



**Palisades Presbyterian Church**  
Palisades, New York

**Annual Meeting of the Congregation**  
Sunday, January 28, 2018

**Agenda**

**Prayer:** Angela J. Maddalone, Pastor

**Committee and Designated Reports:**

Pastor's Report

Report of the Clerk of Session

Auditor's Report (Verbal)

Treasurer's Report 2017

Stewardship Report

Mission

Sunday School

Operations Committee

Personnel Committee

Worship and Arts Committee

Deacons Report

Ushers Report

**New Business:**

- (1) Election of one member-at-large for 2018 nominating committee
- (2) Election of two auditors for 2018
- (3) Election of Ruling Elder
- (4) Presentation of budget for 2018
- (5) 2018 Terms of Call
- (6) New Business

**Closing Prayer:**

Adjourn

***"And suddenly you know: It's time to start something new  
and trust the magic of beginnings."***

**-MEISTER ECKHART**

### **Pastor's Annual Report for 2017**

It seems the older I get the quicker time goes by. It's hard to believe I have had the privilege of being the pastor at Palisades for nine years. As I reflect on another year I become increasingly aware of the gifts I have been given and the blessings I have received here. May the coming year help us to grow deeper in relationship with God and with each other.

#### **Engaging God:**

On a personal level I have engaged God through daily spiritual disciplines of Centering Prayer and keeping a dream journal. In addition, I meet with my spiritual director, Br. Don Bisson each month. Much of my work preparing for worship, adult education, confirmation class and Bible study provided opportunities for engaging my faith.

During this past Lent, I again went on retreat to Linwood Spiritual Center where I explored the Biblical mandate to speak truth to power in love.

The Association for Pastoral Chaplaincy Conference was wonderful! These are the workshops I attended: Toxic Religion: How "Bad" Theology can Contribute to Mental Illness; Ambiguous Loss and the Impact on Spiritual Healing; Psalm Writing for Prayer and Self-care, Rituals and Symbols to Connect to the Spiritual.

I also engaged God through my experiences of those who come to me for spiritual direction and pastoral care. It is a privilege for me to accompany people during vulnerable times in their lives.

I've read extensively this year on the topics of race relations, palliative care, and spirituality: all have challenged me and helped me to grow in faith.

Some of the highlights: "Witnessing Whiteness" Shelly Tochluk, "Evicted: Poverty and Profit in the American City" by Matthew Desmond. The novel: "Small Great Things" by Jodi Picoult about racism in America. "Halleluiah Anyway" by Ann LaMott.

In an effort to earn hours for chaplain full certification, in my spare time I continue to work as a spiritual care counselor at the Joe Raso Hospice Residence. It is a challenging and sacred place to engage God.

I began and completed a Palliative Care Online Certificate Course so most of my reading has been related to pastoral care of people with chronic and/or serious illness. For e.g. people with dementia, heart disease, COPD. Palliative care is better termed supportive care since palliative has the connotation of end of life care.

On a personal level, I have continued to focus on my own health. I continue to work with a nutritionist and personal trainer. I have also started rowing on Rockland Lake and running.

### **Engaging the Congregation:**

I have striven to engage the congregation through leading worship, participating in weekly bible study, confirmation class, pastoral calls, fellowship activities, home, nursing home and hospital visits and conversations in my office and at coffee hour and church planning and governing meetings.

### **Worship Leadership:**

Each week I plan the liturgy for Sunday, lead worship and preach the sermon. I strive to be intentional about relating the scripture passages to what is happening in the congregation as well as the world.

### **Bible Study**

This year we used the curriculum, Covenant Bible Study. It was a survey that took us throughout the entire Bible.

### **Pastoral Activity:**

I've made numerous pastoral calls this year in the office, at people's homes, over a shared meal and over the phone. I presided at 9 weddings and one baptism, I have also visited people in the hospital and nursing homes.

### **Meetings:**

I've moderated Session and attended the Deacon's meeting and moderated the congregational and the annual meetings. I've met with the worship, personnel, mission, Sunday school, nominating, operations and stewardship committees. The Manse Fund Advisory Group consisting of William Menke, Eric Moser, Lori Hylton and Nick Ludington will meet in January 2018 to monitor our investments and the allocation of the money from the sale of the manse.

### **Fellowship:**

The time I spent this year with the congregation was and continues to be a gift. I have engaged the congregation during coffee hour every week and during the many fellowship opportunities throughout the year such as the welcome back picnic held again this year at Marjorie Douglas' home, stewardship Agape Lunch, family movie nights, spaghetti dinners, pool parties, the annual Memorial Day Pancake Breakfast and the Strawberry Festival. This year's Advent Potluck and wreath making once again marked the beginning of Advent with great food, conversation and carol singing!

