

ANNUAL REPORT 2019



**First Congregational
United Church of Christ
Washington, DC**

First Congregational United Church of Christ Annual Report for 2019

Table of Contents

Statement of Faith, Vision, and Mission	4
Covenant	4
UCC Statement of Faith.....	4
Statement on Being a Just Peace Church.....	4
Open and Affirming Statement	5
Multiracial and Multicultural Vision	5-6
Mission Statement and 11 Suggested Actions for Our Future.....	7-8
Minutes of January 2019 Annual Congregational Meeting.....	9-11
Minutes of Spring 2019 Congregational Meeting.....	11-12
Minutes of Fall 2019 Congregational Meeting.....	12-13

Reports

Associate Minister’s Report.....	14-15
Minister’s Report	15-16
Director of Music	17-19
Building Manager.....	20-21
Moderator.....	21-23
Clerk	23
Finance Commission	24
Investment Commission	24-26
Facilities Commission	27-28
Care of Parish Commission.....	28-29
Christian Education Commission	29-30
Worship Commission	31-33
Outreach & Membership Commission.....	33-35
Social Action & Awareness Commission	35-38
Sanctuary Task Force.....	38
Downtown Cluster of Congregations.....	39
Nominees for 2020.....	40-43
This Year’s Thanks	44-47
2020 Pledge Statistics	48
Highlights of Financial Performance in 2019	49-50
Treasurer.....	50
Balance Sheet.....	51-53
2019 Budget and 2020 Proposed Budget	54-60
Financial Sustainability Executive Summary	61-64

STATEMENTS OF FAITH, VISION, AND MISSION

COVENANT OF FIRST CONGREGATIONAL UNITED CHURCH OF CHRIST

In grateful response to the call of Jesus Christ, we covenant with God and with each other to be a Church of Christ. We bind ourselves, in God's Redeeming Presence, to walk together in ways revealed to us by the Holy Spirit in sacrament and Word, study and prayer, fellowship and mission.

UNITED CHURCH OF CHRIST STATEMENT OF FAITH

Adapted by Robert V. Moss

We believe in God, the Eternal Spirit, who is made known to us in Jesus our brother, and to whose deeds we testify:

God calls the worlds into being, creates humankind in the divine image, and sets before us the ways of life and death.

God seeks in holy love to save all people from aimlessness and sin.

God judges all humanity and all nations by that will of righteousness declared through prophets and apostles.

In Jesus Christ, the man of Nazareth, our crucified and risen Lord, God has come to us and shared our common lot, conquering sin and death and reconciling the whole creation to its Creator.

God bestows upon us the Holy Spirit, creating and renewing the church of Jesus Christ, binding in covenant faithful people of all ages, tongues, and races.

God calls us into the church to accept the cost and joy of discipleship, to be servants in the service of the whole human family, to proclaim the gospel to all the world and resist the powers of evil, to share in Christ's baptism and eat at his table, to join him in his passion and victory.

God promises to all who trust in the gospel forgiveness of sins and fullness of grace, courage in the struggle for justice and peace, the presence of the Holy Spirit in trial and rejoicing, and eternal life in that kingdom which has no end. Blessing and honor, glory and power be unto God.

Amen.

STATEMENT ON BEING A JUST PEACE CHURCH

First Congregational United Church of Christ affirms itself to be a Just Peace Local Church. By this affirmation, we understand that we commit ourselves both as a church and as individuals to a process by which we seek to discern and act upon the links between justice and peace. Our affirmation of the United Church of Christ as a Just Peace Church, together with the study document A Just Peace, have been and will continue to be useful resources in pursuing this course.

OPEN AND AFFIRMING STATEMENT

We, the community of First Congregational United Church of Christ, are a diverse group of people; we are persons of different ages, races, sexual orientations and gender identities who have come from varying social, economic, political, and religious back-grounds. We celebrate our diversity even as we acknowledge and affirm our unity in the presence of God. The differences among us are to be understood in the context of a tradition of inclusiveness. The Apostle Paul declared this truth when he spoke of the Christian response to significant categorizations of society in his time:

There is no such thing as Jew and Greek, slave and free person, male and female; for you are all one in Christ Jesus. Galatians 3:28

We come to this church community with all the complexities of our individual situations. Among the goals of our ministry to each other is the desire to heal the brokenness we experience in ourselves and our relationships with each other and with God. Our congregation's history shows our desire to heal such brokenness; the church's decisions to be a racially integrated community (1865), to stay in the inner city (1956), and to enter into covenant with the Metropolitan Community Church (1973) exemplify our desire to be open and inclusive. We realize our intentions to be inclusive cannot be fulfilled by pointing to our history. Rather, we must act, and continue to act, if healing is to occur.

Within this context, recognizing that sexual orientation and gender identity can be barriers in our society but should not be a part of the brokenness among us, we therefore confirm our church as an Open and Affirming church with respect to sexual orientation and gender identity.

With faith in and the help of God, we lift up the following as evidence of our openness and affirmation:

- We are open to all sexual orientations and gender identities in our church's celebrations and sacraments.
- We encourage involvement by persons of all sexual orientations and gender identities in the ministry and teaching of the church.
- We are open to all sexual orientations and gender identities in our employment.
- We support education for all ages about sexual orientation and gender identity as part of the broad spectrum of human sexuality.
- We commit ourselves as advocates for persons of all sexual orientations and gender identities, so that our openness may be affirmed externally as well as internally.

MULTIRACIAL AND MULTICULTURAL VISION

Reviewed and affirmed at the Fall Planning Evening, October 14, 2014

We, the community of First Congregational United Church of Christ, have long been committed to social justice, and to racial and cultural diversity. We celebrate the diversity of our membership, of the many who use the hospitality of our building, and of our city.

We were founded in 1865 at the conclusion of the Civil War by Abolitionists committed to racial equality. The founding of Howard University in 1867 was a major early achievement of our church. A dispute over welcoming African-Americans at the same communion table divided the new church, culminating in 1869 when the segregationists, led by the pastor, withdrew. Howard University purchased the note on the new building, saving us for this day.

Our denomination, the United Church of Christ, was formed in 1957 from four distinct denominations, inspired by the prayer of Jesus Christ that they may all be one. The new denomination was dedicated to being a united and uniting church. This tradition of inclusion is a prophetic call to our ministry.

In 1973 and again in 1986, we responded to the exclusion of gays and lesbians from full participation in many churches. In 1973 we entered into a covenant with the Metropolitan Community Church of Washington to share space and ministry. In 1986 we declared ourselves an Open and Affirming church.

We declared ourselves a Just Peace church in 1985, dedicating ourselves to work for a peace based upon social justice. We strive to be an accessible church for people with disabilities, overcoming both physical and attitudinal barriers.

In 1993 the 19th General Synod of the United Church of Christ in St. Louis, Missouri, adopted A Pronouncement and Proposal for Action on Becoming a Multiracial and Multicultural Church, calling on us to be racially and culturally inclusive throughout the life of the church. We are responding to that call.

Despite varied and recurrent efforts, racism and cultural biases have not been extinguished from our midst. When we read the Apostle Paul declaring that there is no such thing as Jew and Greek, slave and free, male and female, for you are all one in Christ Jesus, we recognize the call to claim an identity which is deeper than race and culture, one which affirms our unity and calls us to be a beloved community, a community where each and every one is the beloved of God.

We therefore declare ourselves a Multiracial and Multicultural church. In a Multiracial and Multicultural church, all have a place at the table of Christ within the household of God: one body, one family, no insiders, no outsiders, each person's gifts recognized and affirmed. Further, we pledge that the fruit of the Multiracial and Multicultural church will be manifest in our staffing, our music and worship, our programs, our relationships, and our outreach.

By affirming ourselves as a Multiracial and Multicultural church, we are expanding our response to God's call to be the beloved community. Our purpose is not simply to welcome the stranger, but to know ourselves as one with the stranger; not simply to make our community more diverse, but to become one with the whole community of God. By claiming our identity as a Multiracial and Multicultural church, we commit ourselves to a path of discernment and action which will lead us toward the fulfillment of Christ's prayer that we may all be one. We acknowledge that our essential identity is grounded in that oneness. We commit ourselves to proclaiming this message beyond our walls and to supporting others who likewise seek to be the beloved community.

MISSION STATEMENT AND ELEVEN SUGGESTED ACTIONS FOR OUR FUTURE

Reviewed and Affirmed at Planning Evening, October 14, 2014

See the Moderator's Report for additional insights about the eleven actions stemming from the Fall Planning Retreat, September 2015

Working Mission Statement

Approved at Annual Meeting, January 2013

We are a United Church of Christ congregation in the heart of Washington, D.C., led by the Spirit and in covenant with God and each other. We seek to understand and experience God and respond to the call of Jesus Christ as reflected in our heritage and today's experiences.

We welcome people of all ages, abilities, racial and cultural backgrounds, sexual orientations, gender identities, and beliefs to share and grow in faith through worship, prayer, education, social action, and community.

In so doing, by God's grace, we nourish each other; embrace spiritual transformation; stand for justice and peace; and strive to heal our city, nation, and the world.

The Eleven Actions

Life within the Church

Action:

Make intentional efforts to be **a place of extravagant hospitality**—designing our programs, ministries, and leadership to be a more welcoming of a more multi-cultural, multi-racial, multi-generational, and diverse community.

Action:

Explore ways to **welcome and engage new members** into the life of the congregation with open hearts and minds to the gifts and interests they may offer to enrich us as we change and grow.

Action:

Explore **inspirational, challenging and welcoming worship, music, and preaching** that nurtures those who are members and also intentionally considers guests and visitors.

Action:

Continue to strengthen our **adult education and spiritual formation efforts as we renew our commitment to intentional children's and youth ministry.**

The Church and the Community

Action:

Explore how to engage in our historical **commitment to the most vulnerable on the streets of DC.**

Action:

Choose to **explore a contemporary social concern** that connects locally, nationally, globally and with the wider UCC – **to be a prophetic voice.**

Action:

Strengthen our collaboration, relationships, and connections with other organizations in the District through action.

Action:

Explore ways **to offer our building to engage the community through music and the arts, cultural events, and lectures; to develop rental policies that support our mission direction; and to seek out potential building uses that advance that mission.**

Action:

Move forward as a growing church – lovingly and intentionally in ministry and leadership.

Relationships and Communications

Action:

Explore and nurture our understanding of what it means to **live in covenant/unity/fellowship with one another in ways that facilitate open communication, kindness, civility and prayerful support of one another.**

Action:

Critically examine and evaluate the **different roles and relationships among clergy, staff, members and friends in order to achieve our shared vision** and effectively carry out the work of the church.

Minutes of Annual Congregational Meeting
First Congregational United Church of Christ, Washington D.C.
January 27, 2019

Rev. Sam McFerran opened the meeting in prayer, and a quorum was declared. Andy Raver handed out a survey for people to fill out on their hopes for the next year. The survey will also go out via email.

The 2018 Fall Congregational Meeting minutes were approved without changes.

Interim Search Committee Report

- Karen Byrne provided a report on the Interim Minister Search Committee's work.
- She asked that people continue to provide feedback on the job description and criteria
- She provided an explanation of the process

Pastor's Report

- Rev. McFerran provided the report
- Preaching will be focused on Powering up with Parables from now until Lent. There will also be two nurtures during February.
- A young adult lunch is scheduled for February
- We hope to schedule an Inquirer's Gathering soon.

Moderator's Report:

- Review of the Nominating Committee's Report was provided by Lucille Dickinson
 - Nominations are on p. 40 in Annual Report. Finance and Outreach and Membership could each use one or two additional people.
 - Nominations were approved.
- Annual Report was then presented for approval
 - The Open and Affirming statement as printed in the Annual Report is incorrect.
 - With that correction made, the Annual Report was accepted.

Treasurer's Report:

- John Smeltzer as chair of Finance reviewed the 2019 proposed budget summary. We need to deal with a structural deficit. Finance has made some attempts to deal with that in this budget, but we still have a way to go.
 - Made some cuts to programs, but big cuts to payroll and social action programs need to be made in order to make any headway into the budget shortfall. Finance recommends a 2% cost of living increase instead of the 3.4% originally budgeted. This is in line with inflation.
 - Recommend the Music Director hours increase by 3 instead of 5 and office assistant hours increase by 3 instead of 4.
 - There is no funding in this budget for the Minister of Justice Formation. This should not be seen as a decision about that position but just a budgetary recognition that we're not ready to fill it yet.
 - The sexton position is left in the proposed budget for \$38,797. LPC spending has been adjusted down by \$29,500 to account for not paying them for that work.
 - Put \$10,000 in a reserved fund for employee benefits. This does not include the sexton. That would add about another \$5,000. This represents a rough estimate for

- one year for planned staff for some percentage towards retirement and life/disability insurance.
 - Dropped OCWM back to the 2018 level.
 - Eliminated additional benevolences.
 - Instead of having fixed amounts allocated to each of the SAAC task forces, put \$4,000 into a line to be used for any of them.
 - Total spending for SAAC issues represents an increase from 2018 levels, but it's substantially lower than what was in the fall asking budget.
- There is \$65,408.73 combined surplus for 2017 and 2018. This mainly reflects the lack of a senior minister. If this is taken into account, the actual bottom line for 2019 is a shortfall of \$34,955.19. If we adjust to account for 3 months with no senior minister and use the prior year surplus that was also a result of no senior minister, we end up with a 2019 surplus of \$59,341.30. However, this is NOT sustainable. Our budget reflects a structural deficit – our wants are far outstripping our income.
- Nora Marsh and John Smeltzer then took questions and comments.
 - Need to put \$667 back into the 2019 budget to cover a contract for 150th celebration programming (line 119). Nora will check to make sure this isn't on the balance sheet as an account payable.
 - Byron spoke to the particulars of the sexton. Facilities Commission strongly recommends going forward with this.
 - Peg spoke about the need to look into grants to help fund the Minister of Justice position
 - There were also some questions about the need for the Pathways Sunday support (line 188)
- Amendments to the 2019 budget presented by finance
 - Line 199 – change name from Drop-In Center Contractor to Social Action Contractor. This was approved
 - Line 136 – increase Contingency from \$2,000 to \$10,000 and take it from General Fund assets. With a lot of uncertainty over the next year, this makes more sense than trying to be more specific about what will happen. This was approved.
 - Line 188 – zero out Pathways Sunday Support. Then decide if it's really needed, and if so, pay out of contingency. Rev. McFerran spoke to the importance of the Pathways staff. We need to be able to greet people where they are. Currently, our staff and volunteers are not in a position to do that. Karen Pence also spoke to its importance. We don't always need it, but when we do, we really do. This amendment to the budget was not approved.
 - Line 206 – increase Additional Employee Benefits to \$15,000. This was approved by a vote of 22 yes to 16 no.
 - Line 173 – Professional Development for the Office Assistant was mistakenly zeroed out. Increase from 0 to \$250. This was approved.
- The budget as amended was approved.

