



The  
**Brick**  
Presbyterian  
Church IN THE CITY OF  
NEW YORK

**2019 ANNUAL REPORT**

## **MINISTERS' REPORTS**

THE TRANSITIONAL SENIOR MINISTER.....	7
THE SENIOR ASSOCIATE MINISTER.....	9
THE ASSOCIATE MINISTER FOR YOUTH AND FAMILY MINISTRIES.....	10
THE MINISTER OF MUSIC.....	11

## **SESSION COMMITTEE REPORTS**

ARCHIVES AND HISTORY COMMITTEE .....	16
CHRISTIAN EDUCATION: ADULT EDUCATION COMMITTEE.....	17
CHRISTIAN EDUCATION: CHILDREN'S MINISTRIES COMMITTEE .....	18
YOUTH MINISTRY COMMITTEE.....	19
COMMUNICATIONS COMMITTEE .....	21
CONGREGATIONAL FELLOWSHIP COMMITTEE .....	22
LETTER FROM THE DIRECTOR OF THE BRICK CHURCH DAY SCHOOL .....	23
DAY SCHOOL COMMITTEE .....	24
DAY SCHOOL FINANCIAL REPORT .....	27
DAY SCHOOL ONGOING SCHOOL PLACEMENT.....	28
DAY SCHOOL SUMMER STEPS PROGRAM.....	28
JOINT FINANCE COMMITTEE.....	31
MISSION OUTREACH COMMITTEE .....	32
NEW MEMBERS AND EVANGELISM COMMITTEE .....	35
PERSONNEL AND ADMINISTRATION COMMITTEE .....	36
SEMINARY FIELD EDUCATION COMMITTEE .....	37
STATISTICAL REPORT .....	39
STEWARDSHIP COMMITTEE.....	40
PASTORAL NOMINATING COMMITTEE .....	44
WORSHIP AND MUSIC COMMITTEE.....	45

## **DEACONS' MINISTRY REPORTS**

DEACON INREACH MINISTRIES.....	48
DEACON OUTREACH MINISTRIES.....	48
EAST HARLEM MINISTRIES: CHURCH OF THE LIVING HOPE .....	48
EAST HARLEM MINISTRIES: FAMILY HEALTH SERVICES.....	49
DEACONS' CHRISTMAS PARTY .....	49

JAN HUS.....	50
NEW MEMBERS MINISTRY.....	50
NEW YORK COMMON PANTRY.....	51
SEARCH AND CARE.....	52
WEDNESDAY NIGHT DINNER PROGRAM (WNDP) FOR THE NEIGHBORHOOD COALITION FOR SHELTER.....	53
<b>WOMEN’S AND MEN’S ASSOCIATIONS</b>	
WOMEN’S ASSOCIATION .....	55
MEN’S ASSOCIATION .....	57
<b>COMMUNITY REPORTS</b>	
BOY SCOUTS.....	60
GIRL SCOUTS .....	60
KEEP FIT.....	61
<b>REPORT OF THE CORPORATION AND FINANCIAL STATEMENTS</b>	
REPORT OF THE CORPORATION.....	64
INVESTMENT FUNDS SUMMARY.....	68
BUILDINGS AND GROUNDS.....	70
STATEMENT OF FINANCIAL POSITION .....	71
STATEMENT OF REVENUES AND EXPENDITURES .....	72
COMMENTS ON THE STATEMENT OF REVENUE AND EXPENSE .....	73
THE BRICK CHURCH BUDGET FOR 2020 .....	74
<b>PLEDGORS AND CONTRIBUTORS TO THE 2019 STEWARDSHIP CAMPAIGN</b>	
LIST OF PLEDGORS AND CONTRIBUTORS TO THE 2019 STEWARDSHIP CAMPAIGN.....	76
LIST OF PLEDGORS AND CONTRIBUTORS TO THE CAMPAIGN FOR BRICK.....	82
<b>OFFICERS AND STAFF</b>	
OFFICERS OF THE BRICK PRESBYTERIAN CHURCH.....	88
THE BRICK CHURCH STAFF.....	89
THE BRICK CHURCH SCHOOL STAFF .....	89

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# MINISTERS' REPORTS



**D**ear Members of the Brick Presbyterian Church in the City of New York,

As you gather for your Annual Meeting on April 26, 2020 **[this date was delayed due to the global COVID-19 pandemic that closed the church on March 11, 2020]** my term as the Transitional Senior Minister will have ended. I am grateful that my report will be included nonetheless in the Annual Report for 2019.

As I write this, I am filled with thanksgiving to God for the opportunity I have had to serve as your Transitional Senior Minister. I commend you for your faithfulness and for the courage and the trust in God you exhibited as you addressed the challenges this past year brought. The year 2019 required a significant financial course correction and therefore a resulting staff reduction/restructuring. While this was very difficult, as 2019 came to an end the church was on a much stronger course for 2020.

The Elders and Trustees were among the first to understand that we faced significant budget challenges. They led the effort to address these challenges proactively and transparently. The Church and Budget Work Group, consisting of 18 members representing Session, Trustees, Deacons, and a cross section of committees and constituencies, met from February 2-May 4 to explore ways to address the budget challenge. This group did extensive research and worked cooperatively. Each session began with Bible Study and prayer. We encouraged open-ended thinking and kept all options open. The group worked toward consensus and offered several opportunities for congregates to come to special budget presentations to understand the

specific budget challenges we faced. By May 4th, a plan had developed to cut 20% of the church budget. It was presented to the Session committees affected by the recommendations proposed. Proposals were further refined or revised by the committees. Finally, a comprehensive financial plan was presented to a Joint Meeting of the Session and Trustees in June of 2019. The Session and Trustees voted unanimously for the plan presented. The following months of 2019 required all of us to work together toward healing and adjustments to the resulting changes. This was accomplished without reduction to programs for the congregation.

Many churches would have chosen to wait longer or ignore the problem altogether in hopes it would somehow go away. Some congregations, in an interim period, would decide to wait and let the new minister fix the problem. With bold faith, you decided to tackle it during the interim so that your new Senior Minister begins with a church in stronger health. You are to be commended. We have also worked to update our membership rolls for accuracy during this interim time.

I extend gratitude to the staff of the church for their resolve and collegiality in this transitional time. Doug King and Adam Gorman have provided steady pastoral leadership. Linda Thompson has continued and increased, if such a feat is possible, her efforts and commitments to stewardship and membership. She has worked hard to improve our Communications. Keith Tóth continues to provide excellence in music for worship with a slightly reduced choir. Christiane Ramirez and the Sextons have worked especially hard on completing renovations, advancing the Certificate of Occupancy, and increasing

## A WORD FROM THE TRANSITIONAL SENIOR MINISTER

A WORD  
FROM THE  
TRANSITIONAL  
SENIOR  
MINISTER  
(CONTINUED)

revenues through space rentals in a building already heavily used. Though we said good bye to Amanda Smith after fifteen years of her wonderful work with our Children's Choirs, we have welcomed new people as well: Don Nagle, our Interim CFO/COO, has brought strength and clarity to finances and operations alike. His calm and steady leadership is a gift to us. Kiah Baxter joined us as our part-time Director of Children's Ministry and Cristina Soto has once again stepped in to provide her gifts in conducting our Children's choirs through May of 2020. Evonne Knight has continued to provide a consistent presence in our financial staff and we are grateful for her skillful work. We have welcomed Interim Controller, Shabbir Ghadiali, and Myra Schreibman to Accounts Payable.

This has also been a year of great transition for The Brick Church School. We have welcomed Amy Warden as the Director, our first new director in 37 years! Elena Jaime has come to serve as the Assistant Director

of the School. Both Amy and Elena have brought strong leadership in a time of transition for both the Church and the School. Their compassionate, calm leading was particularly important in the fall of 2019.

The Pastor Nominating Committee was elected at the Annual Meeting last year. They received approval of the Ministry Information Form by the Session in June 2019 and by the Presbytery in September of 2019. They continue to meet weekly as they search for the 15th Senior Minister of The Brick Presbyterian Church in the City of New York. The year 2020 will be a momentous one in your long and storied history. It has been an honor and a delight to have served you in this transitional time. You continue in my prayers and will forever hold a special place in my heart and in my vocational life as a Minister of Word and Sacrament.

**BLEST BE THE TIE THAT BINDS,  
KIMBERLY L. CLAYTON**



*“...rushing Spirit of God hovering over the face of the waters...”*

This translation by the scholar Everett Fox of a portion of the first chapter of Genesis has a way of rolling around in my head. This image of God’s sustaining presence at work within a whisper of the swirling chaos is evocative and powerful. It is an apt line of scripture for the past year for us. We have gone through and continue to go through much change in our community of faith. And times of change can feel chaotic from our mortal location in the world. But in the midst of all we have experienced, I continue to trust that God’s Spirit is indeed hovering in our midst and guiding us forward as a community of faith.

The Spirit’s presence is never more clearly obvious to me than in the faithful and diligent work of so many leaders in this congregation. In previous years I have named individuals and thanked them for their specific efforts but this

year that list would be endless. So many of you have risen to this occasion to serve strongly in all four pillars of our life together, Worship, Education, Mission, and Fellowship. From the hard work of critical budget decisions to the creative witness of exploring new and deeper mission efforts in East Harlem; from the growth of more fellowship opportunities for our men to a deeper commitment to collaboration and communication among our many ministries and committees, this is a congregation passionately seeking to be faithful to the context set before it.

There is no getting around the reality that change can be challenging. But we do not undergo these changes alone. We share the ride with each other. And if we keep our eyes open we might just see the “...rushing Spirit of God hovering over the face of the waters...”

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

## A WORD FROM THE REVEREND DOUGLAS KING

A WORD  
FROM THE  
REVEREND  
ADAM  
GORMAN

*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."*

Nearly every Wednesday night we read or rather I should say we recite that scripture in the Watson Hall Kitchen to conclude our Wednesday Night Dinner Program together. Additionally, after it is recited by one of the youth who know it from memory, we pass a piece of plastic fruit around the circle. That is when we all have the chance to say when we saw God at work that night. It is a beautiful thing and amazing to hear the many different things that people come up with. Sometimes it is in an interaction they have with a guest. Other times it is in the miracle of all the food coming out and tasting good. Still others are when deacons see how hard an individual or group of youth volunteers have worked to make sure that everything is as lovely as it can be for our guests.

When, or where else, do you have the opportunity in your life to stop, take a moment, and discuss with others when you saw God in action?

That is one example of the many things that this church is for and needs to continue to be for. This church is a place where we need to be speaking with one another about when we saw God at work in our lives. To be sharing what we need prayer for. To be praying together. To be encouraged to read scripture together, to learn together and to build our faith together. That is what we will continue to do as we head into 2020 and beyond.

Therefore, it is with great joy that I am able to write that our ministries at The Brick Church continue to change and grow. Our ministries continue to become more robust and rich and we are constantly striving to find additional ways to teach our congregation about God, what it means to be a Christian today, faith, mission, and Christian fellowship.

Thank you to all of you who helped make 2019 successful and here is to an amazing 2020 and beyond!

SINCERELY,  
ADAM D. GORMAN

## MINISTRY OF MUSIC

2019 was a transition year for the Ministry of Music at Brick Church. Due to a profound budget deficit, the Ministry of Music's budget, like other departments at Brick Church, saw a significant reduction. The professional personnel of our Chancel Choir was reduced by 25% in May. In spite of this reduction, our superb 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. This ensemble is funded by a generous bequest from the David W. Wallace Foundation. The Candlelight Carol Service in December brought another large audience both in person and online to experience this beautiful service of choral music. 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, October 20, 2019. This exhilarating worship service presented stunning arrangements of cherished hymns sung by the choir and congregation. We thank the Wilsons for their generosity in providing us with this magnificent celebration of hymnody.

Our children's music program continued under the leadership of Amanda Page Smith. 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. Sadly, Amanda announced in November that she would be stepping down from her positions at both the church and the Brick Church School. We look forward to having Amanda with us until mid-January 2020.

Our intergenerational Wednesday evening choir was led by Amanda Smith through May. Starting in September, Keith Tóth took up the leadership of this choir. This choir of youth and adults 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.

In fall 2013, Don and Lynn Wilson 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 2019-20 intern, Meg Cutting, began her time with us in September 2018. We are grateful for all that Meg has brought to our services.

In December, Brick Church's beloved historian, E. Deane Turner, published a compilation of cherished Brick Church hymnody. Thanks

# MINISTRY OF MUSIC (CONTINUED)

to an anonymous donor, this fine volume of sacred song was mailed to every member of Brick Church as a Christmas gift. We continue to be blessed by Deane Turner and his many gifts of time and talent to Brick Church!

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 chairs, R. Lynne Lee and Buddy Crutchfield, 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**





SESSION  
COMMITTEE  
REPORTS

## ARCHIVES AND HISTORY COMMITTEE

The Archives and History Committee welcomes additional members from the congregation. 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 polish silver together, research and publish articles in *The Record* and mount

exhibitions in a display case outside the Chapel of the Reformed Faith.

This committee interfaces with the Clerk of Session and Presbyterian Historical Society to maintain records and with the Buildings and Grounds Committee to preserve our library, archives and artifacts.

