

2017 Annual Report



RPC welcomes Community Synagogue – June 2017

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

STAFF DIRECTORY 2017

The Reverend Daniel H. Love	Co-Pastor
The Reverend Dr. John H. 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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CO-PASTOR 2017 ANNUAL REPORT

So how are we doing?

Unlike many other endeavors, “how we are doing” can be hard to measure for a church. But there are some basic numbers one can turn to. Looking back over 20 years of ministry at Rye Presbyterian, here is our church by the numbers:

	<u>1997</u>	<u>2017</u>
Church membership	1275	1165
Number of new adult members taken in since 1997	735	
Number of confirmands since 1997	504	
Church budget	\$737,803	\$1,561,000
Mission giving	\$126,896	\$243,719
Staff members	6 FT/3PT	6FT/7PT
Average weekly worship attendance (not counting summer)	?	247

These numbers tell an interesting story. We are in the unique place of having significant numbers of children and youth under our care. We are a church with enormous turnover – reflective of the context in which we live. We have grown in generosity and in the size of the “program” of the church. Yet attendance and overall membership remain relatively flat.

Yet are these the things that really matter to God? According to our Book of Order, here is the “mission of the congregation:”

The congregation is the church engaged in the mission of God in its particular context. The triune God gives to the congregation all the gifts of the gospel necessary to being the Church. Through the congregation, God’s people carry out the ministries of proclamation, sharing the Sacraments, and living in covenant life with God and each other. In the life of the congregation, individual believers are equipped for the ministry of witness to the love and grace of God in and for the world. The congregation reaches out to people, communities, and the world to share the good news of Jesus Christ, to gather for worship, to offer care and nurture to God’s children, to speak for social justice and righteousness, to bear witness to the truth and to the reign of God that is coming into the world.

So, really. How are we doing?

Perhaps this annual report is one of the best indicators we have. Recent attendance is up, and generosity is up. The Imagine Initiative has borne much fruit, and we are fully staffed with the recent addition of Jean-Paul Marshall to our dedicated and excellent staff team. By these measures, and in the rest of this annual report, it can be seen that together we are being faithful to our calling. Ministries of all kinds are being faithfully carried out by all the people of the church; people of all ages, from the youngest child to our oldest active members, are being cared for and equipped to show love and grace to others; people are inviting others to come and see what God is up to here; and the gatherings of the people of this church are a sign of hope of God’s coming reign. The details are here in the pages that follow – and it is God who is in the details!

Thank you again for the wonderful and moving celebration in September. It has been my deep joy and honor to be in your midst and a part of what God has been doing here in this church for the last 20 years! I look forward with great hope and excitement to seeing all that God will do in the coming years!

Daniel Love, Co-Pastor

CO-PASTOR 2017 ANNUAL REPORT

2017 marked my 35th year of ordination. Rye Presbyterian Church is the eighth church that I have served. I have had a lot of different experiences in my years of service but I can say that my four plus years here feels like I am at home. And like most homes and families, ours again experienced change and transition in 2017.

We began the year saying goodbye to Rachael Huntley and her family. We also said goodbye this year to Rosemary Annunziato on our office staff. Following Rachael's departure, the nominating committee and the session went to work and we elected an Associate Pastor Nominating Committee. We made the commitment to say that our third pastor would be a fully installed Associate Pastor. The APNC, with the able leadership of Doug DeStaebler and Sarah Snell went to work. The committee received 177 resumes. After a careful discernment process they brought four candidates here to Rye. It was with great joy that we elected Jean-Paul Marshall to be our Associate Pastor. He and his wife, Susie, joined us in mid-December.

We continued to live into our new third worship service, Saturday at 5. It was also our honor and joy to welcome in June the congregation from Community Synagogue of Rye, who worships in our chapel on Friday evenings and Saturday mornings as their worship space is being renovated. It is great seeing the newly restored chapel being used by two different faith traditions with four different worship experiences each weekend.

Coming Home, our 18-week life skills program for the formerly incarcerated, celebrated its second year, again running from January to May. This year we began with 12 participants and graduated 9 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. This year we welcomed as guest speakers both the new Rye Police Commissioner and the new Superintendent of Rye City Schools. Topics of study included Faith and Forgiveness, Progressive Realignment led by our own Campbell Gerrish, book studies, to name but a few, and the viewing of the film *Dramatic Escape*. Thanks to Imagine Initiative funding, we offered a special evening program on November 14 for parents and youth on the topic of relationship abuse. We did this in collaboration with the Rye Youth Council and the One Love organization. About 100 people attended, including 40 youth. Our own youth helped to lead the discussions following the film presentation.

In 2017 the Mission and Outreach Committee set about the task of implementing the recommendations of the Mission Taskforce from 2016. This has meant a change in the committee structure and how we go about the grants process. As a result there was more coordination and cooperation with the grants process that the Women's Association does. Our commitment is to fund a smaller number of grants, in hopefully larger amounts, to organizations within the community with which we can partner to do more "hands on" ministry. So watch for ways that you can be engaged as a volunteer with some of our partner agencies in 2018.

Within the presbytery, I chaired the Budget, Finance, and Property Committee, which also serves as the Board of Trustees, and was also be a member of the newly created Hudson River Presbytery Council. These responsibilities came to an end in December. From August to December I was also the moderator of a Discernment Team working with First Presbyterian Church, Mt. Vernon. That responsibility is also coming to an end. Beginning in the fall of 2017, and continuing on into 2018, I am serving as a member of the General Presbyter Nominating Committee, as we seek to find our next new General Presbyter. It is interesting work. Finally, I continue to teach for the Rising Hope program in Sing Sing Correctional Facility which for me personally brings a great sense of joy and fulfillment.

But it is the day to day tasks that I do – preaching, teaching, pastoral care, weddings, funerals, baptisms and staffing a variety of church committees and boards, that continues affirm deep within me that this is the place, this is the congregation, where God wants to use me and my gifts for glory of God. Thank you for allowing me to serve as your co-pastor and to work with such a faithful and dedicated staff, as well as deeply committed lay leaders and congregants.

Blessings to you,
John Miller, Co-Pastor

ASSOCIATE PASTOR FOR CHRISTIAN EDUCATION

This past year has been a clear example of God at work as I found myself graduating from seminary, getting married to my lovely wife Susie Fox, and moving across country all in the span of eight months, which I would not recommend doing at all but do not regret one bit. After such a crazy past few months, I have to say that these past two months have been so wonderfully smooth as Susie and I have gotten situated in this new community, and that is all thanks to the gracious hospitality of this church community.

I have used the months of December and January to begin setting roots in this community by getting to know everyone and learning about the ministries of this church. The families and youth have been so welcoming during every encounter on Sunday mornings and during youth events. The staff has expressed great patience with all my questions and has showed me the ropes of everyday life here. The Sunday School teachers and the Christian Education committee members have shared their insights on the Sunday School program and the church's Family Ministry and have been open to looking forward to what is to come. Now that the dust is slowly settling, my focus turns forward...

Sunday School: We began the year by holding a luncheon to show our gratitude towards the Sunday School teachers for their service to the children and families of our congregation. We took the luncheon as an opportunity to get to know each other a little bit more and to talk in depth about the program as it has been and what it could be going forward. Discussions are also occurring between the Session and the Christian Education Committee about the safety of our children and teachers through the implementations of a child care policy, background checks, and training.

Family Ministry: As an extension to our Sunday School program, we are looking into ways to equip families with tools that encourage the formation of spiritual disciples at home. This will most likely be implemented through a take-home curriculum based on the scripture texts we focus on each Sunday and recommendations of tools created by other organizations. These tools will give families different ways to read and discuss scripture together and various ways to live out the weekly messages. We are also looking forward to an exciting spring filled with family activities such as the NOLA Bingo Fundraiser, the Gospel According to Peeps, Rise Against Hunger, and more.

