before us in this time and in this place. I am grateful for committed staff colleagues, and for the committed lay leaders of our congregation.

John Miller, Co-Pastor

## ASSOCIATE PASTOR FOR CHRISTIAN EDUCATION

I cannot believe it has already been a full year since Susie and I moved here! While it has been challenging to leave our friends and family in Texas, this past year has been such a joy as we have worked to put down our roots in this community. We wish to thank the whole community for being so welcoming and supportive! Because of all of you, we are able to call this place home! I mean, even now, as I write this out, we are just a few days away from moving into the condo that the church has purchased here in Rye. We look forward to all the adventures and the sense of home that this new place might bring our way!

Most of the things I can cover here are already wonderfully covered in the Christian Education Committee section put together by our co-chairs Judy Chin and Sarah Snell. Instead, I would love to answer two questions that we have been asking our youth at the beginning of this new year: What are my highlights of 2018? What are my hopes for 2019?

### **What are my highlights of 2018?**

- Starting the year off with making clay bowls with the middle school youth for our Empty Bowl fundraiser
- Throwing together the NOLA Bingo event with the high school youth for the first time
- Cooking a ton of chili with 13 high school youth
- Watching each Sunday school class try to talk everyone into voting for their Gospel According to Peeps creation
- Watching all generations of our community come together to assemble 10,000 meals for Rise Against Hunger
- Seeing how excited our 1st graders were to receive their Bibles from the church on Mother's Day
- Chaperoning two trips to NOLA with two amazing groups of high school youth
- Starting off the new school year with both our middle and high school youth
- Playing Exploding Kittens and Empire with the high school youth
- Rock climbing with the middle school group
- Sharing dinner and conversation with our high school youth and the young men of the Youth Shelter
- Reminiscing over the NOLA trips and assembling disaster assistance buckets
- Teaching a few Sunday School classes
- Caroling with the high school youth
- Working alongside all of our leaders and committees
- Experiencing a full year with this wonderful community!

### **What are my hopes for 2019?**

In 2019, I hope to...

- Help children and families feel connected and known within our community
- Become more invested in the lives of our youth
- Build a library of resources for faith development for parents and families to implement at home
- Continue sending out and refining the Christian Education Weekly Newsletter
- Find many opportunities for intergenerational experiences within the community
- Work alongside the members of the CE committee as we implement our new mission statement
- Maybe get a dog???

Thanks again for such a fantastic first year! I am super excited to continue walking alongside y'all as we guide and nurture our children and youth on their journey of faith and as we continue doing the work of God as a Community!

Peace be with you,  
Jean-Paul (JP) Marshall  
Associate Pastor for Christian Education

## REPORT OF THE DIRECTOR OF MUSIC AND ORGANIST

Thank you, members and friends of RPC, and especially all of you who participate in the music ministry, for a year of meaningful ministry. I share some of the visible highlights:

- Having all three choirs join together for Jazz Sunday on April 22. The theme of the morning – Earth Day – found musical root in excerpts from Paul Winter’s *Missa Gaia* (Earth Mass). You know you’ve hit the mark when choir members talk of “earworms” and the children request a chance to sing it again.
- The exciting and elegant concert on October 14 by organist Simon Thomas Jacobs and the Chamber Music at RPC Orchestra. This program, a collaborative venture with the separate (but very much a part of the musical life of this church) Chamber Music series, was made possible with monies from the Imagine Initiative. As we concluded the Imagine time period, consensus was that we should direct more of the concert programs into worship – akin to the success of the annual Cantata Sunday – as that’s when our people are present, especially children and youth, for whom hearing different musical expressions and seeing different performers ply their trades present opportunities for education and enrichment.
- Imagine monies enabled the purchase of a high-quality portable keyboard and amplifier/speaker combo. It proved its mettle as the accompanying instrument for worship on September 16 (under the tent, on the Great Lawn) and September 29 (for the Blessing of the Animals, in the Columbarium). The sounds available on the keyboard include those of the Hammond organ, often used in jazz combos (debut on Jazz Sunday in 2019?).
- The ministry and community of the Chancel Choir, especially as the number of regular volunteer singers continues to grow (soprano Emma Chassagnoux, alto Leslie Bradford, and bass David Versfelt in 2018). Beyond the significant amount of music offered during the services for Holy Week, Easter, and Christmas Eve, highlights for the choir were the service on All Saints’ Sunday (November 4) and Cantata Sunday (December 9), with the offering of Bach’s Cantata 140 – *Wachet auf, ruft uns die Stimme* (Sleepers, Wake, the Voices Call Us).
- Increased involvement by the Children’s and the Youth choirs in worship, as now they join the Chancel Choir in singing the Introit (from the rear of the nave) and the Kyrie eleison.
- Starting the first program year of the Knock Internship in Sacred Music. Eddie Zheng, a freshman at The Juilliard School, has taken like a fish to water to his role of learning, observing, and participating in worship and rehearsals. What a joy to be able to impart the great music of the church and RPC’s particular spirit, customs, and traditions to a member of the next generation of musicians who likely will find the church to be a locus for their careers!

In addition, I thank the members of the Worship and Music Committee and the entire staff for their support, thoughtfulness, and dedication to helping us become more and more a reflection of the words we speak each week in The Lord’s Prayer: “Thy kingdom come; thy will be done on earth, as it is in heaven.”

Respectfully,  
Jason Charneski

## CLERK OF SESSION 2018

In addition to its regularly scheduled monthly meetings, Session met on several occasions throughout 2018 at special called meetings or jointly with the board of Trustees. Elders were engaged and flexible throughout the year, oftentimes meeting on short notice. Several major milestones were achieved in the past year.

In late October, the congregation unanimously approved a joint recommendation of the Session and Board of Trustees to purchase a condominium in Rye to serve as a manse for our Associate Pastor. This conversion of a financial asset into a physical one should serve RPC for years to come and completes one of the key visions of the Imagine Initiative that began several years ago. Elders provided substantial insight and were supportive throughout the process. We appreciate the commitment and diligence of those who served on the Associate Pastor Housing Taskforce for over 18 months.

The Mission and Outreach Committee also continued its evolution, hosting a successful “Transforming Lives” event following worship on October 21. The Session firmly backs the M&O Committee’s desire to absorb several programs into its annual operating budget that had been originally seeded with Imagine funds, including the Coming Home program.

With guidance provided by both the Board of Trustees and the Buildings and Grounds Committee, Session unanimously approved a change in scope of the office renovation project to include construction of an elevator, allowing anyone to access the upstairs administrative area, especially the Pastors’ offices. This project should be completed in early 2019. Session also approved the installation of solar panels on the roof above the classroom wing, providing a dual benefit of cost savings to the congregation achieved in an environmentally friendly way.

Session approved several recommendations from the Worship and Music Committee over the course of 2018, including Imagine funding for the “Show Up and Make” art program that began this year, as well as funding for new musical equipment and new children/youth choir robes.

While much was accomplished during the past year, elders also spent significant time discussing the opportunities in front of RPC and where the spirit may be leading us. At a joint meeting of Session, Deacons, and Trustees in early 2019, all officers engaged in a robust discussion about the evolving life of Rye Presbyterian Church. As new horizons come into focus, hopefully all members of the congregation will walk the path together towards a brighter future as “*good and faithful servant(s)*” (Matt. 25:21).

Respectfully Submitted,  
Douglas DeStaebler  
Clerk of Session

## 2018 STATISTICS

**1,164 Total Communicant Membership as of December 31, 2017**  
**Gains:** 60 New Members received, including Confirmation Class of 2018 (30)  
**Losses:** 6 Deaths of communicant members  
35 No longer active at RPC  
41 Total Losses  
**1,183 Total Members as of December 31, 2018**

### Other 2018 Statistics:

10,497 Total worship Attendance – 2017: 11,293  
Average for 5PM: 16 2017: 22.1  
8:30: 19 2017: 22.2  
10:00: 174.5 2017: 179.3  
Non-summer average weekend attendance: 245 (2017: 247)  
5 Adult Baptisms  
25 Child Baptisms  
15 Weddings



## NOMINATING COMMITTEE 2018

The following members of Rye Presbyterian Church served on the 2018 Nominating Committee:

*From Session:* Mary Versfelt, Chair  
Doug MacLaury  
*From Trustees:* Scott Snell  
*From Deacons:* Lisa King  
*Members at Large:* Davidson Gordon (Class of 2018)  
Carol Love (Class of 2018)  
Nancy Steed (Class of 2018)  
Kristen Doran (Class of 2019)  
Kristin Jautz (Class of 2019)

Co-Pastors Rev. Dr. John Miller and Rev. Daniel Love participated *ex officio*.