This past year we received gifts from current and former church members. In 2019, Brick Church Historian E. Deane Turner completed *A Legacy of Sacred Songs: Some Historic Favorites of the Brick Church*. We look forward to resuming monthly meetings, on a weekday evening, when the way be clear. Committee members active in 2019 are Christopher L. Allen, Peter H. Brown, Margaret H. Ellis, Lois Lovett, Frederic S. Sater, E. Deane Turner, Margaret D. Stocker, and Margaret D. Van Cott.

**MARGARET D. STOCKER,**  
**CHAIR**



# 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. 2019 was a year of insightful, moving and inspiring lectures featuring outstanding speakers from within our city and around the country. Talks by our pastors, seminarians and members of our congregation added to the richness of this popular Sunday morning program.

The Adult Education Committee's 2019-20 program season featured the following lectures:

## Fall and the Holidays

*Bible Study with Rev. Adam Gorman:* As a continuation of our well-received Summer Bible Study program, Adam led us in a discussion about God's covenants with ancient Israel and the Christian church.

*High School Mission Trip Recap:* Rev. Adam Gorman and Mission Trip participants shared their stories, thoughts, insights and photos from their inspiring journey to Lorain County, Ohio.

*Reflections on the Early Church:* We welcomed Dr. Jeremy F. Hultin of Union Theological Seminary. This leader in theological education shared his thoughts on the early church and enlightened us with his views on the Apostle Paul and Paul's letter to the Galatians.

*Israel Journeys:* Congregation members Kim Purvis and Helen Lynch presented an eye-opening view of their trip to Israel and Palestine and Rabbi Charles Savenor spoke on his Synagogue's historic trip to commemorate the 70th Anniversary of the State of Israel.

*Jewish/Christian Interfaith Dialog:* Jewish educator and storyteller Tehilah Eisenstadt led us in a dialog about the topic of

forgiveness. In our discussion, we analyzed both Jewish and Christian sacred texts.

*Reflections on Church Leadership:* During this time of transition, we were fortunate to have outstanding leaders in their fields join us for this three-part series. Rev. Mark Ramsey, from Macedonian Ministry, Rev. Dr. Robert Dykstra from Princeton Theological Seminary and Sean Mitchell of United World Mission and Generosity Development helped us reflect on what leadership in the church is and should be.

*Outreach in the City:* This series highlighted two outstanding Brick Church-supported organizations and the positive impact they have had on underserved communities. Georgia Lerner, Executive Director of The Women's Prison Association and WPA board member Valerie Mason shared their experiences with the country's oldest service and advocacy organization working exclusively with women and their families. Rev. Ruben Nuño of the Church of the Living Hope, an important Brick Church partner, spoke movingly of the history of his church and its contributions to East Harlem's immigrant community.

## Kicking off 2020

*Women of the Reformation:* In January, Rev. Kimberly Clayton enlightened us with a three-part series about a remarkable group of women, the roles they played and the important influence they had during the Reformation.

## Wrapping up the 2019-20 program year

*Seminarians and their Faith Journeys:* During February, our three talented student ministers will share how they were called to ministry.

*How to Pray:* In March, Rev. Adam Gorman will host a two-part series featuring members of our congregation

# CHRISTIAN EDUCATION: ADULT EDUCATION COMMITTEE (CONTINUED)

who will relate how they incorporate prayer into their lives.

*Faith Journeys:* April features members of our congregation who will share their journeys of faith with us.

*Hospitality:* In a May four-part series, guest speakers will discuss hospitality, beginning with its place as a foundational character of the early church and ending with more contemporary aspects, including hospitality toward our clergy and co-religionists.

**[Note: due to the global coronavirus pandemic, Adult Education moved to virtual meetings in March 2020]**

When possible, lectures are videotaped and can be accessed through the Brick Church website for viewing. The Adult Education Committee sponsors weekly Bible Study. Formerly led by Rev. B.J.

Hutto, Rev. Doug King now leads the Men's Bible Study group. Following Rev. Rebekah Hutto's departure, Rev. Kimberly Clayton leads the weekly Women's Bible Study.

Members of the Adult Education Committee for the 2019-20 program year included, Thomas Auth, Catherine Eubanks, Deborah Kramm, Michael Magsig, Guillaume Malle, Robert McCrie, Thomas Robinson, Gracey Stoddard, Margaret Tranbaugh (Chair), and Warner Williams. Our committee sincerely thanks our former pastoral advisor, Rev. Rebekah Hutto and current advisor Rev. Adam Gorman for their support.

**MARGARET H. TRANBAUGH,  
CHAIR**

# CHRISTIAN EDUCATION: CHILDREN'S MINISTRIES COMMITTEE

The Children's Ministries 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 The Brick Church. In the winter of 2019, 204 children, infants through 7th graders, were registered with an average weekly attendance of 81 children. The Sunday School Church program is run by volunteers from the congregation with the assistance of Kiah Baxter, the Director of Children's Ministry and Jeffrey Shayne, the Program Administrator. The adult volunteers include 110 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.

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 year olds 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 the Sunday Church School and nursery.

The calendar of events sponsored by the Children's Ministry Committee included the Ash Wednesday Dinner and Seed Planting for children and adults to begin the season of Lent, Bible Presentation Sunday for our third graders and their families, and our annual Palm Sunday Project held in Watson Hall. The Palm Sunday Project

lasts the entire duration of the Sunday worship service for children ages 4-12 with age-appropriate activities celebrating the coming of Easter, while younger and older children enjoy crafts in their classrooms. Additionally, the Children's Ministries Committee sponsored child-friendly activities during the annual Strawberry Festival and a biannual Communion class for 1st graders and their parents. In December, we held our annual St. Nicholas Party where children up to 5 years old hear the story of St. Nicholas, with a special visit from St. Nick himself. We also held our annual Advent Festival, a program similar to the Palm Sunday Project, which celebrates the Advent season. The program commences with a special lighting of the Crèche in the Garden. The final event of 2019 was the annual Christmas Pageant on Christmas Eve. This year's program was a terrific success, with 103 children and youth leading the congregation in a faithful telling of the Christmas story.

The Children's Ministries Committee continues to remain strong with three subcommittees, one dedicated to Sunday Church School, the second to the infants and toddlers, and the last to the Children's Ministry events. The Sunday Church School class captains for the 2019-

2020 year are Kelsey Peterson, Elizabeth Darst, Lucy Phillips, Ann Darmstaetter, Alexandra McCaffrey, Becky White, Rebecca Callahan, Brinlea Johnson, Ruth Jin, Tanya Wells, Pamela Huggler, Page Rossetter, David Rose, and David Blais. Thanks to church member Lindsey Peers for her continued help with the Children's Ministry events.

We are deeply grateful for Rev. Rebekah Hutto, who faithfully guided us through July and to Rev. Adam Gorman for becoming our new pastoral advisor. He was wonderfully committed to maintaining our strong children's ministry programming throughout the remainder of the year. We also extend a warm welcome to Kiah Baxter, our Director of Children's Ministry who joined us right in the middle of our busiest season of Advent. Thank you especially to Jeffrey Shayne, Amanda Smith, Children's Music Ministries Director, and our sextons for all of their support and hard work this past year. 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 every week.

**SCRIPTURE GONZALEZ,  
CHAIR**

## CHRISTIAN EDUCATION: CHILDREN'S MINISTRIES COMMITTEE (CONTINUED)

**W**ith 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 Fall-fest, the Annual Brick Church Sleep-under, 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 2019-2020 Confirmation class is made up of 21 eighth graders who have been meeting for classes since September of 2019. The Confirmands have been active in the life of the church

## YOUTH MINISTRY COMMITTEE

# YOUTH MINISTRY COMMITTEE (CONTINUED)

by reading, praying, doing children's messages, greeting, collecting funds for charitable organizations, and working diligently and we are excited to welcome them into church membership on Confirmation Sunday. **[Note: as a result of the global Coronavirus pandemic, confirmation occurred in a beautiful virtual worship service livestreamed on May 3, 2020]**

This year, we changed the time of High School Youth Group and it meets nearly every Sunday immediately following worship. On average, four to six High Schoolers and four dedicated adult volunteers are in attendance. On Sunday afternoons, we gather in the Anderson Library for Bible Study and pizza and conclude our time with a game or two. This ministry started strong in the Fall of 2019 and we ask that you continue to keep it in your prayers.

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.

Nate Appleby and Olivia Cranshaw are our Youth Deacons and Alexander (Lex) Rahman is our Youth Elder. The three of them 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 Board 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.

**RYAN WIDENER,  
CHAIR**

A significant amount of infrastructure work has been done by the Brick Church Communications Committee during the past few years. This includes a multi-year website redesign and reorganization of service providers to increase functionality while reducing costs. With these major infrastructure projects largely behind us, in 2019 we focused on optimizing our communications both internally and externally. During the past year we consolidated various Brick Church emails into a more consistent weekly email format. We began a review of our social media presence with a goal of defining our online strategy and objectives. We transitioned our beloved publication, *The Record*, from print to electronic, significantly reducing costs while maintaining the substance and spirit of the original publication. We have also observed an increasing number of individuals participating in our worship service online through our Livestream broadcast. This online community, which includes everyone

from members who cannot physically attend services to international friends who have found us on the internet, is a growing part of our church community and we are committed to ministering to the virtual as well as the physical. During this time of transition at the Brick Church there remains much work to be done to ensure that our communications keep members informed, articulate the Brick Church message, and embrace our broader community. We are very thankful for our dedicated volunteer committee members: Brian Pitz, Oliver Moses, Conor Tochilin, Hilary Greene, Natasha Scuderi, Willis Ryckman, IV, and Molly Larrison, as well as to the talented Brick Church staff members, Linda Thompson and Mike Suvada, who have worked this past year to drive all of these efforts. We always welcome the congregation's feedback and suggestions.

**HAROLD HOPE,**  
**CHAIR**

## COMMUNICATIONS COMMITTEE

# CONGREGATIONAL FELLOWSHIP COMMITTEE

**M**ission: 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 Christmas Tree Lighting Social prior to the Park Avenue Tree Lighting.

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

D. Planning and executing the Brick Church Strawberry Festival.

E. Planning and executing the Church Summer BBQs. In the Summer of 2019 we resumed with gusto.

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

G. The Prayer Shawl Ministry, a group

of approximately 20 women who knit and deliver prayer shawls to members of the Brick Congregation and others.

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

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

J. This committee is composed of members of the Session, Deacons, and members of the congregation. 2019 events included:

- Day of Discipleship, March 2, fed Congregation while serving outreach missions
- Congregational Lunch, April 28
- Strawberry Festival/Church Picnic, May 19
- Summer BBQs
- Christmas Tree Lighting Social, Dec. 8, ably chaired by Kim Purvis.
- Over 50 members of our Congregation and others were comforted by being wrapped in one of our Prayer Shawl Ministry's shawls in 2019 knowing that we are thinking of them and praying for them. Since inception they have created over 250 shawls.

Staff: Rev. Adam Gorman and Jeff Shayne. Members: Grif Foxley, Kim Purvis, Arlene Nesbitt, Willis Ryckman, Linda Simpson, Gracey Stoddard, and Cindy Watson.

**SCOTT FROEHLICH, CHAIR**  
**COLETTE BRYCE AND RYAN WIDENER, ELDERS**

## A LETTER FROM THE DIRECTOR OF THE BRICK CHURCH SCHOOL

I am so blessed to have a beautiful office on the ground floor of the old Brick Church Parish house with a light-filled view of the renovated garden. The sights and sounds of the children at play in this garden bring me joy and solace at all times. Most recently I got to hear the voices of three, three year old boys conversing with each other at the sand table, when they thought no one else was listening: “My dad works in a tall building.” “My dad works on his phone.” “My dad wears blue pajamas. He cooks pancakes.” “We ran so fast. My dad is the fastest-est.” “Snuggles are the best!” “My mommy kisses daddy.” (laughter). It is these conversations that I relish! These are moments in time when I am reminded that children walk into school with all of themselves; with their parents, their siblings, their experiences and their hearts and souls.

As I reflect on this truth I am overcome with awe and gratitude. I am grateful and honored to be the fifth director of the Brick Church School. Brick is a school that takes great care of its young students in all ways; socially, emotionally, intellectually and spiritually. In 2019 the school experienced a major transition as we said goodbye to the renowned Lydia Spinelli. Lydia retired after 41 years at the Brick Church School and is credited with making Brick the excellent early childhood program it is today. Lydia also knew that the success of the program was due to the talented teachers working throughout

the building. In August 2019, those wonderful teachers welcomed me as the new director of the school and Elena Jaime, as the new associate director. Elena and I have enjoyed the warmth of this welcome and a partnership in leadership ever since. Together we have endured great loss, but we have also felt the incredible support and strength of this community in response. We have leaned on the valued relationship we have with the church and have benefitted from the thoughtful devotion the pastors have tendered.

I, too, recognize the talent in the school’s faculty and am fortified by their knowledge of child development, their dedication to quality education and their love and care for all aspects of children and childhood. I also have great respect for the gift of the pastors and leaders of the church. Their ability to listen with kindness and patience and to offer a humorous turn of phrase when necessary has been greatly appreciated. Their ability to be reverential guides has been empowering. It is the whole of this community that allows us to take such good care of our young students while simultaneously being taken care of ourselves. All teachers deserve such a platform from which to teach.