The Personnel Committee presented changes to the Complaints and Grievances policy as well as changes to staff descriptions. All were approved.

Housing for All Task Force

- Presented a proposal to set aside money from endowment for Affordable Housing initiatives. Finance Commission and the Investments Commission will look at this and report back in the spring.

Reports from the Community

- Nan McConnell thanked Andy Raver and Melissa Ho for all the work they've done over the past year. They were each presented with a small token of the great appreciation of the congregation for their hard work and commitment to our church.
- The first Council meeting will be February 12th at 6:30. Commissions will need to identify their representatives before then.

Meeting was ended with a singing of Blessed Be.

Minutes of Spring Congregational Meeting First Congregational United Church of Christ, Washington, D.C. May 19, 2019

The meeting convened at 12 noon.

The Rev. Mike Durst led the congregation in an opening prayer.

Minutes from the Annual Meeting on January 27, 2019 were approved by the congregation.

Reports

Interim Senior Pastor Mike Durst expressed thanks for a wonderful welcome, appreciation for the committed and capable people of the church, and a suggestion that the congregation consider holding more community gatherings.

Moderator Nan McConnell described the Church Council's efforts, both to date and planned, to develop with the congregation a shared vision of the ongoing journey toward living as a multicultural church. She noted:

- First Congregational Church (FCC) has expressed its dedication to a multicultural vision, with the Church mission statement front and center
- Living as a multicultural, beloved congregation is an ongoing journey to which this congregation has committed
- We come to church to be soothed and challenged, but must take the time and courage to apologize and forgive on this journey
- There are many points of engagement on the journey (prayer, worship, retreat, summer book read, meetings, etc.)

Social Action and Advocacy Commission (SAAC) chair Priscilla Waters reported on the Youth Drop-In Center (YDIC). Key points:

- The Monday program attracts 60-80 young people ages 16-24 and vulnerable to homelessness
- Amy Driver, the YDIC program coordinator for FCC, described this therapeutic place of shelter designed to build community, model normal healthy relationships with others, and serve as an entry point to the services of Sasha Bruce Youthwork.
- *The Congregation voted to affirm the Youth Drop-In Center program as an important ministry of the First Congregational Church.*

Personnel Committee representative J.D. Okorie-Dunn reported that this committee is reevaluating how employee benefits are offered to ensure a sustainable program and allow more employee choice among options.

Nan McConnell, Moderator, reported the formation of a Ministerial Advisory Group of clergy volunteers within FCC to provide a sounding board to staff clergy.

Nominating Committee chair Lucille Dickinson reported that Commissions (Worship, Social Action, Finance, etc.) need additional members, as well as volunteers for specific tasks.

Finance

Treasurer Nora Marsh shared year-to-date status of the 2019 operating budget.

- She introduced amendments to the 2019 budget from the Finance Commission and approved by Council generated to reduce a deficit.
- Commissions, staff, and Council offered suggestions.
- Recommended changes will balance the budget and result in \$13,006 in savings.
- *The Congregation voted to approve the 2019 amended budget as documented on handouts provided by the treasurer.*

Called Pastor Search Team member Gail Sonnemann reported that many voices continue to be involved in progress toward naming a Search Committee.

Housing for All Taskforce chair Meg Maguire reported that FCC as a member of the Washington Interfaith Network is engaged in a campaign to encourage city planning for and investment in affordable housing and livable communities. Of concern are major development opportunities are under consideration by the city for large plots of land.

The meeting closed with prayer.

Minutes of Fall Congregational Meeting First Congregational United Church of Christ, Washington, D.C. November 17, 2019

The meeting was called to order at 12 noon by Moderator Nan McConnell.

Minutes from the Spring Congregational meeting on May 5, 2019, were approved by the congregation.

Reports

Treasurer Nora Marsh shared handouts showing a draft 2020 operating budget and status of the 2019 budget as of October 31, 2019. A 2020 Asking Budget overview statement summarized assumptions and proposals:

Income

- 5% pledge increase
- Expected 2.5-month vacancy for one rental building tenant
- 10 months of support from Sasha Bruce for Youth Drop-In Center
- Endowment fund transfer at 2019 level

Expense

- Major repairs and replacements
- Personnel: 2% staff raise, budgeted for Designated Minister to begin Feb. 1, 2020, Minister of Justice Formation position eliminated, \$15K for staff benefits TBD, and, if a volunteer is not found, an additional three hours for Office Assistant financial duties
- Social Action and Advocacy Commission budget increased to include contract program manager for a second night for the Youth Drop-In Center (YDIC) which is offset by the grant from Sasha Bruce for an additional night.

Moderator Nan McConnell

On the Youth Drop-In Center (YDIC)

First Church has signed a Memorandum of Understanding with Sasha Bruce Youthwork to hold the YDIC program on Wednesday night at First Church in addition to Monday nights. Sasha Bruce will reimburse First Church for costs beginning in November 2019. The Wednesday night program is expected to begin in November 2019.

Thank You's

Thank you to Karen Byrne for all her help this fall
Thank you to Sam McFerran for stepped up service to the church.
Thank you to all of the staff for your work in this transition.

Designated Minister Selection Team

Nan McConnell Moderator reported for David Greer team leader (not present) that Marvin Silver at the Central Atlantic Conference office forwarded resumes for ten "marvelous candidates." Five were interviewed by phone and three selected for in-person interviews. The team will hear the final three candidates preach at neutral pulpits. A new designated minister could start in the first quarter of 2020.

Marvin Silver will advise Council at the Dec. 3 meeting on carrying out a successful orientation and welcoming for the new designated minister.

Reports from the Community

Karen Byrne contract minister reported that "it is a joy "to work with this congregation.

The meeting closed with prayer.

ASSOCIATE MINISTER'S REPORT 2019

Rev. Sam McFerran, Associate Minister

We are grateful to the congregation, the Church Council, and the staff for a wonderful year at First Congregational UCC Church. While 2019 was not an easy year for the church, it was one of joy, strength, and community building.

For 8.5 of the 12 months of the year, the church did not have an acting Senior Minister. This required the church and the staff to find a way forward, knowing that a Senior Minister will probably not arrive until Spring of 2020.

Fortunately, this unscheduled time of uncertainty could be seen as a gift to the community. Instead of a time of nay-saying and anxiety, it was a time of opportunity. It allowed the community to look inwards; to get to know one another better, to appreciate the gifts of each person, and to identify what matters most when it comes to building a strong church community.

2019 was a year of joy and celebration as we celebrated births of Beatrice Mae Heming and Barrett Thomas McCaffrey. We also welcomed new members, Anna Kiss, Rev. Laura Johnson, and Abigail Cipparone. We also had an amazing Easter service, a joyful Christmas pageant, and a glorious Christmas cantata.

It was a year of being a witness for justice, both in the pulpit and in the life of the church. Over the year, we heard powerful sermons calling us toward justice, and affirming the dignity and wholeness of all peoples: our immigrant brothers and sisters (Rev. Noel Anderson), Native American brothers and sisters (Bryan Nurnberger), trans brothers and sisters (Rev. Malcolm Himschoot), and our brothers and sisters seeking employment (Terry Flood).

We opened the doors to welcome the marchers for the Trans Visibility March. We also expanded our outreach to at-risk youth by adding another day to the Drop-In Center, now open on both Monday and Wednesday. We partnered with A Wider Circle in helping alleviate the effects of poverty. We stood with the Washington Interfaith Network to help bring more affordable housing to DC.

It was a time we grew in love and community. In February, we began with listening sessions about our hopes and dreams for the church. In October, we had a fabulous all-day retreat with over 60 participants where we explored our history, reflected upon our identity, shared our hopes for the new minister, and identified what we can do to help ensure the new minister has a successful beginning.

Finally, it was a time where we showed great resilience and compassion. The resilience by the congregation and staff was evident throughout the year as we planned 52 Sundays of worship, and the commissions and council honored their work nobly.

It was also a time of compassion. We were sad to say good-bye to Interim Senior Minister Rev. Mike Durst who left in July for health reasons. We also showed that we can be a community of great care as we looked after those who were grieving the loss of dear family and friends. We

especially hold up in light and love the lives of Rev. Bruce Hanson, husband of Jean Alexander, and James Lorenz, son of Peg Lorenz. During these times, we were a church that demonstrated true love for one another.

Overall, 2019 was a year of revelation. A year when we leaned upon God to help us navigate our future together. In so doing, we discovered a strong community of amazing individuals, old and young, who care deeply about one another and the world we are a part of.

Thanks be to God!
Rev. Sam

MINISTER'S REPORT 2019

Rev. Karen Byrne, Minister

In September, Council asked me to serve as a part-time minister to First Church, serving as a resource for worship planning and pastoral care, and helping with additional projects. Our plan is that I will serve until our new senior minister arrives.

My primary focus, and most of my time, has been given to supporting Sam and John in worship planning and leading. Given that Sam leaves worship after the passing of the peace to lead Sunday School, John and I have provided continuity during the rest of the service. I have preached once a month, and have usually led the prayers – an honor and a pleasure.

One less-visible aspect of my work is helping to shepherd the many guest preachers we have enjoyed during this in-between time. This diversity, while enriching our worship, also calls upon us to provide guidance and discipline in the preparation of the worship folder and in the leading of worship. Our guest preachers have different levels of familiarity with First Church practices. We have sought to respect and take advantage of these differences, while at the same time coordinating the various people involved in making worship happen each week. Early on in my time on the staff, we drafted a form letter to guest preachers asking their preferences about the service, orienting them to First Church worship and setting out a timeline for worship planning decisions. Several members have volunteered to escort guest preachers on Sunday morning, showing them around and offering personal hospitality. These tools, all a work in progress, have helped us to work well with guest preachers and to provide them with a gracious welcome.

Sam and I have also shared pastoral care, always aware that there are more contacts that we could make. We have recently tried to encourage a group of volunteers to visit and support members who are unable to attend Sunday worship, inspired by the team who for several years have been visiting Ruth Shinn.

A related effort for me has been to work with Outreach and Membership to reach out to people who have visited First Church and shown an interest in being part of this community – what happens after the “blue card.” This is not one-size-fits-all. Each person comes through our doors with personal concerns and desires. Some want quiet attendance, without (at least yet) engaging in church projects or formal membership. Others are looking to become involved. We are trying to extend personal invitations, sensitive to what each individual is seeking.

Council specifically asked me to help First Church have a congregational retreat in the fall. The retreat was held on Sunday, October 27, beginning in worship and continuing until mid-afternoon. In good congregational style, planning discussions moved through widely different concepts of retreat purpose and activity, including calendar and long-range planning, preparation for the new senior minister, letting go of the hurts that hang on to us, etc. In a memorable meeting in my office, after a half-hour of sorting through ideas that had not yet cohered, Ann Saudek and Kim Darling began fondly remembering an informal gathering of members who are parenting children. As I observed them, their body language relaxed as they told stories about that time together. They laughed, and they got misty, recalling their experiences as parents. At that point, the congregational retreat came into focus for us as a time to have fun, get to know each other better and, tapping our faith, share our vision for First Church. That's what we did – interspersed with music lead by John, scripture and reflections led by Laura Johnson and Sam, good food, a parade of figures from our past who each offered mini-autobiographies, a surprise visit from—and conversation with—the new minister (who “occupied” an empty chair), communion led by Jean Alexander, ending with a shower of balloons. Gail Sonnemann, as Council Clerk, took notes that are a resource for future church leaders.

I was also asked to help First Church have a full experience of Advent and Christmas. A congregation-wide effort recalled our traditions and carried out our observance of this special season. In worship, we lit advent candles, offered personal reflections, told the story and sang the songs. We enjoyed a pageant and a cantata. Barbara Gerlach led two nurtures with the theme of hopes and fears. The sanctuary and narthex were decorated with greens, wreaths, candles and poinsettias. Continuing the spirit of prior years' pottery sales, Social Action sponsored a charitable sale of olive oil and related goods to support a farm in Palestine, in cooperation with two dozen other local churches.

