

Red Clay Creek  
*Presbyterian Church*



# 2020 ANNUAL REPORT

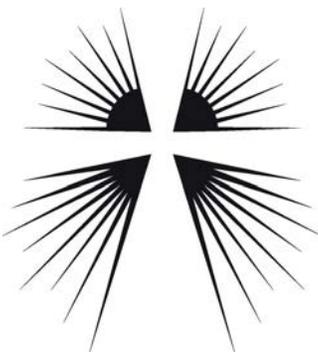


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# TABLE OF CONTENTS

Annual Meeting Agenda.....	5
Rev. Dr. Randall T. Clayton.....	6
Rev. Eric Koenig-Reinke.....	7
Jeffrey Miller, Director of Music/Organist .....	8
Session .....	9
Deacons .....	10
Leadership .....	11
Administration.....	12
Belong.....	13-14
Community Partners.....	14
Finance.....	15-17
Home.....	18-19
Lawton Trust.....	19-20
Nurture.....	20-23
Personnel.....	23-24
Reach .....	24-31
Rejoice .....	31-35
ReVision.....	36
Wellness Center.....	37
Minutes of Annual Congregational Meeting 2020 .....	38-43

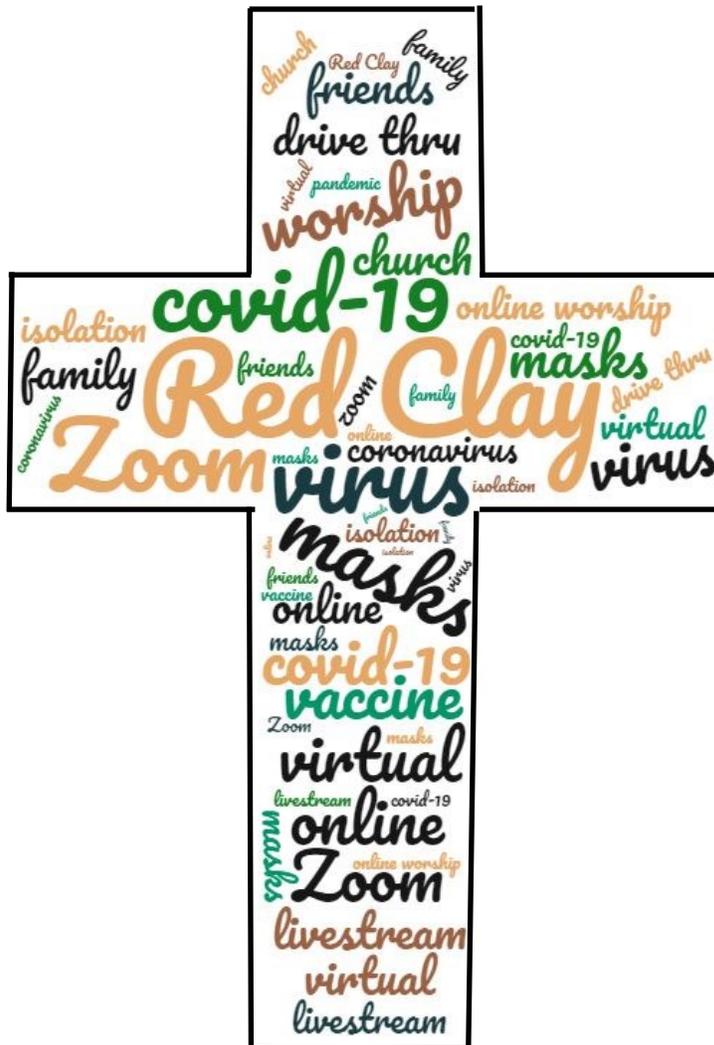


**We belong to God.**

**We nurture faith in Christ.**

**We reach out to others in the power of the Holy Spirit.**

**We rejoice in the Good News.**



# RED CLAY CREEK PRESBYTERIAN CHURCH ANNUAL MEETING AGENDA

February 21, 2021

12:00 noon

via Zoom

1. Call to Order & Opening Prayer
2. Devotional
3. Declaration of Quorum and Review of Process and Meeting Details
4. Approval of Agenda
5. Approval of Congregational Meeting Minutes: January 26, 2020
6. Clerk of Session Report
7. Recognition of Elders & Deacons
8. Nominating Committee Report. Part 1
  - ◆ Election of Elders
  - ◆ Election of Deacons
  - ◆ Election of Congregational Nominating Committee
  - ◆ Election of Financial Review Committee
9. Interim Time and Pastoral Search Process
10. Nominating Committee Report. Part 2
  - ◆ Election of Pastor Nominating Committee (PNC)
11. Financial Report
12. Review of Designated Associate Pastor's Terms of Call & Motion from Session
13. Pandemic Response Update
14. ReVision Update
15. Other Reports from Pastors and Committees
16. Closing Prayer & Adjournment

*The Cemetery Corporation will meet via Zoom immediately following the Adjournment of the Congregation's Annual Meeting. All members of the Church are voting members of the Cemetery Corporation.*

# REV. DR. RANDALL T. CLAYTON

Dear Red Clay Creek Members and Friends,

For Red Clay Creek, this past year has been a time of challenges and of opportunities, both of which you will see in the reports included in the rest of this document. We were challenged by the pandemic, but we met the challenge. We adapted and responded faithfully to a world impacted by coronavirus. We were challenged financially, and we met that challenge too because of reduced expenses and because of the faithful commitment of our members to support the church financially. Despite not being able to be together in-person since mid-March, we never missed a Sunday of worship, we continued to study scripture together and to pray together. This past year committees learned how to meet electronically; we improved our Livestream worship feed; we celebrated Holy Week, Easter, Pentecost, Advent and Christmas; and we did all of this and more virtually. Even though we were not able to be together in-person we celebrated our Senior Saints, we collected food, and we shared the sacrament of the Lord's Supper. While the church building was closed for most of the year, the church was definitely wide open, alive, and faithful.

In 2020, the church engaged in a visioning and discernment process called ReVision. This process involved a significant portion of the congregation and included opportunities for reflection, prayer, conversation, and evaluation of our past, present, and future directions. Out of the work done through a seven-week series of small groups, two congregational summits, and four task groups, there are now ministry plans created which form a vision for Red Clay for the future.

As the ReVision project was concluding, the Session appointed a group of people to undertake the required Mission Study. The Mission Study Report was completed and approved by Session and Presbytery in January 2021. This Report will provide significant guidance to the Pastoral Nominating Committee as the pastoral search process begins in winter 2021. I am grateful for the committee that worked on that project: Vicki Smith, Sue Gleason, Chip Gruber, Bob Davis, and Linda Neel.

I am excited about the election of a Pastoral Nominating Committee at the Annual Meeting this year. I believe the church is ready to begin the search for its next pastor in earnest and will be praying that God will guide the committee.

Throughout the pandemic one of the guiding principles at Red Clay has been that we would try to do what is most loving toward neighbor. And that, of course, has led us to keep the building closed, to cease in-person activities, to wear masks and remain physically distanced. While we have grieved the loss of what was once "normal", I rejoice that we have put the needs of others above our own comfort. And like you, I pray for and long for that day when it will be safe and loving to be together in-person again.

Peace,

*Pastor Randy*

# REV. ERIC KOENIG-REINKE

Dear Red Clay Creek Members and Friends,

This year has certainly been something else. The pandemic has forced us to respond, and to transform how we do ministry in this day and age. This means that I have become much more familiar with Zoom than I would like, and my new working spots and remote office locations include my kitchen island, sofa, and spare bedroom. Yet, despite all the challenges I am glad that we have still actively persisted to be the church in new and different ways. We have adjusted in so many ways, and I encourage you to read this report about how our committees have continued to be the church in the year of 2020. A few highlights of new and adaptive projects that I am proud of this year are:

- The creation of COVID-Care Groups with the deacons
- Our service of Light and Hope with our Stephen Ministry
- Bring your own S'mores event
- Various intergenerational hikes in Delaware and Maryland
- Theology and Film discussion on movies such as (*Selma; Just Mercy; The Lion, the Witch and the Wardrobe*)

As I look into 2021, I am excited to continue hiking the Delmarva Peninsula with church members of all ages. I am excited to continue to watch movies and discuss how faith and ethics intersect with popular culture. I am excited to continue collaborating with other youth leaders in our presbytery as we continue to form connections. I am nervous, but hopeful we will be able to travel with youth to conferences and mission trips, though we will only do so when deemed safe.

We continue to move forward together as a church and I am excited for how we will come out of this pandemic stronger, and more faithful than before. We will use the skills we learned working remotely and relying on technology, and work into a future that is still unknown, but that is held in the love and grace and providence of God.

Peace and Blessings,

*Pastor Eric*

# JEFFREY MILLER, MUSIC DIRECTOR

Dear Red Clay Creek Members and Friends,

Although this past year has presented many challenges to all of us, in so many ways, we have not lost our ability to keep our church alive and open. Of course, the building is closed and we have not been able to have choir rehearsals, so our choirs are currently on sabbatical. However, Sunday morning services have continued without interruption and have been musically led by the organ, the piano, and soloists. We were blessed to have the Livestream capability in place for so many years, allowing us to continue Sunday worship in this format without interruptions of any kind.

We were also able to continue our Sunday Concert Services performances in the Livestream format, now at 4:00 pm. Not being able to have face-to-face fellowship has been the most difficult part of the year. We know that the day is soon coming when we will worship together once again. Until then, I pray daily for patience to ride this out.

On a personal note: I thank the Personnel Committee and everyone who helped me celebrate my 20th anniversary at this church. All year long, so many of you have sent cards and emails thanking me for the music, and my reply is this: *it is a great honor for me to be able to do it.* Providing stability is the most important contribution I can make at this time, and with Barb's help I will continue as long as we must. Please know that both of us think of you all (ALL THE TIME!), and continue to keep you and this church in our prayers.