**AMY WARDEN, DIRECTOR  
THE BRICK CHURCH SCHOOL**

# DAY SCHOOL COMMITTEE

## LEADERSHIP

In July of 2019, Lydia Spinelli retired as Director of The Brick Church School. Lydia completed 36 years as director and 41 years working at Brick upon her retirement. Under Lydia's leadership, Brick became a model school for early childhood education. She fostered an environment of excellence with an unwavering focus on instilling in children the joy of learning and acceptance of themselves and others. On August 1, 2019, Amy Warden became the fifth director of The Brick Church School. Amy was Associate Director from 2013-2019 and comes to the position fully prepared to continue the excellent educational approach that Brick is known for and to partner with the Church on further cultivating a program that supports children academically, socially, emotionally and spiritually.

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 remained steadfast in her dedication to knowing each child individually and partnering with parents on educational growth at Brick and beyond.

Prior to joining Brick, Amy was Head of Schools at Williamsburg Northside Schools 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 Hunter College: a master's degree in dance and movement therapy and a master's degree in special education. Amy and her husband, Doug, have two children, Henry (age 12) and Audrey (age 6), and reside in Tarrytown, New York.

In the winter of 2019, a committee was created to fill the position of Associate Director vacated by Amy. In March of 2019 Elena Jaime was offered and accepted the position. She started her tenure at Brick on August 1, 2019.

Prior to joining Brick, Elena was the Lower School Principal at Little Red School House and Elizabeth Irwin High School, the Lower School Co-Dean at The Cathedral School and has taught at The Chapin School, The Town School and The Dalton School. She is also a founding member of the CARLE Institute, an institute structured to give independent school educators the necessary historical framework, interpersonal skills and curriculum development strategies they require to teach a diverse student body.

Elena has a bachelor's degree from Wesleyan University with a major in psychology. She has a master's degree from Bank Street College of Education in early childhood special and general education. Elena and her wife, Kristina, have three children, Zoë (age 3) and twins, Luna and Juno (age 2), and reside in Brooklyn, NY.

## ENROLLMENT

As of March 2020, the Brick Church School's enrollment stands at 192 students in ten morning classes and three afternoon classes. The student body this year is made up of



approximately 30% church members and 70% non-members. Students of color make up 30% of the population and 14% of students receive financial aid. Our talented faculty has an average of more than 16 years teaching experience. The average number of years working at the school, for faculty and staff, is 13.

### **FACULTY CHANGES**

In September of 2019, Brick welcomed its second group of thirty-six two year olds and their families to their beautiful classroom on the Youth Floor. The teaching team has remained consistent this year with Lauren Ferguson, a Brick teacher of 11 years leading the class. Assisting Lauren is Jyothi George, and Heidi Ong-Fong. Lauren will welcome her second child in March 2020 and Heidi will lead the classroom during her maternity leave. She will be supported by Jyothi and Emily Abelson.

Susan Drucker, an associate teacher in 3 North AM left Brick at the end of June 2019 after 10 years to take a head teaching position at the May Family Nursery School at Central Synagogue. Liberty Kibombo also left Brick at the end of June to pursue another career. We welcomed Tina Villaveces and Cinder White to the faculty in the fall of 2019. Tina has become the associate teacher in 3North AM. She was a substitute teacher at Brick in 2014 and 2015 and then taught at the Marymount School before returning to Brick. Cinder has become the associate teacher in 5 South. Cinder has tutored elementary school students in reading and taught at the Storefront Academy in Harlem and at the American Bell School in Japan.

### **LOSS**

The Brick Church School mourned the tragic loss of Cameron Chiang, a three year old Brick student who died in his home on October 29,

2019. This was an unimaginable loss for our community, but the support from the school's parent body, church members, pastors and staff and entire independent school community has provided some comfort to the family and faculty. Cameron's memorial service was held in the Sanctuary at the Brick Presbyterian Church on November 2nd 2020. Reverend Kim Clayton and Reverend Doug King presided. We continue to search for ways to support Cameron's parents, Joanna and Chris and little brother, Wes. We intend to honor Cameron's memory by planting a tree in a vacant bed on East 92nd Street this spring. Monies raised in Cameron's name will also be awarded to a family in need of financial support.

The Brick administration and faculty are also mourning the loss of Holly Burke, who attended Brick as a child and who worked in an administrative role at Brick for over four decades. Holly retired a couple of years ago but was a beloved administrator, church member and friend. She passed away on November 18th, 2019 and is dearly missed.

### **CELEBRATIONS**

Farley Bills is our Director of Admissions and Enrollment and Paula Krzystan Rocca continues on as School Administrator and Director of Communications. Both Farley and Paula welcomed children into their families in 2019. Farley gave birth to Thomas Alexander, "Xander," on August 5th, 2019. Farley and her husband, John, now have three boys, Taylor (age 8), Colin (age 5) and Xander. Paula gave birth to Ella Ann on December 15, 2019. Ella is the first child for Paula and her husband, Steve. Anne Schack, who has been a teacher and administrator at Brick for 12 years covered both of their maternity leaves with talent and grace.

## **DAY SCHOOL COMMITTEE (CONTINUED)**

## DAY SCHOOL COMMITTEE (CONTINUED)

### PROFESSIONAL DEVELOPMENT

In March of 2019, Amy Warden, Caren Shayne, Margaret Nadjioneck and Stacy Wender were to attend an early childhood conference in Pistoia, Italy. **[Note: this conference was cancelled due to the global Coronavirus pandemic.]** This conference was organized through the Eric Carle Museum. The Pistoia early childhood educational philosophy emphasizes children's competency and ability to construct their own knowledge through in-depth investigation and research.

### NEW LOGO

In the spring of 2019 the school continued its work with Jessica Weber Designs. After working with both Jessica Weber and Joe Ellsworth on a strategic marketing

and communications plan in 2018 and 2019, a refreshed school logo was recommended. The school began using its refreshed logo in August of 2019. The logo includes a colorful image of the church's steeple keeping its strong connection to the church at the forefront.

### NYSAIS RE-ACCREDITATION

In 2019 Brick began its decennial self-study for reaccreditation from the New York State Association of Independent Schools (NYSAIS). This self-study will continue through the spring of 2021 and includes 6 major areas of research: Mission and Culture, Teaching and Learning, Governance, Financial Sustainability, Operations, Student Life and Community.



# DAY SCHOOL FINANCIAL REPORT

## Revenues\*

Tuition	4,317,425
Financial Aid	634,225
Application Fees	4,750
June Program Tuition	192,091
June Program Financial Aid	31,059
<b>Sub-Total Outside Revenue</b>	<b>5,179,550</b>

## Fund Support for Expenditures

Annual Fund	712,918
Faculty Fund	192,052
Cultural Fund	21,156
Clifford-Levy Scholarship Fund	5,700
PAW Scholarship Fund	73,471
<b>Sub-Total Fund Support</b>	<b>1,005,297</b>
<b>Total Revenue</b>	<b>6,184,847</b>

## Contribution to Funds

Annual Fund	323,199
Auction (Benefiting Annual Fund)	301,291
L.S. Professional Development Fund	160,521
PAW Scholarship Fund	7,150
Faculty Fund	500
<b>Total Contributions</b>	<b>792,661</b>

## Expenditures

Salaries	2,999,818
Employee Benefits	789,369
<b>Total Salaries &amp; Benefits</b>	<b>3,789,187</b>
Independent Consultants	112,720
Financial Aid - Tuition Expenses	634,225
Financial Aid - June Program	31,059
Professional Development	83,667
Professional Associations	13,046
School Store & Activities Fun	21,156
Children's Program Supplies	64,809
Health and Safety	65,927
Food Services	43,002
Office Supplies & Postage	20,337
Equipment and Repairs	19,141
Special Events	13,008
June Program Expenses	104,538
Legal Services	8,566
Parent Education	3,365
Strategic Planning	62,126
Credit Card Fees	17,879
Miscellaneous	51,548
Technology	32,197
Facilities Expenses	993,333
<b>Total Expenses</b>	<b>6,184,487</b>

\*All budget figures represent the 2018-2019 academic year and not the 2019 calendar year.

# DAY SCHOOL ONGOING SCHOOL PLACEMENT

The children who moved on from The Brick Church School in 2019 attended the following New York City schools:

## Boys' Schools

Allen-Stevenson – 4  
Browning – 2  
Buckley – 5  
St. Bernard's – 8  
St. David's – 5

## Girls' Schools

Brearley – 7  
Chapin – 2  
Hewitt – 1  
Marymount – 1  
Nightingale-Bamford – 5  
Spence – 8

## Co-Ed Schools

Dalton – 3 (1M, 2F)  
Horace Mann – 2 (M)  
Town – 1 (M)  
Trinity – 3 (2M, 1F)  
Hunter – 1 (F)  
St. Ignatius Loyola – 4 (F)

## Public Schools

P.S. 6 – 5 (4M, 1F)  
P.S. 290 – 1 (F)

## Moved Out of NYC:

6 to the suburbs – (1M, 5F)

# SUMMER STEPS PROGRAM

The 2019 Summer Steps program was a big success once again. Our teachers, administrators, interns and fellows were all deeply engaged in providing our sixty-five children and their parents with an engaging, educational and growth-enhancing experience. The children had the option of attending our five-week program from 8 or 9 a.m. to 4 or 6 p.m. Thirty-three attended from 8-6; 12 attended from 9-6; 13 from 9-4 and 7 from 8-4.

Summer Steps casts a wide net to find as many potentially eligible students as possible for our program. All Early Steps students entering ISAAGNY independent schools who fit the income cap of \$60,000 (taxable income) were invited by Jacqui Pelzer, Executive Director of Early Steps, to attend. We encouraged ongoing schools who had any students who fit the income criteria who did not go through Early Steps to apply as well. This year thirteen families had taxable income under \$20,000; 11 families had taxable income between \$20,000 and \$40,000 and 39 families had taxable income between \$40,000 and \$60,000. Thirty-five (33 last year) of the enrolled children went on to

attend the following independent school kindergartens in September of 2019: Allen-Stevenson, Birch Wathen Lenox, Brearley, Calhoun, Cathedral, City and Country, Columbia Grammar, Dalton, Fieldston, Friends, Grace Church, Hewitt, Horace Mann, Ideal, Marymount, Nightingale, Riverdale, Sacred Heart, Speyer Legacy, St. Bernard's, St. Luke's, Studio, Town, and Village Community. The remaining thirty-two (33 last year) children are applying to ongoing schools for entry in 2020. The applying students will have the opportunity to spend two years with Summer Steps.

Our teachers this year came from Brick, Brearley, Cathedral and Grace Church. Our nine College Interns came from Hunter, Stetson, SUNY Cortland, Syracuse and University of Virginia; five worked from 9 a.m. to 4 p.m. and four from 12:30 to 6 p.m. Three of the college students are also graduates of NYC independent schools: Hewitt, Leman, and Poly Prep. Two of the college interns were previously high school teaching fellows. Thirty-three (27 last year) High School Fellows joined us. Most came from partner schools: Birch Wathen Lenox, Brearley, Chapin, Convent of the Sacred

## SUMMER STEPS PROGRAM (CONTINUED)

Heart, Fieldston, Grace Church, Hewitt, Horace Mann, Leman, Nightingale, Riverdale, Spence, Trinity, and York Prep. We also had fellows from the American School in Japan, Bronx High School of Science, Hunter, Lawrenceville, Stuyvesant, and The Masters School. Like last year, we required that they submit a recommendation from someone at their school. They were a huge asset to the program. Bodie Brizendine, Head of the Spence School, held a lunch meeting with the fellows to talk about their experiences and possible careers in education.

We had five parent meetings. Once again, most exciting was the parent to parent meeting where parents from Summer Steps' first seven years met with the new parents to give them advice on navigating independent schools. It is very significant that Summer Steps has created a community of low-income parents across independent schools in NYC, creating an informal support group.

In an attempt to measure the impact of our program on our students' readiness for ongoing school kindergarten, we again had ongoing school admissions directors and lower school heads administer the DIAL 4 test at the beginning and end of the program. Statistical analysis revealed that the gain in average test scores was highly significant after the 5-week program ( $p < 0.0001$ ). This means the chances that these gains occurred by chance are less than 1 in 10,000. On a scale of 100, the average gain was 16 points (9.1 points last year and 12.5 the year before) with the 95% confidence interval from 12.8 to 19.2 points. Of 58 evaluable children, 52 (90%) showed an improvement in scores and 41 out of 58 (71%) improved by 10 points or more (last year 45% improved by 10 points or more). Clearly, Summer Steps has been very successful in achieving its stated mission.

Summer Steps is funded through a modest tuition, grants of \$5,000 a year from the partner schools, and fundraising from individuals. We have 27 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 Sholom, Sacred Heart, Spence, St. Bernard's, St. David's, Town, Trevor Day, Trinity, Village Community, and West Side Montessori. Fundraising and contributions in kind supply the rest of the budget. We are grateful to The Brick Church for the use of space, and to the following people for donating their time: Susan Johnson, Dr. Barbara Novick, Lydia Spinelli, Chris and Pam Thorpe (Go-Pad system for tracking attendance and vital information), the ongoing school admissions and lower school professionals who do the testing and the American Museum of Natural History Science and Nature Program for the free field trip.