Since October, I have come into the church office on average of two weekdays each week. Being present in the office has been an eye-opener. First Church is committed to offering hospitality and support to people who are seeking shelter—spiritual and physical—within First Church. That effort is known to us in Sunday worship, during the Drop-In Center, and at other times. I am now more aware of the impact this ministry has each workday on the church office. This ministry is truly a team effort.

Lastly, I have looked for ways to connect people—staff and members—who have common interests. We all need strong collaboration to do the work that God has given us to do.

I'm grateful for having this opportunity to be a resource to First Church, putting my ministerial tools to work and “walking together in ways revealed to us by the Holy Spirit.”

Sincerely,

Rev. Karen S. Byrne, Minister

DIRECTOR OF MUSIC REPORT 2019

John D. Horman, Director of Music

I am not new to pastoral changes in a church. Leadership changes are never easy. In 2019, despite sincere efforts to secure some degree of ongoing interim pastoral presence, it didn't happen. The year became a year of leadership from within, not by design but by necessity. Thank God the First Church staff was competent and cohesive.

There were times last year when decisions needed to be made from within the staff itself. Individuals stepped up and took the lead. Once made, decisions were supported and everyone pitched in to make things happen. It was necessary for us each to occasionally step out of our comfort zones and stretch to get the overall job done. Whether it was with Sam McFerran or Karen Byrne leading, we "hashed things out" and moved forward.

Once again, I believe we have emerged "smarter and wiser" for the experience- continuing to work together for the glory of God and God's people. In 2018 I marveled that the staff made it through the year unscathed. Unlike 2018, however; in 2019 there were times when working relationships frayed and then needed mending. There were times when lines of leadership were not clearly defined. Through God's guidance and God's grace I hope in 2020 we will avoid the mistakes of past years, and grow in a renewed spirit of communication and mutual respect. Here are some highlights of the year:

- Bringing in both seasoned professional and "young and gifted" instrumentalists was an absolute joy this past year. Included in the list are the following wonderful people:

Bill Burns, horn
Robin Massie, viola
Scott Herman, trumpet
Dave Levin, trumpet
Ken Wolff, trombone
Ofer Cohen, trombone
Alicia Herman, French horn
Amyr Joynew, violin
Jason Labrador, violin
Johnathan Terry, cello
Andrew Hamilton, guitar
Hannah Long-Higgins, cello
Cindy Dobbs, piano
John Marsh, guitar
Anna Resch, piano
Anna Westbrook, piano
Stella Dilorio, piano
Katie Koza, violin

- Easter was exceptional with music by choirs, bells, brass and organ. The choirs worked for over 4 weeks on music by John Shepherd, Mark Sheppard, Georg Frideric Handel, and Hal

Hopson. The efforts by all involved were well executed and greatly appreciated by the congregation. I was once again supported by a “productive band” of music makers.

- During the summer months a “favorite hymn or sacred song” survey was undertaken, allowing the congregation to choose the worship songs they loved the best. The results were used to design a Homecoming Hymn Festival, “Connected by Songs of Faith” highlighting the hymn’s backgrounds and featuring accompaniment by guitar, percussion, piano, pipe organ, and antique reed organ. The Homecoming Weekend of Fellowship and Song functioned as a gathering vehicle for the congregation and created a memorable event for all involved. We hope to repeat something similar in the future.
- This year’s special Christmas music was a cantata entitled “Kneeling in Bethlehem” by Michael Burkhardt. We began work on it in mid-October and presented it on December 15. A wonderful string quartet (led by Robin Massie), guitars and percussion joined the choir and organ for a deeply rich experience. The eloquent words of poet, Ann Weems combined with beautiful arrangements of familiar carols to present a poignant, nativity tableau.
- In 2019 I worked diligently on maintaining a healthy, diverse balance within the performed repertoire utilized for worship and other events at First Church. To enable members of the congregation to see what we do musically “at a glance” each month I include THE MONTH IN REVIEW Gabriel’s Horn. This also allows me to keep track of patterns and assess needs for coming months.

I continue to be blessed with the support of a talented and hardworking choir, and "in house" instrumentalists for use in worship. I’ve never worked for a more committed group of singers and instrumentalists. I couldn’t do my job without them.

Soloists from the choir: Ron Yoder (tenor) Justin Antos (tenor), John Marsh (bass), Randy Jones (bass), Sophie Jones (soprano), Moira Jones (soprano), Polly Gordan (soprano), Nora Marsh (alto), Kenya Davis (soprano), Marian Drake (soprano), Judith Grey (alto), Carol Malone (soprano) are examples of the willingness of individuals to commit and give talent to the church. Not only do they sing during the (fall-spring) church year, but they also sing during summer months during the choir’s hiatus and those "lean choir times" following major seasonal celebrations.

Karen Byrne, Sam McFerran, and Cindy Dobbs continued to teach me the value of cooperative collegiality in 2018. Cindy goes “above and beyond the call of duty” when it comes to preparing “extra” worship folders and programs necessary for hymn-sings and Christmas cantatas. Producing an uncluttered program or folder which smoothly facilitates a special service is no simple task.

Our two pastors are wonderful colleagues with whom to work. Their openness and steady support have been invaluable in creating rich worship experiences together. Building manager, Byron Adams and I regularly commiserate in regards to groups and individuals who seek to use the

church. With the final decision always in the hands of the Facilities Commission, Byron and I funnel musical talent in the direction of the church and worship services as often as possible.

For those who compare annual reports from year to year, what I am about to say is an exact repetition of how I ended last year's report. Sometime in the near future I would like to sit and explore with the church council, other church leaders (or even just a group of interested people) where they want to see First Church go musically in the future. There is an exciting potential for growth in the area of CE, in the area of additional choirs, in the area of community musical involvement, etc.

As a Director of Music, I am charged to "look to the future" and project ahead. Regardless of whether I am still here when next steps are actually taken, someone will be. Though I have no plans to leave anytime in the near future, the time is ripe to begin an active dialogue about the role which music can play in the growth of the congregation and community. The ground is fertile for planting seed and what is needed now is to begin planning and explore direction. I know that "future planning" should be done with diverse congregational involvement. I am ready to have these discussions and work with others to ascertain the "what's next" question. Let's begin thinking, dreaming and talking about it.

The First Church choir population is stable at 18-20 members. We lost our bass buddy, Randy Jones this past year when he moved to Mexico and we are now down to one bass. This is a precarious situation. If our one remaining bass gets sick or is called out of town we are truly in a jam. I have explored the possibility of a music "scholarship" position with the Worship Commission. This position could be used to offer support to a local college student in return for singing in the choir during the Christmas and Easter seasons. With the support of the Worship Commission I am ready for a serious discussion with council about how to alleviate this choir situation.

I am always elated when a new person shows up to sing. I recruit weekly from the congregation. Anyone who wishes to participate is invited to join us on Thursday night at 7:30 and/or Sundays at 9:30. I am willing to teach and coach any "uncertain singers" until they are comfortable enough take that scary step into choir. A willingness to participate and be part of a singing ensemble is all that is necessary to join.

I look forward to meeting a new designated pastor soon in 2020 and excited to hear his/her/their ideas. I can't wait to explore new opportunities for musically enriching the spiritual life of First Congregational Church, DC.

Respectfully submitted,
John Horman
Director of Music

BUILDING MANAGER REPORT 2019

Byron Adams, Building Manager

In 2019, the building generated \$222,191 in income from leases, shared use agreements, and occasional use. Occasional use and shared use agreement income increased from \$116,411 in 2018 to \$130,174 in 2019 and is budgeted to be \$127,871 in 2020; we are not budgeting for a further increase in 2020 because bringing in the Drop-in Center for Wednesday nights reduces our inventory of space available for rent and we chose to be conservative until we have a better sense of how that may impact occasional use.

Full-time Sexton

The biggest – and best decision, facility-wise – in 2019 was the hiring of Ines full-time, and directly rather than through a contractor. This was the morally right thing to do and has made a difference in her life in terms of finances and dignity. And it has made a HUGE difference for the church in terms of the cleanliness of our building. She now has time to perform periodic deep cleaning that greatly improves the appearance of our building and extends the life of our fixtures – this is most noticeable with the Narthex floor. It also means I spend less of my time with basic room setups and such and that time is now devoted to my management duties, thus I am able to stay mostly on-track with juggling all of the logistics inherent in my position.

Building Users

Use of the building by non-church users totaled more than 950 hours in 2019. These uses included concerts, rehearsals, auditions, meetings, conferences, lectures, receptions, weddings, memorial services, staff retreats, youth empowerment gatherings, dance, theater, benefits, etc.

Free or Discounted Use. Over the course of the year a number of organizations were allowed to use space in the building for their program for free or at a discounted rate. These users included:

Good Music for Good Works
HER Resiliency Center
Pathways to Housing
Potomac Association

Sasha Bruce Drop-in Center
Stopping the Next War
UCC JWM Ecumenical Advocacy Pre-Meeting
UCC Poor Peoples Campaign

Property Manager

We continue our relationship with Lincoln Property Company to maintain building systems. Justin and Osmar, engineers who work for Lincoln, make this place work. They're prompt, courteous, always smiling and always willing to go above and beyond what our contracts require them to do.

Major Repairs & Improvements

This was an expensive year in terms of repairs. These repairs were paid for out of our LPC and repair budget lines:

- \$24,726 – numerous repairs for heating, ventilation, and air conditioning system; primarily for the Community Hall. Essentially, the units for that room, which are a different brand from all our other units, are lemons. Facilities and Council are planning for complete replacement rather than more repairs the next time there is a major problem with these units.
- \$7,098 to replace the broken steps in the main staircase resulting from the break-in.
- \$1,290 to repair a leak from our second-floor plumbing into the restaurant below.

- \$5,405 – several repairs to the front doors, some of which were a result of the break-in.
- \$1,661 for replacing cracked floor tiles in our elevator. Repair required by the D.C. elevator inspector.
- \$1,449 for repairs to the sanctuary AV system.

All of the panels from the frieze that were damaged in the breakin are now with Bovano in Connecticut. They will clean, restore, and repair all of the frieze panels, adjust the skin tone and hair styles of the six white people depicted so that they represent a more racially/ethnically diverse world view, and re-install them. This work will take approximately three months and cost \$26,000 which is covered by our insurance.

Church Staff

My heartfelt thanks to my colleagues here at the church. Their dedication, sense of humor, and calm in the face of chaos makes this place work. In particular, Ines is a delight and always has a smile, and Cindy's humor (snarky and kind), intelligence, efficiency, and kindness make a big difference to me and all who interact with her.

Respectfully submitted,
Byron Adams
January 10, 2019

MODERATOR'S REPORT 2019

Nan McConnell, Moderator

I cannot begin to express my appreciation to those who served on Council this year. We had a productive, stimulating and far from routine year. Council is grateful to The Rev. Sam McFerran, Associate Minister, for his faithful participation in Council and his loving stewardship of FCC this year, and to The Rev. Karen Byrne for stepping up to work with Sam after the departure of our Interim Minister.

Everyone on Council generously gave their time this year. This was especially important as we experienced leadership change again. During this transition, Council was determined to keep the church strong and present for everyone on God's journey with us.

Council's highlights include:

1. Council had two facilitated sessions on race and dominant culture theory, which influenced the writing of a statement on ministry goals for a new minister.
2. Council created a Sustainability Task Group, received their report, created an expanded Sustainability 2 Group to review the report in light of the 2020 budget and report to the Congregation at the annual meeting on the long-term financial health of FCC. (see page 61 of this report for the Executive Summary)
3. Nominated a selection team for an Interim Pastor, selected an Interim and then dealt with his departure due to health reasons
4. Met with the new Conference Minister and the Associate Conference Minister to discuss approaches to a settled pastor and decided to move forward on the Designated Pastor selection process. In this process the Conference identifies and brings candidates to our selection committee to interview and make final recommendation.
5. Created a Designated Minister Selection Committee; prepared a short statement of church priorities for this process to match the skills and vision of a pastor with our goals; held a well-attended nurture to answer questions on the designated process and to solicit feedback on the process and the job description.

6. Initiated an all-church summer read and held a follow-up discussion at Council on how to give/take feedback.
7. Contracted for The Rev. Karen Byrne to support our Associate Minister, Sam McFerran, until a Designated Minister is in place.
8. Held an all-church retreat in October to build community and discuss welcoming a new designated pastor.
9. Formalized FCC's arrangement with Sasha Bruce for the Drop-in Center prior to adding a second night - Wednesdays. Secured payment to the church from Sasha Bruce for one year of a second night. Contracted with Amy Driver, our Drop-In Center Coordinator, to cover the second night.
10. Began exploration of a church-wide vision.
11. Provided regular Council Capsule updates to Horn.
12. Under the guidance of the clerk, developed a shared drive where all church documents, meeting minutes, and financial reports can be stored and accessed.
13. Sponsored in conjunction with Care of Parish a Homecoming Opportunity Fair and Ice Cream Social to provide community members an opportunity to learn about different groups and activities within the church while enjoying frozen treats and each other's company.
14. Created a Ministerial Advisory Group, open to any ordained minister who is also a member of FCC, to offer support to the Interim Minister. This group did not get off the ground because of leadership change, but will be revisited in support of the Designated Minister.

