

## **2022 Annual Reports**

Reports due to congregation@duke.edu by May 1, 2022

### **President's Letter and Invitation**

**By Lucy Worth**

Greetings fellow Congregation members!

As June approaches so does the time for our annual meeting as required in our by-laws. This year the meeting will be held on Sunday, June 12 at 1 p.m. Unfortunately, for the third year, we will not meet in person, but via Zoom. We long for the day when we will greet each other face-to-face, but the Council does not believe 2022 is the year to hold an indoor luncheon and business meeting. There are too many among us who would not feel safe enough to attend, and we respect their choices and needs. We also believe it would be too difficult to hold the business portion of the meeting outside. [The Zoom link for the Annual Meeting is here.](#)

I ask you to make a special effort to "attend". The Council and staff will be planning and rehearsing to try to make the business run smoothly and efficiently. Over the last year, we have been blessed to have 26 new members join and we would like all of us to have a chance to "see" each other, at least on screen. It is also mandatory for us to achieve a quorum of members in order to conduct our business.

The most important piece of business is to elect our lay leaders. The proposed slate is included. It has been my privilege to serve as president of the Council this past year. I thank each and every officer, program area coordinator, committee chair, and committee member for the work you have done this past year. You have made the job of being president surprisingly easy. Of course, none of us could have done it without Carol and Phyllis! I want to make a point here that as far as I am aware, or can imagine, all the leaders and committee members work together as Christians should, with mutual support and patience in order to do the work of the Congregation. Sometimes we even have fun! Next year, please think about what role you could play (maybe again) in our Congregation's leadership. Talk to people who've had the role. You may find it's not as daunting as you imagine. That's what I learned.

Over the years of pandemic, you have continued your faithful and generous giving so that we have not had the dire budgetary problems that some churches and nonprofits face. Of course, some budgeted expenses were not needed as well. The budget, included in this report, was developed by all the committees of the Congregation. It was reviewed, discussed, and prayed over by the Stewardship and Finance Committee, and recommended to the Council. The Council now recommends it to you for a vote. It assumes that worship attendance and other in-person activities will continue to grow towards what had been our normal.

Again, I shout THANK YOU to everyone reading this. You have contributed in ways you may not realize to our having a growing, loving, supportive, giving, solvent Congregation.

IHS,  
Lucy Worth

**Annual Business Meeting Minutes from 2021 for Review**  
**Online via Zoom**  
**June 20, 2021 2:00pm**  
**By Adrianna Doi**

**Congregation at Duke University Chapel**  
**ANNUAL BUSINESS MEETING**

**Agenda**

**June 20, 2021**

**2:00 – 3:00 p.m.**

1. The meeting was called to order at 2:01 pm after it was determined by the secretary that a quorum was present via Zoom.
2. Ken Moland led the members present in an Affirmation of Faith and Opening Prayer  
Believing that God has reaches out to us with love and forgiveness,  
we seek to grow together in faith through worship, study, service, and our life together,  
to the end that we embody Christ's compassion and holiness.
3. Vice President Brady Surles, who was acting for President Craig DeAlmeida, called for approval of the agenda. Steve Harper moved, and Ben Wechsler seconded that we adopt the agenda that had been sent in advance. The motion was approved unanimously using the Poll feature on Zoom.
4. Brady called for approval of the Minutes from last year's annual meeting that was held on June 14, 2020. Ken Arneson moved, and Terry Yuschok seconded. The motion was approved unanimously using the Poll feature on Zoom.
5. Bruce Puckett, Assistant Dean of the Chapel brought greetings, updates, and appreciation from Chapel staff, both seen and unseen.
6. Ben Wechsler led a review of the revised By-Laws on behalf of the Administration Committee. According to our Policies and Procedures, the Administration Committee is charged with reviewing the Congregation's bylaws every three years. The Committee completed that review this year. The proposed changes to the bylaws were distributed electronically last month.
  - a. The Administration Committee and Council recommend the adoption of the proposed change. The major changes are as follows:
    - i. Changes that will affect the Council's organization and operations are:
      1. A provision that prevents more than one member of a family household serving on the Council at the same time
      2. Clarification of the role and duties of the Assistant Treasurer
      3. Removing the Membership Committee section, which has not been a functioning entity for 7 years.
      4. Making adaptations to officers' duties to reflect what are performed by staff members
      5. Changing Council and Annual Meeting dates
    - ii. Updated the purpose of the Congregation to match the new mission statement.
    - iii. Revisions to improve syntax and reading, including formatting and punctuation.
  - b. Needing no motion, Ken Arneson seconded and the vote to approve was unanimous via Poll.

7. Elizabeth Kenly presented a report from the Racial Reconciliation Work Group that continues to meet monthly. This workgroup is a joint effort of Christian Education, Missions and Outreach, and Fellowship committees.
  - a. The workgroup wrote two statements, which the Council approved in January 2021.
    - i. Statement of Purpose Concerning Racial Reconciliation  
The Congregation at Duke University Chapel repents and covenants to lead works of inclusion, acceptance, education, and restoration as its contribution to deal with the sinful heritage of racial discrimination.  
Committees are encouraged to implement works of inclusion, acceptance, education, and restoration.
    - ii. Statement of Nondiscrimination and Inclusion  
The Congregation at Duke Chapel joyfully welcomes all persons regardless of age, race, class, origin, sexual orientation, or any other distinction and invites membership and participation in all its ministries.
  - b. The Racial Reconciliation Work Group will continue to meet, now monthly, to continue to encourage ministries of anti-racism and justice.
8. Ben Wechsler presented the Year-End Video (animated slideshow) which may be viewed on the Congregation's YouTube channel.
9. Highlights of the Past Year
  - a. Carol presented the Membership changes for the past year. The current Membership is 495 members in 361 households. We received 18 new members and experienced 21 losses. She recognized New Members – By the movement of the Holy Spirit and the wonders of technology, two of our newest members, Greg Beck and Monica Hill, joined the Congregation without ever having worshiped inside the Chapel or experienced any of our in-person ministries. We remembered the 4 who died since May 1, 2020: Cary Gravatt, David Kowalke, Ginnie Ruckert, and Donald Silver. Carol led us in a prayer of thanksgiving for their lives and comfort for their families.
  - b. Fran Steele presented highlights from Education programs.
    - i. Despite pandemic challenges, the Congregation's Educational ministries continued uninterrupted and grew this year. Education has been 100% virtual this year. Attendance at several classes increased, and members joined from across the country and around the world, including Ghana.
    - ii. This year Philosophy Study and Life Together groups were added to the Congregation's regular educational offerings that include Sunday morning classes for adults, youth, and children; Book Groups, Confirmation, and New Member Classes and Retreats. Four Life Together groups of about eight people each meet biweekly to share life and prayers. Participants report groups are particularly meaningful.
    - iii. One pleasant surprise this year is the diverse participation in our educational offerings. When members traveled, they stayed connected via Zoom, and people who are not Congregation members joined many virtual educational events.
    - iv. While all classes were online this year, there were a few occasions for personal visits. Children's Pastor Phyllis Snyder was called a "Circuit Rider" when she delivered supplies and Bibles to the Congregation's children. With everyone masked, she visited and prayed with families outdoors. These brief in-person contacts were a delight for all.

- v. Finally, we are thankful for dedicated students, teachers, and Education Committee members who make these ministries possible. And, most of all, we are grateful to God who keeps teaching and guiding all of us.
  - c. Han Setiawan presented Congregational Care highlights. We nurtured our life together as a congregation this year by way of phone calls, note cards, and Zoom as well as the delivery of meals, quilts, and hats. Our Calling Ministry, Fellowship Events, Growing Thru Grief, Heavenly Hats Ministry, Loaves & Fishes, Prayer Ministry, Quilters, and Visitation & Care Ministries all continued their service to our members and friends. This year we also celebrated our 35<sup>th</sup> anniversary as a Congregation with stories from founding members, greetings from current and former deans of the Chapel, and some special music from our children. If you missed it, you can find it on the Congregation's YouTube channel. In addition to our ongoing ministries, over 30 of our members provided "Congregation Connections" over an eight-month period. These individuals made hundreds of contacts with our members through phone calls and emails to maintain and develop connections with one another. They offered support and encouragement while also asking if there were any practical or prayer needs the Congregation could address. This year our Fellowship Committee had to be particularly creative. In November, the Fellowship Committee invited members to share favorite holiday recipes and then created a virtual cookbook. This was followed by a Zoom gathering in which participants told stories of Thanksgiving dinners gone awry.
  - d. Diane Garber gave an overview of the Missions grants that were given this year—more than \$122,000 to our mission partners locally and abroad. The COVID-19 pandemic created significant challenges for our neighbors near and far; as a congregation, we responded with generosity. We provided grants to 14 local organizations to help feed the hungry, house the unsheltered, and care for the vulnerable. We also supported these organizations with virtual back pew collections, in which we shared opportunities to donate directly to these agencies. In addition, we supported two international organizations, one empowering vulnerable children and another translating scripture into local dialects. Moving beyond this budgeted mission support, we invited the Congregation to contribute extra mission giving for COVID Relief. Through the generosity of members, we were able to give an additional \$24,000 to support our neighbors. This additional support was particularly helpful to organizations such as Urban Ministries which could not rely on volunteers and donations to provide meals and incurred increased costs as meals had to be packaged individually for their clients. Our extra support was greatly appreciated. A virtual mission trip to Rwanda, Zimbabwe, and India with Zoe Empowers was a meaningful experience for the participants on both sides of the Atlantic Ocean.
  - e. Drew Middleton reported that Chapel Support volunteers are looking forward to the time when they will be needed to resume their activities fully.
  - f. Regina Ford reported on the Staff Parish Relations Committee which provides oversight for our staff and helps determine our staffing needs. Carol Gregg and Phyllis Snyder are both full-time staff. Ken Moland, Matt Wright, and Nathaniel Metz are all continuing their part-time ministry with us into the coming year. Mindy Erdman will be joining us as an intern in the fall.
10. John Mullins presented the 2021-2022 Budget that was recommended by the Stewardship and Finance Committee. Highlights from the proposed budget are as follows
- a. Budgeted expenses for FY2022 total nearly \$373k. This includes:

- i. 10% increase in annual grants for Outreach Ministries locally
    - ii. 1.3% increase in pastoral and staff salaries
    - iii. 3.3% increase in total expenditures
  - b. Overall, this budget is consistent with budgets in recent years. The revenue required to balance the budget is slightly more than budgeted last year, which we believe is possible especially as in-person ministries gradually resume.
  - c. John, on behalf of the committee, moved that we adopt the proposed budget for the 2021-2022 fiscal year. Fran seconded. The vote by Poll was unanimous.
11. Jen DeNeal presented the Report of Nominating Committee and Elections
- a. She recognized Outgoing Council Members Craig DeAlmeida, Drew Middleton, Rick King, Brady Surlles, and Regina Ford.
  - b. Jen presided over the election of Officers recommended by the Nominating and Leadership Development Committee. The recommendation was seconded by Harry Rodenhizer.
    - i. President, Lucy Worth
    - ii. Vice President, Walker Robinson
    - iii. Secretary, Adriana Doi
    - iv. Treasurer, Elaine DeAlmeida
    - v. The vote by Poll was unanimous.
  - c. Election of Council Members for 2021-2022
    - i. Administration: Ben Wechsler
    - ii. Chapel Support: Ken Davenport
    - iii. Christian Education: Fran Steele
    - iv. Congregation Care: Han Setiawan
    - v. Missions and Outreach: Diane Garber
    - vi. Nominations and Leadership: Ken Arneson
    - vii. Staff Parish Relations: Terry Yuschok
    - viii. Stewardship and Finance: John Mullins
    - ix. The motion was seconded by Harry Rodenhizer. The vote by Poll was unanimous.
  - d. Election of Committee Chairs and Assistant Treasurer
    - i. Jen called for approval of Carl Holloman as Assistant Treasurer and the following as members of the Staff Parish Relations Committee: Chairperson: Terry Yuschok; Members: Siaka Kromah, Tom Link, Christian Wilson, Marianna Henry.
    - ii. Steve Harper seconded the motion and the vote by Poll was unanimous.
    - iii. Those present affirmed and thanked all committee chairs and leaders for the coming year.
  - e. Carol commissioned New Officers and Council Members who were affirmed by all present.
12. Brady called for New Business but there was none.
13. Harry moved to Adjourn, and Lucy seconded. There were no objections.
- Phyllis Snyder led the Closing Prayer

## **Proposed Slate of Lay Leaders for 2022-2023**

### **THE CONGREGATION COUNCIL**

#### **Executive Committee:**

President: Lucy Worth  
Vice President: Walker Robinson  
Secretary: Adriana Doi  
Treasurer: Elaine DeAlmeida

#### **Program Area Coordinators:**

Christian Education: J Geneczko  
Congregation Care: Sara Harper  
Chapel Support: Ken Davenport

#### **Standing Committees - Council Representatives**

Administration: Ben Wechsler  
Stewardship/Finance: Dan Thomas  
Missions and Outreach: Diane Garber  
Nominating and Leadership Development: Ken Arneson  
Staff Parish Relations: Terry Yuschok

### **REQUIRED ELECTIONS**

Assistant Treasurer: Carl Hollomon

#### **Staff-Parish Relations Committee**

Chair and Council Rep: Terry Yuschok  
SPRC Member: Siaka Kromah  
SPRC Member: Tom Link  
SPRC Member: Christian Wilson  
SPRC Member: Marianna Henry

#### **Nominations and Leadership Development Committee**

N&LD Chair: Jen DeNeal  
N&LD Member: Karen Rhodes  
N&LD Member: Jane Fellows  
N&LD Member: Ken Arneson  
N&LD Member: Harry Rodenhizer

## **COMMITTEE CHAIRS AND ADDITIONAL LEADERSHIP**

Administration: Ben Wechsler

Calling Ministry: Linda Gauger

Education: Jack Steele

Fellowship: Kate DeAlmeida and Elizabeth Kenly

Missions and Outreach: Lee Tyrey

Refugee Resettlement: Steve Harper

Stewardship and Finance: Dan Thomas

Visitation and Care Ministry: Linda Gauger

## **SERVICE GROUP CHAIRS**

Altar Guild: Ellie Ferguson

Chapel Choir Outreach: Deb Hackney

Loaves and Fishes: Pam Marcom

Offering Counters: Drew Middleton

Nursery: Ashley Peters

Ushers: Jim Ferguson

## **MISSIONS & OUTREACH**

### **Missions and Outreach Committee**

By Nancy Wawrousek & Daren Hasen

The Missions and Outreach Committee strives to engage members of the Congregation to establish and foster relationships locally, nationally, and internationally. The COVID pandemic had precluded members from safely participating in person activities, However the fall of 2021 brought some welcome change allowing members to be engaged with the neighbors in our community. The ability to be the hands and feet of Christ has brought much joy to our lives.

As a congregation, we have deepened our relationships with our partner agencies

- Urban Ministries of Durham by contributing lasagnas for monthly dinners
- Society of Saint Andrew by gleanng yams in the fields of North Carolina to help those in our local community
- Angel Tree Project bringing Christmas joy to 35 individuals (children and seniors)
- Habitat for Humanity by contributing to the build of 1511 Morning Glory Avenue, soon to be home to Othmane on April 23, 2022, when we dedicate his home
- Reality Ministries by farming and sharing a meal with some of the participants at Reality Farm
- SEEDS by weeding, mulching, and planting new crops
- Meals on Wheels by delivering produce boxes to members of our Durham community
- CROP Walk by yes, walking ~5 miles on a glorious spring day to raise funds to address food insecurity
- Families Moving Forward by providing families a home cooked meal
- Durham Literacy Center by moving furniture in anticipation of reopening their doors

We continued with a modified Back Pew Collection to support our partner agencies.

The Congregation graciously and generously donated \$70,500 to our 11 partner agencies (Durham Children's Initiative, Durham Literacy Center, Families Moving Forward, Meals on Wheels, Reality Ministries, Religious Coalition for a Nonviolent Durham, Ronald McDonald House of Durham, SEEDS, Society of Saint Andrew, Step Up Ministries, Urban Ministries of Durham). An additional \$42,000 was distributed to local and global causes including budgeted items, ZOE, and Ukrainian Relief. Total Missions Giving for 2021-2022 fiscal year was \$112,000. WOW. Thank you, Congregation of Duke Chapel for opening your hearts and wallets! The Missions and Outreach Committee focused on efforts for Racial Reconciliation by sharing book recommendations and identifying and patronizing disadvantaged businesses in our communities.

Thank you to the committee members Joel Boggan, Linda Daniel, Carol Gregg, Jane Fellows, Diane Garber, Daren Hansen, Kathy Jones, Bill Jones, Carol Matteson, Kathi Piendl, Walker Robinson, Mary

Tyrey, Lee Tyrey, Judi Vos, Dave Vos, Steve Winters, Paul Wynkoop, Breanna Van Velzen, Mindy Erdmann, Nancy Wawrousek who committed to monthly virtual meetings this past year. We also give a heartfelt thanks for the life of Bill Jones and all his selfless contributions to this committee.

In closing, the Missions and Outreach Committee is incredibly grateful for the opportunities to serve our neighbors and ultimately to serve the Lord.

### **Durham Congregations in Action**

No report this year.



### **Families Moving Forward Meals**

By Linda Daniel and Jane Fellows

Again, in this past year of May 2021 until May 2022, working with Families Moving Forward has required lots of modifications of how we can serve because of the Covid requirements.

Instead of the rotation with 3 churches, scheduled dinners are for individual congregations on Tuesday nights with a group of approximately 12 clients.

Linda Daniel and Jane Fellows have prepared and served this year.

In June 2021, Linda, Jane and Loraine (from Temple Baptist), Patricia (from Immaculata), Leah (from First Presbyterian) and Susan (from Mt. Sylvan) talked and worked with Tasha Melton to set up the schedule to serve.

The Congregation was responsible for serving on September 30, 2021. The house was shut down in January 2022 because of Covid outbreaks. Then on February 1, 2022, again our rotation was cancelled because of an outbreak. Meals were served on April 26.

There is an Amazon wish list for our back-pew contributions. Recently the kitchen has reopened for clients, so there is a need for cooking pots, pans and equipment.

Food for Change is a successful fund-raiser for Families Moving Forward.

### **Missionary Support**

By Dave Vos

This past year God expanded Steve and Mary's work serving the minority peoples of Asia as they continue to work remotely from St Paul MN. Steve is supervising seven language teams and assisting language teams in locating funding for their projects. We rejoice that one of these teams completed the New Testament in the H language this year! Steve supervises people in New Zealand, Finland, Korea, USA, Canada, and parts of Asia. Mary, in addition to serving the educational needs of families serving minority people in Asia, began reaching out to college age young people who are separated by physical distance from their parents serving overseas. Mary has enjoyed inviting them over for a meal and getting to know them better. Mary feels very strongly about connecting with these young adults as she regularly prays for them and seeks to encourage them through social media, cards, and visits. The Mission Committee had a very informative Zoom meeting with Steve and Mary last October. Steve and Mary deeply appreciate the Congregation's faithful partnership in the work Asia to which God has called them.