When Summer Steps began in 2012, The Brick Church made a three-year commitment which was subsequently renewed for five more years. Recognizing that this period was ending, Rev. Kim Clayton suggested the formation of a Task Force to study the renewal of Brick's commitment. Task Force members included Harry van Dyke (Chair of the Summer Steps Board), Sallie Abelow (Mission Outreach Committee, Elder), Raj Alva (Chair of the Day School Committee, Elder), Susan Crary (Personnel Committee Co-Chair, Elder), Paul Elmlinger (Day School Committee, Personnel Committee Co-Chair, Elder), Rev. Doug King, Stefan Krueger (Joint Finance Committee Chair, Elder), Brooke Moorhead (Buildings & Grounds Committee), Liz Phillip (Former DSC Chair), Helen Pennoyer (Summer Steps Board, Elder, Former DSC Chair), Lydia Spinelli (Director of Summer Steps), and Amy Warden (Director of the Brick Church

# SUMMER STEPS PROGRAM (CONTINUED)

School). The Committee drafted a proposal to renew Brick's commitment to Summer Steps for five more years and the proposal was enthusiastically approved by Session along with revised, more extensive bylaws. Both can be reviewed upon request.

Summer Steps is viewed many ways within Brick Church:

- A mission of the Church and a program of the School
- An important part of the Church's outreach mission
- An important source of economically diverse children for the School
- A source of teachers for the School
- Summer employment for teachers who want to work and need extra income

The benefits to the Church and School of hosting Summer Steps are numerous:

- Truly impactful outreach program
- 60-72 economically disadvantaged children, and their families, are prepared for success in the NYC independent school system per year
- Reputational benefit in the outreach neighborhoods and in the educational community
- Greater diversity in the School student body as a number of Summer Steps students apply to Brick with their younger children
- Opportunity for meaningful and productive summer employment for Brick teachers

- Professional learning for Brick teachers to work with teachers from other schools, learning new curriculum and approaches that carry over to Brick

- Professional learning for Brick teachers to work with a different population, making them more effective and insightful with the financial aid students and students of color at Brick

- Meaningful summer employment opportunities for Brick Church high school and college-age members

- Since admissions directors, lower school heads and assistant heads do the testing at Brick for Summer Steps, stronger bonds are formed with them which can help with Brick's ongoing school placement

- Brick's financial aid students who have a low enough income benefit from the program and gain in confidence as they often help orient the new children

We have raised the income cap to \$80,000 taxable income for 2020 in order to ensure a fully subscribed program. We are grateful to the Session for the five-year renewal of its commitment, and to The Brick Church and School for the tremendous support of Summer Steps. We hope COVID-19 allows us to hold Summer Steps in 2020. **[Note: Summer Steps held a virtual program in the summer of 2020 due to the global COVID-19 pandemic.]**

**Harry van Dyke,  
Chair**

## 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 2019: Henry Barkhorn, Patrick Barrett, Sam Seraphim, Drucilla Richards, Louisa Palmer, Claire Pickering, Susan Crary, Joseph Sauvage, Harold Hope, Raj Alva, and Rick Stowe. Church staff members included the Rev. Kim Clayton, Rev. Doug King and Don Nagle.

The JFC's goal, in conjunction with the Board of Trustees, is to submit a balanced budget to the Session for their review and approval, thereby, 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 2019 pledge commitments and results, the 2020 pledge goal was reduced to \$ 1.9 million a reduction of \$ 350,000 or 15.44%. As a result of this reduction, our 2020 budget process became even more difficult/critical. The Stewardship analysis recognized a declining number of pledging households, while the number of programs and activities sponsored and hosted by the Church continued to increase – in fact, in the past ten 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.

The 2020 budget was built on a \$1,900,000 stewardship goal and a 4.5%

base draw from the endowment. It was only balanced after an additional \$112,929 special balancing draw from the Endowment.

In order to prepare for future demographic changes (moved to suburbs) and to balance the budget the Brick Church created a committee comprising of Trustee members, JFC, personnel committee and members at large chaired by Rev. Clayton. The committee made recommendations which included a major restructuring program affecting senior staff and one associate pastor. Due to this, significant cost savings in pastoral services, administration, ministry of music and communications were realized, totalling \$750,000. A more realistic cost budget for plant services was implemented. No restructuring costs will be carried into 2020.

The results of this restructuring and stronger year-end pledge receipts resulted in an operating surplus for 2019. Higher affiliated organization income ended the year strong. While plant services costs were higher than budget, they were down versus 2018. The June restructuring program resulted in approx. \$20,000 net savings after all related costs (severances, housing support, legal fees etc.). 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

## JOINT FINANCE COMMITTEE (CONTINUED)

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 Don Nagle and his team for their dedication in providing ongoing support to the committee.

**STEFAN KRÜGER,**  
**CHAIR**

## MISSION OUTREACH COMMITTEE

**T**he 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 2019, 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, Little Sisters of the Assumption, New York Common Pantry, 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 2020. 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, Oscar Sloterbeck, 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, Helen Pennoyer, and David Rose. As always, we are grateful to the Rev. Douglas King for his invaluable service and guidance and to Chanel Robertson for her organizational support.

**ANNE HUNEKE,  
CHAIR**

**T**he 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 2019, we awarded 25 grants amounting to \$275,000, primarily to local 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 an 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 most years the committee makes recommendations to session for year end grants to a number of the organizations which have been received our grants during the year. Due to the budget constraints this year, we were unable to make these additional grants.

In 2020, 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, Bill Hilburn, Annie Huneke, Oliver Moses, and David Rose. As always, we are grateful to the Rev. Douglas King for his thoughtful guidance and counsel and to Renee Jennings and Chanel Robertson for their organizational support.

**ANNE HUNEKE AND SALLY ABELOW,  
CO-CHAIRS**

## MISSION OUTREACH COMMITTEE (CONTINUED)

## MISSION OUTREACH COMMITTEE: GRANTS SUBCOMMITTEE

MISSION  
 OUTREACH  
 COMMITTEE:  
 GRANTS  
 SUBCOMMITTEE  
 (CONTINUED)

**2019 GRANTS BY CATEGORY**

Organization	2019 Grant
<b>Presbyterian &amp; Related Projects</b>	
Church of the Living Hope	\$32,000
Parity	\$10,000
Presbytery of NYC – Young Adult Volunteer Program	\$5,000
<b>Seminaries &amp; Religious Organizations</b>	
Auburn Theological Seminary	\$13,000
New York Theological Seminary –Ossining Program	\$10,000
Union Theological Seminary	\$4,000
<b>Basic Needs</b>	
Bridge Fund	\$5,000
Church of Gethsemane	\$12,500
Columbia-Harlem Homeless Medical Partnership	\$15,000
Jan Hus Homeless Outreach and Advocacy Program*	\$25,000
Neighborhood Coalition for Shelter*	\$15,000
New York Common Pantry	\$20,000
West Side Campaign Against Hunger	\$10,000

**Family Needs**

Stanley Isaacs Neighborhood Center	\$15,000
Women’s Prison Association	\$10,000

**Youth**

African Dream Academy	\$15,000
Daniel’s Music Foundation	\$5,000
Friends of P.S. 169	\$10,000
Manna House	\$10,000
Promise Project	\$5,000
Summer Steps at Brick Day School	\$5,000
Trail Blazers	\$7,500
Trinity Place Shelter	\$5,000

**Elderly**

Carter Burden Center for the Aging	\$8,000
Health Advocates for Older People Search and Care*	\$10,000
	\$25,000

\* Focus Organization

**ANNE HUNEKE AND SALLY ABELOW,  
 CO-CHAIRS**

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 2019, our dedicated committee members enabled the committee to fulfill its mission with enthusiasm and to build upon the initiatives already in place. Between Oct. 2018 and May 2019, we welcomed 48 new members into our congregation. This compares to 48 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 2019, 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*. Four New Member Sundays were scheduled for this program year, however, due to the global pandemic, only two classes occurred. Those Sundays 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 one new member reception in

the fall of 2019. Special thanks 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 February, asking the congregation to invite colleagues and friends to join them in worship and at speaking events. We also hosted a Fall Visitor Open House in September 2019 and a Winter Visitor Open House in January 2020 to engage prospective members. In December 2019, 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 over 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 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.

## NEW MEMBERS AND EVANGELISM COMMITTEE

## NEW MEMBERS AND EVANGELISM COMMITTEE (CONTINUED)

The 2019 - 2020 committee is: Suzanne Wilson, Chair, Susan Austin, Brett Barasch, Elizabeth Boehmler, Robert Callahan, Marilyn Dikkers, Brooke Fadale, Pamela Ferguson, Ashley Gramins, Daniel Hoy, Charlene Kuo, Elizabeth Mankin, Sara Maters, Isabel Phillips, Clare Pickering,

Margaret (Peggy) Raub, Kelsey Schulz, Sandra (Sandy) Shaw, Victor Wu, Rev. Douglas King, pastor liaison; and Linda Thompson, recording secretary and staff liaison.

**SUZANNE WILSON,  
CHAIR**

## PERSONNEL AND ADMINISTRATION COMMITTEE

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 year, several significant changes were made to the personnel and staff of the Church. Based on recommendations from the Church and Budget Work Group, three positions were eliminated- that of the Associate Pastor of Christian Education and Discipleship, held by Reverend Rebekah Hutto, the Director of Finance and Administration, held by Laila Al-Askari, and Administrative Coordinator, held by Kathy Holden. The Committee then revised the job descriptions of remaining staff accordingly. The Transitional Senior Minister, Reverend Kimberly Clayton, became Head of Staff and Administration. The Senior Associate Minister for Membership and Mission, Reverend Douglas T. King now oversees Member Engagement and Evangelism. The Associate Minister for Faith Formation and Congregational

Fellowship, Reverend Adam D. Gorman, now oversees Faith Formation for all ages including Education and Spiritual Formation.

Additionally, Amanda Smith resigned as Director of Children's Music at the Church and School. Amanda's position has been filled by Christina Soto as Interim Director of Children's Music.

The Committee worked with a special Day School Director Search Committee in its hiring of former Associate Director Amy Warden as Director, effective 1 August, 2019.

The Committee worked with the Joint Finance Committee in hiring Don Nagle as Interim CFO/COO, along with Shabbir Ghadiali as Interim Controller, to replace Alex Asnes who resigned and Myra Schreiber. Kiah Baxter joined the Church as Director of Children's Ministries. The Women's

Association also hired Shannon Froehlich as the WA Coordinator.

Members of the Personnel and Administration Committee include: Sitting Elders Susan P. Crary, Paul J. Elmlinger, Michael Magsig; Trustee Linda Gridley; At-Large Members Helen M. Lynch, 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 Don Nagle. 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**  
**PAUL J. ELMINGER, CO-CHAIR**

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 we invite 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, geographic backgrounds, career interests 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 2019-20 academic year, we have had the pleasure to welcome student ministers all from Princeton Theological Seminary: Anthony Jones is in a Dual Degree Program and he is in the process of being ordained in the PC (USA). Jacob Kennedy is a first year Master of Divinity student and also is working toward ordination in the PC USA. Margaret Poteet is a senior in the Master of Divinity degree program. More information about all these wonderful young people can be

## PERSONNEL AND ADMINISTRATION COMMITTEE (CONTINUED)

## SEMINARY FIELD EDUCATION COMMITTEE

SEMINARY  
FIELD  
EDUCATION  
COMMITTEE  
(CONTINUED)

found readily at [www.brickchurch.org/student-ministers](http://www.brickchurch.org/student-ministers).

Something related: 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. No candidate is currently receiving funds.

Appropriate to be mentioned here, though not a direct responsibility of this Committee, is the fact that The Brick Church, through the Session, supports those exploring Christian ministry through graduate theological education. Kurt Roeloffs, currently in the Living Ministry Programme, West Essex and Bishop's Stortford, England, is such a trainee progressing toward the ministry. Morgan King, a graduate of Princeton Theological Seminary, is going through the process of pursuing ordination. And Peter Manning, currently attending

Princeton, is pursuing ordination.

The Committee is composed of Catherine Eubanks, Charlene Kuo, Christopher Mason, Kent McKamy, Helen Pennoyer, and Sam Seraphim. We are fortunate to have an active and energetic committee that is involved in recruiting, interviewing, selecting and generally supporting our student ministers. Stewart Clifford, now retired in Florida, sometimes joins us in our deliberations via conference call.

The Committee wishes to thank Rev. Doug King for his leadership and warm and effective work with the Committee and student ministers. He is the critical person who supports the student ministers the most in weekly contacts. 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 253rd year as a worshipping congregation with an active membership of 1,556.

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. 19, 2020.

## STATISTICAL REPORT

**THE REVEREND KIMBERLY L. CLAYTON,**  
MODERATOR OF SESSION

**MARIO J. VERDOLINI, JR.,**  
CLERK OF SESSION

<b>Current Members</b>	<b>1840</b>	<b>Total Current Members</b>	<b>1556</b>
<b>January 1, 2019</b>		<b>January 1, 2020</b>	
<b>Gains 2019</b>		Infant Baptisms	25
Confirmation	17	Adult Baptisms	3
Certificate Gains	12	Marriages	2
Profession and Reaffirmation of Faith	23	Total enrolled in Sunday School	269
<b>Total Gains</b>	<b>52</b>	Total Volunteer Teachers	135
		Youth & Young Adults activities	156
<b>Losses 2019</b>		Adult Education Lectures	30
Letters of Transfer	19	Men's Bible Study	87
Death	6	Women's Bible Study	70
Other	311	<b>Total Adult Education</b>	<b>161</b>
<b>Total Losses</b>	<b>336</b>		

# STEWARDSHIP COMMITTEE

## #mybrickgives

The 2019 Stewardship Campaign continued the #mybrickgives theme, begun in 2018 as a social media campaign indicating the thousands of people who are impacted each year through contributions to the church. The use of hashtag social media campaigns creates a story over time, and due to the ongoing transition during the 2018 – 2019 campaign year, the Committee wanted to create a sense of continuity. The campaign ran under the leadership of the Transitional Senior Minister, Rev. Kimberly Clayton, concurrent with a Mission Review Process followed by a Budget Review Task Force. The year also marked the third year of payments for members with outstanding multi-year pledges to support the 250th Anniversary “Campaign for Brick” capital campaign.

