

# RED CLAY CREEK

PRESBYTERIAN CHURCH



ANNUAL REPORT 2023





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# REV. DR. NATHANIEL D. PHILLIPS

## SENIOR PASTOR



If you listened to my sermon on Christmas Eve, you know that when I was a teenager, I thought that meeting Rodney Hampton would change my life.

He was a running back for my favorite football team and he was coming near my hometown to sign autographs.

I asked my dad to take me.

"Dad, I just have to go. I just have to."

He didn't want to take me.

"Seriously, dad, it will change my life."

Ultimately, he did take me.

Predictably, it did not change my life.

What has changed my life - from my childhood even until today - is the work of God made known to me by the love of the church. It is the same story for many of you, I'm sure. I am grateful to walk alongside this church as it makes way for God to be born into people's lives - and change them. This annual report will tell many of those stories.

Allow me to highlight two significant programs that, I think, have the potential to bring new life to our community and our church.

First, our January service challenge, Rachele did spectacular work in initiating this in 2023. Taking its shape from Matthew 25, it was four weeks of helping others which included a major meal-packing event, a blood drive, CPR classes, participation in the Food Bank of Delaware and Friendship House, and the list goes on. Howard Thurman reminds us,

"When the shepherds are back with their flock,

The work of Christmas begins.

To find the lost,

To heal the broken,

To feed the hungry,

To release the prisoner,

To rebuild the nations,

To bring peace among others,

To make music in the heart."

I was proud of how we began the “work of Christmas” last January.

Second, our Summer Arts Camp. Built on the foundation of Jeffrey Miller’s outstanding music program, Ben & Deena Andrews and Jamie Russell initiated a free outreach to children and families that included music, painting, drama, and playing. The event was capped by a hugely successful BINGO night. Not only was it a great way to serve our community, several families from that experience have joined or begun participating in other ministries at Red Clay!

I look forward to amplifying these types of ministries through our church.

Highlighting these programs is, in no way, meant to diminish ALL of the amazing love shown by the church this year. I look with wonder at all that we can be with God’s help. As I closed on Christmas Eve,

“And like every year, let us ring bells for a church that longs to be the church. For a dedicated staff, voices of all ages singing in the chancel, singing in nursing homes, for Stephen Ministers that fill so many gaps. For picnics, and football games, and recognitions, and tartans. For the birth of our January Month of Service. For hot coffee on Sunday mornings, for classes and small groups that help us to grow, for the return of our mission trip program, for partners in Costa Rica and South Africa. For people that love ... and are loved in return. Let us ring bells!”

God still changes lives - and is doing it through the church, as we stay "rooted in love and lighting the way."

Thank you for the opportunity to walk alongside you.

Stay warm,

*Pastor Nate*

# REV. EMILY SCHWENKER

## PARISH ASSOCIATE



It's hard to believe how quickly the past year has flown by. It has been both a joy and a privilege to serve this wonderful faith community as your Parish Associate, and I hope the year has been as rich and meaningful for all of you as it has been for me. I look forward to us all continuing to follow the guidance of the Holy Spirit as we seek to stay rooted in God's love and lighting the way for others throughout the coming year.

The following poem beautifully describes what I've sensed is Red Clay's spirit in traveling together through the church year. I pray it continues to be so in the year ahead.

### The Church Year by Ann Weems

The church is Advent.  
The unwrapping of God's greatest gift is near.  
Advent – coming.  
God will take away the tinsel  
and decorate our human hearts in hope  
so that Christians can sit laughing in the rain,  
knowing that the Lord is going to shine in upon their being.  
For no matter how long the darkness,  
God will send the Light.  
In spite of cursing and violence and the massacring of human dignity,  
we will dance in the streets of Bethlehem,  
for He will be born!

The church is Epiphany.  
We are the Magi, searching,  
resplendent in this world's accouterments  
of knowledge and wealth and achievement.  
But we search for something more.  
And – of all unlikely places –  
in a stable  
the Deity appears.  
The birthing of our Lord  
bursts in upon our ordinary lives  
like fireworks in the snow.  
Only God would send a little baby King,  
and we are on our knees,  
where we are within reach of our full personhood.

The church is Good Friday.  
Darkness burnt into blackness,  
abysmal absence of anything good.  
We acknowledge that death is real  
and we tremble for a world that would kill its God.  
Our feet stand in quicksand;  
our voices echo sterile silence.  
We huddle together to meet the dark and the death,  
forgetting what was taught us,  
forgetting that somewhere  
a seed is sprouting,  
somewhere  
a child is growing.  
All we see is Christ crucified.

The church is Easter.  
Out of Death: Life.  
Out of darkness:  
a lush green world  
flowers in the ice  
sunrises in the storm  
mustard seeds galore.  
Our souls enter a spiritual springtime,  
our bodies given over to leaping and dancing,  
our very beings saturated in hosannas.  
Our shouting crashes in upon this world:  
the Lord lives!  
we live!  
Resurrection resounds throughout our community.

The church is Pentecost.  
The Holy Spirit is poured out upon us  
and sends us out together  
afire with new life,  
inheritors of the wealth of God:  
life abundant.  
We are liberated from prisons of pettiness,  
jealousy, and greed,  
liberated to be the church.

We are freed to free others.  
We are affirmed to affirm others.  
We are loved to love others.  
We are family;  
we are community.  
We are the church triumphant –  
you, me, anyone who would come unto the Lord –  
renewed, redirected, empowered  
to change things and lives  
together in love and wholeness.  
We are the Lord's church,  
the church of justice and mercy,  
the people sent to open prisons,  
to heal the sick  
to clothe the naked  
to feed the hungry  
to reconcile  
to be alleluias when there is no music.  
The mantle is upon our shoulders.  
Joy is apparent in our living.  
We have been commissioned to be the church of  
Jesus Christ.

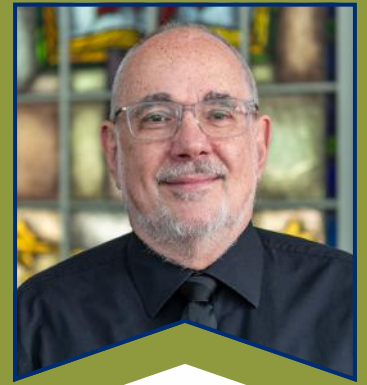
# JEFFREY MILLER

## DIRECTOR OF MUSIC

The year 2023 saw a big change in the music department at our church. We have used more professional section leaders in the choir, have augmented worship with strings, brass, and tympani, and established an annual Gala Anniversary Concert to be held each November. Deena Andrews has been hired as Assistant Director of Instrumental Music and director of the children's choir, which has sung in worship throughout the year.

Sunday morning services continue to be held at 10 am, with varied music ministries each Sunday. The Chancel Choir, Lauda, Bell choir, soloists and Festival Choir all shared in leading the music for worship. Deena Andrews played the violin regularly, and Ben Andrews joined us often on percussion. Mid week choir rehearsals have resumed on a limited basis, but 2023 has supported the decision to meet for most rehearsals on Sunday mornings instead of midweek.

We continued our Noonday recitals, and have expanded our concert series. Our fundraiser for Friendship House in January was a huge success musically, financially, and socially, drawing an audience from our surrounding community and featuring Red Clay staff members Deena Andrews on violin, Ben Andrews on marimba, and singers Rachele Gilmore, Barbara Vanderkraats, and Dinyar Vania. Guest singers were Ben Wager, and Jose Sacin. String quartets, on Palm Sunday and Homecoming, trumpet and tympani on Easter Sunday, and piano/string trio with chorus and soloists on Christmas Eve were other musical highlights.



All soloists and choir section leaders are made possible through the generosity of the Naylor Fund, established by Sharon Naylor in memory of her husband. We are currently pursuing the start of a separate fund to support instrumental music in worship.

Peace and blessings,

*Jeffrey*

*From Barbara Vanderkraats:*

I am blessed to be the Director of the Outreach Choir, Reach and Rejoice Singers. The ensemble has grown to a roster of 24 singers, adding Lynn Moffett on flute and Ben Andrews on drums in 2023. Each month we go to a Senior facility within our community, singing a variety of music to minister to residents. Often times residents sing along.

We also are a part of the January Service Challenge, and we couple our singing dates with the Red Clay Friends and Fellowship luncheons, so that we maintain personal connections as well.



# RACHELE GILMORE

## DIRECTOR OF COMMUNITY LIFE



When I wrote my first summary for the Annual Report last year, I had only been with Red Clay for two months. It has now been 14 months since I joined the staff at Red Clay, and as I reflect on this past year, I am blown away at what we have accomplished together as a church.

We began 2023 with our first ever Roots & Rays Service Challenge. Some highlights from our kick-off year were the Rise Against Hunger Meal Packing Event, the blood drive, providing meals and Go-bags to Friendship House, volunteer hours at the Food Bank and Clothing Bank, our Lemon Cookies project, and the debut of our hugely successful Concert for Friendship House. This coming year's Service Challenge will include new projects such as a Baby Care Package Delivery Project, as well as a Red Clay Youth Service Day on MLK Day. I look forward to seeing the growth and increased participation in our second year!

In the spring, we continued to light the way in our community with a huge food and hygiene drive. We collected 1974 pounds of food for Food Bank of Delaware, in addition to providing food and hygiene products to Table of Plenty, Friendship House and Hanover Presbyterian Church's pantry. On Maundy Thursday, we came together after worship to pack fifty Easter meals that were delivered to families in need the next day at Table of Plenty.

In August, we restarted our intergenerational mission trips, and took a group of 30 to Asheville to work with Black Mountain Homes. What a fantastic experience for everyone!