This list is impressive; even more impressive was Council's commitment to ensure that the congregation was ready to welcome a Designated Minister in 2020 who will help us achieve our ministry goals. These ministry goals were developed by a task group of Council, approved by Council, discussed with the congregation, and incorporated into the document that was shared with perspective candidates for the designated minister position:

- The primary goal for this designated ministry is **to continue walking on the path to becoming a multiracial and multicultural church** where all people feel welcomed, included, and nurtured.
- The second ministry goal is to **strengthen our church community**. We need to strengthen (and sometimes heal) our relationships with each other.
- Many social justice issues confront First Church, a small church with many dreams. We need a leader to help us **develop consensus about which social justice issues we have the will and resources to address**. The demographics of Washington, DC and the dynamics of race, poverty, privilege, and power provide a special calling for our church.

These goals reflect our hopes and prayers for First Church. Thank you, Council:

Kim Darling, Assistant Moderator
 Gail Sonnemann, Clerk
 Nora Marsh, Treasurer
 Dwight Davis – At-large
 James Okorie-Dunn – At-large

Lucille Dickinson - Assistant Treasurer, Outreach and Membership Representative
 Diane Brenneman - Worship Representative
 David Greer - Finance Representative
 Mark Jensen - Christian Education Representative (August 2019-Jan 2020)

Joey Meyer - Christian Education Representative (Jan 2019 – July 2019)
Jamey Moore - Facilities Representative
John Smeltzer - Social Action and Awareness Representative
Mike Zawada – Care of Parish Representative

It takes a team to keep the spirit alive at First Church. Thank you to our Associate Minister, Rev. Sam McFerran, The Rev. Karen Byrne and thank you to First Church staff – John Horman, Byron Adams, Cindy Dobbs, and Ines Marquez-Reyes.

CLERK'S REPORT 2019

Membership total Jan 1, 2020: 229

Membership total Jan 1, 2019: 232 (reflecting calculation adjustments since Jan 2019) *

Births: (2)

Beatrice Mae Heming
Barrett Thomas McCaffrey

Baptisms: (1)

Woodrow John Mills

New Full Members: (1)

Anna Kiss

New Associate Members: (2)

Abby Cippolone
Laura Johnson

Added to the Book of Life: (4)

Sylvia Duerksen
Marlene Ross
Bruce Hanson
James Lorenz

Requested to be Dropped: (2)

Nancy Withbroe

Requested Conversion to Friend: (0)

Requested Letter of Transfer to Other Congregation: (1)

Judith Oliver

*During 2019 the Outreach and Membership Commission identified nine people who should not have been counted in the 2018 end of year membership total of 241 as reported in the 2018 annual report.

FINANCE COMMISSION ANNUAL REPORT 2019

Members: Nora Marsh, Treasurer; Polly B. Gordon, Chair; David Greer, Council Liaison; Kristy Goodfellow Mills, Paul Smolinsky (withdrew from the Commission in April 2019)

The Finance Commission is responsible for the financial stewardship of the church and assists the treasurer in monitoring the Church's income and expenses. Kudos to Treasurer Nora Marsh for her tremendous work on the budget and keeping the Commission informed and focused.

In April, because the church was facing a deficit, the Commission launched a successful "mini fund-raising campaign" to meet our budgeted numbers. Polly Gordon composed a letter that was mailed and sent to friends and members of First Church via first class mail. We are grateful to all those who responded.

Our yearly Stewardship campaign started later than in past years, so in addition to mailing the Stewardship letter, we also sent (almost) daily e-mail reminders that hopefully educated, amused, and moved people to seriously think about their pledges to the church. The Commission is grateful to Courtney and Tom McCaffrey, Mark Jensen and Marian Drake, Peg Lorenz, and James Okorie-Dunn for sharing their thoughts and experiences about pledging via e-mail and for David Greer, Nora Marsh, Priscilla Waters and Nan McConnell for taking part in the Stewardship moments during the worship services and to Kristy Goodfellow Mills for composing the letter and coming up with such clever pictures and dollar comparisons to send via e-mail.

The Finance Commission is grateful to the First Church congregation and friends who support us, not only financially but with your time, talents, and prayers. Thank you!

Respectfully submitted,
Polly B. Gordon
David Greer
Kristy Goodfellow Mills
Nora Marsh, Treasurer

INVESTMENT COMMISSION ANNUAL REPORT 2019

The church's investments increased by a very strong 18.6 percent in 2019. This performance reflects an unusually good year in financial markets. The portfolio's domestic stocks rose around 30 percent, its international stocks rose 22 percent, its bond holdings rose 8 to 10 percent, and its inflation hedge rose 5 percent. As a result, at the end of 2019, the total investments stood at \$5,455,144, with \$373,732 allocated to the capital reserve and \$5,081,412 allocated to the core endowment.

To ensure that the church's core endowment stays in line with inflation, we compute each year a benchmark figure adjusted for inflation. Our preferred benchmark grows the core endowment by 0.5 percentage points above inflation to give the church a cushion in the event of years in which the endowment does not perform as well as in 2019. That preferred benchmark was \$4,694,322, so the core endowment remains a comfortable \$387,000 above the benchmark.

The investment commission sold \$100,000 from the U.S. Stock Market Index in the second quarter of 2019 to meet the endowment's contribution to the operating budget. The commission sold from that fund in order to rebalance the church's investments in line with its guidelines, as the U.S. stock market had outperformed the other assets at the point in the year. The commission did not make any other transactions in 2019.

At the end of the year, the investment portfolio was broadly allocated in line with its targets but was overweight in domestic stocks as a result of the strong stock-market gains. The Investment Commission anticipates rebalancing our investment portfolio early in 2020.

TABLE 1

PORTFOLIO ALLOCATION	Target	Actual 12/31/2019	
Cash	5.0%	2.3%	
Bonds	35.0%	35%	
Stocks	55.0%	59%	
<i>Total Domestic</i>		<i>37.0%</i>	<i>42%</i>
<i>Domestic, Broad</i>		<i>33.3%</i>	<i>37%</i>
<i>Domestic, Socially Responsible</i>		<i>3.7%</i>	<i>4.9%</i>
<i>International</i>		<i>18.0%</i>	<i>17%</i>
Inflation Hedge	5.0%	4%	
Total	100.0%	100.0%	

TABLE 2 SELECTED ASPECTS OF THE BALANCE SHEET

VANGUARD	Balance 12/31/2019	Rate of Return, 2019
	\$	
Total U.S. Stock Market Index	2,004,748	30%
	\$	
Total International Stock Index	919,753	22%
	\$	
Total Bond Market Index	1,169,887	8%
	\$	
Total International Bond Index	483,124	8%
Intermediate-Term Investment-Grade Securities	241,086	10%
	\$	
Short-Term Inflation-Protected Securities	241,914	5%
	\$	
Social Index Fund (domestic stocks)	268,266	34%
CASH		
	\$	
Capital One 360 Acct	77,009	0%
	\$	
SunTrust	49,358	0%
TOTAL		
	\$	
Overall Investments	5,455,144	19%
	\$	
Core Endowment	5,081,412	
	\$	
Capital Reserve	373,732	
Benchmarks for Core Endowment		
	\$	
Target balance: growing at inflation	4,574,879	
Target balance: 0.5 ppt above inflation	4,694,322	

FACILITIES COMMISSION ANNUAL REPORT 2019

First Church is fortunate to have a beautiful building in the heart of downtown DC that gives us space to worship, a source of income, and a place to host events and meetings for like-minded organizations and cultural resources. Maintaining this building is an important mission for its ongoing usefulness as well as for the future stability of our community. The Facilities Commission was engaged in several conversations this year, outlined below. For more information about specific repairs to the building, please see the monthly Building Managers Report, prepared by Byron Adams.

Sexton Hire

The Commission recommended to the Council that First Church hire the building sexton who was, at the time, working with Byron for part of her time through Lincoln Properties. The Council approved, and Ines has now been working with Byron full-time to keep the church clean and in good order for its use by our congregation as well as those we rent the space to.

Vandalism Response and Repairs

On May 29, 2019, the church was vandalized by an individual who forced entry, tore framed items off the walls, severely damaged the stone steps to the second floor, and ripped the old organ frieze off its mounting in the second floor hall. The individual was identified and is known to have mental health problems; the church is currently working with authorities to see if it is possible to get her treatment. Byron Adams coordinated with the church's insurance to get reimbursed for the significant expenses of repairing the door, fixing the stone steps, and re-mounting the organ frieze (after our \$5,000 deductible was satisfied). The Commission decided which framed items should be rehung, and John and Carolyn Marsh got them framed.

Building Repairs

More complete information about building repairs is available in the monthly Building Managers Report prepared by Byron Adams. 2019 saw several HVAC repairs that were expensive and unexpected but necessary for the long-term health of the building. In the fall, a broken window was discovered in the north side of the chapel windows (not easily visible from inside). This window is part of the building's main envelope and needs to match the existing, so the repair will be over \$10,000. Byron is currently coordinating for its repair.

Building Occasional Use Rentals

First Church is fortunate to get rental income for the use of our space by choirs, congregations, and organizations. Byron has managed these rentals and has been able to increase rentals because of assistance from our now full-time sexton, Ines. This year, Byron contacted nearby churches and looked at similar rental spaces to understand if we could increase our rental rates. The Commission approved a 7% increase in rates in July, which applies to any reservation made after that time.

Long-term Space Rentals

The larger office space on the north side of the church has been rented by Fresh Farm for several years, but they did not sign a lease during the last year because of leadership transition. While Byron was figuring out our next lease arrangement with them, their Executive Director left and their board decided to merge with another organization. They have confirmed that they will stay in the space through February 2020, and Byron has been working to find another tenant and understand if the space will need to be renovated or reconfigured. Currently, it is possible that Pathways to Housing will move into the larger space, and Table Church will move into a reconfigured smaller space.

Sound Board Coordination

In 2018 and early 2019, Byron and others finalized instructions to be laminated and placed near the sound board to help our volunteers with the sometimes-complicated process of running the board during worship. Toward the middle of 2019, we had a dip in participation of volunteers to work the sound board during Sunday services and had to make an appeal to the congregation. Several individuals stepped up to be trained, and we now have 5-6 regular volunteers and a few additional helpers to rotate the duties.

Additional Notes

The lack of a permanent or interim minister has delayed a few preparedness and housekeeping duties that would otherwise be moving forward—in particular, AED/CPR training and evacuation drills. We will need to decide if these should move forward regardless in 2020. The Commission is also still wanting to address our church's recycling habits, but this was delayed due to Anisa Heming's maternity hiatus and some confusion about the building's available services. We hope to roll out some guidance to the congregation around Earth Day 2020. Finally, our 2018 and 2019 budgets were thrown off by miscalculations from Lincoln Properties about anticipated expenses. John Marsh and Byron Adams have worked to clarify what should be needed for our building maintenance moving forward, and we hope that our 2020 budget reflects a more accurate picture.

CARE OF PARISH COMMISSION ANNUAL REPORT 2019

2019 has been an all-hands-on-deck year for First Church and for the Care of Parish commission (CoP). The regular work of the CoP commission involves organizing coffee hours and monthly potlucks; supporting special and seasonal events and activities; organizing visits and/or cards for members with special joys, sorrows, or illnesses; planning and facilitating special events including the Easter pancake breakfast, the Christmas cookie swap, and memorial or wedding service receptions.

This year our work of fostering a sense of community and care has been challenging due to the lack of a consistent senior minister. The Easter Pancake Breakfast was a great success. We were happy to be of support to Jean Alexander for Bruce Hanson's Memorial Service. We hosted a Summer Potluck at the Anderson's house in August and liaised with Council to support the October Retreat.

On a practical note, we inventoried and reorganized all the storage closets and created a detailed master spreadsheet for monthly inventories and orders. We also took a close look at the "monthly" potlucks and their rhythms and are implementing what we hope will be a better way to approach the scheduling of our potlucks. We will be trying a system of eight potlucks annually that will better coincide with other church events.

Our biggest challenge was the weekly Coffee Hour. We advertised to the Congregation with numerous Sunday announcements, emails to the listserv, postings in the weekly newsletter and the monthly Horn. We give a heartfelt thank you to Cindy for her support with these listings and reminders. To ensure sufficient Coffee Hour coverage, CoP reviewed the membership list and filled in the blanks on the coffee hour schedule. This was met with some surprise by members. The commission felt it was best to reduce the 2020 Coffee Hour sign-up from four to three members per Sunday in order to ensure at least some coverage on each Sunday. We continued the aforementioned notifications and added the personal touch of circulating a hard copy sign-up list during Coffee Hour on four Sundays in December.

Congregational Care was organized thanks to many volunteers as well as the Committee. Friends of CoP, Ann Saudek and Andrew Hamilton, planned and sent numerous cards all year. We decided to send cards for all families welcoming children. Many people, especially Anne Mascolino, went to visit members in their homes. Visits were made to Ruth Shinn, Pat Ashbrook, Grace and Don Bassler, and Hugh and Ginny Bushmiller.

It was a challenging year and we learned to better appreciate the efforts everyone was making!

Peace,
Care of Parish

CHRISTIAN EDUCATION COMMISSION ANNUAL REPORT 2019

In 2019, we were blessed to have another strong year of meaningful faith formation and experiences that helped deepen our faith and strengthen our sense of community. The congregation includes many church members who provide generous, thoughtful, and critical leadership to these opportunities, whether it is leading Bible Workbench or Theology Reading Club, or being one of more than 20 Sunday School teachers.