The Music to Table Concert with the theme of Marti Gras was uplifting and exhilarating. Jim Kimak, Michael Shapiro and other musicians played to a sold out crowd! It was truly amazing!

We have continued our Parent Support Group for any parents, guardians, in the church or the community who wish to have support and community in raising their children.

I also began a Teen Conversation group that meets the last Wednesday of the month.

### Emails and Facebook:

I have been intentional this year about social networking at the church and communicate with the congregation through our Facebook page and church-wide emails. This year I began posting sermons online via our website and Facebook page. We are hoping to update our website in 2018.

### Adult Education

This Advent we hosted a evening with Rev. Robert Chase to discuss his book, *Beyond the Comma: Life at the Intersection*. Some who attended continued the study at the Wednesday Bible study.

### Sunday School:

In the fall we continued with the curriculum, *Whole People of God*. Faith Alexandre was once again our volunteer Sunday School coordinator. Many thanks to her for the fine work she has been doing with our Sunday School this year!!!

Confirmation class came to an end and in June we confirmed four students. We all attended a Confirmation Retreat at Holmes and had dinner with the session.

### Mission

It was my privilege to participate in the summer Breakfast Run into NYC where we served a hot meal to our sisters and brothers who live on the streets. Thanks to Roger Buck and all on the mission committee for planning this important outreach.

### Presbytery

I have regularly attended presbytery meetings throughout the year. This year's Lenten study was a joint effort with members of New Hempstead Presbyterian Church. Together we studied racism using the PC(USA) study guide: *Facing Racism*. I also attended the "Come to the Table" event at Stony Point

Member Conversations: I began meeting with members of the congregation to check in as I complete 9 years at Palisades and look to our future. So far I have met with about half of the people who actively attend worship

### **Engaging the Community:**

As pastor engaging the community is a vital part of my ministry. I attended most of the CST performances this year and was thrilled to see many of our Sunday School children in the cast. This year I participated at The Good Friday ecumenical worship service at Christ Church and participated at the joint Maundy Thursday worship with St. Charles AME Zion church that we hosted. I meet at quarterly with community clergy. I attended an Immigration Forum at the Naurausaun Presbyterian Church. I preached at the ecumenical worship at Christ Church in Sparkill celebrating the 500<sup>th</sup> anniversary of the Reformation.

I lead worship once a month for the residents of the Promenade Assisted Living Home where Ann McKie is now living.

I also attended the Palisades Memorial Day Parade and I continue to spend time at The Market engaging with the people of community I meet there at this community oasis. I attended the birthday party of Cristina Biaggi where I encountered many people of the Palisades community.

I was on a panel hosted by NAMI of Rockland to speak about pastoral of care of people with mental illness.

As we begin a new year at Palisades may we reflect upon some of the important questions for our time and age: What is the role of the church in society? Are we to keep silent in the face of injustice, lies and oppression? According to the prophet and the Gospel the answer is a resounding no. So how do we become relevant in a time of political chaos and division?

May we continue in ministry, sustained by the presence of Christ through the power of the Holy Spirit in all the coming years as we seek to answer God's call humbly and faithfully in love.

**Palisades Presbyterian Church  
Annual Report of the Clerk 2017**

Active Membership as of December 31, 2016 **90**

Gains for 2017 13  
    Affirmation of Faith (9)  
    Certificate of Transfer (4)

Losses for 2017 2  
    Death (1)  
    Deleted by request (1)

Active Membership as of December 31, 2017 **101**

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**Gains:**

Faith Alexandre, Diane Conklin, Nanette Michelmore, Andrew Schwartz, Emma Schwartz, Coleen Vanderhoef, Beverly Warwick, Tracey Weigel, Rachel Alexandre, Vienna Guzewich, Hannah Hely, Samantha Shanahan, Marilyn Grosbeck

**Losses:**

Death: Jeanette Kellogg  
Deleted by session: Sarah Green Page

**Baptisms:** Dory Elliott Angeloro

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**Treasurer's End Of 2016  
Report by William Menke,  
January 15, 2018**

**2017**

We ended 2017 in a better financial situation than we expected, with a modest Main Budget deficit of \$2819.66 (whereas, a year ago, we had projected a deficit of more than \$16,658.00). This modest deficit reflects efforts on the part of the Session and staff to hold expenses down, and efforts on the part of our friends and members to support us through their gifts, pledges, building use, etc. Please refer to the "2017 Budget" and "2017 Actual" columns of the attached "Main Budget Detail Sheet" for details.

