



# ANNUAL REPORT 2016

## OFFICERS & TRUSTEES

### CHURCH OFFICERS

<b>Chairman</b>	Nancy Mazzoli
<b>Vice Chairman</b>	Joe Pellegrino
<b>Treasurer</b>	Craig McKibben
<b>Secretary</b>	Caroline Lazzara

### CHARTER TRUSTEES

Niclole Piper (2025)	Charles Lee (2017)
Bill Herrick (2023)	Helen O'Malley (2019)
Michael Sandifer (2021)	

### TRUSTEES

#### Class of 2018

Grada Herrick	Jean Jacullo
Joe Huley	Jenny Rye

#### Class of 2017

Steve Fuzesi	Caroline Lazzara
Jake Kommer	Joe Pellegrino

#### Class of 2016

Libby Cryer	Nancy Mazzoli
Hadi Hajjar	Craig McKibben
Rhona Johnson	

### STAFF

<b>Senior Pastor</b>	The Rev. Dr. Edward G. Horstmann
<b>Associate Pastor</b>	The Rev. Dan Haugh
<b>Minister of Music</b> [Jan. - Sept.]	Christopher Kabala
<b>Director of Music</b> [Oct.-Dec.]	Leslie Smith
<b>Church School Coordinator</b> [Jan.-Jun.]	Connie Blunden
<b>Director of Children's Ministries</b> [Sept.-Dec.]	Jenny Byxbee
<b>Administrator</b>	Lynda Kinney
<b>Administrative Assistant</b>	Tania Priatka
<b>Bookkeeper</b>	Ed Knecht
<b>Sexton</b>	Stephen Dunleavy
<b>Facilities</b>	John Novak

## TABLE OF CONTENTS

2016 Annual Meeting Minutes.....	2
Senior Pastor's Report.....	2
Associate Pastor's Report.....	3
<b>Committee Reports</b>	
Buildings.....	6
Center for Faith Development.....	18
Children/Youth Christian Education.....	7
Church Activities.....	9
Communications.....	10
Finance.....	11
Investment	
Human Resources.....	13
Membership.....	13
Music.....	14
Outreach.....	15
Round Hill Cemetery Association.....	17
Stewardship	
Worship.....	18
Chairman's Report.....	19
Rock of Ages Fellowship.....	20
In Memoriam.....	20

---

## SENIOR PASTOR'S REPORT

---

“A vision without a task is but a dream. A task without a vision is drudgery. A vision and a task are the hope of the world.”

- Inscription on a church wall in Sussex, England  
c. 1730

Since the early years of Christianity's development, it has been attractive to conceive of faith, for individuals and communities, as a journey. In fact, the first name given to the Christian movement was simply 'the Way.' The underlying premise of this image is that faith is an adventure, with all the complications and joys and disappointments that can accompany any major expedition. Helen Keller, for whom the absence of sight and hearing in no way equated to the diminishment of her vitality, once said that “life is either a great adventure, or it is nothing at all.” That's a bold statement, but I think it holds true for the church. If we are not dedicating heart, mind, soul and strength to the journey that has been made possible for us at such a time as this, what in the world are we doing?

As I look back at the previous year, I do so with great gratitude for the spirit of adventure that inspires our work together, and for the faith, hope and love that we share as a congregation in the backcountry of Greenwich. I am grateful for those who decided a little less than four decades ago to step out into the unknown and launch an interdenominational church, which has made it possible for us to exercise our trust in God and our love for one another and the wider world. That pioneering spirit, in partnership with the Spirit we call Holy, continues to call us to take the necessary risks to advance the kingdom of God.

When churches thrive and become a force for good it is because there is a vision for that growth, along with the congregational and staff support to implement that vision. We are blessed with extraordinary leadership in every possible way at Round Hill Community Church. I want to celebrate the work of Nancy Mazzoli, our outgoing chairperson for the Board of Trustees, and all that she made possible during her tenure. The Executive Committee and Board of Trustees, in concert with committees and informal groups, have set in motion

our church's Strategic Plan in ways that are bringing growth to the congregation and positive impact in the community around us. Thanks to Round Hill member Rusty McKee, we instituted training for effective leadership for the Board of Trustees, and a separate training session to guide and encourage the work of our committee leaders.

As I celebrate the growth of our congregation in so many gratifying ways, I want to offer gratitude for the work of Christopher Kabala, our former Minister of Music, and Connie Blunden, our former Church School Coordinator. For nearly twenty years Chris Kabala, in collaboration with the choir and varied musicians, established a remarkably strong foundation for our music program and its support of our Sunday morning worship. Connie Blunden served our congregation for five years, and through her loving attention to each child in our church school program, also laid a solid foundation upon which to build for the future. Now we have welcomed into our midst Leslie Smith as our new Director of Music, and Jenny Byxbee as our new Director of Children's Ministries. In a short space of time we can already see how their positive energy, and gifts for leadership, and supporting the congregation's adventure of faith. And alongside Lynda Kinney (Administrator), Tania Priatka (Assistant Administrator), Steve Dunleavy (Church Sexton), Dan Haugh (Associate Pastor), Shamika Pandit (Media Assistant), John Novak (Sexton's Assistant) and Ed Knecht (Bookkeeper), these individuals comprise a creative, dedicated staff that is exactly the team we want for the opportunities and challenges that we face.

