BON AIR
PRESBYTERIAN CHURCH

ANNUAL REPORT TO THE CONGREGATION
for the 2025 Church Year

Annual Meeting of the Congregation

Sunday, February 1, 2026 - 12:10 PM

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ANNUAL MEETING OF THE CONGREGATION
February 01, 2026 12:10 p.m.

Establishment of a Quorum – *Kaete Unterzuber, Clerk of Session*

Convening of the Congregation with Prayer – *Rev. Alex Creager*

Elections to Session and Nominating Committee – *Linda Jackson, Nominating Committee*

a. Nominated Session Members:
   Ruling Elders, Class of 2028 – John Rupp, Kaete Unterzuber
   Ruling Elders, Class of 2029 – Shannon Campbell, Linda Huffine, Margaret Tait
b. Nominated Members of Nominating Committee, Class of 2029 –
   David Huffine, Mike Jackson

Receive Ministry Reports – *Rev. Alex Creager*

Review of 2026 Annual Church Budget – *Nora Narum, Treasurer*

Approval of Rev. Alex Creager's Terms of Call for 2026 – *Trisha Davis, Staff Relations*

2026 Terms of Call information for Pastor Alex Creager

Salary	$ 55028.00
Housing	$ 29972.00
Subtotal	$ 85000.00
SECA	$ 6503.00
Board of Pensions	$ 39950.00
Professional Development	$ 2400.00
Total	$ 133853.00
Cell phone reimbursement	$ 600.00
Auto allowance	$ 800.00
Professional meetings reimbursement	$ 1050.00

Adjournment with Prayer – *Rev. Alex Creager*

ANNUAL MEETING OF THE CORPORATION
Held after the Annual Congregational Meeting
February 01, 2026
Agenda

Call to order – Henry Jacocks, President
Establishment of a Quorum – Kaete Unterzuber, Secretary
Convening of the Congregation with Prayer – Henry
Presentation of the Annual Report - Henry
Adjournment with Prayer - Henry

Moderator's Annual Report for 2025
Rev. Alex Creager, Bon Air Presbyterian Church

There was a lot to celebrate in 2025 here at Bon Air Presbyterian Church. In October we had our largest new member class, at least in my four years here. 17 people joined on Sunday October 26th, making our total for the year 26 new members, all of whom have brought with them gifts of service, joy, imagination, energy, and faith.

Some of the major highlights of the year for me were:

- Adult Mission Trip to Swannanoa, NC to help rebuild after Hurricane Helene
- High School Youth Mission Trip to Charlotte, NC
- Middle School Youth Conference at Massanetta Springs
- Seeing the children love Music Camp here in June
- Session Retreat at Richmond Hill
- Faith Build for Habitat for Humanity at a home here in Bon Air
- Breaking record turnout for the Nehemiah Action with RISC in March
- Supporting and advocating for our Afghan refugee family in a very difficult year
- Engaging with the tragedy of violence and history in Palestine and Israel
- Teaching the adult ed class on one of my favorite books of the Bible: Ruth
- Leading a fall worship series on "What Do We Believe as Presbyterians?"
- Fellowship events that gathered all generations together, especially the Tacky Lights Tour
- Continuing our Worship in the Woods each Sunday in the summer
- Welcoming Joslyn Shipman as our Minister for Visitation
- Hearing feedback from the Worship Survey and beginning to shape our services differently
- Celebrating with our Music Director as she welcomed her third child this August
- Joining with the Bon Air Interfaith Trialogue
- Our Ash Wednesday, Maundy Thursday, and Good Friday services

And finally, getting to witness you, the people of BAPC, each and every week live out your Christian faith through praying, singing, teaching, learning, serving, advocating, welcoming, and loving God and loving your neighbor as yourself. This is a community where faith is more than words, and I am so glad to be a part of it.

In 2026, we have some big things happening. We have a search team working on a draft for the next position for Christian Educator/Pastor for Families here at BAPC. We have kicked off a new youth group with incredible volunteers and energy. There is a team looking specifically at how we can engage families and all members more on Sunday mornings. And in February, I will be commissioned as Vice Moderator for the Presbytery of the James. There is much more ahead. Thank you for journeying in faith wit me and this beloved community of Bon Air Presbyterian Church

-Pastor Alex

2025 NOMINATING COMMITTEE REPORT

Members: Judy Clayton, Linda Jackson (Chair), Kathy Kelly, Linda Oggle, Greta Reeves, Marta Rowe, Kaete Unterzuber.

The Nominating Committee offers the following slate of nominees for consideration at the Congregational meeting on February 1, 2026. The committee is still working on additional Nominations for Ruling Elder for the class of 2029.

Ruling Elder

Class of 2028
John Rupp
Kaete Unterzuber

Class of 2029
Shannon Campbell
Linda Huffine
Margaret Tait

Nominating Committee

Class of 2029
David Huffine
Mike Jackson

Respectively submitted by Linda Jackson, Chair of Nominating Committee

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NOMINEES FOR ELDER – CLASS OF 2028

John Rupp – my wife, Liz, and I joined BAPC in 1977. She passed away in 2014. I am involved with the group that visits BAJCC on a monthly basis. I organized the recycling effort at BAPC, and we have four teams that are each responsible for picking up the recycling. I participate in Yoga and Wednesday Night Dinners and am part of the Church and Society Team.

Kaete Unterzuber - I was three months old when I was baptized in a Presbyterian Church in Nashville, TN After living in several towns in Tennessee and North Carolina, my family moved to Richmond in 1964. After completing my Confirmation Class, I joined Forest Hill Presbyterian Church. Later, I joined Grace Covenant Presbyterian Church and, after my retirement from Altria, I joined Bon Air in 2012. Through the years, I have served on many committees as a Deacon and an Elder. At each church, I had the privilege of serving as the Clerk of Session. Currently, I am a Special Education Instructional Assistant at an elementary school in Chesterfield County. My sister and brother-in-law live in Midlothian and my brother and sister-in-law live in Iowa. My niece and nephews live in Florida, Georgia and Texas. During the past 17 years, I have cared for many cats – some pets – some feral.

NOMINEES FOR ELDER – CLASS OF 2029

Linda Huffine - Linda Huffine has been a member of Bon Air for over 25 years, serving twice previously as an active elder. She has held roles on numerous committees including Worship, Evangelism, Stewardship, Fellowship, usher teams and CE. She is currently on the CE search committee, participates in Wednesday night dinners and is a member of the RISC network. Linda and her husband, David, have two adult daughters that grew up at BAPC, we now enjoy our three grandchildren. Linda works for Chesterfield County Public Schools and after 20+ years as a Title I Reading Specialist, she is now part time as a reading tutor at Matoaca Elementary. Recently, Linda spent 4 years working in Decatur, GA as a reading tutor to support Latino students and families and as church staff for Threshold Ministry, addressing the needs of the unhoused. She looks forward to serving our congregation again.

Margaret Tait - Margaret Tait has been a member of BAPC since November of 2024. She enjoys participating in RISC and learning more about social justice work in Richmond and the surrounding area. She and her husband, Robert Brehm, live in North Chesterfield. She enjoys reading, baking, and keeping up with University of Richmond sports.