On behalf of our Church, I thank everyone who contributed.

Some of our expenses are unbudgeted (I call them "PassThrus"). They fall into two broad categories, capital improvement and special mission gifts. Capital improvements are funded by drawing down one or more of our Funds (such as the Memorial Fund) and special mission gifts are funded through specific appeals. This year, we have one major capital improvement, the Accessibility Project. Its roughly \$90,000.00 cost is being funded by earmarked donations to the Memorial Fund, of which \$4,036 has been spent this year. We also made several special mission gifts, including One Great Hour of Sharing, Youth for Seniors, Presbyterian Disaster Relief, Cents-Ability, People-to-People and United Hospice, which in aggregate raised \$10,607.00. The special mission gifts augment our regularly budgeted gifts to bring our total Mission/Inclusion giving to about \$15,100. We can be proud that we have been able to start our Accessibility Project and to make gifts to mission. The complete list of this year's PassThrus is in the "Passthru Breakdown" section of the "End-Of-Year 2017 Financial Report".

On behalf of the Church, I thank everyone who contributed to the Funds which supported our capital improvements and to our special mission appeals.

Our church has a portfolio of financial assets, which include cash, stocks and bonds. In aggregate, they total \$1,039,419.23 (though this amount fluctuates daily with the US financial markets). This year our assets grew by \$188,396.97 (about 18%), even though we spent some of the earnings. The growth reflects generally-strong US financial markets. The full list assets are in the "Assets" section of the "End-Of-Year 2017 Financial Report".

Much of our assets underwrite our Funds, each of which represents a promise to ourselves to set a specific amount of money aside for special purposes. Examples include the Manse Fund (used exclusively for pastoral housing), the Organ Fund (used for major organ repairs), etc. In aggregate, these funds constitute liabilities against which our assets must be compared. A full list of our funds and their balances are in the "Liabilities" section of the "End-Of-Year 2017 Financial Report".

The difference between our assets and our liabilities is our unrestricted assets; that is, funds not committed to special purposes. Our unrestricted assets are currently \$135,370.25, up about \$3,165.42 since the beginning of 2017. This amount represents about ten months of our normal expenses; that is, were all income to cease (an unlikely scenario), we could pay our bills for a little less than a year.

## **2018**

The outlook for 2018, is about the same as 2017. The budget which I helped draft and which the Session has approved predicts a “Main Budget” deficit of \$4,770.00. It is shown in the “2018 Budget” column of the attached “Main Budget Detail Sheet”. The budget shortfall is caused by a modest (“inflationary”) 3.1% growth in all our expenses that is not completely offset by a 1.9% growth in income. A \$4,770.00 deficit is not so much a problem for this year or even, should it recur, for the next few years, since we have enough unrestricted assets to offset that level of deficit for about 25 years. However, it is an indication that we need to work hard to find new sources of income as soon as possible, because presently we are “living a little bit above our means”.

**End-Of-Year 2017 Financial Report 01/15/2018 by Bill Menke**

**12/31/2016 12/31/2016 Increase Notes**

**Assets**

Checking/Main	141,456.85	236,563.70	95,106.85	
Checking/PCF	659.01	559.01	-100.00	
Vanguard/VFIAX	423,615.99	508,990.88	85,374.89	as of 01/09/18
Vanguard/VICAX	205,471.66	207,464.22	1,992.56	as of 01/09/18
NewCovenant	70,185.05	76,207.72	6,022.67	as of 01/09/18
OikoCredit	9,633.70	9,633.70	0.00	
<b>Total</b>	<b>851,022.26</b>	<b>1,039,419.23</b>	<b>188,396.97</b>	

**Fund Liabilities**

Manse	629,087.65	716,455.10	87,367.45	Pastoral Housing Only
Pastors Community	659.01	559.01	-100.00	
Capital	50.00	50.00	0.00	
Deacons	840.00	840.00	0.00	
Memorial	85,546.83	96,510.93	10,964.10	Mostly for Accessibility
Organ Fund	2,633.94	2,633.94	0.00	
PledgesInAdvance	0.00	87,000.00	87,000.00	A new fund
<b>Total</b>	<b>718,817.43</b>	<b>904,048.98</b>	<b>185,231.55</b>	

**Unrestricted Assets** 132,204.83 135,370.25 3,165.42

**Checking/Main Breakdown**

	Income	Exp	Net
Operations	158,133.51	160,953.17	-2,819.66
PassThroughs	113,454.00	14,701.00	98,753.00
Caryover from 2016	0.00	826.49	-826.49
<b>Total</b>	<b>271,587.51</b>	<b>176,480.66</b>	<b>95,106.85</b>