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 coordination with the Joint finance Committee, set the 2019 campaign goal at \$2,250,000. The Brick Church community responded with steadfast commitment and ongoing generosity and as of April 18, 2019, 472 households had pledged to the campaign aggregating more than \$1,920,000 in pledges. Due to the shortfall, a group of generous donors created a matching gift pool of \$100,000 and challenged the congregation to raise an additional \$100,000. The matching gift program raised an additional \$112,000, resulting in a final 2019 pledge total of \$2,212,000 from 523 families.

Following the Budget Review Task Force report in spring of 2019, and in the face of continued membership attrition, the church leadership implemented a number of cost-cutting measures

which eliminated three staff positions, including an Associate Minister. The restructuring was announced in June 2019. A few families left the church or decided to lower their giving in response to this restructuring. In the face of continued attrition trends and uncertainty around the timing for calling a new Senior Minister, the Stewardship and Joint Finance Committees set the 2020 Stewardship goal at \$1,900,000.

In the fall of 2019, the Committee launched the Divine Connections 2020 Stewardship Campaign. The campaign focused on connecting our congregation as we continued to move through the transition period prior to calling a new Senior Minister. We launched the campaign with two “Progressive Dinners” which moved members through various beautiful spaces of the building for different courses (e.g. drinks and appetizers in the Art Studio, main course in the Living Room and dessert in the Garden Room). The spaces were intentionally setup in new ways and the dinners were very well received. Following the launch, members were assigned to “Stewardship Teams,” each led by a Stewardship Representative and named for a former Senior Pastor. This fun idea encouraged friendly competition and was motivating for both committee and congregation members. On March 1, 2020, the committee held a “March Madness” Divine Connections basketball shooting completion in Watson Hall (shortly following the resignation of the Transitional Senior Minister in February).

Two weeks later, during spring break of 2020, in the face of a rapidly spreading coronavirus (COVID – 19) pandemic, the Governor called a “shelter in place” and the church building closed with all meetings and programs to occur remotely. Worship services



## STEWARDSHIP COMMITTEE (CONTINUED)

moved to a virtual platform, taking advantage of the formerly implemented Livestream capabilities, and the first virtual worship service occurred on March 15, 2020. On that date, the Stewardship Campaign stood at 93% of the goal, with \$1,757,000 raised from 386 families. Through personal outreach to remaining promised and unpledged families, the committee reached 100% of the Stewardship goal on June 2, 2020, the same week that protests and looting gripped New York City and the country following the death of a black man at the hands of a policeman in Minneapolis.

In addition to the Annual Stewardship Campaign, a generous family of the church gave a seed gift of \$150,000 in December of 2019 to establish an Angel Operating Reserve Fund. The Operating Reserve is to be used in times of operational deficit. In May 2020, as it became clear that there would be unforeseen budget needs as a result of the pandemic, the Stewardship Committee sought Session approval to raise funds for the Angel Operating Reserve. Following initial inquiries, the committee launched a campaign to raise \$50,000 for the Reserve. By June 10, 2020, the campaign has raised \$61,000 toward this goal.

The Stewardship Committee views our collective call not simply to help

fund the budget but, as importantly, to help engage our Congregation and educate around stewardship giving. 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.

We thank those who worked tirelessly on this Campaign. The 2020 Stewardship committee members include: Bret M. Barasch, David E. Barrett (Trustee), David M. Blais (Elder), Patrick A. F. Blott (Former Co-Chair), James B. Doswell, Kevin R. Greene (Trustee), Christopher Lanning (Deacon), Jane B. Lowry, Conor S. Tochilin (Elder), Susan P. Webb, and H. Cooper Westendarp.

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

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

**KATHERINE G. VOSTERS,  
CHAIR**

### *Planned Giving*

Since 1894, when the Endowment of the Church was first created, members and friends of 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 Brick to extend its mission – both within and beyond the congregation.

During 2019, the Church continued the process of adding a planned giving

# STEWARDSHIP COMMITTEE

(CONTINUED)

link to the Brick Church website having its own set of pages to inform and help those congregation members who wish to make a planned gift. The guts of this site module were created by the Presbyterian Foundation and they have worked with Margaret Tranbaugh, Linda Thompson and Ron Brown to tailor it to the Brick Church. The site includes a video of Margaret Tranbaugh and Helen Pennoyer, which was created by Michael A. Shayne and edited by Linda Thompson. The HVD Association Sub-Committee comprised of Helen Lynch, Petra Schmidt, Helen Pennoyer and Ann Darmstaetter also worked hard to get us to this final stage. As of publication of this Annual Report, the site is up and running. The committee is

currently exploring additional ways to rejuvenate the HVDA society, including through recognition events and a possible name change.

We thank the Planned Giving Committee members Henry C. Barkhorn, Kevin R. Greene, Richard A. Miller, Louisa J. Palmer and Philip (Pete) Palmer. We thank the Henry van Dyke Association Committee members Ann M. Darmstaetter, Helen M. Lynch, Helen B. Pennoyer and Petra Schmidt. We thank Linda Thompson, the staff liaison.

**HORACE CRARY, PLANNED GIVING CHAIR**

**MARGARET TRANBAUGH, HENRY VAN DYKE  
ASSOCIATION CHAIR**

*Henry van Dyke Association*  
*(as of Dec. 31, 2019)*

Anonymous (16)  
Donald G. Allison  
Janet W. Allison  
Herbert B. Anderson\*  
Henry C. Barkhorn, III  
Karin J. Barkhorn  
Walter F. Bottger  
Peter C. H. Brown  
Willie R. Carter\*  
Annabelle Christie\*  
Cornelia W. Clifford  
Stewart B. Clifford  
Dorcas Colas  
Patricia Bingham Dale  
Ann M. Darmstaetter  
Mr. and Mrs. David M. Darst, Jr.  
J. Preston Davis  
William S. Eakins, Jr.  
Margaret H. Ellis  
Hugh D. Evans  
Jane L. Emery  
Carole Foxley  
Griffith W. Foxley  
Alan K. Gage\*  
Judith H. Harper\*  
Mrs. Sidney Hughes\*  
Sara Hurst Jenoure  
Gayle Johnson  
William W. King  
Sophie K. Kernan

Helen M. Lynch  
Fulvia Madia McCrie  
Robert D. McCrie  
Roger W. Miller  
Douglas Renfield-Miller  
Jean Renfield-Miller  
Louisa J. Palmer  
Philip Palmer  
Mrs. Paul E. Parker\*  
Margaret A. Raub  
Helen Bearn Pennoyer  
Drucilla A. Richards  
Donald M. Roberts  
Mrs. Horace B. B. Robinson\*  
Frederic S. Sater  
Petra Schmidt  
Sandra H. Schulte  
Ellsworth G. Stanton, III\*  
Virginia K. Stowe  
Margaret H. Tranbaugh  
Robert F. Tranbaugh  
E. Deane Turner  
Cornelia C. Wareham  
Raymond N. Wareham  
Don M. Wilson, III  
Lynn B. Wilson  
Merwin B. Worth

\*Deceased

# THE PASTOR NOMINATING COMMITTEE

## The Transition Timeline

The process of calling a Senior Pastor is a lengthy one with many steps designed to assist a congregation in deciphering who God is calling to be pastor in the next chapter of our congregation's life and ministry.

Following an exhaustive search process described in the graphic below, we are pleased to announce that the following actions were taken by the congregation of the Brick Presbyterian Church in the

City of New York at a congregational meeting on Sunday, July 26, 2020:

- The Congregation voted to call Rev. Dr. Thomas Evans as the New Senior Pastor to the church, and he will begin his service here on September 15, 2020.

The Brick Church Pastor Nominating Committee: David Darst, Pam Dickson-Thorpe, Chair; Sarah Blais, Helen Pennoyer, David Wells, Shelby Carroll, Henry Barkhorn, Helen Lynch, and Charles Higgins.



## WORSHIP AND MUSIC COMMITTEE

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 pastoral staff shapes the content, diversity, and frequency of worship services for the spiritual enrichment of all.

We propose dates to Session for the celebration of Communion, and Baptism, while supervising the chancel committee, and enlisting officers to assist in the service. We oversee the Ushers, Order of St. Paul, and assist with church festivals and special services.

During the past year, we were blessed with strong leadership from our Senior Transitional Minister, Dr. Kimberly L. Clayton and our permanent ordained staff, Rev Doug King, Rev. Adam Gorman, and Keith Toth, Minister of Music. In the fall, we began following the guidelines of the Mission Review to make The Brick Church a more welcoming place for members and visitors while maintaining our beloved traditional worship service and music ministry. Our committee members

actively took charge of implementing and improving the name tag launch, Wedding Guild, holiday greening, and chancel flowers. We are actively working on improving communication with online worship viewers, accurately tabulating attendance, baptisms, and exploring early communion for Sunday School teachers.

The Worship and Music Committee includes: Buddy Crutchfield (Chair), Christopher Allen, Frederick A. Ehlert, Daniel Hoy, Anthony Jones (Seminarian), Catherine Kerr, Alina Lee, Cathy Leonhardt, Helen M. Lynch, Kirsten Morgan, Helen Pennoyer, David Pettker, Margaret Poteet (Seminarian) Linda Simpson, Margaret Stocker, Alex Rahman (Youth Elder), and Jaqueline Worth.

Advisors to the committee are The Rev. Dr. Kimberly L. Clayton, (Transitional Senior Minister), Keith S. Tóth (Minister of Music and Organist).

**WILLIAM S. CRUTCHFIELD, III,**  
**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.

### *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.

### *Prayer Matters*

Meeting the second or third Sunday of each month, the group shares joys and concerns while praying for the needs of others by joining in group prayer. As Jesus said, "For where two or three are gathered in my name, there am I in the midst of them."

### **ALL DEACONS PARTICIPATE**

## DEACON OUTREACH MINISTRIES EAST HARLEM: CABRINI COALITION - CHURCH OF THE LIVING HOPE

This ministry focuses on strengthening the connections and providing service to our neighbors in East Harlem through relationships with churches and participation in community events. This ministry is a deepening of commitment and evolution from one focused exclusively on Church of the Living Hope and brings together three churches of different denominations to expand their reach and services in East Harlem and in particular to the immigrant community. The Cabrini Coalition was formed in 2018 when Brick joined with St. Francis de Sales on East 96th, working with Father Phil Kelly, and increased its focus with Church of the Living Hope on East 104th Street, working with the new, bilingual Pastor, Ruben Nuño to support growth in that largely Spanish speaking neighborhood. It is named after St. Frances Cabrini, who died in 1917 and was canonized in 1946 by Pope Pius XII in recognition of her holiness and service to mankind and was named Patroness of Immigrants in 1950. Mother Cabrini established 67 institutions: schools, hospitals and orphanages during her lifetime of service to God and his church.

Highlights from 2019 include many wonderful events: two La Mesa dinners at CLH, an outdoor festival of music,

culture and food on 104th, creation of an art installation involving the Guggenheim, a procession and festival for the day of our Lady of Guadalupe and multiple inter-church worship events. CLH has expanded its capabilities as it has taken over several of the ministries – food pantry and clothing shop - from The Jan Hus Presbyterian Church as it transitions to its new facility on First Avenue. The three churches continue to participate in a group concerned with the migrant children separated from their parents and sent to New York City through the Cayuga Center.

Once again, Church of the Living Hope will be a popular site for our Day of Discipleship this spring (Saturday, March 7, 2020). There will be a variety of projects at the church including mural painting, garden building and beautification projects. The East Harlem Ministry is a hands-on opportunity to participate together with our neighbors so that we learn from each other and grow in fellowship.

**HELEN ELMIGER, OSCAR SLOTERBECK, SYLVIA MOHEN, WILLIAM GAMBRILL, MARK DINGLE, ARTHUR BINGHAM, AND DAVID DARST**



**A**s a focus group within the East Harlem Mission, the Brick congregation provides labor to help improve the homes and lives of low to moderate income and low income families in the surrounding neighborhoods. 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 several groups including Little Sisters of the Assumption Family Health Services (“LSA”). LSA, 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 increasing people’s health through environmental remediation and home improvement projects in

**O**ne of the highlights of the Christmas season at The Brick Church continues to be the Deacons' Outreach Christmas Party. For the third 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

residences that change people’s living conditions. Brick’s has participated in a range of jobs including deep cleaning and organizing living and work spaces, repairing and assembling furniture, and priming and painting. In particular, Brick has helped several local families improve the condition of their homes so that children can return from the hospital and recover with their family.

During 2019, The Brick Church's Day of Discipleship made a significant contribution to improving the LSA work environment by performing maintenance on the classrooms and program delivery spaces in the headquarters building. Groups of Brick people also helped clean and paint apartments of residents in the East Health NYCHA buildings. This year, we will also be working at the LSA facility and will have opportunities to go into the community

There are no special skills or experience required, only a willing spirit and committed fellowship. We also encourage those that are interested to donate money and volunteer for tutoring at LSA.