My gratitude for the growing spirit of energy and commitment at Round Hill is strengthened week by week through my work with our congregation in so many areas of commitment. As I reflect on this past year I want to celebrate in particular these initiatives:

The Center for Faith Development, with the assistance of John Roberto, an educational consultant, launched a year-long faith formation program for adults, A Life Worth Living. We designated a theme for each month of the year (such as faith, hope, and gratitude) that gives us a basis from which to explore the overarching topic. Our website features materials on the theme for each month, and there are resources available not only for adults but for all ages.

A recently formed Stewardship Committee worked with a consultant, John Hewett, to craft a year-long program that has helped us to move in significant ways towards our vision of fiscal health. That team has also developed a plan for 2017 that will help us to advance our initiatives in exciting ways.

Our second service (now called Second Sundays at Round Hill) continues to be a viable alternative experience of worship, and complements nicely our Sunday morning service. I am deeply grateful to Dan Haugh for the leadership and energy he has brought to our second service, and welcome Leslie Smith's guidance as we move into our second year.

Our Communications Committee is responsible for promoting our many activities and programs, and sharing with the wider world the content that we are developing through those initiatives. If it is essential that we practice what we preach, the Communications Committee has helped us to understand that it is just as important to preach what we practice. In this way people near and far may grow in their faith through the messages and programs that we make available for sharing.

As I near the completion of nearly four years as your Senior Pastor, I do so with a great sense of enthusiasm for the future. We are on a journey, an adventure of faith, and we are not alone. God is with us and for us, and will equip and inspire us to be a force for good that we are called to be. Thank you for your companionship on the journey. Thanks be to God!

Respectfully submitted,

Edward G. Horstmann  
Senior Pastor

---

## **ASSOCIATE PASTOR'S REPORT**

---

As I reflect back upon my 2015 Annual Report, it brings great joy to realize that many of the hopes, dreams and goals set forth for 2016 were accomplished thanks to the continued support of our congregation. Our youth group officially launched with monthly "Friday Night Live" gatherings in the Community House. This program has attracted middle school and high school students from our congregation and local community. In total, over

25 different youth have participated with an average of 15 attending each gathering. Our students also enjoyed many social events including paintball, beach day, movie night, laser tag, mini-golf, bowling, snow tubing, ropes course, pizza nights, game night, and Six Flags. I am grateful for the support and commitment of our youth ministry leadership team and volunteers included Karla Carpenter, Robert Drysdale, Roland Kistler, Shelby Jenna, Steve Mulligan, Josh Jewett and our summer intern Sarai Melendez. As our youth program grows, so too will the need for more space, youth volunteers, mentors, chaperones and others willing to provide meals.

Our youth also participated in service opportunities such as volunteering on Saturday mornings at Neighbor to Neighbor, serving meals at the Inspirica Pacific Street women's shelter, making meals in our Community House for the Pacific Street Shelter and volunteering weekly at the Inspirica Teen Center. In total, RHCC provided the opportunity for over 20 youth to serve our local community in the past year! A highlight of 2016 also includes our summer service trip to the Cheyenne River Sioux Tribe Reservation with Simply Smiles. I was honored to lead the team of 19 volunteers, which included four students from the A.V.I.D. program at Greenwich High School and two teenagers I met from our new partnership with the Boys and Girls Club of Greenwich. This dynamic team was amazing to be a part of and the stories we shared and lessons learned together will last a lifetime.

In 2016 we also relaunched our Confirmation program and our congregation witnessed and affirmed the faith of four Confirmands: Elena Debnar, Miller Davol, Laysha Lucero and Andrew Breckenridge. It was a very special and sacred day for RHCC and we hope to continue to build a solid foundation of faith for our children and youth. A unique aspect of our program is pairing each Confirmand with an adult mentor and I own a debt of gratitude to Janet Huley, Joe Huley and Diane Davol for serving as our 2016 mentors.

It has been a privilege and blessing to work alongside our Outreach Committee, Communications Committee, Worship Committee, Membership Committee and collectively support the ongoing work and mission of Round Hill Community Church. 2016 brought to our congregation many new families and children thanks to the support of our Christian Education Committee and the lead-

ership of Nicole Piper. Her report will share those highlights, but I would be remiss to not mention the solid foundation that Connie Blunden left in our care and the tremendous energy and growth we have witnessed with the arrival of our new Director of Children's Ministries, Jenny Bxybee. It has been a delight to work with her as we continue to seek God's plans and promises for the growth of our children and young families here at RHCC.

### **Conclusion and Personal Remarks**

None of this would be possible without the tremendous support and vote of confidence given by the congregation of Round Hill Community Church. You believe in the future of our congregation and have made sacrificial decisions and giving to enable us to strive together towards building for the future. Serving along such wonderful colleagues such as Lynda Kinney, Chris Kabala, Leslie Smith, Connie Blunden, Jenny Bxybee, Steve Dunleavy, and Tania Priatka among other gifted and passionate support staff and committee members has been a highlight for me in 2016.

I offer a special thank you for the leadership and mentoring of Senior Pastor Ed Horstmann. He has become more than a colleague and I have learned much from him already. I especially am grateful for the care, support, guidance and encouragement from Pastor Ed, the Executive Committee, Board of Trustees and everyone at Round Hill Community Church. Together, may we continue to be inspired and empowered by God to help those in need among our Church family and in the broader world and be a church where faith, hope, justice and love are valued.

Grace and Peace to you all in Christ,  
Dan Haugh

---

## **BUILDINGS**

---

As reported last year, a survey of all structures on the campus was completed by a professional engineer in December, 2015. In January, Ralph Bosch of Auburn Landings, a general contractor was engaged to serve as a resource and consultant to the committee in reviewing the report and a myriad of other matters. He

has been extremely helpful.