Connection and High School Youth Group: Dan and I are working together in running the Connection program this spring, giving me plenty of opportunities to get to know the middle school youth more through times of fellowship and service. As for the high school youth, I used the gathering in December and the first gathering in January to hear from the youth about what they would like to keep going and what they would like to see going forward. From these discussions, I hope to set up the spring and next year with a balance of fellowship and service that help the youth discover the gifts God has given each of them and discern how God is calling them to use them within the youth group, within this church, and out in the world.

Overall, I am super excited to walk alongside y'all this year as we continue to focus on the spiritual lives of our children and youth 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:

- Including Jazz Sunday music and musicians in the Saturday at 5 Service on March 18. More than 40 persons gathered in the chancel for this enhancement to the usual Saturday afternoon worship service. The annual Jazz Sunday itself on March 19 included a new anthem, “My Soul Thirsts for God” (a setting of verses from Psalm 42), by Jeremy Fletcher.
- The heart-rending concert by Cantus, the acclaimed men’s professional choral ensemble, on April 21; and, then, on October 22, the thrilling concert for organ and percussion by Organized Rhythm (Clive Driskill-Smith, organ; Joseph Gramley, percussion). These concerts were made possible with seed monies from the Imagine Initiative.
- The musical expression of the Chancel Choir. These volunteer and professional singers dedicate themselves to opening the windows to catch glimpses of the Divine each week. Their commitment manifests itself each year for the services of Holy Week and Easter and on Christmas Eve (all of which witnessed beautiful singing). John Rutter’s setting of the *Magnificat* for Cantata Sunday (December 10) was a particular joy to rehearse and conduct; the choir of 29 singers and the orchestra of 24 players utilized all available space in the chancel!
- Crafting, with Lisa Rawson, a series of units that has enabled the Youth Choir to grow in numbers and have an excellent rate of attendance.
- Continuing to welcome and share in the artistry of the Chamber Music at Rye Presbyterian series of concerts.

The not-so-visible-but-equally-important work within and for the music ministry:

- Preparing for what we hope will be a wonderful educational and practical experience for an intern in sacred music. The Peter B. Knock Fund is the driver for this opportunity. Though we had no takers for 2017, we think we will in 2018 due to a major increase in funding allocated for it.
- Making connections with the Rye Arts Center and Heard in Rye. I was pleased to participate in a “Community Conversation about the Arts” at the Rye Arts Center on May 24. The focus of the presentation and round-table discussion was on the effects the arts have on cognitive and kinesthetic development, especially in children and youth.
- Madeline Rawson worked through the summer months to organize and catalog (add to the database begun in the summer of 2016) for the choir library the major works for choir and orchestra and the many pieces included in collections produced by numerous publishers.
- The construction, in October, of a closet in the choir room for the purpose of protecting the new choir robes from fading caused by sunlight and from possible spills or other accidental damage caused by programs for children enrolled in the nursery school that take place in that room.
- The purchase, in October, of 18 new Manhasset music stands to replace the overly well-worn and bulky Wenger stands.
- In August, the assistant tonal director/head voicer at Casavant spent four days adjusting, regulating, and repairing some of the pipes in the chancel organ in order to bring about an instrument that sounds its best and is as flexible and varied in its expression as it can be. *For those interested in “feeling” the effects at their fullest, you’d do well to sit in the balcony!*
- May we be blessed so richly in 2018 as we were in 2017.

Respectfully,
Jason Charneski

CLERK OF SESSION 2017

Year Behind Us:

With the Imagine Initiative now entering its third year, many dreams have become reality and others are now within reach. As a congregation, we have enjoyed worship in the beautifully cared-for sanctuary and appreciated the comfortable temperatures in warmer months. Many have enjoyed the flexibility and casual atmosphere of Saturday's worship service in the remodeled chapel. We have felt God's presence and been inspired by an innovative music program and by the fellowship and hopefulness that is served to all who participate in Coming Home. The Co-pastors and their families have hosted the church's youth group, Boards and Christmas carolers in the renovated manses. For the first time, an additional mission trip permitted even more of our youth to participate in projects where they could have a meaningful impact.

This fall hundreds gathered to celebrate Rev. Dan Love's truly exceptional 20 years of ministry at RPC at a beautiful service on the church lawn. Rev. Love's ministry has brought the congregation closer to God through worship and service and has shown comfort and joy through faith to our community. We hope the congregation's sentiments, love and appreciation will remain with the Love family for many years to come. We wish Rev. Love well this summer as he embarks on a sabbatical as a recipient of a Lilly Endowment Clergy Renewal Program Grant.

We are so grateful to Rev. Miller, Rev. Love, the Christian Education Committee, Nancy Lavelle and the many volunteers, who continued the positive momentum of the children and youth ministry over this past year. We are blessed with a vibrant program and engaged families. The Associate Pastor Nominating Committee, led by Sarah Snell and Doug DeStaebler, worked tirelessly to ensure the best result for the congregation and we are very grateful for their leadership and dedication. The end of the year brought the exciting addition of our third pastor, the Rev. Jean-Paul Marshall. As Associate Pastor for Christian Education, Jean-Paul brings enthusiasm, fresh ideas and many gifts to the children and youth ministry. We are thrilled to welcome him and his wife Susie to the RPC family.

Opportunities and Challenges:

Session looks ahead with great optimism. The church's many vibrant and evolving ministries and programs are guided by our Co-pastors and faithful and committed members. Whether through adult education, music, mission and outreach, women's association or bible study, the possibilities to learn, worship, and serve together are all before us.

This year, the Mission Taskforce led by Dinah Howland and Gabby McCree produced insightful recommendations for enhancing RPC's mission focus and coordination, which were approved by Session. It was a thoughtful and analytical effort that will bear much fruit in the future and represents a tremendous opportunity to broaden and deepen mission engagement across the congregation.

Implementation of the children and youth protection policy, passed by Session last year after much work and discussion, is an important step toward ensuring the well-being and care of our youth, and will require the patience and support of volunteers, staff and families. Church security is another policy area that will be moved forward this year. While consideration is given to options for enhancing security, Church leadership will strive to balance security with maintaining an open and inviting environment.

We continue to discuss ways to welcome new members. This year, we received two enthusiastic new member groups and we hope to be able to guide and encourage them.

Gratitude:

It is my honor to thank the gifted and dedicated members of Session for their diligence and commitment to the work of Rye Presbyterian Church. I am privileged to recognize Amanda Chesley, Dolores Eyler, Bruce Mackle, Dorrit Nelson, Tony Savarese, and youth elder Jack Cicchiello, who have completed their terms as elder, following years of faithful service across areas such as nominating, trustees, worship, music, personnel, education, mission and outreach and the nursery school. As my term is also concluding I would like to take the opportunity to express deep gratitude to all those with whom I have had the honor and great joy to serve with over the past three years.

Respectfully Submitted, Julia Thomas, Clerk of Session

2017 STATISTICS

Total Communicant Membership as of December 31, 2016: 1,164

Gains: 58 New Members (including 23 in Confirmation Class of 2017)

Losses: 8 Deaths of communicant members

50 No longer active at RPC

58 Total Losses

1,164 Total Members as of December 31, 2017

Other 2017/2016 Statistics:

Total worship Attendance: 11,293/11,249

5:00 p.m.: 750/ 422 (part year)

8:30 a.m.: 1,042/1,150

10:00 a.m.: 9,501/ 9,677

Adult Baptisms: 2

Child Baptisms: 10

Weddings: 14

NOMINATING COMMITTEE 2017

The following members served on the 2017 Nominating Committee for Rye Presbyterian Church:

From Session: Amanda Chesley
Doug MacLaury
From Trustees: Leslie Bradford
From Deacons: Sarah Derman
Members at Large: Davidson Gordon (Class of 2018)
Lisa Johnson (Class of 2017)
Carol Love (Class of 2018)
Nancy Steed (Class of 2018)
Debbie Zingg (Class of 2017)

Throughout the year, the 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. Those proposed and elected in November for each of the boards were:

Session

Class of 2018 Benjamin Johnson (youth elder)
Class of 2019 Emily Carriero
Class of 2020 Margaret Blum, CJ DeSantis, Gary Gibson, Jennifer Reddington, Katy Ridley, Mary Versvelt

Deacons

Class of 2018 Katie Laverty (youth deacon), Kate Stevens (youth deacon)
Class of 2019 Amy Dolan
Class of 2020 Peggy Althoff, Kathy Bailey, Philip Cicchiello*, Sue Goodenough, Lisa Keegan, Addy Park, Irene Waddill

Trustees

Class of 2020 Karen Beatty*, Sally Beatty, Scott Snell, Jarrett Sydell, Bob Zahm*

Members-at-Large for the Nominating Committee

Class of 2098: Kristen Doran, Kristin Jautz

*(Persons noted with an asterisk above are current officers who are serving a second term.)