Peace and blessings,

*Jeffrey*

## CURRENT STAFF AS OF DECEMBER 31, 2020



Rev. Dr. Randall T. Clayton  
Interim Pastor



Rev. Eric Koenig-Reinke  
Associate Pastor



Jeffrey Miller  
Director of Music/Organist



Barbara Vanderkraats  
Director of  
Reach & Rejoice Choir



Julie Reeder  
Office Coordinator



Jane Putscher  
Finance Associate



Kelley Norton  
Administrative Assistant



Lisa Nichols  
Bell Choir

# SESSION

## Report of the Clerk of Session

January 1, 2020 to December 31, 2020

### MEMBERSHIP

Communicant Roll as of January 1, 2020	888	(526 female)
<b>GAINS:</b>		
Certificate of Transfer	1	(Mildred McGraw)
Profession of Faith	0	
Reaffirmation of Faith	1	(Courtney Clark)
Reinstated	0	
Other	0	+ 2
<b>LOSSES:</b>		
Certificate of Transfer	0	
Inactive Roll	0	
Deletion	29	
Death	9	
Other	0	- 38
Communicant Roll as of December 31, 2020	852	(507 female)

### BAPTISMS

Infant - 1 (William Clark)  
Adult - 0

### IN MEMORIAM

Members who died in 2020

James Alexander  
Patricia Faatz  
Martha Julian  
Mildred McGraw  
Fay Patti  
George M. Price Jr.  
Martha Sackovich  
Leon L. Thompson Sr.  
Nancy Vaughn

### YOUTH CHURCH SCHOOL

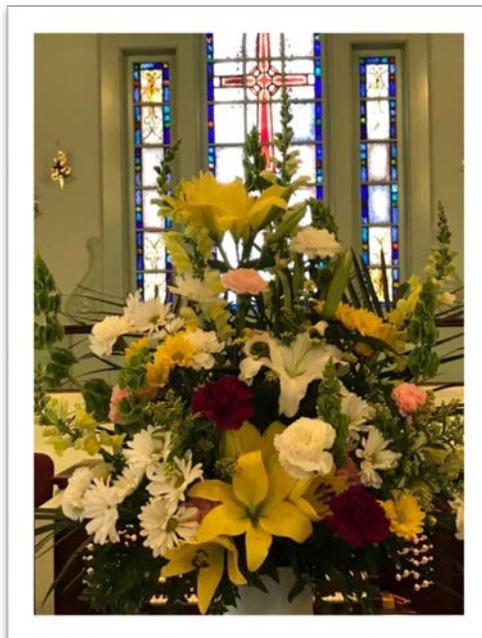
Total Students - 47	
Nursery - Kindergarten	- 5
Grades 1 - 5	- 18
Middle School/Senior High	- 24
Teachers/Officers	- 10

*Sandy Sarjeant - Clerk of Session*

# DEACONS

Deacons are charged to be the hands and feet of Christ, providing a ministry of compassion. Before the pandemic, this included activities such as hosting coffee hour and funeral luncheons, visiting homebound and those in the hospital, and providing home communion. The role of deacon at Red Clay was incredibly hands-on, but Deacons have responded to the pandemic by transforming how we provide compassion in our congregation.

Shortly after we realized that the pandemic was going to be with us for an extended period of time, we formed COVID-Care Groups. Assigning households into different groups so that our deacons could check in, via phone, email, and letter with our congregations. Through this care and contact we have been an important part of our churches ability to keep the congregation informed while not able to meet in-person. Deacon meetings have moved onto Zoom but we continue to meet every month. Deacons continue to send cards, and call those who have been in the hospital; and are an integral part of delivering our chancel flowers to local care facilities in our community.



While the future is still unknown, the Deacons are looking forward to helping our congregation adjust to in-person activities once again. We do know that there will be a need to provide support and guidance as we implement appropriate protocols and precautions to keep all safe and healthy.



# LEADERSHIP

## THE SESSION

The Rev. Dr. Randall T. Clayton,  
*Moderator and Interim Pastor*

Rev. Eric Koenig-Reinke,  
*Associate Pastor*

Sandra Sarjeant, *Clerk*

### Class of 2021

Kimberly Eppehimer (3)  
Anne Hawley (5)  
Mary Norris (1)  
Donna Reilly (3)  
John Schubel (3)  
Debbie Williams (3)

### Class of 2022

Christine Fischer (3)  
Darlyn Green-Kocher (3)  
Mim Krout (3)  
Al Leonhard (3)  
Lynn Moffett (3)  
Vicki Smith (2)

### Class of 2023

Dave Aument (6)  
Jason Baxley (3)  
Patricia Christel (3)  
Bob Davis (3)  
Sue Gleason (3)  
Carrie Sharp (3)

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

## THE BOARD OF DEACONS

Jane Moore, *Moderator*

### Class of 2021

Allyson Brinser (2)  
Amy Jones (3)  
Susan Kissell (4)  
Pam Meyer (3)  
Jane Moore (4)  
Annie Riblett (3)  
Linda Sopkanich (1)  
Shirley Tielleman (3)  
Tom Whipple (1)

### Class of 2022

Karen Caldas (3)  
Gail Eden (3)  
Peggy Germain (3)  
Mary Jane Lanan (3)  
Jim Murray (3)  
Jennifer Pleasanton (3)  
Sally Rada (6)  
Bob Rufe (3)

### Class of 2023

Jean Derickson (6)  
Carolyn Diehl (3)  
Mary Ellen Gruber (3)  
Pei-Yi (Andy) Lo (6)  
Sandra Schubel (3)  
Jayne Townsend (3)  
Diane Wallace (3)  
Susan Welsh (6)



## ADMINISTRATION

In March 2020, we contacted Comcast and negotiated and re-contracted a lower rate with greater bandwidth. It was 20Mb up and 7Mb down is now 200Mb down and 20Mb up. The monthly cost was \$387.95/Mo + tax (\$431.50) and is now \$288.34/Mo + tax (~\$321.00). The update includes a new modem w/ installation. The \$69.95 installation fee was waived. The modem was installed the last week of August.

The copier lease term ended in June. We decided to return the copier at the end of the lease. A letter of intent indicating we were going to return the copier at lease end (June 30, 2020) was sent to Digital Office Solutions on March 30<sup>th</sup> to be forwarded to the leasing company.

I spoke with Chad Fedorkowicz of Digital Office Solutions on several occasions regarding the copier lease, special offers and timing for replacement. He wanted to replace the copier right away and would take care of terminating the lease and removal of the equipment. He offered no payments for 120 days - 67-month lease with 63 payments of \$333 per month. He also offered no payments for 90 days - 66-month lease with 63 payments of \$314 per month. I asked if the price would be better if we did not defer payments. He proposed a 63-month lease replacing the equipment right away and he would satisfy the remaining lease and return the current equipment for \$290. I asked if there would be a better price if we kept the current lease until the end of the lease on June 30<sup>th</sup>, that way there would be no extra cost for terminating the lease early. He then proposed a 63-month lease, with buyback assistance from Minolta and our cost would be \$260 per month (\$265.15 incl. taxes). In all proposals, the maintenance cost remained at \$0.005 per black/white print and \$.05 per color print. Maintenance includes all parts, labor and toner. It does not include paper, staples, network support or customer damage. This appears to be the best offer and it is \$74.48 per month less than we were paying for the previous copier.

Due to the reduced number of bulletins and other copy requirements, the copier maintenance costs for 2020 were significantly lower than expected. We anticipate a similar reduction in use and cost for the first part of 2021.

Our office computer system was configured to allow our office staff to connect remotely. In June the office security appliance/router needed to be replaced. We installed a temporary router to keep the system up and running while a new security appliance/router could be obtained. In Late July, we replaced the hard drives in the server and upgraded them to Solid State Drives which use less energy and run faster. They are working well and still have plenty of free space. The server operating system (Windows Server 2008 R2) is no longer supported by Microsoft. We are looking into upgrading to Windows Server 2019 some time in 2021. The computer that controls our Doors system has had a few problems that fortunately did not cause any down time. It is very much in need of updating and is scheduled for replacement in 2021.

The Admin Committee has been working with Rejoice and Finance to improve the equipment and wiring used for streaming the Sunday worship services. Several new pieces of equipment including an additional camera have been purchased to increase reliability and improve our productions.

*Al Leonhard, Chair*

# BELONG

BELONG encourages inter-generational activities to bring the church together. We also sponsor some community activities to try to engage locally. This year has been challenging as our activities require in-person gatherings. COVID-19 gave us the chance to expand our normal thinking and reach out of the box. We offered several activity packets combining church and non-church things to do. Our favorite new idea was to return to an old tradition at Red Clay, to offer all children through high school an RCCPC ornament for the Christmas Tree. Most of our young people did not get their ornament - a must have to remember 2020 - please contact either Eric or me.

2020 is finally behind us, and Belong is excited to be looking forward to 2021. We are expecting to continue with some of our favorites, such as, Tuesdays Together, R.O.M.E.O.'s (Retired Old Men Eating Out), the Celebration Picnic, Sundae Sunday, Senior Saints' Celebration and the Advent Dinner. Some of the other get togethers are still under serious consideration but will be discussed as the committee continues to plan for 2021.

In addition to our usual fare, Belong has other exciting ideas on our plate. We plan to put together a multi-generational welcome bag for our visitors and to "adopt" new members to help them assimilate into Red Clay. What do you think of a Progressive Dinner that takes place fully within Red Clay? How about a community party involving a band and food wagon? There are so many possibilities!! Join Belong to help organize the old and new possibilities!

Our 2021 goal is to increase our involvement beyond our church as well as offer engaging activities for our congregation. If you're ready -- Let the Excitement Begin!

*Debbie Williams, Chair* [lovekitties@comcast.net](mailto:lovekitties@comcast.net)

## Advent Drive-Thru Celebration

Sunday - December 6th

Anytime from 12 noon - 1:30 pm

Swing by the Church Parking Lot on Sunday, December 6<sup>th</sup>, anytime from Noon to 1:30 PM. As we prepare for the Birth of Christ, let us celebrate the season, by giving, loving, and spreading cheer. Santa, and pastors will be on hand to wave and greet those who come by to participate in any, or all of the stations available.



### Ornament Drop-Off

You are invited to drop off a Christmas tree ornament on a special RCCPC tree. It can be an old ornament you no longer want, a new one you bought to donate for this occasion, or can be homemade.

Click [HERE](#) to download ideas and directions for homemade ornaments.

Need more ornament ideas? Visit [Goodhousekeeping.com](http://Goodhousekeeping.com) by clicking [HERE](#).