The survey concluded that necessary repairs over the next ten years could cost \$460,000 and discretionary repairs over that same period would add an additional \$280,000. These are very soft estimates.

Over the past year, the Committee prioritized the recommendations included in the report and some generated within the church, and estimated the related costs. The actual costs cannot be determined until firm bids are received, the more significant items were:

- Air conditioning the classroom wing of the Church
- Replacing the deck on the north side of the Community House
- Renovating the rooms on the north end of for use by the Youth Program
- Patching deteriorating sections of the driveway and parking lots – to be done on an annual basis.
- Evaluating the heating system in the Community House which was not addressed during the renovation several years ago.
- Upgrading the sanctuary HVAC compressor.

In addition to the foregoing, there are a myriad of other day-to-day maintenance and repairs handled effectively and efficiently by Steve Dunleavy and John Novak – they are a great team. And thanks to Lynda Kinney, who keeps us all in line.

Bruce Dixon

Steve Dunleavy

Lynda Kinney

John Novak

Ex-officio, Ralph Bosch, consultant

---

## **CENTER for FAITH DEVELOPMENT**

---

The core of CFFD is its members who participated in our discussions and activities during 2016: Charlie Lee, Co-Chair, Anne Alexander, Mary Ann Debnar, Mirella Hajar, Anita Keire, our minister, Ed Horstmann and I as Co-Chair.

One key goal of our Strategic Plan is to encourage Church member participation and regular transfer of leadership in each committee. After several years of leadership, Michael and Charlie are stepping down to allow Alexandra Heerd and Mary Ann Debnar to bring us to a new level of Christian Education

and spiritual growth.

Another important focus has been to offer varying levels of Christian education and interaction among Church members. In this sense 2016 was a foundational year,

As our Minister Ed Horstmann stated in his January Newsletter address, we are building foundations for a building that will need further development. This year was a foundational building year.

We began the successful “People of the Book Series”: Peter, Abram and Sarai, John the Baptist being important gatherings for reflection and conversation.

Together with the hiring of a consultant, John Roberto, who has extensive experience on faithful dialogue and learning, we have expanded our Church web site to fit a theme developed by the Yale Center for Life and Culture. The Church is exploring the theme of “A Life Worth Living” for the year. What does that mean? It allows for both the regular church attendees and the “considering” or “spiritual independents” to access spiritual resources along the themes we emphasize.

Part of this effort was the adoption of monthly themes of Christian values to help guide our individual explorations each month, tied into our sermons: in September it was Gratitude; in October it was “Generosity”, followed by Hospitality in November and Peace in December.

Into the New Year, we need all these themes to help guide us in our civil life as well. They continue.

Michael Sandifer  
Co-Chair

---

## CHILDREN & YOUTH CHRISTIAN EDUCATION

---

**March** - Our first event, the Easter Eggstravaganza, was a blowout success! We had hoped to attract 40-50 people (up from the 30 or so from previous years). In addition to crafts we added a petting zoo with baby animals. Our estimate is that we had over 500 people attend! In spite of running out of craft materials very quickly, people seemed to enjoy the event. Many visitors expected an Easter egg hunt, so quick thinking Dan and Connie hid the few hundred eggs we had

prepared for the Sunday egg hunt. We're not exactly sure why this event was such a draw but assume it's a mix of good sign placement, social media pick up, and the irresistible draw of lambs, chicks and bunnies.

**September** – Jenny Byxbee joined us in the newly expanded role of Director of Children’s Ministries, reporting into Dan. In addition to her role at RHCC, Jenny is extremely active in a number of other town initiatives including her role as Manager of the Youth Services Bureau and through her own company, Byxbee Finn & McLaughlin, LLC.

Jenny brings an incredible list of talents to RHCC and joined us in the nick of time! Since Rally Day, we’ve had an average of 21 children with us each Sunday (the range has been 11-30). Highlights:

- Transitioned from a “one-room schoolhouse” approach to a program for 3 age groups: Nursery, 3-6 year olds and 7 & ups. Selected a new curriculum and staff the program with both paid and volunteer teachers
- Community outreach – Coffee get-togethers and “play date” gatherings to provide opportunities for families to connect outside of worship, and to meet new families
- Promote RHCC events and activities through various avenues including articles in the Sentinel and meeting/partnering with other family organizations

**October** - To encourage family attendance at the Harvest Supper, we had childcare and crafts. More families came than in the recent past (there were about 10 kids). We hope to put more emphasis on the Harvest Supper’s family appeal going forward.

**November** - Given the growth of our congregation and new families since September, we took a new approach for our Advent Workshop. In recent years, it was a broader community event featuring gingerbread houses and advent wreaths as the activity. This drew 80-100+ people. This year we focused the event on our current church families and invited them to extend the invitation to friends. There were 80 RSVPs though some last minute cancellations. The event had 2 parts:

- First a short “service” in the sanctuary. Each guest was given a decorative paper bag with a tea light to bring into the sanctuary symbolizing their “bringing in their light.” A harpist (Thalia Kokkinos) played as the guests entered and placed their bags around the harp. Dan gave a short talk about the meaning of advent.
- We then moved to the Community House

where there were a number of activities:

- Decorating gingerbread cookies
- Decorating a large gingerbread scene that was later brought into the parlor for display
- A Yule log with ribbons around it so guests could write a prayer or wish on a piece of paper to slip under the ribbon
- Toward the end we gathered around the fire to sing carols led by Lyn Kaufman and accompanied by Leslie Smith. The Yule log was placed in the fire.
- Each family left with an advent calendar gift made by Natalia Pedroza
- The evening concluded with the lighting of the Christmas tree

Respectfully submitted,  
Nicole Piper, Chairman

---

## CHURCH ACTIVITIES

---

Our first event of 2016 was to coordinate with Coffee Hour and Church School for the **Easter Brunch** following the worship service on Sunday, April 5th. The gathering was in the Community House. There were springtime colors for the table cloths, daffodils on the tables, festive balloon creations and plenty of baked goods for all to enjoy.