Our Nominating Committee endeavored to propose slates for the three boards and the Nominating Committee that would embody the diversity of our church, keeping in mind the skills that are needed for each of the boards. Following careful evaluation, the following slates of candidates were presented by the Nominating Committee to the congregation at a meeting held on November 11, 2018, and these nominees were elected by the congregation to serve as indicated:

### ***Session***

*Class of 2019:* Evelyn Barringer (youth elder)  
*Class of 2021:* Sam Dimon\*, Lars Ernst, Gail Langeloh\*, Doug MacLaury\*, Gail Willis\*, Johanna Zeilstra

### ***Deacons***

*Class of 2019:* Susan Parish, Georgia Gallagher (youth deacon), Maddie Howson (youth deacon)  
*Class of 2020:* Molly Boxford, Lauren Harding  
*Class of 2021:* Claudia Asgeirsson, Cynthia Deen\*, David Greear, Liz Kahle, Joe Montalto\*, Robin Redd\*, Kingsley Rooney\*, Susie van den Berg

### ***Trustees***

*Class of 2021:* Richard Bott, Andy Parks\*, Susan Paxton\*, Christopher Russell, Ben Schnakenberg\*

### ***Members-at-Large for the Nominating Committee***

*Class of 2019:* Bob Connor  
*Class of 2020:* Sarah Barringer, Carolyn Cunningham, Julia Thomas

\*Persons noted with an asterisk above are current officers returning to serve a second term.

I'd like to thank members of this year's Nominating Committee who worked respectfully and diligently to complete the important work of assembling these outstanding slates that are representative of the congregation. We feel confident that all who accepted the call to serve will use their talents to lead our church with devotion and discernment.

Respectfully submitted,  
Mary Versfelt  
Nominating Committee Chair

## CHRISTIAN EDUCATION COMMITTEE 2018

The mission of the Christian Education committee is to provide Christian education programming for the children and youth of RPC in order to promote spiritual growth. We also provide fellowship opportunities for children, their families and the congregation at large. This goal is met through: a caring and nurturing Sunday School program for nursery through the eighth grade which promotes the development of faith, spiritual awareness and Biblical literacy; confirmation class; middle and high school youth groups devoted to spiritual development and community service; music education; and family fellowship.

2018 has been an exciting year with the Rev. Jean-Paul Marshall onboard as our Associate Pastor for Christian Education. The committee is thankful for the leadership, fresh ideas and enthusiasm he brings to RPC. The committee began a process of reviewing our Mission Statement and goals for the year and will be working in 2019 with that in mind.

### Sunday School

Sunday school attendance remains strong year to year with approximately 100 children enrolled and an average weekly attendance of about 65 children, including the babysitting service for ages birth to 3 years. RPC is blessed with a wonderful group of dedicated Sunday School teachers who bring the bible to life and encourage our children to develop as spiritual beings and to become caring members of the community. Several high school students work as Youth Assistant Teachers. They have been extremely helpful to the teachers and provide great role models to the younger children.

During 2018, as in past years, we have continued the practice of having Sunday School students in the 4th to 8th grades come back into the sanctuary to receive communion on communion Sundays. This has been well received by the children and continues to be an important step in their development as church members, especially as they approach confirmation.

2018 again featured the "Gospel According to Peeps" for which the Sunday School classes created dioramas of bible scenes using the perennial favorite Easter treat. The congregation voted on their favorites and prizes (The Golden Peep!) were awarded. The event was such a success event the middle schoolers joined in.

In May, bibles were presented to our first graders as well as to our high school seniors.

### Christian Education Newsletter

It has been found that parents are the primary influence on their children's journey of faith. That means our children first begin to understand the love of God and the Christian faith through the love and care of their parents and through the faith practices observed at home. Starting in the fall of 2018, we have sought to help parents with faith development at home by sending out a weekly newsletter that provides a variety of ways for families to engage scripture, ask faith questions, and grow closer to God together. The newsletter consists of weekly scripture readings related to each Sunday's focus in worship and Sunday school, wondering questions to guide discussion among families, monthly faith practices, occasional recommendations for books and other resources, and updates on upcoming CE events. It is our hope that this weekly newsletter helps families experience God at work in their everyday lives.

### Confirmation Class

Dan Love continues to lead the confirmation class. John Miller and Jean-Paul Marshall, assist with the teaching responsibilities as well. During the confirmation class, 9th graders work to clarify their faith and take on the promises and commitments made for them at their baptism. Their year-long journey includes study, discussion, service and fellowship. 30 young people were confirmed in 2018. The current 2019 class is made up of 21 9th graders.

### Middle School Youth Group: Connection

Connection in 2018 has been very active with an average attendance of 25 youth. We began the year with our Empty Bowls fundraiser, for which we partnered with the Clay Art Center and to raise money for local soup kitchens. Throughout the year, we held our regular meetings full of fun, fellowship, service and a variety of spiritual practices. We celebrated the end of the school year with our annual picnic at the Love Manse, and kicked

off the new school year in September with our annual pool party. We ended the year by helping the Thrift Shop with their Christmas sale preparations and by preparing lanterns for our Christmas family services.

### High School

2018 was the first full year of our high school youth group being under the leadership of Jean-Paul and Susie. The year was a good mix of getting to know each other better through regular fellowship gatherings each month and serving our neighbors in a variety of ways. In the spring, we helped prepare and share meals at the Coming Home dinners and partnered with Mission and Outreach to serve at Dinner at Noon. During the summer, we sent a group of 25 youth and 6 chaperones to New Orleans for the eighth year in a row in June, and a group of 7 youth and 2 chaperones in August. In the fall, we enjoyed dinner and conversation with the young men of the Youth Shelter of Westchester, assembled 15 Clean-up Buckets for Presbyterian Disaster Assistance, and brought back our annual caroling tradition in December. Going forward, we seek to include more opportunities for our youth to engage in fellowship and service with the rest of our community of faith and our neighbors.

### Family Fellowship

The purpose of family fellowship is to bring RPC members together for fun and fellowship outside of Sunday worship services and to make the church a more joyful and welcoming presence in our lives.

In 2018, the Rise Against Hunger organization (formerly: Stop Hunger Now) came to RPC twice. Each time, approximately 95 adults and children packaged 10,000 meals for distribution to hungry people around the world. It is thanks to the Imagine Initiative that we were able to host this great family event twice this past year. Our plan in 2019 is to host RAH one time and partner with the M&O committee on a second family-friendly service activity.

The Pumpkin Carving and Gingerbread house making continue to bring smiles to our youngest congregation members. The Gingerbread house along with tree lighting and dessert at the Millers brings our congregation together. We have heard from many families how blessed we all are to be part of RPC.

### Music Education

Lisa Rawson, RPC's director of Children's Choirs, continues the "Singing Our Faith" curriculum which teaches sacred music to Sunday School students. The Children's Choir and Youth Choir provide a beautiful and moving addition to our Sunday and holiday services throughout the year. The Christmas pageant is a beautiful annual tradition where children from pre-school to 6th grade reenact the Christmas story. Older youth help out with the younger children. For the third year, high school youth performed a live nativity which, due to tremendous popularity, was expanded to two services at 3 and 5 pm on Christmas Eve. The Christmas pageant and live Nativity bring the Christmas story to life for the children and the entire congregation. The CE committee is extremely grateful to Mrs. Rawson, Mr. Jason Charneski and the Worship and Music Committee for their commitment to bring music into the lives of our children.

Many thanks to the dedicated members of the Christian Education committee: Katherine Olsen, Addy Park, Beth Duchanaud, Elizabeth Parks, Emily Carriero, and Julia Thomas for working so hard to share our faith through education with the RPC community. Special thanks are due to Arthur Henderson, who beautifully inscribes the bibles for the first and twelfth graders every year. We would also like to thank Nancy Lavelle for her continued programming support and Dan Love, John Miller, and Jean-Paul Marshall for their support and guidance.

Faithfully submitted,  
Judy Chin and Sarah Snell  
CE Co-chairpersons

## ADULT EDUCATION 2018

During 2018 RPC continued to provide rich and diverse Adult Education offerings, with separate “semesters” in the winter/spring of 2018 and the fall of 2018. Participation was steady, perhaps slightly increased in some programs, depending on the draw of the subject matter and/or speaker.