**Passthru Breakdown**

	Income	Exp	Net
CentsAbility	100	0	100 send in '18
Concert for People2People	3,625.00	3,625.00	0
Disaster Relief	1,100.00	1,100.00	0
Lilies	347.00	219.00	128
Memorial Fund (Accessibility)	15,000.00	4,036.00	10964
Mission	50.00	0.00	50 send in '18
Pledges In Advcance Fund	87,000.00	0.00	87000
Spaghetti Dinner for Hospice	551.00	551.00	0
OGHS	4,611.00	4,625.00	-14
Retreat	500.00	0.00	500
YouthForSeniors	570.00	545.00	25 send in '18
<b>Total</b>	<b>113,454.00</b>	<b>14,701.00</b>	<b>98,753.00</b>

## 2017 Stewardship Committee Annual Report

The Stewardship Committee: Angela Maddalone, Michael Shapiro, Mercy Garland, William Menke, Stephen Van Dyk, Nina Von Eckardt, chair

The Stewardship Committee met back in April 2017, and then again in September 2017 to discuss and plan the 2017-18 Stewardship Campaign. We agreed Nina and Bill and Mercy would each give a brief talk during worship, on successive Sundays.

The committee discussed various ideas for the Fall Stewardship drive, and set dates and deadlines

Nina wrote the Pledge letter, which she sent out October 24th.

David Sanders graciously agreed to write The Christmas Community letter, which Nina sent out on December 6th.

The Committee decided we wanted to repeat the Agape Love Feast Breakfast Service. Again the idea was to thank the congregation for their generosity and hard work. We thought long and hard, for a way to say "thank you" to the Congregation for their many gifts of time and talent, as well as their monetary pledges, and for all the other work they do to make our church the loving, caring, sharing family that people say they experience when they come through our doors.

For the Agape service, the congregation was not asked to bring food and drink. Once again this year, Angela and the officers of the church (Elders, Deacons, Stewardship and Worship committee members) worked tirelessly together to create a special occasion of Prayer and Thanks and Fellowship and love.

Sunday October 29<sup>th</sup>,

Nina gave the first Minute for Stewardship and told everyone about the "Blessing Tree".

Sunday October 29<sup>th</sup>,

Bill Menke spoke about the Pledges, and the church budget, with illustrated charts and visual aids

On Sunday November 5<sup>th</sup>, as Bill Menke was away, Nina read a letter from Bill Menke as Treasurer

speaking about Pledging.

On Sunday November 12<sup>th</sup>, Mercy Garland gave a wonderful talk about pledging, in which she invoked her mother Mary Ann Garland's many years as our Assistant Treasurer...

Early Sunday morning, November 19<sup>th</sup>, Mercy Garland, Nina, the Deacons, members of Session, and the Stewardship and Worship committees, all worked very hard to set up and be ready to serve a delicious Brunch.

The Agape Love Feast Brunch took place, in the Parish House at 10 am.

There was a sign on the church door letting anyone who might drop by the church that morning, know that a Special Service-Brunch was being held in the Parish House and that all were Welcome.

We had a number of people attend who do not come regularly, and a few visiting family members were also there, for a grand total of 59.

Michael played beautifully on the piano that had been moved into the room.

The acoustics of the Parish House are wonderful. We were able to begin the service around 10:10 once everyone was seated. We had a brief service of hymns and prayers and readings before we began the meal. As we had hoped, a number of families attended with their children who infused the morning with so much joy!

The room was filled with sunlight.

It was a lovely Service and brunch for which we are all deeply grateful.

David Sanders wrote the Community Christmas letter this year, emphasizing all the ways the church serves our neighboring community, and so far the Christmas appeal has raised \$3,750. More than last year!

TO DATE the result of the 2017 Pledge Campaign is 36 pledges (out of a possible 65) more than last year at this time, in the amount of \$112,904.00. (Our budget goal was \$108, 000.00, so we are not in deficit this year)

I would like to thank ALL the people who gave so generously of their time and their talents to make this year such a wonderful success:

All the Members of the Stewardship and Worship Committees, the Deacons especially who added their culinary talents to the Brunch and the Session who willingly joined in the Agape Thanksgiving Love Feast....and the entire Congregation who showed up to take part.

Bless you ALL....

May 2018 be a

Happy Year filled with many blessings!