The **Annual Dinner** was held on Wednesday, April 20, from 6:30-9:00pm in the Community House. There were 72 in attendance. We repeated the procedure from last year of introducing task teams to prepare various dishes for our buffet line. Roland and his team (a must) were in charge of the kitchen and prepared the main dish and desserts. Because there was membership participation in the preparation, we were able to hold the price at \$10 per person.

The Church Picnic this year was changed to a **Brunch to Honor Christopher Kabala**, after serving 20 years as our minister of music. Sandy Motland from the Music Committee chaired the event. It was held in the Community House with approximately 125 in attendance. A more detailed report appears under "Music Committee."

Under the big top on the front lawn on Sunday, September 11, our **Rally Day Picnic** welcomed many back from a summer of fun and vacations. The aroma from the grill chefs greeted us as we came out the front door. Once again, salads and desserts aplenty, and ice cream truck for the young at heart, and lots of

activities for the children out on the lawn, including a bouncy castle.

**Harvest Supper**, a tradition in backcountry for years, was celebrated on Wednesday, October 26. There were 110 in attendance. We used the same procedures as for the Annual Dinner, so task teams again took care of the vegetables, Roland and team prepared the turkeys, gray, and rolls, and we asked for donations of pies. The price was \$10 per person, a true bargain for such a feast.

**Christmas on Round Hill**, our big fundraiser, returned to the first weekend of December. The Friday night Preview Party included dancing to a DJ, and the hours were extended to 11:00 PM. Those attending enjoyed the open floor, festive drinks and conversation. There was a \$20 fee for families and advertised \$5 for walk-ins (waived) for the Saturday fair, which may have contributed to the light traffic. We had 8 vendors, which included the RHCC vendors (thanks to Living Greens, Fabulous Foods, Something Special and Treasure Trove).and four outside. Many thanks to those that helped pull this together; to Roland and his crew for catering; and the many bakers who donated to Fabulous Foods.

Besides the above listed major events, there are two groups that met during the year, and both are looking for new leadership:

- The Women's Gathering, under the leadership of Helen O'Malley, Helen Dixon and Carolyn Gilbert presented two programs this year. In March, "Women in China" with speakers Sharon Sun, Helen Dixon, Sandy MacSwan, Helen O'Mally and Sandy Motland, shared their experiences with a gathering of 55, men and women, at David Chen's Chinese Restaurant in Armonk. Very interesting and enjoyed by all. In October, "Women Leaders" was the subject with speakers Livvy Floren, Nancy Mazzoli and Leslie Lee. The presentations were very inspiring to the 32 in attendance.

- The Rev. Anita Keire led the Single Women's Group, which met in the Church Parlor every 2ND Saturday of the month. Some of the areas of discussion included information on: healthcare issues; finances; wills; coping with loneliness; gratitude and thanksgiving; necessary losses; and ways to keep active.

Budget is a moving target. Roughly the numbers are: Church Operating Budget - \$34,250; Income from events - \$29,507, which includes CoRH; Expenses - \$18,583.

As I step down as chairman, I would like to thank those who came forward to help with all the different activities. There are detailed reports on all events, which I have turned over to the nominating committee. In regards to the Strategic Plan, Church Activities attempted to reach out to all members, encouraging participation and developing friendships that helps bond us as a church family. I wish the best to our new leadership as they work towards their goal of "A Life Worth Living."

Respectfully submitted,

Suzy Simpson, Chairman

---

## COMMUNICATIONS

---

Communications oversees all internal and external communications of the Church for both our members and others who may be seeking a new church. It publicizes events or programs at the Church or the Community House through the use of technology, printed ads and fliers, posters, signs, the Newsletter, and any other media that will get out the good word of Round Hill Community Church.

Highlights of 2016

- **Communications Consultant:** Several very active committee members and staff worked closely with CAN Consulting throughout the year. Chitra Shanbhogue advised us on advertising and branding RHCC events with the goal of increasing membership and engagement and with a focus on young families. Systems, forms and templates were developed to ensure consistency of our messages. Publicity of events focused on the year's unifying themes and priorities set out in the Strategic Plan. Increased PR presence and increased event attendance have been documented.
- **Social Media:** RHCC continues to rely on the use of social media, particularly for youth and young families. We have enlisted the aid of a young person named Shamika Pandit for five hours a week to ensure social media listings and follow-up on content calendar.
- **Advertising and PR:** Online advertising and PR have increased significantly although we still purchase a limited number of print ads. Ads, fliers, post-

ers and signs are all created in-house by volunteers and staff. The News Letter is produced monthly, and informs the congregation about what is going on at Round Hill. It is emailed to anyone who has given us their email, is available on the website, and is printed and sent to homes by request.