The fall brought us projects such as our Friendship House "School Uniform Shop," where we were able to provide over 200 uniform pieces, and raise \$2700 to purchase additional uniforms for kids in need. We then looked deeper into what was needed at our local schools, and formed partnerships with Dickinson High School, McKean High School and Skyline Middle School. Not only did we provide students in need with winter essentials, but we formed invaluable relationships with guidance counselors and social workers.

I am immensely proud of the support that our Roots & Rays Fund for Outreach has provided this year. We have begun to use these funds to help families who need emergency support with food, housing, and utility bills. Through our work with the social workers, we are able to identify families that have fallen through the cracks and need a bit of extra support. I hope to expand this work in the coming year.

In addition to our incredible outreach accomplishments this past year, I am thrilled that we have expanded our online presence and are now reaching into the community further than I could have hoped. We are constantly looking for new ways to connect with families, in person and online, and be a welcoming place of worship and community to all.

I can't thank you all enough for your support in my first year at Red Clay, and I look forward to what God has planned for us in 2024!

# BEN ANDREWS

## DIRECTOR OF CHRISTIAN FORMATION



Well, Red Clay, what a year it's been! Thank you for welcoming me back into your community with open arms, starting with the final Sunday of January 2023. From my very first Sunday, I noticed there was still so much that remained from the "good old" days, in addition to so much new that had blossomed! I was so thrilled to come back that I brought my lovely wife Deena, and promise to bring baby Andrews soon, too!

This year makes me think of a NASCAR race. Now, I know nothing about NASCAR, but hear me out: I imagine many cars start out sparkly clean, with fresh oil and a full tank of gas. Like my imaginary NASCAR, I started out rip-roaring and ready to go, and ran ran ran until I was out of gas. Thankfully, we have a supportive staff team that made my pit stop a breeze, and we finished off the year with some really incredible projects. We crossed the finish line with some great memories and new friends. That's how NASCAR works, right? Or maybe I'm thinking of "Cars."

While there are far too many highlights to name them all, I'd like to share a few that come to mind. Thinking big picture, I love how the youth program is transforming from a collection of individuals to a loving, committed community. We listened to live concerts, watched professional soccer, partied 'til midnight, bounced around in full-sized bubbles, and so much more!

Digging into the numbers, thirteen youth became confirmed members of the church and shared their statements of faith with session. Seven youth came to Asheville and served the community at Black Mountain Home. Fifteen youth came and learned about prayer in a four-week round table discussion, five scouts completed a ten-week God and Life program, and five youth absolutely nailed it at our Advent Dinner skit! We also had over 50 kids, mostly from outside our church community, participate in a weeklong summer arts camp. Finally, we introduced pickleball and now have a committed crew of friendly competitors.

Awesome things are brewing thanks to the work of God in this church and the faithful stewards supporting it (that's you!). I cannot overexpress how much your support has meant to me and to our programs. From the bottom of my heart, every moment you've spent helping, praying, or otherwise contributing to the children's and youth program is so greatly appreciated—thank you! Onward and upward to 2024!

# SESSION

## REPORT OF THE CLERK OF SESSION

January 1, 2023 to December 31, 2023

### MEMBERSHIP

Communicant Roll as of January 1, 2023 - 698 (412 female)

GAINS:	Certificate of Transfer	-	0	
	Profession of Faith	-	13	
	Reaffirmation of Faith	-	18	
	Reinstated	-	2	
	Other			

LOSSES:	Certificate of Transfer	-	2		
	Deletion	-	3		
	Death	-	9		
	Other	-			= 14

Communicant Roll as of December 31, 2023 - 717 (415 female)

### BAPTISMS

Infant	-	7
Child	-	3

### IN MEMORIAM

Kathleen Taves  
Jean Fava  
Pamela Leonhard  
James Glasow  
Ellen Michael  
Andrew Schmidt  
Janet Janocha  
Lawrence Elwood  
Mark Lyons

### YOUTH CHURCH SCHOOL

Total Students

Nursery	-	9
PreK-2nd	-	9
Grades 3 – 5	-	9
Grades 6-8	-	7
Junior/Senior High	-	20
Teachers/Officers	-	15

Sandy Sarjeant- Clerk of Session

# DEACONS

A Deacon is someone who loves the Lord and acts upon that love with gifts of service to the congregation through a variety of ministries. Deacons are elected by the congregation and serve 3-year terms.

Deacons are probably most known for serving coffee and refreshments following Sunday morning worship services. This simple ministry encourages church members to interact with each other during this fellowship time. Deacons are also found around the kitchen when they support other groups functions such as the Annual Meeting luncheon, church picnics and the Advent dinner.

This fall, current and past deacons (“once a deacon, always a deacon!”) helped organize the “Friends & Fellowship” luncheons held the 2nd Tuesdays in October, November, and December. These luncheons will continue in the spring months of March, April and May. Meeting at noon and free of charge, these luncheons provided and will continue to provide those who attend with a unique opportunity of fellowship with each other as well as the church staff.

Another major role of deacons is to reach out to people who have been identified as ones who would benefit from having additional contact with Red Clay. Some are in care facilities, some no longer drive, and others are isolated for another reason. We refer to a list of these folks as the “Keep in Touch” (or KIT) group. Additional contact includes sending greeting cards, phone calls, delivering Easter and Christmas flowers, and visits. This list is overseen by Pastor Nate, KIT Coordinator Karen Caldas, and Deacon Moderator Sue Gleason.

Other works of deacon ministry include delivering sanctuary flowers, sending greeting cards for special occasions, maintaining a lending medical equipment closet, being greeters at memorial services held in the sanctuary, and serving funeral luncheons.

While deacons are elected, ordained, and installed to this work, anyone can participate in any of these ministries. Please contact the office or any deacon if you are interested.

# LEADERSHIP

## THE SESSION

The Rev. Dr. Nathaniel D. Phillips, *Moderator*  
Sandra Sarjeant, *Clerk*

### Class of 2024

Fred Crowley (3)  
Ray Krout (2)  
Scott McHenry (3)  
Mary Norris (4)  
Sandy Sarjeant (3)  
John Schubel (6)

### Class of 2025

Anne Ceres (3)  
Mark Cozine (3)  
Robert Emmons (3)  
Lois Galinat (3)  
Jim Murray (3)  
Vicki Smith (5)

### Class of 2026

Andrew Bloom (3)  
Nancy James (3)  
Marcia Kelly (3)  
Heather Kennedy (3)  
Linda Reisor (3)  
Brandon Wallace (3)

( ) designates how many consecutive years served  
as of that term

## THE BOARD OF DEACONS

Sue Gleason, *Moderator*

### Class of 2024

Sandy Dudley (3)  
John Gast (3)  
Jackie Kacmar (3)  
Bob Kitson (3)  
Barbara Sowden (3)  
Shirley Tielleman (6)

### Class of 2025

Norm Carlson (3)  
Jane Conly (1)  
Gail Eden (6)  
Darlyn Green-Kocher (3)  
Meredith Jones (3)  
Kathy Lassahn (3)  
Sue Leininger (3)  
Bonnie Hudson (1)

### Class of 2026

Karen Caldas (3)  
Sue Gleason (3)  
Mary Ellen Gruber (6)  
Barbara Jaffee (5)  
Brett Lanan (3)  
Donna Reilly (3)  
Alyce Graham Stiles (3)  
Jayne Townsend (6)



# ADMINISTRATION COMMITTEE

**CHAIR: SCOTT MCHENRY**

In mid-2023, we switched to our new website and it is now up and running. We are still working out some of the finer details. We have expanded and increased the speed of our Wi-Fi and posted the SSID and password in various rooms in the building.

The Administration Committee continues working with the Rejoice and Finance Committees to improve the equipment and wiring used for live streaming the Sunday worship services.

## **Some other notes for the upcoming year:**

- A new Server and Server Operating System has been purchased and Administration personnel will be installing and configuring this equipment in February of 2024.
- Plans for replacement desktop hardware is completed and will be performed during off-periods in 2024.
- The copier lease is up for renewal in 2024.

2023 has been a challenging year for our budget. Our expenses for postage and supplies have increased significantly in 2023 and will require additional management for 2024.







# BELONG COMMITTEE

## CO-CHAIRS: PAM & GEOFF MEYER

Twenty new members were joyfully welcomed into our church community during 2023. This does not include our confirmands or members who have rejoined. Many of them have jumped right in to being very active and assuming leadership roles in various activities. We are thankful to see our congregation grow during a time when so many mainline churches are suffering with declining enrollments.

Providing opportunities for people to get involved and experience fellowship with one another, BELONG has been involved in a variety of events throughout the year. The annual **EASTER EGG HUNT** was held on April 2. Despite the bad weather and the event having to be held indoors, the egg hunt was very well attended by children from within the church community as well as many from the surrounding neighborhoods.

A **BELONG SHOWCASE** was held on April 30 in Founders Hall with “booths” from many of the projects and programs available within the church for members to become involved. It was a festive event with a beautiful new Belong Catalogue put together by the office staff outlining all of the opportunities that Red Clay offers for serving and becoming involved.

The **CELEBRATION PICNIC** was held on June 4 following the outdoor worship service. Celebrating the end of the Sunday School program year and the beginning of summer fun, the event was very well attended on a beautiful day. The fellowship of an old-fashioned family picnic was enjoyed complete with a bouncy house, dunk tank, fun and games and wonderful food. The highlight enjoyed by young and old was a surprise by our favorite

State Trooper, Jason Baxley and his partner, dropping down their helicopter into the meadow for a visit.

**SUNDAE SUNDAY** came next on August 27, closing out Summer and celebrating the beginning of the new program year. One hundred twenty “embellish your own” sundaes were served by our “dashingy dressed” volunteer scoopers!

