



Rumple Personnel Committee Annual Report 1/15/2024

Personnel Committee 2023

Committee Members: Kathy Beach, Ed Cummer, Dan McLamb, Martha Jane Rhyne, Gary Scott, Debbie Swartzel. (Kathy Earley & Maurice Ewing for a portion of the year)

During the calendar year of 2023, the Personnel Committee:

- Completed and submitted the budget for 2023 which was approved by Finance and finalized by Session in January.
- Director of Faith Formation and Director of Operations: Two new positions were envisioned, and research began early in the year. After many position description revisions and interviewing candidates, the Director of Children, Youth, and Family Ministry (title changed from Director of Faith Formation) and Director of Operations positions were filled. The Director of Children, Youth, and Family Ministry started on May 22nd and the Director of Operations started on June 5th.
- Nursery Supervisor Madeline Horne resigned her position.
- Kaitlyn Whisnant and Riley Williams were hired for positions in the Nursery during February. They subsequently resigned in July and May respectively. Gabrielle Petee resigned in October.
- Accompanist, Eric Luke, advised us he will resign as of June 11th. Dave McCollum found a part time replacement for July and August, Bair Shagdaron, Professor at Appalachian State, who we ultimately hired full time in September.
- Ken Broman-Fulks ended his employment as our part-time Congregational Care and Preacher at the end of August. As a retired pastor Ken has been a great help to all of us during this time of many personnel changes.
- Youth Intern, Andrew Beals, resigned at the end of May and we made the decision to not immediately fill that position for the summer. Grace Lloyd was hired at the end of August to fill that open position.
- Children's Ministry Musical, Mary Jane Keathley, resigned her position at the end of May. It was decided to replace that position with a Choral Scholar, Cara Lipson.
- Audio/Video Technicians – Thomas Wilkerson resigned in July and decision made to hire Jacob Greene and Trent Butler. Thomas Steele remains as our lead technician.
- Ken Broman-Fulks resigned at the end of August and Dave Henry was hired in October as our Congregational Care and Preacher.
- Stephanie Hankins assisted with the summer youth outing and joined the Puerto Rico mission trip.
- Scheduled and completed all 2023 Annual Staff performance reviews during September, October, and early November.
- Discussion was begun to address updates needed in the Employee Manual and the Manual of Procedures. The last full review of the MOP was in 2011. It was decided to focus our efforts on the Employee Manual initially. Most significantly we proceeded to address PTO (Paid Time Off) provisions and Maternity leave, as the current manual does not address maternity leave at all. This activity continued through the end of the year.
- Planning was begun and continues for the Pastor's Sabbatical April 29th through July 28th. The Sabbatical Team will be working on the pastor's vacancy coverage, detailed



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operational planning and responsibilities, some responsibilities may shift to other staff positions as well as prepared a budget line item of expected expenses for the 2024 Budget. Session approval and Salem Presbytery COM approval was secured within the six-month deadline.

- Stephanie Hankins's 2024 Sabbatical from PECM – February 1st through April 7th planning was initiated and continued through the end of the year.
- Updated Job Descriptions are needed for recently created and all hired staff positions Working on a standardized format and content for all. This will continue into 2024.
- Personnel Information for Church Leaders - we plan to create a brief but informative packet of data that addresses our employed staff responsibilities, reporting relationships and answers general questions such as, who and what they do, concerns and recommendations you may have, as well as working and holiday schedules. This will continue into 2024.
- "Staff Appreciation Week" - Personnel committee has decided and is planning to sponsor the creation for new ideas to show our appreciation and support for our staff employees that work so diligently for the church. All ideas will be welcomed and will continue into 2024.
- Personnel discussed the creation of a "Staff Contingency Fund". This was approved by Session; funds were donated, and a written procedure and documentation is needed and will continue into 2024.
- 2024 Personnel Budget initial summary was provided to Finance as requested on October 9th. It was noted to Finance at that time that some accounts do require additional review. Final adjustments were made as requested by Finance and approved by Session at November's meeting.

Gary Scott
Personnel Chair

Annual Report for Blowing Rock Cares Food Pantry 2023

This past year has seen a growth in our client base in both food pickup and delivery. We currently are serving 67 households and 137 individuals. We are currently providing nonperishable food, fresh produce and frozen protein and vegetables plus household items to our clients. The food is sourced through Second Harvest, High County Food Hub as well as purchased locally. Depending on the size of the household, clients receive one or more boxes of food weekly, bi-weekly or monthly depending on their request. We have also expanded our delivery program covering an area from Sugar Creek to Deep Gap. There are currently only 2 food pantries providing food delivery in Watauga County – Hunger and Health Coalition and Blowing Rock Cares.

Blowing Rock Cares is again supplying healthy snacks to 8 schools in the Watauga County School System. These snacks are delivered as the school social workers request a need for them.

We continue to provide the Special Holiday Dinners (Thanksgiving, Christmas and Easter) to over 50 households including families from Blowing Rock School. The dinners are a complete meal including a ham or turkey with all the extras including a dessert and ice cream.