Nina Von Eckardt

Chair, Stewardship committee

## **PALISADES PRESBYTERIAN CHURCH MISSION COMMITTEE**

### **Annual Report for 2017 prepared by Roger Buck**

The Mission Committee met on January 24, 2017 with Angela Madelone, Mercy Garland, Cass Luddington, Lori Hylton and Roger Buck

We met April 8, 2017, with Bernice Albright, Lori Hylton, Cass Luddington, Angela Maddalone and Roger Buck.

The Mission Committee met October, 4th 2017. In attendance were Lori Hylton, Cass Luddington, Angela Maddalone and Roger Buck.

- 1) We did a Breakfast Run Saturday morning January 28, 2017. We collected winter coats and sweaters for distribution as part of the run. We discussed the need for different foods and drinks for winter than our usual warm weather runs. The breakfast run went well, with plenty of donated food and clothes, though we decided to not give out coats since we did not have enough for the expected (and actual) 60 people who showed up. We did give out sweaters and with what we picked up at the midnight run office we had enough for everyone. The hot chocolate was a big hit.
- 2) One Great Hour of Sharing. We decided to set a target of \$3000 and to put up a tree branch to which we would add leaves as donations come in. The appeal began March 12 and continued through Palm Sunday (April 9th). The Final total raised for One Great Hour of Sharing was \$4,625, well above our target of \$3000.
- 3) Two representatives from Helping Hands, including the director, and 2 people from Greenbush Church came the afternoon of April \*\* to discuss the possibility of our hosting homeless people here for 3 nights sometime next year. The meeting gave us great confidence that the program was safe and that people found it hard but very rewarding.
- 4) Lori Hylton has noted that Narushaun Church is planning on hosting an immigration forum in the spring for the Rockland community. They need a Presbyterian Church partner in order to apply for grant funds from the presbytery. They are looking for a letter of support from our church not money. Angela and Roger conveyed our enthusiastic support to Lori who was to meet with people from Narushaun. We decided to send \$250 and Roger emailed Bill to ask him to send a check.
- 5) Lori discussed the ongoing push to start the “Lighthouse project” to hire a community organizer in Rockland County to spend ~15 hours a week helping work with immigrants to help them to organize and generally in support of immigrant efforts. There is a great need for legal advice and “know-your-rights” training. There was agreement on the committee that

we should support this effort in the amount of \$300. In recent years we have made hunger a focus of our local mission efforts and we want to make immigration a focus this year. This is not necessarily a ongoing commitment, though it may become one. We would re-evaluate this donation every year. We could cut the annual \$300 to People-to-People, since our recent concert raised \$4000 for them. We asked the treasurer should make out a check for \$300 to the Stony Point Center with a note saying that this is to go for the “Lighthouse Project.”

- 6) We had a breakfast run July 15<sup>th</sup>
- 7) September- school supplies were delivered for the Harlem Youth to Seniors Project.
- 8) Our main topic of discussion is planning for the ‘Helping Hands’ effort in which a group of homeless people will have supper and sleep in the parish house Feb 8, 9, 10 of 2018. There is a sense that the Palisades community will get involved with helping with meal preparation. There is concern that some members of the church who did not attend the information session with representatives of Helping Hands earlier this year need to hear more about this. We would like to find a time to have Carol Baxter and Tamika Adjemian, who have experience with working with Helping Hands, do a joint talk. This would be an afternoon or evening session in the church.
- 9) Minutes for Mission. Lori will do one on Oct 15 about “Centsability”. We might do one on Nov 12 about the Helping Hands effort.
- 10) Safe Haven/Helping Hands. Tamika Adjemian and Roger Buck went to the Safe Haven/ Helping Hands coordinators meeting on Thursday October 19<sup>th</sup> at 7:00 pm at United Church of Spring Valley. We found out that Safe Haven has made an agreement with Rockland County to operate a facility (basically a shelter, but called a warming center) up in Pomona. It will be open nights for the 6 cold months of the year plus during daytimes for any days below 32°F. So Safe Haven/ Helping Hands will NOT be coming to any churches once they get this new scheme going in mid-November. They will need people to volunteer to help with serving dinner and possibly with driving and even staying over. All volunteers will have to have a background check that will be done by Helping Hands (or a company they pay).
- 11) Cass Luddington did the Christmas cards for prisoners early in December.
- 12) Collected Christmas presents for Youth for seniors.

