

RYE PRESBYTERIAN CHURCH

2021 ANNUAL REPORT



882 Boston Post Road - Rye, New York 10580

RPC CHURCH STAFF - 2021

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
Alonso Osorio	Sunday Sexton

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CO-PASTOR ANNUAL REPORT 2021

A year ago when I wrote a summary of 2020, like many, I hoped that it was the wacky year of all wacky years – a one-off, over-and-done experience. A year later, here we are, still on this wild ride of covid-19, with a hurricane on top of it all! It reminds me of a visit to an amusement park where we got on the rollercoaster right as the park was about to close – for one last ride. To our surprise and joy, when we came around to the end, the operator slowed us down as if to stop, then released the brakes for another time around the track. This happened not once, but three more times!

Clearly, my hope is that the rollercoaster we boarded back in March of 2020 is not going to keep going around three more times. But there are days when it seems that it might. And what a ride – with long waits, slow climbs, plunges into deep fear and worry, backward loops, and moments of beauty and joy.

In the end, though, it isn't just another lap around to where we started. God has been faithfully in our midst, and at work through the many faithful people that make up Rye Presbyterian. What makes me say that? Look through this annual report and I think you'll spot the signs. But here is a sample:

1. The work done by many, but especially by my co-pastor, on the All Souls Parish project, and the clear sense of good coming from those efforts – with much more to come!
2. While worship in-person numbers (inversely) show the track of virus variants through the year, and total attendance is slightly down from pre-pandemic levels, there is a new level of participation from those who “attend” worship services after the fact – with over 3000 YouTube views throughout the year.
3. Many moments of joy within worship – 13 child baptisms, two different confirmation classes welcomed, the joyful return of the choir in September, and safe attendance by so many at Christmas (thanks to the reservation system created by Mark Willis and a lot of work by JP!).
4. People gathered, as best we could, throughout the year. We enjoyed each other's company at the summer Food Truck event, the youth mission trips (local and New Orleans), the Fall picnic, Family Fellowship events and the first ever November outdoor new member dessert. We supported one another at difficult funerals, and through an infinite number of emails, phone calls and visits made by deacons, Stephen ministers, friendly visitors and many others simply reaching out in care.
5. The continued creative and flexible adaptation of those who run the thrift shop, adult education, and our music and youth programs to make sure vital ministries and connections continue.
6. The faithful work of those who work behind the scenes – the good staff of this church, and those who serve unheralded on boards and committees, tending the day-to-day inner workings of this church – complicated enough in the best of times!
7. The willingness of 23 new members to dive in to the life of this church – in some cases with rarely even being in the building!
8. The extraordinary generosity of this community of faith that even with many covid-prompted changes in the congregation leaves us not just “getting by” but thriving as we head into a new year.

A wild ride. You bet. White-knuckled at times. For sure. Questions about what the future looks like? Yes. But God is good, and God is faithful. It is here for us to see and to be a part of.

Looking forward to where the ride goes in 2022 –
Daniel Love

CO-PASTOR ANNUAL REPORT 2021

Once again, 2021 was not the year that we might have hoped it would be as we continued to address the ongoing issues of the pandemic. Many of our regular programs were either greatly curtailed or moved to an online presence. Let me highlight just a few of the programs and then share with you what for me, and I hope for us, as a congregation, was one of the most significant events of 2021.

Due to the pandemic, we were not able to offer our Coming Home program in 2021. As of this writing we are watching infection rates in 2022 and will make a decision as to whether or not we will have an abbreviated version of the program in 2022.

Adult Education moved to an online program meeting virtually. With this change participation and attendance went up, not down! During 2021 we offered the following programs: “Testimony: Vocabulary of Faith” (6 weeks); “21 Day Racial Equity Challenge” (3 weeks); “Wired Word Bible Study” (numerous weeks); “I’ve Been Meaning to Ask” (4 weeks tied to sermon series); and a Sunday morning program (in-person), “How the Pandemic Has Changed Our World”, featuring Dr. Eric Byrne (education), Dr. Jason Shuker (medicine), Deborah Milcarek (religion/church), and our own Jim Howland (business/work). We continued to offer our new members discussions online and received 23 new members in 2021, along with another 29 youth through our confirmation class. Additionally, Dave Coleman returned to provide an outdoor concert on July 11.

While many of our in-person Mission and Outreach activities were curtailed due to the pandemic, there was once again an overwhelming response to those in our community who were so deeply affected by the Ida storm and the flooding associated with it. Many within our congregation had great losses. Thank you for your financial gifts, as well as your gifts of time and energy assisting those in need.

As I shared last year, a group from the Board of Trustees worked to create a planned giving or legacy giving program for our congregation, with assistance from the Presbyterian Foundation. Materials and a website have been developed. The rollout of this new program was put on hold for 2021. Watch for this to be introduced in March of 2022.

As for my work in the larger church and beyond, my term on the Council of Hudson River Presbytery came to an end in December of 2021. A great joy for me was that I was able to once again teach the fall semester for the Rising Hope program in Sing Sing Correctional Facility. This was my seventh time to teach there, and my class this year of eight men was one of the best that I’ve had thus far. It is a highlight of my life to be able to do this.

On a personal level, 2021 was a year of mixed emotions. In August we celebrated our daughter Charlotte’s engagement. The following weekend I was able to officiate at my son’s wedding in my former church in Dallas. In 2021 both my brother, Jay, and my brother-in-law, Larry, died from pancreatic cancer. There is a deep sense of loss surrounding these deaths. But the mixed emotions of this year have also been reflected in what has gone on in the happenings of 2021 with which I want to close my report.

In January of 2021 your church officers began to discuss the possibility of our church acquiring the facilities of All Souls Parish (The Presbyterian Church of Port Chester), as it looked like that congregation was moving toward closure. After much discussion, consultation, and prayer, a Plan of Action was created and eventually approved by the leadership and membership of both our congregations, as well as by Hudson River Presbytery. We are now waiting for final court approval to affirm this transaction in which we, Rye Presbyterian, will purchase the All Souls facilities for \$1. We already have a team in place to begin dreaming about how we can use these facilities for the benefit of the people of the Port Chester community and to the glory of God. Stay tuned in 2022 for where we are headed with this exciting new possibility! Yes, both death AND resurrection abound. Thanks be to God!

Blessings,
John Miller

ASSOCIATE PASTOR FOR CHRISTIAN EDUCATION

A couple of our friends moved up here back in May and are now experiencing their first Northeast winter. I believe it is fair to say that they are not fans, mostly because of the shorter days. Every day you feel like you have a couple more hours of sunlight to enjoy, but then all of a sudden, the shadows of night start to creep in and bring the day to a close. Honestly, it isn't something that Susie and I have grown used to even now in our fifth winter here. Spring cannot come any sooner!

At the end of 2020, we hoped the new year would bring a new dawn, a fresh start for us all. Vaccinations would be distributed. The pandemic would come to an end, and we would boldly and joyfully step into the post-pandemic world together. Sadly, as we took the first few steps into 2021, it didn't take long for the shadows of night to creep in time and time again and bring the day to a close too soon.

But as the great Albus Dumbledore once said, "Happiness can be found, even in the darkest of times, if one only remembers to turn on the light." Even in the midst of the long nights of 2021, God's light broke through and joy found its way into the life of our community! As you will see in the Christian Education Committee section of this report, there's still plenty to celebrate from 2021. Once again, I am deeply grateful to the CE committee for all the time and work they put in to help our church family experience God's light and joy in the life of our community and in their everyday lives!

In that spirit, I wish to flip the switch and turn on the light for 2021 and for what lies ahead in 2022:

What are my highlights of 2020?

- Teaching virtual Sunday School
- Playing giant soccer and eating Dunkin Donuts on Saturdays throughout the summer
- Spending a whole week serving locally with our high school youth
- Getting to return to NOLA once again with a small crew
- Painting and refurbishing our Youth Rooms
- Holding in-person Sunday School again and catching up with the children of our church
- The Session writing up an inclusivity statement and adding the church to a LGBTQIA+ affirming directory
- Packing breakfast bags for Feeding Westchester once again with the community
- Looking at garden beds at Jay Heritage Center and dreaming about possibilities
- Folding clothes, making sandwiches, and handing out donations for Midnight Run
- Holding the Christmas Pageant and the Christmas Eve services in person

What am I looking forward to in 2022?