I'd like to thank members of this year's Nominating Committee who worked diligently to assemble slates that are representative of the congregation. As a committee, we were pleased with the willingness of those with whom we discussed service to the church and feel confident that all who accepted the call to serve will lead our church with devotion.

We would also like to thank members of the Associate Pastor Nominating Committee ("APNC") who worked incredibly hard during 2017 to find our new pastor. These individuals on the APNC were: Doug DeStaebler, Beth Duchanaud, John Hunt, Glory Kanes (youth representative), Tom Kanes, Elizabeth Parks, Nancy Platt, Katy Ridley, and Sarah Snell.

Respectfully submitted,
Amanda Chesley
Nominating Committee Chair

CHRISTIAN EDUCATION COMMITTEE 2017

Introduction

The mission of the Christian Education committee is to provide Christian education programming for the children 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.

2017 was an exciting year of transition in Christian Education. We sadly said farewell to the Rev. Rachael Huntley at a special coffee hour reception in January as she and her family relocated to Lenox, Massachusetts. Prior to her departure, Rev. Huntley managed the transition of Sunday School and Family Fellowship organization to our newly hired interim Director of Christian Education, Nancy Lavelle. Nancy jumped aboard with great enthusiasm and talent, and the RPC Christian Education committee is incredibly thankful for her invaluable presence throughout 2017.

Concurrently, the congregation commissioned the Associate Pastor Nominating Committee (APNC) in February to search for a candidate to be our next Associate Pastor for Christian Education. Similar to Rev Huntley, this Associate Pastor position would be responsible for leading our Sunday School program, overseeing our Middle and High School youth groups, planning and leading our Youth mission trips, working with our Christian Education committee on family fellowship events and providing pastoral care to our children, youth and families. As an ordained position, this Associate Pastor will also assist with worship services, preaching and sacraments. The APNC was chaired by Doug DeStaebler and Sarah Snell and also included Beth Duchanaud, John Hunt, Tom Kanen, Elizabeth Parks and Katy Ridley. Nancy Platt and a youth representative Glory Kanen were also instrumental members of the committee through mid-summer.

In early November, the APNC joyfully announced their recommendation that Jean-Paul Marshall be called to serve as RPC's next Associate Pastor for Christian Education. Jean-Paul was our guest preacher at the 10 am service on November 12 and the congregation voted overwhelmingly to call him to our church at the congregational meeting following the service. Jean-Paul's first day was December 11. The Christian Education committee is overjoyed to have him onboard and look forward to working with him. We are also thrilled that Nancy Lavelle has agreed to stay on part time with the church to assist with Christian Education.

Sunday School

Sunday school attendance remains strong year to year with approximately 160 children enrolled and an average weekly attendance of about 95 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 2017, 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.

2017 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.

Confirmation Class

Dan Love continues to lead the confirmation class. John Miller and Jean-Paul will assist with the teaching responsibilities. 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. 23 young people were confirmed in 2017. The current 2018 class is made up of 30 9th graders.

Middle School Youth Group: Connection

Connection in 2017 has been very active both in the spring with many 8th graders, and in the fall with a new host of 6th graders. In the spring we did an overnight at St. John the Divine in NYC (with special thanks to Addy Park for being willing to go and chaperone - and sleep on the floor!). Our regular meetings are times of fun, fellowship, service and a variety of spiritual practices. This fall we also helped out at Carver Center Dinner at Noon and prepared for the Empty Bowls fundraiser by making bowls at the Clay Art Center in Port Chester.

High School

During 2017 John and Heather Miller met with our High School Youth Group during this transition year. In addition to the regular Sunday evening meetings, the youth also participated in several special events. These included: sharing a meal and conversation with the young men from the Youth Shelter of Westchester; meeting with two Rye Police Department officers and talking about drugs within our community; hearing from a YAV (Young Adult Volunteer of the PCUSA) based in NYC; and the viewing of "Escalation", a film about relationship abuse. Our high school youth were involved in various service projects as well: two NOLA trips; putting together 30 clean-up buckets for Presbyterian Disaster Assistance; Dinner at Noon at the Carver Center; as well as two different experiences with Midnight Run, a ministry to the homeless in NYC.

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.

Twice this year the Rise Against Hunger organization (formerly: Stop Hunger Now) came to the church. Each time, approximately 95 adults and children packaged 10,000 meals for distribution to hungry people around the world. With the second event funded by the Imagine Initiative, there are now two opportunities each year for this great family event. Our next event will be in March.

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.

My thanks to the dedicated members of the Christian Education committee: Katherine Olsen, Addy Park and Beth Duchanaud, 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. I would also like to thank Nancy Lavelle, Dan Love and John Miller for their support and guidance.

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

ADULT EDUCATION 2017

During 2017 RPC continued to provide rich and diverse Adult Education offerings, with separate “semesters” in the winter/spring of 2017 and the fall of 2017. 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 invited guests/speakers, often from the congregation. Attendance remained relatively low, given competition from church services, Sunday School, choir rehearsal and the busyness of this congregation. The discussions are often rich and rewarding and we believe this program hour will continue to be built into the rhythm of Sunday mornings.

The year started with a three week series on Faith and Forgiveness. Participants were the assignment to write their own “Statement of Faith,” just as our Confirmation Class is asked to do. As we did that and then read and discussed them in the group, it was yet another rich witness to the diversity of the belief systems of this congregation. Then came three weeks of trying to learn how to deal with the stress of the Holiday Season. The fall of 2017 focused on a seven week series on the 10 Commandments: five weeks on mysticism and religion; and a number of special one week programs. This morning hour provided an extraordinary array of learning opportunities for RPC members and the community.

The fall Book Study, led by Rev. Love, was on Desmond Tutu’s “The Book of Forgiving,” a profound examination of the importance, and difficulty, of forgiving one another and oneself. The Lenten Book Study, led by Dr. Miller, provided a compelling look at how we can live out the creed from Mark: “Love the Lord your God with all your heart, with all your soul, with all your mind and with all your strength. And love your neighbor as yourself.” Easy words to say; hard to live.

We held two special events, the first of which was a viewing of “*Dramatic Escape*,” a video produced by Rehabilitation Through the Arts - a prison program which RPC has supported since it was founded. It tells the story of the production inside Sing Sing of “*A Few Good Men*,” from play selection to casting, rehearsals and performance. The second special event was done in partnership with the Rye Youth Council and featured a film focusing on relationship abuse and violence, to help parents identify the warning signs of this issue and how to deal with it.

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 indebted to Dr. Miller, who not only staffs this Committee, but also is a fount of creative ideas for new programs and a rich array of resources to make them relevant and interesting to the congregation. 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.

Respectively submitted,
Bob and Nancy Steed, Co-Chairs

MISSION AND OUTREACH COMMITTEE 2017

*For we are God's handiwork, created in Christ Jesus to do good works, which God prepared in advance for us to do.
Ephesians 2:10*

Introduction

The members of the committee during 2017 were: Wayne Atwell, Peter Bennett, Cynthia Deen, Cynthia DeSantis, Sam Dimon, Mona Hirson, Jackie Labatt-Simon, Doug MacLaury, Dr. John Miller, Carol Norton, Kim O'Connor, Nancy Steed, and Betty Vecchiolla.