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

and fellowship as we welcomed approximately 80 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 reindeer munchin decorating craft station which was hugely popular among the children. This year the

## DEACON OUTREACH MINISTRIES EAST HARLEM: FAMILY HEALTH SERVICES

## DEACON OUTREACH MINISTRIES: DEACONS' CHRISTMAS PARTY

DEACON  
OUTREACH  
MINISTRIES:  
DEACONS'  
CHRISTMAS  
PARTY  
(CONTINUED)

children decorated stockings, mugs and ornaments and all enjoyed 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.

**TENLEY CHIPEGA, CARL CORDOVA,  
KATE HROBSKY, PAIGE CALI, AND TANYA WELLS**

THE URBAN  
OUTREACH  
CENTER OF  
JAN HUS  
PRESBYTERIAN  
CHURCH

This ministry supports the Urban Outreach Center, a premier, independent social services center whose purpose is to provide a complete range of resources to support the worth and dignity of individuals facing homelessness in New York City. The Jan Hus Presbyterian Church and Urban Outreach Center are in the process of relocating to a new facility expected to open sometime in the summer of 2020. Until the move completes, the ministry utilizes the basement of Madison Avenue Presbyterian Church located on Madison Avenue between 73rd and 74th Streets. The focus is on local outreach to fellow New Yorkers who are homeless or living off very low incomes, assisting 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 along with a team from the Urban Outreach Center 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 120 people per month.

**AMY JOHNSON, CHRISTOPHER LANNING,  
KATRINA MASTERSON, KRISTIN STEEN  
AND JOHN TUTTLE**

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 many economically challenged New Yorkers face by offering options to secure housing and enrolling in long term assistance and health services. Today, through the generous support of several local churches and synagogues, The Brick Church has joined efforts to establish NYCP as a city-wide leader in emergency food provision and services for those in need. By providing meals and support services to 500,000 individuals across the NYC area NYCP grows its programs and serves those most in need. In 2019 NYCP distributed more than 6 million meals. In addition, NYCP and its onsite partners helped clients access over \$6 million in benefits and services.

Project Dignity is one of the newer programs of NYCP. It provides case management and ready access to social services for a part of the population that seeks more than sustenance and increasingly this is playing a stronger role in the lives of the clients that depend of NYCP. 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 2019 Turkey Drive collected over \$2,341 and these funds put a complete

Thanksgiving holiday meal on the table for many families. While Turkey Drive donations were down from the previous year, the Brick congregation and leadership remain loyal and steadfast sustaining supporters on many levels.

NYCP continues to be a site for Day of Discipleship, a volunteering church wide event held on a Saturday morning in early March where young members, parents and children of Brick come together to work onsite for a day of service to our mission partners. This event, in particular, provides a sense of community engagement and involvement for the clients of NYCP and allows Brick to be a part of the important work that takes place at New York Common Pantry daily.

The Brick Church provides an essential sense of community and continuity to the clients of NYCP as a neighborhood partner. This partnership has been integral to the success of the organization for decades. Brick Church's support provides much needed food, supplies and volunteers to NYCP. Almost 50% of the workforce at NYCP is provided on a volunteer basis. Notably, over the past decade, several NYCP board directors and officers also happen to be leaders of Brick Church. This leadership, the monetary donations from our community and the regular volunteering drives are the three most important ways that Brick Church truly sustains NYCP.

**BETH BELL AND TANYA WELLS**

## 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.

On Wednesday, October 2nd, 2019, “VocalEase” had its 11th annual performance at The Brick Church’s Carnegie Room, which entertained “Search and Care’s” elderly neighbors with a cabaret performance by

Broadway singers. With over 65 of the organization’s guests, including several Brick church members, all attendants had a joyful afternoon.

In December 2019, “Search and Care’s” holiday organization, “Spread Some Cheer,” reached its highest number of those in need. Consequently, Deacon Darst and Deacon Sarno sought out Brick Church members to provide the organization with some help in wrapping holiday gift bags. Some Brick Church members also volunteered to help wrap the gifts.

Additionally, in mid-December, Deacon Sarno visited Judith Pauunetto, a longtime client of “Search & Care,” in her home in Harlem and delivered a holiday gift bag for her. Meanwhile, Deacon Darst visited patron Mr. Chang with a cheerful gift.

**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 and share the meal together. Many of the residents are very outgoing and the evenings are highlighted by engaging conversations. Most important, 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.

2019 was a successful year for W NDP. The Deacons served more than 500 meals to NCS residents via this program which runs through the school year calendar; September – May. The Deacons and Youth have joined forces to host dinners together every Wednesday in Watson Hall. This format has been running a year and has generated new excitement and fellowship for the program that the Deacons will keep building on in 2020. We have seen our adult volunteers increase this past year and the number for our student youth participants is continually growing, averaging over 12 youth each Wednesday.

**NANCY BLAIR, STEPHANA BOTTOM, GRAHAM CLARK, AMY McDONALD, CHRIS CARROLL, JOHN MULLER, LOREN KITILSEN, AND OLIVIA CRANSHAW, NATE APPLEBY (YOUTH DEACONS)**

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



# WOMEN'S AND MEN'S ASSOCIATIONS

The Brick Church Women's Association (the WA) is pleased to report on another successful year of service and fellowship. 2019 marked our 100th Anniversary, a time to honor and celebrate the work of Brick women across the decades. We continue to further our founding mission: to provide women of the Brick Church congregation with opportunities for leadership and fellowship and to give support and assistance to women and children in our close neighborhoods.

The Women's Association is comprised of a 46 member volunteer board which coordinates member-led committees. These committees are focused on both inreach activities that enhance Congregational life and outreach efforts in our New York City community.

We offer thanks to the Committees that contribute to the life and work of our church. Garden Co-Chairs, Susan Crary and Kate Hrobsky, lovingly

tend the gardens surrounding the Church on Park Avenue. The Sunday Hospitality Chairs Becky White and Lucy Phillips, coordinate volunteers to share coffee, tea and a warm welcome in fellowship hour after worship. The Sanctuary Decorating Committee, Natasha Bergreen, Alexandra Cragg, Helen Lynch and Heather Mahland, transform the Sanctuary with beautiful flowers and greenery for our Easter Services. The Tender Loving Care Chairs, Lizzie Boswell, Virginia Breen, Alison Chace, Stephanie Nelson, Lindsey Peers, and Christina Sethi prepare and deliver nourishing meals to members of our Congregation who are experiencing difficult times.

To fulfill the fellowship aspect of our mission the Fellowship Chairs, Sarah Blais, Georgina Clemente, Karen Moreau and Marianna Olszewski, use their talents to organize a number of annual events. The Annual Meeting and

## WOMEN'S ASSOCIATION

# WOMEN'S ASSOCIATION (CONTINUED)

Spring Luncheon in May was a lovely intergenerational occasion for women to gather, install our new Board members, celebrate those whose terms had concluded, and enjoy fellowship with one another. In September, we hosted the popular Fall Fling in the beautiful Brick Church Garden. Parents's Morning Out, chaired by Ashley Carlson and Courtney Dolan, continues to foster new friendships by bringing together parents, babies and toddlers for weekly playtime at Brick. The Education Chairs, Lucinda Bhavsar and Noelle Penna, spent the fall planning a Lenten Bible Study with guest Pastor Cari Pattison to be held in early 2020.

The Brick Church Fair, comprised of the November Christmas Fair and the Winter Dinner Dance and Silent Auction, 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. The successful event was once again held over two days in November in Watson Hall featuring numerous new vendors, a festive Opening Night party and our time-honored photos with Santa Claus. We are grateful to Fair Chairs, Michelle Auerbach, Beth Bell, Sarah Lib Brown, and Brooke Fadale. Their hard work and creative leadership was exceptional. The 2019 Dinner Dance and Silent Auction was held for the first time at the Pierre Hotel and was extremely successful in raising funds for our outreach grants. We thank the dedicated team of women who planned and executed this important fellowship and fundraising event.

In 2019, the Women's Association gave grants of \$49,900 to 9 outreach ministries. The WA funds specific

programs supporting women and children within organizations located in the Yorkville and East Harlem neighborhoods. Recipient programs in 2019 included: Burden Center for the Aging, Harlem Academy, Jan Hus Presbyterian Church Homeless Outreach Program, Friends of P.S. 169, 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 Anna Caspersen, for the research and thoughtful consideration they give to selecting grant recipients. 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. We are grateful to the Executive Committee: Shannon Henderson, Alexis Moses, Sarah Wetenhall, Kaitlin Gambrill, and Susie Anderson for their wise counsel and steady support. We also extend much gratitude to our Treasurer, Jill Lampe, and our Recording Secretary, Whitney Schwartz. We thank the many members who help us with our Board programs: Communications - Cathy Leonhardt, Nominating - Karee Auth, New Members - Carrie Galloway and Janet Ley, Day School Representative - Eliza McLaughlin, At-Large Members - Tracey Huff, Neda Navab, and Paige Rustum, and the WA Representative to Session - Helen Pennoyer.

Thank you to pastors Kimberly Clayton, Doug King, and Adam Gorman for their continued support as well as to the Brick Church



staff and the Day School staff. We appreciate staff guidance and expertise that keeps our programs running smoothly.

The Women's Association was able to continue its legacy of service and fellowship in 2019 due in large part to the leadership of WA Coordinator Shannon Froehlich. We were delighted when she agreed to transition from interim to a permanent position.

As we reflect on other year, we recognize WA volunteers both named

and unnamed for the time, dedication and enthusiasm they give to all of our programs. As 2020 begins, we faithfully continue the mission of the Brick Church Women's Association to serve both our Church and our larger community with joy and in glory to God.

**RESPECTFULLY SUBMITTED,**

**PAMELA DICKSON-THORPE,  
PRESIDENT, WOMEN'S ASSOCIATION**

## WOMEN'S ASSOCIATION

(CONTINUED)

Guiding Scripture:

*"Behold, how good and how pleasant it is for brethren to dwell together in unity!"*

—*Psalms 133:1*

**T**he Brick Church Men's Association unites men in fellowship, discipleship, outreach, and evangelism to uphold the mission of the Brick Presbyterian Church. We seek to meet the needs of the men of Brick Church, cultivate Christian brotherhood, and nurture strong and healthy friendships based on our shared Christian values. We encourage engagement of all men, promoting activities to bring us together in support of our church and service to our community.

The Men's Association enjoyed a revival year in 2019. We kicked off the summer in June with a barbecue in our newly renovated Garden. The ambiance, paired with wonderful food and drink, served as the perfect recipe for an evening of camaraderie and fellowship. With over 50 people in attendance, including several new members, friendships old and new were fostered and nurtured while God worked his miracles through a handful of men in aprons.

In September we hosted our Second Annual Men's Association Golf Outing. An intermittent drizzle didn't dampen

the spirits of four foursomes as we played a round of golf at the legendary Sleepy Hollow Country Club. We were joined by another half dozen people for a wonderful dinner replete with cocktails and tall tales of heroic drives and impossible bunker shots.

In the autumn we launched our Breakfast Discussions, an opportunity for men and women alike to have breakfast together, meet an interesting speaker, and engage in thoughtful dialog on a variety of topics. Our first Breakfast Discussion featured Ernesto Mejer who provided a fascinating and enlightening presentation regarding Cuba. In February, 2020 we will host the Shrove Tuesday Pancake Dinner.

For their tireless work organizing these activities, I'd like to personally thank all of the wonderful gentlemen on our Executive Committee: Christopher L. Allen, Carlton R. Asher, Thomas R. Auth, R. Scott Froehlich, Kevin R. Greene, Paul Mecurio, Scott S. Nichols, E. Deane Turner, M. Douglas Watson, and Cooper Westendarp. I'd also like to thank Reverend Adam D. Gorman for his pastoral care and leadership and Jeff Shayne for making it all happen.

**WITH GRACE AND PEACE,**

**WILLIS G. RYCKMAN, IV,  
CHAIR**

## MEN'S ASSOCIATION



# COMMUNITY REPORTS

## BOY SCOUTS

**B**oy Scout Troop 662 celebrated its 78th year in 2019. The troop grew significantly to become the largest Troop in Manhattan with 67 boys ages 10-17 with the busiest activity and outdoor focused calendar in the city. The troop meets on Wednesday nights in Watson Hall throughout the school year. In 2019, Troop 662 offered our scouts eight weekend campouts, which included a winter cabin campout, participation in a camping skills competition (Troop 662 took 2nd place), a white water rafting/camping trip in northern New York, and a sub-freezing temperature weather overnight camp on the Appalachian Trail. Other troop activities included a two-day ski trip, a week of summer camp in the Catskills, and bowling outings. The Troop sent a contingent of 6 senior Scouts on a 4 night/5-day trek across New Hampshire's White Mountains on the Presidential Range Traverse and summited 6 of the tallest peaks in the East Coast including Mt. Washington at 6,280 feet. A pledge program from that trek raised over \$4,500 in donations for the Scout High Adventure scholarship fund for Families in need of financial assistance. Cumulatively, our scouts earned 76 merit badges and 25 rank advancements during the year. Troop 662 contributed more than 157 service hours in 2019 to the Riverside Park Conservancy in Riverside Park, community graffiti removal with the NYPD, and The New York Common

Pantry. The troop is proud to support the Brick Church by volunteering service hours at the Park Ave Tree Lighting, and the Ash Wednesday Dinner Program and Wednesday Night Dinner Program. In 2019, 2 Troop 662 scouts earned the rank of Eagle. Scouts contributed more than 300 service hours in support of the Eagle projects to local causes including the Stanley M. Isaacs Neighborhood Community Center and Inwood Park.