In collaboration with NURTURE, a **SLEEP UNDER THE STARS** event was planned by Jamie Russell and Ben Andrews as a Sunday School/Youth activity. Despite bad weather and the event moving indoors, SLEEP UNDER THE STARS was enjoyed by seventeen adults and 24 kids. Unfortunately, no overnight camping, campfire or stargazing, but plans are underway for 2024!

Another very successful **ATTIC TREASURES** sale was held on October 19-21. Proceeds from this event go to mission projects as well as helping to fund BELONG events.

Culminating the Fall sermon series, **SOUL-EBRATION**, a soul food tasting was held in the meadow on October 29 featuring your own “celebrity chef”, Eric Rayfield. A sampling of fried fish, collard greens, mac and cheese, pork BBQ and coleslaw was devoured by everyone who also enjoyed the COFFEE (and hot chocolate) TRUCK, ANNUAL TOUCH FOOTBALL GAME, a bouncy house, games and crafts, as well as the annual TRUNK OR TREAT sponsored collaboratively with NURTURE.

On Sunday, November 12th we celebrated **RECOGNITION SUNDAY**. During this special service, we remembered and recognized: our Senior Saints (those who have been active members of the congregation for 50 years or more), our veterans, outgoing church officers, office volunteers (Joyce McClellan, Ellen Hinrichs, Jean Derickson, Marion Howarth, and Barbara Fox), retiring church librarians (Sue Conway and Margie Schuyler) for over 25 years of service, our RCCPC photographer Bob Hanes, and our Office Coordinator, Julie Reeder for 10 years of faithful service.

Going into Christmas, we celebrated Advent with the annual **ADVENT DINNER** on December 16. Two hundred of us enjoyed a delicious turkey and ham buffet dinner, Christmas Trivia with host, Ben Andrews, skits by Red Clay Youth, and our rousing rendition of The Twelve Days of Christmas, orchestrated by Jeffrey Miller. It was a festive evening of fellowship, made even more festive by the table centerpieces provided by the Moonflower Garden Club.

Throughout 2023, BELONG has endeavored to provide fellowship opportunities designed to bring all of us together as a community of believers, growing closer to God our Father, and to each other, His children.







*We hope you made it to one of this year's many Belong events!*









# COMMUNITY PARTNERS COMMITTEE

## CHAIR: ANNE CERES

The Community Partners Committee of Session works with and strives for a mutually beneficial experience with all Red Clay Partners.

RCCPC Facilities are open to all RCCPC members to rent for larger parties and other family events. Community Partners aspires to keep rentals at reasonable rates, however inflation and subsequent rising costs has required us to increase rental fees and expenses for 2024.

Jazzercise, Brandywine Springs AA and Eye Opener AA groups were the main contributors for Community Partners 2023 annual budget. We also received a nice donation from Sit & Be Fit.

Outside groups/persons who used/contributed to our facilities in 2023 include:

- 4-H Club
- "Brandywine Springs" Saturday Night AA Group
- "Eye Opener" Daily AA Group
- Harmony Weavers Guild
- Hockessin Soccer Club
- Jazzercise
- Mental Health Associate of DE
- Moonflower Garden Club
- "No Excuses" Thursday Night AA Group
- Osher Lifelong Learning Band
- Sit and Be Fit
- Step-by-Step Narcotics Anonymous Group
- Private Rentals

Others serving on this committee include: *Amy Cozine, Al Behringer, Linda Neel and Al Leonhard.*

# FINANCE COMMITTEE

## CHAIR: BRANDON WALLACE

### 2023 Financial Summary

In January 2023, the Session approved an operating budget with total income of \$830,105 and total expenses of \$884,510 with an unbalanced budget deficit of \$54,405.

- Year-end 2023 total income was unfavorable by \$1,311 or .16% vs planned income
- Year-end 2023 total expenses were unfavorable by \$9,001 or 1% vs. planned expenses.
- Year-end 2023 resulted in a deficit of \$64,718 compared to planned deficit of \$54,405. See summary charts below.
- Investments: The Dow Jones Industrial Average (DJIA) finished the year up +13.7%, the NASDAQ up +43.4 and the S&P 500 up +24%. As part of the 2023 approved operating budget, \$63,050 was withdrawn from New Covenant Trust during the year to subsidize the Operating Income. The balances from investments as of Dec 31, 2023, below include these withdrawals.

	Beginning Balance	Ending Balance	Net	%
Endowment Fund	\$ 1,070,706	\$1,110,772	\$ 40,066	3.75%
Monetized Asset Fund	\$ 185,482	\$ 191,975	\$ 6,493	3.50%
Total	\$ 1,256,188	\$ 1,302,747	\$ 46,559	3.70%

### Highlights of Operating Income for 2023

	Actual	Budgeted	Fav (Unfav)
Giving-Pledge, Non-Pledge, Loose Plate	\$ 683,166	\$ 684,000	\$ (834)
Income from Investments	\$ 63,050	\$ 63,050	\$ -
Rental	\$ 10,918	\$ 8,765	\$ 2,153
Committee Income -Belong, Nurture & Rejoice	\$ 5,551	\$ 17,690	\$ (12,139)
Other- Per Capita, Misc.& One-time Covid Employee Retention Credit (RTC) of \$53,000	\$ 66,109	\$ 56,600	\$ 9,509
Total Operating Income	\$828,794	\$830,105	\$ (\$1,311)

### Highlights of Operating Expenses for 2023

	Actual	Budgeted.	Fav(Unfav)
Administration	\$29,025	\$30,977	\$1,952
Home	\$147,337	\$142,724	(\$4,613)
Personnel	\$598,952	\$576,659	(\$22,293)
Stewardship & Finance	\$8,986	\$6,124	(\$2,862)
Per Capita paid to Presbytery	\$21,060	\$21,060	
Mission & Reach	\$53,916	\$55,000	\$ 1,084
Deacons & Committees	\$29,278	\$51,966	\$22,588
Total Operating Expenses	\$ 893,511	\$884,510	\$9,001

### Operating Budget Summary

2023 Actual Net Income	\$ 828,794.94
2023 Actual Net Expenses	\$ 893,511.69
2023 Net Income (Deficit)	(\$ 64,717.75)

**Restricted Funds**

RCC also maintains Restricted Funds for committee programs and special expenses that are not part of the annual Operating budget and are controlled by each Committee.

<b>RESTRICTED FUNDS</b>	<b>Balance</b>		<b>Balance</b>
Rejoice- Music and Worship	\$10,610	Administration	\$ 8,997
Nurture- Education	\$32,048	Memorials	\$ 1,085
Reach- Mission	\$78,552	New Building Fund	\$ 7,476
Roots & Ray	\$28,619	Home- & Gardening Fund	\$41,626
Memory Garden	\$10,692	Anniversary Concert	\$ 7,897
		<b>Total</b>	<b>\$141,232</b>

**New 2024 Operating Budget**

Session approved the new 2024 Operating Budget with planned income of \$899,650 and expenses of \$963,644 with an unbalanced budget deficit of \$63,994 See attached pages for detail.

- 2024 Pledged actual and budgeted income compared to 2023.

	<b>Year</b>		<b>Actual Pledged</b>		<b>Budgeted</b>
	2023		\$560,890		\$565,000
	2024		\$685,000		\$685,000
	<b>Actual Increase</b>				21.2%

- **2024 Planned Operating Income Highlights**
  - Pledges increases by \$120,000 compared to 2023.
  - Both the New Covenant Trust Endowment and Monetized Asset Investments will provide combined \$62,750 to subsidize the income or 5% withdrawal from these funds.
- **2024 Operating Expenses Highlights**
  - Total budgeted expenses are \$963,644 versus \$884,612 that were planned in 2023.
  - Personnel budget Increased \$28,261.
  - Administration budget increased by \$8539 for technology upgrades and supplies.
  - Mission/REACH expenses for Local, Regional, and International increased from \$55,000 to \$60,500 or 10%

The Finance Committee will continue to remain diligent in monitoring this new budget, and, with God’s blessing and provisions and the leadership of the Pastors and Session, we will be able to have a successful year.

**Finance Committee Members**

Curt Tompkins, John Schubel, John Gast, Fred Crowley, Jay Fuess, Brian Conly, and Pastor Nate along with support from our Office Financial Associate, Anthony Condoluci-Smith.

Respectfully submitted,

Brandon T. Wallace, Chair

	<u>2023 Actual</u>	<u>2023 Budget</u>	<u>Difference</u> Fav (Unfav)	<u>2024 Income</u> Approved Budget
<b>Regular Operating Income</b>				
Pledge	\$ 561,170	\$ 565,000	\$ (3,830)	\$ 685,000
Non-Pledge Giving	\$ 113,503	\$ 115,000	\$ (1,497)	\$ 100,000
Loose Plate Giving	\$ 8,492	\$ 4,000	\$ 4,492	\$ 7,500
Per Capita Giving	\$ 5,860	\$ 4,900	\$ 960	\$ 6,000
Misc Other & Interest	\$ 60,052	\$ 53,000	\$ 7,052	\$ 9,000
Income-Monetized Assets	\$ 9,300	\$ 9,300	\$ -	\$ 9,250
Income- Endowment Fund	\$ 53,748	\$ 53,750	\$ (2)	\$ 53,500
Room Usage	\$ 10,918	\$ 8,765	\$ 2,153	\$ 9,250
Non-Budgeted/ Misc	\$ 200	\$ (1,300)	\$ 1,500	\$ (1,300)
<b>Committees</b>				
Belong Committee Income	\$ 84	\$ 6,040	\$ (5,956)	\$ 8,200
Nurture Committee Income	\$ 576	\$ 2,520	\$ (1,944)	\$ 2,500
Rejoice Committee Income	\$ 4,891	\$ 9,130	\$ (4,239)	\$ 10,750
			\$ -	
<b>Total Operating Income</b>	<b>\$ 828,794</b>	<b>\$ 830,105</b>	<b>\$ (1,311)</b>	<b>\$ 899,650</b>