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

2017 marked the adoption of the recommendations of the Mission Task Force, which were endorsed by the Session at its February meeting. Inspired by the work of the task force, the Mission and Outreach Committee (M&O) made progress during 2017 to achieve our objectives of developing more meaningful connections with the community and deeper spiritual touch points with our congregation.

M&O has adopted a new vision statement to articulate our purpose:

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.

We are grateful for the diligent, thoughtful efforts of the members of the Mission Task Force, who spent over a year examining our mission work, speaking to congregants and leaders of community organizations, exploring other church approaches and wrestling to discern what is best for our church. These members represented various areas of our church bodies: Dr. John Miller, Gabby McCree, Dinah Howland (co-chairs); Suzanne Davies, Kristen Doran, the Rev. Rachael Huntley, Lisa King, Dorrit Nelson, Kim O'Connor, Jean Romano, John Ryan, and Catherine Svoboda.

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

M&O will focus 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 Presbyterian Church (USA), with the intention to lend financial and prayerful support and to illuminate the work of our denomination worldwide through the seasonal offerings.

We will serve as a central, coordinated communication resource for all RPC's mission-related activities to encourage congregational support and involvement. We intend to 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 2017

Several New Mission Service Initiatives: The “Baby Box” project - M&O, RPC Sunday School, and RPNS combined forces with Open Door Family Medical Center to pilot an effort to provide low-income expectant parents with essentials to care for their newborns. In a three-week drive leading to Mother’s Day we collected seven large bins of baby supplies and \$8,750 in cash and had about 15 volunteers pack and gift the baby boxes to expectant parents at Open Door. It was a great success and we agree to do it again in 2018.

- *Refugee Resettlement* - An Afghani family settled in White Plains in 2017, thanks to the HIAS organization and enormous support of Rye Synagogue and other churches, including RPC. M&O members Wayne Atwell, Sam Dimon and Kim O’Connor have given hours of their expertise to help the family settle in.
- *Coming Home* - In our second year of piloting a support program to men and women re-entering life post-incarceration, 9 out of 12 participants successfully completed the program. Over 75 congregants helped in a variety of ways to welcome and mentor the participants.
- *Rye Writes* – Our prison ministry group, led by Heather Miller, launched a pen-pal program between RPC volunteers and inmates from area prisons. About a dozen pen pal relationships are underway and many more inmates are seeking a writing pal.
- *Two Youth Mission Trips to New Orleans* - More youth have been interested in participating in the mission efforts in New Orleans. In addition to the usual group of 25 in June, M&O helped fund an additional trip for 9 youth in August. Many thanks to John and Heather Miller for leading the second trip.

Potluck Fellowship and Fundraiser - May 2017

- M&O hosted an old-fashioned church potluck as the annual fundraiser. About 100 people attended many bringing homemade dishes. Six community organizations were featured with information about their programs and attendees had the opportunity to donate to these organizations on spring-blossomed giving trees. Giving tree donations totaled \$10,475 and the net proceeds to M&O were \$33,400. Mona Hirson masterfully organized this event.

Richard E. Murdoch Award

- This year’s recipient was Mona Hirson, who has served the church in so many ways from Sunday School teacher, Women’s Association leader and Thrift Shop coordinator. Mona was a vibrant organizer of many M&O gala events and led Christmas gift giving for My Sister’s Place. Mona has designated the \$2,000 award to be split between the RPC Youth Mission Trip and the Carver Center.

Sources of Funding

In 2017, M&O received \$68,500 from the RPC budget, \$4,000 from the Mission Fund Endowment and added \$41,615 from the Potluck fundraiser. Together with carryover from prior years, the funds available total to \$169,225.

Grants and Special Offerings

Following the recommendations of the Mission Task Force, M&O and the Women’s Association jointly developed a coordinated process for grant applications. Together we designed a new format for a common grant application and evaluation criteria (rubric). This provides a unified approach to all our community partners, while each committee maintains their own decision-making.

In 2017, M&O gave grants totaling \$110,225 to 23 Westchester-based organizations. The congregation generously gave \$26,714 in direct donations to the Presbyterian offerings and other special contributions. Overall mission and outreach giving totaled \$136,939.

For information regarding the recipients and amounts of grants and special offerings, please see *Combined Outreach Giving* on pages 29-31.

Thank You!!

M&O would like to express its deepest gratitude to Rev. Dr. John Miller, the clergy leader for M&O, who continues to offer valuable guidance and helps us to see new ways to serve others. M&O also is most grateful for the leadership of our prior co-chairs, Kim O’Connor and Dorrit Nelson. 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 God’s handiwork, created in Christ Jesus to do good works.*

Respectfully submitted,

Dinah Howland & Sam Dimon, Co-Chairs of the Mission & Outreach Committee

PERSONNEL COMMITTEE 2017

Personnel Committee Role and Composition: The Personnel Committee is a joint committee of Session and Trustees. The committee's function is to provide RPC's staff with guidance on personnel matters. Our responsibilities include overseeing staff salaries and benefits, ensuring compliance with Presbytery and Board of Pensions personnel guidelines, supporting the staff performance review and goal setting process, and maintaining RPC's personnel policy manual. The 2017 committee consisted of six members, with Pastors Dan Love and John Miller serving as ex officio members. Dolores Eyler, Victor Kiarsis, and David Lukes served from Session, while Jeff Holtman, Ben Schnakenberg, and David Waddill served from Trustees. The committee was co-chaired by Dolores Eyler and David Waddill.

2017 Goal Setting: An important start to the year was supporting John and Dan in the development of 2017 goals, established in their annual reviews. These goals were organized under the following categories: Staff and Leadership, Worship, Spirituality, Outreach, Community, Family, and Work beyond RPC. The sharing of co-pastor goals across our leadership boards provides a clear sense of direction and prioritization for lay leadership, as well as offering a firm spiritual foundation.

Staff Changes: The byword this year for RPC personnel was flexibility. Due to illnesses and a resignation, existing, temporary, and part-time employees proved agreeable to filling in when needed to keep our church running successfully and smoothly. With the departure in January of Director of Christian Education Rachael Huntley, her duties were divided and carried out by Pastors Love and Miller, as well as Nancy Lavelle (Interim Director of Children's Ministries) and Yvonne Zuk (Sunday School Supervisor). At the same time, some administrative/secretarial duties were successfully "shuffled" due to medical issues. In the spring, Church Secretary Rosemary Annunziato retired, and Peggy Berretta, Administrative Assistant, was hired.

New Pastor – After a lengthy and successful search by the Associate Pastor Nominating Committee, co-chaired by Doug DeStaebler and Sarah Snell, the Personnel Committee was informed of its choice of John-Paul Marshall for Associate Pastor for Christian Education, to begin in December. His call was approved overwhelmingly by the congregation.

Staff Evaluations – At the suggestion of Pastor John Miller, the committee adopted "off year" evaluations, to occur every two years, starting in 2017. This shorter process consists of a meeting with the employee's supervisor, discussing last year's and the coming year's goals, writing them up, and then meeting again with the supervisor and a member of the Personnel Committee and/or Clerk of Session.

Personnel Policies – An annual 2-percent cost-of-living salary increase, recommended by Presbytery for all personnel, was accepted and sent to Session for approval. In addition, a 13-percent increase over two years in the Music Budget was approved. In addition, a 13-percent increase over two years in the Music Budget was approved: The Chancel Choir Section Leader positions, which were changed in 2016 from independent contractors to W-2 employees, will receive an increase in pay beginning in September of 2018. This increase also includes compensation for additional rehearsal time each week.

Pastor Sabbatical – Dan Love requested a Lilly Grant funded sabbatical for 2018, from June 3 to September 9, unanimously approved by this committee and Session.