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. The pack had two camping trips, including trips to the William H Pouch Camp located on Staten Island and Alpine Scout Camp in New Jersey. 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.

**SUSAN APPLEBY, CHARTER ORGANIZATION REPRESENTATIVE**

**BRIAN EDWARDS, SCOUTMASTER**

**MILES RAMBOYONG, CUBMASTER**

## GIRL SCOUTS

**G**irl 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**

**W**atson 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 2019**

Balance - January 1	\$36,707
Receipts	\$23,098
Expenses	\$17,400
Balance - December 31	\$42,405

**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 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 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 2019 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 this year by Patrick Barrett. The major focus of their work in 2019 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. 2019 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, Don Nagle, Interim COO/CFO, for his 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 39, which contains information on the number of members as of the end of 2019, the change in the number of 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 December 31, 2019, the Portfolio included total assets of \$48.4 million. This compares to a \$41.8 million balance as of December 31, 2018. Approximately 55% of the Portfolio is allocated to active management and 43% to passive management and 2% in cash. These allocations are relatively consistent with those at the end of 2018.

The net returns for the Portfolio were 18.7%, 8.5%, 6.2%, 7.3% and 7.4% for the 1, 3, 5, 7, and 10 year period respectively. In 2019, the Portfolio underperformed the Benchmark Index by 1.4%, similar to the other 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. In addition, the heavier weighting of active managers (55%) vs. passive managers (43%) has led to lower performance. Large Cap US Equities were the strongest performing sector, up 30.8% for the year. Hedge Funds were the worst performing equity sector, up 10.1%. Fixed Income was up 7.2% for 2019.

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 over-allocated in US equities (40.6%), International equities (23.5%), Fixed Income (16.9%) and under-allocated in Hedge Funds (11.4%), Private Equity 2.0%), and Real Assets (3.7%). The under-allocation in Hedge Funds and Private Equity has been an intentional 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.

There were no changes to the

# REPORT OF THE CORPORATION (CONTINUED)

target asset allocations in 2019. TIC is reviewing these allocations at their January and February 2020 meetings.

One of the important policies for the TIC is the amount of the annual withdrawal of 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, saying 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, Colonial Consulting said that most other similar institutions made their draw calculation over a period of 20 quarters, not three annual periods. This longer, quarterly calculation results in less volatility in the amount to be drawn. Finally, 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, 2019, 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 20 quarter average for all funds-both restricted and unrestricted. While this move tightened funds available for the 2019 and 2020 Operating Budgets, TIC believed it was the prudent course of action. After approving this 4.5% withdrawal rate in November, 2018, the committee then approved a \$350,804 “special draw” to balance the 2019 Budget. The 2020 Budget was prepared assuming the new policy of 4.5% draw based on the prior 20 quarter average balances.

The committee continues to closely monitor the Portfolio’s performance. 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 early in 2020.

Thanks to the faithful service of the talented TIC members: Charles Anderson, Kenneth Austin, Henry Barkhorn, Jonathan Bean, Mary (Bibi) Conrad, Ace Crary, Paul Elmlinger, Charles Higgins, Richard Miller, William Ryckman, John Sipp, Richard Stowe and Deane Turner. I am also grateful for the ex-officio support the TIC receives from Louisa Palmer (Treasurer) and Don Nagle (COO/CFO).

**LINDA B. GRIDLEY, CHAIR**  
**TRUSTEES’ INVESTMENT COMMITTEE**



# INVESTMENT FUNDS SUMMARY

	12/31/19 Balance	20-Quarter Average	2020 Budget
<b>Day School</b>			
Special Fund	\$2,254,414	NA	\$699,888
Professional Development Fund	\$152,573	NA	\$31,660
Cultural Fund	\$42,998	NA	\$17,329
Endowed Scholarship Funds	\$1,937,726	\$1,758,847	\$83,068
75th Anniversary Fund	\$1,938,073	NM	\$39,978
Faculty Fund	\$4,630,344	\$4,230,674	\$194,992
<b>Sub-total Day School</b>	<b>\$10,956,128</b>		<b>\$1,066,915</b>
<b>Summer Steps</b>	\$1,073,063	NA	\$235,324
<b>From Endowment</b>			
<b>Holden/Blyden Trusts Income</b>	<b>\$1,583,881</b>	NA	<b>\$30,000</b>
<b>Restricted Funds</b>			
Merrill Fund	\$1,993,119	\$1,847,177	\$83,123
Endowment 2000	\$314,311	NA	\$52,000
Special Organ Fund	\$192,975	\$169,736	\$7,638
Music Special Projects	\$28,350	NA	\$12,000
Wilson Family Sacred Music Fund	\$566,929	\$424,360	\$19,096
Wallace Sacred Music Fund	\$355,781	\$266,530	\$10,194
Speakers Fund	\$116,320	\$111,002	\$4,995
Falcone Children, Youth & Family Fund	\$2,782,564	\$2,583,433	\$116,254
Angel Operating Fund	\$160,055	NA	-
Lindvall Retirement Honorarium	\$359,945	NM	\$14,615
<b>From Restricted Funds</b>	<b>\$6,870,349</b>		<b>\$319,915</b>
<b>Benevolence Related</b>			
Church Outreach Fund	\$1,273,094	\$1,177,245	\$52,976
Ladies Helping Hand	\$375,088	\$344,801	\$15,516
Sick Children's Aid Fund	\$246,656	\$220,949	\$9,943
Mission Benevolence Fund	\$1,367,550	\$977,855	\$44,003
Designated Benevolence	\$1,309	NA	-
Disaster Relief	\$534	NA	-
<b>From Restricted Benevolences</b>	<b>\$3,264,231</b>		<b>\$122,438</b>
<b>Seminary Education Related</b>			
Colin Reed Fund	\$31,493	\$27,030	\$1,216
Clifford Seminary Fund	\$1,611,416	\$1,464,667	\$65,910
<b>From Seminary Education Funds</b>	<b>\$1,642,909</b>		<b>\$67,126</b>
<b>From Plant Funds</b>			
Watson Hall Maintenance Fund	\$3,818,984	\$3,339,402	\$150,273
Building Fund	\$2,638,960	NA	\$71,649
<b>From Plant Funds</b>	<b>\$6,457,944</b>		<b>\$221,922</b>
<b>Unrestricted:</b>			
Maintenance Fund	\$1,384,311	\$2,448,973	\$110,204
Memorial Fund	\$19,365	\$37,142	-
Endowment Fund	\$16,276,009	\$14,966,179	\$786,407
<b>From Unrestricted Endowment</b>	<b>\$17,679,685</b>		<b>\$896,611</b>
<b>Sub-total From Church Endowment</b>	<b>\$37,498,999</b>		<b>\$1,658,012</b>
<b>Women's Association</b>			
Helen W. Buckner Scholarship Fund	\$244,439	\$224,096	\$10,084
Women's Assn. Fund	\$191,386	NA	-
Whitfield Beadleston	\$32,325	\$29,644	\$1,334
<b>Sub-total Women's Assn.</b>	<b>\$468,150</b>		<b>\$11,418</b>
<b>Grand Total</b>	<b>\$49,996,340</b>		<b>\$2,971,669</b>

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 20-quarter average

<b>Item</b>	<b>Comments</b>
<b>Day School</b>	<b>These funds are controlled by the Day School Committee.</b>
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.
75th Anniversary Fund	For general support of the Day School. Accrued to income monthly.
Summer Steps	For a Summer Program preparing low-income students for ongoing schools.
<b>From Endowment</b>	Except as noted, these funds are subject to the target spending rate, which is currently 4.5% of the 20-quarter moving average of the funds.
<b>Holden/Blyden Trusts Income</b>	The Church receives the income on these Trusts, established under the will of Edith Holden in 1967.
<b>Restricted Funds</b>	
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 monthly.
Angel Operating Reserve Fund	Available to fund unanticipated operating deficits.
Lindvall Retirement Honorarium	Annuity for Rev. & Mrs. Lindvall. Accrued to income as used.
<b>Benevolence Related</b>	
<b>Spending from these funds is directed by the Grants Committee</b>	
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.
Mission Benevolence Fund	For support of the Church's Mission Outreach to local charities. Accrued to income monthly.
Designated Benevolence	Awaiting Disbursement
Disaster Relief	Awaiting Disbursement
<b>Seminary Education Related</b>	
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.
<b>From Plant Funds</b>	
Watson Hall Maintenance Fund	For upkeep of Watson Hall. Accrued to income as used.
Building Fund	For the acquisition of nearby real estate. Presently paying for Associate Pastor housing allowance.
<b>Unrestricted:</b>	
Maintenance Fund	Accrued to income monthly.
Memorial Fund	
Endowment Fund	Accrued to income monthly.
<b>Women's Association</b>	
<b>Spending from these funds is directed by the Women's Assn.</b>	
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. Capital spending on various Brick Church improvements in 2019 totaled \$407,156. The major projects in 2019 were: continuation of work required to update Brick Church's and the Brick Church School's Certificate of Occupancy to NYC code, so as to be fully compliant, and refurbishment of the Vestry, the Women's Association's office and the Minister of Music's office. Additionally we commenced or completed refurbishment of the entrance doors to the Narthex, the outside doors in the Anderson Library, and repair and refurbishment of the Session Room and the Session Room furniture. We commenced the changing of all the light bulbs in the building to LED which should produce a substantial savings to the electricity bill. We also set in motion the sale of the Brick Church's coop apartment at 1155 Park Avenue. In 2019, Brick Church spent \$1,176,710 on building operations. In the fall 2019, B&G

presented a detailed Capital Spending Plan for 2020 which was approved at \$356,500. Some of the major items to be undertaken in 2020 will be the completion of the C of O, an extensive roof replacement project, new external signage and repair of the Cornerstone on the corner of Park Avenue and 91st street. The Plant Services budget for 2020 is \$1,187,668. We are very well-served by our outstanding and very professional staff: Don Nagle, Christiane Ramirez and all of the hard working and dedicated Sextons. We greatly appreciate all of their sincere efforts. Please thank B&G committee members: Lucy Doswell, Tim Haskin, Peter Ley, Bryce MacDonald, Brooke Moorehead and Peter Palmer, for all their hard work. They are all highly valued members and we greatly appreciate their service.

**PATRICK D. BARRETT, TRUSTEE CHAIR,  
BUILDING AND GROUNDS COMMITTEE**

## 2019 STATEMENT OF FINANCIAL POSITION

	2019	2018
<b>Assets</b>		
Cash and cash equivalents	\$2,485,300	\$3,093,162
Accounts receivable	\$41,397	\$15,075
Prepaid expenses and other assets	\$96,393	\$282,428
Promises to give receivable, net	\$1,295,702	\$1,684,011
Capital campaign pledges receivable, net	\$2,490,299	\$4,198,847
Note receivable	\$293,223	\$326,920
Investments	\$46,114,554	\$38,634,160
Restricted investments	\$2,529,458	\$2,529,458
Beneficial interest in perpetual trusts	\$1,583,881	\$1,384,243
Land, buildings, furniture and equipment	\$1	\$1
Manses	\$449,996	\$449,996
<b>Total assets</b>	<b>\$57,380,204</b>	<b>\$52,598,301</b>
<b>Liabilities and Net Assets</b>		
<b>Liabilities</b>		
Accounts payable and accrued expenses	\$323,338	\$857,818
Other liabilities	\$311,656	\$294,218
Deferred tuition	\$2,479,670	\$2,386,944
Total liabilities	\$3,114,664	\$3,538,980
<b>Net assets</b>	<b>\$54,265,540</b>	<b>\$49,059,321</b>
<b>Total liabilities and net assets</b>	<b>\$57,380,204</b>	<b>\$52,598,301</b>

# STATEMENT OF REVENUES AND EXPENDITURES 2019

	2019	2018
<b>REVENUES</b>		
<b>Contributions</b>		
Stewardship Contributions	\$2,160,131	\$2,094,674
Other Contributions	\$204,479	\$89,742
Program Income	\$136,950	\$96,808
Women's Association	\$201,409	\$211,251
Other Income	\$30,741	\$17,983
Sub-total of Contributions, etc.	\$2,733,710	\$2,510,458
<b>From Endowment</b>		
Authorized Drawdown from the Endowment*	\$1,078,689	\$1,064,770
Additional Restricted Funds Used	\$782,917	\$606,030
Sub-total from Church Endowment	\$1,861,606	\$1,670,800
<b>Day School</b>		
Day School Revenues	\$6,345,587	\$5,890,104
Day School Direct Expenses	\$5,311,134	\$4,904,586
Net Day School Contribution for Space & Services	\$1,034,453	\$985,518
<b>Summer Steps</b>		
Summer Steps Income	\$241,996	\$244,768
Summer Steps Direct Expenses	\$241,996	\$244,768
Net Summer Steps	\$0	\$0
<b>EXPENDITURES</b>		
Pastoral Services	\$1,033,465	\$985,037
Mission Outreach Benevolences	\$296,883	\$387,230
Mission Outreach - Deacons	\$3,803	\$9,963
Denominational Assessments	\$50,000	\$50,000
Administration	\$1,313,344	\$1,217,601
Archives	\$3,753	\$4,029
Congregational Fellowship	\$10,292	\$13,015
New Members and Evangelism Committee	\$10,965	\$11,448
Worship and Music Committee	\$31,224	\$40,518
Student Seminary Program	\$69,293	\$63,754
Stewardship	\$10,741	\$9,904
Communication	\$93,912	\$106,081
Operation and Maintenance of Plant	\$1,176,710	\$1,263,219
Watson Hall	\$60,941	\$22,818
Capital Depreciation**	\$290,090	\$350,000
Insurance	\$211,173	\$178,104
Ministry of Music	\$464,120	\$478,407
Christian Education	\$80,172	\$103,510
Women's Association	\$201,409	\$211,251
Retired Pastors' Allowance	\$65,583	\$54,583
<b>TOTAL EXPENSES (Excluding major expenses)</b>	<b>\$5,477,873</b>	<b>\$5,560,472</b>
<b>Operating Surplus/Deficit</b>	<b>\$151,896</b>	<b>-\$393,696</b>

\* Authorized Drawdown from Endowment. The Endowment is managed on a "total return" basis. For 2019, the Board of Trustees established 4.5-4.75% 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 Trustees also authorized a special balancing draw of \$350,804 to balance the budget.