### Friendship House Christmas #2020

To celebrate the 2020 Holiday Season you are invited to share the "Spirit of Christmas" with donations to Friendship House. Those experiencing homelessness need our support this year even more than in prior years. Due to Covid our involvement will look different. Instead of providing soup and casseroles for our homeless friends, we will collect items representing the warmth, compassion and love we have previously shared. Necessities and a note of encouragement would be the warmth needed to assist our friends. Click [HERE](#) for suggested donations.



and faithfulness,  
e Johnston, Linda Neel and our partners at Friendship House

family. There are deep and faithful  
ingly simple candy. You are invited  
will include a prayer card that tells





**FRONT**

**ORNAMENTS  
MAILED TO OUR  
RED CLAY  
SENIOR SAINTS.**



**BACK**

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## **COMMUNITY PARTNERS**

The Community Partners team is hard at work to develop the Founder's Hall area to be available for rent for members and our community. We are planning for the space to be available for parties, receptions, and activities in 2021-22. We are blessed to have such a wonderful location and setting and hope to share this with others real soon.

In other areas:

- Jazzercise has been continuing with their practice of exercising and well being in our outdoor parking lot through the summer and fall.
- With Session's approval, we restricted the Lifespan lease to provide both parties with more termination flexibility and to lock in much needed rental income during the pandemic.

We are hopeful for a fabulous 2021! Thanks for your continued support.

Respectfully submitted,

*Community Partners*



The Lifespan Development Centers™  
Intergenerational Care Providers™

# FINANCE COMMITTEE

The RCCPC Finance Committee is responsible to oversee the financial well-being of the church; it makes recommendations to the Session on all financial matters, whether deemed appropriate by the Committee or requested by the Session. The Committee is responsible for the creation of the Operating Budget for the new year which is based on expected income from pledges, non-pledge monies, investments, and rental fees and anticipated expenses from Personnel, Administration, Home and the other committees of the church. The Finance Committee meets monthly to review current month-end income and expense statements, balance sheets, and the restricted fund accounts and, in turn, provides these reports to Session.

## 2020 Summary

In January 2020, the Session approved a deficit budget of \$32,824. This was a challenging year due to COVID-19 resulting in both a variance of income and expenses. Our total income was down by \$43,486 but was offset by a more significant reduction of expenses of \$133,192 resulting in a year end surplus of \$56,882 thus totally eliminating the deficit.

- Operating Net Income for 2020 had a positive cash flow of \$56,882.
- With the building closed, the Room Rental income lost \$11,903 for the year.
- Lifespan lease continued for 2020 and contributed \$21,150 toward room rental income.
- Investments:
  - Market conditions had a positive impact on both RCCPC investments in New Covenant Trust. The Monetized Asset Fund gained 12.8% and the larger Endowment Fund gained 15% on the mix of equities and bonds. As part of the 2020 approved budget, \$57,315 was withdrawn during the year to subsidize the Operating Income.
  - These investments are monitored quarterly along with an annual meeting with New Covenant to review performance.
  - The value in both investment accounts for year-end increased from \$1,264,678 to \$1,449,679 as of 12/31/2020.

Actual Operating Income for 2020 was \$699,306 versus the normalized budget of \$742,792 as shown below:

	Actual	Budget	Fav (Unfav)
<b>Giving-Pledge, Non-Pledge, Loose Plate</b>	\$ 602,879	\$ 627,927	\$ (25,048)
<b>Income from Investments</b>	\$ 57,315	\$ 57,315	\$ -
<b>Rental</b>	\$ 5,377	\$ 17,280	\$ (11,903)
<b>Lifespan Lease</b>	\$ 21,150	\$ 27,150	\$ (6,000)
<b>Other- Per Capita/ Committees</b>	\$ 12,585	\$ 13,120	\$ (535)
<b>Total Operating Income</b>	<b>\$ 699,306</b>	<b>\$ 742,792</b>	<b>\$ (43,486)</b>

## Operating Expenses for 2020

- Total Operating expenses were favorable by \$133,192 with \$642,424 actual versus \$775,616 planned.
- Personnel costs were favorable to budget by \$65,667 due to the mid-year staff changes.
- With the building closed, HOME spending was favorable to budget by \$16,885.
- REACH provided \$53,000 for local, regional, & international missions as planned.

## New 2021 Operating Budget

Session approved the new 2021 Operating Budget with planned income of \$620,798 and expenses of \$707,419 with an unbalanced budget deficit of \$86,711 See attached spreadsheet for detail.

- 2021 Operating Income Highlights
  - 2021 Pledged Income to date is \$480,262 which is a significant decrease over 2020 by \$77,665 or 14%.
  - For 2021, we will be impacted by loss of both Room Rentals and Lifespan leases.
  - Both the Endowment and Monetized Asset Investments will provide \$56,810 to subsidize the income. Finance will withdraw 4.0% from the Endowment Fund and 3.5% and Monetized Asset Investments.
  - Over all 2021 Total Operating Income is expected to decrease by \$78,598 over 2020 actually received. This is primarily due to the decrease in Pledge giving.
  
- 2021 Operating Expenses Highlights
  - Budgeted expenses are \$707,419 versus \$775,616 in 2020, a decrease of \$68,197.
  - To minimize the deficit, Home capital reserve fund was reduced from \$18,000 to \$0 and the Mission expenses were reduced from \$54,000 to \$50,000.
  - New expenses include \$2000 for the planned 300<sup>th</sup> church anniversary.

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, Kimberly Eppehimer, Michele Davis, and Pastor Randy along with support from our Office Financial Associate, Jane Putscher.

Submitted by,

*Brandon T. Wallace, Chair*

# 2020 BUDGET/ACTUAL AND 2021 BUDGET

	<u>2020 Actual</u>	<u>2020 Budget</u>	<u>Difference</u> Fav (Unfav)	<u>2021 Income</u> <u>Approved</u> <u>Budget</u>
<b>Regular Operating Income</b>				
Pledge	\$ 528,726	\$ 557,927	\$ (29,201)	\$ 480,262
Non-Pledge Giving	\$ 72,823	\$ 60,000	\$ 12,823	\$ 62,000
Loose Plate Giving	\$ 1,329	\$ 10,000	\$ (8,671)	\$ 5,000
Per Capita Giving	\$ 8,740	\$ 5,400	\$ 3,340	\$ 7,500
Misc Other & Interest	\$ 140	\$ 132	\$ 8	\$ 132
Income-Monetized Assets	\$ 7,590	\$ 7,590	\$ -	\$ 8,260
Income- Endowment Fund	\$ 49,725	\$ 49,725	\$ -	\$ 48,550
Room Usage	\$ 5,377	\$ 17,280	\$ (11,903)	\$ 2,000
LifeSpan Lease	\$ 21,150	\$ 27,150	\$ (6,000)	
Non-Budgeted/ Misc	\$ (556)	\$ (996)	\$ 440	\$ (996)
<b>Sub-Total Operating Income</b>				
<b>Committees</b>			\$ -	
Belong Committee Income	\$ 10	\$ 2,300	\$ (2,290)	\$ 2,300
Nurture Committee Income	\$ 2,700	\$ 3,084	\$ (384)	\$ 2,500
Rejoice Committee Income	\$ 1,552	\$ 3,200	\$ (1,648)	\$ 3,200
			\$ -	
<b>Total Operating Income</b>	<b>\$ 699,306</b>	<b>\$ 742,792</b>	<b>\$ (43,486)</b>	<b>\$ 620,708</b>

	<u>2020 Actual</u>	<u>2020 Budget</u>	<u>Difference</u> Fav (Unfav)	<u>2021 Expenses</u> <u>Approved</u> <u>Budget</u>
<b>Operating Expenses</b>				
<b>Committees</b>	<b>Actual</b>	<b>2020</b>		
Belong - Community & Fellowship	\$ 603	\$ 4,150	\$ (3,547)	\$ 1,200
Belong - Membership Care	\$ 1,101	\$ 1,200	\$ (99)	\$ 1,200
Belong - 300th Anniverary			\$ -	\$ 2,000
Nurture- Education	\$ 175	\$ 500	\$ (325)	\$ 400
Nurture- Children & Youth	\$ 704	\$ 8,754	\$ (8,050)	\$ 2,700
Nurture- Deacons	\$ 75	\$ 1,296	\$ (1,221)	\$ 1,125
Nurture- Stephen Ministry	\$ 1,500	\$ 1,500	\$ -	\$ 1,275
Rejoice- Worship & Music	\$ 6,329	\$ 8,498	\$ (2,169)	\$ 7,000
Rejoice- LiveStream Upgrade				\$ 1,500
<b>Support</b>				
Administrative	\$ 14,651	\$ 26,104	\$ (11,453)	\$ 22,000
Home	\$ 96,980	\$ 113,865	\$ (16,885)	\$ 117,118
Home - Building Repairs - Major	incl	\$ 13,000	#VALUE!	\$ 11,700
Community Partners	\$ -	\$ 2,100	\$ (2,100)	\$ -
Per Capita Assessment	\$ 27,237	\$ 28,399	\$ (1,162)	\$ 26,500
Personnel	\$ 432,753	\$ 498,420	\$ (65,667)	\$ 454,014
Stewardship & Finance	\$ 7,317	\$ 14,830	\$ (7,513)	\$ 7,687
Local Mission ( Reach)	\$ 24,500	\$ 24,500	\$ -	\$ 24,700
Regional Mission ( Reach )	\$ 5,750	\$ 7,000	\$ (1,250)	\$ 6,750
International Mission ( Reach )	\$ 22,750	\$ 19,500	\$ 3,250	\$ 18,550
Undesignated Mission (Reach)	\$ -	\$ 2,000	\$ (2,000)	\$ -
<b>Total Expenses</b>	<b>\$ 642,424</b>	<b>\$ 775,616</b>	<b>\$ (133,192)</b>	<b>\$ 707,419</b>
<b>NET Operating Income</b>	<b>\$ 56,882</b>	<b>\$ (32,824)</b>		<b>\$ (86,711)</b>

# HOME

Like everyone else, 2020 did not play out the way the Home Committee was planning. We were in the process of planning several workdays at the church for painting, gardening and other projects. Obviously, this did not happen. Hopefully we can do this in 2021.

In March, a team from the University of Delaware and Energy Delaware performed an energy audit of our facility. This audit focused on energy use but they did not address heating/cooling loss caused by old windows, doors, etc.

Two of the main recommendations were to replace incandescent, fluorescent and sodium vapor lighting with LED lighting and to purchase a new efficient refrigerator for the Fellowship Hall kitchen.

We began the lighting updates in the stairways of the Founders Hall portion of the building. The old fluorescent fixtures were replaced with LED fixtures. In the parking lot two of the sodium vapor lights were converted to LED.

We will be looking at replacing the refrigerator in 2021.