Church Safety Procedures – Personnel was informed that a committee is researching how to better protect the church and those in it in the case of a violent emergency.

Looking Forward – Our committee is thankful that all personnel positions in the church are currently ably filled and functioning. We are blessed with a strong and deep leadership team, a diligent and supportive staff, and a wonderful sense of momentum.

Thanks, and Blessing to this committee for its diligence, insight, and thoughtfulness in addressing the church's Personnel issues. And most of all, thank you Dan and John!

Respectfully submitted,
Dolores Eyler, Co-Chair

IMAGINE YEAR REPORT 2017

“By God’s power accomplishing far more than we can imagine” Ephesians 3:20

2017 marks the second year of investment in the **Imagine Initiative**. We are extremely grateful for the overwhelming generosity of so many members of our congregation. Over \$4 million was pledged by 227 households during the campaign phase which closed in January 2016. By the end of 2017 nearly \$3 million has been received. If you are new to RPC or did not have a chance to participate, the opportunity to support Imagine continues! Beyond fundraising, the support of the congregation and its many talents to deliver the hopes and programs of Imagine has been tremendous and inspiring to watch.

The Imagine Initiative is touching all areas of our church. Some is invested to refurbish our beautiful buildings and to accommodate the growing needs for space. Much of the funding is invested in programs and resources that are sowing the seeds of faith among our congregation and reaching out to our community. We celebrated the first anniversary of the Imagine Initiative in February 2017 with a variety of activities, including a treasure hunt for all ages around the church to see the many ways the Imagine Initiative is at work. Special thanks to Amparo Sizemore and Bob Steed for creating a vivid brochure illustrating all the projects and investments.

As we look back on this second year during 2017, we celebrate many more accomplishments:

- 9 teens participated in a second youth service trip to New Orleans.
- In the Sanctuary, three more windows have been restored, and the painting project is fully repaid.
- The Library is refreshed with new paint, carpet, and upholstery.
- The second session of Coming Home transformed the lives of 8 formerly-incarcerated men and women.
- Continued Saturday services and Concert Series offer alternatives for worship and musical enrichment.
- In a second day of service for Rise Up Against Hunger, 80 people packaged 1200 meals.
- We supported the Presbyterian Holmes Camp capital campaign for needed repairs.
- Adult Education and Community Speaker Series brought our community together to address timely issues such as substance abuse and healthy relationships.
- Additional investments in the Housing Fund support our new Associate Pastor.

During 2017, \$536,000 was dispersed to fund these efforts, bringing the total funded since inception to \$1.9 million. There is much more planned for 2018, including work to expand and enhance the church office space.

Thank you for imagining! We know that all that has been accomplished is because of God’s power at work within us, among us and through us.

Respectfully submitted,
Gabby and Don McCree

STEWARDSHIP COMMITTEE 2018

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. In turn, we asked the congregation to reflect on what is most important to them about Rye Presbyterian Church. Why is RPC their church? The congregation was generous in sharing their personal thoughts and feelings. Some of their responses were shared through videos, an insert was created highlighting responses, and others were included in Grace Notes and the Sunday Bulletin.

The focus on the membership of the church was continued through the pledge card with a wonderful photograph of the congregation taken in September in front of the church. The scripture, "*Now you are the **body of Christ** and individually members of it.* (1 Corinthians 12:27), further emphasized the role of each member in the life of the church. On October 22, long-time member Doug Shanks generously shared his story of what RPC meant to him and his family. Jim Gallagher also shared his personal relationship and involvement as a newer member of the church.

Stewardship packets were prepared, each one with a personalized handwritten message, and received by the congregation the week of October 23. 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 the weekend of November 11 and 12. We followed-up with personalized emails to selected pledgers with a reminder that all pledges would be gratefully acknowledged by name in the worship bulletin on December 10, Cantata Sunday.

As of January 19, we have pledges from 292 households totaling \$1,147,500 (an increase of almost \$40,000 over the final number pledged last year). We saw increases in 57 pledges (totaling \$64,000), decreases in 25 (totaling \$35,000), and 42 new pledges (totaling \$62,000). While we are thrilled with this over-all response, in the next week we will be sending a letter to 60 or so households who pledged \$68,000 last year, but have not yet pledged this year.

Jim Gallagher and Cheryl Hunt worked with Co-Pastors Dan Love and John Miller to lead the Stewardship effort with significant assistance from Amparo Sizemore, Susan Gim Paxton, and Gail Willis. We are grateful for the 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 Cheryl Hunt
Co-Chairs, 2018 Stewardship Committee

WORSHIP AND MUSIC COMMITTEE 2017

Jason Charneski, our Director of Music/Organist continued to expand the musical and concert offerings this year. March Jazz Sunday was expanded to include the jazz musicians being present for our Saturday at 5 service as well. In April there was a powerful concert by the men's professional choral ensemble, Cantus. Then in October we were treated to the organ and percussion concert by Organized Rhythm. These special concerts were funded, in part, by the Imagine Initiative. Additionally, the Chamber Music concert series continued.

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 John Rutter's setting of the *Magnificat* on Cantata Sunday, December 10. Under the direction of Lisa Rawson, our children and youth choirs have both contributed to our worship sharing their beautiful voices and their youthful enthusiasm.

This was our first full program year offering the Saturday at 5 service. Attendance has varied, but a faithful core of worshippers has developed. Based upon attendance, we chose to stop the service following Memorial Day and to resume the service in September.

The chapel renovation was completed as the new lighting fixtures were finally installed. Beginning in June, it was our joy to welcome the Community Synagogue of Rye to our chapel worship space as their sanctuary is undergoing a major renovation. The synagogue worships in the chapel on Friday evenings and on Saturday mornings. The chapel renovations have allowed for a much more flexible use of the space for worship and our friends from the synagogue are feeling very at home in the space. We then change the space again for our Saturday at 5 worship and our 8:30 a.m. Sunday worship. Thus the chapel is now being heavily used, all to the glory of God.

Due to the overwhelming 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. As Christmas Eve was on a Sunday this year, we had a 10:00 a.m. service and then one additional evening service, with Communion, at 10:00 p.m.

Davidson Gordon continued his faithful work with the Worship and Music Committee in 2017 when it came to the week-to-week needs and responsibilities of recruiting and coordinating ushers and communion servers as well as general logistics. He is a blessing to our congregation.

Many thanks also to the other committee members, Victor Kiarsis, Katrin Naelapaa, Gail Langeloh, Julia Billingsley, Jason Charneski, Dan Love, and John Miller.

God Bless,

Tony Savarese
Chairperson

BOARD OF DEACONS 2017

The Deacons serving Rye Presbyterian Church during 2017 were as follows:

Class of 2017: Laura Christopher; Philip Cicchiello; Lora Katsikas, Secretary; Monica Lukes; Cicero Pontes; Jean Romano; Jennifer Stevens; Betty Vecchiolla

Class of 2018: Cynthia Deen; Lisa King, President; Ingrid Lopp; Susan Mackle; Joe Montalto; Robin Redd; Kingsley Rooney; Sarah Waters

Class of 2019: Julia Billingsley; Sarah Derman; Nancy Jenkins-Kennedy; Todd LaBaugh; Susan Morison; Nicholas Smith; Sarah Snell—VP ; Melissa Wirth; Alexandra DeStaebler—youth deacon; Sophie Pankoff—youth deacon

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 2017 included hosting a Coming Home Dinner in March, two New Member Desserts, the Summer Beach Party in July and the Christmas Tree Lighting & Reception afterwards. The deacons also hosted the Fall Festival in September where the congregation once again enjoyed good food, a visit from the ice cream truck and fellowship under the large tent on the lawn, as well as a special celebration commemorating Dan Love's 20 years at RPC.

