



The
Brick
Presbyterian
Church IN THE CITY OF
NEW YORK

2018 ANNUAL REPORT

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MINISTERS' REPORTS

A WORD FROM THE TRANSITIONAL SENIOR MINISTER

I began my service as the Transitional Senior Minister of The Brick Presbyterian Church on Sunday, March 8, 2018, with an official contract date of March 15, 2018. Within six weeks of my arrival, the season of significant transitions continued for The Brick Presbyterian Church when, in the week of April 15, we held the Service of Witness to the Resurrection for Pastor Emeritus, The Reverend Dr. Herbert B. Anderson, absorbed the news of the death of the beloved Beadle and Clerk of Session, Ellsworth G. Stanton III, and received a letter from Lydia Spinelli, announcing her intention to retire in 2019 after 36 years as Director of The Brick Church School. The summer of 2018 was anything but quiet. The Day School Nominating Committee began its search for the next director of the school and major renovation of the Reception and Garden/playground areas began. Disruption was evident everywhere. With disruption and transitions, however, come new perspectives and changing patterns that can be helpful. The doors on Park Avenue became the main church entrance throughout the summer months. It was a delight to see people coming and going on this more-visible side of the building. People sat quietly in the chapel or visited with friends on the front steps. We now wonder how we might have a more visible presence more regularly on Park Avenue. The sextons and the Buildings and Grounds Committee, led so ably and affably by Elder Tim Haskin, kept the church activities, the Summer Steps program, and the Capital Project all running as smoothly as possible. The church and school staff kept up good spirits in spite of the circuitous routes we all had to traverse multiple times a day. It was all worth it when we enjoyed a gorgeous Fall Fling September homecoming in the new

Garden Reception area and Garden/playground. The evening was clear and cool; the soft lighting on the cross, trees, and the glow of the skylight among the pavers, the sound of water flowing in the fountain amidst soft guitar music all contributed to the conviviality of the evening. The last weekend of September welcomed Michael and Terri Lindvall back to celebrate with us the fruits of the Capital Campaign project, to bestow upon The Reverend Michael Lindvall the title of Pastor Emeritus, and to unveil his oil portrait, which now joins the other portraits of past Ministers on the Third Floor of the Parish House. The week between the Fall Fling and the Lindvall celebration saw “the Great Flood of 2018” in our newly refurbished Garden Reception area. It was nothing short of miraculous that, thanks to many hands and mops, the destruction was not worse. Heroic efforts made the space habitable for the Lindvalls’ return.

In quiet ways, important roles were filled by new leadership: Christopher Allen stepped into the role of Beadle for Sunday worship. Elder Fran Laserson agreed to serve as Clerk of the Session. And a joyful, unanimous vote of both Church and School named Associate Director Amy Warden as the next Director of The Brick Church School beginning in summer of 2019. In October, the church offered its first-ever “Blessing of the Animals” Service on Park Avenue. Uncertain of how this service would go or if anyone would show up, we were delighted to open our doors and find dogs, cats, and a parakeet—all with their owners—waiting for us!

The fall also saw the commissioning of the Mission Review Team, comprised of 17 members of the church. The Mission Review Team spent September through December hosting three Town Hall meetings of the congregation, conducting interviews with staff, members, and various committees

A WORD
FROM THE
TRANSITIONAL
SENIOR
MINISTER
(CONTINUED)

and groups within and outside of the church, and issuing an electronic survey to all members. Their charge was to “take the pulse” of the church in this transitional period—listening to what people love about the church and what new ministries and missions people might like to see as well. The Mission Review is a required part of the preparation toward searching for a new Senior Minister. The year ended with the beautiful Candlelight Communion Service on Christmas Eve,

one hour earlier than usual, and a joyful Christmas Day service of worship as well.

It has been a delight to serve as the Transitional Senior Minister of this historic and vibrant church. The year ahead promises to be even more momentous as the search begins for the next called and installed Senior Minister of The Brick Presbyterian Church in the City of New York.

**GRACE AND PEACE,
KIMBERLY L. CLAYTON**

There is a wooden cross that sits on the windowsill of the window in the narthex. The window that looks out on Ninety-first Street and Park Avenue. The panes of glass are wavy and rippled, reminiscent of the days when all glass was hand-blown. The combination of the cross and the distortions of the glass create a powerful visual effect. The outside world is softened around the edges and all that is to be seen is seen in relationship to the cross in the center of the window. If I am having a jangly, hectic day I will often retreat to the narthex for a few moments to gaze out that window to remind myself there are many different ways to see the world. This particular view shows me that everything that happens in our life together happens in the presence of the cross, the ultimate symbol of God's boundless love for us. And that wavy and rippled form of glass, which was once hand-blown evokes the breath of God's Holy Spirit infusing every corner of our world with God's presence.

When I look back upon this past year we have shared together I see so clearly both God's boundless love for us and God's Holy Spirit ever in our midst guiding us forward. As we continue to travel through this time of transition together I am so grateful for how you all embody God's love and Spirit.

Our Lay Pastoral Care Committee and their compassionate service are a deep inspiration to me. Co-chairs Susan Crary and Debbie Seraphim and the Personnel Committee work so diligently to ensure our staff is equipped to serve

this congregation. Chair Bill Hilburn and the Mission Outreach Committee continue to explore how we care for those most in need in this city. This past year, Amanda Heath and David Rose took on the mantle of organizing the Day of Discipleship and did a wonderful job of assisting our members in serving across the city. Kent McKamy and Warner Williams bring devotion and passion to their leadership of our Prison Ministry. Bill Hilburn and Annie Huneke are the dynamic duo co-chairing our Grants Committee and all of the due diligence they do in funding the most worthy of agencies working with the most vulnerable people. The deacons are led by the amazing team of co-chairs Cathy Leonhardt and Helen Elmiger, and our secretary Liz Boehmler. Robert McCrie, as always, brings thoughtful leadership to the work of our Seminary Education Committee. Tim Haskin and the Buildings and Grounds Committee have been tireless in their efforts to complete all of the new construction associated with our Capital Campaign.

It is my distinct privilege and pleasure to serve beside a deeply talented and faithful staff. They give of themselves in numerous ways each day. Their commitment to the body of Christ inspires me every day.

As I look back upon this year, I see God's love and God's Spirit at work everywhere in this place. The view is stunning and it fills me with joy and with hope for our future together.

**GRACE AND PEACE,
DOUGLAS T. KING**

A WORD FROM THE REVEREND DOUGLAS KING

A WORD
FROM THE
REVEREND
REBEKAH
MCLEOD
HUTTO

“Fear not!”

As I write this reflection for 2018, I am planning the women’s retreat for 2019 about the angels who serve God in Scripture—God’s messengers that communicate with mortals in mysterious ways. A common refrain from many of these angels is “Do not be afraid” or more emphatically, “Fear not!” You can also find this refrain in the Torah, in the prophets, and in the prayers of the Psalms. Its repeated presence is proof that fear is an all too common emotion in the life of faith. Fear crops up when danger arises, when the future is uncertain, and when we are unsure of God’s presence or plan. However, Scripture repeatedly reminds us “Do not be afraid” because fear can lead us down some unhealthy paths. When we are afraid, we become less trusting of others, not to mention God, and we often put our own individual needs ahead of our neighbors’. Fear leads us to decreased creativity, an inability to expand our imagination beyond what is right in front of us. Ultimately, fear leads us away from trust.

The Brick Church has undergone a lot of change and transition this last year. The capital improvements we celebrated in the fall are wonderful, but it took a lot of time, energy, and patience, especially after the lobby flooded, to complete the work. Several long-time staff members retired, a number of our members are leaving the city, and this past year we also lost faithful members of this church who have gone to join the church triumphant. Moreover, staff restructuring and a deep dive into the church’s finances have left many of us wondering what the future holds for our Brick Church family.

This is exactly when we need the angels’ reminder: “Do not be afraid.”

It’s also when we need the fuller advice God gives to the prophet Isaiah: *Do not fear, for I have redeemed you; I have called you by name, you are mine.*

We are God’s, and God knows this church and each of us intimately. God sees all the children in our Sunday School classes and the members active in Bible study. God watches us serve at Jan Hus on Tuesdays and in the Watson Hall kitchen on Wednesdays. God knows our commitment to faithful worship and active fellowship. God hears our laughter, sees our tears, and knows our worries. God knows us; we do not have to fear the change that lies ahead, because God will be our guide. God knows where we need to change and God has the wisdom and the strength to guide us through all of our community’s transitions. We can move forward knowing that God’s presence remains steadfast, AND there is much to celebrate in our community. Remember, God is still doing a new thing among us.

Change can be difficult, and although fear and anxiety are tempting, I hope we heed the angels’ words: “Do not be afraid.” As we support the search for our next senior pastor and hear the feedback from our Mission Review team in 2019, I pray we move forward with hopeful expectancy. I heard a church member saying the other day that although many things are changing at our church, there seems to be some creative room to breathe and imagine what the Spirit will do next. Let’s imagine together what God will do. Thank you to everyone who gives their time, gifts, and energy to furthering God’s ministry in this church and our community.

PEACE,
REBEKAH MCLEOD HUTTO

John 15:5 says, "I am the vine, you are the branches. Those who abide in me and I in them bear much fruit, because apart from me you can do nothing."

It is with great joy that I am able to write that the Youth Ministries of The Brick Church continue to change and grow. Every year, our ministries are becoming more robust and rich and we are constantly striving to find additional ways to teach our youth about God, faith, mission, fellowship, and what it means to be a Christian.

This past year we took twenty-five people from The Brick Church on a mission trip to Alaska. The group consisted of twenty-one youth and there was an average of four people from each grade: freshmen in high school through sophomores in college. It was an incredible trip. Not only was it life-giving and faith forming for us, we were also able to provide a lot of work and support in building a new home and in helping a 92-year-old Athabaskan woman stay in her own home.

On another note, one of the biggest transitions that occurred in the Youth Ministries Programs during 2018 was

a shift from serving dinner to guests from the Neighborhood Coalition for Shelter (NCS) every other Wednesday to nearly every Wednesday during the school year. Additionally, we have teamed up with the deacons in this venture and been able to open it up to the congregation to volunteer at large. This way we have an in-house mission program that incorporates the intergenerational church. Young families, high schoolers, single adults, deacons, and retired folks can all come together to learn more about God and to work side by side getting to know each other better while doing mission and ministry together.

Since we always find ourselves saying "onward and upward" in our ministries, we look forward to continuing to cultivate and improve this ministry in the years ahead.

Thank you to all of you who helped make 2018 so successful and here's to looking upward, and then onward, to an amazing 2019!

**SINCERELY,
ADAM D. GORMAN**

**A WORD
FROM THE
REVEREND
ADAM
GORMAN**

MINISTRY OF MUSIC

In 2018, we welcomed the Rev. Dr. Kimberly Clayton as our transitional Senior Minister. Rev. Clayton's inspired leadership in developing and leading our worship services made for another fine year of sacred music at Brick Church. Our superb Chancel Choir provided music at worship services throughout the year. The Chancel Choir and soloists presented its annual performance of Sir John Stainer's *The Crucifixion* on Good Friday. Our stellar Brick Church Brass and Percussion ensemble continues to enhance the beauty of the music at our Christmas Eve and Easter services. The Candlelight Carol Service in December brought another large audience both in person and online to experience this beautiful service of choral music. This year's service featured the world-premier of a setting of *Still, Still, Still* by British composer Edmund Jolliffe. Through the generosity of Brick Church members Don and Lynn Wilson, the Chancel Choir along with organ, brass ensemble and percussion presented our now annual Festival of Christian Hymnody during the morning worship on Sunday, Oct. 21, 2018. This exhilarating worship service presented stunning arrangements of cherished hymns sung by the choir and congregation. The Wilsons wish to provide this service annually to the Brick Church community. We thank the Wilsons for their generosity in providing us with this magnificent celebration of hymnody.

Our children's music program continues to experience growth under the gifted and caring hands of Amanda Page Smith, our Director of Children's Music Ministries. The children's choirs regularly participated in the worship throughout the year. Children from

birth through high school are involved in making music at Brick Church through various choirs, music in the Sunday Church School program, the Christmas Pageant, Confirmation Class, Teen Choir, and Hand Bell choir, and several youth instrumentalists have shared their gifts in worship throughout the year. Amanda, the children and teens, volunteer accompanist Cristina Soto, and all the parent helpers are to be commended for their magnificent work in this most important part of our music ministry.

Our intergenerational Wednesday evening choir which is led by Amanda continues to provide the choral music at our Wednesday evening services. We are grateful to those members who share their time and talent by singing in this choir. The choir adds immensely to this service.

We are most grateful for the continued generosity of Don and Lynn Wilson in their many magnanimous gifts to the Music Ministry. In fall 2013, the Wilsons provided the funding to initiate a new sacred music internship between Brick Church and the Yale University Institute of Sacred Music, the Wilson Family Sacred Music Internship. This internship has greatly enhanced the music program at Brick Church with the intern being present every Sunday between September and May. Our 2018-19 intern, Meg Cutting, began her time with us in September. We are grateful for all that Meg has brought to our services. Words cannot express our appreciation to the Wilson family for funding the Sacred Music internship at Brick Church.

With extremely generous gifts from the David W. Wallace Foundation, in honor of long-time Brick Church member David Wallace, we established the Wallace Sacred Music Fund. This

new fund will provide the funding for our wonderful brass and percussion ensemble at the Christmas Eve and Easter services going forward. We are so appreciative of the Wallace family for providing the funds to secure this very important part of our Music ministry.

In closing, the Minister of Music would like to thank the Pastors, the members of the various choirs, Amanda, our Wilson Family Sacred Music Intern Meg Cutting, the members of

the Brass and Percussion ensemble, the Worship and Music Committee and its fine chair, R. Lynne Lee, and all those who assist us throughout the year. It is through the efforts of these people that our music program remains one of the finest in the country.

**FAITHFULLY,
KEITH S. TÓTH
MINISTER OF MUSIC AND ORGANIST**

MINISTRY OF MUSIC (CONTINUED)

SESSION
COMMITTEE
REPORTS

ARCHIVES AND HISTORY COMMITTEE

The Committee, established in 2001, maintains the Anderson Library and the Brick Church Archives, where we preserve bound volumes from the 1880s to the present of Orders of Service, Annual Reports and Financial Records. Documents dating from the incorporation of Brick Church in 1809 in printed books, microfiche and microfilm provide a window into the lives of fellow congregants and the church's mission and buildings. We collect and preserve books, sermons, paintings and other items of historic value as they relate to The Brick Presbyterian Church in the City of New York, the Presbytery of New York City and the City of New York as it coincides with the history of Presbyterians in New York. We research and publish articles in the Record and mount exhibitions in a display case outside the Chapel of the Reformed Faith.

In 2018 we honored the life of Ellsworth G. Stanton III in an exhibit featuring his service as Beadle, Clerk of Session, and Convener of the Committee. We celebrated the arrival of E. Deane Turner's 2017 publication, *A Fellowship of Kindred Minds: The Three Hundred Year Tradition of The Brick Presbyterian Church in the City of New York (1706-2006)* in an exhibit, book signing at the Fair and his presentation in Adult Education. Deane also published a second edition of *A Legacy of Commitment: Some Notable*

Friends of the Brick Church (1767-2005). We remembered Reverend Michael and Terri Lindvall's life and service at Brick Church in an exhibit of photographs with Michael's published books. We also loaned our letter dated 1784 from George Washington to the Rev. Rogers to the Presbyterian Historical Society for their popular exhibit on Presbyterians and the American Revolution. Committee member Margaret Van Cott researched the cabinetmaker of the sideboard in the dining room for publication in 2019. We devoted our 2018 budget to historic book and document conservation. Research is ongoing on the "Holiness to the Lord" cartouche in the Anderson Library and other historic artifacts.

With Ellsworth's passing the Committee is in transition and is seeking new members. Monthly meetings, on a weekday evening, will resume in 2019. We invite congregants with an interest in history or special skills in research, writing, and book collecting and conservation to join us. Committee members active in 2018 were Christopher L. Allen, Peter H. Brown, Holly Burke, Margaret H. Ellis, Lois Lovett, Frederic S. Sater, E. Deane Turner, Margaret D. Stocker, Margaret D. Van Cott, Cynthia Watson and Jean M. Williams.

MARGARET D. STOCKER
FEBRUARY 2019

CHRISTIAN EDUCATION: ADULT EDUCATION COMMITTEE

The mission of the Adult Education Committee is to enrich and deepen the spiritual lives of the members of The Brick Presbyterian Church by developing a variety of education opportunities that challenge and invite us to explore familiar ideas in new ways.

We kicked off the 2018-2019 program year with author, Michael Massing and his highly praised dual biography called *Fatal Discord: Erasmus, Luther and the Fight for the Western Mind*.

It then led us to the topic entitled *The image of God and the Law*. We had three lectures on the Decalogue from two scholars, Dr. Dennis Olson & Dr. Phylis Tribble.

In October, we introduced our next topic, *Raising Faithful Children* brought to us by Rev. Rebekah McLeod Hutto & Rev. Adam Gorman who shared their best practices and traditions that build spiritual maturity and help set children on a trajectory of lifelong faith and service.