In the spring, Phil Worrell took on the project of preparing the main Narthex entrance doors for painting, applying several coats of paint and polishing the brass fittings. This made a huge improvement to the entrance. Thank you, Phil!

Thank you to the McNamara's for the donation of a stove. The retirement of the old cast iron stove makes the kitchen a much safer place to work.



Facilities Cleaning Solutions, FaciliCare, continued to provide excellent cleaning services on a limited basis. They cleaned the day care area bathrooms, hallway, etc twice a week and the office area once a week. They also cleaned the Sanctuary periodically.

Several members of the Home Committee were involved in the Manse Demolition Committee. This committee solicited bids from contractors, presented the bids to Session and have been actively communicating with the selected contractor. At this time, all utilities have been disconnected from the building, the asbestos abatement work has been completed and we are waiting for the county to issue the demolition permit.

## MEMORY GARDEN

During the year the following were interred and plaques installed for:

*Patricia Faatz*  
*Mildred McGraw (still awaiting plaque)*

As of January 1, 2020 the Memory Garden Account held \$8,673.50. Income was \$1000.00, and Expenses were \$0.00. The year-end balance is \$9,673.50

More information on the Memory Garden is available on the church's website.

Submitted by:

*Dave Howarth, Home Committee Chair &  
Manse Demolition Committee Chair*



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## LAWTON TRUST

As part of their end-of-life planning, long-term RCCPC members Joseph and Elizabeth (Andy) Lawton generously funded a trust which received the residual principal of their estate.<sup>1</sup> They stipulated 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 trust has granted approximately \$1,588,000 to over 55 different agencies and emergency causes. During 2020, despite the COVID-19 turmoil and to help alleviate the suffering, \$38,500 was granted as shown below. In addition to funds distributed during 2020, and in anticipation of a possible wave of emergency requests once the Federal ban on evictions expires, we have retained an available sum of approximately \$9,000 to be available in 2021 along with the normal amounts of the semi-annual distribution cycle.

In the spring of 2020, when the RCCPC Lawton Trust Commission met via Zoom, COVID-19 had begun to rear its ugly head. We felt a strong sense of urgency to make grant funding available fast, supporting our partners that provide emergency food, shelter and crisis alleviation services. Along with Zoom meetings, automated voting, email, and scanning of grant applications by the RCCPC office staff, we also moved quickly to online banking procedures. This was to keep the giving going during challenging times and enable our partners to provide critical support to those most vulnerable in our community.

RCCPC remains a faithful steward of the Lawtons' beautiful gift.

## Funds Distributed During 2020

Spring 2020		Fall 2020	
S T E H M	\$ 4,800	Family Counseling Center of St. Paul's	\$ 5,000
Friendship House	4,600	Latin American Community Center	5,000
Urban Promise	4,000	The Ministry of Caring	5,000
Society of St. Vincent DePaul - St. Ann's Conference	3,800		
YWCA of New Castle County	3,600		
West End Neighborhood House	2,700		
<b>TOTALS</b>	<b>\$ 23,500</b>		<b>\$15,000</b>

Respectfully submitted,

*Sandra Schubel, Chair*

*Additional information regarding the Lawton Trust can be found on the RCCPC website under Reach/Local.*

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## NURTURE

The aim of the nurture committee has remained the same, to grow and care for the faith of members of all ages. We give thanks for the work and dedication of Shelley Haines. Before moving from the area, Shelley guided us up to the pandemic, in the early months of the pandemic, and set us up well to continue the work of the nurture committee.

We continue to share Sunday School @ Home -written lessons and education with families to encourage study and education at home; emailed out weekly. Youth Group converted to Zoom in the spring. While the weather was cooperative we met several times outdoors, and masked for youth group games, as well as hosting intergenerational hikes, and other outdoor activities. Plans for confirmation classes have been ongoing. With the complexities of pandemic scheduling and so much uncertainty, we made the hard choice to postpone confirmation until 2021, and confirmation activities will begin soon, in creative and different ways.

Red Clay has a history of offering many different Bible studies and those have continued! Zoom has become our best friend as we discuss the Word of God together, be that on Monday mornings, Wednesday mornings or Thursday mornings. We are also excited by a newly formed Wednesday night Bible study that follows the preaching text for the upcoming Sunday with help and leadership from pastoral staff.

Additionally, we are excited by other new movement and initiatives. Anti-Racism Education: A small group of interested members has met to discuss a mission statement for becoming church that is actively working to remove racial barriers in our community. Theology and Film Discussion on Zoom: that in 2020 examined movies such as: *The Lion, the Witch and the Wardrobe; Just Mercy; and Selma.*

As we hope for a return to in-person activities we are looking at conferences and mission trips for youth (if safe), and to continue to offer opportunities to grow, to learn, and to follow Christ.

Submitted by,

*Anne Hawley, Ch.*

## SCOUTING AT RED CLAY



The Scouts of Pack 29 and Troop 29 are grateful to Red Clay for their partnership and ongoing support. Red Clay's scouting program brings roughly 115 young families from the local community to our church and serves over 150 boys and girls between the ages of 5 and 18 years old. Scouting offers the youth of our community the chance to become physically fit, thoughtful citizens, and young men of good character.

On a broad level Scouting is an important community program for Red Clay whose maximum potential for community involvement has not yet been realized. The Scouting program meets Red Clay's desire to be invitational to young families in our community by offering an important introduction to faith and Duty to God to the youth involved. We need to continue to build connections between our church family and those families of the community who visit Red Clay weekly through the scouting program.

### **Boy Scout Troop 29, Scouts BSA Troop 1029, Cub Scout Pack 29:**

A scouts' natural environment is the outdoors. 2020 challenged us as we all faced restrictions on group gathering and travel. This setback didn't stop us. We adjusted quickly to hold Zoom weekly meetings while we gathered more information on how to meet safely. We developed a criteria on how to safely meet outside with approval from Session and continued to meet outside, socially-distant, wearing masks for most of the summer through early November. We also adjusted our camping procedures and worked to find campsites so we could hold some campouts this past fall. We are carrying these procedures to resume camping in March. Many of our scouts attended virtual summer camps which offered a unique opportunity to meet virtually with scouts from throughout the United States. Some of these camps created a podcast by collaborating in a truly global manner - talk about new skills that can be carried into a career later!

Even with the challenges 2020 presented us, Troop 29 was able to support 10 boys earn the highest award in Boy Scouts-Eagle, this is the most Eagle Scouts we have had in a year. Projects supported building outdoor classrooms at local public schools to painting Mission House. The boys that earned Eagle are David Akins, James Walsh, Andrew Embly, Ryan McWalter, Charles Sykora, David Seeman, Evan Sharp, Matthew Guckenberger, Matthew Buczik, and Sean Hoopes and join the Troop 29 Eagle honor role that now tops 132 Eagle Scouts.

*Mike Hawley  
RCCPC Charter Organization Representative  
Pack 29 & Troop 29 and Troop 1029*



*Eagle Scout Project Troop 29 members who helped paint old choir room, install lighting and build new bookshelves (completed March 2020).*

## STEPHEN MINISTRY

2020 has been a year of challenge for each of us here at Red Clay and Stephen Ministry is no exception.

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. As we continue through the stages of this pandemic, please know we are here to support and care, to offer hope and help. Our confidential caring relationships have traditionally been face-to-face. One-on-one visits and meetings, although our preferred method of caring, have turned into communicating through emails, texts, cards, drop-off deliveries, the telephone and sometimes Zoom. We continue with a scripture verse or message in *Life at the Creek*, a quiet reminder we are ready to serve you, but more importantly, of His faithfulness to each of us.

Twice monthly Peer Supervision has morphed into a monthly Zoom meeting. We continue to ensure our caring relationships remain confidential. This year, a part of our meeting focus has been to discuss how we may remain connected not only as a small group for ourselves, but as a resource for you. Again, we have done this through emails, texts, cards, deliveries and the telephone.

This year we have used Stephen Ministry founder Kenneth Haugk's book "*Cancer, Now What?*" as a discussion tool for our continuing education modules. We wanted to become more familiar with the materials we were offering to family and friends within Red Clay and our community as a way to offer help and hope as they journey through this challenge. Nine copies of this book were distributed throughout 2020. Sixteen *Journeying through Grief* booklets were delivered throughout the year by Stephen Ministers and a few of our church members.

Stephen Ministers participated in the services for *Stephen Ministry Sunday* on September 27th and our *Service of Light and Hope* on December 20th as we were able. Rev. Eric Koenig-Reinke delivered the message for Stephen Ministry Sunday and reminded us how Stephen Ministers are "*The After People*". The Rev. Dr. Tracy Keenan delivered the message for the Service of Light and Hope. Because the services were recorded, you, our congregation and community, have the opportunity to go back and participate in the Service of Light and Hope by lighting a candle and remembering, in the privacy of your own homes, whenever the days or moments may seem the darkest for you. This link may be found at [livestream.com/rccpc](https://livestream.com/rccpc) and scrolling down for the December 20, 2020 Service of Light & Hope or by clicking [here](#).

Stephen Ministry headquarters in St. Louis revised the Leaders Manuals and training manuals for this wonderful ministry. The leadership team of Eric Koenig-Reinke, Leslie Gast, Janie Hewitt and Suzanne Courter-Jann updated their training materials and will be reviewing and using the new curriculum for future Continuing Education modules and Training Classes.

Our active Stephen Ministers/Leaders for the calendar year is eight.

We miss seeing you in the pews, in Crossan Lounge and in Founders Hall. Only you know what life circumstances you may be experiencing. We are not here to judge the size or shape of your challenge(s), 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 it with a Pastor or any Stephen Minister or Stephen Leader (Leslie Gast, 302-239-2006, [firstsib@aol.com](mailto:firstsib@aol.com); Suzanne Courter-Jann, 302-530-3468, [scjann89@gmail.com](mailto:scjann89@gmail.com)). You may also find additional information regarding Stephen Ministries at [www.stephenministries.org](http://www.stephenministries.org).

Submitted by,

*Suzanne Courter-Jann*

## **LIBRARY**

In January and February, the Christmas displays were packed away, and the library materials used in celebrating Martin Luther King Day, and Black History month were featured.

In March when the church building was no longer accessible because of the COVID-19 virus, the library closed its doors. Several books were selected to add to the collection this year, but that will not happen until the building reopens.

If you are looking for a specific book that you know we have in our library, please contact one of the church staff.