- End of the pandemic? Please?
- Hanging out and serving with our high school youth in NOLA once again (25 youth signed up!)
- Possibly taking on a couple of garden beds at Jay Heritage as a youth group (or even as a church?)
- Bringing back Rise Against Hunger as an annual service event
- Continuing to work alongside adults and youth in our community around the topic of youth mental health
- Sharing more meals with neighbors and church members again
- Really considering starting a monthly board game night!

Whatever this next year looks like, as always, I'm excited to continue walking alongside you all as we make this journey together with God's light guiding us along the way!

Peace be with you,
Rev. JP

REPORT OF THE DIRECTOR OF MUSIC AND ORGANIST

2021 was a year of adaptation. While advances in medical science brought about vaccines and limited treatment options to address the COVID-19 pandemic, the overall pattern that emerged (to my thinking) was two steps forward/one step back. That said, we are fortunate to have the resources of personnel, equipment, and assembly spaces to be able to adjust quickly in order to maintain momentum and safety.

- The section leaders of the Chancel Choir provided solo music and leadership in hymn-singing from the first of the year through the summer months. We were able to have small ensembles (quartets, trios) in order to enhance worship on Palm Sunday, Maundy Thursday, and Easter.
- The full Chancel Choir resumed its ministry on September 19. Ensemble singing while wearing a mask, though not ideal, made this possible. For a brief period in the fall, it seemed as though it might be possible to dispense with having to wear masks while in worship; this notion came to a halt as the Omicron surge began in late November. The choir used the chapel for rehearsals, as the size limit of the choir room dictated use of a larger space. Thank you, Chancel Choir, for your commitment and flexibility!
- Small steps toward normality included having one trumpeter on Easter, a string trio for a mini Cantata Sunday on December 12, and the usual string quartet for the late service on Christmas Eve.
- Lisa Rawson persevered through the challenges presented relative to programming for the Children's and the Youth choirs. Her exploration of American Sign Language ran its course, all with the hope that normal programs could resume in the fall. Alas, it was not to be due to delays in administration of vaccines to children (especially). Lisa was able to secure cast members for the annual Christmas Pageant (presented in-person and via Zoom) on December 19 and for the Live Nativity services on Christmas Eve. Lisa and I offer our deepest thanks to the cast members and their families for their willingness to participate and their eagerness to be of assistance in so many other ways.
- Theodore ("Teddy") Cheng, a second-year Master's student at Yale, joined us in the fall to serve as the Knock Intern in Sacred Music for the 2021-2022 program year. Teddy has taken full advantage of the opportunities offered through the internship, developing his skills as a conductor in particular. This education initiative benefits everybody!
- The new chapel organ was heard in a series of demonstration recitals I gave in January, an initial inaugural concert on June 13 (Ryan Capozzo, one of the tenor section leaders joined me by offering songs by Schubert), and then a concert on November 14 given by members of the Westchester Chapter of the American Guild of Organists.
- We commissioned Patrick Cannell to write an anthem to honor the 150th anniversary of the laying of the cornerstone of the sanctuary building. This piece, titled "Clear Out the Cluttered Heart," is a setting of a text by Thomas Troeger. It is scored for choir, solo voices, string quartet (or larger string ensemble), and organ. It was premiered within the late service on Christmas Eve.
- A big thanks goes to the tech crew members who enable the live-stream options for worship. There is so much behind-the-scenes work that happens to make it all run as smoothly as possible.

As we move through 2022, I hope our steps forward will increase and our steps backward will decrease (if even by fractional increments only). To paraphrase the psalmist, we must continue to sing our songs in this strange and foreign land, knowing that in doing so we keep telling the story not only again to ourselves, but to the next generation.

Respectfully,
Jason Charneski

CLERK OF SESSION 2021

*Rejoice always, pray continually, and give thanks in all circumstances; for this is God's will for you in Christ Jesus.
1 Thessalonians 5:16-18*

At our December meeting, Session took time to reflect upon our year and to express gratitude for the work we have done to both nurture and strengthen the faith and life of our church. As each elder shared, the overarching theme was one of wonder for all that RPC has accomplished. It is with God's help that we have been able to face the continued challenges created by the pandemic. As we pause and reflect, we express our gratitude for the work highlighted below that has allowed us to worship, connect, serve and strengthen our faith and community together at RPC.

In a year when many things felt like they were on pause in our lives, our members continued to grow, to serve, and to make new connections at RPC. This year, Session had the joy of welcoming 53 new members to RPC, including 29 confirmands. Meanwhile, our Nominating Committee spent their time gathering nominees to fill 23 leadership roles. In addition, we are proud and grateful for Sunday School and for the many family events that took place virtually and in-person this year, all of which help to nurture connections for our youth and remind them that RPC is their home, too.

One of our highlights each year as elders is to meet and get to know all new members, including the confirmation class. It is our tradition for each confirmand to be paired with an elder to ask questions and read their final statement of faith. During our Zoom call to receive this year's confirmation class, both elders and confirmands shared what is important to them about Rye Presbyterian Church. Some of their responses included the welcoming community at RPC, the opportunity to connect with people of different ages, making new friends at church, watching our families grow their faith, our community outreach programs, and the impact our church can make on our greater community. In May, we had two back-to-back Confirmation Sundays to celebrate both the Class of 2021 and the Class of 2020. It was a joyful time for sure!

As members of RPC, we are proud to use our gifts to support others. When Hurricane Ida hit, our members gathered together to collect and distribute supplies. Session approved a proposal to offer the gift of our space to Rye Country Store when theirs was damaged, and while the owner ended up finding an alternate location, she was grateful for our offer. This year we also had a lengthy discussion about how to maintain our relationship with Boy Scouts, who have been using our space for the past 70 years, while being mindful of current events and changes in policy within their organization. Lastly, we are proud that through Mission and Outreach, we have been able to offer grants to 11 organizations this year.

One joy of 2021 that stands out for all of us is our collective work to purchase the property of All Souls Parish. Throughout the past year, Session and Trustees worked together to propose and put into action a plan to purchase the property, to establish a task force to explore how the All Souls campus will be used for mission and ministry, and to welcome the former members of All Souls Parish into the life, ministry, and worship of our church. Through their hard work and out-of-the-box thinking, we are grateful that RPC and All Souls Parish can now look forward to new possibilities together.

Because the decisions that we make as a session should be an accurate reflection of our church's members and mission, it is important that we discuss and revise our language until the words feel just right. Last winter, Session approved a request by a church member for RPC to be included in the directory of Gaychurch.org, provided that we meet the criteria and are affirming of LGBTQ+. Session worked together to discuss, edit and revise every word of an Inclusivity Statement to be published on our website. Furthermore, we agreed that it is important to review the language on our website to make sure that it reflects our affirming status. We are grateful for the chosen words to express our church's desire to remain welcoming and inclusive. In addition, Session approved the proposal to host the beautiful artwork created by pRYEd, a creative mural that celebrates kindness, positivity, and inclusion.

Lastly, Session is grateful for the collaborative decisions made to preserve our treasured space. Our beloved sanctuary is a wonder where we return time after time to feel God's working presence. This past year the church installed the new Abraham and Sarah window, a new organ in the chapel, and A/C in the nursery Sunday school building.

Of course, none of this would be possible without the faithful support of our leadership, and we give thanks to John, Dan, Jean-Paul, and Jason, as well as our staff, for their profound commitment, perseverance, and flexibility. Along with the wise guidance of Elder Mary Versfelt who continues to research and monitor the statistics of the pandemic, they have made

thoughtful and careful decisions about how to keep our church and community safe. We are proud that our congregation has been able to continue to worship both online and in-person each Sunday and to be able to access our building throughout the week.

In all of this, we rejoice and give thanks for our collective work as we proudly serve to do God's work.