The main building blocks for Adult Ed have been, and will continue to be, Bible studies:

- Men’s Bible Study, led by Rev. Love, meeting every other Sunday evening at 8.
- Women’s Bible Study, led by Cynthia DeSantis meeting every other Saturday morning at 8:15.
- General Bible Study led by Rev. Love every other Wednesday at 10 AM.
- The Women’s Discipleship group, meeting in the Library Tuesday afternoons from 1 to 2:30. Every few weeks the group decides on a new book or topic to focus on, so there’s plenty of variety and opportunity for involvement.

We continued our Sunday morning programs between services—from 9 to 9:45 in the Westminster Room, led by Dr. Miller or by members of the congregation. We used a curriculum called “Feasting on the Word”, which basically tracks the lectionary. Since our pastors follow the lectionary, this program enables those who attend to study many of the scriptural texts on which that Sunday’s sermon will be based. Thus participants can have a clearer understanding of the sermon and its context and meaning.

As a result, attendance grew steadily over the course of the year and was clearly larger than prior years. We expect to continue to use “Feasting on the Word” during 2019 and are hopeful that, as more people recognize the rich and rewarding discussions that emerge in this program, that attendance will grow even more.

The year started with a four week series titled “Won’t You Be My Neighbor”. In it we explored the faith traditions of the four congregations closest to RPC geographically—Catholic, Episcopal, Jewish, and RPC itself. Led by the clergy/rabbinic in those congregations, we learned how close we are in belief systems even if use different formats and traditions to express those beliefs.

During the Lenten Season of 2018, we engaged in a study of Aging Well, from a Theological Perspective, led by Dr. Miller, as well as a survey of the Music of Holy Week, led by Jason Charneski to enable us to understand more fully the rich significance of that sacred music.

Later in the Spring of 2018, we had an evening book study, led by Rev. Love, on *The Gift of Failure*, a vital wake-up call to parents to enable their children to learn by trying, and sometimes failing, new avenues. The book focused on how parents can provide guidance without controlling specific decisions—giving guardrails while the young person explores the world and his or her place in it.

We held two special events in the fall, the first of which was a discussion of suicide—an increasingly troublesome aspect of society, even among young people—led by RPC members Kim O’Connor and Victor Kiarsis. In an entirely different vein, we also held an event after worship asking congregants to “Show Up and Make”, by using their own creativity to understand more fully the worship experience.

The Cancer Support Group for women who are patients, caregivers, and survivors continued all year, as did “Three T’s” (a monthly discussion group), and new member classes. And, separately, the Women’s Association and Stephen Ministry provide many programs which complement and expand the broad reach of RPC’s efforts to help each of us on the journey together toward learning and spiritual growth.

Importantly, all programs are open to the community—not just limited to RPC members—so invite your friends and neighbors. Also, child care is available, especially for the Sunday morning 9 to 9:45 programs, by contacting the church office—and senior highs are welcome to participate.

We are also grateful to members of the congregation who have shared their ideas with the Adult Ed Committee over the year. Knowing how busy this congregation is, we try to have only one or two meetings in a year—but are always available by email for input from the congregation to create new programs or improve existing ones. Our beloved church is committed to continuing to move forward as a “Learning Organization” dedicated to providing a breadth of opportunities for Adult Education and Spiritual Growth for our members and the broader community.

Bob and Nancy Steed, Co-Chairs

## MISSION AND OUTREACH COMMITTEE 2018

*Do not be conformed to this world, but be transformed by the renewing of your minds, so that you may discern what is the will of God – what is good and acceptable and perfect. Romans 12:2*

### Introduction

The members of the committee during 2018 were: Rev. John Miller, Peggy Althoff, Peter Bennett, Cynthia Deen, Cynthia DeSantis, Sam Dimon, Jackie Labatt-Simon, Kim O'Connor, Nancy Steed, and Anna Wei.

### **M&O's renewed purpose and objectives on behalf of RPC:**

our objectives of developing more meaningful connections with the community and deeper spiritual touch points with our congregation.

The Mission and Outreach committee (M&O) aspires to live out our vision statement:

#### *Mission and Outreach Vision Statement*

*Rye Presbyterian Church aspires to transform lives, as Christ teaches, by service with others through mutual partnerships. We seek to deepen the personal engagement of our congregation through service and reflective learning opportunities as we are engaged with others in our church and broader communities. We aim to seek justice for all God's children by focusing on those most disenfranchised and in greatest need. In outreach and service, we seek to strengthen our faith and understanding of God.*

The committee agreed upon renewed aspirations and purpose for mission and outreach:

M&O strives to our mission efforts with greater emphasis on direct hands-on service, encouraging active participation of our congregation. For the next few years we will engage with organizations in Westchester County that provide services to those in greatest need in one of the following three areas:

- 1. Provision of basic human needs (hunger, clothing, homelessness, etc.);**
- 2. Youth education, especially in the areas of social and emotional development; and**
- 3. Restorative justice through prison ministry and re-entry programs.**

We will direct our national and international mission giving through the seasonal offerings of the Presbyterian Church (USA), with the intention to lend support to the work of our denomination.

We will serve as a central, coordinated communication resource for all RPC's mission-related activities to encourage congregational support and involvement. We coordinate the grants process with the Women's Association and show a unified presence to our partner organizations and the community. We will thoughtfully manage the financial gifts from the RPC mission budget, special offerings and contributions in the most impactful ways to lift up the disenfranchised and transform lives.

### **Highlights of 2018**

*Mission Service Initiatives:* - M&O continued to organize, support and encourage service efforts among the congregation. The committee regularly supports Church and Justice Sunday, Youth mission trips to New Orleans, Christian Education/High School Youth hurricane relief buckets project, and Rise Against Hunger food packaging. Special projects this year include:

- *The "Baby Box" project* – In May leading up to Pentecost, RPC combined with the Nursery School in the effort to collect essentials for newborns to be given to Open Door for low-income expectant parents. This second year was an even greater success. RPNS hosted a Mother's Day tea for all 2 year-olds and their families and used this time to collect gifts. M&O culminated the effort together with the Pentecost Offering, where 25% or \$2,425 went directly to Open Door.

- *Coming Home* – In this third year of piloting a support program to men and women re-entering life post-incarceration, 8 out of 12 participants successfully completed the program. Over 75 congregants helped in many ways by providing cooked meals, transportation and clothing, by joining in fellowship dinners, and by mentoring the participants.
- *Rye Writes* – 20 pen pal relationships between RPC volunteers and inmates are successfully under way and many more inmates are seeking a writing pal.
- *Thanksgiving Food Drive for Caritas Food Pantry* – Again this November members of the church gave generously 50 large boxes of food collected for those in need. Many thanks to Sam Dimon for coordinating this effort.

*Presbyterian Offerings* – The seasonal offerings of PCUSA are an important way for our congregation to support the mission efforts nationally and internationally of our denomination. M&O, led by Peter Bennett, organized the communication to our congregation. This year the committee voted to add the Pentecost offering, thus participating in all offer PCUSA offerings.

*Richard E. Murdoch Award* – The 2018 recipient for outstanding mission service is Gabby McCree, who has served the church in so many ways including as Sunday School teacher, Women’s Association and community grants leader and Co-chair with her husband of the recent Imagine Initiative. In addition, Gabby exemplifies Christian service through her volunteer work mentoring youth and teaching ESL to immigrants. Gabby chose to give her award to the Mamaroneck Community Center where she teaches.

*Transforming Lives Event* – On Sunday, October 21 M&O hosted the 10am service and coffee hour to highlight the mission work of our church. Many thanks to Rev. Miller for his inspiring sermon and prayers illuminating our call to transforming lives. During coffee hour, RPC volunteers and community leaders showcased the programs to the congregation. M&O also introduced a “Menu of Opportunities” flyer and encouraged members to sign-up for service.

### **Sources of Funding**

In 2018, M&O received \$68,500 from the RPC budget and \$4,000 from the Mission Fund Endowment. Seasonal Presbyterian Offerings and special contributions totaled \$22,788. In addition, M&O received memorial gifts of \$7,260 honoring Carol Norton, a dedicated long-time leader of mission work at our church. Together with carryover from prior years, the funds available total to \$140,054.

### **Community and Service Grants**

Through the community organization grant application process, M&O dispersed grants to 17 local organizations and to 3 Rye Presbyterian Church Service projects totaling \$75,760.00. The congregation generously gave \$26,714 in direct donations to the Presbyterian offerings and other special contributions. Overall mission and outreach giving, including grants, offerings and other special contributions totaled \$106,283. For information regarding the recipients and amounts please see *Combined Outreach Giving* on pages 31-34.