### **Racial Reconciliation Work Group**

By Mindy Erdmann

I participated in the Racial Reconciliation Work Group, and led the group in the spring after Bill Jones's passing. During my time with the group, we spent time discerning the next steps for the group, discussing the needs for the Congregation in terms of what would be the best ways to grow in our anti-racism commitments. I led a workshop called Race and the Bible: How Misuse of the Bible Leads to Racial Division, once in the fall with members of the RR Work Group and once in the spring for a wider audience. I appreciated the engagement of the Congregation members and the feedback I received was that it was a helpful discussion.

### **Refugee Resettlement**

By Steve Harper

It has been my call, my challenge, and my pleasure to have accepted the opportunity to welcome refugees into our culture and our economy. Our committee was about 12 people at the core, and there were dozens more who surrounded us. Together, we set goals of assimilation, education, economic success, cultural adjustment. Our refugee families came from a subsistence economy lacking formal education. Now, all parents have long employment experience, and their children are honor students now attending universities. Families own their houses and vehicles. Meanwhile, families have maintained their religious and cultural connections through Congregations --- ours and their own ethnic social worship. Our goals and theirs have been achieved. Thanks to everyone who assisted and to God for leading us these 20 years. I have received amazing gifts of love through sponsorship of these 5 families of 10 parents, 19 children, and 3 sets of grandparents. We count 4 college grads, 8 college students, and 3 college candidates, and 3 high school grads, and one kindergartner -- nearly all honor students. There is one graduate student so far. Most important is that 5 families totaling 35 people ARE resettled into our culture and economy as contributing American citizens. This past year, we helped three students regain their balance in rough seas and a special needs youth make the transition to adulthood. With our support, the special needs person attended Talisman Camp -- a camp professionally staffed for autistic youth. He has begun work under a Vocational Rehabilitation program of Supported Employment. Now we can officially close our Congregation's Refugee Resettlement project.

### **Urban Ministry Dinners**

By Diane Garber

Until April 2020, volunteers associated with the Congregation at Duke University Chapel served a dinner of lasagna, fruit cup, rolls, salad, cookies, and lemonade to our neighbors at the shelter on 410 Liberty Street in downtown Durham on the second Sunday of odd numbered months and on the fourth Wednesday of even numbered months for more than twenty years under the stewardship of Ned Arnett and Cricket Scovill.

Annually, we contributed almost 450 man-hours of volunteer service and served more than 2,500 meals over the years. Congregation members traditionally contributed more than twenty 12-serving Stouffers (or store brand) lasagnas each month, while the Congregation, pre-pandemic, budgeted \$285 per month to cover the cost of the rest of the meal. In a normal 12-month period, we provided a total of 35 pounds of salad, 14 gallons of canned fruit cocktail, thousands of chocolate chip and oatmeal raisin cookies and rolls, 144 ounces of salad dressing, and enough lemonade mix to make 18 gallons!

The time commitment per dinner has been approximately two hours. We would arrive at the shelter kitchen with the lasagna one hour before the meal began and we would stay to serve for approximately one hour. Shelter residents or staff took care of the clean-up.

If you can carve two hours out of your schedule on a Sunday or a Wednesday evening, plus some travel time, you can be part of the Congregation's longest continuously running local ministry. In the past we had up to twelve volunteer servers per meal, with some dropping off lasagna but not staying to serve. You can help out as much or as little as you like. Some people come every month, some come occasionally, and some come just once to try it out. Every contribution of time and lasagna is appreciated.

Sadly, COVID put us on hold for a time, beginning in April, 2020. At the time of Cricket's retirement and move from the area I was fortunate to take over the task of volunteer coordinator for this worthwhile project.

The Congregation continued to fund the dinners at that time, but volunteers did not start back with drop-off of lasagna until October of 2021. Only recently earlier in 2022, as some of the Covid restrictions have gradually relaxed, we have adapted to the Urban Ministry hybrid of allowing a few volunteers back into the kitchen to prepare and box the meals to hand out to the shelter residents and their neighbors. We have been serving a reduced number of residents and neighbors at 150 meals per event since October 2021.

We are looking forward to continuing our lasagna dinner tradition going forward and will be asking volunteers to gradually come back into the kitchen and to increase the amount of lasagna donations in future as restrictions normalize. We have automated somewhat by using "Sign Up Genius" posted in the weekly eNews bulletin which has worked quite well. We have also had some direct communication with the volunteers through phone or by email and in person in the Urban Ministries parking lot through their lasagna deliveries.

We offer many thanks to the Congregation Council for generously providing funds to Urban Ministries to purchase the meals during the months that we were not able to participate in person during the pandemic.

Many thanks also to Dave and Judi Vos, who have purchased the extra food items to go with the lasagna and who have traditionally managed Wednesday night meal preparation. We also welcome and thank Nancy Wawrousek and Daren Hansen who have stepped in to ably manage the Sunday night dinners.

We look forward to the continued success of this worthwhile project and appreciate your help and support.

## **Zoe Empowers Support**

By Jane Fellows

As part of our global mission and outreach the Congregation supports Zoe Empowers. This organization has grown from a small grassroots group in southern Africa in 2004 to having served over 124,000 orphans and vulnerable children in three-year empowerment programs across eight countries on two continents. Each of the eight countries has a native of that country in charge of the programming there. Those eight leaders hire about one in-country employee/1000 children in the groups, and they recruit many community volunteers. The Congregation continues to support two groups in Zimbabwe where there have been 223 groups with 18419 children's lives impacted since 2009. ZOE encourages sponsors to visit the groups they support, but this has been suspended due to the corona virus pandemic. There is hope that we might be able to have a group from the Congregation visit Zimbabwe in July 2023, but that will depend on the advisability of such travel at that time. ZOE Empowers describes themselves as "a living model which God continues to shape and grow." Even in these difficult times, they have continued to find new ways to raise funds to empower our most vulnerable neighbors. More information can be obtained about this organization at <http://zoeempowers.org>.

## **CHRISTIAN NURTURE**

### **Christian Education Committee, including Life Together Groups**

By Fran and Jack Steele

Justice was this year's education theme. Concepts and manifestations of justice flowed throughout our diverse series of activities.

Three significant words characterized education activities this year: inclusive, innovative, and inspiring.

- First, we were inclusive of people, places, and programs.
- Second, we were innovative in our response to changing circumstances and opportunities.
- Third, inspiring content was the focus of all our activities.

Quality of all offerings has maintained or improved, thanks to dedicated leaders. Adult Sunday morning classes are now offered in hybrid format: participants may join in person or by Zoom. We plan to continue this approach indefinitely. Hybrid classes allow for out-of-state speakers and participants while also welcoming those who wish to be in person. Book groups, Life Together Groups, retreats, and young adult Bible study all met virtually this year. As participants have valued ease of access, some opportunities will continue to be primarily virtual.

Children and families had access to a robust collection of Godly Play and Wee Praise videos, which will continue to be available. The videos are an excellent resource for today's and tomorrow's children.

While hybrid and virtual formats provide more options for engagement, they also demand more of the class leaders. Technical changes and challenges were occasionally frustrating. Overall, technology enhanced our educational ministries.

The Congregation's diverse educational offerings are built on a strong foundation of volunteer and staff leadership. We are grateful to those who creatively organized, led and taught in this evolving environment, and those who serve on the Christian Education Committee: Patrick Cacchio, J Geneczko, Carol Gregg, Carl Hollomon, Nancy Marks, Nathaniel Metz, Nell Noonan, Kathi Peindl, Phyllis Snyder, Patience Sowa, Fran Steele, Jack Steele, Brian Stratton, Nelson Strother, Tony Willms, Christian Wilson, Matt Wright and Gretchen Ziegenhals. We rejoice for all who have participated in our virtual and hybrid educational ministries: for children brought by parents to their computer screens, and for adults participating in Sunday morning, weekday and evening classes and meetings.

Next year's programs will build on this year's strong accomplishments. They will continue to be inclusive, innovative, and inspiring. Thanks be to God!

### **Adult Bible Study**

By Mindy Erdmann

This year I led the adult Bible study in a new method called Inductive Communal Manuscript study. We studied Jeremiah in the fall and Ephesians in the spring. This method involves having a printed copy of the text and using it to mark our individual observations. We then share our observations, leading to a time of interpreting the passage and ending with a discussion of how to apply the passage to our lives. I had an extra challenge of leading in a hybrid format, with anywhere from 3 to 6 people in person and 3-8 joining in on Zoom. In spite of this challenge, we were able to have lively interactive discussion on the passages we studied, learning from one another's insights. These studies were a highlight of my time with the Congregation.

### **Adult Forum**

By Nelson Strother

During the academic year, our Sunday morning class continues to hear inspiring messages on thought-provoking topics led by Congregation members as well as guest leaders who are experts in their field. The continuing pandemic-induced separations led our class to be held via online video conference sessions (with an increasing number of in-person attendees in recent hybrid class months), and the median number of participants decreased to 17. (We are still gradually recovering to what was an increased median number (21) of participants until an online session

was disrupted, and the correctly configured sessions moved to a new location). While there was no predictable stream of guest preachers coming to the pulpit in the Chapel scheduled far enough in advance for us to seek their leadership, we were able to have a few inspiring sessions led by students and faculty from distant universities without incurring travel expenses to enable their in-person leadership.

## **Godly Play**

By Phyllis Snyder

Godly Play is the Congregation's Christian Education and Spiritual Formation program for children ages 4 through 5th graders.

- Since the beginning of the pandemic in mid-March 2020, classes have not met on campus. 70 Godly Play session videos were produced from March 2020 through August 22, 2021 and are available on the Congregation's YouTube channel for families to use as desired. Mel Snyder and Kristen Ford were instrumental in the production of the videos.