Respectfully submitted,
Katy Ridley
Clerk of Session

2021 STATISTICS

1,088 Total Communicant Membership as of December 31, 2020

Gains:

52 New Members received, including Confirmation Class of 2021 (29)
1 Former members reactivated
53 Total gains

Losses:

6 Deaths of communicant members
46 Moved to "post-college" status
53 Transfers or no longer active at RPC
105 Total Losses

1,036 Total Members as of December 31, 2021

Other 2021 Statistics:

8,733 Total Sunday worship attendance (2020: 9,423)
3,859 Total in-person attendees (2020: 3,318)
4,874 Total live online attendees (2020: 6,105)
3,251 Non-live YouTube views
200 Non-summer average weekend attendance (2020: 198)

13 Child Baptisms
7 Weddings

NOMINATING COMMITTEE 2021

The following members of Rye Presbyterian Church served on the 2021 Nominating Committee:

From Session: Mary Versfelt, Chair
Doug MacLaury

From Trustees: Christopher Russell

From Deacons: Kingsley Rooney

Members at Large: Lisa King (Class of 2021)
Kristin Kumar (Class of 2021)
Laura Mackenzie (Class of 2022)
Tony Savarese (Class of 2022)
Caroline Wallach (Class of 2022)
Co-Pastors Rev. Dr. John Miller and Rev. Daniel Love participated *ex officio*.

Our church community is blessed to have many dynamic, involved, talented members, and we are very fortunate that so many are available to serve in leadership positions, even in these trying times. The Nominating Committee worked over a period of months to seek willing nominees who are well-qualified for their positions and who reflect the diversity in our congregation. Our slate of candidates was presented at a Congregational Meeting on November 14, 2021, in person and online by Zoom, and the congregation voted unanimously to elect the following people to serve as indicated:

Session

Class of 2022: Lili Waters (youth elder)

Class of 2024: Susan DeStaebler, Lars Ernst*, Carl Friedrich, Pat McGunagle, Megan Monaghan, José Zeilstra*

Deacons

Class of 2022: Ty Bibas (youth deacon), Niklas Hofmann (youth deacon)

Class of 2024: Claudia Asgeirsson*, Ed Avery, Camilla Hofmann, Amanda Kearney, Steven Loveless, Connie McBroom*, Hollis O'Rorke

Trustees

Class of 2024: Richard Bott*, Charles Park, Christopher Russell*, Trip Sullivan, Grace Yoon

Members-at-Large for the Nominating Committee

Class of 2023: Chrissy Connor, Elizabeth Parks

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

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

Respectfully submitted,
Mary Versfelt
Nominating Committee Chair

CHRISTIAN EDUCATION COMMITTEE 2021

The mission of the Christian Education committee is to guide and nurture our children and youth on their journey of faith. We strive to fulfill this mission in many ways, including organizing our Pre-K-8th Grade Sunday School program, Middle and High School youth groups, family-friendly service projects, and fellowship opportunities. We work closely with Rev. Jean-Paul Marshall, Associate Pastor for Christian Education, to fulfill this mission.

Whether virtually or in-person, the Christian Ed. committee made sure that the children could continue to learn and grow in their faith and families could continue their church fellowship during the pandemic. 2021 began similarly to how 2020 ended with the majority of our Christian Ed. programs held virtually. Thankfully, by the time September arrived, all of our programs were in-person and felt closer to “normal.”

Sunday School

The year began with Rev. JP continuing to teach virtually with a small group of elementary school aged kids.

The highlight of 2021 was reopening our Sunday School program in-person in September! The committee spent several months through the spring and summer discussing the safest way to bring the church’s children and teachers back in-person. In the end we decided to hold Sunday School in-person, with various safety protocols like the ubiquitous face masks.

Our first in-person Sunday school took place on Tent Sunday, when children gathered with their teachers on the front lawn. It was wonderful to see so many smiling faces and to meet some new children who joined our church while we were virtual.

Sunday School includes Pre-K to 8th grade. As of September, 54 students had enrolled in the Sunday School program. Our volunteer teachers are actively using a new curriculum this year called *Celebrate Wonder* which engages children's natural sense of curiosity to help them understand God's love.

Confirmation Class

Rev. Love continues to oversee the confirmation class with Dr. Miller and Rev. Marshall assisting with the teaching responsibilities as well. During the confirmation class, 9th graders explored the questions that lie at the heart of our faith journeys. Their year-long journey includes study, discussion, service and fellowship. 29 young people were confirmed in 2021, plus the 27 young people from the 2020 class whose Confirmation service was delayed due to the pandemic. The current 2022 class is made up of 19 9th graders.

Middle School Youth Group (Connection)

Connection in 2021 started off in a strange place in between virtual and in-person, but the connections kept on going! In the first few months, we held our regular meetings full of fun, fellowship, service and a variety of spiritual practices while alternating between gathering indoors, outdoors, and on Zoom. We reflected on what was going on in our lives, the community, and the world. We collected canned goods for the local Bread of Life food pantry. And we planted personal succulents as we talked about caring for the earth. Right before Lent, Rev. JP sent out hand-written letters with Lenten devotional cards to our middle school youth, letting them know that the church was there to support them. Towards the end of the school year, we invited the 5th graders to join us for our “end-of-the-year” picnic, and in the summer, we introduced Donuts and Lawn Games on Saturday mornings. In the fall, we returned to in-person gatherings, reflected on the different liturgical seasons, and helped sort clothes and supplies for the Midnight Run.

High School Youth Group

Coming from our conversations during the Faith in an Anxious World series and the research done by Maddie Howson, one of our seniors at the time, 2021 started off with a focus on youth mental health within our community. We discussed ways we can join other youth groups in raising awareness, educating and training parents and youth on how to manage mental health challenges, and working on reducing stigma. While it was hard to visit our usual mission partners, we were able to help out from afar by creating hygiene kits for the Sharing Shelf, collecting canned goods for the Bread of Life food pantry, and assisting with a furniture giveaway event with Furniture Sharehouse. Rev. JP sent out hand-written letters and Lenten devotional cards to our high school youth as well. Due to the pandemic, we had to postpone our NOLA summer mission trip until August. At the same time, it gave us space to try something new and hold a local service week with Caritas, Rye Town Park and the Carver Center. We also took time in the summer to repaint and refurnish the Youth Rooms down in the basement. In the fall, we made bunk beds with Sleep in Heavenly Peace, handed out food and clothes to our neighbors on the

streets of NYC as part of Midnight Run, prepared pantry bags at Bread of Life, and sorted and folded clothing at the Sharing Shelf warehouse. Throughout the whole year, we also continued holding our monthly Vespers, during which we invite our high school youth to slow down in the midst of all the busyness for a time of intentional connection and reflection.

Church Fellowship & Service

The purpose of our events is to provide opportunities for RPC's members to come together to enjoy each other's company and to serve our neighbors locally and throughout the world.

We continued to reinvent our traditional *fellowship events* and added several new ones this year:

- *Cards for College* – Rather than have the church community write notes during coffee hour in February to our college freshmen, the CE committee members wrote notes to our college seniors in May. Because they were graduating in an uncertain time, we wanted the seniors to know that RPC was there for them.
- *Gospel According to Peeps* – Each Easter season, the Sunday School classes create dioramas of Bible stories using marshmallow peeps for the characters. With Sunday School being virtual, we turned this tradition into a family fellowship event where families picked up a kit of peeps and art supplies. Families then built their dioramas at home and shared pictures of their creations with the church community. This will be a fellowship event going forward.
- *Paint and Plant* – This new event was created in order to give the congregation another outdoor opportunity for fellowship. Participants painted flower pots, planted seeds, and brought them home to watch them grow.
- *Pumpkin Carving* – Families gathered on the Great Lawn for pumpkin carving and fellowship just like last year!
- *Gingerbread House Decorating* – After having a drive-by pickup event last year, families gathered back in the Assembly Room to decorate gingerbread houses before heading over to the Tree Lighting! We split the event up into two sessions to allow for social distancing while maximizing participation.

The committee was excited to partner with Mission & Outreach to host RPC's first *congregation-wide service project* in almost two years! On a sunny November morning, parishioners young and old gathered on the front lawn to assemble "breakfast bags" for *Feeding Westchester*. We packed 1,016 bags totaling 890 pounds of food. These were sent to the Mount Vernon Boys & Girls Club and two different senior housing sites in Yonkers. We're looking forward to partnering with M&O again in 2022 for this event as well as the longstanding annual *Rise Against Hunger*.

Music Education

At the start of the year, Lisa Rawson, RPC's Director of Children's Choirs continued working with the Children's and Youth choirs virtually, teaching them Musical Signing using American Sign Language.