SUMMARY OF MEMBERSHIP 2024

Active members as of 1/1/25 **273**

Active Members Added to the Rolls

Profession of Faith	……3
Reaffirmation of Faith	13
Certificate of Transfer	10
Total Active Members Added to the Rolls	**+26**

Active Members Removed from the Rolls

Certificate of Transfer	…….0
By Request/Action by Session	……0
Deaths	……..……6
Total Active Members Removed from the Rolls	**……..…-6**

Active members as of 12/31/25…… …….**293**

Confirmands and Professions of Faith +3

Everett Goree	Emery Birkland	James Kinney

Reaffirmation of Faith +13

Chad Campbell	Shannon Campbell	Cameron Motley
Cassidy Kinney	Steve Henley	Jonathan Pucci
Jamie Pucci	William St. Clair	Barbara Wright
Anne Zoeller	Gwynn Henderson	Amy Birkland
Walt Goree		

Certificate of Transfer (in) +10

Eric Levy	Karen Levy	Ryan Torbey
Kendrick Torbey	Everett Bond	Julie Grimes
Elizabeth DeBusk-Maslanka	Anthony Maslanka	Dan Wiard
Lynn Wiard		

Certificate of Transfer (out) -0

Removed from Roll -0

Deaths -6

Ursula Jones	Claire Boeger	Marvin Boots
Marilyn Schoettinger	Joan Collins	Amy Compton

	Operating Fund Statement of Income and Expenses				
	Account Name		**2025 Actual Results**	**2025 Budget**	**2026 Budget**
Income					
4010	Pledges, Offerings, and Gifts		529,711	538,000	$ 554,000
4020	Prior Year Pledges		300	2,000	$ 1,000
4030	Loose Offering		10,665	7,000	$ 7,000
4040	Use of Facilities		6,640	7,000	$ 7,000
xxxx	Interest Income		25,315	17,000	$ 20,000
4090	Transfer From Operating Reserve / Allocated Funds		19,000	19,000	$ 19,000
	Total Income		**591,631**	**590,000**	**608,000**
Expense					
	Staff		352,040	368,315	$ 367,120
	Worship & Music		9,174	11,100	$ 11,275
	Christian Education		14,912	16,300	$ 18,500
	Communications		6,663	8,710	$ 10,185
	All Other Session Divisions		5,655	7,037	$ 7,511
	Office Administration		13,794	18,659	$ 20,589
	Property and Utilities		113,940	100,879	$ 106,600
	Benevolences		58,500	59,000	$ 66,220
	Total Expenses		**574,678**	**590,000**	**$ 608,000**
	Net Surplus		**16,953**		

Operating Reserve Summary

Balance, January 1, 2025	$ 228,283
Operating Fund 2025 Net Surplus	16,953
Funding for 2025 Operating Fund	(13,000)
Funding for Session expenses	(850)
Net Activity	3,103
Balance, December 31, 2025	**$ 231,386**

Special Offerings	**2025 Actual**
Bainbridge Food Pantry	$ 375
Christmas Joy Gift	2,327
Crop Walk	1,180
Disaster Relief	3,625
One Great Hour of Sharing	4,246
Pastor's Emergency Fund	6,551
Peace	2,131
Pentecost	2,061
RISC Support	1,400
Total Special Offerings	$ 23,896

Consolidated Cash, Investments and Fund Balances				
		As Of 1/1/2025	Net Change	As Of 12/31/2025
Cash and Investments				
Checking		141,296	(59,157)	$ 82,139
Certificates of Deposit		206,231	8,959	$ 215,190
Savings		1,049,854	(625,200)	$ 424,654
PILP Investment		**28,301**	1,441	**$ 29,742**
Pastor's Emergency Fund		1,945	3,133	5,078
Preschool Scholarship		33,909	(3,320)	30,589
New Covenant Funds		575,027	54,351	629,378
RBC Investments		-	637,222	637,222
Total Cash and Investments		**2,036,563**	**17,429**	**2,053,992**
Fund Balances				
Operating Reserves		228,283	3,103	231,386
General (now Cornerstone) Endowment		549,517	37,577	587,094
Pastor Emergency		1,945	3,133	5,078
Property		65,681	15,674	81,355
Memorials		28,217	6,447	34,664
Church & Society		11,486	(1,237)	10,249
Fellowship		18,426	1,552	19,978
Stewardship		770,157	(38,960)	731,197
Congregational Care		37,623	7,768	45,391
Christian Education		190	(43)	147
Worship & Music		50,957	733	51,690
Preschool		222,038	(16,617)	205,421
Staff Recruitment		10,273	(22)	10,251
Staff Relations		41,770	-	41,770
Total Fund Balances		**2,036,563**	**19,108**	**2,055,671**
Liabilities				(1,679)
		2,036,563	**18,869**	**$ 2,053,992**

Analysis of 2025 Pledges Results		
Number Pledging	**Range Amount**	**Total**
5	$15,000 - 25,000	$102,000
6	10,000 - 14,999	$64,800
8	8,000 - 9,999	$69,186
3	7,000 - 7,999	$22,000
5	6,000 - 6,999	$31,400
5	5,000 - 5,999	$26,640
13	4,000 - 4,999	$56,920
18	3,000 - 3,999	$62,400
19	2,000 - 2,900	$44,412
19	1,000 - 1,999	$25,360
13	1 - 999	$8,476
114	**Households**	**$513,594**
Other Data:		
14	New pledging households or households not pledging in 2025	$34,140.00
57	Households *increased* their pledges over 2025	$59,638.00
	Total i*ncrease* in 2026 pledge amounts over 2025	**$93,778.00**
16	Households *decreased* their 2026 pledges from 2025	$14,460.00
6	Households pledged in 2025 but not yet pledged for 2026	$20,400.00
16	Households who do not pledge but give regularly	

Ted McCormack
Financial Secretary
Nora Narum
Treasurer
1/6/2026

	Bon Air Presbyterian Church			
	2026 Budget			
	Comparative Operating Fund Activity			
	Account Name	2025 Actual Results	2025 Approved Budget	2026 Approved Budget
Income				
4010	Pledges, Offerings, and Gifts	529,711	538,000	$ 554,000
4020	Prior Year Pledges	300	2,000	$ 1,000
4030	Loose Offering	10,665	7,000	$ 7,000
	Pledges and Offerings	**540,676**	**547,000**	**$ 562,000**
4040	**Use of Facilities**	**6,640**	**7,000**	$ 7,000
xxxx	**Interest Income**	**25,315**	**17,000**	$ 20,000
xxxx	From Sieben gifts of 2022 and 2024	**6,000**	6,000	$ 19,000
xxxx	Operating Reserve/Operating Surplus from prev year	**13,000**	13,000	**$ -**
4090	**Total Allocated Funds Support**	**19,000**	**19,000**	**$ 19,000**
	Total Income	**591,631**	**590,000**	**$ 608,000**
Expense				
	Minister (Alex Creager)			
5016/17	Minister Sal/Housing	77,026	78,226	$ 85,000
5083	SECA Supplement	5,984	5,984	$ 6,503
5018A	Minister Auto Allow			
5019	Minister Prof Dev.	2,223	2,400	$ 2,400
5020A	Minister Allowance, Other		1,050	
5030	Interim 403b Employer Contrib			
5036A	Minister Cell Phone			
5037	Minister -Brd of Pensions	33,637	33,637	$ 39,950
	Total for Minister	**118,870**	**121,297**	**133,853**
	Covenant Pastor (Rebekah Tucker-Motley)			
	Items for Covenant Pastor for Family Ministry			
	CP Salary + Housing	**53,745**	$ 53,745	
	CP Board of Pensions	**5,374**	$ 5,375	
	CP SECA Supplement	**4,111**	$ 4,111	
	CP Prof Development	**2,199**	$ 2,400	
	CP Auto Allowance			
	CP Meals & Meetings			
	CP Cell Phone			
	Total for Covenant Pastor	**65,430**	**65,631**	
	Director Education & Youth (New Hire for 2026)			
5040	Director E&Y - Salary			$ 35,000
5041	Director E&Y - FICA			$ 2,678
5042	Director E&Y - Prof Dev			$ 2,400
	Director E&Y Auto Allowance			
	Director E&Y Meals & Meetings			
	Director E&Y Cell Phone			
	total for Dir Education & Youth			**40,078**
	Total of Dir E & Y + Covenant Pastor	**65,430**	**65,631**	**40,078**
	Minister of Visitation (Joslyn Shipman)			
50xx	Salary	**680**		$ 4,080
	Minister of Visitation Auto Allowance			
50zz	Minister of Visitation FICA	**52**		$ 312
	Total for Minister of Visitation	**732**		**$ 4,392**
	Music Director (Meredith Himmelman)			
5031	Music Director Salary	27,257	$ 27,265	$ 28,628
50XX	Add'l Work Funerals/Weddings			