In 2017, deacons delivered many meals, created and mailed 43 care packages to college freshmen, delivered Bibles to graduating seniors & first graders, gave iTunes gift cards to more than 20 confirmands, assisted in the baptism of 12 members of our congregation, organized six Dinner at Noon events and oversaw 13 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: Care Notes, Coffee Hour, Congregational Life, Dinner at Noon, Driving and Shopping, Flower Delivery and Gifts, each of which is chaired or co-chaired by deacons.

Care Notes

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.

Coffee Hour

Deacons purchase and serve refreshments in the Assembly Room following the 10:00 am 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 Life

The Congregational Life Committee is responsible for the following congregation-wide events each year: two New Member Desserts, the Summer Beach 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 to help serve the meal.

Driving and Shopping

As needed, deacons provide (or solicit volunteers from the congregation) transportation for parishioners to and from medical appointments. They also assist with grocery shopping when needed.

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,
Lisa King
President

STEPHEN MINISTRY 2017

RPC has been a Stephen Ministry church since 2004. Since that time, 77 Stephen Ministers and 25 Stephen Leaders have been trained and 105 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 challenging life situations.

Over the course of 2017 there were 10 active Stephen Ministers providing care to care receivers. Two of those relationships were matched in 2017 and the other eight were matched in previous years. By the end of 2017, five of those relationships had come to a natural close. As a result, 2018 started with five active Stephen Minister/Care Receiver relationships. Five of the six Stephen Ministers who were trained in 2015 and wanted to serve were matched with care receivers in the two years following their training. One Stephen Minister trained previously in 2005 returned to the program in 2017 to serve.

In 2017 Stephen Ministers met each month for Supervision. In conjunction with these meetings, there were seven Continuing Education sessions, and it was necessary to review several training modules. John kicked off the year with a review of process-oriented care, and then Dan did a two-session series on Myers-Briggs. In June a counselor from the Bereavement Center of Westchester led a session on grief, a topic that touches on many of the current caregiving relationships. In September an RPC member who is also a licensed clinical social worker did a session on mindfulness in caregiving. In October Dan reviewed assertiveness, and in November John reviewed boundaries. Several retired SMs and a couple of Friendly Visitors attended the sessions on grief and on mindfulness.

Jerralee Ernst, who was previously a Stephen Minister, attended Leadership Training in Orlando in January 2017 and has served as Stephen Leader this past year overseeing the Friendly Visitor program. Vera Seifert, previously a Stephen Minister, joined the team to be the supervision group facilitator. The current Stephen Leader team of Tav Rogers, Alison Wise, Carol Love, Jerralee Ernst and Jan Kelsey will continue to guide the program in 2018.

Respectfully submitted,
Jan Kelsey

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

FRIENDLY VISITORS 2017

In 2017, 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 six people and have eight active volunteers. We provide companionship, conversation and friendship for those not able to get out into the community as much as they would like. 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 2017-2018

Margaret Sculti and Kristin Kumar began their second 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 former curriculum coordinator, Monica Della Croce, moved back to Italy this summer. RPNS was fortunate to have her knowledge and guidance for the 2016-2017 school year. Monica worked closely with an educational organization called "Teaching Beyond the Square." This organization works with preschools to enhance their exploration-based approach to early childhood education and to create curriculum for young children that helps students reach their greatest potential in the classroom. A curriculum consultant from "Teaching Beyond the Square," Jennifer Carvajal, joined RPNS for the 2017-2018 school year. She will continue to enhance our wonderful journey of educational reflection and growth.

Jennifer Carvajal has her Bachelors of Science in Early Childhood and Elementary Education from Susquehanna University in PA and her Masters of Science in Education, with a concentration in Literacy, from Hunter College in New York. She taught at Beginnings Nursery School in NYC for seven years and participated in a study group in Reggio Emilia, Italy. Jennifer is on the Board of Directors at "Teaching Beyond the Square" and has been consulting for them since 2013. She is experienced at leading professional development workshops and working alongside teachers and directors as they strive to enhance their emergent curriculums.

Another curriculum support that was added for the 2017-2018 school year was Dramatic Pragmatics (a language and social development center in Rye Brook, NY). Barbara Laufer and Alexandra Lobo-ASHA certified Masters Level Speech-Language Pathologists (mother/daughter duo and founders of Dramatic Pragmatics) worked with our teaching professionals on effectively implementing "social thinking classrooms" that create a positive culture of language within the classroom community. Barbara and Alex provided hands-on lessons with teachers that promoted the "caring thinker"-where the focus of language in the classroom is on positive affirmations and daily acts of kindness. In addition, Barbara and Alex demonstrated "whole body language" systems with classroom teachers. The emphasis was on how children actively use their senses (eyes, ears, hands, mouth, etc.) to effectively communicate during group instruction and during social interactions with peers. The RPNS teaching staff was very excited to have Barbara and Alex provide this professional development!

As Rye Presbyterian Nursery School celebrates its 59th 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 296 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.

For the 2017-2018 school year, several components were added to the fives curriculum. The first addition was a time in the school day called "LitBit." Literacy instruction occurs naturally as part of the project approach at RPNS. In addition to the reading and writing that is incorporated into the class study, there are designated blocks throughout the week called "LitBit" for the children to practice literacy concepts. The fives class participates in group read-alouds, independent reading time, and journal writing each week. The second addition to the new fives classroom was a "Makerspace." The makerspace is where students gather to create, invent, explore and discover using a variety of tools and materials. STEM (Science, Technology, Engineering, and Mathematics) is embedded in the makerspace. There are opportunities for students to take apart simple machines, use their problem solving skills to figure out how to fix materials that are broken, and discover how things work. Children build and construct using small age appropriate tools and recycled materials they have collected. The class measures, weighs, and counts as they collect and record their data. The third addition to the fives for the 2017-2018 school year was Spanish instruction. Early childhood Spanish instructor, Paola Loza-Bushnell, leads the fives class in a Spanish lesson once a week. Paola introduces the children to Spanish vocabulary words using age appropriate songs and games. Paola's energy and passion for beginning Spanish instruction makes learning a foreign language an exciting experience for our five-year-old students!

The Nursery School Advisory Board and is made up of 15 dedicated individuals, seven of whom are church members.

As of January 2018, Elizabeth Feeney-Garrett is our Trustee Representative, Katy Ridley represents the Session and Nicholas Smith is our Deacon Representative. Bob Connor, Sarah McGill, Katie Schmitz, Rose Stewart-Dickson, and Board Chair, Amanda Chesley, further represent the church. The remainder of the board includes Michael Colagiovanni, Debra Cunningham, Sheilagh DePeter, Kristen Doyle, Jennifer Kherani, Andrew Layng 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 \$150,000 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 \$37,000 in partial and full scholarships to 11 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 2017

The Women's Association had a healthy and productive 2017. This year, the group launched "With a Purpose", a campaign focused on providing meaningful mission and fellowship activities to the women of our church.

The highlight of our year was record receipts from our thrift shop, allowing us to donate \$64,000 to 20 local nonprofits. Our dedicated team of volunteers, from both the congregation and community at large, grew steadily and was able to accommodate an increased flow of donations. This group continues to update our shop, and find new and different ways to attract both donations and shoppers. Our weekly email list currently exceeds 500 names.

Fellowship continued not only through our weekly thrift shop efforts and two Saturday sales but through monthly international lunches, which starting in the fall focused on inviting one of our grant recipients to lunch with us. These have been popular as they provide both fellowship and a way to learn more about the groups we support. "Scary with a Purpose", a Halloween party focused purely on fellowship was well attended and enjoyed by many. In December, we moved our international luncheon to the church where we learned about Instant Pot cooking and donated the proceeds to a local food bank.

In June, we hosted our favorite event, the Grant Luncheon, where 20 local nonprofits received the \$64,000 in grants we approved. Mona Hirson and Juan Velasquez were honored with the Joan Kellogg Service Award for their outstanding contributions to the thrift shop.

In 2018, we anticipate continued success in our thrift shop and increased participation in all aspects of our organization. We welcome all ideas for fellowship. Please join us!