The 2017 local mission budget of \$3200 went to:

- 1) \$300 to the Stony Point Center Lighthouse Project 300.00
- 2) More Lite Presbyterians 200.00
- 3) Nauraushaun Presbyterian Church Immigration Forum. 250.00
- 4) Martin Luther King Multi-Purpose Center 300.00
- 5) Rural and Migrant Ministry, Inc. 300.00
- 6) Midnight Run 500.00
- 7) Nyack Center 300.00
- 8) Presbytery Prison Partnership 300.00
- 9) Planned Parenthood 500.00
- 10) Presbyterian Welcome/Parity 200.00
- 11) Youth for Seniors (Harlem) 50.00

## Sunday School Annual Report for 2017

We continued using the curriculum: Whole People of God

Sunday School teachers : Johanna Albin, Faith Alexandre, Colleen Vanderhoef

### Calendar of Events:

#### March

- movie night: we shared pizza and popcorn while watching "Moana"

#### April

- collection of coins in "fish boxes" for One Great Hour of Sharing
- older teens (Jamil A. and Cole S.) hid over 250 eggs for the annual Easter Egg Hunt
- Spaghetti Dinner proceeds went to benefit United Hospice of Rockland (UHR)
- our families participated in the UHR Walk to Remember at Rockland Lake State Park

#### June

- Confirmation of four teens (Rachel A, Vienna G, Hannah H, Samantha S)
- collection of Cents-ability coin boxes to benefit the Presbyterian Hunger program and a local food pantry

#### July

- Breakfast run prep and Breakfast Run into NYC attended by several of our children and parents
- Unfortunately, our backyard Camp out for Homelessness was cancelled due to inclement weather
- Picnic and pool party at Palisades Swim Club

#### September

- Blessing of the Backpacks
- Welcome Back party at home of Marjorie Douglas
- beginning of the monthly Teen Group activities

#### October

- Cents-ability collection begins during Food Week/ Hunger Awareness program

#### November

- Movie night: "Nightmare Before Christmas"

December : Advent wreath-making potluck supper and caroling. Christmas pageant

## OPERATIONS REPORT

2017

**Committee Members:** Rev. Angela Maddalone, Marjorie Douglas, Sue Webb, BoB Rasmussen, Bigelow Green, Richard Hansen, John Guzewich, John Cuccia.

Mr. William Pfaff has been instrumental in developing proposals for the Handicap Accessibility project. Bill continues to provide his professional expertise in moving this most important project forward.

**Operations Meetings:** Held monthly.

Richard Rasmussen continues to donate the upkeep of our grounds performing landscape and plowing services all year round.

The 2017 Operations Committee has focused mainly on the Handicap Accessibility Project. The Handicap Accessibility Project is a most important project that includes adding and wheelchair accessible ramp and new front steps to the Church. This project also includes adding a canopy over the office door, and a new walkway on the east side of the building. Several architectural proposals were developed by our Architect, Mr. William Pfaff, and reviewed by the Operations Committee.

Sessions continues to work with the Operations Committee to move this project along. A design package has been presented to the Zoning Board of Appeals (ZBA) and Historic Areas Board of Review (HABR) in late 2017.

At the Historical Review Board meeting, we were made aware of our neighbors interest in this important project. We therefore feel it to be necessary to meet with the local community to explain our process to date. We heard some concerns raised by the local community during the HABR meeting and as a result asked our architect to evaluate the questions presented. Our site has unique challenges associated with this project in both the design of the sanctuary and the grading of the property. We welcome the opportunity to share this information with our friends and neighbors and address any questions. The Operations Committee is planning an Q&A Session on our plans. This session is open to the community and will be held on January 21, 2018 at 12:00 PM.

The Accessibility Project will once again be put on the Historic Areas Board of Review's agenda February 13, 2018 when the amended plan will be put forth for approval. This amended plan will include input provided by the HABR members and the local community.

Once the plans are approved by the HABR, a bid packages will be finalized by our Architect and advertised for the construction community to bid on. Bids will be reviewed and negotiated by the Operations Committee and Mr. William Pfaff and subject the Sessions approval.

**Building Use:** Bob Rasmussen continues to coordinate Building Use with requestors and works closely with the Church Office to update Session and Church calendar. The

Children Shakespeare Theatre, who has historically used our facility for shows and rehearsals throughout the year has cut back on their requests for our building use. Bob and the Operations Committee are working to find other organizations in need and who could benefit from what our facility offers.

Respectfully submitted: John Cuccia, Chair.