It was exciting to have the Christmas Pageant back in-person! Mrs. Rawson thoughtfully edited the script, keeping in mind that there would be a smaller group of children and no singing. The pageant returned to the Sanctuary once again and culminated with the children musically signing Silent Night. It was a moving experience for the audience both near and far, and people afterwards expressed that it was just what they needed to put them in the Christmas spirit! A few days later, on Christmas Eve, the congregation enjoyed the high school students performing the Live Nativity in person during our two Family Christmas Eve services, also orchestrated by Mrs. Rawson.

We are extremely grateful to Lisa Rawson, Jason Charneski, and the Worship and Music Committee for their commitment to bring music into our children's lives, especially during these unique and challenging times. The goal for 2022 is to bring back the Children's and Youth Choirs, as well as reintroduce "Singing Our Faith" in Sunday School.

In closing, many thanks to the dedicated members of the committee: Chad Estep, Denise Denson, Katherine Olsen, Elizabeth Parks, Julia Thomas, and José Zeilstra for working so hard to share their faith with the RPC community through education and helping to develop new ways of bringing Christian education, fellowship and services to RPC's children. We thank Revs. Dan Love, John Miller, and Jean-Paul Marshall as well for their continued support and guidance.

Respectfully submitted,
Sue Parish
Christian Education Chair

ADULT EDUCATION 2021

During 2021 RPC continued to provide rich and diverse Adult Education offerings, with separate “semesters” in the winter/spring of 2021 and the fall of 2021. Programs were moved to an online format, meeting virtually. With this change participation went up, not down--perhaps because people found it easier to be part of the group despite weather or other impediments. Importantly, all programs are open to the community—not just limited to RPC members—so invite your friends and neighbors.

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 8:00 pm.
- Women’s Bible Study, led by Cynthia DeSantis meeting every other Saturday morning at 10:00 am.
- Bible Discussion led by Rev. Love every Monday at 9:30 am.
- The Women’s Discipleship Group meets in the Library every Wednesday at 9:30 am. 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 offered several special programs, starting with "Testimony, the Vocabulary of Faith," a six week program to help participants better understand some of the key tenets of the church and a 3 week program with the provocative title of "the 21 Day Racial Equity Challenge". Several times during the year we offered "Wired Word Bible Study," which took a news story covered the week before and explored it from both the news vantage point and for what the Bible has to say about the issue in the news.

We offered a 4 week series called "I've Been Meaning to Ask" tied to a sermon series from all 3 pastors. We did hold one in person series in the Chapel exploring how the pandemic has affected our worlds of education with Dr. Eric Byrne; Medicine with Dr. Jason Shuker; religion/church, with General Presbyter of our presbytery Deborah Milcarek; and business/work with our own Jim Howland. We continued to offer our new members discussions online and received 23 new members during 2021 along with another 29 youth through the confirmation class.

In addition to all this we offered several special programs, including:

An outdoor concert from David Coleman.

Three T's, which meets virtually the Third Tuesday (or Thursday) of the month at Ten for a discussion of a variety of interesting subjects. It is facilitated by Jane Mickatavage and Nancy Steed.

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.

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. 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 2021

Each one must give as he has decided in his heart, not reluctantly or under compulsion, for God loves a cheerful giver.

2 Corinthians 9:7

The members of the committee during 2021 were: Dr. John Miller, Peggy Althoff, Rod Brown, Cynthia Deen, Sam Dimon, Dinah Howland, Young Kim, Jackie Labatt-Simon, Charles Luke, Kim O'Connor, Brad Parish, Allison Reynolds, and Nancy Steed.

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

Our objectives are to develop more meaningful connections with the community and deeper spiritual touch points with our congregation through Christian service and generosity. 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.

Mission and Outreach focuses its efforts on three broad areas where our church provides grant funding and service to organizations primarily in Westchester County, addressing those in greatest need:

- 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 direct our mission effort on a national and international level through the four seasonal offerings of the Presbyterian Church (USA), with the intention to lend support to the work of our denomination.

We 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 seek to thoughtfully manage the financial gifts from the RPC mission budget, special offerings and contributions in the most impactful ways to lift the disenfranchised and transform lives.

Highlights of 2021

As the world continued into the second year of the COVID spread, the needs among our neighbors and the community service organizations continued to grow to levels not seen before the pandemic, especially for food, health care, mental health services, and childcare. Natural disasters including Hurricane Ida in our area and tornados and fires in other parts of the country exacerbated basic needs across the country. Our partner organizations scrambled to adapt and find creative ways to offer services virtually or with limited contact. Much of RPC's mission in-person outreach continued to be curtailed, among those the cancelation for the second year of the Coming Home program and Ward Summer School. Yet we were able to bring back some of the service efforts in modified ways, including the Youth Mission Trip on a local level, Church and Justice Sunday, the Women's Interfaith Service, Open Door Baby Bundles and Breakfast Bag making for Feeding Westchester. The Mission and Outreach Committee has responded to the funding needs for these services through the generous contribution of \$100,000 from the congregation's church budget distributed in grants to local organizations and Presbyterian Disaster Relief. In addition, M&O received significant gifts from anonymous donors and honorary bequests with wishes to distribute funds to those most in need.

In addition, the Mission & Outreach Committee has been examining the possibilities for utilizing the All Souls Campus to further our congregation's service to the Port Chester community. This work will continue into the coming year as RPC acquires the Port Chester campus.

M&O was pleased to resume the Richard Murdoch Award for community service. The 2020 award was given in December 2021 to two very deserving church members, Erika Lee and Molly Howson, who each created and led initiatives to address the unprecedented needs from the COVID pandemic in our community during 2020 - 2021. Each recipient designated where to give \$2000 from RPC mission funds to the non-profit organization of their choice. Their efforts to step up to lead at this critical time were exceptional. Particularly noteworthy were:

- Church member, Erika Lee, coordinated the doubly beneficial operation to feed hospital and other front-line staff with meals from local restaurants. \$33,000 was raised, providing meals to 19 area hospitals and local first responders.
- Church member, Molly Howson, started a campaign to raise funds to provide much needed Personal Protective Equipment (PPE) to frontline healthcare workers in our area. Over \$37,000 was raised for the purchase of over 7000 pieces of PPE. The supplies have gone to more than 15 hospitals, nursing homes and local EMS, police and fire departments.

Presbyterian Offerings

The congregation contributed generously \$16,165 to three seasonal offerings in 2021. In addition, the members of our congregation poured out their hearts with \$15,125 to Presbyterian Disaster Assistance in support families across the country devastated by the tornado and fire disasters.

Community Grants

Through our regular annual community organization grant application process, which took place in February, M&O dispersed grants to 14 local organizations totaling \$68,750. These funds are provided through the annual Mission and Outreach budget.

Sources of Funding and Overall Giving

In 2021, M&O gratefully received \$100,000 from the RPC budget, comprised of \$82,000 for grants and service initiatives and \$18,000 specifically for the Coming Home program. Additional income was received of \$4000 from the Mission Fund Endowment. A special gift of \$6010 in remembrance of Owen Nee was received and held for the Coming Home program. Together with these funds, the Presbyterian Offerings, and Disaster Relief gifts, the congregation of Rye Presbyterian Church shared their treasures, giving in total \$114,335. For information regarding the recipients and amounts please see Combined Outreach Giving on pages 25 & 26.

Thank You!!

Finally, thanks you to all who have served to meet the challenges brought on the pandemic and the many who have given with exceeding generosity, living as Christ teaches us to serve others.

Respectfully submitted,

Dinah Howland

Chairperson of the Mission & Outreach Committee

RPC PERSONNEL COMMITTEE 2021

The Rye Presbyterian personnel committee is a joint committee of the session and trustees. The committee's function is to provide guidance and oversight on personnel matters, while ensuring compliance with Federal, State, Presbytery and Board of Pension guidelines. Activities include maintaining the personnel policy manual, establishing and overseeing salary and benefit packages, and supporting and participating in the annual staff goal-setting and review process.

The 2021 Committee members were Judy Chin, Kevin Johnson, Margaret Blum, from Session, and Christina Hale Mohraz, Sally Beatty, and Sam Croll, from Trustees, with John Miller and Dan Love as ex-officio members.