5033	Music Director Auto Allowance				
5034	Music Director Prof. Dev.	-	850.00	$	850
5032	Music Director-FICA	2,066	2,086.00	$	2,190
5035	Music Director-Brd of Pensions			$	-
	Total for Music Director	**29,323**	**30,201**	**$**	**31,668**
	Accompanist (Suzanne Krauss)				
	Accompanist Salary	17,510	17,510.00	$	18,386
	Add'l Work Funerals/Weddings	450	2,750.00	$	2,750
	Accompanist Auto Allowance				
	Accompanist Prof Dev	142	550.00	$	550
	Accompanist FICA	1,393	1,550.00	$	1,617
	Total for Accompanist	**19,495**	**22,360**	**$**	**23,303**
	Total for Music Director + Accompanist	**48,818**	**52,561**	**$**	**54,971**
	Office Manager (Brenda Norton)				
5051	Office Manager Salary	44,536	45,016.15	$	47,267
5054	Office Manager Prof. Dev.	956	1,200	$	1,200
	Office Manager Auto Allowance				
5052	Office Manager-FICA	3,222	3,444	$	3,616
5055	Office Manager-Brd of Pensions	19,847	20,022	$	21,488
	Total for Office Manager	**68,561**	**69,682**		**73,571**
	Other Staff				
5071	Sexton (Dwayne Williams)	22,432	24,548.00	$	25,992
5072	Nursery Worker (Kellie Olsen)	3,181	3,243	$	3,431
5073	Interns		0		
5074	Choir Vocalists + Music Leader for Woods	9,450	17,550	$	17,550
5076	Bookkeeper (Elizabeth Hurst)	11,039	9,600.00	$	9,000
5085	FICA	3,527	4,203.00	$	4,282
5086	Staff COLA Pool			**$**	-
	Total for Other Staff	**50,361**	**59,144**		**60,255**
	Total Staff Expense	**352,040**	**368,315**		**367,120**
5110	Children & Youth Music		150	$	150
5130	Adult Choral & Handbell Music	594	1200	$	800
5140	Hired Musicians	2,825	3200	$	3,500
5150	Supply Organist	400	1000	$	800
5160	Copyrights & Permissions	783	350	$	350
5170	Instrument Maintenance	2,382	1600	$	2,500
5180	Worship Supplies	806	1000	$	1,100
5185	AED/CPR Training	809	1800	$	450
5190	Pulpit Supply	575	800	$	1,625
51XX	Worship in the Woods				
	Total Worship & Music	**9,174**	**11,100**		**11,275**
5110xx	Children & Youth Music				
5210	Curriculum	576	800	$	400
5220	Adult CE	63	500	$	700
5230	Youth	2,108	2000	$	2,500
5240	Special Programs	2,917	3000	$	3,200
5250	Supplies	492	500	$	750
5260	Audio Visual/Equipment		500	$	250
5270	Training, Gifts, Misc.	165	600	$	400
5280	Retreats and Mission Trips	8,451	8200	$	10,000
5290 ??	Background Checks	141	200	$	300
	Total CE	**14,912**	**16,300**		**18,500**
5310	Comm & Mkt	255	2246	$	2,375
5311	IT tech Support	2,359	2454	$	3,170
5312	Telephone	2,238	2330	$	2,780
5313	Internet	1,812	1680	$	1,860

	Total Communications	**6,663**	**8,710**		**10,185**
5315	Misc Hospitality	853	1000	$	1,200
53xx	Coffee Room Budget Account		200	$	200
5320	Congregational Care Division	950	1200	$	1,200
5330	Fellowship Division	1,052	1000	$	1,000
5340	Staff Relations Division	338	400	$	400
5350	Stewardship Division	1,480	1937	$	2,211
5360 or simila	Session Expenses	771	1000	$	1,000
5xxx	Church & Society Division	210	300	$	300
5360	Preschool Support				
	Total All Other Divisions	**5,655**	**7,037**		**7,511**
5450	Staff Auto Expense *** from Staffing	1,953	2,045.00	**$**	-
5450A	Pastor Auto Allowance			$	1,100
5450B	Director E&Y Auto Allowance			$	720
5450C	Minister of Visitation Auto Allowance			$	1,000
5450D	Office Manager Auto Allowance			$	125
5450D	Music Director Auto Allowance			$	200
5450E	Accompanist Auto Allowance			$	200
5460	Pastor Business Meetings	826	2,050.00	$	-
5460A	Pastor Meals & Meetings			$	1,050
5460B	Director E&Y Meals & Meetings			$	700
5036	Pastor Cell Phone Allowances	1,150	1,200.00	$	-
5036A	Pastor Cell Phone Allowance			$	600
5036B	Director E&Y Cell Phone Allowance			$	600
5420	Paper and Supplies	1,964	3500	$	3,750
5410	Equipment	3,508	5200	$	5,450
5430	Postage	811	1500	$	1,000
5440	General Misc.	169	800	$	800
5461	Weds Night Dinners for Staff		864	$	864
5xxxxxx	Bank Fees (new item for 2025)	2,575	1,500	$	2,430
	Total Administration	**13,794**	**18,659**	**$**	**20,589**
	Programs and Admin		**61,806**	**$**	**68,060**
5520	Electricity	19,494	20,000	$	21,000
5530	Gas	8,391	10,000	$	10,000
5540	Other Utilities(Water,Sewer,Trash)	5,925	6,400	$	6,000
5550	HVAC(Scheduled Maint)	6,092	4,600	$	5,000
5560	Custodial Supplies, Mats	3,205	3,000	$	3,000
5571	Unscheduled Maintenance	28,863	11,000	$	13,000
5572	Bldg/Equipment Inspection	1,667	1,545	$	1,600
5573	Landscaping	15,019	13,670	$	15,000
5574	Pest Control	2,633	1,996	$	2,000
5575	Deferred Maintenance		-		
5580	Insurance	22,652	28,668	$	30,000
	Total Property	**113,941**	**100,879**	**$**	**106,600**
5610	General Benevolences	54,000	54,500	**$**	**61,220**
5620	Bread for the World				
5630	Local Benevolences				
5640	Contingency Fund				
5650	RISC	4,500	4500	**$**	**5,000**
5660	Missionary Support				
5670	Theological Higher Education				
	Total Benevolences	**58,500**	**59,000**	**$**	**66,220**

	Total Expenses		574,678	590,000	$ 608,000
	Net Surplus		16,953		

2025 REPORTS OF MINISTRY TEAMS AND COMMITTEES

ADULT CHRISTIAN EDUCATION MINISTRY TEAM

Members: Stewart Atkins, Sandy Collins, Alex Creager (Acting Moderator), Patty Ford, Peter Ford, Susan Gravely, Harold Houghton, Bruce Miller, Kent Pankey, Kristin Roberts, Joslyn Shipman, and Sidney Whitlock

In 2025, Adult Christian Education included:

- A class in January and February 2025 on *Poverty, By America* by Matthew Desmond. Taught by Harold Houghton and Patty Ford.
- A class in Lent on *Meeting Jesus at the Table* by Cynthia Campbell and Christine Fohr. Taught by Patty Ford.
- A class in April and May on "Singing Through the Psalms." Taught by Bruce Miller.
- A class in September and October on "The Palestine-Israel Tragedy." Taught by Peter Ford.
- A class in November on The Book of Ruth. Taught by Pastor Alex.
- A class in December on "Advent Voices in Scripture, Song and Story." Taught by Sandy Collins.
- David Wilson from Second Presbyterian Church came to talk in February on Aging and At Home Care.
- The Palestine-Israel Tragedy included a number of guest speakers, representing Palestinian and Israeli perspectives.
- Every Sunday from September through May we have continued to also offer "Coffee and Conversations" in the Parlor. In 2025 we studied "What If Jesus Was Serious…?" and "What if Jesus Was Serious About the Church?" Both are written by Skye Jethani. While many different members have led weeks, Kristin Roberts has stepped up to be a great leader for the class. Both she and sandy Colins have joined the Adult CE Team.
- In the fall of 2025, we applied and received a grant from the Cornerstone Endowment to update our Church Library. We will be working on that this spring.