We also worked with Mission to provide 6 deliveries of food and household supplies as part of the Food4Families summer program for families from Blowing Rock School as well as Hardin Park School.

Blowing Rock Cares received grant funding this past year to cover the cost of all our Special Programs as well as received a grant for a 54” freezer from Second Harvest. All monetary donations to the pantry received goes directly to the funding of food and supplies for our clients as well as a very small amount for administrative funds.

We are currently operating the pantry out of the Fellowship Hall while the new pantry is under construction. Our goal is to move back into the Pantry once it is complete and start a new program that would allow our clients to personally shop for food. We also plan to purchase a much needed 54” refrigerator that would allow us to provide additional produce.

Congregational Care Annual Report 2023 from Annie Tarbutton Chair

Members: Judy Lilly - Elder, Annie Tarbutton-Chair, Christy McKinney, Jane Rogers, Betty Womack, Jean Baskin, Vicki Hamilton, Dottie Watson, Diane Overcash, Debra Brenner, Linda Mauldin (Welcome), Ann Rhyne (Prayer Shawl), Angie Alexander, **Cong. Care Part Time Staff:** Rev. Ken Broman-Fulks, David Henry

Prayer Shawls: Nine made this year and distributed to Cong. Members. Additionally, they give to Local Community Ministries (Ann Rhyne).

Resources: Ordered from Stephen's ministry "Journeying Thru Grief, ten, 4 booklet packets to share with church members during a loss. Provide many Aging resources in the local community when needed from members.

Memorial Donations \$25 each: 25, requested by Obit or family (Jane Rogers, Angie Alexander). We are also making \$10 memorial donations to the Blowing Rock Memorial Park Tree Program as a "living" expression for each person later on during the grieving process for family-% (Annie Tarbutton). Last, the Welcome Committee is donating \$30 monthly only when new members join to the Blue Ridge Conservancy Middlefork Greenway. (Judy Lily)

Congregational Care and Music Caroling: a small group went Caroling in Dec. 2023 to specified members at homes, Foley, Deerfield, Brian Estates and Glenbridge.

Community Collaborations/Cong. Care Programming: "Going Solo Together," a group that seeks to provide community for all those who live alone, gathered for a variety of fellowship opportunities. We hosted "Coffee Chat", went to visit the Frescoes in Ashe County and had lunch, visited the Valle Crucis Park and had a program led by their naturalist, offered some financial support for members by our own Paul Megliola, gathered for a late breakfast at Cracker Barrel, and attended the NC Snowbelle's performance at the Boone Appalachian Theater and had dinner at the "Over Yonder" in Valle Crucis (Annie Tarbutton). Additionally, we've been offering a monthly Card Day and Lunch (Betty Womack).

Visitation Team: Trained members offering ongoing and short term visitation needs. This Team meets monthly for group collaboration and support. Nw Training opportunities will be provided. (David Henry)

Homebound/Home Communion – Distributed every two months during the year (Judy Lily, Dottie Watson, Clergy and Volunteers).

Receptions: Host funeral receptions, provide meals and support PW Circles for the families when needed. (Volunteers)

Bereavement Basket: Provided when needed (Betty Womack).

Cards: Provided Cong. Care cards to members listed on the weekly email newsletter. (Diane Overcash)

Plants: Indoor plants sent to members for sickness, recovery, surgery, etc. (Annie)

Sunday Flowers Worship: Distributed to homebound members and community organizations when available.

Meals: Numerous meals provided as needed. We've offered frozen meals from a Full Measure, Myers, and Maw's Produce. We also use supermarkets and restaurants for purchasing food. (Volunteers)

Visitation/Calls/Emails/Texts: Outreach to many (Volunteers, Visitation Team).

Transportation: Arranged transportation for Martha Broeker to attend Sunday Worship for three months (Volunteers).

New Member Materials: New Member and Pew Resources, needing an update, were purchased. This expense was larger this year in comparison to other years due to many new members and much needed refreshment of resources.

Welcome Committee: Approx. 55+ new members reported. Periodically throughout the year, a tour of Rumble and welcome, refreshments, and comments about various committee activities are hosted by the Welcome Committee. They also host two open houses a year. (Linda Mauldin)

Fellowship Committee 2023 Annual Report

Committee Members: Karen Clabough - chair, Kathryn Holliday, Sylvia Tarleton, Shirley Harris, Jean Baskin, Eula Calvin, Sherry Wilson, Vicki Hamilton, Jane Rogers, Betty Womack, Sandi Wells, Lou Moore - Elder Liaison.

The mission of the Fellowship Committee is to plan and promote gatherings of Rumble members that foster friendship in faith.

Committee activities 2023

January 8th - Childrens Epiphany Service luncheon

January 15th – Reception for new Elders after their ordination service

March 19th - Reception for new Rumble members

April 2nd – Palm Sunday luncheon in the Fellowship Hall

May 14th – Mother’s Day Breakfast prepared by men of the church.