Year Highlights:

Continued Pandemic efforts: The pandemic of 2020-21 continued to create challenges for the personnel of Rye Presbyterian. Operations did get back to a more-normal routine as staff and the congregation were immunized and could interact and move around more. The entire staff worked together and gave their best efforts to keep RPC functioning and opened for the community. The staff continued to work through virtual meetings, to shuffle work between home & office, and to create new methods of communicating and ministering to our congregation and the community. The live online presence continued as an important method of out-reach to the RPC community. The RPC staff met challenges head-on with hard work, creativity, professionalism and grace. We greatly appreciate all that they do.

Staff Performance Reviews: The annual review process now occurs in early summer, to coincide with the end of program year. This year the reviews were done as an abbreviated process that was a check-up/check-in between supervisor, staff and a member of the personnel committee. Annual goal setting is reviewed and discussed at that time.

Administrative Duties: Each year brings various personnel related topics to review. These occur due to updates in Presbytery guidelines, or other federal or state regulations that the church must address in order to stay current. Topics included:

- Choir section leader contracts were updated by RPC Director of Music, Jason Charneski, and reviewed & signed by personnel.
- Additionally, the committee reviewed the staff cost of living allowance (COLA) increases. With session and trustees in agreement, all staff received the Presbytery recommended 5.9% for 2022. The increase reflects the pandemic's effect on the economy, with input costs, prices and ultimately the cost of living being more expensive.
- Sexual Harassment Policy & Training – Now an annual requirement, the staff completed the training for New York State's mandated sexual harassment policy and complaint procedures. The training was required to be completed by all staff, including part-timers. It was also highly recommended by Session that all church board members are familiar with & review the policy.

Thank you to the committee for their thoughtful insight, wisdom, compassion and responsiveness when doing our "virtual" committee work this year, with special thanks to Dan and John for their guidance. I look forward to another year serving on RPC's session and personnel committee.

Respectfully submitted,
Margaret Blum
Personnel Committee Chairperson

STEWARDSHIP COMMITTEE 2021

On behalf of the Stewardship Committee, we would like to thank our pastors, Dan Love, John Miller, and Jean-Paul Marshall for their ongoing energy and support providing leadership and comfort to many during a challenging period. We would also like to thank the RPC office staff for their work in organizing and sending out the campaign materials.

Given the ongoing challenges caused by Covid and its variants, the committee improvised this year working mostly virtually, but in person when possible, to prepare packets with personalized notes to be sent to the congregation in November. We were very excited to see so many there in person (certainly by pandemic standards) for Commitment Sunday and knew there were many more joining us virtually. We could feel the commitment of our congregation as they continued to faithfully pledge their critical financial support for RPC and all it does for the community.

The campaign this year looked to Psalm 98 for inspiration and guidance. Psalm 98 is a recognition of God's power and commitment to do marvelous things. God is with us through all we face. Particularly relevant for our Stewardship Campaign, this Psalm challenges us to sing to the Lord a new song and is also a call to action. It asks God's people to be the Dextera Domini, or the right hand of the Lord.

Despite all the uncertainty and strain the pandemic has caused, this call to action was answered by our congregation with generosity and enthusiasm! We are humbled and excited by how the congregation has responded to this year's Stewardship Campaign. As of January 20, we have received 308 pledges in the amount of \$1,307,000 - up \$63,000 from the prior year. The overall giving target, including unpledged giving, is \$1,571,000. Blessed with much, you continue to be a blessing to RPC and all of the work we do!

We would like to thank our committee, Dick Bott, Lars Ernst, Christina Mohraz, and Addy Park for all their efforts, and a special thank you to Amparo and Ron Sizemore for their long-standing generosity and also Lisa King in creating beautiful and timely materials - your efforts and expertise are truly a blessing!

Respectfully submitted,
Susan Gim Paxton & M. Toby King
Co-Chairs, Stewardship Committee

WORSHIP AND MUSIC COMMITTEE 2021

The Worship and Music Committee was focused in 2021 on providing both in-person and virtual services via Zoom and YouTube while following the guidelines of the CDC for gatherings indoors. The Saturday 5PM and the Sunday 8:30AM services have not been reinstated and are on hold until further notice. The Children's Choir also has not resumed.

Easter services were held both in person and via Zoom and YouTube. Due to singing restrictions, a quartet provided music for all services. The Flowering of the Cross also was a bit different than usual. Flowers were provided to those in attendance and were placed on the front lawn in the form of a cross.

There were several Inaugural Concerts that took place this year. Our Knock Intern, Richard Gress, performed on May 16, and on June 13, a special concert showcasing our new Casavant organ in the Chapel took place.

The Chancel Choir came back to full in-person singing on September 12. Social distancing and masking along with vaccination was required for all those singing. All Covid precautions are still in place- opening of windows, social distancing including only using every other pew. Communion elements are still being offered in individually packaged servings. Coffee hour was held outdoors until winter showed up! Collection plates are placed at the doors of the Sanctuary.

The new Sarah and Abraham stained glass window, in celebration of the Sanctuary's Sesquicentennial, was dedicated on November 21.

The Christmas season services were well attended this year, and with an upswing in covid cases, services starting December 12 required a reservation.

- Tree Lighting on December 5 was live with a quartet of singers
- Cantata Sunday, December 12 was a mini version of Magnificat with a trio of strings
- The 3:30PM and 5PM Live Nativity Service were held in-person with the 5PM also live streamed
- An additional 7PM Carols and Lessons service was added as other services had waitlists
- The 10PM Candlelight Service was both in-person and live streamed with a quartet of strings and full Chancel Choir. A commissioned piece by Patrick Cannell was performed for the first time.

The new audio/video system has been well managed by Charles Park and his team of Joe Montalto and Cameron Park. Their expertise provided those who could not attend in person a professional level of video via both Zoom and YouTube. A huge thank you to Charles and his team.

Davidson Gordon and Gary Gibson, ably and invaluablely, managed the ushers and all the changing protocols for keeping our doors open safely during the pandemic and continued the coordination of obtaining attendance statistics. Again, many thanks to this dedicated duo.

We welcomed our 2021-2022 Knock Intern, Teddy Cheng.

Many thanks to the committee members: Gary Gibson, Davidson Gordon, Gail Langeloh, Susan Morison, Katrin Naelapaa, Jason Charneski, Dan Love and John Miller.

Respectfully submitted,
Gail Willis
Chairperson

BOARD OF DEACONS – 2021

The Deacons serving Rye Presbyterian Church during 2021 were as follows:

<u>Class 2021</u>	<u>Class of 2022</u>	<u>Class of 2023</u>
Claudia Asgeirsson	Sue Carriero	Molly Boxford
David Greear	Arthur Henderson	Denise Denson
Connie McBroom	Nancy Kennedy	Davidson Gordon
Joe Montalto, <i>Treasurer</i>	Susan Morison	Krysta Holland
Robin Redd	Sue Parish	Gabby McCree
Kingsley Rooney, <i>Vice President</i>	Allison Reynolds	Addy Park, <i>President</i>
Susie Van den Berg, <i>Secretary</i>	Melissa Wirth	Rebecca Pedone
Alexandra Olsen, <i>Youth</i>		
Caroline Olsen, <i>Youth</i>		

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, deacons participate in worship services and coffee hour, plan and facilitate fellowship opportunities and reach out to the general community, both within and outside the congregation. Each term of service is three years. Each year, there are two 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.

There were 21 deacons supporting the 21 parishes in 2021. In each parish, the deacon's primary function is to communicate with the members of the parish and to respond to the members' different events and needs. These events include births, deaths, hospitalizations, illnesses, temporary incapacitations and other concerns. Deacons provide solace, meals and communication when appropriate. The support of the deacons during a crisis provides invaluable service to the church. Deacons represent the heart of the church by supporting parishioners in their life journey.

The highlight of 2021 was returning to in-person events the latter part of the year. There were live conversations on Zoom after Sunday services in place of in-person coffee hours throughout the year. In the springtime, the New Member Dessert was done on a Zoom call. The second New Member Dessert was in person under the grape arbor on a November evening. There were many newborn babies in 2021. There were 13 baptisms this year. The Christmas Tree Lighting was on a beautiful clear, cold night with music lead by Jason on a keyboard and a few choir members. There were about 100 people that came and encircled the tree whilst socially distanced. Cookies and hot cocoa were served by deacons afterwards under heated lamps.