Submitted by,

*Sue Conway*

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## **PERSONNEL**

The Personnel Committee in 2020 was comprised of Ann Thomas, Donna Reilly, Linda Morgan, Suzanne Courter-Jann and Dave Aument (moderator). Rev. Clayton is the committee's staff liaison.

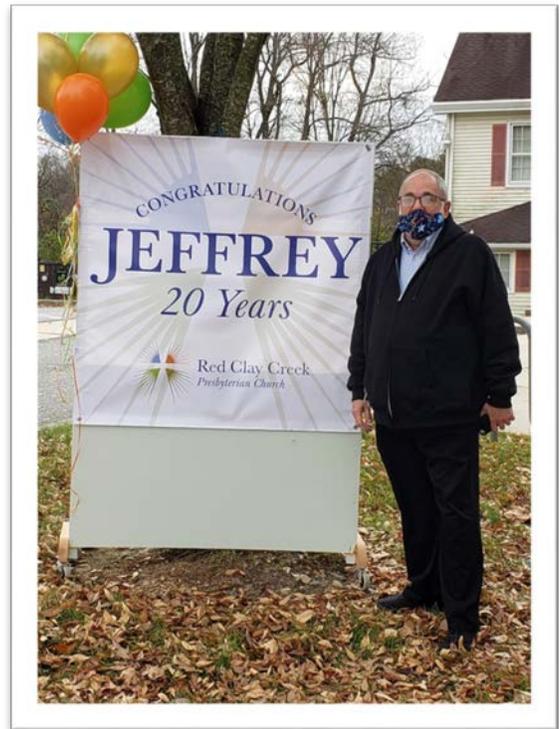
The Personnel Committee is accountable to the Session to support the church's called pastors and lay staff, review compensation, support hiring and contracting, maintain Personnel Policies and Procedures, and provide guidance and feedback to the Pastor/Head of Staff.

The COVID-19 pandemic presented a large challenge to Red Clay's pastors and staff, making this year like no other. The Personnel Committee took these actions in support of the pastors and staff, helping them to work safely and effectively in their service of Red Clay's mission:

- The committee met nine times this year, via Zoom once the pandemic set in.
- The church building was closed in March and employees began working from home. As the length of the closure was uncertain, the committee elected to continue compensating all employees at their pre-closure rates until further notice. This was continued through May when a phased approach to reopening was adopted by the Session.
- When it became clearer that normal worship and programs would not be restarted soon, long-time nursery attendants Judy Lozier and Leigh Sann and weekend custodian Dinyar Vania were laid off.

Adjustments were made where needed to employee compensation to fairly reflect the changes to the work week brought about by the church's pandemic response. Christian Education Director Shelley Haines moved away from the area. Part of her duties were shifted to Rev. Koenig-Reinke and her position was not refilled. These changes helped the church maintain the staff needed to operate in the pandemic response mode, while minimizing costs in a period of heightened budget uncertainty.

- The church's personnel policies and procedures were updated as needed, making sure that Red Clay complies with employment regulations and provides a safe workplace.
- The contract with Rev. Clayton was extended, providing continuity of leadership during this critical time in the life of the church.
- The committee helped the church celebrate Music Director Jeffrey Miller's twenty years of service.



Respectfully submitted,

*Dave Aument, Moderator*

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## REACH

The REACH programs of Red Clay support local, regional, and international missions. A key objective of each mission is to develop relationships that build community with those in need, emphasizing participatory mission. In addition to our regular mission programs, Red Clay significantly steps forward when unexpected needs arise. 2020 has certainly been a year full of unexpected and unprecedented needs, and our REACH volunteers have been challenged to find new and creative ways to continue serving those in need during a pandemic.

The REACH programs at Red Clay connect members of the congregation with partners in mission, enriching the lives of those in the church and those we work to serve. In addition to the financial support received from special offerings and the many activities of our mission participants, REACH supported these mission programs with \$53,000 from the Red Clay operating budget in 2020.

While the impact of these efforts is sometimes hard to quantify, it is certain that Red Clay touches the lives of hundreds of people while providing the members of our mission programs many opportunities to serve and act on their faith. Thank you for your participation and support!

Following are highlights from 2020. Please consider joining a mission program in 2021 by contacting one of the program leaders; it can change lives.

## LOCAL MISSIONS

### FOOD BANK OF DELAWARE – LEADER: LOIS GALINAT

The Food Bank of Delaware provides for the hungry in the entire state of Delaware by soliciting, collecting, purchasing, and storing food, and then redistributing it to the nonprofit agencies that provide free food to the hungry. In 2020, the need was overwhelming and an estimated 50,000 more Delawareans will be food-insecure due to the pandemic. In 2020, the Food Bank distributed 17,686,947 pounds of food, 116,278 Coronavirus Food Assistance boxes, and 223,515 meals and snacks to the homeless; these numbers are double those of 2019.

Volunteers from Red Clay helped to organize, sort, and package food donations in February and March, with 12 volunteers for each shift. When the pandemic hit in March, the remaining volunteer sessions had to be canceled and our Lenten food drive was curtailed due to the closure of our church building. Dave Howarth helped us to gather up the 266 pounds of food that had already been collected and was being stored inside the church, and we delivered it to the Food Bank.

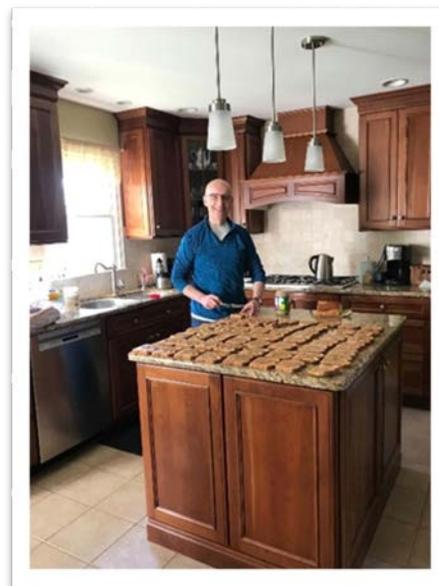


Despite these setbacks, the REACH Committee recognized the need of hungry Delawareans and the eagerness of our congregation to help, and sponsored two Food Drive-Thru events over the summer. The congregation graciously and generously responded by contributing 361 pounds of food in July, and exceeded a challenge to double that by contributing 812 pounds of food in August!! Cash donations were also contributed and these were forwarded to the Food Bank as well.

### FRIENDSHIP HOUSE – LEADERS: MEG AUMENT, KIM EPPEHIMER, SUZANNE COURTER-JANN

When the pandemic required Friendship House to find alternative ways to run their programs, the members of Red Clay stepped up to provide support:

- During the months of April, May, and June, Red Clay volunteers continued to collect funds and food - peanut butter-and-jelly sandwiches, hard-boiled eggs, coffee supplies, and snacks - for Friendship House so they could continue to provide hot coffee, food, and support to homeless at the Wilmington and Newark Empowerment Centers. Donations were collected in the Aument's garage and delivered to Friendship House.
- Three nutritious meals were provided every month by Red Clay volunteers for the women at Epiphany House, which is Stage One of the Friendship House Women's Transitional Housing program. These volunteers continued to drop off meals at Epiphany House even when it was not possible for them to sit down with the women and enjoy the meal together.
- Red Clay held Spring and Fall clothing drives to collect gently used clothing and new school uniforms



and underwear for the Friendship House Clothing Bank. The Clothing Bank plans to expand its school uniform program in 2021.

- This year, the Highmark Walk went virtual! Our Red Clay Ramblers were the top team with over \$6000 in donations and 46 registered walkers, including a \$1,000 challenge donation for Friendship House programs. YAY, TEAM!! Our own Linda Neel was the top fundraiser for the event!
- During Advent, 20 gift bags containing hats, gloves, socks, and personal care items were donated to the residents of Transitional Housing for the holidays, along with \$20 gift certificates. Red Clay also donated new hats, gloves, socks, and underwear for the Friendship House Clothing Bank, and toiletries like toothpaste, toothbrushes, and soap, for the new HOPE Center (see more under Code Purple!). Additional funds were donated to Friendship House for much-needed financial assistance to help support those affected by the pandemic and unable to pay their bills.



- This year, Meg Aument retired as Friendship House Board President after serving on the Board for seven years. **A HUGE THANK-YOU** goes out to Meg for her energy, enthusiasm, and dedicated service!! We're also very excited that our own Fred Crowley will be joining the Board in 2021!

## **ANDREW'S PLACE – LEADER: PAM MEYER**

Several delicious meals were provided by members of Red Clay for the men at Andrew's Place, which is Stage One of the Friendship House Men's Transitional Housing program. These volunteers continued to drop off meals at Andrew's Place even when it was not possible for them to sit down with the men and enjoy the meal together.

## **CODE PURPLE – LEADER: MEG AUMENT**

Friendship House's Code Purple program started off like usual at the beginning of 2020 and Red Clay volunteers helped by providing soup and peanut butter-and-jelly sandwiches for the Winter Sanctuary - a warm, safe place for the homeless to gather until the Salvation Army opens as an overnight shelter on nights when the temperatures dip below 20 degrees.

But Code Purple was looking very different as we came to the close of 2020. The pandemic prevented many churches and businesses from operating as usual. In the midst of it all, New Castle County purchased the Sheraton Hotel on Airport Road - now called the HOPE Center - and this winter, Friendship House will be running the Code Purple program for street-level homeless from there. The HOPE Center will not only provide shelter on nights when the temperature goes below 20 degrees as in the past, but every day and all day, including meals.

## **ADOPT-A-FAMILY – LEADER: MEG AUMENT**

This year we received notice that the Adopt-a-Family program coordinated by the Department of Health and Social Services no longer needed our support. They had funding to provide for families in 2020 and announced that this would be the program's final year. Red Clay has participated in the Adopt-a-Family

program since it began in 1975. Over the years, we have donated everything from furniture, clothing, toys, and groceries, to over \$12,000 a year in gift certificates so that families could purchase their own gifts and groceries. Many thanks to everyone who has faithfully supported this program!

## **URBAN PROMISE – LEADER: LINDA REISOR**

Although there were no group activities or special projects this year, individual members of the congregation continued to support Urban Promise in their own quiet ways. One member of Red Clay asked about donating a gently used bicycle, so Emily Kennedy from Urban Promise found a family that wanted it and a young girl received a great bike for Christmas! Other individual members continued to help with tutoring. Red Clay looks forward to re-engaging on a group level with Urban Promise in the new year!