**Committee Members;**

Rev. Angela Maddalone, Marjorie Douglas, Sue Webb, Bigelow Green, John Guzewich, Richard Hansen, Bob Rasmussen, and John Cuccia

## 2017 Personnel Committee Annual Report

The Personnel Committee: Angela Maddalone, Ann McGill, John Guzewich, Helen Shay and Lori Hylton (chair)

The Personnel Committee held its first meeting of the year on Sunday, March 26<sup>th</sup> to review the work of the previous year and discuss some plans for the coming year. Among those plans was the development of a congregational survey of all staff. The survey is not meant to be a staff review, but rather to be a visioning exercise for development/ updating of the job description for each of the staff positions. Unfortunately, due to work schedules etc., we were not able to move forward with that plan, but hopefully it can be taken up in the New Year. At that meeting we also agreed to staff liaison assignments for each member of the committee. The liaison assignment were initially implemented in 2016 and we continued it, so that staff members would have a direct line of communication to the personnel committee if there were any questions or concerns that needed to be addressed. The assignments were as follows:

Lori Hylton - Pastor

Ann McGill - Office Assistant

John Guzewich - Sexton

Helen Shay - Music Director

### Annual Personnel Reviews

On October 1st the committee held a conference call to discussed updates to the annual review process. The Personnel Committee completed its evaluation process in December. The surveys went out to the congregation in October via Survey Monkey with email announcements and hard copies were made available to the congregation in the parish house. There were several announcements in church during worship, a minute for mission, it was listed in the bulletin and of course there were several email reminders. In total we received 19 online responses, 8 paper surveys and 1 email for a total of 28. This is nearly double the participation that we had last year. The responses to the surveys were overwhelmingly positive for all staff.

On November 14<sup>th</sup> members of the Committee met with both Angela and Tamika to review the feedback that was received from the surveys as well as, to hear any concerns that they might have. In December committee Michael Shapiro to review the feedback that was received from the survey, as well as, hear any feedback that he might have.

After reviewing the surveys and summaries and the committee made a recommendation to the session that all staff receive a 2% salary increase.

## **Worship Committee 2017 Annual Report**

2017 was an exciting year in the worship life of our congregation. Our choir added three new members, alto, Carol Knudson, alto, P.J. Mouquin, and tenor, David Sanders. In addition, we welcomed back bass, Dennis Fox. For Christmas Eve services, we had the added beautiful voices of sopranos Marina Harrison and Maureen Pellegrini, as well as bass, Gordon Pellegrini. Christmas Eve was unusual this year, falling as it did on the last Sunday in Advent. We held services at 10 AM 5:30 PM and 11:00 PM. Attendance was very good at all three services.

We again enjoyed the hospitality of Nick and Cass Ludington on Easter Sunday. We were blessed by having perfect weather and a beautiful sunrise over the Hudson. Our 10 AM service in the sanctuary was very moving and the display of Easter lilies was spectacular. Thanks to all those who donated these beautiful plants.

Our Wednesday Bible Study has grown and we now have nine regular members. This year we have been studying The Book of Daniel. During the season of Advent, we decided to study Rev. Bob Chase's newly published book, Beyond The Comma. Bob was kind enough to come and lead the first discussion and provide us with an outline for the rest of the study.

I want to thank all of our regular lay readers who do such a fine job of leading worship throughout the year. I especially want to thank Nina for organizing this effort and of course, participating as a lay reader herself.

Our congregation is ever open and welcoming. Everyone who comes to worship for the first time is struck by our friendliness and hospitality. Our ushers play a big part in making everyone feel welcome and comfortable. Many thanks to Bob Rasmussen and all the ushers.

Of course, prayer is a central part of worship. Our Joys and Concerns every Sunday are a chance for us to learn of needs in the congregation and the community as well as to share special moments in our lives. Steve Van Dyk performs a very special ministry in our church by writing cards to people who have been prayed for and also by organizing our prayer chain. Many thanks to Steve for this invaluable service.

The worship life of our congregation is alive and vibrant, thanks in many ways to the wonderful leadership of our pastor, Angela, whose preaching every week is often inspiring and always interesting.

Respectfully submitted,  
Michael Shapiro,  
Chairman

## Board of Deacons - Palisades Presbyterian Church Annual Report for 2017

The Board of Deacons during 2017 was composed of 8 members as follows: Johanna Albin, Margaret Allen, Lois Collura, Joanne Conde, John Guzewich, Jim Rubenstone, Denise Cae Tilberis, and Stephen Van Dyk. Denise Cae Tilberis served as Moderator; and Lois Collura as Secretary.

As part of their ministry of service, the Deacons' primary activities included preparing Coffee Hour after Services each Sunday, maintaining the Church kitchen including cleanup and purchase of supplies, distributing flowers at Christmas and Easter, organizing rides to Church for those in need, organizing the prayer chain, and providing food, as needed, to homebound members of the congregation. The Deacons also wrote to those mentioned during Joys and Concerns in the Sunday Service, and to others who may be in need of comfort. In addition, the Deacons organized and ran the annual Strawberry Festival, served the Agape Meal, assisted after one Baptism and helped celebrate two great birthdays.