### **Thank You!!**

Finally, thanks to all of the many volunteers and generous parishioners at RPC who provide the leadership, muscle and means for RPC, for indeed *we are transforming lives!*

Respectfully submitted,  
Dinah Howland  
Chairperson of the Mission & Outreach Committee

## PERSONNEL COMMITTEE 2018

**Personnel Committee Role and Composition:** The Personnel Committee is a joint committee of Session and Trustees. The committee's function is to provide RPC staff with guidance on personnel matters. Our responsibilities include overseeing staff salaries and benefits, ensuring compliance with Presbytery and Board of Pension personnel guidelines, supporting the staff performance review and goal setting process, and maintaining RPC's Personnel Policy Manual. The 2018 committee consisted of nine members with Dan Love and John Miller serving as ex officio members. Margaret Blum, Victor Kiarsis, and Bob Foresman served from Session, while Sally Beatty, Jeff Holtman, Ben Schnakenberg, and David Waddill served from Trustees.

**RPC Personnel Policy Manual:** Maida Robinson, our church's chief administrative officer, spearheaded the effort to update and complete several sections of our manual including the ones for Disability Insurance, Worker's Compensation, and Unemployment.

**Staff Benefits:** Health insurance continues to be an important and expensive concern for our employees and our church. For historic reasons and Presbytery requirements, our staff are not all insured through the same scheme. One insurer we were using dropped coverage this year. Trustee Bob Martin and Maida Robinson did a thorough search of other coverage options. The committee evaluated the different options and methods of paying for them in terms of fairness, cost to employees and the church, and precedent for future health insurance commitments. The terms of call for Jean-Paul Marshall were also reviewed for change, since he will now be living in the third manse.

**Year-end process:** Every other year our church does a full evaluation of pastors and staff. This process involves self-reviews, feedback from all church boards, a written evaluation from each employee's supervisor, and an in person meeting between the employee, their supervisor and a representative from the personnel committee. This year staff were also given the opportunity to review peers and their supervisor. The committee would once again like to thank all board members who participated in the SurveyMonkey process. That input helped improve the quality of the review process immensely.

Taking into consideration the recommendation from the Hudson River Presbytery, the committee in November also sent to Trustees and Session a recommendation for the 2019 pay increases.

**Looking forward:** Given recent turnover, our committee is thankful that all personnel positions in the church are currently ably filled and functioning well. We are blessed with a strong and deep leadership team, a diligent and supportive staff, and solid momentum.

**Lastly, a thank you** to this committee for their diligence, insight, wisdom and perspective in approaching personnel matters over this past year. It has been a pleasure working with all. A special thank you to Dan and John for their excellent leadership of our church. Their finely tuned and well-balanced co-pastor effort has brought immense rewards to our church!

Respectfully submitted,  
David Waddill  
2018 Chair, Personnel Committee

## IMAGINE INITIATIVE 2018

### Imagine Financial update :

- Pledges – 3,878,000
- Gifts through end of 2018 - \$3,717,861
- 2018 investments (spending) - \$930,600 ; Total through 2018 : \$2,979,288

### Celebration of Imagine, Year 2

In March we had a wonderful event celebrating all that has become reality over the past two years. There was a tour of our stained glass in the sanctuary, time with the rabbi from Community Synagogue in their worship space in our refurbished chapel, a tour of the attic before summer construction, and activities for children! We also celebrated the congregations' generosity and coming together to do God's work.

### Investments in 2018

- Purchase of third manse! The Marshall's moved in MLK weekend 2019.
- Sanctuary painting project fully repaid to our endowment.
- Sanctuary windows – ground floor windows completed with 3 beautiful windows done this year. January 2019 – the round clerestory windows have just been removed for refurbishment.
- Steeple Entrance – door refinished and much needed stone work cleaned and repaired. This was complemented by the Confirmation Class gift of a new stained glass window above the door.
- Installation of a TV in the youth rooms.
- Office space –
  - Second floor spaces remodeled for far more efficient use of space and less clutter, allowing for the addition of a new office.
  - Third floor storage and archive area steel reinforced and finished.
  - Successfully managed and came in under Imagine budget enabling us to install an elevator that will go from main floor to second and new third floor.

### New initiatives

- Coming Home program for eight formerly incarcerated in third year (now rolling into operating budget.)
- Saturday evening worship in third year, with the addition of a once a month “contemplative service.”
- Second August NOLA youth mission trip with 7 kids and the Marshalls.
- Fall Concert with Organ and Orchestra
- Show up and Make – community art “response to worship” project began in the fall – more in 2019!
- New portable keyboard and amplifier that was put to use at our September worship under the tent and the outdoor “Blessing of the Animals” service.

### Looking ahead

- Final work on sanctuary windows – the “clerestory.”
- While several new initiatives are rolling into the operating budget as planned, there is still seed money available to support new ideas that we might imagine!
- Closing celebration on Pentecost Sunday, June 9, 2019

**Many thanks** to our congregation and to the Imagine team for all the efforts over these past years!

Gabby and Don McCree  
Co-chairs, Imagine Initiative



## STEWARDSHIP COMMITTEE 2019

As we began the Stewardship Season this year, we were thankful for the generous support of the congregation that allowed us to celebrate the many improvements that have been made to the physical property of the church and the expansion of programs that enrich our lives through outreach into the world around us. As the Imagine Initiative is completed this year, our challenge was the increase in the budget to continue all the work that the Initiative put in place. Our theme for the 2019 Stewardship Campaign is centered around how each of us, like individual pieces to a puzzle, can bring together our God given gifts to perfectly form the whole.

Our pledge card highlighted all the areas that make up our church: Worship, Ministry, Mission, Service, Youth and Music and encouraged our members to visualize where their piece would best fit.

The scripture, *“Under his direction, the whole body is fitted together perfectly. As each part does its own special work, it helps the other parts grow, so that the whole body is healthy and growing and full of love.”* (Ephesians 4.16), emphasizes how each of us is equally important to complete our vision at RPC.

The tag line “There is a place in our church only you can fill” acknowledges that RPC draws on the blessings of each of its members to complete the bigger picture, our mission at RPC. As a visual aide we included a puzzle of the church. Also included was a Thank you letter from our Pastors to those that contributed to the Imagine Initiative.

Stewardship packets were prepared, each one with a personalized handwritten message, and received by the congregation the week of October 29. We continued with a targeted communication to members based on their past giving record and adapted letters for each group. As a celebration of our shared faith and life together, we invited members to bring their pledge cards to worship on Commitment Sunday, November 18. On November 30, we followed-up with 200+ personalized emails to selected pledgers with a reminder that all pledges would be gratefully acknowledged by name in the worship bulletin on December 9, Cantata Sunday.

As of January 30, we have pledges from 299 households totaling \$1,184,000 (up \$29,000 from this time last year). We saw increases in 111 pledges (totaling \$90,000), decreases in 26 pledges (totaling \$40,000), and 42 new pledges (totaling \$58,000). While we are thrilled with this over-all response, we continue to follow up with those that have not yet pledged for 2019.

We worked with Co-Pastors Dan Love and John Miller to lead the Stewardship effort, with significant assistance from Amparo Sizemore, Susan Gim Paxton, and CJ DeSantis. We are grateful for their commitment of time, effort, and support throughout the Stewardship season.

It has been a pleasure to interact with the congregation in our shared goal of continuing God’s work in the world and in our lives.

Respectfully submitted,

Jim Gallagher and Gail Willis  
Co-Chairs, 2019 Stewardship Committee

## WORSHIP AND MUSIC COMMITTEE 2018

Jason Charneski, our Director of Music/Organist continued to expand the musical and concert offerings this year. The brass ensemble for Easter (April 1) was supplemented by a tuba. Jazz Sunday (April 22) was a celebration of Earth Day featuring excerpts from Paul Winter's *Earth Mass* and adding the Children's and Youth Choir to the program. On October 14, a concert was presented in collaboration with the Chamber Music at Rye Presbyterian of organ and orchestra selections from J.S. Bach, Handel, Mozart, Grieg and Rheinberger.

Our Chancel Choir continues to provide meaningful and moving music to enhance our worship of God, especially enriching our Christmas and Easter celebrations. This year they presented Bach's *Cantata 140 – Sleeper's, Wake* on Cantata Sunday, December 9, which included a 17-piece orchestra. Our sponsors Susan and Dod Fraser were joined by Ann and Sam Kroll and Pam Kindler to provide the orchestra for this special service.