The *Church in Transition* series was an exceptionally well-timed topic for our congregation and denomination. Rev. Kimberly Long, Rev. Dr. Kimberly Clayton & Barbara Wheeler looked at the aspects of the changes before us in our service to the unchanging God.

We celebrated the Advent season with our Brick Church seminarians, Joshua Narcisse, Brian Ballard & Hannah Faye Allred. All spoke about their stirring personal experiences and how it shaped their spiritual growth during our *Path to Christian Service* series.

Launching the 2019 new year, was Brick Church member, Dr. Tom Robinson, who lead two discussions around Sola Scriptura, a term coined by Martin Luther that emphasized the importance and centrality of Scripture.

For next series, *Theologians in Nazi*

Germany: Stories of Resistance, academics were invited to speak about how three theologians responded to the rise of nationalism in Germany. Dr. Gary Dorrien spoke about Karl Barth, Rev. Dr. Nancy Duff lectured on Dietrich Bonhoeffer and Dr. Mark Taylor discussed Paul Tillich. As an excursus to this series Rev. Dr. B.J. Hutto lectured on Stanley Hauerwas and John Howard Yoder's critique of Christian nationalism in America.

During March and April, we will begin a dialogue on *Race: Understanding the Impact of Colonialism on Faith*. Further lectures around this topic are planned for the fall of 2019.

We are rounding off our program year with a three-part series on *The Meaning of Faith?* with Dr. Dale Irvin and Frederick Simmons.

When possible, lectures are videotaped and can be accessed through the Brick Church website for viewing.

The Adult Education Committee sponsors a weekly Men's Bible study led by Rev. Dr. B.J. Hutto of Madison Avenue Baptist Church. Rev. Rebekah Hutto leads the weekly Women's Bible Study. The Women's Bible Study held their annual day long retreat in February entitled "*God's Messengers: Reflections on Angels in the Bible*"

Members of the Adult Education Committee this year include, Hannah Faye Allred, Catherine Eubanks, Maxime Guignand, Deborah Kramm, Sue-Peng Li (co-chair), Guillaume Malle, John Muller, Bob McCrie, Joshua Narcisse and Susan Powell (co-chair). We sincerely thank Rev. Hutto for her enthusiasm, direction and devotion as our pastoral advisor.

**SUE-PENG LI AND SUSAN POWELL,
CO-CHAIRS**

CHRISTIAN EDUCATION: CHILDREN'S MINISTRIES COMMITTEE

The Children's Ministry Committee (CMC) is responsible for the oversight of the Brick Church Sunday Church School (SCS) as well as educational and fellowship events for children at Brick Church. In the winter of 2018, 237 children, infants through 7th graders, were registered in the SCS program, with an average weekly attendance of 101 children. The Sunday School Church program is run by volunteers from the congregation with the assistance of Jeff Shayne, the Children and Youth Ministries Facilitator, and Renee Jennings, the Administrative Assistant for Church Programs. The adult volunteers include 127 teachers, musicians, and superintendents who dedicate much time and enthusiasm to this ministry. Additionally, our infants and toddlers are supervised by five professional caregivers from the Babysitter's Guild. This year we divided our infants and toddlers on the youth floor with different age cutoffs to best use the new Youth Floor Day School Two's classroom. We will reevaluate these cutoffs each year.

For our Sunday Church School Ministry, we draw from several leading programs to provide the best curriculum for each age group – and in some cases have authored our own materials to make the subjects most resonant. We use Spark for 3 years old through 3rd grade. For older children we use an Old and New Testament survey and Faithfully Asking Questions for middle school youth. The variety of curricula keeps both the children and teachers engaged and enthusiastic throughout their Sunday Church School experience.

The year began with a teacher training session to introduce all volunteers to the curricula, music, Sunday Church School, infant, and toddler logistics, and the church and safety policies. In January the teams each held meetings

for fellowship, to gather feedback from teachers, and further discuss logistics of Sunday Church School and nursery.

The 2018-2019 calendar of events included 8 exciting children's ministry events sponsored by the Children's Ministry Committee. In December, we held our annual St. Nicholas Party, designed for children up to 5 years old, around 50 children heard the story of St. Nicholas, with a special visit from St. Nick himself. We also held our annual Advent Festival, a program lasting the entire duration of the Sunday worship service for children ages 4-12 with age-appropriate activities celebrating the Advent season. The program commences with a special lighting of the Crèche in the Garden. In 2018, 95 children, ages 4-11, participated in the Advent Festival with another 37 enjoying crafts in their classrooms. The final event of 2018 was the annual Christmas Pageant on Christmas Eve. This year's program was a terrific success, with 95 Brick children and youth leading the congregation in a faithful telling of the Christmas story. It was the largest cast of speaking parts Brick has ever had and required a script rewrite to accommodate the wonderful cast. During the winter and spring, the Children's Ministry Committee sponsors the Ash Wednesday Dinner and Seed Planting for over 45 children and adults to begin the season of Lent, coordinates Bible Presentation Sunday for of our third graders (23 in 2019) and their families, and holds our annual Palm Sunday Project, an event celebrating the coming of Easter in a similar format to our Advent Festival (29 in Watson Hall attended in 2018 with another 24 in the classrooms—this past year Palm Sunday occurred during the independent school spring break). Additionally, the Children's Ministry Committee sponsors child-friendly activities during the annual Strawberry Festival, a biannual Communion class

for 1st graders and their parents, and a weekly Worship in Motion class for children in grades K-5 and their siblings. For Family Sundays, the 4 Sundays designated each year for Family Worship, we have continued to ask children to lead in worship as liturgists in the call to worship, pouring the water in the prayer of confession, and drawing the artwork on the cover of the bulletin.

The Children's Ministry Committee has continued to grow as a committee, consisting of three subcommittees, one dedicated to Sunday Church School, the second to the infants and toddlers, and the last to the Children's Ministry Committee events. The Sunday Church School class captains for the 2018-19 year are Michelle Auerbach, Jill Wight, Sylvia Gower, Brinlea Pitz, Ruth Jin, Loren Burlando, William Gambrell, Page Rossetter, and David Rose. Committee co-chairs serving the infant subcommittee are Sarah Blais, Saralib Brown, Elizabeth Darst, and Eliza McLaughlin. Toddler co-chairs for the toddler subcommittee are Shelby Carroll, Brooke Fadale, and Carrie Galloway. Thanks to church member

Lindsey Peers for helping with the Children's Ministry Committee events.

Additionally we worked hard last year to rewrite the Safe Sanctuary policy and session approved it in the spring of 2018. We are happy to report that the policy has been read by all volunteers and staff who work with the Children's Ministry.

We continue to be deeply grateful for the leadership of our pastoral advisor, Rev. Rebekah Hutto, without whose faithful guidance our programming would not be possible. We also extend our thanks to Amanda Smith, Children's Music Ministries Director, to Jeffrey Shayne, Renee Jennings, and all our sextons for all of their support and hard work. Thank you, especially, to our facilities staff for all their work during the construction and for helping repair our nursery space after the lobby flood. Finally, a most sincere thank you to our many dedicated volunteers that give of their Sundays to teach our youngest members in Sunday Church School or watch over them in the nursery every week.

SCRIPTURE GONZALEZ, CHAIR

CHRISTIAN EDUCATION: CHILDREN'S MINISTRIES COMMITTEE (CONTINUED)

With more than 250 youth congregants in fifth through twelfth grades, the Youth Ministry of the Brick Church has continued to provide Christian education together with a Youth fellowship program.

Our fifth, sixth and seventh graders make up the Pioneers group. Volunteers who generously donate their time and the organized efforts of the Pioneers Steering Committee make it possible for our Pioneers to enjoy annual fellowship events such as a Halloween party, the Annual Brick Church Sleepover, the Pioneers' Ski Trip, an ice-skating afternoon, and the Spring Scavenger Hunt. The Pioneers have

also participated in service projects, such as writing letters to prisoners, making Valentine's Day cards for shut-ins through Search and Care, cooking for Wednesday Night Dinner Program (W NDP), collecting toiletries for Jan Hus, and donating summer camp supplies to Friends of PS 169.

The 2018-2019 Confirmation class is made up of 17 eighth graders who have been meeting for classes since September of 2018. The Confirmands have been active in the life of the church by reading, praying, doing children's messages, greeting, collecting funds for charitable organizations, and volunteering for W NDP and the Day of Discipleship. Our Confirmands are

YOUTH MINISTRY COMMITTEE

YOUTH MINISTRY COMMITTEE (CONTINUED)

working diligently and we are excited to welcome them into church membership on Confirmation Sunday.

We have successfully continued our High School Youth Group, which only started six years ago. High School Youth Group meets each week on Sunday evenings that we do not have TakeOut. On average, four to six High Schoolers and four dedicated adult volunteers are in attendance. On Sunday evenings, we gather for games in Watson Hall and finish our time together with scripture-based discussions and dinner. This ministry started strong in the Fall of 2018 and we ask that you continue to keep it in your prayers.

TakeOut is a monthly evening worship service designed and led by youth, grades eighth grade and above. TakeOut includes a message delivered by Rev. Gorman, communion, and contemporary music during the worship led by David Bedard, a teacher with The Brick Church School. TakeOut also includes time for fellowship, which usually includes dinner and games. TakeOut began in October eight years ago, and has become a well-attended monthly gathering with an average youth attendance of 25. In addition, TakeOut has four dedicated adult volunteers who assist Rev. Gorman each month. Members of our High School Youth Group frequently participate in TakeOut by writing and reading liturgy.

A fellowship and service program that involves all our Youth on a regular basis is WNDP. Nearly every Wednesday, from September to June, our youth and deacons cook dinner for and then break bread with residents of the Neighborhood Coalition of Shelter (NCS). WNDP youth attendance continues to grow significantly each year.

Other popular youth fellowship

events, such as the annual Kick-Off Fall Barbeque and Super Bowl Party, continue to solidify our community of Youth who have come to care for and enjoy one another.

Blythe Chace is our Youth Deacon and Henry Wildermuth is our Youth Elder. Henry and Blythe participate regularly in WNDP, High School Youth Group, volunteer with the younger youth, read scripture in worship, announce Minute For Missions during service, and attend monthly deacon and Session meetings.

Seventh through twelfth graders come together as the acolytes of the Brick Church in the Order of St. Paul (OSP). OSP members participate in every Sunday morning worship service, in addition to other special church services. The Brick Church has throughout the year. OSP members assist in the worship service by carrying the cross (the “crucifer”) in the procession, serving as flag-bearers, and serving as candle attendants, as well as assisting the pastors at special services.

Raising Faithful Teenagers (R.A.F.T.) is a Youth Ministry program dedicated to parents of teenagers. R.A.F.T. was started five years ago by the Rev. Adam Gorman. Throughout the year, parents are invited by Rev. Gorman to meet in the Living Room of The Brick Church to participate in a discussion which focuses on what is going on in the lives of their teenagers and to explore issues related to raising faithful teenagers. Rev. Gorman leads a focused discussion which provides parents with tools so that they can instill and continue to grow the faith of their teenagers, as well as their own faith. This year he was able to give this in an Adult Ed presentation.

CLARE PICKERING, CHAIR

COMMUNICATIONS COMMITTEE

In 2018, the Communications Committee continues to execute on the projects and plans established in earlier years. The focus of many committee agendas involves connecting our offline and online community, revamping the Brick Church and Brick Church School websites, and integrating plans for the further evolution of the site going forward.

The main highlight of 2018 for the committee is the completion of the website redesign process and the new site launch just ahead of the rush back to September post the summer break. The committee originally launched the complete refresh of both The Brick Church and The Brick Church School websites in 2017, while also deciding to move to a new website designer, site host, and service provider. The original catalyst for the website redesign is better integration with our ACS back end system, running many of Brick Church's administration, accounting, and community tools, including the critical member database. In addition to better ACS integration, we note that other significant benefits of the extensive website redesign also include:

- 1) moving website hosting to WP Engine, a WordPress-based content delivery network (CDN), providing best-in-class website performance for both Brick Church and the Brick Church School. WP Engine also enables significant improvements to site responsiveness and speed.
- 2) empowering The Brick Church and The Brick Church School to maintain complete autonomy and full ownership of their respective websites, with the ability to seamlessly move to an alternative host provider in the future, if ever necessary.
- 3) providing quick, on-the-fly changes to site content and information on the platform, allowing for significant

improvements in site relevance and freshness.

- 4) enabling rapid updates of site capabilities through abundantly available and free functionality plug-ins, serving to reduce total cost of annual site management and ownership.

We are also thankful for and appreciate the diligence of Netomat, our new website designer, selected for their experience in working with many well-known and high-quality websites, mostly centered on not-for-profit and church implementations. The committee would like to extend a special thank you to Laila Al-Askari and Alex Asnes for their assistance in the website redesign process; and also to Paula Rocca and Farley Bills from The Brick Church School for their assistance with the Day School portion of the website redesign.

We continue to look forward to the evolution of the new website which should have a meaningful impact on online community engagement and functionality longer-term.

We are grateful to everyone who has worked with us throughout the year and want to thank all of the committee members: elder Anita Brickell, Amy Buckley, Mark Greenwood, Lauren Hatjygeorge, Harold Hope, Rev. Rebekah Hutto, Molly Larrison, Courtney Dolan Leidy, Leah Lindemuth, Emily Stone, Sabrena Tufts, and Communications Coordinator, Mike Suvada.

Our goal remains improving how Brick Church and Brick Church School members connect, learn from, and communicate with both respective communities. We continue to welcome your thoughts and depend on your feedback, especially for our newly relaunched websites. Thank you.

BRIAN PITZ, CHAIR

CONGREGATIONAL FELLOWSHIP COMMITTEE

Mission: to provide The Brick Church Congregation with events and programs that allow its members to gather as a group, outside of worship, to foster community, fellowship, friendship, and family ties. To work with the Membership Committee to engage new members to get involved in the congregational community. To work with the Stewardship Committee to engage Brick Church members to be involved in stewardship and the congregational community.

I. This committee is responsible for planning and executing fellowship events and working with Stewardship and Membership Committees to foster fellowship with Brick Church members. Programs include:

A. Greeter program: organizing and providing three or more greeters weekly to welcome congregants as they enter The Brick Church for Sunday morning services.

B. Planning and executing the church's Annual Congregational Dinner in conjunction with the Annual Meeting.

C. Planning and executing the Christmas Tree Lighting Social prior to the Park Avenue Tree Lighting.

D. Planning and executing breakfast and lunch for the Day of Discipleship to support members and staff involved in the event.

E. Planning and executing the Brick Church Strawberry Festival.

F. Planning and executing the Church Summer BBQs. In the Summer of 2018, we needed to take a hiatus from Summer BBQs because of extensive construction happening at the church. We plan to resume in 2019 with gusto.

G. Presenting at New Member classes about fellowship and opportunities to get involved.

H. Conducting the Phonathon with the Stewardship Committee to thank members for their pledge, encourage them to attend upcoming events, and discuss with them opportunities for volunteering.

I. The Prayer Shawl Ministry, a group of approximately 20 women who knit and deliver prayer shawls to members of the Brick Congregation and others.

J. Supporting the Women's Circles which are small group ministries composed of women that meet monthly for fellowship, ministry, and to support one another.

II. This committee is responsible for coordinating its own budget along with those of the Women's Circles, the Prayer Shawl Ministry, Prime Timers, and Softball Team.

III. This committee is composed of members of the Session, Deacons, and members of the congregation. 2018 events included:

- The Phonathon with the Stewardship Committee, Feb. 5
- Day of Discipleship, March 3rd, fed Congregation while serving outreach missions
- Congregational Lunch, April 29
- Strawberry Festival/Church Picnic, May 20
- Summer BBQs
- Christmas Tree Lighting Social, Dec. 2, ably chaired by Lisa Gustin.
- Over 53 members of our Congregation and others were comforted by being

wrapped in one of our Prayer Shawl Ministry's shawls in 2018 knowing that we are thinking of them and praying for them. Since inception they have created over 200 shawls. Staff: Rev. Adam Gorman and Renee Jennings. Members: Chris Carroll, Gail Crutchfield, Grif Foxley, Lisa

Gustin, Shannon Henderson, Stefan Kruger, Jaime Lindemuth, Paul Shaum, Gracey Stoddard, and Cindy Watson.

SCOTT FROELICH, CHAIR
MARK GREENWOOD, CO-CHAIR

CONGREGATIONAL FELLOWSHIP COMMITTEE (CONTINUED)

In April 2018, Lydia Spinelli announced she would retire as Director of The Brick Church School at the end of July 2019. Lydia will complete 36 years as director and 41 years working at The Brick Church School upon her retirement. During her tenure as director, the School went from 110 students to 196, from 6 classes to 13, from 13 faculty members to 32, from a student/teacher ratio of 9:1 to 6:1. The financial aid budget increased from \$7,900 to \$698,820, from 5 % of students to 16%. The professional development budget went from \$7,930 in 1983-4 to \$83,000 this year. In 1983, the school had one only one fund, the Paul Austin Wolfe Scholarship Fund, providing \$8,500 towards operating costs; now the School's funds are over \$10 million, providing \$1,039,779 towards operating costs (\$271,223 from endowment distributions and \$768,556 from Annual Giving and fundraising events). In 1983-4, the School's contribution to the church totaled \$39,419; in 2018-19, it totals \$993,333. Under Lydia's leadership, The Brick Church School has been a model school for early childhood education. She has fostered an environment of excellence with an unwavering focus on instilling in children the joy of learning and acceptance of themselves and others. Our children have been enriched by a more diverse student population and by opportunities to witness the impact of giving back to their community. We are so grateful to Lydia for her decades of leadership and dedication to the school. Lydia will continue as Director of Summer Steps and President of the African Dream Academy Foundation. We wish Lydia and her husband, Walter,

all the best as they prepare to embark on the next chapter of their lives.