	<u>2023 Actual</u>	<u>2023 Budget</u>	<u>Difference</u> Fav (Unfav)	<u>2024 Income</u> Approved Budget
<b>Regular Operating Expenses</b>				
<b>Committees</b>				
Belong - Community & Fellowship	\$ 7,841	\$ 14,525	\$ 6,684	\$ 15,775
Belong - Membership Care	\$ 247	\$ 2,250	\$ 2,003	\$ 1,850
Nurture- Education	\$ 862	\$ 885	\$ 23	\$ 875
Nurture- Children & Youth	\$ 3,613	\$ 7,250	\$ 3,637	\$ 8,950
Nurture- Deacons	\$ 1,604	\$ 960	\$ (644)	\$ 2,500
Nurture- Stephen Ministry	\$ 1,111	\$ 1,409	\$ 298	\$ 1,260
Rejoice- Worship & Music	\$ 18,857	\$ 24,687	\$ 5,830	\$ 22,387
Rejoice- LiveStream Upgrade			\$ -	
<b>Support</b>				
Administrative	\$ 29,025	\$ 30,977	\$ 1,952	\$ 31,592
Home	\$ 147,337	\$ 142,724	\$ (4,613)	\$ 164,835
Home - Building Repairs - Major			\$ -	
Community Partners	\$ 100			
Per Capita Assessment	\$ 21,060	\$ 21,060	\$ -	\$ 20,940
Personnel	\$ 598,953	\$ 576,659	\$ (22,294)	\$ 624,120
Stewardship & Finance	\$ 8,986	\$ 6,124	\$ (2,862)	\$ 8,060
Local Mission ( Reach)	\$ 31,966	\$ 32,650	\$ 684	\$ 34,760
Regional Mission ( Reach )	\$ 600	\$ 1,600	\$ 1,000	\$ 1,320
International Mission ( Reach )	\$ 21,350	\$ 20,750	\$ (600)	\$ 23,870
Undesignated Mission (Reach)			\$ -	\$ 550
<b>Total Expenses</b>	<b>\$ 893,512</b>	<b>\$ 884,510</b>	<b>\$ (9,002)</b>	<b>\$ 963,644</b>
<b>NET Operating Income. (Deficit)</b>	<b>\$ (64,718)</b>	<b>\$ (54,405)</b>		<b>\$ (63,994)</b>



## 2024 Budget Expense Allocation

6200 · CHURCH HOME	2024 Budget
<u>6205 - Elevator expense</u>	
Contracts- Maint & Repairs	\$ 3,355
<u>6210 - Alarm System Monitoring/Maint.</u>	
Contracts- Maint & Repairs	\$ 3,760
<u>6215 - Fire Protection</u>	
Contracts- Maint & Repairs	\$ 2,000
<u>6220 - Custodial</u>	
<b>Facicare - Regular &amp; Special Events</b>	\$ 23,220
<u>6230 - Electric</u>	
Delmarva	\$ 24,000
<u>6235 - Heating/Cooling.(HVAC)</u>	
Qtrly Maintenance Contract & Service Unlimited - Service Calls	\$ 13,500
<u>6240 - Ground Maintenance</u>	
<b>Landscaping maintenance</b>	\$ 17,600
<u>6250 - Insurance</u>	
Insurance Board Coverage & contract	\$ 20,000
<u>6270 - Maintenance</u>	
<b>General Maintenance in facility</b>	\$ 5,000
<u>6275 - Pest Service</u>	
Contracts	\$ 1,350
<u>6290 - Sewer</u>	
New Castle County Sewer - Qtrly	\$ 2,400
<u>6310 - Trash</u>	
GFL Environmental	\$ 6,000
<u>6320 - Water</u>	
Artesian Water -	\$ 6,500
<u>6330 - Home Committee - Misc.</u>	
Supplies, Phix-It Corp	\$ 8,650
<u>6340 - Gas</u>	
Delmarva	\$ 24,000
<u>6360 - Snow Removal</u>	
	\$ 3,500
<b>Total</b>	<b>\$ 164,835</b>

5800 · ADMINISTRATION	2024 Budget
<b>5810 · Office Supplies</b>	
Staples - paper, etc	\$ 4,650
<b>5820 · Office Equipment</b>	
Digital Office Solutions (Copies)	\$ 6,800
Copier Lease - LEAF (Lease)	\$ 3,192
Computer Repair - upgrades	\$ 2,700
<b>5830 · Postage</b>	\$ 2,400
<b>5842 · Internet Service Provider</b>	
Comcast and Verizon ( WI-FI support )	\$ 8,800
<b>5845 - Communications</b>	
Mail Chimp- Zoom and Vimeo	\$ 1,150
<b>5870 · Leadership</b>	
Misc/ Recognition Sunday Gifts/aprons	\$ 900
<b>5880 · Administrative Committee - Misc</b>	
Servant Keeper- Repair/Update Door system- Misc	\$ 1,000
<b>Total</b>	<b>\$ 31,592</b>
<b>6900 · STEWARDSHIP &amp; FINANCE</b>	<b>2024 Budget</b>
<b>6910 · Finance</b>	
Payroll (QB Payroll Service)	\$ 360
QuickBooks Payroll - Subscription Renewal	\$ 1,620
Postage	\$ 480
1099/W2 Forms= Vouchers- Statements, etc	\$ 250
<b>6920 - Stewardship</b>	
Vanco processing Fees	\$ 4,020
Donations to offset processing Fees	\$ (420)
<b>6920 - Stewardship - Other</b>	
Giving Envelopes	\$ 800
Statement Envelopes	\$ 50
Postage for Mailings - statements	\$ 200
Postage for Mailings - Stewardship	\$ 700
<b>Total</b>	<b>\$ 8,060</b>

## 2024 Budget Expense Allocation

Rejoice	2024 Budget
<b>Expense</b>	
<b>5120 - Music</b>	
Bells	\$ 450
Tune Planos	\$ 800
Tune Organ	\$ 1,650
Repair Organ	\$ 250
Music	\$ 450
CCLI Streaming License	\$ 600
Soloists/Musicians	\$ 6,000
Singers Concert Series (3)	\$ 2,100
String Quartet	\$ 1,200
Misc & Bagpiper	\$ 350
OneLicense/Glory to God	\$ 425
<b>Total 5120 Music</b>	<b>\$ 14,275</b>

<b>5130 Worship</b>	
Communion Supplies	\$ 222
Palms	\$ 140
Video/Audio System Repair	\$ 500
Livestream.com Fee	\$ 780
Supplies	\$ 200
Candles	\$ 350
Advent Booklets	\$ 250
Pew Pads	\$ 200
Tartan - Kilt rentals	\$ 750
Misc	\$ 400
<b>Total 5130 Worship</b>	<b>\$ 3,792</b>
<b>W&amp;M Flowers</b>	<b>\$ 4,320</b>
<b>Total for Music, Worship &amp; Flowers</b>	<b>\$ 22,387</b>

Personnel	2024 Budget
Salaries, SECA & FICA	\$ 564,253
Medical, Pension, & Misc	\$ 54,133
Workers Compensation	\$ 800
Contract Labor	\$ 5,150
<b>Total Personnel</b>	<b>\$ 624,336</b>

Nurture	2024 Budget
<b>Adult Education/ Support</b>	
Adult Education/ Support/ Library	\$ 875
<b>Sunday School</b>	
5310- Curriculum	\$ 300
5320- Supplies (inc. 3rd grade Bibles)	\$ 3,000
<b>Confirmation Class</b>	
5340- Curriculum	\$ 250
5350- Supplies	\$ 300
5360- Events	\$ 300
<b>VBS/Summer Arts Camp</b>	
5330- VBS/Summer Arts Camp	\$ 1,000
<b>Youth</b>	
Youth Activities/Events/Retreats	\$ 3,600
Nursery	\$ 200
<b>Stephen Ministry</b>	<b>\$ 1,260</b>
<b>Total Nurture</b>	<b>\$ 11,085</b>

<b>Deacons</b>	
Supplies / Postage	\$ 2,500

Belong	2024 Budget
<b>5500 - COMMUNITY &amp; FELLOWSHIP</b>	
Advent Dinner	\$ 5,000
Attic Treasures	\$ 500
Christmas Eve	\$ 250
Easter Egg Hunt	\$ 1,000
Fall Family Activities	\$ 1,600
Misc- Jackets	\$ 1,200
Pentecost Picnic	\$ 1,050
PerMission Fair	\$ 250
Athletic event tickets	\$ 2,500
Strawberry Social	\$ 600
Sunday Sundaes	\$ 275
Truck Or Treat	\$ 950
Veteran's Pins	\$ 50
Extra Directories	\$ 200
Photo Donation	\$ 350
<b>5600 - EVANGELISM &amp; MEMBERSHIP CARE</b>	
New Member Dinner	\$ 1,000
Postage	\$ 200
Senior Saints	\$ 250
Misc	\$ 400
<b>Total for Community and Membership Care</b>	<b>\$ 17,625</b>











# HOME COMMITTEE

## CHAIR: MARK COZINE

It's been a busy year for the Home Committee. The beginning of the year saw the transition from our long-standing committee chair, Dave Howarth to our new chair, Mark Cozine. Dinyar Vania was promoted to Facilities Manager and the committee reorganized itself into smaller units of: Facilities Management/building maintenance, Landscaping - mowing/snow removal, Landscaping - Memory Garden/planting beds, Finance, Capital Improvements/project management, and the "Muscle" physical support crew.