Throughout 2021, deacons delivered the sanctuary flowers to two families each week that had a joy or a concern.

The Deacon Gifts Committee gave 23 confirmands \$15 gift cards for Jerry's. The Gifts Committee also mailed 25 care packages to college freshmen in the fall this year. Deacons delivered 37 poinsettias to those who experienced a death in their family during the year or are currently ill or homebound. Unfortunately, Dinner at Noon was suspended throughout 2021 due to the pandemic.

In addition to parish work, the deacons perform regular roles within the life of the church and community at-large. These are organized and carried out under the following committees: Congregational Care, Coffee Hour, Congregational Fellowship, Dinner at Noon, Flower Delivery and Gifts. Each committee is chaired or co-chaired by deacons.

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 used to arrange and deliver the Sunday chancel flowers each week.

Coffee Hour

Due to the pandemic, deacons did not serve refreshments in the Assembly Room for coffee hour after the ten o'clock service in 2021. Coffee and tea were set out each Sunday outside the main entrance for self-service. There was fellowship during this time with 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 Brunch, the Fall Picnic, the Christmas Tree Lighting and other ad hoc events that may arise. The April New Member Dessert were done through Zoom, but the November New Member Dessert was in person under the grape arbor with sparkling lights and heat lamps. In place of the Summer Brunch, the deacons organized an outdoor Food Truck social with 3 food trucks/vendors, badminton and corn hole in June. It was a very successful and well-attended event.

Dinner at Noon

This program was sponsored by Helping Hands for the Homeless and Hungry of Westchester and executed by several local houses of worship for 34 years. Dinner-at-Noon is held at the Carver Center in Port Chester each Saturday for the noon meal and is attended by approximately 40-50 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 receive main entrées and sides for 2-3 of the events from the Hilton or Renaissance, and they solicit volunteers from the RPC to contribute food items and/or help serve the meal. Dinner-At-Noon was suspended in March of 2020 and did not resume in 2021. A date to restart the program has not been set, but the program hopes to resume under the direction of the Carver Center in 2022.

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. Flowers are also given to parishioners who are celebrating a joyful event, such as a birth or baptism. For a birth, a white rose is delivered to the family. With the flower deliveries, the deacons include the weekly bulletin as well as a special card and, occasionally, a Care Notes insertion. In addition, deacons 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 college freshman in time for their exams first semester. Due to the pandemic again this year, \$15 gift cards were given to 23 confirmands. Care packages were sent to 25 college freshmen this autumn. This committee is also responsible for printing and distributing child-drawn Easter cards for all deacons to mail to their parish members.

Name Tag Sundays

Name Tag Sundays gives congregants the opportunity to “put names with faces” on the first Sunday of every month. Name Tag Sundays was put on hold starting in April of 2020 with the hopes of resuming once churches are allowed to gather in greater numbers. December 2021 was the only month we were able to safely have Name Tag Sunday.

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 Rye Presbyterian Nursery School Board.

Respectfully submitted,
Addy Park
President

STEPHEN MINISTRY 2021

“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, 95 Stephen Ministers and 25 Stephen Leaders have been trained and over 100 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: bereavement, loss associated with aging, family stress, illness, chronic health issues, job loss and a variety of other challenging life situations.

The ongoing pandemic has continued to provide challenges for the serving Stephen Ministers and Stephen Leaders. Through the blessing of God’s grace, Stephen Ministers have been able to continue to provide supportive care to their care receivers and the Stephen Leaders have been able to maintain the functioning of the ministry. Stephen Ministers were able to “meet” with their care receivers via Zoom and check in by phone or email. Some were able to resume meeting in person if both parties were comfortable with that. The Supervision groups and the Leader team met monthly via Zoom. By the end of the year, the three Supervision groups were reorganized and arranged into two groups because of the closure of several caring relationships.

During 2021 there were two new caring relationships matched. Three existing caring relationships closed. At the end of the year there were 8 active caring relationships.

Compassionate support for our caregivers in the face of the pandemic was the driving motivation for the Stephen Leaders when planning for continuing education segments in 2021. In February, Elizabeth Lukes and Bridget Davis addressed the topic of Compassion Satisfaction and Fatigue, meeting with each supervision group over Zoom. The Stephen Ministers completed assessments and then Elizabeth and Bridget facilitated discussions around prevention of and interventions for compassion fatigue in caregiving. Each supervision group explored potential triggers, optimal health behaviors and collegial peer support. The CE was concluded with each Stephen Minister receiving a pocket card with practical reminders of self-care and coping strategies on how to focus empathy while remaining resilient. In March, Elizabeth and Bridget created and sent care packages for the Stephen Ministers, thanking and encouraging them for their dedication to caregiving. In April, with a focus on the importance of the basics of caregiving, Elizabeth Lukes facilitated a CE on Validation and Affirmation with an overview of active listening. A much-appreciated summary page of the skills was provided to each Stephen Minister. As the challenge of providing appropriate care grew during the pandemic, John Miller led a CE on Establishing and Maintaining Boundaries in October on Zoom. In November, Kath Gilliam, of Nine Points Consulting, facilitated a Zoom CE discussion of the Enneagram personality typology with a focus on empathy and compassionate care.

The Stephen Leader team has been working to adapt training needs within the restrictions imposed by the pandemic. The training of a new class of Stephen Ministers was postponed until 2022 in hopes of being able to run it in person. In the meantime plans for a hybrid or remote option are being developed. Elizabeth Lukes was again scheduled to attend leader training in St. Louis but it was again canceled. Carol Love, as awareness coordinator, made a concerted effort to keep the purpose of the ministry and the availability of supportive care foremost in the minds of the congregation through articles in Grace Notes and the bulletin as we seek to care for each other.

During the year there were several changes to the Stephen Leader team. Jerralee Ernst and Bridget Davis retired from the team. Becky Ruegger returned to serve another term. The current team consisting of Patti Adimari, Carol Love, Elizabeth Lukes, Becky Ruegger and Jan Kelsey will continue to guide the program in 2022.

Respectfully submitted,

Jan Kelsey

RYE PRESBYTERIAN NURSERY SCHOOL 2021-2022

Margaret Sculti and Kristin Kumar began their sixth year as Co-Directors of RPNS. Running a preschool during the pandemic continues to bring new challenges. Fortunately, the current faculty has experience with the new health and safety protocols from last school year. Our main goal continues to be to offer in-person learning for the children. It brings us so much joy to see our young students at school each day, and we do not take these moments for granted during these challenging times.

During the summer of 2021, air conditioning units were installed in all the RPNS classrooms. We are so grateful to the church for their incredible support in making this happen for our nursery school. Faculty and families are overjoyed with this capital improvement.

For the 2021-2022 school year, RPNS opened an additional two-year-old classroom. The former main office was originally a classroom and has now been turned back into a classroom to accommodate the growing number of two-year-old students that the nursery school accepts each year.

Three new teachers were hired for the 2021-2022 school year, and they have been an amazing addition to our faculty. RPNS continues to offer professional development opportunities for new and returning faculty to expand their knowledge about best practices in early childhood education.

Rye Presbyterian Nursery School celebrates its 63rd year with young children and their families. The nursery school continues to teach children ages 2-5 in our now twelve classrooms. Our staff includes two co-directors, an administrative assistant/nurse, and 25 teachers.

RPNS is a progressive preschool inspired by the Reggio Emilia philosophy providing 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 are so happy to bring back some of our community events for the 2021-2022 school year. In September we hosted a parent social outside under a tent on the Great Lawn. In November, families enjoyed coming out for Movie Night, and in December, we had our annual Holiday Caroling Party outside.

The Nursery School Advisory Board is made up of 13 dedicated individuals, four of whom are church members.

Elizabeth Feeney-Garrett is our Trustee Representative, Jennifer Reddington represents the Session and David Greear is our Deacon Representative. Jane Waluch is our Board Chair and Jennifer Passaretti is our Personnel Chair. Other church members include Sarah Richardson and Sarah Lynch. The remainder of the board includes Vinod Chandiramani, Michael Mormile, Alexis Scahill, Jaclyn Shanahan, Elizabeth Nace, and Ashley Pritchard.