- Five outdoor Sunday morning classes were held for children and families during the fall of 2021, four of which included a Godly Play story. Attendance was as follows:

- September 12: 11 (6 children and 5 adults from 3 families)
- September 19: 15 (8 children and 8 adults from 5 families)
- October 3: 6 (4 children and 2 adults from 2 families)
- October 17: 11 (5 children and 6 adults from 4 families)
- October 31: 19 (10 children and 9 adults from 5 families)

- The following volunteers continue as members of the Godly Play Teaching Team. Their commitment throughout this time of pandemic is crucial to the continuation of this program when in-person classes return.

- Marianna Henry (14 years)
- Jane Fellows (10 years)
- Mel Snyder (7 years) Mel stepped back from being in the classroom in 2020, but continues to help behind the scenes with room set up, shelf maintenance, and materials repair and maintenance.
- Cheznee Johnson (5 years)
- Daniel Corpening (3 years)
- Jim Parker (3 years)

## **New Member Classes**

By Carol Gregg

We offer a four-week new member class twice a year, in the fall and the spring. This year, the class met on Sunday mornings at 9:45 a.m. in a hybrid format (both in-person and by Zoom). The class is comprised of those who are exploring membership in the Congregation and current members of the Congregation. The goal of the class is three-fold: to discuss and reflect on the Apostle's Creed, to get acquainted with each other and begin to build community, and to introduce incoming members to the unique nature of the Congregation. Once the class is completed, the Council votes on the reception of new members, and the new members are welcomed in worship.

In November 2020, we welcomed nine new members along with their two children: Dana Hogan, John Mackessy, Jr., Allison Moy, Ileana Porges-West, Kashmiri Schmookler Mike and Gail Stanley, and Lisa Zuo

In March 2022, we welcomed seven new members along with one child: Meredith Bryson, Kate Courtney, Vickie Newsome, Carolyn Surles, Tom and Megan Wahl, and Susan Smith Wharton. The following volunteers enhanced the classes with their assistance and friendship: Ken Arneson, Kimberley Caulfeild, Ann Gravatt, Harry Rodenhizer, Suzy Strayhorn. I am grateful to all those who choose to join this portion of the Body of Christ and to all those who actively welcome our new brothers and sisters.

### **Wee Praise**

By Kate DeAlmeida

Wee Praise is the Sunday morning class for children 0-3 years old and their families, as offered for the past seven years. Since March 22, 2020, Wee Praise has been presented through emailed videos. For this programmatic year, the DeAlmeida Family has produced three new videos (each measuring 30-60 minutes in length) inviting families to join them in singing, creative movement, instrument playing and exploration, dancing, listening, pitch and rhythm echoing, scripture reading, story time, and prayer. Kate DeAlmeida continued with two curricula from Musikgarten's *God's Children Sing*. These lessons are each centered around a scripture reading and a related story. *Friends in God's World* focuses on the Old Testament while *Friends of Jesus* on the New Testament. The links to all videos produced since March 2020 are made available to families to use as their schedule allows.

Kate DeAlmeida thanks the Congregation for giving her this opportunity to share her love of music, children, and God. She especially thanks her husband for his videography skills and patience and her daughters for participating when a partner was needed. She misses all her Wee Praise friends and hopes to see them in person soon.

### **Youth Bible Study and Confirmation**

By Matt Wright

Over the course of the previous year, youth activity has stayed the course on its general trajectory resulting from the COVID-19 pandemic. We have maintained our usual pattern of one attendee virtually, in an informal yet beneficial Bible study on the Gospel of Luke in which I focused upon building a rapport and a good relationship which has proved to be substantial and significant. On Pentecost last year, we confirmed five youth, for which we are thankful, and enjoyed some social outings to a park and to play miniature golf, but as far as Sunday school is concerned, the results have been minimal. However, a strong foundation has been laid, which I believe will be beneficial in the future, as "normalcy" continues to return.

### **Young Adult Bible Study**

By Matt Wright

The Young Adult Bible Study remained faithful and energized through the course of the past year. Our average attendance remains around 6-8, but new people have joined our group as others have moved away and begun new phases of life. Continuing the Bible study in a virtual format has enabled friends from other locations to continue to take part in our bible study, which has been a joy. As it became safer to do so, we began to gather outside of our usual meeting time for social outings to play board games, to hike, and to enjoy one another's company. The relationships within this group are to be celebrated, and those who participate truly find a communal attitude of hospitality.

## **Women's Bible Study**

By Cammey Manning

This group began in January 2013 and has been active since that time. The group has met every other week and has used the Upper Room *Disciplines* devotional, based on the lectionary, for our discussion this year. Joys and concerns for prayer requests are also shared. We are a diverse group, having almost a 50-year age range of members currently, from their 20s to 70s. There are women who are married, divorced, or single. Since the beginning of the pandemic in Spring 2020, we have met via Zoom.

After serving as the coordinator of the group for a number of years, Beth Gettys Sturkey stepped back from this role in December 2021. We are grateful for her leadership and organizational work. At that point, the group discussed whether or not to continue, and if we did, what would the group look like. We have moved to a shared structure of different individuals facilitating the meetings and one member coordinating emails and the Zoom set-ups. We are grateful to Leisa Dennehy, Adriana Doi, Cindy Gass, Pam Marcom, Sara Marks, Beth Gettys Sturkey, and Fran Steele for facilitating meeting discussions during the past year.

What is at the heart of the group is the thoughtful discussions and the support through conversation and prayer that this group shares. As Cindy Gass recently noted, "It has been my longest and most consistent source of connection to other congregation members. I like what the different ages and experiences of each woman bring to the conversation."

We are blessed with the following individuals who have participated during the 2021-2022 year: Roxanna Bottjen, Leisa Dennehy, Adriana Doi, Cindy Gass, Jan Gwyer, Kiana Hertogh, Cammey Cole Manning, Pam Marcom, Sara Marks, Laura Nye, Kellie Sims, Fran Steele, Beth Gettys Sturkey, Patsy Willimon, Leigh Wynkoop, and Gretchen Ziegenhals.

## **CONGREGATION CARE**

### **Calling Ministry**

By Linda Gauger

Every month, 11 faithful members call other members on or around their birthdays. We average 45 names, so about 4-5 names each. You might receive a call, receive a card in the mail, a voice mail or an email. If you haven't given your birthday to the office please do so, or you will never know how much a "Birthday Blessings" could brighten your day!

Thank you, Barbara Carmen, Janet Hortin, Regina Ford, Gretchen Ziegenhals, Nancy Marks, Kathy Jones, Jan Gwyer, Antoinette Bethea, Fran Steele, Dana Hogan.

### **Fellowship Committee**

By Elizabeth Kenley and Kate DeAlmeida

The Fellowship Committee at Duke Chapel organized 15 events between June 2021 and June 2022 to provide opportunities for Congregation members and visitors to develop and grow relationships that support the spiritual and emotional health of the Congregation. Due to the pandemic, approximately half of our events occurred virtually. Members of the fellowship committee include Elizabeth Kenly, Kate DeAlmeida, Emily Alexander, Jennie Brooks, Regina Ford, Ann Gravatt, J Geneczko, Janet Hortin, Sharon Anjali Jones, Laura Nye, Greg Beck, and Susan Ward. Special thanks to Genevieve and Poppy DeAlmeida, who continued in their roles as 'Fellowship Committee Youth Ambassadors.' Below is a list of events with an estimated number of attendees.

- June 13, 2021 – (Virtual) Summer Camp Series – Gourmet Grandma with Linda Gauger. ~6-10 participants.
- July 11, 2021 – (Virtual) Summer Camp Series – Horsing Around with Megan Cacchio. ~6-10 participants.
- July 25, 2021 – (Virtual) Summer Camp Series – Brioche Bun Baking with Mel Snyder. ~6-10 participants.
- August 8, 2021 – (Virtual) Summer Camp Series – How to make a Bee House with Poppy DeAlmeida. ~6-10 participants.
- August 15, 2021 – (Virtual) Summer Camp Series – Backyard Birding with Greg Beck. ~6-10 participants.
- August 29, 2021 – (In-person) Assist with distributing Locopops on the Lawn, sponsored by the Chapel.
- September 12, 2021 – (Virtual) “Catting-up and Pup-Dates (introducing our hairy family members via zoom.) ~6-10 participants.
- October 10, 2021 – Annual Picnic – Cancelled due to COVID.
- October 16, 2021 – (In-person) Guided Tour of Stagville. ~6-10 participants.
- November 6, 2021 – (In-person) Forest Bathing with Janet Hortin. ~6- 10 participants.
- December 5, 2021 – (In-person) Christmas Cookies, coffee and hot chocolate in the Memorial Garden. ~60-70 participants
- January 8, 2022 – (In-person) Guided tour of Nasher Museum of Art – Cancelled due to COVID.
- February 19, 2022 – (In-person) Forest bathing with Janet Hortin. ~6- 10 participants.
- March 13, 2022 – (In-person) St. Patrick’s Day Celebration with cookies, coffee, and hot chocolate in the Memorial Garden. ~50 participants.
- April 9, 2022 – (In-person) Birding at the Bloomquist with Greg Beck. ~6-10 participants.
- May 1, 2022 – (UPCOMING In-person) Snack Luck in the Memorial Garden.
- June (TBD)

Kate and I are honored to chair this committee. We are thankful for the amazing committee members who work diligently and selflessly to ensure that each event is successful. As a committee, we are privileged with the opportunity to welcome and love people into the fellowship of the Congregation.

## **Growing thru Grief**

By Nell Noonan

Growing thru Grief is a free and open program that offers educational experiences and healing support to anyone who has lost a loved one. The Congregation at Duke Chapel has supported the program for seven years, and, like all fifteen coalition members, contributes \$300 annually to offset the expenses of the program.