## **MILL CREEK OUTREACH PARTNERSHIP –**

### **LEADERS: JOHN GAST, SUE GLEASON, ANNE CERES**

Red Clay partners with several other congregations in our area to support a local food and clothing bank at the Community of Christ Church on Milltown Road. This partnership serves about 100 family units each week – over 400 of our neighbors – and continued to serve its clients during the pandemic. The Drive-Thru events held in August and at Advent, plus clothing and cash donations, helped to supplement the volunteer efforts at Mill Creek.



## **MEETING GROUND – LEADER: LESLIE GAST**

Meeting Ground represents several programs for homeless women and men in Elkton, Maryland, including veterans. Their mission is to provide a path to a home, as well as temporary emergency shelter, a food pantry, and a clothes closet for those in the community. Red Clay’s partnership with Meeting Ground was altered this year due to the pandemic, but Meeting Ground continues to work with those experiencing homelessness, and we continue to support them with our prayers and with funding toward that work. Reconnection is in progress to find more ways of helping in the new year.

## **EMMANUEL DINING ROOM (EDR) –**

### **LEADERS: BETH WHIPPLE, LESLIE GAST**

Support for Emmanuel Dining Room (EDR) has been exciting and challenging this year due to the pandemic, but it never stopped! Chili preparation continued on the 28<sup>th</sup> of each month as a labor of love offered by the Whipple and Gast families, with help from Dave Howarth, the Jaffee family, and others as the need arose. EDR serves more than 100 homeless people in downtown Wilmington, and it is well known that our chili is greatly enjoyed by those who come for a meal.

EDR has been very grateful for Red Clay’s help, as not all churches and volunteers have been able to continue providing the same level of support each month, and the need of those who are homeless is greater than ever. Costs for monthly supplies have increased, and we are thankful for the generous gifts that have carried us through. There is a new oven in the kitchen, which is working great and things are going smoothly, so for the coming spring and possibly into the summer, we expect to proceed with the plan that is currently in place.

## **FAITH, HOPE, AND LOVE QUILTERS –**

### **LEADER: ANNE HAWLEY**

Faith, Hope and Love Quilters is a small group dedicated to creating quilts and craft items. Our quilts are presented to members who are no longer able to attend services regularly, those who are facing difficult life situations, at baptisms, and as gifts on our various mission trips.

This year, we made more than 650 pocket quilts for distribution as little gifts to the residents of various Hockessin Senior Living facilities. An encouraging note was attached to each one.

Most of the materials we work with are donated and we add our own creativity. There are some costs, but we do have money available as a result of donations made for occasional special projects. This money is used to purchase large rolls of batting or larger pieces of fabric to use for quilt backings. We all have different skill levels and are constantly learning, and even though we cannot quilt in-person right now, we welcome new members who are accomplished quilters as well as those who would like to learn.



**A SMILE  
IS THE  
PRETTIEST  
THING  
YOU CAN  
WEAR**

Red Clay Creek Presbyterian Church  
& Faith, Hope and Love Quilters

## **QUILTS FOR COMFORT – LEADER: CATHY BYRNES**

For 21 years, Quilts for Comfort has given comfort with quilts. The Helen Graham Cancer Center has been our major recipient of adult lap quilts, and babies through older children have received quilts through Christiana Care, St. Francis Hospital, and the Foster Care system in Delaware.

This year was very different. The hospitals stopped taking quilts from April through August, but our quilters were still making quilts! We quilted at home instead of at Red Clay, holding a few Zoom meetings and using group email to stay in touch. At some point, we decided to have “no contact quilt bees.” All the supplies to make a quilt were brought to our meeting place: the parking lot of the Hockessin library! We set times to pick up the supplies so that only two or three people met in the lot at one time, and while picking up supplies, people would bring completed quilts. We started to accumulate a lot of quilts! So, when the Helen Graham Cancer Center and other parts of Christiana Care were able to accept quilts again, they received quite a few bags from September to December. We will be continuing with this “quilt bee” model and staying in touch via Zoom. We hope to start meeting at Red Clay again, but it is not essential to our commitment to supply quilts to people who need extra comfort.

## **MEALS ON WHEELS –**

### **LEADERS: RICH AND DEBBIE BEHLING**

Meals-On-Wheels provides hot, nutritious meals to homebound senior citizens. Despite the pandemic, Red Clay continued to deliver meals out of the Mid County Senior Center. Volunteers picked up meals at the

Senior Center and delivered them to the recipient's front door using their personal cars. A few adjustments to the delivery process made this possible: we wore masks and gloves; we packaged the meals in bags that could be left at the door so that there was no direct contact with the resident; and then we notified the residents to come out and get their meals, either by knocking on the door and returning to our cars or by calling the resident on the phone from our cars. With these changes, we were able to continue meeting this vital need and support our homebound senior citizens.

Our current delivery teams include eleven regular volunteers and four substitute volunteers from Red Clay.

## **PANERA BREAD DELIVERY – BRET AND MARY JANE LANAN**

Despite the pandemic, Red Clay volunteers continued to pick up unused bakery items from Panera Bread on Thursday nights and deliver them on Fridays to Friendship House for distribution through their various programs. In the Spring, there were some weeks when Panera's business hours were limited and the amount of baked goods available was limited as well. Our volunteers adapted by calling ahead each week to make sure that Panera had enough baked goods to donate.

## **REGIONAL MISSIONS**

### **INTERGENERATIONAL AND YOUTH MISSION – LEADER: ERIC KOENIG-REINKE**

Red Clay's intergenerational workcamps bring adult volunteers and Senior High youth together for fellowship and mission. Although the pandemic challenged our plans for this year, funding has been maintained to support work camps in the new year and we look forward to sharing these meaningful times again.

### **APPALACHIA SERVICE PROJECT (ASP) – LEADER: MIM KROUT**

The Appalachia Service Project (ASP) is a Christian ministry that inspires hope for families and provides one of the most rewarding structured service opportunities in the nation to rural Central Appalachia to repair homes for low-income families. Volunteers work to make homes warmer, safer and dryer for families, and the experience is typically transformational for everyone in connection with this ministry. It has been an important mission for many in Red Clay's congregation for more than ten years, involving both youth and adults.

This year, we attended Zoom meetings to stay in touch with ASP and learn how they are continuing to help families with homes in need of repair. Since no volunteer trips were allowed this year, Red Clay donated the ASP mission trip registration fee and several members have sent personal donations to the organization.

## **INTERNATIONAL MISSIONS**

### **COSTA RICA – LEADER: MEG AUMENT**

Although no mission trips were possible this year due to the pandemic, Red Clay continued to support

missionary Lillian Solt and the CEDCAS Clinic. CEDCAS provides affordable health care to those in need in the local communities.

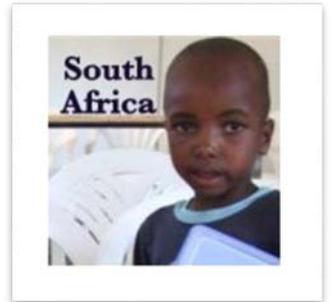


A Zoom meeting with Lillian is planned for March of 2021 as part of a series of presentations to help us stay connected with our International Mission partners and mindful of their needs.



## **SOUTH AFRICA - SIBANYE – LEADER: KEN COMEGYS**

For more than eleven years, the Sibanye mission has helped to feed and educate children on the Eastern Cape of South Africa. In their native language of Xhosa, the word “Sibanye” means “We are one.” That phrase is more meaningful now than ever as every country in the world faces the hardships brought on by the pandemic. Although we have been unable to travel to South Africa or to host our South African team here at Red Clay partly due to the pandemic, Red Clay continues to send funds regularly for food and books. This year, additional funds were sent to the Seki Women’s Foundation to help support the staff and the orphan children in the township outside of Port Elizabeth with pandemic recovery and other necessities.

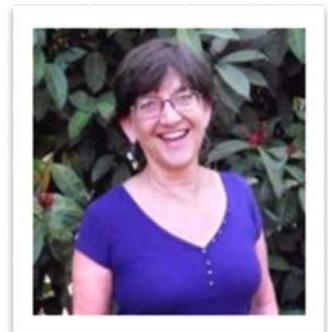


A Zoom meeting with Unathi Mlisa, our Sibanye leader in South Africa, is planned for January of 2021 as part of a series of presentations to help us stay connected with our International Mission partners and mindful of their needs.

## **CENTER FOR DEVELOPMENT IN CENTRAL AMERICA (CDCA) - NICARAGUA – LEADER: TOM WHIPPLE**

The Center for Development in Central America (CDCA) is a mission in Nicaragua. In past years, Sarah Woodard from CDCA has made Red Clay a regular stop on her tours up the East Coast where she has shared their development work and brought authentic Nicaraguan crafts to sell in support of their mission efforts.

Although Sarah was not able to make her stop at Red Clay this year, she met with us via Zoom in October, the first in a series of presentations to help us stay connected with our International Mission partners and mindful of their needs.



Sarah showed slides and answered questions about the CDCA and how Nicaragua is handling the pandemic. She also emphasized that the CDCA’s work has been much more difficult to accomplish this year since no delegations have been traveling to work and deliver much-needed donations of medicine and other supplies.

Not long after Sarah’s presentation, Nicaragua experienced the wrath of two hurricanes in two weeks. These storms only increased the need for our congregation’s support of the CDCA’s mission, which

includes running a medical clinic for the poor living near Ciudad Sandino. Red Clay stepped up with an extra donation at the end of the year, in addition to the gifts that were made by individual members of the church. Sarah sends a big "THANK YOU" for our support and hopefully, she will be able to visit with us again soon!

## **OTHER DEVELOPING MISSIONS**

### **DREAMERS USA – LEADER: JOHN GAST**

“Dreamers” are DACA participants who attend local colleges, especially Delaware State, with limited resource support and many roadblocks toward college attendance. Dreamers USA is a national organization that provides financial aid and support for these young adults that are looking to have a college education, despite the many roadblocks in their path.

### **RIVERFRONT CHURCH – LEADER: JOHN GAST**

Riverfront Church, initially developed through a cooperative effort by the New Castle Presbytery and Red Clay, reaches up to 80 worshippers a week by offering alternative worship and Bible study options. It is developing a café concept to provide work and business development opportunities in the West Center City area of Wilmington. Red Clay continues to provide support and guidance for this new worshipping community.

Respectfully Submitted,

*Lynn Moffett, Chair and Members of the REACH Committee*

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## **REJOICE**

The Rejoice committee works with the pastors, and the staff worship team to ensure that services run smoothly. The committee has several subcommittees, which work independently to ensure that the services not only run smoothly but are both inspiring and inclusive for our members and guests.