For Winter/Spring 2026, we have the following planned:

- January/February 2026: "The Book of Acts: God at Work In and Through the Earliest Church." Led by Peter Ford, Stewart Atkins, and Sidney Whitlock
- Lent 2026: "North American Spirituality and Care of the Earth." Led by Patty Ford
- Easter Season 2026: "Four Letters: Titus, Philemon, Hebrews, and James." Led by Bruce Miller
- May 2026: Two Week Class on Sexuality and Gender. Led by Patty Ford.

We are so grateful to teach, learn, and grow in faith alongside all of you here at BAPC.

Submitted by: Alex Creager, Adult Christian Education Ministry Team Moderator

CHILDREN AND YOUTH CHRISTIAN EDUCATION MINISTRY TEAM

2025 was an exciting year of growth for the BAPC Family & Youth ministry. Highlights included:

- The pastors started a twice per month story time with the preschool
- Easter Egg Gather on Easter Sunday
- Youth Sunday on Mother's Day, led by the middle school and high school youth
- Make a Joyful Noise music camp over the summer, led by Pastor Rebekah, Meredith Himmelman, Barbara Gregory, and our youth and parents
- We launched a Drum Circle class for older elementary school students during the Sunday School hour
- Every Sunday we held Preschool, Elementary, and Middle/Youth Sunday School
- 5 middle schoolers attended the Massanetta Springs Middle School Conference
- 6 high schoolers attended a mission trip to Charlotte, NC, where we worked with CROSS Mission.
- Our youth visited Charlottesville for a hike and some great food in the Fall
- Trunk or Treat in October
- Meredith Himmelman's leadership of Cantus Choir
- Deborah Houghton's leadership of Cherub Choir

Wrapping up the year was the Family Christmas Eve Service, which included a special performance from the Drum Circle. A huge thank you to our staff, parents, and volunteers who make our ministry possible!

Submitted by Ben Treanor, Chair of the Children & Youth Christian Education Ministry

CHURCH AND SOCIETY MINISTRY TEAM

The mission of the Church and Society Team (C&S) is to engage the congregation of Bon Air Presbyterian Church in actions to share God's grace through a variety of local, national, and global missions. C&S oversees the church's benevolence budget which includes local benevolences, denominational benevolences, special offerings, missionary support, and support of theological education. Following the practice of tying our financial resources together with our actions, C&S also seeks to involve as many BAPC congregants with as many outreach and service opportunities as possible. Additionally, C&S provides mission interpretation and education to foster a heightened awareness of societal issues by members of the congregation in the local and global context of the larger mission of the Presbyterian Church USA.

Accomplishments in 2025:

Local Benevolences - Provided direct financial support of $21,500 to the following local benevolences: Bainbridge Community Ministry - $3,000 Richmond Peace Education Center - $1,500 Shalom Farms - $1,000 Richmond Hill (Micah Ministries) - $1,500 Chesterfield County Food Bank -$1,000 Assisting Families of Inmates - $1,500 Bon Air Juvenile Correctional Center - $1,000 Virginia Interfaith Center for Public Policy - $700 Virginia Interfaith Center, Immigration - $ 700 CARITAS - $1,500 Voices of Jubilee - $1,000 ReEstablish Richmond - $700 Richmonders Involved to Strengthen Communities (RISC) - $4,500 Commonwealth Catholic Charities (for immigrant support) - $1,400

Presbyterian Church USA – Provided support of $37,500 to GENERAL and/or DENOMINATIONAL benevolences including: Presbytery of the James - $33,000 Missionary Support - $2,000 Bread for the World - $500 Theological Education - $2,000

Together, these benevolences totaled over 10% of the 2025 BAPC Operating Budget.

Denominational Offerings:

The Session authorizes our participation in four Denominational Offerings throughout the year:

1. **One Great Hour of Sharing -** $4,346 which supports PCUSA worldwide relief efforts.
2. **Pentecost Offering** - $2,161 total; $824 went to All God's Children Camp for children of incarcerated parents
3. **Peace & Global Witness Offering** – $2,031 total, $1,523 goes to the Presbytery of the James, $508 goes to the Aspire program at Bon Air Juvenile Correctional Center
4. **Christmas Joy Offering** – $2,227 as of 12/3/25, money still coming in

Other Special Offerings and Collections

1. Disaster Relief Fund - $3,375 to Presbyterian Disaster Assistance
2. World Food Kitchen (for Gaza relief) - $750
3. Palestine Conflict Transformation Center (Wi'am) - $2,290

Israel/Palestine – Thanks to Glenn Hurlbert, PC(USA)'s Representative for International Issues and Regional Liaison for Israel, Palestine & Jordan met with Session via Zoom in August, to discuss the Church's stand on the humanitarian situation in Gaza.

WORKING TOGETHER TO SUPPORT OUR LOCAL BENEVOLENCES IN 2025

Open Trunk Food Drive – We started collecting food during the pandemic and each year it has continued to be a very successful part of our local benevolence outreach. The Chesterfield Food Bank and the Bainbridge Food Pantry are the beneficiaries of this ministry. We collect food on the first Saturday morning of each month and deliver it to Chesterfield and Bainbridge on alternating months. The generosity of the BAPC congregation has been overwhelming. The need for food assistance has become greater in light of rising prices and many families are sustained by the food that we donate each month. This outreach makes a big difference to many people in our community. Contact: Martha Singdahlsen

Earth Care – BAPC has been a PCUSA Earth Care Congregation for 6 years, and we work together to meet criteria in the areas of Worship, Christian Education, Facilities and Outreach for recertification each year. We are always striving to be more attentive to ways we can care for the earth as a congregation. In 2025 we once again hosted other Presbytery Earth Care Congregations to share ideas, began composting, put up several light switch covers reminding us to turn off lights, and continued our Monthly Earth Care Corner columns in the Outreach. In 2026 we are planning several Freecycle events.

Caring for Creation is made up of four teams of volunteers who provide weekly pickup of recyclables from the office, classrooms and kitchen. We would love to have more folks join our team! Contact: Deborah Houghton

Fairly Traded Coffee and Chocolate is sold in the Welcome Center the first Sunday of each month. BAPC has been involved in fair trade sales since 2006. Through the Presbyterian Coffee Project, participants get access to organic, fairly traded products at discounted wholesale case prices, ensuring that more of the money buyers spend on coffee reaches the hardworking farmers who grow it.
Contact: Deborah Houghton

Micah Program: Currently BAPC has 9 volunteers who are trained and assisting in classrooms as reading buddies at Southampton Elementary School. Another 10 or so are on board to help provide treats and supplies for teachers and students throughout the year. This year we again provided treats for the teachers at the end of the school year. We are hopeful that BAPC's involvement will continue to grow. Contact - Deborah Houghton

The Peace Study/Action Group meets several times a year virtually and also has an annual book study: in 2025 we read *Life After Doom* by Brian McLaren. Several of us also participated in a study at Salisbury Presbyterian, looking together at the issues presented in *White Too Long, The Legacy of White Supremacy in American Christianity* by Robert P. Jones. Alisha attended a 1 Million Rising online training event. We attended various advocacy events throughout the year and participated in several No Kings protests. We again participated in the !00% Voting Congregation initiative of the Virginia Interfaith Center for Public Policy. We wrote letters supporting Arman Momand after his detention and also wrote letters in support of the Palestinian VCU student who was denied her diploma. We asked Session to approve the display of a small sign at the welcome center entrance supporting immigrants. If you are interested in peacemaking and social justice issues as they relate to our faith, contact: Deborah Houghton

Richmonders Involved to Strengthen Our Communities (RISC) is made up of 29 congregations of different faiths, races, and ethnicities across the Richmond metro area who use the power of organized people to solve systemic community problems. BAPC joined a record-breaking 2,278 participants at the 2025 Nehemiah Action to press public officials to commit $10 million annually to the city's Affordable Housing Trust Fund, to provide grant funding to replace dilapidated mobile homes in the Route 1 corridor, and to implement a proven, evidenced-based gun violence intervention program. The work of raising awareness, researching best practices from other communities, and educating the public decision makers is made possible in part by 31 Justice Ministry Network members from BAPC who volunteer their time – and their individual investments totaling $24,884 for 2025!