It seems that every year we experience water leaks somewhere. The year began with two from our sprinkler system in Founders' Hall: one in March and one in April. We also addressed two roof leaks. One included the sealing and recoating of the boiler room roof. Later, we discovered water leaking into the prep kitchen was due to a problem with the exterior hose bib leaking into the wall. This created the bigger issue of ruining the dry wall and the linoleum floor. The linoleum was ripped up, the mold was treated, and a new floor, with a long-lasting non-skid epoxy type coating was installed.

Our lawn maintenance contractor noticed that the cherry trees along Mill Creek Road had contracted a "Bark" fungus which required multiple treatments to keep them healthy. We did lose three oak trees (two along McKennan's Church Road and one in front of Founders' Hall abutting the Cemetery) due to disease and rot. We were fortunate that the Cemetery Company helped us with the cost of their removal. Although we lost three oak trees, we gained two Norway Spruce trees (one in front of the office and one in the area of the old manse) just in time to be decorated for Christmas.

We were blessed by the donation of a Toyota truck to be used by the Home Committee, and others, for church related business. It will be a great help when hauling tables and chairs to and from the meadow for our outdoor gatherings. Speaking of the meadow, we replaced two nonfunctioning upper parking lot light fixtures with two long lasting and energy reducing LED units.

Some other items of interest, we replaced the rusty old floor scrubber that was becoming increasingly more difficult to repair with a brand-new unit that is easier to operate, move, and maintain. Our Finance chair reached out to our trash and recycling collection service and negotiated a multi-year contract that saved us \$169/month or \$2028/year for the next 3 years. Thanks Brandon! And finally, Rian Salter has signed up to renovate the prayer path (in the woods next to the playground) as his Eagle Scout project.

In 2024, we hope to be able to address our energy-hog of a boiler with a new smaller and more efficient one and begin replacing our oldest windows with new energy efficient and architecturally correct units.



# LAWTON TRUST COMMITTEE

## CHAIR: CHARLES (CHIP) GRUBER

Joseph Lawton and his wife Elizabeth (known as Andy) were extremely devoted and long-term members of Red Clay Creek Presbyterian Church. As part of their end-of-life planning, they generously funded a trust which received the residual principal of their estate; Joe and Andy's gift demonstrates their true concern for people less fortunate than themselves.

The trust was established in March 1995, stipulating that income from the trust is to be used solely for the benefit of needy people to alleviate suffering, with priority given to emergency cases in the Wilmington and New Castle County areas. The RCCPC Lawton Trust Commission receives and distributes income from the trust.

Cumulatively since 1995, the Lawton Trust Commission has granted approximately \$1,720,450 to over 60 different agencies and emergency causes. During 2023, \$48,500 was distributed as outlined below.

RCCPC remains a faithful steward of the Lawton's beautiful gift.

### Funds distributed During 2023

Spring 2023		Fall 2023	
Urban Promise Wilmington	\$ 7,500	Friendship House	\$ 8,000
STEHM, Inc.	\$ 5,000	Meeting Ground	\$ 5,000
YWCA Delaware, Inc.	\$ 4,500	Latin American Community Center	\$ 5,000
Abramson Cancer Center	\$ 2,000	West End Neighborhood House	\$ 5,000
St. Paul's Center	\$ 6,000	**Emergency Fund	\$ 500
Totals	\$25,000		\$23,500

\*\* Roots & Rays, \$500 for Emergency Rent Check Requested 11/5/23

*Additional information regarding the Lawton Trust can be found on the RCCPC website under [rccpc.org/lawtontrust](http://rccpc.org/lawtontrust)*

# MEMORY GARDEN COMMITTEE

## CHAIR: MARCIA KELLY

2023 has been a rebuilding year for the Memory Garden Committee. Through Session action, the original requirements as stated in the originating documents have been revised to reflect the current needs of the garden. As of May 2023, the Memory Garden Committee will consist of three members, Memory Garden chair (Ruling Elder), Home Committee chair, and one member of the RCCPC congregation. Also, Session will no longer need to approve planting schedules. Most importantly though is the Session action to reinstate the Memory Garden as a standing committee of Session (over the years this status was lost, and the Memory Garden became a sub-committee of the Home committee).

At the October Session meeting, action was taken to suspend the receipt of applications for committal or remembrance in the Memory Garden. This action was necessitated by the fact that the current monument has no additional space on it for name plates. The remaining open spaces are pre-subscribed. Planning is on-going to build an additional monument once funds are available.

This year the ashes of two members were scattered in the garden and nameplates were installed on the monument plaque, Pamela Leonhard and Andrew "Joe" Schmidt.

The current balance in the Memory Garden account is \$10,824.50 which reflects deposits that have been made by subscribers. Some of this money will be allocated to garden refurbishment.

Plans are underway to begin refurbishing the garden in the spring of 2024. If you are interested in participating in this process, contact Marcia at [mkkelfam@aol.com](mailto:mkkelfam@aol.com).



# NURTURE COMMITTEE

## CHAIR: MARCIA KELLY

2023 was a year of change for this committee. We welcomed new staff Jamie Russell as Director of Children's Ministries in the end of 2022 and Ben Andrews as Director of Christian Formation in February 2023. We transitioned the responsibility for the library from Sue Ellen Conway and Margie Schuyler to Alice Hanes, Christine Kitson, and Lisa Nichols. We added two new small groups to our list, Support Group for Caregivers and Respite Care for Caregivers. We transitioned leadership from Sue Gleason to Marcia Kelly, Heather Kennedy, and Nancy James.

The NURTURE Committee is the umbrella for many of the activities that go on at RCCPC. The activities fall into three groups: adult education, children, and youth. All activities are open to members and friends of RCCPC.

### ADULT EDUCATION

Adult Forum meets every Sunday at 9:00 AM in room 201 to study the books of the Apocryphal Jesus which were not included in the New Testament canon.

Faith, Hope, and Love Quilters continue to meet on Mondays in Fellowship Hall at 9:30. They, together with members of 1st Monday Quilters, provided over 500 pillowcases to A.I. duPont hospital and various nursing homes, and produced 870 stockings to be sent to deployed troops. Items produced and sold throughout the year yielded \$3000 for the RCCPC Home Committee.

Monday Women's Bible Study, Wednesday am Bible Study at Cokesbury Village, Women's Body & Soul Bible Study (Wednesday) and Thursday Men's Morning Group continue to meet weekly. All are open to you for participation. Contact the office for more information.

Craft Group meets on Tuesdays at 10:00 AM and continues to sell items at various times throughout the year. Proceeds go to various church needs.

The Contemplative Prayer group, led by Rev. Emily Schwenker, meets on Thursdays at 4:00 PM in the Crossan Lounge. Time is spent with a short devotion, silent prayer, and fellowship.

The Library is located in room 200. The new committee continues to gain experience with established Library procedures. Some new books did make it onto the shelves this fall. Take some time to "check them out".

Additionally, the Committee also offered three 4-6-week series this year: February- Connect Groups discussed the sermon series, March- "Ashes to Ashes" looked at dying gracefully, and October-Roundtables discussed the "Feed the Soul" sermon series. Throughout the summer we studied the book "Life Worth Living" in five sessions.

### CHILDREN'S MINISTRY

Sunday mornings welcomed five new families into our children's program. Special programs this year included: Find the Beat, Highland Games, blacklight party, learning Chinese, and Praying in Color. The children enjoy the consistency of familiar faces on Sunday mornings with Ms. Judy and Ms. Sophia in the nursery, Ms. Shelby in preK-2nd grade, and Ms. Jamie in 3rd - 8th grades. Volunteers assist all age groups. Please contact Jamie at [jamie@rccpc.org](mailto:jamie@rccpc.org) to volunteer.

Summer Arts Camp was an enormous success with over 60 children participating.



## YOUTH

This year the youth program enjoyed a mix of fun times and spiritual formation. We grew spiritually by attending Christian music concerts, confirming 13 youth, going on a service trip to Asheville, completing a 4-week Roundtable discussion, and shepherding five scouts through the God and Life program. We had fun with two midnighters, bubble soccer, pickleball, a skit for the Advent dinner, and much more. The youth program is growing, and youth are becoming increasingly involved in the life and community of RCCPC.

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# PERSONNEL COMMITTEE

## CHAIR: JOHN GAST

The Personnel Committee reports that 2023 has been an outstanding year at Red Clay with the implementation of a very successful new staffing model focused on reaching out effectively to young families, the community, and youth, while continuing to serve our traditional congregation. This model was initiated in 2022 with the return of our Senior Pastor and then put fully in place near the end of 2022 and early 2023, with the addition of new staff, focused on reaching out into the community through a renewed missional focus and to young families. This new staffing model expanded the professional staff by one position with the addition of Rachele Gilmore as our Director of Community Life and Ben Andrews as Director of Christian Formation. This new model replaces the traditional Senior Pastor combined with an Associate Pastor for youth model that Red Clay had primarily used for many years.

Throughout 2023 there has been palatable excitement and great congregational support for this new staffing model and the noticeable results of higher attendance, new families, expanded missional focus, and more children and youth involvement. Thank you to Pastor Nate, Jeffrey, Rachele, Ben, Jamie, Dinyar, Deena, Barbara, Julie, Kelley, and Lisa for an exciting year of sharing our faith, our mission, our music and our love.

### ADDITIONAL STAFF HIGHLIGHTS FOR 2023:

- Eric Koenig-Reinke, Designated Associate Pastor – last day was 1/15/23
- Jane Putscher, Finance Associate, recognized during worship on 2/26/23, last day was 4/24/23 (after 25 years of service)
- Anthony M. Condoluci-Smith, new Finance Associate, began on 2/27/23, welcomed on 4/23/23 during worship
- Julie Reeder, Office Coordinator, recognized during worship on 11/12/23 for 10 years of service
- Charlie Hannagan, Part-Time Tech Support, began on 11/5/23
- Deena Andrews, Asst. Director of Instrumental Music, joined Red Clay in February, 2023. We have all enjoyed Deena's many contributions to the Service, to concerts, and working with our youth in various capacities.
- Dinyar Vania was promoted to our full-time Facilities Manager
- Jeffrey, Rachele, Dinyar, Deena, Barbara, Ben, Jamie, Charlie, Anthony, and even Nate have provided Red Clay with numerous musical experiences enriching our music and worship programs in so many ways. Thank you all.