\*\* 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. A total of \$350,000 was funded in 2019. Due to 2019 capital improvements made in the Watson Hall area, \$59,910 of the allowance was funded in 2019 from the Watson Hall Fund.



The 2019 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 taken 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 2019, the Day School contribution to church overhead was \$1,034,453.

Summer Steps is a program started eight years ago to help prepare low-income students for kindergarten in the independent schools. It is funded by support from 27 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.

In 2019, the Church achieved a surplus of \$151,896 (which includes the 2019 budgeted special balancing draw of \$350,804). The 2020 budget included over \$700,000 of savings and a breakeven with a significantly smaller balancing draw.

## COMMENTS ON THE STATEMENT OF REVENUE AND EXPENSE

# THE BRICK CHURCH BUDGET FOR 2020

## REVENUES

Stewardship Contributions	\$1,900,000
Other Contributions	\$236,500
Program Income	\$150,000
Holden Trust Income	\$30,000
Authorized drawdown from Endowment*	\$783,682
Additional Draw to Balance Budget*	\$112,929
Additional Restricted Funds Used	\$731,399
Other Income	\$15,000
Women's Association	\$203,110
Pledges to be filled	(\$228,000)
Total revenues	\$3,934,620
Day School Revenue	\$6,403,072
Day School Direct Expenses	(\$5,304,506)
Net Day School Contribution for Space and Services	\$1,098,566
Summer Steps Income	\$254,044
Summer Steps Direct Expenses	(\$254,044)
Net Summer Steps	-

## EXPENDITURES

Pastoral Services	\$828,111
Grants Committee	\$278,435
Deacons	\$9,375
Denominational Assessments	\$50,000
Student Seminary Program	\$67,126
Administration	\$1,064,421
Archives	\$4,100
Congregational Fellowship	\$12,153
New Members and Evangelism Committee	\$9,300
Worship and Music Committee	\$39,975
Stewardship Campaign	\$10,300
Communication	\$94,989
Operation and Maintenance of Plant	\$1,187,668
Watson Hall**	\$125,000
Capital Depreciation**	\$225,000
Insurance	\$196,350
Ministry of Music	\$429,603
Christian Education	\$132,170
Women's Association	\$203,110
Retired Pastors Allowance	\$66,000
Total Expenses (Excluding major expenses)	\$5,033,186

## Operating Surplus/Deficit

-

\* Drawdown from Endowment. The Endowment is managed on a "total return" basis. For 2020, the budget approved by Session was based on a spending rate of 4.5% of the 20-quarter moving average of the market value of the endowment funds, plus a special balancing draw of \$112,929.

\*\* 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. A total of \$350,000 is budgeted for 2020. Due to 2020 capital improvements planned for the Watson Hall area, \$125,000 of the allowance is funded in 2020 from the Watson Hall Fund.

PLEDGORS AND  
CONTRIBUTORS TO THE  
2019 STEWARDSHIP  
CAMPAIGN AND *THE*  
*CAMPAIGN FOR BRICK*

# PLEDGORS AND CONTRIBUTORS TO THE 2019 STEWARDSHIP CAMPAIGN

Abelow, Sallie J. & Justin  
 Abelson, Elaine Noyes  
 Abrahamzadeh, Paul T. & Tassara  
 Ahern, Nan  
 Ahrens, Erin A. & Matthew  
 Albright, Karen F. & Bradley  
 Aldridge, Frank S. & Christine  
 Alexandrakis, Lee Ann C. & Pavlos  
 Allen, Christopher L.  
 Allen, Leon A., Jr. & Patricia  
 Allison, Donald G. & Janet  
 Altherr, Mark R. & Gloria  
 Alutin, Frieda  
 Alva, Raj J. & Emily Alva  
 Alvin, Elfi  
 Anderson, Miss Catherine O.  
 Anderson, Charles S. & Susan  
 Anderson, Kenneth W. & Jennifer  
 Appleby, Robert A. & Susan  
 Argenti, John P. & Jennifer  
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 Austin, Diane P.  
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 Awad, James D.  
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 Baldwin, Ellen B.  
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 Barefoot, Janice & Nick Zocchi  
 Barkhorn, Henry C., III & Karin Barkhorn  
 Barnes, S. Michael & Chris Curtin-Barnes  
 Barnet, B. Alex & Kiersten Barnet  
 Baron, Jerome A., III & Gayle Baron  
 Baron, Randolph & Autumn Bear  
 Barone, Michael  
 Barrett, David E. & Sheila  
 Barrett, Patrick D. & Devra  
 Batten, John J., III & Sónia  
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 Bayer, Janice  
 Bean, Jonathan Spangler & Elizabeth  
 Bearn, Margaret S.  
 Beit, Eduard Herbert & Kathleen  
 Bell, John A., V. & Beth  
 Bellows, Marcus S. & Amanda  
 Bergeson, Kathleen Rae & Marcus Dollard  
 Berry, Nicholas M. & Molly  
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 Bingham, Arthur W. & Pamela  
 Birch, Robert S. & Eugenie L.  
 Birch, Rebecca B. & Mark Pankoff  
 Birks, Beverley  
 Blair, Nancy T. & David Blair  
 Blais, David M. & Sarah Blais  
 Blaustein, Christina W. & Howard  
 Blott, Patrick A. F. & Seema  
 Blum, Christian P. & Katie Lihn  
 Boehmler, Elizabeth A.  
 Boswell, Taylor P. & Elizabeth  
 Bottger, Walter F. & Margaret Holben Ellis  
 Brafman, Inge C.  
 Brant, Donald & Susan  
 Breceovich, Dr. Antonio T. & Madison  
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 Brickell, Mark C. & Anita  
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 Broeksmit, Katarina S.  
 Brown, Peter C. H. & Genevieve  
 Brown, Peter H.  
 Brown, Ronald A.  
 Brown, Walker F. & Sara Lib  
 Bruce, Samuel & Dianne  
 Bryce, Colette O. & David Miller  
 Bryce, Gloria E.  
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 Burke, Martha W.  
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 Bushnell, George E., III  
 Busko, William D., II & Morgan  
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 Campbell, John D. & Jean  
 Campbell, Newton A. & Mabel  
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 Carlson, John T. & Ashley Carson  
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 Casciato, Chris C. & Lisa  
 Caspersen, Erik M. W. & Anna  
 Caspersen, Samuel M. W. & Shannon  
 Chace, Christopher D. & Margaret  
 Chadwick, March W. & Susan Nelly  
 Chang, Julie & Matthew Miller  
 Chapin, Samuel & Beth

Chapman, Steven F. & Patricia  
Chapman, Allston  
Cheesman, Khadeen & Peter Were  
Chepiga, Tenley Laserson & Geoff  
Chiang, David L. & Vannita Simma-Chiang  
Chien, Emily & Thomas Mahoney  
Christon, Chris & Anne  
Clark, E. Graham & Anne  
Clayton, Kimberly A. & Melanie Sovine  
Clement, Stephen M., III & Sally  
Clement, Theodore D. & Diana  
Clifford, Stewart B. & Cornelia  
Clyde, Jeffrey A. & Lisa  
Colas, Dorcas & John  
Condry, Nancy  
Conrad, Jonathan M. & Mary Conrad  
Cordova, Carl C., III & Que Nguyen  
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Corl, James S. & Krista  
Cornish, Constance C.  
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Cranshaw, Robert F. & Cynthia  
Crary, Horace I., Jr. & Susan  
Cresswell, Ronald & Margaret  
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Crutchfield, William S., III & Gail  
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Dale, Patricia B.  
Dalvito, Gregory J. & Constance  
Danner, William B. & Jennifer  
Darlington, Dorothea  
Darmstaetter, Ann M.  
Darst, David M, Jr. & Elizabeth  
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Davies, Wendy A. & Walter Johnsen  
Davison Todd & Cheri  
Day, Stephen B. & Susan Mays  
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Diggs, David & Grace Diggs  
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Dillow, Jason O. & Mary  
Dingle, David H. & Susan  
Dingle, Mark E. & Jackie Hamilton  
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Donald, Linda L.  
Doswell, James B. & Lucy

Dowling, Luc M. & Daisy  
Downey, Nancy A. & Robert  
Downs, Diane  
Droppa, Larry D. & Jane Droppa  
Dulles, Frederick H. & Martine Dulles  
Durham, Jonathan B. & Alexis Durham  
Dye, Alexander M. & Louise Dye  
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Eger, Christopher F. & Petra H.  
Ehlert, Frederick A. & Lisa Margosian  
Elder, Rebecca N. & Samuel Elder  
Elmiger, Helen T W. & Richard  
Elmlinger, Paul J. & Jennifer  
Emery, Jane L.  
Emmons, Thomas K. & Robin  
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Greene, Kevin R. & Hilary Greene  
Greenwood, Mark A. & Janell Cardinal

# PLEDGORS AND CONTRIBUTORS TO THE 2019 STEWARDSHIP CAMPAIGN (CONTINUED)

PLEDGORS  
AND  
CONTRIBUTORS  
TO THE 2019  
STEWARDSHIP  
CAMPAIGN  
(CONTINUED)

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Kimm, John Y. & Samantha  
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Ley, Peter D. & Janet  
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Li, David Bi & Cecilia Sun  
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Liebolt, Suzanne L.

Lihn, Nina Wilson & Roger Wiederhorn  
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Lindemuth, Grace S.  
Lindemuth, James D., Jr. & Leah  
Lister, Thomas H. & Amanda Lister  
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McCrie, Robert D. & Fulvia  
McDonald, Amelia  
McDuffie, W. Robert Jr. & Camille  
McIntosh, Ronald & Linda Pratkan  
McKamy, Kent.  
McKay, Thomas A. & Elaine  
McLaughlin, Christopher J. & Eliza  
McLaughlin, John F. & Sarah  
Meachin, David J. & Barbara  
Melton, Thomas L. & Saara Pritchard  
Metcalf, S. Warren  
Metcalf, Elizabeth J.  
Miller, Richard A. & Elizabeth  
Mitchell, Joyce Slayton  
Moister, Taylor C. & Sarah  
Moorhead, Brooke M. & Rodman, IV  
Morgan, David W. & Kirsten  
Morris, David M. & Mary Elaine  
Morris, Melissa C. & Chappy Morris  
Morton, Jennifer D.  
Moses, Oliver Taft & Alexis  
Moses, Peter T. & Carolyn

Muller, Evelyn G. Herman Muller, Jr.  
Muller, John P. IV. & Sandy Muller  
Munsell, Vicky James  
Muqaddam, Jane K. & Saleem  
Murphy J. Kevin & Carrell  
Mydland, Todd & Abby Simpson  
Myers, Blake T. & Ann-Marie  
Napier, Jayne C. & Brian Meath  
Nelson, Stephanie B.  
Newberry, Thomas L. & Constance  
Newman, Amanda & Brett  
Nicholls, S. Scott, Jr.  
Nicklas, Brent R. & Laura  
Noble, Margaret H.  
Nolan, Wendy & William J., III  
Oberbeck, Christian L. & Ekaterina  
Obstler, Thea K. & David  
O'Malley, Megan P.  
Ooten, Christopher K. & Brooke  
Orme, Hence I.  
Ottenbreit, Kenneth G. & Carolyn  
Overdorff, Pauli & Allan Silverstein  
Palmer, P. Philip & Louisa  
Peers, Lindsey M. & Ian  
Penna, Mark D. & Noelle  
Pennoyer, Russell P. & Helen  
Pennoyer, Margaret E.  
Person, Judith Evelyn  
Peters, Richard L. & Kay  
Pettker, David & Eilzabeth Philipp  
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Phillips, Scott Y. & Isabel  
Phillips, Maria L.  
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Pickering, Clare C.  
Pitz, Brian J. & Brinlea  
Popkowski, Lori A. & John  
Porteous, William & Elizabeth  
Powell, Susan A.  
Power, Robert D. & Angela  
Powers, Stephen T. & Jennifer  
Press, Michael S., Jr. & Lindsey  
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