We continue to be rewarded while working together to make the Richmond area a more equitable place to live. For research and action in 2026 the membership has selected "Mental Health" for a new issue campaign Contact: Barbara Jacocks

Pastor's Discretionary Fund - In 2025 Bon Air helped community members with a total of $3,000 given to the Area Congregations Together in Service (ACTS) program in July2025. We made 12 referrals to ACTS in 2025. We also helped six individuals who "walked-in" or called looking for assistance. Thank you to everyone who has donated to the Pastor's Discretionary Fund. Your funds are being put to great use to help those in our community. Contact: Brenda Norton, Church Office

Prison Fellowship Angel Tree Program - Our congregation participates annually in this very meaningful project. BAPC members provided Christmas gifts for 61 children this year! Gifts are purchased on behalf of the children's incarcerated parents. We also sponsored two children to attend all God's Children Camp. The Angel Tree project takes a lot of work, and we welcome volunteers! Contact: Linda Johnston

Immigrants and Refugees – In 2025, BAPC continued its partnership with St. Edward's Catholic Church to support the Momand family of six from Afghanistan. With the committed assistance of the Refugee Ministry Team and generous contributions from both congregations, the Momands successfully applied for and received their green cards. They also continue to build their English proficiency through weekly ESL classes. The Refugee Team also responded swiftly when the Momands' 19-year-old nephew was detained by ICE following a nonviolent traffic incident and faced potential deportation to Afghanistan. Support from church members and an Endowment grant enabled the family to secure legal representation, resulting in his release from custody and the dismissal of his case. His immediate family has since received their green cards as well. With the church's ongoing care, they continue to navigate the challenges following his three-month detention. Contact: Mindy Peters

Bon Air Juvenile Correctional Center – In March, our visiting team was allowed to resume birthday parties for the residents for the first time since Covid. For nearly 40 years, BAPC has had parties every other month for the residents who have birthdays. We are able to spend an hour and a half eating, talking, praying together, and playing games. We have seven volunteers who purchase the food, cards, and decorations, and Church & Society & BAPC members provide money for gifts at Christmas. This is a highly rewarding ministry for our team! Contact: Judi Foster

Voices of Jubilee – Founders and pastors Lauren Ramseur and Ashley Diaz Mejias continue to expand this ministry (which evolved from gathering to sing together) as they visit and counsel at the Bon Air, Chesterfield and other detention centers, as well as adult prisons around the state where former youth residents are finishing their sentences. Each resident receives individual attention, and the pastors offer support through court dates and with counseling. They also provide planning for residents re-entering society upon their release. Volunteers, parents, and former residents gather at Christmas in joyous reunion to pack gifts for the detention center residents. Contact: Mark and Julie Fagerburg

Sylvia's Sisters – BAPC hosted a family kit-packing event for period products in our Fellowship Hall with great participation from our congreation and other volunteers. Over 1,800 kits were packed with supplie4s to help fight period poverty throughout the Richmond area. These kits were distributed to schools and non-profits across the metro
area. Over the past three years, thanks in part to BAPC support, Sylvia's Sisters has increased period product distribution in our community from 70,000 to 500,000 period products. Contact: Brittany Averette

Habitat for Humanity Faith Build – On two separate days, many BAPC members participated in a Habitat for Humanity project, along with other local congregations, in renovating a nearby home. Additionally, BAPC members volunteer on a weekly basis at other sites in the area. Contact: Pete Gallini

Mission Trip to Western North Carolina—In the wake of Hurricane Helene, eleven BAPC members spent a week in the Black Mountain/Swannanoa area of North Carolina helping to rebuild/repair homes from June 29th through July 5th. The funding was supplied by the Cornerstone Endowment Committee, and the trip was largely organized by the Fuller Center Disaster Rebuilders group. The team received another grant to return to western NC in 2026; there are serious ongoing needs for assistance in the rebuilding effort. Contact: Pete Gallini

Church and Society Goals for 2026:
With the Presbytery of the James making severe budget cuts for 2026, we feel a calling that our church, along with other churches in the Presbytery, answer POJ's request to begin contributing to the support of Camp Hanover. Church & Society, with guidance from Stewardship, will be determining how we can include Camp Hanover in BAPC's benevolence budget. We also continue to remain focused on our church's commitment to social justice and encouraging our members to become actively involved.

Submitted by Catherine Barnes, Church and Society Ministry Team Moderator

COMMUNICATIONS MINISTRY TEAM

This team supports the Church's ministries through internal and external communications. The team provides crucial day-to-day support enabling BAPC and staff to achieve our mission of "Seeking and Serving Christ, Sharing God's Love for All Creation". Along with maintaining and upgrading a variety of IT, phone, internet, and software, the team also manages the BAPC website, a suite of social media accounts, and other communication tools/avenues.

2025 Efforts:

- Continually updated the BAPC social media presence including our website, Instagram and Facebook accounts to help better communicate with existing friends and members as well as potential new members.
- Providing enhanced access to worship, church meetings, and other events through the use of Zoom capability to reach the widest audience.
- Completing regular BAPC website updates through close coordination with content managers.
- Utilized a variety of appealing banners to market BAPC events/initiatives in a high-traffic area.
- Completed necessary Windows updates on BAPC computers.

Submitted by: Jerry Dorsey, Communications Ministry Team Moderator

CONGREGATIONAL CARE MINISTRY TEAM

In 2025 Congregational Care Ministry Team worked to consolidate past efforts, while being alert to new areas of service to the Congregation. We try to be attentive to the needs of members and respond to those needs in the ways that seem appropriate for each person and situation, matching the congregant with a friend and approaching them by the means that they prefer.

Our card ministry continues to be an effective means of touching the lives of members, whether they are dealing with an illness, a loss, or a family emergency. Sometimes when people are ill, they haven't the energy to talk, but a card is always welcome. Twenty Condolence cards, one hundred and thirty Get Well/Thinking of You cards went out this year. Seventy-eight Christmas and Easter cards and forty-two birthday cards were sent to At Home Worshippers this year.

We sent sixty Christmas cards to the children of the church. We have just begun sending birthday cards to the children, sending five in November and December. We want BAPC to be a part of this very important ritual of childhood.

Calls, texts, emails, visits, rides given and meals delivered are obvious and effective ways to assist a member in need, but it is literally impossible to count these many contacts. Many each month. Prayer Shawls and Baby Blankets are a lovely means of showing care. Our Prayer Shawls were blessed by a laying on of hands by the congregation on January 26, 2025. Seven prayer shawls and baby blankets were given this year. Many thanks to our hard-working knitters.

Taking Communion to our At Home Members is a centerpiece of our ministry. It is an activity that brings joy to the giver as well as the recipient. Teams of two members, not necessarily Elders, visit At Home Members to administer Communion. They go on Communion Sunday, or during the week afterwards. We have added communicants to the schedule, so there are opportunities for more members of the Congregation to be blessed by participating in this sacrament.

'These Days', a devotional produced in conjunction with our denomination, is provided by the Ministry Team. Fifty regular print and twenty-five large print editions are delivered quarterly and can be found at the Welcome Desk and in the Narthex.

The Email Prayer Ministry is the backbone of our communications about the needs within our congregation. Quite often this is how we first hear of an opportunity to care for a member. This year 140 prayer concerns went out to the 140 members of the Email Prayer List.