The continued support of all of our Board's members has enabled us to provide the best possible preschool education for our little ones during what continues to be a challenging school year.

The Nursery School derives income solely from tuition and each year it contributes a portion to RPC's Operating Fund. This year's \$170,000 contribution is calculated by the Trustees and Board to cover all RPNS expenses (heat, electricity, insurance, some custodial services, supplies, and grounds maintenance, etc.). We are indebted to the congregants of RPC for their support, participation on our governing board, the beautiful facility that we enjoy daily.

Respectfully submitted,
Kristin Kumar and Margaret Sculti
Co-Directors

WOMEN'S ASSOCIATION 2021

During the pandemic, the Thrift Shop was our major fellowship and mission activity. With the help from many dedicated, new and long-time volunteers, we were able to set up and sell items in the Parsons Street parking lot and the church assembly room on Thursdays. This required a lot of commitment by our volunteers and community customers. All came together, socially distancing, to accomplish a successful year of giving grants. Highlights of this year included two Saturday sales, a special church-only Christmas sale, a fellowship activity and a Saturday art show, featuring our talented, Lizette Overweel and Sally Tobin. Besides fellowship, our overall purpose is to support women and children, so giving \$28,500 in grants to local charities directly benefitting them was a great achievement.

A few unique things happened this year. We donated to the Rye Rec Seniors, in honor of our dear friend and volunteer cashier extraordinaire, Jesse Harper and donated \$1,500 to our community partner, Furniture Sharehouse, to fund mattresses for flood victims. Then we presented the Joan Kellogg Award to our dear Cheryl Flood, former head of the nursery school who now lends her time and talents to the thrift shop.

Despite the challenges of the pandemic, the Women's Association has enjoyed much fellowship in their efforts to raise money for supporting local charities helping women and children in our community. We look forward to including more women of the church as we are able to roll out plans for new fellowship opportunities in 2022.

Respectfully submitted,

Terry Ann Weil and Kathryn Stack
Women's Association Co-Chairs

Suzanne Davies
Thrift Shop Chair

RPC Women's Association

*Balance Sheet
as of December 31, 2021*

Assets	Checking Account	\$ 44,258.76
Liabilities		<u>\$ -</u>
Equity		\$ 44,258.76

Income and Expense Report

1/1/21 to 12/31/21

Income	Membership Contributions	\$ 6,466.00
	Thrift Shop Receipts	\$37,253.00
	RPC Fellowship Income	<u>\$ -</u>
	Total Income	\$ 43,719.00
Expenses	Administration	\$ (11.00)
	Benevolences and Grants	\$(30,000.00)
	RPC Fellowship	\$ -
	Thrift Shop	<u>\$ -</u>
	Total Expenses	\$(30,011.00)
Total 2021 Income less Expenses		<u>\$ 13,708.00</u>

BOARD OF TRUSTEES 2021

The church continued to actively deal with the challenges posed by the ongoing COVID pandemic in 2021, thanks to our generous congregation and devoted church staff. The Board of Trustees had a successful year and completed a number of significant projects. As business managers of church operations and finances, the Board's primary responsibility is to ensure financial stability, minimize risk, and maintain all of the church properties, including the sanctuary, education wing and the pastor manses.

Looking ahead to 2022, the Board will continue to strike a balance between supporting innovative new programs and maintaining our fiscal responsibility. We recognize that our many resources call for us to look beyond our immediate community and give consideration to supporting our neighbors spiritually and financially.

Financial Overview and Budget

The 2021 budget called for revenues and expenditures of \$1,700,625, which was approximately \$70,000 higher than the total actual revenues in 2020. We anticipated that contributions would rise as church attendance resumed. Our actual revenue in 2021 totaled \$1,741,111, approximately \$40,000 higher than budgeted. This increase can be chiefly attributed to the summer rental of the Nursery School by the Rye City School district, at a cost of \$35,150. The district completed an extensive renovation of multiple school buildings and needed space to operate its summer school program. We do not anticipate this will be a recurring source of income. Our expenses were approximately \$23,000 over budget, due in large part to higher snow removal expenses resulting from multiple large snowfalls. Most of the other expenses were lower or flat, when comparing actual expenses to the budget. We ended the year with an operating surplus of approximately \$63,000.

Looking forward to 2022, we have budgeted \$1,784,976 in income and expenses. The single largest increase in expenses will be our insurance costs, which our carrier has advised will increase by approximately 23%. Our insurance committee will continue to shop our policy, to obtain the best pricing available.

On the capital side, the church is supported by a healthy balance sheet which provides annual funding for capital improvements and maintenance of our facilities. Each year the Trustees may draw up to 5% from the general endowment to support the capital budget. We are budgeting a modest increase of 1.84% for capital expenditures as a significant number of improvements were completed this year. We will continue to use the funds for restoration and new improvements in 2022.

With most of the original Imagine Initiative objectives completed, the Board continues to contemplate the best use of the remaining funds. This year, the Board approved the use of \$3,700 for painting and furnishing the youth rooms used by our active middle and high school youth groups. We also approved the use of Imagine funds in connection with the All Souls property acquisition. These expenses included lead paint and facility assessments, appraisals and professional fees. We will continue to consider meaningful use of the Imagine funds as we begin implementing mission and outreach programs at the All Souls property.

Buildings and Grounds

The Buildings and Grounds committee had a busy year in 2021! Our largest capital project involved the installation of air conditioning throughout the Nursery School. The installation included special ionizing equipment to purify the circulating air. The costs were shared 80/20 with the Nursery School and the project was completed in early fall. We were fortunate that we placed our order for the units early in the year and avoided significant cost increases due to material shortages in multiple industries. We also installed a new roof over the entrance to the Nursery School and replaced windows in the art room, to ensure safe egress in the event of a fire.

We completed multiple outdoor improvements, to enhance the safety and usability of our outdoor space. The new benches under the grape arbor have been enjoyed by members, church staff and the Nursery School as an excellent COVID safe venue for meeting. Other outdoor maintenance projects included scraping and painting the trim around the entire church, refinishing various doors, replacing walkways, repairing the kitchen landing, and power washing/sanitizing the Nursery School playground.

Projects involving the interior of the church included enhancements to the air conditioning and heating systems for the church and chapel, improvements to the audio visual system in the sanctuary, maintenance of the great chancel window and installation of the new Abraham and Sarah window. The Youth Rooms were all painted and new furniture installed for use by our active middle and high school youth groups.

We had a successful inspection by our insurance carrier and have incorporated their suggestions. We anticipate reviewing our coverage in the coming year, to ensure that we obtain the appropriate coverage from a strong underwriter at the best price available.

Looking ahead to 2022, we are planning to bid out the restoration of the Chapel entry, which would entail reinstalling the chipping walkway, entry ramp and hand rail in cement and repitching the landing in front of the Chapel entry doors. We will continue to stay abreast of all ongoing maintenance projects, including those noted in the property inspection reports received in 2020. We will also consider additional COVID-related improvements such as the installation of flagstone areas and benches in front of the church, where the Nursery School currently conducts its arrivals and dismissals.

Investment Summary

The RPC endowment had another good performance in 2021. The Investment Committee reported that the General Endowment was up 14.2%, ending with a balance of \$6,108,400. Volatility returned forcefully to the equity markets in 2021, fueled by a resurgence in Covid-19, surging inflation, and a potential change in the Federal Reserve's policy of "easy money". Most equity markets produced positive returns for the year, but major bond indices saw either flat or negative performance.

The Investment Committee's decision in the spring of 2020 to liquidate nearly all of our bond positions, and reallocate the proceeds to either short term instruments or equities continued to be a successful strategy, and aided in producing our return for 2021.

Our investment allocations at year end 2021 were as follows: 74% in equities (mainly U.S.); 22.4% in short term instruments; and 3.6% in high yield exchange traded funds. Assuming that the long awaited rise in interest rates occurs in 2022, it is anticipated that the endowment will reduce equity exposure and increase exposure to fixed income in order to return to a more balanced portfolio composition.

Final Thoughts

Looking forward to 2022, we are fortunate to be in a strong financial position with very few large capital projects on the horizon. As always, the Board will maintain its focus and vigilance on the financial health of RPC and continue to maintain/upgrade our beautiful facilities. Finally, I would like to thank our generous church members for their continued financial support and dedication. The Trustees are honored and blessed to serve during this exciting time in the life of the church.