On Nov. 5, 2018, after a six-month comprehensive search, the eight-person nominating committee announced that Amy Warden will become the fifth director of The Brick Church School. As Associate Director, Amy prioritized curriculum and professional development. She skillfully led a revision of the pre-literacy program, the school's equity and inclusion initiatives, and focused on the social/emotional development of children. Amy collaborated with faculty to integrate more inquiry-based learning in the classroom. In addition, Amy directed the June Program and was instrumental in developing the new Two's Program. Most importantly, Amy has remained steadfast in her dedication to knowing each child individually, partnering with parents on educational growth at The Brick Church School and beyond.

Prior to joining The Brick Church School, Amy was Head of School at Williamsburg Northside School in Brooklyn, New York. In her role, Amy was responsible for all facets of the school's operation, which included programming for over 300 children ages three months to seven years across 18 classrooms and 80 staff members. Under Amy's leadership, Northside implemented the Reggio Emilia approach to early childhood education from infancy through the elementary school years, resulting in a highly innovative, successful program.

Amy has a bachelor's degree from William Smith College with a major in dance therapy and a minor in education. She has two graduate degrees from

DAY SCHOOL COMMITTEE

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Hunter College: a master's degree in dance and movement therapy and a MEd in special education. Amy and her husband, Doug, have two children, son Henry (age 11) and daughter Audrey (age 5), and reside in Tarrytown, New York.

The Brick Church School's enrollment currently stands at 196 students in ten morning classes and three afternoon classes. The student body this year is made up of approximately 38% church members and 62% non-members. Students of color make up 30% of the population and 16% of students receive financial aid. Our talented faculty has an average of more than 15 years teaching experience. The average number of years working at the school, for faculty and staff, is 12.

In September, the school welcomed thirty-six new two-year-olds and their families to their beautiful new classroom on the Youth Floor. The classroom boasts a large open space with a skylight, complete with areas for large motor play, block and building exploration, and dramatic play. The three classes (2.5 hour sessions) have a full schedule which includes classroom play time, outdoor play in the Garden, music with Amanda Smith, and projects in the classroom with Studio Teacher, Caren Shayne. Leading the teaching team is Lauren Ferguson, a Brick Church School teacher of 10 years. Assisting Lauren is Brick teacher Jyothi George, and new staff member Heidi Ong-Fong. Heidi has a master's degree from New York University and has been teaching for six years. Jyothi George moved from part-time assistant in 4 South to full time assistant with the twos. Jyothi has a nursing degree and seven years teaching experience, two of them at The Brick Church School.

Our new classroom, 2 West is beautiful and accommodates a morning and afternoon threes class (replacing Room 6 which now houses the church business offices and an office for our Spanish teacher, Madyuri Lopez). Having all the classrooms in closer proximity allows for much more interaction and two nearby staircases make exiting much safer for

the children in case of an emergency. A second staircase coming down from the art studio has also increased the safety of exiting the building. This addition caused reconfiguration of the art studio and relocation of the children's bathroom. The studio is still beautiful!

The school is very grateful to Garrity Construction for working so well with us and for the many hours of overtime that resulted in timely completion, Fradkin-McAlpin Architects for the beautiful designs and thorough oversight of the project, Robin Key and RKLA Studio for the beautiful garden design that also meets the children's needs and for saving the flowering trees! We also recognize Kate Farewell and Matthew Dougherty, our Owner's Reps from Zubatkin and of course, the B & G Committee headed by Tim Haskin, and Brick Church staff members Laila Al-Askari, Rob Dayboch and Chris Ramirez, who spent many hours beyond their regular jobs to help bring the project to completion.

The Brick Church School mourned the loss of Gretchen Salisbury, School Office Manager and Director of Institutional Advancement on May 20, 2018. Her kindness to all made Brick a welcoming community. She would go the extra mile to help teachers no matter what time it was. Parents talked of her supporting their work running the auction, family festival, and yearbook with grace and care, showing true concern for their children and watching babies when they delivered their preschoolers. Gretchen stayed calm when others around her were buzzing around anxiously. We will honor her memory by doing our best to keep calm and carry on and follow her example of showing compassion and kindness to all. Through generous contributions from the community, the beautiful bench in the garden room closest to the school window will be dedicated to her.

Paula Krzystan Rocca is now School Administrator and Director of Communications taking charge of our website and social media presence.

DAY SCHOOL COMMITTEE (CONTINUED)

Farley Bills is Admissions Director and Kathy Flintoft is working part-time helping with admissions and various school needs. Susan Ely Johnson has joined us as Business Manager. Susan has a bachelor's degree from Barnard College and an MBA from UCLA. She is a Brick Church member and an active volunteer at St. Bernard's School where her son attends. Her other two sons are attending Groton. Brick Church School parent and wonderful volunteer, Whitney Schwartz, has joined us part-time as Director of Institutional Advancement, handling our fundraising.

Megan Raelson has switched from co-teacher in 2 South to head teacher in 3N AM. Megan has a master's degree from Bank St. College of Education and has been teaching at The Brick Church School for 8 years. Bernisse Flores is now co-teacher in 2 South joining Margaret Najdzionek and Susie Valk-Woolworth. Bernisse has a master's degree from Bank Street and 17 years of teaching experience, four of them at The Brick Church School. Gerri Walker joined Jennifer Goncalves and Cristina Soto in 4 North as an assistant teacher. Gerri has a bachelor's degree from City College, CUNY and is an active volunteer at The Brearley School where her daughter attends. She has assisted in admissions, the office of equity and community engagement and has been community service co-chair. She has also worked as a service coordinator in the NY Early Intervention Program and as a family worker at the Harlem Children's Zone. Since Lauren Ferguson moved from Room 6 to become head teacher of the twos, Victoria Ortiz joined Lucia Scholar as an Associate teacher in 2W a.m. and p.m. Victoria has worked in Summer Steps for five summers and served as a shadow teacher and substitute at Brick last year. She has a B.A. from Hunter College and is working on her masters at City College. Replacing Jyothi in extended day in 4 South is Inzata Fofana Toure. A former Brick

Church School parent and a member of the Summer Steps Board, Inzata worked for four years as an assistant teacher at La Croisette School. Her daughter attends Sacred Heart and she runs the library for Summer Steps. She is also on the Board of the African Dream Academy Foundation.

Classroom 5 North was the only class in the school with two instead of three teachers since they have 10 children. However, they are the youngest threes and often need teacher assistance. In the fall, Liberty Kibombo joined the faculty as an assistant teacher in 5 North. Liberty has an Associate Degree in Applied Science from Victory Academy in Tanzania and he started an early childhood school there. He also led safaris! He is the father of a three year old so he knows the age well. Barrow Street Nursery School had highly recommended him to us and we agree that he is fantastic with children and a great addition to the faculty.

The school hired Joseph Ellsworth and Jessica Weber Designs to help with marketing and communications. Their work included:

- An audit/analysis of the existing brand position reviewing our website and documents that pertain to communication with prospective parents
- Benchmarking research targeting NYC competitors
- 1:1 qualitative research interviews with thought leaders (Lydia, Amy and Liz Philipp) and other constituents

A Brand Vision Discovery Session was held on Nov. 28. This meeting was attended by 15-18 people including administrators, faculty, current parents, former parents, educators, church members and DSC members.

After completing this work, Joe Ellsworth presented the School with a 90 page booklet that includes benchmarking research including competitor schools, peer schools, a summary of the Brand Vision Discovery session, results of phone conversations with different constituents (including some who did not choose

DAY SCHOOL COMMITTEE

(CONTINUED)

The Brick Church School or who did not send a sibling to the school) It also includes key messages (including the revised brand statement), messaging that differentiates us from peers, strategic communication methods (best methods for delivery) and 48 different recommendations, some basic and some he referred to as “stretch goals.” One of these recommendations is to refresh the logo while maintaining the connection to the church. Another is to have someone “driving” the marketing efforts.

The school continues its relationship with African Dream Academy in Monrovia Liberia. The children brought in red bags with small Christmas gifts for the children of African Dream Academy in the fall. Parents reported that their children really enjoyed shopping for a specific child. Other participants in

Dream Christmas included Nightingale, Sacred Heart, REDS, All Souls, First Presbyterian Church at Caldwell, NJ (Lydia’s church) and Girls on the Run, a team of 22 girls ranging from grades 3-5 in the West Essex area of NJ. Over spring break in 2018, three teachers, David Bedard, Jennifer Gonçalves and Megan Raelson accompanied Lydia to Liberia to work at African Dream Academy. The Brick children gave the ADA children plastic mirrors with frames they sponge painted and the ADA children then drew self-portraits using the mirrors. This March, two teachers, David Bedard and Anne Schack will head to Liberia with Lydia.

LYDIA SPINELLI, DIRECTOR
THE BRICK CHURCH DAY SCHOOL

DAY SCHOOL FINANCIAL REPORT

Revenues*

Tuition	3,680,598
Financial Aid	559,510
Application Fees	8,100
June Program Tuition	143,580
June Program Financial Aid	24,560

Sub-Total Outside Revenue 4,416,348

Fund Support for Expenditures

Special Fund	722,226
Professional Development Fund	70,845
Faculty Fund	193,021
Cultural Fund	13,114
Clifford-Levy Scholarship Fund	4,930
PAW Scholarship Fund	73,670

Sub-Total Fund Support 1,077,806

Total Revenue 5,494,154

Contribution to Funds

Special Fund	465,175
PAW Scholarship Fund	2,783
L.S. Professional Development Fund	53,123
Faculty Fund	16,155
Cultural Fund	9,062
Clifford Levy Scholarship Fund	5,000
Family Festival	90,931
Library Fund	0
Less: Fundraising Expenses	-67,133

Total Contributions 575,096

Expenditures

Salaries	2,662,791
Employee Benefits	721,952
Total Salaries & Benefits	3,384,743

Independent Consultants	97,649
Financial Aid - Tuition Expenses	556,000
Financial Aid - June Program	33,820
Professional Development	70,845
Professional Associations	14,650
School Store & Activities Fun	13,114
Children's Program Supplies	108,491
Health and Safety	30,724
Food Services	33,569
Office Supplies & Postage	17,598
Equipment and Repairs	1,822
Special Events	8,625
June Program Expenses	88,457
Legal Services	784
Parent Education	6,224
Credit Card Fees	19,480
Miscellaneous	63,743
Technology	15,027
Facilities Expenses	879,628
Total Expenses	5,444,993

*All budget figures represent the 2017-2018 academic year and not the 2018 calendar year.

The children who moved on from The Brick Church School in 2018 attended the following New York City Schools:

Boys' Schools

- Allen-Stevenson – 1
- Browning – 2
- Buckley – 3
- Collegiate – 2
- St. Bernard's – 5
- St. David's – 8

Girls' Schools

- Brearley – 1
- Chapin – 2
- Convent of the Sacred Heart – 4 K, 1 Pre-K
- Hewitt – 1
- Marymount – 2
- Nightingale-Bamford – 5
- Spence – 2

Co-Ed Schools

- Cathedral – 1 (F)
- Corlears – 1 (M)
- Dalton – 3 (M)
- Horace Mann – 1 (F)
- IANY – 1 (M)
- Lycée François – 1 (M)
- Riverdale – 1 (M)
- St. Ignatius Loyola – 2 (1M, 2F)
- Stephen Gaynor – 2 (M)
- The School at Columbia – 1 (F)
- Trinity – 3 (F)

Public Schools

- Hunter – 1 (M)
- P.S. 6 – 4 (2M, 2F)
- P.S. 151 – 1 (M)
- P.S. 334 The Anderson School – 1 (F)

Moved Out of NYC

4 to the suburbs

DAY SCHOOL ONGOING SCHOOL PLACEMENT

Summer Steps is an educational summer program for four- and five-year-old children who will be entering kindergarten or applying to kindergarten at New York City independent schools the following fall, and whose family taxable income is under \$60,000. The program was established in 2012 to help prevent summer learning loss and to prepare those children and their parents for success in their ongoing schools.

Summer Steps is very grateful to the Brick Church and to Garrity Construction for allowing us to hold the program amidst the construction. The Carnegie Room was turned into a classroom and classrooms 3N, 4N and 4S were used. 5S became the art studio. There was construction everywhere else. It was an adventure to make it all work, but it did, and it certainly was a valuable experience for the children who attended!

Children: Sixty-six children attended Summer Steps in the summer of 2018. The class was slightly smaller than the year before, in part because of the limitations imposed by the ongoing construction, but

also because the Storefront Academy (a Harlem preschool) closed, which meant that Summer Steps did not have the usual group of 15 to 17 students from their pre-K who were entering their kindergarten. All Early Steps students entering ISAAGNY independent schools who fit the taxable income cap of \$60,000 were invited by Early Steps Director Jacqui Pelzer to attend. We encouraged ongoing schools who had any students who fit the income criteria to apply as well.

Family Income: Summer Steps was very successful in attracting and enrolling children from truly economically needy New York families. 18 families (31 last year) had taxable income under \$20,000; 24 families (24 last year) had taxable income under \$40,000; and 24 families (19 last year) had taxable income under \$60,000.

Program: Summer Steps' goal is to further children's development in all areas. In addition to literacy, math, motor activities, science, and cooking, the children had music and movement and daily work in our art studio. They spent time on the roof using sprinklers

SUMMER STEPS PROGRAM

SUMMER STEPS PROGRAM (CONTINUED)

and climbers. We again had STEM specialist Stephanie Rose come in to do gardening and other experiments with the children. They had library and were able to take home two books a week. The library was chaired by a former Brick/Summer Steps parent and included non-Brick Summer Steps parents.

Travis Gale brought a selection of animals to Brick. We took field trips to the Museum of Natural History where they held a special program in their classrooms on the Rain Forest. Very generously, the museum doesn't charge us for that program. We went again to the NY Hall of Science in Queens. We visited the Sugar Hill Children's Museum of Art and Storytelling twice, once to view the exhibits, create art and work with their teachers and the second time for a free jazz concert. The children danced along and loved it.

Amanda Smith and Angie Lobenhofer shared teaching music at Summer Steps. Amanda organized the closing program in the Sanctuary with each class singing two songs. She invited the Summer Steps families to join the choir for this school year. The Brick Church Children's Choir now has 11 Summer Steps students. This is wonderful for Brick, particularly from a diversity standpoint, and great for the children as they get excellent musical training at no cost.

Dr. Barbara Novick, neuropsychologist, and Dr. Judy Marchese, language therapist, consulted once a week. Barbara helped a few parents whose children needed some emotional support and Judy identified a few children with language issues. We communicated with ongoing schools about following up with children with issues which they can then look into.

We sent a questionnaire to the parents at the end of the program and were pleased to see that parent feedback was extremely positive. Parents mentioned that their children gained intellectually,

socially and emotionally. The parents hosted a lovely luncheon at the end of the program with gifts for the teachers, interns and volunteers and they gave Lydia Spinelli a \$300 check for African Dream Academy.

Kindergarten Enrollment: In the fall following their summer with us, Summer Steps children head to kindergarten at a broad range of New York City's independent schools, almost all of which are partner schools in our program. In 2018, thirty-three (37 last year, 29 the year before) of the enrolled children went on to attend kindergarten at Allen-Stevenson, Bank St., Birch Wathen Lenox, Brearley, Browning, Buckley, Calhoun, Cathedral, Chapin, Columbia Grammar, Dalton, Friends, Grace Church, Horace Mann, Ideal, Nightingale, Riverdale, St. Ann's, St. Bernard's, St. Luke's, School at Columbia, Spence, Town, Trevor Day, Trinity and UNIS.

Kindergarten Applications: Children who did not enter kindergarten in the fall of 2018 are applying for the fall of 2019. Thirty-three (22 last year, 25 the year before) of the 2018 Summer Steps children applied to ongoing schools. The applying students will have the opportunity to spend two years with Summer Steps before entering kindergarten in the fall of 2019.

College Interns: We had nine paid college interns in the 2018 program (five from 9 a.m.-4 p.m., four from 12:30 p.m.-6 p.m.). Interns came from College of Wooster, Syracuse, SUNY Cortland, Trinity, University of Delaware, University of Florida, University of Vermont, Wesleyan and Yale. We also had one volunteer from the University of Virginia and one from Elon University. Some of the college students are also graduates of NYC independent schools: Hewitt, Packer, Riverdale and Trinity. Three of the interns were previously high school teaching fellows with Summer

SUMMER STEPS PROGRAM (CONTINUED)

Steps; five are students of color.