- **Website:** Work is still underway to upgrade the website. Much has been accomplished but it is an enormous ongoing task. In the meantime, the current website is a good source for information on the Church, events calendar, and curated material (by our staff) on Faith Formation topics by month.
- **Audio-Visual:** In the First Sunday service, we made good use of the video screen, replacing the need for a printed order of service, and adding a more contemporary and interactive sensibility to that 4:00 service.

Respectfully submitted,

Julia Boysen, Communications Chair

---

## FINANCE

---

Late in 2015, the Church initiated its Strategic Plan for Growth. This multi-year plan outlined requisite investments in people and programs that would revitalize our congregation with the goal of doubling our membership over an ensuing five years. 2016 marks the completion of the first full year under the Plan.

2016 is best described as a year of investment in ministers and staff. During the past year we celebrated Dan Haugh's first full year as Associate Pastor at Round Hill Community Church, the hiring of Leslie Smith to continue our heritage of inspired music and Jenny Byxbee to grow our children's education programs. Personnel Costs (consisting of minister and staff salaries, benefits and related taxes) account for slightly over one-half of total operating expenses. Our ministers and staff are exceptional and are largely responsible for the growth in attendance at our services and special events and attracting young families back to our Church.

Other operating costs include Administrative and General (consisting of insurance, audit fees, consulting fees and office supplies); Building and Grounds (consisting of utilities, maintenance and repairs on the Church and Parsonage and landscaping); Education, Music, Community House related costs. These op-

erating costs are largely fixed and change little from year to year, Beginning in 2016, New Initiatives were added (consisting of the Second Service and other programs designed to support the goals of the Strategic Plan).

In addition, the Church has a long history of supporting charities through its Outreach Giving. 2016 marked the final year of its multi-year \$105,000 commitment to Inspirica as a lead sponsor in support of its mission to address single mother and child homelessness.

The Church’s annual operating costs were funded by Member Contributions (annual pledges, special donations and plate donations) amounting to 31% of operating costs; Cell Tower rents amounting to 16% of operating costs; rental income from the Community House and Other Miscellaneous events amounting to 12% of operating costs. As our membership grows we hope that Member Contributions will fund over half of our annual operating costs by 2020.

Our Church is blessed to have a rather substantial endowment totaling nearly \$5 million. Historically, approximately \$250,000 was drawn from the

endowment to fund the balance of operating costs not covered by the other revenue sources described above. The Strategic Plan outlined a plan where an additional \$600,000 would be drawn from the endowment over three years to fund investments in people and programs. In 2016, \$234,000 in addition to the historical draw down for a total of \$484,000 was taken from the endowment for these purposes. Fortunately, members’ generosity and market appreciation left the endowment largely unchanged from 2015 through 2016.

The Church remains financially sound as we head into 2017. The Finance Committee continues to endorse the Strategic Plan for Growth. It is understood that the Church must make investments in people and programs that cause people to explore what we have to offer and hopefully ultimately join our community of faith. As our principal ambassadors please do your part to bring your friends to Church and our special events.

I thank the Finance Committee for their assistance and guidance during my years as Finance Chairman and wish Bob Drysdale all of the best as he takes over the role.

**The Operating Results of the Church are summarized below:**

	<b>Actual 2015</b>	<b>Actual 2016</b>	<b>Budget 2017</b>
<b>REVENUE</b>			
Contributions	440,973	360,451	435,000
Community House	56,066	60,190	54,700
Cell Tower Rents	181,732	189,001	197,000
Other Revenue	76,018	79,242	58,250
Endowment Transfers	276,613	484,332	439,550
<b>Total revenues and transfers</b>	<b>1,031,402</b>	<b>1,173,216</b>	<b>1,184,500</b>
<b>COSTS</b>			
Personnel	553,502	659,906	704,500
Administrative and General	124,072	148,550	138,300
Building and Grounds	107,897	107,169	90,000
Community House	54,058	44,799	39,700
Education and Music	76,491	67,099	75,000
New Initiatives	1,428	32,642	92,000
Outreach	113,954	113,051	45,000
<b>Total costs and outreach</b>	<b>1,031,402</b>	<b>1,173,216</b>	<b>1,184,500</b>

Respectfully submitted,  
Craig McKibben, Treasurer

---

## HUMAN RESOURCES

---

Human Resources can report another good year in 2016.

In June, we were sorry to say goodbye to Connie Blunden, our Church School Director, who made the last five years so very special for our children. Then in September, we were happy to welcome Jenny Byxbee to RHCC as Director of Children's Ministries. She has already brought many new families and children to the morning services and is directing an active children's program.

There was a change also in our Music staffing. In September we were very sad to bid farewell to Chris Kabala, who retired as our Minister of Music. Chris gave RHCC two decades of extraordinary music on Sundays. His enthusiasm and passion for achieving the highest levels of excellence enriched all our lives. In November, following a deliberate search by the Music Search Committee, Leslie Smith became our Director of Music. She has already brought new repertoire to our services and makes beautiful music each Sunday.

We believe that both Leslie and Jenny will bring great energy and direction to the implementation of our Strategic Plan to increase our membership and bring young families to the Church.

We would like to thank all the staff at the Church once again for their dedication and hard work throughout the year. The growth of the church, particularly in membership and new programs on the calendar, require the staff to adapt quickly. We particularly want to thank Lynda Kinney. As Church Administrator she is on the front lines with regard to our increase in membership and she has brought great energy and worked many long hours to keep us all on track.

Amy Minella stepped down as co-chair of HR at the end of the year but will remain on the HR committee. Jan Kudrnac is now co-chair with Rhona Johnson.