Members during 2025: Stewart Atkins, Ed Callear, Irene Caperton, Joan Collins, Alex Creager, Hannah Creager, Patty Ford, Susan Galyen, Deborah Houghton, Elizabeth Hurst, Nellie Knight, Cathy McCormack, Gloria Myers, Greta Reeves, Katherine Robson, Joslyn Shipman, Phyllis Smith, Rebekah Tucker-Motley

Submitted by: Julia Brebner, Congregational Care Ministry Team Moderator

CORNERSTONE ENDOWMENT FUND COMMITTEE

In 2025 the Bon Air Presbyterian Church Endowment Fund celebrated its 20th Anniversary and got a new name: The CORNERSTONE Endowment Fund.

The name change reflects the intent of the Fund: a way for members and friends of the congregation to express their gratitude to God, and their appreciation for those who established and built the church.

Money generated by the Fund supports annual outreach ministries and benevolences, building and capital improvements, and new or special church programs. The good works enabled by the Cornerstone Endowment Fund are our legacy to this and future generations.

The Cornerstone Endowment Fund Birthday Offering is featured in May each year. The Birthday offering is a great way to perpetuate the endowment by giving gifts equal to your age. Or, in celebration / commemoration of a loved one's birthday. These donations are accepted all year long (not just in May) and are greatly appreciated.

The value of the Fund at the beginning of calendar year 2025 was $547,200. As of December 2025, the value was $577,375. The Fund's value is primarily affected by changes in the market value, grants awarded, and contributions.

The 2025 grants (awarded in late 2024) and completed in 2025 were for:
- Preschool Accessible Swing $2,960.00
- New Tile in Rear Entry and Bathrooms $12,080.
- LifeBridge Academy $2,500.00
- Mission Trip to North Carolina $6,000

The annual funds for distribution in 2026 total $23,670.00 and were calculated according to the Endowment Fund Charter. After reviewing the grant requests received in September, the Committee made the following funding recommendations to Session and Session approved this recommendation:
- Church Library Updates $3,518
- New Electrical Outlets, $4,400
- Bon Air Refugee Welcoming Team, $5,000
- Fireproof Filing Cabinet, $1,371
- Mission Trip, $5,381
- New Member Tee shirts, $1,000
- Sylvia's Sisters, $3,000

Members of the Cornerstone Endowment Fund Committee are Alise Anzelone, Linda Bollinger, Mark Fagerburg, Pete Gallini, Nora Narum, and Ray McCallister.

Submitted by Pete Gallini, Chair of the Endowment Committee

FELLOWSHIP MINISTRY TEAM

The Fellowship Ministry Team (FMT) provides dual purpose at BAPC in providing events, trips during the year as well as sponsoring several single focused fellowship style clubs. The FMT currently has several independent clubs/groups assigned that do not require any support, financial or otherwise, from the FMT. The independent clubs listed below duly run their course each year and are open to join.

FMT Committee: Vicki Callear, Judy Clayton, Pastor Rebekah, and Kathy Sestak, Moderator

We were very glad to have Pastor Rebekah join FMT this year and that led to events being offered to the BAPC family in partnership from Christian Education Youth & Fellowship Ministry Team.

The partnership brought the following opportunities to BAPC members & friends this year:
- Tacky Light Tour – sold out bus tour customized for BAPC
- 2 Faith Night @ The Diamond – sold out BAPC seats again!
- Fox Socks – 62 socks were filled this year (YOY 3%) – special thanks to Vicki Callear, who led a children's conversation, secured the socks, and set up the rack with the socks in the welcome center, and Sandy Thornburg and Alan Sestak for their support in facilitating Fox Socks.

FMT sponsored independent clubs/groups:

ROMEOS - Retired Old Men Eating Out – The men of BAPC eat out the second Tuesday of each month from September to June for fellowship and lunch. On average 8-10 attend and all are welcome. Contact Pat Clayton at 804-276-6420 for more information.

Pickleball/Volleyball – get the ball over the net and have fun! All are welcome to come out and get a great work out. Game nights are subject to change but generally follow Thursday nights is Volleyball and Sunday nights is Pickleball during the winter and spring. Summer is Pickleball only.

Saltshakers - Thank you to Dave Carper for his leadership in continuing this unique dinner opportunity. Eighteen households (38% increase YOY) are signed up for this 2025-2026 year.

Presbyterian Women's Circles are groups of BAPC women who meet once a month for fellowship, prayer, Bible study, and mission projects

1. **Sisters Circle** (moderator Gisela Stech) meets on the second Tuesday of the month from September through May in the Garden Room for Bible study. We used the PW HORIZON Bible Study Book "Finding Resilience, Joy, and Our Identity in Jesus Christ" as our guide. Our group enjoys the fellowship time. Joslyn Shipman, Pastor Rebekah and Pastor Alex facilitated our studies. Thanks to our free-will offering, we were able to donate to the church supported, Angel Tree project.
2. The Prime-Time Circle meets on the 1st Monday of the month from September to June in the Garden Room. Average attendance is 12.5. Barbara Howson works to involve more members, and it shows as current members share Prime-Time Circle means to them… "fellowship", "learning new things", and "If you want to meet people, join Prime-Time Circle". The Circle program varies among discussions, visiting speakers, movies, a lunch out together and a relaxed December meeting at the chairperson's home. Interested in joining? Contact Barbara Howson, Chairperson.

The Chef's Club prepares meals and promotes fellowship with Wednesday Night Dinners from September through mid-May for BAPC members and guests. Currently meals are $8 for adults and $4 for children.

There are 5 teams of cooks, meal servers, table setters and cleanup crews: rotating on a 5-week schedule. Diners sign up on a permanent or weekly list located on the bulletin board in the hallway near the pastor's office. Reservations can also be made by calling the church office by 3PM on Monday before the Wednesday Night dinner (**NOTE** If you are on the permanent list and will not attend for a given meal, place your name and mark cancel on the permanent list) Brenda gives the weekly count to the cook and Pat Clayton and Margaret Watkins who collect the meal money. They count the money and place it in the church safe. Becky Bullock is our hostess, and a faithful group of diners put away the tables and chairs.

2025 was robust with activities & accomplishments…

- Recruited Members in all areas.
- Prepared and Served Easter breakfast for the congregation
- The Freewill Donations were given to One Great Hour of Sharing
- Held the 4th of July Pig Roast
- Prepared and Served the Rally Day Breakfast for the congregation
- Paid for repairs on the freezer.
- Paid for the dishwasher repairs
- Hosted surprise birthday party for Ruthie Grant.
- Hosted surprise 50th Anniversary Celebration for Barbara & Henry Jacocks.
- Hosted a Presbytery meeting for about 75.
- Served an average of 75 (7% increase YOY) meals for the Wednesday Night Dinners
- Leftover food from Wednesday night dinners donated to Good Sams
- Served 133 (17% increase YOY) for the Christmas Dinner
- Pastor Alex read a Christmas story, and Mrs. Claus made an appearance after dinner (Emily Boots) entertaining the children and giving them special treats.
- Offered takeout meals to members unable to attend in person
- Updated kitchen policy.

Chefs Club goals for 2026

- Increase Attendance at Wednesday Night Dinners
- Reduce NO SHOW Numbers for Wednesday Night Dinners
- Recruit Delivery Drivers for Takeout Meals

Thank you for reading our Fellowship Ministry Team report. Now, it's up to you – will you help with a great suggestion, or will you pass on the chance to share your FUN idea?

As we continue to strive to offer activities the BAPC family will enjoy and bring us together, help us do our best for you. If you would like to join us or have suggestions, we would love to hear from you.