Adult Faith Formation

Adult Faith Formation at First Church is comprised of both regular ongoing group sessions and adult nurtures on specific topics that may relate to happenings in the life of the church and the broader world. Rev. Karen Byrne and Rev. Sam McFerran prepared a comprehensive overview of offerings in adult faith formation that was shared with the Congregation through Gabriel's Horn in September 2019. Highlights for ongoing sessions in Adult Faith Formation included -

- Bible Workbench - this weekly Sunday group offers deep theological reflection over connections between today and the lectionary passages from the bible for the week. The group has been led by a core set of members, but participation has also increased throughout the year.
- A Study of Mark from Two Voices – In the Fall, we began a bi-weekly study of the Gospel of Mark while leaning on *Preaching Mark in Two Voices* by Gary Charles and Brian Blount. This Bible study's emphasis was exploring how our own lives and experiences have shaped how we understand Mark's Gospel. We will complete this bible study in 2020.
- Theology Book Club - this monthly book club has provided meaningful conversation about theological and spiritual issues that speak to us today. Readings have included:
 - *Resistance: The Institutional Church Meets the Postmodern World* by John Dornhauer
 - *Inward Journey* by Howard Thurman
 - *Where Do We Go From Here* by Martin Luther King
 - *Praying Our Experience* by Joseph Schmidt

Nurtures is a First Church term for sessions on adult education topics to provide opportunities for us to learn and be community as we strive to grow in love of God and neighbor. This year, many of the nurtures enabled us to strengthen our community and share our hopes for our faith community. The highlight of the

nurtures was an all-day retreat held at First Church on October 27, the result of a significant amount of work by a team of First Church members led by Karen Byrne. Over 40 members taking part in the retreat shared stories, reflected upon our history, and talked about our hopes for our church family. It was excellent and fun! Other great nurtures included:

- Simply Smiles: Life on a Lakota Reservation by Bryan Nurnberger
- Advent Nurtures led by Barbara Gerlach where members reflected upon the theme of “Hopes and Fears”
- The State of the Central Atlantic Conference led by CAC Minister Rev. Freeman Palmer
- Song Improvisation led by John Horman and Katie Koza
- Sharing Our Identity and Building Community led by Church Council

Children’s and Youth CE – Faith Formation and Sunday School

Faith Formation and Sunday School continues to provide a positive experience for children from nursery through high school. The nursery is supported by a strong team of childcare workers of Jordann, Timur, Ziyah and Patrick. The three classes (pre-k to k, 1st through 4th, and 5th through 8th) have devoted teachers leading weekly classes throughout the school year who have helped them learn about God of liberation in the Old Testament and the life of Jesus who embodied the principles of love, grace, hospitality and reconciliation. Throughout the year, Sunday School served 45 children and youth.

The youth also worked hard to identify ways to live out these lessons in our lives. Specific highlights included:

- Youth Service Trip to the Cheyenne River Reservation in La Plant, South Dakota – 7 youth with 4 chaperones had an amazing 8-day experience of helping run a summer camp for 60 children each day. We learned about our many commonalities with the Lakota, as well as grew to learn their history and appreciate the challenges they faced. We made friendships and desired to be a voice for Native Americans in the many places when they are not heard or silenced. We look forward to returning next Summer! We are grateful for the participation of Raine Anderson, Lily Smeltzer, Marlyse Dlodlo, Patrick Darling-LaGamma, Breanna Dugan, and their friends, Josie A and Aoife Butler. We also had amazing adult leaders including Troy Bent, and Sam’s cousin, Courtney Walker, and high school friend and rocket-scientist, Alan Enos.
- Service experiences with A Wider Circle.
- A wonderful Christmas Pageant that explored how the story of Christ’s birth can inspire hope when it comes to the crisis of climate change.
- Plenty of opportunities for children and youth to participate in service.
- Easter Egg Hunt.

On the employee front, we said good-bye to the wonderful Mia Young and our long-time ‘baby whisperer’ Luis Murillo. Mia went off to college, and Luis began his graduate studies in Germany. We welcomed Jordann Edwards and Patrick Darling La-Gamma to fill their roles. With the help of CE families, we also engaged in a thorough clean-up of the CE suite.

First Church is blessed to have a congregation that truly values the importance of life-span faith formation. First Church recognizes that for people to grow in love of God and neighbor, it must take root in a loving community. First Church is that community.

WORSHIP COMMISSION ANNUAL REPORT 2019

Members: Nick McConnell, Chair; Jean Alexander (part year), Diane Brenneman, Peter Byrne (added during the year), Sophie Jones, Pojen Lee (part year), Taylor Sweeney.

Volunteers: Chris Byrne (banner coordination and setup), Anisa Heming (sound tech coordination), Marian Drake (usher coordination).

Professional Staff: Rev. Sam McFerran, Associate Minister; Rev. Karen Byrne, Minister (added during the year), John Horman, Music Director.

Support Staff: Cindy Dobbs, Administrative Assistant (who prepares worship folders every week, orders lilies for Easter and poinsettias for Christmas, and follows up to assure that support assignments – ushers, sound techs, coffee hour – have been covered every Sunday); Byron Adams, Building Manager (who assures proper set-up of sanctuary seating for regular worship services, proper functioning of sound and light systems, and coordinates building access and setup for special services).

The Worship Commission works with staff in planning, supporting and participating in Worship on Sundays and other special services throughout the year. Given the ongoing vacancy in our Senior Pastor position, the staff support for the Commission at the beginning of the year was provided by Rev. Sam McFerran and John Horman, each of whom devoted extraordinary effort to assure the continuing high quality of worship the congregation has come to expect and values so highly. We owe them particular thanks for the extra time and effort, and the creativity, they brought to this core function of our church life. Worship planning for the year was subject to further challenges when a newly employed Interim Minister, Rev. Michael Durst, who delivered his first sermon on April 7, decided for personal health reasons and with the Council's blessing to withdraw from the position. Rev. Durst delivered his last sermon on July 14. His preaching reflected a fine intellect, thorough understanding of the lectionary readings, a dry wit, and a gentle manner. We regret his tenure was cut short. His departure brought Sam and John back to heavier than usual involvement in worship planning and coordination, a burden that it was unfair to expect them to carry indefinitely. The resourcefulness of the church, and the richness of its community, produced the means to address this challenge by entering into a contract with First Church member and UCC minister, Rev. Karen Byrne, to serve as Minister for the congregation beginning in August. Karen continues to serve as a resource for Sam and John in planning and coordinating worship services and brings her uniquely thoughtful, calm and reassuring presence to worship leadership and to the pulpit on a regular basis.

Throughout a year remarkable for the fluidity of the staffing and resources available, First Church nonetheless experienced a calendar filled with diverse, enriching, intellectually engaging, thought provoking, and spiritually uplifting worship services. The range and quality of the presentations are reflected in the roster of those who took to our pulpit, including our staff (Sam and Karen), but also our minister-members: Rev. Jean Alexander, Rev. Marie Castellanos, Rev. Barbara Gerlach, Rev. Pojen Lee, Rev. Ron Hopson, and Rev. Laura Johnson. The list must also include those members who hold divinity degrees, Dwight Davis and Sandy Sorensen, those who are in discernment, Andrew Hamilton and Lynaya Morris, as well as those lay members whose claim to the pulpit was the authenticity of their faith: Andy Raver, Katherine Antos, Karen Tramontano, and Peter Byrne, and the members who led Young Adult worship services, Chris Byrne, Abigail Cipparone, Stephanie Davis, Anisa Heming, Hannah Long-Higgins, Sophie Jones, Joey Meyer, and Mary Meyer. And we certainly include those who on All Saints Sunday brought witness to the saints of our church who died this year, Fredda Sparks remembering Marlene Ross, John Lorenz remembering James Lorenz, and Jean Alexander remembering Bruce Hanson. Distinguished guests added

to the rich diversity of the word proclaimed from our pulpit, including Bryan Nurnberger (Founder and President, Simply Smiles), Rev. Amanda Hendler-Voss (Founding Co-Pastor, Land of the Sky UCC), Rev. Noel Anderson (Church World Service Sanctuary Movement), Terry Flood (Executive Director, Jubilee Jobs), Rev. Malcolm Himschoot, UCC Minister for Ministerial Transitions), and Rev. Freeman L. Palmer (Conference Minister, CAC). Any other church would give its eye teeth for a worship program so richly filled with diversely prophetic voices bringing to us each week new ways to think about and respond to the word of our God who is still speaking. The year presented challenges for our worship program – the response was filled with richest blessings.

Worship at First Church is immensely enhanced by the music program through the leadership of John Horman, Music Director, and the contribution of devoted choir members who rehearse several hours every Thursday night, rehearse again pre-worship early on Sunday mornings (while the rest of us enjoy a second cup of coffee and leisure time at home), and then perform for us during worship every Sunday – including not only anthems, but bell-ringing calls to worship, introits, and postludes. They also bring us special music during high holy days at Easter and Christmas. The Music Director's report undoubtedly recognizes the individuals who have made this possible. The Worship Commission, however, must acknowledge and thank John and his choristers for their magnificent contribution to worship at First Church. Also, this year, John organized a program to celebrate the importance of hymn singing at First Church as part of our September Homecoming worship service with a Saturday evening potluck supper followed by singing of favorite hymns ("Connected by Hymns of Faith") in the sanctuary. It was at times a raucous and at all times a joyful occasion. Thank you, John.

Worship Commission also participated in and coordinated with other commissions in sponsoring Adult Nurture programs throughout the year. Of particular note, the Worship Commission reprised Advent nurtures led by Rev. Barbara Gerlach involving selected members of the congregation speaking on the Advent theme for the year (this year – Advent: A Season of Hopes and Fears) and how the theme resonated in their lives. Barbara had conducted similar nurture sessions for a number of years leading to detailed insight into the life experiences members brought to worship at First Church and broader discussion among all those in attendance of how those experiences reflected upon their own life stories. Barbara's empathetic questioning brought forward a number of emotionally compelling stories from the participants, Anna Kiss, Joey Meyer, Mary Meyer, Karen Pence, Diane Brenneman, John Smeltzer, and Alisa Tanaka, leading to similar sharing and personal bonding for all participants. Our thanks to Barbara for her leadership and to the participants in this community sharing, community building nurture.

Finally, another aspect of worship at First Church which brings special joy, and cause for hope, is the participation of our youth in leading worship at various times throughout the year, but especially during Faith Formation Sunday in June and the Annual Christmas Pageant in December. The strength of our youth faith formation program springs directly from the amazing talent Sam McFerran brings to engaging with our children and drawing them gently toward a life of faith assisted throughout the year by many members who give unstintingly of their time to assure that our youth are fully included in the life of our congregation and nurtured in our faith. Each year, the finest expression of what's happening in the youth program often surfaces in the Christmas Pageant – 2019 proved no exception. We all would do well to carry with us into the New Year the message conveyed through the young couple in this year's Christmas Pageant, Mary and Joseph from the remote Pacific island of Tuvalu. As the story unfolded in the dramatically capable hands of our youth, the young couple journeys to NYC to attend a UN Climate Conference to alert the world to the threat of climate-induced rising sea levels to their island's people and their way of life. Mary gives birth to the Baby Jesus in a stable for horses at the Central Park Zoo. The next day, the couple reports on their island's plight at the UN conference. The conference then unanimously adopts the following declaration:

“Let’s celebrate the miracle of a new birth by building a brighter future for our world.”

With thanks to all for our worship together this year –
Nick McConnell, Chair

OUTREACH and MEMBERSHIP ANNUAL REPORT 2019

Members of the Commission are: Ann Bushmiller (chair), Lucille Dickinson (Council representative), Marian Drake, Garnell Yarbrough, plus invaluable assistance from Dale Ostrander (greeter and friend), and Alyx Cheng (website advice). Members and friends of the Commission serve as greeters in the narthex before the service, encouraging visitors to create a name tag and fill out a blue form for information about the church. We follow up with interested visitors. Commission members participate in periodic gatherings for people interested in joining the church, and in services welcoming new members. We consider other ways to engage in an extravagant welcome. We would very much welcome members and friends to help in greeting people on Sundays.

Lucille Dickinson led a special project this year. She reviewed the church membership rolls, which had become somewhat outdated. Our bylaws allow us to place members on inactive status after a period of inactivity, but we do not remove members from the rolls unless they ask us to, we learn they have died, or for a valid reason confirmed by an official church vote. The relevant bylaws sections are Article III, sections 3.D and 4.B, which are included here:

Excerpt from Bylaws: Article III, Section 3. Classification of Members.

- A. All actions relating to the classification of members shall be taken by the Church at a meeting called in accordance with Article IV.
- B. Active members are those who have been accepted into membership and who continue to support the life and mission of the Church. Active membership may be demonstrated by regular participation in public worship, participation at Church meetings, regular support for the life and mission of the Church, and sharing in the life and work of the organized bodies of the Church.
- C. [Associate members]
- D. A member who has fulfilled none of the duties of active membership for one year may be placed in inactive status by vote of the congregation. Before placing persons in inactive status, reasonable efforts shall be made to invite their active participation in the Church. Persons designated inactive members shall be notified by the Clerk of their changed status, if possible. An inactive member may be restored to active membership by a vote of the Church at a duly called meeting.

Section 4. Termination of Membership.

- A. Any active member shall, on request, be granted a letter of transfer to any Church of Christ.
- B. A member will, on written request, be released from membership.
- C. An inactive member shall remain in that status until removed by reason of restoration to active membership, death, written request to be released from membership, or other known and valid reason approved by the Church at a duly called meeting.