Respectfully submitted,

Amy Minella and Rhona Johnson  
Co-Chairs, Human Resources

---

## INVESTMENT

---

The role of the Investment Committee of the Church is to oversee the investment management of the Endowment and Pension Funds. Since 2009 the Committee has employed Fidelity to manage the investments of both the Endowment and Pension accounts. In recent years, both accounts have been invested conservatively with approximately 60% allocated to equities and 40% to fixed income. In order to obtain diversity, Fidelity invests primarily in stock and bond funds rather than individual securities.

As of 12/31/2016, the valuation of the Endowment Fund was \$4.5 million and the Pension was \$1.2 million. Five percent of the total value of the Endowment, computed under a three-year rolling average formula, was used to underwrite approximately 21% of the Church's annual operating budget. This amounted to \$242,528 in 2016. Also, during the year, an additional \$490,000 was withdrawn from the Endowment to fund the Church's operating budget. Note, however, that \$386,129 of this amount had not yet been spent as of yearend. The Pension Fund is currently fully funded and does not require additional contributions from the Church.

For the year ended December 31, 2016, the Endowment account at Fidelity showed a capital appreciation of \$289,229 or 5.4% net of all fees. This gain together with the withdrawals to support the operating budget of the Church caused the total Endowment to decline by \$443,299 or 9.1%.

The Pension account showed a capital appreciation of \$69,085 or 6.1% net of all fees. This amount together with benefits paid out of \$14,954 led to an appreciation in the value of Pension account of \$54,131 or 4.8%.

Investment Committee:

Robert Drysdale, Amy Minella, Randy Motland, and Charles Zoubeck

Respectfully submitted,

C. Hooker O'Malley, Chair

---

## MEMBERSHIP

---

The Membership Committee continually works on ways to draw in new church members. We greet and welcome newcomers warmly at church, and introduce them to the ministers and members of our congregation at the coffee hour. If they are interested, we ask for their contact information for inclusion in our mailing list for event notifications and encourage them to join in our activities.

We work closely with the ministers in developing outreach plans and membership events with a broad focus on recruiting young families and members of all ages and spiritual backgrounds. We pride ourselves in being an open congregation and all people are welcome.

Committee members attend as many church events as possible to help with greeting guests and asking them to sign in at the door. We believe that being a welcoming presence and a familiar face for newcomers helps to foster a sense of camaraderie and hospitality.

We host a number of Newcomer Brunches throughout the year, and an annual Newcomer's Dinner in March. We encourage our guests to share their thoughts and spiritual journeys with us in a casual and open setting. These events have achieved what we set out to accomplish by opening a joint conversation in an intimate atmosphere of warmth and hospitality. Childcare is available, if necessary.

Committee members often host small dinners, lunches, or coffees outside of the church in order to get to know newcomers better, and to answer questions they may have about our church. Of course, we're always mindful about keeping things friendly and casual without any pressure.

We organize and help run events and special Focus Sundays like Movie Nights, The Blessing of the Animals Fair, Maeve Concert, and Friendship Sundays, which encourage our members to bring family, neighbors and friends to attend our church services and events.

We organize New Member Sundays when we receive new members to our church. Name tags are created and every new member is presented with a white rose corsage as we celebrate this special day with them.

We act as advisers to the various church committees who are seeking new committee members,

and help to target individuals who could be approached and would be a good fit.

Another task we continue to work on is working with the church office in keeping the directory and mailing lists updated with information on new and existing members and friends.

We are happy to report that 25 new members have joined our church in 2016. They are:

Mark Baran  
Karla Carpenter  
Rector Davol  
Nemo Delgado and Janine Achury (Daniele)  
Robert Drysdale Jr.  
Robert Drysdale Sr.  
Matthew Dylewski  
Josh and Ginger Jewett (Piper)  
Ben and Hillary Kaufman (Weiler)  
Andreas and Letitia Lucero (Laysha, Naomi and Andrea)  
Doug and Sally MacSwan  
Maria Montalbano  
Marialisa Pettengill  
Dave and Debra Quas (Jenna, Cameron, Grace and Andrew)  
Stefan and Sara Savov (Stewart and Scott)  
Rosemary Spahr  
Anthony Valenti (Isabella and Zayne)

Respectfully Submitted,  
Grada Herrick - Chair

---

## MUSIC

---

As I took over as Chair of the Music Committee in September, I will do my best to give as full a report of the year as possible.

We started off the year in January by inaugurating the 2016 Youth Music Series during the morning service on January 31st. Teddy Rockas, who is a pianist and composer in his fifth year of study at the precollege division at Mannes College of Music, performed.

On Easter Sunday we featured the French trumpeter Dominic Derasse, who performed the solo part of Bach's Brandenburg Concerto No. 2. We also had flute, oboe, and violin soloists. The choir and chamber orchestra performed a section of Beethoven's Mass in C.

The Youth Music Series continued in April

with the violinist Diogo Schaffa who performed during the morning service on the 17th.

On Sunday, May 22nd, composer, pianist, and RHCC Choir Member Matthew Dylewski presented several of his compositions during the morning worship service. He has written a number of benediction responses that have been performed by the choir.

On Friday, June 3rd, Christopher Kabala gave his final concert at RHCC. The recital was titled "A Musical Feast," which included a varied program of works by Haydn, Beethoven, Chopin, Schumann, Ives, and Ravel. We had 202 attendees, and the performance was followed by a special reception organized by the Music Committee. A cd was recorded of the program and made available to church members.