June through September - Summer Salt Shakers [A dinner group that meets monthly to enjoy a meal and fellowship at a member’s home. Each month one member will host the dinner and provide the entrée, other members will bring a side dish to share]

July – Lemonade on the Lawn after all July Sunday services

July 1st - Fourth of July Parade Free Ice Cream was given away on the front lawn of the church to many, many kids and adults as well.

August 6th - Annual Church Picnic Publix’s fried Chicken with congregation provided side dishes [because of a rainy day the “outdoor” picnic was held in our Fellowship Hall]. This year we also celebrated Kathy Beach’s Doctorate Degree!

(pictures Church Picnic1, Church Picnic2, Church Picnic4)

October 1st - Blessing of the animals with St Mary's Episcopal Church on their front lawn [with treats provided for dogs, cats, etc. AND Humans!]. Members of Rumble and St. Mary's brought many varieties of animals to be blessed.

(pictures 0594, 0608, 000000)

October 29th – Reformations Sunday / Reception after a bagpiper led the congregation to the Rumble House for its dedication.

December 10th - After the Cantata we held our annual Christmas Luncheon in the Fellowship Hall. The Fellowship Committee provided hams and desserts while congregation provided side dishes.

RUMPLE MEMORIAL PRESBYTERIAN CHURCH
BUILDING COMMITTEE ANNUAL REPORT
JANUARY 7, 2024

COMMITTEE MEMBERS: JOHN CALVIN, ALEX BERNHARDT, RICHARD SWARTZEL,
ANN RYHNE, BILLY WORSHAM, JIM CROWELL

RUMPLE HOUSE: RUMPLE HOUSE CONSTRUCTION WAS COMPLETED IN OCTOBER, 2023 BY TERRY LENTZ CONSTRUCTION, AND A CERTIFICATE OF OCCUPANCY WAS OBTAINED FROM THE TOWN OF BLOWING ROCK. THE REMODELED BUILDING CONSISTED OF NEW PLUMBING, NEW HVAC, NEW AND RESTORED WINDOWS, NEW SUN ROOM, NEW FLOORS, NEW EXTERIOR SIDING, NEW ROOF, AND NEW LANDSCAPING. THE BUILDING IS NOW BEING USED AS OFFICES FOR THE PASTOR; THE DIRECTOR OF OPERATIONS; THE DIRECTOR OF CHILDREN, YOUTH AND FAMILY MINISTRY; AND THE OFFICE MANAGER. PHOTOS ARE ATTACHED OF THE ORIGINAL HOUSE AND VARIOUS PROGRESS PHOTOS DURING CONSTRUCTION.

EDUCATIONAL BUILDING REMODEL: ADW ARCHITECTS COMPLETED THE CONSTRUCTION DRAWINGS FOR THE EDUCATIONAL BUILDING REMODEL AND A BUILDING PERMIT WAS BEEN ISSUED BY THE TOWN OF BLOWING ROCK. TERRY LENTZ CONSTRUCTION STARTED CONSTRUCTION IN LATE DECEMBER. A GREAT DEAL OF STUDY WENT INTO PHASING THE NEW CONSTRUCTION SO THAT THE CHURCH FUNCTIONS COULD STILL OPERATE WITH MINIMAL DISRUPTION. DURING CONSTRUCTION, A TEMPORARY WALL WILL BE BUILT TO ALLOW ACCESS TO THE SANCTUARY FROM THE STAIRWELL AND ELEVATOR. THE NURSERY WILL TEMPORARILY MOVE TO THE THIRD FLOOR. HANDICAPPED ACCESSIBILITY WILL BE FROM GINNIE STEVENS LANE ON THE FIRST FLOOR. THE REMODEL CONSISTS OF: A DEDICATED AREA FOR BLOWING ROCK CARES WHERE THE NURSERY WAS PREVIOUSLY; CREATING A YOUTH AND CHILDREN'S AREA WHERE THE FELLOWSHIP HALL WAS PREVIOUSLY; CREATING A HALLWAY AND STAIRCASE FROM THE PROPOSED NEW FELLOWSHIP HALL TO THE SECOND FLOOR OF THE EDUCATIONAL BUILDING; REPURPOSING THE SECOND FLOOR OF THE EDUCATIONAL BUILDING FOR A GATHERING AREA AND A DISPLAY AREA FOR THE BEN LONG FRESCOES.

SITE WORK: THE CIVIL ENGINEERING DRAWINGS FOR THE SITE WORK WERE COMPLETED AND NEW WATER AND SEWER LINES TO THE NEW CONSTRUCTION WERE COMPLETED AND PERMITTED. EXTENSIVE PLANNING WAS DONE TO FACILITATE THE WATER RETENTION AREAS AND DRAINAGE PIPING WHILE KEEPING AT LEAST ONE PARKING AREA OPEN.

NEW FELLOWSHIP HALL: ADW ARCHITECTS HAVE COMPLETED PRELIMINARY STUDIES FOR UMTHE NEW FELLOWSHIP HALL AND WILL HAVE COMPLETED CONSTRUCTION DRAWINGS IN 2024.