High School Fellows: In 2018 we had a more manageable 27 high school fellows (40 last year, 31 the year before). Most high school fellows, all of whom are volunteers, came from our partner schools: Brearley, Chapin, Collegiate, Convent of the Sacred Heart, Grace Church, Hewitt, Horace Mann, Leman, Nightingale, Riverdale, and Trinity. We also had fellows from LaGuardia, Millbrook, and St. Paul's. A number of fellows are church members; 14 total in the past 5 years. We required that they submit a recommendation from a teacher or administrator at their school as part of their application. They worked either from 8 a.m. to 1:30 p.m. or from 12:30 p.m. to 6 p.m. They were a huge asset to the program! Paul Burke, Head of Nightingale, and Bodie Brizendine, Head of Spence, each led a lunch meeting with the Fellows to talk about their experiences and careers in education.

Teachers: We are fortunate to be able to offer Summer Steps teaching positions to some of Brick Church School's faculty, and were also able to incorporate new perspectives by including teachers from Buckley, Cathedral and Grace Church.

Parent Meetings: We held five parent meetings in 2018. Once again, most exciting was the parent-to-parent meeting where parents from the first six years met with the new parents to give them advice on navigating independent schools. It's one thing for Lydia Spinelli to tell them the importance of getting involved, but much more meaningful when they hear it from other parents and that was one of the big messages. We are thrilled to see that Summer Steps has resulted in a support group of parents across schools, which has strengthened every year.

The other four parent meetings included an orientation; a meeting with Jacqui Pelzer and Lydia Spinelli to discuss how to partner effectively with independent schools to support their children's

education; one with Lesley Koplow on positive discipline; one with Judy Marchese on language development and one with Blanche Mansfield, former head of the Lower School at Nightingale, on language arts and math activities parents can do at home. Each of these meetings except for the orientation was held twice: once at 9 a.m. and once at 5 p.m. to accommodate different parents' schedules. The orientation was held at 6 p.m. with the children joining teachers in classrooms and the parents meeting with Lydia Spinelli.

Testing: One tool for measuring the effectiveness of the Summer Steps program is standardized testing. Once again we had the assistance of ongoing school admissions directors and lower school heads who administered the DIAL 4 test to the Summer Steps students at the beginning and end of the program. On a 100 point scale, the average gain for a Summer Steps student over the program was a remarkable 9.1 points, a highly statistically significant outcome. Of 64 evaluable children, 60 (94%) showed an improvement in scores and 27 out of 60 (45%) improved by 10 points or more.

Partner Schools: We have 26 school partners who are a key part of our program, helping us source students, teachers, interns and fellows, as well as providing critically important financial support: Allen-Stevenson, Birch Wathen Lenox, Brearley, Browning, Buckley, Chapin, Collegiate, Columbia Grammar, Dalton, Friends Seminary, Grace, Hewitt, Horace Mann, Leman Manhattan, Marymount, Nightingale, Riverdale, Rodeph Shalom, Sacred Heart, Spence, St. Bernard's, St. David's, Town, Trinity, Village Community, and West Side Montessori. They each contribute \$5,000 a year to help fund the program. Fundraising and contributions in kind supply the rest of the budget.

LYDIA SPINELLI, DIRECTOR
THE BRICK CHURCH DAY SCHOOL

JOINT FINANCE COMMITTEE

The Joint Finance Committee's (JFC) objective is to set the budget for the church year, to monitor the church finances on a monthly basis, and to review non-budgeted requests during the church year. The committee is chaired by a member of the Session and includes representatives from the Board of Trustees and Session as well as other church members at large. The following individuals were active members of the committee in 2018: Henry Barkhorn, Patrick Barrett, Jonathan Bean, William Ryckman, Louisa Palmer, Elizabeth Philipp, Susan Crary, Joseph Sauvage, Harold Hope, and Drucilla Richards. Church staff members included the Rev. Kim Clayton, Laila Al-Askari and Alexander Asnes.

The JFC's goal, in conjunction with the Board of Trustees, is to submit to Session for approval, a balanced budget, ensuring the long-term financial sustainability of the Brick Church and its many programs, including the Day School.

Following a careful analysis by the Stewardship Committee of the 2018 pledge commitments and results, the 2019 pledge/fundraising goal was reduced to \$2.25 million, a reduction of \$125,000 or 5.26%. As a result of this reduction, our 2019 budget process became even more difficult /critical.

While the Stewardship analysis recognized the declining number of pledging households, the number of programs and activities sponsored or hosted by the Church continues to increase – in fact, in past 10 years the church and school have increased the use of our facilities by almost 40%. And although we have managed to hold expenses to only modest increases, by increasing our program offerings, expenses necessarily increase. For example, the Church and School fully utilize our facilities year round, with the result being an increased need in support staff: full time security; additional hours for sextons, reception, etc.

In order to anticipate how we as a Church organization can prepare for the future, JFC created a Financial Strategic Planning Committee (SFPC) (made up of members from the JFC and Members at large). The objective of this team is to review all areas of spending within the church, to identify any areas of potential savings, in order to maintain the financial health of our organization, particularly should the trend of pledge reductions (pledge reductions and/or number of pledging households) continue. During 2018 the SFPC identified and applied approximately \$200,000 in expense reduction to be reflected in the 2019 budget. It is important to note that it is the intention of the Church to maintain the financial commitments to our mission outreach programs. Therefore, this in-depth review to strengthen our financial position, along with careful monitoring of our difficult budget situation, will help to ensure the stability of our church community.

It is well worth reflecting upon the excellent use of the Church's resources achieved under the leadership of our ministers and the diligent efforts of our Church staff. The JFC will of course continue to monitor all expenditures closely.

Our Church depends largely on the annual stewardship support to meet its mission outreach and internal ministry commitments, and we would again like to thank our congregation for their ongoing generosity and support of our Church, as well as our internal and external mission efforts. Further, the dedicated efforts of Session members, Deacons, volunteers, and Church and Day School staff to manage and support our financial position is exemplary. Ours is truly a team effort. We would also like to offer a special thanks to Laila Al-Askari and her team for their dedication in providing ongoing support to the committee.

**RICK STOWE AND STEFAN KRÜGER,
CO-CHAIRS**

MISSION OUTREACH COMMITTEE

The Mission Outreach Committee oversees all outreach programs and related activities of the church. It includes representatives from the Grants Subcommittee, Day of Discipleship Task Force, Board of Deacons, Women's Association Grants Committee, and Prison Ministry.

The Committee has the following responsibilities: 1) to monitor the Church's monetary benevolence and volunteer ministries; 2) to make church-wide outreach policy, strategy, and priority recommendations to Session as needed; 3) to determine which new applications should be forwarded to the Grants subcommittee for consideration; 4) to facilitate sharing, collaborating, and coordinating among and between the various outreach efforts within the Church; 5) to keep the Congregation informed about related volunteer opportunities and how our benevolences are distributed annually; and 6) to foster new program opportunities.

In 2018, the Prison Ministry has continued its successful group mentoring and classroom instruction program at Sing Sing Correctional Facility, in partnership with the New York Theological Seminary, with Brick Church mentors meeting with 20-25 NYTS Masters' Degree graduates and students on the 2nd Sunday of each month. The Prison Ministry program is devoted to helping men and women who are released from incarceration re-enter society as rehabilitated, productive citizens. Led by Kent McKamy and Warner Williams, this program constantly seeks new members who wish to help returning citizens come home to a rehabilitated, productive life.

The Capital Campaign Outreach Vision Task Force developed a plan to help us grow both in how we serve others and how we grow in our

Christian discipleship, targeting East Harlem as the initial site and working with a couple of churches there to assess the needs and opportunities that Brick Church volunteers might address once the special endowment funds established for that purpose become available. We thank Michael Barnes, along with Helen Lynch, Dru Richards, Quillan Rosen and Jill Worth for serving on the Task Force.

The eleventh annual Day of Discipleship took place in March, with approximately 150 Brick Church members and friends participating in a day of service and fellowship to support the Church of the Living Hope, New York Common Pantry, the Terence Cardinal Cooke Health Care Center, Jan Hus Presbyterian Church, Presbyterian Hope in Action, Search and Care, and Carter Burden Network. In addition, the Youth Floor was filled with family-friendly outreach activities allowing young children and their parents to participate. Many of these same organizations will be hosts again in 2019. Thanks to Amanda Heath and David Rose for their hard work organizing this special day; and also to Marta King, Lisa Gustin, Helen Elmiger, Jane Lowry, Pam Dickson-Thorpe, Arthur Bingham, Oliver Moses, David Darst, and Shannon Froehlich for their leadership at the Day of Discipleship sites.

The Committee this year included the following individuals: Michael Barnes, Amanda Heath, Bill Hilburn, Anne Huneke, Catherine Leonhardt, Helen Pennoyer, and David Rose. As always, we are grateful to the Rev. Douglas King for his invaluable service and guidance and to Renee Jennings for her organizational support.

WILLIAM HILBURN, CHAIR

MISSION
OUTREACH
COMMITTEE:
GRANTS
SUBCOMMITTEE

The Grants Committee, a subcommittee of Mission Outreach, is entrusted with the task of determining which organizations should receive Brick Church Benevolence Grants each year. In 2018, we awarded 26 grants amounting to \$390,210, primarily to a number of local community organizations, many of which have a long-standing relationship with The Brick Presbyterian Church. These organizations are classified as Presbyterian-Related Projects, Seminaries & Religious Organizations, Basic Needs, Elderly, Family Needs and Youth. Our funds either support the general operating budgets of these organizations or are directed to specific programs or needs.

The Grants Committee works diligently throughout the year to review all candidates through a thorough in-person evaluation process, which includes a thorough review of the organization, its success metrics and financial position. Each organization is evaluated on criteria including

overall mission, programmatic effectiveness, community served, and the degree to which the Church and its members participate in the organization's activities as volunteers. The Committee's recommendations are presented to Session for approval. In 2019 the Committee will continue to increase our impact with the organizations we support by looking to consolidate our funding and considering promising new candidates.

The Committee this year comprised the following individuals: Sallie Abelow, Michael Barnes, Beth Bell, Diane Chachas, Susan Crary, Pam Ferguson, Mark Greenwood, Mimi Hah, Bill Hilburn, Annie Huneke, David Rose and Ryan Widener. As always, we are grateful to the Rev. Douglas King for his thoughtful guidance and counsel and to Renee Jennings for her organizational support.

**WILLIAM HILBURN AND ANNE HUNEKE,
CO-CHAIRS**

2018 GRANTS BY CATEGORY
 Organization 2018 Grant

Presbyterian & Related Projects

Church of the Living Hope	\$18,000
Parity	\$12,725
Presbytery of NYC –	\$5,000
Young Adult Volunteer Program	

Seminaries & Religious Organizations

Auburn Theological Seminary	\$13,000
New York Theological Seminary – Ossining Program	\$10,000
Union Theological Seminary	\$4,000

Basic Needs

Bridge Fund	\$7,725
Church of Gethsemane	\$12,500
Columbia-Harlem Homeless Medical Partnership	\$15,000
Jan Hus Homeless Outreach and Advocacy Program	\$33,176
Neighborhood Coalition for Shelter	\$31,352
New York Common Pantry	\$30,901
West Side Campaign Against Hunger	\$18,176

Family Needs

Stanley Isaacs Neighborhood Center	\$25,000
Women’s Prison Association	\$12,725

Youth

African Dream Academy	\$15,000
Daniel’s Music Foundation	\$7,725
Friends of P.S. 169	\$10,000
Manna House	\$10,000
Promise Project	\$5,000
Trail Blazers	\$10,225
Trinity Place Shelter	\$5,000

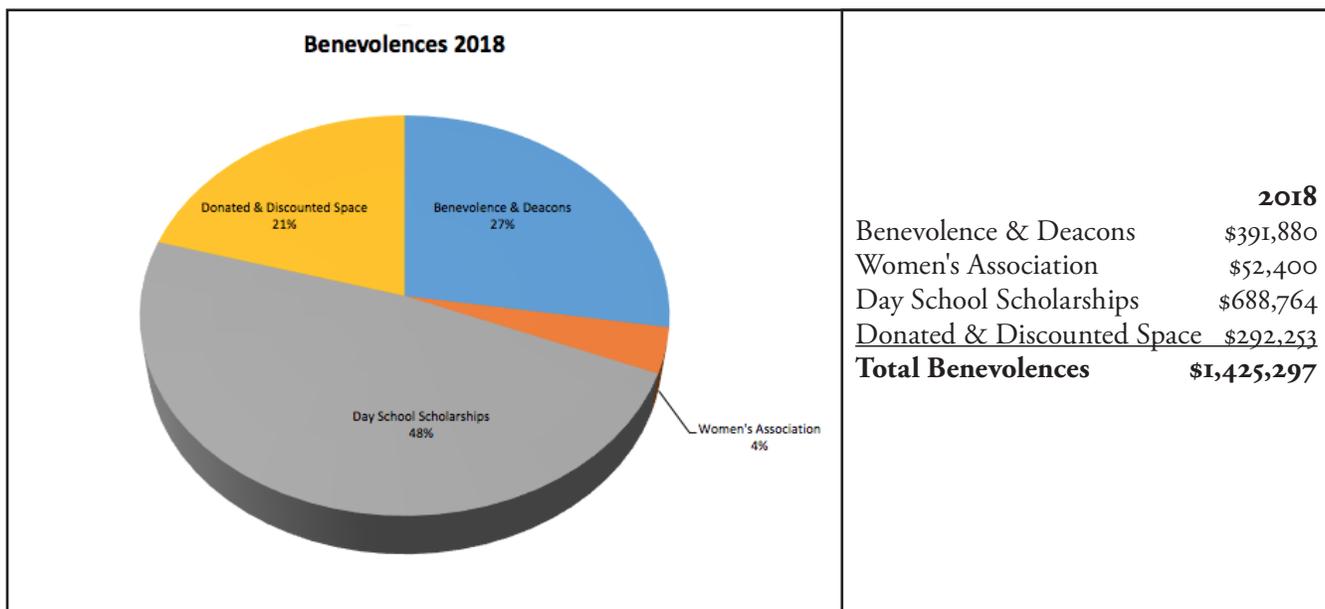
Elderly

Carter Burden Center for the Aging	\$8,000
Health Advocates for Older People	\$20,901
Search and Care*	\$35,901

* Focus Organization

**WILLIAM HILBURN AND ANNE HUNEKE,
 CO-CHAIRS**

**MISSION
 OUTREACH
 COMMITTEE
 (CONTINUED)**



	2018
Benevolence & Deacons	\$391,880
Women's Association	\$52,400
Day School Scholarships	\$688,764
Donated & Discounted Space	\$292,253
Total Benevolences	\$1,425,297

NEW MEMBERS AND EVANGELISM COMMITTEE

The mission of the New Member and Evangelism Committee is to welcome and usher fellow Christians into church membership and to help develop and deepen the spiritual life of our visitors. In 2018, our dedicated committee members enabled the committee to fulfill its mission with enthusiasm and to build upon the initiatives already in place. Between Oct. 2017 and May 2018, we welcomed 48 new members into our congregation. This compares to 49 new members in the same period the prior year.

New Member and Evangelism Committee members are friendly and welcoming ambassadors for our church. Besides extending the right hand of fellowship to people in the many opportunities available at The Brick Church, we continue to sponsor and support our own regular programs. During 2018, our committee helped to welcome new members to Brick Church in the following ways: we organized and hosted four series of three Membership Meetings for potential members. The first two classes in each series were taught by the pastors. The first class introduced potential members to the Christian Faith. The second delved more specifically into the Presbyterian Faith. Following these classes, we hosted four Saturday morning sessions focusing on "The People and Ministries of The Brick Presbyterian Church" in which we invited committee representatives and the pastors to speak about various aspects of life at the church. We also provided breakfast and time for individual introductions, questions, and photo-taking for *The Record*. We held four New Member Sundays, which included pro re nata meetings of the Session prior to worship and a receiving line during coffee hour where we encouraged our members to greet all those who joined that day. We hosted three new member receptions between the fall of 2017 and

the spring of 2018. Due to the ministerial transition, we hosted two of them in the common "party" room of Rev. Hutto's apartment building. Following the arrival of Rev. Clayton, we held the May reception and the June New Member's "Barbecue" at the Manse. In the future, these two events will be combined. Special thanks to the Huttos and to Kim Clayton and Melanie Slovine for their hospitality.

As part of our "Share Brick With A Friend" initiative, we gave two Minutes for Mission in worship about bringing friends to worship. The first was at the beginning of the Advent season, providing posters and a Bulletin insert with all of Advent events listed and encouragement for members to bring friends to church. The second was in preparation for our third "Bring a Friend to Church Day" in February, asking the congregation to invite colleagues and friends to join them in worship for a day. Following worship, we held a celebration during coffee hour, which included special food, materials related to volunteer opportunities, information about upcoming events, and a slideshow. We also provided an informational Welcome Table at Coffee Hour. At this table we offered information about how to join the church, as well as information about church activities.