When GTG opened on Zoom in March 2020, weekly attendance dropped approximately 50% followed by a recovery by the end of the calendar year 2020 into the mid-teens. Throughout 2021, weekly sessions remained on Zoom, and attendance stabilized to an average of 15 to 25 participants per week. A total of 62 individuals were served.

Meetings are held weekly on Tuesdays from 4:30 to 6 p.m., and in person sessions will resume at St. Paul’s Lutheran Church at the intersection of Cornwallis and Picket Road on June 7<sup>th</sup> 2022.

Vaccinations (including booster) will be required; masks are optional. Sessions include a presentation followed by time for safe, confidential, small group sharing with two trained



facilitators per group. Nell Noonan serves as the Congregation's board representative. If you have questions, you may contact her at [nellnoo@sbcglobal.net](mailto:nellnoo@sbcglobal.net) or 919-294-6817.

### **Heavenly Hugs Hats Ministry**

By Tamela Davis

With hands and hearts together, Heavenly Hugs Hat Ministry provides hand-knitted, crocheted and loomed hats for babies, children and youth in our congregation, Duke students, as well as people in the community. Agencies supported by the Congregation for homeless children and adults in the Durham community receive our hats and scarves, also. Gifts during 2021 began with 156 baby hats, one blanket and five sets of booties for Mothers' Day at Duke Regional Hospital as well as Duke Medical Center NICU (neonatal intensive care unit). Five sweaters, two baby blankets, three hats, and one scarf were sent to World Vision/Knit for Kids on behalf of our ministry by Claudia Haskins. Congregation members who graduated from high school (Lila Siu, Mak Siu and Ngat Kpa) were gifted knitted hats in colors of their chosen secondary schools. Additionally, forty COVID masks were sewn and gifted to RCND, (Religious Coalition for Nonviolent Durham), by Amanda Nordin, whose mother Padgett Gerler is a faithful member of our ministry. To celebrate their confirmation and baptism on Pentecost Sunday, the following youth received handmade Duke blue hats...Lloyd Armstrong, Graelyn Takacs, Sampras Tackacs, Suin Kpa and Yen Kpa. In August, a new baby's birth was celebrated with a hat and hats for the four siblings. Also, in August, twelve baby hats were gifted to Kernodle Clinic to honor breastfeeding awareness month. September gifts were Duke blue hats for residents at the Pathways House, supported by the Chapel and Congregation. Fifteen pumpkin baby hats were delivered to the NICU at Duke in October; six Duke blue hats were gifted to Chapel Scholars, and two Duke blue hats were gifted to Judi and Dave Vos' grandsons in England! Winter gifts included five hats with matching scarves, 23 hats and seven neck warmers for Meals on Wheels; 37 hats, one ear warmer headband for Families Moving Forward; 15 hats, one scarf for Urban Ministries; 20 hats, one scarf for Reality Ministries; eight hats, one scarf for RCND; 49 hats for Duke Regional and nine Christmas hats for the NICU at Duke Medical Center. Our faithful, talented members include Padgett Gerler, Mary Catherine McSpadden, Ann Recesso, Martin Keck, Sarah Gauger, Mary Eubanks, Claudia Haskins, Roxanna Bottjen, Sally Markham, Eleanor Smith, Suzy Strayhorn, Sara Harper, Susan Brooks, Jane McAdoo and Tamela Davis. With deep gratitude, Jane Fellows, Judi and Dave Vos have been gracious in helping with deliveries. Since this ministry's beginnings nine years ago in response to a mother's grief, our handcrafted gifts have grown from baby hats to adult hats, scarves, baby blankets, sweaters, booties, and incubator covers, in loving service for others. We met several times a year for lunch and fellowship, pre-pandemic, and plan to continue that tradition when safe to do so. You are invited to join our ministry with your hands and hearts....we can provide lessons and yarn! [tamelabdavis@gmail.com](mailto:tamelabdavis@gmail.com)

### **Loaves & Fishes**

By Pam Marcom

There are 26 members of Loaves and Fishes. In the last fiscal year, we provided meals for seven families. The first two below occurred after last year's Annual Report submission, so are included here.

1. Ann Gravatt, Death of husband, Cary, June 18, 2021
2. Lin and Joel Boggan, Baby, Khai, June 22-July 6, 2021

3. Jonathon and Mary Sheldon Beckwith, Baby, Jack, July 9-July 25, 2021
4. Gail Stanley, Shoulder Surgery, July 11-July 25, 2021
5. Hillary, Kohl, and Macy Boydston, Baby, Kendall James, August 8-August 22, 2021
6. Charlyse Myhand-McDaniel, Baby, August 23, 2021
7. Melissa and Steve Grosso, Baby, January 14-28, 2022

I heartily thank all of the members of our committee (names are listed below)! We provide delicious meals to Congregation members who have had a baby, are healing from surgery or illness, or grieving a loss. The meals that we send show our love and care to our Congregation members in need. I am so grateful that the Loaves and Fishes members take time out of their busy lives to serve our fellow Congregation members.

Leslie Allin; Parker Betts; Hilary Boydston; Darry Conner; Tamela Davis; Judy Gaitens-Arneson; Cindy Gass; Linda Gauger; Melissa Grosso; Lee Guile; Drew Hains; Jordan Hains; Monica Hill; Sharon Jones; Linda Karolak; Joe Krenicky; Tom Link; Pam Marcom; Jim Parker; Kashmiri Schmookler; Phyllis Snyder; Judi Vos; Nancy Wawrousek; Fred Westbrook; Lucy Worth

## Membership

Our current membership statistics are below.

The Congregation at Duke University Chapel										
Membership Statistics										
		2014	2015	2016	2017	2018	2019	2020	2021	2022
Active members as of May 1, Previous Year										
Number of member households		344	335	347	347	358	361	355	348	361
Number of active members		529	525	539	490	494	474	480	496	495
Membership Gains:										
By confirmation or youth affirmation of faith		1	0	1	1	6	0	0	0	5
Adult transfer or affirmation of faith		27	22	18	26	23	19	10	18	21
Membership Losses:										
Deaths		8	7	7	11	7	4	7	4	11
By transfer of membership		5	7	15	4	1	2	3	0	3
To inactive status		4	0	0	0	26	0	15	0	7
Withdrawal of membership		15	2	11	11	8	13	29	17	18
Active membership as of May 1, Current Year										
Number of member households		335	347	347	358	361	355	348	361	329
Number of active members		525	539	490	494	474	480	496	495	456
Active Membership by Age*										
Children up through age 11 in member households		70	62	65	67	62	66	50	63	61
Youth age 12-17 in member households		32	28	24	19	18	21	15	19	19
Adults age 18-39		109	112	117	102	120	128	106	92	90
Adults age 40-64		196	196	203	171	185	149	156	158	130
Adults age 65-84		155	156	153	163	188	181	179	189	180
Adults age 85 and older		37	47	45	40	42	44	49	50	49
* incomplete as some member choose not to disclose their birthdates										

## **Prayer Ministry**

By Carol Gregg

Approximately once a week, an email is sent to the Prayer Ministry asking the members of the ministry to pray for specific prayer requests. The prayer requests seek healing for the ill and injured, comfort for the grieving, and sustained joy for those who are celebrating. The duration and nature of the prayers is left to the judgment of each member of the prayer team, and all requests are held respectfully and confidentially. Communications are by email to chapel-prayers@duke.edu; this email address sends messages directly to each prayer ministry member. In addition, the Prayer Ministry also prayed for those who submitted prayer request through the Chapel website.

Currently, 40 people have committed to praying for others. They are: Emily Alexander, Marsha Altmeyer, Jonathan Beckwith, Frank Coble, Robbie Cox, JP Cumming, Linda Daniel, Oscar Dantzler, Tamela Davis, Craig and Kate DeAlmeida, Susan Eitelman, Linda Gauger, Carol Gregg, Ann Hall, Sara Harper, Nancy Jirtle, Sharon Anjali Jones, Kathryn Lester-Bacon, Tom Link, Linda Karolak, Pamela Marcom, Ken Moland, Harry Nolan, Kathi Peindl, Luke Powery, Bruce Puckett, Shawn Proffitt, Ann Recesso, Ernie Ruckert, Phyllis Snyder, Beth Gettys Sturkey, Brady and Carolyn Surles, Brian Stratton, Breana Van Velzen, Fred Westbrook, Will Willimon, Tony Willms, Jim Wisner, and Terry Yuschok.

The quiet, faithful Prayer Ministry prayerfully lifts up 5-15 prayer requests per week. We are all strengthened by their ministry.

## **Quilters**

By Anne Recesso

Because of COVID, the Duke Chapel Quilters have not met in 2 years. I have continued making quilts with some help from Eleanor Harrell, one of our team members. Upon request from Carol Gregg, I've either supplied her or Phyllis Snyder with quilts or delivered them to designated members of the Congregation myself. Half of the cost of materials (fabric, thread, needles and batting) is covered by the Congregation and I cover the rest. A sizable donation was made this year by anonymous donor. We have also donated quilts at Christmas to the Meals on Wheels organization in both Durham and Chapel Hill. In addition to quilts, I've sewn pot holders making use of quilting scraps and these are used by Carol Gregg for the new members classes or as she sees fit.

## **Visitation & Care Ministries**

By Linda Gauger

The goal of the Visitation & Care Ministries is to touch base monthly with members who are no longer able to get to Chapel, those who are having or have had surgery, or members who just need a loving word from a friendly face. We have ten members. We keep in contact with an average of 18 members. All of 2021 we were making these contacts via phone or cards because of COVID-19 restrictions. We missed in-person visits! In 2022 we have started back with in-person visits while still using masks & social distance. We said prayerful goodbyes to several senior members; they will be missed, but they are now watching over us all.