The committee serves members and guests both with traditional in-building services and through internet outreach using Livestream. The traditional in-building services were suspended in the first quarter of the year, as the COVID-19 pandemic made it no longer safe to gather. Since then, we have depended on the Livestream broadcasts and limited gatherings in the church parking lot to serve our congregation.

Outdoor Vespers services were scheduled for Sunday afternoons, in the parking lot with masks and proper distancing. Two were held, and two had to be canceled because of weather.

Our Director of Music, Jeffrey Miller held several concerts in the sanctuary, broadcast by Livestream with appropriate precautions.

We hope that as the year 2021 unfolds, we will be able to resume in-building worship. We do not have a timeline, but Session has adopted a set of guidelines that will help us decide when and where in the building we will be able to gather again. When we do resume worship in the building, it may look a little different

than it did back in February. Estimates of when this will be possible have varied widely, with some predictions as early as this summer, and one, notably from Dr. Fauci, that we may not be able to return to normalcy, whatever that will look like, until late fall.

We expect that a major portion of 2021 worship is likely to be conducted online. It is also likely that as our congregation and other viewers get more comfortable with online worship, many may choose to continue worshipping in this manner. For this reason, we are working to improve the online experience. An indication of how well online worship has been received, a typical Sunday service may have in excess of 160 devices logged in, and in many instances, more than one person may be watching on one device. We observed over 500 logins for our Christmas Eve services.

We purchased a second camera this winter so that we could better cover the services, and anticipate further improving the system during 2021. Al Leonhard has been instrumental in the design of the system, and arranging for the volunteers who assist in the broadcast. Al has personally purchased and provided some of the equipment essential to the two-camera operation.

At present, we are heavily dependent on Al Leonhard and equipment. Our aim for 2021 is for RCCPC to acquire the equipment needed to make our Livestream broadcasts self-sufficient, and through training enable the volunteers who participate in the broadcast to be self-sufficient, so that the burden of setting up and operating the system each Sunday does not fall so heavily on Al.

Since the time when we stopped worshipping in the building, we have been holding, via Livestream, one Sunday service. The staff, Rejoice, and Nurture have been discussing how we might plan our Sunday morning schedule so that we can better serve our families with children. We expect that Session will be asked to endorse a Sunday morning schedule that provides separate times for Christian Education, Worship, and Fellowship, and makes it possible for children to attend the worship service instead of exiting for Sunday School before the sermon.

The remainder of this report will focus on what Rejoice activities might look like once we are again having activities and worship in the building.

Several ideas have been expressed and discussed with Jeffrey regarding enhancements to our music program. These ideas are contingent on the timing of our return to the building.

The committee plans to explore involving the youth in our music ministry, perhaps by introducing them to the chimes or handbells. The handbell choir was practicing before the pandemic required us to discontinue in-church activities. Lisa Nichols, our bell choir director, envisions a handbell concert of music, perhaps when it is safe to be in the sanctuary again.

Among these ideas are the establishment of a small group of singers, perhaps seeded by the adult choir, that could periodically sing during worship services or perhaps give concerts.

Jeffrey notes that sing-alongs are always fun, and perhaps we can have a Christmas carol sing-along in that season.

Another potential activity would be an Independence Day celebration in the form of a concert formed of all church members who wish to sing, with an invitation to singers in the larger community to participate. The concert would be advertised to the larger community as well, and perhaps preceded by an ice cream social in Founders Hall.

## **ORGANIZATION**

The subcommittees, as previously mentioned, work independently to ensure that our worship services run smoothly. While some of the subcommittees have been idled by the pandemic, all will be required as we plan for reopening the church to in-building worship.

### **COMMUNION PREPARATION COMMITTEE-NORM CARLSON**

The communion Preparation Committee prepares the elements of Communion for distribution on Communion Sundays and special services.

Communion Coordination - *Al Leonhard and Christine Fischer*

The Communion Coordinators schedule communion servers and provides for their training.

### **LAY READER COORDINATION- LISA NICHOLS**

The Lay Reader Coordinator schedules liturgists for church services

### **CANDLE AND PARAMENTS – LISA NICHOLS**

The candle and paraments coordinator changes the paraments on the pulpit and lectern according to the season of the church calendar. The coordinator also assures that the candles on the communion table are fresh, and provides for the candles used on the advent wreath and Christmas candlelight service. The coordinator also orders candles when necessary.

### **USHER COORDINATOR – DON JOHNSON**

The Usher Coordinator assigns usher captains who then recruit ushers for church services.

### **GREETERS COORDINATOR –SUSAN KISELL**

Greeters welcome church members and guests to the services. The greeters coordinator schedules greeters for worship services.

### **FLOWERS COORDINATOR – VICKI SMITH**

The flowers coordinator arranges for the flowers on special occasions including Christmas, Palm Sunday, Easter, All Saints Day, Mother's Day, and other occasions as needed.

### **ADVENT DECORATIONS COMMITTEE – ALLYSON BRINSER**

The advent decorations committee plans the decorations for the Advent season. This team identifies the decoration theme for each year, and coordinates the installation of the decorations, and any periodic refreshments needed.

### **AUDIO/VIDEO COMMITTEE – AL LEONHARD**

The audio/video committee operates and maintains the sound and video systems of the church. This committee maintains the equipment and provides for the operation of the equipment at church functions. Of particular importance during this time when we cannot worship in the building is the staffing and operation of the video and audio equipment used to broadcast our services and special events via Livestream.

Respectfully submitted,

*John Schubel and Vicki Smith, Chairpersons*

# Holiday Concert



*Holiday  
Concert*  
DECEMBER 13TH  
4:00 PM



We concluded our fall Sunday Mid-Afternoon Concert series on Sunday, December 13th with a holiday concert. We enjoyed favorite holiday songs played on the piano, and sung by a group of Jeffrey Miller's favorite singers.

# Christmas Eve Worship



Our Christmas Eve worship this year took place via our Livestream. At 5:00 pm we held a shorter, family-friendly service of worship where we heard the story and sang carols. At 7:00 pm we held a traditional candlelight service which included carols, special music, scripture, and candles.

# REVISION

During 2020 the congregation engaged in a visioning and discernment process called ReVision, which began with a seven-week small group experience. Out of the work done in small groups, six broad “themes” for future ministry initiatives emerged which were based on the community’s needs and gifts, and the skills and passions of our members. In a Congregational Summit, the congregation explored each theme and it was determined that there was enough congregational energy and passion around four areas to warrant the development of specific ministry plans for each. Those areas were:

- a) Older Adults;
- b) Families with younger children & youth;
- c) Collaboration; and,
- d) Embracing Diversity.

Small groups were formed to create specific plans for each area and the following ministry proposals were developed:

- Creation of Social Justice Committee;
- Develop annual Community Volunteer Fair;
- Making Scout families welcome:
  - a) Survey to learn what would make them more welcome;
  - b) Providing light meal, place for parents not involved to hang out, use Wi-Fi while they wait;
  - c) construction of outdoor pavilion;
- Red Clay children & youth ministry to be more collaborative with other churches in the Presbytery;
- Increase dedicated staff time to lead, recruit, organize and develop creative new programming for youth, children & their families;
- Collaborate with other churches around educational lectures, workshops, and cultural programs in music arts as well as mission trips for youth and adults;
- Make church campus more accessible;
- Provide/develop additional resources for shut-in ministry; and,
- Weekly community hub for seniors.

The Session has begun to discuss an implementation plan for these initiatives.



# WELLNESS

Health and wellness have taken center stage in all of our lives as we strive to stay well in the midst of a global health crisis. Wellness, like so many other parts of our church, moved online in order to keep us healthy, and look forward to new opportunities that promote the wellness of body, mind and spirit.

## 2020 Wellness Presentations:

- Opiates in Delaware: Impact and Issues - January 12, 2020 (in-person), led by Domenica Personti Rollo, CEO of Bracebridge Hall at Recovery Centers of America  
*Discussing the issue of opiates in Delaware*
- Alzheimer's is a Journey - January 19, 2020 (in-person) led by Carol B. Amos, Author of H.O.P.E. for the Alzheimer's Journey: Help, Organization, Preparation for Education for the Road Ahead
- Healthy Eating! - February 2, 2020 (in-person) led by RCCPC members Carol Hiller & Karen Tronto
- Sing, Sing Out 2.0 - February 23, 2020 (in-person) led by Jeffrey Miller and Barbara Vanderkraats  
*A workshop on the basics of solo and choral singing.*
- Equality & Diversity Discussion - August 6, 2020 (virtually) led by Wade G. Jones, LPCMH, LCDP, CAADC, CCS, Alternative Solutions Consulting Group LLC.  
*A discussion about race and equality.*
- "Think First" Fall Prevention Class - October 19, 2020 (virtually), led by Caitlyn Angermeier, the Fall Prevention Coordinator of Christiana Care on the subject of Fall Prevention.  
*Covers the basics and factors of fall prevention for older adults.*

**ChristianaCare & Wellness Present:**  
**"ThinkFirst To Prevent Falls"**

**Monday, October 19, 6:00 pm**

*Time to learn how NOT to fall!*

**Opiates in Delaware: Impact and Issues**

**Domenica Personti Rollo, CEO of Bracebridge Hall at Recovery Centers of America**

**Alzheimer's is a Journey**  
at RED CLAY CREEK PRESBYTERIAN CHURCH  
JAN 19<sup>TH</sup> 2020 @ 9:30 am

Red Clay Creek Presbyterian Church Wellness Center  
**Sing, Sing Out 2.0!**

with our very own Jeffrey Miller and Barbara Vanderkraats

Red Clay Wellness Center Features  
**Carol Hiller and Karen Tronto**  
**Healthy Eating !**

**An Intellectual Conversation About Us**  
Race, Equality and Our Personal Responsibility



Profession of Faith	2	
Reaffirmation of Faith	0	
Reinstated	1	
Other	0	+ 4

LOSSES:	Certificate of Transfer	0	
	Inactive Roll	0	
	Deletion	17	
	Death	13	
	Other	0	- 30

Communicant Roll as of December 31, 2019                      888      (526 female)

#### BAPTISMS

Infant - 4  
Adult - 0

#### IN MEMORIAM Members who died in 2019

Carl Frederick Bland  
Ann F. Cain  
Esther Coco  
Georgie Cole  
Jim Derickson  
Emma Gilbert  
Bart Edward Holm  
Elizabeth (Jo) P. Howard  
Marc Klair  
Betty C. Lacey  
Ruth Richards  
Edith Rose Trimble  
Jonathan Peter Whitcomb

#### YOUTH CHURCH SCHOOL

Total Students - 41  
Nursery – Kindergarten - 12  
Grades 1 – 5 - 18  
Middle School/Senior High - 11  
Teachers/Officers – 10

Sandy Sarjeant – Clerk of Session

**RECOGNITION OF ELDERS AND DEACONS:** All current Elders and Deacons were introduced and asked to stand. They were all thanked for their service in 2019. Prayer for these officers was offered by Rev. Dr. Clayton.