Submitted by: Kathy Sestak, Fellowship Ministry Team Moderator

HOSPITALITY & WELCOME MINISTRY TEAM

Bon Air rejoices with the addition of 26 NEW MEMBERS in 2025! This increase in membership represents 17 family units:

1. Amy & Emery Birkland
2. Everett Bond
3. Chad & Shannon Campbell (children Quinn & River)
4. Elizabeth DeBusk & Anthony Maslanka (child Flora)
5. Ryan & Kendrick Torbey (children Holton & Ethan)
6. Cameron Motley (children Lee, Isaac & Charles)
7. Walt Goree and Everett Goree
8. Julie Grimes
9. Gwynn Henderson
10. Steve Henley
11. Jamie & Cassidy Kinney (child Wesley)
12. Eric & Karen Levy
13. Jon & Jamie Pucci (children Samatha & Logan)
14. William Taliesin St. Clair
15. Dan & Lynn Wiard
16. Barbara Wright
17. Anne Zoeller

The Inquirers Class on September 28 proved to be quite fruitful and will be continued once or twice a year into 2026.

The Welcome Desk is staffed and coffee/snacks organized by Deborah Houghton are provided in the Garden Room every Sunday.

As we welcome New Members, we all are encouraged to extend personal welcomes and get to know those who have joined. We have great opportunity to engage ALL more fully in the Life and Mission of the Church as our membership grows!

Thanks to our strong Hospitality & Welcome committee: Julie Brebner, Becky Bullock, Greta Reeves, Karen Harvey, Barbara Howson, and Alex Creager.

Submitted by: Barbara Jacocks, Hospitality and Welcome Ministry Team Moderator

THE MEMORIAL GARDEN COMMITTEE

Long before its creation, The Memorial Garden was a long-considered wish of the members of the congregation of Bon Air Presbyterian Church. The garden is a place set apart for meditation and for the repose of the ashes of those who have passed away.

The Session approved the establishment of the garden in 1990, and the Memorial Garden Committee was formed. A landscaping design plan was created, and the garden was installed in conjunction with an extensive building program. The Memorial Garden was dedicated on Sunday, November 5, 1995, All Saints Day.

The original members of the Memorial Garden Committee were Dot Barnes, Marvin Bowling, Virginia Chaffin, Frances Harris, Jim Hickson, Louise Mallory, Nancy Miller, Joyce Parker, Frank Schoettinger, Marilyn Schoettinger, Jack Terry.

The current members of the Memorial Garden Committee are Gloria Myers, Diane Berg, and Barbara Jacocks.

Upkeep is done by members of the committee as well as general membership of the church. The garden is funded by donations to the Memorial Garden Fund, interment charges, and a Memorial Garden Endowment which helps with the maintenance of the garden, hosting of funerals and an annual remembrance service.

There is a plaque with a display of the members interned in the Memorial Garden. In addition, there is a remembrance book with information on those interred in the garden located in the Narthex.

For parishioners and families interested in being interned in the garden, an application is made with payment at the time of application. Information is taken concerning the family. Burial is done with a service outside and/or in the Sanctuary as well. A page of remembrance is placed in the Remembrance Book located in the Narthex. A bronze engraving with the person's name is placed on one of the plaques on the wall in the garden.

Submitted by: Gloria Myers, Memorial Garden Committee Co-Chair.

PROPERTY MINISTRY TEAM (PMT)

The Property Ministry Team is responsible for the maintenance and repair of the building and grounds.

Committee members are Barbara Gregory, Alan Sestak, Kathy Sestak, Pat Clayton, Pete Gallini, Robert Halpern, Dave Carper, Noah Pearcy and Henry Jacocks. If you have an interest in becoming involved with this dynamic group, please let us know—it is a great way to help the church in a very tangible way.

In addition to regular repairs and maintenance of the building and grounds, some highlights for 2025 include: 1) continued replacement of our old fluorescent light fixtures with LED light fixtures and replacement of lights in parking lot, 2) replacement and repair of several HVAC units and two hot water heaters, 3) replacement of ceiling tiles in Beck Room, and 4) removal of several dead trees.

Submitted by: Pete Gallini, Property Ministry Team Moderator

STAFF RELATIONS MINISTRY TEAM

The 2025-2026 Staff Relations Team is comprised of Lorna Anzelone, Linda Bollinger, Darleen Cavin, Trisha Davis, Ken Miller, Marta Rowe and Joe Turner who resigned during the summer and was replaced by Terry Oggel.

The Team's mission is to ensure that the staff is supported in their respective ministries and that their needs are met. Under the purview of the team are the Pastor, Covenant Pastor, Minister of Visitation, Music Director, Organ/Piano Accompanist, Choir Vocalists, Office Manager, Bookkeeper, Nursery staff, and the Sexton.

In 2026 we:

1. Assured that The Presbytery of the James' employment guidelines were followed and that each employee received his/her benefits.
2. Submitted an annual budget with sufficient funding to ensure that each employee was fully compensated. The budget is reported annually to the Presbytery's Board of Pensions. During Open enrollment for 2026 the benefits covered by the Board of Pensions included:
    a. Pension benefits
    b. 403B plan available for installed pastor and employees at their expense
    c. Basic death and disability coverage
    d. Supplemental disability coverage
    e. Medical plans offered
    f. Dental plans offered at employees' expense
    g. Vision plans offered at employees' expense
    h. Health and Flexible Spending Account and Dependent Care Flexible Spending Account.
3. Staff Relations facilitated several changes to staff positions.
    a. Kim Negaard gave notice of her resignation as Bookkeeper in February at the end of February but continued to work through June in order to assist in the training of her replacement.
    b. A small search team wrote a position description, reviewed applicants, and assisted in interviews. Elizabeth Hurst was hired as the new Bookkeeper beginning in May.
    c. Suzanne Krauss' position was once again revised to reflect the temporary addition of Choir Director duties during Meredith Himmelman's leave in the fall.
    d. Rebekah Tucker-Motley gave notice of her resignation as Covenant Pastor at the end of 2025.
    e. Joslyn Shipman began a new 14-month position as Minister of Visitation beginning in November.
4. In February, Staff Relations sponsored a farewell reception for Kim Negaard.
5. Staff Relations, with help from Youth and Children's Christian Education Team sponsored a farewell reception for Rebekah Tucker-Motley in appreciation of her gifts and services to the congregation.
6. Staff Relations continued to include sufficient funding in the annual budget request to afford raises for the staff.

Submitted by: Trisha Davis, Staff Relations Ministry Team Moderator

STEWARDSHIP MINISTRY TEAM

Stewardship Ministry team members - Darleen Cavin (Moderator), Kathy Sestak, Mike Jackson, Gary Davis, Kraig Negaard, Linda Huffine, and Nora Narum (Treasurer).

Additional Stewardship roles:
• Treasurer- Nora Narum, Marta Rowe (Assistant), Darleen Cavin (Assistant)
• Bookkeeper – Elizabeth Hurst
• Financial Secretary – Ted McCormack, Marta Rowe (Assistant)
• Tellers – Linda Johnston, Marcia Wyatt, Jane Ferguson, Sidney Whitlock, Kit Vaughn, Becky Harvell, Ed Callear, Beth Unroe, Greta Reeves, Elaine Ogburn, Mark Fagerburg, Dwight Morwitz and Stephen Galyen.

Throughout the year, Stewardship continued to oversee the finances of Bon Air Presbyterian Church and to make monthly financial reports to Session.

Stewardships 2025 accomplishments included:

- Created policies for and proposed the establishment of the Saints of the Church Endowment. Session approved the endowment and policies and the money received from two estates was invested as a permanent resource to assist in the continuation of the ministry of Bon Air Presbyterian Church. This new endowment expanded the ways individuals, groups, and organizations can contribute to the support of the church operating budget.
    - In May 2025 we opened the Saints of the Church Endowment with RBC Wealth Management and invested $580,000, there have been no withdrawals, the balance on 12/31/25 was $637,222.24 which is a 10% increase in value.
- Created a brochure of all the BAPC Endowments and sent a copy to members and friends.
- Updated and distributed the skills and interest's sheet.
- To promote year-round stewardship, we held a Shredding Event in the church parking lot, participated in Rally-Day speed dating, provided a trunk for Trunk or Treat, and included monthly Stewardship quotes in the Outreach.
- Updated the Breeze system to be able to accept credit card payments for goods and services.
- Purchased a heavy-duty office shredder for the finance room that is available for use by members of the congregation by appointment.
- Planned the 2026 Stewardship Campaign, "A Time to Give." It included a brochure, letters, postcards, a bulletin board, gifts, a budget overview at Wednesday night dinner, and a Moment for Mission. Members and friends of the congregation responded with 114 households pledging to the 2026 operating budget.
- Nora Narum, Treasurer, recommended an operating budget which was approved by Session. As in past years, most of our operating expenses are funded from pledges and offerings with some additional revenue from use of facilities and allocated funds. The 2026 operating budget is 3% more than the 2025 budget, provides pay raises for our staff, and meets all requests from ministry teams, including 11% for charitable giving both local and global.