In Dec. 2017, we continued an effort begun the prior year, with an "Advent Open House" following the Park Avenue Tree Lighting, which welcomed neighbors, visitors and friends into the Sanctuary immediately after the tree lighting. We estimated that 100 people came into the sanctuary, where volunteers were available to answer questions, meet or pray with visitors. We also continued the effort to advertise in a local newspaper at Advent, and added similar advertising for Easter services. We advertised in the *Our Town* newspaper, which is a neighborhood newspaper

distributed to over 1,000 locations on the Upper East Side.

We continued our New Members Assimilation efforts this year, which offers guidance on how to get involved in the life of the church. This mentoring program, begun five years ago, pairs new members or couples with a member of the committee who invites them to upcoming events, answers questions and helps integrate them into active membership at the church. This promotes a more personal welcome and facilitates communication between new members and their mentees. Mentoring remains a priority and to this end, we are constantly looking for ways to improve all our points of contact with new members. We also initiated an effort to use the new Access ACS database to send call assignments to committee members, with varying success.

Lastly, we supported Prayer Partners, who offer members and visitors a time of

prayer and reflection following worship each Sunday, and the Prayer Matters group which meets after worship once each month to offer group prayer in the Chapel. As of 2019, this supporting role has been transferred to the Worship and Music committee.

The 2018 - 2019 committee is: Suzanne Wilson, Chair, Susan Austin, Beth Bell (Deacon Liaison) Bret Barasch, Colette Bryce, Robert Callahan, Janell Cardinal, Shelby Carroll, Brooke Fadale, Pamela Ferguson, Ashley Gramins, Christopher Hamilton (Deacon Liaison), Charlene Kuo, R. Lynne (Alina) Lee, Isabel Phillips, Clare Pickering, Margaret Raub, Kelsey Schulz, Katherine Tochilin, Kathy Vosters, Rev. Rebekah Hutto, pastor liaison; and Linda Thompson, recording secretary and staff liaison.

SUZANNE WILSON, CHAIR

NEW MEMBERS AND EVANGELISM COMMITTEE (CONTINUED)

The Personnel and Administration Committee oversees personnel policies and procedures, evaluates administrative, clerical and custodial staff, sets performance standards and related compensation and manages all other organizational issues. The Committee meets annually with the Pastoral Staff, Minister of Music, Director of Administration and Finance, Director of the Day School and other staff leaders to inform its policy recommendations and decisions.

This Committee also has governance responsibilities for the church offices and administrative processes including all staff. The Committee makes recommendations for budget allocations in areas of its responsibilities and collaborates with the Session and Trustees when there are mutual matters of concern. During the last program year, the Committee managed the process for calling Rev. Dr. Kimberly L. Clayton to serve as Transitional Minister and worked with the

Day School Committee to search and hire Amy Warden as the new Director of the Day School to replace Lydia Spinelli who is retiring in August 2019.

Members of the Personnel and Administration Committee include: Sitting Elders Sallie J. Abelow, Susan P. Crary, Paul J. Elmlinger, Debra N. Seraphim; Trustee Helen M. Lynch; At-Large Members Lisa Margosian, Christopher M. Mason, Kirsten W. Morgan, Thomas D. Robinson and E. Deane Turner. Ex-Officio Members are Rev. Dr. Kimberly L. Clayton, Rev. Douglas T. King and Laila Al-Askari. The Brick Presbyterian Church is blessed with a staff dedicated to the mission of the church. We endeavor to provide them with all the support we can as they carry out their critical work.

SUSAN P. CRARY, CO-CHAIR
DEBRA N. SERAPHIM, CO-CHAIR

PERSONNEL AND ADMINISTRATION COMMITTEE

SEMINARY FIELD EDUCATION COMMITTEE

Each year the Seminary Field Education Committee invites three student seminarians to intern for a full academic year at The Brick Presbyterian Church. We call them student ministers, though some might be headed for Christian education or other endeavors. Over the past several years, The Brick Church has received students from Princeton Theological Seminary, Union Theological Seminary, New York Theological Seminary, and Yale Divinity School.

The program's objectives are to expose the student ministers to the many aspects and best-practices of a large New York City church. Additionally, they benefit from intensive fellowship with the pastoral staff, as well as the church's diverse congregation. The Brick Church, equally, is the beneficiary of the students' enthusiasm, energy and high sense of commitment. They also bring fresh insights from seminary training to us. Since they represent different ages, careers and backgrounds, their contributions have been enriching on many levels.

On Wednesdays, the student ministers participate in staff meetings, colloquia with our pastors, and Session committee meetings. On Sundays, they play an active role in Worship Service. Before Worship, they prepare our Sunday school teachers for the day's lesson. They also lead Adult Education on Sundays during seasons of Advent and Lent. All three actively participate in Confirmation Classes. Each of them preaches three times and leads a Wednesday evening Chapel Service.

In the 2018-19 academic year, we have had the distinct privilege to welcome student ministers from three different seminaries: Brian Ballard from Pennsylvania has returned for the second year, his final at Princeton Theological Seminary. Brian is under the care of the Philadelphia Presbytery and hopes to enter pastoral

ministry in the PC (USA). Hanna Faye Allred from New Jersey is in her second year at Union Theological Seminary and is progressing toward ordination within the Newton Presbytery of New Jersey. Joshua H. Narcisse, a Queens' native with an undergraduate degree from Howard University, is a second year student at Yale Divinity School.

For reference purposes: In 2012, the Seminary Field Education Committee created "The Brick Church Seminary Scholarship" (established through the generous Stewart Clifford and Colin Reed Funds). The scholarship provides financial support for men and women under care of Session as Inquirers, exploring a call to become Teaching Elders of the Presbyterian Church (U.S.A.) and who are, or will soon be, enrolled as degree candidates at a qualifying educational institution. These scholarships are renewable annually, subject to conditions regarding attendance, grades and performance. We currently do not have anyone under such care.

The Committee is made up of Charlene Kuo, Catherine Eubanks, Christopher Mason, Kent McKamy, Helen Pennoyer, and Susan Powell. We are fortunate to have an active and energetic committee that is involved in recruiting, interviewing, selecting and generally supporting our student ministers.

The Committee wishes to thank Rev. Doug King for his leadership and warm and effective work with the Committee and student ministers. Many thanks also to Rev. Kimberly L. Clayton, senior transitional minister, Rev. Adam D. Gorman and Rev. Rebekah McLeod Hutto for their sage advice to the Committee on matters concerning the student ministers and particularly for their warm and supportive guidance to the seminarians throughout the year.

ROBERT McCRIE, CHAIR

The Brick Presbyterian Church in the City of New York begins the 252nd year as a worshipping congregation with an active membership of 1,840.

The names and addresses of the current members may be found in the business office of the church, 62 East 92nd Street, New York, New York 10128, and in the office of the Clerk of Session.

Approved by The Session of The Brick Presbyterian Church in the City of New York on Feb. 20, 2019.

STATISTICAL REPORT

THE REVEREND KIMBERLY L. CLAYTON
MODERATOR OF SESSION

FRANCES G. LASERSON
CLERK OF SESSION

Current Members	1818	Total Current Members	1840
January 1, 2018		January 1, 2019	
Gains 2018		Infant Baptisms	32
Confirmation	26	Adult Baptisms	1
Confession of Faith	11	Marriages	8
Certificate Gains	12		
Reaffirmation of Faith	26	Total enrolled in Sunday School	265
Total Gains	75	Total Volunteer Teachers	129
		Youth & Young Adults activities	97
Losses 2018		Adult Education Lectures	30
Letters of Transfer	14	Men's Bible Study	30
Death	6	Women's Bible Study	30
Other	33	WA Lenten Retreat	21
		Women's Retreat	25
		Working Women's Fellowship	25
Total Losses	53	Total Adult Education	161

STEWARDSHIP COMMITTEE

#mybrickgives

Last year's Stewardship Campaign, our first #mybrickgives campaign, occurred during a period of transition for the church. Shortly after the launch of the 2018 Campaign on Oct. 10, 2017, the church entered a period of transition with Michael Lindvall's retirement on Nov. 19, 2017, one week after Pledge Dedication Sunday on Nov. 12, 2017. The year also marked the second year of payments for members with outstanding multi-year pledges to support the 250th Anniversary "Campaign for Brick" capital campaign.

In May of 2018 the campaign was well behind the pledge goal of \$2,375,000. At that time, an anonymous generous donor stepped forward with a Matching Gift Challenge which pledged up to \$100,000, following an initial threshold of \$50,000. The challenge matched incremental gifts pledged between May 6 and June 30, and had dual goals of 1) raising additional funds to fill the gap and 2) encouraging renewed or new participation by non-pledgers. To that end, the challenge was multi-tiered, with current pledgers being matched 1:1, lapsed pledgers matched 2:1 and new pledgers matched 3:1. The campaign was successful in raising the full \$100,000, in addition to \$91,000 in incremental gifts. The Stewardship Campaign closed the end of 2018 with a total of \$2,242,998 in pledges, including these additional gifts, or approximately 94% of the stewardship goal of \$2,375,000. The Stewardship Committee thanks all members who participated for their generosity and crucial support of the ministries and programs of the Brick Church. A list of all pledgers to the 2019 Stewardship campaign can be found at the end of this report.

During the summer of 2018, the Stewardship Director prepared a

demographic and giving analysis indicating that over \$230,000 in pledges had been lost due to moves, deaths and transfers since the 2014 stewardship campaign. Additionally, the analysis showed that the average pledge in all age categories (millennials, generation X, baby boomers and mature) had increased between 2014 to 2017. The committee seeks to communicate and promote a common understanding among the congregation about giving trends.

In July of 2018, the Stewardship Committee conducted a top-down and bottom-up goal analysis in order to facilitate the goal setting process for the 2019 Stewardship campaign, and in conjunction with the Joint Finance Committee, set the 2019 campaign goal at \$2,250,000. A full strategic plan was developed, and a number of new committee members were invited to serve. Additionally, due to the transition period and the nature of hashtag campaigns (which build a story over time) and the desire to communicate strength and continuity, the committee continued the theme #mybrickgives for the 2019 Stewardship Campaign. The theme reminds our congregation that everything we do at the church is funded by our Stewardship dollars, while connecting the congregation through social media. During this time of transition the committee asked the former chairs of stewardship to form a small temporary group whose purpose would be to share their wisdom and experience from past campaigns. This year's committee would like to thank the past chairs for taking the time to communicate those "best practices."

The Brick Church community has responded with steadfast commitment and ongoing generosity and as of April 18, 2019, 472 households have pledged to the campaign aggregating more than \$1,920,000 in pledges to the 2019 Stewardship campaign. To date, 157 households increased the amount of

their pledge from that made during the last campaign, 171 stayed at their 2018 level, and 64 decreased the amount of their pledge. Also, 80 households pledged that did not participate in the 2017-2018 campaign (14 of these pledged to the 2018 matching gift challenge). In addition, as of April 1, 2019, a group of generous donors created a matching gift pool of \$100,000 and challenged the congregation to raise an additional \$100,000, along with a challenge to double one area of involvement in the church. As of April 18, 2019, over \$20,000 had been raised of the needed \$100,000. The challenge is in effect until May 30, 2019.

We view our collective call not simply to help fund the budget but, as importantly, to help engage our Congregation. The Committee continues to focus on three important areas: educating new members about the critical role of stewardship in church membership, clarifying for all members the direct connection between stewardship and the life and mission of our church, and bringing all active members into the annual stewardship campaign at a level appropriate for their household.

The co-chairs thank those who work tirelessly on this Campaign. The 2019 Stewardship committee members include: David Blais, James Doswell, Kevin Greene, Linda Gridley, Jane Lowry, Michael Magsig, Brian Pitz, Emily Stone, Richard Stowe, Conor Tochilin, Susan Webb-Dreyfus, Suzanne Wilson and Victor Wu.

Linda Thompson is our church staff liaison and Rev. Kimberly Clayton provided pastoral leadership.

We thank the Congregation with deep gratitude for your consistent support of the life and mission of The Brick Presbyterian Church.

**PATRICK A. F. BLOTT AND
KATHY VOSTERS, CO-CHAIRS**

Planned Giving

Since 1894, when the Endowment of the Church was first created, members and friends of The Brick Presbyterian Church have demonstrated their love of our church's mission by making gifts through bequests and other planned gifts. The Henry van Dyke Association was formed in 2003 to thank and recognize those who have disclosed their gift intentions. Generous bequests and other planned gifts over the last two centuries have contributed to an endowment that allows The Brick Church to extend its mission – both within and beyond the congregation.

During 2018, the church was fortunate to receive \$119,212 representing the final value in Mrs. Helen Watson Buckner's original bequest gift, following the passing of her daughter Rachel S. Sloan. This gift was added to the church's endowment and its earnings will continue to support the church's programs for years to come.

In addition, the church began a process intended to rejuvenate the planned giving program at the church. During the summer of 2018, we invited the Presbyterian Foundation to make a presentation about ways the church could enhance its web site with planned giving pages that would inform and offer greater opportunities for participation by the congregation. Following this initial effort, Ronald Brown, a planned giving expert and member of Brick Church, agreed to Vice-Chair the Planned Giving Committee, and Margaret Tranbaugh, former Trustee and a Co-Chair of the 250th Anniversary Committee, agreed to chair a separate "Henry van Dyke Association Committee" with the mission of encouraging planned gifts and bequests, and recognizing and

STEWARDSHIP COMMITTEE (CONTINUED)

STEWARDSHIP COMMITTEE (CONTINUED)

thanking members of the Henry van Dyke Association each year. Margaret is in the process of recruiting members of her committee, which plans to launch Brick Church's new planned giving program in 2019.

All members who have ever been in the Henry van Dyke Association are included on the plaque and listed below. The plaque hangs outside the Vestry. The Planned Giving

Committee encourages all to consider a planned gift as a way to continue their dedicated support of the church beyond their lifetimes. Committee members working with the Senior Minister can help advise and facilitate these gifts. We thank committee members Henry Barkhorn, Kevin Greene, Richard A. Miller, Louisa Palmer and Peter Palmer. We thank Linda Thompson, the staff liaison.

HORACE CRARY, PLANNED GIVING CHAIR
RONALD BROWN, PLANNED GIVING VICE-CHAIR
MARGARET TRANBAUGH, HENRY VAN DYKE ASSOCIATION CHAIR

*Henry van Dyke Association
(as of Dec. 31, 2018)*

- | | |
|----------------------------------|-----------------------------|
| Anonymous (16) | William W. King |
| Donald G. Allison | Sophie K. Kernan |
| Janet W. Allison | Helen M. Lynch |
| Herbert B. Anderson* | Roger W. Miller |
| Henry C. Barkhorn, III | Douglas Renfield-Miller |
| Karin J. Barkhorn | Jean Renfield-Miller |
| Walter F. Bottger | Louisa J. Palmer |
| Peter C. H. Brown | Philip Palmer |
| Willie R. Carter* | Mrs. Paul E. Parker* |
| Annabelle Christie* | Margaret A. Raub |
| Cornelia W. Clifford | Helen Bearn Pennoyer |
| Stewart B. Clifford | Drucilla A. Richards |
| Dorcas Colas | Donald M. Roberts |
| Patricia Bingham Dale | Mrs. Horace B. B. Robinson* |
| Ann M. Darmstaetter | Frederic S. Sater |
| Mr. and Mrs. David M. Darst, Jr. | Petra Schmidt |
| J. Preston Davis | Sandra H. Schulte |
| William S. Eakins, Jr. | Ellsworth G. Stanton, III* |
| Margaret H. Ellis | Virginia K. Stowe |
| Hugh D. Evans | Margaret H. Tranbaugh |
| Jane L. Emery | Robert F. Tranbaugh |
| Carole Foxley | E. Deane Turner |
| Griffith W. Foxley | Cornelia C. Wareham |
| Alan K. Gage* | Raymond N. Wareham |
| Judith H. Harper* | Don M. Wilson, III |
| Mrs. Sidney Hughes* | Lynn B. Wilson |
| Sara Hurst Jenoure | Merwin B. Worth |
| Gayle Johnson | *Deceased |

The Transition Team, comprised of Susan Appleby (Chair), Susan Austin, David Barrett, Darin White Eydenberg, Elizabeth Phillip, Peter Manning and Willis Ryckman completed their work in March 2018 with the arrival of the Reverend Doctor Kimberly L. Clayton as the Transitional Senior Minister. The transition team hosted several events in the spring of 2018 to welcome Reverend Clayton to The Brick Church community. In June, 2018 Reverend Clayton commenced the next step in the process of searching for a permanent senior pastor by gathering together a Mission Review Team. This team consists of seventeen members

of The Brick Church congregation and was carefully chosen to represent a cross section of our congregation. At the conclusion of their work, a report will be submitted to the Session, to the New York Presbytery Committee on Ministry, and to the congregation at large. Upon approval by the Committee on Ministry, a Pastor Nominating Committee will be called by the All Church Nominating Committee and voted on by the entire congregation.