As always, Coffee Hour continued to be an enjoyable and rewarding time for fellowship each Sunday after the service. During 2017, efforts continued to minimize the use of disposable cups, plates, and utensils, and to provide a variety of tasty and healthy foods. We continue to use Fair Trade coffee, in the interest of promoting environmental and economic justice. Members of the congregation also continued to contribute snacks and treats to Coffee Hour, a practice much appreciated and welcomed by the Deacons. We are continuing to use rice crackers as an alternative for Communion to accommodate our gluten-free members.

Lilies were distributed at Easter, and poinsettias at Christmas, to more than 14 members and friends at each holiday. Rides were provided to members as needed. Stephen Van Dyk was the primary provider of Joys and Concerns notes during the year, averaging two to three notes a week. His efforts are greatly appreciated and repeatedly acknowledged by recipients throughout the year.

The annual Strawberry Festival was held on Saturday, June 10. The event was very well attended, and provided great fellowship for the congregation and community; as well as raising funds for the Church. The continued success of the Strawberry Festival tradition comes directly from the endless enthusiasm and hard work by the Deacons and the many volunteers from the Church family.

The Deacons worked with Nina and Angela to provide food, set up and cleanup for the Agape service in November. The service was well attended, and an unexpected source of community outreach.

This year, the Deacons helped to celebrate the birthdays of two of our esteemed long-time members Beatrice Rasmussen and Jennifer Shapiro. The Deacons also assisted at the reception following the Baptismal service for Dory Angeloro.

Respectfully Submitted,

Denise Cae Tilberis  
Moderator, 2016 Board of Deacons

## USHERS ANNUAL REPORT 2017

	1996	1997	2000	2003	2004	2006	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
<b>9:00 AM</b>	22	23	15	16	13											
<b>10:00AM</b>						64	60	55	52	**49	50	47	44	43	39	45
<b>11:00AM</b>	79	86	70	61	69											
<b>ASH WED</b>			26	17		20	18	18	17		16		25		11	8
<b>MAUNDY THURSDAY</b>			80	50	66	25	15	*48	*52	*39	19	*57	*65	*50	*34	*47
<b>GOOD FRIDAY</b>					65						12		53			
<b>EAST SUNRISE</b>			30	40	30	24	18	18	17	22	20	28	24	22	25	36
<b>EASTER 9:00 AM</b>			38	45												
<b>EASTER 10:00 AM</b>						115	120	118	90	100	90	82	100	80	70	100
<b>EASTER 11:00 AM</b>			160	137	135											
<b>KMAS EVE 5:30 PM</b>			150	98	115	108	112	90	90	138	90	130	98	85	104	87
<b>KMAS EVE 11 PM</b>			121	95	75	95	77	75	62		50		53	67	85	67

### THE USHERS FOR 2017 / 2018

1st Sunday James Rubenstone / Mercy Garland

2nd Sunday Roger Buck / Robert Rasmussen

3rd Sunday Robert Moore / Marjorie Douglas

4th Sunday Fred Griffing / Al Hornstra

5th Sunday Stephen Van Dyk / Clark Alexandre

\* Joint service with AME Zion

Respectfully Submitted:

Robert Rasmussen, Coordinator

## Proposed 2018 Terms of Call The Reverend Angela Maddalone

Salary	\$61,457.63*
Social Security offset (7.65%)	\$4,701.51
Pension, Health and dental Benefits (P&H \$24,478.88, Dental \$443.40)	\$24,922.28
Life Insurance	\$201.00
Automobile Expenses (by voucher)	\$1,500.00
<u>Study Leave (continuing education)</u>	<u>\$1,000.00</u>

**Total** **\$93,782.42**

Vacation: 31 days including 5 Sundays

Study Leave: 14 days including 2 Sundays

\*reported to IRS as: cash \$25,757.63 and housing allowance \$35,700.  
These amounts must be reported separate since housing allowance is not taxable for clergy.

Pension and Health benefits are determined by PC (USA) using the following formula: 37% of effective salary (cash + offset); 25% medical, 11% pension, 1% death and disability

2018 salary represents a 2.00% increase from 2017 as recommended by session as per Personnel Committee and Presbytery mandate.

2017 Time off:

Study Leave: March 20-27 Lenten programs at Mariandale and Linwood  
June 19-26 attended Association for Professions Chaplains  
Annual Conference

Vacation: August 7 – 28, December 25 - 31