Submitted by: Darleen Cavin, Stewardship Ministry Team Moderator

BON AIR PRESBYTERIAN WEEKDAY PRESCHOOL

It has been a wonderful year at preschool, filled with growth, excitement, and new opportunities for our children and families. Here are some highlights from the past year.

Last spring, we installed two tandem swing sets on the playground. One of these is an adaptive swing, allowing children with physical disabilities to enjoy swinging alongside their peers. We have a couple of children who use wheelchairs, and it has been a joy to see them participate fully in playground fun.

Also on the playground, we expanded one of our existing structures. Preschool parent Rob Richards planned and led the project, incorporating features from an older structure that had been taken down. Thanks to his leadership and the team's hard work, we now have our beloved shaky bridge back!

As we've welcomed an increasing number of children with special needs in recent years, we recognized the importance of providing additional support to ensure every child can succeed. This year, we were delighted to hire Michelle Horst as our first-ever Inclusion Specialist. We have known Michelle for many years - her daughters attended BAPP, and she served as a substitute teacher for three years before working as a one-on-one aide last year. Her expertise and presence have fully provided invaluable support as children learn to navigate their classrooms and form meaningful connections.

In September, we held our first-ever BAPP Family Social. It was a wonderful opportunity for families to meet and build community. The weather was beautiful, and everyone enjoyed a picnic dinner under the portico before heading to the playground for play and conversation. Families stayed well after dark, enjoying the time together.

In November, we hosted a food drive. Thanks to the incredible generosity of our families, we were able to donate a car full of food. To feed more.

We also host a toy drive with links for presents, who provide toys to children in the hospital. If you would like to contribute, please have your gifts to us by next Friday, December 19th. We are grateful for the opportunity to partner with them and help bring joy to children facing difficult circumstances.

Submitted by: Barbara Gregory, Director of Bon Air Presbyterian Preschool

WORSHIP AND MUSIC MINISTRY TEAM

Sunday worship at Bon Air Presbyterian continued its customary schedule in 2025, with services at 8:30 and 11:00 during the school year and 9:00 (Worship in the Woods) and 10:00 during the summer. The 11:00 and 10:00 sanctuary services were streamed on Facebook and Zoom.

Our pastoral staff of Alex Creager, pastor and head of staff, and Rebekah Tucker-Motley, Covenant Pastor for Family Ministries, provide excellent worship services. Alex is the lead pastor for most services, while Rebekah handled portions of the liturgy, the Time for Young Disciples (at 11:00 services), and occasionally preached. There were only three Sundays during 2025 when neither pastor, because of vacation, continuing education, or a BAPC activity, was at worship.

In the fall, Rebekah announced her resignation, effective January 1, 2026.

Meanwhile, Joslyn Shipman, long-time BAPC member, joined the staff as part-time Pastor for Visitation. Her duties will include four Sundays of leading worship and preaching in 2026.

Meredith has drafted a separate Music Program Report, with detailed information on another beautiful music year.

In the spring, the Team issued a questionnaire intended to elicit anonymous congregational feedback on our worship services and music program. The responses, compiled over the summer, provided useful feedback that reaffirmed many features while suggesting some worthwhile changes. Alex modified our basic order of service to align with many of the suggestions. We were pleased with the candor and thoughtfulness of the feedback; a report to the congregation was issued in August.

The Second Sunday South of the James concert series concluded a successful season in the spring of '25 and began another season in the fall.

The team continued its regular work in support of worship:

- Henry Jacocks recruited and organized ushers (and organized AED/CPR training for them).
- Kathy Sestak coordinated the team to prepare communion elements each month.
- Elaine Ogburn organized acolytes.
- Jane Ferguson, a newly elected Elder, joined the committee in May, helping in all areas, preparing for future team leadership.
- Judy Clayton coordinated the sanctuary flowers, decor, banners, and paraments.
- Ken Miller lined up communion servers and helped proofread the bulletin.
- Brenda Norton recruited our weekly liturgists.
- Alan Sestak took care of many behind-the-scenes details in support of worship, music, and the outside groups' use of the sanctuary. He also coordinated the Christmas poinsettias and Easter lilies.

In 2026, the Worship and Music Ministry Team will continue its efforts to maintain, strengthen, and refine the foundational corporate experience of meeting God through words and music in our sanctuary.

Respectfully Submitted,
Ken Miller, Moderator

ANNUAL REPORT OF THE DIRECTOR OF MUSIC

We had another great year of music at BAPC in 2025. Along with Suzanne Krauss, our organist, and Maya Collins, our Soprano Soloist/Section Leader, we led music each Sunday for Worship and for various special services. I was away on maternity leave from September through the end of November as we welcomed our son Benjamin to our family. A huge thank you to Suzanne, who filled in for me in my absence, leading our choir and bell choir. Also, to member Deborah Houghton, who filled in as Cantus Choir leader. Both ladies are exceptional musicians, and the music at BAPC was able to continue as usual thanks to their hard work and dedication.

In February, we asked the congregation to submit suggestions for hymns to be sung on Sunday mornings, and plan to do the same in Spring of 2026. We enjoyed hearing a variety of old and new hymns to deepen our Worship experience.

We enjoyed a vibrant brass quartet this year on both Easter and Christmas. We also had several other guest musicians throughout the year including the Tallis Trio, Marc Krauss, and many members of BAPC who shared their talents of playing the piano in Worship.

Our summer Worship in the Woods services included new hymns and new musical offerings. Music Camp returned where our students learned the message of Creation through song, drum circle, and art.

We had another joyous advent season with all of the ensembles sharing their gifts on Music Sunday, caroling with our preschool students, and of course leading music for our Christmas Eve services.

The adult Chancel Choir had roughly 10 regular singers who led worship at the 11am service. The adult choir also sang at a couple of 8:30am services, and we plan to continue with that in the new year. The adult Handbell Choir had 8 ringers who shared their gifts of music and played multiple times throughout the year.

Our Cantus Choir for older elementary children met with me on Wednesday evenings. We had around 6 singers who led worship several times this year! Deborah Houghton continued to lead the Cherub choir on Sunday mornings, and they also sang several times throughout the season.

The Schantz/Zimmer Pipe Organ, Sanctuary Bechstein Piano and the Choir Room Baldwin Piano, the three+ Octaves of Handbells, all continue to be tuned and maintained on a regular basis and are in excellent condition.

Peace and blessings to you all in the New Year.

Meredith Himmelman, Director of Music
December 2023 - Present

CUB SCOUT REPORT

For over fifty years, BAPC has sponsored a Cub Scout Pack. This year Pack 861 is thriving with over fifty members. It is an active group with hiking, camping, helping with the church grounds cleanup and conducting an extremely successful food drive in April.

Submitted by Henry Jacocks, Cub Scout Liaison

BON AIR PRESBYTERIAN CHURCH (BAPC) CORPORATION
Annual Report for 2025

The Bon Air Presbyterian Church Corporation exists for the purpose of conducting legal and business matters on behalf of the church. The officers of the corporation are Nora Narum, Treasurer; Kaete Unterzuber, Secretary; Trisha Davis, Vice President; and Henry Jacocks, President.

Submitted by Henry Jacocks President of Corporation