We thank you for your continued support in all aspects of our church life.

Respectfully submitted,
Suzanne Davies, Thrift Shop Chair and WA Board Member

TRUSTEES REPORT 2017

As managers of the business operations and finances of the church, the Board of Trustees had a full agenda in 2017. As many of large capital and Imagine projects are complete, we focused on the continued maintenance of our facilities and started several projects set for completion in 2018. We ended the year with an operating surplus.

Financial Overview

The 2017 budget called for revenues and expenditures of \$1,560,900. In 2017 we achieved an operating surplus of \$38K largely attributable to savings related to the open Associate Pastor position. Our actual revenue was \$35K less than budgeted and expenses were \$73K less than budgeted. As the Imagine Initiative winds down in 2018 and the onboarding of the Associate Pastor will require careful watch on the revenue generated throughout the coming year. The pace of receipts from the Imagine Initiative were such that we were able to make the second installment repayment on the borrowing from the Endowment which had been used to fund the Sanctuary refurbishment. We also made the first two payments to the 3rd Pastor Housing Fund totaling \$550K. Including the Imagine funds, our capital spending in 2017 was over \$246K.

Buildings and Grounds

In 2017, the Liz Garrett, Bob Gay, Bob Zahm, and Martin Zingg pursued the committee's work which consisted of Imagine Initiative projects, infrastructure work, and on-going maintenance. Thanks to Imagine funding, the Crawford chapel received its last touch in the form of new lights. The Library has been repainted, recarpeted, and reupholstered! Repair of the Sanctuary's stained glass windows has continued and planning for the 2nd and 3rd floor office space renovation was started. During the planning, it became clear that extending the church offices into the Assembly room "airspace" would not be necessary; putting in a new stairway to the attic to make that space available for storage frees up the planned additional intern office on the 2nd floor.

The most visible infrastructure work was repaving of the front portion of the driveway, creation of three new parking spaces, and repair of Belgian block curbing. New signage facing Boston Post Road has also been added. On-going maintenance has included cleaning of a sewage line, completion of the new electrical service connection, a new closet for choir robes, and additional plantings. Our capital improvements are funded by a 5% allocation each year from the Endowment.

2018 Budget

Although the 2017 closed with an enviable cash balance at year-end, the Trustees and Budget Committee felt that any increase in expenditures in 2018 should be increased at a minimum rate. Much of the underspending in 2017 was due to the open 3rd pastor position. The line items which saw increases were: Pastoral Expenses, Mission, and Additional Worship Services. A balanced budget has been proposed to the Session with a small increase in overall operating expenditures of 3.87%. Given the increase in pledges thus far for 2018, we feel comfortable supporting this increase.

Investment Policy

Our Investment Committee, headed by Andy Parks, reports that the total return on the endowment fund was 13.25% over the past year bringing the year-end balance to \$4,541,240. The performance was in line with that of market indices given our asset allocation. Our current allocation to equities is approximately 65%. We continue to invest in a diversified selection of low-cost 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. During the year, we took some gains in our equity portfolio and increased our allocation to higher quality fixed income. We stand ready to further reduce risk in the portfolio if we see signs of impending financial stress as we enter the latter stages of the current economic recovery. We are fortunate to have an investment committee comprised of individuals who are professionals in the investment management industry.

Planning Ahead

As we enter the final year of the Imagine Initiative, the Trustees continue to manage the execution of several of the remaining initiatives set forth during the campaign. The most notable of these being the renovation of the 2nd and 3rd

floor spaces and several other smaller projects including repair of the steeple and continued refurbishment of the stained glass windows in the Sanctuary. In the January 2018 meeting, the Trustees voted to make the final two repayments to the Endowment for the Sanctuary refurbishment and the final payment to the 3rd Pastor Housing Fund. This action completes two of the larger commitments made during the Imagine Initiative. The RPC boards will continue to monitor the receipt of Imagine funds and allocate them across existing programs as well as considering new capital projects and ministry and outreach programs.

In addition to the above mentioned plans, we endeavor to complete the parking lot project started last summer to include the rest of the parking areas and islands near the Nursery School.

Thanks to the generosity of church members in their Stewardship commitments, contributions to the Imagine Initiative and cost containment, RPC ended 2017 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

**RPC WOMEN'S ASSOCIATION
BALANCE SHEET**

as of December 31, 2017

Assets		
	Checking Account	\$ 45,290.00
Liabilities		\$ -
Equity		\$ 45,290.00

**Income and Expense Report
1/1/17 to 12/31/17**

	Thrift Shop Receipts	\$ 62,589.00
	RPC Fellowship Income	\$ -
Expenses		
	Administration	\$ -
	Benevolences and Grants	\$ (64,000.00)
	RPC Fellowship	\$ (416.02)
	Thrift Shop	\$ (27.90)
	Total Expenses	\$ (64,443.92)
Total 2017 Income less Expenses		\$ (1,854.92)

RYE PRESBYTERIAN CHURCH OPERATING FUND
2017 ACTUAL / 2018 BUDGET

	2017 Budget	2017 Actual (Unaudited)	2017 Actual vs. 2017 Budget		2018 Budget	2018 Budget vs. 2017 Budget	
INCOME							
Contributions	\$ 1,364,240	\$ 1,298,420	\$ (65,820)	-4.8%	\$ 1,402,125	\$ 37,885	2.8%
Occupancy Income/Bequests	\$ 196,750	\$ 228,068	\$ 31,318	15.9%	\$ 219,250	\$ 22,500	11.4%
TOTAL INCOME	<u>\$ 1,560,990</u>	<u>\$ 1,526,488</u>	<u>\$ (34,502)</u>	-2.2%	<u>\$ 1,621,375</u>	<u>\$ 60,385</u>	3.9%
EXPENSES							
Pastoral	\$ 431,130	\$ 375,109	\$ 56,021	13.0%	\$ 464,014	\$ 32,884	7.6%
New Initiatives	\$ 3,000	\$ 1,540	\$ 1,460	48.7%	\$ -	\$ (3,000)	-100.0%
Christian Education	\$ 22,500	\$ 18,069	\$ 4,431	19.7%	\$ 22,500	\$ -	0.0%
Congregational Life	\$ 16,300	\$ 10,017	\$ 6,283	38.5%	\$ 16,300	\$ -	0.0%
Mission & Outreach	\$ 147,477	\$ 162,477	\$ (15,000)	-10.2%	\$ 153,371	\$ 5,894	4.0%
Worship & Music	\$ 188,123	\$ 176,860	\$ 11,263	6.0%	\$ 199,128	\$ 11,005	5.8%
Buildings & Grounds	\$ 300,113	\$ 290,458	\$ 9,655	3.2%	\$ 306,473	\$ 6,360	2.1%
Administrative	\$ 348,284	\$ 350,246	\$ (1,962)	-0.6%	\$ 359,879	\$ 11,595	3.3%
Insurance	\$ 77,000	\$ 73,980	\$ 3,020	3.9%	\$ 79,310	\$ 2,310	3.0%
Other	\$ 27,063	\$ 29,301	\$ (2,238)	-8.3%	\$ 20,400	\$ (6,663)	-24.6%
TOTAL EXPENSES	<u>\$ 1,560,990</u>	<u>\$ 1,488,057</u>	<u>\$ 72,933</u>	4.7%	<u>\$ 1,621,375</u>	<u>\$ 60,385</u>	3.9%
OPERATING SURPLUS/(SHORTFALL)							
	<u>\$ -</u>	<u>\$ 38,431</u>	<u>\$ 38,431</u>	na	<u>\$ -</u>	<u>\$ -</u>	na

Respectfully submitted,
Charles Hildner, Treasurer

RPC COMBINED OUTREACH GIVING - 2017

SOURCES

Mission & Outreach Funding – Church Budget	\$68,500
Mission & Outreach Funding – Potluck fundraiser	\$31,725
Pastor’s Discretionary Fund	\$13,243
Women’s Association Thrift Shop	\$64,000
Church Budget for denominational support	\$40,000
<u>Special Offerings</u>	<u>\$35,251</u>
Total	\$252,719