We welcomed our first Knock Intern in Sacred Music this year – Eddie Zheng has been an asset to the music program with his excellent talents on the organ and in rehearsal accompaniment. We look forward to the spring of 2019 with his excellent support.

Under the direction of Lisa Rawson, our children and youth choirs have expanded and have both contributed to our worship sharing their beautiful voices and their youthful enthusiasm.

This was our second full program year offering the Saturday at 5 service. Attendance has varied, but a faithful core of worshippers has participated. Based upon attendance, we chose to stop the service following Memorial Day and to resume the service in September. We have begun a Contemplative Service at 5 p.m. once a month in the last quarter of the year which will continue in 2019.

The renovated chapel was used by the Community Synagogue of Rye during much of 2018 for worship while their sanctuary underwent a major renovation. The flexibility of seating was well-used to accommodate Friday and Saturday morning services for our guests as well as our own Saturday evening and Sunday morning 8:30 service.

Due to the popularity of our early Christmas Eve services, this year we continued with two afternoon services at 3:00 p.m. and 5:00 p.m., both of which offered the "live Nativity" thanks to the youth of our congregation. The 10 p.m. service format was changed to lessons and carols.

Davidson Gordon continued his faithful work with the Worship and Music Committee in 2018 handling the week-to-week needs and responsibilities of recruiting and coordinating ushers and communion servers, and coordinating obtaining attendance statistics, as well as general logistics. He is a blessing to our congregation.

Many thanks also to the other committee members: Victor Kiarsis, Katrin Naelapaa, Julia Billingsley, Jennifer Reddington, Susan Morrison, Jason Charneski, Dan Love, and John Miller.

Respectfully submitted,

Gail Langeloh  
Chairperson

## BOARD OF DEACONS 2018

The Deacons serving Rye Presbyterian Church during 2018 were as follows:

### Class of 2018

Lisa King  
Ingrid Lopp  
Susan Mackle  
Sarah Waters  
Katie Lavery - YD  
Kate Stevens - YD

### Class of 2019

Sarah Derman  
Amy Dolan  
Nancy Kennedy  
Susan Morison  
Nick Smith  
Sarah Snell  
Melissa Wirth

### Class of 2020

Peggy Althoff  
Philip Cicchiello  
Susan Goodenough  
Lisa Keegan  
Addy Park  
Irene Waddill

The Board of Deacons is a caring arm of Rye Presbyterian Church. We share God's love in our efforts to serve the RPC community in a variety of different ways: as parish representatives, through participation in worship services and coffee hour, through the planning and facilitating of fellowship opportunities and through general community outreach, both within and outside the congregation. Each term of service is three years with the exception of the Youth Deacons who serve for one-year terms. Occasionally, terms are shorter as a result of illness, a move or other circumstances for a deacon, creating the need for a replacement until the original deacon's term is completed. Deacons have the opportunity to renew a term to serve a total of two consecutive three-year terms.

The congregation is divided into 24 parishes designated within geographic areas. In each parish, the deacon's primary function is to communicate with the members of the parish and to respond to those members' different needs including births, deaths, hospitalizations, illnesses, temporary incapacitations and other concerns. Deacons provide solace, meals, rides, errands and communication where appropriate. Unusual or special emotional concerns on the part of a parishioner, which may be discovered by a deacon, are referred to clergy; however, the support of the deacons during a crisis and possibly thereafter, provides invaluable service to the church, as each deacon represents the heart of the church.

Some of the highlights of 2018 are New Member Desserts, New Member Coffee Hours, a Summer Picnic in July, a Fall Festival/Picnic in September and the Christmas Tree Lighting & Reception afterwards.

In 2018, deacons delivered many meals, created and mailed 45 care packages to college freshmen, delivered Bibles to graduating seniors & first graders, gave Jerry's gift cards to confirmands, delivered 33 poinsettias to those who lost someone within the year or are currently ill, assisted in the multiple baptisms, organized six to seven Dinner at Noon events and oversaw Nametag Sundays.

In addition to parish work, the deacons perform regular roles within the life of the church and community at-large, all of which are organized and carried out under the auspices of the following: Congregational care, Coffee Hour, Congregational Fellowship, Dinner at Noon, Flower Delivery and Gifts, each of which is chaired or co-chaired by deacons and which function as follows:

### **Congregational Care**

Deacons order, organize and maintain booklets, which are displayed outside the sanctuary and are available free of charge to church members and visitors. Often the deacons deliver one of the selections to members receiving flowers after the service on Sunday. The booklets deal with a variety of topics, such as illness, grief and divorce. Deacons maintain the various supplies for the flower room, and as needed, deacons provide (or solicit volunteers from the congregation at large) transportation for parishioners to and from medical appointments. They also assist with grocery shopping when needed.

### **Coffee Hour**

Deacons purchase and serve refreshments in the Assembly Room following the ten o'clock worship each Sunday throughout the school year. They also offer fellowship during this time to new members, visitors and anyone who would welcome conversation.

### **Congregational Fellowship**

Deacons are responsible for the following congregation-wide events each year: two New Member Desserts, the Summer Picnic/Party, the Fall Festival, the Christmas Tree Lighting and other ad hoc events that may arise.

### **Dinner at Noon**

This program is sponsored by Helping Hands for the Homeless and Hungry of Westchester and executed by several local houses of worship. Dinner-at-noon is held at the Carver Center in Port Chester each Saturday for the noon meal and is attended by approximately 30-50 people. RPC serves the meal on a rotating basis, about every sixth Saturday, except in the summer. The Deacons in charge of Dinner-at-noon solicit volunteers to contribute food items and/or help serve the meal.

### **Flower Delivery**

Each week, deacons arrange and deliver chancel flowers to members of the congregation who are homebound, hospitalized or who have suffered a recent loss, as well as to parishioners who are celebrating a joyful event, such as a birth. In the latter case, a white rose is delivered to the family. With their deliveries, the deacons include the weekly bulletin as well as a special card and, occasionally, a Care Notes insertion. In addition, they deliver Easter lilies and Christmas poinsettias to an expanded list of parishioners.

### **Gifts**

Deacons purchase and deliver gifts to commemorate special occasions, such as baptisms and confirmation. The deacons also send out care packages to new college freshman in time for their exams first semester. This committee is also responsible for printing and distributing Easter cards for all deacons to mail to their parish members.

### **Name Tag Sundays**

Name Tag Sundays—which used to happen 3-4 times a year—is one of the most welcome new monthly additions to our church experience, giving congregants the opportunity to “put names with faces” on the first Sunday of every month.

The Board of Deacons also maintains representation on the following RPC committees: Christian Education, Mission and Outreach, Worship and Music, Stewardship, Officer Nominating and the Imagine Initiative Steering Committee. In addition, a deacon consistently serves on the Rye Presbyterian Nursery School Board.

Respectfully submitted,  
Kingsley Rooney  
President

## STEPHEN MINISTRY 2018

*“Bear one another’s burdens, and in this way you will fulfill the law of Christ”*

RPC has been a Stephen Ministry church since 2004. Since that time, 77 Stephen Ministers and 25 Stephen Leaders have been trained and 109 care receiver/Stephen Minister matches have been made. Care receivers have come from both within our congregation and from the community. The types of issues these care receivers are dealing with include: death of a loved one, loss associated with aging, family stress, illness, chronic health issues, job loss and a variety of other challenging life situations.

Over the course of 2018 there were 9 active Stephen Ministers providing care to care receivers. Four of those relationships were matched in 2018 and the other 5 were matched in previous years. By the end of 2018, 3 of the relationships came to a natural close and one ended prematurely due to the care receiver deciding not to continue. As a result, 2018 ended with 5 active Stephen Minister/Care Receiver relationships. Two Stephen Ministers trained previously in 2004 and 2008 returned to the program in 2018 to serve.

In 2018 Stephen Ministers met each month for Supervision. In conjunction with these meetings, there were five Continuing Education sessions. In January a licensed counselor in private practice gave a session on substance abuse treatment. In March Carol Love and Bridget Davis, current and retired Stephen Leaders, conducted a prayer collage workshop. In May a counselor from the Bereavement Center of Westchester led a session on grief, a topic that touches on many of the current caregiving relationships. Retired Stephen Ministers and Friendly Visitors were invited to attend. In October a Centering Prayer practitioner led a session on dreams and spirituality. In November a psychotherapist conducted a session on the timely topic of coping with the holidays. This session was also open to retired Stephen Ministers.