Christmas cards and Chapel Poinsettias as well as Chapel Easter Lillies were delivered to 18 members.

Thanks to Carol Gregg & Ken Moland, whose support and care we would not want to be without. Thanks go out to Barbara Carman, Regina Ford, Jane Fellows, Shawn Proffitt, Sharon

Jones, Monica Hill, Billie Bauer, Gary Bauer & Sara Harper. Their care for our members is a blessing to all of us.

## **CONGREGATION SUPPORT**

### **Administration**

By Ben Wechsler

The Administration Committee had a year of growth and refining. As Chair, I would like to give my sincere thanks to members Mel Snyder, Gina Harrison, and Phyllis Snyder for their support all year. My appreciation goes out to our newest members, Jeff Harrison, Kate Courtney, and Liv Vermane who came on board late in the year. These are viable, dedicated people committed to serving our Congregation.

Our effort this year was dedicated and focused on how our website would be maintained and updated as needed. We decided to train a core of at least three committee members who would become familiar the backend system, and assist each other in making edits, adding new content, and establishing processes for those changes to happen. This transfer of knowledge is our commitment and policy going forward.

### **Stewardship and Finance - Narrative**

By John Mullins

Committee Members: John Mullins (Chair), Rick King, Carol Gregg (Pastor), Phyllis Snyder (Office Administrator), Elaine DeAlmeida (Treasurer), Penny Oslund, Carl Holloman (Asst. Treasurer), Dan Thomas, Lucy Worth

Main Activities for the 2021-2022 year

- Planned and executed the Fall 2021 Stewardship Campaign
- Completed the Annual Audit for the fiscal year and received a clean report with no material deficiencies
- Prepared the Annual budget with Assistance from Committee Chairs
- Reviewed the Treasurer's report each month to monitor the health of the Congregation's finances
- Implemented a new online giving platform, Breeze, and rolled out to the Congregation.

Financial and audit reports are available from the Congregation office upon request.

We thank members and friends alike for their continued financial support of the ministries of the Congregation.

### **Stewardship and Finance - Budget**

By Elaine DeAlmeida

## **The Congregation at Duke University Chapel**

### **Budget Worksheet**

**Fiscal Year 2022-  
2023**

FY21	FY22		FY23	
Actual	YTD July-Dec	FY22 Budget	Proposed Budget	Change vs FY22

Income					
GENERAL OPERATIONS					
DONATIONS			373,000.00	\$380,000	1.88%
Other Giving	160,201.73	122,483.64			
Pledge Fulfillment	202,445.00	92,690.23			
Total GENERAL					
OPERATIONS					
DONATIONS	362,646.73	<b>\$215,173.87</b>			
INTEREST EARNINGS					
Capital Gain	1,617.57				
Dividend	16.74				
Other Accounts					
Interest	1,172.51	212.85			
Total INTEREST					
EARNINGS	<b>\$2,806.82</b>	<b>\$212.85</b>			
TOTAL INCOME	<b>\$365,453.55</b>	<b>\$215,386.72</b>		<b>\$380,000</b>	
Expenses					
ADMINISTRATIVE					
EXPENSES					
Admin Payroll					
Communications					
Assistant		2,700.00	7,982.00	\$8,160	2.23%
Office Administrator		13,279.38	26,558.75	\$28,418	7.00%
Office Administrator					
SEP Contribution		664.00	664.00	\$710	6.93%
Total Admin Payroll		<b>\$16,643.38</b>	<b>\$35,204.75</b>	<b>\$37,288</b>	5.92%
Financial Service Fees					
Audit Committee	5,000.00		5,200.00	\$5,800	11.54%
Bank/Broker Fees	776.00	1,158.95	2,000.00	\$2,300	15.00%
Payroll/Accounting					
Services	13,424.04	7,983.28	16,300.00	\$15,508	-4.86%
Total Financial Service					
Fees	<b>\$19,200.04</b>	<b>\$9,142.23</b>	<b>\$23,500.00</b>	<b>\$23,608</b>	0.46%
Insurance					
Liability Ins	5,492.00	5,800.00	5,500.00	\$5,800	5.45%
Background					
Checks			100.00	\$100	0.00%
Total Liability Ins	<b>\$5,492.00</b>	<b>\$5,800.00</b>	<b>\$5,600.00</b>	<b>\$5,900</b>	5.36%
Workers					
Compensation Ins	692.00	-15.12	1,400.00	\$1,500	7.14%
Total Insurance	<b>\$6,184.00</b>	<b>\$5,784.88</b>	<b>\$7,000.00</b>	<b>\$7,400</b>	5.71%
Office Expenses					
Computer/Duke OIT					
Support	1,380.00	300.00	1,500.00	\$1,440	-4.00%
Computer					
Equipment/Supplies	2,100.97	600.00	2,000.00	\$2,000	0.00%
Membership					
Database (Breeze)	649.00	300.00	710.00	\$804	13.24%
Office Supplies	357.90	149.50	1,700.00	\$1,100	-35.29%
Postage	528.39		300.00	\$300	0.00%
Sales Tax Paid				\$0	
Telephone	430.32	180.00	480.00	\$216	-55.00%
Web Hosting	350.00	226.20	300.00	\$226	-24.60%
Total Office Expenses	<b>\$5,796.58</b>	<b>\$1,455.70</b>	<b>\$6,990.00</b>	<b>\$6,086</b>	-12.93%

Payroll Expenses -					
FICA	6,331.00	3,469.17	6,984.00	\$6,611	-5.34%
Staff Parking Passes	1,305.69	1,329.00	1,500.00	\$1,500	0.00%
<b>Total ADMINISTRATIVE EXPENSES</b>	<b>\$38,817.31</b>	<b>\$37,824.36</b>	<b>\$81,588.75</b>	<b>\$82,493</b>	<b>1.11%</b>
<b>CHAPEL SUPPORT</b>					
Chapel					
Altar Guild	14.99		100.00	\$100	0.00%
Chapel Support					
Donation	2,000.00		2,000.00	\$2,000	0.00%
Children's Worship					
Aids			125.00	\$150	20.00%
Choir Engagement			200.00	\$400	100.00%
Nursery Expenses	625.00	1,750.00	\$6,480.00	\$5,724	-11.67%
<b>Total CHAPEL SUPPORT</b>	<b>\$2,639.99</b>	<b>\$1,750.00</b>	<b>\$8,905.00</b>	<b>\$8,374</b>	<b>-5.96%</b>
<b>CHRISTIAN NURTURE</b>					
Education					
Adult Forum	2,300.00	600.00	1,500.00	\$1,500	0.00%
Books - Milestone					
Gifts	375.05		400.00	\$400	0.00%
Children's Ministry					
Training	275.47		500.00	\$500	0.00%
Classroom Use					
Donation	3,000.00		3,000.00	\$3,250	8.33%
Confirmation Class -					
Youth	696.39		500.00	\$500	0.00%
Curriculum &					
Supplies - ADULT	291.38	17.98	300.00	\$300	0.00%
Curriculum &					
Supplies - CHILDREN	708.47		1,500.00	\$1,500	0.00%
Curriculum &					
Supplies - YOUTH			500.00	\$500	0.00%
Daylong Retreats					
(Fall & Winter)	2,000.00	500.00	1,500.00	\$1,500	0.00%
Education Hour					
Coffee			1,500.00	\$1,500	0.00%
Fellowship - Children	207.48		750.00	\$750	0.00%
Fellowship - Youth		50.00	500.00	\$500	0.00%
Overnight Retreat		281.00	3,500.00	\$3,500	0.00%
Retreats & Missions -					
Youth			500.00	\$500	0.00%
<b>Total Education</b>	<b>\$9,854.24</b>	<b>\$1,448.98</b>	<b>\$16,450.00</b>	<b>\$16,700</b>	<b>1.52%</b>
Staff - Children's					
Education					
Children's Pastor					
Auto Allowance	348.67	133.34	400.00	\$400	0.00%
Children's Pastor					
Continuing Ed	144.17		500.00	\$500	0.00%
Children's Pastor					
Professional Expense	130.68	63.68	250.00	\$250	0.00%
Children's Pastor					
Salary	26,140.55	13,279.38	26,558.75	\$28,418	7.00%
Children's Pastor					
403B Match	653.50	664.00	664.00	\$711	7.08%
<b>Total Staff - Children's Education</b>	<b>\$27,417.57</b>	<b>\$14,140.40</b>	<b>\$28,372.75</b>	<b>\$30,279</b>	<b>6.72%</b>