# REACH COMMITTEE

## CHAIR: LINDA REISOR

At RCCPC, we strive to respond to Jesus's teaching to "Tend my sheep." Our congregation is engaged, inspired, and generous in building relationships with organizations to serve the needs of people in our community and beyond. In 2023, the Reach Committee provided leadership and financial support to over 20 organizations. Some highlights of 2023 included:

### MEETING GROUND

After years of quiet support, RCCPC has reconnected with Meeting Ground's Mary Randall Day Center, which serves those experiencing homelessness in the Elkton and Newark areas. We held a canned fruit-and-vegetable drive, and we are currently planning to welcome their Executive Director during January and send her home with a meal for their next day.

### FRIENDSHIP HOUSE

We continue to provide 3 meals monthly to FH's Women's transitional housing residents, and 1 meal a quarter to FH's Men's transitional housing residents.

The Resident and Graduate picnic for the Women's Housing Program of FH was in September, and it was wonderful to reconnect with graduates from 11 years ago whose babies have grown up watching their mothers flourish with the skills and continued support from this program.

Other support for FH included the annual Highmark walk with many RCCPC walkers and donations, the December Toy Drive, and donations for thirty \$100 gift certificates for the women for Christmas. Through our fall uniform drive we donated over 200 uniform pieces and contributed an additional \$2700 to purchase additional uniforms.

### EMMANUEL DINING ROOM

RCCPC continues to make and deliver meals on the 28th of each month for EDR. Recently, we have also been assisting with serving the chili lunches. In January 2023, EDR offered a volunteer option as part of our Roots and Rays service month challenge.

### REFUGEE FAMILY SUPPORT

The Sharafs continue their integration into life in Delaware with both parents having gainful employment, the older kids (Age 11 and 12) doing well in 4th and 5th grade, and the youngest now walking and pushing the limits of their tiny apartment. Red Clay continues to support activities for the kids and to help with plans for next level housing and obtaining green cards and other documents.

### SERVICE PROJECT TRIP TO ASHEVILLE

RCCPC's long history of mission trips was reignited in August 2023 when a team of 29 people (including 7 youth) traveled to Asheville NC to do volunteer work with Black Mountain Home, which included painting, landscaping, and small building projects.

### ROOTS & RAYS FUND

The fund aided a huge food and hygiene drive for local organizations, handed out 50 Easter Meals to families in need through a partnership with Table of Plenty, provided winter clothing and supply essentials to children at our local schools, and helped several local families with emergency housing assistance.

### CDCA

In May, Red Clay hosted Sarah Junkin Woodard of the Center for Development in Central America (CDCA) located in Ciudad Sandino, Nicaragua.

Sarah discussed the work the CDCA continues to do in the second poorest country of the Western Hemisphere amidst unsettling reports that appear in our newsfeeds about the country's political situation. Sarah plans to visit us again in April of 2024.

### **FOOD BANK OF DELAWARE**

In January 2023, the Food Bank offered two Saturday volunteer sessions as part of our service month challenge. Attendance at our monthly volunteer sessions has increased averaging 13-15 attendees each time. Through our Lenten food drive we donated 1974 pounds of food.

### **QUILTS FOR COMFORT**

This group was able to provide comfort to 500 people this year.

### **MEALS ON WHEELS**

Five teams of people from Red Clay go to Murray Manor and deliver meals every 6 weeks. City Fare provides the meals for delivery. In 2023, we recruited 3 new volunteers and incorporated them into our delivery teams.

### **SIBANYE (SOUTH AFRICA MISSION)**

We continue to help feed approximately 150 children and 200 adults at the Seki Women's Foundation run by Mrs. Bono in Port Elizabeth, South Africa. Our reading rooms in Port Elizabeth and 4 other towns continue to help children with their education.





# REJOICE COMMITTEE

## CHAIR: LOIS GALINAT

The Rejoice committee works with staff to support worship. Subcommittees work independently to ensure that worship services run smoothly and are inspiring and inclusive for those attending in person or via Livestream. In 2023, various worship experiences like Holy Week, Kirkin' O' The Tartan, and World Communion Sunday provided meaningful worship experiences.

### ADVENT DECORATIONS

#### Marcia Kelly

With reusable stock, individual donations and a very limited budget, a small group decorates for Advent. If you would like to assist, please let us know.

2023 was the year of "Lighting the Way." Battery candles were installed in the windows facing Mill Creek and McKennans Church Roads. The new Spruce trees were lit, and a Christmas tree was displayed in the palladian window. The Sanctuary was adorned with wreaths and garland as well as the Chrismon tree. Wreaths were hung on the exterior doors.

### AUDIO/VIDEO

#### Al Leonhard

The Audio/Video committee operates and maintains equipment in the Sanctuary and Founders Hall. After years of disuse, the Founders Hall equipment needed reconfiguring. The Sanctuary equipment worked well all year. We added a digital recorder, and we are evaluating the sound equipment for improvement. There are seven operators with hopes to add our youth to the team.

### BELL CHOIR

#### Lisa Nichols

Bell Choir played 9 times during worship, and before the 3 PM Christmas Eve service. In July, a beginner's bell choir played in worship with 4 completely new ringers. At the November Friends and Fellowship lunch, Lisa presented a talk about the bells. If interested in learning more, please contact Lisa at [lialto@aol.com](mailto:lialto@aol.com).

### CANDLE AND PARAMENTS

#### Lisa Nichols

Communion table candles are changed as needed. This year followers were purchased for the Advent Wreath candles to prevent drippage. The paraments are changed according to the Church calendar.

### COMMUNION PREPARATION

#### Norm & Tosh Carlson

A crew of 19 dedicated preparers has resumed normal operations. We have also returned to purchasing our gluten-free bread.

### COMMUNION SERVERS

#### Lois Galinat

This year Elders and Deacons were actively involved in serving communion.

### FLOWER COORDINATOR

#### Vicki Smith

Flowers are ordered for New Members, Births, Senior Saints Day, Mother's Day, Easter, and Christmas.



## **GREETERS**

### **Susan Kissell**

Greeters welcome congregants in the Narthex as they arrive for worship. Currently there are 68 volunteers, and the schedule is completed every four months.

## **USHER COORDINATOR**

### **Bob Emmons**

There are currently 52 active ushers under the leadership of four full-time Captains and four part-time Captains.



# SCOUTING AT RED CLAY

## CHARTER REPRESENTATIVE: ELIZABETH (LIZ) SALTER

The Scouts of Pack 29, Troop 29 & Troop 1029 are grateful to Red Clay for their partnership and ongoing support. Red Clay's scouting program brings in from the local community about 120 boys and girls between the ages of 5 and 18 years old. Scouting offers youth the chance to become physically fit, thoughtful citizens, people of good character and offers an introduction to faith & Duty to God. Surprisingly, scouting is one of the first introductions many of our families have to religion. These reasons and many more make scouting an important community program for Red Clay.

### SCOUTS BSA TROOP 29 (BOYS) & 1029 (GIRLS):

The 2023 camping highlights for Troop 29 included beach grass planting (which combined service & fun), a backpacking trip on the Appalachian Trail and whitewater rafting in the Poconos. The boys had one large fundraiser, their spring plant sale. Funds from this were used to rent a bus for summer camp, replace worn gear, make repairs and support the program. This year the boys attended Camp Minsi in Pocono Summit, PA for summer camp. While there, they worked on scout skills, merit badges & a few took the opportunity to participate in higher adventure activities. Many service hours were provided throughout the year with Eagle scout projects, service project and group activities. 5 scouts completed the Duty to God program with the help of Ben Andrews and a few congregation members. Troop 29 is particularly proud that five of its scouts were awarded Boy Scouts highest honor – Eagle during 2023: Jonathan Kalla, Casey Paproth, Magnus Culley, Jeremiah Rayban, and Brett Cressman. They have become Troop 29's latest Eagle Scouts and join the Troop 29 Eagle honor roll that now tops 160 Eagle Scouts.

The 2023 camping highlights for Troop 1029 were beach grass planting (which combined service & fun) and a trip that combined C.O.P.E. activities & watersports. They had 4 smaller fundraisers (mums, a car wash, beef jerky and pinewood derby food stand). The funds raised were used to support the program and purchase new gear. Service hours were provided by various projects. This year, the girls attended Broadcreek Scout Reservation in Whiteford, MD. Some scouts attended base camp and worked on scout skills and merit badges. A few participated in a high adventure program with canoeing, hiking, caving and tubing. **This year, Troop 1029 was particularly proud to have its' 1st Eagle Scout Tiffany Situ.**

### CUB SCOUT PACK 29:

Pack 29 fills our church and the outside grounds with laughter and excitement. On Monday nights, scouts meet to discover that Cub Scouting is fun with a purpose!

Some of the 2023 activities included building pinewood derby cars, making dutch oven chicken & dumplings, playing games and doing service projects. The pack attended summer camp at Camp Ware and had a record number 54 people attend (scouts and adults).

We had a stellar popcorn fundraiser and ended up #1 in our district. Funds from fundraising supported many fun activities, sponsored 4 scouts for summer camp and were used by many scouts for dues and activities. We also participated in the Hockessin parade. The religious emblem was earned by 7 scouts in the pack. The Pack had 6 scouts advance into boy scouts and 7 earned the Arrow of Light Award. Good work!