LOCAL COMMUNITY OUTREACH

A House on Beekman	\$7,155
Mission & Outreach Committee \$5,000	
Mission Potluck Fundraiser \$2,155	
Bread of Life	\$3,500
Women’s Association	
Bridge Fund of Westchester	\$4,000
Women’s Association	
Caritas of Port Chester	\$8,695
Mission and Outreach Committee \$5,000	
Mission Potluck Fundraiser \$1,125	
November Food drive \$570	
Pastor’s Discretionary Fund \$2,000	
Carver Center	\$9,500
Mission & Outreach Murdoch award \$1,000	
Women’s Association \$6,500	
Pastor’s Discretionary Fund \$2,000	
Community Resource Center	\$1,500
Women’s Association	
Community Synagogue Refugee Resettlement Program	\$10,000*
Mission & Outreach Committee	
El Centro Hispano – White Plains	\$1,000
Pastor’s Discretionary Fund	
Friends of Karen	\$3,000
Women’s Association	
Furniture Sharehouse	\$3,000
Women’s Association	
Heartsong	\$2,000
Women’s Association	
Helping Hands for the Homeless and Hungry	\$5,000
Mission & Outreach Committee	
Lifting Up Westchester	\$5,000
Women’s Association	
Local individuals in need	\$4,553
Pastor’s Discretionary Fund	
My Sister’s Place	\$7,000
Mission & Outreach Committee \$5,000	
Mission Potluck Fundraiser \$2,000	
Pet Rescue of Larchmont (hurricane relief)	\$190
Special offering – Blessing of the Animals service	
POTS (Part of the Solution)	\$3,000
Mission & Outreach Committee	

Rural and Migrant Ministry – Women’s Assembly scholarship	\$275
Pastor’s Discretionary Fund	
Rye Women’s Interfaith Committee	\$250
Mission & Outreach Committee	

EDUCATIONAL OUTREACH

Children’s Center for Learning	\$4,500
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 Music Program (Kindred Spirits)	\$6,000
Mission & Outreach Committee	

INTERNATIONAL OUTREACH

Rise Against Hunger (event)	\$3,500
Women’s Association \$1,500	
Mission & Outreach Committee \$2,000	

MEDICAL OUTREACH

Cancer Support Team	\$4,000
Mission & Outreach Committee	
Open Door Family Medical Center	\$15,000
Mission & Outreach Committee \$6,000	
Baby Box Collection \$9,000	
Soul Ryeders & Friends	\$2,000
Women’s Association	

PRESBYTERIAN OUTREACH

Christmas Joy Offering	\$5,081
Christmas offering	
One Great Hour of Sharing	\$13,300
Lent offering	
Presbyterian Peace & Global Witness – Hurricane relief	\$2,914
Fall offering	
Presbyterian Disaster Assistance – Houston/Florida Hurricane relief	\$4,196
Special offering \$2,655	
Hurricane Aid buckets (youth group) \$1,541	
Presbyterian Women of Hudson River Presbytery	\$1,000
Women’s Association	
Presbytery of Hudson River, Synod and General Assembly	\$40,000
RPC Session	

PRISON MINISTRY OUTREACH

Exodus Transitional Community	\$3,000
Mission & Outreach Committee	
Hudson Link for Higher Education	\$6,220
Mission & Outreach Committee \$5,000	
Mission Potluck Fundraiser \$1,220	
Presbyterian Prison Partnership of Hudson River Presbytery	\$1,000
Pastor’s Discretionary Fund	
Sing Sing Certificate in Ministry Program – Rising Hope	\$8,725
Mission & Outreach Committee \$7,000	
Mission Potluck Fundraiser \$1,725	
Sing Sing Project of New York Theological Seminary	\$2,500
Mission & Outreach Committee	

Youth Shelter of Westchester	\$6,500
Women's Association	

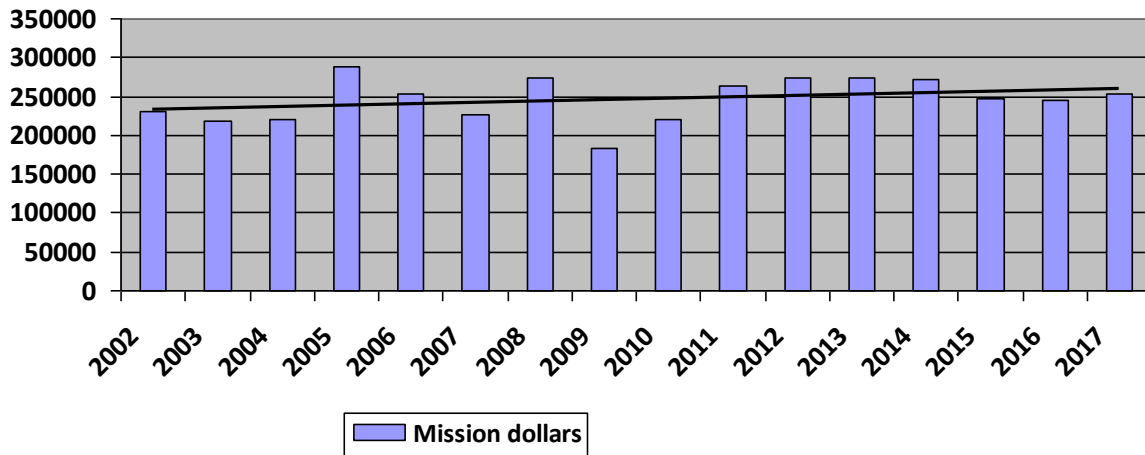
SELF-DEVELOPMENT OUTREACH

Hero, Inc.	\$1,500
Women's Association	
Hope House	\$5,875
Women's Association \$4,000	
Pastor's Discretionary Fund \$1,875	
SPRYE	\$2,500
Mission & Outreach Committee	

YOUTH OUTREACH

5 Steps to Five	\$3,000
Women's Association	
Church of the Annunciation – New Orleans	\$540
Pastor's Discretionary Fund	
Holmes Camp and Conference Center (Presbytery)	\$2,000
Mission & Outreach Committee	
Kid's Space of Rye	\$1,500
Women's Association	
RPC Youth Mission trip	\$5,000
Mission & Outreach Committee \$2,000	
Mission & Outreach Murdoch award \$1,000	
Women's Association \$2,000	
Rye Nature Center	\$1,000
Women's Association	
Rye Recreation – Summer camp scholarship	\$3,000
Women's Association	
Rye Youth Council	\$10,250
Mission & Outreach Committee \$8,000	
Mission Potluck Fundraiser \$2,250	
Young People Achieve	\$3,000
Mission & Outreach Committee	

2017 Total: \$252,719



(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.)

CO-PASTORS TERMS OF CALL - 2018

Co-Pastor, Reverend Dr. John Miller

Compensation :	
Cash Salary	90,376
Housing Allowance	10,000
Benefits and Reimbursements :	
Medical (including deductible)	34,255
Pension	14,354
Dental, Life Insurance, Death & Disability	3,189
Auto Expense	2,000
Study Leave and Book Allowance	1,750
Social Security Allowance	9,873
Fellowship Allowance	1,000
	<u>\$ 166,797</u>

Vacation : 5 weeks
Study Leave: 2 weeks

Co-Pastor, Reverend Daniel H. Love

Compensation :	
Cash Salary	90,376
Housing Allowance	10,000
Benefits and Reimbursements :	
Medical (including deductible)	34,255
Pension	14,354
Dental, Life Insurance, Death & Disability	3,705
Auto Expense	2,000
Study Leave and Book Allowance	1,750
Social Security Allowance	9,873
Fellowship Allowance	1,000
	<u>\$ 167,313</u>

Vacation : 5 weeks
Study leave: 2 weeks