Respectfully submitted,

Katherine Olsen
Vice President

**Treasurer's Report
Rye Presbyterian Church
Operating Fund
2021 Actual / 2022 Budget**

	2021 Budget	2021 Actual (Unaudited)	2021 Actual vs. 2021 Budget		2022 Budget	2021 Budget vs. 2022 Budget	
INCOME:							
Contributions	\$ 1,480,000	\$ 1,488,301	\$ 8,301	0.6%	\$ 1,557,476	\$ 77,476	5.2%
Occupancy Income	\$ 220,625	\$ 252,809	\$ 32,184	14.6%	\$ 227,500	\$ 6,875	3.1%
TOTAL INCOME	\$ 1,700,625	\$ 1,741,110	\$ 40,485	2.4%	\$ 1,784,976	\$ 84,351	5.0%
EXPENSES:							
Pastoral	\$ 490,568	\$ 477,598	\$ 12,970	2.6%	\$ 508,752	\$ 18,184	3.7%
New Initiatives	\$ 11,500	\$ 10,408	\$ 1,092	9.5%	\$ 7,500	\$ (4,000)	-34.8%
Christian Education	\$ 28,012	\$ 11,444	\$ 16,568	59.1%	\$ 27,882	\$ (130)	-0.5%
Congregational Life	\$ 16,946	\$ 9,626	\$ 7,320	43.2%	\$ 14,446	\$ (2,500)	-14.8%
Mission & Outreach	\$ 182,850	\$ 182,850	\$ -	0.0%	\$ 182,280	\$ (570)	-0.3%
Worship & Music	\$ 191,192	\$ 179,343	\$ 11,849	6.2%	\$ 221,105	\$ 29,913	15.6%
Buildings & Grounds	\$ 276,006	\$ 315,522	\$ (39,516)	#####	\$ 281,073	\$ 5,067	1.8%
Administrative	\$ 385,251	\$ 376,245	\$ 9,006	2.3%	\$ 400,038	\$ 14,787	3.8%
Insurance	\$ 99,400	\$ 98,939	\$ 461	0.5%	\$ 123,000	\$ 23,600	23.7%
Other	\$ 18,900	\$ 15,339	\$ 3,561	18.8%	\$ 18,900	\$ -	0.0%
TOTAL EXPENSES	\$ 1,700,625	\$ 1,677,314	\$ 23,311	1.4%	\$ 1,784,976	\$ 84,351	5.0%
OPERATING							
SURPLUS/(SHORTFALL)	\$ -	\$ 63,796	\$ 63,796		\$ -	\$ -	

Respectfully Submitted By:
Karen Beatty, Treasurer

RPC COMBINED OUTREACH GIVING - 2021

SOURCES

Mission & Outreach Funding	\$ 76,262
Pastor's Discretionary Fund	\$ 24,664
Women's Association Thrift Shop	\$ 30,000
Church Budget for denominational support	\$ 42,000
Special Offerings	\$ 34,953
Total	\$207,879

LOCAL COMMUNITY OUTREACH

A House on Beekman Mission & Outreach Committee	\$ 8,000
Caritas of Port Chester Mission & Outreach Committee \$8000 Pastor's Discretionary Fund – Christmas \$2500	\$10,500
Carver Center Women's Association \$5500 WA Kellogg award \$1000 Pastor's Discretionary Fund – flood assistance \$1500	\$ 8,000
Community Resource Center Women's Association \$3500 Pastor's Discretionary Fund – flood assistance \$1500 Pastor's Discretionary Fund Christmas \$2500	\$ 7,500
El Centro Hispano – White Plains Pastor's Discretionary Fund - Christmas	\$ 1,500
Feeding Westchester Event Mission & Outreach Committee	\$ 3,000
Furniture Sharehouse Women's Association \$4000 Pastor's Discretionary Fund – flood assistance \$1500	\$ 5,500
Hurricane Ida local aid Mission & Outreach Committee	\$ 512
Helping Hands for the Homeless and Hungry Mission & Outreach Committee	\$ 6,000
Local individuals in need Pastor's Discretionary Fund	\$ 7,394
My Sister's Place Women's Association	\$ 5,000
Rye Women's Interfaith Group Mission & Outreach Committee	\$ 250
Sharing Shelf of Port Chester Women's Association	\$ 3,000

EDUCATIONAL OUTREACH

Theological Education Fund Mission & Outreach Committee	\$ 1,500
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MEDICAL OUTREACH

Open Door Family Medical Center \$11,065
Mission & Outreach Committee \$8000
Confirmation Class gift - Baby Boxes \$3065

PRESBYTERIAN OUTREACH

Christmas Joy Sharing \$ 3,783
Christmas offering (2020 collection)
One Great Hour of Sharing \$ 9,725
Lent offering
Presbyterian Disaster Assistance – Kentucky Tornadoes \$25,125
Mission & Outreach \$10,000
Session \$10,000
Congregation \$5,125
Presbyterian Pentecost Offering \$ 3,230
Lent offering
Presbyterian Peace and Global Offering \$ 25
Fall offering
Presbytery of Hudson River, Synod and General Assembly \$42,000
Budgeted Mission Support
Support for Food Pantries through ten churches in the Presbytery \$ 5,000
Pastor’s Discretionary fund

PRISON MINISTRY OUTREACH

Exodus Transitional Community \$ 5,000
Mission & Outreach Committee
Hudson Link for Higher Education \$ 5,000
Mission & Outreach Committee
Sing Sing Certificate in Ministry Program – Rising Hope \$ 5,000
Mission & Outreach Committee
Sing Sing Project of New York Theological Seminary \$ 5,000
Mission & Outreach Committee
Youth Shelter of Westchester \$ 5,500
Women’s Association

SELF-DEVELOPMENT OUTREACH

Human Developmental Services of Westchester \$ 6,270
Mission & Outreach Committee \$5,000
Pastor’s Discretionary Fund – Christmas \$1,270
SPRYE \$ 3,000
Mission & Outreach Committee

YOUTH OUTREACH

Rye Recreation – Seniors Program \$ 2,500
Women’s Association – Jessie Harper Memorial Fund
Rye Youth Council \$ 3,000
Mission & Outreach Committee \$3,000

2021 Total: \$207,879

CLERGY TERMS OF CALL 2022

2022

Co-Pastor, Reverend Dr. John Miller

Compensation :	
Cash Salary	\$ 102,357
Housing Allowance	\$ 10,000
Benefits and Reimbursements :	
Medical (including deductible)	\$ 36,755
Pension	\$ 12,952
Dental, Life Insurance, Death & Disability	\$ 3,954
Auto Expense	\$ 2,000
Study Leave and Book Allowance	\$ 1,750
Social Security Allowance	\$ 11,324
Fellowship Allowance	\$ 1,000
	<u>\$ 182,092</u>

Vacation : 5 weeks

Study Leave: 2 weeks

Co-Pastor, Reverend Daniel H. Love

Compensation :	
Cash Salary	\$ 102,357
Housing Allowance	\$ 10,000
Benefits and Reimbursements :	
Medical (including deductible)	\$ 36,755
Pension	\$ 12,952
Dental, Life Insurance, Death & Disability	\$ 5,406
Auto Expense	\$ 2,000
Study Leave and Book Allowance	\$ 1,750
Social Security Allowance	\$ 11,324
Fellowship Allowance	\$ 1,000
	<u>\$ 183,544</u>

Vacation : 5 weeks

Study leave: 2 weeks

CLERGY TERMS OF CALL 2022

Associate Pastor, Reverend Jean-Paul Christian Marshall

Compensation :

Cash Salary	\$	51,565
Housing Allowance	\$	10,000
Benefits and Reimbursements :		
Medical (including deductible)	\$	28,518
Pension	\$	7,957
Dental, Life Insurance, Death & Disability	\$	3,029
Auto Expense	\$	2,000
Study Leave and Book Allowance	\$	1,750
Social Security Allowance	\$	7,162
Fellowship Allowance	\$	1,000
	<u>\$</u>	<u>112,981</u>

Vacation : 5 weeks

Study Leave: 2 weeks