**RESPECTFULLY SUBMITTED,
SUSAN B. APPLEBY, ELDER
TRANSITION TEAM CHAIR**

THE PASTORAL TRANSITION TEAM

The Worship and Music Committee of The Brick Presbyterian Church explores worship, with God's help, in conjunction with the senior pastor, following our Reformed faith and our Presbyterian tradition. The committee, working with the senior pastor, the minister of music, and the director of children's music, shapes the content, diversity, and frequency of worship services for the spiritual enrichment of all. We propose dates to Session for the celebration of the Sacrament of Holy Communion, oversee the chancel committee, and assign and train church officers to assist the pastors in serving the sacrament. We recommend dates to Session for the celebration of the Sacrament of Holy Baptism, held during congregational worship, and enlist officers to assist in the service. We oversee the Ushers Association, the Order of St. Paul, and we assist with church festivals and special services. This includes the greening of the Sanctuary for Advent and Christmas, overseeing the annual Park Avenue Tree Lighting and Carol Sing, and helping to plan

and implement special services during Holy Week and Easter.

During this first year of transition, we were blessed with Rev. Doug King's steady leadership through March, then welcomed Dr. Kimberly L. Clayton as our Transitional Senior Minister even as we mourned the loss of our faithful Clerk of Session, Beadle and dear friend, Ellsworth G. Stanton III. We are in the process of sorting and codifying the various responsibilities of our committee that he so faithfully tended for over 30 years, and have welcomed Christopher Allen as our new Beadle. Based on feedback, and after much discussion, we asked Session to approve the temporary shifting of the timing of our Christmas Eve services; changing the Children's Pageant to 11 a.m. to allow the children to more fully share in the excitement of the day, and moving the Christmas Eve Communion service from 11 p.m. to 10 p.m. to allow all involved to travel home safely. We look forward to more potential change in 2019 as

WORSHIP AND MUSIC COMMITTEE

WORSHIP AND MUSIC COMMITTEE (CONTINUED)

we learn the results of our Mission Review and begin to prepare for our next Senior Minister. The Worship and Music Committee includes: R. Lynne Lee (Chair), Christopher Allen, Hannah Faye Allred (Seminarian), William S. Crutchfield III, Frederick A. Ehlert, Daniel Hoy, Catherine Kerr, Sue-Peng Li, Helen M. Lynch, Susan Michaelson, Kirsten Morgan, Helen Pennoyer, David Pettker, Linda Simpson, Margaret Stocker, Henry Wildermuth (Youth Elder),

and Jaqueline Worth. Advisors to the committee are The Rev. Dr. Kimberly L. Clayton, (Transitional Senior Minister) Rev. Douglas T. King (Senior Associate Minister), Keith S. Tóth (Minister of Music and Organist), and Amanda Page Smith (Director of Children's Music Ministries).

R. LYNNE LEE, CHAIR

DEACONS' MINISTRY REPORTS

DEACON INREACH MINISTRIES

Baptism Bibles

In this ministry, begun in 2007, Deacons present each Baptism family with a children's Bible, which is personalized inside with the child's name and the date of the Baptism.

ALL DEACONS PARTICIPATE

Lay Pastoral Care

This ministry focuses upon the needs of those in our congregation and offers care and support to those in our congregation who are particularly vulnerable. Primarily connecting with our most elderly members, this group provides visitation, assistance with doctor's appointments, scripture reading, and home communion to

those who are often predominantly homebound.

Service of Healing and Wholeness

This brief service held in the Chapel on the first Sunday of each month, following the 11 a.m. worship service, includes the reading of scripture, prayer, and the opportunity for people to come forward one at a time to receive individual private prayers for the concerns of their lives or the lives of those they love, and to have their forehead anointed with oil. Deacons assist in these services by reading scripture.

ALL DEACONS PARTICIPATE

DEACON OUTREACH MINISTRIES: CHURCH OF THE LIVING HOPE

This ministry focuses on strengthening the connections with neighboring East Harlem through relationships with churches in that neighborhood. In 2018, St. Francis de Sales on East 96th Street became a new partner in this ministry through Father Phil Kelly; Church of the Living Hope on East 104th Street welcomed a new, bilingual Pastor, Ruben Nuno to support growth in that largely Spanish speaking neighborhood.

Highlights from 2018 include: the Day of Discipleship in March at Church of the Living Hope and the initiation of ecumenical worship services involving the three congregations. The first of these services was held at The Brick Church in November and was presided over by Doug King, Father Kelly and Ruben Nuno. Two more services are scheduled to take place in 2019, the first in January at St. Francis de Sales and the second at The Church of the Living Hope during Lent. We were also able to donate some of the surplus toys from the Deacon Christmas party to Church of the Living Hope for distribution at their Christmas

party for the neighborhood families.

In addition, all three churches participated in a group concerned with the migrant children separated from their parents and sent to New York City through the Cayuga Center. This group met several times and is in the planning stages of working on offering some art therapy classes to those children. In addition, foster families were welcomed to A Blessing of the Children which was held at St Francis de Sales and presided over by clergy from all three churches and with volunteer participation from all three congregations.

Once again, Church of the Living Hope will be a popular site for our Day of Discipleship this spring (Saturday, March 9, 2019). There will be a variety of projects to improve living conditions in East Harlem. The East Harlem Ministry remains an excellent opportunity to help our two communities learn from each other and grow in fellowship.

JANE LOWRY, HELEN ELMIGER, MARC ENGBERG, AND BRET BARASCH

One of the highlights of the Christmas season at The Brick Church continues to be the Deacons' Outreach Christmas Party. For the second, year we welcomed ministry partner Stanley M. Isaacs Neighborhood Center to the Deacons' Christmas Party. Stanley M. Isaacs is a non-profit, multi-service organization focusing primarily on the needs of children and low-income families, out-of-school and out-of-work youth, and aging New Yorkers.

This December Watson Hall was again filled with Christmas cheer and fellowship as we welcomed approximately 116 children and their families from the Stanley Isaacs Neighborhood Center after school program. Event festivities included Nintendo Wii stations, foosball, face painting, arts and crafts activities, pop-a-shot, adult and child shopping malls, a celebratory lunch and a visit from Santa. Special thanks to Lindsay Peers and The Craft Studio for the generous donation of the festive snowman slime making craft station which was hugely

popular among the children. This year we again enjoyed the entertaining, festive caroling of The Mistletones, an a cappella musical group and face painting by Maria Peyramure of Harlem Facepainting.

We are very appreciative of the generous donations from Brick Church School families and members of our congregation which filled our adult and children's malls. A special thank you is extended to Ashley Carlson for the toy drive she continues to hold in her building each year. In addition, a warm thank you to corporate sponsor PVH Corporation who donated stylish branded hats and scarves. Without these contributions from donors and our Brick Church volunteers, this wonderful day would not be possible. We are extremely grateful to everyone who supports this special celebration.

CARL CORDOVA, KATE HROBSKY, PAIGE CALI, PAIGE RUSTUM, CATHY LEONHARDT, AND TANYA WELLS

This ministry supports the Jan Hus Homeless Outreach and Advocacy Program (HOAP) at the Jan Hus Presbyterian Church and Neighborhood House, which is located on 74th Street between 1st and 2nd Avenues. The main focus of Jan Hus is on local outreach to fellow New Yorkers who are homeless or living off very low income. Jan Hus, through its various programs, assists over 500 people in acute need every week.

This year's Jan Hus Deacons are excited to continue leading the Tuesday night dinner program, Brick

Family Night. Scheduled for the first Tuesday of each month (October – June), this is a Brick Church-sponsored evening where Brick Church members and friends prepare, cook, and serve dinner to men and women in need. From the start of the program year through January, Brick volunteers have helped provide meals to an average of 126 people per month.

LINDA ARNOLD, ELIZABETH BOEHLER, JEFFREY GOWER, KATRINA MASTERSON, AND JOHN TUTTLE

DEACONS' CHRISTMAS PARTY

JAN HUS PRESBYTERIAN CHURCH

NEW MEMBERS OUTREACH

The New Members Outreach ministry seeks to engage our newest members in the ministry work of The Brick Church, and provide an opportunity for new member classes to connect with each other and with the broader community through an organized service activity. This past year, the New Members Outreach ministry actively participated in New Members events and facilitated

the participation of those new member classes in various Deacon-organized service activities including: Deacon Outreach Christmas Party, Day of Discipleship, Jan Hus Tuesday Night Dinner and Friday Night Dinner Program.

BETH BELL AND CHRISTOPHER HAMILTON

NEW YORK COMMON PANTRY

New York Common Pantry (formerly Yorkville Common Pantry) opened in 1980 as a small neighborhood pantry serving 30 families on the Upper East Side. In recent years, NYCP has grown to meet the challenges so many people face including housing and enrolling in long term assistance & services. Today, through the generous support of organizations like The Brick Church, NYCP has become a city-wide leader in emergency food provision, providing meals and support services to 500,000 individuals across the NYC area. Each year NYCP grows its programs and serve those most in need – in FY2017 NYCP distributed more than 6 million meals. In addition, NYCP and its onsite partners helped clients access over \$6 million in benefits and services.

In an effort to extend the NYCP ministry and to establish greater involvement between the church and

Brick Church School and its children, the Brick community participates in several food and supply drives: Fall Food, Thanksgiving Turkey and Spring Toiletry Drives. The 2018 Turkey Drive collected over \$7k which put a complete Thanksgiving holiday meal on the table for over 175 families. Additionally, NYCP continues to be a site for Day of Discipleship volunteering.

NYCP relies on organizations like Brick to support so much of their programming and the time, donations and financial support from The Brick Church are integral to the success of the organization. Brick Church's support provides much needed food, supplies and volunteers to NYCP. Notably, almost 50% of the workforce at NYCP is provided on a volunteer basis.

BETH BELL AND TANYA WELLS

The Brick Church is proud to provide the labor of our congregation to help improve homes and lives of low to moderate income and low income families who cannot afford to do so on their own in the neighborhoods surrounding Brick Church. Members of the congregation work together under the banner of Presbyterian Hope in Action (“PHIA”) to provide “handyman” labor to families living in Manhattan through partnerships with community organizations that deliver social services programs to local residents. PHIA is a group that helps extend the good works of the existing infrastructure of aid services that caring people in our community have established.

PHIA is working with a several groups including Little Sisters of the Assumption and Jan Hus Presbyterian Church & Neighborhood House. While many Brick members may be familiar with Jan Hus Church, Little Sisters of the Assumption, is a multi-service organization located on 115th Street between 2nd and 1st Avenues which provides health and after school programs in addition to social services in the East Harlem community. It has a food pantry and various programs including early childhood and parenting skills training. One of its community outreach programs is to assist in improving health in residences through environmental remediation and home improvement

projects that improve people’s living conditions and health. In December 2018, PHIA partnered with LSA to paint the apartment of a single mother living on 105th and 2nd Avenue whose son was diagnosed with Leukemia and would be apartment bound for the next 6 months as he undergoes an aggressive treatment plan. For Jan Hus, Brick will be helping to prepare, pack and move the Church from its existing location to its new location.

The Brick Church PHIA Deacons have committed to a number of work days during 2018 session. As mentioned, we have already participated in helping a local family improve their home to ease the suffering of a sick child. We will be doing a range of jobs including priming and painting, repairing and assembling furniture, caulking windows, tubs and sinks, and deep cleaning and organizing living and work spaces, in order that more to improve the daily environment of our neighbors.

There are no special skills or experience required, only a willing spirit and committed fellowship. We also encourage those that are interested in donating to some of our partners, such as LSA.

ARTHUR BINGHAM, CARL CARDOVA, DAVID DARST, WILLIAM GAMBRILL, AND ANDREW SKOBE

PRESBYTERIAN HOPE IN ACTION (PHIA) SANDY RELIEF & RECOVERY

SEARCH AND CARE

For over four decades, the mission of Search and Care has been to minister to vulnerable elderly New Yorkers. By acting as clients' surrogate family (when they have none available), the Agency allows clients to retain their cherished independence and age safely at home as long as possible, thereby enhancing their quality of life and peace of mind. Serving a 50-block area from 86th to 138th Street on Manhattan's East Side, the full-time staff of 12 – aided by a small army of part-time consultants, interns and volunteers – attend to the needs of approximately 850 clients. The primary source of Search and Care's operating funds is from private contributions with limited public support.

Brick Church volunteers visited client homes and hosted a formal sit-down dinner with Search and Care clients. The volunteers also helped

organize an Ease Ensemble in the fall at The Brick Church's Carnegie Room, which entertained our elderly neighbors with a cabaret performance by Broadway singers. Brick Church members joined the organization's "Spread Some Cheer" initiative during the month of December. This involves Brick Church volunteers visiting Search and Care clients in their homes and bringing them holiday gift bags. Brick Church Deacon Darst visited the founding Executive Director of Search & Care who provided him with an oral history of the organization back to 1972. Brick Church Deacon Sarno visited a blind 90+ year old reverend who resides in Harlem.

DAVID DARST AND GRACE SARNO

The Neighborhood Coalition for Shelter (NCS) East 81st Street Residence is a long-term, supportive housing facility for people who have come through their shelter program. Formerly homeless, the residents live independently but, like all of us, need some support, tender loving care and spiritual fellowship.

During the past year, The Brick Church continued its tradition of sharing a weekly meal with the residents of NCS through the Wednesday Night Dinner Program (W NDP). The W NDP Deacons partner with the Youth program to plan, prepare and serve dinner, offering the residents a time for nourishment and fellowship. The program is a labor of love for our Deacons and volunteers, who take beginning-to-end responsibility for the entire meal and lead our guests in a prayerful blessing. Many of the residents are very outgoing and the evenings are highlighted by engaging

conversations. Most importantly, the W NDP Deacons strive to serve as witness to the Lord's presence among this group who are all working hard to overcome past hardships.

2018 year was a successful one for W NDP. The Deacons served more than 500 meals to NCS residents, including a marvelous May cook-out with ribs, hot dogs and burgers grilled by new NCS Recreational Specialist Winslo Edwards. In September, the Deacons and Youth joined forces to host dinners together every Wednesday in Watson Hall (previously the Deacons and Youth alternated weeks). This new format has generated new excitement and fellowship for the program that the Deacons will hope to build on in 2019.

JAY GALLOWAY, NANCY BLAIR, GRAHAM CLARK, AMY McDONALD, CHRIS CARROLL, CHRIS HAMILTON, AND BLYTHE CHACE (YOUTH DEACON)

WEDNESDAY NIGHT DINNER PROGRAM (W NDP) FOR THE NEIGHBORHOOD COALITION FOR SHELTER

WOMEN'S ASSOCIATION

The Brick Church Women's Association (the WA) is pleased to report on a successful year of transition and change in 2018. In our 99th year, the Women's Association continues to focus on our three part mission of providing inreach services to the Church, promoting fellowship, and raising funds for outreach ministries. It was a year devoted to hard work and meaningful fellowship as well as managing the transitions of key staff and ministerial positions. Carol Ann Mercer, the Women's Association Coordinator for nearly 30 years, officially retired in March just as the Church welcomed its new Transitional Senior Minister Rev. Kimberly L. Clayton. A Women's Association Transition Team was formed to review the goals of the organization and to hire an Interim Coordinator to manage the programs in the short term before hiring a longer-term Coordinator. This team included myself and Susan Crary

as co-chairs along with Liz Boehmler, Anna Caspersen, Carrie Galloway, Kaitlin Gambrill, Alexis Moses, Helen Pennoyer, Drucilla Richards and Pam Dickson Thorpe. In May, we were pleased to hire former Fair Chair and long-term WA Board member Shannon Froehlich as the Interim Women's Association Coordinator. This new hire enabled a smooth transition for the Women's Association during a period of great change within The Brick Church. Participation in our events and programs remained strong throughout the year amidst these changes, and we raised funds for 10 outreach ministries during our 75th Brick Church Fair.

The Women's Association is comprised of a 44-member volunteer board which coordinates member-led committees that enable the WA to fulfill its mission. To provide services that enhance the life of our Church, we thank the Garden Co-Chairs,

WOMEN'S ASSOCIATION

WOMEN'S ASSOCIATION (CONTINUED)

Susan Crary, Marietta Hale and Kate Hrobsky, who lovingly tend the gardens surrounding the Church on Park Avenue. The Sunday Hospitality Chairs, Sheila Barrett, Paige Cali and Clare Pickering, coordinate the schedule to ensure that all those who come to coffee hour following worship are met with a friendly smile and cheerful welcomes. The Sanctuary Decorating Committee, Natasha Bergreen, Aleksandra Cragg, Susan Frehse and Heather Mahland, transform the Sanctuary with lovely flowers and greenery for our Easter Services. The Tender Loving Care Chairs, Lizzie Boswell, Alison Chace, Ashley Carlson, Kaitlin Gambrell and Stephanie Nelson, prepare and deliver nourishing meals to members experiencing difficult times.

To fulfill the fellowship aspect of our mission, the Fellowship Chairs, Christine Aldridge, Sarah Blais, Georgina Clemente, Karen Moreau and Marianna Olszewski, use their enthusiasm and creativity to recruit volunteers to plan fellowship events. The retirement party for Carol Ann Mercer in late February was an elegant and festive celebration of her many years of service to The Brick Church. It was generously planned by the WA Board along with the Church and various members. The Annual Spring Luncheon in May was a lovely intergenerational occasion for over 70 women to gather and enjoy one another's company. In September, we hosted the popular Fall Fling in the beautifully redesigned Brick Church Garden. Mom's Morning Out, chaired by Virginia Breen and Lindsey Peers, continues to foster new friendships by bringing together Brick's moms, babies and toddlers for weekly playtime. The Education Chairs, Lucinda Bhavsar and Noelle Penna, worked closely

with Rev. Rebekah Hutto to plan a Lenten Bible Study and breakfast in early March on the topic of Anger as a Spiritual Ally.