Early 2018 launched our recruiting efforts for RPC’s third Caring Connections, a training based upon the 50 hour Stephen Ministries curriculum. Caring Connections is a unique offering which the Stephen Leader team and clergy believe strengthens the people of Rye Presbyterian Church by enhancing their spiritual gifts and fine-tuning their efforts to offer high-quality care to those in need.

Caring Connections was designed to train and encourage caregivers with compassionate, faith-filled, confidential one-to-one listening skills. Twenty-one participants enrolled in this weekly course which covered foundational topics such as Active Listening, Process-oriented care, Boundaries, and Confidentiality. The curriculum also included information about caring for those experiencing Hospitalization, Grief, Losses Related to Aging, and a comprehensive approach to seeking professional help should a person’s need extend beyond difficulties such as death of a loved one, divorce, chronic or terminal illness, job loss, or relocation, to name a few. The training sessions were held on Monday evenings for 2-3 hours from mid-September to mid-November, bookended by two full day Saturday retreats, and were facilitated by RPC clergy and eight Stephen Leaders. Seven Stephen Ministers participated in two separate panel discussions. The RPC Director of Music helped facilitate worship at the end of Caring Connections course.

To encourage the trainees in their process of discerning their preferred area of service in one of RPC’s caregiving ministries, Stephen Leaders met with trainees for Discernment Discussions in December. For those participants interested in serving Rye Presbyterian Church as a Stephen Minister, two early January evening sessions are planned offering Peer Supervision Group training, introducing trainees to this critical component of high-quality care. The new Stephen Ministers will be commissioned in February 2019.

The current Stephen Leader team of Tav Rogers, Alison Wise, Carol Love, Jerralee Ernst and Jan Kelsey will continue to guide the program in 2019.

Respectfully submitted,  
Jan Kelsey

## **FRIENDLY VISITORS 2018**

In 2018, our Friendly Visitor Program had a busy year providing visits to parishioners and patients at Port Chester Nursing Home and The Osborn. We are currently visiting eight people and have six active volunteers. We provide companionship, conversation and friendship for those not able to get out into the community as much as they would like. Friendly Visitors are also invited to attend the continuing education sessions offered by the Stephen Ministry Program. Our bi-monthly support meetings provide a forum for sharing, questions, and advice. Our long-term goal is to help the church community view caring as a natural response to Christ's call to love one another.

Respectfully submitted,  
Jerralee Ernst

## **RYE PRESBYTERIAN NURSERY SCHOOL 2018-2019**

Margaret Sculti and Kristin Kumar began their third year as Co-Directors of RPNS. As Co-Directors, they continue to work collaboratively and support each other in all capacities of the job. They have delineated where each of them will focus their time and energies as Directors. Both of them share the responsibilities of parent support, faculty and staff, and curriculum development. Kristin heads up registration and admissions. Kristin also handles marketing, technology, and finances. Margaret is the head of the parent organization and is the primary contact for all fundraising and volunteer opportunities. Margaret is also the leader of special education, working with children, parents, and teachers to support different needs. She is the main liaison between RPNS and Rye Presbyterian Church.

RPNS's curriculum consultant, Jennifer Carvajal from "Teaching Beyond the Square" continued her second year consulting at RPNS. Jennifer worked with the faculty to enhance their emergent curriculums and support professional development.

As Rye Presbyterian Nursery School celebrates its 60th year with young children and their families, we continue to see ourselves as a community of learners. We have always believed in young children as competent individuals, filled with rich ideas and insight. We now enroll 293 children, ages 2-5 in our ten classrooms. Our staff includes two co-directors, a studio teacher, a business manager, an administrative assistant/nurse, 21 teachers, a part-time psychologist, speech therapist, occupational therapist, and physical therapist. One of our teachers runs music and movement class with the children, and we have a part-time physical education teacher.

As a progressive preschool inspired by the Reggio Emilia philosophy, we provide a play-based, half-day program. As we listen to children's ideas, we build our curriculum. We work collaboratively with children to create long-term projects and investigations around their ideas, delving deeper into what interests the children. We integrate our goals for each child into our studies, so every child is nurtured, supported, and challenged. We offer two, three, four, and five day classes, as well as the possibility of lengthening your child's day through various extended day options. To prepare our students for elementary school, we integrate goals from the New York State common core curriculum. We have learning goals for each age group. Our goal is to nurture each young child's natural sense of curiosity and creativity. We help them develop the critical thinking skills necessary to become independent and enthusiastic lifelong learners.

The community of families at RPNS is what makes it such a special place. Brining the parents and children together for school-wide events allows them to create life-long memories. In addition to our annual Parent Social, Holiday Caroling Party, and Pancake Breakfast, RPNS added two new community events this year. We had our first ever Family Movie Night. Parents and their children of all ages were invited to spend the evening at the nursery school. Pizza dinner was served in the Assembly Room with Toy Story Characters. The children enjoyed watching the movie Toy Story in the Westminster Room. During the event the children made Valentine Day cards for the residents of the Osborn Nursing Home, and they also participated in a dance party with glow sticks in one of the classrooms. Another additional community event that will take place in the spring of 2019 is our first Spaghetti Dinner and Bingo night.

The Nursery School Advisory Board and is made up of 14 dedicated individuals, five of whom are church members.

As of January 2019, Elizabeth Feeney-Garrett is our Trustee Representative, Katy Ridley represents the Session and Nicholas Smith is our Deacon Representative. Amanda Chesley and Personnel Chair, Katie Schmitz further represent the church. The remainder of the board includes Board Chair, Sheilagh DePeter, Michael Colagiovanni, Kristen Doyle, Jennifer Kherani, Andrew Layng, Vinod Chandiramani, Jennifer Passaretti, Jane Waluch, and Vicki Whatley. The direction, vision and continued support of all of our Board's members has enabled us to provide the best possible preschool education for our little ones and is greatly appreciated by all of the staff and parents.

The Nursery School derives income solely from tuition and each year it contributes a portion to RPC's Operating Fund. This year's \$155,000 contribution is calculated by the Trustees and Board to cover all of the RPNS expenses (heat, electricity, insurance, some custodial services, supplies, and grounds maintenance, etc.) as well as an additional contribution to the RPC Endowment. We are indebted to the congregants of RPC for their support, vision, participation on our governing board, the beautiful facility that we enjoy daily and their annual support of our scholarship program. This year we awarded more than \$43,655 in partial and full scholarships to 16 children. This was made possible by the efforts of the RPC Women's Association, our Parent Committee, friends, and staff. Upon Cheryl Flood's retirement the Eric Wesley Flood Memorial Scholarship Fund, that was established in 1995, was renamed the Flood Family Fund. Scholarships are also available from the Sally M. Davidson Fund, which was established in 1996 for the purpose of supporting children of Rye Presbyterian Church members who are attending the school.

The focus of the Board and the RPNS Co-Directors has been on continuing the long-standing tradition of excellence that the school has had in serving children and their families during these essential early childhood years. The growing collaboration with RPC helps RPNS flourish year after year. The Board of Directors and the RPNS faculty are looking forward to many years to come as part of such a welcoming community.

Respectfully submitted,  
Kristin Kumar and Margaret Sculti



## WOMEN'S ASSOCIATION 2018

The Women's Association had another healthy and productive year. Continuing with our "With a Purpose" focus, we provided meaningful mission and fellowship to the women of RPC and our local community.

The highlight of our year was once again our thrift shop, which posted a record \$71,000 in receipts, \$64,000 of which was donated to 22 local nonprofits in June of 2018, the remainder going to grants to be distributed in June 2019. (We work on a June-June seasonal calendar.) Contributing to our success was a healthy increase in the number of thrift shop volunteers, which came from both our congregation and the local community. Also helpful was our increased presence on social media and an ever growing number of email list shoppers.

Fellowship continued not only through our gatherings at the thrift shop but through our monthly international luncheons, and special ladies night out programs. In 2019, our goal is to provide more meaningful fellowship. Our first event is slated for January, with a program by parenting expert Ann Magalhaes.

In June, we hosted our favorite event, the grant luncheon, where grant recipients received their funds. Also honored were our 2018 Joan Kellogg Service Award recipients, Jessica Gay and Kathryn Stack. In 2019, as we refocus our efforts on fellowship, we welcome all women of the church to join us. Additionally, participation in our Thrift Shop is open to all!