After conferring with staff and the commission, Lucille sent notes or emails to about 35 members who have not attended a service in some time to learn where life is taking them and ask whether they are interested in retaining membership in the church, narrowing their connection by becoming an inactive member, or

coming off the rolls (e.g., because they joined a new church). She heard back from several members who shared information and provided guidance. She could not reach a couple of people, and we have made recommendations about them. As a result of her efforts, the commission shares this list of members we recommend moving to inactive status or off the rolls. It was current as of December 26, 2019, but it may be updated at the annual meeting for purposes of the resolution that will be presented to the congregation.

No response to outreach, move to inactive (24)

Karen Denny Stanga	(member since 1961)
Andrea Low	(1983)
Beth Minear	(associate member, 1987)
Larry Minear	(associate member, 1987)
Christine Evans-Klock	(1994)
John Evans-Klock	(1994)
Mary Layne	(2002)
Nathan Gehlert	(2003)
Anne Nelson	(2004)
Hart Nelson	(2004)
Laura Mecagni	(2006)
Gail Spane	(2007)
Michael Brooks	(2009)
Abbie Mae Miller	(2009)
Pearline Coleman	(2012)
Russell Crayton	(2012)
Wendy Martin	(2013)
Ezana Edwards	(2014)
Mark Tokola	(2014)
Nancy Tokola	(2014)
Dave Stroup	(2015)
Javier Garcia	(2016)
Sharon Howell	(2016)
Derrick Hodge	(2017)

Responded to outreach, move to inactive (1)

John Sherry	(2004)
-------------	--------

No information for outreach, move to inactive (1)

Jessica Lambertson	(2010)
--------------------	--------

Responded to outreach, member of or active in another church, remove from rolls (7)

Jean Limvere	(1995)
Caroline Coffey Zedella	(2012)
Mark Zedella	(2012)
Julia Haslanger	(2012)
Justin Myers	(2012)
Sarah Pettijohn	(2012)
Monica Carmean	(2015)

Responded to outreach, remove from rolls (1)

Patrick Summers (2003)

No information for outreach, remove from rolls (1)

Peter Dennebaum (pastor 2009-2011)

The Commission’s members have contributed greatly this year in being the face of the church to Sunday visitors. We also thank Lucille heartily for her additional work reaching out to distant members and updating First Church’s records.

Submitted by Ann Bushmiller, chair

SOCIAL ACTION AND AWARENESS COMMISSION ANNUAL REPORT 2019

Social Action and Awareness Commission (SAAC)

Volunteers

Sharlene Castle Priscilla Waters (Chair)
John Smeltzer

The United Church of Christ’s Mission statement:

United in Spirit and inspired by God’s grace, we welcome all, love all, and seek justice for all.

The First Church Congregation worked in 2019 to “seek justice for all” through the Social Action and Awareness Commission (SAAC).

SAAC managed the Second Sunday offerings, which collected a total of \$10,974.65 in 2019.

Month	Organization	Total Collected
January	Seabury Age in Place; ShowUp for Racial Justice (SURJ)	\$ 345.50
February	Thrive DC	\$ 993.00
March	UCC’s One Great Hour of Sharing	\$2348.00
April	Anacostia Watershed and Greater Washington Interfaith Power and Light	\$ 981.00
May	In support of Michael Joseph, Global Ministries Missionary to Columbia	\$ 296.00
June	Shaw Community Center	\$ 1100.00
July	UCC’s Strengthen the Church	\$ 592.00
August	Congregational Library and Archives	\$ 589.77
September	Drop-In-Center (DIC)	\$ 1287.37

October	UCC's Neighbors in Need	\$ 1210.00
November		-
December	UCC Christmas Fund	\$ 1232.00

SAAC actively supported a variety of activists and visitors gathering in downtown DC for demonstrations, with snack packs, fruit and bottled water. These gatherings included the July 2019 "Poor People's Campaign, a National Call for Moral Revival," and the "Trans Visibility" March.

SAAC provided financial support to a member of the Anti-Racism Task Force to attend the Central Atlantic Conference (CAC) training titled "Moving Racial Justice Forward." SAAC also provided travel funds for a visit by the Executive Director of "Simply Smiles," Bryan Nurnberger to First Church.

For the second time, SAAC closed the year by joining an interdenominational network of 19 churches headed by the Middle-East Committee of Westmoreland Congregational UCC, to sell olive oil imported directly from an organic farm near Bethlehem, named "Tent of Nations." This farm has been owned by the Palestinian Christian Nassar family, since 1916. The farm uses funds to plant and replant trees and build bridges between neighboring Jewish and Muslim communities. Many international organizations and individuals back the Tent of Nations in their struggle for justice, and to maintain the presence of a Christian Palestinian family on land in the West Bank, considering their presence as a symbol of Palestinian independence and culture.

Anti-Racism Task Force

In March, seven members of First Church (Karen Byrne, Sharlene Castle, Lucille Dickinson, Cindy Mazur, Janneke Ratcliffe, Gail Sonnemann, and Priscilla Waters) participated in a weekend of interactive training for racial justice facilitators, developed by the Central Atlantic Conference's Justice and Witness Action Network. We seven joined 21 other trainees from throughout the CAC, four CAC staff (including the new conference minister, Freeman Palmer), and five trainers, for a very full weekend at Camp Wabanna on the Chesapeake Bay in Edgewater, Maryland. The goal of the training was to provide "baseline preparation for persons desiring to facilitate congregational and community discussions and actions to promote racial justice." The training provided both informative content and insights into the process of facilitating (and participating in) the difficult conversations this work entails. The group of attendees continued to gather informally to discuss how to continue this important work. A couple of us committed to joining the CAC Racial Justice Leadership Team.

At the annual meeting of the Central Atlantic Conference in early October, Lucille Dickinson was one of five presenters at the workshop on "Moving the Racial Justice Agenda Forward in Our Time." She described the "White Privilege: Let's Talk" discussion series that First Church (under Karen Byrne's leadership) has held three times since mid-2017, most recently in May-June 2019.

Later in October, Lucille Dickinson, Janneke Ratcliffe, Gail Sonnemann, and Priscilla Waters attended a workshop led by the Rev. Dr. Velda Love, the UCC's Minister for Racial Justice. We heard highlights of the contents of the Sacred Conversations to End Racism (SC2ER): A Restorative Justice Journey. From the UCC website: *[SC2ER] includes restorative racial justice resources as a corrective to the historical and contemporary harm, injury, and trauma enacted upon non-European descendants. The ongoing impact of racism and xenophobia in contemporary society requires Christians to commit to a journey of restoration and repair among God's people impacted by individual and systemic oppression and marginalization. SC2ER features resources and spiritual practices from people groups marginalized by white skin supremacy education perpetuated within the Christian Church and society. The SC2ER study*

guide is not a self-guided resource. SC2ER requires training from restorative racial justice practitioners. This is a resource for us to consider for use in First Church, in consultation with the new Designated Senior Minister.

Drop-In Center for Homeless Youth

Volunteers

Jean Alexander	JD Okorie-Dunn	Nan McConnell	Priscilla Waters
Rev. Jason Carson-Wilson	Polly Gordon	Olivia Hoynes	Natasha Riveron
Garnell Yarbrough	Kim Darling	Andrew Hamilton	Gail Sonnemann
Alexandra Cheng	Alison Stanger	Carolyn Marsh	Marian Drake
Janneke Ratcliffe			

First Church continues to host the Downtown Drop-In Center for Homeless Youth (YDIC) in our Narthex and Living Room. The Center is operated jointly with Sasha Bruce Youthwork, and their partner organizations, the street outreach program StandUp for Kids and POWER, the youth sexual health program that provides HIV testing.

The YDIC has expanded to host a welcoming place for housing challenged youth on both Monday and Wednesday nights. First Church contracts with Amy Driver to serve as the church's liaison with Sasha Bruce. Amy works tirelessly, supervising on-site operations on the nights the DIC is open, training volunteers and coordinating support and logistics. Amy greets everyone at the door with a warm hug and open ear, encouraging guests to share personal stories of challenges and triumphs. More than twenty First Church members and friends rotate through weekly to volunteer at the center. In January, volunteers from the Table Church, another congregation presently worshipping at 945 G St, will begin volunteering. Volunteers and Sasha Bruce staff welcome young guests on Monday and Wednesday nights, from 6:00 pm to 9:00 pm. Weekly YDIC attendance averages eighty (80) to one-hundred (100) guests. We serve pizza with a smile, play games, share a movie in the living room, hug and chat. Community volunteer have encouraged self-expression through journaling and sketching, etc. The YDIC at First Church provides a relaxed, supportive space where guests can socialize with each other and receive informal counselling from Sasha Bruce social workers. Case management is available to help youth address needs related to physical and mental health, education and, ultimately, housing. On the Monday before Christmas, performers who took the stage in the annual talent show were applauded loudly and everyone who attended that night (almost 100 young people) were given a NEW coat (donated by POWER), hats and gloves.

The First Church congregation supports the DIC in multiple ways, absorbing the staffing, "loss of use," utilities and cleaning costs for Monday nights. First Church receives a grant from the Washington, DC government to cover Wednesday night costs. Members and visitors contributed over twelve-hundred \$1200 to this year's Second Sunday offering, and church members prepared and served a special Thanksgiving dinner for more than eighty (80) guests.

Thanksgiving Dinner Contributors/Volunteers

Jean Alexander	Susan Anderson	Justin Antos
Barbara Berman	Faith Brightbill	Diane Brenneman
Karen and Peter Byrne	Sharlene Castle	Kim Darling

Lucille Dickinson	Marian Drake	
Barbara Gerlach	Rachel Gold-Brown	Peter and Lucas Gerlach-Mack
Polly Gordon	Karl and Karen Gotting	Melissa Ho
Moira and Sophie Jones	Joan King	Peg Lorenz
Courtney McCaffrey		
Carol Malone	Meg Maguire	Nora Marsh
Hilary Oat Judge	Emanuel and JD Okorie-Dunn	
Karen Pence	Susan Saudek	Gail Sonneman
Fredda Sparks		
Allison Stanger	Karen Tramontano	Liz Warren
Priscilla Waters		

Please accept my apology if your name wasn't included in the above list. Everyone's delicious food and warm hospitality were deeply appreciated by our youth.

Priscilla Waters, Chair

SANCTUARY TASK FORCE ANNUAL REPORT 2019

2019 was a busy year of accompaniment and advocacy for our immigrant and refugee brothers and sisters. Through our membership in CAN (Congressional Action Network) formerly Sanctuary DMV, we helped develop the DC Immigration Transit Program. Our work was to meet Greyhound buses stopping at Union Station carrying immigrants who were being relocated from Texas detention centers to points north. At the station we offered solidarity, encouragement along with food, clothing and over the counter meds.

We joined CAN in advocacy towards Mayor Bowser to include a financial line in the 2019 DC budget which would assist immigrant residents with legal expenses. A \$900,000 line was approved.

A new Coalition "ICE out of DC" has been formed. We have joined the coalition as one of the representatives from the Congregational Action Network.

We joined ICE OUT OF DC in advocacy towards the DC city council to keep ICE out of city jails. We won the passage of an emergency bill with a carveout which for now allows ICE to interview the few federal detainees houses in the city jail. Advocacy continues on this point.

We sponsored a Latin American musical night featuring the Salvadoran Lilo Gonzalez. The \$2000 raised, was split between the Cair Coalition and Congregational Action Network.

We hosted "dreamers" at two of our Sunday services and we invited the Rev. Noel Anderson of Church World Service to preach.

DOWNTOWN CLUSTER OF CONGREGATIONS ANNUAL REPORT 2019

This group of Washington churches meets four times a year. There are generally only 20 to 30 congregations represented, depending on the program and date. The speakers and topics have been interesting, though not always relevant to our congregation.

Terry Lynch, the group's Executive Director since its founding, has a wide knowledge of the ins and outs of the city's inner workings. In talking to folks from other congregations, I found many whom Terry had helped through the maze of city regulations. Terry seems to know everybody and can be a good guide in specific situations.

The Cluster had fallen on hard times financially, though, and is in the red for only the second time in its history. This can be blamed partly on the fact that many churches are losing their members or are moving or closing and selling their property.