<b>Total CHRISTIAN NURTURE</b>	<b>\$37,271.81</b>	<b>\$15,589.38</b>	<b>\$44,822.75</b>	<b>\$46,979</b>	<b>4.81%</b>
<b>CONGREGATIONAL CARE</b>					
Adult Fellowship			1,000.00	\$1,000	0.00%
Business Luncheon			300.00	\$300	0.00%
Chapel Quilters	224.06	51.75	300.00	\$300	0.00%
Fellowship Committee	<b>\$982.02</b>	<b>\$28.28</b>	<b>\$2,000.00</b>	\$2,000	0.00%
Gifts and Flowers		22.88	250.00	\$250	0.00%
Member Recruitment					
PR		35.92	200.00	\$170	-15.00%
Newsletter	788.45		940.00	\$940	0.00%
Stewardship Mailings	1,111.11	982.11	1,200.00	\$1,200	0.00%
Visitation & Care					
Committee	387.37		600.00	\$700	16.67%
Young Adult and					
Student Ministry		55.57	750.00	\$750	0.00%
<b>Total CONGREGATIONAL CARE</b>	<b>\$3,493.01</b>	<b>\$1,120.94</b>	<b>\$7,240.00</b>	<b>\$7,310</b>	<b>0.97%</b>
<b>OUTREACH MINISTRY</b>					
Annual Grants (Local M&O)	53,500.00	67,925.00	58,850.00	\$64,735	10.00%
Divinity School Intern	4,605.04	2,302.52	4,605.00	\$5,100	10.75%
Durham Cong in Action (DCIA)	1,000.00	1,000.00	1,000.00	\$1,000	0.00%
Habitat House	3,000.00	7,445.00	7,445.00	\$7,445	0.00%
Lenten Service Trip			200.00	\$200	0.00%
Missionary Support	1,500.00	1,500.00	1,500.00	\$1,500	0.00%
NC-Council of Churches	1,500.00	1,500.00	1,500.00	\$1,500	0.00%
Pastor's Discretionary Fund	500.00		1,500.00	\$1,500	0.00%
Shelter Dinners	400.00	504.92	4,400.00	\$4,400	0.00%
Unanticipated					
Community Need	198.90		200.00	\$200	0.00%
ZOE	11,300.00	11,300.00	11,300.00	\$11,300	0.00%
<b>Total OUTREACH MINISTRY</b>	<b>\$88,686.12</b>	<b>\$93,477.44</b>	<b>\$92,500.00</b>	<b>\$98,880</b>	<b>6.90%</b>
<b>PASTORAL SERVICES</b>					
<b>Pastoral Assistants</b>					
Pastoral Assistant, Discipleship		2,302.52	7,500.00	\$8,160	8.80%
Pastoral Assistant, Pastoral Care		7,597.50	15,195.00	\$16,259	7.00%
Pastoral Assistant, Pastoral Care - Mileage			1,000.00	\$1,000	0.00%
Pastoral Assistant, Youth & Young Adults		3,887.40	7,774.78	\$8,160	4.95%
<b>Total Pastoral Assistants</b>		<b>\$13,787.42</b>	<b>\$31,469.78</b>	<b>\$33,579</b>	<b>6.70%</b>
<b>Pastor</b>					

Pastor's Auto Expenses	377.72	325.96	2,000.00	\$2,000	0.00%
Pastor's Continuing Ed	1,324.00	750.00	1,500.00	\$1,500	0.00%
Pastor's Death & Disability	811.32	442.38	811.30	\$910	12.17%
Pastor's Housing	30,000.00	18,027.48	36,055.00	\$36,055	0.00%
Pastor's Meeting Expense	9.99	36.12	300.00	\$300	0.00%
Pastor's Pension Cost	7,910.16	3,760.08	7,910.18	\$7,731	-2.27%
Pastor's Professional Expenses			500.00	\$500	0.00%
Pastor's Salary	50,655.25	22,824.48	46,130.00	\$48,437	5.00%
Pastor's Self Employment Tax Offset	6,681.24	3,384.00	6,287.00	\$6,464	2.82%
Total Pastor	<b>\$97,769.68</b>	<b>\$49,550.50</b>	<b>\$101,493.48</b>	<b>\$103,897</b>	2.37%
Total PASTORAL SERVICES	<b>\$97,769.68</b>	<b>\$63,337.92</b>	<b>\$132,963.26</b>	<b>\$137,476</b>	3.39%
TOTAL EXPENSE	<b>\$268,678</b>	<b>\$217,662</b>	<b>\$368,020</b>	<b>\$381,512</b>	3.67%
Net Income				<b>-\$1,512</b>	

## Nominations and Leadership Development

By Jen DeNeal

The Nominations and Leadership Development committee believes that, by call of baptism, every member of the Congregation is invited to offer their God-given gifts, skills, talents, and work for the church through participation in church ministries. It takes all of us to grow and sustain our church body as we seek to deepen our relationship with God and others. We appreciate all who have answered God's call, and hope others will do the same by answering phone call or email request and prayerfully considering what we ask you to do.

This year the Nominations and Leadership Development Committee again sought to grow its support and encouragement of those in lay leadership roles in our church, such as coordinators of ministries or chairs of committees. To that end, we reviewed the lists of those currently serving in the Congregation and reached out to members, new and experienced, with opportunities to engage more deeply. One of our most cherished tasks is letting our leaders know just how much we appreciate them. We hand-wrote thank you cards (with fun and colorful "awards" included) to each of our wonderful lay leaders. We are hopeful that we'll be able to thank our leaders in-person during the upcoming year. Finally, we established the slate of new Council Members and Committee chairs which we will present at the Congregation annual meeting in June. May God bless those who serve our church in such a myriad of ways!

Great gratitude to the committee members: Ken Arneson, Jane Fellows, Karen Rhodes, and Harry Rodenhizer

## Staff-Parish Relations

By Terry Yuschok

Staff-Parish Relations Committee has a dedicated crew of Terry Yuschok (chair), Marianna Henry, Siaka Kromah, Tom Link, J. Christian Wilson and Rev Carol Gregg.

1. SPR committee met by Zoom to discuss how well staff met the needs of the Congregation and adjusted to the pandemic.



2. Supporting Rev. Carol in annual staff evaluations, two SPRC members met with each staff member.
3. We recommended that staff Assistants and Interns receive a raise in accordance with Duke minimum wage of \$17/hour.
4. Tom Link initiated a Congregation LGBTQ+ and Straight Allies Fellowship and Support Group, enriching the Congregation as a welcoming community.

## **CHAPEL SUPPORT**

### **Altar Guild**

By Ellie Ferguson

The past year has been more difficult than the last because communication has been problematic. It is difficult to maintain enthusiasm when the task you usually perform—setting up the Communion elements—is no longer part of the Chapel service. E-mail among Altar Guild members has been sustaining and we all enjoyed a lovely luncheon last fall when everyone felt comfortable being outside, before the second COVID strain surfaced and caused another pause in recovering something of the “normal” life we had all enjoyed. Another luncheon is planned for May. We will be delighted to be back in the Chapel whenever Communion with bread and wine is reinstated. Currently, with bread being the only element to set out, the Chapel intern has performed this task. Our Altar Guild members have continued to polish the silver (the processional pieces as well as the candleholders on the altar and the baptismal font) so that all is in readiness for each Sunday service. At present there are twelve members of the Altar Guild: Brenda Brodie, Robin Barefoot, Joann Claytor, Martha Hall, Mary Hartman, Jane Hicks, Lois Oliver, Penny Oslund, Virginia Rhoton, Nina Upchurch, and Patsy Willimon.

### **Children's Christmas Eve Service**

By Phyllis Snyder

The traditional Duke Chapel Children's Christmas Eve Service was not held again in 2021. Since the extensive planning required for this service needs to begin in October, and COVID rates remained elevated with no vaccine yet available for children in October 2021, it was determined that moving ahead with planning the traditional service was not prudent. Chapel Staff then determined there would be a “family-friendly” service offered instead for 2:00 p.m. on Christmas Eve. This service was an abbreviated version of the two services provided at 4:00 p.m. and 6:00 p.m. The family-friendly service, like all Christmas Eve services, required registration in order to limit the number of people in the Chapel needed to provide social distancing. The service reached capacity of 850, with some families missing the opportunity to register. I read scripture and was able to see some of the Congregation's families who attended.

### **Choir Engagement**

By Deb Hackney

The Congregation was overjoyed to welcome the Chapel Choir back for Messiah and Easter morning and delighted to provide hospitality for both events. For Messiah weekend, volunteers provided wrapped snacks for snack bags to grab after the Saturday performance. Easter morning party biscuits, donuts, fruit and coffee provided sustenance for the 11 am service. About 75 choir members and musicians were served at each event.

This ministry will continue to evolve as COVID protocols flex. The budget could use assistance to provide flexibility for treats and snacks.

Gratitude is due to contributors Laura Nye, Barbara Carman, Linda Gauger, and Patrick Dennehy.

### **Docents**

By Lois Oliver

The docents did not serve until the Chapel opened up for visitors in February 2022. There were no Sunday tours until March. The week day docents who were willing to give tours in February and beyond did so on Monday and Tuesday mornings, morning and afternoon on Wednesday and Thursday morning. Ken Davenport, Linda Sutton, Tamela Davis, Steve Harper and I served these hours. In March, Sunday tours were begun and Eileen Mitchell and Brady Surles were added to the roster along with those previously mentioned. Several regular docents work with children or had other reasons for not being ready to mix with groups. Visitors were very numerous, both during the week and on Sundays. As of April 2022, scheduled tours are beginning to be requested during the week.

### **Nursery**

By Phyllis Snyder

The Duke Chapel Nursery re-opened in August 2021. I worked with the Minors in Duke Programs division of Staff and Labor at Duke University to implement the new requirements of having parents/guardians of all participants complete a written Participation Agreement. This written form, as well as description of the Duke Chapel Nursery as a program for minors, was generated by working closely with Katy Boyd, Duke University's Youth Protection Coordinator. At the present time, the Minors in Duke Programs division is taking care of performing background checks on all volunteers, so this is no longer a responsibility of the Congregation. It was determined that as of August 2021, the Nursery capacity should be limited to 6 children per Sunday, that Caregivers must be fully vaccinated and wear masks throughout their shift, and any children who are comfortable wearing masks should do so. During the pandemic, all except for two Nursery Caregivers opted not to continue serving. Four additional Caregivers were hired including one Duke undergrad, one Duke medical student, one Duke pediatric nurse, and one Children's Behavior Technician.

### **Offering Counters**

By Drew Middleton

The COVID pandemic fundamentally altered how a good number of individuals participated in the life of the Chapel, not only as part of the worshipping community but in how they served, especially offering countering. With the help of several very dedicated individuals, offering counting was able to resume beginning with the 2021-2022 academic year. Their dedication is appreciated more than words are able to convey. Consistent volunteers have been: Ken Davenport, Joan Fox, Billy Chow, Leisa Dennehy, Regina Ford and Drew Middleton.