The Brick Church Fair, comprised of the November Christmas Fair and the Winter Dinner Dance and Silent Auction, celebrated its 75th anniversary in 2018. It is the Women's Association's primary means of fundraising for outreach. The Fair is a wonderful neighborhood tradition, the proceeds of which enable the Women's Association to support our outreach grant giving and scholarship programs. This year, we reimaged and restructured the event to fit within a two-day schedule and to take place solely in Watson Hall due to the Brick Church School's new Two's Program inhabiting the Youth Floor. The 2018 Fair was very successful in its new format. We hosted new and exciting vendors, threw a festive Opening Night party and promoted several Brick-focused authors. Santa Claus paid a visit to take pictures with the little ones. The Fair was well attended during the two days as members of the community stopped by with their friends and families to partake in this wonderful Christmas tradition. We are deeply grateful to the Fair Chairs, Michelle Auerbach, Brooke Fadale and Christina Sethi, as these three women worked diligently to change and enhance the Fair experience. Their hard work, dedication and perseverance in putting on the 2018 Fair during such a transitional time was truly exceptional and deeply appreciated.

In 2018, the Women's Association gave grants of \$40,100 to 10 outreach ministries. The WA funds specific programs supporting women and children within organizations primarily located in the Yorkville and East Harlem neighborhoods. Recipient programs

in 2018 included: Burden Center for the Aging, Harlem Academy, Jan Hus Presbyterian Church Homeless Outreach Program, Friends of P.S. 169, Lenox Hill Neighborhood House, Mt. Sinai Adolescent Health Center, Neighborhood Coalition for Shelter, New York Common Pantry, Search and Care, and Stanley Isaacs Neighborhood Center. We thank the Outreach Grants Committee, led by Susan Crary, for the research and thoughtful consideration they give to deciding each year's outreach grants. Likewise, the Scholarship Chairs, Helen Pennoyer and Christie Winmill, prayerfully consider how best to award quality-of-life scholarships to the families of Brick Church members and staff.

The Women's Association Executive Board consists of a dedicated and experienced group of women. I am extremely grateful to the Executive Committee, Shannon Henderson, Alexis Moses, Paige Rustum, Pam Dickson Thorpe and Sarah Wetenhall, for their wise counsel and steady support during a year of changes. We also extend much gratitude to our Treasurer, Jill Lampe, and our Recording Secretary, Whitney Schwartz. We cannot thank enough the many members who help us with our Board programs: Communications - Cathy Leonhardt, Nominating - Karee Auth, New Members - Susie Anderson and Janet Ley, Day School Representative - Susan Austin, At-Large Members - Tracey Huff and Neda Navab, and the WA Representative for Session - Helen Pennoyer.

The Women's Association recognizes its numerous volunteers in 2018 for

their time, dedication and enthusiasm. We work together faithfully to achieve our goal of serving the Church and our community. Thank you to our pastors, Kimberly Clayton, Doug King, Rebekah Hutto and Adam Gorman for their continued support of our efforts as well as to the Brick Church staff and the Day School staff. Their guidance and expertise keep our programs running smoothly, and we are especially appreciative for their help.

The Women's Association was able to continue its legacy of service and fellowship in 2018 due in large part to Shannon Froehlich's seamless assimilation into her role as the Interim WA Coordinator. We are also indebted to the leaders of the WA Board who collaborated with Church leaders to reassess programs that required change for various reasons. We are grateful for Carol Ann Mercer's long tenure of service and innovation in the Women's Association. With new leadership and spiritual guidance, we are optimistically carrying the torch forward to benefit The Brick Church and our outreach ministries.

As 2019 begins, we joyfully celebrate the Centennial anniversary of the founding of the Brick Church Women's Association and greatly anticipate the next one hundred years for our organization.

**RESPECTFULLY SUBMITTED,
LINDSAY HIGGINS,
PRESIDENT, WOMEN'S ASSOCIATION**

WOMEN'S ASSOCIATION

(CONTINUED)

COMMUNITY REPORTS

BOY SCOUTS

Boy Scout Troop 662 celebrated its 77th year in 2018. The troop currently serves over 40 boys ages 11-17 with one of the busiest activity and outdoor focused calendars in the city. The troop meets on Wednesday nights in Watson Hall throughout the school year. In 2018, Troop 662 offered our scouts seven weekend campouts, which included a winter cabin campout, participation in a camping skills competition (Troop 662 won the first place Golden Ax award), our first beach camping trip, and a white water rafting/camping trip in northern New York. Other troop activities included a two-day ski trip, a week of summer camp in the Catskills, a trip to an aviation museum, and bowling outings. The Troop sent a contingent of 4 Life Scouts to Colorado's Rocky Mountains over the summer. Cumulatively, our scouts earned 101 merit badges and 32 rank advancements during the year. Troop 662 contributed more than 100 service hours in 2018 to the New York Common Pantry. The troop is proud to support the Brick Church by volunteering over 35 service hours at the Park Ave Tree Lighting, the Ash Wednesday Dinner and Seed Planting, and volunteering regularly at the Wednesday Night Dinner Program. In 2018, six 662 scouts earned the rank of Eagle, the single largest number of Eagle Scouts awarded in the past 10 years of the

Troop. Scouts contributed more than 400 service in support of the Eagle projects to local causes including the Stanley M. Isaacs Neighborhood Community Center and Our Lady of Good Counsel Church.

Cub Scout Pack 662 serves over 70 boys and girls ages 5-10. The Cub Scouts meet Thursday evenings in Watson Hall through the school year. Annual favorites included the Raingutter Regatta and Pinewood Derby. Pack 662 was proud to host the district-wide Pinewood Derby at the Brick church in the spring of 2018. The pack had two camping trips, including their first trip to the William H Pouch Camp located on Staten Island. The pack holds several service-oriented meetings each year, which included packing lunches for New York Common Pantry and breakfast bags for the guests of the Wednesday Night Dinner Program. Additional activities included a pack-wide graffiti clean up service project with the NYC Police Dept and marching in the Veterans Day Parade. In April, six Webelos earned their Arrow of Light badge, the highest award in cub scouting, and crossed over to Boy Scouts.

SUSAN APPLEBY, CHARTER ORGANIZATION REPRESENTATIVE

BRIAN EDWARDS, SCOUTMASTER

MILES RAMBOYONG, CUBMASTER

GIRL SCOUTS

Girl Scouts continue at The Brick Church with the Brownie troop meeting on a regular basis. Scouting provides the girls with many learning opportunities and they also participate in community outreach programs. The troops have

been active in the usual girl scouting activities.

JENNIFER DUNN, SCOUTMASTER BROWNIE TROOP 3758

PAMELA DICKSON THORPE, SCOUTMASTER BROWNIE TROOP 3742

Watson Hall has been the site of Keep Fit classes since 1969. These exercise classes are designed for men and women of all ages that allow one to choose in making these classes challenging or just a nice toning program. Music for the Keep Fit classes consists of anything from Broadway show tunes to Big Band to Rock n' Roll to Classical. Sessions are held on Mondays and Thursdays at 10:30 a.m., and Tuesdays at 5:15 p.m. The classes incorporate hand weights and exercise bands, body alignment, stretching, balance and CORE exercises, and

dance. Brick Church members and non-members alike are welcome.

We are pleased that each year enrollment continues to grow! There is a tuition fee for each of the three terms of about 10 to 15 weeks. We also offer a trial class. Come and have a fun, positive experience!

KEEP FIT

Financial Statement 2018

Balance - January 1	\$33,057
Receipts	\$20,673
Expenses	\$17,023
Balance - December 31	\$36,707

ANGIE DAYE LOBENHOFER

REPORT OF THE
CORPORATION AND
FINANCIAL STATEMENTS

REPORT OF THE CORPORATION

The Corporation of the Brick Presbyterian Church in the City of New York was chartered in 1809 and is governed by a twelve-person Board of Trustees elected by the Congregation from among its members. The Trustees are charged with responsibility for supervising The Brick Church's assets – its financial assets held in its investment funds, and its physical assets, consisting of its buildings and grounds. These responsibilities inevitably draw the Trustees into participating in the financial management of The Brick Church generally.

Each year, four members of the Congregation are chosen to serve three-year terms; two such terms may be served consecutively. In addition to monthly meetings of the entire Board, all members serve on various committees which address specific areas of concern to the Corporation and which may also include other church members with expertise in relevant areas. Committees of the Trustees include Buildings and Grounds, Investment, Audit, Legal, and Insurance. In addition, the Trustees have representatives on the Stewardship and Personnel Committees, on the Joint Finance Committee, and on the All-Church Nominating Committee.

As noted above, one of the Trustee's paramount responsibilities is to manage the financial assets of The Brick Church, which entails maintaining a prudent and comprehensive investment and endowment strategy for its financial assets. Some of these funds have been in existence at least since 1894, and these duties include preservation of these funds for the benefit of future generations of members, which in turn requires the Trustees to become involved in the sound management

of The Brick Church generally. Since many of our investment funds are "endowment funds" under State law, the Trustees must observe the standards of prudence and care imposed by the New York Prudent Management of Institutional Funds Act. To meet these responsibilities, the Trustees rely on the Trustees' Investment Committee. The Trustees Investment Committee consists of twelve members of the congregation who are experienced in investment and financial management plus the Senior Minister, the Director of Administration and Finance, and the Treasurer, Louisa Palmer, ex-officio. This committee was ably chaired this year by Linda Gridley and obtains advice from the investment consulting firm Colonial Consulting. The Investment Committee's activities during 2018 are more fully described in a separate report included herein.

The second major responsibility of the Trustees is managing The Brick Church's extensive facilities. The Buildings and Grounds Committee was led again this year by Timothy Haskin. The major focus of their work in 2018 was the completion of the major projects funded from the 250th Anniversary Capital Campaign - the Garden Project, the Lobby Project and the renovation of the Youth Floor. 2018 also saw the completion of additional work in the Parish House to bring certain areas up to current standards. A separate report on Buildings and Grounds is also included herein.

The Trustees would like to thank our pastors, staff, committee members, and in particular, Laila Al- Askari, Director of Administration and Finance and our Controller, Alexander Asnes, for their cooperation and support during the year.

RICHARD A. MILLER, PRESIDENT

REPORT OF THE CORPORATION (CONTINUED)

Members of the Corporation

Under New York State law, this Annual Report is required to contain certain information regarding the “Members” of the Corporation. Since all members of the Church are Members of the Corporation, we refer readers to the Statistical Report appearing on page 37, which contains information on the number of members as of the end of 2018, the increase in members during the year, and a statement of the place where the names and places of residence of the current members may be found.

RICHARD A. MILLER, PRESIDENT

LOUISA PALMER, TREASURER

The Investment Funds

The Trustees’ Investment Committee (“TIC”) oversees the management of approximately 25 different funds which are pooled together for management purposes (the “Portfolio”). The Portfolio includes monies from both the Church and The Day School. Some of these monies are “endowments” and subject to NY law and to limitations on the annual withdrawal amounts; others are “unrestricted” as to purpose or timing of withdrawals; and others are for working capital or maintenance uses. Regardless of their categorization, the TIC is responsible for managing all of them prudently. It is important to note that the Portfolio is used as both a source of funds to support the current needs of the Church and to provide a source of financial stability for the future needs of the Church. As of Dec. 31, 2018, the Portfolio included total assets of \$41.8 million. This compares to a \$47.6 million balance as of Dec. 31, 2017. Approximately 58% of the Portfolio is allocated to active management and 42% to passive management and less than 1% in cash. These allocations are consistent with those at the end of 2017.

The net returns for the Portfolio were (5.5%), 5.0%, 3.5%, 6.3%, and 7.6% for the 1,3,5,7, and 10 year periods ending Dec. 31, 2018 respectively. Although 2018 showed negative returns, it actually was the only period of those shown above where it outperformed the Benchmark Index. The 2018 return for the Benchmark Index was (6.1%). The Portfolio underperformed the Benchmark Index in all of the other measured time periods above. The primary reason for this underperformance over most of the noted time periods is that the management of the Portfolio is designed for downside protection in declining markets and the Benchmark Index has been up for all of the time periods noted here except for this year. In addition, the heavier weighting of active managers (58%) vs. passive managers (42%) has led to lower performance. International Equities were the worst performing sector in the Portfolio in 2018 as they declined 13.6%. Mid/Small Cap US Equities were the second worst performing category, down 7.8%. Real Assets were the best performing category in 2018, up 4.1%.

Our current asset allocation model targets a mix of:

-52.5% Equities (32.5% US and 20.0% International)
-25% Hedge Funds
-12.5% Fixed Income
-5% Private Equity
-5% Real Assets

Relative to our targets, we ended the year slightly over-allocated in US and International equities and real assets and under-allocated on hedge funds and private equity. Fixed Income allocations were just about on target. The under-allocation in hedge funds is due to their poor performance over time. The under-allocation to private equity has been an intentional

REPORT OF THE CORPORATION (CONTINUED)

effort over the past few years.

TIC, with the support of our investment advisory firm, Colonial Consulting, routinely evaluates our existing asset allocation strategy and manager selection to determine whether any changes are required in light of the market backdrop, manager performance and our long term financial objectives. Extreme care is taken to ensure that the risk profile of the Portfolio is appropriate and that our near term liquidity needs may be satisfied.

The key changes in allocations for 2018 were a 5% shift in Equities from US to International and a trimming of the Portfolio's real estate holdings (2% of the Portfolio).

One of the important policies for the TIC is the amount of the annual withdrawal from the Portfolio to fund the current operations of the Church. Historically, prior to 2013, the annual draw amount was 5% of the trailing three year average for all funds-restricted and unrestricted. For 2013-2015, it was lowered to 4.75% for all funds. In 2016, faced with budgetary pressures, the TIC recommended increasing the approved withdrawal rate on unrestricted funds to 5% of the trailing three year end average. So, for 2016 through 2018, the approved withdrawal rates were 4.75% for restricted funds and 5.0% for unrestricted funds. In 2017 and 2018, there were budget shortfalls of \$81,000 and \$178,565 respectively. To cover these shortfalls, the TIC recommended special balancing draws that were taken from unrestricted funds. Faced with another budget shortfall in the planning of the 2019 budget, the TIC consulted with Colonial Consulting about the appropriate draw policy for the Portfolio. Colonial Consulting said that it was unusual to be taking

“special draws” for multiple years and recommended a draw policy of 4.5% for all funds. Colonial indicated that this was the level that was consistent with other similarly sized charity endowments and with broader studies that had been done including an annual one done on 800 US colleges and universities in the US by NACUBO. Additionally, given the increased market volatility and the 10+year bull market, the TIC was concerned with the ability for the Portfolio to continue performing at a rate that exceeds the withdrawal rate plus inflation. Hence, in November, the TIC agreed with Colonial Consulting's recommendation and approved a change in the withdrawal policy for the Portfolio to 4.5% of the trailing three year end averages for all funds-both restricted and unrestricted. While this move tightens funds available for the 2019 Operating Budget, TIC believes it is the prudent course of action. After approving this 4.5% withdrawal rate in November, the committee then approved a \$350,000 “special draw” to balance the 2019 budget. Specifically, in December, the TIC voted to recommend approval of this special draw “as a one-time special balancing draw subject to it being viewed as a one-time solution to a structural operating financial problem that the Church has. Furthermore, the TIC recommends that all relevant parties within the Church work diligently to reduce the structural operating deficit of the Church. Finally, the TIC voted to recommend that this special draw be taken proportionately from all endowment funds, both restricted (to the extent possible) and unrestricted.”

We continue to closely monitor the Portfolio's performance during this period of heightened market volatility.

While the Portfolio is designed to exchange modest underperformance in rapidly rising equity markets for downside protection, the TIC is cognizant and concerned that we have underperformed our Benchmark Indexes in most of the measured time periods. We will continue to be actively reviewing both our asset allocation approach and manager selection in 2019.

Thanks to the faithful service of the talented TIC members: Henry

Barkhorn, Charles Anderson, Mary (Bibi) Conrad, Ace Crary, Charles Higgins, Richard Miller, Bill Ryckman, John Sipp, Rick Stowe and Deane Turner. I am also grateful for the ex-officio support the TIC receives from Louisa Palmer (Treasurer), Laila Al-Askari and Alexander Asnes.