If you know a boy or girl who is in kindergarten – 18 years of age and is looking for adventure, learning and fun, consider checking out Pack 29, Troop 29 or 1029 on Monday nights!





# STEPHEN MINISTRY

## STEPHEN LEADER: SUZANNE COURTER-JANN

Red Clay has been known as a Stephen Ministry congregation since 1985. The purpose of Stephen Ministry at RCCPC is a distinctively Christian caring ministry where clergy and laity work together to provide quality one-to-one care to help meet the needs of people who are experiencing a wide range of difficult life circumstances. Please know we are here to support and care, to offer hope and help. Our confidential caring relationships are traditionally face-to-face, and our preferred method of caring. We have added communicating through emails, texts, cards, drop-off deliveries, the telephone, face-time and sometimes zoom to care more effectively.

We continue to have a Stephen Minister in the Crossan Lounge after the service for those in need of a personal conversation or private prayer. Our Peer Support Meetings are held in person on the third Monday of each month. After completing the required 50 hours of training, Martha Parvis and Mary Jane Lanan were commissioned as Stephen Ministers during the Stephen Ministry Sunday Service. We now have 11 Active Stephen Ministers, with 4 caring relationships and 4 Stephen Leaders. We gratefully thank Pastor Emily who attends our monthly support and planning meetings as our group advisor.

Stephen Ministry hosted the Service of Light and Hope on December 3rd in person and online. This service is a place to acknowledge the personal milestones and challenges experienced on our individual pathways towards healing. Antoinette Rayfield delivered the message of hope. Candles were lit in honor of and in memory of these milestones. A prayer tree was a new addition to the service and was made available to the

congregation during the season of Advent and Christmas outside of the Crossan Lounge. The link for this service may be found online at [livestream.com/rccpc](https://livestream.com/rccpc) throughout the year.

We also partnered with the Centering Prayer Group to allow time before and after the Service of Light and Hope for anyone to walk the Labyrinth.

2023 was a year where 31 plus Grief Series were mailed and 7 "Cancer, Now What" books were delivered. Updated training materials continue to be used to ensure we offer the best possible care to each other, those in our community, and each of you. We are not here to judge the size or shape of your challenge or milestone, it is personal to you. We are here to listen, to care, to ensure you don't go through it alone. Should you have any questions regarding Stephen Ministry, please feel free to discuss with a Pastor or any Stephen Minister or Stephen Leader (Leslie Gast, 302-239-2006, first [sib@aol.com](mailto:sib@aol.com); Suzanne Courter-Jann, 302-530-3468, [scjann89@gmail.com](mailto:scjann89@gmail.com)). You may also find information regarding Stephen Ministries at [www.stephenministries.org](http://www.stephenministries.org).



# SPECIAL CONGREGATIONAL MEETING

## MINUTES FROM JANUARY 15, 2023

**SPECIAL MEETING:** A special meeting of the congregation of Red Clay Creek Presbyterian Church was held in the Sanctuary on Sunday January 15, 2023. The meeting was called to order at 11:05 a.m. by the moderator Rev. Dr. Nate Phillips with a reminder that we were called together with prayer at the beginning of the worship service that took place immediately before this meeting.

**THE CALL:** A special meeting of the congregation of Red Clay Creek Presbyterian Church has been called for Sunday January 15, 2023 immediately following the 10:00 a.m. worship service for the purpose of consenting to the dissolution of the pastoral relationship with Rev. Eric Koenig-Reinke.

**QUORUM:** The moderator declared a quorum of 70+ members was met.

**BUSINESS CONDUCTED:** John Gast, Chair of the Personnel Committee brought the following motion from committee: that: The Congregation concur with Rev. Eric Koenig-Reinke's request that New Castle Presbytery dissolve his pastoral relationship with Red Clay Creek Presbyterian Church effective January 15, 2023. Since the motion comes from the Committee, no second is required. The moderator called for the vote. Motion carried, Eric was thanked for his service to Red Clay for the last 3 ½ years and wished well in his new call in Baltimore.

**ADJOURNMENT:** There being no further business, the meeting was adjourned at 11:09 with prayer by Rev. Eric Koenig-Reinke.

Respectfully submitted,

Rev. Dr. Nathaniel D. Phillips  
Moderator

Sandy Sarjeant  
Secretary



# ANNUAL CONGREGATIONAL MEETING

## MINUTES FROM JANUARY 29, 2023

**ANNUAL MEETING:** The 301st annual meeting of the congregation of Red Clay Creek Presbyterian Church was held in the sanctuary immediately after the 10:00 a.m. service on January 30, 2023. The meeting was called to order with prayer at 11:07 a.m. by the moderator.

**THE CALL:** Annual meeting of Red Clay Creek Presbyterian Church will be held immediately following worship on Sunday, January 29th. A meeting of the Cemetery Corporation will follow. All church members are members of the Cemetery Corporation also.

**QUORUM:** The moderator declared a quorum of greater than the required 70 was present.

**REPORTS OF THE PROFESSIONAL TEAM, CLERK OF SESSION, SESSION COMMITTEES:** All reports published in the Annual Report and the Financial Report were e-mailed to the congregation. The Annual Statistics Report sent thru Presbytery to General Assembly includes the following information:

### Report of the Clerk of Session January 1, 2022 to December 31, 2022

#### MEMBERSHIP

Communicant Roll as of January 1, 2022 -	702	(421 female)
GAINS: Certificate of Transfer -	2	
Profession of Faith-	12	
Reaffirmation of Faith -	7	
Reinstated-	5	
Other		
	+26	
<b>LOSSES:</b> Certificate of Transfer -	1	
Deletion		
Death	21	
Other	8	
	-30	
Communicant Roll as of December 31, 2022 -	<b>698</b>	(412 female)

#### BAPTISMS

Infant 8  
Adult 2

# ANNUAL CONGREGATIONAL MEETING 2023, CONT'D

## IN MEMORIAM

Ronald Bagdon  
Allyson Brinser  
William Eden  
Shirley Fischer  
Kover Hudson  
David Kreps  
Lois Potts  
Darden Rodden  
Doris Singleton  
Francis Vaughan  
J. Calvin Williams

Mary Lou Boyce  
Sarah Carey  
Donald English  
Charles Craig Gano  
Carol Hunter  
Carole Miller  
Charlotte Powell  
Edith Sanders  
Jacob Snyder  
Tina Ward

## YOUTH CHURCH SCHOOL

Total Students  
Nursery – Grade 1 - 9  
Grades 2 – 5 - 6  
Junior/Senior High - 15  
Teachers/Officers – 8

Sandy Sarjeant- Clerk of Session

**REVIEW OF MINUTES:** Let it be known that, as per approval at last year's Congregational Meeting, the Session approved the minutes of last year's Congregational Meeting at their stated meeting held February 15, 2022.

**REPORT OF THE NOMINATING COMMITTEE:** Sandy Sarjeant, Chair of the Nominating Committee placed the following persons in nomination for the office of Elder by the Nominating Committee:

### For the Class of 2026

Andrew Bloom	Marcia Kelly
Nancy James	Brandon Wallace
Linda Reisor	Heather Kennedy

### For the Class of 2024 (to fill a vacancy)

Ray Krout

The moderator asked for nominations from the floor. There being none, a motion was made and seconded to elect the submitted slate of Elders by unanimous approval. Motion carried.

# ANNUAL CONGREGATIONAL MEETING 2023, CONT'D

The following names were submitted in nomination for the office of Deacon by the Nominating Committee:

## For the Class of 2026:

Mary Ellen Gruber	Alyce Styles
Barbara Jaffee	Sue Gleason
Jayne Townsend	Bret Lanan
Karen Caldas	Donna Reilly

The moderator asked for nominations from the floor. There being none, a motion was made and seconded to elect the submitted slate of Deacons by unanimous approval. Motion carried.

The following three members of the Congregation-at-Large were submitted by the Nominating Committee for next year's Nominating Committee:

Anne Hawley  
Christine Fischer  
Tom Whipple

The moderator asked for nominations from the floor. There being none, a motion was made and seconded to elect the submitted slate of Nominating Committee at-large members by unanimous approval. Motion carried.

The Moderator thanked the Nominating Committee for their work and the appointed members for their willingness to serve.

**ACTING ON THE SENIOR PASTOR TERMS OF CALL FOR 2023:** John Gast, Chair of Personnel, made the following Motion on behalf of the Personnel Committee: That for our Pastor, Rev. Dr. Nathaniel D. Phillips, I move that we approve the following:

Total Effective Salary including cash salary and housing: \$100,440

Required Benefits: \$41,180.40

Reimbursed Expenses: \$10,583.66

Total Compensation: \$152,204.06

This represents an increase of 4.2% from last year.

See Appendix I for details



# ANNUAL CONGREGATIONAL MEETING 2023, CONT'D

The moderator asked for questions. There being none, the moderator called for a vote. MOTION carried. John thanked Rev. Dr. Phillips and the staff for their leadership in 2022.

**REVIEW OF THE 2022/2023 OPERATING BUDGET:** Brandon Wallace, chair of the Finance committee presented the following report from the Finance Committee:

## *2022 Financial Summary*

In January 2022, the Session approved an operating budget with total income of \$702,956 and total expenses of \$741,129 with an unbalanced deficit of \$38,173.

- Year end 2022 total income was favorable and exceeded the planned budget by \$11,103.
- Year end 2022 total expenses were favorable and less than planned by \$14,043.
- Year end 2022 resulted in a deficit of \$13,027 compared to planned deficit of \$38,173. See summary charts below.
- Investments: Difficult market conditions had a negative impact on both RCCPC investment funds from New Covenant Trust. During 2022, Finance met with New Covenant several times to reallocate funds to less risky investments to prepare for market environment.
- As part of the 2022 approved operating budget, \$59,176 was withdrawn from NCT during the year to subsidize the Operating Income. The balances below include these withdrawals.