On June 5th, after morning worship, we held a brunch to honor the 20 years Christopher Kabala has been Minister of Music at RHCC. Approximately 125 people attended, and Mary Jo Heath was the MC. People shared many stories and memories of Chris's time with us. He was presented with gifts from the Congregation and the Music Committee.

August 28th was Chris's last Sunday with us. He was presented with a photo book of memories during the service.

September through October we had several guest organists to lead choir practice and Sunday worship, with the majority of them being led by Jon Hunt.

On November 4th, we held a concert titled "The Many Sides of Love." This featured our section leaders Risa Renee Harman, Jenna Hintz, Patrick Hogan, and Scott Tomlinson, who planned the entire music portion of the event. They led an exciting evening of arias and ensembles from opera to Broadway, which included pieces by Beethoven, Donizetti, Puccini, Sondheim, Rodgers, Gilbert & Sullivan, and Andrew Lloyd Weber. We followed this with a wine and cheese reception, hosted by the Music Committee. We had 110 enthusiastic attendees.

On November 5th Leslie Smith joined us for her first Sunday as Director of Music at RHCC. She led both the morning and the afternoon Second Service. The Music Committee and Choir held a dinner and brunch to welcome Leslie to the congregation. The Music Committee worked hard to ensure a smooth transition for Leslie.

On December 3rd, we had a Christmas concert featuring the group Maeve. The concert was followed by a reception.

On Christmas Eve we held our traditional service of Lessons and Carols with the music being led by Leslie.

Throughout the year we held several joint meetings with the Worship Committee. We are committed to working together and holding future joint meetings in order to improve communication and have the best possible worship and music in our services.

It was a year of saying goodbye and being thankful for our extraordinary music at RHCC over the last 20 years, and welcoming a new chapter for a promising future of exciting music. The Music Committee is committed to working together with all staff members and the congregation in order to bring the highest quality of music and musical events to enjoy by a wide variety of church members and the greater community. In this, I believe we are helping to support the Strategic Plan.

Respectfully Submitted,  
Jenny Rye – Chair

---

## NOMINATING

---

Report of the Round Hill Community Church Nominating Committee on Nominations for Church Leadership for 2017

### A. Board of Trustees Positions

No Charter Trustees are up for election this year

#### Class of 2017 Nominees (\* New Nominee)

Jake Kommer  
Caroline Lazzara  
Mary Ann Debnar \*  
Outreach \*

#### Class of 2018 Nominees

Grada Herrick  
Joe Huley  
Jenny Rye  
Jean Jacullo

#### Class of 2019

Diane Davol \*  
Nancy Mazzoli  
Treasurer \*

B. Officer Positions	
Chair	Joe Huley
Vice Chair	Jake Kommer
Treasurer	To be announced
Secretary	Diane Davol
C. Committee Chairs	
Buildings	Bruce Dixon
Grounds	Mary Hull
Campus Life	Joe Huley
Center for Faith Development	Mary Ann Debnar & Alexandra Heerdt
Children & Youth/ Christian Ed.	Nicole Piper & Ginger Jewett
Church Activities	Harold Kuplesky
Finance	To be announced
Communications	Nancy Mazzoli
Human Resources	Rhona Johnson & Jan Kudrnac
Membership	Grada Herrick
Music	Jenny Rye
Outreach	Caroline Lazzara
Worship	Jean Jacullo

- D. 2017 Nominating Committee
- Nancy Mazzoli, Chair
  - Ward Davol
  - Grada Herrick
  - Julia Boysen
  - Ginger Jewett
  - Manit Rye
  - Michael Sandifer
  - Caroline Lazzara

Respectfully submitted,

- 2016 Nominating Committee
- Leslie Lee, Chair
  - Nancy Gray
  - Hadi Hajjar
  - Grada Herrick
  - Bill Herrick
  - Janet Huley
  - Jenny Rye

---

## OUTREACH

---

2016 was a busy year for the Outreach Committee! A number of members of the congregation work tirelessly on behalf of RHCC to insure our community is well taken care of.

March -- We began a monthly collection of gently used professional clothing which is being donated to St. Ann's Episcopal in the South Bronx. A rack is in the Narthex of the church and items may be dropped off at any time.

July -- Another successful service trip with Simply Smiles took place with 20 adults and youth traveling to South Dakota to the Sioux River Cheyenne Reservation. This year following the work week, those on the trip stayed in South Dakota an extra day and toured local historical sites. Our thanks to the members of the congregation who underwrote eight scholarships. The Annual Beach Day was also held in July with families from The Little Sisters of Assumption traveling to Greenwich.

October -- the Outreach Volunteer Fair was held on Sunday, October 9, in the Community House. There were 23 not-for-profits that participated sharing the mission and vision of their organization. Two days later the Grants Committee awarded the following organizations grants for 2016-2017:

- Neighbor-to-Neighbor -- \$5,000
- Meals-on-Wheels -- \$5,000
- River House Adult Daycare -- \$5,000
- Laurel House -- \$5,000
- Carver Center -- \$5,000
- YWCA Domestic Violence -- \$5,000
- Sewing Hope -- \$5,000
- Hurricane Relief for Haiti -- \$2,000
- Inspirica -- \$35,000 (final year of 3 year grant)

November -- Grocery gift cards purchased and distributed for needy families

December -- Once again the congregation enthusiastically supported the Angel Tree for families in Norwalk. On Saturday, December 3, a concert benefiting Kids in Crisis was held. The group Maeve performed and on Sunday, led the second worship service. The Christmas Eve offering at both services this year is designated for Haiti Hurricane Relief.