**REPORT OF THE NOMINATING COMMITTEE:** Darlyn Green-Kocher, Chair of the Nominating Committee submitted the following slate for the office of ruling elder:

#### Class of 2021

Mary Norris

#### Class of 2022

Vicki Smith

### Class of 2023

Dave Aument  
Jason Baxley  
Patricia Christel  
Bob Davis  
Sue Gleason  
Carrie Sharp

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.

The following slate was submitted for the office of Deacon:

### Class of 2021

Allyson Brinser  
LaRetha Osborn  
Linda Sopkanich  
Tom Whipple

### Class of 2023

Carolyn Diehl  
Jean Derickson  
Mary Ellen Gruber  
Andy Lo  
Elaine Ramsey  
Sandra Schubel  
Jayne Townsend  
Diane Wallace  
Sue Welsh

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 slate was submitted for the Financial Review Committee:

Fred Crowley  
Jean Derickson  
Dave Rada  
Keith Fleury

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

The following slate was submitted for the Congregation-at-Large members of the Nominating Committee:

### Class of 2020

Sue Reamer  
Norm Carlson

The moderator asked for nominations from the floor. There being none, a motion was made and seconded to elect the submitted slate of Congregation-at-Large members of the Nominating committee by unani-

mous approval. Motion carried.

A prayer of thanksgiving for these persons elected was offered by Rev. Koenig-Reinke.

**ACTION ON RECOMMENDATION TO AMEND BY-LAWS:** Sandy Sarjeant, Clerk, presented the following motions proposed by Session:

**Motion 1: To approve the following changes to the Red Clay Creek Presbyterian Church bylaws relating to the composition of the Board of Deacons and their election:**

**ARTICLE V: BOARD OF DEACONS**

**Composition.** The officers of the church shall include a Board of deacons, separate from but subordinate to the Session. The Board of Deacons shall consist of ~~30~~ 24 communicant members of the church in good and regular standing. The Deacons shall be divided into three equal classes. ~~Incoming class size shall be determined by an annual vote of the session.~~ One class shall be elected each year at **the annual congregational meeting (as described in Article III, Section 2, of these By-Laws)**. Each class shall be elected for a term of three years **at the annual congregational meeting with installation happening as soon thereafter as practical., beginning on April 1 of the year of its election.** **In order to reach the total of 24 Deacons, each incoming class beginning with the first class of Deacons elected by the congregation in 2021, will be reduced by 2 until all three classes have 8 members each.**

**ARTICLE VII**

c. ii. Duties Deacon Class. Number of candidates ~~as specified by the session~~ to achieve the designated ~~annual~~ class size.

Motion 1 was seconded and discussed. This change came to session attention at the request of the deacons. They feel a board of 24 is enough. MOTION carried

**Motion 2: To approve the following changes to the Red Clay Creek Presbyterian Church bylaws relating to the Session composition and election:**

**ARTICLE IV: SESSION**

**Composition.** The Session shall consist of the Pastors and ~~between 9 to 18~~ 18 Ruling Elders who shall be communicant members of the church in good and regular standing. The ruling Elders shall be divided into three **equal** classes. ~~Incoming class size shall be determined by an annual vote of the session.~~ One class shall be elected each year at the annual congregational meeting **(as described in Article II, Section 2, of these By-Laws)**. Each class shall be elected for a term of three years, ~~beginning on April 1 of the year of its election.~~ **at the annual congregational meeting with installation to occur as soon thereafter as practical.**

**ARTICLE VII: NOMINATIONS, ELECTIONS, & VACANCIES**

c.i. Duties Session Class. Number of candidates ~~as specified by the session~~ to achieve designated ~~annual~~ class size.

Motion 2 was seconded, and discussion followed. It was requested that the strikeout of ‘for a term of three years,’ be removed to be consistent with Motion 1. Motion 2, as amended, was proposed seconded and voted on. MOTION carried.

**Motion 3: To approve the following change to the Red Clay Creek bylaws relating to finances:**

**ARTICLE VIII: FINANCES**

4. Audit: An outside audit **or outside financial review** of the finances of the Church will be conducted at least every five years.

Motion 3 was seconded and discussed before being voted o. MOTION carried.

**REVIEW OF THE 2019 OPERATING BUDGET:** Please see Appendix A. Brandon Wallace, Chair of the Finance committee, presented a recap of the 2019 budget and a look at the projected 2020 budget. For 2019, Our pledge amount was higher than budgeted and operating expenses were lower than expected. Our income was \$16,656 higher than expected and our expenses were \$68,207 lower than expected. For 2020 we currently are budgeted for a loss of about \$32,824 because the budget includes full year pay for our Christian Ed Director and Designated Associate Pastor. We are hopeful we will be able to make up the deficit amount thru the generosity our members. We will continue to monitor the budget throughout the year.

**OTHER COMMITTEE REPORTS:** The REACH Committee highlighted a new Mission we are involved in called The Millcreek Outreach Program. Several members are volunteering there already. The HOME committee is still researching the possibility of new signage mentioned at last year's congregational meeting. They will bring recommendations as soon as they are done their research.

**ReVision UPDATE:** The small groups will start meeting February 2, 2020. They will meet at church to begin with. Each group can decide to stay at church or meet elsewhere at subsequent meetings. The ReVision process is designed to allow growth and discernment for all participants. The first Sunday in May there will be an Entire Church Summit to determine the Vision, plans and new directions we want to take as a congregation. Groups will be formed to flesh out ways to carry out these plans.

**ADJOURNMENT:** It was moved and seconded to adjourn and convene the Cemetery Company Annual meeting. Motion carried. The meeting was adjourned at 12:57 p.m. with prayer given by Rev. Dr. Randy Clayton.

Respectfully submitted,

Rev. Dr. Randy Clayton  
Moderator

Sandra C. Sarjeant  
Secretary

		2019 Actual	2019 Budget	Difference Fav (UnFav)	2020 Budget
<b>Regular Operating Income</b>					
	Pledges	\$ 567,587	\$ 531,659	\$ 35,928	\$ 557,927
	Non-Pledge Giving	\$ 66,852	\$ 90,000	\$ (23,148)	\$ 60,000
	Loose Plate Giving	\$ 9,732	\$ 7,500	\$ 2,232	\$ 10,000
	Per Capita pd by Members	\$ 6,394	\$ 6,825	\$ (431)	\$ 5,400
	Misc Other Income & Interest	\$ 134	\$ 84	\$ 50	\$ 132
	Income Monetized Assets	\$ 9,545	\$ 9,545	\$ -	\$ 7,590
	Income from Endowments	\$ 49,440	\$ 49,440	\$ -	\$ 49,725
	Room Usage	\$ 16,670	\$ 16,597	\$ 73	\$ 17,280
	Lifespan Lease	\$ 27,550	\$ 27,350	\$ 200	\$ 27,150
	Non-budgeted/Misc	\$ (681)	\$ (1,200)	\$ 519	\$ (996)
	<b>Sub-Total Regular Income</b>	<b>\$ 753,223</b>	<b>\$ 737,800</b>	<b>\$ 15,423</b>	<b>\$ 734,208</b>
	<b>Committee Income</b>				
	Belong	\$ 2,520	\$ 2,300	\$ 220	\$ 2,300
	Nurture	\$ 3,924	\$ 4,150	\$ (226)	\$ 3,084
	Rejoice	\$ 4,439	\$ 3,200	\$ 1,239	\$ 3,200
	<b>Sub-Total Committee Income</b>	<b>\$ 10,883</b>	<b>\$ 9,650</b>	<b>\$ 1,233</b>	<b>\$ 8,584</b>
	<b>Total Operating Income</b>	<b>\$ 764,106</b>	<b>\$ 747,450</b>	<b>\$ 16,656</b>	<b>\$ 742,792</b>
		2019 Actual	2019 Budget	Difference Fav (UnFav)	2020 Budget
<b>Operating Expenses</b>					
	<b>Committee Expenses</b>				
	Belong	\$ 2,413	\$ 3,084	\$ (671)	\$ 5,350
	Nurture	\$ 5,293	\$ 7,555	\$ (2,262)	\$ 12,050
	Rejoice	\$ 9,127	\$ 9,048	\$ 79	\$ 8,498
	<b>Sub Total Committee Expenses</b>	<b>\$ 16,833</b>	<b>\$ 19,687</b>	<b>\$ (2,854)</b>	<b>\$ 25,898</b>
	<b>Support Operating Expenses</b>				
	Administrative	\$ 30,746	\$ 30,039	\$ 707	\$ 26,104
	Home	\$ 107,528	\$ 113,920	\$ (6,392)	\$ 113,865
	Home - Building Repairs - Major	\$ 18,000	\$ 24,500	\$ (6,500)	\$ 13,000
	Community Partners	\$ 973	\$ 4,200	\$ (3,227)	\$ 2,100
	Per Capita Assessment	\$ 28,399	\$ 27,000	\$ 1,399	\$ 28,399
	Personnel	\$ 436,058	\$ 486,053	\$ (49,995)	\$ 498,420
	Stewardship & Finance	\$ 9,935	\$ 11,280	\$ (1,345)	\$ 14,830
	Reach Missons	\$ 54,000	\$ 54,000	\$ -	\$ 53,000
	<b>Sub-Total Support Expenses</b>	<b>\$ 685,639</b>	<b>\$ 750,992</b>	<b>\$ (65,353)</b>	<b>\$ 749,718</b>
	<b>Total Expenses</b>	<b>\$ 702,472</b>	<b>\$ 770,679</b>	<b>\$ (68,207)</b>	<b>\$ 775,616</b>
	<b>NET Operating Income</b>	<b>\$ 61,633</b>	<b>\$ (23,229)</b>	<b>\$ 84,862</b>	<b>\$ (32,824)</b>