Respectfully Submitted,  
 Susan Gim, RPC Women's Association Coordinator  
 Suzanne Davies, RPC Thrift Shop Chair

<i>RPC Women's Association</i>		
<i>Balance Sheet</i>		
<i>as of December 31, 2018</i>		
Assets	Checking Account	\$ 53,153.67
Liabilities		\$ -
Equity		\$ 53,153.67
<i>Income and Expense Report</i>		
<i>1/1/18 to 12/31/18</i>		
Income	Membership Contributions	\$ 25.00
	Thrift Shop Receipts	\$ 72,291.50
	RPC Fellowship Income	\$ -
	Total Income	\$ 72,316.50
Expenses	Administration	\$ -
	Benevolences and Grants	\$ (64,325.00)
	RPC Fellowship	\$ (72.01)
	Thrift Shop	\$ (55.80)
	Total Expenses	\$ (64,452.81)
Total 2018 Income less Expenses		\$ 7,863.69

## TRUSTEES REPORT 2018

As managers of the business operations and finances of the church, the Board of Trustees had a full agenda in 2018. The Trustees focused on the completion of several Imagine Initiative goals, including the culmination of the 3<sup>rd</sup> Pastor Housing efforts, the renovation of the 2<sup>nd</sup> and 3<sup>rd</sup> floor office space, refurbishment of the stained glass windows in the Sanctuary, and the continued maintenance of our facilities. We ended the year with a small operating surplus.

### Financial Overview

The 2018 budget called for revenues and expenditures of \$1,621,375. At year end, we achieved an operating surplus of \$10K largely attributable to savings related to expense containment in Buildings and Grounds, Administrative and Pastoral categories. Our actual revenue was \$43K less than budgeted and expenses were \$54K less than budgeted. As the Imagine Initiative wound down in 2018 and we fully on-boarded our new Associate Pastor, the Trustees worked to maintain and improve the physical plant. Including the Imagine funds, our capital spending in 2018 was over \$857K.

### Buildings and Grounds

In 2018, the Liz Garrett, Jarrett Sydell, Bob Zahm, and Martin Zingg pursued the committee's work which, like the previous year, consisted of Imagine Initiative projects, infrastructure work, and on-going maintenance. Thanks to Imagine funding, the 3<sup>rd</sup> floor has been renovated creating much needed storage space, a new office has been created on the 2<sup>nd</sup> floor, the Parsons street entrance to the Sanctuary has been restored, and repair of the Sanctuary's stained glass windows has continued. Two unplanned additions made possible by Imagine are the installation of a new elevator to permit all congregants access to the church offices and the purchase of a 3<sup>rd</sup> Manse. Both of these projects will be finished in early 2019.

As with last year, the most visible infrastructure work was repaving of the back portion of the driveway, replacement of the handicap access ramp to the nursery school, and addition of parking spaces adjacent to Milton Road (to be paved in the Spring). Less visible is the addition of solar panels on the nursery school roof from which we began to receive electricity in December.

On-going maintenance has included plantings, continued leak plugging, and upgrades to technology infrastructure. Our capital improvements are funded by a 5% allocation each year from the Endowment.

### 2019 Budget

As the church enters the first year post the Imagine Initiative, we expected the 2019 Operating Budget to have a reasonable increase in expenses. Both the Trustees and the Budget committee appreciate the meaningful stretch the 2019 budget requires and prayerfully considered the mission of our organization. The increase stems most significantly from an increase in the Mission and Outreach budget as we look to take on the expenses of both the Coming Home program and the granting process. The budget plans for further increases in Administrative costs as we fully incorporate the Associate Pastor position and general increases in benefit costs. A balanced budget has been approved by the Session with an increase in overall operating expenditures of 3.42%. With considerable thought and discussion supported by the increase in pledges thus far for 2019, we feel comfortable supporting this increase.

### Investment Policy

Our Investment Committee, headed by Andy Parks, reports that the endowment fund was down -4.15% over the past year bringing the year-end balance to \$4,322,088. 2018 proved to be a very challenging year for financial markets giving investors virtually nowhere to hide. For reference, the Russell 3000 stock index finished the year down -5.2% while both high grade and high yield US corporate bonds finished the year down approximately -2%. In that context, our performance was generally in line with expectations. Our portfolio currently maintains a relatively conservative posture with just over 50% of assets allocated to equities and a 13% allocation to cash. We continue to invest in a selection of equity and fixed income ETFs and mutual funds that will provide us with diversified exposure to our desired asset classes while also minimizing fees and transaction costs. We are fortunate to have an Investment Committee comprised of committed individuals who are professionals in the investment management industry.

**Planning Ahead**

As we look forward to 2019, we are energized by the renewed operating commitment to the Mission and Outreach and Youth ministry of RPC. Our community continues to be more environmentally conscious as with the anticipated use of the newly installed solar panels and a more efficient HVAC system. Future projects in 2019 will focus on the continued maintenance and improvement of our wonderful facilities while continuing to manage our financial resources prudently.

Thanks to the generosity of church members in their Stewardship commitments, final contributions to the Imagine Initiative and cost containment, RPC ended 2018 in a strong financial position. The Trustees are honored and blessed to serve Rye Presbyterian Church during this exciting time in the life of the church.

Respectfully submitted,  
Karen Beatty, President

## TREASURER'S REPORT

### RYE PRESBYTERIAN CHURCH OPERATING FUND 2018 ACTUAL / 2019 BUDGET

	2018 Budget	2018 Actual (Unaudited)	2018 Actual vs. 2018 Budget		2019 Budget	2019 Budget vs. 2018 Budget	
INCOME:							
Contributions	\$ 1,402,125	\$1,348,717	\$ (53,408)	-3.8%	\$ 1,473,442	\$ 71,317	5.1%
Occupancy Income/Bequests	\$ 219,250	\$ 229,221	\$ 9,971	4.5%	\$ 216,750	\$ (2,500)	-1.1%
<b>TOTAL INCOME</b>	<b>\$ 1,621,375</b>	<b>\$1,577,938</b>	<b>\$ (43,437)</b>	<b>-2.7%</b>	<b>\$ 1,690,192</b>	<b>\$ 68,817</b>	<b>4.2%</b>
EXPENSES:							
Pastoral	\$ 460,849	\$ 452,356	\$ 8,493	1.8%	\$ 470,676	\$ 9,827	2.1%
New Initiatives	\$ 50	\$ -	\$ 50	100.0%	\$ 4,000	\$ 3,950	7900.0%
Christian Education	\$ 27,615	\$ 26,175	\$ 1,440	5.2%	\$ 28,125	\$ 510	1.8%
Congregational Life	\$ 16,300	\$ 9,837	\$ 6,463	39.7%	\$ 17,300	\$ 1,000	6.1%
Mission & Outreach	\$ 153,371	\$ 153,371	\$ -	0.0%	\$ 187,164	\$ 33,793	22.0%
Worship & Music	\$ 199,191	\$ 193,634	\$ 5,557	2.8%	\$ 206,840	\$ 7,649	3.8%
Buildings & Grounds	\$ 306,473	\$ 289,781	\$ 16,692	5.4%	\$ 300,070	\$ (6,403)	-2.1%
Administrative	\$ 357,879	\$ 348,775	\$ 9,104	2.5%	\$ 375,605	\$ 17,726	5.0%
Insurance	\$ 79,310	\$ 74,950	\$ 4,360	5.5%	\$ 80,575	\$ 1,265	1.6%
Other	\$ 20,337	\$ 18,354	\$ 1,983	9.8%	\$ 19,837	\$ (500)	-2.5%
<b>TOTAL EXPENSES</b>	<b>\$ 1,621,375</b>	<b>\$1,567,233</b>	<b>\$ 54,142</b>	<b>3.3%</b>	<b>\$ 1,690,192</b>	<b>\$ 68,817</b>	<b>4.2%</b>
OPERATING							
<b>SURPLUS/(SHORTFALL)</b>	<b>\$ -</b>	<b>\$ 10,705</b>	<b>\$ 10,705</b>		<b>\$ -</b>	<b>\$ -</b>	

Respectfully submitted,  
Charles Hildner, Treasurer

## RPC COMBINED OUTREACH GIVING – 2018

### SOURCES

Mission & Outreach Funding	\$75,687
Pastor's Discretionary Fund	\$20,342
Women's Association Thrift Shop	\$64,000
Church Budget for denominational support	\$42,000
Special Offerings	\$31,050
<u>Imagine Initiative</u>	<u>\$18,560</u>
<b>Total</b>	<b>\$251,639</b>