Members of the congregation continue to volunteer weekly with the children at the Inspirica Youth Center. Additionally, the monthly cooking for

Inspirica Men's Shelter and Pacific House remains a priority.

Respectfully submitted,  
Caroline Lazzara, Chair

---

## **CHAIRMAN'S MESSAGE**

---

In the fall of 2015 the Board of Trustees approved a Strategic Plan for Growth that includes major initiatives to support the vision and values of Round Hill Community Church. The good news is that our planning and investing are working. There has been increased attendance and engagement among people and families of all ages at both of our worship services and in Children's Worship. In fact, we have had 26 families (46 children) attending services on a regular basis since September of this year. After just over a year of beginning a monthly second service on Sunday afternoon, the average attendance is 35.

How are we accomplishing this growth? The initiatives in our Strategic Plan tell the story:

- Our intergenerational and interactive second service gives people an alternative time and style of worship once a month and introduces newcomers to our community.
- A monthly Bible Study course on People of the Book, led by Ed Horstmann, engages people in thoughtful and relevant discussions of issues and questions found in the stories of the Bible.
- Our music program continues to be an integral and beautiful component of worship at Round Hill, and Music Director Leslie Smith has assumed leadership of the music at the second service as well. She is committed to introducing people of all ages to music that inspires and gives spiritual nurture.
- The Center for Faith Development has developed a comprehensive yearlong program of faith formation called A Life Worth Living, with monthly themes that are developed in the weekly sermons and prayers as well as on our website, for adults, youth, and families.
- Thanks to the commitment by our church to sup-

port Children and Youth and to our team working with Youth, Children, and Families, we currently have an active youth group that meets several times a month and numbers up to 20 middle and high school students, participating in events, outreach activities, and discussions.

- Our Children's Ministries, led with care and love by Jenny Byxbee, are growing with the support of dedicated and energetic staff and volunteers who have a clear mission to care for the children of our church with generous hospitality and unconditional love.
- We have made good progress on renovating and expanding children's and youth spaces on campus to be fun and safe centers for education and social interaction.
- Outreach opportunities are available for adults, youth, and families, both locally and farther afield, and we are reaching out to local organizations to invite teens to be part of our efforts to change the world.
- We have collaborated with the Greenwich Center for Hope and Renewal to organize an exciting Positive Parenting Series running from January through May of 2017. The topics are all designed to help parents through issues that can be trying and difficult.
- This year our Outreach Committee has distributed grants to seven organizations in addition to finishing up a three-year leadership grant to Inspirica. They also organized a Volunteer Fair hosting 20 different local agencies to talk with visitors about the work they do. The event received praise from both visitors and the participating organizations.
- We have conducted a comprehensive audit of the campus buildings and grounds so that we know what our short- and long-term issues are that will require funding.
- We have established a Stewardship Committee to develop a program to educate our congregation about the importance of giving so that we can eventually accomplish our goal of funding 60% of our operating costs with annual pledges.

Without our hardworking and excellent staff, none of this would be possible. Thanks to a dedicated search

committee, we have just welcomed Leslie Smith as our new Director of Music and she is not only a professional but also a pure joy to be around. Another relative newcomer is our Director of Children's Ministries, Jenny Byxbee, whose dedication to each and every child and excellent communication skills with parents serve as examples for all of us. Tania Priatka has been a great addition to the office and has contributed ideas and energy that have been helpful to the growth of the church. Steve Dunleavy provides us all with the support necessary to make services, events, and our campus look good. Lynda Kinney has her eyes and fingers on so many important details here that I'm surprised she ever goes home. She's been a great support for many years and I thank her for her care and enthusiasm.

Dan Haugh, with us for a little over a year now, has worked closely with the staff and our volunteers to create a culture of hospitality, inclusiveness, and joy for youth, children, and families.

Ed Horstmann has been an amazing spiritual leader, teacher, caregiver, and head of staff over the past three and a half years. I am so grateful that he chose to make Round Hill his home. I know that our future is bright as we continue the good progress and connections that have been made under his leadership.

Finally, thank you to the Executive Committee — Joe Pellegrino, Craig McKibben, and Caroline Lazzara — for countless hours of planning and leading the creation of a strategic plan and being there to help implement it. The Board of Trustees has been generous in their suggestions, support, and dedication to the process and progress we have made. I look forward to many more years of growth and vitality as we all begin to better understand what makes a life worth living.

Respectfully submitted,  
Nancy Mazzoli

---

## ROCK OF AGES FELLOWSHIP

---

We wish to recognize and thank the following members of the Rock of Ages Fellowship who have so generously remembered the Church in their estate planning.

Mr. and Mrs. Banks T. Adams, Jr.  
Anonymous  
Marshall Clark  
Molly Cummings Cook  
Everett Fisher  
Alecia Hardell  
Amy Minella  
Joan Warburg  
Elizabeth Yule

---

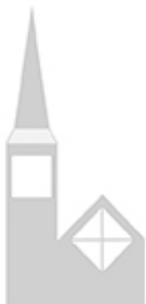
## IN MEMORIAM

---

We celebrate the lives of the following members and friends of Round Hill Community Church who have died in the past year.

Joan Ingersoll  
Suzanne Bradford Mason





**Round Hill Community Church**

395 Round Hill Road, Greenwich, CT 06831  
203.869.1091 [roundhillcommunitychurch.org](http://roundhillcommunitychurch.org)