Fredda Sparks

First Congregational UCC representative to the Downtown Cluster

NOMINEES FOR 2020

COUNCIL/OFFICERS	2019	2020
Moderator	Nan McConnell	Kim Darling
Assistant Moderator	Kim Darling	Garnell Yarborough
Treasurer	Nora Marsh (2019)	David Greer (2021)
Clerk	Gail Sonnemann (2020)	Gail Sonnemann (2020)
At Large	JD Okorie-Dunn (2019)	Alyx Cheng (2021)
	Dwight Davis (2020)	Dwight Davis (2020)
COP rep	Mike Zawada	Nora Marsh
CE rep	Joey Myers/Mark Jensen	Mark Jensen
Facilities rep	Jamey Moore	John Marsh
Finance rep	David Greer	Susan Anderson
O&M rep	Lucille Dickinson	Ann Bushmiller
SAAC rep	John Smeltzer	John Smeltzer
Worship rep	Diane Brenneman	Diane Brenneman
Assistant Treasurers	Karen Pence	Karen Pence
	Lucille Dickinson	Nora Marsh
		Susan Anderson
		Lucille Dickinson
Care of Parish	Raine Anderson (2020)	Nora Marsh (2021)
	Susan Anderson (2019)	Carol Malone (2021)
	Moira Jones (2019)	Kristy Goodfellow Mills (2021)
	Mike Zawada (2020)	Mike Zawada (2020)
	Ann Saudek (2020)	Melissa Ho (2021)
	Anisa Heming, volunteer	Ann Saudek, volunteer
	Fredda Sparks, volunteer	Peter Tracey, volunteer
	Andrew Hamilton, volunteer	Andrew Hamilton, volunteer
Christian Education	Patrick Darling-LaGamma (2019)	Mark Jensen (2020)
	Caitlin Smith (2019)	Joey Meyer (2020)
	Lynaya Morris (2020)	Elise Villemez (2020)
	Mark Jensen (2020)	Alisa Tanaka-Dodge (2021)
	Joey Meyer (2020)	Anna Kiss (2021)
	Elise Villemez (2020)	
	Anna Kiss (volunteer)	
	Katherine Antos (volunteer)	

Facilities	Jamey Moore (2019)	Anisa Heming (2020)
	Anisa Heming (2020)	John Marsh (2020)
	John Marsh (2020)	Carolyn Marsh (2020)
	Carolyn Marsh (2020)	Moira Jones (2021)
		Tony Saudek (2021)
Finance	Kristy Mills (2019)	Andy Raver (2021)
	Paul Smolinsky (2020) [Withdrew from commission early 2019]	Susan Anderson (2021)
	Polly Gordon (2020)	Polly Gordon (2020)
	David Greer (2020)	
	Nora Marsh (ex officio)	
Investment	(Fin rep)	
	Nora Marsh (as Treasurer)	
	Ann Bushmiller	Ann Bushmiller
	Peter Tracey	Peter Tracey
	Karen Pence	Karen Pence
Outreach & Membership	Lucille Dickinson (2020)	Priscilla Waters (2021)
	Marian Drake (2020)	Marian Drake (2020)
		Meg Maguire (2021)
	Garnell Yarbrough (2020)	Patrick Darling-LaGamma (2021)
	Ann Bushmiller (2020)	Ann Bushmiller (2020)
	Dale Ostrander, volunteer	Dale Ostrander, volunteer
	Alyx Cheng, volunteer, continuing work on website	Matthew LaGamma, volunteer
Social Action & Awareness	Priscilla Waters (2019)	Lucille Dickinson (2021)
	Robert Burns (2019)	Jamey Moore (2021)
	John Smeltzer (2020)	John Smeltzer (2020)
	Sharlene Castle (2020)	Sharlene Castle (2020)
	Grandon Purnell (2020)	Olivia Hoynes, volunteer

	<i>Anti racism:</i>	<i>Anti racism:</i>
	<i>Lucille, Priscilla, Karen B,</i>	<i>Lucille, Priscilla, Karen B,</i>
	<i>NW, SH, Andrew, Dwight,</i>	<i>NW, SH, Andrew, Dwight,</i>
	<i>Janneke, JD, Nan, Lance, Ann B</i>	<i>Janneke, JD, Nan, Lance, Ann B</i>
	<i>Sanctuary:</i>	<i>Sanctuary:</i>
	<i>Susan Saudek, Brendan Smith, Peter Tracey, Caitlin Smith, Priscilla Waters</i>	<i>Susan Saudek, Brendan Smith, Peter Tracey, Caitlin Smith, Priscilla Waters</i>
	<i>Housing: Meg, Dana B., Rob Burns</i>	<i>Housing: Meg, Dana B., Rob Burns</i>
	<i>Others</i>	<i>Others</i>
Worship	Pojen Lee (2019)	Peter Byrne (2021)
	Sophie Jones (2020)	Nick McConnell (2020)
	Taylor Sweeney (2020) [CANNOT BE ON COUNCIL]	Sophie Jones (2020)
	Nick McConnell (2020)	Laura Johnson (2021)
	Diane Brenneman (2020)	Diane Brenneman (2020)
	Jean Alexander (2020)	Abigail Cipparone (2021)
	Peter Byrne volunteered mid 2019	
	Volunteers:	
	<i>Liz Warren, usher</i>	
Other Positions		
Gabriel's Horn Editor		
Archivist	Judith Gray	Judith Gray
Representatives		
Downtown Cluster	Fredda Sparks	Fredda Sparks
CAC and Potomac Association	Nan McConnell (ex off) Karen Byrne, JD Okorie-Dunn, OPEN	Karen Byrne, JD Okorie-Dunn, Pojen Lee
CAC under 30	OPEN	
Penn Quarter	OPEN	
WIN	Jason Carson Wilson	
Shaw Community	Dale Ostrander	Dale Ostrander
Potomac Association LGBT Task Force	Jamey Moore	Jamey Moore
Personnel (Council		

appointment)		
	Priscilla Waters	
	Lucille Dickinson	
	Ellen Bushmiller	
	JD Okorie-Dunn	
	Janneke Ratcliffe	
Nominating Committee	Andy Raver	Garnell Yarborough
	Lucille Dickinson	
	Kim Darling	
	Interim Search Committee	Designated Search (2019)
	Chris Barr	David Greer (chair)
	Karen Byrne	Dwight Davis
	Kim Darling	Katherine Antos
	John Marsh	CJ Thayer
	Lynaya Morris	Grandon Purnell
		Meg Maquire
		Alyx Cheng
		Hannah Long-Higgins

THIS YEAR'S THANKS GO TO:

Council

Officers

Moderator	Nan McConnell
Assistant Moderator	Kim Darling
Treasurer	Nora Marsh
Clerk	Gail
Sonnemann	

At-large members

J.D. Okorie-Dunn
Dwight Davis

Commission Representatives

Care of Parish	Mike Zawada
Christian Education	Joey Meyer (Jan-July) Mark
Jensen (Aug-Dec)	
Facilities	Jamey Moore
Finance	David Greer
Outreach & Membership	
	Lucille Dickinson
Social Action	John Smeltzer
Worship	Dianne Brenneman

Ministerial Relations Team

Nan McConnell (as Moderator)
Kim Darling (as Assistant Moderator)
Andy Raver (as Immediate Past Moderator)

Nominating Committee

Andy Raver
Lucille Dickinson

Personnel Committee

Priscilla Waters
Lucille Dickinson
Ellen Bushmiller
James Okorie-Dunn
Janneke Ratcliffe

Care of Parish Commission

Susan Anderson, chair
Moir Jones
Mike Zawada
Raine Anderson
Volunteers: Fredda Sparks, Andrew Hamilton,

Anisa Heming, Ann Saudek

Christian Education Commission

Patrick Darling-LaGamma
Lynaya Morris
Mark Jensen, chair
Joey Meyer
Katherine Antos
Anna Koss
Rev. Sam McFerran, staff

Christian Education Volunteers

Susan Anderson
Katherine Antos
Chris Barr
Troy Bent
Ann Bushmiller
Rev. Karen Byrne
Tory Christensen
Kim Darling
Patrick Darling-LaGamma
Dwight Davis
Marian Drake
Barbara Gerlach
Andrew Hamilton
Anisa Heming
Melissa Ho
John Horman
Mark Jensen
Rev. Laura Johnson
Anna Kiss
Rev. Pojen Lee
Meg Maguire
Courtney McCaffrey
Lauren McFerran
Joseph Meyer
Mary Meyer
Hilary Oat-Judge
Karen Pence
Andy Raver
Ann Saudek
C.J. Thayer
Elise Villemez

Facilities Commission

Anisa Heming, chair

Jamey Moore
John Marsh
Carolyn Marsh
Byron Adams, staff

Audio and Lighting Volunteers

Raine Anderson
Chris Byrne
Scott Day
Anisa Heming
Melissa Ho
Graham Marsh
John Marsh
Nan McConnell
Nick McConnell
Mike Zawada

Finance Commission

Kristy Goodfellow Mills
Polly Gordon, chair
David Greer
Nora Marsh, Treasurer

Investment Commission

Peter Byrne (as Finance rep.)
Ann Bushmiller
Nora Marsh (ex officio as Treasurer)
Karen Pence (advisor/volunteer)

Assistant Treasurers

Lucille Dickinson (pledges, deposits)
Karen Pence (investments)

Outreach and Membership Commission

Ann Bushmiller, chair
Marian Drake
Garnell Yarbrough
Lucille Dickinson
Dale Ostrander (volunteer, greeter)
Alyx Cheng (volunteer, website)

Greeters

Alyx Cheng
Bruce Hanson
Nan McConnell
Lynaya Morris
Dale Ostrander
Taylor Sweeney

Social Action and Awareness Commission

John Smeltzer
Robert Burns
Priscilla Waters, chair
Sharlene Castle
Grandon Purnell

Drop-In Center for Homeless Youth Volunteers

Jean Alexander
Jason Carson Wilson
Alexandra Cheng
Kim Darling
Marian Drake
Polly Gordon
Andrew Hamilton
Olivia Hoynes
Carolyn Marsh
Nan McConnell
JD Okorie-Dunn
Karen Pence
Janneke Ratcliffe
Natasha Riveron
Gail Sonnemann
Alison Stanger
Karen Tramontano
Priscilla Waters
Garnell Yarbrough

Home for All Advocacy Task Force

Meg Maguire, convener
Dana Bartolomei
Robert Burns
Peter Byrne
Sharlene Castle
David Greer
Janneke Ratcliffe
Priscilla Waters
James Ross, Staff

Anti-Racism Task Force

Lucille Dickinson, convener
Ann Bushmiller
Karen Byrne
Sharlene Castle
Dwight Davis
Karen Gotting
Andrew Hamilton
Jo-Anne Henry
Cindy Mazur

Nan McConnell
JD Okorie-Dunn
Janneke Ratcliffe
Gail Sonnemann
Priscilla Waters

Sanctuary Working Group

Karl Gotting
Susan Saudek
Brendan Smith
Caitlin Smith
Meghan Thompson
Peter Tracey
Priscilla Waters

Shaw Community Ministry Volunteers

Jean Alexander
Meg Maguire
Dale Ostrander

Washington Interfaith Network Meeting Attendees

Chris Byrne
Sharlene Castle
Andrew Hamilton
Katie Koza
Meg Maguire
Rev. Sam McFerran
Dale Ostrander
Janneke Ratcliffe
Chris Salm
Fredda Sparks
Allison Stanger
Priscilla Waters
Jason Carson Wilson
Mike Zawada

Worship Commission

Nick McConnell, chair
Sophie Jones
Pojen Lee
Diane Brenneman
Jean Alexander
Taylor Sweeney
Rev. Sam McFerran, staff
John Horman, staff

Ushers

Moses Alabi
Jean Alexander
Ann Bushmiller

Chris Byrne
Peter Byrne
Tory Christensen
Scott Day
Marian Drake
Karl Gotting
David Greer
Andrew Hamilton
Anisa Heming
Melissa Ho
Mark Jensen
Moirra Jones
Joan King
Matthew LaGamma
Meg Maguire
Anne Mascolino
Courtney McCaffrey
Tom McCaffrey
Nan McConnell
Nick McConnell
Andy Raver
Ann Saudek
Susan Saudek
Tony Saudek
Fredda Sparks
Liz Warren
Garnell Yarborough
Mike Zawada

Designated Minister Pastoral Search Committee

David Greer, chair
Katherine Antos
Alyx Cheng
Dwight Davis
Hannah Long-Higgins
Meg Maguire
Grandon Purnell
C.J. Thayer

Choir

Jean Alexander
Justin Antos
Diane Brenneman
Brandon Dean
Cindy Dobbs
Marian Drake
Lucille Dickinson
Kristy Goodfellow Mills

Polly Gordon
Karen Gotting
Judith Gray
Moira Jones
Randy Jones
Sophie Jones
Katie Koza
Carol Malone
Nora Marsh
Carolyn Marsh
Charlie Marsh
John Marsh
Lynaya Morris
JD Okorie-Dunn
Dale Ostrander
Gail Sonnemann
Priscilla Waters
Ronnie Yoder
John Horman, Staff

Occasional/Visiting Musicians

Bill Burns, horn
Ofer Cohen, trombone
Stella Dilorio, piano
Cindy Dobbs, piano
Andrew Hamilton, guitar
Mary Hayes, violin
Alicia Herman, horn
Scott Herman, trumpet
Amyr Joynew, violin
Katie Koza, violin
Jason Labrador, violin
David Levin, trumpet
Hannah Long-Higgins, cello
John Marsh, guitar
Robin Massie, viola
Anna Rasch, piano
Johnathan Terry, cello
Dennis Turner, piano
Anna Westbrook, piano
Ken Wolff, trombone
John Horman, Staff

Guest Preachers

Jean Alexander
Noel Anderson
Karen Byrne
Peter Byrne

Mari Castellanos
Dwight Davis
Terry Flood
Andrew Hamilton
Amanda Hendler-Voss
Malcolm Himshoot
Ron Hopson
Pojen Lee
Sam McFerran
Lynaya Morris
Bryan Nurnberger
Freeman Palmer
Andy Raver
Sandy Sorensen
Karen Tramontano

Archivist

Judith Gray

Break Away Wednesday Meditation Group

Nora Marsh

Representatives

Central Atlantic Conference – Karen Byrne
Downtown Cluster – Jennie Hunt
Washington Interfaith Network (WIN) – Mike Zawada
Shaw Community – Dale Ostrander
Potomac Association – Karen Byrne, Lucille Dickinson
General Synod Liaisons – Jean Alexander, Karen Byrne

Child Care Staff

Timur Murillo
Ziyah Holman
Jordann Edwards
Patrick LaGamma

First Church Staff

Byron Adams, Building Manager
Cindy Dobbs, Administrative Assistant
John Horman, Director of Music
Rev. Sam McFerran, Associate Minister
Rev. Michael Durst, Interim Pastor (April-June)
Rev. Karen Byrne, Minister
Ines Marquez, Porter

PLEDGE STATISTICS

PLEDGE STATISTICS 2018 to 2020

Table I -- Pledging Summary

	2020	2019	2018
	As of Jan 17, 2020	As of Sep 1, 2019	As of Jan 26, 2018
Pledges	76	70	72
Persons Pledging	105	100	103
Total Amount	273,694	281,506	262,209
Average per pledge	3,601	4,022	3,642
Average per person	2,607	2,815	2,546

Table II -- Number of Pledges by Amount

1-599	12	7	6
600-999	9	10	10
1000-1999	15	15	17
2000-2999	7	8	10
3000-5999	22	19	18
6000 & over	11	11	11
TOTAL	76	70	72

Table III -- Changes in Amount Pledged

Pledges Continuing			
Increased	45	33	32
Unchanged	18	21	25
Decreased	3	8	8
New or returned	10	8	7
TOTAL	76	70	72

HIGHLIGHTS OF OUR FINANCIAL PERFORMANCE IN 2019

In summary, First Church finished the 2019-year with operational income of \$698,242 (total income less investment earnings), which is 99% of our income budget of \$706,857. Actual expenses for 2019 were \$679,714, which is 96% of our expense budget of \$706,857. The net surplus (income over expenses) for 2019 was \$18,448.