### **Ushers**

By Jim Ferguson

Activity as of this writing has pretty much resumed as the mask mandate was replaced by the current ruling of masks optional for those fully vaccinated and masks required for the unvaccinated. Christmas Eve and Easter services returned in their near normal form and

communion with wine will return at the end of the school year. In terms of our stable of faithful volunteers, we lost Acelynn Barefoot and gained Jessie Hulett and Eileen Mitchell.

Mission:

- For tourists and first-time visitors, we recognize our position as possibly being the front line for the University, thus try to be attentive to any special needs or requests.
- For regular attendees, we greet them as well as distribute the day's worship guide.
- For choir and clergy, we attempt to smooth the people "interface" and thus help to minimize friction and congestion.

Time commitment:

We are responsible for weekly services 52/52 generally from the hours of 10:30-12:30 as well as those associated with Christmas and Holy Week. On non-academic Sundays, we are also responsible for providing/coordinating crucifer, torchbearers, and Word carrier with Russ Owen. On an annual basis, assuming one weekly Sunday service and 10 ushers x 2 hours (this is a conservative minimum), we clock a minimum of 1000+ hours. This does not include additional services such as Holy Week, Christmas, All Hallow's Eve, etc, Nor does it include weekly recruiting/scheduling time of roughly 2 hours.

Scheduling:

One would like to claim weeks of foresight and generally the rosters are locked into place by Friday, but in all candor, e-mail as late as the night before/morning of the service is indispensable. In general, we seem to operate most efficiently with a pool of dedicated and experienced "regulars" which hovers around twenty or so.

Our current roster of regular ushers includes:

Billy Chow, Leisa Dennehy, Francis Donaie, Jessie Hulett, Liz McMahon, Drew Middleton, Eileen Mitchell, Harry Rodenhizer, Charlie Roedel, Guy Solie, Mindy Solie, Brady Surles, Rick Wilfong

Co-head ushers: Jim Ferguson & Harry Rodenhizer

## **STAFF**

### **Senior Pastor**

By Carol Gregg

Slowly, steadily, gratefully we are emerging. And we have changed.

The COVID pandemic has eased during the past year, and as a result, we have slowly returned to in-person ministries. Chapel worship services, which opened to in-person attendance in May 2021, have seen slow, steady increase in in-person attendance throughout the year. Youth and adult education classes started meeting in person in October, first with only a few people and growing numbers in the spring. Some committees have started to meet in person and fellowship events have been held in the Memorial Garden between the Chapel and Divinity School.

While we have celebrated the return of in-person ministries, we have also intentionally maintained virtual options. Some groups and committees have chosen to remain virtual indefinitely, while others are choosing a hybrid format. Some classes and fellowship groups now have regular participants from out of state, while committee members gather from around the Triangle without leaving their homes.

While the form of our ministry has been changed by the pandemic, our attitudes have changed as well. We hold our plans a little more loosely. We hold our loved ones a little more tightly. We trust God a little more faithfully. We have changed and cannot go back to the "way things used to be." Instead, let's go forward trusting the power of the Holy Spirit to guide us.

It is an honor and privilege to serve this dedicated and faithful congregation.  
Gratefully,  
Carol

### **Children's Pastor and Office Administrator**

By Phyllis Snyder

#### **CHILDREN'S PASTOR: 20 HOUR/WEEK STAFF POSITION**

This year I worked with the Minors in Duke Programs division of Staff and Labor at Duke University to implement the new requirements of having parents/guardians of all participants for Nursery, Children's Ministry and Youth complete a written Participation Agreement. This written form, as well as descriptions of these three programs, as programs for minors, was generated by working closely with Katy Boyd, Duke University's Youth Protection Coordinator. At the present time, the Minors in Duke Programs division is taking care of performing background checks on all volunteers, so this is no longer a responsibility of the Congregation. In addition to the outdoor Sunday morning gathers held in the fall for children and families (see Godly Play under the CHRISITAN NURTURE section for details) the following in-person events were held:

- Mission Project for Religious Coalition for a Non-Violent Durham, Prison Re-Entry Program. 16 children and 13 adults (from 9 families) gathered on Sunday morning, February 27, to make Welcome Home Boxes consisting of items donated by the families present, and also some who were not able to attend.
- Easter Egg Hunt on Palm Sunday morning in Memorial Garden outside Chapel. 28 children from 17 families were present. After finding eggs, I presented a summary of Holy Week, and provided a hand-out on Holy Week appropriate for families to use at home.
- Palm Sunday Processional, April 10. 30 children from 17 families participated in the Duke Chapel Palm Sunday processional while waving palm branches.
- While meeting in-person this year was not possible, I was able to continue visiting with many families via a "porch visit" (meeting at home porch or patio while wearing masks and staying 6 feet apart). I also was able to speak to some children and families via phone or Facetime. It continues to be a privilege to help guide the spiritual development of the children, and to interact with them and their families.
- I am deeply grateful for the volunteers who make children's programming possible:
  - o Godly Play Teaching Team: These team members remain in place, and are preparing for in-person classes to begin again (planned for June 5): Marianna Henry, Jane Fellows, Cheznee Johnson, Daniel Corpening, and James Parker. Mel Snyder also continues on the Team as a resource. Jessica Corpening attended Godly Play Training this Spring and has joined the Team.
  - o Wee Praise Teaching Team: Kate DeAlmeida, Megan Cacchio, Patrick Cacchio will continue on this Team, with Kate being the primary teacher when in-person classes resume. Knowing that it is in Wee Praise that many children are learning about God and church for the first time, having the leadership for this program is essential.

#### **OFFICE ADMINISTRATOR: 20 HOUR/WEEK STAFF POSITION**

In addition to the regular administrative tasks needed to support the Congregation, this year the following was implemented and/or updated:

- Transition to new database. The database utilized to track member and friends contact information, as well as financial donations, was transitioned from ICON CMO to Breeze. Breeze

made it possible for online giving, which has been greatly beneficial to congregants as well as time saving for the Congregation office. Breeze is more user friendly than ICON CMO, and offered first-rate support for the software. The clean-up of the data transition and learning curve for the new system was time-consuming, but worth the effort. The new system is now working well and provides everything needed in regard to data tracking and retrieval in a straightforward format.

- **Contribution Statements.** Preparation of the year-end Contribution Statements using the new Breeze database required a learning curve. The new format for statements now shows all contributions, including those that are not tax-deductible, and shows giving percent of amount that was pledged.
- **Directory.** Preparation of the Congregation member directory using the new Breeze database was an additional learning curve. Once the new format was implemented, it was well received and better formatted than previously. The routine of updating the Directory in January and May of each year was replaced with the twice/year updating occurring immediately after each New Member Class, which will be in the spring and fall of each year. In addition, the routine of printing directories in May of each year for distribution was discontinued. With the new format, Directories can be printed on a home computer if members desire a printed copy. For those who do not have access to print a directory, and want one, the Congregation office will provide a printed copy.
- **eNews.** Layout of weekly eNews, typically done by the Communications and Outreach Assistant, was transferred to Office Administrator when Communications and Outreach Assistant resigned in January 2022. This task will be resumed by Liv Vermane, the newly hired Communications and Outreach Assistant, in the near future.

### **Divinity School Intern**

By Mindy Erdmann

I learned a lot from my experience as an intern with the Congregation at Duke Chapel and am grateful for the people I met and worked with. Interning in the time of a pandemic was a challenge, but I gained many skills that will help me as I go forward in ministry, particularly in teaching in online and hybrid formats, which may be more common as we adjust to life after these initial years of Covid. I appreciated Carol's leadership and pastoral care for me, both as an intern and personally. I am grateful for the experience and pray for God's guidance and provision for the Congregation, especially as they continue to grow in their commitment to racial justice and reconciliation.

### **Pastoral Assistant - Youth and Young Adults**

By Matt Wright

Over the past year, I continued serving as the Pastoral Assistant of Christian Education with an emphasis upon youth and young adults. I have grown immensely during this year between graduating from Duke Divinity in May of 2021 and taking a full-time pastoral appointment in July of 2022. I feel my time working for the Congregation has been some of the most formational and encouraging work I have done in preparation for parish ministry. The main aspect of my position is Christian education, and I have focused upon that almost exclusively over the past year, leading bible study and facilitating social events for youth and young adults, worked in the education committee, and working with my successor to help make the transition

as seamless as possible. I am grateful for the time I have been able to serve God and the world by serving the Congregation at Duke Chapel.

### **Pastoral Assistant - Pastoral Care**

By Ken Moland

Pastoral care includes the ministry of providing spiritual support for congregation members through individual connections. My specific focus is on those who are limited in their ability to attend worship services and other congregational activities in person. Further, although there are exceptions, I primarily serve the distinguished demographic of those eighty-five and older. Presently there are approximately fifty in that segment of the congregation.

The Covid pandemic has changed the way that pastoral care is done in some ways. Although restrictions are lessening, some are still cautious about in person meetings. Phone calls, emails or texts are preferred by some while others now welcome in person visits. My goal is to continue to increase the number of in person visits in the months ahead. Concurrently I plan to increase the number of in-home communion services to provide that spiritual nurture to those who would desire that.

It is a joy to work with the staff of the congregation and particularly to share the concerns and vision of pastoral care with Pastor Carol. We are fortunate to have an exceptional visitation team that provides much additional care for congregation members. Our congregation has many loving, caring members that practice loving one another as Christ has loved us.

Finally, I give thanks to the Lord of the Church, who faithfully cares for us and enables us to share in His work of building His Church through pastoral care.

### **Communications Assistant**

Vacant as of January 2022