	Beginning Balance	Ending Balance	Net %
Endowment Fund	\$ 1,260,628	\$ 1,070,706	\$ (189,922) -15%
Monetized Asset Fund	\$ 218,518	\$ 185,482	\$ (33,036) -15%
Total	\$ 1,479,146	\$ 1,256,188	\$ (222,958) -15%

## Highlights of Operating Income for 2022

### Actual Budgeted Fav (Unfav)

Giving-Pledge, Non-Pledge, Loose Plate	\$ 635,917	\$ 622,500	\$ 13,417
Income from Investments	\$ 59,176	\$ 59,176	\$ -
Rental	\$ 9,070	\$ 9,600	\$ (530)
Committee Income -Belong, Nurture & Rejoice	\$ 5,232	\$ 8,000	\$ (2,768)
Other- Per Capita & Misc.	\$ 4,664	\$ 3,680	\$ 984
Total Operating Income	\$ 714,059	\$ 702,956	\$ 11,103

## Highlights of Operating Expenses for 2022

### Actual Budgeted Fav (Unfav)

Administration	\$ 25,830	\$ 22,438	\$ (3,392)
Home	\$ 107,261	\$ 118,535	\$ 11,274
Personnel	\$ 475,033	\$ 483,786	\$ 8,753
Stewardship, Finance & Per Capita	\$ 31,860	\$ 29,105	\$ (2,755)

# ANNUAL CONGREGATIONAL MEETING 2023, CONT'D

Mission & Reach \$ 52,000 \$ 52,000 \$ -  
Deacons & Committees \$ 35,102 \$ 35,265 \$ 163  
Total Operating Expenses \$727,086 \$ 741,129 \$ 14,043

## Operating Budget Summary

2022 Actual Net Income \$ 714,059  
2022 Actual Net Expenses \$ 727,086  
2022 Net Income (Deficit) - \$ 13,027

## Restricted Funds

RCC also maintains Restricted Funds for committee programs and special expenses that are not part of the annual Operating budget and are controlled by each Committee.

RESTRICTED FUNDS Balance

Rejoice- Music and Worship \$ 18,428 Memorials \$ 476

Nurture- Education \$ 22,759 New Building Fund / Revision \$ 7,394

Reach- Mission & Roots & Ray \$ 105,670 Home- & Gardening Fund \$ 52,917

Memory Garden \$ 10,134 300th Anniversary \$ 6,727

Administration \$ 3,260

Total \$ 217,765

## New 2023 Operating Budget

Session approved the new 2023 Operating Budget with planned income of \$830,105 and expenses of \$884,510 with an unbalanced budget deficit of \$54,405 See attached spreadsheet for detail.

o 2023 Pledged actual and budgeted income compared to 2022.

Year Actual Pledged Budgeted

2022 \$506,786 \$524,000

2023 \$560,890 \$565,000

Actual Increase 10.7%

- 2023 Planned Operating Income Highlights
- Room rental signed contracts will provide \$ 8,765 income during the year.
- Both the New Covenant Trust Endowment and Monetized Asset Investments will provide combined \$62,300 to subsidize the income or 5% withdrawal from these funds.
- RCC received one-time \$53,000 from the Employee Retention Credit (ERC).
- 2023 Operating Expenses Highlights
- Total budgeted expenses are \$884,510 versus \$741,129 that were planned in 2022.
- Personnel budget Increased \$112,073 due to staff and benefits increases.
- Administration budget increased by \$8539 for technology upgrades.
- Mission/REACH expenses for Local, Regional, and International increased from \$52,000 to \$55,000.

# ANNUAL CONGREGATIONAL MEETING 2023, CONT'D

The Finance Committee will continue to remain diligent in monitoring this new budget, and, with God's blessing and provisions and the leadership of the Pastors and Session, we will be able to have a successful year.

Finance Committee Members:

Curt Tompkins, John Schubel, John Gast, Fred Crowley, Jay Fuess, Pastor Nate along with support from our Office Financial Associate, Jane Putscher who has been faithful over the years here at RCC.

Submitted by Brandon T. Wallace  
Finance Chairperson

The Moderator asked if there were any questions. There being none, the moderator declared the meeting adjourned at 11:20 a.m. and closed the meeting with the Benediction.

The Moderator invited Dave Rada to come forward and lead the meeting of the Cemetery Corporation and reminded the congregation that as members of the church they were all also members of the cemetery corporation.

## APPENDIX I

2023 Terms of Call  
Rev. Dr. Nathaniel D. Phillips

Salary\* 63,240.00  
Housing, Utility, and Furnishings Allowance\* 37,200.00  
Total Effective Salary 100,440.00

Benefits  
Board of Pensions\*\* 39,171.60  
Medical Wrap-around\*\* 2,008.80  
Total Benefits 41,180.40

Reimbursements/Vouchered Expenses  
Continuing Education 500.00  
Travel/Auto/Business/Professional 2,400.00  
SECA Contribution 7,683.66  
Total Reimbursements 10,583.66

**TOTAL COST TO BUDGET 152,204.06**

Vacation 4 weeks  
Study Leave 2 weeks

Other: Sabbath Sundays 2 days

Notes:

\*Pastor determines breakdown between Salary and Housing

\*\*Board of Pensions and Medical Wrap-around are required by the Presbytery



# NOMINATING COMMITTEE REPORT

**The Nominating Committee is pleased to present this slate of nominees for the office of Deacon:**

**For the class of 2027 (3-year terms):**

Kathy Ciabattoni  
Sandy Dudley  
Jackie Kacmar  
Andy Lo  
Betsy Marsey  
Toni Rayfield  
Barbara Sowden  
Barbara Tostrup

**For the Class of 2025 (To fill vacancies)**

Jane Conly  
Bonnie Hudson

For Elder, the Nominating Committee is pleased to present the following slate of nominees

**The Class of 2027 (3-year terms)**

Steve (Jay) Armstrong  
Brian Conly  
Fred Crowley  
Christine Fischer  
Scot McHenry  
Karen Vordemberge

**For Financial Review Committee (1-year term)**

Al Behringer

**For the At-Large positions on the 2024 Nominating Committee (1-year term)**

Anne Hawley  
Tom Whipple

Respectfully submitted - Sandy Sarjeant, Chair

# TERMS OF CALL - 2024

## REV. DR. NATHANIEL D. PHILLIPS

Salary*	65,643.12
Housing, Utility, and Furnishings Allowance*	38,613.60
<b>Total Effective Salary</b>	<b>104,256.72</b>

Benefits	
Board of Pensions**	40,660.12
Medical Wrap-around**	2,085.13
<b>Total Benefits</b>	<b>42,745.25</b>

### Reimbursements/Vouchered Expenses

Continuing Education	500.00
Travel/Auto/Business	2,568.00
SECA Contribution	7,975.64
Total Reimbursements	11,043.64

**TOTAL COST TO BUDGET** **158,045.61**

Vacation	4 weeks
Study Leave	2 weeks
Other: Sabbath Sundays	2 days

Notes:

\*Pastor determines breakdown between Salary and Housing

\*\*Board of Pensions and Medical Wrap-around are required by the Presbytery

# MEMBERSHIP

## Baptisms

03/05/2023	Brian Bogdan
05/07/2023	Cassidy Hanna
05/07/2023	Lachlan Hanna
05/14/2023	Brinson Legutko-Howell
06/04/2023	Kaelyn McNesby
06/11/2023	Jayda Wersinger
09/24/2023	Teagan Work
09/24/2023	Kodilynn Work
10/22/2023	Leah Vordemberge
10/22/2023	Joseph Vordemberge



## New Members

Alec Baxley  
Justin Baxley  
Ellie Brown  
Jim Caldas  
Madeline Carlson  
Delaney Christel  
Bill Ciabattoni  
Kathy Ciabattoni  
Nancy Colvard  
Jane Conly  
David Conly  
Brian Conly  
Erika Conly  
Wyatt Conly  
Brett Cressman  
Riley Cressman  
Diane Freed  
John Haggerty  
Paige Hanna  
Peyton Harter  
John Helveston  
Brooke Kennedy  
David Lynch  
Alease Malloy  
John Malloy  
Debbie McNesby  
Lily Phillips  
Elizabeth Phung  
Alexandra Schueller  
Harald Schueller  
Alexander Smith  
David Young  
Mary Young



# CURRENT STAFF



**Rev. Dr.  
Nathaniel D. Phillips**  
Senior Pastor/Head of Staff



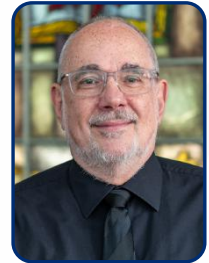
**Rachele Gilmore**  
Director of Community Life



**Ben Andrews**  
Director of Christian  
Formation



**Rev.  
Emily Schwenker**  
Parish Associate



**Jeffrey J. Miller**  
Director of Music



**Barbara  
Vanderkraats**  
Asst. Director of Music



**Deena Andrews**  
Asst. Director of  
Instrumental Music



**Lisa Nichols**  
Bell Choir Director



**Charlie Hannagan**  
Tech Support



**Julie Reeder**  
Office Coordinator



**Kelley Norton**  
Admin. Assistant



**Anthony M.  
Condoluci-Smith**  
Finance Associate



**Dinyar Vania**  
Facilities Manager



**Jamie Russell**  
Director of Children's  
Ministries



**Judy Lozier**  
Nursery Supervisor



**Shelby Beattie**  
Sunday School Teacher



**Sofia Martin**  
Nursery Support



Red Clay Creek  
*Presbyterian Church*