The primary reason for the net surplus is that the Senior Minister position was vacant for the year. Although we welcomed an interim minister in mid-April 2019, unfortunately he had to leave us in August 2019 due to illness.

Below is a detail summary of the actual versus budget differences for 2019. Please refer to the **First Church 2019 Budget vs. Actuals Income and Expense Report January 1 - December 31, 2019 and 2020 Asking Budget** report for the comments below.

Income: Total actual below budget by \$8.6K.

Total pledges fell short of budget by \$11.5, with \$6K of that shortfall occurring in current pledges and \$5K occurring in unpledged. Pledge income remained flat from 2018 to 2019.

Building income from event income and tenants was \$2.5K over budget and increased from 2018 by \$25K.

Other income, Second Sunday offerings, and flower contributions round out the total.

Expenses: Total actual below budget by \$27K

Facilities: Our property management company expenses charged to First Church were over budget by \$37K in 2019. The overrun in the LPC budget was primarily due to the following items:

- \$5,000 for expenses that were simply not included in the budget that LPC prepared. These are anticipated expenses but ones that do not occur annually....
- \$3,000 in 2018 gas bills that LPC neglected to pay in 2018.
- \$6,000 in Nov & Dec 2018 janitorial contract bills that were not paid in 2018.
- \$13,000 in HVAC repairs for unanticipated essential equipment failures for which we did not budget.
- \$6,000 in expenses related to the break in.

Ministerial: Expenses came in \$33K under budget. We were under budget by \$45K due to the short tenure of our interim minister and over budget for guest and in-house minister expense of \$12K.

Parish: Overall we were under budget by \$27.5K. Expenses to print the 150th Anniversary First Church history booklet were \$3K over budget as they were incurred after 2018 and there was no budget in 2019. Christian Education was over budget by \$11.5K primarily because of additional pay and hours for Sam McFerran in his additional role. We underspent our contingency budget by \$5K. Music was over budget by \$2K due to additional contract musicians that were not in the budget. Office expenses were under budget by \$3.5K due to tight control over expenditures. Office staff payroll (Building Manager, Office Assistant and Sexton) came in under budget by \$17K, primarily because the Sexton was budgeted to start on January 1, 2019, but did not start until mid-May 2019. Social Action (SAAC) was able to get financial help from Sasha Bruce to cover First Church expenditures on facilities and on a contract position for the Drop-in Center,

which added Wednesday night to the regular Monday night late in the year. Additional unspent funds in other SAAC programs combined with savings and the proceeds of September's Second Sunday offering for the Drop-in Center resulted in SAAC under budget by \$7K. Worship underspent their budget by \$3K. The additional employee benefits budgeted for 2019 were underspent by \$7.5K due to a late start on offering retirement benefits to staff that will start in 2020 but will be retroactive to July 1, 2019.

For the following comments, please refer to the **First Congregational Church Balance Sheet as of December 31, 2019**:

Accounts Receivable contains 2019 rental and occasional use income that was received shortly after the year end.

Prepaid Expenses consists of 2020 expenses that were paid in advance, such as a deposit for the frieze repair and insurance paid in advance.

Prepaid Occasional Use and Prepaid Pledges contain 2020 revenue that was received in 2019.

The \$510,000 in Funds Restricted by Church Action consists of two unrestricted gifts from deceased parishioners during 2019. The Council in 2019 agreed not to make a decision on a proposal for how the funds would be used in 2020 or going forward. Some favored a special purpose fund to support the Designated Minister in implementing church priorities over the next several years. Such a fund may be the best use instead of adding to the endowment fund, but it was decided to postpone discussion of and decisions on any specific proposals. Pending final decisions, the \$510,000 is segregated on the balance sheet but will be invested by the Investment Commission along with the endowment fund and the capital reserve.

The composition of the 2019 net income is \$872,975.93 endowment fund and \$18,447.57 general fund, representing the investment income on the endowment and the net surplus per the **First Church 2019 Budget vs. Actuals Income and Expense Report January 1 - December 31, 2019^[1]** and 2020 Asking Budget report.

First Congregational Church				
Balance Sheet				
As of December 31, 2019				
		Total A. Endowment Fund	Total C. General Fund and Special Purpose	TOTAL
1	ASSETS			
2	Current Assets			
3	Bank Accounts			
4	Capital One 360	\$ 77,008.50	\$ -	\$ 77,008.50
5	Endowment Fund Bank Accts			
6	SunTrust Holding Account for Endowment	49,358.11	-	49,358.11
7	Total Endowment Fund Bank Accts	48,368.11	-	48,368.11
8	SunTrust Joint Account	510,000.00	138,592.80	648,592.80
9	Total Bank Accounts	638,368.61	138,592.80	774,961.41
10	Other Current Assets			
11	Account Receivable	-	6,857.00	6,857.00
12	Adams Dental Insurance	-	-	-
15	Total Account Receivable	-	6,857.00	6,857.00
17	Prepaid Expenses	-	15,163.00	15,163.00
18	Reserve Held by Lincoln Properties	-	19,195.37	19,195.37
19	Total Other Current Assets	-	41,215.37	41,215.37
20	Total Current Assets	638,368.61	179,808.17	818,174.78
21	Other Assets			
22	Endowment Fund and Capital Reserve Fund Investments			
23	Vanguard FTSE Social Index Investment			
24	Vanguard FTSE Social Index Investment	180,202.48	-	180,202.48
25	Vanguard FTSE Social Index Investment unrealized gain or loss	88,063.50	-	88,063.50
26	Total Vanguard FTSE Social Index Investment	268,266.98	-	268,266.98
27	Vanguard Intermediate Term Investment Grade Total			
28	Vanguard Intermediate Term Investment Grade	244,163.48	-	244,163.48
29	Vanguard Intermediate Term Investment Grade Fund unrealized gain or loss	(3,077.31)	-	(3,077.31)
30	Total Vanguard Intermediate Term Investment Grade Total	241,086.17	-	241,086.17
31	Vanguard Short Term Inflation Protected Securities Fund Total			
32	Vanguard Short Term Inflation Protected Securities Fund	243,311.63	-	243,311.63
33	Vanguard Short Term Inflation Protected Securities Fund unrealized gain or loss	(1,397.33)	-	(1,397.33)
34	Total Vanguard Short Term Inflation Protected Securities Fund Total	241,914.30	-	241,914.30
35	Vanguard Total Bond Fund Total			
36	Vanguard Total Bond Fund	651,863.43	-	651,863.43
37	Vanguard Total Bond Fund unrealized gain or loss	518,023.25	-	518,023.25
38	Total Vanguard Total Bond Fund Total	1,169,886.68	-	1,169,886.68
39	Vanguard Total International Bond Index Total			
40	Vanguard International Bond Index	453,757.69	-	453,757.69
41	Vanguard Total International Bond Index unrealized gain or loss	29,366.13	-	29,366.13
42	Total Vanguard Total International Bond Index Total	483,123.82	-	483,123.82
43	Vanguard Total International Stock Index Fund Total			
44	Vanguard Total International Stock Index Fund	720,367.87	-	720,367.87
45	Vanguard Total International Stock Index Fund unrealized gain or loss	199,384.78	-	199,384.78
46	Total Vanguard Total International Stock Index Fund Total	919,752.65	-	919,752.65
47	Vanguard Total Stock Fund Total			
48	Vanguard Total Stock Fund	616,909.72	-	616,909.72

UNAUDITED: For Management Review Purposes Only

First Congregational Church				
Balance Sheet				
As of December 31, 2019				
		Total A. Endowment Fund	Total C. General Fund and Special Purpose	TOTAL
49	Vanguard Total Stock Fund unrealized gain or loss	1,387,837.90	-	1,387,837.90
50	Total Vanguard Total Stock Fund Total	2,004,747.82	-	2,004,747.82
51	Total Endowment Fund and Capital Reserve Fund Investments	6,328,777.22	-	6,328,777.22
52	Total Other Assets	6,328,777.22	-	6,328,777.22
53	TOTAL ASSETS	6,985,143.83	179,808.17	6,144,962.00
54				
55	LIABILITIES AND NET ASSETS			
56	Liabilities			
57	Current Liabilities			
58	Other Current Liabilities			
59	Amounts deducted from Carmaak for rent (deleted)			
60	Income Received Before Applicable Period, owed to subsequent year budget			
61	Prepaid Occasional Use	-	1,600.00	1,600.00
62	Prepaid Pledges	-	10,000.00	10,000.00
63	Total Income Received Before Applicable Period, owed to subsequent year budget	-	11,600.00	11,600.00
64	Accounts Payable	-	12,899.26	12,899.26
68	Total Payables	-	12,899.26	12,899.26
78	Security Deposits received from renters, users			
79	Fresh Farm security deposit	-	12,494.17	12,494.17
80	Table Church security deposit	-	2,000.00	2,000.00
81	Total Security Deposits received from renters, users	-	14,494.17	14,494.17
82	Total Other Current Liabilities	-	38,983.43	38,983.43
83	Total Current Liabilities	-	38,983.43	38,983.43
84	Long-Term Liabilities			
85	Capital Reserve Fund	363,371.62	-	363,371.62
86	Total Long-Term Liabilities	363,371.62	-	363,371.62
87	Total Liabilities	363,371.62	38,983.43	402,355.05
88				
89	NET ASSETS			
90	Endowment Fund Net Assets			
91	Redevelopment proceeds	3,397,628.91	-	3,397,628.91
92	Restricted by Donor			
93	Griffie Bequest	15,093.41	-	15,093.41
94	Ross Trust donation 2007; one half of annual income to Mission budget	141,742.73	-	141,742.73
95	Total Restricted by Donor	166,836.14	-	166,836.14
96	Unrestricted			
97	Other - Cumulative Unrestricted Endowment	664,331.23	-	664,331.23
98	Total Unrestricted	664,331.23	-	664,331.23
99	Total Endowment Fund Net Assets	4,218,798.28	-	4,218,798.28
100	Funds Restricted by Church Action	510,000.00	-	510,000.00
102	Total Funds Restricted by Church Action	510,000.00	-	510,000.00
103	General Fund Net Assets			
104	Dedicated General Fund Balances			
105	C. Memorials	-	100.00	100.00

UNAUDITED: For Management Review Purposes Only

First Congregational Church				
Balance Sheet				
As of December 31, 2019				
		Total A. Endowment Fund	Total C. General Fund and Special Purpose	TOTAL
106	Anne Griffis	-	1,125.05	1,125.05
107	Barbara Hayee	-	50.00	50.00
108	Bruce Hanson	-	385.00	385.00
109	Claricia Cummings	-	1,100.00	1,100.00
110	Dwight Marsh	-	130.00	130.00
111	Griffis, Richard	-	368.00	368.00
112	Total C. Memorials	-	3,258.05	3,258.05
115	Total Dedicated General Fund Balances	-	3,258.05	3,258.05
116	Unrestricted General Fund Assets	-	119,109.12	119,109.12
117	Total General Fund Net Assets	-	122,367.17	122,367.17
118	Total NET ASSETS	4,728,796.28	122,367.17	4,851,163.45
120	Net Income	872,975.93	18,447.57	891,423.50
121	Total Equity	5,601,772.21	140,814.74	5,742,586.95
122	TOTAL LIABILITIES AND EQUITY	\$ 5,965,143.83	\$ 179,808.17	\$ 6,144,952.00

UNAUDITED: For Management Review Purposes Only



**FIRST CONGREGATIONAL
UNITED CHURCH OF CHRIST**

First Congregational United Church of Christ

A Just Peace, Open and Affirming, Multiracial and Multicultural Congregation

Ministers – Friends & Members of the Church

Associate Minister – Rev. Sam McFerran

Minister – Rev. Karen Byrne

Director of Music – Mr. John Horman

Building Manager – Mr. Byron Adams

Administrative Assistant – Ms. Cindy Dobbs

Sexton – Ms. Ines Marquez

Members in Discernment – Lynaya Morris, Dwight Davis

Nursery Attendants – Timur Murillo, Ziyah Holman, Jordann Edwards, Patrick LaGamma

945 G Street NW, Washington DC 20001

Phone: 202.628.4317 • Fax: 202.347.4911 • www.firstuccdc.org