LINDA B. GRIDLEY, CHAIR
TRUSTEES' INVESTMENT COMMITTEE

REPORT OF THE CORPORATION (CONTINUED)

INVESTMENT FUNDS SUMMARY

	12/31/18 Balance	3 year Average	2019 Budget
Day School			
Special Fund	\$1,989,356	NA	\$729,232
Professional Development Fund	\$7,622	NA	\$15,556
Cultural Fund	\$40,338	NA	\$18,000
Endowed Scholarship Funds	\$1,693,857	\$1,750,316	\$91,510
Faculty Fund	\$4,056,278	\$4,204,860	\$194,421
Sub-total Day School	\$7,787,451	NA	\$1,048,719
Summer Steps	\$1,158,222	NA	\$235,324
From Endowment			
Holden/Blyden Trusts Income	\$1,384,243	NA	\$30,000
Restricted Funds			
Merrill Fund	\$1,767,869	\$1,836,754	\$109,163
Endowment 2000	\$308,586	NA	\$52,000
Special Organ Fund	\$169,997	\$169,119	\$9,731
Music Special Projects	\$36,882	NA	\$12,000
Wilson Family Sacred Music Fund	\$491,349	NM	\$17,776
Wallace Sacred Music Fund	\$300,049	NM	\$2,000
Speakers Fund	\$103,372	\$109,408	\$6,628
Falcone Children, Youth & Family Fund	\$2,468,199	\$2,565,101	\$152,518
Lindvall Retirement Honorarium	\$309,862	NM	\$13,889
From Restricted Funds	\$5,956,165		\$375,705
Benevolence Related			
Church Outreach Fund	\$1,116,290	\$1,160,924	\$54,605
Ladies Helping Hand	\$329,123	\$342,741	\$16,154
Sick Children's Aid Fund	\$216,476	\$225,070	\$10,632
Designated Benevolence	\$1,305	NA	\$-
Disaster Relief	\$531	NA	\$-
From Restricted Benevolences	\$1,663,725		\$81,391
Seminary Education Related			
Colin Reed Fund	\$27,443	\$27,301	\$1,231
Clifford Seminary Fund	\$1,410,790	\$1,460,124	\$68,062
From Seminary Education Funds	\$1,438,233		\$69,293
From Plant Funds			
Watson Hall Maintenance Fund	\$3,311,735	\$3,354,318	\$60,000
Building Fund	\$2,290,395	NA	\$95,480
From Plant Funds	\$5,602,130		\$155,480
Unrestricted:			
Maintenance Fund	\$1,365,938	\$2,312,229	\$169,758
Memorial Fund	\$12,161	\$16,400	\$-
Endowment Fund	\$14,452,299	\$15,061,450	\$908,639
From Unrestricted Endowment	\$15,830,398		\$1,078,397
Sub-total From Church Endowment	\$31,874,894		\$1,790,266
Women's Association			
Helen W. Buckner Scholarship Fund	\$214,225	\$222,594	\$10,456
Women's Assn. Fund	\$128,765	NA	\$-
Whitfield Beadleston	\$28,331	\$29,437	\$1,384
Sub-total Women's Assn.	\$371,321		\$11,840
Grand Total	\$41,191,888		\$3,086,149

NA = Not Applicable. These funds are not "Endowment Funds" under the New York Not-for-Profit Corporation Law
 NM = Not Meaningful. This fund is new and does not yet have a three-year average

Item	Comments
Day School	These funds are controlled by the Day School Committee.
Special Fund	The Special Fund, Professional Development Fund and Cultural Fund are not
Professional Development Fund	operated as 'endowments,' subject to a target spending rate. Spending is at the discretion of the
Cultural Fund	Day School Committee.
Endowed Scholarship Funds	For Scholarships to the Day School. Accrued to income as used.
Faculty Fund	For the support of Day School Faculty. Accrued to income as used.
Summer Steps	For a Summer Program preparing low-income students for ongoing schools.
From Endowment	Except as noted, these funds are subject to the target spending rate, which is currently 4.5% of the three-year moving average of the funds. For 2019, additional special balancing draws totaling \$350,000 are being taken from certain funds.
Holden/Blyden Trusts Income	The Church receives the income on these Trusts, established under the will of Edith Holden in 1967.
Restricted Funds	
Merrill Fund	Supports the Music Program. Accrued to income monthly.
Endowment 2000	Annuity for Mrs. Anderson. Accrued to income monthly.
Special Organ Fund	For the care of the organ. Accrued to income as used.
Music Special Projects	Supports special projects for the Music Program - concerts, sacred music intern, etc. Accrued to income as used.
Wilson Music Fund	Supports special projects for the Music Program - concerts, sacred music intern, etc. Accrued to income as used.
Wallace Sacred Music Fund	Supports special instrumentalists at Sacred Music Services such as Christmas and Easter. Accrued to income as used.
Speakers Fund	For guest speakers. Accrued to income as used.
Falcone Children, Youth & Family Fund	Supports ministry for Children, Youth and Families. Accrued to income as used.
Lindvall Retirement Honorarium	Annuity for Rev. & Mrs. Lindvall. Accrued to income as used.
Benevolence Related	Spending from these funds is directed by the Grants Committee
Church Outreach Fund	For support of local churches. Accrued to income as used.
Ladies Helping Hand	For support of certain charities. Accrued to income as used.
Sick Children's Aid Fund	For support of certain charities. Accrued to income as used.
Designated Benevolence	Awaiting Disbursement
Disaster Relief	Awaiting Disbursement
Seminary Education Related	
Colin Reed Fund	For support of Seminary Assistants and Scholarships. Accrued to income as used.
Clifford Seminary Fund	For support of Seminary Assistants and Scholarships. Accrued to income as used.
From Plant Funds	
Watson Hall Maintenance Fund	For upkeep of Watson Hall. Use restricted to income. Accrued to income as used.
Building Fund	For the acquisition of nearby real estate. Presently paying for Associate Pastor Manse.
Unrestricted:	
Maintenance Fund	Accrued to income monthly.
Memorial Fund	Accrued to income monthly.
Endowment Fund	Accrued to income monthly.
Women's Association	Spending from these funds is directed by the Women's Assn.
Helen W. Buckner Scholarship Fund	Scholarships for children of church members in need.
Women's Assn. Fund	Women's Assn. activities.
Whitfield Beadleston	Women's Assn. activities.

BUILDINGS AND GROUNDS

Our buildings continue to serve us very well. The major projects in 2018 were:

- Completed 250 Year Anniversary Master Plan Projects, which included:
 - Completely reconfigure and renovate the Garden Room and build additional offices on the 6th floor
 - Redesign and renovation of the Outdoor Garden
 - Complete work required to update the church's and school's Certificate of Occupancy to NYC code, so as to be fully compliant.

The restoration and renovation of the Garden Room, Garden and certificate of occupancy work all turned out beautifully. The c/o work will now allow the Brick Church and School to obtain its updated and correct Certificate of Occupancy in 2019.

The School's Two's Program started in the fall of 2018, as a result of work completed on the Youth Floor in the summer of 2017.

Capital spending on various church improvements in 2018 totaled \$4.4 million.

There was emergency flood repair, which cost \$191,000, with a recovery of \$176,000 from the insurance company. In 2018, Brick Church spent \$1.3 million on building operations.

The Brick Church Facilities team continued to undertake further measures to ensure the safety of the building which now includes a double door entrance on East 92nd Street.

The Building and Grounds (B&G) Committee in cooperation with the Joint Finance Committee and the Trustees follow the Buildings and Grounds Budgeting and Spending Policy for Operating Expenses and Capital Expenditures. Authority and responsibility are clearly given with written limits, as well an approval process for the unforeseen projects that old buildings require like the emergency flood repair work. The Church is also pursuing a financial recovery for the faulty roof installed years ago.

In the fall 2018, B&G presented a detailed Capital Spending Plan for 2019 which was approved at approximately \$630,000. The Plant Services budget for 2019 is \$1.1 million.

We are very well-served by our outstanding and very professional staff: Laila Al-Askari, and Christiane Ramirez and all of the Sextons. We greatly appreciate all of their sincere efforts. Please thank B&G committee members: Brooke Moorehead, March Chadwick, Ken Austin, Ray Boudreau, Philip Palmer, Bryce MacDonald, Patrick Barrett for all their hard work and please welcome Lucy Doswell and Katherine Plunkett (new members) in 2018. They are already highly valued members, and we greatly appreciate their service.

TIMOTHY D. HASKIN, TRUSTEE
CHAIR, BUILDING AND GROUNDS COMMITTEE

	2018	2017	2018
Assets			STATEMENT
Cash and cash equivalents	\$3,093,162	\$1,979,177	OF FINANCIAL
Accounts receivable	\$15,075	\$49,280	POSITION
Prepaid expenses and other assets	\$282,428	\$87,409	
Promises to give receivable, net	\$1,684,011	\$1,674,765	
Capital campaign pledges receivable, net	\$4,198,847	\$5,990,423	
Note Receivable	\$326,920	\$360,000	
Investments	\$38,634,160	\$45,613,927	
Restricted investments	\$2,529,458	\$2,254,458	
Beneficial interest in perpetual trusts	\$1,384,243	\$1,502,019	
Land, buildings, furniture and equipment	\$1	\$1	
Manses	\$449,996	\$449,996	
Total assets	\$52,598,301	\$59,961,455	
Liabilities and Net Assets			
Liabilities			
Accounts payable and accrued expenses	\$857,818	\$324,185	
Other liabilities	\$294,218	\$332,595	
Deferred tuition	\$2,386,944	\$2,031,166	
Total liabilities	\$3,538,980	\$2,687,946	
Net assets	\$49,059,321	\$57,273,509	
Total liabilities and net assets	\$52,598,301	\$59,961,455	

STATEMENT OF REVENUES AND EXPENDITURES 2018

	2018	2017
REVENUES		
Contributions		
Stewardship Contributions	\$2,094,674	\$2,366,847
Other Contributions	\$89,742	\$162,901
Program Income	\$96,808	\$99,472
Women's Association	\$211,251	\$276,547
Other Income	\$17,983	\$7,572
Sub-total of Contributions, etc.	\$2,510,458	\$2,913,339
From Endowment		
Authorized Drawdown from the Endowment*	\$1,064,861	\$908,600
Additional Restricted Funds Used	\$606,030	\$546,872
Sub-total from Church Endowment	\$1,670,800	\$1,455,472
Day School		
Day School Revenues	\$5,890,104	\$5,412,027
Day School Direct Expenses	\$4,904,586	\$4,564,164
Net Day School Contribution for Space & Services	\$985,518	\$847,863
Summer Steps		
Summer Steps Income	\$244,768	\$238,101
Summer Steps Direct Expenses	\$244,768	\$238,101
Net Summer Steps	\$0	\$0
EXPENDITURES		
Pastoral Services	\$985,037	\$1,119,940
Mission Outreach Benevolences	\$387,230	\$376,645
Mission Outreach - Deacons	\$9,963	\$12,232
Denominational Assessments	\$50,000	\$37,500
Administration	\$1,217,601	\$1,117,099
Archives	\$4,029	\$3,661
Congregational Fellowship	\$13,015	\$12,269
New Members and Evangelism Committee	\$11,448	\$6,684
Worship and Music Committee	\$40,518	\$35,552
Student Seminary Program	\$63,754	\$54,123
Stewardship	\$9,904	\$9,855
Communication	\$106,081	\$103,940
Operation and Maintenance of Plant	\$1,263,219	\$1,114,545
Watson Hall	\$22,818	\$960
Capital Depreciation**	\$350,000	\$280,000
Insurance	\$178,104	\$154,308
Ministry of Music	\$478,407	\$460,104
Christian Education	\$103,510	\$99,214
Women's Association	\$211,251	\$276,547
Retired Pastors' Allowance	\$54,583	\$40,000
TOTAL EXPENSES (Excluding major expenses)	\$5,560,472	\$5,315,178
Operating Surplus/Deficit	-\$393,696	-\$98,504

* Authorized Drawdown from Endowment: The Endowment is managed on a "total return" basis. For 2017-18, the Board of Trustees established 4.75-5.00% of the three-year moving average of the market value of the endowment funds to be a prudent draw to support the church operating budget. For 2018, the Trustees also authorized a \$180,000 special balancing draw from the unrestricted endowment.

** The church does not capitalize and depreciate its expenditures for capital projects. In lieu of depreciation, an allowance is made in the operating budget for future capital expenditures. This allowance had been set at \$350,000 in recent years, reflecting the size of the church plant in relation to comparable facilities, estimates of future capital requirements and other factors. It was reduced to \$280,000 in 2016 and 2017, and returned to \$350,000 in 2018.

The 2018 Statement of Operating Revenue and Expenditures is displayed in a summary sheet which is divided into a Revenue Statement and an Expenditure Statement. The Revenue Statement is composed of four major areas which include the Contributions and other non-endowment income of the Church; the amounts take from the endowment funds to support annual operations; the Revenues, Direct Expenses and Net Contributions for Space and Services of the Day School; and the Revenues and Expenses of the Summer Steps Program.

The church revenue is received mainly through Stewardship contributions and draw from the endowment. The Women's Association is supported primarily through proceeds from the annual Fair, which includes the Christmas Fair and the Spring Dance, together with annual dues, other contributions and income on its scholarship funds. This income supports the Women's Association's personnel and program costs, as well as funding its scholarship and outreach programs.

The Day School is funded through annual tuition, the biannual auction, and contributions from its special purpose funds. The Day School funds its direct operating costs together with an annual overhead contribution that is paid to the Church for the Day School's share of the general building and operating costs. For 2018, the

Day School contribution to church overhead was slightly above \$985,000.

Summer Steps is a program started seven years ago to help prepare low-income students for kindergarten in the independent schools. It is funded by support from 21 New York City independent schools and private donations, and by the Brick Church's contribution of space and services for the program.

The expense statement indicates the expenses for each area in the budget. The Church revenue supports pastoral services, the music program, a significant benevolence grants program to local charities, all the costs for each committee's activities, along with all the administrative and building costs, including maintenance, insurance, and personnel.

The annual budget goal is to operate with a balanced budget. While a surplus was realized in 2016, the Church reported a deficit in 2017 as expenses grew more rapidly than income. The deficit widened significantly in 2018, due to declines in Stewardship and Other Contributions in the face of continued rising costs. The 2017 and 2018 deficits, and a projected deficit in the 2019 budget, are being covered by "Special Balancing Draws" from the endowment. The Church is in the process of developing a plan to reduce its structural operating deficit so as to return to a balanced operating budget without the need for special draws from the endowment in future years.

COMMENTS ON THE STATEMENT OF REVENUE AND EXPENSE

THE BRICK CHURCH BUDGET FOR 2019

REVENUES

Stewardship Contributions	\$2,250,000
Other Contributions	\$312,000
Program Income	\$100,000
Holden Trust Income	\$30,000
Authorized drawdown from Endowment*	\$802,048
Additional Draw to Balance Budget*	\$350,804
Additional Restricted Funds Used	\$607,413
Other Income	\$10,000
Women's Association	\$192,637
Pledges to be filled	(\$270,000)
Total revenues	\$4,384,902
Day School Revenue	\$6,232,003
Day School Direct Expenses	(\$5,314,217)
Net Day School Contribution for Space and Services	\$1,020,786
Summer Steps Income	\$240,324
Summer Steps Direct Expenses	(\$240,324)
Net Summer Steps	-

EXPENDITURES

Pastoral Services	\$1,046,365
Grants Committee	\$378,391
Deacons	\$12,375
Denominational Assessments	\$50,000
Student Seminary Program	\$69,293
Administration	\$1,165,187
Archives	\$4,000
Congregational Fellowship	\$12,450
New Members and Evangelism Committee	\$9,020
Worship and Music Committee	\$39,975
Stewardship Campaign	\$12,200
Communication	\$111,182
Operation and Maintenance of Plant	\$1,087,918
Watson Hall	\$60,000
Capital Depreciation**	\$350,000
Insurance	\$187,000
Ministry of Music	\$454,824
Christian Education	\$96,982
Women's Association	\$192,637
Retired Pastors Allowances	\$65,889
Total Expenses (Excluding major expenses)	\$5,405,688
Operating Surplus/Deficit	\$-

* Authorized Drawdown from Endowment. The Endowment is managed on a "total return" basis. In recent years, the Board of Trustees established 4.75-5.00% of the three-year moving average of the market value of the endowment funds to be a prudent draw to support the church operating budget. For 2019, the base draw was reduced to 4.5%, on recommendation of the Church's investment consultant, but a Special Balancing draw of \$350,804 was also authorized to balance the budget, with the understanding that action would be taken during 2019 to close the growing structural deficit of the church.

** The church does not capitalize and depreciate its expenditures for capital projects. In lieu of depreciation, an allowance is made in the operating budget for future capital expenditures. Although this allowance has been set at \$350,000 in recent years, it was reduced \$280,000 for 2016 and 2017 and was returned to \$350,000 in the 2018 and 2019 budgets reflecting the size of the church plant in relation to comparable facilities, estimates of future capital requirements and other factors.

PLEDGORS AND
CONTRIBUTORS TO
THE 2018 STEWARDSHIP
CAMPAIGN AND *THE*
CAMPAIGN FOR BRICK

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Katherine Gregory	Heidi Ong-Fong	Caren Shayne	Susie Valk Woolworth

THE BRICK CHURCH SCHOOL STAFF

(AS OF DEC. 31, 2018)

THE BRICK PRESBYTERIAN CHURCH
IN THE CITY OF NEW YORK

CHURCH OFFICES AND PARISH HOUSE
62 EAST NINETY-SECOND STREET, NEW YORK, NY 10128-1398
TEL. 212-289-4400 WWW.BRICKCHURCH.ORG