### LOCAL COMMUNITY OUTREACH

A House on Beekman	\$9,000
Mission & Outreach Committee \$7,000	
Pastor's Discretionary Fund \$2,000	
Bread of Life	\$4,000
Women's Association	
Bridge Fund of Westchester	\$4,000
Women's Association	
Caritas of Port Chester	\$16,410
Mission and Outreach Committee \$7,000	
Empty Bowls Fundraiser \$4,300	
November Food drive \$2,610	
Pastor's Discretionary Fund \$2,500	
Carver Center	\$8,500
Women's Association \$6,000	
Pastor's Discretionary Fund \$2,500	
Community Resource Center	\$2,000
Women's Association	
El Centro Hispano – White Plains	\$1,000
Pastor's Discretionary Fund	
Friends of Karen	\$3,000
Women's Association	
Furniture Sharehouse	\$4,500
Women's Association \$2,500	
Richard Murdoch Award – Gabby McCree \$2,000	
Heart Song	\$2,000
Women's Association	
Helping Hands for the Homeless and Hungry	\$5,500
Mission & Outreach Committee	
Lifting Up Westchester	\$4,000
Women's Association	
Local individuals in need	\$9,117
Pastor's Discretionary Fund	
Mamaroneck Community Resource Center	\$642
Fall Peace and Global Witness Offering	
My Sister's Place	\$5,500
Women's Association \$5,000	
Pet Rescue of Larchmont	\$253
Special offering – Blessing of the Animals service	
Rye Women's Interfaith Committee	\$250
Mission & Outreach Committee	
Sharing Shelf of Port Chester	\$1,000
Women's Association	

**EDUCATIONAL OUTREACH**

Children's Center for Learning	\$4,000
Women's Association	
Rye Presbyterian Nursery School Scholarship Fund	\$4,000
Women's Association	
Theological Education Fund	\$1,500
Mission & Outreach Committee	
Ward Summer Institute	\$5,000
Mission & Outreach Committee	

**INTERNATIONAL OUTREACH**

Rise Against Hunger (two events)	\$7,019
Women's Association \$1,500	
Mission & Outreach Committee \$2,500	
Imagine Initiative \$3,019	

**MEDICAL OUTREACH**

Open Door Family Medical Center	\$13,855
Mission & Outreach Committee \$7,500	
Pentecost Baby Box Special offering \$2,425	
Confirmation Class Baby Box gift \$3,930	
Soul Ryeders & Friends	\$2,000
Women's Association	

**PRESBYTERIAN OUTREACH**

Christmas Joy Sharing	\$5,081
Christmas offering	
One Great Hour of Sharing	\$5,673
Lent offering	
Presbyterian Pentecost Offering	\$3,635
Spring special offering	
Presbyterian Peace & Global Witness	\$1,928
Fall special offering	
Presbyterian Disaster Assistance – Hurricane buckets	\$1,100
Mission & Outreach and youth group	
Presbyterian Women of Hudson River Presbytery	\$1,000
Women's Association	
Presbytery of Hudson River, Synod and General Assembly	\$42,000
Mission Support	

**PRISON MINISTRY OUTREACH**

Church and Justice Sunday	\$510
Mission & Outreach Committee	
Coming Home Program	\$18,541
Mission & Outreach Committee \$3,000	
Imagine Initiative \$15,541	
Exodus Transitional Community	\$5,000
Mission & Outreach Committee	
Hudson Link for Higher Education	\$5,000
Mission & Outreach Committee \$5,000	
Presbyterian Prison Partnership of Hudson River Presbytery	\$2,000
Mission & Outreach Committee	
Sing Sing Certificate in Ministry Program – Rising Hope	\$5,000
Mission & Outreach Committee \$5,000	
Sing Sing Project of New York Theological Seminary	\$3,000
Mission & Outreach Committee	
Youth Shelter of Westchester	\$5,500
Women's Association	

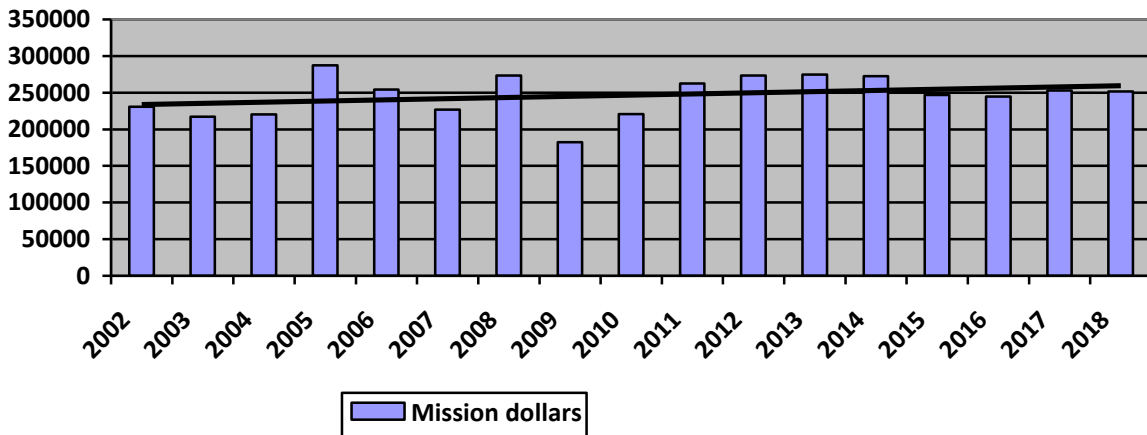
**SELF-DEVELOPMENT OUTREACH**

Hero, Inc.		\$1,500
	Women's Association	
Hope House		\$7,625
	Mission & Outreach Committee \$5,000	
	Pastor's Discretionary Fund \$2,625	
SPRYE		\$3,000
	Mission & Outreach Committee	

**YOUTH OUTREACH**

5 Steps to Five		\$3,500
	Women's Association	
Kid's Space of Rye		\$1,500
	Women's Association	
RPC Youth Mission trip		\$3,500
	Mission & Outreach Committee \$2,000	
	Women's Association \$1,500	
Rye Nature Center		\$1,000
	Women's Association	
Rye Recreation – Summer camp scholarship		\$3,000
	Women's Association	
Rye Youth Council		\$4,000
	Mission & Outreach Committee \$4,000	

2018 Total: \$251,639



*(2005 includes a \$24,000 Katrina special collection and a \$42,000 tsunami collection.)  
 (2009 reflects a \$32,000 decrease in giving to Presbytery/Synod/GA)*

## CLERGY TERMS OF CALL 2019

<b><u>Co-Pastor, Reverend Dr. John Miller</u></b>	<b>2019</b>
Compensation :	
Cash Salary	\$ 93,086
Housing Allowance	\$ 10,000
Benefits and Reimbursements :	
Medical (including deductible)	\$ 34,255
Pension	\$ 14,742
Dental, Life Insurance, Death & Disability	\$ 3,225
Auto Expense	\$ 2,000
Study Leave and Book Allowance	\$ 1,750
Social Security Allowance	\$ 10,184
Fellowship Allowance	\$ 1,000
	<u>\$ 170,242</u>

Vacation : 5 weeks  
Study Leave: 2 weeks

<b><u>Co-Pastor, Reverend Daniel H. Love</u></b>	
Compensation :	
Cash Salary	\$ 93,086
Housing Allowance	\$ 10,000
Benefits and Reimbursements :	
Medical (including deductible)	\$ 34,255
Pension	\$ 14,742
Dental, Life Insurance, Death & Disability	\$ 3,741
Auto Expense	\$ 2,000
Study Leave and Book Allowance	\$ 1,750
Social Security Allowance	\$ 10,184
Fellowship Allowance	\$ 1,000
	<u>\$ 170,758</u>

Vacation : 5 weeks  
Study leave: 2 weeks

<b><u>Associate Pastor, Reverend Jean-Paul Christian Marshall</u></b>	
Compensation :	
Cash Salary	\$ 46,034
Housing Allowance	\$ 12,591
Benefits and Reimbursements :	
Medical (including deductible)	\$ 22,309
Pension	\$ 8,384
Dental, Life Insurance, Death & Disability	\$ 2,597
Auto Expense	\$ 2,000
Study Leave and Book Allowance	\$ 1,750
Social Security Allowance	\$ 5,831
Fellowship Allowance	\$ 1,000
	<u>\$ 102,496</u>

Vacation : 5 weeks  
Study Leave: 2 weeks